

ANNUAL REPORT

20 25

*Impact &
Innovation*

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EDITORIAL

Digital Inclusion Facing the Challenge of Artificial Intelligence (AI)

The year 2025 confirms a major shift: artificial intelligence has become embedded in everyday practices, organizations, and recruitment pathways. For Konexio, the challenge is more important than ever: ensuring that AI does not become a means of exclusion within the digital divide, but rather a springboard toward digital autonomy and concrete employment opportunities. In this context, AI is now integrated across all our programs, particularly through our dedicated "AI & Employment" workshops. Our introductory AI workshops continue to expand and reach new audiences.

Across France, we pursued our mission in the four regions where we operate: Île-de-France, Hauts-de-France, Nouvelle-Aquitaine, and Pays de la Loire. **In collaboration with local partners**, we continued supporting people facing barriers to employment through pathways designed to foster engagement, reveal talent, and recognize acquired skills in a rapidly evolving labor market.

The year was marked by the deployment of the **Numéric'Action** program in Hauts-de-France, a pathway combining digital upskilling with enhanced socio-professional support in former mining communities. Meanwhile, the Explore Your Talent program accelerated in both Île-de-France and Nouvelle-Aquitaine, strengthening our support for young people experiencing educational disengagement.

At the same time, 2025 was a challenging year. Konexio faced complex demands while remaining firmly committed to its mission and ambitions. Despite obstacles, nearly **4,700 learners** were trained and supported throughout the year.

Our certification-track programs and educational resources continued to evolve in response to growing needs in digital and AI-related skills. DigiFree, launched in 2024 with the support of the Free Foundation, continued its deployment among young people facing barriers to employment, particularly in Seine-Saint-Denis, offering a structured pathway toward social and professional inclusion through digital skills.

Meanwhile, our collaboration with IBM through the IBM SkillsBuild platform enabled learners to access online learning modules and recognized digital credentials, fully integrated into our pathways to strengthen employability.

We also demonstrated our commitment at key moments in the tech world. Konexio presented at international tech conference **VivaTech**, in the Impact Bridge area, at the heart of a rich ecosystem for innovation. This opportunity allowed us to promote our vision of inclusive tech to new and current partners and to forge and strengthen those partnerships.

2025 also saw the launch of the **AI & Employment Observatory**. Conceived as an analytical and advocacy tool, it aims to document the impact of AI on job searching in order to identify concrete ways for AI to become a tool for inclusion. The results were presented at a launch event held as part of the AI Action Summit in Paris.

Internationally, **Konexio Africa** continues its development with an approach tailored to local realities, based on two complementary pillars. Firstly, training, with courses accessible at various levels, both in-person and online, to facilitate access to local and international career opportunities. Secondly, the development of **Business Process Outsourcing** activities, enabling the company to provide services to international clients while creating sustainable jobs for more vulnerable individuals (Link A, BP20). In 2025, actions were also launched in **Uganda**, complementing our presence in East Africa.

To carry out these ambitious initiatives, Konexio relied on a committed team based in France and East Africa who prioritized pedagogy, socio-professional support, partnership development, operations and support functions, and a constant focus on equity, diversity of backgrounds, and inclusion.

Our goal is to make strides toward greater impact through thoughtful innovations, strengthened programs, and a renewed commitment to ensuring that digital skills and AI become true drivers of empowerment and access to employment for everyone.

Jean Guo, President and Founder of Konexio

KONEXIO IN 2025 : KEY IMPACT FIGURES


**COHORTS
LAUNCHED IN
2025**

2 certification-track programs in
Networks and Systems and 1 in AI
(2 year and 3 year post-high school
levels / Associate's and Bachelor's
Degrees)

16 pre-qualification programs
Explore Your Talent

175 DigitAll

40 DigiStart

1 DigiPulse

**PROMOTIONS,
WORKSHOPS,
CUSTOMIZED
TRAINING,
SUPPORT
SESSIONS**

641

**LEARNERS
SUPPORTED
IN 2025**

4689*



DIGITRUCK

673 people participated in a training session or workshop on the mobile DigiTruck in five rural areas in Franche-Comté and Auvergne

75

**CERTIFIED
COHORTS**

941

**CUSTOMIZED TRAINING
PROGRAMS**

1486

DigitAll

248

**PRE-
QUALIFICATION
PROGRAMS**

737

IN WORKSHOPS

407

DigiStart

112

**SUPPORT
SESSIONS**

10

DigiPulse

**INITIATION
AND
DISCOVERY**

**100% SUCCESS RATE ON
PROFESSIONAL CERTIFICATIONS IN
CERTIFICATION-TRACK PROGRAMS:**



**95% OVERALL
SUCCESS RATE**

**5% PARTIAL
SUCCESS RATE**

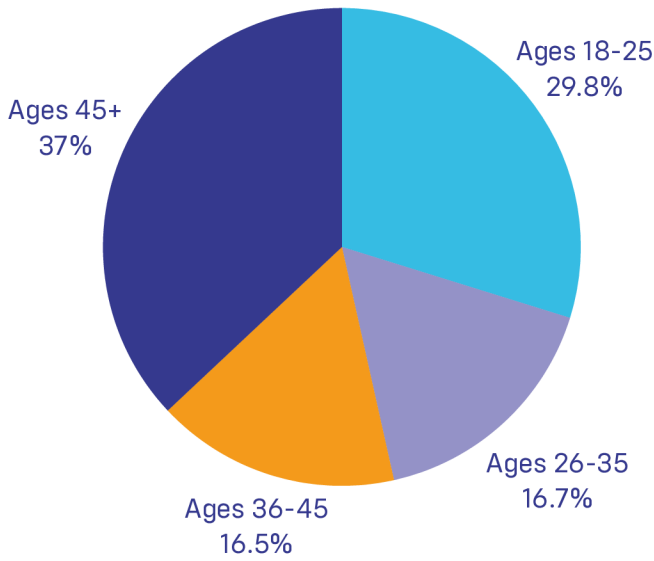


**OVERALL SUCCESS RATE OF
INITIATION AND DISCOVERY
PROGRAMS :**

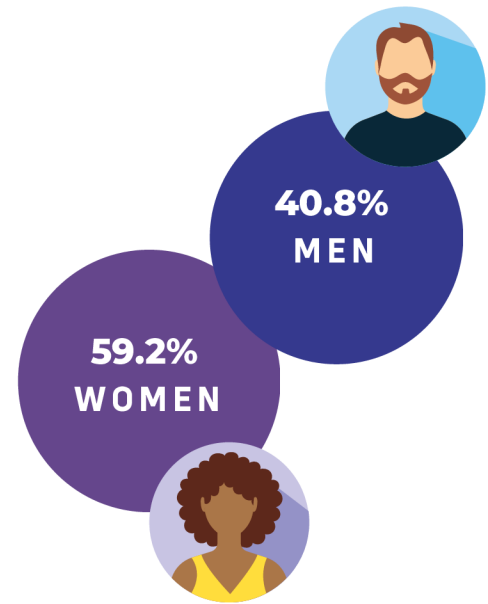
79%

PROFILES OF SUPPORTED PARTICIPANTS

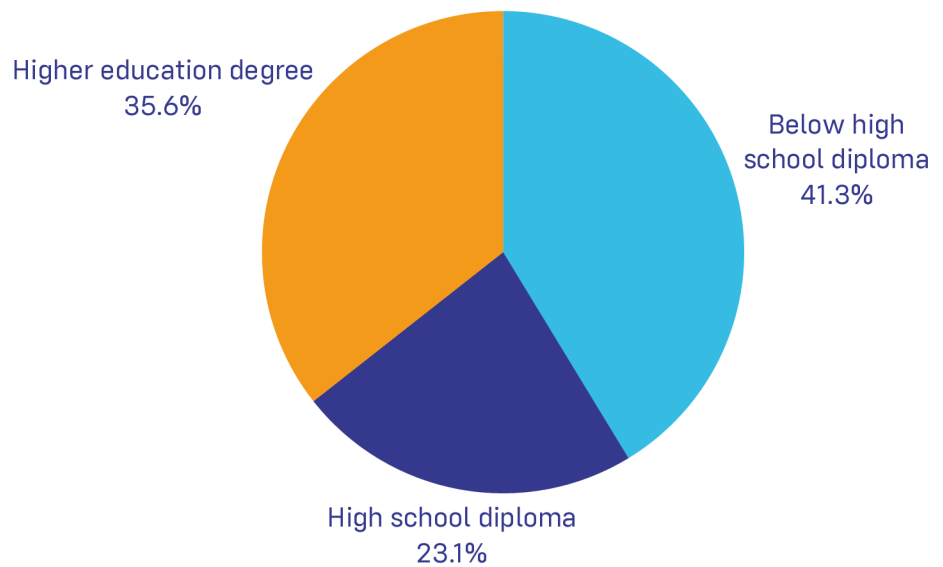
Age



Gender



Education Level



QPV
(Residents of priority neighborhoods)

30.4%

900

ESTIMATED
INDIRECT
BENEFICIARIES
(7 per household)

430

INDIVIDUALS
TRAINED

3

COUNTRIES :
KENYA, MALAWI
ET
UGANDA

4

SITES : KAKUMA,
DZALEKA,
KYRIANDONGO
AND NAIROBI

KONEXIO AFRICA

KENYA



MALAWI



UGANDA



2025 HIGHLIGHTS



JANUARY

AI Employment Observatory launch

January 2025 marked the official launch of the AI & Employment Observatory, led by Konexio and Diversidays, in partnership with France Travail and with support from Google.org. This initiative aimed to analyze the impact of artificial intelligence on jobs and professional integration, particularly for job seekers. Based on a study of 5500 job seekers, the Observatory analyzed how AI might redefine the job search.

FSE+ project launch

Numéric'Action in Hauts-de-France

The FSE+ Numéric'Action project began in Lens-Liévin, Hénin-Carvin, Douai, and Béthune, four former mining sites. The program helped young people distanced from the labor market through a program combining digital skills development and socio-professional support. It aimed to strengthen the sustainable integration of the most vulnerable populations in the region.

FEBRUARY

AI employability workshops

Konexio launched a series of 2- to 3-hour long workshops dedicated to AI tools for job searching: CV writing, interview preparation, and skills development. These sessions enabled learners to become more efficient and independent in their job search for entry-level positions.

Jean Guo in the Top 35 Young Positive Leaders of 2025

Our long term commitment to reducing the digital divide was recognized by the naming of Jean Guo, founder of Konexio, to the Top 35 Young Leaders of 2025. The award brought to light our strong conviction that technology can be used as a tool for opportunity and not exclusion.

MARCH

AI, the future of work, and inclusion

Konexio participated in a roundtable with Bayes Impact, the Adecco Group, and Orange around issues related to AI and the future of work and inclusion. The conversation provided an opportunity to discuss skills transformation and risks of exclusion, while also highlighting the importance of investing in training to support current transitions to AI.

APRIL

ChangeNOW : A European ambition

At ChangeNOW, Konexio presented a Europe-scaled project aiming to strengthen digital literacy and AI skills development for those with limited digital skills. This provided Konexio with a chance to share an ambitious vision and expand cooperation to amplify impact.

Essential Skills Conference - Skills 2030

Konexio spoke at the Essential Skills Conference at CNAM, contributing to discussions on important skills to be developed in the face of major economic and technological transformations. This was a key moment when the importance of digital skills for job integration was reinforced.

MAY

Inclusi'Day - how AI can be used for social justice

Konexio spoke alongside Handiroad, Microsoft, and Wemanity at a roundtable dedicated to the role of artificial intelligence as a lever for inclusion and social justice. The exchange highlighted the necessity for integrating diversity, disability accommodations, and equal opportunities into the design stage of technologies, and resulted in a publication.

JUNE

Four days at the VivaTech Impact Bridge

For four days, Konexio presented to collaborators at the heart of the tech ecosystem on the challenges of inclusive AI.

Several key events – presentations, partner meetings with IBM, Salesforce, and France Travail, and a women in AI campaign– helped to strengthen strategic collaborations and to raise awareness on social issues across a broad audience.

JULY - AUGUST

A summer of AI and employment workshops

Throughout the summer, Konexio's teams facilitated "AI discovery" and "AI and employment" workshops.

These sessions allowed new beneficiaries to understand professional usages of AI and to develop concrete AI implementation skills.

SEPTEMBER

Volunteers return

Konexio marked the back-to-school season with an event dedicated to volunteers. Strategic volunteer priorities and methods for increasing engagement were presented in order to increase the cohesion of the volunteer base and to mobilize volunteers around shared goals.

Volunteer engagement remains a key pillar of the association's impact.

OCTOBER

Open house

At an open house in Paris, nearly 100 learners sat for placement interviews before starting training programs, an important first step in tailoring their digital and AI learning to their individual needs.

Bordeaux Terre de Solidarités Award

Konexio Bordeaux received the Bordeaux Terre de Solidarités award for their "Digital Skills For All" program. This prize highlighted our local initiatives supporting equality, the fight against exclusion, and freedom for all. The award was an important recognition of the hard work of the team and local volunteers.

NOVEMBER

Dift solidarity campaign

Two fundraising campaigns were launched in partnership with Dift with, for the first time, 14 committed ambassadors who dedicated themselves to promoting inclusion initiatives.

The Dift Live Challenge, organized at Station F during Paris Creator week with the support of three well-known donors, closed out the campaign with a lively event. The challenge benefited 6 organizations, including Konexio.

DECEMBER

Last Explore Your Talent promotions of 2025

The last two Explore Your Talent events brought together 32 learners in Paris and Créteil to celebrate the end of 6 intensive weeks of training. During the program, most received the Pix certification, participated in public speaking competitions, and pursued further certifications. ETT continued to open up concrete and sustainable employment pathways for them.

KONEXIO IN THE MEDIA

Support for the AI & Employment Observatory



Le Parisien
Économie



news tank
rh management



franceinfo:



Coverage of our AI and Employment Workshop



Programs conducted with our partners: the Free Foundation
and the RATP Group Foundation, and more



Outlets supported by Konexio



hellowork
place

PROGRAM DETAILS

With a hands-on teaching approach tailored to individuals distanced from the labor market, Konexio offers several adapted training programs. These programs enable vulnerable populations to take part in the digital transformation of society, enhance their employability, and unlock their potential.

● **Introductory Pathway**

Gaining digital autonomy

- The DigitAll program enables learners to acquire digital skills, from the most basic to more advanced levels.
- The DigiPulse program allows learners to put their digital skills into practice while developing teamwork and interpersonal skills through a simulated business case scenario.



● **Discovery Pathway**

Exploring interests and deepening knowledge

- Workshops offer a glimpse into new career possibilities, delivered in accessible community spaces (neighborhood centers, local missions, etc.) through concrete examples and exercises (testimonials from digital professionals, discovery games, etc.).
- The DigiStart program helps learners develop their first coding skills and discover careers in the digital sector.
- The Explore Your Talent program provides a refresher course to help learners strengthen their foundational skills and prepare to enter a certification-track program.

● **Career-track pathway**

Preparing for the jobs of tomorrow

Gain access to the most in-demand tech professions through certification-track training and mandatory work experience—a true springboard to employment (equivalent to 2-year and 3-year post-high school degrees).

- The Senior Systems and Networks Technician program: intensive bootcamp + apprenticeship
-
- The Bachelor's in Cybersecurity with a DevOps focus: trains learners to become System Security Administrators
- The Bachelor's in Applied Artificial Intelligence Development: for those aiming to build a career in AI application development



● **Customized pathway**

Building the skills of tomorrow

Customized training pathways enable employees and other participants to gain mastery of digital tools and acquire new skills aligned with the digital transformation of today's professions.



KONEXIO IN FRANCE

ILE-DE-FRANCE

Île-de-France

In 2025, Konexio in Île-de-France relied on the incredible mobilization of 150 staff members, volunteers, and partners to deliver its Initiation and Discovery Programs. These are the people who make our impact on digitally underserved populations possible every single day—a heartfelt thank you to each and every one of them!

Konexio takes an active role in major local events, including the City of Paris Digital Inclusion Meetings, the Seine-Saint-Denis Digital Week, and the many employment forums organized by France Travail. Finally, our involvement in the Plaine Commune Digital Inclusion Network, @NUMERIK, MedNum, and the Cité des Métiers et de l'Industrie allows us to better identify and respond to the specific needs of the territories.

OUR KEY INITIATIVES

Bridging the Digital Divide

Konexio actively combats the digital divide by taking part in targeted local initiatives and developing innovative digital inclusion programs. These are tailored to the specific needs of local populations and often lead to a Pix certification.

Introducing Artificial Intelligence (AI)

AI is integrated into all our training programs to help learners better understand and use essential digital tools for employability. This includes hands-on workshops focused on job search applications.

Strategic Local Partnerships

We continuously strengthen our partnerships with local businesses and public authorities to expand our impact. These close collaborations enable us to run workshops at 27 different sites, tailored to the realities on the ground.

Inclusion for All

Konexio ensures equal access to digital opportunities by adapting its programs to meet the specific needs of residents of priority neighborhoods, young entrepreneurs, women distanced from employment, and people with disabilities—notably through flexible and accessible training formats.

Local roots: a strategic lever for digital inclusion

The success of Konexio's missions relies on a diverse network of partners. The ecosystem in Île-de-France multiplies our actions to respond to the needs of the territories. In 2025, a new milestone was reached with the opening of strategic sites and the consolidation of long-standing collaborations. The opening of the James Baldwin Media Library and the Refugee Center provides an immediately functional training location. Our network extends regionally through the AGIR 75 and 92 networks, managed by France Terre d'Asile, with support from the Seine-Saint-Denis Departmental Council, Employment Centers, and Community Centers, notably Est-Ensemble.

Konexio prioritizes local venues, working closely with vulnerable populations. The Françoise Sagan library and the James Baldwin Media library, are welcoming environments which increase Konexio's visibility. La Compagnie du 20e continues the close relationship with the community. Since the opening of the TOUTELA community space, workshops have been offered there.

Finally, Konexio draws on the entire social and solidarity economy network, combining digital technology, food, education, and sport for comprehensive inclusion, with partners such as Du pain et des Roses, Refugee Food, UniR, and Sport dans la Ville, forming a coherent ecosystem dedicated to the empowerment of its beneficiaries.



IMPACT DATA



1969
LEARNERS TRAINED



193
TRAINING COHORTS



LOCATIONS

Solidarity initiatives are carried out in **10** cities and **21** sites across the Île de France region

78%
SUCCESS RATE OF
INITIATION AND
DISCOVERY PROGRAMS.
27 VALIDATED PIX SCORES
WITH AN AVERAGE SCORE
OF **301**



OUR VOLUNTEERS

In 2025, **140** volunteers actively committed, contributing a total of **2,163** hours to support our activities.

OTHER KEY PROJECTS

Konexio is deeply committed to bridging the digital divide, having trained 275 employees on-site through partnerships with companies like Galeries Lafayette and GSF. Our close collaborations with Skills Operators (OPCOs) ensure optimal alignment between market needs and the training content offered.

Konexio has thus positioned itself as a true partner in their CSR strategy. New projects were launched in 2025 with social economy actors such as Sport Dans la Ville and UniR to promote professional inclusion.

Outlook for 2026

Our priority for 2025 is to improve access to our training programs through more accessible locations, spacious and adapted facilities, and simplified administrative procedures. In particular, we are developing a dedicated app for learners to streamline the registration process.

We also plan to offer more groups and workshops for improved flexibility. Finally, we will strengthen our volunteer network by diversifying the missions offered, integrating volunteers more closely into our workshops—especially those focused on AI— and optimizing the use of our volunteer portal and solidarity app.

KONEXIO IN FRANCE

NOUVELLE-AQUITAINE

Nouvelle-Aquitaine

The Nouvelle-Aquitaine branch saw many developments in 2025. The “Explore Your Talent in Fablab Mode” program took root in Bordeaux and successfully expanded to Cenon, demonstrating our capacity for innovation and regional development. New partnerships and services enriched our offerings, serving all audiences and with a particular focus on adapting to specific local needs. This momentum was built on strong campaigns. In 2025, our team comprised four digital advisors, two project managers, a development manager, as well as interns, civic service volunteers, and dedicated volunteers. Together, they worked professionally to strengthen digital inclusion. Present in both metropolitan and rural areas with a strong presence in Médoc and Libournais, we have actively contributed to socio-professional integration throughout the Gironde region.

OUR KEY INITIATIVES

Strong local anchoring

Our actions rely on iconic local venues such as La Cité Bleue in Bordeaux and Le Chapitô in Bègles, which have become regular access points for digital inclusion.

Multisectoral partnership approach

At the intersection of employment, healthcare and social services, youth, and integration sectors, we co-create joint pathways with local organizations to address complex, overlapping needs.

Citizen and solidarity mobilization

A local network of committed volunteers expands our capacity to act, notably through support sessions, introductory workshops, and awareness events.

Strategic presence in territorial dynamics

We collaborate closely with local authorities, employment centers, and coordination bodies (Urban Policy, Employment Hub, etc.).

Rolling out solidarity-based digital services

Konexio works alongside organizations such as WeJob, La Cravate Solidaire, ESATs, and Les Compagnons du Tour de France to offer tailored digital workshops. These sessions focus on skills that promote social and professional integration for a wide range of participants.

Engagement in local initiatives

We are funded by Project Aladdin with the support of Bordeaux Métropole to support digital transition efforts as close as possible to local residents.

Active presence in the local ecosystem

Konexio regularly takes part in Information and Support Hubs (ERI), job forums, and regional digital events, helping to raise awareness about digital inclusion solutions and creating concrete pathways toward digital autonomy.

Network & ecosystem

Konexio collaborates with key local networks such as the Inclusive Digital Group of Bordeaux Métropole. The regional team also participates in bodies like the Expanded Urban Policy Coordination Group of Bègles, the CLIP (Prison Computer Club) of Bordeaux, the ERI (Meeting and Information Space) network, and the Cité de l'Emploi. These collaborations strengthen coordination between employment and integration actors, making it easier for residents of Priority Neighborhoods to access training opportunities.



IMPACT DATA



621

LEARNERS TRAINED



245
TRAINING COHORTS



LOCATIONS

Solidarity initiatives are carried out in **12** cities and **15** sites across Gironde

Clients with disabilities

26%

82.3%
SUCCESS RATE OF INITIATION AND DISCOVERY PROGRAMS



OUR VOLUNTEERS

672 volunteer hours contributed
17 volunteers involved

Local digital support sessions

Konexio regularly hosts digital support sessions in locations such as Izon, Libourne, Bègles, and Bordeaux to make learning more accessible to all and to help users with their online administrative procedures through a personalized approach.

Reaching out to the most disconnected populations

Our proactive "outreach" approach enables us to work with seniors, individuals serving community service orders (TIG), women distanced from employment, and residents of priority neighborhoods (QPV). We actively mobilize our team and volunteer network to bring support where the needs are most urgent.

Outlook for 2026

In 2026, our branch will undertake a strategic restructuring linked to funding constraints and the evolution of partner programs, based on innovation and resource optimization to promote digital inclusion. We aim to strengthen support for young people through enhanced pathways tailored to their realities, continuing our work with BMS and the Funding Committee, and with a focus on measurable impact. We will scale up our integration pathways in consortium with our local partners to diversify our interventions.

KONEXIO IN FRANCE

HAUTS-DE-FRANCE

Hauts-de-France

In 2025, Konexio's Hauts-de-France branch grew! After several years of consolidation, we took a significant step expanding our influence, with deployment in new catchment areas in Pas-de-Calais and Nord (Douaisis, Lens, Hénin-Carvin, Béthunois) and more services offered, such as thematic workshops, digital support sessions, short modules and structured courses. This change has allowed us to reach a wider audience and to provide more tailored solutions, co-developed with local stakeholders.

OUR KEY INITIATIVES

DigiPulse Valenciennes

The DigiPulse pilot program in Valenciennes, run in partnership with the Mission Locale, aims to train young NEETs (Not in Education, Employment, or Training) in basic digital skills to support their social and professional integration.

Territorial expansion

We have expanded our presence to Lens, Douai, and Béthune, working alongside local organizations.

Business needs assessment

A territorial survey was conducted to better tailor our training offerings to employers' expectations.

Training at L'Étape Numérique in Roubaix

Our courses are delivered at L'Étape Numérique, a third-place space dedicated to digital inclusion.

Group workshops on employment and active job searching

Specific workshops support learners in building their professional projects.

2025 was also a pivotal year with many new programs launched. We had a special focus on AI training, essential for employability.

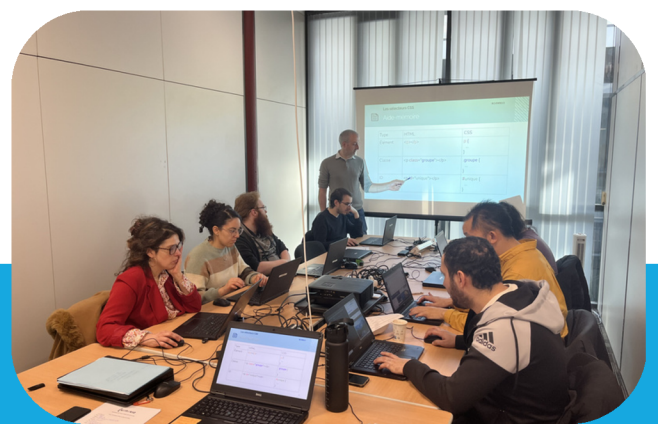
New partners!

In 2025, Konexio Hauts-de-France strengthened its partnerships. We began collaborating with EPNAK, training beneficiaries at their premises as closely as possible to their needs. The Numeric'Action project (co-financed by the ESF+) also facilitated the establishment of numerous links with key stakeholders: the Douai Local Mission and its branches, the Artois Local Mission (Béthune), the Lens-Hénin Carvin Employment and Integration Center, the Fabrik à Projet collective, the Rosa Luxemburg Center, the MAAJ in Méricourt, the City and CCAS of Noeux-les-Mines, the Calonne-Ricouart Social Center, and the Liévin Research and Social Action Prevention Club.

Finally, tailor-made training was carried out in collaboration with Les Papillons Blancs and drop-in sessions and workshops were created with the La Busette social center in the Lille metropolitan area.

A local ecosystem reinforced

In 2025, Konexio Hauts-de-France strengthened its local ecosystem for digital inclusion and integration. Alongside state services (DREETS) and local authorities, the branch is developing partnerships with grassroots organizations. This network has been structured around unifying projects such as Tech Your Future With AI, conducted with the Mozaïk Foundation and Diversidays. This momentum is supported by committed funders (Lille Foundation, Crédit Agricole Foundation, Salesforce, ANCT, Caisse des Dépôts, VINCI, Transdev, Region, Orange)



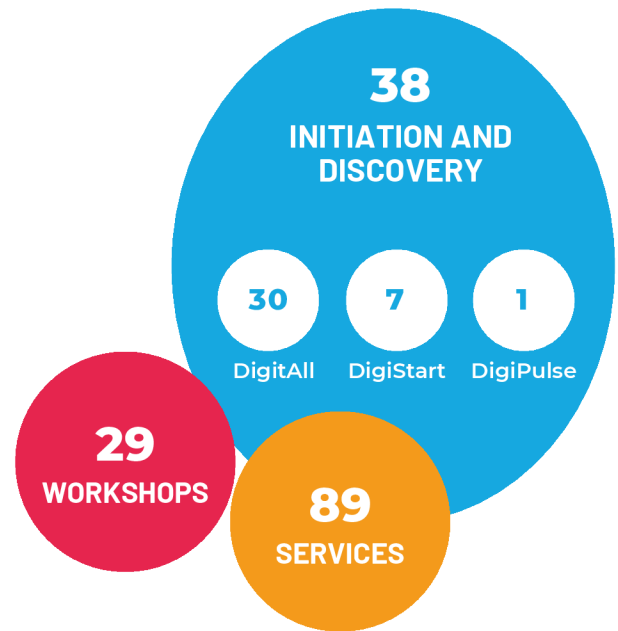
IMPACT DATA



987
LEARNERS TRAINED



156
TRAINING COHORTS



LOCATIONS

Solidarity initiatives are implemented across **13** cities and **20** sites in Hauts-de-France.

84%
SUCCESS RATE OF
INITIATION AND
DISCOVERY PROGRAMS



OUR VOLUNTEERS

134 volunteer hours contributed
21 donors involved



PERSPECTIVES 2026

In 2026, Konexio Hauts-de-France will continue its regional expansion by consolidating successful initiatives. The DigiPulse program will be strengthened in the Valenciennes area, with the aim of wider deployment where demand is high. Numéric'Action (digital training + socio-professional support) is another focus: we will expand the program in order to promote a return to sustainable employment and to stabilize its presence in the former mining region. We also want to develop Explore Your Talent throughout the Hauts-de-France region to support more young people in discovering careers in the digital sector. Finally, thanks to the support of the Orange Foundation, a new digital training program linked to a Fablab will be launched, allowing participants to learn by doing, gain autonomy, and develop concrete digital skills.

KONEXIO IN FRANCE

PAYS-DE-LA-LOIRE

Pays-de-la-Loire

In 2025, the Konexio Pays de la Loire branch continued its work by implementing digital skills development programs in Nantes and Saint-Nazaire, as well as in Le Mans. These initiatives actively contributed to the social and professional integration of the people they supported, responding to the needs of the local communities.

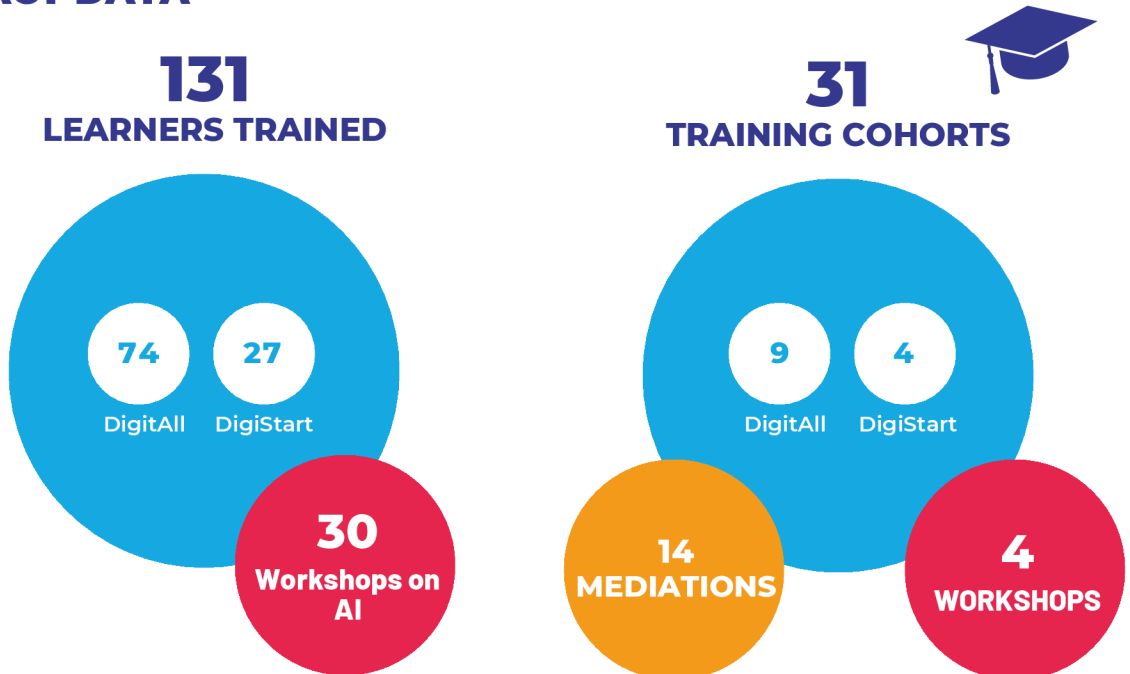
We have benefited from the support of committed local stakeholders such as Collectif Emploi, Nantes Saint-Nazaire Développement, ADN Ouest, Les entreprises pour la Cité, as well as the Convergence and Médiation Numérique groups of Nantes Métropole. Our work also relies on the commitment of local authorities and private and institutional funders, including the Loire-Atlantique Departmental Council through a public procurement contract.

Our network and ecosystem

The team, comprised of a coordinator, a civic service volunteer, interns, and volunteers, works closely with stakeholders in the digital, employment, and integration sectors to strengthen digital inclusion. Our partners and referring organizations include Emmaüs Les Eaux Vives, France Travail, Info Jeunes, E2C, Wake Up Café, Mozaïk RH, Simplon, Cap Emploi, ADIE, and NQT, among others.

Our involvement in networks such as La Boussole des Jeunes, French Tech, and Collectif Emploi Nantes networks has strengthened our local roots and amplifies the impact of our actions. In 2025, we reinforced our presence through the DigitAll and DigiStart programs, as well as artificial intelligence awareness workshops, deployed across eight sites, supporting 131 learners.

IMPACT DATA



LOCATIONS

The activities were conducted across **2** departments, Sarthe and Loire-Atlantique, at **8** training locations in **4** cities: Le Mans, Nantes, Saint-Nazaire, and Saint-Herblain.

SPRINGBOARD PATHWAY EXPLORE YOUR TALENT ILE-DE-FRANCE

Towards career-track training programs



Created by Konexio in 2023, the Explore Your Talent program addresses the professional integration challenges faced by young people without diplomas or those struggling with career orientation. This pre-qualification program aims to remove barriers to accessing professional training and to facilitate entry into in-demand professions.

Designed for youth aged 16 to 25 without higher education diplomas (below high school diploma or high school diploma level), Explore Your Talent supports participants in discovering the professional world, developing digital and logical skills, and acquiring the soft skills necessary for employment.

This 240-hour (2-month) program takes place in Île-de-France at the AFPA facilities (Paris 11th arrondissement & Créteil) and enables participants to earn dual certifications: Pix and Cléa Numérique.



IMPACT FIGURES 2025 12 COHORTS



DECEMBER 2024 TO JANUARY

FEBRUARY TO MARCH

APRIL TO MAY

JUNE TO JULY

SEPTEMBER TO OCTOBER

NOVEMBER TO DECEMBER



"I found the training extremely interesting because it allowed me to acquire new skills, both digital and professional, and to meet new friends."

Hamidou then enrolled in a BTS BIOAC program at the Aurlom Campus.



SUCCESS
RATE



IMPACT FIGURES 2025

EXPLORE YOUR TALENT ILE-DE-FRANCE

POSITIVE OUTCOMES



Beyond Konexio's certification-track programs, learners also enroll in certification-track training offered by:



Ten companies showcase their professions and recruitment specifics, including:



Explore Your Talent (ETT) learners are directly sourced by Konexio through field activities as well as through a network of referring partners:



Training content

- IT refresher courses (office tools, development, logarithms, Python, Pix certification)
- Academic refresher courses (mathematics, physics, French)
- Professional project work (exploring opportunities and applying)
- Strengthening soft skills (public speaking, teamwork, professional conduct)

Program specializations

- Review and strengthen foundational knowledge in science and digital skills to open new doors
- Discover a wide range of opportunities through our extensive network of partner training organizations
- Enhance employability by developing professional attitudes

“If you have doubts about your abilities, this course is perfect for you. It will teach you many things that will give you a clearer picture to help you make a career choice, with supportive instructors who encourage you to keep trying, no matter how many times you fail.”

César will begin a web development training program at La Toile in March 2026.

SPRINGBOARD PATHWAYS EXPLORE YOUR TALENT

A Year In Pictures



Explore Your Talent is first and foremost a deep dive into the professions of tomorrow for youth trainees. The program includes meetings with professionals as well as workshops and competitions to reinforce participants' confidence in their soft skills.



Visit to IBM

Visit to Orly Airport to learn about airport-related professions with the group ADP.



If you're not sure what kind of work you want to do within the digital world, enroll in Konexio's "Explore Your Talent" program and you'll see things more clearly. - Lonnie

"This is an opportunity to learn about digital technology in a supportive environment, and with guidance on the norms and expectations of the professional world." – Ellie



Skills Olympics organized by Pass'Sport pour l'Emploi

Public speaking contest with the Sciences Polémiques Association



"Do it—you'll learn a ton about the courses and about yourself through exercises you never thought you'd be able to do or even understand... you're going to crush it, and you'll meet some incredible instructors who are truly dedicated to their craft. You can really tell they're passionate about what they do." - Mara

"It's really worth attending this training program to learn about the various careers in the IT field." -Florian

KONEXIO, A CENTER FOR A MORE INCLUSIVE, DIVERSE, AND GENDER-BALANCED TECH INDUSTRY

In a competitive digital job market, Konexio offers trainings that allow a greater public to make their professional dreams possible and which offer companies new, highly engaged, and operational employees to recruit. Konexio has focused its work-study programs on IT support and cybersecurity, in order to remain in sync with the needs of the market and new technological innovation.

Our students join our training programs after a placement interview designed to ensure that our center is a good fit for their career goals. The main criteria we evaluate are motivation, enthusiasm, and learning abilities.



TSSR Program - Advanced Systems and Networks Technician

The Senior Systems and Networks Technician training is at the core of all Information Systems management roles. Without solid knowledge of support functions, it is impossible to fully understand the challenges of cybersecurity. This profession represents around 80% of the job market in digital services companies as well as in any organization with an independent information system.

Our training focuses on physical infrastructure, revisiting the fundamentals and the realities of issues faced both by administrators and users. Additionally, we offer scripting knowledge to master automation, which complements learners' skills portfolios. This enables all profiles we support to claim proficiency across all support roles, from help desk to managed services.

Our overall success rate is approximately 90%, and the professional integration rate reaches 80% upon completion of the program within the targeted professions. Some of our learners choose to reorient towards other careers, leveraging their in-demand IT skills as a valuable asset.

AIS Program - Secure Infrastructure Administrator Program

We also offer a DevOps-focused Cybersecurity Bachelor's program.

Designed as a continuation of the TSSR program, it's aimed at students as well as companies seeking to strengthen their cybersecurity skills. We continue to welcome new candidates and to address growing recruitment needs. We integrate open-source solutions, and innovation is at the heart of our teaching approach.

Fully project-based, this training empowers learners to work autonomously, make expert recommendations, and implement efficient and secure solutions.

KONEXIO AFRICA

An innovative response to employment challenges in Africa



There are more than 6 million refugees living in East Africa, particularly in Uganda, Kenya, and Ethiopia. Many live in camps or reception zones, where economic opportunities remain extremely limited. The refugee population is very young. More than 60% are less than 25 years old, and many are young adults of working age. However, in many camps, less than 10% of refugees are earning money. In this context, developing digital skills and an understanding of artificial intelligence opens the door to remote work, a major opportunity for them. Therefore, since 2019, Konexio has been implementing the Digital Inclusion Program (DIP) in camps in order to increase access to online employment and to strengthen economic autonomy in marginalized populations.

Konexio Africa : a measurable impact

In 2025, Konexio Africa took another step forward by expanding its digital training programs and launching its first business process outsourcing (BPO) initiatives, with the aim of creating tangible job opportunities for former students and strengthening the sustainability of its model.



These programs are currently operational, with 4 sites in 3 countries:

- **Kakuma, Kenya** with JRS Kenya
- **Dzaleka, Malawi** with JRS Malawi
- **Kiryandongo, Uganda** with Windle International Uganda
- **Kibera, Kenya** with SHOFCO

And also

- **Virtual cohort** with Africa Career Network

KEY FIGURES 2025



48 participants trained in BPO professions



5 Local partners involved
JRS Kenya, JRS Malawi, WIU, SHOFCO, Africa Career Network



7000 Beneficiaries since the start of our programs in Africa

Key testimonials

“I am proud to be an alumna of Konexio Africa. Today, I work as a freelance social media and email manager. In addition to my freelance work, I founded TechniKam Hub, an initiative aimed at reducing gender inequality in STEM for women in Kakuma and creating opportunities for refugee women.” - **Saido Omar Noor**

“Through the training, I gained valuable skills in data collection and analysis, teamwork, time management, and collaboration, which not only prepared me for working online but also boosted my confidence in interacting with people from different backgrounds.” - **Roger Mtange**

OUR SUCCESSES



Diversifying support

In addition to the training programs, BPO activities have created 21 direct, paid jobs for former trainees. They carry out assignments for companies in Europe and the United States or for BPO firms based in Nairobi.

After being unemployed for a long time, Diana Osale Atsula was looking for a new direction and an opportunity to grow, and joining Konexio was a turning point that allowed her to explore new digital skills, build her self-confidence, and rediscover her versatility. Working with a supportive team and learning from experts reminded her that every challenge can pave the way for new beginnings.

Mary Chol Aluel joined Konexio Africa after completing training in digital skills and freelancing with the support of RefuSHE and Konexio in Nairobi. This work helped her both financially and personally, as she became financially independent and a part of the business world.

Some wonderful recognition

Konexio received the Sharjah International Award for the Advocacy and Support of Refugees (SIARA) and participated in several major international events in 2025, including the UNESCO AI Summit in France, a UNHCR event in Kenya, the IGAD Summit on the Economic Inclusion of Refugees in Ethiopia, and the EU-Africa Summit in Angola.



FLAGSHIP PROJECTS & STRATEGIC PARTNERSHIPS



The **IBM SkillsBuild** platform allows us to offer supplementary modules to our in-person training programs, in order to strengthen our learners' skills in cybersecurity and AI-related programming. Participants are able to earn Level 2 and 3 certifications, which they can highlight on their résumés. The IBM brand's reputation in B2B digital services also enhances recognition and opens up additional opportunities in the job market. Thanks to this partnership, nearly 700 learners have been trained on the platform through these programs and modules. In 2026, we aim to strengthen this partnership, particularly by engaging IBM Group employees to work alongside our teams and participants to optimize their learning journeys.



Since 2019, Google has been providing structural support to Konexio, contributing both to its regional expansion—particularly in Nouvelle-Aquitaine and Hauts-de-France—and to the rollout of its introductory programs in digital technology and artificial intelligence, especially in Île-de-France. This scaling up reflects a strong ambition: to make digital and AI training accessible to populations for whom barriers to employment and learning remain particularly pronounced. To address this, Konexio has increased the flexibility of its programs by adjusting the pace of instruction, expanding its geographic reach, and facilitating transitions between different training levels. Two priorities have guided this evolution: enabling each participant to complete their program and validating the skills acquired through recognized certifications such as Pix.



In 2025, Konexio reached a new milestone in integrating artificial intelligence to support workforce inclusion. In its first year of implementation, with support from Salesforce, the "Tech Your Future with AI" project got off to a great start. Already, more than **600** participants have been supported across the Konexio, Diversidays, and Mozaik consortium, including more than **300 young people trained by Konexio** in AI-related skills and applications.

This program builds on other recent efforts to make digital tools and AI accessible to people distanced from the job market. The goal is to identify job seekers, assess their interest in digital technology, strengthen their skills through intensive practice with digital and AI tools, and then support them in finding employment through coaching, job matching, and job dating sessions. Launched in late 2024, this program aims to support more than **1,000 people by the end of 2026**.



With the support of APEC (through Novapec), Konexio continued in 2025 to expand its initiatives to include recent graduates with a three-year degree and executives struggling to find or return to employment. To address the specific needs of this group, we developed and led hands-on workshops focused on artificial intelligence, particularly its use in job searches and for improving daily productivity. These workshops complement our training in office software by integrating them with transferable skills useful across many industries. They also help assess participants' interest in specific digital applications and careers, thereby facilitating their placement in appropriate training programs.

A total of 316 participants took part in this program. Encouraged by this enthusiasm, we're considering developing an online version of these workshops for 2026 in order to reach a wider audience.



In September 2025, our partnership with HP led to the launch of a mobile app designed to optimize learner experience. This tool provides access to courses and supplementary training content in a mobile format tailored to help individuals build their skills. Learners also have the option to access HP Life training content (via a link from the app), to enrich their learning. Thanks to expert project management support, the solutions we designed closely align with beneficiaries' needs. In 2026, we plan to encourage greater engagement with HP's teams in order to enhance the support we offer our audiences.



In 2025, Konexio and the Free Foundation continued their joint commitment to digital inclusion with the launch of DigiFree, an innovative program aimed at young people in priority neighborhoods in Seine-Saint-Denis. This strategic partnership aims to provide enhanced support for professional integration. DigiFree combines workshops to build digital skills, a module dedicated to artificial intelligence tailored to the business needs, and individualized support toward employment and training. Fully funded by the Free Foundation, the program supported 80 young people over the course of the year, including 41 women, with an average age of 26. This initiative embodies our shared ambition of generating a strong and lasting local impact, promoting true equal opportunity in the digital sector.

Launched in 2025 by Konexio and Diversidays, in partnership with France Travail and with support from Google.org, the AI & Employment Observatory explores the impact of artificial intelligence on the labor market, placing the most vulnerable groups at the center of its analysis. Its goal is clear: to make AI a driver of inclusion, equity, and sustainable access to employment—not an additional source of inequality. This first phase of the study, conducted among 5,500 job seekers, highlights widespread adoption: 77% have already used an AI tool in their job search. 40% use it to write resumes and cover letters, 35% to structure their applications, and 31% to prepare for interviews. But disparities persist: only 34% of those with a CAP or BEP feel confident using AI, compared to 61% of those with a master's degree, and the generational gap remains significant.

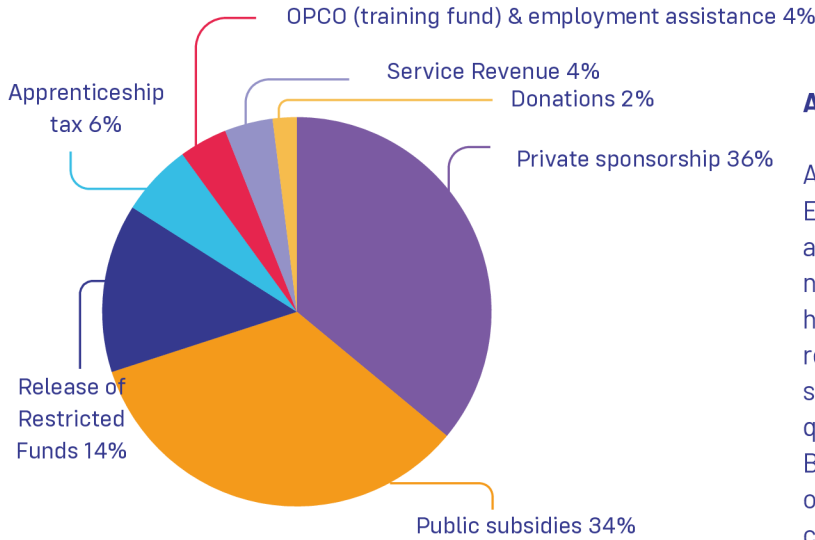
In light of these findings, the Observatory has formulated concrete recommendations to support all groups, strengthen AI skills, and ensure ethical and responsible deployment. This is a crucial first step toward anticipating changes in the job market and building truly inclusive AI.



Launched in late 2025, the AI & LinkedIn initiative is part of Konexio's commitment to enhancing the employability of its participants by leveraging tools directly connected to the job market. This approach has enabled the rollout of workshops focused on the combined use of LinkedIn and artificial intelligence to optimize job searches, enhance profiles, and better understand recruiter expectations. Through these short, accessible sessions, participants develop practical skills to build their online presence and unlock new career opportunities. This program thus helps bridge the gap between training and employment by leveraging digital tools that are central to today's recruitment practices.

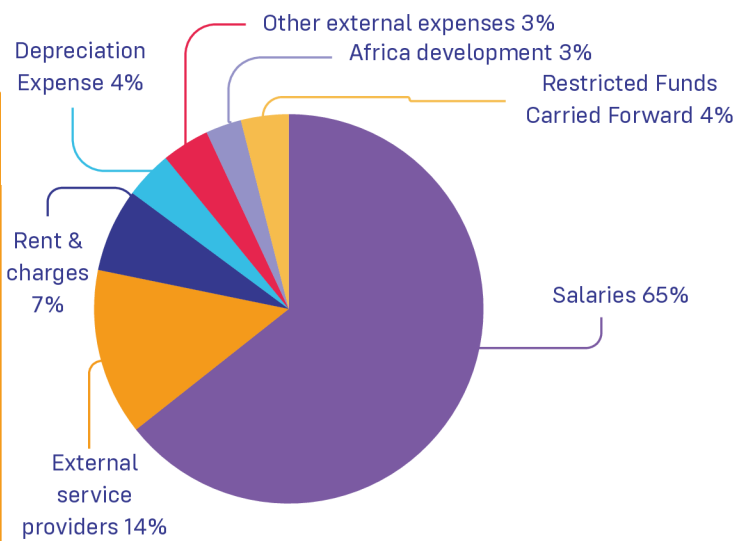
FINANCIAL REPORT

2025 REVENUE BREAKDOWN



3.295 million euros

2025 EXPENSE BREAKDOWN



3.293 million euros

At Konexio, our driving force is people.

At Konexio, our driving force is people. Every action and project comes to life thanks to a dedicated and passionate team. In 2025, nearly 65% of our budget was allocated to human resources—a strong commitment reflecting our desire to nurture talent, create a stimulating work environment, and ensure high-quality initiatives. But our strength doesn't stop there. A network of partners across France enables us to act close to the needs with efficiency and responsiveness. This national network strengthens our impact and our determination to train as many beneficiaries as possible, even in digital deserts.

On the financial side, we stay the course with ambition and discipline. With a total budget of more than **3.295 million euros**, we are maintaining a sound financial balance with a slight surplus. The diversity of our funding sources—including public grants (1.13 M€), private sponsorship (1.12 M€), and additional funding—reflects our partners' continued confidence in us and the strength of our business model.

In an environment still shaped by changes in public funding, we are continuing our efforts to streamline our operations: keeping costs under control, making targeted investments, and strengthening our revenue-generating activities.



TOWARDS 2026

Artificial intelligence as a lever for inclusion and strategic action

Ten years of service and a renewed commitment to inclusive AI

In 2026, Konexio will celebrate its 10th anniversary.

Ten years of work promoting digital inclusion, more than 16,000 training programs completed, and thousands of lives transformed. This decade is a source of immense collective pride. But above all, this milestone marks a turning point. Artificial intelligence is rapidly accelerating changes in the world of work. Now more than ever, support for digital and AI training is central to building a more equitable society, where everyone can find their place.

Innovating to boost employability

In 2026, Konexio will roll out new innovative programs that are closely aligned with learners' needs and market realities.

The goal is clear: to boost employability while strengthening practical proficiency in digital tools and AI, particularly among young people.

Our pedagogical approach will continue to be refined: modularized learning paths, active teaching methods, real-world scenarios, and the systematic integration of generative AI as a tool for learning and productivity. The goal is not only to teach technical skills, but also to foster autonomy, critical thinking, and the ability to engage in continuous learning within a constantly evolving technological environment.

Reaching new levels with explore your talent

The Explore Your Talent program will continue to expand with renewed ambition, with the goal of significantly increasing its number of participants. More cohorts will therefore be launched in the Île-de-France region and in the various areas where Konexio operates, supplemented by training sessions for teachers. With expertise from our partner companies, we will enhance certain modules to further increase the impact of this apprenticeship preparation.

At the same time, our LinkedIn Social Impact initiative, part of the Future of Work Fund, will come into full swing. It combines Konexio's expertise in working with vulnerable populations with LinkedIn's resources to develop AI skills and the strategic use of the professional network. With AI awareness workshops, profile and application optimization, direct outreach, and training-of-trainers (ToT) programs: this initiative will amplify the impact across regions.

A new strategic location in Châtelet-Les Halles

In 2026, Konexio will open a training center in the heart of the Châtelet-Les Halles train station, thanks to support from the RATP Group Foundation and RATP Travel Retail. For two years, a 32-square-meter space will be made available to train 650 people who are unemployed or otherwise excluded from the job market and affected by the digital divide.

This accessible facility, located at the heart of the Île-de-France network, will offer digital and AI courses throughout the week. It will also serve as an educational experimentation lab to test new training programs, either independently or in partnership with other organizations committed to inclusion.

Konexio Africa

In 2026, Konexio Africa aims to scale up its operations by enhancing the quality and employability of its training programs, with a selection process better aligned with available jobs and a curriculum refocused on advanced digital literacy, AI, soft skills, and high-demand specializations. We will also roll out an educational WhatsApp chatbot, facilitate access to computers, and expand our operations to eight locations—including one in Sudan (a country we haven't yet worked with)—as well as launching a virtual cohort.

The BPO business will focus on customer acquisition and data projects, with the goal of securing larger-scale contracts to create more jobs while improving working conditions through targeted investments.

Finally, we hope to strengthen our role as a strategic partner within a mission for UNHCR in Bangladesh and our ambitious advocacy efforts regarding work permits for refugees in Kenya.

A call for AI accessible to everyone

In 2026, Konexio will continue to advocate for digital inclusion, with the aim of proposing concrete actions to promote universal access to digital tools and practices and ethical, transparent, and truly inclusive AI. At a time when AI is becoming ubiquitous across all sectors, we must find ways to influence public policy and mobilize businesses around these issues to prevent a new digital divide and ensure equitable access to the skills of tomorrow.

In this context, the challenges associated with artificial intelligence are taking on unprecedented proportions. AI is profoundly transforming professions, while also redefining required skills, methods of collaborating, and career paths.

Some jobs are evolving, others are emerging, and new forms of job insecurity may arise for those left behind by these changes. In the face of these rapid shifts, one conviction remains central to Konexio: AI must not be reserved for a select few. Understanding how to use AI and knowing its limitations and impacts are becoming fundamental skills just like reading, writing, or using a computer. That is why we will strengthen our commitment to democratizing access to AI by systematically integrating these issues into all of our courses, from beginner-level to the most advanced training programs. Beyond technical skills, it's about educating informed citizens who are capable of making choices, maintaining a critical mindset, and actively participating in the digital society. Inclusion is no longer just about access to tools. It's about each person's ability to understand how they work so they can use them as a lever for lasting empowerment.

Ten years after its founding, Konexio is taking stock of how far it has come, but the story is just beginning. Artificial intelligence is profoundly reshaping economic and social balances.

Training, supporting, and ensuring secure career paths is becoming a collective responsibility.

In 2026, as we enter this new decade, our commitment remains unchanged: to make digital technology and AI drivers of empowerment, inclusion, and opportunity for everyone.

**Together, let's
make 2026 the
year when
inclusion and
innovation
unite for lasting
impact!**

OUR 2025 SUPPORTERS



Cofinancé par l'Union européenne



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