



Annual Review
2019-2020



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Left: UN flags. Photo: Mat Reding via Unsplash.
Right: Crane assembling a windmill in UK countryside.
Photo: Seligaa via Adobe.

Chair's summary Tom Burke

Events now drive the politics of climate change. The extraordinary sequence of fires, floods, droughts and storms that have occurred all over the world recently have validated the science of climate change in the public mind. Polling everywhere shows a high and increasing level of public anxiety about the climate, especially among young people.

The global conversation on climate change began with scientists a quarter of a century ago. Their voice was loudly amplified by the environment community. Towards the end of the 20th century, the military and intelligence communities joined in.

In the run-up to the Paris Agreement, central bankers entered the conversation after Mark Carney described climate change as an “existential threat to macro-economic stability”. Now the financial and corporate worlds are starting to add their voices to the clamour for urgent action.

Politicians have come late to the party. For the most part, they seem keener to get the right headlines than to adopt effective policies. This matters.

Unprecedented though it may be, making the transition to a net zero economy is well within our technical and economic competence. However, as we have discovered, a technology transformation is always accompanied by a social transformation that changes the pattern of winners and losers.

Politicians make the critical decisions that determine who wins and who loses. They do this by choosing which public policies to adopt and which to leave alone. There is a very large public policy armoury available to tackle climate change. More than enough to keep the climate safe. But too much of it remains unused.

We founded E3G because we understood that well-designed public policies were a necessary, but not a sufficient, condition to enable the transition to a net zero economy. Incumbents are always larger and better organised and financed than innovators. They find a more receptive ear in most politicians.

If climate policy is to succeed, the innovators must triumph over the incumbents. But they must do so in a way that maintains access to affordable energy services for everyone. It is our job, in E3G, to design and deliver interventions that promote the political conditions in which more of the policy armoury is used to support innovators.

This review sets out how we have approached this task from 2019-2020.



Left: E3G Chairman and Co-Founder Tom Burke presenting at E3G Strategy Days 2020.

Right: Electricians check on a solar power plant. Photo: Visoot via Adobe.

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Introduction Letter from the CEO

There is an old saying that “chance favours the prepared mind” and the past two years have tested our collective and individual preparedness to the limit. COVID-19 and global economic crisis have shown the best and worst of humanity. Demonstrating the amazing power of global science and technology to solve problems, and exposing the stark failures in our collective empathy to ensure they are shared equitably inside and between countries.

Climate action has gone through a series of dramatic cycles in the same period. From the rise of mass social protest through Fridays for Future and Extinction Rebellion, to the frustrations of lockdown and postponement of COP26. Climate impacts have continued to worsen and hit in unexpected and damaging ways. Climate solutions have become even cheaper, with electric vehicles rapidly becoming the new normal and renewable energy now the cheapest form of power generation in much of the world.

China, the world’s largest current climate polluter, has committed to net zero by 2060. The USA, the world’s largest historic polluter, has elected an administration committed to climate action. 2021 is positioned to be a critical year where countries must come together at COP26 and demonstrate that they are taking their commitments under the Paris Agreement seriously.

E3G underwent a similar rollercoaster ride over this period. Like other organisations, the stresses of working through COVID-19, particularly for those with vulnerable dependants, required all of us to work together better. It was a privilege to see the generosity of support among E3G staff in managing these stresses. As a network organisation, the move to online working even had the positive impact of making us much less “London-centric” and

accelerated the development of a true “One E3G” network across our offices.

E3G was fifteen years old in 2019. We marked its mid-teenage years with an organisation-wide strategy refresh to prepare us for the decisive and turbulent 2020s.

Our “E3G 3.0” strategy responds to worsening projections of climate impacts, and higher risks of climate system tipping points, by redefining the E3G mission as “a safe climate for all”. E3G will build its capacity to help “make the necessary possible” by pushing for the scale and pace of action consistent with the latest climate science; while taking a clear-eyed view on how to overcome the real political barriers to faster and more inclusive action.

E3G works not just to meet global zero emissions as quickly as possible but also to build resilience and protection from unavoidable climate impacts for all communities. Fairness between, and within, countries is a core E3G value and a necessary part of the political and geopolitical settlement needed to underpin decisive climate action.

The main barriers to climate action are political and institutional, rather than economic or technological, and the new strategy puts political economy analysis and strategy firmly at the heart of E3G’s work. We will build on a decade of work with partners around the world to systematically analyse and co-create strategies & interventions to overcome political barriers to change. This in turn will strengthen our ability to support and build capacity across the climate action field.

Alongside developing a new strategy, E3G continued its work in Europe and beyond. E3G played a strong role in supporting the development of the European Green Deal and the adoption of net zero targets in the UK and EU. Years of work resulted in revised

EU infrastructure guidelines and European Investment Bank policies that are far better aligned with the net zero transition. Building off the EU Taxonomy, E3G has worked to internationalise sustainable finance reform. E3G also helped secure significant UK commitments to support energy efficiency, heat pump deployment and a new National Infrastructure Bank with net zero as a core mission.

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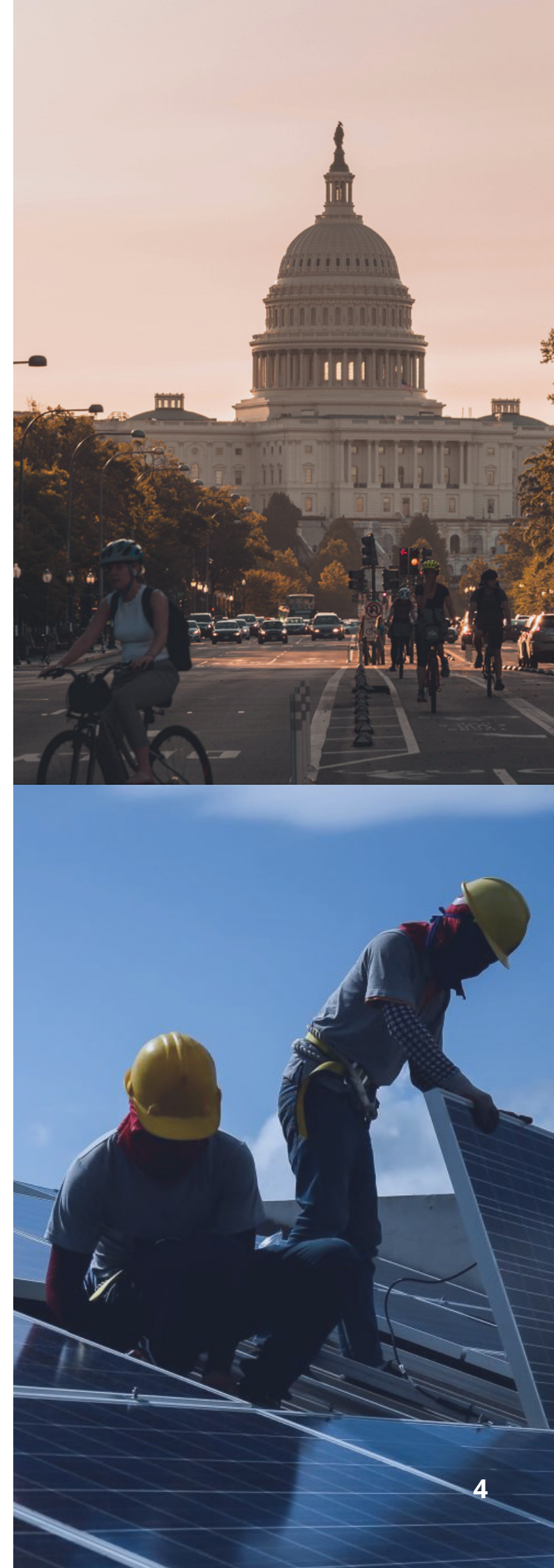
We worked to step up the pace of Paris alignment in multilateral development banks and broadened our macroeconomic work in 2019, to plan the response to the next economic crisis. This project was more prescient than we imagined. Since the COVID-19 crisis, E3G has rapidly expanded its work on economic recovery planning, debt management and economic resilience working into the G7, G20 and IMF as part of a broad alliance of climate and development groups aiming to ensure the world truly “recovers better”.

E3G deepened its work supporting coal phase out across Europe and strengthening global coal diplomacy, including by hosting the secretariat of the **Powering Past Coal Alliance** jointly with Pembina Institute. Working with partners in Southeast Asia, we supported the creation of a new clean energy technical assistance fund and assessed the climate performance of regional development banks.

Top: Cyclists outside the Capitol building in Washington DC.

Photo: Andy Feliciotti via Unsplash.

Bottom: Installing a Solar Cell on a Roof. Photo: Surasak on Adobe.





Building on the success of our coal diplomacy work, E3G started working to support global action to promote efficient cooling, including with partner organisations in China, India and Indonesia. E3G also led a successful campaign to eliminate UK international public finance for all fossil fuels and is now supporting the internationalisation of this pledge towards COP26.

This “real economy diplomacy” is central to E3G’s strategy to encourage countries to put forward higher 2030 mitigation pledges by COP26. E3G is supporting the UK and Italian Presidencies preparation for COP26, including through my role as an independent “Friend of COP” advising the COP President Designate. This required E3G to support a complete diplomatic strategic rethink following the postponement of COP26 to 2021.

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E3G has also built up its work supporting EU-China engagement on climate action. Working to improve mutual understanding and show how climate action can act as a locus for multilateral cooperation even at a time of rising geopolitical tensions. With a new US Administration, we will build up our US office to reboot the transatlantic alliance for climate action.

Finally, in 2019 E3G worked with the Mayor of London to hold the first London Climate Action Week, leveraging the rich diversity of climate actors in London to drive global – and local – change. LCAW 2019 exceeded all our expectations with nearly 180 events and over 60,000 attendees. In 2020 E3G held two virtual climate weeks, with over 200 events and a huge global audience. LCAW has now become a firm annual fixture in the global climate calendar.

Despite COVID and global economic crises, E3G has managed to deliver important real-world outcomes and build capacity to impact more issues in a broader range of venues and countries.

E3G is now positioned for major growth in 2021 to fully deliver our new strategy. This will not be growth for growth’s sake. It is designed to enable E3G to better address the political fragmentation and inequalities that have deepened in the past year, and that threaten to undermine the transformational progress the world needs to see on climate action by COP26 in 2021.

We look forward to working with all our partners to ensure the promise of Paris is fully delivered in Glasgow.



Nick Mabey
CEO

E3G is an independent European climate change think tank with a global outlook. We work on the frontier of the climate landscape, tackling the barriers and advancing the solutions to a safe climate. Our goal is to translate climate politics, economics and policies into action. E3G builds broad-based coalitions to deliver a safe climate, working closely with like-minded partners in government, politics, civil society, science, the media, public interest foundations and elsewhere to leverage change.

E3G develops strategies and produces scenario analysis of critical climate action, identifying the risks and opportunities to make a difference. E3G analyses the state of climate politics within countries, major institutions and economic sectors. These insights help set political agendas and inform decision makers.

E3G consistently ranks in the top ten most globally influential environmental think tanks by the University of Pennsylvania's Global Go To Think Tank Index.



*Left: Firefighters work to contain wildfire in California, USA, 2020. Photo: kcapaldo via Adobe.
Right: Navajo Generating Station Implosion, USA, 2020. Photo: Alan Stark via Flickr.*

E3G 3.0 Strategy

Climate impacts are hitting earlier and harder in all countries. The human and economic cost of impacts is exacerbated by a lack of investment in resilience. This will raise the future risks of social and political breakdowns as climate change inevitably worsens.

The next decade will be decisive for delivering climate safety. There is no time left. The investment decisions taken in the 2020s will determine whether the chances for a safe climate can be kept within reach.

Clean technology has become cheaper than fossil fuels decades earlier than expected. The world is awash with savings earning zero interest but is still not investing enough to meet the needs of its growing population. Social movements demanding action are springing up across the world. Public support is rising everywhere, driven by direct experience of climate impacts. Major economic interests are beginning to understand climate change risks and are using their investment, supply-chain and political power to push for

a rapid and orderly transition. **The tailwinds driving faster climate action are growing but still global emissions are not falling.**

E3G's political economy analysis shows that the political conditions do not yet exist for G20 countries to move onto mid-century net zero trajectories. Political barriers to action are not only dependent on individual leaders. They are complex, structural and long lasting. In most countries, a broad societal consensus for more climate action is failing to overcome narrow and deep forces entangled with the fossil-based system. Coalitions do not yet exist to change the equations of national interest needed to push for major economic reforms. As a result, many politicians still perceive that the risks of rapid action outweigh the risks of inaction. **Countries cannot be forced from the outside to undertake radical climate action. In the 2020s, broad political coalitions for deep climate transitions will need to be built in all the G20 countries and beyond.**

The headwinds preventing faster action remain strong. Turning economic potential into investment at a fast-enough pace requires fundamental reforms to markets, regulation and business models. Countries have many other priorities and limited political and administrative bandwidth. Resistance from existing fossil asset owners, and risk aversion in regulators and policy makers, will hold back the transition. Civil society space has been steadily shrinking over the last decade across the globe. As many mature democracies accelerate decarbonisation in the 2020s, a growing majority of greenhouse gas emissions will be in countries where social movements and NGOs have little political traction. **Generating necessary support for climate action will require a mixture of strategies; from social movements and multi-sectoral societal coalitions to parliamentary campaigning and bilateral high-level and real economy diplomacy.**

Stopping climate change requires social cohesion. Climate action must move beyond the technocratic to political and societal

conversations. This must build agreement from consumers, communities and producers on the changes needed. Growing climate impacts could have the perverse impact of distracting action and driving "despair" politics. If countries cannot make good decisions about the present, they will not be able to make good choices about the future. **Driving rapid climate transitions is fundamentally about managing who wins and who loses; who is protected and who pays; and who makes these decisions.**

Climate change is now a maker of geopolitics, not just a taker. Although national politics are the critical battleground for climate action, they cannot be divorced from their international context. Whatever leadership changes occur in major powers, the next decade will see turbulent geopolitics that threaten to drive a systematic weakening of global cooperation. **Unless major powers see international cooperation, not competition, as the primary source of their security and prosperity, there will be no basis from which to avoid catastrophic climate change.**

*Left: Aerial view of flooding in Bekasi, Indonesia. Photo: Syahrir via Adobe.
Right: SB Koronivia workshop at 2019 Bonn Climate Change Conference.
Photo: UN Climate Change via Flickr.*



The world has run out of time to avoid dangerous climate change



Broad political coalitions for deep climate transitions will need to be built in all the G20 countries and beyond.

Our Work

E3G's Strategic Response

E3G's mission is dedicated to achieving “a **safe climate for all**”. This mission shifts E3G's focus from accelerating the pace of climate transitions to helping to drive the necessary action to deliver a climate outcome that works for everyone. Climate safety requires the fastest possible transition to net zero to avoid unacceptable risks of climate and societal tipping points. Climate safety for all means supporting basic rights to fair transitions and protection from climate impacts. Climate safety acknowledges that fairness between and within countries underpins the rules-based cooperation needed to stabilise the climate.

E3G aims to be the leading global political analyst, strategist, and institutional reform innovator on climate change: helping to build the national politics of climate safety and risk management. Shaping and strengthening the geopolitics of global cooperation.

Creating the political conditions and coalitions for deep institutional reforms and stronger international cooperation to deliver climate safety.

The next decade is critical for delivering climate safety. Transforming our societies and economies will require new strategies and capacities. E3G is responding to this challenge to rapidly create and deploy innovative solutions to the climate crisis.

Our work puts political economy and governance at the centre of our programmes, which span geopolitics and climate diplomacy, sustainable finance, the fossil fuel transition, the clean economy, and risk and resilience. Our work is connected in its ability to leverage the biggest impacts for solving climate change.

2019-2020 was a productive period for us at E3G. We provided analysis and advice to the UK Government, with strategic recommendations for the UK COP Presidency and Boris Johnson's 10 Point Plan. In the EU, E3G's research and advocacy culminated in a major reorientation of EU infrastructure policies and energy diplomacy away from supporting fossil fuels; helped shape EU Green Recovery and Just Transition packages; and led the EU-wide campaign supporting 'Fit for 55'. In the USA, President Biden's election win provided a positive signal for climate policy and action, with the US subsequently re-joining the Paris Agreement.

E3G achieves this impact through activities in four areas:

1. Building stronger political and strategic analysis capability
2. Better tackling structural political barriers and risks to climate safety
3. Building of whole society governance for economic system reform
4. Building stronger global cooperation for climate transitions



Left: Ciucas Peak, Romania. Photo: David Marcu via Unsplash.
Right: Installing home insulation. Photo: Brizmaker via Adobe.

Key Impacts

2019-20 was a transitional period for E3G, as major legislative processes in the EU came to their conclusion and the exercise of developing the EU's forward agenda began. E3G also worked closely with the UK government to support its COP26 Presidency and deliver domestic ambition. The global climate debate began pivoting away from containing the negative impact of the Trump Administration to accelerating real economy change and building political momentum towards raising country mitigation commitments at COP26, the next "Paris Moment". This dynamic deepened following President Biden's election victory at the end of 2020.

E3G led EU-wide advocacy around the EU's 55 percent by 2030 target decision ("Fit for 55"). An E3G Seconded led UK NGO campaigning that supported a 68 percent 2030 NDC announcement. We had significant impact on the design of the €670bn EU Green Recovery and Just Transition packages to ensure alignment with Paris commitments. Over a decade of E3G research and advocacy led to major reorientation of EU infrastructure policies and energy diplomacy away from supporting fossil fuels, including gas.

The **E3G Public Bank Climate Tracker Matrix**, an assessment of where leading Multilateral Development Banks are positioned on their journey to Paris Agreement alignment, was **extremely popular** with governments and banking insider champions.

E3G launched the **Green Recovery Tracker** in collaboration with Wuppertal Institute and local partners, assessing the contribution of EU Member States' national recovery plans to the green transition.

E3G authored an influential paper by **UNECA** on fiscal space and financing options, and our **EU Sustainable Finance Vision** paper was well received and led to numerous meetings with EC Cabinets and MS.

E3G's assessment of the impacts of COVID-19 on global geopolitical relations and the space for climate diplomacy led us to recommend that action on climate change could provide a "golden thread" for **cooperation** through key international forums. This strategy was endorsed by the **UK COP Presidency** at the 12/12 Climate Ambition Summit in December 2020 and became a major feature of the UK's ongoing climate diplomacy through 2021.

E3G co-authored a report on the geopolitics of EU-China climate cooperation and competition. This was aimed at mainstreaming climate change in China foreign policy discussions in Europe and generated significant **media discussion**.

As part of the Europe Beyond Coal Campaign, E3G worked on the establishment of the EU Just Transition Fund. This excluded new coal and natural gas investments and ensured that climate conditionality is maintained – Member States not committing to the EU 2050 climate neutrality target will only be able to access 50 percent of funds.

E3G provided advice and analysis to help increase ambition at the EU Foreign Affairs Council in its conclusions on energy and climate diplomacy. E3G convened a meeting of progressive EU Climate Ambassadors and stimulated civil society engagement on key issues, working particularly closely with the Danish government, who played a leading role on this topic. This resulted in Council conclusions calling for an EU-wide commitment to global coal phase out, limits to multilateral development bank (MDB) fossil financing and making renewable energy the focus of EU energy diplomacy, along with energy efficiency.

E3G worked closely with the secretariat of the Finance in Common Summit, progressive country shareholders and the European Investment Bank (EIB) to deliver ambitious announcements. This resulted in the Finance in Common Summit creating a Paris alignment expectation for 400 public banks worldwide, and the EIB founding the **"Fossil Free Public Banks Coalition"**.

In December 2020, the UK was the first national government to announce the end of international public finance for all fossil fuels, following an E3G-led campaign. A target for UK heat pump deployment, advocated by an E3G-led coalition was included in Boris Johnson's 10 Point Green Plan. E3G led an industry coalition and analysis that supported explicit proposals for energy efficiency and heat pumps being included in UK Energy White Paper.

E3G political economy analysis underpinned design of national advocacy campaigns ahead of Brazil and China introducing major new cooling policies.

E3G was closely engaged in making the coal-to-clean transition a priority for UK diplomatic outreach. This engagement led to Prime Minister Khan of Pakistan announcing a commitment to "no more coal power" at the 12/12 Climate Ambition Summit in December 2020.

The COVID-19 pandemic had a dramatic impact on the way we ran our operations and carried out our core programmatic activities. For an organisation relying on traditional convening and networking, we moved effectively to an online think tank during the 2020 lockdowns, without any fall-off in our effectiveness or access. We navigated this period of uncertainty and laid the seeds for a significant period of growth that got underway at the end of the year.



Communications Update

E3G sharply increased its output and impact in the media in 2020.

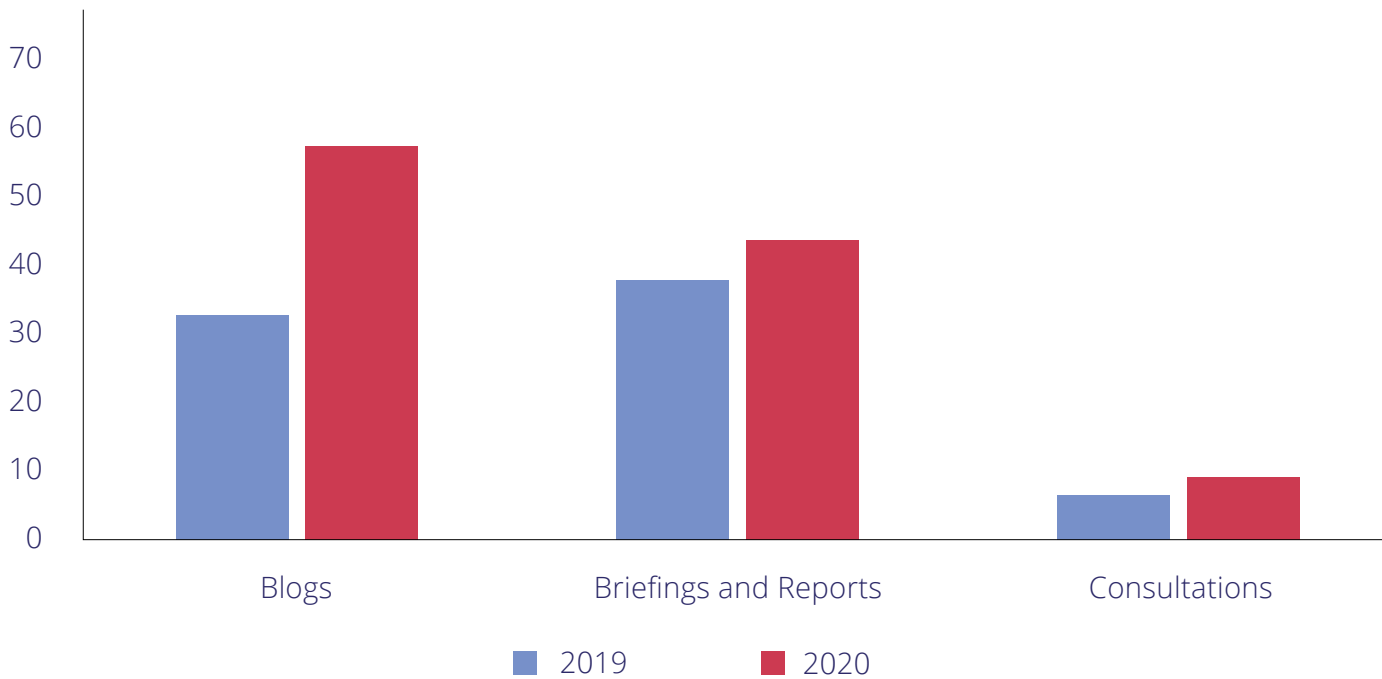
We increased our public outputs over a range of E3G products, with a 75 percent rise in the number of published blogs, a 16 percent rise in briefings and reports, and a 50 percent rise in consultations.

We successfully launched the new E3G website and redesigned the E3G newsletter, which saw an increase to 5,000 subscribers. By the end of December 2020, we increased our Twitter following to over 20,000 followers, with 10,700 on LinkedIn.

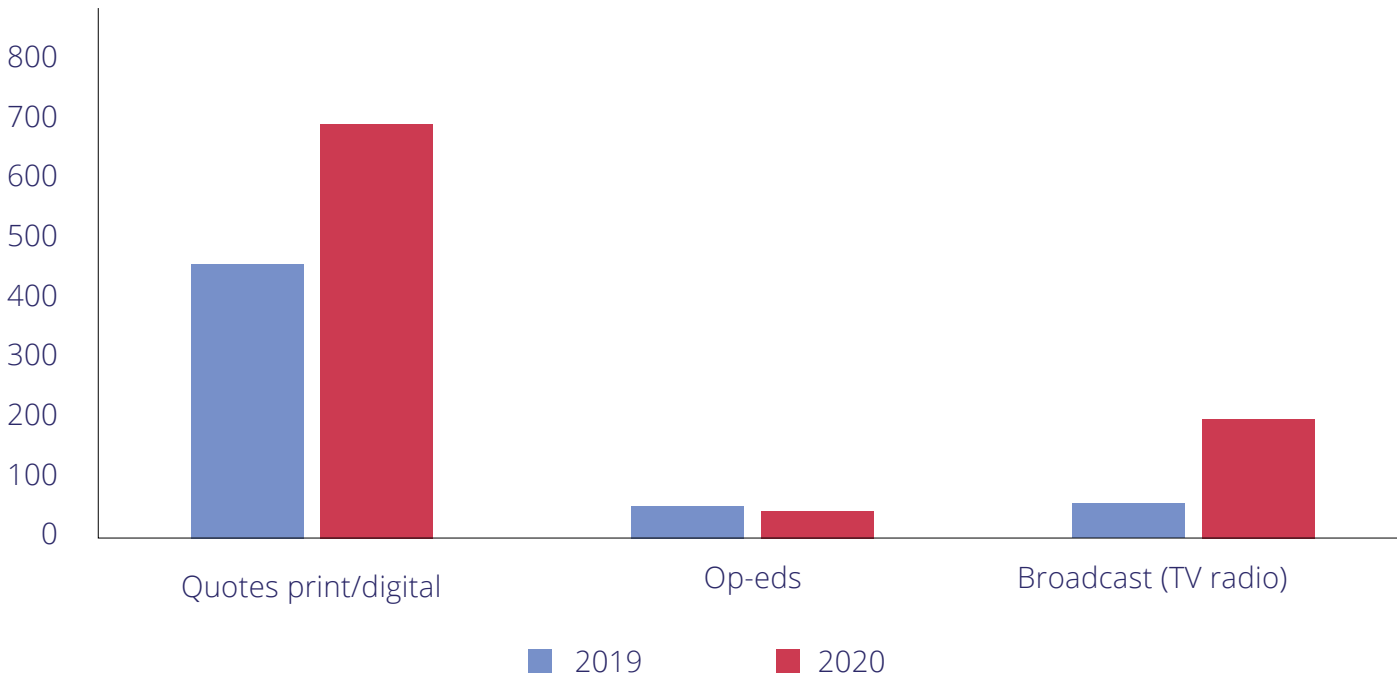
Over 2020, we grew our Twitter following from 14,300 followers to over 16,900; an increase of 18 percent. On LinkedIn, we doubled our follower base from 3,300 followers to 6,623. Beyond sharing our research with a growing network, we have developed the E3G Twitter account to function as a tool to build relationships and share news with the media. Our followers include key press contacts and influencers who have a consistent press relationship with E3G.



E3G Public Outputs 2019-2020



E3G in the Media 2019-2020



Left: E3G staff in the London office.

Media Coverage

There was a 65 percent increase in E3G media appearances from 2019 to 2020, across print and digital articles, op-eds and TV and radio. E3G's most frequent media activity is talking to the press to inform and provide quotes for articles, which increased by 51 percent from 2019 to 2020.

Speaking about climate ambition and geopolitics, Alex Scott was quoted in *Climate Home News* about the G20 outcome. The UK hosted a Paris Agreement anniversary climate summit on 12 December, with Byford Tsang quoted in Bloomberg and *Axios*, Alex Scott in *Politico* and Alden Meyer quoted in *Reuters*.

Byford Tsang was quoted in the New York Times about US-China climate cooperation ([here](#) and [here](#)) and interviewed by *Radio 4 Briefing Room* on China's climate ambition. Jennifer Tollmann was quoted in *Euractiv* and *Climate Home News*, with Nick Mabey commenting

in *Politico* about China's net zero pledge.

Regarding the US election outcome, Nick Mabey in *Politico*, *Independent* & *Climate Home News* and Claire Healy was quoted in *Climate Risk* & other US media.

In the UK, Nick Mabey was quoted in the *Independent* & *The Guardian* on Official Development Assistance cuts.

In the European Union, there was intense media outreach around the EUCO. E3G held three press conferences. Media outreach around release of the leaked delegated act of the EU taxonomy of sustainable activities and publication. There was a major increase in German media *impact* around key EU moments. E3G secured several quotes in Germany's leading media outlets SPIEGEL and *Süddeutsche Zeitung*.



Left: Nick Mabey at Politico l'agefi France summit 2019.

Partners and Networks

Deep dive on London Climate Action Week

London Climate Action Week (LCAW) is the annual event bringing together world-leading climate professionals and communities across London and beyond to find practical solutions to climate change. LCAW harnesses the power of London for global climate action.

Over 2020, LCAW established itself a key fixture in the climate calendar with a global visible platform and strong ecosystem of regular participants from politics, media, business, civil society, local government and beyond.

Due to COVID-19, LCAW 2020 took the form of two digital week-long events. In July, LCAW Digital gathered world-leading experts and policy makers to drive the national and international COVID-19 climate policy response, with 70 events and a 22,000 global audience. Events focused on a green recovery, within three main areas: green finance and investment, climate policy and collaboration, and resilience.

LCAW 2020 in November brought together cultural institutions, policy makers, professionals, communities, faith leadership, academics and researchers from across London with the ambition to become a unifying moment shaping a whole of society response to the climate emergency, and aiming to support the climate dialogue ahead of COP26, now postponed by a year to 2021. LCAW 2020 November edition featured over 200 virtual events and drew an audience of over 35,000 attendees.

Through 2020, LCAW built on its past successes and continued to incubate and provide a platform for significant new events and initiatives. LCAW's place at the centre of an array of vibrant and expanding partnerships, communities and networks is the key.

LCAW successfully enhanced London's role on the world stage, improving the impact of "London's Climate Cluster".

- Established LCAW Schools Summit process.
- There was strong engagement with EU embassies. LCAW now a major calendar feature for foreign missions.
- Engagement from London political leadership in events, including the deputy mayor.



London Climate Action Week 2020 on the Road to Cop26



LCAW also aimed to mobilise and coordinate a wide range of London's professions and sectors. In November 2020 this included

- Successfully convening for the first time to bring together over 45 professional bodies and learned societies spanning different sectors and disciplines to work together on climate change and work towards a charter on professional bodies climate action.
- Convening a new informal coalition of 16

consumer facing businesses/groups supporting UK heat electrification; submitted letter on heat decarbonisation principles to UK PM and then worked together on specific policy asks around Heat and Buildings Strategy.

LCAW effectively engaged global media to shape their overall narrative and understanding on climate change and COP26. LCAW transitioned effectively to the virtual space, with increasing numbers of attendees, events and wide ranging

traditional and social media coverage.

- Private “Climate Action in 2021” COP26 media briefing with E3G CEO, UK COP Strategy Director and DE senior official attended by over 40 major journalists. Follow-up briefings with BBC, Reuters, and Climate Home News.
- E3G worked with the UK COP26 team to develop several explainer events through LCAW which promoted the UK COP strategy and campaigns to the global climate community and media.

Finally, LCAW worked to increase COP26’s chances of success and support preparation for the international climate conference in Glasgow by hosting a range of pre-emptive diplomatic events and negotiations.

This included:

- Co-organised EU-UK-China Track 1.5 and EU-US Track 1.5 meetings with senior officials and influential actors.
- Agreement with UK COP26 team to run a consortium of organisations to support the COP26 March 31st 2021 summit on supporting countries most vulnerable to climate change; including convening UK-EU track 1.5 diplomacy.
- Co-organised public UK-Italy G7/G20/COP26 diplomatic pathways webinar with Italian Foreign Minister and UK and Italian Sherpas.
- Agreement with DG FISMA to support “Team EU” diplomacy on sustainable finance including through the International Platform on Sustainable Finance. This has strong synergies with E3G’s enhanced capacity to support COP26 team engagement with private finance coalitions.
- E3G worked with the UN Economic Commission for Africa, ONE and other development groups to develop a joint agenda and influencing architecture on debt and fiscal space issues.
- E3G presented on public bank/MDB Paris

alignment to the “official” like-minded group of governments on MDB Paris Agreement alignment convened by BMZ in Germany and FCDO in the UK. In addition, E3G held 12 other public and private webinars to governments and other stakeholders.

“Climate change remains by far the biggest threat we face today.”

— London Mayor Sadiq Khan speaking as part of London Climate Action Week 2020.

In 2019/20 E3G was a proud member of:

- Climate Action Network Europe + International
- The Climate Coalition
- Climate Security Working Group International
- Coalition for Energy Savings
- European Alliance to Save Energy
- German Security Council
- Greener UK
- Klima-Allianz Deutschland
- MISTRA Geopolitics Consortium
- OECD’s Centre on Green Finance and Investment
- SIPRI’s Expert Working Group on Climate-related Security Risks
- Shifting Financial Flows to Invest in Low-Carbon Development in Southeast Asia
- The Energy Efficiency Infrastructure Group
- UK Green Finance Initiative
- Zero Emissions Platform



Left: Brick Medak, Head of E3G Berlin Office.
Right: Theresa May, Karla Hill and Nick Mabey at The Road to COP26 Reception at Winfield House. Photo: US Embassy London via Flickr.

Governance

E3G is an international mission-based, non-profit network of organisations comprised of five entities. We are established in the UK as a not-for-profit company limited by guarantee and in Belgium as a not-for-profit association (ASBL). In Washington, DC, E3G is a private company with 501c3 tax exempt status. E3G is established in Germany as a not-for-profit company of limited liability.

E3G's board of directors



Nick Mabey
Co-founder and
Chief Executive Officer



Tom Burke
Co-founder and Chair



Shane Tomlinson
Deputy Chief Executive Officer



Martin Rands
Non-executive Director

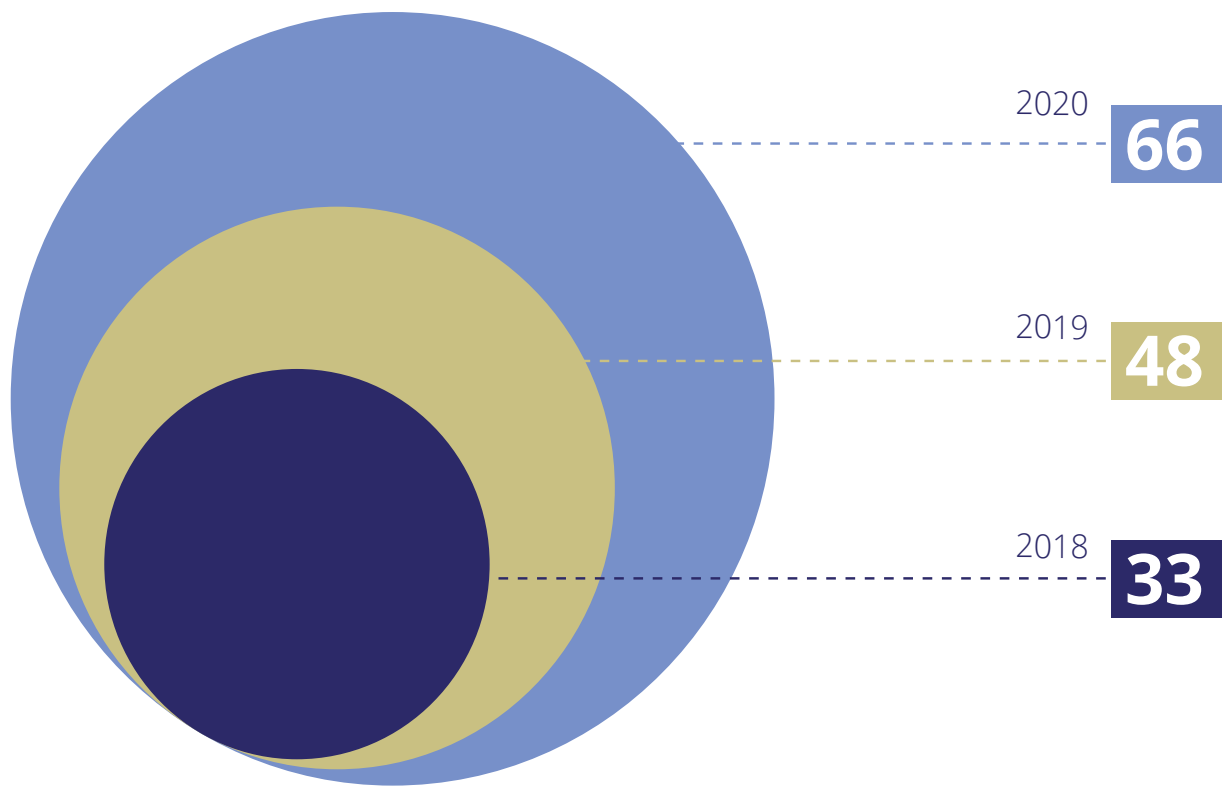


Isabel Hilton
Non-executive Director

Offices and Staff

E3G has 66 staff members across four offices, as well as senior associates working around the world in Italy, Hungary, Denmark, The Netherlands, South Africa and Japan. Staff hail from around the globe, with many E3Gers holding dual nationalities. Languages at E3G include Arabic, Chinese, Danish, Dutch, English, Finnish, French, German, Hungarian, Italian, Japanese, Polish, Portuguese, Spanish and Turkish.

Number of Staff Employed by E3G Across Four Entities



E3G is more than just a think tank, it’s a place where passionate advocates work together to drive tangible change in the world through coalition building and diplomacy.

— *Byford Tsang, Senior Policy Advisor, London office*

E3G excels at creating the political conditions and coalitions for deep institutional reforms. The focus on transformational change, action and impact is extremely stimulating and inspiring.”

— *Lucie Mattera, Head of EU Politics, Brussels office*

In my many years of working on US and international climate policy and politics as director of strategy and policy for the Union of Concerned Scientists, I greatly valued my collaboration with E3G and benefitted from the expert analysis and strategic perspectives of E3G’s top-flight team. So I’m thrilled to have joined E3G as a Senior Associate in Washington, focused on rebuilding transatlantic collaboration on climate and clean energy issues. With its strong reputation and trusted relationships on both sides of the pond, E3G is uniquely positioned to make a strong contribution to this important goal.

— *Alden Meyer, Senior Associate, Washington DC office*

What I like most about E3G is working closely with civil society, policy makers and businesses across Europe. It is inspiring – and bringing these actors together for climate action allows us as an organisation to punch above our weight.

— *Rebekka Popp, Policy Advisor, Berlin office*

Top: E3G Strategy Days 2020.
Bottom: E3G staff outside the London office, 2020.

HR, Wellbeing and Diversity

In 2019, E3G's strategy review process identified a need to assess wellbeing. Staff had an opportunity to participate in an anonymous and voluntary survey to assess physical and mental health during the February 2020 Strategy Days.

Roughly 75 percent of staff participated, providing feedback on working habits, activity levels and workplace culture. All offices were represented, with the highest turnout from staff in E3G's largest office, in London (58 percent of respondents). This survey was conducted before the impact of COVID-19 and E3G's transition to remote working.

The February 2020 Annual Wellbeing Survey saw good scores for physical and mental health.

There are consistent levels of participation in physical activity across the organisation. Many travelled to work by walking, cycling and/or using public transport, which is great for both physical and mental health, as well as the environment. The ability to increase physical activity was impacted largely by work commitments, as well as cost of facilities and family commitments. The majority of staff were interested in lunch time group and on-site physical activities and would make use of storage/changing facilities.

The feedback suggested improvements would be beneficial in the following areas to support mental health: workload management (hours and recovery), job roles and responsibilities, training and development, channels of communication within the organisation, and the need to better understand bullying and/or harassment concerns.

The large majority of staff were highly satisfied with opportunities for flexible working and cooperative working with colleagues.

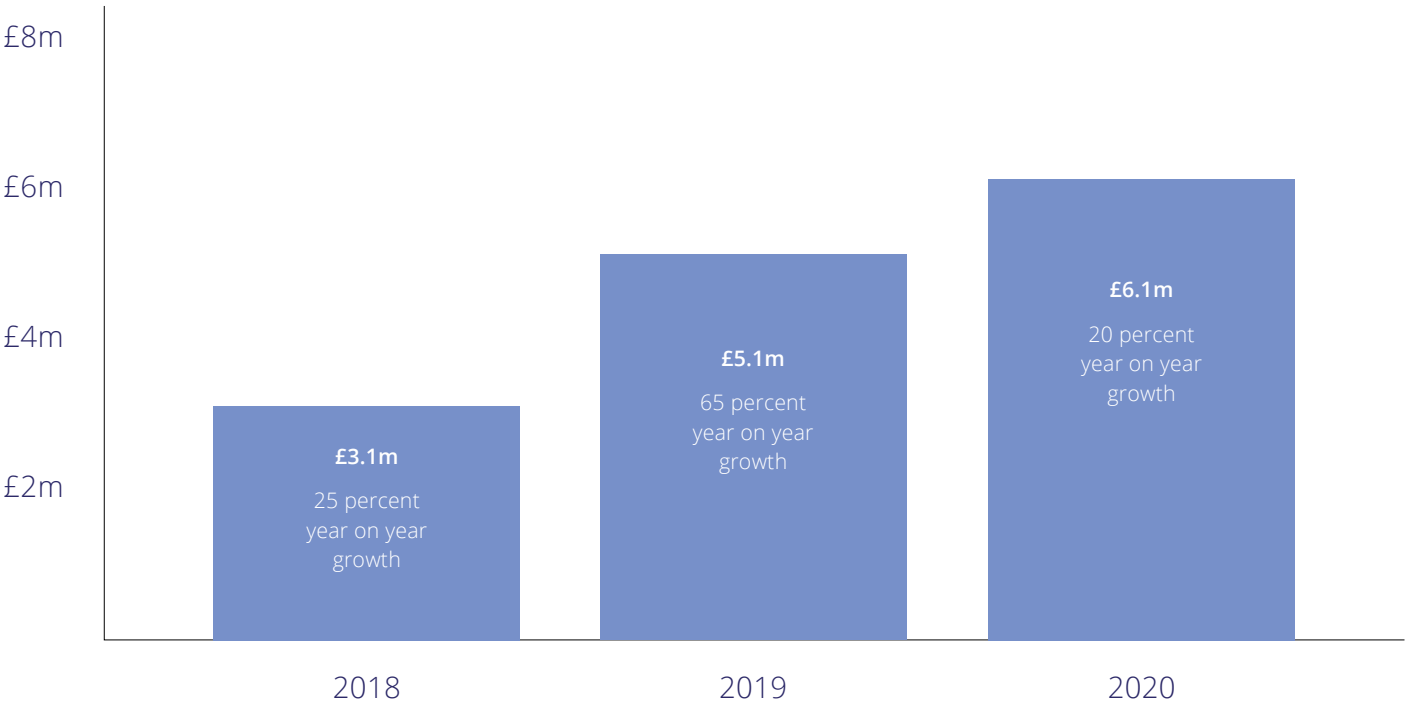


Funders

- **Auswärtiges Amt,**
Foreign Office Germany
- **Breakthrough Energy LLC**
- **Bulb Foundation**
- **Clean Cooling Collaborative**
(formerly known as K-CEP)
- **Climate-KIC,** Germany
- **ClimateWorks Foundation**
- **Chatham House**
- **Children’s Investment Fund Foundation (CIFF)**
- **Department of Business, Energy and Industrial Strategy,** United Kingdom (BEIS)
- **Environment and Climate Change Canada (ECCC)**
- **Esmée Fairbairn Foundation**
- **European Climate Foundation**
- **European Climate Initiative (EUKI)**
- **European Commission**
- **Federal Ministry for Environment, Nature Conservation and Nuclear Safety,** Germany (BMU)
- **Green Finance Institute**
- **Growald Climate Fund**
- **International Climate Initiative (IKI)**
- **KR Foundation**
- **Ministry of Economic Affairs and Climate Policy,**
Government of the Netherlands
- **Mistra Foundation**
- **Oak Foundation**
- **Rockefeller Foundation**
- **Rockefeller Philanthropy Advisors**
- **Sequoia Climate Fund**
- **Trust for London**
- **Umweltbundesamt,** German Environmental Agency
- **Wuppertal Institute for Climate,**
Environment and Energy

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