



Global Energy Monitor (GEM) Policy Plan

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CCI (KVK) number:	TBC

Policy Plan

Global Energy Monitor (GEM) develops and analyzes data on energy infrastructure, resources, and uses. It provides open access to information that is essential to building a sustainable energy future.

Strategic Plan

The organisation develops and maintains open-access datasets, tools, and analysis across key energy sectors, including coal, oil and gas, renewables, and heavy industry. It makes this information publicly available to support research, policy, advocacy, and decision-making. It works with a wide range of partners, including civil society organisations, research institutions, and public bodies, to strengthen the use and impact of its data.

The organisation operates exclusively in the public interest. It does not pursue profit, and all income is used to support its objectives. At least 90% of its activities serve the public benefit, in line with ANBI requirements.

Activities in 2026

GEM continued to expand its datasets, tools, and analytical outputs. Key actions include:

- development and release of new global tracking tools covering power systems and the energy transition
- ongoing updates and expansion of datasets across coal, oil and gas, renewables, and heavy industry
- publication of reports and briefings to support public understanding and policy engagement

The organisation also strengthened partnerships and supported a broad range of stakeholders using its data for research, policy development, and advocacy.

Board of Directors

Ashish Fernandes	Han Chen	Heather McCreery
Ted Nace	Daniel Newman	Sheldon Rampton

Remuneration policy

Global Energy Monitor’s remuneration policy is grounded in a transparent, equity-based approach and is informed by market benchmarking against comparable nonprofit organizations and research institutions. Compensation is structured through standardized pay groups, where employees in roles with similar levels of responsibility and expertise receive the same starting pay, with consistent, predictable increases over time through annual market adjustments and tenure-based experience increases. GEM does not negotiate starting salaries or rely on merit-based pay or individual performance bonuses, instead prioritizing fairness, consistency, and organizational cohesion. Members of the Board of Directors are not compensated for their governance responsibilities but may be reimbursed for reasonable expenses, and the Executive Director’s compensation is determined and periodically reviewed by the Board in alignment with market data and GEM’s compensation framework.

Fundraising and management of the assets

GEM raises its funds primarily by applying for grants from private foundations to support grant making strategies and operations. Income from individual donors and service contracts forms about 1% of income.

Accounting principles

Financial statements are prepared in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP), including standards established by the Financial Accounting Standards Board.

2026 Financial forecast

Budget forecast 2026

Revenue	
Grants	\$12,460,910
Individual Giving	\$5,000
Earned Income	\$159,483
Interest	\$100,000
Total Revenue	\$12,725,393
Expenses	
Personnel Expenses	\$11,476,510
Professional Services	\$557,045

Data Access, Software & Website	\$131,870
Meetings & Conferences	\$360,575
Equipment	\$81,156
Other Operating Expenses	\$118,237
Total Expenses	\$12,725,393