

EGU Strategy, 2026-2030

Toby Rhodes
Director of PerformGreen
Simon Clark
EGU Projects Manager

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European Geosciences Union
www.egu.eu

EGU's vision and purpose

The European Geosciences Union (EGU) is the leading organisation for Earth, planetary and space science research in Europe. With our partner organisations worldwide, we foster fundamental geoscience research, alongside applied research that addresses key societal and environmental challenges. Our vision is to realise a sustainable and just future for humanity and for the planet.

The EGU is a member-led organisation, dedicated to the pursuit of excellence in geoscience research, upholding and promoting the highest standards of scientific integrity, open science and open access research. We facilitate dialogue and the exchange of information between scientists, the media, policymakers and the public, and are recognised as a trusted source of impartial, evidence-based geoscience information.

Guided by our diverse scientific community, the EGU provides a means to share, publish, promote and collaborate on the latest geoscience research. We are committed to, and are a leader in, open access scientific publications. Our annual General Assembly provides the largest and most prominent forum in Europe for sharing geoscience knowledge and understanding, and building a collaborative community of scientists.

The EGU is committed to developing the next generation of geoscientists through the provision of world-class education, training and resources to secondary school teachers, university geoscience educators and to early career scientists, thus ensuring equitable access to the latest scientific knowledge and expertise.

Although based in Europe, the EGU welcomes and supports Earth, planetary and space science researchers, science-policy knowledge brokers, science communicators and related professionals globally. We bring together researchers to exchange ideas, think creatively and collaborate across disciplines, exploring novel ways to advance geoscience research for the benefit of humanity and the planet.

We say to the global geoscience research community:

Come and stand with us.
We will support you, and value what you do.

EGU values…

- A supportive community environment for Earth, planetary and space scientists at every career stage
- Opportunities for equitable and inspiring collaboration between geoscientists in Europe and beyond
- The facilitation of inclusive scientific excellence and research conducted with fairness and integrity both within and across disciplinary boundaries
- The publication, discussion and dissemination of high quality, open and accessible research, that promotes the use of geoscience knowledge for the benefit of humanity and the planet

www.egu.eu +49-89-2050-76300 Kastenbauerstr. 2
info@egu.eu +49-89-2050-76399 81677 Munich, Germany

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Thank you

Introduction and context

We are living in challenging, fast-changing, and unpredictable times. Alongside technological advancements that are accelerating the pace of innovation, the global environment is evolving rapidly, with human-driven climate change affecting ecosystems and societies. Furthermore, geopolitical challenges and attempts to discredit science and on researchers are increasing pressure on individuals, scientific communities and institutions.

Nevertheless, the EGU remains organisationally strong - a member-led, "*bottom-up*" geoscience community - a *home for high-quality and robust geoscience.*
Specific challenges that the EGU and its members currently face, and are likely to face over the coming years, include:

- Declining public trust in science, fuelled by an increase in misinformation, politicisation and discrimination against science and scientists;
- Environmental considerations of hosting large-scale meetings;
- Restrictions on travel due to political, environmental or social reasons;
- Collaboration challenges for members (due to financial, geographic or social reasons);
- The impact of artificial intelligence (AI) on scientific ethics and integrity, critical thinking, publications, meetings and organisational operations;
- Organisational challenges, including geopolitical instability, cybersecurity threats, financial risk and environmental impact.

The EGU is well positioned to meet these challenges – we represent a strong and diverse scientific community, have solid finances, and the motivation and capabilities required to provide ongoing support for our community.

This strategy, and the actions that will flow from it, will strengthen the EGU further, ensuring the organisation continues to welcome and support global geoscience researchers, produce the highest quality publications and meetings, and be regarded as an authoritative voice speaking up for the geosciences, providing relevant evidence to policymakers, and communicating to and beyond our members. The actions to realise this strategy will be defined in a delivery plan, with progress reported annually to EGU members at the plenary during the General Assembly.

This strategy will ensure that the EGU adapts to, learns from, and grows stronger in the face of unexpected or adverse events, while protecting the organisation from any potential downside to adverse events.
The EGU's strategy for the period 2026-2030 was developed in consultation with our members during 2025 and 2026 and approved by the EGU Council in April 2026.

EGU's strategic priorities for 2026-2030

Strategic priorities for the next period include:

- **Global scientific leadership, outreach and engagement**: Promoting European scientific excellence, standing up for science and scientists, engaging with and providing scientific evidence to policymakers, and promoting external engagement, collaboration and public/societal outreach.
- **EGU Publications**: Developing a clear and consistent response to challenges to interactive and publicly peer-reviewed publishing process and publication quality; harnessing AI, machine learning and digital transformation to ensure that publications remain high quality, robust, relevant and efficient.
- **EGU General Assembly**: Build on our strengths and experience to further improve the organisation, quality, and participant experience of the General Assembly (GA), advancing hybrid and virtual experiences; harnessing AI, machine learning, and digital transformation to ensure the GA and other meetings remain high-quality, relevant, and efficient.
- **Sustainability, resilience, and innovation**: Ensure good environmental, financial and organisational sustainability and robustness, improving cybersecurity and reviewing emergency procedures; build capacity and resilience within the EGU Executive Office; harness AI, machine learning and digital transformation to improve the operational capacity of the EGU Executive Office.
- **Inclusive culture and member support**: Maintain positive actions on accessibility for underrepresented groups, improve inclusion in the face of physical, geographic, and financial barriers and strengthen support for Early Career Scientists.
- **Community structures and processes**: : Strengthening global communities and regional networks; continuing to facilitate inter- and trans-disciplinary research; reviewing EGU structures, community activities and processes.

Many of these activities are already underway or currently in planning. By focusing on these strategic priorities, the EGU will ensure that they remain at the forefront of the organisation's attention over the coming years.

Actions to address the EGU Strategic Priorities for 2026-30

Global Scientific Leadership, Outreach & Engagement

Given global challenges to science and scientists, it is more important than ever for the EGU to project an authoritative voice that upholds scientific integrity and ethical standards, positioning the organisation as the *home of high-quality, robust geosciences*. We will seize opportunities to promote European scientific excellence, counter attacks on science, counter disinformation/misinformation and stand up for high-quality, open, fair and reproducible science.

Specific actions we will take include:

- Enhance our communications to build the EGU's global profile, with a clear and accessible narrative highlighting the significance and value of science and research in the Earth, planetary and space sciences.
- Position EGU as the "*home for high-quality geosciences*";
- Identify and pursue opportunities to champion and defend science through public and school engagement, media outreach, and science-policy-society initiatives, demonstrating societal impact, geoscience opportunities and outcomes;
- Foster our reputation as a trusted independent scientific partner to European institutions, to promote and facilitate the integration of timely, relevant and useful scientific advice to inform policy and for the benefit of society.
- Provide support for members and robustly defend open, fair and reproducible science;
- Further strengthen our relationships with European and trans-national funding bodies, policymakers, institutions, governments, scientific societies and other relevant associations, to facilitate scientific collaborations throughout Europe and at trans-national levels;
- Provide a united front and stand up for science through closer coordination with our associated societies and other geoscience organisations.
- Expand outreach, education and science-for-policy initiatives;
- Facilitate science and research beyond the GA, to support geoscience researchers facing funding and personal constraints and career instability.

EGU Publications

A core part of EGU activities is the publication, discussion and dissemination of high quality, open and accessible research, that promotes the use of geoscience knowledge for the benefit of humanity and the planet. Publications are a key pillar in our financial model for reinvesting in our community and are an embodiment of our claim to be *the home for high quality, robust geosciences*. Protecting the values underpinning EGU scientific publications (shareable, open, interactive and publicly peer-reviewed science) whilst evolving and strengthening them, is consequently of considerable importance to the EGU.

The landscape for scientific publications is changing rapidly: business models are being upended; AI poses risks to scientific ethics and integrity, critical thinking, and veracity; funding for open-access journals is constrained and the costs of commercial journals are continuously increasing. The EGU Publications Committee, together with our partner Copernicus GmbH, is already taking steps to ensure that EGU publications maintain the highest scientific and ethical standards. For example, through the comprehensive guidelines for the use of Artificial Intelligence in the EGU Journals by authors, and by continuing to support to enhance author diversity and to strengthen our pool of referees.

We will continue to strengthen our publications by developing a clear and consistent response to challenges to interactive and publicly peer-reviewed publishing process and to overall publication quality. We will harness AI and machine learning in the publishing workflow to perform assistive tasks, whilst ensuring publications remain high-quality, robust, relevant, and efficient.

Specific actions we will take to develop and strengthen EGU publications include:

- Address challenges to publication quality and secure high-quality, robust science through deep understanding and effective use of AI, and "*big data*";
- Ensure publication standards are shared between journals;
- Promote open and fair science, and the value of EGU journals: Transparent, community-driven, not-for-profit;
- Harness digital transformation and AI to further improve publication services together with our publications partner, Copernicus GmbH;
- Promote interactive open access publishing as a way to build trust in science;
- Implement and develop further initiatives to increase diversity among editorial boards, reviewers and authors;
- Guarantee that our Article Processing Charges and waiver schemes remain accessible and fair.

EGU General Assembly

The EGU General Assembly (GA) is the largest and most prominent geoscientific meeting held in Europe, with ~21,000 attendees in Vienna and online over a week-long period. Planning and organisation of a meeting on this scale is an immense task, led by the EGU Programme Committee and delivered in partnership with Copernicus GmbH. Ongoing innovation will continue to be implemented in future years to further improve the in-person and virtual participant experience. Further innovations will be explored and adopted to harness AI, machine learning, and digital transformation to improve GA programme planning and organisation, session selection, and collaboration opportunities at the GA, ensuring it remains high-quality, relevant, and efficient to deliver and attend.

Specific actions we will take to develop and strengthen the EGU General Assembly, and ensure its long-term sustainability, include:

- Given environmental, cost and sustainability challenges of delivering and attending the GA, along with a rapidly changing landscape for scientific meetings in general, we will review the size, format, capacity and long-term sustainability of the GA;
- Improve the GA hybrid and virtual experience to promote and grow virtual participation;
- Review the structure and organisation of the GA programme, ensuring it addresses the needs of our participants;
- Ensure that the content of the GA incorporates cutting-edge science, and continues to provide EGU members with the opportunity to engage with issues and topics adjacent to their research work (including skills/capacity building, supporting career progression, policy engagement etc.).

Sustainability, Resilience & Innovation

The environmental, financial and organisational sustainability of the EGU is essential for the organisation to continue supporting our community into the future. The EGU is not complacent – there is always scope for improvement, especially in the current uncertain political landscape, ongoing conflicts and threats, and the imperative to go further and faster in improving environmental sustainability.

Environmental Sustainability

Environmental sustainability, in particular, is valued by our members. To improve environmental sustainability, the EGU will:

- Review and assess environmental impacts resulting from in-person activities such as the GA;
- Review the sustainability of day-to-day operations of the EGU, looking for opportunities to better measure and reduce environmental impact;
- Undertake carbon reduction initiatives to reduce the EGU's environmental impact.

Financial Sustainability

To enable the EGU to thrive and continue to provide support for our community, the Union has adopted a prudent financial strategy. This approach has enabled the development of financial reserves sufficient to overcome up to two years of consecutive financial failure or reduced income (for example, due to short-notice cancellation of GAs). Our cautious financial strategy served the EGU well through the COVID pandemic and its aftermath. Today, it enables the organisation to manage unpredictable expenses and remains the EGU's strategic approach for the foreseeable future. Nevertheless, the EGU will continue to reinvest surpluses in our communities and members through: reduced and waived registration and publication fees for researchers in less-resourced countries to equalise opportunities; travel support; volunteer support; investment in EGU committees and Working Groups; and when possible, launch calls for proposals to compete for exceptional funding support.

To ensure continued financial sustainability and resilience, the EGU will:

- Review funding resources and diversity of income;
- Review EGU legal structures to ensure they remain appropriate for navigating current and future challenges and opportunities;
- Remain financially adaptive and responsive to external developments.

Organisational Sustainability & Innovation

To ensure organisational sustainability and robustness, the EGU will:

- Review cybersecurity and GDPR compliance, system access and data protocols to ensure data and systems are protected from external threats;
- Develop a strong institutional memory to efficiently share knowledge across our volunteers and the Executive Office;
- Build capacity and resilience within the EGU Executive Office through targeted recruitment;
- Assess potential and actual impact of AI and digital transformation (both positive & negative) on publications, conferences, collaborative science, EGU Executive Office, networking events, science communication and science for policy. Build on and share positive impacts, whilst seeking to

mitigate negative impacts, harnessing digital innovations to enhance the operational capacity, efficiency and effectiveness of the EGU;
- Strengthen risk management processes by updating emergency protocols and procedures to ensure readiness for adverse events.

The EGU will continue to evolve our governance processes, including:

- Ensuring appropriate member representation on the EGU Council;
- Periodic review of the EGU Code of Conduct, Best Practices, Statutes and Bylaws.

Inclusive Culture & Member Support

The EGU is a diverse and supportive community, welcoming geoscientists, science policy specialists, social scientists and science communicators from across the world. We will continue to represent and support EGU members, providing opportunities for equitable and inspiring collaboration in Europe and beyond.
Aligned with our principles of equality, diversity and inclusion (EDI), we will continue our drive to improve diversity and support accessibility for underrepresented groups. Specifically, we will:

- Improve accessibility to publications, conferences and broader EGU activities, involving members from underrepresented communities in designing a more inclusive, accessible experience;
- Improve inclusion activities in the face of physical, geographic, and financial barriers;
- Improve our offerings for members across all tiers of membership, with improved promotion of why/how to join;
- Improve the recognition and support for volunteers;
- Explore how to better engage the community to ensure that the awardees and medallists represent the broad diversity of the membership.

Development of strategic financial reserves allows reinvestment in our communities to provide financial support to EGU members from less well-resourced countries and organisations, or facing funding instability through:

- Reduced and waived GA registration and publication fees; Travel and participation support grants; and Volunteer support grants;
- Absorbing inflation-related increases for the GA and Publications rather than passing these on to EGU members.

Additionally, the EGU will continue to grow our investment in Outreach, Education, Topical Events and Science-Policy to reinvest surplus into our community.

Early Career Scientists make up a significant proportion of the EGU's membership. Led by the Early Career Scientist (ECS) Network, the EGU will continue to encourage and support Early Career Scientists through:

- Establish a career development, mentoring and guidance offer to ECS members;
- Facilitate networking and collaboration opportunities, training and capacity development;
- Ensure ECS network-led and community-led activities are supported;
- Facilitate ECS attendance, engagement, and integration at the General Assembly and throughout the year by assessing our ECS support and ensuring its continued provision;
- Recognise and identify the changing needs of ECS members to better align our support offers;
- Ensure the voice of early career members is represented within the Union's decision-making bodies, including Divisions, committees and Council, and that ECS representatives are supported in doing so.

Community Structures and Processes

The strength of the EGU lies in its community of over 23,000 members. Benefits to members come not only from scientific collaborations within individual disciplines, but also through professional development and collaborations across disciplinary boundaries.

To support these collaborations, the EGU will:

- Improve coordination and collaboration across scientific disciplines, harnessing and supporting existing inter- and trans-disciplinary research activities and seeking opportunities to build on or replicate existing good practice;
- Strengthen global communities and promote opportunities through regional member networks;
- Improve and support interdisciplinarity and inter-Division coordination.

Divisional volunteers, structures and processes provide the framework that underpins our community and enable it to function. It is good practice for the EGU to periodically review divisional structures and representation, to ensure they best meet members' needs. Specifically, the EGU will:

- Review Division structure and representation;
- Review EGU community processes.

Thank you!

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The EGU Executive Office

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For questions or other requests, please contact the EGU Executive Director, Philippe Courtial (executive-director@egu.eu)