

GREENPEACE INTERNATIONAL ANNUAL REPORT 2024



GREENPEACE

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FOREWORD

This is the 2024 Annual Report for Stichting Greenpeace Council. Stichting Greenpeace Council commonly works under the operational name Greenpeace International.

“Stichting Greenpeace Council” (SGC) is a Dutch stichting – a foundation-type non-profit entity – based in Amsterdam, The Netherlands. The entity is registered with the Dutch Chamber of Commerce under nr. 41200415.

FOR THE PURPOSE OF THIS REPORT:

“Greenpeace” refers to the global network of 25 independent national/regional Greenpeace organisations (NROs) and Greenpeace International as a coordinating and supporting organisation for the global network.

► National and/or regional organisations (NROs) refers to the independent Greenpeace organisations operating in countries around the world. They are (or consist of) independent entities, and each NRO has its own Executive Director and board. Greenpeace International does not exercise control over NROs, but does facilitate coordination across the global network.

► The use of “we” and “us” or “our(s)” in this report may refer to Greenpeace International (Stichting Greenpeace Council) or the global Greenpeace network, depending on context.

OUR MISSION

Greenpeace is an independent campaigning network that uses non-violent, creative confrontation to expose global environmental problems and force solutions that are essential for a green and peaceful future.

Greenpeace's goal is to ensure the ability of Earth to nurture life in all its diversity. Therefore, we strive to:

► Protect biodiversity in all its forms

► Prevent pollution and abuse of the Earth's ocean, land, air and fresh water

► End all nuclear threats

► Promote peace, global disarmament and non-violence

OUR VISION

We imagine a planet where it is understood and accepted that the fates of humanity and the natural world are inextricably linked; and therefore economic, cultural and political systems are designed to deliver sustainability, justice and equity for all peoples and the planet.

INTRODUCTION

INTERNATIONAL EXECUTIVE DIRECTOR

2024 challenged me deeply, as a leader, an activist, and a human being. There were days when hope felt hard to hold on to. But what carried me – and what carries Greenpeace – is the strength of our global community and the courage of collective action.

It was a year of relentless turmoil with escalating conflicts, rising authoritarianism, climate catastrophes, and deepening human rights violations from Ukraine to Gaza. The re-election of Donald Trump only sharpened a sense of anxiety and uncertainty. It's a moment that felt heavy – geopolitically, morally, and existentially.

And, yet, it is also a moment that reminded me exactly why Greenpeace exists.

I have never believed hope to be a passive thing. Hope is action. Hope is resistance. Hope is a decision, one that we make over and over again, especially when the odds are against us. Hope is renewal. So even as the storms intensified, our movement chose hope. We stood firm, organised harder, and achieved victories that show what's possible when people come together with shared values and cause.

Among the highlights of the year was our contribution to the European Court of Human Rights ruling in favour of the KlimaSeniorinnen, a courageous group of elderly Swiss women who successfully sued their government for failing to take sufficient action on climate change, arguing that it endangered their health and lives. This ruling marked a turning point in climate litigation and sent a powerful message about the deep connection between human rights and environmental protection.

Our Oceans Are Life campaign built a broad coalition of governments and civil society to stop deep sea mining, a new extractive industry poised to cause irreversible harm to ocean ecosystems. We pushed Norway to reverse its plans to open its waters to mining, and convinced multilateral negotiations to put the brakes on this dangerous new frontier.

Wins like these don't come without a cost. In 2024, corporations increasingly used legal tactics – known as Strategic Lawsuit Against Public Participation suits, or SLAPP suits – to try to intimidate and silence us. These lawsuits are designed to drain our time, energy, spirit and bank accounts.

Let's be honest: being hit with multi-million dollar legal assaults is not for the faint of heart. But we are not faint of heart. Our spirit, backed by public support, is inexhaustible. Our response has been resolute, with robust legal defences mounted against these attacks. Greenpeace has never

been – and never will be – a movement that backs down from a big fight. They are what we were made for.

And even as we face increasing pressure and assault from autocrats and oligarchs, we have taken the time to do the vital work of strengthening our movement from within. We've made real strides embedding justice, equity, diversity, inclusion and safety (JEDIS) principles across our campaigns, culture, and everyday operations. This is essential to building a movement that is global, resilient, and truly transformative.

Looking ahead, I know the challenges will not ease. But as the storm is still gathering, I also know this: Greenpeace is still here. Still fighting. Still building power, coalition, and momentum. Still choosing hope, not as an abstract ideal, but as a bold and deliberate act.

We are powered by millions of people who know a green and peaceful future is still possible. And with that power, we will continue to adapt, evolve, and act with courage.

Progress is never easy, but it is always possible – with hope, courage and community.

In solidarity



© Tim Aubry / Greenpeace

A handwritten signature in black ink, which appears to read 'Mads Christensen'.

MADS CHRISTENSEN

Greenpeace International
Executive Director

TURN IT AROUND

‘We all share one planet and are one humanity; there is no escaping this reality.’

Wangari Maathai, social, environmental and political activist

GLOBAL CAMPAIGN IMPACT

In 2024, our iconic global campaigns helped turn it around, securing a fairer, safer and cleaner future for all.

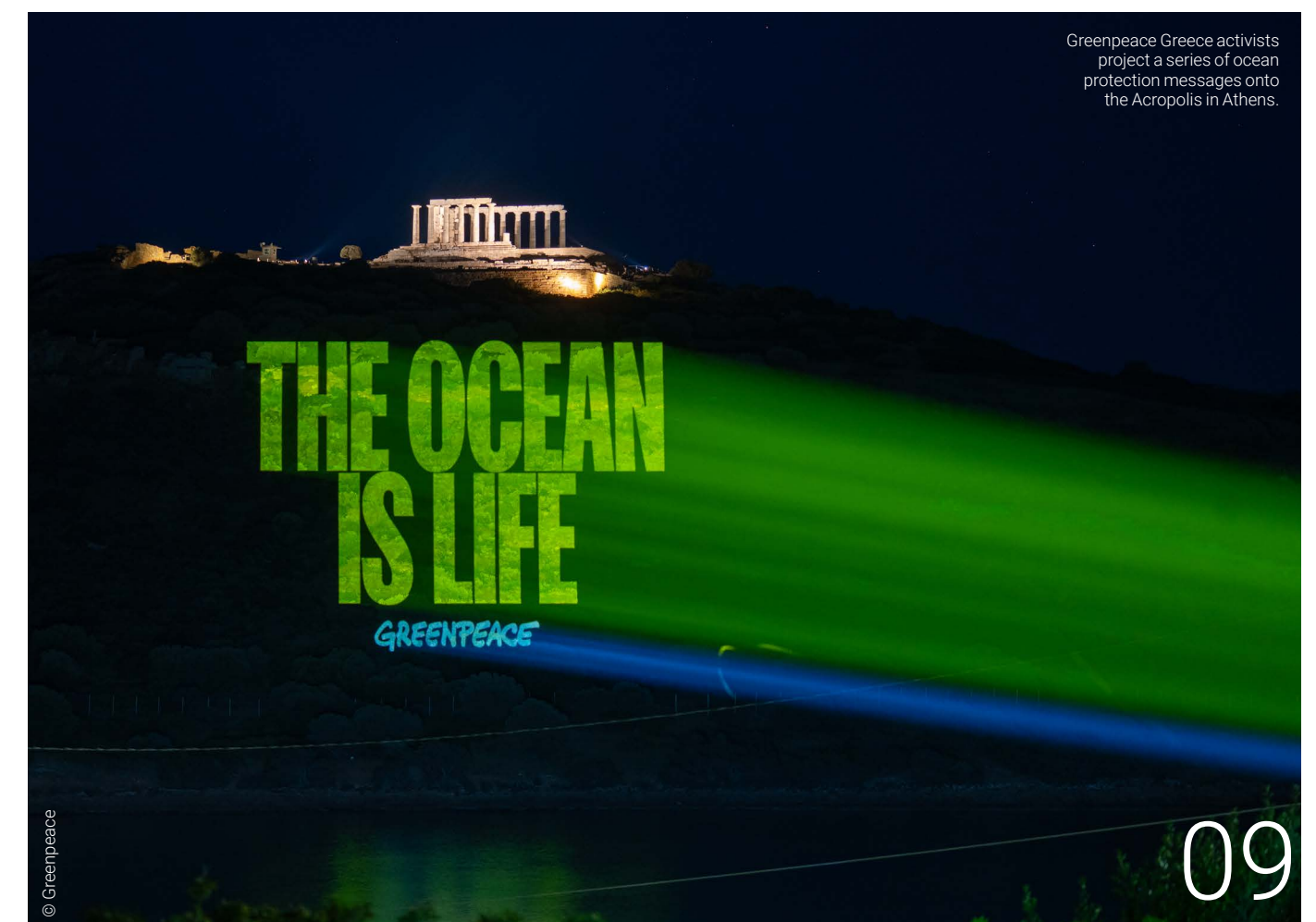
Stop Drilling Start Paying

Stop Drilling Start Paying launched in 2024 with an event highlighting social and environmental injustices caused by oil and gas companies. An ‘extreme weather response’ moment focused on linking climate-induced extreme weather events with the accountability of big polluters, while our proposal for a Climate Damages Tax showed that a small tax levied on just seven major oil and gas companies could raise over \$15 billion. The accompanying report, which revealed that the financial costs of some of the year’s worst weather events

totalled over \$64 billion, received widespread attention including recognition from the International Tax Task Force.

Oceans Are Life

The Oceans Are Life campaign galvanised support for ocean protection, focused on bringing the Global Ocean Treaty – a legally binding conservation pact and crucial component in global efforts to protect 30% of the world’s oceans by 2030 – into force. Arctic Sunrise embarked on a six-week expedition around the Galápagos Islands in support, showcasing the amazing benefits of strong marine protection. By year end, the campaign achieved ratification of the Treaty by five countries and gained the support of 25 nations for a moratorium on the hugely destructive practice of deep sea mining.



Greenpeace Greece activists project a series of ocean protection messages onto the Acropolis in Athens.

Climate Justice Liability

This campaign helped achieve a remarkable victory when the European Court of Human Rights delivered a ground-breaking ruling in favour of the KlimaSeniorinnen (senior women for climate protection). The court ruled that Switzerland had breached the European Convention on Human Rights by not taking sufficient action against climate change, setting a precedent for holding governments accountable. A second major victory was achieved when the International Tribunal for the Law of the Sea passed an unprecedented ruling that greenhouse gas emissions are marine pollution, meaning that countries failing to meet their obligations could be held liable. In addition, a landmark victory in Norway invalidated approvals for three oil fields in the North Sea.



Plastic Free Future

The Plastic Free Future campaign focused on securing a robust Global Plastics Treaty that drastically reduces plastic production. In 2024 the campaign launched bold actions targeting corporations such as Unilever, including collaborations with Greenpeace Mexico, Greenpeace South East Asia and Greenpeace South Asia to apply sustained pressure on the corporation. Media reports on Unilever’s plastic use amplified campaign messages, and a petition for a Global Plastics Treaty gained over 2.5 million signatures.



Global Gas

The Global Gas campaign involves seven regional campaigns and a trans-Atlantic collaboration involving the US and Germany. In 2024 Greenpeace East Asia published a report criticising liquefied natural gas (LNG) developments, while Greenpeace Mediterranean prepared for a major methane leak investigation. Greenpeace South East Asia carried out direct actions at key gas project sites, and Greenpeace Central Eastern Europe achieved a significant narrative shift in the region, emphasising the controversy around Black Sea drilling. Ongoing documentary and fieldwork investigations are set to deepen public understanding of gas impacts.

Defund Nature Destruction Now

A series of Global Days of Action in October represented a major campaign milestone, with NROs across Europe, Asia and Latin America participating in activities including large-scale building projections in Austria, Hungary, Indonesia, Mexico, Romania, Sweden and the UK, as well as art installations in Germany and the Netherlands. In Brazil, the campaign’s efforts prompted the Federal Public Prosecutor’s Office to recommend that banks cease funding illegal activities in the Amazon.



CAMPAIGN ACHIEVEMENTS AND VICTORIES

For over 50 years, the global Greenpeace network has raised our voices, raised awareness and placed ourselves in the way of environmental destruction. We have investigated and documented environmental contamination and crime. We have conducted scientific studies, litigated and lobbied. 2024 was no different, as we continued to rise to the challenge of fighting for a fairer, greener, planet.

We are reporting campaign victories for the movement based on the information received from NROs. We'd like to thank everyone who supports and stands alongside us.

Africa

Greenpeace Africa continued to pressurise and denounce oil blocks, logging and agribusiness concessions, amplifying community voices against oil blocks in the Democratic Republic of Congo (DRC), where large swathes of biodiverse areas are sold off for oil and gas extraction. The campaign helped dissuade oil companies and investors from participating in oil auctions: in January 2024, Anglo-French giant Perenco withdrew from the auction. Global attention on Greenpeace Africa's Climate Justice Movement, composed of grassroots organisations nationwide, resulted in the DRC government cancelling the auction of 30 oil and gas blocks, a ground-breaking action that will protect the Congo's rich biodiversity.

Australia/Pacific

After pressure from Greenpeace Australia Pacific, McDonald's, the biggest buyer of Australian beef (the number one driver of Australia's deforestation crisis) announced it will source only deforestation-free products in its supply chain. The fast food giant updated their global forests policy to commit to eliminate deforestation and address conversion in their global supply chain by 2030. While the deadline is five years later than hoped for, the move by McDonald's was a massive win, sending an important signal to global markets thanks to the company's huge purchasing power.

Austria/Central and Eastern Europe

2024 saw the results of people power in action. In 2023, thousands took action against the European Gas Conference, an exclusive, invite-only industry gathering, through a civil society counter-conference, a series of direct actions, blockades and a public march. Greenpeace joined forces

with the movement and dropped a banner demanding 'end fossil crimes' from the hotel where the conference took place. Our resistance was successful, as the 2024 European Gas Conference did not take place as planned, a key victory for the European anti-gas movement.

Belgium

Greenpeace Belgium, together with local residents and a whistleblower, campaigned to bring to justice to those responsible for illegal actions related to chemical soil pollution in Flanders. The Council of State found that soil from around the Oosterweel works, historically contaminated with PFAS (a large group of synthetic chemicals), was being moved by developer Lantis in violation of the regulations. The outcome will have a major impact on the way authorities and building companies deal with historically polluted soil, and on holding those who are responsible for the cover-up accountable.

Brazil

Sawré Muybu is an Indigenous land in the Tapajós River Basin in the heart of the Amazon rainforest. The area is rich in fauna and flora, and home to the Munduruku People. For 17 years, the Munduruku have been fighting for their right to a land that has always belonged to them but is threatened by mining, illegal logging and infrastructure projects. In September 2024 they finally won official demarcation of the territory, a historic and profoundly symbolic victory not only for the Munduruku, but for all Indigenous Peoples of the Amazon and Brazil. While the Munduruku's fight is not yet over, the recognition of their right to Sawré Muybu could have significant repercussions for large-scale projects in the area, such as the São Luiz do Tapajós hydro dam.

Canada

In 2023 Greenpeace Canada filed a complaint to the Competition Bureau of Canada against the Pathways Alliance – a lobby group made up of Canada's biggest fossil fuel companies – for a misleading ad campaign. Thanks to the efforts of many, including Canada's independent competition law enforcement agency the Competition Bureau, a new law was passed in June 2024 that strengthened greenwashing laws. In response, the Pathways Alliance has entirely removed its website.

INSPIRING CAMPAIGNS WITH ALLIES



◀ Koala-themed deforestation action outside McDonald's in Melbourne.



◀ Greenpeace France protesters erect a giant billboard outside TotalEnergies' headquarters accusing them of fuelling climate change, during the oil giant's annual profit announcements.

▼ EU Gas Conference protest march in Vienna.



▲ Lokolama village in DRC, where Greenpeace Africa is investigating human rights violations and abuses against Indigenous People.



▲ Greenpeace Italy conducted water samples in Capannori, Tuscany, to verify the presence of a group of chemicals known as PFAS.



◀ Greenpeace activists protest near the German island of Borkum against the climate damaging extraction of fossil gas.



▲ Tapajós River, next to Sawré Muybu Indigenous Land, home to the Mundurucu People of Brazil. The Brazilian government plan to build 43 dams in the Tapajós river basin.

France

The Paris Judicial Court dismissed TotalEnergies' claims against Greenpeace France in March. The oil and gas giant had started proceedings following publication of the report 'The Numbers Don't Add Up', in which Greenpeace France revealed an estimated calculation of the multinational's greenhouse gas emissions. The court sided with Greenpeace France, deeming the summons too vague to allow the NGO to effectively defend itself, a decision that reaffirms civil society's ability to challenge the actions of major contributors to the climate crisis.

Germany/Netherlands

One of the highest Dutch administrative courts ruled in June that a fossil gas drilling platform occupied by Greenpeace activists must temporarily cease activities. Activists climbed and occupied the platform in the middle of the North Sea in protest at a new gas extraction project. After an intense eight-hour protest, news

broke that the Administrative Jurisdiction Division of the Council of State had ruled that ONE-Dyas, the fossil fuel company pushing for gas extraction, must once again halt its construction due to concerns over the environmental impacts.

Indonesia

In a major win for Indigenous land rights, 4,000 Knasaimos People finally received legal recognition of their rights over a tropical rainforest almost the size of Hong Kong in South West Indonesia. According to Knasaimos tradition, local Indigenous clans hold their territory under collective title. This pre-existing law was effectively ignored by the modern Indonesian legal system, under which the government offered loggers and plantation companies concessions to clear forest and convert land to industrial uses. Now the Knasaimos have won their battle for legal recognition, the forests and rivers can be protected for future generations.

Italy

PFAS chemical production at Belgian multinational Syensqo's plant was temporarily stopped by local authorities after strong pressure from Greenpeace Italy and local communities. The area where Syensqo (formerly Solvay) operates has been recognised as the most PFAS-polluted in Europe, with massive contamination of water, soil and crops. Greenpeace Italy worked for several months to support local groups affected by the pollution, helping them in this David v Goliath fight. The ruling is an important first step for communities to have their rights to a clean, healthy and sustainable environment recognised.

Middle East North Africa (MENA)

Greenpeace MENA collaborated on a project examining the connection between Islamic finance and renewable energy. Working as part of the Ummah For Earth



Alliance and The Global Ethical Finance Initiative, the team analysed how Shariah-compliant financial instruments can drive the global transition to sustainable energy and be part of the climate crisis solution. With a significant shortfall in climate financing worldwide, Islamic finance is positioned to play a crucial role in closing the gap, especially in Muslim-majority nations and emerging markets.

Netherlands

In 2022, volunteers at Greenpeace Netherlands helped set up an alliance of grassroots climate groups and NGOs and organised a week-long protest in front of the offices of PFZW, one of the largest Dutch pension funds and a fund for healthcare workers. Their activism paid off when, at the beginning of 2024, PFZW announced it was divesting most of its funds away from fossil fuels.

Nordic

Victory was achieved when the Norwegian government suspended controversial plans



© Greenpeace / Bianca Vitale



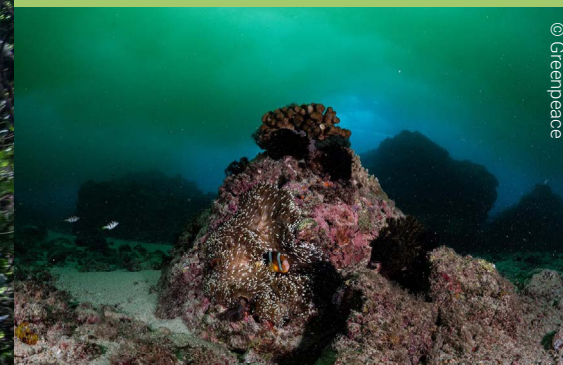
▲ Activists from Greenpeace Nordic, Germany and International on the first anti-deep sea mining protest in the Arctic.

► Papuan Indigenous People of the Tehit tribe wear traditional dress as they spread a banner asking for forest protection in Knasaimos, South West Papua.



© Riaz Cader / Greenpeace

◀ A banner action in the Indian Ocean during Rainbow Warrior's tour off the coast of Sri Lanka.



© Greenpeace

▲ After four years of campaigning by Greenpeace East Asia, Taiwan has passed the Marine Conservation Act with the aim of setting up conservation areas to protect marine ecosystems.



© Miriam Kunzli / Ex-Press / Greenpeace

▲ Switzerland's KlimaSeniorinnen achieved a historic victory when the European Court of Human Rights upheld their right to climate protection.



© Natanya Harrington / Greenpeace

▲ Greenpeace Africa activists across Africa took campaigning actions on World Environment Day 2024.

to open up its seabed to commercial-scale deep sea mining in December. After more than a year of pressure from activists, scientists and the international community, the government agreed to stop the first licensing round for deep sea mining in Arctic waters for at least the rest of its term in office. The decision is an important step forward in the drive to protect the Arctic from destruction by deep sea mining.

Spain

Nowhere has Greenpeace Spain campaigned and protested against more than the Carboneras coal power plant, one of the biggest emitters of greenhouse gases in the country. After decades of CO₂ pollution, the plant was finally consigned to history in March 2024. Staff and volunteers witnessed the demolition, overjoyed to see not only the end of this particular polluter, but also the symbolic collapse of a dirty and unsustainable energy system that has been fought against for decades.

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South Africa

In a major win for climate and communities, TotalEnergies announced it would cease gas exploration activities in South Africa's offshore blocks. The move marks a significant victory in the fight against fossil fuel extraction and its detrimental impact on the planet. However, Greenpeace Africa remains alert to TotalEnergies' activities in the Deep Water Orange Basin off South Africa's west coast, where the multinational still plans to explore oil and gas.

South Asia

Greenpeace South Asia and Sri Lankan marine conservation organisation Oceanswell celebrated the successful completion of cetacean visual and acoustic surveys in the Indian Ocean aboard Rainbow Warrior. This was the first time a dedicated cetacean survey had been conducted in this part of the Indian Ocean, and the data will contribute to understanding of the more remote parts of our oceans. Greenpeace South Asia also called on all states in the region to ratify the Global Ocean Treaty to safeguard ocean

biodiversity, support climate mitigation and the future of the next generations.

Switzerland

The Association of Senior Women for Climate Protection Switzerland, also known as the KlimaSeniorinnen, took action against their country for violating their human rights by failing to set sufficient climate targets. After nine years of mobilisation and campaigning, the KlimaSeniorinnen achieved a historic victory at the European Court of Human Rights when it upheld their right to climate protection and found concrete steps that governments must take on the climate crisis. The ruling is an iconic moment for climate justice globally, confirming that climate protection is a human right. The senior women are supported by Greenpeace Switzerland in their fight for climate justice.

Taiwan

After four years of campaigning by Greenpeace East Asia, Taiwan passed the Marine Conservation Act with the aim of

setting up conservation areas to protect marine ecosystems. A committee, made up of civilian communities including Indigenous Peoples, will help to plan, set up and manage the newly designated areas.

UK

A Greenpeace UK-supported court case on oil drilling ended with a big win for the climate: UK fossil fuel projects will no longer be allowed to ignore emissions from burning the fossil fuels they extract. The UK Supreme Court ruled in favour of Sarah Finch and the Weald Action Group, who had challenged Surrey county council's decision to grant permission for an oil well at Horse Hill, near Gatwick Airport. They argued that the planning committee that granted permission for the drilling was wrong to only account for emissions arising from the drill site itself. The Supreme Court agreed that they should also have considered the emissions created when the oil is burned after being sold, setting an important precedent for the future.

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Greenpeace supporter Amber Bourke, Australia's deepest female freediver, swims with bottlenose dolphins at a depth of 600 metres off the coast of Australia.

Greenpeace / BRIDGET FERGUSON



5 ANIMATED STORIES TO SPARK HOPE AND INSPIRE ACTION

Over the year we continued to tell the stories of our planet, making use of the joys and creativity of animation to show how people, young and old, can get involved in taking action for a better, greener and more sustainable world.



WISDOM'S WISE WORDS ON OCEAN PROTECTION

Did you know that the oldest seabird in the world is an albatross named Wisdom? She is 72 years old and has many scary stories to tell in this award-winning animated series.



MY PET FOOTPRINT

Greenpeace East Asia partnered with Wit and Wisdom, a team of world-class illustrators and animators, to redefine how we talk about climate change. The result, My Pet Footprint, casts light on the deceit and greed that endangers civilisation. Through comedy and satire, Bella and her companion Betty travel through time in this comedy eco-adventure.



INTO THE DEEP

Curated by the Greenpeace Oceans Are Life team in Beijing, Into the Deep is a one-minute film showing the journey of mother and calf humpback whales as they migrate across the globe. They face many challenges, including ghost fishing nets, noise, vessel strikes and plastic pollution.



LINA AND THE RAINBOW FRIENDS

How do we get children involved in the climate movement? Lina and the Rainbow Friends will tag them along and show them some of the different environmental threats to our planet and biodiversity.



NATURE DOESN'T END WHERE CITIES BEGIN

As part of Urban October, a month-long series of activities and events exploring how safe, clean, resilient cities can improve the lives of millions of people, Greenpeace Indonesia released animations including Nature Does Not End Where Cities Begin, highlighting how cities are a vital part of nurturing and protecting nature.

GLOBAL WEEK OF ACTION

Solidarity against Energy Transfer's Lawsuit

At the time of writing this report, there is still no final judgment in the Energy Transfer lawsuit. Energy Transfer's lawsuit is a clear-cut example of a SLAPP – a strategic lawsuit against public participation that aims to bury NGOs and activists in legal fees, push them towards bankruptcy and ultimately silence dissent. Big oil companies Shell, Total and Eni have also filed SLAPPs against Greenpeace organisations in recent years. Some of these cases have been successfully stopped in their tracks. This includes Greenpeace France successfully defeating TotalEnergies in March 2024, and Greenpeace UK and Greenpeace International forcing Shell to back down from its SLAPP in December 2024. Greenpeace Italy and Greenpeace Netherlands will face the Italian oil giant Eni in a court case in Italy in 2025.

As part of a Global Week of Action in 2024, activists showed widespread solidarity across the global Greenpeace network to send the message to Energy Transfer: "We will not be silenced".



◀ Greenpeace Switzerland activists show solidarity.



▲ Activists from Greenpeace Australia Pacific taking part in the Global Week of Action.



◀ Greenpeace East Asia activists join the widespread solidarity movement.



▲ Activists from Greenpeace Southeast-Philippines join the call on "We will not be silenced" day of action against big oil companies.



▲ Greenpeace Greece employees in front of Athen's historical landmark, the Arch of Hadrian, holding a banner with the statement "We will not be silenced", written in Greek.



▲ Activists from Greenpeace Netherlands activists show their support.



▲ Greenpeace France activists show solidarity in front of the Arc de Triomphe.

▶ Activists from Greenpeace Sweden show solidarity.



◀ Greenpeace Brazil volunteers show solidarity on the streets of São Paulo.



▲ Greenpeace UK activists in front of Tower Bridge.



◀ In response to the explosion of an Energy Transfer pipeline in September 2024 – which caused a massive fire that injured at least four people – Greenpeace USA commissioned a billboard truck to call attention to the company's safety record, as well as its attacks on free speech.

Roie Galitz, wildlife photographer and Greenpeace Israel ambassador, took these breathtaking photos. Bråsvellbreen, a majestic and sprawling ice feature in the Svalbard archipelago, stands as one of the longest glacier fronts in the Arctic.

© Roie Galitz / Greenpeace



YEAR IN PICTURES

We look back at another year of courage, activism, challenges and hope as we continue to fight for a greener and more just future for all.

© Greenpeace



Greenpeace International Turn It Around video highlighted the intense damage our planet suffers every day, including increasingly out-of-control wildfires.



▲ Greenpeace UK activists protest with an inflatable octopus the height of a double-decker bus outside the Canary Hilton in London as the 12th annual deep sea mining summit takes place inside.



▲ Indigenous Brazilian environmental leader Chief Raoni with Dr. Jane Goodall with Greenpeace at Glastonbury.



© James Quansah / Greenpeace

◀ Greenpeace Africa at the 25th anniversary commemoration of the African Union Economic, Social and Cultural Council in Accra, Ghana.



© Greenpeace

▲ Journey for Justice, a documentary by Greenpeace Australia Pacific, follows law student and activist Anjali Sharma as she travels across the Pacific on Rainbow Warrior, showcasing how powerful activists are using the law to hold big polluters to account.

► #WeAreWatching flag outside negotiations on a Global Plastic Treaty in Busan, South Korea.



© Greenpeace / Sungwoo Lee



© Paola Chionante / Greenpeace

◀ Environmental activists in kayaks show the message "No more plastics" in a crocodile shape in Nichupté Lagoon in Cancún, Mexico.

▲ Pantropical Spotted Dolphins encountered during Rainbow Warrior's survey in the Indian Ocean.



© Omar Bayo Fall / Greenpeace

◀ Greenpeace Africa taking part in actions to mark World Environment Day.



© Greenpeace

▲ Greenpeace Nordic, together with Fossil Free Future, demonstrate against the Danish government's plans to open the Hejre field in the North Sea for oil exploitation.



© Michael Hedelain / Greenpeace

▲ Methane Cooks the Climate protest outside global meat producer Danish Crown's headquarters in Denmark.



© Cristóbal Olivares / Greenpeace

▲ A drone show sends messages against Los Bronces mining company in Chile.



© Fabio Bispo / Greenpeace

◀ Illegal mining in the Sararé Indigenous Land in the Amazon.

CAMPAIGNS AND ACTIONS AT SEA

2024 was a very active year for the Greenpeace fleet. After a few disruptive years (due to Covid and other external factors), as well as major changes in composition (with the retirement of Esperanza and launch of Witness), 2024 saw a further increase in the use of our ships for campaigning around the world.

Almost 80% of the fleet's active campaigning time throughout the year was dedicated to global programme priorities, with a strong focus on the Protect The Oceans and Deep Sea Mining projects. In total, the fleet supported 21 campaigns across the globe in 2024, as well as research and documentation work.

With global operations ranging from South America to the Arctic, Indian and Pacific Oceans, our vessels sailed a total of 73,601 nautical miles throughout the year, an increase of about 10,000 nautical miles compared to 2023.

Considering this increase in distance, and the type of campaign work and requirements (including chasing and long ocean crossings), the fleet's fuel consumption and CO₂ emissions remained broadly the same as the year before,

amounting to 1,042 metric tons and 3,660 tons respectively (2023: 1,015 metric tons and 3,566 tons). This slight increase from the previous year doesn't jeopardise our long-term effort to reduce the carbon footprint of our fleet, as we are carrying out major upgrade work including the installation of an exhaust treatment plant on Arctic Sunrise in 2024.

Our fleet visited a total of 90 ports throughout the year, in which we held a total of 69 days involving public-facing activities such as open boat days.

In 2024 the Greenpeace crew comprised 104 members from around the world. Continuous efforts to improve the gender balance of our crew are reflected in the 2024 numbers, with 30% female and 70% male, compared to 27% female and 73% male in 2023.

In 2024 we also continued to deliver focused and varied training, both campaign-related and maritime-specific, as well as capacity development work to support NROs in maritime-related projects and a variety of other training including conscious communication, cultural awareness and integrity.



Arctic Sunrise enters Spain's Arousa estuary accompanied by hundreds of local fishing boats to demand greater protection for the oceans and the regeneration of the Arousa estuary.

2024 GLOBAL COVERAGE MAP

The routes of Witness, Rainbow Warrior and Arctic Sunrise, with highlights of their achievements.



Arctic Sunrise

- Protect The Oceans campaigns across Galapagos, Sargasso Sea, Bahamas, Bermudas and Colombia
- Tour of Spain for Protect The Oceans and Stop Deep Sea Mining
- Tour of France for Stop Deep Sea Mining
- Tour of Italy for Protect The Oceans
- Tour of UK on Climate and Energy
- Support Greenpeace Nordic around Svalbard Archipelago
- Research and public events in Germany and UK



Rainbow Warrior

- Greenpeace South Asia office launch, Chennai and Colombo
- Protect The Oceans in Saya de Malha, Indian Ocean
- Help Greenpeace USA Protect The Oceans at Emperor Seamounts, Hawaii
- Thailand Ocean Justice campaign with Greenpeace South East Asia
- Attend UN Environment Programme plastic pollution summit in Busan, South Korea



Witness

- Energy Justice and Stop Oil Expansion work with Greenpeace Brazil in Amazonia
- Fisheries campaign with Greenpeace Spain
- Hydrophone whale survey in Arctic Ocean as part of Stop Deep Sea Mining
- Research at Ny Ålesund, Arctic Ocean
- Stop Deep Sea Mining work along coast of Norway and west coast of Sweden
- Safeguarding French marine protected areas



Jacob Collier and AURORA performed a mash-up of their songs "A Rock Somewhere" and "The Seed" in front of the Sveabreen glacier in Svalbard. The performance, organized in partnership with Greenpeace International aboard the Arctic Sunrise, aims to raise awareness about ocean protection and the dangers of deep sea mining.

© Greenpeace

WE LISTEN TO THE SCIENCE

The Greenpeace International Science Unit is located within the University of Exeter in the UK. The unit delivers its work through a combination of primary research conducted at its laboratories and onboard Greenpeace ships, scientific report preparation and quality control, and the critical review of evidence and technical arguments presented by others.

The unit remains a unique asset, enabling us to respond rapidly and robustly to emerging events and incidents, and bringing impactful scientific evidence directly to policymakers, the media and the public.

Amid the global challenges of 2024, the Science Unit continued to be a critical and trusted resource within the global Greenpeace network, integral to both legitimacy and integrity.

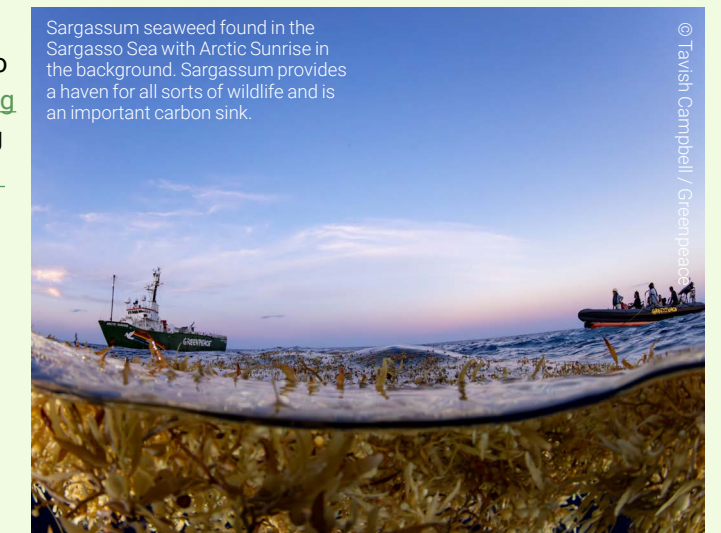
HIGHLIGHTS FROM 2024

01 Contributed to a [major win](#) that halted Norway's mining activities in the Arctic by exposing the threats to biodiversity, including by surveying [the proposed mining area](#) from Greenpeace ship Witness, and by supporting the campaign's extensive technical report on [impacted ecosystems](#).

02 Collaborated with Greenpeace Africa and Greenpeace MENA to highlight [hotspots for fossil fuel-related air pollution in Africa](#). This led to extensive press coverage and [an invitation to present the report to the South African parliament](#).

03 Supported several ship-based science projects for the Oceans Are Life campaign, including a cetacean survey off the coast of Sri Lanka and environmental DNA (eDNA) analyses of the [Sargasso Sea, highlighting the urgent need to prioritise its protection](#) under the Global Oceans Treaty.

04 Played a critical role in bringing science to negotiations around developing a UN plastics treaty, liaising with national delegates and experts and co-authoring a peer-reviewed paper on [global producer responsibility for plastic pollution](#). Helped to organise and facilitate the first [international conference on petrochemicals and climate change](#) at Cambridge University.



05 Held states to account for the [enormous assessment and control gaps](#) of sub-seabed carbon capture and storage projects during meetings of the Scientific Groups to the London Convention-London Protocol (LC-LP), helping to ensure that all parties [maintained a precautionary approach](#) towards governance of marine geoengineering.

Greenpeace Nordic and Greenpeace Germany, together with scientists and campaigners, launch an Arctic expedition to study endangered marine mammals in an area earmarked for deep sea mining in Norway.

NORWAY, STOP
DEEP SEA
MINING!
GREENPEACE

© Daniel Müller / Greenpeace

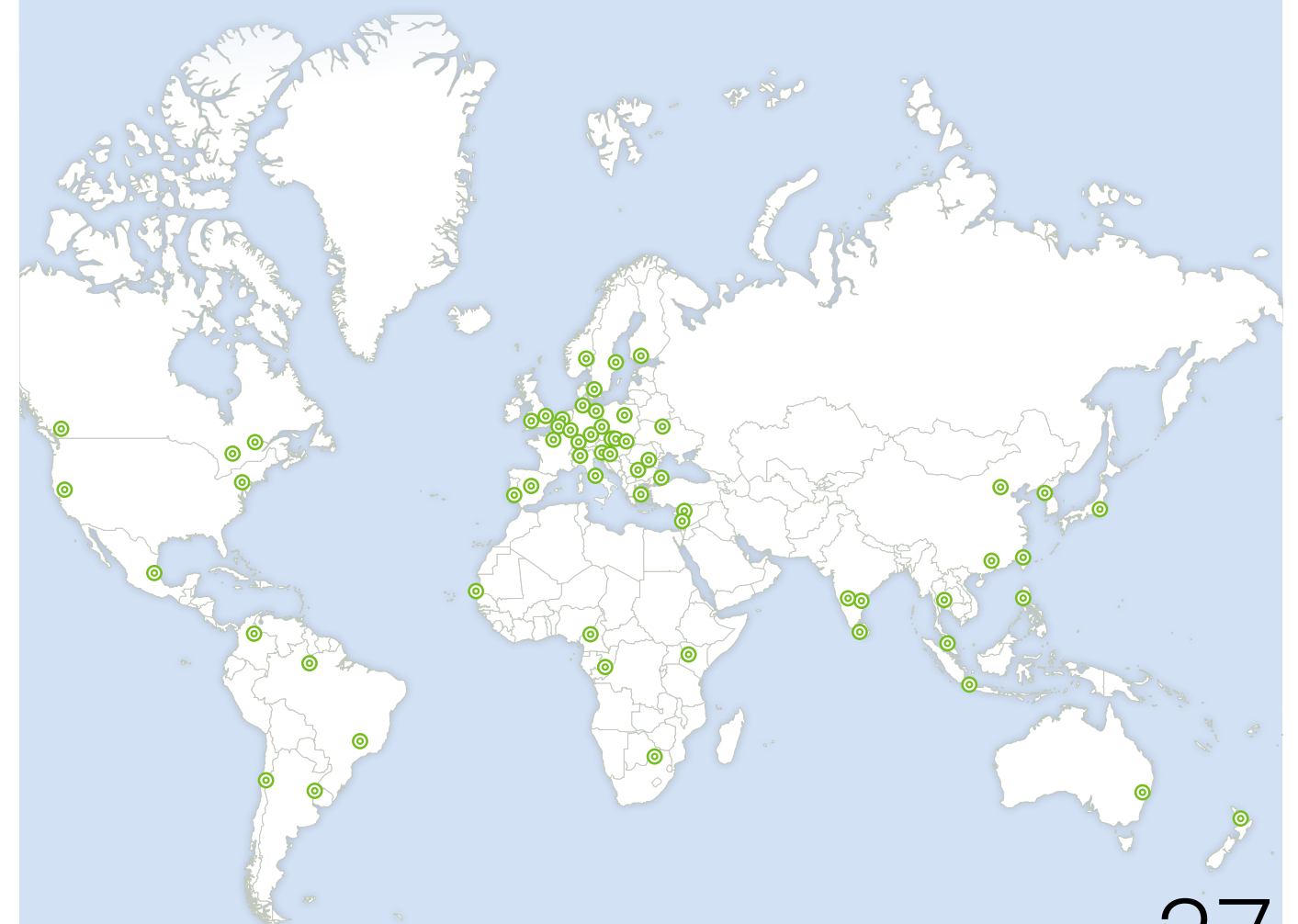
GREENPEACE IS PEOPLE

Worldwide, we are powered by passionate individuals working together for a greener, fairer, safer planet.

Without our team of dedicated volunteers, activists and staff, our mission of defending the natural world from destruction would be impossible. We're building a unified, responsive and transformational People & Culture department that

enables our staff to grow and adapt in a world of constant change. We aspire to create a workplace where employees feel heard, supported, and inspired. We want to be the partner that stakeholders turn to for guidance, knowing that together, we're making a real impact on our organisation's mission. By embedding JEDIS principles into our core, we're building a culture that truly reflects our values.

THE GREENPEACE GLOBAL NETWORK



STRENGTH IN DIVERSITY

Greenpeace is a collaborative and diverse global network. Our strength lies in our diversity. It is incredibly important that we be the change we wish to see and are a living example of the just, diverse and sustainable world we urgently need. 2024 saw us continue to bring justice, equity, diversity, inclusion and safety into the heart of Greenpeace globally.

▲ The acampamento terra livre (free land camp), the largest annual assembly of Indigenous leaders from across Brazil.

SEVEN CORE PRINCIPLES

01 We believe that an equitable, diverse and inclusive Greenpeace is essential to delivering effective campaigns, sparking a billion acts of courage, and achieving our mission of creating a sustainable and peaceful planet.

02 Equity, diversity and inclusion reflect our core organisational values and our moral values as human beings.

03 We are committed to attracting, developing and retaining a diverse and talented community of volunteers, crew and staff.

04 We create a safe and inclusive culture where all people treat each other with respect and dignity.

05 We value and rely on collaboration based on the diversity of our ideas, perspectives and experiences to make wise decisions and create effective outcomes.

06 Everyone is supported to learn, lead and grow, while barriers or potential tensions are identified and actions are taken to address them.

07 We all share accountability and responsibility for diversity and inclusion.

▼ After the Romanian Prime Minister said the country wasn't ready for civil partnerships, 30,000 people took to the streets to celebrate love, diversity and equality and to say We Are Ready.

© Oren Oaeriki / Greenpeace



▲ Greenpeace Aotearoa staff, children and volunteers gather for a photo under the Rainbow Warrior monument at Mātāuri Bay. They hold a banner that reads 'Thank you' as a message to Greenpeace supporters.

▼ The messages "Ceasefire now" and "Queer justice is climate justice" are relayed by Shanthuru, JEDIS programme advisor at Greenpeace Belgium, during Brussels Pride.



© Greenpeace / Balthéem Dubois

JUSTICE, EQUITY, DIVERSITY, INCLUSION AND SAFETY (JEDIS)

2024 marked another chapter in our JEDIS journey at Greenpeace – one filled with progress, challenges and increasing commitment. Against the backdrop of an increasingly hostile world, where corporations continue to undermine justice and activists face growing politicised and legal threats, we continued, strengthened our foundations, and reaffirmed our desire to embed justice in all aspects of our environmental work at Greenpeace.

Key highlights this year include working with the International Programme Department to support the integration of JEDIS in their long-term programme plans, and responding to community requests and learning needs with global skillshares focused on inclusive communications and inclusive office spaces. Our climate mission cannot and will not be achieved without an approach that acknowledges the fundamental intersections of JEDIS and climate justice, and we therefore remain committed to our JEDIS vision.

JEDIS VISION

We act together as a global community, courageous and united in tackling climate and biodiversity breakdown. Thanks to our diverse people power, we are more impactful in overcoming the deeply unjust systems that drive this crisis. Our people bring the gift of their histories, their creativity and inspiring stories of generations that bolster collective efforts towards a better world. We practise empathy and compassion in listening and learning from each other and the movements we are part of. We celebrate and foster our global strengths shaped by all voices and realities.

We envision a Greenpeace where building people power is embedded into campaigns, relationships, organisational policies and nonviolent actions, where we embody:

Justice

Justice in how we are accountable to one another and hold power to account.

Equity

Equity in how we address systemic inequities when we envision our shared future.

Diversity

Diversity in how we embrace and sustain our complexity and differences.

Inclusion

Inclusion in how we invite and amplify the voices of those who experience more barriers in our movement.

Safety

Safety in how we build environments where we are safe to be brave and create the futures we deserve.

INC-5 IN BUSAN, SOUTH KOREA, NOVEMBER 2024

Busan, South Korea – British, German, Taiwanese and Mexican activists and the captain of Rainbow Warrior were detained by the South Korean police following a 12 hour peaceful protest against a petrochemical shipment on 30 November. The activists were demanding that negotiators at nearby Busan UN Plastics Treaty talks do not buckle under fossil fuel and petrochemical industry pressure – and agree to a treaty that clearly cuts plastic production.



Rainbow Warrior arrives in Busan.

Greenpeace / Jung-geun Augustine Park



#WeAreWatching is a monumental flag with a giant eye composed of thousands of portraits from around the world, unfurled from a 10-storey crane as government representatives gathered for the fifth and final Intergovernmental Negotiating Committee (INC5) meeting for a Global Plastics Treaty.

© Greenpeace / Sungwoo Lee

HIRING AND EMPOWERING OUR PEOPLE

RECRUITMENT

At Greenpeace, we believe that hiring great people is key to delivering even more effective campaigns. Our commitment to fair, consistent and inclusive recruitment ensures that we attract, develop and retain staff who share our mission and values. We actively seek talent from across the globe, reaching diverse communities to build a workforce that better reflects the people we serve.

We aim to remove barriers in our recruitment process, increase representation across all levels of our organisation and create a welcoming environment where everyone can thrive. Our approach is structured yet agile, allowing us to navigate the challenges of a competitive global job market while staying true to our JEDIS values. As we continue to evolve, we remain committed to refining our hiring practices to ensure that Greenpeace International is a place where passionate changemakers from all backgrounds can grow, thrive and make a difference.

LEARNING AND DEVELOPMENT

Greenpeace International's vision is to become an organisation where learning and development is seen as a key way of anticipating and adapting to change. Through curiosity, learning and experimentation, we support staff in overcoming the challenges of today while building stronger foundations for tackling the shifts to come.

In 2024, learning and development across the global network continued to emphasise a collaborative style that examines the challenges our community faces in terms of the skills, tools and talent needed to see transformational change. Priority areas of focus are our JEDIS journey, digital skills, literacy and leadership development at all staff levels. We continued to provide a robust learning environment for all staff, interns and volunteers through mentoring and coaching, self-paced online learning, and shared virtual and live learning sessions on topics such as integrity and ethics, wellbeing and resilience, and campaigns.

Within Greenpeace International we inducted over 60 new hires, with training focused on integrity and respect, our Code of Conduct and the integrity mechanisms around it. We organised skillshares and leadership coaching for managers stepping into new roles, and made change and career

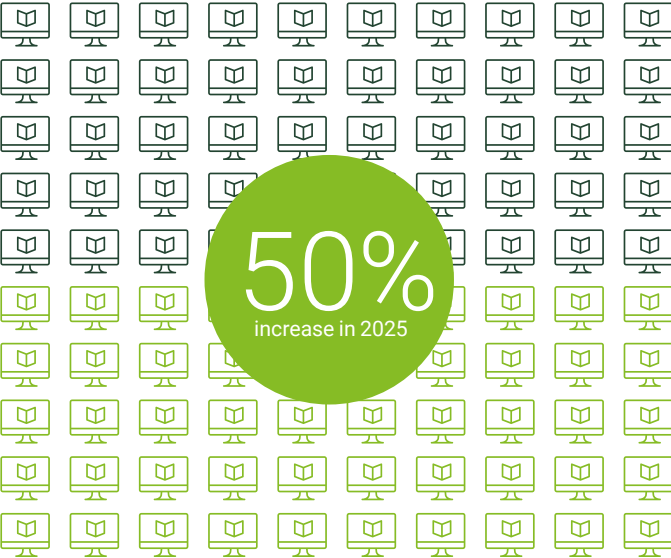
coaching available for staff transitioning into different roles. All coaching initiatives are part of our duty of care and our efforts to align services offered to those teams going through formal change processes.

The Greenpeace Academy, an accessible hub for training, learning and professional and personal development, connects learners with online learning content within their NRO and global network. In 2024 the number of registered users was 4,532 (2023: 4,566). Greenpeace staff spent a total of 3,603 hours online learning at Greenpeace Academy versus 2,401 hours in 2023. This is a 50% increase over 2024.

The number of registered users on Greenpeace Academy



Hours of learning online



STAFF WELLBEING

Proactive and structured wellbeing support to staff and crew is a key pillar at Greenpeace International. Through our Employee Assistance Programme, staff are able to access confidential counselling sessions, resources and support on a wide range of topics to support their mental health, wellbeing and resilience. Regular pulse surveys are held, where staff and crew can indicate their personal stress manageability and what drives and influences their stress levels. Managers and Directors can see the anonymous results and act on the needs of their teams. Additionally, in 2024, we expanded wellbeing offerings to include a mindfulness-based sustainable transformation course, as well as peer support, third-party career coaching and specialist counselling for staff members experiencing formal change processes in the organisation.



Greenpeace Africa has been working closely with Maasai leaders to resist ongoing forced evictions of the Maasai from their ancestral lands in Ngorongoro and Loliondo, Kenya.

RISK-TAKING

Greenpeace works alongside communities to expose global environmental problems and develop solutions for a green and peaceful future. Our approach includes:

- solidarity with those taking risks
- priority support for dangerous and emergency situations
- best practice security planning
- thorough and proper training and preparation
- provision of suitable personal protection measures
- accurate and realistic management and control of situations
- the ability to withdraw our people should a security situation deteriorate

Our Safe Working Procedures provide guidelines to promote everyone's safety during activities, helping us to manage risks, outline hazards and safety measures to be undertaken before, during and after the activity, who is in charge of what, protective equipment and much more.

Careful consideration is always given to ensuring we engage in the right way, this includes risk assessments and planning for exit strategies.

Greenpeace Indonesia installs The 'Oligarchy Monster' octopus in Jakarta. With its tentacles, the 'Oligarchy Monster' grabbed three mannequins that resemble political figures who want to run as presidential candidates in the 2024 elections.



MORE THAN JUST NUMBERS

GLOBAL STAFF NUMBERS		Staff numbers 2024 versus 2023	
In 2024, there were approximately 3,589 staff working for Greenpeace International and NROs around the globe, alongside thousands more volunteers and activists.		2024	2023
GPI AMSTERDAM		137	131
GPI STAFF BASED IN NROS		250	223
MARINE (SHIPS' CREW)		85	89
SUBTOTAL W/O DDII		472	443
DDII		151	158
TOTAL		623	601



Greenpeace International staff

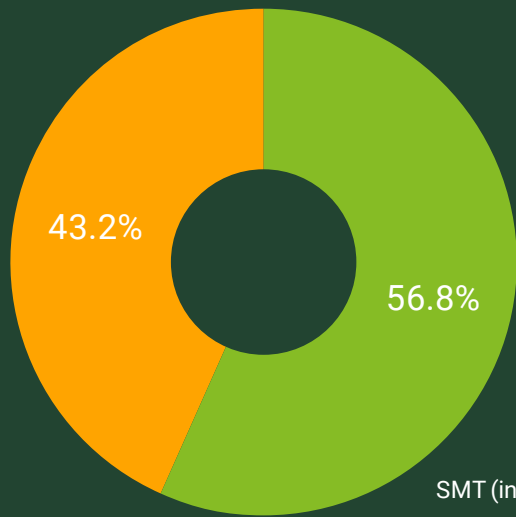
There were approximately 472 staff working for Greenpeace International in 2024. This excludes subsidiary Direct Dialogue Initiatives India (DDII). DDII provides engagement assistance to civil society organisations in India.

GREENPEACE STAFF ACROSS THE NETWORK

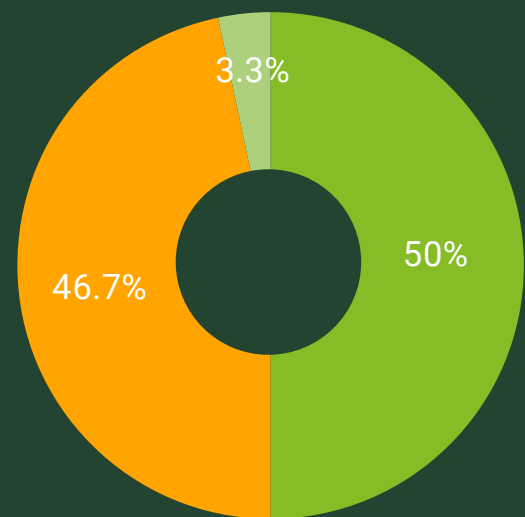
Binary gender distribution in leadership

FEMALE MALE NON-DISCLOSURE OR OTHER

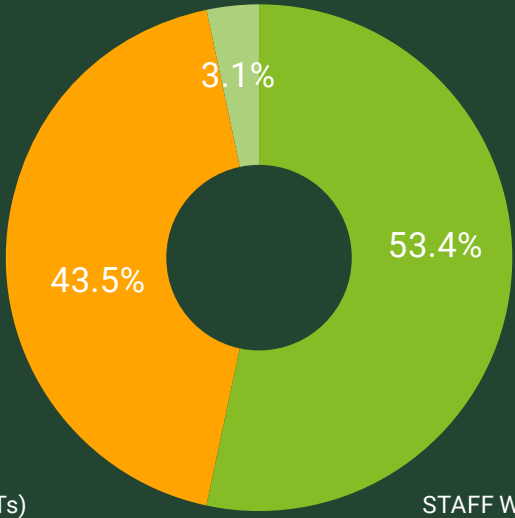
BOARDS



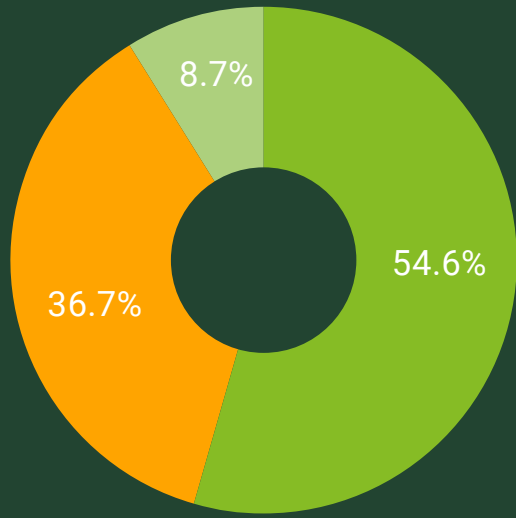
EXECUTIVE DIRECTORS



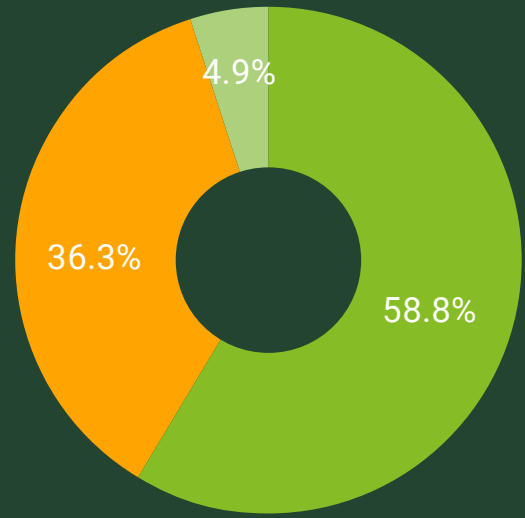
SMT (incl ED)



PEOPLE MANAGERS (excl EDs AND SMTs)



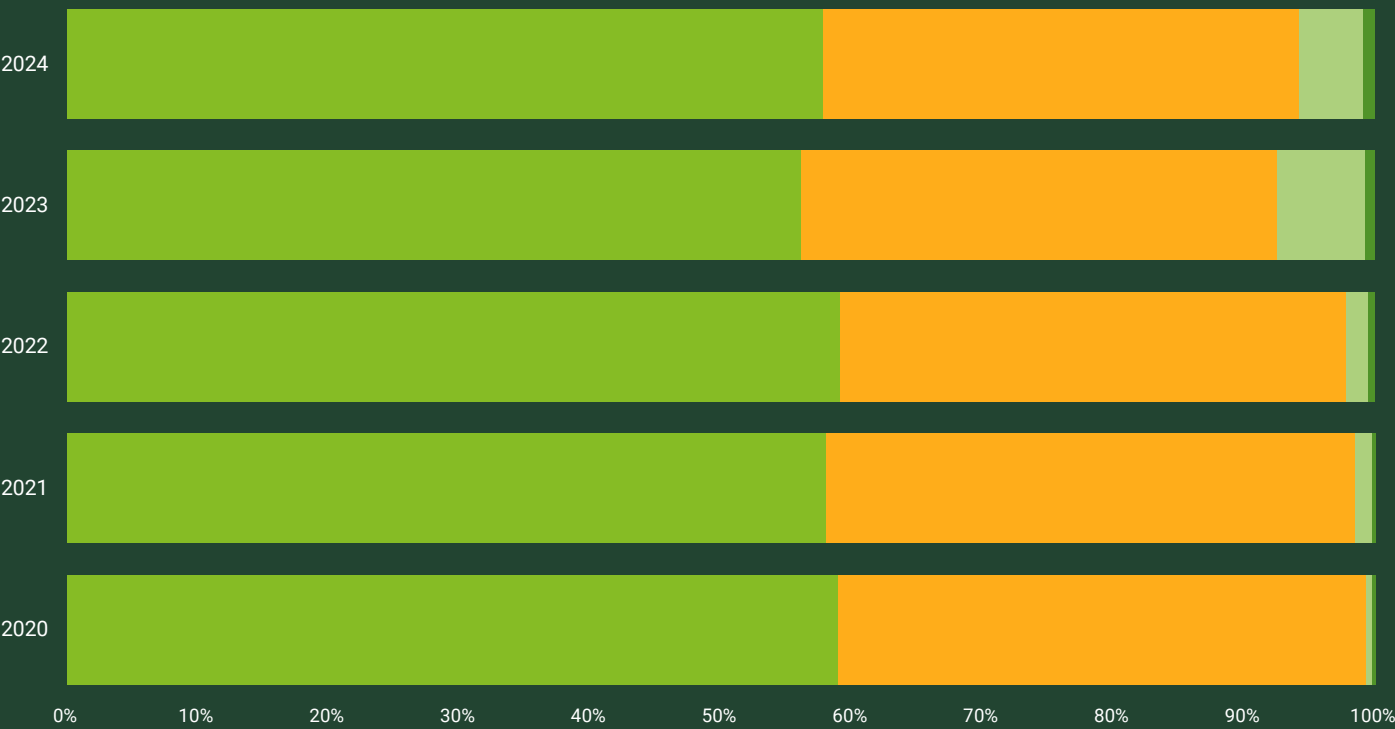
STAFF WITHOUT DIRECT REPORTS



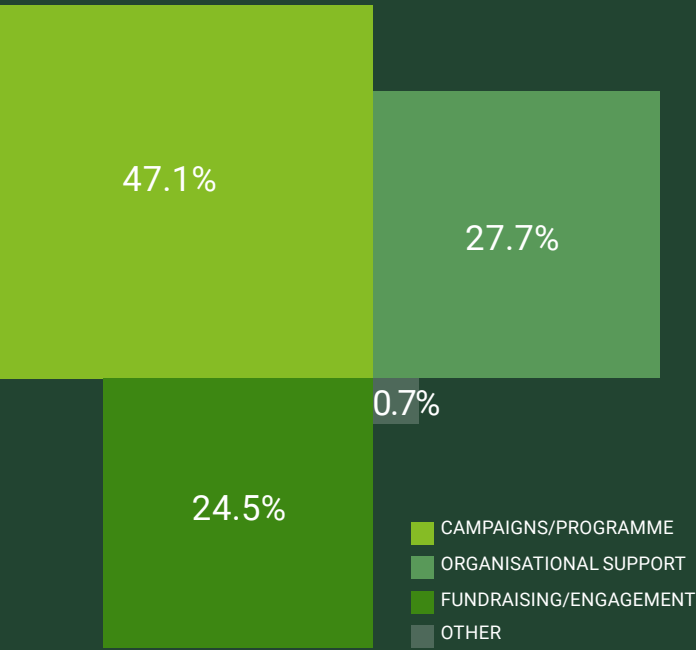
Ratio of gender balance across the years

FEMALE MALE NON-DISCLOSURE OR NOT AVAILABLE NON-BINARY AND OTHER

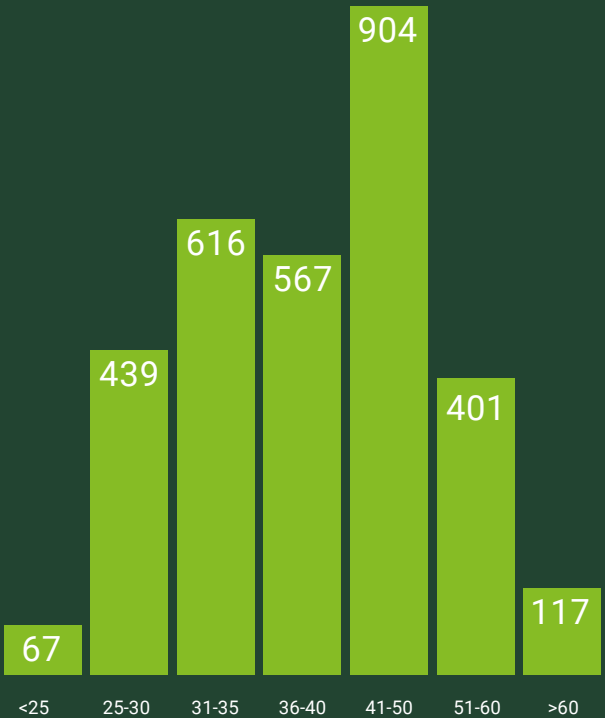
Ratio of gender balance across the years



2024 Global staff distribution by department (ex DDII)



2024 Age distribution (ex DDII)



INTEGRITY CASES, OUTCOMES AND RESOLUTIONS

Greenpeace has a zero tolerance approach to sexual, verbal or physical harassment, bullying or any kind of discrimination. Our Code of Conduct is published on our website, as well as the non-confidential details of cases reported to have breached the Code.

The global Greenpeace network takes its responsibility to provide a safe, productive and inclusive working environment for all staff seriously. Any integrity-related concern is taken seriously when brought forward, and prompt appropriate action is taken. Every accusation of harassment, bullying or discrimination is immediately and thoroughly investigated, and anyone found to have engaged in such actions receives appropriate sanctions. We have been continuously increasing our organisational integrity and transparency, and supporting our staff to understand and demonstrate our values.

Between 1 January 2024 and 31 December 2024, 75 complaints were received and 42 investigated.*

Of the 75 complaints received, 43 concerned harassment, bullying or sexual harassment. Of those 75 complaints, four were dismissed after investigation, 33 redirected to other processes such as mediation, grievance or local NRO Boards for resolution, and 42 investigated. Of the 42 cases investigated in 2024, 18 were upheld, disciplinary action resulted in 12 people leaving Greenpeace, and the remaining breaches were dealt with through a mixture of training, formal warnings, counselling and/or mediation. To strengthen our overall integrity system, we continue to invest in ensuring that appropriate policy systems are in place to underpin and support network-wide integrity processes and systems, providing a safe, productive and inclusive working environment for all staff.

■ 2024 ■ 2023 ■ 2022 ■ 2021

TOTAL NUMBER OF COMPLAINTS RECEIVED



TOTAL NUMBER OF INVESTIGATIONS



NUMBER OF VIOLATIONS FOUND (COMPLAINT UPHELD)



*This year, as with previous years, not all the data from every Greenpeace NRO is available at the time of writing.

CORE PRINCIPLES AND SYSTEMS

OUR ENVIRONMENTAL IMPACT

We strive at all times to live up to the values we champion, which means limiting our environmental impact whenever possible and having tracking and reporting systems in place. While not all our environmental impacts can be assessed and collated annually across all the entire network, Greenpeace International and NROs do track, collate and report annual CO₂ emissions. We are confident that the Greenpeace network will continue to reduce overall CO₂ emissions in a sustainable way, guided by our global commitment to our decarbonisation journey.

Scope	Emissions (tCO ₂ e)	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Scope 1 (direct emissions from sources we own)	Helicopter transportation	165.30	0.22	4.96	8.31	84.92
	Inflatables	33.65	23.91	20.73	32.83	41.50
	Marine transportation	4591.92	4068.19	3365.97	3510.62	3643.76
	Natural gas	123.32	166.45	118.91	98.93	47.82
	Vehicles	163.60	345.49	191.19	137.00	150.72
	Total Scope 1	5077.79	4604.26	3701.77	3787.70	3968.72
Scope 2 (indirect emissions from sources owned or controlled by us)	Office electricity	386.32	244.11	310.72	134.11	374.09
	Server electricity	7.89	36.00	7.03	6.89	0.14
	Total Scope 2	394.20	280.11	317.74	141.00	374.23
Scope 3 (emissions from sources not owned or directly controlled by us but related to our activities)	Helicopter transportation (direct emissions)	34.09	0.04	1.02	1.71	17.51
	Inflatables (direct emissions)	6.98	4.91	4.35	6.87	8.48
	Marine transportation (direct emissions)	904.69	802.94	662.67	691.63	718.47
	Natural gas (direct emissions)	18.82	25.27	18.15	15.10	7.30
	Vehicles (direct emissions)	57.64	98.53	48.41	34.90	38.12
	Business travel (indirect emissions)	1843.04	1457.65	4178.68	4664.59	5226.92
	Office electricity (indirect emissions)	99.08	63.49	79.18	39.47	104.53
	Paper consumption (indirect emissions)	1012.78	1238.19	1210.17	1016.04	897.11
	Server electricity (indirect emissions)	0.22	7.17	2.25	2.22	0.03
	Total Scope 3	3977.34	3698.19	6204.89	6472.55	7018.47
Grand Total		9449.33	8582.57	10224.40	10401.25	11361.41

*Greenpeace is a dynamic global network, with Greenpeace organisations opening and others closing over time. Not all data (2024) from all Greenpeace organisations was available at the time of writing. 2024 saw a firm rebound in campaign activities worldwide after the end of Covid 19, this is evidenced by the slight increase in global Greenpeace network carbon emissions compared to the year before.

FINANCIAL INDEPENDENCE

A founding principle of Greenpeace International is financial independence and transparency. We do not take money from governments or companies. We are extremely proud that the entirety of our income comes from millions of individuals and a small number of charitable foundations. Greenpeace International’s financial records are available to the public and are published annually.

All fundraising activities conform to the laws of the countries in which these activities take place, and all NROs follow national laws and regulations. In addition, NROs are usually members of, or adhere to, relevant ethical fundraising bodies in their own countries.

We would like to thank our donors and funders for their continued support during recent harsh economic times. Without your support, our work would quite simply be impossible.

Preventing corruption, bribery and misuse of funds

Bribery and corruption are corrosive drivers of societal and environmental degradation. We are committed to ensuring transparency and accountability in all our work and alliances, and have strict policies and procedures in place to counter bribery and corruption.

In addition to our external annual financial audit, we also have an internal audit function, which evaluates essential governance processes and controls covering focus areas such as monetary/compliance risk, legal/regulatory risk, safety/reputation risk and inefficiency/ineffectiveness risk.

TECHNOLOGY

The Greenpeace International technology department provides global strategic IT direction, shared technology systems and support to all NROs and Greenpeace International users to ensure efficient use of resources with secure, high-quality systems that enable productivity, collaboration and engagement with supporters in a digital world. The team is working at full speed to keep increasing the focus on technology and building connections across Greenpeace and the global network in line with our technology vision, which aims to create a Greenpeace that wins more campaigns, faster, through the massive strategic uplift that technology can give us.

Privacy and data protection

All Greenpeace International operational systems for collecting and retaining information on donors and supporters conform to the EU’s General Data Protection Regulation (GDPR) requirements.

We have additional systems and procedures on staff privacy, data retention and data breach notification.

With our Data Governance Policy, we aim to establish the guidelines and processes to facilitate ethical use and management of data while respecting the privacy, security and consent of NROs and supporters. The policy applies to everyone at Greenpeace International who creates, manages, processes or relies on large data sets for decision making and planning.

Greenpeace Africa secured two billboards outside selected petrol stations in Nairobi to engage the public in climate issues on World Environment Day.



© Caleb Mbuvi / Greenpeace

People silhouetted by the setting sun as an excessive heatwave continues in July, 2024 in Death Valley National Park. Hundreds of Europeans touring the American West and adventurers from around the US are still being drawn to Death Valley, even though the desolate region is being punished by a dangerous heatwave.

© David McNew / Greenpeace



GOVERNANCE AND GREENPEACE INTERNATIONAL BOARD

Greenpeace International is a non-profit organisation, a foundation under the laws of the Netherlands, registered with the Amsterdam Chamber of Commerce under its formal name “Stichting Greenpeace Council” since 1979.

The Council is the name for the collective of representatives (Trustees) from NROs, which is the guardian of the cohesion and mission of the international

Greenpeace network. The Council appoints the members of the Greenpeace International Board. The Board appoints the Greenpeace International Executive Director (IED), who is responsible for the day-to-day management of Greenpeace International. The IED is accountable to the Board. More in-depth information about our structure is available on our website.



Rainbow Warrior arrives in Molokai Island in the Pacific Ocean, where captain and crew host guests onboard. Above. Greenpeace International's Solomon "Uncle Sol" Kaho'ohalahala leads a protocol and blessing before dinner for friends from Molokai.

BOARD CHAIR END OF YEAR MESSAGE

2024 was a tumultuous year for the world. It was a year of fire and flood, and of conflict and war. Average global temperatures rose 1.5°C above pre-industrial times. Russia’s invasion of Ukraine continued, as did the unfolding genocide in Palestine.

But this is a world that can be turned around. People and communities around the world are rising to confront these crises. The path to justice is narrow, but people know the way.

In turbulent times, the role of a Board is to steer for the longer term, to help an organisation not only get through immediate challenges, but to keep our eyes open for future developments, directions and opportunities. This has been the Greenpeace International Board’s approach throughout 2024: working to protect us from immediate threats in the short term, while continuing to reinforce our ability to deliver impact to protect our planetary boundaries, confront unjust power structures, and change unsustainable mindsets.

With this in mind, the Board decided to sign a contract to begin construction of a new ship – an innovative, low-fossil-fuel vessel of the future, with an expected launch date of 2027. The purchase of this ship falls within our strategic plans, which were adopted in 2024. We also adopted a programme plan that saw Greenpeace move more fully into delivery of campaigns with a focus on real-world impact.

The Board itself had a stable year. Shanice Firmin was re-elected for her second term, David Tong continued as Board Chair, Marcelo Inaro as Deputy Chair, and all other members remained in their positions. This continuity enabled the Board to deepen its working relationships, develop more efficient ways of working, and provide support to International Executive Director Mad Christensen as he completed his first full year as the permanent hire in this role. The Board also considered succession planning, and confirmed its intention to elect Jo Dufay as Board Chair after the 2024 AGM.

As well as these positive developments, there was also great sorrow within the Greenpeace network with the unexpected death of Alain Arens, Chair of the Council and Board Chair (and Trustee) of Greenpeace Belgium. Alain was a calm and steady voice within the international Greenpeace governance network, admired for his political astuteness, personal integrity and kindness. He is missed by all of us.

Also in 2024, Greenpeace International and Greenpeace entities in the US (Greenpeace, Inc. and Greenpeace Fund, Inc.) prepared to go to court to defend themselves against a \$300 million SLAPP (Strategic Lawsuit Against Public Participation) – brought by one of north America’s largest midstream energy companies, Energy Transfer, and its affiliates in relation to 2016-2017 Indigenous-led resistance against a fossil fuel pipeline at Standing Rock in North Dakota. The trial took place in early 2025, and a jury delivered a verdict finding the three Greenpeace entities liable for a perverse amount of damages of more than \$660 million. Greenpeace International and Greenpeace entities in the US plan to appeal in response to the imminent judgment.

Five years ago, in adopting the Budapest Declaration on the Climate Emergency, the Council said that the world needed Greenpeace like never before. Today, that is more true than ever. Unsustainable mindsets and unjust power structures are proliferating, as people around the world look to simple, populist answers to the complexities of the polycrisis. The climate and biodiversity crises – or, rather, the planetary crisis, as they are two parts of a greater ecological crisis – are impacting people and communities now.

It has been heartening to see our global network respond to these challenges, refining our focus on campaign impact, adopting a programme plan and three-year strategic plan, and moving more fully into delivery of our campaigns with a focus on real-world impact. All this is thanks to supporters all around the world.

But there is still more to do. It is increasingly clear that we are at an inflection point for the international order. Multilateralism is under increasing threat. Complex geopolitical developments are impacting our work. And – as the SLAPP in North Dakota shows – the polluting industries and their enablers that we confront are also increasingly litigious.

Greenpeace will not be silenced. Our network must strengthen our shields and armour ourselves against these and future attacks, while continuing to focus on delivering real change. Our supporters and activists around the world inspire and encourage us. When we stand together, we win.



David Tong
Board Chair 2024



Jo Dufay
Board Chair 2025

2024 BOARD MEMBERS

Jo Dufay (Board Chair 2025) appointed 2023, term ends 2026

David Tong (Board Chair 2024 & Deputy Board Chair 2025) appointed 2022, term ends 2025

Nikhil Aziz (Board Secretary) appointed 2021 and re-appointed in 2024, term ends 2027

Hann Verheijen (Board Treasurer) appointed 2023, term ends 2026

Shanice Firmin appointed 2021 and re-elected in 2023, term ends 2026

Helga Rainer appointed 2022, term ends 2025

Von Hernandez appointed 2022, term ends 2025

Marcelo Iniarra appointed 2019 and re-elected 2022, term ends 2025

Role of the Board

The Greenpeace International Board is the guarantor of the integrity of the organisation, and ensures adherence to internationally accepted good governance and financial management standards. Directly accountable to the Board (via the Board Treasurer), Greenpeace Internal Audit evaluates crucial processes and controls, offering recommendations to improve policies and procedures. Internal audit activities are conducted on a systematic, risk-based approach.

The Board, on recommendation of the Strategic Management Team (SMT), determines the risk appetite level for Greenpeace International. Over the year, the IED and SMT discuss the key organisational risks and ensure mitigation actions are reviewed and implemented. The Board Audit Committee is informed periodically about major risks, to

issue guidance on appetite and mitigation. The Board adopts Greenpeace International’s budget and audited accounts, and appoints and supervises Greenpeace International’s executive directors. More information about the Board can be found on the Greenpeace International website.

International Executive Director

Mads Flarup Christensen is the International Executive Director of Greenpeace International. He was appointed on 1 October 2023.

Financial information and organisational disclosures

Greenpeace International’s accounting, annual budgets and Board, executive and staff salaries are all available at www.greenpeace.org, as is the strategic vision for the organisation, our core values and our Code of Conduct.

Board compensation

Greenpeace International Board membership is not salaried, but expenses and a compensatory attendance fee are paid to cover time spent preparing and attending Board activities. In 2024, the total amount paid to Board members was €128k.

Payments to senior staff

The Greenpeace Board sets the remuneration package of the International Executive Director’s role. The IED salary is in line with other international non-governmental organisations of similar size and level of responsibility, with a salary of €169k and overall employment costs, including employer’s social charges and pension contributions, totalling €201k for 2024.

All other Greenpeace International salaries are set using an established salary grading system. In 2024, total staff costs amounted to €38,962k. Total employment costs for all other staff members based outside the Netherlands for 2024 were €18,828k.

Until the World Turns Again

More about the Greenpeace [Just Poetry Project](#)

In the embrace of the waves, where the spirits of our ancestors lie,
Where the horizons meet the skies, with hearts lifted high, our people arise,
Our journey and stories entwined in the rhythm of our land and seas,
While the voice of the oceans whispers echoes of the "What might have beens",

Our islands, sinking, yet our spirits, uplifting,
Rooted in our cultures, we are anchored by our past,
With reefs ablaze, we breathe in battle defending our shores day and night,

Oh I hear mother earth cry aloud, we reply, we stand, calm,
Our songs, joyous, noises of resilience that never dies,
We call for justice, to mend the era to come,
United as the ocean, until the world turns again.

Vinzealhar Ainjo Nen

Details about the poem and the poet [here](#)

For more information contact
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© Greenpeace

The late Chief Timothy
welcomes Greenpeace and
Rainbow Warrior to Vanuatu.

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Photos taken from Arctic Sunrise
as it arrives for the first time in
the Colombian Pacific as a part
of the Global Plastic Campaign.

