



E Co.

a year in review

February 2025



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Our vision is ‘a world sustainably transformed’.

Climate change is happening at an ever-increasing rate, reducing community resilience, impacting livelihoods, and negatively affecting countless ecosystems, and communities around the globe. This is not a world in which our future generations can thrive, and one we want to see.

About us

We are E Co.

We are a diverse and global team driven to build a sustainable future. For over 25 years, we’ve been supporting and guiding our clients to achieve low-carbon, climate-resilient development. We specialise in helping our clients lay foundations for transformative change, ensuring climate finance achieves its greatest impact.

We’ve mobilised over USD 5.9 billion from major climate funds with a 100% project approval rate. We work with global funds, UN agencies, national governments, development agencies, development finance, not for profits, businesses and investors. Clients include UNDP, IUCN, EBRD, FCDO, The World Bank, GCF, NEFCO, IIED, The Lightsmith Group.

We’ve worked on over 540 assignments in over 180 countries. Our clients span the public and private sectors, from international agencies and NGOs to governments, financial institutions, and global funds.

We partner with them to turn ambitious climate goals into concrete action and lasting impact.

Across 17 sectors and seven services, we offer end-to-end support, from assessing market opportunities and formulating impactful strategies to designing and evaluating transformative programmes and projects. We empower clients to access and manage climate funds, develop effective policies, and build capacity for long-term individual and institutional success. With deep expertise in climate finance and systemic transformation, we bring a nuanced understanding of sectors, cultures, and contexts. We lower risk, increase predictability, and design for impact, ensuring your investments create lasting, positive change.

E Co. is your trusted partner in navigating the complexities of climate finance and sustainable development, and together, we will make an impact.

Accelerating transformation: A look back at 2024

As 2025 commences, we take this opportunity to reflect on the strides we’ve made towards our vision of ‘A world sustainably transformed’ over the past year in this latest edition of our annual report.

At E Co., our approach is to actively shape the landscape of climate finance and development. This past year has been one of reflection and renewal, consolidating our service offerings and rethinking how we can be more effective, and I have loved every minute of it. It is such a privilege to work with a diverse, passionate and committed team.

As always we’ve been guided by our core values:

- **Delivering excellence** that wows our stakeholders;
- **Empathetic** listening and honest engagement;
- **Connected** collaboration and valuing relationships;
- **Diverse** representation and perspectives;
- **Driven** persistence and passion for our work;
- **Impactful** decisions that consider the long-term.

These values are the compass points which guide our every decision and action. They’re reflected in the amazing team at E Co., in the way we work, and in the transformative projects we’ve undertaken this year, projects that have empowered communities, unlocked climate finance, and driven sustainable change.

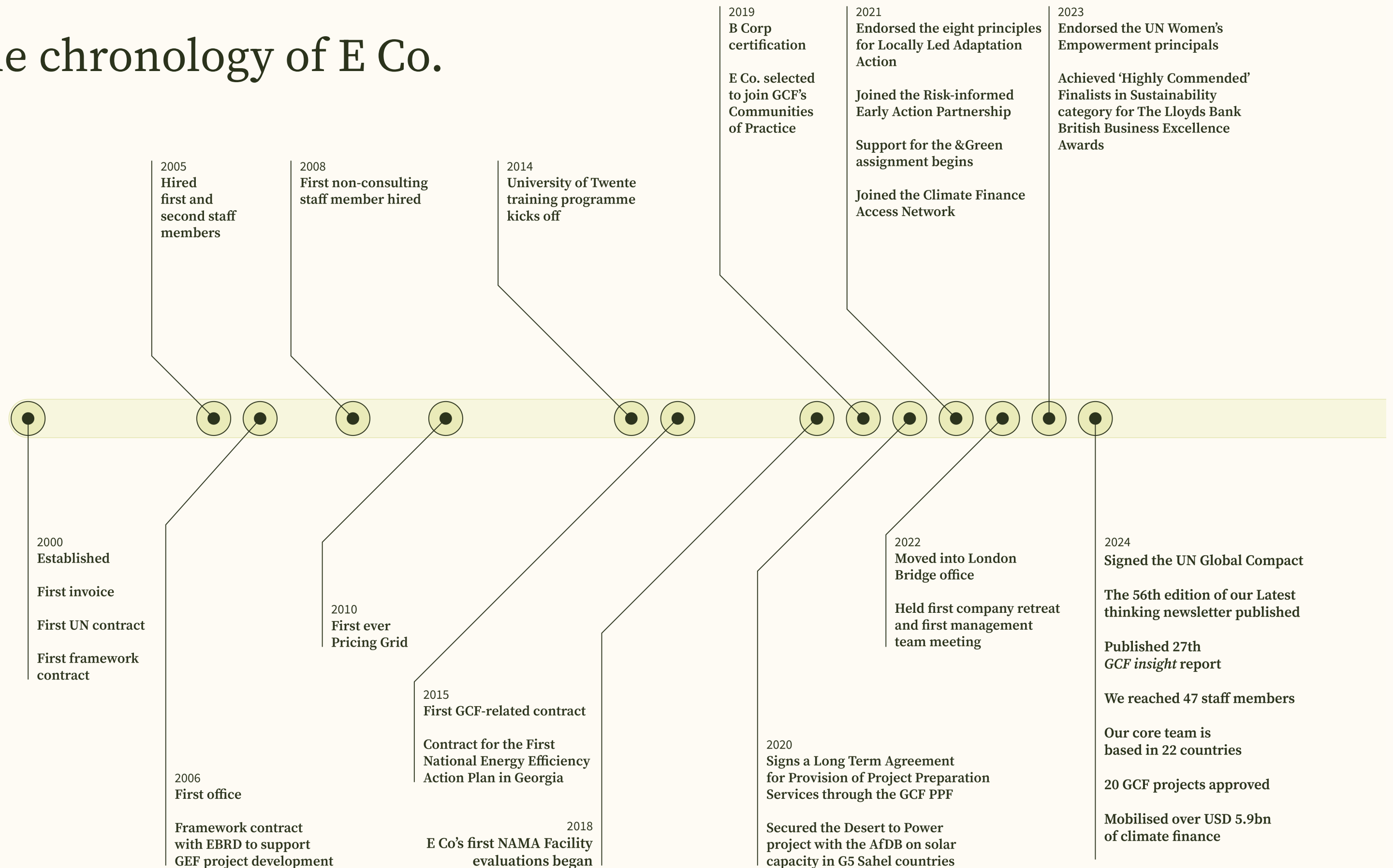
In this report, you’ll see how we’ve continued to embrace a growth mindset, learn, and collaborate generously. We’re proud of the progress we’ve made, and we’re excited to share it with you.

Thank you for joining us on this journey. Together, let’s continue to build a climate-resilient, equitable future for all.

Dr Grant Ballard-Tremeer
Visionary and Founder



The chronology of E Co.



Our core values

2024 has been a year of extraordinary growth and impact for E Co. Our core values have been the compass points that have guided our every decision and action. They have been the bedrock upon which we have built our success and the foundation upon which we will continue to grow. We will continue to nurture these values, ensuring that they remain at the heart of everything we do. They are the soul of our organisation, the driving force behind our commitment to ‘a world sustainably transformed’.



Deliver excellence

We wow our customers, co-workers, contractors and partners by exceeding expectations and delivering exceptional products, services, and experiences.



Empathetic

We listen, reflect, empathise, and are open and honest, ensuring that our interactions are characterised by understanding, respect, and transparency.



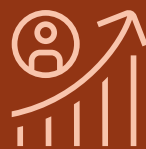
Connected

We value collaboration, teamwork, and personal relationships, fostering a strong sense of community within our team and with our stakeholders.



Diverse

We embrace diversity in skills, scope, and across environmental, financial, legal, gender, and social criteria, ensuring that our team reflects the rich tapestry of the communities we serve.



Driven

We are persistent, determined, and passionate about what we do, approaching every task with unwavering commitment and enthusiasm.



Impactful

Our short-term decisions are guided by their long-term impacts. We learn from past experience to maximise our impact, ensuring that our work contributes to a sustainable and resilient future.

A word from our Managing director

2024 has been a pivotal year for E Co. During this time, we have witnessed remarkable growth and achieved a global reach, which is a testament to our commitment to making ‘a world sustainably transformed’. Our achievements this year are numerous and I am incredibly proud of the collective effort of our exceptional team in reaching these milestones. We successfully rebranded our company, reflecting our growth and evolution. We have strengthened our internal foundations, improved our processes and sharpened our strategic focus.

Central to this success has been our unwavering commitment to our core values; delivering excellence, empathy, connection, diversity, drive and impact. These values guide us in how we work, who we work with, and the transformative projects we undertake. We particularly championed the growth mindset approach this year, challenging ourselves to step further out of our comfort zones, sharing knowledge and experiences to gradually build out the capacity of the team. We welcomed 21 new hires, further diversifying the backgrounds and perspectives that help inform how we grow as an organisation. Our commitment to excellence has allowed us to navigate the challenges posed by global economic uncertainty, the evolving role of AI, and the escalating urgency of climate change.

Looking ahead, we are excited to build on the momentum of 2024. We will continue to prioritise our strategic goals, focusing on projects that align with our core strengths and allow us to maximise our impact. We will deepen our engagement with clients, ensuring we understand and respond to the diverse needs with agility and efficiency and we will remain steadfast in our commitment to making climate finance accessible and impactful, empowering individuals and organisations to turn climate challenges into opportunities, so watch this space for more!

I’m incredibly proud of the progress we have made this year and I extend my gratitude to every member of the E Co. team for their dedication and hard work. I also thank our clients and partners for their trust and collaboration. Together we are making a real difference in the world. I’m excited for what the future holds for E Co. We want to be different. We want to be the exception and not the rule. We want to be an organisation for the future. I am confident that as we continue to grow together, we will continue to think differently about how we do things, push the boundaries of what is possible even further, and accelerate our positive impact, contributing to a world where both our business and the planet thrive.

Rowan Putman
Managing director



It was a short notice and chaotic project, and E Co. responded well by finding experts and being very flexible. We're very happy to have the support of E Co. (and) hope that there will be more opportunities for engagement in the future.

~ GIZ

Why E Co?

Mission

"Our mission is to support and guide our clients to achieve low-carbon climate-resilient development.

We do this through catalysing systemic transformation, by helping them establish strong foundations for impact.

We add value by speaking the language of many (through our technical, financial, cultural and local understanding), working with agility to align with our clients, and at the interplay of finance and the wider context."

Purpose

"To build solid foundations for sustainable impact by supporting our clients toward systemic transformation and a better world for future generations."

The value we bring

We assess contexts and baselines, design strategies and frameworks, develop policies, programmes and projects and unlock finance for public and private sector clients, seeking to deliver low-carbon climate-resilient and sustainable growth.

We lower risk, increase predictability and design for impact.

We provide:

- Insightful understanding of a complex sector
- Deep knowledge of, and experience with fund processes and client needs
- Broad in-house experience and technical expertise covering systemic transformation tools and techniques

"Turning your climate ambitions into robust foundations for meaningful and sustainable impact"

Our services



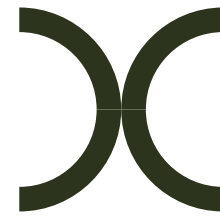
Market assessments

Our market assessments provide the essential foundation for informed decision-making.



Strategy formulation

We support our clients to craft pathways to climate impact.



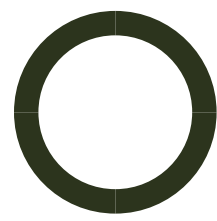
Policy development

We guide clients to shape a more sustainable future through effective policy.



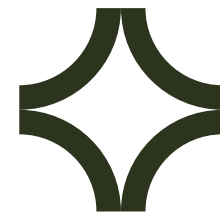
Programme & project design

Our clients turn repeatedly to us to help them unlock climate finance for programmes and projects that will lead to systemic transformation.



Monitoring, evaluation & learning

We bring independent scrutiny and analytical assessment to ensure accountability and maximise impact



Fund support

We support our clients to empower their climate finance initiatives, lower risk and increase



Training & capacity development

We imbue our clients with expertise for a climate-resilient future.

Our clients

Our clients

- Global funds
- UN agencies
- National governments | Governments
- Central & National Development banks
- Development agencies | Bilateral agencies
- Multilateral agencies
- Development finance | IFIs | National DFIs
- Not for profit | (I)NGOs | Think tanks
- Academia
- Businesses | Private companies
- Investors | Impact investors & Philanthropic foundations | Institutional investors | Commercial banks | Private equity

NEFCO

KFW



ARM



Our lenses

- Mitigation
- Adaptation
- Resilience
- Development

Our sectors

- Agriculture
- Banking & Investment
- Built Environment
- Coastal & Marine
- Digitalisation & Technology
- Economy
- Education
- Energy
- Forestry
- Health
- Industry & Manufacturing
- Land Use Management
- Movement & Protection of people
- Tourism
- Transport & Mobility
- Waste
- Water

Our principles

Restoring balance for all

We recognise that climate change and biodiversity loss are part of an interlinked crisis that must be addressed together. We acknowledge the vital role of biodiversity – the variety of life on Earth – and the health of ecosystems as integral to climate-resilient strategies. Our commitment to this principle is embedded in each of our services, ensuring that ecological considerations are integrated into all aspects of our work. We also facilitate sustainable practices and strategies to protect, manage, and restore ecosystems and the livelihoods of its inhabitants.

Amplifying voices, advancing equity

We recognise that gender roles and dynamics significantly influence climate vulnerability and access to resources, with women, girls, and marginalised genders often being more affected by climate change across various dimensions. If these issues are overlooked, existing inequalities can be exacerbated. Therefore, we adopt an intersectional approach to mainstream gender within climate initiatives from the preparation phase onwards. This ensures our work reflects an inclusive and equitable approach for all genders, addressing their differential needs and vulnerabilities.

We aim to amplify diverse voices and promote equitable benefit-sharing mechanisms and participation in decision-making processes across genders.

Climate justice is a rights issue

Climate justice is a foundational principle of our work at E Co. We recognise climate change as a complex issue intertwined with economic, social, and political inequalities and injustices. Those least responsible for climate change often suffer most. We work to channel resources towards those most vulnerable and in need, ensuring that mitigation, adaptation and resilience efforts are inclusive and effective. By centering climate justice in our work, E Co. aims to contribute to a more equitable world, sustainably transformed.

Holistic and interconnected transformation

We champion sustainable development, using the SDGs as a foundation. We recognise their limitations and strive to go beyond existing frameworks, addressing gaps such as interconnectedness, systemic risks, and transformative change. We incorporate these often-overlooked elements into our work, ensuring a truly holistic approach to low-carbon, climate-resilient development.

Our evolving strategies tackle environmental, social, and economic challenges comprehensively, promoting transparency and accountability in all our endeavours.

Empowering communities, shaping futures

A core tenet of our consultancy is to ensure inclusivity by leaving no one behind. We actively engage with indigenous peoples and impoverished communities by recognising their essential knowledge and resilience in the face of climate challenges. Through participatory approaches, E Co. strives to listen, hear and integrate their perspectives and priorities into our climate strategies. This commitment fosters social equity and promotes holistic development, ensuring that initiatives meaningfully address the vulnerabilities and rights of those most susceptible to climate change while enhancing their adaptive capacities to feel safe in our shared world.

People, planet and profit

Minimising the negative impact of human activities on our planet, helping communities adjust to the effects of climate change, and building resilience in a complex interdependent world of systems is not something we merely preach – we live by it. Balancing people, planet, and profit is core to our operations and the guidance we provide. We recognise sustainability as a journey, constantly seeking improvements where possible, even amidst societal limitations.

Our heightened awareness and commitment to ESG principles can be witnessed in the decisions and actions we take as individuals, as employees, as a company and a leadership team in constantly striving not only to minimise our negative impact, but to multiply our positive impact.

The 2024 highlights



Total E Co. employees

Gender balance



Our technical Consulting team (internal staff)

Countries worked with

Project count (2024)

Role	Total
Head of Consulting	1
Principal consultants	6
Senior consultants	7
Consultants	9
Senior analysts	8
Analysts	3
Consulting interns	1
Total	35

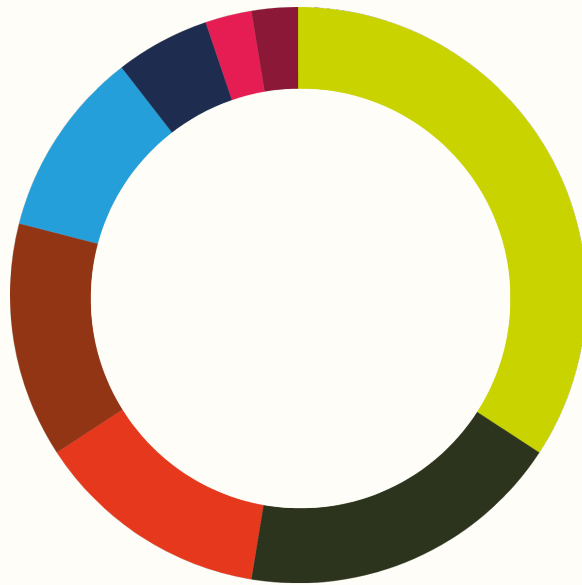


Service area



Programme and Project Design	63.0%
Monitoring, Evaluation and Learning	11.1%
Strategy Formulation	7.4%
Market Assessment	7.4%
Fund Support	3.7%
Training and Capacity Development	3.7%
Policy Development	3.7%

Client groups



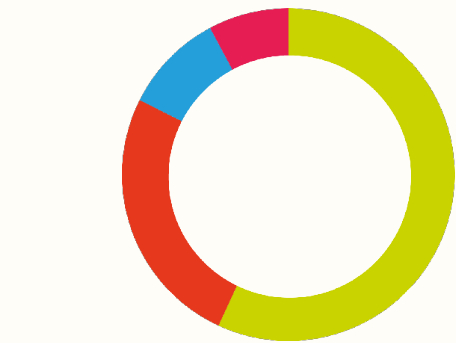
UN Agencies	34.2%
Bilateral Donors	18.4%
Multilateral Donors	13.2%
FIs	13.2%
Private sector companies (MSMEs)	10.5%
Global Funds	5.3%
NGOs	2.6%
Commercial Banks	2.6%

Sectors



Land use and management	13.3%
Agriculture	13.3%
Forestry	12.0%
Water	9.6%
Finance	7.2%
Health	6.0%
Energy	6.0%
Infrastructure	4.8%
Fisheries	4.8%
Economy	3.6%

Lenses



Adaptation	56.9%
Mitigation	25.5%
Resilience	9.8%
Development	7.8%
Transport and mobility	3.6%
Marine	3.6%
Economy	3.6%
Investment	1.2%
Business	1.2%
Migration	1.2%
Banking and financial sector	1.2%
Buildings and real estate	1.2%
Cultural heritage	1.2%
Waste	1.2%

*Impact data includes Programme and Project design either in progress or finalised through the year

48,725,184

Greenhouse gas emissions reduced or avoided, tCO₂equ

2,121,684,001

Individual beneficiaries impacted

1,400,321,828

Climate finance mobilised, USD

Business operations

Our focus over the past year targeted strengthening our operational foundations, moving our strategy further along, and investing deeper in our people.

We embarked on a comprehensive initiative to solidify our internal capabilities and position ourselves better to serve our climate finance and sustainable development ecosystem. Key achievements focused on all parts of the organisation and included:

Sharpening our focus

This year we really consolidated our strategic framework, gaining greater clarity and consensus over our core service areas, client groups and technical sectors, allowing us to better capture key business data, and monitor and evaluate our impact over time, something that you will start to see us report on going forward.

Elevating our brand

Did you see our new company brand and website? Together with our brand partners LBD, we worked hard to develop a brand that would do justice to who we are, and how we can work smarter with our clients to achieve the vision we have of a world sustainably transformed. **Take a look at our video under our About E Co. section on the website.**

Managing expectations

We dug deeper into our employer brand, evaluating how we can better communicate with potential applicants surrounding the complexities of working in consulting. We focused on better articulating how with highly rewarding work, can often come unpredictable work

flows and demands on people's time, and expertise. The challenges posed by our work on climate change continue to push and test the team, often taking them outside of their comfort zone into often untried and untested waters.

We also worked to understand the implications of our assignments on our existing and potential resources and to establish what we need in order to optimise each assignment team. We grew our team to further deepen our expertise - to respond to our client's needs and provided clear definitions around roles and responsibilities. With improved understanding of the resource implications of the team, we were also able to manage the team's time and better prioritise employee wellbeing, something that we continue to focus on as we grow.

Optimising our operations

We established a common framework and understanding around our core processes, ensuring everyone operates with clarity and consistency. This included streamlining our onboarding process for seamless integration of new team members and refining our project delivery methodology to promote quality and efficiency. We initiated the development of essential training programmes which focus on core functions - supporting the team with broader skills and knowledge needed to excel in their roles. Nurturing our long-standing culture of continuous learning ensures our reputation for delivering excellence.

Maintaining a happy and thriving team

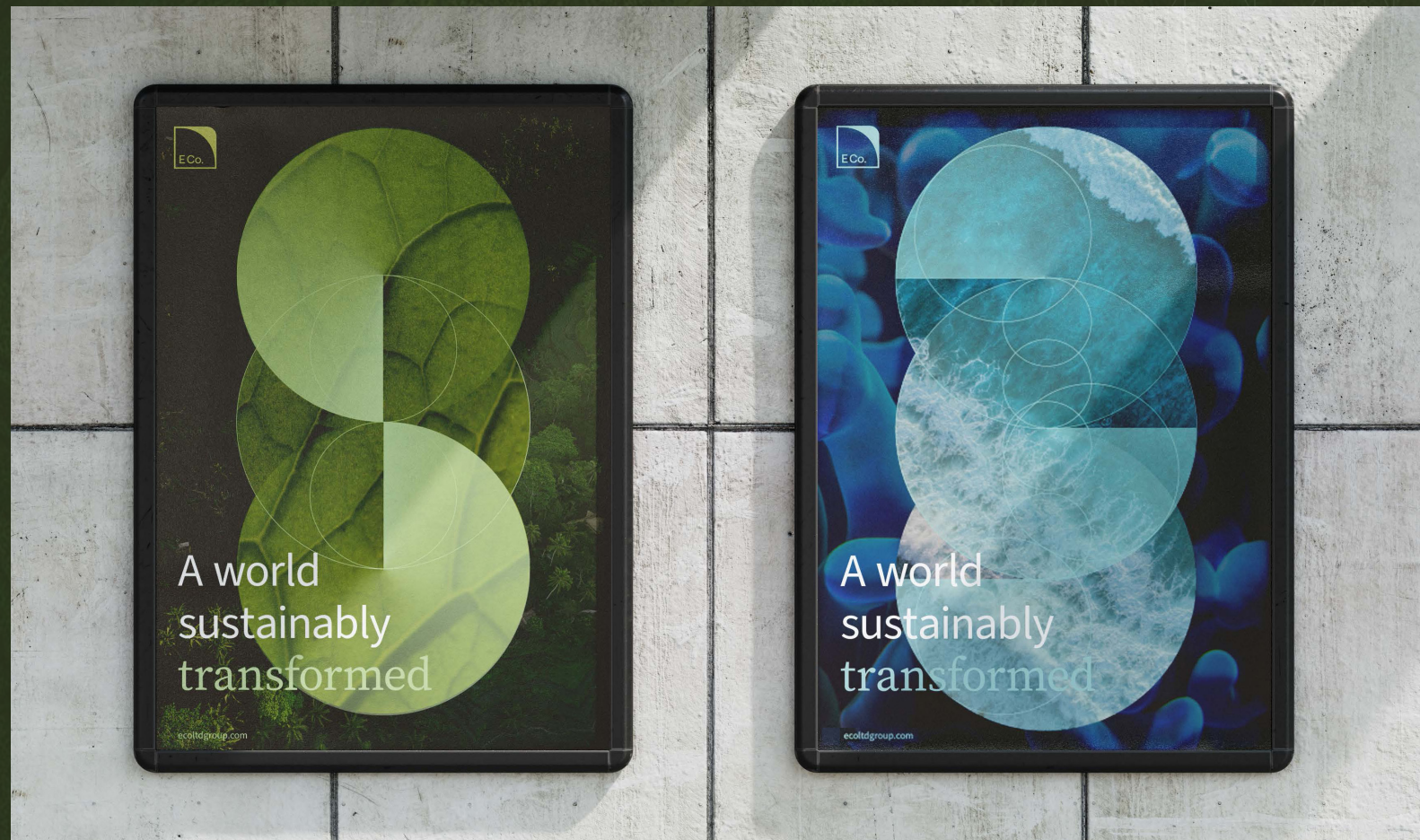
At E Co., we are well aware that a thriving team is the vital ingredient in achieving our ambitious goals. We placed wellbeing front and centre this year once more, doing our best to provide a supportive and empowering environment where each employee feels genuinely valued, respected, and connected. Our remote-first and fully flexible working policy acknowledges that individuals have diverse lifestyle and family needs - an approach which champions better physical and mental wellbeing, despite the increasing negative attention on this working approach. Our in-house, virtual yoga sessions continued in full flow and nurturing our community flourished through encouraged virtual coffee breaks, skill-sharing showcases, and online and in-person social events. We encouraged our team to bring their whole selves to work, and to make their voices heard, especially as the team grew this year.

Personal and professional growth will always be a mainstay of investing in our team, and last year, we explored avenues as well as pursued a range of defined career paths based on interests and strengths for each team member.

2024 | Rebranding E Co.

As we celebrate our 25th year as a climate finance and development consultancy, we're thrilled to unveil a rebrand that reflects who we are today, and how we can better work with you - our partners, clients and associates around the world. This milestone is really about embracing the dynamism that defines our work, the rich diversity and expertise of our global team, and the clarity and precision we bring to solving some of the world's most urgent challenges - it also looks pretty good!

The stakes have never been higher for meaningful climate action. COP29 re-emphasised that this moment demands bold and clear action - we don't have a choice or the luxury of ambiguity. Our rebrand was crafted to reflect just this. As those of you who've worked with us over the years know - we're here to get the job done. Every thought is driven by a country-owned, locally-led, and stakeholder-engaged approach. Our experts are, as one client recently put it - 'extremely skilled, competent and efficient', and this rebrand underscores our confidence in our ability to deliver.



This rebrand celebrates the creativity and expertise of our people. You'll see on our updated website a more client-focused communication - you can now find how we can help you specifically through our seven tailored services. You'll also find vibrant new materials in our communications with you, to more streamlined messaging.

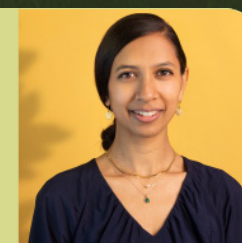
Each element reflects an intentional collaboration between our Consultants, Marketing team and Management team. This journey has been an excellent opportunity to reflect on what makes our consultancy seamless in its operations - something which enables transformative project design, allowing our

clients and consultants to focus on driving real, technical impact.

Our grateful thanks to Liam, Matt and Livvie at LBD studios (lbd.studio) who worked so carefully with us to really understand what we were trying to achieve - you've really facilitated a higher level of clarity and creativity for us to communicate with our ecosystem. And, thank you very much to the entire E Co. team who all contributed to every single detail of what you'll see today, in the small spaces between project commitments.

To our ecosystem, we're impatient to show you our materials in the coming weeks and months. This report should give you a good feel for our new visual ensemble, and you'll see the new documents as we work together.

Mariella de Souza-Baker
Head of Marketing & Comms



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Our brand story

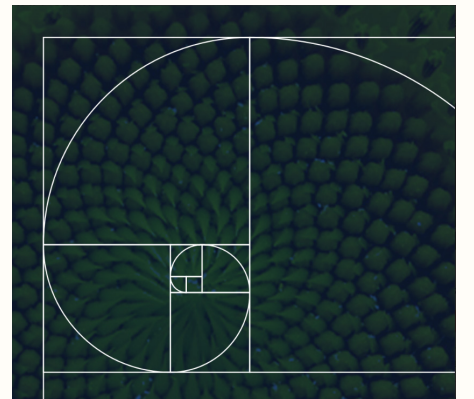
‘Our world is a beautifully complex ecosystem built on a framework of naturally occurring patterns. Inspired by this balance and natural harmony, we are guided by our vision of ‘A world sustainably transformed.’

We unlock finance for public and private sector clients in their pursuit of low carbon, climate-resilient development. We support clients in responding to global mitigation, adaptation, resilience and development challenges.’

The visual system explained

Our fresh visual system uses naturally-occurring patterns and ratios to build a graphic language that’s in sync with the natural world and our vision of ‘A World Sustainably Transformed’. By using the Golden Ratio, we’re basing our designs on these ‘divine proportions’- naturally occurring numbers present in all organisms.

This is a gentle evolution from the original periodic table concept, which reflects our approach as a consultancy of using systems and frameworks to make sense of the world around us.



The new E Co. logo was created to embody forward progression, a holistic view of the world and a straight-forward approach. It has been constructed using the same Fibonacci patterns which underpin the rest of our new visual system. We hope you like it.

We selected clearer fonts and will now be using Source Sans and its counterpart Source Serif which will work together for a more modern edge.

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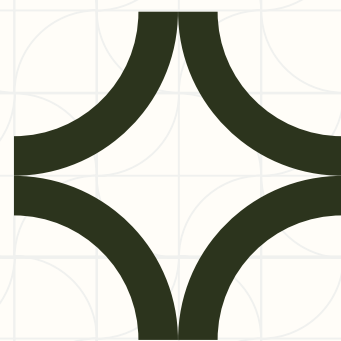
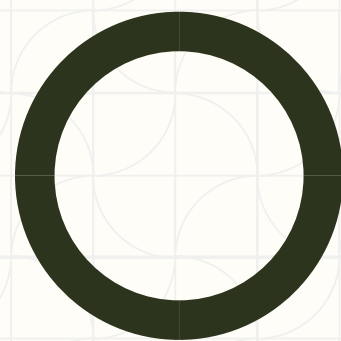
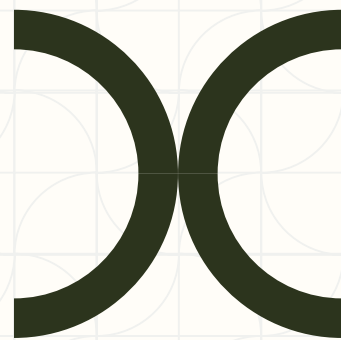
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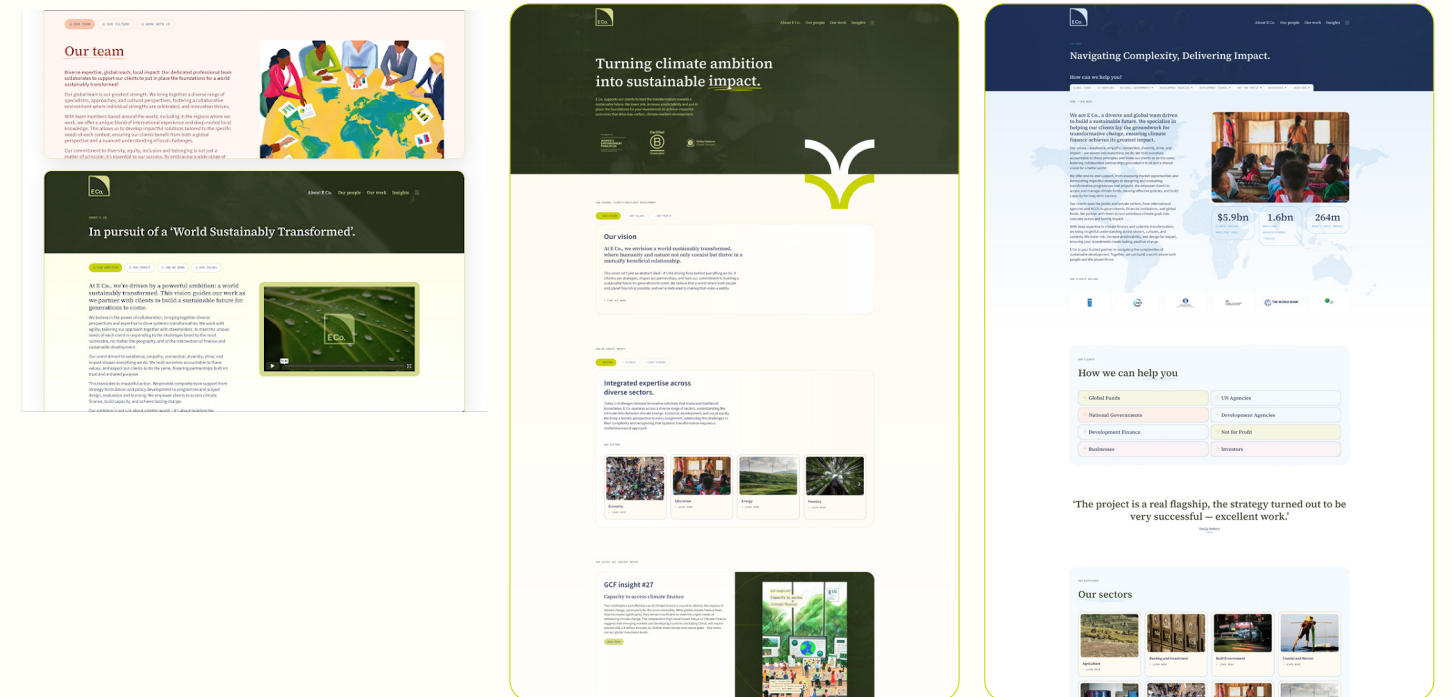
Service symbols

We're thrilled to share brand new symbols to depict our 7 service areas, enabling our clients and partners to more easily identify our services.



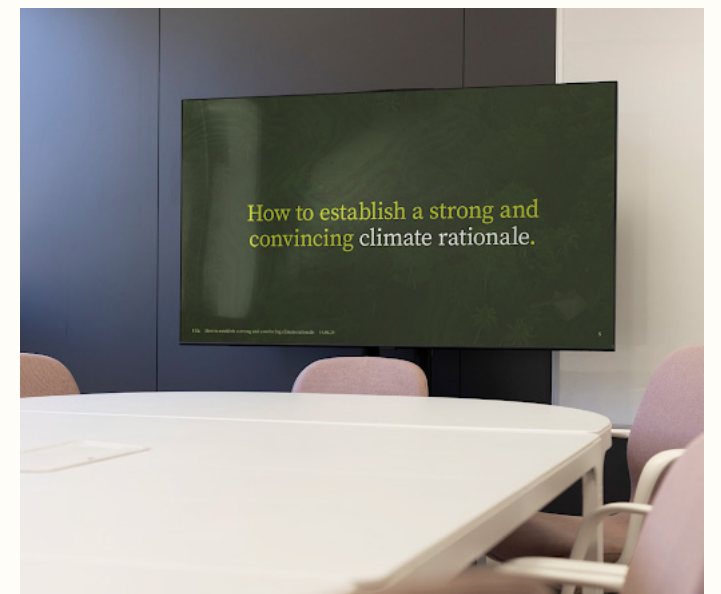
Website

Have you seen our refreshed site? We thought long and hard about how we can better speak to our global community to enable simpler access to information and services. We've created bespoke areas under 'Our work', allowing organisations and individuals to head to tailored pages where they can discover precise services for them. The website can be found at www.ecoltdgroup.com.



Communication tools

And finally, we've refreshed our suite of tools, templates and document systems, with more dynamic design to inject more energy into our communication with you, our community. Keep an eye out for the new materials over this year!



We're very happy to have the support of E Co. We hope that there will be more opportunities for engagement in the future.

~ MAF

Assignments in focus

In the last year we have strengthened our relationship with several key and new clients through our participation in several public tender processes as well as through our ongoing Long-Term Agreements with different multilateral and bilateral organisations and International Finance Institutions. Among others,

during this last year we have provided Project Preparation Support services to UNEP, being involved in different assignments in countries such as Mozambique, Panama, Costa Rica, Dominica, Cuba to support them with the development of climate projects. Moreover, as one of the eight companies selected by the GCF to provide Project Preparation

Support Services through GCF Project Preparation Facility, we have been supporting many Accredited Entities and Direct Access Entities such as the Austrian Development Agency, the Land Bank of Philippines with the development of GCF Funding Proposal packages.

During this year, we have also kept nurturing and increasing our network of local experts and companies who collaborate with us on our assignments to ensure the local context is effectively considered and reflected in all the assignments we undertake.

Lisa Pertot
Bid Development



E Co. has been a driving force for impactful climate action this year. Our unwavering commitment to high-quality delivery has not only impressed clients but also fueled continuous learning and improvement across the sector. Through rigorous project evaluations, we ensure accountability and refine our programme designs to maximise impact and drive a true paradigm shift. This dedication is reflected in our diverse portfolio, which spans critical sectors and regions. From groundbreaking work with indigenous peoples in the Amazon to innovative reef-to-ridge projects in Asia, and from

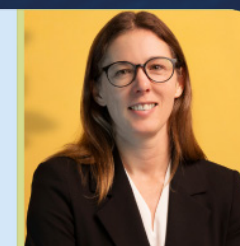
advancing forest infrastructure in Armenia to creating sustainable jobs for rural communities, E Co. is at the forefront of delivering tangible solutions to the climate crisis.

We've celebrated significant successes this year, including solidifying our partnership with the Global Environment Facility (GEF) through impactful programme design in Latin America and the Caribbean, and expanding this collaboration into Africa. Our expertise in Country Programming and Direct Access Entity (DAE) support has strengthened national ownership and driven progress across

multiple nations. Furthermore, our deep engagement with the Green Climate Fund (GCF) remains a core strength, reflected in our successful funding proposals and growing engagement with private sector entities seeking to access climate finance.

Beyond our work for the global funds, we've continued with initiatives across other services to encompass policy development, strategy formulation, especially and significantly with respect to REDD+, as well as direct support to private sector climate funds. This is underpinned by our commitment to capacity building and knowledge transfer, exemplified by our experience in training and EFA. From non-profit organisations to private sector actors, our client base reflects the breadth of our expertise and our dedication to fostering sustainable development across diverse landscapes.

Beverley Salmon
Head of Consulting



E Co. helps scale up private sector climate finance over 2024

Throughout 2024, E Co. has been actively collaborating with private investors - from impact investors and asset managers to development and commercial banks - to develop compelling Green Climate Fund (GCF) funding proposals for climate adaptation and mitigation focused debt and equity projects. We have witnessed significant evolution in the GCF's operations this year, with notably increased flexibility and responsiveness. While their application process has historically been more complex and lengthier than typical private sector timeframes, the GCF's strengthened commitment to mobilising private investment is leading to more streamlined processes and better alignment with private sector expectations and timelines.

A key development we have embraced in 2024 is the Project Specific Assessment Approach (PSAA), which we are implementing across a few

E Co.-supported GCF project applications. By eliminating pre-accreditation requirements, the PSAA is making GCF funding considerably more accessible to private investors.

This year, our comprehensive service package has included extensive stakeholder engagement, particularly with National Designated Authorities (NDAs) in target countries, and strategic support in raising co-finance from other investors. Working closely with our clients, we have leveraged our deep understanding of GCF requirements to develop robust concept notes and funding proposals. Our 2024 project work has encompassed climate vulnerability assessments, feasibility studies, E&S and gender assessments, and detailed economic and financial analyses, ensuring proposals meet both GCF standards and our clients' objectives.

Our private sector project portfolio spans key sectors including agriculture, forestry, fisheries, energy access and clean energy, green infrastructure, and sustainable transport. Several of these E Co.-supported GCF projects are scheduled to come to the Board in 2025, and we look forward to seeing the approval of these new impactful climate adaptation and mitigation projects.



Zsofia Kovacs
Principal consultant

1. Terminal evaluations for GEF funded EBRD projects in Romania, Kyrgyzstan and Tajikistan

Service:

MONITORING, EVALUATION AND LEARNING ○

Client group:

DEVELOPMENT FINANCE

E Co. conducted three Terminal Evaluations (TEs) of GEF-funded EBRD projects in 2024, with work involving comprehensive document review, stakeholder interviews and detailed evaluation reporting. Each evaluation assessed project outcomes against GEF evaluation criteria and policies.

In Central Asia, the GEF-funded projects delivered water supply network upgrades in cities across the Kyrgyz Republic and Tajikistan. The projects addressed the aging Soviet-era infrastructure through improvements to distribution networks, pumping stations, water storage and metering systems, while building climate resilience into basic infrastructure. The work was complemented by capacity building support for local water utilities and community engagement programmes.

The GEF-project in Romania was aiming at reducing greenhouse gas emissions by improving energy efficiency in public buildings. The EBRD/GEF funding was allocated to help local authorities overcome common obstacles to financing energy efficiency improvements such as allocation of resources for energy audits and project preparation, tendering procedures, and management of larger-scale energy infrastructure update programmes.

The findings from the TEs underscored the importance of robust monitoring and verification of climate investments. Key lessons included the need for clear baseline data, measurable climate-related targets, and strong institutional frameworks to ensure sustainable outcomes. These findings provide valuable insights for future climate finance programming, particularly in transitional economies where infrastructure upgrades can deliver both development and climate benefits.

Principal consultant



2. Mid-term review of the FCDO Modern Energy Cooking Services (MECS) programme

Service:
MONITORING, EVALUATION AND LEARNING ○

Client group:
DEVELOPMENT AGENCY

E Co. was hired to review the 7-year £40m MECS programme for the UK Foreign Commonwealth & Development Office (FCDO). MECS (Modern Energy Cooking Services) is the largest UK development programme dedicated to clean cooking, a topic at the nexus of social inclusion, environment, and economic empowerment. E Co. interviewed dozens of industry stakeholders, reviewed reports, and analysed impacts to assess the programme’s strengths and weaknesses.

Our review informed how FCDO will alter this major development programme that impacts the livelihoods of millions of people in the Global South.



Source: CREEC

3. Interim Evaluation of the GEF project ‘Building livelihoods resilience to climate change in Guatemala’

Service
MONITORING, EVALUATION AND LEARNING ○

Client group
DEVELOPMENT AGENCY

We had the privilege of conducting the interim evaluation for the GCF-funded project ‘Building Livelihood Resilience to Climate Change in the Upper Basins of Guatemala’s Highlands’ which IUCN, as the accredited entity, is implementing. Through a robust methodological approach and a functional operationalisation of the GCF evaluation framework, we had the valuable opportunity to juxtapose the planning aspirations with the real-world implementation challenges. More importantly, we were able to obtain firsthand experience of the tangible project results.

This assignment provided numerous enriching aspects, the most important of which was visiting project areas and communities to witness the project’s progress and implementation firsthand. We had the opportunity to observe the innovative approaches the Accredited Entity (AE) adopted to ensure progress and effectiveness even under complex circumstances, including the COVID-19 pandemic. Furthermore, we validated the continued relevance of the project objectives with the country’s climate strategies and needs and the evolving scope of the GCF impact framework.

This assignment allowed us to provide insights and practical recommendations to maximise the project’s outreach and impact and deepen our understanding of the nuanced dynamics of climate adaptation projects in vulnerable regions.



4. GEF-8 Mesoamerica forest coordination project

Service
PROGRAMME & PROJECT DESIGN

Client group
DEVELOPMENT AGENCY

We are proud to highlight our expertise in Programme & Project design through our collaboration with IUCN on the ‘CEO Endorsement Request for the GEF-8 Mesoamerica Forest Coordination’. This initiative is a key component of the GEF-8 Mesoamerican Forest Integrated Program (IP), which seeks to slow and reverse the loss and degradation of the region’s critical primary forests.

The assignment included developing the regional programme and three child projects, reinforcing its strategic significance. Our approach combined participatory methods with scientific rigour to ensure the project design was both technically robust and aligned with local needs. This dual strategy facilitated the selection of impactful interventions and set the stage for effective implementation. By focusing on strengthening capacities, governance, protection, funding mobilisation, and awareness, the programme provides a comprehensive framework to address deforestation, degradation, and other key threats to primary forests in Mesoamerica.

Our work here exemplified our deep understanding of the LAC region’s socio-environmental context and our ability to adapt global best practices to local realities. By integrating stakeholder engagement and strategic alignment, we supported IUCN in developing a framework that empowers regional stakeholders to protect and restore Mesoamerica’s critical forest ecosystems.



5. GEF IUCN Democratic Republic of Congo, Mayombe, Oubangui, and Mai Ndombe forest landscapes

Service
PROGRAMME & PROJECT DESIGN

Client group
DEVELOPMENT AGENCY, UN AGENCIES,
NATIONAL GOVERNMENTS

Building on our extensive experience formulating GEF-funded projects in Central America, E Co. is expanding its portfolio to Africa by supporting the development of a DRC Child Project. This assignment, led in collaboration with IUCN, IFAD, and the Government of DRC, focuses on sustainable management of the Mayombe, Oubangui, and Mai Ndombe forest landscapes to enhance conservation, local

Our role was the formulation of the GEF Project Document (ProDoc) and CEO Endorsement Request, ensuring alignment with GEF priorities in biodiversity, climate change, land degradation, and international waters. We led in-country stakeholder consultations and validation workshops to refine the project’s design and ensure inclusivity and relevance to local needs.

The project integrated lessons-learned from previous GEF, CAFI, and IFAD initiatives to address critical issues such as forest governance, private sector engagement, and community livelihoods. This assignment really demonstrates our commitment to leveraging global climate finance to support transformative projects in Africa.



6. Enhancing climate resilience of the urban landscapes and communities in Thimphu-Paro region of Bhutan, Global Environment Facility

Service
PROGRAMME & PROJECT DESIGN

Client group
UN AGENCIES, NATIONAL GOVERNMENTS

E Co. supported the UNDP and the Government of Bhutan in developing this pioneering GEF-funded project focused on enhancing urban climate resilience through Nature-based Solutions in the Thimphu-Paro region, which together make up 25% of the country’s population and represent over 40% of the country’s GDP. The project addresses critical climate risks facing these mountainous cities, including urban flooding, landslides, and forest fires. Interventions included managing 800 hectares of watershed land, developing water retention systems, re-naturalising drainage lines, and upgrading early warning systems.

The project emphasises gender-responsive planning for climate-adapted urban development pathways, incorporating training for over 200 local community members (especially women and youth), and developing local adaptation plans. The project integrated private sector involvement through green financing and public-private

partnerships, ensuring solutions were tailored to the unique challenges of mountainous urban environments. By raising climate awareness and fostering behaviour change, the project will directly contribute to the increased resilience of Thimphu and Paro.

The work showcases our expertise in applying NbS in challenging terrain, and demonstrates E Co’s ability to design climate-resilient mountainous urban interventions that balance environmental, social, and economic benefits.



7. Strengthening the capacity of Direct Access Entities through Community of Practice, GIZ

Service
PROGRAMME & PROJECT DESIGN

Client group
DEVELOPMENT AGENCY, GLOBAL FUNDS, NATIONAL GOVERNMENTS

The Community of Practice for Direct Access Entities (CPDAE) is a dynamic network comprising 30 National Implementing Entities (NIEs) and Direct Access Entities (DAEs) from 25 countries. This member-driven initiative supported by the Green Climate Fund (GCF) and Adaptation Fund’s (AF) focuses on enhancing the capacity of these entities to access climate finance and on empowering its members to design and implement impactful climate projects.

E Co. delivered targeted assistance to 19 CPDAE members across 15 countries. We helped strengthen project pipelines and prioritise and develop strong concept notes (CNs) and full proposals (FPs) aligning with GCF and AF requirements. This tailored support helped advance members’ projects by identifying gaps and needs, transforming national climate adaptation and mitigation priorities into advanced CNs and FPs, and refined existing CNs for (re) submission to GCF or AF for endorsement.

This assignment highlighted our capacity to foster collaboration between key stakeholders in the climate finance sector, while also addressing diverse capacity-building needs from 19 CPDAE members. Our work helped strengthen local institutional capacity for advanced transformational climate projects aligned with international climate finance frameworks.



8. Strengthening capacities for investment planning and Investment Plan development in Kyrgyzstan, GIZ

Service
STRATEGY FORMULATION

Client group
DEVELOPMENT AGENCY, NATIONAL GOVERNMENTS

E Co. partnered with GIZ to support the Kyrgyz Republic in developing a comprehensive Climate Investment Plan and Country Programme for the GCF. Our work involved conducting detailed market analyses of climate investment opportunities and facilitating extensive stakeholder consultations with local and international experts. Through this process, we helped identify and prioritise climate projects that aligned with both national development objectives and international climate finance requirements.

The resulting investment strategy provides the Kyrgyz government with a clear roadmap for attracting climate finance and implementing high-impact projects. Our approach combined technical expertise in climate finance with a deep understanding of local contexts to develop bankable project concepts across key sectors.

Our work here exemplified our ability to bridge the gap between national climate ambitions and actionable investment opportunities, while also building capacity for long-term climate finance planning and project development.



9. Resilient Puna: Nature-based climate solutions for sustainable high Andean communities and ecosystems in Peru, GIZ

Service
PROGRAMME & PROJECT DESIGN

Client group
DEVELOPMENT AGENCY, NATIONAL GOVERNMENTS

We had the opportunity to work closely with GIZ to design Resilient Puna, a transformative adaptation project tailored to the challenging context of the Peruvian Andes. This assignment provided project preparation services to the Government of Peru and GIZ for a Green Climate Fund (GCF) project focused on enhancing climate resilience in highland ecosystems and communities. The project was a significant success, culminating in its approval by the GCF Board, highlighting its strong design and alignment with the Fund’s adaptation priorities.

A key achievement was the integration of participatory methodologies to identify adaptation measures best suited to local conditions. By combining community-driven insights with advanced raster data analysis, we developed innovative methods to assess the potential impact of proposed interventions. This dual approach allowed us to prioritise areas most likely to achieve meaningful, long-term impacts while facilitating project implementation. In addition, we developed a detailed operations manual for the project’s grants facility. Leveraging best practices from similar projects implemented in Peru and beyond, we adapted the manual to the unique socio-economic and environmental dynamics of the Peruvian Andes.

Resilient Puna exemplifies our ability to bridge science, innovation, and local knowledge to create impactful climate adaptation solutions. It underscores our expertise in GCF-funded initiatives and our commitment to supporting vulnerable regions in building resilience to climate change.



10. Landbank Philippines: Accelerating adoption of climate-resilient agricultural production systems through integrative landscape approach to manage climatic risks (PILAR)

Service
PROGRAMME & PROJECT DESIGN

Client group
DEVELOPMENT FINANCE

Since November 2023, E Co. has been supporting Land Bank of the Philippines to develop a Funding Proposal via the GCF’s Project Preparation Facility, with the aim of scaling climate-resilient agricultural practices and technologies and accelerating the uptake of financing instruments to sustain them. To ensure full country ownership, E Co. has been working alongside globally renowned organisations as part of the Technical Working Group, to fully co-develop the project. This includes the International Rice Research Institute (IRRI), a globally renowned organisation dedicated to rice research and development, and World Agroforestry, also known as the International Centre for Research in Agroforestry (ICRAF), a leading global research institution focused on integrating trees into agricultural landscapes, alongside other government stakeholders.

A key element of the project design has been to conduct regional multi-stakeholder consultations across the three target river basins, with focus group discussions, key informant interviews and workshops dedicated to address and validate the needs and challenges faced by farmers and local communities. Led by E Co’s national experts in the Philippines, consultations were conducted with nearly 300 stakeholders from government and non-government agencies and local communities, farmers (both women and men), Indigenous Peoples, and other vulnerable sectors.

This comprehensive approach ensured that the consultation was not just a discussion forum but a strategic effort to align interventions with the actual needs and conditions of the communities involved.

This has helped to inform a Funding Proposal that is country-owned, and is now in its final stages of development and validation.

“Our journey with E Co. or the GCF PILAR Project highlights the value of collaboration, synergy and open dialogue between and among different government agencies, local government units, civil society organisations, academic institutions farmers and farmers organisations, and other stakeholders as we identify and address their needs and move towards a climate-resilient agriculture.”

- Cheryl Retizos, Programme officer, Fund sourcing department, Lending programmes management group, Land Bank of the Philippines



11. Fuelling green recovery in Armenia: Improving forest infrastructure and creating sustainable jobs for rural communities

Service
PROGRAMME & PROJECT DESIGN

Client group
NATIONAL GOVERNMENTS

E Co. has extensive experience in developing GCF funding proposals in the forestry sector. The project objective is to support the Environmental Project Implementation Unit (EPIU), State Agency of the Ministry of Environment, Armenia, to develop a complete GCF funding proposal package for the SAP project ‘Fueling Green Recovery in Armenia – Improving Forest Infrastructure and Creating Sustainable Jobs for Rural Communities.’

E Co. will develop a complete feasibility study, gender analysis, gender action plan, environmental and social impact assessment of project activities, environmental and social action plan, Community Engagement Plan, and relevant annexes. In November 2024, the team conducted a national consultation workshop, as well as a series of regional and community workshops in all included regions. Great cooperation with local institutions, E Co’s long-standing experience, high attendance at workshops, and high-quality inputs received have enabled progress in the development of the project proposal.

The project will offer responses to deforestation and environmental degradation, by increasing forest cover, and improving national forest infrastructure, climate-resilient forest management agroforestry practices and NTFP systems in four regions of Armenia, as well as long-term capacity building. In addition to the complete Funding Proposal document, by mid-2025.



12. Green bond impact assessment report, Serbia

Service:

MONITORING, EVALUATION AND LEARNING ○
STRATEGY FORMULATION ∞

Client:

NATIONAL GOVERNMENTS, UN AGENCIES

From September to the end of December 2023, E Co. supported the Government of the Republic of Serbia in development of a comprehensive Final Report on the Impact Assessment of the €1 billion Green Bond issued on the international market in 2021. In coordination with the Ministry of Finance and four other relevant ministries, the Consulting team collected information on implemented projects in order to prepare a report on the impact assessment of green bond expenditures.

The allocation of funds is distributed across six sectors defined by the Green Bond Framework. As it was previously decided that the proceeds from the Green Bond would be used to accelerate the country’s green agenda, the funds were invested in the rail network, sewage, water and wastewater management, flood protection, biodiversity protection, pollution prevention and control, waste, energy efficiency measures, and the installation of rooftop solar panels.

In order to qualitatively assess the achieved effects of projects financed from the Green Bond, our team used a number of relevant indicators: the number of financed projects in each area, annual GHG emission reductions, installed renewable energy capacity, annual energy

savings, length of constructed and reconstructed infrastructure, number of beneficiaries, number of subsidised green vehicles, number of interventions and capacity of water supply and sewage facilities, quantities of treated wastewater, reduction of losses, number of rehabilitated landfills, quantity of treated waste, and area of forests with improved sustainable management.

The Green Bond enabled an annual reduction of CO2 emissions by almost 150,000 tons. Other projects improved natural and physical infrastructure that creates positive social, environmental, and economic externalities. The Final Report received a positive Second Party Opinion, and was subsequently published on the official website of the

Ministry of Finance of the Republic of Serbia. Our client UNDP expressed its gratitude and satisfaction with the high-quality and timely Final Report, expecting our support in future assignments related to green bonds.



13. Review of institutional frameworks and policies to integrate NBS into climate adaptation in PICs, World Bank

Service:

POLICY DEVELOPMENT ✕

Client:

NATIONAL GOVERNMENTS, DEVELOPMENT FINANCE

Pacific Island Countries (PICs) face substantial and increasingly irreversible damages from climate change, affecting terrestrial, freshwater, coastal, and marine ecosystems. Kiribati, Republic of the Marshall Islands, and Tuvalu, recognise climate change impacts as significant threats to their atolls, communities, and livelihoods. Policies in these nations reflect strategies to build resilience and protect their right to remain on their islands amidst risks such as sea-level rise, extreme precipitation events, coastal erosion, and inundation. To help overcome these risks, nature-based solutions (NbS) are increasingly acknowledged for their potential to mitigate climate change impacts while supporting biodiversity and ecosystem services crucial for human well-being. To support these countries to integrate NbS into climate change adaptation strategies, E Co developed a comprehensive review of institutional frameworks, regulations and policies in the region.

The report identified existing gaps, challenges, and opportunities within current NbS practices and proposed recommendations to strengthen policy and institutional frameworks to address climate change adaptation needs in the three focus countries. It adopted the International Union for Conservation of Nature (IUCN) Global Standard for Nature-based Solutions as a framework for this assessment, whilst conducting semi-structured interviews with key government stakeholders to validate and complement findings.

One of the key recommendations from this report is the importance of contextualising Nature-based Solutions terminology and criteria with local examples and their complementarity with local, indigenous and traditional knowledge (LITK).

The findings and recommendations from this study will feed into a forthcoming Pacific Small Island Developing States (SIDS) diagnostic report by the World Bank, as part of the Country Climate and Development Report (CCDR) series.



Source: Getty Images

14. Financing and prioritisation for long-term carbon sequestration projects, Mozambique and Cambodia

Service:
PROGRAMME & PROJECT DESIGN

Client:
NOT FOR PROFIT

E Co. supports innovative climate finance initiatives by helping non-profit organisations drive meaningful change. In Mozambique, we worked with BioVision and the Palma Development Foundation to develop a dual VCS and CCB-certified project description for the Rovuma Belt Sustainable Development Project. This provides high-value carbon credits with additional social and environmental benefits, focusing on biodiversity conservation and community empowerment. In Cambodia, we carried out a feasibility study for a REDD+ project under the PLAN VIVO standard.

The study assesses the potential for forest conservation and community benefits through innovative carbon finance mechanisms. These assignments demonstrate our broad expertise in climate and innovative finance, helping not-for-profit organisations leverage climate finance to achieve significant environmental and social outcomes.



15. GCF lessons learned from Economic and Financial Analysis (EFA) review

Service:
FUND SUPPORT

Client:
DEVELOPMENT FINANCE

The assignment provided expert support to the Green Climate Fund (GCF) Communities of Practice by addressing key gaps in Economic and Financial Analysis (EFA) and carbon pricing. Through comprehensive reviews and research, we developed global-level guidance tools designed to improve project development and financial mechanisms for climate initiatives. These tools include detailed case studies summarising methodologies, innovative practices, and lessons learned from EFAs, alongside insights on integrating these analyses into project design and financial structuring.

Additionally, we created a global database and guidance on carbon pricing and emissions trading schemes, highlighting trends and practical applications for project analysis. These outputs will be distributed by the GCF to all Accredited Entities (AEs) and Direct Access Entities (DAEs), equipping them with standardised, actionable resources to strengthen the quality and scalability of climate projects.



16. Assessment of project outlines submitted to the Mitigation Action Facility (MAF)

Service:
FUND SUPPORT

Client:
DEVELOPMENT FINANCE

The Mitigation Action Facility (MAF) - formerly NAMA Facility - is a multi-donor fund supporting high-impact decarbonisation projects from a global pool of proposals. As Evaluation Director for MAF, E Co led the assessment of innovative projects with high potential to curb emissions in the transport, energy, and industrial sectors; proposals derived from Latin America, Africa, Asia, and the SIDS countries.

E Co's role was to evaluate the impact potential, feasibility, and innovativeness of each proposal - following up on the most promising with in-country visits to further assess project validity. This evaluation advanced 5 projects for potential funding, including low-carbon freight, building energy efficiency, renewable energy installations, and decarbonisation of cement manufacture.



17. Review of project proposals in the context of the board meetings of the Adaptation Fund

Service:
FUND SUPPORT

Client:
DEVELOPMENT FINANCE

E Co. was engaged in an important project to support the German Federal Foreign Office in carrying out an in-depth assessment of the project proposals submitted to the Adaptation Fund (AF) for its 42nd and 43rd Board meetings. Our role was to analyse project proposals from accredited implementing entities to ensure that they were in line with the objectives of the Fund, to reduce vulnerability and build adaptive capacity at local and national levels.

With years of expertise in formulating and evaluating climate adaptation projects, we brought an experienced vision to this assignment, capitalising on our deep understanding of the operational requirements and strategic objectives of the AF.

This extensive experience enabled us to provide detailed assessments that not only facilitated decision-making, but also strengthened our perspective on the project proposals. Our work reflects our long-term commitment to promoting effective climate solutions through rigorous analysis and strategic vision.



18. Development of project concept notes and pre-feasibility studies for projects in the Philippines for the GCF: Agri-waste and nature-based solutions

Service:

PROGRAMME & PROJECT DESIGN 
TRAINING & CAPACITY DEVELOPMENT 

Client:

DEVELOPMENT FINANCE, NATIONAL GOVERNMENTS

As one of the most vulnerable countries in the world to climate change and with only two GCF-approved projects, the Philippines is seeking to strengthen its project pipeline development and access to GCF funding. In May 2024, E Co. organised and facilitated a presidential capacity building workshop to 50 key government stakeholders in Manila on how to access climate finance and formulate climate projects.

Over a two-day workshop, E Co. trained the participants on preparing concept notes to meet GCF requirements and offered practical guidance on writing and structuring concept notes with impact. A key element of this training was the development of two concept notes on nature-based solutions and agricultural-waste, which were used as case studies.

Government stakeholders, including the Department of Environment and Natural Resources, Department of Trade and Industry, Department of Agriculture (DA), National Economic and Development Authority (NEDA), Land Bank of the Philippines (LBP) and Development Bank of the Philippines (DBP) attended the training.

Feedback from our workshop participants:

“Knowledgeable resource speakers with practical experience in developing GCF PCNs and proposals”

“I appreciate the thorough coverage of the training. It helped me be more familiarized about important components of a concept note and project proposal.”

“Very informative and relevant”



19. Building resilient environment and sustainable agriculture and water in Oman

Service:

TRAINING & CAPACITY DEVELOPMENT 

Client:

UN AGENCIES

E Co., in partnership with FAO Oman and with funding from the Green Climate Fund (GCF), spearheaded a project aimed at fortifying Oman’s agriculture and water sectors against the impacts of climate change. The project centred on establishing a robust stakeholder network that brought together public and private sectors, academia, civil society organisations, and women’s groups. This network set the foundation for collaboration and governance to address sector-specific climate challenges.

Key achievements included the development of a knowledge management platform hosted by the Environment Authority, providing stakeholders with access to critical climate data, policy resources, and tools for project development. Capacity-building efforts involved a 2-day training workshop on GCF access and a 3-day technical workshop on climate data, risk management, and prioritisation of adaptation and mitigation actions. These sessions, which integrated gender-sensitive approaches and regional case studies, equipped over 40 participants with the skills to navigate GCF processes and develop climate-resilient projects.

The project also produced a two-year stakeholder engagement work plan and a training needs assessment, addressing gaps

in knowledge and fostering the generation of new project ideas. Lessons learned highlighted the importance of effective communication, tailored training, and logistical planning. Recommendations for future actions include formalising the network, maintaining the knowledge platform, and providing ongoing training.

By fostering collaboration and empowering stakeholders with critical knowledge and tools, this initiative exemplifies a strategic approach to building climate resilience, creating a pathway for sustainable development in Oman’s agriculture and water sectors.



20. Training for CFAN’s Caribbean and Pacific cohorts

Service:
TRAINING & CAPACITY DEVELOPMENT

Client:
NATIONAL GOVERNMENTS

E Co. has been the training partner for the Climate Finance Advisors Network (CFAN), coordinated by RMI, since its inception in 2021.

CFAN as a model is that of training embedded advisors to not only develop climate finance projects but to train others in the institution they are based. E Co. has supported 3 cohorts of advisors. Two in the Pacific and one in the Caribbean. Through our time working with CFAN we have developed online training modules and top up modules, (which will be a resource for ongoing cohorts), along with delivering live training workshops and one to one office hours sessions, supporting advisors on their specific climate finance project.



21. NDA Capacity Development, St Vincent and the Grenadines, CCCCC

Service:
TRAINING & CAPACITY DEVELOPMENT

Client:
NATIONAL GOVERNMENTS

CCCCC contracted E Co. to support them in developing the capacity of key stakeholders within the government entities and institutions for St Vincent and the Grenadines.

The E Co. team developed training modules on GCF processes, GCF project design, GCF stakeholder engagement and gender, GCF ESS, GCF M&E and EFA. Initially planned as a series of in person trainings, due to stakeholder fatigue, online trainings were developed, in addition to end of module assessments. These trainings remain embedded in the country’s own knowledge platform for training for new staff, and as a source of reference.



Very helpfully, they were pushing (us) to meet deadlines to ensure they submitted on time which was very appreciated.

~ UNIDO

E Co. institute: scaling our ambitions

Our vision at E Co. is ‘a world sustainably transformed’. We believe in a future where climate finance is a tangible tool for change. A future where individuals and organisations have the capacity and the means to turn climate challenges into opportunities. This is where E Co. institute comes into play.



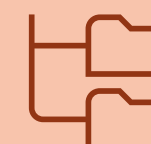
Empowering through knowledge

E Co. institute is our commitment to empowering individuals and organisations with the knowledge and skills they need to navigate the complexities of climate finance. We envision a global network of climate leaders, equipped to access climate funds, design impactful projects, and drive meaningful change.



Expanding our reach

We are expanding our reach with the launch of our online training service in the near future. This new platform will provide accessible, high-quality training resources to individuals and organisations worldwide, breaking down geographical barriers and fostering a global community of climate action.



Your pathway to success

At E Co. Institute, we are committed to providing you with the tools and resources you need to become a leader in climate finance.

At E Co. Institute, we are committed to providing you with the tools and resources you need to become a leader in climate finance. Here's how we will do it:

Flexible learning

We will offer a range of flexible learning options to fit your busy schedule, including self-paced modules, and live

Certification

Our training programmes will lead to recognised certifications, enhancing your professional credibility and marketability.

Peer community

You will be part of a global community of climate leaders, where you can connect with peers, share knowledge, and build your professional network.

Mix of technical and practical skills

Our programmes will provide a blend of technical knowledge and practical skills, bridging the gap between theory and real-

Transforming the world, one individual at a time

We believe that by building capacity in climate finance, we can catalyse a global wave of change. We invite you to join us on this journey. Together, we can better empower individuals, transform communities, and build a world where climate action is not just a goal, but a reality.

Placing sustainability at the heart of our operations

At E Co., we believe that sustainability is a continuous journey of improvement. We remain active members of several climate and development associations, whilst holding certifications that reflect our commitment to sustainability, social responsibility, and ethical business practices.

We have been proud members of B Corp for a number of years, and in the last two years - the UN Global Compact, and the Women’s Empowerment Principles, reflecting our dedication to responsible business practices and positive global impact.

CMIA MEMBERSHIP

As a proud member of the Climate Markets and Investment Association (CMIA), we actively engage in promoting market-based solutions to combat climate change and foster sustainable development. CMIA supports organisations by providing guidance on sustainability reporting and helping them align their operations with the Sustainable Development Goals (SDGs), ensuring their activities contribute to global sustainability targets. The association also emphasises the importance of mobilising financial resources to bridge the gap towards a sustainable future. CMIA is a vital

player in the implementation of various international agreements, and its contribution to building a sustainable society is crucial. This mission closely aligns with the values at E Co. - we spent much time over 2024 affirming our beliefs that incorporating sustainability into business strategy is a critical imperative - something you can see below in our E S G initiatives over this past year.

UN GLOBAL COMPACT AND WOMEN’S EMPOWERMENT PRINCIPLES (WEPS)

In 2024, we signed up to the UN Global Compact, a key framework which provides businesses with guidance to support sustainability. At the beginning

of 2023 we signed up to the Women’s Empowerment Principles (WEPS) , a framework that promotes gender equality and women’s empowerment across the workplace, marketplace, and community by embedding these principles into their strategies. Over 2024, we have strengthened our commitment to these principles; our team proudly reflects our commitment to gender diversity, with a ratio of 65% of female employees and a composition of 88% female in the management team and 50% female at Principal level. This composition underscores our dedication to creating an inclusive workplace that values and empowers women.



B CORP Community members

‘Certified B Corporations, or B Corps, are companies verified by B Lab to meet high standards of social and environmental performance, transparency and accountability’ - B Corp

105 points

111.7 points



ESG performance

Our commitment to Environmental, Social, and Governance (ESG) principles is deeply embedded in our values and operations.

Our ESG strategy is built on three pillars:



Minimising negative impacts

We strive to reduce, and where possible eliminate, any adverse effects our operations may have on the environment and society.



Mitigating risks

We proactively identify and address potential external risks to ensure the long-term resilience and sustainability of our business.



Maximising positive impacts

We actively seek opportunities to enhance our positive contributions to the environment and society, both through our client work and our internal practices.

To effectively implement this strategy, over 2024, we established dedicated Environmental, Social, and Governance teams, made up of members from across the business and comprising leaders from all levels, each focused on driving progress in their respective areas. While our business model and project work inherently generate significant positive social, environmental, and economic impacts, we are committed to leading by example and embodying sustainability in all aspects of our operations. This commitment extends from the way we conduct business to the individual choices we make as members of the E Co. team.

We are united in our desire to do the right thing and live in harmony with the environment. Our ESG journey in 2024 involved taking stock of our current performance, setting ambitious goals, and taking concrete steps to move closer to those aspirations. This included addressing readily achievable improvements while also laying the groundwork for more substantial advancements in the future.

E

To frame our 'E' strategy, we started with the climate frameworks embedded in the B Corp and UN Global Compact frameworks. We distilled the spectrum of potential environmental impacts down to the most material principles: reducing emissions, maximising resource efficiency, and increasing resilience. There are many business activities that influence these principles. To devise an action-oriented strategy, we have audited our organisational activities and settled on six key action areas:

Governance

The requisite systems to set targets and measure impact

Operations

The Scope 1-3 emissions resulting from our staff conducting normal business activities.

Procurement

The goods and services

Investment

The mechanisms that support climate-responsible corporate and employee investments

Projects

The downstream externalities of our consulting projects

Risk Management

The preparedness and resilience

We are in the process of developing baselines and targets for indicators under each area. To date we have devised a methodology to compare operational emissions, disseminated a survey to track staff members' environmental impacts, and started to design a methodology to track the impacts of our projects. There is much work to be done, but we expect to have a comprehensive environmental baseline by Q1 2025.



David Leipziger
Principal consultant

S

The S team is focused on employee wellbeing, People management practices, and Community engagement. Their initial priority has been **conducting a health and safety risk assessment**. By analysing resources and records, they **evaluated legal duty of care requirements** and **developed a framework to promote a healthy work-life balance and mental wellbeing**.

This resulted in a revised Parental leave and Pay policy and clearer communication of employee benefits and allowances. Further work includes developing new and improving existing policies, platforms, and processes. This includes a new Mental health policy and a clear overview of flexible work policies. While the existing flexibility offered to employees was positive, the risk assessment identified physical and other safety risks requiring further surveys and guidance to ensure employees are aware of the policies and measures in place, as well as their own obligations.

As we finalise the legal duty of care assessment, we'll continue a structured approach, assessing and suggesting improvements to our People management practices and Community engagement. We look forward to recognising our good internal and external practices and to suggesting and developing best practices. This experience has highlighted that some of our policies and practices need to be better articulated and communicated, or slightly improved, while others will be reported to the Management team for decisions and placed on our action list for further development.



Vedrana Bozic
Head of Human Resources

G

This year the 'G' team has made significant progress in aligning our practices with globally recognised frameworks and principles, reinforcing our dedication to sustainable and equitable operations.

As a B Corp-certified organisation, E Co. is committed to improving our score even further. We undertook a thorough review of the governance-related aspects of ESG with a view to identifying opportunities for improvement. We made a plan for a series of actions for 2024 and beyond. As part of this, we developed a robust Whistleblower policy to ensure employees can report unethical practices confidently and without fear of retaliation. We introduced a formal Code of Ethics that defines our values and ethical standards, providing clear guidance to employees and stakeholders.

These enhancements fortify our governance framework, demonstrating our dedication to ethical and transparent business practices.

To strengthen our commitment to gender equality, we reviewed our current policies to identify and address any unintended gender biases. This analysis allowed us to pinpoint areas where language or structural factors could unintentionally disadvantage women and are in the process of developing actionable recommendations to address these biases, ensuring our policies actively support inclusivity and equity.



Remus Bandacu
Senior analyst

We would like to have
you guys all for us and
recommend exclusivity!
But know that's not
possible.

~ UNCDF

Making climate finance more accessible

As we look back on the past year, it's clear it has been one of growth, creativity, and renewed purpose for our consultancy.

Central to this was the **rebranding** of our company—a really exciting project which allowed us to better

reflect who we are today and to communicate our mission of making climate finance accessible and impactful.

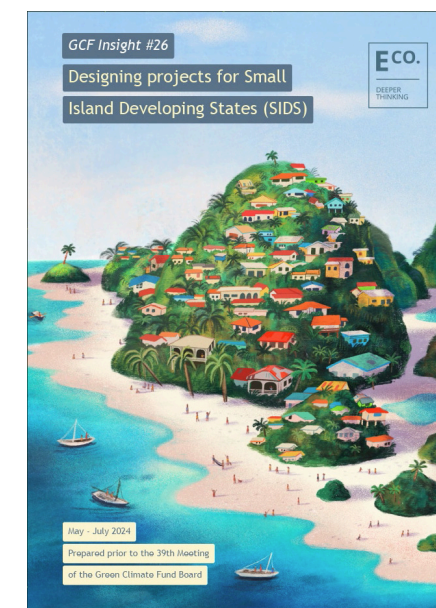
Access is a key part of Communications as a discipline in general, and compounded by the

complex world of climate finance, our focus on access is central to E Co. communications - how can we better include and inform our ecosystem of what's happening in the world of climate finance and sustainable development?

This is what our Communications work looked like in 2024:

We continued to provide independent analyses of the GCF:

We produced three more GCF stakeholder reports - *GCF insight* - focusing on operational risks in climate finance, designing projects for Small Island States (SIDS) and challenges in individual capacity.



We received some great feedback
from our GCF community:

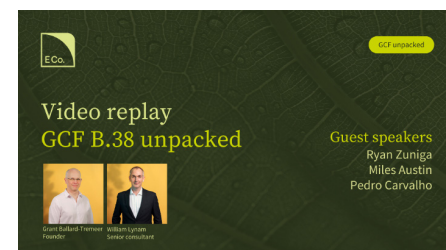
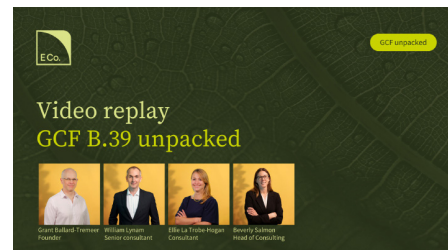
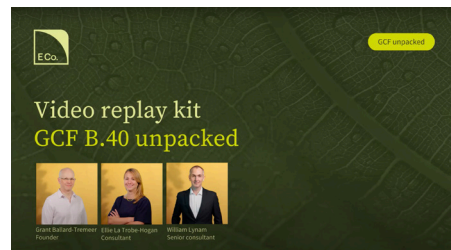
This document is precious! Thanks for creating it! It is useful for us (SIDS professionals in the consultant sector as well as practitioners and non-state actors)!

We travelled to the Board meetings

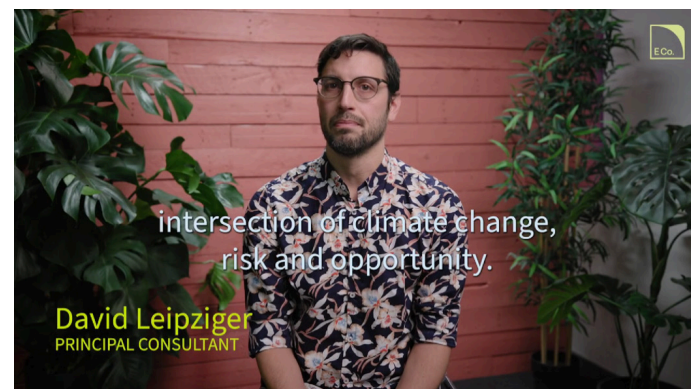
where we witnessed multiple projects (ours included) gaining approval. They're essential opportunities for us to connect with our GCF project developer community.



Followed by our Founder, Grant leading technical debriefs with special guests and our Consulting team in **our GCF unpacked webinar series**



Towards the latter part of the year, we filmed our **4th series of E Co. Bites**, offering E Co. perspectives on climate finance and sustainable development.



Our Founder and Visionary Grant, launched Climate finance in action - enabling fast access to deconstructing GCF projects, as voted for by our LinkedIn community.



Our presence at events, including **London Climate Action Week and the Ashden Awards, COP29** in Baku reinforced our connection to the climate finance and sustainable development ecosystem.



Sharing our experiences and reflections on key issues remain key parts in our pursuit of increasing global access and understanding of climate issues. Over 2024, working with our 'Urban' Consulting team, led by David Leipziger and Victoria Verdesoto-Phothirath, we developed our Climate Locals stories - where team members share climate-related challenges in their hometowns.



Supporting our Consulting team on design but also in projects remains a dimension which places us at the centre of our Consulting work. This year, designing the Communications plan for the GEF-8 Mesoamerica plan was a highlight and allowed us to seamlessly work with our technical consultants.

12 Latest Thinkings later in 2024, we ensured that we stayed connected to our community while continuing to deliver relevant and actionable content.

Subscribe to our Latest Thinking newsletter here

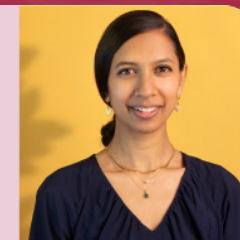
The team

Alongside these efforts, we expanded our team welcoming Sandi Maung, our Creative producer, and wrapped up the year, awaiting our new Content writer, further strengthening our ability to deliver critical insights.

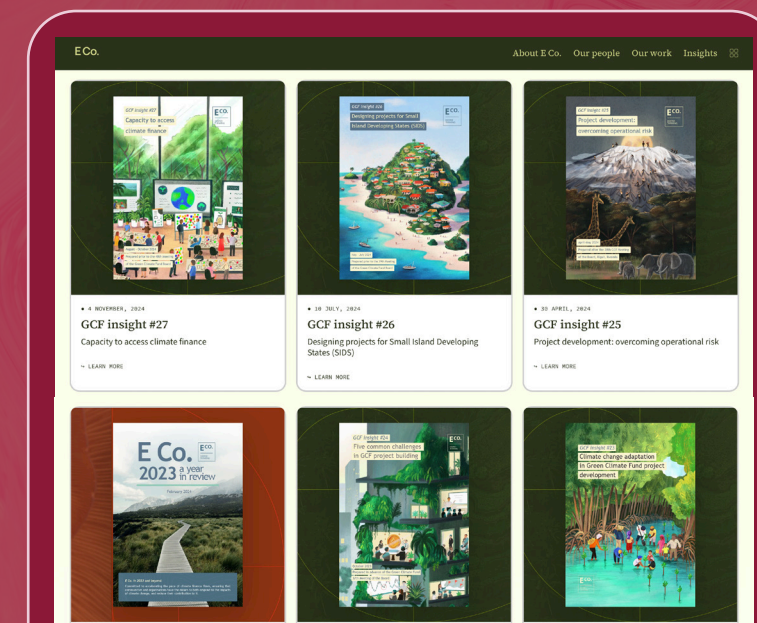
This year was a full year of strengthening our communications systems for better connection - enabling us to better communicate to you how we can support vulnerable communities, worldwide, in demystifying the world of climate finance. We've grown our Latest thinking and subscriber community to E Co., and have been proud to support our clients in their own communications, production and dissemination.

2025, will see a greater focus on you, our clients and partners - connecting you, even faster, to the information you specifically need, when you specifically need it, and connecting you directly to the E Co. experts who can best support you and your missions.

Mariella de Souza-Baker
Head of Marketing & Comms



Have a look at our Insights section on our website here



Very satisfied with
E Co's knowledge of
the subject.

~ Nadia Mujica, IUCN

Our people

At E Co., we have a strong recognition that people are our greatest asset. We're a diverse, global collective of experts, united by a shared passion for tackling the urgent and long-term challenges of climate change and sustainable development.

To celebrate our team's unique makeup, our shared values, collaborative spirit, and our unwavering commitment to making a positive impact, we are reflecting on the last year's developments and planning our next milestones.

I'm incredibly proud of the talented individuals who make up E Co. It's their dedication, expertise, and passion that drive our success.

I wanted to reflect on the diversity of our team and our varying views on the world. Our perceptions are shaped by our unique experiences, surroundings, and beliefs – all of which contribute to our individual 'map' of the world. The concept highlights that our perception of the world isn't the world itself. I'm constantly learning how my own 'map' can lead to misunderstandings and resultantly, opportunities to learn. Our diversity teaches me every single day. It's an ongoing process of recognising those moments and adjusting my approach to better understand and connect with others. This constant learning is crucial for connecting the right way and embracing diversity.

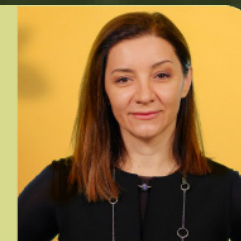
By recognising that everyone has their own unique 'map,' I can approach interactions with more empathy and understanding, especially when perspectives and experiences differ from my own. This reminds us to be humble about our understanding of the world and to remain open to new information and perspectives.

With this in mind, this has been an exciting year where we have progressed far in mapping our team skills and ambitions, according to different maps that will matter for our optimal positioning and career pathways the team at E Co. will pursue.

Have a look at the People & Careers section of our website here -

<https://ecoltdgroup.com/our-people/>

Vedrana Božić
Head of HR



Our team



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Anne Gander
SENIOR CONSULTANT



Ari Rakatama
CONSULTANT



Aurelio Padoves
CONSULTANT



Ayoub Omri
SENIOR ANALYST



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Luisa Freitas
CONSULTANT



Malki Rodrigo
ANALYST



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COORDINATOR



Elena Rempp
SENIOR ANALYST



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CONSULTANT



Miodrag Grujic
SENIOR CONSULTANT



Mouna Lyoubi
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Nathalie Suarez
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Remus Bandacu
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Federico Riet Sapriza
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Funda Pinar
ADMINISTRATION
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VISIONARY & FOUNDER



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Sandi Maung
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Sophie Oakes
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Svitlana Valerko
HR & ADMINISTRATIVE
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Wei Leng Pointen
FINANCE DIRECTOR



William Lynam
SENIOR CONSULTANT



Zsofia Kovacs
PRINCIPAL CONSULTANT

New hires

There have been 21 new hires since the beginning of 2024. Our team is unique and our diversity is richer with every newcomer. We have been progressing, mapping out our team capacity and growth potential, and filling in posts where we need more sectoral experts, specific types of consultancy experience, regional experience, etc.

E Co's core team counts 47 and growing. Our team is made of professionals globally with a very diverse background and expertise. Our team is based in a diverse range of locations, from Serbia to Chile,

India to Mauritius, Kenya to England, France to Guatemala, and Indonesia to Ukraine.

Our team includes members with over 10 years of experience in agriculture, forestry, REDD+, emission accounting, renewable energy, energy efficiency, local adaptation, landscape management, biodiversity, policy analysis, stakeholder engagement, and capacity building. We also bring expertise in gender equity, social protection, and the inclusion of indigenous peoples' perspectives.



Sara Lavery
Senior recruiter

Personal development plans for each E Co. team member

Mapping our team was a key aspect of last year's work to streamline how we can better organise our client collaborations, whilst supporting our team. We are progressing mapping of our team capacity and growth potential, according to different maps that will matter for our optimal positioning and career pathways the people of E Co. will pursue.

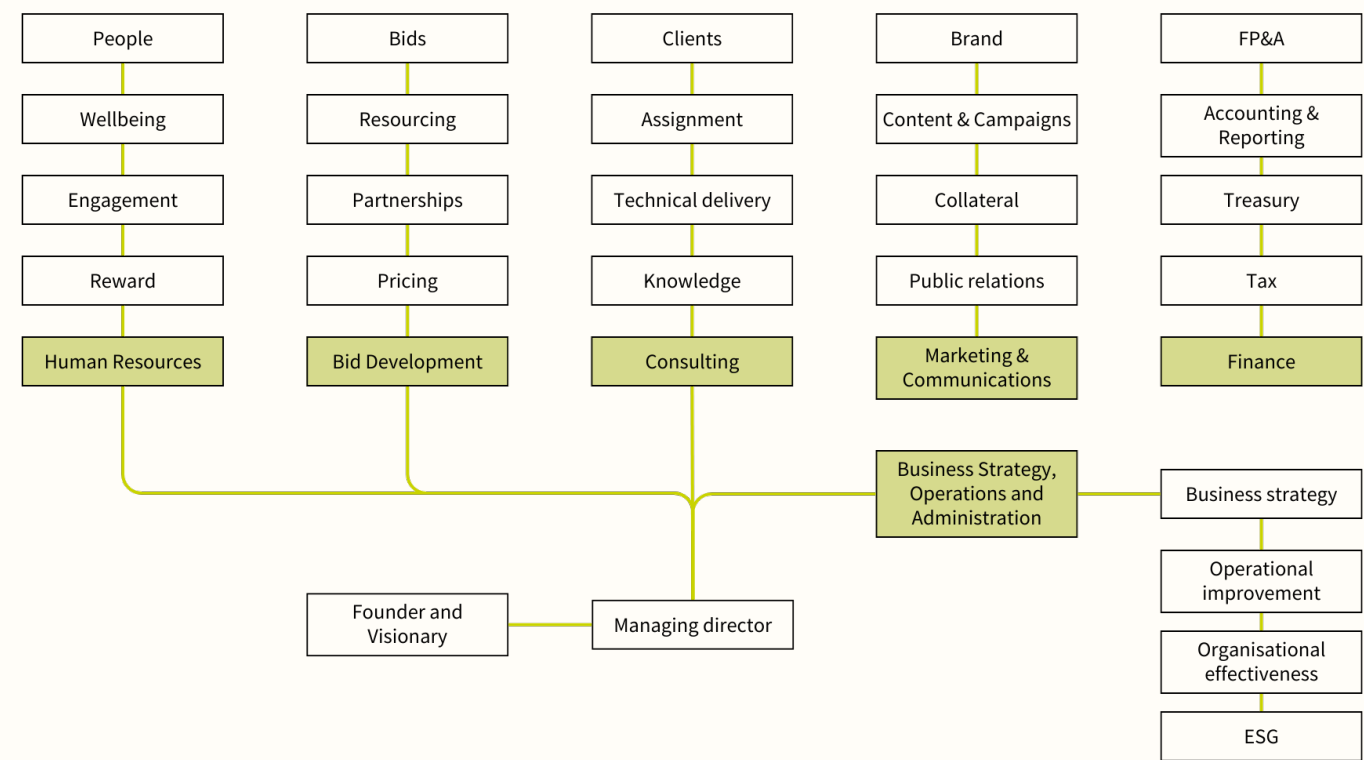
So we are counting in the current structure by experience and seniority, accountabilities, as well as sectoral expertise and career development interests, including the variety of locations to enable better time zone overlap with location of work, as well as local and regional experience and understanding of the cultural heritage and maps.

Our expertise: A snapshot

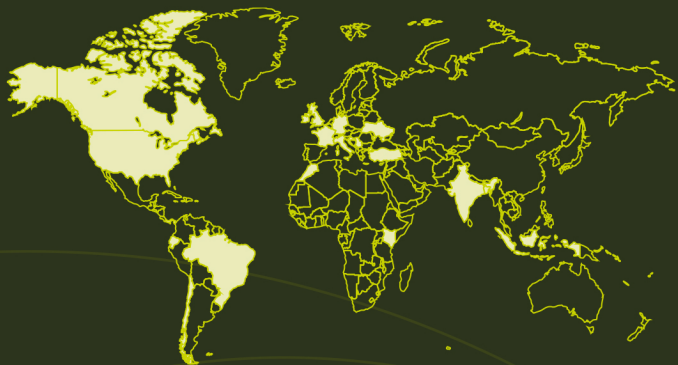
We talk often about the skills in our team, and we thought it would be interesting to take a sample of 14 people's specialisms, according to the key words they put down in our internal database. This, below, encompasses both the Consulting and Business teams. Have a look below for a snapshot of our skills:

-  Climate finance project design for SIDS, and the marine and coastal sectors including fisheries, aquaculture and the Blue Economy
-  Forestry, land use, agriculture, renewable energy, clean technology, SMEs, and rural development
-  International development management, sustainable and ethical business, public financial management
-  Vulnerability and risk assessment, economic and financial analysis, feasibility studies for adaptation options, and monitoring and evaluation
-  Managing framework bids, securing partnerships, coordinating the bid development process for bids ranging from GBP 100K – GBP 50m, building project delivery teams
-  Project and policy development to practical implementation, including REDD+, forest restoration, and climate-smart agriculture.
-  Cross-cutting international development programmes, sustainable urban development, resilience, community engagement, livelihoods, climate action
-  Animation techniques, digital painting, video editing and visual effects
-  Public-private financing, climate resilience, biodiversity, and carbon finance
-  Talent acquisition, organisational development, employee relations, and performance management
-  Policy analysis, stakeholder engagement, and capacity building
-  Agriculture, forestry, local adaptation, and landscape management. Working with UN agencies and Indigenous Communities, advising governments
-  Climate change mitigation, emission accounting, bioenergy, renewable energy and energy efficiency
-  Content strategies, integrated outreach and advocacy campaigns, graphic design, copywriting, videography

Company structure



Team location



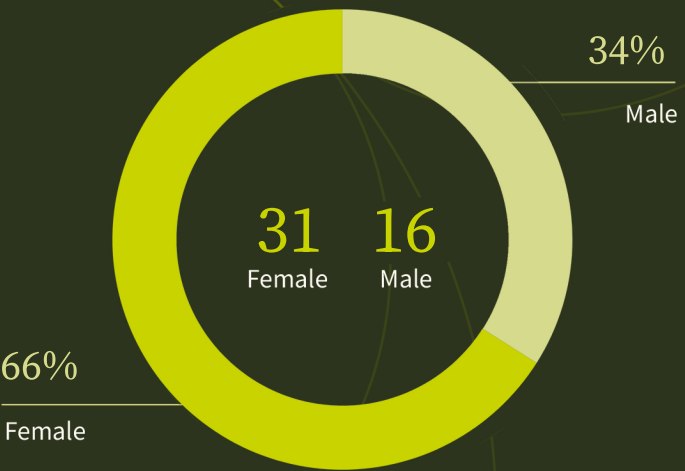
Countries

	Bangladesh	1		Italy	2
	Brazil	2		Kenya	1
	Canada	1		Mauritius	1
	Chile	1		Morocco	1
	Croatia	2		Panama	1
	Ecuador	1		Serbia	3
	France	2		Turkey	1
	Germany	1		Ukraine	1
	India	1		United Kingdom	22
	Indonesia	1		United States	1
	Ireland	1		Uruguay	1

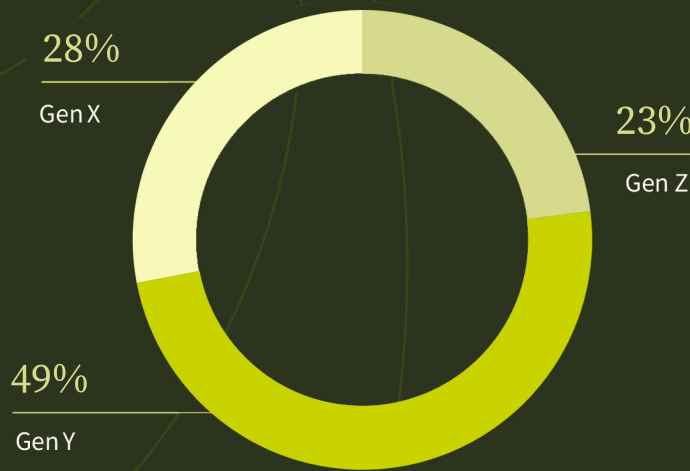
Languages

- English
French
Spanish
Portuguese
Croatian/ Serbian
Russian
Arabic
- German
Italian
Hungarian
Bengali
Turkish
Armenian
- Greek
Romanian
Indonesian/Malay
Swahili
Hindi
Ukrainian

Gender ratio



Generations



Our annual E Co. retreat

We host an annual retreat for an in-person gathering of our team from across the world. Each year, we come together for skills development and team connection. Our 2024 retreat was held in Piemonte, Italy. This year's goals focused on connecting and building trust within our growing team, streamlining our strategic alignment and focusing on ourselves as individuals within a collective, grasping the concept of growth mindset, and how we can best embrace it as a tool for success. Amongst discussions on growth mindset, we looked deeper into what it means to be intrinsically motivated, explored our personal and company values, and reflected on forging personalised career pathways.

“Over the course of three memorable days, the E Co. team came together, from different countries across the world, for a retreat filled with creativity, collaboration, and shared purpose. Through a series of engaging activities and meaningful discussions, we reflected on our experiences and deepened our commitment to the values that drive us as a company.

Mischief Makers facilitated our workshops, engaging us starting daily with short, fun sessions designed to get to know each other a little better – they skilfully designed activities that brought out our creative sides and encouraged collaboration. One of our activities was to work in small groups with a brief of producing a song, dance or poem describing the impacts of E Co. and our experiences. Another really fun and colorful activity was to create several large posters once of a world without E Co's impact and one of a world with E Co's impacts.”

Funda Pinar
Administration manager



While I’m from a finance background, I’m working with different types of experts. It’s a good learning platform for me and all good learning platform must have some challenges.

~ Fahim, Consultant

E Co. offers an exceptional opportunity to work globally and support different client profiles in achieving their goals. It is a diverse and highly qualified team from who we can learn and grow. It is a very dynamic environment with a growth mindset.

~ Mouna, Senior consultant

Our recruitment process

“We take a rigorous and transparent approach to recruitment, ensuring we find the best fit for both the candidate and E Co.”



Sara Lavery
Senior recruiter

Our typical process includes:

- 

Introductory interview
A conversation with our HR team to discuss your career goals, values, and skill set.
- 

Technical interview
A deep dive into your expertise with a senior team member or hiring manager.
- 

Assessment centre
A role-specific simulation to assess your capabilities in a practical setting. (it also provides candidates an insight into some of the work of the position does / requires)
- 

Final interview
A meeting with E Co’s Managing director to ensure a strong mutual fit. We’re committed to finding individuals who not only possess the necessary skills and experience but also embody our core values and share our passion for a sustainable future.

Our values are the compass points which guide our every decision and action. They’re reflected in the amazing team at E Co., in the way we work, and in the transformative projects we’ve undertaken this year, projects that have empowered communities, unlocked climate finance, and driven sustainable change. In this report, you’ll see how we’ve continued to embrace a growth mindset, learn, and collaborate generously. We’re proud of the progress we’ve made, and we’re excited to share it with you. Thank you for joining us on this journey. Together, let’s continue to build a climate-resilient, equitable future for all.

Join our team

Are you a local expert looking to share your knowledge and skills on local projects? Or are you an international expert seeking to join our global team on a permanent basis?

“E Co. is a growing team of deep thinkers and passionate doers dedicated to building a sustainable future. If you’re a talented professional with expertise in climate action, a drive for excellence and our values speak to you, we invite you to explore career opportunities and partnerships with us.”

E Co. values all applicants and encourages those passionate about climate-related initiatives to apply. The company is committed to maintaining relationships with candidates for both full-time positions and roster roles. As E Co. continues to expand its projects—from climate change mitigation to adaptation, from lake restoration to glacier conservation, from forestry to agriculture—it remains engaged with candidates even six months after interviews, ensuring ongoing opportunities for collaboration

If you believe you have what it takes to thrive in our dynamic and purpose-driven environment, have a look our vacancies.

[View all vacancies and sign up to our expert roster](#)

Receive new E Co. vacancies straight to your inbox

E Co’s Latest opportunities newsletter is a bi-monthly publication that highlights both full-time and freelance job openings. It provides details on full-time roles as well as project-based freelance assignments. The newsletter invites professionals to apply for opportunities that align with their skills.

[Subscribe to our Latest opportunities newsletter here](#)



Svitlana Valerko
HR & Admin assistant

The learning culture is a very strong highlight in general.

~ Beverley, Head of Consulting

A highlight has been working on the field visits in Central America. I could interact more with team members and see what we were working on first-hand, and the impacts are the things that we were proposing.

~ Giorgos, Senior consultant

Our commitment to stakeholders

Our commitment to collaborative impact

At E Co, our dedication to positive change extends beyond our internal team. We recognise the interconnectedness of our world and the importance of collaboration to achieve meaningful outcomes. This commitment is deeply rooted in our core values. These values guide our interactions with clients, partners, our external consulting community, and most importantly, the stakeholders at the heart of our work we do.

Experts held to the highest standards

We collaborate with a global network of experts, each chosen not only for their deep technical expertise, but also for their local and cultural knowledge and alignment with our core values. Our experts represent all corners of the earth, bringing a wealth of experience and perspectives to our projects.

Just as we hold ourselves accountable to our values, we expect the same commitment from our external collaborators. We seek excellence in their approach, conduct, and expertise, ensuring that their contributions are grounded in integrity and contribute to impactful and sustainable outcomes. This shared commitment to excellence allows us to deliver the highest quality work while upholding the ethical standards that define us.

Partnerships built on shared values

We forge partnerships with leading specialists in their respective fields, from energy auditors and taxonomists to specialised engineers and other experts at the forefront of climate-related innovation. These collaborations are built on a foundation of shared purpose: to achieve meaningful impact and contribute to a world sustainably transformed.

We seek partners who embody complementarity, bringing unique skills and perspectives that enhance our own. We believe in fostering trust, ethical conduct, and good business practices in all our collaborations. By working together with such dedicated partners, aligned with our values, we amplify our collective impact and accelerate progress towards a more sustainable future.

Clients as collaborators

Our commitment to collaborative impact extends to a diverse network of partners, spanning governments, businesses, NGOs, IGOs, investors, and financial institutions. We recognise that each partnership is unique, and we value the diverse perspectives and expertise that each partner brings. Just as we hold ourselves accountable to our core values – delivering excellence, empathy, connection, diversity, drive, and impact – we encourage our partners to do the same. We believe that shared values, or a commitment to similar principles, form the bedrock of successful collaborations.

We strive to cultivate partnerships grounded in mutual respect, transparency, and accountability. Open communication, ethical conduct, and a shared understanding of expectations enable us to achieve exceptional results together. By working with this diverse range of partners, we amplify our impact and drive transformative change across sectors and geographies.

Stakeholders at the centre

Our work is grounded in the belief that those most impacted by climate change should be at the heart of shaping the solutions. Our stakeholders are diverse and come from all walks of life – from smallholder farmers in Angola to indigenous communities along the Amazon River, from SMEs in Bangladesh to countless others facing the direct impacts of a changing climate.

We recognise the invaluable knowledge and resilience these communities possess. They are the experts in their own environments and hold crucial insights into effective climate adaptation and resilience. We are dedicated to ensuring their voices are heard and their priorities are integrated into our strategies.

This commitment translates into actively engaging with stakeholders through participatory approaches. We listen, learn, and collaborate, building upon the foundations they have already established. By empowering communities and fostering inclusivity, we ensure that our work is not only effective in mitigating climate change but also equitable and just in its distribution of benefits and opportunities.

Lessons from the year

This year was a year marked by dynamic change and heightened complexity. Global economic challenges, inflationary pressures, the escalating urgency of the climate crisis, and the rapid evolution of AI technologies all contributed to a challenging operational environment. These factors led to increased client demands, often resulting in tighter budgets, compressed project timescales, and a greater need for innovative solutions.

Challenges and opportunities

We observed a range of interconnected challenges, including:

Navigating the evolving landscape of climate finance:

As you will have seen in our Assignments, the increasing number of private sector entities seeking access to climate finance, particularly through the Green Climate Fund (GCF), presents both a challenge and an opportunity. Our work with these private sector companies who are surprised by longer and more complex application processes and requirements for government sign-off, requires us to carefully manage client expectations and support them with these processes and evolving requirements.

Balancing project demands with employee wellbeing:

While we celebrate the successful completion of demanding projects including Resilient Puna: Nature-based climate solutions for sustainable high Andean communities and ecosystems in Peru, it's crucial to acknowledge the dedication and long hours our team members invested. Moving forward, we continue to work to prioritise employee wellbeing and continue exploring initiatives like our remote-first and fully flexible working policy to ensure a sustainable work-life balance.

Adapting to global economic uncertainty and the evolving role of AI:

As we mentioned before, the global economic landscape is becoming increasingly uncertain, and the role of AI is rapidly evolving. These factors present challenges for our business, but also opportunities for innovation and growth. We must remain agile and adaptable, and continue to invest in our team's skills and knowledge, particularly in areas of stakeholder engagement, project management and field-work.

We also benefitted from many opportunities in 2024, including:

Expanding our reach and impact:

Building on the momentum from this year, we have made significant strides in expanding our reach and impact in 2024, particularly through our work with the GEF and GCF. The success of GEF-8 Mesoamerica Forest Coordination Project, for example, has opened doors to new partnerships and collaborations, allowing us to extend our track record in the region and sector.

Deepening our engagement with clients:

We are committed to deepening our engagement with clients. The feedback received on our work underscores the importance of providing tailored support and guidance, and building long-term relationships based on trust and collaboration.

Fostering a culture of continuous learning and innovation:

Our commitment to continuous learning and innovation remains a top priority. Our team is always keen to learn: internal knowledge-sharing sessions, team events, training events and our e-learning platform, have proven invaluable, and we will continue to build such initiatives to stay ahead of the curve, especially as we launch fresh E Co. institute initiatives this year.

Shaping the future of E Co.

Building on the strong foundation established in 2024, we are excited to accelerate our progress in 2025. We are committed to deepening our relationships with key clients, ensuring a consistent and valuable customer journey that delivers exceptional results. This commitment involves not only further establishing our full range of service offerings across our clients but also fostering a collaborative environment where we can take a forensic approach to meet our clients' and stakeholders' evolving needs.

Internally, we are prioritising knowledge-sharing and cross-fertilisation to maximise the collective expertise of our talented team. This includes investing in robust training programmes, refining our methodologies and tools, and cultivating vibrant communities of practice. By nurturing a culture of continuous learning and innovation, we ensure that E Co. remains at the forefront of our industry.

Externally, we will amplify our voice and better showcase the breadth and depth of our expertise, so that prospective and existing clients can better understand exactly how we can help them, exactly when they need us. Through strategic knowledge capitalisation, thought leadership initiatives, and targeted engagement, we will demonstrate our commitment to providing cutting-edge solutions across a diverse range of sectors.

Investing in our future

Our commitment to excellence extends beyond our client work. In 2025, we will continue to grow our team, attracting and retaining top talent to ensure we are optimally positioned to respond to our clients' needs with agility and efficiency. We will also continue to strengthen our financial position and further enhance our Environmental, Social, and Governance (ESG) credentials through refined policies, processes, and training programmes.

We believe that these strategic initiatives will not only solidify our position as a leader in the field but also create an environment where our employees, partners, and associates can thrive. We are excited to continue with this journey and confident that 2025 will represent another year of significant growth and achievement for E Co.

Dr Grant Ballard-Tremeer
Visionary and Founder



Rowan Putman
Managing director



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Rowan Putman
MANAGING DIRECTOR



Vedrana Bozic
HEAD OF HUMAN RESOURCES



Wei Leng Pointen
FINANCE DIRECTOR





E Co.

a year in review

February 2025