

# ENRIO Annual Report 2025

16 March 2026

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The European Network of Research Integrity Offices (ENRIO) is a European network bringing together national and institutional bodies responsible for promoting, supporting, and safeguarding research integrity. ENRIO provides a platform for exchange among research integrity practitioners, supports the development and implementation of good research integrity practices, and contributes expertise to European and international policy discussions. Through collaboration, capacity building, and dialogue with key stakeholders, ENRIO works to strengthen trustworthy, responsible, and high-quality research systems across Europe and beyond.

## Foreword

Across Europe, research integrity systems are in motion—many quite mature, others still in development. The same can be said of ENRIO. Founded in 2008, ENRIO can now be seen as a teenager reaching the age of majority. Like many organisations at that stage, we have spent the past few years asking questions about our identity and purpose. In 2025, we reached a common understanding and prepared ourselves for a future of relevance and action.

Since its inception, sharing experiences, insights, and good practices has been at the heart of ENRIO. As demonstrated again this year in Oslo and Ljubljana, the ENRIO network provides a unique forum for exchanging ideas, learning from one another, monitoring developments, and fostering professionalisation. In 2025, we reaffirmed this networking core while strengthening it further: facilitating exchanges, reinforcing our role as a mutual support network, and expanding our reach to countries not yet represented in ENRIO by a national research integrity body.

At the same time, we decided to complement this role by establishing ENRIO more clearly as the European voice for research integrity—shaping attention, dialogue, and policies for good science. We have reached out to key partners and stakeholders and are committed to embedding ENRIO firmly in the European research policy landscape. By the end of the year, ENRIO was recognised as an official stakeholder in the European Research Area Forum, the platform where Member States and stakeholders work together towards a stronger and more unified European research landscape. Within this framework, ENRIO has committed to five actions, including ERA Action 18 on Ethics and Integrity in Research.

Supporting this ambition is the development of the resources we produce. Building on earlier initiatives such as the Country Reports, the Handbooks, and the European Congress, we aim to create high-impact guidance and tools that address real-world research integrity challenges. Drawing on the collective expertise of our members, these resources translate the rich experiences of ENRIO into practical guidance for the wider research integrity community—professionals and policymakers alike. In doing so, we hope to strengthen the maturity of research integrity landscapes and contribute to a shared understanding of research integrity across Europe and beyond.

While the paragraphs above reflect the long-term strategy that we developed during the year and adopted in September, 2025 has turned out to be crucial in building organisational capacity behind the scenes. ENRIO had already been established as a non-profit association under Belgian law in 2020. In 2025, we began to make full use of this legal structure: opening a bank account in March, ensuring the necessary insurances were in place, employing our first staff member in September, and launching the vacancy for a second one in December. These visible milestones conceal many smaller steps—such as securing affordable office space and comparing labour accident insurance policies.

None of this would have been possible without the essential support of many people and institutions. I gratefully acknowledge the dedication of ENRIO members, the Flemish Commission for Research Integrity (VCWI), the Flemish Government, the ENRIO Secretary,

and my family. With such a vibrant and committed community, it is a real pleasure to chair this association—serving as President of ENRIO is a tremendous honour.

My election in May was only possible because the Flemish Government promised the VCWI a three-year subsidy to bring the ENRIO presidency and office to Belgium. For this support, I sincerely thank Minister-President Matthias Diependaele. My day job—now as for the past twelve years—is coordinating the VCWI, the second-advice body for research integrity in Dutch-speaking Belgium. I am deeply grateful to all VCWI members, and especially to its chair, prof. Gert Storms, for their commitment to European leadership and for their trust in allowing me to combine my day job with a leading role in ENRIO.

Building an organisation in a structural and sustainable way requires considerable effort. After thanking dr. Michaela Lenčėšová in April for her dedicated support to ENRIO over the past two and a half years, we were fortunate to recruit dr. Marie-Madeleine Trottmann as ENRIO Secretary in September, selected from more than one hundred candidates. Marie has already proven to be an energetic and dedicated force in structuring and facilitating our work, carrying the association forward.

Last but certainly not least, I am personally grateful for the continuous support of my family, regardless of how much energy and time ENRIO demanded from me last year.

With a strengthened network, a clearer voice, and growing organisational capacity, ENRIO now enters its next phase with confidence—ready to continue supporting and shaping research integrity across Europe.

On behalf of the Board  
Bert Seghers — ENRIO President (2025-2028)

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## PART I — ENRIO as a Network: Internal Actions and Member Engagement

### 1. Members and Contributors

#### Members and contributors in 2025

The following organisations were members of the ENRIO Association in 2025:

- Austrian Agency for Research Integrity (OeAWI), Austria
- Centre national de la recherche scientifique (CNRS), France
- Commission for Scientific Integrity of Czech Academy of Sciences (CAS), Czech Republic
- Committee for the Integrity of Research in Catalonia (CIR-CAT), Spain
- Conseil Supérieur de l'intégrité scientifique (CSIS), Belgium
- Danish Board on Research Misconduct (DBRM), Denmark
- Ethics Committee of the Slovak Academy of Sciences (SAS), Slovakia
- Ethics Committee of the Spanish National Research Council (CSIC), Spain
- Estonian Research Council (ETAG), Estonia
- Finnish National Board on Research Integrity (TENK), Finland

- Flemish Commission for Research Integrity (VCWI), Belgium
- French Office for Research Integrity (OFIS), France
- Health Research Board (HRB), Ireland
- Luxembourg Agency for Research Integrity (LARI), Luxembourg
- Montenegrin Ethics Committee, Montenegro
- National Board for Assessment of Research Misconduct (NPOF), Sweden
- National Council for Ethics and Integrity in Science, Slovenia
- National Research Council (CNR), Italy
- National Research Ethics Committees (NREC), Norway
- Netherlands Board on Research Integrity (LOWI), Netherlands
- Netherlands Research Integrity Network (NRIN), Netherlands
- Office of the Ombudsperson for Academic Ethics and Procedures, Lithuania
- Ombuds Committee for Research Integrity in Germany (OWID), Germany
- Research Council of Lithuania (RCL), Lithuania
- Swiss Academies of Arts and Sciences (SAAS), Switzerland
- Swiss National Science Foundation (SNSF), Switzerland
- UK Research Integrity Office (UKRIO), United Kingdom

The following organisations were contributors of the ENRIO Association in 2025:

*Affiliates:*

- Deutsche Forschungsgemeinschaft (DFG), Germany
- The European Molecular Biology Organization (EMBO), Germany

*Partner:*

- European Network for Academic Integrity (ENAI), Europe

*Individual research integrity champions:*

- Ana Marušić
- Grace van Arkel
- Helga Nolte
- Jan Brocher
- Julia Verse
- Maura Hiney
- Michael Gommel
- Panagiotis Kavouras
- Urša Opara Krašovec
- Carole Chapin
- Michael Mende
- Andrea Kliewer
- Zoë Hammatt

## Election of new members and contributors

The General Assembly voted for the admission of new members to the ENRIO community during the two ENRIO meetings of 2025. The networks welcomed onboard:

**New member organisations:**

- Research Council of Lithuania (RCL), Lithuania (Oslo meeting)

- Ombuds Committee for Research Integrity in Germany (OWID), Germany (Ljubljana meeting)

#### **New contributors:**

- **Affiliate:** Universidade Católica Portuguesa (UCP), Portugal (Oslo meeting)
- **Partner:** European Network for Academic Integrity (ENAI), Europe (Ljubljana meeting)
- **RI Champions:**
  - Carole Chapin (Oslo meeting)
  - Michael Mende (Ljubljana meeting)
  - Andrea Kliewer (Ljubljana meeting)
  - Zoë Hammatt (Ljubljana meeting)

### Resignation of members and contributors

In 2025 ENRIO received the resignation of Jan Brocher and a demand to suspend membership of the Polish Academy of Sciences (formerly ENRIO member organisation).

## 2. Working groups

### Networking group

ENRIO was established as a group of peers, professionally active in research integrity. Networking and sharing experiences are the historic heart and the key asset of ENRIO. The Networking group discusses how to shape ENRIO's practices and meetings to maximize the value of its experienced membership. It designs the programme for the networking part of ENRIO meetings, gives form to the membership folder, and organises online coffee corners halfway physical ENRIO meetings.

### Policy & positioning group

This group supports and forms ENRIO's role as a leading voice on research integrity. It explores how ENRIO can best contribute to international debates with recommendations, statements and interventions, and it provides strategic recommendations to the ENRIO Board regarding development of partnership and collaborations. This group acts as a sounding board for the Board when fast decisions with strategic implications have to be made.

### Key Concepts working group

To foster a concerted approach in advancing research integrity in Europe, ENRIO established a working group for research integrity-related definitions in 2023. It aimed to map key concepts in the countries represented in ENRIO, and present recommendations. The group completed a report on findings from the survey carried out in 2023-2024, offering interpretations and recommendations to help ENRIO and its members, research performing and funding organisations, national governments, individual researchers and research teams, and other research ecosystem actors to develop effective policies to strengthen research integrity. This report will be published in 2026.

## Working group on Ethics in Social Science and Humanities

The working group was established to discuss and develop resources for research ethics in social sciences and humanities (SSH), supplementing existing resources on research ethics in biomedical research and on research integrity. The working group provides input from ENRIO to relevant processes in policy and practice, serving the development of a framework for research ethics for SSH which is fit-for-purpose, considering cultural differences among countries and disciplines. In 2025, the group provided feedback to the European Commission regarding a future update of the [Guidance Note for Ethics in Social Sciences and Humanities](#).

## Country reports working group

ENRIO's country reports are valued as a great resource, showing the diversity in national research integrity landscapes across Europe. The group explores how they can be further developed (content, structure) to fit their purpose, to strengthen ENRIO and to contribute to the harmonisation of the research ethics and integrity landscape within the European Research Area.

## Horizon Europe monitoring group

ENRIO is occasionally invited to contribute to consortia preparing proposals under Horizon Europe. While the ENRIO legal entity has not, to date, participated directly as a consortium partner, representation has been delegated to member organisations acting on ENRIO's behalf. The Horizon Europe Monitoring Group oversees and coordinates such engagements, ensuring transparency and consistency in how ENRIO is represented by its members, and providing a structured process for handling and assessing new requests for ENRIO involvement.

## Communications working group

This working group focuses on disseminating the activities of ENRIO and its members, both internally and externally. The communication channels include ENRIO's website, social media, newsletter, and the RIPE bulletin. The group works towards a communication strategy for ENRIO and its implementation, in close collaboration with the secretary and the Board.

## **In 2025, the following working groups were established:**

### Working group on Artificial Intelligence (AI)

Artificial intelligence is increasingly shaping how research is conducted, raising new questions for research ethics and integrity. The AI Working Group addresses these developments by examining expected changes across the research lifecycle and clarifying the role of the RI community in responding to them. The AI working group agreed on an ambition plan for the coming years.

## Standing interest group on Research Security

Research security is increasingly recognised as closely intertwined with research integrity, yet it remains unevenly defined and understood across Europe. ENRIO is well placed to provide a forum for structured reflection and exchange on this evolving concept, building on findings of the key concepts working group. The group will work toward defining the scope of its activities, which may include mapping existing national approaches, clarifying interfaces between research integrity and research security, identifying good practices, contributing to guidance and policy discussions, and fostering dialogue with relevant European and international stakeholders.

## ERA Action interest group

The Member States represented in the European Research Area (ERA) Forum have adopted the “ERA Action 18”, aiming to develop a coherent and coordinated approach to ethics and integrity, as proposed by the European Commission. Given the alignment of this ERA Action with ENRIO’s objectives, ENRIO is now officially a stakeholder of the ERA Forum and will contribute to the implementation of ERA action 18 and foster synergies with other ERA actions (Open Science, Research Security, Research Assessment, AI in Science). The ERA action interest group gathers many National Contact Points for the ERA action 18, and works towards knowledge sharing about the ERA Action, exchange of best practice and coordination for a harmonised implementation of the action.

## SIMPLIFY monitoring group

SIMPLIFY (Supporting Institutions in Managing Procedures for Lasting Ethics and Integrity Frameworks and Policy Regulations) is a Horizon Europe Coordination and Support Action contributing to the implementation of ERA Action 18. ENRIO participates in the project as a budgeted collaborator, through a bilateral contract with EUREC, the named beneficiary. The ENRIO SIMPLIFY Monitoring Group was established to coordinate and oversee ENRIO’s involvement in the SIMPLIFY project. The group has been working on shaping and drafting the ENRIO Action Plan and will oversee the implementation of ENRIO’s activities within SIMPLIFY.

## Congress Committee

This standing committee facilitates the sharing of best practices regarding congress organisation within ENRIO. It supports future ENRIO Congress organisers by helping them assess the personnel effort, logistics and other resources required to successfully plan and deliver the event. The group will also prepare a guideline for ENRIO congress organisers outlining key processes, considerations and practical steps.

**In 2025, the following working group ceased to exist:**

## Strategy Group

The ENRIO Strategy working group worked toward the adoption of a long term strategy for ENRIO. This document was successfully produced, reviewed and adopted by the General Assembly during the ENRIO meeting in Ljubljana in September 2025.

### 3. ENRIO Meetings

The members meet twice a year for the “ENRIO Meeting”. The ENRIO meetings are organised to constitute an opportunity to share important national, institutional or thematic research integrity developments and to strengthen the network by sustained exchange and mutual learning (especially through the members’ corner). The General Assembly of ENRIO vzw takes place during each ENRIO meeting.

#### ENRIO Spring Meeting: 23-25 April 2025

The spring meeting took place in Oslo, organised by NREC in close collaboration with the ENRIO Board and hosted by the Norwegian Academy of Sciences and Letters.

With 28 attendees in person, and 5 online attendees.

#### ENRIO Autumn Meeting: 29 September 2025

The autumn meeting took place in Ljubljana, organised by the National Council for Ethics and Integrity in Science of Slovenia, in close collaboration with the ENRIO Board and hosted by the Slovenian Ministry of Higher Education, Science and Innovation.

With 43 attendees in person, and 4 online attendees.

## PART II — ENRIO as the Voice of Research Integrity: Visible Achievements

### 4. Publications and resources

#### **Statement published by ENRIO:**

ENRIO [Statement on Research Integrity and Scientific Freedom](#):

ENRIO published a statement on Research Integrity as a Safeguard for the Freedom of Scientific Research in Responsible International Collaborations. It reaffirms RI and academic freedom as foundational principles of responsible research systems. The statement highlights the risks posed by undue interference, political pressure, and structural constraints on researchers and institutions, and underlines the responsibility of research organisations and policymakers to safeguard conditions that enable independent, critical, and ethically sound research.

This statement emerged from the ENRIO Meeting in April 2025 in Oslo, Norway. ENRIO Board member Helene Ingierd took the initiative for this statement and held the pen of the first version. It was adopted by the ENRIO Board on 20 May 2025.

#### **ENRIO–Science Europe joint statement:**

[Advancing Research Integrity through International Collaboration](#):

The statement builds on a high-level priority-setting workshop jointly organised as part of the ENRIO Congress in Ljubljana and sets out shared principles and action pillars to strengthen research integrity across national, institutional, and international contexts. It highlights the importance of evidence-based approaches, capacity building, integration of research integrity across the research lifecycle, and sustained cross-sectoral collaboration, and

constitutes a shared commitment to contribute to ongoing European efforts, including the implementation of ERA Action 18. This statement was submitted to all ENRIO members for review and approval in December 2025, in accordance with the newly adopted ENRIO positioning procedures, and published in January 2026.

#### **Book of Abstract of the ENRIO Congress on Research Integrity Practice 2025:**

ENRIO supported the publication of the [Book of Abstracts](#) of the ENRIO Congress on Research Integrity Practice 2025, edited by the Congress organisers and published by the University of Ljubljana Press. The volume compiles all accepted abstracts from keynote sessions, invited sessions, oral presentations, posters, workshops, and satellite events, providing a comprehensive overview of the themes and discussions addressed during the Congress.

## **5. Conference, events and webinars**

### European Congress on Research Integrity Practice, Ljubljana, 2025

In September 2025, ENRIO organised the European Congress on Research Integrity Practice in Ljubljana, hosted by the University of Ljubljana at its Faculty of Law. Held from 22 to 24 September, the Congress continued ENRIO's biennial series dedicated to advancing research integrity (RI) practice through peer exchange, professional reflection, and capacity building across Europe and beyond.

The Congress brought together 251 participants from 34 countries, representing a wide range of professional roles, including research integrity officers and practitioners, researchers, research administrators, institutional leaders, and policy experts. Participation was primarily on-site. The diversity of participants and national contexts reinforced ENRIO's role as a central European platform for sharing experience-based knowledge on research integrity implementation.

The thematic focus of the Congress — **Research Integrity, Power Dynamics and Safe Institutional Culture** — addressed structural and cultural factors shaping responsible research practice. In line with international developments, including the Cape Town Statement (2022), the programme emphasised institutional responsibility, fairness, equity, and inclusiveness as core dimensions of research integrity. Particular attention was paid to power imbalances in research environments, abuse of authority, trust in science, training and education, and the interaction between ethical, legal, and governance frameworks.

The scientific programme was developed through a structured and transparent process led by an international Programme Committee, supported by a Local Organising Committee (see below the composition of both committees). It comprised three keynote sessions, an invited session on empowerment in response to abuse of power, a roundtable on tensions between ethics and law, 13 oral sessions with 67 presentations, six workshops, five satellite events, and a poster programme with 18 posters, including short poster pitches. All submissions underwent double-blind peer review, ensuring both quality and thematic coherence across sessions.

Beyond the event itself, the Congress generated lasting open outputs. A peer-reviewed Book of Abstracts was published by the University of Ljubljana Press under a Creative Commons licence, and video recordings of keynote sessions, invited sessions, the roundtable, and concluding remarks were made freely available online. These resources extend the reach of the Congress and support ENRIO's commitment to openness, transparency, and practical knowledge sharing within the research integrity community.

Overall, the ENRIO Congress on Research Integrity Practice 2025 strengthened professional networks, supported mutual learning across national and institutional contexts, and contributed substantively to ongoing European and international discussions on how to foster safe, trustworthy, and responsible research systems. It reaffirmed ENRIO's strategic role in connecting research integrity practice, policy, and institutional implementation.

The Programme Committee was composed as follow:

- Grace van Arkel, Netherlands; ENRIO
- Carole Chapin, France; Ofis; ENRIO-Board; previous Congress Coordinator
- Hjördis Czesnick, Germany; German Research Ombudsman
- Vidar Enebakk, Norway; Norwegian Research Ethics Committee
- Maura Hiney, Ireland; ENRIO
- Marten Juurik, Estonia
- Panagiotis Kavouras, Greece; HEAL-Link Office - Library and Information Centre, Aristotle University of Thessaloniki
- Michaela Lenčesová, Czech Republic; ENRIO Secretary; Assistant of Program Committee
- Vesna Leskošek, Slovenia; University of Ljubljana
- Tom Lindemann, Luxemburg; LARI
- Ana Marušić, Croatia; ENRIO
- Helga Nolte, Germany; ENRIO; Chair of PC
- Urša Opara Krašovec, Slovenia; ENRIO, University of Ljubljana / Coordinator
- Anni Sairio, Finland; TENK; previous Congress Coordinator
- Loreta Tauginienė, Kaunas University of Technology, representative of the Research Council of Lithuania; Member of ENRIO Board (until April 2025)
- Krista Varantola, Finland; Advisor

The Local Organising Committee was composed as follow:

- Krista Varantola, Finland; Advisor
- Marija Bešter Rogač, Faculty of Chemistry and Chemical Engineering, University of Ljubljana
- Dejan Jontes, University of Ljubljana, Rector's assistant for organisation and communication
- Vesna Leskošek, Slovenia; University of Ljubljana
- Aleš Novak, Faculty of Law, University of Ljubljana
- Urša Opara Krašovec, Slovenia; ENRIO, University of Ljubljana / Coordinator
- Nina Peršak, Unit for Research Ethics and Integrity, University of Ljubljana
- Jasna Podreka, Faculty of Arts, University of Ljubljana

## ENRIO Webinar: Ten Years of the Council Conclusions on Research Integrity in Europe (1 December 2025)

ENRIO organised a high-level online webinar to mark the **10th anniversary of the Council Conclusions on Research Integrity in Europe (1 December 2015)**—a milestone policy instrument that has played a decisive role in shaping national and European approaches to research integrity over the past decade. The webinar attracted **213 registrations and more than 140 participants**, reflecting strong and sustained interest from across the European and international research integrity community.

The event provided a dedicated forum to reflect on progress achieved since 2015, assess remaining challenges, and explore priorities for the coming years. It brought together senior representatives from policymaking bodies, research institutions, research-performing and funding organisations, and international science organisations, offering a uniquely cross-sectoral perspective on the evolution of research integrity governance and practice.

The panel featured:

- **Robert Kerger**, Ministry of Research and Higher Education of Luxembourg
- **Maura Hiney**, University College Dublin, co-author of the ALLEA *European Code of Conduct for Research Integrity*
- **Iryna Degtyarova**, SGH Warsaw School of Economics, former co-coordinator of the Eurodoc Research Integrity Working Group
- **Mariëtte van den Hoven**, VU Amsterdam, Chair of NRIN and Co-Chair of NERQ
- **Dorian Karatzas**, Ethics & Integrity Sector, European Commission DG RTD
- **James Morris**, Science Europe
- **Robbert Dijkgraaf**, President-elect of the International Science Council

Discussions highlighted the transformative role of the 2015 Council Conclusions in elevating research integrity as a shared European responsibility. Panellists noted their impact in stimulating the development of national frameworks, strengthening institutional structures, and reinforcing the professionalisation of research integrity roles. Particular emphasis was placed on the growing importance of coordinated approaches across Europe, supported by networks such as ENRIO.

The webinar also addressed emerging and future challenges, including the implications of artificial intelligence for research practice, evolving expectations around transparency and accountability, research security concerns, and the need to foster inclusive and supportive research cultures. Speakers underlined the importance of sustained investment in training, institutional capacity building, and dialogue between policymakers, practitioners, and the research community.

Overall, the anniversary webinar served both as a moment of reflection and as a forward-looking discussion on how to strengthen responsible research practices in a rapidly changing research environment.

## 3rd International Conference “Integrity, Open Science and Artificial Intelligence in Academia and Beyond: Meeting at the Crossroads” (IOSAI-2025)

ENRIO served as an official co-organiser of the 3rd International Conference on Research Integrity, Open Science and Artificial Intelligence in Academia and Beyond: Meeting at the Crossroads. ENRIO member Loreta Tauginienė and partner ENAI were actively involved in the International Scientific Committee, while ENRIO President Bert Seghers gave an opening talk on the first day of the event. The conference brought together researchers, practitioners, and stakeholders to explore the interplay between research integrity principles, open science practices, and the emerging role of artificial intelligence in academic research and scholarly communication. By engaging with these timely and interdisciplinary themes, the event highlighted the opportunities and challenges at the convergence of integrity, transparency, innovation and technology in research environments worldwide.

## 6. European engagement and involvements

### European Research Area (ERA) Forum

The ERA Forum is a key governance body supporting the implementation and monitoring of the ERA, bringing together EU Member States, the European Commission, and recognised stakeholder organisations to coordinate policy actions in research and innovation. In 2025, ENRIO became an official stakeholder of the ERA Forum under Category 7 (Academies of Sciences). Being a stakeholder in the ERA Forum, ENRIO will contribute expertise, exchange information, and engaging in dialogue to support implementation of ERA structural policies and actions. ENRIO expressed its interest and nominated contact points for the following:

- **ERA Structural Policy 1:** Enabling open science via sharing and re-use of data, including through the European Open Science Cloud (EOSC).
- **ERA Structural Policy 5:** Reforming Research Assessment.
- **ERA Action 14:** Facilitating and accelerating the responsible use of AI in science in the EU
- **ERA Action 15:** Enhancing research security.
- **ERA Action 18:** Developing a coherent and coordinated framework for a European approach to integrity and ethics in R&I in the face of emerging challenges.

### Involvement in Horizon Europe projects

#### PREPARED

The overall goal of the PREPARED project is to develop an operational ethics and integrity framework, which safeguards key ethical values, supports a rapid and effective research response to crises and improves overall pandemic preparedness. ENRIO is involved in the Horizon Europe project PREPARED through the Finnish National Board on Research Integrity TENK. Launched in September 2022, the three-year project delivered in 2025 the PREPARED Code Book submitted, launched the PREPARED Code and Book, Harassment Report and Visa Policy Brief at the PREPARED Final Conference at UNESCO and published the TRUST Code Supplement.

TENK's key responsibilities in PREPARED included mapping European regulatory approaches to research integrity, collaborating with stakeholders such as ENRIO and other research ethics organizations. Additionally, TENK ensured that the project's guidelines align with the European Code of Conduct for Research Integrity.

## BEYOND

BEYOND is a Horizon Europe project that investigates the root causes of research misconduct, develops robust methodologies for impactful training and creates and enhances training materials. ENRIO is represented in BEYOND by project partners TENK in Finland and OFIS in France. The BEYOND project (2023-2025) took a behavioral science approach to examining institutional and career-related factors that contribute to research misconduct, aiming to develop models to address and mitigate these risks. TENK's primary role in BEYOND was to oversee communication efforts. Additionally, TENK provided expertise on the effectiveness of existing training models designed to prevent research misconduct and assesses the impact of misconduct investigations on the researchers involved.

## RE4GREEN

Research Ethics and integrity for the GREEN transition (RE4GREEN) is a three-year project (2024-2027) funded by Horizon Europe aiming to develop an encompassing framework supporting the transition to a sustainable economy and society. This framework will address ethics and integrity concerns in research and innovation with potential environmental and climate impacts. ENRIO is involved in RE4GREEN through the membership of Oldřich Tůma in a Stakeholder Advisory Board.

## SIMPLIFY

Supporting Institutions in Managing Procedures for Lasting Ethics and Integrity Frameworks and Policy Regulations (SIMPLIFY) is a three-and-half years (2026-2029) Horizon Europe Coordination and Support Action contributing to the implementation of ERA Action 18 "Developing a coherent and coordinated framework for a European approach to integrity and ethics in R&I in the face of emerging challenges". ENRIO is one of the main partners contributing to the SIMPLIFY project. In 2025, ENRIO contributed inputs to the shaping of the SIMPLIFY project through EUREC, engaged in dialogue with other partners from the project and defined the scope of its activities to contribute to the success of the SIMPLIFY project. ENRIO will be represented by a dedicated new staff member (ENRIO SIMPLIFY Project Manager) in SIMPLIFY Stakeholder Advisory Board, participate in Management Board and Steering Committee meetings, engage in the building of the SIMPLIFY Community of Practice, and commit to tasks agreed on during the first quarter of 2026.

## Involvement in other projects

### United2Act

United2Act (U2A) is a global initiative launched in 2023 to address the growing challenges posed by paper mills and the systematic manipulation of the scholarly publication process. Such practices represent a serious threat to the integrity of the scientific literature. These challenges cannot be effectively addressed by individual actors alone, which is why U2A aims to build coordinated, collective actions across the research and publishing ecosystem.

In 2025, ENRIO joined the Phase 2 (2025-2027) of the U2A project, which will be a 2-year collaborative project centred on community engagement. ENRIO is involved through the participation of Bert Seghers to the working groups on Stakeholder Responsibilities and on Funder Outreach.

## **7. Contributions by invitation**

### Feedback to the European Commission's Ethics in SSH Guidance Note

Upon informal request of the European Commission Ethics sector of the Directorate General for Research and Innovation, the ENRIO working group on Ethics in Social Science and Humanities delivered Consolidated comments on the European Guidance Note on Ethics in Social Science and Humanities (2021), which were implemented into the revision process of this document.

### NASEM Session on Scientific Corrections & Retractions

On 14 October 2025, the National Academies for Sciences Engineering and Medicine (NASEM) organised the Europe Regional Learning Session on Scientific Corrections & Retractions (online). As President of ENRIO, Bert Seghers was invited to share the network's views in a panel discussion on Regional Perspectives on Scientific Corrections and Retractions. He discussed potential ways of improving trust between research integrity officers and editorial offices of publishing houses.

### STM Research Integrity Day

On 10 December 2025, International Association of Scientific, Technical & Medical Publishers (STM) organised the STM Research Integrity Day in London. As ENRIO President, Bert Seghers was invited to participate as speaker in a panel session on Strengthening Research Integrity: A Multi-Stakeholder Dialogue.

## **8. Partnerships and collaborations**

### ENAI

ENRIO's partnership with ENAI was formally established during the ENRIO meeting in Ljubljana in 2025. The collaboration builds on shared objectives in promoting academic and research integrity across Europe and will be further nurtured through continued cooperation within the SIMPLIFY project. Through this partnership, ENRIO and ENAI aim to bring their respective communities closer together and to jointly contribute to greater coherence and harmonisation within the European research and academic integrity landscape.

### Science Europe

ENRIO and Science Europe jointly organised the High-level Priority-Setting Workshop "Towards an Agenda of Actions and Interventions to Foster Research Integrity", held on 22 September 2025 as a satellite event of the ENRIO Congress in Ljubljana. The workshop provided a dedicated space for strategic exchange among key stakeholders and laid the

groundwork for the joint ENRIO–Science Europe statement “Advancing Research Integrity through International Collaboration”. A comprehensive report of the workshop discussions will be published at a later stage. Through this collaboration, ENRIO and Science Europe demonstrate their shared commitment to coordinated action and to supporting the implementation of ERA Action 18 on research integrity.

## ALLEA

The leadership of ALLEA and ENRIO held a joint meeting to confirm the alignment of the organisations’ goals with respect to strengthening research integrity in Europe, and agreed on how to work together towards these goals and mutually reinforce each other.

## Springer-Nature

ENRIO has explored collaborative opportunities with Springer-Nature regarding the reuse of ENRIO’s [handbook](#) of recommendations on investigation of research misconduct (2019) as training materials for the scholarly publishing ecosystem.

# PART III — ENRIO as a Legal Entity: Organisational Development

## 9. Governance and structures

In line with [ENRIO’s statutes and internal rules](#), ENRIO’s governance is ensured through its General Assembly (GA) and Board, and supported by the Secretariat.

### General Assembly

The General Assembly (GA) serves as ENRIO’s highest policy and decision-making authority. It is made up of all Member Organisations. In 2025, the GA convened twice: during the ENRIO Spring Meeting in Oslo, and during the ENRIO Autumn Meeting in Ljubljana. The GA provides a forum for member organisations to review ENRIO’s activities, discuss strategic priorities, and take formal decisions on key organisational matters. In 2025, the GA admitted new members and adopted, as prepared by the Board, the annual report 2024, the membership fees for 2026, the Living Strategy 2030, a procedure for taking positions on behalf of ENRIO.

### Board

The ENRIO Board provides strategic leadership and oversight of the organisation, ensuring that ENRIO’s activities align with its mission, statutes, and strategic priorities. The Board supports the implementation of the annual work programme, oversees financial and organisational matters, and represents ENRIO in external engagements. Since September 2023, ENRIO Board members have acted as natural persons. In May 2025, the Board appointed Bert Seghers as the new ENRIO president for a renewable term of three years.

ENRIO Board members and their areas of responsibility:

- Bert Seghers: President, ensured the continuity of the ENRIO secretariat from May to September 2025.
- Oldřich Tůma: Finances and treasury.
- Pablo Fernandez: Networking within ENRIO.
- Kalle Videnoja: Membership
- Helene Ingierd: External networking and collaborations, policy, overall strategy.
- Carole Chapin: External networking and collaborations, policy, overall strategy.
- Tom Lindemman: External networking and collaborations, policy, overall strategy.

The ENRIO Board held online meetings on February 4, March 12, April 2, May 5, July 4, August 22, September 19, October 17, November 21, and December 19.

## Secretariat

The ENRIO Secretary plays a central role in supporting the governance and effective functioning of the organisation, acting as the primary point of coordination between the Board, the General Assembly, working groups, and external partners. The Secretary supports the implementation of decisions taken by ENRIO’s governing bodies, oversees day-to-day communications and operations, ensures continuity across ENRIO’s activities, and contributes to organisational development, administrative coordination, and the professionalisation of ENRIO’s structures.

Michaela Lenčářová has acted as ENRIO Secretary from October 2022 until April 2025. From May 2025 to September 2025, the ENRIO office work was ensured by Bert Seghers (ENRIO president) supported by the ENRIO Board. In September 2025, Marie-Madeleine Trottmann was hired as the new ENRIO Secretary.

## ENRIO’s Organigram



## 10. Employment & Human Resources (HR)

In 2025, ENRIO strengthened its organisational capacity through the recruitment of a full-time ENRIO Secretary based in Brussels (Marie-Madeleine Trottmann). The position was publicly advertised, and the recruitment process was conducted in a transparent and fair manner, in line with ENRIO's principles of good governance. The employment was established in accordance with Belgian labour law and based on the Flemish public function pay scale. In parallel, ENRIO prepared the planned recruitment of a Project Manager in early 2026 and documentation of internal HR procedures.

## 11. Office professionalisation

With the establishment of the new ENRIO Office in Belgium, many procedures and good practices were established and are documented in ENRIO's internal procedural handbook for future reference.

### Bank account and financial management

In 2025, ENRIO continued to professionalise its internal operations and administrative structures. A key milestone was the establishment of ENRIO's bank account in March. The ENRIO funds were transferred from the dedicated bank account at the Czech Academy of Sciences to the ENRIO newly created bank account in May 2025. Financial management and oversight were ensured through regular review by the Board. The ENRIO Secretary manages day-to-day financial administration, including the collection of membership fees and production of financial reports.

### Legal and fiscal compliance

As a Belgian legal entity, ENRIO ensures legal and fiscal compliance, including depositing the annual accounts with the Belgian Authorities and filing the tax return. Internal procedures are developed and documented to align with legal requirements and good governance principles, ensuring appropriate handling of contractual, employment, financial and fiscal obligations.

### Data management

The Secretary worked toward ensuring continuity in proper data management to ensure sustainable traceability of ENRIO's activities through time.

## 12. Finances

### Income

ENRIO's income amounted to 49 760 €. This consisted uniquely of membership fees, which represent ENRIO's core source of funding in 2025.<sup>1</sup> This total income corresponds to the membership fees of:

- 7 large full member organisations (3500 €/organisation)

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<sup>1</sup> In 2026, additional incomes will include funds related to ENRIO participation in the SIMPLIFY project, as well as an annual subsidy from the Flemish government during three years.

- 17 small full member organisations (1500 €/organisation, 750 € for members joining during the ENRIO spring meeting)
- 2 affiliates organisations (900 €/organisation, 450 € for members joining during the ENRIO spring meeting)
- 10 individual RI champions (180 €/individual, 90 € for members joining during the ENRIO spring meeting)

## Expenses

Total expenses in 2025 amounted to 32 499.19 €. In 2026, additional expenses will include salary costs for the newly recruited ENRIO Project Manager for SIMPLIFY, increased travel expenses related to the increased number of employees and the WCRI in Vancouver, and the renting of office space in Brussels.

The total expenses above mentioned corresponds to:

- Banking Expenses: 15.77€
- Salary and Employer expenses: 19 144.15€
- Insurance, Legal & Tax services: 485.42€
- Office expenses, Printing & Material purchase: 1246.3€
- Website and domain names: 310.44€
- Audit & Accounting: 150€
- Travel & Accomodation: 1154.35€
- Financial support to the ENRIO Congress: 10 000€

## Financial Result

The financial year resulted in a surplus of 17 253.60 €. This exceptionally high number is explained by the unforeseen lack of an ENRIO secretary from May until September 2025, due to uncertainties and delays around the change of presidency in May 2025.

## 13. Communications

ENRIO ensured regular and structured communication through its established channels. The [ENRIO website](#) remained the primary source of information on ENRIO's activities, and was subject to regular updates by the ENRIO office to ensure accuracy, relevance, and accessibility of content.

ENRIO also maintained an active presence on social media. LinkedIn continued to serve as ENRIO's primary social media platform and the [ENRIO LinkedIn page](#) experienced increased visibility and engagement, supporting outreach to the wider research integrity community. In 2025, ENRIO created a new [LinkedIn profile](#) to complement the ENRIO company page.

During the year, ENRIO decided to stop using X (formerly Twitter) as a communication channel.

In addition, ENRIO remained committed to sharing information on important developments, events, and outputs organised by its member organisations and partners, thereby supporting mutual visibility, knowledge exchange, and community-building across the European and international research integrity landscape.