Registered number: 08239097
Charity number: 1149638

THE FEDERATION OF EUROPEAN BIOCHEMICAL SOCIETIES

(A Company Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

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COMPANIES HOUSE

THE FEDERATION OF EUROPEAN BIOCHEMICAL SOCIETIES
(A Company Limited by Guarantee)

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THE FEDERATION OF EUROPEAN BIOCHEMICAL SOCIETIES
(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 DECEMBER 2024

Trustees

P Laidler, Congress Counsellor (appointed 1 January 2020)
F Michelangeli, Treasurer (appointed 1 January 2017)
F G Sağın, Chair, Education and Training Committee (appointed 1 January 2019)
I Diaz Moreno, Chair, Careers of Young Scientists Committee (appointed 1 January 2018)
M De La Rosa, Secretary General (appointed 1 January 2015)
J Dumić, Chair, Integration and Networking Committee (appointed 1 January 2017)
E Fragkoulis, Chair, Science and Society Committee (appointed 1 January 2017)
A Krol, Vice Chair; Chair, Excellence Awards and Fellowships Committee (appointed 1 January 2017)
J Buchner, Chair, Publications Committee (appointed 1 January 2021)
X D C Coumoul, Co-Chair, Integration and Networking Committee (appointed 1 January 2022, resigned 31 December 2024)
C Dean, Chair, Working Group on Women in Science (appointed 1 January 2023)
G Soveral, Chair (appointed 1 January 2023, resigned 31 December 2024)
M Maccarrone, Chair, Advanced Courses Committee (appointed 1 January 2024)
M Magnani (appointed 1 January 2025)

Company registered number

08239097

Charity registered number

1149638

Registered office

2d & 2e, St Andrew's House, 59 St Andrew's Street, Cambridge, CB2 3BZ

Company secretary

Professor M De La Rosa

Independent auditors

Hill Wooldridge & Co. Limited, Monument House, 215 Marsh Road, Pinner, HA5 5NE

Bankers

HSBC UK Bank PLC, 1 Corn Market & Church Street, High Wycombe, HP11 2AY

Investment managers

J.P. Morgan Private Bank, 60 Victoria Embankment, London, EC4Y 0JP

Cazenove Capital, 1 London Wall Place, London, EC2Y 5AU

Sarasin & Partners, Juxton House, 100 St Paul's Churchyard, London, EC4M 8BU

CCLA, 1 Angel Lane, London, EC4R 3AB

REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

PITCH, Property Income Trust for Charities, Swiss Life Asset Managers UK Limited, 55, Wells Street, London W1T 3PT

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2024

The Trustees present their annual report together with the audited financial statements of the Company for the year 1 January 2024 to 31 December 2024. The Annual Report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual Report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Company qualifies as small under section 382 of the Companies Act 2006, the Strategic Report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

FEBS is registered as a charity (registered charity number 1149638), and is a company limited by guarantee (registered company number 08239097). The Memorandum and Articles of Association by which FEBS is governed can be found here: https://www.febs.org/wp-content/uploads/2025/03/FEBS-Memorandum-and-Articles-of-Association-2025.pdf.

Organisation and membership

FEBS was founded on 1st January 1964 and is a Federation of biochemistry and molecular biology societies. In 2024, its Constituent Societies spanned 39 countries in Europe and neighbouring regions and included 35 Member Societies and 4 Associate Member Societies. The Constituent Societies of the Federation in 2024 are given in Appendix 1, and their membership numbers in Appendix 2 (totalling 23,743 individual members in 2024). (2 societies – Russia and Belarus – had their membership of FEBS suspended following a Council vote in 2022 and they currently remain suspended.)

FEBS is governed by a Council composed of one delegate from each of the Constituent Societies as well as the members of the Executive Committee. FEBS Council meets once a year at the annual FEBS Congress. The Council elects members of the FEBS Executive Committee for three-year terms (except the Chair and Vice-Chair positions), as well as ordinary members of the FEBS Committees and Working Groups (delegated specific areas of FEBS activities) for four-year terms, in a secret ballot. The Vice-Chair of the Executive Committee, who after one year becomes Chair, is appointed by the Society hosting the annual Congress and Council Meeting in the previous year.

Subject to the Council, the administration of the Federation is vested in the FEBS Executive Committee (the 'FEBS Officers'). The Executive Committee consists of the Chairperson, the Vice-Chairperson, the FEBS Secretary General, the FEBS Treasurer, the FEBS Congress Counsellor, and the FEBS Committee and Working Group Chairpersons. With the exception of co-opted Acting Chairpersons (e.g. following resignations prior to Council elections), FEBS Officers are the FEBS charity Trustees and company Directors responsible for the actions of FEBS. The names of the members of the Executive Committee and the names of members of other Committees and Working Groups in 2024, together with dates of appointments and geographical distribution, are set out in Appendix 3.

The FEBS Trustees/Directors are distinguished scientists and (with the exception of the Executive Committee Vice Chair and Chair, as explained above) elected by FEBS Council from nominations put forward by FEBS Constituent Societies. Before formal appointment, newly elected Trustees/Directors sign the Charity Commission's 'Declaration of eligibility for newly appointed Trustees' and are referred to the Charity Commission's guidance on the role of Trustees as well as Companies House information on Director/Secretary roles.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

OBJECTIVES AND ACTIVITIES

Objectives
The objectives of FEBS are to contribute to and promote the advancement of research and education for the public benefit in the sciences of biochemistry, molecular biology and related disciplines (but only in so far as such related disciplines are ancillary to the main object), by all suitable means and in particular by:

- holding and arranging congresses, training and educational courses on matters connected with biochemistry and molecular biology and related disciplines.
- facilitating and supporting the exchange of scientific information between biochemists, molecular biologists and scientists working in related disciplines generally and especially in Europe and other countries of Constituent Societies.
- facilitating and supporting the training of young scientists in research, in the form of fellowships and Excellence Awards; and
- organising the editing and publication of scientific research and educational material in biochemistry and molecular biology and related disciplines.

Activities
The following paragraphs and their associated appendices outline activities in 2024 from the different Committees and Working Groups of FEBS. Extensive information on FEBS work is also available on the FEBS website at www.febs.org and highlights appeared in the issue of FEBS News (pdf magazine) in 2024: https://www.febs.org/news/febs-news-magazine/.

Strategic Priorities 2025 – 2028
FEBS future income faces a less certain future due to open access publishing, uncertainty about the future of academic publishing models and reduced income from our publishing agreement, as well as due to the current difficult socio-economic circumstances worldwide impacting on our investment returns. There are positive prospects including the scientific community's contribution to the pandemic and opportunities to work more closely with FEBS member societies and other closely related scientific organisations to provide benefit to molecular life sciences in Europe and beyond.

During 2023 and 2024, FEBS has undertaken a review and formulated its strategic priorities for the next five years, led by the Executive Committee and in consultation with FEBS Council.

The main topics identified during this process were:

- Collaboration and synergy;
- Congress and events;
- Income and diversification; and
- Marketing and promotion.

Following this initial work, necessary updates to FEBS Articles and By Laws will be drafted for Council approval, followed by the timeline for the implementation phase of the priorities identified.

Scientific publications
FEBS owns four journals for the publication of research papers, reviews and discussion in the molecular life sciences: *The FEBS Journal, FEBS Letters, Molecular Oncology and FEBS Open Bio.* They are published on behalf of FEBS by Wiley and aim to provide high-quality peer review, fast publication, and a variety of enhanced features for both authors and readers. The journals provide most of the income to fund FEBS' other activities.

The Publications Committee oversees the operation and development of FEBS' journals and in 2024 was under the chairmanship of Johannes Buchner. All four journals are internationally recognised to be of high quality as detailed below. The four journals are fully digital and can be reached through the FEBS Press platform (www.febspress.org).

The FEBS Press journals embrace changing publishing practices and offer simple submission in any format and a smooth publication process, with fair and transparent peer review managed by editorial board members who are experts in the field. Thorough ethics and research integrity checks are run by our experienced editorial staff prior to article publication. All journals now publish peer review reports alongside research articles. Authors of articles rejected by one FEBS Press journal can choose to have their manuscript automatically transferred to another. All journals offer open access options; about 70% of total articles published in 2024 were open access (similar to 2023).

- The FEBS Journal (www.febsjournal.org) publishes high-quality full-length research papers relevant to the molecular, cellular and biochemical life sciences. The journal also publishes a diverse portfolio of commissioned front-half content review and editorial content, including State-of-the-Art Reviews, Commentaries, Discovery-in-Context Reviews, Structural Snapshots, Viewpoints, Words-of-Advice guides and interviews with eminent scientists (In Conversation With ...). Key metrics for 2023 published in 2024: Impact Factor 5.5, CiteScore 11.7. In 2024, the median time from submission to first decision after peer review 47 days. In 2024, the journal published 318 articles in 24 issues. Authors have the option of publishing their article open access.

- FEBS Letters (www.febsletters.org), publishes research reports (both short reports and full-length articles) that significantly impact and advance knowledge in the molecular biosciences; editorial speed is a key feature of the journal. The journal also publishes a diverse range of Reviews (including In a Nutshell and Perspectives) and other front-half content (Commentaries, Scientists' Forum). Key metrics for 2023 published in 2024: Impact Factor 3, CiteScore 6.6. Median time for submissions to first decision after peer review 28 days. In 2024, the journal published 227 articles in 24 issues. Authors have the option of publishing their article open access.

- Molecular Oncology (www.moloncol.org) publishes high-impact research articles in basic, translational and clinical cancer research. The journal also publishes commissioned reviews and policy papers discussing emerging concepts in cancer research, cancer diagnosis, prevention and care. Key metrics for 2023 published in 2024: Impact factor 5, CiteScore 12.6. Median time from submission to first decision after peer review 47 days. In 2024, 169 articles were published in 12 issues. The journal is fully open access.

- FEBS Open Bio (www.febsopenbio.org), publishes research articles, methods and protocols across the molecular and cellular life sciences, with the emphasis on technical and ethical quality rather than subjective judgements of significance. Research articles on Education in the molecular life sciences are published free of charge. Key metrics for 2023 published in 2024: Impact factor 2.8, CiteScore 5.1. Median time from submission to first decision after peer review 36 days. In 2023, 149 articles were published in 12 issues. The journal is fully open access.

Excellence Awards and Fellowships Committee
The report from the 2024 Chairman of the Fellowships Committee, Prof. Alain Krol, provides information on the range of applications received for the various categories of Fellowships.

FEBS Excellence Award
The first call for this new program was made in June 2021 and a call has taken place each subsequent year. This award is intended for early-career scientists who have been established in a salaried capacity in a host institution of a FEBS Constituent Society as a Principal Investigator (PI) for at least one year. The Award is endowed with a €100,000 grant for 3 years to be used exclusively for purchasing consumable/equipment. In 2024, 40 eligible applications were received and 10 were awarded. The first FEBS Excellence Award Meeting took place in Pavia Italy immediately before the FEBS Congress. Several of the FEBS Excellence awardees volunteered to mentor a group of the Young Scientists' Forum (YSF) participants. This was a great success and will be repeated in 2025.

FEBS Short-Term Fellowships
61 eligible Short-term Fellowships (STFs) applications were received in 2024 and 29 were awarded. These funds enable active young scientists to work for up to two or three months in laboratories in another FEBS country. In 2024, 30 eligible Summer Fellowship applications were received and 10 were awarded to promising Masters/PhD students to provide a laboratory experience.

Ukrainian Short-Term Fellowships (USTs): these were introduced in spring 2022 to help scientists in or displaced from Ukraine. They support visits to a host laboratory for up to 4 months. The decision for acceptance is given rapidly - usually within 3 weeks of applying. 10 USTs were awarded in 2024, the value of the financial support ranged from 1 to 4 months.

The Long-Term Fellowship scheme has ended and there were none in 2024. The Collaborative Experimental Scholarship (CDS) scheme has also ended.

Advanced Courses
In 2024 17 courses took place (5 Advanced Lecture Courses, 4 joint FEBS/EMBO Lecture Courses, 2 Practical Courses, 1 combined Practical and Lecture Course, 0 Special Meetings and 5 Workshops) with continued EMBO and IUBMB support. FEBS Advanced Courses provide research updates and teaching from scientific leaders in a particular field and are particularly valuable for early-career researchers. Interaction of participants with experts and peers is facilitated through a variety of session formats.

In 2024, grants to course organisers totaled approximately €359,000. Furthermore, Youth Travel Fund (YTF) grants, which in 2024 totaled €84,000 were given to support participation in Advanced Courses to 82 young members of FEBS Constituent Societies from outside the host country (96 YTFs were given in 2023). In addition, 12 IUBMB-transcontinental YTFs supported the participation of students outside the FEBS area.

A collaboration between the FEBS Advanced Courses Committee and FEBS Letters, which was initiated in 2019, continues and has been expanded to the other FEBS Press journals. Course organisers are encouraged to contribute high-quality material in the form of a Special Issue or a Virtual Issue, to provide the organisers with the opportunity to gain broad visibility of their work in a well-reputed journal.

In 2024 a new collaboration was initiated between Advanced Courses and FEBS Press. A FEBS Press Editor will be present at each Advanced Course and make a short presentation, with a focus on the journal the Editor works for. If invited to do so, the Editor will also give a talk related to publishing. Special content authored by Advanced Course invited speakers is often commissioned before or during the Advanced Course.

The 48th FEBS Congress
The annual FEBS Congress is overseen by the FEBS Congress Counsellor (who, in 2024, was Prof. Piotr Laidler), jointly with the Secretary General (who, in 2024, was Prof. Miguel A. De la Rosa). The 48th FEBS Congress, with the title *Mining biochemistry for human health and well-being*, took place from 29th June to 3rd July 2024 in Milan, Italy and was hosted by the Italian Society for Biochemistry and Molecular Biology (SIB). The Congress bid was accepted in a vote by the FEBS Council at their meeting in 2020.

The Congress attracted 2,075 participants (including all registration categories, speakers and exhibitors) from 63 countries and the event featured an attractive scientific program comprising 15 plenary lectures, 68 regular speakers across 30 symposia sessions, 12 special sessions covering educational, societal and scientific issues, European and Italian initiatives, workshops, the YSF Bridge and Science in the Street event for members of the public, as well as 12 speed talks and poster sessions. 1,579 abstracts were accepted.

FEBS continued to provide specific additional funding support for Ukraine scientists or displaced from Ukraine who were submitting abstracts to the 2024 Congress (as was offered at the 2022 and 2023 Congresses).

In addition to providing a grant for the organisation of the Congress, FEBS continues to support the participation of young scientists at the event through Congress bursaries and through its Young Scientists' Forum awards

(usually 100 participants, including the organising committee). FEBS provides support with reduced registration fees for FEBS members of Hinari (Research4Life) countries in the FEBS area called the Sprinzl Scheme.

Congress Management and Development and future Congresses
The future FEBS Congresses and Young Scientist Forums (YSF) will be as follows:

- the 49th FEBS Congress, hosted by the Turkish Biochemical Society, will take place in Istanbul, Türkiye, 5th – 9th July 2025, preceded by the 24th FEBS YSF;
- the 50th FEBS Congress, hosted by the Netherlands Society for Biochemistry and Molecular Biology, will take place in Maastricht, The Netherlands 4th – 8th July 2026, preceded by the 25th FEBS YSF;
- the 51st FEBS Congress, hosted by the Latvian Biochemical Society, will take place in Riga, Latvia in 2027, preceded by the 26th FEBS YSF.

FEBS continues to take out a cancellation insurance policy for each Congress and, although event insurance cover has changed because of the COVID-19 pandemic, FEBS takes out this insurance policy, as an example of FEBS' responsibilities as a charity to manage risk and effectively deliver its aims, along with the contracts in place with the Professional Congress Organiser (PCO) and Host Society.

Young Scientists' Forum
The Chairperson of the Careers of Young Scientists Committee, Prof. Irene Díaz-Moreno, and an organising committee of young scientists organised the YSF. The 23rd YSF took place in Pavia, Italy on the 26-29 June 2024. 273 applications were received from 28 countries. 100 pre-and post-doctoral young scientists from FEBS member societies, representing 28 FEBS member society countries, attended the event, supported by grants from FEBS and 2 places supported by the Biochemical Society (UK) and the IUBMB. The program consisted of an Opening Lecture and 3 Keynote Lectures, 6 'YSF Career Speakers' across 3 sessions on 'Career Skills', 10 selected Oral Communication talks across 2 sessions as well as social activities. YSF participants also attend the Congress, during which the YSF Bridge event was held. This event was organised by the Chairperson and an international organising committee of young scientists.

ENABLE
The FEBS-IUBMB-ENABLE conferences are 3-day international and interdisciplinary events for PhD students and postdocs, hosted at different research institutes each year. These events are organised by young scientists for other young scientists, and they offer an opportunity to learn, network, explore career options, and gain skills in outreach and science communication.

The FEBS-IUBMB-ENABLE Symposium was held in Europe in 2022 and 2023, in Singapore in 2024 and will be held in Glasgow, Scotland in 2025.

The FEBS-IUBMB-ENABLE 2024 conference, with the title "Artificial Intelligence: Reshaping biomedical and healthcare research', was hosted by the The Lee Kong Chian School of Medicine – The Nanyang Technological University, Singapore on 4 – 6 December 2024. More than 260 young researchers participated from 22 countries, representing 36 nationalities within and outside of the EU. The conference included a scientific symposium, workshops on personal and professional development, and 10 keynote lectures. 20 travel grants were funded by the consortium.

The agreement between FEBS, IUBMB and ENABLE partners (IRB Barcelona and SEMM Milan) was renewed for the period 2026 – 2029. The renewed agreement increases the budget for each event, and all conferences will be held in Europe. In addition, all travel grantees must be members of the FEBS Constituent Society. The collaboration with FEBS Press will continue with the publication of the conference report and abstracts in a FEBS Open Bio supplement.

FEBS 3+ Meetings and FEBS National Lectures
FEBS supports scientific events of its Constituent Societies through the FEBS3+ meetings program and the FEBS National Lecture scheme, overseen by the FEBS Congress Counsellor (Prof. Piotr Laidler in 2024). The FEBS3+ meetings program provides funding for meetings organised through collaborations of at least three

FEBS Constituent Societies. FEBS approved an application for the Croatian Society of Biochemistry and Molecular Biology (HDBMB) to host the joint scientific congress Exploring Molecular Frontiers in Pula, Croatia in September 2024, in conjunction with the member societies of Finland and Sweden. This meeting featured 18 invited speakers including 5 plenary speakers and 8 sessions. FEBS support consists of €10,000 to the host society for general meeting organisation and €10,000 to support the attendance of young scientists from the other participating societies.

In 2024, FEBS supported 7 FEBS National Lectures, by funding the attendance of key speakers from a different FEBS country invited by a FEBS Constituent Society to their national meeting through FEBS National Lecture Awards. The seven FEBS National Lectures were awarded to national society meetings of the member societies of Finland, France, Germany, Greece, Norway, Spain and Tunisia.

Other events
In the framework of promoting FEBS' journals and FEBS' collaborations with related international organisations of molecular life sciences, FEBS continues to support, through sponsorship of events and travel costs for distinguished speakers to deliver lectures at annual meetings of learned societies of biochemistry/molecular biology/cell biology in parts of the world with rapidly developing contributions to molecular life sciences research.

Science & Society (S&S)
The Science and Society Committee activities in the year 2024 included:
1. The Science and Society Special Session during the FEBS Congress in Milan, July 2024, was held as a Science in the Street event, entitled 'The importance of doing the right thing at the right time. How the circadian rhythms improve the quality of life'. This event was open to members of the local community, alongside participants of the Congress.
2. Undertaking FEBS lecture at HSBMB National Congress 2024.
3. Participating in Biomedical Alliance activities. Through active participation in activities of Biomed Alliance (General Assemblies, Policy officers' meetings and task forces) the S&S Committee contributed in several suggested documents for the shaping of European policy.
4. Joining in Initiative for Science in Europe (ISE) activities: following active negotiation for the rejoining of FEBS with ISE, FEBS became a full member in 2024.
5. Publishing a book in conjunction with the Hellenic Society of Biochemistry and Molecular Biology (HSBMB) and Prof. Fragkoulis, about the development of biochemistry in Greece.
6. Participating in the FEBS Network.

Education
The Education Committee has the mission of promoting education and training of the highest quality in molecular life sciences in Europe at both undergraduate and postgraduate levels. The committee's activities include: organising and funding education events, running the Education Ambassadors initiative, supporting the open access journal FEBS Open Bio's section devoted to education and overseeing and contributing to the Educator Channel on the FEBS Network. FEBS Education Committee also works collaboratively with FEBS Advanced Courses Committee and FEBS Careers of Young Scientists Committee. These are the Education Committee activities held in 2024.

Education Committee Meetings: the committee met in-person in March 2024 in Antalya, Türkiye,. Another in-person meeting was in Athens, Greece, in October 2024.

FEBS Education and Training Conference
The inaugural FEBS Education and Training Conference (ETC) was held in Antalya, Türkiye, from March 20-23, 2024. The event was organised by the FEBS Education and Training Committee. This first-ever Molecular Life Sciences Education Conference in Europe, was a groundbreaking event that brought together educators and scientists to explore and advance education and training in molecular life sciences. There were 118 participants from 29 countries. The program was rich with 1 panel discussion, 5 plenary lectures, 10 invited talks, 1 satellite symposium, 8 workshops (3 FEBS Education and Training Academy Workshops and 5 Education Workshops), 16 short presentations and 17 poster presentations.

FEBS supported Society Education Events
SPB (Portuguese Biochemistry Society) Education Event - The (SPB) organised a dedicated Education Symposium – 'Biosciences Education Symposium' - within the XXII National Congress of Biochemistry (October 24-6, 2024).

RSBMB (Romanian Society of Biochemistry and Molecular Biology) Education Event 'Promoting visual literacy in bio-molecular sciences education' (September 24, 2024) was organised as a satellite event preceding Annual International Conference of the RSBMB.

FEBS Education and Training Academy
During the FEBS Education and Training Conference, FEBS launched the FEBS Education and Training Academy with the mission to provide high-quality training to all those engaged in molecular life sciences research, education and training, fostering a community dedicated to excellence in science. The vision of the Academy is to be a globally recognised leader in providing training and support to researchers and educators in molecular life sciences, thus contributing excellence in science, education and innovation for a better future.
The aims are to:
• Establish a coherent roadmap to upskill educators and trainers
• Create and offer high-quality and comprehensive programmes of development in education and training
• Empower educators and scientists with knowledge, skills, and resources needed for providing innovative and effective teaching and training
• Establish and promote qualified certification process for individuals who complete the FEBS Education and Training Academy's programs, nurturing their professional growth and career opportunities.

FEBS Education White Paper
FEBS Education and Training Committee has published a groundbreaking white paper outlining the critical challenges, opportunities, and necessary actions for the future of molecular life sciences education and training. With rapid advancements in digital technology, artificial intelligence, and interdisciplinary science, the need for evidence-based, student-centred, and inclusive educational practices has never been greater. This newly published white paper in FEBS Open Bio (open access at https://febs.onlinelibrary.wiley.com/doi/full/10.1002/2211-5463.13916) presents a comprehensive roadmap for institutions, educators, and policymakers.

48th FEBS Congress Education Activities
FEBS Education Committee organised various activities at the 48th FEBS Congress:
1) Education Session with IUBMB - From passive students to active learners: reimagining education with student-centered tools and unlocking engagement in the digital age (July 2) Organised by FEBS and IUBMB). There were 2 talks followed by 2 related workshops1) 'Enhancing Learning through Student-Centered Teaching Methods', Dr. Sara Petchey (University of Zurich, Institute of Education)
2) 'Fostering Sustainable Communities of Learning to Promote Learner Engagement', Dr. Fun Man Fung (Department of Chemistry, National University of Singapore)

FEBS Education National Lecture
The FEBS Education and Training Committee launched a new initiative to support scientific societies in their efforts to promote high-quality education in the life sciences, with a particular focus on the training of young scientists. The FEBS Education National Lecture provides financial support for up to two plenary lectures or keynote talks on education at scientific congresses each year. In October 2024 Prof. Thomas Lancaster gave a lecture on "Academic Integrity in the Generative AI Age", at the Biosciences Education Symposium, which was included in the XXII National Congress of Biochemistry, 24-26 October 2024, Aveiro-Portugal.

Contribution to FEBS Network
Several posts were published on the FEBS Network Educator channel in 2024, including:

- "We cannot change teaching practices alone"
- "Addressing Inner Dimensions for Sustainability in Higher Education"
- "Innovative tools in modern science education"
- "Embedding authentic research-based learning into a large final-year undergraduate Unit"
- "Small but impactful – Promoting visual literacy in bio-molecular sciences education"

FEBS Education Award
On its 60th anniversary year, FEBS has launched the prestigious FEBS Education Award to highlight and honour an educator with a distinguished teaching and training career path in the field of molecular life sciences. The selection of the awardees is made from nominations from or supported by the FEBS Constituent Societies. The inaugural recipient of the FEBS Education Award is Prof. Robert A. Harris (Karolinska Institute, Sweden), nominated by the Swedish Society for Biochemistry, Biophysics & Molecular Biology (SSBBMB). Prof. Harris received the Award at the Opening Ceremony of the 48th FEBS Congress at Milan, Italy.

Education Committee Workshops
Education Committee joint workshop held in 2024:
FEBS & HSBMB (Hellenic Biochemical Society) Education Workshop - This joint workshop (Approaches in Transformative and Holistic Education for Novel Science) took place in Athens on Oct. 18-19, 2024. On the second day of the event, 3 parallel workshops took place on the practical implementation of active learning strategies, AI in education and supporting PhD mentors. The event had 47 participants.

Integration and Networking Committee
The FEBS Integration and Networking Committee (INC) aims to support wide and effective participation in molecular life science research and teaching by scientists from across the countries of the FEBS area, particularly via the role of learned Societies that belong to FEBS. The committee oversees the aims and strategy of the FEBS Network platform, and some members also act as 'channel overseers'.

The Committee, chaired in 2024 by P rof. Jerka Dumić, continued its outreach and support for scientists inEuropean countries with economic challenges and/or no existing or active biochemical society, as well asactivities for integration and collaboration between all FEBS societies.

Activities of the Integration and Networking Committee during 2024 included:

- the launch of the Member Society Representatives (MSRs) initiative in July 2022, this initiative continued in 2023 and 2024 with regular online meetings and all MSRs – one from each FEBS member society (37 in total, not including Belarus and Russia as those societies are suspended from FEBS activities) - joining together in person at the FEBS Congress 2024 to learn more at first hand of FEBS activities and to receive data compiled by FEBS on their society's participation across FEBS different events and initiatives with the purpose of enhancing their society's engagement with FEBS, to network with each other and to contribute to a dedicated MSRs session in the Congress program. Other MSRs activities during the year included a dedicated 'room' on the FEBS Network platform to share good practice and ideas. FEBS provided support to each MSR to attend the Congress and 29 of the 37 MSRs attended the Congress in Milan and MSRs meeting.
- the Scientific Advisory Committee chaired by the INC Chairperson and comprised of MSRs from each FEBS member society (excluding Belarus and Russia) to propose names for the scientific program of the 2024 FEBS Congress. 26 nominations as speakers were accepted.
- The IUBMB-FEBS-FASBMB PROBio-Africa Fellowships: the INC Chairperson coordinates this fellowship scheme, in conjunction with the Fellowships Committee Chair, whereby FEBS contributes €25,000 and IUBMB contributes €25,000 to the fund for fellowships open to eligible applicants with a PhD and

postdoctoral fellows in African countries affiliated with FASBMB to work in a laboratory in a FEBS member society country for up to six months with an award of €7,000 comprising €2,000 for travel costs and €5,000 for living costs during the fellowship. There were 18 applications, 11 of which were eligible resulting in 6 awardees.

- The IUBMB-FEBS-PABMB PROBio-LatAm Fellowships: This is a new collaboration between FEBS, IUBMB and the PABMB. Up to 7 fellowships, ranging from 1 – 6 months to a maximum value of €7,000 will be awarded in 2025. The Integration Committee Chairperson coordinates this fellowship scheme with the Fellowships Committee Chair.
- FEBS 60th Anniversary was celebrated by giving grants to 13 projects for Society outreach projects, offering opportunities for all societies to present posters at the 2024 FEBS Congress, and producing an e-book on Women in Science for which 35 societies contributed.
- Creation of new awards for roles beyond research; the Israel Pecht Award and the FEBS Education Award.
- The INC visited and participated in 4 meetings / conferences
- Initiated the Milan Declaration

The INC provided financial support under the 'Sprinzl Scheme' with a 50% registration fee discount for scientists resident (studying/working) in Armenia, Bosnia and Herzegovina, Georgia, Moldova, Morocco, Tunisia and Ukraine to attend the 2024 FEBS Congress in Milan.

The FEBS Network
The FEBS Network is an international online forum for scientists working in the molecular and cellular life sciences. It is used to share information, news and insights, as well as to connect and collaborate – with the ultimate goal of helping to advance progress in these research areas.

The FEBS Network currently presents most content from its invited experts and contributors in four themed 'channels': Research, Early-Career Scientist, Viewpoints and Educator. In addition, there are 'rooms' which host content for specific FEBS community groups, for delegates attending certain FEBS events, or for scientists interested in particular subtopics. FEBS Constituent Societies are also able to post news in a FEBS Societies channel.

The FEBS Network has developed from a collaboration between FEBS and its journal publisher Wiley which provides financial support for the maintenance and licensing costs of the Network, and is hosted using software which specialises in creating expert-led networks.

Most information is presented in the form of posts, authored by scientists, policy-makers, educators and other professionals in the molecular life sciences. Contributors span a wide career spectrum, from directors of key research institutes in Europe, highlighted by the Director Visions series, to the activities from the students and young researchers of the FEBS Junior Section.

Women in Science
The activities of the Working Group on Women in Science (WISE) with Prof. Dame Caroline Dean as Chairperson in 2024, were:
1) Selection of the FEBS/EMBO WiS 2025 winner: The award highlights the major contributions made by female scientists to life sciences research. Winners of the award will serve as inspiring role models for future generations of women in science. Committee members- Caroline Dean (chair), UK, Thomas Nyström, SE, Bassem Hassan, FR, Anne Dejean, FR, Karel Riha, CZ. Online: Inaki Ruiz-Trillo, ES Susan Gasser, CH Sarah Linse, SE. Also present: Gerlind Wallon, EMBO. The unanimous winner was Asifa Akhtar from MPI Freiburg.
2) Women in Science lunch at the FEBS Congress A social event with an emphasis on supporting interactions between early-career female researchers with each other and senior scientists for the discussion of equality and career-related issues.
3) Women's Careers in Science eBook: An eBook celebrating female scientists across FEBS Constituent Societies compiled with the Careers of Young Scientists Committee.
4) Webinar on "Equality and beyond" (17&18 December, 2024): First-hand testimonies from successful female

scientists contributing to raise young scientists' awareness about the importance of equality, diversity and inclusion in the academic world.

OBJECTIVES AND ACTIVITIES FOR THE PUBLIC BENEFIT

The overall objective of FEBS is to contribute to and promote the advancement of research and education for the public benefit in the sciences of biochemistry, molecular biology and related disciplines. As indicated by the specific key objectives of FEBS set out above under 'Objectives', FEBS does this particularly through:

- funding forums for presentation and discussion of research results and related areas of interest at its large annual Congress, Young Scientists' Forum (YSF), FEBS Excellence Awards Meeting, Special Meetings and other Advanced Courses; promoting training through lectures courses, workshops and practical courses of its Advanced Courses programme, as well as its education workshops; and supporting participation of promising young scientists in these events through YSF awards, Youth Travel Fund grants and Congress bursaries;
- facilitating and supporting the exchange of scientific information between biochemists and molecular biologists especially in Europe and other countries of FEBS Constituent Societies principally through these forums and mechanisms, but also through Constituent Society meetings (National Lecture scheme), FEBS3+ meetings, FEBS Excellence Awards and Short-Term Fellowships (which promote mobility), and schemes to support integration of bioscientists working in economically disadvantaged countries of the FEBS area;
- providing stipends through its FEBS Excellence Award programme to allow research to be carried out in host laboratories by talented early-career scientists;
- offering high-quality publication of research findings for both authors and readers through its four international molecular life science journals.

Through the many activities of FEBS outlined above, the beneficiaries of FEBS include scientists at all levels directly engaged in research and education in the molecular life sciences, and ultimately humankind across the globe through the contributions of these areas of science to human health, agriculture, biotechnology and related areas, and enrichment of human knowledge.

FEBS wholly owns its international journals, which are of importance to FEBS both by directly contributing to its objectives and as a source of income to support its other purposes. FEBS follows all directives on Open Access publishing from the UK, EU and relevant research funders across the world. Two of the FEBS publications – FEBS Open Bio and Molecular Oncology – are fully open access. Its two hybrid journals – The FEBS Journal and FEBS Letters – offer authors open access options, often with no direct cost to authors at institutions with a transformational agreement. In addition, authors are able to deposit accepted research articles, as required by funders, in institutional repositories, through which they are accessible to the public, and all published articles in our hybrid journals are freely available after 12 months to all readers.

FEBS events are normally open to scientists throughout the world. Recipients of FEBS grants for fellowships and for support of participation in meetings are normally required to be members of FEBS' Constituent Societies (where membership criteria are those expected of learned societies) and resident within the FEBS area of Europe and neighbouring countries. Some FEBS programs particularly benefit disadvantaged scientists.

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the organisation's aims and objectives and in planning future activities.

Grant Making Policy

The overall objective of FEBS is to contribute to and promote the advancement of research and education for the public benefit in the molecular life sciences and related disciplines. Policies for key grants awarded by FEBS to achieve these goals are outlined below.

FEBS Excellence Awards and Short-Term Fellowships
As part of our commitment to young scientists under the FEBS Fellowship program set up in 1978, and to further research in the molecular life sciences, we offer Short-Term Fellowships to members of Constituent Societies, as well as Summer Fellowships to promising Masters/PhD students. The new FEBS Excellence Award program was launched in 2021. It is intended for early-career scientists who have been PIs in their Host Institution for at least one year and are in a salaried capacity. Ukrainian Short-Term Fellowships are specifically for active molecular life scientists who are resident in Ukraine at the point of application, or displaced from Ukraine as a result of war in the country. These Fellowships are for short-term visits to a host laboratory for a period of up to 4 months and are for use for travel to the host laboratory and living subsistence for the duration of the Fellowship. Our Fellowships are intended to allow members of our Constituent Societies working in a FEBS country to work in a laboratory in another FEBS country.

Eligibility criteria for FEBS Excellence Awards and Fellowships are set out in detailed guidelines on the FEBS website. The initial applications are assessed on merit by the FEBS Excellence and Fellowships Committee. Within three months of completion of all Fellowships, awardees are required to prepare a final report on the work carried out during the tenure of the Fellowship. Similarly, Excellence Awardees are asked to provide both a scientific and a financial report to be eligible for the 2nd and 3rd instalments.

Grants for organising FEBS Advanced Courses
Grants for organising FEBS Advanced Courses (including lecture courses, workshops, practical courses and special meetings) are awarded to senior scientists by the FEBS Advanced Courses Committee on a competitive basis. Reports (including scientific and financial) from the organisers are required within 3 months after the event.

Grants for young scientists attending Advanced Courses
Students participating in FEBS Advanced Courses (including lecture courses, workshops and practical courses) may apply for financial support through the FEBS Youth Travel Fund (YTF). In 2024, grants were made to persons travelling from their current country of residence to another country, mostly in the European area. Applicants for these grants should normally be registered as a student at an institution of higher learning in a country where there is a FEBS Constituent Society or be within five years of having completed a PhD thesis, be a member of a FEBS Constituent Society, and not have received a grant from the Youth Travel Fund to attend an Advanced Course in the current or preceding year or received a grant to attend the Young Scientists' Forum in the current year. Candidates are shortlisted by the Course organisers on merit.

Grants for organising the FEBS Congress and FEBS3+ meetings, and requests for National Lecture Support
FEBS evaluates bids for organising its yearly Congresses and also FEBS3+ meetings, as well as requests from Constituent Societies for National Lecture support, according to their quality; the administrative responsibility for these is in the hands of the FEBS Congress Counsellor (Prof. Piotr Laidler in 2024).

Grants for attending the FEBS Young Scientists' Forum and Congress (YSF awards)
Recipients of YSF awards are selected by the Chair of the Careers of Young Scientists Committee (Irene Díaz-Moreno in 2024) and the local organising committee on merit, with eligibility criteria that normally include: i)being a PhD student or postdoctoral fellow within 5 years of finishing his/her PhD at an institution of higher education in a country where there is a FEBS constituent Society; ii) being under 35 years old; iii) being a member of a FEBS Constituent Society; not having attended a recent YSF, and not having received a Youth Travel Fund award in the same year.

Congress bursaries
Recipients of bursaries (which offer financial support with registration, travel and accommodation costs for the Congress) are selected by the host society of that year's Congress on merit, with eligibility criteria similar to those for YTF and YSF awards.

Achievement and performance
This section summarises and assesses our principal achievements in 2024 against the formal objectives of

FEBS. More details of the activities included in brief here can be found in the 'Activities' section above.

Objective 1: holding and arranging congresses, training and educational courses on matters connected with biochemistry and molecular biology and related disciplines

Achievements	Comments
17 FEBS-supported events were planned for 2024: 5 Advanced Lecture Courses, 4 joint FEBS-EMBO Lecture Courses, 2 Practical Courses, 1 combined Practical and Lecture Courses, 0 Special Meetings and 5 Workshops. The assessment procedure for course selection and funding refined, online database for applications and reporting enhanced, FEBS-owned and branded course websites introduced and collaborations with EMBO and IUBMB continued.	In 2024, FEBS continued to fund several Advanced Courses with high scientific content and also funded YTF grants to allow participation of young researchers at the FEBS courses.
FEBS3+ Meeting(s): Pula, Croatia; September 2024: *Exploring Molecular Frontiers* joint scientific congress hosted by the Croatian society, in conjunction with the member societies of Finland and Sweden. FEBS 3+ meetings receive support comprising €10,000 to the host society for general meeting organisation and €10,000 to support the attendance of young scientists from the two other participating societies.	Support for scientists in Croatia, Finland and Sweden; enhanced links between these FEBS Constituent Societies. See 'Support for Constituent Society events' section for more details.
23rd Young Scientists Forum (YSF) and 48th FEBS Congress: The 23rd FEBS Young Scientists' Forum took place in July 2024 in Pavia, Italy, prior to the Congress. The 48th Congress was held in Milan, Italy in July 2024.	The YSF includes over 100 PhD students and young postdocs, whose attendance at this and the Congress is funded by FEBS YSF awards. In addition, FEBS supports participation of a large number of young scientists in its annual Congress through the FEBS Bursaries scheme. The annual FEBS Congress provides a platform for international scientific exchange and showcases the newest developments in biochemistry, molecular biology and related areas. The Congress comprises plenary lectures, symposia, poster sessions, workshops and other activities on related topics. The Congress is held in countries with a Constituent Society of FEBS.

Objective 2: facilitating and supporting the exchange of scientific information between biochemists, molecular biologists and scientists working in related disciplines generally and especially in Europe and other countries of Constituent Societies

Achievements	Comments
FEBS Congress, Advanced Courses and Education Workshops See above	See above
Lecturers for Constituent Society and other scientific meetings National Lectures awarded to national meetings of the member societies from Finland, France, Germany, Greece, Norway, Spain and Tunisia.	Effective enhancement of regional, national and international meetings by funding of distinguished speakers.
Other meeting sponsorship • FEBS Worldwide Lecture at the IUBMB/FAOBMB/ComBio BioMolecular Horizons 2024 Congress in Australia in September 2024. • FEBS Worldwide Lecture at the 50th Anniversary SBBMCh Congress in Chile in September 2024.	Eminent speakers for special events and meetings beyond Europe, which also allowed collaboration with international organisations and yielded FEBS journals' promotion.

Achievements	Comments
FEBS Excellence Awards and Fellowships Fellows move to work in host lab in different country (see Objective 3 below).	Promotion of exchange of skills/knowledge.
Integration schemes Support for communities of molecular life scientists in European countries with economic challenges and/or no existing or active biochemical society through visits, the Congress 'Sprinzl Scheme', and Education Workshops as well as encouraging the establishment of new societies and for them to benefit from FEBS.	Contributes to developing/maintaining pool of effective researchers in Europe.

Objective 3: facilitating and supporting the training of young scientists in research, in the form of fellowships

Achievements	Comments
Short-Term Fellowships 29 Short-Term and 10 Summer Fellowships and 10 Ukrainian Fellowships.	Enhances research possibilities for young scientists; numbers awarded in accordance with budgetary limits.
Excellence Awardees 28 in post, successful applicants from calls in three years; 2021, 2022 and 2023.	Very competitive - only the most outstanding scientists successful; they must be recognised scientists in their field and should possess an outstanding track record. Accounts for major part of FEBS expenditure.
FEBS Excellence Awards and Fellows Meeting Held in Pavia , Italy, immediately before the FEBS Congress. 16 current FEBS Excellence Awardees and former LTFs accepted the invitation.	Participants are invited to participate. No selection procedure applies as only current and past FEBS Excellence Awardees and Long-Term Fellows are eligible.

Objective 4: organising the editing and publication of scientific research and educational material in biochemistry and molecular biology and related disciplines

Achievements	Comments
Our journals continue to maintain high standards of peer review. Seventy-one per cent of all articles published were open access	Strong performance of FEBS' Press journals in a challenging scientific publishing environment.

The current Publishing Agreement between FEBS and Wiley runs from 2024-2028. The four-year contract is based on revenue share, guaranteed income and special support for the FEBS Network.

Financial review

Journal income and costs
Total income from royalties in 2024 (€5.51M) was 26% lower than the royalty income in 2023 (€7.45M) due to the new contract with the publisher. The total costs for the four FEBS journals, FEBS Journal, FEBS Letters, FEBS Open Bio and Molecular Oncology in 2024 was (€1.85M) 17% higher than in 2023 (1.59M). This is due to an increase in employees working on the journals and other expenses such as editors' meetings. These costs include the direct costs of employees working on the journals and editors' payments.

Distribution of expenditure on FEBS activities
In 2024, Fellowships remained by far the highest area of charitable FEBS spending €1.1 M (€1.04 M in 2023) then Advanced Courses, course grants and YTFs totaling ~€409,000; (~€353,000 in 2023). FEBS bursaries awarded for participation in the FEBS Congress totaled €144,000 (€92,000 in 2023), and the YSF (Young Scientist's Forum) provided spaces for 100 participants to a scientific meeting and the Congress €152,000 (€129,000 in 2023).

The support given to the Congress directly was €205,000 (€234,000 in 2023), excluding bursaries and the YSF. FEBS also jointly supports the ENABLE event with funding of €69,000 (€66,000 in 2023) alongside the IUBMB. Other Special Initiatives include fellowships for Ukrainian Scientists €33,000 (€54,000 in 2023).

Prizes and awards in life sciences including the Women in Science Award (€10,000) which is shared with EMBO, and publication prizes totaled ~€52,000 (~€35,000 in 2023). Funding of lecturers for meetings within and outside of Europe including one FEBS 3+ meeting and other areas of FEBS work - including education workshops, science and society sessions, and 'integration' initiatives - were undertaken for ~€168,000 (€129,000 in 2023) in total.

Governance and support costs
The senior scientists who serve as FEBS Officers and members of FEBS committees all work pro bono, and the holders of key positions in the FEBS Executive Committee generously devote considerable time and energy to FEBS activities. There are a small number of support personnel working in the FEBS Central Administration Office dealing with central administration and communications, plus the FEBS Treasury Office dealing with all financial matters. Outside the Central Administration Office there are personnel working with the Fellowships Committee, Advanced Courses Committee and the Career of Young Scientists Committee to support the activities of the committees and committee chairs.

The total governance costs - including the expenses associated with higher-level committees (Council, Executive and Finance) within FEBS, Central Administration Office, The Treasury office and Secretary General expenses, Strategic Marketing as well as auditor and other professional service fees - amounted to about €1.0M (24%) of the charitable spending - €4.250M in 2024. In 2023 governance costs were €0.84M (23%) of €3.6M 2023. These governance costs are not included in the total for charitable spending.

An indication of the support costs involved in running the two activities of FEBS with the highest expenditure can be given by the committee expenses as a percentage of the charitable spending in that area; in 2024, this was

approximately 6% of the total Fellowships grants, and 17% for Advanced Courses grants (in 2023, this was 5% of the total Fellowships grants, and 18% for Advanced Courses grants). Support costs for the journals are covered in 'Journal income and costs' above.

Investment performance
For the twelve months to the 31 December 2024 the combined investment portfolios held by FEBS' investment managers achieved a return of +13.1% (+9.4% in 2023).

Most of FEBS' holding are held in portfolios with JPM (€59.2M as at Dec 2024). The holdings include a managed portfolio, private equity, and short-term deposits.

In addition, at 31 Dec 2024, multi-asset portfolios were held with Cazenove (€34.6M), Sarasin (€1.1M) and CCLA (€5.83M). FEBS, also, holds two property portfolios, one with CCLA (€2.9M) and the other with PITCH / Swiss Life (€2.76M) and an additional cash deposit with CCLA (€2.6M)

Principal risks and uncertainties

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Reduction of income due to changes in journal publishing
In addition to directly fulfilling one of the charitable objectives of FEBS, our journals have provided a source of income to fund FEBS' other charitable work. There is a risk of reduction in income due to the loss of traditional journal subscriptions as publishing moves to new open-access models, driven by funder mandates for open access publication. The transformational deals negotiated by our publishing partner, Wiley, are aimed at protecting journal income as library contracts move from subscriptions to open access publishing models. Nevertheless, some attrition of traditional subscription income is expected due to library budget cuts and the increased proportion of open access content journals.

FEBS is addressing these concerns by (1) its policy on reserves (see below) so that future income can be derived from investments and (2) its negotiated long-term contract with a commercial publisher which, in turn, is negotiating deals with library and funding consortia that combine open access publication rights with traditional 'reading' access to the FEBS Press journals. The FEBS Publications Committee has made strategic planning on how journals adapt best to new publishing requirements.

Investment Management
All decisions about investments are made by the Finance Committee, as delegated by the Executive Committee. On occasion the Finance Committee may seek further approval from the Executive Committee on significant investment commitments.

Internal Controls
FEBS' systems and processes are monitored regularly. The Finance Committee is responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position and to enable them to ensure that the financial statements comply with all statutes and regulations. FEBS' controls include regular internal and external oversight and checks. Controls and procedures are appropriate for the organisation's size and operation. FEBS uses automated accounting software from a large, reputable supplier and The Treasury department has several processes to ensure the appropriate use of funds, the management of the accounts and recording of all transactions. Duties within the Treasury are separated, and robust systems of oversight and authorisation are in place. The cash-flow is regularly monitored to ensure all liabilities are met in a timely manner.

Impact on overall objectives
The success of FEBS in promoting the advancement of research and education for the public benefit in the sciences of biochemistry, molecular biology and related disciplines is carefully monitored by stringent peer

review and other methods.

Plans for future periods

Reserves policy
The total value of funds held by FEBS at 31 December 2024 was €112.7M (€99.2M in 2023). None of the funds were restricted funds or unavailable for the general purposes of the charity at the end of the reporting period and no material amounts have been designated or are otherwise committed as at the end of the reporting period.

As at year end 2024, approximately 84% could be realised in fewer than 3 days, 11% were in investments that may be realised in up to 10 years and the rest had varying timescales of up to 6 months, in which the assets may be realised.

The investments in private equity and infrastructure are illiquid over a short timescale. These investments will be held by JPM for up to 10 years and up to 8% of the total investment portfolios will be held in private equity and 5% in infrastructure.

The Treasurer of FEBS' regularly reviews the performance of FEBS investments during the year. Significant changes in investments and the treatment of funds are discussed and approved by the FEBS Finance Committee and where appropriate, are submitted for further approval from the FEBS Executive Committee.
The FEBS' reserves policy allocates €4M for one year's essential funding and this is held in cash in an interest bearing account at the bank.

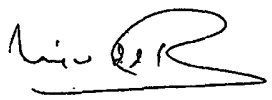
The FEBS Trustees have approved the enhancement of the investment portfolio to reach a value that may generate funds to offset potential changes in income due to the new publishing model. The income from the portfolio in addition to royalty income will ensure that FEBS exists in perpetuity providing funding for the running of the journals and its other charitable activities.

Future commitments and plans for other areas of FEBS work
We now have firm arrangements for a programme of Annual Congresses until 2028, as these involve substantial forward planning. Expenditure on Advanced Courses up to 2026 and the costs of annual extensions of FEBS Excellence Awards to up to 3 years for awardees already in post, are included in our budgets. FEBS has piloted a Booster Fund to provide funding for early career principal investigators (PIs).

With regard to future activities, we are also continuing to forge closer links with related European and worldwide organisations that cover contiguous/overlapping areas of molecular life sciences (e.g. biophysics, microbiology, immunology, cancer) with the aim of maximising the use of our impacts and resources.

Concluding Comments
FEBS has continued to operate successfully in promoting the advancement of research and education for the public benefit in the sciences of biochemistry, molecular biology and related disciplines, and its current strategy for its long-term survival is progressing smoothly and according to plan. By making provisions with its reserves FEBS will be in a position to provide support to many researchers in years to come.

Approved by order of the members of the board of Trustees and signed on their behalf by:



Professor M De La Rosa
Trustee

Date: 19 Sept 2025

STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 DECEMBER 2024

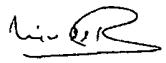
The Trustees (who are also the directors of the Company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on its behalf by:



Professor M De La Rosa
Trustee

Date: 19 Sept 2025

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE FEDERATION OF EUROPEAN BIOCHEMICAL SOCIETIES

OPINION

We have audited the financial statements of The Federation of European Biochemical Societies (the 'charitable company') for the year ended 31 December 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2024 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

CONCLUSIONS RELATING TO GOING CONCERN

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE FEDERATION OF EUROPEAN BIOCHEMICAL SOCIETIES (CONTINUED)

OTHER INFORMATION

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the Trustees' Responsibilities Statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We obtained an understanding of the legal and regulatory frameworks through our accumulated knowledge and consideration of sector information that is applicable to the charitable company. We determined that the most significant which are directly relevant to specific assertions in the financial statements are those related to the financial reporting framework including but not limited to United Kingdom Generally Accepted Accounting Practice, the Charities Act 2011, Charities SORP, the Companies Act 2006, Data Protection Act 2018 and tax legislation

- We obtained an understanding of the procedures and controls over the charitable company's operations and discussed these with those charged with governance. No matters of fraud were brought to our attention during that discussion.

- During our discussions with management, they assessed these as being the normal risks required to be considered by us as auditors by the Auditing Standards (such as management override and revenue recognition) but confirmed that no irregularities here occurred. This was confirmed by our review of management meetings, auditing management override through journal testing, and other adjustments to consider appropriateness, review of the financial statements to ensure no unusual and / or inexplicable variances and general discussions with management during the course of the audit. We did not identify any significant business transactions outside the normal course of the business operations.

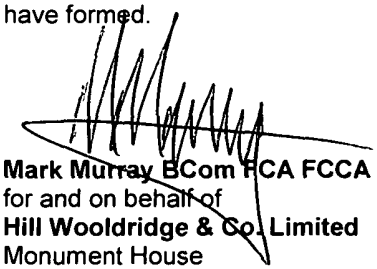
- Our senior statutory auditor has assessed that the audit team possessed the ability and competence to identify and recognise non-compliance with the relevant laws and regulations central to the operation of this charitable company. We have not identified any additional laws and regulations which are central to the entity's operations and which we were not notified about, during the course of our audit fieldwork.

We believe that our audit was capable of detecting material irregularities, including fraud, and our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed noncompliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

USE OF OUR REPORT

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Mark Murray BCom FCA FCCA (Senior Statutory Auditor)
for and on behalf of
Hill Wooldridge & Co. Limited
Monument House
215 Marsh Road
Pinner
HA5 5NE

Date: 19 Sept 2025

THE FEDERATION OF EUROPEAN BIOCHEMICAL SOCIETIES
(A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 DECEMBER 2024

	Note	Unrestricted funds 2024 €	Total funds 2024 €	Total funds 2023 €
INCOME FROM:				
Donations	3	**5,745**	**5,745**	5,987
Charitable activities	4	**5,507,000**	**5,507,000**	7,450,000
Investments	5	**1,917,920**	**1,917,920**	1,442,229
Other income	6	**32,868**	**32,868**	37,160
TOTAL INCOME		**7,463,533**	**7,463,533**	8,935,376
EXPENDITURE ON:				
Raising funds	7	**424,572**	**424,572**	482,511
Charitable activities	8	**4,763,852**	**4,763,852**	3,893,496
TOTAL EXPENDITURE		**5,188,424**	**5,188,424**	4,376,007
NET INCOME BEFORE NET GAINS ON INVESTMENTS		**2,275,109**	**2,275,109**	4,559,369
Net gains on investments	13	**11,295,968**	**11,295,968**	5,309,364
NET MOVEMENT IN FUNDS		**13,571,077**	**13,571,077**	9,868,733
RECONCILIATION OF FUNDS:				
Total funds brought forward		**99,157,411**	**99,157,411**	89,288,678
Net movement in funds		**13,571,077**	**13,571,077**	9,868,733
TOTAL FUNDS CARRIED FORWARD		**112,728,488**	**112,728,488**	99,157,411

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 27 to 46 form part of these financial statements.

THE FEDERATION OF EUROPEAN BIOCHEMICAL SOCIETIES
(A Company Limited by Guarantee)
REGISTERED NUMBER: 08239097

BALANCE SHEET
AS AT 31 DECEMBER 2024

	Note		2024 €		2023 €
FIXED ASSETS					
Tangible assets	12		**36,978**		49,391
Investments	13		**106,253,721**		89,566,473
			106,290,699		89,615,864
CURRENT ASSETS					
Debtors	14	**1,647,968**		477,980	
Cash at bank and in hand		**5,434,523**		9,866,685	
		7,082,491		10,344,665	
Creditors: amounts falling due within one year	15	**(644,702)**		(803,118)	
NET CURRENT ASSETS			**6,437,789**		9,541,547
TOTAL NET ASSETS			**112,728,488**		99,157,411
CHARITY FUNDS					
Unrestricted funds	16		**112,728,488**		99,157,411
TOTAL FUNDS			**112,728,488**		99,157,411

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Professor F Michelangeli
Trustee

Date: 19 September 2025

The notes on pages 27 to 46 form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2024

	Note	2024 €	2023 €
CASH FLOWS FROM OPERATING ACTIVITIES			
Net cash (used in)/provided by operating activities	18	**(930,713)**	3,171,318
CASH FLOWS FROM INVESTING ACTIVITIES			
Dividends, interests and rents from investments		**1,917,920**	1,442,229
Purchase of tangible fixed assets		**(28,089)**	-
Proceeds from sale of investments		**35,368,999**	90,779,408
Purchase of investments		**(40,760,279)**	(91,858,591)
NET CASH (USED IN)/PROVIDED BY INVESTING ACTIVITIES		**(3,501,449)**	**363,046**
CHANGE IN CASH AND CASH EQUIVALENTS IN THE YEAR		**(4,432,162)**	**3,534,364**
Cash and cash equivalents at the beginning of the year		**9,866,685**	6,332,321
CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR	19	**5,434,523**	9,866,685

The notes on pages 27 to 46 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

1. ACCOUNTING POLICIES

1.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011 and the Companies Act 2006. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Federation of European Biochemical Societies meets the definition of a public benefit entity as defined by FRS 102.

There were no significant estimates or judgements made by management in preparing these financial statements.

The functional and presentational currency is the Euro.

1.2 GOING CONCERN

The Trustees have considered the Company's forecasts and projections. After making enquires, the Trustees have concluded that there is a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. Therefore, these accounts have been prepared on the going concern basis.

There are no material uncertainties in relation to going concern.

1.3 INCOME

All income is recognised once the Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Income from royalties is recognised in line with the period to which it relates.

Income from grants and donations are recognised when the Company has been notified in writing of both the amount and settlement date. In the event that a grant or donation is subject to conditions that require a level of performance before the Company is entitled to the funds, the income is deferred and not recognised until those conditions are fully met, or the fulfillment of those conditions is wholly within the control of the Company and it is probable that those conditions will be fulfilled in the reporting period.

Investment income is recognised in the period in which the Company becomes entitled to the income.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Company; this is normally upon notification of the interest paid or payable by the Bank.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

1. ACCOUNTING POLICIES (CONTINUED)

1.4 EXPENDITURE

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Expenditure on raising funds includes all expenditure incurred by the Company to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading. This comprises investment management fees.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Company's objectives, as well as any associated support costs.

Allocation of costs is based on activity which has driven the relevant cost.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

Governance costs are those incurred in connection with administration of the Company and compliance with constitutional and statuatory requirements.

1.5 FOREIGN CURRENCIES

Monetary assets and liabilities denominated in foreign currencies are translated into euros at rates of exchange ruling at the reporting date.

Transactions in foreign currencies are translated into euros at the rate ruling on the date of the transaction.

Exchange gains and losses are recognised in the Statement of Financial Activities.

1.6 TAXATION

The Company is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1.7 TANGIBLE FIXED ASSETS AND DEPRECIATION

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

1. ACCOUNTING POLICIES (CONTINUED)

1.7 TANGIBLE FIXED ASSETS AND DEPRECIATION (CONTINUED)

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following bases:

Leasehold improvements	- over the life of the lease
Fixtures and fittings	- 15% on reducing balance
Computer equipment and website	- 25% on reducing balance

1.8 INVESTMENTS

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Statement of Financial Activities.

1.9 DEBTORS

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.10 CASH AT BANK AND IN HAND

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.11 LIABILITIES AND PROVISIONS

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

1.12 FINANCIAL INSTRUMENTS

The Company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1. ACCOUNTING POLICIES (CONTINUED)

1.13 OPERATING LEASES

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the lease term.

1.14 PENSIONS

The Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Company to the fund in respect of the year.

1.15 FUND ACCOUNTING

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

2. CRITICAL ACCOUNTING ESTIMATES AND ARES OF JUDGEMENT

Estimates and judgments are continually evaluated and are based on historical experience and other factors. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. There are no estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

3. INCOME FROM DONATIONS

	Unrestricted funds 2024 €	**Total funds 2024 €**
Subscriptions receivable	5,745	**5,745**

	Unrestricted funds 2023 €	Total funds 2023 €
Subscriptions receivable	5,987	5,987

4. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2024 €	Total funds 2024 €
Royalties receivable	5,507,000	**5,507,000**

	Unrestricted funds 2023 €	Total funds 2023 €
Royalties receivable	7,450,000	7,450,000

5. INVESTMENT INCOME

	Unrestricted funds 2024 €	Total funds 2024 €
Franked investment income - dividends	1,220,961	**1,220,961**
Interest received	696,959	**696,959**
TOTAL 2024	1,917,920	**1,917,920**

	Unrestricted funds 2023 €	Total funds 2023 €
Franked investment income - dividends	836,584	836,584
Interest received	605,645	605,645
TOTAL 2023	1,442,229	1,442,229

Investment income from UK investment assets was €421,942 (2023: €317,290). Investment income from investment assets outside the UK was €1,495,978 (2023: €1,124,939).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

6. OTHER INCOMING RESOURCES

	Unrestricted funds 2024 €	Total funds 2024 €
Other income	32,868	**32,868**

Other incoming resources comprise recharges on editorial activities.

	Unrestricted funds 2023 €	Total funds 2023 €
Other income	37,160	37,160

7. INVESTMENT MANAGEMENT COSTS

	Unrestricted funds 2024 €	Total funds 2024 €
Portfolio management	424,572	**424,572**

J.P. Morgan Private Bank, the Company's investment manager, holds a charge over the Company's cash and investments it manages on behalf of the Company.

	Unrestricted funds 2023 €	Total funds 2023 €
Portfolio management	482,511	482,511

8. ANALYSIS OF EXPENDITURE BY ACTIVITIES

	Activities undertaken directly 2024 €	Grant funding of activities (note 9) 2024 €	Support and governance costs 2024 €	Total funds 2024 €
Journals	310,956	-	1,289,984	**1,600,940**
Congress	211,671	372,297	118,934	**702,902**
Fellowships	-	1,100,210	127,426	**1,227,636**
Advanced courses	-	409,362	201,593	**610,955**
Other	160,968	171,153	289,298	**621,419**
	683,595	2,053,022	2,027,235	**4,763,852**

8. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)

	Activities undertaken directly 2023 €	Grant funding of activities (note 9) 2023 €	Support and governance costs 2023 €	Total funds 2023 €
Journals	275,760	-	1,023,284	1,299,044
Congress	261,124	270,093	124,496	655,713
Fellowships	-	1,038,476	93,420	1,131,896
Advanced courses	-	353,425	143,924	497,349
Other	122,657	63,538	123,299	309,494
	659,541	1,725,532	1,508,423	3,893,496

ANALYSIS OF DIRECT COSTS

	Journals 2024 €	**Congress 2024 €**	**Other 2024 €**	**Total funds 2024 €**
Editorial fees and expenses	310,956	-	-	**310,956**
Women in science events	-	17,603	-	**17,603**
Education, fellowship and advanced courses committee events	-	6,198	76,978	**83,176**
Science and Society events	-	-	3,738	**3,738**
National lecture expenses	-	-	3,044	**3,044**
Expenses and publicity at other conferences	-	-	1,000	**1,000**
World Wide lecture expenses	-	-	6,858	**6,858**
FEBS Congress	-	155,444	-	**155,444**
FEBS Young Scientists forum congress	-	24,985	-	**24,985**
WGI Participation events	-	-	69,350	**69,350**
Spinzl scheme	-	7,441	-	**7,441**
	310,956	211,671	160,968	**683,595**

8. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)

ANALYSIS OF DIRECT COSTS (continued)

	Journals 2023 €	Congress 2023 €	Other 2023 €	Total funds 2023 €
Editorial fees and expenses	275,760	-	-	275,760
Women in science events	-	5,328	-	5,328
Education, fellowship and advanced courses committee events	-	9,447	43,505	52,952
Science and Society events	-	-	3,500	3,500
National lecture expenses	-	-	2,997	2,997
Blank	-	-	108	108
Blank	-	-	234	234
FEBS Congress	-	137,211	-	137,211
FEBS Young Scientists forum congress	-	107,138	-	107,138
WGI Participation events	-	-	72,313	72,313
Spinzl scheme	-	2,000	-	2,000
	275,760	261,124	122,657	659,541

ANALYSIS OF SUPPORT COSTS

	Journals 2024 €	**Congress 2024 €**	**Fellowships 2024 €**	**Advanced courses 2024 €**
Editorial fees and expenses	1,375,100	-	-	-
HR and communications	44,088	73,306	7,245	72,833
Finance and governance	122,450	96,017	74,591	85,898
IT & website	1,756	293	293	293
Education, fellowship and advanced courses committee events	-	-	70,638	67,910
Foreign exchange gains	(253,410)	(50,682)	(25,341)	(25,341)
	1,289,984	118,934	127,426	201,593

8. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)

ANALYSIS OF SUPPORT COSTS (continued)

	Other 2024 €	Total funds 2024 €
Editorial fees and expenses	-	**1,375,100**
HR and communications	162,432	**359,904**
Finance and governance	275,690	**654,646**
IT & website	3,221	**5,856**
Education, fellowship and advanced courses committee events	-	**138,548**
Foreign exchange gains	(152,045)	**(506,819)**
	289,298	**2,027,235**

	Journals 2023 €	Congress 2023 €	Fellowships 2023 €	Advanced courses 2023 €
Editorial fees and expenses	1,142,643	-	-	-
HR and communications	42,314	65,588	16,926	16,926
Finance and governance	127,423	116,790	60,784	91,945
IT & website	1,894	316	316	316
Education, fellowship and advanced courses committee events	-	-	44,493	63,836
Foreign exchange gains	(290,990)	(58,198)	(29,099)	(29,099)
	1,023,284	124,496	93,420	143,924

8. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)

ANALYSIS OF SUPPORT COSTS (continued)

	Other 2023 €	Total funds 2023 €
Editorial fees and expenses	-	1,142,643
HR and communications	69,820	211,574
Finance and governance	224,599	621,541
IT & website	3,474	6,316
Education, fellowship and advanced courses committee events	-	108,329
Foreign exchange gains	(174,594)	(581,980)
	123,299	1,508,423

9. ANALYSIS OF GRANTS

	Grants to Institutions 2024 €	Grants to Individuals 2024 €	Total funds 2024 €
Congress	90,004	282,293	**372,297**
Fellowships	-	1,100,210	**1,100,210**
Advanced courses	359,416	49,946	**409,362**
Other	56,301	114,852	**171,153**
TOTAL 2024	505,721	1,547,301	**2,053,022**

9. ANALYSIS OF GRANTS (CONTINUED)

	Grants to Institutions 2023 €	Grants to Individuals 2023 €	Total funds 2023 €
Congress	143,160	126,933	270,093
Fellowships	-	1,038,476	1,038,476
Advanced courses	297,328	56,097	353,425
Other	28,739	34,799	63,538
TOTAL 2023	469,227	1,256,305	1,725,532

The Company has made the following material grants to institutions during the year:

	2024 €	2023 €
NAME OF INSTITUTION		
Advanced courses	**359,416**	297,328
FEBS Congress Grant	**90,004**	143,160
FEBS3+ Grant	**19,698**	12,129
Alliance for Biomedical Research Grant	**12,000**	16,610
Grants 60 Anniversary	**24,603**	-
	505,721	469,227

10. AUDITORS' REMUNERATION

The auditors' remuneration amounts to an auditor fee of €22,364 (2023 - €21,338).

11. STAFF COSTS, KEY MANAGEMENT PERSONNEL AND TRUSTEES' REMUNERATION AND EXPENSES

	2024 €	2023 €
Wages and salaries	**1,347,591**	1,060,987
Social security costs	**227,473**	168,656
Other pension costs	**123,575**	109,269
	1,698,639	1,338,912

The average number of persons employed by the Company during the year was as follows:

	2024 €	2023 €
Publications (Cambridge, UK)	**9**	8
Publications (Heidelberg, Germany)	**6**	5
Publications (Barcelona, Spain)	**2**	1
Treasury (Cambridge, UK)	**3**	4
Central admin (Cambridge, UK)	**2**	2
Central admin (Spain)	**2**	1
Strategic Priorities and Marketing (Greece)	**1**	-
	25	21

Two employees received remuneration falling within the band €70,000 to €79,999.

The key management personnel of the Company comprises the Trustees. The Trustees all give their time and expertise without any kind of remuneration or other benefit in kind with the exception of the following Trustees who provided services to the Company during the year:

	2024 €	2023 €
M De La Rosa (Editorial services)	**32,216**	32,216
I Diaz Moreno (Editorial services)	**-**	400
B Vértessy (Editorial services)	**-**	360
F Michelangeli (Editorial Services)	**-**	120
	32,216	33,096

These services are in accordance with the Company's governing document and in accordance with sections 185 to 188 of the Charities Act 2011.

During the year, 12 (2023: 14) Trustees received reimbursement of expenses or had expenses paid directly to a third party on their behalf totalling €97,806 (2023: €66,685).

Other personnel costs

Due to the wide geographical spread of the Company's activities, some staffing requirements are fulfilled by independent parties and freelancers. Details of the cost and number of personnel contracted in this manner are detailed below

	2024 €	2023 €
Excellence Awards and Fellowships Committee Administrator	**32,496**	30,800
Advanced Courses Administrator	**30,000**	29,973
	62,496	60,773

The average number of other such personnel (including part-time personnel) engaged by the Company during the period was as follows:

	2024 €	2023 €
Fellowship Committee Administrator	**1**	1
Advanced Courses Committee Administrator	**1**	1
	2	2

12. TANGIBLE FIXED ASSETS

	Leasehold improvements €	Fixtures and fittings €	Computer equipment and website €	Total €
COST				
At 1 January 2024	**59,681**	**11,856**	**92,429**	**163,966**
Additions	**23,671**	**4,418**	**-**	**28,089**
Disposals	**(59,681)**	**-**	**-**	**(59,681)**
At 31 December 2024	**23,671**	**16,274**	**92,429**	**132,374**
DEPRECIATION				
At 1 January 2024	**25,625**	**6,109**	**82,841**	**114,575**
Charge for the year	**2,856**	**1,193**	**2,397**	**6,446**
On disposals	**(25,625)**	**-**	**-**	**(25,625)**
At 31 December 2024	**2,856**	**7,302**	**85,238**	**95,396**
NET BOOK VALUE				
At 31 December 2024	**20,815**	**8,972**	**7,191**	**36,978**
At 31 December 2023	34,056	5,747	9,588	49,391

13. FIXED ASSET INVESTMENTS

	Listed investments €	Cash held at broker €	Total €
COST OR VALUATION			
At 1 January 2024	**87,672,779**	**1,893,694**	**89,566,473**
Additions	**41,687,920**	**-**	**41,687,920**
Disposals (proceeds €35,368,999; realised gain €348,263)	**(35,020,736)**	**-**	**(35,020,736)**
Revaluations	**10,947,705**	**-**	**10,947,705**
Cash movements	**-**	**(927,641)**	**(927,641)**
AT 31 DECEMBER 2024	**105,287,668**	**966,053**	**106,253,721**

13. FIXED ASSET INVESTMENTS (CONTINUED)

The market value of investment assets in the UK is €15,455,828 (2023: €14,009,745). The market value of investment assets outside the UK is €89,831,840 (2023: €73,663,034).

FEBS seeks to produce the best financial return within an acceptable level of risk. The investments are to enable FEBS to fund its activities in the long-term. The returns on investment are to provide funding of charitable activities and to increase the size of the investment fund in the next 7 – 8 years. The aim is to increase the size of the investment fund to provide higher income in the future to offset any potential reduction in income from royalties. The investment objective is to generate a return of HICP plus 3.5%, over the long term, after expenses. HICP the Harmonised Index of Consumer Prices is to be used as a measure. This should allow FEBS to at least maintain the real value of the assets, whilst funding annual expenditure over time. FEBS has a target level of investment that will cover any shortfall from publications income. FEBS uses a total return investment strategy.

The total net gains on investments as per the Statement of Financial Activities comprises realised gains of €348,263 and unrealised gains of €10,947,705.

14. DEBTORS

	2024	2023
	€	€
Trade debtors	**131,945**	64,674
Other debtors	**51,057**	77,561
Prepayments and accrued income	**1,464,966**	335,745
	1,647,968	477,980

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 €	2023 €
Trade creditors	**217,415**	674,543
Other taxation and social security	**229,240**	16,192
Other creditors	**1,239**	8,045
Accruals and deferred income	**196,808**	104,338
	644,702	803,118

16. STATEMENT OF FUNDS

STATEMENT OF FUNDS - CURRENT YEAR

	Balance at 1 January 2024 €	Income €	Expenditure €	Gains/ (Losses) €	Balance at 31 December 2024 €
UNRESTRICTED FUNDS					
General Funds	**99,157,411**	**7,463,533**	**(5,188,424)**	**11,295,968**	**112,728,488**

STATEMENT OF FUNDS - PRIOR YEAR

	Balance at 1 January 2023 €	Income €	Expenditure €	Gains/ (Losses) €	Balance at 31 December 2023 €
UNRESTRICTED FUNDS					
General Funds	89,288,678	8,935,376	(4,376,007)	5,309,364	99,157,411

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT PERIOD

	Unrestricted funds 2024 €	Total funds 2024 €
Tangible fixed assets	36,978	**36,978**
Fixed asset investments	106,253,721	**106,253,721**
Current assets	7,082,491	**7,082,491**
Creditors due within one year	(644,702)	**(644,702)**
TOTAL	112,728,488	**112,728,488**

ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR PERIOD

	Unrestricted funds 2023 €	Total funds 2023 €
Tangible fixed assets	49,391	49,391
Fixed asset investments	89,566,473	89,566,473
Current assets	10,344,665	10,344,665
Creditors due within one year	(803,118)	(803,118)
TOTAL	99,157,411	99,157,411

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

18. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024 €	2023 €
Net income for the period (as per Statement of Financial Activities)	**13,571,077**	9,868,733
ADJUSTMENTS FOR:		
Depreciation charges	**6,446**	11,320
Gains on investments	**(11,295,968)**	(5,309,364)
Dividends, interests and rents from investments	**(1,917,920)**	(1,442,229)
Loss on the sale of fixed assets	**34,056**	2,796
Increase in debtors	**(1,171,525)**	(119,085)
(Decrease)/increase in creditors	**(156,879)**	159,147
NET CASH (USED IN)/PROVIDED BY OPERATING ACTIVITIES	**(930,713)**	3,171,318

19. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2024 €	2023 €
Cash in hand	**5,434,523**	9,866,685

20. ANALYSIS OF CHANGES IN NET DEBT

	At 1 January 2024 €	Cash flows €	At 31 December 2024 €
Cash at bank and in hand	**9,866,685**	**(4,432,162)**	**5,434,523**
	9,866,685	**(4,432,162)**	**5,434,523**

21. OPERATING LEASE COMMITMENTS

At 31 December 2024 the Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024 €	2023 €
Office accommodation		
Not later than 1 year	**54,389**	14,280
Later than 1 year and not later than 5 years	**72,519**	-
	126,908	14,280

22. RELATED PARTY TRANSACTIONS

The Company has not entered into any related party transaction during the year, nor are there any outstanding balances owing between related parties and the Company at 31 December 2024 (2023: no transactions or balances).

APPENDIX 1

FEBS Constituent Societies - 2024

Constituent Society	**Address**
Armenia	Association of Armenian Biochemists (AAB) H. Buniatin Inst. of Biochemistry, National Academy of Sciences, Yerevan 375014 Republic of Armenia www.aab.sci.am
Austria	ÖGMBT, Vienna BioCenter, 1030 Wien Austria www.oegmbt.at
Belarus - (*Associate*) ***suspended***	The Belarusian Society of Biochemists and Molecular Biologists (BSBMB), Institute of Biochemistry, National Academy of Sciences, 230030 Grodno, Belarus.
Belgium	Belgian Society for Biochemistry and Molecular Biology, Nanobody Lab, Dept. of Biochemistry, Ghent University, B-9000 Ghent Belgium www.biochemistry.be
Bosnia and Herzegovina	Association of Biochemists and Molecular Biologists in Bosnia & Herzegovina (UBMBUBIH) Faculty of Medicine, University of Sarajevo 71000 Sarajevo Bosnia & Herzegovina www.ubmbubih.net
Bulgaria	Bulgarian Biochemical, Biophysical and Molecular Biology Society (BBMBS), Institute of Biophysics, Bulgarian Academy of Sciences, Sofia 1113, Bulgaria www.old.usb-bg.org/Bg/Sections.htm
Croatia	Croatian Society of Biochemistry and Molecular Biology (HDBMB), Ksaverska cesta 2, 10000 Zagreb Croatia www.hdbmb.hr
Cyprus	βιος-Society of Biological Sciences in Cyprus (βιος-SBSCy), Department of Biological Sciences, University of Cyprus, Aglandjia 2109, Nicosia, Cyprus https://sbscy.org/
Czech Republic	Czech Society for Biochemistry and Molecular Biology (ČSBMB), Kladenská 48, CZ-16 000 Prague 6 Czech Republic www.csbmb.cz
Denmark	Danish Society for Biochemistry and Molecular Biology (DSBMB), Danish Cancer Society Research Centre, Copenhagen, Denmark https://www.biokemi.eu/
Estonia	Estonian Biochemical Society (EBS), Tallinn University of Technology, Tallinn, Estonia www.biokeemiaselts.ee
Finland	Societas Biochimica, Biophysica et Microbiologica Fenniae (Biobio Society), University of Helsinki, Haartmaninkatu 8, 00290 Helsinki Finland www.biobio.org
France	Société Francaise de Biochimie et Biologie Moléculaire (SFBBM), Université Paris Cité, Inst. Pasteur – Struct. Biology & Chemistry Dpt, 45 Rue Sts Pères, 75006 Paris, France www.sfbbm.fr
Georgia	Association of Georgian Biochemists (AGB), Institute of Chemical Biology, Ilia State University, 3/5 K.Cholokashvili Av., Tbilisi 0162, Georgia
Germany	Gesellschaft für Biochemie und Molekularbiologie GBM e.V. (GBM), Mörfelder Landstr. 125 D-60598 Frankfurt/Main, Germany www.gbm-online.de
Greece	Hellenic Society of Biochemistry and Molecular (HSBMB) 11 Soufliou Street, 11257 Athens Greece www.eebmb.gr
Hungary	Hungarian Biochemical Society (Magyar Biokémiai Egyesület – MBKE), Research Center Natural Sciences, Hungarian Academy of Sciences, H-1117 Budapest, Hungary www.mbkegy.hu
Israel	Israel Society for Biochemistry and Molecular Biology (ISBMB), The Alexander Silberman Institute of Life Science, The Hebrew University of Jerusalem, Jerusalem, Israel www.weizmann.ac.il/isbmb
Italy	Società Italiana di Biochimica e Biologia Molecolare (SIB), Dip.to di Scienze Cliniche Applicate e Biotecnologiche, Università degli Studi del l'Aquila, Italy https://sib-biochemistry.it/
Latvia	Latvian Biochemical Society (LaBS), Latvian Biomedical Research and Study Centre, Ratsupites Street 1, LV 1067 Riga, Latvia https://www.biochemicalsociety.lv/index.html
Lithuania	Lithuanian Biochemical Society (LBD), Sauletekio al. 7, LT-10223 Vilnius, Lithuania www.biochemistry.lt
Moldova *(Associate)*	Moldovan Society of Biochemistry and Molecular Biology (MSBMB), Institute of Genetics, Physiology and Protection of Plants, Academy of Sciences of Moldova, Chisinau, Moldova
Morocco *(Associate)*	Moroccan Society of Biochemistry and Molecular Biology (SMBBM), Hassan II University of Casablanca, Laboratory of Sciences, Faculty of Sciences and Techniques, Mohammedia, Morocco

The Netherlands	The Netherlands Society for Biochemistry and Molecular Biology (NVBMB), Bijvoet Center for Biomolecular Research, Utrecht University, 3584 CH Utrecht, The Netherlands www.kncv.nl/nvbmb
Norway	Norwegian Bioscience Society (NBS), NTNU Dept. of Clinical and Molecular Medicine, PO Box 8905 Trondheim 7491, Norway www.biokjemisk.com
Poland	Polish Biochemical Society (PT Bioch), M. Nencki Institute of Experimental Biology, PO Box 38, Pasteur str. 3, 02-093 Warsaw Poland www.ptbioch.edu.pl
Portugal	Portuguese Biochemistry Society (SPB), School of Medicine and Biomedical Sciences (ICBAS), University of Porto, 4099-002 Porto, Portugal www.spb.pt
Romania	Romanian Society of Biochemistry and Molecular Biology (RSBMB), Institute of Biochemistry, Splaiul Independentei 296, 060031 Bucharest, Romania www.srbbm.biochim.ro/
Russia - ***suspended***	National Committee of Biochemists and Molecular Biologists (NCBMB) Shemyakin-Ovchinnikov Institute of Bioorganic Chemistry, RAS, 117997 Moscow, Russia www.rusbiochem.org
Serbia	Serbian Biochemical Society (SBS), Faculty of Chemistry, University of Belgrade, Studentski trg 16, 11000 Belgrade Serbia http://www.bds.org.rs/home.php
Slovakia	Slovak Society for Biochemistry and Molecular Biology (SSBMB), Comenius University in Bratislava, ŠafárikovonámestIe 6, 814 99 Bratislava Slovak Republic www.ssbmb.sk
Slovenia	Slovenian Biochemical Society (SBD), National Institute of Chemistry, University of Ljubljana, Ljubljana, Slovenia www.sbd.si
Spain	Sociedad Española de Bioquímica y Biologica Molecular (SEBBM), CIB-CSIC, c/Ramiro de Maetzu, 9 E-28040 Madrid, Spain www.sebbm.es
Sweden	The Swedish Society for Biochemistry, Biophysics and Molecular Biology (SFBBM), Svenska Kemisamfundet, Storgatan 19 4 tr, 114 51 Stockholm, Sweden https://kemisamfundet.se/sektioner/biokemi-biofysik-och-molekylarbiologi/
Switzerland	Life Sciences Switzerland (LS2), Molecular and Cellular Biosciences (MCB) section, University of Zurich, Department of Molecular Life Sciences, Winterthurerstrasse 190, Switzerland www.ls2.ch
Tunisia *(Associate)*	The Tunisian Association of Biological Sciences (ATSB) ATSB, Université de Carthage, Tunis, Tunisie www.atsb-bio.org
Türkiye	Turkish Biochemical Society (TBS), Hirfanli Sokak 9/3, 06700 Gaziosmanpaşa, Ankara, Türkiye www.turkbiyokimyadernegi.org.tr
Ukraine	Ukrainian Biochemical Society (UBS), Palladin Institute of Biochemistry, National Academy of Sciences, 9 Leontovicha St, Kyiv 01054 Ukraine **https://www.biochemistry.org.ua/index.php**
United Kingdom	Biochemical Society, 1 Naoroji St, London, WC1X 0GB, UK www.biochemistry.org
FEBS had 39 Constituent Societies in 2024, comprising 35 Member Societies and 4 Associate Member Societies.	

APPENDIX 2

	Member Societies 2024	no. members	Total subscription	
1	The Armenian Association of Biochemists	120	€	30.00
2	Austrian Association of Molecular Life	800	€	200.00
3	Société Belge de Biochimie et de Biologie	500	€	125.00
4	ABMB in Bosnia and Herzegovina	100	€	25.00
5	Bulgarian Society for Biochemistry,	100	€	25.00
6	HDBMB Croatian Society of Biochemistry	631	€	157.75
7	Cyprus - Society of Biological Sciences in	260	€	65.00
8	Czech Society for Biochemistry and	390	€	97.50
9	Danish Society for Biochemistry and	72	€	18.00
10	Estonian Biochemical Society - Eesti	103	€	25.75
11	Societas Biochemica, Biophysica et	450	€	112.50
12	Société Francaise de Biochimie et de	900	€	225.00
13	Association of Georgian Biochemists	98	€	24.50
14	Gesellschaft für Biochemie und	2,733	€	683.25
15	Hellenic Society of Biochemistry and	340	€	85.00
16	Hungarian Biochemical Society	900	€	225.00
17	Israel Society for Biochemistry and	41	€	10.25
18	Italian Society of Biochemistry and	1,000	€	250.00
19	Latvian Biochemical Society	81	€	20.25
20	Lithuanian Biochemical Society	265	€	66.25
21	Nederlandse Vereniging voor Biochemi en	970	€	242.50
22	Norwegian Biochemical Society	300	€	75.00
23	Polish Biochemical Society	1,068	€	267.00
24	Portuguese Biochemical Society	250	€	62.50
25	Societatea Romana de Biochimie si	329	€	82.25
26	Serbian Biochemical Society	268	€	67.00
27	Slovak Society for Biochemistry and	405	€	101.25
28	Slovenian Biochemical Society SBD	250	€	62.50
29	SEBBM - Sociedad Española de Bioquímica	2,780	€	695.00
30	Swedish Society for Biochemistry,	426	€	106.50
31	Life Sciences Switzerland LS2	938	€	234.50
32	Türk Biyokimya Derneği	600	€	150.00
33	The Biochemical Society UK	4,595	€	1,148.75
34	Ukrainian Biochemical Society	680	€	170.00
	Total	23,743	€	5,935.75
	ASSOCIATE MEMBERS			
	Moldavian Society of Biochemistry and Molecular Biology (MSBMB)			
	Morroccan Society of Biochemistry and Molecular Biology (SMBMB)			
	Tunisian Association of Biological Sciences (ATSB)			

APPENDIX 3

COMPOSITION OF THE FEBS COMMITTEES AND WORKING GROUPS
AND THE GEOGRAPHICAL DISTRIBUTION OF THE MEMBERS

January 1, 2024 - December 31, 2024
* = term ends / position for (re-)election to start 1.1.2025

EXECUTIVE COMMITTEE (EC)	Country	Elected in	Starting	Ending
Graça Soveral Chairperson Vice-Chair	Portugal	Lisbon (2022)	01 01 24 01 01 23	31 12 24 31 12 23
Alain Krol Vice-Chair	France	Tours (2023)	01 01 24	31 12 24
Miguel A. De la Rosa Secretary General	Spain	online (2021)	01 01 23	31 12 25*
Congress Counsellor		online (2020) Jerusalem (2017) Paris (2014)	01 01 21 01 01 18 01 01 15	31 12 22 31 12 20 31 12 17
Frank Michelangeli Treasurer	United Kingdom	Tours (2023) online (2020) Jerusalem (2017)	01 01 24 01 01 21 01 01 18	31 12 26 31 12 23 31 12 20
Acting Treasurer		Munich (2016)	09 09 16	31 12 17
Piotr Laidler Congress Counsellor	Poland	Lisbon (2022)	01 01 23	31 12 25
Chair Vice-Chair		Krakow (2019)	01 01 21 01 01 20	31 12 22 31 12 20
Mauro Maccarrone Chair, Advanced Courses Committee	Italy	Tours (2023)	01 01 24	31 12.26
Alain Krol Chair, Excellence Awards and Fellowships Committee	France	Lisbon (2022) Krakow (2019) Munich (2016)	01 01 23 01 01 20 01 01 17	31 12 25 31 12 22 31 12 19
Johannes Buchner Chair, Publications Committee	Germany	Tours (2023) online (2020)	01 01 24 01 01 21	31 12 26 31 12 23
Emmanouil Fragkoulis Chair, Science & Society Committee	Greece	Lisbon (2022) Krakow (2019) Munich (2016)	01 01 23 01 01 20 01 01 17	31 12 25 31 12 22 31 12 19
Ferhan Sağin Chair, Education and Training Committee	Türkiye	online (2021) Prague (2018)	01 01 22 01 01 19	31 12 24* 31 12 21
Dame Caroline Dean Chair, Women in Science Working Group (WiSE)	United Kingdom	Lisbon (2022)	01 01 23	31 12 25
Jerka Dumić Chair, Integration and Networking Committee (WGI)	Croatia	Lisbon (2022) Krakow (2019) Munich (2016)	01 01 23 01 01 20 01 01 17	31 12 25 31 12 22 31 12 19
Irene Díaz-Moreno Chair, Committee on the Careers of Young Scientists	Spain	Tours (2023) online (2020) Jerusalem (2017)	01 01 24 01 01 21 01 01 18	31 12 26 31 12 23 31 12 20
Xavier Coumoul Co-Chair Integration and Networking Committee Chair, Network Working Group	France	online (2021)	02 02 24 01 01 22	31 12 24 01 02 24
Israel Pecht; *Honorary EC member (non-voting, non-Director, non-Trustee role)* Secretary General	Israel	Jerusalem (2017) Seville (2012) Prague (2009) Istanbul (2006)	01 01 18 01 01 14 01 01 11 01 01 08	- 31 12 16 31 12 13 31 12 10

ADVANCED COURSES COMMITTEE (ACC)				
Mauro Maccarrone Chair	Italy	Tours (2023)	01 01 24	31 12.26
Tamas Aranyi	Hungary	Tours (2023)	01 01 24	31 12 27
Mutay Aslan	Türkiye	online (2020)	01 01 21	31 12 24*
Mateja Manček Keber	Slovenia	Lisbon (2022)	01 01 23	31 12 26
Zrinka Kovarik	Croatia	Tours (2023)	01 01 24	31 12 27
Milagros Medina	Spain	Lisbon (2022)	01 01 23	31 12 26
Jan Riemer	Germany	Lisbon (2022)	01 01 23	31 12 26
Frank Michelangeli *(Ex-Officio)* Treasurer Acting Treasurer	United Kingdom	Tours (2023) online (2020) Jerusalem (2017) Munich (2016)	01 01 24 01 01 21 01 01 18 09 09 16	31 12 26 31 12 23 31 12 20 31 12 17
Miguel De la Rosa *(Ex-Officio)* Secretary General	Spain	online (2021)	01 01 23	31 12 25
CAREERS OF YOUNG SCIENTISTS COMMITTEE (CYSC)				
Irene Díaz-Moreno Chair	Spain	Tours (2023) online (2020) Jerusalem (2017)	01 01 24 01 01 21 01 01 18	31 12 26 31 12 23 31 12 20
Anna Jagusiak	Poland	Lisbon (2022) Co-opted	01 01 23 01 06 21	31 12 26 31 12 22
Vlastimil Kulda	Czech Republic	Lisbon (2022) Co-opted	01 01 23 01 06 21	31 12 26 31 12 22
Alexander Rontgen	UK	Co-opted	01 09 23	31 12 24*
Sonia Trojan	Poland	Co-opted	01 09 23	31 12 24*
Maren Pfirmann (Co-Chair FEBS-IUBMB-ENABLE)		Co-opted	01 01 24	31 12 24*
Frank Michelangeli *(Ex-Officio)* Treasurer Acting Treasurer	United Kingdom	Tours (2023) online (2020) Jerusalem (2017) Munich (2016)	01 01 24 01 01 21 01 01 18 09 09 16	31 12 26 31 12 23 31 12 20 31 12 17
Miguel De la Rosa *(Ex-Officio)* Secretary General	Spain	online (2021)	01 01 23	31 12 25
Jerka Dumić (*Ex-officio*) Chair, Integration and Networking Committee	Croatia	Lisbon (2022) Krakow (2019) Munich (2016)	01 01 23 01 01 20 01 01 17	31 12 25 31 12 22 31 12 19
Caroline Dean (*Ex-officio*) Chair, Women in Science Working Group	United Kingdom	Lisbon (2022)	01 01 23	31 12 25
EDUCATION and TRAINING COMMITTEE (ETC)				
Ferhan Sağin Chair	Türkiye	online (2021) Prague (2018)	01 01 22 01 01 19	31 12 24* 31 12 21
Manuel João Costa	Portugal	online (2020)	01 01 21	31 12 24*
Francesco Malatesta	Italy	Lisbon (2022)	01 01 23	31 12 26
Didier Picard	Switzerland	Tours (2023)	01 01 24	31 12 27
Nino Sinčić	Croatia	Lisbon (2022)	01 01 23	31 12 26

Ly Villo	Estonia	Lisbon (2022)	01 01 23	31 12 26
Luciane Vieira de Mello (*Co-opted, non-voting)*	United Kingdom	Co-opted	01 01 23	31 12 24
Winnie Eskild (*Co-opted, non-voting)*	Norway	Co-opted	01 01 21	31 12 24
Angel Herráez (*Co-opted, non-voting*)	Spain	Co-opted	01 01 16	31 12 24
Keith Elliott (*Co-opted, non-voting*)	United Kingdom	Co-opted		31 12 24
Frank Michelangeli *(Ex-Officio)* Treasurer Acting Treasurer	United Kingdom	Tours (2023) online (2020) Jerusalem (2017) Munich (2016)	01 01 24 01 01 21 01 01 18 09 09 16	31 12 26 31 12 23 31 12 20 31 12 17
Miguel De la Rosa *(Ex-Officio)* Secretary General	Spain	online (2021)	01 01 23	31 12 25
Irene Díaz-Moreno *(Ex-officio)* Chair, Careers of Young Scientists Committee	Spain	Tours (2023) online (2020) Jerusalem (2017)	01 01 24 01 01 21 01 01 18	31 12 26 31 12 23 31 12 20
Jerka Dumić *(Ex-officio)* Chair, Integration and Networking Committee	Croatia	Lisbon (2022) Krakow (2019) Munich (2016)	01 01 23 01 01 20 01 01 17	31 12 25 31 12 22 31 12 19
EXCELLENCE AWARDS and FELLOWSHIPS COMMITTEE (EAFC)				
Alain Krol Chair	France	Lisbon (2022) Krakow (2019) Munich (2016)	01 01 23 01 01 20 01 01 17	31 12 25 31 12 22 31 12 19
Tihomir Balog	Croatia	Online (2020)	01 01 21	31 12 24*
Carmen Castresana	Spain	Tours (2023)	01 01 24	31 12 27
Valeriy Filonenko	Ukraine	online (2020)	01 01 21	31 12 24*
Jussi Hepojoki	Finland	online (2021)	01 01 22	31 12 25
Sebastian Hiller	Germany	online (2020)	01 01 21	31 12 24*
Aristidis Moustakas	Greece	Lisbon (2022)	01 01 23	31 12 26
Natasa Poklar Ulrih	Slovenia	Lisbon (2022)	01 01 23	31 12 26
Nesrin Kartal Ozer	Türkiye	online (2020)	01 01 21	31 12 24*
Marie Sissler	France	Tours (2023)	01 01 24	31 12 27
Pawel Switonski	Poland	Tours (2023)	01 01 24	31 12 27
László Virág	Hungary	Tours (2023)	01 01 24	31 12 27
Vicente Rubio (Co-opted)	Spain	Co-opted	01 01 24	31 12 24

Frank Michelangeli *(Ex-Officio)* Treasurer Acting Treasurer	United Kingdom	Tours (2023) online (2020) Jerusalem (2017) Munich (2016)	01 01 24 01 01 21 01 01 18 09 09 16	31 12 26 31 12 23 31 12 20 31 12 17
Miguel De la Rosa *(Ex-Officio)* Secretary General	Spain	online (2021)	01 01 23	31 12 25
FINANCE COMMITTEE (FC)				
Frank Michelangeli Chair and Treasurer Acting Treasurer	United Kingdom	Tours (2023) online (2020) Jerusalem (2017) Munich (2016)	01 01 24 01 01 21 01 01 18 09 09 16	31 12 26 31 12 23 31 12 20 31 12 17
Francesco Bonomi	Italy	online (2020)	01 01 21	31 12 24*
Antonio Ferrer-Montiel	Spain	Tours (2023)	01 01 24	31 12 27
László Fésüs	Hungary	Co-opted	01 01 21	31 12 24
Miguel De la Rosa *(Ex-Officio)* Secretary General	Spain	online (2021)	01 01 23	31 12 25
Johannes Buchner (*Ex-Officio*) Chair, Publications Committee	Germany	Tours (2023) online (2020)	01 01 24 01 01 21	31 12 26 31 12 23
INTEGRATION and NETWORKING COMMITTEE (INC)				
Jerka Dumić Chair (WGI)	Croatia	Lisbon (2022) Krakow (2019) Munich (2016)	01 01 23 01 01 20 01 01 17	31 12 25 31 12 22 31 12 19
Xavier Coumoul Co-Chair Chair, Network Working Group	France	online (2021)	02 02 24 01 01 22	31 12 24 01 02 24
Ali Burak Özkaya	Türkiye	online (2021)	01 01 22	31 12 25
Myrtani Pieri	Cyprus	Tours (2023)	01 01 24	31 12 27
Natalija Polovic	Serbia	Lisbon (2022)	01 01 23	31 12 26
Rasa Žukienė	Lithuania	Lisbon (2022)	01 01 23	31 12 26
Miguel De la Rosa *(Ex-Officio)* Secretary General	Spain	online (2021)	01 01 23	31 12 25
Irene Díaz-Moreno *(Ex-Officio)* Chair, Careers of Young Scientists Committee	Spain	Tours (2023) online (2020) Jerusalem (2017)	01 01 24 01 01 21 01 01 18	31 12 26 31 12 23 31 12 20
Frank Michelangeli *(Ex-Officio)* Treasurer Acting Treasurer	United Kingdom	Tours (2023) online (2020) Jerusalem (2017) Munich (2016)	01 01 24 01 01 21 01 01 18 09 09 16	31 12 26 31 12 23 31 12 20 31 12 17
Ferhan Sagin *(Ex-Officio)* Chair, Education Committee	Türkiye	online (2021) Prague (2018)	01 01 22 01 01 19	31 12 24* 31 12 21
PUBLICATIONS COMMITTEE (PC)				
Johannes Buchner Chair	Germany	Tours (2023) online (2020)	01 01 24 01 01 21	31 12 26 31 12 23

Marc Baumann	Finland	online (2020)	01 01 21	31 12 24*
Isabel Fabregat	Spain	Lisbon (2022)	01 01 23	31 12 26
Johannes Herrmann	Germany	online (2021)	01 01 22	31 12 25
Marcin Majka	Poland	online (2021)	01 01 22	31 12 25
Rina Rosenzweig	Israel	Lisbon (2022)	01 01 23	31 12 26
Frank Michelangeli *(Ex-Officio)* Treasurer Acting Treasurer	United Kingdom	Tours (2023) online (2020) Jerusalem (2017) Munich (2016)	01 01 24 01 01 21 01 01 18 09 09 16	31 12 26 31 12 23 31 12 20 31 12 17
Miguel De la Rosa *(Ex-Officio)* Secretary General	Spain	online (2021)	01 01 23	31 12 25
SCIENCE and SOCIETY COMMITTEE (SSC)				
Emmanouil Fragkoulis Chair	Greece	Lisbon (2022) Krakow (2019) Munich (2016)	01 01 23 01 01 20 01 01 17	31 12 25 31 12 22 31 12 19
Mauro Torti	Italy	online (2020)	01 01 21	31 12 24*
Melita Vidaković	Serbia	online (2021)	01 01 22	31 12 25
Enrique Viguera Minguez	Spain	online (2020)	01 01 21	31 12 24*
Frank Michelangeli *(Ex-Officio)* Treasurer Acting Treasurer	United Kingdom	Tours (2023) online (2020) Jerusalem (2017) Munich (2016)	01 01 24 01 01 21 01 01 18 09 09 16	31 12 26 31 12 23 31 12 20 31 12 17
Miguel De la Rosa *(Ex-Officio)* Secretary General	Spain	online (2021)	01 01 23	31 12 25
Piotr Laidler *(Ex-Officio)* Congress Counsellor	Poland	Lisbon (2022)	01 01 23	31 12 25
WORKING GROUP on WOMEN IN SCIENCE (WISE)				
Dame Caroline Dean Chair	United Kingdom	Lisbon (2022)	01 01 23	31 12 25
Frank Michelangeli *(Ex-Officio)* Treasurer Acting Treasurer	United Kingdom	Tours (2023) online (2020) Jerusalem (2017) Munich (2016)	01 01 24 01 01 21 01 01 18 09 09 16	31 12 26 31 12 23 31 12 20 31 12 17
Miguel De la Rosa *(Ex-Officio)* Secretary General	Spain	online (2021)	01 01 23	31 12 25

Appendix 4 - Fellowships and FEBS Excellent Awards

FEA FEBS Excellence Awards in place 2024			
	Mobility History	Host Country	Year awarded Excellence Award
1	USA	Belgium	2021
2	Netherlands	Belgium	2021
3	Germany	Austria	2021
4	UK	France	2021
5	Belgium	Netherlands	2021
6	USA	Netherlands	2021
7	USA	Portugal	2021
8	Germany / USA	France	2021
9	USA	Austria	2022
10	USA	Portugal	2022
11	Canada / UK	Germany	2022
12	USA	Italy	2022
13	USA	Israel	2022
14	USA	Belgium	2022
15	USA / UK/ Israel	Austria	2022
16	USA	Germany	2022
17	USA	Israel	2022
18	USA	Germany	2022
19	Italy	France	2023
20	France	Netherlands	2023
21	United Kingdom	Germany	2023
22	Italy	Netherlands	2023
23	South Korea	Germany	2023
24	Italy	Austria	2023
25	France	France	2023
26	Israel	Israel	2023
27	Germany	Switzerland	2023
28	Spain	Poland	2023

Ukrainian Short-Term Fellowship		
	From	To
1	Ukraine	Czech Republic
2	Ukraine	Austria
3	Ukraine	Poland
4	Ukraine	Czech Republic
5	Ukraine	Lithuania
6	Ukraine	Italy
7	Ukraine	Poland

The details are for fellowships accepted by grantees.

Long-Term Fellowships Scheme has ended

FEBS Collaborative Developmental Scholarships - scheme has ended

Short Term Fellowships 2024		
	From	To
1	Lithuania	Belgium
2	Switzerland	Germany
3	Belgium	United Kingdom
4	Netherlands	Sweden
5	Poland	Spain
6	Spain	Germany
7	Tunisia	France
8	Spain	United Kingdom
9	Spain	Norway
10	Poland	Austria
11	Portugal	Hungary
12	Tunisia	Belgium
13	Czech Republic	Spain
14	Spain	Switzerland
15	Greece	Germany
16	Spain	Germany
17	Spain	Greece
18	Tunisia	France
19	Italy	Germany
20	Bulgaria	Portugal
21	Spain	Greece
22	Spain	Germany
23	Greece	Germany

Summer Fellowships 2024		
	From	To
1	Spain	United Kingdom
2	Spain	United Kingdom
3	Spain	Austria
4	Israel	Ireland
5	Hungary	Germany
6	Poland	Austria
7	Slovenia	Belgium
8	Italy	Lithuania
9	Portugal	Spain
10	Finland	United Kingdom

Appendix 5: Advanced Courses 2024

Course Type	Course Name	Main Organiser's Name	Location of Course	Course Date	No. of YTFS	No. Trans YTFs
Practical course	Anniversary - Advanced methods in macromolecular crystallization X	Ivana Kutá Smatanová	Czech Republic	9 - 15 June 2024	4	0
EMBO/FEBS Lecture Course	Mitochondria in Life, Death and Disease	F.-Nora Voegtle	Germany	16-20 Sept 2024	4	0
Advanced Lecture Course	Redox biochemistry: cellular responses and disease relevance	Tilman Grune	Greece	30 Sept to 6 Oct 2024	5	0
Advanced Lecture Course	HFP2024: Molecular Mechanisms of Host-pathogen Interactions and Virulence in Human Fungal Pathogens	Dr Guilhem Janbon	France	18-24 May 2024	5	1
Advanced Lecture Course	Molecular mechanisms of interorgan crosstalk in health and disease	Andreas Herrlich	Greece	9-17 May 2024	5	0
Advanced Lecture Course	Fish Immunology: Molecular and Evolutionary Perspectives	Joachim Frey	Greece	24-28 Sept 2024	3	1
EMBO/FEBS Lecture Course	Membranes, Lipids and Proteins in Organelle Biogenesis	Eefjan Breukink	Greece	26 May to 1 June 2024	4	1
EMBO/FEBS Lecture Course	Molecular Mechanisms in Signal Transduction and Cancer (tentative title)	Boudewijn Burgering	Greece	18-26 Aug 2024	5	1
EMBO/FEBS Lecture Course	Molecular mechanisms of ageing and regeneration: from hydra to humans	Christoph Englert	Greece	5-13 Oct 2024	4	1
Workshop	Protein Termini 2024: From Insight to Impact	Emily Flashman	United Kingdom	8-11 Sept 2024	4	1
Workshop	Proteolysis: at the interface between health and disease	Boris Turk	Slovenia	14-18 Sept 2024	5	1
Workshop	Les Houches-Telluride Workshop on Protein Dynamics	Martin Weik	France	2-7 June 2024	4	0
Workshop	5th International Conference on the Long and the Short of Non-Coding RNAs	Andrei Thomas-Tikhonenko	Greece	17-22 June 2024	2	1
Combined Practical/Lecture Course	Metals in biology: their importance and tools to study them	Ricardo O. Louro	Portugal	26 May to 2 June 2024	7	1
Practical course	Functional imaging of cellular dynamics	Mark Hink	Netherlands	9-15 June 2024	7	1
Advanced Lecture Course	5th Danube Conference on Epigenetics	Tamas Arányi	Hungary	28-31 Oct 2024	5	1
Workshop	Transglutaminases in Human Disease Processes	Elisabetta Verderio Edwards	Italy	19-23 May 2024	9	1