

SYNCHRONICITY EARTH

ANNUAL REPORT
AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025

Company Registration Number: 06952204
Registered Charity Number: 1132786



Synchronicity Earth Trustees' Report

(including Directors' and Strategic Report) for the year ended 31 December 2025

The Trustees present their report and accounts for the period ended 31 December 2025. The accounts have been prepared in accordance with the accounting policies set out in Note 1 to the accounts and comply with the Companies Act 2006 and the Statement of Recommended Practice, 'Accounting and Reporting by Charities', FRS102 (published October 2019). The charity is a company limited by guarantee and is governed by its memorandum and articles of association. The Trustees, who are also the Directors for the purpose of company law, who served during the relevant period, are listed on page 52.

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Cover image: *A young Javan gibbon learning to sing in the Citalahab Forest within Gunung Halimun Salak National Park, which is also home to the only long-term field station dedicated specifically to the study of wild Javan gibbons, an Endangered species. © KIARA*
Above image: A species of South American toad being surveyed by Asociación Pro Fauna Silvestre. © Chris Scarffe

Foreword

Reflections on 2025 from our Co-Chairs, Adam Sweidan and Catherine Bryan

In 2025, Synchronicity Earth continued to focus on positive, long-term environmental impact, increasing its grant funding and organisational growth. Together with our donors and philanthropy partners, we funded 161 organisations across 41 countries. We were delighted to welcome Rachel Hewitt and Helen Tugendhat as our new Co-Executive Directors. They bring huge amounts of energy and wisdom, as well as a wide range of experience in the charitable sector. Together, they further strengthen our ability to grow sustainably, which is crucial given our ambition to significantly increase our funding and the impact of our partners' work. Our Senior Leadership Team developed a clear strategic pathway for growth in recent years, and we are deeply grateful for all they have delivered. Helen and Rachel are building on this strong foundation, working closely with them to deliver our strategy and ready ourselves for a robust 2026. We also welcomed our Chief Scientific Advisor Dr Simon Stuart to the Board in October 2025. His extensive experience, particularly in species conservation with the IUCN, adds depth to our board discussions and the team always appreciate opportunities to discuss programmatic issues with him.

Synchronicity Earth received £12m of income during 2025 from 67 donors. This is a 22% increase from the previous year and reflects continued steady growth in funding from a wide range of donors that see the value of our funding philosophy. Our programme funding rose to £6.4m, an increase of 27% from 2024. This represents funding across our seven programmes (Amphibian, Asian Species, Biocultural Diversity, Congo Basin, Freshwater, Melanesia, and Ocean), as well as More than Carbon and our cross-programmatic work supporting youth, culture and systems change, initiatives managed through our Synchronicity Portfolio. The new Melanesia Programme was launched during the year, building on more than 10 years of funding in Papua New Guinea (PNG). It is led by Dr Miriam Supuma, who is based in PNG and works with local civil society organisations in one of the most biologically and culturally diverse places on earth. We are excited about the potential of



Indri lemur from Madagascar. © Michel Strogoff

Our vision

A world in which biological and cultural diversity are valued, celebrated, and flourishing.

Our mission

We bring conservation to life through our work, championing effective approaches and increasing funding for Earth's overlooked species and ecosystems and the communities working to protect them.

Our strategy

Our current strategy (2023-2027) defines our approach to achieving our mission through three overarching goals:

Conservation

Increased and more effective support for locally-led conservation in regions of high biodiversity facing the greatest threats.

Capacity

A stronger, more resilient conservation sector supported by more effective, equitable philanthropic funding.

Culture

Support for nature flowing through a wider movement addressing systemic drivers of the environmental crisis.

this enlarged regional programme to boost the work of many Indigenous and locally led organisations protecting stunning land and seascapes, while aligning Indigenous culture and knowledge with western science.

Our endowments were valued at £11.5m at the end of 2025, increasing by £2.3m from a combination of positive investment performance (11% for 2025), generous donations, and the creation of two new endowments. A new endowment was set up to support the work of SHOAL, the freshwater species initiative that we've co-hosted (alongside Re:wild), since its inception in 2019. Funding was also received for a new endowment to support the charitable work of the IUCN Species Survival Commission. During 2025, our endowments provided £856k of funding to our programmes.

Much of this Annual Report is about the work of our partners, who are incredibly diverse and consistently give us hope. Inspired by the wealth of young conservationists keen to contribute to ensuring a vibrant future for our natural world, we worked with other funders to get a better understanding of how funding flows to youth-led campaigns and conservation, the outputs of which will be published in 2026. We have also redeveloped the strategy of our Biocultural Diversity Programme, although working with Indigenous Peoples and communities is embedded across our programmes.

We also worked with specialist consultants to review our support for partners' organisational development. The outputs of this will deliver a refreshed strategy for more effective organisational support in 2026, clarifying and extending how we provide support beyond funding to our partners. As always, we are committed to 'Reimagining Philanthropy', an approach where we learn with our partners and other funders how to build mutual respect and understanding so that funding truly supports partner organisations and is led by their needs. During the year we continued that learning journey and we are grateful to our partners for everything they achieve, often in challenging conditions, and always with incredible commitment and creativity.

The IUCN World Conservation Congress (WCC) in Abu Dhabi was a bright spot in the year. The conservation community came together and shared



Association Mitsinjo's reforestation nursery. © Michel Strogoff

Our values

We do our best to live up to our values and to ensure we constantly reflect, learn, and evolve in relation to them.

Trust

We build trusting relationships by listening, respecting diverse perspectives, and providing flexible, long-term support.

Flexibility

We collaborate openly, sharing ideas and resources to amplify impact.

Care

We care for nature, our partners, and the communities we serve, recognising our shared responsibility to future generations.

Learning

We continuously reflect, adapt, and embrace change to maximise our impact.

Fairness

We commit to diversity, equity, and inclusion to strengthen conservation efforts.

Creativity

We innovate and connect diverse voices to tackle conservation challenges in the world's most biodiverse regions.

Flourishing Diversity

We champion the flourishing of diversity in people, partnerships, landscapes, and approaches to ensure a thriving future.

successes and challenges, agreeing a new strategic plan for the IUCN through to 2040. It was truly a coming together of cultures and ideas. Synchronicity Earth was represented by team members and Trustees and was also delighted to fund attendance of 15 partner organisations, as well as providing non-funding support to other partners. For some, it was their first time in the Members Assembly, voting on a wide range of Motions that form the framework of IUCN's policies and programme. Enabling access to global forums like this is essential if the conservation community is serious about hearing a diversity of voices and understanding local issues across the world.

We were proud to launch the Ocean Stewardship Award for early-career marine conservationists at the IUCN WCC with its founder, Dr Kristina Gjerde, who sadly passed away in December 2025. Having guided our funding on high seas policy work for many years, we were honoured to be asked by her to host this new award. The first awards will be made during 2026 from the Neptune Endowment and will be a wonderful celebration of Kristina's legacy and love for the ocean.

Looking more widely at the operating context during 2025, many governments reduced their overseas development funding. This reduction impacted conservation organisations around the globe, making philanthropic funding ever more important. Many organisations have had to review and cut programmes of work, adapting to a new funding landscape. Synchronicity Earth was in regular contact with other environmental funders, as well as our partners, to compare notes and get a better idea of impact and responses across the sector. This will have long-term repercussions and is indicative of a more uncertain funding and political environment that will require all of us to be nimble and adaptive, whilst holding fast to our long-term objectives.

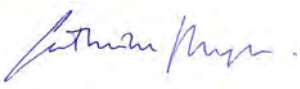
Recognising opportunities, knowing when something is not working and being prepared to try new approaches are all part of our partners' work, whatever their long-term objectives. We constantly look at how we and our partners balance risk and opportunity, keeping in mind that we often learn far more from failure than success.

'A life spent making mistakes is not only more honourable, but more useful than a life spent doing nothing.'

GEORGE BERNARD SHAW

The worst thing any of us can do is 'nothing' in response to our shrinking natural world. This report is a wonderful record of work by people taking action in a myriad of ways. It showcases solutions that embrace culture, science, and creativity and we extend our thanks to our trustees, our team, our donors and the partners we fund for everything they do to ensure future generations enjoy the amazing species and landscapes that we are so fortunate to experience.





ADAM SWEIDAN CATHERINE BRYAN
SYNCHRONICITY EARTH CO-CHAIRS





Our year in numbers

FUNDRAISING

Total income **£12m**

Funding for partners secured with help from Synchronicity Earth **£1.2m**

£2.6m

Donations received for endowment funds

PROGRAMMES

Programme funding **£6.4m**

£2.7m committed for conditional multi-year grants beyond 2025

Partners supported in 41 countries **161**

57% of partners were local/ national organisations

25% of partners are youth-led

75% have women in leadership

TEAM

34 UK team members...

... including our 2 new Co-Executive Directors **2**

7 Affiliates/regional staff with local expertise supporting our partners

SUPPORT

60% of partners received multi-year grants

77% of partners received core funding

Species monitored or protected by partners **347**

Objectives and activities

Meeting the moment for nature

Synchronicity Earth is a UK-registered charity dedicated to increasing funding and support for organisations and communities protecting some of Earth's most vital, nature-rich environments. We prioritise regions, ecosystems, and species that are overlooked and underfunded: vital tropical forests that rarely make headlines; species seldom seen in wildlife documentaries, many quietly slipping towards extinction; and regions that are 'out of sight, out of mind' for many conservation organisations.

Since our founding in 2009, led by our UK-based Programme Team, we have fostered a diverse and globally distributed community of conservation partners, scientists, and researchers, in-country staff and affiliates, peer organisations, Indigenous and community leaders, and funders. During that time, Synchronicity Earth has provided over £25m in grant funding to more than 200 organisations, building long-term relationships founded on trust and flexibility to achieve lasting positive impact for nature and people.

This global community has informed our programme priorities, helped to identify the most impactful organisations and emerging conservation leaders in our focal regions, and been a constant source of inspiration and learning.

The urgency of the ecological crises we are facing can only be met by working effectively with other aligned funders and organisations. Beyond 'on the ground' conservation, we increasingly focus on engaging with and supporting others in the philanthropy and conservation sectors. We maintain constant dialogue with our wider community, sharing key messages, listening and learning, convening space for those whose voices have historically gone unheard. We support and participate in a growing movement of like-minded people and organisations striving for deeper, systemic change, to improve environmental funding practice and drive greater attention and action for critical conservation challenges.



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Scarlet macaws in the Amazon.

Conservation

GROWING OUR PROGRAMMES

In 2025, we launched the seventh of our conservation programmes, focusing on Melanesia, a vast region of incredible biological and cultural diversity often overlooked by conservation funders. For each of our programmes – Amphibian, Asian Species, Biocultural Diversity, Congo Basin, Freshwater, Melanesia, and Ocean – our London-based team collaborates closely with scientific advisors and in-country or regional affiliates and staff, nurturing relationships with leading conservation biologists and members of local communities to understand where our support can help to achieve maximum impact.

Building on these communities of knowledge and practice, each of our programmes has its own bespoke strategic approach and goals. In regions where land rights are a crucial component of successful conservation outcomes, for example, rights-based approaches are built in. For another programme, a lack of data may be holding back conservation action, so advancing conservation knowledge for a particular ecosystem or species is a key goal.

Our programmes serve as multipliers, to increase the amount and quality of funding committed to less celebrated but equally vital conservation efforts; they play an important role as hubs to support a network of expertise, experience, and partners, fostering

shared learning; they help us to amplify awareness and attention for conservation priorities that lack visibility; and act as convenors to bring conservation and philanthropic stakeholders together to co-create solutions to address a particular funding gap or issue.

Synchronicity Earth prioritises place-based and community-centred approaches. Often, this means actively promoting biocultural approaches, where the knowledge, customs, and practices of Indigenous Peoples and local communities are central to positive biodiversity outcomes that benefit both people and planet.

STRONG, LONG-TERM PARTNERSHIPS

Our core partnership model is based on funding partners over the long term, recognising that sustained investment in people and their organisations is the most effective way to bring about transformative change and positive impact. Building trust and listening to our partners' needs helps to ensure that the funding we provide is put to best use, whether that is to support specific activities to protect species or restore land, or to help organisations strengthen their own capacity, advocate for their work and rights, or take part in vital decision-making spaces.

We provide core and flexible funding wherever possible, allowing money to be directed to areas where it is most needed, including to support an organisation's own development and infrastructure.

But we also recognise that there are times when the greatest impact can be achieved with a quick injection of funds to support a relevant research piece, an innovative new approach, or a short-term project. Each year, we provide a number of 'opportunity grants' that are flexible, fast, and responsive to needs of the sector as they arise.

HOW WE IDENTIFY OUR PARTNERS

Our commitment to building lasting partnerships is reflected in how we fund. From the outset, Synchronicity Earth made a strategic decision not to run an external application process or accept unsolicited proposals. Instead, through our established network of in-country affiliates, scientific advisers, and long-term conservation partners, we identify organisations that align with our values and priorities.

Our approach allows us to understand local contexts more deeply and ensures that funding reaches groups that may lack the resources or connections to navigate traditional grant application processes.

By relying on trusted recommendations from those embedded within the conservation communities we are looking to serve, we can identify emerging leaders and innovative approaches that might otherwise be overlooked.



© Piku Biodiversity Network

Pig-nosed turtle hatchling, Papua New Guinea.



Live scribe Raquel Duran captures the discussion during a Capacity Development Strategy collaborative workshop with Synchronicity Earth stakeholders.

Capacity

A STRONGER, MORE RESILIENT CONSERVATION SECTOR

At Synchronicity Earth, we view our work on capacity as part of a collective rebalancing effort to ensure resources, skills, and knowledge flow freely between different people and organisations, with each providing their own specific expertise, resources, and contextual understanding. We believe that each organisation we work with is only as strong as its people and it is those individuals who are best placed to understand their own needs for organisational or skills development.

Our aim is to increase conservation impact by helping to strengthen every link in the chain: from an individual just starting out as a conservationist with little funding or support, or a small, local organisation or civil society group, up to national, regional, and international NGOs and networks; from funders and philanthropists financing conservation to the global processes and forums where decisions on biodiversity conservation are made. These are all pathways towards greater capacity across the sector, helping to meet the challenge of protecting and restoring biodiversity in some of the most unique yet threatened environments on Earth.

We recognise that, with any discussion of capacity, there are always power dynamics at play. Acknowledging the existing imbalance of power, we are committed to supporting the views and voices of groups who have historically often found themselves marginalised from mainstream conservation discussions and decision-making processes: Indigenous Peoples, women, and youth, among others. This work takes a variety of forms, for example: exploring and supporting Indigenous-led funds; supporting young climate and biodiversity advocates to attend global conferences; and setting concrete objectives for the proportion of women in leadership positions among the organisations we support.

INCREASING OUR IMPACT

Starting in August 2025, led by three organisational development experts, Synchronicity Earth convened a process to explore how we can scale up capacity support within the conservation sector. This process (which continues into 2026) draws on the experience of Synchronicity Earth's Board, leadership, staff, and affiliates as well as a diverse array of partners, donors, Organisational Development practitioners, and like-minded organisations and individuals who have kindly agreed to give us their time, knowledge, and experience.

Increasing our own potential to work effectively with others – whether that is our partners, other Organisation Development providers, or funders – to support greater capacity in the sector is a crucial step in our development. It will allow us to provide a more transparent and structured capacity offering to our partners, building resilience and confidence in the sector so that we collectively have greater readiness to take on the challenges of tomorrow.

CULTURAL ENGAGEMENT: THE BIGGER PICTURE

Since 2009, we have supported over 200 organisations across the world, building long-term relationships and nurturing a global network of local conservation partners, scientists, regional affiliates and staff, and funders. Being part of this community has strengthened our conviction that protecting nature is not just a scientific or technical endeavour, but also a cultural practice, rooted in context and the knowledge and practices of local communities.

Working with Indigenous Peoples and community-led NGOs across diverse regions deepens our understanding of the myriad ways people and cultures interact with and recognise themselves as part of nature. This is in stark contrast to many 'Western' societies, where the political, economic, and cultural status quo often places people above and apart from the natural world.



© Michel Strogoff

Fiery skeleton frog, Madagascar.

As an organisation which aims to protect and restore biodiversity, we have a responsibility to question cultural norms and practices that place humans above and apart from nature, and to engage in efforts to promote deeper change, pushing back against the marginalisation of the natural world. Looking at the bigger picture – beyond on the ground conservation – is critical to our mission: we feel a deep responsibility to listen and learn from our network, to share that learning and engage with the communities of practice and discussions in which our voice and influence can be heard – philanthropy and environmental funding, conservation approaches and practice, storytelling, and the cultural and creative sectors.

OUR FOCUS ON CONSERVATION AND FUNDING PRACTICE

Over 16 years' experience of funding biodiversity has taught us that many conservation and funding practices are ill-equipped to support locally led organisations fairly and effectively. Synchronicity Earth is intentionally working with other funders and conservation organisations to reimagine the 'culture' of conservation and environmental giving.

For example, in 2025, we launched our Conservation Funders Learning Circle, which brings together a group of environmental funders to explore trust-based approaches to funding and the power dynamics of the funder-grantee relationship. This has proved to be a fertile space for sharing ideas and practices around fairer, more effective funding.

We are also engaging an online community in this space: on LinkedIn, our Reimagining Philanthropy newsletter currently counts over 3,500 subscribers, providing a vibrant platform to promote and discuss equitable approaches to environmental funding.

Engaging with the 'culture' of conservation also means asking some difficult questions: why do many of the most important and effective custodians of nature – Indigenous Peoples, women, youth – still face so many barriers to participation in the global policy- and decision-making spaces that affect them the most? The persistent lack of diversity seen in the conservation sector and decision-making forums is a blind spot which impacts how sustainable the future we are trying to build will be for all the communities and species which depend on the natural world.

As a member of this sector, we see it as our responsibility to do what we can to promote inclusivity. Led by our values of trust, fairness, flexibility, and care, we help to break down barriers for our partners attending global conservation gatherings. At the same time, we are contributing to greater diversity and inclusion within the UK-based conservation sector. For the past two years, we have worked with Generation Success, a social enterprise whose mission is to "unlock the potential of young people across the UK (...) and ensure that career success is accessible to all, regardless of background", to recruit graduate interns from underrepresented groups in the summer.

We are also regular contributors to SOS-UK's annual 'RACE Report', which monitors progress on diversity among UK environmental organisations.

CULTURAL RESONANCE

In complement to all that we do, we are committed to exploring and challenging existing dominant narratives and aim to inspire different ways of thinking and feeling about human relationships to nature and our place within nature.

We partner with filmmakers, artists, writers, thought-leaders, and media organisations to amplify these stories and help them to reach new audiences, convening discussions and developing projects and collaborations to re-centre nature at the heart of our cultural conversation.

In 2025, we continued to support a small group of individuals and organisations in the cultural and creative sectors: we platformed inspiring storytellers and young filmmakers; supported an award-winning organisation bringing nature into boardrooms; funded a brilliant podcast celebrating nature and inspiring black female Earth Keepers in the environmental movement; and provided core funding for an inspirational organisation working with Indigenous communities to provide filmmaking and geospatial mapping skills, helping them to document environmental crimes and support legal cases to protect their ancestral forests.

OUR INTERNAL CULTURE: EMBEDDING THE PRINCIPLES AND PRACTICES OF OUR WORKING GROUPS

Internally, Synchronicity Earth has committed to creating a culture which allows us to examine our own practices – particularly, for example, around trust-based funding and our own Due Diligence processes – and provide opportunities for all members of our team (those based in London as well as our global staff and affiliates), to bring their own ideas and priorities to the table.

For example, from 2022, three internal working groups were run and promoted by various members of our team, creating space to engage with issues that clearly relate to our mission but are not confined to one particular programme.



© Chris Scarffe

Asociación Pro Fauna Silvestre working with rural communities in Peru.

Reimagining Philanthropy is an internal forum designed to explore trust-based approaches to environmental funding, looking at how we at Synchronicity Earth can improve our own practice whilst also promoting behaviour change within the wider environmental philanthropy sector.

Our **Youth** working group brought vital attention and resources to the challenges faced by young people working in biodiversity conservation; for example, lack of funding and trust from environmental funders, and difficulty accessing decision-making spaces or participating in dialogues fundamental to their future.

Finally, our **Equity, Diversity, and Inclusion** working group was created in recognition of the inherent imbalance in opportunities for people from all backgrounds to get involved in conservation and has driven our efforts to make our organisation and the wider UK environment sector more inclusive.

The success of these groups, and the dynamism and interest they have fostered within Synchronicity Earth, has led to much of their work being absorbed into our day-to-day operations and goals. All three groups have now outgrown their 'working group' label but will continue to catalyse discussions and drive positive change within Synchronicity Earth and our wider community.

Funding

Flexibility and innovation

POOLED FUNDS

Our pooled funding approach has proven to be an innovative and effective way for donors to collaborate, share expertise, and learn about new areas of work. For partners, our pooled funds mean reduced requirements for reporting and applications through collective grant administration, and connection to a wider network.

In all our pooled funds (for the Congo Basin, Amphibian, the Chrysalis Youth Fund, and our new Melanesia Pooled Fund), Synchronicity Earth handles all grant and donation management without taking any overhead. This includes scoping for new funding opportunities and researching the most critical priorities for each programme.

For partners that are part of a programme which benefits from this collective funding approach, the administrative burden is reduced, with Synchronicity Earth managing the reporting relationship with multiple donors. By adding their funds to the pooled pot, donors have access to a much wider range of organisations than they would if they were acting alone. Our pooled funds also function as a network for learning and knowledge exchange. We run webinars several times a year for donors to meet partners, receive updates on the use of funds, and to learn from each other.



© Geanie Cresswell

Ideas board in Reimagining Conservation Pavilion during the More than Human Agency event at the IUCN WCC.

ENDOWMENTS

Synchronicity Earth's endowments allow us to support species conservation over the longer timeframes necessary to bring about lasting change. We currently have eight expendable endowments which support our Amphibian Programme, Asian Species Programme, Ocean Programme, partners engaged with ape conservation, the SHOAL initiative, the Durrell Wildlife Conservation Trust, and a more general fund covering all programmatic work (the Synchronicity Earth Living Endowment). In 2025 we received our first donation for a new endowment, to support the charitable work of the IUCN Species Survival Commission.

Our expendable endowments allow donors to provide timely, long-term, and well-targeted support to conservation over the crucial next 10 to 20 years. They secure multi-year funding for partners and primarily provide core funding, the costs of staff and equipment, which is the most difficult type of funding for many organisations to access. This allows for freedom to work strategically towards conservation goals.

Donations are invested by the Trustees with a target investment return of 4-8% and the funds utilise both investment income and capital to provide annuity funding. For organisations supported by these funds, it means better planning for annual funding cycles and increased access to core operational support, ultimately making them more effective.

Our five-year strategy

2023 – 2027

2025 met the midpoint of our current strategy, which will take us to 2027. Developed following in-depth discussions within our team and research carried out with key stakeholders such as partners, donors, advisers, affiliates, and peer organisations, it continues to guide our work.

As we reached the halfway point, we reflected on our progress so far and how we could adapt to the changing funding landscape and opportunities arising from our partners and fellow funders. For example, the withdrawal of many governmental aid programmes across the world has had a huge impact on charitable work and placed considerable pressure on the philanthropy sector and remaining funders to fill the gaps. Nevertheless, the underlying mission and goals of our strategy are our 'North Star', and over the year we continued to make fantastic progress towards meeting many of our initial objectives.

Our strategy gives us a clear roadmap up to 2027, and we are buoyed by the convergence of thinking we are seeing in the sector around the importance of supporting Indigenous-led and place-based conservation, and the interest in new and innovative funding approaches, including many that we ourselves are exploring and learning about.

© iStock



Our partner Hutan in Malaysian Borneo restores rainforest home to orangutans.

For 2025, we identified a number of key priorities:

- Distribute at least £6.3m in programme funding, supported by our fundraising target of £10.6m. **Progress: We distributed £6.4m of programme funding, and exceeded our fundraising target with £12m.**
- Continue to increase the proportion of core, long-term, and flexible funding we provide to our partners across all our programmes. **Progress: In 2025 77% of our partners received core funding (2024: 74%).**
- Significantly increase funding for our endowments to bolster long-term programmatic funding. **Progress: In 2025 we received £2.6m (2024: £2.0m) for investment into our endowment funds, an increase of 30%.**
- Grow the impact of our Capacity work by continuing to work closely with partners to support their organisational development, expanding our engagement and advocacy within the environmental funding sector. **Progress: Support 43% of partners beyond funding (in training and development), over halfway towards our 60% target.**
- Create opportunities for knowledge sharing and learning among our partners, and between funders, partners, and other stakeholders. **Progress: See Capacity section for examples of opportunities at the IUCN World Conservation Congress and beyond.**
- Formally launch the Amazon to Atlantic initiative. **Update: As the year progressed and we updated the Biocultural Diversity Programme strategy, this regional approach and all partners were integrated into our programmes.**
- Embed the two Co-Executive Directors into the organisation, complementing the investment in internal capacity we undertook in 2024. **Progress: Helen Tugendhat and Rachel Hewitt have settled into the team and have already made significant progress in continuing our operational and programmatic development.**

Achievements and performance

HIGHLIGHTS OF 2025

161 partners were supported in 41 countries, with 31 new grant recipients added in 2025 (a third of which were short-term grants).

The High Seas Treaty was ratified in September 2025, meeting the threshold for the treaty (which our Ocean Programme has supported advocacy for since 2014) to enter into force in January 2026.

We launched our Melanesia Programme, a culmination of over 10 years of funding partners in the region.

The okapi received the highest level of international protection when CITES voted to include the species on Appendix I, celebrated by our Congo Basin partner the Okapi Conservation Project, based in the Democratic Republic of Congo.

We enabled the participation of 15 partners at the IUCN World Conservation Congress (WCC) in Abu Dhabi, United Arab Emirates.

Michele Marina Kameni Ngalieu, who has been supported with seed funding and mentorship through the Amphibian Programme, won a Mohammed Bin Zayed Species Conservation Fund award and was shortlisted the Future For Nature Awards and Whitley Awards (winners announced in 2026).

The Ocean Stewardship Award was launched by renowned marine conservationist Dr Kristina Gjerde, hosted by Synchronicity Earth.

GreenViet discovered a new population of the Critically Endangered grey-shanked douc langur in Quang Nam Province, Vietnam.

COP30 resulted in progress on the demarcation of 27 Indigenous Lands in Brazil, a huge achievement owed to the Brazilian Indigenous movement present in Belém.

Our Chief Scientific Advisor and newly appointed Trustee Dr Simon Stuart was awarded the Harold Jefferson Coolidge Memorial Medal for outstanding contributions to the conservation of nature and natural resources.

Our Co-Founder Jessica Sweidan won the Reimagining Conservation Award, presented by the IUCN Commission on Environmental, Economic and Social Policy (CEESP).

Resolution 75, passed at IUCN WCC, recognised the importance and urgency of the amphibian extinction crisis and its place in nations' commitments under the Global Biodiversity Framework.

© Robin Moore

Financial review

An overview of our income

In 2025 Synchronicity Earth has continued to increase income, to enable further growth in our programmatic work, in line with our five-year strategy. We remain grateful to our donors for their belief in our funding approach, both committed donors who have supported us for many years, and new donors who have joined us more recently.

Total income for 2025 grew to £12m (2024: £9.9m), an increase of 22%, at a time when we are all aware that the charitable sector continues to face real funding challenges.

Our unrestricted income increased by 30% to £3.3m (2024: £2.5m). We continue to benefit from the very generous support of the Aurum Kaleidoscope Foundation with their unrestricted funding covering our 2025 operating costs in full, providing a sound financial base which enables us to continue with our independent, research-driven approach to programme grant-making.

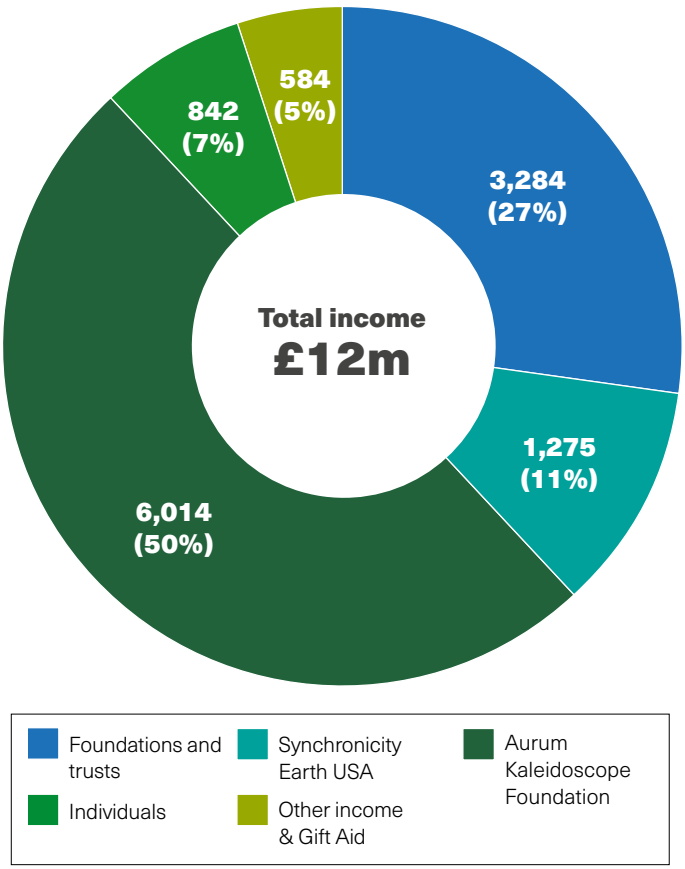
Income restricted to programmes increased by 15% to £6.1m (2024: £5.3m), reflecting on-going support from our committed donor base and several important new donors providing funding for our programmatic work. We continue to receive multi-year funding from many donors, which is crucial for our ability to provide long-term funding and security for partner organisations, allowing them to plan and implement their projects over the longer timeframes needed for such work.

In addition, some of our programmes are structured around pooled funds, currently supported by 17 donors. These include the Amphibian Conservation Fund, the Congo Basin pooled fund, and the Chrysalis Youth Fund. By pooling donors together, these funds enable funders to collaborate and channel philanthropic funding to remote grassroots and perceived higher-risk organisations, whilst reducing the fundraising and reporting burden on partners.

We continue to grow our endowment funds as a further way to provide long-term sources of funding to our partner organisations. In 2025 we received £2.6m (2024: £2m) for investment into our endowment funds, an increase of 30%. This growth largely related to donations into seven of our endowment funds. During the year, the Ocean Stewardship Award was launched in October 2025, with funds held within the Neptune Endowment.

Our fundraising streams are diversified as shown in the chart above.

Sources of income (£,000)



An overview of our conservation programme funding

Expenditure on Charitable Activities in 2025 was £8.4m (2024: £6.6m), which represents a 28% annual increase. Of this expenditure, £6.4m (2024: £5m) represents programme funding to support partner organisations and individuals for their conservation work. The remainder of our charitable expenditure supports the work of our team.

Additionally, we have committed a further £2.7m (2024: £3.4m) of multi-year funding to programmatic work,

which will be expended in 2026 and beyond upon satisfactory receipt of progress reports from partner organisations and individuals.

Through our collaborative approach, Synchronicity Earth was instrumental in helping partner organisations secure funding of approximately £1.2m (2024: £2.1m) from other sources over the course of the year. We see this as a fundamental part of our role, introducing other funders to the organisations we partner with and generally raising the total amount of funding for the sector.

During 2025, we launched a new Melanesia Programme, having funded partners in this region since 2014, to support Indigenous and local community stewardship of Melanesia's lands, waters, and cultures to conserve biodiversity and promote sustainable, resilient lifeways, and wellbeing. Previously, funding for Melanesia was included within the Biocultural Diversity Programme.

We have also begun a process, through stakeholder engagement, to develop a capacity strengthening strategy, in addition to funding provided to partners in this area across all our programmes.

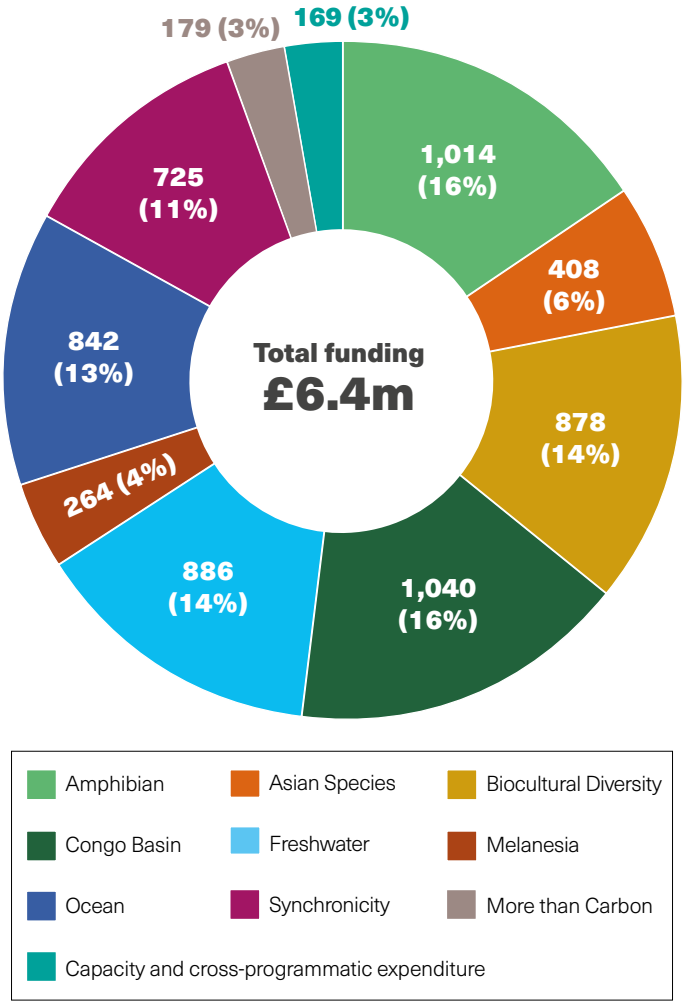
Total programme funding was as follows:

	2025	2024
Amphibian	£1,014k	£721k
Asian Species	£408k	£569k
Biocultural Diversity	£878k	£985k
Congo Basin	£1,040k	£836k
Freshwater	£886k	£881k
Melanesia	£264k	-
Ocean	£842k	£452k
Synchronicity	£725k	£388k
More than Carbon	£179k	£96k
Capacity and cross-programmatic	£169k	£115k
Total	**£6,405k**	**£5,043k**

A detailed table of our grant funding by organisation and programme is within Note 3 of the financial statements on page 63.

The graph overleaf shows programme funding over the last three years (GBP '000).

Programme funding (£,000)

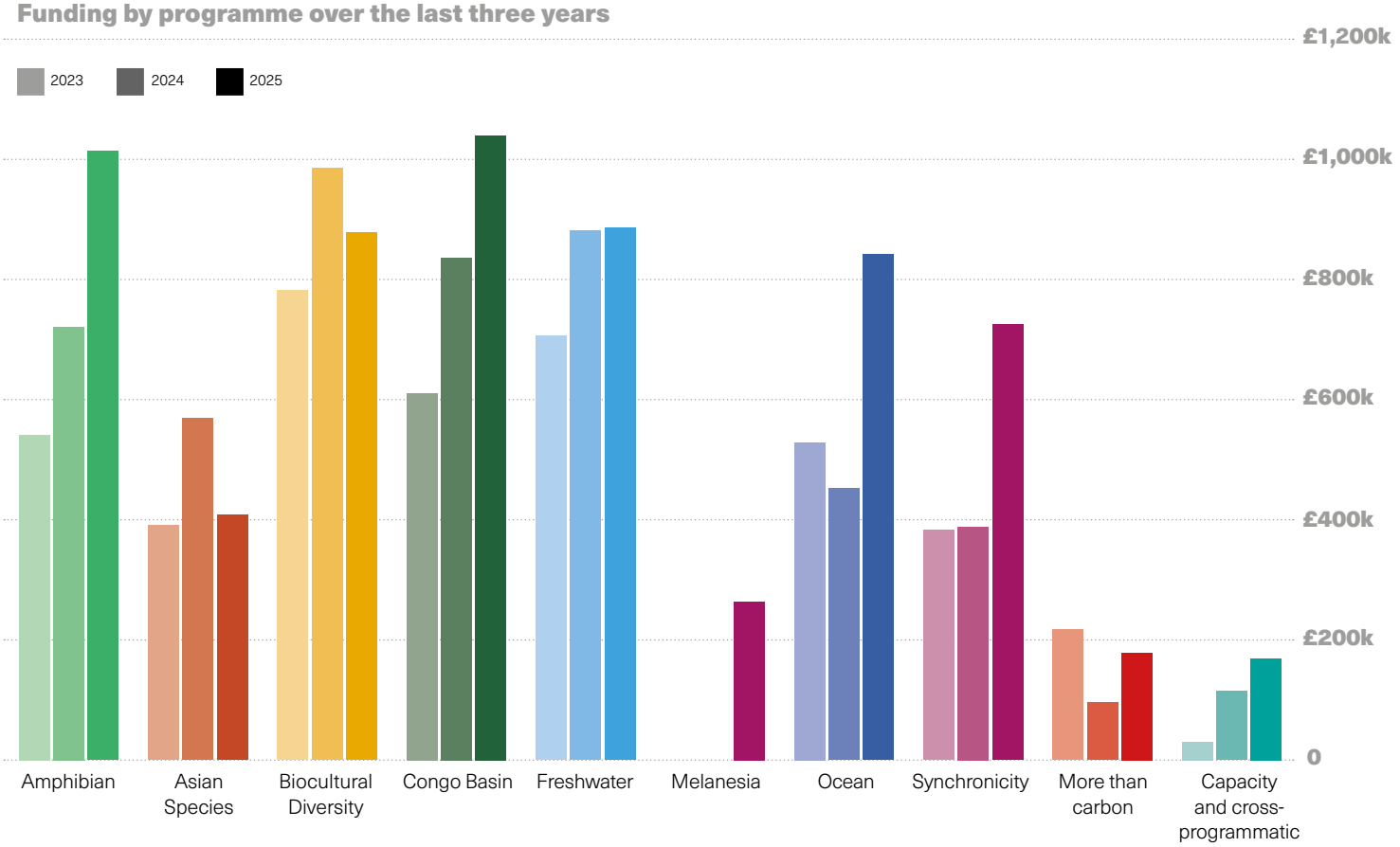


Grant-making policy

Grants are available to registered charities, community groups, non-charitable organisations and individuals whose activities align with Synchronicity Earth's charitable purposes. In setting programme strategies, we identify underfunded and overlooked areas of conservation, carrying out research through our networks into organisations and individuals whose activities fall into our programmatic priorities. Grantees are approached by Synchronicity Earth; no unsolicited applications are accepted.

As we build relationships with new potential partners, we discuss eligibility and alignment with our objectives, and carry out proportionate due diligence, reflecting the size and risk of grants. We take a trust-based approach, providing flexible grants to cover conservation work including core costs, many of which are multi-year to provide long-term funding and security for partner organisations, allowing them to plan and implement their projects over the longer timeframes needed for such work.

Funding by programme over the last three years





© André Dib/Instituto Juruá

Instituto Juruá works with river communities to protect the South American river turtle nests on the banks of the Juruá River.

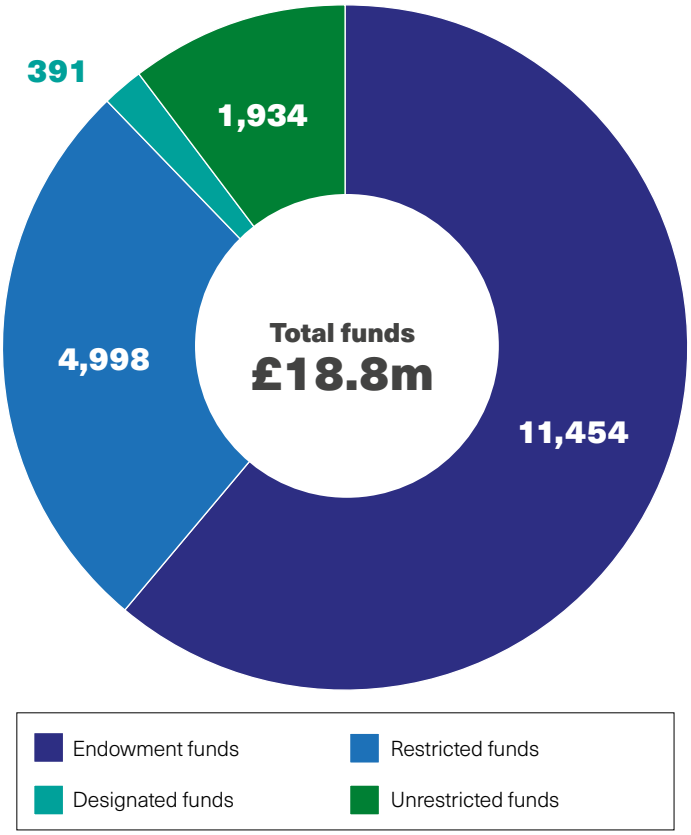
How our funds will be used

Synchronicity Earth has a healthy balance sheet with total funds of £18.8m (2024: £15.5m). This increase is a result of an increase in multi-year donations received by Synchronicity Earth for its programmes, as well as increased donations to the endowments. The endowments form an integral part of our strategy to build up the assets so we can commit to multi-year grants which, in the following 10-15 years, will provide a steady income stream for conservation programmes.

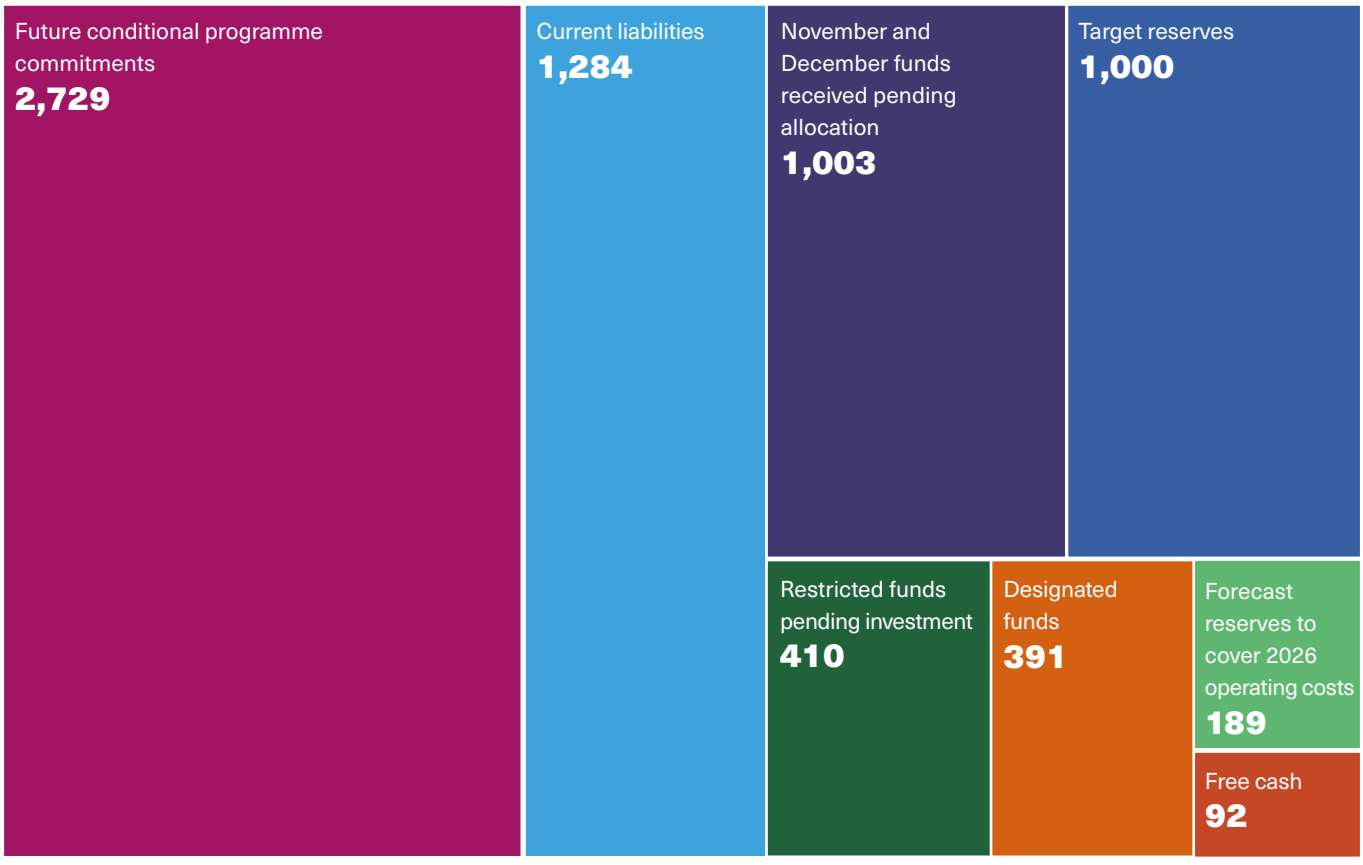
The chart above sets out an analysis of funds and the purposes for which these will be used. All restricted funds and most of the endowment and designated funds will be used to provide programme funding. Donations have continued to grow the unrestricted element of the Synchronicity Earth Living Fund, which can provide both programmatic and core funding to the organisation.

The table below sets out the expected use of cash resources of £7.1m (2024: £6.7m) in 2026 and beyond:

Analysis of funds held on 31 December 2025 (£,000)



Expected use of cash resources in 2026 and beyond (£,000)



Our endowment funds

Our expendable endowments are an important element of our funding strategy, and we will aim to build these over the coming years as we seek to secure long-term funding for our programme partners. These endowments are very well placed to fulfil core annuity income that will provide our partners with long-term financial security.

The value of each endowment as of 31 December 2025 was:

- Amphibian Endowment: £1,222k (2024: £862k)
- Ape Endowment: £923k (2024: £811k)
- Asian Species Endowment: £975k (2024: £863k)
- Durrell Endowment: £187k (2024: £188k)
- Neptune Endowment: £1,248k (2024: £832k)
- SHOAL Endowment: £156k (2024: N/A)
- Species Survival Endowment: £384k (2024: N/A)
- Synchronicity Earth Living Endowment: £6,359k (2024: £5,597k)

The Trustees regularly review the spending rate for each endowment and, when needed, have approved increased spending to support urgent work. The graph below illustrates our longer-term strategy for the current endowment balances at the year end, based on planned spend-down rates of 10-15% for programmatic endowments and target investment returns of 6%.

The Synchronicity Earth Living Endowment will be used to provide funding for urgent needs and respond to unexpected adverse events. This provides the organisation with greater financial resilience.

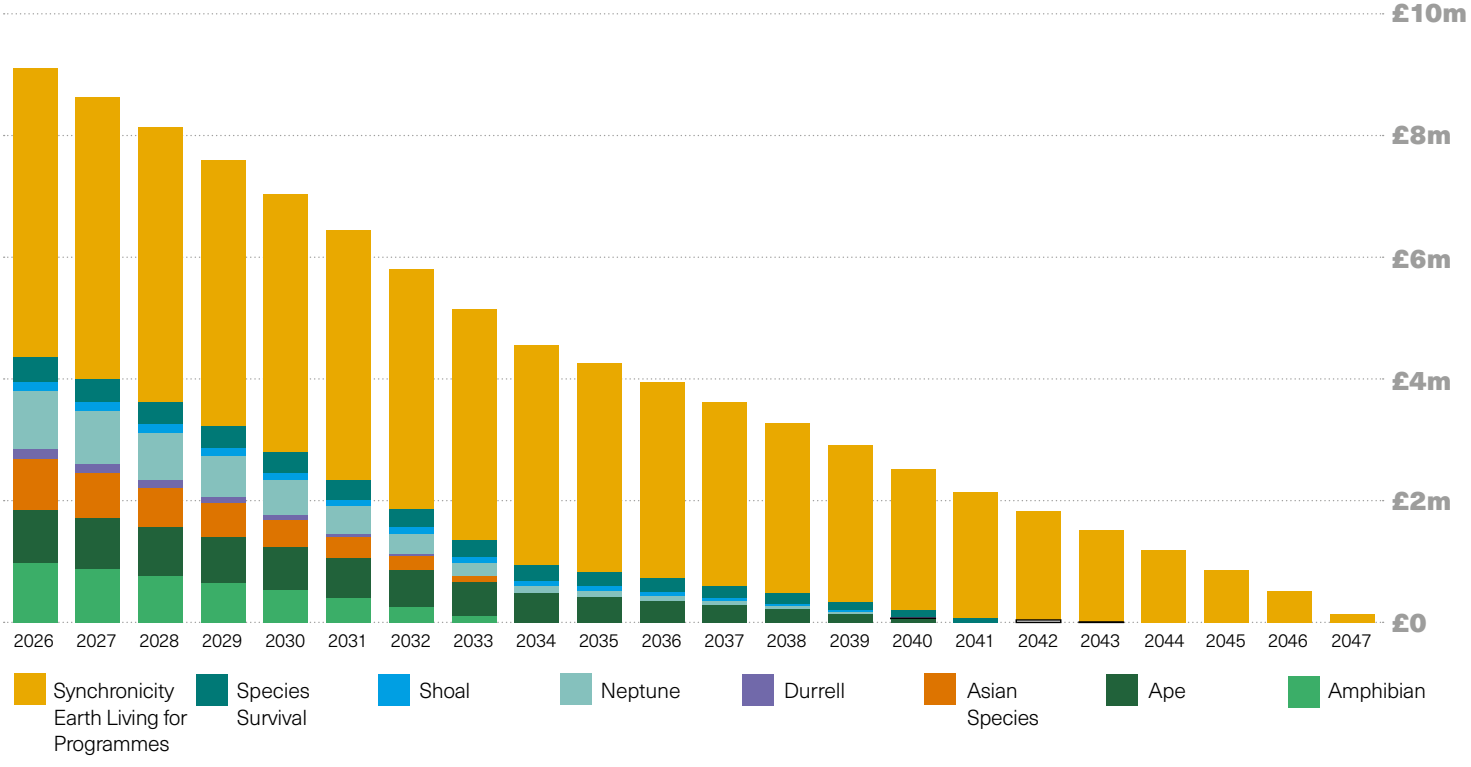
Investment policy

The Trustees are reassured that the investment approach taken has proven to deliver low volatility, positive returns during a period of difficult economic conditions experienced in recent years. The Trustees regularly monitor investment performance and formally review the Investment policy annually.

In 2025, the Amphibian, Ape, Asian Species, Neptune, SHOAL, Species Survival, and the USD element of the Synchronicity Earth Living Endowment funds have continued to be invested in USD denominated assets, reflecting the fact that almost all programme funding is in USD. This investment approach resulted in growth of 11.22% in that currency (2024: 10.18%).

The Durrell and core funding element of the Synchronicity Earth Living Endowment funds are invested in GBP denominated assets. The Durrell Endowment produced an annual return of 11.04% (2024: 10.07%) and will be used to continue supporting the Durrell Wildlife Conservation Trust in saving Critically Endangered species. The GBP element of the Synchronicity Earth Living Endowment produced an annual return of 10.19% (2024: 6.67%).

Anticipated use of endowment funds



Reserves policy

The Trustees have examined the Charity's requirement for resources considering the main risks to the Charity and the income and expenditure flows of the Charity from unrestricted sources.

The approach to ensure financial stability and continuity of the organisation comprises the holding of unrestricted free reserves equivalent to 4.75 months' non-discretionary operating costs as minimum target reserves. Should the Charity experience a significant drop in unrestricted income, these cash resources would be utilised to cover immediate cash requirements and would provide sufficient time for Trustees to liquidate investments to secure the medium-term continuity of operations. Additionally, the unrestricted Synchronicity Earth Living Endowment is available for any purpose, which includes operating costs coverage and conservation work. The redemption of these funds can take up to 4.75 months.

On 31 December 2025, £1.7m (2024: £1.5m) are regarded as free reserves, exceeding target reserves of £1m (2024: £932k). The free reserves surplus will be retained to be used in accordance with the Charity's charitable objects and policies throughout the year, and to enable the organisation to support a higher cost base in 2026 due to investment in resources and systems.

The Trustees therefore consider that the freely expendable funds are appropriate and adequate, taking into account plans for growth set out in the 2023-2027 strategy. The Trustees review this policy at least annually as part of the risk management process.



© Sei Media

Kōrero o te 'Ōrau students kayaking in the Cook Islands.

Conservation:

Our programmes and partners

In 2025, we supported 161 partners in 41 countries with £6.4m of programme funding. Of these, 145 are long-term partners, and 16 are short-term grants, with 20 new long-term partners added in 2025, and 11 short-term grants*.

Protecting and restoring biodiversity is a complex challenge; understanding impact relies on both numbers and stories to paint a true picture of our partners' work and achievements. We are pleased to share some of the quantifiable impacts reported by our partners below, whilst we acknowledge that many of these are not the result of our support alone: most of our partners receive funding from a range of sources. We are proud to be part of a network of funders which make these achievements possible.

This complexity also helps to explain why we categorise some of our partners as 'cross-programmatic': their activities are directly relevant to more than one of our programmes. For example, a local organisation working with coastal communities to conserve marine ecosystems could benefit from funding from our Ocean Programme, our Biocultural Diversity Programme, or both.

* **New grant recipients**	
Amphibian	2
Asian Species	0
Biocultural Diversity	3
Congo Basin	1
Freshwater	1
Melanesia	3
Ocean	3
SHOAL	3
Synchronicity (plus 9 Chrysalis Youth Fund)	5
Other	1

© FORKANI

FORKANI team restoring mangroves in the Wakatobi archepelago in Suluwesi, Indonesia.

Amphibian Programme

Grant funding: £938k

Number of partners: 23
(+2 cross-programmatic partners)

Amphibians remain among the most threatened groups of animals in the world, with nearly 3,000 species (over 40%) on the path to extinction. This also puts freshwater and forest ecosystems, in which amphibians play irreplaceable roles, at risk. Our Amphibian Programme supports locally led conservation, strengthens research, and connects grassroots action to national and global policy processes to safeguard amphibians and the broader biodiversity this group sustains.

The 2025 IUCN World Conservation Congress (WCC) was a pivotal moment for amphibian conservation, where Synchronicity Earth joined other amphibian organisations to lead on Motion 75, guiding the global response to the amphibian extinction crisis. We began an evaluation of the Amphibian Programme which will result in an updated strategy published in 2026.

7,085
hectares of amphibian habitat restored

151
people trained in amphibian identification and monitoring

77,509
hectares with improved protection from destructive activities

81
threatened species monitored or protected

These figures represent achievements of our partners in 2025, supported in part by our funding, alongside that of other funders and collaborators.



© María Chang

Amphibian monitoring workshops held in collaboration with FUNDAECO and María Chang, Guatemala.



© Chris Scarffe

Instituto Curicaca team members surveying the admirable red-bellied toad in Brazil.

IN THE SPOTLIGHT

Flying, gliding, galaxy… the frogs of the Western Ghats

India's Western Ghats are home to a stunning array of biodiversity, including around 170 species of amphibians. Within this vital, mountainous landscape, lies the small town of Munnar and its many tea and cardamon plantations. Here, through community-based conservation efforts, Wildlife Trust of India (WTI) are protecting species threatened by habitat loss and fragmentation such as the Anaimalai flying frog – a striking green species with black, tiger-like stripes which uses its webbed feet to glide from tree to tree.

WTI's work includes public perception research, offering training to bust myths around frogs eating cardamom, and building partnerships with farmers and estate owners to enable habitat restoration, but the team have also been exploring innovative solutions to support populations: artificial ponds.

Since 2021, six ponds have been built on three properties, and April 2025 saw the first instance of Anaimalai flying frogs creating foam nests in a pond, followed by a pair mating in the summer. Another sighting included Kalakkad gliding frogs, and WTI even recorded the beautiful galaxy frog – a welcome surprise as this unique and elusive species is rarely seen.

The team are now planning to use the ponds to mitigate road deaths in a particularly dangerous area. Currently species cross a major highway to reach breeding sites, so the team will construct ponds on the same side of road as the forest they live in, hopefully encouraging them to stay safely in the forested habitat. If successful, this could be the first use of artificial habitat augmentation to reduce infrastructure development threats for amphibians and could support populations elsewhere.

In Munnar's terrain, where amphibian habitats are impacted by human activity and natural breeding sites are scarce, these new ponds provide a lifeline for the future of several species and, with time, WTI hopes to witness these populations thrive.

The galaxy frog, an Endangered species unique to India's Western Ghats.



© Harikrishnan S

Asian Species Programme

Grant funding: £478k

Number of partners: 17
(+3 cross-programmatic partners)

The most threatened species in Asia are for the most part receiving limited, often no, conservation attention. This is especially true in Southeast Asia, where the number of globally threatened mammals is most concentrated. The Asian Species Programme provides direct support to locally led species conservation and research, with a focus on Southeast Asia, and also provides support to build local conservation capacity and movements.

In 2025, the programme focused on providing larger and more multi-year grants to existing partners, in part thanks to new and increased donations. The programme has been developing practical and flexible solutions to funding challenges for our Vietnamese partners, and in 2026 is looking to expand to include marine species, ensuring lessons can be shared and learnt between terrestrial, freshwater, and marine species conservation, often facing similar challenges.

22
Asian species monitored and protected

1,239
viable offspring of threatened species released

167
people trained in conservation/ monitoring skills

525
local people involved in the conservation of Asian species

© HUTAN



Clouded leopard photographed by a trail camera in HUTAN's Genting Wildlife Corridor.

IN THE SPOTLIGHT

Javan gibbon

The Javan gibbon is a gymnast of the treetops with silvery soft fur and a teddy-bear face. But to local communities, it is not their appearance they are known for: it's their song.

In Sundanese culture, the Javan gibbon is known as 'uwek', and folklore tells the story of how the gibbon was once very thirsty and called to the sky to help, so the sky sent rain to quench its thirst. This story is behind the local belief that hearing these gibbons sing means rain will come soon.

The melodious whooping voices of this gibbon are only heard on Java, one of the most densely populated islands on Earth, in Indonesia, which has one of the world's highest rates of deforestation. As well as habitat loss, a key threat is the theft of young gibbons for the pet trade, and a 2017 research project used population modelling to estimate that if these threats persist, the species has a high chance of going extinct within 100 years.

However, Rahayu Oktaviani has just won a Whitley Award (the 'Green Oscar' for conservationists) for her work on Javan gibbons. Rahayu is the co-founder and director of KIARA (Konservasi Ekosistem Alam Nusantara).

KIARA works in the Gunung Halimun Salak National Park, the largest remaining forest block on Java and home to up to half the remaining population of Javan gibbons. With support from the Asian Species Programme, the team have conducted surveys of three gibbon groups here to record their feeding ecology, group dynamics, and habitat conditions, ran a conservation education programme for local schools, and a women's empowerment group developing skills in eco-printing, financial literacy training, and conservation. All of these activities provide wild Javan gibbon populations a better chance to not only survive but thrive alongside the local communities KIARA works with.

Looking forward, KIARA is expanding the surveys to include gibbon groups in unprotected and fragmented areas, as well as scaling up the conservation education and women empowerment programmes.

Kendeng, a young adult male gibbon accustomed to the KIARA research team studying his behaviour and ecology.

© KIARA

Biocultural Diversity Programme

Grant funding: £851k

Number of partners: 16
(+10 cross-programmatic partners)

Indigenous Peoples and local communities protect some of the world's most biodiverse territories, yet their lands, cultures, and lives are under growing threat. Our Biocultural Diversity Programme supports Indigenous and community-led networks to defend ancestral lands and waters, sustaining the cultural knowledge that has preserved them for generations. By amplifying Indigenous and local leadership and voices, we help ensure those protecting nature are recognised, resourced, and heard in conservation decision-making at all levels.

Over the past year, Synchronicity Earth has taken time to reflect and renew the strategic direction of the Biocultural Diversity Programme. At the heart of our renewed strategy is a deepened commitment to supporting Indigenous and community-led networks that connect and empower frontline communities. These networks take many forms, from grassroots alliances and regional coalitions to transboundary movements, all rooted in shared struggles and collective strength. We are now supporting five Indigenous-led funds, which meets the target in our five-year strategy.

11
Indigenous or community-led networks supported

15
Indigenous territories with increased rights recognition

4
policies or legislations adopted/ amended to protect biocultural diversity

93%
partners receiving two-year or longer grants



© Carlos Emiliano

Ju Kerexu from the Commission Guarani Yvyrupa sorting corn.

IN THE SPOTLIGHT

Indigenous self-determination in the Peruvian Amazon

LifeMosaic was founded on a vision of an abundant future where empowered communities maintain the mosaic of biological and cultural diversity. Today, it continues to connect grassroots experiences and inspirational stories to build skills, hope, and resilience.

This work is vital in Peru, where illegal logging and mining encroach on areas of the Amazon, clearing forests, poisoning rivers, destroying endangered species' habitats, and jeopardising the lives of those who dare to resist. Facing escalating violence and government inaction, Indigenous Peoples took matters into their own hands.

To reclaim their lands and protect their communities, the Wampis and Awajún Peoples established 'Autonomous Territorial Governments' (GTAs), a mechanism for managing ancestral territories according to Indigenous priorities and a powerful expression of Indigenous self-determination.

LifeMosaic walks alongside them throughout, supporting their efforts to assert authority over lands they have cared for over millennia. Documenting this process, LifeMosaic also co-produced a film with Indigenous communities, which explores the country's growing GTA movements.

One meeting LifeMosaic supported brought together 62 Indigenous leaders representing federations that protect over nine million hectares of rainforest. Participants identified threats and crafted a shared strategy, concluding with a joint declaration denouncing oil spills and unconsulted mining concessions, calling on the government to uphold Indigenous rights.

Likewise, the LifeMosaic team facilitated two workshops for 39 Awajún youth to strengthen the next generation of leaders. Participants were trained in skills needed for leadership roles within their communities and the Awajún GTA, consequently these young people have already become involved in decisions for the defence of more than three million hectares of forest and river systems.

Speaking of the training, Awajún GTA Governor Gil Inoach Pamuk said: "We have learned that strengthening leadership capacities, combined with technical content on human rights, legal norms, as well as cultural and spiritual aspects, will help us find better responses to the conflicts we face as Awajún People."

Wrays Perez, President (2015-2021) of the Autonomous Territorial Government of the Wampis Nation is interviewed for LifeMosaic's film 'Constructing Autonomy'.

© LifeMosaic

Congo Basin Programme

Grant funding: £931k

Number of partners: 18
(+3 cross-programmatic partners)

The basin of the Congo River in Central Africa supports the livelihoods of 90 million people, including two million Indigenous Peoples, as well as thousands of plant species and high animal diversity. But the region attracts extractive industries which leave devastating long-term impacts on the environment and local communities, so our Congo Basin Programme focuses on recognition and respect of community land rights, locally led conservation initiatives, safeguarding biocultural knowledge, and strengthening civil society advocacy.

333,733
hectares of Indigenous and local community customary lands mapped

131,434
hectares legally secured and managed by local people

76%
of partners are supporting community-led conservation initiatives

11,587
people trained in sustainable conservation/livelihoods

After three years as one of our Congo Basin affiliates, in 2025 Julie Gagoe Tchoko joined our staff team as Africa Portfolio Manager. With this increased capacity, we have been able to offer further support to partners, including supporting three partners to develop multi-year strategic plans aligned with their long-term vision and priorities, as well as the continuation of a steady growth of grant size across the programme and maintaining our multi-year commitments.



© Terra Mucho

A dance and wellbeing workshop held at Terra Mucho's retreat for women conservation leaders in the Congo Basin.



© Merline Touko Tchoko

GDA-led avocado grafting training with women from the Campo community.

IN THE SPOTLIGHT

Blandine Bonianga

In the Congo Basin, protecting ecosystems starts with supporting the women and communities who care for them every day. Blandine Bonianga is an environmentalist with an unwavering commitment to women's rights who Synchronicity Earth has supported since 2018 in her previous work with the Congolese civil society, empowering women to advocate for their interests.

However, in 2024, Blandine decided to create Dynamique des Femmes pour l'Environnement et le Développement (DYFED) because after years of working "in the shadows", she decided to build her own space for action grounded in dignity, alignment, and the realities of local communities. Her conviction is clear: when women are supported and recognised in their daily stewardship of land, forests, and community wellbeing, they emerge as powerful guardians of nature.

Through DYFED, she brings this vision to life by promoting sustainable agriculture, protecting forests and peatlands, and strengthening women's leadership on land, energy, and climate justice.

With Synchronicity Earth support, DYFED translated this vision into tangible impact in 2025. Working with women's groups in the Equateur Province of the Democratic Republic of Congo, the initiative rehabilitated three hectares of communal farmland, provided improved seeds and tools, and trained 150 women in agroecology through a mix of theory and hands-on practice.

Beyond food production, the initiative raised awareness of environmental protection, reduced pressure on surrounding forests, and contributed to increasing women's economic autonomy. DYFED's work shows how investing in women-led, climate-resilient livelihoods delivers interconnected benefits: improved food security, stronger community resilience, and demonstrable conservation outcomes.

It also reflects our commitment to supporting trusted local leaders like Blandine to build durable, community-rooted organisations capable of driving lasting change across the Congo Basin.



© DYFED

© Merline Touko Tchoko

Freshwater Programme

Grant funding: £503k

Number of partners: 17
(+1 cross-programmatic partner)

Freshwater ecosystems are among the most biodiverse and most threatened ecosystems on the planet. They cover less than 1% of the Earth's surface, yet support at least 10% of all known species, and are critical for climate change mitigation and adaptation. With one quarter of freshwater life threatened by extinction and freshwater species populations declining faster than their terrestrial and marine cousins, our Freshwater Programme supports conservation action for freshwater species, community action for freshwater ecosystems, and knowledge advancement on freshwater issues.

2025 was a year of review for the Freshwater Programme, reflecting on the growth of the programme over the last few years from 9 partners in 2021 to 20, with 95% now receiving multi-year grants (2021: 11%). In 2026 the programme strategy will be updated, building on our partners' successes and incorporating a greater regional focus, as well as developing work on sustainable livelihoods.

315
communities directly benefitting from partners' work

552
freshwater ecosystems with improved protection

140
Red List assessments completed for freshwater species

© Chris Scarffe





© Chris Scarffe

Mulheres em Ação no Pantanal (MUPAN) runs workshops to empower local communities to defend their territories and protect the Pantanal ecosystem.

The Napo River, a mighty tributary to the Amazon rising from the east Andes in Ecuador.

IN THE SPOTLIGHT

Kichwa communities unite for land protection wins

In 2008, Ecuador became the first country to award nature the same legal rights as a person in its constitution. But despite the progressive Rights of Nature legislation, the biodiverse lands of Ecuador and even the constitution itself are under threat as the interests of extractive industries (particularly mining) gain more political power.



© Quipa

The impact of mining on the Napo River.

However, the environmental sector and Rights of Nature movement remain steadfast – in a 2025 referendum, voters rejected the government's proposal for a new constitution (which would have likely reversed the Rights of Nature).

On the ground, communities are coming together to advocate for land and water protection. Quipa Collective is a young but rapidly growing organisation supporting Indigenous communities and organisations in the Ecuadorian Amazon to strengthen their territorial governance.

In 2025, Quipa worked with seven Kichwa communities in the Llanganates region to resolve conflicts and foster inter-community cooperation, forming the umbrella organisation Pueblo Shakan Amarun Kachi 'PUSHAK'.

PUSHAK is resisting several threats to the land and water: the expansion of gold mining into ancestral lands; a highway through the Llanganates National Park, a Key Biodiversity Area for terrestrial and freshwater biodiversity, which would subsequently threaten the Napo River headwaters with mining, pollution, and dams; and a government push to grant oil drilling concessions in Amazonian Indigenous territories.

However, thanks to Quipa's support, more than 4,000 hectares of ancestral lands are now legally under PUSHAK governance (roughly the size of the city of Cambridge, UK) representing over 300 Kichwa families. They also succeeded in preventing mining activities across 2,749 hectares of land near healthy free flowing rivers and the suspension of 8,000 hectares of existing gold mining concessions in the Napo Province.

These are significant wins for the Ecuadorian Amazon given the established link between mining and pollution with substances such as mercury, cyanide, and heavy metals which can cause decades worth of damage to freshwater ecosystems, species, and the livelihoods and health of communities dependent on these waters.

© Quipa

SHOAL Initiative

Grant funding: £79k

Number of partners: 7
(+1 cross-programmatic partner)

SHOAL is a global partnership dedicated to securing the future of the world's most threatened freshwater species. It was founded with support from Synchronicity Earth following a workshop which brought together world experts on freshwater conservation, and now hosts much of its growing staff team. With a strong focus on fish, it mobilises expertise, funding, and action to prevent extinctions and catalyse collaborative projects that protect species, habitats and the people who depend on them.

SHOAL scaled freshwater biodiversity conservation impact through its 1,000 Fishes strategy, with seven Priority Fishes projects underway. The SHOAL team expanded networks, advanced priority species monitoring, and secured key funding, building momentum that has grown its impact and network, but the team still has plenty of scope for strategic investment.



© PROGRES Sulawesi

Poso halfbeak, unique to Sulawesi, Indonesia.

© Josie South



Dr Veryl Hasan and team assessing Betta burdigala *individuals.*

IN THE SPOTLIGHT

Protecting the redtail liquorice gourami in West Kalimantan

In 2025, Tropical Conservation Society (TCS), a young, locally led organisation based in Pontianak, West Kalimantan, advanced the first coordinated conservation work for the Critically Endangered redtail liquorice gourami.

TCS conducted targeted surveys across three landscapes – Toho, Mandor Nature Reserve, and Kubu Padi – confirming the species' continued presence at all sites and identifying Toho as a particularly important stronghold. The work has already expanded knowledge of the species' distribution beyond what is currently reflected in the IUCN Red List, while also documenting multiple other globally threatened freshwater fishes sharing the same habitats.



Redtail liquorice gourami.

The surveys also revealed stark contrasts in threat levels. Mandor Nature Reserve, where the species was first discovered, is experiencing extensive illegal gold mining, with an estimated 30–50% of the reserve already degraded. By contrast, Kubu Padi, although impacted by oil-palm agriculture, may offer opportunities for stronger site protection through links with private carbon-offset initiatives. These findings are helping TCS and SHOAL prioritise future monitoring and advocacy efforts.

Alongside ecological research, TCS has invested heavily in relationship-building with local fish collectors and traders. By identifying trade pathways and engaging directly with hunters and middlemen, the team has begun to shift awareness around the species' status, with some collectors now actively supporting surveys and reducing capture. This collaborative approach is laying essential groundwork for any future management or policy interventions.

Importantly, the project has also served as a capacity-building platform. TCS has trained and mentored biology students from the University of Tanjungpura, creating rare opportunities for local young scientists to engage in freshwater conservation. Together, these efforts exemplify how SHOAL's 2025 partnerships are catalysing locally rooted action for some of the world's most overlooked and imperilled fishes.

© TCS

© Ivan Batara / SHOAL

Tropical Conservation Society sampling for redtail liquorice gourami in the peat swamps of West Kalimantan.

Melanesia Programme

Grant funding: £264k

Number of partners: 10

Melanesia is one of Earth's most unique biocultural hotspots, with more than 1,300 languages, one of the world's largest remaining rainforests, and over 4,215 endemic species. Synchronicity Earth has funded partners in this region since 2014 and has a Programme Manager based in Papua New Guinea. In 2025, we launched a new Melanesia Programme, recognising the importance of this region. It will support Indigenous and local community stewardship of Melanesia's lands, waters, and cultures to conserve biodiversity and promote sustainable, resilient lifeways, and wellbeing.

The new programme brings together eight partners in Papua New Guinea and one in the Cook Islands. In 2025, we added four new partners (including one in Fiji) working on species conservation and one partner working on environmental law and community rights. Over the coming years, we will expand our support to strengthening regional networks and shared learning, increasing support to Fiji, exploring opportunities in West Papua, New Caledonia, Vanuatu, and the Solomon Islands, and appointing an affiliate to provide additional partner support.



© iStock

Raggiana bird-of-paradise, national bird of Papua New Guinea.

6
sites mapped towards progressing community conservation

5
marine protected areas established under customary laws

9
trainees supported, including paraecologists, law interns, and marine biologists

140
communities engaged with conservation awareness initiatives

MELANESIA PROGRAMME MISSION

To support Indigenous and local community stewardship of the diverse lands, waters, and cultures of Melanesia, conserving biodiversity and promoting sustainable and resilient lifeways* and wellbeing.

Goal one
Amplifying the Melanesian Way to protect species, ecosystems and lifeways*.

Goal two
Strengthening and supporting the Melanesian environment sector.

**Lifeways: A way through life, a course of life; a way or manner of life, (in later use) especially one that is customary or traditional. In Indigenous terms, lifeways also refer to the intersecting elements that make life possible within local ecologies and with global implications. For example, Indigenous lifeways include the intersection of languages, environments, cultural practices, economies and knowledge sharing and transmission.*

IN THE SPOTLIGHT

Ailan Awareness

When we think of conservation tools, binoculars and trail cameras may come to mind, or hands-on tools for planting and fence-building. But for Ailan Awareness, the most transformative tool wasn't something you'd expect – it was a boat.



© Ailan Awareness

Ailan Awareness's boat has opened up further opportunities to engage communities, particularly women.

Ailan Awareness is a marine conservation organisation based in New Ireland, Papua New Guinea, which works directly with communities to revive and respect cultural practices which deepen people's relationships with their environment, covering topics such as fisheries management, marine conservation, and custom revitalisation.

Our funding has supported Ailan Awareness's focus on the biocultural roles of Indigenous women and community members, documenting women's ecological knowledge systems and ritual practices from elders which can then be passed down to the younger generation. This has included sewing 'pelek' (a traditional Lovongai mat) from pandanus leaves for sleeping mats, rain cover, storage, dances, and burial; fishing for peanut worms (a local delicacy) and cooking them on silo (a traditional cooking style using hot stones); and traditional storytelling techniques.

Ailan Awareness works with 29 distinct communities across New Ireland and neighbouring islands, so boat hire costs restricted the scale of their work. But in 2023, with support from Synchronicity Earth, they were able to buy their own boat, which has been one of the most significant factors in their success. The boat enabled them to bring women (many of whom had previously been unable to travel beyond their own villages) into conservation activities, workshops, and exchanges with other communities, transforming women's participation in inter-village discussions and allowing them to share their knowledge.

Moving forward, we are supporting Ailan Awareness in tackling the issue of inconsistent and costly fuel-based electricity supply for the team office and the Ranguva Solwara Skul (the hub for intergenerational learning used in their programmes). We are now exploring potential support for a full solar power system which will further transform their operations to become more reliable and sustainable with a donor based in Papua New Guinea.

© Ailan Awareness/Peoples Planet Project

Ocean Programme

Grant funding: £803k

Number of partners: 20
(+6 cross-programmatic partners)

The ocean represents over 97% of the life-supporting habitat on Earth, but the protection of its myriad ecosystems is not adequate for the threats it is facing or the lives which depend on it, in both land and sea. Our Ocean Programme focuses on the key funding gaps in marine conservation across three strands of work: Research and Policy; Communities and Culture; and Species and Ecosystems.

In 2025, the Ocean Programme added three new grant partners – two focusing on species and ecosystem conservation in Southeast Asia, and one on small scale fisher engagement in policy decisions. The Programme also increased grant size and/or duration for nine partners in 2025 as part of our commitment to growing support to our long-term partners.

26
policies or legislations to protect nature and people

6,048
hectares with improved protection

53
species monitored or protected

192
people engaged in capacity development

© Alumita Talei Sekinairai



Alumita Talei Sekinairai, Ocean Voices Alumni, presenting at UNOC.

IN THE SPOTLIGHT

Seagrass success on Andaman coast

Seagrass beds play a crucial role in supporting marine ecosystems by providing a nursery ground and food source, as well as combating climate change, and protecting coastlines.

As an organisation supporting coastal livelihoods and conserving biodiversity in Southern Thailand along the Andaman coastline, Save Andaman Network focuses on seagrass meadows as a key habitat. As well as establishing seagrass conservation areas, the team also works with local community members such as fishers, beach tourism operators, students, and national park staff on participatory seagrass restoration.



© Save Andaman Network

Save Andaman Network built 'seagrass conservation pens' around seagrass planting sites to protect them from turtle grazing while they establish.

However, after a successful planting season where there was lots of enthusiasm from the local communities, with a wide range of men, women, children, students, and older people participating, disaster struck.

Fishers were reporting that the seagrass beds were deteriorating, with leaves noticeably short and torn. By installing underwater cameras, our partner was able to determine that an unexpected migration of green sea turtles to the area had overgrazed the plantation sites, not only affecting the growing plants but the nursery grounds for young aquatic animals, fishing grounds, and the food sources for dugongs.

Not deterred, Save Andaman Network piloted 'seagrass conservation pens', netted structures that protect areas of seagrass from turtle grazing to allow them to establish and propagate. This has been hugely successful and the restoration of this important habitat is now back on track, which is particularly good news for the local dugong population.

Thailand's dugongs have been suffering from increasing fatalities due to starvation the last few years, with data suggesting this is likely due to the widespread depletion of seagrass, the species' primary food source. As well as restoration, Save Andaman Network has been working with local fishers and government to establish a new coastal protection area of more than 9,000 hectares (over 11,000 football pitches) which protects dugong habitat over a critical, connected part of their range.

© iStock

More than Carbon

Grant funding: £179k

Number of partners: 2

More than Carbon is a cross-programmatic initiative specifically funding work by our partners which is restoring degraded habitats. These habitats are extraordinary stores of carbon, and regenerating these natural systems helps to regulate our climate. In addition to the carbon benefits, as our partners are deeply rooted in local communities, this restoration and conservation is carried out in a way which maximises ecological and social value.

© Hutan



Hutan's women-led reforestation team restores rainforest on the banks of the Kinabatangan River, Malaysian Borneo.



IN THE SPOTLIGHT

Conservation and restoration of the Chocó rainforest

The Esmeraldas province where our partner Tesoro Escondido operates holds the unfavourable title of one of the highest deforestation rates in Ecuador, driven by mining activities, timber extraction and expansion of the agricultural frontier, mainly oil palm, balsa, and cacao.

However, on the other side of the coin, this region also holds amazingly high biodiversity, including many species not found anywhere else – almost 13% of vertebrate species here are unique, and approximately a quarter of all plants. This is due to the ecological barrier created by the Andes Mountain Range, effectively creating an island habitat of the Chocó rainforest where new species evolved, adapting specifically for this ecosystem.

Tesoro Escondido has been an integral part of the environmental protection, restoration, and community engagement of the 2,000 hectare reserve and its surroundings since 2016. As well as a suite of other programmes from jaguar monitoring to youth clubs, the team runs an extensive restoration programme which planted trees in 2025, benefiting five settler communities, four Indigenous Chachi communities, and five educational institutions which involved community members throughout.

Reforestation took place in family farms, school grounds, community parks, and community gardens. The project used a variety of native and productive species, including orange, lemon, mandarin, pambil palm, cinnamon, lemongrass, sweet pepper, anise, sugarcane, açaí, and rubber.

The Tesoro Escondido Reserve has implemented a strong gender approach across its conservation and community programmes, promoting the participation and empowerment of rural and Indigenous women in Esmeraldas, Ecuador.

Through initiatives such as meliponiculture (traditional farming of stingless bees), agroecology, women's circles, coexistence with wildlife, and artisan training, more than 500 people have benefited, most of them women.

These activities have opened spaces for women to take part in productive and conservation roles that were previously limited by domestic and cultural barriers, such as Tesoro Escondido's parabiologist team which help monitor wildlife on the reserve. By organising workshops on weekends and providing transportation, meals, and childcare, the reserve ensures equitable access and family inclusion.

© Tesoro Paul Bertner

Capacity

The environmental conservation sector is historically underfunded and overstretched, with a multitude of skills and expertise required from a limited number of individuals – both within those organisations carrying out vital conservation of species and ecosystems around the globe, and among those that are funding such work. Our Capacity strand supports our conservation partners and fellow funders, working towards a collaborative, well-funded, and resilient conservation sector.

Often nurtured over many years, the long-term relationships established between our programmes team and our partners help us deepen our understanding of what support we can offer. In many cases, partners are offered funding to support core operating costs and salaries rather than time-limited projects, and in 2025 77% of our partners received core funding (2024: 74%).

We also support beyond funding where partners have indicated this need, such as providing peer-to-peer learning support, translation, and logistical and accompaniment support as well as travel costs for partners to attend international meetings or convenings.

CASE STUDY

IUCN World Conservation Congress

In 2025, the International Union for Conservation of Nature (IUCN) World Conservation Congress (WCC) was held in Abu Dhabi and attended by over 10,000 people. It is a huge opportunity for conservationists to expand their networks, share their knowledge, and shape the priorities for the IUCN over the coming years through voting for IUCN motions.

However, for many grassroots organisations, attending such events is challenging: costs are high and logistics complex. In addition to travel grants, our team provided administrative support and advice to partners attending, opportunities for further networking at the event, and other customised support, for example, we arranged for one partner to have an interpreter.

As well as recommending our partners to speak at events across the forum, championing their motions and profiling their voices, we co-sponsored the Reimagining Conservation (RC) Pavilion, which held events with themes such as confronting historical injustice and transforming financing for conservation.



Congo Basin Affiliate Bihini speaking at 'Funding from the ground up'.



Kichwa campaigner Jessica Grefa and her translator.

© Synchronicity Earth

In addition, we provide specific training opportunities, long-term coaching, mentoring, or capacity strengthening delivered sometimes directly by our staff and affiliates, or alternatively by specialist consultants that may be identified by partners themselves or recommended by us (when asked). In 2025, 43% of partners received capacity building support.

Our affiliates

Our affiliates form an important bridge between our London-based staff and our partners, bringing specialist knowledge, lived experience, and regional expertise. In addition to our well-established team of Congo Basin affiliates, and Luis Fernando Marin da Fonte supporting our Amphibian partners in Latin America, Swetha Stotra Bhashyam is our Youth Affiliate. In 2025, Swetha coordinated a participatory approach to partner recommendations for the Chrysalis Youth Fund and led on a research project investigating the current status of philanthropic support to youth biodiversity groups, which was published in early 2026.

Reimagining Philanthropy

Our Reimagining Philanthropy Working Group looks at different aspects of our work to consider how the sector can better support its grantees. We offer opportunities to co-learn through our network and encourage the wider philanthropic sector to become more equitable and effective. In 2025 we convened and participated in events, such as a roundtable side event with different funders at the Skoll World Forum where we discussed the impacts on partners around cuts in governmental aid and created a Conservation Funder Learning Circle, where we bring together funders regularly to discuss topics such as building trust, reviewing due diligence, and shifting power in philanthropy.

Looking forward

Capacity strengthening is an increasingly critical part of our approach. Over the past six months, we have established a group of consultants and our internal co-pilot team to undertake a thorough stakeholder engagement process to understand, review, adapt, and build on our current methods. This work will feed into the capacity strengthening strategy which is emerging through this process, enabling us to embed new tools and approaches across our programmes. We will start to trial new approaches later during 2026.



© Sally Snow

A presentation at the Asia Shark and Ray Capacity Building workshop.

CASE STUDY

Shark and ray workshops

There are at least 278 species of sharks and rays in Southeast Asia, but 58% of them are threatened with extinction. Given the high rates of accidental bycatch and unsustainable fishing practices (such as gill nets and industrial longlines), in addition to these species' long life histories and the loss of their habitat, shark and ray conservation is extremely challenging.

Research and conservation funding and attention has been historically low in the region, but there is an emerging cohort of dedicated individuals and organisations driving new conservation efforts. To bring together a supportive network, our partner, James Cook University's Blue Capacity Collective, held a workshop in Palawan (Philippines). The workshop covered training on leadership, stakeholder management, conservation planning and strategy, shark tagging, data analysis, communications, sustainable tourism, fundraising, and social science.

To continue this work, we have provided seed funding for the Asian Shark and Ray Alliance (ASRA), which will establish a network and infrastructure that promotes collaboration, capacity building, resource sharing, and advocacy for science-based conservation policies.

"I came into this workshop feeling like it was me against the world, like I was alone in this fight," said one delegate. "Coming here, I feel so energised and grateful to be part of this community that is so inclusive, welcoming, vulnerable and caring. I realised in the end, I am not alone. I am but one tree in a lush forest."

Synchronicity Portfolio: Chrysalis Youth Fund

Grant funding: £173k

Number of partners: 17 including 10 small grants (+ 1 cross-programmatic partner)

With many of the world's highly biodiverse regions having high youth populations, young people play a crucial role in protecting and stewarding nature, and long-term conservation outcomes depend on their engagement and leadership. However, the global youth biodiversity movement remains significantly overlooked, with 85% of youth-led biodiversity organisations lacking adequate funding.

To address this gap, the Chrysalis Youth Fund provides direct, core, and flexible funding to a diverse range of youth initiatives across biodiversity-rich regions.

In 2025, the fund committed USD 346,000 of funding to existing and new partners. Of this, USD 251,000 went to three long-term global and regional partners, while USD 80,000 was distributed in core funding grants to eight youth grassroots organisations across Kenya, Fiji, India, Nepal, Kiribati, Tonga, Bolivia, the Philippines, and the USA, as recommended by a participatory decision-making process with young people.

CASE STUDY

Facilitating alliances to strengthen biodiversity protection

Our long-term partner Asia Young Indigenous Peoples Network (AYIPN) works to connect organisations in Asia advocating for the rights of Indigenous youth and strengthen their voices at all levels in decision-making.

For instance, alongside Rights and Resources Initiative, AYIPN led and organised the Global Youth Forum, which convened 50 Indigenous and local community youth leaders in Bali to explore youth's role in driving change across communities and ecosystems and set a global agenda on Indigenous youth priorities for defending cultures, territories, and livelihoods.

Another important moment was the AYIPN Regional Rights Camp in the Philippines which brought together eleven young Indigenous leaders. Coming from a range of forested, riverine, and coastal areas, each leader carried experiences of defending their communities' land, culture, and rights to shape the network's plan for strengthening regional coordination of their local partners. The camp was part of AYIPN's 'Indigenous Lands in Indigenous Hands' campaign, which works to ensure Indigenous communities retain control over their ancestral territories.

Their advocacy work also has a strong focus on encouraging deeper traditional and cultural learning. The network emphasises the need for Indigenous knowledge holders to be recognised as educators, and push for Indigenous languages and worldviews to be included in national curricula across Asia to build the capacities of next generation Indigenous leaders.



Participants at the AYIPN Language Justice Training.

© AYIPN

This is vital for conservation because much of the knowledge that Indigenous Peoples hold about biodiversity comes from generations of careful observation and oral storytelling. Indeed, lived understanding of habitats and species is passed down not through books, but through practices, rituals, stories, and songs, held within Indigenous and local languages. These languages carry the values and rules that guide respectful relationships with nature such as when to avoid harvesting, which species must never be taken, and how to care for the land.

AYIPN's work ensures this irreplaceable knowledge – and the young people who carry it – remains at the heart of biodiversity protection across Asia.

Culture

We are born into a world full of stories. Stories are what guide us, inspire us, bring ideas and paint alternative visions of the future. The science of biodiversity loss and climate change is clear, but stories can reach places that facts alone cannot.

In complement to all that we do, we are committed to exploring and challenging existing dominant narratives and aim to inspire different ways of thinking and feeling about human relationships to nature and our place within nature.

We are fortunate to be part of a global community that holds a wealth of biocultural knowledge and practice. There are countless inspiring and brilliant stories in our wider community and beyond; passionate, dedicated, and wise voices that need to be heard.

We partner with filmmakers, artists, writers, thought-leaders, and media organisations to amplify these stories and help them to reach new audiences, convening discussions and developing projects and collaborations to re-centre nature at the heart of our cultural conversation.

Creative storytelling and alternative visions of the future drive transformative change, sparking imagination and empathy, connecting personal experience to collective meaning, and mobilising new audiences. They can play a vital role in ensuring that our mission is emotionally resonant and culturally relevant.

Threads of synchronicity

In 2025, we continued to support a small group of individuals and organisations in the cultural and creative sectors: we platformed inspiring storytellers and young filmmakers; supported an award-winning organisation bringing nature into boardrooms; funded a brilliant podcast celebrating nature and inspiring black female Earth Keepers in the environmental movement; and provided core funding for an inspirational organisation working with Indigenous communities to provide filmmaking and geospatial mapping skills, helping them to document environmental crimes and support legal cases to protect their ancestral forests.

Over the summer, we convened a group of leading thinkers and practitioners from the arts and culture sectors to explore the question of how the creative sector can share and amplify environmental messages, and ways to bring the knowledge and science of our Indigenous and community partners to a larger and more diverse audience. This exploration will continue into 2026, allowing us to explore how and where we can seed important narratives and catalyse new collaborations with cultural leaders in the UK and beyond.

Events and engagement

Diverse engagement activities are, and have always been, part of the fabric of Synchronicity Earth. From programmatic webinars to international summits, these memorable events have developed a strong support base and convened new audiences to join us in our mission.

The external context and conversations around conservation and awareness of the twin environmental crises have shifted since Synchronicity Earth's infancy, and we are now stepping into spaces with some audiences having a deeper background understanding of environmental issues than ever before.



© Max Winpenny

Julian Santiago from Instituto Juruá speaking at the IUCN WCC.

While our focus on amplifying the voices of our partners and highlighting overlooked species, ecosystems, and biocultural diversity remain central in our messaging, the last few years of significant growth at Synchronicity Earth have brought key changes to our engagement approach, outlined in our external engagement strategy. Through our external engagement activities, we seek to increase effective funding for biodiversity and biocultural diversity conservation; influence other funders around the themes of reimagining philanthropy; and amplify the voices of our partners and the overlooked regions, ecosystems and species they are working to protect.

In 2025, in addition to our primary activities keeping donors and potential donors engaged with our programmes, we held the following events and engagement activities:

- **Conservation Funder Learning Circle (CFLC)**

We held three CFLC discussions in 2025, creating a dedicated space to share funder experiences, explore challenges, solutions and ideas around topics and themes related to Reimagining Philanthropy such as 'Building Bridges: Establishing Trust in Philanthropy from Diverse Perspectives'.

- **A clockwork ocean – Reversing ocean destruction by 2030**

With our long-term Ocean Programme partner BLOOM, we co-hosted a hybrid event 'A Clockwork Ocean: the mother of all battles: how to turn off the tap of harmful fishing subsidies to reverse ocean destruction by 2030' where Claire Nouvian, CEO of BLOOM, outlined the vital reforms needed to protect marine carbon sinks and help secure a sustainable future for our ocean.

- **Sidebar events alongside the Skoll World Forum**

We hosted a Listening Session at The Sidebar alongside the Skoll World Forum where three Indigenous leaders spoke: Christiane Pankararu (Pankararu People, Brazil), Iniquilipi Gracilio Chiari Lombardo (Kuna, Kunayala People, Panama), and Joan Carling (Kankanaey People of the Igorot group, Philippines). We also held a closed session for funders to discuss the opportunities and challenges of the new funding landscape given the withdrawal of funding for biodiversity and environmental issues from government aid programs.

- **IUCN World Conservation Congress**

We provided financial and logistical support, as well as event and networking opportunities, to 15 partners who attended the IUCN World Conservation Congress. We were also part of the Reimagining Conservation Pavilion, a space in the Forum that provided four fantastic days of programming with voices and experiences from around the world.

- **Reimagining Philanthropy newsletter**

Capturing and reflecting further on themes discussed in our Reimagining Philanthropy working group meetings and the CFLC roundtables, our LinkedIn newsletter Reimagining Philanthropy reached over 3,000 subscribers with 17 issues over the year.

- **London Climate Action Week**

The growing popularity of London Climate Action Week afforded our team the opportunity to catch up with various funders and allies, and we also co-hosted an event for 'Nature Day' with our Synchronicity Portfolio partner Letters to the Earth.

- **UN Ocean Conference**

11 of our partners attended the UN Ocean Conference, and Synchronicity Earth used our UN accredited status to offer attendance badges to four representatives from Ocean Voices, a programme connecting the voices of ocean-dependent people to ocean science and policy.

- **UNFCCC COP30**

Our Latin America Partner Relations Manager Grace Iara Souza attended the COP30 in Brazil, providing support to our Indigenous Brazilian partners who took the opportunity for the global spotlight to successfully push forward their campaigns for land rights and environmental protection.

- **Wildscreen Industry Summit**

Wildlife TV presenter Liz Bonnin hosted a panel during an industry summit for the natural world filmmaking community 'Community Stories, Community Voices: Who holds the camera holds the power. How do we shift storytelling from extractive to inclusive?' featuring our creative collaborators Chris Scarffe and Michel Strogoff alongside three of our partners, Thu Tue Bui Minh (GreenViet), Lucas Machado Rodrigues (Instituto Curicaca), and Abdel Mandili (Peoples Planet Project).

Synchronicity Portfolio

Grant funding: £495k

Number of partners: 14
(+3 cross-programmatic partners)

The environmental crises are disproportionately impacting the communities our partners work with, in regions such as Southeast Asia, Central Africa, and Latin America. However, in addition to supporting environmental projects on the ground, our Synchronicity Portfolio supports projects when the opportunities to address more systemic issues driving biodiversity loss arise within our networks. This includes supporting systemic and cultural change in business, finance, and philanthropy; addressing the lack of diversity in the UK environmental sector; and amplifying the stories of our conservation partners by partnering them with filmmakers and content creators.



© Jim Pettiward

'Community stories, community voices' panel featuring our partners at the Wildscreen Industry Summit.

CASE STUDY

Letters to the Earth

Letters to the Earth (LTTE) is a UK-based Community Interest Company (CIC) that works to transform people's relationship with nature, inspiring them to take part in restoring the Earth with courage, creativity, and care. It uses outdoor immersions, the arts and storytelling campaigns to inspire a love of nature in everyone and to build mass engagement in environmental action.

Synchronicity Earth provided LTTE with core funding to support staffing needs to help target and build their engagement with those working in what they call the 'systems of harm' - corporate spaces that have a greater environmental impact and that have the responsibility and potential to change. The aim of this work is to provide regular opportunities for leaders and teams within businesses to experience their nature-based activities and to build a community of practice across sectors, building a network of nature-connected changemakers.

Synchronicity Earth also collaborated with LTTE and Project Everyone to convene an event at London Climate Action Week in June. This was an intimate gathering of London-based global majority nature practitioners, community leaders and allies for a unique encounter with the River Thames, led by Letters to the Earth, with guest speaker Laura Reineke from Friends of the River Thames.



© Joe Short

Toyah Panton, Letters to the Earth (left), and Laura Reineke (Friends of the River Thames) at London Climate Action Week.

Plans for the future

This year's Annual Report makes clear the scale and scope of the impact created by the work of our partners around the world and we are, as ever, very proud to stand alongside them and to support the important work that they do. From our species focused programmes on Amphibian and Asian Species, through our ecosystem approaches in Ocean and Freshwater systems, and into the regional work brought together in our Congo Basin Programme and the newly launched Melanesia Programme, the impacts realised by our partners are diverse and impressive. The significant growth also in our Biocultural Diversity Programme, which has allowed us to begin funding Indigenous-led funds and to support global networking between Indigenous Peoples, has been hugely encouraging to see.

In June 2026 we will be bringing together our recently grown global team for the first time, uniting our UK-based and overseas staff as well as the trustees of our Board and that of Synchronicity Earth USA to reflect on our strategy and strengthen our team's relationships.

With additional capacity in our leadership team through the inclusion in 2025 of our two new Co-Executive Directors – Rachel Hewitt and Helen Tugendhat – we have had the opportunity during the year to review and streamline some of our internal systems, preparing the ground for increasing grant funding and support to our partners in 2026 and beyond. This year a particular focus has been on exploring how we support partners beyond funding and in 2026 we are looking towards launching a more comprehensive and structured approach to capacity and learning within and between our partners.

We continue to interrogate and develop our programmatic approaches to the work that we support. In 2026 we will confirm learning and launch improved frameworks for action in our Amphibian and Freshwater programmes and will update the strategy underpinning our Congo Basin work. We will also come to the end of an internal learning period on our work to support youth leadership in biodiversity action. In all these areas we remain proud of the consistent commitment to learning within our organisation and our commitment to improving how we fund and growing where we fund.

We are also excited to work with the team and Directors of Synchronicity Earth USA on engaging with philanthropy in the USA on under-funded areas of conservation and growing our USA supporter base. Together, we are also deepening our engagement in philanthropy networks, and strengthening our global profile in places like Singapore, where we will soon be launching a Fund for Asian Nature alongside trusted partner Asian Species Action Plan (ASAP), and administered by Asia Community Foundation (ACF).

Through the flagship Reimagining Philanthropy stream of our work, we continue to seek improved ways to show up as a responsible and engaged funder, seeking connections within the sector as we grow collaboration and mutual accountability. We also support partners to engage in critical policy spaces, and in 2026 we will advocate for and support their inclusion in conversations on conservation policy and innovative funding, and in major convening opportunities like London's Climate Action Week.

We are excited to see what the future is bringing, conscious of the need to re-invest in collaboration in a world that is feeling the tensions of increased polarity. We look forward to working with the many organisations, individuals and partners seeking to make a change in this world alongside us, supporting the flourishing of our biodiversity and our immense cultural diversities.



© Pria Ghosh

Partner dinner hosted by the Amphibian Survival Alliance and Synchronicity Earth at the World Congress of Herpetology.

Operational approach

Carbon emissions

Synchronicity Earth measures the carbon emissions of its business activities. These fall into four main areas; office and general business activity (i.e., the electricity required to power our office, which is generated from renewable sources); Home-working emissions (i.e., emissions created when people work from home versus in the office); UK travel including staff commuting to the office; and international travel. Once data on activities have been collected, UK Government Guidelines and Conversion Emission Factors are applied to calculate the Greenhouse gas (GHG) Emissions for the organisation and reported as kilograms of CO_2e.

GHG Emissions = Activity Data (i.e. km travelled, kwh electricity used) x Emission Factor

To 'normalise' our emissions data and allow comparison year on year against growth, Synchronicity Earth has chosen to use Total Programme Funding as a normalisation factor. Alongside other factors explained below, continued growth in programme funding has therefore contributed to a reduction in emissions per unit programme funding.

In 2025, Synchronicity Earth continued to grow its activities and add additional members to its team. This has led to our carbon emissions increasing across our home-working and UK travel activities. However, despite the level of activity associated with our carbon emissions increasing, overall emissions remained stable compared with the previous year.

This stability was primarily driven by significant reductions in emissions factors for our highest-impact activities, particularly business air travel. According to the Government's 2025 *Major changes to the Conversion Factors* publication, these reductions reflect the use of updated post-COVID data. Previous factors were based on 2021 aviation data, when load factors were unusually low; as load factors have returned to more typical levels, emissions per passenger have reduced.

The emission factors for electricity use also fell – reportedly due to less natural gas use in power stations and increases in net imports of electricity – which led to a reduction in our overall office emissions despite the activities relating to office emissions increasing slightly.

Despite the reductions in business air travel emissions factors, our international travel remains the largest contributor to our carbon footprint, and total distance travelled did increase compared to the previous year. In 2025, several members of our team attended key climate and biodiversity conferences, including: the International Funders for Indigenous Peoples Global Conference (Kenya); the Peruvian Congress of Herpetology in Peru (Peru); the International Congress for Conservation Biology (Australia); the United Nations Ocean Conference (France); New York Climate Week (USA); the International Union for Conservation of Nature's

Estimated kilograms of CO2e emissions by Synchronicity Earth between 2023-2025.

	2023	2024	2025
Office	1,070	2,053	1,888
Homeworking	7,423	8,606	11,747
UK travel, including staff commuting	4,217	4,910	6,835
International travel	46,903	78,577	76,274
TOTAL	**59,613**	**94,146**	**96,744**
kg of CO2e per £ (Total Programme Funding)	0.014	0.019	0.015

World Conservation Congress (Abu Dhabi); the United Nation's Climate Change Conference (Brazil). Additional international travel took place to support Synchronicity Earth 's work, including partner visits to countries such as Singapore, India, and Brazil.

As part of our commitment to reducing our ecological footprint, we continue to work with local in-country affiliates to support effective partner management and minimise the need for international travel where possible.

SUPPORTING OUR PARTNERS' TRAVEL NEEDS

In 2025, Synchronicity Earth supported a range of organisations and individuals to attend several of the conferences listed above and more. We are committed to helping to ensure that some of the people who are often marginalised from large, international conservation forums - Indigenous Peoples and Local Communities (IPLCs), women, young people – are given equal opportunity to have their voices heard and to participate in decision-making on the international stage. Synchronicity Earth has decided to measure the emissions from this travel as our support was critical in allowing these individuals to participate in these important global conferences. Going forward we will continue to measure the emissions from this activity. In 2025, the emissions of this activity were 34,386 kg of CO2e in addition to Synchronicity Earth's own carbon emissions.

Our approach to fundraising

We aim to raise funds from a diversity of sources, but over the past few years, our support from foundations and trusts, as well as from corporate donors, has increased rapidly and now collectively these sources provide the majority of our funding (90% in 2025). We have also seen growing interest in our Pooled Funds, with an increasing number of foundations, trusts, and individuals choosing to support a particular conservation programme alongside fellow funders – an effective collaborative and learning mechanism for donors.

Since our founding, we have developed close relationships with a number of important individual donors who have historically given in myriad ways, from supporting a specific partner or issue nestled in a single programme to tackling broader themes cutting across our programmes and supporting our work more generally. All of these relationships are deeply valuable to us, and we are profoundly grateful for all the support we receive. Where unrestricted funding has been provided, this has allowed us to continue to develop and grow our overall approach and capacity, giving us the flexibility to address the most pressing and urgent needs on the ground.

All our fundraising activities are only carried out by our team, including our Trustees. Our fundraising activities are all through introductions or professional networks, and there is clear oversight of all fundraising activities by our Co-Executive Directors and Leadership Team. We are unlikely to come into contact with a donor who may be in vulnerable circumstances, given our networks and approach. However, all our team and Trustees undertake Safeguarding training. Part of this training is understanding when people we encounter may be vulnerable and how to respond in an appropriate manner. Any concerns with respect to the vulnerability of individuals we have come into contact with during fundraising activities would be escalated using our Safeguarding procedures.

We are committed to protecting the data of our donors and reviewing our Data Protection Policy annually to ensure best practice. Synchronicity Earth subscribes to the Fundraising Regulator and fully supports the work they have done to improve practice across the charity sector. We have not received any complaints related to our fundraising activities during 2025.

Synchronicity Earth USA

Synchronicity Earth USA is a non-profit organisation with tax-exempt status under section 501(c)(3) of the Internal Revenue Code set up to support the work of and raise funds for the UK-registered charity Synchronicity Earth.

The United States is blessed with an astonishing diversity of species and natural habitats, and many Americans choose to support nature conservation. While the US public has shown strong philanthropic support for its national parks, wild places and species, there has traditionally been less support for conservation in the rest of the world. Between them, Africa, Asia and Latin America – which contain the lion's share of the world's natural diversity – receive a very small proportion of US philanthropy directed towards protecting the natural world.

Synchronicity Earth USA's aim is to grow funding to help drive more effective conservation in the places where it is most needed for the benefit of all of us. Synchronicity Earth USA has an independent board with six trustees chaired by Jessica Sweidan and receives support from a Senior Advisor based in the US.

Structure, governance, and management

Synchronicity Earth was incorporated on 3rd July 2009 and is a company limited by guarantee, governed by its Memorandum and Articles of Association and by policies and procedures drawn up from time to time by senior management and approved by the Board. It was registered as a charity with the Charity Commission on 19 November 2009.

The Objects of the Charity are:

- To promote for the benefit of the public the conservation, protection, and improvement of the physical and natural environment by promoting biological diversity.
- To promote sustainable development for the benefit of the public by the preservation, conservation, and protection of the environment, the prudent use of resources, and the promotion of sustainable means of achieving economic growth and regeneration.
- To advance the education of the public in subjects relating to sustainable development and the protection, enhancement, and rehabilitation of the environment and to promote study and research in such subjects provided that the useful results of such study are disseminated to the public at large; and such other purposes for the benefit of the community as shall be exclusively charitable.

Statement of Public Benefit

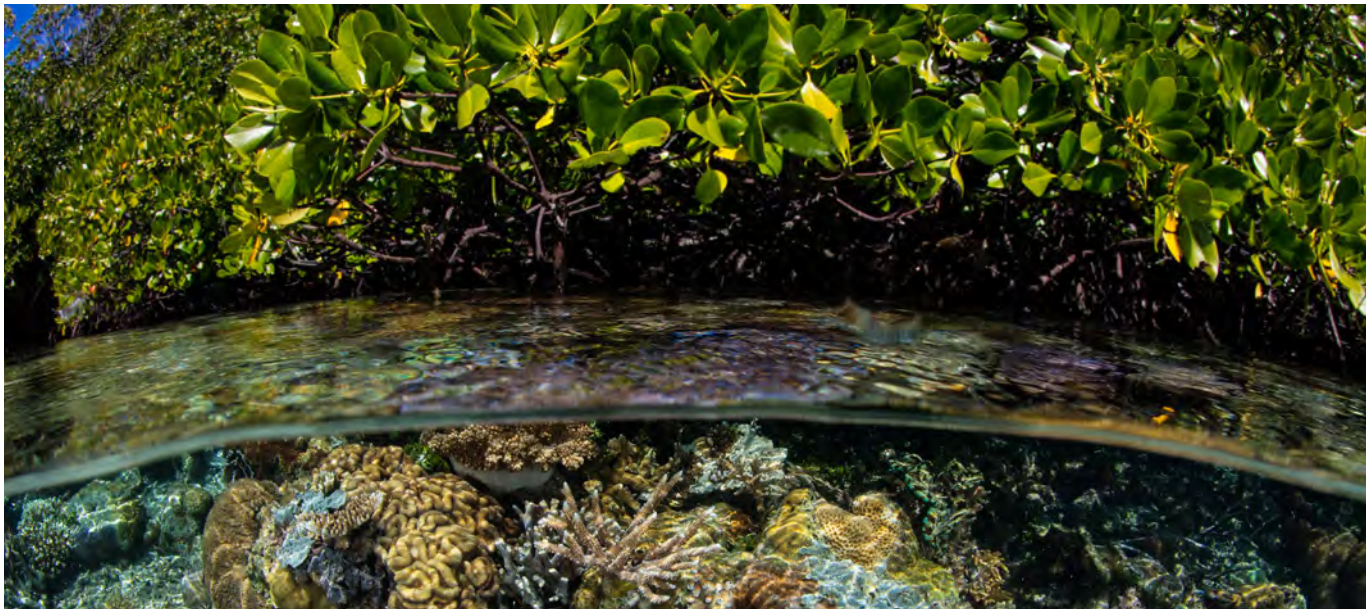
The Trustees are aware of the Charity Commission's guidance on public benefit and confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to it. They consider the information in this annual report about the Charity's aims, activities, and achievements in the areas of interest that the Charity supports demonstrates the benefit to its beneficiaries and through them to the Public that arise from those activities.

Governance

Governance is undertaken by the trustees, who meet at least four times a year. There are two board committees covering (1) Finance and Governance and (2) Programmes. The committees meet four times a year ahead of board meetings.

There is an independent entity in the US, Synchronicity Earth USA which operates as a 501(c)(3). The Chair and one other Director who sit on the board of Synchronicity Earth USA are also Trustees of Synchronicity Earth. Operations of this entity are not included in this report.

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Coral reef and mangrove ecosystems thriving together.

Trustees

Trustees are defined in section 177 of the Charities Act 2011, and are Directors as defined in section 255 of the Companies Act 2006. They are responsible for the general control, management, and administration of the charity.

Trustees are selected based on their understanding and sympathy with Synchronicity Earth's charitable objectives and their ability to further the aims of the Charity. Trustees are appointed to hold office for a period of four years. Any retiring Trustee who remains qualified may be reappointed by the Board.

The Trustees have signed fit and proper declarations in line with HMRC guidance. Trustees fully uphold and support the values of the organisation and its commitment to Equity, Diversity, and Inclusion. Synchronicity Earth funds a wide range of work across the globe and we celebrate multiple approaches and points of view. In everything we do, we support inclusion across race, gender, age, religion, identity, and experience.

As part of their induction, Trustees receive an information pack which includes the Charity's Memorandum and Articles of Association and the Charity Commission Guidance on Trustees' Responsibilities. All Trustees are therefore aware of their legal duties and obligations in respect to governance of the Charity, including in relation to the protection of its assets. Trustees are required to sign an annual Code of Conduct and Conflict of Interest Declaration. In addition, Trustees are offered opportunities for ongoing training.

Organisational Management

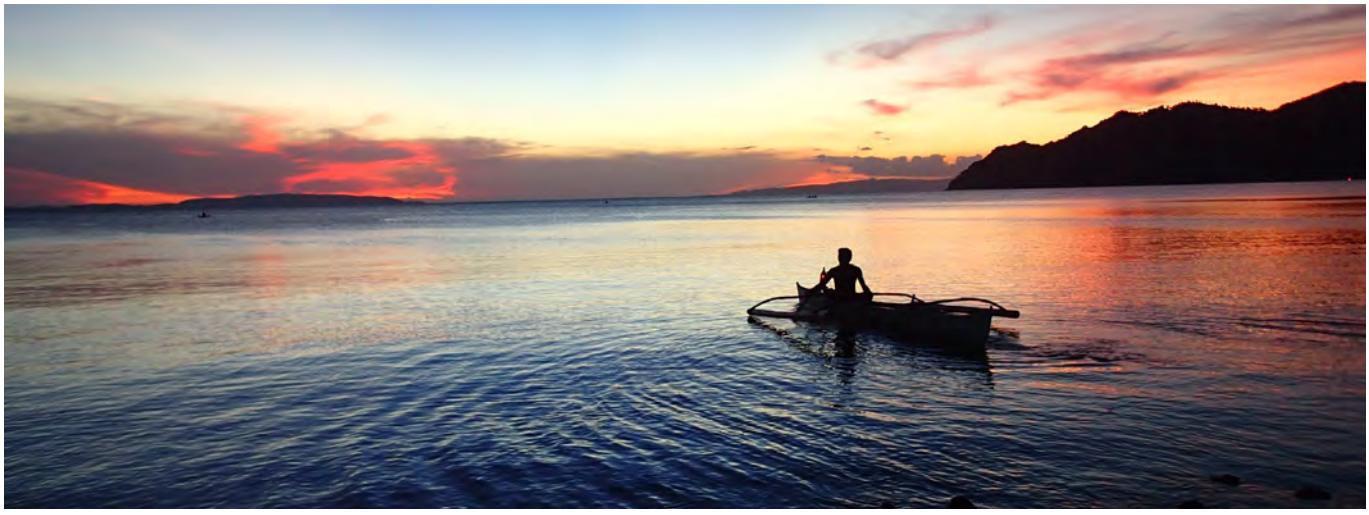
The Trustees are responsible for setting the overall programmatic and financial strategy of the charity and for approving the annual organisational objectives and budget, and delegate day to day management to the Co-Executive Directors and Leadership Team through the Delegation of Authorities Policy.

The Co-Executive Directors and Leadership Team is responsible for:

- Implementing Synchronicity Earth's strategy, objectives, and budget, ensuring cohesion with its vision and mission.
- Maintaining a strong control environment and organisational infrastructure and ensuring active financial and risk management. This includes developing policies, systems and best practices to ensure compliance with regulations issued by governing bodies and current legislation.
- Representing the organisation at events and meetings with donors and other major collaborators and stakeholders.
- Attending quarterly Board and Committee meetings to ensure that Trustees are fully apprised of all relevant governance, strategy, and operational decisions.
- Monitoring and enhancing the wellbeing, training, and development of staff, including evolving and strengthening the organisation's shared culture and values.

During 2025, Synchronicity Earth had a team of 34 (2024: 28) full and part-time members of staff (average headcount, equivalent to an average 30 (2024: 24) full-time employees) based primarily in London.

© Anna Heath



Fisherman in Leyte, Philippines.

Risk management

The Trustees assess key risks as new situations arise and undertake a formal review of our risk register twice yearly, following a detailed review by the Leadership Team. Although responsibility for risk management sits with the Trustees, the Leadership Team and all other employees are actively involved in the process of identifying and mitigating risks.

Much of our programme funding is in regions where one or more of the following may be present: political uncertainty; poor governance; intimidation of environmental activists; and limited funding and resources for conservation work. To understand the wide range of potential risks and to put in place mitigation measures for our programme funding, Synchronicity Earth undertakes due diligence on the organisations we fund. Our due diligence procedures are designed, and regularly evaluated, to maximise comfort that our grants will be effectively employed, while minimising the time our partner organisations have to spend providing us with information. Due diligence outputs enable us to put in place the support partners need to strengthen their organisations and grow their networks and reach.

In addition, there are regular informal meetings between Trustees and members of the Leadership Team; the Finance Committee reviews monthly Finance Reports and assists the Board in its duty to supervise the broad direction of Synchronicity Earth's financial and governance affairs, overseeing investments, banking, financial planning, risk management, financial reporting and audit; the Programmes Committee meets quarterly ahead of board meetings to assist the Board in its duty to oversee and provide input to the broad direction of programmatic strategies, overseeing and contributing to strategic development and creating a regular forum for in-depth discussions covering objective setting, implementation, outcomes, risks, and resources.

The Trustees consider the following to be the Charity's principal risks:

1. Cyber security continues to be a significant risk to all businesses, and we take this threat seriously, and the threat of data loss or breach, by investing in preventative measures to minimise the risk.
2. As the organisation grows, there is an ongoing need to diversify income streams to enable increased charitable activities. We need to balance this with growth in unrestricted income to cover the operating costs of delivering these activities, as well as increased external engagement.
3. We actively monitor geo-political risk across our programmes, particularly those in high-risk geographies, to understand the impact on our partners and their ability to undertake planned activity, and the need for emergency funding or capacity support. In 2025 we engaged external consultants to provide risk management support.
4. The safety and security of personnel working in or travelling to high-risk contexts is a priority; we manage this through individual safety plans and travel risk assessments.
5. As we continue to plan for ambitious growth, we recognise the need to balance this with carefully planned growth of the staff team to ensure alignment with strategic priorities and operational needs; and continued investment to improve efficiency of key processes and systems supporting our charitable activities.

The Trustees confirm that systems are in place to minimise risks. These include:

- Board authority on high-level strategy and budget decisions.
- Board review of funding outcomes and delivery against theories of change.
- Implementation and monitoring of a comprehensive Fundraising strategy.
- Clear authorisation and approval systems amongst staff, via our Delegation of Authority.
- Review of the monthly Finance Report by the Finance Committee.
- Standard budgeting and cashflow forecasting systems.
- Established financial controls including system-embedded authorities and separation of duties.
- Engagement of specialist HR advice to ensure compliance with employment laws.
- Induction for new staff including key processes and policies, and regular policy training.
- A formal staff performance and development process.
- Implementing measures to ensure staff wellbeing including undertaking staff surveys.

- Established due diligence policies and processes, for new donors, and partner organisations including context risk, health & safety, reputational risk, organisational health, fraud, anti-bribery, and safeguarding.
- A review schedule for all Policies according to an agreed cycle.
- A comprehensive Cyber Security policy and active monitoring of all systems for potential security breaches.

Statement of Trustees' Responsibilities

The Trustees (who are also Directors of Synchronicity Earth for the purposes of company law) are responsible for preparing the Trustee's Annual Report (including the Strategic Report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK Generally Accepted Accounting Practice GAAP).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company as at the end of the financial year and of its incoming resources and application of resources during that period. In preparing those financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the principles and methods of the Charities SORP 2019 (FRS 102).
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK accounting standards 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 its activities.

The Trustees are responsible for the keeping of proper accounting records which 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 to take reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware:

- There is no relevant audit information of which the Charity's auditor is unaware; and
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Disclosure of information to the auditors

Insofar as each of the Trustees of the charity at the date of approval of this report is aware, there is no relevant audit information (information needed by the charity's auditor in connection with preparing the audit report) of which the charity's auditor is unaware. Each trustee has taken all of the steps that they should have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. In approving the Trustees' Annual Report, we also approve the Strategic Report included therein, in our capacity as company directors.

Approved by the Trustees on 21 April 2026
and signed on their behalf by:





ADAM SWEIDAN CATHERINE BRYAN,
CO-CHAIRS OF THE BOARD OF TRUSTEES

Reference and Administrative Details

Company Registration Number: 06952204
Registered Charity Number: 1132786
Registered Office:
5th Floor, 1 Chancery Lane, London, WC2A 1LF.

Directors and Trustees:

The Directors and Trustees of the Charity who held office during the year and continue to serve at the date of the report's approval are:

- A Sweidan
- J Sweidan
- T Fernandez
- C Bryan
- W Eccles
- S Stuart (appointed 24 October 2025)

Bankers:

Coutts & Co
440 Strand, London WC2R OQS.

Independent Auditor:

HaysMac LLP
10 Queen Street Place, London, EC4R 1AG.

Independent auditor's report to the members of Synchronicity Earth

Opinion

We have audited the financial statements of Synchronicity Earth for the year ended 31 December 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cashflows and notes to the financial statements, 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 of 31 December 2025 and of the charitable company's net movement in funds, including the 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 Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC'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.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Trustees' 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Opinions 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' Annual Report (which includes the directors' report and strategic

report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and

- the directors' report and strategic report included within the Trustees' Annual Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the 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' Annual Report (which incorporates the directors' report and strategic report).

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

- adequate accounting records have not been kept by the charitable company; or
- the charitable company 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.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 52 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.

Auditor's 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 auditor's 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:

Based on our understanding of the charitable company and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to safeguarding when working with partner organisations and employment regulations, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and the Charities Act 2011.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to misappropriation of expenditure including grant funding. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;

- Identifying and testing journals; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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 auditor's 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 Auditor's 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 the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



LEE STOKES (Senior Statutory Auditor)

For and on behalf of
HaysMac LLP, Statutory Auditor
10 Queen Street Place
London EC4R 1AG
Date: 22 April 2026

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Madagascar pochard at Lake Bemanevika, Madagascar.

Synchronicity Earth

Statement of Financial Activities for the year ended 31 December 2025

(Including Income and Expenditure Account)

	Note	Income funds		Expendable Endowment Funds		Total 2025	Total 2024
		Unrestricted	Restricted	Unrestricted	Restricted		
		£'000	£'000	£'000	£'000	£'000	£'000
Income and endowments							
Donations		3,148	6,121	900	1,672	**11,841**	**9,663**
Income from investments		158	-	-	-	**158**	**187**
Total income and endowments		**3,306**	**6,121**	**900**	**1,672**	**11,999**	**9,850**
Expenditure on:							
Charitable activities	2&3						
Conservation programmatic funding		1,601	4,152	205	299	**6,257**	**5,001**
Capacity programmatic funding		349	889	112	19	**1,369**	**965**
Culture programmatic funding		294	249	221	-	**764**	**603**
		2,244	**5,290**	**538**	**318**	**8,390**	**6,569**
Raising funds	2	369	-	-	-	**369**	**217**
Total expenditure		**2,613**	**5,290**	**538**	**318**	**8,759**	**6,786**
Net income before gains & losses on investments and transfers		**693**	**831**	**362**	**1,354**	**3,240**	**3,064**
Net (loss) /gain on currency revaluation	9	(323)	(182)	(301)	(252)	**(1,058)**	**251**
Net gain on investments	6	-	-	699	437	**1,136**	**769**
Transfers between reserves	9	(1)	(1)	2	-	**-**	**-**
Net movement in funds		**369**	**648**	**762**	**1,539**	**3,318**	**4,084**
Reconciliation of funds							
Fund balances brought forward	9	1,956	4,350	5,597	3,556	**15,459**	**11,375**
Fund balances carried forward		**2,325**	**4,998**	**6,359**	**5,095**	**18,777**	**15,459**

All amounts relate to continuing operations and there were no recognised gains and losses for 2025 other than those included in the Income and Expenditure Account.

The notes on pages 59 - 77 form part of these financial statements.

A detailed breakdown of comparative figures for 2024 is provided in Note 12.

Synchronicity Earth (Registered Charity Number: 1132786 and Company Number: 06952204)

Balance sheet

As at 31 December 2025

	Note	2025 £'000	2024 £'000
Fixed Assets			
Tangible fixed assets	5	234	269
Investments	6	12,670	10,107
Total Fixed Assets		12,904	10,376
Current Assets			
Debtors	7	57	83
Cash at bank		7,100	6,745
Total Current Assets		7,157	6,828
Creditors - Amounts falling due within one year	8	(1,284)	(1,745)
Net Current Assets		5,873	5,083
Net Assets		**18,777**	**15,459**
Represented by:			
Restricted expendable endowment funds	9	5,095	3,556
Unrestricted expendable endowment fund	9	6,359	5,597
Restricted income funds	9	4,998	4,350
Designated fund	9	391	141
Unrestricted income fund	9	1,934	1,815
Total funds		**18,777**	**15,459**

The financial statements were approved on 21 April 2026 and authorised for issue by the Trustees and were signed on their behalf by Adam Sweidan and Catherine Bryan, Co-Chairs of the Board of Trustees.





ADAM SWEIDAN CATHERINE BRYAN
CO-CHAIRS OF THE BOARD OF TRUSTEES

Synchronicity Earth

Statement of cashflows

For the year ended 31 December 2025

	2025 £'000	2024 £'000
Cash provided by operating activities	788	1,364
Cashflows from investing activities		
Purchase of investments	(3,669)	(2,929)
Purchase of tangible fixed assets	(17)	(130)
Deposit interest	158	187
Redemption of investments	1,581	622
Net cash used in investing activities	**(1,947)**	**(2,250)**
Cashflows from financing activities		
Receipt of expendable endowments	2,572	1,975
Net cash provided by financing activities	**2,572**	**1,975**
Increase in cash in year	**1,413**	**1,089**
Net cash resources at 1 January	6,745	5,405
Increase in cash in the year	1,413	1,089
Foreign exchange movements	(1,058)	251
Net cash resources at 31 December	**7,100**	**6,745**
Analysis of net funds		
Cash at bank	7,100	6,745
Reconciliation of net income to net cash flow from operating activities		
Net income	3,318	4,084
Depreciation charge for the year	50	44
Loss on disposal of tangible fixed assets	2	-
Net gain on investment assets	(475)	(905)
Deposit interest	(158)	(187)
Decrease in debtors	26	118
(Decrease) / Increase in creditors	(461)	436
Receipt of expendable endowments	(2,572)	(1,975)
(Gain) / loss on foreign currency – unrealised	1,058	(251)
Net cash provided by operating activities	**788**	**1,364**

Synchronicity Earth

Notes to the financial statements

For the year ended 31 December 2025

1 ACCOUNTING POLICIES

Basis of preparation

The financial statements have been prepared under the historical cost convention modified to include the revaluation of investment assets and in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with The Financial Reporting Standard applicable in the UK and Republic of Ireland ("Charities SORP FRS102"), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2015. Synchronicity Earth (the "Charity") constitutes as a public benefit entity as defined by Charities SORP FRS102.

The financial statements are presented in pounds sterling which is the functional currency of the Charity, and all amounts have been rounded to the nearest £1,000.

Going concern

The Trustees have reviewed the going concern assessment and concluded that the Charity has adequate resources to continue to operate and to meet any commitments as they fall due for at least 12 months from the date of approval of these financial statements. Therefore, the financial statements are prepared on a going concern basis.

Income

All income is recognised in the Statement of Financial Activities (SoFA) when the Charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably, and it is probable that the income will be received. For donations to be recognised, the Charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained, then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the Charity, and it is probable that they will be fulfilled.

Expenditure

All expenditure is included on an accruals basis and is recognised when there is a legal or constructive obligation committing the Trustees to the expenditure. Expenditure is classified under the principal categories of charitable and operating costs rather than the type of expense, in order to provide more useful information to users of the accounts.

Grants awarded to partners are recognised as expenditure in the year in which the grant contracts are signed by both the partner and the Charity, except in those cases where the grant awarded is conditional, such grants being recognised when the conditions attached are fulfilled. Grants can cover single or multiple years.

Charitable activities comprise direct expenditure including direct staff costs attributable to the activity. Operating costs have been allocated to activities based on the average staff time spent. These costs have been further allocated in line with the total expenditure for each activity.

Pension costs

The Charity operates a defined contribution pension scheme for employees. The annual contributions payable are charged to the Statement of Financial Activities.

Fund accounting

Unrestricted income and endowment funds comprise the accumulated surpluses or deficits and are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity. Restricted income and endowment funds are funds subject to specific restrictive covenants imposed by donors. All income and expenditure of the Charity has been included in the Statement of Financial Activities.

Foreign currency

Assets and liabilities denominated in foreign currencies are translated at the rate of exchange at the Balance Sheet date. Transactions denominated in foreign currencies are converted at the rate of exchange at the date of the transaction. All translation differences are taken to the Statement of Financial Activities as they arise.

Taxation

As a registered charity, the organisation is exempt from taxation on income and gains to the extent that these are applied to its charitable objectives.

The Charity is not registered for VAT and expenditure includes irrecoverable VAT, which is charged against the category of resources expended for which it was incurred.

PAYE is operated in respect of employees and amounts payable to HMRC are recognised within creditors.

Fixed asset investments

Quoted investments are included at closing mid-market value at the Balance Sheet date. Realised gains and losses on investments are recognised on disposal of investments and any gains or losses on revaluation are taken to the Statement of Financial Activities. The determination of any gains and losses are calculated by reference to the value of such assets at the beginning of the accounting period.

1 ACCOUNTING POLICIES (CONTINUED)

Tangible fixed assets

Individual fixed assets with a value of £500 and above are capitalised and depreciated over their expected economic life, as follows:

- Artwork – Not depreciated as the amount of depreciation is considered immaterial
- Computer equipment – 3 years
- Fixtures & Fittings – over the term of the lease
- Furniture – 5 years

Financial assets and liabilities

Financial assets which qualify as basic financial instruments as laid out in the Charities SORP (FRS102) paragraph 11, including trade and other receivables and cash and bank balances, are subsequently valued at amortised cost and assessed for impairment at the end of each reporting period.

Cash and cash equivalents are held to meet short-term cash commitments as they fall due rather than for investment purposes. This includes cash equivalents held in the form of short-term highly liquid investments such as money market deposits.

Debtors and creditors are both recognised at the settlement amount after any discount offered.

Critical accounting judgements and key sources of estimation uncertainty

In the application of the accounting policies, Trustees are required to make judgements, estimates, and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affected current and future periods.

The Charity has entered into a lease to occupy office premises until November 2028 with the option to extend until November 2033. For the office rental accrual disclosed in note 8 and office and infrastructure costs disclosed in note 2, lease payments have been recognised on a straight-line basis with rent-free incentives apportioned evenly across the lease term. The Trustees have considered the economic incentives at the commencement of the lease to conclude that they are reasonably certain that the option to extend to November 2033 will be exercised and so have assumed a 10-year lease term. While the Trustees believe the measurement to be adequate, the ultimate lease payments may be materially different to the amounts provided. Any adjustment will be reflected in the period in which it becomes known.

In the view of the Trustees, there are no other areas of material judgement or estimation in preparing the statutory financial statements.

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Kenikir flowers being used for eco-printing in Indonesia.

Synchronicity Earth

Notes to the financial statements

For the year ended 31 December 2025

2 CHARITABLE ACTIVITIES

	Conservation	Capacity	Culture	Total
2025 Programme funding	£'000	£'000	£'000	**£'000**
Amphibian	802	212	-	**1,014**
Asian Species	385	23	-	**408**
Biocultural Diversity	783	91	4	**878**
Congo Basin	741	277	22	**1,040**
Freshwater				
- Programme	464	50	-	**514**
- Shoal	372	-	-	**372**
Melanesia	189	75	-	**264**
Ocean	743	99	-	**842**
Synchronicity	125	131	469	**725**
More than Carbon	179	-	-	**179**
Capacity consultants and grants	24	62	-	**86**
Expenditure relating to all programmes	10	-	73	**83**
Total Programme funding	**4,817**	**1,020**	**568**	**6,405**
Allocation of staff costs	413	132	74	**619**
Allocation of support costs	1,027	217	122	**1,366**
Total expenditure on Charitable activities	**6,257**	**1,369**	**764**	**8,390**

Operating costs	**Conservation**	**Capacity**	**Culture**	**Programme funding total**	**Support costs**	**Charitable activities total**	**Raising funds**	**Expenditure total**
	£'000	£'000	£'000	**£'000**	£'000	**£'000**	£'000	**£'000**
Staff costs	413	132	74	**619**	677	**1,296**	331	**1,627**
Other staff costs inc. travel & subsistence	-	-	**-**	**-**	130	**130**	-	**130**
Office and infrastructure costs	-	-	-	**-**	356	**356**	-	**356**
HR & health and safety	-	-	-	**-**	39	**39**	-	**39**
Training and development	-	-	-	**-**	56	**56**	-	**56**
Communications	-	-	-	**-**	36	**36**	-	**36**
Fundraising costs	-	-	-	**-**	-	**-**	38	**38**
Governance costs	-	-	-	**-**	95	**95**	-	**95**
Exchange differences	-	-	-	**-**	(36)	**(36)**	-	**(36)**
Bank charges	-	-	-	**-**	13	**13**	-	**13**
Total Operating costs	**413**	**132**	**74**	**619**	**1,366**	**1,985**	**369**	**2,354**

Included within Governance costs are audit fees including VAT of £24k (2024: £24k). Included within Office and infrastructure costs is a depreciation charge of £50k (2024: £44k) and operating lease rentals of £91k (2024: £100k).

2 CHARITABLE ACTIVITIES (CONTINUED)

	Conservation	Capacity	Culture	Total
2024 Programme funding	£'000	£'000	£'000	**£'000**
Amphibian	574	147	-	**721**
Asian Species	489	80	-	**569**
Biocultural Diversity	881	104	-	**985**
Congo Basin	683	153	-	**836**
Freshwater				
- Programme	562	62	-	**624**
- Shoal	253	4	-	**257**
Ocean	327	125	-	**452**
Synchronicity	-	46	342	**388**
More than Carbon	96	-	-	**96**
Expenditure relating to all programmes	9	-	106	**115**
Total Programme funding	**3,874**	**721**	**448**	**5,043**
Allocation of staff costs	323	93	61	**477**
Allocation of support costs	804	151	94	**1,049**
Total expenditure on Charitable activities	**5,001**	**965**	**603**	**6,569**

Operating costs	**Conservation**	**Capacity**	**Culture**	**Programme funding total**	**Support costs**	**Charitable activities total**	**Raising funds**	**Expenditure total**
	£'000	£'000	£'000	**£'000**	£'000	**£'000**	£'000	**£'000**
Staff costs	323	93	61	**477**	403	**880**	208	**1,088**
Other staff costs inc. travel & subsistence	-	-	-	**-**	92	**92**	-	**92**
Office and infrastructure costs	-	-	-	**-**	344	**344**	-	**344**
HR & health and safety	-	-	-	-	87	**87**	**-**	**87**
Training and development	-	-	-	**-**	43	**43**	-	**43**
Communications	-	-	-	**-**	28	**28**	-	**28**
Fundraising costs	-	-	-	**-**	-	**-**	9	**9**
Governance costs	-	-	-	**-**	44	**44**	-	**44**
Working Group costs	-	-	-	-	3	**3**	-	**3**
Exchange differences	-	-	-	**-**	(3)	**(3)**	-	**(3)**
Bank charges	-	-	-	**-**	8	**8**	-	**8**
Total Operating costs	**323**	**93**	**61**	**477**	**1,049**	**1,526**	**217**	**1,743**

3 CHARITABLE ACTIVITIES — ANALYSIS OF PROGRAMME FUNDING

	2025 £'000	2024 £'000
Amphibian		
Amphibian Ark	94	20
Amphibian Red List Authority (ARLA)	45	55
Amphibian Survival Alliance (ASA)	45	35
Anura Africa	32	31
Asociación Pro Fauna Silvestre - Ayacucho	28	24
Association Mitsinjo	15	-
Bolivian Amphibian Initiative	52	31
Conservación de Anfibios	28	29
Endangered Wildlife Trust	46	50
Fundación Atelopus	36	30
FUNDAECO - Fundación para el Ecodesarrollo y la Conservación	129	-
Global Wildlife Conservation / Re:Wild	-	4
Herp - Ghana	68	63
Herp Cameroon	7	6
Instituto Biotrópicos	77	39
Instituto Curicaca	70	80
Madagasikara Voakajy	30	-
Maliasili	-	11
Miaro Ny Sahona (MISA)	15	3
New Guinea Binatang Research Centre	30	32
Save Ghana Frogs	43	39
The University of Liverpool	-	4
Wildlife In Need (WIN)	-	12
Wildlife Trust of India	48	51
Programme management	76	72
	1,014	**721**
Asian Species		
Asian Species Action Partnership (ASAP)	72	117
ATREE (Ashoka Trust for Research in Ecology and the Environment)	26	-
GreenViet	26	29
Hutan - Kinabatangan Orangutan Conservation Project	-	93
IUCN SSC Orchid Specialist Group (OSG)	3	17
IUCN SSC PSG Section on Small Apes	15	17
IUCN SSC White-Bellied Heron Working Group	-	-
Living River Association (LRA)	2	-
Mabuwaya Foundation	8	4
Progres Sulawesi	1	29
Root	15	-
Royal Society for Protection of Nature (RSPN)	68	39
Saola Foundation	42	40
SatuCita Foundation	43	-
Serge Wich	-	5
Talarak Foundation Inc. (TFI)	120	34
Yayasan Konservasi Ekosistem Alam Nusantara (KIARA)	37	15
Programme management	(70)	130
	408	**569**

3 CHARITABLE ACTIVITIES — ANALYSIS OF PROGRAMME FUNDING (CONTINUED)

	2025 £'000	2024 £'000
Biocultural Diversity		
Agroecology Fund	7	8
Ailan Awareness	-	11
Alliance of Solwara Warriors	-	16
Bismarck Ramu Group (BRG)	-	20
Bukluran | ICCA Consortium Philippines	10	12
CBD Women's Caucus	34	-
Chepkitale Indigenous People Development Project (CIPDP)	15	16
Comissão Guarani Yvyrupa (CGY)	279	280
Cultural Survival	26	15
Eco Custodian Advocates	-	36
Fundo Socioambiental CASA (CASA)	172	238
Gaia Foundation	21	-
Global Youth Biodiversity Network (GYBN)	15	-
ICCA Consortium	7	16
IPAS Fund Indigenous Peoples of Asia Solidarity Fund	38	-
Karawari Cave Arts Fund	-	12
Korero o te Orau	-	48
LifeMosaic	15	32
Mulheres em Acao no Pantanal (MUPAN)	-	4
Nature Conservation Foundation (NCF)	7	76
New Guinea Binatang Research Centre	-	8
Podaáli - Fundo Indígena da Amazônia Brasileira	7	64
Resguardo Santa Rosa del Guamuez	-	12
Tapestry Institute	130	38
Terralingua	22	23
Voo da Vespa	19	-
Short-term grants	27	-
Programme management	27	-
	878	**985**
Congo Basin		
African Food Sovereignty Alliance (AFSA)	-	62
Agroecology Fund	37	16
AMCO (African Marine Conservation Organization)	68	23
ANAPAC RDC	45	39
CFLEDD (Coalition des Femmes Leaders pour l'Environnement et le Développement Durable)	76	50
CORAP (Coalition des Organisations de la Société Civile pour le Suivi des Réformes et de l'Action Publique)	104	98
Dignité Pygmée (DIPY)	46	-
DYFED (Dynamique des Femmes pour l'Environnement et le Développement)	30	15
Dynamique des Groupes des Peuples Autochtones (DGPA)	60	55
GRAIN	44	-
Green Development Advocates (GDA)	33	24
Herp - Ghana	22	8
ICCA Consortium	30	16
International Rivers Africa Programme (IRAP)	37	8
JVE Côte d'Ivoire (Jeunes Volontaires pour l'Environnement de Côte d'Ivoire)	29	16
Land Is Life	-	54
Mbou Mon Tour (MMT)	62	55

3 CHARITABLE ACTIVITIES – ANALYSIS OF PROGRAMME FUNDING (CONTINUED)

	2025 £'000	2024 £'000
Congo Basin (continued)		
Okapi Conservation Project (OCP)	45	31
Rainforest Foundation UK (RFUK)	45	23
Reseau CREF	50	102
Solidarite des Femmes sur le Fleuve Congo (SOFFLECO)	-	23
Terra Mucho	22	-
Well Grounded	46	39
Programme management	109	79
	1,040	**836**
Freshwater		
A'i Cofán Sinangoe Community Organisation (Sinangoe)	-	12
Amazon Sacred Headwaters Alliance (ASHA)	37	40
Bukluran | ICCA Consortium Philippines	9	4
Durrell Wildlife Conservation Trust	30	30
Global Environment Centre (GEC)	-	57
Instituto Fronteiras	30	23
Instituto Juruá	56	60
International Rivers	113	126
International Rivers Africa Programme (IRAP)	32	-
IUCN Biodiversity Assessment and Knowledge Team (BAKT)	-	44
IUCN Freshwater Conservation Committee (FCC)	22	43
IUCN WCC	2	-
Jovenes Amazonicos (Amazon Youth)	33	26
Living River Association (LRA)	35	12
Mekong Community Institute (MCI)	45	24
Mulheres em Acao no Pantanal (MUPAN)	-	20
Piku Biodiversity Network (PBN)	15	24
Proyecto VASI	36	16
QUIPA	-	40
Taskforce Against Kaiduan Dam (TAKAD)	1	6
The Nature Conservancy (TNC)	-	5
Yayasan Bumi Sawerigading (YBS)	-	27
Short-term grants	7	-
Programme management	12	(14)
	514	**624**
Freshwater Shoal Initiative		
Airlangga University - Faculty of Fisheries and Marine	20	-
ComNetMekong	-	12
Tropical Conservation Friends Association	15	8
University of Dar es Salaam	10	-
Yayasan Bumi Sawerigading (YBS)	2	-
Zoo Outreach	16	31
Short-term grants	16	-
Initiative hosting costs	292	205
	372	**257**
	886	**881**

3 CHARITABLE ACTIVITIES — ANALYSIS OF GRANT AND DIRECT PROJECT COSTS (CONTINUED)

	2025 £'000	2024 £'000
Melanesia		
Ailan Awareness	56	-
Alliance of Solwara Warriors	15	-
Center for Environmental Law and Community Rights (CELCOR)	30	-
Eco Custodian Advocates	46	-
Karawari Cave Arts Fund	15	-
Kōrero o te `Ōrau	8	-
Nature Fiji - Mareqeti Viti	53	-
New Guinea Binatang Research Centre	7	-
Short-term grants	34	-
	264	**-**
Ocean		
Ailan Awareness	56	12
Alliance of Solwara Warriors	8	11
Bengal Elasmo Lab	7	-
Bloom Association	60	-
Bukluran | ICCA Consortium Philippines	13	-
Deep Ocean Stewardship Initiative (DOSI)	40	40
Deep Sea Conservation Coalition (DSCC)	43	43
Eco Custodian Advocates	11	13
FORKANI - Forum Kahedupa Toudani	27	-
High Seas Alliance	135	55
INTRAC	6	-
James Cook University (Fish & Fisheries Lab)	-	51
Kōrero o te `Ōrau	23	16
Make Stewardship Count	5	30
Oceans Initiative	-	48
Oceanus Conservation	37	21
Piku Biodiversity Network (PBN)	38	-
Project Seagrass	75	25
Save Andaman Network (SAN)	3	53
University of Edinburgh - Bengal Elasmolab (Alifa Haque)	117	-
University of Edinburgh - Ocean Voices	50	-
Short-term grants	49	-
Programme management	39	34
	842	**452**

3 CHARITABLE ACTIVITIES – ANALYSIS OF GRANT AND DIRECT PROJECT COSTS (CONTINUED)

	2025 £'000	2024 £'000
Synchronicity		
Agroecology Fund	-	28
Asia Young Indigenous Peoples Network (AYIPN)	15	11
Environmental Funders Network (EFN)	-	6
Finance for Biodiversity Foundation	36	34
Flourishing Diversity Book	25	(9)
Future Generations Tribunal (FGT)	22	24
Global Alliance for the Rights of Nature (GARN)	56	58
Global Youth Biodiversity Network (GYBN)	49	72
Indian Pastoralist Community Network (IPCN)	11	4
Letters to the Earth (LTTE)	25	-
Marion Atieno Osieyo (Black Earth)	29	-
NYU - More Than Human Rights (MOTH)	45	-
People's Planet Project	75	77
Quercus Consultancy Ltd	3	-
Rainforest Action Network	32	-
Reverse the Red	39	-
Rights and Resources Initiative (RRI)	4	-
Rios to Rivers	15	-
ShareAction	80	-
Society for the Protection of Underground Networks (SPUN)	38	-
Students Organising for Sustainability (SOS) UK	-	8
Synchronicity Earth Youth Committee	3	9
Youth4Nature (Y4N)	4	4
Youth Fund small grants	68	4
Short-term grants	-	10
Programme management	51	48
	725	**388**
More than Carbon		
Hutan - Kinabatangan Orangutan Conservation Project	98	-
Oceanus Conservation	-	16
Tesoro Escondido Foundation	81	80
	179	**96**
Capacity consultants and grants	86	-
Expenditure relating to all Programmes	83	115
Total Programme funding	**6,405**	**5,043**

4 STAFF COSTS

	2025 £'000	2024 £'000
Wages & salaries	1,555	1,061
Social security costs	185	110
Employer's pension contributions	94	69
Total salary costs	**1,834**	**1,240**
Temporary staff	43	40
Hosted by other organisations	136	34
Other staff costs	48	18
Total staff costs	**2,061**	**1,332**

Included in the above are salaries of £304k (2024: £152k) charged to Programme Funding. For further detail see Note 2.

Hosted by other organisations includes overseas staff paid through a different organisation.

Wages & salaries also include £6k (2024: £nil) of termination payments which were fully paid in year.

The average headcount is 34 (2024: 28), and the average FTE is 30 (2024: 24), excluding temporary staff on short-term contracts.

Total employee benefits received by key management personnel are £393k (2024: £334k). The leadership team structure changed following the appointments of the two Co-Executive Directors. From 1st June 2025, only the Co-Executive Directors are considered key management personnel.

The emoluments of staff members above £60,000 are in the following ranges:

	2025 No.	2024 No.
£60,000 - £69,999	1	1
£70,000 - £79,999	2	1
£80,000 - £89,999	1	-
£100,000 - £109,999	1	-
Total	**5**	**2**

During the year, no trustees received remuneration (2024: £nil). One trustee had expenses reimbursed for travel costs of £384 (2024: £nil).

Synchronicity Earth

Notes to the financial statements

For the year ended 31 December 2025

5 TANGIBLE FIXED ASSETS

	Artwork	Fixtures & Fittings	Furniture	Computer Equipment	Total
	£'000	£'000	£'000	£'000	**£'000**
Cost or valuation					
At 1 January 2025	11	175	93	66	**345**
Additions	-	-	8	9	**17**
Disposals	-	-	(3)	-	**(3)**
At 31 December 2025	**11**	**175**	**98**	**75**	**359**
Depreciation					
At 1 January 2025	-	15	17	44	**76**
Charge for the year	-	18	19	13	**50**
Depreciation on disposed assets	-	-	(1)	-	**(1)**
At 31 December 2025	**-**	**33**	**35**	**57**	**125**
Net Book Value					
At 31 December 2025	**11**	**142**	**63**	**18**	**234**
At 31 December 2024	**11**	**160**	**76**	**22**	**269**

Synchronicity Earth

Notes to the financial statements

For the year ended 31 December 2025

6 FIXED ASSET INVESTMENTS (AT MARKET VALUE)

	2025 £'000	2024 £'000
Total investments and cash under management	**12,670**	**10,107**
Net unrealised investment gain	1,136	769
Net unrealised (loss) / gain on exchange	(661)	136
Net gain/(loss) on investments	**475**	**905**
Market value at 1 January	10,107	6,895
Additions at cost	3,669	2,929
Disposals at market value	(1,581)	(622)
Net gain on investments	475	905
Market value at 31 December	**12,670**	**10,107**
Historical cost at 31 December	**9,983**	**7,836**

Where a realised gain or loss has already been recognised as an unrealised gain or loss in a prior year, a corresponding gain or loss is included within unrealised gain or loss for the current year.

The historical cost for the prior year has been recalculated to ensure a consistent methodology with the year ended 31 December 2025.

7 DEBTORS

	2025 £'000	2024 £'000
Prepayments and accrued income	33	57
Other debtors	24	26
	57	**83**

8 CREDITORS: AMOUNTS DUE WITHIN ONE YEAR

	2025 £'000	2024 £'000
Programme funding commitments	1,086	1,606
Accruals	121	89
Taxation and social security	66	42
Other creditors	11	8
	1,284	**1,745**

Synchronicity Earth

Notes to the financial statements

For the year ended 31 December 2025

9 ANALYSIS OF FUNDS

	Fund Balance 01/01/2025	Income	Expenditure	Transfers between funds	Net currency gains	Net unrealised gains	Fund Balance 31/12/2025
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Unrestricted funds							
Unrestricted income fund	1,815	3,007	(2,565)	(4)	(319)	-	1,934
Designated fund	141	299	(48)	3	(4)	-	391
Total	**1,956**	**3,306**	**(2,613)**	**(1)**	**(323)**	**-**	**2,325**
Unrestricted expendable endowment fund							
The Synchronicity Earth Living Fund	5,597	900	(538)	2	(301)	699	6,359
Total unrestricted funds	**7,553**	**4,206**	**(3,151)**	**1**	**(624)**	**699**	**8,684**
Restricted income funds							
Amphibian	569	1,056	(861)	33	(61)	-	736
Asian Species	417	430	(302)	(28)	(24)	-	493
Biocultural Diversity	937	1,091	(875)	(106)	(13)	-	1,034
Congo Basin	706	1,682	(1,031)	6	(31)	-	1,332
Freshwater	478	809	(754)	48	(41)	-	540
Melanesia	-	147	(262)	182	(1)	-	66
Ocean	682	426	(642)	18	(10)	-	474
Synchronicity	193	309	(344)	18	(1)	-	175
More than Carbon	145	75	(155)	-	-	-	65
Capacity and cross-programmatic	223	96	(64)	(172)	-	-	83
Total	**4,350**	**6,121**	**(5,290)**	**(1)**	**(182)**	**-**	**4,998**
Restricted expendable endowment funds							
The Durrell Fund	188	-	(30)	-	-	29	187
The Amphibian Fund	862	434	(115)	-	(65)	106	1,222
The Ape Fund	811	96	(15)	-	(62)	93	923
The Asian Species Fund	863	95	(15)	-	(63)	95	975
The Neptune Fund	832	522	(143)	-	(62)	99	1,248
The Shoal Fund	-	148	-	-	-	8	156
The Species Survival Fund	-	377	-	-	-	7	384
Total	**3,556**	**1,672**	**(318)**	**-**	**(252)**	**437**	**5,095**
Total restricted funds	**7,906**	**7,793**	**(5,608)**	**(1)**	**(434)**	**437**	**10,093**
Total funds	**15,459**	**11,999**	**(8,759)**	**-**	**(1,058)**	**1,136**	**18,777**

9 ANALYSIS OF FUNDS (CONTINUED)

Analysis of net assets between funds	Income funds		Expendable endowment funds		Total 2025
	Unrestricted	Restricted	Unrestricted	Restricted	
	£'000	£'000	£'000	£'000	**£'000**
Tangible Fixed Assets	234	-	-	-	**234**
Investments	-	1,047	6,458	5,165	**12,670**
Debtors	54	2	-	1	**57**
Cash at bank	2,329	4,771	-	-	**7,100**
Current liabilities	(292)	(822)	(99)	(71)	**(1,284)**
Total	**2,325**	**4,998**	**6,359**	**5,095**	**18,777**

Analysis of net assets between funds	Income funds		Expendable endowment funds		Total 2024
	Unrestricted	Restricted	Unrestricted	Restricted	
	£'000	£'000	£'000	£'000	**£'000**
Tangible Fixed Assets	269	-	-	-	**269**
Investments	-	1,147	5,373	3,587	**10,107**
Debtors	73	10	-	-	**83**
Cash at bank	1,870	4,408	370	97	**6,745**
Current liabilities	(256)	(1,215)	(146)	(128)	**(1,745)**
Total	**1,956**	**4,350**	**5,597**	**3,556**	**15,459**

Synchronicity Earth currently operates a restricted fund for each programme, as set out above and explained in the Report of the Trustees.

Donations to the General income restricted fund are allocated to the relevant programme fund upon receipt, in accordance with the express wishes of the donor. Expenditure from each programme fund is in accordance with the restrictions of the donation.

Transfers to and from the General income unrestricted fund are made as required to make good a deficit on a restricted programme fund or with the express permission of the donor.

Synchronicity Earth has established eight expendable endowment funds since 2016 under declarations of trust.

The Synchronicity Earth Living Endowment is an unrestricted expendable endowment fund established to ensure the long-term viability of the Charity and secure long-term funding for its programmes.

9 ANALYSIS OF FUNDS (CONTINUED)

There are seven restricted expendable endowment funds as follows:

- The Durrell Endowment Fund has been established to support the aims and objectives of Durrell Wildlife Conservation Trust - UK, a charity registered in England and Wales, registered number 1121989.
- The Amphibian Endowment Fund established in honour of George Rabb.
- The Ape Endowment Fund.
- The Asian Species Endowment Fund.
- The Neptune Endowment Fund to support marine conservation. This includes £194k for the Ocean Stewardship Award launched in 2025.
- The SHOAL Endowment Fund to support the SHOAL initiative, which is hosted within our Freshwater programme.
- The Species Survival Endowment Fund to support the charitable work of the IUCN Species Survival Commission.

The endowment monies have been invested in the Aurum Synchronicity and Aurum Seneca GBP and USD Funds, as advised by Aurum Fund Management Ltd and administered by Northern Trust International.

During the year ended 31 December 2025, the Charity reviewed its internal programme structure. As a result, the Amazon to Atlantic restricted funds balance has been reclassified to the Amphibian, Biocultural Diversity, Freshwater, and Synchronicity restricted funds. Comparative figures within the year ended 31 December 2024 have been restated accordingly. This does not impact total net assets or net movement in funds, and the reclassification represents a change in presentation only and does not affect the overall restricted funds balance.

See comparative Funds analysis below:

9 ANALYSIS OF FUNDS (CONTINUED)

	Fund Balance 01/01/2024	Income	Expenditure	Transfers between funds	Net currency gains	Net unrealised gains	Fund Balance 31/12/2024
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Unrestricted funds							
Unrestricted income fund	1,401	2,428	(2,004)	(10)	-	-	**1,815**
Designated fund	171	106	(146)	10	-	-	**141**
Total	**1,572**	**2,534**	**(2,150)**	**-**	**-**	**-**	**1,956**
Unrestricted expendable endowment fund							
The Synchronicity Earth Living Fund	4,624	889	(446)	-	52	478	**5,597**
Total unrestricted funds	**6,196**	**3,423**	**(2,596)**	**-**	**52**	**478**	**7,553**
Restricted income funds							
Amphibian	638	423	(535)	17	26	-	**569**
Asian Species	191	330	(187)	75	8	-	**417**
Biocultural Diversity	179	1,679	(953)	-	32	-	**937**
Congo Basin	616	881	(831)	10	30	-	**706**
Freshwater	496	627	(690)	13	32	-	**478**
Ocean	396	637	(402)	39	12	-	**682**
Synchronicity	94	278	(190)	5	6	-	**193**
More than Carbon	1	237	(96)	-	3	-	**145**
Capacity and cross-programmatic	133	249	-	(159)	-	-	**223**
Total	**2,744**	**5,341**	**(3,884)**	**-**	**149**	**-**	**4,350**
Restricted expendable endowment funds							
The Durrell Fund	194	-	(30)	-	-	24	**188**
The Amphibian Fund	610	269	(95)	-	12	66	**862**
The Ape Fund	790	53	(125)	-	12	81	**811**
The Asian Species Fund	448	394	(56)	-	14	63	**863**
The Neptune Fund	393	370	-	-	12	57	**832**
Total	**2,435**	**1,086**	**(306)**	**-**	**50**	**291**	**3,556**
Total restricted funds	**5,179**	**6,427**	**(4,190)**	**-**	**199**	**291**	**7,906**
Total funds	**11,375**	**9,850**	**(6,786)**	**-**	**251**	**769**	**15,459**

10 RELATED PARTY TRANSACTIONS

The fund management agreement between Synchronicity Earth and Aurum Fund Management Ltd did not give rise to any benefit for A. Sweidan who is a shareholder of Aurum Fund Management Ltd. A. Sweidan is also a director of the Aurum Synchronicity GBP and USD Funds. Each transaction entered into between the Charity and the Aurum Synchronicity Funds (see Note 6) was carried out at the net asset value per share at the applicable time of the transaction, as reported by the independent administrator of such funds.

A. Sweidan is a member of Aurum Kaleidoscope Foundation, whose aims are to promote the advancement of environmental conservation, social welfare and education by providing grants to charities and other organisations and individuals. During the year, this organisation donated £6,013,647 (2024: £4,889,052) to Synchronicity Earth.

During the year, donations totalling £419,405 (2024: £131,215) were received from trustees. These donations were made on an unconditional basis and without any benefit to the trustees. There were no outstanding amounts at the year end.

There were no other related party transactions in the current or preceding year.

11 FINANCIAL COMMITMENTS

At the year end, Synchronicity Earth had total minimum future lease payments under non-cancellable operating leases, as follows:

	2025 £'000	2024 £'000
	Property	**Property**
Not later than one year	75	90
Later than one year and not later than five years	143	172
	218	**262**
	Office equipment	**Office equipment**
Not later than one year	1	1
Later than one year and not later than five years	2	1
	3	**2**
Synchroncity Earth had the following conditional financial commitments at 31 December:		
Multi-year programme funding	**2,729**	**3,390**

On 27th November 2023, the Charity entered into a 10-year lease, with a five-year break clause, for office premises.

The payment of future tranches of multi-year programme funding is conditional upon receipt of a satisfactory progress report from the recipient. At 31 December 2025, £44k (2024: £48k) of multi-year programme funding is committed from existing unrestricted designated funds.

Synchronicity Earth

Notes to the financial statements

For the year ended 31 December 2025

12 PRIOR YEAR COMPARATIVES

	Note	Income funds		Expendable endowment funds		Total 2024	Total 2023
		Unrestricted £'000	Restricted £'000	Unrestricted £'000	Restricted £'000	£'000	£'000
Income and endowments							
Donations		2,347	5,341	889	1,086	**9,663**	**6,855**
Income from investments		187	-	-	-	**187**	**149**
Total income and endowments		**2,534**	**5,341**	**889**	**1,086**	**9,850**	**7,004**
Expenditure on:							
Charitable activities	2&3						
Conservation programmatic funding		1,401	3,164	164	272	**5,001**	**4,393**
Capacity programmatic funding		271	534	126	34	**965**	**594**
Culture programmatic funding		261	186	156	-	**603**	**544**
		1,933	**3,884**	**446**	**306**	**6,569**	**5,531**
Raising funds	2	217	-	-	-	**217**	**181**
Total expenditure		**2,150**	**3,884**	**446**	**306**	**6,786**	**5,712**
Net income before gains & losses on investments and transfers		**384**	**1,457**	**443**	**780**	**3,064**	**1,292**
Net (loss) /gain on currency revaluation		-	149	52	50	**251**	**(516)**
Net gain on investments	6	-	-	478	291	**769**	**233**
Transfers between reserves	9	-	-	-	-	**-**	**-**
Net movement in funds		**384**	**1,606**	**973**	**1,121**	**4,084**	**1,009**
Reconciliation of funds							
Fund balances brought forward	9	1,572	2,744	4,624	2,435	**11,375**	**10,366**
Fund balances carried forward		**1,956**	**4,350**	**5,597**	**3,556**	**15,459**	**11,375**

Back cover images (L to R): *Making a fish trap (© Chris Scarffe), mangroves with heron, a lake in Peru (© Chris Scarffe), yellow stingray in seagrass, fisher in Kam River (© Hermann Peka).*







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