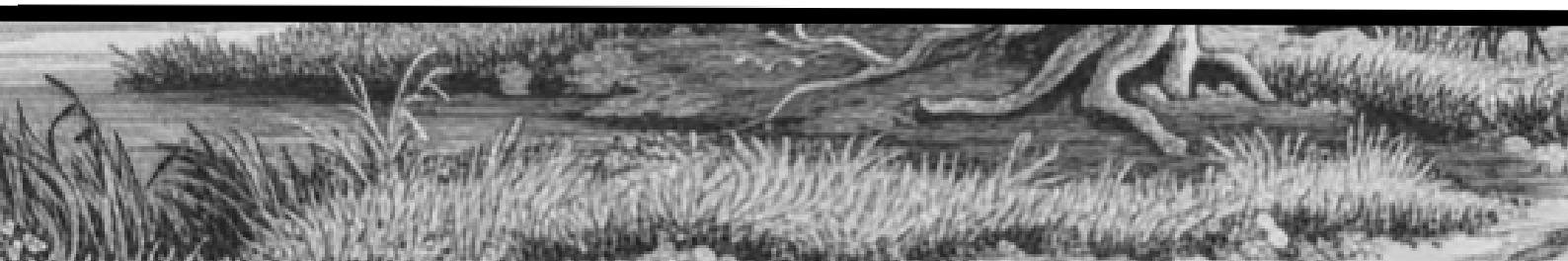


TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDING 2025

The Society for Experimental Biology is a company, no. 01314879, and charity, no. 273795, registered in England and Wales.

SOCIETY FOR EXPERIMENTAL BIOLOGY



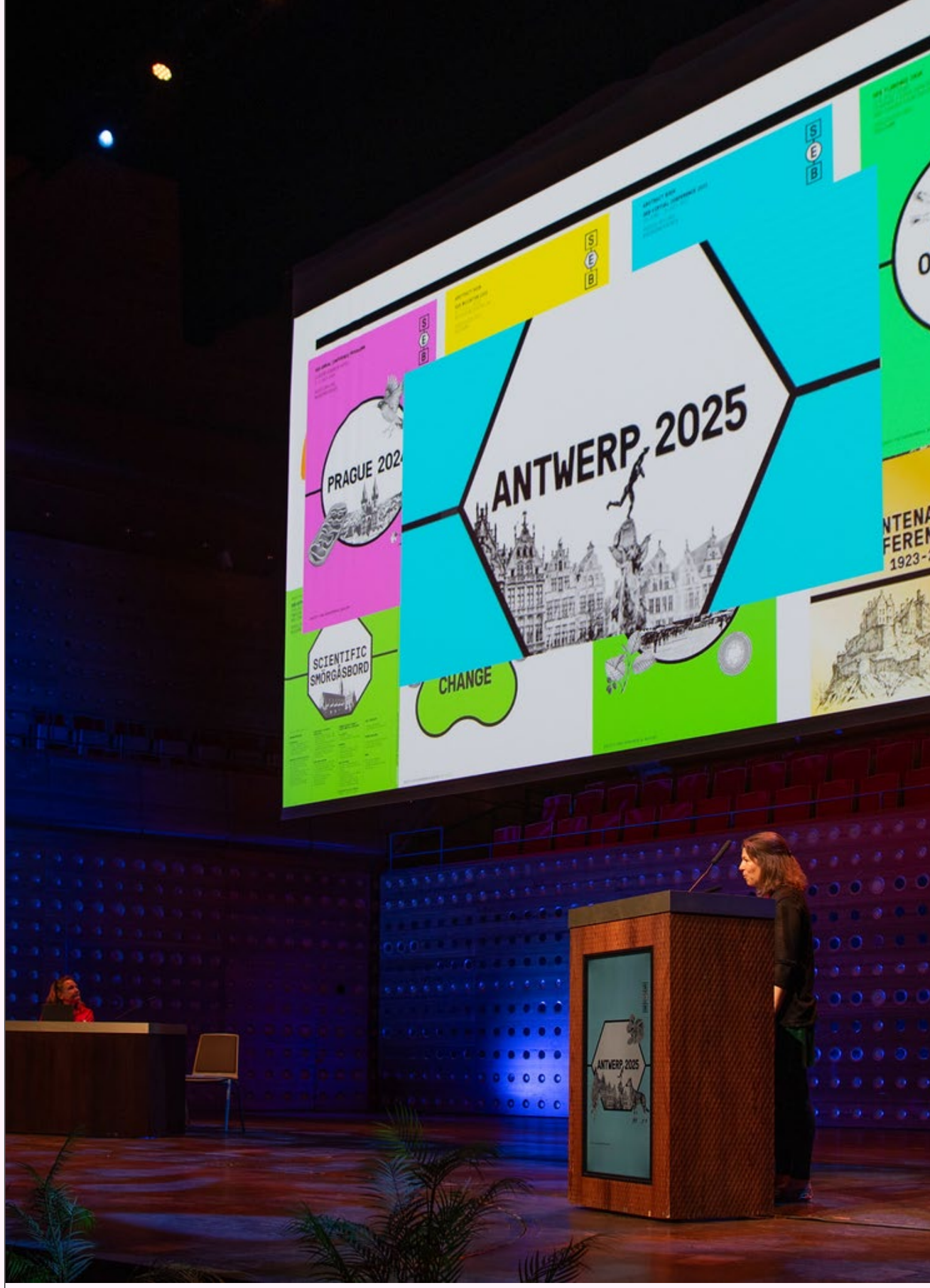
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TRUSTEES' REPORT

OBJECTIVES AND ACTIVITIES

DEFINITION OF EXPERIMENTAL BIOLOGY AND ITS IMPACT ON SOCIETY

The stated objective in the Articles of Association for the Society for Experimental Biology (SEB) is to promote the art and science of experimental biology in all its branches.

UPDATING OUR 5-YEAR STRATEGY

SEB began plans to refresh our five-year strategic plan in 2024. The new plan was reviewed by Council and published on the website in Q1 2025. The Strategic Review 2025-2030[1] sets out the Society's principal objectives for that period;

- To encourage and support the practice of, and scientific careers in experimental biology in research and development programmes in universities, institutes, government bodies and the private sector throughout the world.
- To help the public understand the value that experimental biology brings to their lives and how to use information derived from experimental biology to make informed decisions.
- To develop and maintain thriving partnerships with other learned societies that have common objectives and to encourage support for experimental biology from decision makers and funding organisations.
- To set the highest ethical standards in all the Society's activities in order that it is seen as an open and transparent organisation that holds the improvement of the lives of people and the environment as core values.
- To maintain robust financial performance and governance structures that support the above aims.

In pursuit of its aims SEB's activities include:

- the organisation and sponsorship of experimental biology conferences, both independently and in collaboration with other life science societies;
- the publication and dissemination of a range of scientific literature;
- education, outreach and careers engagement (often in collaboration with other life science societies);
- the administration of travel grants for young researchers;
- offering membership to experimental biology researchers in academia working at post-graduate level and above.

[1] https://www.sebiology.org/who-we-are/structure-and-governance/strategy.html

The activities that provide direct public benefit include:

- Publishing publicly available journals and scientific texts
- Organising scientific conferences and courses that are open to all
- Providing educational materials for outreach
- Participating in sessions at public science festivals
- Developing the subject of experimental biology
- Developing opportunities for young scientists and careers in the field.

SPECIFIC OBJECTIVES FOR 2025

The Society sought to continue to deliver across all the pillars of the Strategy; specific objectives for 2025 included:

- **Delivering a range of successful SEB sponsored and supported events, including:**

- Annual conference in Antwerp: 8-11th July 2025.
- The Journal for Experimental Botany (JXB)'s 75th Anniversary Symposium: 17th-19th July 2025.
- Plant Field Techniques Workshop in Portugal: 7th-12th September 2025.
- Regular virtual webinars for the SEB journals, highlighting key, high impact papers.
- A range of OED arranged activities for SEB members and the public.

A key workstream will be planning structural and financial model changes for the 2026 annual conference. Council will be considering options to reduce expenditure as part of the Society's wider strategic plan for all SEB journals to become fully Open Access by 2030. The transition will require at least £2M of financial reserves to offset the reduced journal income that currently funds SEB activities and member benefits, including the annual conference.

As the conference is the Societies largest expense, typically running a cost price deficit of between £250-£350k annually, the SEB Council will be reviewing a phased reduction in the costs of running the conference, to support the transition to open access, at a Council meeting in Q1 2025.

- **Continue to deliver high quality peer reviewed journals, including:**
  - **Publishing a Request for Proposals for the publication of the Journal of Experimental Botany (JXB).**
  - **Continuing analysis of the feasibility of moving JXB and TPJ to Open Access.**

JXB is 100% owned by the SEB and has been published by Oxford University Press (OUP) since its founding in 1950. In 2024, the board decided to carry out the tender to make sure we remain competitive and to assess which publishers best align with SEB's values, ethical standards and aims. The tender exercise will consider proposals for JXB to remain hybrid or flip to Open Access. The request for proposals is due to be published in September 2025.

- **Improve Member engagement and acquire new members at each career stage.**

In 2025, the four-year membership strategy[2] will continue with the work begun in 2024 to further engage current members and attract new members. This includes expanding member offerings beyond the annual conference and ensuring benefits appeal to members at all career stages

- **Maintain the provision of Grants.**

- **Further expansion of the Outreach, Education and Diversity (OED) portfolio** reflecting our commitment to fostering inclusivity and engagement within the SEB community

  The Awards Nomination Task Force plans to continue its work to broaden the diversity of nominees for SEB awards.

- **Policy development**

SEB and our external HR team plan a widescale update of SEB's internal policies this year.

We will also seek to engage our members directly in external policy activity, providing networking opportunities with policymakers; developing skills in communicating research to policymakers and in understanding parliamentary processes. We also hope to advocate for the experimental biology community and contribute expertise in scientific policymaking

- **Improved governance including:**

  - Appointing two trustees; a Treasurer and a Vice-President.

  - Agreeing the strategic plan for 2025-2030 with trustees in March 2025.

  - Maintaining formalised reporting on trustees who receive renumeration for editorial services for SEB's journals.

  - Giving consideration of the appointment of two new independent trustees to further enhance the expertise of the board.

- **Continuing to make improvements to our IT and Data Management.**

  -Build on improvements of 2024 to implement new policies and protocol and carry out staff training.

CRITERIA FOR SUCCESS

The criteria for measuring success in these objectives were:

- Numerical data in relation to publications (e.g., impact factors, download numbers etc.).
- Numbers of early career scientists participating at events.
- Attendance numbers at events organised by the Society and analysis of the feedback from those attending Society events.
- Numbers and type of grants awarded.
- Engagement levels of membership surveys.
- Feedback from members and non-members attending OED and/or career support events.
- Communication statistics; aiming for higher levels of engagement from members and the public.

[2] This objective is part of the four-year Membership Strategy. The yearly objectives are:
• 2022 – To ensure complete functionality and set up of our CRM system
• 2023 - To improve retention and support for the existing membership base
• 2024-2025 – To increase engagement and new member acquisition for each career stage

- The achievements that helped the Society meet its annual objectives are set out in the "Achievements" section below.

The trustees confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, "Charities and Public Benefit". The Society has referred to this guidance when reviewing its aims and objectives and planning future activities.

ACHIEVEMENTS

OUTREACH, EDUCATION AND DIVERSITY

In 2025, the Society's Outreach, Education and Diversity (OED) portfolio continued to deliver our charitable objectives, strengthening the experimental biology community, and widening our reach beyond academia. Through a range of initiatives and programmes including grants, training, public engagement events, mentoring, policy engagement and partnerships, we supported members at all career stages while promoting inclusive practice and public understanding of science.

OUTREACH

PUBLIC ENGAGEMENT

Throughout 2025, the Society delivered and supported a broad programme of outreach initiatives designed to engage the public with experimental biology and widen the reach of SEB across diverse audiences. Activities spanned in-person festivals, school engagement, and online resources, collectively advancing our charitable aim of promoting public understanding of experimental biology and inspiring future generations of scientists.

Our largest public engagement event of the year was the co-organisation of a family fun day at Southwell Minster as part of the Nottingham Festival of Science and Curiosity in February 2025.

Building on the success of 2024, SEB members local to the area volunteered their time to deliver hands-on activities, including mint plant propagation, interactive demonstrations of plant research techniques, and thermal imaging activities showcasing animal experimental biology. The event attracted over 700 attendees, received very positive feedback, and was featured in local newspapers. Activity booklets were distributed to extend learning beyond the day itself, and plans are in

place to repeat and further develop the event in 2026.

Alongside in-person events, we expanded our digital outreach. For Biology Week, coordinated nationally by the Royal Society of Biology, our intern developed a new educational resource using Minecraft to teach key ecological principles. Designed for 14–16-year-olds, a demographic not previously targeted in our outreach materials, this resource offers an innovative way to engage young people who may not traditionally be drawn to biology.

In March 2025, the OED Manager contributed to a secondary school careers week in Sussex, delivering workshops to 15 to16-year-old students on animal adaptations and thermal imaging. The session linked experimental techniques to published conservation physiology research from the SEB Journals, highlighting real-world applications and demonstrating the relevance and impact of experimental biology. By working with members, partners and volunteers, the Society continues to expand its public engagement portfolio, reach new audiences, and reinforce the societal relevance of experimental biology.


Getting stuck into science to spark curiosity

Fig. 1: Newspaper article on the Nottingham Festival of Science and Curiosity, featuring SEB activities.

POLICY

In 2025, the Society continued to engage with UK science policy primarily through strategic partnerships, ensuring that the voice of experimental biology was represented in national discussions. We contributed to, and acted as signatories on, statements coordinated by the Royal Society of Biology Policy Committee and by Campaign for Science and Engineering (CaSE), during a significant year, shaped by new UK Government budget announcements. Contributions focused on research and development investment and support for the wider STEM sector, reinforcing the importance of funding for research and long-term stability for the research community.

We also sought to engage members directly in policy-facing activity. Four members represented the Society at the Parliamentary Links Day drop-in event at the UK Parliament, which allowed them to network with policymakers, charities and other learned societies. Participants reported that the experience developed confidence in communicating research to policymakers; improved understanding parliamentary processes; and provided an opportunity to have their perspectives heard at a national level. The experience was viewed as highly worthwhile, and we plan to support further member participation in 2026, with a continued focus on opportunities for early career researchers.

In 2025, we established a new partnership with the All-Party Parliamentary Group (APPG) on Equity, Diversity and Inclusion in STEM. Two SEB members now sit on the board, representing the Society's views and contributing expertise from the

experimental biology community. This has already led to input into a forthcoming 2026 report examining inclusive uses of artificial intelligence within the STEM sector.

EDUCATION

CAREER BUILDING EVENTS

Early in 2025, we held an *"Impact Strategies for Fundamental Research"* workshop as a step in our strategic aim to help members demonstrate the impact of their work. This workshop was delivered by Tamika Heiden of the Research Impact Academy and provided members with an introduction to defining, planning and evidencing research impact in the context of fundamental science, including practical guidance on developing an impact pathway for their own projects. The session attracted 34 registrations across a broad range of career stages and 16 countries. Participants increased their self-assessed understanding of research impact from an average of 5.2 out of 10 before the workshop to 8.75 post-workshop, and attendees rated the session 9.75 for being worth their time.

We also delivered a two-part online workshop: *Confident Scientific Presentations*, led by Suzanne Whitby of SciComm Success, as part of our ongoing commitment to strengthen members' transferable and professional skills. The interactive sessions equipped participants with practical templates and techniques to deliver compelling scientific presentations, while building confidence and communication skills. The workshop attracted 36 registrations across 14 countries. A significant proportion of these registrations heard about the event through partner organisation advertising, extending our reach beyond usual channels.

How to Successfully Engage with the Media was an interactive online workshop, led by Nadine Dereza and Ross Edmonds of Babaco Media, designed to build confidence in navigating media interviews and communicating research effectively. The session guided participants through the media landscape, interview techniques and message development, with 26 registrants across 12 countries. Feedback highlighted the practical value of analysing interview scenarios, developing clear soundbites and understanding broadcast set-ups, with participants describing the workshop as providing "excellent insights into the modern media". Participants expressed a strong interest in further media and presentation training, reinforcing the importance of continued investment in this area.

In June 2025, we hosted a webinar titled *Drawing Connections – The Intersection of Art and Science*, inspired by a collaborative project at Kingston University that brought together art and bioscience students to explore themes of diversity through creative practice. The webinar showcased how artistic approaches can enhance scientific understanding, education, communication and inclusion, and marked the launch of an online exhibition of student work on the SEB website. Bringing together speakers from a range of disciplines followed by a panel discussion and audience Q&A, the event attracted 68 attendees, who rated it highly for enjoyment (5 out of 5) and positively for structure and usefulness, demonstrating strong appetite for

innovative, interdisciplinary engagement formats.

At our 2025 Annual Conference, we delivered an in-person career development workshop titled "*The Essential 10 for Responsible Animal Research*", led by Nikki Osborne, founder of Responsible Research. The session focused on best practice in reporting animal research in line with the ARRIVE[3] Guidelines 2.0 Essential 10, exploring key indicators of rigour and reproducibility including study design, randomisation, statistical methods and transparent reporting of experimental procedures. This met our partnership aims as signatories of the Concordat on Openness on Animal Research in the UK and supported our commitment to responsible research practices and the promotion of high standards across experimental biology by equipping researchers with practical guidance.

In November 2025, we delivered an Interdisciplinary Collaboration workshop to equip members with practical skills required for effective cross-disciplinary working. There were 29 attendees spanning multiple career stages. Focusing on communication, collaboration, and developing solutions to complex challenges, the session directly supported our charitable aim of fostering cross-disciplinary connections within experimental biology.

The continued engagement of members across this programme of workshops demonstrates sustained demand for career development opportunities that are not always readily available within their home institutions. By providing training in areas such as media engagement, interdisciplinary collaboration and research impact, we are not only strengthening individual skillsets but also supporting clearer communication of science to the public and promoting more equitable access to professional development in line with our charitable aims.

Mentoring Scheme

The SEB Mentoring Scheme was initially launched in collaboration with Research Coach Ltd. to mark the Society's centenary in 2022–2023. In 2025, following very positive feedback, the scheme was re-launched as a long-term initiative. The scheme pairs members, to provide guidance and professional support, helping to build skills, networks, and confidence across career stages.

In 2025, 25 mentoring matches were created from 33 sign-ups, with survey respondents reporting an average of five meetings per pair and a significant increase in ongoing engagement compared with 2022–2023.

Of 14 survey respondents, 93% were "somewhat" to "very likely" to stay in touch with their mentor or mentee, up from 40% previously. The scheme was highly valued, with 79% of respondents indicating they would participate again and 93% would recommend the scheme to others. Mentors reported benefits including broadening knowledge of the academic landscape, building networks, developing advising and communication skills, and forming lasting connections and friendships.

Recommendations from the 2025 scheme will inform future iterations. The mentoring programme is scheduled to

[3] Animal Research: Reporting of In Vivo Experiments (ARRIVE)

run on a biennial basis, next launched at the end of 2026 for the 2027 scheme.

New OED Webinar series

In 2025, we launched the new Outreach, Education and Diversity (OED) Webinar Series; a free, bi-monthly programme designed to support educators across our community, including both research- and teaching-focused staff, in developing their practice, sharing ideas, and building networks.

Each 45-minute session is dedicated to themes aligned with the OED remit, usually focused on education within the biosciences. The sessions typically combine short talks with facilitated discussion, with occasional workshop-style formats to encourage practical exchange. Sessions are recorded where possible and shared via the SEB website and YouTube channel to ensure ongoing access and wider reach. The series is led by OED Working Group member Amanda Rasmussen.

The first webinar in October 2025, focused on the use of artificial intelligence in student assessment, marking and feedback, attracted 72 live attendees from more than seven countries. Feedback indicated that participants found the session useful and appropriately timed, while requesting more dedicated Q&A and practical, hands-on exploration of AI tools. In response, a follow-up session focused more specifically on the lecturer experience and practical application is planned for 2026.

Subsequent sessions in November and December 2025 explored positive laboratory learning environments and inclusive learning in classrooms of the future, featuring contributors from institutions in the UK and the United States. These sessions received very strong feedback, with average scores of 5 out of 5 for usefulness and enjoyability and were noted for fostering a sense of community and peer connection among participants.

Conservation Physiology Journal Webinar Series

We also trialled a new webinar series with the Conservation Physiology Journal, which attracted 80 registrations (final attendance of 43). The feedback was extremely positive: the average rating was 4.7 out of 5 (with 5 indicating “very useful”). One attendee commented, “It was a timely talk for me as I start my PhD. My project is very experimental and molecular/ physiological but focuses on an ecologically important species, so I am really keen to collaborate with stakeholders such as those mentioned in the talk. Thank you again.”

Participants offered several thoughtful suggestions for future topics. Many were interested in exploring co-production further, particularly how to create opportunities for co-produced research that could strengthen grant applications and help build more inclusive research teams. Others highlighted the value of guidance on linking laboratory-based experiments more coherently to conservation or ecosystem-related applications, as well as ways to integrate insights from other scientific disciplines, such as biochemistry, to enhance conservation physiology research. There was also interest in practical career-oriented subjects, including finding postdoctoral positions and writing effective grant proposals. The next

webinar in this series is scheduled for March 2026.

DIVERSITY

Diversity and inclusion remain embedded across all areas of the Society's work, with initiatives, partnerships and funding streams reinforcing our commitment to building a representative and supportive experimental biology community.

In 2025, our Diversity Grant supported four projects spanning inclusive training, equitable access to research events, empowerment of underrepresented groups within plant science, and community-engaged research with Indigenous partners. These initiatives, alongside activities described elsewhere in this report, demonstrate a practical and international approach to advancing equity within research, education and engagement.

Our new partnership with the All Party Parliamentary Group (APPG) on Equity, Diversity and Inclusion in STEM further strengthened this commitment, with SEB members contributing directly to discussions and upcoming work on inclusive approaches to artificial intelligence within the STEM sector. This ensures that perspectives from experimental biology inform national conversations on equity and emerging technologies.

The Awards Nomination Task Force has continued its work to broaden the diversity of nominees for SEB awards, submitting multiple nominations this year and actively challenging traditional patterns of recognition. The initiative has expanded through collaboration with the Biochemical Society, which has joined the task force to include two of its awards, extending the reach and collective impact of this work. To share learning more widely, we published an article in the Journal of Science, Humanities and Arts (JOSHA), outlining our first-year objectives and achievements; the article has already been read more than 2,500 times as of February 2026, demonstrating strong interest in sector-wide efforts to cultivate diversity in biology award nominations.

Together, these activities reflect a sustained and strategic approach to diversity, ensuring that inclusion is not a standalone theme, but a principle embedded across policy engagement, funding, recognition and community development.

EVENTS

In 2025, our events department focused on the delivery of a range of events including the Annual Conference, which took place in Antwerp, Belgium. The SEB also supported the delivery of two plant Symposia: "Journal of Experimental Botany (JXB) 75th Anniversary Symposium", and "Plant Environmental Physiology Group (PEPG) Field Techniques Workshop".

ANNUAL CONFERENCE, ANTWERP, BELGIUM

The 2025 Annual Conference was held at A Room With a ZOO, Antwerp, from 8th-11th July, attracting 819 attendees.

The programme featured 11 parallel sessions running concurrently, showcasing an impressive and diverse array of scientific content for all sectors of the SEB community.

The conference incorporated several social events, providing networking opportunities for attendees at all career stages and an opportunity to explore the host city of Antwerp.

- **An Early Career Researcher (ECR) Networking Evening**

This event took place before the official start of the Annual Conference, presenting an opportunity for ECRs to meet with people at a similar career stage and offering a platform to network and form new connections.

- **Welcome Reception and Zoo Tour**

This event took place on the first evening of the conference, allowing delegates to network whilst having an opportunity to visit the venue's zoo for a private self-led tour amongst their peers.

- **Meet your Convenor Lunch**

This session offered attendees an opportunity to connect with special interest group convenors over lunch. Attendance numbers were not formally tracked but the event's open, central setting, which allowed attendees to join freely, contributed to high attendance.

- **Awards Dinner**

This event was hosted at The Grande Horta Café, located at Art Nouveau Hall. Attendees had the opportunity to enjoy a three-course set meal while various SEB awards were presented, including live entertainment from a band and a DJ.

- **Diversity Lunch**

This event took place during the final lunchtime to mark the end of the conference. It provided an opportunity to showcase speakers linked to our Outreach, Education and Diversity work and offered delegates the chance to win raffle prizes. 257 participants were registered. However, attendance was higher in practice, as it attracted a large number of on-the-day attendees.

MEDIA ENGAGEMENT

The media engagement of the SEB Annual Conference continues to grow year-on-year, with the 2025 Annual Conference in Antwerp achieving a 37% increase in media appearances from the 2024 Annual Conference in Prague. It is largely comprised of news stories featuring research presented at the conference.

12 scientific presentations were selected for embargoed press releases on EurekAlert. This generated substantial international media attention, accumulating 19,488 total views and resulting in over 447 media outputs as of August 2025. Several releases achieved thousands of views, particularly stories on the development of moon-rice, climate-linked nutrient decline, and newly identified bone-digesting cells in pythons.

Research stories were featured in some high-impact UK and USA-based media publications including MSN, Daily Mail, BBC Science Focus, Discover Magazine, NPR, Vice, BBC Discover Wildlife Magazine, IFLScience, Courthouse News, Smithsonian Magazine and Gizmodo. Several major Belgian organisations, notably De Morgen and VRT, covered research stories from the SEB annual conference on their platforms. A Belgian freelance journalist also attended the conference and published a story based on research presented at the SEB conference in Knowable magazine.

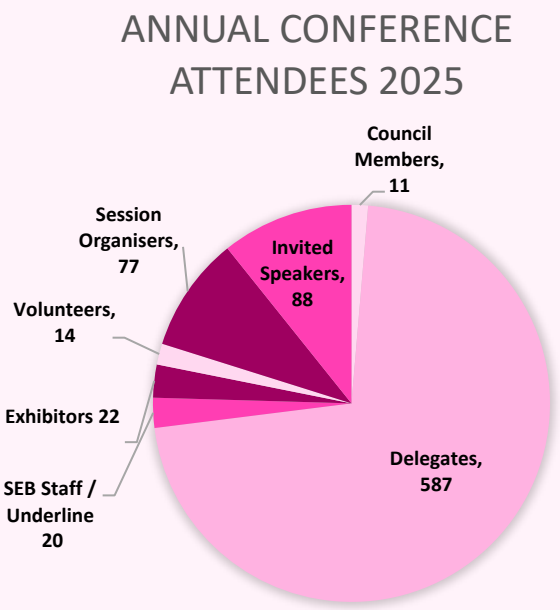
Press coverage spanned 58 countries (46 in 2024). Most coverage originated from the UK, USA, Western Europe, and Brazil, with additional contributions from East Asia, Africa, and the Middle East.

DELEGATE ANALYSIS

The 2025 annual conference took place in Antwerp from 8th-11th July, attracting 819 attendees. Attendance was higher than last year, as expected due to a larger venue size.

- SEB annual conference Montpelier 2022 – 534 attendees
- SEB centenary conference Edinburgh 2023 – 1050 attendees
- SEB annual conference Prague 2024 – 726 attendees

Fig. 2: Graph showing a breakdown of attendees at the 2025 annual conference



Overall, we had attendees from 48 countries spanning every region of the world (Table 1). Europe holds the largest proportion of attendees (51%) followed by the United Kingdom at 20%. The 23 attendees with non-disclosed information predominantly include SEB & Underline Staff, Volunteers and Exhibitors.

Table 1: 2025 annual conference attendee distribution by global region

Global region	No of Attendees
UK	167
Europe	417
US/ Canada	101
Asia	66
Not Disclosed	23
Oceania	28
Africa	10
South America	7
Total	**819**

Table 2: Member and Non-member delegate breakdown*

Delegate type	Category breakdown	Individual Total	Total
In person member	SEB Full Member	191	572
	SEB Early Career Member	119	
	SEB Student Member	256	
	SEB Retired Member	4	
	Low Income Member	2	
Virtual member	SEB Full Member	7	10
	SEB Early Career Member	3	
	SEB Student Member	0	
	SEB Retired Member	0	
In person non-member		219	219
Virtual non-member		12	12

**Please note this table includes: Council members (8); SEB / Underline Staff (20); Presidents' medallists / plenaries / YSAS winners (9).*

A virtual offering meets the expectations of many delegates who now consider recorded sessions a minimum standard. While exclusively virtual attendance is currently significantly lower than in person attendance, we are committed to maintaining this provision. It contributes towards SEB's commitments: to lower travel emissions; and to support those who cannot fly to the venue, e.g. due to financial restrictions or caretaking for dependants.

The live and recorded versions of the sessions are available to all delegates, and the hybrid format ensures we maintain a permanent archive of the scientific content shared. Recorded talks can be issued with a DOI (Digital Object Identifier) so the hybrid offering means that speakers' work can be cited.

CONFERENCE FEEDBACK

The 2025 annual conference was well received by the wider scientific community, and this is reflected in the positive post conference feedback. In total, we had 110 responses on the post-event survey representing just over 13% of the total attendees.

Feedback highlights

"The scientific programme was very rich and interesting. The organisation was perfect."

"The variety of topics and the high quality of the talks provided valuable insights and stimulated meaningful discussions."

"I really enjoyed the kindness of everyone, making it a safe environment to present my work for the first time"

Fig. 3: Delegate responses on 2025 annual conference enjoyability

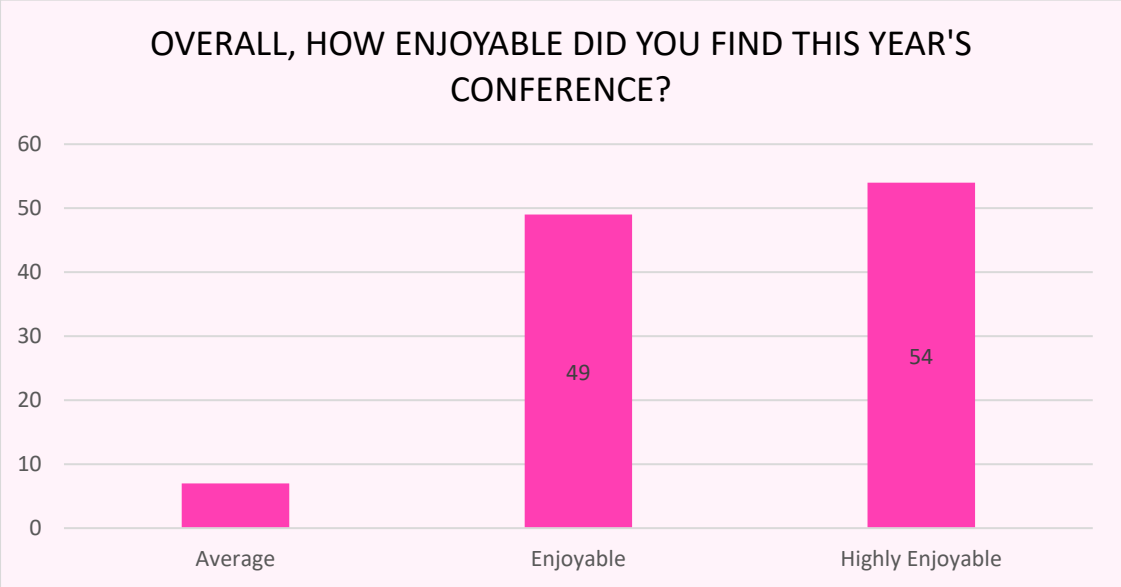


Table 3: Delegate ratings on specific conference elements

	Excellent (5*)	Good (4*)	Average (3*)	Poor (2*)	Very Poor (1*)
Scientific lectures	61%	34%	5%	0%	0%
Social events	31%	47%	12%	2%	1%
Venue	56%	38%	5%	0%	1%
Atmosphere	72%	22%	4%	2%	0 %
Host City- Antwerp	56%	31%	7%	2%	1%
Abstract book	46%	37%	11%	1%	1%
Conference catering	27%	35%	25%	8%	5%
Workshops	22%	25%	25%	4%	2%
Registration	40%	42%	13%	4%	2%
Merchandise	41%	34%	10%	3%	2%
Audio-visual equipment and support	37%	30%	20%	2%	2%
Underline website and online programme	29%	36%	18%	6%	3%

SYMPOSIA

In 2025 two plant symposia took place, instead of the usual allocation whereby cell and OED symposia are held in even years, and Plant and Animal in odd years.

The decision for a change in allocation was taken chiefly to mark the 75th Anniversary of SEB's journal, JXB.

Journal of Experimental Botany (JXB) 75th Anniversary Symposium

This took place at the Edinburgh International Conference Centre (EICC), Scotland, from the 17th-19th September 2025. The Symposium brought together 169 people from different career levels from across the Plant Biology Section to showcase their work and connect with other plant biologists within a welcoming and inclusive environment.

Plant Environmental Physiology Group (PEPG)s Field Techniques Workshop

This took place at Naturasolta - Quinta de São Pedro, Portugal, from the 8th-12th September 2025. The workshop brought together 92 people from different career levels, from across the Plant Biology Section, to showcase their work and meet and connect with other plant biologists within a unique setting and laid-back atmosphere in picturesque southern Portugal.

Mornings were dedicated to expert-led lectures, while afternoons were focused on practical sessions, where participants tested instrumentation, explored data workflows, and learned directly from leaders in the field. Participants also conducted exciting research across areas such as molecular physiology, phenomics, and whole-plant physiology, with a strong emphasis on integrating methods across scales. Poster sessions provided a platform for early career researchers to showcase their work.

A key feature of the workshop was the integration of manufacturing partners into the training programme, offering participants the opportunity to engage with cutting-edge tools. Partners included METER, LI-COR, Walz, Hansatech, Ocean Optics, and JB Hyperspectral, who provided demonstrations and guidance throughout the week.

GRANTS

The Society offers two travel grants: the *Company of Biologists Travel Grant* and the *SEB Travel Grant*, alongside additional funding for our outreach, diversity, and hardship grants.

THE COMPANY OF BIOLOGISTS TRAVEL GRANT

The Company of Biologists travel grant supports SEB student and early career members in attending conferences, workshops, research trips, and laboratory visits. Eligible members may also apply for funding to support registration for virtual or online events and training courses. In 2025, the Company of Biologists awarded the Society a total of £37,500. The 2025 grant was bolstered by unspent funds,

meaning a total of £45,569 was available for allocation in 2025.[4]

The funding enabled us to support 51 students and early career researchers, spending a total of £45,400 of the grant available. Reports from travel recipients are published on the SEB's news page on our website as well as bi-annually in the SEB member magazine.

THE SEB ANNUAL CONFERENCE TRAVEL GRANT

The Society provides £20,000 annually to support students and early career researchers, who are presenting a talk or poster at our annual conference, with their travel costs.

The total funding distributed was £16,810, supporting 51 applicants.

OUTREACH GRANT

The Outreach and Engagement Grant supports activities that contribute to public understanding of experimental biology.

In 2025, £7,948 was awarded across 11 projects, including: school outreach on sustainable food production in the UK; science communication blogs; workshops for smallholder farmers in Kenya; virtual STEM webinars in Italy; public engagement installations at the Norwich Science Festival; hands-on biology programmes for children in Nepal and Nigeria; space-themed educational events in Italy; and summer roadshows and chronobiology activities across the UK.

Across the year, we saw applications supporting engagement with experimental biology across multiple countries and target audiences, demonstrating that the grant is a successful and sustainable approach for advancing the Society's strategic and charitable aims by widening our reach, inspiring the next generation of experimental biologists, and promoting the importance of experimental biology research to the wider public.

These initiatives reached diverse audiences and provided practical engagement opportunities, connecting experimental biology to real-world contexts. In 2026, we aim to build on this trajectory, highlighting the stories of awardees and using SEB channels to showcase their work, amplifying both public engagement and long-term impact.

DIVERSITY GRANT

The Diversity Grant provides funding to tackle barriers to inclusion and support initiatives that promote diversity within experimental biology.

In 2025, £4000 was awarded across four projects, including a half-day interactive diversity training session in South Africa; support for conference registration fees for attendees from low-income countries at a neuroscience event in the USA; funding for the Black in Plant Science 2025 Conference in the UK; and an inclusive research project in partnership with Indigenous communities in Mongolia.

[4] 3 After the 2024 grants were awarded, we had accumulated £24,207 in unspent funds over several years, much of which is due to a reduction in applications during COVID travel restrictions.

In accordance with our agreement with the Company of Biologists, SEB may carryover any unspent funds which we will use to supplement the Company of Biologist Travel Grant budget in 2025-2027. This will provide an additional £8,069 each year, which can support around 10 applications annually. £37,500 + £8,069 = £45,569.

Each project supported equitable access, capacity building and the promotion of inclusive practice within research and education.

HARDSHIP FUND

The Hardship Fund provides a reduced or full membership fees for individuals experiencing financial hardship, enabling continued access to SEB career development opportunities, resources and networks. In 2025, 20 applications were received, of which only one met the eligibility criteria.

EDUCATIONAL GRANT

In 2025, the SEB Educational Research Grant supported initiatives aimed at enhancing learning, teaching, and assessment in experimental biology, as well as the development of open-access teaching resources for higher education. In total, £10,030 was awarded to support seven projects.

In the first round, three projects were funded, including a participatory microbiome education project in Italy, a study on transactional scaffolding in virtual learning environments in the UK, and an evaluation of Team-Based Learning approaches in Nigeria.

The second round saw four projects supported, including a global collaboration to evaluate online teaching tools spanning Uganda, the UK, and South Africa; the creation of an inclusive laboratory teaching guide in the UK; reflective practice sessions for Life Sciences students in the UK; and a project embedding transferable skills into lab-based biology coursework across South Africa and Nigeria.

Both rounds received strong applications, and detailed feedback was provided to unsuccessful applicants to support future submissions.

MEMBERSHIP

In 2025, the focus was on increasing engagement and awareness of the Society's membership benefits, Improvements were made across all departments to ensure interactions with members are streamlined, simple, and effective, supported by completed CRM system upgrades.

MEMBERSHIP STATISTICS

Membership totals continue to show small yet consistent year-on-year growth, as illustrated in Figure 4 (below). Following system updates, the SEB's reporting capability has improved significantly. As a result, Tables 4–6 present a more detailed breakdown that will be used as the reporting standard from 2025 onwards, enabling more accurate comparison.

Fig 4[5]: Total SEB Membership Figures 2014-2025.

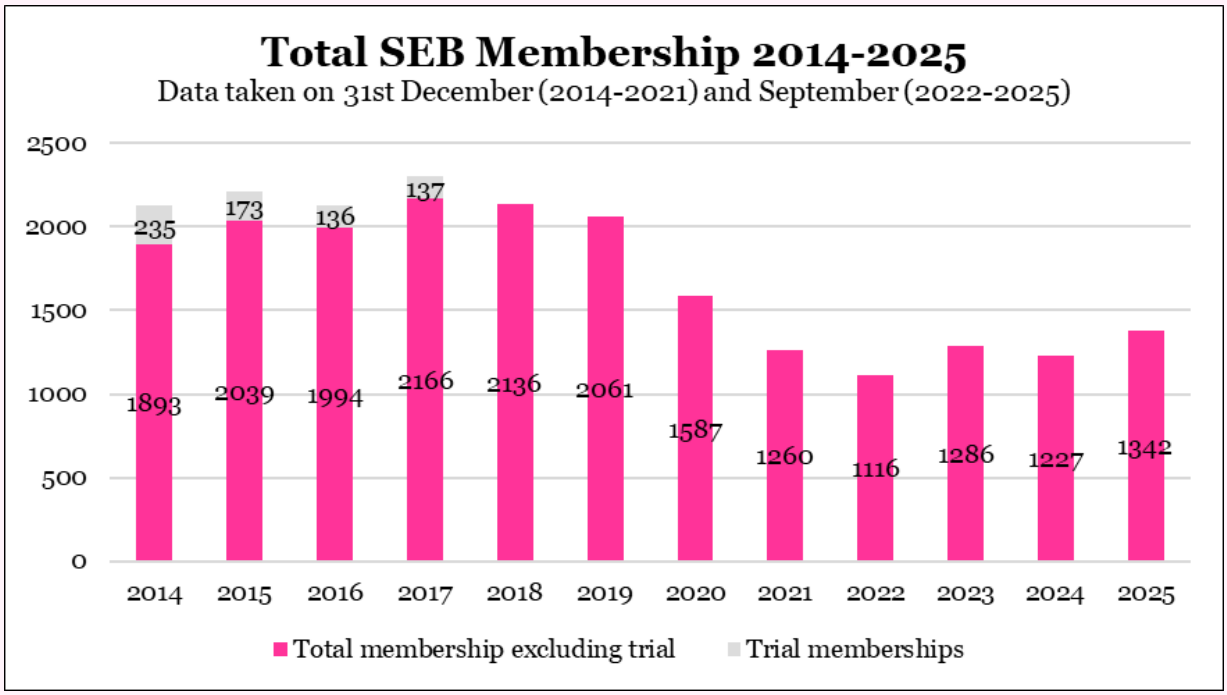


Table 4: Monthly Membership Totals 2025.

Month	New & Re-joining Members	Lapsed Members	Total Members
January	57	50	1242
February	85	49	1278
March	119	103	1294
April	81	113	1264
May	171	91	1343
June	54	31	1366
July	32	12	1386
August	23	23	1386
September	19	65	1342
October	35	28	1350
November	33	23	1360
December	19	21	1339

[5] As SEB operates on a rolling renewal model, monthly totals naturally fluctuate throughout the year. Therefore, using a single month to represent the entire year (as shown in Figure 4) does not fully capture these variations, such as peak or lowest membership levels and will be phased out.

The "New & Re-joining" and "Lapsed" in Table 4 reflects activity within a monthly window, whereas the "Total Members" figure represents a live membership snapshot at a specific date (1st Month). Small discrepancies between these figures are therefore expected due to a rolling membership structure rather than indicating a reporting error.

Table 5: Lapsed 2025 members by category and subscription length

Membership Category	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Awarded		**1**	**5**		**5**	**1**	**1**		**1**	**2**	**1**	
1 year		1	5		5	1	1		1	2	1	
Early Career Scientist	**11**	**4**	**23**	**19**	**15**	**8**	**3**	**4**	**7**	**11**	**5**	**3**
1 year	11	4	20	16	8	6	3	4	3	11	3	1
3 years			3	3	7	2			3		1	2
5 years									1		1	
Full	**17**	**13**	**19**	**43**	**24**	**7**	**3**	**11**	**48**	**11**	**12**	**5**
1 year	12	11	17	35	24	6	2	11	35	9	11	5
5 years	5	2	2	8		1	1		13	2	1	
Student	**22**	**31**	**56**	**51**	**47**	**15**	**5**	**8**	**9**	**4**	**5**	**13**
1 year	15	25	43	43	38	9	3	5	7	2	4	8
3 years	7	6	13	8	9	6	2	3	2	2	1	5
Total	**50**	**49**	**103**	**113**	**91**	**31**	**12**	**23**	**65**	**28**	**23**	**21**

Table 6: New and Rejoining Members 2025, by category and subscription length

Membership Category	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Awarded	**2**	**5**	**1**		**2**			**2**		**1**			**13**
1 year	2	5	1		2			2		1			13
Early Career Scientist	**15**	**20**	**26**	**16**	**37**	**11**	**9**	**4**	**3**	**11**	**5**	**4**	**161**
1 year	12	10	13	11	31	9	7	3	2	6	4	4	112
3 years	3	10	13	4	6	2	2	1	1	4			46
5 years				1						1	1		3
Full	**19**	**19**	**27**	**21**	**58**	**18**	**5**	**8**	**8**	**10**	**12**	**4**	**209**
1 year	16	15	20	21	54	14	3	8	8	9	9	4	181
5 years	3	4	7		4	4	2			1	3		28
Student	**21**	**41**	**65**	**44**	**74**	**25**	**18**	**9**	**8**	**13**	**16**	**11**	**345**
1 year	11	27	42	39	59	15	15	8	7	8	7	9	247
3 years	9	14	23	4	14	10	3	1	1	5	9	2	95
5 years	1			1	1								3
Grand Total	**57**	**85**	**119**	**81**	**171**	**54**	**32**	**23**	**19**	**35**	**33**	**19**	**728**

MEMBERSHIP STRATEGY

SEB Podcast

The SEB Podcast was established in 2025 as part of our strategic aim to broaden the Society's reach, communicate the impact of experimental biology, and showcase our community. Two SEB members were recruited as paid team members (Interviewer and Editor), reflecting our commitment to creating professional development opportunities. The team attended the annual conference to source guests, confirmed the podcast branding and title ***Living Biology: Beyond the Lab*** and recorded an initial set of episodes. The podcast is scheduled to launch in 2026.

New payment methods

A Direct Debit provider was acquired and GoCardless was tested to enable the collection of bank payments in over 30 countries, including the Eurozone, Australia, Canada, and the USA - key membership hotspots. The platform integrates well with ReadyMembership, our CRM/CMS system. Testing and integration were carried out in 2025 and are expected to be completed by April; the launch is scheduled for Q2 2026.

Improved Communications

The Membership Manager has updated all automated system emails for Grants, our Groups function, and invoicing to improve the member experience. These emails are now more informative, highlight useful information more clearly, and adopt a more personable tone - reducing administrative time spent on follow-up queries while enhancing the overall member experience.

SiG Engagement Plan

In 2025, SEB added community discussion boards to the CRM to strengthen Special Interest Group (SiG) engagement while ensuring GDPR compliance.

MEMBERSHIP ENGAGEMENT AT EVENTS

SEB Annual Conference: Antwerp, July 2025

The SEB membership and publications stands were collocated on a raised platform in the central atrium at the 2025 annual conference venue, providing excellent visibility and networking opportunities, and enjoyed by many during the breaks and social activities.



Fig 5: The membership and publications stands, located in the central atrium.

A particular success was the introduction of the SEB Bingo card as a membership initiative, to encourage engagement with historically under-attended activities.

All Special Interest Group (SiG) mailing lists recorded growth, as a result of the initiative, with average increases of +51.15% (Animal), +19.2% (Cell) and +21.42% (Plant).

The initiative also encouraged increased award engagement, with delegates recommending 229 names for SEB awards (132 Plenary Lecture; 97 President's

Medallist). The Awards Nomination Task Force later reviewed the suggestions when putting forward their nominations.



Fig. 6: Photograph of the SEB Stand at the 2025 annual conference

The University of Bristol (UOB) Biology Careers Fair: Bristol, September 2025

Annual attendance at the Career Fair (established in 2022) has continued to raise awareness among undergraduates of the career benefits of joining a learned society, while also providing insight into what support they value most. This year, 34 undergraduate individuals were added to our mailing lists. Impact has been measured progressively over recent years. We currently have 18 Student Members based in Bristol, representing the highest concentration of student membership in a single location outside of London.

The British Ecological Society (BES) Annual Conference: Edinburgh, December 2025

As part of the ongoing reciprocal exhibition agreement, the Membership Manager and Administrative Officer attended the BES Annual Meeting. Engagement at the stand, including an interactive membership game, generated 72 new mailing list sign-ups and facilitated conversations highlighting the overlap between ecology and experimental techniques, promoting the Society's benefits. Follow-up engagement resulted in nine new members (as of February 2026), based on comparison of the BES mailing list data with membership records. The event also provided valuable insight into large-scale conference delivery, with the team attending multiple sessions to gather ideas to inform future SEB events.

CUSTOMER RELATIONSHIP MANAGEMENT (CRM) & SYSTEM UPDATES

The completion of 12 significant updates to the CRM was concluded in Q2 2025.

The system upgrades ranged from enhanced invoice management and automation across all modules - reducing the administrative workload- to new functionality within the Groups module, enabling our SEB convenors to engage more effectively with their SiG communities (detailed in the Membership Strategy, see page 5).

Testing of the Pixl8 Abstract System concluded that the system was not fit for our requirements without additional customisation work so *Tekate*, an external software adopted by SEB in 2021, continues to be used.

ENHANCED COMMUNICATIONS

OVERVIEW & KEY OBJECTIVES

In 2025, communications initiatives aimed to strengthen member engagement; share experimental biology with the wider community; and promote major scientific events such as the 2025 annual conference in Antwerp, the JXB 75th Anniversary

Symposium and the PEPG field techniques workshop.

2025 EVENTS COMMUNICATIONS

Throughout the past year, a large part of our effort has been focused on the development of strategic communication initiatives for SEB's events. This includes campaigns related to the promotion of SEB events (including grants and awards), calls for proposals, promotional updates, and SEB's commitment to an inclusive community.

SEB CONFERENCE ANTWERP 2025

In February 2025, SEB renewed an awareness initiative to ensure the community remained informed and vigilant against scam emails, a dedicated article was published on the SEB website, supported by additional communication through email, social media, and a pop-up notice on the website

- Conveying key messages to our members. These included encouraging a wider range of members to participate in SEB committees, awards and organising sessions.
- After the event; a selection of photos highlighting the most memorable moments of the SEB annual conference 2025 in Antwerp is now available on our website.

A targeted communication campaign across our website and social media channels highlighted the exceptional achievements recognised at the conference through SEB awards.

SYMPOSIA

Communication initiatives were carried out for the two 2025 symposia, including advertising the events on the website, live coverage via our social media channels and making recordings and photos accessible after the event.

Photos capturing highlights from the following symposia are available to view on the SEB website at the links below:

- PEPG Field Techniques Workshop
- JXB 75th Anniversary Symposium

COMMUNICATIONS INITIATIVES

Several key communication actions were carried out during this period to enhance SEB's visibility and support our ongoing activities:

• Promotion of SEB's Journals

• Communication regarding the SEB member survey

• Our Commitment to a safe, inclusive environment: continued promotion and reinforcement of SEB's values.

• Updates about governance and trustee elections

• Promotion of events organised by SEB's partner organisations.

• SEB Podcast: creation of imagery and preparation of promotional materials for future episodes.

• Began steps to improve web accessibility.

• Completed configuration and update of all Special Interest Group pages and modules.

DIGITAL & SOCIAL MEDIA PERFORMANCE

SEB Magazine

In line with our environmental commitment to paperless publishing, the magazine is produced digitally. Readership metrics are drawn from Google Analytics, which was introduced during the 2025 reporting period.

Spring 2025 Magazine

- •News article views : 79
- •Website views : 496

TOTAL 575

Autumn 2025 issue[6]:

- •News article views : 128
- •Website views : 79

TOTAL : 207

SEB Website

The total views for the website for 2025 was 536,680 against 357,010 for 2024 (+50,33%). Over the period from January to December 2025, the website saw 152,000 active users[7] compared to 79,767 obtained in 2024 (+90,55%), indicating a significant level of engagement.

Traffic was driven primarily by the USA, China and the UK, which remained the top three countries as in the previous year.

X

March 2025: 8286 followers
November 2025 : 8196 followers (-1,09)

YouTube

6,921 views in 2025
+105 subscribers

Facebook

1 Jan to 31 Dec:
Total views: 42671
Total followers: 3684 (+2.1% vs 2024)

LinkedIn

From March 2025 to 31 December 2025:
Page views: 1104
Unique visits: 612
Total followers : 6 078
New followers : 493

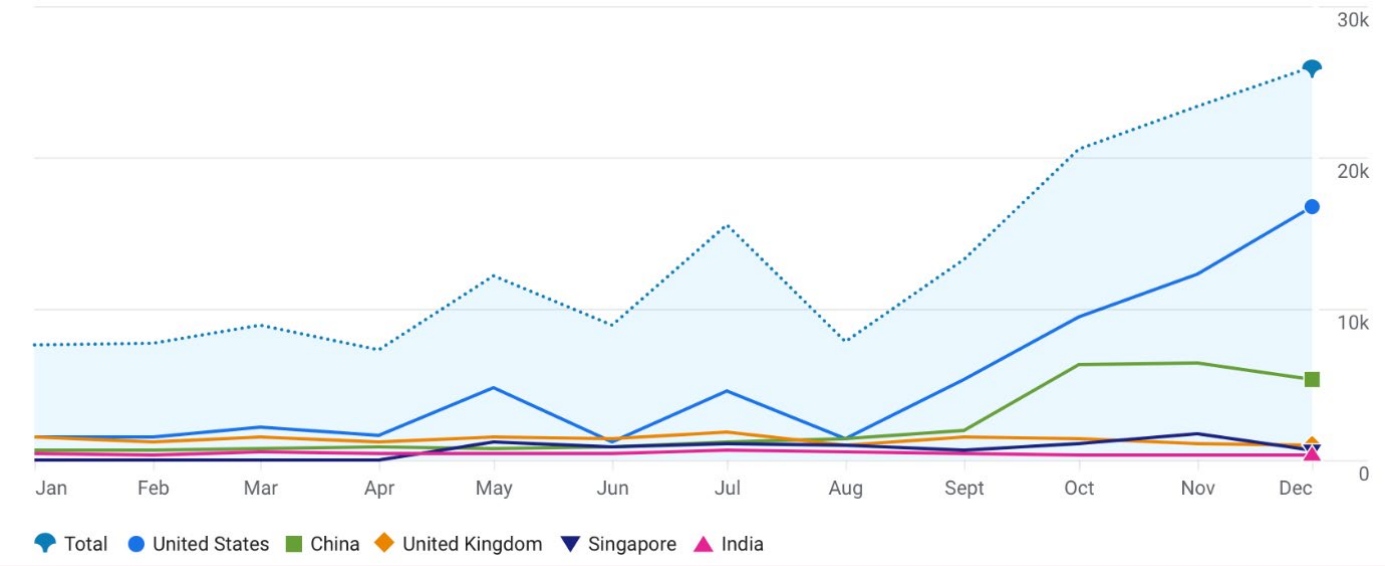
Instagram

March 2025: 448 followers
November 2025 : 510 followers (+13,84)

Bluesky

March 2025: 1423 followers
November 2025 : 1854 followers (+30.29)

Fig 7. A Graph showing Active Users of the SEB website by Country in 2025



[6] Views of the Autumn edition were lower than spring largely due to a mid-year change in the software used to capture data and measure performance. The new software measures page views rather than downloads and therefore underestimates engagement comparatively. We plan to review and improve readership of the magazine.

[7] Active users are defined as visitors who interacted with the site beyond a single-page view, such as navigating multiple pages, spending time on content, or engaging with embedded media.

PUBLICATIONS

INTRODUCTION

The Society has five scientific research journals. These journals rank highly among other journals publishing similar scientific content and are well-regarded by the communities they support.

Table 7: Journal-level metrics in2024 (announced in June 2025) [8]

Journal	Journal Impact Factor	Normalised Eigenfactor	Journal Citation Indicator	CiteScore
Journal of Experimental Botany	5.7	6.71	1.27	11.7
The Plant Journal	5.7	6.29	1.68	11.6
Plant Biotechnology Journal	10.5	4.54	2.25	17.5
Conservation Physiology	2.5	0.66	0.71	4.4
Plant Direct	2.3	0.57	0.68	4.2

The Plant Journal is a hybrid journal co-owned by the SEB and Wiley. The management committee is currently investigating modelling from Wiley related to a potential open access flip (see Open Access section below).

Plant Direct is a sound-science journal co-owned by the SEB, Wiley and the American Society of Plant Biologists (ASPB). The journal receives rejected manuscripts from the SEB's other plant science journals, as well as from other relevant plant journals published by Wiley, thereby representing a mechanism to retain manuscripts within the Society's portfolio. The management committee recruited a new Editor-in-Chief, Richard Haslam (Rothamsted Research), during 2025.

Plant Biotechnology Journal is an open access journal co-owned by Wiley, the SEB and the Association of Applied Biologists (AAB). The journal is included in a Wiley transfer arrangement that includes The Plant Journal and Plant Direct, to provide a pathway to retain rejected Plant Biotechnology Journal manuscripts within the SEB journal stable.

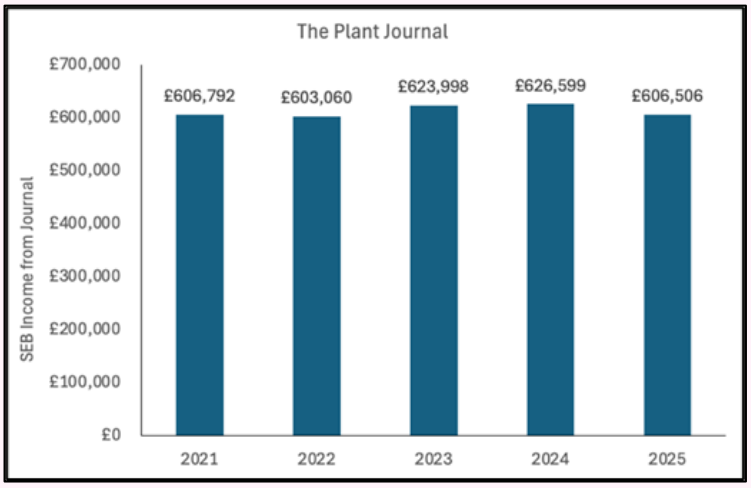
Conservation Physiology is an open access journal co-owned by the SEB and Oxford University Press (OUP).

[8] ***Journal Impact Factor*** *= the yearly mean number of citations to items published in the previous two years.*
Normalised Eigenfactor *= the total importance of a scientific journal (incoming citations from highly ranked journals score more highly).*
Journal Citation Indicator *= normalises mean citations for topic, article age and article type.*
CiteScore *= similar to impact factor but referenced to the Scopus database, and includes items published over the previous four years instead of two years.*

The **Journal of Experimental Botany** is a hybrid journal owned by the SEB and published by OUP. In anticipation of the JXB publishing contract with OUP ending at the end of 2027, the Society published a Request for Proposals in September 2025, with publisher interviews set for March 2026

JOURNAL INCOME

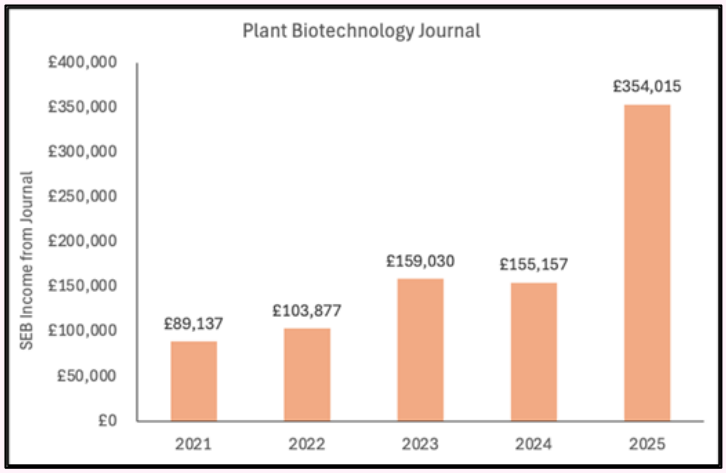
Income to the Society from each journal in 2025 is given below, with data from the preceding four years for comparison.



At **The Plant Journal**, subscription revenue decreased by 8% compared to the previous year, but open access revenue increased by 5%. Total journal revenue to the Society decreased by 3% versus 2024.

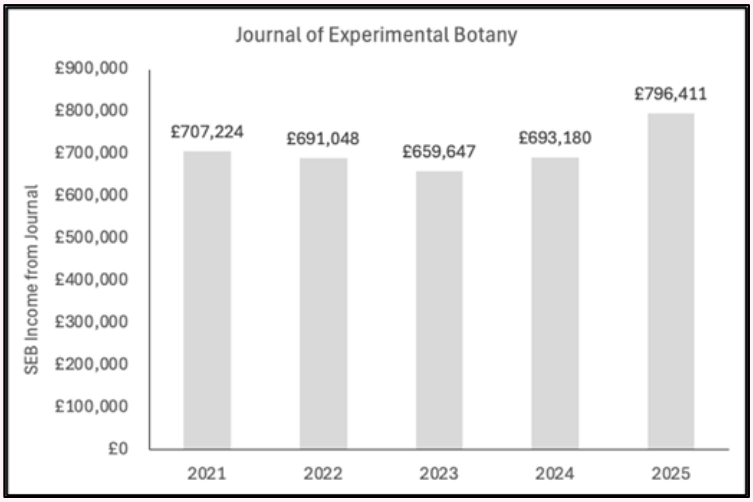
The SEB receives a royalty payment (of revenue); this means that the publisher costs do not affect the SEB's income from The Plant Journal.

Compared to 2024, submissions in 2025 were 27% higher and output was up 5.9%.



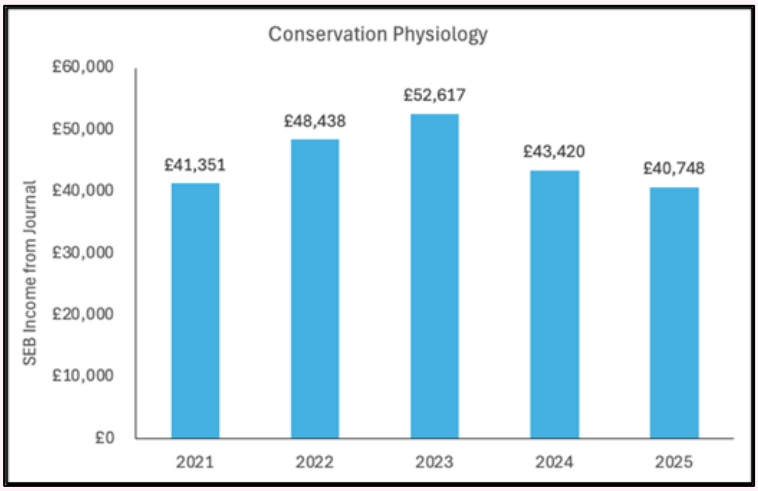
The SEB also receives a royalty (20% of revenue) for **Plant Biotechnology Journal,** so again publisher costs do not affect SEB income.

Journal revenue and SEB profit increased by 128% versus 2024. As the journal is open access, revenue depends almost exclusively on open access income. Compared to 2024, submissions in 2025 were 37.3% higher and output was 78.5% higher.



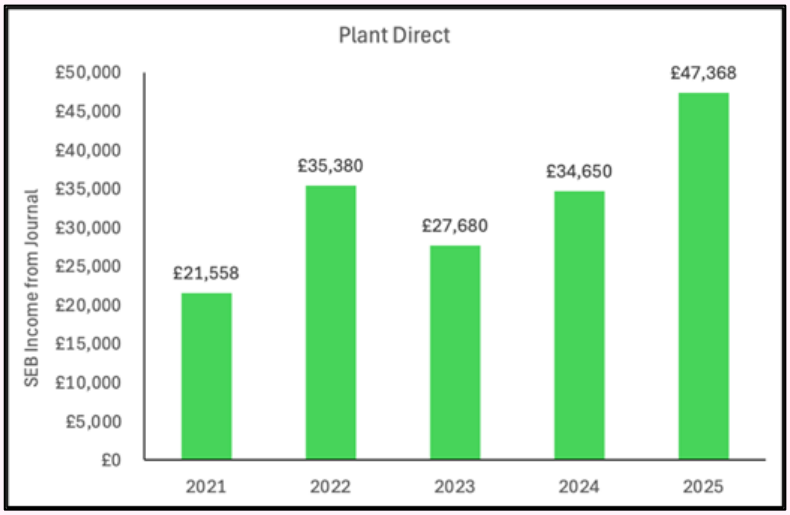
The SEB receives a share of the profit (69%) for the **Journal of Experimental Botany**.

Subscription income decreased by 8% versus 2024, while open access income rose by 66%. Costs were well controlled and consistent with output. SEB's income was 24% higher than in 2024.



The SEB receives a share of the profit (50%) for **Conservation Physiology.** Compared to 2024, submissions in 2025 were 16% higher but output was 5.5% lower.[9]

Although submissions increased by 24.3%, output in 2025 was almost identical to 2024, resulting in lower revenue via open access payments. SEB income from the journal decreased by 6% in 2025.



The SEB receives a share of the profit (30%) for **Plant Direct**.

In 2025 submissions rose by 4.8% versus 2024, while output rose by 16.3%. As a result of this higher output alongside controlled costs, journal revenue increased in 2025 vs. 2024. SEB income in 2025 from Plant Direct rose 36% vs. 2024.

[9] Submissions were slow in 2024 and at the start of 2025 accounting for a lower overall output in 2025. Submissions grew in the in the second half of 2025 increasing the overall submission numbers but not impacting output in 2025 as these papers will not be published until 2026.

OPEN ACCESS

The SEB relies on its two hybrid journals (Journal of Experimental Botany and The Plant Journal) for a large proportion of the Society's income. The SEB is committed to open access but is cognizant that the income these journals generate will reduce significantly during the transition periods.

Both publishers continue to announce additional Read & Publish deals with specific consortia, allowing researchers in represented institutions to continue to publish in the Society's hybrid journals. Uptake has been close to projected levels, but the publishing fee paid by researchers through these deals is lower, often substantially so, than the fee for direct payments.

Subscription income has also declined because of cuts to library budgets and the move towards supporting open access. During 2025, the Society continued to work with the publishers (Wiley and OUP) to monitor the situation.

The SEB received updated modelling from Wiley in November 2025, after an initial analysis in November 2024, on **transitioning The Plant Journal to gold open access status**. The updated modelling pointed towards it being a good time to transition the journal to open access. As such, the SEB requested that Wiley perform more extensive analysis in early 2026 for a potential transition in either 2027 or 2028.

Transitioning the Journal of Experimental Botany to open access was first considered at a special Council meeting in February 2024. Having carried out extensive analysis, trustees decided that the timing was not optimal, so chose to delay the transition. The Society continues to monitor the journal's performance until the next review, to help decide the best time to transition the journal; a review is scheduled every three years, with the next evaluation due in 2027.

The Society continues to save money through a designated fund to lessen the financial impact of transitioning JXB and TPJ to open access in the coming years. Details on this fund can be found in note 14 to the Financial Statement (p.61).

PUBLICATION GOVERNANCE

The Publications Management Committee own and regularly revise a **Journal Risk Register**.

The major risks are as follows: switching the Society's hybrid journals to an open access model; the level of service provided by the journals' publishers; the reliance by some of the Society's journals on a specific market for submissions; and cyber security breaches.

The risk register was reviewed in November 2025. Details of key changes can be found at footnote. [10]

[10] -The SEB's designated open access fund was added as a mitigation in the 'Flipping to Open Access' risk.

-The 'Ethical misconduct by authors / reviewers' risk was updated to include the risk of misuse of Artificial Intelligence tools.

INFRASTRUCTURE

London Accommodation

Staff have been home-based since March 2020. The Society retains a contract with the FORA (formally TOG) who manage Tintagel House, which serves as a postal address. In person staff meetings take place from time to time across the year alongside a mixture of virtual and in person governance meetings.

Lancaster Accommodation

SEB (JXB) staff continue to predominately work from home although have the option of using the offices within the University of Lancaster where the Registered Office is for SEB:

County Main, AO12/AO13, Lancaster University, Bailrigg, LA1 4YW

GOVERNANCE

BOARD OF TRUSTEE APPOINTMENTS

Following the election process and consultation with our members, we are delighted to announce that the following three trustees have been appointed to new roles within the Board in 2025:

Professor Gudrun De Boeck became the Society's president in July 2025.

Professor De Boeck will serve until July 2027.

Professor John Love was appointed as Vice President in July 2025. He will serve as President from July 2027.

Professor Tracy Lawson was appointed as the Treasurer and will serve her four-year term until 2028.

Their experience and commitment will provide important continuity during a time of change and transition within the community and our publications, and we are very grateful for their ongoing contributions.

INFORMATION AND CYBER SECURITY

In 2025, SEB continued our commitment to enhancing the security of our data and IT systems.

The main steps towards improving our cyber and data security included:

- Enhanced data protection training for staff.
- Annual renewal of our Cyber Essentials certification.
- Updated policies for IT and data including acceptable use and home working.
- A contact tree and protocol for notifying appropriate parties in the event of a data breach or cyber-attack.
- Enhanced objectives added to the strategic plan.
- Updated data risks in the risk register.

The data and cyber security strategy is reviewed annually, and work will continue to proactively ensure our systems are as secure as possible.

TRUSTEES SERVING AS JOURNAL EDITORS

The Society is committed to transparency in all activities undertaken by trustees in SEB related business. This includes transparency about any positions, held by trustees, on the editorial board of the five journals owned or co-owned by SEB.

In 2025, three trustees held roles as editors for SEB's journals. While SEB trustees and the executive did not have any influence over the appointment of these trustees, the Society has decided to monitor and record this activity as it pertains to Journals where we have full or partial ownership.

After consideration of the matter at a Council meeting held in March 2024 (including consideration of the Charities Act 2011 and the SEB's Articles of Association), it was unanimously agreed that trustees may serve both in the role of trustee and editor, receiving renumeration for the latter, only if the paid editorial positions, and the respective contracts, are approved by Council annually, in December, ahead of the upcoming year. These positions must also be declared and recorded on the register of interest. In December 2024, Council approved the contracts for the three trustees who would be serving as editors in 2025.

Full details of the honoraria, for 2025 and 2026, can be found on page 57 of the financial notes in this year's report.

STAFF

The following staff changes were made in 2025:

Ana Colombo left the team in July 2025 from her position as OED Officer.

Raquel Gonzalez-Cuesta retired at the end of February 2025. Following this, there was an office restructure:

Rebecca Cunning is now Deputy Managing Editor.

A new member of staff, **Caroline Dowling** has joined the team to manage JXB special issues and social media (from April 2025)

Mareike Jezek is the Ethics Manager.

David Mansley has moved from Commissioning Editor to Production Manager.

We welcomed **Gina Vong** for a three-month internship at SEB, working across the publications and OED departments.

REFERENCE AND ADMINISTRATIVE DETAILS

REFERENCE

The trustees who are also directors of the charity, for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2025. This report has been prepared in accordance with Part 8 of the Charities Act 2011 and constitutes a directors' report for the purposes of company legislation.

The financial statements have been prepared in accordance with the accounting policies set out on pages 51-54 and comply with the charitable company's memorandum and articles of association, applicable laws and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102).

ADMINISTRATIVE DETAILS

Registered company number: 1314879

Registered charity number: 273795

Registered office: County Main, AO12/AO13, Lancaster University, Bailrigg, LA1 4YW

TRUSTEES [11]

Professor Tracy Lawson, University Professor, President until July 2025, and then Treasurer from July 2025.

Professor Gudrun De Boeck, University Professor, Vice President from July 2023 and President from July 2025.

Professor John Love, University Professor, Treasurer until July 2025, and then Vice President from July 2025.

Dr Felix Mark, Research Scientist, Animal Section Chair.

Professor Rosangela Sozzani, University Professor, Cell Section Chair.

Professor George Littlejohn, University Professor, Plant Section Chair,

Dr Robyn Emmerson, Research Fellow, Early Career Scientist Trustee.

Dr Diana Santelia, Senior Scientist, Publications Officer.

Professor Sheila Amici- Dargan, OED Trustee, Associate Professor.

Ms Ji Young Park, Independent trustee.

[11] Tracey Horn, Communications and Impact Trustee, was appointed in March 2026- further details can be found on Page 38.

COMPANY SECRETARY

The Chief Executive Officer, Pamela Mortimer, also serves as the Company Secretary.

AUDITORS

Buzzacott Audit LLP, 130 Wood Street, London, EC2V 6DL.

FINANCE MANAGEMENT

JS2 Ltd provide financial services including the preparation of the annual financial statements.

BANKING

NatWest is the principal bank for the Society, in addition accounts are held with Skipton Building Society and NS&I

STRUCTURE, GOVERNANCE AND MANAGEMENT

GOVERNING DOCUMENT

The Society for Experimental Biology is a company limited by guarantee governed by its Memorandum and Articles of Association dated 24th May 1977 and amended to ensure correct references to the Companies Act, 2006 and new governance arrangements on 1 July 2011. The Society is registered as a charity in England and Wales (Registered charity number: 273795).

The Society is funded by subscriptions from its members, gifts from donors and the income generated from its activities (largely from its scientific journals) and investment income. Every member agrees to contribute £1 in the event of the charity being wound up.

APPOINTMENT OF TRUSTEES

The trustees are: the President, Vice President, Treasurer, Publications Officer, Animal Section Chair, Cell Section Chair, Plant Section Chair, an Outreach, Education and Diversity Trustee and an Early Career Scientist or Researcher Trustee plus one or two independent representatives who sit on the Council as well as the Audit and Risk Committee and the Human Resources and Remuneration Committee.

The section chairs are nominated and elected by the members of the Society. The Vice-President is nominated by each section (on a rotational basis every two years) and then appointed by Council. The appointment is for two years after which the Vice President is appointed President for a further two years.

The independent members are appointed by the Council after a process of selection with the Council being mindful of any shortfall in knowledge or experience within its ranks.

INDUCTION AND TRAINING OF NEW TRUSTEES

New members of the Society's Council receive written information on the Society and the obligations of their position.

ORGANISATION

The Board of trustees serves as the Council of the Society and guides the strategy and administration of the Society. The Council meets at least three times a year and there are committees covering each the following: scientific themes of the Society (Animal, Cell and Plant Biology), Outreach, Education and Diversity, Audit and Risk and a Publications Management. All the above committees are chaired by one of the Society's trustees.

In addition, there are ad hoc working groups to focus on targeted areas of business.

A Chief Executive Officer (CEO) is appointed by the trustees to manage the day-to-day operations of the charity within a delegation framework approved by the Council.

KEY MANAGEMENT PERSONNEL

The key management personnel in charge of directing and controlling the charity on a day-to-day basis comprises the trustees and the Chief Executive Officer. Trustees are not remunerated for their role as trustees to the Society. Details of remuneration paid to key management personnel is set out in note 7.

FUNDRAISING POLICY

The Society does not actively engage in traditional forms of fundraising activity such as collections or appeals, and as such, the trustees do not consider it necessary for Society to adopt any particular code of practice in this area, or to enlist the support of third parties. No complaints have been received by the Society in relation to fundraising.

RISK MANAGEMENT

The Council of the Society is responsible for the management of risk.

The Audit and Risk Committee regularly review the Society's risk register, and the Council annually reviews the major risks to which the Society is exposed and the systems that have been established to manage those risks.

Delegated authority has been given to three trustees, the President, Vice President and Treasurer to take decisions on behalf of Council on matters arising that need resolution in between regular Council meetings. These trustees work with the CEO to resolve and/or mitigate any emerging issues.

Internal control risks are minimised by implementing procedures for authorisation and monitoring of expenditure. A key element in the management of financial risk is the setting of a reserves policy and its regular review by the Audit and Risk Committee, which advises the Council.

The Council regularly reviews the risks and uncertainties.

In 2025 trustees added the following emerging risks to monitor and mitigate: data security in relation to artificial intelligence (AI); reputational and financial risks linked to symposia activities; and improvements to data protection compliance.

The principal risks and uncertainties and how these risks are being managed is set out below:

PUBLISHING INCOME

The main financial risk to the Society continues to relate to its dependency on income from publishing activities.

Changes in financial models within the journal publishing sector create concern and uncertainty in the sustainability of the revenue streams and their respective surplus margins. In particular, these include the move away from the subscription to Open Access model, and the impact of 'cOAlition S[12]' and associated initiatives from research funding bodies. The Society has two journals that are not Open Access and with the publishers (Wiley Blackwell and Oxford University Press) it continues to proactively engage with developments in this area.

Whilst publishers are taking action with regard to read and publish deals, this may adversely impact other income streams within existing contracts. We are keeping this situation under review.

In 2025, the Society continued its full-scale review of the feasibility of changing the business model for the Journal of Experimental Botany and The Plant Journal from a standard hybrid journal to an Open Access journal. Further information is provided on page 62.

INVESTMENT INCOME

The trustees consider the global fluctuations in investment fund values and variability of investment returns to be a risk for the Society and are cognisant that markets have fluctuated significantly due to world events over recent years. The trustees noted an increased risk as markets became more volatile in 2025 due to geopolitical uncertainty.

Society investments are held in a medium risk portfolio that is actively and expertly managed and administered by Brooks Macdonald. Funds are invested in a diverse portfolio comprising commodities, equities, bonds and gilts. This managed strategy mitigates fluctuations in fund values and seeks opportunities for fund growth and income. The trustees consider this approach helps to mitigate the subsequent exposure to any investment risk.

The trustees have agreed that the portfolio will be reviewed every three years, with the next review being due in 2026. In 2023, following a review with the investment managers, Council agreed that the investment portfolio will continue to be managed as a medium risk portfolio, which is considered appropriate given the long-term aims and objectives of the Society remain unchanged.

BUSINESS MODEL OF ANNUAL CONFERENCE

There is a reliance on the annual conference to recruit and retain members; the income generated from membership is not a significant income stream (currently around £40K/<2%) and we deliberately choose to significantly offset the cost of delivering the conference to those members who choose to attend. As publication income

[12] www.coalition-s.org/ Is an initiative to make full and immediate Open Access to research publications a reality; it was formed by a group of national research funding organisations, with the support of the European Commission and the European Research Council (ERC).

is decreasing it is important that we keep the level of subsidy under review and we are seeking to reduce the level of subsidy over the period 2025-2030.

We also acknowledge the potential (developing) risk that there may be a change in consumer attitudes to whether they choose to attend the conference in person. To address this risk and provide opportunities for those less able to travel or able to afford to attend in person to participate we have chosen to continue to provide conference attendance as part of a hybrid conference plan. The hybrid element is at an additional cost to the Society and as with all our core regular conference contracts we will continue to seek best value for money.

OTHER RISKS

Investment policy and performance of investments:

All funds of the Society not immediately required to be used or applied for the ordinary purposes of, or in carrying out the objects of, the Society and any property held by the Society, subject to the terms of any trust, may be invested by the Board of Trustees on behalf of the Society in any permitted investment.

The Board of Trustees may appoint and terminate the appointment of investment managers upon such terms and conditions as the Board may from time to time determine, except that no person should be appointed as investment manager unless authorised for this purpose in accordance with the Financial Services Act 2010 or any statutory modification thereof or replacement thereof.

Under delegated authority from the Board of Trustees, administration of the funds of the Society and all financial matters relating to the Society, subject to the overall authority of the Board, are conducted by the Audit and Risk Committee. The principal custodian of investment securities is Brooks Macdonald.

Surplus cash is held in deposit accounts with the Society's bankers, NatWest.

The market value of investments at 31 December 2025 was £5,975,356 compared with £5,416,622 at 31 December 2024.

Income and Interest from investments during the calendar year 2025 amounted to £103,865 (2024: £103,298) representing an income yield of approximately 1.74% (2024: 1.91%) based on the portfolio value as at 31st December 2025.

The total return on the portfolio for the 12 months to 31 December 2025 was 10.32% compared to a return on the MSCI PIMFA[13] Balanced Index of 10.53%.

On review the trustees are content with the annual performance of the fund.

FUNDS AND RESERVES POLICY

The Audit and Risk Committee has considered the Society's reserves requirements and advised on the same to the charity's Board. When reviewing the reserves policy, the Audit and Risk

[13]Morgan Stanley Capital International (MSCI) Personal Investment Management and Financial Advice Association (PIMFA)

Committee and the Board considered the points below.

Part of the charity's net assets is represented by the net book value of Society's interest in its tangible and intangible fixed assets. The availability of these assets is essential to the day-to-day work of the charity and as such, the value of these assets cannot be regarded as funds that would be realisable with ease, in order to meet future contingencies. As such, an amount equal to the net book value of the tangible fixed assets has been separated from the charity's general funds and held as a separate designated fund. At the year end, the balance on this fund was £32,609 (2024: £57,685).

At 31 December 2025, funds totalling £29,248 (2024: £34,808) comprised restricted funds which must be applied in accordance with the wishes of the donor.

A designated investment fund is held to match the value of the investment portfolio. The value of the fund is held to create long term investment return and to help fund the day-to-day operations of the charity. At 31 December 2025, this amounted to £6.0m (2024: £5.4m).

Following a review started in late 2023 of the Journal of Experimental Botany's publication business model, Council decided in February 2024 to formally designate a fund to support future transitions in publishing model for two of the Society's journals: the Journal of Experimental Botany and The Plant Journal. Any surplus generated from the JXB publications contract in year will be transferred to the Publications Open Access Designated Fund. The designated fund at the 31st December 2025 was £750,000.

In addition, following analysis of the year end accounts, the Treasurer and CEO made a recommendation to the Audit and Risk committee, and then Council, of a possible transfer of further additional surplus. A transfer of £800k will be made in 2025.

At 31 December 2025, the charity held free reserves totalling £4.5M (2024: £3.8M). The free reserves held represent 2 years and 5 months operating expenditure. The trustees are satisfied with the level of free reserves held as at the 31 December 2024, as this meets the requirement of 2 years' operating costs that, in the very unlikely event of the Society's demise and becoming insolvent, would be required to responsibly wind down the Society.

ASSESSMENT OF GOING CONCERN

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The trustees have made this assessment in respect to a period of one year from the date of approval of these financial statements.

The trustees of the charity have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. They are of the opinion that the charity will have sufficient resources to meet its liabilities as they fall due. The most significant areas of judgement that affect items in the financial statements are detailed above. With regard to the accounting

period ending 31 December 2025, the most significant areas that affect the carrying value of the assets held by the charity are the level of investment return and the performance of the investment markets.

Information regarding SEB's financial policies can be found in the notes to the financial statements: pp 55-63.

EVENTS SINCE YEAR-END AND FUTURE PLANS

ACTIVITIES SINCE YEAR END

A number of key activities have been addressed since the year end, key deliverables are set out below:

Open Access Transition and Annual Conference Restructure

As stated, one of the Society's key strategic aims is have all five journals as Open Access journals by 2030, which will require substantial financial reserves to offset reduced income during the flip.

As the conference is the Society's largest expense, Council decided March 2025 on a phased reduction in its costs to offset the cost of the transition.

A key workstream since the year end has been the implementation of the agreed changes to the structural and financial model for the annual conference to the 2026 annual conference, to be held in Florence.

The events and communication team have issued an explanatory statement to the scientific community by various means including:

- to session organisers in their information packs
- to conference delegates in the 2025 conference programme book;
- via emails and articles in the magazine and newsletters.
- adding an FAQ section in the conference webpage.
- holding drop-in sessions for delegates and session organisers to answer any further questions which arise.

JXB Tender Exercise

The Journal of Experimental Biology (JXB) tender exercise: JXB is 100% owned by the SEB and has been published by Oxford University Press (OUP) since its founding in 1950. In 2024, the board decided to carry out the tender to make sure we remain competitive and to assess which publishers best align with SEB's values, ethical standards and aims.

The request for proposals was published in September 2025. A number of

proposals were received, which Council narrowed down to three. Interviews were held in early 2025 and a decision was taken at March Council. After reviewing the interviews and proposals, Council felt the most prudent decision was to remain on a rolling contract with OUP.

Impact, Media and Communications

In Q1 2026, two new roles were developed in line with our strategic aims to further promote the impact of experimental biology.

In February 2026, an Impact and Media Lead was appointed, reporting to the OED manager. This new role is designed to strengthen the Society's reach and promote the impact of experimental biology.

In March 2026, Tracey Horne was appointed as a new, independent, Impact and Communications Trustee to strengthen the Society's work in impact, media engagement and communications. Tracey is an experienced Head of Corporate Communications.

Trustee Editor Positions Updated

As noted on page 30 we carry out an annual analysis of editorial positions held by trustees. Since the year end two new trustees have joined editorial boards, bringing the total number of trustees serving as editors to five. One receives remuneration in the form of an APC waiver every two years. The other is unpaid. Both positions were approved by Council in March 2026, with a contract issued for the former.

PLANS FOR THE FUTURE

The Society will continue to deliver across all pillars of the Strategy.

Key objectives, by topic, for 2026 include:

Governance

Trustee positions: Aside from the appointment of the Impact and Media Trustee no further Trustee appointments are planned however, it should be recorded that the second four-year term for our independent financial trustee will begin in 2026.

Training: There are plans to introduce improved training for new trustees and convenors through a welcome training video. This will include EDI training; information on charity finances; key information about the Society; and guidance on the role of trustees of a UK-registered charity.

Data Protection is an ongoing focus for the Society. An objective to strengthen data protection compliance was added to the 5-year strategy in December 2025.

Environmental, Social and Governance (ESG) Considerations added to Strategy

In 2026 we will build on the improvements made to Environmental, Social and Governance (ESG) matters over the past decade. Implementation will begin with a review of baseline data and member consultation to inform a programme of future improvements.

Events

The SEB is committed to providing a range of events in 2026 to encourage continued engagement of members, engage new audiences, provide career-building opportunities and demonstrate the impact of experimental biology.

Additionally, the Society will support events from partner organizations that align with its values and goals.

SEB has planned the following events in 2026:

• Annual conference to be held in Florence: 7th-9th July 2026.

Ecomito Symposium: 19th-20th February 2026.

• Practical and Inclusive Approaches to using Gen-AI in Higher Education: 9-10th April 2026.

A range of virtual webinars and workshops will be held for SEB members and the public, covering themes such as key articles from SEB's journals and career building workshops.

Impact Lectures: Regular virtual webinars will be held for the SEB journals, highlighting key, high impact papers.

The Outreach, Education & Diversity team is arranging activities for SEB members and the public. For example:

The Outreach, Education and Diversity (OED) Webinar Series: a series of 45-minute webinars, that will run every 2 months. They will be free to attend and are designed to support our community of educators looking to improve their teaching, develop skills, and build a network of like-minded colleagues.

The SEB will also sponsor and support events from partner organisations, such as**:**

-SEB will sponsor **Native Scientists** £10k to facilitate 10 hands-on science interventions per year, where migrant children can learn about science in their native language. Our members will also be invited to take part in public engagement training and have the opportunity to support young people at the interventions.

-SEB members will be given priority places at SEB sponsored **Sense about Science** workshops which encourage Early Career Researchers (ECRs) to make their voices heard in the media and in public debates about science.

-SEB will advertise partner events on our website, such as **Royal Society of Biology's** workshops and conferences which help to develop lab techniques.

Affordability and cost effectiveness of events

The Society will continue to deliver cost effective events and will continue to provide a substantive subsidy to the attendance fees for the annual conference but at a reduced level (as agreed in the strategy.) In 2026 we aim to reduce the subsidy by £80K compared to 2025[14].

Continue to deliver high quality peer reviewed journals

Enhancing the relationship between the journals and the Society and

[14] When the annual conference costs are benchmarked against similar events the Society is very generous in its support for attendees. SEB underwrites the cost of the conference by an average of £350,000 each year based on average cost of conferences from 2019-2024 (figures are taken from SEBs annual reports). As agreed in the 2025-2030 strategy, within the five-year period we seek to reduce this amount incrementally to £100k by 2030.

demonstrating the impact of the science published in our journals to members and the public remains a priority in 2026.

The Society will maintain its full support for its five high quality peer reviewed journals whilst undertaking essential governance and financial scrutiny to determine the most suitable publishers and best publication models for our journals.

During the first half of 2026 the Society will undertake a tender exercise for the publication of JXB; fiscal models for retaining JXB on a hybrid model or transitioning to OA will be reviewed as part of this tender exercise. In addition, the Society will, with the publisher Wiley, give consideration to the optimal time to transition The Plant Journal to an open access model.

To prepare for the expected drop in income over a number of years after the decision has been taken to transition JXB to open access the Society will continue to save money in a designated fund for the OA flip.

The Society is considering the launch of a new research journal focused on animal biology in the next few years; initial scrutiny of the scope and interest in the community will be conducted during 2026.

Improve Member Engagement

With 2025 marking the final year of the current membership strategy, we plan to update the strategy in 2026.

The new strategy will include continued focus on strengthening our member engagement; improved communications with members; and alignment with the Society's wider strategic plan.

Maintain the provision of Grants and Awards

The following grant schemes and funding will be available in 2026:

- Funding for Small Conferences
- Outreach Grant
- Diversity Grant
- Hardship Fund
- Educational Research Grant
- Company of Biologists' Travel Grant
- SEB Travel Grant

Further expansion of the Outreach, Education and Diversity portfolio

Looking ahead to 2026 and beyond, we will aim to further expand the work of the OED portfolio to promote the value of experimental biology to wider audiences. The appointment of a new Communications and Media Trustee and Impact and media lead will bolster the ability of the Society to deliver on this.

Initial work will include mapping key stakeholders; identifying priority topics of interest to media and policymakers; and building a network of members whose research aligns with these areas and who are strong communicators.

FINANCIAL REVIEW

A summary of the year's results is provided on pages 48-50 of the attached financial statements.

Total income for the year amounted to £3,466,095 (2024: £2,917,162). The principal funding sources were: publications £2,873,380 (2024: £2,484,279), meetings and symposia £341,334 (2024: £190,546), membership subscriptions £42,244 (2024: £36,906), investment income £168,394 (2024: £166,461) and grants of £40,500 (2024: £38,500).

Total expenditure for the year amounted to £2,713,640 (2024: £2,321,779). £2,674,077 (2024: £2,283,442) of the expenditure incurred in the year, representing 99% (2024: 98%) of the total expenditure incurred, was spent on charitable activities, which includes directly attributable costs, project costs and overhead costs supporting core charitable objectives.

The net income for the year before investment gains and losses was therefore £752,455 (2024: £595,383).

After accounting for the net gains generated on the revaluation and disposal of listed investments totalling £492,066 (2024 – gains £334,110), the charity's overall funds increased by £1,244,521 (2024: increased £929,493).

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of The Society for Experimental Biology for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to:

· select suitable accounting policies and then apply them consistently;

· observe the methods and principles in the Charity SORP;

· make judgements and estimates that are reasonable and prudent;

· prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business. The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking 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 charitable company's auditors are unaware;

· 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 auditors are aware of that information.

Approved by the trustees on 3rd August 2026 and signed on their behalf by:

Tracy Lawson

(Trustee, Treasurer)

INDEPENDENT AUDITOR'S REPORT

Independent auditor's report to the members of The Society for Experimental Biology

Opinion

We have audited the financial statements of The Society for Experimental Biology (the 'charitable company') for the year ended 31 December 2025 which comprise the statement of financial activities, the balance sheet, and statement of cash flows, the principal accounting policies and the notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2025 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the 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 other information comprises the information included in the annual report, including the trustees' report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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 course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is 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' report, which is also the directors' report 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 trustees' report, which is also the directors' report for the purposes of company law 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' 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, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

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

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

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,

Auditor's responsibilities for the audit of the financial statements (continued)

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:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- we identified the laws and regulations applicable to the charitable company through discussions with management, and from our commercial knowledge and experience of the sector;

- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including those that relate to the reporting framework (Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102)), the Charities Act 2011 and the Companies Act 2006;

- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting correspondence; and

- identified laws and regulations were communicated within the audit team and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and

- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;

- tested journal entries to identify unusual transactions;

- assessed whether judgements and assumptions made in determining the accounting estimates set out in the accounting policies were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities is available 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

Signed Shachi Blakemore
Shachi Blakemore (Aug 3, 2026 16:51:42 GMT+1)

Date 03/08/2026

By
For and on behalf of
Buzzacott Audit LLP, Statutory Auditor
130 Wood Street
London
EC2V 6DL

FINANCIAL STATEMENTS

STATEMENT OF FINANCIAL ACTIVITIES Year to 31 December 2025
(incorporating an income and expenditure account)

	Notes	Unrestricted funds £	Restricted funds £	2025 Total funds £	Unrestricted funds £	Restricted funds £	2024 Total funds £
Income:							
Charitable activities	2						
. Subscriptions		**42,244**	—	**42,244**	36,906	—	36,906
. Grants, awards and prizes		—	**40,500**	**40,500**	—	38,500	38,500
. Meetings and symposia		**341,334**	—	**341,334**	190,546	—	190,546
. Journals and other publications		**2,873,380**	—	**2,873,380**	2,484,279	—	2,484,279
. Education outreach & diversity		**243**	—	**243**	470	—	—
Investment income	1	**168,394**	—	**168,394**	166,461	—	166,461
Total income		**3,425,595**	**40,500**	**3,466,095**	2,878,662	38,500	2,917,162
Expenditure:							
Raising funds							
. Raising donations and legacies		**—**	—	**—**	750	—	750
. Investment management costs		**39,563**	—	**39,563**	37,587	—	37,587
		39,563	—	**39,563**	38,337	—	38,337
Charitable activities							
. Subscriptions		**172,542**	—	**172,542**	111,267	—	111,267
. Grants, awards and prizes		**68,061**	**46,060**	**114,121**	66,564	36,064	102,628
. Meetings and symposia		**959,018**	—	**959,018**	718,647	—	718,647
. Journals and other publications		**1,321,999**	—	**1,321,999**	1,199,651	—	1,199,651
. Education and public affairs		**106,397**	—	**106,397**	151,249	—	151,249
Total expenditure	3	**2,667,580**	**46,060**	**2,713,640**	2,285,715	36,064	2,321,779
Net income (expenditure) before investment gains	5	**758,015**	**(5,560)**	**752,455**	592,947	2,436	595,383
Net gains on investment portfolio		**492,066**	—	**492,066**	334,110	—	334,110
Net income (expenditure) and net movement in funds		**1,250,081**	**(5,560)**	**1,244,521**	927,057	2,436	929,493
Reconciliation of funds:							
Balance brought forward at 1 January		9,976,305	34,808	10,011,113	9,049,248	32,372	9,081,620
Balance carried forward at 31 December		**11,226,386**	**29,248**	**11,255,634**	9,976,305	34,808	10,011,113

All recognised gains and losses are included in the above statement of financial activities.

All of the charity's activities continued during the above two financial years.

BALANCE SHEETS 31 December 2025

	Notes	Unrestricted funds £	Restricted funds £	2025 Total funds £	Unrestricted funds £	Restricted funds £	2024 Total funds £
Fixed assets							
Tangible assets	8	**5,024**	—	**5,024**	1,326	—	1,326
Intangible assets	9	**27,586**	—	**27,586**	56,359	—	56,359
Investments							
. Investments	10	**5,975,356**	—	**5,975,356**	5,416,622	—	5,416,622
		6,007,966	—	**6,007,966**	5,474,307	—	5,474,307
Current assets							
Debtors	11	**1,649,796**	—	**1,649,796**	1,246,677	—	1,246,677
Cash at bank and in hand		**3,808,579**	**29,248**	**3,837,827**	3,521,098	34,808	3,555,906
		5,458,375	**29,248**	**5,487,623**	4,767,775	34,808	4,802,583
Creditors							
Amounts falling due within one year	12	**(239,955)**	—	**(239,955)**	(265,777)	—	(265,777)
Net current assets		**5,218,420**	**29,248**	**5,247,668**	4,501,998	34,808	4,536,806
Total assets less current liabilities		**11,226,386**	**29,248**	**11,255,634**	9,976,305	34,808	10,011,113
Net assets		**11,226,386**	**29,248**	**11,255,634**	9,976,305	34,808	10,011,113
Funds	14						
Unrestricted funds							
. General funds				**3,668,421**			3,751,998
. Designated funds				**7,557,965**			6,224,307
				11,226,386			9,976,305
Restricted funds				**29,248**			34,808
Total funds				**11,255,634**			10,011,113

Approved by the trustees on 3rd August 2026 and signed on their behalf by:

Tracy Lawson
(Trustee, Treasurer)

The Society for Experimental Biology – Company Registration Number 01314879 (England and Wales)

STATEMENT OF CASH FLOWS 31 December 2025

	Notes	2025 £	2024 £
Cash flows from operating activities:			
Cash generated from operations	A	**240,466**	74,662
Interest paid		**(55,476)**	(51,662)
Net cash provided by operating activities		**184,990**	23,000
Cash flows from investing activities:			
Purchase of tangible fixed assets		**(4,796)**	—
Loss on disposal of tangible fixed assets		—	2,334
Purchase of investments		**(1,957,470)**	(1,223,510)
Proceeds from sale of investments		**1,839,389**	1,190,981
Dividends received		**168,394**	166,461
Net cash generated by (used in) investing activities		**45,517**	136,266
Change in cash and cash equivalents in the year		**230,507**	159,266
Cash and cash equivalents at 1 January	B	**3,714,897**	3,555,631
Cash and cash equivalents at 31 December	B	**3,945,404**	3,714,897

Notes to the statement of cash flows for the year to 31 December:

A Reconciliation of net movement in funds to net cash flow used in operating activities

	2025 £	2024 £
Net movement in funds (as per the statement of financial activities)	**1,244,521**	929,493
Adjustments for:		
Depreciation charges	**29,872**	31,090
Losses (Gains) on investments	**(232,414)**	51,572
Interest paid	**15,913**	14,075
Unrealised (gains) on investments	**(259,652)**	(385,686)
Dividends received	**(168,394)**	(166,461)
Charges paid from investments	**39,563**	37,587
(Increase) decrease in debtors	**(403,120)**	(137,484)
(Decrease) increase in creditors	**(25,823)**	(299,524)
Net cash provided by operating activities	**240,466**	74,662

B Analysis of changes in cash and net debt

	2025 £	2024 £
Cash at bank and in hand	**23,960**	24,522
Notice deposits (less than 3 months)	**3,813,867**	3,531,384
Cash held by investment manager	**107,577**	158,991
Total cash and cash equivalents	**3,945,404**	3,714,897

PRINCIPAL ACCOUNTING POLICIES 31 December 2025

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are laid out below.

Basis of preparation
These financial statements have been prepared for the year to 31 December 2025 with comparative information given in respect to the year to 31 December 2024.

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant accounting policies below or the notes to these financial statements.

The financial statements have been prepared in accordance with the principles set out in 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 United Kingdom and Republic of Ireland (Charities SORP FRS 102) issued on 16 July 2014, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The principal accounting policies of the charitable company have remained unchanged from the previous year.

The financial statements are presented in sterling and are rounded to the nearest pound.

Critical accounting estimates and areas of judgement
The items in the financial statements where these judgements and estimates have been made include:

- the estimates of the useful economic lives of tangible and intangible fixed assets used to determine the annual depreciation/amortisation charges;
- the assumptions adopted by the trustees and management in determining the value of any designations required from the charity's general unrestricted funds; and
- the basis on which support costs have been allocated across expenditure headings.

Assessment of going concern
The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The trustees have made this assessment in respect to a period of one year from the date of approval of these financial statements.

The trustees of the charity have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. They are of the opinion that the charity will have sufficient resources to meet its liabilities as they fall due. The most significant areas of judgement that affect items in the financial statements are detailed above. With regard to the next accounting period, the year ending 31 December 2026, the most significant areas that affect the carrying value of the assets held by the charity are the level of investment return and the performance of the investment markets.

Income recognition
Income is recognised in the period in which the Society has entitlement to the income, the amount of income can be measured reliably, and it is probable that the income will be received.

Income comprises donations, legacies, grants, income from charitable activities including subscriptions, grants, meetings, journals and publications and investment income.

In accordance with the Charities SORP FRS 102 volunteer time is not recognised within the financial statements.

Donations and legacies

Donations are recognised when the Society has confirmation of both the amount and settlement date. In the event of donations pledged but not received, the amount is accrued for where the receipt is considered probable. In the event that a donation is subject to conditions that require a level of performance before the Society is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the Society and it is probable that those conditions will be fulfilled in the reporting period.

Legacies are included in the statement of financial activities when the Society is entitled to the legacy, the executors have established that there are sufficient surplus assets in the estate to pay the legacy, and any conditions attached to the legacy are within the control of the Society.

Subscriptions

All annual subscriptions due and received during the year are treated as income of that year. Life subscriptions and five yearly subscriptions are carried forward and written off over a period of fifteen years and five years respectively.

Royalties, journals and other publications

The Society accounts for all income and related expenditure on journal sales and other publications on an accruals' basis.

Royalties are recognised in the financial statements as they are received or become receivable.

Other income excluding meetings

All other income, excluding meetings activities, is accounted for on a receivables' basis.

Meetings

The meetings committee has responsibility for the administration of all Society meetings with certain administrative tasks delegated to designated employees. All income is accounted for when receivable and all expenditure is accounted for on an accruals' basis. On the conclusion of each meeting any surplus arising there from is identified, and deficit being met by the Society in the period to which it relates.

Grants

The Annual Budgets, and any changes to existing grant criteria, are pre-approved by Council in the preceding year. In year, staff can reject applications that clearly fall outside of the grant criteria and manage the administration for all grants. Staff have delegated authority to approve the allocation of SEB Travel Grant and Hardship Grant, so long as it is done in accordance with the criteria and budget pre-agreed by Council. Applications for all other grants are reviewed by either the Section Chairs or the Outreach, Education and Diversity Trustee.

Funding requests issued from Section Funds and Small Conference Funds are approved at Section Committee Meetings and are ratified at Joint Section and Council Meetings. Managers or Section Chairs

present updates on how all grants have been allocated at Council meetings. Overall grant allocation is also considered at Council meetings as part of the review of Management Accounts.

Expenditure recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the Society to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year-end date are noted as a commitment but not accrued as expenditure.

Allocation and apportionment of costs

Costs of generating funds comprise the costs associated with seeking voluntary income and investment management fees.

Charitable expenditure comprises those costs incurred by the Society in the delivery of its activities and services for beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs include governance costs which are costs associated with meeting the constitutional and statutory requirements of the Society and include the audit fees and costs linked to the strategic management of the Society.

All costs are allocated between the expenditure categories of the statement of financial activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly; others are apportioned on an appropriate basis. For example, time spent.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

- Freehold property - 2% on cost
- Fixtures and fittings - 25% on cost
- Computer equipment - 25% on cost

Where indication exists that there has been an impairment to the value of a fixed asset an impairment review is carried out.

Items purchased costing less than £1000 are not capitalised and are expensed through the statement of financial activities.

Intangible fixed assets

The Society's policy is to capitalise intangible assets where future economic benefits from the asset are expected and the cost of the asset can be reliably measured. Amortisation has been calculated to write off the cost of intangible fixed assets over their expected lives.

- Intangible fixed assets - 20% on cost

Investments and investment properties

Investments are included in the balance sheet at their market value; realised and unrealised gains (losses) arising on the investments are credited (debited) in the statement of financial activities. Income arising from these investments is recorded on a receivable basis within investment income in the Statement of Financial Activities.

Taxation

The Society is a UK registered charity and, therefore, is not liable to income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

Fund accounting

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

Restricted funds are funds, which are to be used in accordance with specific restrictions imposed by donors, or which have been raised by the Society for specific purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Foreign currencies

Assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of transaction. Exchange differences are taken into account in arriving at the operating result. All differences are taken to income and expenditure through the statement of financial activities.

Financial instruments

The Society only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the Society and their measurement basis are as follows:

Financial assets – other debtors are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments.

Cash at bank and short-term deposits – classified as a basic financial instrument and is measured at face value.

Financial liabilities – accruals and other creditors are financial instruments and are measured at amortised cost.

1 Investment income

	2025 £	2024 £
Dividends	**103,865**	101,463
Interest	**64,529**	64,998
Total	**168,394**	166,461

2 Income from charitable activities

	2025 £	2024 £
Activities		
Subscriptions	**42,244**	36,906
Grants, awards and prizes	**40,500**	38,500
Meetings and symposia	**341,334**	190,546
Journals and other publications	**2,873,380**	2,484,279
Education outreach & diversity	**243**	470
	3,297,701	2,750,701

Grants received, included in the above, are as follows:

	2025 £	2024 £
COB travel grant	**40,500**	38,500
	40,500	38,500

In 2025, of income from charitable activities was restricted (2024: £38,500).

3 Charitable activities costs

	Direct Staff £	Direct Costs £	Support Costs £	2025 Totals £
Investment management costs	**—**	**39,563**	**—**	**39,563**
Subscriptions	**116,468**	**15,351**	**40,723**	**172,542**
Meetings and symposia	**162,305**	**666,920**	**129,793**	**959,018**
Journals and other publications	**364,920**	**692,419**	**264,660**	**1,321,999**
Education and public affairs	**80,970**	**4,660**	**20,767**	**106,397**
Grants, awards and prizes (note 4)	**—**	**106,263**	**7,858**	**114,121**
	724,663	**1,525,176**	**463,801**	**2,713,640**

3 Charitable activities costs (continued)

Prior year	*Direct Staff £*	*Direct Costs £*	*Support Costs £*	*2024 Totals £*
Raising donations & legacies	—	750	—	750
Investment management costs	—	37,587	—	37,587
Subscriptions	61,060	19,093	31,114	111,267
Meetings and symposia	161,125	432,843	124,679	718,647
Journals and other publications	366,773	556,873	276,005	1,199,651
Education and public affairs	120,391	2,651	28,207	151,249
Grants, awards and prizes (note 4)	—	91,639	10,989	102,628
	709,349	1,141,436	470,994	2,321,779

In relation to the above costs, all cost were unrestricted with the exception of £46,060 (2024: £36,064) which was restricted.

	2025 £	2024 £
Support costs		
Staff costs	**56,071**	67,420
Other staff costs	**69,578**	60,667
Property & rental expenses	**130,808**	175,109
Professional & legal fees	**27,456**	21,424
Non recoverable VAT & Bank charges	**35,333**	33,741
Insurance	**15,063**	12,329
Depreciation of tangible fixed assets	**29,872**	31,089
Governance costs		
Staff costs	**64,720**	44,215
Trustee Institution Payments	**9,000**	—
Honoraria	**7,000**	7,000
Auditors' remuneration	**18,900**	18,000
	456,801	470,994

Direct staff costs have been apportioned to the charity's activities based on the percentages detailed in Note 7.

4 Grants payable

	2025 £	2024 £
Grants, awards and prizes	**114,121**	102,628

The total grants paid to institutions during the year was as follows:

	2025 £	2024 £
Support grants	**68,061**	66,564

The total grants paid to individuals during the year was as follows:

	2025 £	2024 £
Travel grants	**46,060**	36,064
	46,060	36,064

5 Net income

This is stated after charging:

	2025 £	2024 £
Staff costs (note 7)	**845,373**	820,984
Auditor's remuneration		
. Statutory audit services (current year)	**18,900**	18,000
Amortisation (note 9)	**28,774**	28,771
Depreciation (note 8)	**1,098**	2,319

6 Trustees' remuneration and benefits

Three members of the Council received emoluments worth £4,872 during the year (2024: £4,164) for services rendered as editor for The Journal of Experimental Botany. The institutions that the Council members work for are entitled to receive a flat rate honorarium of £1,000. During the year the total amounts of honorarium paid was £7,000 (2024: £7,000).

Trustees' expenses

Total expenses paid to trustees for attending council meetings was £724 (2024: £4,606) and amounts paid for other trustee expenses and Society committee meetings was £2,902 (2024: £1,483). The total number of trustees in receipt of payment of expenses in the year was 7 (2024: 8).

All of the trustees are members of the Society and as such pay an annual membership subscription. The trustees do not benefit from any discounts in the subscription rates set by the Society.

SEB provides charity trustees' management liability coverage under our combined commercial insurance. The excess applicable for trustee liability is £1,000, and we have a coverage limit of up to £1,000,000 for the trustees' limit of liability.

7 Staff costs

The average number of employees of the company during the year and their aggregate emoluments are shown below:

	2025	2024
	£	£
Wages and salaries	**662,667**	660,863
Social security	**89,014**	67,400
Pension	**93,692**	92,721
	845,373	820,984

The average number of employees of the company during the year was 15 (2024: 15).

Staff costs are apportioned to the charities activities during the year using the following percentages:

	2025	2024
	%	%
Journals and other publications	**50%**	52%
Meetings	**21%**	22%
Membership	**16%**	9%
Education and Public Affairs	**11%**	17%

The number of employees whose remuneration (excluding employer pension contributions) was £60,000 or more were as follows:

	2025	2024
	Number	Number
Between £60,000 - £70,000	**1**	1
Between £90,000 - £100,000	**1**	1
	2	2

The key management personnel in charge of directing and controlling the charity on a day-to-day basis comprises the trustees and the Chief Executive Officer. Trustees are not remunerated for their role as trustees to the Society.

The total employee benefits including employer pension contributions and National Insurance contributions of the key management personnel were £132,638 (2024 - £127,313).

8 Tangible fixed assets

	Computer equipment £	**Totals £**
Cost		
At 1 January 2025	11,030	**11,030**
Additions	4,796	**4,796**
Disposals		
At 31 December 2025	15,826	**15,826**
Depreciation		
At 1 January 2025	9,704	**9,704**
Charge for year	1,098	**1,098**
Eliminate on disposal		
At 31 December 2025	10,802	**10,802**
Net book value		
At 31 December 2025	5,024	**5,024**
At 31 December 2024	1,326	**1,326**

9 Intangible fixed assets

	CRM system £	**Totals £**
Cost		
At 1 January 2025	143,852	**143,852**
At 31 December 2025	143,852	**143,852**
Amortisation		
At 1 January 2025	87,493	**87,493**
Charge for year	28,774	**28,774**
At 31 December 2025	116,267	**116,267**
Net book value		
At 31 December 2025	27,585	**27,585**
At 31 December 2024	56,359	**56,359**

10 Fixed asset investments

	Total 2025 £	Total 2024 £
Market value		
At 31 December	**5,257,631**	4,890,992
Additions	**1,957,470**	1,223,510
Disposals (proceeds £1,839,389 losses £232,414)	**(1,606,975)**	(1,242,557)
Unrealised gain	**259,653**	385,686
At 31 December	**5,867,779**	5,257,631
Cash and settlements pending	**107,577**	158,991
	5,975,356	5,416,622

Historical cost of the investments at 31 December 2025 was £4,819,244 (31 December 2024 - £4,468,749).

Listed investments

The following investments held at 31 December represent over 5% of the portfolio value at the year end:

	% of total portfolio holding
ARTEMIS FD MGRS LT ARTEMIS UK SEL FUND G ACC	**5.04%**
ISHARES CORE S&P 500 UCITS ETF USD	**5.30%**

The total unrealised gains as at 31 December included in the above constitute movements on revaluation of the charity's listed investments. Movements during the year were as follows:

	2025 £	2024 £
Reconciliation of movements in unrealised gains:		
Total unrealised gains at 1 January	**788,880**	403,194
Add: losses relating to disposals in the year	**(232,414)**	51,576
Add: (losses) gains arising on revaluations in the year	**492,066**	334,110
Total unrealised gains at 31 December	**1,048,532**	788,880

11 Debtors: amounts falling due within one year

	2025 £	2024 £
Trade debtors	**17,569**	25,749
VAT	**5,883**	2,236
Other debtors	**—**	2,084
Prepayments and accrued income	**1,626,344**	1,216,608
	1,649,796	1,246,677

12 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade debtors	**50,485**	25,353
Social security and other taxes	**23,250**	20,451
Other creditors	**3,403**	59,031
Accruals and deferred income (note 13)	**162,817**	160,942
	239,955	265,777

13 Deferred income

	2025	2024
Deferred income at 31 December	**47,134**	34,625
Income deferred	**27,707**	34,662
Amounts released as income	**(25,535)**	(22,153)
Balance at 31 December	**49,306**	47,134

The deferred income at 31 December represents advance membership income received in advance for future years.

14 Movement in funds

	At 1 January 2025 £	Income £	Expenditure £	Gains and losses £	Transfers between funds £	**At 31 December 2025 £**
Unrestricted funds						
General fund	3,751,998	3,319,364	(2,602,941)	—	(800,000)	**3,668,421**
Designated funds:						
Fixed assets fund	57,685	—	(25,076)	—	—	**32,609**
Investment fund	5,416,622	106,231	(39,563)	492,066	—	**5,975,356**
Open Access Transition Fund	750,000	—	—	—	800,000	**1,550,000**
	9,976,305	3,425,595	(2,667,580)	492,066	—	**11,226,386**
Restricted funds						
Grants from Company of Biologists Limited	33,407	40,500	(46,060)	—	—	**27,847**
Irene Manton Fund	1,401	—	—	—	—	**1,401**
	34,808	40,500	(46,060)	—	—	**29,248**
Total funds	10,011,113	3,466,095	(2,713,640)	492,066	—	**11,255,634**

14 Movement in funds (continued)

Comparative figures for the year ended 31 December 2024

	At 1 January 2024 £	*Income* £	*Expenditure* £	*Gains and losses* £	*Transfers between funds* £	*At 31 December 2024* £
Unrestricted funds						
General fund	3,641,337	2,775,364	(2,214,703)	—	(450,000)	3,751,998
Designated funds:						
Fixed assets fund	91,110	—	(33,425)	—	—	57,685
Investment fund	5,016,801	103,298	(37,587)	334,110	—	5,416,622
Open Access Transition Fund	300,000	—	—	—	450,000	750,000
Centenary Fund						
	9,049,248	2,878,662	(2,285,715)	334,110	—	9,976,305
Restricted funds						
Grants from Company of Biologists Limited	30,971	38,500	(36,064)	—	—	33,407
Irene Manton Fund	1,401	—	—	—	—	1,401
	32,372	38,500	(36,064)	—	—	34,808
Total funds	9,081,620	2,917,162	(2,321,779)	334,110	—	10,011,113

Fixed assets fund

The balance on the fixed asset fund represents the carrying value of the charity's tangible fixed assets and intangible fixed assets. The availability of these assets is essential to the day-to-day work of the charity and as such, the value of these assets cannot be regarded as funds that would be realisable with ease, in order to meet future contingencies. As such, an amount equal to the net book value of the fixed assets has been separated from the charity's general funds and held as a separate designated fund.

Investment fund

The investment fund has been created to cover the cost of the investment portfolio. The value of the fund is held to create long term investment return and to help fund the day-to-day operations of the charity.

Grants from Company of Biologists Limited

The fund represents the Grant money received from the Company of Biologists Limited towards providing travel grants to help members attend the SEB meetings.

Irene Manton fund

The fund represents funds received to be used to provide awards as part of the annual meetings.

Centenary fund

This fund was created to accommodate the additional expenses in 2023 to support a wide range of events and initiatives planned in honour of the SEB's 100th Anniversary. This fund facilitated grants, collaborative projects with other organisations, and a plethora of member-focused events and initiatives.

Open Access Transition Fund

This fund was opened in Q1, 2024 to support future transitions to an Open Access publishing model for two of the Society's journals: the Journal of Experimental Botany and The Plant Journal. A further £450,000 was designated in Q1, 2025.

15 Analysis of net assets between funds

	Fixed assets fund £	Other designated funds £	General funds £	Restricted funds £	Total 2025 £
Fund balances at 31 December 2025 are represented by:					
Fixed assets	32,609	—	—	—	32,609
Investments	—	5,975,356	—	—	5,975,356
Net current assets	—	750,000	4,468,421	29,248	5,247,669
	32,609	**6,725,356**	**4,468,421**	**29,248**	**11,255,634**

	Fixed assets fund £	*Other designated funds £*	*General funds £*	*Restricted funds £*	*Total 2024 £*
Fund balances at 31 December 2024 are represented by:					
Fixed assets	57,685	—	—	—	57,685
Investments	—	5,416,622	—	—	5,416,622
Net current assets	—	750,000	3,751,998	34,808	4,536,806
	57,685	**6,166,622**	**3,751,998**	**34,808**	**10,011,113**

16 Taxation

The company is registered as a Charity and the exemption contained in the Income and Corporation Taxes Act 1988 and subsequent legislation which generally relate to Charities are applicable to this company.

17 Pension Scheme

The Society's employees participate in the Universities Superannuation Scheme (USS) which is a defined benefit multi-employer scheme. It is not possible or appropriate to identify assets and liabilities of the schemes which are attributable to the Society. Consequently, the Society's contributions are recognised in the statement of financial activities in the year of payment.

According to the latest actuarial valuation of the USS, as at 31 March 2023 the USS's assets were sufficient to cover 74% of its liabilities. Following this valuation, the standard contribution rate to be borne by the charity, has reduced from 20.6% to 19.4% from 1 April 2025.

The pensions charge for the year represents contributions payable of £92,721 (2023: £110,177).

18 Related party transactions

Other than those disclosed in note 6 and note 7, there were no related party transactions during the year.

19 Share capital

The company is limited by guarantee. Under the provisions of the Memorandum and Articles of Association, in the event of a winding-up, the individual members liability is limited to a maximum of £1.

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Final Audit Report 2026-08-03

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