

Registered number: 08239097
Charity number: 1149638

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

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 DECEMBER 2023**

Trustees

P Laidler, Congress Counsellor (appointed 1 January 2020)
F Michelangeli, Treasurer (appointed 1 January 2017)
F G Sağın, Chair, Education and Training Committee (appointed 1 January 2019)
I Diaz Moreno, Chair, Careers of Young Scientists Committee (appointed 1 January 2018)
B Vértessy, Chair, Advanced Courses Committee (appointed 1 January 2015, resigned 31 December 2023)
M De La Rosa, Secretary General (appointed 1 January 2013)
J Dumić, Chair, Integration and Networking Committee (appointed 1 January 2017)
E Fragkoulis, Chair, Science and Society Committee (appointed 1 January 2017)
A Krol, Vice Chair, Chair, Excellence Awards and Fellowships Committee (appointed 1 January 2017)
J Kos, Vice Chair (appointed 1 January 2021)
J Buchner, Chair, Publications Committee (appointed 1 January 2021)
X D C Coumoul, Co-Chair, Integration and Networking Committee (appointed 1 January 2022)
C Dean, Chair, Working Group on Women in Science (appointed 1 January 2023)
G Soveral, Chair (appointed 1 January 2023)
M Maccarrone, Chair, Advanced Courses Committee (appointed 1 January 2024)

Company registered number

08239097

Charity registered number

1149638

Registered office

2D & 2E, St Andrew's House, 59 St Andrew's Street, Cambridge, CB2 3BZ

Company secretary

Professor M De La Rosa

Independent auditors

Hill Wooldridge & Co. Limited, 107 Hindes Road, Harrow, Middlesex, HA1 1RU

Bankers

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

Investment managers

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

THE FEDERATION OF EUROPEAN BIOCHEMICAL SOCIETIES
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2023

The Trustees present their annual report together with the audited financial statements of the Company for the year 1 January 2023 to 31 December 2023. The Annual Report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual Report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

FEBS is registered as a charity (registered charity number 1149638), and is a company limited by guarantee (registered company number 08239097). The Memorandum and Articles of Association by which FEBS was governed in 2023 can be found here: https://www.febs.org/wp-content/uploads/2022/08/FEBS_-_Memorandum_and_Articles_of_Association.pdf.

Organisation and membership

FEBS was founded on 1st January 1964 and is a Federation of biochemistry and molecular biology societies. In 2023, its Constituent Societies spanned 39 countries in Europe and neighbouring regions and included 35 Member Societies and 4 Associate Member Societies. The Constituent Societies of the Federation in 2023 are given in Appendix 1, and their membership numbers in Appendix 2 (totalling 23,822 individual members in 2023). (2 societies – Russia and Belarus – had their membership of FEBS suspended following a Council vote in 2022 and they currently remain suspended.)

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

Subject to the Council, the administration of the Federation is vested in the FEBS Executive Committee (the 'FEBS Officers'). The Executive Committee consists of the Chairperson, the Vice-Chairperson, the FEBS Secretary General, the FEBS Treasurer, the FEBS Congress Counsellor, and the FEBS Committee and Working Group Chairpersons. With the exception of co-opted Acting Chairpersons (e.g. following resignations prior to Council elections), FEBS Officers are the FEBS charity Trustees and company Directors responsible for the actions of FEBS. The names of the members of the Executive Committee and the names of members of other Committees and Working Groups in 2023, together with dates of appointments and geographical distribution, are set out in Appendix 3.

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

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

OBJECTIVES AND ACTIVITIES

Objectives

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

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

Activities

The following paragraphs and their associated appendices outline activities in 2023 from the different Committees and Working Groups of FEBS. Extensive information on FEBS work is also available on the FEBS website at www.febs.org and highlights appeared in the issue of FEBS News (pdf magazine) in 2023: <https://www.febs.org/news/febs-news-magazine/>.

Strategic Priorities 2024 – 2028

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

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

The main topics identified during this process were:

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

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

As part of the consultation with the Council, approval was given for the former working groups Careers of Young Scientists, Integration and the FEBS Network to become committees, to provide consistency with the existing named committees.

Scientific publications

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

The Publications Committee oversees the operation and development of FEBS' journals and in 2023 was under the chairmanship of Johannes Buchner. Income and costs of the journals in 2023 are in the Strategic Report section of this Annual Report. All four journals are internationally recognised to be of high quality as detailed

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below. The four journals are fully digital and can be reached through the FEBS Press platform (www.febspress.com).

The FEBS Press journals have embraced changing publishing practices and offer simple submission in any format and a smooth publication process, with peer review managed by editorial board members who are experts in the field. Thorough ethics and research integrity checks are run by our experienced editorial staff prior to article publication. All journals now publish peer review reports alongside research articles. Authors of articles rejected by one FEBS Press journal can choose to have their manuscript automatically transferred to another. All journals offer open access options; over 70% of total articles published in 2023 were open access (vs over 60% in 2022).

- *The FEBS Journal* (www.febsjournal.org) publishes high-quality full-length research papers relevant to the molecular, cellular and biochemical life sciences. The journal also publishes a diverse portfolio of commissioned front-half content review and editorial content, including State-of-the-Art Reviews, Commentaries, Discovery-in-Context Reviews, Structural Snapshots, Viewpoints, Words-of-Advice guides and interviews with eminent scientists (In Conversation With ...). Key Metrics 2023 published in 2024: Key Metrics 2023: Impact Factor 5.5 , CiteScore 11.7 , Cited Half-life 7.5 years , Median time from submission to first decision after peer review: 41 days. In 2023, the journal published 365 articles in 24 issues. Authors have the option of publishing their article open access.
- *FEBS Letters* (www.febsletters.org), publishes research reports (both short Letters and full-length articles) that significantly impact and advance knowledge in the molecular biosciences; editorial speed is a key feature of the journal. The journal also publishes a diverse range of Reviews (including In a Nutshell and Perspectives) and other front-half content (Commentaries, Scientists' Forum). Key Metrics 2023 published in 2024: Key Metrics 2023: Impact Factor 3.0 , CiteScore 6.6 , Cited Half-life 17.5 years , Median time from submission to first decision after peer review: 27 days. In 2023, the journal published 231 articles in 24 issues. Authors have the option of publishing their article open access.
- *Molecular Oncology* (www.moloncol.org) publishes high-impact research articles in basic, translational and clinical cancer research. The journal also publishes commissioned reviews and policy papers discussing emerging concepts in cancer research, cancer diagnosis, prevention and care. Key metrics for 2023 published in 2024: Key Metrics 2023: Impact Factor 5.0 , CiteScore 12.6 , Cited Half-life 4.7 years , Median time from submission to first decision after peer review: 47 days. In 2023, the journal published 174 articles in 12 issues. The journal is fully open access..
- *FEBS Open Bio* (www.febsopenbio.org), publishes research articles, methods and protocols across the molecular and cellular life sciences, with the emphasis on technical and ethical quality rather than subjective judgements of significance. Research articles on Education in the molecular life sciences are published free of charge. Key metrics for 2023 published in 2024: Key Metrics 2023: Impact Factor 2.8 , CiteScore 5.1 , Cited Half-life 4.1 years , Median time from submission to first decision after peer review: 36 days. In 2023, the journal published 177 articles in 12 issues. The journal is fully open access.

The FEBS Network

The 'FEBS Network' platform (1) hosts blog-type posts offering insight, advice, news and commentaries for molecular life scientists (under the themes Early-Career Scientist, Educator, Viewpoints and Research), and (2) supports the development of an online community of scientists through presentation of profiles, and functionalities such as following, commenting and open or private rooms. It also offers a channel for posts and a private room for FEBS Constituent Societies, and hosts videos such as interviews and recorded talks. The FEBS Network in 2023 was overseen by the FEBS Network Committee, comprising scientists delegated from other FEBS Committees or elected, and chaired by Prof. Xavier Coumoul. Wiley had offered collaboration to develop a FEBS Network in the journal Publishing Agreement 2016–2023. The current aims of the FEBS Network include (1) supporting and enhancing the key FEBS activities of journals and events, as well as other FEBS work such as education, science & society and fellowships; (2) providing an innovative offering from FEBS as a new way to support the molecular life sciences

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community; and (3) building more access to scientists interested in FEBS activities.

FEBS Fellowships

The report from the 2023 Chairman of the Fellowships Committee, Prof. Alain Krol, provides information on the range of applications received for the various categories of Fellowships. Following the final call for Long-Term Fellowships in 2020 (when 77 applications were received), 6 new Fellowships were awarded and were taken up from January 2021, the total in post during 2023 was 3 (Appendix 4) and the LTF's final year in post is 2024.

43 eligible Short-term Fellowships (STFs) applications were received in 2023 and 24 were awarded. These funds enable active young scientists to work for up to two or three months in laboratories in another FEBS country. In 2023, 42 eligible Summer Fellowship applications were received and 11 were awarded to promising Masters/PhD students to provide a laboratory experience. 2 Collaborative Experimental Scholarship (CDS) applications were received in 2023 and both were awarded; the aim of the CDS is to provide PhD students and young scientists from HINARI (Research4Life) countries with travel and daily allowance so that they can carry out experiments which would be impossible in their home countries.

FEBS Excellence Award

The first call for this new program was made in June 2021. This award is intended for early-career scientists who have been established in a salaried capacity in a host institution of a FEBS Constituent Society as a Principal Investigator (PI) for at least one year. The Award is endowed with a €100,000 grant for 3 years to be used exclusively for purchasing consumable/equipment. In 2023, 40 eligible applications were received and 10 were awarded.

Ukrainian Short-Term Fellowships (USTs): these were introduced in spring 2022 to help scientists in or displaced from Ukraine. They support visits to a host laboratory for up to 4 months. The decision for acceptance is given rapidly - usually within 3 weeks of applying. 3 USTs were awarded in 2023, all of them for a 4-month period.

Advanced Courses

16 courses events took place in 2023 (7 Advanced Lecture Courses, 1 joint FEBS-EMBO Lecture Course, 2 Practical Courses, 1 combined Practical and Lecture Course, 2 Special Meetings and 3 Workshops) with continued EMBO and IUBMB support. FEBS Advanced Courses provide research updates and teaching from scientific leaders in a particular field and are particularly valuable for early-career researchers. Interaction of participants with experts and peers is facilitated through a variety of session formats.

In 2023, grants to course organisers totalled approximately €335,904. Furthermore, Youth Travel Fund grants (YTF), which in 2023 totalled €73,288, were given to support participation in Advanced Courses to 96 young members of FEBS Constituent Societies from outside the host country (81 YTFs were given in 2022). In addition, 12 IUBMB-transcontinental YTFs supported the participation of students outside FEBS area.

A collaboration continued between FEBS Advanced Courses Committee and FEBS Letters, which was initiated in 2019. Organisers are encouraged to participate in providing high-quality material in the form of a Special Issue or a Virtual Issue in order to provide the course organizers with the opportunity to gain broad visibility of their work in a well-reputed journal.

The 47th FEBS Congress

The annual FEBS Congress is overseen by the FEBS Congress Counsellor (who, in 2023, was Prof. Piotr Laidler), jointly with the Secretary General (who, in 2023, was Prof. Miguel A. De la Rosa). The 47th FEBS Congress, with the title *Together in bioscience for a better future*, took place from 8th to 12th July 2023 in Tours, France and was hosted by the French Society for Biochemistry and Molecular Biology (SFBBM). The Congress bid was accepted in a vote by the FEBS Council at their meeting in 2022, as an alternative location following the cancellation (for reasons outlined in FEBS 2022 Annual Report) of the location of Moscow, Russia.

Despite the shorter timescales for organising the Congress in a new location of Tours, France, the Congress attracted 1,076 participants from 65 countries and the event featured an attractive scientific program comprising

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11 plenary lectures, 74 regular speakers and 6 special session speakers from 34 countries and, in addition to plenary lectures and poster sessions, there were 21 symposia topics and special sessions including FEBS Press Meet the Editors, Science in the Street for members of the public, Publication ethics and Education Committee events. 825 abstracts were accepted, including the invited speakers' abstracts and 652 poster presentations, 60 speed talks and 27 short talks which featured in the scientific programme.

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

In addition to providing a grant for the organisation of the Congress, FEBS continues to support the participation of young scientists at the event through Congress bursaries and through its Young Scientists' Forum awards (usually 100 participants, including the organising committee). FEBS provides support with reduced registration fees for FEBS members of Hinari (Research4Life) countries in the FEBS area called the Sprinzl Scheme.

Congress Management and Development and future Congresses

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

- the 48th FEBS Congress, hosted by the Italian Society of Biochemistry and Molecular Biology (SIB), will take place in Milan, Italy in 2024, preceded by the 23rd FEBS YSF;
- the 49th FEBS Congress, hosted by the Turkish Biochemical Society, will take place in Istanbul, Türkiye, in 2025, preceded by the 24th FEBS YSF;
- the 50th FEBS Congress, hosted by the Netherlands Society for Biochemistry and Molecular Biology, will take place in Maastricht, The Netherlands in 2026, preceded by the 25th FEBS YSF.

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

Young Scientists' Forum (YSF)

The Chairperson of the Careers of Young Scientists Committee, Prof. Irene Díaz-Moreno, and an organising committee of young scientists organise the YSF. The 22nd YSF took place in Tours, France 6th – 8th July 2023. 298 applications were received from 40 countries. 97 pre-and post-doctoral young scientists from FEBS member societies, representing 31 FEBS member society countries, attended the event, supported by grants from FEBS and 2 places supported by the Biochemical Society (UK). The program consisted of an Opening Lecture and 2 Keynote Lectures, 6 'YSF Career Speakers' across 2 sessions on 'Career Skills', 10 selected Oral Communication talks across 2 sessions as well as social activities. YSF participants also attend the Congress, during which the YSF Bridge event was held. This event was organised by the Chairperson and an international organising committee of young scientists.

ENABLE

As agreed in 2021, for the event organisation, FEBS and IUBMB work with the ENABLE core partner European institute, appointed following an open call for bids and who acts as the host and take responsibility for the Symposium each year, and this agreement runs from 2022 to 2025. There will also be a Scientific Organising Committee and Local Organising Committee for each event. The FEBS-IUBMB-ENABLE Symposium was held in Europe in 2022 and 2023, will be held outside Europe in 2024 and be held in Europe again in 2025. Travel grant support will be provided to young scientists.

The FEBS-IUBMB-ENABLE 2023 conference, with the title "The emerging challenge – environmental impacts on human health", was hosted by the University of Cologne in Germany, on 23–25 November 2023. 240 young researchers participated from 32 countries within and outside of the EU. The conference included a scientific symposium, workshops on personal and professional development, outreach activities for the general public and a dedicated career day and job fair. 13 sponsors supported this initiative and their contribution allowed support to be given for a total of 62 travel grants.

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FEBS 3+ Meetings and FEBS National Lectures

FEBS supports scientific events of its Constituent Societies through the FEBS3+ meetings program and the FEBS National Lecture scheme, overseen by the FEBS Congress Counsellor (Prof. Piotr Laidler in 2023). The FEBS3+ meetings program provides funding for meetings organised through collaborations of at least three FEBS Constituent Societies. FEBS approved an application for the FEBS3+ meeting XXVII Biochemistry Congress 2023 hosted by the Slovak Society for Biochemistry and Molecular Biology and held in the High Tatras, Slovakia in conjunction with the societies CSBMB (Czech Republic), MBKE (Hungary) and UBS (Ukraine). This meeting featured 3 plenary speakers, 66 regular session lectures, 93 posters and 227 participants. FEBS support consists of €10,000 to the host society for general meeting organisation and €10,000 to support the attendance of young scientists from the other participating societies.

In 2023, FEBS supported 7 FEBS National Lectures, by funding the attendance of key speakers from a different FEBS country invited by a FEBS Constituent Society to their national meeting through FEBS National Lecture Awards. The seven FEBS National Lectures were awarded to national society meetings of the member societies of Bosnia and Herzegovina, Italy, Poland, Romania, Slovenia, Spain and Türkiye.

Other events

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

Science & Society (S&S)

The Science and Society Committee activities in the year 2023 included:

1. the Science and Society Special Session during the FEBS Congress in Tours, July 2023, was held as a Science in the Street event, entitled 'Nutrition and exercise as important factors for the proper function of the biochemical metabolism', and open to members of the public;
2. providing support, constituting a grant of €1,500, to 2 constituent society events and activities being held in 2023: the Croatian Society for Biochemistry and Molecular Biology (HDBMB) for their event 'Contribution of bioscience to the green transition' (held in May 2023) and the Portuguese Biochemical Society (SPB) open symposium and exhibition entitled 'Exploring RNA solutions to infectious and non-communicable diseases' (held November – December 2023);
3. Participation in Biomedical Alliance activities. Through active participation in activities of Biomed Alliance (General Assemblies, Policy officers' meetings and task forces) the S&S Committee contributed in several suggested documents for the shaping of European policy, including participating with other organisations to obtain from the EU the best research budget for the Framework Program FP9.
4. Initiative for Science in Europe (ISE) activities: active negotiation for the rejoining of FEBS with ISE, following the activities of the federation in the early of 2023 as observer and then as a full member.
5. Participation in the FEBS Network.

Education

The Education Committee has the mission of promoting education and training of the highest quality in molecular life sciences in Europe at both undergraduate and postgraduate levels. The committee's activities include: organizing and funding education events, running the Education Ambassadors initiative, supporting the open access journal *FEBS Open Bio*'s section devoted to education and overseeing and contributing to the Educator Channel on the FEBS Network. FEBS Education Committee also works collaboratively with FEBS Advanced Courses Committee and FEBS Careers of Young Scientists Committee. This is the report from the Chairperson, Prof. Ferhan Sağın on Education Committee activities held in 2023.

Education Committee Meetings: the committee met in-person in May 2023 in Vilnius, Lithuania prior to the Ambassadors Meeting; the other in-person meeting was in Frascati, Italy in November 2023; additionally, two online meetings were also held.

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7th FEBS Education Ambassadors' Meeting

The 7th FEBS Education Ambassadors Meeting took place in Vilnius, Lithuania on 5 – 6 May 2023, with 28 ambassadors in attendance. The meeting program included on day one: 4 short presentations from ambassadors sharing their education activities in the past year, a panel discussion on hot issues in education including: 'Guidelines of teaching biochemistry in various graduate degrees', 'Training of young scientists regarding ethical issues in research and good lab practices', 'Digital teaching in biochemistry education', 'Motivation of students to enter molecular life sciences programs' and 'ChatGPT in teaching and learning'; and on day two the topics included: 'Teaching with debate', 'Visual competence in biochemistry', 'TBL in biochemistry teaching and 'Science fiction becomes (virtual) reality: applications of VR in research and training'. There was also a 'Meet the Expert' session across 4 parallel rooms.

Sponsored Education Ambassador Events

The FEBS Education Committee sponsored 2 events, organized by FEBS Education Ambassadors: the ambassador from the Association of Biochemists and Molecular Biologists of Bosnia and Herzegovina organised a 1-day education event on 18 May entitled 'Innovative teaching as a basis for Excellent Research in BioSciences', held prior to their society's first Congress, which was attended by 100 young researchers and educators and attended by some members of FEBS Executive Committee; and the ambassador from the Latvian Biochemical Society, organised an event entitled 'Best practices in leadership and student mentoring in life science research' in Riga, Latvia on 20 October.

Free Education Bite Size initiative

Launched in 2022, short online sessions were held in 2023 with a hands-on and Q&A-led approach with the title 'How to establish an education committee within your society? Challenges & tips'.

Education Committee Seasonal Webinars

The seasonal webinar series which started in 2021 and continued in 2023, featured:

Winter webinar entitled 'Assessment 101 and beyond in Life Sciences education';

Spring webinar entitled 'Ethics at the heart of the training of scientists: a crucial issue for the future of research';

Summer webinar entitled 'The importance and process of integrating AI into teaching and learning'.

47th FEBS Congress Education Activities

FEBS Education Committee organised various activities at the 47th FEBS Congress:

- 1) FEBS Education Committee evening event entitled 'FEBS Stands Up for Education: Hot Topics, Music and More';
- 2) Education posters and speed talks featuring 23 posters on undergraduate and postgraduate teaching;
- 3) an education-themed treasure hunt.

Contribution to FEBS Network

Several posts were published on the FEBS Network Educator channel in 2023, including:

- 'Bringing undergraduates into the peer review community using preprints'
- 'Lecture capture affects student learning behaviour'
- 'AI is here, what does that mean for bioscience education?'
- 'Inspiring innovation, together: LearnSci achieves King's Award for Enterprise'
- 'Leadership for underrepresented trainees: the LeaP program'
- 'Ethics at the heart of the training of scientists: a crucial issue for the future'

Education Committee Workshops

3 Education Committee joint workshops were held in 2023:

- with the Biochemical Society (UK) and in association with IUBMB, held in Manchester, UK on 25-26 May, and entitled 'Evolving molecular bioscience education';
- with the Slovenian Biochemical Society, held in Ljubljana and Portoroz, Slovenia on 19 and 21 September, as part of the 15th Meeting of the SBD;
- with the Portuguese Biochemical Society, held in Aveiro, Portugal on 12 – 13 October, and entitled

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'Symposium on Pedagogical Innovation in Biosciences – How to Engage Students in our Practices?'

Contributions to the 2023 FEBS Young Scientists' Forum

The Education Committee Chairperson participated in one of the Career Skills practical sessions of the 2023 YSF (held in Tours, France), giving a talk entitled 'Educator Skills'.

Integration

The Integration Committee, which was chaired in 2023 by Prof. Jerka Dumić, continued its outreach and support for scientists in European countries with economic challenges and/or no existing or active biochemical society, as well as activities for integration and collaboration between all FEBS societies.

Activities of the Integration Committee during 2023 included:

- following the launch of the Member Society Representatives (MSRs) initiative in July 2022, this initiative continued in 2023 with regular online meetings and all MSRs – one from each FEBS member society (37 in total, not including Belarus and Russia as those societies are suspended from FEBS activities) - joining together in person at the FEBS Congress 2023 as an opportunity to learn more at first hand of FEBS activities and to receive data compiled by FEBS on their society's participation across FEBS different events and initiatives with the purpose of enhancing their society's engagement with FEBS, to network with each other and to contribute to a dedicated MSRs session in the Congress program. Other MSRs activities during the year included a dedicated 'room' on the FEBS Network platform to share good practice and ideas, and a detailed survey for FEBS to learn more about their society's current level of activity particularly since emerging from the pandemic and to learn more about what their society values most from its membership of FEBS. FEBS provided limited support to each MSR for them to attend the Congress. 32 of the 37 MSRs attended the Congress in Lisbon and MSRs meeting.
- Initiated for the 2023 FEBS Congress, the Scientific Advisory Committee was chaired by the Integration Committee Chairperson and comprised the MSRs from each FEBS member society (excluding Belarus and Russia) to propose names for the scientific program of the 2023 FEBS Congress. The initial SAC was a success and was continued for the development of the 2024 Congress scientific speaker program.
- IUBMB-FEBS-FASBMB PROBio-Africa Fellowships: the Integration Committee Chairperson coordinated this new fellowship scheme, in conjunction with the Fellowships Committee Chair, whereby FEBS contributes €25,000 and IUBMB contributes €25,000 to the fund for fellowships open to eligible applicants with a PhD and postdoctoral fellows in African countries affiliated with FASBMB to work in a laboratory in a FEBS member society country for up to six months with an award of €7,000 comprising €2,000 for travel costs and €5,000 for living costs during the fellowship. 15 applications were received in the first call, with 9 eligible for awards.
- A delegation of the committee and other members of the Executive Committee visited the Society of Biological Sciences in Cyprus in May 2023, following the society having joined FEBS membership in 2022. The visit included three universities, both state and private, and three institutes, including the support system for scientific research in Cyprus.
- the Working Group on Integration (WGI) Chair attended the Education Committee and Education Ambassadors meeting in Vilnius, Lithuania in May 2023 and attended the FEBS-IUBMB-ENABLE Conference in Cologne, Germany in October 2023.
- working with the FEBS Fellowships Committee on the Collaborative Developmental Scholarships criteria for the exclusive benefit of PhD students in certain FEBS countries with HINARI (Research4Life) status and 2 were awarded for the 2022-2023 year (the programme was discontinued for new applications in 2023);
- the WGI Chair actively led on new initiatives to increase collaboration and engagement with FEBS member societies and collaborated with other committees and working groups.

As part of the WGI activities and the FEBS Congress, financial support was given under the 'Sprinzi Scheme' with a 50% registration fee discount to scientists resident (studying/working) in Armenia, Bosnia and Herzegovina, Georgia, Moldova, Morocco, Serbia, Tunisia and Ukraine to attend the 2023 Congress.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

Women in Science

The planned activities of the Working Group on Women in Science (WISE) with Prof. Dame Caroline Dean as Chairperson in 2023, were as follows:

The FEBS/EMBO Women in Science Award, now in its sixteenth year, recognises and rewards the exceptional achievements of a female researcher in molecular biology giving particular attention to the previous five years. Winners of the award are role models who inspire future generations of women in science.

The 16th meeting of the FEBS/EMBO Women in Science Award panel was held in January 2023 to review the nominations received for the FEBS/EMBO Women in Science Award 2023. Of the many excellent candidate CVs, there were three clear favourites and, based purely around scientific achievement, the panel decided to award the prize to Sarah Teichmann for her fundamental contributions in different areas of biology, as well as transformative method development.

The panel agreed it would be better to meet in person and see the winner's presentation, so from the 2024 Congress onwards the 2025 winner will be chosen during a meeting of the panel at the preceding Congress, where the panel can also participate in the Women in Science activities at the Congress, which included the networking lunch for 50 Congress participants to discuss Women in Science issues. The 2024 winner will be chosen early in 2024 and presented with the award at the FEBS Congress in Milano.

A future rotation of the panel members was also agreed (after a three-year tenure) including those members nominated by FEBS and by EMBO.

OBJECTIVES AND ACTIVITIES FOR THE PUBLIC BENEFIT

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

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

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

FEBS wholly owns its international journals, which are of importance to FEBS both by directly contributing to its objectives and as a source of income to support its other purposes. FEBS follows all directives on Open Access publishing from the UK, EU and relevant research funders across the world. Two of the FEBS publications – *FEBS Open Bio* and *Molecular Oncology* – are fully open access. Its two hybrid journals – *The FEBS Journal* and *FEBS Letters* – offer authors open access options, often with no direct cost to authors at institutions with a

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transformational agreement. In addition, authors are able to deposit accepted research articles, as required by funders, in institutional repositories, through which they are accessible to the public, and all published articles in our hybrid journals are freely available after 12 months to all readers.

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

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

Grant Making Policy

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

Fellowships

As part of our commitment to young scientists under the FEBS Fellowship program set up in 1978, and to further research in the molecular life sciences, we offer Short-Term Fellowships to members of Constituent Societies, as well as Summer Fellowships to promising Masters/PhD students. The new FEBS Excellence Award program was launched in 2021. It is intended for early-career scientists who have been PIs in their Host Institution for at least one year and are in a salaried capacity. As part of our Fellowships program, we also offer scholarships designed exclusively for members of our Constituent Societies based in FEBS countries with HINARI (Research4Life) status. Our Fellowships are intended to allow members of our Constituent Societies working in a FEBS country to work in a laboratory in another FEBS country.

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

Grants for organising FEBS Advanced Courses

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

Grants for young scientists attending Advanced Courses

Students participating in FEBS Advanced Courses (including lecture courses, workshops and practical courses) may apply for financial support through the FEBS Youth Travel Fund (YTF). In 2023, grants were made to persons travelling from their current country of residence to another country, mostly in the European area. Applicants for these grants should normally be registered as a student at an institution of higher learning in a country where there is a FEBS Constituent Society or be within five years of having completed a PhD thesis, be a member of a FEBS Constituent Society, and not have received a grant from the Youth Travel Fund to attend an Advanced Course in the current or preceding year or received a grant to attend the Young Scientists' Forum in the current year. Candidates are shortlisted by the Course organizers on merit.

Grants for organising the FEBS Congress and FEBS3+ meetings, and requests for National Lecture support FEBS evaluates bids for organising its yearly Congresses and also FEBS3+ meetings, as well as requests from Constituent Societies for National Lecture support, according to their quality; the administrative responsibility for these is in the hands of the FEBS Congress Counsellor (Prof. Piotr Laidler in 2023).

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

Grants for attending the FEBS Young Scientists' Forum and Congress (YSF awards)

Recipients of YSF awards are selected by the Chair of the Careers of Young Scientists Committee (Irene Díaz-Moreno in 2023) and the local organising committee on merit, with eligibility criteria that normally include: i) being a PhD student or postdoctoral fellow within 5 years of finishing his/her PhD at an institution of higher education in a country where there is a FEBS constituent Society; ii) being under 35 years old; iii) being a member of a FEBS Constituent Society; not having attended a recent YSF, and not having received a Youth Travel Fund award in the same year.

Congress bursaries

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

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TRUSTEES' REPORT (CONTINUED)
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Achievement and performance

This section summarizes and assesses our principal achievements in 2023 against the formal objectives of FEBS. More details of the activities included in brief here can be found in the 'Activities' section above.

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

Achievements	Comments
<p>FEBS Advanced Courses</p> <p>16 FEBS-supported events were planned for 2023: 7 Advanced Lecture Courses, 1 joint FEBS-EMBO Lecture Courses, 2 Practical Courses, 1 combined Practical and Lecture Courses, 2 Special Meetings and 3 Workshops.</p> <p>The assessment procedure for course selection and funding refined, online database for applications and reporting enhanced, FEBS-owned and branded course websites introduced and collaborations with EMBO and IUBMB continued.</p>	<p>In 2023, FEBS continued to fund several Advanced Courses with high scientific content and also funded YTF grants to allow participation of young researchers at the FEBS courses.</p>
<p>FEBS3+ Meeting(s):</p> <p>High Tatras, Slovakia September 2023: the XXVII Biochemistry Congress meeting hosted by the Slovak society, in conjunction with the member societies of the Czech Republic, Hungary and Ukraine.</p> <p>FEBS 3+ meetings receive support comprising €10,000 to the host society for general meeting organization and €10,000 to support the attendance of young scientists from the two other participating societies.</p>	<p>Support for scientists in Czech Republic, Hungary, Slovakia and Ukraine; enhanced links between these FEBS Constituent Societies. See 'Support for Constituent Society events' section for more details.</p>
<p>22nd Young Scientists Forum (YSF) and 47th FEBS Congress:</p> <p>The 22nd FEBS Young Scientists' Forum took place in July 2023 in Tours, France, prior to the Congress.</p> <p>The 47th Congress was held in Tours, France in July 2023.</p>	<p>The YSF includes over 100 PhD students and young postdocs, whose attendance at this and the Congress is funded by FEBS YSF awards. In addition, FEBS supports participation of a large number of young scientists in its annual Congress through the FEBS Bursaries scheme.</p> <p>The annual FEBS Congress provides a platform for international scientific exchange and showcases the newest developments in biochemistry, molecular biology and related areas. The Congress comprises plenary lectures, symposia, poster sessions, workshops and other activities on related topics. The Congress is held in countries with a Constituent Society of FEBS.</p>

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

Achievements	Comments
FEBS Congress, Advanced Courses and Education Workshops See above	See above
Lecturers for Constituent Society and other scientific meetings National Lectures awarded to national meetings of the member societies from Bosnia and Herzegovina, Italy, Poland, Romania, Slovenia, Spain and Türkiye.	Effective enhancement of regional, national and international meetings by funding of distinguished speakers.
Other meeting sponsorship The FEBS Worldwide Lecture at the 27 th FAOBMB Conference in Thailand in November 2023.	Eminent speakers for special events and meetings beyond Europe, which also allowed collaboration with international organizations and yielded FEBS journals' promotion.

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

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

Achievements	Comments
Short-Term Fellowships 24 Short-Term and 11 Summer Fellowships taken up.	Enhances research possibilities for young scientists; numbers awarded in accordance with budgetary limits.
Long – Term Fellowships 3 Long-Term in post.	Very competitive - only the most outstanding scientists successful; numbers awarded in accordance with budgetary limits. Accounts for major part of FEBS expenditure. This program was discontinued as of 2021.
Excellence Awardees 10 in post.	Very competitive - only the most outstanding scientists successful; they must be recognized scientists in their field and should possess an outstanding track record.
Fellows Meeting (last held in Vilmeiro, Portugal July 2022 in conjunction with the Young Scientists Forum) 17 current and former LTFs accepted the invitation. The next Fellows meeting will be held in Pavia, Italy in June 2024 for current Excellence Awardees and 2 former LT Fellows.	Participants are invited to participate. No selection procedure applies as only current and past FEBS Long-Term Fellows are eligible. The organization costs are shared with the YSF.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

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

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

The current Publishing Agreement between FEBS and Wiley runs 2016-2023. The eight-year contract is based on revenue share, guaranteed income and special support for the FEBS Network. A new agreement with Wiley is in place and started in 2024.

FINANCIAL REVIEW

Journal income and costs

Total income from royalties in 2023 (€7.45M) was 3.9% higher than the royalty income in 2022 (€7.17M). The total costs for the four FEBS journals, FEBS Journal, FEBS Letters, FEBS Open Bio and Molecular Oncology remained the same in 2023 as 2022. These costs include the direct costs of employees working on the journals and editors' payments.

Distribution of expenditure on FEBS activities

In 2023, Fellowships remained by far the highest area of charitable FEBS spending €1,038,476 (€894,000 in 2022) then Advanced Courses, course grants and YTFs totalling ~€353,425; (~€506,000 in 2022). Prizes and awards for excellence in molecular life sciences totalled ~€35,000 (~€39,000 in 2022), and funding of lecturers for meetings within and outside of Europe totalled ~€32,000 (~€54,000 in 2022), including one FEBS 3+ meeting. Several other areas of FEBS work - including education workshops, science and society sessions, and 'integration' initiatives - were undertaken for ~€134,000 (~€78,000 in 2022) in total.

Governance and support costs

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

The total governance costs - including the expenses associated with higher-level committees (Council, Executive and Finance) within FEBS, Central Administration Office, The Treasury office and Secretary General expenses, as well as auditor and other professional service fees - amounted to about €839,000, (23% 2023 compared to 17% in 2022) of the size of charitable spending in 2023 (€3.6M, note that these governance costs are not included in the total for charitable spending).

An indication of the support costs involved in running the two activities of FEBS with the highest expenditure can be given by the committee expenses as a percentage of the charitable spending in that area; in 2023, this was approximately 5% (7% in 2022) of the total Fellowships grants, and 17% (11% in 2022) for Advanced Courses grants. Support costs for the journals are covered in 'Journal income and costs' above.

Investment performance

In 2023 after an in-depth review of its investment portfolio, the Finance Committee of FEBS held a tender for the management of its portfolios. The tender was conducted by the Finance Committee, plus the Ex-Chair of the Advanced Courses Committee, with the assistance of an independent investment consultant. As a result of the tender, nearly €30 million of the portfolio was moved from JPM to Cazenove by the end of 2023.

For the twelve months to the 31 December 2023 the investment portfolios held by FEBS' investment managers achieved a return of +9.4% (-11% in 2022).

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

PRINCIPAL RISKS AND UNCERTAINTIES

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

Reduction of income due to changes in journal publishing

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

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

Investment Management

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

Internal Controls

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

Impact on overall objectives

The success of FEBS in promoting the advancement of research and education for the public benefit in the sciences of biochemistry, molecular biology and related disciplines is carefully monitored by stringent peer review and other methods.

PLANS FOR THE FUTURE

Reserves policy

The total value of funds held by FEBS at 31 December 2023 was €99.2M (€89.3M in 2022). None of the funds were restricted funds or unavailable for the general purposes of the charity at the end of the reporting period and no material amounts have been designated or are otherwise committed as at the end of the reporting period.

As at year end 2023, approximately 81% could be realised in fewer than 3 days, 10% in investments that may be realised in 10 years and the rest had varying timescales, up to 6 months, in which the assets may be realised.

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

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

The Treasurer of FEBS' regularly reviews the performance of FEBS investments during the year. Significant changes in investments and the treatment of funds are discussed and approved by the FEBS Finance Committee and where appropriate, are submitted for further approval from the FEBS Executive Committee.

The FEBS' reserves policy allocates €4M for one year's essential funding and this is held in cash at the bank.

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

Impact of COVID-19

In the short to medium term COVID-19 did not have an impact on the major source of FEBS' income which is the royalties from FEBS' journals.

FEBS did not incur any additional costs due to COVID 19 and its day-to-day operations were carried on without a major impact. No employees of FEBS were furloughed and no government grants or loans were sought or received by FEBS in relation to COVID-19. One of FEBS charitable aims is to support life sciences through its events and in 2021 these activities were curtailed, as they were in 2020. In these cases, the grants that were not paid were rolled over to fund activities in 2022. As a result, expenditure for 2022 is higher than 2023, due to the number of events postponed from 2020 and 2021.

Future commitments and plans for other areas of FEBS work

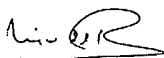
We now have firm arrangements for a programme of Annual Congresses until 2026, as these involve substantial forward planning. Expenditure on Advanced Courses up to 2025 and the costs of annual extensions of FEBS Excellence Awards to up to 3 years for awardees already in post are included in our budgets.

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

Concluding Comments

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

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



Professor M De La Rosa
Trustee

Date: 09/09/24

THE FEDERATION OF EUROPEAN BIOCHEMICAL SOCIETIES
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STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 DECEMBER 2023

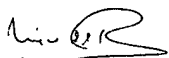
The Trustees (who are also the directors of the Company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

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

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

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



Professor M De La Rosa
Trustee

Date: 09/09/24

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

OPINION

We have audited the financial statements of The Federation of European Biochemical Societies (the 'charitable company') for the year ended 31 December 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2023 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

BASIS FOR OPINION

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

CONCLUSIONS RELATING TO GOING CONCERN

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

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

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

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

OTHER INFORMATION

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

We have nothing to report in this regard.

OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

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

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

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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

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

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

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

RESPONSIBILITIES OF TRUSTEES

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

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

AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

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

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

- We obtained an understanding of the legal and regulatory frameworks through our accumulated knowledge and consideration of sector information that is applicable to the charitable company. We determined that the most significant which are directly relevant to specific assertions in the financial statements are those related to the financial reporting framework including but not limited to United Kingdom Generally Accepted Accounting Practice, the Charities Act 2011, Charities SORP, the Companies Act 2006, Data Protection Act 2018 and tax legislation
- We obtained an understanding of the procedures and controls over the charitable company's operations and discussed these with those charged with governance. No matters of fraud were brought to our attention during that discussion.
- During our discussions with management, they assessed these as being the normal risks required to be considered by us as auditors by the Auditing Standards (such as management override and revenue recognition) but confirmed that no irregularities here occurred. This was confirmed by our review of management meetings, auditing management override through journal testing, and other adjustments to consider appropriateness, review of the financial statements to ensure no unusual and / or inexplicable variances and general discussions with management during the course of the audit. We did not identify any significant business transactions outside the normal course of the business operations.
- Our senior statutory auditor has assessed that the audit team possessed the ability and competence to identify and recognise non-compliance with the relevant laws and regulations central to the operation of this charitable company. We have not identified any additional laws and regulations which are central to the entity's operations and which we were not notified about, during the course of our audit fieldwork.

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

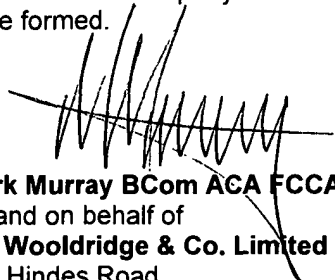
**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE FEDERATION OF EUROPEAN
BIOCHEMICAL SOCIETIES (CONTINUED)**

USE OF OUR REPORT

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

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

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



Mark Murray BCom ACA FCCA (Senior Statutory Auditor)

for and on behalf of

Hill Wooldridge & Co. Limited

107 Hindes Road

Harrow

Middlesex

HA1 1RU

Date: 9 / 9 / 2024

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

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2023**

	Note	Unrestricted funds 2023 €	Total funds 2023 €	Total funds 2022 €
INCOME FROM:				
Donations	3	5,987	5,987	6,660
Charitable activities	4	7,450,000	7,450,000	7,170,000
Investments	5	1,442,229	1,442,229	930,724
Other income	6	37,160	37,160	56,936
TOTAL INCOME		8,935,376	8,935,376	8,164,320
EXPENDITURE ON:				
Raising funds	7	482,511	482,511	531,513
Charitable activities	8	3,893,496	3,893,496	6,558,091
TOTAL EXPENDITURE		4,376,007	4,376,007	7,089,604
NET INCOME BEFORE NET GAINS ON INVESTMENTS				
		4,559,369	4,559,369	1,074,716
Net (loss)/gain on investments		5,309,364	5,309,364	(10,964,737)
NET MOVEMENT IN FUNDS		9,868,733	9,868,733	(9,890,021)
RECONCILIATION OF FUNDS:				
Total funds brought forward		89,288,678	89,288,678	99,178,699
Net movement in funds		9,868,733	9,868,733	(9,890,021)
TOTAL FUNDS CARRIED FORWARD		99,157,411	99,157,411	89,288,678

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

The notes on pages 26 to 44 form part of these financial statements.

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

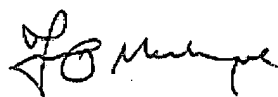
BALANCE SHEET
AS AT 31 DECEMBER 2023

	Note	2023 €	2022 €
FIXED ASSETS			
Tangible assets	12	49,391	63,507
Investments	13	89,566,473	83,177,926
		<u>89,615,864</u>	<u>83,241,433</u>
CURRENT ASSETS			
Debtors	14	477,980	358,895
Cash at bank and in hand		9,866,685	6,332,321
		<u>10,344,665</u>	<u>6,691,216</u>
Creditors: amounts falling due within one year	15	(803,118)	(643,971)
NET CURRENT ASSETS		<u>9,541,547</u>	<u>6,047,245</u>
TOTAL NET ASSETS		<u><u>99,157,411</u></u>	<u><u>89,288,678</u></u>
CHARITY FUNDS			
Unrestricted funds	16	99,157,411	89,288,678
TOTAL FUNDS		<u><u>99,157,411</u></u>	<u><u>89,288,678</u></u>

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

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

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



Professor F Michelangeli
Trustee

Date: 09/ 09/ 2024

The notes on pages 26 to 44 form part of these financial statements.

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

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2023

	Note	2023 €	2022 €
CASH FLOWS FROM OPERATING ACTIVITIES			
Net cash from operating activities	18	3,171,318	307,105
CASH FLOWS FROM INVESTING ACTIVITIES			
Dividends, interests and rents from investments		1,442,229	930,724
Repayment of social investment		-	72,129
Proceeds from sale of investments		90,779,408	31,539,222
Purchase of investments		(91,858,591)	(33,646,929)
NET CASH PROVIDED BY/(USED IN) INVESTING ACTIVITIES		363,046	(1,104,854)
CHANGE IN CASH AND CASH EQUIVALENTS IN THE YEAR		3,534,364	(797,749)
Cash and cash equivalents at the beginning of the year		6,332,321	7,130,070
CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR	19	9,866,685	6,332,321

The notes on pages 26 to 44 form part of these financial statements

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

1. ACCOUNTING POLICIES

1.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS

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

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

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

The functional and presentational currency is the Euro.

1.2 GOING CONCERN

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

There are no material uncertainties in relation to going concern.

1.3 INCOME

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

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

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

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

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

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

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

1. ACCOUNTING POLICIES (CONTINUED)

1.4 EXPENDITURE

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

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

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

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

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

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

1.5 FOREIGN CURRENCIES

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

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

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

1.6 TAXATION

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

1.7 TANGIBLE FIXED ASSETS AND DEPRECIATION

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

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

1. ACCOUNTING POLICIES (CONTINUED)

1.7 TANGIBLE FIXED ASSETS AND DEPRECIATION (CONTINUED)

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

Depreciation is provided on the following bases:

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

1.8 INVESTMENTS

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

1.9 DEBTORS

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

1.10 CASH AT BANK AND IN HAND

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

1.11 LIABILITIES AND PROVISIONS

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

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

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

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

1. ACCOUNTING POLICIES (CONTINUED)

1.12 FINANCIAL INSTRUMENTS

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

1.13 OPERATING LEASES

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

1.14 PENSIONS

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

1.15 FUND ACCOUNTING

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

2. CRITICAL ACCOUNTING ESTIMATES AND AREAS OF JUDGEMENT

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

3. INCOME FROM DONATIONS

	Unrestricted funds 2023 €	Total funds 2023 €
Subscriptions receivable	5,987	5,987
	<u> </u>	<u> </u>
	Unrestricted funds 2022 €	Total funds 2022 €
Subscriptions receivable	6,660	6,660
	<u> </u>	<u> </u>

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

4. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2023 €	Total funds 2023 €
Royalties receivable	7,450,000	7,450,000
	Unrestricted funds 2022 €	Total funds 2022 €
Royalties receivable	7,170,000	7,170,000

5. INVESTMENT INCOME

	Unrestricted funds 2023 €	Total funds 2023 €
Franked investment income - dividends	836,584	836,584
Interest received	605,645	605,645
TOTAL 2023	1,442,229	1,442,229
	Unrestricted funds 2022 €	Total funds 2022 €
Franked investment income - dividends	608,294	608,294
Interest received	322,430	322,430
TOTAL 2022	930,724	930,724

Investment income from UK investment assets was €317,290 (2022: €198,244). Investment income from investment assets outside the UK was €1,124,939 (2022: €732,480).

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

6. OTHER INCOMING RESOURCES

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

Other incoming resources comprise recharges on editorial activities.

	Unrestricted funds 2022 €	Total funds 2022 €
Other income	56,936	56,936

7. INVESTMENT MANAGEMENT COSTS

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

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

	Unrestricted funds 2022 €	Total funds 2022 €
Portfolio management	531,513	531,513

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

8. ANALYSIS OF EXPENDITURE BY ACTIVITIES

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

	Activities undertaken directly 2022 €	Grant funding of activities (note 9) 2022 €	Support and governance costs 2022 €	Total funds 2022 €
Journals	363,445	-	2,336,428	2,699,873
Congress	233,823	250,459	379,866	864,148
Fellowships	-	893,743	219,575	1,113,318
Advanced courses	-	506,448	264,795	771,243
Other	106,321	86,858	916,330	1,109,509
	<u>703,589</u>	<u>1,737,508</u>	<u>4,116,994</u>	<u>6,558,091</u>

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

8. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)

ANALYSIS OF DIRECT COSTS

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

	Journals 2022 €	Congress 2022 €	Other 2022 €	Total funds 2022 €
Editorial fees and expenses	363,445	-	-	363,445
Women in science events	-	11,554	-	11,554
Education, fellowship and advanced courses committee events	-	7,562	38,841	46,403
Science and Society events	-	-	4,868	4,868
National lecture expenses	-	-	5,505	5,505
FEBS Congress	-	79,465	-	79,465
FEBS Young Scientists forum congress	-	130,202	-	130,202
WGI Participation events	-	-	57,107	57,107
Spinzi scheme	-	5,040	-	5,040
	363,445	233,823	106,321	703,589

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

8. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)

ANALYSIS OF SUPPORT COSTS

	Journals 2023 €	Congress 2023 €	Fellowships 2023 €	Advanced courses 2023 €
Editorial fees and expenses	1,142,643	-	-	-
HR and communications	42,314	65,588	16,926	16,926
Finance and governance	127,423	116,790	60,784	91,945
IT & website	1,894	316	316	316
Education, fellowship and advanced courses committee events	-	-	44,493	63,836
Foreign exchange gains	(290,990)	(58,198)	(29,099)	(29,099)
	<u>1,023,284</u>	<u>124,496</u>	<u>93,420</u>	<u>143,924</u>
			Other 2023 €	Total funds 2023 €
Editorial fees and expenses			-	1,142,643
HR and communications			69,820	211,574
Finance and governance			224,599	621,541
IT & website			3,474	6,316
Education, fellowship and advanced courses committee events			-	108,329
Foreign exchange gains			(174,594)	(581,980)
			<u>123,299</u>	<u>1,508,423</u>

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

8. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)

ANALYSIS OF SUPPORT COSTS (continued)

	Journals 2022 €	Congress 2022 €	Fellowships 2022 €	Advanced courses 2022 €
Editorial fees and expenses	1,123,287	-	-	-
HR and communications	7,948	61,600	7,948	13,910
Finance and governance	90,286	90,286	34,395	77,388
IT & website	6,246	6,248	6,248	6,248
Education, fellowship and advanced courses committee events	-	-	60,118	56,383
Foreign exchange losses	1,108,661	221,732	110,866	110,866
	<u>2,336,428</u>	<u>379,866</u>	<u>219,575</u>	<u>264,795</u>

	Other 2022 €	Total funds 2022 €
Editorial fees and expenses	-	1,123,287
HR and communications	107,304	198,710
Finance and governance	137,581	429,936
IT & website	6,248	31,238
Education, fellowship and advanced courses committee events	-	116,501
Foreign exchange losses	665,197	2,217,322
	<u>916,330</u>	<u>4,116,994</u>

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

9. ANALYSIS OF GRANTS

	Grants to Institutions 2023 €	Grants to Individuals 2023 €	Total funds 2023 €
Congress	143,160	126,933	270,093
Fellowships	-	1,038,476	1,038,476
Advanced courses	297,328	56,097	353,425
Other	28,739	34,799	63,538
TOTAL 2023	469,227	1,256,305	1,725,532
	Grants to Institutions 2022 €	Grants to Individuals 2022 €	Total funds 2022 €
Congress	89,426	161,033	250,459
Fellowships	-	893,743	893,743
Advanced courses	433,171	73,277	506,448
Other	48,649	38,209	86,858
TOTAL 2022	571,246	1,166,262	1,737,508

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

	2023 €	2022 €
NAME OF INSTITUTION		
Advanced courses	297,328	433,171
FEBS Congress Grant	143,160	89,426
Grants/sponsorship to other organisations/conferences	-	3,290
FEBS3+ Grant	12,129	40,359
Alliance for Biomedical Research Grant	16,610	5,000
	469,227	571,246

THE FEDERATION OF EUROPEAN BIOCHEMICAL SOCIETIES
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

10. AUDITORS' REMUNERATION

	2023	2022
	€	€
Fees payable to the Company's auditor for the audit of the Company's annual accounts	21,338	20,650

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

	2023	2022
	€	€
Wages and salaries	1,060,987	963,723
Social security costs	168,656	155,975
Other pension costs	109,269	99,635
	1,338,912	1,219,333

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

	2023	2022
Publications (Cambridge, UK)	8	8
Publications (Heidelberg, Germany)	5	5
Publications (Barcelona, Spain)	1	1
Treasury (Cambridge, UK)	4	3
Central admin (Cambridge, UK)	2	3
Central admin (Spain)	1	-
	21	20

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

One employee received remuneration falling within the band €70,000 to €79,999.

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

	2023	2022
	€	€
M De La Rosa (Editorial services)	32,216	25,266
I Diaz Moreno (Editorial services)	400	585
C Arraiano (Editorial services)	-	200
B Vértessy (Editorial services)	360	160
F Michelangeli (Editorial Services)	120	-
	33,096	26,211

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

During the year, 14 (2022: 12) Trustees received reimbursement of expenses or had expenses paid directly to a third party on their behalf totalling €66,685 (2022: €35,645).

Other personnel costs

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

	2023	2022
	€	€
Fellowship Committee Administration	30,800	28,000
Advanced Courses Committee Administration	29,973	26,872
	60,773	54,872

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

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

	2023	2022
Fellowship Committee Administrator	1	1
Advanced Courses Committee Administrator	1	1
	<u>2</u>	<u>2</u>

12. TANGIBLE FIXED ASSETS

	Leasehold improvements €	Fixtures and fittings €	Computer equipment and website €	Total €
COST				
At 1 January 2023	59,681	12,390	104,338	176,409
Disposals	-	(534)	(11,909)	(12,443)
At 31 December 2023	<u>59,681</u>	<u>11,856</u>	<u>92,429</u>	<u>163,966</u>
DEPRECIATION				
At 1 January 2023	19,421	5,427	88,054	112,902
Charge for the year	6,204	1,045	4,071	11,320
On disposals	-	(363)	(9,284)	(9,647)
At 31 December 2023	<u>25,625</u>	<u>6,109</u>	<u>82,841</u>	<u>114,575</u>
NET BOOK VALUE				
At 31 December 2023	<u>34,056</u>	<u>5,747</u>	<u>9,588</u>	<u>49,391</u>
At 31 December 2022	<u>40,260</u>	<u>6,963</u>	<u>16,284</u>	<u>63,507</u>

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

13. FIXED ASSET INVESTMENTS

	Listed investments €	Cash held at broker €	Total €
VALUATION			
At 1 January 2023	82,566,673	611,253	83,177,926
Additions	90,576,150	-	90,576,150
Disposals (proceeds €90,779,408; realised gain £3,270,305)	(87,509,103)	-	(87,509,103)
Revaluations	2,039,059	-	2,039,059
Cash movement	-	1,282,441	1,282,441
AT 31 DECEMBER 2023	87,672,779	1,893,694	89,566,473

The market value of investment assets in the UK is €14,009,745 (2022: €10,282,693). The market value of investment assets outside the UK is €73,663,034 (2022: €72,283,980).

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

The total net gains on investments as per the Statement of Financial Activities comprises realised gains of €3,270,305 and unrealised gains of €2,039,059.

14. DEBTORS

	2023 €	2022 €
Trade debtors	64,674	146,393
Other debtors	77,561	62,154
Prepayments and accrued income	335,745	150,348
	477,980	358,895

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 €	2022 €
Trade creditors	674,543	212,873
Other taxation and social security	16,192	349,499
Other creditors	8,045	2,704
Accruals and deferred income	104,338	78,895
	<u>803,118</u>	<u>643,971</u>

16. STATEMENT OF FUNDS

STATEMENT OF FUNDS - CURRENT YEAR

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

STATEMENT OF FUNDS - PRIOR YEAR

	Balance at 1 January 2022 €	Income €	Expenditure €	Gains/ (Losses) €	Balance at 31 December 2022 €
UNRESTRICTED FUNDS					
General Funds	99,178,699	8,164,320	(7,089,604)	(10,964,737)	89,288,678

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT YEAR

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

ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR

	Unrestricted funds 2022 €	Total funds 2022 €
Tangible fixed assets	63,507	63,507
Fixed asset investments	83,177,926	83,177,926
Current assets	6,691,216	6,691,216
Creditors due within one year	(643,971)	(643,971)
TOTAL	89,288,678	89,288,678

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

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

	2023 €	2022 €
Net income/(expenditure) for the year (as per Statement of Financial Activities)	9,868,733	(9,890,021)
ADJUSTMENTS FOR:		
Depreciation charges	11,320	12,861
(Gains)/losses on investments	(5,309,364)	10,964,737
Dividends, interests and rents from investments	(1,442,229)	(930,724)
Loss on the sale of fixed assets	2,796	-
(Increase)/decrease in debtors	(119,085)	77,757
Increase in creditors	159,147	72,495
NET CASH PROVIDED BY OPERATING ACTIVITIES	3,171,318	307,105

19. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2023 €	2022 €
Cash in hand	9,866,685	6,332,321
TOTAL CASH AND CASH EQUIVALENTS	9,866,685	6,332,321

20. ANALYSIS OF CHANGES IN NET DEBT

	At 1 January 2023 €	Cash flows €	At 31 December 2023 €
Cash at bank and in hand	6,332,321	3,534,364	9,866,685
	6,332,321	3,534,364	9,866,685

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

21. OPERATING LEASE COMMITMENTS

At 31 December 2023 the Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2023 €	2022 €
Not later than 1 year	14,280	55,969
Later than 1 year and not later than 5 years	-	13,992
	<u>14,280</u>	<u>69,961</u>

22. RELATED PARTY TRANSACTIONS

The Company has not entered into any related party transaction during the year, nor are there any outstanding balances owing between related parties and the Company at 31 December 2023.

The Netherlands	The Netherlands Society for Biochemistry and Molecular Biology (NVBMB), Bijvoet Center for Biomolecular Research, Utrecht University, 3584 CH Utrecht, The Netherlands www.kncv.nl/nvbmb
Norway	Norwegian Bioscience Society (NBS), NTNU Dept. of Clinical and Molecular Medicine, PO Box 8905 Trondheim 7491, Norway www.biokjemisk.com
Poland	Polish Biochemical Society (PT Bioch), M. Nencki Institute of Experimental Biology, PO Box 38, Pasteur str. 3, 02-093 Warsaw Poland www.ptbioch.edu.pl
Portugal	Portuguese Biochemistry Society (SPB), School of Medicine and Biomedical Sciences (ICBAS), University of Porto, 4099-002 Porto, Portugal www.spb.pt
Romania	Romanian Society of Biochemistry and Molecular Biology (RSBMB), Institute of Biochemistry, Splaiul Independentei 296, 060031 Bucharest, Romania www.srbbm.biochim.ro/
Russia - suspended	National Committee of Biochemists and Molecular Biologists (NCBMB) Shemyakin-Ovchinnikov Institute of Bioorganic Chemistry, RAS, 117997 Moscow, Russia www.rusbiochem.org
Serbia	Serbian Biochemical Society (SBS), Faculty of Chemistry, University of Belgrade, Studentski trg 16, 11000 Belgrade Serbia http://www.bds.org.rs/home.php
Slovakia	Slovak Society for Biochemistry and Molecular Biology (SSBMB), Faculty of Science, Charles University in Bratislava, Ilkovicova 6, 842 15 Bratislava Slovak Republic www.ssbmb.sk
Slovenia	Slovenian Biochemical Society (SBD), Jozek Stefan Institute, Jamova 39, SI-1000 Ljubljana Slovenia www.sbd.si
Spain	Sociedad Española de Bioquímica y Biología Molecular (SEBBM), CIB-CSIC, c/Ramiro de Maetzu, 9 E-28040 Madrid, Spain www.sebbm.es
Sweden	The Swedish Society for Biochemistry, Biophysics and Molecular Biology (SFBBM), Svenska Kemisamfundet, Storgatan 19 4 tr, 114 51 Stockholm, Sweden https://kemisamfundet.se/sektioner/biokemi-biofysik-och-molekylarbiologi/
Switzerland	Life Sciences Switzerland (LS2), Molecular and Cellular Biosciences (MCB) section, University of Zurich, Department of Molecular Life Sciences, Winterthurerstrasse 190, Switzerland www.ls2.ch
Tunisia (Associate)	The Tunisian Association of Biological Sciences (ATSB) ATSB, Dep Biologie - INSAT, BP 676 - Centre Urbain Nord, 1080 Tunis, Tunisie www.atsb-bio.org
Türkiye	Turkish Biochemical Society (TBS), Hirfanli Sokak 9/3, 06700 Gaziosmanpaşa, Ankara, Türkiye www.turkbiyokimyadernegi.org.tr
Ukraine	Ukrainian Biochemical Society (UBS), Palladin Institute of Biochemistry, National Academy of Sciences, 9 Leontovicha St, Kyiv 01054 Ukraine https://www.biochemistry.org.ua/index.php
United Kingdom	Biochemical Society, 1 Naoroji St, London, WC1X 0GB, UK www.biochemistry.org
FEBS had 39 Constituent Societies in 2023, comprising 35 Member Societies and 4 Associate Member Societies.	

FEBS Constituent Societies - 2023

Constituent Society	Address
Armenia	Association of Armenian Biochemists (AAB) H. Buniatin Inst. of Biochemistry, National Academy of Sciences, Yerevan 375014 Republic of Armenia www.aab.sci.am
Austria	ÖGMBT, Vienna BioCenter, 1030 Wien Austria www.oegmbt.at
Belarus - (Associate) suspended	The Belarusian Society of Biochemists and Molecular Biologists (BSBMB), Institute of Biochemistry, National Academy of Sciences, 230030 Grodno, Belarus.
Belgium	Belgian Society for Biochemistry and Molecular Biology, Nanobody Lab, Dept. of Biochemistry, Ghent University, B-9000 Ghent Belgium www.biochemistry.be
Bosnia and Herzegovina	Association of Biochemists and Molecular Biologists in Bosnia & Herzegovina (UBMBUBIH) Faculty of Medicine, University of Sarajevo 71000 Sarajevo Bosnia & Herzegovina www.ubmbubih.net
Bulgaria	Bulgarian Biochemical, Biophysical and Molecular Biology Society (BBMBS), Institute of Biophysics, Bulgarian Academy of Sciences, Sofia 1113, Bulgaria www.old.usb-bg.org/Bg/Sections.htm
Croatia	Croatian Society of Biochemistry and Molecular Biology (HDBMB), Ksaverska cesta 2, 10000 Zagreb Croatia www.hdbmb.hr
Cyprus	βιοç-Society of Biological Sciences in Cyprus (βιοç-SBSCy), Department of Biological Sciences, University of Cyprus, Aglandjia 2109, Nicosia, Cyprus https://sbscy.org/
Czech Republic	Czech Society for Biochemistry and Molecular Biology (ČSBMB), Kladenská 48, CZ-16 000 Prague 6 Czech Republic www.csmbmb.cz
Denmark	Danish Society for Biochemistry and Molecular Biology (DSBMB), Biotech Research and Innovation Centre (BRIC), University of Copenhagen, Copenhagen, Denmark https://www.biokemi.eu/
Estonia	Estonian Biochemical Society (EBS), Akadeemia tee 15 - 228, 12618 Tallinn, Estonia www.biokeemiaselts.ee
Finland	Societas Biochimica, Biophysica et Microbiologica Fenniae (Biobio Society), University of Helsinki, Haartmaninkatu 8, 00290 Helsinki Finland www.biobio.org
France	Société Française de Biochimie et Biologie Moléculaire (SFBBM), SFBBM-Centre Universitaire, 45 rue des Saints-Peres, 75720 Paris Cedex 06, France www.sfbbm.fr
Georgia	Association of Georgian Biochemists (AGB), Institute of Chemical Biology, Ilia State University, 3/5 K.Cholokashvili Av., Tbilisi 0162, Georgia
Germany	Gesellschaft für Biochemie und Molekularbiologie GBM e.V. (GBM), Mörfelder Landstr. 125 D-60598 Frankfurt/Main, Germany www.gbm-online.de
Greece	Hellenic Society of Biochemistry and Molecular (HSBMB) 11 Soufliou Street, 11257 Athens Greece www.eebmb.gr
Hungary	Hungarian Biochemical Society (Magyar Biokémiai Egyesület – MBKE), Institute of Enzymology, Hungarian Academy of Sciences, H-1117 Budapest, Hungary www.mbkegy.hu
Israel	Israel Society for Biochemistry and Molecular Biology (ISBMB), Weizmann Institute of Science, 234 Herzl St, Rehovot 7610001, Israel www.weizmann.ac.il/isbmb
Italy	Società Italiana di Biochimica e Biologia Molecolare (SIB), Fondazione Alessandro Volta, Villa del Grumello, Via per Cernobbio 11, 22100 Como, Italy https://sib-biochemistry.it/
Latvia	Latvian Biochemical Society (LaBS), Latvian Biomedical Research and Study Centre, Ratsupites Street 1, LV 1067 Riga, Latvia https://www.biochemicalsociety.lv/index.html
Lithuania	Lithuanian Biochemical Society (LBD), Sauletekio al. 7, LT-10223 Vilnius, Lithuania www.biochemistry.lt
Moldova (Associate)	Moldovan Society of Biochemistry and Molecular Biology (MSBMB), Institute of Genetics, Physiology and Protection of Plants, Academy of Sciences of Moldova, Chisinau, Moldova
Morocco (Associate)	Moroccan Society of Biochemistry and Molecular Biology (SMBBM), Hassan II University of Casablanca, Laboratory of Sciences, Faculty of Sciences and Techniques, Mohammedia, Morocco

	Member Societies as at 31 December 2023	no. members	Total Subscription
1	The Armenian Association of Biochemists AAB	120	€ 30.00
2	Austrian Association of Molecular Life Sciences ÖGMBT	750	€ 187.50
3	Société Belge de Biochimie et de Biologie Moléculaire	500	€ 125.00
4	ABMB in Bosnia and Herzegovina	100	€ 25.00
5	Bulgarian Society for Biochemistry, Biophysics and Molecular Biology	100	€ 25.00
6	HDBMB Croatian Society of Biochemistry and Molecular Biology	631	€ 157.75
7	Cyprus - Society of Biological Sciences in Cyprus	260	€ 65.00
8	Czech Society for Biochemistry and Molecular Biology CSBMB	390	€ 97.50
9	Danish Society for Biochemistry and Molecular Biology DSMBM	380	€ 95.00
10	Estonian Biochemical Society - Eesti Bioleemia Selts	112	€ 28.00
11	Societas Biochemica, Biophysica et Microbiologica Fenniae	495	€ 123.75
12	Société Française de Biochimie et de Biologie Moléculaire SFBBM Architecture et Réactivité de l'arN	1100	€ 275.00
13	Association of Georgian Biochemists	98	€ 24.50
14	Gesellschaft für Biochemie und Molekularbiologie e.V. GBM	2870	€ 717.50
15	Hellenic Society of Biochemistry and Molecular Biology	340	€ 85.00
16	Hungarian Biochemical Society	820	€ 205.00
17	Israel Society for Biochemistry and Molecular Biology	41	€ 10.25
18	Italian Society of Biochemistry and Molecular Biology	1000	€ 250.00
19	Latvian Biochemical Society	77	€ 19.25
20	Lithuanian Biochemical Society	265	€ 66.25
21	Nederlandse Vereniging voor Biochemie en Moleculaire Biologie	1067	€ 266.75
22	Norwegian Biochemical Society	300	€ 75.00
23	Polish Biochemical Society	1068	€ 267.00
24	Portuguese Biochemical Society	200	€ 50.00
25	Societatea Romana de Biochimie si Biologie Moleculara	329	€ 82.25
26	Serbian Biochemical Society	180	€ 45.00
27	Slovak Society for Biochemistry and Molecular Biology SSBMB	220	€ 55.00
28	Slovenian Biochemical Society SBD	220	€ 55.00
29	SEBBM - Sociedad Española de Bioquímica y Biología Molecular	2711	€ 677.75
30	Swedish Society for Biochemistry, Biophysics and Molecular Biology	426	€ 106.50
31	Life Sciences Switzerland LS2	947	€ 236.75
32	Türk Biyokimya Derneği	600	€ 150.00
33	The Biochemical Society UK	4425	€ 1,106.25
34	Ukrainian Biochemical Society	680	€ 170.00
	Total	23822	€ 5,955.50
	ASSOCIATE MEMBERS		
	Moldavian Society of Biochemistry and Molecular Biology (MSBMB)		
	Moroccan Society of Biochemistry and Molecular Biology (SMBMB)		
	Tunisian Association of Biological Sciences (ATSB)		

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

January 1, 2023 - December 31, 2023

* = term ends / position for (re-)election to start 1.1.2024

EXECUTIVE COMMITTEE	Country	Elected in	Starting	Ending
Janko Kos Chairperson Vice-Chair	Slovenia	Lisbon (2022) online (2020)	01 01 23 01 01 21	31 12 23* 31 12 22
Graça Soveral Vice-Chair	Portugal	Lisbon (2022)	01 01 23	31 12 23*
Miguel A. De la Rosa Secretary General Congress Counsellor	Spain	online (2021) online (2020) Jerusalem (2017) Paris (2014)	01 01 23 01 01 21 01 01 18 01 01 15	31 12 25 31 12 22 31 12 20 31 12 17
Frank Michelangeli Treasurer Acting Treasurer	United Kingdom	online (2020) Jerusalem (2017) Munich (2016)	01 01 21 01 01 18 09 09 16	31 12 23* 31 12 20 31 12 17
Piotr Laidler Congress Counsellor Chair Vice-Chair	Poland	Lisbon (2022) Krakow (2019)	01 01 23 01 01 21 01 01 20	31 12 25 31 12 22 31 12 20
Beata Vertessy Chair, Advanced Courses Committee Acting Chair	Hungary	online (2020) Jerusalem (2017) Paris (2014) St Petersburg (2013)	01 01 21 01 01 18 01 01 15 08 08 13	31 12 23* 31 12 20 31 12 17 31 12 14
Alain Krol Chair, Fellowships Committee	France	Lisbon (2022) Krakow (2019) Munich (2016)	01 01 23 01 01 20 01 01 17	31 12 25 31 12 22 31 12 19
Johannes Buchner Chair, Publications Committee	Germany	online (2020)	01 01 21	31 12 23*
Emmanouil Fragkoulis Chair, Science & Society Committee	Greece	Lisbon (2022) Krakow (2019) Munich (2016)	01 01 23 01 01 20 01 01 17	31 12 25 31 12 22 31 12 19
Ferhan Sağın Chair, Education Committee	Turkey	online (2021) Prague (2018)	01 01 22 01 01 19	31 12 24 31 12 21
Dame Caroline Dean Chair, Women in Science Working Group (WiSE)	United Kingdom	Lisbon (2022)	01 01 23	31 12 25
Jerka Dumić Chair, Working Group on Integration (WGI)	Croatia	Lisbon (2022) Krakow (2019) Munich (2016)	01 01 23 01 01 20 01 01 17	31 12 25 31 12 22 31 12 19
Irene Díaz-Moreno Chair, Working Group on the Careers of Young Scientists	Spain	online (2020) Jerusalem (2017)	01 01 21 01 01 18	31 12 23* 31 12 20
Xavier Coumoul Chair, Network Working Group	France	online (2021)	01 01 22	31 12 24
Israel Pecht <i>Honorary member (non-voting, non- Director, non-Trustee role)</i> Secretary General	Israel	Jerusalem (2017) Seville (2012) Prague (2009) Istanbul (2006)	01 01 18 01 01 14 01 01 11 01 01 08	- 31 12 16 31 12 13 31 12 10

ADVANCED COURSES COMMITTEE				
Beata Vertessy, Chair	Hungary	online (2020)	01 01 21	31 12 23*
		Jerusalem (2017)	01 01 18	31 12 20
Acting Chair		Paris (2014)	01 01 15	31 12 17
		St Petersburg (2013)	08 08 13	31 12 14
Mutay Aslan	Turkey	online (2020)	01 01 21	31 12 24
Mateja Manček Keber	Slovenia	Lisbon (2022)	01 01 23	31 12 26
Mauro Maccarone	Italy	Krakow (2019)	01 01 20	31 12 23*
Kristiina Mäkinen	Finland	Krakow (2019)	01 01 20	31 12 23*
Milagros Medina	Spain	Lisbon (2022)	01 01 23	31 12 26
Jan Riemer	Germany	Lisbon (2022)	01 01 23	31 12 26
Frank Michelangeli (<i>Ex-Officio</i>)	United Kingdom	online (2020)	01 01 21	31 12 23*
Treasurer		Jerusalem (2017)	01 01 18	31 12 20
Acting Treasurer		Munich (2016)	09 09 16	31 12 17
Miguel de la Rosa (<i>Ex-Officio</i>)	Spain	online (2021)	01 01 23	31 12 25
Secretary General				
EDUCATION COMMITTEE				
Ferhan Sağın	Turkey	online (2021)	01 01 22	31 12 24
Chair, Education Committee		Prague (2018)	01 01 19	31 12 21
Committee member		Berlin (2015)	01 01 16	31 12 18
Manuel João Costa	Portugal	online (2020)	01 01 21	31 12 24
Francesco Malatesta	Italy	Lisbon (2022)	01 01 23	31 12 26
Erkki Raulo	Finland	Krakow (2019)	01 01 20	31 12 23*
Nino Sinčić	Croatia	Lisbon (2022)	01 01 23	31 12 26
Ly Villo	Estonia	Lisbon (2022)	01 01 23	31 12 26
Luciane Vieira de Mello	United Kingdom	Co-opted	01 01 23	31 12 25
Winnie Eskild (<i>Co-opted, non-voting</i>)	Norway	Co-opted	01 01 21	Unlimited
Angel Herráez (<i>Co-opted, non-voting</i>)	Spain	Berlin (2015) - Co-opted	01 01 16	Unlimited
Keith Elliott (<i>Co-opted, non-voting</i>)	United Kingdom	Co-opted		Unlimited
Frank Michelangeli (<i>Ex-Officio</i>)	United Kingdom	online (2020)	01 01 21	31 12 23*
Treasurer		Jerusalem (2017)	01 01 18	31 12 20
Acting Treasurer		Munich (2016)	09 09 16	31 12 17
Miguel de la Rosa (<i>Ex-Officio</i>)	Spain	online (2021)	01 01 23	31 12 25
Secretary General				
Beata Vertessy Chair, Advanced Courses (<i>Ex-officio</i>)	Hungary	online (2020)	01 01 21	31 12 23*
		Jerusalem (2017)	01 01 18	31 12 20
		Paris (2014)	01 01 15	31 12 17
Acting Chair, ACC		St Petersburg (2013)	08 08 13	31 12 14

Jerka Dumić (<i>Ex-officio</i>) Chair, Working Group on Integration	Croatia	Lisbon (2022) Krakow (2019) Munich (2016)	01 01 23 01 01 20 01 01 17	31 12 25 31 12 22 31 12 19
FELLOWSHIPS COMMITTEE				
Alain Krol, Chair	France	Lisbon (2022) Krakow (2019) Munich (2016)	01 01 23 01 01 20 01 01 17	31 12 25 31 12 22 31 12 19
Tihomir Balog	Croatia	online (2020)	01 01 21	31 12 24
Valeriy Filonenko	Ukraine	online (2020)	01 01 21	31 12 24
Marie-Theres Hauser	Austria	Krakow (2019)	01 01 20	31 12 23*
Jussi Hepojoki	Finland	online (2021)	01 01 22	31 12 25
Sebastian Hiller	Germany	online (2020)	01 01 21	31 12 24
Jolanta Jura (Co-opted)	Poland	Krakow (2019) Prague (2018)	01 01 20 01 01 19	31 12 23* 31 12 19
Maciej Lalowski	Finland	Krakow (2019)	01 01 20	31 12 23*
Aristidis Moustakas	Greece	Lisbon (2022)	01 01 23	31 12 26
Marek Mraz	Czech Republic	Krakow (2019)	01 01 20	31 12 23*
Natasa Poklar Ulrih	Slovenia	Lisbon (2022)	01 01 23	31 12 26
Nesrin Kartal Ozer	Turkey	online (2020)	01 01 21	31 12 24
Vicente Rubio	Spain	Krakow (2019)	01 01 20	31 12 23*
Ayfer Yalcin	Turkey	Co-opted Jerusalem (2017)	01 01 22 01 01 18	31 12 23 31 12 21
Frank Michelangeli (<i>Ex-Officio</i>) Treasurer Acting Treasurer	United Kingdom	online (2020) Jerusalem (2017) Munich (2016)	01 01 21 01 01 18 09 09 16	31 12 23* 31 12 20 31 12 17
Miguel de la Rosa (<i>Ex-Officio</i>) Secretary General	Spain	online (2021)	01 01 23	31 12 25
FINANCE COMMITTEE				
Frank Michelangeli, Chair Treasurer Acting Treasurer	United Kingdom	online (2020) Jerusalem (2017) Munich (2016)	01 01 21 01 01 18 09 09 16	31 12 23* 31 12 20 31 12 17
Francesco Bonomi	Italy	online (2020)	01 01 21	31 12 24
Joel Sussman	Israel	Krakow (2019)	01 01 20	31 12 23*
László Fésüs	Hungary	Co-opted	01 01 21	31 12 23*
Miguel de la Rosa (<i>Ex-Officio</i>) Secretary General	Spain	online (2021)	01 01 23	31 12 25
Johannes Buchner (<i>Ex-Officio</i>) Chair, Publications Committee	Germany	online (2020)	01 01 21	31 12 23*

PUBLICATIONS COMMITTEE				
Johannes Buchner, Chair	Germany	online (2020)	01 01 21	31 12 23*
Marc Baumann	Finland	online (2020)	01 01 21	31 12 24
Isabel Fabregat	Spain	Lisbon (2022)	01 01 23	31 12 26
Johannes Herrmann	Germany	online (2021)	01 01 22	31 12 25
Marcin Majka	Poland	online (2021)	01 01 22	31 12 25
Rina Rosenzweig	Israel	Lisbon (2022)	01 01 23	31 12 26
Frank Michelangeli (<i>Ex-Officio</i>) Treasurer Acting Treasurer	United Kingdom	online (2020) Jerusalem (2017) Munich (2016)	01 01 21 01 01 18 09 09 16	31 12 23* 31 12 20 31 12 17
Miguel de la Rosa (<i>Ex-Officio</i>) Secretary General	Spain	online (2021)	01 01 23	31 12 25
SCIENCE AND SOCIETY COMMITTEE				
Emmanouil Fragkoulis, Chair	Greece	Lisbon (2022) Krakow (2019) Munich (2016)	01 01 23 01 01 20 01 01 17	31 12 25 31 12 22 31 12 19
Mauro Torti	Italy	online (2020)	01 01 21	31 12 24
Melita Vidaković	Serbia	online (2021)	01 01 22	31 12 25
Enrique Viguera Minguez	Spain	online (2020)	01 01 21	31 12 24
Frank Michelangeli (<i>Ex-Officio</i>) Treasurer Acting Treasurer	United Kingdom	online (2020) Jerusalem (2017) Munich (2016)	01 01 21 01 01 18 09 09 16	31 12 23* 31 12 20 31 12 17
Miguel de la Rosa (<i>Ex-Officio</i>) Secretary General	Spain	online (2021)	01 01 23	31 12 25
Piotr Laidler (<i>Ex-Officio</i>) Congress Counsellor	Poland	Lisbon (2022)	01 01 23	31 12 25
CAREERS OF YOUNG SCIENTISTS COMMITTEE				
Irene Díaz-Moreno, Chair	Spain	online (2020) Jerusalem (2017)	01 01 21 01 01 18	31 12 23 31 12 20
Anna Jagusiak	Poland	Lisbon (2022) Co-opted	01 01 23 01 06 21	31 12 26 31 12 22
Vlastimil Kulda	Czech Republic	Lisbon (2022) Co-opted	01 01 23 01 06 21	31 12 26 31 12 22
Marta Reyes Corral (Co-opted)	Spain	Co-opted	01 01 23	31 12 23
Jerka Dumic (Co-opted)	Croatia	Co-opted	01 01 22	31 12 23*
Alexander Rontgen	UK	Co-opted	01 09 23	31 12 24
Sonia Trojan	Poland	Co-opted	01 09 23	31 12 24
Frank Michelangeli (<i>Ex-Officio</i>) Treasurer Acting Treasurer	United Kingdom	online (2020) Jerusalem (2017) Munich (2016)	01 01 21 01 01 18 09 09 16	31 12 23* 31 12 20 31 12 17
Miguel de la Rosa (<i>Ex-Officio</i>) Secretary General	Spain	online (2021)	01 01 23	31 12 25

INTEGRATION COMMITTEE				
Jerka Dumić, Chair	Croatia	Lisbon (2022) Krakow (2019) Munich (2016)	01 01 23 01 01 20 01 01 17	31 12 25 31 12 22 31 12 19
Natalija Polovic	Serbia	Lisbon (2022)	01 01 23	31 12 26
Rasa Žukienė	Lithuania	Lisbon (2022)	01 01 23	31 12 26
Frank Michelangeli (<i>Ex-Officio</i>) Treasurer Acting Treasurer	United Kingdom	online (2020) Jerusalem (2017) Munich (2016)	01 01 21 01 01 18 09 09 16	31 12 23* 31 12 20 31 12 17
Miguel de la Rosa (<i>Ex-Officio</i>) Secretary General	Spain	online (2021)	01 01 23	31 12 25
Ferhan Sagin (<i>Ex-Officio</i>) Chair, Education Committee	Turkey	online (2021) Prague (2018)	01 01 22 01 01 19	31 12 24 31 12 21
Beata Vertessy (<i>Ex-Officio</i>) Chair, Advanced Courses Committee Acting Chair, ACC	Hungary	online (2020) Jerusalem (2017) Paris (2014) St Petersburg (2013)	01 01 21 01 01 18 01 01 15 08 08 13	31 12 23* 31 12 20 31 12 17 31 12 14
FEBS NETWORK COMMITTEE				
Xavier Coumoul, Chairperson	France	online (2021)	01 01 22	31 12 24
Andrea Bellelli	Italy	Co-opted (2022) Prague (2018)	01 01 23 01 01 19	31 12 23* 31 12 22
Ali Burak Özkaya	Turkey	online (2021)	01 01 22	31 12 25
László Nyitray (<i>Delegated</i>) (ex-Fellowships Committee)	Hungary	Delegated	01 01 22	31 12 25
Enrique Viguera Minguez (<i>Delegated</i>) (Science and Society Committee)	Spain	Delegated	01 01 22	31 12 25
Boris Turk (<i>Delegated</i>) (ex-Publications Committee)	Slovenia	Delegated	01 01 18	31 12 25
Irene Díaz-Moreno (<i>Co-opted</i>) Chair, Working Group on the Careers of Young Scientists	Spain	online (2020) Jerusalem (2017)	01 01 21 01 01 18	31 12 23* 31 12 20
Beata Vertessy (<i>Co-opted</i>) Chair, Advanced Courses Committee Acting Chair, ACC	Hungary	online (2020) Jerusalem (2017) Paris (2014) St Petersburg (2013)	01 01 21 01 01 18 01 01 15 08 08 13	31 12 23* 31 12 20 31 12 17 31 12 14
WORKING GROUP ON WOMEN IN SCIENCE (WISE)				
Dame Caroline Dean Chair, Women in Science Working Group (WiSE)	United Kingdom	Lisbon (2022)	01 01 23	31 12 25
Frank Michelangeli (<i>Ex-Officio</i>) Treasurer Acting Treasurer	United Kingdom	online (2020) Jerusalem (2017) Munich (2016)	01 01 21 01 01 18 09 09 16	31 12 23* 31 12 20 31 12 17
Miguel de la Rosa (<i>Ex-Officio</i>) Secretary General	Spain	online (2021)	01 01 23	31 12 25

Appendix 4 - Fellowships and FEBS Excellent Awards

Long-Term Fellowships 2023				
	From	To	Start Date	End date
1	France	Netherlands	01/06/2021	31/05/2023
2	Czech Republic	Germany	01/08/2021	31/07/2023
3	Netherlands	UK	17/10/2020	16/01/2023

FEA FEBS Excellence Awards			
	Mobility History	Host Country	Year awarded
1	USA	Belgium	2021
2	Netherlands	Belgium	2021
3	Germany	Austria	2021
4	UK	France	2021
5	Belgium	Netherlands	2021
6	USA	Netherlands	2021
7	USA	Portugal	2021
8	Germany / USA	France	2021
9	USA	Austria	2022
10	USA	Portugal	2022
11	Canada / UK	Germany	2022
12	USA	Italy	2022
13	USA	Israel	2022
14	USA	Belgium	2022
15	USA / UK/ Israel	Austria	2022
16	USA	Germany	2022
17	USA	Israel	2022
18	USA	Germany	2022

Short Term Fellowships 2023		
	From	To
1	Cork, Ireland	Córdoba, Spain
2	Alicante - Spain	Montpellier, France
3	Sevilla - Spain	Munich, Germany
4	Tampere, Finland	Strasbourg, France
5	Lleida, Spain	London, UK
6	Rome, Italy	Solna, Sweden
7	London, UK	Heidelberg, Germany
8	Split, Croatia	Paris, France
9	Granada, España	Montpellier, Francia
10	Lisboa, Portugal	Aarhus, Denmark
11	Braga, Portugal	Vienna, Austria
12	Lisbon, Portugal	Aarhus, Denmark
13	Leiden, The Netherlands	Freiburg, Germany
14	Valencia, Spain	Vestec, Czech Republic
15	Innsbruck, Austria	Pozzuoli (NA), Italy
16	Szeged, Hungary	Oxford, UK
17	Granada, Spain	Ghent, Belgium
18	Vienna, Austria	Paris, France
19	Donostia-San Sebastián, Spain	Versailles, France
20	Kraków, Poland	Gipuzkoa, Spain
21	Torino, Italy	Lisboa, Portugal
22	Poznań, Poland	Padova, Italy
23	Patras, Greece	Zurich, Switzerland
24	Wrocław, Poland	Dresden, Germany

Summer Fellowships 2023		
	From	To
1	Zagreb, Croatia	Leeds, West Yorkshire
2	Madrid, Spain	Oxford, UK
3	Ankara, Turkey	Jena, Germany
4	Porto, Portugal	Gondomar
5	Monza, Italy	Lyon, France
6	Porto, Portugal	Leiden, Netherlands
7	Tübingen, Germany	Amsterdam, The Netherlands
8	Aachen, Germany	Utrecht, Nederland
9	Olsztyn, Poland	Cambridge, UK
10	Vienna, Austria	Dresden, Germany
11	Graz, Austria	Montpellier, France

Ukrainian Short-Term Fellowship		
	From	To
1	Zabolotnogo, Ukraine	Warsaw, Poland
2	Kyiv, Ukraine	Madrid, Spain
3	Lviv, Ukraine	Vienna, Austria

FEBS Collaborative Developmental Scholarships		
	From	To
1	Tunisia, Africa	Langen, Germany
2	Kyiv, Ukraine	London, UK

Appendix 5 - FEBS Advanced Courses 2023

Course Name	Location	Course Organiser	Dates of Course	No. YTF grants	Trans YTF Y/N
9th FEBS Special Meeting: "ATP-Binding Cassette (ABC) Proteins: From Multidrug Resistance to Genetic Disease – ABC2023"	Innsbruck, Austria	Gergely Szakacs	26 Feb to 3 Mar 2023	7	N
Molecular and Cellular Pathways of Aging in Hematopoiesis	Crete, Greece	John Strouboulis	3 May to 7 May 2023	8	N
Polyphosphate: The Actual Biology of an Ancient Polymer	Cadiz, Spain	Adolfo Saiardi	9 May to 12 May 2023	4	Y
1st FEBS Redox Medicine Workshop "From cellular signaling to systems physiology and therapeutic targets"	Luso, Portugal	Ana Ledo	22 May to 25 May 2023	12	Y
Structural Drug Design 2020: Biology, Chemistry and Computers	Sicily, Italy	Advanced Lecture Course	2 Jun to 10 Jun 2023	6	N
PARP2023	Hvar, Croatia	Ivan Matic	4 Jun to 8 Jun 2023	6	Y
Mechanics in Biology: from molecules to cells and tissues	Glasgow, UK	Massimo Vassalli	4 Jun to 9 Jun 2023	6	Y
Crosstalk between the ECM and Proteases from destruction to regeneration	Rehovot, Israel	Irit Sagi	20 Jun to 23 Jun 2023	2	Y
Advanced Proteomics	Varna, Italy	Prof. Dr. Katrin Marcus	30 Jul to 5 Aug 2023	7	Y
Epigenomics, Nuclear Receptors and Disease	Spetses, Greece	Eckardt Treuter	27 Aug to 1 Sept 2023	8	N
Protein folding, aggregation and compartmentalization	Spetses, Greece	Helms, Bernd	1 Sep to 8 Sep 2023	7	Y
Investigating metabolism in biological systems applying metabolomics – from cells to whole organisms	Liverpool, UK	Professor Warwick Dunn	4 Sep to 8 Sep 2023	4	Y
Computational Approaches to Understanding and Engineering Enzyme Catalysis	Zagreb, Croatia	Asst. Prof. Aleksandra Maršavelski	25 Sep to 29 Sep 2023	6	Y
Susan Lindquist School on Proteostasis	Ingelheim, Germany	Christian Münch	3 Oct to 6 Oct 2023	5	Y
The 2023 FEBS Special Meeting on Sphingolipid Biology: the dawn of a new era	Madeira, Portugal	Liana C Silva	8 Oct to 13 Oct 2023	7	Y
Cellular Stress and ADP-RIBOSYLATION	Naples, Italy	Michael O. Hottiger	6 Nov to 11 Nov 2023	7	N
				102	11