

**Report of the Trustees and**  
**Financial Statements**  
**For The Year Ended 31 March 2025**  
**for**  
**Partnership for Observation of the**  
**Global Ocean CIO**  
**T/A POGO**

**tc** accounts • tax • legal • financial planning

**3 Acorn Business Centre  
Northarbour Road  
Cosham  
Portsmouth  
Hampshire  
United Kingdom  
PO6 3TH**

**Partnership for Observation of the**  
**Global Ocean CIO**  
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**Partnership for Observation of the**  
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**Report of the Trustees**  
**For The Year Ended 31 March 2025**

The trustees present their report with the financial statements of the charity for the year ended 31 March 2025. The trustees have adopted the provisions of 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).

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**Report of the Trustees**  
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**OBJECTIVES AND ACTIVITIES**

**Objectives and aims**

The charity aims to bring together the world's major oceanographic institutes to plan joint actions to advance sustained ocean observations for societal benefit. POGO institutes are motivated by a common belief that advancing scientific understanding of the ocean is rooted in making systematic, high quality measurements. They believe that this understanding and its wise use are critical to, and will make a real positive difference in, enabling humanity to develop a sustainable relationship with a healthy, productive and biologically diverse ocean. POGO is further motivated by the shared belief that its vision can only be realised by working together across the world, where we can achieve together what none of us could do alone.

The ocean produces half of the world's oxygen, most of its fresh water and much of its food. It regulates climate and weather, is critical to the cycling of heat, water and carbon. It is the source of huge biodiversity. However, far too little is known about the state and functioning of the ocean. Accordingly, scientifically sound study of the ocean and support and advocacy for such study (and for the conclusions drawn from it) is of vital importance to mankind. POGO seeks to expand international support for ocean observing, through innovation of the ocean observing system, capacity development and outreach/advocacy.

In terms of innovation, POGO members are at the forefront of oceanographic methods and technology development, often in partnership with industry. Thus, POGO is in a critical position to identify the emerging methods and technologies that POGO members are developing and using, and highlighting those that can be expanded and deployed on a global scale to achieve global datasets obtained using comparable methods. POGO also focusses on the affordability issues associated with ocean observing, particularly for developing countries, and is therefore engaged in projects to develop low-cost sensors and systems for coastal ocean observing. The societies and economies of many developing countries rely heavily on the ocean, for example through coastal tourism, trade infrastructure, natural resource extraction, and small-scale and industrial fisheries and aquaculture. However, extreme weather events, sea-level rise, tsunamis, harmful algal blooms and water pollution threaten the world's poorest and most vulnerable coastal and island communities. Ocean observations and information services can be used to improve human health and safety and food security, support livelihoods and small-scale economic activities (artisanal fisheries and aquaculture, coastal tourism), and improve climate resilience and disaster risk reduction.

POGO also recognises that the expertise for conducting ocean observations is not evenly distributed between countries, and therefore the ocean is unevenly observed, with a much higher density of observations conducted in the North Atlantic and North Pacific, than in, for example, the South Atlantic, South Pacific and Indian Oceans. POGO therefore provides professional training opportunities for early-career scientists, mainly from coastal developing countries, to expand the worldwide capacity for conducting sustained ocean observations, data collection, analysis and management, and interpreting the scientific results for the benefit of society.

Many actors, working together internationally, are needed to bring about sustainable management of the oceans that is informed by sound science, underpinned by a comprehensive global ocean measurement system. These include national governments, non-governmental organisations, the wider scientific community, funders of research and monitoring programmes, and individual citizens working individually and collectively. POGO highlights the societal need for ocean observations, as well as the key issues facing global ocean observing, and the obstacles hampering the completion of a global ocean observing system, and brings these issues to the relevant stakeholder groups outlined above.

The objects of the CIO are to advance the science of global ocean observation for the public benefit, in particular (but not exclusively) by:

- i. Advancing education in global ocean observation by identifying areas of further study for developing the science of global ocean observation;
- ii. The promotion of research in global ocean observation for the public benefit and the publication and dissemination of the useful results of such research;
- iii. The provision of scholarships and research fellowships;
- iv. The promotion of innovation and technology in the science of global ocean observation.

In the short term, POGO aims to provide training for early-career scientists, to develop the next generation of scientists and ocean observers, as well as to raise the levels of awareness and education about the importance of the ocean and ocean observing for society. Measures of success include numbers of trainees, numbers of countries having received training, numbers of website visits and downloads of outreach materials, mentions on social media and other statistics.

The longer-term vision is to develop the capacity of research institutions in developing countries to conduct ocean observations, by (1) integrating the trained scientists and their institutions into the POGO network and having them actively participate in POGO projects, (2) sharing best practices among POGO member institutions, and (3) contributing to the development and dissemination of low-cost instrumentation for coastal ocean observing. Measures of success include numbers of POGO members and numbers of new (developing) countries being added to the network, establishment of new ocean observing systems in those countries, and demonstrated long-term impacts of the training programmes (e.g. >5 years after the training, on institutional capacity and continued knowledge-transfer).

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**OBJECTIVES AND ACTIVITIES**

**Significant activities**

The CIO has been working towards the stated aims and charitable objects in the following ways:

- i. **Advancing education in global ocean observation by identifying areas of further study for developing the science of global ocean observation:** this has been achieved by supporting Working Groups on specific topics related to ocean observation, such as the Biological Observations WG, which led a proposal to the UN Decade of Ocean Science for Sustainable Development for an "Ocean Biomolecular Observing Network" (OBON).
- ii. **The promotion of research in global ocean observation for the public benefit and the publication and dissemination of the useful results of such research:** this has been achieved through POGO's outreach and advocacy initiatives, through printed, on-line and social media, and participation in major UN Convention Meetings (COP29 Climate Conference and COP16 Biodiversity Conference).
- iii. **The provision of scholarships and research fellowships:** scholarships and fellowships have been provided to 50 early-career scientists for training/education periods of between 3 weeks and 10 months during this financial year;
- iv. **The promotion of innovation and technology in the science of global ocean observation:** this has been conducted mainly through two innovation projects focussing on developing low-cost instrumentation for ocean observing aimed at developing countries and citizen science.

More detailed information on these activities can be found below, under the heading "Achievement and Performance".

**Public benefit**

The trustees have complied with their duty, as set out in the Charities Act 2011, with regard to the public benefit guidance published by the Charity Commission.

The CIO has been working towards achieving its charitable objectives, delivering benefit to the wider public through its work to advance sustained ocean observations.

**Grantmaking**

POGO allocates some of its funds (received from charitable foundations and/or membership dues) to help support ocean observation activities (e.g. through Working Groups) and to provide training for early-career scientists (generally in developing countries). POGO has a set of policies and procedures for allocating such grants, which are summarised below.

POGO issues a call to its members, generally once per year, for proposals for Working Groups, workshops, travel grants, training initiatives and other activities that are directly relevant to POGO's core mission, i.e. sustained, long-term ocean observing systems and shared use of infrastructure, data and information. This includes a template for applicants to complete and submit to the POGO Secretariat. Proposals must be submitted by members of POGO, although participants can be from other institutes if necessary. If a Working Group or other initiative wishes to be funded for a second year, a request for extension must be submitted, using the template provided, by the same deadline as the new proposals. A sub-committee of POGO members (who do not have conflicts of interest) reviews the proposals, according to a number of criteria, e.g. relevance to POGO's Strategy and priority areas; timeliness of proposal; adequacy of proposed deliverables and milestones; adequacy of WG/project membership (including geographic and gender balance). For training initiatives, the expected impact of the training and proposed methods for evaluating success are also taken into account. The Committee then makes recommendations to the Board of Trustees on the proposal(s) to take forward, depending on the available budget. The availability of other funding sources is not a determining factor in the selection process.

POGO and the Nippon Foundation have set up the NF-POGO Alumni Network for the Ocean (NANO) to maximise the benefits to the alumni from the training received and facilitate active contacts among the alumni. Through POGO, the Nippon Foundation funds modest regional and global research projects and public outreach projects. Proposals are received in response to an open call, and funding is renewed for successive years based on performance. The projects are selected according to the following criteria:

- (1) Projects should have an observational/applied focus (not "blue skies" research)
- (2) They should have a societal benefit focus
- (3) They should add value to and build upon existing programmes/projects
- (4) Funding should be used mainly for coordination (but also consumables, field work, modest equipment).
- (5) Projects should be coordinated by NANO alumni but participants can be a mixture of alumni and external scientists. They should be supported by senior mentors and endorsed by the participating institutes' senior management.
- (6) They should include a minimum of two different countries, preferably more.

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**OBJECTIVES AND ACTIVITIES  
Grantmaking (continued)**

POGO also offers scholarships/fellowships to individuals, both through the Nippon Foundation grant and using its own funds as well as a grant from the Scientific Committee on Oceanic Research (SCOR). These fellowships all operate following similar procedures, i.e. an announcement and call for applications is made, which is open to anyone who fulfils the country and scientific background/career stage requirements (e.g. Official Development Assistance recipient countries, early-career scientists, but not just those affiliated with POGO member institutions). An impartial committee composed of one or two members of the POGO Secretariat, representatives of any partner organisations and/or other experts from the scientific community (often involved in teaching/supervising students) is assembled to review the applications, based on a set of criteria such as quality of the applicant (education/experience/potential), quality of the training proposal or motivation letter, quality of the host institute (if applicable), relevance to POGO and to the priority areas identified in the call for proposals, and potential for sustained capacity building in the host institute/country. The scores are then totalled, and a number of top-ranked applicants are selected according to the budget available, with consideration given to gender and geographical balance, as well as occasionally other factors such as whether the candidate has received POGO funding previously.

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**STRATEGIC REPORT**

**Achievement and performance**

**Charitable activities**

POGO Communication Strategy:

POGO has continued to increase its visibility through its web presence, social media and representation at international meetings (both virtual and in-person). Specifically, POGO was represented by Secretariat staff, trustees or members, at:

- 3rd UN Ocean Decade Conference – Barcelona, Spain (Apr 2024)
- Portuguese Oceanography Society's meeting – Peniche, Portugal (May 2024)
- POGO Appreciation day at NIOMR – on-line (Aug 2024)
- SCOR Annual Meeting - on-line (Oct 2024)
- Convention on Biological Diversity (CBD) COP16 – Cali, Colombia (Oct 2024)
- Cabo Verde Ocean Week – on-line (Oct 2024)
- UNFCCC Climate Conference COP29 – Baku, Azerbaijan (Nov-Dec 2024)
- World Congress of Marine Stations – Shizuoka, Japan (Nov 2024)
- CommOCEAN – Malaga, Spain (Nov 2024)
- @SeaNetwork Annual Meeting – on-line (Mar 2025)
- Various planning meetings and webinars for the UN Decade of Ocean Science for Sustainable Development -virtual.

POGO representatives also contributed to various planning and oversight committees:

- International Quiet Ocean Experiment (IQOE) Leadership Group and Science Committee
- Ocean Info Hub Steering Group
- Ocean Biomolecular Observing Network (OBON) Scientific Advisory Committee and Executive Committee
- Executive Committee for the "Frontiers in Ocean Observing" Oceanography Magazine Supplement
- World Association of Marine Stations Steering Committee
- UN Ocean Decade Vision 2030 Challenge 2 Working Group (until Aug 2024)
- UN Decade of Ocean Science for Sustainable Development Strategic Communications Group (until Jan 2025)
- All-Atlantic Floating University Network (@SeaNetwork) Advisory Committee
- Trevor Platt Fund (UK) Committee
- Trevor Platt Science Foundation (IN) Secretariat
- NF-POGO Centre of Excellence at OFI Executive Management Committee
- Ocean Biodiversity Observing and Capacity Development curriculum WG

Presentations were given on POGO at several of the above events. POGO information packs have also been sent to a number of prospective members.

POGO had two papers published in a Special Issue of Oceanography Magazine Vol 38 on 'A Vision for Capacity Sharing in the Ocean Sciences'. Two other papers published in the same issue involved POGO trainings, activities and working groups. POGO's CEO was also a named author on two UN Ocean Decade-related papers published in ICES Journal of Marine Science (Vol 82, Issue 1, Jan 2025).

The timing of the interactive POGO Annual Report is being shifted, to align better with the trustees' annual report; the next version will cover the period April 2024 to March 2025.

The POGO website has continued to be developed and updated with more information on how our members contribute to GOOS, and new additions to the interactive timeline of POGO's history. POGO maintains an active social media presence on Twitter (@POGO\_Ocean), Facebook (/POGO.Ocean/), Instagram (/pogo\_ocean) and LinkedIn (/pogo\_ocean), as well as a minor presence on YouTube. In addition, this year, POGO created a profile on 'BlueSky', a fairly new social media platform which is being embraced by the science community. Social media continues to be an excellent means to share news and information with an interested and interactive audience. In addition, the secretariat runs or shares responsibility for the following Social Media accounts on various platforms: Ocean Training Partnership, NANO Network, and OBON.

**Object 1: Advancing education in global ocean observation by identifying areas of further study for developing the science of global ocean observation:**

Progress has been achieved by providing grants for Working Groups (WGs), through the Ocean Biomolecular Observing Network (OBON), endorsed by the UN Decade of Ocean Science for Sustainable Development, the POGO and SCOR-sponsored International Quiet Ocean Experiment (IQOE), and Nippon Foundation-POGO Alumni Network for the Ocean (NANO) Global Projects.

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**STRATEGIC REPORT  
Achievement and performance  
Charitable activities (Continued)**

**Ocean Biomolecular Observing Network:**

POGO is the lead organisation for OBON, a UN Ocean Decade programme endorsed in 2021. OBON's Vision is to accelerate informed decision-making to restore the health of our ocean using the universal signatures of life on Earth: biomolecules. OBON's core pillars are to Innovate technology and methodologies, delivering frameworks to advance biomolecular observations from the coastal to the open ocean, thus enabling broad-scale interpretations and scientific discovery; to Develop resources, networks and strengthen capacity globally, to advance observations and analyses while ensuring equitable access; and to Enhance the use and interpretation of these observations through agreed data practices and model integration, and the creation of ocean knowledge. Together, this work informs ocean users and managers, ensuring sustainable interactions in support of a healthy ocean.

This year POGO has continued to support the development of OBON, through Secretariat support, as well as financial support for communications products and the annual meeting of the OBON Scientific Advisory Committee (SAC) and OBON projects in Nov 2024 (mostly funded by a grant from Scripps Institution of Oceanography). The Scripps funding was also used to cover some staff costs, enabling OBON to have a part-time Programme Manager, seconded by Plymouth Marine Laboratory, from July 2024.

**Highlights:**

- Further development of the SAC, with new members appointed via an open call for nominations; the SAC has now reached its maximum capacity of 22 members, and new countries represented include Bangladesh, Canada, China, Colombia, France, and Mexico.
- Endorsement of another 7 UN Decade Projects (see <https://www.oceandecade.org/actions/ocean-biomolecular-observing-network-obon/>)
- Webinar series to introduce new projects and provide updates on existing ones (Sept-Oct 24)
- Project meeting held in hybrid mode in Plymouth, UK (Nov 24).
- Satellite event at the UN Ocean Decade Conference (Apr 24) in collaboration with the Marine Life 2030 programme
- Launch of OBON Strategy and new website; regular schedule of newsletters established, with issues in May, Aug, Nov and Feb.

**International Quiet Ocean Experiment (IQOE)**

POGO and SCOR have been co-sponsoring the International Quiet Ocean Experiment (IQOE) since 2011, with seed funding from the Sloan Foundation and subsequent support for activities provided by the Richard Lounsbery Foundation. IQOE is an international scientific programme to promote research, observations, and modelling to improve understanding of ocean soundscapes and effects of sound on marine organisms. IQOE is nearing the end of its 10-year life span and the IQOE Science Committee (SC) has been focussing this year on IQOE's final outputs, and on planning the project's legacy and possible follow-up activities.

**Highlights:**

- The IQOE SC meeting was held in hybrid mode on 20–22 Nov 2024 in Reykjavik, Iceland. Meeting participants reviewed ongoing IQOE activities, evaluated the progress of IQOE, and planned for the project sunset and legacy. Major outcome of the meeting was a decision to develop a project to follow IQOE that will focus on implementation of the Ocean Sound Essential Ocean Variable (EOV). The EOV specification sheet and Implementation Plan were developed by a POGO-IQOE Working Group and supported by POGO funding, respectively.
- Discussions have begun with the Global Ocean Observing System (GOOS) of UNESCO's Intergovernmental Oceanographic Commission (IOC) to apply for Emerging Network status for a global ocean sound observing system.
- The Working Group on Low-Cost Hydrophones for Research, Education and Citizen Science, chaired by Lucille Chapuis (University of Bristol, UK), has received a grant from POGO to design and produce prototypes of the low-cost hydrophones (see later section).
- Global Library of Underwater Biological Sounds (GLUBS): The GLUBS mission is to develop and merge novel technologies with existing bioacoustics resources to make the exploration of biological sounds more accessible to researchers, managers, educators, and enthusiasts. GLUBS has 5 Working Groups: (1) cyberinfrastructure, (2) artificial intelligence, (3) known sounds, (4) unknown sounds, and (5) public engagement. GLUBS has recently been endorsed by the UN Ocean Decade, and submitted information to the World Register of Marine Species (WoRMS). The GLUBS-inspired Research Focus in Frontiers in Remote Sensing has now accepted ten manuscripts.
- Open Portal to Underwater Soundscapes (OPUS, <https://opus.ag>, led by the Alfred Wegener Institute) now features 58 long-term acoustic datasets; further passive acoustic datasets are currently being prepared for display through collaborations with the Flanders Marine Institute (VLIZ) and Zurich University of Arts.



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**Achievement and performance**  
**Charitable activities (Continued)**

**WG on Building Capacity in Ocean Acidification Monitoring in the Gulf of Guinea (BIOTTA)**

Grant (10K EUR) awarded to the University of Ghana to lead the WG and support capacity building workshop; funding has leveraged 100K USD from the Ocean Foundation to purchase equipment to set up the monitoring stations.

The BIOTTA working group was set up to equip graduate students, early career ocean scientists and other marine science professionals in the GoG region with skills on sustainable OA data acquisition to expand our understanding of the threats, risks and impacts to marine ecosystems and chart pathways for sustainable management of marine resources at risk to ocean acidification (OA) in the GoG region. This working group hopes to also bridge national, regional and international data gaps in ocean acidification.

BIOTTA aims to complement global efforts such as the Global Ocean Acidification Observing Network (GOA-ON) and the International Ocean Carbon Coordination Project (IOCCP) by convening a series of virtual regional workshops and webinars to train young and professional scientists in setting up and maintaining OA observation systems in the GoG and other African coastal waters.

The BIOTTA working group objectives are to:

- Develop a coordinated network for observing OA in the GoG
- Develop capabilities to undertake analysis of seawater OA parameters using low-cost, readily available and easy-to-use equipment.
- Map OA hotspots in BIOTTA member countries for long-term OA monitoring.
- Initiate OA monitoring activities in BIOTTA member countries after successful mapping of hotspots in these countries, making use of OA observation kits developed by GOA-ON and the International Atomic Energy Agency (IAEA).
- Integrate into global OA observing networks, such as GOA-ON, with the goal to share and make data available to the global ocean observing community.

**Highlights:**

- 100K USD obtained from The Ocean Foundation (TOF) to purchase equipment to set up the monitoring stations. Orders for equipment and consumables have been placed, and one kit has been sent to the University of Ghana.
- The Ocean Foundation has continued to fund a Coordinator at the University of Ghana to support BIOTTA.
- The BIOTTA PI has been appointed Co-Chair of the new GOA-ON Sub-Hub for West Africa, with a colleague in Liberia.
- The University of Ghana, in partnership with POGO and The Ocean Foundation (TOF), delivered the BIOTTA GOA-ON in a Box Training Workshop from July 15th to 19th, 2024. The workshop brought together various experts and trainees including scientists and students from Ghana, Côte d'Ivoire, Cameroon, Nigeria, Benin, and the USA, demonstrating a strong regional commitment to addressing this pressing environmental issue. The training workshop provided the West African attendees with a better understanding of ocean acidification, through a comprehensive curriculum covering both theoretical and practical aspects of ocean acidification.
- One of the training workshop participants (from Cameroon) participated as an instructor in the OceanX-OceanQuest-POGO Around Africa shipboard training expedition, supporting trainees to collect and analyse samples on a voyage from Namibia to Cabo Verde.

**WG on Capacity building for biochemical observation of anthropogenic pollution in tropical, transitional waters (BEACON)**

Grant (10K EUR) awarded to the University of Ghana to lead the WG, support a capacity building workshop and procure field equipment.

There is a need to build capacity to monitor human activities (e.g., pollution) on benthic communities and chemical tracers within the biota and sediment in the coastal waters of the Gulf of Guinea. The capacity building will increase access to state-of-the-art sampling methodologies, laboratory processes, and instrumentations useful for expanding the knowledge of benthic biodiversity and chemical tracers in biota coupled with the sediment in West Africa, a field poorly documented. Mercury is a toxic element occurring in low concentrations, but its by-product, methylmercury, is highly toxic, and can accumulate in the sediment and biota (e.g., bivalves and fish).

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**STRATEGIC REPORT**  
**Achievement and performance**  
**Charitable activities (Continued)**

Benthic organisms are good bioindicators for investigating anthropogenic environmental disturbances such as pollution, as species composition can reflect the ecological conditions of an aquatic environment. Transitional waters (e.g., estuaries) are complex systems that are regional in scale. There is limited information on transitional tropical waters and their biota in the regional inventory of benthic fauna from West Africa. Increasing human population coupled with growing demand for a resource and generation of wastes put coastal lagoons and estuaries at risk of collapse. Continuous monitoring of these systems is necessary for understanding changes in their ecosystem structure and functioning. Yet, there is inadequate information on well-documented biological data and biota as chemical tracers of contaminants from the tropical West African coast. Information on species occurrence, habitat, and spatio-temporal distribution will allow local and regional distribution of indicator species to understand pollution and environmental change.

It is important to build the capacity of interdisciplinary scientists to help monitor and measure human impacts on transitional and coastal waters. The BEACON working group aims to contribute spatial knowledge on benthos and Hg contamination in biota and sediment from coastal waters in the Gulf of Guinea. The preliminary findings can support decision-making, policy development for biodiversity conservation, future coastal benthic research, and understanding of pollution in tropical transitional coastal waters.

**Highlights:**

- The BEACON working group established cooperation among interdisciplinary scientists in the Sub-Saharan Africa region (Ghana, Côte d'Ivoire, Nigeria, Togo and Benin) and working with international partners (UK, Germany and USA) through the creation of the Biochemical Observation Network (BON).
- The WG engaged in a series of seminars and meetings online for scientific knowledge exchanges and discussions among members on methods for adoption for biological sampling (e.g., benthos and plankton) and dead remains of biological organisms (microfossils) analysis, chemical pollutants and mercury analysis via Direct Mercury Analyzer (DMA).
- The WG fostered working together by interdisciplinary scientists to sample soft substrate using bottom sampling gears (e.g., Eckman grab), plankton net for sampling plankton, Multi-Parameter Probe to measure physical and chemical properties of transitional water such as Volta Estuary, Ghana and use of Mercury Analyzer to measure chemical pollutant such as Mercury (Hg) in sediment at the University of Ghana.
- The WG participated in field and laboratory work for benthos, plankton, microfossil and mercury analysis at the University of Ghana.

**Coastal Observing Lab in a Box (COLaB)**

Grant (10K EUR) awarded to the University of Ghana to host a training camp

Many countries worldwide face a significant hurdle in obtaining the necessary resources and knowledge to effectively monitor the coastal ocean. There is a common misconception that high end, expensive equipment is needed to monitor and study the coastal oceans. COLaB breaks this belief by using cost effective oceanographic instruments and methods backed by ocean best practices to collect a wide range of precise and accurate data. COLaB's modularity allows the user to tailor the package to fulfil their needs and to assist answering their questions. Instruments will consist of essential hydrographic instruments (current meter, CTD) as well as equipment for collecting water samples and analysing crucial biogeochemical parameters (such as nutrients, chlorophyll, alkalinity, dissolved oxygen). It will also include plankton nets and other tools for conducting biological observations. In addition COLaB offers data handling and access solutions and downstream applications in the form of regional coastal modelling.

Using various combinations of these packages, these observations have played a crucial role in monitoring eutrophication and harmful algal blooms, supporting fisheries management, establishing marine protected areas, and providing valuable validation and verification for models and remote sensing data. Whenever feasible, these packages will incorporate open-source or homemade sampling gear and instruments, both in the field and for analysis purposes. COLaB comes with training suitable for the needs of the user.

**Highlights:**

- The grant from POGO supplemented funds obtained through an Experiment.com crowd funding bid and enabled a first COLaB "proof-of-concept" field exercise in Ghana in July 2024. Scientists from the COLaB team, from the UK and South Africa, joined a team from the University of Ghana in a study of the Pra River-estuary system. The Pra River, and other Ghanaian rivers, have been heavily affected in recent years by illegal gold mining being carried out upstream, which has resulted in massive sediment loads and mercury contamination that are heavily impacting downstream ecosystems and the welfare and health of fishing communities.
- The objectives of the field exercise were to use a subset of COLaB instruments and methods to demonstrate and provide training in the assessment of river discharge and circulation (within the river and offshore), as well as sediment transport and physical and biogeochemical processes occurring across the estuarine salinity gradient.

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- Over 8 days, river discharge was determined by conducting a flow and bathymetry river transect using simple hand-held flow meters and depth finders. Current measurements were made with drifters and acoustic current meters (fixed-depth and profiling) and water structure and mixing were assessed through CTD profiling across the estuarine salinity gradient. Several chemical analyses (nutrients, pigments, and dissolved organic matter) were conducted on water samples collected across the same gradient. Finally, suspended sediment samples were collected to determine mercury concentrations.
- Notably, the field and lab work also allowed the WG to test newly developed affordable instruments (CTD, colorimeter, and fluorimeter) against commercial counterparts.
- Most analyses have been completed, and the WG is now in the process of working up the CTD, discharge, and current data. These, alongside sediment load and mercury results, will be modelled to provide a first assessment of the fate of sediment and mercury discharged from the Pra. This should be completed by July 2025.

**An EOVS and Impact-Based Boundary Currents Ocean Observing System**

Grant (10K EUR) awarded to South African Environmental Observation Network (SAEON) to support a workshop and publication of workshop report

The Ocean plays a unique role in the complex system of the ocean, influencing the weather, climate, ocean circulation, global carbon cycle, and extreme weather patterns. Pressing societal needs for information and services require a re-assessment of the current system and a co-designed plan to mature the observing system to meet user needs. Boundary currents directly influence the understanding of regional weather systems, significantly impact marine heatwaves and tropical cyclones and impact the local fisheries and aquaculture.

The purpose of this workshop was to create an overview of observations and modelling efforts already ongoing within the Agulhas Current, develop priority gap areas and thus observational requirements and a resulting start to the development of a backbone design of an ocean observing system to better understand key features in the Agulhas Current region. The workshop also aimed to determine potential overlaps and opportunities for other key features to be considered in the design for monitoring and assessment purposes including (but not limited to) tropical cyclones, fisheries and marine heatwaves, all of which impact or are impacted by the Agulhas Current under a changing climate.

**Highlights:**

- Stakeholder mapping: The workshop allowed for a number of key participants to discuss challenges in understanding the Agulhas Current and adjacent regions in terms of their knowledge base (researchers and modellers) and industry (fisheries, search and rescue). Outputs from the workshop will assist in developing continued stakeholder engagements through 2025.
- Execution of the workshop: The workshop was successfully held from 9-12 September 2024 in Cape Town, South Africa, attended by 72 participants, including 20 Early Career Ocean Professionals and 10 online participants. The funds from POGO were critical in enabling the Boundary Currents Exemplar team of the Ocean Observing Co-Design Programme and AtlantOS to bring together various stakeholders to inform the development of a requirements report, co-designed [across the stakeholder community] targeted priorities and gaps.
- This workshop was the first of its kind and the cross-collaboration across observations, modelling and forecasting centres resulted in fruitful conversation and clarity on needs. Some end users were able to attend, including the fishing community and local search and rescue operational teams, which were able to raise critical needs of the community that are now being considered in the draft design.

**CEODOS Chile: A consortium for surveying the coastal ocean in the eastern South Pacific**

Grant (10K EUR) awarded to COPAS, University of Concepcion, Chile, to lead the WG and host 2 workshops

The CEODOS program (co-coordinated by the COPAS Centre) is a new Chilean initiative that will follow the present and future status of the biological pump along the entire coast of Chile every 5 years. The first expedition, in the frame of TARA MICROBIOME (a 2-year campaign covering South America and Africa) was held in 2021. Genomics and biogeochemical samples will be analysed and results integrated into AI algorithms in order to get a better understanding and prediction capacity of the future of carbon sequestration in the eastern south Pacific.

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For The Year Ended 31 March 2025**

**STRATEGIC REPORT  
Achievement and performance  
Charitable activities (Continued)**

**Highlights:**

- First workshop at Universidad de Concepción: This meeting was held at the COPAS center and was in hybrid mode. The CEODOS Consortium met in order to establish a plan for future actions and sample analysis. A common declaration was signed and published after the workshop.
- Second Workshop in Universidad de Concepción (between UdeC and Scripps Oceanographic Institution): The workshop assessed the future observation programmes in the eastern south Pacific ocean, to coordinate further actions for integrated experimental observation as well as programs for human capital training.
- Cruises for carbon fixation monitoring: Based on the engagement of the Chilean community to map and observe the Chilean coastal ocean in its entirety every 5 years.
- Metadata opening task force meetings: This smaller group has been meeting weekly for the last 4 months to work on the genomic and oceanographic data of the TARA MICROBIOME expedition. This data will be open upon the publication of a paper currently under preparation.
- Summer schools: Austral Summer Institute ASI at Universidad de Concepcion in January 2024; GOOD OARS CLAP COPAS Summer School at Universidad Catolica del Norte Coquimbo in November 2023.

**Coastal Marine Heatwaves Interdisciplinary Research group (CMHIR)**

Grant (10K EUR) awarded to the Institute of Marine and Antarctic Studies (IMAS) to organise a workshop at the University of Concepcion, Chile and produce a peer-reviewed publication

Marine heatwaves (MHWs) have become an urgent issue regarding climate risks due to their proliferation in frequency, duration, magnitude, and spatial extent. These phenomena have a strong impact at the global, regional, but also local levels. MHWs have become an increasingly serious threat not just from the perspective of pelagic and benthic ecology on the continental shelf but also for coastal aquaculture and fisheries, as demonstrated by many reports of fisheries closures from around the world caused by MHWs. Estuaries, in particular, represent environments with high productivity and biodiversity that sustain important economic activities like aquaculture and fisheries.

While our understanding about the causes, impacts, duration and extension of MHWs has increased significantly during the last 10 years, this information has mainly come from large scale studies of the global or regional oceans. This large-scale perspective is informed by climate models and remote sensing as the main data sources, which are unable to spatially resolve smaller coastal systems such as estuaries and bays. To gain insight into the coastal response to MHWs, this group proposes a different approach, combining in-situ observations, remote sensing and high-resolution modelling in the coastal zone. The geographic intercomparison will contribute to a better understanding about the impact of MHWs on the global coastal areas and the potential implications under climate change scenarios.

The WG aims to develop an active collaboration and coordination to highlight the importance and necessity of studying the implications and consequences of MHWs in coastal areas. So far, the impact of MHWs in coastal areas has been evaluated in few recent papers; however, our WG is multidisciplinary, including coastal ecologists, coastal modellers and climate scientists. Hence, the distinctive feature of this group is its special focus on the shallow continental shelf, its interdisciplinarity, and its interesting geographic diversity (Canada, North America's east and west coasts, South America's west coast, Australia's southeast coast, Mediterranean Sea, Antarctica's glacial embayment's).

**Highlights:**

- The Coastal Marine Heatwave Interdisciplinary Research group (CMHIR, <https://coastalmhw.org/>) successfully organized the Workshop: Marine heatwaves dynamics and impacts on coastal and estuarine ecosystems at the University of Concepción (Chile), from 9-11 April 2024. This activity gathered 42 attendees in person and 76 on-line, from 14 countries (Australia, Belgium, Brazil, Canada, Chile, Colombia, Cuba, France, Germany, Italy, Peru, South Africa, Spain, and UK).
- The workshop generated an active discussion on the impact of marine heatwaves on ecosystems, communities, and organisms, sharing with academics, students, and the community the different aspects of marine heatwaves, covering topics like global and regional events, drivers, and local impacts. Experts presented studies focused on the consequences of these marine extreme events on seaweeds (kelps), phytoplankton, zooplankton, and benthic organisms.
- The event included an internal POGO WG meeting.
- The WG organised a webinar on the impacts of MHW on aquaculture (22 Aug 2024), in collaboration with the Chilean Salmon Farmers' Association (Salmon Chile).
- The WG has been working on a joint manuscript, which they plan to publish in 2025.
- The WG leader attended the POGO Annual Meeting in Penang, Malaysia, where he gave a presentation on the WG activities, as part of a session on MHW.

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**NANO Global Project "A global study of productivity, deoxygenation and ocean acidification at selected coastal sites" (NANO-DOAP):**

Research grants awarded to 22 participating institutions in the following countries: Argentina, Bangladesh, Brazil, Colombia, Ghana, India, Indonesia, Kenya, Lebanon, Mexico, Nigeria, Senegal, Thailand, Togo and Tunisia. Additionally, the project has 9 other stations located in Ecuador, Pakistan and Peru that participate without receiving support for field work.

The NANO global project has three major components:

- Promote in situ and remotely sensed observations of the ocean at selected coastal sites in order to contribute to the global effort of monitoring the levels of ocean acidification and deoxygenation;
- Provide opportunities to the project participants for: i) capacity building to strengthen their efforts to monitor levels of acidification and oxygenation; ii) join larger observation networks of ocean acidification and deoxygenation;
- Organize workshops and webinars dedicated to share experiences in i) monitoring levels of productivity, acidification and oxygenation; ii) training on marine data management; iii) compare results from fieldwork and produce a biogeographic distribution of the stations.

Field work was conducted in 2024-25 in all countries, for a set of 5 EOVS (temperature, chlorophyll-a, salinity, pH, dissolved oxygen) and additional variables (e.g., pigments, bio-optical variables, conductivity, nutrients, total alkalinity, , phytoplankton) varying from station to station. The budget was allocated depending on the local sampling costs, so as to enable each country to sample on a monthly to bimonthly basis (up to a maximum of 3K EUR per station). In addition, several participants conduct outreach activities in their location, reaching to different audiences, from school children to general public (see later section).

**NANO Project Fishing Vessel Sensor Network:**

The collaborative project Fishing Vessel Sensor Network, launched in Ghana in 2023 in partnership with the Ocean Data Network (ODN), enabled the installation of temperature sensors on fishing nets used by artisanal boats and semi-industrial trawlers. This provided near real-time temperature profiles from active fishing operations. Building on the success of the Ghana pilot, two new deployment sites were established. In September 2024, the ODN team installed a sensor device on a fishing vessel in Tanzania, in collaboration with Ms Hellen Kizenga (NANO member and researcher at the Institute of Marine Sciences, University of Dar es Salaam), ZAFIRI, and WIOMSA. Two additional devices were also provided for installation by the local team. Plans are also underway for deployments in Bangladesh, where arrangements have been made to install sensors on local fishing vessels. This extension is made possible through collaboration with Dr Subrata Sarker (coordinator of NANO-DOAP and SAGITTA) and the Oceanography Department at Shahjalal University of Science and Technology (SUST).

**Object 2: The promotion of research in global ocean observation for the public benefit and the publication and dissemination of the useful results of such research:**

**POGO outreach and advocacy:**

Public outreach is normally conducted through participation in international exhibitions. During this year, POGO participated in various events both in-person and virtually (see section on Communication Strategy).

All of POGO's brochures, leaflets and other written products are available as digital versions online. POGO has now moved away from printed (paper) materials, with the exception of small quantities of postcards to distribute, otherwise favouring the display of laminated 'hard copies' of leaflets on our booths, and of QR codes on our promotional banners to give mobile device users quick and easy access to digital copies. We are also limiting the production and handing out of branded USB Flash Drives.

In 2023, POGO established an Advocacy WG, composed of 8 POGO member institution representatives from around the world. The WG has continued to meet on-line and drafted or contributed to statements for two major international events: the COP29 Climate Conference and the COP16 Biodiversity Conference. Both statements were circulated to the POGO membership for signature and shared with other organisations for their endorsement. In addition, POGO produced an Open Letter on Ocean Drilling, advocating for the importance of scientific ocean drilling for ocean – and in particular climate- research and education.

**South East Asia project for General Regional Awareness of Seagrass by Society (SEAGRASS)**

Grant awarded to the Centre for Marine and Coastal Studies (CEMACS) of Universiti Sains Malaysia (USM) to cover field trip expenses, production of videos and pamphlets, and expenses for international speakers.

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**Charitable activities (Continued)**

The Straits of Malacca is the second busiest ocean maritime trade route in the world with a passage of over a thousand ships a day transiting its waterways. Naturally, this brings with it a lot of environmental pressure and risks to existing natural habitats. However, there are still very special pockets of marine habitats that possess high diversities of marine life such as shallow seas, intertidal mudflats, uninhabited islands and seagrass beds. The Middle Bank (northern Straits of Malacca) - an area of rich seagrass community – was chosen to study its changing evolution in an evolving climatic and anthropogenic influence. The Middle Bank seagrass meadow serves as nursery ground for many commercially important fish and mollusc species, supporting small-scale fisheries using artisanal fishing gears by local coastal communities. CEMACS has been working closely with Penang State Government to gazette this area as ecologically important, serving as a carbon sink (complementing adjacent mangrove area) to mitigate climate change and offset the state's carbon emission.

The proximity of the Middle Bank to a World Heritage Site can help drive awareness and education on the value of these marine habitats to the general public. The objective is to encourage the local government and agencies to set up a marine protected area for research, monitoring and education.

**Highlights:**

- CEMACS conducted the Marine Field Course: Biodiversity & Conservation for a group of college students from Kolej Yayasan UEM, Selangor (23 – 26 Feb 2024). 35 students were introduced to ecological techniques, microscopy skills, aquaculture basics and introduced to the seagrass ecosystem. The group was exposed to the seagrass ecosystem and learnt how transect lines are used along with quadrats to measure and monitor the life forms in this habitat. Students learnt about the various species inhabiting the seagrass bed, the intricate web of ecological relationships, and the critical role seagrasses play in maintaining a healthy marine environment. This experiential learning opportunity broadened students' understanding of marine ecosystems and fostered an appreciation for the need to preserve and protect these habitats. Moreover, the visit provided a chance for students to actively participate in local conservation efforts, contributing to the sustainable management of Pulau Gazumbo's marine resources.
- A book, "Tides of Change: The Middle Bank Marine Sanctuary and the Quest for a Resilient Penang" was published, underscoring the collaborative efforts of scientific, governmental, and community stakeholders in the environmental restoration and protection of the Middle Bank. The book aims to inform, inspire, and call for action to preserve Penang's treasured natural sanctuary.
- A stakeholder engagement workshop was held in two phases: the first with fishermen and operators, and the second with government agencies and other stakeholders. The workshop addressed activities allowed and prohibited within the sanctuary, adhering to IUCN guidelines for protected area management categories, ensuring comprehensive understanding and agreement on the sanctuary's management. Additionally, a field visit to the Middle Bank was organized for Executive Council (EXCO) for Environment for Penang State, YB Sundarajoo and the state government team to familiarize them with the upcoming establishment of the marine sanctuary. This visit, which included the northern shore of the Middle Bank, Pulau Gazumbo Kecil, and Pulau Gazumbo Besar, fostered a positive response towards the sanctuary's establishment, reinforcing the commitment to environmental conservation.
- A beach cleanup activity is planned at the Middle Bank area, aiming to engage the community and stakeholders in preserving the sanctuary's natural beauty and ecological health. Complementing these efforts, a brochure detailing the Middle Bank seagrass and its associated biodiversity is in its final draft, serving as an educational resource to raise awareness and promote the importance of seagrass ecosystems and their conservation.

**Collaborations with other organisations**

- UN Ocean Decade:
  - o As a Decade Implementing Partner (DIP), POGO has participated in on-line meetings between DIPs focussed on ocean observation
  - o As the lead organisation for OBON, POGO partnered with Marine Life 2030, the Marine Biodiversity Observation Network (MBON), and POGO members INVEMAR, MBARI, and PML, to host an exhibition stand at COP16 in Colombia
  - o POGO also organised a side-event at COP16, with the same partners, as well as the Global Ocean Observing System (GOOS), Ocean Biodiversity Information System (OBIS), and Fugro
  - o ECOP Programme: POGO has initiated a collaboration with the UN Decade Early Career Ocean Professionals Programme; in addition to webinars agreed, opportunities provided by POGO are now also shared by the ECOP network.
- POGO has started collaborating with a UAE-based social enterprise, Goumbook, to implement the COLLECT protocols (from our previously-funded beach litter monitoring citizen science project) in the UAE; Goumbook have translated the materials into Arabic, adding to the multilingual collection of resources in English, French, Portuguese, and Spanish.

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**Charitable activities (Continued)**

- POGO has received funds from, and worked with, new philanthropic foundations OceanQuest (shipboard training), OceanX (shipboard training and OBON), and the Minderoo Foundation (OBON). The missions of these foundations are very much aligned with POGO's objective to educate and inform the general public about the importance of the ocean and of ocean science, and to ensure that the results of scientific research are used for public benefit and wise decision-making.

**Object 3: The provision of scholarships and research fellowships:**

Scholarships and fellowships have been provided to **50 early-career scientists** for training/education periods of between 3 weeks and 10 months during this financial year. These consisted of:

- **Scholarships for 10 scholars from 10 countries to attend the Nippon Foundation-POGO Centre of Excellence in Observational Oceanography** hosted by the Ocean Frontier Institute in Canada, in partnership with Dalhousie University, Memorial University, and the Hakai Institute. The first year of Phase IV in Canada started in Oct 2024 and will run until July 2025. Phase IV continues to train ten oceanographers for periods of 10 months each year. The programme on ocean observation includes an orientation, oceanography courses, field training, data management, modelling and coding, English efficiency experience, Canadian Indigenous experiences, ocean governance, and science communication. Scholars pursue an independent learning project related to a topic of priority interest. Scholars are based at the Fisheries and Marine Institute at Memorial University (Marine Institute) in St. John's, Newfoundland, and Dalhousie University in Halifax, Nova Scotia (NS), with an excursion to the Hakai Institute in British Columbia (BC). The three institutions have complementary strengths that each provides students with distinct hands-on opportunities to learn. The partners have developed a concept for an excellent student experience, capacity development and international networking. This year's scholars were from Bangladesh, Brazil, Egypt, Ghana, India, Indonesia, Kenya, Mexico, the Philippines, and Senegal

- **5 Visiting Fellowships awarded to early-career scientists from developing countries to spend up to 3 months at another research institute** receiving individual training and supervision on a research topic of their choice. All 5 fellows selected in 2024 were able to complete or initiate their fellowships during this financial year. The fellows were from Argentina, Indonesia, Malaysia, Mexico, and Nigeria, and visited research institutes in France, Ghana, Italy, Taiwan, and USA.

- **35 Shipboard Training fellowships on-board research ships** to receive hands-on training in sampling and analysis techniques, and in some cases a short stay at the host research institute prior to the cruise. These were conducted as part of the Nippon Foundation-POGO programme (19), and also as part of a new collaboration with OceanX (USA) and OceanQuest (Saudi Arabia) foundations (16). Fellows were from Argentina, Brazil, Cameroon, Colombia, Ecuador, India, Mozambique, South Africa, Sri Lanka, Tanzania, and Uruguay. The host institutes were in Brazil, France, South Africa, UK, and USA. This included 3 training cruises (one in an estuary in Brazil, one off the coast of South Africa, and one between Walvis Bay, Namibia, and Mindelo, Cabo Verde), while the rest consisted of placing fellows on-board research cruises for one-to-one training and supervision.

The feedback on these programmes was overwhelmingly positive, not only from the scholars and fellows, but also from the host supervisors and parent supervisors, who commented on the networking and collaborations as well as the cultural exchanges facilitated by the programmes, and the enhanced skills and knowledge the fellows bring back to their home institutes and pass on to their peers.

This year, grants were awarded to 2 member institutions to support the following training programmes:

**Training course on "Hands-on MinION: Generating reference DNA barcodes for West African marine fishes" (Sept 2024)**

Grant (7,600 EUR) awarded to Institut de Recherche pour le Développement (IRD)

The rate of species extinction is currently 100 times higher than the background rate through geological history. Environmental DNA (eDNA) allows efficient biodiversity screening of marine ecosystems, but monitoring relies on regional DNA barcode reference databases, which are sparse in tropical countries. Furthermore, DNA sequencing facilities are far less available there than in developed countries, which calls for alternative solutions. On the other hand, the sequencing error rate and costs of small benchtop DNA sequencers have constantly decreased over the last years, now allowing direct on-site data acquisition.

A hands-on training module for third generation sequencing was held at the summer school of the West African Marine Fish DNA Barcoding Network (WAMBA.net). This training was jointly organized by the Institut de Recherche pour le Développement (IRD), France, the MOMBASA project of the Leibniz Centre for Tropical Marine Research (ZMT), Germany and the Université Nanguï Abrogoua, Abidjan, Côte d'Ivoire, where it was hosted in September 2024.

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**Charitable activities (Continued)**

Marine fishes are an excellent focus point for marine molecular biodiversity assessment as standardized methods for reference documentation are available and fisheries have a huge importance for human nutrition. This is particularly true in West Africa, where small-scale artisanal fisheries contribute significantly to livelihoods, and poverty reduction. The objective of the training was to deliver practical lab and bioinformatics skills on a small and inexpensive DNA sequencing device, the MinION flongle from Oxford Nanopore Technologies, to generate reference DNA barcodes. The delivered knowledge will empower researchers and multipliers from various West African countries to monitor their marine biodiversity on their own, without the need for international cooperation. Although this training was focused on the generation of a reference DNA barcode database, the same protocol can be used to then monitor biodiversity with eDNA.

Participants participated in parallel activities involving wet lab work and theory. Each participant was involved in DNA extraction, MinION budget calculations for proposal writing, indexed primer and demultiplexing workflows, as well as a series of introductory discussions in English and French. The sequencing from related lab activities produced nearly 171 COI barcodes from marine fish. After the successful conclusion of the training, participants underscored the practical value of hands-on sequencing training and the WAMBA-Net. Some participants expressed their wish for more in-depth bioinformatics training which the organizers currently plan to pick-up in a webinar. Overall highlights were activities such as library preparation, hands on experience loading a flow cell, and live sequencing, but also the room provided for social activities and networking.

**Training course on "Statistical Analysis of Oceanographic Data"**

Grant (10K EUR) awarded to Shahjalal University of Science and Technology (SUST), Bangladesh

The Department of Oceanography at Shahjalal University of Science and Technology (SUST) organised this international training program in-collaboration with Nigerian Institute for Oceanography and Marine Research (NIOMR); Marine Research, Center for Policy Research at Universiti Sains Malaysia; and Indian National Centre for Ocean Information Services (INCOIS).

The training program was conducted over 10 days, with five days of online sessions (6 to 20 Dec 2024), followed by five days of in-person sessions (5-9 Jan 2025) at SUST. A total of 21 participants (11 females and 10 males) attended, from Bangladesh (16), India (2), Malaysia (1), Sri Lanka (1), and Indonesia (1).

The training aimed to enhance participants' data analysis skills using tools like Ocean Data View (ODV), R, and QGIS, as well as provide participants with guidelines for scientific writing. The course aimed to provide basic concepts of fundamental statistics and advanced oceanographic data analysis using R, along with oceanographic data visualization with ODV and other GIS software.

The online sessions consisted of both lectures and hands-on sessions. There were four lectures on oceanographic data and six hands-on sessions on oceanographic data analysis. The online sessions began with a lecture on Essential Ocean Variables: Insights for Oceanography, focusing on the importance of Essential Ocean Variables (EoVs) in understanding ocean processes, supporting targeted research, and driving advancements in oceanography. The second lecture focused on the Importance of Data Sharing and Management in Marine Policy, discussing the importance of data sharing, sharing platforms, and the application of different techniques in oceanographic data management. The third lecture, on Data Governance and its Role in Marine Policy, highlighted the need for comprehensive data to develop effective policies, the role of data governance in ensuring data usability and security, and the development and implementation of policies related to data management for Marine Spatial Planning (MSP). The fourth lecture focused on Open Source Oceanographic Data, which highlighted the collection and application of oceanographic data from different open-access sources.

The in-person sessions of the training included 10 sessions. Two sessions focused on data visualization with ODV, five sessions on oceanographic data analysis using R, two sessions on scientific writing, and one session for group presentations by participants.

From the feedback surveys conducted, it was apparent that key useful elements of the training included hands-on activities, statistical analysis with R, oceanographic data analysis, and scientific writing. Participants valued the friendly and expert guidance of instructors, effective individual attention, and logistical arrangements like proper breaks. Real-life examples, peer interactions, and the practical application of tools such as visualization techniques were also seen as valuable, enriching the learning experience. Overall, the emphasis was on interactive, well-structured, and practical sessions linked to their academic and research needs.

**Object 4: The promotion of innovation and technology in the science of global ocean observation:**

This has been conducted mainly through projects focussing on developing low-cost instrumentation for ocean observing aimed at developing countries and citizen science. These both address the issue that, despite a high-level political endorsement, there are few international initiatives to make more observations possible in coastal areas with little resources. In particular, the ability to access user-friendly, low-cost instrumentation is still a limiting factor in coastal ocean observing, since most marine observation equipment is difficult to deploy, costly to operate and requires specific technical skills. On the other hand, recent technological advancements have allowed novel improvements in sensors, platforms and communication that will enable a step change in coastal ocean observing philosophy.



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**Social AGITation for Temperature Analysis" (SAGITTA)**

The project aims to implement a citizen science approach for consistent and regular temperature profile data collection in the coastal ocean. This requires distribution of cheap and simple temperature-depth (TD) probes among the general public. Though suitable equipment is present on the market, it is very expensive (5,000-9,000 USD per probe) and relatively complex for users without specialised training. Therefore the project aims to create a low-cost TD probe, simple smartphone application and web portal to make this idea possible. The probe should be inexpensive (about 100 USD), yet scientifically reliable. The smartphone app will be used for probe control, instant data visualization and data transmission to the web. The web portal is necessary for data storage, access and dissemination; it will also be useful for training and outreach.

A field test of the water temperature profiler was conducted in August 2024 in Haifa Bay, Israel. The instrument was deployed using a 60-metre rope and a heavy anchor (approximately 3 kg). The vessel departed from Kishon Marina, and the profiler was deployed at depths of 50 metres and 30 metres at different locations. Temperature readings were recorded at intervals of 220 milliseconds. Overall, the profiler successfully captured temperature profiles at varying depths. However, no thermocline was detected, contrary to initial expectations. For future deployments, it will be important to address the noise generated by the pressure sensor and improve its calibration. Enhancing sensor calibration and reducing associated noise will contribute to greater measurement accuracy and provide more reliable data for future sea trials.

During the first semester of 2024 it was agreed that the project leadership should be transferred to Dr. Subrata Sarker, NANO-DOAP coordinator, bringing NANO-DOAP and SAGITTA projects together. Head of the Oceanography Department at the Shahjalal University Science and Technology (SUST), Bangladesh, Dr Sarker has access to technical/IT staff with the expertise to move the project along. He and his team will work with SAGITTA's programmer (Alexander Rakhman, based in Israel), and with other people supporting the project (e.g., ODN and ENC Data). To facilitate the transfer, the former project coordinator (Kirill Kivva) plans to visit SUST in April 2025, to hand over materials and provide details on the achievements of the project so far and what remains to be done. The meeting will include activities with students of Oceanography and Engineering from SUST and invited fishermen, and a day of field testing of SAGITTA. The visit was originally planned for August 2024, but had to be postponed due to the political situation in Bangladesh. By rescheduling to April, the visit is timed to coincide with the visit of Ocean Data Network (ODN) to establish the new pilot site of the Fishing Vessel Sensor Network project, facilitating discussions between ODN and Dr. Sarker regarding SAGITTA.

**Development of a low-cost hydrophone for research, education and community science: GlowSounds**

Grant (10K EUR) awarded to Istituto Nazionale di Oceanografia e di Geofisica Sperimentale (OGS)

The integration of affordable hydrophone technology plays a pivotal role in advancing marine bioacoustics, a field essential for understanding and protecting marine biodiversity. Sound is a critical component of marine environments, influencing the behaviour, communication, and survival of numerous aquatic species. By deploying low-cost, open-source hydrophones, we enable continuous, widespread monitoring of underwater soundscapes. This democratisation of technology not only supports scientific research but also empowers community scientists and educators in underserved regions, enhancing global participation in ocean monitoring and conservation.

This project aims to:

- Design an affordable and open-source hydrophone autonomous system, without compromising quality and performance, catering to research, education, and community science needs
- Develop software to manage and program device settings
- Develop a global digital platform to promote and facilitate the use of the device, complete with educational resources.

This funding will be used to develop and build the first 25 prototypes to be distributed to selected numbers of beta testers. Further funding will then be sought to implement corrections/improvements, and develop a distribution and training platform. From a policy perspective, the availability of affordable, reliable acoustic data supports evidence-based decision-making. It enables policymakers to implement more effective marine management strategies, comply with environmental protection regulations, and meet international conservation goals. Additionally, our project aligns with the objectives of the Global Ocean Observing System by contributing to the Essential Ocean Variables, specifically Ocean Sound.

**Highlights:**

- The WG has been meeting regularly on-line.
- A poster was presented at the OCEANS 2024 Meeting in Halifax, Canada
- The group issued a survey to the community to gather input on user needs, which gathered 138 responses. 90% of respondents believe that such a low-cost autonomous device is needed, including a significant promotion of respondents who were senior researchers; the temperature and depth specifications matched well with the current design of the device

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**Charitable activities (Continued)**

**Highlights:**

- The team is making good progress towards having a design ready for beta testing by mid-2025 by up to 50 beta testers around the world (POGO funding has been matched by SCOR to support the production of more prototypes)
- The initiative has been endorsed as a UN Ocean Decade Project
- An oral presentation has been accepted at the One Ocean Science Congress in Nice, France (June 2025)

**Financial review**

**Financial position**

The charity, with the aid of sound financial management and the support of both its management and trustees, generated a positive financial outcome for the period ending 31 March 2025. While the charity has made a loss for the year of £146,843, the majority of this has been due to utilising restricted reserves brought forward. Total reserves are £341,079 and taking into account restricted reserves of £49,707, this leaves £291,372 unrestricted reserves.

**Principal funding sources**

The principal sources of funding are:

- Membership dues: these are used to cover all operational costs of the charity as well as some grants and fellowships
- Grants from charitable foundations and other organisations, notably the Nippon Foundation, which supports POGO's capacity development programme, the Minderoo Foundation, which has supported an OBON workshop on biomolecular methods for fisheries management, and the Scientific Committee on Oceanic Research (SCOR), which co-funds the POGO-SCOR visiting fellowship programme. An Agreement was also signed during this fiscal year with OceanQuest, a Saudia Arabia-based philanthropic foundation.

**Reserves policy**

POGO's reserves policy was adopted in Jan 2020. The target minimum Operating Reserve Fund is 12 months of average operating costs. The calculation of average monthly operating costs includes all recurring, predictable expenses such as salaries and benefits, insurance, office, travel, communications, projects, Working Groups and capacity development programmes. Depreciation, in-kind, and other non-cash expenses are not included in the calculation. The calculation of average monthly expenses also excludes one-time or unusual, capital purchases. The Operating Reserve is intended to provide an internal source of funds for situations such as a sudden increase in expenses, one-time unbudgeted expenses, unanticipated loss in funding, or uninsured losses.

Operating Reserves are not intended to replace a permanent loss of funds or eliminate an ongoing budget gap. It is the intention of POGO for Operating Reserves to be used and replenished within a reasonably short period of time. The Operating Reserve Fund is defined as a fund set aside by action of the Board of Trustees. The minimum amount to be set aside as Operating Reserve will be established in an amount sufficient to maintain ongoing operations and programmes for a set period of time, measured in months. The Operating Reserve serves a dynamic role and will be reviewed and adjusted in response to both internal and external changes.

The amount of the Operating Reserve Fund target minimum will be calculated each year after approval of the annual budget, reported to the Finance Committee/Board of Trustees, and included in the regular financial reports. The Operating Reserve will be funded with surplus unrestricted operating funds. The Board of Trustees may from time to time direct that a specific source of revenue be set aside for Operating Reserve.

The main contingencies allowed for by the Reserves Policy, are:

- POGO having to relocate the office, in case the agreement in place with the current Secretariat host(s) is terminated by either party. The provision in the contract is for 6 months' notice, which would mean any costs incurred would have to be met at relatively short notice. Costs could include redundancy and other compensation that POGO may be required by law to pay the staff (e.g. related to the Transfer of Undertakings (Protection of Employment) -TUPE; legal costs; potential increased salary costs related to employment by a different host, etc. If POGO were to start employing the Secretariat staff itself there would be additional costs related to HR/IT and other services, office rental etc.
- Other emergencies including legal costs, insurance excess, or uninsured losses.
- Loss of income: This is a potential threat caused by fluctuations in membership, or by some members being unable to pay their dues in a given year. In addition, the Nippon Foundation grant is only renewed from one year to the next, so if it is not renewed we would potentially receive very little notice of this (in this case the project would not go ahead, but additional funds from POGO could potentially be needed to cover staff costs, to which NF contributes £50,000 per annum).

The amount of reserves currently held is projected to be very slightly above the amount stated in the reserves policy, taking into account commitments that have been made to fund Working Groups and projects, but which have not yet taken place. The balance held as unrestricted funds at 31 March 2025 was £291,372 of which £291,372 are considered 'free' reserves. This level of reserves is broadly consistent with our policy of holding one years' operating costs (Circa £250,000), excluding Nippon related projects.

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**STRATEGIC REPORT (continued)**

**Financial and risk management objectives and policies**

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. The trustees recognise that risks can arise not only from the charity's activities but also from failure to act or exploit opportunities. The trustees do not consider that all risks should be avoided. They are not averse to taking reasonable risks as part of their strategy to achieve the charity's objectives. However, they wish to be made aware of the major risks the charity faces so that they can plan how to manage those risks and mitigate their effects. The trustees have therefore appointed the Chair and CEO to review major risks and make recommendations to the trustees as to how to manage them. The trustees expect all members, staff and volunteers when engaging in any activity to consider the risks it poses and to act in accordance with any recommendations made for risk management. The trustees expect that staff and volunteers will not engage in significant types of activity which are not similar to activities the trustees are already aware of, without first having made to the trustees a proper proposal for the charity engaging in such activity, including an analysis of the risks such activity might pose to the charity. The trustees have the same expectation in relation to significant increases in activities already pursued by the charity or significant changes in the way those activities are pursued.

Risk management will be conducted according to the following steps: (1) identify the risks, (2) assess the risks, (3) evaluate what action needs to be taken, (4) monitoring and assessment.

The trustees have developed and approved a risk management policy and a risk register to identify and assess the potential risks and develop strategies to manage them. The risk register is reviewed monthly by the Chair and CEO, and twice per year by the Board as a whole. Given the charity is relatively young, it has not had a great deal of time to develop a mature 'risk appetite' approach. It is the intention of the charity for Trustees to engage in 'risk appetite' training with a view to developing a measured approach to risk.

**Future plans**

During the coming period the organisation will work towards its aims in respect of education for developing the science of global ocean observation, developing the science as well as publishing and disseminating the results of research undertaken. The CIO will continue to provide scholarships and research fellowships in accordance with its objects, using funds from membership dues as well as grants from the Nippon Foundation, the Minderoo Foundation, OceanQuest, and SCOR. Specifically, POGO will:

- Expand its global footprint and benefit from in-kind support from member institutions by establishing Regional and Thematic Secretariat Nodes in other parts of the world, funded entirely by the host institutions; continue to develop activities with the existing Western Pacific Regional Node in China;
- Initiate and support new activities as a UN Decade Implementing Partner and continue to support OBON;
- Complete current Working Groups (BIOTTA, BEACON, CMHIR, Agulhas Current, COLaB, GlowSounds, eDNA Monitoring Network for Latin America and the Caribbean, Consumer-grade drones for tropical marine and coastal research) and fund new ones through a call for proposals in 2025;
- Continue global research projects for NF-POGO alumni;
- Continue Phase IV of the NF-POGO Centre of Excellence hosted by the Ocean Frontier Institute and other partners in Canada; and provide Visiting Fellowships and Shipboard Training Fellowships for early-career researchers;
- Hold exhibition stands and give presentations at major international conferences (UNFCCC COP30); continue the POGO Advocacy Working Group to craft POGO's messaging for specific policy meetings;
- Increase its visibility and outreach impact, through the development of new outreach materials, case studies on the societal benefits of ocean observation.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing document**

The Charitable Incorporated Organisation ("the CIO") is governed by its constitution in accordance with the Charities Act 2011. The CIO is based on the association model.

**Recruitment and appointment of new trustees**

Trustees are selected from the member organisations and are appointed by the decision of the members of the CIO at the annual general meeting (with the exception of two trustees elected by the trustees themselves to improve regional and/or gender balance and/or to fill gaps in expertise). Each appointment is for a term of two years (renewable once), ending at the close of the meeting of the board of trustees immediately after an AGM.

Partnership for Observation of the  
Global Ocean CIO  
T/A POGO

Report of the Trustees  
For The Year Ended 31 March 2025

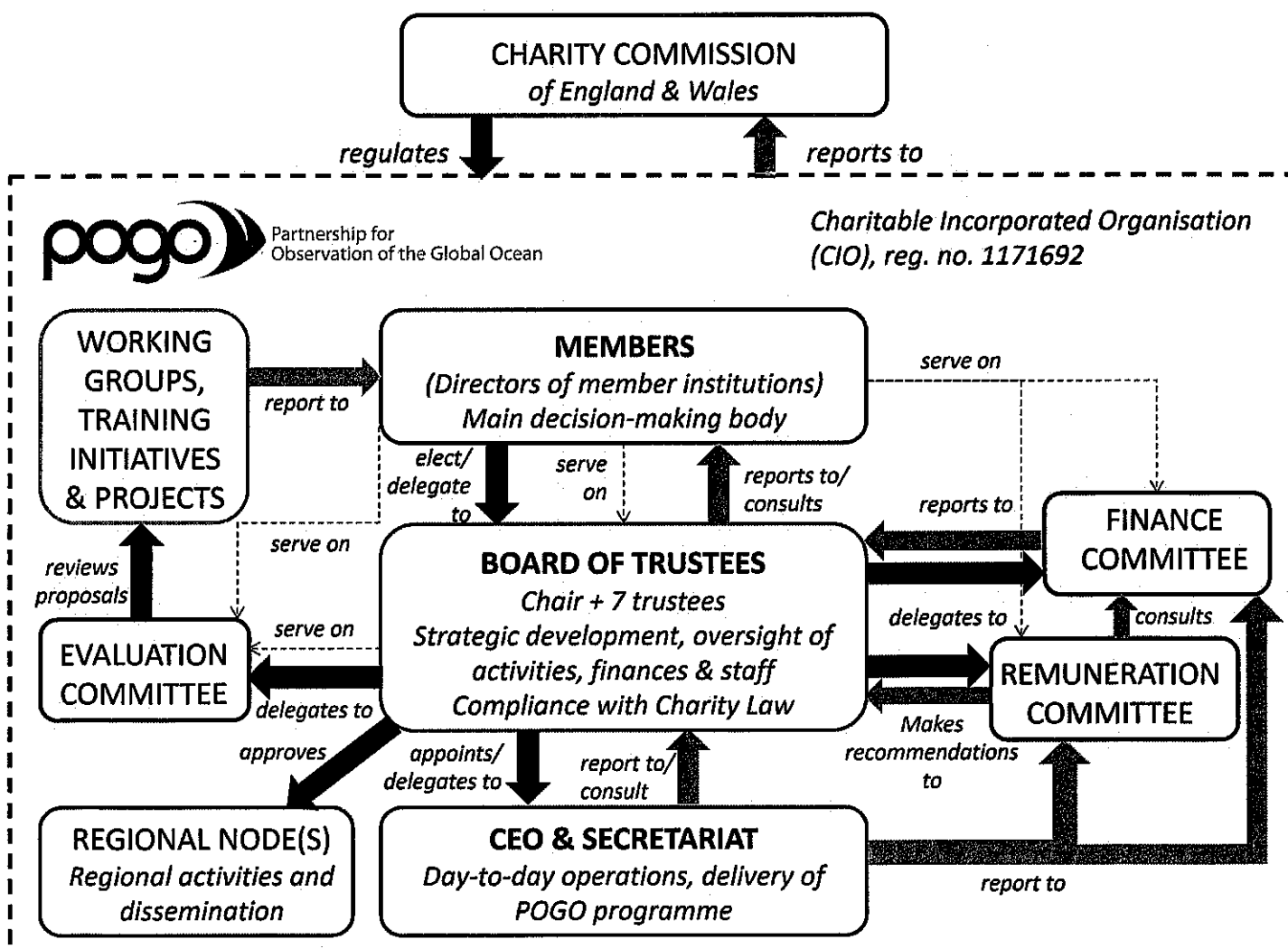
**STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)**

**Organisational structure**

Membership of the CIO is open to any oceanographic research institution, educational department or organisation from any part of the world that is interested in furthering the purposes of the CIO. The affairs of the CIO are managed by a Board of Trustees, elected by the members. The day to day operations of the CIO are delegated by the trustees to the CEO and Secretariat. Financial matters are delegated to a Finance Committee, which reports to the Board of Trustees. Oversight of staff performance and salaries is delegated to a Remuneration Committee, which makes recommendations regarding salaries to the Board of Trustees, following consultation with the Finance Committee. At least one trustee serves on these Committees.

In 2024, a new Regional Node was officially launched for the Western Pacific, hosted by the Institute of Oceanology, Chinese Academy of Sciences (IOCAS), which also co-hosts the new POGO Western Pacific Regional Node, together with the First Institute of Oceanography, and the Ocean Decade International Cooperation Centre (ODCC) China. The ODCC will provide support for the operation and maintenance of the Node. The Director and Deputy Director of the regional node rotate between FIO and IOCAS every two years. The Western Pacific Regional Node's duties include identifying and filling data and knowledge gaps of the ocean-climate relationship in the Western Pacific region, coordinating relevant stakeholders nationally and globally to enhance cooperative exchanges in the domains of marine observation, forecasting, disaster prevention and mitigation, and response to global climate change. It will initiate and implement large-scale scientific plans and projects for the Ocean Decade to jointly boost the sustainable development of the ocean under the guidance of POGO.

The governance structure is summarised in the following diagram.



**Partnership for Observation of the  
Global Ocean CIO  
T/A POGO**

**Report of the Trustees  
For The Year Ended 31 March 2025**

**STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)**

**External review**

The first External Review of POGO was conducted in 2024. An External Review Panel, consisting of 6 experts, was appointed by the Board of Trustees. The Panel members were selected to represent a range of POGO stakeholders, including the marine science community (POGO members and non-members), representatives of other international or regional organisations, and other stakeholders. The Panel met several times on-line, as well as during a hybrid meeting in Plymouth, UK, where they also had the opportunity to interact with the POGO Secretariat and former Chair. One member of the Panel also attended the POGO Annual Meeting to interact with the POGO community (members, trustees, alumni, partners...).

Members of the Panel received travel support to attend the POGO-25 Annual Meeting (1), or the Panel Meeting in Plymouth (4), and four of them received a modest honorarium as compensation for their work (the other two were not allowed by their employer to receive any payment).

The POGO Board of Trustees was presented the External Review Panel's report by the Panel Chair, Wendy Watson-Wright, on 20th June 2024. The report and its recommendations were discussed by the Board during the subsequent meeting, and some proposals were put to the membership on 29th August 2024, during an on-line meeting attended by over 30 members. Wendy Watson-Wright also presented the report at that meeting and answered questions from the members.

The Panel's recommendations focused on the following areas:

- Governance/leadership – e.g., strengthening member engagement, particularly at the Director level
- Funding – e.g., reviewing POGO's funding model and elaborating a long-term funding strategy
- Pillars/focus areas – e.g., strengthening Pillar 1 (Innovation in ocean observing) and particularly the focus on ocean technology
- Collaboration – e.g., working more closely with GOOS to define respective roles and enhancing complementarity/collaboration
- Diversity, Equity, and Inclusion – e.g., producing materials in more languages and seeking collaboration with indigenous and coastal communities.

The Board of Trustees and members agreed that the review had produced some valuable insights and recommendations, almost all of which will be (and are already being) actively addressed. In particular, a new format for the POGO Annual Meetings was implemented in Feb 2025. POGO's response to the review has been shared with the Panel and with POGO members.

**Induction and training of new trustees**

The charity trustees make available to each new trustee a copy of the CIO's constitution and any amendments made to it, as well as a copy of the CIO's latest trustees' annual report and statement of accounts, and the Charity Commission's guidance documents on the role of the trustee. All trustees have previous knowledge of the activities of POGO and are given guidance on their responsibilities as a trustee. Trustees are also invited to training courses on governance, which the charity pays for. These have been attended virtually since 2020, and the trustees found the virtual training mode to be very effective.

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Company number**  
CE010344 (England and Wales)

**Registered Charity number**  
1171692

**Registered office**  
Plymouth Marine Laboratory  
Prospect Place  
The Hoe  
Plymouth  
Devon  
PL1 3DH

**Trustees**  
Prof N Owens (Chair) (resigned 24.3.25)  
Professor T S Hwai  
Captain F A Arias-Isaza  
Dr F P Chavez  
Dr C G P Chavez  
Prof. F Chai  
Dr O Pringault  
Dr Y Rodrigues (resigned 17.1.25)  
Dr A M Waite (appointed 7.3.25)

**Partnership for Observation of the**  
**Global Ocean CIO**  
**T/A POGO**

**Report of the Trustees**  
**For The Year Ended 31 March 2025**

**REFERENCE AND ADMINISTRATIVE DETAILS (continued)**

**Auditors**

TC Group  
Statutory Auditors  
Harscombe House  
1 Darklake View  
Plymouth  
Devon  
PL6 7TL

**COMMENCEMENT OF ACTIVITIES**

The CIO was formed in February 2017 to take on the activities of a Canadian Society with the same name. The process for transferring operations to the CIO took longer than initially anticipated and operations began in the CIO in July 2018.

**GOVERNANCE STATEMENT**

The Board of Trustees have had due regard to the principals of recommended practices as set out by the "Charity Governance Code" and have applied these wherever practical and in decision making.

**STATEMENT OF TRUSTEES' RESPONSIBILITIES**

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Charity law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure, of the Charity for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

**STATEMENT OF TRUSTEES' RESPONSIBILITIES**

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and to enable them to ensure that the financial statements comply with the charities SORP 2025. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the Charity's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

**AUDITORS**

The auditors, TC Group, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, on 27/11/2025 and signed on the board's behalf by:

Captain Francisco A. Arias Isaza - Trustee

**Report of the Independent Auditors to the Trustees of**  
**Partnership for Observation of the**  
**Global Ocean CIO**

**Opinion**

We have audited the financial statements of Partnership for Observation of the Global Ocean CIO (the 'Charity') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 March 2025 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 Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

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

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

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

**Other information**

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether 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.

**Matters on which we are required to report by exception**

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the Charity has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

**Responsibilities of trustees**

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the Charity 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 Charity'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 Charity or to cease operations, or have no realistic alternative but to do so.

**Report of the Independent Auditors to the Trustees of**  
**Partnership for Observation of the**  
**Global Ocean CIO**

**Our 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 a Report of the Independent Auditors 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. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

The objectives of our audit, in respect to fraud, are: to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses; and to respond appropriately to fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the entity and its management.

Our approach was as follows:

- We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience, and through discussion with the directors and other management (as required by auditing standards), and discussed with the directors and other management the policies and procedures regarding compliance with laws and regulations;
- We identified the following areas as those most likely to have such an effect: health and safety; General Data Protection Regulation (GDPR); fraud; bribery and corruption and employment law. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the trustees and other management and inspection of regulatory and legal correspondence, if any.
- We considered the legal and regulatory frameworks directly applicable to the financial statements reporting framework (FRS 102 and the Companies Act 2006 and the Charities Act 2011) and the relevant tax compliance regulations in the UK;
- We considered the nature of the group's operations, the control environment and business performance, including the key drivers for management's remuneration;
- We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit;
- We considered the procedures and controls that the group has established to address risks identified, or that otherwise prevent, deter and detect fraud; and how senior management monitors those programmes and controls.

Based on this understanding we designed our audit procedures to identify non-compliance with such laws and regulations. Where the risk was considered to be higher, we performed audit procedures to address each identified fraud risk. These procedures included: testing manual journals; reviewing the financial statement disclosures and testing to supporting documentation; performing analytical procedures; and enquiring of management, and were designed to provide reasonable assurance that the financial statements were free from fraud or error.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

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](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Report of the Independent Auditors.

**Use of our report**

This report is made solely to the Charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the Charity's trustees 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 Charity and the Charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

TC Group  
Statutory Auditors  
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006  
Harscombe House  
1 Darklake View  
Plymouth  
Devon  
PL6 7TL

Date: 28-11-25



**Partnership for Observation of the  
Global Ocean CIO  
T/A POGO**

**Statement of Financial Activities  
For The Year Ended 31 March 2025**

	Notes	Unrestricted fund £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	2	17,036	-	17,036	-
<b>Charitable activities</b>	4				
Centre of Excellence		-	420,875	420,875	441,568
Shipboard Training		-	104,250	104,250	-
Subscriptions		218,954	-	218,954	230,776
Fellowship programme		-	9,775	9,775	-
Investment income	3	9,609	-	9,609	3,089
<b>Total</b>		<b>245,599</b>	<b>534,900</b>	<b>780,499</b>	<b>675,433</b>
<b>EXPENDITURE ON</b>					
<b>Charitable activities</b>	5				
Centre of Excellence		-	444,423	444,423	343,493
NANO activities		-	55,400	55,400	113,894
Shipboard training		-	134,632	134,632	26,828
POGO activities		270,470	5,123	275,593	261,799
Fellowship programme		7,519	9,775	17,294	20,174
Citizen Observation of Local Litter in Coastal ECosysTems		-	-	-	12,322
<b>Total</b>		<b>277,989</b>	<b>649,353</b>	<b>927,342</b>	<b>778,510</b>
<b>NET INCOME/(EXPENDITURE)</b>		<b>(32,390)</b>	<b>(114,453)</b>	<b>(146,843)</b>	<b>(103,077)</b>
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		323,762	164,160	487,922	590,999
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>291,372</b>	<b>49,707</b>	<b>341,079</b>	<b>487,922</b>

The notes form part of these financial statements

**Partnership for Observation of the  
Global Ocean CIO  
T/A POGO**

**Statement of Financial Position  
31 March 2025**

	Notes	Unrestricted fund £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
<b>CURRENT ASSETS</b>					
Debtors	10	112,038	2,677	114,715	9,454
Cash at bank		<u>274,609</u>	<u>310,957</u>	<u>585,566</u>	<u>885,185</u>
		386,647	313,634	700,281	894,639
<b>CREDITORS</b>					
Amounts falling due within one year	11	<u>(95,275)</u>	<u>(263,927)</u>	<u>(359,202)</u>	<u>(406,717)</u>
<b>NET CURRENT ASSETS</b>		<u>291,372</u>	<u>49,707</u>	<u>341,079</u>	<u>487,922</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>291,372</u>	<u>49,707</u>	<u>341,079</u>	<u>487,922</u>
<b>NET ASSETS</b>		<u>291,372</u>	<u>49,707</u>	<u>341,079</u>	<u>487,922</u>
<b>FUNDS</b>					
Unrestricted funds				291,372	323,762
Restricted funds				<u>49,707</u>	<u>164,160</u>
<b>TOTAL FUNDS</b>				<u>341,079</u>	<u>487,922</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 27/11/2025 and were signed on its behalf by:

Captain Francisco A. Arias Isaza - Trustee

The notes form part of these financial statements

**Partnership for Observation of the  
Global Ocean CIO  
T/A POGO**

**Statement of Cash Flows  
For The Year Ended 31 March 2025**

	Notes	31.3.25 £	31.3.24 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	1	<u>(309,228)</u>	<u>(419,018)</u>
Net cash used in operating activities		<u>(309,228)</u>	<u>(419,018)</u>
<b>Cash flows from investing activities</b>			
Interest received		<u>9,609</u>	<u>3,087</u>
Net cash provided by investing activities		<u>9,609</u>	<u>3,087</u>
		<u>          </u>	<u>          </u>
<b>Change in cash and cash equivalents in the reporting period</b>		<b>(299,619)</b>	<b>(415,931)</b>
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<b><u>885,185</u></b>	<b><u>1,301,116</u></b>
<b>Cash and cash equivalents at the end of the reporting period</b>		<b><u><u>585,566</u></u></b>	<b><u><u>885,185</u></u></b>

The notes form part of these financial statements

Partnership for Observation of the  
Global Ocean CIO  
T/A POGO

Notes to the Statement of Cash Flows  
For The Year Ended 31 March 2025

<b>1. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES</b>			
	<b>31.3.25</b>		31.3.24
	£		£
Net expenditure for the reporting period (as per the Statement of Financial Activities)	(146,843)		(103,077)
Adjustments for:			
Interest received	(9,609)		(3,087)
Increase in debtors	(105,261)		(2,118)
Decrease in creditors	<u>(47,515)</u>		<u>(310,736)</u>
<b>Net cash used in operations</b>	<b><u>(309,228)</u></b>		<b><u>(419,018)</u></b>
 <b>2. ANALYSIS OF CHANGES IN NET FUNDS</b>			
	At 1.4.24	Cash flow	At 31.3.25
	£	£	£
<b>Net cash</b>			
Cash at bank	<u>885,185</u>	<u>(299,619)</u>	<u>585,566</u>
	<u>885,185</u>	<u>(299,619)</u>	<u>585,566</u>
<b>Total</b>	<b><u>885,185</u></b>	<b><u>(299,619)</u></b>	<b><u>585,566</u></b>

The notes form part of these financial statements

**Partnership for Observation of the**  
**Global Ocean CIO**  
**T/A POGO**

**Notes to the Financial Statements**  
**For The Year Ended 31 March 2025**

**1. ACCOUNTING POLICIES**

**Basis of preparing the financial statements**

The financial statements of the Charity, which is a public benefit entity under FRS 102, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'. The financial statements have been prepared under the historical cost convention. The charity constitutes a public benefit entity as defined by FRS 102.

The trustees consider there are no material uncertainties about the charity's ability to continue as a going concern. These financial statements are prepared on a going concern basis. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £1.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless stated otherwise.

**Income**

The charity receives annual subscriptions from its members in alignment with the financial year. Any subscriptions billed in advance are deferred and recognised in the following financial period.

Grant income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

All other income is recognised once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

**Expenditure**

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

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment and accrued as an expense.

**Allocation and apportionment of costs**

All costs that can be directly associated with a charitable activity have been attributed to the activity.

Support costs are those that assist the work of the charity but do not directly undertake charitable activities. Governance costs involving the public accountability of the charity and its compliance with regulation and good practice include costs relating to statutory examinations and legal fees.

Finance costs include all expenses incurred for operation of the charity's bank accounts as well and the total foreign exchange gain or loss the charity has achieved or suffered in the financial period.

**Taxation**

The charity is exempt from corporation tax on its charitable activities.

**Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

**Foreign currencies**

Assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the statement of financial position date.

Transactions in foreign currencies are translated into sterling at the average rate of exchange ruling for the year. Resulting exchange differences are taken into account in arriving at the operating result.

**Partnership for Observation of the**  
**Global Ocean CIO**  
**T/A POGO**

**Notes to the Financial Statements - continued**  
**For The Year Ended 31 March 2025**

**1. ACCOUNTING POLICIES - continued**

**Donated goods**

Donated goods are provided in the form of office space with Plymouth Marine Laboratory. The relationship remains healthy and the trustees feel this service will be provided for the foreseeable future.

**2. DONATIONS AND LEGACIES**

	31.3.25	31.3.24
	£	£
Donations	<u>17,036</u>	<u>-</u>

**3. INVESTMENT INCOME**

	31.3.25	31.3.24
	£	£
Deposit account interest	<u>9,609</u>	<u>3,089</u>

**4. INCOME FROM CHARITABLE ACTIVITIES**

		31.3.25	31.3.24
	Activity	£	£
Grants	Centre of Excellence	420,875	441,568
Grants	Shipboard Training	104,250	-
Grants	Fellowships	9,775	-
Subscriptions	Subscriptions	218,954	230,776
		<u>753,854</u>	<u>672,344</u>

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

	31.3.25	31.3.24
	£	£
Scientific Committee on Oceanic Research	9,775	-
Nippon Foundation	420,875	441,568
OceanQuest	104,250	-

**5. CHARITABLE ACTIVITIES COSTS**

	Direct Costs £	Grant funding of activities (see note 6) £	Support costs (see note 7) £	Totals £
Centre of Excellence	80,402	364,021	-	444,423
NANO activities	3,510	51,890	-	55,400
Shipboard training	2,425	132,207	-	134,632
POGO activities	29,302	49,029	197,262	275,593
Fellowship programme	-	17,294	-	17,294
	<u>115,639</u>	<u>614,441</u>	<u>197,262</u>	<u>927,342</u>

**Partnership for Observation of the**  
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**Notes to the Financial Statements - continued**  
**For The Year Ended 31 March 2025**

**6. GRANTS PAYABLE**

The total amount awarded to institutions was £412,851 (2024: £60,599), those institutions are listed below:

Alfred-Wegener Institute  
Institute of Oceanology, Chinese Academy of Sciences  
Hangzhou shallow-sea technology Co. LTD  
Istituto Nazionale di Oceanografia e di Geofisica Sperimentale  
University of Tasmania  
Plymouth Marine Laboratory  
Indian National Centre for Ocean Information Services  
Ensenada Center for Scientific Research and Higher Education  
University of Kara  
Dalhousie University  
Universidad De Concepcion  
Instituto de Investigaciones Marinas y Costeras  
Institut de Recherche pour le développement  
University of Ghana College of Basic and Applied Sciences  
Istituto Nazionale di Oceanografia e di Geofisica  
South African Environmental Observation Network  
Shahjalal University of Science and Technology

Grants paid to the Alfred-Wegener Institute are for the provision of the Centre of Excellence, which provides scholarship training to improve the global knowledge regarding ocean observation.

Grants paid to Institute of Oceanology, Chinese Academy of Sciences was for the subsurface mooring training course.

Grants paid to Hangzhou shallow-sea technology Co. Ltd are for training workshops on principles and applications of BGC-ARGO.

Grants paid to the Istituto Nazionale di Oceanografia e di Geofisica Sperimentale are for the provision of Open Access Marine Observation Devices (OpenMODS), which helps provide access to important ocean data to less developed countries.

Grants paid to the University of Tasmania are for the coastal marine heatwave interdisciplinary research group.

Grants paid to the Indian National Centre for Ocean Information Services are to conduct the training programme on 'Ocean Observations to Societal Applications'

Grants paid to the Plymouth Marine Laboratory are for participants travel and subsistence costs for Action for Sustainable Ocean Acidification Research (ASOAR) and project costs in relation to Citizen Observation of Local Litter in Coastal Ecosystems.

Grants paid to the Ensenada Center for Scientific Research and Higher Education are for the Gulf of Mexico Oceanographic and Meteorological Observation Group (GMOMOG).

Grants paid to the University of Kara are for the reimbursement of travel and accommodation costs for trainees and instructors, including catering and field trips.

Grants paid to the Dalhousie University are for the provision of start up costs for the Centre

Grants paid to the Universidad de Concepcion are to form a consortium for surveying the coastal ocean in the eastern South Pacific.

Grants paid to Instituto de Investigaciones Marinas y Costeras are towards identifying environmental laboratories as well as practitioners within the Latin America and the Caribbean region, which has not been involved in the use of high technology in their conservation and decision-making strategies, with the purpose of providing technical and scientific capacities that would allow them to access to more reliable tools such as the eDNA biomonitoring.

Grants paid to Institut de Recherche pour le développement are for generating reference DNA barcodes for West African marine fishes.

Grants paid to University of Ghana College of Basic and Applied Sciences are towards a coastal observing Lab.

**Partnership for Observation of the  
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**Notes to the Financial Statements - continued  
For The Year Ended 31 March 2025**

**6. GRANTS PAYABLE - continued**

Grants paid to Istituto Nazionale di Oceanografia e di Geofisica are for development of a low-cost hydrophone for research, education and community science.

Grants paid to the South African Environmental Observation Network are towards funding for an EOVS and impact based Boundary Currents Ocean Observing System.

Grants paid to Shahjalal University of Science and Technology are to pay the expenses for the activities related to training regarding statistical analysis of oceanographic data.

Grants paid to individuals are for the reimbursement of travel expenses, workshops and equipment to allow less developed countries access to the best training courses and events to improve global knowledge of ocean.

The total amount awarded to individuals was £201,590 (2024: £145,526) and the number of individual beneficiaries was 73 (2024: 62).

**7. SUPPORT COSTS**

	Management £	Finance £	Governance costs £	Totals £
POGO activities	<u>186,483</u>	<u>765</u>	<u>10,014</u>	<u>197,262</u>

**8. NET INCOME/(EXPENDITURE)**

Net income/(expenditure) is stated after charging/(crediting):

	31.3.25 £	31.3.24 £
Auditors' remuneration	6,008	5,720
Auditors' remuneration for non audit work	4,006	3,808
Foreign Exchange (gain)/loss	<u>13,152</u>	<u>33,168</u>

**9. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

**Trustees' expenses**

During the year there were expenses of £10,199 paid to trustees. (2024 - £875)  
This related to 4 trustees travel expenses to attend meetings held throughout the year.

**10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31.3.25 £	31.3.24 £
Trade debtors	8,348	8,656
Accrued income	104,250	-
Prepayments	<u>2,117</u>	<u>798</u>
	<u>114,715</u>	<u>9,454</u>



**Partnership for Observation of the  
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**Notes to the Financial Statements - continued  
For The Year Ended 31 March 2025**

**11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31.3.25 £	31.3.24 £
Trade creditors	84,635	322,344
Other creditors	796	1,050
Accruals and deferred income	263,757	-
Accrued expenses	<u>10,014</u>	<u>83,323</u>
	<u><b>359,202</b></u>	<u><b>406,717</b></u>

**12. MOVEMENT IN FUNDS**

	At 1.4.24 £	Net movement in funds £	At 31.3.25 £
<b>Unrestricted funds</b>			
General fund	323,762	(32,390)	291,372
<b>Restricted funds</b>			
Nippon Foundation Grant	164,160	(117,130)	47,030
OceanQuest	-	2,677	2,677
	<u>487,922</u>	<u>(146,843)</u>	<u>341,079</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	245,599	(277,989)	(32,390)
<b>Restricted funds</b>			
Nippon Foundation Grant	420,875	(538,005)	(117,130)
SCOR fellowship	9,775	(9,775)	-
OceanQuest	<u>104,250</u>	<u>(101,573)</u>	<u>2,677</u>
	<u>534,900</u>	<u>(649,353)</u>	<u>(114,451)</u>
<b>TOTAL FUNDS</b>	<u><b>776,559</b></u>	<u><b>(927,342)</b></u>	<u><b>(146,843)</b></u>

**Comparatives for movement in funds**

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
<b>Unrestricted funds</b>			
General fund	367,480	(43,718)	323,762
<b>Restricted funds</b>			
Nippon Foundation Grant	211,197	(47,037)	164,160
Richard Lounsbery Foundation	<u>12,322</u>	<u>(12,322)</u>	-
	<u>223,519</u>	<u>(59,359)</u>	<u>164,160</u>
<b>TOTAL FUNDS</b>	<u><b>590,999</b></u>	<u><b>(103,077)</b></u>	<u><b>487,922</b></u>

**Partnership for Observation of the  
Global Ocean CIO  
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**Notes to the Financial Statements - continued  
For The Year Ended 31 March 2025**

**12. MOVEMENT IN FUNDS - continued**

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	233,864	(277,582)	(43,718)
<b>Restricted funds</b>			
Nippon Foundation Grant	441,569	(488,606)	(47,037)
Richard Lounsbery Foundation	-	(12,322)	(12,322)
	<u>441,569</u>	<u>(500,928)</u>	<u>(59,359)</u>
<b>TOTAL FUNDS</b>	<u>675,433</u>	<u>(778,510)</u>	<u>(103,077)</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.23 £	Net movement in funds £	At 31.3.25 £
<b>Unrestricted funds</b>			
General fund	367,480	(76,108)	291,372
<b>Restricted funds</b>			
Nippon Foundation Grant	211,197	(164,167)	47,030
Richard Lounsbery Foundation	12,322	(12,322)	-
OceanQuest	-	2,677	2,677
	<u>223,519</u>	<u>(173,810)</u>	<u>49,709</u>
<b>TOTAL FUNDS</b>	<u>590,999</u>	<u>(249,920)</u>	<u>341,079</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	479,463	(555,571)	(76,108)
<b>Restricted funds</b>			
Nippon Foundation Grant	862,444	(1,026,611)	(164,167)
Richard Lounsbery Foundation	-	(12,322)	(12,322)
SCOR fellowship	9,775	(9,775)	-
OceanQuest	104,250	(101,573)	2,677
	<u>976,469</u>	<u>(1,150,281)</u>	<u>(173,810)</u>
<b>TOTAL FUNDS</b>	<u>1,451,992</u>	<u>(1,701,912)</u>	<u>(249,920)</u>

**Partnership for Observation of the**  
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**Notes to the Financial Statements - continued**  
**For The Year Ended 31 March 2025**

**12. MOVEMENT IN FUNDS - continued**

**NIPPON Foundation Fund** - Activities related to the delivery of the Centre of Excellence, the Global NANO project and Shipboard Training and outreach programme. During the period, residual funds from prior years were agreed to be repaid to the grant provider and are therefore included in the funds movement for the period.

**Richard Lounsbery Foundation Fund** - Activities related to the delivery of the Citizen Observation of Local Litter in Coastal EcosysTems programme.

**Scientific Committee on Oceanic Research** - Activities related to the promotion of training and capacity building leading towards a global observation scheme for the oceans.

**Minderoo Foundation Trust Fund** - Activities for the purpose of supporting a dedicated workshop on Environmental DNA technology for fisheries Management. The activity is scheduled to take place later in 2025 and therefore the income has been deferred in full.

**OceanQuest** - Activities related to the shipboard training for early career ocean professionals on board the OceanX research vessel OceanXplorer.

**13. RELATED PARTY DISCLOSURES**

There were no related party transactions for the year ended 31 March 2025.

**14. OTHER DISCLOSURES**

During the period Plymouth Marine Laboratories gave POGO free use of office space in lieu of membership fees. This has been reflected in the accounts at a value of £3,940 (2024: £4,750), being the membership fees that would have been paid without the agreement.

**Partnership for Observation of the**  
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**Detailed Statement of Financial Activities**  
**For The Year Ended 31 March 2025**

	31.3.25 £	31.3.24 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Donations	17,036	-
<b>Investment income</b>		
Deposit account interest	9,609	3,089
<b>Charitable activities</b>		
Subscriptions	218,954	230,776
Grants	<u>534,900</u>	<u>441,568</u>
	<u>753,854</u>	<u>672,344</u>
<b>Total incoming resources</b>	<b>780,499</b>	<b>675,433</b>
<b>EXPENDITURE</b>		
<b>Charitable activities</b>		
Insurance	467	448
Events and associated travel	28,395	22,836
Outreach materials	773	2,557
Website development	2,124	5,104
Project administration	70,728	75,691
Foreign exchange (gain)/loss	13,152	33,168
Residual grant returns	-	256,666
Grants to institutions	412,851	60,599
Grants to individuals	<u>201,590</u>	<u>145,526</u>
	<b>730,080</b>	<b>602,595</b>
<b>Support costs</b>		
<b>Management</b>		
Trustees' expenses	10,199	875
Office rent	3,940	4,750
Annual Meetings	9,761	6,569
Postage and stationery	13	95
Travel	6,674	5,722
Staff training	49	1,094
Subscriptions	2,409	1,956
Contribution to key management personnel	<u>153,438</u>	<u>144,432</u>
	<b>186,483</b>	<b>165,493</b>
<b>Finance</b>		
Bank charges	765	894
<b>Governance costs</b>		
Auditors' remuneration	6,008	5,720
Auditors' remuneration for non audit work	<u>4,006</u>	<u>3,808</u>
	<b>10,014</b>	<b>9,528</b>

This page does not form part of the statutory financial statements

**Partnership for Observation of the**  
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**Detailed Statement of Financial Activities**  
**For The Year Ended 31 March 2025**

	31.3.25 <u>£</u>	31.3.24 <u>£</u>
Total resources expended	<u>927,342</u>	<u>778,510</u>
Net expenditure	<u>(146,843)</u>	<u>(103,077)</u>

This page does not form part of the statutory financial statements