



UK ASSOCIATES OF BIOS

Extending Frontiers for Early Career
Marine Scientists in the UK

THE UNITED KINGDOM ASSOCIATES OF THE BERMUDA INSTITUTE OF OCEAN SCIENCES

Charity Registered with the Charities Commission
Reg No 290729

**ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

**Supporting Students from UK Universities
To Extend their Studies at**



CHAIRMAN'S STATEMENT

I am delighted to report that the UK Associates of BIOS 2025 Student Programme progressed very satisfactorily, achieving outstanding feedback from our participating students and ASU BIOS Academic Staff.

With the generous support of our sponsors, notably The Fishmongers' Company's Fisheries Charitable Trust, Convex Insurance Group and members of our Trustee Board, we were able to support participation in specialist summer courses and internships for five students, one of whom will undertake her internship in March 2026. Our students came from across the UK attending the following UK Universities:

- Cardiff
- Exeter
- Liverpool
- Stirling
- Oxford

Our 2025 Convex Intern, who also took part in the Research Diving Methods Course, proved to be an outstanding student in both the RDM and his three month research internship, where, under the guidance of ASU BIOS Senior Scientist and leading Reef Ecologist Dr Eric Hochberg, he explored links between optical diversity and biological diversity of coral reefs.

We are indebted to The Fishmongers' Company's Fisheries Charitable Trust and Convex Insurance Group and our Trustees for their financial support of our 2025 student programme and look forward to their continued support in 2026.

ASU BIOS

The Bermuda Institute of Ocean Sciences (ASU BIOS), a unit of the Julie Ann Wrigley Global Futures Laboratory at Arizona State University and the School of Ocean Futures, is committed to advancing the frontiers of ocean science while educating the next generation of international specialists in all fields of marine science, monitoring and conservation. Since 1903, BIOS has provided unique access to oceanographic and atmospheric research in Bermuda, leveraging its location in the North Atlantic Ocean to deliver training and research experiences with global impact.

ASU BIOS education programs are designed to bridge academic knowledge with real-world research. Through 3-month internships, intensive summer courses, and a semester-long fall program, undergraduates, postgraduates, and PhD students from around the world are given the opportunity to work and study alongside leading scientists. These offerings combine innovative instruction with field-based inquiry, equipping students with the skills to tackle pressing environmental challenges across diverse marine and atmospheric disciplines.

By integrating education and active research, ASU BIOS creates opportunities for students to explore scientific questions in a professional research environment. Students gain practical experience in the field, develop advanced technical skills, and build a strong foundation for future scientific careers. ASU BIOS programs not only strengthen academic ability but also foster critical thinking, problem solving, and global collaboration, qualities essential for impactful research in an era of rapid environmental change.

2025 SPECIALIST SUMMER COURSES

Thanks to the generous support of our Sponsors, **four students** from the U.K. in 2025 were able to participate in hands-on learning opportunities. Each of the four students participated in a novel summer course, with one of the scholars remaining on campus to undertake a 12-week internship. The ASU BIOS training programs provided the cohort with skills and experience that will enhance both their academic and professional trajectory.

Research Diving Methods_(RDM) Summer Course 30th June – 18th July 2025

The RDM is an intensive three-week training program and in 2025 the course welcomed 16 participants from Austria, Canada, China, Italy, Spain, the U.K., and the U.S., representing 12 universities around the world. The course provided foundational instruction in scientific diving, combining classroom-based learning with extensive open-water practice, enabling students to develop both technical diving proficiency and an understanding of how SCUBA is applied in modern marine research. In addition, they had the opportunity to qualify for a scientific diving qualification recognized by the American Academy of Underwater Sciences (AAUS), a recognized standard of training that supports future research opportunities worldwide.

Scholarship support from the U.K. Associates of BIOS enabled two students from UK universities to participate in this novel training program. We were delighted to welcome back our 2024 Exeter University CRE student, now a graduate in biological sciences, who commented:

“The RDM course was intensive but incredibly rewarding. I achieved 3 new diving qualifications, completed 18 training and science dives; attended lectures from expert academics in various fields of marine research; and contributed to real data collection via the Global Coral Reef Monitoring Network, which will inform policy such as the Bermuda Ocean Prosperity Plan.

The course expanded my future career horizons and I am excited to put the skills learned to good use as I continue to research marine environments.”

Our Cardiff University RDM participant, a marine geography undergraduate, has a solid foundation in topics such as marine environmental systems, geographical data analysis, and marine geomatics and by attending the RDM course, she gained formal training in advanced scientific diving techniques and built upon her existing marine fieldwork and technical skills, achieving her aim to become a confident, competent diver able to safely and effectively conduct underwater research and contribute to marine science and conservation projects. She commented:

“I learned so much about the research going on at ASU BIOS. This intensive course allowed me to learn so much new information, The UK Associates of BIOS bursary allowed me to do something I never thought I would be able to afford and I’m incredibly grateful for this opportunity.”

**Coral Reef Ecology (CRE) Summer Course
21st July – 8th August 2025**

This year's CRE course brought together 19 students from China, Colombia, Germany, Spain, the U.K., and the U.S., representing 13 universities worldwide, for an immersive three-week program at ASU BIOS between July and August. The course examined the biology and ecology of tropical corals, with emphasis on their response to environmental change, including projected climate scenarios. Participants explored the biological, physical, biogeochemical, and evolutionary processes that underpin reef growth, function, and resilience, gaining a strong conceptual understanding of these ecosystems from the cellular to the community level.

The UK Associates of BIOS supported two CRE students from the universities of Stirling (Applied Biological Sciences BSc) and Liverpool (Master of Research, Advanced Biological Sciences), each being challenged in a new academic environment and gaining a deeper understanding of coral reef ecosystems and practical field skills. Our students commented:

“The course provided hands-on experience in a way you simply can't get in the classroom alone. I came away with new technical skills, greater confidence in the field, and a fresh perspective on potential future career paths. The Coral Reef Ecology course far exceeded my expectations.

What impressed me most during my time at ASU BIOS was the incredible passion and dedication of the team. Many of the staff started out as students or interns themselves, which really shows in the supportive and inspiring environment they've created. I was also amazed by the balance between scientific learning and hands-on, practical experiences like diving, which made the course truly unforgettable.

I'm especially grateful to have received a scholarship, which made it possible for me to attend. Without that financial support, I simply wouldn't have been able to take part, and I'm incredibly thankful for the opportunity. The friendships, collaborations, and professional relationships I formed at BIOS will continue to shape my academic path for years to come.”

RESEARCH INTERNSHIPS

The opportunity to apply academic training to real-world challenges is valuable to students as they seek to expand their technical capabilities and develop skills that will serve them well in their future careers. Through practical experience, interdisciplinary collaboration, and mentorship, ASU BIOS interns gain a deeper understanding of their fields and the confidence to take on increasingly complex projects. Their growth over the course of their time on campus reflects the lasting value of immersive learning experiences that connect classroom knowledge to meaningful challenges.

Convex Group Fully Funded Intern - Optical and Biological Diversity of Coral Reefs

Our 2025 Research Intern was supported thanks to generous funding from Convex Group and our student, a graduate from Exeter University, undertook his 12-week research project following participation in the RDM course. Under the guidance of leading Senior Scientist, Dr Eric Hochberg, he explored the link between optical diversity and biological diversity of coral

reefs, a project aimed at accurately assessing coral ecosystem health, resilience and responses to environmental change. This project formed part of a larger programme led by Dr Hochberg designed to build a framework for combining remote sensing with detailed in-water observations.

Following his internship our Convex Intern student noted:

“The experience has undoubtedly expanded my technical and practical skill set. Through the internship, I combined my knowledge of coral reef ecology with physics and maths. This multi-disciplinary approach was incredibly satisfying, and one I am eager to use in future research.

My findings have indicated a trend between optical diversity and coral biodiversity, laying the foundations to measure reef biodiversity at scale. As a result, I have submitted an abstract for consideration for the **Ocean Sciences Meeting in Glasgow in 2026**, and I am currently preparing a paper for publication. Both the conference and the paper will aid in sharing my findings with the scientific community, boost my science communication skills, and provide further networking opportunities as I look to take the next step in my career.

I am incredibly grateful to have been selected for this internship, supported by the U.K. Associates. I would like to thank the Trustees and funders (Convex and The Fishmongers’ Company) who have so generously donated their time and money – your contribution has and continues to shape my career as an aspiring scientist.”

Both Dr Hochberg and his intern were able to welcome Convex Bermuda Senior Staff to visit the Lab, share ideas of the project and learn more about ASU BIOS. Due to their enthusiasm, Convex returned to witness the intern’s final presentation. This illustrates the strong partnership between our sponsors and the early career scientists that they support. This enables us to foster future close relationships with current and new sponsors for our valuable programme.

UK Associates of BIOS Partially Funded Internship

Chlorophyta dynamics in the Sargasso Sea Spring Plankton Bloom 12 Weeks from 1st March 2026

Our student, currently studying for a Bioscience PhD at Oxford University will undertake this research which will fit neatly with her PhD research programme on phytoplankton; a form of microscopic algae that are essential to maintaining the balance of our marine ecosystem.

This project, under the mentorship of specialist researcher Rachel Parsons, aims to isolate Chlorophyceae from Sargasso Sea water samples in order to improve our understanding of this important group of microalgae and apply the data to contribute to improving climate change analysis. Our student is a very capable early career scientist with remarkable fieldwork experience in the open ocean, both in the North and South Atlantic and her project will be keenly watched by the faculty science team at ASU BIOS.

* * * * *

I would like to thank the Trustees and Advisors for all their support and wise counsel during 2025. We have been hugely fortunate to be able to welcome three new Trustees in 2025, Maggie Mills, former partner at EY, Amy Jackson, Convex Intern 2022 and now an environmental consultant and Samantha de Putron, a longstanding member of the ASU BIOS faculty as Assistant Scientist, now resident in the UK. Thank you to all for agreeing to join our Board.

After a busy 2025 we now look forward to an even busier 2026. The Specialist Summer Course Programme at ASU BIOS will shortly be announced and we expect strong interest from students at UK universities. We are also planning to add a second fully funded internship in 2026.

Finally, may I reiterate, on behalf of our Trustee Board, our thanks to our sponsors especially The Fishmongers' Company's Fisheries Charitable Trust and Convex Group for their exceptional support for our scholarship programme. Many of our students go on to make major contributions to environmental and climate science and the funding via the UK Associates of BIOS makes a significant difference to the future careers of our very talented young scientists.



Chris Day
Chairman of the Board of Trustees
21 January 2026



TRUSTEES' ANNUAL REPORT

The Trustees have pleasure in presenting their report together with the accounts and the independent examiner's report for the year ended 31 December 2025.

Reference and administrative information

Charity Name	The United Kingdom Associates of the Bermuda Institute of Ocean Sciences ("UK Associates of BIOS")	
Charity Number	290729	
Address	Fishmongers' Hall, London Bridge, London EC4R 9EL	
Trustees	Christopher Day - Chairman Lady Vereker – Vice Chair ** Ian Arnold – Hon Treasurer Christopher Cunliffe Dr Samantha de Putron – appointed 22 January 2025 Amy Jackson – appointed 22 January 2025 Suzanne Ferlic Johnson Professor Richard Lampitt Maggie Mills – appointed 22 January 2025 Nick Pewter	

*** Lady Vereker also sits on the ASU BIOS Advisory Board*

Structure, Governance and Management

Constitution

The Charity is an unincorporated association. It is governed by a Trust, which was established by deed on 27 November 1984 and last amended on 28 September 2015. The Association was granted charitable status by the Charity Commission on 11 January 1985.

Trustees

The Trustees, the majority of whom must be UK resident, normally meet once a quarter and they form the management committee. The Board of Trustees appoints new trustees and decisions can be made by a majority vote with a minimum of three trustees present. There is no requirement for Trustees to be reappointed on a rotational or any other basis. The Trustees are aware of the Charity Commission's public benefit guidance and take this into account when making decisions to which the guidance is relevant.

TRUSTEES' ANNUAL REPORT continued

Management

The Trustees are responsible for the strategic direction and governance of the Charity. There are no staff and those Trustees with relevant knowledge and experience undertake day-to-day operational and administrative matters without remuneration. The Charity's Trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the "2011 Act") and that an independent examination is needed.

Advisors

The Trustees are further supported and assisted by the Advisors who, as unpaid volunteers, provide insightful and multi-disciplinary guidance and expertise on all aspects of the Charity's operations and activities. During the year the following persons served in these roles:

Advisors: Professor Michael Depledge CBE
 Professor Christopher Carbone
 Christopher Leftwich

Trustee Emeritus: Diana Viscountess Dunrossil

These persons are invited to attend the Trustees Meetings but are not entitled to, and do not, vote at these meetings.

Objectives and Activities

Charitable purposes

The UK Associates of BIOS provides a valuable donation to the Bermuda Institute of Ocean Sciences ("BIOS") education programme for partial and full scholarships to UK university students to participate in courses and internships in Bermuda. BIOS, now partnered with Arizona State University's Julie Ann Wrigley Global Futures Lab ("ASU"), has an international reputation extending over one century for research and education in marine and atmospheric science. Full details can be found on <https://bios.asu.edu/education/uk-associates-bios/>

Activities

Bermuda is located in the middle of the North Atlantic Gyre and on the most northerly Atlantic coral reef system. This makes it an ideal location for studying the Open Ocean and sub-tropical near shore environments. BIOS is home to Hydrostation S, established in 1954, the longest running year-round data collection programme for any single location in the open ocean, and the Bermuda Atlantic Time-series Study (BATS). These studies are improving mankind's understanding of global ocean circulation, ocean chemistry and biology, and how the oceans and atmosphere interact and respond to a changing climate.

The Mid-Atlantic Glider Initiative and Collaboration (MAGIC) was launched at BIOS in 2014 to enhance and leverage BIOS's long-standing ocean measurement programmes southeast of Bermuda through the use of autonomous underwater vehicles. The overarching goal of MAGIC is to acquire new high-resolution measurements from underwater gliders to assess the contribution of small-scale processes that sustain the ocean's biological productivity, and

TRUSTEES' ANNUAL REPORT continued

to make those assessments over several years to build a statistically meaningful understanding of them.

BIOS expertise also lies in marine microbiology, risk prediction, coral reef ecology and resilience, and fish ecology. Recent highlights of research activities include the use of Baited Remote Underwater Video Stations (BRUVS) and eDNA coding to further our understanding of native reef fish and invasive Lionfish populations.

BIOS believes that ocean science for human good involves not only research with tangible benefits for communities and the environment, but also education programmes that highlight the many ways our lives are connected with the ocean. BIOS views education as a crucial part of global ocean science research, helping to translate the work of its faculty into meaningful experiences for students to better understand the importance of oceanography in the study of fish stock management, climate change and risk prediction, pollution and human health.

The mission of the UK Associates of BIOS is for the advancement of experiential education through scholarship and grant funding for both undergraduate and post-graduate UK university scientists, to enable them to study and carry out research at the Bermuda Institute of Ocean Sciences in an international student and faculty community. Without scholarships of this nature they would not have access to summer courses or longer internships, which provide hands-on educational opportunities to study Bermuda's unique marine ecosystems and geology, as they explore coastal and open ocean environments. Under the supervision of, and in collaboration with, BIOS scientists they gain field methods and unparalleled insight into the logistics required to plan and execute research activities. This experience affords a unique opportunity not readily available to UK students and is often one that could support their career decisions as future scientists and educators.

The latest chapter in the history of BIOS has been the partnering in 2021 with the Julie Ann Wrigley Global Futures Lab at Arizona State University (ASU); and the recent launch of the ASU Global Futures Lab's 4th School of Ocean Futures of which BIOS is now its major component. The goal of the union is to marry programmes and scientific study within both organisations, strengthen them with experts in various fields who can learn from each other and share research ideas and results.

BIOS and ASU will now be able to look more holistically at the health of the ocean and atmosphere. UK Associates of BIOS will have a more valuable role to contribute to an international student body working on global collaborative research projects as the planet faces adapting to a warming planet.

Achievements and Performance

With the generosity of our donors, £29,975 (2024- £32,475) of funding was provided for BIOS internships and summer courses. The funding provided students with four summer courses, one fully funded internship and one partially funded internship that has been deferred to Spring 2026.

Many of our alumni have found the experience invaluable to support career decisions in marine science. Some come full circle back to BIOS as researchers, teaching assistants,

TRUSTEES' ANNUAL REPORT continued

diving trainers and even professors as they further their skills in collaborating, educating, communicating and analysing scientific problems; making them strong candidates for future academic endeavours.

Long-term success will be measured by leveraging shared knowledge gained by a better understanding of our oceans and the impact of climate change and how that relates to the health of our oceans, fisheries, marine environment, risk prediction and ultimately human health. This demands the survival of oceanographic research and educational institutes to equip new generations of scientists with life-skills and technology to achieve academically as future scientists at the cutting-edge of discovery.

Financial Review

The main source of funding continues to be from donations received.

Receipts from donations and associated gift-aid were £30,250 (2024 - £31,975). Payments were £30,316 (2024 - £32,560), of which £29,975 (2024 - £32,475) was spent towards our charitable causes. This represents 98.9% (2024 – 99.7%) of total payments, the balance in 2025 being incurred on fundraising costs and bank charges. The deficit for the year was £55 (2024 – deficit of £570).

The Trustees' policy is to maintain cash reserves above £1,000 in order to meet commitments and cover any unexpected expenditure. Cash at bank and in hand at the end of the year was £1,614 (2024 - £1,669), which is within the target range.

The Trustees are responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

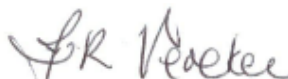
Plans for Future periods

The Trustees intend to continue and develop the education programme for the benefit of UK university students.

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



.....
Christopher Day
Chairman



.....
Lady Vereker
Vice Chair

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE UNITED
KINGDOM ASSOCIATES OF THE BERMUDA INSTITUTE OF OCEAN SCIENCES FOR
THE YEAR ENDED 31 DECEMBER 2025**

I report to the Trustees on my examination of the accounts of the United Kingdom Associates of the Bermuda Institute of Ocean Sciences ('The Trust') for the year ended 31 December 2025, which are set out on pages 11 to 12.

Responsibilities and basis of report

As the Charity Trustees of The Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of The Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent Examiner's Statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of The Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Richard Beckett FCA
6 Foundry House
Walton Well Road
Oxford
OX2 6AQ

21 January 2026

**STATEMENT OF RECEIPTS AND PAYMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

	Notes	2025 £	£	2024 £	£
Receipts	1				
Voluntary receipts					
<i>Donations and Gift Aid</i>	3	30,250		31,975	
<i>Legacies</i>		-		-	
		<u>30,250</u>		<u>31,975</u>	
Unrestricted bank interest		11		15	
		<u>30,261</u>		<u>31,990</u>	
Payments	1				
Charitable activities	3	(29,975)		(32,475)	
Fundraising costs		(256)		-	
Governance costs		-		-	
Bank charges		(85)		(85)	
		<u>(30,316)</u>		<u>(32,560)</u>	
Net payment		<u>(55)</u>		<u>(570)</u>	

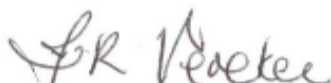
**STATEMENT OF ASSETS, LIABILITIES AND FUND BALANCES
AS AT 31 DECEMBER 2025**

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
<u>Bank and cash balances</u>		
Bank deposit account	-	-
Bank current account	<u>1,614</u>	<u>1,669</u>
	<u>1,614</u>	<u>1,669</u>
<u>Funds reconciliation</u>		
Cash at bank and in hand – Dec 2024	1,669	2,239
Net payment for the year	<u>(55)</u>	<u>(570)</u>
Cash at bank and in hand – Dec 2025	<u>1,614</u>	<u>1,669</u>

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



Christopher Day - Chairman



Lady Vereker – Vice Chair



Ian Arnold – Hon Treasurer

NOTES TO THE ACCOUNTS

1. Basis of Accounting

These accounts have been prepared on the Receipts & Payments basis in accordance with Section 133 of the Charities Act 2011.

2. Nature and purpose of funds

Unrestricted funds are those that may be used at the discretion of the Trustees in furtherance of the objects of the Charity. The Trustees maintain a single unrestricted fund for the day-to-day running of the Charity.

Restricted funds are those funds that the Trustees are obliged to spend only on particular purposes set out by the donor or in an appeal document and these particular purposes are narrower than the Charity's objectives.

Endowment funds are funds that the Charity is prohibited by the governing document from spending as income. Normally these will be investments but may also be property held as endowment for use by the Charity. The investment receipts must be spent for the purposes indicated by the governing document.

Designated funds are part of unrestricted funds, which the Trustees have set aside or earmarked to be used for a particular purpose. They are not legally distinct funds and Trustees can at any time re-designate them for other purposes.

There were no un-disbursed or un-allocated restricted, endowment or designated funds at the beginning or the end of the year.

3. Donations and Charitable activities

	2025	2024
	£	£
Donations and gift aid		
Unrestricted funds - General	2,250	3,375
- Designated	10,000	10,000
- Total	12,250	13,375
Restricted funds	18,000	18,600
	30,250	31,975
Charitable activity	£	£
Unrestricted funds - General	1,975	3,875
- Designated	10,000	10,000
- Total	11,975	13,875
Restricted funds	18,000	18,600
	29,975	32,475