

Lymphoma Action

Scotland · Charity number SC045850

Details

Status	Active
Legal form	Company (the charity is registered with Companies House)
Registered	2015-07-29
Register	View on the OSCR register

Contact

Address	Lymphoma Action Unit3 Bell Business Park Smeaton Close Aylesbury Buckinghamshire HP19 8JR
Website	www.lymphoma-action.org.uk

Activities

Activities: 'It carries out activities or services itself'

Purposes: 'the advancement of health', 'the relief of those in need by reason of age, ill-health, disability, financial hardship or other disadvantage'

Beneficiaries: 'People with disabilities or health problems', 'Other defined groups'

Objectives: 4. The Company is established for: a) the relief of suffering by persons affected by lymphomas and other blood cancers by providing information, psychological support and treatment b) the promotion, funding and publication of research into lymphomas and other blood cancers, including the causes, the treatments and treatment outcomes c) activities to raise the awareness of lymphomas and other blood cancers, to encourage the allocation of resources to their treatment and research and to allow more people to access the Lymphoma Association's services.

Geography

- **Main operating location:** Outwith Scotland
- **Geographical spread:** Scotland and other parts of the UK

Finances

Period end	Income	Expenditure	Assets	Employees
2025-12-31	£2,863,035	£2,487,482	-	44
2024-12-31	£2,648,919	£2,183,128	-	43
2023-12-31	£2,205,750	£2,122,123	-	41
2022-12-31	£2,079,892	£1,812,885	-	39
2021-12-31	£3,493,925	£1,480,547	-	31
2020-12-31	£1,722,280	£1,392,738	-	31

Accounts

Annual Report & Accounts for the year ending 31 December 2025

Inform | Trusted information and educational resources
Support | Outstanding support services
Connect | An established lymphoma community

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Company Registration No 03518755

Charity Registration (England and Wales) No 1068395 (Scotland) No SC045850

Welcome

I'm delighted to present our 2025 Annual Report and Accounts.

2025 was hugely successful for Lymphoma Action and there were many highlights as we worked to raise our profile, broaden our reach and increase our support for people affected by lymphoma.

The year saw the continued development of new services, including our Preparing for Treatment Service. We launched Lymphoma Essentials, our new educational resource for healthcare professionals. Investment in Peer Support Services meant that we could deliver more support meetings, grow our Facebook Support Group membership, and increase the number of our Buddy links. We saw the impact of our investment in different activity areas with increased income from fundraising, greater social media engagement and continued development of our website to provide the high quality, trusted information we are known for.



It was wonderful to see so many of our community at our Lymphoma Information Days back in the Spring, which aimed to inform, support and connect people affected by lymphoma. Members of our community shared their lymphoma experiences as part of our Let's talk lymphoma campaign, which returned during Blood Cancer Awareness Month in September and saw more people than ever spread the word about lymphoma to family, friends and colleagues.

We built on our patient and public affairs work through our continued support of the National Non-Hodgkin Lymphoma Audit and starting work on the development of a Best Practice Timed Pathway (BPTP) for lymphoma. We hope a BPTP will lead to faster diagnosis, more coordinated treatment and care, and better support for patients.

From the whole team here at Lymphoma Action, we want to thank everyone who has supported our work this year. In looking back on 2025, we offer our heartfelt thanks and appreciation to our volunteer community who make so many of our activities possible. We owe a debt of gratitude to Lord Menzies Campbell, who sadly passed away in 2025, for his generosity, dedication and support as our Patron for many years.

As we head into 2026, we will be looking to our revised long-term strategy to support our ambitions for continued growth and development. Our aims are to deliver bigger awareness raising campaigns, secure more policy wins and keep developing the services our community needs.

Mark Harrison
Chair of the Board of Trustees
Lymphoma Action

Who we are and what we do

Lymphoma Action was established in 1986 and is the UK's leading charity dedicated to lymphoma, the most common blood cancer. We are here for everyone affected by lymphoma and provide expert information, dedicated support and a community that understands – right from day one. We also support healthcare professionals and advocate for better treatment and care.

Our vision

Everyone affected by lymphoma will receive the best possible support, treatment and care.

Our mission

Through information, education, support and influence, we will make sure no one has to face lymphoma alone.

Our goals



People **understand lymphoma** and are able to **better manage their health**.



People affected by lymphoma have **improved wellbeing and emotional resilience**.



People affected by lymphoma experience **a strong sense of community and belonging**.



People affected by lymphoma know who we are and **contribute to our collective voice**.



Enablers: Increasing our impact by having the right people, systems and financial resilience.

Our values

Focused – we are dedicated to the needs of those affected by lymphoma.

Empowering – we build confidence to make change happen.

Trusted – we use our expertise to deliver quality services.

Innovative – we look to a better future for people affected by lymphoma.

Collaborative – we are inclusive and value our partnerships.

Our year in numbers

Inform



28,598

information books
sent



1,473,472

health information
page views



9,954

downloads across our
podcast series with **six**
new episodes released



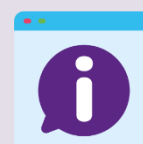
93,036

Lymphoma Matters
magazines sent



24,099

Lymphoma TrialsLink
page views



126

information blog posts
published

Support



1,144

Helpline Service
interactions



205

people attended **26** Live Your
Life events



385

Preparing for Treatment
Service users



467

healthcare professionals registered for
online Lymphoma Management
course



196

registered users for online Lymphoma
Essentials course for healthcare
professionals

Connect



50

Buddy links



320

Online Support Meetings



250

active volunteers



6,186

members in
Facebook Support Group



134

people attended our **four** Lymphoma
Information Days

Advocate



63,719

total social media
followers



877,859

engagements on
social media



883,618

online views of our
symptoms information



1,237

people took part in our Let's Talk
Lymphoma campaign during Blood
Cancer Awareness Month



15

active Health Technology
Assessments

Our objectives and achievements

2025 provided us with opportunities to increase our reach and impact through the continued development of services and new educational resources. Here we summarise progress against our main goals.

1. People understand lymphoma and are able to better manage their health.

Objective

Provide trusted, quality information about lymphoma in a range of formats.

Key achievements

- Reviewed and reprinted three information books, with 28,598 distributed.
- Revised 51 medical information web pages, with our health information pages receiving 1.4 million views overall.
- Maintained our PIF TICK accreditation following an annual re-assessment, demonstrating our provision of trusted health and care information
- Produced three editions of *Lymphoma Matters* magazine. 61,268 copies were sent electronically, and a further 31,768 printed copies were sent in the post free of charge.
- Published 126 blog posts providing updates on our activities, and in response to external health-related development.
- Produced six new *Lymphoma Voices* podcast episodes covering a range of lymphoma-related topics through discussions with medical experts and people with lived experience.



Objective

Improve the accessibility of our information and the infrastructure to support it.

Key achievements

- Completed a user experience audit of our website, and embedded an accessibility toolbar to provide speech, reading and translation tools to help people access and understand the information they need.
- 1,045 views of our three animations translated into Punjabi, Polish and Romanian.

Objective

Develop new resources in response to the needs of our community and medical advancement.

Key achievements

- Added a new book: *CAR-T cell therapy* to our suite of information resources.
- By the end of the year, 74 open trials were listed on our TrialsLink database, with our Lymphoma TrialsLink webpage receiving over 24,000 views from people looking for information about clinical trials for people affected by lymphoma.

2. People affected by lymphoma have improved wellbeing and emotional resilience.

Objective

Support healthcare professionals to provide the best treatment and care for patients, launching a new service as part of our education programme.

Key achievements

- Launched Lymphoma Essentials, an educational resource for healthcare professionals new to lymphoma, which saw 196 users at year end.
- 467 healthcare professionals registered for our online Lymphoma Management Course to learn about the latest lymphoma developments.
- Provided specialist information and communications to healthcare professionals and extended our reach to Macmillan teams and Maggie's centres. Held 58 meetings with specialist nursing teams across the UK to raise awareness of our services and information resources.

Objective

Further develop our services to support people affected by lymphoma, including for those newly diagnosed or preparing for treatment.

Key achievements

- Added three new modules to our Preparing for Treatment Service, which

cover nutrition and eating well, keeping active and fertility preservation. 385 people signed up to access helpful information ahead of lymphoma treatment for themselves, loved ones or patients.

- Launched the pilot phase for our Care Kit programme, a carefully curated package of items that people might find helpful, supportive or comforting when going through treatment.
- Developed our Newly Diagnosed Programme to offer information and support sessions to people who are in the very early stages of a lymphoma diagnosis.

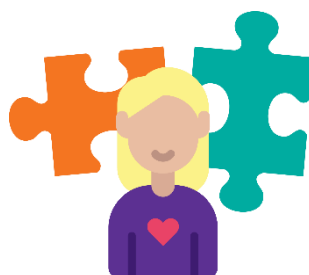
Objective

Provide hybrid services that support the emotional needs of people affected by lymphoma.

Key achievements

- 258 people supported by our Live your Life programme through 26 online and in-person workshops, and our mini course.
- Our Helpline Service supported 1,144 interactions via phone, email and Live Chat.

“ *I was desperate when I called your Helpline and feel so much better having spoken to you.*



94% of people who attended a Live your Life course felt better able to cope with the emotional aspects of a lymphoma diagnosis.

3. People affected by lymphoma experience a strong sense of community and belonging.

Objective

Provide a programme of events and meetings which connect people affected by lymphoma with each other and the charity.

Key achievements

- Expanded our suite of Online Support Meetings to include five new topic areas, delivering a total of 296 meetings with 1,406 attendances.
- Held 24 Special Focus Support Meetings, with 670 people joining us for information and support about specific lymphoma-related topics.
- Held four in-person Lymphoma Information Days attended by 134 people wanting to hear from medical experts, meet others affected by lymphoma and share experiences.

“ *I'm amazed at the length of service of some volunteers. A testament to the charity itself and the support you give to volunteers to enable them to carry out their role.*



“ *The support from the wonderful Facebook Support Group is beyond words and has been a great help to me.*



Objective

Empower people to forge direct and meaningful connections with each other for peer support.

Key achievements

- 1,057 people joined our Facebook Support Group to connect with others, taking the total group membership to 6,186.
- Made 50 successful Buddy links to offer peer support to people from those with a similar lived experience of lymphoma.

Objective

Enable those affected by lymphoma to shape the work of the charity.

Key achievements

- Our 250 volunteers took part in 1,139 activities and provided 4,873 hours of their time to support our work.
- Introduced a new Volunteer Management System to provide streamlined, efficient support to our community.
- Awarded 39 volunteers for their length of service, and six for their outstanding contribution at our annual Volunteer Recognition Awards ceremony.
- Engaged with our wider community, including our Insights Panel and medical colleagues to gain insights and feedback on our information provision.

4. People affected by lymphoma know who we are and contribute to our collective voice.

Objective

Collaborate with our partners to be the positive force for change in the blood cancer sector.

Key achievements

- Represented the patient experience in 13 Health Technology Assessments (HTAs) with the National Institute for Health and Care Excellence (NICE), and two with the Scottish Medicines Consortium (SMC). Seven treatments went on to receive a positive recommendation (five with NICE and two with the SMC).
- Represented people affected by lymphoma at industry partner meetings, at patient and charity forums and in key working groups.
- Presented our HTA work at the Lymphoma Coalition global summit.

Objective

Focus on the needs of our community to support developments in the diagnosis, treatment and care of lymphoma.

Key achievements

- Continued to support the National Cancer Audit Collaborating Centre (NATCAN) with the National Non-Hodgkin Lymphoma Audit (NNHLA) and started work with the NHS England Cancer Programme, Leukaemia UK and Myeloma UK in the development of a Best Practice Timed Pathway for lymphoma.
- Supported patient and public involvement in several projects including the UK Blood Cancer Biobank and SEARCH (a lung cancer screening

project for people who have had lymphoma).

- Campaigned as part of the One Cancer Voice coalition of charities for a comprehensive, fully funded National Cancer Plan that meets the essential steps required to tackle cancer effectively.

Objective

Raise awareness of lymphoma and the vital work that we do.

Key achievements

- Our Let's talk lymphoma campaign for Blood Cancer Awareness Month (BCAM) in September ran for its third consecutive year, with 1,237 people requesting our campaign packs to spread the word about lymphoma to family, friends and colleagues. 
- Published 35 personal stories on our website from people sharing their experience of lymphoma to support others and raise awareness. Work also began on a new lived experience film, due for release in 2026.
- Achieved 391 media mentions, including articles featured in eight magazine titles, a segment on daytime television, and news interviews on both national and regional broadcast channels with supporters and spokespeople.
- Sent over 5,750 messages on social media offering support and signposting to our trusted information in response to the needs of our community, engaging with policymakers and our healthcare and charity partners, and thanking our amazing #TeamLymphoma fundraisers.

5. Enablers: Increase our impact by having the right people, systems and financial resilience.

Objective

Ensure that the organisation has robust and secure digital capabilities.

Key achievements

- Continued our focus on cyber security and vigilance through staff training, policy reviews and working with our IT provider to ensure our technical infrastructure is robust.
- Further developed our guidance, policies and processes to improve AI use and literacy across the organisation and understand its impact on our work and beneficiaries.
- Completed a number of data protection improvements and recruited a Data and Insights Lead to improve our data and impact reporting.

Objective

Have the most effective governance and people to increase the impact of the charity.

Key achievements

- Developed our long-term strategy for 2026-2029, to support our vision that everyone affected by lymphoma will receive the best possible support, treatment and care.
- Continued the implementation of our strategic plan to spend designated reserves through the development of new and existing services.
- Supported our staff with training and development opportunities and increasing team capacity.

- Expanded our team of trained Mental Health First Aiders and reviewed our Employee Assistance Programme to maintain our focus on staff wellbeing.

Objective

Fundraise ethically and effectively to support the work of the charity.

Key achievements

- Raised £2,863,035 through a diverse set of fundraising income streams.
- Implemented the new Code of Fundraising Practice from the Fundraising Regulator.
- Undertook a review of trusts and individual giving.
- Increased capacity within the fundraising team to build more meaningful relationships across corporate, community and events.

“Thank you for the amazing work you do helping others. Hand on heart, you all do an amazing job.”



Thank you to our fundraisers

2025 was another very successful year for fundraising, with more than £2.8 million raised to inform, support and connect people affected by lymphoma and to advocate on their behalf.

We are so grateful to everyone who chose to make donations of all sizes to support our work, whether given in recognition of our information and support, in memory of a loved one, in response to an appeal or through regular monthly donations. Together, these donors contributed **£387,251**.

Generous gifts were received from major donors and trusts and foundations in 2025, totalling **£127,961**. These contributions enabled us to maintain and develop our services, as well as funding new initiatives such as the pilot of our Care Kit programme and the development of a Best Practice Timed Pathway for blood cancers.

We are always amazed by the lengths that some people will go to for their fundraising. Hundreds of people ran, walk, cycled, swam and took on a whole host of challenges to raise **£639,950** for the Charity. Highlights included 65 runners taking on the world's largest marathon in London, raising **£207,000**. 495 walkers joined us for our Bridges of London walk, with 48 completing walks in their own local area – together they raised **£86,428**. 26 people took part in Sir Chris Hoy's inaugural Tour de 4 cycle event in Glasgow, raising over **£35,000**.

Our community came together in other ways too, hosting bake sales, holding celebrations, organising head shaves and raising funds and awareness in schools, colleges and universities. Together, they



raised the profile of lymphoma, increased awareness of the symptoms, and raised **£238,663** to fund vital information and support. Alongside them, our corporate partners played a vital role, contributing **£270,651** through grants, sponsorship and employee fundraising. By engaging their teams and championing the Charity in their workplaces, they helped extend our reach and deepen our impact.

As always, gifts in Wills were an important source of income for the Charity, with more than 30 supporters leaving legacies totalling **£838,782** to fund information, support and connection for those who will face lymphoma in the future.

Thank you so much to everyone who has supported Lymphoma Action this year, however you've chosen to do it. You have helped us be here for everyone affected by lymphoma, providing expert information, dedicated support and a community that understands – right from day one.



Reflections and lessons learnt

2025 was a year of development, growth and consolidation for Lymphoma Action. We saw a step change as we moved from piloting to embedding new services and activities into our day-to-day operations. We were mindful of some of the challenges that come with trying new things such as the need for clear evaluation, proper resourcing and consistent delivery to make our work sustainable. It was an exciting year as we welcomed new faces to our growing team, and it was important to us to use this time to reinforce the positive culture that our staff have so valued over the years. Listening to, engaging with, and connecting our staff will all remain key priorities as we grow further.

Once again, the lived experience of our community was central to informing our work across services, communications and advocacy. Whilst we see this as a crucial aspect of how we work, we were mindful of our responsibility to handle lived experience with care, recognising the need to manage expectations sensitively and ensuring that contributors are supported.

Our strong financial position in 2025 provided welcome opportunity alongside stability. We wanted to make clear, strategic choices about where and how to invest some of our reserves for the greatest long-term impact. Our decision to invest in our key objective to raise awareness of lymphoma and the work we do was shaped by recognising the need to raise the profile of lymphoma amongst the general population. Whilst this work will come to fruition in 2026 and beyond, we laid a lot of groundwork in 2025 planning, scoping and researching how to do this well.

Digital development, data insights and the rapid emergence of AI featured prominently throughout the year. While these developments offer significant opportunities, we also learnt the importance of taking a considered, values-led approach. We know that the rapid movement of technology can have a great impact on our digital engagement, cyber security and how people use our services. So, whilst we needed to be continually responsive to those issues, it was also important to move thoughtfully. We invested in skills, governance and understanding rather than adopting innovation too quickly for fear of missing an opportunity. Involving our community and staff was crucial, so that we all felt comfortable with how we adapted to technological change in an increasingly complex environment.

As the Charity moves towards becoming a £3m+ organisation, we are aware that growth leads to greater complexity, as reflected in our governance, our financial resilience and in greater expectations from funders, staff and our community. We have learnt that strong frameworks, open dialogue and mutual trust are key to making informed decisions in an increasingly uncertain environment, and these reflections will inform our priorities in the years ahead.

Our plans for the future

In 2025, we developed our long-term strategy for 2026-2029. As a result, we have amended the focus of some of our strategic aims for 2026 and beyond. We are pleased to share these revised set of core goals that will be used to plan our activities for the coming year.

Our strategic aims

1. People understand lymphoma and are able to better manage their health.

- Provide clear, quality and trusted information about lymphoma, developed with experts and shaped by the experiences of our community.
- Improve the accessibility of our information, our range of formats and how we use technology to meet the needs of as many people as possible.
- Develop new resources which empower our community and respond to their unique needs.

2. People affected by lymphoma have improved wellbeing and emotional resilience.

- Reach more healthcare professionals with the support they need so people affected by lymphoma get the right care and support from the start.
- Further develop services which give tailored support at each stage of the lymphoma experience.
- Provide services which support the emotional wellbeing of people diagnosed with lymphoma and those close to them.



3. People affected by lymphoma experience a strong sense of community and belonging.

- Foster a welcoming, inclusive community where people affected by lymphoma feel seen, heard and connected to us.
- Create safe spaces where people can share experiences, build connections and support one another.
- Make volunteering accessible and rewarding, recognising the vital role volunteers play in strengthening our impact.



4. People affected by lymphoma know who we are and contribute to our collective voice.

- Be a positive voice for change and represent people affected by lymphoma in the conversations that shape their care.
- Support developments in the diagnosis, treatment and care of lymphoma and respond effectively to national priorities.
- Increase our ability to raise awareness of lymphoma, its symptoms and the work we do through bold and ambitious campaigns.

Enablers: Increasing our impact by having the right people, systems and financial resilience.

- Ensure that the Charity makes the most impact and has effective digital and data strategies.
- Ensure effective governance and invest in developing our team to increase the impact of the Charity.
- Fundraise ethically and effectively to support the work of the Charity and sustain our development.

Governance, structure and management

Constitution

Lymphoma Action is incorporated as a charitable company limited by guarantee and is a registered charity in England, Wales and Scotland. It is governed by its Memorandum and Articles of Association, and the work, management, finances and strategy of the Charity are overseen by a Board of Trustees, who are also the Company Directors. The Trustees who held office during the financial year 2025 and at the date of the report are set out on page 52.

A minimum of four Trustees and a maximum of 11 Trustees in office at any one time are required by the Articles of Association. At every Annual General Meeting (AGM) four Trustees retire by rotation but are eligible for re-election. There is no restriction on the term of tenure as a Trustee. Trustees do not receive remuneration for their duties.

Purpose

The Charity's purposes are set out in its Memorandum of Association:

- The relief of suffering of persons affected by lymphoma and other blood cancers by providing information, psychological support and treatment.
- The promotion, funding and publication of research into lymphomas and other blood cancers, including the causes, the treatments and treatment outcomes.
- Activities to raise the awareness of lymphoma and other blood cancers, to encourage the allocation of resources to their treatment and research and to allow more people to access Lymphoma Action's services.

Public benefit

We **inform** people by providing the information and literature they need to understand the complexities of their type of cancer and the different treatment options.

We **support** anyone affected through a range of support services, including our confidential phone and LiveChat support line, peer support and education events.

We **connect** people to the best resources available and to others who understand what they are going through, including through our Buddy Service and support meetings.

A diagnosis of lymphoma changes lives, whether a person is diagnosed themselves or caring for a loved one. We are often the first point of contact and continue to be there for people throughout their experience of lymphoma. Despite more than 18,000 people in the UK being

diagnosed with lymphoma each year, many people know little about lymphoma. Therefore, as well as providing information and support services, we represent the interests and voice of people affected by lymphoma in areas of policy and raise awareness of lymphoma as a blood cancer.

The Trustees review the aims, objectives and activities of the Charity each year. This report looks at what the Charity has achieved and the outcomes of its work in the reporting period. The Trustees report the success of each key activity and the benefits the Charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the Charity's aims, objectives and activities remained focused on its stated purposes.

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

Board and management operations and structure

Board of Trustees

The Board of Trustees meets four times a year to review the organisation's work, finances and services, and to agree the strategic goals for the Charity. The Chief Executive and Senior Management Team attend all meetings.

The Board has a Trustee/Senior Management Team awayday every year which allows the Board to review aspects of governance, effectiveness and its operations alongside discussions around strategic direction. We have a diverse Board with many trustees who have joined in the last few years and a couple of longer standing trustees who help to maintain continuity and institutional knowledge of Lymphoma Action. In 2026 the Board will be reviewing its operations against the refreshed Charity Governance Code and will consider aspects of Board effectiveness as a priority area.

The Charity also has a Finance and Risk sub-Committee to the Board. The Committee, comprising three Trustees including the Treasurer, has specific responsibility for overseeing and reviewing the organisation's financial operation and risk management. It usually meets four times a year, with the Chief Executive, the Director of Finance and the Director of Fundraising and Communications in attendance.

In addition, a Remuneration Committee, comprising three Trustees, including the Chair of the Board, the Treasurer and one other Trustee (preferably with HR expertise), meets once a year to make recommendations on setting pay awards, salary levels and to review the Chief Executive's salary.

Recruitment and appointment of new Trustees

A review of the recruitment needs of the Board of Trustees is conducted under the leadership of the Chair, including a skills audit of the current knowledge, experience, skills and abilities and how they will be affected by any Trustee departures in the future. We work with specialist agencies to advertise any Trustee vacancies nationally and via relevant professional and organisational networks, depending upon the expertise and specialisms required.

Applicants are shortlisted against the criteria in the person specification for the role of Trustee, including any specific qualities highlighted during the above audit. Shortlisted applicants are invited for interview by at least two Trustees, one of whom will be the Chair. Shortlisted applicants are only appointed where they have the necessary skills and qualities to contribute effectively to the Charity's management and development.

The Charity aims to have the following represented on the Board of Trustees in terms of personal knowledge or experience: lymphoma (directly or indirectly); medical or clinical practice; financial management or investment (with preferably a recognised accountancy or auditing qualification); governance and risk management; fundraising; strategic planning, human resources; public relations; media and communications; lobbying and campaigning; sales or marketing; NHS and/or cancer policy; change management; digital/information technology; monitoring and evaluating performance.

All new Trustees receive a comprehensive induction, which includes detailed information about the Charity, including its Memorandum and Articles, accounts, financial reports and minutes of previous Board and Committee meetings. In addition, Trustees attend an induction process, where they are briefed by the Chief Executive and key staff members on all aspects of the Charity's operations, staffing and organisational management.

Under the Charity's Diversity and Inclusion Framework the Board of Trustees is committed to ensuring that the Charity's leadership better reflects the communities that we are here to serve. This manifests itself in a commitment to principles of equity, diversity and inclusion and an ongoing review of the Trustee recruitment process so that there is diversity of thought and experience reflected on the Board. New Trustees are provided with a 'Guide for Trustees' which acts as a manual and gives them an overview of the Charity and their governance responsibilities. This includes an emphasis on their duties to foster equity diversity and inclusion at Lymphoma Action.

Management and organisation

Day-to-day operation of the Charity, and strategy implementation, is delegated by the Board to the Chief Executive, with the support of the Senior Management Team.

The Senior Management Team is comprised of:

Chief Executive, Ropinder Gill

Director of Services, Dallas Pounds

Director of Finance, Jim Howson

Director of Fundraising and Communications, Deborah Laing

Related parties

The only related parties are considered to be the Trustees and those connected with the Trustees including their close family, business and other charity interests. There have been no transactions with related parties, other than the reimbursement of any reasonable expenses for the purposes of attendance at Board meetings and other relevant organisational activities.

Remuneration policy

The Board of Trustees formally reviewed and re-approved the Charity's Remuneration Policy following a meeting on the 28 February 2025. The policy can be summarised as follows:

Lymphoma Action is committed to ensuring that we pay our staff fairly and in a way that ensures we attract and retain the right skills to have the greatest impact in delivering our charitable objectives. We also recognise that pay is part of a wider employment offer to staff which includes, amongst others, satisfaction of working for a charity, personal development, good working practices and a range of other benefits.

To ensure we pay a fair salary that is competitive within the charitable sector, we monitor sector pay levels using a benchmarked market pay system. We also ensure that pay is proportionate to the complexity of each role, in line with our organisational objectives and without discrimination on grounds of protected characteristics as set out in the Equality Act 2010.

As set out in detail in the full policy, Lymphoma Action aims to provide remuneration which:

- Rewards staff with pay in line with the market rate for the charitable sector for the contribution they make.
- Is affordable and appropriate to the income, size and nature of Lymphoma Action as a charity.
- Takes account of the skills, knowledge and experience required of staff.
- Reflects the values of Lymphoma Action and its general needs and reputation.
- Considers the current strategic plans and business needs and/or future needs.
- Upholds a maximum remuneration ratio of 3:1 between its highest paid member of staff and the median salary level.
- Is fair and transparent.
- Always meets our statutory obligations on national minimum pay rates.

A review of salaries normally takes place annually in March/April to take effect from the January before and, if changes are to be made, staff are advised in writing of the amount and the date from which it takes effect.

A salary review does not imply an increase and, in making any pay award, the review will be based on the organisation's financial health. The remuneration policy is reviewed annually, and a Remuneration Committee oversees its application, providing advice to the full Board.

The Board of Trustees is committed to including the following information within its annual statutory accounts:

- A summary statement of the organisation's remuneration policy and approach to senior executive pay.
- Disclosure of the number of staff in receipt of more than £60,000 per annum (in bands of £10,000), and the collective total benefits (including pension payments) paid to 'key management personnel' (which we have defined as the Senior Management Team), in line with the accounting Statement of Recommended Practice 2015 for charities. Given the organisation's size, the Board of Trustees does not believe it is appropriate to disclose the actual/personal salary of any individual member of staff, including senior executives, to the public.
- Disclosure of pensions and other staff benefits.

Overall risk appetite statement

Risk assessment and management

The Board of Trustees, supplemented by the Finance and Risk Committee, is responsible for setting and monitoring risk appetite, balancing our need to be sustainable with our desire to meet our strategic objectives. We understand that taking risks, when well assessed and managed, is healthy – often leading to innovation, improvement and growth and that, when taking risks, we must do so in an open and transparent way.

Lymphoma Action operates a dynamic approach to risk assessment with each of the seven Board level risks 'owned' by a senior manager and actively managed. 2025 marked a shift to actively scrutinising and accepting some risk as linked to strategic growth whilst also ensuring that known risks were explicitly understood and mitigated. The risk matrix, showing all the risks relative to each other and our risk appetite, is regularly reviewed by the Finance and Risk Committee to satisfy the Board that major risks have been accurately identified and that measures for managing those risks are in place. The approach to, and appetite for risk, is summarised in the risk appetite statements relating to each of the Board level risks.

Summary of top-level risks and their measures and controls

Top-level risks	Measures and controls
Charitable activities Lack of coherent and effective strategies to drive services and impact and/or reduced quality of services with resultant loss of market share to other charities.	• Long-term strategy in place with effective business planning/strategy processes and cycles. • Quality standards and KPIs in place. • Effective monitoring of external environment, other service providers and horizon scanning. • Key stakeholder groups and feedback/complaint mechanisms in place.
Income and financial sustainability Significant drop in reserves and/or failure to meet income and expenditure targets which affects net income, charity reserves and ability to deliver short, medium or long-term strategic goals.	• Diversified income streams and income generating strategies, mapping risks and assumptions. • Robust reserves policy in place. • Internal and external monitoring mechanisms such as market trends, management accounts. • Robust budget setting process with Finance and Risk Committee in place. • Effective policies and financial controls in place.
People, leadership and culture Weaknesses or failure of leadership, inability to develop and retain talent effectively and an organisational culture that is not an enabler in the pursuit of the charity's strategy and objectives.	• Competitive pay and benefits for staff. • Staff and volunteer surveys. • Robust policies and procedures. • Remuneration Committee in place. • People strategy in place and a Diversity and Inclusion Framework. • Internal communications processes in place.
Reputation Reputational risk which impacts on financial sustainability and ability of the charity to continue its services due to incidents or events which damage or negatively impact the charity's reputation or operations.	• Robust policies and procedures in place. • Effective processes for risk management with monitoring of feedback, complaints, incidents. • Mechanisms to detect, investigate and report/respond. • Expert and lay panels in place. • Public and professional liability insurance in place. • Member of the Fundraising Regulator. • Publication of detailed annual accounts and key documents/policies on website.

Systems and facilities Systems and facilities which are inadequate, antiquated or prone to failure, business continuity incidents which will impact on our ability to provide services or raise income.	• ICT and Digital Strategy in place with external ICT support. • Office/lease management and maintenance plan. • Emergency response policy and procedures in place. • Key ICT systems and infrastructure in place.
Data and Information Security Accidental or malicious loss of personal data or confidential information by Lymphoma Action or by third-party partners.	• Data Protection Lead and Data Protection policy in place with robust procedures and documents • ICT security policies with Cyber Essentials security certificate and cyber security insurance in place. • Training for staff and volunteers.
Governance and compliance The charity does not achieve its strategic, charitable, regulatory and ethical objectives due to inadequate governance at the Board, senior management or operational level.	• Board of Trustees with varied skills and experience, with effective induction processes in place for new Trustees. • Effective sub-committees in place including Remuneration Committee and the Finance and Risk Committee. • Policies and procedures including emergency response and Board Conflicts of Interest policy. • Annual financial audit. • Adherence to Charity Commission guidance with compliant reporting mechanisms. • Appropriate insurance cover and measures. • Regular cycle of Board and governance meetings.

We are registered with the Fundraising Regulator and ensure that our supporter communications and fundraising practices meet the requirements of the Code of Fundraising Practice. Our [fundraising promise](#) outlines our commitment to high standards.

- In 2025 we received no formal complaints. As per our policy, fundraising complaints will be referred to the Fundraising Regulator if a resolution cannot be reached.
- We do not conduct any telephone, face-to-face or door-to-door fundraising.
- We do not use third party agencies to make fundraising asks, although we do use them for fulfilment purposes. In such situations, legal agreements are in place. In no other circumstance do we swap or share data and we never sell data.
- All fundraising activity complies with the Data Protection Act 2018 including the UK General Data Protection Regulation (GDPR).
- Promotional goods sent out for fundraising purposes and use of our logo on external fundraising materials is subject to approval. Official stationery such as our letterhead is never sent out for external use.
- The Board of Trustees has a member with senior fundraising expertise who provides additional assistance, advice and reassurance on our fundraising delivery.
- We hold a full gambling licence issued by the Gambling Commission (Operating Licence Number: 000-052725-N-329568-001) and adhere to its rules and regulations, including membership to a third-party consumer dispute agency, The ADR Group, which ensures Lymphoma Action is compliant with The Alternative Dispute Resolution for Consumer Disputes Regulations 2015.
- We have an *Ethical Policy on the Acceptance and Refusal of Donations* which states that we will do our utmost to solicit and accept funds with the presumption that these are given in good faith and that refusal must be only on the strongest grounds. The policy sets out the clear parameters in which donations can be refused.
- We have a [policy for working with healthcare and pharmaceutical companies](#) which states that no more than 20% of our income can come from these companies and there is a cap per company (currently £80k). Acceptance of donations does not mean that we endorse their products and under no circumstances can these companies influence our strategic direction and activities.
- In 2025, we received the following sums from pharmaceutical companies: AbbVie £15,000, AstraZeneca £15,000, BeOne £20,000, Bristol Myers Squibb £11,500, Celgene £11,500, Gilead £14,000, Johnson & Johnson £5,000, Kyowa Kirin £19,480, Pfizer £4,000, Recordati £5,000, Roche £25,000, Serb Pharmaceuticals £10,000, Sobi £7,500 and Takeda £19,000. These funds supported a range of activities, including our publications, peer support services, Helpline Services, Live your Life self-management programme, TrialsLink platform, Preparing for Treatment Service, regional lymphoma days, and our healthcare professional training programmes. We received small sums for participating in certain meetings and committees.

Financial review

Financial overview and review

In 2025 our income was £2,863,035, up by 8%, or £214,116, on 2024. We exceeded our income targets on the majority of our income lines and, setting aside two exceptional windfall gifts received in 2024, we did better on non-legacy income in 2025 than in the previous year.

Whilst trading income was not dissimilar to 2024 (driven by another strong year on challenge events) it was legacy income which accounted for the majority of the increase in 2025, being circa £839k in 2025 versus £539k in 2024. We also saw more funds raised in memory of loved ones, strong community and events performance and greater Gift Aid income related to those lines.

There were still challenges. The climate for trusts fundraising remained difficult, although we started to see an uptick in income linked to a new strategic approach taken throughout the year. Corporate income was affected as instability within the global pharmaceutical industry impacted the support we receive from some companies.

Nevertheless, it was encouraging to see a return on our investment in fundraising across a number of activities, including our best year for the Big Give Christmas challenge, our biggest Bridges of London event, our most successful Blood Cancer Awareness Month and an increase in our Major Donor income. This is testament to the amazing support of our community, the hard work of our Fundraising and Communications Teams, and the quality and breadth of our services.

Expenditure increased on 2024 figures by 14%, rising from £2,183,128 to £2,487,484, although we had originally budgeted to spend more. As we continued to grow and invest, we spent £156k more on salaries in 2025 than in 2024, and £139k more on direct costs, ensuring our growing community felt informed, supported and connected. Direct costs included more events costs and the costs of developing our newest resources and services such as Preparing for Treatment, Lymphoma Essentials and our new CAR-T resource.

Staff costs also increased by circa 11% on 2024 as we built capacity in our teams to meet demand for more peer support and a greater range of support meetings, for more community engagement and for more impactful stewardship of our supporters.

Whilst we spent more than in 2024 it was still not as much as we had originally budgeted. The underspend came mainly from activities shifting online and being delivered more cost-effectively, better purchasing rates and premises costs, some projects being moved into 2026 and fundraising activity changes that avoided higher-cost plans.

Including salaries, we spent an additional: £122k on information provision and awareness raising, £57k on support services, £52k on education and training and £73k more on fundraising than in 2024. This allowed us to, amongst others, develop new (and send out more) printed information booklets, further develop our peer support services, grow our social media presence, improve our website to make it easier for people to access the support we offer and launch additional modules on our two newest digital services. Support and governance costs increased more marginally by circa £9.5k on 2024 reflecting HR and ICT increases, although we spent less on some central costs such as print and post.

At 31 December 2025 the net assets of the Charity were £4,401,471 (2024: £4,025,919), comprising £2,892,751 in uncommitted unrestricted funds (2024: £2,964,370) and £1,473,220 in designated unrestricted funds (2023: £1,026,549). We had an excess of income over expenditure of £375,551 representing a very strong year financially. Whilst we had originally budgeted for a deficit due to investment in services and activities, the receipt of a windfall legacy, recognised as a debtor (i.e. not received in cash but certain enough to require inclusion in the accounts), changed this to a surplus.

Our reserves policy

In 2025 we reviewed our Reserves Policy, in line with best practice guidance. Our policy identifies three elements of reserve:

- Known liabilities and contingencies such as wind-down costs based on the costs of closing down the Charity.
- Provision to absorb setback, predominantly related to income-based risk.
- A strategic investment reserve, subject to funds being available which can be designated for development or to take advantage of emerging opportunities.

The reserves (and the Reserves Policy) are reviewed annually in time for the new financial year and are calculable at any point of the year if required. Lymphoma Action expresses the reserves amount in 'months expenditure' for the purposes of external communications and will consider and recalculate the reserves level should they fall below our minimum requirements (reference the first two bullet points above). Given the particular challenges of lymphoma and the vulnerability of lymphoma patients, the Trustees consider a minimum of 12 months to be a prudent reserves level to ensure patients are adequately supported in the event of closure.

At 31 December 2025 we held £4,401,471 in reserves (2024: £4,025,919) of which £35,500 was restricted, £1,473,220 was designated for projects and activities, leaving £2,892,751 in free reserves which represents 12 months of unrestricted annual expenditure.

Our designated reserves reflect the Board of Trustees' commitment to spend reserves strategically and carefully to develop services and activities. In 2025 designated reserves helped build capacity for key projects we would not otherwise have been able to support like Lymphoma Essentials, our new resource for Healthcare Professionals.

We have designated a further £891,203 from our free reserves into designated funds at the end of the year. As designated spend has switched from direct costs to salaries (circa 62% of the designated reserves have been earmarked for the investment posts), we expect to spend more in 2026 than in 2025 and have planned for a deficit budget. This is to continue to underpin 2025 investments, to continue expanding services in 2026 and to fund new roles to drive awareness raising activity and develop impact measurement.

We have been able to designate reserves for investment in services and activities, largely due to the receipt of unexpected, generous legacy income. While we are grateful for this support, legacies are unpredictable and cannot be relied upon year to year. In addition, it is not always possible to spend legacy income in the year it is received, which can create a timing mismatch between income and expenditure and present a challenge for financial planning. As a result, we commit additional expenditure only when such income exceeds expectations, leading to higher reserves at certain points in time, with spend-down planned and implemented in subsequent periods.

Our growth, together with a rapidly changing external environment, brings a complexity which requires additional resource to navigate. According to our current projections we will need to limit our investment activity beyond 2027 if we do not secure further income to sustain the investment posts and desired levels of activity.

Whilst the Board of Trustees recognised the challenge of increased reserves and the fact that donations are given for the benefit of people affected by lymphoma, they are mindful of the need to balance the desire to invest sustainably in our services, with the need to protect and maintain the vital information and support we provide.

Statement of Trustees' responsibilities

The format and content of the report and financial statements comply with the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP 2019) issued October 2019, applicable accounting standards, the Charities Act 2011 and the Companies Act 2006.

Company law requires the Trustees, as Directors of the Charitable Company, to prepare financial statements for each financial period which give a true and fair view of the state of the affairs of the Charitable Company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial period. In preparing those financial statements, the Trustees follow best practice and:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles of the charity SORP.
- Make judgements and estimates that are reasonable and prudent.

- State whether applicable UK accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the company will continue on that basis.

The Trustees are responsible for maintaining adequate accounting records which disclose with reasonable accuracy at any time the financial position of the Charitable Company and to enable them to ensure that the financial statements comply with the Charities Act 2011 and the Companies Act 2006.

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

Disclosure of information to the Auditor

In so far as the Trustees are aware:

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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charitable Company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the Charity guarantee to contribute an amount not exceeding £1 to the assets of the Charity in the event of winding up. The total number of such guarantees at year end 2025 was 9 (2024 9). The Trustees are members of the Charity, but this entitles them only to voting rights. The Trustees have no beneficial interest in the Charity.

Financial statements

Financial statements are published on Lymphoma Action's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions.

The maintenance and integrity of Lymphoma Action's website is the responsibility of the Trustees. The Trustees' responsibility also extends to the ongoing integrity of the financial statements contained therein.

The Trustees have prepared this report in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

The Trustee's annual report has been approved by the Trustees on 12 May 2026 and signed on their behalf by Mark Harrison, Chair of the Board of Trustees, Lymphoma Action

Mark Harrison
Chair

Opinion

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

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 December 2025 and of its 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
- Have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other Information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- The information given in the trustees' annual report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.

- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

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

Jonathan Orchard (Senior statutory auditor)

27 May 2026

for and on behalf of Sayer Vincent LLP, Statutory Auditor
110 Golden Lane, LONDON, EC1Y 0TG

Lymphoma Action

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 December 2025

				2025			2024
	Note	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Income from:							
Donations and legacies	2	1,899,411	163,000	2,062,411	1,472,345	381,660	1,854,005
Charitable activities	3	36,900	-	36,900	31,062	-	31,062
Other trading activities	4	666,404	-	666,404	664,975	-	664,975
Investments	5	97,320	-	97,320	98,877	-	98,877
Total income		2,700,035	163,000	2,863,035	2,267,259	381,660	2,648,919
Expenditure on:							
Raising funds	6	740,381	-	740,381	667,603	-	667,603
Charitable activities							
Publication production & distribution, information and raising awareness	6	785,103	85,000	870,103	621,942	126,200	748,142
Support for people affected by lymphoma	6	521,448	77,500	598,948	346,265	195,500	541,765
Education and training	6	278,050	-	278,050	175,658	49,960	225,618
Total expenditure		2,324,982	162,500	2,487,482	1,811,468	371,660	2,183,128
Transfers Between Funds		-	-	-	-	-	-
Net income / (expenditure) before net gains / (losses) on investments		375,053	500	375,553	455,791	10,000	465,791
Net gains / (losses) on investments		-	-	-	-	-	-
Net movement in funds		375,053	500	375,553	455,791	10,000	465,791
Reconciliation of funds:							
Total funds brought forward		3,990,919	35,000	4,025,919	3,535,128	25,000	3,560,128
Total funds carried forward		4,365,972	35,500	4,401,472	3,990,919	35,000	4,025,919

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 18 to the financial statements.

Lymphoma Action

Balance sheet

Company no. 03518755

As at 31 December 2025

	Note	£	2025 £	£	2024 £
Fixed assets:					
Tangible assets	12		20,821		25,164
			20,821		25,164
Current assets:					
Stock	13	19,997		15,604	
Debtors	14	476,750		190,203	
Cash at bank and in hand		4,035,820		3,918,628	
		4,532,567		4,124,435	
Liabilities:					
Creditors: amounts falling due within one year	15	(151,916)		(123,680)	
Net current assets			4,380,651		4,000,755
Net assets	17		4,401,472		4,025,919
The funds of the Charity:	18				
Restricted income funds			35,500		35,000
Unrestricted income funds:					
Designated funds		1,473,220		1,026,549	
General funds		2,892,752		2,964,370	
Total unrestricted funds			4,365,972		3,990,919
Total Charity funds			4,401,472		4,025,919

Approved by the Trustees on 12 May 2026 and signed on their behalf by

Mark Harrison
Chairman

Statement of cash flows

For the year ended 31 December 2025

	Note	2025 £	£	2024 £	£
Cash flows from operating activities					
Net income / (expenditure) for the reporting period (as per the statement of financial activities)		375,553		465,791	
Depreciation charges		14,345		11,652	
(Gains)/losses on investments		-		-	
Interest from investments		(97,320)		(98,877)	
(Increase) Decrease in stocks		(4,393)		(5,099)	
Decrease / (Increase) in debtors		(286,547)		(60,811)	
Increase/(decrease) in creditors		28,236		(31,539)	
Net cash (used in) operating activities			29,874		281,117
Cash flows from investing activities:					
Dividends, interest and rents from investments		97,320		98,877	
Proceeds from the sale of fixed assets		-		-	
Purchase of fixed assets		(10,002)		(8,726)	
Proceeds from sale of investments		-		-	
Net cash provided by investing activities			87,318		90,151
Change in cash and cash equivalents in the year			117,192		371,268
Cash and cash equivalents at the beginning of the year			3,918,628		3,547,360
Cash and cash equivalents at the end of the year			4,035,820		3,918,628

1 Accounting policies

a) Statutory information

Lymphoma Action is a Charitable Company limited by guarantee and is incorporated in England, Wales, and Scotland.

The registered office address is Unit 3, Bell Business Park, Smeaton Close, Aylesbury, Bucks, HP19 8JR.

b) Basis of preparation

The financial statements have been prepared in accordance with 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) - (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (March 2018) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the Trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

The Charity meets the definition of a public benefit entity under FRS 102.

d) Going concern

The Trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern. We have free reserves in excess of ten months of unrestricted expenditure which provides the capacity to respond to changing circumstances.

The Trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

1 Accounting policies (continued)

e) Income

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the Charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the Charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the Charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the Charity, or the Charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the Charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the Charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the Trustees' Annual Report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the Charity which is the amount the Charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

1 Accounting policies (continued)

g) Interest receivable

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

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

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

i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the Charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of publication production, information and raising awareness, support for people affected by lymphoma, and training and other educational activities undertaken to further the purposes of the Charity and their associated support costs

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on a per capita basis.

Governance costs, comprising the audit fee, Trustees' expenses and indemnity insurance, and the cost of recruiting new Trustees, are apportioned on a per capita basis.

k) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

1 Accounting policies (continued)

l) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Major components are treated as a separate asset where they have significantly different patterns of consumption of economic benefits and are depreciated separately over its useful life.

Where fixed assets have been revalued, any excess between the revalued amount and the historic cost of the asset will be shown as a revaluation reserve in the balance sheet.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

▪ Property improvements	10 years
▪ Computer systems	3 years
▪ Furniture and equipment	5 years

m) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading "Net gains/(losses) on investments" in the statement of financial activities. The Charity does not acquire put options, derivatives or other complex financial instruments.

n) Stocks

Stocks are stated at the lower of cost and net realisable value. In general, cost is determined on a first in first out basis and includes transport and handling costs. Net realisable value is the price at which stocks can be sold in the normal course of business after allowing for the costs of realisation. Provision is made where necessary for obsolete, slow moving and defective stocks.

o) Debtors

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

1 Accounting policies (continued)

p) Cash at bank and in hand

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

q) Creditors and provisions

Creditors and provisions are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

r) Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

s) Pensions

Contributions payable to the company's pension scheme are charged to the statement of financial activities in the period to which they relate.

2 Income from donations and legacies

	2025			2024		
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
Fundraising and individual giving	513,685	-	513,685	492,005	90,000	582,005
In memoriam	198,260	-	198,260	167,586	-	167,586
Trusts and companies	154,934	163,000	317,934	96,142	291,660	387,802
Gift aid	193,750	-	193,750	177,301	-	177,301
Legacies	838,782	-	838,782	539,311	-	539,311
	1,899,411	163,000	2,062,411	1,472,345	381,660	1,854,005

3 Income from charitable activities

	2025			2024		
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
Education and training	36,900	-	36,900	31,062	-	31,062
	<u>36,900</u>	<u>-</u>	<u>36,900</u>	<u>31,062</u>	<u>-</u>	<u>31,062</u>

4 Income from other trading activities

	2025			2024		
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
Challenge events	639,951	-	639,951	631,552	-	631,552
Trading income	26,453	-	26,453	33,423	-	33,423
	<u>666,404</u>	<u>-</u>	<u>666,404</u>	<u>664,975</u>	<u>-</u>	<u>664,975</u>

5 Income from investments

	2025			2024		
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
Bank interest	97,320	-	97,320	98,877	-	98,877
	<u>97,320</u>	<u>-</u>	<u>97,320</u>	<u>98,877</u>	<u>-</u>	<u>98,877</u>

Lymphoma Action

Notes to the financial statements

For the year ended 31 December 2025

6a Analysis of expenditure

	Staff costs £	Direct costs £	Support and office costs £	Allocated costs £	2025 Total £
Costs of raising funds	399,108	209,543	-	131,730	740,381
Publication production & distribution, information and raising awareness	423,766	301,739	-	144,598	870,103
Support for people affected by lymphoma	426,099	28,151	-	144,698	598,948
Education & trianing	169,206	50,397	-	58,447	278,050
	<u>1,418,179</u>	<u>589,830</u>	<u>-</u>	<u>479,473</u>	<u>2,487,482</u>
Support costs (Note 6b)	116,008	-	320,608	(436,616)	-
Governance costs	40,051	2,806	-	(42,857)	-
Total expenditure 2025	<u>1,574,238</u>	<u>592,636</u>	<u>320,608</u>	<u>-</u>	<u>2,487,482</u>

6b Support costs analysed

	2025	2024
Finance, HR & IT	212,478	193,779
Premises	63,929	56,861
Stationery, post, phone, equipment and sundry	29,856	48,814
Depreciation	14,345	11,651
Total	<u>320,608</u>	<u>311,105</u>

Lymphoma Action

Notes to the financial statements

For the year ended 31 December 2025

6c Analysis of expenditure (prior year)

	Staff costs £	Direct costs £	Support and office £	Allocated costs £	2024 Total £
Costs of raising funds	363,552	172,325	-	131,726	667,603
Publication production & distribution, information and raising awareness	383,337	220,951	-	143,854	748,142
Support for people affected by lymphoma	380,384	16,327	-	145,054	541,765
Education & training	140,533	27,898	-	57,187	225,618
	-	-	-	-	-
	1,267,806	437,501	-	477,821	2,183,128
Support costs (Note 6d)	112,145	-	311,105	(423,250)	-
Governance costs	38,432	16,139	-	(54,571)	-
Total expenditure 2024	1,418,383	453,639	311,105	-	2,183,128

6d Support costs analysed (prior year)

	2024
Finance, HR & IT	193,779
Premises	56,861
Stationery, post, phone, equipment and sundry	48,814
Depreciation	11,651
Total	311,105

Notes to the financial statements

For the year ended 31 December 2025

7 Net income / (expenditure) for the year

This is stated after charging:

	2025 £	2024 £
Depreciation	14,345	11,651
Operating lease rentals payable:		
Property	41,472	37,800
Other	2,981	4,800
Auditor's remuneration (excluding VAT):		
Audit	10,150	9,765
	14,345	11,651

8 Analysis of staff costs, Trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2025 £	2024 £
Salaries and Wages	1,341,239	1,229,752
Redundancy and termination costs	-	-
Social security costs	149,638	110,780
Employer's contribution to defined contribution pension schemes	78,755	72,732
Income protection and life assurance	4,608	5,118
	1,574,240	1,418,382

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2025 No.	2024 No.
£80,000 - £89,999	1	1
£70,000 - £79,999	-	-

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £304,648 (2024: £290,632) in relation to four key management posts.

The Charity Trustees were neither paid nor received any other benefits from employment with the Charity in the year (2024: £nil). No Charity Trustee received payment for professional or other services supplied to the Charity (2024: £nil).

8 Analysis of staff costs, Trustee remuneration and expenses, and the cost of key management personnel (continued)

Trustees' expenses represent the payment or reimbursement of travel and subsistence costs totalling £381 (2024: £241) incurred by 3 (2024: 2) members relating to attendance at meetings of the Trustees.

During the year Trustee liability insurance was obtained for £2,454 (2024: £4,267).

9 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 44 (2024: 42).

Staff are split across the activities of the Charity as follows (head count basis):

	2025 No.	2024 No.
Raising funds	12	11
Charitable activities	27	26
Support staff	5	5
	44	42

10 Related party transactions

There are no related party transactions to disclose for 2025 (2024: none).

11 Taxation

The Charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

12 Tangible fixed assets

Cost	Property improvements £	Computer equipment £	Furniture & equipment £	Total £
At the start of the year	-	76,034	16,065	92,099
Disposals in year	-	-	-	-
Additions in year	-	10,002	-	10,002
At the end of the year	-	86,036	16,065	102,101
Depreciation				
At the start of the year	-	58,929	8,006	66,935
Disposed of in year	-	-	-	-
Charge for the year	-	11,134	3,211	14,345
At the end of the year	-	70,063	11,217	81,280
Net book value				
At the end of the year	-	15,973	4,848	20,821
At the start of the year	-	17,106	8,059	25,165

All of the above assets are used for charitable purposes.

13 Stock

	2025 £	2024 £
Goods for resale	19,997	15,604
	19,997	15,604

14 Debtors

	2025 £	2024 £
Income tax receivable	14,369	10,077
Prepayments	145,955	139,276
Accrued income	316,426	40,850
	476,750	190,203

15 Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	63,495	35,254
Taxation and social security	28,164	22,016
Accruals	10,573	15,054
Deferred income (note 16)	49,684	51,355
	151,916	123,680

16 Deferred income

Deferred income comprises income received in advance for events, including entry deposits and sponsorships for individuals undertaking challenge events.

	2025	2024
	£	£
Balance at the beginning of the year	51,356	78,895
Amount released to income in the year	(51,356)	(78,895)
Amount deferred in the year	49,684	51,356
Balance at the end of the year	49,684	51,356

17a Analysis of net assets between funds (current year)

	General unrestricted	Designated	Restricted	Total funds
	£	£	£	£
Tangible fixed assets	-	20,821	-	20,821
Net current assets	2,892,752	1,452,399	35,500	4,380,651
Net assets at 31 December 2025	2,892,752	1,473,220	35,500	4,401,472

17b Analysis of net assets between funds (prior year)

	General unrestricted	Designated	Restricted	Total funds
	£	£	£	£
Tangible fixed assets	-	25,164	-	25,164
Net current assets	2,964,370	1,001,385	35,000	4,000,755
Net assets at 31 December 2024	2,964,370	1,026,549	35,000	4,025,919

18a Movements in funds (current year)

	At 1 January 2025 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2025 £
Restricted funds:					
Information and publications					
Publications	25,000	60,000	(85,000)	-	-
Support for people affected by lymphoma					
Information & support, including helpline, buddy scheme & support groups	10,000	103,000	(77,500)	-	35,500
Education & Training	-	-	-	-	-
Total restricted funds	35,000	163,000	(162,500)	-	35,500
Unrestricted funds:					
Designated funds:					
Investment Reserve	876,385	-	(440,189)	891,203	1,327,399
ICT replacement fund	50,000	-	-	-	50,000
Legacy fluctuation fund	75,000	-	-	-	75,000
Value of functional assets net of restricted funds	25,164	-	(14,345)	10,002	20,821
Total designated funds	1,026,549	-	(454,534)	901,205	1,473,220
General funds	2,964,370	2,700,035	(1,870,448)	(901,205)	2,892,752
Total unrestricted funds	3,990,919	2,700,035	(2,324,982)	-	4,365,972
Total funds	4,025,919	2,863,035	(2,487,482)	-	4,401,472

The narrative to explain the purpose of each fund is given at the foot of the note below.

18b Movements in funds (prior year)

	At 1 January 2024 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2024 £
Restricted funds:					
Information and publications					
Publications	10,000	141,200	(126,200)	-	25,000
Support for people affected by lymphoma	-	-	-	-	-
Information & support, including helpline, buddy scheme & support groups	15,000	180,500	(185,500)	-	10,000
Education & Training	-	59,960	(59,960)	-	-
Total restricted funds	25,000	381,660	(371,660)	-	35,000
Unrestricted funds:					
Designated funds:					
Investment Reserve	912,058	-	(235,673)	200,000	876,385
ICT replacement fund	50,000	-	(22,665)	22,665	50,000
Legacy fluctuation fund	75,000	-	-	-	75,000
Value of functional assets net of restricted funds	28,089	-	(11,651)	8,726	25,164
Total designated funds	1,065,147	-	(269,989)	231,391	1,026,549
General funds	2,469,981	2,267,259	(1,541,479)	(231,391)	2,964,370
Total unrestricted funds	3,535,128	2,267,259	(1,811,468)	-	3,990,919
Total funds	3,560,127	2,648,919	(2,183,128)	-	4,025,919

The narrative to explain the purpose of each fund is given at the foot of the note below.

Purposes of restricted funds

Information and publications

Publications

Grants to fund information booklets from our award-winning range about lymphomas and their treatment.

Support for people affected by lymphoma

Information and support, including Helpline, Buddy Service and Online Support Meetings

Grants received towards our information and support services. These include our Helpline (telephone, email and live chat enquiries from people worried about or needing information on lymphoma), Buddy Service (links people to Buddies who have similar, lived experience of lymphoma) and online peer support services.

Education and training

Education and training events and activities

Events for healthcare professionals are held throughout the year.

Purposes of designated funds

In December 2021 we received a legacy of £1.3 million which has been designated for development projects seeking to expand the range of our work and accounted for separately from other funds to prevent it masking any underperformance in mainline fundraising and services. Additional windfalls and surplus funds are added to this fund to maintain a ceiling on free reserves in accordance with policy.

The ICT replacement fund is to replace ICT assets.

The legacy fluctuation fund is set aside to offset any lower than expected legacy income.

19 Operating lease commitments payable as a lessee

The Charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

	Property		Equipment	
	2025	2024	2025	2024
	£	£	£	£
Less than one year	41,208	37,800	2,981	2,981
One to five years	123,624	151,200	7,452	10,433
	164,832	189,000	10,433	13,414

20 Legal status of the Charity

The Charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

Reference & administrative

Trustees

Mark Harrison (#*)

Chair (and Chair of Remuneration Committee)

Dr Cathy Burton

James Cray (*)

Susan Daniels

Melanie Brittain (#*)

Treasurer (and Chair of Finance and Risk Committee)

Appointment ratified February 2025

David McNeill

Shaf Mansour

Christina Kirby

Charlotte Locks-Moro (#)

Member of Finance and Risk Committee

* Member of Remuneration Committee

Chief Executive

Ropinder Gill

Key management personnel

Jim Howson

Director of Finance

Dallas Pounds

Director of Services

Deborah Laing

Director of Fundraising & Communications

Company Secretary

Ropinder Gill

President

Professor John Radford

Charity number

England and Wales

1068395

Scotland

SC045850

Company number

03518755

Registered office

Unit 3, Bell Business Park
Smeaton Close
Aylesbury
Buckinghamshire
HP19 8JR

Website

www.lymphoma-action.org.uk

Bankers

CAF Bank Ltd

25 Kings Hill Avenue, West Malling, Kent
ME19 4JQ

National Westminster Bank plc

22 Market Square, Aylesbury,
Buckinghamshire HP20 1TR

Lloyds Bank plc

25 Gresham Street, London, EC2V 7HN

Auditor

Sayer Vincent LLP

110 Golden Lane, London, EC1Y 0TG

Medical Advisory Panel

Dr Kirit Ardeshta
Charlotte Bloodworth
Dr Adrian Bloor
Professor Kristian Bowles
Dr Cathy Burton
Kathryn Chamberlain
Dr Graham Collins
Professor David Cunningham
Professor Kate Cwynarski
Dr Shirley D'Sa – *stepped down from MAP
January 2025*
Professor Andrew Davies
Dr Paul Fields
Dr Christopher Fox
Dr Eve Gallop-Evans
Professor Peter Hoskin
Professor Tim Illidge
Professor Peter Johnson
Dr Rod Johnson
Dr Nagesh Kalakonda
Dr Ben Kennedy
Christine Kirby
Dr Kim Linton

Medical Advisory Panel (continued)

Dr Rob Lown
Dr Aislinn Macklin-Doherty
Dr Prem Mahendra
Dr Pam McKay
Dr Christopher McNamara
Dr Brian D Nicholson
Dr Wendy Osborne
Dr Shankara Paneesha
Dr Ruth Pettengell
Professor Andrew Pettitt
Professor John Radford (Chair)
Dr Ravi Ratnavel - *stepped down from
MAP January 2025*
Dr Bhupinder Sharma
Dr Manil Subesinghe
Dr Andy Wotherspoon
Asjad Yousif