CABI Annual Report & Financial Statements

31 December 2024

Contents

Mission Statement

CABI is an international, inter-governmental, not-for-profit organisation that improves people's lives by providing information and applying scientific expertise to solve problems in agriculture and the environment.

CABI helps farmers grow more and lose less of what they produce, combating threats to agriculture and the environment from pests and diseases and improving access to scientific knowledge.

CABI's 48 Member Countries guide and influence our core areas of work and we work closely with our donors and partners, individuals and organizations, countries and regions. Together, we aim to solve problems and build sustainable livelihoods.

For more information go to **www.cabi.org**

CABI corporate directory

Board Members

HE Chileshe Kapwepwe [2,3] (Chair)
Dr Daniel Elger
Mr Christoph Chesher [1,3]
Ms Ann Tutwiler [3]
Ms Marcy Vigoda [1,2]
Mr Akhter Mateen [1] (resigned August 2024)
Mr Roger Horton [2,3] (resigned March 2024)
HE Fatou Bensouda [1,2,4] (appointed March 2025)
Mr Gary Ernest [1] (appointed July 2024)
Mr Leonard Kimutai (appointed May 2024)
Ms Simi Kamal [1]
Mr Robert Sloley (retired June 2024)
HE Vishnu Dhanpaul [2,4] (resigned March 2025)

Board Observers

Mr Duncan Barker (UK)
Dr Eliud Kireger (Kenya) (stepped down March 2025)
Mr Tanvir Azim (Bangladesh) (Stepped down March 2025)
Mr Dmitry Robertson (Jamaica) (Appointed March 2025)
Dr Sadik Kassim (Uganda) (appointed March 2025)

Notes:
1. Member of Audit and Risk Committee
2. Member of Nominations and Governance Committee
3. Member of Remuneration Committee
4. Chair of Executive Council, ex officio

With the exception of Dr Daniel Elger, Leonard Kimutai and Mr Robert Sloley (retired) all Board members are independent non-executives.

Executive Management Team

Dr Daniel Elger (Chief Executive Officer)
Dr Andrew Robinson (Managing Director, Publishing)
Ms Carol McNamara (Chief Commercial Officer)
Dr Dennis Rangi (Director General, Development)
Mr Leonard Kimutai (Chief Financial Officer)
Mrs Linda Copsey (Chief Information Officer)
Mr Neil MacIntosh (Chief People Officer)
Dr Ulrich Kuhlmann (Executive Director, Global Operations)

Principal Professional Advisers

CABI's principal professional advisers include the following:
Principal clearing bankers: Barclays, 4th Floor Bridgewater House, Finzels Reach, Counterslip, Bristol BS1 6BX
Independent auditor: Crowe U.K. LLP, 55 Ludgate Hill, London EC4M 7JW

Head Office

CABI
Nosworthy Way
Wallingford
Oxfordshire
OX10 8DE

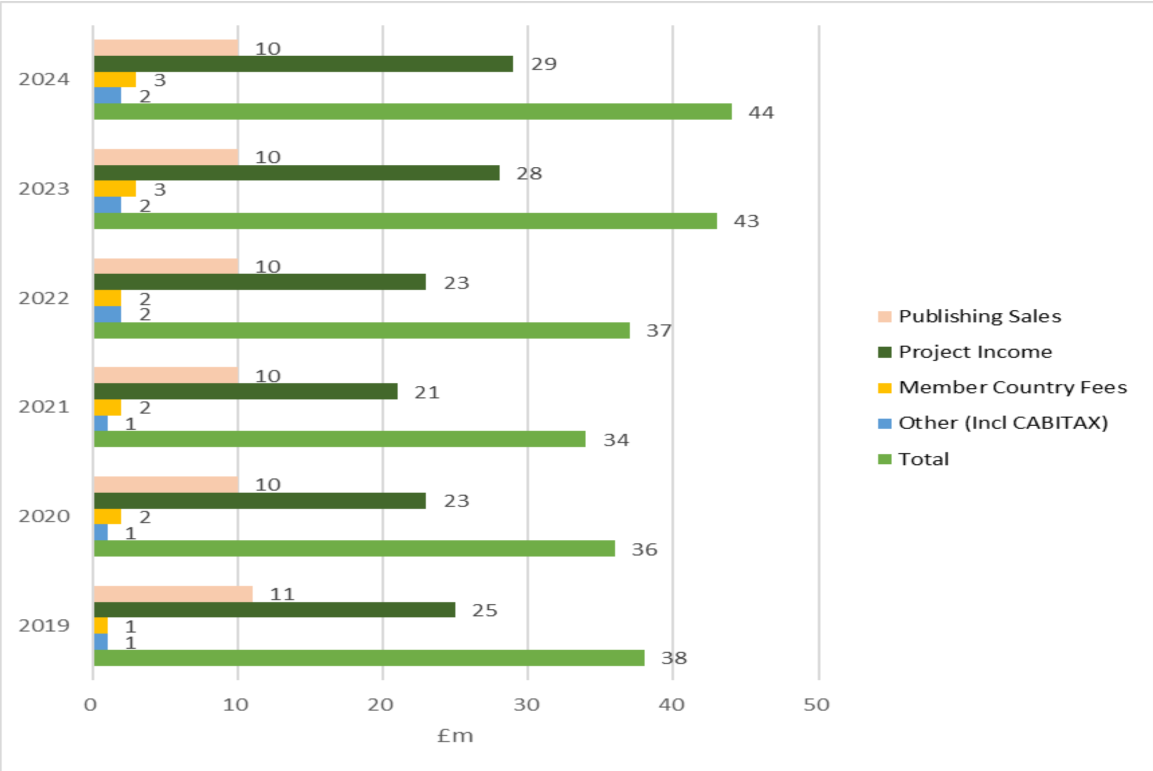
Report of the Board
Financial report

In 2024, revenue growth of 3% resulted in total income of £44,023k and maintained income above £40,000k for the second year in a row. As a result of that growth, CABI was again able to generate a modest operating surplus, reporting a figure £20k. This surplus did not achieve internal budget expectations due to lower than expected revenue income and reflects a reduction compared to prior year (2023: £307k).

CABI's total income at £44,023k in 2024 represents a 3% increase on the prior year (2023: £42,790k). Publishing sales (database and books) remained stable £10,406k (2023: £10,362k) driven by database products (with some new product enhancements), compendia and royalties from the new open access CABI Agriculture and Bioscience journal. Compendia and journal royalties are reported under Other Publishing Sales in Note 3. Total costs (after Designated Fund and Investment Fund) increased from £43,176k to £44,191k in 2024 due in large part to the significant growth in project related direct costs.

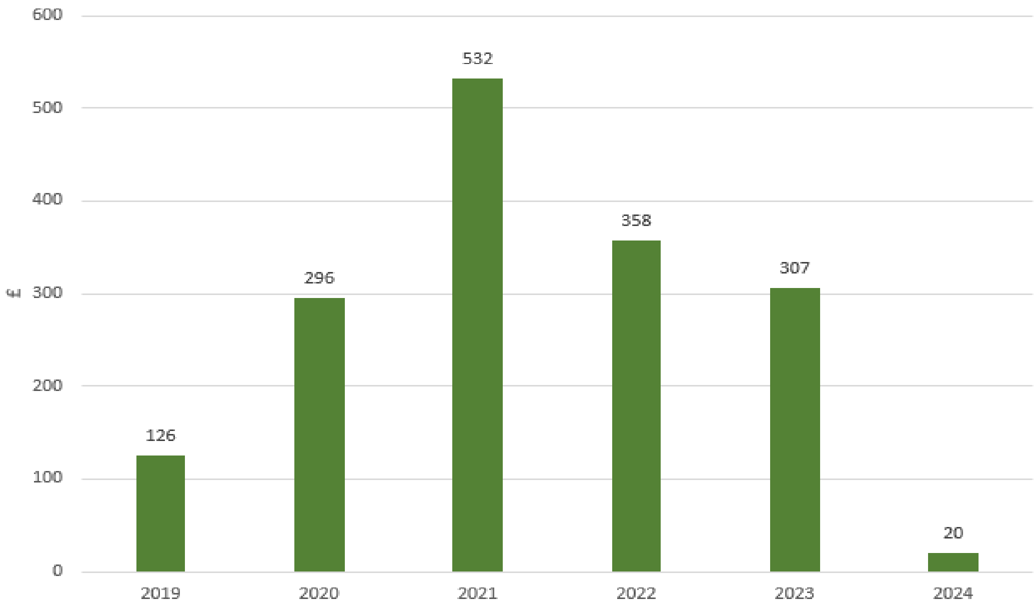
The end of year total cash balance, at £9,017k (2023: £7,024k), increased over the year boosted by £1.5m held on behalf of UKCGIAR. There was a reduction in interest on cash held on deposit to £188k (2023: £268k) largely due to reduced interest rates.

Income



Total income at £44,024k (2023: £42,790k) increased during the year, primarily due to a further significant increase in project implementation. Income from recovery of CABITAX increased to £1,867k (2023: £1,588k) due to an increase in staff and inflation related increases in salary costs.

Operating surplus before Designated and Investment Funds and exceptional items



Operating surplus (before the Designated and Investment Funds and exceptional items) reduced by £287k to £20k in 2024, primarily driven by shortfalls in budgeted revenue coupled with cost increases due to investment in new staff to pursue emerging opportunities, increases in staff costs as a result of inflation and the annual increase in pension deficit contributions.

Total headcount of 516 (based on a monthly average) was an increase on the prior year (476), reflecting an increase in current revenues as well as investments for emerging opportunities.

Other comprehensive surplus/(deficit)

The value of 'other comprehensive surplus/(deficit)' is likely to fluctuate widely from year-to-year depending on external factors such as exchange rates, bond yields and inflation rates, which drive the movement in the UK Defined Benefit Pension Scheme liability, reflected in the other gains/(losses) on the Defined Benefit Pension Scheme, but which have no realised impact on operating performance or cash. This Scheme has been closed to new members since 2007 and in March 2016 it was also closed to future accrual for all active members.

In 2024, at £12,021k, the other comprehensive surplus was driven by a reduction in the net liability on the UK Defined Benefit Pension Scheme. This reduction in the liability was driven principally by an increase in UK bond yields. The full value of the pension deficit of £65,761k (2023: £77,782) is disclosed in the statement of financial position.

The triennial actuarial valuation of this UK Defined Benefit Pension Scheme deficit at 31 December 2023 and the resulting deficit reduction plan were agreed with the Scheme's Trustee and submitted to the UK Pensions Regulator in December 2024, well ahead of the statutory deadline of 30th March 2025. In total, the funding shortfall (liabilities valued under 'technical provisions' less the value of assets) was £63.8m (2020: £83.6m).

As an outcome of the 2023 valuation process, a new recovery plan was agreed between the Scheme Trustee and CABI. As part of the new recovery plan projected to run to October 2054, CABI has agreed to the following key financial conditions:

- Contributions of £2.533 million in 2024, payable in equal monthly instalments,
- Regular contributions of £2.736 million p.a., commencing on 1 January 2025, payable in equal monthly instalments, increasing at 5.2% p.a. each 1 January until 31 December 2028,
- A lump sum of £0.5 million payable by 31 December 2025,
- A lump sum of £0.705 million payable by 31 December 2026,
- Additional regular contributions of £0.111 million p.a., commencing on 1 January 2027, payable in equal monthly instalments, and increasing at 5.2% p.a. each 1 January until 31 December 2028,
- From 1 January 2029, the regular contributions will increase each 1 January in line with the annual increase in CPI to the previous September, with the first CPI increase on 1 January 2029,
- To contribute £100k per annum to the Pension Protection Fund (PPF),
- The grant of a legal charge over the Wallingford property.

The next formal valuation of this Scheme will take place during 2027 and will be submitted to the UK Pension Regulator by the end of March 2028.

Statement of financial position and cash flow

The total cash balance increased to £9,017k from £7,024k. Funds of £1.5m held on behalf of the UK CGIAR Centre contributed to this increase.

The UK Defined Benefit Pension Scheme deficit drives the total accumulated deficit for CABI of £49,139k in the statement of financial position (2023: £61,180k). However, despite the deficit, the CABI Board remains strongly of the view that CABI is a going concern for the following reasons:

- the deficit is driven solely by the UK Defined Benefit Pension Scheme, which is a long-term liability subject to actuarial estimates. As previously described, actions have been taken to mitigate the pension risk.
- the publishing products (databases and books) continue to be strong generators of cash and the project pipeline is stable. We maintain multi-year contracts with a number of major donors, which provide some security of funding.
- the underlying operating performance and the overall cash position remain positive.
- CABI has the backing and support of its 48 Member Countries as evidenced by membership fee payments and the FCDO lump sum(s) commitment to funding of the Defined Benefit Pension Scheme of £12m.
- growth in CABI's Deficit Recovery Contributions has provided a significant increase in funding to the Scheme since 2019.

Strategic outlook

The strategic framework for the period 2023–25 has been laid out in the CABI Medium Term Strategy (MTS), which was approved by CABI's Review Conference in September 2022 and has been made public on the CABI website. CABI works on some of the biggest challenges facing humanity: hunger, poverty, gender inequality, climate change and loss of biodiversity. The Medium-Term Strategy sets out a plan in each of these areas over the three years to 2025 with five major goals:

1. improve the food security and livelihoods of smallholder communities
2. help communities adapt to the impacts of climate change
3. reduce inequality through better opportunities for rural women and youth
4. safeguard biodiversity and support the sustainable use of natural resources
5. increase the reach, application and impact of science in agriculture and the environment

The implementation of plans required to meet these objectives entails key underlying operational and financial objectives to be met. These are:

- to deliver PlantwisePlus and related projects,
- to extend the breadth and depth of donor support for CABI's international development work,
- to implement the revised recovery plan for the UK Defined Benefit Pension Scheme arising from the 2023 valuation,
- to complete the relocation of CABI's UK Centre from Egham to Silwood Park,
- to maintain and seek opportunities for growth in the levels of income and profitability from the existing publishing portfolio,
- to enhance back-office systems and processes to better support CABI's growth aspirations and plans,
- to develop new income streams through better management and commercialisation of CABI's expertise and content, including the creation of another distinct CABI Programme.

Following publication of our Equality, Diversity and Inclusion (EDI) policy in 2021 and then our EDI Strategy in January 2024, we continue to track and benchmark progress on our targets, including: to have greater representation of women in senior leadership, with gender parity on the Board, EMT, and Senior Management; a more balanced geographic distribution of senior roles; and a leadership spanning early, mid, and late career stages. Across CABI, 47% of staff are women (2021: 43%); 25% of the Executive Management Team (2021: 25%) and 27% of Senior Managers (2021: 30%), are women. Of current Non-Executive Directors, 67% are women, compared to 38% in 2021. Our CABI global staff engagement score remains consistently in the upper quartile and through the Your View Staff Engagement Survey 2024 increased to 81%, with a response rate of 89%.

Environmental impact management, including carbon usage, is important to CABI and its stakeholders. To reflect this, relevant metrics have been incorporated into our ongoing Key Performance Indicators. CABI measures carbon performance against targets for reduction in areas of our international operations where reliable data can be collected. In 2022, 'per capita emissions' almost doubled due to increased air travel as Covid-related restrictions were lifted worldwide. However, overall per capita carbon emissions were 46% lower in 2022 compared to the 2016 baseline. The reduction was largely driven by the opening of CABI's corporate office in the UK in 2020, which is significantly more energy efficient than the building it replaced. A climate-conscious travel policy was introduced in 2022 to help minimize the environmental impact of business travel. Our environmental policy, and the annual carbon report , are publicly available on our website: http://www.cabi.org/about-cabi/our-policies/

We are also well aware of CABI's responsibilities under the UK Modern Slavery Act 2015 as well as the UK-GDPR and the GDPR (General Data Protection Regulation), and the UK Data Protection Act 2018. CABI has a Safeguarding policy in place and responsibilities for safeguarding are incorporated within a Management Code of Conduct. Policies and procedures are updated regularly to ensure the requirements of new legislation and evolving best practices are fully incorporated into the relevant CABI processes.

Outlook 2025

The growth in income in 2022, 2023 and 2024 is expected to be repeated in 2025, underpinned by growth in Publishing products and translation of project funds from the successful fundraising in 2024. However, the growth is expected to fall short of budget due to a profound shift in donor priorities and spending. Fundraising in 2025 has been particularly challenging, impacting the expected level of project revenue derived from in-year fund raising. As usual, in-country execution remains a priority for CABI's international development and research work in order to effectively translate the secured funds into revenues. Publishing (database, books and compendia) continue to prove relatively resilient and CABI continues to invest in its new publishing platform and product portfolio to enhance and extend what is offered to our customers. Management of costs, always an area of focus, will be particularly important in 2025 given the expected shortfalls in revenues and the 'thin margins' on donor-funded project work, which limits the ability to absorb topline shocks.

The specific financial risks to the financial plan for 2025 and measures to mitigate those risks, are as follows:

1. *A shortfall in funding for CABIs science-based agricultural and environmental projects and programmes*. Recent changes in donor priorities and spending have reduced the availability of funding from Official Development Assistance (ODA), impacting many organisations as well as CABI's funding and work. In response, CABI is focused on revenue diversification in a number of ways including growth of unrestricted funds, increased focus on Trust and Foundation partners as well as advancing initiatives such as an expanded offer in the areas of Pesticide Risk Reduction and a new programme based on Integrated Landscape Management.
2. *The pressure on subscription database renewals and new business as university library budgets continue to come under pressure.* The mitigation strategy includes deepening the understanding of our customer priorities and needs to demonstrate the continuing importance of CABI's products to the academic sector as well as prioritising early renewal of database sales. We continue to invest in systems and products to ensure our relevance to our customers is retained. These changes should improve the overall experience for CABI's customers. As in prior years, CABI has a high level of revenue secured, which should underpin the financial performance for CABI's Publishing business in 2025.
3. *Increases in expenditure arising from significant increases in price inflation*. CABI's ability to pass on the full impact of price inflation to member countries, customers and donors is constrained to some extent and so risk mitigation will also focus on active cost management. Additionally, we are advancing plans to improve our internal structures to bolster efficiencies through quicker strategic decision making underpinned by our recently launched business system (CABI-connect), which promises to give more granular data on many aspects of our business, especially project management.

In summary, the actions that have been taken and continue to be taken, to manage financial risk mean that CABI continues to be well placed to meet the continuing financial challenges.

Further information on CABI's activities and achievements in 2024 can be found in *'CABI in review'* at http://www.cabi.org/about-cabi/annual-reviews-and-financials

Report of the Board
Governance and accountability statement

CABI is a not-for-profit organisation that was set up by a United Nations treaty-level agreement between its Member Countries. Any country is entitled to join CABI and applications are made by invitation from the existing membership, with approval from the Executive Council. All Member Countries have an equal role in the organisation's governance, policies and strategic direction.

The CABI Review Conference of Member Countries reviews CABI's work programmes and determines its broad policies and strategies. The last Review Conference was held in Oxford in the UK in September 2022 where the CABI Medium Term Strategy 2023–25 was agreed. The next Review Conference is yet to be scheduled, CABI is currently consulting with Member Countries on a 'refresh' and extension of the current Strategy to 2028.

The Executive Council, comprising London-based representatives from each Member Country, meets at least once each year to monitor CABI's affairs and the implementation of the Review Conference resolutions. The Executive Council is responsible for the appointment of Board members and the auditors, for the approval of annual financial statements and budgets, and for the completion of major agreements. In 2020, a Finance and Risk Sub-Committee of Executive Council was formed with the purpose of providing additional oversight in financial matters on behalf of the Executive Council, especially as they relate to membership fees and the pension deficit on the legacy UK Defined Benefit Scheme. The Sub-Committee meets at least twice a year.

The Executive Council has appointed a Board, principally comprising independent members, together with the Chief Executive Officer (CEO) and Chief Financial Officer (CFO), to direct the development and implementation of the strategy of the organisation. The Board usually meets 4 times annually (with up to 3 observers from Member Countries in attendance) and regularly monitors the progress and performance of the organisation. The Board approves recommendations on issues which are to be put to the Executive Council, in addition to the mandatory approval of Financial Statements and annual budget. Day-to-day management of the organisation is the responsibility of the Executive Management Team, led by the CEO, which meets at least monthly. Names of the members of the Executive Management Team and Board are shown in the Corporate Directory (page 2).

Risk management of the organisation is the responsibility of the Executive Management Team. The process is led by the CFO with input from the Executive Management Team, with oversight by the Board through the Audit and Risk Committee. As part of its risk management strategy, the Executive Management Team and Board identify and seek to mitigate the key strategic risks to the organisation.

Those key strategic risks for CABI are as follows:

- pension deficit: there is a significant long-term liability which needs to be managed responsibly
- information governance and cyber security: information technology, data, intellectual property and financial risks arising from external threats
- loss of donor income: it is recognised that CABI's expertise needs to remain relevant to our stakeholders
- long-term sustainability of PlantwisePlus and related Programmes: the critical success factor for these Programmes is that the plant health system improvements created within countries are embedded for the long term
- loss of Publishing revenue: the sales generated from the Publishing business, along with donor funding, are critical to the financial health of CABI
- staff security, succession, recruitment, retention and motivation: the risks to health and physical security of employees as well as the intellectual capital of CABI that needs to be continuously maintained and renewed through the retention and recruitment of staff of the highest calibre
- loss of reputation: this covers a number of areas including the maintenance and enhancement of scientific and financial credibility

For each element of risk, a mitigation strategy has been defined with specific actions, accountabilities and timelines assigned. The strategic risks and the mitigation strategy are reviewed in some detail by the Audit and Risk Committee, which meets at least three times a year.

There are three sub-committees of the Board. Membership of the three committees is shown in the CABI Corporate Directory at the front of this report. The Audit and Risk Committee has responsibility for oversight of risk management and financial control procedures, including audit, accounting policies and procedures. The Audit and Risk Committee also approved the appointment of HaysMac as internal auditors in 2025 and they are mandated to perform an annual programme of audit work and report back formally to the Audit and Risk Committee. At the beginning of 2025 HaysMac presented the year's audit plan, which was approved by the Audit and Risk committee. The governance work is underway and HaysMac are scheduled to present their report in the next committee meeting. The Remuneration Committee has delegated authority to develop policy on executive remuneration and to set the remuneration packages of the Executive Management Team and individual Board Members. The Nominations and Governance Committee has delegated authority to lead the process for Board Member appointments. The Nominations and Governance Committee also makes recommendations to the Board with respect to standards of performance.

Board responsibilities statement
The Board is responsible for preparing the Annual Report and Financial Statements in accordance with the accounting convention and accounting policies in note 2 to comply with the CAB International Agreement. The Board must not approve the financial statements unless it is satisfied that they have been properly prepared, in all material respects, in accordance with the basis of preparation and accounting policies in note 2 to the financial statements. In preparing the financial statements, the Board is responsible for:

- selecting suitable accounting policies and then applying them consistently
- making judgements and accounting estimates that are reasonable and prudent
- stating the basis of preparation and accounting policies applied
- preparing the Financial Statements on the going concern basis unless it is inappropriate to presume that the organisation will continue in business

The Board confirms that it has complied with the above responsibilities in preparing the Financial Statements. Having taken advice from the Audit and Risk Committee, the Board Members consider that the Annual Report, taken as a whole, is fair, balanced and understandable and provides information necessary for stakeholders to assess the organisation's performance, business model and strategy. Each of the Board Members, whose names are listed in the CABI Corporate Directory on page 2, confirms that, to the best of each person's knowledge and belief:

- the Financial Statements, prepared in accordance with accounting convention and accounting policies as stated in note 2, give a true and fair view of the assets, liabilities, statement of comprehensive income and financial position of the organisation
- the report of the Board contained in the annual report includes a fair review of the development and performance of the organisation together with a description of the principal risks and uncertainties that they face
- there is no relevant audit information of which the organisation's auditor has not been made aware
- she/he has taken all the steps that she/he ought to have taken, as a Board Member, in order to establish that the organisation's auditor is aware of that information

The Board is responsible for keeping adequate accounting records that are sufficient to show and explain the organisation's transactions and disclose with reasonable accuracy at any time the financial position of the organisation. It is also responsible for safeguarding the assets of the organisation and, hence, for taking reasonable steps for the prevention and detection of fraud and other irregularities.

On behalf of the Board,

Mr Leonard Kimutai, CFO

5th August 2025

Independent auditors' report to the members of CAB International (CABI)

Report on the audit of the Financial Statements

Opinion

We have audited the financial statements of CAB International for the year ended 31 December 2024 which comprise the statement of comprehensive income the statement of financial position, the statement of cash flows and the statement of changes in equity for the year then ended; and notes to the financial statements, including material accounting policies.

In our opinion, the accompanying financial statements of CAB International for the year ended December 31, 2024 are prepared, in all material respects, in accordance with the basis of preparation in note 2(i) and accounting policies in note 2 to the financial statements.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)), including ISA (UK) 800, 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 organisation 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.

Emphasis of matter – Basis of preparation

In forming our opinion on the financial statements, which is not modified, we draw attention to note 2(i) to the financial statements which describes the basis of preparation, and in particular, the fact that the accounting policies used and disclosures made comply with the requirements of International Financial Reporting Standards (IFRSs) as adopted by the United Kingdom except in regards to certain provisions of IAS 1, IAS 16 and IAS 19 (R) as disclosed in note 2(i) to these financial statements. Note 2(i) of the financial statements describes the basis of preparation, and in particular, the fact that the accounting policies used and disclosures made are not intended to, and do not, comply in full with the requirements of International Financial Reporting Standards (IFRSs) as adopted by the United Kingdom. The financial statements are prepared in accordance with a special purpose framework for the members for the specific purpose as described in the Use of this report paragraph below. As a result, the financial statements may not be suitable for another purpose.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the organisation'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 Board with respect to going concern are described in the relevant sections of this report.

Other information

The Board is responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Responsibilities of the Board

As explained more fully in the Board Responsibilities Statement set out on page 9, the Board is responsible for the preparation of the financial statements and for being satisfied that these have been prepared in accordance with the financial reporting framework as set out in note 2(i) of these financial statements. The Board is also responsible for implementing such internal controls as it determines 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 Board is responsible for assessing the organisation'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 Board either intends to liquidate the organisation or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an 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.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of project and programme income, and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management, internal auditors, and the Audit & Risk Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing correspondence with the pension regulator, and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the organisation's members, as a body, in accordance with Article IX of the CAB International Agreement. Our audit work has been undertaken so that we might state to the organisation'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 organisation and the organisation's members as a body, for our audit work, for this report, or for the opinions we have formed.

Crowe U.K. LLP

Crowe U.K. LLP

Statutory Auditor

London

6th August 2025

Statement of comprehensive income
For the year ended 31 December 2024

	Note	CABI 2024 £'000	Designated Fund 2024 £'000	Investment Fund 2024 £'000	Total 2024 £'000	Total 2023 £'000
Income						
Sales and project income	3	39,342	-	-	39,342	38,558
Member Country contributions	4	2,693	-	-	2,693	2,528
CABITAX recovery		1,867	-	-	1,867	1,588
Miscellaneous income		121	-	-	121	116
		44,023	-	-	44,023	42,790
Expenditure						
Staff costs	5	(11,684)	-	-	(11,684)	(10,943)
Direct project costs	7	(24,444)	-	-	(24,444)	(24,023)
Production		(3,596)	-	-	(3,596)	(3,235)
Facilities and maintenance		(1,716)	-	-	(1,716)	(1,720)
Sales and distribution		(262)	-	-	(262)	(350)
Travel		(766)	-	-	(766)	(555)
Depreciation and leasehold amortisation	8	(724)	-	-	(724)	(713)
Impairment loss	8	-	-	-	-	(37)
Consultants and freelancers		(507)	-	-	(507)	(573)
Restructuring costs	5	-	-	-	-	(36)
Expected credit losses from Member Country contributions	4	(242)	-	-	(242)	(377)
Associated company loss	9	-	-	-	-	4
Profit on foreign currency exchange		98	-	-	98	155
Other costs		(348)	-	-	(348)	(773)
		(44,191)	-	-	(44,191)	(43,176)
Operating deficit before interest	10	**(168)**	**-**	**-**	**(168)**	**(386)**
Interest receivable		188	-	-	188	268
		188	-	-	188	268
Operating surplus/(deficit) for the year before exceptional items		**20**	**-**	**-**	**20**	**(118)**
Other comprehensive surplus/(deficit) items that may be subsequently reclassified to operating surplus/(deficit)						
Cash flow hedges	14	-	-	-	-	172
Movement between funds		-	(100)	(250)	(350)	-
Other gains on defined benefit pension scheme gains/(losses)	22	12,021	-	-	12,021	(3,642)
		12,021	**(100)**	**(250)**	**11,671**	**(3,470)**
Total comprehensive surplus/(deficit) for the year		**12,041**	**(100)**	**(250)**	**11,691**	**(3,588)**

Statement of financial position
As at 31 December 2024

	Note	2024 £'000	2023 £'000
Assets			
Non-current assets			
Land and buildings	8	10,125	9,740
Plant and equipment	8	1,575	1,397
Intangibles	8	1,146	603
Intangibles – goodwill		113	113
Investments accounted for using the equity method	9	633	635
		13,592	12,488
Current assets			
Inventories			
- books	11	316	323
- projects	11	2,928	2,920
Contract receivables, net of provisions:			
- sales receivables	12	2,043	1,692
- sums owing by project sponsors	12	907	448
Amounts receivable from member countries	4	113	84
Other financial assets:			
- derivative financial asset	14	41	41
- cash and cash equivalents	15	9,017	7,024
Property held for sale	24	4,910	5,210
Other receivables	12	1,109	1,382
		21,384	19,124
Total assets		**34,976**	**31,612**
Equity and liabilities			
Equity			
Revaluation reserve	13	(3,145)	(3,145)
Cash flow hedges	14	(41)	(41)
Designated fund		-	(100)
Investment fund		-	(250)
Accumulated deficit		49,139	61,180
Total equity		45,953	57,644
Liabilities			
Non-current liabilities			
Post-employment benefits	22	(65,761)	(77,782)
Lease liabilities	8	(11)	(29)
		(65,772)	(77,811)
Current liabilities			
Sales income received in advance	16	(3,764)	(2,994)
Member contributions in advance	4	(514)	(683)
Sums held on behalf of project sponsors	17	(6,612)	(3,880)
UKCGIAR Collaboration		(1,460)	
Trade and other payables:			
- trade payables		(1,524)	(1,628)
- other payables	18	(1,283)	(2,260)
Other financial liabilities:			
- derivative financial liability	14	-	-
		(15,157)	(11,445)
Total liabilities		(80,929)	(89,256)
Total equity and liabilities		**(34,976)**	**(31,612)**

The Financial Statements on pages 13 to 40 were approved by the Board on 5th August 2025 and were signed on its behalf by:

Dr Daniel Elger, CEO

Statement of cash flows
For the year ended 31 December 2024

	Note	**2024 £'000**	2023 £'000
Cash flows from operating activities			
Cash used in continuing operations	i	3,680	(883)
Net cash used in operating activities		3,680	(883)
Cash flows from investing activities:			
Payments to acquire tangible fixed assets	8	(1,147)	(722)
Payments to acquire intangible assets	8	(693)	(196)
Interest received		188	268
Dividends received from Conidia	9	-	-
Net cash used in investing activities		(1,652)	(650)
Cash flows from financing activities:			
Principal elements of lease payments		(35)	(49)
Exceptional payment to UK pension scheme		-	(1000)
Net cash used in financing activities		(35)	(1,049)
Net increase/(decrease) in cash and cash equivalents	ii, iii	**1,993**	**(2,582)**

NOTES TO THE CASH FLOW STATEMENT

(i) Reconciliation of operating surplus to net cash generated from/(used in) continuing operations			
Operating surplus before interest		(168)	(386)
Depreciation and amortisation charges	8	724	713
Share of associated company profits	9(i)(ii)	-	(4)
Loss on disposal of property, plant, equipment		10	37
Write off course of construction		-	-
(Decrease) /Increase in lease liability		(8)	25
Increase in inventories		(1)	(665)
(Increase)/Decrease in contract receivables		(810)	1,394
Increase in trade and other payables		2,941	440
Increase/(Decrease) in income in advance		770	(2,226)
Movement in Investment Funds		(350)	-
Decrease/(Increase) in other receivables		572	(211)
Cash used in continuing operations		3,680	(883)

(ii) Movement in net cash during the year		
Net cash at 1 January	7,024	9,606
Net cash at 31 December	9,017	7,024
Movement in net cash during the year	**1,993**	**(2,582)**

(iii) Analysis of movement in net cash	**1.1.2024 £'000**	**Cash Flows £'000**	**31.12.2024 £'000**
Cash at bank in hand and in transit	7,024	1,993	9,017
Net cash	**7,024**	**1,993**	**9,017**

Statement of changes in equity
For the year ended 31 December 2024

2024	Accumulated Deficit £'000	Designated Fund £'000	Investment Fund £'000	Cash Flow Hedges £'000	Revaluation Reserve £'000	Total Equity £'000
Balance at 1 January 2024	(61,180)	100	250	41	3,145	(57,644)
Operating surplus for the year	20	-	-	-	-	20
Other comprehensive surplus/(deficit) for the year:						
Other gains on defined benefit pension scheme	12,021	-	-	-	-	12,021
Cashflow hedges	-	-		-	-	-
Movement of funds		(100)	(250)	-	-	(350)
Balance at 31 December 2024	**(49,139)**	**-**	**-**	**41**	**3,145**	**(45,953)**

2023	Accumulated Deficit £'000	Designated Fund £'000	Investment Fund £'000	Cash Flow Hedges £'000	Revaluation Reserve £'000	Total Equity £'000
Balance at 1 January 2023	(57,595)	75	450	(131)	3,145	(54,056)
Operating deficit for the year	307	(75)	(350)	-	-	(118)
Other comprehensive surplus/(deficit) for the year:						
Other gains on defined benefit pension scheme	(3,642)	-	-	-	-	(3,642)
Cashflow hedges	-	-		172	-	172
Movement of funds	(250)	100	150	-	-	-
Balance at 31 December 2023	**(61,180)**	**100**	**250**	**41**	**3,145**	**(57,644)**

1. Objectives and status of CABI

CAB International (CABI) is a not-for-profit international organisation that improves people's lives by providing information and applying scientific expertise to solve problems in agriculture and the environment.

CABI is a treaty-level, international organisation, with 48 Member Countries. Originally established to assist agricultural development in Commonwealth countries, the organisation, under its former name of the Commonwealth Agricultural Bureaux, signed an agreement with the United Kingdom Government on 5 August 1982 and thereby acquired the status of an International Organization under the Commonwealth Agricultural Bureaux (Immunities and Privileges) Order 1982 (Statutory Instrument 1982 No 1071) laid before parliament in accordance with the International Organizations Act 1981. As a result of this special status, CABI was empowered to retain for its own use tax deducted from the salaries of its employees. The Board believes that this is effectively additional income from the UK government and is, accordingly, reported as part of income as CABITAX is clearly recoverable.

The organisation adopted a new constitution in 1985, which gave it full international status and changed its legal name to CAB International from 1986. It now includes numerous non-Commonwealth countries among its membership. The original agreement with the UK government was amended on 12 February 1999 to reflect CABI's change of legal name.

The organisation is owned and directed by the governments of its Member Countries and currently has two principal business units: Knowledge Business and International Development. Knowledge Business covers international publishing and project-related activity. International Development undertakes multidisciplinary research, development and training in agriculture and the environment, for which it receives project income. Significant "one CABI" activities include the PlantwisePlus Programme which combine expertise in science and project implementation with knowledge management and communication.

CABI operates from major hubs in Kenya, Pakistan, Switzerland and the UK and smaller sites in Brazil, China, Ghana, India, Malaysia, the Netherlands, Trinidad and Tobago, the United States and Zambia.

2. Accounting policies

i. Accounting convention

The Board is responsible for preparing the Annual Report and the Financial Statements in accordance with the CAB International Agreement. The Financial Statements have been prepared on the basis of the recognition, measurement, presentation and disclosure requirements of International Financial Reporting Standards ("IFRS") and IFRS IC interpretations, as adopted by United Kingdom, with the exception of IAS 1 with regards to the categorisation and presentation of income and expenditure in the statement of comprehensive income that follows a format which the Board considers provides clarity and consistency to the stakeholders of CABI. The categorisation includes the treatment of pension costs where the total ongoing cash contributions to the defined benefit scheme are recorded under staff costs, whilst all other charges, including actuarial gains/(losses), are recorded in other comprehensive income (see also note 22), which is not in accordance with the requirements of IAS 19(R).

The Financial Statements have been prepared under the historical cost convention modified by the revaluation of freehold land and buildings and financial assets and liabilities (including derivative financial instruments) at fair value through profit or loss. The Financial Statements do not include disclosure of the historical cost of revalued property as required by IAS 16 paragraph 77 as the Board considers the current disclosures provide sufficient clarity and information.

The Board members, having made appropriate enquiries, consider that CABI has adequate resources to continue in existence for the foreseeable future. Despite showing a total deficit in the statement of financial position, CABI continues to adopt the going concern basis in preparing the Financial Statements for the following reasons:

2. Accounting policies (continued)

- the deficit is driven solely by the UK Defined Benefit Pension Scheme which is a long-term liability subject to actuarial estimates. Planned and agreed future pension deficit payments are considered affordable
- CABI has the backing and support of its 48 Member Countries
- the publishing products (databases and books) continue to be strong generators of cash and the project pipeline remains solid. Significant multi-year commitments have been secured with a number of donorsthe cash balance is expected to remain positive through 2025, while operations are being closely managed in order to safeguard ongoing operating performance from heightened risks in CABI's operating envionment'

The principal accounting policies applied in the preparation of these Financial Statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

ii. Income recognition

CABI recognises income in accordance with IFRS15: where a contract is in place with commercial substance, there are clear performance obligations, a specified price and payment terms, and it is probable that consideration will be paid.

Income from the sale of books and other non-subscription products is recognised when control of the asset is transferred to the customer, at a point in time when the customer has undertaken undisputed delivery of the goods. Income for subscriptions is recognised evenly over the period of the subscription which is how the performance obligations are transferred to the customer. Project income received for project work is recognised over time using the input method to establish the stage of completion of the project at the reporting date.

Any project income received in advance of work having been completed is, to the extent that the work remains incomplete, classified as a liability at the reporting date. Any contract losses are recognised immediately.

The following income transactions are not within the scope of IFRS15 and are recognised as follows:

The annual Member Country Contributions are recognised in the year of invoice . Provisions are made for bad-debt by reference to the expected credit losses calculated through the use of a provision matrix.

CABITAX, as referred to in note iv below, is recognised concurrently with the cost of the UK employee salaries from which it is withheld.

Interest income is recognised as interest accrues using the effective interest method (that is the rate that exactly discounts estimated future cash receipts through the expected future life of the financial instrument to the net carrying amount of the financial asset).

Iii.Segmental reporting

CABI is not required to comply with IFRS 8, as it is not an entity whose equity or debt securities are publicly traded. However, an analysis of sales income by activity is provided.

iv. UK Taxation

CABI’s status as an International Organisation allows it to retain tax deducted from UK employees’ salaries, known as CABITAX, as detailed in Note 1. It pays no income tax on surpluses. However, CABI is VAT registered and is subject to normal UK national insurance taxes.

2. Accounting policies (continued)

v. Research and development

Research and development expenditure is charged to the income and expenditure account as incurred, with the exception of software development on major projects, which is capitalised in accordance with IAS 38 (note 8).

vi. Depreciation and amortisation

Fixed assets are depreciated evenly over the estimated life of the asset, as follows:

Land and buildings	30-50 years
Plant and equipment	3-15 years
Intangibles	8-15 years

vii. Foreign currencies

CABI agrees forward currency contracts on its net dollar income for its Publishing business in order to minimise its exposure to foreign exchange risk by matching contracts to probable future incomes. Under IAS, these transactions are derivative financial instruments, and on transition to IFRS9, CABI continues to apply the IAS 39 ‘hedging rules’ in order to minimise volatility through the statement of comprehensive income year-on-year.

The fair values of derivative financial instruments are determined using a number of methods and assumptions based on prevailing conditions at the statement of financial position date including exchange rates at the year end.

The full fair value of a hedging derivative is classified as a non-current asset or liability if the remaining maturity of the hedged item is more than 12 months, and as a current asset or liability if the remaining maturity of the hedged item is less than 12 months. The effective element of the hedge is posted through other comprehensive income with the ineffective element posted to the income statement.

Other monetary assets and liabilities, denominated in foreign currencies are converted at the exchange rate ruling on the last working day of the accounting year. Income and expenditure are recognised at the transaction date, with the exception of Publishing revenue which is recognised at the budget rate supported by the hedging instruments described above.

Gains or losses resulting from the sale of foreign currencies are included in expenses in the financial year to which the currency receipt relates.

viii. Overseas assets

Fixed assets held abroad are included in the statement of financial position where no conditions limiting the freedom to dispose of such assets apply. In other cases, expenditure on overseas assets is charged as other costs.

ix. Tangible assets

Freehold and leasehold properties are periodically revalued and any changes in value are accounted for in accordance with IAS 16. The titles of the properties in the UK are registered in the name of CAB International or CABI.

Other fixed assets with an individual cost of more than £1,000, excluding value added tax (£500 in the case of laptop computers), are included in the statement of financial position at cost, with an appropriate deduction for depreciation. Items with an individual cost of less than £1,000, excluding value added tax

2. Accounting policies (continued)

(£500 in the case of laptop computers), are charged to the income and expenditure account as “other costs”, as they are deemed not to be capital in nature.

Gains and losses on disposal of fixed assets are determined by comparing the proceeds with the carrying amount and are recognised within “other costs” in the statement of comprehensive income.

x. Property values

Property values are held at the current revalued amount. It is CABI’s policy to revalue properties every 3 – 5 years or more frequently should Management review of property values at the end of the year indicate that reported fair values no longer remain valid. A professional revaluation of the properties was last performed in 2020.

xi. Intangible assets

Intangible assets (like software development and patents) in accordance with IAS 38 will be recognised only if:

i.it is probable that future economic benefits will flow to CABI from the investment
ii.the cost of the asset can be measured reliably

Intangible assets will be amortised according to the assets’ useful life, see note vi.

xii. Investments

CABI uses the equity method, in accordance with IAS 28, to report its share of its associate company, Conidia Bioscience Limited (Conidia) and a Joint Venture in Pakistan (CABI-SFPK JV). In the statement of financial position, CABI’s share of the equity is shown as ‘investments accounted for using the equity method’. In the statement of comprehensive income, CABI’s share of trading profit/(loss) is shown as ‘associated company profits’. CABI’s share of profit from these entities represents its share of profit after tax.

xiii. Inventories and work in progress

Stocks of books are valued at the lower of cost or net realisable value. No value is included for publications more than three years old. The book stock is provided against monthly on a straight-line basis over three years from the month of publication. Work in progress on projects is valued at the amount realisable from the donor.

xiv. Financial assets and liabilities

Recognition and derecognition

Financial assets and financial instruments are recognised when CABI becomes a party to the contractual provisions of the financial asset.

Financial assets are derecognised when the contractual rights to the cash flows from the financial assets expire, or when the financial asset and substantially all of the risks and rewards are transferred. A financial liability is derecognised when it is extinguished, discharged, cancelled or expires.

Classification and initial recognition of financial assets

Except for trade receivables that do not contain a significant financing component and are measured at the transaction price in accordance with IFRS 9, all financial assets are initially measured at fair value adjusted for transaction costs (where applicable).

2. Accounting policies (continued)

Financial assets, other than those designated and effective as hedging instruments are classified into the following categories:

Amortised cost
Fair value through profit or loss (FVTPL)
Fair value through other comprehensive income (FVOCI)

The classification is determined by both:
The entity's business model for managing the financial asset
The contractual cash flow characteristics of the financial asset

Trade and other receivables and contract assets

CABI makes use of a simplified approach in accounting for trade and other receivables as well as contract assets and records the loss allowance as lifetime expected credit losses. These are the expected shortfalls

in contractual cash flows, considering the potential for default at any point during the life of the financial instrument. CABI uses historical experience, external indicators, and forward-looking information to calculate the expected credit losses using a provision matrix.

Financial liabilities

Financial liabilities include trade payables and other short-term monetary liabilities, which are initially recognised at fair value and subsequently carried at amortised cost using the effective interest method.

xv. Cash and cash equivalents

Cash and short-term deposits in the statement of financial position comprise cash at banks and in-hand and short-term deposits with an original maturity date of three months or less.

For the purpose of the statement of cash flows, cash and cash equivalents consist of cash and cash equivalents as defined above, net of outstanding bank overdrafts.

xvi. Impairment of assets

CABI assesses at each year-end whether there is an indication that an asset may be impaired. If any such indication exists, or when annual impairment testing for an asset is required, the organisation makes an estimate of the asset's recoverable amount. Recoverable amount is the higher of an asset or cash generating unit's fair value less costs to sell and its value in use and is determined for an individual asset, unless the asset does not generate cash inflows that are largely independent of those from other assets or groups of assets. Where the carrying amount of an asset exceeds its recoverable amount, the asset is considered impaired and is written down to its recoverable amount. The methodology most appropriate to the asset being assessed will be used to establish value in use. Impairment losses of continuing operations are recognised in the statement of comprehensive income in those expense categories consistent with the function of the impaired asset.

xvii. Leases

CABI lease various property, IT equipment and vehicles. Contracts are typically made for a fixed period of 3 to 5 years. Contracts may contain both lease and non-lease components. CABI allocates the consideration in the contract to the lease and non-lease components based on their relative stand-alone prices. Lease terms are negotiated on an individual basis and contain a wide range of different terms and conditions. The lease agreements do not impose any covenants other than the security interests in the leased assets that are held by the lessor. Leased assets may not be used as security for borrowing purposes.

2. Accounting policies (continued)

From 1 January 2019, IFRS 16 has been adopted and leases are recognised as a right-of-use asset and a corresponding liability at the date at which the leased asset is available for use.

Assets and liabilities arising from a lease are initially measured on a present value basis. Lease liability includes payments to be made in respect of long-term leases. Lease payments to be made under reasonably certain extension options are also included in the measurement of the liability. The lease payments are discounted using the interest rate implicit in the lease. If that rate cannot be readily determined, which is generally the case for leases in the organisation, the lessee's incremental borrowing rate is used, being the rate that the individual lessee would have to pay to borrow the funds necessary to obtain an asset of similar value to the right-of-use asset in a similar economic environment with similar terms, security and conditions.

CABI has elected not to recognise right-of-use assets and lease liabilities for short-term leases of property or machinery or leases of low-value assets. CABI recognises the lease payments associated with these leases as an expense.

xviii. Pensions

Full information on pensions and pension accounting policies are shown in note 22.

xix. Designated Fund

A Designated Fund has been created to allow CABI to formally co-fund projects where external funding may be unavailable or insufficient. It now forms part of the CABI Development Fund. Transfers in and out of the fund are approved by the Executive Management Team.

xx. Investment Fund

An Investment Fund has been created to allow CABI to provide initial funding for the development and implementation of products, systems and processes with the clear objective of generating future profitable income primarily, but not exclusively, through the Knowledge (publishing) Business.

xxi. Adoption of new and revised accounting standards

The following new and revised Standards and Interpretations have been issued and are effective for the current financial year:

- Amendments with respect to non-current liabilities with covenants – amendments to IAS 1 and classification of liabilities as current or non-current – amendments to IAS 1
- Amendments with addressing sale-and-leaseback transactions – amendments to IFRS 16
- Amendments with respect to Statement of Cash Flows - IAS7 – and Financial Instruments disclosure – IFRS 7

The adoption of these changes has not had an impact on the recognition, measurement or disclosure within these financial statements.

The following amendments to existing standards which apply to future periods have not been early adopted and are not expected to have a material impact on the financial statements when effective. These amendments have not yet been endorsed by the UK Endorsement Board.

Effective for annual periods commencing on or after 1 January 2025:

- Lack of Exchangeability – amendments to IAS21

Effective for annual periods commencing on or after 1 January 2026:

- Amendments to the Classification and Measurement of Financial Instruments – Amendments to IFRS 9
- Amendments to Contracts Referencing Nature-dependent Electricity – Amendments to IFRS 9 and IFRS 7
- Annual improvements to IFRS Accounting Standards:
  - IFRS 1 First-time Adoption of International Financial Reporting Standards;
  - IFRS 7 Financial Instruments: Disclosures and its accompanying Guidance on implementing IFRS 7;
  - IFRS 9 Financial Instruments;
  - IFRS 10 Consolidated Financial Statements; and
  - IAS 7 Statement of Cash flows
- Amendments to Contracts Referencing Nature-dependent Electricity – Amendments to IFRS 9 and IFRS 7

xxii. Critical accounting estimates

In applying the accounting policies set out in note 2, management is required to make certain estimates and judgements concerning the future. These estimates and judgements are regularly reviewed and updated as necessary. The estimates and judgements that have the most significant effect on the amounts included in these Financial Statements are as follows:

Retirement benefit obligations:
The liability recognised in respect of retirement benefit obligations is dependent on a number of estimates agreed with the Scheme actuary, including those relating to mortality, inflation, salary increases and the rate at which liabilities are discounted. Any change in these assumptions would impact the retirement benefit obligations recognised. Further details on these estimates and sensitivities are provided in note 22.

Project revenue:

As stated in Note 2ii, project income received for project work is recognised over time by reference to the stage of completion of the project at the reporting date, taking into consideration the extent to which the agreed project deliverables have been completed. Some judgement is often required to estimate the degree of completion but, in the absence of specific deliverables linked directly to donor payments, the extent of completion is based on CABI staff time booked to a project compared to the total CABI staff time expected to be booked to the project.

3. Sales and project income

Sales and project income comprised:

	2024	2023
	£'000	£'000
Database products	7,743	7,640
Books	1,551	1,686
Other	1,112	1,036
Publishing Sales	10,406	10,362
Programme Funded Projects (incl Plantwise)	13,396	14,188
Other Donor Funded Projects	15,540	14,008
Sales and Project Income	**39,342**	**38,558**

The income figures shown above are net of value added tax but inclusive of discounts allowed to customers.

4. Member Country contributions

Following decisions of the Review Conferences held in August 1990 and in October 2009, CABI established provisions for arrears of Member Country Contributions. The total provision as at 31 December 2024 now stands at £3,458k (2023: £3,216k). The movement of £242k (2023: £377k) is reflected in the Statement of comprehensive income. An analysis of member contributions for the year and total post-1991 arrears is shown below:

	Gross Balance at 31.12.24	Arrears to 1991 Fully Provided	Net Balance at 31.12.24	Contributions in Statement of Comprehensive Income	
				2024	2023
	£	£	£	**£**	£
Afghanistan	80,105	-	80,105	14,000	14,000
Anguilla	10,713	-	10,713	1,400	1,400
Australia	16,745	-	16,745	364,990	323,000
Bahamas	28,000	-	28,000	14,000	14,000
Bangladesh	30,965	-	30,965	14,000	14,000
Barbados	14,000	-	14,000	14,000	14,000
Bermuda	63,646	-	63,646	8,000	8,000
Botswana	-	-	-	14,000	14,000
Brunei (withdrew 03/11/23)	-	-	-	-	11,667
Burundi	113,176	-	113,176	14,000	14,000
Canada	-	-	-	364,990	323,000
Chile	123,801	-	123,801	35,000	35,000
China	-	-	-	500,000	500,000
Colombia	208,025	-	208,025	35,000	35,000
Cote d'Ivoire	93,130	-	93,130	14,000	14,000
Cyprus (withdrew 29/07/21)	35,880	-	35,880	-	-
Ethiopia	18,666	-	18,666	14,000	14,000
Gambia	231,867	49,796	182,071	14,000	14,000
Ghana	229,187	101,307	127,880	14,000	14,000
Grenada	96,460	-	96,460	14,000	14,000
Guyana	186,494	46,614	139,880	14,000	14,000
Hungary (withdrew 07/07/00)	19,464	-	19,464	-	-
India	56,000	-	56,000	56,000	56,000
Indonesia (withdrew 12/10/01)	3,962	-	3,962	-	-
Jamaica	620	-	620	14,000	14,000
Kenya	20,210	-	20,210	14,000	14,000
DPR Korea	70,000	-	70,000	14,000	14,000
Malawi	131,558	-	131,558	14,000	14,000
Malaysia	-	-	-	35,000	35,000
Mauritius	77,000	-	77,000	14,000	14,000
Montserrat	1,400	-	1,400	1,400	1,400
Morocco (withdrew 14/10/10)	6,750	-	6,750	-	-
Myanmar	1,402	-	1,402	14,000	14,000
Netherlands	-	-	-	297,190	263,000
Nigeria	429,271	202,442	226,829	14,000	14,000
Pakistan	15,251	-	15,251	14,000	14,000
Papua New Guinea	56,000	-	56,000	14,000	14,000
Philippines	-	-	-	14,000	14,000
Rwanda	112,880	-	112,880	14,000	14,000
Sierra Leone	259,355	77,991	181,364	14,000	14,000
Solomon Islands	142,880	-	142,880	14,000	14,000
South Africa	35,000	-	35,000	35,000	35,000
Sri Lanka	35,000	-	35,000	14,000	14,000
St Helena	5,288	-	5,288	1,400	1,400
Switzerland	-	-	-	159,330	141,000
Tanzania	134,827	51,967	82,860	14,000	14,000
Trinidad and Tobago	-	-	-	14,000	14,000
Uganda	101,857	59,857	42,000	14,000	14,000
United Kingdom	-	-	-	348,605	308,500
Vietnam	35,790	-	35,790	14,000	14,000
Virgin Islands	1,400	-	1,400	1,400	1,400
Zambia	112,880	-	112,880	14,000	14,000
Zimbabwe	124,710	-	124,710	14,000	14,000
Provisions	-	-	(2,897,641)	-	-
Total	**3,571,615**	**589,974**	**84,000**	**2,692,705**	**2,527,767**

Member Country Contributions of £514k (2023: £683k) were paid in advance.

5. Staff costs

The total staff costs charged in the statement of comprehensive income for the year ended 31 December comprised:

	2024 £'000	2023 £'000
Staff salaries and bonus	19,958	17,694
Social security payments	1,255	1,105
Pension contributions & other benefits	5,531	5,130
Associated staff costs	335	315
Recoveries to direct project costs (note 7)	(13,482)	(11,641)
Recoveries to production costs	(1,913)	(1,660)
	11,684	**10,943**

The total costs of employing CABI's staff for 2024 amounted to £24,445k (2023: £21,711k) which comprises gross salary payments to staff, employer's state social security contributions and employer's pension contributions, but excluding additional pension deficit payments of £2,634k (2023: £2,530k).

The monthly average number of employees for 2024 was 516 (2023: 476), giving an average employment cost of £47k (2023: £46k) per employee.

The table below shows the number of higher-paid staff with emoluments falling in the following ranges. Emoluments include salary, taxable benefits in kind and other applicable payments to employees, excluding employer's pension contributions.

	2024	2023
£250,000 to £259,999	1	1
£240,000 to £249,999	1	-
£220,000 to £229,999	2	1
£210,000 to £219,999	1	1
£200,000 to £209,999	-	1
£190,000 to £199,999	-	-
£180,000 to £189,999	1	-
£160,000 to £169,999	1	-
£150,000 to £159,000	2	1
£140,000 to £149,999	1	4
£130,000 to £139,999	4	-
£120,000 to £129,999	3	3
£110,000 to £119,999	5	1
£100,000 to £109,999	6	6
£90,000 to £99,999	6	7
£80,000 to £89,999	6	5
	40	31

Pension payments in respect of the employees in the above table to the defined contribution pension scheme totalled £395k (2023: £324k). Payments of £113k (2023: £126k) were made in lieu of pension contributions to employees affected by Life Time Allowance and are included in the above table. For UK-based staff in the above table, CABI recovered £503k (2023: £493k) in CABITAX.

The total restructuring costs for 2024 amounted to £116k (2023: £36k).

6. Key management and Board compensation

The total compensation paid to the Executive Management Team and salaried Board members is shown below:

	2024	2023
	£'000	£'000
Salaries and other short-term employee benefits	1,515	1,474
Other long-term benefits	74	68
Total	**1,589**	**1,542**

Salaries includes other short-term employee benefits including in lieu of pension contributions

Eleven non-executive members of the Board (2023:11) received honorarium payments of £41k in total (2023: £51k).

7. Direct project costs

Direct project costs comprised:

	2024	2023
	£'000	£'000
Staff costs (note 5)	13,482	11,641
Other direct costs	10,962	12,382
	24,444	**24,023**

8. Non-current assets

	Land and Buildings	Buildings in Course of Construction	Plant and Equipment	Intangibles	Total
	£'000	£'000	£'000	£'000	£'000
Cost or valuation					
at 1 January 2024	9,710	439	5,242	1,031	16,422
Additions	86	422	639	693	1,840
Transfer–held for sale	-	-	-	-	-
Disposals	-	-	-	-	-
at 31 December 2024	**9,796**	**861**	**5,881**	**1,724**	**18,262**
Accumulated depreciation and amortisation					
at 1 January 2024	409	-	3,845	428	4,682
Provided in year	122	-	451	150	724
Transfer–held for sale	-	-	-	-	-
Disposals	-	-	-	-	-
Impairment	-	-	10	-	10
at 31 December 2024	**531**	**-**	**4,306**	**578**	**5,416**
NBV at 31 December 2024	**9,264**	**861**	**1,575**	**1,146**	**12,846**

Included within Plant and Equipment is IT Equipment and Vehicles recognised as Right of Use assets under IFRS 16 – Net Book Value £29k (2023: £52k).

8. Non-current assets (continued)

Right of Use assets and lease liabilities recognised in the Statement of Financial Position:

	2024	2023
Non-current Assets (net book value)	**£'000**	£'000
Equipment	16	30
Vehicles	13	22
Total	**29**	**52**
Lease Liabilities		
Current (Note 18)	18	23
Non-current	11	29
Total	**29**	**52**

Amounts recognised in the Statement of Comprehensive Income:

	2024	2023
Depreciation	**£'000**	£'000
Equipment	14	42
Vehicles	8	8
Total	**22**	**50**

CABI has elected not to recognise right-of-use assets and lease liabilities for short-term leases of property or machinery £14k (2023: £42k) or leases of low-value assets £nil (2023: £nil). The payments associated with these leases are expensed when they are incurred.

	Land and Buildings	Buildings in Course of Construction	Plant and Equipment	Intangibles	Total
	£'000	£'000	£'000	£'000	£'000
Cost or valuation					
at 1 January 2023	15,000	335	5,266	1,446	22,047
Additions	85	104	533	196	918
Tansfer–held for sale	(5,375)	-	-	-	(5,375)
Disposals	-	-	(557)	(611)	(1,168)
at 31 December 2023	**9,710**	**439**	**5,242**	**1,031**	**16,422**
Accumulated depreciation and amortisation					
at 1 January 2023	411	-	4,099	755	5,265
Provided in year	163	-	442	108	713
Transfer–held for sale	(165)	-	-	-	(165)
Disposals	-	-	(733)	(435)	(1,168)
Impairment	-	-	37	-	37
at 31 December 2023	**409**	**-**	**3,845**	**428**	**4,682**
NBV at 31 December 2023	**9,301**	**439**	**1,397**	**603**	**11,740**

9. Investments and related parties

Investments

i Conidia Bioscience Limited (Conidia)

During 2000, CABI signed an agreement with Emtek Global Services Limited (Emtek) to establish and operate a jointly owned company (Conidia Bioscience Limited) to develop and market a rapid fuel test kit to detect fungal contamination in fuel. The company was incorporated in the UK on 31 March 2000 under the Companies Act 1985 as a private limited company.

On 7 October 2005, a new shareholder agreement was signed under which Aldwych Bioscience Limited (a company registered in Jersey) and Biomedica Medizinprodukte GmbH (Biomedica) (a company registered in Austria) became shareholders in Conidia.

The overall direction of Conidia is the responsibility of the Conidia Board and implementation of the strategy is carried out by Conidia's management team. Each shareholder with not less than 25% of the issued shares has the right to appoint one director of the company. At 31 December 2024, there were seven directors including Dr Daniel Elger from CABI.

2024 reflected the 2023 performance. Conidia paid a dividend of £nil in 2024 (2023: £nil). The investment in Conidia in the statement of financial position is £643k (2023: £646k).

During 2024, the value of sales invoices raised by CABI to Conidia was £15k (2023: £79k), and the receivable outstanding at 31 December 2024 was £nil (2023: £7k).

ii CABI-SFPK JV (Joint Venture in Pakistan)

On 9 March 2018, CABI established a Partnership Firm named CABI-SFPK JV with Star Farm Pakistan (Private) Limited for the purposes of delivering a 3-year project, funded by the Government of Punjab, to deliver technical assistance to improve supply chains in order to increase exports of a number of crops.

CABI's share of the estimated profit from CABI-SFPK JV £nil (2023: £1k). The investment in CABI-SFPK JV in the statement of financial position is £(11)k (2023: £(11)k).

Related Parties

iii The CABI Trust and CABI Inc.

In March 2000, the CABI Trust was established in the UK as an irrevocable charitable trust to further certain charitable activities of CABI. In July 2000, CABI Inc. was established in the state of Delaware, USA. It was set up as a non-profit organisation to operate exclusively for charitable, scientific and educational purposes within the meaning of section 501 (c) (3) of the Internal Income Code of 1986. In 2024, CABI received £nil (2023: £nil) from CABI Trust and £nil (2023: £nil) from CABI Inc.

iv KCS Convention

KCS Convention, a related party to a key manager, provided events management services to CABI for internal conferences. During 2024, CABI paid £nil (2023: £10k).

v Taylor and Francis

Taylor and Francis, a related party to a Board Member, provide content feeds for CABI's database products. In 2024 CABI paid £19k (2023: £15k)

10. Operating surplus / (deficit) before interest

Operating surplus / (deficit) before interest is stated after charging/(crediting):

	2024	2023
	£'000	£'000
Write down of book stock to net realisable value	-	21
Bad debts written off or provided for	336	488
Audit fees		
- audit of the organisation (Crowe)	89	89
- internal audit (KPMG)	15	32
Foreign currency gains	(98)	(155)
Short-term and low-value leases	-	40
Loss on disposal of fixed assets	-	37
Depreciation and amortisation on:		
- non-current assets	724	713

11. Inventories

Inventories comprising:

	2024	2023
	£'000	£'000
Books		
- finished goods	288	253
- work in progress	28	70
	316	323
Projects		
- work in progress	2,928	2,920

Books inventories charged in the statement of comprehensive income in 2024 were £87k (2023: £237k).

12. Receivables

i Contract receivables

Contract receivables are analysed below between sales receivables and sums owing by project sponsors. Receivables from Member Countries are shown separately under note 4.

As at 31 December 2024, the anticipated credit losses from contract receivables – sales debtors were £31k (2023: £29k). These receivables mainly relate to publishing customers where part of the balance due may be in dispute. A portion of the receivables is expected to be recovered.

The ageing of these receivables is as follows:

	2024	2023
	£'000	£'000
up to 3 months	-	-
3 to 6 months	-	-
over 6 months	31	29
	31	**29**

12. Receivables (continued)

As of 31 December 2024, contract receivables from sales of £2,043k (2023: £1,692k) were not impaired. These relate to a number of independent customers for whom there is no recent history of default. Management has a high level of certainty that these are recoverable given the credit history of these customers.

The ageing analysis of these trade receivables is as follows:

	2024	2023
	£'000	£'000
up to 3 months	1,721	1,119
3 to 6 months	63	300
over 6 months	259	273
	2,043	**1,692**
of which amounts not yet due	**1,369**	**614**

As of 31 December 2024, the anticipated credit losses from contract receivables – sums owing by project sponsors were £49k (2023: £63k). Some of these balances have historically taken a long time to collect during which time some of the claim may be disallowed due to loss or lack of adequate documentation for the claim.

The ageing of these receivables is as follows:

	2024	2023
	£'000	£'000
up to 3 months	-	-
3 to 6 months	-	-
over 6 months	49	63
	49	**63**

As of 31 December 2024, £907k (2023: £448k) of sums owing by project sponsors were not impaired. These relate to donors whose claim processes may be considerably long and time consuming but for whom there is no recent history of default.

The ageing analysis of these trade receivables is as follows:

	2024	2023
	£'000	£'000
up to 3 months	678	361
3 to 6 months	170	42
over 6 months	59	45
	907	**448**
of which amounts not yet due	407	280

12. Receivables (continued)

The carrying amounts of trade and other receivables are denominated in the following currencies:

	2024 £'000	2023 £'000
UK Pounds	2,298	1,046
US Dollars	-	671
Euros	-	172
other currencies	652	251
	2,950	**2,140**

Movements on the provision for expected credit losses of contract receivables are as follows:

	2024 £'000	2023 £'000
at 1 January	92	168
provision for expected credit losses	14	55
unused amounts reversed	(26)	(131)
at 31 December	**80**	**92**

ii Other debtors
As at 31 December 2024, other debtors reduced by £273k to £1,109k (2023: £1,382k).

13. Revaluation reserve

	Wallingford Freehold £'000	Egham Freehold £'000	Delémont Freehold £'000	Total £'000
at 1 January and 31 December 2024	-	1,845	1,300	3,145

A formal property revaluation was carried out using the professional valuers Vail Williams in the UK for the Wallingford and Egham properties on 31 December 2020, Rais Sarl for the Delémont property on 31 August 2020, and Knight Frank for the Nairobi property on 18 November 2020.

14. Financial risk management objectives and policies

CABI's financial risk management objective is to reduce the financial risks and exposures facing the organisation with respect to changes in foreign exchange rates. To achieve this, CABI undertakes an active hedging policy, including the use of forward exchange contracts, which are entered into under policies approved and monitored by the Board. These transactions are only undertaken to reduce the exposures arising from underlying commercial transactions and at no time are transactions undertaken for speculative reasons.

Foreign currency risk
A large part of CABI's business is transacted in US dollars. The principal commercial currency of CABI is pound sterling. CABI seeks to manage currency exposure wherever possible. In each country where CABI has a corporate operation, income generated and costs incurred are primarily denominated in the relevant local currency, so providing a natural currency hedge.

14. Financial risk management objectives and policies (continued)

CABI's exposure to foreign exchange gain/loss against the US dollar is managed to a large extent by the use of forward contracts to sell dollars.

The second most significant foreign currency for CABI is the Euro. These were sold during the year on the spot market with any exchange gain or losses arising booked to the Statement of Comprehensive Income.

Interest rate risk
CABI has interest-bearing assets. CABI does not employ financial instruments to mitigate interest risk.

Credit risk
CABI's maximum exposure to credit risk is the aggregate of unimpaired trade and other receivables of £4,172k (2023: £3,606k) and cash and cash equivalents of £9,017k (2023: £7,024k). The organisation has no significant concentrations of credit risk. CABI has implemented policies that require appropriate credit checks on potential customers before sales commence. Significant cash and cash equivalent balances are deposited with high credit-quality financial institutions. Currency hedging transactions are carried out with highly-rated counterparties. Based on the credit history of trade and other receivables, those balances which are not impaired assets or past due are expected to be received.

Liquidity risk
CABI has interest-bearing assets but ready access to funds. This, together with a strong cash position and lack of debt, means that liquidity risk is low.

Recognised fair value of derivative financial instruments
Asset value is the contracted sterling value to be received on the sale of dollars and euros in the following year and liability is the sterling value of those dollar and euros contracts converted at the forward spot rate prevailing at the end of the financial year.

2024 – Value of outstanding forward foreign exchange contracts – US$4.0m; €nil (2023: US$4.0m €nil)

	2024	2023
All current	**£’000**	£’000
Assets	1,595	3,177
Liabilities	(1,554)	(3,136)
Net	**41**	**41**

Net movement in value of outstanding forward contracts was £nil (2023: £172k).

Hedging instruments
A hedging relationship is classified as effective when the value of the hedging item moves between 80% and 125% of each movement in the hedged item. All hedging relationships have been tested using statistical methods and were effective at the reporting date.

Forward foreign exchange contracts which are open at 31 December 2024:

Maturity date	**Dollar Value**	**Exchange Rate**	**Sterling Value**
	$’000		**£’000**
31.03.2025	1,000	1.262122	792
30.04.2025	1,000	1.277746	783
Total	**2,000**		**1,575**

14. Financial risk management objectives and policies (continued)

These forward exchange contracts and corresponding foreign currency receipts will mature within twelve months of the year-end. Movements in the fair value of these forward exchange contracts are recognised as cash flow hedges in the hedging reserve within equity. These amounts are then transferred to operating surplus/deficit when the forecast amounts are received at various dates between one and twelve months after the year-end date. There was no material ineffectiveness of these hedges recorded as of the reporting date.

Financial assets and liabilities
For cash and cash equivalents, trade and other receivables and trade and other payables, fair values, approximate to their book values due to the short maturity periods of these financial instruments. For trade and other receivables, allowances are made within the book value for credit risk. For other financial instruments, fair values are based on market values by applying year-end exchange rates.

As at 31 December 2024	Held at Fair Value	Held at Amortised Cost	
	Derivatives used for Hedging £'000	Financial Assets £'000	Financial Liabilities £'000
Financial assets			
Contract and other receivables (notes 4, 12)	-	4,172	-
Property held for sale (note 24)	-	4,910	-
Derivative financial instruments (note 14)	41	-	-
Cash and equivalents (note 15)	-	9,017	-
Financial liabilities			
Trade and other payables	-	-	(2,808)
Total	**41**	**18,099**	**(2,808)**

As at 31 December 2023	Held at Fair Value	Held at Amortised Cost	
	Derivatives used for Hedging £'000	Financial Assets £'000	Financial Liabilities £'000
Financial assets			
Contract and other receivables (notes 4, 12)	-	3,606	-
Property held for sale (note 24)	-	5,210	-
Derivative financial instruments (note 14)	41	-	-
Cash and equivalents (note 15)	-	7,024	-
Financial liabilities			
Trade and other payables	-	-	(3,888)
Total	**41**	**15,840**	**(3,888)**

All financial instruments are current and the remaining contractual maturities are within twelve months of the year end.

15. Cash and cash equivalents

Cash and bank balances

CABI held or administered cash at bank, in hand and in transit as follows:

	2024	2023
	£'000	£'000
CABI	9,017	7,128
CABI Development Fund (CDF)	-	(104)
	9,017	**7,024**

16. Sales income received in advance

This comprises advance payments for issues of CABI journals, CAB Abstracts and other products where the supply takes place in future accounting years, amounting to £3,764k (2023: £2,994k).

17. Sums held on behalf of project sponsors

This comprises funding by donors in advance of work performed on projects, amounting to £6,612k (2023: £3,880k). For the UKCGIAR Collaboration CABI performs a secretariat function and holds donor funds of £1,460k (2023: £nil) for distribution to collaborators.

18. Other payables

	2024	2023
	£'000	£'000
Accruals	667	783
Tax and social securities	308	267
Lease liabilities (Note 8)	18	23
Other creditors	290	1,187
Total	**1,284**	**2,260**

All financial liabilities are expected to be settled within 12 months of the statement of financial position date.

19. Masters in Advance Studies in Integrated Crop Management (MAS ICM)

CABI has an agreement with the Swiss Agency for Development and Co-operation (SDC) to provide a Masters in advance studies in Integrated Crop Management in conjunction with the Canton of Jura in Switzerland and the University of Neuchâtel.

In 2024, SDC contributed £nil, CHFnil (2023: £nil , CHF nil).

20. Woody Weeds Plus

CABI has an agreement with the Swiss Agency for Development and Co-operation (SDC) to contribute to the "Woody Weeds Plus" programme, that will support the implementation of the National Prosopis Strategy in Kenya.

In 2024, SDC contributed £32k, CHF36k (2023 £353k, CHF400k).

21. PlantwisePlus and JUNO programmes

Donor commitments are in place from 2024 to support the next phase of the PlantwisePlus programme. A summary of income and expenditure for the year, together with balances in the statement of financial position, is shown below:

Income and expenditure account for the year ended 31 December 2024

	Plantwise	Plantwise Plus	Juno	Total
	£'000	£'000	£'000	£'000
Balance brought forward from 2023	(41)	(73)	-	**(114)**
Funds received 2024 :				
Foreign Commonwealth and Development Office (UK) (£6,000k)	-	4,000	2,000	6,000
Swiss Agency for Development and Co-operation (CHF 1,500k and £100k)	-	1,447	-	1,447
Directorate General for International Co-operation (DGIS) Netherlands (£4,250k)	-	4,250	-	4,250
European Commission DG International Partnerships (INTPA) (£2,000k)	-	2,000	-	2,000
Embassy Kingdom of the Netherlands, Burundi (EKN Burundi) (€91k)	78	-	-	78
Australian Centre for International Agricultural Research (AUD$267k)	-	267	-	267
Chinese Ministry of Agriculture and Rural Affairs (US$360k)	-	32	-	32
Others (Various Donors)	-	-	39	39
Total funds received	78	11,997	2,039	**14,114**
Expenditure 2024:				
Foreign Commonwealth and Development Office (UK)	-	3,860	1,245	5,105
Swiss Agency for Development and Co-operation	-	1,392	-	1,392
Directorate General for International Co-operation	-	4,372	-	4,372
European Commission DG International Partnerships	-	1,788	-	1,788
Australian Centre for International Agricultural Research	-	318	-	318
Chinese Ministry of Agriculture and Rural Affairs	-	34	-	34
Others (Various Donors)	-	-	9	9
Embassy Kingdom of the Netherlands, Burundi	33	-	-	33
Total expenditure	33	11,764	1,254	**13,051**
Balance carried forward	4	159	785	**948**

22. Post-employment benefits

Pension scheme

The CAB International Pension Scheme ("the Scheme") is a hybrid scheme.

Benefits have been accrued in the Defined Contribution (DC) Section for joiners after August 2007 and in respect of salaries in excess of the £30k cap for Defined Benefit (DB) members. From 31 March 2016, the DB Section of the Scheme closed to future accrual, so all future contributions are limited to the DC Section. During 2024, CABI made total ongoing contributions to the DC Section of the Scheme of £839k, (2023: £839k).

The following pension disclosure relates solely to the DB Section of the Scheme:

CAB International (CABI) and the International Food Information Service (IFIS) were previously both participating employers in the Scheme. The assets were notionally split between the two Employers in line with their share of the liabilities. All deficit contributions paid by each Employer were proportionate to their respective shares of the liabilities. From 31 October 2016, the DB Section of the Scheme was segregated into two distinct sections. These disclosures now relate solely to the CABI DB Section of the Scheme. The assets are held in a separate Trustee-administered fund. Financial Statements are prepared for this fund and audited by BHP LLP.

Actuarial valuations of the assets and liabilities of the Scheme are carried out at least once every three years by external actuaries to determine the financial position of the Scheme. A full valuation in accordance with section 224 of the Pensions Act 2004 was carried out as at 31 December 2023 by Aon Hewitt Limited At 31 December 2024, the market value of the Scheme's assets, excluding investments held by AVC providers, was £37.26m (previous valuation: £39.43m). The value of the Scheme's liabilities exceeded the value of the assets by £65.7m. The assets provided a level of cover of 36% (previous valuation: 43%) of the liabilities. The valuation was based on the Projected Unit method of funding to assess the accrued funding position of the Scheme.

For the purpose of CABI's Financial Statements, the Scheme's 31 December 2023 valuation results were rolled forward to 31 December 2024. The pension liabilities were recalculated on the IAS19 basis using the projected unit method.

CABI has previously been paying contributions in accordance with the schedule of contributions to eliminate the deficit by 2054 as follows:

	Total
	£'000
• 2010	**700**
• 2011	**900**
• 2012	**700**
• 2013	**980**
• 2014	**1,000**
• 2015	**1,200**
• 2016	**1,400**
• 2017	**1,400**
• 2018	**1,500**
• 2019	**1,678**
• 2020	**2,335**
• 2021	**2,296**
• 2022	**2,437**
• 2023	**2,530**
• 2024	**2,633**

22. Post-employment benefits (continued)

Thereafter increasing by 5.2% per annum until contributions reach £2.5m when they will increase by CPI each year.

IAS 19: Retirement Benefit Schemes - Defined Benefit Schemes
The principal actuarial assumptions used were as follows:

i. Assumptions

	2024	2023
Discount rate	5.4%	4.5%
RPI inflation	3.15%	3.05%
CPI inflation	2.70%	2.45%
Future pension increases	3.15%	3.05%
Revaluation in deferment:		
pre 1 August 2007	3.15%	3.05%
post 31 July 2007	2.65%	2.45%
Mortality (base table)	S4PA	S3PA
Mortality (future improvements)	CMI1.0%	CMI1.0%
Commutation at retirement	20.0%	20.0%

Last year, mortality was assumed to be in line with the S3PA base tables with allowance for future improvement in line with the 2022 version of the CMI (core) projection model with a long-term rate of improvement of 1% per annum and an initial core addition of 0.5%. The same approach has been taken in 2024 except for the adoption of the 2023 (core) version of the CMI (Continuous Mortality Investigation) projection model which excludes mortality experience for 2020 and 2021 that are considered unlikely to be representative of longer-term mortality trends because of the Covid pandemic. The effect of moving from the 2022 version to the 2023 version of the CMI model is to reduce the liabilities by around 2%. The Actuary has stated the mortality-based table reflects the likely mortality experience of the CABI scheme members.

The principal assumptions made to calculate the net pension liability are subject to the following measures of sensitivity:

decreasing the discount rate assumption by 0.5% per annum would increase the defined benefit obligation by around 5%
increasing the inflation assumption by 0.5% per annum would increase the defined benefit obligation by around 5%
increasing the assumed long-term rate of future mortality improvements by 0.5% per annum would increase the defined benefit obligation by around 2%

The life expectancies relating to the UK mortality assumptions quoted above are detailed in the table below:

	2024 S4PA CMI 1.0%	2023 S3PA CMI 1.0%
Life expectancy of a male currently aged 60	86	86
Life expectancy of a male aged 60 in 20 years	87	88
Life expectancy of a female currently aged 60	89	89
Life expectancy of a female aged 60 in 20 years	90	90

22. Post-employment benefits (continued)

ii. Assets

Fund	asset split	market value £'000
Aon and Mercer	96.9%	36,114
Trustee bank account	3.1%	1,144
Total Assets		**37,258**

The plan assets do not include any of CABI's own financial instruments, nor any property occupied by, or other assets used by, CABI.

iii. Results

The amounts recognised in the statement of comprehensive income are as follows:

	2024 **£'000**	2023 £'000
Pension scheme expenses (excluding investment-related expenses)	487	533
Net interest expense on net defined benefit liability	3,452	3,388
Actuarial loss/(gain)	(13,327)	2,251
Total loss/(gains)	**(9,388)**	**6,172**

Of the total of £(9,388)k (2023: £6,172k), total cash deficit contributions of £2,633k (2023: £2,530k) were recorded as staff costs. Therefore, £12,021k (2023: £(3,642)k) non-cash contributions are recorded in other comprehensive surplus/(deficit) as other gains/(losses) on defined benefit pension scheme.

Changes in the present value of the defined benefit obligation, with the comparative disclosures from the previous year-end position, are as follows:

	2024 **£'000**	2023 £'000
Opening defined benefit obligation	(117,213)	(115,243)
Interest expenses on defined benefit obligation	(5,155)	(5,178)
Remeasurement – effect of changes in assumptions loss	14,026	(2,187)
Benefits paid	5,323	5,395
Closing defined benefit obligation	**(103,019)**	**(117,213)**

The gains from the remeasurement – effect of changes in assumptions (loss)/gain were split as follows:

Financial assumptions £9,967k gain (2023: £(955)k loss)
Demographic assumptions £635k gain (2023: £1,997k gain)
Experience adjustments £3,424k gain (2023: £(3,229)k loss)

22. Post-employment benefits (continued)

Changes in the fair value of scheme assets, again with the comparative disclosures from the previous year-end position, are as follows:

	2024	2023
	£'000	£'000
Opening fair value of plan assets	39,431	40,103
Interest income on plan assets	1,703	1,790
Remeasurement – return on plan assets excluding interest income gain	(699)	(64)
Pension scheme expenses (excluding investment-related expenses)	(487)	(533)
Contributions by employer	2,633	3,530
Benefits paid	(5,323)	(5,395)
Closing fair value of plan assets	**37,258**	**39,431**

The amounts recognised in the statement of financial position arising from CABI's obligations in respect of its defined benefit schemes are as follows:

	2024	2023
	£'000	£'000
Defined benefit obligation	(103,019)	(117,213)
Fair value of plan assets	37,258	39,431
Net defined benefit liability	**(65,761)**	**(77,782)**

CABI expects to contribute approximately £3,336k to its defined benefit plan in 2025. Total expenditure is estimated to be £4,000k.

iv. History of gains / losses

	2024	**2023**	**2022**	**2021**	**2020**
	£'000	**£'000**	**£'000**	**£'000**	**£'000**
Defined benefit obligation	(103,019)	(117,213)	(115,243)	(165,843)	(171,878)
Scheme assets	37,258	39,431	40,103	64,801	59,662
Deficit	(65,761)	(77,782)	(75,140)	(101,042)	(112,216)
Experience adjustments on liabilities	(14,026)	2,187	48,648	2,190	4,428
Experience adjustments on assets	(699)	(64)	(23,369)	4,442	3,181

22. Post-employment benefits (continued)

v. Risk management

CABI as principal employer works closely with the Trustee to manage the risks of the scheme. In relation to risk the Board can confirm the following:

- the Trustee does not have the power to wind up the scheme without employer consent. The only exception is if a wind-up trigger occurs (employer ceases to carry on operating as a going concern; employer goes into dissolution or voluntary or compulsory liquidation; employer has administrator or administrative receiver appointed over any asset or undertaking; employer ceases to be an associated employer; employer gives notice to cease obligation to pay future contributions) in relation to the Principal Employer (CABI) and in the Trustee's opinion a substitute Employer will not be appointed
- the rules of the scheme require contribution rates to be set jointly by the Trustees and the Principal Employer (CABI) having consulted and obtained the recommendation of the Actuary, subject to the provisions of the 1995 and 2004 Pensions Acts
- there is no significant risk of debt payments becoming due to the scheme

- there is an agreement in place between the Principal Employer (CABI) and the Trustees in relation to CABI's Database. This provides the Trustee with rights to this asset under specified circumstances
- the Principal Employer (CABI) granted the Trustee a legal charge over the Wallingford property
- there are no outstanding issues in the pension scheme such as uncertainties over the contractual obligation to benefits which may have a material impact on the pension benefits payable, or any other unusual, entity-specific or plan-specific risks
- there is clarity concerning the eligibility of the Scheme to the Pension Protection Fund and the basis for the calculation of the levy. The Principal Employer (CABI) makes a £100k contribution per annum to the payment of the levy
- in addition to the steps already taken (closure to future benefit accrual, segregation of the Scheme), CABI and the Trustees of the Scheme plan to ensure the long-term liquidity of the Scheme through a combination of:
  - cash generated from the Scheme assets
  - increase in Employer contributions
  - reduction in ongoing pension scheme costs

23. Future commitments and leases

Capital expenditure commitments outstanding at 31 December 2024 amount to £nil (2023: £nil).

Lease commitments, relating to short-term and low-value leases as at 31 December are as follows:

	2024	2023
	£'000	£'000
No later than 1 year	15	45
Later than 1 year and no later than 5 years	14	-
Later than 5 years	-	-
Total	**45**	45

24. Exceptional items

In December 2023, CABI exchanged contracts with Nicholas King Homes for the sale of the site at Egham in the UK for a price of £6m. The sale is conditional and is expected to be completed in July 2025 on vacant possession. The Net Book Value of the site, £4.91m, has been classified as Held for Sale in Current Assets.

25. Controlling party

CABI is ultimately controlled by the Review Conference which, as a body, represents the Member Countries.

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