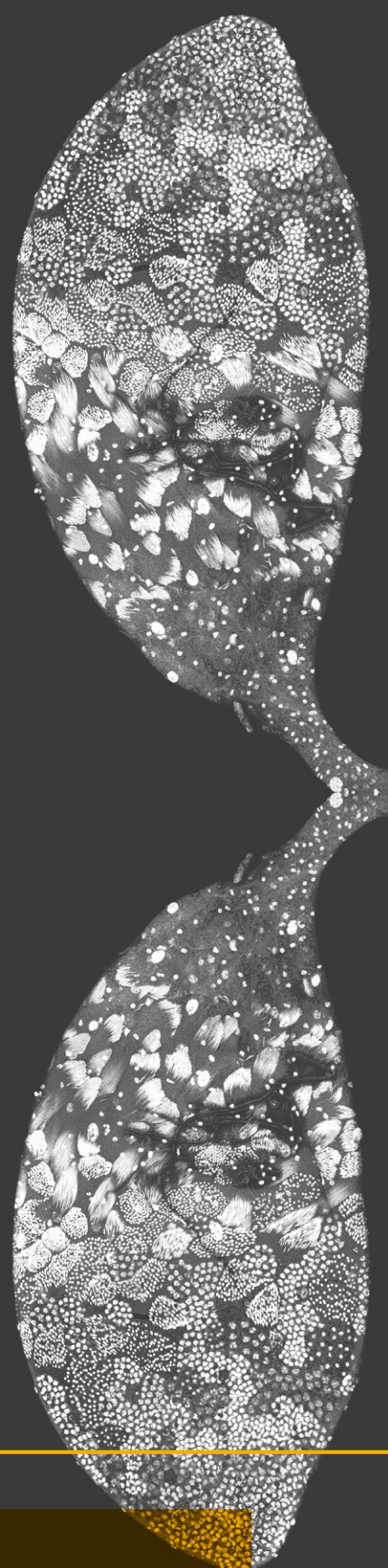
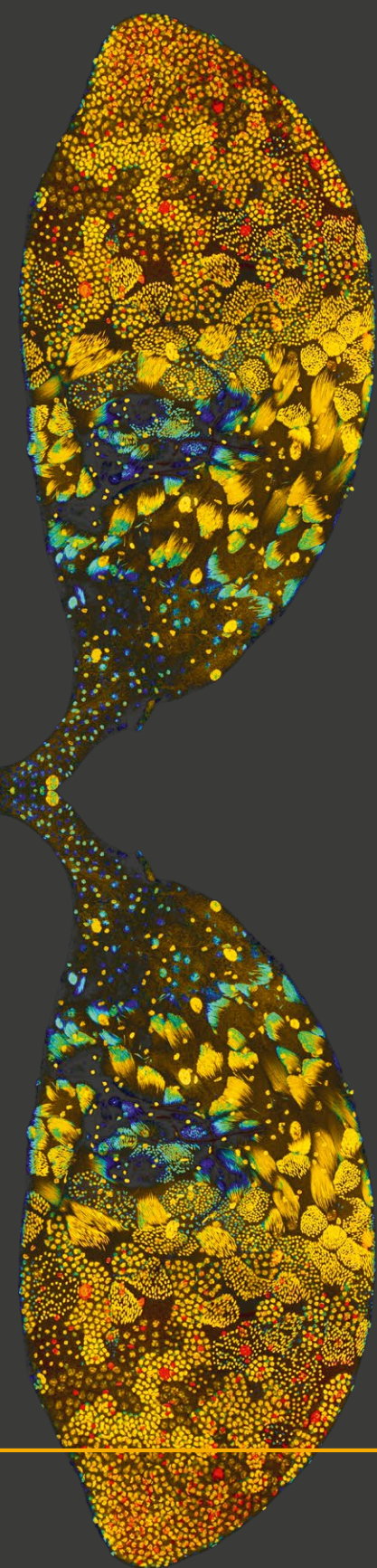




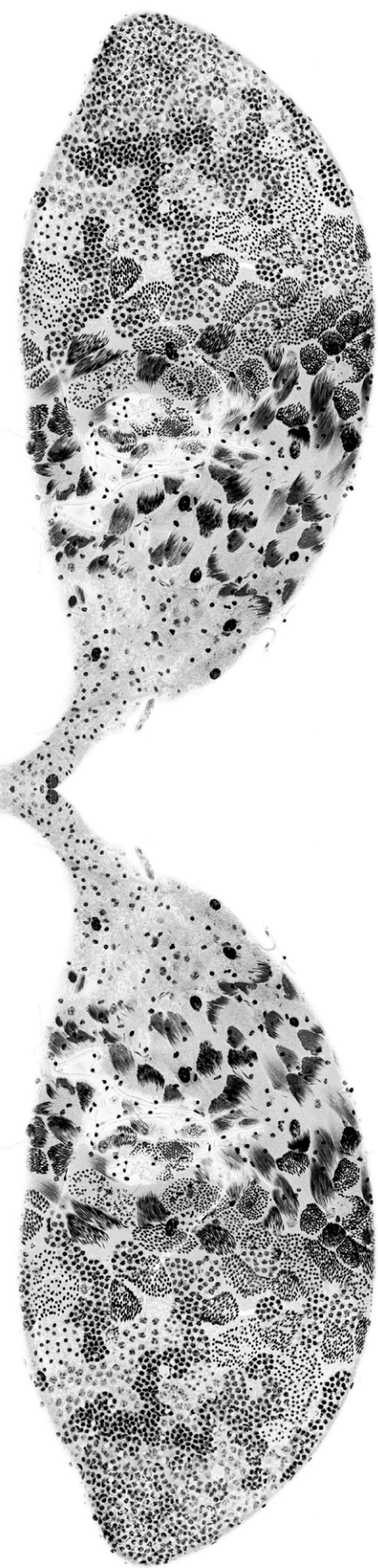
Annual Report

2025





EMBO Annual Report **2025**



Drosophila pseudoobscura testis stained for DNA stacked and mirrored and color coded for depth
Original image courtesy of Andy Li and EMBO Young Investigator Hansong Ma/University of Birmingham

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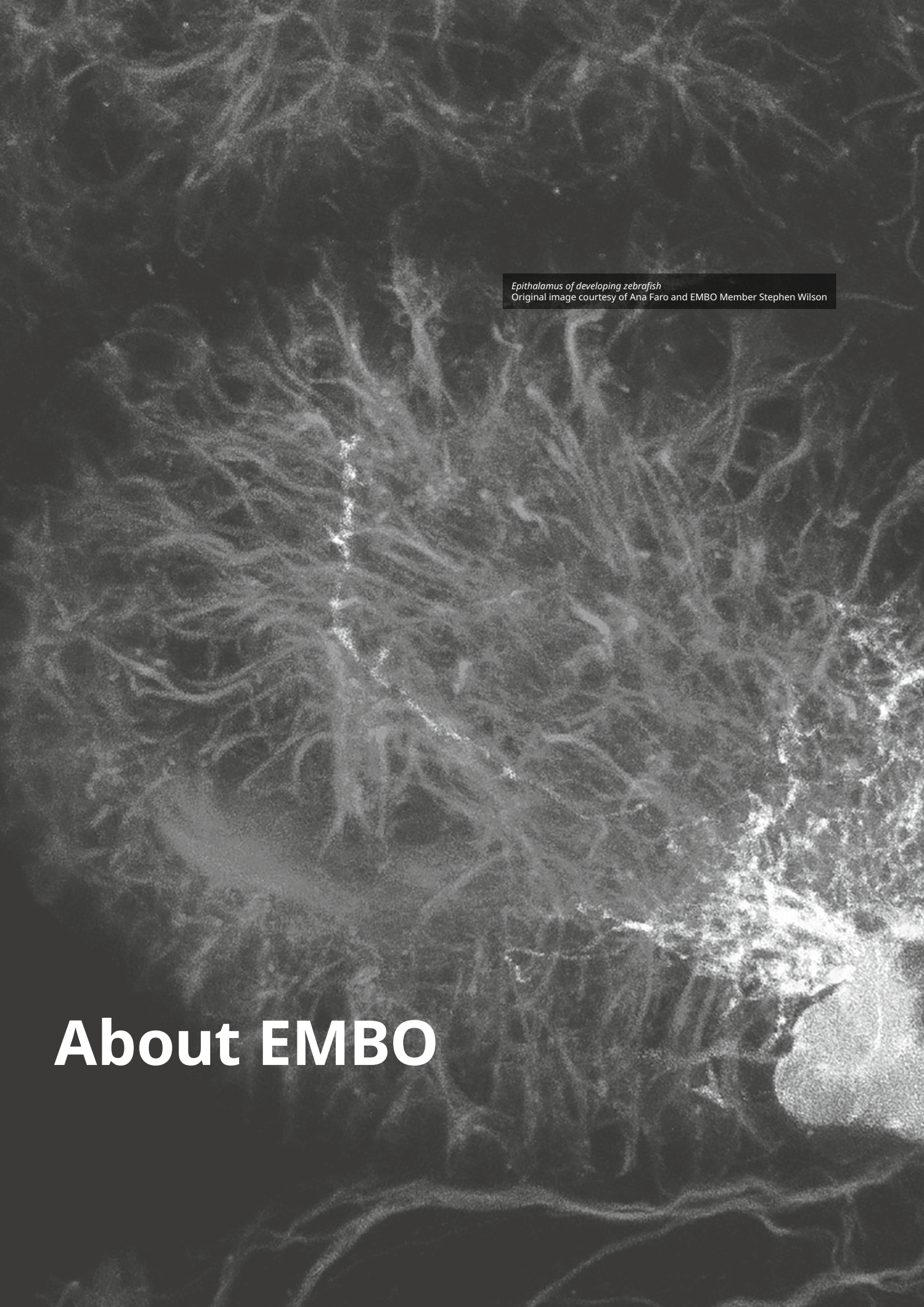
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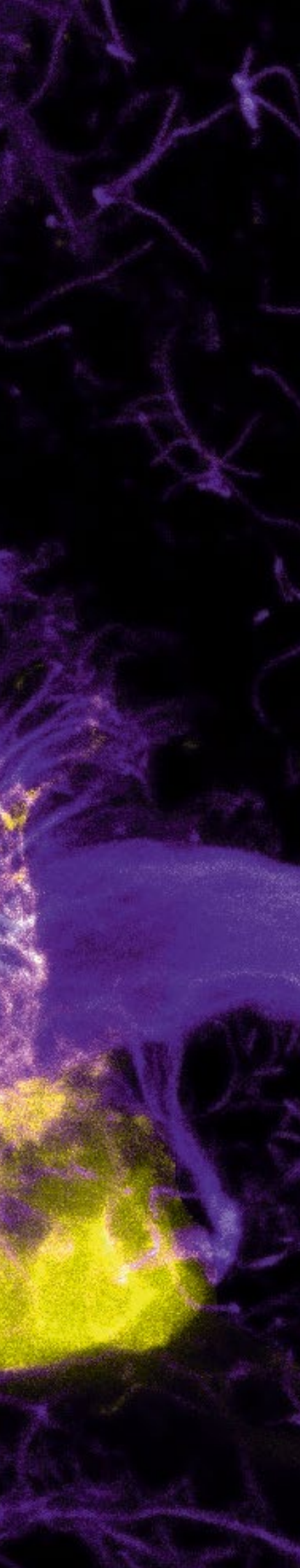
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Epithalamus of developing zebrafish

Original image courtesy of Ana Faro and EMBO Member Stephen Wilson

About EMBO



EMBO is an organization of more than 2,100 leading researchers that promotes excellence in the life sciences in Europe and beyond. The major goals of the organization are to support talented researchers at all stages of their careers, stimulate the exchange of scientific information and help build a research environment where scientists can achieve their best work.

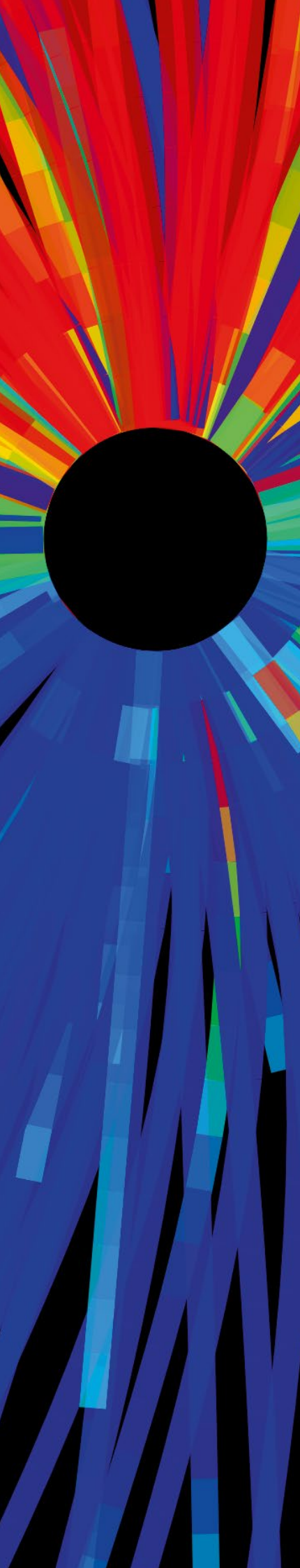
EMBO helps scientists to advance their research, promote their international reputations and enhance their mobility. Courses, workshops, lectures and EMBO Press publications disseminate the latest research and offer training in techniques to maintain high standards of excellence in research practice. EMBO helps to shape science policy by seeking input and feedback from our communities and by anticipating the trends in science.

EMBO supports talented researchers, selected through impartial evaluation processes, to allow them to do great science. The wide scientific scope across the full range of life science research coupled with the broad geographical reach of the members and associate members – some of the best researchers in Europe and around the world – positions EMBO optimally to serve the life science community.



2D simulation mitotic spindle movements. The colour scale displays the forces acting along the filaments.
Original image courtesy by EMBO Member François Nédélec

Governance and leadership



Message from the EMBO Director

EMBO's mission is to promote excellence in the life sciences for the benefit of all. It is a privilege to serve an organization that strives to recognize and nurture talent, creating a research environment where scientists can achieve their best work.

Our international community encompasses all generations of scientists, from eminent members elected in recognition of their lifetime achievements to PhD students attending their first international conference.

In 2025, through the EMBO Membership, Postdoctoral Fellowship, Young Investigator Network and other schemes, we were able to welcome many new scientists into the EMBO community.

In June, we were delighted that Bulgaria joined the EMBC. Together with the other 31 EMBC Member States, the accession to full membership in the European Molecular Biology Conference will strengthen Bulgaria's national scientific capacity and promote global collaboration. At a time of uncertainty in many parts of the world, it is particularly important to build bridges between scientists in different countries, disciplines and generations.

EMBO was created more than 60 years ago, and many of our programmes are long established, such as the EMBO Gold Medal. This year's EMBO Gold Medal was awarded to Tanmay Bharat of the MRC-LMB in Cambridge and David Bikard from Institut Pasteur. Our postdoctoral fellowships are also well established, and over the years many young scientists have been funded to move to and from EMBC member states, experiences that are greatly enriching. In 2025 we launched a networking platform for current and former postdocs, enabling everyone to make connections and share information, including job and funding opportunities. The mentorship webinars hosted on the platform have been lively and well attended.

While the Gold Medal and postdoctoral fellowship schemes are well known, EMBO has also successfully piloted two new initiatives: promoting environmental sustainability in laboratories and supporting science journalism. We are active in shaping European funders' policies on sustainability, and this year's lab sustainability award went jointly to Green Labs Netherlands and the Laboratory Efficiency Action Network (LEAN). Our Science Journalism Fellowships are funded by a personal donation from former EMBO Director Maria Leptin and support researchers transitioning into journalism as well as journalists who want to take a sabbatical within research institutions. By supporting science journalism, we hope to improve engagement of the research community with wider society.

EMBO is a pioneer of best practice in science, including fair research assessment and transparent peer review. We have recently convened policy workshops on responsible AI, government funding for life science, and environmental sustainability. EMBO publications continue to provide an Open Access platform for groundbreaking science and improved publishing policies. We support the preprint peer review platform Review Commons, which now has 29 partner journals.

Training is one of the ways in which EMBO contributes fostering a positive research culture. In 2025 we celebrated 20 years of EMBO Lab Leadership by launching a new advanced training course and creating more opportunities for online learning. In addition, our EMBO Press editors have been active in providing scientific skills training, whether advising on how to write an abstract or running poster clinics. In such ways we provide training to over a thousand scientists every year.

As we look back at the highlights of 2025, we also look forward to the future, working together with the EMBC, EMBO Council and the scientific community to ensure that EMBO continues to be an international knowledge hub and an incubator of innovative policies and solutions.

Fiona M. Watt

Fiona M. Watt
EMBO Director



EMBO Council

EMBO is governed by its Council which has the mandate to manage and direct the organization. The Council consists of 15 EMBO Members who serve for a period of three years and may be re-elected for one additional term of office.

The Council elects its chair and vice-chair, both chosen among its members, and a Secretary General, who may be chosen from outside the Council.

In 2025, the EMBO Council met in May for their annual meeting and in November for a strategy meeting.



Maria Rescigno
Chair, EMBO Council

EMBO Officers 2025

EMBO Secretary General	Paul Nurse
Chair, EMBO Council	Maria Rescigno
Vice Chair, EMBO Council	Marta Miaczynska

EMBO Council members 2025

Elected for term(s) of office ¹	Name	Country/Town
2025-2027	Alexander Aulehla	DE-Heidelberg
2023-2025	Silvia Arber	CH-Basel
2022-2024, 2025-2027	Naama Barkai	IL-Rehovot
2021-2023, 2024-2026	David Baulcombe	UK-Cambridge
2021-2023, 2024-2026	Deborah Bourc'his	FR-Paris
2022-2024, 2025-2027	James Briscoe	UK-London
2023-2025	Ivan Dikic	DE-Frankfurt
2020-2022, 2023-2025	Crisanto Gutierrez	ES-Madrid
2023-2025	Johanna Ivaska	FI-Turku
2024-2026	Zoi Lygerou	GR-Patras
2025-2027	Helder Maiato	PT-Porto
2021-2023, 2024-2026	Marta Miaczynska (<i>Vice-chair</i>)	PL-Warsaw
2020-2022, 2023-2025	Maria Rescigno (<i>Chair</i>)	IT-Milan
2022-2024, 2025-2027	Brenda A. Schulman	DE-Munich
2024-2026	Harald Stenmark	NO-Oslo

Ex officio Council members

Fiona M. Watt	Director, EMBO
Paul Nurse	Secretary General, EMBO

Observers

Nektarios Tavernarakis	President, EMBC
Mark Palmer	Secretary General, EMBC
Edith Heard	Director General, EMBL
Lori Passmore	Chair EMBO Membership Committee
Guillermina López-Bendito	Chair EMBO Young Investigator Committee
Nicolas Tapon	Chair EMBO Course Committee
Lea Sistonen	Chair EMBO Fellowship Committee
Cayetano González	Chair EMBO Global Investigator Network Committee
Andrew Carter	Chair EMBO Installation Grants Committee



EMBO Council in May 2025 in Heidelberg

¹ EMBO Council members are elected for a three-year term of office and may be re-elected for one additional term.

Committees and advisory boards

EMBO Members and external experts serve on committees and advisory boards to guide the EMBO programmes, schemes and publications.

Course Committee

2020 Nicolas Tapon *UK Chair*
 2023 Andrés Aguilera *ES*
 2024 Buzz Baum *UK*
 2025 Ádám Dénes *HU*
 2025 Fiona Doetsch *CH*
 2025 David Drew *SE*
 2025 Ewelina Knapska *PL*
 2024 Ana Martin-Villalba *DE*
 2022 Guillermo Montoya *DK*
 2023 Gioacchino Natoli *IT*
 2023 Tracy Palmer *UK*
 2023 Franck Perez *FR*
 2024 Eugenia Russinova *BE*
 2023 Eric Westhof *FR*

Scientific Exchange Grants Advisory Board

2023 Yotam Bar-On *IL*
 2023 Aude Bernheim *FR*
 2023 Eduardo Bonivita *IT*
 2025 Tayla Dayton *ES*
 2023 Miguel de Lucas *UK*
 2023 Ilaria Elia *DE*
 2025 Fabian Erdel *FR*
 2023 Sandrine Etienne-Manneville *FR*
 2024 Stephanie Ganal-Vonarburg *CH*
 2024 Maria Georgiadou *GR*
 2024 Sarah Guiziou *UK*
 2025 Erinc Hallacli *AT*
 2024 Eleanna Kara *US*
 2023 Tatjana Kleele *CH*
 2025 Teije Middelkoop *CZ*
 2025 Lukas Milles *DE*
 2024 Elvira Mass *DE*
 2023 Florent Murat *FR*
 2024 Yuuki Obata *US*
 2025 Stephanie Panier *DE*
 2025 Federico Pietrocola *SE*
 2023 Andrea Puhar *UK*
 2023 Teresa Rayon *UK*
 2025 Francesca Sacco *IT*
 2025 Stephan Schiffels *DE*
 2024 Christian Schwartz *DE*
 2025 Bianca Silva *FR*
 2023 Courtney Stairs *SE*
 2025 Matti Turtola *FI*
 2024 Robertas Ursache *ES*
 2023 Alexander Von Appen *DE*
 2023 Fong Kuan Wong *UK*
 2024 Ramesh Yelagandula *IN*

Fellowship Committee

2019 Lea Sistonen *FI Chair*
 2024 Canan Atilgan *TR*
 2024 Patricia Bassereau *FR*
 2023 Sigal Ben-Yehuda *IL*
 2023 Filippo Del Bene *FR*
 2023 David Drew *SE*
 2025 Andrzej Dziembowski *PL*
 2024 Luisa Miranda Figueiredo *PT*
 2021 Alain Goossens *BE*
 2023 Ian Henderson *UK*
 2024 Edward Lemke *DE*
 2021 Maria Dolores Martin-Bermudo *ES*
 2022 Danijela Matic Vignjevic *FR*
 2024 Michela Matteoli *IT*
 2022 Brian McStay *IE*
 2024 Balazs Papp *HU*
 2025 Caetano Reis e Sousa *GB*
 2021 Rosario Rizzuto *IT*
 2024 Sabrina Sabatini *IT*
 2020 Raffaella Santoro *CH*
 2020 Robert Tampé *DE*
 2021 Boris Turk *SI*
 2021 Štěpánka Vaňáčová *CZ*
 2025 Jonathan Whitlock *NO*
 2025 Maria Yazdanbakhsh *NL*

Young Investigator Committee

2021 Guillermina López-Bendito *ES Chair*
 2025 Corinne Houart *UK*
 2023 Urs Jenal *CH*
 2025 Werner Kühlbrandt *DE*
 2024 Gaëlle Legube *FR*
 2025 Laura Machesky *UK*
 2025 Jacques Neeffes *NL*
 2021 Marcin Nowotny *PL*
 2023 Giles Oldroyd *UK*
 2023 Sara Wickström *DE*

Installation Grants Committee

2022 Andrew Carter *UK Chair*
 2025 Pedro Beltrao *CH*
 2022 Melanie Blokesch *CH*
 2022 Karin de Visser *NL*
 2023 Matteo Iannaccone *IT*
 2025 Karim Labib *UK*
 2023 Andreas Ladurner *DE*
 2022 Giampietro Schiavo *UK*
 2022 Katja Strässer *DE*
 2022 Miguel Torres *ES*
 2022 Dolf Weijers *NL*

Global Investigator Network Committee

2019 Cayetano González *ES Chair*
 2024 Rosa Cossart *FR*
 2025 Angela Falciatore *FR*
 2022 Toni Gabaldón *ES*
 2024 Alwin Köhler *AT*
 2023 Ilaria Malanchi *UK*
 2024 Ruth Massey *IE*
 2024 Christoph Müller *DE*
 2023 Wim Vermeulen *NL*
 2025 Hedda Wardemann *DE*

Membership Committee

2020 Lori Passmore *UK CHAIR*
 2025 Pilar Cubas *ES*
 2022 Stephan Grill *DE*
 2022 Anja Groth *DK*
 2024 Birgitta Henriques Normark *SE*
 2025 Ulrike Kutay *CH*
 2025 Gianni Liti *FR*
 2024 Anna Obenauf *AT*
 2025 Giuseppe Testa *IT*
 2023 Pavel Tomancak *DE*
 2024 Henrique Veiga-Fernandes *PT*
 2023 Manuel Zimmer *AT*

Policy Advisory Board¹

2024 Canan Atilgan *TR*
 2024 Elias Barriga *DE**
 2024 Monica Bettencourt-Dias *PT*
 2024 Paola Bovolenta *ES*
 2024 Janusz Bujnicki *PL*
 2024 Sonja Lorenz *DE**
 2024 Sean Morrison *US*
 2024 Lluís Montoliu *ES**

EMBO | EMBL Symposia Committee¹

2022 Fiona M. Watt *DE Chair*
 2025 Peer Bork *DE, EMBL Chair*
 2025 Pedro Beltrao *CH*
 2025 Tiziana Bonaldi *IT*
 2023 Gautam Dey *IT, EMBL**
 2024 Anja Groth *DK*
 2022 Kristina Haase *ES, EMBL**
 2025 Anna Kreshuk *DE, EMBL**
 2023 Nicoletta Petridou *DE, EMBL**
 2022 Markus Ralser *DE*
 2022 Nicolas Tapon *UK*
 2022 Iva Tolic *HR*

Publications Advisory Board¹

2019 Blanche Schwappach *DE Chair*
 2018 Pedro Beltrao *UK*
 2021 Iain Cheeseman *US**
 2019 Ulrich Dirnagl *DE**
 2017 Kristian Helin *UK*
 2022 Laura Machesky *UK/US*
 2021 Louise Page *US**
 2018 Maya Schuldiner *IL*

FEBS | EMBO Women in Science Committee¹

2022 Caroline Dean *UK Chair*
 2020 Anne Dejean *FR*
 2025 Anne Ephrussi *DE*
 2024 Susan Gasser *CH*
 2024 Sara Linse *SE**
 2020 Thomas Nyström *SE*
 2023 Karel Riha *CZ*
 2025 Sarah Teichmann *UK*
 2023 Inaki Ruiz-Trillo *ES*

Lab Sustainability Award Advisory Board¹

2025 Martin Farley *UK**
 2025 Kerry Garfitt *UK**
 2024 Karim Labib *UK*
 2024 Brendan Rouse *DE, EMBL**
 2024 Gabrielle Samuel *UK**
 2024 Christa Schleper *AT*
 2024 Gisou van der Goot *CH*

Science Journalism Fellowships Advisory Board¹

2024 Ulrika Björkstén *SE**
 2024 Michele Catanzaro *ES**
 2024 Renata Dacinger *SI**
 2024 Fiona Lethbridge *UK**
 2024 Volker Stollorz *DE**

Internal Auditor EMBL

Kai Kircher

External Auditors EMBC

Tribunal de Contas Portugal

EMBO Audit

KPMG Geneva

¹ Committee includes EMBO Members and external experts (*)

The European Molecular Biology Conference (EMBC), an intergovernmental organization comprising 32 member states in 2025, is the funding body of EMBO. The EMBC was founded in 1969 to support the activities of EMBO. EMBC and EMBO share a common commitment to quality research and cooperation at the European level.

The EMBC President in 2025 is Nektarios Tavernarakis (GR).

In 2025, the EMBC met in July and November.



Nektarios Tavernarakis
EMBC President

EMBC Member States – *delegates and advisors*

Austria	Hemma Bauer – Federal Ministry of Education, Science and Research Christa Schleper – University of Vienna, Archea Biology and Ecogenomics Unit
Belgium	Maria-Helena Bosschaerts – Belgian Science Policy Office Laurent Ghys – Belgian Science Policy Office Alain Heynen – Belgian Science Policy Office Cédric Blanpain (Adv.) – Université Libre de Bruxelles (ULB) Savvas Savvides (Adv.) – VIB Center for Inflammation Research
Bulgaria	Mikaela Stancheva – Ministry of Education and Science Stoyno Stoynov – Bulgarian Academy of Sciences
Croatia	Lovorka Barać Lauc – Institute for Anthropological Research Vesna Boraska Perica – Split University Medical School
Czechia	Jan Buriánek – Ministry of Education, Youth and Sports Zdena Palková – Charles University
Denmark	Mette Holm Linnet – Ministry of Higher Education and Science Sune Kaur-Pedersen (Adv.) – Ministry of Higher Education and Science Poul Nissen – Aarhus University
Estonia	Elin Org (Adv.) – University of Tartu Priit Tamm (Adv.) – Estonian Research Council Jaak Vilo – University of Tartu
Finland	Sirpa Nuotio – Research Council of Finland, Biosciences, Health and Environment Research Olli Silvennoinen – University of Helsinki
France	Nacer Boubenna – Ministère de l'Enseignement Supérieur et de la Recherche, Direction Générale de la Recherche et de l'Innovation Antoine Perrang (Adv.) – Ministère de l'Enseignement Supérieur et de la Recherche, Direction Générale de la Recherche et de l'Innovation Eric Aubry (Adv.) – Ministère de l'Enseignement Supérieur et de la Recherche, Direction Générale de la Recherche et de l'Innovation
Germany	Anna Wieder – Federal Ministry of Research, Technology and Space Nelli Schiebeler – Federal Ministry of Research, Technology and Space Andreas Ladurner – Ludwig-Maximilian University
Greece	Nektarios Tavernarakis – Foundation for Research and Technology-Hellas (FORTH) Eleftheria Zeggini – Helmholtz Zentrum München Panagiota Katsafana – Ministry for Development and Investments
Hungary	Gergely Boehm – Hungarian Academy of Sciences Laszlo Hunyady – HUN-REN Research Centre for Natural Sciences
Iceland	Zophonías Oddur Jónsson – University of Iceland Eiríkur Steingrímsson – University of Iceland

Ireland	Maria Nash – Science Foundation Ireland Lola Hourihane (Adv.) – Department of Further and Higher Education, Research, Innovation and Science Peter Healy (Adv.) – Department of Further and Higher Education, Research, Innovation and Science
Israel	Iris Eisenberg – Ministry of Innovation, Science and Technology Joel Sussman – Weizmann Institute of Science Barak Gatenyo (Adv.) – Ministry of Innovation, Science and Technology
Italy	Lucia Banci – University of Florence Cecilia Di Carlo – Ministry of University and Research Riccardo Valenti (Adv.) – Ministry of Economy and Finance
Latvia	Uldis Berkis – Ministry of Education and Science of the Republic of Latvia Janis Klovins – Latvian Biomedical Research and Study Centre
Lithuania	Toma Lankauskiene – Research Council of Lithuania Virginijus Sikšnyš – Vilnius University
Luxembourg	Stephanie Schott – Ministry of Research and Higher Education Bruno Rodrigues – Ministry of Research and Higher Education
Malta	Melissa Formosa – University of Malta Jean-Paul Ebejer – University of Malta
Montenegro	Ivana Lagator – Ministry of Science and Technological Development Lidija Vukčević – Ministry of Science and Technological Development
Netherlands	Anna Akhmnova – Utrecht University Jennifa Dorleijn – Ministry of Education, Culture and Science Mirjam Lieshout-Vijverberg – Ministry of Education, Culture and Science Jennifer Lieuw – Ministry of Education, Culture and Science
Norway	Line M. Grønning-Wang – The Research Council of Norway Rein Aasland – University of Oslo
Poland	Leszek Kaczmarek – Nencki Institute of Experimental Biology of the Polish Academy of Science Kamila Kowalska – Ministry of Education and Science Agnieszka Mierzynska – Ministry of Education and Science
Portugal	Luisa Igreja – Ministry of Science, Technology and Higher Education Claudio Sunkel – Universidade do Porto Margarida Amaral – Universidade de Lisboa
Slovak Republic	Marcel Sládok – Ministry of Education, Science, Research and Sport of the Slovak Republic Ján Turňa – Science Park of Comenius University in Bratislava
Slovenia	Tomaz Boh – Ministry of Education, Science and Sport Andrej Ograjenšek – Ministry of Education, Science and Sport Boris Turk – Josef Stegan Institute
Spain	M. Angela Nieto – Instituto de Neurociencias CSIC-UMH Inmaculada Figueroa – Ministry of Science and Innovation
Sweden	Suparna Sanyal (Adv.) – Uppsala University Maria Thuveson – The Swedish Research Council Helena Berglund – The Swedish Research Council
Switzerland	Doris Wohlfender-Bühler – State Secretariat for Education, Research and Innovation Susan Gasser – ISREC Kevin Reymond – State Secretariat for Education, Research and Innovation
Türkiye	Güliz Sütçü – TÜBİTAK Şule Nur Sarper – TÜBİTAK Şükran Alpdemir – TÜBİTAK Nazlı Değer – TÜBİTAK
United Kingdom	Mark Palmer – UKRI-MRC - Medical Research Council Tim Willis – UKRI-BBSRC - Biotechnology and Biological Sciences Research Council

EMBC Officers 2025

President	
Nektarios Tavernarakis	Greece
Vice Presidents	
Hemma Bauer	Austria
Lovorka Barac Lauc	Croatia
Secretary General	
Mark Palmer	United Kingdom
Finance Committee Chair	
Claudio Sunkel	Portugal
Finance Committee Vice-chair	
Milda Jodinskienė	Lithuania

EMBC Finance Committee

The Finance Committee advises the EMBC on all matters concerning the management of finances and on all audit tasks.	
Permanent members	
France	
Germany	
Italy	
Spain	
United Kingdom	
Elected members (2025–2027)	
Croatia	
Israel	
Lithuania	
Luxembourg	
Norway	
Portugal	
Türkiye	

EMBC Strategic Working Party 2025

The Strategic Working Party considers topics of strategic relevance to the EMBC and provides advice.	
Anna Akhmanova	Netherlands
Lucia Banci	Italy
Hemma Bauer	Austria
Nacer Boubenna	France
Nektarios Tavernarakis (Chair)	Greece
Angela Nieto	Spain
Mark Palmer	United Kingdom
Eirikur Steingrímsson	Iceland
Boris Turk	Slovenia
Jaak Vilo	Estonia
Anna Wieser	Germany

EMBO/EMBC global partners

India	Associate Member State agreement with EMBC/EMBO (executing agency: Department of Biotechnology, DBT) Jyoti Logani – Department of Biotechnology (DBT)
Singapore	Associate Member State agreement with EMBC/EMBO (executing agency: Agency for Science, Technology and Research, A*STAR) Benjamin Toh – A*STAR
Taiwan	Associate Membership agreement with EMBC/EMBO (executing agencies: National Science and Technology Council, NSTC/Academia Sinica) Ching-Mei Tang – Academia Sinica, National Science and Technology Council (NSTC)
Chile	Cooperation agreement with EMBC/EMBO (executing agency: National Agency for Research and Development, ANID) Andrea Cibotti Ortiz – National Agency for Research and Development (ANID) Sharapiya Kakimova – National Agency for Research and Development (ANID)
Japan	Japan – Memorandum of cooperation between EMBO and the Japan Agency for Science and Technology (JST) Yuta Kawashima – Japan Science and Technology Agency (JST)

Financial contributions 2025

EMBC Member States: Euro 31,576,847	
	% of total contributions

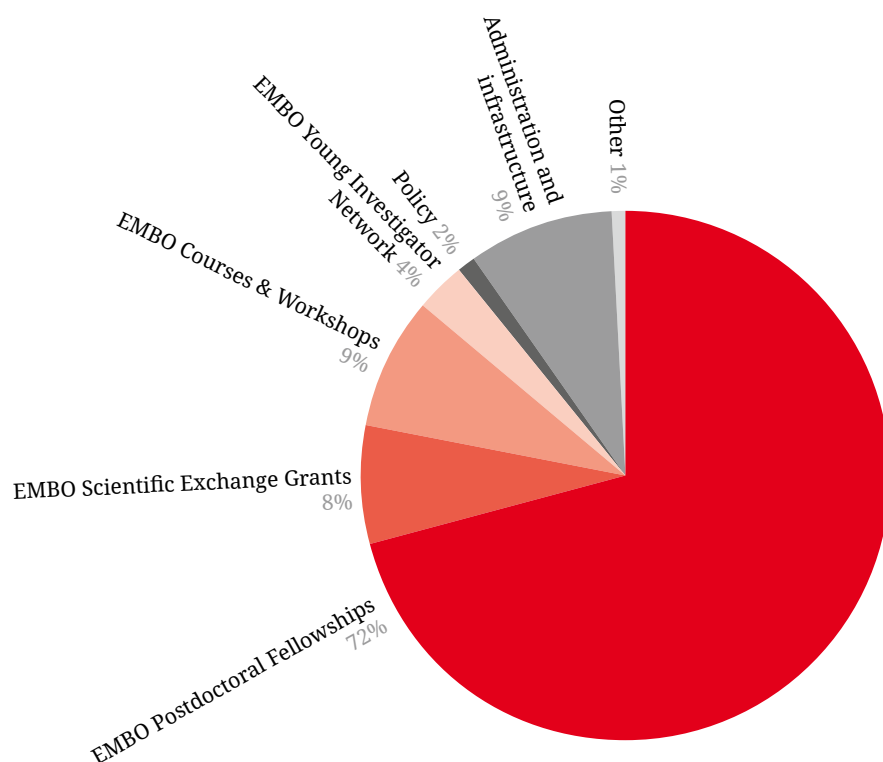
Austria	2.15
Belgium	2.60
Bulgaria ¹	0.00
Croatia	0.30
Czech Republic	1.10
Denmark	1.76
Estonia	0.15
Finland	1.27
France	13.45
Germany	20.08
Greece	0.98
Hungary	0.72
Iceland	0.13
Ireland	1.23
Israel	2.05
Italy	9.98
Latvia	0.10
Lithuania	0.28
Luxembourg	0.24
Malta	0.07
Montenegro	0.03
Netherlands	4.40
Norway	2.02
Poland	2.94
Portugal	1.08
Slovakia	0.51
Slovenia	0.25
Spain	7.01
Sweden	2.77
Switzerland	3.51
Türkiye	2.72
United Kingdom	14.09

EMBO/EMBC global partners: Euro 4,363,835	
	% of total contributions

ANID of Chile	3.59
India	75.73
Singapore	8.20
NTSC of Taiwan	6.87
JST of Japan	5.60

Breakdown of budget for EMBO programmes and schemes from EMBC Member States' financial contributions

Rounded up to full percent.



¹ Bulgaria joined the EMBC in 2025.
No contributions were made in that year.

Bulgaria joins the EMBC

In 2025 Bulgaria has joined the European Molecular Biology Conference (EMBC), the intergovernmental funding body of EMBO. The country is the 32nd member state of EMBC. Life scientists in Bulgaria can now benefit from all EMBO Programmes and activities.



The EMBC family is expanding, with Bulgaria becoming its 32nd member state! I am looking forward to working closely together with my Bulgarian colleagues, to foster cooperation and engage with the country's life sciences research community.

Nektarios Tavernarakis
EMBC President



“Scientific research and innovation in molecular biology are key pillars of progress in life sciences. Recognizing the strategic importance of integrating Bulgaria into leading international research frameworks, we remain firmly committed to enhancing the competitiveness of Bulgarian researchers on the world stage, strengthening our national scientific capacity and promoting global collaboration,” said Krasimir Valchev, Minister of Education and Science of the Republic of Bulgaria. “Bulgaria’s accession to full membership in the European Molecular Biology Conference marks a significant milestone in our scientific journey and aligns seamlessly with Bulgaria’s commitment to open, responsible research and the exchange of knowledge across borders. It also fosters collaboration between academia, industry and policymakers—driving economic growth, technological advancement and societal well-being, while further elevating Bulgaria’s role in the international scientific arena.”

Bulgaria’s accession as an EMBC Member State had been agreed unanimously by EMBC in 2024 following a presentation by Mikaela Stancheva, Chief Expert in the Science Directorate of the Ministry of Education and Science, and now EMBC Delegate. This was followed by a ratification process of the Council of Ministers and the National Assembly of the Republic of Bulgaria, which was completed on 30 May 2025. The accession of Bulgaria concluded on 9 July 2025.

“The EMBC family is expanding, with Bulgaria becoming its 32nd member state! I am looking forward to working closely together with my Bulgarian colleagues, to foster cooperation and engage with the country’s life sciences research community,” said EMBC President Nektarios Tavernarakis.

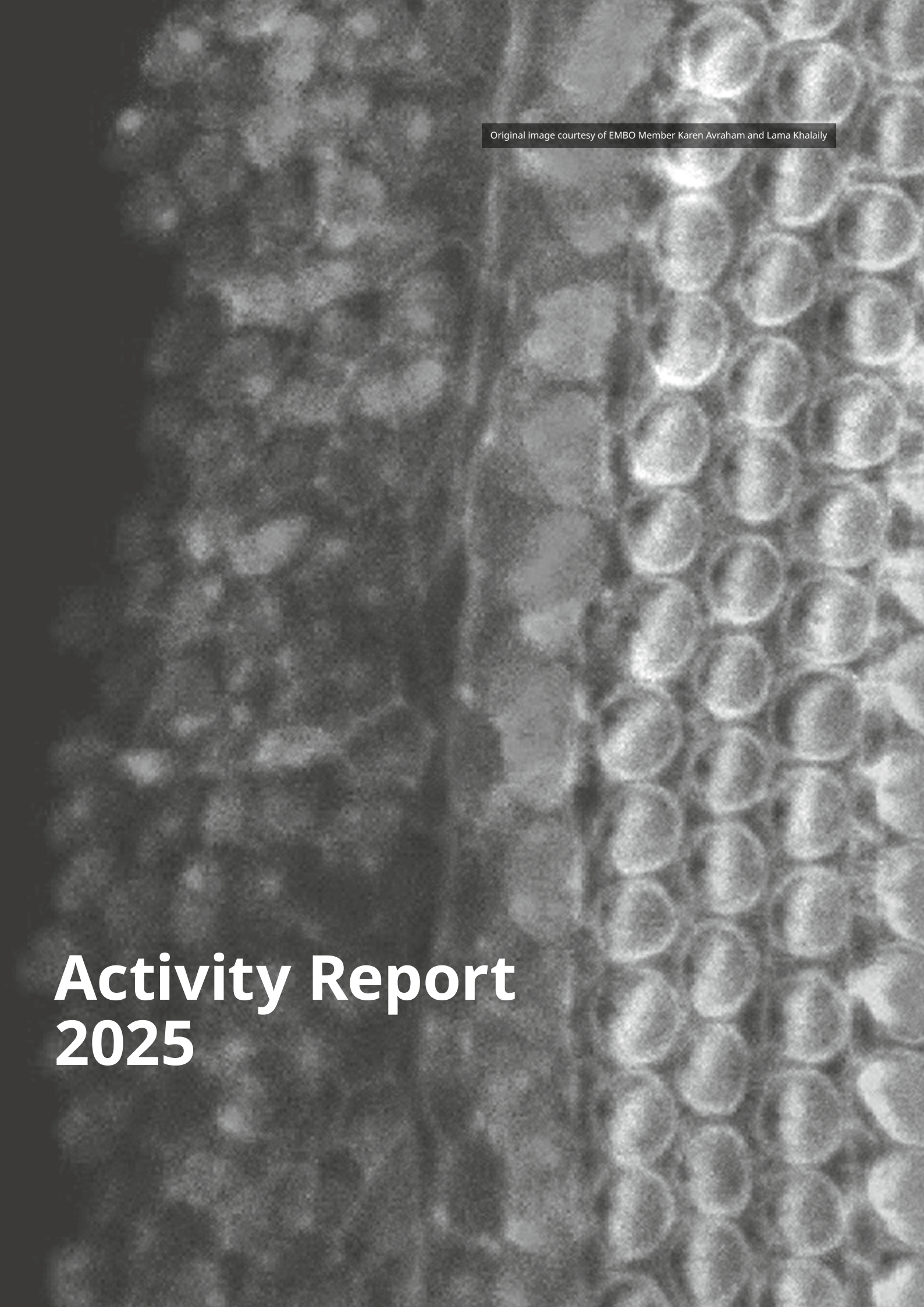


The 32 countries that have ratified the EMBC Agreement and have become EMBC Member States are: Austria, Belgium, Bulgaria, Croatia, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Israel, Italy, Latvia, Lithuania, Luxembourg, Malta, Montenegro, Netherlands, Norway, Poland, Portugal, Slovakia, Slovenia, Spain, Sweden, Switzerland, Türkiye and the United Kingdom.

Leading life scientists in all EMBC Member States including Bulgaria can be elected as EMBO Members, who shape the direction of European science and strengthen research communities across Europe. Active researchers from Bulgaria are now eligible to apply to the EMBO Programmes, such as postdoctoral fellowships, courses and workshops, or the young investigator programme.

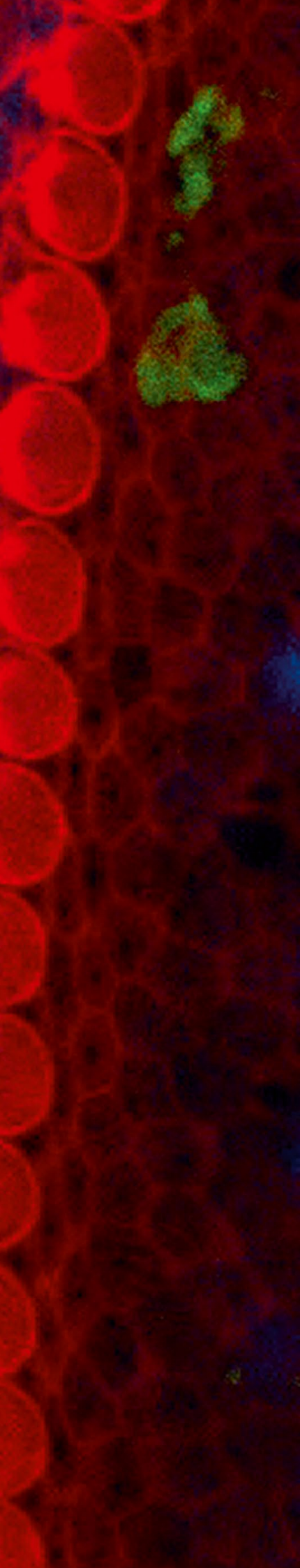
“It is a pleasure to welcome Bulgaria into the EMBC,” commented EMBO Director Fiona Watt. “Access to EMBO Programmes and activities will enhance the careers of Bulgarian researchers, and facilitate international exchanges and collaborations.”

Information about EMBC, its delegates, officers and processes is available at embc.embo.org.

A grayscale electron micrograph showing a dense array of spherical particles, likely ribosomes, arranged in a regular, grid-like pattern. The particles are light gray and have a distinct circular appearance. They are set against a darker, more textured background that shows some larger, less defined structures.

Original image courtesy of EMBO Member Karen Avraham and Lama Khalaily

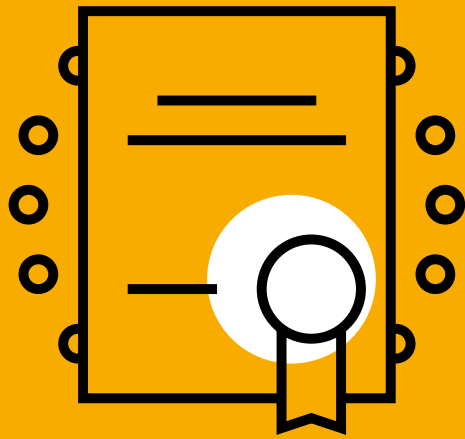
Activity Report 2025



In 2025, EMBO continued to fulfil its mission of enabling excellent science by delivering programmes, schemes, and initiatives for the benefit of the scientific communities in the EMBC Members States and beyond.

In the following pages, the broad range of EMBO activities and achievements for 2025 are presented according to five areas of work and impact:

1. *Recognize and catalyze excellence:*
Membership and awards
2. *Grow and connect talents:*
Programmes and schemes
3. *Accelerate knowledge-sharing:*
Journals, courses and training
4. *Innovate in the research ecosystem:*
Policy and innovation
5. *Maintain an effective organization fit for purpose:*
The organization



Membership and awards

Membership and awards

Recognize and catalyze excellence

Since its inception in 1964, EMBO has been federating a community of eminent scientists, recognizing their significant contributions, and transferring their wealth of knowledge and expertise to the next generation of science leaders.

Through the annual election of EMBO Members and Associate Members, new eminent scientists join the EMBO community and engage in the execution of EMBO activities.

In this way, EMBO Members collectively influence the global research ecosystem, promoting scientific excellence for the benefit of all.

Through its awards, EMBO celebrates remarkable achievements and initiatives for the advancement of science and the research ecosystem.

Membership

EMBO was founded in 1964 to recognize and connect excellent life scientists to advance scientific knowledge in Europe. Each year, new members are selected through nomination and election by the existing EMBO Membership. The process ensures the representation of diverse research fields and captures emerging trends. EMBO Members reside in an EMBC Member State. They help shape the future direction of life sciences by actively participating in EMBO initiatives. They serve on the EMBO Council, Committees and editorial boards of EMBO Press journals, and review funding applications.

In 2025, sixty new EMBO Members and nine EMBO Associate Members (residing outside of the EMBC Member States) were elected to the EMBO Membership in recognition of their outstanding achievements. They have demonstrated research excellence in their fields, ranging from RNA to plant biology, and from epidemiology to molecular medicine. Beyond scientific excellence, election to the EMBO Membership recognizes contributions to the scientific community such as impactful mentoring initiatives, training activities, outreach and development of new technologies.

Through this lifelong honour, new members become part of a community of more than 2,100 life scientists across Europe and around the world.

The 60 new EMBO Members elected in 2025 are based in 18 member states of the EMBC, the intergovernmental organization that funds the main EMBO Programmes and activities. The nine new EMBO Associate Members are based in six countries outside Europe. In total, 29 (42%) of the new members are women and 40 (58%) are men.

Recently elected EMBO Members and Associate Members attend the EMBO Members' Meeting, which takes place in Heidelberg, Germany, and celebrate their recognition. They celebrate membership, meet one another, learn more about EMBO, and discuss science, policy and related topics. The 2025 EMBO Members' Meeting took place in October and was attended by 57 EMBO Members and Associate Members, and 17 of their proposers. Through this unique networking opportunity, the new members learned more about their research through their presentations, which covered a broad range of the life sciences. This year, the scientific presentations were complemented by a talk on the importance of creativity in the scientific process by former EMBO Young Investigator Itai Yanai, co-founder and Director of Night Science.

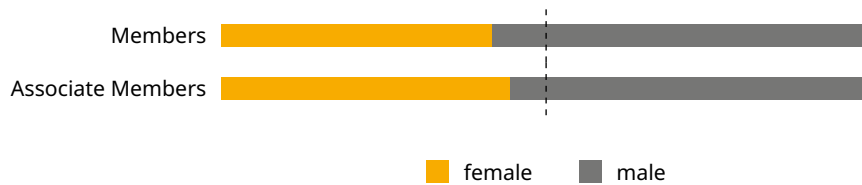
60

new Members elected

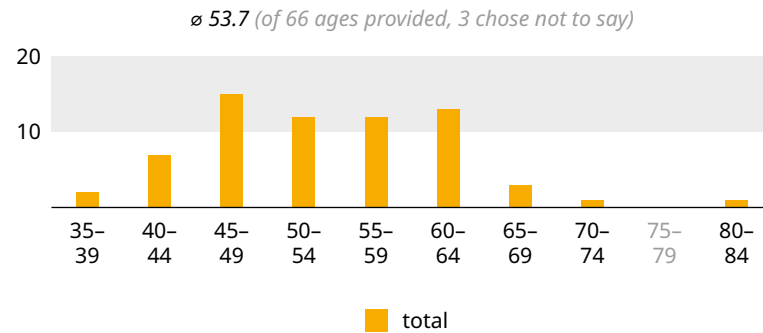
9

new Associate Members elected

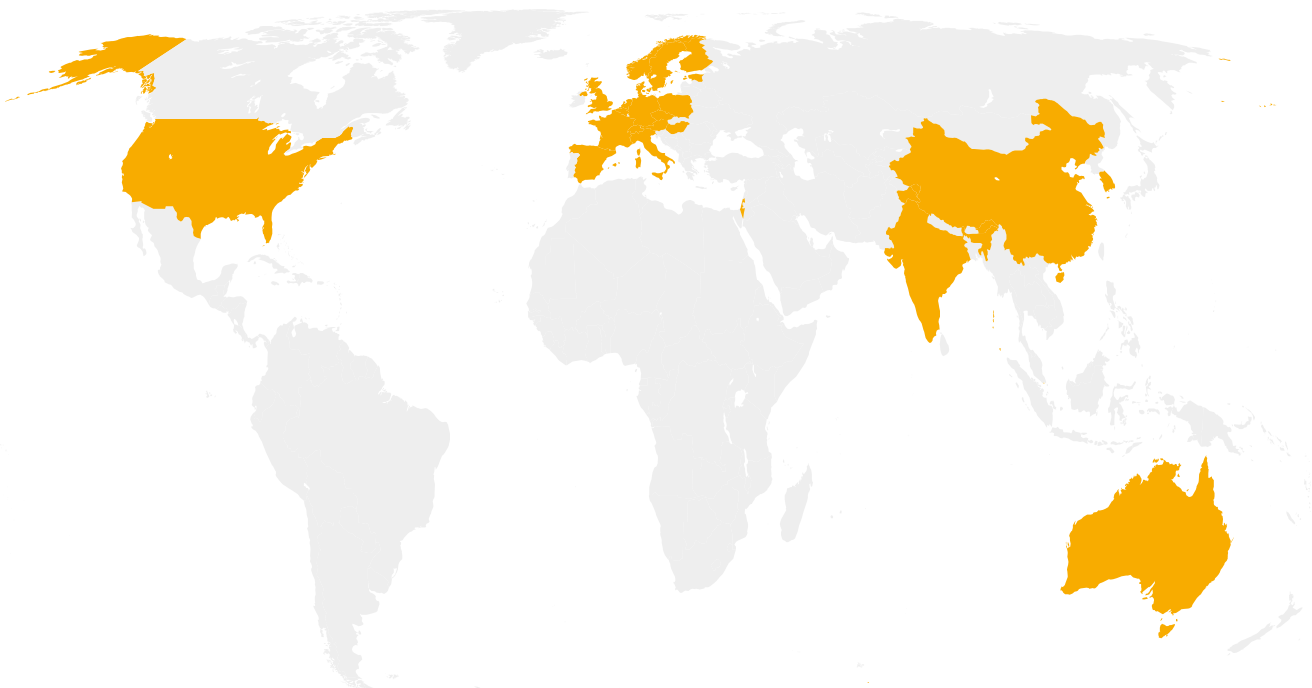
Gender distribution



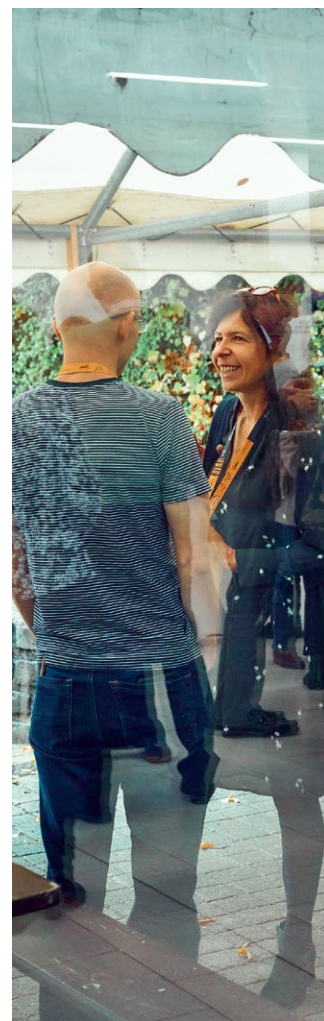
Age distribution (Members and Associate Members)



Geographical reach¹ of 2025 election



¹ Map layout based on United Nations map. Overseas territories and similar regions without residing EMBO Members or Associate Members have not been highlighted.



Impressions of the EMBO Members' Meeting 2025 in Heidelberg.





© Group photo (p. 25 centre); EMBL Photolab/Stuart Ingham; panel discussion (p. 24 middle left) and Night Science talk (p. 25 bottom left); EMBO/Jens Hedinger, all others: Miriam Stanke for EMBO

The EMBO Science Map

Catalyzing excellence and creating networking opportunities for life scientists are at the core of the EMBO mission. To facilitate exploration of the unique EMBO community, the EMBO Membership Office and the Open Science Implementation team have built a searchable map of EMBO Members and Associate Members, the EMBO Science Map.

The map is generated using the scientists' publication records as descriptions of their research. Each abstract is semantically encoded into a numerical representation, using an AI model trained for the purpose. This allows the content to be organized and clustered computationally to visualize EMBO Members based on their research interests in the context of a broad landscape of research areas in the life sciences.

The map, which will be made publicly available towards the end of 2026, enables identification of EMBO Members and Associate Members as potential collaborators in projects and initiatives, or speakers for scientific events, and more generally of scientists working on specific topics.

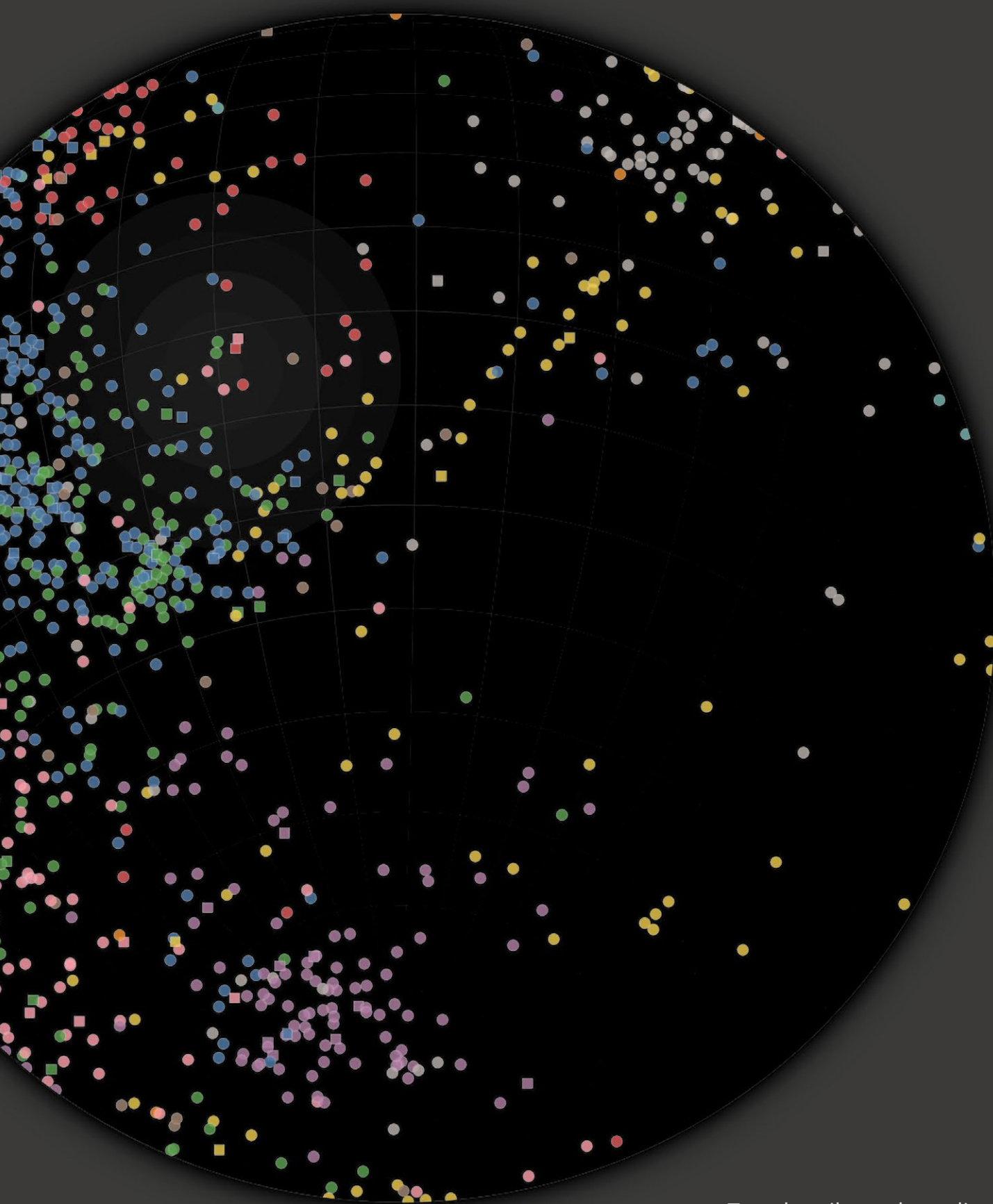
The EMBO Science Map provides a user-friendly and unbiased way to look at the distribution of EMBO Members in different areas of life sciences. It provides helpful information when nominating candidates or voting in the EMBO Membership election and helps to broaden the EMBO Membership's scientific and geographical diversity.



Top: Geographical map of EMBO Members (blue circles) and EMBO Associate Members (orange squares).

Right: Science map of EMBO Members (circles) and EMBO Associate Members (squares). Scientists with similar expertise are located close to each other on the map. Colouring according to automatically assigned research topics (e.g. plant biology in purple, near the bottom centre, cell biology in blue towards the upper left). Visualization generated by Uniform Manifold Approximation and Projection (UMAP) onto a spherical surface.





Test the pilot web application:
sciencemap.embo.org

EMBO Members elected in 2025

Name ▼	Institute	Research interest
Abena S. Amoah	Leiden University Medical Center, Leiden Netherlands	Environmental exposures and global immune responses
Fredrik Bäckhed	University of Gothenburg, Gothenburg Sweden	Role of gut microbiota in cardiometabolic diseases
Christoph Bock	CeMM, Vienna Austria	Medical epigenomics
Laura Cancedda	Italian Institute of Technology, Genova Italy	Rodent neurodevelopment and therapeutic approaches
Eero Castrén	University of Helsinki Finland	Neuroplasticity in recovery from brain disorders
Ibrahim Cissé	MPI für Immunbiologie und Epigenetik, Freiburg Germany	Superresolution imaging of transcription
Barbara Conradt	University College London United Kingdom	Cell fate acquisition
Ana Cvejić	University, Copenhagen Denmark	Single-cell multiomic analysis of blood cells
Marie Delattre	École Normale Supérieure, Lyon France	Evolutionary cell biology in nematodes
Ana I. Domingos	University of Oxford United Kingdom	Neuroimmunometabolism of sympathetic circuits
Magdalena Dziembowska	University, Warsaw Poland	Synaptic mitochondria in genetic models of autism
Abdel El Manira	Karolinska Institutet, Stockholm Sweden	Circuits for motor actions
Valentina Emiliani	Institut de la Vision, Paris France	All-optical neuronal circuit manipulation
Christian Fankhauser	University, Lausanne Switzerland	Photoreceptor-mediated development in plants
Utz Fischer	University, Würzburg Germany	RNA biology and human diseases
Monika Fuxreiter	Università di Padova Italy	Cellular interactions and higher-order assembly
Martin Giurfa	Sorbonne University, Paris France	Decoding cognition in the miniature brain of bees
Mathilde Grelon	Institut Jean-Pierre Bourgin, Versailles France	Meiosis and chromosome dynamics in plants
Edouard Hannezo	Institute of Science and Technology Austria (IST), Klosterneuburg Austria	Physical principles in biological systems
Wolf-Dietrich Hardt	ETH Zurich Switzerland	Infection biology and virulence evolution
Tibor Harkany	Medical University of Vienna, Vienna Austria	Developmental principles of drug abuse
Julian M. Hibberd	University of Cambridge United Kingdom	Evolution of photosynthesis in land plants
Matthew K. Higgins	University of Oxford United Kingdom	Molecular parasitology and vaccine design
Paulien Hogeweg	Utrecht University Netherlands	Computational models of multilevel evolution
Manuel Irimia	Universitat Pompeu Fabra, Barcelona Spain	Transcriptomics of development and evolution
Gábor Juhász	HUN-REN Biological Research Centre, Szeged Hungary	Lysosomal recycling pathways in animals
Steffen Jung	Weizmann Institute of Science, Rehovot Israel	Origins and functions of mononuclear phagocytes
Ralf Jungmann	MPI für Biochemie, Martinsried Germany	Nanoscale imaging of biomolecular organization
Arne Klungland	University, Oslo Norway	Dynamic gene regulation in embryo development
Gijsje Koenderink	Kavli Institute of Nanoscience, Delft Netherlands	Cell and tissue biophysics
Jan Konvalinka	Institute of Organic Chemistry and Biochemistry AS CR, Prague Czech Republic	Antibody mimetics and rational drug design
Mart Krupović	Institut Pasteur, Paris France	Cell biology and virology of archaea
Riitta Lahesmaa	Bioscience Centre, Turku Finland	Regulation of human immune response
Mart Loog	Independent Estonia	A unified model of Cdk substrate phosphorylation
Rosa Lozano-Durán	Universität, Tübingen Germany	Molecular geminivirus-plant interactions
Christian Lüscher	University of Geneva Switzerland	Circuit mechanisms of addiction and overeating
Taija Mäkinen	University of Helsinki Finland	Lymphatic vascular development and disease
Eran Meshorer	The Hebrew University, Jerusalem Israel	Stem cell epigenetics and neuronal disease modeling
Gaia Novarino	Institute of Science and Technology Austria (IST), Klosterneuburg Austria	Understanding neurodevelopmental disorders

EMBO Members elected in 2025 *continued*

Name ▼	Institute	Research interest
Andrew C. Oates	Swiss Federal Institute of Technology, Lausanne Switzerland	Rhythmic patterning of the zebrafish embryo
Elisa Oricchio	Swiss Federal Institute of Technology, Lausanne Switzerland	Functional cancer genetics and epigenetics
Martin Pilhofer	ETH Zurich Switzerland	Microbial cell-cell interactions
Clemens Plaschka	IMP, Vienna Austria	RNA processing and regulation
Pavel Plevka	Central European Institute of Technology (CEITEC), Brno Czech Republic	Virus structure and replication
Magdalini Polymenidou	University of Zurich Switzerland	Molecular pathogenesis of neurodegeneration
Cristina Pujades	Universitat Pompeu Fabra, Barcelona Spain	Temporal pattern of cell lineages in development
Caroline Relton	London School of Hygiene and Tropical Medicine, London United Kingdom	Molecular epidemiology
Jody Rosenblatt	King's College, London United Kingdom	Epithelial cell extrusion and its roles in disease
Maike Sander	Max-Delbrück-Centrum, Berlin Germany	Understanding beta cell failure in diabetes
Anne Schaefer	Max Planck Institute for Biology of Ageing, Cologne Germany	Microglial regulation in aging and disease
Oren Schuldiner	Weizmann Institute of Science, Rehovot Israel	Wiring and remodeling of neural circuits
Eilon Shani	Tel Aviv University Israel	CRISPR-driven discovery of plant hormone transport
Bärbel Stecher	TU Munich School of Life Sciences, Freising-Weihenstephan Germany	Functional gut microbiome research
Yonatan Stelzer	Weizmann Institute of Science, Rehovot Israel	How cells form the mammalian embryo
Szymon Świeżewski	Institute of Biochemistry and Biophysics, PAS Poland	Molecular biology of seeds
Abdou Rachid Thiam	École Normale Supérieure France	Lipid and organelle biology: a physics viewpoint
Tõnis Timmusk	University of Technology, Tallinn Estonia	Gene regulation in the nervous system
Yves Van de Peer	VIB Center for Plant Systems Biology, Ghent Belgium	Plant genomics and polyploidy
Assaf Vardi	Weizmann Institute of Science, Rehovot Israel	Host-pathogen interactions in the ocean
Nadine Vastenhouw	University, Lausanne Switzerland	Transcriptional regulation in vertebrate embryos

EMBO Associate Members elected in 2025

Name ▼	Institute	Research interest
Peter Currie	Australian Regenerative Medicine Institute, Clayton Australia	Developmental evolutionary and stem cell biology
Caixia Gao	Chinese Academy of Sciences, Beijing China	Precision genome engineering for crop improvement
Bon-Kyoung Koo	Institute for Basic Science, Daejeon Korea, Republic of	Organoids and genetic tools for stem cell research
Andrew W. Murray	Harvard University, Cambridge United States	Evolution and physiology of brewer's yeast
David Pellman	Dana-Farber Cancer Institute, Boston United States	Rapid genome evolution from cell division errors
Uma Ramakrishnan	Tata Institute of Fundamental Research, Bangalore India	Population genomics of endangered species
Libo Shan	University of Michigan, Ann Arbor United States	Plant immune homeostasis regulation
Yue Wan	Genome Institute, Singapore Singapore	RNA structuromics in diverse organisms
Feng Zhang	Broad Institute of MIT and Harvard, Cambridge United States	Molecular tools for engineering physiology

EMBO Gold Medal

The EMBO Gold Medal is awarded annually to a young scientist for outstanding contributions to the life sciences in Europe. Young independent group leaders play a major role in building a strong research environment. The EMBO Gold Medal acknowledges and highlights remarkable achievements of this group. The awardee receives a medal and a bursary of 10,000 euros.

**This year, the EMBO Gold Medal was awarded to two scientists:
Tanmay Bharat and David Bikard.**



Tanmay Bharat was awarded the EMBO Gold Medal in recognition of his pioneering work on the prokaryotic S layer, combining superb research in microbiology and *in situ* structural biology.

Bharat is a programme leader in the Structural Studies Division of the MRC Laboratory of Molecular Biology (LMB) in Cambridge, UK. His group uses cryo-electron tomography to study how surface molecules allow microorganisms (bacteria and archaea) to form multicellular communities. Bharat read chemistry at the University of Delhi, India, and biological sciences at the University of Oxford, UK, followed by a PhD at EMBL Heidelberg, Germany, with John Briggs, and postdoctoral research at the LMB with Jan Löwe. He started his independent career at the Dunn School of Pathology, Oxford, before returning to the LMB in his current role.



David Bikard was awarded the EMBO Gold Medal in recognition of his pioneering work on gene editing, including his editing of a target bacterial population directly in the gut of mice.

Bikard leads the Synthetic Biology Group at the Institut Pasteur in Paris, France. He earned his PhD from Paris Diderot University for work on integron recombination, and completed postdoctoral training at Rockefeller University, New York, US, where he began studying CRISPR-Cas systems. His research explores genetic innovation driven by the arms race between bacteria and phages, with a focus on using CRISPR tools to study and control bacterial functions. He co-founded a company that develops CRISPR-based microbiome therapeutics. A recipient of two ERC grants, the EMBO Young Investigator Award, and the Vallery-Radot Prize, he is recognized for pioneering advances in microbial genetics.



© ASCB

David Bikard receiving the EMBO Gold Medal from EMBO Director Fiona Watt during Cell Bio 2025

FEBS | EMBO

Women in Science Award

The FEBS | EMBO Women in Science Award is a joint initiative of the Federation of European Biochemical Societies (FEBS) and EMBO. It recognizes and highlights major contributions by female scientists working in Europe to life sciences research in the past five years. The awardee receives a prize of 10,000 euros as well as a bronze statuette, and gives a plenary lecture at the FEBS Congress.

Carola García de Vinuesa received the 2025 FEBS | EMBO Women in Science Award. She is recognized for her internationally renowned discoveries in the areas of antibody responses and the causes of autoimmunity, and for pioneering the exploration of rare gene variants in adults and children with autoimmune diseases. García de Vinuesa is a principal group leader and assistant research director at the Francis Crick Institute in London, UK.

The award highlights García de Vinuesa's broader impact as a role model within the life sciences community, in particular her unique contribution to public engagement. She has brought science, specifically human genetics, into the public eye through her involvement in the Kathleen Folbigg case. The Australian mother had been wrongly imprisoned for the deaths of her four children, until genetic research by García de Vinuesa and her colleagues changed the course of the case.



I feel immensely honoured to receive this award. This award celebrates the achievements of the many dedicated scientists in my lab and our collaborators, who have worked together with perseverance, overcoming many challenges, united by a passion for discovery and a shared commitment to understanding the causes of human disease.



EMBO Lab Sustainability Award

The EMBO Lab Sustainability Award recognizes new and significant contributions to the development of sustainable wet and dry labs with a focus on their environmental impact. In 2025 it was made to a group initiative represented by one individual. The awardee presents their initiative or project at scientific events, and the project is supported with a grant of 10,000 euros.

The EMBO Lab Sustainability Award was awarded to two exceptional grassroots networks: Green Labs Netherlands and the UK Laboratory Efficiency Action Network (LEAN).



Green Labs Netherlands received the award for advancing sustainable research practices in Europe. It is recognized for rapid growth, innovative approaches and strong engagement with multiple science stakeholders, particularly funding agencies. Furthermore, its community work, communications via social media and dissemination of Open Source materials raise awareness and promote sustainability in science. The Open Access e-module *Just and Sustainable Science Practices and Laboratory Research*, developed in collaboration with UMC Utrecht, is a creative and impactful way to integrate sustainability in education.

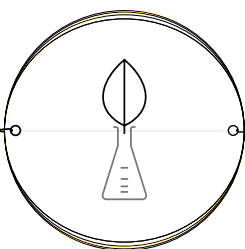
Florijn Dekkers represents Green Labs Netherlands. Further members of the network who were co-applicants for the award are Marit de Kort, Joep Sprangers, Rolf Slaats, Mandy Erkelens, Laura Meulenbroeks, Boaz Chemtob, Thomas Freese, Aram de Haas and Gabriela Dankova.

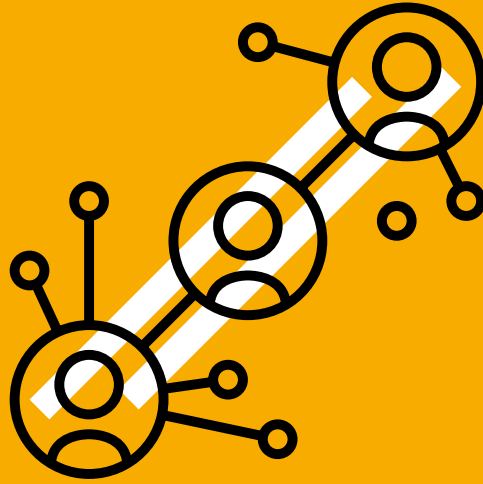


Laboratory Efficiency
Action Network

The Laboratory Efficiency Action Network (LEAN) in the UK is recognized as one of the pioneering grassroots networks in Europe. Since its inception in 2018, when sustainability in research had a relatively low profile, LEAN has played a key role in raising awareness and building momentum. The award particularly acknowledges the organization of recent workshops and conferences on implementing the *Concordat for the Environmental Sustainability of Research and Innovation Practice* by LEAN, and the development of education programmes. LEAN has a central role in shaping a sustainable research landscape in the UK and inspiring grassroots networks across Europe.

LEAN is represented by Anna Lewis. Co-applicants for the award were Marcelo Salierno and Matthew Bennett.





**Programmes
and schemes**

Programmes and schemes

Grow and connect talents

One of the core missions of EMBO is to support and connect outstanding talents, nurturing the next generation of life scientists in Europe and beyond. Through well-established programmes and pioneering initiatives, EMBO enables life scientists to unlock their full potential and maximize their impact on the scientific community at large.

Every year, thanks to the EMBO Programmes and schemes, scientists from every career stage benefit from financial support to develop their research, access high-quality lectures and unique training, and become part of networks of excellence at European and global level.

Postdoctoral Fellowships

Established in 1966, the EMBO Postdoctoral Fellowships continue to provide extremely successful opportunities for early career researchers to pursue excellent science in recognized laboratories, while connecting with the international scientific community. Fellowships are awarded to applicants who have proven, through their doctoral work and by publishing significant research results in peer-reviewed articles, that they can contribute to the advancement of scientific knowledge. In addition to the scientific qualification of the applicants, the host laboratories and institutes are evaluated to ensure that awardees will benefit from the best training available.

EMBO Postdoctoral Fellowships are awarded to highly qualified junior scientists for international postdoctoral training for up to two years. The fellowships allow recipients from EMBC Member States to carry out a research project in a laboratory anywhere in the world. The fellowships are also open to applicants from outside EMBC Member States doing their postdoctoral training in an EMBC Member State. Applicants moving to and from Chile, India, Singapore and Taiwan are also eligible. Evaluation and selection are carried out by the EMBO Fellowship Committee.

In 2025 there were 23 members of the fellowship committee with 11 women (48%) and 19 countries represented.

The number of applications significantly increased compared with 2024: in 2025, the programme received 1,717 applications, reflecting a 27% increase over the number of applications received in 2024.

To facilitate interactions among active and alumni EMBO Fellows, the fellowship office offers the fellowship networking platform. The platform is also used to advertise job and training opportunities, country-specific funding and programme updates. Launched in 2024, the platform currently has more than 800 users from 33 countries.

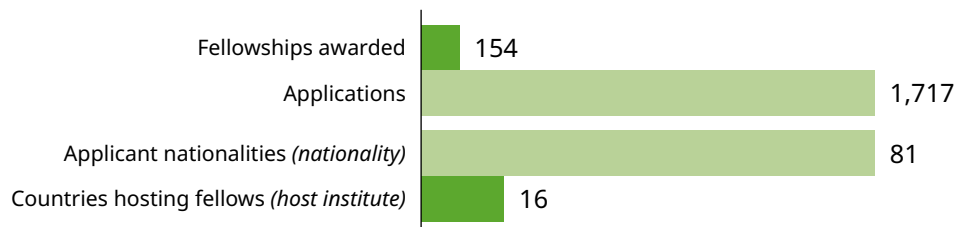
In June 2025 the annual EMBO Fellows' Meeting took place in Heidelberg, Germany. The event saw more than 100 current and former EMBO Postdoctoral Fellows come together to discuss and share science, and to take part in sessions on publishing and research integrity, as well as on soft skills development offered by EMBO Lab leadership.



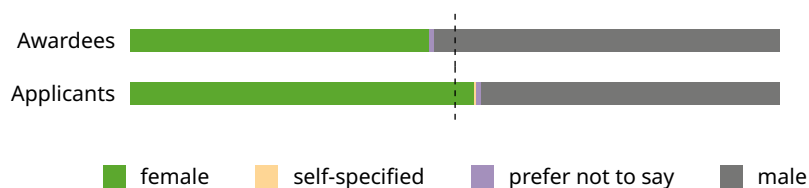
© Outer left and right: EMBO/Ghulam Rasool

154

new **Fellows**



Gender distribution



EMBO Fellows' Meeting session, group photo and EMBO Lab Leadership training.

Find additional data at:
embo.org/about-embo/embo-facts-figures

Direct link: embo.org/documents/facts_figures/EMBO_annual_report_2025-Postdoctoral_fellowships.pdf



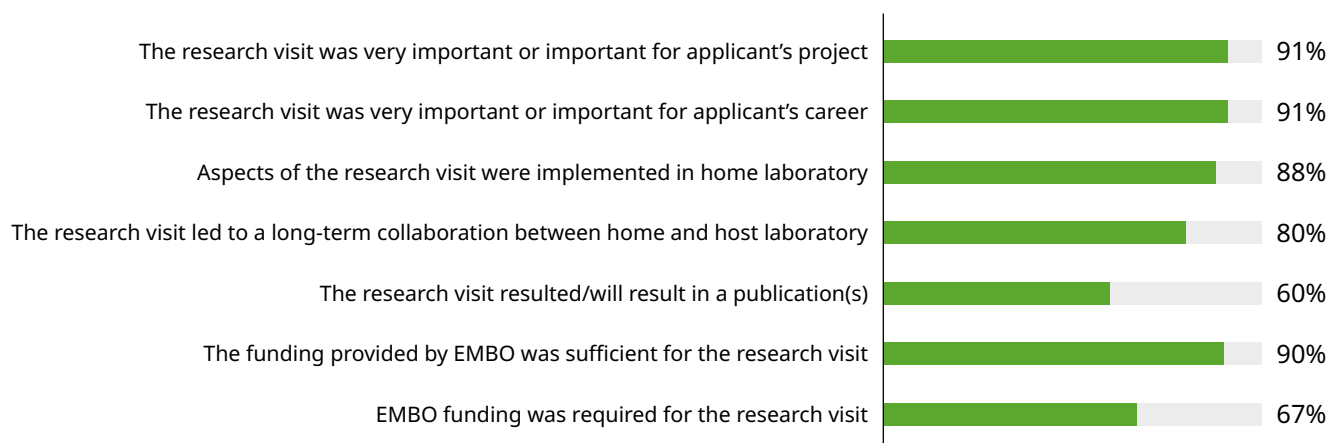
Scientific Exchange Grants with Core Facility Fellowships and New Venture Fellowships

EMBO Scientific Exchange Grants support research collaborations between laboratories within EMBC Member States and EMBO/EMBC global partners (Chile, India, Singapore, Taiwan), allowing scientists to gain access to scientific expertise, technologies or model systems not available in their home laboratories. The grants finance travel and a daily allowance for short-term research visits between one week and three months. The Core Facility Fellowships and New Venture Fellowships have been incorporated into the framework of the Scientific Exchange Grants.

Thanks to the 2023 Memorandum of Cooperation signed by EMBO with the Japan Science and Technology Agency (JST), scientists funded by the JST programme are eligible to apply for EMBO Scientific Exchange Grants to carry out research in an EMBC Member State or EMBO/EMBC global partner. The grants are evaluated by the EMBO Scientific Exchange Grant Advisory Board and funded via JST. In 2025, six grants were awarded.

In 2025, the fellowship office carried out a survey of 2023 scientific exchange grantees to gain insight into the value of the programme and assess its impact for scientific exchange across EMBC Member States. Out of 303 awardees, 57% responded to the survey. The outcome of the survey indicates that the grants promote collaborations, knowledge transfer and joint publications, and have a positive impact on the awardees' career development.

Survey insights



350

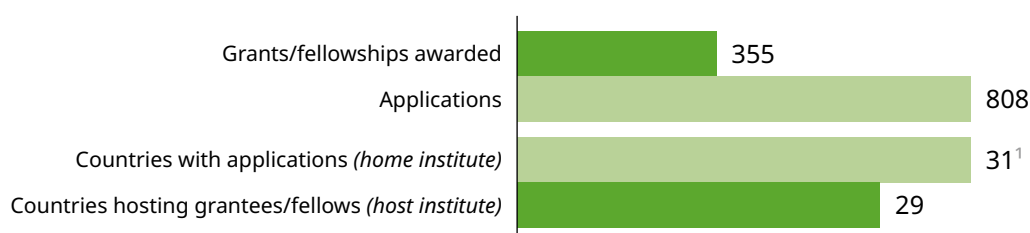
new **Scientific Exchange Grants**

4

new **Core Facility Fellows**

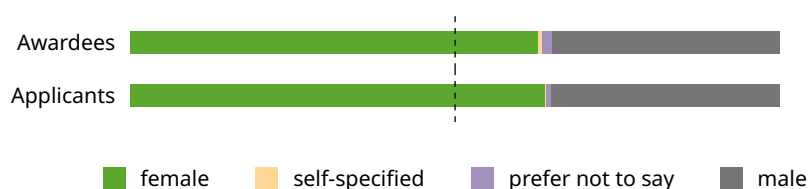
1

new **New Venture Fellow**



¹ One applicant from South Africa was funded by the Director's budget.

Gender distribution



Find additional data at:
embo.org/about-embo/embo-facts-figures

Direct link: embo.org/documents/facts_figures/EMBO_annual_report_2025-SEG_NVF_CFF.pdf



Young Investigator Network

In its mission to support, enable and connect talents, EMBO offers a rich portfolio of opportunities dedicated to group leaders based in EMBC Member States and in countries and regions that are covered by a formal agreement. All group leaders participating in these programmes and schemes become part of the EMBO Young Investigators Network.

The key programmes and schemes under the EMBO Young Investigator Network are:

- The **EMBO Young Investigator Programme** supports some of the best young group leaders who are within the first four years of having established their first independent laboratory in Europe, or in countries and regions that are covered by a formal agreement. In 2025, group leaders based in Chile, India, Singapore and Taiwan were eligible. In Japan, group leaders funded by certain JST programmes were eligible. Applicants must already have published a last author paper from their lab.
- The **EMBO Installation Grants** support scientists establishing their first independent lab in participating member states. In 2025, grants were available to scientists going to Croatia, Czechia, Estonia, Greece, Hungary, Lithuania, Luxembourg, Poland, Portugal and Türkiye.
- The **EMBO Global Investigator Network** supports scientists who have established their first independent laboratory within the last six years in countries and regions that are covered by a formal agreement. In 2025, scientists from Chile, India, Singapore and Taiwan were eligible. Applicants must already have published a last author paper from their lab.

In 2025, the EMBO Young Investigator Network counted more than 800 new and former members, distributed as shown in the map to the right.

EMBO Young Investigator Network Annual Meeting in Heidelberg



© EMBL Photolab

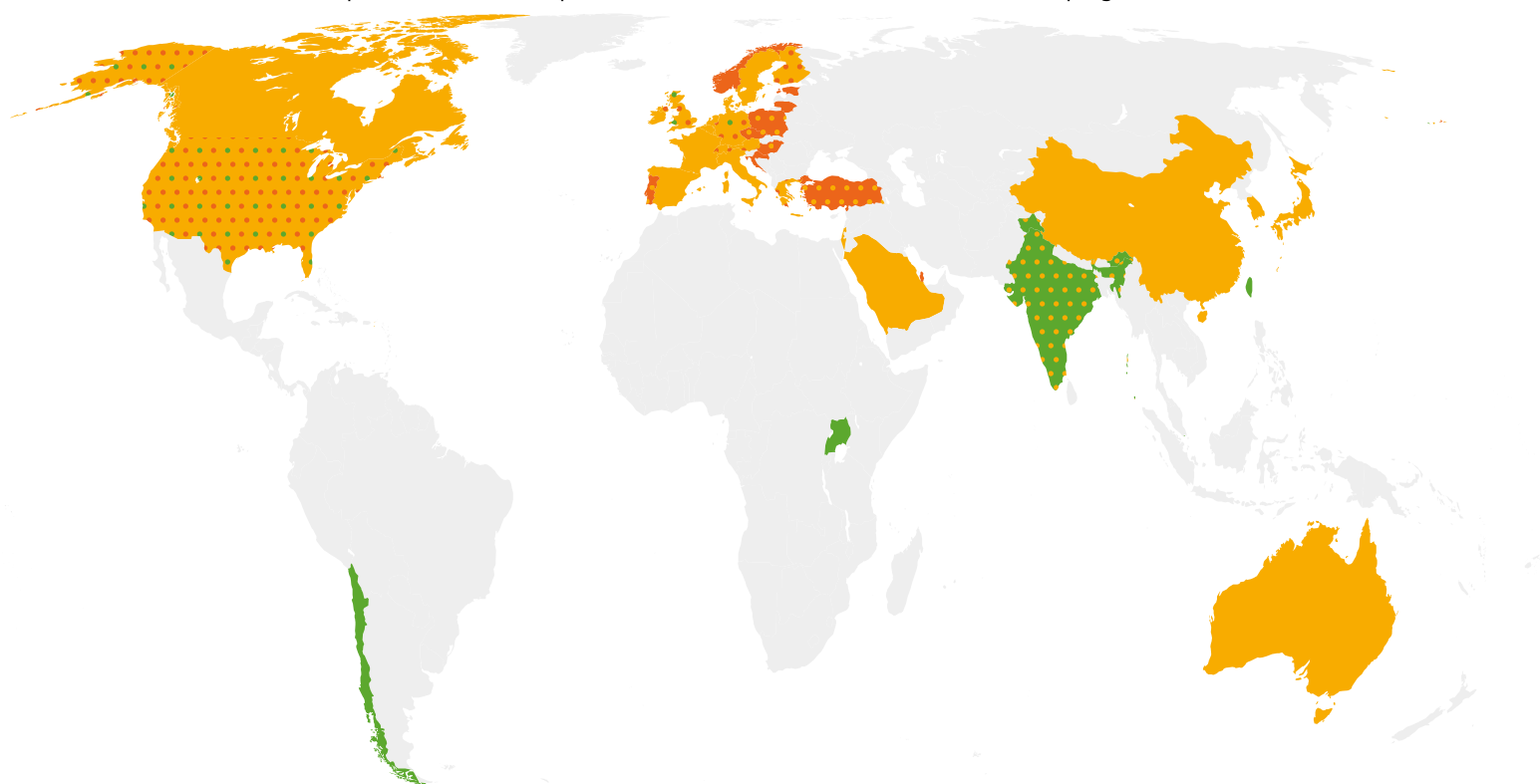
50

new **EMBO Young Investigator Network** members

Geographical reach¹ – Location of current and former network members

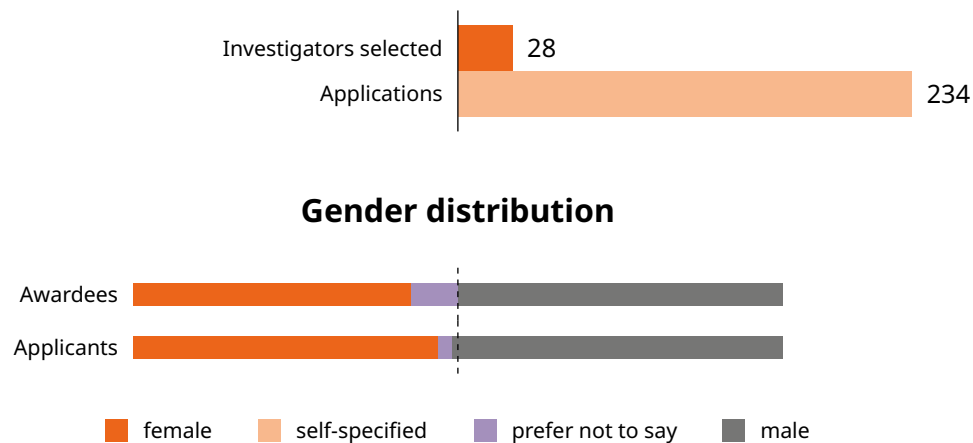
■ EMBO Young Investigators ■ EMBO Installation Grantees ■ EMBO Global Investigators

Dotted patterns indicate the presence of current or former members of several programmes/schemes

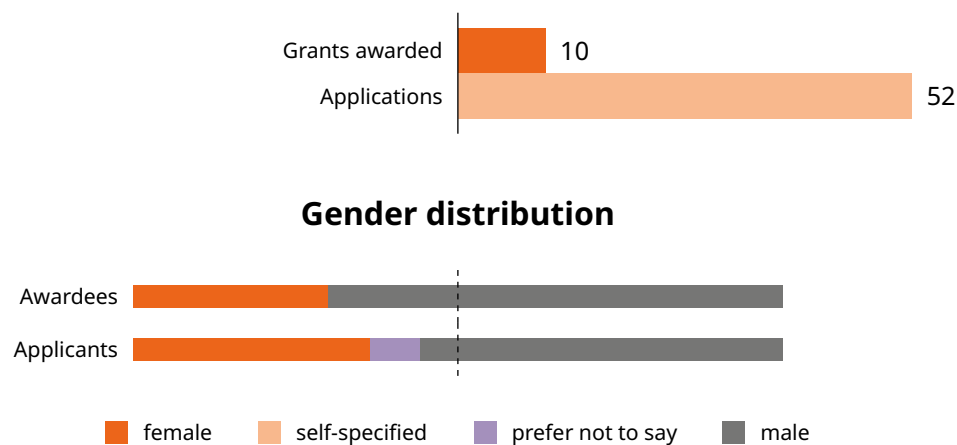


¹ Map layout based on United Nations map. Locations as of March 2025. Overseas territories and similar regions without residing network members have not been highlighted.

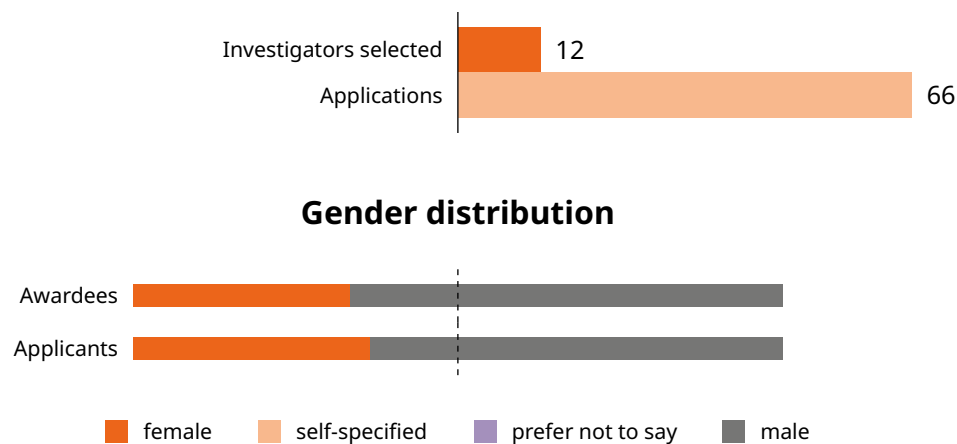
EMBO Young Investigator Programme



EMBO Installation Grants



EMBO Global Investigator Network



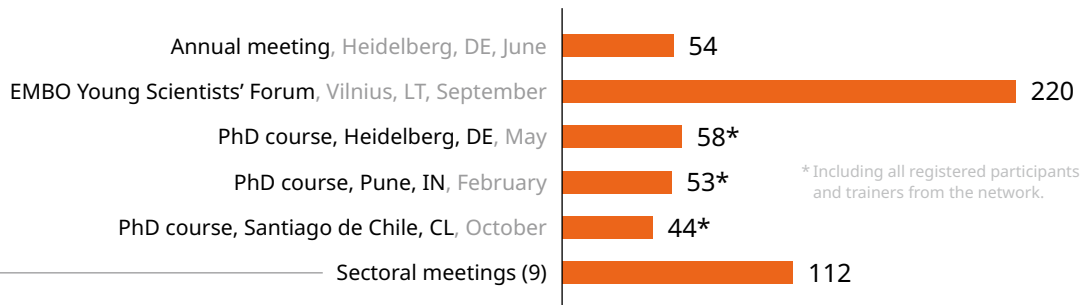
All programme members were selected in 2025.
The memberships start in 2026.

By becoming a part of the EMBO Young Investigator Network, group leaders have the unique opportunity to develop their skills and career through selected learning and training opportunities and participation in dedicated meetings.

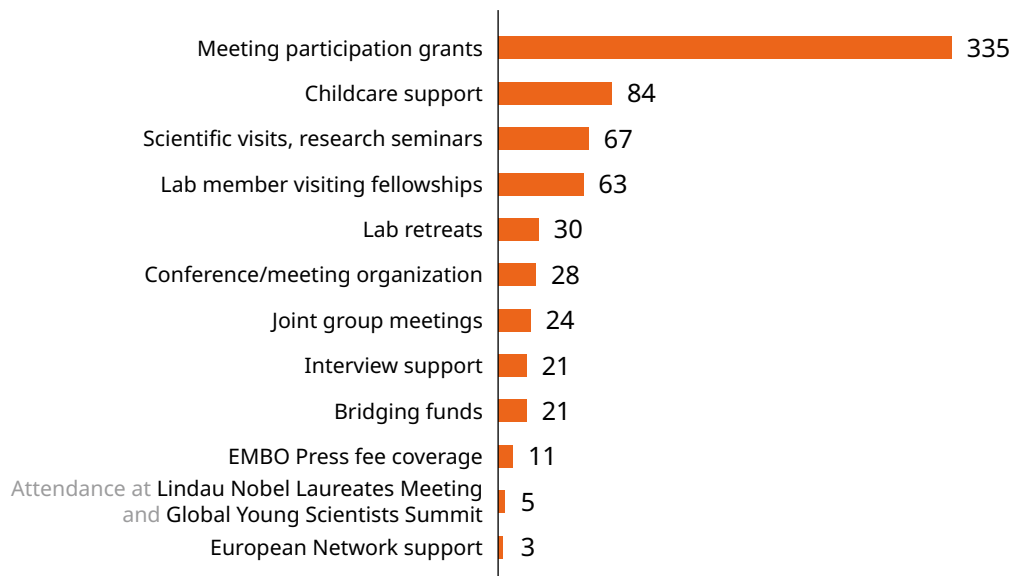
In 2025, key initiatives supporting knowledge sharing were:

- **Young Investigator Network meetings**
- **Lectures and seminars:** young investigators were financially supported for the delivery of 103 lectures and 13 institutional seminars. Global investigators were supported for the delivery of 15 lectures.
- **Networking and support:** EMBO provided networking and additional funding opportunities according to the chart below.
- **Training and professional development:** EMBO supported training provided by experts on research integrity, lab leadership and additional skills.

Young Investigator Network meeting participants



Networking and support



Find additional data at:

embo.org/about-embo/embo-facts-figures

Direct link: embo.org/documents/facts_figures/EMBO_annual_report_2025-EMBO_Young_Investigator_Network.pdf



Maria Leptin | EMBO Science Journalism Fellowships

EMBO launched the science journalism fellowships in 2024 to support journalistic reporting of the life sciences and thus help improve connections between the research community and wider society. The scheme has two strands: assisting current researchers to transition into journalism through funded internships of up to 12 months in media organizations, and encouraging existing reporters to undertake sabbaticals of up to six months within research institutions.

The scheme is funded by personal donations from former EMBO Director Maria Leptin. During the initial 2024 pilot phase three fellowships were awarded (*see the 2024 Annual Report*). The scheme was positively reviewed by EMBO, the board and Maria Leptin in May 2025, and re-launched in July.

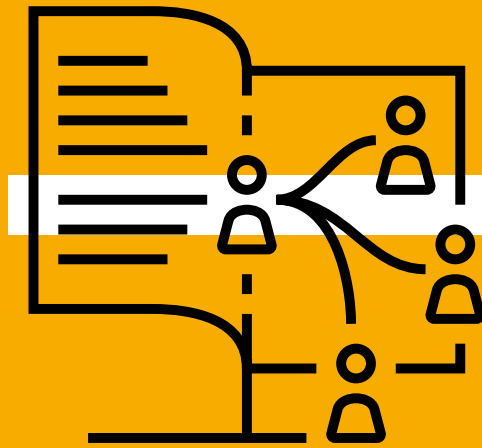
During 2025, 12 fellowships were awarded to:

- **Maria Bolevich** (Montenegro) for a sabbatical to explore developments in life sciences and related robotics research
- **Mico Tatalovic** (Croatia) for a sabbatical to examine the intersections between astrophysics and the life sciences
- **Aashima Dogra-Freitag** (Austria) for a sabbatical to study interdisciplinary science and its applications
- **Goda Raibyte-Aleksa** (Lithuania) for internships to study funding for policy and other aspects affecting funding for women's health research
- **Valentin Hammoudi** (France) for an internship with a mainstream media organization
- **Yemisi Bokinni** (United Kingdom) for a sabbatical to examine the importance of plants to modern medicine and the effects of climate change on plant chemistry
- **Michele Calamaio** (Italy) for a sabbatical to study the impact of underwater noise on marine life
- **Marion de Vevey** (Switzerland) for a sabbatical to examine the intersection between astrobiology and cognition research
- **Christine Ro** (UK) for a sabbatical on research into neglected tropical diseases
- **Alexandra Borissova Saleh** (Italy) for a sabbatical to study the intersection between the life sciences and the development of policy and law
- **Ioanna Soufleri** (Greece) for a sabbatical to examine the latest developments across the life sciences
- **Ailie McWhinnie** (United Kingdom) for an internship with a major science news publication

The scheme is open to residents of EMBC Member States, and internships must take place in an EMBC Member State. Applications are assessed by EMBO and an independent advisory board of current and recent science journalists. The fellowships are awarded annually with a closing date of 30 September.



EMBO Fellows and other attendants at “Global insights in life science: EMBO meets WPI”, taking place at the EMBO Fellows’ Meeting in June in Heidelberg.



**Journals, courses
and training**

Journals, courses and training

Accelerate knowledge-sharing

EMBO believes that excellence in the life sciences relies on high-quality, modern platforms to disseminate scientific knowledge, acquire state-of-the-art technical skills, and develop leadership and management competencies.

The EMBO journals, courses, conferences, and leadership training are designed to enable scientists worldwide to deliver and share their best work.

EMBO continues to make an impact on the research ecosystem by maximizing knowledge exchange worldwide for the benefit of science and society.

EMBO Press journals

A key pillar in the EMBO mission of scientific excellence is the dissemination of important, reliable, and reproducible research findings. The EMBO Press platform, wholly owned by EMBO and editorially independent, plays a key role in publishing such research and in developing international standards to enhance this process.

EMBO Press publishes four fully Open Access scientific journals.

- **The EMBO Journal** (EJ), launched in 1982, publishes research papers and reviews ranging from molecular and cell biology to developmental biology, ecology and evolution, with a particular emphasis placed on conceptual advance, molecular mechanism and physiological relevance.
- **EMBO Reports** (ER), launched in 2000, publishes both long- and short-format papers on major findings in all areas of molecular, cell and developmental biology, evolution and ecology, offering novel physiological, functional insight that is robustly documented by independent lines of evidence. The journal welcomes important confirmatory, null and refuting data. A Science & Society section hosts commentary and opinion articles on all aspects relevant to the life sciences community.
- **Molecular Systems Biology** (MSB), launched in 2005, publishes high-quality research papers and reviews in the fields of systems biology, synthetic biology and systems medicine.
- **EMBO Molecular Medicine** (EMM), launched in 2009, is dedicated to science at the interface between translational and clinical research and basic life sciences.

Life Science Alliance (LSA), launched in 2018, LSA is a global, Open Access, editorially independent and peer-reviewed journal founded by an alliance of EMBO Press, Rockefeller University Press and Cold Spring Harbor Laboratory Press. Papers published in Life Science Alliance meet high scientific and editorial standards established by the alliance partners.

EMBO Press journals incorporate Open Science principles, and its editorial process is based on an open scholarly discourse between authors, editors and referees to share high-quality, reproducible research results. Key EMBO Press principles are:

- Transparent peer review
- Reproducible open data
- Low friction submission
- Portable manuscripts
- Detailed decisions
- Scooping protection



EMBOpress



905
total articles
published

744
research articles

Publishing output in 2025¹⁺²

40
review articles

121
commentaries,
editorials,
news and views,
science and
society

Published research articles by geography in 2025¹

China

United States

Germany

United Kingdom

France

Japan

Spain

Switzerland

Australia

Italy

India

Others³

EMBO Press pioneered a consultative process that encourages scholarly discourse between editors and referees as well as between editors and authors, including before decisions and during revision. All journals mandate and facilitate the deposition of source data and detailed methods, and support preprints as well as refereed preprints, cooperating closely with the EMBO Review Commons platform.

In 2025:

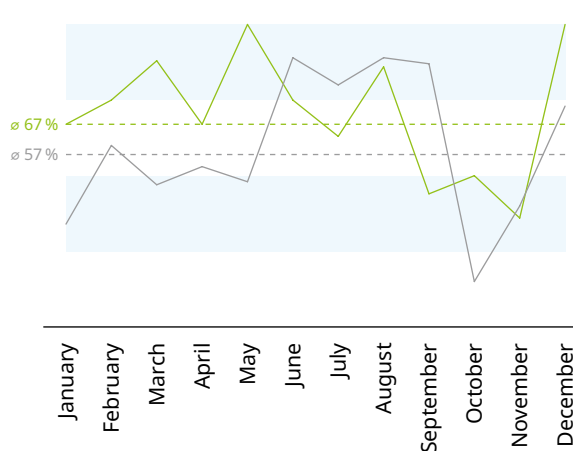
- The journals received 6,730 research article submissions, a 1.6% increase on 2024 (top 6: China (48.9%), USA (10.1%), Germany (5.5%), UK (4%), India (3.9%), France (2.7%)), of which 744 were published, a 9.5% increase (top 6: China (18.3%), US (17.5%), Germany (14.0%), UK (10.8%), France (5.2%), Japan (3.6%).
- 40 reviews and 121 commentaries were published.
- The acceptance rates in 2025 ranged from 8% (EMM) to 13% (ER), and 33.6% for LSA. 93% of invited revisions were published.
- LSA published 156 papers (42% fewer than 2024; top 5 contributing countries USA, Germany, China, Japan and UK).

A consultative manuscript transfer process provides alternative publishing choices for authors and increases EMBO Press output. LSA published 68% of the transferred papers that it received from the other journals. At the other four EMBO Press journals, 115 research papers (15.4%) were published as a result of inter-journal referrals. Transfers from Nature partner journals accounted for 49 additional published papers.

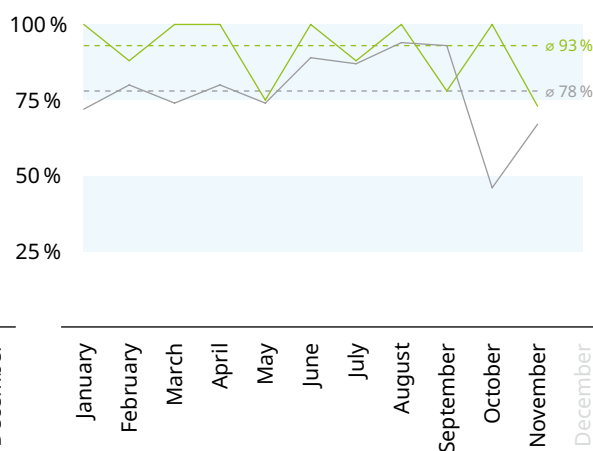
A survey was conducted throughout the year to assess author satisfaction. On average, 93% of survey respondents who published in one of the journals expressed satisfaction with their experience (51% reported a better experience than at the previous journal they submitted to; 42% reported a similar experience). The vast majority would recommend publishing in an EMBO Press journal based on a net promoter score of 67% (15% higher at EMBO Press compared to a cohort of similar life science journals).

Author satisfaction survey 2025

Net promoter score



CSAT (Customer Satisfaction Score)



— EMBO Press — Life Science Journals

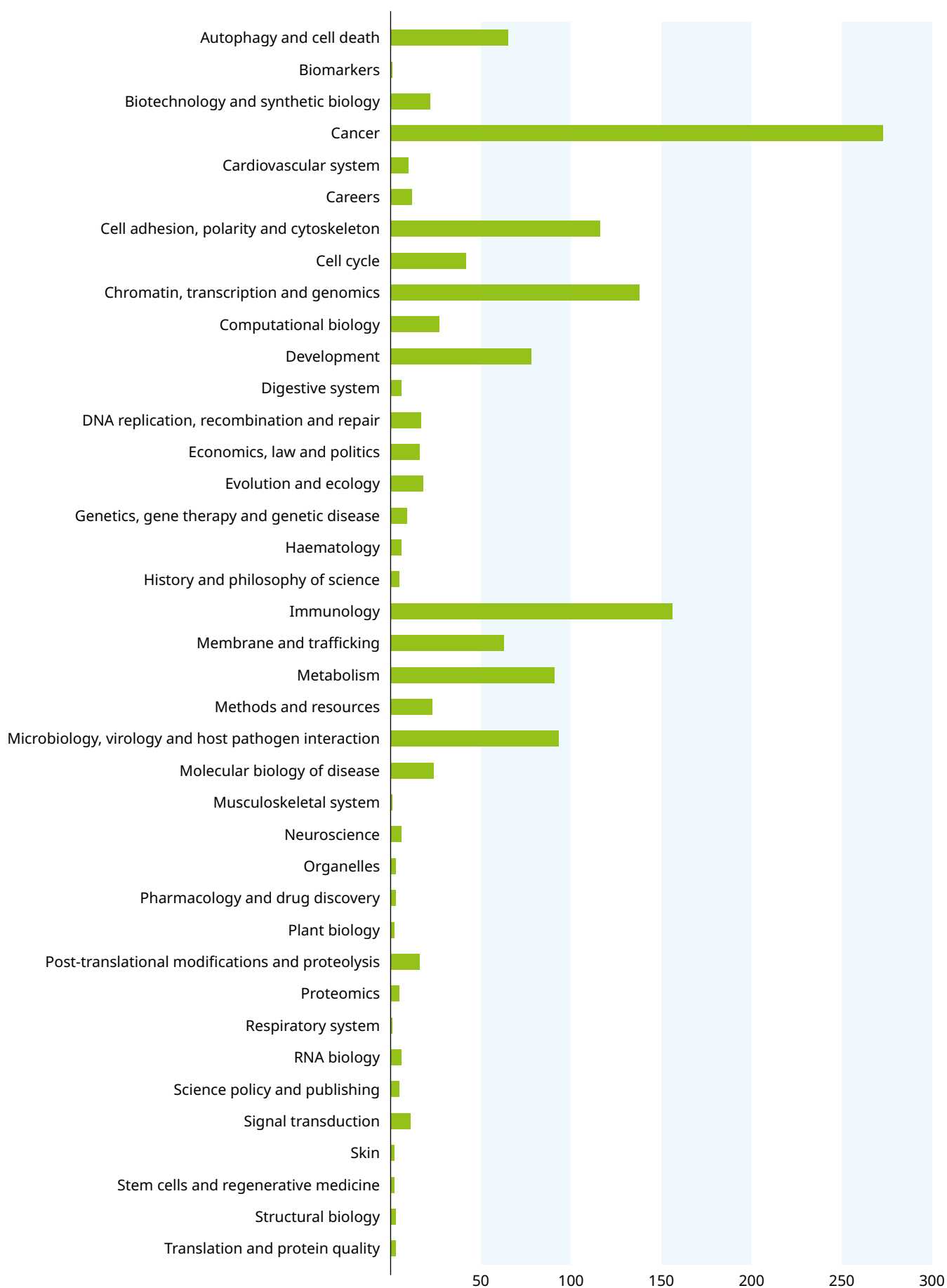
¹ excludes Life Science Alliance

² corrections/retractions are not included

³ countries with less than fifteen published research articles

Published research articles by subject category¹

(includes multiple tags per article)

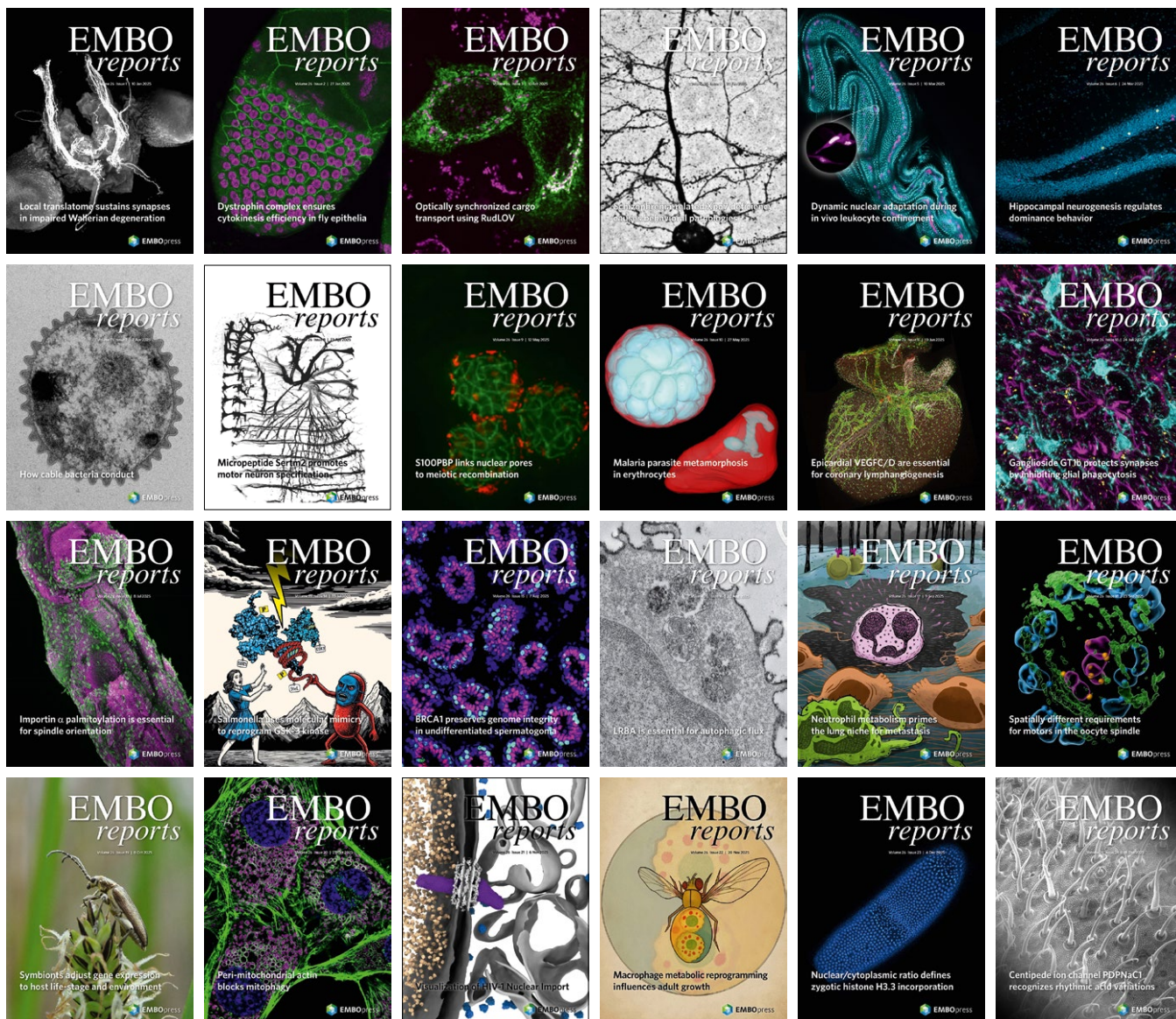


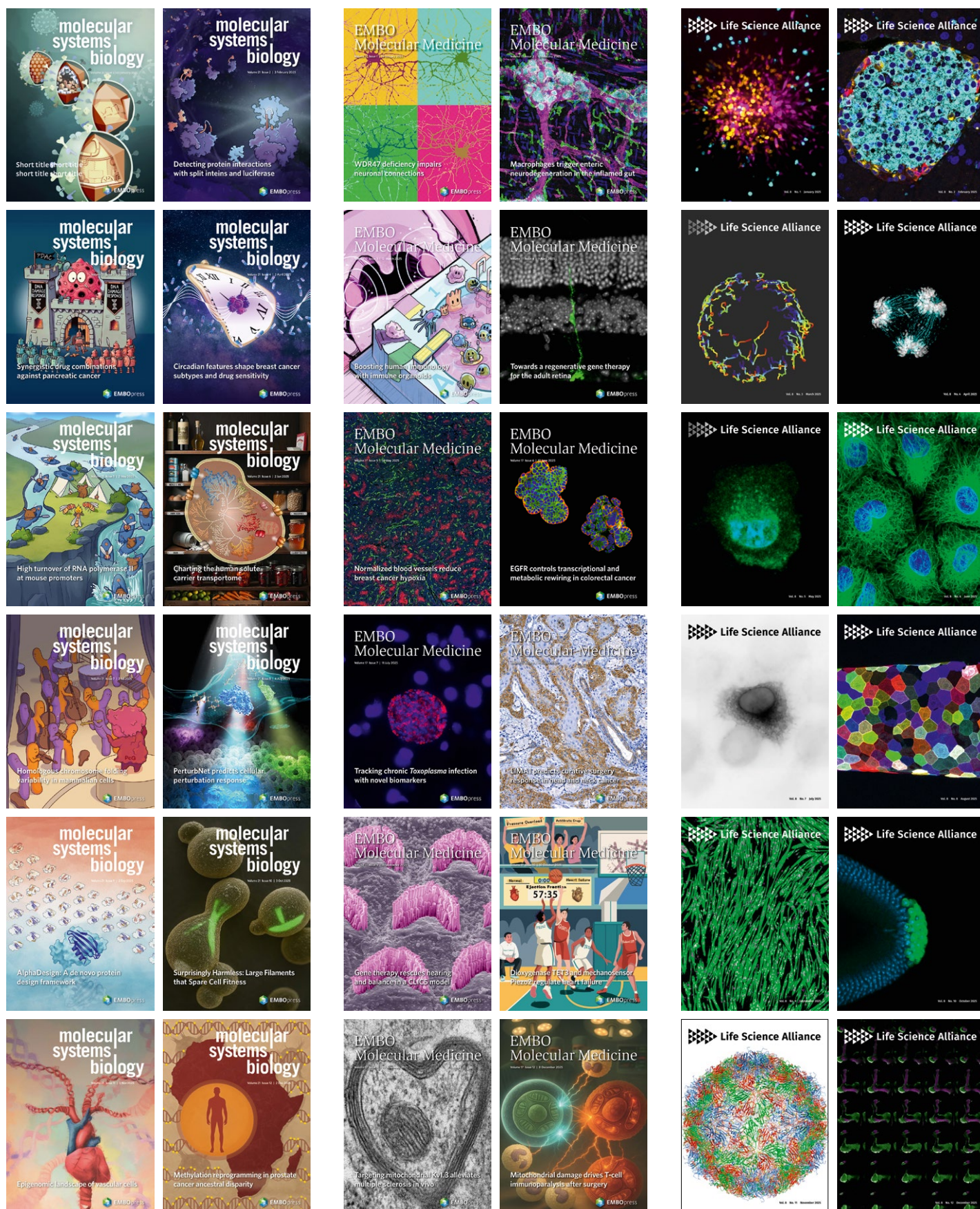
¹ excludes Life Science Alliance and, due to a switch of the content platform, EMBO Molecular Medicine.

THE EMBO JOURNAL



EMBO reports





Courses, workshops and conferences

Connecting scientists and disseminating knowledge are among the main objectives of EMBO. The EMBO Courses & Workshops Programme enables knowledge sharing by funding scientific meetings that stimulate the exchange of the latest scientific knowledge, provide training in new techniques and offer networking opportunities to scientists across career stages.

The type of knowledge sharing meetings funded by EMBO were:

- **EMBO Workshops**, bringing together scientists to present and discuss their latest discoveries, in person or in a hybrid format,
- **EMBO Practical Courses**, offering hands-on training in new methodologies,
- **Lecture courses**, disseminating knowledge and new concepts, primarily to early-career researchers.

EMBO-funded meetings took place in EMBC Member States, EMBO/EMBC global partners and countries covered by a partnership between EMBO and The Company of Biologists.

In 2025, EMBO supported meetings that reached over 10,000 scientists, from early-career researchers to established leaders, and across diverse life sciences disciplines and countries, fostering a truly global scientific community.

In addition to funding the organization of these meetings, EMBO provided funds that promote inclusive participation, such as travel grants, registration fee waivers and childcare grants.

The EMBO Courses & Workshops team continued to evaluate the participants' and organizers' feedback, and sought input from the EMBO Course Committee, to make sure that the programme stays up-to-date, and meets the needs and expectations of the evolving life science community.

EMBO continued to support organizers of major international scientific meetings by funding keynote lectures by an EMBO Member or Associate Member.

In 2025, EMBO enabled the delivery of 55 keynote lectures.

97
meetings

10429
participants

from 90 meetings reporting

2000
speakers

from 90 meetings reporting

Find additional data at:

embo.org/about-embo/embo-facts-figures

Direct link: embo.org/documents/facts_figures/EMBO_annual_report_2025-EMBO_Courses_Workshops.pdf





© EMBO/Jens Hedinger

Artwork for the EMBO | EMBL Symposium *Theory and concepts in biology*.

EMBO | EMBL Symposia

In collaboration with EMBL, EMBO delivers the EMBO | EMBL Symposia. The highly appreciated series of conferences takes place at EMBL in Heidelberg and focuses on interdisciplinary and forward-looking topics. Several of these have become the leading conferences in the fields they cover.

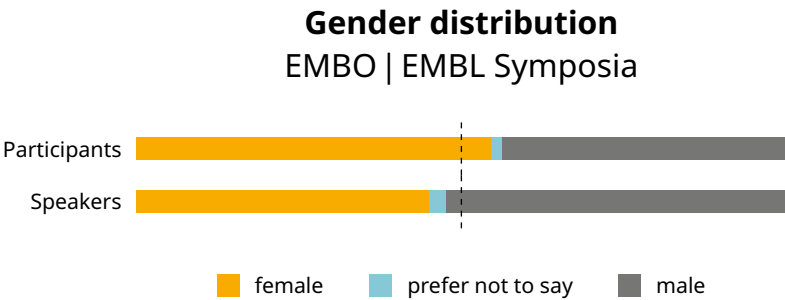
The following EMBO | EMBL Symposia took place in 2025:

Title	Organizer	Dates ▼
Mechanisms of drug resistance and tolerance in bacteria, fungi and cancer	Judith Berman, Markus Ralser, Marina Rodnina, Luiz Pedro Sorio de Carvalho	18–21 March
Wild frontiers of model organisms	Susana Coelho, Gautam Dey, Michael Dorrity, Nicole Dubilier, Flora Vincent	8–11 April
Theory and concepts in biology	Alexander Aulehla, Jordi Garcia-Ojalvo, Christina Hueschen, Sriram Ramaswamy, Kirsty Wan	6–9 May
Infection: pathogens, hosts, and microbiomes	Maria Bernabeu, Pascale Cossart, Hiten Madhani, Kim Orth, Michael Way	26–28 May
The ageing genome: from mechanisms to disease	George Garinis, Jacqueline Jacobs, Björn Schumacher, Agnel Sfeir	10–13 June
New approaches and concepts in microbiology	Pascale Cossart, Sophie Helaine, KC Huang, Michael Laub, Nassos Typas	24–27 June
The human microbiome	Mani Arumugam, Ami Bhatt, Peer Bork, Nicola Segata	16–19 September
Seeing is believing: imaging the molecular processes of life	Jan Ellenberg, Jennifer Lippincott-Schwartz, Satyajit Mayor, Atsushi Miyawaki	8–11 October
Organoids: modelling organ development and disease in 3D	Meritxell Huch, Karl R. Koehler, Madeline Lancaster, Esther Schnapp	22–25 October
Cell biology of the nucleus	Simone Köhler, Patrick Lusk, Thomas Quail, Sara Wickström	18–21 November

Attendance
EMBO | EMBL Symposia

2783
participants

200
speakers



EMBO Lab Leadership

EMBO provides a sought-after training portfolio through its daughter company, EMBO Solutions. Since 2005, the EMBO Lab Leadership and other EMBO Solutions courses have been designed and delivered to empower skilful, effective and empathetic leadership, scientific rigour and other key career development opportunities.

In 2025, EMBO and EMBO Solutions celebrated 20 years of the EMBO Lab Leadership Course. 99 relevant and highly appreciated courses were delivered to group leaders, senior postdoctoral researchers and PhD students. The courses included the flagship EMBO Lab Leadership Course, as well as workshops on project management, negotiation, research integrity, scientific communication, and designing schematic figures.

The positive response from approximately 1,400 scientists who attended the courses in 2025 confirmed the need for this unique portfolio of training and development resources delivered by EMBO Solutions and the editors of the EMBO Press journals.

In the twentieth anniversary year of the EMBO Lab Leadership Course, EMBO Solutions launched a modern education management platform to support participants with the long-term implementation of the tools and models they learn; a stronger brand and web presence; and the pilot of an Advanced Leadership for Scientists course, designed for more senior research leaders. The leadership and communication principles of EMBO Lab Leadership training now form a sequence of education for scientists from postdoctoral researchers to principal investigators to senior leaders.

In 2025, EMBO Solutions delivered the following courses:

- EMBO Lab Leadership
- Negotiation for scientists
- Self-leadership for scientists
- Project management for scientists
- Applying design principles to schematic figures
- Foundations in scientific integrity*
- Writing papers & short-format presentations*
- Peer reviewing research articles*.

* delivered by EMBO Press editors

All courses were delivered in person or online and received highly positive feedback.



~1,400

people attended a course

99

courses delivered

638

of those people attended a course
in Leimen, Germany,
or online

EMBO Fellows no longer attend open-registration courses.

48

institute-convened courses
were delivered worldwide

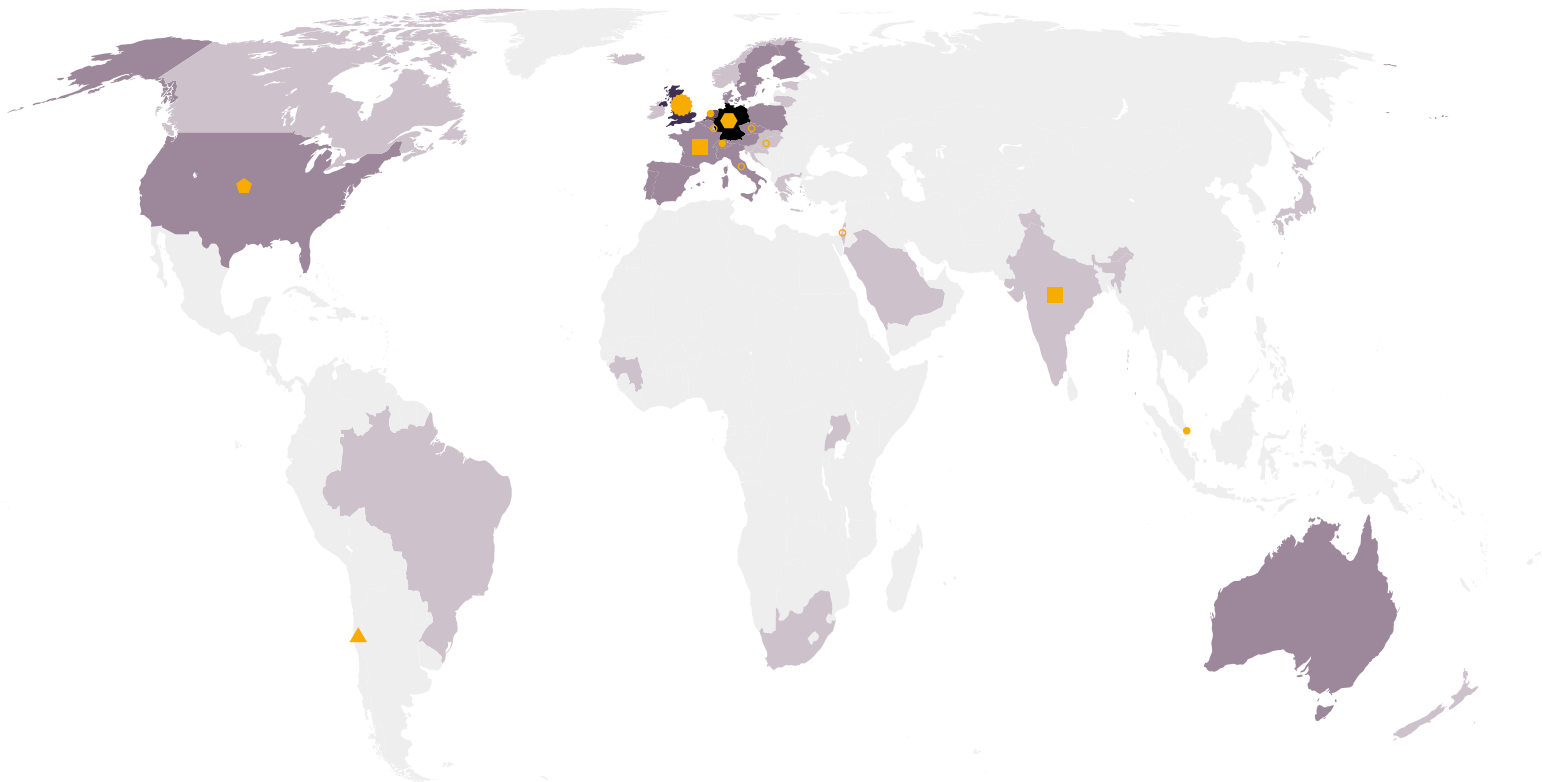
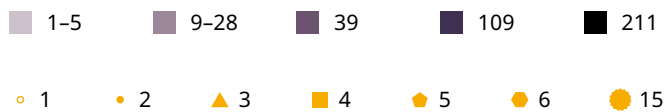
51

open-registration courses
were convened in Leimen, Germany,
or online

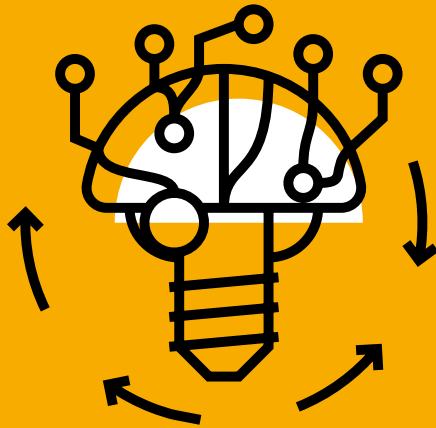
Geographical reach¹

Geographical location of participants
attending an open-registration course
in Leimen, Germany, or online

Number of **courses delivered** in institutes
in each country



¹ Map layout based on United Nations map. Oversea territories and similar regions have not been highlighted.



Policy and innovation

Policy and innovation

Innovate in the research ecosystem

EMBO leads and takes part in initiatives in policy and innovation to build an open, inclusive and fair research ecosystem that enables high-quality, responsible, trustworthy and reproducible outcomes as preconditions for excellence in the life sciences.

Multi-stakeholder by design, EMBO represents a unique hub to convene subject matter experts for forward-looking policy debates, to incubate innovative schemes, and to champion sustainable solutions by integrating them into EMBO Press scientific publications and EMBO programmes.

In 2025, the Policy and EMBO Press teams, the sustainability officer and other internal stakeholders broadened EMBO impact in a variety of areas by informing policies, as well as designing tools and pioneering their application.

Research integrity

The EMBO commitment to research integrity focused on actions to raise awareness, to improve institutional policies and research practices, and engage with the EMBO community.

EMBO Fora on Responsible Research

From 2016 to 2025, the Policy team, in collaboration with EMBO Members, ran the *EMBO Fora on Responsible Research* in EMBC Member States to provide senior postdoctoral researchers and principal investigators with insights and guidance on policy-related matters. The sessions were followed by discussions about institutional policies with the institutes' leadership.

After ten years of successful fora, this initiative has now been discontinued in its current format to make room for new initiatives.

In 2025, the following EMBO Fora were held:

- Université Côte d'Azur, Nice, France,
30 January 2025
Co-organizer: Florence Besse
Attended by 35 researchers from the Valrose Biology Institute
- Masaryk University, Brno, Czech Republic,
27 February 2025
Co-organizers: Lumír Krejčí and Pavel Tomančák
Attended by 30 researchers from Masaryk University and CEITEC
- Institut Pasteur, Paris, France,
6 June 2025
Co-organizer: Alain Israël
Attended by 80 senior researchers, including several EMBO Members
- University of Oslo, Norway,
4 September 2025
Co-organizers: Anne Simonsen and Harald Stenmark
Attended by 40 principal investigators from the Institute for Cancer Research at the Radium Hospital.



The Policy team also organized two sessions on research integrity for the EMBO community:

- EMBO Fellows' Meeting, EMBO, Heidelberg, Germany, 28 June 2025
Discussion session on research integrity
- EMBC Meeting, EMBO, Heidelberg, Germany, 24 November 2025
Session on national initiatives for research integrity.

A special session was organized for the first time during an EMBC Meeting and focused on co-ordinated national initiatives to foster research integrity, highlighting examples from agencies of two EMBC Member States: the Austrian Agency for Research Integrity and the UK Committee on Research Integrity. The presentations sparked thoughtful discussion among the delegates. Topics included the balance between prevention and sanctions, the role of mandatory training for researchers, and the need to rethink assessment beyond publication metrics towards better recognition of trustworthy, rigorous and ethical research.



Left: EMBO Forum in Oslo in September.

Centre: EMBO Forum in Brno in the Czech Republic.

Right: Special session during the EMBC Meeting in November.

Research assessment

The policy work in this area focuses on reviewing the internal assessment processes of EMBO and participating in international initiatives, such as the San Francisco Declaration on Research Assessment (DORA) and the Coalition for Advancing Research Assessment (CoARA), to promote systemic change towards more qualitative, informed and transparent methods that avoid the misuse of publication-related metrics.

EMBO Young Investigator Network Meeting, *EMBO, Heidelberg, Germany, 26 June 2025*

Session on responsible research assessment. Together with the Head of the EMBO Young Investigator Network, the Policy team asked participants to reflect on current challenges in selection processes and gathered input on improving the policies of EMBO.

CoARA working group: Recognizing and rewarding peer review activity

The Policy team and Head of EMBO Press participated in a working group tasked with integrating recognition and reward systems for peer review into the framework of academic credit. The group comprises 17 international funders, institutes, initiatives and organizations, and has published actionable guidelines that research funding organizations, editors, publishers, research performing organizations and reviewers can adopt to reward peer review activity. The group further aims to pilot the implementation of the guidelines in research performing and funding organizations, and to support wider implementation and evaluate the lessons learned. The group aims to complete these objectives by the end of 2026.
zenodo.org/records/15968446

Scientific advice

In 2025, to capitalize on the scientific expertise of the EMBO Members in support of policy-making, EMBO signed a partnership agreement with the Federation of European Academies of Medicine (FEAM). FEAM is part of SAPEA, the Science Advice for Policy by European Academies. Through the agreement, EMBO Members are able to provide scientific evidence on matters concerning human and animal medicine, biomedical research and health at the European level.

EMBO promotes sustainable excellence in life sciences. In 2025, EMBO continued to recognize pioneers of sustainability through its sustainability award, and to strengthen collaboration with European funding agencies and research organizations.

The EMBO Lab Sustainability Award 2025 recognized two exceptional grassroots networks: Green Labs Netherlands and the UK Laboratory Efficiency Action Network (see page 33: “EMBO Lab Sustainability Award”).

In collaboration with the EMBO Policy team, the EMBO Sustainability Officer organized a multi-stakeholder workshop *Mind the lab: including labs in research performing organizations’ sustainability agendas*. The workshop explored how laboratory certification schemes and carbon calculators can support research performing organizations in their transition to net zero. It built on discussions from the previous year’s workshop, which focused on research funders. EMBO also co-organized the symposium *Sustainable research: fit for the future*, which was held in Heidelberg in April.

In 2025, EMBO contributed to the development of the new *Sustainable Practices and Research Knowledge Hub (SPARKHub)* alongside international funding organizations. SPARKHub aims to support researchers and research organizations by providing open access certification and a platform for sustainable research practices. This initiative evolved from the *Heidelberg Agreement (2024)*, the outcome of an EMBO workshop that marked the beginning of a European effort to promote environmental sustainability in research funding. The EMBO sustainability officer collaborates closely with UK Research and Innovation, which launched and funds SPARKHub.

EMBO also contributed to other European sustainability initiatives, such as the update of the Marie Skłodowska-Curie Actions (MSCA) Green Charter. The MSCA, the European Union’s reference programme for doctoral education, published their updated thematic guidance on sustainability in research practices in autumn 2025.



On 30 April, EMBO convened the multi-stakeholder workshop *Mind the lab: including labs in research performing organizations’ sustainability agendas* in Heidelberg to explore how tools, such as laboratory certification schemes and carbon calculators can support research performing organizations in their transition to net zero. The workshop brought together sustainability representatives from research institutes, grassroots initiatives, funders and tool developers from across Europe.

© EMBL Photolab/Kinga Lubowiecka

Innovation in scientific publishing

EMBO Press, the editorially independent publishing platform for EMBO scientific journals, publishes important advances in the life sciences from around the globe, while leading improvements to sharing scientific findings that best serve the scientific community. EMBO Press champions the principle that scientific papers are research objects that the community can rely on and build on.

Its journals incorporate Open Science principles, and its editorial process is based on an open scholarly discourse between authors, editors and referees to share high-quality, reproducible research results.

Through its journals as well as advocacy activities, EMBO Press contributes to public debate on innovation in scientific publishing, promoting openness and transparency.

EMBO early career researcher equitable peer review initiative

As a next step in EMBO's signature transparent process and with a view to implementing both data-directed peer review and referee credit, in 2025 EMBO Press and Review Commons launched an initiative that invited senior postdoctoral researchers to participate directly in peer review. Alongside a focus on assembling more equitable peer review panels balanced for geography, gender and seniority, this initiative aims to improve fair peer review and to address the peer review bottleneck.

The initiative currently encompasses the EMBL and EMBO postdoctoral programmes as well as, increasingly, laboratories of EMBO Members,

including more than 150 early career researcher (ECR) referees. A systematic evaluation of reviews against criteria including scientific insight, depth of analysis, constructiveness and actionable recommendations found that the quality of postdoctoral reviews matched that of experienced referees.

The initiative includes training and a discussion forum for ECR referees, which offers insights into how editors use referee reports in editorial decision-making and what makes a review helpful for authors.

Bridging open science and publishing

Working at the interface between policy, technology and publishing standards, in 2025 EMBO continued to support initiatives that facilitate the adoption and practice of Open Science, a cornerstone of EMBO Press policies and innovation.

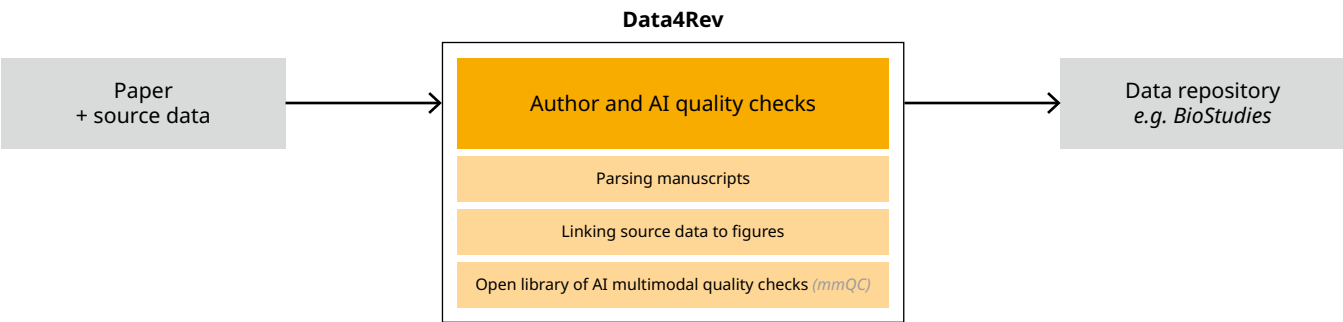
Beyond EMBO Press’s conversion to full Open Access, this includes the integration of Open Science, including citation of preprints and dataset, refereed preprints and Review Commons integration, transparent peer review, publication of source data, structured methods and protocols (EMBO Press co-developed the PRO-MaP recommendations) into the scientific publishing workflow. It also involved implementation of credit attribution mechanisms for open science outputs, and the development of new AI enhanced tools for quality control and integrity.

In 2025 the EMBO Open Science Implementation team progressed in the development of SourceData, the workflow fully integrated into the publication

process at EMBO Press that makes figures and data submitted with a scientific paper curated and automatically deposited to the EMBL-EBI database BioStudies.

The SourceData curation workflow has enabled the distribution of a large machine learning training dataset of 68,543 annotated experiments as well as the release of fine-tuned AI language models trained on the dataset.

The team is now developing the Data4Rev platform to integrate AI-assisted quality checks of figures and source data. To this end, an open library of data-related policies is being developed that can be executed by Large Language Models capable of simultaneously analyzing image, text and research data. This open source resource is shared with the community of researchers and publishers to promote the adoption of AI technologies that increase transparency and efficiency in the publishing process.



The new Data4Rev platform assists the scalable deposition of source data associated with papers published by EMBO Press.

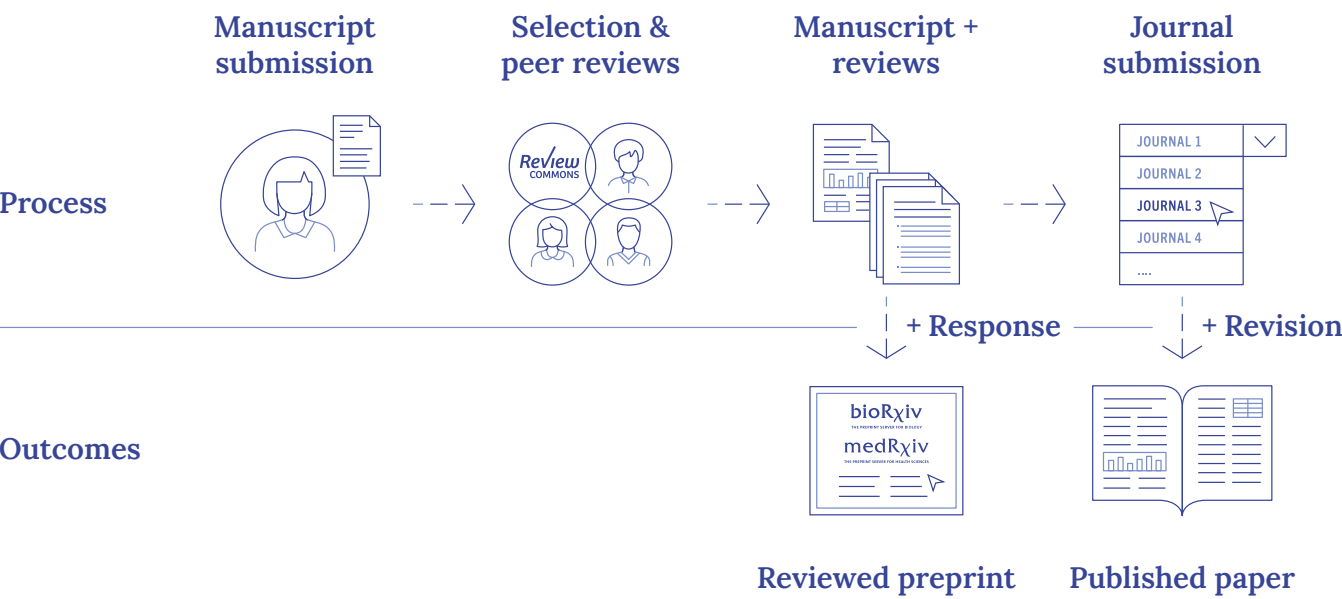
Review Commons

Review Commons is the platform created by EMBO to provide high-quality, in-depth peer review of preprints before submission to a journal. Review Commons runs the peer review in a journal-agnostic way and does not make post-review decisions, enabling authors to determine their own publishing strategy.

Preprints, together with their reviews and the authors’ response, are rapidly posted on bioRxiv or medRxiv, making them publicly accessible “reviewed preprints”. Authors can then submit their reviewed preprint to one of the Review Commons affiliate journals for consideration without starting the peer review process afresh.

Review Commons is run by EMBO, working in collaboration with an academic advisory editorial board to preselect the manuscripts sent out for in-depth review. The peer review process, which includes inviting and assigning reviewers, and checking the quality of the reports, is managed by Review Commons editors, together with editors from EMBO Press, The Company of Biologists, eLife and Genetics Society of America journals.

How Review Commons works



By the end of 2025, Review Commons had 29 affiliate journals.

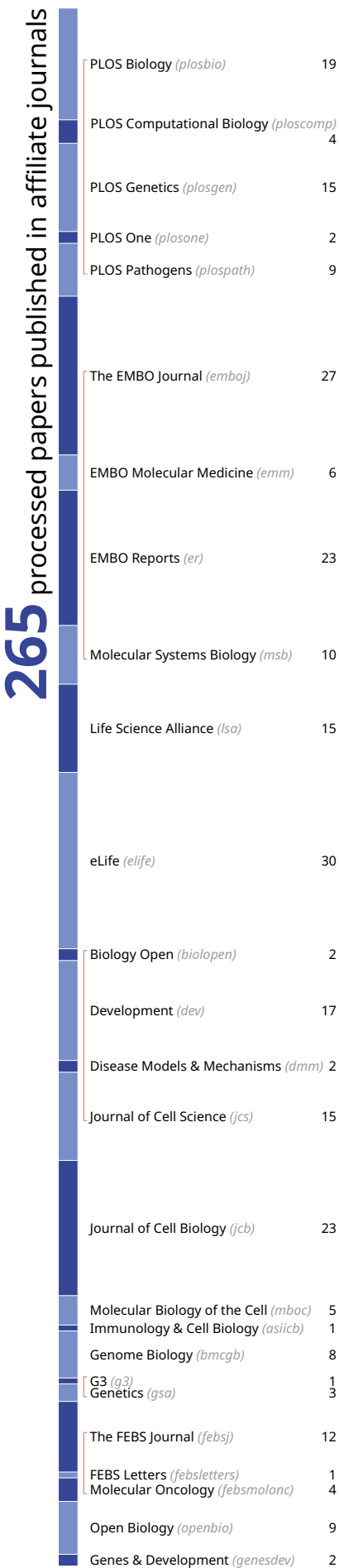
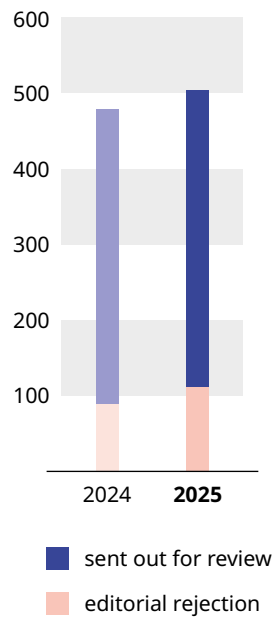
The submission rate in 2025 increased compared with 2024.

Review Commons reviewed preprints accepted by affiliates in 2025

Affiliate journals 2025



Submission rates





The organization

The organization

Maintain an effective organization fit for purpose

The EMBO staff establishes, monitors and improves organizational functions to deliver programmes and activities in line with the EMBO mission, strategy and priorities.

In its activities, EMBO proactively engages with key stakeholders to meet their expectations and maximize the positive impact on the research ecosystem at national, European and global level.

EMBO ways of working are constantly adjusted to secure responsible stewardship of the resources entrusted to the organization, while projecting EMBO into the future through effective, innovative and sustainable operations.

Strategy and management

Programmes and activities at EMBO are always guided by our mission: to recognize, catalyze and support excellence in the life sciences for the benefit of all.

In 2025 EMBO focused on identifying key areas to maximize impact, while continuing to deliver well-established programmes and activities.

As a result, in 2026-28 EMBO will maximize our impact in three strategic priority areas:



Broaden and strengthen the EMBO footprint at national, European, and global level.

To fulfil its mission, EMBO works to ensure that scientists can achieve their best work, and that scientific knowledge and best practices are accessed and disseminated for the benefit of the broader community, in the EMBO Member States, global partners and beyond.

Activities in this area will include:

- Increased activity in EMBC Member States, including engagement with the communities of individual countries
- Establishing a roadmap for EMBO's engagement outside EMBC Member States
- Increased awareness of EMBO's activities in Member States and beyond



Maximize the impact of EMBO on science policy, knowledge dissemination and training.

EMBO is uniquely positioned to work towards a more open, inclusive and fair environment in the life sciences. Through increased focus on policy, publications and training, EMBO aims to have a transformative impact by:

- Harnessing its convening power to advance policy development
- Developing and sharing innovative data curation for life scientists
- Growing the reach and impact of the EMBO training portfolio



Ensure that EMBO remains a sustainable organization.

As a responsible steward of public funding, EMBO encourages innovation in its programmes, activities and ways of working for more effective and efficient operations.

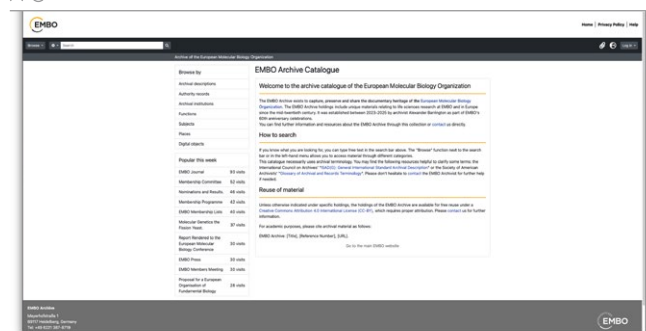
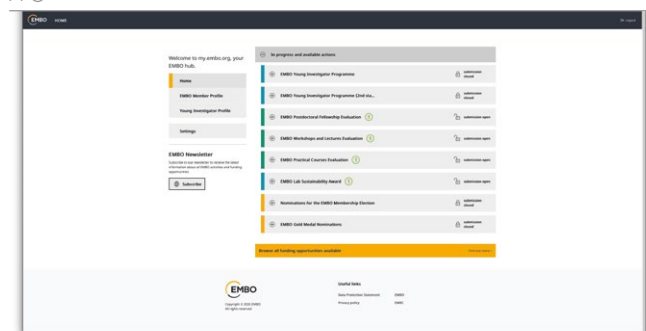
Activities will aim at:

- Continuing to ensure governmental and non-governmental financial support for EMBO
- Modernizing and streamlining operations for the benefit of internal and external stakeholders.

In 2026, EMBO will harmonize existing activities and launch new ones in line with the three strategic priorities to help the organization fulfil its mission.

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Communications and engagement

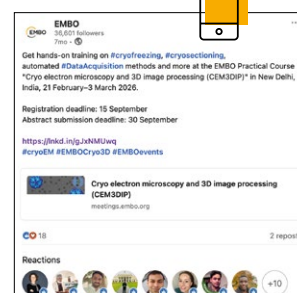
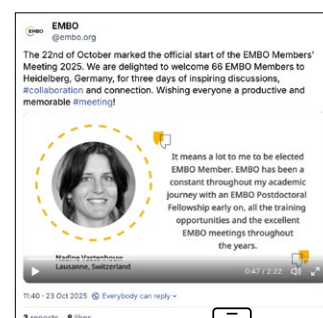
In 2025, the EMBO initiatives in communications and engagement continued to focus on three main objectives:

- **Inform:** about ongoing and upcoming opportunities and activities, mainly linked to programmes and schemes
- **Engage:** key stakeholder groups to build trust and support through targeted content and formats
- **Inspire:** the next generation of scientists and science policymakers.

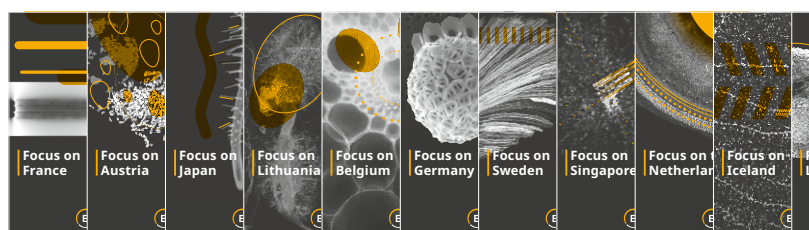
Throughout the year, EMBO strengthened collaborations with and within its communities, providing opportunities for information exchange and networking.

Internal communication and employee engagement continued to be a priority. Regular meetings and the internal email newsletter facilitated effective information flow and a shared understanding of the organization's activities and plans, in line with its mission and strategic priorities.

EMBO Communications continued its support and promotion of, and advisory role for, all EMBO Programmes, EMBO Press, policy and innovation, and other key activities to raise awareness about EMBO among various audiences and to showcase the positive impact of EMBO in Europe and beyond.



EMBO Director Fiona Watt, EMBL Director General Edith Heard, Ramanuj Banerjee, Science Counsellor at the Embassy of India to Germany and EMBC President Nektarios Tavernarakis at the tenth anniversary of the EMBC/EMBO – India Associate Member State Agreement in Heidelberg.



Digital presence continued to be maintained through the website, social media channels and a quarterly email newsletter.

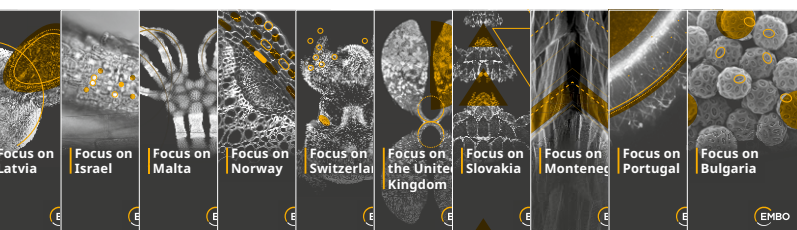
The main website (embo.org) received increased overall views (7%); most views were from India, Germany and the United States. Compared with the previous year, there were more than 25% more views from India.

Social media presence was focused and strengthened, particularly on LinkedIn and the newly created Bluesky account. Activities on X (formerly Twitter) were discontinued. The Bluesky account had already grown an audience of 3,978 followers by the end of 2025. The LinkedIn following grew over 34% to 33,190.

A streamlined workflow for handling social media requests from different EMBO Programmes was introduced, enabling a systematic approach to harmonize posting. Various content formats were developed in 2025, including a series of features on communities across EMBC Member States and EMBO/EMBC global partners, as well as increased use of video, particularly in connection with the 2025 EMBO Members' Meeting. Overall, there has been an emphasis on visual communication to capture the attention of social media users better.

A refreshed quarterly email newsletter, which uses the EMBO Encounters name from the discontinued printed magazine, was sent out in Q3 and Q4 of 2025 to more than 21,000 contacts. The Q4 issue achieved an open rate of almost 50%, nearly 10% more than the Q3 issue.

The brochure series Focus on ..., featuring one EMBC Member State or EMBO/EMBC global partner in each issue, was concluded digitally by the end of 2025. All 37 issues are available online.



Key engagement initiatives

India at EMBO

On 13 and 14 May 2025, the EMBO Director and representatives of key EMBO Programmes and activities welcomed Ramanuj Banerjee, Science Counsellor at the Embassy of India to Germany, to its headquarters in Heidelberg, Germany, to celebrate the tenth anniversary of the EMBC/EMBO – India Associate Member State Agreement and mark a decade of collaboration between India and the European molecular biology community.

EMBO Director visits to Austria, France and Poland

During spring 2025 EMBO Director Fiona Watt visited Vienna, Paris and Warsaw to meet with members of the EMBO communities, raise awareness of EMBO and its opportunities, and to find out more about life sciences trends and scientists' needs in these EMBC Member States.

EMBO meets WPI: Connecting Global Research Communities

In June, EMBO hosted a Japanese delegation from the World Premier International Research Center Initiative (WPI) to promote scientific exchange between EMBO communities and Japan. Fifteen researchers from Japan highlighted some of the country's flagship programmes, shared highlights of their research, discussed the challenges of global research careers and participated in the annual EMBO Fellows' Meeting that gathered more than 100 EMBO Postdoctoral Fellows.

EMBO information webinars: the EMBC series

The Engagement and Fellowship teams organized a series of webinars from mid-February to mid-March 2025 for Master's and PhD students in EMBC Member States.

The webinar series attracted more than 1,000 participants from around the world. The highest numbers of attendees were based in France (20%), the UK (7.5%) and Portugal (6%). Attendees were based in all EMBC Member States and further countries including Australia, Brazil, Bosnia and Herzegovina, Chile, Canada, India, Malaysia, Tunisia, Saudi Arabia and the USA.

Cell Bio 2025, an ASCB | EMBO Meeting

The American Society for Cell Biology (ASCB) and EMBO hosted the 9th edition of their annual meeting in Philadelphia, PA, USA, from 6-10 December. The conference attracted more than 5,000 cell biologists from around the world who shared and discussed research results and current trends in the field.

This year EMBO awarded travel grants to 43 graduate students and postdoctoral researchers, enabling them to attend the meeting and present their research. Grantees were chosen from a pool of applicants residing in EMBC Member States or affiliated with EMBO/EMBC global partners.

EMBO contributed several sessions to the scientific programme:

- *Planetary Cell Biology* was organized by EMBO Member Mónica Bettencourt-Dias, with a panel discussion to highlight how discoveries in cell and molecular biology intersect with planetary health, including climate-informed research agendas.
- A panel discussion titled *Bioengineering: deriving knowledge and translating findings* featured several researchers who discussed bioengineering at its intersection with cell biology, including applications to understand cell behavior, engineer cells and tissues, and develop therapies and diagnostic tools.
- EMBO Gold Medal recipient David Bikard delivered a talk on his gene editing research.

Two EMBO editors provided scientific skills training sessions to conference attendees. Poonam Bheda (Molecular Systems Biology) and Sara Monaco (Review Commons) provided practical tips for writing up results, presenting research findings and giving constructive feedback in peer review.

Throughout the meeting, EMBO staff interacted with attendees at the EMBO booth in the exhibit hall, and journal editors met with authors to discuss promising research proposals. In addition, the EMBO Director hosted a reception to encourage dialogue and facilitate connection among members of the EMBO communities attending the meeting.





Visionary Awards Session (left to right): E. E. Just Lecture recipient Joel Blankson, Sandra Masur Senior Leadership Award recipient Kristen Verhey, ASCB President Mary Munson, E. B. Wilson Award recipient Sandra Schmid, EMBO Gold Medal recipient David Bikard and EMBO Director Fiona Watt.

The EMBO Reception at CellBio, held at Pennsylvania Academy of the Fine Arts. 125 guests from EMBO communities attended.



The EMBO Cell Bio 2025 booth with (left to right) Molecular Systems Biology Senior Editor Poonam Bheda, Review Commons Managing Editor Sara Monaco, EMBO Press Marketing and Project Manager Joel Maupin and Executive Assistant to the Director Eilish Craddock.

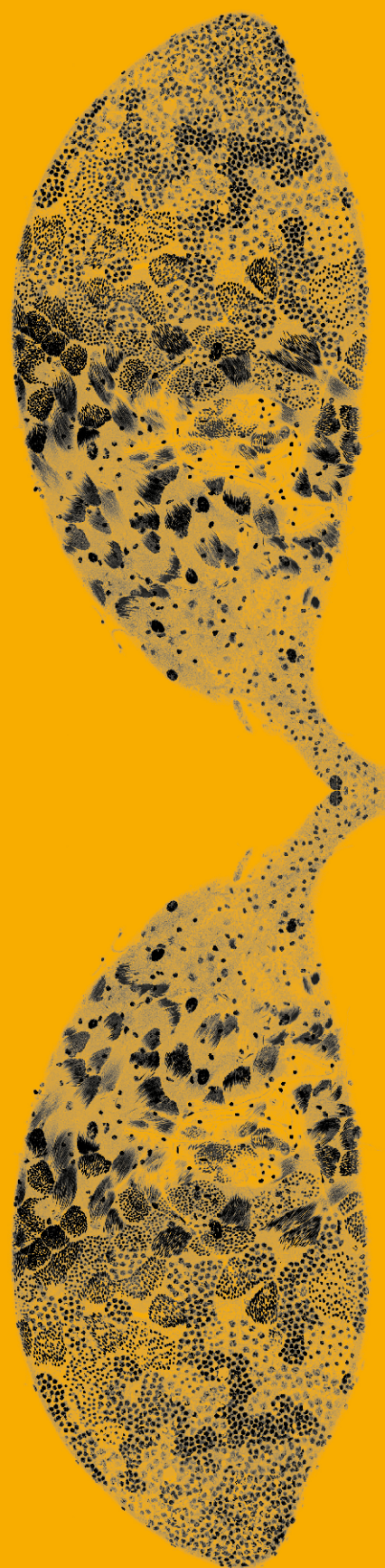


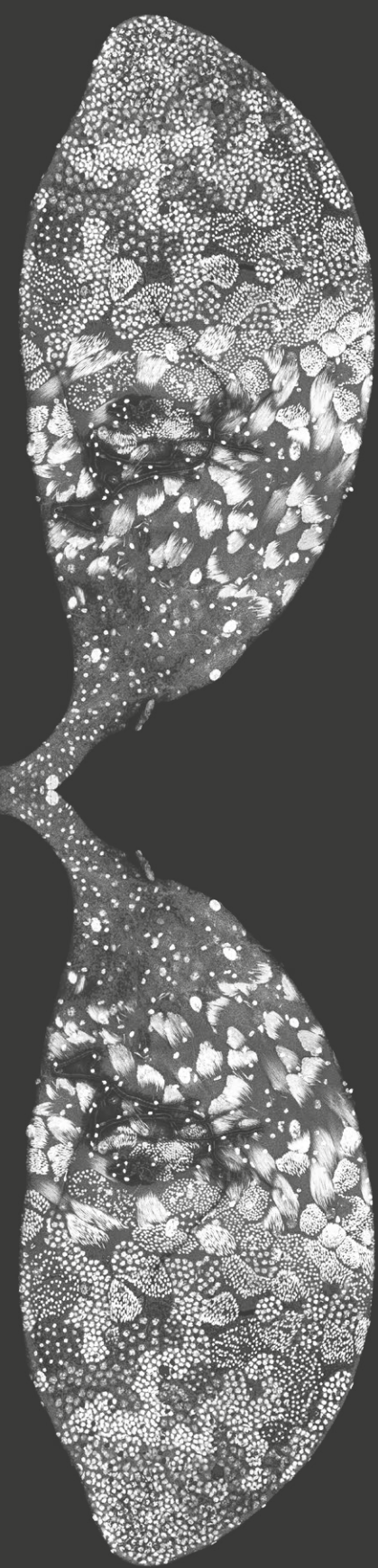


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2025

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Annual Report