

20th Annual General Meeting

Tuesday 13 May 2025, 12:45 CEST

Held at the Joint Congress of ESPE and ESE 2025 Congress Centre, Copenhagen, Denmark and available online.

DRAFT MINUTES

NB: Some items in the meeting were covered in a different order from the agenda. However, for the purpose of the minutes the items follow the order of the agenda.

1. Welcome and approval of agenda items

Jérôme Bertherat welcomed those in the room and those online to the 2025 AGM. No additional agenda items were received from the attendees, and the agenda was approved.

Jérôme Bertherat informed the meeting that Professor Eberhard Nieschlag, one of the first President's of ESE, had sadly passed away earlier in the year. There was a moment of silence in honour of Professor Nieschlag.

2. Minutes of the 19th Annual General Meeting, 14 May 2024

Jérôme Bertherat asked for approval of the minutes of the 19th Annual General Meeting, as detailed in Appendix 1 of the meeting papers. Comments were invited, none were made, and the minutes were approved.

3. President's report including

a. Farewell and welcome to the new Executive Committee Members

Jérôme Bertherat congratulated and welcomed the new Executive Committee Members: Mirjam Christ-Crain (Switzerland) as President-Elect, Frederic Castinetti (France) – Clinical Committee Chair and Marek Ruchala (Poland) – Publishing and Communications Committee Chair. He also welcomed the new Ex-Officio members: Juan Jiménez-Vacas (UK) - EYES (ESE Young Endocrinologists & Scientists) Committee Co-Chair and Charlotte Höybye (Sweden) who became the ECAS representative from November 2024.

He thanked the retiring Executive Committee members: Philippe Chanson (France) for his term as Publishing and Communications Committee Chair, Martin Fassnacht (Germany) as Clinical Committee Chair, Walter Vena (Italy) as EYES Representative and Anton Luger as ECAS representative.

Jérôme Bertherat welcomed the new Committee/Board members who had joined several committees since the Autumn 2024, all of whom had applied through the Open Call for Committee membership. He added that the Open Call was an opportunity for members to apply themselves, or to be nominated, for vacant positions on the individual ESE Committees. There had been a great response to the Open Call earlier in the year and it was not possible for all applicants to be successful, however he encouraged those who had not been previously successful to try again in the future. He also thanked the retiring Committee members.

He added that there had also been some changes to the Focus Area Leads, due to term of office end dates, and he thanked those standing down and welcomed the new leads.

Jérôme Bertherat reported on his time as President to those present and some of the key highlights of ESE's strategy (2022-2026) – "Shaping the future of endocrinology by uniting, supporting, and representing our community" which was categorised under the pillars of:

- To UNITE and REPRESENT the European endocrine community and be acknowledged as the reference point for endocrine health and science
 - The development of EndoCompass – on the verge of its launch
 - Strengthening the impact on, and engagement with, legislation around EDCs
 - Setting the foundation for an updated survey of the community through the ‘State of Endocrinology’ Project
 - Reviewing the supply of essential drugs through the Drug Availability and Shortages Survey
 - Further developing our public awareness activities by going global with World Hormone Day 2025 (held on 24 April 2025)
- To further ADVANCE the science and clinical care of endocrinology
 - An established programme of Clinical Updates, Spotlight on Science webinars, postgraduate courses - and specialist events such as EuroPit and Patient Forums
 - Development of initiatives with other societies – for example ESE, ESPE & Endo-ERN Rare Disease webinars; ESE and ESPE Transition project
 - Launch of French speaking educational activities – STEDIAM webinars
 - Launch of the ESE Learning Hub with a wealth of materials
 - Launching and coordinating education projects on Obesity and Rare Bone, Calcium and Phosphate Disease, and Parathyroid Disorders
 - Strong ongoing clinical guideline programme – with an established plan for the launch of one stand alone guideline, one joint guideline and one stand alone guideline each year
 - Successful launch of two new journals in *Obesity and Endocrinology* and *Environmental Endocrinology* - now a strong portfolio of four academic journals
- To SUPPORT our members in education, clinical practice, and research
 - Making ESE the European home for all endocrine scientists, nurses and endocrinologists – with an increase in membership of 352 members since the 2024 AGM
 - Formulating and agreeing a clear individual membership strategy
 - Bringing ESE’s own customer relationship management system inhouse to ensure a data-led approach
 - Supporting the members to make the most of their membership
 - Excellent engagement from members – for example over 85 applications following the committee open call for 17 positions
 - Attention to ECE to make sure it is the key endocrine congress for the whole endocrine community – including the launch of the joint ESPE-ESE Congress
- To reinforce ESE as a leading society which is SUSTAINABLE, TRUSTED and VALUED
 - ESE’s environmental impact reviewed, and a plan set up to reduce environmental impact
 - Integration of ESE’s equality, diversity and inclusion approach throughout activities
 - Improvement in set up of infrastructure across IT, human resources and customer relationship management
 - Detailed review and establishment of a new conflict of interest policy
 - Focus on financial sustainability with an improvement in ESE’s financial position
 - Further development of the ESE team – with services in house now covering membership, finance, scientific support and business development

Jérôme Bertherat thanked the Executive Committee, past and present for their dedication and contributions and the ESE Team for their support during his term as President.

There were no questions raised from the attendees.

4. Treasurer's report including

a. Update on the report of the trustees (Executive Committee) and the audited accounts for the year ended December 2024

Sebastian Neggers presented a summary of the 2024 Financial statements. It was noted that the detailed Trustees Report and Financial Statements were included in Appendix 2 of the meeting papers, together with a summary document.

Sebastian Neggers reported that there was an operating deficit of €86,487 on activities in 2024; there had been a positive impact on investments with an unrealized gain of €386,167 and therefore the final movement in the funds showed an increase of €299,680 from the previous year.

Sebastian Neggers presented an overview of the actuals versus the budget for 2024 and explained some of the key differences in the revenue, costs and overheads (which were also explained in the summary document in Appendix 2 of the meeting papers).

Sebastian Neggers explained about the ESE Reserves and how they were calculated. Reserves are used to provide financial stability, helping with unexpected revenue reduction, unexpected costs, or allowing investment in new projects and activities; provide sustainability, allowing ESE to continue to operate and deliver services if faced with a short-term financial challenge; and for strategic planning, providing flexibility to develop opportunities and respond to evolving needs.

He added that the ESE general reserve policy was calculated to allow ESE to run most of its activities for two years and considered the major risks such as withdrawal of funding from major supporters and the reduction in the size of ECE. The EJE reserve fund had been calculated as €1.729m and the ESE general reserve had been calculated at €2.185m, the total of the two reserves being €3.914m.

After deducting the restricted funds brought forward from the previous year the total held above the reserve requirement was €1.233m. Sebastian Neggers noted that investments were planned to utilise a proportion of these funds, including covering the costs of the digital transformation project. However the financial situation would be evaluated on an ongoing basis due to the current uncertainties that remain in relation to revenue and increases in costs. The focus would remain on ensuring ESE's financial stability. There were no questions raised from the attendees.

Sebastian Neggers outlined the financial planning for 2025-2027, which was based on deficit budgets in 2025 and 2027 and break even in 2026. The expectation for 2025 was that the final outcome would at least break even.

Sebastian Neggers reminded those present that since mid-2023 ESE had been transitioning from outsourcing its activities to its own in-house team. The transition included resource, in terms of people, but also the implementation of CRM system and an upgrade to the ESE website (the Digital Transformation project). He added that the cost for the CRM system was held in Intangible Fixed Assets (in the Trustee's Report and Financial Statements for 2024) and that the cost was written down in equal amounts over a five-year period. This had started in December 2023 when the website and CRM went live.

He explained that during the development and implementation stage of the CRM system, the costs were managed using accessible cashflow. In Autumn 2024, the amount of accessible cashflow had been reduced and therefore the Executive Committee decided to withdraw funds from the Investment Portfolio in order to maintain day to day activities. The amount of the withdrawal was €500,000 and, at the time the withdrawal was made (in November 2024), the investments were in a good position and the withdrawal was made at the right time.

Sebastian Neggers presented an overview of the ESE's Investment Portfolio for the period January to March 2025, together with the performance from 2017 to March 2025. As expected, due to global events, there had been some volatility over the last few months. ESE's Investment Policy is a

medium low risk category with a balanced investment objective (i.e., to produce a balance between capital growth and income).

There were no questions raised from the attendees.

b. Resolution to appoint the auditor until the next AGM

Sebastian Neggers informed the meeting that ESE was required to ask the members for their approval and acceptance of Moore Kingston Smith as the auditors until the next AGM and to authorise the trustees (Executive Committee) to fix their remuneration. Members who were not able to attend the AGM in person in Copenhagen had the opportunity to submit their vote in advance by proxy.

There were four proxy votes received, all in favour. In the room, everyone agreed and there were no abstentions or not in favour votes.

The resolution was approved for Moore Kingston Smith to act as auditors until the next AGM and for the Executive Committee to fix their remuneration.

5. Secretary's report

Maria Chiara Zatelli presented the Secretary's report and informed the attendees that the ESE membership currently represented around 4810 members world-wide, 50 National Partner Societies, 16 Specialist Partner societies, 10 Associate Partner Societies, 30 Patient Advocacy Group Members and 12 Corporate Members, She gave an overview of the current membership of ESE by country, membership category, career stage and gender.

a. Membership fee for the 2026 membership year

Maria Chiara Zatelli reminded those present that at the 2023 AGM it was agreed that the membership fee would be reviewed on an annual basis to reflect inflation. Following this review, the proposal from the Executive Committee and Membership Committee was to increase the membership fee in 2026 by an average of 5% as detailed in Appendix 3 of the meeting papers. She added that this was after careful review of inflation in 2023 and 2024 and the forecast inflation rate in the Eurozone for 2025 and 2026.

Maria Chiara Zatelli summarised the proposed membership fees for 2026 and then asked the members to vote. Members who were not able to attend the AGM in person in Copenhagen had the opportunity to submit their vote in advance by proxy.

There were four proxy votes received, all in favour. In the room, everyone agreed and there were no abstentions or not in favour votes. The membership fees for 2026 were approved.

b. Proposal to amend clause 7.3 of the Articles of Association

Maria Chiara Zatelli presented the recommendation from the Executive Committee to amend clause 7.3 of the Articles of Association in relation to voting eligibility. She explained that currently, due to the wording in clause 7.3 and the timing of the Executive Committee election, members who had not paid their membership fee were eligible to vote.

She added that the opinion of members, through their voting rights was extremely important. To preserve the integrity of the democratic process, voting rights should only be available to members who were actively engaged and contributing through payment of their membership fee.

Maria Chiara Zatelli presented the current and proposed wording as detailed in Appendix 4 of the meeting papers and asked the members to vote on the resolution. Members who were not able to attend the AGM in person in Copenhagen had the opportunity to submit their vote in advance by proxy.

There were four proxy votes received, three in favour and one not in favour. In the room, everyone agreed and there were no abstentions or not in favour votes. The proposal was approved and the resolution signed.

Future ECE Congress locations

Maria Chiara Zatelli reminded the meeting of the upcoming ECE dates and locations: ECE 2026, 9-12 May 2026, Prague, Czech Republic and ECE 2027, 8-11 May 2027, Basel, Switzerland.

The location had also been selected for 2028 and presented the process that was followed. A call for bids was opened in January 2024 and nine national societies expressed an interest. The Congress Committee reviewed the information and a short list of locations was made based on some of the key considerations for holding the congress (including room and exhibition capacity, environmental sustainability, variety of accommodation options and cost, attractiveness of location, industry friendly and accessibility and connectivity for travel).

From the shortlist of five locations, full bid documents and budgets were prepared and in November 2024 site visits by the Congress Committee Chair and ESE Team took place. In January 2025, the Congress Committee reviewed all the information and voted on the potential locations. A proposal was made to the Executive Committee in March 2025, and the selected location was approved.

Maria Chiara Zatelli announced that ECE 2028 would be held in Belgrade, Serbia. The Congress venue would be the SAVA Center, which had been recently refurbished and was very modern. There was currently a redevelopment of hotels and would be a great location. The dates would be confirmed soon.

And finally, Maria Chiara Zatelli thanked the Corporate Members for their continued support.

There were no questions raised from the attendees.

6. Date of next Annual General Meeting

The next Annual General Meeting would be held during ECE 2026 in Prague, Czech Republic, 9-12 May 2026.

7. Any other business

There was no other business to discuss.

There was a question from the audience regarding the location of congresses – (a) it was not always possible to find a seat in the session rooms, (b) it can be expensive for delegates to travel to some locations and (3) overlap in dates with the EASO congress.

Jérôme Bertherat explained that some sessions were full but it was important to follow security and health and safety rules for the room capacities but there were overflow areas/rooms set aside to assist with this. He added that it was important for the ECE to circulate around Europe, and some countries were more expensive than others. For EASO, both societies were working together to minimise and hopefully remove the overlap in meeting dates over the coming years, but as congresses were booked years in advance, this would take some time to achieve.

8. Message from the Message from the President-Elect and the official hand-over of the ESE Presidency

Wiebke Arlt informed those present that it was an honour and a pleasure to take on the role of ESE President and that she was very much looking forward to serving the endocrine community and bringing endocrine science and care forward.

Wiebke Arlt thanked Jérôme Bertherat for his time as President.

The meeting was closed.

Signed	_____	Jérôme Bertherat ESE President	Date	_____
Signed	_____	Andrea Davis ESE Office	Date	_____