

Genomics-informed captive breeding can reduce inbreeding depression and the genetic load in zoo populations

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4 Genomics-informed captive breeding in zoos.

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25 Abstract

26

27 Zoo populations of threatened species are a valuable resource for the restoration of
28 wild populations. However, their small effective population size poses a risk to long-
29 term viability, especially in species with high genetic load. Recent bioinformatic
30 developments can identify harmful genetic variants in genome data. Here, we advance
31 this approach, analysing the genetic load in the threatened pink pigeon (*Nesoenas*
32 *mayeri*). We lift-over the mutation-impact scores that had been calculated for the
33 chicken (*Gallus gallus*) to estimate the genetic load in six pink pigeons. Additionally,
34 we perform *in-silico* crossings to predict the genetic load and realised load of potential
35 offspring. We thus identify the optimal mate pairs that are theoretically expected to
36 reproduce offspring with the least inbreeding depression. We use computer
37 simulations to show how genomics-informed conservation can reduce the genetic load
38 and maintain genome-wide diversity, arguing this will become instrumental in
39 maintaining the long-term viability of zoo populations.

40

41 Keywords

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43 Genomics-informed conservation, Inbreeding depression, Genetic load, *Nesoenas*
44 *mayeri*, CADD, Captive populations.

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49 Introduction

50

51 More than 28% of the 150,388 species on the Red List of the International Union for
52 Conservation of Nature (IUCN) are threatened with extinction (IUCN, 2022). A
53 relatively small subset of these species are kept as “insurance populations” in zoos
54 (Gilbert et al., 2017). However, given their often-small effective population size, the
55 long-term viability of captive-bred populations is not guaranteed, and many show signs
56 of inbreeding depression (Boakes et al., 2007). Deleterious mutations create harmful
57 genetic variants in the genome, collectively known as genetic load (Bertorelle et al.,
58 2022). High genetic load can compromise population viability and recovery potential of
59 species, especially if they experienced a recent population size decline (Jackson et al.,
60 2022; Sachdeva et al., 2022). In declining populations, the impact of genetic load on
61 fitness is not immediately apparent. It can take many generations before the harmful
62 effects of mutations become expressed in homozygous loci (Pinto et al., 2023).
63 Consequently, the long-term viability of many zoo populations could be at risk, despite
64 individuals and populations thriving now.

65

66 In the past 50 years, conservation geneticists have focused on maintaining genetic
67 variation (DeWoody et al., 2021; García-Dorado & Caballero, 2021; Kardos et al.,
68 2021) as genome-wide diversity generally correlates positively with fitness and
69 adaptive potential (Willi, van Buskirk and Hoffmann, 2006; Charlesworth, 2009;
70 Harrison et al., 2014, but see Wood, Yates and Fraser, 2016). Recently, the Group
71 on Earth Observations Biodiversity Observation Network (GEO BON) developed
72 Essential Biodiversity Variables (EBVs) to assess spatiotemporal variation in

73 biodiversity, and proposed four genetic EBVs: genetic diversity, genetic differentiation,
74 inbreeding, and effective population size (N_e) (Hoban et al., 2022). Notably, risks
75 posed by genetic load are generally not considered a conservation priority (van
76 Oosterhout, 2020). This may be an oversight. However, recent advances in genomics
77 and bioinformatics could change that.

78
79 Leveraging the extensive genomic research on human and model animals enables us
80 to estimate the potential fitness impact of mutations in species of conservation concern
81 (Bertorelle et al., 2022). The fitness impact of deleterious alleles can be estimated by
82 the Combined Annotation-Dependent Depletion (CADD) framework (Rentzsch et al.,
83 2019). Initially developed in humans (Kircher et al., 2014), CADD has been
84 successfully applied to other model organisms, including mouse (Groß et al., 2018),
85 pig (Groß, Derks, et al., 2020), and chicken (Groß, Bortoluzzi, et al., 2020). CADD
86 ranks genetic variants such as single nucleotide polymorphisms (SNPs) and insertions
87 and deletions (indels) throughout the genome. This analysis integrates surrounding
88 sequence context, gene model annotation, evolutionary constraints (e.g., GERP
89 scores), epigenetic measurements, and functional predictions into CADD scores.
90 CADD was employed to investigate conserved elements into the chicken Combined
91 Annotation-Dependent Depletion (chCADD) (Groß, Bortoluzzi, et al., 2020), and has
92 helped identify regions within the chicken genome associated with known genetic
93 disorders reported in the Online Mendelian Inheritance in Animals (OMIA). Therefore,
94 by identifying deleterious alleles, CADD can estimate the genetic load within an
95 individual's genome.

96

97 Presently, we cannot translate the impact scores of mutations such as CADD into
98 fitness effects. Nevertheless, we can calculate CADD scores for all deleterious
99 mutations present in an individual's genome and compare this proxy of the genetic
100 load between individuals. Similarly, we can estimate the proportion of genetic load
101 expressed as realised load, and the proportion whose fitness effects remains masked
102 as an inbreeding load or masked load (Bertorelle et al., 2022). The realised load
103 comprises the genetic load that reduces fitness when the harmful effect of the
104 mutations come to light. Inbreeding increases the realised load because more
105 deleterious mutations become fully expressed as homozygous. By minimising realised
106 load, conservation managers can reduce inbreeding depression. This could be
107 particularly useful in captive-bred populations where breeding pairs can be
108 manipulated to improve the fitness of offspring.

109
110 Considerable amount of genetic variation codes for polygenic or quantitative traits.
111 Mutations that affect the value of a quantitative trait (e.g., body size) can be harmful or
112 beneficial depending on whether it brings the trait value closer to the optimum. In
113 contrast, unconditionally deleterious mutations are harmful irrespective of genetic
114 background or environmental conditions. Mutations in ultraconserved elements
115 (UCEs) are likely to be unconditionally deleterious (Silla et al., 2014), thereby
116 contributing substantially to the genetic load. UCEs are areas of the genome
117 phylogenetically conserved across diverged taxa (Bejerano et al., 2004). Their high
118 level of sequence conservation is thought to be maintained by strong purifying
119 selection (Lee & Venkatesh, 2013). Some polymorphisms in UCEs are associated with
120 genetic diseases or phenotypic traits (Habic et al., 2019), with UCEs being linked to

121 enhancers in early development in both mammals (Visel et al., 2008) and flies
122 (Warnefors et al., 2016). Given their high level of phylogenetic conservation,
123 comparative genomic approaches can be used to obtain a proxy of the genetic load,
124 building on the knowledge of model organisms and humans. Studying UCEs in
125 reference genomes allows for between-species comparisons of the proxies of genetic
126 load, realised load and masked load. Additionally, analysis of genetic load at UCEs
127 shows promise for captive breeding and conservation management of zoo populations.

128

129 Here, we conduct a proof-of-concept study to demonstrate the utility of genomics-
130 informed breeding in the conservation management of captive populations. We
131 quantify the genetic load of six pink pigeon individuals using chCADD scores assigned
132 to single nucleotide variants in the UCEs derived from the chicken genome. We show
133 that genetic load components can be estimated using CADD scores calculated on a
134 phylogenetic closely related species and cross-mapped to the annotation of the pink
135 pigeon, our focal species. We also calculate realised load and genetic load of potential
136 future offspring of all possible crosses. Finally, we employ computer simulations to
137 demonstrate the potential of genomics-informed conservation, showing how it can help
138 to reduce inbreeding depression and maximise the long-term viability of zoo
139 populations.

140

141 Materials and Methods

142

143 Study species

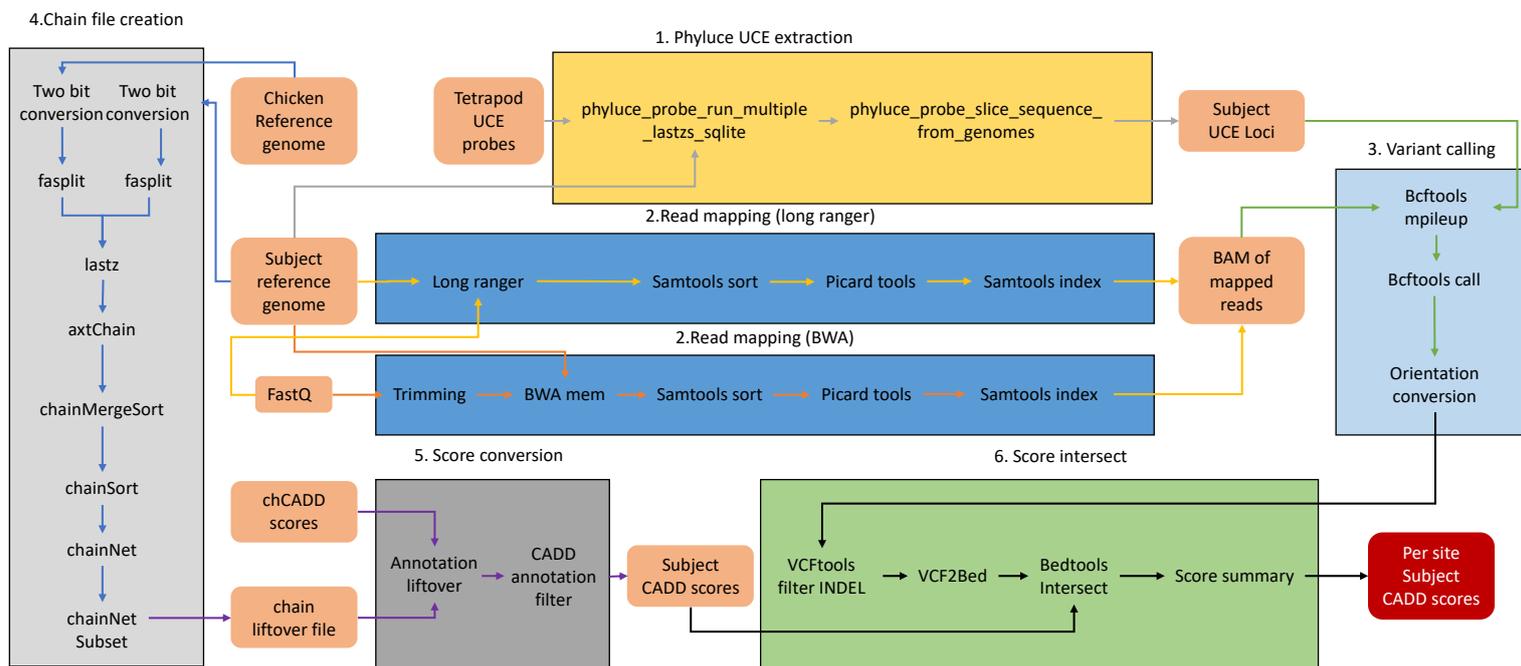
144 Six pink pigeon (*Nesoenas mayeri*) individuals from the captive-bred population of
145 Jersey Zoo ($n = 4$) and Bristol Zoo ($n = 2$) were genome sequenced. Birds shared
146 common ancestry within the last 3-6 generations (Supplementary Figure S1) and have
147 a high level of relatedness ($F=0.064$ to 0.346) (Supplementary Table 2), which is typical
148 of many zoo populations (Boakes et al., 2007). See Supplementary Information for
149 further details.

150

151 Genome sequencing and bioinformatics

152 DNA was extracted from blood, using Qiagen MagAttract, linked read library
153 preparation was 10x Genomics Chromium technology, which were then sequenced on
154 an Illumina HiSeq X with 2x150bp reads (Ryan, 2021). The sequencing read data was
155 mapped to a previously generated pink pigeon reference genome (Albeshr, 2016). The
156 variant calls were used to create a per-SNP pink pigeon CADD (ppCADD) score
157 calculated for the UCEs of each individual's genome (Figure 1). A Snakemake pipeline
158 (Mölder et al., 2021) allowing for reproduction of this approach can be found on GitHub
159 (<https://github.com/saspeak/LoadLift>).

160



161
 162 **Figure 1 - The pipeline for the creation of per Single Nucleotide Polymorphism**
 163 **(SNP) pink pigeon Combined Annotation Dependent Depletion (ppCADD) scores**
 164 **from raw reads of individual pink pigeons.** The Snakemake (Mölder et al., 2021)
 165 pipeline uses as input the sequencing reads of the subject individuals, the subject
 166 species reference genome, and the CADD scores and reference genome of a model
 167 species (i.e., chicken, chCADD scores (Groß, Bortoluzzi, et al., 2020) and the Galgal6
 168 reference genome (Warren et al., 2017)). The pipeline is separated into six sections,
 169 corresponding to sections of the pipeline (<https://github.com/saspeak/LoadLift>). **(1)**
 170 **(Yellow)** Extraction of UCEs from the reference genome using Phyluce. **(2)** **(Dark Blue)**
 171 **Mapping the sequencing reads for individuals to the reference genome indicating two**
 172 **parallel approaches for 10X chromium read data (used in this paper) and for Illumina**
 173 **read data. (3) (Light Blue) Variant calling for SNPs within the UCEs. (4) (Light grey)**
 174 **Creation of a chain file for the liftover of annotation from the chicken genome. (5) (Dark**
 175 **Grey) chCADD scores conversion to pink pigeon (subject species) annotation. (6)**

176 (Green) Intersection of BED files and UCE sites to output per site ppCADD (subject
177 species) scores (Red).

178

179 Previously published tetrapod ultraconserved element (UCE) probes based on the
180 chicken reference genome (Warren et al., 2017) and the Tibetan ground-jay
181 (*Pseudopodoces humilis*) (Faircloth et al., 2012) were used to harvest UCEs from the
182 pink pigeon reference genome, using the Phyluce workflow (Faircloth, 2016). A chain
183 file was created for annotation lift-over and the CADD scores of the chicken genome
184 (Groß, Bortoluzzi, et al., 2020) were cross mapped to the reference pigeon genome
185 using CrossMap.py (Zhao et al., 2014). CADD scores were filtered to remove non-
186 scoring and fixed sites. Genotypes of each locus were assessed to calculate the
187 genetic load components. Individual's genetic load, realized load and masked load
188 were calculated using the following formulas (Bertorelle et al., 2022):

189

$$190 \quad \text{Genetic load (individual } k) = \sum_{i=1}^{L(hom)} s_i + \sum_{j=1}^{L(het)} 0.5 s_j$$

191 [1]

$$192 \quad \text{Realised load (individual } k) = \sum_{i=1}^{L(hom)} s_i + \sum_{j=1}^{L(het)} h_j s_j$$

193 [2]

$$194 \quad \text{Masked load (individual } k) = \sum_{j=1}^{L(het)} (0.5 - h_j) s_j$$

195 [3]

196 Here, s_i (and s_j) is the ppCADD score at locus i (and j), and they are summed across
197 all homozygous (or heterozygous) loci at the UCEs of individual k . In the computer
198 simulations (see below), s and h stand for the selection and dominance coefficients,
199 and the fitness impact of the load can be expressed in lethal equivalents (Bertorelle et
200 al., 2022). For simplicity, the dominance coefficient (h_j) is assumed to be $h_j=0.1$. Noted
201 that part of the realised load comprises heterozygous mutations that are assumed to
202 be partially dominant. Inbreeding coefficients (F_{RoH}) of the six pink pigeons were
203 calculated using runs of homozygosity (RoH) with bcftools roh (Narasimhan et al.,
204 2016). For further details, see Supplementary Information.

205

206 Computer simulations of breeding regimes

207 We conducted computer simulations in SLiM3 (Haller & Messer, 2019) to examine the
208 impact of four breeding regimes on genetic and realised load, neutral genetic diversity,
209 and fitness. In the “Minimise load” regime we examined whether mate pair selection
210 can reduce the realised load of the offspring and alleviate inbreeding depression.
211 However, purifying selection against the genetic load can reduce genetic diversity
212 (Cvijović et al., 2018) and result in the fixation of mildly deleterious mutations (Chen et
213 al., 2020). To address this concern, we explored the impact reducing relatedness (or
214 kinship) of parents, and this was simulated in the “Minimise relatedness” regime.
215 Additionally, we simulated a regime that aimed to minimise realised load of the
216 offspring whilst maintaining genetic diversity, “Minimise load and relatedness” regime.
217 Here, exactly one male and one female from each family were selected to mate with
218 an optimal partner from another family, to minimise realised load of their offspring.
219 Finally, we simulated random mating “Random mating” regime. In each regime we

220 randomly sampled 20 monogamous pairs of males and females and allowed each pair
221 to produce a brood of 64 offspring per generation. We ran 100 replicates for each
222 regime for 50 generations. Further detail about the breeding regimes and Slim model
223 are given in Supplementary Information.

224

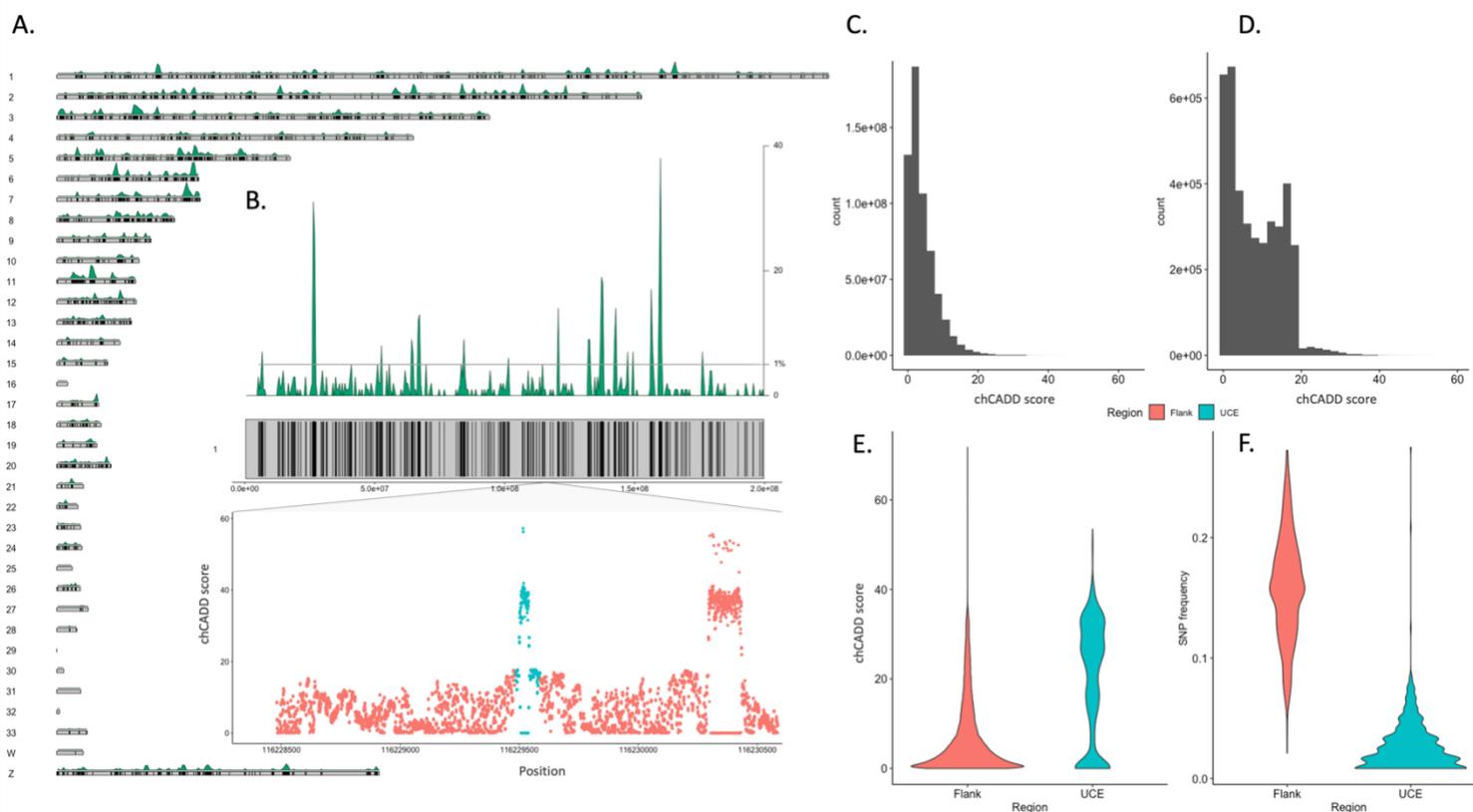
225 Results

226

227 Distribution of UCEs and CADD scores

228 The 4976 UCEs along the 34 chromosomes of the chicken reference genome are not
229 evenly distributed (Fig.2A), 15 chromosomes were significantly depleted for UCEs,
230 whilst 9 chromosomes were significantly enriched for UCEs (Supplementary Table 1).
231 Figure 2B shows the distribution of all chCADD scores along a single UCE (UCE-2729)
232 and its 2000 bp flanking region on chromosome 1. The chCADD scores in the flanking
233 region are lower than those within the UCE, except for a potential coding region (e.g.,
234 position 116230300 – 116230450 in Figure. 2B). Protein coding genes are typified by
235 a combination of high chCADD scores (representing the first and second codon
236 position substitutions), and low chCADD scores (third codon position substitutions).

237



238 **Figure 2– Distribution of ultraconserved elements (UCEs) and their mutation**
 239 **impact scores (CADD scores).** **(A)** Karyotype plot of the chicken genome with the
 240 distribution of UCEs (black bars) and density of UCEs (green peaks). **(B)** Karyotype
 241 plot of chicken chromosome 1 showing the distribution of UCE-dense regions. Green
 242 peaks above the 1% horizontal line are significantly enriched for UCEs ($p < 0.01$). At the
 243 bottom of Panel B, zoomed in at a single UCE and its 2000bp flanking regions (i.e.,
 244 UCE2729), the CADD scores of every possible substitution at each site. The UCE is
 245 shown in blue. The CADD scores in flanking regions are shown in red. Distribution of
 246 all CADD scores for **(C)** the entire chromosome 1 of the chicken genome, and **(D)** 620
 247 UCEs in chromosome 1 and their 2000bp flanking regions. **(E)** The CADD score
 248 distribution of the flanking regions and the UCEs within the six pink pigeon genomes.
 249 **(F)** SNP frequency at flanking regions and the UCEs. (See main text for test results).

250

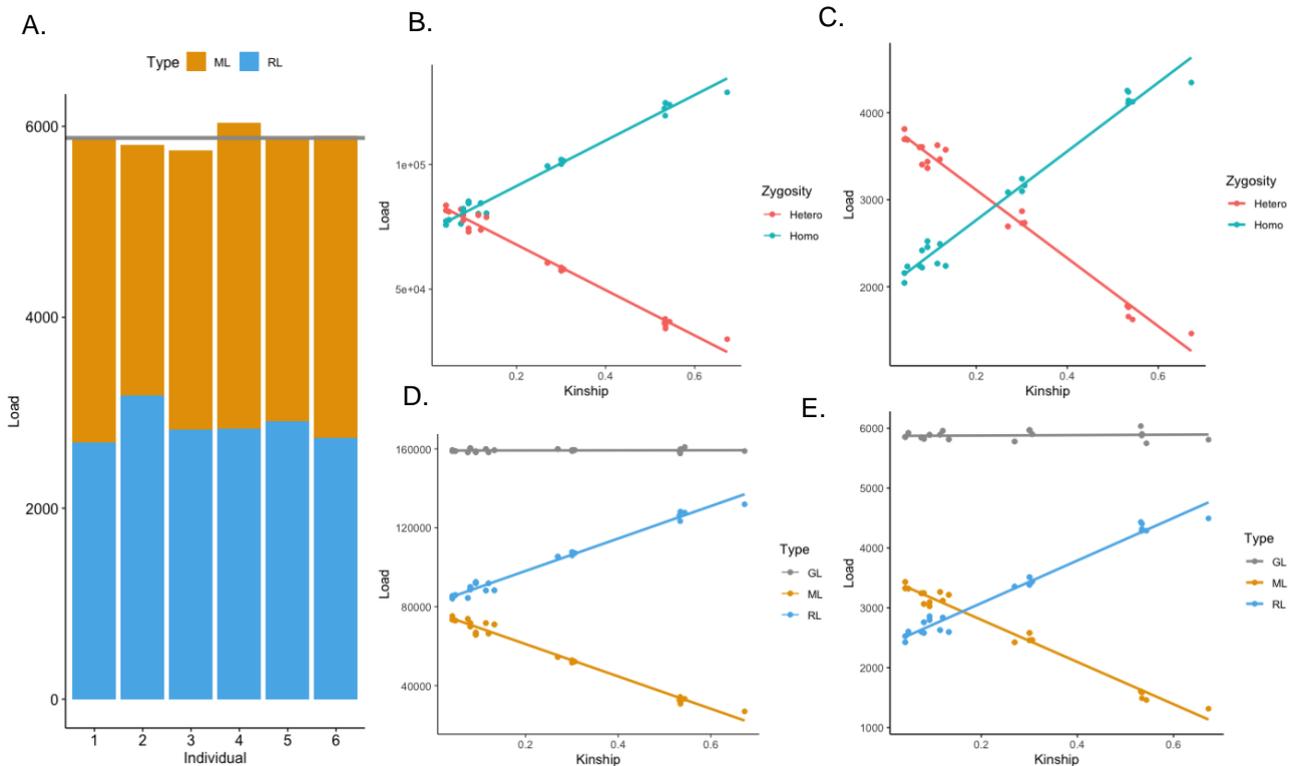
251 Figure 2C shows the distribution of chCADD scores along chromosome 1 of the
252 chicken genome. Most chCADD scores fall below 10, which per definition represent
253 90% of all scores. The right-hand tail represents few high chCADD scores of highly
254 deleterious mutations. In contrast, the UCEs and their flanking regions in chromosome
255 1 have a bimodal distribution of chCADD scores, with a second peak of chCADD
256 scores ranging between 17 and 18 (Figure 2D). These chCADD scores represent the
257 worst, ~2% of all possible substitutions in the genome. The median chCADD score of
258 UCEs is significantly higher than that of the flanking regions (Mann-Whitney test $W =$
259 4541885925 , $p\text{-value} < 0.0001$). Whilst the frequency of derived mutations is
260 significantly lower at UCEs compared to that at the flanking regions (Mann-Whitney
261 test $W = 13010970$, $p\text{-value} < 0.0001$), consistent with the effect of purifying selection.

262

263 Genetic load components and kinship load

264 We analysed the genetic load in the hypothetical offspring of our six pink pigeons. This
265 kinship load is calculated by theoretically crossing all possible combinations of
266 individuals assuming mendelian segregation ratios. As kinship between two individuals
267 increases, homozygosity of their offspring increases (Figure 3). Similarly, increased
268 kinship between parents elevates offspring's' realised load and reduces masked load
269 (Figure 3). Optimal mate pairing can significantly reduce the realised load of the
270 offspring ($R^2=0.258$, $F_{1,13} = 8.32$, $p=0.00918$).

271



272

273 **Figure 3 – The composition of the genetic load in six pink pigeon individuals**274 **and their hypothetical offspring. (A) The total realised load (Blue) and masked load**275 **(Orange) in each of the six pink pigeon individuals within their UCEs. (B and C) The**276 **realised load at heterozygous loci (Red) and homozygous loci (Teal) of the offspring is**277 **shown for the total region (B) and UCEs only (C). (D and E) The genetic load (Grey),**278 **realised load (Blue) and masked load (Orange) of the hypothetical offspring of all**279 **possible crosses between the six pink pigeons for the total region (D) and the UCE**280 **only (E).**

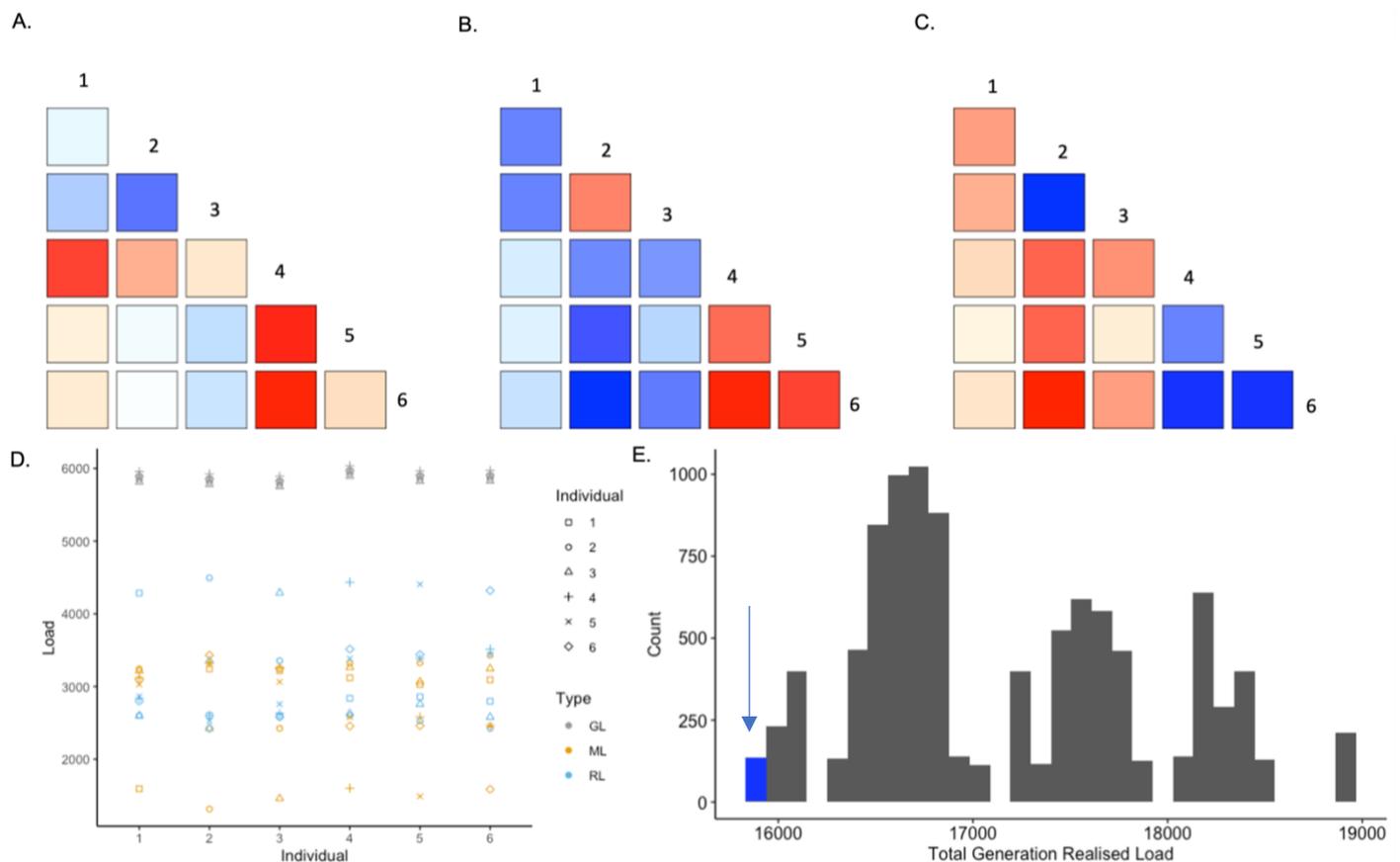
281

282 Next, we performed an analysis to identify optimal crosses to minimise genetic load

283 (Figure 4). Figure 4A shows average genetic load of potential offspring. In essence,

284 these are the deleterious mutations that offspring are predicted to inherit from both

285 parents, with blue tiles representing offspring with low genetic load, and red tiles
 286 offspring with high genetic load. The genetic load is lowest in the offspring from a cross
 287 between individuals 2 and 3.
 288



289
 290 **Figure 4 – The genetic load at UCEs of six pink pigeons calculated using cross-**
 291 **mapped chCADD scores.** Correlogram showing the total load of potential offspring
 292 between six individuals of the captive pink pigeon population. The colour of the tile is
 293 relative to the load of the offspring when compared to other potential offspring, and it
 294 is ranked on a gradient from high load (red) to low load (blue). **(A)** genetic load of the
 295 offspring between two potential parents, **(B)** realised load and **(C)** masked load. **(D)**
 296 The genetic load (grey), realised load (blue) and masked load (orange) of the

297 hypothetical offspring of all possible crosses (including “selfing”). **(E)** The distribution
298 of total realised load in the offspring generation calculated by crossing all individuals
299 at random. In this procedure, each individual was crossed twice without self-mating or
300 repeating the same crosses, and this was repeated 10,000 times. The optimal crossing
301 combination is shown in blue.

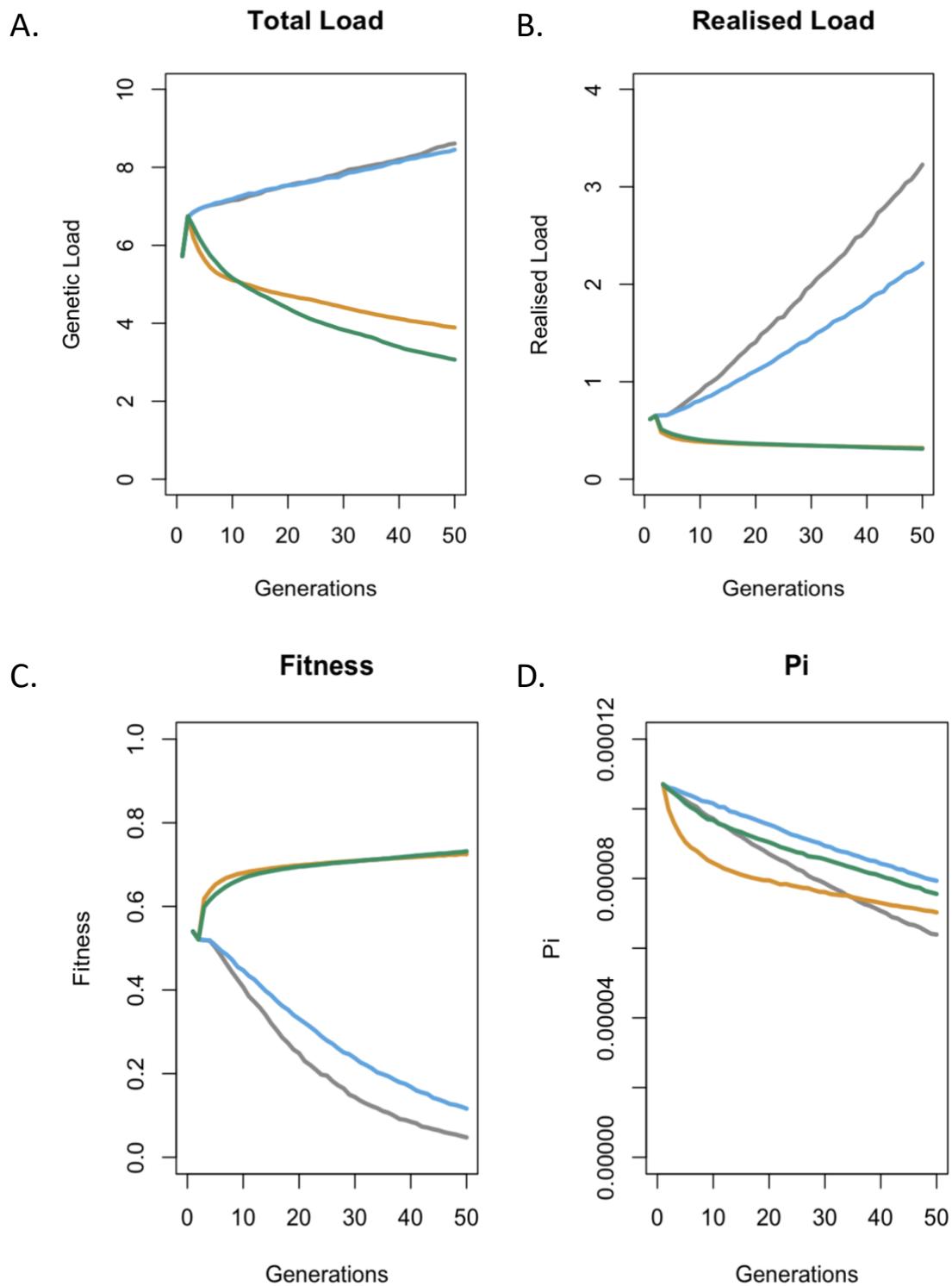
302
303 To predict degree of inbreeding depression, the realised load of the offspring of
304 different crosses was calculated. Blue tiles in the correlogram in Figure 4B show the
305 realised load of the offspring of the optimal crosses. The realised load of these offspring
306 is 7.4% less than that of offspring of random crosses (Figure 4E), and these offspring
307 are predicted to show less inbreeding depression. Note that the offspring from the 2 x
308 3 cross with the lowest genetic load possesses a relatively high realised load.
309 Individuals 2 and 3 were closely related (Aunt and Niece), but they each possess a low
310 genetic load. However, because they are related, their offspring expresses a high
311 realised load, even though their genetic load is low.

312

313 Computer simulations of the genetic load

314 Finally, we performed computer simulations examining the impact of genomics-
315 informed captive breeding on the neutral nucleotide diversity, genetic load, realised
316 load, and fitness of individuals. The “Random mating” and “Minimise relatedness”
317 regimes showed a steady increase in genetic (Fig. 5A) and realised (Fig. 5B) load over
318 generations. Both regimes also suffered from a large decline in fitness due to a
319 mutation meltdown (Fig. 5C). In contrast, both the genetic load and realised load were
320 reduced in “Minimise load” and “Minimise load and relatedness” regimes (Fig. 5A,B).

321 Therefore, genomics-informed captive breeding can effectively purge deleterious
322 mutations and reduce their homozygosity, independently of consideration of
323 relatedness. Consequently, mean fitness remained high in these regimes, increasing
324 during the first ten generations (Fig. 5C). However, populations lost neutral genetic
325 diversity at a relatively fast rate in the “Minimise load” regime (Fig. 5D). Such loss in
326 diversity was not observed in the “Minimise load and relatedness” regime, and after
327 ~10 generations, this regime maintained more diversity than the “Random mating”
328 regime (Fig. 5D).



329 **Figure 5- Impact of the four breeding regimes, simulated over 50 generations.**

330 Showing the impact on **(A)** the genetic load, **(B)** the realised load of offspring, **(C)** the

331 fitness of adults, and **(D)** neutral nucleotide diversity (π). Each coloured line
332 corresponds to a specific mating regime: "Random mating" (grey), "Minimise
333 relatedness" (blue), "Minimise load" (orange), and "Minimise load and relatedness"
334 (green). The genetic load and realised load are expressed in lethal equivalents
335 calculated using equations [1] and [2] in the Material & Methods (see Bertorelle et al.,
336 2022). The values presented in the figure represent the mean results obtained from
337 100 replicas.

338

339 Discussion

340

341 We conducted a proof-of-concept study to evaluate the utility of genomics-informed
342 conservation for the management of captive populations in zoos. Our aim was to
343 examine whether we could use genomic data to reduce the level of inbreeding
344 depression and genetic load, thereby increasing both the short- and long-term
345 population viability. We developed a novel bioinformatics pipeline to estimate the
346 genetic load using CADD scores calculated for a model species (the chicken). We
347 piloted our bioinformatics pipeline on the genomes of six pink pigeons from the captive-
348 bred population from two UK zoos (Jersey Zoo and Bristol Zoo). We quantified realised
349 load in hypothetical offspring by crossing these six individuals, showing that inbreeding
350 depression may be reduced in the captive pink pigeon population. We furthermore
351 found that UCEs possess the most severely deleterious mutations with highest CADD
352 scores, and that mutations in UCEs occur at a lower SNP density and frequency
353 compared to polymorphisms in the flanking regions. These observations are consistent
354 with purifying selection.

355

356 Substantial genetic drift and inbreeding in zoo populations reduces long-term viability.
357 Since the early 1970s, conservation biologists have used pedigrees and neutral
358 genetic markers to assess and minimise inbreeding (Rabier et al., 2020). However,
359 genetic load cannot be effectively measured or managed using this approach because
360 neither markers nor pedigrees contain information about the segregation of deleterious
361 mutations. Furthermore, pedigree data does not capture the possible relatedness
362 between founder individuals. This can be especially problematic in populations that
363 experienced a bottleneck before being sampled.

364

365 We showed our bioinformatics pipeline can identify optimal crosses that produce
366 offspring with on average 7.4% lower realised load than random crosses. These
367 offspring are expected to show less inbreeding depression. This reduction in realised
368 load was modest because after nearly 10 generations in captivity, all pink pigeon
369 individuals are relatively related. Crosses between closely related individuals have
370 been minimised in the captive management of this species by exchanging pigeons
371 between different zoos. However, this means that all individuals are similarly related.
372 More substantial gains can be made in reducing the realised load using genomics-
373 informed breeding in zoo populations with individuals that are less closely related.
374 Genomics-informed breeding will be especially efficient in reducing inbreeding
375 depression in captive populations founded by many individuals, fewer generations in
376 captivity, non-bottlenecked species, and species with a large ancestral population size
377 (Bertorelle et al., 2022). These are all scenarios of populations that are likely to

378 possess a high genetic load of segregating deleterious mutations not yet purged
379 (Dusseux et al., 2023), with considerable differences between individuals.

380

381 We do not know how CADD scores translate in fitness effects, and hence, we cannot
382 calculate the exact benefits of genomics-informed breeding for survival rates. If a
383 population carries a realised load of one lethal equivalent (LE), a reduction of 7.4% in
384 realised load results in an increase of survival rate from 36.8% to 39.6%. This is a 7.7%
385 relative increase. With a higher realised load of 2 LEs, the survival rate improves from
386 13.5% to 15.7%, which amounts to a relative increase of nearly 16%. More generally,
387 reducing the realised load is likely to reduce inbreeding depression and increase
388 fitness (Bertorelle et al., 2022).

389

390 Our simulations indicate that the genetic load and realised load can be reduced by the
391 “Minimised load regime” and the “Minimised load and relatedness regime”. This
392 resulted in a substantial increase in fitness compared to the “Random mating regime”,
393 and the “Minimised relatedness regime”. Although the “Minimised load regime”
394 resulted in a substantial loss in nucleotide diversity, this was avoided by reducing
395 relatedness in the “Minimised load and relatedness regime”. Theoretically, this regime
396 is the optimal approach to maximise the long-term viability of captive populations, both
397 in terms of reduced genetic load and increased adaptive potential.

398

399 To conclude, CADD scores for model species can be successfully lifted over to provide
400 an initial assessment of the genetic load from whole genome sequence data of non-
401 model species. Optimal mate pairs can be identified to reduce the realised load and

402 inbreeding depression in the offspring generation. Computer simulations show that
403 genomics-informed breeding can reduce the genetic load and realised load, and this
404 can be accomplished without significantly reducing nucleotide diversity in the
405 population. Genomics-informed management can increase the long-term viability of
406 captive populations and help to select the optimal individuals for reintroduction and
407 genetic rescue programs.

408

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429

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431

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595 The chCADD scores are publicly available on the OSF (DOI
596 10.17605/OSF.IO/8GDK9).

597 Scripts:

598 The LoadLift Snakemake pipeline is available on GitHub
599 (<https://github.com/saspeak/LoadLift>)

600

601 Benefit-sharing statement

602 Benefits Generated: Benefits from this research accrue from the sharing of our data
603 and results on public databases as described above.

604

605 Author Contributions

606 Cock van Oosterhout and Samuel Speak conceived the study; Samuel Speak and
607 Chiara Bortoluzzi developed the CADD analysis methods; Samuel Speak developed
608 the LoadLift Snakemake and analysed the genomic data; Thomas Birley and Hernán
609 Morales conducted the SLIM simulations; Chiara Bortoluzzi, Matthew Clark, Lawrence
610 Percival-Alwyn, Hernán Morales and Cock van Oosterhout supervised the study;
611 Matthew Clark and Lawrence Percival-Alwyn contributed to DNA sequencing; Samuel
612 Speak, Hernán Morales and Cock van Oosterhout wrote the paper; all authors
613 contributed to the manuscript and approved.