

**8th Meeting of the Meeting of the Finance and Administration Committee
REPORT**

13 April 2026

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North Pacific Fisheries Commission
8th Meeting of the Finance and Administration Committee

13 & 15 April 2026
Osaka, Japan

FINAL REPORT

Agenda Item 1. Opening of the Meeting

1. The 8th Meeting of the Finance and Administration Committee (FAC) was held in a hybrid format, with participants attending in-person in Osaka, Japan, or online via WebEx, on 13 April 2026, and was attended by Members from Canada, China, the European Union (EU), Japan, the Republic of Korea, the Russian Federation, Chinese Taipei, the United States of America (USA), and Vanuatu. The Pew Charitable Trusts (Pew) attended as an observer. The meeting was opened by Mr. Haruo Tominaga (Japan), who served as the FAC Chair.
2. The Executive Secretary, Dr. Robert Day, outlined the logistical arrangements for the meeting.

Agenda Item 2. Appointment of Rapporteur

3. Mr. Alex Meyer was selected as rapporteur.

Agenda Item 3. Adoption of Agenda

4. The agenda was adopted (Annex A). The List of Documents and List of Participants are attached (Annexes B, C).

Agenda Item 4. Financial Statement

4a. Audit Report for 2024/2025 fiscal years

5. The NPFC Auditor's Report for the 2024/2025 Financial Year (NPFC-2026-FAC08-IP01) was taken as read, with supplementary comments from the Executive Secretary regarding efforts to improve the timeliness with which the Secretariat assembles audit data, the shift to tracking separate funds in QuickBooks, and the transfer of the overall Commission surplus to the Working Capital Fund.

Recommendation: That the Commission adopt the NPFC Auditor's Report for the 2024/2025 Financial Year.

4b. Status of Member Contributions

6. The Executive Secretary reported on the status of Member contributions for 2025/2026

(NPFC-2026-FAC08-WP01 Rev.1). All Member contributions have been received. Panama has been invited to make a voluntary contribution as a Cooperating Non-Contracting Party (CNCP), and Panama has indicated that it will make a payment when its vessels are able to operate starting in FY2026/2027.

7. The FAC accepted the report from the Secretariat on Member contributions.

4c. Secretariat financial update to 31 January 2026

i. for 2025/2026 fiscal year (General Fund)

8. The Executive Secretary presented the Statement of Income and Expenditure for the year ending 31 March 2025 (2024/2025 fiscal year) and unaudited values for 2025/2026 (NPFC-2026-FAC08-WP01 Rev.1). He noted that for the 2025/2026 fiscal year, there were no Commission and related meetings held as COM09 was held in March of the previous fiscal year and COM10 in the next fiscal year, resulting in significant savings on duty travel. There were also modest savings related to monitoring, control, and surveillance costs. For the current fiscal year, the expenditures continue to be affected by the low value of the Japanese yen (with numerous contracts in US dollars). There are also a number of expenditures still pending for various service costs and credit card bills.

Recommendation: That the Commission adopt the financial update to 31 January 2026 for the 2025/2026 fiscal year, including the statement of income and expenditure for the year ending 31 March 2025 (2024/2025 fiscal year) and unaudited values for 2025/2026.

ii. Working Capital Fund

iii. Voluntary Contribution

iv. Special Project Fund

v. Repatriation Fund

vi. Transshipment Observer Program Fund

9. The Executive Secretary reported on the status of the other funds, including the Working Capital Fund, the Voluntary Contribution, the Special Project Fund, the Repatriation Fund, and the Transshipment Observer Program Fund (NPFC-2026-FAC08-WP01 Rev.1).

10. The FAC thanked Canada, China, the EU, the United States, and Panama for their voluntary contributions.

11. The FAC noted the status of other funds.

Agenda Item 5. Administration Matters

5a. Staffing considerations

12. No paper was submitted under this agenda item.

5b. Pay and benefits system

13. Discussions under Agenda Item 5b were carried out in a closed session due to the confidential nature of personnel matters.
14. The Executive Secretary presented a report on the implementation of the updated NPFC Staff Regulation 8.1 and the NPFC Social Security Policy (NPFC-2026-FAC08-IP03).
15. The FAC noted the report on the implementation of the updated NPFC Staff Regulation 8.1 and the NPFC Social Security Policy.

i. General Service Staff

1. Pay

16. No papers were submitted under these sub-agenda items.

2. Benefits

17. The Executive Secretary presented a request from the NPFC Executive Assistant (NPFC-2026-FAC08-WP08).
18. The FAC considered the request.
Recommendation: That the Commission accommodate the request from the NPFC Executive Assistant described in NPFC-2026-FAC08-WP08 using the Working Capital Fund, while noting that this retroactive application should not set a precedent for the future.

ii. Manager and Executive Secretary Staff

1. Pay

2. Benefits

19. No papers were submitted under these sub-agenda items.

5c. Consideration of list of contracted work

20. The Executive Secretary presented a report on contractual services engaged and outputs received (NPFC-2026-FAC08-IP02).
21. The FAC noted the report on contractual services engaged and outputs received.
22. One of the Members that had originally requested that the Secretariat provide such a report explained that the reason for its request, besides seeking greater transparency, was that there had been instances in the past where Members had been notified after the fact that the Secretariat had contracted services to conduct work that Members had not agreed was a

priority. This Member suggested that in the future, the Secretariat should consult Members whenever it is considering contracting services of a substantial financial size to conduct work that has not been specifically tasked by Members.

23. The FAC suggested a number of improvements to the report:

(a) indicating the total payment for each contractual service rather than just the rate.

(b) adding columns indicating the total amount contracted and the amount already expended.

Recommendation: That the Commission direct the Secretariat to continue to provide reports on contractual services engaged and outputs received to future meetings of the FAC, while incorporating the improvements suggested by FAC08.

5d. Consideration of the Working Capital Fund

24. The Executive Secretary presented an analysis of past discussions by the FAC and options for the Working Capital Fund cap consistent with the Financial Regulations, as requested by FAC08 (NPFC-2026-FAC08-WP05). The Executive Secretary presented options and recommendations based on advice from the auditor on the size of the Working Capital Fund, the role for excess funds in the Working Capital Fund, the approach for future surpluses, potential future performance review, and use of other reserve funds to offset costs, for further consideration by the FAC.

25. The FAC considered the appropriate the size of the Working Capital Fund, taking into account the auditor's advice that while a six-month buffer would be reasonable, a larger buffer would be sensible given the small number of Members at NPFC, the uneven timing of payments, and past instances of delayed contributions. Several Members were flexible on setting the balance of the Working Capital Fund at an amount ranging from six months to nine months, noting the prudence of a nine-month buffer as recommended by the Secretariat. One Member expressed a strong preference for a six-month buffer, believing that this would be sufficient, but noted the views of other Members and stated that it could accept a nine-month buffer in the interest of achieving consensus.

Recommendation: That the Commission establish nine months of operating expenses as the balance for the Working Capital Fund.

26. The FAC endorsed the Secretariat's recommendation on the role for excess funds and the method to reduce the Working Capital Fund.

Recommendation: That the Commission reduce the Working Capital Fund down to a nine-month floor gradually by offsetting some costs on an ongoing basis over a number of years at the current rate of attrition.

27. Regarding how to approach future surpluses in the Working Capital Fund above the nine-

month level, the FAC noted that a number of options may be appropriate and agreed to continue to discuss this matter in the future based on the actual situation.

28. The FAC considered the suggestion from the Secretariat to set aside a reserve for a future Performance Review. The FAC agreed to defer discussion of this matter, including how to fund a future Performance Review, noting that this is not an immediate priority. One Member noted that other regional fisheries management organizations (RFMOs) have tended to implement performance reviews regularly on a 4–5-year cycle and highlighted the value of the recommendations from the previous NPFC Performance Review.
29. Another Member noted that, in other RFMOs, performance reviews are usually funded by voluntary contributions.
30. The FAC discussed the use of other reserve funds to offset costs as part of its consideration of the budget under agenda item 7.

5e. Proposed revisions to the Staff Regulations

31. Discussions under Agenda Item 5e were carried out in a closed session due to the confidential nature of personnel matters.
32. The Chair introduced a draft proposal for how to consider the Staff salary scale and schedule going forward and a summary of discussion points arising from his informal inter-sessional discussions with Members (NPFC-2026-FAC08-WP02 Rev.1.)
33. The FAC considered the proposal and provided further feedback to the Chair. The FAC requested that the Chair continue to develop the proposal intersessionally in consultation with Members.

i. Draft NPFC Social Security Policy

34. This matter was discussed under agenda item 5b.

5f. Potential revisions to the Financial Regulations

35. The Executive Secretary presented proposed revisions to the Financial Regulations to extend the timelines for the audit process, as well as to clarify the nature of the payments for the operation of the Transshipment Observer Program (TOP) and to provide authority to the Executive Secretary to continue to manage costs related to the TOP (NPFC-2026-FAC08-WP06).
36. The FAC endorsed the proposed extension of the timelines for the audit process.

Recommendation: That the Commission update the NPFC Financial Regulations with extended timelines for the audit process as outlined in Annex 1 of NPFC-2026-FAC08-WP06.

37. The FAC noted that there is a lack of clarity regarding the treatment and execution of payments to cover the costs for the operation of the TOP. The FAC considered potential amendments to the Financial Regulations that would provide greater clarity but could not reach consensus. Some Members supported amending paragraph 27 of the Financial Regulations by changing all instances of “voluntary contributions” to “voluntary contributions and other payments,” as a partial solution. One Member did not support the amendment, pointing out that creating any link between payments for programs such as the TOP with the budget and contributions would create confusion.

Recommendation: That the Commission consider potential amendments to the Financial Regulations to address the lack of clarity regarding the treatment and execution of payments to cover costs such as those for the operation of the TOP.

Recommendation: That the Commission authorize the Executive Secretary to execute payments of up to 2,312,631 USD for the TOP for its second year of operations and to be able to execute payments for that purpose beyond the end of the 2025/2026 fiscal year if necessary.

5g. 2026 Internship and Secondment programs

38. The Executive Secretary reported on the outcomes of the 2025/2026 Intern and Secondment Program (NPFC-2026-FAC06-WP04). He noted the valuable contributions of the interns, Mr. Shinnosuke Kato (Japan) and Mr. Jiyu Wang (China), and the secondee, Mr. Jumpei Hinata (Japan) in 2025/26. He informed the FAC that there were no new applications for interns and there was one application for the secondment program for the 2026/2027 fiscal year. The Executive Secretary informed the FAC that there was interest expressed in the internship position by an individual, but because they were not from a Member, a formal application process could not be initiated.

39. The FAC reviewed the application for the secondment program.

Recommendation: That the Commission accept the secondment application from Ms. Yume Kawai for a 12-month period commencing in June 2026.

Agenda Item 6. Performance Review and items of relevance to FAC

40. The Executive Secretary presented an update (NPFC-2026-COM10-IP02) on the status of the Performance Review Recommendations relevant to the FAC.

41. The FAC noted the ongoing work to address the recommendations from the Performance Review Panel and the progress made in the intersessional period.

Agenda Item 7. Secretariat's Work Plan; Budget Estimates for 2025/2026 to 2028/2029

7a. Secretariat Work Plan 2025/2026 including staffing

42. The Executive Secretary presented the Secretariat's Work Plan for the 2026/2027 fiscal year (NPFC-2026-SR).

43. The FAC endorsed the work plan.

Recommendation: That the Commission adopt the Secretariat's Work Plan for 2026/2027 (Annex D), in addition to tasking the Secretariat with other necessary work identified by FAC08.

7b. Budget estimates for 2026/2027 and 2027/2028 and indicative budget estimates for 2028/2029 and 2029/2030

44. The Executive Secretary presented the proposed budget for 2026/2027 (NPFC-2026-FAC08-WP01 Rev.1) for the review of the FAC.

45. The FAC noted that whereas Members may indicate the intended purpose of use when making voluntary contributions, to date, the purpose of use for voluntary contributions from CNCPs has been determined by the Commission.

46. The FAC supported the use of the voluntary contribution from Panama, as a CNCP, for advancing the work of the Small Working Group on Management Strategy Evaluation for Pacific Saury (SWG MSE PS) as described in the proposed budget for 2026/2027.

47. The FAC noted the need for more clarity regarding how voluntary contributions from CNCPs should be treated financially and what purposes they can be used for under the Financial Regulations. Members had different views regarding whether such contributions should be used for specific projects/purposes or for offsetting general operational expenditures, and whether such contributions could be transferred to the Special Project Fund, the Working Capital Fund, or the Special Purpose Fund.

Recommendation: That the Commission task the Secretariat to submit a paper to FAC09 that outlines possible options, based on the Financial Regulations, for how voluntary contributions from CNCPs should be treated financially and what kinds of purposes they can be used for.

48. The FAC endorsed the proposed budget for 2026/2027.

Recommendation: That the Commission adopt the proposed budget for 2026/2027 (Annex E).

Recommendation: That the Commission adopt the proposed Member contributions for 2026/2027 (Annex F).

Agenda Item 8. Other matters

49. The Science Manager, Dr. Aleksandr Zavolokin, presented a progress report on a special project to assist the SWG NPA-SA with stock assessments for splendid alfonsino (SA) and North Pacific armorhead (NPA) in 2025/2026 and a request for continued funding in 2026 (NPFC-2026-FAC08-WP03). The Commission had approved the allocation of 2,142,700 (JPY) from the Special Project Fund for the 2025/2026 work, 2,102,372 JPY of which was used to hire two experts (who worked collaboratively under a single contract). The invited experts worked with Members to assess the NPA stock using a depletion model and conduct a preliminary Stock Synthesis 3 (SS3) model analysis for SA. 2,477,000 (JPY) is requested from the Special Project Fund to continue to assist the SWG NPA-SA with the SA and NPA stock assessments in 2026. Specifically, in this final phase of the project, with the help of the invited experts, the SWG NPA-SA intends to conduct an assessment of the SA stock using an integrated model and to improve the depletion model for the assessment of the NPA stock.
50. The FAC endorsed the proposal and recommended funding from the Special Project Fund.
Recommendation: That the Commission approve the allocation of 2,477,000 (JPY) from the Special Project Fund for hiring external experts to assist with stock assessments for SA and NPA in 2026/2027.
51. The Chair noted that the policy for the use of the Special Project Fund provides for a detailed evaluation process including the establishment of a Special Working Group (SWG). He explained that he had determined that such a detailed evaluation process was not necessary for the above project, as it was the continuation of an existing, ongoing project. Nevertheless, he posited that when the policy for the use of the Special Project Fund was established, it was envisioned that there would be many projects being considered, but the reality is that there have been very few. He suggested that the Secretariat could be tasked with reviewing the policy based on the current reality and provide information to the FAC for further discussion.
Recommendation: That the Commission task the Secretariat to review whether the policy for the use of the Special Project Fund is fit for purpose and submit a paper to FAC09 for further discussion.
52. The Executive Secretary presented a proposal for the establishment of a formal side-event policy (NPFC-2026-FAC08-WP07). The Chair noted that in the past few years, side events have been held at COM09 and SC10, and he explained that the draft policy has been used to guide the Secretariat as an internal policy to date but could be adopted as a more general policy for NPFC going forward.
53. The FAC reviewed the proposal but did not consider it necessary to establish a formal side-event policy.

Agenda Item 9. Next Meeting

54. **Recommendation:** That the Commission consider holding the next FAC meeting in conjunction with the next Commission meeting.

Agenda Item 10. Recommendations to the Commission

55. The FAC recommended the following to the Commission:

(Agenda Item 4)

- (a) That the Commission adopt the NPFC Auditor's Report for the 2024/2025 Financial Year.
- (b) That the Commission adopt the financial update to 31 January 2026 for the 2025/2026 fiscal year, including the statement of income and expenditure for the year ending 31 March 2025 (2024/2025 fiscal year) and unaudited values for 2025/2026.

(Agenda Item 5)

- (c) That the Commission accommodate the request from the NPFC Executive Assistant described in NPFC-2026-FAC08-WP08 using the Working Capital Fund, while noting that this retroactive application should not set a precedent for the future.
- (d) That the Commission direct the Secretariat to continue to provide reports on contractual services engaged and outputs received to future meetings of the FAC, while incorporating the improvements suggested by FAC08.
- (e) That the Commission establish nine months of operating expenses as the balance for the Working Capital Fund.
- (f) That the Commission reduce the Working Capital Fund down to a nine-month floor gradually by offsetting some costs on an ongoing basis over a number of years at the current rate of attrition.
- (g) That the Commission update the NPFC Financial Regulations with extended timelines for the audit process as outlined in Annex 1 of NPFC-2026-FAC08-WP06.
- (h) That the Commission consider potential amendments to the Financial Regulations to address the lack of clarity regarding the treatment and execution of payments to cover costs such as those for the operation of the TOP.
- (i) That the Commission authorize the Executive Secretary to execute payments of up to 2,312,631 USD for the TOP for its second year of operations and to be able to execute payments for that purpose beyond the end of the 2025/2026 fiscal year if necessary.
- (j) That the Commission accept the secondment application from Ms. Yume Kawai for a 12-month period commencing in June 2026.

(Agenda Item 7)

- (k) That the Commission adopt the Secretariat's Work Plan for 2026/2027 (Annex D), in addition to tasking the Secretariat with other necessary work identified by FAC08.
- (l) That the Commission task the Secretariat to submit a paper to FAC09 that outlines possible options, based on the Financial Regulations, for how voluntary contributions

from CNCPs should be treated financially and what kinds of purposes they can be used for.

(m) That the Commission adopt the proposed budget for 2026/2027 (Annex E).

(n) That the Commission adopt the proposed Member contributions for 2026/2027 (Annex F).

(Agenda Item 8)

(o) That the Commission approve the allocation of 2,477,000 (JPY) from the Special Project Fund for hiring external experts to assist with stock assessments for SA and NPA in 2026/2027.

(p) That the Commission task the Secretariat to review whether the policy for the use of the Special Project Fund is fit for purpose and submit a paper to FAC09 for further discussion.

(Agenda Item 9)

(q) That the Commission consider holding the next FAC meeting in conjunction with the next Commission meeting.

Agenda Item 11. Adoption of the Report

56. The report was adopted by consensus.

Agenda Item 12. Close of the Meeting

57. The meeting closed at 14:15 on 15 April 2026, Osaka time.

List of Annexes to FAC08 Report

Annex A	Agenda
Annex B	List of Documents
Annex C	List of Participants
Annex D	Secretariat Work Plan
Annex E	2026/2027 Budget
Annex F	2026/2027 Assessed Contributions

North Pacific Fisheries Commission
8th Meeting of the Finance and Administration Committee
13 April 2026
Osaka, Japan (hybrid)

Agenda

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3. Adoption of Agenda
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 - a. Staffing considerations
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 - i. General Service Staff
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 - ii. Manager and Executive Secretary Staff
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 - e. Proposed revisions to the Staff Regulations

- i. Draft NPFC Social Security Policy
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 - g. 2026 Internship and Secondment programs
- 6. Performance Review updates and items of relevance to FAC
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 - a. Secretariat Work Plan 2026/2027 including staffing
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- 8. Other matters
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LIST OF DOCUMENTS**MEETING INFORMATION PAPERS**

Number	Title
NPFC-2026-COM10/TCC09/FAC08-MIP01	Meeting Information
NPFC-2026-FAC08-MIP02	Provisional Agenda
NPFC-2026-FAC08-MIP03	Annotated Indicative Agenda

WORKING PAPERS

Number	Title
NPFC-2026-FAC08-WP01 Rev.1	Draft Commission Budgets 2026/2027 to 2029/2030
NPFC-2026-FAC08-WP02 Rev.1	Consideration of the NPFC staff regulations
NPFC-2026-FAC08-WP03	Funding request for 2026 and update on the special project to conduct an assessment for Splendid Alfonsino and North Pacific Armorhead
NPFC-2026-FAC08-WP04	NPFC Secondment and Intern Program Fiscal Year 2026/2027
NPFC-2026-FAC08-WP05	Consideration of the Working Capital Fund
NPFC-2026-FAC08-WP06	Consideration of the NPFC financial regulations
NPFC-2026-FAC08-WP07	Consideration of a formal side-event policy
NPFC-2026-FAC08-WP08	Consideration of payment to the Executive Assistant

INFORMATION PAPERS

Number	Title
NPFC-2026-FAC08-IP01	NPFC Auditor's Report for 2024/2025 Financial Year
NPFC-2026-FAC08-IP02	Consideration of NPFC Contracts
NPFC-2026-FAC08-IP03	Implementation of Staff Regulations – Internal Policies

REPORTS

Number	Title
NPFC-2026-SR	Secretariat Report for 2025/2026 and Work Plan for 2026/2027
NPFC-2026-FAC08-Draft Report	Draft Report of the 8th Meeting of the Meeting of the Finance and Administration Committee

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Secretariat Report for 2025/2026 and Work Plan for 2026/2027

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17 pp. (Available at www.npfc.int)

Secretariat Report for 2025/2026 and Work Plan for 2026/2027

Abstract: This paper summarizes the activities of the NPFC Secretariat since COM09 (April 2025) to February 2026 and proposes a Secretariat work plan for the 2026 operational year. The paper is presented in a new format to implement the COM09 decision to allow for a more informative reporting process. In accordance with Rule 6 of the Rules of Procedure, this report highlights the Commission's intersessional activities and work programs carried out during the 2025/2026 period.

Overview: For 2025 there were a few major milestones achieved:

1. **Development and implementation of regional Transshipment Observer Program -**

This involved the Secretariat working with Members to define the specific requirements, seeking expressions of interest from contractors, identifying a candidate service provider, developing the contract specifications and working with them to develop the implementation approach. It is anticipated that the first observer will be deployed as of 3 April 2026, shortly after the mandated implementation of the TOP. In its first partial year of implementation, this will be a major commitment in 2026 to integrating the various transshipment components along with VMS.

2. **Development of a prototype science database** – Making use of funds provided by the European Union, the Secretariat, working with Members and our database service provider, has developed a prototype science database to support ongoing stock assessment work. This work will be further developed in 2026 to allow for greater ease in use of the database and integration within the NPFC data warehouse. It will allow for standardized collection, management and use of data.

3. **Denial of Service attack** – the Secretariat has experienced significant issues due to a seeming malicious denial of service (DNS) attack. This has caused recipient spam filters to treat email from the Secretariat as spam as well as posing challenges to sending of email to multiple recipients (e.g., Circulars). Similar to other RFMO (e.g., WCPFC) we are further deploying a mailing system that is designed to avoid email being seen as spam using industry standard technology. This technique is already deployed on the collaboration website and will likely be further developed in 2026 as the problem of spam email seems to be an ongoing issue.

Secretariat Report for 2025/2026

I. Coordination and support to the Scientific Committee (SC)

The Secretariat coordinated scientific activities and supported the SC in the implementation of its work plan and projects as follows:

a. Implementation of the Scientific Committee rolling Five-Year Research Plan and Work Plan for each Priority Area

The Secretariat assisted SC Chairs in delivering the tasks from SC09 to SC's subsidiary groups and tracking progress in addressing them. The Secretariat also assisted in organizing intersessional work to respond to COM09 taskings.

b. Implementation of the scientific projects conducted in 2025/2026

SC09 identified 12 scientific projects for 2025. Note that there is suggestion from SC10 that these be considered as core work and not be seen as individual projects. The Secretariat provided administrative and logistical support for the projects, coordinated selection and/or extension of invited experts.

c. Organizing informal virtual meetings to facilitate intersessional work and providing rapporteur services

Intersessional work plays an important role for facilitating SC work. In 2025, the SC and its SSCs maintained seven small working groups (SWG) to conduct specific technical analyses as directed by the SC workplan. These SWGs held 18 informal meetings coordinated by the Secretariat.

d. Organizing formal meetings of SC, SSCs and TWGs to finalize outputs, formalize recommendations and develop scientific advice

In 2025, the SC had four standing subsidiary groups: SSC BF-ME, SSC PS, SSC NFS and TWG CMSA. They held 7 formal meetings, including 4 hybrid and 3 virtual meetings. In 2026 it is anticipated that an additional SSC will be created and this will create scheduling, budgetary and workload pressures for Members and the Secretariat.

e. Providing infrastructure services for data collection, sharing and dissemination

In 2025, the most important development in this area of work was creation of a new database for scientific data. The European Union (EU) provided a voluntary contribution that supported the SWG Data in the development of the database. The Secretariat coordinated integration of the new database into the NPFC data management system, tracked progress and provided a report on the implementation of the project to the EU. The Secretariat also managed data shared by Members and updated data inventories. The Secretariat compiled catch and effort statistics, updated summary footprints and made them available to Members on the website. The Secretariat assisted SWG Observer

Program in identifying science related data gaps which can be fulfilled by a regional observer program.

f. Liaising with TCC on issues of common interest

The Secretariat presented to TCC08 on the matters of common interest, in particular SC proposed revisions to CMMs on bottom fisheries and marine ecosystems and responses from SC to the TCC questions on an observer program. The Secretariat coordinated standardization of FAO 3-alpha species codes and vessel type nomenclature across SC and TCC databases to ensure data integrity of the NPFC data management system.

g. Secretariat initiatives

The Secretariat, in consultation with SC Chairs, came up with several initiatives to improve efficiency and cost-effectiveness of the SC work.

Streamlined SC workflow: In response to the substantial increase of the SC workload and growing budgetary pressure, the Secretariat reviewed SC structure and workflow that have been developed over the past ten years, identified potential issues and proposed improvements to SC workflow for consideration by Members. SC10 reviewed the proposal, made amendments and endorsed the streamlined SC workflow.

Revised SC SWG Guidelines: In relation to the changes in the SC workflow, the Secretariat proposed revisions to the Guidelines for Scientific Committee's Small Working Groups. SC10 reviewed and endorsed the revised Guidelines.

SC meeting report format: Following up with feedback from SC Members, the Secretariat improved the readability of SC reports including adding a table of contents, re-organizing the report text and removing some annexes that are now available on the NPFC website.

New meeting schedule: The Secretariat developed options for a new meeting schedule of science meetings with the goal to reduce the time lag between data used in stock assessments and management actions in place. As a result, SC10 recommended to COM to move SC stock assessment meetings from December to January and hold data preparation meetings for PS and CM at the end of the year.

Scientific Activities and Projects: In consultation with the Chairs of SC and FAC, the Secretariat revised the format of scientific projects that SC annually submits to COM for endorsement. The new format separates core scientific activities (i.e. assessments of priority stocks and VMEs) from other projects.

II. Coordination and support to the joint SC-TCC-COM Small Working Group on Management Strategy Evaluation for Pacific Saury (SWG MSE PS)

The Secretariat supported the SWG MSE PS by coordinating its meeting schedule, organizing its meetings, posting meeting documents and formatting and circulating meeting reports. The Secretariat also assisted Members in selecting a new invited expert for the SWG MSE PS, arranging a contract with the selected expert and paying a consultancy fee. It is anticipated that

the activity level in 2026 will be increased, including potentially 2 hybrid meetings prior to COM11.

III. Coordination and support to the Technical and Compliance Committee (TCC)

The Secretariat coordinates compliance activities of the Commission including:

- a. *Support to TCC SWGs*: The Secretariat provided support to three TCC small working groups, organizing 15 online meetings throughout the intersession. Following are some of the areas in which the Secretariat compliance team (Compliance manager and Seconded) contributed to deliverables to support the TCC and improve the compliance monitoring program in NPFC.
- b. *Transshipment Observer Program*: The contract for the provision of observer services on carrier vessels operating in the Convention Area has been finalized and will take effect in April 2026. Following the signing of the contract on 2 December 2025, ongoing coordination with the Observer Service Provider supported the development of training materials, procurement of necessary equipment, and organization of training sessions to prepare 40 observers for deployment in April. In parallel, work continues with the NPFC web and database service provider to ensure that all systems are ready to integrate observer reports seamlessly into our data infrastructure.
- c. *Transshipment API*: In 2025, an application programming interface (API) data-transfer process was finalized to enable automated transmission of transshipment reports from a Member's server to the NPFC transshipment database. The Secretariat played a coordinating and testing role throughout the project, working with the database service provider and the Member to facilitate the implementation of the system, which was completed in August. This approach has shifted the transshipment reporting program from a situation in 2023 where approximately 40,000 report forms were being emailed to the Secretariat in PDF format for manual entry to today when 98% of forms are being automatically transferred via this API, significantly reducing administrative workload and improving data accuracy and timeliness.
- d. *MCS Program*: The Secretariat provides support to Members conducting MCS activities in the Convention Area in a number of ways, including organizing access to VMS data for surveillance missions, maintaining the inspection vessel registry, processing reports and tracking responses and correspondence. In 2025 a new page was added to the secure website for Members to allow Members to input results when potential non-compliance is detected through aerial surveillance (**as directed by TCC08**). These events are visualized on an interactive map and provided in a tabulated list, with full data export capabilities (CSV) for Member analysis. In 2025, the Secretariat also hosted an online HSBI workshop with Members with an inspection presence to review technical issues with the HSBI Events page and inform future updates.

- e. *Vessel Registry*: In 2025, several significant anomalies were identified in the vessel registry that were affecting the accuracy of data extraction and analysis. In response, a project has been initiated to determine the root causes of these anomalies and to develop solutions to restore the integrity and reliability of the registry data.
- f. *Port State Measures*: The Secretariat has been supporting Members in making an informed decision on the implementation method for a potential CMM by researching existing electronic data-reporting and management systems, including those that could be adapted for NPFC use. This analysis will continue in anticipation of ongoing discussions in the Commission regarding possible approaches.

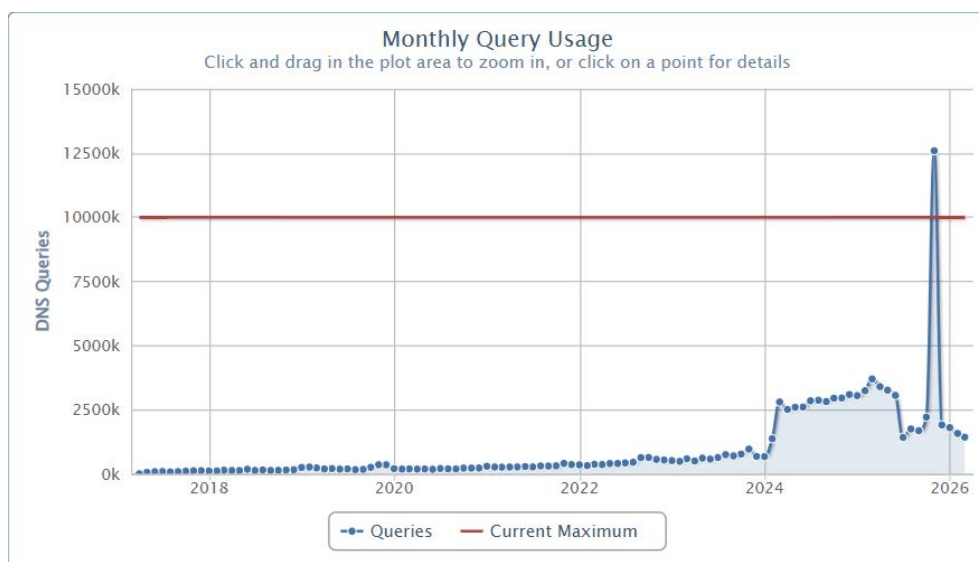
IV. Data management and security and Information technology

The NPFC Data Management System (DMS) supports the storage and analysis of scientific and compliance data to facilitate the Commission's decision-making process. The NPFC relational database is designed to provide a secure, user-friendly, accessible, and reliable platform for compiling information to meet the Commission's evolving needs. This section highlights the updates made to the DMS by the Secretariat working with Members since the COM09.

During the 2025–2026 period, significant progress in data management has occurred by releasing and upgrading various online systems. The key updates are as follows:

- a. *Website Updates*: Regular maintenance and updates are made to the NPFC website. These efforts aim to enhance public transparency and ensure Members have seamless access to the essential digital tools required for Commission operations.
- b. *Member Account Management*: The Secretariat has updated the NPFC Contact List interface by integrating it with the upgraded Member Account Management System. This update introduces enhanced search filters and a self-service administrative environment, enabling Group Administrators to manage and update user roles within their respective groups directly. The Secretariat remains committed to further optimization and welcomes Member feedback to guide future enhancements.
- c. *Member Reporting Dashboard*: The Secretariat has recently launched an NPFC Reporting Dashboard to streamline Members' submission procedure and tracking records. The dashboard displays tailored requirements for each Member, highlighting pending requirements and confirming completed ones with specific dates. This provides Members with real-time visibility into their reporting status and outstanding obligations. The dashboard can also be configured to track other obligations triggered by specific events, such as VMS data deletion following completion of MCS activities in the Convention Area.

- d. *Annual Reporting System:* The Secretariat successfully received annual reports from most Members through the e-Annual Reporting System. To ensure full participation, the Secretariat provided tailored technical guidance and training to Members, facilitating their successful submission. Moving forward, the Secretariat will continuously update the system to align with newly adopted Conservation and Management Measures (CMMs) and develop the Implementation Questionnaires as a web-based tool as well.
- e. *Transition to Microsoft 365* - With the Secretariat’s successful transition to Microsoft 365, the organization can now fully leverage the Microsoft Teams environment to enhance internal and external collaboration. This includes streamlined document management and secure real-time sharing through SharePoint Online, significantly improving operational efficiency.
- f. *NPFC Email Delivery and Domain Reputation Issue*
 - **The Issue:** Since November 2025, the Secretariat’s domain (npfc.int) has faced persistent email delivery problems. Many official emails have been incorrectly flagged as spam or held in quarantine by major providers like Microsoft 365 and Google.
 - **The Cause:** This situation was triggered by an unusual surge in external DNS traffic toward our domain in late 2025, coinciding with a significant increase in the sensitivity of security filters implemented by major service providers like Microsoft and Google. These automated systems temporarily adjusted the "trust rating" of our domain as a defensive measure. It is important to clarify that this is a global filtering issue and not a breach of the NPFC internal network or security.
 - **Current Status & Solution:** The Secretariat has updated the domain’s security authentication protocols (SPF and DMARC) to the latest industry standards. Additionally, Members’ domains have been added to our Tenant Allow List to ensure reliable communication. The Secretariat will continue to monitor delivery rates and coordinate with major service providers to maintain a high trust rating for the npfc.int domain.



V. Finance and Administration

Some aspects to highlight are the ongoing implementation of effective oversight of the financial resources of the Commission, providing administrative support through engaged staff, and coordinating corporate activities such as communication to Members via Circulars, and collating Member perspectives such as for the NPFC Performance Review.

Provision of financial services

- a. The Secretariat continues to develop its ability to manage the financial resources using professional accounting software (QuickBooks). All funds received are tracked and managed in separate funds depending on their purpose. The most significant update in 2025 was the development and implementation of the Transshipment Observer Program and its related funding considerations. Currently all of these funds are held in and expended in USD.
- b. Time was spent working with the FAC Chair on range of FAC related issues including the FAC Chair’s process for staff pay, development of options related to the Working Capital Fund, and consideration of updates to the Financial Regulations.

Provision of administrative services

- a. An ongoing and expanding activity is supporting the range of hybrid meetings that are occurring. As well, the number of virtual meetings is also increasing.
- b. The Secretariat integrated data from Members into a spreadsheet for the NPFC performance review and this is attached as an excel spreadsheet. During this iterative process with Members, a heat map was developed to provide an overview. Details are provided in NPFC-2026-COM10-IP09. Some areas for ongoing consideration are identified.

Italics indicates a new proposed priority for an issue that has been modified from the existing priority identified with strikethrough

LOW	7.3.2		5.2.7		5.2.9 7.4.1 8.1.3 8.2.1	COMPLETE Issue has been satisfactorily addressed.	FURTHER CONSIDERATION NEEDED Additional guidance needed from Members
MEDIUM	4.2.3 5.2.3 5.2.4 5.2.11 7.1.1	7.2.1 7.3.1 7.3.2 7.4.1 8.1.1	3.1.4 3.1.6 3.1.7 3.4.5 4.3.1 4.5.1 5.2.7	5.2.8 5.2.10 5.2.12 5.3.1 7.1.1 8.1.4 8.2.1	3.4.1 3.4.2 4.1.4 4.4.1 5.2.5 5.2.12 5.5.1	ONGOING Issue has been satisfactorily addressed and work is ongoing	
HIGH	3.1.1 3.1.2 3.1.3 3.1.5 3.1.8 3.2.1 3.2.2 3.2.3 3.3.1 3.4.3 4.1.1	4.1.2 4.2.2 4.2.5 4.2.6 4.2.7 4.3.1 4.5.1 4.5.4 4.5.5 5.2.2 5.2.6	5.3.2 5.3.3 5.4.1 6.1.1 7.2.2 7.2.3 7.3.1 7.5.1 7.5.2 8.1.2 8.1.3 8.2.2	3.1.5 3.4.1 3.4.2 3.4.3 3.4.4 3.4.5 4.1.1 4.2.1	4.2.4 4.5.2 4.5.3 5.2.1 5.2.5 5.2.10 5.4.1	IN PROGRESS Work is underway to advance the issue	NOTED No specific actions taken or planned

Priority ↑

Management of human resources

- a. The contract for the Data Coordinator was renewed.
- b. Planning was undertaken to repatriate the current Compliance Manager to their home country and a process was undertaken to recruit a new Compliance Manager. This individual will start in June 2026 and overlap for two weeks with the incumbent.

VI. Cooperation and outreach

The Secretariat currently liaises with other organizations including RFMOs by attending their meetings for information sharing and for developing other joint or reciprocal activities of mutual interest as well as specific outreach:

- a. Outreach was undertaken throughout the year with the IATTC to develop draft language for an MOU based on direction from COM09. Revised text is provided to COM10.
- b. In May 2025 the Executive Secretary attended the NPAFC Annual Meeting, the open component of the Committee on Enforcement (ENFO) and the Committee on Scientific Research and Statistics. Meetings with the Secretariat allowed for discussion of joint interests including the MOC and joint workplan.
- c. In June 2025 the Secretariat hosted a joint meeting of the Tuna Compliance Network and the Pan Pacific Fisheries Compliance Network (TCN/PPFCN) at the NPFC office in Tokyo. This meeting brought together the compliance managers from around the Pacific and all the tuna RFMOs to discuss areas of common concern and identified a number of areas for potential collaboration, such as data sharing arrangements for transshipments, development of electronic monitoring standards, and development of the Combined Vessel Registry.
- d. In November the Secretariat (ES and SM) attended the PICES annual meeting in Yokohama, Japan in November 2025, presented an update on NPFC-PICES joint activities at the Science Board meeting and took part in business meetings of the Fishery Science Committee, Biological Oceanography Committee and Governing Council in accordance with the NPFC-PICES Framework for Enhanced Scientific Collaboration in the North Pacific.
- e. The Secretariat continued to cooperate with the FAO's Deep-sea fisheries project, including hosting a joint NPFC-FAO workshop on science-based management options available for operationalizing the precautionary approach (Nagoya, Japan), participating in the FAO workshop on Ecosystem Approach to Fisheries

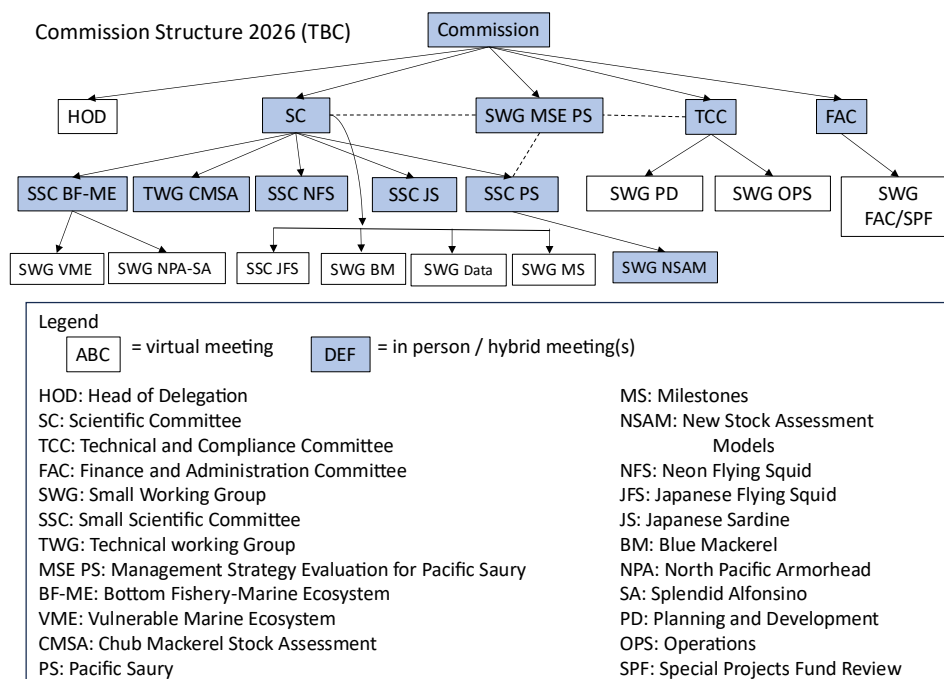
Management, contributing to data-limited stock assessments methods development, reviewing the report on climate change impacts on BF stocks and developing a shark ID guide.

- f. In March 2026 the FAO Deep Sea Fisheries Project Steering Committee met at the Secretariat office. This meeting helped shape the final stage of the project and also identified approaches to consider for a potential next phase. NPFC is one of the partner organizations with commitment of an in-kind contribution to the project
- g. The Secretariat provided updated fisheries inventories and marine resources inventories to the FAO FIRMS in accordance with the Partnership Arrangement between NPFC and FIRMS.
- h. The Secretariat liaised with Basin-Scale Events & Coastal Impacts (BECI) to support the implementation of the NPFC Resolution on Climate Change.
- i. A draft Memorandum of Cooperation is being reviewed by the Tokyo University of Marine Science and Technology to support exchanges with staff and students as well as administrative engagement.
- j. Regular communication occurs with comparable RFMO to exchange best practices (e.g., WCPFC, SPRFMO).

Secretariat Work Plan for 2026/2027

The function of the NPFC Secretariat is the provision of services to, and representation of, the Commission as determined by its Members in accordance with the Convention and relevant rules and regulations. As identified by the Secretariat and shared with Members, six key areas highlighted below provide the Secretariat and the Commission guidance with regard to the Commission's activities in 2026/2027 operational year. The structure of Commission related entities is provided in Figure 1.

Figure 1: Commission related entities supported by the Secretariat



Some key aspects for 2026 will carry over from 2025 as priority areas of focus on incremental activities. The implementation of the Transshipment Observer Program will coincide with the next fiscal year and the period between COM10 and COM11. This will occur as we transition to a new Compliance Manager. The development and implementation of the science database will conclude and thus should be fully operational in support of the range of stock assessment processes underway by COM11. The Secretariat will also be more engaged in the logistical arrangements for science meetings as no Member has identified an interest in hosting SC11. This requirement is also reflected in COM10-WP11. The SWG MSE PS is also expected to be more active in 2026 and draw upon Secretariat resources more significantly than in the past. The Secretariat will be supporting Members through further development of its website/database in general as well as considering means to employ artificial intelligence in the work of the Commission while

respecting confidentiality requirements. The NPFC performance review process will continue to be updated and circulated to Members periodically as outlined at COM09.

I. Coordination and support to the Scientific Committee (SC)

The Secretariat will coordinate scientific activities and support the SC in the implementation of its work plan and projects. A key aspect will be the further development of the SC database and have it more easily accessible and integrated within the NPFC data warehouse. This will benefit from an anticipated voluntary contribution from the European Union. Other areas of focus include:

- a. *Implementation of the Scientific Committee rolling Five-Year Research Plan and Work Plan for each Priority Area*
 - *Stock assessments for target fisheries and bycatch species*
 - *Ecosystem approach to fisheries management*
 - *Data collection, management, and security*
 - *Climate change impact*
- b. *Implementation of the scientific projects to be conducted in 2026/2027*
- c. *Organizing informal virtual meetings to facilitate intersessional work and providing rapporteur services*
- d. *Organizing formal meetings of SC, SSCs and TWGs to finalize outputs, formalize recommendations and develop scientific advice, including optimizing SC meeting schedule*
- e. *Providing infrastructure services for data collection, sharing and dissemination, including SC data call*
 - *Continuing developing SC database for scientific data, including documentation and transparency, visualization and reporting, system integration, traceability and version control and accessibility enhancements*
 - *Developing/updating data collection standards and data provision templates*
 - *Developing/updating data sharing and security policies*
- f. *Conducting data analyses: NPA monitoring survey, PS weekly catch, annual catch and effort trends for NPFC priority species, etc.*
- g. *Liaising with TCC on issues of common interest*
- h. *Secretariat initiatives: user-friendly webpages with key documents by SC expert group, tables of activities and timelines of SC expert groups, other initiatives developed in consultation with SC Chairs*

II. Coordination and support to the joint SC-TCC-COM Small Working Group on Management Strategy Evaluation for Pacific Saury (SWG MSE PS)

It is anticipated that the SWG MSE PS will be active in 2026 and potentially seek to have two hybrid meetings before COM11 in order to advance its work. Some expected elements are:

- a. Organizing joint SC-TCC-COM SWG MSE PS meetings to develop an MSE for Pacific saury: 1-2 meetings per year
- b. Assisting Members in selection, contracting and managing an invited expert
- c. Supporting SWG MSE PS's intersessional activities including informal virtual meetings and liaison with SSC PS

III. Coordination and support to the Technical and Compliance Committee (TCC)

The Secretariat will continue to support the TCC by providing administrative support (agendas, meeting notes, Webex) for TCC's Small Working Groups and will advance ongoing initiatives and launch some new projects to improve compliance monitoring and reporting in 2026. Key elements include:

- a. *Transshipment Observer program - With the implementation of the Transshipment Observer program in April, the Secretariat will be providing support in a variety of ways, such as reviewing and processing invoices, maintaining the list of authorized observers, acting as liaison and providing advice on technical matters. The contract requires a review after the first year of operation and the Secretariat will ensure that Members are updated throughout the year on the program's progress.*
- b. *MCS program - an ongoing project to update the NPFC website with a new "MCS" page will be completed in the coming year and should provide MCS practitioners with a more efficient and secure space to locate supporting materials.*
- c. *Vessel Registry - the Vessel Registry project will be completed in 2026 to identify and correct outstanding issues that are impacting the integrity of the data (inconsistent use of vessel and gear codes and systemic issues that are generating multiple authorizations).*
- d. *Port Inspection – the Secretariat will continue to support Members work on considering a CMM for port inspection including options and related costings to allow for implementation of an electronic data reporting and management system in a timely and efficient manner.*

IV. Data management and security and Information Technology

The data management system supports the storing and analysis of scientific and compliance data for the Commission's decision-making process. The NPFC relational database is designed to provide a secure, user-friendly, accessible, and reliable platform for compiling information to meet the Commission's scientific and compliance needs. The database is structured to integrate all data modules within the Commission, ensuring a streamlined, efficient decision-making process for Members. In addition, enhancing the efficiency of electronic services provided by the Secretariat to Members and other stakeholders is a key priority. To this end, the Secretariat is

continuously working on database improvements and will undertake several initiatives to further develop the Commission's data management system, including:

- a. *Annual Report Template - The need for changes to the annual report template has been identified by multiple Members as they struggle to complete the electronic template each year. With the introduction of the annual questionnaire in 2025—currently collected through an Excel spreadsheet—it is hoped that a joint project to update the annual reporting template and transition this questionnaire to an online reporting portal will make the entire process more efficient, user-friendly, and streamlined*
- b. *The Secretariat will continue to find ways to render our email system more trustworthy and avoid being considered as spam.*
- c. *The Secretariat will evaluate ways to make use of artificial intelligence in delivering projects. This assessment will take into account the need to manage confidential aspects of our work. The Secretariat plans to further advance the development of email SendGrid solution to Spam*
- d. *The transition to a new Compliance Manager will allow for a review of compliance related processes but also the functioning of the data warehouse more generally.*
- e. *Support to the science and compliance programs in delivering their data intensive work including ensuring maintenance and updates are made in a timely way to our data infrastructure.*

V. Finance and Administration

Ongoing implementation of effective oversight of the financial resources of the Commission, providing administrative support through engaged staff, and coordinating corporate activities such as communication to Members via Circulars, and collating Member perspectives such as for the NPFC Performance Review.

Provision of financial services

- a. Maintaining effective oversight of an increasingly complex financial system with multiple funds, significant new programs (i.e., TOP) and more expansive Commission work program (e.g., additional stock assessment processes) is key and is a major focus for the ES and EA.

Provision of administrative services

- a. The Secretariat will provide logistical support to the Commission and subsidiary bodies. This includes a more intensive schedule for the SSC meetings, SWG MSE PS and SC11.
- b. The Secretariat will continue to track the implementation of the 2022 NPFC Performance Review using the existing approach of outreach via Circulars on a more regular basis.

Management of human resources

- a. Ensuring effective repatriation of existing and transition of the new Compliance Manager will be a key activity including knowledge transfer and ensuring ongoing implementation of ongoing projects.

VI. Cooperation with other organizations

The Secretariat currently liaises with other organizations including RFMOs by attending their meetings for information sharing and for developing other joint or reciprocal activities of mutual interest. In 2025/2026, the meetings scheduled to be represented by Secretariat staff are as follows:

Meeting	Date and place	Purpose	Expected outcomes
ICES Workshop on the Development of Methodologies based on life-history traits, exploitation characteristics, and other relevant parameters for deep-sea data-limited stocks	20-24 April 2026 NPFC Secretariat office	Range of pelagic species will be considered. Secretariat is providing meeting space.	NPFC Members will attend and have ability to discuss species of interest and access range of relevant technical expertise.
33rd NPAFC Annual Meeting	11-15 May 2026 Vancouver, Canada	Secretariat to virtually attend workshops on the margins of the annual meeting of NPAFC	Facilitation of cooperation with NPAFC based on the work plan to be agreed by both Commissions to implement MOC established in 2019
FAO RSN and COFI	4-5 and 11 September 7-11 September 2026	Ability to meet with other RFMO Secretariats and discuss shared issues and priorities. Secretariat to attend and understand roles for Secretariats in supporting Members objectives.	Global recommendations and policy advice to governments, other regional fishery bodies, civil society organizations, and actors from the private sector and international community

Annex D to FAC08 Report

PICES Annual meeting	November 2026, Nanaimo, Canada	Secretariat to attend annual meeting of PICES and intersessional meetings of its committees and working groups (virtually or in-person)	Enhancing scientific cooperation between NPFC and PICES as specified in the Framework for cooperation, including such key areas as Stock assessment support, VMEs and Ecosystem Approach to Fisheries.
PPFCN	31 July – 1 August, Bali	The Pan Pacific Fisheries Compliance Network (PPFCN) will meet immediately prior to the GFETW in Bali	The PPFCN was established in 2020 to promote communication and cooperation between the RFMOs that have overlapping waters in the Pacific Ocean region. The PPFCN is an informal forum to share information about MCS processes and compliance best practice.
GFETW 8	3-7 August, Bali, Indonesia	Secretariat to attend the Global Fisheries Enforcement Workshop 8 (GFETW), hosted by IMCS Network, planned for 3-7 August, 2026 in Bali.	The GFETW is a biennial workshop that brings together the global fisheries community to discuss priority and emerging MCS challenges and opportunities to exchange information and share lessons learned.

Other cooperation with organizations includes:

- a. *PICES: PICES-ICES SPF Working Group, new PICES Working Group on Seamount Connectivity, guest editor for the special issue of the Canadian Journal of Fisheries and Aquatic Sciences for the PICES SPF symposium*
- b. *NPAFC: discuss updates to five-year Work Plan to implement the NPAFC/NPFC Memorandum of Cooperation*
- c. *BECI: following up with the developments of the Basin Scale Events and Coastal Impacts (BECI) project*

- d. FAO DSF project: collaborative activities on climate change impact, data-limited stock assessment, shark ID guide, and ecosystem approach to fisheries management, hosting DSF project steering committee meeting*
- e. FAO FIRMS: providing stock and fisheries information in accordance with the partnership agreement*
- f. SPRFMO, ISC/WCPFC: participate virtually in meetings and implementation of MOUs*
- g. IMCS Network: continue to work with them on best practices and vessel registry – CRAVT*

Further representation will be determined at TCC, FAC and the Commission Meetings.

Enhancing public awareness

The Secretariat will enhance public awareness through various means:

- a. Finalize a cooperative mechanism with the Tokyo University of Marine Science and Technology (the location of the NPFC Secretariat) to allow for increased engagement (e.g., lectures and outreach, education opportunities for TUMSAT students, administrative cooperation).
- b. If feasible, host small meetings in Secretariat offices with related organizations.
- c. Publish the NPFC Yearbook to entail activities of the Commission for 2025.
- d. Receive visitors from international organizations, local government, embassies, and universities.

Proposed budgets for 2026/2027 and 2027/2028

	Year 2026/27 FAC08 Proposed	Year 2027/28 Proposed	Year 2028/29 Estimated	Year 2029/30 Estimated
Items	Cost (JPY)	Cost (JPY)	Cost (JPY)	Cost (JPY)
1. PERSONNEL COSTS				
1.1 Executive Secretary	21,882,510	22,259,466	22,927,250	23,615,068
1.2 Professional Category CM	15,796,927	15,373,330	15,834,530	16,309,566
1.3 Professional Category SM	17,585,375	17,811,375	18,345,716	18,896,087
1.4 General Services Category EA	8,790,020	9,016,020	9,242,020	9,468,020
1.5 General Services Category DC	8,322,400	8,548,400	8,774,400	9,000,400
1.6 Temporary Services		0	0	
1.7 (a) Social Security & Insurance	2,310,000	2,425,500	2,546,775	2,674,114
1.7 (b) Pension Costs	11,146,094	11,243,323	11,569,083	11,902,528
1.8 Overtime	1,000,000	1,100,000	1,100,000	1,200,000
1.9 (a) Staff Allowances - Home Leave	1,500,000	1,500,000	2,000,000	1,500,000
1.9 (b) Staff Allowances – Relocation		0	0	
1.9 (C) Staff Allowances – Repatriation	3,000,000	3,000,000	3,000,000	3,000,000
1.9 (d) Staff Allowances - Accommodation Subsidy	9,300,000	9,100,000	9,282,000	9,467,640
1.10 Professional Development / Training	1,200,000	1,200,000	1,200,000	1,200,000
1.11 Education Fee	1,500,000	1,500,000	1,500,000	1,500,000
1.12 Separation Allowances		0	0	
TOTAL PERSONNEL	103,333,326	104,077,414	107,321,774	109,733,422
2. OTHER SERVICE COSTS				
2.1 Office Equipment & Furniture	1,000,000	1,050,000	1,100,000	1,150,000
2.2 Office Supplies	900,000	1,000,000	1,050,000	1,100,000
2.3 Rentals		0	0	
2.4 Communications	1,300,000	1,300,000	1,300,000	1,300,000
2.5 Printing	400,000	400,000	420,000	420,000
2.6 Duty Travel	4,000,000	4,000,000	4,000,000	4,000,000
2.7 Auditing and Bank fees	1,800,000	1,800,000	1,800,000	1,800,000
2.8 Contractual Services	4,000,000	4,000,000	4,000,000	4,000,000
2.9 Database Management	15,000,000	15,300,000	15,606,000	15,918,120
2.10 MCS Costs	16,800,000	16,800,000	16,800,000	17,640,000
2.11a Meeting Costs COM/FAC/TCC	20,000,000	20,000,000	20,000,000	20,000,000
2.11b Meeting Costs - SWG MSE PS	6,560,000	6,560,000	1,000,000	1,000,000
2.12 Science Support	26,292,000	26,817,840	27,354,197	27,901,281
2.13 Staff Repatriation and Recruitment	8,500,000	-	-	-
2.14 To / From Working Capital Fund COM	-20,000,000	-20,000,000	-15,000,000	-10,000,000
2.14 To / From Working Capital Fund SC mtgs	-2,000,000	-	-	-
2.14 bis To/From Special Project Fund SSC BFME	-2,477,000	-	-	-
2.14 To / From Working Capital Fund Japan				
2.14 To / From VCF Panama MSE PS	-6,560,000	-6,560,000	-	-
2.14 bis To/From Repatriation Fund - CM relocation	-8,500,000			
2.15 Representation Expenses	250,000	250,000	250,000	250,000
2.16 Miscellaneous	500,000	500,000	500,000	500,000
TOTAL OTHER SERVICE COSTS	67,765,000	73,217,840	80,180,197	86,979,401
TOTAL	171,098,326	177,295,254	187,501,971	196,712,823

Assessed Contributions for 2026/2027 and 2027/2028

Members' Annual contributions for 2026/2027

Member\Rule	a)	b)	c)	Fixed Contribution	Total	%
Canada	5,560,552	0	2,426,932		7,987,483	4.7
China	5,560,552	59,116,040	592,543		65,269,134	38.1
EU	5,560,552	0	1,925,451		7,486,003	4.4
Korea	5,560,552	648,619	1,612,817		7,821,988	4.6
Russia	5,560,552	1,620,955	661,854		7,843,361	4.6
Chinese Taipei	5,560,552	8,288,124	1,515,841		15,364,516	9.0
USA	5,560,552	0	3,833,913		9,394,464	5.5
Vanuatu	5,560,552	230,342	140,482		5,931,376	3.5
Japan				44,000,000	44,000,000	25.7
Total	44,484,414	69,904,079	12,709,833	44,000,000	171,098,326	100.0

a) 35 % of the budget shall be divided equally among members of the Commission except Japan.

b) 55 % of the budget shall be divided proportionally among members of the Commission based on the three-year average, 2022-2024, of the total catches by weight in the Convention Area of the species covered by the Convention; and

c) 10 % of the budget shall be divided proportionally among members of the Commission based on each member's Gross Domestic Product (GDP) per capita in 2024.

Note per Rules of Procedure 10.5: Panama as CNCP: 5,742,875

Members' Annual contributions for 2027/2028 using the 2-year average

Member\Rule	a)	b)	c)	Fixed Contribution	Total	%
Canada	5,831,667	0	2,545,262		8,376,929	4.7
China	5,831,667	59,905,235	621,434		66,358,336	37.4
EU	5,831,667	0	2,019,330		7,850,998	4.4
Korea	5,831,667	751,298	1,691,453		8,274,418	4.7
Russia	5,831,667	2,592,824	694,124		9,118,616	5.1
Chinese Taipei	5,831,667	9,771,515	1,589,749		17,192,931	9.7
USA	5,831,667	0	4,020,843		9,852,510	5.6
Vanuatu	5,831,667	291,518	147,332		6,270,516	3.5
Japan				44,000,000	44,000,000	24.8
Total	46,653,339	73,312,389	13,329,525	44,000,000	177,295,254	100.0

a) 35 % of the budget shall be divided equally among members of the Commission except Japan.

b) 55 % of the budget shall be divided proportionally among members of the Commission based on the two-year average, 2023-2024, of the total catches by weight in the Convention Area of the species covered by the Convention; and

c) 10 % of the budget shall be divided proportionally among members of the Commission based on each member's Gross Domestic Product (GDP) per capita in 2024. Members' Contributions for 2027/2028 shall be adjusted in early 2027 according to 2025 catch reports and GDP.

Note per Rules of Procedure 10.5: Panama as CNCP: 6,022,881