

Paper submitted by the Secretariat

Abstract

This Revision / adendum to WP01 contains three updates from the FAC07 meeting of 22 March 2025 for consideration:

1. Explanatory note regarding printing costs for bottom fish ID guide
2. Updated budget documents using existing 124.36 fixed exchange rate for salaries denominated in USD (ES and CM) and applying that outcome to the SM (whose P4 salary is based on JPY).
3. Special project funding request
4. Based on the updated budget, new assessed contribution tables are attached.

Details

Explanatory note regarding update to the printing costs

In the 2022/2023 budget, printing costs for a fish ID guide were identified as an account payable. The task was only conducted in 2024/2025 at a cost of JPY817,000. In the presentation deck to FAC07, Members were informed of the updated expenditures, this cost was allocated to Science Support and printing costs reduced by that amount to JPY 234,538 in the original table. The presentation also identified printing costs of JPY 277,064 which reflected some additional printing costs that had already occurred subsequent to the preparation of Rev.1 and an anticipated JPY50,000 is expected for printing associated with preparations for COM09 meetings.

Updated budget (for salary and Special Project fund).

In Attachment 1, new budget tables are provided. The updates from what was presented on the screen in in FAC07 are:

1. The existing method of using the NPFC fixed exchange rate of 124.36 JPY to the USD to convert USD denominated salaries is applied. This only applies to the ES and CM as the SM P4 salary is expressed in JPY. The UN salary rates for the ES (D1 VII) and CM (P4 VII) levels provide increases, when 124.36 is

used, of 8.7% and 8.2%. For consistency, the budget table instead applies 8.2% for all three professional staff positions. As the SM salary is not expressed in USD, there is no ability to apply the USD to JPY approach for that position.

2. The project funding request, discussed at FAC07 (funded from the Special Project Fund), is reflected in the budget (JPY 2,142,700).

Updated Assessed Contribution Tables

Based on the revised budget attached to this addendum, revised contribution tables for 2025/2026 and 2026/2027 are attached for your consideration (Attachments 2.a and b).

Attachment 1: Revised budget tables using fixed exchange rate

	Year 2025/26 Proposed	Year 2026/27 Proposed	Year 2027/28 Estimated	Year 2028/29 Estimated
Items	Cost (JPY)	Cost (JPY)	Cost (JPY)	Cost (JPY)
1. PERSONNEL COSTS				
1.1 Executive Secretary	20,981,682	21,611,132	22,259,466	22,927,250
1.2 Professional Category CM	15,318,789	15,500,000	14,600,000	15,038,000
1.3 Professional Category SM	16,935,668	17,443,739	17,967,051	18,506,062
1.4 General Services Category EA	8,534,000	8,790,020	9,053,721	9,325,332
1.5 General Services Category DC	8,080,000	8,322,400	8,572,072	8,829,234
1.6 Temporary Services	0	0	0	0
1.7 (a) Social Security & Insurance	3,878,647	2,260,000	2,260,000	2,260,000
1.7 (b) Pension Costs	10,756,922	11,036,763	11,157,656	11,492,385
1.8 Overtime	1,000,000	1,000,000	1,000,000	1,000,000
1.9 (a) Staff Allowances - Home Leave	1,000,000	2,000,000	1,000,000	2,000,000
1.9 (b) Staff Allowances – Relocation	0	0	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	9,100,000	9,100,000	9,100,000	9,100,000
1.10 Professional Development / Training	1,000,000	1,000,000	1,000,000	1,000,000
1.11 Education Fee	1,500,000	1,500,000	1,500,000	1,500,000
1.12 Separation Allowances	0	0	0	0
TOTAL PERSONNEL	101,085,708	102,564,054	102,469,965	105,978,264
2. OTHER SERVICE COSTS				
2.1 Office Equipment & Furniture	1,200,000	1,200,000	1,200,000	1,200,000
2.2 Office Supplies	1,000,000	1,000,000	1,000,000	1,000,000
2.3 Rentals	0	0	0	0
2.4 Communications	1,300,000	1,300,000	1,300,000	1,300,000
2.5 Printing	450,000	400,000	400,000	420,000
2.6 Duty Travel	7,000,000	7,000,000	7,000,000	7,000,000
2.7 Auditing and Bank fees	1,200,000	1,200,000	1,200,000	1,200,000
2.8 Contractual Services	7,000,000	7,000,000	7,000,000	7,000,000
2.9 Database Management	15,000,000	15,000,000	15,000,000	15,000,000
2.10 MCS Costs	16,000,000	16,000,000	16,000,000	16,000,000
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	1,000,000	1,000,000	1,000,000	1,000,000
2.12 Science Support	17,342,700	15,200,000	15,200,000	15,200,000
2.13 Staff Recruitment & Hiring	1,500,000	0	0	0
2.14 To / From Working Capital Fund	-20,000,000	-10,000,000	0	0
2.14 To / From Working Capital Fund	-3,804,000			
2.14 bis To/From Special Project Fund	-2,142,700		0	0
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	64,796,000	77,050,000	87,050,000	87,070,000
TOTAL	165,881,708	179,614,054	189,519,965	193,048,264

Attachment 2.a: Assessed contribution table for 2025/2026

Member\Rule	a)	b)	c)	Fixed Contribution	Total	%
Canada	5,332,325	0	2,370,624		7,702,949	4.6
China	5,332,325	59,506,836	557,078		65,396,238	39.4
EU	5,332,325	0	1,840,643		7,172,967	4.3
Korea	5,332,325	578,450	1,572,669		7,483,443	4.5
Russia	5,332,325	153,702	607,552		6,093,579	3.7
Chinese Taipei	5,332,325	6,623,001	1,432,982		13,388,308	8.1
USA	5,332,325	0	3,657,823		8,990,148	5.4
Vanuatu	5,332,325	172,952	148,800		5,654,076	3.4
Japan				44,000,000	44,000,000	26.5
Total	42,658,598	67,034,939	12,188,171	44,000,000	165,881,708	100.0

Attachment 2.b: Assessed contribution table for 2026/2027

Member\Rule	a)	b)	c)	Fixed Contribution	Total	%
Canada	5,933,115	0	2,637,721		8,570,836	4.8
China	5,933,115	65,707,532	619,843		72,260,490	40.2
EU	5,933,115	0	2,048,027		7,981,142	4.4
Korea	5,933,115	580,682	1,749,861		8,263,657	4.6
Russia	5,933,115	10,513	676,005		6,619,633	3.7
Chinese Taipei	5,933,115	8,110,445	1,594,436		15,637,995	8.7
USA	5,933,115	0	4,069,948		10,003,063	5.6
Vanuatu	5,933,115	178,557	165,565		6,277,237	3.5
Japan				44,000,000	44,000,000	24.5
Total	47,464,919	74,587,730	13,561,405	44,000,000	179,614,054	100.0

Abstract

The Rev.1 contains updates derived from the audit for 2023/2024 provided in Circular 012-2025 and in NPFC-2025-FAC07-IP01.

The differences are presented in strikethrough (~~strikethrough~~) for deleted text/numbers and track changes (track changes) for the insertions.

Some additional edits were made to the statement of income and expenditure to more easily allow for comparisons and show the derivation of the surplus.

The accounts receivable was updated, with payments being made by Japan and Russia (in part) in February.

With no investment plan in place for the NPFC pension scheme, the plan to provide the employer payment to the staff member is noted in the budget document. This does not affect the budget and mirrors what the South Pacific Regional Fisheries Management Organization is doing.

DRAFT COMMISSION BUDGETS 2025/2026 to 2028/2029

ABSTRACT

The NPFC Secretariat submits this paper to the Commission on

1. Update on income and expenditures for 2024/2025 fiscal year,
2. Proposed 2025/2026 and 2026/2027 budgets and indicative budgets for 2027/2028 and 2028/2029 in accordance with the NPFC Convention and Financial Regulations, and
3. Members' contributions for 2025/2026 and 2026/2027.

For the 2024/2025 fiscal year, income to ~~31 December~~ 5 March 2025 was ~~¥138,346,005~~ ¥170,579,722 with accounts receivable of ~~¥31,648,738~~ ¥116,241. Expenditures are ¥ 53,382,669 as of 31 December 2025. A significant remaining component will be the expenditures for the SC09 related meetings in December (not yet invoiced), database projects that are underway and COM09 related meetings in March 2025. Projected expenditures will be around 91% of the appropriated funds. The summary of 2024/2025 expenditures is in Annex A.

The annual budget amount proposed for 2025/2026 is ¥182,784,826, an increase of 7.2%, when expressed in JPY, from the 2024/2025 budget to compensate for the continued low value of the Japanese yen (see p. ~~65~~ 66 and Figure 1 for details). The proposed budget for 2026/2027 is ¥200,984,295. This is presented in Annex B.

Also, Unaudited values are reported for 2023/2024 as the auditor is still finalizing the data manually.

DETAILS

Objective of this paper:

Submit to the Commission:

1. budget update for 2024/2025,
2. proposed budgets for 2025/2026 and 2026/2027,
3. indicative budgets 2027/2028 and 2028/2029, and
4. calculation of contributions for 2025/2026 and 2026/2027

Note: The Budget is in Japanese Yen (¥, JPY) as per the Financial Regulations Paragraph 4 and Convention Article 12. The financial year is from 1 April to 31 March of the following year.

Introduction:

A. Statement of Income and Expenditures:

From the unaudited Statement of Income and Expenditure for the year ending 31 March 2024 (2023/2024 fiscal year) unaudited values for 2023/2024 are as follows:

Statement of Income and Expenditure (General Fund) the Year ending 31 March 2024

Item	Actual 2023/2024 (JPY)	Budget Appropriations 2023/2024 (JPY)	Budget Appropriations 2024/2025 (JPY)
Income			
Members' Contributions	160,804,996	160,804,996	170,579,723
Miscellaneous Income	<u>20,000,000</u> <u>1,400,000</u>	<u>20,000,000 – Working Capital</u> <u>1,400,000 – Special Projects</u>	<u>20,000,000 – WCF</u>
Total Income	160,804,996 <u>182,204,996</u> Includes accounts receivable	160,804,996 <u>182,204,996</u>	170,579,723*
Expenditure			
Personnel Costs	92,690,836 92,703,546	94,504,996	99,975,724
Other Service Costs	60,854,747 61,472,280	66,300,000	70,603,999
COM meeting costs	17,437,367	20,000,000	20,000,000
Total	153,270,730 <u>171,613,193</u>	160,804,996 <u>182,204,996</u>	170,579,723
General Fund Surplus	11,217,193 10,591,803	0	

Income

Member contributions are the primary source of income of the Commission and shall be paid by 31 March of the fiscal year. For 2024/2025, payments of ¥~~138,346,005~~ 170,463,481 have been received as of ~~15 January~~ 5 March 2025 with ¥~~31,648,738~~ 116,241 outstanding as accounts receivable. This outstanding amount includes Japan (~~1/2 of their 2024/2025 payment of ¥26,304,000~~) and Russia (remaining portion of 2024/2025 payments of ¥~~5,344,738~~ 116,241).

Status of Members' Contributions for the 2024/2025 (in ¥)

Member	Adopted	Received	Date of Receipt	Outstanding
Canada	7,689,399	7,689,399	15/05/2024	0
China	64,810,356	64,810,356	07/08/2024	0
European Union	6,903,267	6,903,267	23/05/2024	0
Japan	51,304,000	25,000,000 <u>26,304,000</u>	09/07/2024 <u>07/02/2025</u>	26,304,000 <u>0</u>
Korea	7,162,184	7,162,184	03/06/2024	0
Russia	5,929,717	584,979 <u>580,976</u> <u>5,232,500</u>	* 22/08/2024 <u>18/02/2025</u> (partial)	5,344,738 <u>116,241</u>
Chinese Taipei	12,635,732	12,635,732	05/06/2024	0
United States	8,645,688	8,645,688	13/09/2024	<u>0</u>
Vanuatu	5,499,379	5,499,379	22/08/2024	0
Total	170,579,722	138,930,984 <u>170,463,481</u>		31,648,738 <u>116,241</u>

- For Russia, ¥4,003 is now assigned to 2025/2026 as a prepayment at Russia's request

Members' contributions for the 2024/2025 fiscal year were notified to Members after the 8th Commission meeting held in April 2024.

Expenses

For the 2023/2024 fiscal year, income for the General Fund was ¥~~160,800,143~~ 160,804,996 with an additional transfer for COM08 expenses of ¥20,000,000 from the Working Capital Fund and ¥1,400,000 from the Special Projects Fund (for science meetings in Vanuatu). Expenditures from these funds included ¥~~92,690,836~~ 92,703,546 for personnel, ¥~~60,579,894~~ 61,472,280 for other related operational expenses (including costs for meetings in Vanuatu) and ¥17,437,367 for Osaka (expenses incurred over two fiscal years). This provided a surplus of ¥~~11,217,193~~ 10,591,803. For the current FY, the expenditures continue to be affected by the low value of the Japanese yen (with numerous contracts in US dollars).

1) Personnel Costs

This budget category includes salaries, benefits, and allowances of all staff members. Note that no increase was provided for any staff in fiscal year 2023/2024 while increments were included for all staff in 2024/2025.

2) Other Service Costs

This budget category includes general operational costs, of which Data Management, MCS Costs, Science Support, Meeting Costs, Contractual Services, and staff's duty travel are the main components of this category. These costs are increasing with an increasing number of meetings, inflation and the persistent low value of the Japanese yen. Note as well the agreement to have the Secretariat organize and use NPFC funds for COM related meetings hosted in Japan. These costs have been covered using transfers Working Capital Funds to date but a longer term approach will need to be considered.

Commission Surplus

For 2023/2024, the Commission surplus was ¥11,217,193 10,591,803 which was transferred to the Working Capital Fund.

Voluntary Contributions

Following the NPFC Financial Regulations 26, the NPFC can accept voluntary contributions from Members and non-Members if it is consistent with the policies, aims, and activities of the Commission. In the current fiscal year, as of 31 December 2024, voluntary contributions have been made from Canada and China.

Status of Voluntary Contributions for 2024/2025 (as of 31 December 2024)

Member	Received	Date of Receipt
Canada	4,701,480	05/11/2024
	4,700,000	Account receivable
China	3,064,800	26/11/2024
Total	12,406,280	

Status of Voluntary Contributions for 2023/2024

Member	Received	Date of Receipt
Canada	4,937,525	05/04/2023
	4,124,117	02/08/2024
Panama	6,041,715	26/05/2023
United States	2,972,800	03/10/2023
China	2,976,090	27/12/2023
Total	21,053,747	

B. Proposed Budgets for 2025/2026 and 2026/2027, and indicative budgets for 2027/2028 and 2028/2029

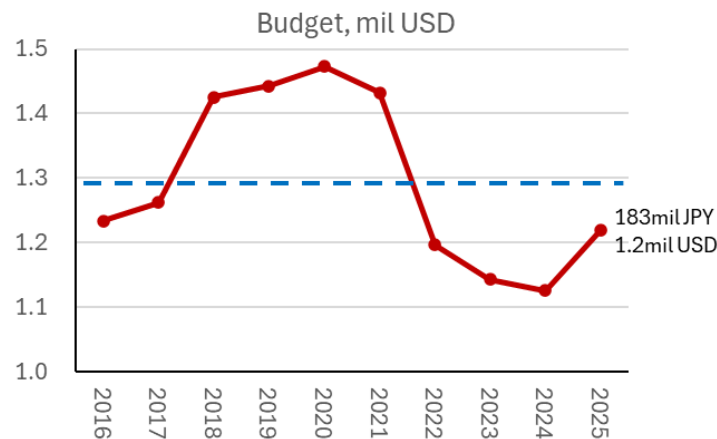
An information paper will be provided that will include additional information related to the changes in the budget presented here. It is noted that our financial regulations (paragraph 3) outlines that the budgets are adopted for 2 years, with the current practice allowing updates to be made.

The changes to note are:

1. Changes to the calculation of staff salary as outlined in staff regulations 5.1 and 5.2. The proposal addresses Commission decisions made based on discussions at FAC01 / COM03 to fix the exchange rate at 124.36 Japanese yen (JPY) to the United States dollar (USD) to stabilize month over month variations in salary that was denominated in USD. This fixed rate has been used to date, other than on the appeal of the retired Compliance Manager where COM07 directed that the actual exchange rate be used for a payment on retirement.

As noted in Figure 1, the budget, when adapted to USD, shows that the exchange rate fluctuation has actually reduced the budget when expressed in USD.

Figure 1: NPFC Historical Budgets Expressed in USD



Further considerations and direction were considered at FAC02 related to options to deal with exchange rate issues and costs in Japan. The budget includes the use of UN salaries as published in January 2025 for P and D staff. In the 2025/2026 Proposed Budget, P and D salaries are determined in JPY using an exchange rate of 150, average exchange rate in 2024. The plan would allow for variation within a 5% limit up or down and also smoothing using a running three-month average. If changes are more than 5% up or down these would be considered an exceptional circumstance and require additional consideration. In the proposed 2026/2027 budget, the P and D salaries reflect the use of UN Post Adjustment but for salary only and not the full post adjustment (e.g., no dependent allowance or enhanced pension is included). The use of post adjustment removes the majority of the accommodation allowance as local living costs are inherent to the post adjustment methodology. For the GS staff, where there is currently no salary scale or method to include cost of living, the UN scale at an equivalent pay level has been used that will link future pay increments to a reference system. This GS scale is in JPY.

2. Health insurance for internationally recruited staff costs are reduced going forward. Working with a labor attorney we have confirmed that staff with the status of an Official are able to join the Japanese national health insurance at an advantageous rate and with this transition be able to reduce the costs associated with individual

private insurance. Some staff will maintain their current approach but this will apply to new staff and to those who wish to make the transition. The proposal would be that all P and D staff in the future make use of this on a mandatory basis, and it is equally available to GS.

3. Accident / disability insurance (work and commuting related) is included starting in 2025/2026 for all staff (worker's accident insurance, rodo saigai hoken). Previously it was only provided for Japanese staff.
4. Since COM08, the cost of the Commission related meetings (COM/TCC and FAC) is now included in the budget starting with a reduced then zero offset from the Working Capital Fund. The Working Capital Fund would be eroded if it solely paid for the meeting on a regular / annual basis on an ongoing.

The overall amount of budget proposed for 2025/2026 is just under ¥183 million, an increase of 7.16%, when expressed in JPY, from the 2024/2025 budget adopted by COM08 and 6% below the average when expressed in USD (Figure 1). The proposed budget for 2026/2027 is just under ¥201 million.

The budget is addressed in two parts: Personnel and Other Service Costs (Annex B).

Detailed notes:

Part 1 – Personnel Costs

The main components of the Part 1 budget are to support the Secretariat staff being hired in two classes – three professional staff (P and D) and two general service (GS) staff - and includes expenses for staff salary, social security and insurance, staff allowances, training and education allowance.

- The salary levels presented for 2025/2026 reflect the ongoing use of the UN salaries as noted above (salary scale published January 2025) and a notional exchange rate of 150 JPY to the USD (P and D) or salary drawn from the UN GS pay scale unique to Japan and expressed in JPY. The current GS salary for the Executive Assistant and Data Coordinator are inserted into the scale with the next highest increment applied. They are separated by one increment reflective of seniority.
- Social Security & Insurance and Pension Costs include medical insurance, pension, group long term disability, employment insurance (local staff only), etc. As noted above, it is now possible to provide broader insurance coverage in some instances and this is reflected in the budget. Other costs can now be reduced (e.g., health insurance) and proposed staff regulation updates will be presented to reflect the current status. [Starting in 2025, employer staff pension contributions for the NPFC pension fund will be provided monthly to the individual.](#)
- Home Leave covers travel expenses (economy class airfare only) to the internationally recruited staff member's home country (staff member and their dependents - SR 7.12).
- Expenses for the items Staff Allowances –
 - 1) Repatriation: this amount is paid into the repatriation account to provide a reserve for the return of the internationally recruited staff to their home country. This is now budgeted separately for both the return and also recruitment of new staff (Compliance Manager in 2026 and potentially the Executive Secretary). On separation from service, internationally-recruited staff member shall be entitled to repatriation allowance consistent with United Nations' practice, including economy class airfares and payment of removal costs. The proposed budget intends to allocate funds to prepare for the future separation of staff.
 - 2) Relocation: costs for settling of new Secretariat staff, including airfare, moving expense and allowances. In 2026/2027, a replacement for the Compliance Manager will be determined and consideration also needs to occur for the Executive Secretary contract which terminates in November 2026. Funds have been allocated in the Repatriation Fund account for this purpose.

- Education fees support the education of dependents of Professional staff (SR 5.10).

Part 2 – Other Service Costs

This is the operational component of the Commission, namely office administrative costs, contractual services, and key activities, including: data management, MCS/compliance costs; support for scientific projects, data collection and analyses; costs of meetings and workshops in support of science and compliance activities; and duty travel.

- Office administration costs including equipment, supplies, printing, and communication, and have been reduced from previous years.
- Contractual services cover the cost for hiring a professional rapporteur for Commission meetings (SC, TCC, FAC and COM meetings cost). It also has included remuneration for a part-time consultant to help the Secretariat with finance and administration, payments for interns and legal advice related to IUU or domestic labor law. Increased workload from Scientific Committee meetings was noted and includes associated costs for rapporteur.
- Database Management mainly covers management and upgrade of the website and human resources and administration system. It also includes tasks related to VMS, transshipment, e-reporting system, Vessel Registry, and IUU fishing vessels. A significant investment is envisioned for upgrades to our database as well as analytical support. Use will likely continue to be made of voluntary contributions in this area (e.g., science-data database development).
- MCS costs include a three-year contract estimated at around ¥39,000,000 from 2023/2024 to August 2026 to support the NPFC VMS system. This increase from the initial contract is part inflation (10%) and the contract being in USD.
- The meeting costs for 2025/2026 may be higher as none are currently planned for Tokyo, and one set of Science meetings are planned for China. Expenses for Science Support reflects a 5-year work plan and projects adopted by the Scientific Committee, including intersessional meeting costs, data management, stock assessments of priority species, etc.

Items that may affect the planned budget

1. Exchange rates are having an effect on the budget. Costs for hosting meetings are variable depending on location and whether the Commission pays for the majority of the costs.
2. The costs for recruitment including the “set-up” costs and eventual repatriation are being set aside in the Repatriation fund for known liabilities.
3. Establishment of an updated transshipment observer scheme ideally has limited impact on the operational budget, with some set-up costs for observer report ingestion into the database possibly being borne using funds already available (e.g., Special Project Fund or Panama Voluntary Contribution Fund). Otherwise, the costs will be borne by the participants in the scheme.

C. Members’ Contributions for 2025/2026 and 2026/2027

In accordance with Paragraph 12 of the NPFC Financial Regulations, Members’ contributions are calculated by the following formula:

- (a) 35 percent of the budget shall be divided equally among members of the Commission.

- (b) 55 percent of the budget shall be divided proportionally among members of the Commission based on the three-year average, ending one year before the year of the annual dues, of the total catches by weight in the Convention Area of the species covered by the Convention; and
- (c) 10 percent of the budget shall be divided proportionally among members of the Commission based on each member's [Gross Domestic Product \(GDP\) per capita](#).

Members' Contributions for Part (b) of the formula were based on average catches for years 2021, 2022, and 2023 inclusive. Members' Contributions for 2026/2027 shall be adjusted in early 2026 according to 2024 catch reports and any GDP update. The assessed contributions of Members for the years 2025/2026 and planned 2026/2027 are attached as Annexes C and D.

Attached for consideration are the following:

- | | |
|---------|---|
| Annex A | Current fiscal year expenditures and projections. |
| Annex B | Proposed budgets for 2025/2026 and 2026/2027 and indicative budgets for 2027/2028 and 2028/2029 |
| Annex C | Table of contributions for Members for 2025/2026 noting that Japan's contribution remains fixed at ¥44,000,000/year |
| Annex D | Members' Annual contributions for 2026/2027 using the 2-year average |
| Annex E | Update on voluntary Contribution Fund, Repatriation Fund, Special Project Fund and Working Capital Fund |

Annex A

Current Year's Expenditures

Note the overage in line 2.5. The VME Identification Guide was originally agreed to in 2021 with an account payable noted only in 2022. The payment was made only in April 2024. It is absorbed as an in-year expense.

Items	Budget (JPY)	Year 2024/25 Expenditure s to Dec 31, 2024 Cost (JPY)	Year 2024/25 Forecast to End of FY Cost (JPY)	Year 2024/25 Total	% utilization
1. PERSONNEL COSTS					
1.1 to 1.5 Staff Salary	65,056,953	48,833,763	16,223,190	65,056,953	100.0
1.7 Temp Services	0	0	0	0	
1.8 (a) Social Security & Insurance	6,300,000	3,740,861	2,559,139	6,300,000	100.0
1.8 (b) Pension Cost	10,018,771	9,146,616	872,155	10,018,771	100.0
1.9 Overtime	2,000,000	1,005,263	900,000	1,905,263	95.3
1.10 (a) Staff Allowances - Home leave	2,000,000	692,655	0	692,655	34.6
1.10 (b) Staff Allowances - Relocation				0	
1.10 (c) Staff Allowances - Repatriation	3,000,000	0	3,000,000	3,000,000	100.0
1.10 (d) Staff Allowances - Accommodation Subsidy	9,100,000	7,140,160	2,110,500	9,250,660	101.7
1.11 Professional Development / Training	1,000,000	836,514	200,000	1,036,514	103.7
1.12 Education Fee	1,500,000	1,177,976	0	1,177,976	78.5
1.13 Separation Allowances	0	0	0	0	
SUBTOTAL PERSONNEL	99,975,724	72,573,808	25,864,984	98,438,792	98
2. OTHER SERVICE COSTS					
2.1 Office Equipment & Furniture	1,200,000	684,688	500,000	1,184,688	98.7
2.2 Office Supplies	1,000,000	845,850	157,000	1,002,850	100.3
2.3 Rentals	0	0	0	0	
2.4 Communications	1,300,000	998,598	300,000	1,298,598	99.9
2.5 Printing	350,000	1,039,538	12,000	1,051,538	300.4
2.6 Duty Travel	5,000,000	3,739,617	1,386,660	5,126,277	102.5
2.7 Auditing and Bank Fees	1,200,000	334,952	960,000	1,294,952	107.9
2.8 Contractual Services	6,000,000	2,565,079	2,986,660	5,551,739	92.5
2.9 Database Management	19,000,000	6,083,815	8,000,000	14,083,815	74.1
2.10 MCS Costs	18,000,000	14,013,043	1,462,220	15,475,263	86.0
2.11 (a) Meeting Costs - COM08/FAC06/TCC07	20,000,000	17,881,645	0	17,881,645	89.4
2.11 (b) Meeting Costs - COM09/FAC07/TCC08	20,000,000	561,047	16,700,000	17,261,047	86.3
2.12 Science Support	15,172,500	4,567,043	10,000,000	14,567,043	96.0
2.13 Staff Recruitment & Hiring	0	0	0	0	
2.14 To / From Working Capital Fund COM08	-20,000,000			-20,000,000	100.0
2.14 To / From Working Capital Fund COM09	-20,000,000			-20,000,000	100.0
2.14 To / From Working Capital Fund	3,804,000		3,804,000	3,804,000	100.0
2.14 To / From Special Project Fund	-2,172,500			-2,172,500	100.0
2.15 Representation Expenses	250,000	47,954	50,000	97,954	39.2
2.16 Miscellaneous	500,000	19,800	60,000	79,800	16.0
SUBTOTAL OTHER SERVICE COSTS	70,604,000	53,382,669	46,378,540	57,588,709	82
TOTAL BUDGET	170,579,724	125,956,477	72,243,524	156,027,501	91

Annex B

Proposed budgets for 2025/26 and 2026/27 and indicative budgets for 2027/2028 and 2028/2029

	Year 2025/26 Proposed	Year 2026/27 Proposed	Year 2027/28 Estimated	Year 2028/29 Estimated
Items	Cost (JPY)	Cost (JPY)	Cost (JPY)	Cost (JPY)
1. PERSONNEL COSTS				
1.1 to 1.5 Salary costs	80,164,800	97,885,005	99,346,555	102,326,951
1.6 Temporary Services	0	0	0	0
1.7 (a) Social Security & Insurance	3,878,647	2,260,000	2,260,000	2,260,000
1.7 (b) Pension Costs	12,345,379	15,074,291	15,299,369	15,758,351
1.8 Overtime	1,000,000	1,000,000	1,000,000	1,000,000
1.9 (a) Staff Allowances - Home Leave	1,000,000	2,000,000	1,000,000	2,000,000
1.9 (b) Staff Allowances – Relocation	0	0	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	9,100,000	215,000	215,000	215,000
1.10 Professional Development / Training	1,000,000	1,000,000	1,000,000	1,000,000
1.11 Education Fee	1,500,000	1,500,000	1,500,000	1,500,000
1.12 Separation Allowances	0	0	0	0
TOTAL PERSONNEL	112,988,826	123,934,295	124,620,924	129,060,302
2. OTHER SERVICE COSTS				
2.1 Office Equipment & Furniture	1,200,000	1,200,000	1,200,000	1,200,000
2.2 Office Supplies	1,000,000	1,000,000	1,000,000	1,000,000
2.3 Rentals	0	0	0	0
2.4 Communications	1,300,000	1,300,000	1,300,000	1,300,000
2.5 Printing	450,000	400,000	400,000	420,000
2.6 Duty Travel	7,000,000	7,000,000	7,000,000	7,000,000
2.7 Auditing and Bank fees	1,200,000	1,200,000	1,200,000	1,200,000
2.8 Contractual Services	7,000,000	7,000,000	7,000,000	7,000,000
2.9 Database Management	15,000,000	15,000,000	15,000,000	15,000,000
2.10 MCS Costs	16,000,000	16,000,000	16,000,000	16,000,000
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	1,000,000	1,000,000	1,000,000	1,000,000
2.12 Science Support	15,200,000	15,200,000	15,200,000	15,200,000
2.13 Staff Recruitment & Hiring	1,500,000	0	0	0
2.14 To / From Working Capital Fund	-15,000,000	-10,000,000	0	0
2.14 To / From Working Capital Fund	-3,804,000			
2.14 bis To/From Special Project Fund	0		0	0
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	69,796,000	77,050,000	87,050,000	87,070,000
TOTAL BUDGET	182,784,826	200,984,295	211,670,924	216,130,302

Explanations for budget items:

1.1-1.5 Staff Salary for five Secretariat Staff (ES, CM, SM, EA, DC)

1.6 Temporary Services Part-time clerical assistance for meeting preparation and other special events

1.7 (a) Social Security + Insurance, and 1.7 (b) Pension Costs

Pension, medical insurance, employment insurance (local staff only), etc.

1.8 Overtime

Overtime work for General Service and Temporary Service categories. Professional Staff are not eligible to receive overtime pay.

1.9 (a) Staff Allowances - Home leave

Travel expenses (economy airfare only) to staff member's home country for internationally recruited staff members and their dependents.

1.9 (b) Staff Allowance – Relocation and

1.9 (c) Staff Allowances – Repatriation

The Commission pays for the relocation to Tokyo and the subsequent removal of internationally recruited staff along with associated allowances consistent with United Nations' practice, including economy class airfares, payment of removal costs and allowance. As well, related costs of pension payment and payment of unused vacation leave are addressed. The budget in the next few years proposes replenishment of the account as it is a known liability.

1.9 (d) Accommodation subsidy

The allowance is based on the actual contracts and set at a maximum of JPY 240,000 per month. The Commission shall reimburse 75% of actual expenses within the cap set above. This will be minimized in the proposed 2026/2027 budget as a component of the post adjustment salary calculation.

1.10 Professional Development / Training

Includes language learning and other training for Secretariat staff to pursue capacity building.

1.11 Education fee

The education allowance entitlement for Professional staff members is a maximum of JPY 2,000,000 per annum per dependent child. The Commission shall reimburse 75% of actual expenses within the cap set above.

2.1 Office equipment + Furniture

Equipment and furniture costs for staff members and in case of its breakage.

2.2 Office supplies

Includes general expenditures for the normal functioning of the Secretariat.

2.4 Communications

Includes estimated costs of telephone, fax, internet, postage and courier services.

2.5 Printing

Includes brochures, yearbook and other publications for meetings and public awareness.

2.6 Duty travel

Based on anticipated costs. Includes travel expenses to attend Commission regular meetings and workshops, FAO COFI Regional Secretary Network (RSN) and related RFMO meetings with the approval of the Commission.

2.7 Auditing Costs and Bank Fees

Cost of hiring an external auditor and bank fees.

2.8 Contractual services

Hiring part-time specialists and consultants to assist in the Secretariat works for finance and administration. Hiring of a professional rapporteur for Commission meetings. It also includes supporting two interns every year.

2.9 Database management

Establishing the Commission's database management system. Database Management mainly covers management and upgrade of the website and human resources and administration system, and tasks related to managing and security of all data received from Members for Science and Compliance purposes.

2.10 MCS costs

MCS costs for the NPFC VMS development through a three-year consultancy and other MCS tools for implementing CMMs for compliance.

2.11 Meeting costs & Workshops Based on current meeting costs for hosting NPFC meetings. Includes additional costs of JPY20,000,000 for holding Commission meetings if no host is identified, associated Subsidiary Body meetings, and workshops.

2.12 Science Support

Support science projects including meeting costs, data management system, stock assessments, workshops, observer program, external expert support, travel costs for NPFC Member representatives to other organizations' meetings and other scientific activities in accordance with the Scientific Projects adopted by the Commission.

2.13 Staff recruitment + hiring

Based on estimated costs associated with travel expenses of candidates for possible recruitment of Secretariat staff.

2.14 Working Capital Fund

Transfer of JPY20,000,000 from the Working Capital Fund will be used to cover meeting costs of the Commission (COM, TCC and FAC) if no Member hosts them. Any unspent budget will be carried over to this category.

2.14 bis Special Project Fund

Established to support special projects both in science and compliance not covered by the general fund.

2.15 Representation expenses

Expenses for the hospitality of the Commission and Secretariat.

2.16 Miscellaneous

Expenses not covered elsewhere

Annex C

Members' Annual contributions for 2025/2026

Member\Rule	a)	b)	c)	Fixed Contribution	Total	%
Canada	6,071,836	0	2,699,393		8,771,229	4.8
China	6,071,836	67,759,518	634,336		74,465,690	40.7
EU	6,071,836	0	2,095,911		8,167,748	4.5
Korea	6,071,836	658,672	1,790,774		8,521,282	4.7
Russia	6,071,836	175,018	691,810		6,938,664	3.8
Chinese Taipei	6,071,836	7,541,509	1,631,715		15,245,060	8.3
USA	6,071,836	0	4,165,107		10,236,943	5.6
Vanuatu	6,071,836	196,937	169,436		6,438,209	3.5
Japan				44,000,000	44,000,000	24.1
Total	48,574,689	76,331,654	13,878,483	44,000,000	182,784,826	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, 2021-2023, 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 2021.

Annex D

Members' Annual contributions for 2026/2027 using the 2-year average

Member\Rule	a)	b)	c)	Fixed Contribution	Total	%
Canada	6,868,063	0	3,053,377		9,921,439	4.9
China	6,868,063	76,061,812	717,519		83,647,393	41.6
EU	6,868,063	0	2,370,758		9,238,820	4.6
Korea	6,868,063	672,187	2,025,606		9,565,855	4.8
Russia	6,868,063	12,170	782,531		7,662,764	3.8
Chinese Taipei	6,868,063	9,388,499	1,845,689		18,102,251	9.0
USA	6,868,063	0	4,711,296		11,579,359	5.8
Vanuatu	6,868,063	206,695	191,655		7,266,412	3.6
Japan				44,000,000	44,000,000	21.9
Total	54,944,503	86,341,362	15,698,430	44,000,000	200,984,295	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, 2022-2023, 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 2021. Members' Contributions for 2026/2027 shall be adjusted in early 2026 according to 2024 catch reports and GDP.

Annex E

Status of Other Funds

Status of Voluntary Contribution Funds

1	Canada Voluntary Contribution Fund	
	Income and other additions	
	Opening Balance (due to CAD gain on the exchange rate)	229,648
	2024 voluntary contribution	9,400,000
	Total income and other additions	9,629,648
	Expenditures	
	Costs including planned spending (data entry, analysis and app refinements)	9,629,648
	Total expenditures	9,629,648
	Balance at year end (projected)	0
2	China Voluntary Contribution	
	Income and other additions	
	Opening Balance	7,222,510
	2024 Contribution	3,064,800
	Total income and other additions	10,287,310
	Expenditures	
	NSAM meeting Shanghai (venue plus invited expert)	2,000,000
	Audio system parts	150,000
	Total expenditures	2,150,000
	Balance at year end (projected)	8,137,310
3	United States Voluntary Contribution	
	Income and other additions	
	Opening balance	2,581,973
	Total income and other additions	2,581,973
	Expenditures	
	CMSA Yokohama travel	437,685
	CMSA contract	1,437,858
	Total expenditures	1,875,543
	Balance at year end (Projected)	706,430
4	Panama - Previous Cooperating Non-Contracting Party	
	Income and other additions	
	Opening Balance	10,309,900
	Voluntary Contribution in 2023	6,040,215
	Total income and other additions	16,350,115
	Expenditures	
	Nil	
	Balance at year end	16,350,115
	Note: Panama has a surplus contribution of 985,195 JPY over the requested payment.	985,195
	Available for appopriation	15,364,920
	They have asked to retain these funds with NPFC pending future decisions.	

Status of Special Projects Funds

Special Projects Fund		
	Schedule of Income and Expenditures and Changes in Fund Balance	
	Projected year end 31 March 2025	
	Income and other additions	
	Beginning of the fiscal year	35,073,311
	Total income and other additions	35,073,311
	Expenditures	
	Due to General Fund for advancing bottom fisheries stock assessments (2024/2025)	2,172,500
	Bank fees	550
	Total expenditures	2,173,050
	Special Project Fund Balance at year end	32,900,261

Status of Repatriation Fund

Repatriation Fund		
	Schedule of Income and Expenditures and Changes in Fund Balance	
	Projected year ended 31 March 2025	
	Income and other additions	
	Beginning of the fiscal year	22,422,025
	Due from General Fund per budget (Pension 1.8.b)	8,986,644
	Due from General Fund per budget (Repatriation 1.10.C)	3,000,000
	Total income and other additions	34,408,669
	Expenditures	
	Bank fees	550
	Total expenditures	550
	Repatriation Fund Balance at year end	34,408,119

Status of Working capital Fund

Working Capital Fund

	Schedule of Income and Expenditures and Changes in Fund Balance	
	Projected for year ended 31 March 2025	
	Income and other additions	
	2022Balance	178,702,548
	Surplus transferred from General Fund at conclusion of 2022 Fiscal Year	4,969,265
	Surplus transferred from General Fund at conclusion of 2023 Fiscal Year (updated based on audit)	10,591,803
	Total income and other additions	194,263,616
	Expenditures	
	Due to General Fund for COM08	20,000,000
	Due to General Fund for COM09	20,000,000
	Total expenditures	40,000,000
	Balance at year end (projected)	154,263,616