



15th meeting of the Conference of the Contracting Parties to the Convention on Wetlands

**“Protecting wetlands for our common future”
Victoria Falls, Zimbabwe, 23-31 July 2025**

COP15 Doc.23.1

Note from the Secretariat:

At its 64th meeting, the Standing Committee in Decision SC64-41 iv) approved the draft resolution on *financial and budgetary matters* to be considered at COP15, as presented in Annex 4 of the Subgroup on Finance report in document SC64 Com.2.

Draft resolution on financial and budgetary matters

1. RECALLING the budgetary provisions established by paragraphs 5 and 6 of Article 6 of the Convention;
2. RECALLING Resolution XII.7 on *Resource mobilization and partnership framework of the Ramsar Convention* and the related provisions of Resolution XIV.1 on *Financial and budgetary matters*;
3. ACKNOWLEDGING WITH APPRECIATION the prompt payment by the majority of Contracting Parties of their contributions to the core budget of the Convention; but NOTING WITH CONCERN that a number of Parties have significant outstanding contributions;
4. NOTING WITH GRATITUDE the additional voluntary financial contributions made by many Contracting Parties, including those from Contracting Parties of Africa specifically earmarked for African Regional Initiatives (in accordance with paragraph 23 of Resolution X.2 on *Financial and budgetary matters*), and also the contributions made by non-governmental organizations and private companies for activities undertaken by the Secretariat;
5. RECALLING the *Delegation of Authority to the Secretary General of the Convention on Wetlands* signed by the Director General of the International Union for Conservation of Nature (IUCN) and the Chairman of the Convention's Standing Committee on 29 January 1993, and the *Supplementary Note to Delegation of Authority* signed on the same date;
6. ACKNOWLEDGING the financial and administrative services provided to the Convention Secretariat by IUCN, underpinned by the Services Agreement between the Convention and IUCN revised in 2009;

7. NOTING that Contracting Parties have been kept informed of the financial situation of the Secretariat through the audited annual financial statements for the years from 2022 to 2024 and the reports submitted to the Standing Committee meetings from 2023 to 2025; and
8. RECOGNIZING the need to continue to strengthen financial partnerships with relevant international organizations and other entities, and to explore additional funding opportunities through their existing financial mechanisms;

THE CONFERENCE OF THE CONTRACTING PARTIES

9. APPRECIATES that, since the 14th meeting of the Conference of the Contracting Parties (COP14), in 2022, the Secretariat has continued to manage the Convention's resources, prudently, efficiently and openly;
10. EXPRESSES ITS GRATITUDE to the Contracting Parties that have served in the Subgroup on Finance of the Standing Committee during the 2023-2025 triennium, and in particular to the United States of America, which has acted as Chair of the Subgroup;
11. DECIDES that the *Terms of Reference for the Financial Administration of the Convention* contained in Annex 3 to Resolution 5.2 on *Financial and budgetary matters* are to be applied in their entirety to the 2026-2028 triennium;
12. FURTHER DECIDES that a Subgroup on Finance will be established for the triennium and will operate under the aegis of the Standing Committee with the roles and responsibilities specified in Resolution VI.17 on *Financial and budgetary matters*, and will include one or two Standing Committee representative from each region of the Convention plus the immediately prior Chair of the Subgroup on Finance, and will designate one of its members as its Chair; and NOTES that travel support for eligible Contracting Parties to attend Subgroup meetings will be limited to the regional representatives of the Standing Committee;
13. FURTHER DECIDES that other interested Contracting Parties can participate as observers.
14. NOTES that the budget for the 2026-2028 triennium includes a core element funded by contributions from Contracting Parties, and APPROVES the core budget for the 2026-2028 triennium as presented in Annex 1 of the present Resolution, to enable the implementation of the Fifth Strategic Plan of the Convention as well as other Resolutions and Standing Committee decisions;
15. DECIDES that the contribution of each Contracting Party to the core budget should be in accordance with the most recent scale of assessments for the contribution of Member States to the United Nations budget as approved by the UN General Assembly, except in the case of Contracting Parties which, in applying the UN scale of assessments, would make annual contributions to the Convention core budget of less than CHF 1,000, in which case the annual contribution is to be that amount;¹
16. URGES all Contracting Parties to pay their contributions promptly by 1 January of each year, or as soon thereafter as that country's budget cycle will permit;

¹ Estimated core budget contributions for the 2026-2028 triennium are presented in Annex 2 of the present Resolution.

17. FURTHER URGES Contracting Parties with outstanding contributions to make a renewed effort to settle them as expeditiously as possible to enhance the financial sustainability of the Convention through contributions by all Contracting Parties;
18. INSTRUCTS the Secretariat to continue regularly to inform the Contracting Parties of the status of contributions, including by publishing updated summaries on the Convention website on a monthly basis, and sending quarterly status reports to all the Parties; and FURTHER INSTRUCTS the Secretariat to notify Contracting Parties that have outstanding contributions and assist them in identifying appropriate actions to rectify the situation and to agree on a payment plan with Parties with long-standing outstanding contributions, and report back at each meeting of the Standing Committee and the Conference of the Contracting Parties on activities taken in this regard and results achieved, and identify good practices and efforts that could be shared;
19. DECIDES that the Standing Committee should consider appropriate action concerning Parties that have neither paid their outstanding contributions nor submitted a payment plan for this purpose;
20. INSTRUCTS the Secretariat to share with Regional Representatives on the Standing Committee the status of outstanding contributions, and REQUESTS the Regional Representatives to engage with the concerned Parties from their respective regions to encourage them to identify appropriate options to rectify the situation;
21. REAFFIRMS the decision taken at COP11 (in Resolution XI.2 on *Financial and budgetary matters*) that the Reserve Fund:
 - a. provides for unforeseen and unavoidable expenditures;
 - b. receives realized triennial core budget surpluses (or deficits);
 - c. should not be lower than 6% of the annual core budget of the Convention and not greater than 15%; and
 - d. should be administered by the Secretary General with the approval of the Subgroup on Finance established by the Standing Committee;
22. REQUESTS the Secretariat to endeavour to maintain the Reserve Fund over the 2026-2028 triennium and to report annually to the Standing Committee on its status and to seek the concurrence of the Subgroup on Finance prior to any use of the Fund;
23. APPROVES the use of CHF 360,000 of surplus funds from the 2023-2025 triennium to increase the provision on outstanding contributions for the 2026-2028 triennium;
24. AUTHORIZES the Standing Committee, with the advice of its Subgroup on Finance, to transfer core budget allocations between budget lines as may be required in the light of significant positive or negative changes during the triennium to costs, rates of inflation, interest and tax income projected in the budget, without increasing the assessed contributions of Parties or increasing the charges paid to IUCN above a maximum of 13% of the budget;
25. RECOGNIZES the benefits of flexibility in travel budget lines to deliver on the Secretariat Work Plan for the triennium; and REAFFIRMS the decision taken at the COP14 that authorizes the Secretary General to transfer resources between travel budget lines, ensuring that the Subgroup on Finance is informed and that such transfers are reported to the Standing Committee at its next meeting;

26. REAFFIRMS the decision taken at COP14 (in Resolution XIV.1 on *Financial and budgetary matters*) that authorizes the Secretary General, within the rules of IUCN, to adjust the staffing levels, numbers and structure of the Secretariat presented in Annex 3 of the present Resolution, provided that the adjustments are within the costs indicated and made in accordance with the 1993 *Delegation of Authority to the Secretary General of the Convention on Wetlands* and its *Supplementary Note*;
27. REAFFIRMS that the uncommitted/unexpended balances for budget lines can be carried forward to the next year within the triennium and presented to the following meeting of the Subgroup on Finance;
28. ENCOURAGES Contracting Parties and INVITES other governments, financial institutions, International Organization Partners and other implementing partners to provide non-core funds to support the implementation of the Convention;
29. EXPRESSES GRATITUDE to the governments of Australia, Austria, Belgium, Canada, China, Finland, Germany, Norway, the Republic of Korea, Switzerland, the United Kingdom of Great Britain and Northern Ireland, the United States of America, and Zimbabwe, and to Danone and the Nagao Natural Environment Foundation, for their voluntary contributions to non-core activities in the years 2022-2024;
30. NOTES that the Secretariat will seek additional non-core resources in line with the priorities identified by the Conference of the Parties, which are listed in Annex 4 of the present Resolution; and REQUESTS that the Secretariat continue to develop new approaches and tools to secure voluntary financial support;
31. NOTES the resource mobilization work plan for the Convention approved by the Standing Committee and INSTRUCTS the Secretariat to update it to reflect the priorities identified by the Contracting Parties at COP15 and make it available to the Standing Committee at its 67th meeting, for its consideration;
32. REQUESTS the Secretariat to provide to the Ramsar Regional Initiatives (RRIs) in Africa, on an annual basis, the available balance of the African voluntary contribution fund; and INVITES those RRIs to submit requests to the Secretariat as part of their reports to access available funds in accordance with the provisions of Resolution XIV.7 on *Ramsar Regional Initiatives*;
33. INVITES the African regional representatives in the Standing Committee to decide on the use of those funds referenced in paragraph 32 of the present Resolution, based on the requests submitted by the RRIs, and inform the Secretariat accordingly;
34. NOTES the alignment of the Secretariat with International Union for Conservation of Nature (IUCN) policies and procedures for managing non-core funding; and REAFFIRMS the decision taken at COP14 that requests the Secretariat within its existing legal framework and mandate to assist, as appropriate, Contracting Parties in the administration of non-core funded projects, including but not limited to successful fundraising for RRIs; and FURTHER REAFFIRMS that Secretariat staff supported with core funds will oversee the implementation of the projects for which non-core funds are directly sent to the Secretariat, while staff supported with non-core funds will be recruited for the project implementation, as required;
35. NOTES with appreciation the transparency and accountability of the Secretariat in regard to financial matters, and REQUESTS the Secretariat to continue to make information accessible to

ensure transparency and accountability, including *inter alia*: completed and accepted audit reports; financial rules and regulations; annual reports of the Secretary General to the Standing Committee; procedures for engagement with the private sector; materials related to staff codes of conduct and professional ethics; the 1993 delegation of authority and its supplementary note; anti-fraud policies; anti-harassment policies; whistle-blower rules and protections; policies on conflict of interest; policies on gender equity and equality; and any other relevant information;

36. REQUESTS the Secretariat to consider Contracting Parties that are on the UN Conference on Trade and Development's List of Small Island Developing States (SIDS) as eligible for sponsorship for delegate travel, whether or not they are formally classified as such on economic grounds in the OECD Development Assistance Committee (DAC) list; and
37. CONFIRMS that the present Resolution and its annexes supersede Resolution XIV.1 on *Financial and budgetary matters*, which is retired, and paragraph 11.a) of Resolution VI.17 on *Financial and budgetary matters*.

Annex 1

Proposed budget scenarios for 2026-2028²

Scenario 0% increase compared to 2023-2025 triennium

Note: changes between budget lines compared to the 2023-2025 triennium budget are **highlighted in blue**: the overall total amount and contributions of the Contracting Parties remain unchanged.

0% increase, Convention on Wetlands proposed budget 2026-2028 CHF 000's	Budget 2026	Budget 2027	Budget 2028	Total budget 2026-2028
INCOME				
Parties' Contributions	3,779	3,779	3,779	11,337
Voluntary Contributions	1,065	1,065	1,065	3,195
Income Tax	225	225	225	675
Income Interest	12	12	12	36
TOTAL INCOME	5,081	5,081	5,081	15,243
EXPENDITURES				
A. Secretariat Senior Management & Governance	1,160	1,172	1,190	3,522
Salaries, Social Costs and other Benefits	1,103	1,124	1,133	3,360
Travel	57	48	57	162
B. Resource Mobilization and Outreach	504	492	494	1,490
Salaries, Social Costs and other Benefits	389	387	389	1,165
CEPA Programme	10	10	10	30
Comms, Translations, Publications and Reporting Implementation	60	60	60	180
Web/IT Support and Development	40	30	30	100
Travel	5	5	5	15
C. Regional Advice and Support	1,158	1,212	1,203	3,573
Salaries, Social Costs and other Benefits	1,103	1,157	1,148	3,408
Travel	55	55	55	165
D. Support to Regional Initiatives	100	100	100	300
Regional Networks and Centres	100	100	100	300
E. Science and Policy	888	866	868	2,622
Salaries, Social Costs and other Benefits	700	698	700	2,098
STRP Implementation	35	35	35	105
Travel STRP Chair	5	5	5	15
STRP Meetings	50	50	50	150
Ramsar Sites Information Service and National Reports Data System (Maintenance and Development)	80	60	60	200
Travel	18	18	18	54
F. Administration	437	405	392	1,234
Salaries, Social Costs and other Benefits	364	364	364	1,092
Staff Hiring and Departure Costs	33	15	2	50
Equipment/Office Supplies	40	26	26	92
Planning and Capacity Building	0	0	0	0

² The table in the final resolution will be consistent with previous years and include only the totals of the main categories.

0% increase, Convention on Wetlands proposed budget 2026-2028 CHF 000's	Budget 2026	Budget 2027	Budget 2028	Total budget 2026- 2028
G. Standing Committee Services	175	175	175	525
Standing Committee Delegates' Support	45	45	45	135
Standing Committee Meetings	35	35	35	105
Standing Committee Translation	60	60	60	180
Rapporteur and interpretation at SC meetings	35	35	35	105
H. IUCN Administrative Service Charges (maximum)	550	550	550	1,650
Administration, Human Resources, Finance and IT Services	550	550	550	1,650
I. Miscellaneous - Reserve Fund	109	109	109	327
Staff Provisions	20	20	20	60
Provisions for Outstanding Contributions	30	30	30	90
Legal Services	59	59	59	177
TOTAL EXPENDITURES	5,081	5,081	5,081	15,243

Scenario 4.1% increase compared to 2023-2025 triennium

Note: Increases compared to budget scenario 0% are **highlighted in red**; changes between budget lines based on actual expenditure in the 2023-2025 triennium are **highlighted in blue**.

4.1% increase, Convention on Wetlands proposed budget 2026-2028 CHF 000's	Budget 2026	Budget 2027	Budget 2028	Total budget 2026-2028
INCOME				
Parties' Contributions	3,929	3,929	3,929	11,787
Voluntary Contributions	1,107	1,107	1,107	3,321
Income Tax	240	240	240	720
Income Interest	12	12	12	36
TOTAL INCOME	5,288	5,288	5,288	15,864
EXPENDITURES				
A. Secretariat Senior Management & Governance	1,210	1,195	1,187	3,592
Salaries, Social Costs and other Benefits	1,153	1,135	1,139	3,427
Travel	57	60	48	165
B. Resource Mobilization and Outreach	661	655	662	1,978
Salaries, Social Costs and other Benefits	546	550	557	1,653
CEPA Programme	10	10	10	30
Comms, Translations, Publications and Reporting Implementation	60	60	60	180
Web/IT Support and Development	40	30	30	100
Travel	5	5	5	15
C. Regional Advice and Support	1,158	1,223	1,225	3,606
Salaries, Social Costs and other Benefits	1,103	1,168	1,170	3,441
Travel	55	55	55	165
D. Support to Regional Initiatives	100	100	100	300
Regional Networks and Centres	100	100	100	300
E. Science and Policy	888	873	881	2,642
Salaries, Social Costs and other Benefits	700	705	713	2,118
STRP Implementation	35	35	35	105
Travel STRP Chair	5	5	5	15
STRP Meetings	50	50	50	150
Ramsar Sites Information Service and National Reports Data System (Maintenance and Development)	80	60	60	200
Travel	18	18	18	54
F. Administration	437	408	399	1,244
Salaries, Social Costs and other Benefits	364	367	371	1,102
Staff Hiring and Departure Costs	33	15	2	50
Equipment/Office Supplies	40	26	26	92
Planning and Capacity Building	0	0	0	0
G. Standing Committee Services	175	175	175	525
Standing Committee Delegates' Support	45	45	45	135
Standing Committee Meetings	35	35	35	105
Standing Committee Translation	60	60	60	180
Rapporteur and interpretation at SC meetings	35	35	35	105
H. IUCN Administrative Service Charges (maximum)	550	550	550	1,650
Administration, Human Resources, Finance and IT Services	550	550	550	1,650

4.1% increase, Convention on Wetlands proposed budget 2026-2028 CHF 000's	Budget 2026	Budget 2027	Budget 2028	Total budget 2026- 2028
I. Miscellaneous - Reserve Fund	109	109	109	327
Staff Provisions	20	20	20	60
Provisions for Outstanding Contributions	30	30	30	90
Legal Services	59	59	59	177
TOTAL EXPENDITURES	5,288	5,288	5,288	15,864

Scenario 9.6% increase compared to 2023-2025 triennium

Note: Increases compared to budget scenario 0% are **highlighted in red**; changes between budget lines based on actual expenditure in the 2023-2025 triennium are **highlighted in blue**.

9.6% increase, Convention on Wetlands Proposed budget 2026-2028 CHF 000's	Budget 2026	Budget 2027	Budget 2028	Total budget 2026-2028
INCOME				
Parties' Contributions	4,133	4,133	4,133	12,399
Voluntary Contributions	1,166	1,166	1,166	3,498
Income Tax	249	249	249	747
Income Interest	18	18	18	54
TOTAL INCOME	5,566	5,566	5,566	16,698
EXPENDITURES				
A. Secretariat Senior Management & Governance	1,238	1,240	1,260	3,738
Salaries, Social Costs and other Benefits	1,170	1,172	1,192	3,534
Travel	68	68	68	204
B. Resource Mobilization and Outreach	672	675	673	2,020
Salaries, Social Costs and other Benefits	552	555	563	1,670
CEPA Programme	15	15	15	45
Comms, Translations, Publications and Reporting Implementation	60	60	60	180
Web/IT Support and Development	40	40	30	110
Travel	5	5	5	15
C. Regional Advice and Support	1,243	1,264	1,266	3,773
Salaries, Social Costs and other Benefits	1,188	1,209	1,211	3,608
Travel	55	55	55	165
D. Support to Regional Initiatives	100	100	100	300
Regional Networks and Centres	100	100	100	300
E. Science and Policy	987	986	994	2,967
Salaries, Social Costs and other Benefits	839	848	856	2,543
STRP Implementation	35	35	35	105
Travel STRP Chair	5	5	5	15
STRP Meetings	50	50	50	150
Ramsar Sites Information Service and National Reports Data System(Maintenance and Development)	40	30	30	100
Travel	18	18	18	54
F. Administration	492	467	439	1,398
Salaries, Social Costs and other Benefits	372	375	379	1,126
Staff Hiring and Departure Costs	60	42	30	132
Equipment/Office Supplies	60	50	30	140
Planning and Capacity Building	0	0	0	0
G. Standing Committee Services	175	175	175	525
Standing Committee Delegates' Support	45	45	45	135
Standing Committee Meetings	35	35	35	105
Standing Committee Translation	60	60	60	180
Rapporteur and interpretation at SC meetings	35	35	35	105
H. IUCN Administrative Service Charges (maximum)	550	550	550	1,650
Administration, Human Resources, Finance and IT Services	550	550	550	1,650

9.6% increase, Convention on Wetlands Proposed budget 2026-2028 CHF 000's	Budget 2026	Budget 2027	Budget 2028	Total budget 2026- 2028
I. Miscellaneous - Reserve Fund	109	109	109	327
Staff Provisions	20	20	20	60
Provisions for Outstanding Contributions	30	30	30	90
Legal Services	59	59	59	177
TOTAL EXPENDITURES	5,566	5,566	5,566	16,698

Scenario 11.3 % increase compared to 2023-2025 triennium

Note: Increases compared to budget scenario 0% are **highlighted in red**; changes between budget lines based on actual expenditure in the 2023-2025 triennium are **highlighted in blue**.

11.3% increase, Convention on Wetlands proposed budget 2026-2028 CHF 000's	Budget 2026	Budget 2027	Budget 2028	Total budget 2026- 2028
INCOME				
Parties' Contributions	4,142	4,142	4,327	12,611
Voluntary Contributions	1,168	1,168	1,219	3,555
Income Tax	249	249	249	747
Income Interest	18	18	18	54
TOTAL INCOME	5,577	5,577	5,813	16,967
EXPENDITURES				
A. Secretariat Senior Management & Governance	1,238	1,240	1,260	3,738
Salaries, Social Costs and other Benefits	1,170	1,172	1,192	3,534
Travel	68	68	68	204
B. Resource Mobilization and Outreach	672	675	673	2,020
Salaries, Social Costs and other Benefits	552	555	563	1,670
CEPA Programme	15	15	15	45
Comms, Translations, Publications and Reporting Implementation	60	60	60	180
Web/IT Support and Development	40	40	30	110
Travel	5	5	5	15
C. Regional Advice and Support	1,243	1,264	1,266	3,773
Salaries, Social Costs and other Benefits	1,188	1,209	1,211	3,608
Travel	55	55	55	165
D. Support to Regional Initiatives	100	100	100	300
Regional Networks and Centres	100	100	100	300
E. Science and Policy	987	986	994	2,967
Salaries, Social Costs and other Benefits	839	848	856	2,543
STRP Implementation	35	35	35	105
Travel STRP Chair	5	5	5	15
STRP Meetings	50	50	50	150
Ramsar Sites Information Service and National Reports Data System (Maintenance and Development)	40	30	30	100
Travel	18	18	18	54
F. Administration	503	478	450	1,431
Salaries, Social Costs and other Benefits	372	375	379	1,126
Staff Hiring and Departure Costs	60	42	30	132
Equipment/Office Supplies	60	50	30	140
Planning and Capacity Building	11	11	11	33
G. Standing Committee Services	175	175	411	761
Standing Committee Delegates' Support	45	45	45	135
Standing Committee Meetings	35	35	35	105
Standing Committee Translation	60	60	60	180
Rapporteur and interpretation at SC meetings	35	35	35	105
Conference of the Parties	0	0	236	236
H. IUCN Administrative Service Charges (maximum)	550	550	550	1,650
Administration, Human Resources, Finance and IT Services	550	550	550	1,650

I. Miscellaneous - Reserve Fund	109	109	109	327
Staff Provisions	20	20	20	60
Provision for Outstanding Contributions	30	30	30	90
Legal Services	59	59	59	177
TOTAL EXPENDITURES	5,577	5,577	5,813	16,967

Annex 2

Estimated core budget contributions by Contracting Parties for 2026-2028³

Contracting Party (Membership as at 1 January 2025)	2025-2027 UN Scale	% Ramsar total	Annual contribution 2023-2024 (for reference)	Annual contribution 2025 ⁴	Estimated annual contribution 2026-2028 Scenario 0%	Estimated annual contribution 2026-2028 Scenario 4.1%	Estimated annual contribution 2026-2028 Scenario 9.6%	Estimated annual contribution 2026-2027 Scenario 11.3%	Estimated annual contribution 2028 Scenario 11.3%
Albania	0.010	0.010%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Algeria	0.087	0.089%	5,337	4,258	4,258	4,431	4,666	4,676	4,889
Andorra	0.004	0.004%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Angola	0.010	0.010%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Antigua and Barbuda	0.002	0.002%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Argentina	0.490	0.503%	35,204	23,981	23,981	24,954	26,278	26,336	27,536
Armenia	0.007	0.007%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Australia	2.040	2.094%	103,361	99,838	99,838	103,891	109,401	109,645	114,641
Austria	0.626	0.643%	33,246	30,637	30,637	31,880	33,571	33,646	35,179
Azerbaijan	0.034	0.035%	1,469	1,664	1,664	1,732	1,823	1,827	1,911
Bahamas	0.015	0.015%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Bahrain	0.050	0.051%	2,644	2,447	2,447	2,546	2,681	2,687	2,810
Bangladesh	0.010	0.010%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Barbados	0.007	0.007%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Belarus	0.043	0.044%	2,007	2,014	2,014	2,190	2,306	2,311	2,416
Belgium	0.773	0.793%	40,541	37,831	37,831	39,366	41,455	41,547	43,440
Belize	0.001	0.001%	1,000	1,000	1,000	1,000	1,000	1,000	1,000

³ Estimated changes in annual contributions will be included in the final resolution on the basis of the scenarios approved at COP15.

⁴ As per UN Resolution A/RES/79/249.

Contracting Party (Membership as at 1 January 2025)	2025-2027 UN Scale	% Ramsar total	Annual contribution 2023-2024 (for reference)	Annual contribution 2025 ⁴	Estimated annual contribution 2026-2028 Scenario 0%	Estimated annual contribution 2026-2028 Scenario 4.1%	Estimated annual contribution 2026-2028 Scenario 9.6%	Estimated annual contribution 2026-2027 Scenario 11.3%	Estimated annual contribution 2028 Scenario 11.3%
Benin	0.005	0.005%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Bhutan	0.001	0.001%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Bolivia (Plurinational State of)	0.018	0.018%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Bosnia and Herzegovina	0.014	0.014%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Botswana	0.013	0.013%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Brazil	1,411	1,448%	98,562	69,055	69,055	71,858	75,669	75,838	79,294
Bulgaria	0.071	0.073%	2,742	3,475	3,475	3,616	3,808	3,816	3,990
Burkina Faso	0.005	0.005%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Burundi	0.001	0.001%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Cabo Verde	0.001	0.001%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Cambodia	0.008	0.008%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Cameroon	0.014	0.014%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Canada	2,543	2.610%	128,674	124,455	124,455	129,507	136,376	136,680	142,908
Central African Republic	0.001	0.001%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Chad	0.005	0.005%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Chile	0.374	0.384%	20,564	18,304	18,304	19,047	20,057	20,102	21,018
China	20.004	20.553%	746,880	979,002	979,002	1,018,744	1,072,781	1,075,158	1,124,157
Colombia	0.197	0.202%	12,045	9,641	9,641	10,033	10,565	10,588	11,071
Comoros	0.001	0.001%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Congo	0.005	0.005%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Costa Rica	0.063	0.065%	3,378	3,083	3,083	3,208	3,379	3,386	3,540
Côte d'Ivoire	0.024	0.025%	1,077	1,175	1,175	1,222	1,287	1,290	1,349

Contracting Party (Membership as at 1 January 2025)	2025-2027 UN Scale	% Ramsar total	Annual contribution 2023-2024 (for reference)	Annual contribution 2025 ⁴	Estimated annual contribution 2026-2028 Scenario 0%	Estimated annual contribution 2026-2028 Scenario 4.1%	Estimated annual contribution 2026-2028 Scenario 9.6%	Estimated annual contribution 2026-2027 Scenario 11.3%	Estimated annual contribution 2028 Scenario 11.3%
Croatia	0.088	0.090%	4,456	4,307	4,307	4,482	4,719	4,730	4,945
Cuba	0.122	0.125%	4,651	5,971	5,971	6,213	6,543	6,557	6,856
Cyprus	0.035	0.036%	1,763	1,713	1,713	1,782	1,877	1,881	1,967
Czechia	0.344	0.353%	16,647	16,835	16,835	17,519	18,448	18,489	19,332
Democratic People's Republic of Korea	0.005	0.005%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Democratic Republic of the Congo	0.010	0.010%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Denmark	0.551	0.545%	27,076	25,987	25,987	27,042	28,447	28,540	29,840
Djibouti	0.002	0.002%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Dominican Republic	0.069	0.071%	3,281	3,377	3,377	3,514	3,700	3,709	3,878
Ecuador	0.065	0.067%	3,770	3,181	3,181	3,310	3,486	3,494	3,653
Egypt	0.182	0.187%	6,806	8,907	8,907	9,269	9,760	9,782	10,228
El Salvador	0.013	0.013%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Equatorial Guinea	0.008	0.008%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Estonia	0.045	0.046%	2,154	2,202	2,202	2,292	2,413	2,419	2,529
Eswatini	0.002	0.002%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Fiji	0.003	0.003%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Finland	0.386	0.396%	20,417	18,891	18,891	19,658	20,700	20,746	21,692
France	3.858	3.960%	211,421	188,812	188,812	196,476	206,898	207,357	216,807
Gabon	0.011	0.011%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Gambia	0.001	0.001%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Georgia	0.009	0.009%	1,000	1,000	1,000	1,000	1,000	1,000	1,000

Contracting Party (Membership as at 1 January 2025)	2025-2027 UN Scale	% Ramsar total	Annual contribution 2023-2024 (for reference)	Annual contribution 2025 ⁴	Estimated annual contribution 2026-2028 Scenario 0%	Estimated annual contribution 2026-2028 Scenario 4.1%	Estimated annual contribution 2026-2028 Scenario 9.6%	Estimated annual contribution 2026-2027 Scenario 11.3%	Estimated annual contribution 2028 Scenario 11.3%
Germany	5.692	5.846%	299,212	278,569	278,569	289,876	305,252	305,930	319,872
Ghana	0.025	0.026%	1,175	1,224	1,224	1,273	1,341	1,344	1,405
Greece	0.280	0.287%	15,913	13,703	13,703	14,260	15,016	15,049	15,735
Grenada	0.001	0.001%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Guatemala	0.046	0.047%	2,007	2,251	2,251	2,343	2,467	2,472	2,585
Guinea	0.004	0.004%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Guinea-Bissau	0.001	0.001%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Honduras	0.010	0.010%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Hungary	0.223	0.229%	11,164	10,914	10,914	11,357	11,959	11,986	12,532
Iceland	0.035	0.036%	1,763	1,713	1,713	1,782	1,877	1,881	1,967
India	1.106	1.135%	51,117	54,128	54,128	56,325	59,313	59,445	62,154
Indonesia	0.579	0.594%	26,881	28,336	28,336	29,487	31,051	31,120	32,538
Iran (Islamic Republic of)	0.386	0.396%	18,165	18,891	18,891	19,658	20,700	20,746	21,692
Iraq	0.131	0.134%	6,267	6,411	6,411	6,671	7,025	7,041	7,362
Ireland	0.472	0.484%	21,495	23,100	23,100	24,038	25,313	25,369	26,525
Israel	0.609	0.625%	27,468	29,805	29,805	31,014	32,660	32,732	34,224
Italy	2.813	2.887%	156,142	137,669	137,669	143,257	150,856	151,191	158,081
Jamaica	0.007	0.007%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Japan	6.930	7.113%	393,318	339,157	339,157	352,923	371,643	372,469	389,443
Jordan	0.021	0.022%	1,077	1,028	1,028	1,069	1,126	1,129	1,180
Kazakhstan	0.131	0.134%	6,512	6,411	6,411	6,671	7,025	7,041	7,362
Kenya	0.037	0.038%	1,469	1,811	1,811	1,884	1,984	1,989	2,079

Contracting Party (Membership as at 1 January 2025)	2025-2027 UN Scale	% Ramsar total	Annual contribution 2023-2024 (for reference)	Annual contribution 2025 ⁴	Estimated annual contribution 2026-2028 Scenario 0%	Estimated annual contribution 2026-2028 Scenario 4.1%	Estimated annual contribution 2026-2028 Scenario 9.6%	Estimated annual contribution 2026-2027 Scenario 11.3%	Estimated annual contribution 2028 Scenario 11.3%
Kiribati	0.001	0.001%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Kuwait	0.222	0.228%	11,457	10,865	10,865	11,306	11,905	11,932	12,476
Kyrgyzstan	0.003	0.003%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Lao People's Democratic Republic	0.006	0.006%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Latvia	0.050	0.051%	2,448	2,447	2,447	2,546	2,681	2,687	2,810
Lebanon	0.022	0.023%	1,763	1,077	1,077	1,120	1,180	1,182	1,236
Lesotho	0.001	0.001%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Liberia	0.001	0.001%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Libya	0.040	0.041%	1,000	1,958	1,958	2,037	2,145	2,150	2,248
Liechtenstein	0.009	0.009%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Lithuania	0.081	0.083%	3,770	3,964	3,964	4,125	4,344	4,354	4,552
Luxembourg	0.073	0.075%	3,329	3,573	3,573	3,718	3,915	3,924	4,102
Madagascar	0.004	0.004%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Malawi	0.003	0.003%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Malaysia	0.336	0.335%	17,039	15,955	15,955	16,602	17,483	17,522	18,320
Mali	0.005	0.005%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Malta	0.020	0.021%	1,000	1,000	1,000	1,019	1,073	1,075	1,124
Marshall Islands	0.001	0.001%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Mauritania	0.003	0.003%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Mauritius	0.010	0.010%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Mexico	1.137	1.167%	59,784	55,645	55,645	57,904	60,975	61,111	63,896

Contracting Party (Membership as at 1 January 2025)	2025-2027 UN Scale	% Ramsar total	Annual contribution 2023-2024 (for reference)	Annual contribution 2025 ⁴	Estimated annual contribution 2026-2028 Scenario 0%	Estimated annual contribution 2026-2028 Scenario 4.1%	Estimated annual contribution 2026-2028 Scenario 9.6%	Estimated annual contribution 2026-2027 Scenario 11.3%	Estimated annual contribution 2028 Scenario 11.3%
Monaco	0.011	0.011%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Mongolia	0.004	0.004%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Montenegro	0.004	0.004%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Morocco	0.059	0.061%	2,693	2,887	2,887	3,005	3,164	3,171	3,316
Mozambique	0.002	0.002%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Myanmar	0.010	0.010%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Namibia	0.007	0.007%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Nepal	0.010	0.010%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Netherlands, the Kingdom of	1.298	1.332%	67,422	63,525	63,525	66,103	69,609	69,764	72,943
New Zealand	0.302	0.310%	15,130	14,780	14,780	15,380	16,196	16,232	16,971
Nicaragua	0.004	0.004%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Niger	0.004	0.004%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Nigeria	0.150	0.154%	8,911	7,341	7,341	7,639	8,044	8,062	8,430
North Macedonia	0.008	0.008%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Norway	0.653	0.670%	33,246	31,958	31,958	33,255	35,019	35,097	36,696
Oman	0.115	0.118%	5,435	5,628	5,628	5,857	6,167	6,181	6,463
Pakistan	0.123	0.126%	5,582	6,020	6,020	6,264	6,596	6,611	6,912
Palau	0.001	0.001%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Panama	0.086	0.088%	4,407	4,209	4,209	4,380	4,612	4,622	4,833
Papua New Guinea	0.009	0.009%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Paraguay	0.023	0.024%	1,273	1,126	1,126	1,171	1,233	1,236	1,293
Peru	0.145	0.149%	7,981	7,096	7,096	7,384	7,776	7,793	8,149

Contracting Party (Membership as at 1 January 2025)	2025-2027 UN Scale	% Ramsar total	Annual contribution 2023-2024 (for reference)	Annual contribution 2025 ⁴	Estimated annual contribution 2026-2028 Scenario 0%	Estimated annual contribution 2026-2028 Scenario 4.1%	Estimated annual contribution 2026-2028 Scenario 9.6%	Estimated annual contribution 2026-2027 Scenario 11.3%	Estimated annual contribution 2028 Scenario 11.3%
Philippines	0.198	0.203%	10,380	9,690	9,690	10,084	10,618	10,642	11,127
Poland	0.831	0.853%	40,982	40,669	40,669	42,320	44,565	44,664	46,699
Portugal	0.328	0.337%	17,284	16,052	16,052	16,704	17,590	17,629	18,433
Republic of Korea	2.349	2.411%	126,030	114,961	114,961	119,627	125,973	126,253	132,006
Republic of Moldova	0.006	0.006%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Romania	0.358	0.367%	15,276	17,521	17,521	18,232	19,199	19,242	20,118
Russian Federation	2.094	2.149%	91,365	102,481	102,481	106,641	112,297	112,547	117,676
Rwanda	0.003	0.003%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Saint Lucia	0.002	0.002%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Samoa	0.001	0.001%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Sao Tome and Principe	0.001	0.001%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Senegal	0.007	0.007%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Serbia	0.040	0.041%	1,567	1,958	1,958	2,037	2,145	2,150	2,248
Seychelles	0.002	0.002%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Sierra Leone	0.001	0.001%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Slovakia	0.149	0.153%	7,589	7,292	7,292	7,588	7,991	8,008	8,373
Slovenia	0.077	0.079%	3,868	3,768	3,768	3,921	4,129	4,139	4,327
South Africa	0.251	0.258%	11,947	12,284	12,284	12,783	13,461	13,491	14,105
South Sudan	0.005	0.005%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Spain	1.895	1.945%	104,487	92,742	92,742	96,506	101,625	101,851	106,493
Sri Lanka	0.038	0.039%	2,203	1,860	1,860	1,935	2,038	2,042	2,135
Sudan	0.008	0.008%	1,000	1,000	1,000	1,000	1,000	1,000	1,000

Contracting Party (Membership as at 1 January 2025)	2025-2027 UN Scale	% Ramsar total	Annual contribution 2023-2024 (for reference)	Annual contribution 2025 ⁴	Estimated annual contribution 2026-2028 Scenario 0%	Estimated annual contribution 2026-2028 Scenario 4.1%	Estimated annual contribution 2026-2028 Scenario 9.6%	Estimated annual contribution 2026-2027 Scenario 11.3%	Estimated annual contribution 2028 Scenario 11.3%
Suriname	0.002	0.002%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Sweden	0.822	0.844%	42,647	40,229	40,229	41,862	44,082	44,180	46,194
Switzerland	1.029	1.056%	55,524	50,360	50,360	52,404	55,183	55,306	57,826
Syrian Arab Republic	0.006	0.006%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Tajikistan	0.003	0.003%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Thailand	0.341	0.350%	18,018	16,689	16,689	17,366	18,287	18,328	19,163
Togo	0.002	0.002%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Trinidad and Tobago	0.033	0.034%	1,812	1,615	1,615	1,681	1,770	1,774	1,854
Tunisia	0.018	0.018%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Türkiye	0.685	0.703%	41,374	33,524	33,524	34,885	36,735	36,817	38,495
Turkmenistan	0.036	0.037%	1,665	1,762	1,762	1,833	1,931	1,935	2,023
Uganda	0.010	0.010%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Ukraine	0.074	0.076%	2,742	3,622	3,622	3,769	3,968	3,977	4,159
United Arab Emirates	0.574	0.589%	31,091	28,092	28,092	29,232	30,783	30,851	32,257
United Kingdom	3.991	4.097%	214,212	195,321	195,321	203,249	214,030	214,506	224,281
United Republic of Tanzania	0.010	0.010%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Uruguay	0.079	0.081%	4,505	3,866	3,866	4,023	4,237	4,246	4,440
Uzbekistan	0.024	0.025%	1,322	1,175	1,175	1,222	1,287	1,290	1,349
Vanuatu	0.001	0.001%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Venezuela (Bolivarian Republic of)	0.069	0.071%	8,568	3,377	3,377	3,514	3,700	3,709	3,878
Viet Nam	0.159	0.163%	4,554	7,782	7,782	8,097	8,527	8,546	8,935

Contracting Party (Membership as at 1 January 2025)	2025-2027 UN Scale	% Ramsar total	Annual contribution 2023-2024 (for reference)	Annual contribution 2025 ⁴	Estimated annual contribution 2026-2028 Scenario 0%	Estimated annual contribution 2026-2028 Scenario 4.1%	Estimated annual contribution 2026-2028 Scenario 9.6%	Estimated annual contribution 2026-2027 Scenario 11.3%	Estimated annual contribution 2028 Scenario 11.3%
Yemen	0.003	0.003%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Zambia	0.006	0.006%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Zimbabwe	0.007	0.007%	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Total	75.978	78.000%	3,779,000	3,779,000	3,779,000	3,929,000	4,132,995	4,141,998	4,327,004
Other contributions*									
United States of America		22%	1,065,799	1,065,799	1,065,799	1,107,000	1,166,000	1,168,000	1,219,000
Grand Total			4,844,799	4,844,799	4,844,799	5,036,000	5,299,000	5,310,000	5,546,000

* As previously, voluntary contribution of 22% of total contributions from Contracting Parties.

Annex 3

Secretariat staff (core) for 2026-2028 as per budgets presented in Annex 1

Team	Scenario 0%	Scenario 4.1%	Scenario 9.6%	Scenario 11.3%
Secretariat Senior Management	1 S, 1 D, 3 P2	1 S, 1 D, 3 P2	1 S, 1 D, 3 P2	1 S, 1 D, 3 P2
Resource Mobilization and Outreach	1 P2, 1 P1, 1 A3	2 P2, 1 P1, 1 A3	2 P2, 1 P1, 1 A3	2 P2, 1 P1, 1 A3
Regional Advice and Support	4 M1, 4 junior professionals	4 M1, 4 junior professionals	4 M1, 4 junior professionals	4 M1, 4 junior professionals
Science and Policy	1 M1, 2 P2, 1 P1	1 M1, 2 P2, 1 P1	1 M1, 2 P2, 2 P1	1 M1, 2 P2, 2 P1
Administration	1 SP, 1 P2 (50%), 1 A3	1 SP, 1 P2 (50%), 1 A3	1 SP, 1 P2 (50%), 1 A3	1 SP, 1 P2 (50%), 1 A3
Total	22.5 staff	23.5 staff	24.5 staff	24.5 staff
Total average annual staff costs Scenarios 0%, 4.1%, 9.6% and 11.3% (in '000 CHF)	3,708	3,914	4,159	4,201

Note: The current table represents the numbers of staff per each scenario, as well as average annual costs. The table in the final resolution will be consistent with previous years and will present the individual totals for years 2026-2028.

“Team” refers to the categorization of expenditures as listed in Annex 1.

Levels as per IUCN HR policy and guidelines on position classification: S = Secretary General; D, M1-M2 = management positions; P1-P2, SP = professional positions; A1-A3 = support positions.

Annex 4
2026-2028 non-core fundraising priorities

[To be finalized at COP15]