

TWELFTH MEETING OF PARTNERS OF THE EAST ASIAN – AUSTRALASIAN FLYWAY PARTNERSHIP
Cebu, Philippines, 8-14 November 2025



Document 9

EAAFP Secretariat Report for the 12th Meeting of Partners (2023–2025)

Submitted by EAAFP Secretariat

Summary

This report consolidates key activities and financial information for 2023–2025, supported by detailed annexes on Secretariat operations, income, budgets, workplan financing, Science Unit activities, and signed MOUs. Secretariat updates have been regularly presented at Management Committee meetings, with minutes shared with Partners.

This report also highlights key themes arising from Secretariat activities, addressing two main areas of operations: Section A: Governance, Operational, and Strategic Developments and Section B: Programme Activities.

Partners are requested to review the report for the Secretariat's budget and activities for 2023–2024, note the recommendations, and comment where appropriate.

Background

1. The EAAFP Secretariat follows the fiscal year of the Republic of Korea that starts on 1 January and ends on 31 December, and maintains accurate, detailed financial records of its operations, which are inspected by an international independent auditor. The annual auditor's report for 2023 and 2024 are available on the EAAFP website (<https://eaaflyway.net/finance-sub-committee/>).
2. Since the EAAFP Strategic Plan for 2019–2028 was adopted in MOP10, the Secretariat followed the workplan and budget approved at MOP11 for 2023 and 2024. With the advice and approval of the Finance Sub-Committee and the Management Committee, a workplan and budget were approved for 2025. The focus is on the implementation of the Key Result Areas (KRA) and the budget was allocated accordingly.

3. Detailed Secretariat activities were regularly reported at Management Committee meetings, with minutes made available to Partners following each meeting. Included in this report is a summary and themes arising from those activities, and addresses two areas of Secretariat operations:
 - **Section A: Governance, Operational, and Strategic Developments**
 - **Section B: Programme Activities**
4. This document contains the following annexes:
 - a. Annex 1 contains the full reports for Sections A and B
 - b. Annex 2 contains the Secretariat Income for 2023–2025
 - c. Annex 3 contains the Secretariat Budget & Expenditure Report 2023–2025
 - d. Annex 4 contains the financing of the Secretariat workplan 2023–2024
 - e. Annex 5 contains the Science Unit report on workplan and budget for 2023–2025
 - f. Annex 6 contains MOUs signed with the EAAFP Secretariat
5. Based on these reports, the Secretariat recommends that Partners:
 - a) Acknowledge the ongoing commitment of the Secretariat’s hosts: the host city, Incheon Metropolitan City Government, the host government, the Republic of Korea, and the host government of the Science Unit, the People’s Republic of China.
 - b) Acknowledge the contributions of both Partners and non-Partners to the resourcing of the Secretariat and the Twelfth Meeting of Partners, with particular recognition of the Government of the Philippines as the host of MOP12.
 - c) Acknowledge the contribution to the Secretariat’s success made through the ongoing appointment of Coordinators for the Programme and Communications teams.
 - d) Approve the budget report for 2023–2025.

Annex 1

Section A: Governance, Operational, and Strategic Developments (2023–2025)

This report highlights outcomes and strategic themes from Secretariat operations, Partnership activities, Science Unit activities, staff management, donor engagement, and communications across 2023–2025. It is intended to inform the Governance deliberations and support decision-making at MOP12.

1. Institutional Strengthening and Systems Modernisation

Key Themes

- A modernisation initiative has been ongoing, with updated accounting systems, standardised office policies, and performance frameworks introduced.
- Audit compliance has improved, and transparency in operations has increased, supporting enhanced credibility with Partners and donors.
- Document management and some policy areas remain resource-constrained and are targeted for progress in 2025, moving into 2026–2027.

Outcomes

- New accounting system operational; 2023 and 2024 audit finalised and published.
- Updated internal and external documentation, templates and SOPs, and cost-saving IT investments completed.
- Policy review initiated; document management to be prioritised in 2025–2026.

2. Human Resources and Staff Development

Secretariat Staffing and Capacity

- After MOP11, all key staff left the Secretariat. Institutional knowledge was held by an unpaid intern. Over the next 6 months, roles were filled, including Programme and Communications Officers, and the External Relations Manager returned from maternity leave in December 2023, who subsequently was appointed to Deputy Chief Executive, Strategic Operations.
- A moratorium on new activities was in place until February 2024 due to capacity issues.
- Appointments of coordinators in Programme, Communications, and Finance teams have made a significant difference in the ability to operate effectively, support our Governance Committees, and our Partners.
- Intern support reduction impacted overall Secretariat capacity, but this increased for one year after the renewal of the MOU. The Korea Environment Corporation (K-eco) provided two interns for six months in both 2024 and 2025, while Beijing Forestry University (BFU) supplied two Master's-level interns for the same duration in each year. In the six months leading up to MOP12, the number of interns decreased again. Policies have since been developed to support interns' wellbeing and professional growth while contributing to the Secretariat's work, resulting in improvements to both programme delivery and the internship experience.

Key Themes

- Stable staffing achieved with enhanced team cohesion across units.
- Secondments and interns remain a valuable capacity tool, though onboarding cycles continue to strain Secretariat resources.
- Emphasis on performance review, wellbeing initiatives, and planning for leadership continuity.
- Staffing support and professional development are limited by resourcing.

Outcomes

- Three new Coordinators (Programme, Communications, and Finance) were onboarded, significantly improving Secretariat operations, allowing completion of MOP11 decisions, and reducing staff stress.
- Staff appraisal system operational; Chief Executive review completed successfully in December 2024 and September 2025.
- Internship partnerships with the Incheon Metropolitan City Government (ICG), K-eco, and BFU sustained; outputs include GIS and CEPA projects.
- Staff wellbeing initiatives, values-based practice, non-financial incentives, and role clarity improved internal culture.

3. Governance Practices and Meeting Preparations

Key Themes

- Supporting the Management Committee to facilitate consultation for stronger governance practices.
- Internal templates to guide documentation, meeting planning and reporting, and strategic alignment with MOP processes.
- Science Unit and Secretariat coordination has improved, though further work on clarity of roles and timelines is needed.

Outcomes

- MOP11 report finalised with incorporation of feedback from Japan and the Republic of Korea.
- MOP12 planning is on schedule, with strong joint ownership of the process between the Secretariat and the host country, the Philippines, and alignment to Flyway and regional conservation goals.

4. Financial Governance and Donor Relations

Key Themes

- Relationship with host city and host government is well-maintained.
- Enhanced budget planning and reporting now support financial transparency.
- Outreach efforts have yielded modest but growing voluntary contributions.
- The EAAFP Foundation is emerging as a key actor in resource mobilisation.

Outcomes

- The MOU between Incheon Metropolitan City Government and the Ministry of Environment, Korea was successfully renewed in May 2024. They remain the key supporters of the Secretariat operations as host city and host government and look forward to additional contributions from other Partners.
- 2024 and 2025 workplan and budget approved in a timely fashion.
- Response to financial outreach to Partners included new support from Cambodia, Bangladesh (pending), and the Paulson Institute.
- The renewal of the USA's 5-year voluntary contribution agreement with the Secretariat, anticipated in September 2025, is pending confirmation.
- Voluntary contributions from Partners outside the Republic of Korea and China remain low in comparison.
- The EAAFP Foundation secured a corporate donor, who doubled their initial commitment.
- Two significant sponsors for MOP12: San Miguel Aerocity Inc. and Asian Development Bank.

5. Strategic Partnerships and MOUs

Key Themes

- MOUs are now more strategically aligned with Secretariat and Flyway goals. Current MOUs are presented at [Annex 6](#).
- National and regional engagement is deepening through the ASEAN Flyway Network (AFN), Regional Flyway Initiative (RFI), the Indo-Burma Ramsar Regional Initiative (IBRRI) and North-East Asian Subregional Programme for Environmental Conservation (NEASPEC).
- Increased Partnership with three new Partners: Ramsar Regional Centre – East Asia (RRC-EA), Eco Global Foundation (EFG), ICLEI Cities Biodiversity Center; and four potential country Partners: Lao PDR, Brunei Darussalam, Timor Leste, and Papua New Guinea.

Outcomes

- MOUs signed with POSCO International, K-eco, and IBRRI.
- New Focal Points established for Incheon Metropolitan City Government, the Ministry of Environment, Korea; initial meetings completed.
- The Secretariat's participation in ASEAN Flyway Network regional and national workshops strengthened relationships with existing Partners and facilitated new country engagements with the Lao PDR and Brunei Darussalam. Regional Flyway Initiative workshops also contributed to deepening collaboration with existing Partners.
- University and NGO partnerships strengthened through field missions and workshops.
- Chief Executive awarded 2025 Changemaker by the Convention on Wetlands for fostering international collaboration and appointed as Visiting Professor to the Beijing Forestry University.

6. Science and Academic Engagement

Key Themes

- The Science Unit has realigned its activities around clearer strategic objectives, but further clarity in outputs and coordination remains a focus.
- The Flyway University Alliance (FUA) is gaining traction as a regional science-policy-academia platform.

Outcomes

- The first EAAFP Flyway Science Symposium was successfully held in October 2024, co-sponsored by the Beijing Forestry University and the EAAFP. This brought together Flyway scientists, academics, Indigenous people, as well as supporting the Technical Sub-committee and the Working Groups and Task Forces leads to meet and discuss common interests.
- Draft EAAFP Science Strategy was developed and submitted as **DD.18**.
- Science Unit budget covered shorebirds, Tibetan Plateau, and site manager workshops in China, and the EAAFP Flyway Science Symposium.
- FUA Secretariat was established at Beijing Forestry University, separate from the Science Unit, with broad university engagement from all regions across the Flyway.
- EAAFP-BFU New Zealand engagement included indigenous outreach and celebration of Pūkorokoro Miranda Naturalists' Trust 50th Anniversary, valued Partner of the EAAFP.

7. Communications and CEPA

Key Themes

- Ongoing transformation of digital systems to support Partner access and outreach.
- CEPA outputs are increasingly aligned with flyway themes and Partners' language needs.

Outcomes

- Website restructuring underway with consultant support; improved backend, SEO, and tailored branding for MOP12 with a strong Cebu, Philippines tone.
- Communications team transitions managed; recruitment most successful.
- CEPA materials produced and translated under the 2024 and 2025 World Migratory Bird Day themes, with growing reach through EAAFP social media.
- CEPA and communications increasingly integrated with Partner campaigns and Secretariat events, professional and consistent.

Conclusion

Significant progress has been made across the Secretariat's strategic, operational, and financial priorities in support of Partnership activities since 2023. While staff capacity and funding diversification remain challenges, there is clear momentum in institutional modernisation, Partner engagement, science-policy alignment, and governance performance.

SECTION B: Programme Activities Overview

July 2023 – September 2025

Objective 1: Develop Flyway Network Sites (FNS)

- **Site Information Sheet (SIS) Revision and Support:**
 - The Technical Sub-Committee (TSc) revised the SIS to incorporate clearer site designation criteria. A draft SIS template was circulated among Partners in November 2024, with Partner input integrated into the 2025 template update. **DD.9** contains the draft decision on the proposed SIS revision and guidance for its completion.
 - New FNS designated: Four new sites: two in Myanmar, one in the Republic of Korea, and one in Thailand, have been added since MOP11, with three sites in the Philippines currently under consideration. Full report on the status and management of FNS is available at **Doc.14**.
 - Technical support continues for several Chinese sites, ensuring compliance with updated SIS criteria.
 - Other nominations are underway for Indonesia, Mongolia, and Malaysia.
- **Funding and Grant Guidelines for New FNS:**
 - The Secretariat developed and finalised guidelines and application forms for small grants aimed at supporting new site designation, enhancing equitable resource distribution. Funding for new Flyway Network Sites in Myanmar, aligned with World Migratory Bird Day (WMBD) initiatives. This has proved helpful to support the new sites affected by the devastating earthquake in March 2025.
- **Partnerships and Sister Site Programme:**
 - The Sister Site exchange between Incheon (ROK) and Hong Kong Mai Po (Jan 2024 and 2025) supported by the Secretariat was a significant success in engaging NGOs, students, and government agencies in joint activities to promote site cooperation. Infographics and outreach materials were developed to highlight this collaboration. Planning is underway for 2026.
 - Discussions have started with new Partner, ICLEI CBC, to explore opportunities for Sister Site support via the global cities network. Additional species-focused site networks are under consideration, including those for Spoon-billed Sandpiper, Hooded Crane, Siberian Crane, Bar-tailed Godwit.
 - Regional engagement extended to ASEAN Member States, with partnership guidelines promoted during regional and national capacity building workshops held in Singapore, Thailand, Cambodia, Malaysia, Lao PDR, and Brunei.
 - Consultations were held with Lao PDR, Papua New Guinea, and Brunei Darussalam regarding their Partner applications and participation in MOP12.

- **Network Analysis and Reporting:**

- Coordination with the Science Unit on the 2023–2025 Flyway Network Site analysis is completed under **Doc.14**, with findings presented at MOP12. This analysis will inform site management priorities and highlight network connectivity gaps alongside reporting by Partners, Working Groups and Task Forces found in the implementation report.

Objective 2: Communication, Education, Participation, and Awareness (CEPA)

- **Website Redevelopment and Communications Enhancements:**

- A redevelopment of the Secretariat website has been in progress, focusing on improved governance sections, translated content, and resource updates tailored for Partners and stakeholders. The new website was planned to launch in conjunction with MOP12.
- However, web developers within our price range have been unwilling to work on this due to the extent of material on the website. This matter is ongoing.
- Staffing improvements since MOP11 enabled enhanced digital outreach, quality visuals and stakeholder engagement.
- Regular social media updates have resumed across platforms, with a LinkedIn business account prepared to boost professional outreach. A mobile device was procured to enable responsive social media management.

- **Outreach Materials and CEPA Resources:**

- Partner brochures were revised and printed in English and Korean, with stickers produced to correct flyer errors and ensure consistent messaging. An inventory of promotional gifts and CEPA policies is underway to standardise Partner engagement materials.
- The 2025 EAAFP calendar was designed and distributed as part of outreach and awareness-raising efforts. 2026 calendar will be provided at MOP12.

- **Awareness Campaigns and Events:**

- The Secretariat promoted World Wetlands Day 2024 & 2025 effectively, while World Migratory Bird Day (WMBD) 2024, with the slogan “Protect Insects, Protect Birds” and WMBD 2025 with the slogan, “Shared Spaces”, achieved increased engagement.
- Building on the Ambassadors for Nature initiative in Beijing, engagement with the New Zealand Ambassador in Seoul has strengthened diplomatic ties with Flyway countries and domestic corporates and international organisations around WMBD events.
- A successful WMBD side event was co-organised at CMS COP14, with 11 social media posts and nine funded events executed across six countries. WMBD 2026 planning has also begun with a focus on citizen science, including concept development to promote the importance of Flyway Network Sites through public campaigns.
- The Secretariat intensively engaged at the Ramsar Convention on Wetlands COP15 in Zimbabwe, meeting 21 Partners, holding a highly regarded Partners dinner, making interventions at the plenary for the Waterbird Population Estimates and Flyway resolutions, and joint development of the Regional Ramsar Initiative and Connectivity side events.

- **Youth Engagement and Regional Participation:**
 - Development of the EAAFP Youth Task Force was supported by the CEPA Working Group with Communications Team and Secretariat staff support at a planning meeting in July 2025. Members of the Youth Task Force prepared impactful public awareness campaigns linked to WMBD and Flyway Network Sites. The draft Terms of Reference and workplan will be presented at MOP12 as **DD.12**. This group is well-structured and committed to creating positive action for the Flyway.
- **Regional Participation:**
 - Engagement with the ASEAN Flyway Network (AFN) has significantly increased, leading to connections with non-Partner countries such as Lao PDR and Brunei Darussalam. The ASEAN Centre for Biodiversity, with Singapore serving as AFN Chair and providing technical support, facilitated successful regional and national capacity-building workshops in Southeast Asia. Grateful thanks are extended to EAAFP Partner Japan for funding the capacity-building workshops (AFN Phase II project) and to New Zealand for funding the CEPA workshop.
 - The Regional Flyway Initiative (RFI), the partnership between Asian Development Bank, BirdLife International, and EAAFP to build capacity at 49 sites important to migratory waterbirds across the Flyway, has resulted in a valuable capacity needs assessment profile.
 - Continued collaboration with North-East Asian Subregional Programme for Environmental Cooperation (NEASPEC) to support programmes to protect EAAFP signature species in the northern Asia region.

Objective 3: Research, Monitoring, Knowledge Generation, and Exchange

- **Working Groups and Task Force Review:**
 - The Secretariat, in close coordination with the Technical Sub-Committee, conducted a comprehensive review of Working Groups and Task Forces to determine their current status. The results of this survey are presented in the Report of the Technical Sub-Committee at **Doc. 8**.
- **EAAFP Flyway Science Symposium:**
 - The first EAAFP Flyway Science Symposium, held in October 2024, received excellent feedback. Designed to boost Working Group and Task Force participation and foster cross-sector collaboration, it successfully achieved these goals. The Symposium focused on integrating conservation science with flyway management.
- **Flyway University Alliance:**
 - The Flyway University Alliance was launched in October 2024, followed by a visit to New Zealand to celebrate the 50th anniversary of EAAFP Partner, Pūkoro Mirānda Naturalists' Trust. During the visit, the Secretariat also met with local government

representatives and indigenous communities engaged in protecting godwits in their estuary, and held meetings with two universities.

- **EAAFP Small Grant Fund Programme**

- The Small Grant Fund (SGF) 2023, 2024, and 2025 cycles have been completed.
- The new process was embedded in 2025, and the quality of applications improved markedly. Required considerable staff resource.
- Report on the Small Grant Fund for Working Groups and Task Forces is available at **Doc.10**.

Objective 4: Capacity Building

- **Workshops and Training:**

- The Secretariat facilitated several capacity-building initiatives, including:
 - A planning workshop with the Hanns Seidel Foundation for a Yellow Sea banding workshop involving partners from the Democratic People's Republic of Korea (DPRK).
 - A study visit by the Ministry of Oceans and Fisheries of the Republic of Korea to Brisbane, Queensland, Australia, in 2024, focusing on citizen science and local government capacity building.
 - A study visit by representatives from the People's Republic of China to Australia and New Zealand, focusing on citizen science and site management.
 - Support for the Republic of Korea Flyway Network Site management workshops and for international conferences on biodiversity, environment, climate change, and the conservation of migratory waterbirds and their habitat

- **MOP12 Preparations:**

- The Philippine Government is generously hosting MOP12. The Secretariat and Department of Environment and Natural Resources are working closely together on logistical arrangements, budgets, programme planning, and all other matters related to a successful event.

- **Implementation Manuals and Secondment Strategies:**

- Discussions are underway to develop an implementation manual for National Focal Points (NFPs), along with associated visual materials and a secondment strategy to strengthen national capacity and knowledge exchange. This is dependent on available resources.

Objective 5: Flyway-wide Approaches

- **Yellow Sea Network and Regional Cooperation:**

- Secretariat participation in the Yellow Sea Symposia.
- Fostered regional cooperation at Our Oceans Conference co-organised with NEASPEC and widely attended by all key stakeholders, the World Coastal Forum, and other fora.

- Supported the refresh and rationalisation of the IUCN/EAAFP/RRC-EA Yellow Sea Working Group and EAAFP Yellow Sea Ecoregion Task Force.
- **ASEAN Flyway Network (AFN):**
 - Engagement with ASEAN Member States through visits and meetings (online and in-person) in Singapore, Thailand, Cambodia, Malaysia, Indonesia, Lao PDR, and Brunei Darussalam to support the implementation of AFN Phase II capacity building and initial activities for CEPA.
 - Follow-up coordination support is ongoing for Lao PDR, Brunei, Timor Leste, and Papua New Guinea to join EAAFP as Partners.
- **International and Multilateral Engagement:**
 - The Secretariat actively participated in **CMS COP14**, hosting informal dinners, attending side events, and conducting bilateral meetings with partners and organisations such as ICLEI CBC around their Journeys for Life programme. ICLEI CBC became a Partner in 2025. The Secretariat promoted trilateral cooperation for species conservation (e.g., Bar-tailed Godwit), supported Ramsar initiatives, and strengthened Indigenous peoples' engagement through AMBI networks across the Flyway.
 - The Secretariat **facilitated successful study tours** from Republic of Korea and China who were warmly welcomed to Australia and New Zealand, and established new relationships between sites, NGOs and universities. Sister site discussions are underway.
 - **Convention on Wetlands COP15:** 25 Partner meetings, side events, and interventions at plenary on Waterbird Population Estimates and Flyways.
 - **World Coastal Forum:** Held a workshop for the future Yellow Sea initiative with Partner, MCF, and joined a closed-door meeting with local government from the Yellow Sea sites.

Resource Mobilisation and Corporate Partnerships:

- New corporate sponsorships secured, including POSCO International and SPG Co., Ltd., with significant increases in donations following briefings. These have seen a contribution to flyway-wide activities focused on the Black-Faced Spoonbill with the support of the EAAFP Foundation.
- Ulsan Corporate Champions continue to work proactively at the local level with the support of the EAAFP Foundation. A video of 2025 successful event is available here: <https://youtu.be/aq4TIMWrsbg?si=lzDrFD6fX2ohTUnq>
- Renewal of the Memorandum of Understanding with Korea South-East Power Co., Ltd. Yeongheung Power Division for continuous support to both flyway-wide and local activities.
- Development of a corporate / donor engagement strategy is being refreshed.
- Letters seeking partnerships were sent to major corporations engaged with the EAAFP in the past (e.g. Rio Tinto, Star Alliance, Shell).
- The voluntary contribution notifications were circulated to Partners in 2023, 2024, and 2025. This resulted in two new contributors: The Paulson Institute and Cambodia.
- The RFI (partnership between EAAFP, ADB, and BirdLife International) Technical Assistance has been extended to the end of 2025, with a focus on project concept development, including

support for the Philippines' GEF-8 proposal. Capacity needs assessment completed and available at MOP12 reported at **Doc.13**.

- World Migratory Bird Day receptions, held in cooperation with the New Zealand Embassy in the Republic of Korea, have fostered close relationships and increased awareness of the Flyway and WMBD among diplomatic, academic, international, and corporate guests, including current and future.
- World Migratory Bird Day receptions, held in cooperation with the New Zealand Embassy in the Republic of Korea, have fostered close relationships and increased awareness of the Flyway and WMBD among diplomatic (including Government partner), academic (including FUA), international (including partner), and corporate guests (including current and future sponsors) with the support of the EAAFP Foundation.
- The EAAFP Foundation is a separate legal entity from the Secretariat but works closely to support EAAFP strategic objectives. This has been primarily within the Republic of Korea.
- The EAAFP Foundation staff, the Secretariat staff, and seconded staff now work collaboratively on all matters related to international and domestic donor engagement, corporate partnerships, sponsors and CEPA. This change has resulted in a more cohesive approach in delivering activities.
- The EAAFP Foundation performs all administrative, financial, and legal processes for the donations, sponsorships, and profits only for services related to public interest purposes from the Republic of Korea.
- The EAAFP Foundation conducted domestic small grant reporting workshops for Foundation small grantees, created a report book both in Korean and English, implemented a new accounting system, updated legal registration to function as an entity, and enhanced communication efforts with donor stories, social media, E-newsletter, and fundraising campaigns.
- The EAAFP Foundation's website renewal is underway, aligned with the Secretariat's website relaunch plans.

Annex 2

Budget Report 2023–2025

Secretariat Income 2023–2025 (as of 30 September 2025)

(1USD: 1,130KRW)

Fund source		2023	2024	2025
ICG Core Operational Funds	Total	476,991	476,991	476,991
Incheon City Government	Partnership Activity (PA)	134,513	134,513	134,513
	Secretariat Operation (SO)	121,239	121,239	121,239
	Personnel Expenditure (PE)	221,239	221,239	221,239
Partner's Funds	Total	124,085	142,405	142,110
	R.O. Korea	61,947	61,947	61,947
	Japan	35,163	35,163	35,163
	New Zealand	2,000	2,000	
	USA	20,000	40,000	40,000(pending)
	Cambodia			3,000
	NGO partner-ICF	2,000		
	NGO partner-WWT		2,000	
	NGO partner-WWF Hong Kong	2,975		
	NGO partner-AWSG		1,000	2,000
	NGO partner-PMNT		295	
Project funding	Total	66,464	44,248	48,248
	Project: ICG-HK sister site	44,248	44,248	44,248
	Paulson Institute (CRS 2)			4,000

	Wildlife Acoustics INC, MOP 11 Sponsoring	5,000		-
	Birdlife Australia (AWSG), MOP 11 Sponsoring	7,500		-
	Birdlife international, MOP 11 Sponsoring	9,716		
	Year Net Income Total	667,540	663,644	667,349

EAAFP Foundation Income 2023 - 2025

Fund Source		2023	2024	2025 Income
Corporate Donations	Total	122,880	88,590	47,789
	Korea South-East Power Company (KOEN)	84,956	26,549	
	Hyundai Motor Company	8,850	8,850	8,850
	S-OIL Corporation	8,850	8,850	8,850
	Korea Petrochemical Ind. Co., Ltd	8,850	8,850	
	KyungDong City Gas Co., Ltd.	8,850	8,850	8,850
	ECO shop Wholesee	2,478		
	DD's Jewelry	46	92	
	POSCO International		26,549	17,699
	SPG Co., Ltd.			3,540
Individual Donations	Total	5,964	3,370	3,004
	Individual Donations in the Republic of Korea	5,964	3,370	3,004
Profit	Total		17,699	

	Ministry of Oceans and Fisheries Korea		17,699	
Year Net Income Total		128,844	109,659	50,793

Annex 3

Secretariat Budget & Expenditure Report 2023–2025 (as of 30 September 2025)

Category	2023 Budget (USD)			2024 Budget (USD)			2025 Budget (USD)		
	2023 Budget	2023 Expenditure	2023 Surplus	2024 Budget	2024 Expenditure	2024 Surplus	2025 Budget	2025 Expenditure	2025 Surplus
Secretariat operations									
Services, printing, etc.	30,043	17,256	12,787	31,545	25,935	5,610	46,500	20,747	25,753
Communications, Office rent, Utility bills etc.	65,445	69,185	-3,740	68,717	70,587	-1,870	74,200	65,509	8,691
Vehicle, Computer, Sever Mgmt. etc.	25,751	35,979	-10,228	27,039	40,210	-13,171	28,000	13,243	14,757
Sub-total	121,239	122,420	-1,181	127,301	136,732	-9,431	148,700	99,499	49,201
Personnel									
Staff's Salary, Insurance and Miscellaneous Expenditure	308,605	240,395	68,210	324,035	304,702	19,333	347,000	244,643	102,357
Sub-total	308,605	240,395	68,210	324,035	304,702	19,333	347,000	244,643	102,357
Partnership activity									
Objective 1 Develop Flyway Network Sites	65,000	55,090	9,910	75,000	48,985	26,015	95,000	54,593	40,407
Objective 2 CEPA	75,000	44,564	30,436	75,000	59,139	15,861	80,000	55,906	24,094
Objective 3	40,000	51,856	-11,856	40,000	41,375	-1,375	50,000	51,131	-1,131

Research, monitoring, knowledge generation and exchange									
Objective 4 Capacity Building	68,000	55,476	12,524	40,000	38,295	1,705	96,000	33,068	62,932
Objective 5 Flyway-wide approaches	75,000	115,088	-40,088	75,000	52,233	22,767	80,000	59,872	20,128
Sub-total	323,000	322,074	926	305,000	240,027	64,973	401,000	254,570	146,430
TOTAL	752,844	684,889	67,955	756,336	681,461	74,875	896,700	598,712	297,988

EAAFP Foundation Expenditure 2023 – 2025 (as of 30 September 2025)

Category	2023 Expenditure	2024 Expenditure	2025 Expenditure
Contribution to Secretariat	21,994	11,375	35,720
Partnership activity	37,809	13,751	4,783
Foundation operations	28,159	41,076	39,400
Total	87,962	66,202	79,903

Annex 4

Financing the Secretariat Workplan 2023–2024

		2023 Budget (USD)		2024 Budget (USD)	
<i>Objective</i>	<i>Description of activity</i>	<i>2023 Budget</i>	<i>2023 Expenditure</i>	<i>2024 Budget</i>	<i>2024 Expenditure</i>
Objective 1: Develop FNS	Activity 1.1 Provide advice and technical support to complete the SIS template for new Flyway Network Sites and the update of the SIS of existing FNSs, e.g. through supporting workshops and consultancies	20,000	13,304	20,000	13,657
	Activity 1.2 Provide small funds to FNS (especially newly designated FNS), to promote their designation by organizing celebrations, production of sign-boards and leaflets etc	10,000	88	10,000	215
	Activity 1.3 Support the Implementation of the Guidelines for National and Site Partnerships (MOP11.DD.6)	-	-	10,000	2,207
	Activity 1.4 Implementation of the Guidelines for the EAAFP Sister Site Program (MOP11.DD.7) *Secured fund is to facilitate mainly between Incheon and Hong Kong, and Chinese sites between other EAAF countries, with the request of the hosting countries and their financial support, the implementation requires more funding (Ref. MOP11.Doc.14)	35,000	41,697	35,000	32,905
	Activity 1.5 2023 & 2024 analysis and report on the status of the Flyway Site Network before MOP12	-	-	-	-
	Sub-total	65,000	55,089	75,000	48,984

Objective 2: CEPA	Activity 2.1 Communications: Maintain and update EAAFP website, including different language pages, and social media, including website maintenance and software, newsletter publication	30,000	9,779	30,000	30,529
	Activity 2.2 Education: Update and produce CEPA materials, including updating, producing and distributing videos, brochures, posters and other awareness raising materials such as souvenirs and VIP gifts.	15,000	11,574	15,000	3,798
	Activity 2.3 Awareness raising: Promote World Wetlands Day and World Migratory Bird Day through events and global campaigns in Flyway countries, including videos, posters, flyers and other materials, and providing WMBD Small Grants to FNS site managers and CEPA collaborators	20,000	22,219	20,000	23,803
	Activity 2.4 Participation: Cooperate with other Partners to hold Flyway-wide CEPA activities and educational events with Partners and Coordinators	10,000	992	10,000	1,009
	Sub-total	75,000	44,564	75,000	59,139
Objective 3: Research, monitoring, knowledge generation	Activity 3.1 Small grant support for EAAFP Working Groups and Task Forces, e.g. for meetings, surveys, materials, etc	40,000	51,856	40,000	41,375
	Activity 3.2 Enhance waterbird migration research (including monitoring, survey, and color marking)	-	-	-	-
	Activity 3.3 Research to build a stronger understanding is developed on the anticipated impacts of climate change on waterbirds and their habitats by case studies in EAAF with a focus on Siberia and Tibetan Plateau	-	-	-	-
	Sub-total	40,000	51,856	40,000	41,375

Objective 4: Capacity Building	Activity 4.1 Cooperate with Partners to organize international FNS Workshop or trainings, to bring together and share best practice for site management in the Flyway	-	-	25,000	24,996
	Activity 4.2 Support nation-wide activities and site manager workshops for sharing of experience and best practice at Ramsar and EAAFP sites	-	-	5,000	3,641
	Activity 4.3 Organize MOP11 (2023) and preparation for MOP12 (2025)	68,000	55,476	10,000	9,658
	Sub-total	68,000	55,476	40,000	38,295
Objective 5: Flyway-wide approaches	Activity 5.1 Support the network around the Yellow Sea through regional workshops, training, and visits	-	16,750	-	-
	Activity 5.2 Support the network around the ASEAN region through regional workshops, training, etc	-	28,345	15,000	12,507
	Activity 5.3 Support activities in Mongolia/Russian Far East/Alaska through regional workshops, training, etc	-	-	10,000	4,508
	Activity 5.4 Support the multilateral environment agreements and/or cooperation in the EAAF, e.g bilateral agreements for migratory birds among Japan, RO Korea, China, Australia	-	-	-	-
	Activity 5.5: Staff travel and costs to participate in national and international meetings, such as Ramsar, CBD and CMS COPs as well as meetings of Partners, to promote the Partnership through presentations, meetings, side-event, setting up exhibition booths etc. (Including Science Unit)	30,000	32,661	30,000	33,136
	Activity 5.6 Mobilize resources for the Partnership and facilitate planned resource mobilization activities at the national and regional levels	20,000	37,333	20,000	2,081
	Activity 5.7 Operation of the EAAFP Foundation, Local Fundraising, and implementation of its	25,000	-	-	-

	annual work plan projects (the majority is sponsored by the private donors – Annex 1)				
	Sub-total	75,000	115,089	75,000	52,233
	TOTAL	323,000	322,074	305,000	240,026

Financing the Secretariat workplan 2025 (as of 30 September 2025)

Note: The 2025 workplan is separate from the 2023 and 2024 workplans, as activity lines were changed.

		<i>2025 Budget (USD)</i>	
<i>Objective</i>	<i>Description of activity</i>	<i>2025 Budget</i>	<i>2025 Expenditure</i>
Objective 1: Develop FNS	Activity 1.1 Provide advice and support to complete the new SIS template through supporting workshops and consultancies.	20,000	8,884
	Activity 1.2 Provide small grants to new FNS to promote their site and support with establishment of Site Partnerships	10,000	0
	Activity 1.3 Support the implementation of the NP and SP guidelines, including the development of graphics and translated guidelines	10,000	0
	Activity 1.4 Support for the development of SSP and similar networks between sites. (35,000 Provided by ICG to support the SSP with Maipo) Support for developing godwit, hooded crane and SBS networks that are under discussion.	50,000	41,750
	Activity 1.5 Organisational support of the analysis and report on the status of the FSN before MOP 12	-	0
	Activity 1.6 New national government Partners	5,000	3,959
	Sub-total	95,000	54,593
Objective 2: CEPA	Activity 2.1 Maintain the website – add the MOP12 page, SBS re-sightings page, increase number of pages translated into local language. Social media, new graphic material, souvenirs, etc Connect with Partners and promote CEPA successes to the whole Flyway building a network / resource of skills, knowledge, traditional knowledge for Partners and sites.	30,000	17,564
	Activity 2.2 Update and develop new CEPA materials with Partners and Sites and to raise profile of the Partnership across the region.	10,000	3,038
	Activity 2.3 Facilitate the WMBD campaign for the EAAF working with other Flyway Partners Promote WWD	25,000	24,215

	Facilitate the Small Grant Fund for WMBD Support the Ambassadors for Nature programme in Korea, connecting with the China programme with CE, ERT, FT Develop a campaign to raise awareness of the importance of being an FNS supported by PT		
	Activity 2.4 Participation – cooperate with Partners to develop and hold flyway wide education and awareness raising activities e.g., connecting schools at different FNS, working with ICLEI to connect FNS near cities they work with	5,000	3,245
	Activity 2.5 Support work of species WG/TF and SSAPs through arranging webinars etc	10,000	7,846
	Sub-total	80,000	55,906
Objective 3: Research, monitoring, knowledge generation	Activity 3.1 Small Grant Fund – payments to successful applicants and support for WG/TF and Technical SC. Review of new process.	40,000	51,131
	Activity 3.2 Support NP and IPLC outcomes of Science Symposium and University Alliance working with SU and TSC in preparation for MOP12.	10,000	0
	Sub-total	50,000	51,131
Objective 4: Capacity Building	Activity 4.1 Cooperate with EAAFP Partner RRC-EA to promote capacity training of wetland managers, hold webinars to facilitate sharing of site managers / experts' knowledge, conduct surveys for feedback	5,000	5,146
	Activity 4.2 Prepare for and organise MOP 12 in November 2025. Support for implementing MOP11 Decisions	86,000	27,921
	Activity 4.3 EAAFP implementation manual for NFP (not yet produced) Hold webinar once the graphics are produced. Secondment from developing countries to assist with language.	5,000	0
	Sub-total	96,000	33,068
Objective 5: Flyway-wide approaches	Activity 5.1 Support the network around the Yellow Sea – UNESCO WHS site relationships	5,000	1,456
	Activity 5.2 Support the AFN PHASE II (capacity building) and Phase III (CEPA) initiative supported by Japan and NZ. Follow up with Brunei and Lao PDR to become members of the EAAFP. Follow up with PNG to join the EAAFP.	15,000	9,408

	Activity 5.3 Support the Northeast Asia network partnering with NEASPEC migratory bird project. Support AMBI, building networks with indigenous people already known across Flyway from Alaska, Siberia, NZ, Australia and identify and include others at FNS.	10,000	8,677
	Activity 5.4 Staff preparation and engagement with International and Regional meetings (Ramsar COP, July in Zimbabwe, others as required)	25,000	30,536
	Activity 5.5: Staff engagement at national level within Korea. Includes FNS activities and supporting local NGO and local government events to raise profile of the Partnership as an international organisation.	10,000	5,242
	Activity 5.6 Mobilise resources for the Partnership. Develop corporate relationships with a prospectus, meetings, local networking in diplomatic, university, corporate engagements. Includes ongoing engagement with the RFI to bring resources to individual Partners.	15,000	4,553
	Sub-total	80,000	59,872
	TOTAL	401,000	254,570

Annex 5

Science Unit Report on Workplan and Budget for 2023–2025

INCOME SCIENCE UNIT				
		2023	2024	2025
BFU	BFU support Personnel expenditure & running of office	200,000	200,000	200,000
Partner support	NFGA	27,288	30,629	13,922
	MCF		13,922	
	EFG			16,707
Project funds		200,000	250,000	280,000
	TOTAL	427,288	494,551	510,629

EXPENDITURE SCIENCE UNIT				
		2023	2024	2025
Science Unit Operations	Office management	30,000	30,000	30,000
	Office maintenance	30,000	30,000	30,000
	Office equipment	30,000	30,000	30,000
	Personnel expenditure	110,000	110,000	110,000
	Visit between Incheon office and Beijing office	1,392	6,961	2,784
	Sub-total	203,415	208,985	202,784
Partnership / Programme Activities	Objective 1 - Flyway Network Sites			
	Field visit to potential site include Futian, Momoge, Zhangjiangkou, Minjiangkou, Chenhu, Haifeng, and to introduce EAAFP-FSN	4,000	4,000	4,000
	Site support, especially for WH nomination (Yalujiang, Liao River Delta, Yellow River Delta, Chongming, etc.)	7,379		
	Construction of FSN website			4,177
	Preview and coordination of SIS	0	0	0
	Joint application for "National Foundation for Australia-China Relations" to promote sister sites	0		
	Objective 2 – CEPA			
	Strategies to enhance international cooperation of Yancheng Yellow Sea Wetlands and the World Coastal Forum		13,922	
	Hold of 2023 Conference of World Coastal Forum Thematic Plenary	6,961		

	"Promoting Coastal Conservation Knowledge of Migratory Species and Their Habitats"			
	Compile of Best practice of FNS-China	1,392		
	Interview by Phoenix Satellite Television on Scaly-sided Merganser	557		
	Support in Dongying Birdwatching Festival		1,392	
	Support in Poyang Birdwatching Festival	1392		
	Support in the National competition in China-"Observe with Nature's Notebook"		1,000	
	Recording of talk show "Voice" on migratory birds and their sites on CCTV		2,000	
	Brochures and souvenirs on EAAF species, etc.	2,000	1,000	1,000
	Objective 3 – Research, monitoring, knowledge exchange			
	Hold of 1st Science Symposium		41,767	
	Participate the First Meeting for Lesser-White-fronted Goose Eastern Population Conservation among China and Russia on March 29, 2024		0	
	Participate KEI with Presentation on "Data Sharing Waterbirds and Migration Status in East Asia-Australia Flyway" as representative of EAAFP		0	
	Research on Protection and Restoration Policy of Migratory Birds		27,845	41,767

	Study on "The ecosystem services and disservices of Poyang Lake wintering waterbirds in rice paddy"		34,806	
	Study on "Special Assessment on the Impact of the Wuhan ~ Nanchang 1000 kV Transmission Line on Birds in the Poyang Lake Section"		8,381	
	Study on "Flight Behavior Patterns of Overwintering Migratory Birds Across Power Corridors in Typical Wetlands"			16,707
	Study on "Impact of Gorgon Plant Cultivation Methods on Habitat Use and Reproductive Behavior of the Pheasant-tailed Jacana"			3,202
	Study on "The Research on impact of wind farm for migration Waterbird "	15,000	20,000	20,000
	Research on High-tidal roost and Shorebird habitat Restoration	30,000	30,000	30,000
	Joint research between China and Mongolia on White-naped Crane and Dalmatian Pelican	15,000	15,000	15,000
	Study on conservation of Scaly-sided Merganser in China including artificial nest and coordinated wintering survey, as support to SSMTF			69,612
	Study on the Evolution Mechanism and Regulation Strategies for Ecological Patterns of Degraded River System under Changing River-Lake Relationships:			

	Focusing on Safety under Extreme Hydrological Event			
	Study on Synergistic Evolution Mechanisms of Biodiversity in Dongting Lake and its Polder-Enclosed Wetlands			
	Study on "Dynamics of Critical Wild Waterbird Communities and Habitat Conservation at the Qinghai-Tibetan Plateau", with focus on Climate change and Black-necked Crane	20,000		
	Regular Shorebird census at Tiaozini and Zhanjiang annually, as support of SBS TF	40,000	40,000	40,000
	Crane and stork wintering and breeding annually census in China	30,000	30,000	30,000
	Objective 4 - Capacity building			
	Training for 1st FUA Summer School (6 class and final assessment)			2,228
	Training for UBC Summer School on flyway			557
	Training for young crane scientists in Mongolia			835
	Training for China coastal wetland and staff from SBS habitat protected area	1,114	557	557
	Training Seminar on Wetland and Waterbirds for Belt and Road Initiative Countries			1,671
	Training seminar on Biodiversity Conservation and Sustainable Development for DPRK			418

	Online seminar on Wetland Conservation and Management for Ramsar Member Countries	418		
	Objective 5 - Flyway-wide approaches			
	Support in Flyway University Alliance including paper work, university visit (Vietnam, Singapore, Malaysia, NZ...), meeting, establishment of FUA Secretariat, Summer School, etc.	6,961	8,353	11,834
	Preparation of Draft Resolution to the 15th Conference of the Contracting Parties of the Ramsar Convention on Wetlands. The draft Resolution on strengthening national actions for the conservation and restoration of waterbird flyways and critical sites was adopted		13,922	
	Participate in MoP 11	14,619		
	Participate in MoP 12			17,403
	Support NDRC, NFGA on Action Plan for the Protection and Restoration of Migratory Bird in China (2024-2030)	12,530		
	Sub-total	185,642	293,945	310,968
	TOTAL	389,057	502,930	513,752

Annex 6

MOUs signed with the EAAFP Secretariat (by August 2025)

	Signing	Expiry	MoU Name	Entity	Signatory	Purpose	Funding
1	2021.03	2026.03	Memorandum of Understanding Between the East Asian–Australasian Flyway Partnership Secretariat and the Ramsar Regional Center – East Asia	Ramar Regional Center - East Asia	EAAFP Secretariat	Cooperate in the field of wetlands and associated migratory bird conservation across East, Southeast and South Asian in EAAF	*Note: this MOU will automatically renew for three years unless no other termination or renewal of the agreement is made between the Parties
2	2021.05		Memorandum of Understanding on the Establishment of the Migratory Bird Protection Platform in Ulsan	Ulsan Metropolitan City, Hyundai Motor Company, S-OIL Corporation, Korea Zinc Co., Ltd., Korea Petrochemical Ind. Co., Ltd., KyungDong City Gas., Ltd., ROK	EAAFP Secretariat	Protect the migratory waterbirds, the indicators or ecological health, and carry out international responsibilities	*Note: Corporate sponsorship has officially commenced with the launch of the first EAAFP Corporate Champion Programme, based on this MOU

3	2022.07		Memorandum of Understanding Between the East Asian–Australasian Flyway Partnership Secretariat and the Seoul Science Center	Seoul Science Center, ROK	EAAFP Secretariat	Promoting the understanding of, and aiding the popularisation of science and technology among youth	*Note: this MOU will automatically renew for one year unless no other termination or renewal of the agreement is made between both Parties
4	2024.05	2029.05	Memorandum of Understanding among the Partnership for the East Asian–Australasian Flyway, the Ministry of Environment and Metropolitan city of Incheon of the Republic of Korea as Host of the Secretariat of the East Asian-A flyway Partnership	Ministry of Environment, Metropolitan city of Incheon, ROK	EAAFP Secretariat	Enhancement of the framework for providing communication, education, and management of and conserving migratory waterbirds and their habitats across East Asian-Australasian Flyway	Financial supports in a continuous way
5	2024.09	2027.09	Memorandum of Understanding Between the East Asian–Australasian Flyway Partnership Secretariat and POSCO International	POSCO International	EAAFP Secretariat	Collaborate regarding the enhancement of biodiversity along the East Asian-Australasian Flyway	Apx. 132,743 USD *Note: Corporate sponsorship has officially commenced with the launch of the Black-faced Spoonbill

							Corporate Champion Programme, as outlined in this MOU
6	2024.12	2027.12	Memorandum of Understanding Between the East Asian–Australasian Flyway Partnership Secretariat and Korea Environment Corporation	Korea Environment Corporation	EAAFP Secretariat	Strengthen cooperation in promoting environmental conservation and training future conservation leaders	Support internship salary expenses within the scope of the budget
7	2025.01	2030.01	Memorandum of Understanding Between the East Asian–Australasian Flyway Partnership (EAAFP) Secretariat and Secretariat for the Indo-Burma Ramsar Regional Initiative (IBRRI)	IBRRI, represented by IUCN, International Union for Conservation of Nature and Natural Resources	EAAFP Secretariat	Support the conservation and management of wetlands and associated migratory waterbirds in Cambodia, Lao PDR, Myanmar, Thailand and Viet Nam	x
8	2024.05	2029.05	Memorandum of Understanding Between the East Asia–Australasian Flyway Partnership Secretariat Korea South-East Power Co., Ltd. Yeongheung Power Division, and Incheon Metropolitan City	Korea South-East Power Co., Ltd. Yeongheung Power Division, Incheon Metropolitan City, ROK	EAAFP Secretariat	Implement and support various activities of international environmental organisations and local environmental NGOs in regard to conserving	Apx. 132,743 USD

						natural monuments registered in the ROK and/or internationally endangered migratory waterbirds and their habitats in Incheon region.	
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