

**Council****C/59/9****Fifty-Ninth Ordinary Session  
Geneva, October 24, 2025****Original:** English  
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**FINANCIAL STATEMENTS FOR 2024***Document prepared by the Office of the Union**Disclaimer: this document does not represent UPOV policies or guidance*

1. The Financial Statements of UPOV for the year ended December 31, 2024 are transmitted to the Council in accordance with Regulation 6.5 of the Financial Regulations and Rules of UPOV (document UPOV/INF/4/6), which requires that the Council examines and approves the financial statements. The Financial Statements for 2024 are presented in the Annex to this document. The Annex also includes UPOV's Statement on Internal Control signed by the Secretary-General. Document C/59/10 contains the audit report of the External Auditor.

2. The Financial Statements for 2024 have been prepared in accordance with International Public Sector Accounting Standards (IPSAS). At its forty-fifth ordinary session, held in Geneva on October 20, 2011, the Council agreed to the adoption of IPSAS by UPOV, beginning with the financial period starting in 2012 (see document C/45/18 "Report", paragraph 9(b)).

3. *The Council is invited to examine and approve the Financial Statements for 2024.*

[Annex follows]

**INTERNATIONAL UNION FOR THE PROTECTION OF NEW VARIETIES OF PLANTS**

Financial Statements for the year ended December 31, 2024

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## INTRODUCTION

1. The financial statements of the International Union for the Protection of New Varieties of Plants (UPOV) for the year ended December 31, 2024 are submitted to the Council of UPOV in accordance with Regulation 6.5 of the Financial Regulations and Rules of UPOV (document UPOV/INF/4/6):

### Regulation 6.5

- (1) The annual financial statements for each calendar year of the financial period shall be submitted by the Secretary-General to the External Auditor no later than March 31 following the end of the calendar year to which they relate.
  - (2) Within eight months after the end of each calendar year the Secretary-General shall submit the annual financial statements and the audit report of the External Auditor to the Council.
  - (3) The Council shall examine the annual financial statements. It may identify adjustments to the share of UPOV in common expenditures, if it finds that this share has not been correctly estimated and assessed by the Secretary-General. In such a case, after having consulted the Coordination Committee of WIPO, the Council shall establish the final allocation.
  - (4) The Council shall approve the annual financial statements, after they have been audited in accordance with Article 24 of the 1961 Convention, Article 25 of the 1978 Act and Article 29(6) of the 1991 Act.
2. The report of the External Auditor on the audit of the 2024 financial statements, together with his opinion on the financial statements, is also submitted to the Council of UPOV as prescribed under Regulation 6.5 and Annex II of the Financial Regulations and Rules of UPOV.
  3. The 2024 financial statements have been prepared in accordance with International Public Sector Accounting Standards (IPSAS).

## FINANCIAL RESULTS FOR THE YEAR ENDED DECEMBER 31, 2024

### Preparation of the Financial Statements under IPSAS

4. IPSAS requires the application of the full accrual basis of accounting. Accrual basis accounting means the recognition of transactions and events when they occur. As such, they are recorded in the accounting records and reported in the financial statements of the financial periods to which they relate, and not only when cash or its equivalent is received or paid.
5. Under IPSAS, revenue for both contributions and extrabudgetary funds (funds in trust) is recognized when UPOV has a right to receive the contribution. Where contributions due to UPOV from any member are dated prior to the last biennium, an allowance for contributions receivable is made in full. Extrabudgetary fund arrangements are analyzed to see if UPOV needs to meet performance conditions, and if these are present, revenue is only recognized when the conditions are fulfilled.
6. The value of future employee benefits (for example, accumulated annual leave, repatriation grants and After-Service Health Insurance (ASHI)) that UPOV staff have earned but not yet received is recorded to capture the full cost of employing staff.
7. The application of IPSAS does not currently impact the preparation of the Program and Budget, which is still presented on a modified accrual basis. As this basis differs from the full accrual basis applied to the financial statements, a reconciliation between the budget and the principal financial statements is provided in accordance with the requirements of IPSAS.
8. IPSAS requires more detailed disclosures to be included in the notes to the financial statements in the interests of transparency. As such, UPOV provides information on the remuneration of key management personnel.

## Financial Performance

9. UPOV's results showed a surplus for the year of 260,433 Swiss francs, with total revenue of 4,210,087 Swiss francs and total expenses of 3,949,654 Swiss francs, compared to a deficit of 22,883 Swiss francs in 2023. This difference in result is mainly due to a decrease in contractual services. The financial performance of UPOV by source of funding is summarized as follows:

**Table 1. Summary Financial Performance by source of funding**

	Regular Program and Budget 2024	Funds in Trust 2024	Inter-Segment Transactions 2024	TOTAL UPOV 2024	TOTAL UPOV 2023
<i>(in Swiss francs)</i>					
<b>TOTAL REVENUE</b>	3,752,415	509,393	-51,721	4,210,087	4,190,602
<b>TOTAL EXPENSES</b>	3,491,982	509,393	-51,721	3,949,654	4,213,485
<b>SURPLUS/(DEFICIT) FOR THE YEAR</b>	<b>260,433</b>	<b>-</b>	<b>-</b>	<b>260,433</b>	<b>-22,883</b>

10. UPOV's activities are financed mainly from three sources – contributions, extrabudgetary funds (funds in trust) and UPOV PRISMA fee income. Contributions of 3,569,798, partially offset by an allowance of 42,912 Swiss francs, represent 83.8 per cent of UPOV's total revenue for 2024. Contributions remained consistent with those of 2023. In 2024 UPOV received extrabudgetary funds from the Government of Japan for the promotion, development and maintenance of UPOV e-PVP services, as well as from the U.S. Patent and Trademark Office (USPTO) for the "UPOV Executive Program on plant variety protection for the development of agricultures" and the "Regional Workshop on Plant Variety Protection for ARIPO Member States". Revenue recognized from extrabudgetary funds (funds in trust) totaled 509,393 Swiss francs for the year, representing 12.1 per cent of total revenue. Revenue from extrabudgetary funds increased by 6.72 per cent compared to 2023. UPOV also has balances of 625,543 Swiss francs relating to contributions received in advance. These balances increased by 20.15% compared to 2023. They are currently shown as liabilities and will be recorded as revenue in the year that the corresponding obligations have been satisfied.
11. During 2017, UPOV launched the UPOV PRISMA PBR application tool. This online application tool enables applicants to submit application data to participating Plant Variety Protection Offices of members of the Union. The application tool was free of charge for an introductory period until December 31, 2019. At its fifty-third ordinary session, the Council decided to introduce a UPOV PRISMA fee per application of 90 Swiss Francs, starting in January 2020. The revenue recognized from UPOV PRISMA fees amounted to 134,190 Swiss francs for 2024 (125,100 Swiss francs for 2023), representing 3.2 per cent of UPOV's total revenue for the year. The number of submissions via UPOV PRISMA increased by 4.9% in 2024 (1,964 applications in 2024 compared to 1,873 applications in 2023).
12. Personnel expenditure of 2,299,485 Swiss francs represents 58.2 per cent of the total expenses of 3,949,654 Swiss francs for the year 2024. This expenditure remained stable, with a decrease of only 10,335 Swiss francs compared to the 2023 figure of 2,309,820 Swiss francs.
13. Travel, training and grants expenditure also remained consistent in 2024, amounting to 234,565 Swiss francs in 2024, compared to 237,233 Swiss francs in 2023. An increase in 2024 was observed for third-party travel (176,946 Swiss francs in 2024, compared to 122,684 Swiss francs in 2023). Notably, UPOV organized two events in 2024; one focused on plant variety protection for the development of agriculture and a workshop on the Arusha Protocol, established in 2015 to provide a regional legal mechanism for the protection of plant breeders' rights (PBRs) in ARIPO Member States. This increase was offset by a decrease in staff missions (57,618 Swiss francs in 2024, compared to 114,548 Swiss francs in 2023).

14. Contractual services of 791,349 Swiss francs represent 20 per cent of UPOV's total expenses for 2024 (1,035,386 Swiss francs in 2023). This decrease is mainly attributed to maintenance and development work of UPOV services.

### Financial Position

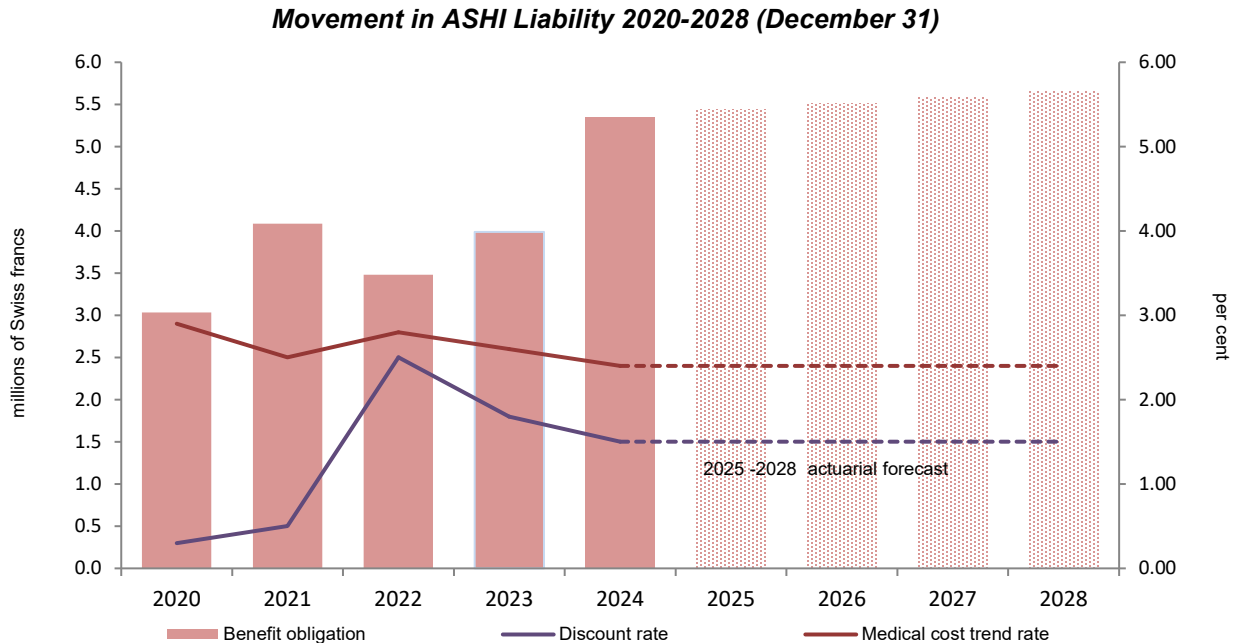
15. UPOV had a negative net asset position of 1,158,850 Swiss francs as at December 31, 2024, compared to 55,011 Swiss francs at the end of 2023. This movement comprises the surplus for the year of 260,433 Swiss francs, offset by an increase in actuarial losses related to UPOV's liability for the ASHI. These actuarial losses amounted to 1,364,272 Swiss francs and were recognized through net assets. The financial position of UPOV by source of funding can be summarized as follows:

**Table 2. Summary Financial Position by source of funding**

	Regular Program and Budget 2024	Funds in Trust 2024	Inter- Segment Balances 2024	TOTAL UPOV 2024	TOTAL UPOV 2023
<i>(in Swiss francs)</i>					
<b>TOTAL ASSETS</b>	5,702,904	307,334	-90,207	5,920,031	5,631,466
<b>TOTAL LIABILITIES</b>	6,861,754	307,334	-90,207	7,078,881	5,686,477
<b>NET ASSETS</b>	<u>-1,158,850</u>	<u>-</u>	<u>-</u>	<u>-1,158,850</u>	<u>-55,011</u>

16. The net working capital (current assets less current liabilities) of UPOV was 4,200,686 Swiss francs as at December 31, 2024 (4,022,003 Swiss francs as at December 31, 2023). Cash and cash equivalent balances increased from 5,437,576 Swiss francs as at December 31, 2023 to 5,819,625 Swiss francs as at December 31, 2024.
17. Total accounts receivable on December 31, 2024 were 100,406 Swiss francs, compared to 193,890 Swiss francs as at December 31, 2023. The accounts receivable balance at the end of 2024 includes contributions of 131,228 Swiss francs, partially offset by an allowance against these receivables of 42,912 Swiss francs, as well as uncollected fee balances for the UPOV PRISMA and PLUTO database applications of 12,000 Swiss francs and miscellaneous debtors of 90 Swiss francs.
18. UPOV had total employee benefit liabilities of 5,581,482 Swiss francs as at December 31, 2024, compared to 4,231,165 Swiss francs as at December 31, 2023. For the liabilities relating to ASHI, repatriation benefits and long-term accumulated annual leave, actuarial valuations have been used. The most significant liability, relating to ASHI, amounts to 5,352,935 Swiss francs as at December 31, 2024. This represents an increase of 1,366,092 Swiss francs from the balance of 3,986,843 Swiss francs as at December 31, 2023. The calculation of the ASHI liability is performed by an independent actuary. In accordance with IPSAS requirements. The ASHI liability recognized in the financial statements represents the present value of all expected future benefits to existing retirees and their dependents, and all accrued post-employment benefits of active staff. On average, medical costs increase with age, so the most significant expected medical costs remain to be paid in the future. UPOV staff and retirees participate in WIPO's medical insurance plan. To manage the cost and risk of the medical insurance plan, WIPO has secured an insurance contract that allows a level per person premium to be paid for all existing retirees and active staff, thus reducing the cash paid on behalf of older retirees relative to their incurred medical cost.
19. The ASHI liability calculation incorporates a number of actuarial assumptions. These include the discount rate, medical cost trend rates, annual medical claims cost, retirement rates and mortality rates. Changes to these assumptions year on year lead to actuarial gains and losses, which are recognized as part of the liability in the Statement of Financial Position. A breakdown of the movement in the liability due to actuarial gains and losses is provided in Note 5 of these financial statements. The increase in liability in 2024 was partly due to the opening balance adjustment of the obligation for an additional retiree and dependents not accounted for in previous years' calculations (with a total impact of

516,643 Swiss francs). Another significant factor in the increase in the liability was a decrease in the discount rate, which fell from 1.80 per cent to 1.50 per cent. The discount rate was determined using AA corporate bond yield curves. In addition, for the 2024 valuation there was an increase in the medical claims cost at each age based on a full medical claims experience study performed during the year. These impacts were partly offset by a decrease in the medical cost trend rates from 3.20 per cent (initial) and 2.60 per cent (ultimate), to 2.40 per cent (initial and ultimate). The following graph shows how the ASHI liability has developed since 2020 and includes actuarial forecasts for 2025-2028 (applying the same assumptions as for the 2024 calculation). The graph also shows how discount rates and medical cost trend rates have changed since 2020:



20. The projections of the ASHI liability for 2025-2028 are calculated based on actuarial assumptions and census data applied for the 2024 valuation, and do not consider gains or losses from possible future changes in actuarial assumptions or plan demographics, which could significantly impact calculations in subsequent years.
21. At its thirty-third extraordinary session on March 17, 2016, the Council decided to hold in a separate account the funds allocated for the future financing of UPOV's ASHI liability. As at December 31, 2024, the total balance of these funds was 1,105,527 Swiss francs (1,187,257 Swiss francs as at December 31, 2023). The funds are held in one of UPOV's principal bank accounts but are managed separately from operating funds through a blocking instruction currently in place with the bank. UPOV manages the ASHI funds in accordance with WIPO's Policy on Investments, under which they are classified as strategic cash.
22. It should be noted that, as approved by the WIPO Assemblies in July 2024 and pursuant to the endorsement by the UPOV Consultative Committee at its 101st Session in October 2023, WIPO and UPOV have approved the creation of a separate entity, designed as a multi-employer plan, to manage the funds set aside for financing ASHI. Holding these funds in a separate entity would allow them to be designated as plan assets, as stipulated in IPSAS 39, and allow for the modification of financial statement presentation to present the ASHI liability net of accumulated funds. As the creation of the separate entity had not yet been completed at the end of 2024, the ASHI liability projections above do not present the liability net of these funds.

## STATEMENT ON INTERNAL CONTROL 2024

### Scope of responsibility

As Secretary-General of the International Union for the Protection of New Varieties of Plants (UPOV), I am accountable, in accordance with the responsibility assigned to me, in particular, by Regulation 5.8 (d) of the Financial Regulations and Rules (FRRs) of UPOV, for maintaining a system of internal financial control that ensures:

- (i) the regularity of the receipt, custody and disposal of all funds and other financial resources of UPOV;
- (ii) the conformity of obligations and expenditures with appropriations or other financial provisions approved by the Council or with the purposes and rules relating to specific trust funds; and
- (iii) the effective, efficient and economic use of the resources of UPOV.

In signing this statement, I rely in particular on assurance provided to me in the form of the Management Representation Letter (MRL) from the Vice Secretary-General, the UPOV Assurance Summary and from WIPO's assurance functions that contribute as per the Agreement between the World Intellectual Property Organization (WIPO) and UPOV ("WIPO/UPOV Agreement")<sup>1</sup>.

### Purpose of the system of internal control

Our system of internal control is a process, effected by the Council, the Consultative Committee, the Secretary General, Vice Secretary-General and other key officials, designed to provide reasonable assurance of UPOV's ability to reach its aims, objectives and related policies. The aim of this system of internal control is to manage risk to a tolerable level rather than to eliminate it entirely. As such, it sets out to provide reasonable assurance over the following three areas:

- Reliability of financial reporting – transactions authorized and properly recorded and material errors or irregularities either prevented or detected in a timely manner;
- Effectiveness and efficiency of business processes, the safeguarding of assets, and the exercise of economy; and
- Compliance with UPOV's regulatory framework.

Thus, on an operational level, UPOV's internal control system is not solely a policy or procedure that is performed at certain points in time, but rather continually operated at all levels within UPOV through internal control processes to ensure the above objectives.

This statement is presented in line with the seven components of UPOV's Accountability Framework (document CC/98/13), which itself is aligned to the COSO<sup>2</sup> Internal Control framework and Three Lines Model<sup>3</sup>.

My current statement on UPOV's internal control processes, as described above, applies for the financial year ended December 31, 2024, and as at the date of the approval of UPOV's 2024 financial statements.

### 1. Results based planning

UPOV has in place results based management processes, guided by the Strategic Business Plan and embodied in a biennial Program and Budget approved by the Council of UPOV. Consideration and approval of UPOV's Program and Budget includes the approval of the work program as outlined in the UPOV Strategy House and the associated resources linked to the expected results.

### 2. Performance and risk management

Comprehensive and detailed reporting to members is provided in the UPOV Performance Report in accordance with UPOV's FRRs, providing clarity and transparency in the financial as well as programmatic performance of UPOV.

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<sup>1</sup> Section 7 of this document provides more details

<sup>2</sup> Committee of Sponsoring Organizations of the Treadway Commission

<sup>3</sup> <https://www.theiaa.org/globalassets/site/about-us/advocacy/three-lines-model-updated.pdf>

UPOV continued to monitor its key risks throughout 2024, which are recorded in the WIPO Enterprise Risk Management system and will continue to be managed and re-assessed over time. Key risks and appropriate risk responses were reviewed regularly. These include the following key risks that we faced in 2024 and face beyond:

Strategic Pillar	Risk Description	Control and Mitigation
<b>Pillar 1 - Bring together stakeholders to help shape the UPOV system</b>	Delay in national policy or legislative developments postpone or prevent accession to, or ratification of, UPOV members to the 1991 Act of the UPOV Convention.	Strengthen legislative guidance and outreach activities demonstrating UPOV benefits while supporting countries' development goals through engagement programs and fora to demonstrate how UPOV membership contributes to agricultural development.
<b>Pillar 2 - Provide guidance and assistance and facilitate cooperation for implementing the UPOV system</b>	Reduced visibility and understanding of UPOV's role and benefits impacts expansion of UPOV.	Implement a targeted communication strategy through multiple channels (website, social media, events), developing engaging content to demonstrate UPOV system benefits through case studies and success stories.
<b>Pillar 3 - Provide high quality services for UPOV members and users of the UPOV system</b>	Technical complexity and resource limitations impact development and implementation of UPOV e-PVP services.	Prioritize UPOV e-PVP service components (UPOV PRISMA, Administration Module, DUS Exchange Platform, PLUTO) based on member needs and available resources, implementing incremental development to manage complexity. Support member usage through assistance and training and incorporate user feedback to guide system development priorities.
<b>Foundation - Empower our people to work effectively, collaboratively and innovatively by providing them with the right resources, training and environment</b>	Uncertain economic conditions and limited resources affect UPOV's ability to maintain and enhance its operational capacity.	Diversify income through expanding fee-based services, Funds-in-Trusts and exploring multi-donor initiatives. Make proactive proposals to UPOV members to increase core funding. Continuously monitor income against forecasts and adjust operational plans accordingly, focusing on core services and strategic priorities.



### 3. Monitoring, Oversight, Complaints and Response Mechanisms

As Secretary-General of UPOV, I am ultimately accountable for the effectiveness of the system of internal controls. My assertion, structured by the “Three Lines” below, is supported and informed by:

First Line	Second Line	Third Line
<p>UPOV's Vice Secretary-General is accountable for achieving expected results, implementing UPOV's mandated activities, and managing the entrusted resources. The Vice Secretary-General's Management Representation Letter, confirms her responsibility for having and maintaining well-functioning systems and a mechanism for internal control aimed at presenting and/or detecting instances of fraud and major errors. Taking these elements into account, I conclude the 'first line' is sound.</p>	<p>Management's role to address enterprise risks, including compliance with our regulatory framework, ethical behavior, internal control, information and technology security, sustainability, and quality assurance. The assurance provided is underpinned by a systematic process of self-assessment and internal validation of entity level controls as well as key process level controls in place in WIPO. I am confident our 'second line' approach is robust.</p>	<p>The WIPO Internal Oversight Division (IOD), on whose assurance and advisory services I rely through the WIPO annual report by the Director of IOD, reports of internal audit and evaluation, management implication reports resulting from investigations, as well as through IOD reports, if any, on UPOV. A synergy exists with IOD performing audits of both UPOV and WIPO. I take assurance from IOD's assessment of WIPO that there were no significant risks or breakdown of governance and internal controls, while they did identify some areas for continuous improvement.</p>

My assertion is also supported and informed by:

Governance	
<p><b>External Auditor</b></p> <p>The External Auditor, whose Report, containing their opinion, observations and comments, is submitted to the Consultative Committee and the Council of UPOV; I take into account the External Auditor's recommendations and am assured by their work.</p>	<p><b>Consultative Committee</b> and the Council of UPOV</p> <p>The observations of the Consultative Committee and the Council of UPOV.</p>

I further ensure that feedback mechanisms are in place for members, customer complaint resolution services are provided through the UPOV Office, and that for UPOV staff, a number of formal and informal conflict resolution mechanisms are relevant, through WIPO.

### 4. Control Activities

UPOV benefits from continuous improvement of WIPO assurance processes, and the internal control framework has been strengthened through a thorough review of key controls in 2024. The review focused on identifying and rationalizing key controls that are critical to managing key risks.

The main outcomes of the key controls review include:

- (i) Enhanced alignment of key controls to the Committee of Sponsoring Organizations of the Treadway Commission (COSO) principles, ensuring comprehensive coverage across all five COSO components and principles;
- (ii) Improved control descriptions focused on control activities rather than process descriptions, resulting in a more focused control framework;
- (iii) Strengthened linkages between key controls and key risks, improving risk management effectiveness.

## 5. Information and Communication

WIPO's Chief Data Officer and Data Protection Officer oversees the continually evolving issues of data governance and privacy that continue to be strengthened through a data governance strategy and a heightened focus on data protection.

The portfolio of Enterprise Resource Planning (ERP) solutions provides a high level of control, including transactional level system controls and data analytics. An ERP transformation project is underway to upgrade the ERP system to a new cloud-based Software-as-a-Service solution, providing the opportunity to streamline administrative business processes. UPOV maintains a record of key risks, and WIPO records controls in the WIPO Enterprise Risk Management system.

## 6. Ethical Standards and Integrity

WIPO's Ethics Office which enjoys functional and operational independence, supports me in helping to ensure that all UPOV personnel perform their functions consistent with the highest standards of ethics and integrity, as required by the Staff Regulations and Rules, the Standards of Conduct for the International Civil Service, the WIPO Code of Ethics and other relevant policies.

As per its mandate, and in relation to ethics and integrity, the Ethics Office administers mandatory training; develops outreach programs; provides confidential guidance to all WIPO and UPOV members of personnel; manages the disclosure of financial and other interests program and, receives, reviews and makes objective determinations and recommendations on complaints of retaliation.

## 7. Control Environment

The UPOV Accountability Framework lays out the components that ensure good governance through reasonable assurance regarding the reliability of reporting, the effectiveness and efficiency of operations, compliance with applicable policies, regulations and rules, and the safeguarding of resources. The Control Environment includes a suite of Key Controls that are those Entity Level Controls and Process Level Controls that provide ultimate control over all areas of the COSO framework.

With regard to the financial administration of UPOV, the "WIPO/UPOV Agreement", signed on November 26, 1982, states the following:

"Article 1  
"Requirements of UPOV

"(1) WIPO shall satisfy the requirements of UPOV as regards

"[...]

"(iv) financial administration of UPOV (receiving and disbursing funds, bookkeeping, internal financial control, etc.),

"[...]

"(2) The requirements of UPOV shall be met on a basis of strict equality with the requirements of the various Unions administered by WIPO."

"Article 8  
"Administrative and Financial Regulations of UPOV

"(1) Subject to the other Articles of this Agreement and to paragraphs (2) and (3) of this Article, the provisions of the Staff Regulations and Staff Rules of WIPO and the provisions of the Financial Regulations and Rules of WIPO, including future modifications thereof, shall, *mutatis mutandis*, apply also in respect of the staff of the Office of UPOV and the finances of UPOV, provided that the Council of UPOV may agree with the Director General of WIPO to any exceptions and additions to the same in which case such agreed exceptions and additions shall prevail. The said texts shall be considered to constitute the administrative and financial regulations of UPOV referred to in Article 201 of the UPOV Convention.

"[...]

"(3) In all financial matters concerning UPOV, the Controller of WIPO shall be responsible to the Council of UPOV."

**Conclusion**

Based on the contents of this statement and the evidence that underpins it, I conclude that, to the best of my knowledge and belief, and based upon the information I have, there have been no material weaknesses that would affect the reliability of the Organization's financial statements, nor are there significant matters arising that would need to be raised in the present document for the reporting period.

Daren Tang  
Secretary-General

Date: May 23, 2025

**STATEMENT I: STATEMENT OF FINANCIAL POSITION**  
**as at December 31, 2024**  
*(in Swiss francs)*

		December 31, 2024	December 31, 2023
<b>ASSETS</b>	<b>Note</b>		
<b>Current assets</b>			
Cash and cash equivalents	3	5,819,625	5,437,576
Accounts receivable (non-exchange transactions)	4	88,316	158,760
Accounts receivable (exchange transactions)	4	12,090	35,130
		<u>5,920,031</u>	<u>5,631,466</u>
<b>Non-current assets</b>		<u>-</u>	<u>-</u>
<b>TOTAL ASSETS</b>		<u><b>5,920,031</b></u>	<u><b>5,631,466</b></u>
<b>LIABILITIES</b>			
<b>Current liabilities</b>			
Employee benefits	5	221,946	154,151
Advance receipts	6	792,429	760,276
Other current liabilities	7	704,970	695,036
		<u>1,719,345</u>	<u>1,609,463</u>
<b>Non-current liabilities</b>			
Employee benefits	5	5,359,536	4,077,014
		<u>5,359,536</u>	<u>4,077,014</u>
<b>TOTAL LIABILITIES</b>		<u><b>7,078,881</b></u>	<u><b>5,686,477</b></u>
Reserve Fund	10	1,127,877	867,444
Actuarial gains/(losses) through Net Assets	10	-2,865,072	-1,500,800
Working Capital Fund	10	578,345	578,345
<b>NET ASSETS</b>		<u><b>-1,158,850</b></u>	<u><b>-55,011</b></u>

**STATEMENT II: STATEMENT OF FINANCIAL PERFORMANCE**  
**for the year ended December 31, 2024**  
*(in Swiss francs)*

	Note	2024	2023
<b>REVENUE</b>	12		
Contributions		3,526,886	3,569,798
Extrabudgetary funds (funds in trust)		509,393	477,309
UPOV PRISMA and PLUTO Fees		139,440	164,100
Other/miscellaneous revenue		34,368	-20,605
<b>TOTAL REVENUE</b>		<b>4,210,087</b>	<b>4,190,602</b>
<b>EXPENSES</b>	13		
Personnel expenditure		2,299,485	2,309,820
Travel, Training and Grants		234,565	237,233
Contractual services		791,349	1,035,386
Operating expenses		624,115	628,593
Supplies and materials		140	2,453
<b>TOTAL EXPENSES</b>		<b>3,949,654</b>	<b>4,213,485</b>
<b>SURPLUS/(DEFICIT) FOR THE YEAR</b>		<b>260,433</b>	<b>-22,883</b>

**STATEMENT III: STATEMENT OF CHANGES IN NET ASSETS**  
**for the year ended December 31, 2024**  
*(in Swiss francs)*

	Note	Reserve Fund	Actuarial gains/(losses) through Net Assets	Working Capital Fund	Net Assets Total
<b>Net Assets at January 1, 2023</b>		<b>890,327</b>	<b>-1,136,776</b>	<b>578,345</b>	<b>331,896</b>
Actuarial gains/(losses)		-	-364,024	-	-364,024
<b>Total of items recognized directly in Net Assets in 2023</b>		<b>-</b>	<b>-364,024</b>	<b>-</b>	<b>-364,024</b>
Surplus/(deficit) for the current year 2023		-22,883	-	-	-22,883
<b>Net Assets at December 31, 2023</b>	10	<b>867,444</b>	<b>-1,500,800</b>	<b>578,345</b>	<b>-55,011</b>
Opening balance adjustment, experience loss		-	-516,643	-	-516,643
Actuarial gains/(losses)		-	-847,629	-	-847,629
<b>Total of items recognized directly in Net Assets in 2024</b>		<b>-</b>	<b>-1,364,272</b>	<b>-</b>	<b>-1,364,272</b>
Surplus/(deficit) for the current year 2024		260,433	-	-	260,433
<b>Net Assets at December 31, 2024</b>	10	<b>1,127,877</b>	<b>-2,865,072</b>	<b>578,345</b>	<b>-1,158,850</b>

**STATEMENT IV: STATEMENT OF CASH FLOW**  
**for the year ended December 31, 2024**  
*(in Swiss francs)*

	Note	2024	2023
<b>Cash flows from operating activities</b>			
Surplus/(deficit) for the year	Statement II	260,433	-22,883
Increase (decrease) in employee benefits	5	1,350,317	426,653
(Increase) decrease in receivables	4	93,484	-74,290
Increase (decrease) in advance receipts	6	32,153	-119,242
Increase (decrease) in other liabilities	7	9,934	112,940
<b>Net cash flows from operating activities</b>		<b>1,746,321</b>	<b>323,178</b>
<b>Effect of recognition of actuarial gains/(losses) through Net Assets</b>	5	<b>-1,364,272</b>	<b>-364,024</b>
<b>Net increase (decrease) in cash and cash equivalents</b>		<b>382,049</b>	<b>-40,846</b>
<b>Cash and cash equivalents at beginning of year</b>	3	<b>5,437,576</b>	<b>5,478,422</b>
<b>Cash and cash equivalents at end of year</b>	3	<b>5,819,625</b>	<b>5,437,576</b>

**STATEMENT V: STATEMENT OF COMPARISON OF BUDGET AND ACTUAL AMOUNTS**  
**for the year ended December 31, 2024**  
*(in thousands of Swiss francs)*

	Original Budget 2024  (1)	Final Budget 2024	Actual Amounts on comparable basis 2024	Difference 2024  (2)
<b>Income</b>				
Contributions	3,597	3,597	3,570	-27
UPOV IT Tools and Services Fees	254	254	139	-115
Miscellaneous Income	100	100	86	-14
<b>Total income</b>	<b>3,951</b>	<b>3,951</b>	<b>3,795</b>	<b>-156</b>
<b>Expenditure</b>				
Personnel resources	2,877	2,877	2,245	-632
Internships and Fellowships	15	15	-	-15
Travel, Training and Grants	75	75	57	-18
Contractual services	358	358	511	153
Operating expenses	624	624	624	-
Supplies and materials	1	1	-	-1
Furniture and equipment	1	1	-	-1
<b>Total expenditure</b>	<b>3,951</b>	<b>3,951</b>	<b>3,437</b>	<b>-514</b>
<b>Result</b>	<b>-</b>	<b>-</b>	<b>358</b>	<b>358</b>
Funds in Trust (before IPSAS adjustments)			-73	
IPSAS adjustments to Regular Program and Budget (3)			-98	
IPSAS adjustments to Funds in Trust (3)			73	
<b>Adjusted net surplus per IPSAS (Statement II)</b>			<b>260</b>	

- (1) Original Budget represents the budget of the first year of the approved Program and Budget for the 2024/25 biennium.  
(2) Represents the difference between the final budget and actual income and expense on a comparable basis (before IPSAS adjustments) for the year ended December 31, 2024.  
(3) The IPSAS adjustments to the surplus are detailed in Note 11 of these financial statements.



## NOTES TO THE FINANCIAL STATEMENTS

### NOTE 1: OBJECTIVES, GOVERNANCE AND BUDGET OF UPOV

The International Union for the Protection of New Varieties of Plants (UPOV) is an intergovernmental organization with headquarters in Geneva. UPOV's mission is to provide and promote an effective system of plant variety protection, with the aim of encouraging the development of new varieties of plants, for the benefit of society.

UPOV was established by the International Convention for the Protection of New Varieties of Plants (the UPOV Convention), which was signed in Paris in 1961. The Convention entered into force in 1968. It was revised in Geneva in 1972, 1978 and 1991. The 1991 Act entered into force on April 24, 1998. The main objectives of UPOV are, in accordance with the UPOV Convention, to:

- provide and develop the legal, administrative and technical basis for international cooperation in plant variety protection;
- assist States and organizations in the development of legislation and the implementation of an effective plant variety protection system; and
- enhance public awareness and understanding of the UPOV system of plant variety protection.

In accordance with Article 25 of the 1991 Act and Article 15 of the 1978 Act, the Council and the Office of the Union are the permanent organs of UPOV.

The Council governs UPOV, and consists of the representatives of the members of the Union. The Council is responsible for safeguarding the interests and encouraging the development of UPOV, for adopting its program and budget and for taking all necessary decisions to ensure the efficient functioning of UPOV. The Council meets once a year in ordinary session. If necessary, it is convened to meet in extraordinary session. The Council has established a number of bodies, which meet once a year.

The Office of the Union is the Secretariat of UPOV, and is under the direction of the Secretary-General. The staff of the Office of UPOV, other than the Vice Secretary-General, is under the direction of the Vice Secretary-General of UPOV. In 1982 a cooperation agreement (the WIPO/UPOV Agreement) was signed between UPOV and the World Intellectual Property Organization (WIPO), a Specialized Agency of the United Nations. Under this Agreement, the Council of UPOV appoints as Secretary-General of UPOV the Director General of WIPO. The Vice Secretary-General is responsible for the delivery of the results indicated in the approved program and budget. Under the Agreement, WIPO satisfies the requirements of UPOV with regard to provision of space, personnel administration, financial administration, procurement services and other administrative support. UPOV indemnifies WIPO for any service rendered to, and any expenditure incurred on behalf of, UPOV.

UPOV is predominantly funded by contributions and extrabudgetary funds (funds in trust) from members of the Union. UPOV operates within the framework of a biennial program and budget. The proposed program and budget covers estimates for income and expenditure for the financial period to which it relates. It is submitted by the Secretary-General to the Consultative Committee for discussion, comments and recommendations, including possible amendments. The Council adopts the program and budget after consideration of the proposed program and budget and the recommendations of the Consultative Committee.

## **NOTE 2: SIGNIFICANT ACCOUNTING POLICIES**

### **Basis of Preparation**

These financial statements have been prepared in accordance with and comply with International Public Sector Accounting Standards (IPSAS). The financial statements are presented in Swiss francs, which is the reporting and functional currency of UPOV. The accounting policies have been applied consistently to all years presented.

The financial statements have been prepared on the basis of historical cost, unless stated otherwise. The statement of cash flow is prepared using the indirect method. The financial statements are prepared on an accrual and going-concern basis. The statement of financial position shows a negative net asset balance as at December 31, 2024, which is due to an increase in long-term employee benefit liabilities. This does not affect UPOV's ability to continue as a going concern. UPOV's Council has approved the Program and Budget of the Union for the 2024-2025 Biennium and there is no intention to change UPOV's activities.

IPSAS 43 *Leases*, was published in January 2022 with an effective date of January 1, 2025. This standard does not have an impact on UPOV's financial statements.

IPSAS 44 *Non-Current Assets Held for Sale and Discontinued Operations*, was published in May 2022 with an implementation date of January 1, 2025. This standard has been applied by UPOV in 2024 and does not impact UPOV's financial statements.

IPSAS 45 *Property, Plant, and Equipment*, was published in May 2023 with an implementation date of January 1, 2025. This standard has been applied by UPOV in 2024 and does not impact UPOV's financial statements.

IPSAS 46 *Measurement*, was published in May 2023 with an implementation date of January 1, 2025. This standard has been applied by UPOV in 2024 and does not impact UPOV's financial statements.

IPSAS 47 *Revenue*, was published in May 2023 with an implementation date of January 1, 2026. UPOV is currently analyzing the impacts of this standard.

IPSAS 48 *Transfer Expenses*, was published in May 2023 with an implementation date of January 1, 2026. UPOV is currently analyzing the impacts of this standard.

IPSAS 49 *Retirement Benefit Plans*, was published in November 2023 with an implementation date of January 1, 2026. It is not expected that this standard will impact UPOV's financial statements.

IPSAS 50 *Exploration for and Evaluation of Mineral Resources*, was published in November 2024 with an implementation date of January 1, 2027. It is not expected that this standard will impact UPOV's financial statements.

Amendments to IPSAS 43, IPSAS 47 and IPSAS 48, *Concessionary Leases and Other Arrangements Conveying Rights Over Assets*, were published in October 2024 with an implementation date of January 1, 2027. UPOV is currently analyzing the impacts of these amendments.

### **Foreign Currency**

The functional currency of UPOV is the Swiss franc and these financial statements are presented in that currency. All transactions occurring in other currencies are translated into Swiss francs using the United Nations Operational Rates of Exchange (UNORE) which represent those prevailing at the date of the transactions. Both realized and unrealized gains and losses resulting from the settlement of such transactions and from the translation at the reporting date of assets and liabilities denominated in currencies other than UPOV's functional currency are recognized in the Statement of Financial Performance.

### **Segment Reporting**

A segment is a distinguishable activity or group of activities for which it is appropriate to separately report financial information. At UPOV, segment information is based on the principal activities and sources of financing of UPOV. As such, UPOV reports separate financial information for two segments: (1) the Regular Program and Budget and (2) Funds in Trust. The UPOV performance by segment is presented in Notes 12 and 13. As the UPOV assets and liabilities are not managed by segment this information is not presented in the notes to the financial statements.

## **Cash and Cash Equivalents**

Cash and cash equivalents include cash in hand, deposits held at call with banks, deposits held up to 90 days and other short-term highly liquid investments that are readily convertible to cash and subject to insignificant risk of changes in value.

## **Receivables**

Contributions are recognized as revenue at the beginning of the financial year. An allowance for receivables is made in full for any member who has contributions receivable where an element of the arrears is dated prior to the last biennium.

## **Equipment**

Equipment is valued at cost less accumulated depreciation and impairment. Equipment is recognized as an asset if it has a cost of 10,000 Swiss francs or more per unit. As at December 31, 2024, no items are capitalized as equipment.

## **Intangible Assets**

Intangible assets are carried at cost less accumulated amortization and impairment. Acquired computer software licenses are capitalized based on costs incurred to acquire and bring to use the specific software. Costs that are directly associated with the development of software for use by UPOV are capitalized as an intangible asset if the recognition criteria under IPSAS 31 are met. Direct costs include the software development employee costs. As at December 31, 2024, no costs have been capitalized as intangible assets.

## **Employee Benefits**

Liabilities are established for After-Service Health Insurance (ASHI), repatriation grants and travel, and long-term accumulated annual leave as determined by an independent actuary on an annual basis utilizing the projected unit credit methodology of valuation. For the ASHI liability, actuarial gains and losses are recognized in net assets. In addition, liabilities are established for the value of short-term accumulated annual leave, home leave not taken, overtime earned but unpaid, separation benefits and for education grants payable at the reporting date that have not been included in current expenditure.

In accordance with the WIPO/UPOV Agreement signed on November 26, 1982, UPOV is a member organization participating in the United Nations Joint Staff Pension Fund (the "Fund"), which was established by the United Nations General Assembly to provide retirement, death, disability and related benefits to employees. The Fund is a funded, multi-employer defined benefit plan. As specified in Article 3(b) of the Regulations of the Fund, membership in the Fund shall be open to the specialized agencies and to any other international, intergovernmental organization which participates in the common system of salaries, allowances and other conditions of service of the United Nations and the specialized agencies.

The Fund collectively exposes participating organizations to actuarial risks associated with the current and former employees of other organizations participating in the Fund, with the result that there is no consistent and reliable basis for allocating the obligation, plan assets and costs to individual organizations participating in the Fund. UPOV and the Fund, in line with the other participating organizations in the Fund, are not in a position to identify UPOV's proportionate share of the defined benefit obligation, the plan assets and the costs associated with the plan with sufficient reliability for accounting purposes. Hence, UPOV has treated this plan as if it were a defined contribution plan in line with the requirements of IPSAS 39, Employee Benefits. UPOV's contributions to the Fund during the financial period are recognized as expenses in the Statement of Financial Performance.

## **Provisions**

Provisions are recognized when UPOV has a legal or constructive obligation as a result of a past event, whereby it is probable that an outflow of resources will be required to settle the obligation and where a reliable estimate of the amount of the obligation can be made.

## **Revenue Recognition**

Revenue from non-exchange transactions such as extrabudgetary funds (funds in trust) supported by enforceable agreements is recognized as revenue at the time the agreement becomes binding unless the

agreement includes conditions related to specific performance or the return of unexpended balances. Such agreements require initial recognition of a liability to defer revenue recognition and then revenue is recognized as the liability is discharged through performance of the specific conditions included in the agreement.

Contributions are recognized as revenue at the beginning of each year of the budget period to which the contribution relates. UPOV PRISMA fees are recognized as revenue at the point of submission of the plant variety protection application. UPOV PLUTO fees are recognized as revenue at the point of invoicing following subscription.

In-kind contributions of services are not recognized in the financial statements.

### Expense Recognition

Expenses are recognized as goods are received and services delivered.

### Financial Instruments

#### *Financial Assets*

Financial assets are recognized initially at fair value, normally being the transaction price. After initial recognition, UPOV classifies its financial assets as measured at amortized cost.

The classification depends on UPOV's management model for the financial assets and the contractual cash flow characteristics of the financial assets.

UPOV assesses on a forward-looking basis the expected credit losses associated with its financial assets classified as measured at amortized cost.

#### *Financial Liabilities*

UPOV initially recognizes its financial liabilities at fair value. After initial recognition, financial liabilities are subsequently measured at amortized cost.

### Use of Estimates

The financial statements necessarily include amounts based on estimates and assumptions by management. Estimates include but are not limited to: ASHI and repatriation grant and travel (the value of which is calculated by an independent actuary), other employee benefit liabilities, financial risk on accounts receivable and accrued charges. Actual results could differ from these estimates. Changes in estimates are reflected in the period in which they become known.

### NOTE 3: CASH AND CASH EQUIVALENTS

	December 31, 2024	December 31, 2023
<i>(in Swiss francs)</i>		
Deposits with banks	3,918,626	3,382,101
<b>Total unrestricted cash</b>	<b>3,918,626</b>	<b>3,382,101</b>
Deposits with banks - working capital funds	578,345	578,345
Deposits with banks - funds in trust	217,127	289,873
<b>Total restricted cash</b>	<b>795,472</b>	<b>868,218</b>
Deposits with banks - funds held for ASHI liability	1,105,527	1,187,257
<b>Total strategic cash</b>	<b>1,105,527</b>	<b>1,187,257</b>
<b>TOTAL CASH AND CASH EQUIVALENTS</b>	<b>5,819,625</b>	<b>5,437,576</b>

Cash deposits are generally held in instant access bank accounts.

Working Capital Fund balances are considered as restricted, although interest received on Working Capital Fund balances is credited to the general fund of UPOV. Funds in trust held on behalf of donors of extrabudgetary funds are deposited in the currency in which expenditures will be reported, based upon agreements with donors.

At its thirty-third extraordinary session on March 17, 2016, the Council decided to hold in a separate account the funds allocated for the future financing of UPOV's ASHI liability. As at December 31, 2024, the total balance of these funds was 1,105,527 Swiss francs (1,187,257 Swiss francs as at December 31, 2023). In accordance with the Council decision at the fifty-third ordinary session on November 1, 2019, the funds are held in one of UPOV's principal bank accounts but are managed separately from operating funds through a blocking instruction currently in place with the bank. UPOV manages the ASHI funds in accordance with WIPO's Policy on Investments, under which they are classified as strategic cash.

**NOTE 4: ACCOUNTS RECEIVABLE**

	<b>December 31, 2024</b>	<b>December 31, 2023</b>
	<i>(in Swiss francs)</i>	
<b>Receivable non-exchange transactions</b>		
Contributions	88,316	157,093
Working Capital Fund	-	1,667
	<u>88,316</u>	<u>158,760</u>
<b>Receivable exchange transactions</b>		
Other debtors	12,090	35,130
	<u>12,090</u>	<u>35,130</u>
<b>TOTAL ACCOUNTS RECEIVABLE</b>	<u><b>100,406</b></u>	<u><b>193,890</b></u>

Contributions represent uncollected revenue related to the UPOV contribution system. The amount of the annual contribution of each member of the Union is calculated on the basis of the number of contribution units applied to the member (Article 26 of the 1978 Act and Article 29 of the 1991 Act of the Convention). When applicable, an allowance is established to offset the value of receivables due from contributions. The allowance covers amounts due from periods prior to the last biennium. A contribution allowance of 42,912 Swiss francs was established in 2024.

**NOTE 5: EMPLOYEE BENEFITS**

	December 31, 2024	December 31, 2023
	<i>(in Swiss francs)</i>	
Accumulated leave	11,450	5,238
Repatriation grant and travel	50,685	42,227
Home leave	4,790	-
Overtime	25	2,023
After-Service Health Insurance	154,996	104,663
<b>Total current employee benefit liabilities</b>	<b>221,946</b>	<b>154,151</b>
Accumulated leave	72,137	101,670
Repatriation grant and travel	89,460	93,164
After-Service Health Insurance	5,197,939	3,882,180
<b>Total non-current employee benefit liabilities</b>	<b>5,359,536</b>	<b>4,077,014</b>
<b>TOTAL EMPLOYEE BENEFIT LIABILITIES</b>	<b>5,581,482</b>	<b>4,231,165</b>

Long-term employee benefits include After-Service Health Insurance (ASHI), repatriation grant and travel, and accumulated leave (posts):

**ASHI:** Staff members (and their spouses, dependent children and survivors) retiring from service are eligible for After-Service Health Insurance (ASHI) coverage if they continue to participate in the medical insurance plan after separation from service. In accordance with the Staff Regulations and Rules, a share of 65 per cent of the monthly medical insurance premium is paid by UPOV.

**Repatriation grant and travel:** UPOV has a contractual obligation to provide benefits such as repatriation grants, travel and removal for certain internationally recruited staff members at the time of their separation from service.

**Accumulated leave (posts):** Accumulated annual leave is classified as a long-term employee benefit for staff members holding permanent, continuing or fixed term contracts. Staff in posts may accrue up to 15 days of annual leave in a given year, and a total accumulated balance of 60 days. On separation from service, staff in posts who have accumulated annual leave can receive a payment in lieu of an amount equivalent to their salary for the period of accumulated annual leave, up to a maximum of 60 days.

Employee benefit liabilities for ASHI, repatriation grant and travel, and accumulated leave (posts) are calculated by an independent actuary. Actuarial assumptions have a significant effect on the amounts calculated for employee benefit liabilities. A description of the factors which impact the size of the ASHI liability is included in the financial statement discussion and analysis which precedes these financial statements. The principal actuarial assumptions applied in determining long-term employee benefits liabilities are detailed below. Discount rates were determined using AA Corporate Bond Yield Curves:

	December 31, 2024	December 31, 2023
<b>After-Service Health Insurance</b>		
Discount rate	1.50%	1.80%
Discount rate currency	CHF, EUR, USD (weighted)	CHF, EUR, USD (weighted)
Medical cost trend rate - initial	2.40%	3.20%
Medical cost trend rate - ultimate	2.40%	2.60%
Annual medical claims cost (by age):	Claims cost CHF	Claims cost CHF
50	6,169	5,712
55	6,944	6,368
60	8,287	7,453
65	10,082	9,879
70	12,264	11,661
75	13,807	12,744
80	18,985	17,196
85+	19,755	17,716
<b>Repatriation Grant and Travel</b>		
Discount rate	5.40%	4.90%
Discount rate currency	USD	USD
Rate of salary increase	3.46%	3.09%
<b>Accumulated leave (posts)</b>		
Discount rate	0.80%	1.40%
Discount rate currency	CHF	CHF
Rate of salary increase	Comprised of:	Comprised of:
	Inflation	Inflation
	Productivity	Productivity
	Merit scale	Merit scale
	0.97%-6.07%	0.97%-6.07%

The present value of the defined benefit obligations for ASHI is determined using the projected unit credit method including discounting the estimated future cash outflows. In accordance with IPSAS, as at December 31, 2024, UPOV's ASHI liability is considered as unfunded as no plan assets are held in a legally separate entity or fund, and therefore no plan assets are deducted from the liability as recognized in the statement of financial position. However, it should be noted that UPOV holds funds established for the future financing of the ASHI liability (see Note 3). The table below details the expense for ASHI recognized in the Statement of Financial Performance:

	December 31, 2024	December 31, 2023
	<i>(in Swiss francs)</i>	
Interest cost	70,821	85,774
Current service cost	946	97,425
<b>Expense recognized in the statement of financial performance</b>	<b>71,767</b>	<b>183,199</b>

The following table details the changes in the ASHI defined benefit obligation, including the impact of actuarial gains/(losses):

	December 31, 2024	December 31, 2023
<i>(in Swiss francs)</i>		
<b>Defined benefit obligation at beginning of year</b>	<u>3,986,843</u>	
Opening balance adjustment, experience loss	516,643	
<b>Revised defined benefit obligation at beginning of year</b>	<u>4,503,486</u>	<u>3,480,559</u>
Interest cost	70,821	85,774
Current service cost	946	97,425
Contribution paid	-69,947	-40,939
Actuarial (gain)/loss on obligation:		
Experience (gain)/loss	500,273	-22,870
<i>Medical cost trend rate</i>	-235,070	-53,268
<i>Discount rate</i>	277,185	445,035
<i>Other</i>	-1,953	-
(Gain)/loss on change in financial assumptions	<u>40,162</u>	<u>391,767</u>
<i>Medical claims cost</i>	300,377	-
<i>Other demographic assumptions</i>	6,817	-4,873
(Gain)/loss on change in demographic assumptions	<u>307,194</u>	<u>-4,873</u>
<b>Defined benefit obligation recognized at end of year</b>	<u><b>5,352,935</b></u>	<u><b>3,986,843</b></u>

As can be seen in the table above, a significant factor in the increase in the ASHI defined benefit obligation in 2024 was an opening balance adjustment for an additional retiree and dependents not accounted for in previous years' calculations (with a total impact of 516,643 Swiss francs, adjusted in the 2024 opening balance as an experience loss). The increase in the 2024 valuation was also due to a decrease in the discount rate, which moved from 1.80 per cent to 1.50 per cent, and increases in the medical claims cost at each age based on a full medical claims experience study performed during the year. These actuarial losses were partially offset by actuarial gains due to a decrease in the medical cost trend rates, which moved from 3.20% (initial) and 2.60% (ultimate), to 2.40% (initial and ultimate).

Contributions, representing the premium share paid by UPOV for ASHI, totaled 69,947 Swiss francs for 2024 (40,939 Swiss francs in 2023). Expected contributions to ASHI in 2025, representing medical claims costs, are 154,996 Swiss francs. The weighted average duration of the defined benefit obligation as at December 31, 2024, was 18 years. The following table details the present value of the defined benefit obligation and experience adjustments arising on the ASHI liability for 2024 and the previous four years:

	2024	2023	2022	2021	2020
<i>(in Swiss francs)</i>					
Defined benefit obligation	5,352,935	3,986,843	3,480,559	4,085,020	3,033,695
Experience (gain)/loss adjustments on plan liability	500,273	-22,870	-3,468	10,890	18,635



The following sensitivity analysis shows how the defined benefit obligation would have been affected by changes in significant actuarial assumptions, the discount rate and the medical cost trend rate. The per cent changes used in the analysis are considered reasonable based on historical movements:

	<b>1 per cent decrease in discount rate (0.50%)</b>	<b>Discount rate as applied (1.50%)</b>	<b>1 per cent increase in discount rate (2.50%)</b>
<i>(in Swiss francs)</i>			
Defined benefit obligation recognized at December 31, 2024	6,459,599	5,352,935	4,507,907
Per cent variation	20.7%		-15.8%

	<b>1 per cent decrease in medical cost trend rate (1.4%)</b>	<b>Medical cost trend rate as applied (2.4%)</b>	<b>1 per cent increase in medical cost trend rate (3.4%)</b>
<i>(in Swiss francs)</i>			
Defined benefit obligation recognized at December 31, 2024	4,538,440	5,352,935	6,393,841
Per cent variation	-15.2%		19.4%

### United Nations Joint Staff Pension Fund

The Fund's Regulations state that the Pension Board shall have an actuarial valuation made of the Fund at least once every three years by the Fund's Consulting Actuary. The practice of the Pension Board has usually been to carry out an actuarial valuation every two years. The primary purpose of the actuarial valuation is to determine whether the current and estimated future assets of the Fund will be sufficient to meet its liabilities into perpetuity. The Fund's published funding policy (available on the Fund's website) sets out the methods, processes and targets that are used to monitor the funding position and associated risks. This also includes the practice of utilizing an actuarial value of assets, which smooths short-term investment gains and losses for the purpose of reporting long-term solvency.

UPOV's financial obligation to the Fund consists of its mandated contribution, at the rate established by the United Nations General Assembly (currently at 7.9 per cent of pensionable remuneration for participants and 15.8 per cent for member organizations) together with any share of any actuarial deficiency payments under Article 26 of the Regulations of the Pension Fund. Such deficiency payments are only payable if and when the United Nations General Assembly has invoked the provision of Article 26, following determination that there is a requirement for deficiency payments based on an assessment of the actuarial sufficiency of the Fund as of the valuation date. Each member organization shall contribute to this deficiency an amount proportionate to the total contributions which each paid during the three years preceding the valuation date. It has never been necessary to invoke Article 26, and no deficiency payments have ever been requested.

The latest actuarial valuation for the Fund was completed as of December 31, 2023, and a roll forward of the participation data as of December 31, 2023 to December 31, 2024 will be used by the Fund for the purpose of reporting an actuarial present value of accumulated plan benefits in its 2024 financial statements.

The actuarial valuation as at December 31, 2023 reported a funded ratio of actuarial assets to actuarial liabilities of 111.0% (117.0% in the 2021 valuation) when future expected pension adjustments (cost-of-living indexation on benefits) were taken into account. The reported funded ratio was 152.0% (158.2 % in the 2021 valuation) when the current system of pension adjustments was not taken into account and would be the measure by which actuarial sufficiency is established under Article 26.

After assessing the actuarial sufficiency of the Fund, the Consulting Actuary concluded that there was no requirement, as at December 31, 2023, for deficiency payments under Article 26 of the Regulations of the Fund as the actuarial value of assets exceeded the actuarial value of all accrued liabilities under the plan. At the time of this report, the General Assembly has not invoked the provision of Article 26.

Should Article 26 be invoked due to an actuarial deficiency, either during the ongoing operation or due to the termination of the Fund, deficiency payments required from each member organization would be based upon the proportion of that member organization's contributions to the total contributions paid to the Fund during the three years preceding the valuation date. Total contributions paid to the Fund during the preceding three years (2021, 2022 and 2023) amounted to 9,499.41 million US dollars, of which 0.017 per cent was contributed by UPOV (including participants and UPOV contributions).

During 2024, contributions (including UPOV contributions only) paid to the Fund amounted to 301,445 Swiss francs (314,377 Swiss francs in 2023). Expected contributions due in 2025 are approximately 331,142 Swiss francs.

Membership of the Fund may be terminated by decision of the United Nations General Assembly, upon the affirmative recommendation of the Pension Board. A proportionate share of the total assets of the Fund at the date of termination shall be paid to the former member organization for the exclusive benefit of its staff who were participants in the Fund at that date, pursuant to an arrangement mutually agreed between the organization and the Fund. The amount is determined by the United Nations Joint Staff Pension Board based on an actuarial valuation of the assets and liabilities of the Fund on the date of termination; no part of the assets which are in excess of the liabilities is included in the amount.

The United Nations Board of Auditors carries out an annual audit of the Fund and reports to the Pension Board and to the United Nations General Assembly on the audit every year. The Fund provides weekly information on its investments, and it can be viewed by visiting the Fund at [www.unjspf.org](http://www.unjspf.org).

**NOTE 6: ADVANCE RECEIPTS**

	<b>December 31, 2024</b>	<b>December 31, 2023</b>
	<i>(in Swiss francs)</i>	
Advance payment of contributions	625,543	520,614
Non-exchange revenue deferred	166,886	239,662
<b>TOTAL ADVANCE RECEIPTS</b>	<b>792,429</b>	<b>760,276</b>

Contributions received in advance are recorded as advance receipt liabilities and are recognized as revenue in the year to which they relate. Extrabudgetary funds from donors to Funds in Trust containing conditions requiring UPOV to provide services to recipient governments or other third parties are treated as deferred revenue until the services covered by the extrabudgetary funds (funds in trust) are performed, whereupon revenue is recognized.

**NOTE 7: OTHER CURRENT LIABILITIES**

	<b>December 31, 2024</b>	<b>December 31, 2023</b>
	<i>(in Swiss francs)</i>	
Amounts payable to WIPO	704,970	695,036
<b>TOTAL OTHER CURRENT LIABILITIES</b>	<b>704,970</b>	<b>695,036</b>

Other current liabilities are amounts payable to WIPO, which relate to services provided under the WIPO/UPOV Agreement.

**NOTE 8: CONTINGENT LIABILITIES**

UPOV has no contingent liabilities as at December 31, 2024.

**NOTE 9: RELATED PARTY TRANSACTIONS**

The Council consists of the representatives of the members of the Union. They do not receive remuneration from UPOV.

UPOV has no ownership interest in associates or joint ventures and no controlled entities. In 1982, a cooperation agreement (the WIPO/UPOV Agreement) was signed between UPOV and WIPO. Under this Agreement, the Council of UPOV appoints as Secretary-General of UPOV the Director General of WIPO. Under the Agreement, WIPO satisfies the requirements of UPOV as regards to provision of space, personnel administration, financial administration, procurement services and other administrative support. UPOV indemnifies WIPO for the cost of such services in accordance with the terms of said agreement. In 2024, UPOV paid 618,000 Swiss francs to WIPO to cover the cost of these services, which UPOV recognized in operating expenses for the year. In addition, UPOV reimbursed WIPO for funds disbursed on its behalf. In accordance with the Agreement, the Office of the Union exercises its functions in complete independence of WIPO.

Pursuant to the endorsement by the UPOV Consultative Committee at its 101st Session in October 2023, the Assemblies of the Member States of WIPO approved, in July 2024, the creation of a separate entity, to be established as a multi-employer plan, responsible for managing the funds set aside to finance ASHI. Both WIPO and UPOV will participate in this multi-employer plan, with responsibility for the oversight of the plan allocated to a formal advisory committee. Work has continued in 2025 to establish the separate entity, with an effective date of April 1, 2025.

The key management personnel of UPOV are the Secretary-General, the Vice Secretary-General and officers in posts. The current Director General of WIPO has declined any salary or allowance from his function as Secretary-General of UPOV. The other key management personnel are remunerated by UPOV. The aggregate remuneration paid to key management personnel includes salaries, allowances, statutory travel and other entitlements paid in accordance with the Staff Regulations and Rules. Key management personnel are members of the UN Joint Staff Pension Fund (UNJSPF) to which the personnel and UPOV contribute and are also eligible for participation in the collective medical insurance plan.

Key management personnel and their aggregate remuneration were as follows (note that the table does not include the Secretary-General as he does not receive remuneration from UPOV):

	2024		2023	
	Number of Individuals <i>(on a full-time equivalent basis)</i>	Aggregate remuneration <i>(in Swiss francs)</i>	Number of Individuals <i>(on a full-time equivalent basis)</i>	Aggregate remuneration <i>(in Swiss francs)</i>
Key management personnel	4.50	1,206,263	5.04	1,334,673

There was no other remuneration or compensation to key management personnel or to their close family members.

**NOTE 10: NET ASSETS**

	December 31, 2023	Program and Budget Surplus for the Year (before IPSAS adjustments)	Funds In Trust Deficit for the Year (before IPSAS adjustments)	IPSAS adjustments for the year	Transfer to Reserve Fund	December 31, 2024
<i>(in Swiss francs)</i>						
Program and Budget Surplus/(Deficit)	-	357,985	-	-97,552	-260,433	-
Funds in Trust Surplus/(Deficit)	-	-	-72,984	72,984	-	-
Reserve Fund	867,444	-	-	-	260,433	1,127,877
Actuarial gains/losses through Net Assets	-1,500,800	-	-	-1,364,272	-	-2,865,072
Working Capital Fund	578,345	-	-	-	-	578,345
<b>NET ASSETS</b>	<b>-55,011</b>	<b>357,985</b>	<b>-72,984</b>	<b>-1,388,840</b>	<b>-</b>	<b>-1,158,850</b>

In accordance with Regulation 4.2 of the UPOV Financial Regulations and Rules, UPOV has a Working Capital Fund. As at December 31, 2024, the Working Capital Fund stands at 578,345 Swiss francs. As per Regulation 4.2, the purposes for which the Working Capital Fund is utilized are:

- (a) to meet budgeted expenditure pending the receipt of the contributions of members of the Union;
- (b) to meet unavoidable unforeseen expenses arising from the execution of the approved program;
- (c) to meet such other expenses as may be determined by the Council.

Advances made from the Working Capital Fund to meet the expenditure requirements listed above are to be reimbursed in accordance with Regulation 4.2.

The Reserve Fund represents the accumulated surpluses and deficits of UPOV. In accordance with Regulation 4.6 of the UPOV Financial Regulations and Rules, revised by the Council in October 2020: the use, other than for the covering of any deficits, of the reserve fund is a matter for the decision of the Council. If after the closure of the financial period, the amount of the reserve fund exceeds 15 percent of the total income for the financial period, the Council shall decide on the use of the income in excess of the expenditure for the financial period.

Following the implementation of IPSAS 39 in 2017, actuarial gains and losses for ASHI have to be recognized directly through net assets. The amount of actuarial losses in net assets at December 31, 2024 equals 2,865,072 Swiss francs due to actuarial losses of 1,364,272 Swiss francs recognized in 2024.

**NOTE 11: RECONCILIATION OF STATEMENT OF BUDGETARY COMPARISON (STATEMENT V) AND STATEMENT OF FINANCIAL PERFORMANCE (STATEMENT II)**

The UPOV Program and Budget is established on a modified accrual basis in accordance with the UPOV Financial Regulations and Rules and is approved by the Council. The Regular Program and Budget for the 2024-2025 Biennium established a budget estimate of income and expenditure for the biennium of 7,901,307 Swiss francs.

For 2024, the first year of the biennium, the original and final budget estimate for income and expenditure was 3,951,000 Swiss francs. Actual income on a modified accrual basis for the first year of the biennium was 3,795,327 Swiss francs. Actual expense on a modified accrual basis for the first year of the biennium was 3,437,341 Swiss francs. The UPOV Performance Report for 2024 provides an explanation of the material differences between the budget and the actual amounts.

UPOV's budget and financial accounts are prepared using two different bases. The Statement of Financial Position, Statement of Financial Performance, Statement of Changes in Net Assets and Statement of Cash Flow are prepared on a full accrual basis, whereas the Statement of Comparison of Budget and Actual Amounts (Statement V) is prepared on a modified accrual basis.

As required by IPSAS 24, a reconciliation is provided between the actual amounts on a comparable basis with the budget as presented in Statement V and the actual amounts in the financial accounts identifying separately any basis, timing and entity differences.

**Reconciliation for the year 2024**

	<b>Operating</b>	<b>Investing</b>	<b>Financing</b>	<b>Total</b>
	<i>(in Swiss francs)</i>			
<b>Actual amount on comparable basis (Statement V)</b>	<b>357,985</b>	-	-	<b>357,985</b>
Changes in accounts receivable	-42,912	-	-	-42,912
Changes in employee benefit liabilities	-54,640	-	-	-54,640
Deferral of revenue Funds in Trust	72,984	-	-	72,984
<b>Total Basis differences</b>	<b>-24,568</b>	-	-	<b>-24,568</b>
Funds in Trust	-72,984	-	-	-72,984
<b>Total Entity differences</b>	<b>-72,984</b>	-	-	<b>-72,984</b>
<b>Actual amount in the Statement of Financial Performance (Statement II)</b>	<b>260,433</b>	-	-	<b>260,433</b>

**NOTE 12: REVENUE**

	<b>Regular Program and Budget 2024</b>	<b>Funds in Trust 2024</b>	<b>Inter-Segment Transactions 2024</b>	<b>TOTAL 2024</b>	<b>TOTAL 2023</b>
<i>(in Swiss francs)</i>					
<b>REVENUE</b>					
Contributions	3 526 886	-	-	3 526 886	3 569 798
Extrabudgetary funds (funds in trust)	-	509 393	-	509 393	477 309
UPOV PRISMA and PLUTO fees	139 440	-	-	139 440	164 100
Other/miscellaneous revenue	34 368	-	-	34 368	-20 605
Program support charges	51 721	-	-51 721	-	-
<b>TOTAL REVENUE</b>	<b>3 752 415</b>	<b>509 393</b>	<b>-51 721</b>	<b>4 210 087</b>	<b>4 190 602</b>

Contributions under the Regular Program and Budget represent amounts payable in January 2024. Extrabudgetary funds under Funds in Trust represent revenue received in connection with contributions made by donors to individual projects not included in the Regular Program and Budget. Revenue from extrabudgetary funds (funds in trust) is deferred until earned through the delivery of the specific services provided in the plan of work agreed with the donor.

**NOTE 13: EXPENSES**

	<b>Regular Program and Budget 2024</b>	<b>Funds in Trust 2024</b>	<b>Inter-Segment Transactions 2024</b>	<b>TOTAL 2024</b>	<b>TOTAL 2023</b>
<i>(in Swiss francs)</i>					
<b>EXPENSES</b>					
Personnel expenditure	2,299,485	-	-	2,299,485	2,309,820
Travel, Training and Grants	56,715	177,850	-	234,565	237,233
Contractual services	511,607	279,742	-	791,349	1,035,386
Operating expenses	624,035	80	-	624,115	628,593
Supplies and materials	140	-	-	140	2,453
Program support costs	-	51,721	-51,721	-	-
<b>TOTAL EXPENSES</b>	<b>3,491,982</b>	<b>509,393</b>	<b>-51,721</b>	<b>3,949,654</b>	<b>4,213,485</b>

Personnel expenditure includes short-term employee benefits such as base salary, post adjustment, dependents' allowance, pension contribution, health and other insurance contributions, home leave and other entitlements for posts and temporary positions. As a result of the implementation of IPSAS, personnel expenditure also includes amounts for the movements in employee benefit liabilities.

Travel, training and grants include the costs of airfare, daily subsistence allowances, terminal allowances and other travel costs for staff on official business and travel for participants and lecturers in connection with training activities. Contractual services include translators, interpreters and other non-staff service agreements.

Operating expenses include payments under the WIPO/UPOV agreement such as premises maintenance, personnel administration, financial administration, procurement services and other administrative support.

## NOTE 14: FINANCIAL INSTRUMENTS

UPOV is exposed to certain liquidity, interest rate, foreign currency exchange and credit risks which arise in the normal course of its operations.

The Union manages its investments in accordance with its Policy on Investments. The Secretary-General may make short-term investments of money not needed for immediate requirements in accordance with UPOV's investment policy. Unless otherwise agreed by the Council, UPOV's investment policy shall be the same as WIPO's investment policy for operating cash. The Secretary-General may seek the advice of the Advisory Committee on Investments of WIPO for matters relating exclusively to UPOV. The Secretary-General shall inform the Consultative Committee regularly of any investments.

### Financial Instruments Overview

Financial instruments are categorized as follows:

Financial Assets and Liabilities	Category
Cash and cash equivalents	Amortized cost
Receivables	Amortized cost
Payables and accruals	Amortized cost

The carrying amounts of the categories of financial assets and liabilities are as follows:

	December 31, 2024	December 31, 2023
	<i>(in Swiss francs)</i>	
<b>Financial assets</b>		
Amortized cost	5,920,031	5,631,466
<b>Total carrying value</b>	<b>5,920,031</b>	<b>5,631,466</b>
<b>Financial liabilities</b>		
Amortized cost	704,970	695,036
<b>Total carrying value</b>	<b>704,970</b>	<b>695,036</b>

### Fair values

The fair value of the financial assets and liabilities is included at the amount at which the instrument could be exchanged in a current transaction between willing parties, other than in a forced sale or liquidation. Cash and short-term deposits, receivables from exchange transactions, accounts payable and other current liabilities approximate their carrying amounts largely due to the short-term maturities of these instruments. Receivables from non-exchange transactions are evaluated by UPOV based on parameters such as interest rates and risk characteristics. When applicable, an allowance is established to offset the value of receivables due from contributions. The allowance covers amounts of contributions with arrears dated prior to the last biennium. For UPOV's financial assets and liabilities at the reporting date, the carrying amount is equivalent to the fair value.

### Credit risk

Credit risk is the risk of financial loss to UPOV if counterparties to financial instruments fail to meet their contractual obligations and it arises principally from receivables, and cash and cash equivalents. The carrying amount of financial assets represents the maximum credit exposure. For the purposes of financial reporting, UPOV calculates expected credit losses allowances associated with its financial assets.

UPOV's accounts receivable are almost exclusively from members of the Union representing sovereign States and relevant Intergovernmental Organizations, and therefore risks related to credit are considered minor.

Cash and cash equivalents may only be held with institutions with a minimum short-term credit rating of A-2/P-2 or a minimum long-term credit rating of A/A2. Accordingly, the credit ratings attached to cash and cash equivalents as at December 31, 2024 are as detailed on table on the following page:

Credit Rating	A-2	Total
<i>(in Swiss francs)</i>		
Cash and Cash Equivalents	5,819,625	5,819,625
Per cent	100.0%	100.0%

### Liquidity risk

Liquidity risk is the risk of UPOV not being able to meet its obligations as they fall due. UPOV does not have significant exposure to liquidity risk as it has substantial unrestricted cash resources. The investment policy requires that operating and core cash are invested in such a way to ensure the liquidity necessary to meet UPOV's cash flow requirements. Operating cash balances are invested over the short term (periods not exceeding twelve months to maturity) in low-risk asset classes which are easily liquidated at little or no cost. Core cash will be invested over the medium term (periods exceeding twelve months), in such a way that occasional access to a portion of the cash is possible thus facilitating scheduled large payments. Strategic cash is to be invested over the long term and currently has no short or medium term liquidity requirements.

### Currency risk

UPOV may receive revenue from extrabudgetary funds (funds in trust) in currencies and incur expenses in currencies other than its functional currency, the Swiss franc, and as a result is exposed to foreign currency exchange risk arising from fluctuations of currency exchange rates. UPOV does not use derivative financial instruments to hedge exchange risk.

### Market risk

Market risk is the risk of changes in market prices, such as interest rates, affecting income or the value of financial instrument holdings. UPOV is not subject to market risk.

### NOTE 15: EVENTS AFTER THE REPORTING DATE

UPOV's reporting date is December 31, 2024 and its financial statements were authorized for issue on the same date as the External Auditor's opinion.

Pursuant to the endorsement by the UPOV Consultative Committee at its 101st Session in October 2023, the Assemblies of the Member States of WIPO approved, in July 2024, the creation of a separate entity, to be established as a multi-employer plan, responsible for managing the funds set aside to finance ASHI. Both WIPO and UPOV will participate in this multi-employer plan. During 2025 work has been undertaken to establish the separate entity with an effective date of April 1, 2025.

There have been no other material events, favorable or unfavorable, that occurred between the reporting date and the date when the financial statements were authorized for issue that would have had a material impact on these financial statements.

[End of Annex and of document]