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ABBREVIATIONS AND ACRONYMS

AF	Adaptation Fund	NCA	Natural Capital Accounting
BC	Black Carbon	NPR	Nepalese Rupee
CBD	Convention on Biological Diversity	OECSs	Other Effective Area-Based Conservation Measures
CBFEWS	Community-Based Flood Early Warning Systems	PAC	Programme Advisory Committee
CLC	Community Learning Centre	PM2.5	Particulate Matter (2.5 micrometres or smaller)
CO ₂	Carbon Dioxide	PMR	Planning, Monitoring and Reporting
COP29	29th Conference of the Parties to the UN Framework Convention on Climate Change	POD	People & Organisational Development
DDG	Deputy Director General	PURE	Productive Use of Renewable Energy (Decision Support Platform)
DG	Director General	RD	Results Dashboard
DRR	Disaster Risk Reduction	RMCs	Regional Member Countries
GESI	Gender Equality and Social Inclusion	SOPs	Standard Operating Procedures
HKH	Hindu Kush Himalaya	SRPBD	Strategic Results, Partnership, and Business Development Unit
HLTF	High-Level Task Force	SuTRA	Sub-national Treasury Regulatory Application
HROD	Human Resources and Organizational Development	TWGs	Thematic Working Groups
ICIMOD	International Centre for Integrated Mountain Development	UNFCCC	United Nations Framework Convention on Climate Change
IGP	Indo-Gangetic Plain	USAID	United States Agency for International Development
IPBES	Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services	USD	United States Dollar
IPCC	Intergovernmental Panel on Climate Change	WMO	World Meteorological Organization
IYGP	International Year of Glaciers' Preservation	SERVIR-HKH	SERVIR Hindu Kush Himalaya Programme
LML	Living Mountain Lab		
MTAP V	Medium-Term Action Plan V (2023-2026)		
NbS	Nature-based Solutions		

INTRODUCTION

2024 was a year marked by record-breaking temperatures, with political and economic headwinds, rising needs and development challenges. As part of ICIMOD's commitment to reform, so as to meet current and future volatility, the year saw the centre increase the focus, impact, and monitoring of our programmatic work, and continue the reform of our internal operations in line with our commitments in our 'Strategy 2030: Moving Mountains'. We closed 2024 with diversified funds and a funding increase of 10%, stronger ties with regional member countries, an expanded list of strategic partnerships, and greater rigour in how we track our progress. Thanks to this collective effort, made possible with the support of partners in our region and beyond, our regional governments, and our donors, ICIMOD began 2025 – the midway point in our 2023–26 'medium-term action plan' cycle – well positioned to seize future opportunities, as well as to meet future challenges – challenges that 2025 has already brought.





Across the HKH, residents are increasingly affected by worsening air pollution, where PM2.5 concentration is often many times the WHO air quality guideline

Photo: Jitendra Raj Bajracharya/ICIMOD

The ripple effect

Understanding how air pollution compounds social disadvantage

While the Indo-Gangetic Plain and the Himalayan Foothills airshed, which spans Bangladesh, Bhutan, India, Nepal, and Pakistan, is known to be a [major global air pollution hotspot](#), and a zone of high social need, the links between pollution, health and social outcomes remain relatively underexplored in the region. With filling the gap crucial in order to build the social, moral, and economic case to act on the air crisis, ICIMOD is setting out to collect granular data on pollutants, and to track this against health and socioeconomic data through an [HKH air quality dashboard](#).

In 2024, the centre held a [regional meeting on air pollution and social inclusion](#), and conducted a training course for early-career researchers on air pollution and health research. It also began Bhutan's first national study on health, social issues and clean energy, whose findings will underpin advocacy for better policies and actions to address air pollution and its health impacts.

Local communities take ownership of **flood early warning systems**

Each year, floods affect the lives and livelihoods of millions living in the river basins of the HKH. By 2030, floods are expected to cost the region an annual [USD 215 billion](#). Communities that live along flood-prone tributaries in the region need localised solutions that are replicable and cost effective.

ICIMOD has piloted Community Based Flood Early Warning Systems (CBFEWS) in multiple flood-prone river basins. The systems are replicable and cost effective, however to be viable in the long term, the systems rest on modest investment and local ownership.

Recognising the incredible value of the lead-time the system gives local communities, 13 municipalities* in the Lal Bakaiya

Measuring the water level on the Ratu River in Bardibas, south-eastern Nepal, as part of a community-based flood early warning system using simple, low-cost instruments

Photo: Jitendra Raj Bajracharya/ICIMOD



watershed in Rautahat district of Southern Nepal have [recently agreed](#) to establish a common pool of funds to finance its upkeep and maintenance. This ‘basket fund’, which the municipalities will manage themselves, is expected to total USD 9,000 by the end of 2025, underpinning a system that will provide alerts to a quarter of a million people.

ICIMOD plans to scale the CBFEWS model to Bangladesh and Bhutan via pilots in 2025.

**These are the municipalities of Gaur, Ishnath, Rajpur, Paroha, Dewahi Gonahi, Baudhimai, Gujara, Fatuwa Bijayapur, Maulapur, Kathariya, Rajdevi, Madhavnarayan, and Yamunamai, which have all signed the sustainability agreement for the creation of a shared basket fund.*



The Andhi Khola Hydropower Station,
Syangja District, Nepal

Photo: Jitendra Raj Bajracharya/ICIMOD

Progress towards **climate-resilient hydro**

Given the extraordinary size of the HKH's rivers and the volume of the region's water resources through monsoon and annual cryosphere melt, hydropower is seen as a major opportunity for green economic growth and decarbonisation in regional countries. But climate change – accelerated glacial melt, permafrost thaw, erratic precipitation and extreme river, threaten projects' stability and sustainability.

To build the sector's resilience, ICIMOD developed a draft Guideline for Climate-Resilient Hydropower Development, working alongside Nepal's Water and Energy Commission Secretariat (WECS), with the participation of other key agencies including the Nepal Hydropower Association,

Nepal Electricity Authority, and the Department of Electricity Development. The guideline includes a Basin-Scale Climate Risk Assessment Framework tailored for cryosphere-dominated river basins, with the Narayani Basin as a case study. The framework promotes the systematic evaluation of hazards and options under different climate change scenarios, using state-of-the-art tools, and facilitates hydropower planning.

Leveraging this expertise, [ICIMOD launched a partnership with the Hydropower Sustainability Alliance \(HAS\) in 2024](#), to scale these guidelines across the region, build capacity among hydropower developers, and influence regional policies.

Inclusive disaster planning in Nepal

Despite their disproportionate vulnerability to disaster risks, women and their needs are often ignored in disaster risk planning, resulting in warnings that do not target and/or fail to reach them, emergency shelters that often lack privacy, and sometimes inappropriate post-disaster reconstruction. ICIMOD and NGO partners worked with 11 municipalities in four high-risk watersheds in the Koshi River Basin in eastern Nepal to [train staff in integrating gender issues](#) into disaster planning and budgeting. Importantly, this included adaptations to Nepal's national online financial management system – the [sub-national Treasury Regulatory Application \(SuTRA\)](#). ICIMOD is documenting lessons learned from these municipalities and conducting [training of trainers](#) to spread the learning more widely.



Severe flooding in Kathmandu, Nepal following torrential rainfall in 2024

Photo: Jitendra Raj Bajracharya/ICIMOD



A flash flood from the Seti River near the Annapurna mountains of western Nepal
Photo: Jitendra Raj Bajracharya/ICIMOD

Collaborating to **build regional resilience** to rising risks

With climate-induced disasters rising in frequency and ferocity in the HKH, closer coordination, cooperation, and knowledge-transfer among regional governments is an important way to help ensure early warnings and responses keep pace. In the wake of the devastating floods that hit the country in 2022, Pakistan invested in a major overhaul to its disaster response systems. In 2024, ICIMOD brought [senior disaster management officials from Bhutan and Nepal](#) to the country's National Disaster Management Authority (NDMA) to demonstrate these new systems, including its National Emergency Operations Center (NEOC), decentralised disaster management framework, and early warning mechanisms. A joint simulation exercise on a GLOF provided lessons on early warning and operational preparedness. The three countries expressed support for a mountain-disasters thematic working group, the development of a shared inventory of disaster management equipment, and a regional platform for knowledge-sharing and coordination. Nepali Home Affairs and disaster management officials, and security personnel subsequently participated in Pakistan's International Search and Rescue Advisory Group (INSARAG) Asia-Pacific Earthquake Response Exercise, and Nepal is exploring INSARAG certification.



An aerial view of inundated cropland in Pirojpur, Madhupur Upazila, Tangail District in Bangladesh

Photo: Kabir Uddin/ICIMOD

Forecasting to **reduce flash flood impacts** in Bangladesh

Pre-monsoon flash floods that threaten lives, livelihoods, and harvests are increasingly common in northeast Bangladesh.

In 2022, two large flash floods affected [over seven million people](#), with some districts >80% submerged.

Flash floods are very rapid in onset, and mostly arise from heavy rain across the border in India. Forecasting and early warning can give communities precious time to evacuate, and safeguard belongings; and can help

emergency first responders ready the appropriate aid for communities: clean water for instance.

In 2024 ICIMOD worked with Bangladesh's Water Development Board's Flood Forecasting and Warning Centre (FFWC) to co-develop a flash-flood forecasting model that can predict floods up to two days in advance. The model is now being trialled as part of Bangladesh's national flood forecasting and FFWC staff are being trained in the model.



Our first **all-female cryosphere science expedition** in the HKH

Science is a male-dominated field worldwide, cryosphere science especially so, and nowhere is this gender inequality more pronounced than in the Hindu Kush Himalaya. While ICIMOD has championed change since the inception of its cryosphere monitoring and research work, in 2011: 2024 saw this work gather pace, with the launch its first all-women cryosphere field expedition, [HKH Women on Ice](#). WOI gave nine women researchers from Bhutan, China, India, Nepal, and Pakistan the opportunity of [a week of] hands-on training



The HKH Women on Ice team taking measurements of debris thickness on Ponkar Glacier, Manang, Nepal
Photo: Purnima Shrestha

in field-based cryosphere data collection, working alongside illustrious female cryosphere researchers including IPCC author Miriam Jackson and ICIMOD's Finu Shrestha. The women learned how to maintain automatic weather stations, and ways to collect data from glaciers and assess glacial lakes. It is hoped that the expedition is an important first step in forging a network of skilled women cryosphere scientists from the region, which, in turn, holds real potential for long-term change.



The team taking readings from a permafrost sensor in Shodug, Naro Gewog, Thimphu, Bhutan

Photo: Kinzang Wangchuk

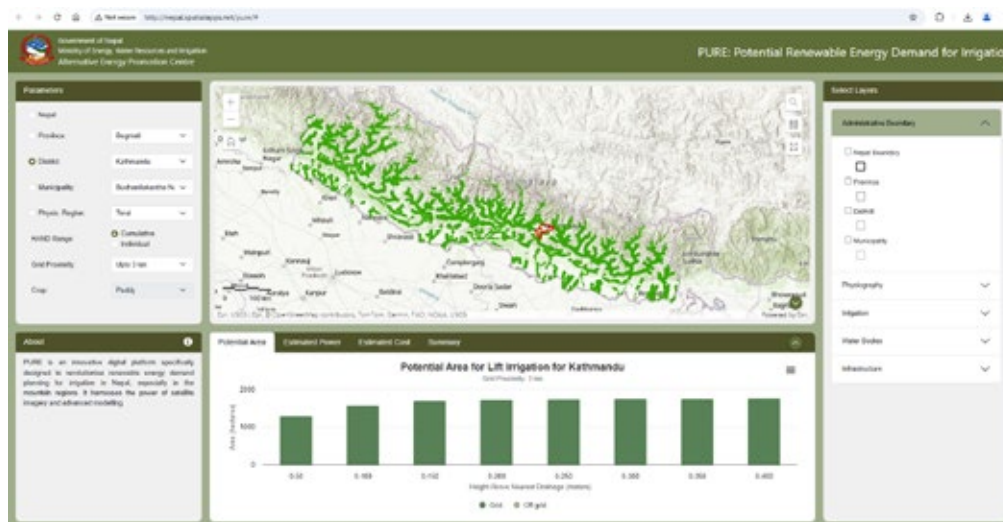
Upping the pace and scale of **permafrost monitoring** in the mountains

Permafrost, or ‘permanently’ frozen ground, is sometimes called Earth’s ‘hidden glue’ for its role holding together loose sediment, thereby stabilising land masses and mountain slopes.

In common with HKH glaciers and snowpack, high-mountain permafrost is thawing due to temperature rise, and the resulting loss of slope stability can be a key factor in the rising numbers and intensity of landslides and other disasters in the region, which pose [massive risks to lives and livelihoods across South Asia](#).

Unlike glaciers, given permafrost is underground, changes are hard to observe, and its monitoring has been hitherto been [overlooked](#) with its thawing ‘[inferred](#)’ from other data. Given its role in risks, and unknown contribution to [carbon release](#) in the HKH, building greater understanding of the substance and its changes is urgent.

To fill this gap, building on a regional workshop [led by ICIMOD in 2022](#), [ICIMOD supported Bhutan’s NCHM to start ground-level permafrost monitoring in 2024](#), and also [strengthened capacity in permafrost monitoring in Nepal](#).



A screenshot of the Productive Use of Renewable Energy (PURE) platform for Nepal

Boosting renewables in agriculture

More than half Nepal's farmland lacks access to irrigation, a [critical input](#) for food production and food security. Lift irrigation, where water is pumped up from a lower water source, could be a powerful solution to irrigation needs, but requires energy. Local renewable energy is environmentally sustainable, and the [most practical to run](#). But with the set-up costs often prohibitively expensive for many farmers, the Government of Nepal supports installations with subsidies and technical assistance.

The Government is committed to extending lift irrigation powered by renewables across Nepal and has budgeted [USD 16 million](#) in the fiscal year 2024/25, along with funding from international partners. To guide this investment, ICIMOD worked with Nepal's Alternative Energy Promotion Centre (AEPC) to co-develop a decision-making platform – [Productive Use of Renewable Energy platform \(PURE\)](#) – which consolidates data from multiple sources to estimate the potential area, cost and power-generation from RELI.

ICIMOD also provided technical support to AEPC to develop a GESI-responsive [Detailed Feasibility Study \(DFS\) Framework](#) to accurately select sites with the highest potential for irrigation. As a result of this support, [AEPC adopted PURE to identify potential sites](#) and mobilise funds to implement government-led projects.

In 2024, AEPC used PURE to identify 48 potential RELI sites out of a possible 439 across three provinces in Nepal. ICIMOD is currently helping develop PURE further, and is rolling the platform out to Bhutan.

A climate-resilient agricultural strategy in Karnali



Visitors at a Community Learning Centre interact first hand with simple solutions for climate-resilient agriculture

Photo: Jitendra Raj Bajracharya/ICIMOD

Provincial and local governments are playing an increasingly important role under Nepal's federal structure, and this opens more [space for locally developed policy as well as local citizen engagement](#).

Karnali Province in western Nepal made a policy commitment in 2018 to support sustainable agricultural development and has been promoting organic and [agroecological](#) agriculture. ICIMOD and other partners in the Green Resilient Agricultural Productive Ecosystems ([GRAPE](#)) Project have been supporting the provincial government to develop climate-resilient agriculture (CRA) solutions, train staff and arrange visits to other authorities managing similar transitions, including in Bhutan and India (Sikkim). The collaboration saw a network of

19 new [Community Learning Centres](#) (CLCs) set up in Karnali and Sudurpashchim provinces for the co-development, testing and demonstration of technologies and approaches with farmers.

The provincial government went on to ask GRAPE/ICIMOD to provide [technical assistance](#) for a new Karnali Agricultural Development Strategy focussing on CRA, including Nature-based Solutions, management of springsheds and rangelands, and commitment to social inclusion and gender equality. The provincial government and the Nepal Ministry of Land Management, Agriculture, and Cooperatives have now [budgeted five million NPR](#) (USD37,000) for climate-resilient and agroecological practices in Karnali.



Bringing ‘**strategic foresight**’ to the HKH

[Strategic foresight](#) is a relatively new policymaking tool that helps governments to prepare for the wider spectrum of future scenarios that our more complex and interconnected socio-economic systems make plausible.

With the approach being seen as a key way to increase economies’ and societies’ resilience to shocks, safeguard the environment, and augment economic performance, policy analysts and advisers worldwide are increasingly adopting the approach.

Its uptake, however, remains low among HKH policymakers – due, 2024 research by ICIMOD shows, not to lack of demand

but to lack of available training. Following a scoping exercise and consultations with experts that showed the extent of interest in strategic foresight in the HKH, the centre went on to [train a number of influential regional think tanks and academic policy centres](#) in the approach, including

1. Sustainable Development Policy Institute (Pakistan)
2. the Council on Energy, Environment and Water and Indian Institute of Human Settlements (India)
3. Centre for Bhutan Study (CBS)
4. Royal Thimphu College (Bhutan)
5. Refugee and Migratory Movements Research Unit (Bangladesh)
6. Kathmandu University
7. Nepal Institute of Development Studies (Nepal)

Participants expressed interest in future sessions to focus on climate adaptation, yak-based livelihoods, and the relationship between climate change and migration.

Following the training, ICIMOD carried out preliminary work with partners to set up pilots for local participatory foresight in two sites each in India and Pakistan, and some partners have started to integrate Strategic Futures into their work for the first time. ICIMOD has also been asked to help establish a foresight unit by the Government of Bhutan (CBS).

Accounting for nature in economic decision making in Bhutan



A herder milks a yak in the highlands of Bhutan, where yak herding is an age-old practice, a traditional way of life deeply rooted in the culture and landscape

Photo: Jitendra Raj Bajracharya/ICIMOD

Bhutan has a strong conservation ethos, with a Protected Area Network covering more than half (52%) the country. Natural Capital Accounting (NCA) is a valuable economic tool, based on international standards, that can measure and track natural resources and services from Protected Areas (PAs) and integrate them into national economic planning.

In 2024, ICIMOD supported the Bhutan Department of Forests and Park Services to carry out a pilot NCA exercise for Jigme Dorji National Park, one of 11 PAs in Bhutan. The total value of the flow of ecosystem services from the park was estimated at over 12 million USD per year, using data for 2017 and 2023. The exercise involved local and national stakeholders, including

the Bhutan Statistics Bureau, Department for Environment and Climate Change, the National Land Commission and Bhutan for Life.

The experience from this pilot was integrated into national NCA guidelines for PAs, with technical assistance from ICIMOD. The Government has endorsed these guidelines, set to launch in 2025, and which will help to translate Bhutan's Environmental-Economic Accounting National Implementation Plan into practice and should also help to attract green investments and conservation financing. ICIMOD and partners developed a briefing note on NCA to sensitise government stakeholders.



Black-necked cranes (*Grus nigricollis*)
wintering in the Phobjikha Valley in Bhutan

Photo: Alex Treadway/ICIMOD

Comprehensive management plan launched for Gangtey-Phobji wetlands in Bhutan

Gangtey-Phobji, Bhutan's largest 'Ramsar Site' (an internationally designated wetland), is a critical habitat for wildlife, as well as subsistence farming. It is the main wintering ground of the rare and endangered Black-necked Crane (*Grus nigricollis*), a species with an important [cultural significance](#) and its own [annual festival](#).

Despite its ecological importance, the 960-hectare site has not previously had a formal management plan. The growing pressure from tourism, commercial potato farming, climate change, and uncoordinated planning for its catchment

areas poses a significant challenge to its preservation.

ICIMOD provided financial and technical support to the Department of Forest and Park Services of Bhutan to develop a [Site Management Action Plan](#), and supported community engagement in its development. The 10-year plan reflects the livelihood priorities of local marginalised communities, women and youth, while minimising toxic chemical use and improving waste disposal. The government launched the plan at the 2024 Black-necked Crane Festival, and has already started to implement it with national investment.

A new policy for **rangeland management** in Pakistan

Changing climate, socioeconomics and demographics mean that the HKH's vast rangelands, remote zones that were hitherto primarily livestock production landscapes, are increasingly subject to competing stakeholder interests: from tourism, conservation, mining, among others.

ICIMOD's rangelands policy work has focused on reviewing existing national policies to reconcile these competing and often conflicting stakeholder interests, so that rangelands can be managed sustainably for the multiple benefits that they provide. This policy work began in 2023 when ICIMOD organised a regional multistakeholder consultation workshop to share country-level updates and experiences and prioritise country-specific actions. Following this, we organised a policy consultation on rangeland management in Pakistan, reviewed the consistency of their existing policies and programmes, and clarified the interests, roles and responsibilities of major stakeholder groups in rangeland management. The finalised draft has been submitted and is awaiting Cabinet approval. Importantly, the policy highlights gender as an important aspect of rangeland management.



Goats are a vital part of the local economy in rangelands in Gilgit-Baltistan province, Pakistan

Photo: Alex Treadway/ICIMOD



Forests in Bajhang, Sudurpashchim Province, far north-western Nepal
Photo: Jitendra Raj Bajracharya/ICIMOD

A new **national land cover and forest mapping system** for Nepal

Reliable data on land and forest cover is essential for environmental management and policy. Land cover and forest maps serve as decision-support tools, informing forest restoration laws and land management approaches, reporting against international climate commitments and accessing climate finance. Although Nepal has a long history of mapping its lands and forests, the production of consistent, comparable land cover maps has been hindered by varying methodologies.

ICIMOD has supported Nepal's Forest Research and Training Centre (FRTC) to develop and operationalise its new [National](#)

[Land Cover Monitoring System](#) (NLCMS). One key strength of the NLCMS is its ability to integrate ground-level with satellite data and bridge data gaps. Another feature is its adaptability to different reporting standards, including the categories used by the Intergovernmental Panel on Climate Change (IPCC), the Global Forest Resources Assessment and others.

Using NLCMS forest statistics, the Government of Nepal is able to generate national land cover maps annually and monitor land use change dynamics, to inform national land use policy and international reporting under the United Nations Framework Convention on Climate Change, the United Nations Convention on Biological Diversity (CBD), and the Sustainable Development Goals. The forest statistics are also key for the country to receive international funding for forest restoration: already the country is set to receive NPR 1.06 billion (nearly USD 8 million) [from carbon trading for reducing forest carbon dioxide emissions](#) in the Terai region.

Mainstreaming springshed management in India



A hydrogeologist uses a mobile app to measure dip, strike, and dip amount (angle), which helps identify groundwater flow.

Photo: Karishma Khadka/ICIMOD

In the India Himalayan Region, nearly 50 million people depend on springs for their domestic water needs, and nearly two thirds of irrigated farmland is [fed by springs](#). However, many springs are drying due to poor springshed management, exacerbated by climate change. And tens of thousands of villages are [facing water shortages](#).

While many experiences in the HKH [demonstrate the potential](#) of local, participatory, science-based springshed management, they also highlight challenges in scaling up these efforts. Many of these challenges stem from policy and institutional constraints.

In 2024, the Department of Land Resources, Ministry of Rural Development, India, initiated the development of a national scheme for sustainable springshed management to address some of these broader constraints, for which ICIMOD provided technical support. This scheme will provide a national budget and technical guidance to individual states to revive critical springs.

ICIMOD's contributions included the development of implementation protocols that promote and facilitate the involvement of women and disadvantaged communities in all stages of springshed management (including inventory, design, and user committees), based on practical experience.



Transferring tools to tackle the drivers of outmigration

In Bhutan, outmigration from the east of the country to the more urban districts of the west, and abroad, has been increasing. This resulted in 'Gungtong' or agricultural absentee households, leading to underuse and abandonment of farmland – a fallow period known as 'Satong'. The country is experiencing over 50% decrease in paddy rice harvests, resulting in increased food imports and their associated costs. This prompted the Bhutan government to seek ICIMOD's support in addressing increasing outmigration in the country.

Bhutan and Nepal share common outmigration problems in the mid-hill regions. As a response, in 2024, ICIMOD convened a learning exchange between Bhutan and Nepal parliamentarians to support the development of national laws and policies to address outmigration in both countries. After the learning visit in the country, insights and lessons learned from the visit helped concretise the recommendations of the Good Governance Committee for Bhutan's National Council to earmark 10% of its annual grant to improving rural farm-to-market infrastructure. They also invested BTN five billion (USD 58 million) in livestock and crop insurance to help communities manage human-wildlife conflict in migration hotspots, Atong and Gungtong in the country. In Nepal, the Agriculture, Cooperatives and Natural Resource Committee (ACNRC), undertakes rapid assessments of human-wildlife conflict and Protected Areas benefit-sharing mechanisms in the country. The report's policy recommendations will be presented in Nepal's parliament in 2025 for discussion, prioritisation, subsequent adoption, and resource allocation.

Unlocking climate finance for Indus basin restoration



The Indus valley at Skardu, northern Pakistan
Photo: Birendra Bajracharya/ICIMOD

The Indus River, which runs through China, India and Pakistan, serves as a lifeline for millions of people. In Pakistan, where nearly 90% of the country's population depend on its waters, the river is increasingly under threat from the intensifying impacts of climate change and the pressures of rapid population growth. In response, ICIMOD – working in close partnership with Pakistan's Ministry of Climate Change and Environmental Coordination, UNICEF Pakistan, and UN Women Pakistan – co-developed a river basin-wide approach to address water challenges arising from cryosphere change in the Upper Indus Basin.

This collaborative approach led to the development of a joint proposal that enabled us to secure a USD 10 million

Adaptation Fund (AF) project – [Sustainable Actions for Ecosystems Restoration in Pakistan \(SAFER Pakistan\)](#). By enhancing early warning systems, restoring critical water sources through adoption of nature-based approaches, and empowering local communities – especially women, children, and youth – SAFER Pakistan is poised to deliver substantial improvements in climate resilience and water governance.

This achievement marks a significant milestone as ICIMOD's first successful effort to mobilise AF finance for one of our RMCs. SAFER Pakistan aims to contribute to the country's national adaptation plans whilst strengthening ICIMOD's engagement with the AF in its capacity as a regional implementing entity.



Deputy Director General of ICIMOD, Izabella Koziełł, addresses the assembly at the China Pavilion during COP29 in Baku, Azerbaijan in November 2024
Photo: ICIMOD archive

Elevating mountains in the Global Goal on Adaptation (GGA) agenda

ICIMOD has been leading efforts to integrate mountain-specific issues into global climate agendas to build resilience in the teeth of the [severe climate risks](#) the region faces, including glacial melt, extreme weather, and biodiversity loss.

Building the resilience of the HKH requires a concerted effort to mainstream adaptation actions across all levels of governance. By supporting governments in the region and working with like-minded mountainous countries and partners around the world, ICIMOD played a key role in securing focus for the mountain agenda within the UNFCCC COP process. 2024 saw the UNFCCC's Subsidiary Body for Scientific and

Technological Advice (SBSTA) Chair hold the [Expert Dialogue on Mountains and Climate Change at SB60](#) in June, an event mandated in the COP28 global stocktake decision following joint-advocacy efforts among mountain partners. ICIMOD was one of the keynote speakers at the Dialogue.

In November, at COP 29 in Baku, [mountains](#) were highlighted in the GGA decision texts (see 1/CMA. 5 and 2/CMA.5), and [mountain indicators were included in the list of proposed GGA target indicators](#). Once adopted, this will help to ensure that mountain issues will be addressed, monitored, and reported across national climate plans and reporting tools of relevant countries. This constitutes a leap forward in building mountain resilience.

Amidst the multitude of challenges brought by climate change, continued support to RMCs' negotiation work and advocacy on the global stage will continue to be crucial to ensure the inclusion of mountain-specific indicators in the GGA target indicators, set for adoption at COP 30 in 2025.

The Living Mountain Lab

ICIMOD's Living Mountain Lab (LML) is our scientific and technological hub, where over 90 sustainable, innovative and easily replicable technologies, practices and approaches are prototyped, tested and demonstrated. The site at Godavari, Nepal, was once degraded forest; since 1993, ICIMOD's work has helped to restore the landscape through natural regeneration, and it is now home to an amazing array of biodiversity.

In 2024, LML continued to strengthen its role as an important demonstration and training centre for resilient mountain solutions, with new innovations introduced such as mushroom cultivation and soil enhancement. Regional partnerships were strengthened, and outreach was expanded. We migrated visitor composition towards individuals who can act as solution multipliers to strengthen regional dissemination.



ICIMOD is committed to GESI, Climate, and Biodiversity as cross-cutting priorities to be integrated across ICIMOD's portfolio – with good progress across the Strategic Groups. Gender equality remains a key challenge across RMCs, including in workforce participation and persistent socioeconomic inequalities. In 2024, we made several advances on gender equality and social inclusion (GESI), line with the commitments made in MTAP V. We also took the first steps to carve out what it means to implement climate and biodiversity as cross-cutting issues.



Gender Equality and Social Inclusion (GESI)

Following the approval of the GESI Policy, specific GESI makers were introduced, the GESI Capacity Development Manual was developed, and staff training on GESI mainstreaming delivered. The Overarching Safeguarding Policy was drafted, incorporating

Standard Operating Procedures for child safeguarding, Prevention of Sexual Exploitation and Abuse (PSEA) and sexual harassment, and eight safeguarding training sessions for staff were conducted.

Some highlights of GESI progress include strengthening women's leadership in adaptation through securing 84% women to be the trained Local Resource Persons (LRPs) leading Climate Resilient Agriculture (CRA) under the Green Resilient Agricultural Productive Ecosystems (GRAPE) project in Karnali Province. Through the 'Building Capabilities for Green, Climate Resilient, and Inclusive Development' (HI-GRID) project, local governments began integrating GESI into DRR planning and budgeting, with some municipalities developing safeguarding codes of conduct. As part of the Himalayan Resilience Enabling Action Programme (HI-REAP), a GESI-Responsive Springshed Protocol Trainer's Manual was developed to promote inclusive springshed management. Furthermore, a GESI Toolkit for Water Modelling, equipping scientists and practitioners with methodologies for disaggregated data collection and intersectional analysis.

Climate and Biodiversity



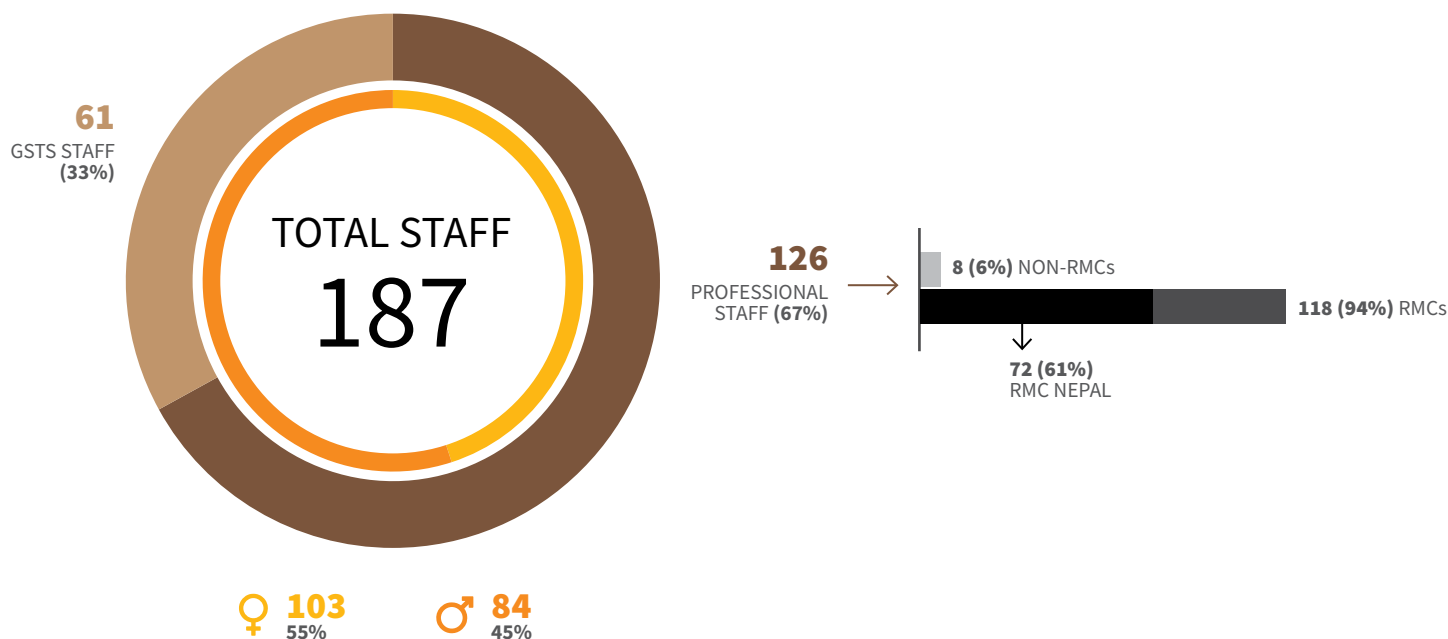
In 2024, we initiated light-touch review processes of these cross-cutting areas and our activities, e.g., understanding how our Interventions link to the commitments made in the Kunming-Montreal Global Biodiversity Framework (KMGBF). We appointed the Climate and Biodiversity Leads, and took the first steps to define their roles. The intention is that these roles dedicated to cross-cutting issues exist to ensure and cross-check that all our work makes positive contributions and, importantly, has no negative effects on climate change and/or biodiversity loss.

The Climate and Biodiversity Leads, together with our Strategic Planning, Monitoring, Evaluation and Learning

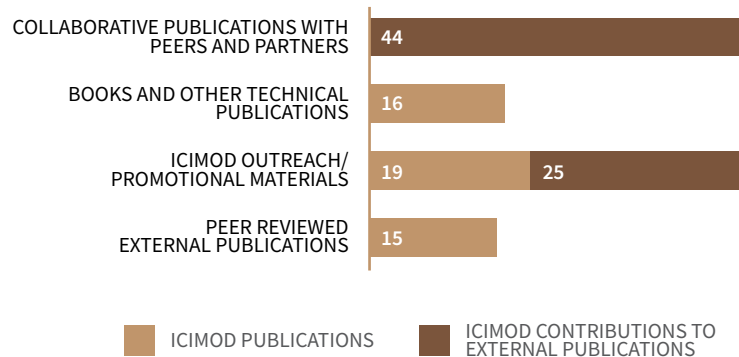
(SPMEL) Unit, reviewed existing standard monitoring documents and guidelines, to develop an ICIMOD-relevant framework and markers for tracking progress on climate and biodiversity. The objective of this framework is to help identify our progress on mainstreaming climate and biodiversity across our portfolio. In addition, we introduced an Event and Travel Management Standard Operating Procedure, where any planned event or field visit that could support climate or biodiversity action automatically triggers a consultation with the Climate and Biodiversity Leads. This process has been used successfully in relation to over sixty events and field visits since its initiation.

ICIMOD is committed to, celebrates, and promotes equal opportunity and diversity in the workplace. ICIMOD makes efforts to ensure that all RMCs are adequately represented in the workforce and have a Young ICIMOD Professionals Programme (YIPP) to encourage youth from under-

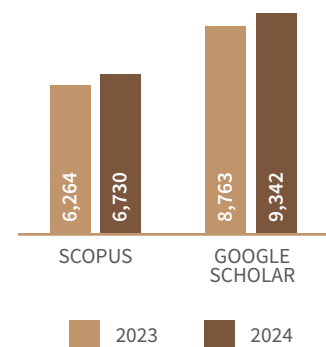
represented RMCs and donor countries to apply. The majority of ICIMOD's staff are from the HKH. ICIMOD is also committed to gender and social diversity and encourages qualified women candidates and those from disadvantaged backgrounds to apply.



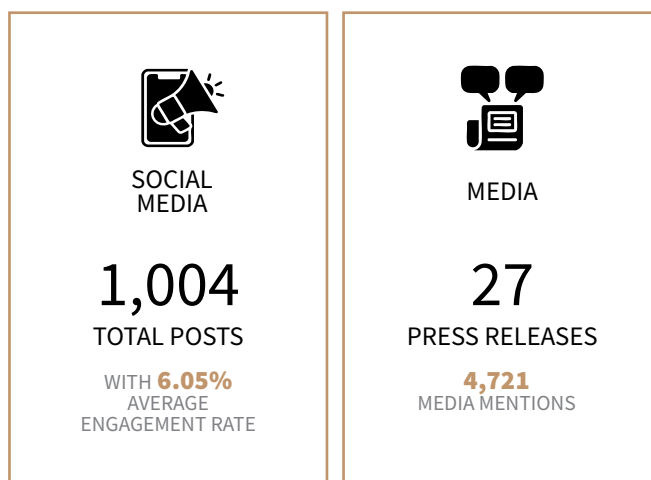
PUBLICATIONS



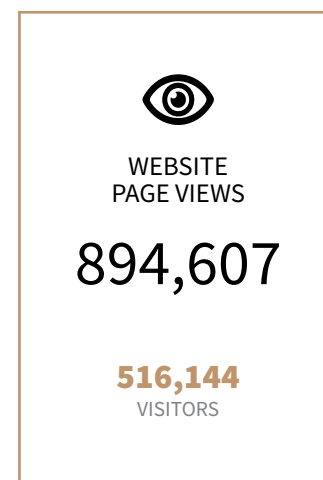
CITATION TREND OF ICIMOD PUBLICATIONS



MEDIA AND SOCIAL MEDIA



WEB



Statement of Financial Position as at 31 December 2024		
All figures in United States Dollars		
	31 December 2024	31 December 2023
ASSETS		
Non-current assets		
Property, plant and equipment	2,647,738	2,686,016
Capital work in progress	145,786	-
Intangible assets	3,289	13,901
Other assets	76,375	-
Total non-current assets	2,873,188	2,699,917
Current assets		
Cash and cash equivalents	7,790,018	9,266,151
Other bank balances	11,705,851	9,860,001
Receivables from donors	2,989,976	1,905,596
Other assets	463,611	280,901
Total current assets	22,949,456	21,312,649
Total assets	25,822,644	24,012,566
LIABILITIES		
Non-current liabilities		
Employee benefit obligations	1,188,330	1,316,168
Total non-current liabilities	1,188,330	1,316,168
Current liabilities		
Payables	1,791,932	1,325,079
Deferred income	5,068,404	5,608,507
Employee benefit obligations	1,061,780	1,261,665
Total current liabilities	7,922,116	8,195,251
Total liabilities	9,110,446	9,511,419
FUND BALANCE		
General reserve	3,657,090	3,214,880
Operational reserve	13,055,108	11,286,267
Total fund balance	16,712,198	14,501,147
Total liabilities and fund balance	25,822,644	24,012,566

		31 December 2024	31 December 2023
INCOME			
Contribution from Donors			
Core Contribution and Institutional Support		8,260,560	6,586,027
Programme Support		4,818,804	3,078,992
Special Projects		7,473,759	5,296,225
Total Contributions from Donors		20,553,123	14,961,244
Other Income		740,913	744,406
Total Income	(A)	21,294,036	15,705,650
EXPENSE			
Core and Institutional Support Expenses		6,925,514	6,126,240
Programme Support Expenses		4,818,804	3,078,992
Special Projects Expenses		7,405,427	5,247,684
Total Expenses	(B)	19,149,745	14,452,916
Operating surplus for the year	(A-B)	2,144,291	1,252,734
OTHER COMPREHENSIVE INCOME			
Items that will not be reclassified to Operating surplus			
Remeasurements of post-employment benefit obligations		66,760	(334,821)
Total other comprehensive income		66,760	(334,821)
Total comprehensive surplus for the year		2,211,051	917,913

BANGLADESH

Ministry of Chittagong Hill Tracts Affairs (MoCHTA), ICIMOD Nodal Agency

Asian Centre for Development

Bangladesh Centre for Advanced Studies

Innovision Consulting Private Limited

Institute of Forestry and Environmental Science

Institute of Remote Sensing

Institute of Water Modelling (IWM)

Momodra Foundation

Refugee and Migratory Movements

Social Science Research Institute

SoftWorks Ltd.

Department of Agricultural Extension (DAE), Ministry of Agriculture

Bangladesh Forest Department, Ministry of Environment, Forest and Climate Change (MoEFCC)

Department of Environment, Ministry of Environment, Forest and Climate Change (MoEFCC)

BHUTAN

Ministry of Energy and Natural Resource (MoENR), Royal Government of Bhutan, ICIMOD Nodal Agency

Department of Water

Jigme Singye Wangchuck School of Law

National Biodiversity Centre

Royal Thimphu College

Bhutan Trust Fund for Environmental Conservation (BTFFC)

Department of Forests and Park Services (DoFPS)

National Council of Bhutan (NCB)

Ugyen Wangchuck Institute for Forest Research and Training (UWIFORT)

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Kunming Institute of Botany (KIB), CAS

Yunnan Academy of Agricultural Sciences (YAAS), CAS

Chinese Academy of Sciences (CAS)

National Natural Science Foundation of China, Beijing

Chinese Research Academy of Environmental Sciences (CRAES), Ministry of Ecology and Environment (MEE)

Foreign Environmental Cooperation Center (FECO), MEE

Lanzhou University

INDIA

Ministry of Environment, Forests and Climate Change, ICIMOD Nodal Agency

Ashoka Trust for Research in Ecology and the Environment (ATREE)

Birla Institute of Technology

Central Pollution Control Board (CPCB)

Council on Energy Environment and Water

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G. B Pant National Institute of Himalayan Environment and Sustainable Development (GBPNIHESD)

Good Business Lab Foundation

Indian Institute of Science Education & Research

Indian Institute of Technology Roorkee, Roorkee

Integrated Mountain Initiative (IMI)

Population Council Consulting Pvt. Ltd

TATA Institute of Social Sciences

Development Alternatives (DA)

Forest Department, Manipur

Nagaland State Biodiversity Board

NEPAL

National Planning Commission (NPC), ICIMOD Nodal Agency

Ministry of Agriculture and Livestock Development (MoLD)

Ministry of Land Management, Agriculture, and Cooperative (MoLMAC), Karnali Province

Department of Environment, Ministry of Forests and Environment (MoFE)

Central Department of Hydrology and Meteorology

Centre for Environmental and Agricultural Policy Research, Extension and Development (CEAPRED)

Community Development & Advocacy Forum Nepal (CDAFN)

Community Development and Environment Conservation

Human Rights Social Awareness and Development Centre (HUSADEC)

Industrial Enterprise Development Institute

Institute of Forestry, Tribhuvan University (IoF-TU)

Kathmandu University (KU)

Karnali Integrated Rural Development and Research Centre (KIRDARC)

Ladakh Ecological Development Group

Local Initiatives for Biodiversity, Research and Development (LIBIRD)

Mandwi

Nepal Development Research Institute (NDRI)

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Civil Society Coalition for Climate Change

Ministry of Climate Change and Environmental Coordination (MoCC & EC)

Pakistan Agriculture Research Council (PARC)

University of Baltistan

OTHER COUNTRIES (NON-HKH)

World Food Programme (WFP)

HSA – The Hydropower Sustainability Alliance, Lisbon, Portugal

World Meteorological Organization (WMO), Geneva, Switzerland

The United Nations Office for Project Services (UNOPS), Copenhagen, Denmark

United Nations Educational, Scientific and Cultural Organization (UNESCO)

International Food Policy Research Institute (IFPRI, CGIAR centre), Washington DC, USA

Adaptation Without Borders (AWB)

One Water Vision – International Research Consortium (IRC), France

Population Council, USA

South Asia Co-operative Environment Programme (SACEP), Sri Lanka

The Food and Agriculture Organization of the United Nations (UN-FAO)

Global Resilience Partnership (GRP), South Africa

Asian Disaster Preparedness Center (ADPC), Thailand

Asian Institute of Technology (AIT), Thailand

Institute of Policy Studies, Sri Lanka

Citepa, France

Stockholm Environment Institute (SEI), Sweden

GRID-Arendal, Norway

United Nations Development Programme (UNDP)

United Nations Environment Programme (UNEP)

United Nations Children's Fund (UNICEF)

United Nations Entity for Gender Equality and the Empowerment of Women (UN WOMEN)

International Water management Institute (IWMI)

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Cooperation

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H.E. Ms. Torun Dramdal (Chair, ICIMOD Support Group)

Ambassador
Royal Norwegian Embassy,
Kathmandu, Nepal

* Mr. Md. Mashiur Rahman ndc served
from Jan to June 2024

**Dr. Min Bahadur Shrestha served
from Jan to July 2025

*** Mr. Waseem Ajmal Chaudhry served
from Jan-July 2025.

CORE FUNDING

Regional Member Countries

Afghanistan	Bangladesh
Bhutan	China
India	Myanmar
Nepal	Pakistan

Non-regional member countries

Government of Austria, Austrian Development Agency (ADA)

Government of Norway, Ministry of Foreign Affairs

Government of Sweden, Swedish International Development Cooperation Agency (Sida)

Government of Switzerland, Swiss Agency for Development and Cooperation (SDC)

PROGRAMMATIC FUNDING

Aerospace Information Research Institute, CAS

Foreign, Commonwealth & Development Office (FCDO), United Kingdom

Government of Australia, Department of Foreign Affairs and Trade (DFAT)

International Development Research Centre (IDRC), Canada

Norwegian Ministry of Foreign Affairs, Royal Norwegian Embassy, Kathmandu

Swiss Agency for Development and Cooperation (SDC) United States Agency for International Development (USAID)

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)

eWater Limited, Australia

Foreign, Commonwealth & Development Office (FCDO), United Kingdom

International Development Research Centre (IDRC), Canada

Norwegian Agency for Development Cooperation - NORAD

Oxfam International

Rijksdienst Ondernemend Nederland

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Stockholm Environment Institute (SEI)

Swiss Agency for Development and Cooperation (SDC)

The World Bank

United Nations Environment Programme (UNEP)

University of Bern

U.S. Agency for International Development (USAID)

U.S. Department of State

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