

**ANNUAL INTERNAL WORK PLAN
OF
THE IAR SA COMPANY'S BOARD OF DIRECTORS**

With a view to streamlining its annual work, the Council shall consider addressing at its meetings at least the topics/issues contained in the following INTERNAL WORK PLAN:

No	SUBJECT / THEMATIC	ANALYSIS DATE
1	Approval of the annual investment plan	after the AGM meeting to approve the annual financial statements for the year ended
2	Annual IEB endorsement	within 20 days from the approval of the state budget
3	Summary reports on the company's activities between Board meetings	on the date of each meeting
4	Analyzing and endorsing financial statements	during May and November for quarterly statements, during August for half-yearly statements and during March for annual statements for the previous year's financial year
5	Drafting the Remuneration Report	with the endorsement of the annual financial statements
6	Regular reporting (quarterly, semi-annual and annual)	with the endorsement of the financial statements for those periods
7	Remuneration policy development	as often as necessary, but at least once every four years
8	Appointment of the Managing Director and approval of the mandate contract between the company and the Managing Director	before the month in which the Director-General's term of office ends
9	Approval of the annual Collective Labor Agreement	during the month of June each year
10	Review the Director General's achievement of the key performance indicators approved for the previous year	immediately after approval of the financial statements for the year ended
11	Approval of key performance indicators for the current financial year	once the mandate contract is approved and then annually, based on the annual BVC
12	Approval of employee profit-sharing at the end of the year ended	during September of the current year
13	Any other analysis falling within the competence of the Administrative Board	at the time the situation arose
14	Convening the AGM for matters falling within its competence	where appropriate
15	Council self-assessment	annually, when approving the annual financial statements