



WO/IAOC/72/2
ORIGINAL: ENGLISH
DATE: APRIL 16, 2024

WIPO Independent Advisory Oversight Committee

Seventy-Second Session
Geneva, March 18 to 22, 2024

REPORT

adopted by the WIPO Independent Advisory Oversight Committee

INTRODUCTION

1. The 72nd Session of the WIPO Independent Advisory Oversight Committee (IAOC) took place from March 18 to 22, 2024. Present were Messrs. Bert Keuppens (Chair), David Kanja (Vice-Chair), German Deffit, Guan Jian, Danil Kerimi, and Kamlesh Vikamsey. Mr. Igors Ludboržs was unable to participate and sent apologies for his absence.

AGENDA ITEM 1: ADOPTION OF THE AGENDA

./ The Committee amended its draft Agenda, which was subsequently adopted, and is hereby attached to this report as Annex I. The change in the Agenda was to specify that the proposed amendments to the charter of the Internal Oversight Division (IOD) would be discussed during the meeting. A list of Session documents is attached as Annex II.
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AGENDA ITEM 2: DECLARATION OF CONFLICTS OF INTEREST

3. Members present were asked to disclose any actual or potential conflicts of interest. No conflicts of interest were reported.

AGENDA ITEM 3: MATTERS ARISING FROM PREVIOUS SESSION

4. The Committee took note that there were no actions to follow-up on from its previous session.

AGENDA ITEM 4: MEETING WITH THE SENIOR MANAGEMENT

5. The Committee met with the Director General and was also briefed by the Assistant Director General, Administration, Finance and Management Sector (AFMS).

6. The Assistant Director General, AFMS, gave an update on the implementation of the different pillars in the Medium-Term Strategic Plan. He provided an update on the unaudited overall financial result, which reflected a decrease in the operating income, and an increase in investment income offsetting such a decrease. He also mentioned that there was an increase in the After-Service Health Insurance (ASHI) liability because of a decrease in the discount rate. The expected result is a net surplus in the order of 114 million Swiss francs.

7. The Committee inquired on several areas such as the extent of Artificial Intelligence (AI) integration in WIPO operations, the upcoming Program and Budget Committee (PBC) meeting and the proposal to add one or more independent expert members to the Advisory Committee on Investment (ACI), following the advice of the Reserve Advisory & Management Partnership (RAMP) group of the World Bank.

8. The importance of the two Diplomatic Conferences on Proposed Treaty on Intellectual Property, Genetic Resources and Associated Traditional Knowledge, and on Design Law Treaty were highlighted to the Committee. The Committee was informed that, given the decline in the number of filings in the WIPO registration systems, efforts in marketing and customer experience were being given greater focus and priority.

AGENDA ITEM 5: MEETING WITH THE LEGAL COUNSEL AND THE DIRECTOR, IOD.

9. The Committee sought clarification from the Legal Counsel and had a discussion on the IAOC's role, responsibilities, and extent of authority contained in its Terms of Reference and the WIPO Internal Oversight Charter.

10. On a separate matter, the Committee discussed with the Legal Counsel and the Director, IOD, the proposed draft changes to the WIPO Internal Oversight Charter. The Committee provided advice on some of the proposed amendments and advised that the proposed amendments should be presented to the Member States in a columnar format with the old text, the new proposed text and a column providing justifications. It was noted that the matter would be presented in the next PBC Session.

AGENDA ITEM 6: INTERNAL OVERSIGHT

Final 2024 Annual Workplan

11. The Committee reviewed the updated 2024 Oversight Annual Workplan that was submitted and noted the changes after its earlier comments. The Director, IOD, explained that given the available resources, the timeline and target completion dates had to be adjusted. The Director, IOD, expressed confidence that she could deliver on the IOD Annual Workplan despite the stress on available staff resources, with reliance on external consultants whenever needed.

Internal Oversight Division Activity Report

12. The Director, IOD, presented to the Committee the quarterly Activity Report. The Committee was informed of the recent arrangement to conduct an engagement with support of external experts on one audit report and noted that she was exploring repeating such an arrangement in view of its current staff shortages.

13. The Committee was informed that the completion of most of the audit reports was on track. However, the IOD expected delays in the delivery of some evaluations. It was noted that currently, the Head of investigations was leaving for a position in another agency, and the Head of internal audit was on extended sick leave.

Draft 2023 Annual Report

14. The Director, IOD, presented to the Committee the draft 2023 Annual Report. The Committee noted that during the year, IOD issued six internal audit reports, two evaluation reports, 14 full investigation reports, and three Management Implication Reports. The Committee also noted that the IOD made 45 recommendations in the reporting period and closed 78 recommendations in the same period. "

15. The Committee reviewed the trends in the number of potential misconduct complaints and requested a more consistent use of terms in the report regarding complaints and investigation cases.

16. The Committee also noted that IOD had a few key vacant positions and had developed plans for handling the workload and for filling the vacancies in due course.

Audits

17. The Committee reviewed the Audit Report on the Madrid Registry. In total, eight recommendations were accepted: of these recommendations, two were rated high priority.

The first recommendation covered the adjustment of the terms of reference of agency workers to fully reflect their role. The second recommendation was on the steady transition of maintenance, support, and continuous improvement, covering technical staff in the Information and Communication Technology Department and Business Analysis staff in the Madrid registry.

18. The Deputy Director General, Brands and Designs Sector (BDS) fully agreed with the recommendations and explained the complexity of the situation affecting the planning and the factors hindering a firm completion date. This was in a response to the Committee urging specific completion dates to better track progress.

19. The Committee discussed the probable reasons for the decline in revenue from the Madrid Registry, which was attributed to the post-COVID effect, and the general economic outlook. The Committee was also informed that outreach efforts were being enhanced.

20. The Audit of Cloud Management was conducted by IOD, supported by KPMG Italy. The audit found that the Organization had defined a strategic direction for the management of cloud-based services. It also noted the establishment of a cloud-hosting policy, implementation of a structured risk management process, and appropriate measures to ensure network security, data protection, and access management controls. The audit did not find any significant issues on the infrastructure related to Amazon Web Services (AWS). The Committee noted that the audit was rated satisfactory and had two recommendations that were rated as medium priority.

21. The Committee noted the WIPO cloud maturity assessment mentioned in the audit report had a rating that was in line with the benchmarks in most areas. The report recommended strengthening of the cloud governance framework. The Committee looked forward to discussing the results of the upcoming Cybersecurity Audit.

22. The Committee reviewed the report of the WIPO Singapore Office (WSO) and noted that it had two recommendations, which were related to maintaining robust communication and coordination with the WIPO headquarters to prevent redundancy and inefficiency, and on establishing a strong branding and communication plan.

23. The Committee was also briefed on how field offices interact with relevant headquarter units. The current operational structure of the Regional and National Development Sector (RNDS) was also discussed.

24. The Committee reviewed the Audit Report on the Implementation of the WIPO Data Privacy Policy and Standards, which was conducted by the IOD, supported by PricewaterhouseCoopers. The audit included seven recommendations that were rated medium priority and were accepted.

25. The audit found that WIPO established a privacy policy for external data subjects and applied data classification, encryption, secured storage and a need-to-know principle to protect personal data. The audit also identified some opportunities for enhancement and further strengthening, and the need to clarify the oversight policy for data policy management.

Investigations

26. The Committee was updated on the status of investigation cases. As of February 29, 2024, there were 11 pending investigation cases, and five complaints under preliminary evaluation. During the period, there were no investigation where allegations of

misconduct were substantiated. The IOD also issued one Management Implication Report pertaining to compliance issues.

AGENDA ITEM 7: REVIEW OF HIGH-PRIORITY OVERSIGHT RECOMMENDATIONS

27. The IOD, External Auditor, IAOC, and Joint Inspection Unit (JIU) Recommendations were reviewed by the Committee. As of February 29, 2024, there were 67 outstanding recommendations, consisting of 44 from IOD, 11 from the External Auditor, and 12 from the JIU. During the period, 21 recommendations were closed, and 31 new recommendations were issued.

28. The Committee expressed concern over the three long outstanding open recommendations, which have remained outstanding for the past three years. The importance of implementing all outstanding recommendations, particularly those that are long outstanding, was discussed and the Committee stressed the need for timely implementation.

AGENDA ITEM 8: UPDATE ON RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK (INCLUDING TOP RISKS)

29. The Committee received an update on the conduct of risk management and the specific identification of risks. It noted the sustained upward trajectory on the maturity curve towards the highest level of risk management, which is level five. The Committee discussed the top risks and the related mitigation plans.

30. The Committee was informed of the current state of WIPO's risk management, including risks at the organizational sector and project level. The Committee further discussed the Risk Management Governance Framework and looks forward to having further discussions on the internal control framework.

AGENDA ITEM 9: NEW ENTERPRISE RESOURCE PLANNING (ERP) SYSTEM

31. The Committee received an update on the progress of introducing a new Enterprise Resource Planning (ERP) System and noted that Phase I which was focused on planning and preparation for the transformation of the ERP System was currently underway.

32. The Committee was informed that the introduction of the new ERP System was being used as an opportunity to assess current organizational processes to identify which ones were fit-for-purpose and which ones need to be streamlined. The Committee was also informed that the project to implement the new system would be user-driven, with the effective facilitation by the IT Department.

33. The implementation of the project is expected to take three to five years. The Committee will follow-up on its implementation.

AGENDA ITEM 10: FINANCIAL REPORTING: DRAFT 2023 FINANCIAL REPORT AND FINANCIAL STATEMENTS

34. The Committee reviewed WIPO's Financial Statements and noted that operating income had decreased marginally, *inter alia*, because of a decrease in PCT and Madrid filings, a matter which was closely being monitored. A significant increase in investment income more than offset the reduction in revenues for a net positive result in the order of 114 million Swiss francs.

35. The Committee noted that the Financial Statements also reflected an increase in the ASHI liability because of reduction in the discount rate used by the actuary to determine the present value of the liability on an annual basis. The liability fluctuates based on the assumptions being used, following strict implementation of IPSAS requirements.

36. The Committee discussed the reduction of the value of the real estate properties based on a recent appraisal due to fluctuations on the yield of commercial properties in the city of Geneva.

37. The Committee discussed with the Management Team changes to accounting policies and accounting standards. In the year 2023, one new standard, IPSAS 43 (Operating Leases), had been adopted and six new IPSAS policies were being analyzed for implementation between 2024 to 2026.

AGENDA ITEM 11: EXTERNAL AUDIT: UPDATE ON 2023 AUDITS (FINANCIAL AND PERFORMANCE)

38. The Committee met with the External Auditor who indicated that no substantial risks and issues were to be reported for the time being. The External Auditor was in the process of completing the final audit. The External Auditor welcomed the good interaction with WIPO and outside parties, such as WIPO's Actuary. The Committee was assured that the technical teams of the External Auditor would review the valuations that had been performed by external appraisers.

39. The representative of the External Auditor also indicated that his team was in close dialogue with the incoming External Auditor from Indonesia and would ensure a smooth handover after the completion of the audit.

40. The External Auditor informed the Committee that a Financial Report and a Long-Form Report would be issued: the latter would look back at the areas which had been reported in earlier years and the progress that had been achieved in those areas.

41. In accordance with its Terms of Reference, the Committee had a private meeting with the External Auditor.

AGENDA ITEM 12: SELECTION PROCESS OF THE EXTERNAL AUDITOR

42. The Committee was briefed on some proposed changes to the procedure on the selection of an External Auditor. The Committee gave advice for consideration and discussed the importance of ensuring that all potential conflict of interest situations were mitigated while ensuring the participation of all Regional Groups in the Selection Process. The matter would be further reviewed. It was also noted this was not a matter of urgency, as the next selection would take place in a distant future.

AGENDA ITEM 13(i): UPDATE ON INVESTMENT GOVERNANCE FRAMEWORK AND POLICIES

43. The Committee was updated on the performance of WIPO's Core and Strategic Cash portfolios. At the end of February 2024, the portfolios performed broadly in line with the benchmarks. The Committee was also informed that the ACI meets quarterly to review the suitability of the overall Investment Strategy.

44. The Committee was briefed on the recommendations from the collaboration with the RAMP, which is part of the World Bank Treasury. The recommendations include the development of an Investment Guideline on how the ACI could conduct its functions, as well as the addition of one or more external and independent investment experts as member of the ACI. Both recommendations, along with others, were accepted by WIPO.

AGENDA ITEM 13(ii): SEPARATE ENTITY FOR AFTER-SERVICE HEALTH INSURANCE (ASHI)

45. The Committee was further updated on the options being explored to segregate ASHI assets. The Management is in close coordination with the Swiss Mission to clarify and understand the implications for the development in regard of a separate foundation of taxation, oversight, control and immunities. The second option was a multi-employer entity.

AGENDA ITEM 14: REVIEW OF THE EFFECTIVENESS OF ANTI-FRAUD ACTIVITIES AND PREVENTION OF FINANCIAL MALPRACTICE

46. In line with its revised Terms of Reference, which includes a review of anti-fraud activities, the Committee was briefed on WIPO's strategies for preventing fraud and financial malpractice. The strategies included maintaining a strong treasury management system, a robust accountability framework, as well as ensuring that staff were sufficiently trained on current fraud trends.

47. The Committee stressed the critical importance of closely following trends and utilizing technologies to strengthen the policies to prevent fraud and financial malpractice.

48. The Committee was also informed that the Organization periodically undertakes fraud risk assessments and that WIPO rated itself as well-protected yet remains vigilant in areas with greater risk experience of fraud, particularly on cybersecurity and abuse of confidential information. The Committee was informed that WIPO would be carrying out fraud risk assessments and working with IOD, consideration will be given to engaging independent external consultants in the assessments. The Committee was informed that IOD would factor in the results of fraud risk assessments in its workplans.

AGENDA ITEM 13: UPDATE ON SECURITY AND INFORMATION ASSURANCE

49. The Committee received an update on Security and Information Assurance, which covered arrangements for headquarters, External Offices, as well as Diplomatic Conferences.

50. The Committee discussed the concluded and upcoming audits of WIPO's IT systems, including the results of the regular penetration testing, and was assured that the staff is sensitized to the importance of the topic, and random phishing simulations were conducted periodically.

51. The Committee was informed that the staff is reasonably assured on the level of overall security and recommended that the addition of one or more external experts in WIPO's overall ICT governance framework be considered.

AGENDA ITEM 16: UPDATE ON HR MATTERS

52. The Director, Human Resource Management Department (HRMD), updated the Committee on several HR-related matters, including the status of the recruitment for the position of a Chief Ethics Officer. After going through the selection process, the recommendation of the Director General for the position of Chief Ethics Officer was submitted to the IAOC for its advice, in line with its Terms of Reference.

53. The Committee was also informed of the different arrangements for filling the role of Ombudsperson. Additionally, the Director, HRMD, discussed the gender and geographic diversity and the flexible working arrangements that were implemented at the start of the year. She also briefed the Committee on the recently completed management trainings and its impact on work culture. The Committee welcomed the implementation of all outstanding HR-related audit recommendations.

AGENDA ITEM 17: ETHICS (INCLUDING 2024 WORKPLAN IMPLEMENTATION UPDATE)

54. The Committee was briefed by the Interim Chief Ethics Officer on his activities, including the completion of the Policy to Protect Against Retaliation for Reporting Misconduct and for Cooperating with Duly Authorized Audits or Investigations, in line with previous discussions with the IAOC. The Committee looks forward to being briefed on the outcome of the ongoing discussion on the Policy on Outside Activities by a working group consisting of the Ethics Office, HRMD, and the Office of the Legal Counsel.

55. The Committee noted that the Ethics Office had made significant progress in providing ethics advice, training, outreach, and developing policies and guidelines. The Committee looks forward to receiving further updates on a number of outstanding important initiatives, including the policies on Financial Disclosure and Declaration of Interests (FDDI), consensual intimate relationships, as well as on specific cases relating to Protection against Retaliation.

56. The Committee discussed the importance of having a strong Ethics function and stressed the need for a smooth handover to the succeeding Chief Ethics officer. The Committee noted that the recruitment process for a new Chief Ethics Officer was nearing completion.

AGENDA ITEM 18: MEETING WITH THE INTERIM OMBUDSPERSON

57. The Interim Ombudsperson updated the Committee on the number of cases being handled by the Ombuds Office, and the trends observed on the types of issues commonly raised by staff, the most common of which related to supervisory relationships and prohibited conduct and compliance.

58. The Committee concurred that resolution of conflicts, except for cases of misconduct, through informal processes as opposed to formal investigative processes, could contribute to strengthening organizational culture and lead to more favorable outcomes for staff and management.

59. The Committee is aware that co-sharing arrangements were being considered with other Organizations to fulfill the role of Ombudsperson, and the Committee is of the view that

sufficient time would need to be devoted to the function within the Organization in accordance with the benchmarks within the UN system.

AGENDA ITEM 19: DRAFT IAOC 2023 ANNUAL REPORT

60. The Committee discussed and agreed on the drafting procedure of its 2023 Annual Report.

AGENDA ITEM 20: DISCUSSION ON THE SECRETARIAL SUPPORT

61. The Committee followed-up on the need for additional support to the IAOC.

AGENDA ITEM 21: INFORMATION MEETING WITH MEMBER STATES' REPRESENTATIVES

62. As provided in its Terms of Reference, an Information Meeting for Member States' Representatives was held at the end of the session. The Committee briefed the Delegates of its deliberations during the session and responded to questions posed by the attending delegates.

AGENDA ITEM 22: OTHER MATTERS

WIPO Investment Reports

63. Management submitted to the Committee the Investment Performance Reports and the Investment Monitoring Reports for November and December 2023, and January and February 2024, prepared by the Investment Advisors and the Custodian, respectively.

64. The Committee analyzed both documents provided, and affirmed that within the period in focus, all investments in the WIPO portfolio are functioning within its forecasted results, and that, the portfolio was managed complying with the overarching investment strategy. Moreover, the Committee noted that the Custodian reported no breach, active or passive, or justified exceptions.

65. The Committee clarified that its role was limited to conveying information contained in the Investment Performance Reports and Investment Monitoring Reports and did not provide any assurances in that regard.

Next Session

66. The next session is scheduled to take place from May 28 to 31, 2024. The draft Agenda was discussed and prepared by the Committee, for adoption at the beginning of the next meeting:

- (1) Adoption of the Agenda
- (2) Declaration of Conflicts of Interest
- (3) Matters arising from previous Session
- (4) Meeting with the Director General
- (5) Meeting with the Chairs of the WIPO General Assembly and of the Coordination Committee
- (6) Internal Oversight
- (7) Follow-up on Oversight Recommendations (including Joint Inspection Unit (JIU) and External Auditor)

- (8) Briefing and Update on Upcoming Program and Budget Committee Matters and the WIPO General Assembly (Preparations for PBC 37th Session and GA 2024)
- (9) Financial Reporting: 2023 Annual Report and Financial Statements
- (10) External Audit: Long-Form Report and the Audit Report
- (11) Meeting with the Incoming External Auditor
- (12) Updates from the Controller
- (13) Update on Cybersecurity
- (14) Ethics Office Developments
- (15) Ombuds Office Developments
- (16) Information Meeting with Member States' Representatives
- (17) Other Matters
- (18) Debriefing with the Secretariat

[Annexes follow]



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Seventy-Second Session
Geneva, March 18 to 22, 2024

AGENDA

prepared by the WIPO Independent Advisory Oversight Committee

1. Adoption of the Agenda
2. Declaration of Conflicts of Interest
3. Matters arising from previous Session
4. Meeting with the Senior Management
5. Meeting with the Legal Counsel and the Director, IOD
6. Internal Oversight
7. Review of High-Priority Oversight Recommendations
8. Update on Risk Management and Internal Control Framework (including Top Risks)
9. New Enterprise Resource Planning (ERP) System
10. Financial Reporting: Draft 2023 Financial Report and Financial Statements
11. External Audit: Update on 2023 Audits (Financial and Performance)

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12. Selection Process of the External Auditor
13. (i) Update on Investment Governance Framework and Policies
(ii) Separate Entity for After-Service Health Insurance (ASHI)
14. Review of the Effectiveness of Anti-Fraud Activities and Prevention of Financial Malpractice
15. Update on Security and Information Assurance
16. Update on HR Matters
17. Ethics (including 2024 Workplan Implementation Update)
18. Meeting with the Interim Ombudsperson
19. Draft IAOC 2023 Annual Report
20. Discussion on the Secretarial Support
21. Information Meeting with Member States' Representatives
22. Other Matters
23. Debriefing with the Secretariat

[Annex II follows]



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LIST OF DOCUMENTS
PROV. LIST OF DOCUMENTS

ITEM 1: ADOPTION OF THE AGENDA

- [01a] Agenda
- [01b] Timetable
- [01c] List of Documents

ITEM 2: DECLARATION OF CONFLICTS OF INTEREST

No document: Oral account.

ITEM 3: MATTERS ARISING FROM PREVIOUS SESSION

No document: Oral account.

ITEM 4: MEETING WITH THE SENIOR MANAGEMENT

No document: Oral account.

ITEM 5: MEETING WITH THE LEGAL COUNSEL AND THE DIRECTOR, INTERNAL OVERSIGHT DIVISION

No document: Oral account.

ITEM 6: INTERNAL OVERSIGHT (INCLUDING, *INTER ALIA*, FINAL 2024 ANNUAL WORKPLAN)

Internal Oversight Division:

[06a] IOD Activity Report – March 8, 2024 (Reference: IOD-IAOC-2024/01)

- [06b(i)] Draft 2024 Oversight Annual Workplan – January 31, 2024
(IOD Ref.: IOD/WP/2024/1)
- [06b(ii)] Updated Draft 2024 Oversight Annual Workplan – as shared
January 31, 2024 (IOD Ref.: IOD/WP/2024/1)
- [06c] Draft Annual Report by the Director of the Internal Oversight Division (IOD)
– DATE xx, 2024, document WO/PBC/37/4
- [06d] Proposed Revisions to the WIPO Internal Oversight Charter (Annex I,
FRRs) – DATE xx, 2024, document WO/PBC/37/5
- [06e] Draft Revisions to the Investigation Manual – March xx, 2024, document
IOD/IM/2024/1
- [06f] Annex – Evaluability Assessment Draft Plan for Madrid Fellowship Program,
WIPO Academy- Distance Learning Program and WIPO Connect
(January 2024)

Audits:

- [06g] Final Report – Audit of the Madrid Registry, December 19, 2023
(IOD Ref.: IA 2023-01)
- [06h] Final Report – Review of the WIPO Singapore Office, December 15, 2023
(IOD Ref.: IA 2023-03)
- [06i] Final Report – Audit of the Implementation of the WIPO Data Privacy Policy
and Standards, December 20, 2023 (IOD Ref.: IA 2023-04)
- [06j] Final Report – Audit of Cloud Management, January 31, 2024
(IOD Ref.: IA 2023-02)

Investigations:

ITEM 7: REVIEW OF HIGH-PRIORITY OVERSIGHT RECOMMENDATIONS

- [07] Review of Open Oversight and Joint Inspection Unit (JIU)
Recommendations, as of February 29, 2024

**ITEM 8: UPDATE ON RISK MANAGEMENT AND INTERNAL CONTROL
FRAMEWORK (INCLUDING TOP RISKS)**

- [08a] Draft Office Instruction N° xx/2024: WIPO Risk Management Policy
- [08b] Draft WIPO Risk Handbook
- [08c] Draft Information Circular N° xx/2024: WIPO's Risk Management Group
(RMG) – Terms of Reference and Membership
- [08d] Draft WIPO Statement on Internal Control 2023
- [08e] Draft WIPO Assurance Summary 2023, (February 2024)
- [08f] Draft Risk Management Progress Report, (March 2024)
- [08g] Update on Risk Management and Internal Control Framework,
(March 2024)

Item 9: NEW ENTERPRISE RESOURCE PLANNING (ERP) SYSTEM

- [09] The New Enterprise Resource Planning (ERP) System, March 2024

**Item 10: FINANCIAL REPORTING: DRAFT 2023 FINANCIAL REPORT AND
FINANCIAL STATEMENTS**

- [10] Presentation: Draft Financial Statements 2023, March 20, 2024

**ITEM 11: EXTERNAL AUDIT: UPDATE ON 2023 AUDITS (FINANCIAL AND
PERFORMANCE)**

- [11a] Update on 2023 Audit, March 2024
- [11b] Draft document: Process for the Selection of External Auditor,
February 2024

- ITEM 12: SELECTION PROCESS OF THE EXTERNAL AUDITOR**
[12] Process for the Selection of External Auditor (extract from document WO/PBC/14/5)
- ITEM 13: (i) UPDATE ON INVESTMENT GOVERNANCE FRAMEWORK AND POLICIES**
[13.i] Update on Investment Policy and Governance Framework (March 2024)
(ii) SEPARATE ENTITY FOR ASHI
[13.ii] Study on the Creation of a Separate Entity for After-Service Health Insurance (ASHI), (English translation), (October 12, 2023)
- ITEM 14: REVIEW OF THE EFFECTIVENESS OF ANTI-FRAUD ACTIVITIES AND PREVENTION OF FINANCIAL MALPRACTICE**
[14a] Anti-Fraud Activities and Prevention of Financial Malpractice, March 2024
[14b] WIPO Anti-Fraud Roadmap Chart, March 2024
- ITEM 15: UPDATE ON SECURITY AND INFORMATION ASSURANCE**
[15] Update on Security and Information Assurance, March 2024
- ITEM 16: UPDATE ON HR MATTERS**
[16a] PowerPoint presentation – HR Update to IAOC, March 2024
[16b] DG’s memorandum: Appointment of Chief Ethics Officer, March 15, 2024
- ITEM 17: ETHICS: 2024 WORKPLAN IMPLEMENTATION UPDATE**
[17a] Ethics Office 2024 Workplan Summary Report – March 2024
[17b] Draft 2023 Annual Report by the Ethics Office, February 29, 2024 (document WO/CC/82/INF/2)
[17c] Review of the Financial Disclosure and Declaration of Interests (FDDI) Program for the Reporting Year 2022 (December 15, 2023)
[17d] Draft Guidance Note N°xx/xxxx, on Consensual Personal Relationship at WIPO
- ITEM 18: MEETING WITH THE INTERIM OMBUDSPERSON**
[18] Ombudsperson’s Quarterly Report, Q1, 2024
- ITEM 19: DRAFT IAOC 2023 ANNUAL REPORT**
[19] Draft Report by the WIPO Independent Advisory Oversight Committee (IAOC), May xx, 2024 (document WO/PBC/37/2)
- ITEM 20: DISCUSSION ON THE SECRETARIAL SUPPORT**
No document: Oral account.
- ITEM 21: INFORMATION MEETING WITH MEMBER STATES’ REPRESENTATIVES**
No document: Oral account.
- ITEM 22: OTHER MATTERS**
[22a] Report – Seventy-First Session (document WO/IAOC/71/2)
[22b] Draft IAOC Rolling Agenda, 72nd to 75th Sessions

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Investment Reports:

[22c] Credit Suisse – Investment Monitoring Reports for November, December 2023, January and February 2024

[22d] MBS Capital Advice – Investment Performance Reports for November, December 2023, January and February 2024

ITEM 23: DEBRIEFING WITH THE SECRETARIAT

No document: Oral account.

[End of Annex II and of document]