



BUDGET, HUMAN RESOURCES AND
COMPENSATION COMMITTEE

2024-BHRC28-DOC-003

**MINUTES OF THE TWENTY-SEVENTH BUDGET, HUMAN RESOURCES AND
COMPENSATION COMMITTEE MEETING OF THE NEW DEVELOPMENT BANK
(VIDEOCONFERENCE) HELD ON JUNE 21, 2024, AT 22:00 (CHINA STANDARD
TIME)**

PRESENT:

Committee Members - Directors and Alternate Directors

- i. Ms. Manisha Sinha (Director for India, Chairperson of the Committee)
- ii. Dr. Prasanna Salian (Alternate Director for India)
- iii. Mr. Bo Zhang (Alternate Director for China)
- iv. Mr. Marlon Geswint (Alternate Director for South Africa)
- v. Ms. Tatiana Rosito (Director for Brazil)
- vi. Mr. Ivan Tiago Machado Oliveira (Alternate Director for Brazil)
- vii. Ms. Daria Teterkina (Temporary Alternate Director for Russia)
- viii. Ms. Thuraiya Alhashmi (Additional Director for the Constituency of Bangladesh, the United Arab Emirates and Egypt)

Advisors and Other Participants Accompanying Directors and Alternate Directors

- i. Ms. Rebeca Gouget Miranda, Coordinator, Ministry of Finance, Brazil
- ii. Ms. Geniana Gazotto Ferreira, Specialist in Public Policy and Government Administration, Ministry of Finance, Brazil
- iii. Mr. Alessandro Barros, Specialist in Public Policies and Government Administration, Brazil
- iv. Ms. Ana Maria Cavalcante, Specialist in Public Policies and Government Administration, Brazil
- v. Ms. Elena Zamorina, Advisor, Department for International Financial Relations, Ministry of Finance, Russia
- vi. Mr. Junjie Su, Director, IFI Division IV, Department of International Economic and Financial Cooperation, Ministry of Finance, China
- vii. Mr. Lei Zhang, Deputy Director, IFI Division IV, Department of International Economic and Financial Cooperation, Ministry of Finance, China

- viii. Mr. Yazhou Yan, Staff, IFI Division IV, Department of International Economic and Financial Cooperation, Ministry of Finance, China
- ix. Mr. Victor Luvhengo, Senior Economist, Multilateral Development Banks and Concessional Finance, International and Regional Economic Policy, National Treasury, South Africa
- x. Ms. Didintle Letsie, Deputy Director, BRICS, Global and Emerging Markets, International and Regional Economic Policy, National Treasury, South Africa
- xi. Mr. Oratilwe Teisho, Assistant Director, BRICS, Global and Emerging Markets, International and Regional Economic Policy, National Treasury, South Africa
- xii. Mr. Somelezo Jezile, Intern, National Treasury, South Africa
- xiii. Ms. Masuma Akter, Joint Secretary, Economic Relations Divisions, Ministry of Finance, Bangladesh

Senior Management

- i. H.E. Mrs. Dilma Rousseff, President and Committee Member
- ii. Mr. Vladimir Kazbekov, Vice-President and Chief Operating Officer (“COO”)
- iii. Mr. Anil Kishora, Vice-President and Chief Risk Officer (“CRO”)
- iv. Mr. Qiangwu Zhou, Vice-President and Chief Administrative Officer (“CAO”)

Secretary to the Committee

- i. Ms. Yolande Dwarika, Director General and Corporate Secretary

Other New Development Bank Staff

(Attachment I)

1. Adoption of the Agenda

The Budget, Human Resources and Compensation Committee (“Committee”) considered and adopted the Agenda of the 27th Committee Meeting (2024-BHRC27-DOC-001).

2. Leave of Absence

The Director for China was absent and represented by the Alternate Director. The Director for South Africa was absent and represented by the Alternate Director. The Director for Russia was absent and represented by the Temporary Alternate Director. The meeting had the requisite quorum.

3. Approval of Minutes and Summary of the 26th Meeting of the Budget, Human Resources and Compensation Committee held on March 21, 2024

The Committee considered and approved the Minutes (2024-BHRC26-DOC-003) and Summary (2024-BHRC26-DOC-004) of the 26th Committee Meeting held on March 21, 2024.

4. Matters Arising from the Previous Meeting

The Committee considered the Matters Arising from the 26th Committee Meeting (2024-BHRC27-DOC-005) and took note of the progress.

5. Budget

a. Budget Utilisation Report Q1 2024

The Committee considered the Budget Utilisation Report for the period ended March 2024 (2024-BHRC27-DOC-006) and took note thereof.

b. Budget Utilisation Report Q1 2024 of the Independent Evaluation Office

The Committee considered the Budget Utilisation Report of the Independent Evaluation Office for the period ended March 2024 (2024-BHRC27-DOC-007) and requested further information.

6. Implementation Strategy of the Strategic Goals in 2024

The Chairperson introduced this topic.

7. Human Resources

a. Human Resources Update

The Committee deferred consideration of the Human Resources Update (2024-BHRC27-DOC-009).

b. Action Plan for Staff Engagement Survey

The Committee deferred consideration of the Note on Action Plan for Staff Engagement Survey and Retention (2024-BHRC27-DOC-010).

c. Recruitment Plan

The Committee deferred consideration of the Note on Recruitment Plan 2024 to 2026 (2024-BHRC27-DOC-011).

d. Internship Programme

The Committee deferred consideration of the Note on Internship Programme (2024-BHRC27-DOC-012).

e. KPAs/KPIs for the Management

The Committee deferred discussion on this item.

8. Ethics Update

The Committee deferred consideration of the Ethics Update (2024-BHRC27-DOC-013).

9. Any Other Business

The meeting ended with thanks from the Chairperson of the Meeting.

The following staff members attended the meeting for relevant agenda items with the approval of the Chairperson:

Corporate Secretary Department:

- i. Mr. Weijie Liu, Principal Professional
- ii. Mr. Oreste Pedro Maia Andrade, Principal Professional
- iii. Ms. Miya Liu, Professional
- iv. Mr. Alexander Efimov, Professional
- v. Ms. Angela Gu, Senior Officer
- vi. Ms. Shuang Zhao, Officer
- vii. Mr. Christopher Newby, Intern

Front Office of President

- i. Mr. Marco Túlio de Oliveira Mendonça, Short Term Consultant
- ii. Mr. Aguinaldo Barbieri, Short Term Consultant
- iii. Mr. Humberto Santana, Young Professional

Executive Assistants to Vice-Presidents

- i. Mr. Evgeny Kochkin, Executive Assistant to the COO
- ii. Mr. Ningqian Zhang, Executive Assistant to the CAO
- iii. Ms. Gayatri Chandra Menon, Executive Assistant to the CRO

Other Departments

- i. Mr. Sergei Kuznetsov, Director General and Legal Counsel
- ii. Ms. Halima Nazeer, Director General, Finance, Budget and Accounting
- iii. Ms. Sharmila Govind, Director General, Human Resources
- iv. Mr. Ashwani Muthoo, Director General, Independent Evaluation Office
- v. Ms. Xiheng Jiang, Director General, Strategy, Policies and Partnerships
- vi. Mr. Zhongxia Jin, Director General, Treasury and Portfolio Management
- vii. Mr. Kuldeep Goel, Director General, Risk Management Department
- viii. Mr. Paritosh Pandit, Chief, Financial Controller
- ix. Mr. Fabio Batista, Chief, Strategy and Partnerships
- x. Mr. Daniel Alves Maria, Chief, Treasury
- xi. Mr. Leon Reinier Myburgh, Chief, Portfolio Management
- xii. Mr. Qinghua Gu, Chief, Information Technology
- xiii. Mr. Sergei Dobrynin, Principal Professional, Strategy and Policies
- xiv. Mr. Mzwandile Machobane, Principal Professional, Human Resources
- xv. Mr. Annika Nair, Principal Professional, Human Resources

- xvi. Mr. Deepak Goel, Principal Professional, Human Resources
- xvii. Mr. Qingwei Meng, Senior Professional, Strategy, Policy and Partnerships
- xviii. Ms. Elvira Zhang, Young Professional, Human Resources