

# UNAIDS IEOAC MEETING

Date: 21 March 2022

Time: 13:00-14:30

Venue: Virtual session

## PARTICIPANTS:

**Committee Members:** Mr Saad Bounjoua, Ms Agnieszka Golebiowska, Mr David Kanja, Ms Bushra Malik, Mr Ibrahim Pam, Ms H  l  ne Rossert, & Mr Benoit de Schoutheete

**Secretariat Support:** Mr Morten Ussing, Director of Governance; Ms Samia Lounnas, Senior Governance Advisor; Ms Maggie Lemons, Governance Officer

## MEETING AGENDA

1. **Introduction:** *The members of the IEOAC will have an opportunity to briefly introduce themselves and to meet UNAIDS Secretariat staff who will be supporting their work.*
2. **Background on Establishment of the IEOAC:** *The IEOAC will receive a brief presentation on UNAIDS, the UNAIDS Programme Coordinating Board, and the establishment of the Committee.*
3. **Committee Logistics:** *The IEOAC will receive an overview of the logistical arrangements of the committee, including access to their secure platform, email addresses, contracts, confidentiality undertaking and financial disclosure forms.*
4. **Review of Workplan and Orientation Agenda:** *The IEOAC will review and discuss their draft workplan for 2022 and upcoming orientation agenda.*
5. **Selection of a chair:** *In accordance with their terms of reference, the IEOAC will select a chair from amongst its membership.*
6. **Selection of report writer:** *The IEOAC will review and discuss applications to select a report writer who will draft meeting summaries and the annual report of the IEOAC.*
7. **AOB**

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## SUMMARY:

1. **Introduction:** *The members of the IEOAC will have an opportunity to briefly introduce themselves and to meet UNAIDS Secretariat staff who will be supporting their work.*

At their inaugural meeting, the members of the UNAIDS Independent External Oversight Advisory Committee (IEOAC) introduced themselves and reiterated their commitment to the work of the IEOAC. Biographies for each of the members are included in annex 1.

The membership of the IEOAC is:

- Saad Bounjoua
- David Kanja
- Busha Malik
- Ibrahim Pam
- H el ene Rossert
- Benoit de Schoutheete
- Agnieszka Golebiowska

2. **Background on Establishment of the IEOAC:** *The IEOAC will receive a brief presentation on UNAIDS, the UNAIDS Programme Coordinating Board, and the establishment of the Committee.*

The Secretariat provided a brief overview of the history of the UN's Joint Programme on HIV/AIDS (UNAIDS) and the context that led to the establishment of the IEOAC as follows:

#### *Governance of the Joint Programme*

UNAIDS was established by ECOSOC Resolutions in 1994 and 1995 as the only joint cosponsored Programme in the United Nations. The Joint Programme is comprised of 11 cosponsoring organizations: WHO, UNICEF, UNDP, UNFPA, World Bank, WFP, ILO, UNESCO, UNHCR, UN Women and UNODC.

The Joint Programme is overseen by the Programme Coordinating Board (PCB), which serves as a global policy setting body on HIV as well as the oversight mechanism of the Joint Programme. The PCB is a relatively small and effective Board with a unique composition: 22 Member States, the 11 cosponsoring organizations and a civil society delegation comprised of 5 main and 5 alternate members. The Cosponsors and PCB NGO Delegation have full rights of participation, but do not have the right to vote. As such, the PCB strives to take all decisions by consensus.

The PCB is supported in their work by a Bureau comprised of three elected Member State representatives, two representatives of the NGO Delegation and the Chair of the Committee of Cosponsoring Organizations. The Bureau is responsible for coordinating the work of the PCB, preparing the meetings, and supporting any intersessional work. The PCB Bureau will be the main touchpoint for the IEOAC. The 2022 composition of the Bureau is: Thailand as the Chair, Germany as the Vice-Chair, Kenya as the Rapporteur, two representatives of the NGO Delegation, and the 2022 Chair of the CCO, UNICEF.

The Joint Programme model is considered a positive example of UN collaboration and coordination. However, as a unique body in the UN system and a uniquely complex one at that, the oversight of the Joint Programme is equally complex. The PCB stands as the primary oversight body for the Joint Programme. This body meets twice a year (in principle) and receives annual reporting on a variety of elements of the Joint Programme, including finances, performance, Human Resources management, and evaluation. The PCB has a particularly strong oversight role related to the UNAIDS Secretariat. The Board also receives programmatic updates on the implementation of the Global AIDS Strategy 2021-2026. The last day of the Board meetings is dedicated to an open discussion with no decision making on a topic of major

importance in the Global AIDS response: the thematic segment. The topic for each thematic day is selected by the PCB Bureau based on proposals of themes received further to a call for proposals from PCB members.

The PCB has one standing subcommittee, the Committee of Cosponsoring Organizations, which is made up of the Executive Heads of the Cosponsors. This Committee meets twice a year and provides an annual report to the PCB on the contributions of the Cosponsors to the AIDS response. The Cosponsoring Boards have an additional oversight role in the Joint Programme as they oversee the individual cosponsor activities and budgets.

As part of the governance and oversight of the Joint Programme, every two years, ECOSOC receives a report from the Executive Director and agrees a resolution on the Joint Programme. Finally, every year, the General Assembly receives a report from the SG and every five years, a High-Level Meeting on HIV/AIDS is held with a political declaration as the outcome.

#### *Establishment of the Independent External Oversight Advisory Committee (IEOAC)*

The IEOAC will serve as a standing subcommittee of the UNAIDS PCB and will provide guidance to supplement this oversight to both the UNAIDS PCB and to the Executive Director. It will become the second subcommittee of the Board.

In 2019, the United Nations Joint Inspection Unit conducted a Management and Administration Review of the Joint Programme. This comprehensive review included a section on Governance and explicitly on the PCB's oversight and accountability role. The Review was accompanied by a management response and submitted to the PCB at its 45th meeting in December 2019. Further to that report, the PCB established a Working Group to consider the JIU recommendations and their implementation. The Working Group met over the course of 2020 and submitted their final report to the PCB at its 47th meeting in December 2020. The terms of reference for the IEOAC were approved by the PCB at this meeting.

In 2021, in accordance with the terms of reference for the IEOAC, the Executive Director launched the process to establish the Committee. The process, led by the PCB Bureau and the UNAIDS Executive Director, culminated in a PCB intersessional decision making confirming the composition of the IEOAC.

At its 45th and 47th meetings, the PCB also took a series of decisions to clarify and strengthen its oversight and accountability role. These included:

- a) Approving an annex to their Modus Operandi that explicitly lays out the oversight responsibilities of the PCB.
- b) In collaboration with the CCO, revising the guiding principles of the cosponsors.
- c) The approval of terms of reference to establish an Independent External Oversight Advisory Committee that will support the PCB in its oversight role.
- d) The establishment of a specific agenda item at the PCB meetings that focuses on independent reporting.

The annex to the PCB's Modus Operandi is designed to provide more clarity on the oversight roles and responsibilities laid out in the founding ECOSOC resolutions. It defines the four key areas of oversight: Strategy, Resources, Performance, and Policy – as well as the primary vehicles for this oversight: reports on financial and performance management, human resources, risk management, Ethics, and Evaluation. It provides greater detail about the oversight relationships between the PCB (who bears the responsibility for oversight), ECOSOC (from whose authority the existence of the Joint Programme derives), and the Secretary-General (who has the responsibility for oversight of the UNAIDS Executive Director).

The IEOAC was established to support the PCB in fulfilling their oversight role. This Committee is comprised of experts in finance, audit, governance, risk management, investigations, and organizational management. In the selection of this Committee, the Panel sought to achieve diversity with regard to geography, gender, skills and previous experience. The IEOAC provides guidance to both the PCB and to the Executive Director with full access to required information to fulfill its mandate.

The terms of reference for the IEOAC mandate the Committee to provide advice to the PCB and the Executive Director on:

- a) the quality and the level of financial reporting, governance, risk management, and internal controls within the UNAIDS Secretariat;
- b) the responses and actions taken by the UNAIDS Secretariat management on internal and external audit recommendations;
- c) the independence, effectiveness and objectivity of the internal and external audit functions; and
- d) the interaction and communication between the PCB, the External Auditor, the Internal Auditor, the Ethics Officer, and UNAIDS Secretariat management.

The responsibilities of the Committee include advising on the following:

- a) Financial and performance reporting: consider issues arising from the audited financial statements and financial and performance reports produced for the PCB.
- b) Accounting: consider the appropriateness of accounting policies, standards and disclosure practices and any changes and risks thereto.
- c) External audit: review the scope, plan and approach of the External Auditor's work, and follow-up on external audit recommendations.
- d) Internal audit: review the scope, plan, resources, performance of the internal audit function and the Internal Auditor, and the appropriateness of the independence of this function, and follow-up on internal audit recommendations.
- e) Risk management and internal controls: review the effectiveness of UNAIDS Secretariat internal control systems, including management and internal governance practices.
- f) Financial regulations and rules: consider the operation and effectiveness of the financial regulations.
- g) Compliance: review the systems established by the UNAIDS Secretariat to maintain and promote compliance with laws, regulations, policies and high standards of integrity and ethical conduct to prevent conflicts of interest.
- h) Monitor issues and trends arising from UNAIDS Secretariat financial and performance reporting, including audit reports, and advise the PCB on implications to UNAIDS;

- i) Review and advise on the ethics function, investigation function, and measures taken to prevent fraud;
- j) Track all JIU reports issued, and recommendations relevant to UNAIDS;
- k) Review the reports of the internal auditor and monitor the number of open investigations and progress on completion of investigations on allegations of misconduct against UNAIDS Secretariat staff;
- l) Establish an annual work plan including the follow-up and monitoring of any internal and external oversight recommendations;
- m) Provide annual update to the PCB; and
- n) Perform any other duties consistent with the mandate as requested by the PCB.

The Secretariat noted that the upcoming orientation sessions for the IEOAC will serve as an opportunity for the Committee to delve into these areas. The Committee's first annual report is expected to be delivered at the upcoming 50<sup>th</sup> session of the PCB in June 2022 and will be part of the Organizational Oversight Reports agenda item.

Committee members thanked the Secretariat for providing an informative introduction to the Joint Programme and the work of the IEOAC. Members requested clarification on the mandates, responsibilities and synergies between the Committee of Cosponsoring Organizations, the cosponsoring oversight and audit committees, the UNAIDS Evaluation Expert Advisory Committee, and the IEOAC. The Secretariat noted that this would likely be an ongoing discussion for these bodies to find complementary ways of working and that the orientation sessions, particularly with the PCB Bureau and the CCO, would help to clarify.

Some members pointed to potential areas to be clarified in the terms of reference of the committee in future iterations of the TOR, including the responsibility of the Committee vis-à-vis investigations, performance monitoring and evaluations. Members noted that the IEOAC has a mixture of advisory, oversight and assurances responsibilities and will need to carefully consider and weigh these roles in conducting their work. One member noted that, in considering the timing of the work of the Committee, sequencing of reporting (both those received by the Committee as well as the Committee's report itself) should be carefully evaluated to avoid time constraints in the future.

3. **Committee Logistics:** *The IEOAC will receive an overview of the logistical arrangements of the committee, including access to their secure platform, email addresses, contracts, confidentiality undertaking and financial disclosure forms.*

The UNAIDS Secretariat reported on steps undertaken to support the logistical and administrative arrangements of the Committee, which will be provided by the Secretariat. The Committee have its own webpage on the UNAIDS website, where the biographies and pictures of each of the Committee members, the TORs, and summaries of the meetings will be posted to support the transparency of the work of the Committee. As laid out in the TORs, in the event that sections of the meeting summaries must be redacted for confidentiality reasons, this would be agreed with the PCB Bureau.

Members were reminded to submit, in accordance with the terms of reference, a confidentiality undertaking statement and financial disclosure forms. These documents were designed to support the legitimacy and confidentiality of the work of the Committee. In accordance with the terms of reference of the Committee, conflicts of interest were expected to be disclosed on an ongoing basis and will be considered by the PCB Bureau.

To support the work of the Committee, each member had received a UNAIDS email account and access to a secure platform that would be used to conduct the work of the IEOAC.

The Secretariat also reminded Committee members that, for the founding Committee members, the terms of reference foresee that *“Members of the IEOAC are appointed to serve a term of two years. Terms are renewable for a second and final term of two years, which need not be consecutive. However, in the inaugural IEOAC, half of the Committee members will be asked to serve a single three-year term so as to allow for a staggered replacement of members at the time of renewal, thereby ensuring that all members do not complete their terms at the same time. Thereafter, all renewable terms will be for two years only.”*

Committee members thanked the Secretariat for their preparations and agreed to submit in writing their preference, if any, regarding a two- or three-year term.

**4. Review of Workplan and Orientation Agenda:** *The IEOAC will review and discuss their draft workplan for 2022 and upcoming orientation agenda.*

To support the establishment of the Committee, the PCB Bureau and the UNAIDS Executive Director developed a draft workplan and orientation agenda for the Committee on the basis of the terms of reference for the Committee and the relevant PCB decisions with the expectation that these would be adapted by the Committee. These documents had been circulated to the IEOAC members ahead of this meeting.

The Orientation for the IEOAC was scheduled to take place virtually from 5-7 April 2022. The orientation would provide an opportunity to meet with key PCB stakeholders and Secretariat staff and leadership related to the mandate of the Committee. During the orientation, the IEOAC would meet with the PCB Bureau, the UNAIDS Executive Director and the Senior Cabinet members, the Chair of the Committee of Cosponsoring Organizations, the UNAIDS Secretariat directors of Finance, Resource Mobilization, Human Resources Management, the Ethics Director, and the internal and external auditors amongst others. Presentations would focus on performance monitoring, financial reporting, risk management, human resources management, the ongoing Secretariat alignment, implementation of the JIU recommendations, and ethics reporting amongst others.

To support the Committee members' preparation for the orientation, brief memos on key topics would be circulated ahead of the orientation.

Committee members looked forward to the orientation and thanked the Secretariat for their preparations on the orientation. Members requested that the agenda be adjusted to allow for brief breaks in between agenda items to give the Committee time to discuss amongst each other each day. Members also requested to speak with the UNAIDS Independent Evaluation Office during their orientation. Some members noted that they had conflicts with the anticipated dates and times for the orientation sessions. It was agreed that all sessions would be recorded and posted on the secure platform for members who were not able to attend specific sessions. A final draft of the orientation agenda, including requested changes, was circulated to the Committee following the first meeting.

The Committee then discussed the draft workplan. The terms of reference for the IEOAC initially foresee two meetings to be held each year. Given that this is the first year of the Committee's operation, the PCB Bureau and EXD considered that, exceptionally, additional meetings may be required for the Committee to complete its work. The anticipated schedule for the meetings of the IEOAC was as follows:

- **March:** first meeting of the IEOAC
- **April:** orientation session of the IEOAC
- **May:** Second meeting of the Committee to discuss its annual report to the PCB
- **June:** First annual report of the IEOAC delivered to the 50<sup>th</sup> session of the PCB.
- **September:** Third meeting of the IEOAC to focus on risk management in accordance with the PCB decision "*Agrees that the independent, external oversight advisory committee will review and recommend further strengthening of risk management to the PCB as part of its first plan of work after its establishment;*"
- **November:** Optional fourth meeting of the IEOAC to consider the workplan for 2023 and to close out any remaining issues

Members thanked the Bureau and the Secretariat for developing this schedule as a contribution to guide their work and stressed the need to develop amongst themselves a detailed, longer term workplan to facilitate their work in accordance with the terms of reference. All meetings should be outlined with clear deliverables. Members also discussed the need to outline ways of working for the Committee, including the use of polls to schedule meetings to ensure full participation. The IEOAC's report to the 50<sup>th</sup> PCB meeting would serve as an opportunity to communicate this detailed workplan to the PCB.

5. **Selection of a chair:** *In accordance with their terms of reference, the IEOAC will select a chair from amongst its membership.*

The Secretariat recalled that, per the terms of reference, "the position of the Chair will be rotational and shall be selected by the IEOAC members from among their number; the Chair shall serve in this capacity for a maximum of one term of their membership of the IEOAC." The UNAIDS Secretariat will support the chair in facilitating the intersessional work of the IEOAC and in fulfilling the workplan.

The Committee members stressed the importance for the Chair to have adequate time and experience to support its work during this foundation year, which would likely require an significant workload. Committee members discussed that the terms of reference allow a Chair to serve for a “maximum” of one term and could permit a one-year term. One-year terms were considered to provide greater opportunity for a variety of members to Chair. Members proposed that the Chairmanship should strive to balance geography and gender over time. The Committee also discussed the possibility of having a vice-chair in the future who could support the Chair.

Consensus was reached for Bushra Malik to serve as the Chair for 2022.

**6. Selection of report writer:** *The IEOAC will review and discuss applications to select a report writer who will draft meeting summaries and the annual report of the IEOAC.*

To support the work of the IEOAC, the Committee will have an independent report writer. This report writer will draft meeting summaries and the annual report of the IEOAC. The Secretariat had launched a call for an independent report writer in parallel with the establishment of the IEOAC in order for them to have immediate support in the development of their annual report for the 50<sup>th</sup> PCB meeting in June 2022.

Three applications had been received and these were circulated to the IEOAC ahead of this meeting. Given the short time frame for the meeting, it was agreed that the members would review and submit scoring for each of the applications via email. The Committee could be reconvened if necessary to make the final selection.

Once consensus had been reached on the report writer, the Secretariat would move forward with contracting the report writer, who will be able to meet with the IEOAC during their next meeting.

**7. AOB**

There were no additional items raised and the meeting was closed.

*[Annex follows]*



## ANNEX 1: BIOGRAPHIES OF THE COMMITTEE MEMBERS



**Saad Bounjoua** is a retired Finance and Audit executive with a 35+ year career in the private sector. Saad was a managing director at PwC, the global consultancy, advising clients on internal audit best practices, risk management and governance. Saad also held several senior audit and finance at Becton Dickinson, a global medical technology company where he was the Chief Audit Executive and subsequently a divisional Head of Finance. Saad has been committed to volunteering and NGO organizations for many years. He has served on the Oversight and Advisory Committee at UNESCO between 2014 to 2018 and more recently served as the Chair of the Advisory and Oversight Committee at CGIAR from 2018 to 2021. Saad has received a business degree from ESCP-Europe, is a Certified Internal Auditor and is currently pursuing a Masters' Science in Global Affairs at New York University. He is a dual Moroccan/American citizen and resides in New York and Barcelona. *Full CV available at:*

[https://www.unaids.org/en/resources/documents/2022/PCB50\\_Intersessional\\_Decision\\_Establishment\\_IEOAC](https://www.unaids.org/en/resources/documents/2022/PCB50_Intersessional_Decision_Establishment_IEOAC).



**David Kanja** has over 27 years of experience in the audit and oversight of international organisations. He was the Assistant Secretary-General for the New York based United Nations Office of Internal Oversight Services from 2012 to 2021. He was also the Director of the New York based United Nations Children's Fund (UNICEF) Office of Internal Audit and Investigations from 2010 to 2012. From 1992 to 2010, David served at the Washington DC based World Bank Group in various senior internal audit positions including as Chief Auditor for audit quality and strategy, Audit Manager and Acting Auditor General. Prior to that, he served for nine years at one of the Big Four audit firms, Deloitte, in various positions including as Audit Manager in the United Kingdom and Senior Manager in Kenya.

David is the current Chair of the Finance, Audit and Risk Committee of the Financial Sector Deepening Africa group. He is also a former Chair of UNICEF's Audit Advisory Committee. David is a Chartered Accountant (England and Wales), Certified Public Accountant (Kenya), Certified Internal Auditor and a commerce graduate (First Class Honors) from the University of Nairobi. He also has a Certification in Risk Management Assurance from the Institute of Internal Auditors. *Full CV available at:*

[https://www.unaids.org/en/resources/documents/2022/PCB50\\_Intersessional\\_Decision\\_Establishment\\_IEOAC](https://www.unaids.org/en/resources/documents/2022/PCB50_Intersessional_Decision_Establishment_IEOAC).



**Bushra Malik** is a business and governance expert with substantial experience in executive and non-executive oversight, policy and research and financial advisory roles in the public and private sector, both in Pakistan and internationally. She did her MBA at Kellogg Business School, USA, and the Schulich Business School, Canada. She has LLB degree from the Punjab College, Lahore, Pakistan and Advanced Management Program certification from the Harvard Business School, USA. She is a Fellow Member of the Institute of Chartered Accountants of Pakistan and a CA/CPA from Chartered Professional Accountants, Ontario, Canada, as well as

a certified director under IFC organized code of corporate governance program, Pakistan, Board orientation program organized by CGIAR, France and a member of the Pakistan Institute of Corporate Governance.

Over the years, Ms. Malik has served on several boards and committees, including on the Independent Oversight Advisory Committee (IOAC) of the Governing Board of the International Labour Organization from 2012-2018. She also served as a member of System Management Board of CGIAR System Organization and as Chair of its Audit and Risk Committee from 2016 until 2018. Currently, she is a member of the Competition Commission of Pakistan, a quasi-judicial regulator promoting fair competition in various types of economic activity since 2019. She is also a Board Member and Chair of the Audit and Risk Committee of World Agroforestry Centre, Kenya and Centre of International Forestry Research, Indonesia and Vice Chair of IAOC of UNHCR. Recently she has also been selected as inaugural member of IEOAC of UNAIDS. In Pakistan, she is a board member for Pakistan Industrial Development Corporation, Trading Corporation of Pakistan, as well as former board member of Fauji Fertilizer Company Ltd, the largest listed fertilizer company, and Lahore Stock Exchange. She has eight years of experience of providing advisory services to a number of public and private organization specializing in governance, restructuring and financial advisory related matters and before that served in big groups with public listed companies as chief financial officer and business development expert for 17 years.

Ms. Malik is committed to the cause of women and had been providing consultancy services to a local NGO called 'All Mothers Educated Now' based in Pakistan. *Full CV available at: [https://www.unaids.org/en/resources/documents/2022/PCB50\\_Intersessional\\_Decision\\_Establishment\\_IEOAC](https://www.unaids.org/en/resources/documents/2022/PCB50_Intersessional_Decision_Establishment_IEOAC).*



**Ibrahim Pam** is an accomplished international lawyer, analyst and investigator, with specialization in investigation of mass crimes, human rights abuses, as well as fraud and financial crimes, and with a broad experience in administrative and criminal investigations in multiple jurisdictions around the world, on behalf of national and international investigative offices. He holds a Bachelor of Laws (LLB. Hons) degree from the University of Jos, and a Master of Science (MSc) degree in Criminal Justice Policy from the London School of Economics and Political Science. He is called to the Bar as a Barrister and Solicitor of the Supreme Court of Nigeria, and is currently Head of the Independent Integrity Unit at the Green Climate Fund since 2016.

He previously worked as an Analyst and Investigator in the Office of the Prosecutor at the International Criminal Court (ICC, 2005-2012), and then as Chief Investigator in the Integrity and Anti-Corruption Department of the African Development Bank (AfDB, 2012-2015). He was Team Leader and Resident Investigator at the United Nations Office of Internal Oversight Services for the UN Mission in South Sudan (UNMISS, 2015-2016), with concurrent responsibility for the United Nations Interim Security Force for Abyei (UNISFA), and additional assignments to the UN Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA). As Lead Expert delegate for Nigeria, Ibrahim participated in the drafting of the *African Union Convention on Combating and Preventing Corruption*, as well as of the *UN Convention Against Corruption*. He also assisted in developing the *General Principles for Review of Investigative Offices* of the Conference of International Investigators (CII). In 2018, he chaired the Conference of International Investigators, a forum for investigators of international

organizations. He currently chairs the *Ad Hoc* External Panel on Workplace Culture in the Office of the Prosecutor at the International Criminal Court, and is a Member of the Board of Trustees of the African Association of International Law. *Full CV available at:*

[https://www.unaids.org/en/resources/documents/2022/PCB50\\_Intersessional\\_Decision\\_Establishment\\_IEOAC](https://www.unaids.org/en/resources/documents/2022/PCB50_Intersessional_Decision_Establishment_IEOAC).



**Hélène Rossert** is a medical doctor specializing in public health with a focus on health policies and advocacy for health system improvement in developing countries. From 1997-2007, Helene led the NGO AIDES in France as director general. She also established AIDES as an international organization. Helene has been elected Vice Chair of the Global Fund to Fight AIDS, Tuberculosis and Malaria board. She also chaired the Ethics Committee of the Global Fund. Since 2009, Helene has worked as an international consultant. She first specialised in supporting good governance and civil society in Global Fund- funded countries, aiming at empowering vulnerable groups for meaningful contributions into their national health care systems. She now works essentially in global health program/project evaluation in all parts of the world to ensure accountability of programs targeting vulnerable groups. Helene Rossert received her M.D. in France, and her Master's in Public Health from the University of Texas in the United States. *Full CV available at:*

[https://www.unaids.org/en/resources/documents/2022/PCB50\\_Intersessional\\_Decision\\_Establishment\\_IEOAC](https://www.unaids.org/en/resources/documents/2022/PCB50_Intersessional_Decision_Establishment_IEOAC).



**Benoit de Schoutheete** has more than 20 years of senior-level experience in internal oversight, working for private sector companies, not-for-profit agencies and International Organizations. After graduating as Bachelor and Master in Business Administration (MBA), he began his career as management consultant for PricewaterhouseCoopers (PwC). He then worked as Internal Audit Manager for several private sector companies and humanitarian organizations.

Mr. de Schoutheete has also extensive internal oversight experience working for International Organizations, including the Food and Agriculture Organization (FAO), the International Telecommunication Union (ITU), the UN High Commissioner for Refugees (UNHCR) and the World Food Program (WFP); where he gained sound expertise in UN regulations, rules, policies, procedures, and good practices, as well as risk management, internal audits, inspections, evaluations and administrative investigations.

Mr. de Schoutheete recently finalized a 5-year non-renewable mandate as Head of the Internal Oversight Office at the World Trade Organization (WTO), where he was responsible for internal audits, inspections, investigations, evaluations and ethics. Mr. de Schoutheete is a certified internal auditor (CIA), certified monitoring and evaluation practitioner, certified corporate digital investigator, and certified SAP R/3 professional. *Full CV available at:*

[https://www.unaids.org/en/resources/documents/2022/PCB50\\_Intersessional\\_Decision\\_Establishment\\_IEOAC](https://www.unaids.org/en/resources/documents/2022/PCB50_Intersessional_Decision_Establishment_IEOAC).



**Agnieszka Slomka Golebiowska, PhD** is a professional Board Member/Advisor, and Non-Executive Director, helping companies fulfill their commitments to sustainability through profitable strategies. She also holds full professorship in Corporate Governance at the Warsaw School of Economics, in Poland. Her research focus is on corporate governance, effective boards, ESG and sustainability. Ms. Slomka-Golebiowska has over 15 years of extensive experience on boards of large international publicly listed and private companies, as well as international organizations such as the WFP. This is

complemented by her chairing audit committees and remuneration and nomination committees in various industries: financial services, tech companies, aerospace and defense (A&D) industries as well as infrastructure and construction. Additionally, she has expertise and considerable knowledge of financial reporting, risk management, monitoring the company performance, leading M&A transactions, designing and implementing governance and accountability structure, developing strategy, and restructuring in different corporate sectors. Her experiences in client-centric, technology-based businesses financial services and industries along with academic roles focus on researching good practices of corporate governance and accountability. *Full CV available at:*

[https://www.unaids.org/en/resources/documents/2022/PCB50\\_Intersessional\\_Decision\\_Establishment\\_IEOAC](https://www.unaids.org/en/resources/documents/2022/PCB50_Intersessional_Decision_Establishment_IEOAC).

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