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# YOUTH UNEMPLOYMENT DYNAMICS IN BANGLADESH AND PATHWAYS TO EMPLOYMENT



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# YOUTH UNEMPLOYMENT DYNAMICS IN BANGLADESH AND PATHWAYS TO EMPLOYMENT

R&D Desk

## INTRODUCTION

In recent years, Bangladesh has emerged as one of the fastest-growing economies in South Asia. During this period, the country has witnessed a remarkable demographic shift, with youth aged under 30 constituting more than half of the population. The youth population, often referred to as the backbone of a nation, represents a crucial demographic segment capable of driving economic growth and social progress. However, beneath the surface of its economic success lies a significant challenge **youth unemployment**. The potential of this vibrant youth population remains largely untapped due to critical issues surrounding youth employment. Youth employment is a critical issue in Bangladesh, with challenges that are multifaceted, involving economic, social, and educational dimensions. The time-befitting research report, *"The Ignored Generation: Exploring the Dynamics of Youth Employment in Bangladesh,"* authored by eminent economist Fahmida Khatun and Syed Yusuf Saadat, provides an in-depth analysis of these challenges and highlights the systemic barriers that have led to widespread unemployment and under_employment among the youth. This analytical article discusses the key findings of this illustrative report, explores the primary challenges facing Bangladeshi youth in the labor market, and presents how Mutual Trust Bank PLC (MTB) is actively contributing to overcoming these hurdles through innovative financial and non-financial services.

## OVERVIEW OF YOUTH EMPLOYMENT IN BANGLADESH

Bangladesh's youth, defined as individuals aged 15-24, make up approximately 33% of the country's total population. This substantial demographic group is poised to be a driving force for economic growth if provided with adequate employment opportunities. However, the reality is starkly different, with youth unemployment rates hovering around 11% as of 2023. This figure, combined with under-employment and precarious working conditions, underscores the pressing need for targeted interventions.

## KEY STATISTICS




The statistics reveal a concerning trend where a significant portion of the youth remains excluded from productive economic activities, highlighting the need for comprehensive strategies to address these challenges.

## KEY FINDINGS OF THE RESEARCH REPORT

1. **High Youth Unemployment Rate:** The youth unemployment rate in Bangladesh stands at a staggering 11.6%, nearly three times the national average. This alarming statistic reflects the considerable difficulties young people face in finding fair employment, with more than 4.4 million young people jobless. The issue is further compounded by the large number of youth who are Not in Employment, Education, or Training (NEET), amounting to 27.4% of the youth population.

2. **Skills Mismatch and Educational Gaps:** One of the primary reasons for youth unemployment is the mismatch between the skills acquired through education and those demanded by employers. The current educational system is failing to equip students with practical skills and competencies required in the modern workforce. Many graduates find themselves unprepared for the job market, resulting in under-employment and job dissatisfaction. Employers often cite the lack of technical skills, critical thinking, and problem-solving abilities as significant barriers to hiring young talent.

3. **Informal Employment and Job Insecurity:** A significant portion of the youth workforce is employed in the informal sector, where job security, fair wages, and benefits are often lacking. Informal employment, characterized by low wages and lack of social protection, accounts for about 89% of total employment in Bangladesh. This trend is particularly concerning for the youth, who may remain trapped in cycles of poverty and job insecurity without opportunities for advancement.

4 **Gender Disparities in Employment:** Gender disparities in the workforce remain a pressing issue. Women are disproportionately affected by unemployment and face numerous barriers to entry into the labor market, including social norms, safety concerns, and limited access to education and training. The female labor force participation rate is only 36%, significantly lower than that of their male counterparts, indicating a substantial gender gap that needs to be addressed to ensure inclusive economic growth.

5 **Lack of Entrepreneurial Support:** Despite the entrepreneurial spirit among the youth, institutional support for young entrepreneurs is lacking. Access to finance, mentorship, and business development resources is limited, stifling innovation and preventing young entrepreneurs from turning their ideas into viable businesses. The absence of a supportive ecosystem for startups and small enterprises further exacerbates the youth employment crisis.

## CHALLENGES FACING YOUTH EMPLOYMENT IN BANGLADESH

The research report identifies several key challenges that contribute to the youth employment crisis in Bangladesh. These challenges include:

1 **Economic Barriers:** Economic instability and a lack of diverse job opportunities are significant barriers to youth employment. The job market is heavily skewed towards certain sectors, leaving many young people without access to opportunities that match their skills and aspirations. Furthermore, the economic downturn exacerbated by global events has led to reduced hiring, affecting young job seekers disproportionately.

2 **Social and Cultural Factors:** Social and cultural factors, such as societal expectations, family pressures, and gender roles, play a critical role in shaping youth employment outcomes. Traditional norms often dictate career choices, limiting young people's ability to pursue non-traditional careers or entrepreneurial endeavors. Additionally, the lack of access to networks and professional connections further isolates young job seekers, making it difficult for them to find suitable employment opportunities.

3 **Technological Disruption:** The rapid pace of technological change has created new job opportunities but has also rendered many traditional roles obsolete. This digital transformation demands new skill sets, which the current education system struggles to provide. Young people without access to digital literacy and skills training are disadvantaged and unable to compete in an increasingly technology-driven job market.

4 **Inadequate Policy Implementation:** While there are policies aimed at improving youth employment, their implementation often falls short. Inconsistent policy enforcement, lack of coordination among stakeholders, and insufficient funding hinder the effectiveness of these initiatives. As a result, many programs fail to reach their intended beneficiaries, leaving young people without the necessary support to succeed in the job market.

## IMPLICATIONS OF YOUTH UNEMPLOYMENT

Youth unemployment has far-reaching implications for both individuals and society as a whole. The report emphasizes the socio-economic and psychological impacts of unemployment on young individuals, as well as the broader consequences for the country's development.

1 **Socio-Economic Impacts:** Unemployment and under-employment lead to financial instability, increased poverty, and reduced access to essential services. The inability to secure stable employment deprives young individuals of economic independence and widen existing socio-economic inequalities.

2 **Psychological Effects:** The psychological effects of unemployment, including stress, anxiety, and decreased self-esteem, are significant concerns. Prolonged unemployment can lead to mental health issues and diminish young individuals' overall well-being, affecting their ability to contribute positively to the society.

3 **Impact on National Development:** From a broader perspective, youth unemployment hampers national development efforts. The untapped potential of the youth population represents a missed opportunity for economic growth and innovation. Additionally, high unemployment rates can lead to social unrest and increased crime rates, posing a threat to societal stability and harmony.

## GOVERNMENT VS. PRIVATE SECTOR EMPLOYMENT: A DEEPER ANALYSIS

An important aspect of the youth employment crisis in Bangladesh is the preference for government jobs over private sector opportunities. This preference is driven by several factors:



**Job Security and Benefits:** Government jobs are often perceived as more secure and come with benefits like the tax exemptions on salary and allowances result in a higher net salary after tax deductions, pensions, fiscal security, and social status. There are many examples that highlighted the lengths to which young people are willing to go to secure these positions. Despite the private sector being the main economic driver, graduates often prioritize government employment due to perceived stability and status.



**Private Sector Challenges:** The private sector is plagued by issues such as low salaries, lack of job security, and high workloads, leading to dissatisfaction among potential job seekers. According to analysts, many private companies do not comply with labor laws, and the average starting salary in the private sector is often much lower than in government positions.



**Skill Mismatches and Education Gaps:** A significant number of university graduates remain unemployed due to a mismatch between their skills and job market demands. Many graduates lack the necessary technical and soft skills for private sector jobs, making government employment a more attractive option.

## MTB'S ROLE IN OVERCOMING THIS NATIONAL ISSUE

MTB recognizes the critical importance of addressing the youth employment crisis in Bangladesh and is committed to providing innovative solutions through its financial and non-financial services. Here's how MTB is making a difference:

**1** **Financial Services for Youth Empowerment:** MTB offers tailored financial products designed to support young entrepreneurs and job seekers. These include:



**Youth Loans:** MTB provides accessible and affordable financing options for young entrepreneurs to start and grow their businesses. These loans are designed to address the unique challenges faced by young business owners, such as lack of collateral and credit history.



**Education Loans:** To bridge the educational gaps and enhance skill development, MTB offers education loans that cover purchase of laptop for skill development to work as a freelancer. This initiative aims to equip the youth with the necessary skills to thrive in a competitive job market.



**Startup Financing:** MTB supports innovative startups through dedicated financing solutions and partnerships with venture capital firms. This support includes developing a dedicated fund keeping aside from each year's profit to help young entrepreneurs turn their ideas into successful ventures. At the end of 2023, the fund size stood at Tk. 87.26 Million.

**2** **Non-Financial Services and Support Programs:** MTB's commitment to youth empowerment extends beyond financial products. The bank actively engages in various non-financial initiatives, such as:



**Skill Development Programs:** MTB collaborates with educational institutions and Technical and Vocational Education and Training (TVET) centers to provide skill development programs that align with industry demands. These programs focus on equipping youth with job-ready technical skills, soft skills, and digital literacy, preparing the youth for modern work environments.



**Internship and Apprenticeship Opportunities:** MTB offers internship opportunities for fresh graduates from universities. These programs provide hands-on experience, mentorship, and exposure to real-world work environments, effectively bridging the gap between education and employment.



**Gender-Inclusive Initiatives:** Recognizing the gender disparities in employment, MTB implements programs aimed at empowering young women in the workforce. These initiatives include leadership training, networking events, and support for women entrepreneurs, fostering an inclusive environment that promotes equal opportunities for all.

3 **Collaborations and Community Engagement:** MTB actively collaborates with government agencies, NGOs, and community organizations to create a supportive ecosystem for youth employment. By engaging in community development projects, MTB works to identify and address the specific needs of young people in different regions, tailoring its services to make a meaningful impact.

4 **Digital Transformation and Innovation:** Understanding the importance of technology in shaping the future job market, MTB invests in digital transformation initiatives that enhance access to financial services and promote digital literacy. The bank offers online banking solutions, digital payment systems, and mobile applications that empower the youth to manage their finances efficiently and engage in the digital economy.

## PATHWAYS TO YOUTH EMPLOYMENT

The future of youth employment in Bangladesh hinges on several critical factors:

1 **Strengthening Education Systems:** Reforming the education system to align with industry demands is paramount. This includes integrating technical and vocational education into mainstream curricula and promoting STEM (Science, Technology, Engineering, and Mathematics) education, fostering critical thinking and problem-solving abilities. By equipping young individuals with relevant skills, educational institutions can better prepare them for the job market.

2 **Fostering Public-Private Partnerships:** Collaboration between the government, private sector, and educational institutions can enhance skills development programs and create more job opportunities for young people. Public-private partnerships can play a pivotal role in designing and implementing effective employment strategies.

3 **Promoting Inclusive Employment:** Efforts must be made to ensure that employment opportunities are inclusive, with a focus on marginalized groups, including young women and individuals from disadvantaged backgrounds. Policies that address gender disparities and promote diversity in the workplace are essential for achieving equitable employment outcomes.

4 **Fostering Digital Literacy:** Embracing technology and innovation can drive job creation and economic growth. Investments in digital infrastructure and skills development will enable young people to thrive in the digital economy and adapt to changing job market dynamics.

5 **Monitoring and Evaluation:** Continuous monitoring and evaluation of youth employment programs are necessary to assess their impact and effectiveness. Data-driven insights can guide policy decisions and ensure that interventions are responsive to the evolving needs of the youth labor market.

## CONCLUSION

The youth of Bangladesh represent a powerful force capable of driving economic growth and societal progress. The challenges of youth employment in Bangladesh are complex and multifaceted, requiring coordinated efforts from various stakeholders to address them effectively. Hence, the challenges they face in accessing employment opportunities require immediate attention and necessitate comprehensive, concerted efforts from policymakers, educators, and industry leaders that prioritize skills development, job creation, and inclusive employment practices for our youth.

MTB is playing a pivotal role in overcoming the youth employment crisis by providing innovative financial and non-financial services. Through tailored products, mentorship programs, and skill development initiatives, MTB is empowering the youth and paving the way for a brighter future.

In the end, we must realize that empowering the youth is not just a necessity; it is an investment in the nation's future prosperity. Our motto should be, Together, we will build a Bangladesh where young individuals thrive, and their potential knows no bounds.

# OFFSHORE BANKING ACT 2024 - A NEW FRONTIER OR A RISKY GAMBLE?

***Mohammad Zonaed Emran,*** *ARM, MNC Banking Department*



## INTRODUCTION

On March 14, 2024, the Government of Bangladesh enacted the Offshore Banking Act 2024, a landmark regulation designed to enhance the nation's foreign currency reserves and attract global investments. This Act represents a strategic response to ongoing challenges related to foreign currency depletion and balance of payments issues, aiming to boost the country's financial stability and investment attractiveness.

## HISTORICAL CONTEXT

Offshore Banking in Bangladesh has been operational since 1985, introduced through a notice issued by the central bank aimed at creating greater financing opportunities within the Export Processing Zones (EPZs). The Offshore Banking Units (OBUs) were established with the capacity to attract global settlements and provide foreign currency financing facilities. According to the initial 1985 notice, OBUs were permitted to accept deposits or borrow from overseas entities, including non-resident Bangladeshis, and were allowed to lend to fully foreign-owned (Type-A) or partially foreign-owned (Type-B) enterprises. Local enterprises (Type-C) could also avail themselves of OBU term loans, subject to approval from the Board of Investment (now Bangladesh Investment Development Authority or BIDA). Over the years, the scope of Offshore Banking expanded beyond EPZs to include various businesses through relaxed regulations by the Bangladesh Bank (BB). These adjustments allowed OBUs to provide discounting facilities for import and export bills, and they were exempted from certain provisions of the Banking Company Act 1991, such as maintaining cash reserve or liquidity ratios. OBUs were also exempt from paying interest on foreign currency liabilities and income tax, further incentivizing their operations.

In 2019, the central bank issued a comprehensive guidelines on Offshore Banking operations, which imposed certain restrictions, particularly on export financing. However, these restrictions were relaxed just two months later, allowing local companies to avail themselves of foreign currency loans, subject to approval from the BB. Additionally, the amendments enabled exporters to access short-term financing against shipments, and joint venture companies in EPZs, economic zones, and hi-tech parks to obtain short-term loan facilities without prior central bank approval. The revised policy also permitted banks to engage in interbank lending and borrowing within OBUs in Bangladesh without the need for separate nostro accounts.

Previously, only foreign banks could lend in foreign currencies to foreign enterprises in EPZs and hi-tech parks. The revised policy allowed local banks to participate in such lending activities by opening accounts with OBUs. However, local banks were initially required to form separate funds from deposits made by non-resident Bangladeshis and foreign companies, as well as borrowing from foreign financiers. Subsequent relaxations allowed foreign lending to local companies without foreign currency earnings, which posed significant balance sheet challenges for banks experiencing foreign currency shortages. One of the most significant challenges introduced by the 2019 policy was the application of Cash Reserve Ratio (CRR) and Statutory Liquidity Ratio (SLR) on OBU liabilities, which had not been waived despite appeals from various stakeholders. Managing the additional liquidity requirements (CRR: 5.50% and SLR: 13.00%) became increasingly difficult for banks already facing a liquidity crisis. The Offshore Banking Act 2024 represents a significant step towards providing greater confidence and security to foreign entities and non-resident Bangladeshis. Under the new law, OBUs are waived from maintaining any CRR with the BB, and they are exempted from paying income tax and source tax. These provisions, which were previously seen as major challenges for local banks, are now standard practices aimed at encouraging OBUs to collect more foreign currency deposits. The new law also enables the BB to amend it from time to time, if required, to align with its prevailing monetary policy.

## KEY PROVISIONS OF THE OFFSHORE BANKING ACT 2024

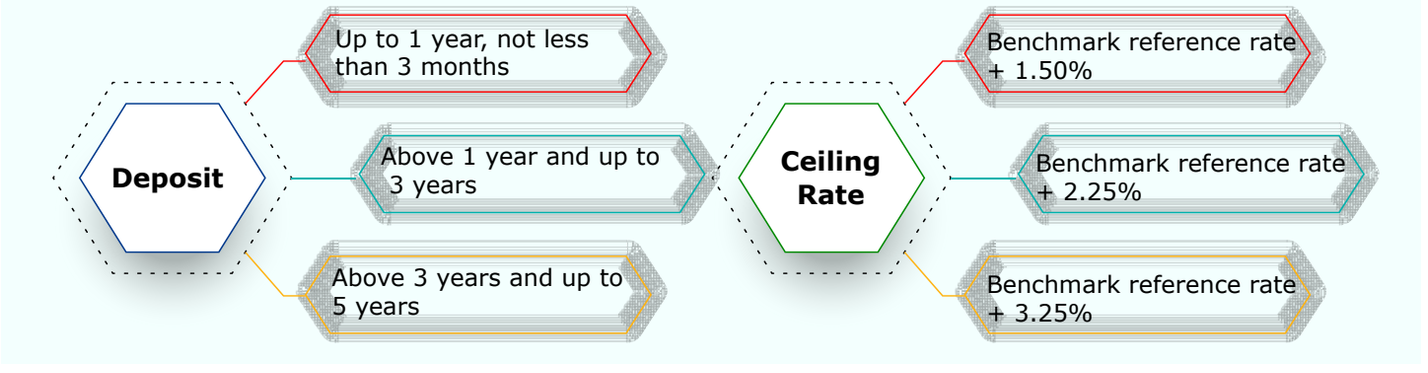
**Eligibility Criteria:** The Act allows Offshore Banking accounts for foreign nationals, foreign firms, Bangladeshi expatriates, and entities operating abroad, as well as local companies in EPZs.

**Account Management:** The Act provides flexibility in account operations, including the opening of International Business (IB) accounts by residents with genuine relationships with non-residents. The following individuals or entities having genuine relations with non-residents can open/operate IB accounts:

- ☑ Any Resident Bangladeshi individual (aged 18 years & above)
- ☑ Bangladeshi Corporates/Firms
- ☑ Type A, Type B, Type C industrial enterprises operating in EPZs (Export Processing Zones)/EZs (Economic Zones)/ HTPs (High Tech Parks)

**Currency Options:** Transactions can be conducted in multiple international currencies, including US Dollar, Euro, British Pound, Japanese Yen, Australian Dollar, Canadian Dollar, Swiss Franc, Chinese Yuan, and Singapore Dollar.

**Interest Rates:** Attractive interest rates ranging from 6% to 8.50% are offered on term deposits. This is currently approximately 8.55% against the US Dollar. As per the BB circular, interest rates on OBU term deposits will follow below matrix:




**Tax Benefits:** Interest or profit earned by depositors or foreign/non-resident lenders from Offshore Banking units is exempt from tax by the National Board of Revenue (NBR).

**Fund Transfer:** Any amount of foreign currency brought from abroad can be deposited as mentioned above. Funds from these accounts can be repatriated abroad along with interest or profit without prior approval, provided they are used for necessary expenses and investments within the country.

## OPERATIONAL SCOPE OF OBUs

OBUs under the Act can perform a range of activities:

**Deposit Mobilization:** OBUs can accept foreign currency deposits from both foreign and local entities.

**Foreign Currency Lending:** They offer loans in foreign currencies to firms operating in EPZs and other designated economic zones.

**Trade Finance:** Services such as import and export bill discounting are facilitated through OBUs.

Recent enhancements under the Act include competitive interest rates and expanded facilities to attract foreign deposits, strengthening the offshore banking sector's role in the national economy.

## IMPACT AND BENEFITS

**Increased Foreign Exchange Reserves:** There has been a substantial rise in foreign exchange reserves, bolstering the country's financial stability.

**Investment Attraction:** The Act has made Bangladesh a more attractive destination for foreign investors and non-resident Bangladeshis.

**Potential for FDI:** The Act can attract significant foreign direct investment, enhancing economic growth and liquidity.

**Financial Product Development:** Banks have the chance to create innovative financial products for international clients.

**International Business Growth:** Enhanced offshore banking capabilities can lead to increased global transactions and support for foreign trade.

## CHALLENGES AND CRITICISMS

**Brand Value and IT Infrastructure:** Bangladesh's international brand value remains relatively low, and there are concerns about the country's IT infrastructure and recent internet blackouts affecting banking operations.

**Cybersecurity Risks:** Expanding Offshore Banking requires robust cybersecurity measures to protect financial data.

**Regulatory Risks:** Effective regulation is essential to prevent issues such as money laundering and tax evasion.

**Economic Instability:** Global economic fluctuations could impact the stability and attractiveness of Offshore banking in Bangladesh.

## CROSS-COUNTRY REFERENCES: ADVANTAGES AND DISADVANTAGES

Examining offshore banking practices in other countries offers valuable insights:

| ADVANTAGES | DISADVANTAGES |
|---|---|
| **Singapore:** Known for its robust financial sector and high investor confidence, Singapore's Offshore Banking success is attributed to its stable regulatory environment and efficient infrastructure. | **Panama:** Faced issues with money laundering and international scrutiny, highlighting the risks of lack of transparency. |
| **Switzerland:** Offers high levels of banking secrecy and strong investor protection, contributing to its reputation as a leading Offshore Banking hub. | **Cyprus:** Experienced financial instability and dependency on foreign deposits, illustrating vulnerabilities in economic and financial systems. |
| **Mauritius:** Provides attractive tax benefits and a favorable regulatory framework, positioning itself as a competitive Offshore Banking center. | **Caribbean Nations:** Struggles with regulatory oversight and compliance, affecting their Offshore Banking appeal. |

## CONCLUSION

The Offshore Banking Act 2024 marks a significant milestone in Bangladesh's financial sector, offering numerous benefits while also presenting challenges. By leveraging the Act's provisions, Bangladesh can enhance its foreign currency reserves and attract global investments. To fully capitalize on the Offshore Banking Act 2024, it is recommended that the government and banks conduct roadshows and campaigns to promote Offshore Banking products internationally. Additionally, investments in IT infrastructure and regulatory frameworks are necessary to support the growth and security of Offshore Banking operations. Moving forward, it is crucial for the government,BB, and financial institutions to address challenges and seize opportunities to maximize the Act's positive impact on the nation's economy.

# ESTABLISHING PRIVATE CREDIT BUREAU IN BANGLADESH

## INTRODUCTION

***R&D Desk***

The Bangladesh Bank issued guidelines on June 5, 2024 that, for the first time, allows private sector investors to establish Credit Bureau in Bangladesh. These guidelines outline the requirements for setting up a Credit Bureau, including criteria for applicants, the composition of the Board of Directors, management requirements, and operational responsibilities. These guidelines aim to enhance financial supervision, increase market stability, and improve the management of credit portfolios across the country.

## KEY OBJECTIVES

The guidelines were established with several key objectives:

**Reducing Information Asymmetry:** By making positive client information available to multiple lenders, the guidelines aim to diminish the information gap in the financial market, allowing for more informed lending decisions.

**Lowering Non-Performing Loans (NPLs):** The guidelines are designed to incentivize borrowers to maintain strong credit histories, thereby reducing NPLs and improving the overall quality of credit portfolios.

**Encouraging Competition:** With the availability of credit information, competition in the credit market is expected to rise, benefiting borrowers with better credit histories.

## KEY REQUIREMENTS FOR ESTABLISHING A CREDIT BUREAU

**Legal Structure:** The Credit Bureau must be a limited company.

**Capital Requirements:** The minimum paid-up capital is Tk. 100 million, which must be fulfilled before operations commence.

**Foreign Investment:** Investment from individuals or business entities incorporated outside of Bangladesh is permitted.

## BOARD OF DIRECTORS AND MANAGEMENT COMPOSITION

**Board Structure:**

- The Board can have a maximum of 11 directors.
- At least two directors must have ten years of banking experience.
- At least two directors must have experience and an academic background in technology-related businesses.
- Shareholders holding more than 2% of the shares are eligible to become directors.
- No individual can serve as a director in more than one Credit Bureau at a time.

## MANAGEMENT REQUIREMENTS

- The CEO, CTO, Database Administrator, and CISO must each have at least five years of relevant experience in banking, electronic money, or fintech services.
- Directors and management members must have a clean legal record, with no history of criminal offenses, financial crimes, or dismissals from financial institutions.

## OPERATIONAL GUIDELINES

- **Data Quality Control:** Credit Bureaus must implement stringent data quality control measures and ensure continuous service.
- **Audit and Compliance:** They are required to appoint external auditors for both technology and financial audits annually.
- **Confidentiality and Data Security:** Credit Bureaus must maintain strict confidentiality of the credit information in their databases and ensure that all users and data providers adhere to these guidelines.
- **Data Accuracy and Updating:** Procedures must be in place to allow data providers to update data regularly, at least once a month.
- **Dispute Resolution:** Reasonable and accessible processes must be established for resolving disputes and correcting inaccurate or outdated data.

## SUPERVISION BY BANGLADESH BANK

The Bangladesh Bank will have unrestricted access to all credit information managed by Credit Bureaus for supervision purposes.

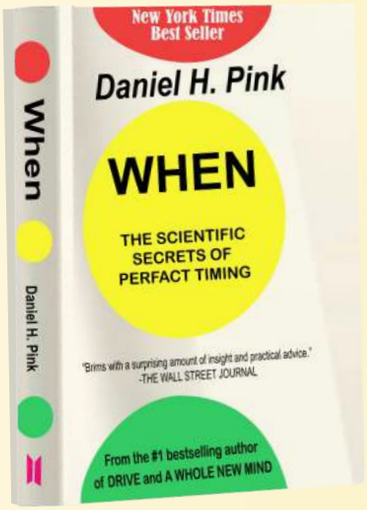
## IMPACT ON THE FINANCIAL MARKET

The introduction of private Credit Bureaus is expected to reduce default rates and lower average interest rates due to improved access to credit information. This initiative will encourage responsible borrowing and lending practices, leading to a healthier financial market in Bangladesh. These guidelines represent a significant shift in the regulatory framework governing credit information management in Bangladesh, opening new opportunities for private sector participation in the financial sector while ensuring robust oversight and data protection.

# WHEN - THE SCIENTIFIC SECRETS OF PERFECT TIMING

***R&D Desk***

*Why is it so hard to concentrate in an afternoon meeting? Why do some people do their best work in the middle of the night? Are there ways to counter the post-lunch dip? In When: The Scientific Secrets of Perfect Timing by Daniel H. Pink, we learn that timing is not an art, it's a science. Let's deep dive.*




In "When: The Scientific Secrets of Perfect Timing", Daniel H. Pink masterfully dissects the science behind timing, revealing how our biological clocks and personal rhythms profoundly influence our productivity, creativity, and overall well-being. It dismantles our casual approach to time, replacing it with a captivating exploration of the science that underlies our daily rhythms. Pink argues that timing is not a whimsical happenstance, but a powerful force that shapes everything from our productivity to our well-being. This insightful book shifts the focus from the perennial question of "what" to a more nuanced understanding of "When," offering a transformative perspective on optimizing our daily lives.

The book opens with a familiar foe: the **afternoon slump**, **meetings drag, focus wanes,** and the urge to crawl under a desk intensifies. Pink reveals this isn't laziness; it's biology. Our internal clocks, influenced by light and countless other factors, dictate our energy levels throughout the day. The science is clear: a **"temporal affective pattern"** exists, with mornings offering a burst of energy and positivity, followed by a midday trough, and an evening resurgence. This pattern isn't just a personal quirk; it has far-reaching implications. Pink cites studies showing a correlation between morning earnings calls with a rosier outlook and higher stock prices, compared to their afternoon counterparts. But "When" is not merely about diagnosis; it's about empowerment. By understanding our chronotypes – are we **larks** or **night owls**? – we can optimize our schedules. Analytical tasks find their prime time in the crisp morning hours, while creative brainstorming thrives in the free-flowing afternoon lull.

## TOP INSIGHTS

1. Humans Perform Better At Analytic Tasks In The Morning.
2. Five-minute Micro-bursts Of Activity Enhance Concentration And Motivation.
3. Endings Significantly Influence How We Remember Experiences, Making Them Crucial To Our Overall Evaluation.
4. Creativity And Innovation Peak In The Afternoon
5. Happiness Peaks In Early Adulthood, Dips In The Late Thirties, And Rises Again After The Early Fifties.
6. Synchronized Activities, Like Clapping Games, Increase Cooperation, Increased Endorphin Levels And Improved Lung Function.
7. "Temporal Landmarks" Help Reset And Reenergize Efforts In New Ventures.
8. Napping Reduces Heart Disease Risk And Lowers Blood Pressure, With Optimal Nap Times Being 10-20 Minutes

Moreover, Pink introduces the idea of "temporal landmarks"—significant dates that serve as psychological cues for new beginnings. Whether it's the start of a week, a birthday, or the New Year, these landmarks can motivate us to embark on new projects or renew faltering ones. He also addresses the importance of endings, noting that how we conclude an experience often shapes our overall perception of it. This insight encourages us to focus on creating positive, memorable conclusions to our endeavors. The book's heart truly lies in the power of synchronized groups. Singing in a choir or rowing in unison isn't just about aesthetics; it's a biological bonding agent. A group that moves in sync not only functions better, but experiences a surge of positive emotions and even enhanced immunity.

"When" is a thought-provoking exploration of the hidden patterns that orchestrate our lives. Pink's engaging writing style and clear explanations make often complex science readily digestible. Whether you're a student struggling with afternoon classes or a professional yearning for peak productivity, this book offers a roadmap to harnessing the power of timing and achieving your full potential. It's a call to listen to the symphony of time within us, and move with its rhythm.

# AI - THE NEW FRONTIER OF BUSINESS

***Shuvo Karmakar,*** *Associate, Board Division*

*In the past decade, the global business landscape has experienced a series of disruptions—economic uncertainties, geopolitical tensions, and technological advancements that have reshaped industries at an unprecedented pace. Amidst these challenges, the current surge in Artificial Intelligence (AI) stands out as a transformative force, ushering in a new era of innovation and opportunity. As AI continues to evolve, its impact on businesses and workforces worldwide promises to be profound, driving growth, efficiency, and new paradigms of work.*

## DATA - THE NEW OIL AND THE RISE OF AI

The digital age has transformed data into an invaluable asset. Businesses are amassing colossal datasets across operations, from supply chains to customer interactions. The challenge lies not in data accumulation but in harnessing its potential. Recent years have witnessed a staggering increase in data generation, with research forecasting global data creation to surpass 180 Zettabytes by 2025. In today's business environment, enterprises aggregate data from diverse sources, ranging from legacy databases to modern cloud platforms. This data serves various organizational needs, enabling CFOs to expedite financial closures and supply chain heads to optimize logistics operations. This exponential growth in data, coupled with advancements in AI, is set to revolutionize how organizations operate. The real power of AI lies not in the sheer volume of data but in its ability to extract actionable insights that inform strategic decisions and drive business success. Yet, the critical question remains: *How can businesses effectively leverage this data to make informed decisions and empower their workforce?* The World Economic Forum's "The Future of Jobs Report 2023" highlights AI and Machine Learning Specialists and Data Analysts and Scientists among the fastest-growing job categories from 2023 to 2027. This shift underscores the urgency for businesses to prepare their workforce for the future, emphasizing both technical and soft skills that enable employees to thrive in a data-centric world.

## AI'S TRANSFORMATIVE ECONOMIC IMPACT

The economic potential of AI is nothing short of transformative. Valued at US$136.55 billion in 2022, the global AI market is projected to grow at a Compound Annual Growth Rate (CAGR) of 37.3%, reaching an estimated US$1,811.8 billion by 2030—a figure potentially surpassing the combined GDP of China and India. This explosive growth is driven by increased investments in AI technologies and digital disruption across industries. AI's economic impact is further underscored by its projected contribution of US$15.7 trillion to the global economy by 2030. Significant gains are expected in regions such as China, where AI is anticipated to boost GDP by 26%, and North America, where a 14.5% GDP increase is projected. These figures highlight AI's role as a transformative economic force, poised to redefine industries and reshape the global economic landscape.

## Case Study

### Healthcare



The automotive industry is another sector experiencing significant disruption due to AI. The self-driving car market is forecasted to surge from 20.3 million units in 2021 to US$13.7 billion by 2030, with robo-taxis expected to lead the charge. Companies like Tesla, Waymo, and Uber are at the forefront of this transformation, pioneering autonomous vehicle technology that promises to revolutionize transportation. Tesla's Autopilot, for instance, uses advanced AI algorithms to provide semi-autonomous driving capabilities, enhancing safety and convenience for drivers. Waymo, a subsidiary of Alphabet Inc., has successfully deployed fully autonomous vehicles for public use in selected areas, showcasing the potential of AI to redefine urban mobility. These advancements highlight AI's role in shaping the future of transportation, offering solutions that improve safety, efficiency, and environmental sustainability.

### Financial Services



The financial services sector is another area where AI is making significant strides. One of the most notable examples is JPMorgan Chase's implementation of the COiN platform, an AI-powered system designed to analyze legal documents and extract key data points. This innovation has drastically reduced the time required to review complex contracts, from hundreds of thousands of hours to mere seconds. Moreover, AI-driven chatbots and virtual assistants are becoming increasingly prevalent in banking, providing customers with personalized service and support. For instance, Bank of America's virtual assistant, Erica, MTB's MBot use AI to help customers manage their finances, offering insights and recommendations based on spending patterns. This integration of AI into customer service not only improves user experience but also demonstrates how technology can enhance traditional banking operations.

## Conclusion

In conclusion, the rise of AI represents a transformative force with the potential to redefine business dynamics across industries. As AI continues to advance, organizations must adopt a holistic strategy that integrates technology with human capabilities, fostering an environment where employees are empowered to leverage AI for strategic decision-making. By closing the skill gap and embracing AI responsibly, businesses can harness its transformative potential, paving the way for a more innovative, efficient, and inclusive future.



# পানথুমাই ঝর্ণার সুর মূর্ছনার সন্ধানে*

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সিলেট শহর ছেড়ে মালনীছড়া চা বাগানে প্রবেশ করার সময় চোখে পড়ে আকাশে ধূসর কালো মেঘের ঘনঘটা। ধূসর মেঘের দঙ্গল ক্রমশ দখল নিচ্ছে ঈশাণ কোণে। মনের মাঝে তখন মিশ্র অনুভূতি! ঝর্ণার প্রবল প্রবাহ দেখার জন্য তো বৃষ্টিময় দিনই সর্বোত্তম। তবে আশঙ্কা হলো ঝড় তুফান হলে না জানি কী হয়! যাচ্ছি পানথুমাই ঝর্ণার প্রমত্তা রূপের দর্শনে। সকালবেলা টিলাগড়ে বাসা থেকে বের হতে না হতেই এই ভ্রমণের উদ্যোক্তা রাফির ফোন। আম্বরখানায় পৌঁছে সবাই মিলিত হওয়ার পরই যাত্রা শুরু হয়। চা বাগানের মসৃণ সবুজ রাজ্যপাট ছেড়ে আমরা তখন সালুটিকর পৌঁছে গিয়েছি। সিলেটের উত্তর সীমান্ত লাগোয়া পাহাড়ী নদী হতে উত্তোলিত পাথর গুলোর বড় অংশ এখান থেকে সংগ্রহ করা হয়। আমাদের বাহন মোড় নিয়ে এবার ছোট রাস্তায় প্রবেশ করে। সেই পথে যেতে যেতে এক সময় বৃষ্টি নামে। তবে ততটা বেগ নেই বৃষ্টিতে। ঈশাণ কোণের মেঘও ক্রমে সরে গিয়ে আকাশ অনেকটা পরিষ্কার। চলন্ত বাহনের জানালার কাঁচ সরিয়ে পথের দুইপাশটা দেখতে থাকি। প্রায় এক দশক পর এইপথে দ্বিতীয় বার আসা। সে বার পথের দু'ধারে প্রচুর ঘাসবন আর নলখাগড়া ঝোপ দেখেছিলাম। এবার অবশ্য বর্ষাকাল হওয়াতে তার বড় অংশই পানির নিচে থাকায় দৃষ্টিগোচর হয়নি।

আমাদের আপাত গন্তব্য গোয়াইনঘাটের হাদারপার বাজার। গন্তব্যস্থলে পৌঁছাতেই সময় ঘড়ির কাঁটা সকাল গড়িয়ে দুপুরের ঘন্টায় কড়া নাড়ছে। হাদারপার বাজারের পাশ দিয়ে বয়ে গেছে পিয়াইন নদী। নদীর পাশ ঘেঁষে থাকা এক রেঁস্তোরায় নাস্তা পর্ব সেরে সদলবলে হাজির হয়ে যাই খেয়াঘাটে। এবার আমাদের যাত্রা শুরু হলো নৌপথে। নদীর ঘাটে নানা রঙয়ের নৌকা ভেড়ানো। কিছুক্ষণ পর পর যাত্রী নিয়ে মাঝিরা ছুটেছে বিভিন্ন গন্তব্যে। দলের সবাই ঠিকঠাক নড়েচড়ে বসার পর মাঝি নোঙ্গর তুলল। স্রোতসিনী নদী পিয়াইন। দূরে সীমান্ত পেরিয়ে মেঘালয়ের পাহাড়ের কোলে তার জন্ম। পাহাড়ের সন্তান হলেও চলতে চলতে যেন আরও আপন করে নিয়েছে এই ভাটির দেশ। তাই তো তার বুক জুড়ে এতো কর্মযজ্ঞ! রোদে পোড়া তামাটে চেহারা নিয়ে তার বুকে শ্রমজীবিদের অল্পে তুষ্ট হওয়ার হাসি দেখে সেও নিশ্চয় অস্ফুটে হাসে। নদীতে বেশ স্রোত তখন। উজান থেকে নেমে আসা প্রবল পাহাড়ী ঢলে বর্ষাকালে পিয়াইন থাকে এমন খরস্রোতা, প্রমত্তা, সর্বজয়া, আপন মনে বহমান। যেতে যেতে চোখে পড়ে নদী জুড়ে নানা ব্যস্ততা। যাত্রীবাহী ইঞ্জিন নৌকা ছুটেছে নদীর মূলস্রোত ধরে। নদীর পাড় ধরে মাছ ধরছে কিছু জেলে নৌকা। একটা দুটা পাথরবাহী নৌকাও আমাদের পাশ কেটে চলে যাচ্ছে। এই নৌকার নাম- বারকি নাও। সিলেটের খরস্রোতা পাহাড়ী নদীগুলোতে ঐতিহ্যবাহী এই বারকি নাওয়ের একচ্ছত্র দাপট। বিশেষত বালু পাথর উত্তোলন আর পরিবহনের কাজে লাগে বারকি। লম্বাটে চিকন গঠন হওয়াতে সহজেই প্রবল স্রোতেও চলতে পারে। সম্প্রতি সিলেটের একজন খ্যাতনামা সাংবাদিকের তথ্যানুসন্ধানে জানা গেছে, বারকি নামটি এসেছে একজন ব্রিটিশ নাগরিকের নাম থেকে। মি. জন বারকি নামক জনৈক ব্রিটিশ নাগরিকের নকশায় তৈরী হয়েছিল বিশেষায়িত এই নৌকা। উদ্ভাবনের সময়টা সঠিক জানা না গেলেও, অনুমানিক ১৭৫৭ থেকে ১৯০০ সালের মধ্যবর্তী কোনও এক সময় বারকি নাও ব্যবহার শুরু হয়। চলতে চলতে পিয়াইন এবার বাঁয়ে মোড় নিয়েছে। তবে আমাদের গন্তব্য অন্য পথে হওয়াতে এবার পিয়াইনের সাথে বিচ্ছেদ ঘটাতে হল।

নৌকার গতিপথ বাঁক নিয়েছে এবার ছোট একটা খাল ধরে। মাঝির কাছ থেকে জানলাম, এটা পিয়াইনের একটা শাখা নদী। স্থানীয়ভাবে পিয়াইন খাল নামে পরিচিত। খালটি ততটা গভীর নয়। আর তাই নৌকা চলছিল ধীরে, দেখেশুনে। তারপরও হঠাৎ হঠাৎ নৌকার তলা নদীর ডুবো তলে আটকে যাচ্ছে। এ ব্যাপারে দলের সদা চঠপটে দুই সদস্য কৃষ্ণ আর নাইম ছিল বেশ তৎপর। পানিতে ঝাঁপিয়ে পড়ে ঠেলে নৌকার চলাচল স্বাভাবিক রাখছে। খালের অগভীর পানি একদম স্ফটিক স্বচ্ছ। টলটলে এই পানির উৎস উজানে পানথুমাই ঝর্ণা। তলদেশের বালু, খনিজ পাথরে সূর্যালোক প্রতিফলিত হয়ে চিকচিক করছে। খালের একপাশ ধরে অনতি দূরে চলে গেছে মেঘালয় পাহাড়শ্রেণী। যেন হাত বাড়ালেই ছোঁয়া যাবে! অন্য পাশের ভূমিরুপ টিলাময়। সুপারি, আনারস, লেবু ইত্যাদি ফল-ফসলের প্রাচুর্য চোখে পড়ে। পাড়ের সবুজ মসৃণ ঘাসের জমিতে চষে বেড়াচ্ছে ভেড়ার পাল। বাঁশের ঝুড়িতে করে এক শ্রমজীবিকে কিছু একটা ধুতে দেখে জিজ্ঞেস করে জানলাম, ওটাতে আছে কয়লার টুকরো। স্রোতের তলদেশ থেকে উত্তোলিত এসব কয়লা ভেসে এসেছে ঝর্ণার জলে। দূর থেকেই ঝর্ণার জল পতনের শব্দ কানে আসছিল। তারপর বাঁক পেরোতেই দূর হতে চোখে ধরা দেয় পানথুমাইয়ের মোহনীয় রূপ। মাঝি খালের একপাশে নৌকা নোঙ্গর করল। সুনসান পড়ন্ত দুপুর। মুগ্ধ করা সবুজের দৃশ্যপটে চারপাশ জুড়ে অবাক নিরবতা। সেই নিরবতা ভেঙ্গে দূর হতে কর্ণকুহরে মোলায়েম পরশে ঝংকার তুলেছে ঝর্ণার অনবরত জল পতনের শব্দ। মেঘালয় পাহাড় জুড়ে ঘন কালচে সবুজ অরণ্য। অরণ্যের ঠাস বুনোটের ভেতর দিয়ে শৈলশ্রেণীর বুক বেয়ে নেমে এসেছে পানথুমাই ঝর্ণার ধবধবে সাদা প্রবাহ। রাতভর বৃষ্টিতে প্রবল গর্জনে পানথুমাই ফুঁসছে, যেন এর প্রবল গর্জনের শব্দে কানে তালা লাগার উপক্রম। পানথুমাই ছবির মত সুন্দর এক সীমান্ত গ্রাম, মেঘালয় পাহাড়ের কোল ঘেষে যার অবস্থান। পর্যটকদের কারও কারও চোখে যেটি দেশের সুন্দরতম গ্রাম গুলোর একটি। আর সেই গ্রামের নামেই পানথুমাই ঝর্ণার নামকরণ। সীমান্তের ওপাশে যার নাম বড়হিল ফলস্। মেঘালয়ের ইস্ট খাসি হিলস্ জেলায় পড়েছে ঝর্ণাটির উৎপত্তিস্থল।

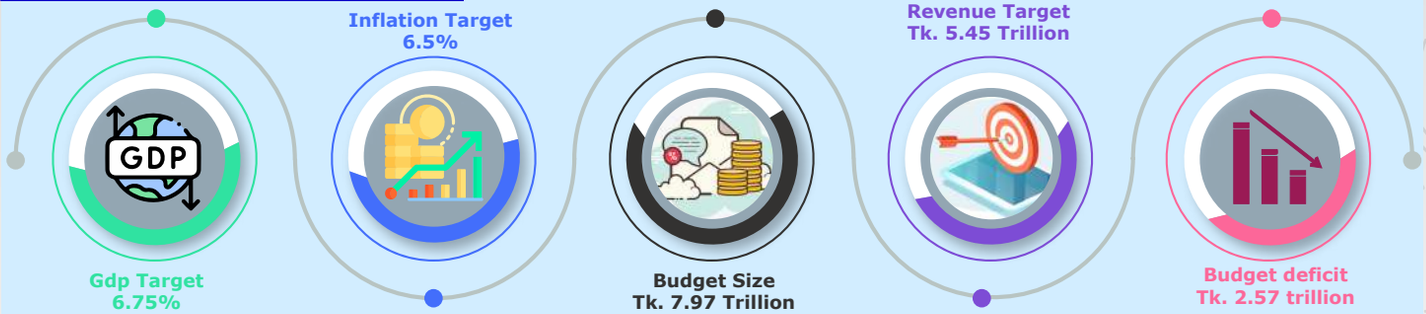
কাপড় বদল করে এবার ঝাপিয়ে পড়ি পাহাড়ী নদীর স্রোতে। শরীরে পানির ছোঁয়া লাগতেই হিম শীতল স্পর্শে শিরদাড়া জুড়ে যেন এক প্রবল ঝাকুনী লাগল। শৈলশ্রেণী, নুড়িপাথর আর অরণ্যের গহীন তল ছুঁয়ে আসা জলধারা তো এমন শীতল হবেই! পাহাড়ী নদীর ভরা যৌবন যেন আমাদের সবার মাঝে কৈশোরের চাঞ্চল্য ফিরিয়ে আনল। দল বেঁধে সাঁতার কাটলাম মন খুলে। ডুব দেই পানির একদম তলদেশে। শ্বাস আটকে প্রাণ ভরে দেখি নদীর তলদেশের প্রাণীবৈচিত্র্য। কাদা আর সাদা বালুর ওপর জন্মেছে শ্যাওলা আর জলজ উদ্ভিদ। ছোট ছোট মাছেরা সাঁতরে লুকোচ্ছে জলতলের সেই বনে। আমাদের সাথে পাল্লা দিয়ে সাঁতরাচ্ছে রাজহাঁসের দল। কণ্ঠে তাদের বিচিত্র প্যাক প্যাক শব্দ। নদীর পাড়ে লতা গুল্ম অর্কিডের আটোসাটো বুনোটে বাঁধা পড়া বয়সী বৃক্ষ। সহচর হয়ে পাশে আদ্যিকালের সাক্ষী হয়ে দাঁড়িয়ে থাকা মেঘালয় পাহাড়। এই হুটোপুটির মধ্যে সময় যে কখন গড়িয়ে বিকেল হলো তা টেরই পেলাম না। নৌকার ভেতর থেকে হাকডাকে হুশ হলো খাওয়ার সময় পেরিয়ে গেছে অনেক আগেই।

ফেরার পথে দিনের আলো আস্তে আস্তে ফিকে হয়ে এলো। বিকেলের নিরবতা ভেঙ্গে ইঞ্জিন নৌকার ঢেউ চাঞ্চল্য তুলেছে আপাত নিস্তরঙ্গ স্রোতে। সেই শব্দে হতচকিত হয়ে ঘাসবন থেকে উড়ে পালায় এক ঝাক মুনিয়া। মেঘালয় পাহাড় ঝাপসা কালচে চেহারা ক্রমশ হারিয়ে যাচ্ছে দৃষ্টিসীমা থেকে। তবে এই অপার্থিব নৈসর্গিক সৌন্দর্য আমাদের স্মৃতিতে উদ্ভাসিত থাকবে আজীবন, আর আমরাও জীবন ও জীবিকার টানে পিয়াইন নদী ধরে ঘরে ফিরে যাচ্ছি পানথুমাইয়ের মাতাল করা ঝরঝর জল পতনের সুর মূর্ছনা শুনতে শুনতে।

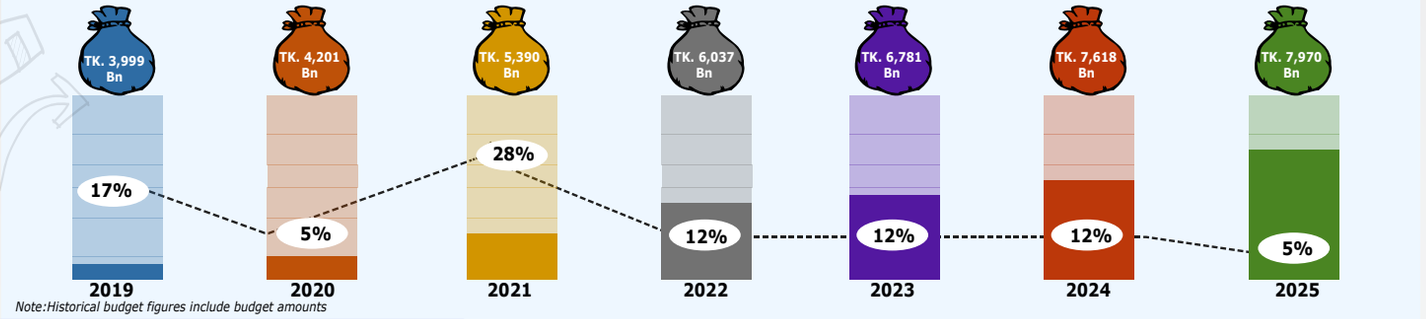
*** ফন্টঃ আবু সাইদ**



## BUDGET HIGHLIGHTS




## HISTORICAL BUDGET SIZE & GROWTH




*Note:Historical budget figures include budget amounts*

## BUDGET SNAPSHOT

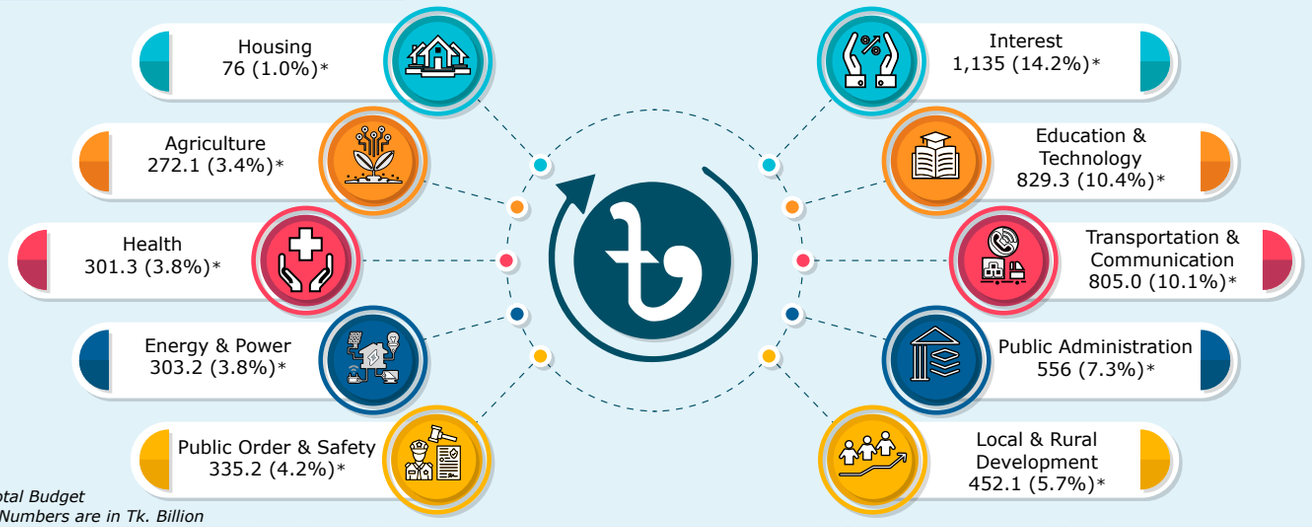
**Revenue & Deficit (TK. 5,410 bn TK. 2,560 bn)**

- VAT TK. 1,828 bn — 33.78%
- Income Tax TK. 1,756 bn — 32.46%
- Import Duty & Others TK. 1,216 bn — 22.48%
- Non-NRB Tax Revenue & Non-Tax Revenue TK. 610 bn — 11.28%
- Bank Borrowing TK. 1,375 bn — 53.71%
- Foreign Borrowing TK. 907 bn — 35.43%
- Non-Bank Borrowing TK. 234 bn — 9.14%
- Foreign Grants TK. 44 bn — 1.72%

**Expenditure (TK. 7,970 bn)**

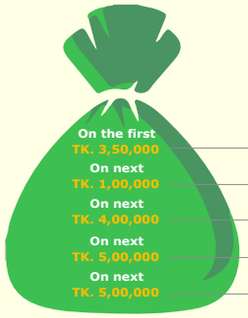
- Public Administration TK. 1,839 bn — 23.07%
- Interest TK. 1,135 bn — 14.24%
- Education & Technology TK. 1,112 bn — 13.95%
- Transportation & Communication TK. 829 bn — 10.40%
- LGRD TK. 480 bn — 6.02%
- Agriculture TK. 473 bn — 5.93%
- Social Security & Welfare TK. 433 bn — 5.43%
- Defence Services TK. 424 bn — 5.32%
- Health TK. 414 bn — 5.19%
- Public Order & Safety TK. 335 bn — 4.20%
- Fuel & Energy TK. 303 bn — 3.80%
- Housing TK. 69 bn — 0.87%
- Recreation, Culture & Religious affairs TK. 67 bn — 0.84%
- Industrial & Economic Services TK. 57 bn — 0.74%

## SECTORAL ALLOCATION




** of Total Budget*
*** All Numbers are in Tk. Billion*

## TAX SLAB ON INCOME



| | |
|---|---|
| On the first TK. 3,50,000 | Nil |
| On next TK. 1,00,000 | 5% |
| On next TK. 4,00,000 | 10% |
| On next TK. 5,00,000 | 15% |
| On next TK. 5,00,000 | 20% |
| On Balance | 25% |



WomAn & Senior Citizen(65+)

Existing 4 lacs



Third gender

Existing 4.75 lacs

general taxpayer



Existing 3.5 lacs

physically challenged



Existing 4.75 lacs

Income tax threshold increased for parents of disabled child by Tk. 50,000

Existing 5 lacs



war-wounded gazette freedom fighters

## TAX GAP BETWEEN LISTED AND NON-LISTED CORPORATIONS NARROWS

| | Company | | Bank, NBFI & Insurance | Mobile Operator |
|---|---|---|---|---|
| Listed | 20.0%[1] | 22.5%[3] | 37.50% | 40.0% |
| | 22.5%[2] | 25.0%[3] | | |
| Non Listed | 25.0% | 27.5%[3] | 40.0% | 45.0% |

*1 Issues shares >= 10% of its paid-up capital through IPO*
*2 Issues shares <10% of its paid-up capital through IPO*
*3 if fails to comply the condition which is all receipts and income must be transacted through bank transfer and every single transaction above Tk. 5 Lacs and annual investment over Tk. 36 lacs of expense and investment must be made through bank transfer.*

PRICES TO GO DOWN

Tobacco Cigarettes
Mobile phone Talk time & Internet
Air Conditioners
Refrigerators
Water Filters
Ice Cream
Juice & Carbonated Beverages
Imported Cashew Nut
LED Bulbs
Power plant Machineries
Capital Machineries
Bricks
Amusement Park
CNG Conversion Kits, Cylinders
Furnace oil, Lubricants, Mineral Lubricants and Base oil

PRICES TO GO UP

Motorcycles (under 250cc)
Aircraft Engines, Propellers
Laptop
Chocolates
Dengue Testing Kits
Cancer Treatment Equipment
Dialysis Filters and Circuits
Electric Motors
Sugar
Edible oil
Imported Powdered Milk
Chickpeas
Methanol

## SECTORAL IMPACT MATRIX

IT ▲
Pharma ▲
Toiletries ▲
Textile ▲

Tourism ◀▶
Real Estate ◀▶
Motorcycle ◀▶
Financial Institute ◀▶
Ceramic ◀▶

Light Bulb ▼
Construction ▼
AC & Refrigerator ▼
Telecom ▼
Fuel & Power ▼
Food ▼
Tobacco ▼

## A SHOWCASE OF TALENT AND INNOVATION

*R&D Desk*



### SAMIHA LUBABA KHAN: FROM NORTH SOUTH TO NORTH AMERICA

Samiha Lubaba Khan, a notable graduate of North South University in Bangladesh, has achieved remarkable success in the field of space technology. After pursuing Electrical Engineering at the University of New Brunswick in Canada, Samiha and her team developed a satellite named **Violet.** This satellite is designed to gather crucial weather-related data and will be launched into space aboard a rocket. Samiha's team completed all necessary vibration and fitting tests within a remarkable timeframe, securing approval from the Canadian Space Agency in 2023. This achievement highlights her dedication and the growing global impact of Bangladeshi talent in space exploration.



### CODE BLACK: GOLD MEDALISTS AT WSEEC

An all-female robotics team from Bangladesh, known as **Code Black,** won the gold medal at the 2024 World Science, Environment, and Engineering Competition (WSEEC) held in Jakarta. The team, consisting of Jannatul Ferdous Fabin (Team Leader), Nusrat Zahan Sinha (Team Management), Nosrat Jahan Nowrin (Hardware), Saniea Islam Sara (Software), and Tahia Rahman (Project Manager), developed an advanced rescue robot named Prohori. This robot, designed for disaster response and search-and-rescue operations, employs cutting-edge image processing and AI to analyze data, identify survivors, and navigate hazardous environments. Their innovation, inspired by the book "Nakshi Kanthar Math," showcases Bangladesh's leadership in robotics and disaster management.



### BORED TUNNELERS: ACHIEVING NEW HEIGHTS IN TUNNEL TECHNOLOGY

The **Bored Tunnelers** team from Bangladesh has made history as the first Asian team to rank in the top three of Elon Musk's **"Not-a-Boring Competition."** Originally started by Shaikh Mohammad Shithil and M Shahriar Iqbal, the team includes members from multiple institutions across Bangladesh and Malaysia. Competing in Texas, they excelled through rigorous technical documentation, design, and simulation rounds, culminating in a successful field test. The team's innovative approach and effective use of cutting-edge technology earned them the **"Rookie Award."** Their success highlights the growing prominence of Bangladeshi engineers in global engineering competitions.



### MARINA TABASSUM: A GLOBAL ARCHITECTURAL PIONEER

**Marina Tabassum**, a distinguished architect from Bangladesh, has been recognized in Time magazine's 100 Most Influential People list under the "**Pioneers**" category. Tabassum is celebrated for her unique architectural designs that blend local culture with sustainable practices. Her work, including the acclaimed Bait Ur Rouf Mosque, addresses global challenges like climate change while celebrating Bangladeshi heritage. This honor underscores her significant impact on international architecture and her contribution to innovative, humanitarian design solutions.



### SAAJJAD ISLAM: FROM COMPETITOR TO INTERNATIONAL JUDGE

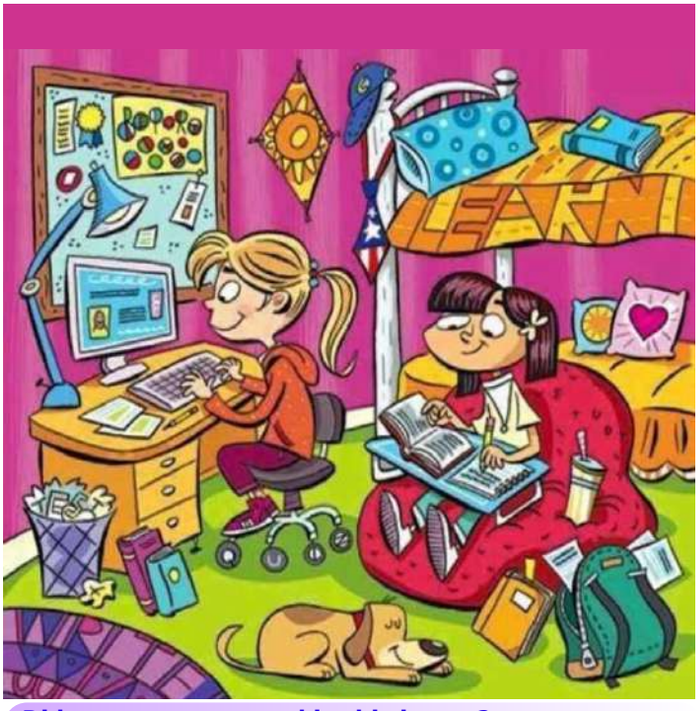
**Saajjad Islam** has transitioned from a promising competitor in the World Robot Olympiad (WRO) to an esteemed international judge. Despite initial setbacks with his university admission, Saajjad's involvement in WRO led his team to a top ten global ranking. His subsequent studies at Stanford University and role as an international judge at the 20th WRO in Panama reflect his dedication to robotics and AI. Saajjad's efforts to inspire future generations through robotics and his support for the WRO in Bangladesh highlight his commitment to advancing technology and education.

## KEY MANAGEMENT CHANGE

| | Name | Designation | Present Organization |
|---|---|---|---|
| Newly Appointed | Hosne Ara Shikha | Executive Director | Bangladesh Bank |
| | Abdul Kader Azad, MP | Chairman | DBH Finance PLC |
| | M. Shamsul Arefin | MD & CEO | NCC Bank PLC |
| | Mohammad Abu Jafar | | Premier Bank PLC |
| | Rizwan Dawood Shams | MD | IPDC Finance Ltd. |
| | Syed Mansur Mustafa | | IFIC Bank PLC |
| | Kazi Ahsan Khalil | | Meghna Bank PLC |
| | Arun Kumar Chowdhury | | Karmasangsthan Bank |
| | Ben (Qian) Yi | | Daraz Bangladesh |
| | Faisal Khan | | Summit Corporation |
| | Monisha Abraham | | BAT Bangladesh |
| | Sabbir Ahmed | Country Manager | VISA |
| | Kazi Monirul Islam, CFA, CMT | CEO | Shanta Asset Management Limited |
| Renewal | Romo Rouf Chowdhury | Chairman | Bank Asia PLC |
| | Aziz Al Kaiser | | City Bank PLC |
| | Tanjil Chowdhury | | Prime Bank PLC |

**MD Refers to Managing Director, CEO Refers to Chief Executive Officer*

## BRAIN TEASER




**Did you spot any word in this image? How many are they? Name this words.**



**How many girls are in this Picture?**



**How many holes in the T-Shirt?**

## THE MATH BEHIND SPREADING RUMORS LIKE WILDFIRE

***R&D Desk***

*These days, we often see rumors spreading rapidly. How fast can a rumor spread? It's a bit surprising, but also thought-provoking. Let's Examine the fact in this articl.*

Someone might say something in their own way, and before an hour passes, many people are already aware of it. Some say that rumors spread faster than the air. In the past, rumors primarily spread by word of mouth, but that's not the case anymore. Now, they spread through social media. Some of these platforms are public, like Facebook or X (formerly known as Twitter), where a large number of people can view, share, and engage with any content—whether it be text, images, or videos—all at once. Other platforms are used primarily for messaging, such as WhatsApp, Messenger, or Telegram. Initially, these were used for one-on-one conversations, but later, group communications were introduced. Now, channels can be created, allowing information to be disseminated to many people in an instant.

There's nothing too surprising about this. The famous Russian author **Yakov Perelman** wrote about it in his book **Mathematical Amusements.** In a section titled "Rumors," he illustrated how rumors spread. We present here that piece of complex mathematical explanation in a slightly different but easily understandable manner. In Perelman's story, a town has a population of 50,000 people. At 8:00 AM, someone brings a piece of news from the capital to the town. This person shares the news with three people, taking 15 minutes to do so. By 8:15 AM, only four people are aware of the news. Now, if each of these four people shares the news with three more people in the next 15 minutes, and those people, in turn, share it with three more people in the following 15 minutes, how will the situation unfold?

A closer look reveals that the entire process is mathematical plausible.

8:00 AM: **1 person knows.**

8:15 AM: 1 + 3 people = **4 people know.**

8:30 AM: 4 + (3×3) people = **13 people know.**

8:45 AM: 13 + (9×3) people = **40 people know.**

9:00 AM: 40 + (27×3) people = **121 people know.**

**Not too many, right? Let's calculate for another hour.**

9:00 AM: **121 people know.**

9:15 AM: 121 + (81×3) people = **364 people know.**

9:30 AM: 364 + (243×3) people = **1,093 people know.**

9:45 AM: 1,093 + (729×3) people = **3,280 people know.**

10:00 AM: 3,280 + (2,187×3) people = **9,841 people know.**

At this point, you can see that about one-fifth of the town's population is aware. Now, think about what will happen 30 minutes later!

**10:15 AM: 9,841 + (6,561×3) people = 29,524 people know!**

**10:30 AM: 29,524 + (19,683×3) people = 88,573 people know!**

As you can see, within two and a half hours, everyone will know. So, what does the equation look like?

**Total = Previous sum + (Number of new people who learned in the previous step × Number of people each person tells)**

Even here, the rumor spread relatively slowly.

**What if each person told 5 others?**

By calculating, it becomes clear that everyone will know the news by 9:45 AM—just under two hours.

**What if each person told 10 others?**

It would take just over an hour for the news to spread throughout the entire town.

What if each person told 100 others? You can easily calculate it. This clearly shows how rumors can spread even faster on social media.

It's easy to understand how quickly rumors spread when we apply mathematics.



## BizQuiz WINNERS

### *OUR COLLEAGUES ARE OUR PRIDE!*

*CONGRATULATIONS TO THE WINNERS FOR THEIR BRILLIANT PERFORMANCE IN BizQuiz SEASON-13*

### FIRST POSITION



01

**Tanveer Ahmed**
Associate
CIB Department

### SECOND POSITION



02

**Thouhun Chowdhury**
Customer Service Officer
Ulipur Branch



03

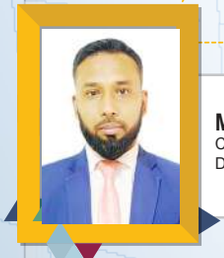
**Mostak Ahmed**
Relationship Manager
Panthapath Branch



04

**Md. Asadur Rahman**
Manager
Special Asset Management Division

### THIRD POSITION



05

**Md. Saiful Islam**
Customer Service Officer
Dumni Branch



06

**Md. Shah Alam**
Customer Service Officer
Goalmari Bazar Branch



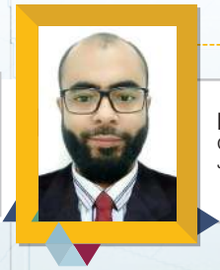
07

**Md. Jahidul Islam**
Customer Service Officer
Dhaka Uddayan Sub-Branch



08

**Md. Nazmul Hossain**
Associate Relationship Manager
Karnaphuli EPZ Branch



09

**Meraj**
Customer Service Officer
Jaleshwar Sub-Branch



10

**Foysol Ahamed**
Customer Service Officer
Mirsharai BEPZA Economic Zone
Sub-Branch

*BizQuiz is a pan-bank **Fun & Learn** real-time knowledge contest which takes place immediately after the release of each MTBiz issue. **Fastest 10** highest scoring MTBians are awarded with Cash incentives and Certificate of Excellence signed by MD & CEO. Besides, participating MTBians also receive Certificate of Participation endorsed by MD & CEO on securing the Minimum Required Marks. To encourage MTBians, an Honor Board is also circulated on the Bank's intra-net MNet,succeeding **MTBiz** Issue, and Verified Social Media Pages of the Bank.*

# MTB ON MEDIA

## CONFERENCE

### MTB APPROVES 10% CASH DIVIDEND AT ITS 25TH AGM




The 25th Annual General Meeting (AGM) of Mutual Trust Bank PLC (MTB) was held on June 03, 2024, on digital platform. Chairman, Md. Abdul Malek, presided over the meeting. Vice Chairman & Founding Chairman, Syed Manzur Elahi, Directors, Md. Wakiluddin, Dr. Arif Dowla, Independent Directors, Nasreen Sattar and Dr. Mohammad Tareque, MD & CEO, Syed Mahbubur Rahman, DMD & Company Secretary, Rais Uddin Ahmad, and Senior Management of the Bank attended the meeting. A large number of shareholders were also present at the event.

## AWARD & RECOGNITION

### MTB WINS PRESTIGIOUS 'BEST BANK IN CSR – BANGLADESH' AWARD

MTB has been awarded "Best Bank in CSR – Bangladesh" by Business Tabloid Magazine, recognizing its pioneering efforts in Education, Healthcare, Environmental Sustainability, and Disaster Management. MTB's initiatives range from supporting Vulnerable Fishing Communities and Marginal Farmers to organizing free Health Camps and aiding underprivileged Thalassaemia patients. The 'MTB Foundation Bravery and Courage Award' celebrates national heroes, while 'Swapno Sarathi' empowers rural female students with free bicycles. MD & CEO, Syed Mahbubur Rahman, expressed pride, stating *"This award reflects our team's dedication to impactful CSR. We remain committed to serving communities beyond financial realms, aligning with the UN's SDGs."*




### MTB WINS PRESTIGIOUS 3G INNOVATION IN SUSTAINABILITY AWARD 2024




MTB proudly announces receiving the 3G Innovation in Sustainability Award 2024 from Cambridge IFA, which reflects its commitment to innovation, sustainability, and transparent governance. MTB integrates sustainability deeply into its operations, exceeding industry standards with an ethical banking approach. Their customer-centric philosophy prioritizes client needs. CSR is central to MTB's mission, driving initiatives for societal impact, community development, education, and environmental sustainability. Embracing digital-first strategies enhances customer experience and operational efficiency, solidifying MTB's leadership in sustainable growth and innovation.

## MTB CHAMPIONS WITH 3G EXCELLENCE AWARD IN SOCIALLY RESPONSIBLE BANKING 2024




MTB celebrates receiving the 3G Excellence Award in Socially Responsible Banking from Cambridge IFA. This accolade underscores MTB's steadfast commitment to ethical banking and impactful CSR initiatives. Beyond traditional services, MTB promotes education and eco-friendly practices for societal benefit. *"We are incredibly honored. This award reflects our commitment to integrity, inclusivity, and social responsibility,"* said MD & CEO, Syed Mahbubur Rahman. MTB's receipt of this award reaffirms its leadership in ethical banking and commitment to sustainable business practices, setting an example for future generations.

## MTB EARNS BEST IN WHOLESALE BANKING IN BANGLADESH 2024 AWARD

MTB takes immense pride in announcing its Wholesale Banking Division (WBD)'s recognition as "Best in Wholesale Banking" for 2024 by International Business Magazine. This award highlights MTB's dedication to exceptional corporate banking services in Bangladesh. WBD's success is built on strong customer relationships, innovative financial solutions, and cutting-edge technology. *"We are thrilled to receive this accolade, reflecting our commitment to outstanding service and strong client partnerships,"* said MD & CEO, Syed Mahbubur Rahman. We thank our clients, stakeholders, and employees for their trust and support MTB remains committed to contributing to Bangladesh's economic growth.




## MTB'S PASSION FOR CMSME DEVELOPMENT WINS PRESTIGIOUS RECOGNITION




MTB proudly announces receiving the "Best Bank in CMSME Financing Bangladesh 2024" from International Business Magazine. This award highlights MTB's exceptional support for the CMSME sector through strong customer relationships, quick loans, and digital lending solutions. Collaborating with Bangladesh Bank and SME Foundation, MTB secures low-cost funding for CMSMEs, driving its commitment to national development. *"This award fuels our passion to provide innovative solutions and significantly contribute to the development of the CMSME sector in the country,"* said MD & CEO, Syed Mahbubur Rahman. MTB thanks clients, stakeholders, and employees for their trust and commitment.

## MTB WINS EXCELLENCE IN CONSUMER FINANCING BANGLADESH 2024 AWARD

MTB, a leading private commercial bank in Bangladesh, has been honored with the "Excellence in Consumer Financing Bangladesh 2024" award by Global Business Magazine. This recognition highlights MTB's commitment to customer-centric banking and innovative financial solutions. *"This recognition highlights our commitment to excellence and innovation in the banking sector, as well as our significant investment in technology to enhance client convenience"* said MD & CEO, Syed Mahbubur Rahman. MTB's range of consumer financing products and strategic initiatives have driven significant growth and customer satisfaction. The award reaffirms MTB's commitment to advancing financial inclusion and fostering economic growth in Bangladesh.



## MTB RECEIVES TOP TEN REMITTANCE AWARD 2024




MTB has been awarded by the Centre for Non-Resident Bangladeshi as the "Top Ten Remittance Award 2024" at an event titled "Branding Bangladesh." Former Secretary & Economic Affairs Advisor to the Prime Minister, Dr. Masiur Rahman, handed over the award recently at a renowned hotel in the capital.

## MTB SECURITIES RECEIVES AWARD FROM DBA

DSE Brokers Association of Bangladesh (DBA) awarded MTB Securities Limited (MTBSL) for their outstanding performance in 2023. As the chief guest of the ceremony, former State Minister of Commerce, Ahasanul Islam Titu, handed over the award. DBA President and also director of BRAC EPL Stock Brokerage Limited, Saiful Islam, chaired the program. The top brokers were selected for the award in terms of volume leaders at the DSE based on turnover only.




## SYED MAHBUBUR RAHMAN CLINCHES "BEST TRANSFORMATIONAL LEADER"




MD & CEO, Syed Mahbubur Rahman has been awarded the 'Best Transformational Leader' by International Business Magazine. This prestigious accolade honors his visionary leadership, which has propelled MTB to the forefront of digital banking. His focus on innovation, talent development, and sustainable growth has not only transformed the bank but also contributed significantly to the domestic banking sector. MTB and its stakeholders celebrate this recognition and remain committed to pursuing excellence under his continued leadership.

## SYED MAHBUBUR RAHMAN HONORED WITH LIFETIME 'MOST INFLUENTIAL BANKING LEADER' AWARD

MTB proudly announces that MD & CEO, Syed Mahbubur Rahman has received the *"Most Influential Banking Leader, Lifetime Achievement Award – Bangladesh"* from Business Tabloid Magazine. This prestigious honor recognizes his visionary approach and innovative strategies, which have been instrumental in establishing MTB as a leader in the banking sector. His strategic foresight, innovative approach, empathetic leadership, and commitment to responsible banking have not only driven MTB's success but also shaped the broader financial landscape in Bangladesh. MTB remains committed to thriving under his exceptional leadership.



## NEW ASSIGNMENT

### SYED MAHBUBUR RAHMAN ELECTED NEW CHAIRMAN OF PDBL

The 14th AGM of Primary Dealers Bangladesh Limited (PDBL) took place on May 9, 2024, chaired by Md. Afzal Karim, MD & CEO of Sonali Bank PLC, with representatives from 20 member banks. MTB, MD & CEO, Syed Mahbubur Rahman, was unanimously elected as Chairman, marking a new phase in his diversified professional career. MD & CEO, Rupali Bank PLC, Mohammad Jahangir was elected as Vice Chairman of PDBL, while Mercantile Bank PLC, DMD and HoTreasury, Ashim Kumar Saha was re-elected as the convener of the Technical Committee.



## CHANNEL EXPANSION

### NEW SUB-BRANCH OPENS IN KHILKHET, DHAKA



MTB has inaugurated its new Sub-Branch at Khilkhet in Dhaka. MD & CEO, Syed Mahbubur Rahman, inaugurated the Sub-Branch. The event was honored by the presence of distinguished guests, including Valiant Freedom Fighter, Alhajj Md. Keramot Ali Dewan, renowned philanthropist, Md. Zillur Rahman, and other local leaders. Also attending were the Head of Branch Banking Division, Abdul Mannan, and senior officials, including Md. Basharul Haque Patwary, In-Charge of the inaugurated Sub-Branch.

## SERVICE INAUGRATION

### MTB INTRODUCES BANCASSURANCE PARTNERING WITH LEADING INSURANCE COMPANIES

MTB is excited to launch its Bancassurance service, a new milestone in Bangladesh's banking and insurance sectors. Inaugurated by MD & CEO, Syed Mahbubur Rahman, along with AMDs, Chowdhury Akhtar Asif and Md. Khalid Mahmood Khan, and other members of Senior Management of the bank, the service is available at selected branches from July 02, 2024. Bancassurance allows MTB to offer insurance products through partnerships with Guardian Life Insurance Limited, Pragati Life Insurance Ltd. and Green Delta Insurance Company Ltd. MTB aims to boost insurance penetration, promote financial security, and provide customers with convenient and trusted solutions.



## STRATEGIC ALLIANCE

### MTB-GRAMEENPHONE PARTNERSHIP USHERS IN BaaS IN BANGLADESH



MTB is excited to announce a pioneering collaboration with Grameenphone, Bangladesh's top telecom operator, marking the advent of Banking as a Service (BaaS) in the country. This partnership introduces credit card lead generation services via the MyGP app, leveraging Grameenphone's Platform as a Service (PaaS) to integrate banking functions seamlessly. This initiative underscores MTB's commitment to digital innovation, enhancing customer convenience and driving financial inclusion aligned with SMART Bangladesh 2041 vision. The signing ceremony was attended by MD & CEO, Syed Mahbubur Rahman, GP, CEO,Yasir Azman, and other key officials from both the organizations.

## MTB PARTNERS WITH D MONEY FOR ADVANCED DIGITAL SERVICES

MTB is proud to announce a new partnership with D Money Bangladesh Ltd. for a range of digital services. The inauguration took place at MTB Centre, Gulshan 1, Dhaka, with key figures including MD & CEO, Syed Mahbubur Rahman and D Money Bangladesh Ltd., MD & CEO, Mohammad Arif Hossain. Notable attendees from MTB were AMDs, Chowdhury Akhtar Asif and Md. Khalid Mahmood Khan. D Money Bangladesh Ltd. was represented by CTO, Mahbubul Islam Rony and CBO, Sijraj Siddiquey (Shakil).



## MTB AND IPDC INK CASH MANAGEMENT SERVICES AGREEMENT



MTB and IPDC Finance Limited have recently signed a Cash Management Services agreement at MTB Centre, Dhaka. MD & CEO, Syed Mahbubur Rahman and IPDC MD Rizwan Dawood Shams represented their respective organizations. The ceremony was attended by senior officials, including AMD & CBO, Md. Khalid Mahmood Khan, DMD & Head of Treasury, Md. Shamsul Islam, and key personnel from both the organizations. This agreement marks a significant step in enhancing cash management services and strengthens the collaboration between MTB and IPDC Finance.

## MTB TO OFFER CASH MANAGEMENT AND DIGITAL PAYMENTS SERVICES TO BIBM

MTB has recently signed an agreement with Bangladesh Institute of Bank Management (BIBM) to provide Cash Management and Digital Payment Services. The ceremony took place at BIBM Head Office, where BIBM, DG, Dr. Md. Akhtaruzzaman and AMD & CBO, Md. Khalid Mahmood Khan signed on behalf of their respective organizations. Key personnel from both MTB and BIBM were present at the event.



## INTERNATIONAL CONFERENCE

## MTB AND GCPF CO-HOST CLIMATE FINANCE PARTNERSHIP EVENT



MTB and Global Climate Partnership Fund (GCPF) co-hosted an event on 'Fostering Climate Finance Partnership in Bangladesh' at a city hotel recently. MTB, recipient of the 2023 Global Climate Partnership Award, unveiled its new financing scheme for smallholder farmers and Electric Vehicles (EVs). The scheme has already supported fish farmers and garage owners with EVs and involved a partnership with Solshare. The event featured a panel discussion on *"Opportunities and Challenges in the Climate Finance Landscape in Bangladesh,"* moderated by Sathish Dhanapal from responsAbility Investments AG. MD & CEO, Syed Mahbubur Rahman and Bangladesh Bank, DG, Ms. Nurun Nahar emphasized the importance of climate finance. Daniel Donald de Lange, a jury member of the Global Climate Partnership Award 2023, presented MTB with an award trophy made from ocean plastic.

## CORPORATE SOCIAL RESPONSIBILITY

### MTB FOUNDATION DONATES BICYCLES TO FEMALE STUDENTS IN THAKURGAON

MTB Foundation recently distributed 100 'Swapno Sarathi' bicycles to female underprivileged students in Thakurgaon, aiming to overcome geographical barriers to education. This initiative supports Sustainable Development Goals (SDGs) 3 (Good Health), 4 (Quality Education), 5 (Gender Equality), and 10 (Reduced Inequalities). The ceremony, held to promote the campaign motto " স্কুল যেতে দূরত্ব যেন বাধা না হয় "(Distance Should Not Be a Barrier to School), was attended by DMD & CAMLCO, Rais Uddin Ahmad, and other officials from MTB.



### MTB & ESDO CELEBRATES GRADUATION CEREMONY OF PLASTIC FREE CAMPUS PROJECT



MTB and the Environment & Social Development Organization (ESDO) celebrated the conclusion of the Plastic Free Campus Project with graduation ceremonies in Dhaka, Khulna, and Rangpur recently. Launched in 2022, the project aimed to raise awareness about plastic pollution. AMD & GCRO, Chowdhury Akhtar Asif and Department of Environment (Dhaka Region), Director, Abul Kalam Azad attended the event held in Dhaka. The ceremony included exhibitions where students presented their ideas for a plastic-free future. Top participants were honored with crests, medals, and certificates for their environmental efforts.

## SPECIAL DAY OBSERVANCE

### MTB CELEBRATES ENVIRONMENT DAY 2024 WITH ESDO

MTB and ESDO hosted an Art Competition and interactive session for children at Bangladesh Shishu Academy recently, as part of Environment Day 2024. Around 150 students, including those with special needs, presented live art on themes like plastic pollution and its effects. AMD & GCRO, Chowdhury Akhtar Asif and Bangladesh Shishu Academy, DG, Anjir Liton graced the event, emphasizing the significance of climate action. Top participants were awarded crests, medals, and certificates for their contributions.



### MTB FOUNDATION OBSERVES WORLD THALASSEMIA DAY 2024




MTB Foundation, in collaboration with Bangladesh Thalassemia Hospital, commemorated World Thalassemia Day 2024 under the theme *"Empowering Lives, Embracing Progress: Equitable and Accessible Thalassemia Treatment for All"* at MTB CHO. A blood donation campaign was arranged and saw enthusiastic participation from MTBians. Besides, an awareness session educated MTBians on Thalassemia prevention, management, and treatment. The event culminated in a rally organized by Bangladesh Thalassemia Hospital. MD & CEO, Syed Mahbubur Rahman inaugurated the activities, with Bangladesh Thalassemia Samity, President, Dr. M. A. Matin and Hematologist, Prof. Dr. M. A. Khan were present as distinguished guests.

## HR CORNER
## EXECUTIVE AT NEW ASSIGNMENT



**G.M. Sarwar Hossen**
SVP
Principal Branch



**Golam Sharawar**
SVP & Department Head
Business Monitoring & Analytics Department, CHO



**Md. Kutubuddin Bakhtiar**
SAVP & Unit Head
Business Monitoring & Analytics Department, CHO



**Muhammad Tanvir Shahnewaz Siddeq**
SAVP
BBD, Sylhet Region



**Md. Ariful Haq**
SAVP & BM
Dhanmondi Road 2 Branch



**Shirajul Islam**
SAVP & BOM
Bashundhara City Branch



**Shafiqul Amin Chowdhury**
AVP & BM
Mirpur Branch



**Abu Fuad**
AVP & BOM
Baridhara Branch



**Mohammad Nazmul Hasan**
AVP & BOM
Gulshan Branch



**Md. Mahfuzul Haque**
AVP & BOM
MTB Tower Branch

### GOOD LUCK TO MTB ALUMNI



**Mohammad Ikramul Ghani Khan**
SVP & Department Head
MID and GS&FSD, CHO



**Nahreen Quayyum**
VP & Branch Manager
Dhanmondi Road 2 Branch

## LOYALTY



**Md. Ahasanul Bakki Khairuzaman**
SVP
Pallabi Branch



**Md. Mahboob Morshed**
JAVP
Agrabad Branch



**Afroza Sultana**
AVP
Liability Operations Department



**Nasreen Akhter**
AVP
Mirpur Branch



**Md. Shoab Khan Chowdhury**
EVP
Branch Banking Division



**Md. Anwar Hossain**
SAVP
MTB Centralized Reporting Department



**Sayed Nazmul Haque**
FAVP
Training Institute



**Md. Mushfiqur Rahaman**
SAVP
Sreenagar Branch



**Mohammad Zakaria Hossain**
SAVP
Special Asset Management Division



**Mohammed Mostafa Jaman**
SAVP
MTB Group Human Resources Division



**Shaila Bhuiyan**
AVP
Integrated and Centralized MITS Operations Division



**Arifa Sultana**
**AVP**
MTB Financial Institutions Services Dept

*Note:These MTBians joined the Bank in **April-June** period and continuously serving the Bank till date. MTBians whose names appeared in the earlier issues are not shown to avoid repetition.*

## CONDOLENCE

### Kaisar Waliullah (1979-2024)



**Kaisar Waliullah,** VP & SME RM, who was last posted at MTB Principal Branch, passed away on May 09, 2024, due to an untimely cardiac arrest at United Hospital, Dhaka. Mr. Kaisar joined MTB on January 04, 2011, as FAVP in a regular scale and served the bank for over 13 years as a loyal employee.

### Md. Mostafa Kamal (1980-2024)



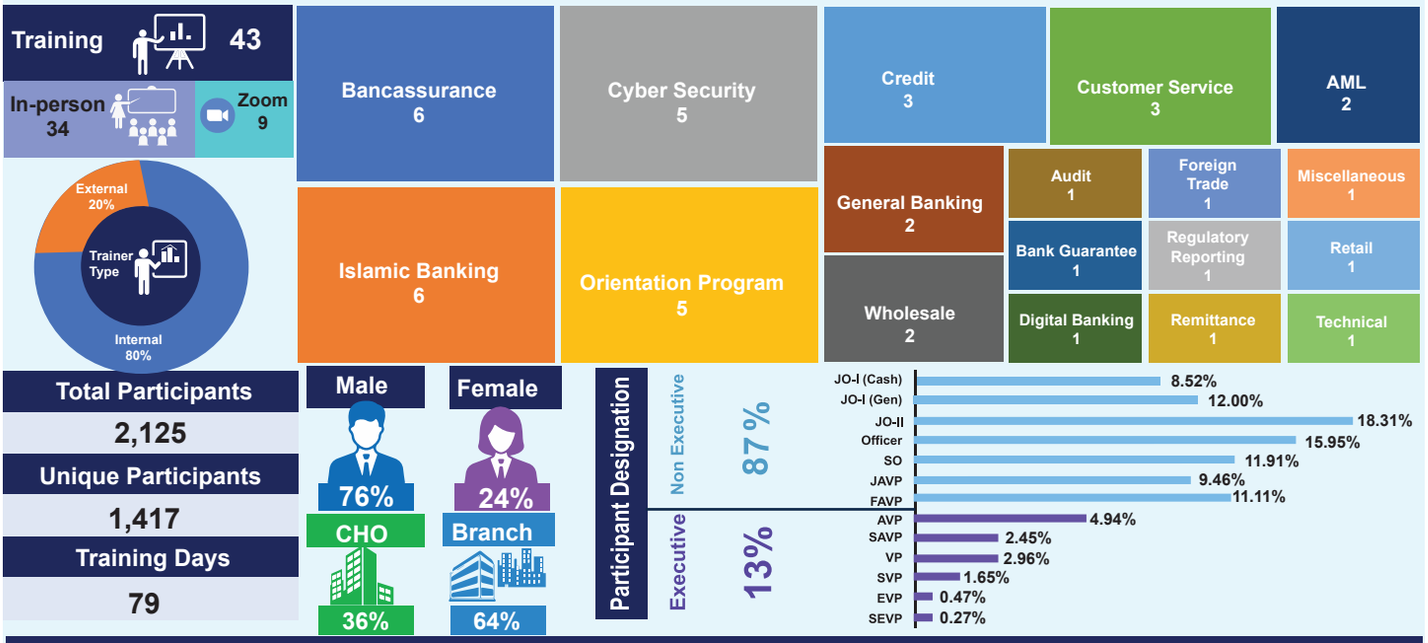
**Md. Mostafa Kamal,** JAVP & BOM at MTB Hasnabad SME/Agri Branch, passed away on April 27, 2024, due to an unfortunate and devastating road accident at Banani, Dhaka. Mr. Kamal joined MTB on May 26, 2008, as AO (General) in a regular scale and served the bank for almost 16 years as a loyal employee.




**Surely we belong to Allah and to him we shall return.**

We, MTB Family are deeply saddened by the loss of these colleagues. This untimely death is very difficult to bear. They were not just a colleague but also loyal and humble co-workers to all of us. Their memories will never be forgotten. We pray that Almighty Allah grants the bereaved families the strength to bear this irreparable loss. Our thought and prayers are always with them and their families. Ameen.

## PEOPLE DEVELOPMENT DASHBOARD




### Highest Training Recipients




* Number of training participated

## ARRIVED ON EARTH



**Wasfia Nawar**
**MTBian:** Md Waliullah
Assistant Financial Analyst
SME & Agri Banking Division
**May 17, 2024**

**Mugdho Ghosh (Megh)**
**MTBian:** Mohadeb Chandra Ghosh
Manager
Special Asset Management Division
**June 06, 2024**

**Muntasin Hamim Rushan**
**MTBian:** Md. Muallamul Islam
Relationship Officer
Dilkusha Branch
**June 03, 2024**

**Uzayr Azman**
**MTBian:** Mohammad Azad Rakib
Customer Service Officer
Nazirhat Branch
**April 02, 2024**

## ACADEMIC ACHIEVEMENT

### GPA 5 (GOLDEN) IN SSC



**Syed Samiul Haque Sami**
**MTBian:** Sayed Nazmul Haque
Manager
MTB Training Institute



**Rihat Anjum Rejoy**
**MTBian:** Md Rabiul Islam
Senior Officer
Feni Branch

### 2ND POSITION IN THE INTERNATIONAL LEADERSHIP PROGRAM ON EDUCATION 2024



**Ijma Imran Sresta**
**MTBian:** Md. Imran Hossain
Officer
Principal Branch

### JAIBB COMPLETED



**Md Waliullah**
Assistant Financial Analyst
SME & Agri Banking Division


2024

MTB

# TOP SUSTAINABLE BANK

## IN THE 2023 SUSTAINABILITY RATING BY BANGLADESH BANK



**MTB 24/7 Contact Centre ✆ 16219 or 09604016219**

**39** SUB-BRANCH

**198** AGENT BANKING

**08** Airport Lounge

**306** 24/7 ATM

**25** CRM

**10** CDM

**120** BRANCH

**3111** POS

MTB SECURITIES
*you can grow with us*

মিউচুয়াল ট্রাস্ট ব্যাংক পিএলসি
**Mutual Trust Bank PLC**
*you can bank on us*

MTB CAPITAL LTD.
You can invest with us