

2023

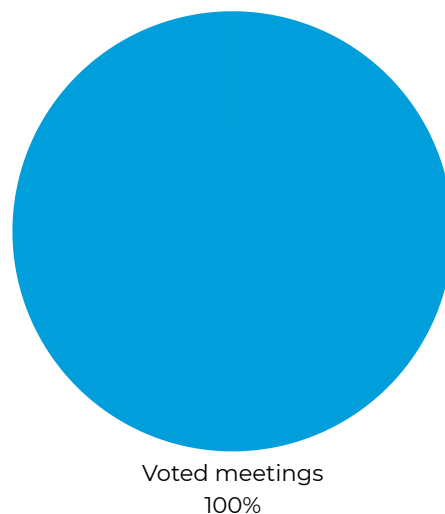
Proxy voting highlights

*Data provided by ISS

2023 Proxy voting highlights

Meeting overview

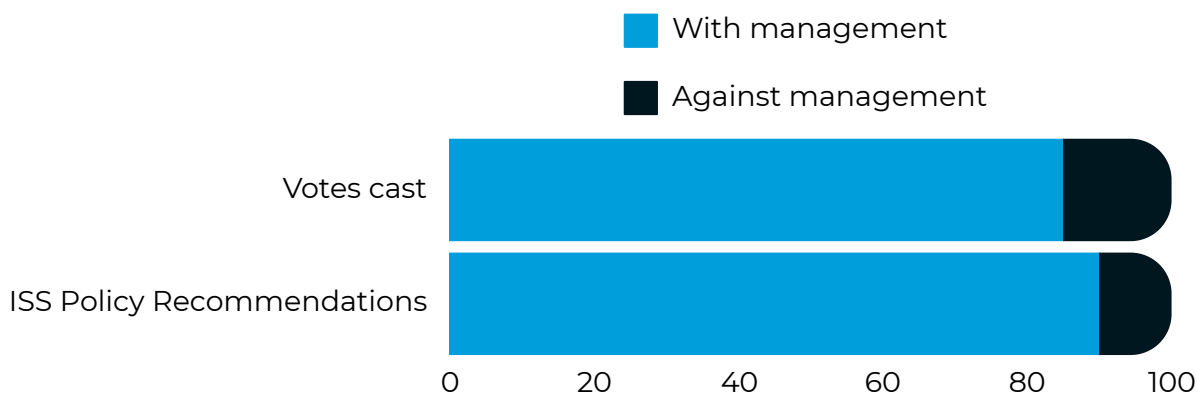
Category	Number
Votable meetings	1,436
Meetings voted	1,432
Proxy contests voted	3
Meetings with against management votes	719
Meetings with against ISS votes	305



Alignment with management

Comparing vote cast alignment with management recommendations highlights similarities and differences between our governance philosophies and the investee companies' approach to key corporate governance issues.

The votes cast on behalf of United Nations Joint Staff Pension Fund (UNJSPF) during the reporting period are aligned with management recommendations in 89% of cases, while the ISS Benchmark Policy recommendations are in 92% alignment with management recommendations.

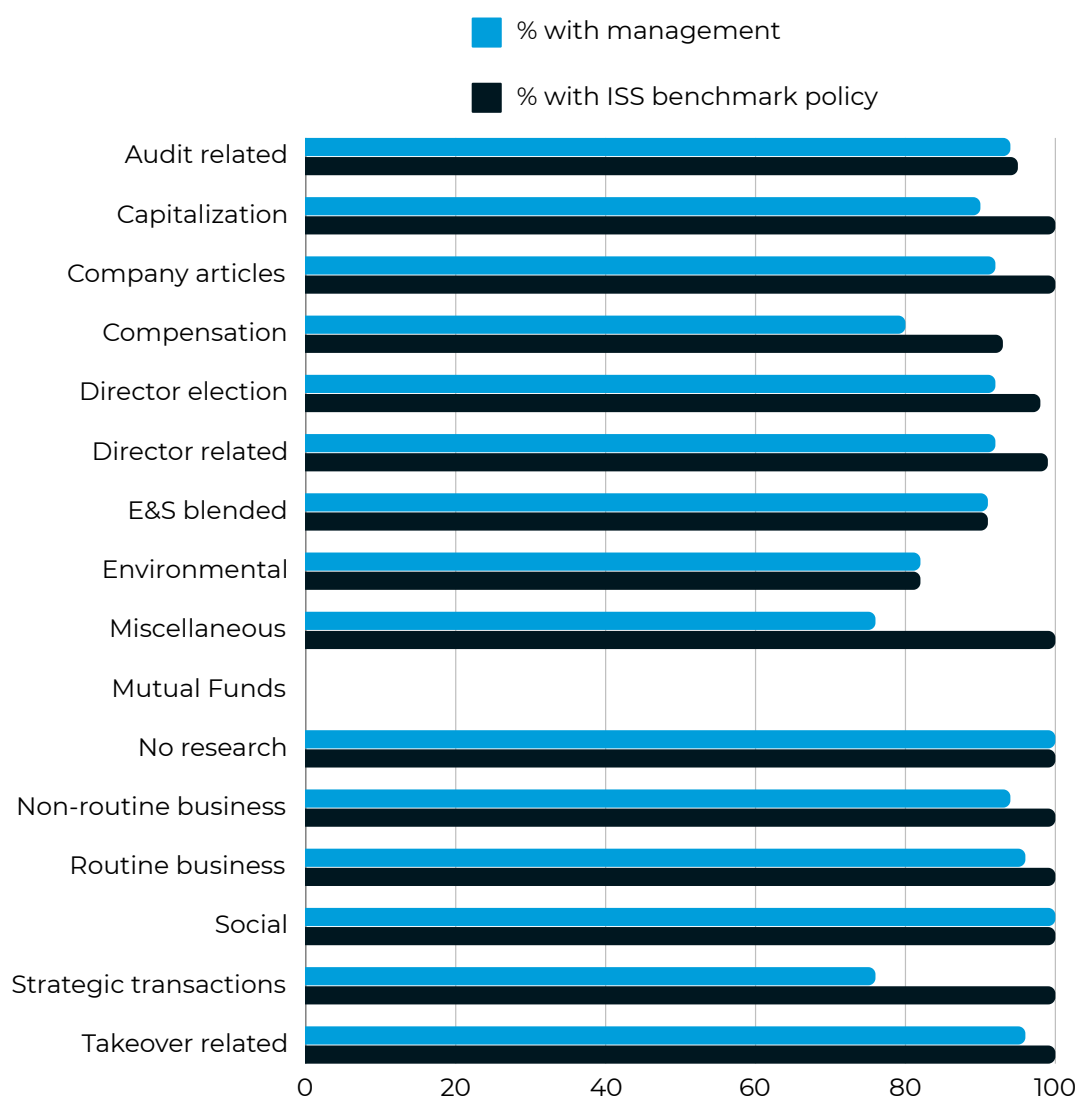


Votes cast on management proposals

Comparing the votes cast in support of Management proposals, ISS Benchmark Policy recommendations across the major proposal categories provides insight into the positioning of votes on proposals submitted by Shareholders.

As can be seen on the chart below, votes cast during 2023 were least in line with management on Strategic Transactions matters, where only 76% of votes followed management recommendations.

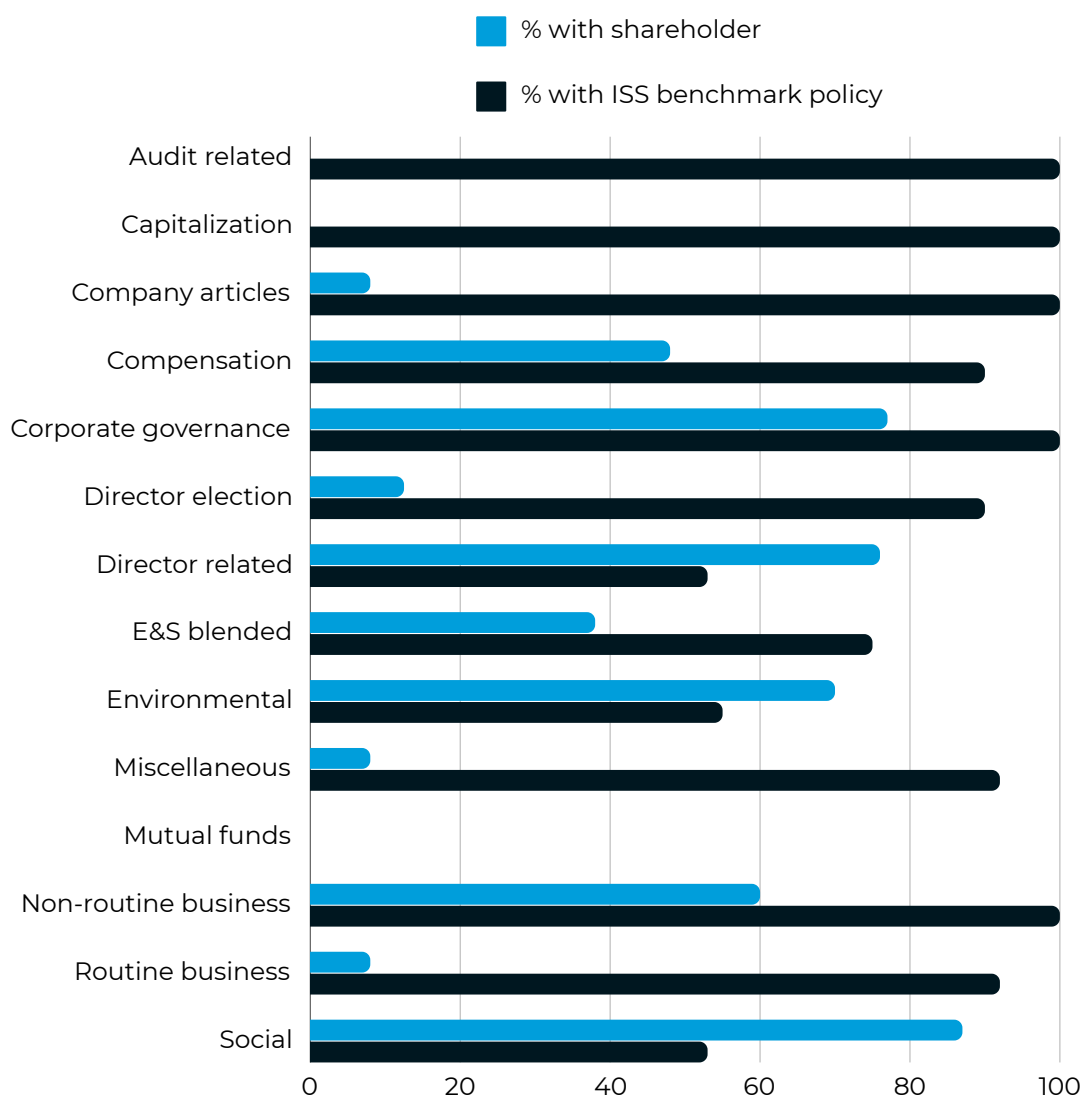
Across categories, votes cast on management proposals show the closest alignment to the ISS Benchmark Policy guidelines.



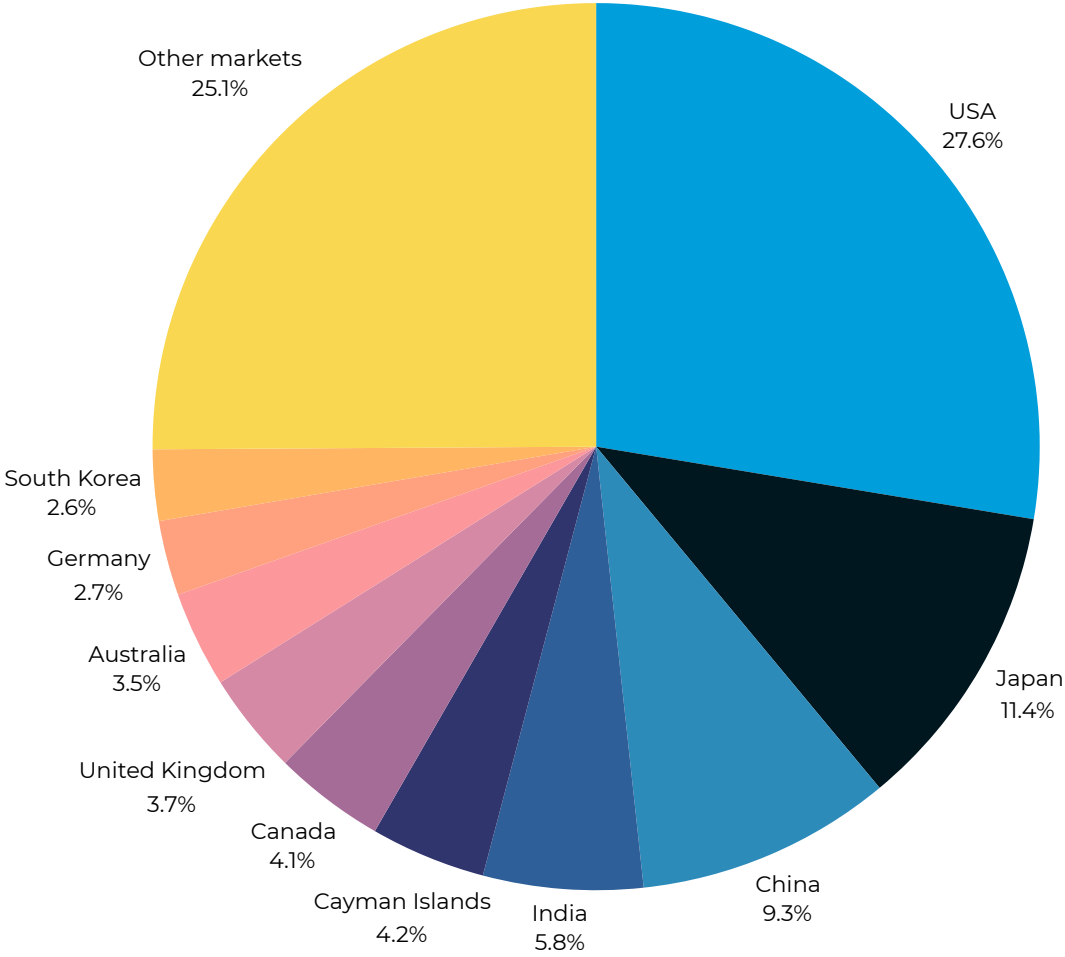
Votes cast on shareholder proposals

Votes cast during 2023 show the highest level of support for shareholder proposals related to Social issues, at 86% and the lowest level of support for shareholder proposals related to Audit Related and Capitalisation issues, with 0% of proposals supported.

Across categories, votes cast on shareholder proposals show the closest alignment to the ISS Benchmark Policy guidelines.



Meetings voted by market



This chart shows the distribution of proxy votes by the UNJSPF across different markets. The USA leads with 27.61% of votes. Significant shares also come from Japan (11.35%) and China (9.32%), indicating a strong focus on these regions. The remaining votes are spread across markets like India, Cayman Islands, Canada, and others, each with smaller but notable contributions.

Sector	% of meetings voted	% of Companies with ISS Governance QualityScore of 8, 9 or 10*	% of Votes Cast Against Management	% of Votes Cast Against ISS Benchmark Policy
Communication services	100%	30%	17%	2%
Consumer discretionary	100%	32%	13%	2%
Consumer staples	100%	18%	12%	5%
Energy	100%	0%	17%	13%
Financials	99%	14%	9%	3%
Health care	100%	17%	12%	5%
Industrials	100%	18%	10%	2%
Information technology	100%	25%	13%	3%
Materials	99%	12%	9%	2%
Real estate	100%	27%	10%	4%
Utilities	100%	11%	9%	3%
TOTALS	100%	20%	11%	3%

Region	% of meetings voted	% of Companies with ISS Governance QualityScore of 8, 9 or 10	% of Votes Cast Against Management	% of Votes Cast Against ISS Benchmark Policy
Africa	100%	10%	4%	1%
Americas	100%	28%	14%	6%
Antartica	N/A	N/A	N/A	N/A
Asia	100%	19%	12%	1%
Europe	99%	10%	7%	1%
North America	N/A	N/A	N/A	N/A
Oceania	100%	5%	8%	2%
Unknown	N/A	N/A	N/A	N/A
TOTALS	100%	20%	11%	3%

*Percentages based on the universe of holdings within the ISS Governance QualityScore coverage universe.

