

2024

Proxy voting highlights

*Data provided by ISS



UNJSPF

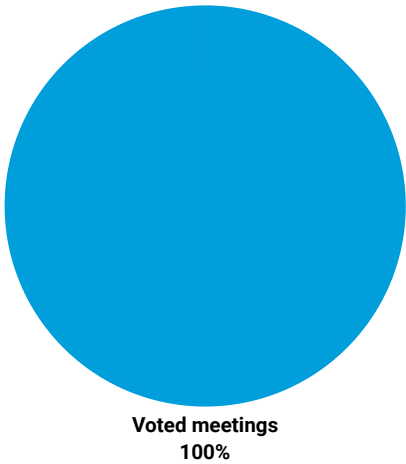
2024 Proxy voting highlights

Exercising the voting rights that are attached to the shares in the United Nations Joint Staff Pension Fund (UNJSPF) portfolio is a crucial aspect of our fiduciary duty. It also is a key piece of our Responsible Investment strategy, whose stewardship pillar seeks to manage ESG risks, promote sustainable corporate behavior and advance the values of the United Nations.

This report provides an overview of our 2024 voting activity through Institutional Shareholder Services (ISS), our proxy voting partner, which follows a Specialty Climate Voting policy on the Fund’s behalf that integrates climate and sustainability considerations with sound corporate governance practices.

Meeting overview

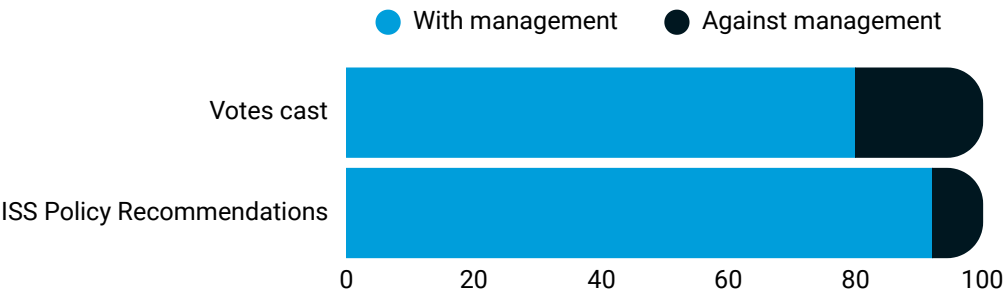
Category	Number
Votable meetings	1,515
Meetings voted	1,514
Proxy contests voted	4
Meetings with against management votes	1,016
Meetings with against ISS votes	740



Alignment with management

Comparing the votes of the UNJSPF with management recommendations highlights similarities and differences between our governance philosophies and the investee's approach to key corporate governance issues.

The votes cast on UNJSPF ballots during the reporting period were aligned with management recommendations in 80% of cases, while the ISS Benchmark Policy recommendations are at 92% alignment with management recommendations.

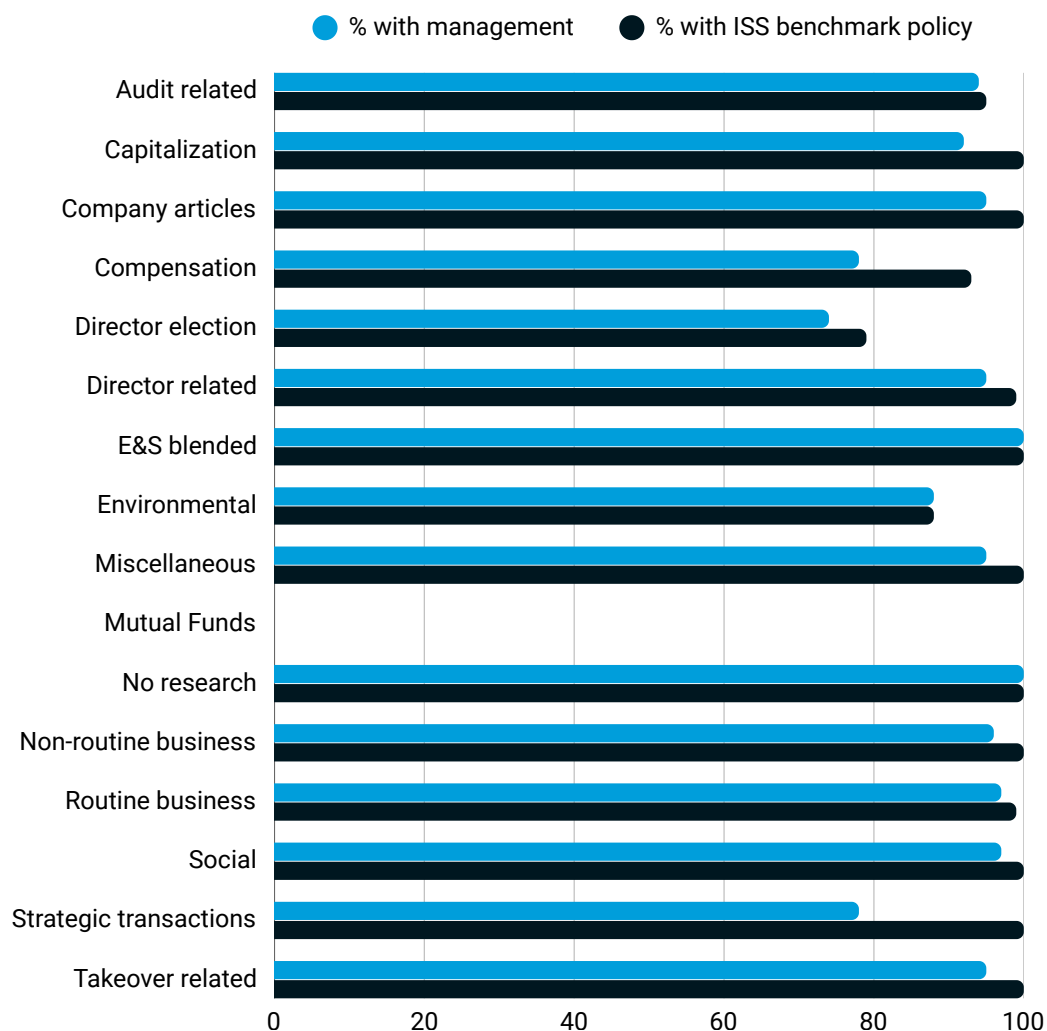


Votes cast on management proposals

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 against the aforementioned benchmarks.

Votes cast during the reporting period were least in line with management on Director Election matters, where only 73% of votes followed management recommendations.

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

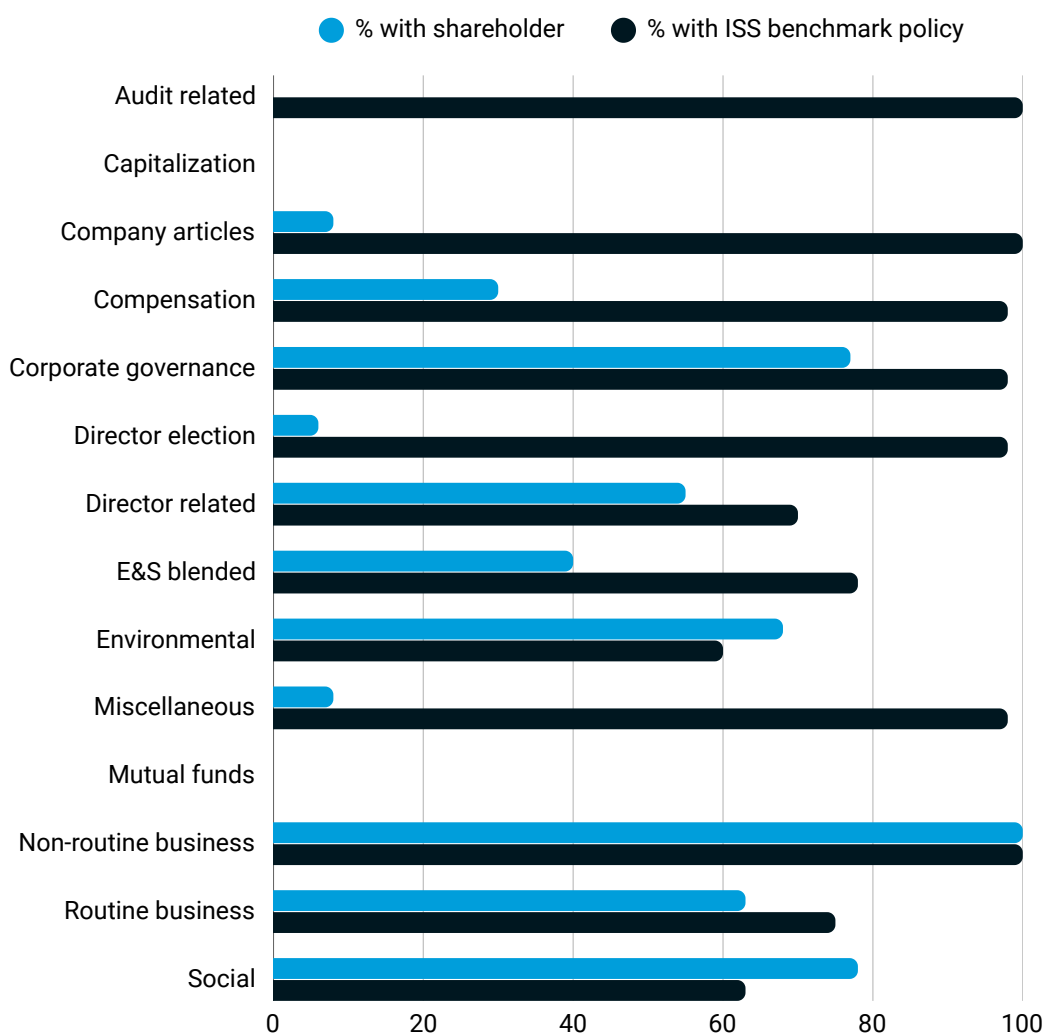


Votes cast on shareholder proposals

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

Votes cast during the reporting period show the highest level of support for shareholder proposals related to Non-Routine Business, at 100% and the lowest level of support for shareholder proposals related to Audit Related, with 0% of proposals supported.

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



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%	33%	23%	9%
Consumer discretionary	100%	32%	20%	11%
Consumer staples	100%	21%	20%	13%
Energy	100%	0%	31%	21%
Financials	100%	17%	18%	11%
Health care	100%	17%	22%	15%
Industrials	100%	17%	22%	15%
Information technology	100%	25%	20%	12%
Materials	100%	10%	21%	15%
Real estate	100%	24%	22%	16%
Utilities	100%	10%	18%	12%
TOTALS	100%	20%	20%	13%

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%	8%	8%	5%
Americas	100%	27%	31%	23%
Asia	100%	20%	13%	5%
Europe	100%	8%	13%	6%
Oceania	98%	11%	32%	23%
TOTALS	100%	20%	20%	13%

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

