

2025

Proxy voting highlights

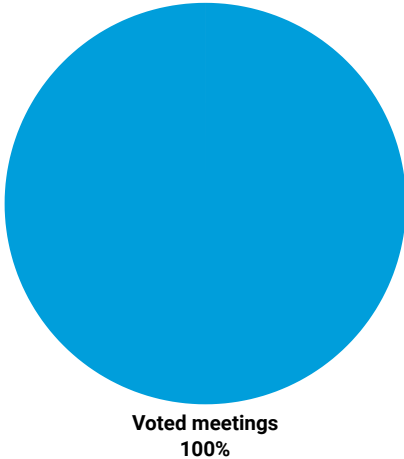
*Data provided by ISS

2025 Proxy voting highlights

Exercising the voting rights attached to the shares in the United Nations Joint Staff Pension Fund (UNJSPF) portfolio is a crucial part 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 2025 voting activity conducted through Institutional Shareholder Services (ISS), our proxy voting partner. ISS follows a Specialty Climate Voting policy on the Fund’s behalf, integrating climate and sustainability considerations with sound corporate governance practices.

Meeting overview

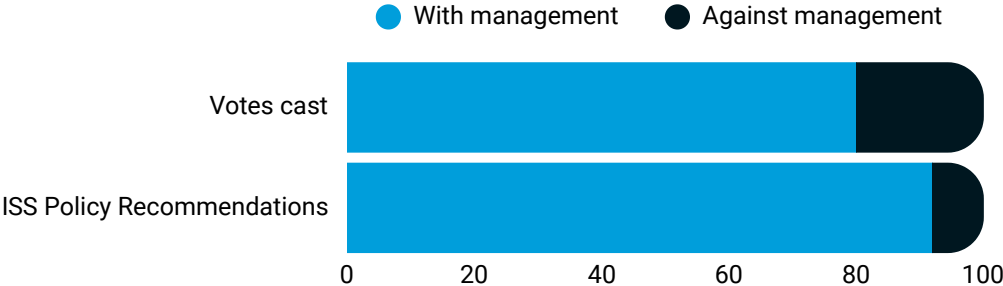
Category	Number
Votable meetings	1,489
Meetings voted	1,486
Proxy contests voted	1
Meetings with against management votes	1,028
Meetings with against ISS votes	743



Alignment with management

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

The votes cast on United Nations on behalf of United Nations Joint Staff Pension Fund ballots during the reporting period are aligned with management recommendations in 80% of cases, while the ISS Benchmark Policy recommendations are at 93% alignment with management recommendations.

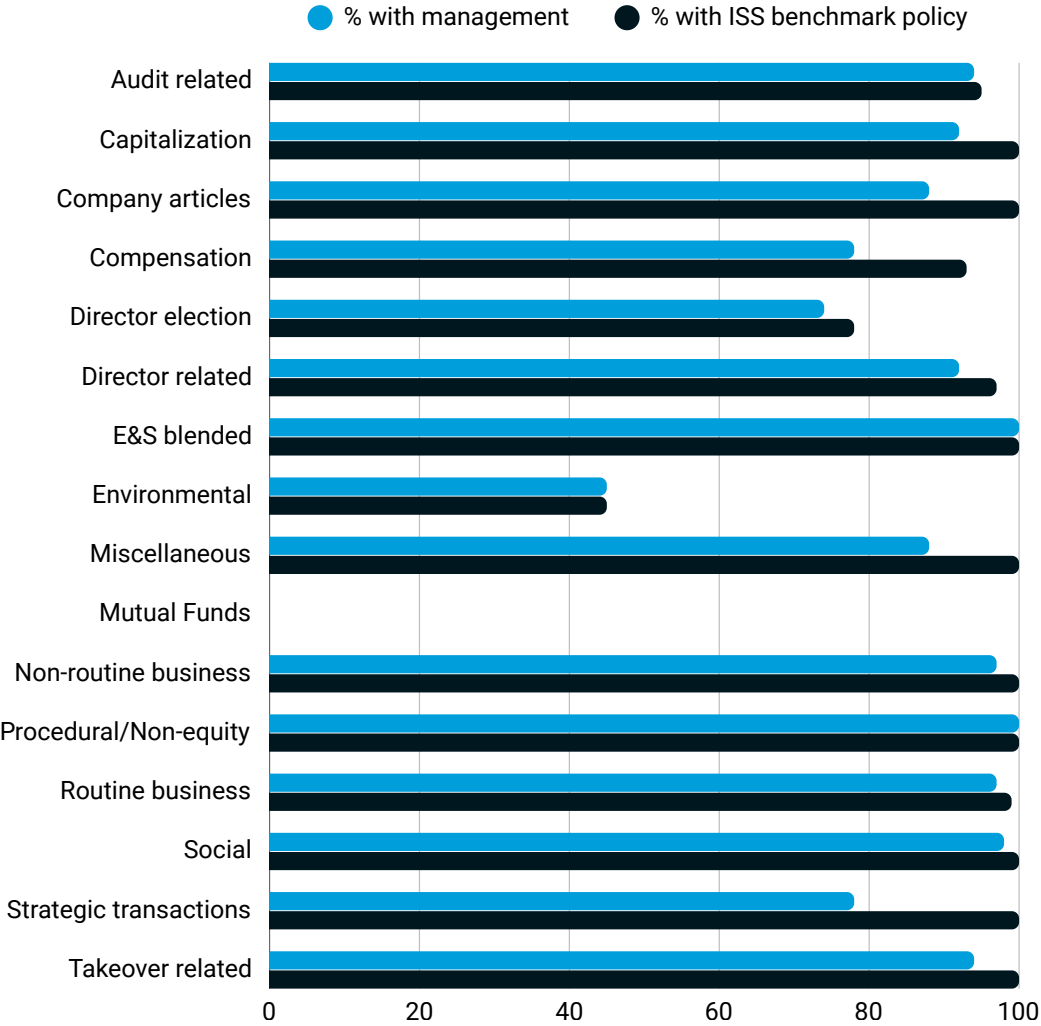


Votes cast on management proposals

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 Environmental matters, where only 46% of votes followed management recommendations.

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

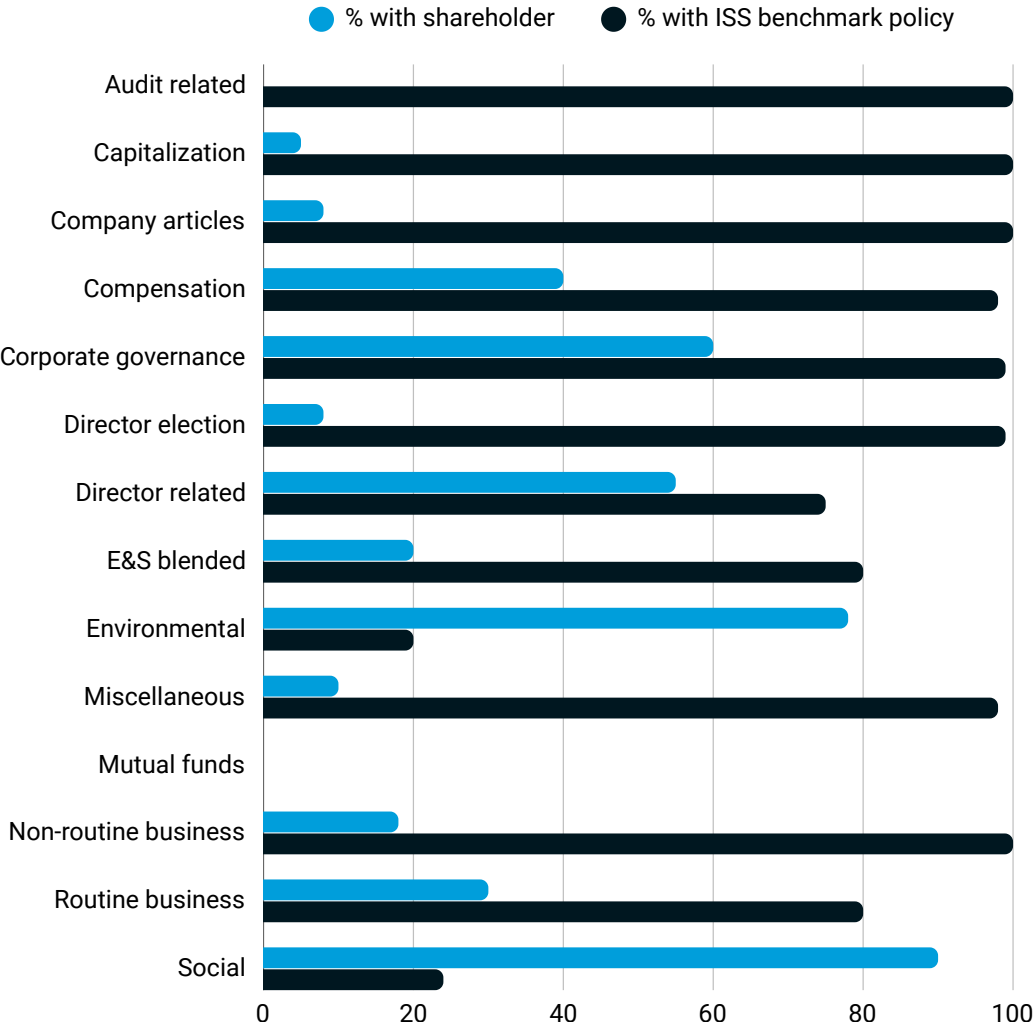


Votes cast on shareholder proposals

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 Social, at 93% 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%	22%	10%
Consumer discretionary	100%	30%	23%	12%
Consumer staples	99%	10%	19%	13%
Energy	100%	0%	19%	15%
Financials	100%	17%	18%	12%
Health care	100%	17%	20%	15%
Industrials	100%	20%	20%	14%
Information technology	100%	27%	22%	14%
Materials	100%	10%	19%	14%
Real estate	100%	25%	25%	19%
Utilities	100%	14%	21%	16%
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%	9%	7%	3%
Americas	100%	28%	30%	24%
Asia	100%	21%	13%	5%
Europe	100%	5%	14%	7%
Oceania	98%	8%	36%	26%
TOTALS	100%	20%	20%	13%

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

