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# UNITED NATIONS JOINT STAFF PENSION BOARD

## *Financial statements for the year ended 31 December 2023*

Note by the Chief Executive of Pension Administration and the Representative of the Secretary-General for the investments of the assets of the United Nations Joint Staff Pension Fund

Attached are the financial statements and statistical tables of the United Nations Joint Staff Pension Fund, for the year ended 31 December 2023.

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# Letter of transmittal

New York, 13 June 2024

In accordance with Financial Rule G.5 of the United Nations Joint Staff Pension Fund, we have the honour to transmit the financial statements of the Fund for the year ended 31 December 2023, which we hereby approve. The Chief Executive of Pension Administration and the Representative of the Secretary-General for the Investment of the Assets of the Fund approve the financial statements for their respective areas of responsibility. The financial statements have been completed and certified by the Chief Financial Officer of the Fund as correct in all material respects.



**Rosemarie McClean**  
Chief Executive of Pension Administration  
United Nations Joint Staff Pension Fund



**Pedro Guazo**  
Representative of the Secretary-General  
for the investment of the assets of the  
United Nations Joint Staff Pension Fund

**Mr. Kai Hou**  
Chairman  
United Nations Board of Auditors

cc. Mr. Sejong Lee, Executive Secretary, Board of Auditors  
Ms. Valentina Monasterio, Director of External Audit, Board of Auditors  
Mr. Pablo Dequero, Deputy Director, Board of Auditors  
Mr. Enzo Iaderosa, Chief Financial Officer (OIC), United Nations Joint Staff Pension Fund

# Certification of Financial Statements for the year ended 31 December 2023

New York, 13 June 2024

The financial statements of the United Nations Joint Staff Pension Fund (“the Fund”) for the year ended 31 December 2023 have been prepared in accordance with the Regulations, Rules and Pension Adjustment System of the Fund<sup>1</sup>, International Public Sector Accounting Standards (IPSAS) as issued by the International Public Sector Accounting Standards Board and International Accounting Standard (IAS) 26, Accounting and Reporting by Retirement Benefit Plans as issued by the International Accounting Standards Board (IASB). The summary of significant accounting policies applied in the preparation of the financial statements is included in the notes to the financial statements. The notes provide additional information on and clarifications of the financial activities undertaken by the Fund during the period covered by these statements.

I certify that the appended financial statements of the United Nations Joint Staff Pension Fund are correct in all material respects.



**Enzo Iaderosa**  
Chief Financial Officer (OIC)  
United Nations Joint Staff Pension Fund

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<sup>1</sup> These financial rules are promulgated by the United Nations Joint Staff Pension Board in accordance with article 4 (b) of the Regulations of the Fund with effect from 1 January 2017. Subject to the provisions of the Regulations of the Fund and to resolutions and decisions of the General Assembly pertaining to the financial operations of the Fund, these financial rules shall govern the financial management and administration of the Fund and should be read in conjunction with the Administrative Rules. With regard to any matter not specifically covered by those rules, the appropriate provisions of the Financial Regulations and Rules of the United Nations shall apply, mutatis mutandis.

# Statement of Internal Control for the year ended 31 December 2023<sup>2</sup>

## Scope of Responsibility

The United Nations Joint Staff Pension Fund (“UNJSPF” or “Fund”) was established by the United Nations General Assembly in 1949 to provide retirement, death, disability, and related benefits for staff of the United Nations and the other international organizations admitted to membership in the Fund. The UNJSPF is a multiple employer defined benefit plan.

The United Nations Joint Staff Pension Board (“Pension Board”), a subsidiary organ of the General Assembly, has overall supervisory responsibility for the administration of the Fund and the observance of the Fund’s Regulations and Rules.

The Chief Executive of Pension Administration (“Chief Executive”) discharges the Board’s responsibility for the administrative supervision of the Pension Administration. Under the authority of the Board, the Chief Executive collects contributions, ensures record-keeping for the Pension Administration, certifies benefit payments, and deals with other issues related to the Fund’s participants and beneficiaries. The Chief Executive is also responsible for ensuring actuarial matters are addressed with a view to maintain the long-term sustainability and financial health of the Fund.

The investment of the assets of the Fund is the responsibility of the United Nations Secretary-General. The Secretary-General has delegated his authority and responsibility to act on his behalf in all matters involving his fiduciary duties related to the investment of the assets of the Fund to the Representative of the Secretary-General for the Investment of the Assets of the Fund (“RSG”). The RSG has delegated responsibility for the management and accounting of the investments of the Fund and the Office of Investment Management (“OIM”). The RSG exercises this duty and makes investment decisions after consultation with the Investments Committee and in light of observations made from time to time by the Pension Board on investment policy.

The Chief Executive and the RSG are responsible for establishing and maintaining a sound system of internal controls in their respective areas of responsibility to ensure the accomplishment of objectives, the economical use of resources, the reliability and integrity of information, compliance with rules and regulations, and the safeguarding of assets.

## The purpose of the system of internal control

The internal control system is designed to reduce and manage rather than eliminate the risk of failure to achieve the UNJSPF objectives and improve performance. Therefore, it can only provide a reasonable and not absolute assurance of effectiveness. Internal control is an on-going process, effected by the Fund’s governing bodies, senior management, and other personnel, designed to provide reasonable assurance on the achievement of the following internal control objectives:

- Effectiveness and efficiency of operations
- Reliability of financial reporting
- Compliance with applicable rules and regulations

Internal control is a key role of management and an integral part of the overall process of managing operations. As such, UNJSPF management at all levels has the responsibility to:

- Establish an environment and culture that promotes effective internal control;
- Identify and assess risks that may affect the achievement of objectives;
- Specify and implement policies, plans, operating standards, procedures, systems, and other control activities to manage risks;
- Ensure an adequate flow of information and communication so that all UNJSPF staff have the information they need to fulfil their responsibilities;
- Monitor the effectiveness of the internal control system.

## UNJSPF operating environment

The UNJSPF is exposed through its plan design, investments, and operations to the financial markets fluctuations, demographic changes, internal risks related to its operations, risks impacting its member organizations, service providers, or clients located in

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<sup>2</sup> The Statement of Internal Control is issued by the Chief Executive of Pension Administration and the Representative of the Secretary-General for the investment of the assets of the Fund, in accordance with UNJSPF Financial Rule G4 and accompanies the financial statements.

over 190 countries. All significant identified risks are captured in formal risk registers, which are subject to regular review by senior managers and internal and external auditors.

## **UNJSPF risk management and internal control framework**

UNJSPF has implemented a governance structure, management processes, and internal and external oversight mechanisms to adequately identify, assess, manage, monitor, and report the risks inherent to its operations.

The UNJSPF Internal Control Policy, defines internal control objectives, components, and responsibilities, as well as the roles of i) management; ii) risk management and compliance functions; iii) internal audit; and iv) external audit, in line with the Three Lines Model. UNJSPF internal controls over financial reporting provide reasonable assurance that assets are safeguarded; transactions are properly recorded; authorized; and there are no material misstatements in the financial statements. The UNJSPF internal control system and the review of its effectiveness are consistent with the criteria established in the Internal Control-Integrated Framework issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO) in 2013.

The internal control framework is integrated with, and complemented by, specific control frameworks to provide reasonable assurance on the use of information, consistent with the Control Objectives for Information Technology (CobIT), and their integrity and availability, in accordance with ISO/IEC 27001 standard.

The enterprise-wide risk management framework adopted by the Fund reflects the nature of its operations and development as well as its specific requirements. The enterprise-wide risk management framework (“EWRM”) aims to identify events that may affect the UNJSPF and manage risk within the Fund’s risk appetite. UNJSPF risk management framework includes the following components:

- **Risk Management Governance:** The operation of the risk management framework is supported by the full ownership and accountability of the Pension Board, management, and staff for risk management activities. Specialized Committees conduct oversight and provide advice to the Pension Board on risk management and internal control:
  - i) **Audit Committee:** As an advisory Committee of the Pension Board, provides general oversight and offers recommendations for the Fund’s internal and external auditing, and the UNJSPF’s risk management and internal control framework.
  - ii) **Fund Solvency and Assets and Liabilities Monitoring Committee:** Advises the Board on risk management, funding policy, asset-liability management, and investment policy matters.

At the management level, the Enterprise-wide Risk Management Working Group, chaired by the Chief Executive and the RSG, includes representatives from all offices and monitors the Fund’s risk profile, the implementation of risk management strategies and the effectiveness of the enterprise risk management framework.

- **Enterprise-Wide Risk Management Policy:** The policy provides the basis for the operation of the risk management framework and specifies its applicability throughout the Fund. The EWRM Methodology complements the policy and defines the risk management process steps, roles, and responsibilities. The policy complements the United Nations Code of Conduct and Standards of Conduct for the International Civil Service and related administrative instructions and guidelines, in articulating expectations and behaviors for risk-conscious decision-making.
- **Risk Assessments:** The Fund conducts periodic risk assessment exercises and maintains an enterprise risk register, which serves as a basis to define mitigation strategies or internal controls to address the Fund’s key risks. Detailed risk registers and other risk analyses supplement the enterprise risk register on areas such as business continuity risks and cyber security risks. Risk management is integrated into project management with risk registers developed for projects.
- **Risk Monitoring:** The Fund’s risk profile is monitored during the quarterly meetings of the Enterprise-wide Risk Management Working Group. Risk management officers promote the implementation of the EWRM framework; facilitate risk assessments; advise in the implementation of risk management strategies; and monitor and report on the Fund’s risk profile. Frequent risk monitoring is conducted using a risk dashboard and key risk indicators, to better understand and assess enterprise risks.
- **Fraud Risk Assessment:** The Pension Administration and OIM perform fraud risk assessments to identify specific fraud schemes and risks, assess their likelihood and significance, evaluate existing fraud control activities, and implement actions to mitigate residual fraud risks.

## Review of the effectiveness of internal controls

The review of the effectiveness of UNJSPF internal controls for the year ended 31 December 2023 is supported by:

- The evaluation of internal controls over financial reporting by management, which involved the identification, documentation, evaluation of the design and operational effectiveness testing of internal controls; the preparation and implementation of mitigation plans to address any control deficiencies identified; and an internal control self-assessment and assertion letters submitted by key officers in the Pension Administration and OIM, who recognized their responsibility for maintaining and executing effective internal controls and reported any deficiencies identified. Internal control evaluations and assertion letters were reviewed carefully, and action plans to implement corrective actions were prepared, where applicable.
- The mapping conducted by the Fund during 2023, of its internal controls over sustainability reporting to identify required additional controls and updates in control documentation.
- The assurance provided by OIOS, in accordance with its mandate, that internal controls are adequate and functioning effectively. In the execution of a risk-based audit plan endorsed by the Audit Committee, OIOS conducted eight audits in 2023, to provide assurance on the effectiveness of internal controls and identify control deficiencies. OIOS made fifty-three new audit recommendations during 2023. The Chief Executive and the RSG, in their respective areas of responsibility, took appropriate actions to address important audit recommendations resulting from internal audits.
- The independent examination performed by the United Nations Board of Auditors (BoA), in accordance with its mandate, of the Fund's management, internal controls, and financial statements, performing such tests and other procedures as they considered necessary to express an opinion in their annual audit report. BoA was given full and unrestricted access to all financial records and related data and to the Fund's management and Audit Committee to discuss any findings related to the integrity and reliability of UNJSPF financial reporting. The external audit report accompanies the financial statements.
- The review of the results of independent service audits on the controls applied by key service providers, including Northern Trust, the Master Record Keeper for the Fund's investments, and the Custodian Banks for the investments, OIM's infrastructure hosting and cloud service provider, as well as the United Nations International Computing Centre (UNICC), Information and Communication Technology Services and related controls over financial reporting. Service audits concluded that, in all material respects, the controls were suitably designed and operating effectively to provide reasonable assurance that control objectives would be achieved.
- The successful renewal by the Pension Administration in December 2023 of its ISO 27001:2013 Information Security Management System certification for the Integrated Pension Administration System (IPAS) and the Digital Certificate of Entitlement (DCE), which is valid for three years, until March 2025.
- The successful renewal by OIM in December 2023 and February 2024, of the certifications for ISO 22301:2019 for Business Continuity Management System and ISO 27001:2013 for Information Security Management System. Both certifications remain valid until 2027. The certifications confirm that OIM conforms to the requirements of information security management system and business continuity management system standards.

## Internal control matters during 2023 and actions planned

The review of the results of the internal control self-assessment and assertion letters signed by key officers in the Fund and the results of internal and external audits, independent service audits, and ISO certification audits provide assurance on the effectiveness of internal controls. No significant internal control matters were identified; however, the Fund will continue to manage and improve key risks and internal controls in the following areas:

1. In its audit report issued in July 2023 (A/78/5/Add.16), the BoA did not identify significant errors, omissions, or misstatements from the review of the financial records of the Fund for the year ended 31 December 2022. However, the BoA identified scope for improvements in the implementation of environmental, social and governance metrics, gender balance strategy and overpayment write-off criteria. Management has initiated or completed the implementation of the recommendations made by the BoA, except for one rejected recommendation relating to screening exchange traded funds (ETFs) because these financial investments are externally managed for many investors, both individual and institutional and as such OIM has no direct control over the stock selection.
2. **Investments and market risks:** In 2023, the stock and bond markets rebounded strongly from a challenging 2022. Despite a regional banking crisis in the first quarter that raised concerns about a credit crunch, the Fund remained resilient. The economy stayed robust, and inflation cooled. The United States Federal Reserve raised interest rates four times during the

year, but officials indicated at their December 2023 meeting that they do not plan to raise rates further and may even lower them in the coming year. The Fund's commitment to stability and adherence to industry standards was evident as it conducted a quadrennial ALM study in 2023 and successfully implemented new benchmarks and strategic asset allocation in February 2024. Additionally, the Fund remained compliant with the Global Investment Performance Standards (GIPS).

3. **Risks derived from inflation and geopolitical crises:** Inflation rates remain high globally despite coming down from recent peaks. Experts predict that inflation will continue declining in the coming year but remain above pre-2020 levels. Geopolitical risks have intensified with a potential shift in alignment, a new war in the Middle East, and increased risks in Asia. The ALM study considered uncertainties when developing a strategic asset allocation. In addition, OIM started performing reverse stress testing to gauge inflation risk's impact on Fund sustainability alongside scenario analysis, including climate scenarios. In addition, the Fund continues to diversify channels to distribute pension benefit payments, including through the United Nations Treasury and to offer new digital services to lower banking charges for beneficiaries located in countries impacted by disruptions in the international transaction system. The Fund will continue to monitor possible financial and operational impacts of the high inflation environment; and take prompt action to mitigate potential risks derived from inflation and geopolitical crises.
4. **Business Transformation:** The Fund has recognized that business transformation is required to prepare and respond to global and long-term structural challenges, and to generate better outcomes for internal and external clients. In 2023, the Pension Administration continued to implement and extended the CARE<sup>3</sup> Strategy and related roadmap and projects, with a focus on integrating modern technologies and continuous improvement into business processes. In 2023, the introduction of new benefit payment channels, automated scanning and signature verification, and new functionalities in the Fund's Digital Certificate of Entitlement provided enhanced service to clients. For 2024, the introduction of the new Customer Relationship Management system will pave the way for further organizational and process changes and enhanced internal controls to adopt more self-service-based, electronic, and paperless processes and upgrade aging systems to improve client experience and increase efficiency. In 2023, OIM updated its Target Operating Model to define business and organizational transformation strategies aimed at achieving effective collaboration and standardized or seamlessly integrated business processes, data, technology, and communication. From 2024 onwards, OIM will advance in the implementation of the strategic roadmap and related projects to ensure strategic investment alignment, promote a risk-taking culture, and develop organizational agility.
5. **Organizational Culture:** Strengthening the Fund's culture has been identified by management as key to the success of the Fund's overall strategy. A Leadership Culture Assessment in line with the United Nations System Leadership Framework has been conducted annually since 2021 with the participation of a majority of UNJSPF staff to identify priorities for culture work. In 2023, culture work has been focused on communication, collaboration, and transformation. Complementarily, the Fund has largely fulfilled the objectives of the Human Resources Strategy 2021-2023; the training strategy and guidelines; and Gender Strategy, resulting in processes and principles to promote a more satisfied and skilled workforce and a gender sensitized work environment. The implementation of culture transformation initiatives will continue with a focus on promoting organizational values and priorities. For 2024, the Fund aims to strengthen the Fund's culture, building on the results of the 2024 Leadership Culture Assessment to track progress and identify new areas of focus.
6. **Cybersecurity risk:** During 2023, the Fund continued to enhance its information security framework and processes to respond to emerging technologies and increasingly sophisticated threats, including disruptive capabilities of manipulated information and access to large-scale artificial intelligence models. Both the Pension Administration and OIM continued to maintain the ISO27001:2022 Information Security Management System certification to ensure appropriate cyber risk controls are in place, and the delivery of mandatory training and awareness training to staff, including phishing campaigns. Third-party managed Security Operations Centers provide around-the-clock monitoring and incident management for security events, to ensure data assets remain protected. Complementarily, the Fund continues to enforce Information security requirements for key suppliers and applications. Projects to secure Member-Self Service portals and transactions with the introduction of multi-factor authentication (MFA) and cyber insurance for OIM are well underway.
7. **Business Continuity Management:** The Fund continued maintains a robust business continuity management governance framework with defined continuity plans and IT disaster recovery. The Fund has full remote working capability for all teams, to allow continuity of critical business functions and physical isolation of staff. Resilient data-centre hosting arrangements are in place providing high availability for key ICT systems. During 2023, the Pension Administration gradually moved ICT systems to the Cloud to enhance resilience and achieve further efficiencies, while focusing on crisis preparedness and crisis management for unexpected complex scenarios. In March 2023, OIM successfully moved to a new infrastructure as a service provider and focused on ensuring the resilience of critical service providers. Given the likelihood and broad nature of possible crises, in 2024 the Fund will continue to enhance its business continuity arrangements and

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<sup>3</sup> Client-focused, Action-oriented, Relations-builder, and Efficiency-driven



monitor supplier viability, to strengthen its ability to maintain its critical business services during and following disruptive events.

8. **Data Governance:** Both the Pension Administration and the OIM have undertaken projects to develop and implement a data governance framework as a key enabler to realizing the objective of becoming a data-driven organization. Various components of the data governance framework are in place or are under development, including a dedicated Data Governance Council, data inventory and data quality policy. Additional data work and the data governance operating model will allow further aligning UNJSPF Data Strategy with the vision of the United Nations Secretary-General and with guidance issued by the United Nations on data protection and privacy.
9. **Sustainability Risks:** The Fund maintains a comprehensive sustainability framework and commits the targets set by the United Nations Secretariat Climate Action Plan. During 2023, the Fund expanded the mechanisms for integrating Environmental, Social and Governance (ESG) factors into investment decision-making and internal processes. OIM strengthened its ESG policy and published a Sustainable Investing Manifest, which states OIM's beliefs and principles for sustainability integration in investment and internal processes. The Fund developed a new integration strategy, an enhanced integration process and defined objectives, boosted private market ESG integration techniques and initiated a review of fixed income ESG processes. An impact investing policy was issued, which defines impact investing, governance structure, mandate (impact and return), themes, principles, and relevant frameworks. The Fund is on track to reach its 40% carbon reduction target for equities, corporate bonds, and non-listed real estate portfolios. The Fund has also made progress in its engagement and financing of the transition efforts. Proxy vote rights were exercised in more than 99 percent of the meetings with votes and over 560 companies were engaged globally on 2,730 environmental, social, governance, strategy, risk and communication issues and objectives. A new reduction target by 2030 will be set in 2024, in line with the recommendations of the Net Zero Asset Owner Alliance. The Task Force on Climate-Related Financial Disclosures (TCFD) report in 2023 outlined the progress made on the governance, strategy, risk management and metrics and targets adopted by the Fund. From 2024, the Fund will report on climate-related risks and opportunities in line with the IFRS S2 guidelines.

## Statement

We acknowledge that management is responsible for establishing and maintaining adequate internal controls over financial reporting.

There are inherent limitations in the effectiveness of any internal control, including the possibility of human error or circumvention. Accordingly, even effective internal controls can provide only reasonable but not absolute assurance. Further, because of changes in conditions, the effectiveness of internal controls may vary over time.

As the evaluation of the effectiveness of internal controls was conducted as of 31 December 2023, and based on this evaluation, we conclude that to our best knowledge and information, there were no material weaknesses in internal controls, in our respective areas of responsibility, during the year ended 31 December 2023.

Within the scope of our respective areas of responsibility, we are committed to addressing any weaknesses in internal controls identified during the year and ensuring continuous improvement of internal controls.



**Rosemarie McClean**  
Chief Executive of Pension Administration  
United Nations Joint Staff Pension Fund



**Pedro Guazo**  
Representative of the Secretary-General  
for the investment of the assets of the Fund

29 April 2024  
New York, NY

## Financial overview

### A. Message from the Chief Executive of Pension Administration and the Representative of the Secretary-General:

1. Despite volatility in the global markets and geopolitical challenges in 2023, the investment portfolio had a very positive performance, and as a result, the Fund remains financially sound and resilient, providing reliable services to its clients, while modernization efforts have continued.
2. The biennial actuarial valuation of the Fund as of 31 December 2021, as reviewed by the Pension Board in July 2022, reported a surplus. It established that the current contribution rate is sufficient for the Fund to remain sustainable over the long term, for current and future participants and beneficiaries. This meant that the Fund was in a strong position to absorb the market downturn over 2022 given the previous years' results and the very strong results of 2023, with the next actuarial valuation due to report to the Board in July 2024.
3. In the 2023 financial year, the Fund delivered a positive performance of the Fund's investments, with the investments growing by \$10.2 billion (an increase of 13%) to \$87.6 billion.
4. As expected, the Fund has continued to grow through an increase in participants and beneficiaries. Although the balance between the participant contributions and benefits paid has been stable in recent years, as expected, during 2023, the benefits paid exceeded the contributions received by \$119 million.
5. As in previous years, payments were issued on time, and the banking crisis in the first months of 2023 was mitigated and had no impact on the distribution of benefits. The Fund continued to explore and set up new payment channels to ensure the transfer of benefit payments in countries with banking systems affected by geopolitical challenges. The Fund also outperformed its benchmark in pension processing, with more than 90% of initial pension cases processed within 15 business days last year.
6. Meanwhile, the Fund has continued to modernize its operations, further simplifying and digitalizing interactions with its clients. We are particularly proud that one of our flagship projects, the Digital Certificate of Entitlement (DCE) application, won the 2023 Government Blockchain Association's (GBA) Social Impact Award.
7. We remain confident that the Fund will continue to deliver and improve services to its members, ensuring long-term sustainability through ethical investing.

### B. Administration of the Fund

8. UNJSPF was established by the United Nations General Assembly in 1949 to provide retirement, death, disability, and related benefits for staff of the United Nations and the other international organizations admitted to membership in the Fund.
9. The United Nations Joint Staff Pension Board, a subsidiary organ of the General Assembly, has the overall supervisory responsibility for the administration of the Fund and the observance of the Regulations and Rules of the Fund. The Secretary-General appoints the independent Secretary of the Pension Board on the recommendation of the Pension Board. The Secretary of the Pension Board is responsible for a full range of secretariat conference management and services.
10. The Chief Executive of Pension Administration is appointed by the Secretary-General on the recommendation of the Pension Board. The Chief Executive acts under the authority of the Pension Board in the discharge of the latter's responsibility for the administrative supervision of the Fund as a whole.
11. The investment of the assets of the Fund is decided upon by the Secretary-General after consultation with an Investments Committee and in the light of observations and suggestions made from time to time by the Pension Board on the investments policy. The Secretary-General has delegated his authority and responsibility to act on his behalf in all matters involving his fiduciary duties related to the investment of the assets of the Fund to the RSG.
12. For detailed information about the fund's purpose, administration, structure, and management, please refer to Note 1 of the financial statements.

## C. Key indicators

(Millions of United States dollars except for participants and benefits counts)

	<i>Year</i>				
	<i>2023</i>	<i>2022</i>	<i>2021</i>	<i>2020</i>	<i>2019</i>
Net assets available for benefits	88 239	77 918	91 460	81 512	72 034
Actuarial present value of accumulated plan benefits with pension adjustments*	90 945	81 121	66 656	63 259	59 829
(Deficit) / Excess of the actuarial present value of accumulated plan benefits with pension adjustments	(2 706)	(3 203)	24 804	18 253	12 205
Investment income/(loss)	10 565	(13 458)	10 047	9 516	11 362
Pension contributions	3 409	3 121	2 969	2 847	2 689
Number of participants	149 848	143 612	137 261	134 632	131 583
Pension benefits	3 527	3 128	2 976	2 789	2 700
Number of periodic benefits	86 013	83 988	82 312	80 346	79 975
Increase/(decrease) in net assets available for benefits	10 321	(13 541)	9 948	9 477	11 258

\*2023 and 2022 actuarial present value of accumulated plan benefits includes future increase in pensionable remunerations

## D. Financial performance

### Net assets available for benefits

13. The statement of net assets available for benefits provides information about the financial position of the Fund and presents the assets of the Fund less liabilities other than the actuarial present value of accumulated plan benefits. Meeting the requirements of the IAS 26, the Fund has opted to disclose the actuarial present value of accumulated plan benefit in a footnote.
14. Net assets available for benefits as of 31 December 2023 were \$88,239.3 million (2022: \$77,918.3 million), an increase of \$10,321.0 million (13.2 per cent).
15. The fair value of investments as of 31 December 2023 was \$87,598.7 million (2022: \$77,437.5 million), reflecting an increase of \$10,161.2 million (13.1 per cent). Details on the investment classes as of 31 December 2023 and 31 December 2022 are shown in the table below:

(Millions of United States dollars)

	<i>31 December 2023</i>	<i>31 December 2022</i>	<i>Change</i>	<i>Percentage</i>
Equities	45 257	39 246	6 011	15.3
Fixed income	27 543	24 132	3 411	14.1
Real assets	7 207	7 493	(286)	(3.8)
Alternatives and other investments	7 592	6 566	1 026	15.6
<b>Investments</b>	<b>87 599</b>	<b>77 437</b>	<b>10 162</b>	<b>13.1</b>
Cash and cash equivalents	742	750	(8)	(1.1)
<b>Total investments and Cash and cash equivalents</b>	<b>88 341</b>	<b>78 187</b>	<b>10 154</b>	<b>13.0</b>

16. Total liabilities of the Fund as of 31 December 2023 were \$518.6 million (2022: \$691.4 million), a decrease of \$172.8 million, or 25.0 per cent. The decrease in total liabilities was due primarily to the total decrease in payable from investments traded of \$207.5 million.

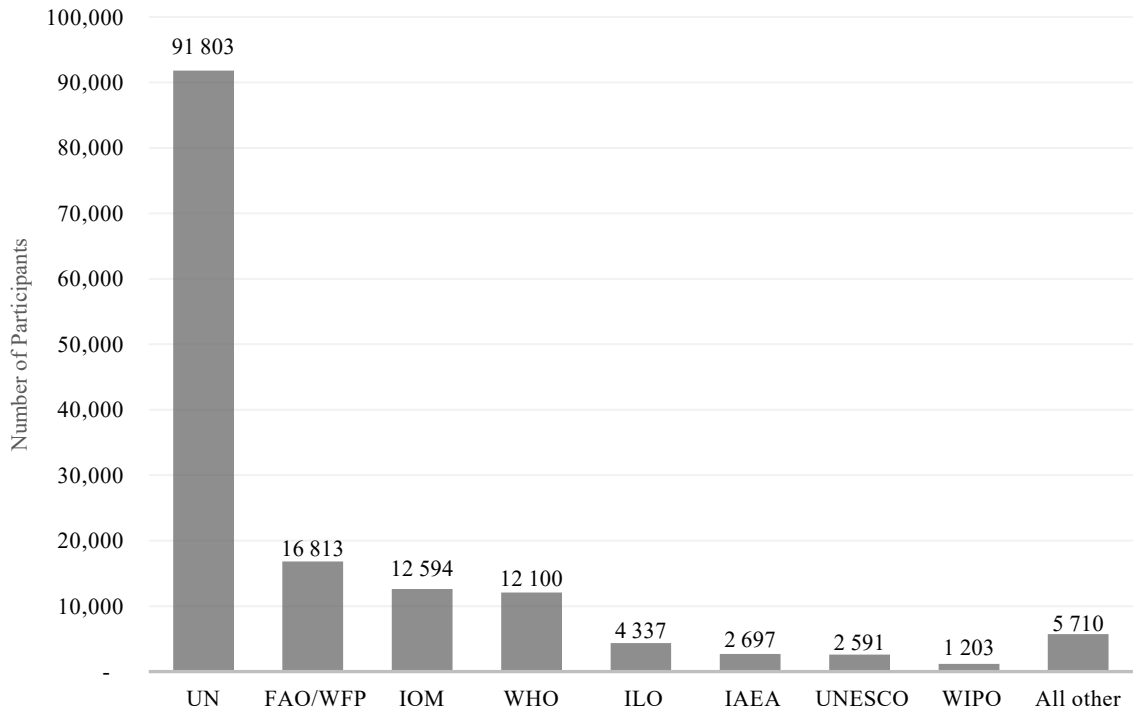
## Changes in net assets available for benefits

17. The statement of changes in net assets available for benefits provides information about the changes in the net assets of the Fund for a year categorized by investment income/(loss), pension contributions, pension benefits and administrative expenses.
18. There was an increase in the net assets available for benefits for the year ended 31 December 2023 of \$10,321.0 million (2022: a decrease of \$13,541.2 million). The increase was attributable primarily to investment income for the year.
19. The investment income for 2023 was \$10,565.2 million (2022: loss of \$13,457.8 million). Investment income for 2023 comprised mainly a net increase in fair value of investments of \$9,035.5 million, dividend income of \$855.3 million and interest income of \$822.8 million.
20. Total contributions (from participants \$1,135.6 million, member organizations \$2,261.6 million, and other contributions of \$11.7 million) for 2023 were \$3,408.9 million (2022: \$3,121.3 million), reflecting an increase of \$287.6 million (an increase of 9.2 per cent) compared with the 2022 total contributions. See Section E. Participants and Beneficiaries below for more details.
21. Pension benefits for 2023 of \$3,527.4 million (2022: \$3,128.2 million) reflected an increase of \$399.2 million, or 12.8 per cent, compared with the 2022 benefits. See Section E Participants and Beneficiaries, below for more details.
22. Administrative expenses for 2023 of \$133.0 million (2022: \$83.0 million) reflected an increase of \$50.0 million (60.2 per cent), primarily due to the increase in the liabilities for the post-employment benefits.

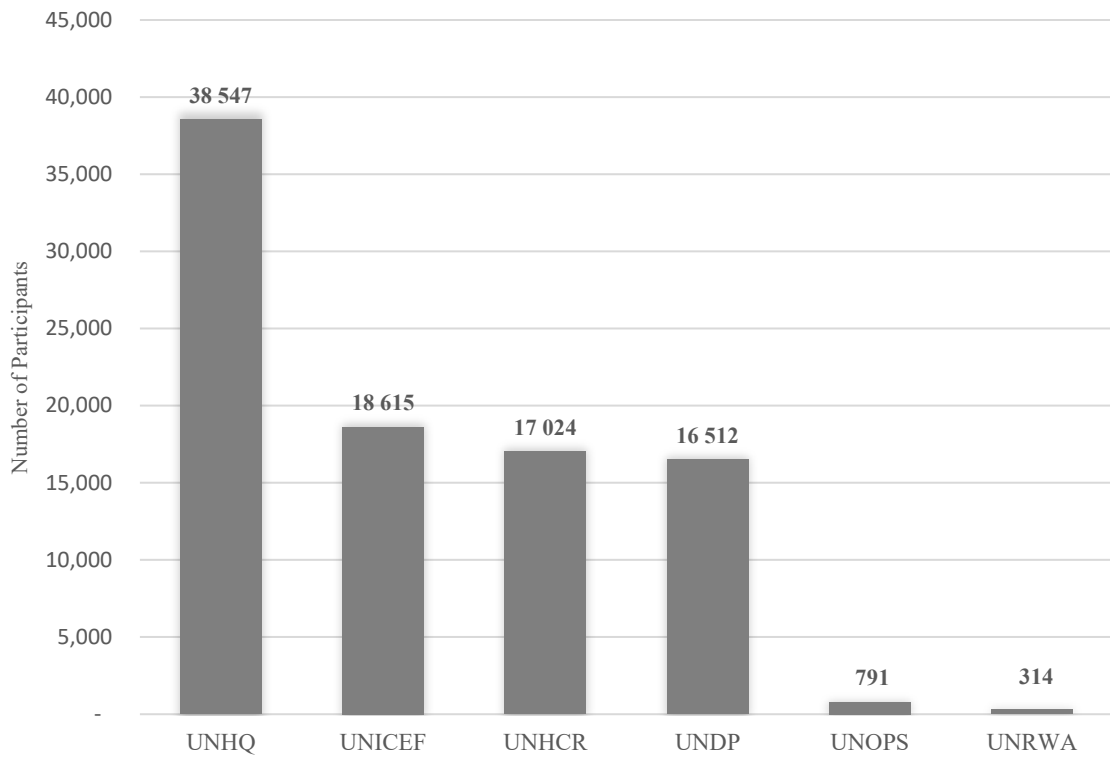
## E. Participants and beneficiaries

23. The total number of participants as of 31 December 2023 was 149,848, which is an increase of 4.3% from 31 December 2022. The total participant count went up by 4.6% during 2022. Most of the increases were from the United Nations (2.6%, from 89,446 to 91,803), the International Organization for Migration (26.3%, from 9,968 to 12,594) and the Food and Agriculture Organization (including the World Food Programme, 5.2% from 15,990 to 16,813). Please refer to Table 1: Number of participants as of 31 December in the Annex for more details.
24. The charts below illustrate the compositions of the Fund's member organizations by the participant counts, and the funds and programmes of the United Nations as of 31 December 2023.

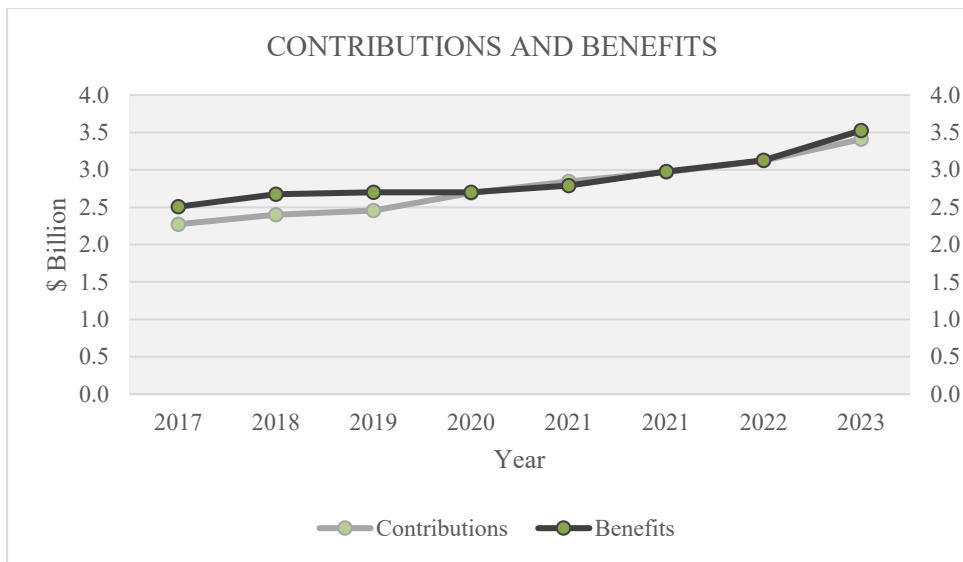
### WHERE THE PARTICIPANTS ARE EMPLOYED



### COMPOSITION OF THE UNITED NATIONS



25. The increase in the Fund’s participants, along with the increased pensionable remunerations (a 6.2% increase in all grades and steps of the Professional category from 1 February 2022 to 1 February 2023), contributed to the increase in the pension contributions for the year 2023 by 9.2% from \$3,121.3 million for the year ended 31 December 2022 to \$3,408.9 million for the year ended 31 December 2023. Similar to the year 2022, the total contributions were slightly exceeded by the total pension benefits of \$3,527.4 million during the year 2023. During the year 2022, the total contributions were \$3,121.3 million, and the total pension benefits were \$3,128.2 million.

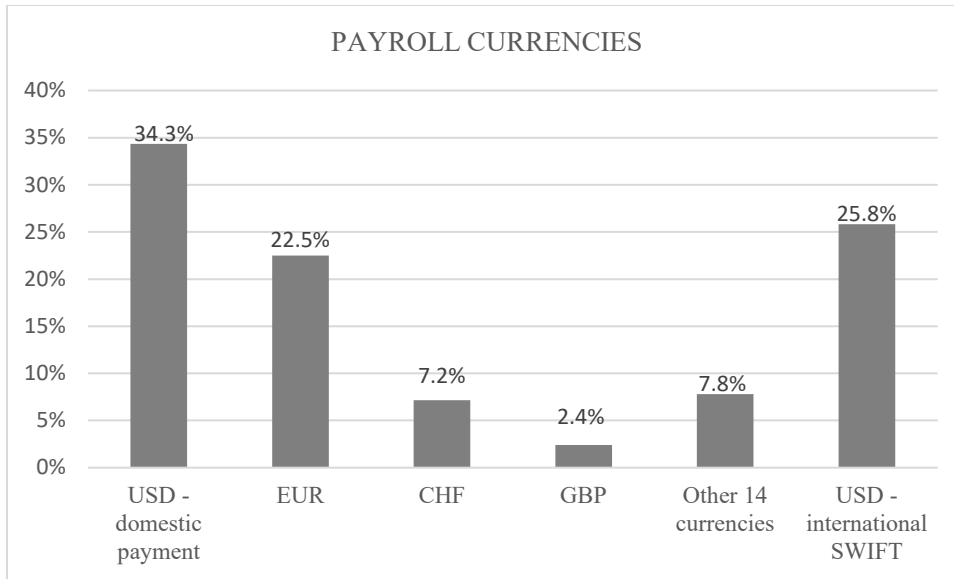


26. The Fund’s beneficiaries reside around the world, in more than 190 countries. Most recipients of monthly periodic benefits request their benefits to be paid to banks located in the country of member organizations' headquarters (the United States, France, Switzerland, Austria, Italy, the United Kingdom). However, a considerable number of beneficiaries use banks outside these countries. The Fund is fully committed to delivering payments in every jurisdiction of the world. Thus, the distribution of benefit payments is subject to geopolitical challenges around the world, disrupting banking conditions in locations affected (e.g. in Sudan, Niger, and the Russian Federation).

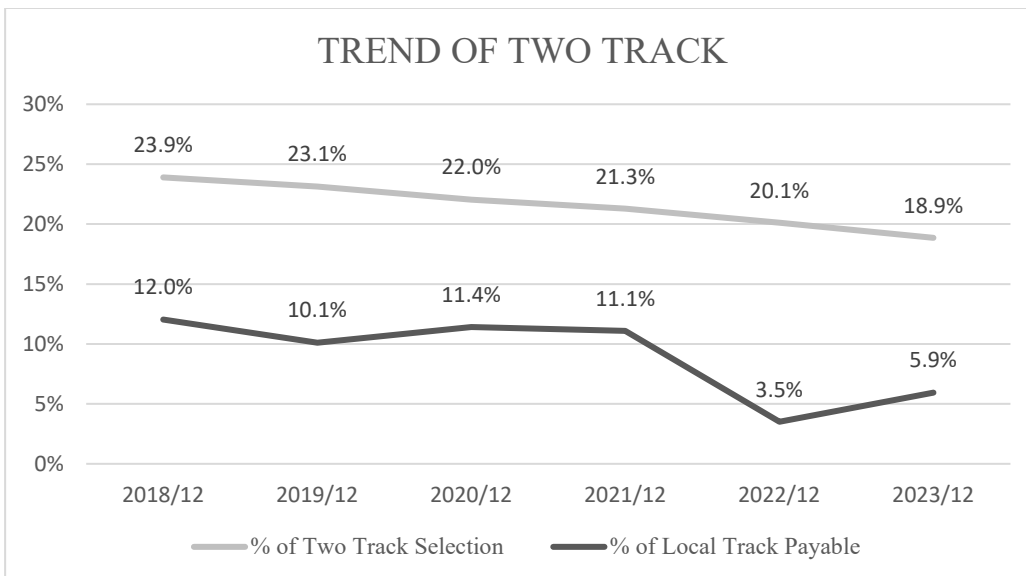


27. The Fund transfers monthly benefit payments in eighteen currencies, and more than two-thirds of periodic benefits are being paid via domestic payment methods, as shown in the chart. The Fund continues to identify additional

jurisdictions for payments in local currency through the local banking accounts of member organizations. In 2023, more than 60% of beneficiaries requested their benefits to be paid in US dollars.



28. The Fund applies cost-of-living adjustments to its periodic benefits annually or semi-annually in case of extreme inflation, aiming to preserve the purchasing power of pension benefits. Inflation remained high in the United States and around the world in December 2022, when the movement of the Consumer Price Index is measured for pension adjustments for 2023. The increase in inflation led to a substantial increase in benefit payments in 2023. Pensions on the US dollar track were adjusted by 6.4% in April 2023 using the Consumer Price Index published in December 2022.
29. For beneficiaries residing outside the United States, the Fund offers an optional irrevocable two track feature whereby their periodic benefit is calculated and maintained in both US dollar (US dollar track) and the local currency of the country of residence (local track). As of December 2023, 19% of beneficiaries had opted for the two-track feature. The Fund observed that the vast majority of beneficiaries who retired in recent years have chosen to receive their benefits on the US dollar track. The payments to beneficiaries who opted for the two-track feature are calculated and adjusted in their local currency and the Consumer Price Index, but they receive a guaranteed minimum of the US dollar track. Due to the strong US dollar and relatively high inflation in the United States, the majority of two track recipients now receive the guaranteed minimum of the US dollar track.



## F. Investment management

30. The Fund's long-term return objective is to earn the highest possible investment return consistent with the Fund's risk appetite, so as to deliver an investment return that at least meets over the long-term (i.e. over 15 year periods and longer) the Fund's assumed real rate of return (i.e. the annual percentage return realized on an investment, which is adjusted for changes in prices due to inflation or other external effects) objective, which currently is 3.5% in US dollars.
31. The investments are carried out within the framework of the Fund's Investment Policy Statement (IPS) which is regularly updated comprehensively subsequent to the completion of an Asset-Liability Management (ALM) study, conducted once every four years. The Investment Policy Statement was last updated in 2023. Please refer to the Fund's website for the 2023 IPS [[www.unjspf.org/wp-content/uploads/2023/08/IPS-2023.pdf](http://www.unjspf.org/wp-content/uploads/2023/08/IPS-2023.pdf)].

Strategic asset allocation as of 31 December 2023:

Asset Classes	Minimum (%)	Target SAA (%)	Maximum (%)	Benchmark Weight (%)	Portfolio Weight (%)
Global equities	43	53	68	51.01	51.5
Private equity	2	7	12	8.33	8.4
Real estate	2	8	16	9.19	8.0
Real assets*	0	1	5	0.47	0.4
<b>Subtotal (Growth assets)</b>	<b>54</b>	<b>69</b>	<b>84</b>	<b>69.00</b>	<b>68.3</b>
Global fixed income	26	29	32	29.0	30.0
Cash and equivalent	1	2	5	2.0	1.7
<b>Subtotal (Non-growth assets)</b>	<b>27</b>	<b>31</b>	<b>37</b>	<b>31.0</b>	<b>31.7</b>
<b>Total</b>	<b>-</b>	<b>100</b>	<b>-</b>	<b>100</b>	<b>100</b>

\*Real Assets include Infrastructure, Timberland and Commodities.

32. In 2023, the Fund conducted its regular asset-liability management (ALM) study using the services of an independent consultancy firm with specialist expertise. The goal of the study was to assess the impact of key investment and solvency-related decisions on the long-term financial condition and performance of the Fund. A key objective of the study was to recommend strategic asset allocations that would improve the long-term financial outlook of the Fund. This study considered multiple capital market assumptions to reflect a range of future scenarios and related sensitivities. The findings of the ALM study were presented to the Pension Board in July 2023. Following its approval, the Fund completed the transition to the new Strategic Asset Allocation in March 2024.

Strategic asset allocation as of 31 March 2024 (preliminary and unaudited):

Asset Classes	Minimum (%)	Target SAA (%)	Maximum (%)	Benchmark Weight (%)	Portfolio Weight (%)
Global equities	35	43	51	43	44.2
Private equity	3	7	11	7	8.4
Real estate	4.5	8.5	12.5	8.5	7.6
Real assets*	0	1.5	3.5	1.5	0.4
<b>Subtotal (Growth assets)</b>	<b>52</b>	<b>60</b>	<b>68</b>	<b>60</b>	<b>60.6</b>
Global fixed income	31	39	47	39	37.7
Cash and equivalent	0.5	1	3	1	1.7
<b>Subtotal (Non-growth assets)</b>	<b>32</b>	<b>40</b>	<b>37</b>	<b>40</b>	<b>39.4</b>
<b>Total</b>	<b>-</b>	<b>100</b>	<b>-</b>	<b>100</b>	<b>100</b>

\*Real Assets include Infrastructure, Timberland and Commodities.

33. In 2023, OIM pursued the integration of Environmental, Social and Governance (ESG) factors in its investment process following key milestones that were reached in 2022. The main focus of the year was climate, ESG integration, stewardship and impact investing. OIM is on track to reach its 40% carbon reduction target by 2025 for its equities, corporate bonds, and non-listed real estate portfolios. The Fund has also made progress in its engagement and financing the transition efforts. In 2024, OIM will set new reductions target to be reached by the year 2030, in line with the recommendations of the Net Zero Asset Owner Alliance. OIM published its second Task Force on Climate-Related Financial Disclosures (TCFD) report in 2023. This report outlined the progress



made since the first report on the governance, strategy, risk management and metrics and targets related to climate that the Fund has adopted. From 2024, OIM will continue to publish information related to its climate-related risks and opportunities by following the IFRS S2 guidelines, which effectively replaces the TCFD reporting framework. In 2023, the ALM study encompassed climate considerations for the asset allocation of the Fund. OIM strengthened its existing ESG policy and published its first Sustainable Investing Manifest and Policy. This document states OIM's beliefs and principles related to sustainability integration in the investment process as well as internal processes. In addition, the team developed a new integration strategy (moving to an enhanced integration process and defining objectives), boosted existing private market ESG integration techniques and initiated a review of its fixed income ESG processes. In 2023, together with its external partners, OIM exercised its right to vote in nearly all meetings where OIM was allowed to vote (more than 99 per cent) and engaged with more than 560 companies globally on 2,730 environmental, social, governance, strategy, risk and communication issues and objectives. This reflects OIM's commitment to be an active owner and influence the companies OIM invests in.

34. The Fund remains in a strong financial position, with its assets' market value estimated at USD 91.8 billion as of 10 June 2024, which is approximately 4% higher than its value on December 31, 2023, on a preliminary and unaudited basis. For additional information and weekly fund performance updates, please refer to the Fund's website [<https://www.unjspf.org/the-fund/historical-fund-performance/>].

## G. Actuarial matters

35. Ensuring the long-term sustainability of the Fund is of primary importance to the Board, the participants, the beneficiaries, and wider stakeholders. Like most other defined benefit pension plans, the Fund's solvency is closely monitored through two key studies:
- 1) A biennial actuarial valuation (conducted for the odd years)
  - 2) An ALM study, which is usually carried out every four years
36. Conducted by the Fund's independent Consulting Actuary, and documented in the UNSJPF's published Funding Policy [<https://www.unjspf.org/the-fund/actuarial-matters/>], the actuarial valuation considers the Fund from three different perspectives:
- 1) An open group valuation: Assumes the Fund would be run into perpetuity with a continuous influx of new participants. The key metric from this valuation is the required contribution rate, which is the theoretical contribution rate that maintains a balance between liabilities and assets over the long term. As the primary funding target in the UNJPSF Funding Policy, this is the principal measure for the overall health of the Fund and its ability to remain open to existing and new participants. As well as the main regular valuation basis, this valuation is also conducted using three alternative bases for sensitivity testing. On the regular valuation basis, the actuarial valuation at 31 December 2023 resulted in a required contribution rate of 23.02% of pensionable remuneration, which compared against the current actual contribution rate of 23.7%, equating to an actuarial surplus of 0.68% of pensionable remuneration.
  - 2) A closed group termination valuation ( "Article 26 valuation" ): Assumes that the Fund is closed immediately. The key metric from this valuation is the funded ratio and provides a view of the Fund's ability to meet its obligations if it were to be closed to all participants. This main purpose of this valuation is to establish any requirement to invoke Article 26 of the Fund's Regulations and, as a result, is the secondary funding target in the UNJSPF Funding Policy. It is carried out using three different valuation bases, and with and without pension adjustments. On the regular valuation basis with pension adjustments, the 31 December 2023 valuation resulted in a closed book valuation of \$83,151 million in accrued benefit liabilities, as compared with an actuarial value of assets of \$92,322 million, resulting in a funded ratio of 111%.
  - 3) Promised benefits: The actuarial present value of accumulated plan benefits, which does not include future new participants or future contributions from existing participants. This valuation is only carried out for the purpose of providing a measure of liabilities under IAS 26. The valuations as of 31 December 2023 and 2022 includes projected future pensionable remuneration. For the even years, when no actuarial valuation is undertaken, the Consulting Actuary provides an estimate through rolling forward the liabilities from the previous valuation.
37. All three valuation approaches utilise demographic assumptions based on the Fund's own experience, which is reviewed biennially. Economic assumptions reflect the future long-term outlook for Fund's investment returns and other economic metrics, including inflation. Asset values are based on a five-year market averaging method to limit the impact of short-term market fluctuations while still reflecting longer term trends.

38. In preparation for the adoption of IPSAS 49, Retirement Benefit Plans, the actuarial present value of accumulated plan benefits in accordance with IAS 26, Accounting and Reporting by Retirement Benefit Plans has been calculated to take account of future increases in pensionable remuneration. The actuarial present value of accumulated plan benefits as of 31 December 2023 and 2022 is as follows:

(Millions of United States dollars)

	31 December 2023		31 December 2022	
	<i>With future increases in pensionable remunerations</i>	<i>With future increases in pensionable remunerations</i>	<i>With future increases in pensionable remunerations</i>	<i>Without future increases in pensionable remunerations</i>
<b>Actuarial value of vested benefits</b>				
Participants currently receiving benefits	44 205	38 368	38 368	38 368
Vested terminated participants	2 312	1 919	1 919	1 919
Active participants	30 182	28 938	26 938	26 938
<b>Total vested benefits</b>	<b>76 699</b>	<b>69 225</b>	<b>69 225</b>	<b>69 225</b>
Non-vested benefits	14 246	11 896	1 374	1 374
<b>Total actuarial present value of accumulated plan benefits</b>	<b>90 945</b>	<b>81 121</b>	<b>70 599</b>	<b>70 599</b>

## H. Operating expenses

39. Operating expenses include administrative expenses, investment transaction cost and management fees expenses. Administrative expenses primarily include staff cost, contractual services, rent, and general operating expenses. The General Assembly approves the annual budget for the administrative expenses endorsed by the Pension Board, as well as the report of the Advisory Committee on Administrative and Budgetary Questions, thereon. Transaction cost include explicit cost of trading securities like broker commission and transaction tax. Management fees include fees of external managers and fees for investment in private equity and real estate funds.
40. Operating expenses of the Fund for the year ended 31 December 2023 and 2022 are as follows:

(Millions of United States dollars)

Operating expenses for the year ended 31 December 2023	Secretariat of the Pension Board	Pension Administration	Office of Investment Management	Audit	Total
<b>Administrative expenses</b>					
Staff cost	0.7	44.6	31.9	0.1	77.3
Contractual services and consultants	0.0	17.9	20.8	-	38.7
General operating expenses	0.5	9.2	5.7	1.7	17.1
<b>Transaction cost and management fees expenses</b>					
Management fees for investment in private equity and real estate fund	-	-	196.4	-	196.4
External managers management fees	-	-	17.0	-	17.0
Investment Transaction cost	-	-	10.2	-	10.2
<b>Total operating expenses</b>	<b>1.2</b>	<b>71.7</b>	<b>282.0</b>	<b>1.8</b>	<b>356.7</b>
<b>As % of total investments and Cash and cash equivalents</b>	<b>-</b>	<b>-</b>	<b>0.319%</b>	<b>-</b>	<b>-</b>

(Millions of United States dollars)

<b>Operating expenses for the year ended 31 December 2022</b>	<b>Secretariat of the Pension Board</b>	<b>Pension Administration</b>	<b>Office of Investment Management</b>	<b>Audit</b>	<b>Total</b>
<b>Administrative expenses</b>					
Staff cost	0.5	17.9	15.4	(0.4)	33.4
Contractual services and consultants	0.1	16.4	18.9	-	35.4
General operating expenses	0.3	7.1	4.7	2.1	14.2
<b>Transaction cost and management fees expenses</b>					
Management fees for investment in private equity and real estate fund	-	-	170.7	-	170.7
External managers management fees	-	-	14.8	-	14.8
Investment Transaction cost	-	-	14.8	-	14.8
<b>Total operating expenses</b>	<b>0.9</b>	<b>41.4</b>	<b>239.3</b>	<b>1.7</b>	<b>283.3</b>
<b>As % of total investments and Cash and cash equivalents</b>	<b>-</b>	<b>-</b>	<b>0.306%</b>	<b>-</b>	<b>-</b>

41. Please refer to Note 16 Administrative expense for additional information about the fund's administration expenses and Note 13 Investment income and transaction cost for additional information about transaction cost and management fees expenses of the financial statements.
42. Statement of comparison of budget and actual amounts on a comparable basis in relation to administrative expenses provides an explanation of differences greater than 5% between budget and actual in relation to the fund's administrative expense. Note 22 of the Financial Statements provides a reconciliation of actual amounts presented on the same basis as the budget and administrative expense included in the Statement of changes in net assets.
43. Internally and externally managed assets by asset class as of 31 December 2023 and 2022

(Millions of United States dollars)

<b>As of 31 December 2023</b>	<b>Internally managed</b>	<b>Externally managed</b>	<b>Total</b>
Equities	42 166	3 091	45 257
Fixed income	22 025	5 518	27 543
Real assets	-	7 207	7 207
Alternatives and other investments	-	7 592	7 592
<b>Investments</b>	<b>64 191</b>	<b>23 408</b>	<b>87 599</b>

(Millions of United States dollars)

<b>As of 31 December 2022</b>	<b>Internally managed</b>	<b>Externally managed</b>	<b>Total</b>
Equities	36 211	3 035	39 246
Fixed income	19 558	4 574	24 132
Real assets	-	7 493	7 493
Alternatives and other investments	-	6 566	6 566
<b>Investments</b>	<b>55 769</b>	<b>21 668</b>	<b>77 437</b>

44. Public markets external manager fees

(Millions of United States dollars)

<b>Externally managed public market asset</b>	<b>As of 31 December 2023</b>	<b>Management fees for the year 2023</b>
Equity	3 091	16.0
Fixed income	5 518	1.0
<b>Total</b>	<b>8 609</b>	<b>17.0</b>

<b>Externally managed public market asset</b>	<b>As of 31 December 2022</b>	<b>Management fees for the year 2022</b>
Equity	3 035	14.6
Fixed income	4 574	0.2
<b>Total</b>	<b>7 609</b>	<b>14.8</b>

45. Private markets external manager fees

(Millions of United States dollars)

<b>Externally managed private market asset</b>	<b>As of 31 December 2023</b>	<b>Unfunded commitment as of 31 December 2023</b>	<b>Management fees for the year 2023</b>
Real assets	7 207	2 813	97
Alternatives and other investments	7 592	4 284	99
<b>Total</b>	<b>14 799</b>	<b>7 097</b>	<b>196</b>

(Millions of United States dollars)

<b>Externally managed private market asset</b>	<b>As of 31 December 2022</b>	<b>Unfunded commitment as of 31 December 2022</b>	<b>Management fees for the year 2022</b>
Real assets	7 493	2 942	87
Alternatives and other investments	6 566	4 560	83
<b>Total</b>	<b>14 059</b>	<b>7 502</b>	<b>170</b>

I. Latest development

46. Annual cost-of-living adjustments have been applied to periodic benefits, effective from the April 2024 payroll. Pensions on the US dollar track have been adjusted by 3.4%, and pensions on the local track of 86 two-track countries have also been adjusted in April 2024.

# Financial Statements for the year ended 31 December 2023

United Nations Joint Staff Pension Fund

## I. Statement of Net Assets Available for Benefits

(Thousands of United States dollars)

	Notes	31 December 2023	31 December 2022
<b>Assets</b>			
Cash and cash equivalents	4	741 778	749 749
Investments	5,6		
Equities		45 257 022	39 246 356
Fixed income		27 542 597	24 131 952
Real assets		7 207 145	7 492 991
Alternatives and other investments		7 591 983	6 566 220
		87 598 747	77 437 519
Contributions receivable		75 763	70 607
Accrued income from investments	7	253 156	195 264
Receivable from investments traded	5	14 328	75 854
Withholding tax receivable	8	56 458	60 431
Other assets	9	17 692	20 303
<b>Total assets</b>		<b>88 757 922</b>	<b>78 609 727</b>
<b>Liabilities</b>			
Benefits payable	10	172 403	143 896
Payable from investments traded	5	211 271	418 750
After-service health insurance and other employee benefit liabilities	11	105 379	94 375
Other accruals and liabilities	12	29 560	34 360
<b>Total liabilities</b>		<b>518 613</b>	<b>691 381</b>
<b>Net assets available for benefits</b>		<b>88 239 309</b>	<b>77 918 346</b>

The accompanying notes are an integral part of these financial statements.

**II. Statement of Changes in Net Assets Available for Benefits**

(Thousands of United States dollars)

	Notes	For the Year 2023	For the Year 2022
<b>Investment income/(loss)</b>	13		
Net change in fair value of investments		9 035 465	(14 739 883)
Interest income		822 829	592 014
Dividend income		855 260	830 219
Income from unitized real estate funds		76 571	85 982
Transaction costs and management fees		(223 634)	(200 338)
Withholding tax		880	(24 560)
Other investment related expenses, net		(2 139)	(1 264)
		10 565 232	(13 457 830)
<b>Pension contributions</b>	14		
From participants		1 135 639	1 040 470
From member organizations		2 261 570	2 070 460
Other contributions		11 660	10 341
		3 408 869	3 121 271
<b>Pension benefits</b>	15		
Withdrawal settlements and full commutation benefits		212 363	173 913
Retirement benefits		3 329 924	2 959 277
Other benefits/adjustments		(14 887)	(4 943)
		3 527 400	3 128 247
<b>Income from services provided to the United Nations</b>	2.3	8 707	8 304
<b>Administrative expenses</b>	16	132 963	83 040
<b>Other expenses</b>	17	1 482	1 665
<b>Increase/(decrease) in net assets available for benefits</b>		<b>10 320 963</b>	<b>(13 541 207)</b>

The accompanying notes are an integral part of these financial statements.

**III. Cash Flow Statement**

(Thousands of United States dollars)

	Notes	For the Year 2023	For the Year 2022
<b>Cash flows from investing activities:</b>			
Purchase of investments		(25 734 237)	(41 841 243)
Proceeds from sale/redemption of investments		24 455 834	39 857 082
Dividends received from equity investments		817 897	804 019
Interest received from cash and cash equivalents and fixed income investments		772 112	548 588
Income received from unitized real estate funds		78 285	84 690
Other investment-related expenses, net		(2 135)	(3 684)
Transaction costs, management fees and other expenses paid		(223 133)	(200 988)
Withholding tax reimbursement		37 217	12 571
<b>Net cash provided / (used) by investing activities</b>		<b>201 840</b>	<b>(738 965)</b>
<b>Cash flows from operating activities:</b>			
Contribution from member organizations and participants		3 401 238	3 094 327
Benefits payments		(3 494 757)	(3 133 540)
Net transfer to other plans		(1 062)	(974)
Administrative expenses paid		(119 045)	(105 837)
Other expenses paid		(1 490)	(1 670)
Services provided to the United Nations		8 707	8 304
<b>Net cash used by operating activities</b>		<b>(206 409)</b>	<b>(139 390)</b>
Net decrease in cash and cash equivalents		(4 569)	(878 355)
Cash and cash equivalents at the beginning of year	4	749 749	1 625 122
Exchange (losses) / gains on cash and cash equivalents		(3 402)	2 982
<b>Cash and cash equivalents at the end of year</b>	<b>4</b>	<b>741 778</b>	<b>749 749</b>

The accompanying notes are an integral part of these financial statements.

#### IV. Statement of comparison of budget and actual amounts on a comparable basis in relation to administrative expenses for the year ended 31 December 2023

(Thousands of United States dollars)

	Appropriation 2023 *	Actuals on a comparable basis 2023	Variance	Percentage
<b>A. Secretariat of the Pension Board</b>				
Posts	631.0	623.5	(7.5)	(1)
Other staff costs	48.1	0.7	(47.4)	(99)
Consultants	-	73.6	73.6	-
Travel of representatives	288.6	347.2	58.6	20
Travel of staff	27.8	29.0	1.2	4
Contractual services	85.8	8.3	(77.5)	(90)
General operating expenses	173.5	103.7	(69.8)	(40)
<b>Sub-total</b>	<b>1 254.8</b>	<b>1 186.0</b>	<b>(68.8)</b>	<b>(5)</b>
<b>B. Pension Administration</b>				
Posts	35 712.2	35 807.4	95.2	0
Other staff costs	3 046.9	1 793.8	(1 253.1)	(41)
Hospitality	3.4	-	(3.4)	(100)
Consultants	223.0	144.1	(78.9)	(35)
Travel of staff	365.4	395.2	29.8	8
Contractual services **	15 411.7	16 857.7	1 446.0	9
General operating expenses	10 726.6	9 571.9	(1 154.7)	(11)
Supplies and materials	50.8	26.6	(24.2)	(48)
Furniture and equipment	639.1	613.1	(26.0)	(4)
<b>Sub-total</b>	<b>66 179.1</b>	<b>65 209.8</b>	<b>(969.3)</b>	<b>(1)</b>
<b>C. Office of Investment Management</b>				
Posts	24 817.1	25 810.0	992.9	4
Other staff costs	1 479.4	2 260.0	780.6	53
Hospitality	3.2	1.3	(1.9)	(59)
Consultants	335.8	285.0	(50.8)	(15)
Travel of representatives	122.4	0.2	(122.2)	(100)
Travel of staff	218.7	309.4	90.7	41
Contractual services	24 741.5	22 059.2	(2 682.3)	(11)
General operating expenses	4 844.2	5 277.0	432.8	9
Supplies and materials	10.7	15.9	5.2	49
Furniture and equipment	76.8	345.2	268.4	349
<b>Sub-total</b>	<b>56 649.8</b>	<b>56 363.2</b>	<b>(286.6)</b>	<b>(1)</b>
<b>D. Audit</b>				
External audit	393.2	393.2	-	-
Internal audit	1 806.5	1 274.2	(532.3)	(29)
<b>Sub-total</b>	<b>2 199.7</b>	<b>1 667.4</b>	<b>(532.3)</b>	<b>(24)</b>
<b>Total administrative expenses</b>	<b>126 283.4</b>	<b>124 426.4</b>	<b>(1 857.0)</b>	<b>(1)</b>

The accompanying notes are an integral part of these financial statements.

\* The General Assembly approved the appropriation for 2023 in its resolution 77/258.

\*\* Actuals include the expenditure for the International Computing Centre of \$8.9 million.



The purpose of this statement is to compare the budget to actual amounts on a comparable basis, i.e. actual amounts on the same basis as the budget. As the Pension Fund's budget is prepared on a modified cash basis and the actual costs on a comparable basis are consequently also shown on a modified cash basis, the total for actual costs on a comparable basis does not agree with the administrative expenses shown in the statement of changes in net assets as that statement is prepared on an accrual basis.

**Explanation of significant differences (greater than +/-5 per cent) between budget and actual amounts on a comparable basis**

**A. Secretariat of the Pension Board**

**Other staff costs:** The underexpenditure mainly stems from the non-utilization of resources for the Ethics Adviser. A consultant was hired instead to fulfil this requirement.

**Consultants:** The expenditure in this budget class was incurred to the hiring of a consultant Ethics Adviser.

**Travel:** The overexpenditure is primarily due to increases in the average ticket price and DSA compared to the budgeted amounts.

**Contractual services:** The underexpenditure is primarily attributable to the non-utilization of resources provisioned for the Board training on board governance matters/fiduciary responsibilities and services for consulting actuary.

**General operating expenses:** The underexpenditure is due to the lower-than-anticipated expenditure for interpretation services, catering and conference services for the Pension Board meetings, as well as savings related to utility and facility management.

**B. Pension Administration**

**Other staff cost:** The underexpenditure primarily results from the reduced resource utilization for general temporary assistance, stemming from challenges in filling temporary positions, along with the lower resource utilization for overtime and after-service health insurance.

**Hospitality:** The underexpenditure is due to the absence of hospitality events in 2023.

**Consultants:** The underexpenditure mainly relates to the non-utilization of resources for benchmarking studies, as Pension Administration was deemed not comparable to entities in the CEM benchmarking dataset on a global basis for any meaningful insight.

**Travel:** The overexpenditure is attributable to the increases in both the average ticket prices and daily subsistence allowance compared to the budgeted amounts, partially mitigated by a lower-than-budgeted number of person-trips.

**Contractual services:** The overspending primarily stems from the utilization of resources for the implementation of the client relationship management (CRM) application. Unforeseen delays in finalizing the CRM contract in 2022 resulted in the incomplete utilization, by 31 December 2023, of commitments earmarked for the CRM implementation. Those commitments had to be cancelled and replaced with new commitments using 2023 resources to fulfill outstanding obligations related to the implementation of the system.

**General operating expense:** The underexpenditure is attributable to lower expenditure for utility and facility management as well as lower-than-anticipated number of medical board and UNAT cases.

**Supplies and materials:** The underspend is due to lower-than-projected expenditure on supplies, as the Fund continues its effort to go paperless.

**Furniture and equipment:** The underspend is primarily related to the replacement of fewer-than-anticipated number of personal computing equipment.

**C. Office of Investment Management**

**Other staff costs:** The overexpenditure is primarily due to higher-than-projected requirements for general temporary assistance.

**Hospitality:** The underexpenditure is due to fewer hospitality events in 2023.

**Consultants:** The underexpenditure mainly relates to the non-utilization of all the resources allocated for some projects.

**Travel:** The underexpenditure in travel of representatives primarily stems from the anticipated travel plans not materializing during the year. The overexpenditure in travel of staff stems from an increase in the number of in-person conferences compared to virtual offerings, as well as increases in average daily subsistence allowances and ticket prices.

**Contractual services:** The underexpenditure is due to projects which were not finalized owing to procurement delays.

**General operating expenses:** The overexpenditure is mainly due to additional charges related to the administrative services provided by the United Nations Headquarters to the fund.

**Supplies and materials:** The overexpenditure is due to the acquisition of operational IT equipment supplies to support more virtual meetings.

**Furniture and equipment:** The overexpenditure is due to the acquisition of software licenses and the unplanned upgrade of IT equipment for conference rooms to support more virtual meetings.

#### **D. Audit**

**Internal audit:** The underexpenditure is due to higher-than-budgeted vacancy rates in 2023. During the year, two posts in the Professional category and one in the General Services and related category became vacant. One General Temporary Assistant position also became vacant during the year. As a result, related resources for operational costs were not fully utilized during the year.

## Notes to the Financial Statements

### 1. Description of the plan

1. The following is a brief description of the United Nations Joint Staff Pension Fund (“UNJSPF” or the “Fund”). The UNJSPF Regulations and Administrative Rules in force are available at the Fund’s website [www.unjspf.org](http://www.unjspf.org).

#### 1.1 General

2. The UNJSPF was established by the United Nations General Assembly in 1949 to provide retirement, death, disability and related benefits for staff of the United Nations and the other international organizations admitted to membership in the Fund. The UNJSPF is a multiple employer defined benefit plan and there were twenty-five member organizations participating in the Fund as of 31 December 2023. All participating organizations and employees contribute to the UNJSPF based on pensionable remuneration. The contribution rate is a fixed rate of 7.9% for participants and 15.8% for employers (Note 3.5).

3. The Fund is governed by a Pension Board made up of (i) twelve members appointed by the United Nations Staff Pension Committee, four of whom are elected by the General Assembly, four from those appointed by the Secretary-General, and four from those elected by the participants in service in the United Nations; and (ii) twenty-one members appointed by the staff pension committees of the other member organizations in accordance with the Rules of Procedure of the Fund, seven of whom are chosen by the bodies of the member organizations corresponding to the General Assembly, seven from those appointed by the chief administrative officers of the member organizations and seven from those chosen by the participants in service.

#### 1.2 Administration of the Fund

4. The United Nations Joint Staff Pension Board (“Pension Board”), a subsidiary organ of the General Assembly, has the overall supervisory responsibility for the administration of the Fund and for the observance of the Fund’s Regulations and Rules. The Pension Board appoints an independent Secretary who is responsible for a full range of secretariat conference management and services. The role of the Secretary of the Pension Board is distinct from the roles and responsibilities pertaining to all aspects of the management, administration and investments of the Fund. The Secretary of the Pension Board reports directly to the Pension Board.

5. The Chief Executive of Pension Administration (“Chief Executive”) is appointed by the Secretary-General on the recommendation of the Pension Board.

6. The Chief Executive acts under the authority of the Pension Board in the discharge of the latter’s responsibility for administrative supervision of the Fund as a whole. This includes responsibility for the strategic planning and operational direction; establishment of policy; the administration of the Fund’s operations and certification of benefit payments; risk management; regulatory compliance, the overall supervision of staff, as well as stakeholder communications. The Pension Administration staff, under the authority of the Chief Executive, provide technical support services, prepares background documentation, and offers guidance and advice to the Pension Board and its subsidiary bodies, including its Standing Committee and the Committee of Actuaries. The Chief Executive serves as Secretary of the United Nations Staff Pension Committee. The Chief Executive participates in the meetings of the Fifth Committee of the UN General Assembly, the Advisory Committee on Administrative and Budgetary Questions, the International Civil Service Commission and any other pertinent bodies. In accordance with article 7 (c) of the Fund’s Regulations, in the absence of the Chief Executive, the Deputy Chief Executive performs the functions of the Chief Executive.

7. The investment of the assets of the Fund is decided upon by the Secretary-General after consultation with an Investments Committee and in the light of observations and suggestions made from time to time by the Pension Board on the investments policy. The Secretary-General has delegated his authority and responsibility to act on his behalf in all matters involving his fiduciary duties related to the investment of the assets of the Fund to the Representative of the Secretary-General for the investment of the assets of the Fund (“RSG”). The RSG arranges for the maintenance of detailed accounts of all investments and other transactions relating to the Fund, which are open to examination by the Pension Board.

8. A range of administrative functions supporting the Pension Board Secretariat, the Pension Administration and the Office of Investment Management (“OIM”) are provided by the Fund’s executive office reporting to the Deputy Chief Executive.

9. The Chief Financial Officer (“CFO”) reports to the Chief Executive and to the RSG in their respective substantive responsibilities. The CFO is responsible for formulating financial policy for the Fund, reviewing budgetary, financial and accounting operations of the Fund and ensuring that an adequate financial control environment of the UNJSPF is in place to protect the Fund’s resources and guarantee the quality and reliability of financial reporting. Additionally, the CFO is responsible for setting the rules for the collection from the different information systems and areas of the Fund, the financial and accounting data necessary for the preparation of the Fund’s financial statements and has full access to such systems and data. The CFO ensures that the financial statements are in compliance with the Fund’s Regulations and Rules, the accounting standards adopted by the Fund, as well as the decisions of the Pension Board and the UN General Assembly. The CFO also certifies the Fund’s financial statements.

### **1.3 Participation in the Fund**

10. Members of the staff of each of the twenty-five member organizations of the Fund become participants in the Fund upon commencing employment under an appointment for six months or longer or upon completion of six months service without an interruption of more than thirty days. As of 31 December 2023, the Fund had contributors (participants) from member organizations/agencies, including the main UN Secretariat, UNICEF, UNDP, UNHCR and other UN Funds and Programmes as well as the various specialized agencies such as FAO, WHO, IOM, ILO, IAEA, and UNESCO. (See Annex - Table 1 for a complete list of member organizations). Periodic benefits are currently paid to individuals in over 190 countries.

### **1.4 Operation of the Fund**

11. Participant and beneficiary processing and queries are handled by Operations of the Pension Administration, in offices located in New York, Geneva, Nairobi, and Bangkok. All the accounting for operations is handled in New York by centralized Financial Services. The Financial Services of the Pension Administration also manage receipt of monthly contributions from member organizations and the disbursement of the monthly pension payroll.

12. The RSG is assisted by the staff of the OIM where investments are traded and processed, and investment transactions are reconciled and accounted for.

### **1.5 Actuarial valuation of the Fund**

13. Article 12 of the Regulations of the UNJSPF provides that the Pension Board shall have an actuarial valuation made of the Fund at least once every three years. The Fund performs actuarial valuations every two years and intends to continue doing so in the future. Article 12 further provides that the actuarial report shall state the assumptions on which the calculations are based, describe the methods of valuation used, and state the results, as well as the recommendations, if any, for appropriate action. See Note 19 for the actuarial situation of the Fund as of 31 December 2023.

### **1.6 Retirement benefit**

14. Any participant who has five years of contributory service receives, upon separation at or after normal retirement age, a retirement benefit payable for the remainder of his or her life. "Normal retirement age" means age 60 for a participant whose service commenced prior to 1 January 1990; age 62 for a participant whose service commenced or recommenced on or after 1 January 1990 and before 1 January 2014; and age 65 for a participant whose service commences or recommences on or after 1 January 2014.

15. The standard annual rate of retirement benefit for a participant who enters the Fund on or after 1 January 1983 is the sum of:

- a) 1.5% of final average remuneration multiplied by the first five years of contributory service,
- b) 1.75% of final average remuneration multiplied by the next five years of contributory service,
- c) 2% of final average remuneration multiplied by the next twenty-five years of contributory service, and
- d) The years of contributory service in excess of 35 and performed as from 1 July 1995, by 1% of the final average remuneration, subject to a maximum total accumulation rate of 70%.

16. The standard annual rate of retirement benefit for a participant who entered the Fund prior to 1 January 1983, is 2 percent of final average remuneration multiplied by contributory service not exceeding 30 years plus 1 percent of final average remuneration multiplied by such service in excess of 30 years, not exceeding 10 years.

17. The maximum benefit to participants, subject to the terms specified in the UNJSPF Regulations and Rules, is the greater of 60 percent of pensionable remuneration at date of separation or the maximum benefit that would be payable, at that date, to a participant at level D-2 (top step for the preceding five years).

18. The retirement benefit shall, however, be payable at the minimum annual rate, which is obtained by multiplying the years of the participant's contributory service, not exceeding 10, by the smaller of \$180, subject to subsequent adjustments in accordance with the movement of the United States Consumer Price Index (CPI) under the Pension Adjustment System or 1/30 of the final average remuneration.

19. The annual rate of the retirement benefit shall nevertheless not be less, when no other benefit is payable on account of the participant, than the smaller of \$300 subject to subsequent adjustments in accordance with the movement of the United States CPI under the Pension Adjustment System or the final average remuneration of the participant.

20. "Final average remuneration" means the average annual pensionable remuneration of a participant during the 36 completed months of highest pensionable remuneration within the last 5 years of contributory service.

21. A participant may, except in the case where a minimum benefit is payable and he or she does not waive the rights thereto, elect to receive (i) if the retirement benefit is \$300 per annum or more, a lump sum not greater than the larger of one-third of the actuarial equivalent of the retirement benefit (not exceeding the maximum amount payable to a participant then retiring at normal retirement age, with final average remuneration equal to the pensionable remuneration for the top step of level P-5) or the amount of the participant's own contributions at retirement, and the participant's retirement benefit is then reduced accordingly; or (ii) if the participant's retirement benefit is less than \$1,000 per annum, the lump sum actuarial equivalent of the full retirement benefit, including the prospective spouse's benefit, if any, if the participant so elects.

#### *Early retirement*

22. An early retirement benefit is payable to a participant whose age on separation is at least 55 (58 for a participant whose participation commenced on or after 1 January 2014) but less than the normal retirement age and who has 5 years or more of contributory service at separation.

23. The early retirement benefit for a participant whose participation commenced prior to 1 January 2014 is payable at the standard annual rate for a retirement benefit reduced by 6 percent for each year between retirement date and normal retirement age; except that (i) if the participant has completed 25 but less than 30 years of contributory service at the date of retirement, the part of the benefit for service before 1 January 1985 is reduced by 2 percent a year, and the remaining part of the benefit is reduced by 3 percent a year; or (ii) if the participant has completed 30 or more years of contributory service at the date of retirement, the benefit is reduced by 1 percent a year; provided however that the rate in (i) or (ii) applies to no more than five years. The methodology of calculation of the early retirement benefits for employees participating on or after 1 January 2014 is detailed in article 29 of the UNJSPF Regulations and Administrative Rules.

24. The early retiree may elect to receive a lump sum on the same terms as for a retirement benefit.

#### *Separation from service prior to eligibility for early retirement*

25. A deferred retirement benefit is payable to a participant whose age on separation is less than normal retirement age and who has 5 years or more of contributory service at separation. The deferred retirement benefit is payable at the standard rate for a retirement benefit and commences at normal retirement age. The participant may elect to have the benefit commence at any time once the participant becomes eligible to receive an early retirement benefit from the Fund on the same terms as for an early retirement benefit.

26. A withdrawal settlement is payable to a participant separating from service before the normal retirement age or on or after normal retirement age if the participant is not entitled to a future retirement benefit. The participant receives his or her own contributions increased by 10 percent for each year of contributory service in excess of 5 years, to a maximum increase of 100 percent.

### **1.7 Disability benefit**

27. A disability benefit is payable to a participant incapacitated for further service for a period likely to be permanent or of long duration.

28. The disability benefit is payable at the standard or minimum annual rate for a retirement benefit if the participant is at least normal retirement age at disability. If the participant is under normal retirement age, it is payable at the rate of the retirement benefit to which the participant would have been entitled if he or she had remained in service until normal retirement age and his or her final average remuneration had remained unchanged.

29. The annual rate of the benefit shall, notwithstanding the above, not be less, when no other benefit is payable on account of the participant, than the smaller of \$500 subject to subsequent adjustments in accordance with the movement of the United States CPI under the Pension Adjustment System] or the final average remuneration of the participant.

### **1.8 Survivor's Benefit**

30. A benefit is payable to a surviving spouse of a participant who was entitled to a retirement, early retirement, deferred retirement, or disability benefit at the date of his or her death or who died in service if they were married at the time of separation and remained married at the time of death. Certain limitations on eligibility apply in cases of divorced surviving spouses. The surviving spouse's benefit is generally payable at half the amount of the participant's retirement or disability benefit and is subject to certain minimum levels.

### **1.9 Child benefit**

31. A child's benefit is payable to each child under the age of 21 of a participant who is entitled to a retirement, early retirement, or disability benefit or who has died in service, while the child remains under 21. The benefit may also be payable in certain circumstances to a child that is over the age of 21, such as when the child is found to have been incapacitated for substantial gainful employment. The child benefit for each child is generally 1/3 of any retirement or disability benefit due to a participant or that would have been due in the case of a participant who died in service, subject to certain minimum amounts and also limited in maximum amount. In addition, there are certain total maximum amounts that apply in cases of multiple children of the same participant.

### **1.10 Other benefits**

32. Other benefits include the secondary dependants' benefit and the residual settlement benefit. A full description of these benefits is available in the UNJSPF Regulations and Administrative Rules.

### **1.11 Pension adjustment system**

33. The provisions of the Fund's Pension Adjustment System provide for periodic cost-of-living adjustments in benefits. In addition, for participants who retire in a country whose currency is not the US dollar, the current pension adjustment system is intended to ensure that, subject to certain minimum and maximum provisions, a periodic benefit never falls below the "real" value of its U.S. dollar amount, as determined under the Regulations, Administrative Rules and Pension Adjustment System, and preserves its purchasing power as initially established in the currency of the recipient's country of residence. This is achieved by establishing a dollar base amount and a local currency base amount (two-track system).

34. The "real" value of a U.S. dollar amount is that amount adjusted over time for movements of the United States CPI, while the purchasing power of a recipient's benefit, once established in local currency, is preserved by adjusting it to follow movements of the CPI in his or her country of residence. An annual cost-of-living adjustment is conducted on 1 April and the adjustment is made if the CPI movement is greater than or equal to 2 percent from the date of last adjustment to December. If the applicable CPI has moved by 10 percent or more from December to June, a semi-annual adjustment is made on 1 October.

## **1.12 Funding policy**

35. As a condition of participation in the Fund, participants are required to contribute 7.9% of their pensionable remuneration to the plan and earn interest at a rate of 3.25 percent per year in accordance with the article 11 (c) of the UNJSPF Regulations. The participants' contributions for the year ended 31 December 2023 and 31 December 2022 were \$1,135.6 million and \$1,040.5 million, respectively. The contribution figures do not include interest on the contributions.

36. The member organizations' funding policy is to make contributions on an estimated monthly basis and then to reconcile these estimated amounts in an annual year-end process. The member organizations' contributions are also expressed as a percentage of the participants' pensionable remuneration as defined in article 51 of the Regulations of the Fund. In accordance with the article 25 of the Fund's regulations, the member organizations' contribution rate is currently 15.8%; these contributions to the Fund totalled \$2,261.6 million and \$2,070.5 million during calendar year 2023 and 2022, respectively. When combined with the participants' contributions and expected investments returns, total funding is estimated to be sufficient to provide for all employees' benefits by the time they retire.

37. The assets of the Fund are derived from:

- (a) The contributions of the participants;
- (b) The contributions of the member organizations;
- (c) The yield from the investments of the Fund;
- (d) Deficiency payments, if any, under article 26; and
- (e) Receipts from any other source.

## **1.13 Plan termination terms**

38. Membership in the Fund may be terminated by decision of the General Assembly, upon the affirmative recommendation of the Pension Board, following application for termination by a member organization or continued default by an organization in its obligations under these Regulations.

39. In the event of such termination, a proportionate share of the total assets of the Fund at the date of termination shall be paid to the former member organization for the exclusive benefit of its staff who were participants in the Fund on such date, pursuant to an arrangement mutually agreed between such organization and the Pension Board.

40. The amount of the proportionate share shall be determined by the Pension Board after an actuarial valuation of the assets and liabilities of the Fund.

41. In the event that an actuarial valuation of the Fund shows that its assets may not be sufficient to meet its liabilities under these Regulations, there shall be paid into the Fund by each member organization the sum necessary to make good the deficiency.

42. Each member organization shall, contribute to this sum an amount proportionate to the total contributions which each paid under article 25 during the three years preceding the valuation date.

43. The contribution of an organization admitted to membership less than three years prior to the valuation date shall be determined by the Pension Board.

## **1.14 Changes in Funding policy and Plan terminations terms during the reporting period**

44. There were no changes in the funding policy and plan termination terms during the reporting period.

## **2. General information**

### **2.1 Basis of presentation**

45. In accordance with the Regulations of the Fund, adopted by the United Nations General Assembly, and the Fund's Administrative Rules, including the financial rules, made by the Pension Board and reported to the General Assembly and the member organizations, the accompanying financial statements have been prepared on the accrual basis of accounting in accordance



with the International Public Sector Accounting Standards (“IPSAS”) and International Accounting Standards (“IAS”) 26, Accounting and reporting by retirement benefit plans. The financial statements of the Fund consist of the following:

- (a) A statement of net assets available for benefits;
- (b) A statement of changes in net assets available for benefits;
- (c) A statement of cash flows;
- (d) A statement of comparison of budget and actual amounts on a comparable basis in relation to administrative expenses;
- (e) A note disclosing the actuarial present value of defined retirement benefits, distinguishing between vested benefits and non-vested benefits;
- (f) Notes to the financial statements, comprising a summary of significant accounting policies and other explanatory notes

46. The Fund adopted IPSAS as of 1 January 2012. This also specifically included the adoption of IAS 26, Accounting and reporting by retirement benefit plans, of the International Financial Reporting Standards. While IAS 26 provides accounting guidance, it also offers direction on the presentation of financial statements, as it requires the presentation of a statement of net assets available for benefits and a statement of changes in net assets available for benefits. As the Fund has incorporated the guidance in IAS 26 into its financial policies, the presentation of its financial statements is based on this guidance. On a voluntary basis, the Fund has presented cash flow statements on a comparative basis in accordance with IPSAS 2: Cash flow statements. Additional information is presented where required by IPSAS. For instance, as required by IPSAS 24: Presentation of budget information in financial statements, the Fund has included in its financial statements a comparison of budget and actual amounts on a comparable basis and a reconciliation between the actual amounts on a comparable basis (see note 22). While IPSAS 24 states that the actual cost on a comparable basis should be reconciled to the cash flows from operating, investing and financing activities as presented in the cash flow statement, management has decided to reconcile these amounts to the administrative expenses recognized in the statement of changes in net assets. This is due to the fact that the Fund’s budget is limited to the administrative expenses incurred in a year.

47. The financial statements are prepared on an annual basis. The financial statements are presented in United States dollars and all values are rounded to the nearest thousand US dollars except where otherwise indicated.

## **2.2 Significant Standards, interpretations, and amendments during the year**

48. In August 2018, The International Public Sector Accounting Standards Board (IPSASB) issued IPSAS 41: Financial Instruments. IPSAS 41 establishes new requirements for classifying, recognizing and measuring financial instruments and replaces those in IPSAS 29, Financial Instruments: Recognition and Measurement. IPSAS 41 is based on International Financial Reporting Standard (IFRS) 9, Financial Instruments, developed by the International Accounting Standards Board (IASB). The Fund implemented IPSAS 41 for annual reporting period beginning 1 January 2023. See Note 25 for assets and liabilities measured and presented as financial instruments on transition to IPSAS 41.

49. In January 2022, IPSASB issued IPSAS 43: Leases. IPSAS 43 provides guidance on recognition, measurement, presentation, and disclosure of leases by replacing IPSAS 13: Leases. For lessees, IPSAS 43 introduces a right-of-use model that replaces the risks and rewards incidental to ownership model in IPSAS 13. This standard is effective for annual reporting periods beginning on or after 1 January 2025, with early adoption permitted. The Fund expects to complete evaluating the requirements of IPSAS 43 in detail and the impact of change in measurement and disclosure requirements on the Fund’s financial statements during the year 2024.

50. In November 2023, the IPSAS Board issued IPSAS 49, Retirement Benefit Plans. This standard includes requirements for recognition and measurement, and presentation and disclosure which are unique to retirement benefit plans. Due to lack of specific IPSAS standard for retirement benefit plans prior to issuance of IPSAS 49; the Fund’s adoption of IPSAS as of 1 January 2012 specifically included the adoption of IAS 26, Accounting and reporting by retirement benefit plans issues by International Financial Reporting Standards (IASB). While IPSAS 49 draws on the provisions of IAS 26, key changes for the Fund upon adoption of IPSAS 49 includes requirement to present the actuarial present value of promised retirement benefits on the statement of financial position; requirement that only projected salaries to date of separation of service should be used for actuarial present value of promised retirement benefits as compared to option of current or projected salaries under IAS 26 and requirement of additional disclosure as compared to IAS 26 for actuarial present value of promised retirement benefits including presentation of reconciliation from opening to closing. This standard is effective for annual reporting periods beginning on or after 1 January 2026, with early adoption permitted. In February 2024, the Board approved amendments to the Fund’s Financial Rules to implement IPSAS 49 for the year end 31 December 2024. In preparation for the adoption of IPSAS 49, the Fund decided to change the assumptions for the actuarial present value of the accumulated plan benefits as of 31 December 2023. The actuarial present value of accumulated plan benefits is

now calculated to take account of future increases in pensionable remuneration. Such a basis is optional under IAS 26.35 (d) and previously the Fund had reported the actuarial present value of accumulated plan benefits without any future increases in pensionable remuneration.

51. Other accounting standards and amendments to the existing standards that have been issued by the IPSASB are either not expected to have any impact or have immaterial impact on the Fund's financial statements.

### **2.3 Other general information**

52. The Fund compiles its financial statements with data collected from three main areas. For operational activities (pension contributions and pension benefits), the Fund maintains its own records on the Integrated Pension Administration System (IPAS). For investment activities, the Fund receives a monthly general ledger feed from the independent Record Keeper collected and reconciled from source data provided by the OIM and fund managers. For administrative expenses, the Fund utilizes UN systems (Umoja) to record and compile its administrative expense activity. Umoja provides information on a modified cash basis, which is subsequently restated to a full accrual basis by the Fund. Some of the administrative expenses of the Fund, including costs associated with the administrative tasks of the UN Staff Pension Committee Secretariat performed by the Fund on behalf of the United Nations, are reimbursed by the United Nations under the terms of a cost sharing arrangement.

## **3. Significant accounting policies**

### **3.1 Cash and cash equivalents**

53. Cash and cash equivalents are held at nominal value and include cash on hand, cash held with external managers, and short-term highly liquid time deposits held with financial institutions with maturities of three months or less from date of acquisition.

### **3.2 Investments**

#### *3.2.1 Classification of investments*

54. All investments of the Fund are measured at fair value through surplus and deficit. Consequently, the Fund's investments are carried and reported at fair value on the statement of net assets available for benefits with changes in fair value recognized in the statement of changes in net assets available for benefits. Purchases and sales of securities are recorded on trade date basis. The designation and classification of the investments are carried out at initial recognition and reassessed at each reporting date. Derivative instruments are recognised at estimated fair value on the date a contract is entered into, the trade date, and are subsequently carried at estimated fair value.

55. Any transaction costs arising as part of an investment trade measured at fair value through surplus and deficit are expensed and recognized in the statement of changes in net assets.

56. The Fund classifies its investments into the following categories:

- Equities (including exchange-traded funds (ETFs), common and preferred stocks, stapled securities, and publicly-traded real estate investment trusts)
- Fixed income (including government and agencies securities, Corporate and municipal/provincial bonds, mortgage/asset backed securities and to-be-announced mortgage-backed securities )
- Real assets (including investments in funds where the underlying assets are real assets such as real estate, infrastructure assets, and timberland)
- Alternative and other investments (including investments in private equity funds)

#### *3.2.2 Valuation of financial instruments*

57. The Fund uses the established and documented process of its independent Record Keeper for determining fair values which is reviewed and validated by the Fund at reporting date. Fair value is based on quoted market prices where available. If fair market value is not available, appropriate valuation techniques are used.

58. Investments in certain co-mingled funds, private equity and private real assets investment funds are not quoted in an active market and therefore do not have a readily determinable fair market value. However, the fund managers generally report investments of the funds on a fair value basis. Therefore, the Fund determines fair value using the net asset value (NAV) information as reported by the investee fund managers in the latest available capital account statements adjusted by any cash flows not included in the latest NAV reported by the investee fund manager. For financial assets and liabilities not designated at fair value through surplus and deficit, the carrying value approximates fair value.

### *3.2.3 Interest and dividend income*

59. Interest income is recognized on a time-proportionate basis. It includes interest income from cash and cash equivalents and fixed income investments.

60. Dividend income is recognized on ex-dividend date when the right to receive payment is established.

### *3.2.4 Income from real assets and alternative investments*

61. Income distributed from unitized funds is treated as income in the period in which they are earned.

### *3.2.5 Receivable/payable from/to investments traded*

62. Amounts due from and to brokers represent receivables for securities sold and payables for securities purchased that have been contracted for but not yet settled or delivered on the date of the statement of net assets available for benefits. These amounts are recognized at the amount expected to be paid or received to settle the balance. Distributions from real assets and alternative fund investments declared but not received prior to year-end are also included under receivables from investments to the extent the latest available NAV of the fund that declares a distribution has recognized the distribution to be made.

## **3.3 Tax status and withholding tax receivables**

63. The Fund's portfolio comprises of direct investments and indirect investments. Indirect investments are typically through an investment vehicle like Real Estate Investment Trusts, Exchange Traded Funds, Limited Liability Partnerships or Depository receipts. The Fund is exempt from national taxation of member states in accordance with Article 105 of the Charter of the United Nations and with Article II, Section 7(a) of the Convention on the Privileges and Immunities of the United Nations.

64. For direct investments some member states grant relief at source for the Fund's investment related transactions and income from investments whereas other member states continue to withhold taxes and reimburse the Fund upon filing of claim. In these instances, the Fund with assistance from the Fund's custodians or tax advisors file claims to the governmental taxing authorities for refunds on behalf of the Fund. Taxes withheld on direct investments are initially recognized as "Withholding tax receivable" in the statement of net assets available for benefits. After initial recognition if there is objective evidence that the taxes are not recoverable, the carrying amount of the asset is reduced through the use of an allowance account. Any amount considered to be unrecoverable is recognized in the statement of changes in net assets available for benefits and is included under "Withholding tax". At the end of the year, the Fund measures its withholding tax receivable at the amount deemed recoverable. The Fund does not currently have a confirmation of tax-exempt status in certain member states. Accordingly, the taxes withheld on direct investments in these jurisdictions are accrued and deemed not recoverable.

65. For indirect investments the investment vehicle is typically a taxable entity and the Fund is not directly responsible for any tax; further the taxes incurred by investment vehicle can seldom be attributed to the Fund other than investment in Depository receipts. Taxes attributed to the Fund on indirect investments are recognized in the statement of changes in net assets available for benefits and is included under "Withholding tax". To the extent the Fund is subsequently virtually certain that the taxes will be recovered the amount is recognized as "Withholding tax receivable" in the statement of net assets available for benefits.

66. The Fund also incurs cost on account of certain taxes which are based on the value of the transaction. Transaction based taxes include Stamp duty, Security Transaction Tax, Financial Transaction Tax amongst others. Transaction based taxes are recognized in the statement of changes in net assets available for benefits and is included under "Other Transaction Cost". To the extent the Fund is subsequently virtually certain that the taxes will be recovered the amount is recognized as "Other receivable" in the statement of net assets available for benefits and "Other income" in the statement of net assets available for benefits.

### 3.4 Critical accounting estimates

67. Taking into consideration all relevant information that is available at the time, management makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities are outlined below.

#### *Fair value of financial instruments*

68. The Fund holds financial instruments that are not quoted in active markets. Fair values of such instruments are determined using appropriate valuation techniques. Where valuation techniques are used to determine fair values, they are validated and periodically reviewed and modified as required. Where available, valuation models are calibrated by back testing to actual transactions to ensure that outputs are reliable. The Fund primarily relies on the assurance provided by the investee company's independent auditors.

69. When fair value is based on an observable market price, the quoted price at the reporting date is used. The fair value of an asset in accordance with IPSAS 41 reflects a hypothetical exit transaction at the reporting date. Changes in market prices after the reporting date are therefore not reflected in asset valuation.

70. Fair value of financial instruments not quoted in an active market may also be determined by the Fund using reputable pricing sources (such as pricing agencies) or indicative prices from bond/debt market makers. Broker quotes as obtained from the pricing sources may be indicative and not executable or binding. The Fund exercises judgment on the quantity and quality of pricing sources used.

71. Where no market data is available, the Fund may value financial instruments using internal valuation models, which are usually based on valuation methods and techniques generally recognized as standard within the industry. Valuation models are created using observable data to the extent practicable. However, in areas such as credit risk (both the Fund and counterparty), volatilities and correlations may require management to make estimates. Changes in assumptions about these factors could affect the reported fair value of financial instruments.

72. The determination of what constitutes 'observable' requires significant judgment by the Fund. The Fund considers observable data to be market data that is readily available, regularly distributed or updated, reliable and verifiable, not proprietary, and provided by independent sources that are actively involved in the relevant market.

73. The valuation of investments in Real Assets and Alternative investments through limited liability partnerships requires significant judgement due to the absence of quoted market values, inherent lack of liquidity and the long-term nature of such investments. The valuation of these investments is based on the valuation provided by the general partners or managers of the underlying investments. The Fund primarily relies on these tests performed by the investee company's independent auditors and the individual investment managers compliance with generally accepted accounting standards and valuation procedures.

#### *Receivable/payable from/to investments traded*

74. Impairment of receivables from investments traded is recorded when there is objective evidence that the Fund will not be able to collect all amounts due from the relevant broker. Significant financial difficulties of the broker, probability that the broker will enter bankruptcy or financial reorganization, and default in payments are considered indicators that the receivable from investments traded is impaired.

#### *Taxes*

75. Uncertainties exist with respect to the interpretation of complex tax regulations and changes in tax laws on withholding tax. Given the wide range of international investments, differences arising between the actual income and the assumptions made, or future changes to such assumptions, could necessitate future adjustments to tax expense already recorded during the year and tax receivable deemed recoverable at end of the year. Withholding tax receivables are considered contractually due to the Fund and therefore are assessed for impairment under IPSAS 41.

#### *Impairment*

76. Annual review to assess potential impairment of assets that are not measure at fair value is another area where the Fund exercises significant judgment.

#### *Provision for the Fund's non-investment related receivables*

77. A provision is established to reflect the position of the accounts receivable, for all non-performing overpayments of pension benefits that are two years or older as of the respective year-end date of the financial statements.

#### *Actuarial assumptions*

78. The Fund uses actuarial methods for the disclosure of employee benefit liabilities. The related assumptions are disclosed in Note 11 in respect to after-service health insurance and other employee benefits of the Fund's staff and in Note 19 for information on assumptions used for the actuarial liability to the beneficiaries of the Fund.

### **3.5 Contributions**

79. Contributions are recorded on an accrual basis. Participants and their employing member organizations are required to contribute 7.9% and 15.8%, respectively, of their pensionable remuneration to the Fund. Each month the Fund accrues a receivable amount for contributions expected. When contributions are actually received, the receivable is offset. Contributions are due to be paid by member organizations by the second business day of the month following the month for which the contributions relate. The contributions vary based on changes in the number of participants, changes in the distribution of participants, changes in pensionable remuneration rates as a result of cost-of-living increases determined by the International Civil Service Commission, and the periodic grade step-increase to individual pensionable remuneration received by all participants.

### **3.6 Benefits**

80. Payments of benefits, including withdrawal settlements, are recorded on an accrual basis. The right to a benefit is generally forfeited if, for two years (withdrawal settlement or residual settlement) or five years (retirement, early retirement, deferred retirement or disability benefit) after payment has been due, the beneficiary has failed to submit payment instructions or has failed or refused to accept payment. An estimated benefit liability is recognized for withdrawal settlements with a participation period of less than five years for which the beneficiary has not submitted the payment instruction for 36 months from the time of the obligating event. The estimate is based on the average of the last five-year expense for such cases.

### **3.7 Accounting for non-US dollar denominated currency translations and balances**

81. Non-US dollar denominated currency transactions are translated using the spot exchange rate between the functional currency and the non-US dollar denominated currency at the date of the transaction.

82. At each reporting date, non-US dollar denominated monetary items are translated using the closing spot rate. The Fund applies WM/Reuters Company rates (primary source) and Bloomberg and Refinitiv rates (secondary source) as spot rate for the investment activities and the United Nations Operational Rate of Exchange for non-investment activities. Exchange differences arising on the settlement of these monetary items or on translation of these monetary items at rates different from those at which they were previously translated are recognized in the change in net assets available for benefits in the period in which they arise.

### **3.8 Leases**

83. All of the Fund's leases are categorized as operating leases. An operating lease is a lease that does not transfer substantially all the risks and rewards incidental to ownership of an asset. Lease payments under operating leases are recognized as an expense on a straight-line basis over the lease term.

### **3.9 Property, plant & equipment (PP&E)**

84. PP&E are stated at historical cost less accumulated depreciation and any impairment losses. All assets acquired for a cost of \$20,000 and above are capitalized. The Fund reviews this threshold annually for reasonableness. The Fund does not own land or buildings.

85. Depreciation is provided for PP&E over their estimated useful lives using the straight-line method. The estimated useful lives for PP&E classes are as follows:

<b>Class</b>	<b>Estimated useful life in years</b>
Computer equipment	4
Office equipment	4
Office furniture	10
Office fixtures and fittings	7
Audio/Visual equipment	7

86. Leasehold improvements are recognized as assets and valued at cost and are depreciated over the lesser of 7 years or the lease term. Impairment reviews are undertaken if indicators of impairment exist.

### **3.10 Intangible assets**

87. Intangible assets are capitalized if their cost exceeds the threshold of \$20,000, except for internally developed software where the threshold is \$50,000. The capitalized cost of internally developed software excludes those costs related to research and maintenance. Intangible assets are stated at historical cost less accumulated amortization and any impairment losses. Amortization is recognized over the estimated useful life using the straight-line method. The estimated useful lives for intangible asset classes are as follows:

<b>Class</b>	<b>Estimated useful life in years</b>
Software acquired externally	3
Internally developed software	6
Licenses and rights, copyrights and other intangible assets	Shorter of 3 years or the life of the asset

### **3.11 Emergency fund**

88. The appropriation is made when the authorization is approved by the General Assembly. Participants wishing to avail themselves of this benefit make application to the Fund. After review and authorization, approved amounts are paid to the participant. Payments are charged directly against the appropriation account up to the authorized amount by the Pension Board. Current expense for the year is reported in the statement of changes in net assets available for benefits.

### **3.12 Provisions and contingent liabilities**

89. A provision is recognized for future liabilities and charges if, as a result of a past event, the Fund has a present legal or constructive obligation that can be estimated reliably, and it is probable that an outflow of economic benefits will be required to settle the obligation.

90. Contingent liabilities are disclosed for any possible obligations that arise from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the Fund. Contingent liabilities are also disclosed where present obligations that arise from past events cannot be recognized because it is not probable that an outflow of resources embodying economic benefits will be required to settle the obligations, or the amount of the obligations cannot be reliably measured.

### **3.13 Employee benefits**

91. Amongst certain short-term and other long-term benefits, the Fund provides its employees with certain post-employment benefits.

92. After-service health insurance and repatriation grant are classified as defined benefit schemes and accounted for as such.

93. The employees of the Fund are themselves participating in the UNJSPF. While the Fund is a defined benefit scheme, it has been classified as a multi-employer fund. The plan exposes participating organizations to actuarial risks associated with the current and



former employees of other organizations participating in the Fund, with the result that there is no consistent and reliable basis for allocating the obligation, plan assets, and costs to individual organizations participating in the plan. The Fund in line with the other participating organizations in the Fund, is not in a position to identify its share of the underlying financial position and performance of the plan with sufficient reliability for accounting purposes, and hence has treated this plan as if it were a defined contribution plan in line with the requirements of IPSAS 39. UNJSPF's contributions to the plan during the financial period are recognized as expenses in the statement of changes in net assets available for benefits.

### **3.14 Reconciliation of budget information**

94. The Fund's budget is prepared on a modified cash basis whereas the financial statements are prepared on an accrual basis.

95. The General Assembly approves the annual budget for UNJSPF's administrative expenses. Budgets may be subsequently amended by the General Assembly or through the exercise of delegated authority.

96. As required by IPSAS 24, the statement of comparison of budget and actual amounts on a comparable basis in relation to administrative expenses for the year ended 31 December 2023 provides a comparison of budget and actual on a comparable basis. The comparison includes: the original budget amounts; the actual amounts on the same basis as the corresponding budgetary amounts and an explanation of material differences ( $> \pm 5\%$ ) between the actual and budget amounts.

97. Note 22 provides a reconciliation of actual amounts presented on the same basis as the budget and administrative expense included in the Statement of changes in net assets.

### **3.15 Related party transactions**

98. Parties are considered to be related when one party has the ability to control the other party or exercise significant influence over the other party in making financial and operating decisions or if the related party entity and another entity are subject to common control.

99. The following parties are considered related parties for UNJSPF in 2023:

- a) Key management personnel: Chief Executive of Pension Administration, Representative of the Secretary-General, Deputy Chief Executive of Pension Administration, the Chief Investment Officer, Chief Financial Officer (Note 1.2)
- b) United Nations General Assembly
- c) 25 Member Organizations participating in UNJSPF
- d) International Computing Centre

100. A summary of the relationship and transactions with the above parties is given in Note 24.

### **3.16 Subsequent events**

101. Any information about conditions that existed at the date of the statement of net assets available for benefits that is received after the reporting period but before the financial statements are signed and that is material to the Fund is incorporated in the financial statements.

102. In addition, any event that occurs after the date of the statement of net assets available for benefits but before the financial statements are signed that is material to the Fund are disclosed in the notes to the financial statements. As of the date of certification of the financial statements and related notes for the year ended 31 December 2023, no other material events, favourable or unfavourable, have occurred.

103. Only the Fund's management has the authority to amend these financial statements.

#### 4. Cash and cash equivalents

104. Cash and cash equivalents include:

(Thousands of United States dollars)

	31 December 2023	31 December 2022
Cash at Bank – OIM	404 345	458 049
Cash at Bank – Pension Administration	235 054	202 464
Cash held by external managers - OIM	102 379	89 236
<b>Total cash and cash equivalents</b>	<b>741 778</b>	<b>749 749</b>

#### 5. Financial instruments by category

105. The following tables provide an overview of all financial instruments held by category in accordance with IPSAS 41 as of 31 December 2023 and 2022:

(Thousands of United States dollars)

	As of 31 December 2023		
	Financial instruments at fair value through surplus or deficit	Financial instruments at amortized cost	Financial liabilities
<b>Financial assets as per statement of net assets available for benefits</b>			
Cash and cash equivalents	741 778	-	-
Investments			
Equities	45 257 022	-	-
Fixed Income	27 542 597	-	-
Real assets	7 207 145	-	-
Alternative and other investments	7 591 983	-	-
Accrued income from investments	-	253 156	-
Receivable from investments traded	-	14 328	-
Withholding tax receivables	-	56 458	-
<b>Total financial assets</b>	<b>88 340 525</b>	<b>323 942</b>	<b>-</b>
<b>Financial liabilities as per statement of net assets available for benefits</b>			
Payable from Investments traded	-	-	211 271
Other accruals and liabilities	-	-	29 560
<b>Total financial liabilities</b>	<b>-</b>	<b>-</b>	<b>240 831</b>

#### *Investments exceeding five percent of net assets*

106. There were no investments representing five percent or more of net assets available for benefits as of 31 December 2023.

107. There were no investments representing five percent or more of equities, fixed income or alternatives and other investments as of 31 December 2023. The Fund held a total of \$764.7 million in two real estate funds as of 31 December 2023, which represented 5 per cent or more of investments in real assets category.



(Thousands of United States dollars)

	<b>As of 31 December 2022 (Reclassified)</b>		
	<b>Financial instruments at fair value through surplus or deficit</b>	<b>Financial instruments at amortized cost</b>	<b>Financial liabilities</b>
<b>Financial assets as per statement of net assets available for benefits</b>			
Cash and cash equivalents	749 749	-	-
Investments			
Equities	39 246 356	-	-
Fixed Income	24 131 952	-	-
Real assets	7 492 991	-	-
Alternative and other investments	6 566 220	-	-
Accrued income from investments	-	195 264	-
Receivable from investments traded	-	75 854	-
Withholding tax receivables	-	60 431	-
<b>Total financial assets</b>	<b>78 187 268</b>	<b>331 549</b>	<b>-</b>
<b>Financial liabilities as per statement of net assets available for benefits</b>			
Payable from Investments traded	-	-	418 750
Other accruals and liabilities	-	-	34 360
<b>Total financial liabilities</b>	<b>-</b>	<b>-</b>	<b>453 110</b>

*Investments exceeding five percent of net assets*

108. There were no investments representing five percent or more of net assets available for benefits as of 31 December 2022.

109. There were no investments representing five percent or more of equities, fixed income or alternatives and other investments as of 31 December 2022. The Fund held a total of \$867.4 million in two real estate funds as of 31 December 2022, which represented 5 per cent or more of investments in real assets category.

## 6. Fair value measurement

110. IPSAS establishes a three-level fair value hierarchy under which financial instruments are categorized based on the significance of inputs to the valuation technique. Level 1 includes those securities where unadjusted quoted prices are available in active markets for identical assets or liabilities. Level 2 includes those securities where inputs other than quoted prices included within Level 1 are observable for the asset or liability, either directly (that is, as prices) or indirectly (that is, derived from prices). Level 3 includes those securities where inputs for the asset or liability are not based on observable market data (that is, unobservable inputs). The level in the fair value hierarchy within which the fair value measurement is categorized is determined on the basis of the lowest level of information that is significant to the fair value measurement. If a fair value measurement of an investment uses observable inputs that require significant adjustment based on unobservable inputs, that investment is classified as Level 3.

111. Assessing the significance of a particular input to the fair value measurement of an investment in its entirety requires judgment, considering factors specific to the investment.

112. The following tables present the fair value hierarchy of the Fund's investments (by asset class) measured at fair value through surplus or deficit as of 31 December 2023 and 31 December 2022:

(Thousands of United States dollars)

<b>Fair value hierarchy as of 31 December 2023</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Total</b>
<b><u>Equities</u></b>				
Common and preferred stock	44 392 178	-	-	44 392 178
Funds-exchange traded funds	816 728	-	-	816 728
Funds-common stock	-	-	62	62
Stapled securities	48 054	-	-	48 054
<b>Total Equities</b>	<b>45 256 960</b>	<b>-</b>	<b>62</b>	<b>45 257 022</b>
<b><u>Fixed income</u></b>				
Government and agencies securities	-	21 076 475	-	21 076 475
Asset backed securities	-	114 432	-	114 432
Corporate bonds / Commercial paper	-	5 733 102	23 999	5 757 101
Municipal/provincial bonds	-	203 514	-	203 514
Commercial mortgage-backed	-	391 025	-	391 025
To-be-announced mortgage-backed securities	-	50	-	50
Funds - corporate bond	-	-	-	-
<b>Total Fixed Income</b>	<b>-</b>	<b>27 518 598</b>	<b>23 999</b>	<b>27 542 597</b>
<b><u>Real Assets</u></b>				
Real estate funds	-	121 709	6 699 231	6 820 940
Infrastructure assets	-	-	386 124	386 124
Timberlands	-	-	81	81
<b>Total Real Assets</b>	<b>-</b>	<b>121 709</b>	<b>7 085 436</b>	<b>7 207 145</b>
<b><u>Alternatives and other investments</u></b>				
Private equity	-	-	7 591 983	7 591 983
<b>Total Alternatives and other investments</b>	<b>-</b>	<b>-</b>	<b>7 591 983</b>	<b>7 591 983</b>
<b>Total</b>	<b>45 256 960</b>	<b>27 640 307</b>	<b>14 701 480</b>	<b>87 598 747</b>

(Thousands of United States dollars)

<b>Fair value hierarchy as of 31 December 2022</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Total</b>
<b><u>Equities</u></b>				
Common and preferred stock	38 512 162	-	1 647	38 513 809
Funds-exchange traded funds	672 026	-	-	672 026
Funds-common stock	8 322	-	157	8 479
Stapled securities	52 042	-	-	52 042
<b>Total Equities</b>	<b>39 244 552</b>	<b>-</b>	<b>1 804</b>	<b>39 246 356</b>
<b><u>Fixed income</u></b>				
Government and agencies securities	-	18 767 582	-	18 767 582
Asset backed securities	-	151 173	-	151 173
Corporate bonds / Commercial paper	-	4 561 916	22 789	4 584 705
Municipal/provincial bonds	-	170 485	-	170 485
Commercial mortgage-backed	-	405 252	-	405 252
Funds - corporate bond	-	-	52 755	52 755
<b>Total Fixed Income</b>	<b>-</b>	<b>24 056 408</b>	<b>75 544</b>	<b>24 131 952</b>
<b><u>Real Assets</u></b>				
Real estate funds	-	224 594	6 905 604	7 130 198
Infrastructure assets	-	-	362 330	362 330
Timberlands	-	-	463	463
<b>Total Real Assets</b>	<b>-</b>	<b>224 594</b>	<b>7 268 397</b>	<b>7 492 991</b>
<b><u>Alternatives and other investments</u></b>				
Private equity	-	-	6 566 220	6 566 220
<b>Total Alternatives and other investments</b>	<b>-</b>	<b>-</b>	<b>6 566 220</b>	<b>6 566 220</b>
<b>Total</b>	<b>39 244 552</b>	<b>24 281 002</b>	<b>13 911 965</b>	<b>77 437 519</b>

**Equities:**

113. Common and preferred stocks, exchange traded funds, and stapled securities were classified under Level 1 if bid prices were available from institutional vendors.

114. Common stock funds amounting to \$0.1 million as of 31 December 2023 (31 December 2022: \$0.2 million) were valued using a net asset value (NAV) approach and hence classified under Level 3. No common and preferred stocks as of 31 December 2023 (31 December 2022: \$1.6 million) were classified under Level 3.

**Fixed income:**

115. The vast majority of the fixed income securities prices were not obtained from an active market directly, which would have led to a Level 1 classification. Instead, prices were obtained through brokers' bids which were indicative quotes and therefore classified as Level 2.

116. No corporate bond funds as of 31 December 2023 (31 December 2022: \$52.8 million) were considered to be Level 3. Corporate bonds/commercial paper amounting to \$24.0 million as of 31 December 2023 (31 December 2022: \$22.8 million) were considered to be Level 3. Inputs for the value of these investments, while available from third party sources were not well defined readily observable market data. Consequently, the Fund has decided to classify such investments as Level 3.

117. The Fund held one to-be-announced mortgage-backed security accounted for as a derivative instrument with a notional value of \$14,398,125 as of 31 December 2023. The prices applied to the to-be-announced mortgage-backed securities are determined by the underlying asset. The prices were obtained through brokers' bids which were indicative quotes and therefore classified as Level 2.

Real assets and alternatives and other investments:

118. Real assets amounting to \$7,085.4 million as of 31 December 2023 (31 December 2022: \$7,268.4 million), net of carried interest of \$207.8 million (31 December 2022: \$242.4 million) as well as alternative and other investments amounting to \$7,592.0 million as of 31 December 2023 (31 December 2022: \$6,566.2 million), net of carried interest of \$544.2 million (31 December 2021: \$482.0 million) were classified under Level 3 as they were priced using the net asset value (NAV) methodology for which the Fund was unable to corroborate or verify using observable market data. In addition, limited options were available to the investors to redeem units, hence making the investments in such funds relatively illiquid.

119. One real estate fund amounting to \$121.7 million as of 31 December 2023 (31 December 2022: \$224.6 million) which was readily redeemable at net asset value without penalties were classified as Level 2 assets representing the NAV as reported by the fund manager.

120. For the year ended 31 December 2023, there was a transfer of one equity security amounting to \$1.6 million out of Level 3 and into Level 1. The security was classified as Level 3 as of 31 December 2022 due to temporary restriction on trading consequent to a corporate action.

121. For the year ended 31 December 2022, there was a transfer of one equity security amounting to \$2.4 million out of Level 3 and into Level 1. The security was classified as Level 3 as of 31 December 2021 due to restriction on trading consequent to a corporate action.

122. The following table presents the movements in Level 3 instruments for the year ended 31 December 2023 by class of financial instrument:

(Thousands of United States dollars)

	<b>Equities</b>	<b>Fixed Income</b>	<b>Real assets</b>	<b>Alternative and ther investments</b>	<b>Total</b>
<b>Opening balance</b>	<b>1 804</b>	<b>75 544</b>	<b>7 268 397</b>	<b>6 566 220</b>	<b>13 911 965</b>
Purchases	-	-	812 510	1 313 595	2 126 105
Sales/ Return of capital	(445)	(52 629)	(416 682)	(758 547)	(1 228 303)
Transfers (out) / in of level 3	(1 603)	-	-	-	(1 603)
Net gains and losses recognized in the statement of changes in net assets available for benefits	306	1 084	(578 789)	470 715	(106 684)
<b>Closing balance</b>	<b>62</b>	<b>23 999</b>	<b>7 085 436</b>	<b>7 591 983</b>	<b>14 701 480</b>
Change in unrealized gains and losses for level 3 assets held at the period end and included in statements of changes in net assets available for benefits	2 280	(8 858)	(658 304)	305 642	(359 240)

123. The following table presents the movements in Level 3 instruments for the year ended 31 December 2022 by class of financial instrument:

(Thousands of United States dollars)

	<b>Equities</b>	<b>Fixed Income</b>	<b>Real assets</b>	<b>Alternative and other investments</b>	<b>Total</b>
<b>Opening balance</b>	<b>3 049</b>	<b>78 755</b>	<b>6 389 081</b>	<b>6 477 746</b>	<b>12 948 631</b>
Purchases	3 847	2 811	1 473 732	1 398 864	2 879 254
Sales/ Return of capital	(387)	-	(674 595)	(996 876)	(1 671 858)
Transfers (out) / in of level 3	(2 448)	-	-	-	(2 448)
Net gains and losses recognized in the statement of changes in net assets available for benefits	(2 257)	(6 022)	80 179	(313 514)	(241 614)
<b>Closing balance</b>	<b>1 804</b>	<b>75 544</b>	<b>7 268 397</b>	<b>6 566 220</b>	<b>13 911 965</b>
Change in unrealized gains and losses for level 3 assets held at the period end and included in statements of changes in net assets available for benefits	(1 384)	(6 022)	(88 179)	(474 620)	(570 205)

## 7. Accrued income from investments

124. Accrued income from investments is income earned during the year which has yet to be received as of the date of the statement of net assets available for benefits.

(Thousands of United States dollars)

	<b>31 December 2023</b>	<b>31 December 2022</b>
Fixed income securities, cash and cash equivalents	186 241	137 238
Dividends receivable on equities	45 615	39 461
Real assets and alternative investments	21 300	18 565
<b>Total accrued income from investments</b>	<b>253 156</b>	<b>195 264</b>

## 8. Withholding tax receivables

125. Withholding tax receivable as of 31 December 2023 and 2022 and withholding tax for the year 2023 and 2022 by country are as follows:

(Thousands of United States dollars)

Country	For the year 2023			As of 31 December 2023			For the year 2022			As of 31 December 2022		
	Tax withheld	Tax received	Withholding tax	Tax recoverable	Deemed not recoverable	Tax receivable	Tax withheld	Tax received	Withholding tax	Tax recoverable	Deemed not recoverable	Tax receivable
Australia	-	-	(47)	872	-	872	25	-	103	867	(42)	825
Austria	126	-	(11)	376	-	376	105	-	8	239	-	239
Belgium	524	237	53	1 842	(705)	1 137	705	93	651	1 502	(599)	903
Brazil	279	-	279	332	(332)	-	287	-	287	307	(307)	-
Canada	-	-	-	12	(12)	-	-	-	13	12	(12)	-
Chile	148	780	(627)	102	(34)	68	311	184	109	81	(8)	73
China	3 528	829	1 250	23 890	(20 755)	3 135	3 496	-	1 810	22 015	(20 329)	1 686
Colombia	25	270	(57)	35	-	35	8	-	48	228	(5)	223
Czechia	287	-	(1)	695	-	695	236	-	(9)	407	-	407
Denmark	1 715	-	5	4 075	(111)	3 964	1 111	-	81	2 254	-	2 254
Egypt	-	1 916	942	1 870	-	1 870	3 236	-	2 277	4 728	-	4 728
Finland	-	-	431	1 850	(494)	1 356	-	-	117	1 787	-	1 787
Germany	8 061	85	4 451	34 221	(13 205)	21 016	7 038	-	8 909	25 239	(7 748)	17 491
Greece	-	-	-	109	(109)	-	-	-	-	105	(105)	-
India	457	433	7	758	-	758	175	-	78	741	-	741
Indonesia	1 074	-	1 074	6 236	(6 236)	-	1 889	-	1 889	5 125	(5 125)	-
Ireland	-	-	(5)	159	-	159	6	-	9	154	-	154
Italy	1	-	1	-	-	-	-	-	-	-	-	-
Japan	-	-	-	3	(3)	-	-	-	-	3	(3)	-
Luxembourg	39	24	(3)	104	(18)	86	59	1	1	86	(18)	68
Mexico	-	-	-	66	(66)	-	-	-	-	58	(58)	-
Netherlands	1 708	53	(99)	4 513	-	4 513	1 742	1 114	151	2 759	-	2 759
Norway	-	-	179	174	(174)	-	-	-	21	179	-	179
Papua New Guinea	-	-	-	18	(18)	-	-	-	-	17	(17)	-
Philippines	297	19	780	2 105	(848)	1 257	394	-	205	1 819	(60)	1 759
Poland	74	-	(1)	75	-	75	-	-	-	-	-	-
Russian Federation	1 137	-	1 137	1 523	(1 523)	-	-	3 760	(3 345)	355	(355)	-
Singapore	57	-	(4)	137	-	137	65	41	(1)	76	-	76
Spain	1 848	1 624	(51)	1 412	-	1 412	1 529	800	(9)	1 137	-	1 137
Sweden	712	1	(52)	2 181	(38)	2 143	558	-	68	1 409	(29)	1 380
Switzerland	9 973	30 946	(10 815)	10 741	-	10 741	9 595	6 507	10 902	31 066	(10 167)	20 899
Thailand	131	-	131	463	(463)	-	123	-	123	323	(323)	-
Türkiye	-	-	-	67	(67)	-	-	-	-	106	(106)	-
United Kingdom	163	-	173	876	(223)	653	168	71	64	676	(13)	663
<b>Total</b>	<b>32 364</b>	<b>37 217</b>	<b>(880)</b>	<b>101 892</b>	<b>(45 434)</b>	<b>56 458</b>	<b>32 861</b>	<b>12 571</b>	<b>24 560</b>	<b>105 860</b>	<b>(45 429)</b>	<b>60 431</b>

126. In Brazil, in some provinces in China, for certain periods in Canada, Greece, Mexico, Papua New Guinea, the Russian Federation, and Türkiye, and for fixed income securities in Philippines, there are no formally established reclamation mechanisms in place and in these cases the Fund with assistance from the Fund's custodians or the tax advisors have thus far been unable to file and / or reclaim the taxes withheld. While these member states have confirmed the Fund's tax-exempt status, the taxes withheld from direct investments in these countries are accrued and continue to be deemed not recoverable in 2023, unless there is certainty of reclaim in subsequent years. The Fund does not currently have a confirmation of tax-exempt status for Indonesia and Thailand. Accordingly, the taxes withheld on direct investments in Indonesia and Thailand are accrued and deemed not recoverable in 2023. For Belgium, Chile, Denmark, Finland, Germany, Luxembourg, Norway, Sweden, and United Kingdom, while in accordance with accounting policy withholding tax recoverable over 3 years are deemed not recoverable, the Fund's custodian has filed requests for reclaim. Consistent with the Fund's prior experience, refunds are anticipated despite delays due to the ongoing processing delays consequent to the health pandemic.

127. Aging analysis of withholding tax receivable as of 31 December 2023 and 2022 is as follows:

(Thousands of United States dollars)

Country	As of 31 December 2023			As of 31 December 2022		
	3 years or more	Less than 3 years	Tax receivable	3 years or more	Less than 3 years	Tax receivable
Australia	503	369	872	-	825	825
Austria	-	376	376	-	239	239
Belgium	-	1 137	1 137	-	903	903
Chile	-	68	68	-	73	73
China	821	2 314	3 135	301	1 385	1 686
Colombia	-	35	35	-	223	223
Czechia	-	695	695	-	407	407
Denmark	-	3 964	3 964	-	2 254	2 254
Egypt	-	1 870	1 870	-	4 728	4 728
Finland	-	1 356	1 356	-	1 787	1 787
Germany	-	21 016	21 016	-	17 491	17 491
India	198	560	758	-	741	741
Ireland	-	159	159	-	154	154
Luxembourg	-	86	86	-	87	87
Netherlands	-	4 513	4 513	21	2 719	2 740
Norway	-	-	-	-	179	179
Philippines	-	1 257	1 257	-	1 759	1 759
Poland	-	75	75	-	-	-
Singapore	-	137	137	-	76	76
Spain	-	1 412	1 412	-	1 137	1 137
Sweden	-	2 143	2 143	-	1 380	1 380
Switzerland	-	10 741	10 741	-	20 899	20 899
United Kingdom	-	653	653	-	663	663
<b>Total</b>	<b>1 522</b>	<b>54 936</b>	<b>56 458</b>	<b>322</b>	<b>60 109</b>	<b>60 431</b>

## 9. Other assets

128. The other assets included in the statement of net assets available for benefits are broken down as follows:

(Thousands of United States dollars)

	<b>31 December 2023</b>	<b>31 December 2022</b>
Prepayments and benefits receivable	15 903	18 349
Property, plant and equipment	1 229	1 322
Intangible assets in use	367	459
Other receivables	193	173
<b>Total</b>	<b>17 692</b>	<b>20 303</b>

### 9.1 Prepayments and benefits receivables

129. An overview of the prepayments and other accounts receivable held by the Fund is as follows:

(Thousands of United States dollars)

	<b>31 December 2023</b>	<b>31 December 2022</b>
Prepayments	6 912	9 215
Advance benefit payments due to payroll conversion	3 558	4 006
Benefits receivable	11 557	10 598
Benefits receivable – provision	(6 124)	(5 470)
<b>Total</b>	<b>15 903</b>	<b>18 349</b>



## 9.2 Property, plant & equipment

130. An overview of the fixed assets held by the Fund is as follows:

(Thousands of United States dollars)

	IT Equipment		Leasehold Improvements		Total
	in use	in use	under construction		
<b>Cost</b>					
1 January 2023	707	17 447	-		18 154
Additions	21	-	115		136
Disposals / Transfers	(149)	-	-		(149)
31 December 2023	579	17 447	115		18 141
<b>Accumulated depreciation</b>					
1 January 2023	673	16 159	-		16 832
Depreciation	14	215	-		229
Disposals / Transfers	(149)	-	-		(149)
31 December 2023	538	16 374	-		16 912
<b>Net book value</b>					
<b>31 December 2023</b>	<b>41</b>	<b>1 073</b>	<b>115</b>		<b>1 229</b>

(Thousands of United States dollars)

	IT Equipment		Leasehold Improvements		Total
	in use	in use	under construction		
<b>Cost</b>					
1 January 2022	770	15 944	106		16 820
Additions	45	1 503	(106)		1 442
Disposals / Transfers	(108)	-	-		(108)
31 December 2022	707	17 447	-		18 154
<b>Accumulated depreciation</b>					
1 January 2022	770	15 944	-		16 714
Depreciation	11	215	-		226
Disposals / Transfers	(108)	-	-		(108)
31 December 2022	673	16 159	-		16 832
<b>Net book value</b>					
<b>31 December 2022</b>	<b>34</b>	<b>1 288</b>	<b>-</b>		<b>1 322</b>

131. The leasehold improvements in use and under construction included above relate to the Fund's improvements to its offices at New York.

### 9.3 Intangible assets

132. An overview of the intangible assets held by the Fund is as follows:

(Thousands of United States dollars)

	Intangible assets in use	Under Construction	Total Intangible assets
<b>Cost</b>			
1 January 2023	20 887	-	20 887
Additions	-	-	-
Transfers	-	-	-
Disposals	-	-	-
31 December 2023	20 887	-	20 887
<b>Accumulated amortization</b>			
1 January 2023	20 428	-	20 428
Amortization	92	-	92
Disposals	-	-	-
31 December 2023	20 520	-	20 520
<b>Net book value</b>			
<b>31 December 2023</b>	<b>367</b>	<b>-</b>	<b>367</b>

(Thousands of United States dollars)

	Intangible assets in use	Under Construction	Total Intangible assets
<b>Cost</b>			
1 January 2022	20 336	272	20 608
Additions	551	(272)	279
Transfers	-	-	-
Disposals	-	-	-
31 December 2022	20 887	-	20 887
<b>Accumulated amortization</b>			
1 January 2022	20 336	-	20 336
Amortization	92	-	92
Disposals	-	-	-
31 December 2022	20 428	-	20 428
<b>Net book value</b>			
<b>31 December 2022</b>	<b>459</b>	<b>-</b>	<b>459</b>

## 10. Benefits payable

133. The amount shown in the statement of net assets is broken down as follows:

(Thousands of United States dollars)

	31 December 2023	31 December 2022
Withdrawal Settlements	97 063	75 347
Lump sum payments	32 896	27 492
Periodic benefits payable	41 988	40 293
Other benefits payables/adjustments	456	764
<b>Total</b>	<b>172 403</b>	<b>143 896</b>

## 11. After-service health insurance and other employee benefits

134. A breakdown of the after-service health insurance (ASHI) and other employee benefits payable amount shown in the statement of net assets is as follows:

(Thousands of United States dollars)

	31 December 2023	31 December 2022
ASHI liability	92 386	83 598
Annual leave	6 346	5 478
Repatriation grant and related costs	5 634	4 395
Education grant and related costs	540	482
Home leave	473	422
<b>Total</b>	<b>105 379</b>	<b>94 375</b>

135. The Fund does not set aside or ring-fence funding for ASHI and other employee benefit liabilities; These liabilities are recognized in the financial statements at their full amount and deducted in the computation of net assets available for benefits.

*ASHI, annual leave, and repatriation grants liability:*

136. The Fund provides its employees, who have met certain eligibility requirements, with the following after-service and end-of-service benefits.

- Health care benefits after they retire. This benefit is referred to as after-service health insurance (ASHI).
- Repatriation benefits to facilitate the relocation of expatriate staff members.
- Annual leave benefits to provide staff members with periods of time off from work at full pay for personal reasons and for purposes of health, rest, and recreation. Upon separation from service, staff members who have accrued unused annual leave will be paid for each day of unused leave up to a maximum of 60 days.

137. The liabilities as of 31 December 2023 were calculated based on census data as of 31 October 2023, provided to the actuary by the United Nations; the liabilities as of 31 December 2022 were the result of the roll-forward to 31 December 2022 of the end-of-service benefit obligations as of 31 December 2021 for the Fund by the consulting actuary, and;

- Health insurance premium and contribution data provided by the United Nations;
- Actual retiree claims experience under health insurance plans;
- Estimated travel and shipment costs and annual leave balances reported by the United Nations in the census data;
- Various economic, demographic, and other actuarial assumptions; and
- Generally accepted actuarial methods and procedures.

138. The key assumptions in the calculation of after-service liabilities are the discount rate and healthcare trend rates. The discount rate is based on the “spot” rate that reflects the market expectations at the time of the calculations to meet future expected benefit payments, based on high quality bonds. The discount rate is then the equivalent single rate that would produce the same liability as the full spot curve using the multiple bonds necessary to meet the future cash flow expectations.

139. The yield curves used in the calculation of the discount rates in respect of the United States dollars, the eurozone Euro and the Swiss franc are those developed by Aon Hewitt, consistent with the decision of the United Nations Task Force on Accounting Standards to harmonize actuarial assumptions across the United Nations system.

140. For 31 December 2023, the single equivalent discount rates were selected and determined by the Fund, as follows:

- 4.64% for ASHI scheme
- 4.95% for repatriation benefits
- 4.93% for annual leave

141. For 31 December 2022, the single equivalent discount rates were selected and determined by the Fund, as follows:

- 4.80% for ASHI scheme
- 5.09% for repatriation benefits
- 5.12% for annual leave

142. The changes in discount rates are driven by the discount curve, which is calculated on the basis of corporate bonds. The bond markets varied over the reporting period, and volatility has an impact on the discount rate assumption. Should the assumption vary by 0.5 per cent, its impact on the obligations would be as follow:

Discount rate	ASHI	Repatriation benefit	Annual leave
Increase of 0.5%	10% decrease	3% decrease	3% decrease
Decrease of 0.5%	11% increase	3% increase	4% increase

143. The comparison of health-care cost trend rates is as follows:

	31 December 2023	31 December 2022
US Non Medicare	8.00% trending down to 3.65% after 7 years	6.50% trending down to 3.85% after 9 years
US Medicare	7.40% trending down to 3.65% after 7 years	6.50% trending down to 3.85% after 9 years
US Dental	3.65% remaining unchanged	6.50% trending down to 3.85% after 9 years
Non US - Switzerland	8.00% trending down to 2.35% after 4 years	4.25% trending down to 2.55% after 6 years
Non US - Eurozone	7.70% trending down to 3.95% after 12 years	5.20% trending down to 4.15% after 11 years

144. For comparison purposes, the table below shows the changes in the obligations due to a 0.5% change in the assumed medical cost trend rate (thousands of United States dollars):

2023	Increase	Decrease
Effect on the defined-benefit obligation	10 194	(8 892)
Effect on the aggregate of the current service cost and interest rate	1 113	(935)
2022	Increase	Decrease
Effect on the defined-benefit obligation	9 320	(8 070)
Effect on the aggregate of the current service cost and interest rate	1 019	(866)

145. The increase in the total ASHI liabilities reported from 31 December 2022 to 31 December 2023 is primarily due to the impact of changing the financial assumptions, in particular the decrease in the discount rates for benefits denominated in US dollar.

146. The following table illustrates the movements in post-employment net defined-benefits liabilities:

(Thousands of United States dollars)

	2023			2022		
	ASHI	Repatriation grant	Annual leave	ASHI	Repatriation grant	Annual leave
<b>Net defined-benefit liability as of 1 January</b>	<b>83 598</b>	<b>4 395</b>	<b>5 478</b>	<b>106 946</b>	<b>5 324</b>	<b>6 630</b>
Current service cost	2 493	223	475	6 575	313	483
Interest cost	3 985	212	266	2 938	136	175
Benefits paid	(1 069)	(479)	(559)	(1 307)	(480)	(611)
Actuarial (gains)/losses	3 379	1 283	686	(31 554)	(898)	(1 199)
<b>Net defined-benefit liability as of 31 December</b>	<b>92 386</b>	<b>5 634</b>	<b>6 346</b>	<b>83 598</b>	<b>4 395</b>	<b>5 478</b>

147. The following table illustrates the estimated benefit payments net of participant contributions for the next 10 years.

(Thousands of United States dollars)

	Year					
	2024	2025	2026	2027	2028	2029 to 2033
ASHI	1 392	1 627	1 852	2 085	2 359	15 464
Repatriation grant	731	637	516	544	491	2 184
Annual leave	711	667	575	535	501	2 126

148. The estimated durations of ASHI, repatriation grant, and annual leave liabilities are 21 years, 8 years, and 8 years, respectively, as of 31 December 2023.

149. Other specific data and key assumptions used in the calculations based on census data as of 31 October 2023 were as follows:

ASHI

150. 340 active staff were included in the calculation: 294 U.S. based and 46 Non-U.S. based. 108 retired staff or their surviving spouses were included in the calculation: 86 U.S. based and 22 non-U.S. based. In addition, 4 active staff and 3 retirees or their surviving spouses that participated in dental only plans were included. For active staff, the average age was 48 years with 10 years of service. The average age of retirees was 71 years.

Repatriation Benefits

151. Staff members who are appointed as international staff are eligible for the payment of repatriation grant after one year of active service outside his or her country of nationality as long as the reason for separation is not summary dismissal or abandonment of post.

152. The amount ranges from 2-28 weeks of salary depending on the category of employment and years of service of the eligible staff. Travel and shipment of personal effects may also be authorized to the recognized country of home leave.

153. 146 eligible staff with an average annual salary of \$86,724 were considered.

Annual Leave

154. Staff are entitled to accrue annual leave from the date of their appointment. Staff members who, upon separation from service, have accrued leave will be paid up to a maximum of 60 days if on a fixed-term appointment or up to 18 days on a temporary appointment. Payment amount is calculated at 1/261 of applicable salary amounts for each unused annual leave day.

155. 394 active staff with an average annual salary of \$118,284 were considered.

## 12. Other accruals and liabilities

156. The amount shown as other accruals and liabilities in the financial statements is broken down as follows:

(Thousands of United States dollars)

	<b>31 December 2023</b>	<b>31 December 2022</b>
Accruals for management fees and expenses	13 727	20 261
Accrual for contractual services	321	159
Restoration payable	3 733	3 266
Operating leases accrual	4 414	6 094
UN payable	7 039	4 249
Audit fee accrual	206	197
Other	120	134
<b>Total</b>	<b>29 560</b>	<b>34 360</b>

157. Accruals for management fees and expenses includes payable to external managers, private equity and real estate funds.

## 13. Investment income

158. The following table summarizes the Fund's income from investments net of transaction costs recognized during the period. Any transaction cost which can be allocated to a single transaction or trade is netted off against investment income. Examples are broker commissions, other transaction costs and management fees. Any management expense charged to the income statement of a real asset or alternative fund was recorded separately as management expenses in the Fund's statement of changes in net assets and included under transaction costs.

159. In some jurisdictions, the Fund receives dividend income, interest income and real estate income without any withholding tax. This is primarily a result of the fact that pension funds are exempt from withholding taxes in many jurisdictions. However, a number of jurisdictions do not provide this benefit to all pension funds but recognize that UNJSPF is part of the UN and hence exempt from national taxation of member states on its direct investments in accordance with Article 105 of the Charter of the United Nations and with Article II, Section 7 (a) of the 1946 Convention on the Privileges and Immunities of the United Nations (refer to Note 3.3). The Fund is not able to reliably measure the value of the additional tax exemption obtained by being part of the UN and therefore does not disclose the value of this additional benefit on the face of the statement of changes in net assets available for benefits as non-exchange income in accordance with IPSAS 23: Revenue from non-exchange transactions.

(Thousands of United States dollars)

	2023	2022
<b>Total change in fair value for financial assets designated at fair value</b>	<b>9 035 465</b>	<b>(14 739 883)</b>
Interest income		
Interest income on cash and cash equivalents	23 820	8 447
Interest income on fixed income instruments	799 009	583 567
<b>Total interest income</b>	<b>822 829</b>	<b>592 014</b>
<b>Total dividend income</b>	<b>855 260</b>	<b>830 219</b>
<b>Total income from unitized real estate funds</b>	<b>76 571</b>	<b>85 982</b>
Transaction costs		
Real assets and alternative investments management fees	(196 385)	(170 752)
External managers management fees	(17 017)	(14 803)
Brokerage commissions	(8 340)	(11 285)
Other transactions cost	(1 892)	(3 498)
<b>Total transaction cost</b>	<b>(223 634)</b>	<b>(200 338)</b>
<b>Withholding tax</b>	<b>880</b>	<b>(24 560)</b>
<b>Other investment related expenses, net</b>	<b>(2 139)</b>	<b>(1 264)</b>
<b>Net investment income/(loss)</b>	<b>10 565 232</b>	<b>(13 457 830)</b>

160. The following tables present the change in fair value of investments by asset class as a result of change in market price and currency exchange rate for the year ended 31 December 2023 and 31 December 2022.

(Thousands of United States dollars)

	2023			2022		
	Market price	Currency*	Total change	Market price	Currency*	Total change
Equities	8 236 615	125 383	8 361 998	(10 697 469)	(860 099)	(11 557 568)
Fixed Income**	610 565	2 756	613 321	(2 986 009)	(111 672)	(3 097 681)
Real assets investments	(531 473)	25 659	(505 814)	230 378	(67 868)	162 510
Alternative investments	551 331	20 716	572 047	(204 432)	(30 093)	(234 525)
Cash, cash equivalents and receivable and payable from investment traded	-	(6 087)	(6 087)	-	(12 619)	(12 619)
<b>Total change in fair value for financial assets designated at fair value</b>	<b>8 867 038</b>	<b>168 427</b>	<b>9 035 465</b>	<b>(13 657 532)</b>	<b>(1 082 351)</b>	<b>(14 739 883)</b>

\*Change in currency exchange (loss) / gain includes \$218.9 million of realized currency exchange loss (2022: a loss of \$482.0 million) and \$387.3 million unrealized currency exchange gain (2022: a loss of \$600.3 million).

\*\* Change in market price for Fixed Income includes gain of \$0.026 million on to-be-announced mortgage-backed securities accounted for as a derivative instruments.

## 14. Pension contributions

161. Pension contributions received in the period are broken down as follows:

(Thousands of United States dollars)

	<b>2023</b>	<b>2022</b>
<b>Contribution from participants</b>		
Regular contributions	1 129 928	1 034 508
Contribution for validation	853	722
Contribution for restoration	4 858	5 240
	<b>1 135 639</b>	<b>1 040 470</b>
<b>Contributions from member organizations</b>		
Regular contributions	2 259 856	2 069 016
Contribution for validation	1 714	1 444
	<b>2 261 570</b>	<b>2 070 460</b>
<b>Other contributions</b>		
Contributions for participants transferred in under agreements	2 475	3 137
Receipts of excess actuarial value over regular contributions	198	596
Other contributions/adjustments	8 987	6 608
	<b>11 660</b>	<b>10 341</b>
<b>Total contributions for the period</b>	<b>3 408 869</b>	<b>3 121 271</b>

162. The contributions vary based on changes in the number of participants, changes in the distribution of participants, changes in pensionable remuneration rates as a result of cost-of-living increases determined by ICSC, and the periodic step-increase to individual pensionable remuneration received by all participants.



## 15. Pension benefits

163. Pension benefits in the period are broken down as follows:

(Thousands of United States dollars)

	<b>2023</b>	<b>2022</b>
<b>Withdrawal settlements and full commutation of benefits</b>		
For contributory services of 5 years or less	53 826	50 188
For contributory services more than 5 years	158 537	123 725
	<b>212 363</b>	<b>173 913</b>
<b>Retirement benefits</b>		
Full retirement benefits	1 800 358	1 574 112
Early retirement benefits	885 257	806 338
Deferred retirement benefits	143 064	127 773
Disability benefits	120 771	107 139
Survivor's benefits	338 587	304 932
Child's benefits	41 887	38 983
	<b>3 329 924</b>	<b>2 959 277</b>
<b>Other benefits/adjustments</b>		
Payments for participants transferred out under agreements	3 537	4 110
Forfeitures	(12 699)	(5 975)
Other benefits/adjustments	(5 725)	(3 078)
	<b>(14 887)</b>	<b>(4 943)</b>
<b>Total pension benefits for the period</b>	<b>3 527 400</b>	<b>3 128 247</b>

## 16. Administrative expenses

164. Administrative expenses in 2023 and 2022 are as follows:

(Thousands of United States dollars)

	2023				
	Secretariat of the Pension Board	Pension Administration	Office of Investment Management	Audit	Total
Established posts (excluding change in the value of the ASHI liability)	631	37 186	26 592	-	64 409
Changes in the value of the ASHI liability	53	5 633	3 014	88	8 788
Other staff costs	1	1 793	2 256	-	4 050
Hospitality	-	-	1	-	1
Consultants	13	111	435	-	559
Travel	345	361	280	-	986
Contractual services	6	17 791	20 365	-	38 162
General operating expenses	102	8 212	4 962	-	13 276
Supplies and materials	-	35	14	-	49
Furniture and equipment	3	597	402	-	1 002
Audit costs (excluding change in the value of the ASHI liability)	-	-	-	1 681	1 681
<b>Total administrative expense</b>	<b>1 154</b>	<b>71 719</b>	<b>58 321</b>	<b>1 769</b>	<b>132 963</b>

(Thousands of United States dollars)

	2022				
	Secretariat of the Pension Board	Pension Administration	Office of Investment Management	Audit	Total
Established posts (excluding change in the value of the ASHI liability)	640	30 521	20 334	-	51 495
Changes in the value of the ASHI liability	(164)	(15 923)	(6 841)	(420)	(23 348)
Other staff costs	11	3 295	1 978	-	5 284
Hospitality	-	-	1	-	1
Consultants	2	68	-	-	70
Travel	231	243	223	-	697
Contractual services	56	16 372	18 935	-	35 363
General operating expenses	102	6 579	3 979	-	10 660
Supplies and materials	-	19	18	-	37
Furniture and equipment	-	214	485	-	699
Audit costs (excluding change in the value of the ASHI liability)	-	-	-	2 082	2 082
<b>Total administrative expense</b>	<b>878</b>	<b>41 388</b>	<b>39 112</b>	<b>1 662</b>	<b>83 040</b>

## 17. Other expenses

165. Other expenses during the period are as follows:

(Thousands of United States dollars)

	2023	2022
Emergency fund expense	43	29
Provision for unrecoverable benefits overpayments	1 439	1 636
<b>Total other expenses</b>	<b>1 482</b>	<b>1 665</b>

## 18. Write-offs, ex-gratia payments, and losses

166. During the year 2023, the write-offs, in accordance with the Fund's Regulations and Administrative Rules and with the procedures on recovery and write-off of pension benefit overpayments including overpayments in two-track cases due to a change in country of residence as approved by the Chief Executive, amounted to \$785,620 (2022: \$1,479,987).

167. There were no ex-gratia payments or losses from fraud during the year 2023 or 2022.

## 19. Actuarial situation of the Fund (See also Note 1.5)

168. The Fund provides retirement, death, disability and related benefits for staff of the United Nations and other organizations admitted to membership in the Fund. Accumulated (promised) plan benefits represent the total actuarial present value of those estimated future benefits that are attributable under the Fund's provisions to the service staff have rendered as of the valuation date. Accumulated plan benefits include benefits to be paid to: (a) retired or terminated staff or their beneficiaries; (b) beneficiaries of staff who have died; and (c) present staff or their beneficiaries.

169. Benefits payable under all circumstances – retirement, death, disability, and termination of employment – are included to the extent they are deemed attributable to service staff have rendered as of the valuation date.

170. The actuarial present value of accumulated (promised) plan benefits is determined by independent actuaries and the amount is derived by applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment.

171. In preparation for the adoption of IPSAS 49, the actuarial present value of accumulated plan benefits as of 31 December 2023 has been calculated to take account of future increases in pensionable remuneration. Such a basis is optional under IAS 26.35 (d) and previously the Fund had reported the actuarial present value of accumulated plan benefits without any future increases in pensionable remuneration. As part of the transition to IPSAS 49 and change in the calculation of actuarial present value of accumulated benefits under IAS 26, for this reporting year only, the actuarial present value of accumulated benefits as of 31 December 2022 is reported with and without future increases in pensionable remuneration.

172. In previous years, the actuarial present value of accumulated benefits was reported with and without pension adjustments (See Note 1.11 for the description of the Pension Adjustment System). Since reasonable expectations have been set with beneficiaries with regard to the future continuation of pension adjustments, the actuarial present value of accumulated plan benefits is now only reported with pension adjustments.

173. The Fund is applying the guidance included in IAS 26.28 (b) and discloses the actuarial present value of promised retirement benefits in the notes to its financial statements.

### *Key assumptions*

174. The significant actuarial assumptions used in the valuation as of 31 December 2023 includes:

- Life expectancy of participants (2017 United Nations Mortality Tables adjusted for forecast improvements in mortality);
- Age specific retirement and turnover assumptions;

- Additional assumptions regarding percentage of benefit commuted, percent of married and so forth;
- Annual investment return of 6.0% which serves as the discount rate for liabilities; and
- Annual rate of 2.6% for cost-of-living increases in pensions.

175. These key assumptions were recommended by the Committee of Actuaries and adopted by the Pension Board at its seventy-fifth session in July 2023. The foregoing actuarial assumptions are based on the presumption that the Fund will continue. Were the Fund to be terminated, different actuarial assumptions and other factors may be applicable in determining the actuarial present value of accumulated plan benefits.

*Statement of accumulated benefits*

176. The actuarial present value of accumulated plan benefits as of 31 December 2023 and 2022 is as follows:

(Thousands of United States dollars)

	31 December 2023		31 December 2022	
	<i>With future increases in pensionable remunerations</i>	<i>With future increases in pensionable remunerations</i>	<i>Without future increases in pensionable remunerations</i>	<i>Without future increases in pensionable remunerations</i>
Actuarial value of vested benefits				
Participants currently receiving benefits	44 204 448	38 368 048	38 368 048	
Vested terminated participants	2 311 989	1 918 372	1 918 372	
Active participants	30 182 287	28 938 291	28 938 291	
<b>Total vested benefits</b>	<b>76 698 724</b>	<b>69 224 711</b>	<b>69 224 711</b>	
Non-vested benefits	14 246 465	11 896 077	1 374 073	
<b>Total actuarial present value of accumulated plan benefits</b>	<b>90 945 189</b>	<b>81 120 788</b>	<b>70 598 784</b>	

*Information on participation in UNJSPF*

177. The last valuation was provided by the consulting actuaries as of 31 December 2023 based on participation below. The participation in the plan developed as follows:

	31 December 2023
Active Participants accruing benefits	
Number	138 102
Annual remuneration (in thousands)	14 675 326
<b>Average remuneration</b>	<b>106 264</b>
Inactive Participants no longer accruing benefits	
Number	11 746
Annual benefits payable at Normal Retirement Age (in thousands)	113 900
<b>Average benefit payable at Normal Retirement Age</b>	<b>9 697</b>
Retired Participants and beneficiaries	
Number	86 013
Annual benefits (in thousands)	3 197 540
<b>Average benefit</b>	<b>37 175</b>

## 20. Commitments and contingencies

### 20.1 Investment commitments

178. As of 31 December 2023 and 2022, the Fund was committed to the following investment commitments:

(Thousands of United States dollars)

	31 December 2023	31 December 2022
Real estate funds	2 744 466	2 850 580
Private equity	4 284 639	4 560 267
Infrastructure funds	64 556	87 812
Timberland funds	3 770	3 770
<b>Total commitments</b>	<b>7 097 431</b>	<b>7 502 429</b>

179. In the private equity, real estate, infrastructure and timberland investments, funds are drawn down in accordance with the terms and conditions of the fund agreements. The fund agreements are unique to each individual investment. Funds are drawn down to (a) fund investments in assets that have been purchased or are being contracted for purchase; and (b) pay fees earned by the general partner or manager under the terms and conditions of the fund agreement.

### 20.2 Lease commitments

180. As of 31 December 2023 and 2022, the Fund was committed to the following lease commitments:

(Thousands of United States dollars)

	31 December 2023	31 December 2022
Obligations for property leases:		
Less than 1 year	4 137	8 274
1-5 years	24 895	20 080
Greater than 5 years	25 892	34 523
<b>Total property lease obligations</b>	<b>54 924</b>	<b>62 877</b>

### 20.3 Legal or contingent liabilities and contingent assets

181. The contingent liabilities arising from legal actions and claims on pension benefit entitlements amounted to approximately \$415,000 as of 31 December 2023.

182. Contingent assets are excluded from the statement of net assets available for benefits on the basis that the inflow of economic benefits is not virtually certain but reliant on the incurrence of an event outside of the control of the Fund. There were no contingent assets as of 31 December 2023 or 31 December 2022.

## 21. Risk assessment

183. The Fund's activities expose it to a variety of financial risks including, but not limited to, credit risk, liquidity risk, and market risk (including currency risk, interest rate risk and price risk).

184. The Fund's investment risk management program seeks to measure and monitor the risk to which the Fund is exposed and seeks to minimize potential adverse effects on the Fund's financial performance, consistent with the Fund's Strategic Asset Allocation policy. The Investments Committee (IC) provides advice to the RSG on investment strategy and reviews the investments

of the Fund at its quarterly meetings. The IC advises on long term policy, asset allocation and strategy, diversification by type of investments, currencies and economic sectors and any other matters.

185. The Fund commenced its engagement with derivative instruments to manage risk and improve the overall efficiency of its investments.

186. The Fund uses appropriate methods to measure, monitor and manage the various types of financial risks to which it is exposed. These methods are explained below.

## 21.1 Credit risk

187. Credit risk is defined as the potential risk that a counterparty will fail to meet its obligations in accordance with agreed terms, resulting in a loss. The risk of a counterparty not fulfilling its obligations to another in a timely manner is a risk that all obligors face. Ensuring adequate control over credit risk and effective risk management is critical to the long-term sustainability of the Fund. The Fund manages risk by addressing the following important areas:

- Approving and maintaining appropriate credit exposure measurement and monitoring standards;
- Establishing limits for amounts and concentrations of credit risk, monitoring and implementing a review process for credit exposure; and
- Ensuring adequate controls over credit risk.

188. The Fund is primarily exposed to credit risk in its Fixed Income asset class. The Fund manages credit risk in line with the authorized investment policy statement and the relevant fixed income benchmarks. The benchmark requires at least one of the following well-known credit rating agencies (S&P, Moody's or Fitch) to have rated the issue/issuer.

189. The following tables summarize the credit ratings obtained from rating agencies (Moody's, S&P or Fitch) for the Fund's fixed-income portfolio as of 31 December 2023 and 2022. The Fund uses Moody's issue ratings as the primary source for the information shown in the tables. If the issue is not rated, then Moody's issuer rating is used. If the issue/issuer is not evaluated by Moody's then issue/issuer ratings are obtained from S&P or Fitch.

### As of 31 December 2023:

(Thousands of United States dollars)

	Ratings					Total
	Aaa /AA to Aa3/AA-	A1/A+ to A3/A-	Baa1/BBB+ to Baa3/BBB-	Ba1/BB+ to B3/B-	Not rated <sup>(1)</sup>	
<b>Fixed Income</b>						
Government and agencies securities	19 992 875	303 134	588 073	163 389	29 004	21 076 475
Asset backed securities	114 432	-	-	-	-	114 432
Corporate bonds / Commercial paper	470 078	2 784 371	2 391 601	111 051	-	5 757 101
Municipal/provincial bonds	162 039	41 225	250	-	-	203 514
Commercial mortgage-backed	384 458	6 567	-	-	-	391 025
Funds - corporate bonds	-	-	-	-	-	-
To-be-announced mortgage-backed securities	50	-	-	-	-	50
<b>Total</b>	<b>21 123 932</b>	<b>3 135 297</b>	<b>2 979 924</b>	<b>274 440</b>	<b>29 004</b>	<b>27 542 597</b>
<b>Percentage</b>	<b>76.69%</b>	<b>11.38%</b>	<b>10.82%</b>	<b>1.00%</b>	<b>0.11%</b>	<b>100.00%</b>

(1) Six Russian Federation bonds amounting to \$29.0 million were not evaluated by any credit rating agency.

**As of 31 December 2022:**

(Thousands of United States dollars)

	Ratings					Total
	Aaa /AA to Aa3/AA-	A1/A+ to A3/A-	Baa1/BBB+ to Baa3/BBB-	Ba1/BB+ to B3/B-	Not rated <sup>(1)</sup>	
<b>Fixed Income</b>						
Government and agencies securities	17 945 251	216 104	447 261	132 423	26 543	18 767 582
Asset backed securities	151 173	-	-	-	-	151 173
Corporate bonds / Commercial paper	373 672	2 180 308	1 972 912	57 814	-	4 584 706
Municipal/provincial bonds	141 374	26 711	2 399	-	-	170 484
Commercial mortgage-backed	405 252	-	-	-	-	405 252
Funds - corporate bonds	-	-	-	-	52 755	52 755
<b>Total</b>	<b>19 016 722</b>	<b>2 423 123</b>	<b>2 422 572</b>	<b>190 237</b>	<b>79 298</b>	<b>24 131 952</b>
<b>Percentage</b>	<b>78.80%</b>	<b>10.04%</b>	<b>10.04%</b>	<b>0.79%</b>	<b>0.33%</b>	<b>100.00%</b>

(1) Six Russian Federation bonds amounting to \$26.5 million and one bond fund amounting to \$52.7 million were not evaluated by any credit rating agency.

190. Maturity analysis of fixed income securities as of 31 December 2023 and 2022 is as follows:

(Thousands of United States dollars)

Maturity	31 December 2023	31 December 2022
Less than 1 year	2 346 078	2 990 716
1 -5 years	8 042 664	7 286 058
5 - 15 years	6 501 583	4 988 825
Greater than 15 years	10 652 272	8 866 353
<b>Total</b>	<b>27 542 597</b>	<b>24 131 952</b>

191. To effectively minimize credit risk for derivatives, the Fund only allows transactions with counterparties holding an investment grade rating from well-known credit rating agencies such as S&P, Moody's, or Fitch. As of December 31, 2023, one to-be-announced mortgage-backed security with contractual settlement in January 2024 is held with an investment grade rated counterparty.

## 21.2 Liquidity risk

192. Liquidity risk is the risk of not being able to meet the cash requirements for the Fund's obligations. Cash requirements can arise from settlement needs for various investment trades, capital calls from uncalled or unfunded commitments, and benefit payment disbursements in various currencies. The Fund manages its liquidity risk by investing the vast majority of its investments in liquid securities.

## 21.3 Market risk

193. As per IPSAS 41, the definition of market risk is the risk that the future cash flows or fair value of an asset will vary due to changes in market prices. Market risk contains three types of risk: interest rate risk, currency risk, and price risk. The Fund has adopted Value at Risk (VaR) as a parameter to measure the market risk, in addition to standard deviation and tracking risk. Value at Risk is a universally accepted parameter to communicate market risk for financial and asset management institutions. The Fund also has risk tolerance for investment risks in the Investment Policy approved by the RSG. Based on this risk tolerance, a risk budget has been assigned to each portfolio manager. The risk budget is modified once a year.

194. Value at Risk (VaR), as a single number, summarizes the portfolio's exposure to market risk as well as the probability of an adverse move, or in other words, level of risk. The main purpose of VaR is to assess market risks that result from changes in market prices. There are three key characteristics of VaR: (a) the amount (in percentage or dollar terms), (b) the time horizon (in this case,

one year) and (c) the confidence level (in this case, 95%). When reported as 95% confidence, VaR(95) number (in percentage or in dollar terms) indicates that there is 95% chance that portfolio losses will not exceed the respective VaR95 number (percentage or dollar terms) over a year. In addition, the Fund reports tail risk or expected shortfall, which measures the average expected loss for the 5% of the time when the losses exceed VaR(95). The Fund also reports contribution to risk. Considering the risk of the whole Fund as 100%, contribution to risk indicates how much of the risk is contributed by that asset class. Contribution to risk is additive (all contributions will add up to 100%). VaR(95) is not additive due to the diversification effect.

195. The table below depicts four important aspects of risks. It shows volatility or standard deviation in percentage, followed by VaR(95) for the given portfolio in percentage terms. Contribution to risk indicates how much each asset class contributes to the total Fund risk. Clearly, total Fund risk is 100% and each of the asset class below indicates the contribution to the risk. Expected shortfall at 5% (because the Fund is indicating VaR at 95%), indicates average value or expected value of losses for the 5% of the times when losses exceed VaR95.

196. All numbers in the table below are reported for a one-year term horizon. For 2023, the estimated volatility on absolute basis (benchmark not included) of the total fund was 10.97%, the estimated value-at risk VaR (95%) was 16.67%, and the estimated expected shortfall ES (5%) was 24.57%. VaR of 16.67% indicates that there is 95% chance that portfolio losses will not exceed the 16.67% over a year. The asset class with lowest VaR (lowest risk) is cash and short term, followed by fixed income. The asset class with highest VaR (highest risk) is real assets, followed by equity and private equity. The contribution to risk statistics is driven by the asset class 1) risk, 2) weights in portfolio, 3) correlation with other assets in the portfolio. Accordingly, for 2023, the equity portfolio contributed 71.18% to total fund risk, while fixed income contributed 5.32%, real assets 12.43%, and private equity 11.07%. As of 31 December 2023, equities represented 51.29% of the net assets available for benefits.

197. All numbers in the chart below are annualized using historical simulation.

**2023:**

Asset Class	Volatility (Standard Deviation)	VaR (95%)	Contribution to Risk	Expected Shortfall (5%)
Total fund	10.97	16.67	100.00	24.57
Equity	15.52	24.15	71.18	34.70
Fixed income	5.50	9.51	5.32	11.91
Cash and short term	0.09	0.14	0.00	0.26
Real assets	19.77	33.81	12.43	44.67
Private equity	14.76	23.44	11.07	33.34

Note: Figures are reported from MSCI RiskMetrics as of 29 December 2023. Percentages are rounded to the nearest two decimal places; 0.00 indicates a value smaller than 0.01 but not zero.

**2022:**

Asset Class	Volatility (Standard Deviation)	VaR (95%)	Contribution to Risk	Expected Shortfall (5%)
Total fund	14.81	20.65	100.00	36.86
Equity	20.90	28.36	70.46	52.11
Fixed income	4.91	8.65	1.01	12.45
Cash and short term	0.07	0.11	0.00	0.19
Real assets	28.55	39.18	17.21	72.10
Private equity	20.60	29.82	11.32	51.98

Note: Figures are reported from MSCI RiskMetrics as of 31 December 2022. Percentages are rounded to the nearest two decimal places; 0.00 indicates a value smaller than 0.01 but not zero.

198. The decreased volatility (Standard deviation), VaR (95%) and expected short falls (5%) in 2023 compared to 2022 may be attributed to multiple factors with the notable being exclusion of the COVID-19 pandemic in 2023 as compared to 2022, a significant driver of volatility in the equity market since March 2020.

199. Although VaR is an important tool for measuring market risk, the assumptions on which the model is based give rise to some limitations. Key assumptions include, a 1-day holding period to hedge or dispose of positions which, may not be the case for illiquid assets or may be due to adverse market conditions; a 95% confidence level, which indicates that there is a 5% probability of losses exceeding the VaR at 95%; VaR calculated on an end-of-day basis, which does not reflect changes during the trading day; and the



use of historical data and Monte Carlo simulation, which may not cover all possible scenarios, especially those of an exceptional nature.

*Price risk:*

200. The Fund is exposed to equity securities price risk. This arises from investments held by the Fund for which prices in the future are uncertain. Where non-monetary financial instruments – for example, equity securities – are denominated in currencies other than the US dollar, the price is initially expressed in non-US dollar denominated currency and is then converted into US dollars, which will also fluctuate because of changes in currency exchange rates.

201. As of 31 December 2023 and 31 December 2022, the fair value of equities exposed to price risk was as follows:

(Thousands of United States dollars)

	<b>31 December 2023</b>	<b>31 December 2022</b>
Common and preferred stock	44 392 178	38 513 809
Funds – exchange traded funds	816 728	672 026
Funds - common stock	62	8 479
Stapled securities	48 054	52 042
<b>Total equity instruments</b>	<b>45 257 022</b>	<b>39 246 356</b>

202. Considering the total Fund risk as 100%, the contribution to risk due to equities was 71.18% as of 31 December 2023 (2022: 70.46%) of the total fund risk and the rest was contributed by all other asset classes.

203. The Fund also manages its exposure to price risk by analyzing the investment portfolio by industrial sector and benchmarking the sector weights.

204. The Fund's equity investment portfolio by industrial sector based on General Industry Classification Standards as of 31 December 2023 and 2022 was as follows:

<b>General Industry Classification Standards</b>	<b>31 December 2023</b>		<b>31 December 2022</b>	
	<b>Fund's equity portfolio</b>	<b>Benchmark*</b>	<b>Fund's equity portfolio</b>	<b>Benchmark*</b>
Financials	17.43%	17.22%	16.70%	16.70%
Information technology	23.30%	23.70%	21.16%	21.04%
Communication services	7.68%	7.50%	7.24%	7.01%
Consumer discretionary	12.00%	12.22%	11.56%	11.71%
Consumer staples	6.28%	6.59%	7.34%	7.51%
Energy	0.06%	0.08%	0.11%	0.12%
Health Care	12.11%	12.12%	14.89%	14.47%
Industrials	10.72%	10.53%	9.70%	10.14%
Materials	4.31%	4.90%	4.77%	5.43%
Utilities	1.61%	1.84%	1.84%	2.20%
Real estate	2.69%	3.30%	2.94%	3.67%
Others	1.81%	Not applicable	1.75%	Not applicable
<b>Total</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

\* Benchmark source: MSCI All-Country World Index, customized to exclude investments in armaments, tobacco, and fossil fuel, according to sustainability policies.

205. The following table analyses the Fund's concentration of equity price risk in the Fund's equity portfolio by geographical distribution, based on counterparty's place of primary listing or, if not listed, place of domicile.

	<b>31 December 2023</b>	<b>31 December 2022</b>
North America	66.2%	64.4%
Europe	14.3%	14.8%
Asia Pacific	8.6%	9.3%
Emerging Markets	10.9%	11.5%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>

*Currency risk*

206. The Fund is one of the most globally diversified pension funds in the world and therefore holds both monetary and non-monetary assets denominated in currencies other than the US dollar, the Fund's base currency. Currency exchange risk arises as the value of financial instruments denominated in other currencies fluctuates due to changes in currency exchange rates. Management monitors the exposure to all currencies. The unrealized foreign exchange gain/loss is primarily attributable to the fluctuation in currency exchange rates during the period.

207. The Fund does not use hedging to manage its non-US dollar denominated currency risk exposure, because the Fund expects currency impact to net out to zero over a full market cycle, as has been the case historically. Currency risk refers to risk due to foreign exchange rate changes.

208. The tables below illustrate the foreign exchange risk exposure of the Fund by class of investments. These summarize the Fund's cash and investments at fair value as of 31 December 2023 and 2022 respectively. Net financial assets amounting to \$83.1 million in 2023 (2022: net financial liabilities of \$121.6 million), not held at fair value (Note 5) are excluded from this table. Assets held in exchange-traded funds (ETFs) are included as United States dollar assets.

<b>As of 31 December 2023</b>						
<b>Currency</b>	<b>Equity</b>	<b>Fixed income</b>	<b>Real assets</b>	<b>Alternative and others</b>	<b>Cash</b>	<b>Total</b>
United States dollar	33.97%	30.11%	6.72%	7.25%	0.80%	78.85%
Euro	3.81%	-	0.67%	1.22%	0.01%	5.71%
Japanese yen	3.20%	-	0.18%	-	0.00%	3.38%
British pound sterling	1.52%	-	0.14%	0.12%	0.00%	1.78%
Canadian dollar	1.19%	-	0.30%	-	0.00%	1.49%
Hong Kong dollar	1.37%	-	-	-	0.00%	1.37%
Swiss franc	1.20%	-	-	-	0.01%	1.21%
Australian dollar	0.90%	-	0.15%	-	0.00%	1.05%
South Korean won	0.74%	0.11%	-	-	0.00%	0.85%
Indian rupee	0.78%	-	-	-	0.00%	0.78%
Danish Krone	0.41%	-	-	-	0.00%	0.41%
Swedish krona	0.36%	-	-	-	0.00%	0.36%
Brazilian real	0.24%	0.11%	-	-	0.00%	0.35%
Mexican peso	0.19%	0.12%	-	-	0.00%	0.31%
Chinese Yuan (Renminbi)	0.26%	0.02%	-	-	0.00%	0.28%
South African rand	0.18%	0.07%	-	-	0.00%	0.25%
Indonesian rupiah	0.11%	0.10%	-	-	0.00%	0.21%
Russian ruble	0.16%	0.03%	-	-	0.01%	0.20%
Thai baht	0.08%	0.10%	-	-	0.00%	0.18%
Singapore dollar	0.17%	-	-	-	-	0.17%
Malaysian ringgit	0.07%	0.10%	-	-	0.00%	0.17%
Polish zloty	0.05%	0.06%	-	-	0.00%	0.11%
Philippine peso	0.05%	0.04%	-	-	0.00%	0.09%
United Arab Emirates dirham	0.08%	-	-	-	0.00%	0.08%
New Israeli shekel	0.03%	0.04%	-	-	0.00%	0.07%
Hungarian forint	0.02%	0.03%	-	-	0.00%	0.05%
Czech koruna	-	0.05%	-	-	0.00%	0.05%
Colombian peso	0.00%	0.03%	-	-	0.00%	0.03%
Norwegian krone	0.03%	-	-	-	0.00%	0.03%
New Zealand dollar	0.03%	0.00%	-	-	0.00%	0.03%
Chilean peso	0.01%	0.02%	-	-	0.00%	0.03%
Turkish lira	0.02%	0.01%	-	-	0.00%	0.03%
Peruvian sol	-	0.02%	-	-	0.00%	0.02%
Romanian Leu	-	0.02%	-	-	0.00%	0.02%
Egyptian pound	-	-	-	-	0.00%	0.00%
African franc	-	-	-	-	0.00%	0.00%
Pakistani rupee	-	-	-	-	0.00%	0.00%
<b>Grand Total</b>	<b>51.23%</b>	<b>31.19%</b>	<b>8.16%</b>	<b>8.59%</b>	<b>0.83%</b>	<b>100.00%</b>

Note: Percentages are rounded to the nearest two decimal places. 0.00% indicates a value smaller than 0.01% but not zero.

<b>As of 31 December 2022</b>						
<b>Currency</b>	<b>Equity</b>	<b>Fixed income</b>	<b>Real assets</b>	<b>Alternative and others</b>	<b>Cash</b>	<b>Total</b>
United States dollar	32.00%	29.98%	7.93%	7.13%	0.93%	77.97%
Euro	3.59%	-	0.71%	1.15%	0.01%	5.46%
Japanese yen	3.22%	-	0.20%	-	0.00%	3.42%
British pound sterling	1.66%	-	0.16%	0.11%	0.00%	1.93%
Hong Kong dollar	1.89%	-	-	-	0.00%	1.89%
Canadian dollar	1.50%	-	0.35%	-	0.00%	1.85%
Swiss franc	1.26%	-	-	-	0.01%	1.27%
Australian dollar	0.97%	-	0.24%	-	0.00%	1.21%
South Korean won	0.66%	0.09%	-	-	0.00%	0.75%
Indian rupee	0.68%	-	-	-	0.00%	0.68%
Swedish krona	0.45%	-	-	-	0.00%	0.45%
Danish krone	0.40%	-	-	-	0.00%	0.40%
Chinese Yuan (Renminbi)	0.37%	-	-	-	0.00%	0.37%
Brazilian real	0.23%	0.09%	-	-	0.00%	0.32%
Mexican peso	0.21%	0.08%	-	-	0.00%	0.29%
South African rand	0.20%	0.07%	-	-	0.00%	0.27%
Singapore dollar	0.20%	-	-	-	0.00%	0.20%
Thai baht	0.11%	0.08%	-	-	0.00%	0.19%
Indonesian rupiah	0.11%	0.09%	-	-	0.00%	0.20%
Malaysian ringgit	0.08%	0.09%	-	-	0.00%	0.17%
Russian ruble	0.13%	0.03%	-	-	0.00%	0.16%
Philippine peso	0.05%	0.04%	-	-	0.00%	0.09%
United Arab Emirates dirham	0.08%	-	-	-	0.00%	0.08%
Polish zloty	0.03%	0.05%	-	-	0.00%	0.08%
New Israeli shekel	0.03%	0.04%	-	-	0.00%	0.07%
Hungarian forint	0.02%	0.02%	-	-	0.00%	0.04%
Czech koruna	-	0.04%	-	-	0.00%	0.04%
Chilean peso	0.01%	0.02%	-	-	-	0.03%
Norwegian krone	0.03%	-	-	-	0.00%	0.03%
Colombian peso	0.00%	0.02%	-	-	0.00%	0.02%
New Zealand dollar	0.02%	-	-	-	0.00%	0.02%
Romanian Leu	-	0.02%	-	-	0.00%	0.02%
Peruvian sol	-	0.02%	-	-	0.00%	0.02%
Turkish lira	-	0.01%	-	-	-	0.01%
African franc	-	-	-	-	0.00%	0.00%
Pakistani rupee	-	-	-	-	0.00%	0.00%
<b>Grand Total</b>	<b>50.19%</b>	<b>30.88%</b>	<b>9.59%</b>	<b>8.39%</b>	<b>0.95%</b>	<b>100.00%</b>

Note: Percentages are rounded to the nearest two decimal places. 0.00% indicates a value smaller than 0.01% but not zero.

*Interest rate risk*

209. Interest rate risk arises from the effects of fluctuations in the prevailing levels of markets' interest rates on the fair value of financial assets and liabilities and future cash flows. The Fund holds fixed interest rate securities, floating-rate debt instruments, cash and cash equivalents that expose the Fund to interest rate risk.

210. The table below summarizes the Fund's relative sensitivity to interest rate changes versus its reference fixed income benchmark. This measure of duration for the portfolio indicates the approximate percentage change in the value of the portfolio if interest rates change by 100 basis points.

	2023		2022	
	Fund	Benchmark	Fund	Benchmark
Effective duration	6.25%	6.31%	6.58%	6.28%

211. Effective duration is the sensitivity to interest rate. This means if the interest rate changes by 1%, the Fund can lose or gain approximately 6.25% (2022: 6.58%) compared to benchmark, which can lose or gain approximately 6.31% (2022: 6.28%). This primarily arises from the increase/decrease in the fair value of fixed interest securities. Floating rate debt instruments comprise less than 3% (2022: 2%) of the total fixed income investments as of 31 December 2023.

## 22. Budget information: Reconciliation between the actual amounts on a comparable basis and the statement of changes in net assets available for benefits

212. Differences between the actual amounts on a comparable basis with the budget and the actual amounts recognized in the financial statements can be classified into the following:

- Basis differences, which occur when the approved budget is prepared on a basis other than the accounting basis, as stated in Note 3.14.
- Timing differences, which occur when the budget period differs from the reporting period reflected in the financial statements. There are no timing differences for UNJSPF for the purposes of comparison of budget and actual amounts.
- Entity differences, which occur when the budget omits programs or entities that are part of the entity for which the financial statements are prepared. There are no entity differences for UNJSPF.

(Thousands of United States dollars)

	2023	2022 *
<b>Actual amount on a comparable basis</b>	<b>124 426</b>	<b>112 922</b>
<u>Basis differences</u>		
Asset additions/disposals	(136)	(1 721)
Depreciation, amortization and impairment	321	318
Unliquidated obligations	(2 592)	(4 392)
Prepayments	1 463	1 381
Employee benefits	11 004	(25 345)
Other accruals	(1 523)	(123)
<b>Actual amount for administrative expenses in the statement of changes in net assets available for benefits</b>	<b>132 963</b>	<b>83 040</b>

\* Reclassified based on 2023 classifications

213. The above reconciliation illustrates key differences between total administrative expenditure on a budget basis (modified cash basis) and total expenditure on an IPSAS basis. The main differences can be categorized as follows:

- Depreciation/amortization expense: Fixed assets and intangible assets meeting the threshold for capitalization are capitalized and depreciated/amortized over their useful lives on an IPSAS basis. Only depreciation/amortization expense is recognized over the useful lives of the asset whereas the total expense is recognized on a budget basis at the time of acquisition.
- Expense recognition: On a budget basis expenditure is recognized at the time of disbursement or commitment as unliquidated obligations. Under IPSAS, expenses are recognized at the time goods or services are received. Unliquidated obligations for goods or services not received or prepayments are not recognized as expense. Economic services received but not yet paid for are recognized as expense under IPSAS.
- Employee benefits: On a budget basis, employee benefit expenses are recognized when the benefit is paid. Under IPSAS, an expense for an employee benefit should be recognized in the period in which the benefit is earned, regardless of time of payment. IPSAS therefore recognizes expenses for post-employment benefits such as after service health insurance, annual leave or repatriation benefits.

### 23. Funds under management

214. Funds under management are defined as other UN funds for which the Fund has engaged the services of external fund managers, independent of the Fund.

215. Pursuant to General Assembly Resolution 2951 dated 11 December 1972 establishing the United Nations University (UNU) and General Assembly Resolution 3081 and Article IX of the UNU Charter (A/9149/Add.2), the OIM is providing oversight services for the investments of the UNUEF (United Nations University Endowment Fund) that are outsourced to BlackRock Financial Managers Inc. with a separate custodian bank. Formal arrangements between the OIM and UNUEF regarding these services have been agreed upon. Resulting funds are reflected in the accounts of the United Nations University. There is no co-mingling of investment funds with those of the Fund which are maintained separately. Costs of the OIM management advisory fees amounting to \$50,000 per year are reimbursed by UNUEF to the OIM and recorded as other investment related income.

### 24. Related party transactions

#### Key Management Personnel

216. Key management personnel remunerated by the Fund for the years ended 31 December 2023 and 31 December 2022 are as follows:

		<b>Compensation and post adjustment</b>	<b>Entitlements</b>	<b>Pension and health plans</b>	<b>Total remuneration</b>	<b>Outstanding advances against entitlements</b>	<b>Outstanding loans</b>
	<b>Number of individuals</b>	(Thousands of United States dollars)					
2023	5	1 219	310	287	1 816	-	-
2022	5	1 141	295	272	1 708	-	-

217. Key management personnel are the Chief Executive Pension Administration, the Representative of the Secretary General, the Deputy Chief Executive Pension Administration, the Chief Investment Officer and the Chief Financial Officer as they have the authority and responsibility for planning, directing and controlling the activities of the Fund (Note 1.2).

218. The aggregate remuneration paid to key management personnel includes net salaries, post adjustment, and entitlements such as representation allowance and other allowances, assignment and other grants, rental subsidy, personal effect shipment costs, and employer pension and current health insurance contributions.

219. There are no outstanding advances against entitlements of key management personnel as of 31 December 2023 and 2022.

220. Key management personnel are also qualified for post-employment benefits (Note 11) on the same basis as other employees. The actuarial valuation of the benefits for the key management personnel are, as follows:

(Thousands of United States dollars)

	<b>31 December 2023</b>	<b>31 December 2022</b>
ASHI	1 425	1 252
Repatriation grant	403	300
Annual leave	250	179
<b>Total</b>	<b>2 078</b>	<b>1 731</b>

#### Other related parties

221. The following are considered as related parties and a summary of the Fund's relationship with these parties is as follows:

##### *United Nations General Assembly*

222. The United Nations General Assembly is the highest legislative body of the Fund. It reviews reports submitted by the Pension Board, approves the budgets for the Fund, decides on new UNJSPF member organizations and amends the Fund's Regulations.

##### *Member Organizations participating in the Fund*

223. Member organizations of the Fund (international, intergovernmental organizations) join the Fund by decision of the United Nations General Assembly upon the recommendation of the Pension Board and at the time of admission agree to adhere to the UNJSPF Regulations. Each UNJSPF member organization has a staff pension committee and a secretary to that committee; the committees and their secretariat are an integral part of the Fund's administration.

224. The United Nations is the largest member organization of the Fund, and the United Nations Secretariat serves as its host organization and provides administrative support services. The Fund provides services to the United Nations Staff Pension Committee Secretariat. The exchange of the services between the Fund and the United Nations is governed by and remunerated according to the agreed annual Service Level Agreements between both entities.

##### *International Computing Centre*

225. The International Computing Centre (ICC) was established in January 1971 pursuant to Resolution 2741 (XXV) of the United Nations General Assembly. ICC provides information and communications technology services to Partners and Users in the United Nations System. As a Partner bound by the Mandate of the ICC, the Fund would be proportionately responsible for any third-party claim or liability arising from or related to service activities of the ICC as specified in the ICC Mandate. As of 31 December 2023, there are no known claims that impact the Fund. Ownership of assets is with ICC until dissolution. Upon dissolution, the division of all assets and liabilities amongst Partner Organizations shall be agreed by the Management Committee by a formula defined at that time.

226. The role of ICC is to:

- provide Information Technology services on a full cost-recovery basis;
- assist in exploiting networking and computing technology;
- provide Information Management services;
- advise on questions related to Information Management;
- provide specialized training.

## 25. Transition to IPSAS 41

227. The Fund implemented IPSAS 41: Financial Instruments, for the first time in the financial statements for the year ending 31 December 2023. As the Fund's investments were already measured at fair value, the impact of the implementation of IPSAS 41 only related to the classification of the financial instruments and did not introduce any changes of measurement of financial instruments. The following tables provide assets and liabilities measured and presented as financial instruments in accordance with IPSAS 41.

(Thousands of United States dollars)

	As of 31 December 2022		
	Before IPSAS 41	Change	After IPSAS 41
<b>Financial assets as per statement of net assets available for benefits</b>			
Cash and cash equivalents	749 749	-	749 749
Investments			
Equities	39 246 356	-	39 246 356
Fixed Income	24 131 952	-	24 131 952
Real assets	7 492 991	-	7 492 991
Alternative and other investments	6 566 220	-	6 566 220
Contributions receivable	70 607	(70 607)	-
Accrued income from investments	195 264	-	195 264
Receivable from investments traded	75 854	-	75 854
Withholding tax receivables	60 431	-	60 431
Other Assets	18 522	(18 522)	-
<b>Total financial assets</b>	<b>78 607 946</b>	<b>(89 129)</b>	<b>78 518 817</b>
<b>Financial liabilities as per statement of net assets available for benefits</b>			
Benefits payable	143 896	(143 896)	-
Payable from Investments traded	418 750	-	418 750
After-service health insurance and other employee benefit liabilities	94 375	(94 375)	-
Other accruals and liabilities	34 360	-	34 360
<b>Total financial liabilities</b>	<b>691 381</b>	<b>(238 271)</b>	<b>453 110</b>



## Annex - Statistics on the operations of the Fund

**Table 1: Number of participants as of 31 December 2023<sup>1)</sup>**

Member organization	Participants as of 31 December 2022	New Entrants	Transfer		Separations	Adjustments <sup>4)</sup>	Participants as of 31 December 2023	Percent increase / (decrease)
			In	Out				
United Nations <sup>2)</sup>	89 446	8 563	319	(330)	(5 893)	(302)	91 803	2.6%
FAO <sup>3)</sup>	15 990	1 687	114	(102)	(839)	(37)	16 813	5.2%
IOM	9 968	3 202	63	(72)	(555)	(12)	12 594	26.3%
WHO	11 551	1 247	105	(65)	(735)	(3)	12 100	4.8%
ILO	4 406	405	43	(55)	(449)	(13)	4 337	(1.6)%
IAEA	2 687	206	23	(32)	(187)	-	2 697	0.4%
UNESCO	2 601	204	28	(39)	(200)	(3)	2 591	(0.4)%
WIPO	1 200	76	13	(7)	(78)	(1)	1 203	0.3%
ICC	1 107	68	24	(20)	(47)	1	1 133	2.4%
ITU	781	38	4	(3)	(61)	(4)	755	(3.3)%
IFAD	665	73	20	(14)	(28)	(3)	713	7.2%
ICAO	725	37	2	(5)	(54)	(2)	703	(3.0)%
UNIDO	703	48	1	(5)	(51)	1	697	(0.9)%
WMO	407	41	6	(2)	(37)	-	415	2.0%
IMO	353	24	2	-	(32)	-	347	(1.7)%
CTBTO	343	25	11	(12)	(26)	(1)	340	(0.9)%
ICGEB	174	8	1	(1)	(6)	-	176	1.2%
STL	186	-	-	(12)	(58)	(1)	115	(38.2)%
WTO/Tourism	97	2	-	-	(7)	-	92	(5.2)%
ISA	54	6	1	-	(4)	-	57	5.6%
ICCROM	50	5	-	(4)	(5)	-	46	(8.0)%
IPU	44	3	-	-	(1)	-	46	4.6%
ITLOS	39	2	-	-	(2)	-	39	0.0%
EPPO	21	3	-	-	(1)	(1)	22	4.8%
WA	14	1	-	-	(1)	-	14	0.0%
<b>TOTAL</b>	<b>143 612</b>	<b>15 974</b>	<b>780</b>	<b>(780)</b>	<b>(9 357)</b>	<b>(381)</b>	<b>149 848</b>	<b>4.3%</b>

- 1) The counts in the table are based on the number of participant accounts. A participant may have more than one participant account.
- 2) The United Nations Headquarters, regional offices and all funds and programmes
- 3) Including the World Food Programme (WFP)
- 4) Corrections of prior years' erroneous entries

**Table 2A: Benefits awarded to participants or their beneficiaries during the year ended 31 December 2023**

Member organization	Number of benefits awarded											
	Retirement benefit	Early retirement benefit	Deferred retirement benefit	Withdrawal settlement		Child's benefit	Widow & widower benefit	Other death benefit	Disability benefit	Secondary dependency benefit	Transfer under agreement	Total
				< 5 years	> 5 years							
United Nations <sup>1)</sup>	1 168	436	341	2 631	1 085	1 038	101	-	92	1	13	6 906
FAO <sup>2)</sup>	171	73	36	410	119	157	17	-	8	1	4	996
IOM	41	4	9	395	91	23	8	-	2	-	1	574
WHO	233	72	41	263	103	151	11	-	10	-	2	886
ILO	65	37	14	253	70	31	4	-	5	-	1	480
IAEA	76	18	20	57	6	23	1	-	8	1	1	211
UNESCO	63	13	8	93	15	24	-	-	5	-	2	223
WIPO	34	13	5	21	3	12	1	-	1	-	-	90
ICC	10	3	5	17	11	1	-	-	-	-	1	48
ITU	20	11	5	18	1	6	-	-	6	-	-	67
IFAD	8	1	5	11	-	1	-	-	-	-	3	29
ICAO	26	5	5	11	5	8	1	-	1	-	-	62
UNIDO	28	9	2	10	-	5	-	-	2	-	-	56
WMO	4	3	5	22	2	2	-	-	-	-	1	39
IMO	10	5	2	10	4	-	-	-	1	-	-	32
CTBTO	2	2	7	12	1	-	-	-	2	-	-	26
ICGEB	2	1	-	1	2	2	-	-	-	-	-	8
STL	1	3	14	22	18	2	-	-	-	-	-	60
WTO/Tourism	3	1	3	-	-	-	-	-	-	-	-	7
ISA	1	-	-	3	-	3	-	-	-	-	-	7
ICCROM	1	1	1	2	-	-	-	-	-	-	-	5
IPU	-	1	-	-	-	-	-	-	-	-	-	1
ITLOS	1	1	-	-	-	-	-	-	-	-	-	2
EPPO	-	-	-	1	1	-	-	-	-	-	-	2
WA	1	-	-	-	-	-	-	-	-	-	-	1
<b>TOTAL</b>	<b>1 969</b>	<b>713</b>	<b>528</b>	<b>4 263</b>	<b>1 537</b>	<b>1 489</b>	<b>144</b>	<b>-</b>	<b>143</b>	<b>3</b>	<b>29</b>	<b>10 818</b>
Table 1 Separations	1 969	713	528	4 263	1 537	28	144	-	143	3	29	9 357
One-time benefits	-	-	-	4 263	1 537	-	-	-	-	-	29	5 829
Table 3 New	1 969	713	528	-	-	1 489	144	-	143	3	-	4 989

1) The United Nations Headquarters, regional offices and all funds and programmes

2) Including the World Food Programme (WFP)

**Table 2B: Benefits awarded to participants or their beneficiaries during the year ended 31 December 2022**

Member organization	Number of benefits awarded											
	Retirement benefit	Early retirement benefit	Deferred retirement benefit	Withdrawal settlement		Child's benefit	Widow & widower benefit	Other death benefit	Disability benefit	Secondary dependency benefit	Transfer under agreement	Total
				< 5 years	> 5 years							
United Nations <sup>1)</sup>	949	409	476	2 491	950	1 009	103	-	59	-	14	6 460
FAO <sup>2)</sup>	143	64	64	259	108	108	22	-	1	-	6	775
WHO	212	58	60	324	107	140	10	-	5	-	5	921
IOM	24	2	15	307	85	17	4	-	4	-	-	458
ILO	52	24	7	166	56	20	2	-	1	-	1	329
IAEA	59	22	38	68	15	19	1	-	4	-	1	227
UNESCO	41	22	16	65	16	19	-	-	5	-	2	186
WIPO	17	11	6	23	3	2	1	-	-	-	1	64
ICC	8	6	9	29	34	6	-	-	2	-	1	95
ITU	16	6	2	15	4	4	-	-	2	-	-	49
ICAO	15	6	5	11	5	8	-	-	-	-	-	50
UNIDO	21	10	2	12	1	17	1	-	2	-	-	66
IFAD	9	7	4	18	-	3	-	-	2	-	3	46
WMO	13	6	5	13	-	8	-	-	1	-	-	46
IMO	6	4	1	4	1	1	-	-	-	-	-	17
CTBTO	2	-	1	15	-	-	-	-	-	-	-	18
STL	3	1	8	18	23	3	-	-	-	-	-	56
ICGEB	4	3	-	2	1	-	-	-	-	-	-	10
WTO	-	1	-	1	-	-	-	-	-	-	-	2
ISA	1	-	1	2	1	-	-	-	-	-	-	5
ICCROM	1	-	-	-	-	1	-	-	-	-	-	2
IPU	1	-	1	-	-	1	-	-	-	-	1	4
ITLOS	-	1	-	2	-	1	-	-	-	-	-	4
EPPO	1	-	-	1	-	-	-	-	-	-	-	2
WA	2	-	-	-	-	2	-	-	-	-	-	4
<b>TOTAL</b>	<b>1 600</b>	<b>663</b>	<b>721</b>	<b>3 846</b>	<b>1 410</b>	<b>1 389</b>	<b>144</b>	<b>-</b>	<b>88</b>	<b>-</b>	<b>35</b>	<b>9 896</b>

1) The United Nations Headquarters, regional offices and all funds and programmes

2) Including the World Food Programme (WFP)

**Table 3: Analysis of periodic benefits for the year ended 31 December 2023**

Type of Benefit	Total as of 31 December 2022	New	Benefits discontinued, resulting in award of survivor's benefit <sup>1)</sup>	All other benefits discontinued	Adjustments <sup>2)</sup>	Total as of 31 December 2023	Percent increase / (decrease)
Full retirement	30 204	1 969	(391)	(477)	3	31 308	3.7%
Early retirement	17 510	713	(178)	(325)	1	17 721	1.2%
Deferred retirement	9 498	528	(44)	(195)	(53)	9 734	2.5%
Widow	12 606	115	669	(631)	3	12 762	1.2%
Widower	1 273	29	104	(59)	2	1 349	6.0%
Disability	1 949	143	(30)	(33)	(1)	2 028	4.1%
Child	10 041	1 446	-	(1 346)	12	10 153	1.1%
Disabled Child	876	43	-	(24)	31	926	5.7%
Secondary dependent	31	3	-	(2)	-	32	3.2%
<b>Total</b>	<b>83 988</b>	<b>4 989</b>	<b>130</b>	<b>(3 092)</b>	<b>(2)</b>	<b>86 013</b>	<b>2.4%</b>

- 1) Benefits discontinued resulting in award of survivor's benefit, can result in a greater number of survivor benefits than those discontinued. This occurs as multiple survivor benefits can be awarded as a result of the discontinuation of one main participant's terminated benefit. In addition, survivor benefits may be awarded in the year or years subsequent to the year a primary participant's benefit was discontinued, leading to timing differences.
- 2) Exceptions that affect the opening or closing balances including benefit reinstatements, reversals back to active participation status, or conversions to withdrawal settlements.