

Public School Teachers' Pension and Retirement Fund of Chicago

NOKIA CORP

ISIN	FI0009000681	Meeting Date	03-Apr-24
Ticker		Deadline Date	22-Mar-24
Country	Finland	Record Date	20-Mar-24
Blocking	No	Vote Date	10-Mar-24

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
7	Accounts and Reports	Management	For	For	For	For	For
8	Allocation of Profits/Dividends	Management	For	For	For	For	For
9	Ratification of Board and CEO Acts	Management	For	For	For	For	For
10	Remuneration Report	Management	For	For	For	For	For
11	Remuneration Policy	Management	For	For	For	For	For
12	Directors' Fees	Management	For	For	For	For	For
13	Board Size	Management	For	For	For	For	For
14.1	Elect Timo Ahopelto	Management	For	For	For	For	For
14.2	Elect Sari Baldauf	Management	For	For	For	For	For
14.3	Elect Elizabeth Crain	Management	For	For	For	For	For
14.4	Elect Thomas Dannenfeldt	Management	For	For	For	For	For
14.5	Elect Lisa Hook	Management	For	For	For	For	For
14.6	Elect Michael E. McNamara	Management	For	For	For	For	For
14.7	Elect Thomas Saueressig	Management	For	For	For	For	For
14.8	Elect Søren Skou	Management	For	For	For	For	For
14.9	Elect Carla Smits-Nusteling	Management	For	For	For	For	For

Public School Teachers' Pension and Retirement Fund of Chicago

14.10	Elect Kai Öistämö	Management	For	For	For	For	For
15	Authority to Set Auditor's Fees	Management	For	For	For	For	For
16	Appointment of Auditor	Management	For	For	For	For	For
17	Authority to Set Sustainability Reporting Auditor's Fees	Management	For	For	For	For	For
18	Appointment of Auditor for Sustainability Reporting	Management	For	For	For	For	For
19	Authority to Repurchase Shares	Management	For	For	For	For	For
20	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For	For	For
21.a	Amendments to Articles Regarding Company Object	Management	For	For	For	For	For
21.b	Amendments to Articles Regarding Auditor	Management	For	For	For	For	For
21.c	Amendments to Articles Regarding Virtual Only Meetings	Management	For	For	For	For	For
21.d	Amendments to Articles Regarding Matters at the AGM	Management	For	For	For	For	For

Public School Teachers' Pension and Retirement Fund of Chicago

AIRBUS SE

ISIN	NL0000235190	Meeting Date	10-Apr-24
Ticker		Deadline Date	26-Mar-24
Country	Netherlands	Record Date	13-Mar-24
Blocking	No	Vote Date	21-Mar-24

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For	For	For
2	Allocation of Dividends	Management	For	For	For	For	For
3	Special Dividend	Management	For	For	For	For	For
4	Ratification of Non-Executives' Acts	Management	For	For	For	For	For
5	Ratification of Executive Directors' Acts	Management	For	For	For	For	For
6	Appointment of Auditor	Management	For	For	For	For	For
7	Remuneration Report	Management	For	For	For	For	For
8	Remuneration Policy	Management	For	For	For	For	For
9	Elect René Obermann to the Board of Directors	Management	For	For	For	For	For
10	Elect Victor Chu Lap Lik to the Board of Directors	Management	For	For	For	For	For
11	Elect Jean-Pierre Clamadieu to the Board of Directors	Management	For	For	For	For	For
12	Elect Amparo Moraleda to the Board of Directors	Management	For	For	For	For	For
13	Elect Feiyu Xu to the Board of Directors	Management	For	For	For	For	For
14	Authority to Issue Shares w/ or w/o Preemptive Rights (Equity Plans)	Management	For	For	For	Against	Against
15	Additional Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For	Against	Against
16	Authority to Repurchase Shares	Management	For	For	For	For	For
17	Cancellation of Shares	Management	For	For	For	For	For

ISIN	BRGGBRACNPR8	Meeting Date	16-Apr-24
Ticker		Deadline Date	08-Apr-24
Country	Brazil	Record Date	11-Apr-24
Blocking	No	Vote Date	01-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
11	Request Separate Election for Board Member (Preferred)	Management	Undetermined	Abstain	Abstain	Abstain	N/A
12.1	Elect Claudio Antonio Gonçalves as Board Member Presented by Preferred Shareholders	Management	Undetermined	For	For	For	N/A
13	Cumulate Preferred and Common Shares	Management	Undetermined	Against	Against	Against	N/A
17.1	Elect Denisio Augusto Liberato Delfino to the Supervisory Council Presented by Preferred Shareholders	Management	Undetermined	For	For	For	N/A

Public School Teachers' Pension and Retirement Fund of Chicago

LOJAS RENNER S.A.

ISIN	BRLRENACNOR1	Meeting Date	18-Apr-24
Ticker		Deadline Date	09-Apr-24
Country	Brazil	Record Date	15-Apr-24
Blocking	No	Vote Date	03-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For	For	For
2	Allocation of Profits/Dividends	Management	For	For	For	For	For
3	Board Size	Management	For	For	For	For	For
4	Request Cumulative Voting	Management	Undetermined	Against	Against	Against	N/A
5.1	Elect Osvaldo Burgos Schirmer	Management	For	For	For	For	For
5.2	Elect Carlos Fernando Couto de Oliveira Souto	Management	For	For	For	For	For
5.3	Elect Fábio de Barros Pinheiro	Management	For	For	For	For	For
5.4	Elect Juliana Rozenbaum Munemori	Management	For	For	For	For	For
5.5	Elect Christiane Almeida Edington	Management	For	For	For	For	For
5.6	Elect Jean Pierre Zarouk	Management	For	For	For	For	For
5.7	Elect André Vitorio Cesar Castellini	Management	For	For	For	For	For
5.8	Elect Andréa Cristina de Lima Rolim	Management	For	For	For	For	For
6	Proportional Allocation of Cumulative Votes	Management	Undetermined	For	For	For	N/A
7.1	Allocate Cumulative Votes to Osvaldo Burgos Schirmer	Management	Undetermined	For	For	For	N/A
7.2	Allocate Cumulative Votes to Carlos Fernando Couto de Oliveira Souto	Management	Undetermined	For	For	For	N/A
7.3	Allocate Cumulative Votes to Fábio de Barros Pinheiro	Management	Undetermined	For	For	For	N/A
7.4	Allocate Cumulative Votes to Juliana Rozembaum Munemori	Management	Undetermined	For	For	For	N/A

Proxy Voting Summary

Report Date Range: 01-Apr-24 to 30-Apr-24

Public School Teachers' Pension and Retirement Fund of Chicago

7.5	Allocate Cumulative Votes to Christiane Almeida Edington	Management	Undetermined	For	For	For	N/A
7.6	Allocate Cumulative Votes to Jean Pierre Zarouk	Management	Undetermined	For	For	For	N/A
7.7	Allocate Cumulative Votes to André Vitorio Cesar Castellini	Management	Undetermined	For	For	For	N/A
7.8	Allocate Cumulative Votes to Andréa Cristina de Lima Rolim	Management	Undetermined	For	For	For	N/A
8	Remuneration Policy	Management	For	For	For	For	For
9	Supervisory Council Size	Management	For	For	For	For	For
10.1	Elect Joarez José Piccinini to the Supervisory Council	Management	For	For	For	For	For
10.2	Elect Roberto Frota Decourt to the Supervisory Council	Management	For	For	For	For	For
10.3	Elect Paula Regina Goto to the Supervisory Council	Management	For	For	For	For	For
11	Supervisory Council Fees	Management	For	For	For	For	For

Public School Teachers' Pension and Retirement Fund of Chicago

TAYLOR WIMPEY

ISIN	GB0008782301	Meeting Date	23-Apr-24
Ticker		Deadline Date	17-Apr-24
Country	United Kingdom	Record Date	19-Apr-24
Blocking	No	Vote Date	28-Mar-24

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For	For	For
2	Final Dividend	Management	For	For	For	For	For
3	Elect Robert M. Noel	Management	For	For	For	For	For
4	Elect Jennie Daly	Management	For	For	For	For	For
5	Elect Chris Carney	Management	For	For	For	For	For
6	Elect Humphrey S.M. Singer	Management	For	For	For	For	For
7	Elect Irene M. Dorner	Management	For	For	For	For	For
8	Elect Lord Jitesh K. Gadhia	Management	For	For	For	For	For
9	Elect Scilla Grimble	Management	For	For	For	For	For
10	Elect Mark Castle	Management	For	For	For	For	For
11	Elect Clodagh Moriarty	Management	For	For	For	For	For
12	Appointment of Auditor	Management	For	For	For	For	For
13	Authority to Set Auditor's Fees	Management	For	For	For	For	For
14	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For	For	For
15	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For	For	For
16	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For	For	For
17	Authority to Repurchase Shares	Management	For	For	For	For	For

Public School Teachers' Pension and Retirement Fund of Chicago

18	Remuneration Report	Management	For	For	For	For	For
19	Authorisation of Political Donations	Management	For	For	For	For	For
20	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For	For	For

Public School Teachers' Pension and Retirement Fund of Chicago

BOLIDEN AB

ISIN	SE0020050417	Meeting Date	23-Apr-24
Ticker		Deadline Date	12-Apr-24
Country	Sweden	Record Date	15-Apr-24
Blocking	No	Vote Date	10-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mamt
2	Election of Presiding Chair	Management	For	For	For	For	For
3	Voting List	Management	For	For	For	For	For
4	Agenda	Management	For	For	For	For	For
6	Compliance with the Rules of Convocation	Management	For	For	For	For	For
11	Accounts and Reports	Management	For	For	For	For	For
12	Allocation of Profits/Dividends	Management	For	For	For	For	For
13.1	Ratify Karl-Henrik Sundström	Management	For	For	For	For	For
13.2	Ratify Helene Biström	Management	For	For	For	For	For
13.3	Ratify Tomas Eliasson	Management	For	For	For	For	For
13.4	Ratify Per Lindberg	Management	For	For	For	For	For
13.5	Ratify Perttu Louhiluoto	Management	For	For	For	For	For
13.6	Ratify Elisabeth Nilsson	Management	For	For	For	For	For
13.7	Ratify Pia Rudengren	Management	For	For	For	For	For
13.8	Ratify Mikael Staffas	Management	For	For	For	For	For
13.9	Ratify Jonny Johansson	Management	For	For	For	For	For
13.10	Ratify Andreas Mårtensson	Management	For	For	For	For	For
13.11	Ratify Johan Vidmark	Management	For	For	For	For	For
13.12	Ratify Ronnie Allzén	Management	For	For	For	For	For
13.13	Ratify Ola Holmström	Management	For	For	For	For	For

Proxy Voting Summary

Report Date Range: 01-Apr-24 to 30-Apr-24

Public School Teachers' Pension and Retirement Fund of Chicago

13.14	Ratify Timo Pöppönen	Management	For	For	For	For	For
13.15	Ratify Elin Söderlund	Management	For	For	For	For	For
14.1	Board Size	Management	For	For	For	For	For
14.2	Number of Auditors	Management	For	For	For	For	For
15	Directors' Fees	Management	For	For	For	For	For
16A	Elect Helene Biström	Management	For	For	For	For	For
16B	Elect Tomas Eliasson	Management	For	For	For	For	For
16C	Elect Per Lindberg	Management	For	For	For	For	For
16D	Elect Perttu Louhiluoto	Management	For	For	For	For	For
16E	Elect Elisabeth Nilsson	Management	For	For	For	For	For
16F	Elect Pia Rudengren	Management	For	For	For	For	For
16G	Elect Karl-Henrik Sundström	Management	For	Against	Against	Against	Against
16H	Elect Derek White	Management	For	For	For	For	For
16I	Elect Karl-Henrik Sundström as Chair of the Board	Management	For	Against	Against	Against	Against
17	Authority to Set Auditor's Fees	Management	For	For	For	For	For
18	Appointment of Auditor	Management	For	For	For	For	For
19	Remuneration Report	Management	For	For	For	For	For
20.1	Elect Lennart Francke	Management	For	For	For	For	For
20.2	Elect Karin Eliasson	Management	For	For	For	For	For
20.3	Elect Patrik Jönsson	Management	For	For	For	For	For
21A	Adoption of Share-Based Incentives (LTIP 2024/2027)	Management	For	For	For	For	For
21BI	Authority to Repurchase and Reissue Shares Pursuant to LTI	Management	For	For	For	For	For
21BII	Approve Equity Swap Agreement	Management	For	For	For	For	For

Public School Teachers' Pension and Retirement Fund of Chicago

UBS GROUP AG

ISIN	CH0244767585	Meeting Date	24-Apr-24
Ticker		Deadline Date	09-Apr-24
Country	Switzerland	Record Date	19-Apr-24
Blocking	No	Vote Date	09-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For	For	For
2	Compensation Report	Management	For	For	For	For	For
3	Report on Non-Financial Matters	Management	For	For	For	For	For
4	Allocation of Profits; Dividend from Reserves	Management	For	For	For	For	For
5	Introduction of Capital Pool for Conversion of AT1 Instruments	Management	For	For	For	For	For
6	Ratification of Board and Management Acts (Excluding Credit Suisse Group AG's Board and Management until June 12, 2023)	Management	For	For	For	For	For
7.1	Elect Thomas Colm Kelleher as Board Chair	Management	For	For	For	For	For
7.2	Elect Lukas Gähwiler	Management	For	For	For	For	For
7.3	Elect Jeremy Anderson	Management	For	For	For	For	For
7.4	Elect Claudia Böckstiegel	Management	For	For	For	For	For
7.5	Elect William C. Dudley	Management	For	For	For	For	For
7.6	Elect Patrick Firmenich	Management	For	For	For	For	For
7.7	Elect Fred HU Zulu	Management	For	For	For	For	For
7.8	Elect Mark Hughes	Management	For	For	For	For	For
7.9	Elect Nathalie Rachou	Management	For	For	For	For	For
7.10	Elect Julie G. Richardson	Management	For	For	For	For	For

Public School Teachers' Pension and Retirement Fund of Chicago

7.11	Elect Jeanette Wong	Management	For	For	For	For	For
7.12	Elect Gail P. Kelly	Management	For	For	For	For	For
8.1	Elect Julie G. Richardson as Compensation Committee Member	Management	For	For	For	For	For
8.2	Elect Jeanette Wong as Compensation Committee Member	Management	For	For	For	For	For
8.3	Elect Fred HU Zulu as Compensation Committee Member	Management	For	For	For	For	For
9.1	Board Compensation (Retrospective Increase)	Management	For	For	For	For	For
9.2	Board Compensation (2024-2025 AGM)	Management	For	For	For	For	For
9.3	Executive Compensation (Variable)	Management	For	For	For	For	For
9.4	Executive Compensation (Fixed)	Management	For	For	For	For	For
10.1	Appointment of Independent Proxy	Management	For	For	For	For	For
10.2	Appointment of Auditor	Management	For	For	For	For	For
10.3	Appointment of Special Auditor	Management	For	For	For	For	For
11	Transaction of Other Business	Management	Undetermined	Against	Against	Against	N/A

Public School Teachers' Pension and Retirement Fund of Chicago

ABN AMRO BANK N.V.

ISIN	NL0011540547	Meeting Date	24-Apr-24
Ticker		Deadline Date	16-Apr-24
Country	Netherlands	Record Date	27-Mar-24
Blocking	No	Vote Date	12-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mamt
2.e.	Remuneration Report	Management	For	For	For	For	For
2.g.	Accounts and Reports	Management	For	For	For	For	For
3.b.	Allocation of Dividends	Management	For	For	For	For	For
4.a.	Ratification of Management Board Acts	Management	For	For	For	For	For
4.b.	Ratification of Supervisory Board Acts	Management	For	For	For	For	For
5.b.	Appointment of Auditor	Management	For	For	For	For	For
6.a.	Supervisory Board Remuneration Policy	Management	For	For	For	For	For
6.b.	Management Board Remuneration Policy	Management	For	For	For	For	For
7di.	Elect Laetitia Griffith to the Supervisory Board	Management	For	For	For	For	For
7dii.	Elect Arjen Dorland to the Supervisory Board	Management	For	For	For	For	For
9.a.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For	Against	Against
9.b.	Authority to Suppress Preemptive Rights	Management	For	For	For	Against	Against
9.c.	Authority to Repurchase Shares	Management	For	For	For	For	For
10.	Cancellation of Shares	Management	For	For	For	For	For

Public School Teachers' Pension and Retirement Fund of Chicago

PETROLEO BRASILEIRO S.A. PETROBRAS

ISIN	BRPETRACNOR9	Meeting Date	25-Apr-24
Ticker	PBRA	Deadline Date	22-Apr-24
Country	Brazil	Record Date	01-Apr-24
Blocking	No	Vote Date	15-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1.	Accounts and Reports	Management	For	For	For	For	For
2.	Allocation of Profits/Dividends	Management	For	For	For	For	For
3.	Elect Slate Presented by Controlling Shareholder	Management	For	For	For	For	For
6.	Election of Directors	Management	For	For	For	For	For
7.	Approve Recasting of Votes for Amended Slate	Management	Undetermined	Against	Against	Against	N/A
8.	Elect Francisco Petros de Oliveira Lima	Management	Undetermined	For	For	For	N/A
10.	Papathanasiadis as Board Member Presented by Minority Shareholders Request Cumulative Voting	Management	Undetermined	For	For	For	N/A
11.	Proportional Allocation of Cumulative Votes	Management	Undetermined	For	For	For	N/A
12A	Allocate Cumulative Votes to Pietro Adamo Sampaio Mendes	Management	Undetermined	Abstain	Abstain	Abstain	N/A
12B	Allocate Cumulative Votes to Jean Paul Terra Prates	Management	Undetermined	Abstain	Abstain	Abstain	N/A
12C	Allocate Cumulative Votes to Bruno Moretti	Management	Undetermined	Abstain	Abstain	Abstain	N/A
12D	Allocate Cumulative Votes to Benjamin Alves Rabello Filho	Management	Undetermined	Abstain	Abstain	Abstain	N/A
12E	Allocate Cumulative Votes to Ivanyra Maura de Medeiros Correia	Management	Undetermined	Abstain	Abstain	Abstain	N/A
12F	Allocate Cumulative Votes to Renato Campos Galuppo	Management	Undetermined	Abstain	Abstain	Abstain	N/A
12G	Allocate Cumulative Votes to Rafael Ramalho Dubeux	Management	Undetermined	Abstain	Abstain	Abstain	N/A
12H	Allocate Cumulative Votes to Vitor Eduardo de Almeida Saback	Management	Undetermined	Abstain	Abstain	Abstain	N/A

Proxy Voting Summary

Report Date Range: 01-Apr-24 to 30-Apr-24

Public School Teachers' Pension and Retirement Fund of Chicago

12I	Allocate Cumulative Votes to José João Abdalla Filho	Management	Undetermined	For	For	For	N/A
12J	Allocate Cumulative Votes to Marcelo Gasparino da Silva	Management	Undetermined	For	For	For	N/A
13.	Ratify Ivanyra Maura de Medeiros Correia Independence Status	Management	For	For	For	For	For
14.	Ratify Renato Campos Galuppo Independence Status	Management	For	For	For	For	For
15.	Ratify Rafael Ramalho Dubeux Independence Status	Management	For	Against	Against	Against	Against
16.	Ratify José João Abdalla Filho Independence Status	Management	Undetermined	For	For	For	N/A
17.	Ratify Marcelo Gasparino da Silva Independence Status	Management	Undetermined	For	For	For	N/A
18.	Elect Pietro Adamo Sampaio Mendes as Board Chair	Management	For	Against	Against	Against	Against
19.	Supervisory Council Board Size	Management	For	For	For	For	For
20.	Elect Ronaldo Dias to the Supervisory Council Presented by Minority Shareholders	Management	Undetermined	For	For	For	N/A
22.	Election of Supervisory Council	Management	For	Abstain	Abstain	Abstain	Against
23.	Approve Recasting of Votes for Amended Supervisory Council Slate	Management	Undetermined	Against	Against	Against	N/A
24.	Remuneration Policy	Management	For	For	For	For	For
E1	Amendments to Articles 19 and 44	Management	For	For	For	For	For
E2	Instructions if Meeting is Held on Second Call	Management	Undetermined	For	For	For	N/A

Public School Teachers' Pension and Retirement Fund of Chicago

BASF SE

ISIN	DE000BASF111	Meeting Date	25-Apr-24
Ticker		Deadline Date	12-Apr-24
Country	Germany	Record Date	18-Apr-24
Blocking	No	Vote Date	08-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mamt
2	Allocation of Dividends	Management	For	For	For	For	For
3	Ratification of Supervisory Board Acts	Management	For	For	For	For	For
4	Ratification of Management Board Acts	Management	For	For	For	For	For
5	Appointment of Auditor	Management	For	For	For	For	For
6.1	Elect Stefan Asenkerschbaumer	Management	For	For	For	For	For
6.2	Elect Kurt Bock	Management	For	For	For	For	For
6.3	Elect Thomas Carell	Management	For	For	For	For	For
6.4	Elect Liming Chen	Management	For	For	For	For	For
6.5	Elect Alessandra Genco	Management	For	For	For	For	For
6.6	Elect Tamara Weinert	Management	For	For	For	For	For
7	Increase in Authorised Capital	Management	For	For	For	For	For
8	Management Board Remuneration Policy	Management	For	Against	Against	Against	Against
9	Supervisory Board Remuneration Policy	Management	For	For	For	For	For
10	Remuneration Report	Management	For	Against	Against	Against	Against

ISIN	BRPETRACNPR6	Meeting Date	25-Apr-24
Ticker		Deadline Date	16-Apr-24
Country	Brazil	Record Date	22-Apr-24
Blocking	No	Vote Date	15-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
4.1	Elect Aristóteles Nogueira Filho as Board Member Presented by Preferred Shareholders	Management		Abstain	Abstain	Abstain	N/A
4.2	Elect Jerônimo Antunes as Board Member Presented by Preferred Shareholders	Management		For	For	For	N/A
5	Cumulate Common and Preferred Shares	Management		Against	Against	Against	N/A
19.1	Elect Paulo Roberto Franceschi to the Supervisory Council Presented by Preferred Shareholders	Management		Abstain	Abstain	Abstain	N/A
19.2	Elect João Vicente Silva Machado to the Supervisory Council Presented by Preferred Shareholders	Management		For	For	For	N/A

Public School Teachers' Pension and Retirement Fund of Chicago

KERING

ISIN	FR0000121485	Meeting Date	25-Apr-24
Ticker		Deadline Date	11-Apr-24
Country	France	Record Date	22-Apr-24
Blocking	No	Vote Date	02-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For	For	For
4	Ratification of Co-Option of Maureen Chiquet	Management	For	For	For	For	For
5	Election Jean-Pierre Denis	Management	For	For	For	For	For
6	Elect Rachel Duan	Management	For	For	For	For	For
7	Elect Giovanna Melandri	Management	For	For	For	For	For
8	Elect Dominique D'Hinnin	Management	For	For	For	For	For
9	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For	For	For	For	For
10	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For	For	For	For	For
11	Related Party Transactions (Maureen Chiquet)	Management	For	For	For	For	For
12	2023 Remuneration Report	Management	For	For	For	For	For
13	2023 Remuneration of François-Henri Pinault, Chair and CEO	Management	For	Against	Against	Against	Against
14	2023 Remuneration of Jean-François Palus, Former Deputy CEO (Until October 3, 2023)	Management	For	For	For	For	For
15	2024 Remuneration Policy (Executive)	Management	For	Against	Against	Against	Against
16	2024 Remuneration Policy (Board of Directors)	Management	For	For	For	For	For
17	Authority to Repurchase and Reissue Shares	Management	For	For	For	For	For

Public School Teachers' Pension and Retirement Fund of Chicago

18	Authority to Issue Performance Shares	Management	For	Against	Against	Against	Against
19	Employee Stock Purchase Plan	Management	For	For	For	For	For
20	Stock Purchase Plan for Overseas Employees	Management	For	For	For	For	For
21	Authorisation of Legal Formalities	Management	For	For	For	For	For

ISIN	FR0000120503	Meeting Date	25-Apr-24
Ticker		Deadline Date	19-Apr-24
Country	France	Record Date	22-Apr-24
Blocking	No	Vote Date	15-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	Against	Against	Against	Against
5	2024 Directors' Fees	Management	For	For	For	For	For
6	2024 Remuneration Policy (Board of Directors)	Management	For	For	For	For	For
7	2024 Remuneration Policy (Chair)	Management	For	For	For	For	For
8	2024 Remuneration Policy (CEO and Deputy CEOs)	Management	For	Against	Against	Against	Against
9	2023 Remuneration Report	Management	For	For	For	For	For
10	2023 Remuneration of Martin Bouygues, Chair	Management	For	For	For	For	For
11	2023 Remuneration of Olivier Roussat, CEO	Management	For	Against	Against	Against	Against
12	2023 Remuneration of Pascal Grangé, Deputy CEO	Management	For	Against	Against	Against	Against
13	2023 Remuneration of Edward Bouygues, Deputy CEO	Management	For	Against	Against	Against	Against
14	Elect Martin Bouygues	Management	For	Against	Against	Against	Against
15	Elect Pascaline de Dreuzy	Management	For	For	For	For	For
16	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For	For	For	For	For
17	Appointment of Auditor for Sustainability Reporting (EY)	Management	For	For	For	For	For

Public School Teachers' Pension and Retirement Fund of Chicago

18	Authority to Repurchase and Reissue Shares	Management	For	Against	Against	Against	Against
19	Authority to Cancel Shares and Reduce Capital	Management	For	For	For	For	For
20	Employee Stock Purchase Plan	Management	For	Against	Against	Against	Against
21	Authority to Issue Restricted Shares	Management	For	Against	Against	Against	Against
22	Authority to Issue Warrants as a Takeover Defense	Management	For	Against	Against	Against	Against
23	Authorisation of Legal Formalities	Management	For	For	For	For	For

Public School Teachers' Pension and Retirement Fund of Chicago

SMURFIT KAPPA GROUP PLC

ISIN	IE00B1RR8406	Meeting Date	26-Apr-24
Ticker		Deadline Date	19-Apr-24
Country	Ireland	Record Date	22-Apr-24
Blocking	No	Vote Date	03-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For	For	For
2	Remuneration Report	Management	For	For	For	For	For
3	Remuneration Policy	Management	For	For	For	For	For
4	Final Dividend	Management	For	For	For	For	For
5A	Elect Irial Finan	Management	For	For	For	For	For
5B	Elect Anthony Smurfit	Management	For	For	For	For	For
5C	Elect Ken Bowles	Management	For	For	For	For	For
5D	Elect Anne Anderson	Management	For	For	For	For	For
5E	Elect Frits Beurskens	Management	For	For	For	For	For
5F	Elect Carol Fairweather	Management	For	For	For	For	For
5G	Elect Mary Lynn Ferguson-McHugh	Management	For	For	For	For	For
5H	Elect Kaisa Hietala	Management	For	For	For	For	For
5I	Elect James A. Lawrence	Management	For	For	For	For	For
5J	Elect Lourdes Melgar	Management	For	For	For	For	For
5K	Elect Jørgen Buhl Rasmussen	Management	For	For	For	For	For
6	Authority to Set Auditor's Fees	Management	For	For	For	For	For
7	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For	For	For

Public School Teachers' Pension and Retirement Fund of Chicago

8	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For	For	For
9	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For	For	For
10	Authority to Repurchase Shares	Management	For	For	For	For	For
11	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For	For	For

Public School Teachers' Pension and Retirement Fund of Chicago

JBS SA

ISIN	BRJBSSACNOR8	Meeting Date	26-Apr-24
Ticker		Deadline Date	16-Apr-24
Country	Brazil	Record Date	24-Apr-24
Blocking	No	Vote Date	03-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For	For	For
2	Allocation of Profits/Dividends	Management	For	For	For	For	For
3	Supervisory Council Size	Management	For	For	For	For	For
4	Request Separate Election for Supervisory Council Member	Management	Undetermined	Abstain	Abstain	Abstain	N/A
5	Election of Supervisory Council	Management	For	Against	Against	Against	Against
6	Approve Recasting of Votes for Amended Supervisory Council Slate	Management	Undetermined	Against	Against	Against	N/A
7	Remuneration Policy	Management	For	Against	Against	Against	Against

ISIN	BRJBSSACNOR8	Meeting Date	26-Apr-24
Ticker		Deadline Date	16-Apr-24
Country	Brazil	Record Date	24-Apr-24
Blocking	No	Vote Date	08-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1.	Ratify Co-Option and Elect Kátia Regina de Abreu Gomes	Management	For	For	For	For	For
2.	Ratify Co-Option and Elect Paulo Bernardo Silva	Management	For	For	For	For	For
3.	Ratify Co-Option and Elect Cledorvino Belini	Management	For	For	For	For	For
4.	Ratify Kátia Regina de Abreu Gomes Independence Status	Management	For	For	For	For	For
5.	Ratify Paulo Bernardo Silva Independence Status	Management	For	For	For	For	For
6.	Ratify Cledorvino Belini Independence Status	Management	For	For	For	For	For
7.	Board Size	Management	For	For	For	For	For
8.	Elect Joesley Mendonça Batista	Management	For	Against	Against	Against	Against
9.	Elect Wesley Mendonça Batista	Management	For	Against	Against	Against	Against
10.	Ratification of Amendments to Merger Agreements (Midtown Participações Ltda.)	Management	For	For	For	For	For
11.	Amendments to Article 10 (Notice of Meeting)	Management	For	For	For	For	For
12.	Authorization of Legal Formalities	Management	For	For	For	For	For

ISIN	BRBBASACNOR3	Meeting Date	26-Apr-24
Ticker		Deadline Date	16-Apr-24
Country	Brazil	Record Date	23-Apr-24
Blocking	No	Vote Date	11-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For	For	For
2	Allocation of Profits/Dividends	Management	For	For	For	For	For
3	Remuneration Policy	Management	For	For	For	For	For
4	Supervisory Council Fees	Management	For	For	For	For	For
5	Audit Committee Fees	Management	For	For	For	For	For
6	Risk and Capital Committee Fees	Management	For	For	For	For	For
7	Human Resources, Remuneration and Eligibility Committee Fees	Management	For	For	For	For	For
8	Instructions if Meeting is Held on Second Call	Management	Undetermined	For	For	For	N/A

ISIN	BRBBASACNOR3	Meeting Date	26-Apr-24
Ticker		Deadline Date	16-Apr-24
Country	Brazil	Record Date	23-Apr-24
Blocking	No	Vote Date	11-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Amendments to Articles	Management	For	For	For	For	For
2	Technology and Innovation Committee Fees	Management	For	For	For	For	For
3	Corporate Sustainability Committee Fees	Management	For	For	For	For	For
4	Instructions if Meeting is Held on Second Call	Management	Undetermined	For	For	For	N/A

Public School Teachers' Pension and Retirement Fund of Chicago

SANDOZ GROUP AG

ISIN	CH1243598427	Meeting Date	30-Apr-24
Ticker		Deadline Date	15-Apr-24
Country	Switzerland	Record Date	24-Apr-24
Blocking	No	Vote Date	12-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For	For	For
2	Report on Non-Financial Matters	Management	For	For	For	For	For
3	Allocation of Dividends	Management	For	For	For	For	For
4	Ratification of Board and Management Acts	Management	For	For	For	For	For
5.1.1	Elect Gilbert Ghostine as Board Chair	Management	For	For	For	For	For
5.1.2	Elect Karen Hübscher	Management	For	For	For	For	For
5.1.3	Elect Shamiram Feinglass	Management	For	For	For	For	For
5.1.4	Elect Urs Riedener	Management	For	For	For	For	For
5.1.5	Elect Aarti Shah	Management	For	For	For	For	For
5.1.6	Elect Ioannis Skoufalos	Management	For	For	For	For	For
5.1.7	Elect Maria Rosaria Varsellona	Management	For	For	For	For	For
5.2.1	Elect Mathai Mammen	Management	For	For	For	For	For
5.2.2	Elect Graeme D. Pitkethly	Management	For	For	For	For	For
5.2.3	Elect Michael Rechsteiner	Management	For	For	For	For	For
5.311	Elect Urs Riedener as Human Capital and ESG Committee Member	Management	For	For	For	For	For
5.312	Elect Aarti Shah Human Capital and ESG Committee Member	Management	For	For	For	For	For
5.313	Elect Ioannis Skoufalos as Human Capital and ESG Committee Member	Management	For	For	For	For	For

Public School Teachers' Pension and Retirement Fund of Chicago

5.314	Elect Maria Rosaria Varsellona as Human Capital and ESG Committee Member	Management	For	For	For	For	For
5.3.2	Elect Michael Rechsteiner as Human Capital and ESG Committee Member	Management	For	For	For	For	For
6.1	Executive Compensation (Total)	Management	For	For	For	For	For
6.2	Board Compensation	Management	For	For	For	For	For
6.3	Compensation Report	Management	For	For	For	For	For
7	Appointment of Auditor	Management	For	For	For	For	For
8	Appointment of Independent Proxy	Management	For	For	For	For	For
9	Additional or Amended Proposals	Management	Undetermined	Against	Against	Against	N/A

ISIN	LU1598757687	Meeting Date	30-Apr-24
Ticker		Deadline Date	23-Apr-24
Country	Luxembourg	Record Date	16-Apr-24
Blocking	No	Vote Date	12-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
I.	Consolidated Accounts and Reports	Management	For	For	For	For	For
II.	Accounts and Reports	Management	For	For	For	For	For
III.	Approve Distribution of Dividends	Management	For	For	For	For	For
IV.	Allocation of Profits and the Remuneration of the Members of the Board of Directors	Management	For	For	For	For	For
V.	Remuneration Report	Management	For	For	For	For	For
VI.	Directors' Fees	Management	For	For	For	For	For
VII.	Ratification of Board Acts	Management	For	Against	Against	Against	Against
VIII.	Elect Karyn F. Ovelmen to the Board of Directors	Management	For	Against	Against	Against	Against
IX.	Elect Clarissa de Araújo Lins to the Board of Directors	Management	For	Against	Against	Against	Against
X.	Authority to Repurchase and Reissue Shares	Management	For	For	For	For	For
XI.	Appointment of Auditor	Management	For	For	For	For	For
XII.	Long-Term Incentive Plan	Management	For	For	For	For	For

Public School Teachers' Pension and Retirement Fund of Chicago

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Public School Teachers' Pension and Retirement Fund of Chicago

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