

Vote Summary Report

Date range covered: 05/01/2020 to 05/31/2020
Location(s): All Locations
Institution Account(s): LEIA Chicago Teachers' Pension Fund

Air Liquide SA

Meeting Date: 05/05/2020	Country: France	Primary Security ID: F01764103	Meeting ID: 1393074
Record Date: 04/30/2020	Meeting Type: Annual/Special	Ticker: AI	
Primary ISIN: FR0000120073		Primary SEDOL: B1YXBJ7	
Shares Voted: 4,023		Votable Shares: 4,023	
Voting Policy: Chicago Teachers' Pension Fund			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Ordinary Business	Mgmt	No						
1	Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	No	No	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	No	No	No
3	Approve Allocation of Income and Dividends of EUR 2.70 per Share and an Extra of EUR 0.27 per Share to Long Term Registered Shares	Mgmt	Yes	For	For	For	No	No	No
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	For	No	No	No
5	Reelect Brian Gilvary as Director	Mgmt	Yes	For	For	For	No	No	No
6	Elect Anette Bronder as Director	Mgmt	Yes	For	For	For	No	No	No
7	Elect Kim Ann Mink as Director	Mgmt	Yes	For	For	For	No	No	No
8	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	Yes	For	For	For	No	No	No
9	Approve Compensation of Benoit Potier	Mgmt	Yes	For	For	For	No	No	No
10	Approve Compensation Report for Corporate Officers	Mgmt	Yes	For	For	For	No	No	No
11	Approve Remuneration Policy of Corporate Officers	Mgmt	Yes	For	For	For	No	No	No
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.3 Million	Mgmt	Yes	For	For	For	No	No	No
	Extraordinary Business	Mgmt	No						
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For	For	No	No	No
14	Authorize Capitalization of Reserves of Up to EUR 300 Million for Bonus Issue or Increase in Par Value	Mgmt	Yes	For	For	For	No	No	No
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For	For	No	No	No
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	Yes	For	For	For	No	No	No

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Air Liquide SA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
17	Amend Article 11 of Bylaws Re: Employee Representative	Mgmt	Yes	For	For	For	No	No	No
18	Amend Article 15 of Bylaws Re: Board Powers	Mgmt	Yes	For	For	For	No	No	No
19	Amend Article 16 of Bylaws Re: Board Members Remuneration	Mgmt	Yes	For	For	For	No	No	No
20	Amend Article 9 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	Yes	For	For	For	No	No	No
21	Amend Articles 15 and 19 of Bylaws Re: Delegate Power to Board Members	Mgmt	Yes	For	For	For	No	No	No
22	Amend Article 4 of Bylaws Re: Company Duration	Mgmt	Yes	For	For	For	No	No	No
	Ordinary Business	Mgmt	No						
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For	For	No	No	No

Kuehne + Nagel International AG

Meeting Date: 05/05/2020	Country: Switzerland	Primary Security ID: H4673L145	Meeting ID: 1382372
Record Date:	Meeting Type: Annual	Ticker: KNIN	
Primary ISIN: CH0025238863		Primary SEDOL: B142S60	
Shares Voted: 4,532		Votable Shares: 4,532	
Voting Policy: Chicago Teachers' Pension Fund			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	No	No	No
2	Approve Allocation of Income and Omission of Dividends	Mgmt	Yes	For	For	For	No	No	No
3	Approve Discharge of Board and Senior Management	Mgmt	Yes	For	For	For	No	No	No
4.1.1	Reelect Renato Fassbind as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.2	Reelect Karl Gernandt as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
4.1.3	Reelect David Kamenetzky as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.4	Reelect Klaus-Michael Kuehne as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
4.1.5	Reelect Hauke Stars as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.6	Reelect Martin Wittig as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.7	Reelect Joerg Wolle as Director	Mgmt	Yes	For	For	For	No	No	No

Vote Summary Report

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Kuehne + Nagel International AG

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4.2	Elect Dominik Buergy as Director	Mgmt	Yes	For	For	For	No	No	No
4.3	Reelect Joerg Wolle as Board Chairman	Mgmt	Yes	For	For	For	No	No	No
4.4.1	Appoint Karl Gernandt as Member of the Compensation Committee	Mgmt	Yes	For	Against	Against	Yes	No	No
4.4.2	Appoint Klaus-Michael Kuehne as Member of the Compensation Committee	Mgmt	Yes	For	Against	Against	Yes	No	No
4.4.3	Appoint Hauke Stars as Member of the Compensation Committee	Mgmt	Yes	For	For	For	No	No	No
4.5	Designate Investarit AG as Independent Proxy	Mgmt	Yes	For	For	For	No	No	No
4.6	Ratify Ernst & Young AG as Auditors	Mgmt	Yes	For	For	For	No	No	No
5	Approve Creation of CHF 20 Million Pool of Capital without Preemptive Rights	Mgmt	Yes	For	Against	Against	Yes	No	No
6	Approve Remuneration Report	Mgmt	Yes	For	Against	Against	Yes	No	No
7.1	Approve Remuneration of Directors in the Amount of CHF 5 Million	Mgmt	Yes	For	Against	Against	Yes	No	No
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 20 Million	Mgmt	Yes	For	Against	Against	Yes	No	No
8	Transact Other Business (Voting)	Mgmt	Yes	For	Against	Against	Yes	No	No

Philip Morris International Inc.

Meeting Date: 05/06/2020	Country: USA	Primary Security ID: 718172109	Meeting ID: 1412073
Record Date: 03/13/2020	Meeting Type: Annual	Ticker: PM	
Primary ISIN: US7181721090		Primary SEDOL: B2PKRQ3	
Shares Voted: 8,860		Votable Shares: 8,860	
Voting Policy: Chicago Teachers' Pension Fund			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a	Elect Director Andre Calantzopoulos	Mgmt	Yes	For	For	For	No	No	No
1b	Elect Director Louis C. Camilleri	Mgmt	Yes	For	For	For	No	No	No
1c	Elect Director Werner Geissler	Mgmt	Yes	For	For	For	No	No	No
1d	Elect Director Lisa A. Hook	Mgmt	Yes	For	For	For	No	No	No
1e	Elect Director Jennifer Li	Mgmt	Yes	For	For	For	No	No	No
1f	Elect Director Jun Makihara	Mgmt	Yes	For	For	For	No	No	No
1g	Elect Director Kalpana Morparia	Mgmt	Yes	For	For	For	No	No	No

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Philip Morris International Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1h	Elect Director Lucio A. Noto	Mgmt	Yes	For	Against	Against	Yes	No	Yes
1i	Elect Director Frederik Paulsen	Mgmt	Yes	For	For	For	No	No	No
1j	Elect Director Robert B. Polet	Mgmt	Yes	For	For	For	No	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	No	No	No
3	Ratify PricewaterhouseCoopers SA as Auditor	Mgmt	Yes	For	Against	Against	Yes	No	Yes

Standard Chartered Plc

Meeting Date: 05/06/2020	Country: United Kingdom	Primary Security ID: G84228157	Meeting ID: 1400144
Record Date: 05/04/2020	Meeting Type: Annual	Ticker: STAN	
	Primary ISIN: GB0004082847	Primary SEDOL: 0408284	
	Shares Voted: 56,272	Votable Shares: 56,272	
	Voting Policy: Chicago Teachers' Pension Fund		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	No	No	No
2	Approve Final Dividend	Mgmt	Yes	For	Abstain	Abstain	Yes	No	No
3	Approve Remuneration Report	Mgmt	Yes	For	For	For	No	No	No
4	Elect Phil Rivett as Director	Mgmt	Yes	For	For	For	No	No	No
5	Elect David Tang as Director	Mgmt	Yes	For	For	For	No	No	No
6	Re-elect David Conner as Director	Mgmt	Yes	For	For	For	No	No	No
7	Re-elect Dr Byron Grote as Director	Mgmt	Yes	For	For	For	No	No	No
8	Re-elect Andy Halford as Director	Mgmt	Yes	For	For	For	No	No	No
9	Re-elect Christine Hodgson as Director	Mgmt	Yes	For	For	For	No	No	No
10	Re-elect Gay Huey Evans as Director	Mgmt	Yes	For	For	For	No	No	No
11	Re-elect Naguib Kheraj as Director	Mgmt	Yes	For	For	For	No	No	No
12	Re-elect Dr Ngozi Okonjo-Iweala as Director	Mgmt	Yes	For	For	For	No	No	No
13	Re-elect Carlson Tong as Director	Mgmt	Yes	For	For	For	No	No	No
14	Re-elect Jose Vinals as Director	Mgmt	Yes	For	For	For	No	No	No
15	Re-elect Jasmine Whitbread as Director	Mgmt	Yes	For	For	For	No	No	No
16	Re-elect Bill Winters as Director	Mgmt	Yes	For	For	For	No	No	No

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Standard Chartered Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
17	Appoint Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	No	No	No
18	Authorise Audit Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	No	No	No
19	Authorise EU Political Donations and Expenditure	Mgmt	Yes	For	For	For	No	No	No
20	Authorise Board to Offer Scrip Dividend	Mgmt	Yes	For	For	For	No	No	No
21	Authorise Issue of Equity	Mgmt	Yes	For	Against	Against	Yes	No	Yes
22	Extend the Authority to Allot Shares by Such Number of Shares Repurchased by the Company under the Authority Granted Pursuant to Resolution 27	Mgmt	Yes	For	For	For	No	No	No
23	Authorise Issue of Equity in Relation to Equity Convertible Additional Tier 1 Securities	Mgmt	Yes	For	For	For	No	No	No
24	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	For	No	No	No
25	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For	For	No	No	No
26	Authorise Issue of Equity without Pre-emptive Rights in Relation to Equity Convertible Additional Tier 1 Securities	Mgmt	Yes	For	For	For	No	No	No
27	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For	For	No	No	No
28	Authorise Market Purchase of Preference Shares	Mgmt	Yes	For	For	For	No	No	No
29	Adopt New Articles of Association	Mgmt	Yes	For	For	For	No	No	No
30	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	For	For	No	No	No

Thales SA

Meeting Date: 05/06/2020	Country: France	Primary Security ID: F9156M108	Meeting ID: 1393744
Record Date: 05/04/2020	Meeting Type: Annual/Special	Ticker: HO	
	Primary ISIN: FR0000121329	Primary SEDOL: 4162791	
	Shares Voted: 2,090	Votable Shares: 2,090	
	Voting Policy: Chicago Teachers' Pension Fund		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Ordinary Business	Mgmt	No						

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Thales SA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	No	No	No
2	Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	No	No	No
3	Approve Allocation of Income and Dividends of EUR 0.60 per Share	Mgmt	Yes	For	For	For	No	No	No
4	Elect Philippe Knoche as Director	Mgmt	Yes	For	For	For	No	No	No
5	Approve Compensation of Patrice Caine, Chairman and CEO	Mgmt	Yes	For	For	For	No	No	No
6	Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	For	For	No	No	No
7	Approve Remuneration Policy of Chairman and CEO	Mgmt	Yes	For	For	For	No	No	No
8	Approve Remuneration Policy of Board Members	Mgmt	Yes	For	For	For	No	No	No
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	For	No	No	No
	Extraordinary Business	Mgmt	No						
10	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	Yes	For	Against	Against	Yes	No	No
11	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 159 Million	Mgmt	Yes	For	Against	Against	Yes	No	No
12	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 60 Million	Mgmt	Yes	For	Against	Against	Yes	No	No
13	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 60 Million	Mgmt	Yes	For	Against	Against	Yes	No	No
14	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	Yes	For	Against	Against	Yes	No	No
15	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	Yes	For	Against	Against	Yes	No	No
16	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 11-15 at EUR 180 Million	Mgmt	Yes	For	For	For	No	No	No
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For	For	No	No	No
18	Amend Article 11 of Bylaws Re: Board Members Remuneration	Mgmt	Yes	For	For	For	No	No	No
	Ordinary Business	Mgmt	No						

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Thales SA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For	For	No	No	No

Equinor ASA

Meeting Date: 05/14/2020	Country: Norway	Primary Security ID: R2R90P103	Meeting ID: 1417094
Record Date:	Meeting Type: Annual	Ticker: EQNR	
	Primary ISIN: NO0010096985	Primary SEDOL: 7133608	
	Shares Voted: 2,891	Votable Shares: 2,891	
	Voting Policy: Chicago Teachers' Pension Fund		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Open Meeting	Mgmt	No						
2	Registration of Attending Shareholders and Proxies	Mgmt	No						
3	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	Yes	For	For	For	No	No	No
4	Approve Notice of Meeting and Agenda	Mgmt	Yes	For	For	For	No	No	No
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	Yes	For	For	For	No	No	No
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of USD 0.27 Per Share	Mgmt	Yes	For	For	For	No	No	No
7	Approve Board to Distribute Dividends	Mgmt	Yes	For	For	For	No	No	No
8	Approve NOK 202.4 Million Reduction in Share Capital via Share Cancellation	Mgmt	Yes	For	For	For	No	No	No
	Shareholder Proposals	Mgmt	No						
9	Instruct Company to Set and Publish Targets Aligned with the Goal of the Paris Climate Agreement to Limit Global Warming	SH	Yes	Against	For	For	Yes	No	No
10	Instruct Company to Stop all Exploration Activity and Test Drilling for Fossil Energy resources	SH	Yes	Against	Against	Against	No	No	No
11	Instruct Company to Consider the Health Effects of Global Warming due to Fossil Energy in the Company's Further Strategy	SH	Yes	Against	Against	Against	No	No	No
12	Instruct Company to Refrain from Oil and Gas Exploration and Production Activities in CertainAreas	SH	Yes	Against	Against	Against	No	No	No

Vote Summary Report

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Location(s): All Locations
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Equinor ASA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
13	Instruct Company to Stop All Oil and Gas Activities Outside the Norwegian Continental Shelf	SH	Yes	Against	Against	Against	No	No	No
14	Instruct Board to Present New Direction for the Company Including Phasing Out of All Exploration Activities Within Two Years	SH	Yes	Against	Against	Against	No	No	No
	Management Proposals	Mgmt	No						
15	Approve Company's Corporate Governance Statement	Mgmt	Yes	For	For	For	No	No	No
16.1	Approve Remuneration Policy And Other Terms of Employment For Executive Management (Advisory)	Mgmt	Yes	For	For	For	No	No	No
16.2	Approve Remuneration Policy And Other Terms of Employment For Executive Management (Binding)	Mgmt	Yes	For	For	For	No	No	No
17	Approve Remuneration of Auditors	Mgmt	Yes	For	For	For	No	No	No
	Elect Either All Candidates to Corporate Assembly Bundled in item 18, or Vote on Each Candidate in items 18.1-18.16	Mgmt	No						
18	Elect All Members and Deputy Members of Corporate Assembly Bundled	Mgmt	Yes	For	For	For	No	No	No
18.1	Reelect Tone Lunde Bakker (Chair) as Member of Corporate Assembly	Mgmt	Yes	For	For	For	No	No	No
18.2	Reelect Nils Bastiansen (Vice Chair) as Member of Corporate Assembly	Mgmt	Yes	For	For	For	No	No	No
18.3	Reelect Greger Mannsverk as Member of Corporate Assembly	Mgmt	Yes	For	For	For	No	No	No
18.4	Reelect Terje Venold as Member of Corporate Assembly	Mgmt	Yes	For	For	For	No	No	No
18.5	Reelect Kjersti Kleven as Member of Corporate Assembly	Mgmt	Yes	For	For	For	No	No	No
18.6	Reelect Finn Kinserdal as Member of Corporate Assembly	Mgmt	Yes	For	For	For	No	No	No
18.7	Reelect Jarle Roth as Member of Corporate Assembly	Mgmt	Yes	For	For	For	No	No	No
18.8	Reelect Kari Skeidsvoll Moe as Member of Corporate Assembly	Mgmt	Yes	For	For	For	No	No	No
18.9	Elect Kjerstin Fyllingen as Member of Corporate Assembly	Mgmt	Yes	For	For	For	No	No	No
18.10	Elect Kjerstin Rasmussen Braathen as Member of Corporate Assembly	Mgmt	Yes	For	For	For	No	No	No
18.11	Elect Mari Rege as Member of Corporate Assembly	Mgmt	Yes	For	For	For	No	No	No

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Equinor ASA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
18.12	Elect Brynjar Kristian Forbergskog as Member of Corporate Assembly	Mgmt	Yes	For	For	For	No	No	No
18.13	Elect Knut Nesse as 1st Deputy Member of Corporate Assembly	Mgmt	Yes	For	For	For	No	No	No
18.14	Elect Trond Straume as 2nd Deputy Member of Corporate Assembly	Mgmt	Yes	For	For	For	No	No	No
18.15	Reelect Nina Kivijervi Jonassen as 3rd Deputy Member of Corporate Assembly	Mgmt	Yes	For	For	For	No	No	No
18.16	Reelect Martin Wien Fjell as 4th Deputy Member of Corporate Assembly	Mgmt	Yes	For	For	For	No	No	No
19	Approve Remuneration of Corporate Assembly	Mgmt	Yes	For	For	For	No	No	No
	Elect Either All Candidates to Nominating Committee Bundled in item 20, or Vote on Each Candidate in items 20.1-20.4	Mgmt	No						
20	Elect All Members of Nominating Committee Bundled	Mgmt	Yes	For	For	For	No	No	No
20.1	Reelect Tone Lunde Bakker (Chair) as Member of Nominating Committee	Mgmt	Yes	For	For	For	No	No	No
20.2	Elect Bjorn Stale Haavik as Member of Nominating Committee with Personal Deputy Andreas Hilding Eriksen	Mgmt	Yes	For	For	For	No	No	No
20.3	Reelect Jarle Roth as Member of Nominating Committee	Mgmt	Yes	For	For	For	No	No	No
20.4	Reelect Berit L. Henriksen as Member of Nominating Committee	Mgmt	Yes	For	For	For	No	No	No
21	Approve Remuneration of Nominating Committee	Mgmt	Yes	For	For	For	No	No	No
22	Approve Equity Plan Financing	Mgmt	Yes	For	Against	Against	Yes	No	No
23	Authorize Share Repurchase Program	Mgmt	Yes	For	For	For	No	No	No

Julius Baer Gruppe AG

Meeting Date: 05/18/2020	Country: Switzerland	Primary Security ID: H4414N103	Meeting ID: 1382090
Record Date:	Meeting Type: Annual	Ticker: BAER	
Primary ISIN: CH0102484968		Primary SEDOL: B4R2R50	

Vote Summary Report

Date range covered: 05/01/2020 to 05/31/2020

Location(s): All Locations

Institution Account(s): LEIA Chicago Teachers' Pension Fund

Julius Baer Gruppe AG

Shares Voted: 8,430

Votable Shares: 8,430

Voting Policy: Chicago Teachers' Pension Fund

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	No	No	No
1.2	Approve Remuneration Report	Mgmt	Yes	For	For	For	No	No	No
2	Approve Allocation of Income and Dividends of CHF 0.75 per Share	Mgmt	Yes	For	For	For	No	No	No
3	Approve Discharge of Board and Senior Management	Mgmt	Yes	For	For	For	No	No	No
4.1	Approve Remuneration of Board of Directors in the Amount of CHF 4 Million from 2020 AGM Until 2021 AGM	Mgmt	Yes	For	For	For	No	No	No
4.2.1	Approve Variable Cash-Based Remuneration of Executive Committee in the Amount of CHF 7.5 Million for Fiscal 2019	Mgmt	Yes	For	For	For	No	No	No
4.2.2	Approve Variable Share-Based Remuneration of Executive Committee in the Amount of CHF 6.7 Million for Fiscal 2020	Mgmt	Yes	For	For	For	No	No	No
4.2.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 9.2 Million for Fiscal 2021	Mgmt	Yes	For	For	For	No	No	No
5.1.1	Reelect Romeo Lacher as Director	Mgmt	Yes	For	For	For	No	No	No
5.1.2	Reelect Gilbert Achermann as Director	Mgmt	Yes	For	For	For	No	No	No
5.1.3	Reelect Heinrich Baumann as Director	Mgmt	Yes	For	For	For	No	No	No
5.1.4	Reelect Richard Campbell-Breeden as Director	Mgmt	Yes	For	For	For	No	No	No
5.1.5	Reelect Ivo Furrer as Director	Mgmt	Yes	For	For	For	No	No	No
5.1.6	Reelect Claire Giraut as Director	Mgmt	Yes	For	For	For	No	No	No
5.1.7	Reelect Charles Stonehill as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
5.1.8	Reelect Eunice Zehnder-Lai as Director	Mgmt	Yes	For	For	For	No	No	No
5.1.9	Reelect Olga Zoutendijk as Director	Mgmt	Yes	For	For	For	No	No	No
5.2.1	Elect Kathryn Shih as Director (as per Sep. 1, 2020)	Mgmt	Yes	For	For	For	No	No	No
5.2.2	Elect Christian Meissner as Director	Mgmt	Yes	For	For	For	No	No	No
5.3	Elect Romeo Lacher as Board Chairman	Mgmt	Yes	For	For	For	No	No	No
5.4.1	Reappoint Gilbert Achermann as Member of the Compensation Committee	Mgmt	Yes	For	For	For	No	No	No
5.4.2	Reappoint Richard Campbell-Breeden as Member of the Compensation Committee	Mgmt	Yes	For	For	For	No	No	No

Vote Summary Report

Date range covered: 05/01/2020 to 05/31/2020
Location(s): All Locations
Institution Account(s): LEIA Chicago Teachers' Pension Fund

Julius Baer Gruppe AG

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5.4.3	Appoint Kathryn Shih as Member of the Compensation Committee (as per Sep. 1, 2020)	Mgmt	Yes	For	For	For	No	No	No
5.4.4	Reappoint Eunice Zehnder-Lai as Member of the Compensation Committee	Mgmt	Yes	For	For	For	No	No	No
6	Ratify KPMG AG as Auditors	Mgmt	Yes	For	For	For	No	No	No
7	Designate Marc Nater as Independent Proxy	Mgmt	Yes	For	For	For	No	No	No
8	Transact Other Business (Voting)	Mgmt	Yes	For	Against	Against	Yes	No	No

SAP SE

Meeting Date: 05/20/2020	Country: Germany	Primary Security ID: D66992104	Meeting ID: 1418552
Record Date: 05/07/2020	Meeting Type: Annual	Ticker: SAP	
Primary ISIN: DE0007164600		Primary SEDOL: 4846288	
Shares Voted: 5,974		Votable Shares: 5,974	
Voting Policy: Chicago Teachers' Pension Fund			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt	No						
2	Approve Allocation of Income and Dividends of EUR 1.58 per Share	Mgmt	Yes	For	For	For	No	No	No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	Yes	For	For	For	No	No	No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	Yes	For	For	For	No	No	No
5	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	Yes	For	For	For	No	No	No
6.1	Approve Creation of EUR 250 Million Pool of Capital with Preemptive Rights	Mgmt	Yes	For	For	For	No	No	No
6.2	Approve Creation of EUR 250 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	Yes	For	For	For	No	No	No
7	Approve Remuneration Policy for the Management Board	Mgmt	Yes	For	For	For	No	No	No
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	Yes	For	For	For	No	No	No

Vote Summary Report

Date range covered: 05/01/2020 to 05/31/2020
Location(s): All Locations
Institution Account(s): LEIA Chicago Teachers' Pension Fund

Sunny Optical Technology (Group) Company Limited

Meeting Date: 05/22/2020	Country: Cayman Islands	Primary Security ID: G8586D109	Meeting ID: 1423746
Record Date: 05/18/2020	Meeting Type: Annual	Ticker: 2382	
Primary ISIN: KYG8586D1097		Primary SEDOL: B1YBT08	
Shares Voted: 12,300		Votable Shares: 12,300	
Voting Policy: Chicago Teachers' Pension Fund			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	No	No	No
2	Approve Final Dividend	Mgmt	Yes	For	For	For	No	No	No
3a	Elect Ye Liaoning as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
3b	Elect Wang Wenjie as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
3c	Elect Wang Wenjian as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
3d	Authorize Board to Fix Remuneration of Directors	Mgmt	Yes	For	For	For	No	No	No
4	Approve Deloitte Touche Tohmatsu as External Auditor and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	No	No	No
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	Yes	For	Against	Against	Yes	No	No
6	Authorize Repurchase of Issued Share Capital	Mgmt	Yes	For	For	For	No	No	No
7	Authorize Reissuance of Repurchased Shares	Mgmt	Yes	For	Against	Against	Yes	No	No

Dassault Systemes SA

Meeting Date: 05/26/2020	Country: France	Primary Security ID: F2457H472	Meeting ID: 1411084
Record Date: 05/22/2020	Meeting Type: Annual/Special	Ticker: DSY	
Primary ISIN: FR0000130650		Primary SEDOL: 5330047	
Shares Voted: 1,510		Votable Shares: 1,510	
Voting Policy: Chicago Teachers' Pension Fund			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Ordinary Business	Mgmt	No						
1	Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	No	No	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	No	No	No
3	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	Yes	For	For	For	No	No	No

Vote Summary Report

Date range covered: 05/01/2020 to 05/31/2020
Location(s): All Locations
Institution Account(s): LEIA Chicago Teachers' Pension Fund

Dassault Systemes SA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	Yes	For	For	For	No	No	No
5	Approve Remuneration Policy of Corporate Officers	Mgmt	Yes	For	For	For	No	No	No
6	Approve Compensation of Charles Edelstenne, Chairman of the Board	Mgmt	Yes	For	For	For	No	No	No
7	Approve Compensation of Bernard Charles, Vice-Chairman and CEO	Mgmt	Yes	For	Against	Against	Yes	No	No
8	Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	For	For	No	No	No
9	Reelect Marie-Helene Habert-Dassault as Director	Mgmt	Yes	For	For	For	No	No	No
10	Reelect Laurence Lescourret as Director	Mgmt	Yes	For	For	For	No	No	No
11	Approve Remuneration of Directors in the Aggregate Amount of EUR 800,000	Mgmt	Yes	For	For	For	No	No	No
12	Authorize Repurchase of Up to 5 Million Shares	Mgmt	Yes	For	For	For	No	No	No
	Extraordinary Business	Mgmt	No						
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For	For	No	No	No
14	Amend Articles 14, 16 and 19 of Bylaws to Comply with Legal Changes	Mgmt	Yes	For	For	For	No	No	No
15	Authorize up to 4 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	Yes	For	Against	Against	Yes	No	No
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For	For	No	No	No
17	Delegate Power to the Board to Carry Mergers by Absorption	Mgmt	Yes	For	Against	Against	Yes	No	No
18	Pursuant to Item 17 Above, Delegate Power to the Board to Issue Shares in Connection with Mergers by Absorption	Mgmt	Yes	For	Against	Against	Yes	No	No
19	Delegate Power to the Board to Carry Spin-Off Agreements	Mgmt	Yes	For	Against	Against	Yes	No	No
20	Pursuant to Item 19 Above, Delegate Power to the Board to Issue Shares in Connection with Spin-Off Agreements	Mgmt	Yes	For	Against	Against	Yes	No	No
21	Delegate Power to the Board to Acquire Certain Assets of Another Company	Mgmt	Yes	For	Against	Against	Yes	No	No
22	Pursuant to Item 21 Above, Delegate Power to the Board to Issue Shares in Connection with Acquisitions	Mgmt	Yes	For	Against	Against	Yes	No	No

Vote Summary Report

Date range covered: 05/01/2020 to 05/31/2020
Location(s): All Locations
Institution Account(s): LEIA Chicago Teachers' Pension Fund

Dassault Systemes SA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For	For	No	No	No

Chailease Holding Co., Ltd.

Meeting Date: 05/27/2020	Country: Cayman Islands	Primary Security ID: G20288109	Meeting ID: 1411739
Record Date: 03/27/2020	Meeting Type: Annual	Ticker: 5871	
Primary ISIN: KYG202881093		Primary SEDOL: B58J1S8	
Shares Voted: 72,350		Votable Shares: 72,350	
Voting Policy: Chicago Teachers' Pension Fund			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Approve Business Report and Financial Statements	Mgmt	Yes	For	For	For	No	No	No
2	Approve Profit Distribution	Mgmt	Yes	For	For	For	No	No	No
3	Amend Rules and Procedures Regarding General Meetings of Shareholders	Mgmt	Yes	For	For	For	No	No	No
4	Amend Articles of Association	Mgmt	Yes	For	For	For	No	No	No
5	Approve the Company's Plan to Raise Long Term Capital	Mgmt	Yes	For	For	For	No	No	No
6	Approve the Issuance of New Shares Via Capitalization of Retained Earnings	Mgmt	Yes	For	For	For	No	No	No
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt	No						
7.1	Elect JOHN-LEE KOO, a Representative of CHUN AN INVESTMENT CO., LTD. with Shareholder No. 93771, as Non-Independent Director	Mgmt	Yes	For	For	For	No	No	No
7.2	Elect FONG-LONG CHEN, a Representative of CHUN AN INVESTMENT CO., LTD. with Shareholder No. 93771, as Non-Independent Director	Mgmt	Yes	For	For	For	No	No	No
7.3	Elect CHEE WEE GOH, with ID No. 1946102XXX, as Non-Independent Director	Mgmt	Yes	For	For	For	No	No	No
7.4	Elect HSIU-TZE CHENG, a Representative of CHUN AN TECHNOLOGY CO., LTD. with Shareholder No. 100317, as Non-Independent Director	Mgmt	Yes	For	For	For	No	No	No

Vote Summary Report

Date range covered: 05/01/2020 to 05/31/2020
Location(s): All Locations
Institution Account(s): LEIA Chicago Teachers' Pension Fund

Chailease Holding Co., Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7.5	Elect KING WAI ALFRED WONG, a Representative of CHUN AN TECHNOLOGY CO., LTD. with Shareholder No. 100317, as Non-Independent Director	Mgmt	Yes	For	For	For	No	No	No
7.6	Elect CHIH-YANG, CHEN, a Representative of LI CHENG INVESTMENT CO., LTD. with Shareholder No. 104095, as Non-Independent Director	Mgmt	Yes	For	For	For	No	No	No
7.7	Elect STEVEN JEREMY GOODMAN with ID No. 1959121XXX as Independent Director	Mgmt	Yes	For	For	For	No	No	No
7.8	Elect CHING-SHUI TSOU with ID No. J101182XXX as Independent Director	Mgmt	Yes	For	For	For	No	No	No
7.9	Elect CASEY K. TUNG with ID No. 1951121XXX as Independent Director	Mgmt	Yes	For	For	For	No	No	No
8	Approve Release of Restrictions of Competitive Activities of Director JOHN-LEE KOO, a Representative of CHUN AN INVESTMENT CO., LTD.	Mgmt	Yes	For	For	For	No	No	No
9	Approve Release of Restrictions of Competitive Activities of Director FONG-LONG CHEN, a Representative of CHUN AN INVESTMENT CO., LTD.	Mgmt	Yes	For	For	For	No	No	No
10	Approve Release of Restrictions of Competitive Activities of Director HSIU-TZE CHENG, a Representative of CHUN AN TECHNOLOGY CO., LTD.	Mgmt	Yes	For	For	For	No	No	No

AIA Group Limited

Meeting Date: 05/29/2020	Country: Hong Kong	Primary Security ID: Y002A1105	Meeting ID: 1425599
Record Date: 05/25/2020	Meeting Type: Annual	Ticker: 1299	
	Primary ISIN: HK0000069689	Primary SEDOL: B4TX8S1	
	Shares Voted: 62,800	Votable Shares: 62,800	
	Voting Policy: Chicago Teachers' Pension Fund		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	No	No	No
2	Approve Final Dividend	Mgmt	Yes	For	For	For	No	No	No
3	Elect Edmund Sze-Wing Tse as Director	Mgmt	Yes	For	For	For	No	No	No
4	Elect Jack Chak-Kwong So as Director	Mgmt	Yes	For	For	For	No	No	No
5	Elect Mohamed Azman Yahya Director	Mgmt	Yes	For	For	For	No	No	No

Vote Summary Report

Date range covered: 05/01/2020 to 05/31/2020
Location(s): All Locations
Institution Account(s): LEIA Chicago Teachers' Pension Fund

AIA Group Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	No	No	No
7A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	Yes	For	For	For	No	No	No
7B	Authorize Repurchase of Issued Share Capital	Mgmt	Yes	For	For	For	No	No	No
8	Approve New Share Option Scheme and Terminate Existing Share Option Scheme	Mgmt	Yes	For	For	For	No	No	No