

Vote Summary Report

Date range covered: 04/01/2021 to 04/30/2021
Location(s): All Locations
Institution Account(s): LEIA Chicago Teachers' Pension Fund

Rio Tinto Plc

Meeting Date: 04/09/2021	Country: United Kingdom	Primary Security ID: G75754104	Meeting ID: 1496591
Record Date: 04/07/2021	Meeting Type: Annual	Ticker: RIO	
Primary ISIN: GB0007188757		Primary SEDOL: 0718875	
Shares Voted: 8,601		Votable Shares: 8,601	
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 Remuneration Policy	Mgmt	Yes	For	For	For	No	No	No
3	Approve Remuneration Report for UK Law Purposes	Mgmt	Yes	For	Against	Against	Yes	No	No
4	Approve Remuneration Report for Australian Law Purposes	Mgmt	Yes	For	Against	Against	Yes	No	No
5	Re-elect Megan Clark as Director	Mgmt	Yes	For	Against	Against	Yes	No	No
6	Re-elect Hinda Gharbi as Director	Mgmt	Yes	For	For	For	No	No	No
7	Re-elect Simon Henry as Director	Mgmt	Yes	For	For	For	No	No	No
8	Re-elect Sam Laidlaw as Director	Mgmt	Yes	For	For	For	No	No	No
9	Re-elect Simon McKeon as Director	Mgmt	Yes	For	For	For	No	No	No
10	Re-elect Jennifer Nason as Director	Mgmt	Yes	For	For	For	No	No	No
11	Re-elect Jakob Stausholm as Director	Mgmt	Yes	For	For	For	No	No	No
12	Re-elect Simon Thompson as Director	Mgmt	Yes	For	For	For	No	No	No
13	Re-elect Ngaire Woods as Director	Mgmt	Yes	For	For	For	No	No	No
14	Reappoint KPMG LLP as Auditors	Mgmt	Yes	For	For	For	No	No	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	No	No	No
16	Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For	For	No	No	No
17	Approve Global Employee Share Plan	Mgmt	Yes	None	For	For	No	No	No
18	Approve UK Share Plan	Mgmt	Yes	For	For	For	No	No	No
19	Authorise Issue of Equity	Mgmt	Yes	For	For	For	No	No	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	For	No	No	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For	For	No	No	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	For	For	No	No	No

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Location(s): All Locations

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

Julius Baer Gruppe AG

Meeting Date: 04/14/2021	Country: Switzerland	Primary Security ID: H4414N103	Meeting ID: 1492907
Record Date:	Meeting Type: Annual	Ticker: BAER	
Primary ISIN: CH0102484968		Primary SEDOL: B4R2R50	
Shares Voted: 5,875		Votable Shares: 5,875	
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 1.75 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 3.9 Million from 2021 AGM Until 2022 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 11.6 Million for Fiscal 2020	Mgmt	Yes	For	For	For	No	No	No
4.2.2	Approve Variable Share-Based Remuneration of Executive Committee in the Amount of CHF 11.5 Million for Fiscal 2021	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	Against	Against	Yes	No	Yes
5.1.3	Reelect Heinrich Baumann as Director	Mgmt	Yes	For	For	For	No	No	No
5.1.4	Reelect Richard Campbell-Breden 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 Kathryn Shih as Director	Mgmt	Yes	For	For	For	No	No	No
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	Elect David Nicol as Director	Mgmt	Yes	For	For	For	No	No	No
5.3	Reelect 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	Against	Against	Yes	No	Yes

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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
5.4.2	Reappoint Richard Campbell-Breeden as Member of the Compensation Committee	Mgmt	Yes	For	For	For	No	No	No
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	Approve CHF 51,700 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	Yes	For	For	For	No	No	No
9	Amend Articles Re: Editorial Changes	Mgmt	Yes	For	For	For	No	No	No
10	Transact Other Business (Voting)	Mgmt	Yes	For	Against	Against	Yes	No	No

LVMH Moët Hennessy Louis Vuitton SE

Meeting Date: 04/15/2021	Country: France	Primary Security ID: F58485115	Meeting ID: 1513885
Record Date: 04/13/2021	Meeting Type: Annual/Special	Ticker: MC	
Primary ISIN: FR0000121014		Primary SEDOL: 4061412	
Shares Voted: 1,885		Votable Shares: 1,885	
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 6.00 per Share	Mgmt	Yes	For	For	For	No	No	No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	Yes	For	Against	Against	Yes	No	No
5	Reelect Antoine Arnault as Director	Mgmt	Yes	For	Against	Against	Yes	No	No
6	Reelect Nicolas Bazire as Director	Mgmt	Yes	For	Against	Against	Yes	No	No
7	Reelect Charles de Croisset as Director	Mgmt	Yes	For	Against	Against	Yes	No	No
8	Reelect Yves-Thibault de Silguy as Director	Mgmt	Yes	For	For	For	No	No	No

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LVMH Moet Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
9	Appoint Olivier Lenel as Alternate Auditor	Mgmt	Yes	For	For	For	No	No	No
10	Approve Amendment of Remuneration Policy of Directors Re: FY 2020	Mgmt	Yes	For	For	For	No	No	No
11	Approve Amendment of Remuneration Policy of Executive Corporate Officers Re: FY 2020	Mgmt	Yes	For	Against	Against	Yes	No	No
12	Approve Compensation of Corporate Officers	Mgmt	Yes	For	Against	Against	Yes	No	No
13	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	Yes	For	Against	Against	Yes	No	No
14	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	Yes	For	Against	Against	Yes	No	No
15	Approve Remuneration Policy of Directors	Mgmt	Yes	For	For	For	No	No	No
16	Approve Remuneration Policy of Chairman and CEO	Mgmt	Yes	For	Against	Against	Yes	No	No
17	Approve Remuneration Policy of Vice-CEO	Mgmt	Yes	For	Against	Against	Yes	No	No
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	For	No	No	No
	Extraordinary Business	Mgmt	No						
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For	For	No	No	No
20	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	Mgmt	Yes	For	For	For	No	No	No
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	Yes	For	For	For	No	No	No
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	Yes	For	Against	Against	Yes	No	No
23	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	Yes	For	Against	Against	Yes	No	No
24	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
25	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Mgmt	Yes	For	Against	Against	Yes	No	No
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	Yes	For	For	For	No	No	No
27	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	Yes	For	Against	Against	Yes	No	No

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28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For	For	No	No	No
29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 21-26 at EUR 20 Million	Mgmt	Yes	For	For	For	No	No	No
30	Amend Article 22 of Bylaws Re: Auditors	Mgmt	Yes	For	For	For	No	No	No

Nestle SA

Meeting Date: 04/15/2021	Country: Switzerland	Primary Security ID: H57312649	Meeting ID: 1496375
Record Date:	Meeting Type: Annual	Ticker: NESN	
Primary ISIN: CH0038863350		Primary SEDOL: 7123870	
Shares Voted: 5,035		Votable Shares: 5,035	
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 Discharge of Board and Senior Management	Mgmt	Yes	For	For	For	No	No	No
3	Approve Allocation of Income and Dividends of CHF 2.75 per Share	Mgmt	Yes	For	For	For	No	No	No
4.1.a	Reelect Paul Bulcke as Director and Board Chairman	Mgmt	Yes	For	Against	Against	Yes	No	Yes
4.1.b	Reelect Ulf Schneider as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.c	Reelect Henri de Castries as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.d	Reelect Renato Fassbind as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.e	Reelect Pablo Isla as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.f	Reelect Ann Veneman as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.g	Reelect Eva Cheng as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.h	Reelect Patrick Aebischer as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.i	Reelect Kasper Rorsted as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
4.1.j	Reelect Kimberly Ross as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.k	Reelect Dick Boer as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.l	Reelect Dinesh Paliwal as Director	Mgmt	Yes	For	For	For	No	No	No

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Nestle SA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4.1.m	Reelect Hanne Jimenez de Mora as Director	Mgmt	Yes	For	For	For	No	No	No
4.2	Elect Lindiwe Sibanda as Director	Mgmt	Yes	For	For	For	No	No	No
4.3.1	Appoint Pablo Isla as Member of the Compensation Committee	Mgmt	Yes	For	For	For	No	No	No
4.3.2	Appoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	Yes	For	For	For	No	No	No
4.3.3	Appoint Dick Boer as Member of the Compensation Committee	Mgmt	Yes	For	For	For	No	No	No
4.3.4	Appoint Kasper Rorsted as Member of the Compensation Committee	Mgmt	Yes	For	Against	Against	Yes	No	Yes
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	Yes	For	For	For	No	No	No
4.5	Designate Hartmann Dreyer as Independent Proxy	Mgmt	Yes	For	For	For	No	No	No
5.1	Approve Remuneration of Directors in the Amount of CHF 10 Million	Mgmt	Yes	For	For	For	No	No	No
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 57.5 Million	Mgmt	Yes	For	For	For	No	No	No
6	Approve CHF 6.6 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	Yes	For	For	For	No	No	No
7	Approve Climate Action Plan	Mgmt	Yes	For	For	For	No	No	No
8	Transact Other Business (Voting)	Mgmt	Yes	Against	Against	Against	No	No	No

Stellantis NV

Meeting Date: 04/15/2021	Country: Netherlands	Primary Security ID: N82405106	Meeting ID: 1501851
Record Date: 03/18/2021	Meeting Type: Annual	Ticker: STLA	
	Primary ISIN: NL00150001Q9	Primary SEDOL: BMD8KX7	
	Shares Voted: 25,781	Votable Shares: 25,781	
	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
	Annual Meeting Agenda	Mgmt	No						
1	Open Meeting	Mgmt	No						
2.a	Receive Report of Management Board (Non-Voting)	Mgmt	No						
2.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	No						

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Location(s): All Locations
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Stellantis NV

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2.c	Approve Remuneration Report	Mgmt	Yes	For	Against	Against	Yes	No	No
2.d	Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	No	No	No
2.e	Approve Capital Distribution of EUR 0.32 per Share	Mgmt	Yes	For	For	For	No	No	No
2.f	Approve Discharge of Directors	Mgmt	Yes	For	For	For	No	No	No
3	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	Yes	For	For	For	No	No	No
4.a	Amend Remuneration Policy	Mgmt	Yes	For	For	For	No	No	No
4.b	Approve Equity Incentive Plan and Grant Board Authority to Issue Shares and Exclude Preemptive Rights in Connection with Equity Incentive Plan	Mgmt	Yes	For	Against	Against	Yes	No	No
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	For	No	No	No
6	Approve Cancellation of Class B Special Voting Shares	Mgmt	Yes	For	For	For	No	No	No
7	Close Meeting	Mgmt	No						

Getinge AB

Meeting Date: 04/20/2021	Country: Sweden	Primary Security ID: W3443C107	Meeting ID: 1516637
Record Date: 04/12/2021	Meeting Type: Annual	Ticker: GETI.B	
Primary ISIN: SE0000202624		Primary SEDOL: 7698356	
Shares Voted: 14,295		Votable Shares: 14,295	
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	Elect Chairman of Meeting	Mgmt	Yes	For	For	For	No	No	No
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	No						
4	Prepare and Approve List of Shareholders	Mgmt	Yes	For	For	For	No	No	No
5	Approve Agenda of Meeting	Mgmt	Yes	For	For	For	No	No	No
6	Acknowledge Proper Convening of Meeting	Mgmt	Yes	For	For	For	No	No	No
7	Receive Financial Statements and Statutory Reports	Mgmt	No						

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Getinge AB

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
8	Receive Board's and Board Committee's Reports	Mgmt	No						
9	Receive CEO Report	Mgmt	No						
10	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	No	No	No
11	Approve Allocation of Income and Dividends of SEK 3 Per Share	Mgmt	Yes	For	For	For	No	No	No
12.a	Approve Discharge of Carl Bennet	Mgmt	Yes	For	For	For	No	No	No
12.b	Approve Discharge of Johan Bygge	Mgmt	Yes	For	For	For	No	No	No
12.c	Approve Discharge of Cecilia Daun Wennborg	Mgmt	Yes	For	For	For	No	No	No
12.d	Approve Discharge of Barbro Friden	Mgmt	Yes	For	For	For	No	No	No
12.e	Approve Discharge of Dan Frohm	Mgmt	Yes	For	For	For	No	No	No
12.f	Approve Discharge of Sofia Hasselberg	Mgmt	Yes	For	For	For	No	No	No
12.g	Approve Discharge of Johan Malmquist	Mgmt	Yes	For	For	For	No	No	No
12.h	Approve Discharge of Malin Persson	Mgmt	Yes	For	For	For	No	No	No
12.i	Approve Discharge of Johan Stern	Mgmt	Yes	For	For	For	No	No	No
12.j	Approve Discharge of Mattias Perjos	Mgmt	Yes	For	For	For	No	No	No
12.k	Approve Discharge of Rickard Karlsson	Mgmt	Yes	For	For	For	No	No	No
12.l	Approve Discharge of Ake Larsson	Mgmt	Yes	For	For	For	No	No	No
12.m	Approve Discharge of Peter Jormalm	Mgmt	Yes	For	For	For	No	No	No
12.n	Approve Discharge of Fredrik Brattborn	Mgmt	Yes	For	For	For	No	No	No
13.a	Determine Number of Members (10) and Deputy Members (0) of Board	Mgmt	Yes	For	For	For	No	No	No
13.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	Yes	For	For	For	No	No	No
14.a	Approve Remuneration of Directors in the Aggregate Amount of SEK 6.5 Million; Approve Remuneration for Committee Work	Mgmt	Yes	For	For	For	No	No	No
14.b	Approve Remuneration of Auditors	Mgmt	Yes	For	For	For	No	No	No
15.a	Reelect Carl Bennet as Director	Mgmt	Yes	For	Against	Against	Yes	No	No
15.b	Reelect Johan Bygge as Director	Mgmt	Yes	For	Against	Against	Yes	No	No
15.c	Reelect Cecilia Daun Wennborg as Director	Mgmt	Yes	For	Against	Against	Yes	No	No
15.d	Reelect Barbro Friden as Director	Mgmt	Yes	For	For	For	No	No	No
15.e	Reelect Dan Frohm as Director	Mgmt	Yes	For	Against	Against	Yes	No	No

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15.f	Reelect Sofia Hasselberg as Director	Mgmt	Yes	For	For	For	No	No	No
15.g	Reelect Johan Malmquist as Director	Mgmt	Yes	For	Against	Against	Yes	No	No
15.h	Reelect Mattias Perjos as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
15.i	Reelect Malin Persson as Director	Mgmt	Yes	For	For	For	No	No	No
15.j	Elect Kristian Samuelsson as New Director	Mgmt	Yes	For	For	For	No	No	No
15.k	Reelect Johan Malmquist as Board Chairman	Mgmt	Yes	For	Against	Against	Yes	No	No
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	Yes	For	For	For	No	No	No
17	Approve Remuneration Report	Mgmt	Yes	For	Against	Against	Yes	No	No
18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	Yes	For	Against	Against	Yes	No	No
19	Close Meeting	Mgmt	No						

L'Oreal SA

Meeting Date: 04/20/2021	Country: France	Primary Security ID: F58149133	Meeting ID: 1516485
Record Date: 04/16/2021	Meeting Type: Annual/Special	Ticker: OR	
Primary ISIN: FR0000120321		Primary SEDOL: 4057808	
Shares Voted: 1,470		Votable Shares: 1,470	
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 4 per Share and an Extra of EUR 0.40 per Share to Long Term Registered Shares	Mgmt	Yes	For	For	For	No	No	No
4	Elect Nicolas Hieronimus as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
5	Elect Alexandre Ricard as Director	Mgmt	Yes	For	For	For	No	No	No
6	Reelect Francoise Bettencourt Meyers as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
7	Reelect Paul Bulcke as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
8	Reelect Virginie Morgon as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes

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9	Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	For	For	No	No	No
10	Approve Compensation of Jean-Paul Agon, Chairman and CEO	Mgmt	Yes	For	For	For	No	No	No
11	Approve Remuneration Policy of Directors	Mgmt	Yes	For	For	For	No	No	No
12	Approve Remuneration Policy of Jean-Paul Agon, Chairman and CEO Until April 30, 2021	Mgmt	Yes	For	For	For	No	No	No
13	Approve Remuneration Policy of Nicolas Hieronimus, CEO Since May 1, 2021	Mgmt	Yes	For	For	For	No	No	No
14	Approve Remuneration Policy of Jean-Paul Agon, Chairman of the Board Since May 1, 2021	Mgmt	Yes	For	Against	Against	Yes	No	No
15	Approve Amendment of Employment Contract of Nicolas Hieronimus, CEO Since May 1, 2021	Mgmt	Yes	For	Against	Against	Yes	No	No
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	For	No	No	No
	Extraordinary Business	Mgmt	No						
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up a Maximum Nominal Share Capital value of EUR 156,764,042.40	Mgmt	Yes	For	For	For	No	No	No
18	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	Yes	For	For	For	No	No	No
19	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	Mgmt	Yes	For	For	For	No	No	No
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For	For	No	No	No
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	Yes	For	For	For	No	No	No
22	Amend Article 9.2 of Bylaws Re: Written Consultation	Mgmt	Yes	For	For	For	No	No	No
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For	For	No	No	No

Sika AG

Meeting Date: 04/20/2021	Country: Switzerland	Primary Security ID: H7631K273	Meeting ID: 1496797
Record Date:	Meeting Type: Annual	Ticker: SIKA	
	Primary ISIN: CH0418792922	Primary SEDOL: BF2DSG3	

Vote Summary Report

Date range covered: 04/01/2021 to 04/30/2021

Location(s): All Locations

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

Sika AG

Shares Voted: 1,480

Votable Shares: 1,480

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 Dividends of CHF 2.50 per Share	Mgmt	Yes	For	For	For	No	No	No
3	Approve Discharge of Board of Directors	Mgmt	Yes	For	For	For	No	No	No
4.1.1	Reelect Paul Haelg as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
4.1.2	Reelect Monika Ribar as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.3	Reelect Daniel Sauter as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
4.1.4	Reelect Christoph Tobler as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
4.1.5	Reelect Justin Howell as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.6	Reelect Thierry Vanlancker as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.7	Reelect Viktor Balli as Director	Mgmt	Yes	For	For	For	No	No	No
4.2	Elect Paul Schuler as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
4.3	Reelect Paul Haelg as Board Chairman	Mgmt	Yes	For	Against	Against	Yes	No	Yes
4.4.1	Appoint Daniel Sauter as Member of the Nomination and Compensation Committee	Mgmt	Yes	For	Against	Against	Yes	No	Yes
4.4.2	Appoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	Yes	For	For	For	No	No	No
4.4.3	Appoint Thierry Vanlancker as Member of the Nomination and Compensation Committee	Mgmt	Yes	For	For	For	No	No	No
4.5	Ratify Ernst & Young AG as Auditors	Mgmt	Yes	For	For	For	No	No	No
4.6	Designate Jost Windlin as Independent Proxy	Mgmt	Yes	For	For	For	No	No	No
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	Yes	For	For	For	No	No	No
5.2	Approve Remuneration of Directors in the Amount of CHF 3.3 Million	Mgmt	Yes	For	For	For	No	No	No
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 21.5 Million	Mgmt	Yes	For	For	For	No	No	No
6	Transact Other Business (Voting)	Mgmt	Yes	For	Against	Against	Yes	No	No

Vote Summary Report

Date range covered: 04/01/2021 to 04/30/2021
Location(s): All Locations
Institution Account(s): LEIA Chicago Teachers' Pension Fund

Canadian Pacific Railway Limited

Meeting Date: 04/21/2021	Country: Canada	Primary Security ID: 13645T100	Meeting ID: 1500763
Record Date: 02/26/2021	Meeting Type: Annual/Special	Ticker: CP	
Primary ISIN: CA13645T1003		Primary SEDOL: 2793115	
Shares Voted: 3,643		Votable Shares: 3,643	
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	Ratify Deloitte LLP as Auditors	Mgmt	Yes	For	For	For	No	No	No
2	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	No	No	No
3.1	Elect Director John Baird	Mgmt	Yes	For	For	For	No	No	No
3.2	Elect Director Isabelle Courville	Mgmt	Yes	For	For	For	No	No	No
3.3	Elect Director Keith E. Creel	Mgmt	Yes	For	For	For	No	No	No
3.4	Elect Director Gillian (Jill) H. Denham	Mgmt	Yes	For	For	For	No	No	No
3.5	Elect Director Edward R. Hamberger	Mgmt	Yes	For	For	For	No	No	No
3.6	Elect Director Rebecca MacDonald	Mgmt	Yes	For	For	For	No	No	No
3.7	Elect Director Edward L. Monser	Mgmt	Yes	For	For	For	No	No	No
3.8	Elect Director Matthew H. Paull	Mgmt	Yes	For	For	For	No	No	No
3.9	Elect Director Jane L. Peverett	Mgmt	Yes	For	For	For	No	No	No
3.10	Elect Director Andrea Robertson	Mgmt	Yes	For	For	For	No	No	No
3.11	Elect Director Gordon T. Trafton	Mgmt	Yes	For	For	For	No	No	No
4	Approve Share Split	Mgmt	Yes	For	For	For	No	No	No
	Shareholder Proposal	Mgmt	No						
5	SP: Hold an Annual Non-Binding Advisory Vote on Climate Change	SH	Yes	For	For	For	No	No	No

Akzo Nobel NV

Meeting Date: 04/22/2021	Country: Netherlands	Primary Security ID: N01803308	Meeting ID: 1513854
Record Date: 03/25/2021	Meeting Type: Annual	Ticker: AKZA	
Primary ISIN: NL0013267909		Primary SEDOL: BJ2KSG2	

Vote Summary Report

Date range covered: 04/01/2021 to 04/30/2021
Location(s): All Locations
Institution Account(s): LEIA Chicago Teachers' Pension Fund

Akzo Nobel NV

Shares Voted: 5,806 Votable Shares: 5,806
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
	Annual Meeting Agenda	Mgmt	No						
1	Open Meeting	Mgmt	No						
2.a	Receive Report of Management Board (Non-Voting)	Mgmt	No						
3.a	Adopt Financial Statements	Mgmt	Yes	For	For	For	No	No	No
3.b	Discuss on the Company's Dividend Policy	Mgmt	No						
3.c	Approve Dividends of EUR 1.95 Per Share	Mgmt	Yes	For	For	For	No	No	No
3.d	Approve Remuneration Report	Mgmt	Yes	For	Against	Against	Yes	No	No
4.a	Approve Discharge of Management Board	Mgmt	Yes	For	For	For	No	No	No
4.b	Approve Discharge of Supervisory Board	Mgmt	Yes	For	For	For	No	No	No
5.a	Amend Remuneration Policy for Management Board	Mgmt	Yes	For	For	For	No	No	No
5.b	Amend Remuneration Policy for Supervisory Board	Mgmt	Yes	For	For	For	No	No	No
6.a	Reelect T.F.J. Vanlancker to Management Board	Mgmt	Yes	For	For	For	No	No	No
7.a	Reelect P.W. Thomas to Supervisory Board	Mgmt	Yes	For	For	For	No	No	No
8.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	Yes	For	For	For	No	No	No
8.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	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
10	Authorize Cancellation of Repurchased Shares	Mgmt	Yes	For	For	For	No	No	No
11	Close Meeting	Mgmt	No						

Kering SA

Meeting Date: 04/22/2021	Country: France	Primary Security ID: F5433L103	Meeting ID: 1517860
Record Date: 04/20/2021	Meeting Type: Annual/Special	Ticker: KER	
	Primary ISIN: FR0000121485	Primary SEDOL: 5505072	

Vote Summary Report

Date range covered: 04/01/2021 to 04/30/2021

Location(s): All Locations

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

Kering SA

Shares Voted: 1,031

Votable Shares: 1,031

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 8 per Share	Mgmt	Yes	For	For	For	No	No	No
4	Reelect Francois-Henri Pinault as Director	Mgmt	Yes	For	Against	Against	Yes	No	No
5	Reelect Jean-Francois Palus as Director	Mgmt	Yes	For	Against	Against	Yes	No	No
6	Reelect Financiere Pinault as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
7	Reelect Baudouin Prot as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
8	Approve Compensation of Corporate Officers	Mgmt	Yes	For	For	For	No	No	No
9	Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Mgmt	Yes	For	For	For	No	No	No
10	Approve Compensation of Jean-Francois Palus, Vice-CEO	Mgmt	Yes	For	For	For	No	No	No
11	Approve Remuneration Policy of Executive Corporate Officers	Mgmt	Yes	For	For	For	No	No	No
12	Approve Remuneration Policy of Corporate Officers	Mgmt	Yes	For	For	For	No	No	No
13	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.4 Million	Mgmt	Yes	For	For	For	No	No	No
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	For	No	No	No
	Extraordinary Business	Mgmt	No						
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For	For	No	No	No
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	Mgmt	Yes	For	For	For	No	No	No
17	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	Mgmt	Yes	For	For	For	No	No	No
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	Yes	For	For	For	No	No	No

Vote Summary Report

Date range covered: 04/01/2021 to 04/30/2021
Location(s): All Locations
Institution Account(s): LEIA Chicago Teachers' Pension Fund

Kering 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	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors or Restricted Number of Investors, up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	Yes	For	For	For	No	No	No
20	Authorize Board to Set Issue Price for 5 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights Under Items 18 and 19	Mgmt	Yes	For	For	For	No	No	No
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16, 18 and 19	Mgmt	Yes	For	For	For	No	No	No
22	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	Yes	For	For	For	No	No	No
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For	For	No	No	No
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For	For	No	No	No

Magazine Luiza SA

Meeting Date: 04/22/2021	Country: Brazil	Primary Security ID: P6425Q109	Meeting ID: 1517664
Record Date:	Meeting Type: Annual	Ticker: MGLU3	
	Primary ISIN: BRMGLUACNOR2	Primary SEDOL: B4975P9	
	Shares Voted: 59,900	Votable Shares: 59,900	
	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 for Fiscal Year Ended Dec. 31, 2020	Mgmt	Yes	For	For	For	No	No	No
2	Approve Allocation of Income and Dividends	Mgmt	Yes	For	For	For	No	No	No
3	Fix Number of Directors at Eight	Mgmt	Yes	For	For	For	No	No	No
4	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	Yes	None	Abstain	Abstain	No	No	No
5	Elect Directors	Mgmt	Yes	For	Against	Against	Yes	No	No
6	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Mgmt	Yes	None	Against	Against	No	No	No

Vote Summary Report

Date range covered: 04/01/2021 to 04/30/2021
Location(s): All Locations
Institution Account(s): LEIA Chicago Teachers' Pension Fund

Magazine Luiza SA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below? IF CUMULATIVE VOTE IS ADOPTED - If Voting FOR Item 7: Votes Are Distributed in Equal % Amongst Nominees Voted FOR. An AGAINST Vote Is Required If Supporting Candidate(s) Under Cumulative and Not Supporting Any Director(s)/Slate Under Majority Voting	Mgmt	Yes	None	Abstain	Abstain	No	No	No
8.1	Percentage of Votes to Be Assigned - Elect Luiza Helena Trajano Inacio Rodrigues as Director	Mgmt	Yes	None	Abstain	Abstain	No	No	No
8.2	Percentage of Votes to Be Assigned - Elect Marcelo Jose Ferreira e Silva as Director	Mgmt	Yes	None	Abstain	Abstain	No	No	No
8.3	Percentage of Votes to Be Assigned - Elect Carlos Renato Donzelli as Director	Mgmt	Yes	None	Abstain	Abstain	No	No	No
8.4	Percentage of Votes to Be Assigned - Elect Marcio Kumruian as Director	Mgmt	Yes	None	Abstain	Abstain	No	No	No
8.5	Percentage of Votes to Be Assigned - Elect Ines Correa de Souza as Independent Director	Mgmt	Yes	None	Abstain	Abstain	No	No	No
8.6	Percentage of Votes to Be Assigned - Elect Jose Paschoal Rossetti as Independent Director	Mgmt	Yes	None	Abstain	Abstain	No	No	No
8.7	Percentage of Votes to Be Assigned - Elect Betania Tanure de Barros as Independent Director	Mgmt	Yes	None	Abstain	Abstain	No	No	No
8.8	Percentage of Votes to Be Assigned - Elect Silvio Romero de Lemos Meira as Independent Director	Mgmt	Yes	None	Abstain	Abstain	No	No	No
9	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	Yes	None	For	For	No	No	No
10	Fix Number of Fiscal Council Members at Three	Mgmt	Yes	For	For	For	No	No	No
11	Elect Fiscal Council Members	Mgmt	Yes	For	Abstain	Abstain	Yes	No	No
12	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Mgmt	Yes	None	Against	Against	No	No	No

Vote Summary Report

Date range covered: 04/01/2021 to 04/30/2021
Location(s): All Locations
Institution Account(s): LEIA Chicago Teachers' Pension Fund

Magazine Luiza SA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
13	Elect Eduardo Christovam Galdi Mestieri as Fiscal Council Member and Thiago Costa Jacinto as Alternate Appointed by Minority Shareholder	SH	Yes	None	For	For	No	No	No
14	Approve Remuneration of Company's Management	Mgmt	Yes	For	For	For	No	No	No
15	Approve Remuneration of Fiscal Council Members	Mgmt	Yes	For	For	For	No	No	No
16	In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	Mgmt	Yes	None	For	For	No	No	No

Magazine Luiza SA

Meeting Date: 04/22/2021	Country: Brazil	Primary Security ID: P6425Q109	Meeting ID: 1520639
Record Date:	Meeting Type: Special	Ticker: MGLU3	
	Primary ISIN: BRMGLUACNOR2	Primary SEDOL: B4975P9	
	Shares Voted: 59,900	Votable Shares: 59,900	
	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	Amend Article 18 Re: Increase in Board Size	Mgmt	Yes	For	For	For	No	No	No
2	Amend Articles 22 and 27	Mgmt	Yes	For	For	For	No	No	No
3	Amend Articles 23 and 26	Mgmt	Yes	For	For	For	No	No	No
4	Consolidate Bylaws	Mgmt	Yes	For	For	For	No	No	No
5	In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	Mgmt	Yes	None	For	For	No	No	No

NOVATEK JSC

Meeting Date: 04/23/2021	Country: Russia	Primary Security ID: X5880H100	Meeting ID: 1530007
Record Date: 03/31/2021	Meeting Type: Annual	Ticker: NVTK	
	Primary ISIN: RU000A0DKVS5	Primary SEDOL: B59HPK1	

Vote Summary Report

Date range covered: 04/01/2021 to 04/30/2021
Location(s): All Locations
Institution Account(s): LEIA Chicago Teachers' Pension Fund

NOVATEK JSC

Shares Voted: 1,804 Votable Shares: 1,804
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
	Meeting for GDR Holders	Mgmt	No						
1.1	Approve Annual Report, Financial Statements, and Allocation of Income	Mgmt	Yes	For	For	For	No	No	No
1.2	Approve Dividends of RUB 23.74 per Share	Mgmt	Yes	For	For	For	No	No	No
	Elect Nine Directors by Cumulative Voting	Mgmt	No						
2.1	Elect Andrei Akimov as Director	Mgmt	No						
2.2	Elect Arnaud Le Foll as Director	Mgmt	Yes	None	Against	Against	No	No	No
2.3	Elect Robert Castaigne as Director	Mgmt	Yes	None	For	For	No	No	No
2.4	Elect Dominique Marion as Director	Mgmt	Yes	None	Against	Against	No	No	No
2.5	Elect Tatiana Mitrova as Director	Mgmt	Yes	None	For	For	No	No	No
2.6	Elect Leonid Mikhelson as Director	Mgmt	Yes	None	Against	Against	No	No	No
2.7	Elect Aleksandr Natalenko as Director	Mgmt	Yes	None	Against	Against	No	No	No
2.8	Elect Viktor Orlov as Director	Mgmt	Yes	None	For	For	No	No	No
2.9	Elect Gennadii Timchenko as Director	Mgmt	No						
	Elect Four Members of Audit Commission	Mgmt	No						
3.1	Elect Olga Beliaeva as Member of Audit Commission	Mgmt	Yes	For	For	For	No	No	No
3.2	Elect Anna Merzliakova as Member of Audit Commission	Mgmt	Yes	For	For	For	No	No	No
3.3	Elect Igor Riaskov as Member of Audit Commission	Mgmt	Yes	For	For	For	No	No	No
3.4	Elect Nikolai Shulikin as Member of Audit Commission	Mgmt	Yes	For	For	For	No	No	No
4	Ratify PricewaterhouseCoopers as Auditor	Mgmt	Yes	For	For	For	No	No	No
5	Approve Remuneration of Directors	Mgmt	No						
6	Approve Remuneration of Members of Audit Commission	Mgmt	Yes	For	For	For	No	No	No
7	Approve Large-Scale Related-Party Transaction	Mgmt	No						

Vote Summary Report

Date range covered: 04/01/2021 to 04/30/2021
Location(s): All Locations
Institution Account(s): LEIA Chicago Teachers' Pension Fund

Sberbank Russia PJSC

Meeting Date: 04/23/2021	Country: Russia	Primary Security ID: X76317100	Meeting ID: 1521405
Record Date: 03/23/2021	Meeting Type: Annual	Ticker: SBER	
Primary ISIN: RU0009029540		Primary SEDOL: 4767981	
Shares Voted: 9,065		Votable Shares: 9,065	
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
	Meeting for ADR/GDR Holders	Mgmt	No						
1	Approve Annual Report	Mgmt	Yes	For	For	For	No	No	No
2	Approve Allocation of Income and Dividends of RUB 18.70 per Ordinary Share and RUB 18.70 per Preferred Share	Mgmt	Yes	For	For	For	No	No	No
3	Ratify PricewaterhouseCoopers as Auditor	Mgmt	Yes	For	For	For	No	No	No
	Elect 14 Directors by Cumulative Voting	Mgmt	No						
4.1	Elect Esko Tapani Aho as Director	Mgmt	Yes	None	For	For	No	No	No
4.2	Elect Natalie Alexandra Braginsky Mounier as Director	Mgmt	Yes	None	For	For	No	No	No
4.3	Elect Herman Gref as Director	Mgmt	Yes	None	Against	Against	No	No	No
4.4	Elect Bella Zlatkis as Director	Mgmt	Yes	None	Against	Against	No	No	No
4.5	Elect Sergei Ignatev as Director	Mgmt	Yes	None	Against	Against	No	No	No
4.6	Elect Mikhail Kovalchuk as Director	Mgmt	Yes	None	Against	Against	No	No	No
4.7	Elect Vladimir Kolychev as Director	Mgmt	Yes	None	Against	Against	No	No	No
4.8	Elect Nikolai Kudriavtsev as Director	Mgmt	Yes	None	For	For	No	No	No
4.9	Elect Aleksandr Kuleshov as Director	Mgmt	Yes	None	For	For	No	No	No
4.10	Elect Gennadii Melikian as Director	Mgmt	Yes	None	Against	Against	No	No	No
4.11	Elect Maksim Oreshkin as Director	Mgmt	Yes	None	Against	Against	No	No	No
4.12	Elect Anton Siluanov as Director	Mgmt	Yes	None	Against	Against	No	No	No
4.13	Elect Dmitrii Chernyshenko as Director	Mgmt	Yes	None	Against	Against	No	No	No
4.14	Elect Nadya Wells as Director	Mgmt	Yes	None	Against	Against	No	No	No
5	Approve New Edition of Charter	Mgmt	Yes	For	For	For	No	No	No
6	Approve Related-Party Transaction Re: Liability Insurance for Directors, Executives, and Company	Mgmt	Yes	For	For	For	No	No	No
7	Approve Remuneration of Directors	Mgmt	Yes	For	For	For	No	No	No
8	Amend Regulations on Remuneration of Directors	Mgmt	Yes	For	For	For	No	No	No

Vote Summary Report

Date range covered: 04/01/2021 to 04/30/2021
Location(s): All Locations
Institution Account(s): LEIA Chicago Teachers' Pension Fund

Assa Abloy AB

Meeting Date: 04/28/2021		Country: Sweden		Primary Security ID: W0817X204		Meeting ID: 1479244	
Record Date: 04/20/2021		Meeting Type: Annual		Ticker: ASSA.B			
Primary ISIN: SE0007100581				Primary SEDOL: BYPC1T4			
Shares Voted: 17,680		Votable Shares: 17,680					
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	Elect Chairman of Meeting	Mgmt	Yes	For	For	For	No	No	No
2a	Designate Johan Hjertonsson as Inspector of Minutes of Meeting	Mgmt	Yes	For	For	For	No	No	No
2b	Designate Liselott Ledin as Inspector of Minutes of Meeting	Mgmt	Yes	For	For	For	No	No	No
3	Prepare and Approve List of Shareholders	Mgmt	Yes	For	For	For	No	No	No
4	Approve Agenda of Meeting	Mgmt	Yes	For	For	For	No	No	No
5	Acknowledge Proper Convening of Meeting	Mgmt	Yes	For	For	For	No	No	No
6a	Receive Financial Statements and Statutory Reports	Mgmt	No						
6b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt	No						
7a	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	No	No	No
7b	Approve Allocation of Income and Dividends of SEK 3.90 Per Share	Mgmt	Yes	For	For	For	No	No	No
7c.1	Approve Discharge of Board Chairman Lars Renstrom	Mgmt	Yes	For	For	For	No	No	No
7c.2	Approve Discharge of Carl Douglas	Mgmt	Yes	For	For	For	No	No	No
7c.3	Approve Discharge of Eva Karlsson	Mgmt	Yes	For	For	For	No	No	No
7c.4	Approve Discharge of Birgitta Klasen	Mgmt	Yes	For	For	For	No	No	No
7c.5	Approve Discharge of Lena Olving	Mgmt	Yes	For	For	For	No	No	No
7c.6	Approve Discharge of Sofia Schorling Hogberg	Mgmt	Yes	For	For	For	No	No	No
7c.7	Approve Discharge of Jan Svensson	Mgmt	Yes	For	For	For	No	No	No
7c.8	Approve Discharge of Joakim Weidemanis	Mgmt	Yes	For	For	For	No	No	No
7c.9	Approve Discharge of Employee Representative Rune Hjalm	Mgmt	Yes	For	For	For	No	No	No
7c.10	Approve Discharge of Employee Representative Mats Persson	Mgmt	Yes	For	For	For	No	No	No

Vote Summary Report

Date range covered: 04/01/2021 to 04/30/2021
Location(s): All Locations
Institution Account(s): LEIA Chicago Teachers' Pension Fund

Assa Abloy AB

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7c.11	Approve Discharge of Employee Representative Bjarne Johansson	Mgmt	Yes	For	For	For	No	No	No
7c.12	Approve Discharge of Employee Representative Nadja Wikstrom	Mgmt	Yes	For	For	For	No	No	No
7c.13	Approve Discharge of President Nico Delvaux	Mgmt	Yes	For	For	For	No	No	No
8	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	Yes	For	For	For	No	No	No
9a	Approve Remuneration of Directors in the Amount of SEK 2.7 million for Chairman, SEK 1 Million for Vice Chairman and SEK 800,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	Yes	For	For	For	No	No	No
9b	Approve Remuneration of Auditors	Mgmt	Yes	For	For	For	No	No	No
10	Reelect Lars Renstrom (Chairman), Carl Douglas (Vice Chair), Eva Karlsson, , Lena Olving, Sofia Schorling Hogberg and Joakim Weidemanis as Directors; Elect Johan Hjertonsson and Susanne Pahlen Aklundh as New Directors	Mgmt	Yes	For	Against	Against	Yes	No	No
11	Ratify Ernst & Young as Auditors	Mgmt	Yes	For	For	For	No	No	No
12	Approve Remuneration Report	Mgmt	Yes	For	For	For	No	No	No
13	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	Yes	For	For	For	No	No	No
14	Approve Performance Share Matching Plan LTI 2021	Mgmt	Yes	For	Against	Against	Yes	No	No

London Stock Exchange Group Plc

Meeting Date: 04/28/2021	Country: United Kingdom	Primary Security ID: G5689U103	Meeting ID: 1517999
Record Date: 04/26/2021	Meeting Type: Annual	Ticker: LSEG	
	Primary ISIN: GB00B0SWJX34	Primary SEDOL: B0SWJX3	
	Shares Voted: 3,750	Votable Shares: 3,750	
	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	Approve Remuneration Report	Mgmt	Yes	For	Against	Against	Yes	No	No
4	Re-elect Jacques Aigrain as Director	Mgmt	Yes	For	For	For	No	No	No

Vote Summary Report

Date range covered: 04/01/2021 to 04/30/2021
Location(s): All Locations
Institution Account(s): LEIA Chicago Teachers' Pension Fund

London Stock Exchange Group Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5	Re-elect Dominic Blakemore as Director	Mgmt	Yes	For	For	For	No	No	No
6	Re-elect Kathleen DeRose as Director	Mgmt	Yes	For	For	For	No	No	No
7	Re-elect Cressida Hogg as Director	Mgmt	Yes	For	For	For	No	No	No
8	Re-elect Stephen O'Connor as Director	Mgmt	Yes	For	For	For	No	No	No
9	Re-elect Val Rahmani as Director	Mgmt	Yes	For	For	For	No	No	No
10	Re-elect Don Robert as Director	Mgmt	Yes	For	For	For	No	No	No
11	Re-elect David Schwimmer as Director	Mgmt	Yes	For	For	For	No	No	No
12	Elect Martin Brand as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
13	Elect Erin Brown as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
14	Elect Anna Manz as Director	Mgmt	Yes	For	For	For	No	No	No
15	Elect Douglas Steenland as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	No	No	No
17	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	No	No	No
18	Authorise Issue of Equity	Mgmt	Yes	For	Against	Against	Yes	No	Yes
19	Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For	For	No	No	No
20	Approve SAYE Option Plan	Mgmt	Yes	For	For	For	No	No	No
21	Adopt New Articles of Association	Mgmt	Yes	For	For	For	No	No	No
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	For	No	No	No
23	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
24	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For	For	No	No	No
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	For	For	No	No	No

ASML Holding NV

Meeting Date: 04/29/2021	Country: Netherlands	Primary Security ID: N07059202	Meeting ID: 1485568
Record Date: 04/01/2021	Meeting Type: Annual	Ticker: ASML	
Primary ISIN: NL0010273215		Primary SEDOL: B929F46	

Vote Summary Report

Date range covered: 04/01/2021 to 04/30/2021

Location(s): All Locations

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

ASML Holding NV

Shares Voted: 1,426

Votable Shares: 1,426

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
	Annual Meeting Agenda	Mgmt	No						
1	Open Meeting	Mgmt	No						
2	Discuss the Company's Business, Financial Situation and Sustainability	Mgmt	No						
3.a	Approve Remuneration Report	Mgmt	Yes	For	For	For	No	No	No
3.b	Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	No	No	No
3.c	Receive Clarification on Company's Reserves and Dividend Policy	Mgmt	No						
3.d	Approve Dividends of EUR 2.75 Per Share	Mgmt	Yes	For	For	For	No	No	No
4.a	Approve Discharge of Management Board	Mgmt	Yes	For	For	For	No	No	No
4.b	Approve Discharge of Supervisory Board	Mgmt	Yes	For	For	For	No	No	No
5	Approve Number of Shares for Management Board	Mgmt	Yes	For	For	For	No	No	No
6	Approve Certain Adjustments to the Remuneration Policy for Management Board	Mgmt	Yes	For	For	For	No	No	No
7	Approve Certain Adjustments to the Remuneration Policy for Supervisory Board	Mgmt	Yes	For	For	For	No	No	No
8	Receive Information on the Composition of the Management Board	Mgmt	No						
9.a	Elect B. Conix to Supervisory Board	Mgmt	Yes	For	For	For	No	No	No
9.b	Receive Information on the Composition of the Supervisory Board	Mgmt	No						
10	Ratify KPMG Accountants N.V. as Auditors	Mgmt	Yes	For	For	For	No	No	No
11.a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital for General Purposes	Mgmt	Yes	For	For	For	No	No	No
11.b	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 11.a	Mgmt	Yes	For	For	For	No	No	No
11.c	Grant Board Authority to Issue or Grant Rights to Subscribe for Ordinary Shares Up to 5 Percent in Case of Merger or Acquisition	Mgmt	Yes	For	For	For	No	No	No
11.d	Authorize Board to Exclude Preemptive Rights from Share Issuances under 11.c	Mgmt	Yes	For	For	For	No	No	No
12.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	For	No	No	No
12.b	Authorize Additional Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	For	No	No	No

Vote Summary Report

Date range covered: 04/01/2021 to 04/30/2021
Location(s): All Locations
Institution Account(s): LEIA Chicago Teachers' Pension Fund

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
13	Authorize Cancellation of Repurchased Shares	Mgmt	Yes	For	For	For	No	No	No
14	Other Business (Non-Voting)	Mgmt	No						
15	Close Meeting	Mgmt	No						

B3 SA-Brasil, Bolsa, Balcão

Meeting Date: 04/29/2021	Country: Brazil	Primary Security ID: P1909G107	Meeting ID: 1522206
Record Date:	Meeting Type: Annual	Ticker: B3SA3	
Primary ISIN: BRB3SAACNOR6		Primary SEDOL: BG36ZK1	
Shares Voted: 37,700		Votable Shares: 37,700	
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 for Fiscal Year Ended Dec. 31, 2020	Mgmt	Yes	For	For	For	No	No	No
2	Approve Allocation of Income and Dividends	Mgmt	Yes	For	For	For	No	No	No
3	Fix Number of Directors at 11	Mgmt	Yes	For	For	For	No	No	No
4	Elect Directors	Mgmt	Yes	For	For	For	No	No	No
5	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Mgmt	Yes	None	Against	Against	No	No	No
6	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Mgmt	Yes	None	Abstain	Abstain	No	No	No
	IF CUMULATIVE VOTE IS ADOPTED - If Voting FOR Item 6: Votes Are Distributed in Equal % Amongst Nominees Voted FOR. An AGAINST Vote Is Required If Supporting Candidate(s) Under Cumulative and Not Supporting Any Director(s)/Slate Under Majority Voting	Mgmt	No						
7.1	Percentage of Votes to Be Assigned - Elect Alberto Monteiro de Queiroz Netto as Independent Director	Mgmt	Yes	None	Abstain	Abstain	No	No	No
7.2	Percentage of Votes to Be Assigned - Elect Ana Carla Abrao Costa as Independent Director	Mgmt	Yes	None	Abstain	Abstain	No	No	No
7.3	Percentage of Votes to Be Assigned - Elect Antonio Carlos Quintella as Independent Director	Mgmt	Yes	None	Abstain	Abstain	No	No	No

Vote Summary Report

Date range covered: 04/01/2021 to 04/30/2021
Location(s): All Locations
Institution Account(s): LEIA Chicago Teachers' Pension Fund

B3 SA-Brasil, Bolsa, Balcão

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7.4	Percentage of Votes to Be Assigned - Elect Claudia Farkouh Prado as Independent Director	Mgmt	Yes	None	Abstain	Abstain	No	No	No
7.5	Percentage of Votes to Be Assigned - Elect Cristina Anne Betts as Independent Director	Mgmt	Yes	None	Abstain	Abstain	No	No	No
7.6	Percentage of Votes to Be Assigned - Elect Eduardo Mazzilli de Vassimon as Independent Director	Mgmt	Yes	None	Abstain	Abstain	No	No	No
7.7	Percentage of Votes to Be Assigned - Elect Florian Bartunek as Independent Director	Mgmt	Yes	None	Abstain	Abstain	No	No	No
7.8	Percentage of Votes to Be Assigned - Elect Guilherme Affonso Ferreira as Independent Director	Mgmt	Yes	None	Abstain	Abstain	No	No	No
7.9	Percentage of Votes to Be Assigned - Elect Jose de Menezes Berenguer Neto as Independent Director	Mgmt	Yes	None	Abstain	Abstain	No	No	No
7.10	Percentage of Votes to Be Assigned - Elect Mauricio Machado de Minas as Independent Director	Mgmt	Yes	None	Abstain	Abstain	No	No	No
7.11	Percentage of Votes to Be Assigned - Elect Pedro Paulo Giubbina Lorenzini as Independent Director	Mgmt	Yes	None	Abstain	Abstain	No	No	No
8	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	Yes	None	Abstain	Abstain	No	No	No
9	Approve Remuneration of Company's Management	Mgmt	Yes	For	For	For	No	No	No
10	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	Yes	None	For	For	No	No	No
11	Elect Fiscal Council Members	Mgmt	Yes	For	For	For	No	No	No
12	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Mgmt	Yes	None	Against	Against	No	No	No
13	Approve Remuneration of Fiscal Council Members	Mgmt	Yes	For	For	For	No	No	No