

VOTE SUMMARY REPORT

Date range covered : 03/01/2023 to 03/31/2023

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): LEIA CHICAGO TEACHERS' PENSION FUND

Samsung Electronics Co., Ltd.

Meeting Date: 03/15/2023 **Country:** South Korea **Ticker:** 005930
Record Date: 12/31/2022 **Meeting Type:** Annual **Meeting ID:** 1714811
Primary Security ID: Y74718100 **Primary ISIN:** KR7005930003 **Primary SEDOL:** 6771720

Voting Policy: Chicago Teachers' Pension Fund

Votable Shares: 7,893

Shares Voted: 7,893

| 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 Financial Statements and Allocation of Income | Mgmt | Yes | For | For | For | No | No | No |
| 2 | Elect Han Jong-hui as Inside Director | Mgmt | Yes | For | For | For | No | No | No |
| 3 | Approve Total Remuneration of Inside Directors and Outside Directors | Mgmt | Yes | For | For | For | No | No | No |

Novo Nordisk A/S

Meeting Date: 03/23/2023 **Country:** Denmark **Ticker:** NOVO.B
Record Date: 03/16/2023 **Meeting Type:** Annual **Meeting ID:** 1717443
Primary Security ID: K72807132 **Primary ISIN:** DK0060534915 **Primary SEDOL:** BHC8X90

Voting Policy: Chicago Teachers' Pension Fund

Votable Shares: 2,169

Shares Voted: 2,169

| 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 Report of Board | Mgmt | No | | | | | | |
| 2 | Accept Financial Statements and Statutory Reports | Mgmt | Yes | For | For | For | No | No | No |
| 3 | Approve Allocation of Income and Dividends of DKK 8.15 Per Share | Mgmt | Yes | For | For | For | No | No | No |
| 4 | Approve Remuneration Report (Advisory Vote) | Mgmt | Yes | For | For | For | No | No | No |
| 5.1 | Approve Remuneration of Directors in the Aggregate Amount of DKK 20.2 Million | Mgmt | Yes | For | For | For | No | No | No |
| 5.2 | Approve Remuneration of Directors in the Amount of DKK 3.1 Million for the Chairman, DKK 1.56 Million for the Vice Chairman, and DKK 784,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt | Yes | For | For | For | No | No | No |
| 5.3 | Amendment to Remuneration Policy for Board of Directors and Executive Management | Mgmt | Yes | For | For | For | No | No | No |
| 6.1 | Reelect Helge Lund as Board Chairman | Mgmt | Yes | For | For | For | No | No | No |
| 6.2 | Reelect Henrik Poulsen as Vice Chairman | Mgmt | Yes | For | Abstain | Abstain | Yes | No | Yes |

Novo Nordisk A/S

| Proposal Number | Proposal Text | Proponent | Votable Proposal | Mgmt Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|-----------------|---|-----------|------------------|----------|-------------------|------------------|-------------------|---------------------|------------------|
| 6.3a | Reelect Laurence Debroux as Director | Mgmt | Yes | For | For | For | No | No | No |
| 6.3b | Reelect Andreas Fibig as Director | Mgmt | Yes | For | For | For | No | No | No |
| 6.3c | Reelect Sylvie Gregoire as Director | Mgmt | Yes | For | For | For | No | No | No |
| 6.3d | Reelect Kasim Kutay as Director | Mgmt | Yes | For | Abstain | Abstain | Yes | No | Yes |
| 6.3e | Reelect Christina Law as Director | Mgmt | Yes | For | For | For | No | No | No |
| 6.3f | Reelect Martin Mackay as Director | Mgmt | Yes | For | Abstain | Abstain | Yes | No | Yes |
| 7 | Ratify Deloitte as Auditor | Mgmt | Yes | For | Abstain | Abstain | Yes | No | Yes |
| 8.1 | Approve DKK 5 Million Reduction in Share Capital via Share Cancellation of B Shares | Mgmt | Yes | For | For | For | No | No | No |
| 8.2 | Authorize Share Repurchase Program | Mgmt | Yes | For | For | For | No | No | No |
| 8.3 | Approve Creation of DKK 45.1 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 45.1 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 45.1 Million | Mgmt | Yes | For | For | For | No | No | No |
| | Shareholder Proposals Submitted by Kritiske Aktionaerer | Mgmt | No | | | | | | |
| 8.4 | Product Pricing Proposal | SH | Yes | Against | Against | Against | No | No | No |
| 9 | Other Business | Mgmt | No | | | | | | |

Sika AG

| | | |
|---|----------------------------|------------------------|
| Meeting Date: 03/28/2023 | Country: Switzerland | Ticker: SIKA |
| Record Date: | Meeting Type: Annual | Meeting ID: 1704817 |
| Primary Security ID: H7631K273 | Primary ISIN: CH0418792922 | Primary SEDOL: BF2DSG3 |
| Voting Policy: Chicago Teachers' Pension Fund | | |
| Votable Shares: 2,759 | Shares Voted: 2,759 | |

| 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 3.20 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 | For | For | No | No | No |
| 4.1.2 | Reelect Viktor Balli as Director | Mgmt | Yes | For | For | For | No | No | No |
| 4.1.3 | Reelect Lucrece Foufopoulos-De Ridder as Director | Mgmt | Yes | For | For | For | No | No | No |
| 4.1.4 | Reelect Justin Howell as Director | Mgmt | Yes | For | For | For | No | No | No |
| 4.1.5 | Reelect Gordana Landen as Director | Mgmt | Yes | For | For | For | No | No | No |

| Proposal Number | Proposal Text | Proponent | Votable Proposal | Mgmt Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|-----------------|---|-----------|------------------|----------|-------------------|------------------|-------------------|---------------------|------------------|
| 4.1.6 | Reelect Monika Ribar as Director | Mgmt | Yes | For | Against | Against | Yes | No | No |
| 4.1.7 | Reelect Paul Schuler as Director | Mgmt | Yes | For | For | For | No | No | No |
| 4.1.8 | Reelect Thierry Vanlancker as Director | Mgmt | Yes | For | For | For | No | No | No |
| 4.2 | Reelect Paul Haelg as Board Chair | Mgmt | Yes | For | Against | Against | Yes | No | Yes |
| 4.3.1 | Reappoint Justin Howell as Member of the Nomination and Compensation Committee | Mgmt | Yes | For | For | For | No | No | No |
| 4.3.2 | Reappoint Gordana Landen as Member of the Nomination and Compensation Committee | Mgmt | Yes | For | For | For | No | No | No |
| 4.3.3 | Reappoint Thierry Vanlancker as Member of the Nomination and Compensation Committee | Mgmt | Yes | For | For | For | No | No | No |
| 4.4 | Ratify KPMG AG as Auditors | Mgmt | Yes | For | For | For | No | No | No |
| 4.5 | 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 3.4 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 | Approve Creation of Capital Band within the Upper Limit of CHF 1.6 Million and the Lower Limit of CHF 1.5 Million with or without Exclusion of Preemptive Rights; Approve Creation of CHF 76,867.52 Pool of Conditional Capital Within the Capital Band | Mgmt | Yes | For | For | For | No | No | No |
| 7.1 | Amend Articles of Association | Mgmt | Yes | For | For | For | No | No | No |
| 7.2 | Amend Articles Re: Editorial Changes | Mgmt | Yes | For | For | For | No | No | No |
| 7.3 | Amend Articles Re: Share Register | Mgmt | Yes | For | For | For | No | No | No |
| 7.4 | Approve Virtual-Only Shareholder Meetings | Mgmt | Yes | For | For | For | No | No | No |
| 7.5 | Amend Articles Re: Board Meetings; Electronic Communication | Mgmt | Yes | For | For | For | No | No | No |
| 7.6 | Amend Articles Re: External Mandates for Members of the Board of Directors | Mgmt | Yes | For | For | For | No | No | No |
| 8 | Transact Other Business (Voting) | Mgmt | Yes | For | Against | Against | Yes | No | No |

DBS Group Holdings Ltd.

| | | |
|--------------------------------|----------------------|----------------------------|
| Meeting Date: 03/31/2023 | Country: Singapore | Ticker: D05 |
| Record Date: | Meeting Type: Annual | Meeting ID: 1725382 |
| Primary Security ID: Y20246107 | | Primary ISIN: SG1L01001701 |
| | | Primary SEDOL: 6175203 |

DBS Group Holdings Ltd.

Voting Policy: Chicago Teachers' Pension Fund

Votable Shares: 14,288

Shares Voted: 14,288

| Proposal Number | Proposal Text | Proponent | Votable Proposal | Mgmt Rec | Voting Policy Rec | Vote Instruction | Vote Against Mgmt | Vote Against Policy | Vote Against ISS |
|-----------------|---|-----------|------------------|----------|-------------------|------------------|-------------------|---------------------|------------------|
| 1 | Adopt Financial Statements and Directors' and Auditors' Reports | Mgmt | Yes | For | For | For | No | No | No |
| 2 | Approve Final and Special Dividend | Mgmt | Yes | For | For | For | No | No | No |
| 3 | Approve Directors' Remuneration | Mgmt | Yes | For | For | For | No | No | No |
| 4 | Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | Yes | For | For | For | No | No | No |
| 5 | Elect Peter Seah Lim Huat as Director | Mgmt | Yes | For | Against | Against | Yes | No | Yes |
| 6 | Elect Punita Lal as Director | Mgmt | Yes | For | For | For | No | No | No |
| 7 | Elect Anthony Lim Weng Kin as Director | Mgmt | Yes | For | For | For | No | No | No |
| 8 | Approve Grant of Awards and Issuance of Shares Under the DBSH Share Plan | Mgmt | Yes | For | For | For | No | No | No |
| 9 | Approve Grant of Awards and Issuance of Shares Under the California Sub-Plan to the DBSH Share Plan | Mgmt | Yes | For | For | For | No | No | No |
| 10 | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | Mgmt | Yes | For | For | For | No | No | No |
| 11 | Approve Issuance of Shares Pursuant to the DBSH Scrip Dividend Scheme | Mgmt | Yes | For | For | For | No | No | No |
| 12 | Authorize Share Repurchase Program | Mgmt | Yes | For | For | For | No | No | No |

Infosys Limited

Meeting Date: 03/31/2023

Country: India

Ticker: 500209

Record Date: 03/03/2023

Meeting Type: Special

Meeting ID: 1721429

Primary Security ID: Y4082C133

Primary ISIN: INE009A01021

Primary SEDOL: 6205122

Voting Policy: Chicago Teachers' Pension Fund

Votable Shares: 1

Shares Voted: 1

| 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 Holders | Mgmt | No | | | | | | |
| 1 | Elect Govind Vaidiram Iyer as Director | Mgmt | Yes | For | For | For | No | No | No |

UniCredit SpA

Meeting Date: 03/31/2023

Country: Italy

Ticker: UCG

Record Date: 03/22/2023

Meeting Type: Annual/Special

Meeting ID: 1711194

Primary Security ID: T9T23L642

Primary ISIN: IT0005239360

Primary SEDOL: BYMXPS7

Votable Shares: 24,163

Shares Voted: 24,163

| 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 | Accept Financial Statements and Statutory Reports | Mgmt | Yes | For | For | For | No | No | No |
| 2 | Approve Allocation of Income | Mgmt | Yes | For | For | For | No | No | No |
| 3 | Approve Elimination of Negative Reserves | Mgmt | Yes | For | For | For | No | No | No |
| 4 | Authorize Share Repurchase Program | Mgmt | Yes | For | For | For | No | No | No |
| 5 | Approve Remuneration Policy | Mgmt | Yes | For | Against | Against | Yes | No | No |
| 6 | Approve Second Section of the Remuneration Report | Mgmt | Yes | For | For | For | No | No | No |
| 7 | Approve 2023 Group Incentive System | Mgmt | Yes | For | Against | Against | Yes | No | No |
| 8 | Approve Fixed-Variable Compensation Ratio | Mgmt | Yes | For | For | For | No | No | No |
| 9 | Approve Decrease in Size of Board from 13 to 12 | Mgmt | Yes | For | For | For | No | No | No |
| | Extraordinary Business | Mgmt | No | | | | | | |
| 1 | Authorize Board to Increase Capital to Service the 2017-2019 LTI Plan and Amend Capital Increases Authorizations to Service the 2018 to 2021 Group Incentive Systems | Mgmt | Yes | For | For | For | No | No | No |
| 2 | Authorize Board to Increase Capital to Service the 2022 Group Incentive System | Mgmt | Yes | For | For | For | No | No | No |
| 3 | Authorize Cancellation of Treasury Shares without Reduction of Share Capital | Mgmt | Yes | For | For | For | No | No | No |
| A | Deliberations on Possible Legal Action Against Directors if Presented by Shareholders | Mgmt | Yes | None | Against | Against | No | No | No |