

VOTE SUMMARY REPORT

Date range covered : 04/01/2024 to 04/30/2024

LOCATION(S): ALL LOCATIONS

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

AstraZeneca PLC

Meeting Date: 04/11/2024	Country: United Kingdom	Ticker: AZN
Record Date: 04/09/2024	Meeting Type: Annual	Meeting ID: 1823178
Primary Security ID: G0593M107		Primary ISIN: GB0009895292
		Primary SEDOL: 0989529
		Voting Policy: Chicago Teachers' Pension Fund
Votable Shares: 4,802		Shares Voted: 4,802

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 Dividends	Mgmt	Yes	For	For	For	No	No	No
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	No	No	No
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	No	No	No
5a	Re-elect Michel Demare as Director	Mgmt	Yes	For	For	For	No	No	No
5b	Re-elect Pascal Soriot as Director	Mgmt	Yes	For	For	For	No	No	No
5c	Re-elect Aradhana Sarin as Director	Mgmt	Yes	For	For	For	No	No	No
5d	Re-elect Philip Broadley as Director	Mgmt	Yes	For	For	For	No	No	No
5e	Re-elect Euan Ashley as Director	Mgmt	Yes	For	For	For	No	No	No
5f	Re-elect Deborah DiSanzo as Director	Mgmt	Yes	For	For	For	No	No	No
5g	Re-elect Diana Layfield as Director	Mgmt	Yes	For	For	For	No	No	No
5h	Elect Anna Manz as Director	Mgmt	Yes	For	For	For	No	No	No
5i	Re-elect Sheri McCoy as Director	Mgmt	Yes	For	For	For	No	No	No
5j	Re-elect Tony Mok as Director	Mgmt	Yes	For	For	For	No	No	No
5k	Re-elect Nazneen Rahman as Director	Mgmt	Yes	For	For	For	No	No	No
5l	Re-elect Andreas Rummelt as Director	Mgmt	Yes	For	For	For	No	No	No
5m	Re-elect Marcus Wallenberg as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
6	Approve Remuneration Report	Mgmt	Yes	For	For	For	No	No	No
7	Approve Remuneration Policy	Mgmt	Yes	For	Against	Against	Yes	No	No
8	Amend Performance Share Plan 2020	Mgmt	Yes	For	Against	Against	Yes	No	No
9	Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For	For	No	No	No
10	Authorise Issue of Equity	Mgmt	Yes	For	Against	Against	Yes	No	Yes
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	For	No	No	No

AstraZeneca PLC

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For		Against	Against	Yes	No	Yes
13	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For		For	For	No	No	No
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For		For	For	No	No	No

UniCredit SpA

Meeting Date: 04/12/2024	Country: Italy	Ticker: UCG
Record Date: 04/03/2024	Meeting Type: Annual/Special	Meeting ID: 1810051
Primary Security ID: T9T23L642		Primary ISIN: IT0005239360
		Primary SEDOL: BYMXPS7
Voting Policy: Chicago Teachers' Pension Fund		
Votable Shares: 30,465	Shares Voted: 30,465	

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	Fix Number of Directors and Members of the Management Control Committee	Mgmt	Yes	For	For	For	No	No	No
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt	No						
6.1	Slate 1 Submitted by Management	Mgmt	Yes	For	For	For	No	No	No
6.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	Yes	None	Against	Against	No	No	No
7	Approve Remuneration of Directors and Members of the Management Control Committee	Mgmt	Yes	For	For	For	No	No	No
8	Approve Remuneration Policy	Mgmt	Yes	For	For	For	No	No	No
9	Approve Second Section of the Remuneration Report	Mgmt	Yes	For	For	For	No	No	No
10	Approve 2024 Group Incentive System	Mgmt	Yes	For	For	For	No	No	No
11	Approve Employees Share Ownership Plan	Mgmt	Yes	For	For	For	No	No	No
	Extraordinary Business	Mgmt	No						
1	Authorize Board to Increase Capital to Service the 2022 Group Incentive System	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
2	Authorize Board to Increase Capital to Service the 2023 Group Incentive System	Mgmt	Yes	For	For	For	No	No	No
3	Authorize Board to Increase Capital to Service the Long Term Incentive Plan 2020-2023	Mgmt	Yes	For	For	For	No	No	No
4	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	Mgmt	Yes	For	For	For	No	No	No

LVMH Moet Hennessy Louis Vuitton SE

Meeting Date: 04/18/2024	Country: France	Ticker: MC
Record Date: 04/16/2024	Meeting Type: Annual/Special	Meeting ID: 1818248
Primary Security ID: F58485115		Primary ISIN: FR0000121014
		Primary SEDOL: 4061412
Voting Policy: Chicago Teachers' Pension Fund		
Votable Shares: 977	Shares Voted: 977	

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 13 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	Elect Henri de Castries as Director	Mgmt	Yes	For	For	For	No	No	No
7	Elect Alexandre Arnault as Director	Mgmt	Yes	For	Against	Against	Yes	No	No
8	Elect Frederic Arnault as Director	Mgmt	Yes	For	Against	Against	Yes	No	No
9	Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	Yes	For	For	For	No	No	No
10	Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	Against	Against	Yes	No	No
11	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	Yes	For	Against	Against	Yes	No	No
12	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	Yes	For	Against	Against	Yes	No	No
13	Approve Remuneration Policy of Directors	Mgmt	Yes	For	For	For	No	No	No
14	Approve Remuneration Policy of Chairman and CEO	Mgmt	Yes	For	Against	Against	Yes	No	No
15	Approve Remuneration Policy of Vice-CEO	Mgmt	Yes	For	Against	Against	Yes	No	No

LVMH Moët 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
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 Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For	For	No	No	No
18	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	Yes	For	Against	Against	Yes	No	No
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For	For	No	No	No
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	Yes	For	For	For	No	No	No

Nestle SA

Meeting Date: 04/18/2024		Country: Switzerland		Ticker: NESN			
Record Date: 04/11/2024		Meeting Type: Annual		Meeting ID: 1812768			
Primary Security ID: H57312649				Primary ISIN: CH0038863350		Primary SEDOL: 7123870	
				Voting Policy: Chicago Teachers' Pension Fund			
Votable Shares: 3,254				Shares Voted: 3,254			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Management Proposals	Mgmt	No						
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
1.3	Approve Non-Financial 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 3.00 per Share	Mgmt	Yes	For	For	For	No	No	No
4.1.a	Reelect Paul Bulcke as Director and Board Chair	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 Renato Fassbind as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.d	Reelect Pablo Isla as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.e	Reelect Patrick Aebischer as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.f	Reelect Dick Boer as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.g	Reelect Dinesh Paliwal as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.h	Reelect Hanne Jimenez de Mora as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.i	Reelect Lindiwe Sibanda as Director	Mgmt	Yes	For	For	For	No	No	No

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.j	Reelect Chris Leong as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.k	Reelect Luca Maestri as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.l	Reelect Rainer Blair as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.m	Reelect Marie-Gabrielle Ineichen-Fleisch as Director	Mgmt	Yes	For	For	For	No	No	No
4.2	Elect Geraldine Matchett as Director	Mgmt	Yes	For	For	For	No	No	No
4.3.1	Reappoint Dick Boer as Member of the Compensation Committee	Mgmt	Yes	For	For	For	No	No	No
4.3.2	Reappoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	Yes	For	For	For	No	No	No
4.3.3	Reappoint Pablo Isla as Member of the Compensation Committee	Mgmt	Yes	For	For	For	No	No	No
4.3.4	Reappoint Dinesh Paliwal as Member of the Compensation Committee	Mgmt	Yes	For	For	For	No	No	No
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 80 Million	Mgmt	Yes	For	For	For	No	No	No
6	Approve CHF 5 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
	Shareholder Proposal	Mgmt	No						
7	Report on Non-Financial Matters Regarding Sales of Healthier and Less Healthy Foods	SH	Yes	Against	Against	Against	No	No	No
	Management Proposal	Mgmt	No						
8	Transact Other Business (Voting)	Mgmt	Yes	Against	Against	Against	No	No	No

ING Groep NV

Meeting Date: 04/22/2024	Country: Netherlands	Ticker: INGA
Record Date: 03/25/2024	Meeting Type: Annual	Meeting ID: 1811641
Primary Security ID: N4578E595		Primary ISIN: NL0011821202
		Primary SEDOL: BZ57390

Voting Policy: Chicago Teachers' Pension Fund

Votable Shares: 18,113

Shares Voted: 18,113

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						

ING Groep NV

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2A	Receive Report of Executive Board (Non-Voting)	Mgmt	No						
2B	Receive Report of Supervisory Board (Non-Voting)	Mgmt	No						
2C	Discussion on Company's Corporate Governance Structure	Mgmt	No						
2D	Approve Remuneration Report	Mgmt	Yes	For	For	For	No	No	No
2E	Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	No	No	No
3A	Receive Explanation on Dividend and Distribution Policy	Mgmt	No						
3B	Approve Dividends	Mgmt	Yes	For	For	For	No	No	No
4A	Approve Discharge of Executive Board	Mgmt	Yes	For	For	For	No	No	No
4B	Approve Discharge of Supervisory Board	Mgmt	Yes	For	For	For	No	No	No
5	Ratify Deloitte Accountants B.V. (Deloitte) as Auditors	Mgmt	Yes	For	For	For	No	No	No
6A	Approve Remuneration Policy of the Executive Board	Mgmt	Yes	For	For	For	No	No	No
6B	Approve Remuneration Policy of the Supervisory Board	Mgmt	Yes	For	For	For	No	No	No
7A	Reelect Juan Colombas to Supervisory Board	Mgmt	Yes	For	For	For	No	No	No
7B	Reelect Herman Hulst to Supervisory Board	Mgmt	Yes	For	For	For	No	No	No
7C	Reelect Harold Naus to Supervisory Board	Mgmt	Yes	For	For	For	No	No	No
8A	Grant Board Authority to Issue Shares Up to 40 Percent of Issued Capital	Mgmt	Yes	For	For	For	No	No	No
8B	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	For	For	No	No	No
9	Authorize Repurchase of Up to 20 Percent of Issued Share Capital	Mgmt	Yes	For	For	For	No	No	No
10	Approve Cancellation of Repurchased Shares Pursuant to the Authority Under Item 9	Mgmt	Yes	For	For	For	No	No	No

L'Oreal SA

Meeting Date: 04/23/2024		Country: France		Ticker: OR					
Record Date: 04/19/2024		Meeting Type: Annual/Special		Meeting ID: 1821322					
Primary Security ID: F58149133				Primary ISIN: FR0000120321		Primary SEDOL: 4057808			
				Voting Policy: Chicago Teachers' Pension Fund					
Votable Shares: 1,560						Shares Voted: 1,560			
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						

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 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 6.60 per Share and an Extra of EUR 0.66 per Share to Long Term Registered Shares	Mgmt	Yes	For	For	For	No	No	No
4	Elect Jacques Ripoll as Director	Mgmt	Yes	For	For	For	No	No	No
5	Reelect Beatrice Guillaume-Grabisch as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
6	Reelect Ilham Kadri as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
7	Reelect Jean-Victor Meyers as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
8	Reelect Nicolas Meyers as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
9	Appoint Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	Mgmt	Yes	For	For	For	No	No	No
10	Appoint Ernst & Young Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	Yes	For	Against	Against	Yes	No	Yes
11	Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	For	For	No	No	No
12	Approve Compensation of Jean-Paul Agon, Chairman of the Board	Mgmt	Yes	For	For	For	No	No	No
13	Approve Compensation of Nicolas Hieronimus, CEO	Mgmt	Yes	For	For	For	No	No	No
14	Approve Remuneration Policy of Directors	Mgmt	Yes	For	For	For	No	No	No
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	Yes	For	For	For	No	No	No
16	Approve Remuneration Policy of CEO	Mgmt	Yes	For	For	For	No	No	No
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	For	No	No	No
18	Extraordinary Business	Mgmt	No						
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For	For	No	No	No
19	Authorize up to 0.6 Percent of Issued Capital for Use in Restricted Stock Plans	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	Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For	For	No	No	No

ASML Holding NV

Meeting Date: 04/24/2024	Country: Netherlands	Ticker: ASML
Record Date: 03/27/2024	Meeting Type: Annual	Meeting ID: 1818545
Primary Security ID: N07059202		Primary ISIN: NL0010273215
		Primary SEDOL: B929F46

	Voting Policy: Chicago Teachers' Pension Fund	
Votable Shares: 1,049		Shares Voted: 1,049

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 ESG Sustainability	Mgmt	No						
3a	Approve Remuneration Report	Mgmt	Yes	For	For	For	No	No	No
3b	Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	No	No	No
3c	Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code	Mgmt	No						
3d	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	No						
3e	Approve Dividends	Mgmt	Yes	For	For	For	No	No	No
4a	Approve Discharge of Management Board	Mgmt	Yes	For	For	For	No	No	No
4b	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
6a	Announce Intention to Reappoint C.D. Fouquet to Management Board	Mgmt	No						
6b	Announce Intention to Reappoint J.P. Koonmen to Management Board	Mgmt	No						
7a	Discuss Updated Profile of the Supervisory Board	Mgmt	No						
7b	Reelect A.P. Aris to Supervisory Board	Mgmt	Yes	For	For	For	No	No	No
7c	Reelect D.M. Durcan to Supervisory Board	Mgmt	Yes	For	For	For	No	No	No
7d	Reelect D.W.A. East to Supervisory Board	Mgmt	Yes	For	For	For	No	No	No
7e	Discuss Composition of the Supervisory Board	Mgmt	No						
8a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	Mgmt	Yes	For	For	For	No	No	No
8b	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

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
10	Authorize Cancellation of Repurchased Shares	Mgmt	Yes	For	For	For	No	No	No
11	Other Business (Non-Voting)	Mgmt	No						
12	Close Meeting	Mgmt	No						

Assa Abloy AB

Meeting Date: 04/24/2024	Country: Sweden	Ticker: ASSA.B
Record Date: 04/16/2024	Meeting Type: Annual	Meeting ID: 1799220
Primary Security ID: W0817X204	Primary ISIN: SE0007100581	Primary SEDOL: BYPC1T4
Voting Policy: Chicago Teachers' Pension Fund		
Votable Shares: 11,720	Shares Voted: 11,720	

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	Prepare and Approve List of Shareholders	Mgmt	No						
4	Approve Agenda of Meeting	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	Acknowledge Proper Convening of Meeting	Mgmt	Yes	For	For	For	No	No	No
7	Receive President's Report	Mgmt	No						
8.a	Receive Financial Statements and Statutory Reports	Mgmt	No						
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt	No						
8.c	Receive Board's Report	Mgmt	No						
9.a	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	No	No	No
9.b	Approve Allocation of Income and Dividends of SEK 5.40 Per Share	Mgmt	Yes	For	For	For	No	No	No
9.c	Approve Discharge of Board and President	Mgmt	Yes	For	For	For	No	No	No
10	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	Yes	For	For	For	No	No	No
11.a	Approve Remuneration of Directors in the Amount of SEK 3.2 Million for Chair, SEK 1.2 Million for Vice Chair and SEK 935,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	Yes	For	For	For	No	No	No
11.b	Approve Remuneration of Auditors	Mgmt	Yes	For	For	For	No	No	No

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	
12	Reelect Johan Hjertonsson (Chairman), Carl Douglas (Vice Chairman), Erik Ekudden, Sofia Schorling Hogberg, Lena Olving, Victoria Van Camp, Joakim Weidemanis and Susanne Pahlen Aklundh as Directors	Mgmt	Yes	For		Against	Against	Yes	No	No
13	Ratify Ernst & Young as Auditors	Mgmt	Yes	For		For	For	No	No	No
14	Approve Remuneration Report	Mgmt	Yes	For		For	For	No	No	No
15	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	Yes	For		For	For	No	No	No
16	Approve Performance Share Matching Plan LTI 2024 for Senior Executives and Key Employees	Mgmt	Yes	For		Against	Against	Yes	No	No
17	Close Meeting	Mgmt	No							

Canadian Pacific Kansas City Limited

Meeting Date: 04/24/2024	Country: Canada	Ticker: CP
Record Date: 03/12/2024	Meeting Type: Annual	Meeting ID: 1822600
Primary Security ID: 13646K108		Primary ISIN: CA13646K1084
		Primary SEDOL: BMBQR09

	Voting Policy: Chicago Teachers' Pension Fund
Votable Shares: 12,295	Shares Voted: 12,295

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 Ernst & Young 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	Management Advisory Vote on Climate Change	Mgmt	Yes	For		Against	Against	Yes	No	Yes
4.1	Elect Director John Baird	Mgmt	Yes	For		For	For	No	No	No
4.2	Elect Director Isabelle Courville	Mgmt	Yes	For		For	For	No	No	No
4.3	Elect Director Keith E. Creel	Mgmt	Yes	For		For	For	No	No	No
4.4	Elect Director Antonio Garza	Mgmt	Yes	For		For	For	No	No	No
4.5	Elect Director Edward R. Hamberger	Mgmt	Yes	For		For	For	No	No	No
4.6	Elect Director Janet H. Kennedy	Mgmt	Yes	For		For	For	No	No	No
4.7	Elect Director Henry J. Maier	Mgmt	Yes	For		For	For	No	No	No
4.8	Elect Director Matthew H. Paull	Mgmt	Yes	For		For	For	No	No	No
4.9	Elect Director Jane L. Peverett	Mgmt	Yes	For		For	For	No	No	No
4.10	Elect Director Andrea Robertson	Mgmt	Yes	For		For	For	No	No	No
4.11	Elect Director Gordon T. Trafton	Mgmt	Yes	For		For	For	No	No	No
	Shareholder Proposal	Mgmt	No							

Canadian Pacific Kansas City Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5	SP 1: Adopt a Paid Sick Leave Policy	SH	Yes	Against	For	For	Yes	No	Yes

UBS Group AG

Meeting Date: 04/24/2024	Country: Switzerland	Ticker: UBSG
Record Date: 04/17/2024	Meeting Type: Annual	Meeting ID: 1817917
Primary Security ID: H42097107		Primary ISIN: CH0244767585
		Primary SEDOL: BRJL176
		Voting Policy: Chicago Teachers' Pension Fund
Votable Shares: 22,298		Shares Voted: 22,298

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 Report	Mgmt	Yes	For	For	For	No	No	No
3	Approve Sustainability Report	Mgmt	Yes	For	For	For	No	No	No
4	Approve Allocation of Income and Dividends of USD 0.70 per Share	Mgmt	Yes	For	For	For	No	No	No
5	Approve Creation of USD 70 Million Pool of Conditional Capital without Preemptive Rights	Mgmt	Yes	For	For	For	No	No	No
6	Approve Discharge of Board and Senior Management	Mgmt	Yes	For	For	For	No	No	No
7.1	Reelect Colm Kelleher as Director and Board Chair	Mgmt	Yes	For	Against	Against	Yes	No	Yes
7.2	Reelect Lukas Gaehwiler as Director	Mgmt	Yes	For	For	For	No	No	No
7.3	Reelect Jeremy Anderson as Director	Mgmt	Yes	For	For	For	No	No	No
7.4	Reelect Claudia Boeckstiegel as Director	Mgmt	Yes	For	For	For	No	No	No
7.5	Reelect William Dudley as Director	Mgmt	Yes	For	For	For	No	No	No
7.6	Reelect Patrick Firmenich as Director	Mgmt	Yes	For	For	For	No	No	No
7.7	Reelect Fred Hu as Director	Mgmt	Yes	For	For	For	No	No	No
7.8	Reelect Mark Hughes as Director	Mgmt	Yes	For	For	For	No	No	No
7.9	Reelect Nathalie Rachou as Director	Mgmt	Yes	For	For	For	No	No	No
7.10	Reelect Julie Richardson as Director	Mgmt	Yes	For	For	For	No	No	No
7.11	Reelect Jeanette Wong as Director	Mgmt	Yes	For	For	For	No	No	No
7.12	Elect Gail Kelly as Director	Mgmt	Yes	For	For	For	No	No	No
8.1	Reappoint Julie Richardson as Chairperson of the Compensation Committee	Mgmt	Yes	For	For	For	No	No	No
8.2	Reappoint Jeanette Wong as Member of the Compensation Committee	Mgmt	Yes	For	For	For	No	No	No
8.3	Appoint Fred Hu as Member of the Compensation Committee	Mgmt	Yes	For	For	For	No	No	No

UBS Group AG

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec		Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
9.1	Approve Additional Remuneration of Directors in the Amount of CHF 2.2 Million for the Period from 2023 AGM until 2024 AGM	Mgmt	Yes	For		For	For	No	No	No
9.2	Approve Remuneration of Directors in the Amount of CHF 16.5 Million for the Period from 2024 AGM until 2025 AGM	Mgmt	Yes	For		For	For	No	No	No
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 108.3 Million	Mgmt	Yes	For		For	For	No	No	No
9.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 33 Million	Mgmt	Yes	For		For	For	No	No	No
10.1	Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy	Mgmt	Yes	For		For	For	No	No	No
10.2	Ratify Ernst & Young AG as Auditors	Mgmt	Yes	For		For	For	No	No	No
10.3	Ratify BDO AG as Special Auditors	Mgmt	Yes	For		For	For	No	No	No
11	Transact Other Business (Voting)	Mgmt	Yes	None		Against	Against	No	No	No

Akzo Nobel NV

Meeting Date: 04/25/2024	Country: Netherlands	Ticker: AKZA	
Record Date: 03/28/2024	Meeting Type: Annual	Meeting ID: 1826088	
Primary Security ID: N01803308		Primary ISIN: NL0013267909	Primary SEDOL: BJ2KSG2
Voting Policy: Chicago Teachers' Pension Fund			
Votable Shares: 3,384			Shares Voted: 3,384

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec		Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Annual Meeting Agenda	Mgmt	No							
	Open Meeting	Mgmt	No							
2a	Receive Report of Management Board (Non-Voting)	Mgmt	No							
2b	Discussion on Company's Corporate Governance Structure	Mgmt	No							
3a	Adopt Financial Statements	Mgmt	Yes	For		For	For	No	No	No
3b	Discuss on the Company's Dividend Policy	Mgmt	No							
3c	Approve Allocation of Income and Dividends	Mgmt	Yes	For		For	For	No	No	No
3d	Approve Remuneration Report	Mgmt	Yes	For		For	For	No	No	No
4a	Approve Discharge of Management Board	Mgmt	Yes	For		For	For	No	No	No
4b	Approve Discharge of Supervisory Board	Mgmt	Yes	For		For	For	No	No	No
5a	Amend Remuneration Policy of Management Board	Mgmt	Yes	For		For	For	No	No	No

Akzo Nobel NV

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec		Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5b	Amend Remuneration Policy for Supervisory Board	Mgmt	Yes	For		For	For	No	No	No
6a	Elect J.M. de Bakker to Supervisory Board	Mgmt	Yes	For		For	For	No	No	No
6b	Elect U. Wolf to Supervisory Board	Mgmt	Yes	For		Against	Against	Yes	No	Yes
6c	Elect W.A. Kolk to Supervisory Board	Mgmt	Yes	For		For	For	No	No	No
6d	Reelect B.E. Grote to Supervisory Board	Mgmt	Yes	For		For	For	No	No	No
7a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	Yes	For		For	For	No	No	No
7b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For		For	For	No	No	No
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For		For	For	No	No	No
9	Authorize Cancellation of Repurchased Shares	Mgmt	Yes	For		For	For	No	No	No
10	Close Meeting	Mgmt	No							

Beazley Plc

Meeting Date: 04/25/2024	Country: United Kingdom	Ticker: BEZ
Record Date: 04/23/2024	Meeting Type: Annual	Meeting ID: 1837131
Primary Security ID: G0936K107	Primary ISIN: GB00BYQ0JC66	Primary SEDOL: BYQ0JC6
Voting Policy: Chicago Teachers' Pension Fund		
Votable Shares: 27,563	Shares Voted: 27,563	

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 Report	Mgmt	Yes	For		For	For	No	No	No
3	Approve Interim Dividends	Mgmt	Yes	For		For	For	No	No	No
4	Re-elect Rajesh Agrawal as Director	Mgmt	Yes	For		For	For	No	No	No
5	Re-elect Clive Bannister as Director	Mgmt	Yes	For		For	For	No	No	No
6	Re-elect Adrian Cox as Director	Mgmt	Yes	For		For	For	No	No	No
7	Re-elect Pierre-Olivier Desaulle as Director	Mgmt	Yes	For		For	For	No	No	No
8	Re-elect Nicola Hodson as Director	Mgmt	Yes	For		Against	Against	Yes	No	Yes
9	Re-elect Sally Lake as Director	Mgmt	Yes	For		For	For	No	No	No
10	Re-elect Fiona Muldoon as Director	Mgmt	Yes	For		For	For	No	No	No
11	Re-elect John Reizenstein as Director	Mgmt	Yes	For		For	For	No	No	No
12	Re-elect Cecilia Leuzinger as Director	Mgmt	Yes	For		For	For	No	No	No
13	Re-elect Robert Stuchbery as Director	Mgmt	Yes	For		For	For	No	No	No

Beazley Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
14	Elect Carolyn Johnson as Director	Mgmt	Yes	For	For	For	No	No	No
15	Reappoint EY as Auditors	Mgmt	Yes	For	For	For	No	No	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	No	No	No
17	Authorise Issue of Equity	Mgmt	Yes	For	Against	Against	Yes	No	Yes
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	For	No	No	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For	For	No	No	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	For	For	No	No	No

London Stock Exchange Group plc

Meeting Date: 04/25/2024	Country: United Kingdom	Ticker: LSEG
Record Date: 04/23/2024	Meeting Type: Annual	Meeting ID: 1837459
Primary Security ID: G5689U103	Primary ISIN: GB00B0SWJX34	Primary SEDOL: B0SWJX3
Voting Policy: Chicago Teachers' Pension Fund		
Votable Shares: 1,895	Shares Voted: 1,895	

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	For	For	No	No	No
4	Approve Remuneration Policy	Mgmt	Yes	For	For	For	No	No	No
5	Re-elect Dominic Blakemore as Director	Mgmt	Yes	For	For	For	No	No	No
6	Re-elect Martin Brand as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
7	Re-elect Kathleen DeRose as Director	Mgmt	Yes	For	For	For	No	No	No
8	Re-elect Tsega Gebreyes as Director	Mgmt	Yes	For	For	For	No	No	No
9	Re-elect Scott Guthrie as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
10	Re-elect Cressida Hogg as Director	Mgmt	Yes	For	For	For	No	No	No
11	Re-elect Val Rahmani as Director	Mgmt	Yes	For	For	For	No	No	No
12	Re-elect Don Robert as Director	Mgmt	Yes	For	For	For	No	No	No
13	Re-elect David Schwimmer as Director	Mgmt	Yes	For	For	For	No	No	No
14	Re-elect William Vereker as Director	Mgmt	Yes	For	For	For	No	No	No
15	Elect Michel-Alain Proch as Director	Mgmt	Yes	For	For	For	No	No	No
16	Appoint Deloitte LLP as Auditors	Mgmt	Yes	For	For	For	No	No	No
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	No	No	No

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
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 Equity Incentive Plan	Mgmt	Yes	For	For	For	No	No	No
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	For	No	No	No
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	Against	Against	Yes	No	Yes
23	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For	For	No	No	No
24	Authorise Off-Market Purchase of Shares from Consortium Shareholders	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

Grupo Financiero Banorte SAB de CV

Meeting Date: 04/29/2024	Country: Mexico	Ticker: GFNORTEO
Record Date: 04/16/2024	Meeting Type: Annual	Meeting ID: 1840534
Primary Security ID: P49501201		Primary ISIN: MXP370711014
		Primary SEDOL: 2421041
		Voting Policy: Chicago Teachers' Pension Fund
Votable Shares: 26,902		Shares Voted: 26,902

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.a	Approve CEO's Report on Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	No	No	No
1.b	Approve Board's Report on Policies and Accounting Information and Criteria Followed in Preparation of Financial Information	Mgmt	Yes	For	For	For	No	No	No
1.c	Approve Board's Report on Operations and Activities Undertaken by Board	Mgmt	Yes	For	For	For	No	No	No
1.d	Approve Report on Activities of Audit and Corporate Practices Committee	Mgmt	Yes	For	For	For	No	No	No
1.e	Approve All Operations Carried out by Company and Ratify Actions Carried out by Board, CEO and Audit and Corporate Practices Committee	Mgmt	Yes	For	For	For	No	No	No
2	Approve Allocation of Income	Mgmt	Yes	For	For	For	No	No	No
3.a	Approve Cash Dividends of MXN 9.09 Per Share	Mgmt	Yes	For	For	For	No	No	No
3.b	Approve Cash Dividend to Be Paid on June 28, 2024	Mgmt	Yes	For	For	For	No	No	No
4	Receive Auditor's Report on Tax Position of Company	Mgmt	No						

Grupo Financiero Banorte SAB de CV

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5.a1	Elect Carlos Hank Gonzalez as Board Chairman	Mgmt	Yes	For	For	For	No	No	No
5.a2	Elect Juan Antonio Gonzalez Moreno as Director	Mgmt	Yes	For	For	For	No	No	No
5.a3	Elect David Juan Villarreal Montemayor as Director	Mgmt	Yes	For	For	For	No	No	No
5.a4	Elect Jose Marcos Ramirez Miguel as Director	Mgmt	Yes	For	For	For	No	No	No
5.a5	Elect Carlos de la Isla Corry as Director	Mgmt	Yes	For	For	For	No	No	No
5.a6	Elect Alicia Alejandra Lebrija Hirschfeld as Director	Mgmt	Yes	For	For	For	No	No	No
5.a7	Elect Clemente Ismael Reyes Retana Valdes as Director	Mgmt	Yes	For	For	For	No	No	No
5.a8	Elect Mariana Banos Reynaud as Director	Mgmt	Yes	For	For	For	No	No	No
5.a9	Elect Federico Carlos Fernandez Senderos as Director	Mgmt	Yes	For	For	For	No	No	No
5.a10	Elect David Penaloza Alanis as Director	Mgmt	Yes	For	For	For	No	No	No
5.a11	Elect Jose Antonio Chedraui Eguia as Director	Mgmt	Yes	For	For	For	No	No	No
5.a12	Elect Alfonso de Angoitia Noriega as Director	Mgmt	Yes	For	For	For	No	No	No
5.a13	Elect Thomas Stanley Heather Rodriguez as Director	Mgmt	Yes	For	For	For	No	No	No
5.a14	Elect Graciela Gonzalez Moreno as Alternate Director	Mgmt	Yes	For	For	For	No	No	No
5.a15	Elect Juan Antonio Gonzalez Marcos as Alternate Director	Mgmt	Yes	For	For	For	No	No	No
5.a16	Elect Alberto Halabe Hamui as Alternate Director	Mgmt	Yes	For	For	For	No	No	No
5.a17	Elect Gerardo Salazar Viezca as Alternate Director	Mgmt	Yes	For	For	For	No	No	No
5.a18	Elect Alberto Perez-Jacome Friscione as Alternate Director	Mgmt	Yes	For	For	For	No	No	No
5.a19	Elect Roberto Kelleher Vales as Alternate Director	Mgmt	Yes	For	For	For	No	No	No
5.a20	Elect Cecilia Goya de Riviello Meade as Alternate Director	Mgmt	Yes	For	For	For	No	No	No
5.a21	Elect Jose Maria Garza Trevino as Alternate Director	Mgmt	Yes	For	For	For	No	No	No
5.a22	Elect Manuel Francisco Ruiz Camero as Alternate Director	Mgmt	Yes	For	For	For	No	No	No
5.a23	Elect Carlos Cesarman Kolteniuk as Alternate Director	Mgmt	Yes	For	For	For	No	No	No
5.a24	Elect Humberto Tafolla Nunez as Alternate Director	Mgmt	Yes	For	For	For	No	No	No
5.a25	Elect Carlos Phillips Margain as Alternate Director	Mgmt	Yes	For	For	For	No	No	No

Grupo Financiero Banorte SAB de CV

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5.a26	Elect Diego Martinez Rueda-Chapital as Alternate Director	Mgmt	Yes	For	For	For	No	No	No
5.b	Elect Hector Avila Flores (Non-Member) as Board Secretary	Mgmt	Yes	For	For	For	No	No	No
5.c	Approve Directors Liability and Indemnification	Mgmt	Yes	For	For	For	No	No	No
6	Approve Remuneration of Directors	Mgmt	Yes	For	For	For	No	No	No
7	Elect Thomas Stanley Heather Rodriguez as Chairman of Audit and Corporate Practices Committee	Mgmt	Yes	For	For	For	No	No	No
8.1	Approve Report on Share Repurchase	Mgmt	Yes	For	For	For	No	No	No
8.2	Set Aggregate Nominal Amount of Share Repurchase Reserve	Mgmt	Yes	For	For	For	No	No	No
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	Yes	For	For	For	No	No	No

Air Liquide SA

Meeting Date: 04/30/2024	Country: France	Ticker: AI
Record Date: 04/26/2024	Meeting Type: Annual/Special	Meeting ID: 1823516
Primary Security ID: F01764103		Primary ISIN: FR0000120073
		Primary SEDOL: B1YXBJ7

Voting Policy: Chicago Teachers' Pension Fund

Votable Shares: 1,155

Shares Voted: 1,155

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 3.20 per Share	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 Kim Ann Mink as Director	Mgmt	Yes	For	For	For	No	No	No
6	Reelect Monica de Virgiliis as Director	Mgmt	Yes	For	For	For	No	No	No
7	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	Yes	For	For	For	No	No	No
8	Approve Compensation of Francois Jackow, CEO	Mgmt	Yes	For	For	For	No	No	No
9	Approve Compensation of Benoit Potier, Chairman of the Board	Mgmt	Yes	For	For	For	No	No	No
10	Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	For	For	No	No	No
11	Approve Remuneration Policy of CEO	Mgmt	Yes	For	For	For	No	No	No

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
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	Yes	For	For	For	No	No	No
13	Approve Remuneration Policy of Directors	Mgmt	Yes	For	For	For	No	No	No
14	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.5 Million	Mgmt	Yes	For	For	For	No	No	No
15	Appoint PricewaterhouseCoopers Audit as Authorized Sustainability Auditors	Mgmt	Yes	For	For	For	No	No	No
16	Appoint KPMG S.A. as Authorized Sustainability Auditors	Mgmt	Yes	For	For	For	No	No	No
17	Extraordinary Business	Mgmt	No						
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For	For	No	No	No
18	Authorize Capitalization of Reserves of Up to EUR 320 Million for Bonus Issue or Increase in Par Value	Mgmt	Yes	For	For	For	No	No	No
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For	For	No	No	No
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	Yes	For	For	For	No	No	No
21	Amend Article 11 of Bylaws Re: Age Limit of Directors	Mgmt	Yes	For	For	For	No	No	No
22	Amend Article 12 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	Yes	For	For	For	No	No	No
23	Ordinary Business	Mgmt	No						
	Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For	For	No	No	No

EssilorLuxottica SA

Meeting Date: 04/30/2024	Country: France	Ticker: EL
Record Date: 04/26/2024	Meeting Type: Annual/Special	Meeting ID: 1833625
Primary Security ID: F31665106	Primary ISIN: FR0000121667	Primary SEDOL: 7212477
Voting Policy: Chicago Teachers' Pension Fund		
Votable Shares: 1,687	Shares Voted: 1,687	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Ordinary Business	Mgmt	No						
	Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	No	No	No
	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	No	No	No
	Approve Allocation of Income and Dividends of EUR 3.95 per Share	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	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	Yes	For	For	For	No	No	No
5	Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	Against	Against	Yes	No	No
6	Approve Compensation of Francesco Milleri, Chairman and CEO	Mgmt	Yes	For	For	For	No	No	No
7	Approve Compensation of Paul du Saillant, Vice-CEO	Mgmt	Yes	For	For	For	No	No	No
8	Approve Remuneration Policy of Directors	Mgmt	Yes	For	For	For	No	No	No
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	Yes	For	Against	Against	Yes	No	No
10	Approve Remuneration Policy of Vice-CEO	Mgmt	Yes	For	Against	Against	Yes	No	No
11	Elect Francesco Milleri as Director	Mgmt	Yes	For	Against	Against	Yes	No	No
12	Elect Paul du Saillant as Director	Mgmt	Yes	For	For	For	No	No	No
13	Elect Romolo Bardin as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
14	Elect Jean-Luc Biamonti as Director	Mgmt	Yes	For	For	For	No	No	No
15	Elect Marie-Christine Coisne-Roquette as Director	Mgmt	Yes	For	For	For	No	No	No
16	Elect Jose Gonzalo as Director	Mgmt	Yes	For	For	For	No	No	No
17	Elect Virginie Mercier Pitre as Director	Mgmt	Yes	For	For	For	No	No	No
18	Elect Mario Notari as Director	Mgmt	Yes	For	For	For	No	No	No
19	Elect Swati Piramal as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
20	Elect Cristina Scocchia as Director	Mgmt	Yes	For	For	For	No	No	No
21	Elect Nathalie von Siemens as Director	Mgmt	Yes	For	For	For	No	No	No
22	Elect Andrea Zappia as Director	Mgmt	Yes	For	For	For	No	No	No
23	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	Yes	For	For	For	No	No	No
24	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	For	No	No	No
	Extraordinary Business	Mgmt	No						
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For	For	No	No	No
26	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights, with a Binding Priority Right up to Aggregate Nominal Amount of EUR 4,084,624	Mgmt	Yes	For	For	For	No	No	No
27	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4,084,624	Mgmt	Yes	For	For	For	No	No	No

EssilorLuxottica SA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
28	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	Yes	For	For	For	No	No	No
29	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	Yes	For	For	For	No	No	No
30	Authorize Capital Increase of Up to EUR 4,084,624 for Future Exchange Offers	Mgmt	Yes	For	For	For	No	No	No
31	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 4,084,624	Mgmt	Yes	For	For	For	No	No	No
32	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For	For	No	No	No
33	Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Mgmt	Yes	For	For	For	No	No	No
34	Ordinary Business	Mgmt	No						
	Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For	For	No	No	No

Sandoz Group AG

Meeting Date: 04/30/2024	Country: Switzerland	Ticker: SDZ
Record Date: 04/24/2024	Meeting Type: Annual	Meeting ID: 1812257
Primary Security ID: H7140B103		Primary ISIN: CH1243598427
		Primary SEDOL: BLPD38
Voting Policy: Chicago Teachers' Pension Fund		
Votable Shares: 14,899	Shares Voted: 14,899	

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 Non-Financial Report	Mgmt	Yes	For	For	For	No	No	No
3	Approve Allocation of Income and Dividends of CHF 0.45 per Share	Mgmt	Yes	For	For	For	No	No	No
4	Approve Discharge of Board and Senior Management	Mgmt	Yes	For	For	For	No	No	No
5.1.1	Reelect Gilbert Ghostine as Director and Board Chair	Mgmt	Yes	For	For	For	No	No	No
5.1.2	Reelect Karen Huebscher as Director	Mgmt	Yes	For	For	For	No	No	No
5.1.3	Reelect Shamiram Feinglass as Director	Mgmt	Yes	For	For	For	No	No	No
5.1.4	Reelect Urs Riedener as Director	Mgmt	Yes	For	For	For	No	No	No
5.1.5	Reelect Aarti Shah as Director	Mgmt	Yes	For	For	For	No	No	No
5.1.6	Reelect Ioannis Skoufalos as Director	Mgmt	Yes	For	For	For	No	No	No

Sandoz Group AG

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec		Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5.1.7	Reelect Maria Varsellona as Director	Mgmt	Yes	For		For	For	No	No	No
5.2.1	Elect Mathai Mammen as Director	Mgmt	Yes	For		For	For	No	No	No
5.2.2	Elect Graeme Pitkethly as Director	Mgmt	Yes	For		For	For	No	No	No
5.2.3	Elect Michael Rechsteiner as Director	Mgmt	Yes	For		For	For	No	No	No
5.3a1	Reappoint Urs Riedener as Member of the Human Capital and ESG Committee	Mgmt	Yes	For		For	For	No	No	No
5.3a2	Reappoint Aarti Shah as Member of the Human Capital and ESG Committee	Mgmt	Yes	For		For	For	No	No	No
5.3a3	Reappoint Ioannis Skoufalos as Member of the Human Capital and ESG Committee	Mgmt	Yes	For		For	For	No	No	No
5.3a4	Reappoint Maria Varsellona as Member of the Human Capital and ESG Committee	Mgmt	Yes	For		For	For	No	No	No
5.3.2	Appoint Michael Rechsteiner as Member of the Human Capital and ESG Committee	Mgmt	Yes	For		For	For	No	No	No
6.1	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	Yes	For		For	For	No	No	No
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 45.2 Million	Mgmt	Yes	For		For	For	No	No	No
6.3	Approve Remuneration Report (Non-Binding)	Mgmt	Yes	For		For	For	No	No	No
7	Ratify KPMG AG as Auditors	Mgmt	Yes	For		For	For	No	No	No
8	Designate Advoro Zurich AG as Independent Proxy	Mgmt	Yes	For		For	For	No	No	No
9	Transact Other Business (Voting)	Mgmt	Yes	For		Against	Against	Yes	No	No

Wal-Mart de Mexico SAB de CV

Meeting Date: 04/30/2024	Country: Mexico	Ticker: WALMEX
Record Date: 04/22/2024	Meeting Type: Annual	Meeting ID: 1839419
Primary Security ID: P98180188		Primary ISIN: MX01WA000038
		Primary SEDOL: BW1YVH8
		Voting Policy: Chicago Teachers' Pension Fund
Votable Shares: 53,755		Shares Voted: 53,755

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1.a	Approve Report of Audit and Corporate Practices Committees	Mgmt	Yes	For		For	For	No	No	No
1.b	Approve CEO's Report and Board Opinion on CEO's Report	Mgmt	Yes	For		For	For	No	No	No
1.c	Approve Board of Directors' Report	Mgmt	Yes	For		For	For	No	No	No
1.d	Approve Report on Compliance with Fiscal Obligations	Mgmt	Yes	For		For	For	No	No	No

Wal-Mart de Mexico SAB de CV

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1.e	Approve Report Re: Employee Stock Purchase Plan; Approve New Employee Stock Purchase Plan	Mgmt	Yes	For		Against	Against	Yes	No	No
2	Approve Consolidated Financial Statements	Mgmt	Yes	For		For	For	No	No	No
3.a	Approve Allocation of Income	Mgmt	Yes	For		For	For	No	No	No
3.b	Approve Ordinary Dividend of MXN 1.18 Per Share	Mgmt	Yes	For		For	For	No	No	No
3.c	Approve Extraordinary Dividend of MXN 0.99 Per Share	Mgmt	Yes	For		For	For	No	No	No
4	Approve Report on Share Repurchase Reserves	Mgmt	Yes	For		For	For	No	No	No
5.a	Accept Resignation of Judith McKenna as Director	Mgmt	Yes	For		For	For	No	No	No
5.b	Accept Resignation of Kirsten Evans as Director	Mgmt	Yes	For		For	For	No	No	No
5.c	Ratify Kathryn McLay as Director	Mgmt	Yes	For		For	For	No	No	No
5.d	Elect Ignacio Caride as Director	Mgmt	Yes	For		For	For	No	No	No
5.e	Elect Viridiana Rios as Director	Mgmt	Yes	For		For	For	No	No	No
5.f1	Ratify Maria Teresa Arnal as Director	Mgmt	Yes	For		For	For	No	No	No
5.f2	Ratify Ernesto Cervera as Director	Mgmt	Yes	For		For	For	No	No	No
5.f3	Ratify Leigh Hopkins as Director	Mgmt	Yes	For		For	For	No	No	No
5.f4	Ratify Elizabeth Kwo as Director	Mgmt	Yes	For		For	For	No	No	No
5.f5	Ratify Guilherme Loureiro as Director	Mgmt	Yes	For		For	For	No	No	No
5.f6	Ratify Eric Perez Grovas as Director	Mgmt	Yes	For		For	For	No	No	No
5.f7	Ratify Karthik Raghupathy as Director	Mgmt	Yes	For		For	For	No	No	No
5.f8	Ratify Tom Ward as Director	Mgmt	Yes	For		For	For	No	No	No
5.g	Ratify Ernesto Cervera as Chairman of Audit and Corporate Practices Committees	Mgmt	Yes	For		For	For	No	No	No
5.h	Approve Discharge of Board of Directors and Officers	Mgmt	Yes	For		For	For	No	No	No
5.i	Approve Directors and Officers Liability	Mgmt	Yes	For		For	For	No	No	No
5.j1	Approve Remuneration of Board Chairman	Mgmt	Yes	For		For	For	No	No	No
5.j2	Approve Remuneration of Directors	Mgmt	Yes	For		For	For	No	No	No
5.j3	Approve Remuneration of Chairman of Audit and Corporate Practices Committees	Mgmt	Yes	For		For	For	No	No	No
5.j4	Approve Remuneration of Members of Audit and Corporate Practices Committees	Mgmt	Yes	For		For	For	No	No	No
6	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	Yes	For		For	For	No	No	No