

VOTE SUMMARY REPORT

Date range covered : 03/01/2025 to 03/31/2025

LOCATION(S): ALL LOCATIONS

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

Samsung Electronics Co., Ltd.

Meeting Date: 03/19/2025	Country: South Korea	Ticker: 005930
Record Date: 12/31/2024	Meeting Type: Annual	Meeting ID: 1928483
Primary Security ID: Y74718100		Primary ISIN: KR7005930003
		Primary SEDOL: 6771720
		Voting Policy: Chicago Teachers' Pension Fund
Votable Shares: 6,387		Shares Voted: 6,387

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
2.1.1	Elect Kim Jun-seong as Outside Director	Mgmt	Yes	For		For	For	No	No
2.1.2	Elect Heo Eun-nyeong as Outside Director	Mgmt	Yes	For		For	For	No	No
2.1.3	Elect Yoo Myeong-hui as Outside Director	Mgmt	Yes	For		For	For	No	No
2.1.4	Elect Lee Hyeok-jae as Outside Director	Mgmt	Yes	For		For	For	No	No
2.2.1	Elect Jeon Young-hyeon as Inside Director	Mgmt	Yes	For		For	For	No	No
2.2.2	Elect Noh Tae-moon as Inside Director	Mgmt	Yes	For		For	For	No	No
2.2.3	Elect Song Jae-hyeok as Inside Director	Mgmt	Yes	For		For	For	No	No
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	Yes	For		For	For	No	No
4.1	Elect Shin Je-yoon as a Member of Audit Committee	Mgmt	Yes	For		For	For	No	No
4.2	Elect Yoo Myeong-hui as a Member of Audit Committee	Mgmt	Yes	For		For	For	No	No

Sika AG

Meeting Date: 03/25/2025	Country: Switzerland	Ticker: SIKA
Record Date:	Meeting Type: Annual	Meeting ID: 1915380
Primary Security ID: H7631K273		Primary ISIN: CH0418792922
		Primary SEDOL: BF2DSG3
		Voting Policy: Chicago Teachers' Pension Fund
Votable Shares: 2,390		Shares Voted: 2,390

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
2.1	Approve Allocation of Income and Dividends of CHF 1.80 per Share	Mgmt	Yes	For		For	For	No	No	No
2.2	Approve Dividends of CHF 1.80 per Share from Capital Contribution Reserves	Mgmt	Yes	For		For	For	No	No	No
3	Approve Discharge of Board and Senior Management	Mgmt	Yes	For		For	For	No	No	No
4.1.1	Reelect Thierry Vanlancker 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		Against	Against	Yes	No	Yes
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
4.1.6	Reelect Paul Schuler as Director	Mgmt	Yes	For		For	For	No	No	No
4.1.7	Reelect Thomas Aebischer as Director	Mgmt	Yes	For		For	For	No	No	No
4.2	Elect Kwok Wang Ng as Director	Mgmt	Yes	For		For	For	No	No	No
4.3	Elect Thierry Vanlancker as Board Chair	Mgmt	Yes	For		For	For	No	No	No
4.4.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	Yes	For		For	For	No	No	No
4.4.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	Mgmt	Yes	For		For	For	No	No	No
4.4.3	Reappoint Paul Schuler as Member of the Nomination and Compensation Committee	Mgmt	Yes	For		Against	Against	Yes	No	Yes
4.5	Ratify KPMG 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	Approve Sustainability Report	Mgmt	Yes	For		For	For	No	No	No
6.1	Approve Remuneration Report	Mgmt	Yes	For		For	For	No	No	No
6.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	Yes	For		For	For	No	No	No
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 26 Million	Mgmt	Yes	For		For	For	No	No	No
7	Amend Articles Re: Variable Remuneration of Executive Committee	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
8	Transact Other Business (Voting)	Mgmt	Yes	For	Against	Against	Yes	No	No

Novo Nordisk A/S

Meeting Date: 03/27/2025	Country: Denmark	Ticker: NOVO.B
Record Date: 03/20/2025	Meeting Type: Annual	Meeting ID: 1924131
Primary Security ID: K72807140		Primary ISIN: DK0062498333
		Primary SEDOL: BP6KMJ1
Voting Policy: Chicago Teachers' Pension Fund		
Votable Shares: 10,310	Shares Voted: 10,310	

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 7.9 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 for 2024	Mgmt	Yes	For	For	For	No	No	No
5.2	Approve Remuneration Level of Directors for 2025	Mgmt	Yes	For	For	For	No	No	No
6.1	Reelect Helge Lund (Chair) as Director	Mgmt	Yes	For	For	For	No	No	No
6.2	Reelect Henrik Poulsen (Vice Chair) as Director	Mgmt	Yes	For	Abstain	Abstain	Yes	No	No
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	No
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 Auditors; Ratify Deloitte as Auditors for Sustainability Reporting	Mgmt	Yes	For	Abstain	Abstain	Yes	No	Yes
8.1	Authorize Share Repurchase Program	Mgmt	Yes	For	For	For	No	No	No

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	
8.2	Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million	Mgmt	Yes	For		For	For	No	No	No
	Shareholder Proposals Submitted by Kritiske Aktionaerer	Mgmt	No							
8.3	Approve Proposal Regarding Regulated Working Conditions at Construction Sites	SH	Yes	Against		Against	Against	No	No	No
	Management Proposals	Mgmt	No							
9	Other Business	Mgmt	No							

SK hynix, Inc.

Meeting Date: 03/27/2025	Country: South Korea	Ticker: 000660	
Record Date: 12/31/2024	Meeting Type: Annual	Meeting ID: 1932083	
Primary Security ID: Y8085F100		Primary ISIN: KR7000660001	Primary SEDOL: 6450267
Voting Policy: Chicago Teachers' Pension Fund			
Votable Shares: 5,000		Shares Voted: 5,000	

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 Gwak Noh-jeong as Inside Director	Mgmt	Yes	For	For	For	No	No	No
3	Elect Han Myeong-jin as Outside Director to Serve as an Audit Committee Member	Mgmt	Yes	For	For	For	No	No	No
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	Yes	For	For	For	No	No	No

SUMCO Corp.

Meeting Date: 03/27/2025	Country: Japan	Ticker: 3436
Record Date: 12/31/2024	Meeting Type: Annual	Meeting ID: 1935041
Primary Security ID: J76896109	Primary ISIN: JP3322930003	Primary SEDOL: B0M0C89

Voting Policy: Chicago Teachers' Pension Fund

Votable Shares: 39,932

Shares Voted: 39,932

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 Articles to Amend Business Lines - Amend Provisions on Number of Directors	Mgmt	Yes	For		For	For	No	No	No
2.1	Elect Director Hashimoto, Mayuki	Mgmt	Yes	For		For	For	No	No	No
2.2	Elect Director Awa, Toshihiro	Mgmt	Yes	For		For	For	No	No	No
2.3	Elect Director Ryuta, Jiro	Mgmt	Yes	For		For	For	No	No	No
2.4	Elect Director Kubozoe, Shinichi	Mgmt	Yes	For		For	For	No	No	No
2.5	Elect Director Kato, Takeo	Mgmt	Yes	For		For	For	No	No	No
2.6	Elect Director Kato, Akane	Mgmt	Yes	For		For	For	No	No	No
3	Elect Director and Audit Committee Member Anita Killian	Mgmt	Yes	For		For	For	No	No	No

UniCredit SpA

Meeting Date: 03/27/2025

Country: Italy

Ticker: UCG

Record Date: 03/18/2025

Meeting Type: Annual/Special

Meeting ID: 1930127

Primary Security ID: T9T23L642

Primary ISIN: IT0005239360

Primary SEDOL: BYMXPS7

Voting Policy: Chicago Teachers' Pension Fund

Votable Shares: 15,824

Shares Voted: 15,824

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	Elect Doris Honold as Director	Mgmt	Yes	For	For	For	No	No	No
6	Approve Remuneration Policy	Mgmt	Yes	For	Against	Against	Yes	No	No
7	Approve Second Section of the Remuneration Report	Mgmt	Yes	For	Against	Against	Yes	No	No
8	Approve 2025 Group Incentive System	Mgmt	Yes	For	Against	Against	Yes	No	No
	Extraordinary Business	Mgmt	No						

UniCredit SpA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Authorize Issuance of Shares to Be Subscribed Through a Contribution in Kind of Shares of Banco BPM SpA	Mgmt	Yes	For	For	For	No	No	No
2	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	Mgmt	Yes	For	For	For	No	No	No
3	Authorize Board to Increase Capital to Service the 2019 Group Incentive System	Mgmt	Yes	For	For	For	No	No	No
4	Authorize Board to Increase Capital to Service the 2020 Group Incentive System	Mgmt	Yes	For	For	For	No	No	No
5	Authorize Board to Increase Capital to Service the 2022 Group Incentive System	Mgmt	Yes	For	For	For	No	No	No
6	Authorize Board to Increase Capital to Service the 2023 Group Incentive System	Mgmt	Yes	For	For	For	No	No	No
7	Authorize Board to Increase Capital to Service the 2024 Group Incentive System	Mgmt	Yes	For	Against	Against	Yes	No	No
8	Authorize Board to Increase Capital to Service the Long Term Incentive Plan 2020-2023	Mgmt	Yes	For	For	For	No	No	No

DBS Group Holdings Ltd.

Meeting Date: 03/28/2025	Country: Singapore	Ticker: D05
Record Date:	Meeting Type: Annual	Meeting ID: 1935676
Primary Security ID: Y20246107		Primary ISIN: SG1L01001701
		Primary SEDOL: 6175203
		Voting Policy: Chicago Teachers' Pension Fund
Votable Shares: 9,963		Shares Voted: 9,963

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 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 Olivier Lim Tse Ghow as Director	Mgmt	Yes	For	For	For	No	No	No
6	Elect Bonghan Cho as Director	Mgmt	Yes	For	For	For	No	No	No

DBS Group Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7	Elect Tham Sai Choy as Director	Mgmt	Yes	For	For	For	No	No	No
8	Elect Tan Su Shan as Director	Mgmt	Yes	For	For	For	No	No	No
9	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	Yes	For	For	For	No	No	No
10	Approve Issuance of Shares Pursuant to the DBSH Scrip Dividend Scheme	Mgmt	Yes	For	For	For	No	No	No
11	Authorize Share Repurchase Program	Mgmt	Yes	For	For	For	No	No	No