

VOTE SUMMARY REPORT

Date range covered : 04/01/2025 to 04/30/2025

LOCATION(S): ALL LOCATIONS

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

UBS Group AG

Meeting Date: 04/10/2025

Country: Switzerland

Ticker: UBSG

Record Date:

Meeting Type: Annual

Meeting ID: 1913518

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 0.90 per Share	Mgmt	Yes	For	For	For	No	No	No
5	Approve Discharge of Board and Senior Management	Mgmt	Yes	For	For	For	No	No	No
6.1	Reelect Colm Kelleher as Director and Board Chair	Mgmt	Yes	For	Against	Against	Yes	No	Yes
6.2	Reelect Lukas Gaehwiler as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
6.3	Reelect Jeremy Anderson as Director	Mgmt	Yes	For	For	For	No	No	No
6.4	Reelect William Dudley as Director	Mgmt	Yes	For	For	For	No	No	No
6.5	Reelect Patrick Firmenich as Director	Mgmt	Yes	For	For	For	No	No	No
6.6	Reelect Fred Hu as Director	Mgmt	Yes	For	For	For	No	No	No
6.7	Reelect Mark Hughes as Director	Mgmt	Yes	For	For	For	No	No	No
6.8	Reelect Gail Kelly as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
6.9	Reelect Julie Richardson as Director	Mgmt	Yes	For	For	For	No	No	No
6.10	Reelect Jeanette Wong as Director	Mgmt	Yes	For	For	For	No	No	No
6.11	Elect Renata Bruengger as Director	Mgmt	Yes	For	Against	Against	Yes	No	No
6.12	Elect Lila Tretikov as Director	Mgmt	Yes	For	For	For	No	No	No
7.1	Reappoint Julie Richardson as Chairperson of the Compensation Committee	Mgmt	Yes	For	For	For	No	No	No
7.2	Reappoint Jeanette Wong 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	
7.3	Appoint Gail Kelly as Member of the Compensation Committee	Mgmt	Yes	For		Against	Against	Yes	No	Yes
8.1	Approve Remuneration of Directors in the Amount of CHF 15 Million for the Period from 2025 AGM until 2026 AGM	Mgmt	Yes	For		For	For	No	No	No
8.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 114.2 Million	Mgmt	Yes	For		For	For	No	No	No
8.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 32 Million	Mgmt	Yes	For		For	For	No	No	No
9.1	Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy	Mgmt	Yes	For		For	For	No	No	No
9.2	Ratify Ernst & Young AG as Auditors	Mgmt	Yes	For		For	For	No	No	No
10	Approve USD 12.1 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
11	Authorize Repurchase of up to USD 3.5 Billion in Issued Share Capital	Mgmt	Yes	For		For	For	No	No	No
12	Transact Other Business (Voting)	Mgmt	Yes	None		Against	Against	No	No	No

AstraZeneca PLC

Meeting Date: 04/11/2025	Country: United Kingdom	Ticker: AZN
Record Date: 04/09/2025	Meeting Type: Annual	Meeting ID: 1928686
Primary Security ID: G0593M107		Primary ISIN: GB0009895292
		Primary SEDOL: 0989529
		Voting Policy: Chicago Teachers' Pension Fund
Votable Shares: 4,701		Shares Voted: 4,701

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

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
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	Elect Birgit Conix as Director	Mgmt	Yes	For	For	For	No	No	No
5g	Elect Rene Haas as Director	Mgmt	Yes	For	For	For	No	No	No
5h	Elect Karen Knudsen as Director	Mgmt	Yes	For	For	For	No	No	No
5i	Re-elect Diana Layfield as Director	Mgmt	Yes	For	For	For	No	No	No
5j	Re-elect Anna Manz as Director	Mgmt	Yes	For	For	For	No	No	No
5k	Re-elect Sheri McCoy as Director	Mgmt	Yes	For	For	For	No	No	No
5l	Re-elect Tony Mok as Director	Mgmt	Yes	For	For	For	No	No	No
5m	Re-elect Nazneen Rahman as Director	Mgmt	Yes	For	For	For	No	No	No
5n	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	Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For	For	No	No	No
8	Authorise Issue of Equity	Mgmt	Yes	For	Against	Against	Yes	No	Yes
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	For	No	No	No
10	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
11	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For	For	No	No	No
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	For	For	No	No	No

Piraeus Financial Holdings SA

Meeting Date: 04/14/2025	Country: Greece	Ticker: TPEIR
Record Date: 04/08/2025	Meeting Type: Annual	Meeting ID: 1930735
Primary Security ID: X06397248		Primary ISIN: GRS014003032
		Primary SEDOL: BNC0DB0

Votable Shares: 80,251

Shares Voted: 80,251

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	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	No	No	No
2.1	Authorize Capitalization of Reserves for Bonus Issue	Mgmt	Yes	For	For	For	No	No	No
2.2	Approve Share Capital Reduction via Decrease in Par Value	Mgmt	Yes	For	For	For	No	No	No
2.3	Approve Non-Distribution of Minimum Dividend	Mgmt	Yes	For	For	For	No	No	No
3	Approve Management of Company and Grant Discharge to Auditors	Mgmt	Yes	For	For	For	No	No	No
4	Approve Auditors and Fix Their Remuneration	Mgmt	Yes	For	For	For	No	No	No
5	Receive Audit Committee's Activity Report	Mgmt	No						
6	Receive Report of Independent Non-Executive Directors	Mgmt	No						
7	Advisory Vote on Remuneration Report	Mgmt	Yes	For	Against	Against	Yes	No	No
8	Approve Director Remuneration	Mgmt	Yes	For	For	For	No	No	No
9	Approve Distribution of Discretionary Reserves to Company Personnel	Mgmt	Yes	For	For	For	No	No	No
10	Amend Remuneration Policy	Mgmt	Yes	For	For	For	No	No	No
11	Approve Severance Policy	Mgmt	Yes	For	For	For	No	No	No
12	Approve Share Plan Grant	Mgmt	Yes	For	Against	Against	Yes	No	No
13	Authorize Share Repurchase Program	Mgmt	Yes	For	For	For	No	No	No
14	Fix Maximum Variable Compensation Ratio for Executives of the Company	Mgmt	Yes	For	Against	Against	Yes	No	No
15	Fix Maximum Variable Compensation Ratio for the CEO	Mgmt	Yes	For	Against	Against	Yes	No	No
16	Elect Directors (Bundled)	Mgmt	Yes	For	Against	Against	Yes	No	Yes
17	Authorize Board to Participate in Companies with Similar Business Interests	Mgmt	Yes	For	For	For	No	No	No
18	Various Announcements	Mgmt	No						

Meeting Date: 04/15/2025	Country: Netherlands	Ticker: AIR
Record Date: 03/18/2025	Meeting Type: Annual	Meeting ID: 1926486
Primary Security ID: N0280G100		Primary ISIN: NL0000235190
		Primary SEDOL: 4012250

Voting Policy: Chicago Teachers' Pension Fund

Votable Shares: 4,052	Shares Voted: 4,052
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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	Adopt Financial Statements	Mgmt	Yes	For	For	For	No	No	No
2	Approve Allocation of Income and Dividends	Mgmt	Yes	For	For	For	No	No	No
3	Approve Extraordinary Dividend	Mgmt	Yes	For	For	For	No	No	No
4	Approve Discharge of Non-Executive Directors	Mgmt	Yes	For	For	For	No	No	No
5	Approve Discharge of Executive Directors	Mgmt	Yes	For	For	For	No	No	No
6	Reappoint EY Accountants B.V. as Auditor for the FY 2025	Mgmt	Yes	For	For	For	No	No	No
7	Ratify KPMG Accountants N.V. as Auditor for the FY 2026	Mgmt	Yes	For	For	For	No	No	No
8	Approve Remuneration Report	Mgmt	Yes	For	For	For	No	No	No
9	Approve Remuneration Policy for Board of Directors	Mgmt	Yes	For	For	For	No	No	No
10	Reelect Guillaume Faury as Executive Director	Mgmt	Yes	For	For	For	No	No	No
11	Reelect Catherine Guillouard as Non-Executive Director	Mgmt	Yes	For	For	For	No	No	No
12	Reelect Irene Rummelhoff as Non-Executive Director	Mgmt	Yes	For	For	For	No	No	No
13	Elect Doris Hopke Non-Executive as Director	Mgmt	Yes	For	For	For	No	No	No
14	Grant Board Authority to Issue Shares and Exclude Preemptive Rights for the Purpose of Employee Share Ownership Plans and Share-Related Long-Term Incentive Plans	Mgmt	Yes	For	For	For	No	No	No
15	Grant Board Authority to Issue Shares and Exclude Preemptive Rights for the Purpose of Company Funding	Mgmt	Yes	For	For	For	No	No	No
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	For	No	No	No
17	Approve Cancellation of Repurchased Shares	Mgmt	Yes	For	For	For	No	No	No

Sandoz Group AG

Meeting Date: 04/15/2025	Country: Switzerland	Ticker: SDZ
Record Date:	Meeting Type: Annual	Meeting ID: 1921733
Primary Security ID: H7140B103		Primary ISIN: CH1243598427
		Primary SEDOL: BLPLD38

	Voting Policy: Chicago Teachers' Pension Fund	
Votable Shares: 11,591		Shares Voted: 11,591

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 0.60 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	Change Location of Registered Office/Headquarters to Basel, Switzerland	Mgmt	Yes	For	For	For	No	No	No
5.2	Approve Creation of Capital Band within the Upper Limit of CHF 24.2 Million and the Lower Limit of CHF 22 Million with or without Exclusion of Preemptive Rights	Mgmt	Yes	For	For	For	No	No	No
5.3	Approve Creation of CHF 2.2 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments	Mgmt	Yes	For	For	For	No	No	No
5.4	Approve Creation of CHF 1.1 Million Pool of Conditional Capital for Employee Equity Participation	Mgmt	Yes	For	For	For	No	No	No
5.5	Amend Articles Re: Limitation of Subscription Rights	Mgmt	Yes	For	For	For	No	No	No
6.1.a	Reelect Gilbert Ghostine as Director and Board Chair	Mgmt	Yes	For	For	For	No	No	No
6.1.b	Reelect Karen Huebscher as Director	Mgmt	Yes	For	For	For	No	No	No
6.1.c	Reelect Shamiram Feinglass as Director	Mgmt	Yes	For	For	For	No	No	No
6.1.d	Reelect Mathai Mammen as Director	Mgmt	Yes	For	For	For	No	No	No
6.1.e	Reelect Graeme Pitkethly as Director	Mgmt	Yes	For	For	For	No	No	No
6.1.f	Reelect Michael Rechsteiner as Director	Mgmt	Yes	For	For	For	No	No	No
6.1.g	Reelect Urs Riedener as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
6.1.h	Reelect Aarti Shah as Director	Mgmt	Yes	For	For	For	No	No	No
6.1.i	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
6.1.j	Reelect Maria Varsellona as Director	Mgmt	Yes	For		For	For	No	No	No
6.2.1	Reappoint Urs Riedener as Member of the Human Capital and ESG Committee	Mgmt	Yes	For		Against	Against	Yes	No	Yes
6.2.2	Reappoint Michael Rechsteiner as Member of the Human Capital and ESG Committee	Mgmt	Yes	For		For	For	No	No	No
6.2.3	Reappoint Aarti Shah as Member of the Human Capital and ESG Committee	Mgmt	Yes	For		For	For	No	No	No
6.2.4	Reappoint Ioannis Skoufalos as Member of the Human Capital and ESG Committee	Mgmt	Yes	For		For	For	No	No	No
6.2.5	Reappoint Maria Varsellona as Member of the Human Capital and ESG Committee	Mgmt	Yes	For		For	For	No	No	No
7.1	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	Yes	For		For	For	No	No	No
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 47.1 Million	Mgmt	Yes	For		For	For	No	No	No
7.3	Approve Remuneration Report (Non-Binding)	Mgmt	Yes	For		For	For	No	No	No
8	Ratify KPMG AG as Auditors	Mgmt	Yes	For		For	For	No	No	No
9	Designate Advoro Zurich AG as Independent Proxy	Mgmt	Yes	For		For	For	No	No	No
10	Transact Other Business (Voting)	Mgmt	Yes	For		Against	Against	Yes	No	No

Nestle SA

Meeting Date: 04/16/2025	Country: Switzerland	Ticker: NESN	
Record Date:	Meeting Type: Annual	Meeting ID: 1922819	
Primary Security ID: H57312649		Primary ISIN: CH0038863350	Primary SEDOL: 7123870

	Voting Policy: Chicago Teachers' Pension Fund
Votable Shares: 2,658	Shares Voted: 2,658

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
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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec		Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3	Approve Allocation of Income and Dividends of CHF 3.05 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 Pablo Isla 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 Hanne Jimenez de Mora as Director	Mgmt	Yes	For		For	For	No	No	No
4.1.e	Reelect Dick Boer as Director	Mgmt	Yes	For		For	For	No	No	No
4.1.f	Reelect Patrick Aebischer 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 Lindiwe Sibanda as Director	Mgmt	Yes	For		For	For	No	No	No
4.1.i	Reelect Chris Leong as Director	Mgmt	Yes	For		For	For	No	No	No
4.1.j	Reelect Luca Maestri as Director	Mgmt	Yes	For		For	For	No	No	No
4.1.k	Reelect Rainer Blair as Director	Mgmt	Yes	For		For	For	No	No	No
4.1.l	Reelect Marie-Gabrielle Ineichen-Fleisch as Director	Mgmt	Yes	For		For	For	No	No	No
4.1.m	Reelect Geraldine Matchett as Director	Mgmt	Yes	For		For	For	No	No	No
4.2	Elect Laurent Freixe 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 70 Million	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
6	Approve CHF 4.3 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	Transact Other Business (Voting)	Mgmt	Yes	Against	Against	Against	No	No	No

LVMH Moet Hennessy Louis Vuitton SE

Meeting Date: 04/17/2025	Country: France	Ticker: MC
Record Date: 04/15/2025	Meeting Type: Annual/Special	Meeting ID: 1925336
Primary Security ID: F58485115		Primary ISIN: FR0000121014
		Primary SEDOL: 4061412
Voting Policy: Chicago Teachers' Pension Fund		
Votable Shares: 1,327		Shares Voted: 1,327

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 Mentioning the Absence of New Transactions	Mgmt	Yes	For	Against	Against	Yes	No	No
5	Ratify Appointment of Wei Sun Christianson as Director	Mgmt	Yes	For	For	For	No	No	No
6	Reelect Bernard Arnault as Director	Mgmt	Yes	For	Against	Against	Yes	No	No
7	Reelect Sophie Chassat as Director	Mgmt	Yes	For	For	For	No	No	No
8	Reelect Clara Gaymard as Director	Mgmt	Yes	For	For	For	No	No	No
9	Reelect Hubert Védrine as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
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

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
14	Approve Remuneration Policy of Chairman and CEO	Mgmt	Yes	For		Against	Against	Yes	No	No
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For		For	For	No	No	No
	Extraordinary Business	Mgmt	No							
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For		For	For	No	No	No
17	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
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	Yes	For		For	For	No	No	No
19	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
20	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	Yes	For		Against	Against	Yes	No	No
21	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
22	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Mgmt	Yes	For		Against	Against	Yes	No	No
23	Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	Mgmt	Yes	For		Against	Against	Yes	No	No
24	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Mgmt	Yes	For		Against	Against	Yes	No	No
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For		For	For	No	No	No
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	Yes	For		For	For	No	No	No

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
27	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million	Mgmt	Yes	For	For	For	No	No	No
28	Amend Articles 12 and 16 of Bylaws Re: Age Limit of Chairman of the Board and CEO	Mgmt	Yes	For	For	For	No	No	No
29	Amend Articles of Bylaws to Incorporate Legal Changes	Mgmt	Yes	For	Against	Against	Yes	No	No

Beazley Plc

Meeting Date: 04/22/2025	Country: United Kingdom	Ticker: BEZ
Record Date: 04/16/2025	Meeting Type: Annual	Meeting ID: 1941549
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 Carolyn Johnson 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
14	Elect Barbara Jensen as Director	Mgmt	Yes	For	For	For	No	No	No
15	Reappoint EY as Auditors	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
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	No	No	No
17	Approve Savings-Related Share Option Plan for US Employees	Mgmt	Yes	For	For	For	No	No	No
18	Authorise Issue of Equity	Mgmt	Yes	For	Against	Against	Yes	No	Yes
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	For	No	No	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For	For	No	No	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	For	For	No	No	No

ASML Holding NV

Meeting Date: 04/23/2025	Country: Netherlands	Ticker: ASML
Record Date: 03/26/2025	Meeting Type: Annual	Meeting ID: 1924206
Primary Security ID: N07059202		Primary ISIN: NL0010273215
		Primary SEDOL: B929F46
		Voting Policy: Chicago Teachers' Pension Fund
Votable Shares: 1,393		Shares Voted: 1,393

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	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	No						
3d	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
6	Amend Remuneration Policy of Executive Board	Mgmt	Yes	For	For	For	No	No	No
7	Amend Remuneration of Supervisory Board	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	
8a	Reelect B.M. Conix to Supervisory Board	Mgmt	Yes	For		For	For	No	No	No
8b	Elect C.E.G. van Gennip to Supervisory Board	Mgmt	Yes	For		For	For	No	No	No
8c	Discuss Composition of the Supervisory Board	Mgmt	No							
9a	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	Yes	For		For	For	No	No	No
9b	Appoint PricewaterhouseCoopers Accountants N.V. as Auditor for Sustainability Reporting	Mgmt	Yes	For		For	For	No	No	No
10a	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
10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For		For	For	No	No	No
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For		For	For	No	No	No
12	Authorize Cancellation of Ordinary Shares	Mgmt	Yes	For		For	For	No	No	No
13	Other Business (Non-Voting)	Mgmt	No							
14	Close Meeting	Mgmt	No							

Galderma Group AG

Meeting Date: 04/23/2025	Country: Switzerland	Ticker: GALD
Record Date:	Meeting Type: Annual	Meeting ID: 1921734
Primary Security ID: H3301B107		Primary ISIN: CH1335392721
		Primary SEDOL: BRC2T72
Voting Policy: Chicago Teachers' Pension Fund		
Votable Shares: 3,685		Shares Voted: 3,685

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 Non-Financial Report	Mgmt	Yes	For		For	For	No	No	No
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	Yes	For		Against	Against	Yes	No	No
2	Approve Allocation of Income and Dividends of CHF 0.15 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

Galderma 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
4.1.1	Reelect Thomas Ebeling as Director and Board Chair	Mgmt	Yes	For	For	For	No	No	No
4.1.2	Reelect Michael Bauer as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
4.1.3	Reelect Marcus Brennecke as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.4	Reelect Daniel Browne as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.5	Reelect Maria Hilado as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.6	Reelect Karen Ling as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.7	Reelect Sherilyn McCoy as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
4.1.8	Reelect Flemming Ornskov as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
4.2.1	Elect Roberto Marques as Director	Mgmt	Yes	For	For	For	No	No	No
4.3.1	Reappoint Karen Ling as Member of the Compensation Committee	Mgmt	Yes	For	For	For	No	No	No
4.3.2	Reappoint Thomas Ebeling as Member of the Compensation Committee	Mgmt	Yes	For	For	For	No	No	No
4.4	Appoint Roberto Marques as Member of the Compensation Committee	Mgmt	Yes	For	For	For	No	No	No
5.1	Approve Remuneration of Directors in the Amount of CHF 2.8 Million	Mgmt	Yes	For	For	For	No	No	No
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 29.8 Million	Mgmt	Yes	For	Against	Against	Yes	No	No
6	Designate Altenburger Ltd as Independent Proxy	Mgmt	Yes	For	For	For	No	No	No
7	Ratify KPMG AG as Auditors	Mgmt	Yes	For	Against	Against	Yes	No	Yes
8	Transact Other Business (Voting)	Mgmt	Yes	For	Against	Against	Yes	No	No

L'Oreal SA

Meeting Date: 04/29/2025	Country: France	Ticker: OR
Record Date: 04/25/2025	Meeting Type: Annual/Special	Meeting ID: 1926527
Primary Security ID: F58149133		Primary ISIN: FR0000120321
		Primary SEDOL: 4057808

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 7 per Share and an Extra of EUR 0.70 per Share to Long Term Registered Shares	Mgmt	Yes	For	For	For	No	No	No
4	Elect Thélys as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
5	Elect Isabelle Seillier as Director	Mgmt	Yes	For	For	For	No	No	No
6	Elect Aurélie Jean as Director	Mgmt	Yes	For	For	For	No	No	No
7	Reelect Nicolas Hieronimus as Director	Mgmt	Yes	For	For	For	No	No	No
8	Reelect Paul Bulcke as Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
9	Reelect Alexandre Ricard as Director	Mgmt	Yes	For	For	For	No	No	No
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 2 Million	Mgmt	Yes	For	For	For	No	No	No
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	Against	Against	Yes	No	No
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	For	No	No	No
	Extraordinary Business	Mgmt	No						
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,607,365.88	Mgmt	Yes	For	For	For	No	No	No

L'Oreal SA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
19	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	Yes	For		For	For	No	No	No
20	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	Mgmt	Yes	For		For	For	No	No	No
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For		For	For	No	No	No
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	Yes	For		For	For	No	No	No
23	Amend Article 9 of Bylaws to Incorporate Legal Changes	Mgmt	Yes	For		For	For	No	No	No
24	Amend Article 12 of Bylaws to Incorporate Legal Changes	Mgmt	Yes	For		For	For	No	No	No
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For		For	For	No	No	No

Canadian Pacific Kansas City Limited

Meeting Date: 04/30/2025	Country: Canada	Ticker: CP
Record Date: 03/10/2025	Meeting Type: Annual/Special	Meeting ID: 1927653
Primary Security ID: 13646K108	Primary ISIN: CA13646K1084	Primary SEDOL: BMBQR09
Voting Policy: Chicago Teachers' Pension Fund		
Votable Shares: 4,842	Shares Voted: 4,842	

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	Approve Amendments to Advance Notice Requirement	Mgmt	Yes	For		Against	Against	Yes	No	No
5.1	Elect Director John Baird	Mgmt	Yes	For		For	For	No	No	No
5.2	Elect Director Isabelle Courville	Mgmt	Yes	For		For	For	No	No	No
5.3	Elect Director Keith E. Creel	Mgmt	Yes	For		For	For	No	No	No
5.4	Elect Director Antonio Garza	Mgmt	Yes	For		For	For	No	No	No
5.5	Elect Director Arturo Gutierrez Hernandez	Mgmt	Yes	For		For	For	No	No	No
5.6	Elect Director Edward R. Hamberger	Mgmt	Yes	For		For	For	No	No	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	
5.7	Elect Director Janet H. Kennedy	Mgmt	Yes	For		For	For	No	No	No
5.8	Elect Director Henry J. Maier	Mgmt	Yes	For		For	For	No	No	No
5.9	Elect Director Matthew H. Paull	Mgmt	Yes	For		For	For	No	No	No
5.10	Elect Director Jane L. Peverett	Mgmt	Yes	For		For	For	No	No	No
5.11	Elect Director Andrea Robertson	Mgmt	Yes	For		For	For	No	No	No
5.12	Elect Director Gordon T. Trafton	Mgmt	Yes	For		For	For	No	No	No

EssilorLuxottica SA

Meeting Date: 04/30/2025	Country: France	Ticker: EL	
Record Date: 04/28/2025	Meeting Type: Annual/Special	Meeting ID: 1938870	
Primary Security ID: F31665106		Primary ISIN: FR0000121667	Primary SEDOL: 7212477

Voting Policy: Chicago Teachers' Pension Fund

Votable Shares: 1,573

Shares Voted: 1,573

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 3.95 per Share	Mgmt	Yes	For	For	For	No	No	No
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	Renew Appointment of Forvis Mazars as Auditor	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
12	Appoint Ernst & Young Audit as Auditor	Mgmt	Yes	For		For	For	No	No	No
13	Appoint Ernst & Young Audit as Auditor for Sustainability Reporting	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	Amend Article 22 of Bylaws Re: Alternate Auditors	Mgmt	Yes	For		For	For	No	No	No
	Ordinary Business	Mgmt	No							
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For		For	For	No	No	No