



Morningstar® Developed Markets Ex-Japan Gender Diversity IndexSM Constituents

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GE score groups and score range

Region	Score group	Score range
DM Asia-Pacific	1	59.15 – 78.92
	2	52.41 – 59.11
	3	46.89 – 52.39
	4	36.58 – 45.92
	5	0.00 – 36.52
DM Europe & Mid East	1	59.11 – 74.56
	2	52.88 – 59.11
	3	48.44 – 52.83
	4	41.85 – 48.38
	5	0.00 – 41.85
DM Americas	1	54.89 – 72.23
	2	49.56 – 54.85
	3	44.17 – 49.56
	4	36.00 – 44.17
	5	5.33 – 36.00

For a security without an Equileap Gender Equality score, it is assigned a representative Gender Equality score, which is the average of scores assigned to all securities within the same sector in the country of classification for the security. Each company is assigned a Gender Equality Group of 1-5 based on its Equileap Gender Equality score. The Gender Equality group determines the tilt weighting factor of each constituent. Companies in #group 1 represent those having the best Gender Equality Scores. Please see the index rulebook for more details.

Morningstar GenDi mark

Companies in Group 1 represent those with the best Gender Equality Scores and may display the Morningstar GenDi mark. For mark access and usage details, please contact indexes@morningstar.com.

Data as of Dec 2022. For informational purposes only.

Index constituents

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Amazon.com Inc	AMZN	Consumer Cyclical	DM Americas	2.3401%	1
Unitedhealth Group Inc	UNH	Healthcare	DM Americas	1.4012%	1
Johnson & Johnson	JNJ	Healthcare	DM Americas	1.2799%	1
Exxon Mobil Corp	XOM	Energy	DM Americas	1.2690%	1
JP Morgan Chase & Co	JPM	Financial Services	DM Americas	1.1082%	1
Procter & Gamble	PG	Consumer Defensive	DM Americas	0.9748%	1
Visa Inc A	V	Financial Services	DM Americas	0.9703%	1
Chevron Corp	CVX	Energy	DM Americas	0.9028%	1
Mastercard Inc A	MA	Financial Services	DM Americas	0.8316%	1
AbbVie Inc.	ABBV	Healthcare	DM Americas	0.7794%	1

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Merck & Co Inc	MRK	Healthcare	DM Americas	0.7629%	1
Meta Platforms Inc. Class A	META	Communication Services	DM Americas	0.7366%	1
Bank of America Corp	BAC	Financial Services	DM Americas	0.7236%	1
PepsiCo Inc	PEP	Consumer Defensive	DM Americas	0.7002%	1
Coca-Cola Co	KO	Consumer Defensive	DM Americas	0.6771%	1
McDonalds Corp	MCD	Consumer Cyclical	DM Americas	0.5489%	1
Novartis AG Reg	NOVN	Healthcare	DM Europe & Mid East	0.5355%	1
Accenture plc A	ACN	Technology	DM Americas	0.5206%	1
Wells Fargo & Co	WFC	Financial Services	DM Americas	0.4974%	1
Walt Disney Co	DIS	Communication Services	DM Americas	0.4880%	1
Bristol-Myers Squibb	BMJ	Healthcare	DM Americas	0.4688%	1
Verizon Communications Inc	VZ	Communication Services	DM Americas	0.4477%	1
Adobe Inc.	ADBE	Technology	DM Americas	0.4415%	1
Salesforce Inc.	CRM	Technology	DM Americas	0.4361%	1
ConocoPhillips	COP	Energy	DM Americas	0.4300%	1
Philip Morris International	PM	Consumer Defensive	DM Americas	0.4225%	1
Amgen Inc	AMGN	Healthcare	DM Americas	0.4190%	1
TotalEnergies	TTE	Energy	DM Europe & Mid East	0.3879%	1
BHP Group Ltd	BHP	Basic Materials	DM Asia-Pacific	0.3816%	1
Royal Bank of Canada	RY	Financial Services	DM Americas	0.3764%	1
AT&T Inc	T	Communication Services	DM Americas	0.3757%	1
Intl Business Machines Corp	IBM	Technology	DM Americas	0.3678%	1
Goldman Sachs Group Inc	GS	Financial Services	DM Americas	0.3605%	1
Elevance Health Inc.	ELV	Healthcare	DM Americas	0.3498%	1
Intel Corp	INTC	Technology	DM Americas	0.3377%	1
Unilever	ULVR	Consumer Defensive	DM Europe & Mid East	0.3292%	1
S&P Global Inc	SPGI	Financial Services	DM Americas	0.3287%	1
Toronto-Dominion Bank	TD	Financial Services	DM Americas	0.3263%	1
Starbucks Corp	SBUX	Consumer Cyclical	DM Americas	0.3207%	1
Intuit Inc	INTU	Technology	DM Americas	0.3144%	1
BP	BP.	Energy	DM Europe & Mid East	0.3136%	1
Lockheed Martin	LMT	Industrials	DM Americas	0.3131%	1
HSBC Holdings Plc	HSBA	Financial Services	DM Europe & Mid East	0.3075%	1
Commonwealth Bank Australia	CBA	Financial Services	DM Asia-Pacific	0.3048%	1
Gilead Sciences Inc	GILD	Healthcare	DM Americas	0.3011%	1
Automatic Data Processing	ADP	Industrials	DM Americas	0.3002%	1
SAP SE	SAP	Technology	DM Europe & Mid East	0.2984%	1
BlackRock Inc	BLK	Financial Services	DM Americas	0.2952%	1
Cigna Corporation	CI	Healthcare	DM Americas	0.2744%	1

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Boeing Co	BA	Industrials	DM Americas	0.2731%	1
Diageo Plc	DGE	Consumer Defensive	DM Europe & Mid East	0.2683%	1
AstraZeneca Plc	AZN	Healthcare	DM Europe & Mid East	0.2614%	1
Sanofi-Aventis	SAN	Healthcare	DM Europe & Mid East	0.2606%	1
American Express Co	AXP	Financial Services	DM Americas	0.2585%	1
General Electric Co	GE	Industrials	DM Americas	0.2578%	1
Citigroup Inc	C	Financial Services	DM Americas	0.2564%	1
Mondelez International Inc	MDLZ	Consumer Defensive	DM Americas	0.2534%	1
PayPal Holdings Inc.	PYPL	Financial Services	DM Americas	0.2480%	1
L'Oreal	OR	Consumer Defensive	DM Europe & Mid East	0.2338%	1
ServiceNow Inc.	NOW	Technology	DM Americas	0.2300%	1
Altria Group Inc	MO	Consumer Defensive	DM Americas	0.2294%	1
Enbridge Inc	ENB	Energy	DM Americas	0.2269%	1
Vertex Pharmaceuticals Inc	VRTX	Healthcare	DM Americas	0.2219%	1
Regeneron Pharmaceuticals Inc	REGN	Healthcare	DM Americas	0.2204%	1
Allianz SE	ALV	Financial Services	DM Europe & Mid East	0.2181%	1
Northrop Grumman Corp	NOC	Industrials	DM Americas	0.2121%	1
Target Corp	TGT	Consumer Defensive	DM Americas	0.2119%	1
Duke Energy Corp	DUK	Utilities	DM Americas	0.2104%	1
Schneider Electric SE	SU	Industrials	DM Europe & Mid East	0.2073%	1
Zoetis Inc	ZTS	Healthcare	DM Americas	0.1973%	1
3M Co	MMM	Industrials	DM Americas	0.1907%	1
Zurich Insurance Group AG	ZURN	Financial Services	DM Europe & Mid East	0.1815%	1
Rio Tinto Plc	RIO	Basic Materials	DM Europe & Mid East	0.1790%	1
Bank of Montreal	BMO	Financial Services	DM Americas	0.1788%	1
Boston Scientific Corp	BSX	Healthcare	DM Americas	0.1772%	1
Deutsche Telekom AG	DTE	Communication Services	DM Europe & Mid East	0.1770%	1
Colgate-Palmolive Co	CL	Consumer Defensive	DM Americas	0.1767%	1
GSK plc	GSK	Healthcare	DM Europe & Mid East	0.1704%	1
Bank of Nova Scotia Halifax	BNS	Financial Services	DM Americas	0.1689%	1
National Australia Bank Ltd	NAB	Financial Services	DM Asia-Pacific	0.1658%	1
Iberdrola SA	IBE	Utilities	DM Europe & Mid East	0.1650%	1
General Motors Company	GM	Consumer Cyclical	DM Americas	0.1617%	1
UBS Group AG	UBSG	Financial Services	DM Europe & Mid East	0.1617%	1
Estee Lauder Cos. A	EL	Consumer Defensive	DM Americas	0.1495%	1
Sempra	SRE	Utilities	DM Americas	0.1429%	1
Bayer AG	BAYN	Healthcare	DM Europe & Mid East	0.1421%	1
Occidental Petroleum	OXY	Energy	DM Americas	0.1416%	1
Metlife Inc	MET	Financial Services	DM Americas	0.1405%	1

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Hermes Intl	RMS	Consumer Cyclical	DM Europe & Mid East	0.1404%	1
General Mills Inc	GIS	Consumer Defensive	DM Americas	0.1390%	1
Westpac Banking Corp	WBC	Financial Services	DM Asia-Pacific	0.1378%	1
Anglo American Plc	AAL	Basic Materials	DM Europe & Mid East	0.1377%	1
American Electric Power	AEP	Utilities	DM Americas	0.1360%	1
Reckitt Benckiser Group PLC	RKT	Consumer Defensive	DM Europe & Mid East	0.1324%	1
Mercedes-Benz	MBG	Consumer Cyclical	DM Europe & Mid East	0.1314%	1
Moodys Corp	MCO	Financial Services	DM Americas	0.1287%	1
Agilent Technologies Inc	A	Healthcare	DM Americas	0.1266%	1
Kimberly-Clark	KMB	Consumer Defensive	DM Americas	0.1252%	1
Banco Santander SA	SAN	Financial Services	DM Europe & Mid East	0.1251%	1
ANZ Banking Group	ANZ	Financial Services	DM Asia-Pacific	0.1225%	1
Biogen Inc	BIIB	Healthcare	DM Americas	0.1211%	1
Lululemon Athletica inc	LULU	Consumer Cyclical	DM Americas	0.1208%	1
Autodesk Inc	ADSK	Technology	DM Americas	0.1200%	1
National Grid PLC	NG.	Utilities	DM Europe & Mid East	0.1188%	1
Canadian Imperial Bank of Commerce	CM	Financial Services	DM Americas	0.1181%	1
BASF SE	BAS	Basic Materials	DM Europe & Mid East	0.1164%	1
ING Groep NV	INGA	Financial Services	DM Europe & Mid East	0.1141%	1
Trane Technologies plc	TT	Industrials	DM Americas	0.1131%	1
Constellation Brands Inc A	STZ	Consumer Defensive	DM Americas	0.1131%	1
Exelon Corp	EXC	Utilities	DM Americas	0.1122%	1
Prudential Financial Inc	PRU	Financial Services	DM Americas	0.1099%	1
Paychex Inc	PAYX	Industrials	DM Americas	0.1087%	1
Capital One Financial	COF	Financial Services	DM Americas	0.1084%	1
Kering	KER	Consumer Cyclical	DM Europe & Mid East	0.1073%	1
Enel SpA	ENEL	Utilities	DM Europe & Mid East	0.1036%	1
Newmont Corp	NEM	Basic Materials	DM Americas	0.1030%	1
Ecolab Inc	ECL	Basic Materials	DM Americas	0.1016%	1
Equinor ASA	EQNR	Energy	DM Europe & Mid East	0.1011%	1
Lloyds Banking Group Plc	LLOY	Financial Services	DM Europe & Mid East	0.1007%	1
Yum! Brands Inc	YUM	Consumer Cyclical	DM Americas	0.1001%	1
Dow Inc	DOW	Basic Materials	DM Americas	0.1001%	1
Intesa SanPaolo	ISP	Financial Services	DM Europe & Mid East	0.0981%	1
Banco Bilbao Vizcaya Argentaria SA	BBVA	Financial Services	DM Europe & Mid East	0.0978%	1
Cummins Inc	CMI	Industrials	DM Americas	0.0968%	1
DuPont de Nemours Inc.	DD	Basic Materials	DM Americas	0.0966%	1
Hershey Foods Corp	HSY	Consumer Defensive	DM Americas	0.0945%	1

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ENI SpA	ENI	Energy	DM Europe & Mid East	0.0945%	1
Illumina Inc	ILMN	Healthcare	DM Americas	0.0937%	1
Manulife Financial Corporation	MFC	Financial Services	DM Americas	0.0932%	1
The Bank of New York Mellon Corp	BK	Financial Services	DM Americas	0.0923%	1
Workday Inc. A	WDAY	Technology	DM Americas	0.0914%	1
Wesfarmers Ltd	WES	Consumer Cyclical	DM Asia-Pacific	0.0912%	1
Welltower Inc	WELL	Real Estate	DM Americas	0.0900%	1
Nordea Bank Abp	NDA SE	Financial Services	DM Europe & Mid East	0.0861%	1
Experian Plc	EXPN	Industrials	DM Europe & Mid East	0.0851%	1
Danone	BN	Consumer Defensive	DM Europe & Mid East	0.0831%	1
Baker Hughes Company	BKR	Energy	DM Americas	0.0803%	1
Uber Technologies Inc.	UBER	Technology	DM Americas	0.0789%	1
Republic Services Inc	RSG	Industrials	DM Americas	0.0782%	1
Baxter Intl Inc	BAX	Healthcare	DM Americas	0.0779%	1
AmerisourceBergen Corp	ABC	Healthcare	DM Americas	0.0756%	1
American Water Works Co Inc	AWK	Utilities	DM Americas	0.0754%	1
Sun Life Financial Serv Canada	SLF	Financial Services	DM Americas	0.0754%	1
Vodafone Group	VOD	Communication Services	DM Europe & Mid East	0.0744%	1
Willis Towers Watson PLC	WTW	Financial Services	DM Americas	0.0740%	1
Intl Flavors & Fragrances	IFF	Basic Materials	DM Americas	0.0738%	1
Holcim Ltd	HOLN	Basic Materials	DM Europe & Mid East	0.0736%	1
Transurban Group NPV	TCL	Industrials	DM Asia-Pacific	0.0727%	1
Volvo AB B	VOLV B	Industrials	DM Europe & Mid East	0.0726%	1
Wolters Kluwer NV	WKL	Industrials	DM Europe & Mid East	0.0722%	1
Intact Financial Corporation	IFC	Financial Services	DM Americas	0.0713%	1
Engie	ENGI	Utilities	DM Europe & Mid East	0.0702%	1
Cap Gemini SE	CAP	Technology	DM Europe & Mid East	0.0701%	1
Edison Intl	EIX	Utilities	DM Americas	0.0695%	1
Woolworths Group Ltd	WOW	Consumer Defensive	DM Asia-Pacific	0.0693%	1
Unicredit SpA Ord	UCG	Financial Services	DM Europe & Mid East	0.0688%	1
VMware Inc A	VMW	Technology	DM Americas	0.0686%	1
eBay Inc.	EBAY	Consumer Cyclical	DM Americas	0.0683%	1
Hartford Finl Services Group	HIG	Financial Services	DM Americas	0.0675%	1
Rio Tinto Ltd	RIO	Basic Materials	DM Asia-Pacific	0.0674%	1
National Bank of Canada	NA	Financial Services	DM Americas	0.0651%	1
Dassault Systemes SA	DSY	Technology	DM Europe & Mid East	0.0635%	1
Raymond James Financial Inc	RJF	Financial Services	DM Americas	0.0621%	1
ANSYS Inc	ANSS	Technology	DM Americas	0.0606%	1
Cardinal Health Inc	CAH	Healthcare	DM Americas	0.0597%	1

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Ingersoll Rand Inc.	IR	Industrials	DM Americas	0.0595%	1
Saint-Gobain Cie de	SGO	Industrials	DM Europe & Mid East	0.0594%	1
MERCK KGaA	MRK	Healthcare	DM Europe & Mid East	0.0587%	1
Principal Financial Group	PFG	Financial Services	DM Americas	0.0568%	1
Koninklijke DSM NV	DSM	Basic Materials	DM Europe & Mid East	0.0558%	1
Neste Oyj	NESTE	Energy	DM Europe & Mid East	0.0555%	1
Xylem Inc	XYL	Industrials	DM Americas	0.0554%	1
Heineken NV	HEIA	Consumer Defensive	DM Europe & Mid East	0.0545%	1
Fortescue Metals Group	FMG	Basic Materials	DM Asia-Pacific	0.0543%	1
Scottish & Southern Energy	SSE	Utilities	DM Europe & Mid East	0.0541%	1
Legrand Promesses	LR	Industrials	DM Europe & Mid East	0.0540%	1
Assicurazioni Generali SpA	G	Financial Services	DM Europe & Mid East	0.0534%	1
Telefonica SA	TEF	Communication Services	DM Europe & Mid East	0.0528%	1
Fortis Inc	FTS	Utilities	DM Americas	0.0523%	1
Invitation Homes	INVH	Real Estate	DM Americas	0.0517%	1
Biomarin Pharmaceutical Inc	BMRN	Healthcare	DM Americas	0.0512%	1
Kellogg Co	K	Consumer Defensive	DM Americas	0.0509%	1
Clorox Co	CLX	Consumer Defensive	DM Americas	0.0501%	1
Michelin CGDE B Brown	ML	Consumer Cyclical	DM Europe & Mid East	0.0499%	1
Societe Generale	GLE	Financial Services	DM Europe & Mid East	0.0495%	1
Synchrony Financial	SYF	Financial Services	DM Americas	0.0495%	1
Orange	ORA	Communication Services	DM Europe & Mid East	0.0482%	1
Best Buy Co Inc	BBY	Consumer Cyclical	DM Americas	0.0467%	1
Teck Resources Limited Class B SV	TECK.B	Basic Materials	DM Americas	0.0467%	1
Standard Chartered	STAN	Financial Services	DM Europe & Mid East	0.0463%	1
Etsy Inc.	ETSY	Consumer Cyclical	DM Americas	0.0457%	1
Legal & General Group	LGDN	Financial Services	DM Europe & Mid East	0.0454%	1
J.M. Smucker Co	SJM	Consumer Defensive	DM Americas	0.0449%	1
Universal Music Group NV	UMG	Communication Services	DM Europe & Mid East	0.0448%	1
Omnicom Group	OMC	Communication Services	DM Americas	0.0447%	1
Expedia Group Inc.	EXPE	Consumer Cyclical	DM Americas	0.0444%	1
Jacobs Solutions Inc.	J	Industrials	DM Americas	0.0442%	1
DNB Bank ASA	DNB	Financial Services	DM Europe & Mid East	0.0436%	1
DoorDash Inc. Class A	DASH	Communication Services	DM Americas	0.0416%	1
3i Group	III	Financial Services	DM Europe & Mid East	0.0397%	1
Essex Property Trust	ESS	Real Estate	DM Americas	0.0393%	1
Match Group Inc.	MTCH	Communication Services	DM Americas	0.0391%	1
BCE Inc	BCE	Communication Services	DM Americas	0.0389%	1
Barclays	BARC	Financial Services	DM Europe & Mid East	0.0388%	1

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Healthpeak Properties Inc.	PEAK	Real Estate	DM Americas	0.0388%	1
Aristocrat Leisure Ltd	ALL	Consumer Cyclical	DM Asia-Pacific	0.0386%	1
Booz Allen Hamilton Holding Corp A	BAH	Industrials	DM Americas	0.0385%	1
Publicis Groupe	PUB	Communication Services	DM Europe & Mid East	0.0385%	1
WSP Global Inc.	WSP	Industrials	DM Americas	0.0385%	1
Aviva	AV.	Financial Services	DM Europe & Mid East	0.0376%	1
Coles Group Ltd	COL	Consumer Defensive	DM Asia-Pacific	0.0375%	1
SVB Financial Group	SIVB	Financial Services	DM Americas	0.0375%	1
Host Hotels & Resorts Inc	HST	Real Estate	DM Americas	0.0370%	1
Swedbank AB	SWED A	Financial Services	DM Europe & Mid East	0.0369%	1
Essity AB - B shares	ESSITY B	Consumer Defensive	DM Europe & Mid East	0.0366%	1
Brown-Forman Corp B	BF.B	Consumer Defensive	DM Americas	0.0365%	1
SGS-Soc Gen Surveil Hldg Reg	SGSN	Industrials	DM Europe & Mid East	0.0356%	1
Singapore Telecommunications Ltd	Z74	Communication Services	DM Asia-Pacific	0.0348%	1
Energias de Portugal SA	EDP	Utilities	DM Europe & Mid East	0.0346%	1
Credit Agricole SA	ACA	Financial Services	DM Europe & Mid East	0.0342%	1
Teleperformance	TEP	Industrials	DM Europe & Mid East	0.0333%	1
NN Group N.V.	NN	Financial Services	DM Europe & Mid East	0.0329%	1
Equity Lifestyle Properties Inc	ELS	Real Estate	DM Americas	0.0318%	1
QBE Insurance Group Ltd	QBE	Financial Services	DM Asia-Pacific	0.0316%	1
Splunk Inc.	SPLK	Technology	DM Americas	0.0314%	1
Imperial Oil Ltd	IMO	Energy	DM Americas	0.0302%	1
VF Corp	VFC	Consumer Cyclical	DM Americas	0.0296%	1
Campbell Soup Co	CPB	Consumer Defensive	DM Americas	0.0296%	1
Croda Intl	CRDA	Basic Materials	DM Europe & Mid East	0.0293%	1
Molson Coors Beverage Co B	TAP	Consumer Defensive	DM Americas	0.0284%	1
Boston Properties Inc	BXP	Real Estate	DM Americas	0.0281%	1
Hang Seng Bank Ltd.	11	Financial Services	DM Asia-Pacific	0.0277%	1
TELUS Corp	T	Communication Services	DM Americas	0.0270%	1
Aker BP ASA	AKRBP	Energy	DM Europe & Mid East	0.0269%	1
Telstra Group Ltd	TLS	Communication Services	DM Asia-Pacific	0.0267%	1
Burberry Group	BRBY	Consumer Cyclical	DM Europe & Mid East	0.0266%	1
Sage Group	SGE	Technology	DM Europe & Mid East	0.0265%	1
Snam SpA	SRG	Utilities	DM Europe & Mid East	0.0261%	1
Vistra Corp.	VST	Utilities	DM Americas	0.0260%	1
Norsk Hydro AS	NHY	Basic Materials	DM Europe & Mid East	0.0252%	1
Sartorius AG Nvtg - Pref	SRT3	Healthcare	DM Europe & Mid East	0.0251%	1
Koninklijke KPN NV	KPN	Communication Services	DM Europe & Mid East	0.0251%	1
Suncorp Group Ltd	SUN	Financial Services	DM Asia-Pacific	0.0249%	1

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Halma	HLMA	Industrials	DM Europe & Mid East	0.0249%	1
Alcoa Corp	AA	Basic Materials	DM Americas	0.0247%	1
Invesco Ltd	IVZ	Financial Services	DM Americas	0.0238%	1
Wynn Resorts Ltd	WYNN	Consumer Cyclical	DM Americas	0.0237%	1
Aena SA	AENA	Industrials	DM Europe & Mid East	0.0237%	1
Owens Corning Inc	OC	Industrials	DM Americas	0.0234%	1
STORE Capital Corp	STOR	Real Estate	DM Americas	0.0232%	1
Pearson	PSON	Communication Services	DM Europe & Mid East	0.0228%	1
ASX Limited	ASX	Financial Services	DM Asia-Pacific	0.0226%	1
Origin Energy Ltd	ORG	Energy	DM Asia-Pacific	0.0224%	1
Stora Enso OYJ R	STERV	Basic Materials	DM Europe & Mid East	0.0224%	1
Hasbro Inc	HAS	Consumer Cyclical	DM Americas	0.0223%	1
Okta Inc.	OKTA	Technology	DM Americas	0.0220%	1
Williams-Sonoma Inc	WSM	Consumer Cyclical	DM Americas	0.0220%	1
United Utilities Group Plc	UU.	Utilities	DM Europe & Mid East	0.0211%	1
Severn Trent	SVT	Utilities	DM Europe & Mid East	0.0208%	1
WEX Inc	WEX	Technology	DM Americas	0.0204%	1
Sodexo	SW	Industrials	DM Europe & Mid East	0.0201%	1
Elisa Corporation	ELISA	Communication Services	DM Europe & Mid East	0.0196%	1
Insurance Australia Group Ltd	IAG	Financial Services	DM Asia-Pacific	0.0195%	1
Electricite de France	EDF	Utilities	DM Europe & Mid East	0.0195%	1
Covestro AG	1COV	Basic Materials	DM Europe & Mid East	0.0193%	1
Red Electrica Corporacion SA	RED	Utilities	DM Europe & Mid East	0.0190%	1
Bureau Veritas SA	BVI	Industrials	DM Europe & Mid East	0.0189%	1
CapitaLand Integrated Commercial Trust	C38U	Real Estate	DM Asia-Pacific	0.0188%	1
Yara International ASA	YAR	Basic Materials	DM Europe & Mid East	0.0187%	1
CAE Inc	CAE	Industrials	DM Americas	0.0186%	1
Vivendi SE	VIV	Communication Services	DM Europe & Mid East	0.0181%	1
Organon & Co	OGN	Healthcare	DM Americas	0.0181%	1
Randstad NV	RAND	Industrials	DM Europe & Mid East	0.0180%	1
Dentsply Sirona Inc.	XRAY	Healthcare	DM Americas	0.0178%	1
Avis Budget Group Inc	CAR	Industrials	DM Americas	0.0176%	1
Fortum Oyj	FORTUM	Utilities	DM Europe & Mid East	0.0173%	1
Zillow Group Inc C	Z	Communication Services	DM Americas	0.0172%	1
ASR Nederland	ASRNL	Financial Services	DM Europe & Mid East	0.0170%	1
Admiral Group	ADM	Financial Services	DM Europe & Mid East	0.0167%	1
Auto Trader Group Plc	AUTO	Communication Services	DM Europe & Mid East	0.0166%	1
Treasury Wine Estates	TWE	Consumer Defensive	DM Asia-Pacific	0.0165%	1

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Capitaland Investment Ltd	9CI	Real Estate	DM Asia-Pacific	0.0163%	1
Continental AG	CON	Consumer Cyclical	DM Europe & Mid East	0.0162%	1
WPP Plc	WPP	Communication Services	DM Europe & Mid East	0.0159%	1
Telenor ASA	TEL	Communication Services	DM Europe & Mid East	0.0156%	1
Jeronimo Martins & Filito SGPS	JMT	Consumer Defensive	DM Europe & Mid East	0.0153%	1
OZ Minerals Limited	OZL	Basic Materials	DM Asia-Pacific	0.0152%	1
Phoenix Group Holdings	PHNX	Financial Services	DM Europe & Mid East	0.0151%	1
M&G Plc	MNG	Financial Services	DM Europe & Mid East	0.0151%	1
Stockland	SGP	Real Estate	DM Asia-Pacific	0.0150%	1
Auckland Intl Airport Ltd	AIA	Industrials	DM Asia-Pacific	0.0149%	1
Spark New Zealand Ltd	SPK	Communication Services	DM Asia-Pacific	0.0148%	1
Endesa SA	ELE	Utilities	DM Europe & Mid East	0.0147%	1
Rightmove Plc	RMV	Communication Services	DM Europe & Mid East	0.0146%	1
Mirvac Group	MGR	Real Estate	DM Asia-Pacific	0.0146%	1
Dexus	DXS	Real Estate	DM Asia-Pacific	0.0142%	1
GPT Group	GPT	Real Estate	DM Asia-Pacific	0.0142%	1
Unibail Rodamco Westfield	URW	Real Estate	DM Europe & Mid East	0.0141%	1
Arkema	AKE	Basic Materials	DM Europe & Mid East	0.0140%	1
Land Securities Group PLC	LAND	Real Estate	DM Europe & Mid East	0.0139%	1
Algonquin Power & Utilities Corp.	AQN	Utilities	DM Americas	0.0138%	1
Schroders Plc	SDR	Financial Services	DM Europe & Mid East	0.0136%	1
Medibank Private Limited	MPL	Financial Services	DM Asia-Pacific	0.0134%	1
Carsales.com Ltd	CAR	Communication Services	DM Asia-Pacific	0.0133%	1
ABN AMRO Group NV	ABN	Financial Services	DM Europe & Mid East	0.0132%	1
Vicinity Centres	VCX	Real Estate	DM Asia-Pacific	0.0130%	1
Abrdn Plc	ABDN	Financial Services	DM Europe & Mid East	0.0128%	1
DS Smith	SMDS	Consumer Cyclical	DM Europe & Mid East	0.0126%	1
Johnson Matthey	JMAT	Basic Materials	DM Europe & Mid East	0.0126%	1
Coca-Cola HBC AG	CCH	Consumer Defensive	DM Europe & Mid East	0.0124%	1
BioMerieux	BIM	Healthcare	DM Europe & Mid East	0.0123%	1
Tele2 AB B	TEL2 B	Communication Services	DM Europe & Mid East	0.0121%	1
Sainsbury (J)	SBRY	Consumer Defensive	DM Europe & Mid East	0.0118%	1
Taylor Wimpey	TW.	Consumer Cyclical	DM Europe & Mid East	0.0114%	1
Enagas SA	ENG	Utilities	DM Europe & Mid East	0.0112%	1
British Land Co	BLND	Real Estate	DM Europe & Mid East	0.0112%	1
Unite Group	UTG	Real Estate	DM Europe & Mid East	0.0112%	1
Tomra Systems ASA	TOM	Industrials	DM Europe & Mid East	0.0111%	1
Brown-Forman Corp A	BFA	Consumer Defensive	DM Americas	0.0111%	1
Accor	AC	Consumer Cyclical	DM Europe & Mid East	0.0111%	1

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Charter Hall Group	CHC	Real Estate	DM Asia-Pacific	0.0109%	1
Signify NV	LIGHT	Industrials	DM Europe & Mid East	0.0108%	1
Hiscox	HSX	Financial Services	DM Europe & Mid East	0.0107%	1
Bankinter SA	BKT	Financial Services	DM Europe & Mid East	0.0106%	1
ADP Promesses	ADP	Industrials	DM Europe & Mid East	0.0106%	1
Storebrand	STB	Financial Services	DM Europe & Mid East	0.0105%	1
REA Group Ltd	REA	Communication Services	DM Asia-Pacific	0.0105%	1
Remy Cointreau SA	RCO	Consumer Defensive	DM Europe & Mid East	0.0102%	1
Evonik Industries	EVK	Basic Materials	DM Europe & Mid East	0.0100%	1
Man Group	EMG	Financial Services	DM Europe & Mid East	0.0093%	1
Wise PLC	WISE	Technology	DM Europe & Mid East	0.0092%	1
Kinnevik Investment AB B	KINV B	Financial Services	DM Europe & Mid East	0.0092%	1
Gjensidige Forsikring ASA	GJF	Financial Services	DM Europe & Mid East	0.0091%	1
Meridian Energy Ltd	MEL	Utilities	DM Asia-Pacific	0.0091%	1
Volvo AB A	VOLV A	Industrials	DM Europe & Mid East	0.0091%	1
Hargreaves Lansdown Plc	HL	Financial Services	DM Europe & Mid East	0.0089%	1
Tate & Lyle	TATE	Consumer Defensive	DM Europe & Mid East	0.0089%	1
Castellum AB	CAST	Real Estate	DM Europe & Mid East	0.0087%	1
Lend Lease Group	LLC	Real Estate	DM Asia-Pacific	0.0087%	1
Hugo Boss AG	BOSS	Consumer Cyclical	DM Europe & Mid East	0.0083%	1
ISS A/S	ISS	Industrials	DM Europe & Mid East	0.0083%	1
Direct Line Insurance Group	DLG	Financial Services	DM Europe & Mid East	0.0083%	1
ITV Plc	ITV	Communication Services	DM Europe & Mid East	0.0082%	1
AGL Energy Ltd	AGL	Utilities	DM Asia-Pacific	0.0079%	1
Bank of Queensland Ltd	BOQ	Financial Services	DM Asia-Pacific	0.0077%	1
City Developments Ltd	C09	Real Estate	DM Asia-Pacific	0.0076%	1
Canadian Apartment Properties REIT	CAR.UN	Real Estate	DM Americas	0.0075%	1
AMP Ltd	AMP	Financial Services	DM Asia-Pacific	0.0074%	1
Pennon Group	PNN	Utilities	DM Europe & Mid East	0.0072%	1
Challenger Limited	CGF	Financial Services	DM Asia-Pacific	0.0071%	1
Covivio	COV	Real Estate	DM Europe & Mid East	0.0067%	1
Metcash Ltd	MTS	Consumer Defensive	DM Asia-Pacific	0.0067%	1
Virgin Money UK PLC	VMUK	Financial Services	DM Europe & Mid East	0.0065%	1
Ubisoft Entertainment SA	UBI	Communication Services	DM Europe & Mid East	0.0065%	1
AIB Group Plc	A5G	Financial Services	DM Europe & Mid East	0.0064%	1
Wendel	MF	Financial Services	DM Europe & Mid East	0.0063%	1
Plus500 Ltd	PLUS	Financial Services	DM Europe & Mid East	0.0062%	1
Zillow Group Inc A	ZG	Communication Services	DM Americas	0.0060%	1
First Majestic Silver Corp	FR	Basic Materials	DM Americas	0.0060%	1
Avanza Holding Bank AB	AZA	Financial Services	DM Europe & Mid East	0.0059%	1

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Swire Properties Ltd	1972	Real Estate	DM Asia-Pacific	0.0058%	1
Big Yellow Group	BYG	Real Estate	DM Europe & Mid East	0.0058%	1
NIB Holdings Limited	NHF	Financial Services	DM Asia-Pacific	0.0056%	1
CORPORACION ACCIONA ENERGIAS RENOVABLES SA	ANE	Utilities	DM Europe & Mid East	0.0055%	1
Hera SpA	HER	Utilities	DM Europe & Mid East	0.0054%	1
Innergex Renewable Energy Inc	INE	Utilities	DM Americas	0.0053%	1
Adevinta ASA	ADE	Communication Services	DM Europe & Mid East	0.0053%	1
A2A SpA	A2A	Utilities	DM Europe & Mid East	0.0052%	1
Wihlborgs Fastigheter AB	WIHL	Real Estate	DM Europe & Mid East	0.0052%	1
Santander Bank Polska SA	SPL	Financial Services	DM Europe & Mid East	0.0052%	1
Nine Entertainment Co. Holdings Limited	NEC	Communication Services	DM Asia-Pacific	0.0050%	1
Choice Properties REIT	CHP.UN	Real Estate	DM Americas	0.0048%	1
Mapfre SA	MAP	Financial Services	DM Europe & Mid East	0.0047%	1
Schibsted AS B	SCHB	Communication Services	DM Europe & Mid East	0.0046%	1
Oxford Nanopore Technologies PLC	ONT	Healthcare	DM Europe & Mid East	0.0046%	1
Wallenstam AB	WALL B	Real Estate	DM Europe & Mid East	0.0041%	1
Borregaard	BRG	Basic Materials	DM Europe & Mid East	0.0040%	1
Sparebanken Midt-Norge	MING	Financial Services	DM Europe & Mid East	0.0039%	1
The Star Entertainment Group Limited	SGR	Consumer Cyclical	DM Asia-Pacific	0.0038%	1
Viaplay Group AB - B shares	VPLAY B	Communication Services	DM Europe & Mid East	0.0038%	1
First Capital REIT	FCR.UN	Real Estate	DM Americas	0.0036%	1
Schibsted AS A	SCHA	Communication Services	DM Europe & Mid East	0.0035%	1
TPG Telecom Ltd	TPG	Communication Services	DM Asia-Pacific	0.0035%	1
Vitrolife AB	VITR	Healthcare	DM Europe & Mid East	0.0033%	1
Entra ASA	ENTRA	Real Estate	DM Europe & Mid East	0.0032%	1
Viva Energy Group Ltd	VEA	Energy	DM Asia-Pacific	0.0031%	1
Super Retail Group Ltd	SUL	Consumer Cyclical	DM Asia-Pacific	0.0029%	1
Elkem ASA	ELK	Basic Materials	DM Europe & Mid East	0.0028%	1
Scatec Solar ASA	SCATC	Utilities	DM Europe & Mid East	0.0026%	1
Stora Enso OYJ A	STEAV	Basic Materials	DM Europe & Mid East	0.0020%	1
Essity AB - A shares	ESSITY A	Consumer Defensive	DM Europe & Mid East	0.0017%	1
Sparebank 1 Ostlandet	SPOL	Financial Services	DM Europe & Mid East	0.0013%	1
Kinnevik Investment AB A	KINV A	Financial Services	DM Europe & Mid East	0.0003%	1
Apple Inc.	AAPL	Technology	DM Americas	5.0964%	2
Tesla Inc	TSLA	Consumer Cyclical	DM Americas	1.1818%	2
Nestle SA Reg	NESN	Consumer Defensive	DM Europe & Mid East	0.6856%	2
Eli Lilly & Co	LLY	Healthcare	DM Americas	0.6670%	2
Pfizer Inc	PFE	Healthcare	DM Americas	0.6412%	2

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Roche Hldgs AG Ptg Genus	ROG	Healthcare	DM Europe & Mid East	0.4799%	2
Cisco Systems Inc	CSCO	Technology	DM Americas	0.4692%	2
Abbott Laboratories	ABT	Healthcare	DM Americas	0.4294%	2
Novo Nordisk AS B	NOVO B	Healthcare	DM Europe & Mid East	0.4238%	2
LVMH-Moet Vuitton	MC	Consumer Cyclical	DM Europe & Mid East	0.4201%	2
Danaher Corp	DHR	Healthcare	DM Americas	0.4079%	2
Honeywell Intl Inc	HON	Industrials	DM Americas	0.3371%	2
Raytheon Technologies Corp	RTX	Industrials	DM Americas	0.3322%	2
NIKE Inc B	NKE	Consumer Cyclical	DM Americas	0.3159%	2
Union Pacific Corp	UNP	Industrials	DM Americas	0.3094%	2
CVS Health Corporation	CVS	Healthcare	DM Americas	0.3048%	2
Walmart Inc.	WMT	Consumer Defensive	DM Americas	0.2476%	2
Medtronic plc	MDT	Healthcare	DM Americas	0.2393%	2
American Tower Corp A	AMT	Real Estate	DM Americas	0.2348%	2
T-Mobile US Inc	TMUS	Communication Services	DM Americas	0.2078%	2
Analog Devices Inc	ADI	Technology	DM Americas	0.2037%	2
CSL Ltd	CSL	Healthcare	DM Asia-Pacific	0.1995%	2
Stryker Corp	SYK	Healthcare	DM Americas	0.1795%	2
Canadian National Railways	CNR	Industrials	DM Americas	0.1788%	2
Progressive Corp	PGR	Financial Services	DM Americas	0.1762%	2
Humana Inc	HUM	Healthcare	DM Americas	0.1586%	2
Air Liquide	AI	Basic Materials	DM Europe & Mid East	0.1575%	2
PNC Finl Services Group	PNC	Financial Services	DM Americas	0.1573%	2
Air Products & Chemicals Inc	APD	Basic Materials	DM Americas	0.1568%	2
Fiserv Inc	FISV	Technology	DM Americas	0.1521%	2
Lam Research Corp	LRCX	Technology	DM Americas	0.1475%	2
Illinois Tool Works Inc	ITW	Industrials	DM Americas	0.1461%	2
CME Group Inc A	CME	Financial Services	DM Americas	0.1446%	2
Equinix Inc	EQIX	Real Estate	DM Americas	0.1434%	2
Truist Financial Corp	TFC	Financial Services	DM Americas	0.1415%	2
US Bancorp	USB	Financial Services	DM Americas	0.1399%	2
Crown Castle Inc.	CCI	Real Estate	DM Americas	0.1396%	2
Intercontinental Exchange Inc	ICE	Financial Services	DM Americas	0.1379%	2
Moderna Inc.	MRNA	Healthcare	DM Americas	0.1349%	2
Freeport-McMoRan Inc	FCX	Basic Materials	DM Americas	0.1297%	2
Emerson Electric Co	EMR	Industrials	DM Americas	0.1291%	2
McKesson Corp	MCK	Healthcare	DM Americas	0.1250%	2
Phillips 66	PSX	Energy	DM Americas	0.1189%	2
HCA Healthcare Inc	HCA	Healthcare	DM Americas	0.1179%	2

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
AXA	CS	Financial Services	DM Europe & Mid East	0.1168%	2
Dominion Energy Inc	D	Utilities	DM Americas	0.1159%	2
Palo Alto Networks Inc.	PANW	Technology	DM Americas	0.1157%	2
RELX Plc	REL	Communication Services	DM Europe & Mid East	0.1154%	2
Centene Corp	CNC	Healthcare	DM Americas	0.1134%	2
Corteva Inc.	CTVA	Basic Materials	DM Americas	0.1100%	2
American Intl Group Inc	AIG	Financial Services	DM Americas	0.1094%	2
Johnson Controls International plc	JCI	Industrials	DM Americas	0.1043%	2
Motorola Solutions Inc	MSI	Technology	DM Americas	0.1035%	2
Travelers Cos Inc	TRV	Financial Services	DM Americas	0.1027%	2
Suncor Energy Inc	SU	Energy	DM Americas	0.1026%	2
FedEx Corp	FDX	Industrials	DM Americas	0.0993%	2
L3Harris Technologies Inc	LHX	Industrials	DM Americas	0.0990%	2
Woodside Energy Group Ltd	WDS	Energy	DM Asia-Pacific	0.0977%	2
DBS Group Holdings	D05	Financial Services	DM Asia-Pacific	0.0966%	2
The Williams Companies Inc	WMB	Energy	DM Americas	0.0964%	2
Hong Kong Exchanges and Clearing Ltd.	388	Financial Services	DM Asia-Pacific	0.0963%	2
Airbnb Inc. Class A	ABNB	Consumer Cyclical	DM Americas	0.0929%	2
TE Connectivity Ltd.	TEL	Technology	DM Americas	0.0919%	2
Macquarie Group Ltd	MQG	Financial Services	DM Asia-Pacific	0.0896%	2
Realty Income Corp	O	Real Estate	DM Americas	0.0888%	2
Xcel Energy Inc	XEL	Utilities	DM Americas	0.0875%	2
Carrier Global Corp.	CARR	Industrials	DM Americas	0.0850%	2
Compass Group	CPG	Consumer Cyclical	DM Europe & Mid East	0.0842%	2
Pernod-Ricard	RI	Consumer Defensive	DM Europe & Mid East	0.0838%	2
Ameriprise Financial Inc	AMP	Financial Services	DM Americas	0.0818%	2
Block Inc. A	SQ	Technology	DM Americas	0.0818%	2
Electronic Arts	EA	Communication Services	DM Americas	0.0787%	2
ResMed Inc	RMD	Healthcare	DM Americas	0.0768%	2
Overseas-Chinese Banking	O39	Financial Services	DM Asia-Pacific	0.0757%	2
Keysight Technologies Inc	KEYS	Technology	DM Americas	0.0742%	2
Kroger Co	KR	Consumer Defensive	DM Americas	0.0730%	2
PPG Industries Inc	PPG	Basic Materials	DM Americas	0.0724%	2
Constellation Energy Corp	CEG	Utilities	DM Americas	0.0716%	2
London Stock Exchange Plc	LSEG	Financial Services	DM Europe & Mid East	0.0715%	2
WEC Energy Group Inc	WEC	Utilities	DM Americas	0.0713%	2
Investor AB B	INVE B	Financial Services	DM Europe & Mid East	0.0697%	2
Rockwell Automation Inc	ROK	Industrials	DM Americas	0.0695%	2
Public Service Enterprise Grp	PEG	Utilities	DM Americas	0.0688%	2

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Prudential Plc	PRU	Financial Services	DM Europe & Mid East	0.0678%	2
Discover Financial Services	DFS	Financial Services	DM Americas	0.0675%	2
BAE Systems Plc	BA.	Industrials	DM Europe & Mid East	0.0668%	2
State Street Corp	STT	Financial Services	DM Americas	0.0667%	2
Verisk Analytics Inc	VRSK	Industrials	DM Americas	0.0657%	2
T Rowe Price Group Inc	TROW	Financial Services	DM Americas	0.0642%	2
Ahold Delhaize NV	AD	Consumer Defensive	DM Europe & Mid East	0.0633%	2
Genmab AS	GMAB	Healthcare	DM Europe & Mid East	0.0629%	2
HP Inc	HPQ	Technology	DM Americas	0.0623%	2
Veeva Systems Inc A	VEEV	Healthcare	DM Americas	0.0608%	2
Inditex SA	ITX	Consumer Cyclical	DM Europe & Mid East	0.0607%	2
Ferrari NV	RACE	Consumer Cyclical	DM Europe & Mid East	0.0590%	2
CBRE Group Inc.	CBRE	Real Estate	DM Americas	0.0583%	2
CDW Corp	CDW	Technology	DM Americas	0.0581%	2
PG&E Corporation	PCG	Utilities	DM Americas	0.0576%	2
Tractor Supply Co	TSCO	Consumer Cyclical	DM Americas	0.0573%	2
Fifth Third Bancorp (OH)	FITB	Financial Services	DM Americas	0.0569%	2
Weyerhaeuser Co	WY	Real Estate	DM Americas	0.0552%	2
Equifax Inc	EFX	Industrials	DM Americas	0.0551%	2
Nokia OYJ	NOKIA	Technology	DM Europe & Mid East	0.0548%	2
Fortive Corp	FTV	Technology	DM Americas	0.0548%	2
Entergy Corp	ETR	Utilities	DM Americas	0.0539%	2
First Republic Bank	FRC	Financial Services	DM Americas	0.0531%	2
Sampo Oyj A	SAMPO	Financial Services	DM Europe & Mid East	0.0524%	2
Agnico Eagle Mines Limited	AEM	Basic Materials	DM Americas	0.0520%	2
DTE Energy Co	DTE	Utilities	DM Americas	0.0512%	2
FirstEnergy Corp	FE	Utilities	DM Americas	0.0510%	2
Equity Residential	EQR	Real Estate	DM Americas	0.0500%	2
PPL Corp	PPL	Utilities	DM Americas	0.0495%	2
Repsol SA	REP	Energy	DM Europe & Mid East	0.0492%	2
Citizens Financial Group Inc	CFG	Financial Services	DM Americas	0.0479%	2
Adidas AG	ADS	Consumer Cyclical	DM Europe & Mid East	0.0476%	2
INSULET CORP	PODD	Healthcare	DM Americas	0.0474%	2
Waters Corp	WAT	Healthcare	DM Americas	0.0473%	2
Centerpoint Energy Inc	CNP	Utilities	DM Americas	0.0446%	2
Northern Trust Corp (IL)	NTRS	Financial Services	DM Americas	0.0442%	2
AES Corp	AES	Utilities	DM Americas	0.0440%	2
Atlassian Corp	TEAM	Technology	DM Americas	0.0434%	2
Mid-America Apt Communities	MAA	Real Estate	DM Americas	0.0434%	2

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Hologic Inc	HOLX	Healthcare	DM Americas	0.0433%	2
LPL Investment Holdings	LPLA	Financial Services	DM Americas	0.0430%	2
Tesco	TSCO	Consumer Defensive	DM Europe & Mid East	0.0429%	2
Thomson Reuters Corporation	TRI	Industrials	DM Americas	0.0425%	2
Ventas Inc	VTR	Real Estate	DM Americas	0.0424%	2
Kone Corp B	KNEBV	Industrials	DM Europe & Mid East	0.0417%	2
Conagra Brands Inc	CAG	Consumer Defensive	DM Americas	0.0416%	2
Sandvik AB	SAND	Industrials	DM Europe & Mid East	0.0413%	2
IDEX Corp	IEX	Industrials	DM Americas	0.0409%	2
Vonovia SE	VNA	Real Estate	DM Europe & Mid East	0.0407%	2
UPM-Kymmene Oyj	UPM	Basic Materials	DM Europe & Mid East	0.0406%	2
SEB-Skand Enskilda Banken A	SEB A	Financial Services	DM Europe & Mid East	0.0404%	2
CMS Energy Corp	CMS	Utilities	DM Americas	0.0404%	2
Quest Diagnostics	DGX	Healthcare	DM Americas	0.0403%	2
KeyCorp	KEY	Financial Services	DM Americas	0.0400%	2
FactSet Research System Inc	FDS	Financial Services	DM Americas	0.0399%	2
Ericsson L.M. Telefonaktie B	ERIC B	Technology	DM Europe & Mid East	0.0397%	2
FMC Corp	FMC	Basic Materials	DM Americas	0.0375%	2
Haleon plc	HLN	Healthcare	DM Europe & Mid East	0.0363%	2
Iron Mountain Inc	IRM	Real Estate	DM Americas	0.0360%	2
Avery Dennison Corp	AVY	Industrials	DM Americas	0.0358%	2
Veolia Environnement	VIE	Industrials	DM Europe & Mid East	0.0352%	2
Akamai Technologies Inc	AKAM	Technology	DM Americas	0.0344%	2
Orsted	ORSTED	Utilities	DM Europe & Mid East	0.0344%	2
Santos Ltd	STO	Energy	DM Asia-Pacific	0.0343%	2
Avantor Inc.	AVTR	Basic Materials	DM Americas	0.0342%	2
Rentokil Initial	RTO	Industrials	DM Europe & Mid East	0.0342%	2
NetApp Inc	NTAP	Technology	DM Americas	0.0339%	2
Pinterest Inc.	PINS	Communication Services	DM Americas	0.0338%	2
CaixaBank	CABK	Financial Services	DM Europe & Mid East	0.0338%	2
NatWest Group	NWG	Financial Services	DM Europe & Mid East	0.0334%	2
HubSpot Inc	HUBS	Technology	DM Americas	0.0332%	2
Tyler Technologies Inc	TYL	Technology	DM Americas	0.0325%	2
Alliant Energy Corp	LNT	Utilities	DM Americas	0.0322%	2
Svenska Handelsbanken A	SHB A	Financial Services	DM Europe & Mid East	0.0322%	2
Cloudflare Inc.-A	NET	Technology	DM Americas	0.0317%	2
NortonLifeLock Inc.	GEN	Technology	DM Americas	0.0310%	2
Interpublic Group Cos	IPG	Communication Services	DM Americas	0.0306%	2
Bio-Techne Corp	TECH	Healthcare	DM Americas	0.0304%	2

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Everest Re Group Ltd	RE	Financial Services	DM Americas	0.0304%	2
Burlington Stores Inc	BURL	Consumer Cyclical	DM Americas	0.0295%	2
Bank Leumi Le-Israel BM	LUMI	Financial Services	DM Europe & Mid East	0.0291%	2
Straumann AG Reg	STMN	Healthcare	DM Europe & Mid East	0.0278%	2
Neurocrine Biosciences Inc	NBIX	Healthcare	DM Americas	0.0277%	2
TransUnion	TRU	Industrials	DM Americas	0.0277%	2
Stanley Black & Decker	SWK	Industrials	DM Americas	0.0275%	2
Koninklijke Philips Electronics NV (Royal Philips Electronics)	PHIA	Healthcare	DM Europe & Mid East	0.0275%	2
Dell Technologies Inc-C	DELL	Technology	DM Americas	0.0271%	2
Akzo Nobel NV	AKZA	Basic Materials	DM Europe & Mid East	0.0270%	2
Henkel AG & Co. KGaA Nvtg - Pref	HEN3	Consumer Defensive	DM Europe & Mid East	0.0265%	2
Nisource Inc	NI	Utilities	DM Americas	0.0258%	2
South32 Limited	S32	Basic Materials	DM Asia-Pacific	0.0257%	2
Julius Baer Group	BAER	Financial Services	DM Europe & Mid East	0.0255%	2
Danske Bank A/S	DANSKE	Financial Services	DM Europe & Mid East	0.0254%	2
Worldline SA	WLN	Technology	DM Europe & Mid East	0.0245%	2
Celanese Corp A	CE	Basic Materials	DM Americas	0.0244%	2
Snap Inc.	SNAP	Communication Services	DM Americas	0.0243%	2
Smith & Nephew	SN.	Healthcare	DM Europe & Mid East	0.0242%	2
Deckers Outdoor	DECK	Consumer Cyclical	DM Americas	0.0241%	2
SEGRO Plc	SGRO	Real Estate	DM Europe & Mid East	0.0241%	2
Cameco Corp	CCO	Energy	DM Americas	0.0236%	2
Seagate Technology	STX	Technology	DM Americas	0.0236%	2
Regency Centers Corp	REG	Real Estate	DM Americas	0.0233%	2
Informa PLC	INF	Communication Services	DM Europe & Mid East	0.0232%	2
Brambles Industries Ltd	BXB	Industrials	DM Asia-Pacific	0.0232%	2
MarketAxess Holdings	MKTX	Financial Services	DM Americas	0.0230%	2
InterContinental Hotels Group Plc	IHG	Consumer Cyclical	DM Europe & Mid East	0.0227%	2
Coca-Cola Europacific Partners plc	CCEP	Consumer Defensive	DM Europe & Mid East	0.0226%	2
Roche Hldgs AG Br	RO	Healthcare	DM Europe & Mid East	0.0224%	2
Terna SpA	TRN	Utilities	DM Europe & Mid East	0.0224%	2
Investor AB A	INVE A	Financial Services	DM Europe & Mid East	0.0222%	2
Beiersdorf AG	BEI	Consumer Defensive	DM Europe & Mid East	0.0222%	2
Moncler SpA	MONC	Consumer Cyclical	DM Europe & Mid East	0.0222%	2
Webster Financial Corp (CT)	WBS	Financial Services	DM Americas	0.0218%	2
Tapestry Inc	TPR	Consumer Cyclical	DM Americas	0.0217%	2
Rexford Industrial Realty Inc	REXR	Real Estate	DM Americas	0.0216%	2
DocuSign Inc	DOCU	Technology	DM Americas	0.0214%	2

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
BT Group	BT.A	Communication Services	DM Europe & Mid East	0.0213%	2
Scentre Group	SCG	Real Estate	DM Asia-Pacific	0.0213%	2
Carrefour SA	CA	Consumer Defensive	DM Europe & Mid East	0.0210%	2
Advance Auto Parts Inc	AAP	Consumer Cyclical	DM Americas	0.0209%	2
Entain Plc	ENT	Consumer Cyclical	DM Europe & Mid East	0.0208%	2
Spirax-Sarco Engineering	SPX	Industrials	DM Europe & Mid East	0.0208%	2
Caseys General Stores Inc	CASY	Consumer Cyclical	DM Americas	0.0206%	2
FinecoBank Spa	FBK	Financial Services	DM Europe & Mid East	0.0205%	2
Credit Suisse Group AG	CSGN	Financial Services	DM Europe & Mid East	0.0203%	2
Teva Pharmaceutical Industries	TEVA	Healthcare	DM Europe & Mid East	0.0201%	2
Robert Half Intl Inc	RHI	Industrials	DM Americas	0.0197%	2
Lear Corp	LEA	Consumer Cyclical	DM Americas	0.0195%	2
Twilio Inc-A	TWLO	Communication Services	DM Americas	0.0194%	2
Fortune Brands Home & Security Inc	FBHS	Industrials	DM Americas	0.0193%	2
Rolls-Royce Holdings Plc	RR.	Industrials	DM Europe & Mid East	0.0192%	2
Next	NXT	Consumer Cyclical	DM Europe & Mid East	0.0190%	2
Mondi Plc	MNDI	Basic Materials	DM Europe & Mid East	0.0189%	2
Jones Lang Lasalle Inc	JLL	Real Estate	DM Americas	0.0184%	2
Commerzbank AG	CBK	Financial Services	DM Europe & Mid East	0.0183%	2
APA Group	APA	Utilities	DM Asia-Pacific	0.0182%	2
Whirlpool Corp	WHR	Consumer Cyclical	DM Americas	0.0182%	2
Unum Group	UNM	Financial Services	DM Americas	0.0181%	2
Tryg A/S	TRYG	Financial Services	DM Europe & Mid East	0.0174%	2
Pentair PLC	PNR	Industrials	DM Americas	0.0172%	2
Bank of Ireland Group	BIRG	Financial Services	DM Europe & Mid East	0.0171%	2
News Corp A	NWSA	Communication Services	DM Americas	0.0168%	2
Alstom	ALO	Industrials	DM Europe & Mid East	0.0166%	2
Hennes & Mauritz AB B	HM B	Consumer Cyclical	DM Europe & Mid East	0.0166%	2
AptarGroup Inc	ATR	Healthcare	DM Americas	0.0158%	2
Keppel Corp Ltd	BN4	Industrials	DM Asia-Pacific	0.0158%	2
Norwegian Cruise Line Holdings Ltd	NCLH	Consumer Cyclical	DM Americas	0.0158%	2
Euronext	ENX	Financial Services	DM Europe & Mid East	0.0158%	2
OMV AG	OMV	Energy	DM Europe & Mid East	0.0157%	2
Renault SA	RNO	Consumer Cyclical	DM Europe & Mid East	0.0157%	2
Nexi SpA	NEXI	Technology	DM Europe & Mid East	0.0156%	2
Wyndham Hotel & Resorts Inc.	WH	Consumer Cyclical	DM Americas	0.0151%	2
Northland Power Inc.	NPI	Utilities	DM Americas	0.0151%	2
Smiths Group	SMIN	Industrials	DM Europe & Mid East	0.0150%	2
Solvay	SOLB	Basic Materials	DM Europe & Mid East	0.0149%	2

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Mowi ASA	MOWI	Consumer Defensive	DM Europe & Mid East	0.0148%	2
Mattel Inc	MAT	Consumer Cyclical	DM Americas	0.0147%	2
Zalando SE	ZAL	Consumer Cyclical	DM Europe & Mid East	0.0144%	2
Aegon NV	AGN	Financial Services	DM Europe & Mid East	0.0144%	2
IGO Ltd	IGO	Basic Materials	DM Asia-Pacific	0.0143%	2
Capitalland REIT	A17U	Real Estate	DM Asia-Pacific	0.0141%	2
Morningstar	MORN	Financial Services	DM Americas	0.0140%	2
Telia Company AB	TELIA	Communication Services	DM Europe & Mid East	0.0139%	2
Siemens Energy AG	ENR	Industrials	DM Europe & Mid East	0.0138%	2
Lincoln National Corp	LNC	Financial Services	DM Americas	0.0137%	2
Henkel AG & Co. KGaA	HEN	Consumer Defensive	DM Europe & Mid East	0.0137%	2
Saputo Inc	SAP	Consumer Defensive	DM Americas	0.0136%	2
Wisetech Global Limited	WTC	Technology	DM Asia-Pacific	0.0136%	2
Bouygues	EN	Industrials	DM Europe & Mid East	0.0135%	2
Christian Hansen Holding A/S	CHR	Basic Materials	DM Europe & Mid East	0.0131%	2
Mediobanca SpA	MB	Financial Services	DM Europe & Mid East	0.0130%	2
EQT AB	EQT	Financial Services	DM Europe & Mid East	0.0130%	2
Element Fleet Management Corp.	EFN	Industrials	DM Americas	0.0127%	2
ICL Group Ltd	ICL	Basic Materials	DM Europe & Mid East	0.0124%	2
Atlas Arteria	ALX	Industrials	DM Asia-Pacific	0.0118%	2
Galp Energia SGPS SA	GALP	Energy	DM Europe & Mid East	0.0117%	2
Weir Group	WEIR	Industrials	DM Europe & Mid East	0.0116%	2
Bluescope Steel Ltd	BSL	Basic Materials	DM Asia-Pacific	0.0114%	2
Orkla AS	ORK	Consumer Defensive	DM Europe & Mid East	0.0111%	2
Robinhood Markets Inc A	HOOD	Technology	DM Americas	0.0110%	2
Banco de Sabadell SA	SAB	Financial Services	DM Europe & Mid East	0.0109%	2
Seek Ltd	SEK	Industrials	DM Asia-Pacific	0.0108%	2
Berkeley Group Holdings Plc	BKG	Consumer Cyclical	DM Europe & Mid East	0.0108%	2
Incitec Pivot	IPL	Basic Materials	DM Asia-Pacific	0.0107%	2
Bolloré Investissement	BOL	Communication Services	DM Europe & Mid East	0.0107%	2
AltaGas Ltd.	ALA	Utilities	DM Americas	0.0107%	2
Elia Group	ELI	Utilities	DM Europe & Mid East	0.0107%	2
La Française des Jeux (FDJ)	FDJ	Consumer Cyclical	DM Europe & Mid East	0.0103%	2
EDP Renováveis SA	EDPR	Utilities	DM Europe & Mid East	0.0101%	2
Beazley Plc	BEZ	Financial Services	DM Europe & Mid East	0.0100%	2
Aveva Group Plc	AVV	Technology	DM Europe & Mid East	0.0099%	2
Aurizon Holdings Limited	AZJ	Industrials	DM Asia-Pacific	0.0097%	2
Ampol Ltd	ALD	Energy	DM Asia-Pacific	0.0094%	2
Brookfield Renewable Corporation	BEPC	Utilities	DM Americas	0.0094%	2

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
ConvaTec Group Plc	CTEC	Healthcare	DM Europe & Mid East	0.0094%	2
Poste Italiane Spa	PST	Industrials	DM Europe & Mid East	0.0093%	2
Investec PLC.	INVP	Financial Services	DM Europe & Mid East	0.0091%	2
Capital Power Corp	CPX	Utilities	DM Americas	0.0091%	2
Valmet	VALMT	Industrials	DM Europe & Mid East	0.0089%	2
Finning Intl Inc	FTT	Industrials	DM Americas	0.0088%	2
Intermediate Capital Group	ICP	Financial Services	DM Europe & Mid East	0.0088%	2
Siemens Gamesa Renewable Energy SA	SGRE	Industrials	DM Europe & Mid East	0.0088%	2
Wartsila Oyj ABP	WRT1V	Industrials	DM Europe & Mid East	0.0087%	2
Cleanaway Waste Management	CWY	Industrials	DM Asia-Pacific	0.0084%	2
EBOS Group Ltd	EBO	Healthcare	DM Asia-Pacific	0.0083%	2
Choice Hotels Intl	CHH	Consumer Cyclical	DM Americas	0.0081%	2
Qantas Airways Ltd	QAN	Industrials	DM Asia-Pacific	0.0080%	2
PrairieSky Royalty Ltd.	PSK	Energy	DM Americas	0.0079%	2
JD Sports Fashion Plc	JD.	Consumer Cyclical	DM Europe & Mid East	0.0079%	2
Dechra Pharmaceuticals	DPH	Healthcare	DM Europe & Mid East	0.0078%	2
Contact Energy Ltd	CEN	Utilities	DM Asia-Pacific	0.0075%	2
Swire Pacific Ltd. A	19	Industrials	DM Asia-Pacific	0.0074%	2
Huhtamaki Oyj	HUH1V	Consumer Cyclical	DM Europe & Mid East	0.0073%	2
Steadfast Group Limited	SDF	Financial Services	DM Asia-Pacific	0.0072%	2
Bendigo and Adelaide Bank Limited	BEN	Financial Services	DM Asia-Pacific	0.0071%	2
Amundi SA	AMUN	Financial Services	DM Europe & Mid East	0.0071%	2
Bombardier Inc. Class B SV	BBD.B	Industrials	DM Americas	0.0068%	2
Avangrid Inc	AGR	Utilities	DM Americas	0.0068%	2
Grifols SA	GRF	Healthcare	DM Europe & Mid East	0.0065%	2
BillerudKorsnas AB	BILL	Basic Materials	DM Europe & Mid East	0.0064%	2
Drax Group	DRX	Utilities	DM Europe & Mid East	0.0063%	2
Arcadis NV	ARCAD	Industrials	DM Europe & Mid East	0.0062%	2
AAK AB	AAK	Consumer Defensive	DM Europe & Mid East	0.0061%	2
Italgas SpA	IG	Utilities	DM Europe & Mid East	0.0059%	2
Mapletree Pan Asia Commercial Trust	N2IU	Real Estate	DM Asia-Pacific	0.0059%	2
Iluka Resources Ltd	ILU	Basic Materials	DM Asia-Pacific	0.0059%	2
Dominos Pizza Enterprises Ltd	DMP	Consumer Cyclical	DM Asia-Pacific	0.0058%	2
Boralex Inc. A	BLX	Utilities	DM Americas	0.0057%	2
SEB SA	SK	Consumer Cyclical	DM Europe & Mid East	0.0054%	2
COFINIMMO SA - Sicaf Immobiliere	COFB	Real Estate	DM Europe & Mid East	0.0054%	2
News Corp B	NWS	Communication Services	DM Americas	0.0053%	2
Rubis	RUI	Energy	DM Europe & Mid East	0.0051%	2

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
LXI REIT PLC	LXI	Real Estate	DM Europe & Mid East	0.0049%	2
TUI AG	TUI	Consumer Cyclical	DM Europe & Mid East	0.0048%	2
SpareBank 1 SR Bank ASA	SRBNK	Financial Services	DM Europe & Mid East	0.0046%	2
Nordnet AB	SAVE	Financial Services	DM Europe & Mid East	0.0046%	2
Telefonica Deutschland Holding AG	O2D	Communication Services	DM Europe & Mid East	0.0046%	2
Mercury NZ Limited	MCY	Utilities	DM Asia-Pacific	0.0046%	2
International Distributions Services plc	IDS	Industrials	DM Europe & Mid East	0.0045%	2
Telecom Italia SpA	TIT	Communication Services	DM Europe & Mid East	0.0045%	2
Sectra AB B Share	SECT B	Healthcare	DM Europe & Mid East	0.0045%	2
Grifols S.A. Cl B	GRF.P	Healthcare	DM Europe & Mid East	0.0043%	2
Elekta B	EKTA B	Healthcare	DM Europe & Mid East	0.0043%	2
Sweco B	SWEC B	Industrials	DM Europe & Mid East	0.0041%	2
ComfortDelGro Corp Ltd	C52	Industrials	DM Asia-Pacific	0.0040%	2
Samhallsbyggnadsbolaget i Norden AB	SBB B	Real Estate	DM Europe & Mid East	0.0040%	2
Tikehau Capital	TKO	Financial Services	DM Europe & Mid East	0.0040%	2
Vallourec	VK	Basic Materials	DM Europe & Mid East	0.0039%	2
Harvey Norman Hldgs Ltd	HVN	Consumer Cyclical	DM Asia-Pacific	0.0038%	2
Inmobiliaria Colonial SA	COL	Real Estate	DM Europe & Mid East	0.0038%	2
Keppel DC REIT	AJBU	Real Estate	DM Asia-Pacific	0.0037%	2
NATIONAL STORAGE REIT	NSR	Real Estate	DM Asia-Pacific	0.0035%	2
Proximus	PROX	Communication Services	DM Europe & Mid East	0.0034%	2
Air France	AF	Industrials	DM Europe & Mid East	0.0034%	2
Fraport AG	FRA	Industrials	DM Europe & Mid East	0.0033%	2
Unicaja Banco SA	UNI	Financial Services	DM Europe & Mid East	0.0033%	2
TGS ASA	TGS	Energy	DM Europe & Mid East	0.0033%	2
Hysan Development Co. Ltd.	14	Real Estate	DM Asia-Pacific	0.0032%	2
CA Immobilien Anlagen AG	CAI	Real Estate	DM Europe & Mid East	0.0032%	2
Var Energi ASA	VAR	Energy	DM Europe & Mid East	0.0031%	2
Corporate Travel Management Ltd	CTD	Consumer Cyclical	DM Asia-Pacific	0.0029%	2
Aperam	APAM	Basic Materials	DM Europe & Mid East	0.0029%	2
HomeCo Daily Needs REIT	HDN	Real Estate	DM Asia-Pacific	0.0028%	2
Icade SA	ICAD	Real Estate	DM Europe & Mid East	0.0027%	2
CIE Automotive SA	CIE	Consumer Cyclical	DM Europe & Mid East	0.0027%	2
SkyCity Entertainment Group	SKC	Consumer Cyclical	DM Asia-Pacific	0.0027%	2
SATS Ltd	S58	Industrials	DM Asia-Pacific	0.0027%	2
Telecom Italia SpA Rnc	TITR	Communication Services	DM Europe & Mid East	0.0026%	2
Strauss Group	STRS	Consumer Defensive	DM Europe & Mid East	0.0026%	2
Rothschild & Co	ROTH	Financial Services	DM Europe & Mid East	0.0026%	2

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Lagardere S.C.A.	MMB	Consumer Cyclical	DM Europe & Mid East	0.0026%	2
Salvatore Ferragamo Spa	SFER	Consumer Cyclical	DM Europe & Mid East	0.0025%	2
ING Bank Slaski SA	ING	Financial Services	DM Europe & Mid East	0.0025%	2
KRUK SA	KRU	Financial Services	DM Europe & Mid East	0.0024%	2
ALD SA	ALD	Industrials	DM Europe & Mid East	0.0024%	2
Flex LNG Ltd	FLNG	Energy	DM Europe & Mid East	0.0023%	2
Swire Pacific Ltd B	87	Industrials	DM Asia-Pacific	0.0021%	2
BioArctic AB Class B	BIOA B	Healthcare	DM Europe & Mid East	0.0021%	2
Sanoma OYJ	SANOMA	Communication Services	DM Europe & Mid East	0.0020%	2
EVT Ltd	EVT	Communication Services	DM Asia-Pacific	0.0020%	2
Wallenius Wilhelmsen ASA	WAWI	Industrials	DM Europe & Mid East	0.0020%	2
Mbank	MBK	Financial Services	DM Europe & Mid East	0.0019%	2
Orange Polska S.A.	OPL	Communication Services	DM Europe & Mid East	0.0019%	2
Telekom Austria AG	TKA	Communication Services	DM Europe & Mid East	0.0018%	2
Aker Solutions ASA	AKSO	Energy	DM Europe & Mid East	0.0018%	2
Genesis Energy Limited	GNE	Utilities	DM Asia-Pacific	0.0017%	2
NOS SPGS	NOS	Communication Services	DM Europe & Mid East	0.0017%	2
Laboratorios Farmaceuticos Rovi SA	ROVI	Healthcare	DM Europe & Mid East	0.0017%	2
Camurus AB	CAMX	Healthcare	DM Europe & Mid East	0.0016%	2
Air New Zealand Ltd	AIR	Industrials	DM Asia-Pacific	0.0016%	2
Netwealth Group Ltd	NWL	Financial Services	DM Asia-Pacific	0.0015%	2
Ebro Foods SA	EBRO	Consumer Defensive	DM Europe & Mid East	0.0015%	2
Austevoll Seafood ASA	AUSS	Consumer Defensive	DM Europe & Mid East	0.0015%	2
Det Norske Oljeselskap International ASA	DNO	Energy	DM Europe & Mid East	0.0014%	2
Vector Ltd	VCT	Utilities	DM Asia-Pacific	0.0013%	2
Bank Millennium SA	MIL	Financial Services	DM Europe & Mid East	0.0013%	2
Growthpoint Properties Australia	GOZ	Real Estate	DM Asia-Pacific	0.0013%	2
Acea Spa	ACE	Utilities	DM Europe & Mid East	0.0012%	2
Vimian Group AB	VIMIAN	Healthcare	DM Europe & Mid East	0.0012%	2
Bank Handlowy w Warszawie	BHW	Financial Services	DM Europe & Mid East	0.0011%	2
PEXA Group Ltd	PXA	Real Estate	DM Asia-Pacific	0.0011%	2
Olav Thon Eiendomsselskap AS	OLT	Real Estate	DM Europe & Mid East	0.0010%	2
Svenska Handelsbanken B	SHB B	Financial Services	DM Europe & Mid East	0.0009%	2
Fast Partner AB - Class A	FPAR A	Real Estate	DM Europe & Mid East	0.0008%	2
Ericsson L.M. Telefonaktie A	ERIC A	Technology	DM Europe & Mid East	0.0008%	2
Frasers Property Limited	TQ5	Real Estate	DM Asia-Pacific	0.0007%	2
Samhallsbyggnadsbolaget i Norden AB - Class D	SBB D	Real Estate	DM Europe & Mid East	0.0006%	2
BNP Paribas Bank POLSKA SA	BNP	Financial Services	DM Europe & Mid East	0.0005%	2

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
SEB-Skand Enskilda Banken C	SEB C	Financial Services	DM Europe & Mid East	0.0004%	2
Nvidia Corp	NVDA	Technology	DM Americas	0.7726%	3
Home Depot Inc	HD	Consumer Cyclical	DM Americas	0.6071%	3
Thermo Fisher Scientific	TMO	Healthcare	DM Americas	0.4002%	3
Shell PLC	SHEL	Energy	DM Europe & Mid East	0.3766%	3
NextEra Energy Inc	NEE	Utilities	DM Americas	0.3034%	3
Texas Instruments Inc	TXN	Technology	DM Americas	0.3006%	3
Comcast Corp A	CMCSA	Communication Services	DM Americas	0.2942%	3
QUALCOMM Inc	QCOM	Technology	DM Americas	0.2590%	3
United Parcel Service Inc B	UPS	Industrials	DM Americas	0.2532%	3
NetFlix Inc	NFLX	Communication Services	DM Americas	0.2477%	3
Oracle Corp	ORCL	Technology	DM Americas	0.2300%	3
Caterpillar Inc	CAT	Industrials	DM Americas	0.2275%	3
Morgan Stanley	MS	Financial Services	DM Americas	0.2272%	3
Deere & Co	DE	Industrials	DM Americas	0.2236%	3
ProLogis Inc	PLD	Real Estate	DM Americas	0.1983%	3
TJX Cos Inc	TJX	Consumer Cyclical	DM Americas	0.1710%	3
Siemens AG	SIE	Industrials	DM Europe & Mid East	0.1710%	3
Marsh & McLennan Companies	MMC	Financial Services	DM Americas	0.1576%	3
British American Tobacco Plc	BATS	Consumer Defensive	DM Europe & Mid East	0.1527%	3
Booking Holdings Inc	BKNG	Consumer Cyclical	DM Americas	0.1505%	3
Schlumberger Ltd	SLB	Energy	DM Americas	0.1329%	3
Southern Co	SO	Utilities	DM Americas	0.1311%	3
Eaton Corp plc	ETN	Industrials	DM Americas	0.1187%	3
Aon plc	AON	Financial Services	DM Americas	0.1186%	3
Micron Technology Inc	MU	Technology	DM Americas	0.1160%	3
Waste Management Inc	WM	Industrials	DM Americas	0.1150%	3
Marathon Petroleum Corp.	MPC	Energy	DM Americas	0.1107%	3
Norfolk Southern Corp	NSC	Industrials	DM Americas	0.1098%	3
Sherwin-Williams Co	SHW	Basic Materials	DM Americas	0.1072%	3
General Dynamics	GD	Industrials	DM Americas	0.1035%	3
Pioneer Natural Resources	PXD	Energy	DM Americas	0.1027%	3
Archer-Daniels-Midland Co	ADM	Consumer Defensive	DM Americas	0.0996%	3
Valero Energy Corp	VLO	Energy	DM Americas	0.0960%	3
AutoZone Inc	AZO	Consumer Cyclical	DM Americas	0.0916%	3
Vinci	DG	Industrials	DM Europe & Mid East	0.0905%	3
ABB Ltd	ABBN	Industrials	DM Europe & Mid East	0.0891%	3
Edwards Lifesciences Corp	EW	Healthcare	DM Americas	0.0873%	3
Chipotle Mexican Grill Inc.	CMG	Consumer Cyclical	DM Americas	0.0824%	3

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
TC Energy Corporation	TRP	Energy	DM Americas	0.0811%	3
Fidelity National Information	FIS	Technology	DM Americas	0.0805%	3
Sysco Corp	SYT	Consumer Defensive	DM Americas	0.0804%	3
Cheniere Energy Inc	LNG	Energy	DM Americas	0.0799%	3
Adyen NV	ADYEN	Technology	DM Europe & Mid East	0.0790%	3
Nutrien Ltd.	NTR	Basic Materials	DM Americas	0.0784%	3
Arthur J. Gallagher & Co	AJG	Financial Services	DM Americas	0.0764%	3
Ross Stores Inc	ROST	Consumer Cyclical	DM Americas	0.0751%	3
IQVIA Holdings Inc	IQV	Healthcare	DM Americas	0.0741%	3
Munich Re AG	MUV2	Financial Services	DM Europe & Mid East	0.0735%	3
Infineon Technologies AG	IFX	Technology	DM Europe & Mid East	0.0717%	3
Allstate Corp	ALL	Financial Services	DM Americas	0.0660%	3
Deutsche Post AG	DPW	Industrials	DM Europe & Mid East	0.0653%	3
Lonza AG	LONN	Healthcare	DM Europe & Mid East	0.0648%	3
Sika AG	SIKA	Basic Materials	DM Europe & Mid East	0.0647%	3
Consolidated Edison Inc	ED	Utilities	DM Americas	0.0634%	3
Halliburton Co	HAL	Energy	DM Americas	0.0627%	3
Arista Networks Inc	ANET	Technology	DM Americas	0.0626%	3
Mettler-Toledo Intl	MTD	Healthcare	DM Americas	0.0603%	3
Keurig Dr Pepper Inc	KDP	Consumer Defensive	DM Americas	0.0599%	3
On Semiconductor Corp	ON	Technology	DM Americas	0.0594%	3
Albemarle Corp	ALB	Basic Materials	DM Americas	0.0594%	3
Deutsche Boerse AG	DB1	Financial Services	DM Europe & Mid East	0.0582%	3
United Overseas Bank	U11	Financial Services	DM Asia-Pacific	0.0578%	3
Alcon	ALC	Healthcare	DM Europe & Mid East	0.0568%	3
Stellantis NV	STLA	Consumer Cyclical	DM Europe & Mid East	0.0561%	3
M&T Bank Corp	MTB	Financial Services	DM Americas	0.0544%	3
Walgreens Boots Alliance Inc	WBA	Healthcare	DM Americas	0.0543%	3
Aptiv plc	APTIV	Consumer Cyclical	DM Americas	0.0527%	3
Global Payments Inc	GPN	Industrials	DM Americas	0.0524%	3
Atlas Copco AB A	ATCO A	Industrials	DM Europe & Mid East	0.0523%	3
Cenovus Energy Inc	CVE	Energy	DM Americas	0.0500%	3
W.W. Grainger Inc	GWW	Industrials	DM Americas	0.0498%	3
RWE AG	RWE	Utilities	DM Europe & Mid East	0.0495%	3
Alnylam Pharmaceuticals Inc	ALNY	Healthcare	DM Americas	0.0483%	3
Corning Inc	GLW	Technology	DM Americas	0.0473%	3
Zimmer Biomet Holdings Inc	ZBH	Healthcare	DM Americas	0.0459%	3
Ashtead Group	AHT	Industrials	DM Europe & Mid East	0.0450%	3
Givaudan AG	GIVN	Basic Materials	DM Europe & Mid East	0.0446%	3

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
AvalonBay Communities Inc	AVB	Real Estate	DM Americas	0.0446%	3
Southwest Airlines Co	LUV	Industrials	DM Americas	0.0432%	3
Vestas Wind Systems AS	VWS	Industrials	DM Europe & Mid East	0.0424%	3
Nasdaq Inc	NDAQ	Financial Services	DM Americas	0.0423%	3
Ameren Corp	AEE	Utilities	DM Americas	0.0421%	3
Arch Capital Group Ltd	ACGL	Financial Services	DM Americas	0.0403%	3
Amadeus IT Group SA	AMS	Consumer Cyclical	DM Europe & Mid East	0.0402%	3
Hexagon AB	HEXA B	Technology	DM Europe & Mid East	0.0399%	3
Lab Corp of America Hldgs	LH	Healthcare	DM Americas	0.0397%	3
Regions Financial Corp	RF	Financial Services	DM Americas	0.0395%	3
CF Industries Holdings	CF	Basic Materials	DM Americas	0.0393%	3
Extra Space Storage Inc	EXR	Real Estate	DM Americas	0.0392%	3
Wuxi Biologics (Cayman) Inc	2269	Healthcare	DM Asia-Pacific	0.0379%	3
Marathon Oil Corp	MRO	Energy	DM Americas	0.0378%	3
Restaurant Brands International Inc.	QSR	Consumer Cyclical	DM Americas	0.0368%	3
Deutsche Bank AG	DBK	Financial Services	DM Europe & Mid East	0.0364%	3
Church & Dwight Co	CHD	Consumer Defensive	DM Americas	0.0363%	3
Goodman Group	GMG	Real Estate	DM Asia-Pacific	0.0359%	3
E.ON SE	EOAN	Utilities	DM Europe & Mid East	0.0357%	3
STERIS plc	STE	Healthcare	DM Americas	0.0339%	3
Wabtec	WAB	Industrials	DM Americas	0.0335%	3
Sun Communities	SUI	Real Estate	DM Americas	0.0330%	3
Darden Restaurants Inc	DRI	Consumer Cyclical	DM Americas	0.0329%	3
Cellnex Telecom S.A.	CLNX	Real Estate	DM Europe & Mid East	0.0324%	3
Mosaic Co	MOS	Basic Materials	DM Americas	0.0323%	3
PerkinElmer Inc	PKI	Healthcare	DM Americas	0.0322%	3
Ball Corp	BALL	Consumer Cyclical	DM Americas	0.0321%	3
Dollarama Inc	DOL	Consumer Defensive	DM Americas	0.0319%	3
Broadridge Financial Solutions Inc.	BR	Technology	DM Americas	0.0319%	3
West Pharmaceutical Services Inc	WST	Healthcare	DM Americas	0.0317%	3
KBC Group NV	KBC	Financial Services	DM Europe & Mid East	0.0310%	3
WP Carey Inc	WPC	Real Estate	DM Americas	0.0298%	3
Royalty Pharma plc	RPRX	Healthcare	DM Americas	0.0294%	3
Rogers Communications Inc B NV	RCI.B	Communication Services	DM Americas	0.0292%	3
Atlas Copco AB B	ATCO B	Industrials	DM Europe & Mid East	0.0290%	3
WR Berkley Corp	WRB	Financial Services	DM Americas	0.0284%	3
Las Vegas Sands	LVS	Consumer Cyclical	DM Americas	0.0281%	3
APA Corporation	APA	Energy	DM Americas	0.0279%	3
J.B. Hunt Transport Services	JBHT	Industrials	DM Americas	0.0278%	3

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Textron Inc	TXT	Industrials	DM Americas	0.0275%	3
Leidos Holdings Inc	LDOS	Technology	DM Americas	0.0272%	3
Trimble Inc	TRMB	Technology	DM Americas	0.0270%	3
CNH Industrial NV	CNHI	Industrials	DM Europe & Mid East	0.0265%	3
United Airlines Holding Inc	UAL	Industrials	DM Americas	0.0263%	3
Ovintiv Inc.	OVV	Energy	DM Americas	0.0259%	3
Power Corporation of Canada	POW	Financial Services	DM Americas	0.0257%	3
Siemens Healthineers AG	SHL	Healthcare	DM Europe & Mid East	0.0249%	3
Metro Inc.	MRU	Consumer Defensive	DM Americas	0.0249%	3
Evergy Inc.	EVERG	Utilities	DM Americas	0.0248%	3
Kerry Group A	KRZ	Consumer Defensive	DM Europe & Mid East	0.0246%	3
Viatis Inc	VTRS	Healthcare	DM Americas	0.0244%	3
First Horizon Corp	FHN	Financial Services	DM Americas	0.0243%	3
Royal Caribbean Group	RCL	Consumer Cyclical	DM Americas	0.0240%	3
Link REIT	823	Real Estate	DM Asia-Pacific	0.0234%	3
Edenred	EDEN	Financial Services	DM Europe & Mid East	0.0228%	3
Sonova Holding AG	SOON	Healthcare	DM Europe & Mid East	0.0228%	3
Thales	HO	Industrials	DM Europe & Mid East	0.0227%	3
Axon Enterprise Inc	AXON	Industrials	DM Americas	0.0227%	3
CH Robinson Worldwide Inc	CHRW	Industrials	DM Americas	0.0226%	3
GoDaddy Inc A	GDDY	Technology	DM Americas	0.0226%	3
Ares Management Corp	ARES	Financial Services	DM Americas	0.0221%	3
MGM Resorts International	MGM	Consumer Cyclical	DM Americas	0.0219%	3
Charles River Laboratories International Inc.	CRL	Healthcare	DM Americas	0.0212%	3
Essential Utilities Inc	WTRG	Utilities	DM Americas	0.0210%	3
Service Corp Intl	SCI	Consumer Cyclical	DM Americas	0.0205%	3
Equitable Holdings Inc	EQH	Financial Services	DM Americas	0.0202%	3
Nice Ltd	NICE	Technology	DM Europe & Mid East	0.0202%	3
Carmax Inc	KMX	Consumer Cyclical	DM Americas	0.0201%	3
Novozymes AS B	NZYM B	Basic Materials	DM Europe & Mid East	0.0201%	3
Henry Schein Inc	HSIC	Healthcare	DM Americas	0.0201%	3
Teleflex Inc	TFX	Healthcare	DM Americas	0.0200%	3
CLP Holdings Ltd.	2	Utilities	DM Asia-Pacific	0.0199%	3
Bank Hapoalim BM Reg	POLI	Financial Services	DM Europe & Mid East	0.0197%	3
Newcrest Mining Ltd	NCM	Basic Materials	DM Asia-Pacific	0.0195%	3
CK Asset Holdings Ltd	1113	Real Estate	DM Asia-Pacific	0.0193%	3
Ceridian HCM Holding Inc.	CDAY	Technology	DM Americas	0.0191%	3
Hannover Ruck SE	HNR1	Financial Services	DM Europe & Mid East	0.0191%	3
QIAGEN NV	QIA	Healthcare	DM Europe & Mid East	0.0190%	3

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Flex Ltd	FLEX	Technology	DM Americas	0.0183%	3
American Homes 4 Rent A	AMH	Real Estate	DM Americas	0.0182%	3
Crown Holdings Inc	CCK	Consumer Cyclical	DM Americas	0.0182%	3
East West Bancorp Inc	EWBC	Financial Services	DM Americas	0.0180%	3
Black Knight Inc.	BKI	Technology	DM Americas	0.0176%	3
Logitech International SA	LOGN	Technology	DM Europe & Mid East	0.0172%	3
Comerica Inc (MI)	CMA	Financial Services	DM Americas	0.0171%	3
American Airlines Group Inc.	AAL	Industrials	DM Americas	0.0171%	3
Annaly Capital Management Inc.	NLY	Real Estate	DM Americas	0.0170%	3
Cullen Frost Bankers (TX)	CFR	Financial Services	DM Americas	0.0170%	3
UCB SA	UCB	Healthcare	DM Europe & Mid East	0.0169%	3
Boliden AB	BOL	Basic Materials	DM Europe & Mid East	0.0168%	3
F5 Inc.	FFIV	Technology	DM Americas	0.0168%	3
Shockwave Medical Inc.	SWAV	Healthcare	DM Americas	0.0166%	3
Catalent Inc	CTLT	Healthcare	DM Americas	0.0164%	3
Pinnacle West Capital (AZ)	PNW	Utilities	DM Americas	0.0161%	3
Brenntag AG	BNR	Basic Materials	DM Europe & Mid East	0.0161%	3
Hydro One Limited	H	Utilities	DM Americas	0.0161%	3
Cochlear Ltd	COH	Healthcare	DM Asia-Pacific	0.0155%	3
Smurfit Kappa Group PLC	SK3	Consumer Cyclical	DM Europe & Mid East	0.0155%	3
Wilmar International	F34	Consumer Defensive	DM Asia-Pacific	0.0154%	3
Ally Financial Inc	ALLY	Financial Services	DM Americas	0.0152%	3
Tetra Tech Inc	TTEK	Industrials	DM Americas	0.0150%	3
National Retail Properties Inc	NNN	Real Estate	DM Americas	0.0150%	3
Eurofins Scientific	ERF	Healthcare	DM Europe & Mid East	0.0149%	3
UGI Corp	UGI	Utilities	DM Americas	0.0148%	3
Federal Realty Invst Trust	FRT	Real Estate	DM Americas	0.0147%	3
Open Text Corp	OTEX	Technology	DM Americas	0.0143%	3
Zions Bancorporation N.A.	ZION	Financial Services	DM Americas	0.0142%	3
Genpact Ltd	G	Technology	DM Americas	0.0142%	3
Southwestern Energy Co	SWN	Energy	DM Americas	0.0141%	3
Olin Corp	OLN	Basic Materials	DM Americas	0.0140%	3
Alfa Laval AB	ALFA	Industrials	DM Europe & Mid East	0.0139%	3
IMCD B.V.	IMCD	Basic Materials	DM Europe & Mid East	0.0138%	3
Northern Star Resources Ltd	NST	Basic Materials	DM Asia-Pacific	0.0136%	3
US Foods Holding Corp.	USFD	Consumer Defensive	DM Americas	0.0136%	3
Ramsay Health Care Ltd	RHC	Healthcare	DM Asia-Pacific	0.0135%	3
SCA - B shares	SCA B	Basic Materials	DM Europe & Mid East	0.0134%	3
Pilbara Minerals Limited	PLS	Basic Materials	DM Asia-Pacific	0.0133%	3

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Omega Healthcare Investors	OHI	Real Estate	DM Americas	0.0129%	3
Eiffage	FGR	Industrials	DM Europe & Mid East	0.0128%	3
Howmet Aerospace Inc.	HWM	Industrials	DM Americas	0.0127%	3
St James Place	STJ	Financial Services	DM Europe & Mid East	0.0126%	3
Murphy Oil Corp	MUR	Energy	DM Americas	0.0126%	3
Assurant Inc	AIZ	Financial Services	DM Americas	0.0124%	3
EastGroup Properties	EGP	Real Estate	DM Americas	0.0123%	3
Carlyle Group Inc.	CG	Financial Services	DM Americas	0.0123%	3
Liberty Media SiriusXM-C	LSXMK	Communication Services	DM Americas	0.0122%	3
Kinsale Capital Group Inc.	KNSL	Financial Services	DM Americas	0.0121%	3
AGEAS	AGS	Financial Services	DM Europe & Mid East	0.0119%	3
Murphy USA Inc	MUSA	Consumer Cyclical	DM Americas	0.0116%	3
Karuna Therapeutics Inc.	KRTX	Healthcare	DM Americas	0.0115%	3
The Lottery Corporation	TLC	Consumer Cyclical	DM Asia-Pacific	0.0113%	3
GEA AG	G1A	Industrials	DM Europe & Mid East	0.0111%	3
ACS Actividades de Construcción y Servicios SA	ACS	Industrials	DM Europe & Mid East	0.0108%	3
SKANSKA AB-B	SKA B	Industrials	DM Europe & Mid East	0.0107%	3
Swiss Prime Site AG	SPSN	Real Estate	DM Europe & Mid East	0.0107%	3
Fresenius Medical Care AG	FME	Healthcare	DM Europe & Mid East	0.0103%	3
Stantec Inc	STN	Industrials	DM Americas	0.0099%	3
Kingfisher	KGF	Consumer Cyclical	DM Europe & Mid East	0.0098%	3
Trelleborg AB B	TREL B	Industrials	DM Europe & Mid East	0.0098%	3
Kesko Oyj B	KESKOB	Consumer Defensive	DM Europe & Mid East	0.0097%	3
Kinross Gold Corp	K	Basic Materials	DM Americas	0.0097%	3
Endeavour Group Ltd	EDV	Consumer Defensive	DM Asia-Pacific	0.0096%	3
Gildan Activewear Inc A	GIL	Consumer Cyclical	DM Americas	0.0096%	3
Adecco Group AG Reg	ADEN	Industrials	DM Europe & Mid East	0.0095%	3
Lumen Technologies Inc.	LUMN	Communication Services	DM Americas	0.0095%	3
Keyera Corp.	KEY	Energy	DM Americas	0.0093%	3
Tecan Group AG Reg	TECN	Healthcare	DM Europe & Mid East	0.0089%	3
Gecina	GFC	Real Estate	DM Europe & Mid East	0.0088%	3
Banco Bpm SpA	BAMI	Financial Services	DM Europe & Mid East	0.0087%	3
Air Canada	AC	Industrials	DM Americas	0.0087%	3
RS Group plc	RS1	Industrials	DM Europe & Mid East	0.0087%	3
West Fraser Timber Co Ltd	WFG	Basic Materials	DM Americas	0.0087%	3
PUMA SE	PUM	Consumer Cyclical	DM Europe & Mid East	0.0087%	3
Lynas Rare Earths Ltd	LYC	Basic Materials	DM Asia-Pacific	0.0086%	3
Naturgy Energy Group SA	NTGY	Utilities	DM Europe & Mid East	0.0086%	3
Getinge AB	GETI B	Healthcare	DM Europe & Mid East	0.0084%	3

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Persimmon	PSN	Consumer Cyclical	DM Europe & Mid East	0.0082%	3
Budweiser Brewing Company APAC Ltd	1876	Consumer Defensive	DM Asia-Pacific	0.0081%	3
BE Semiconductor NV	BESI	Technology	DM Europe & Mid East	0.0081%	3
Acciona SA	ANA	Industrials	DM Europe & Mid East	0.0080%	3
Deutsche Lufthansa AG	LHA	Industrials	DM Europe & Mid East	0.0080%	3
LEG Immobilien AG	LEG	Real Estate	DM Europe & Mid East	0.0078%	3
Enerplus Corporation	ERF	Energy	DM Americas	0.0078%	3
Clarivate Plc	CLVT	Technology	DM Americas	0.0077%	3
Bawag Group AG	BG	Financial Services	DM Europe & Mid East	0.0077%	3
Klepierre	LI	Real Estate	DM Europe & Mid East	0.0075%	3
Rexel SA	RXL	Technology	DM Europe & Mid East	0.0075%	3
HKT Trust / HKT Ltd	6823	Communication Services	DM Asia-Pacific	0.0073%	3
Scout24 AG	G24	Real Estate	DM Europe & Mid East	0.0073%	3
Recordati SpA Ord	REC	Healthcare	DM Europe & Mid East	0.0071%	3
HelloFresh SE	HFG	Consumer Cyclical	DM Europe & Mid East	0.0071%	3
Homeserve Plc	HSV	Industrials	DM Europe & Mid East	0.0070%	3
Temenos Group AG	TEMN	Technology	DM Europe & Mid East	0.0068%	3
JDE PEETS	JDEP	Consumer Defensive	DM Europe & Mid East	0.0067%	3
Powszechny Zaklad Ubezpieczen SA	PZU	Financial Services	DM Europe & Mid East	0.0067%	3
ALS Ltd	ALQ	Industrials	DM Asia-Pacific	0.0065%	3
Singapore Technologies Engineering Ltd	S63	Industrials	DM Asia-Pacific	0.0064%	3
Endeavour Mining plc	EDV	Basic Materials	DM Europe & Mid East	0.0064%	3
agilon health inc.	AGL	Healthcare	DM Americas	0.0063%	3
Aixtron SE	AIXA	Technology	DM Europe & Mid East	0.0061%	3
Clariant AG Reg	CLN	Basic Materials	DM Europe & Mid East	0.0061%	3
Kongsberg Gruppen AS	KOG	Industrials	DM Europe & Mid East	0.0061%	3
Genting Singapore Limited	G13	Consumer Cyclical	DM Asia-Pacific	0.0060%	3
Liberty Media SiriusXM-A	LSXMA	Communication Services	DM Americas	0.0060%	3
INWIT - Infrastrutture Wireless Spa	INW	Real Estate	DM Europe & Mid East	0.0059%	3
Diasorin SpA	DIA	Healthcare	DM Europe & Mid East	0.0058%	3
SPIE	SPIE	Industrials	DM Europe & Mid East	0.0058%	3
Lanxess AG	LXS	Basic Materials	DM Europe & Mid East	0.0057%	3
OCI NV	OCI	Basic Materials	DM Europe & Mid East	0.0057%	3
Kinaxis Inc.	KXS	Technology	DM Americas	0.0057%	3
Hang Lung Properties Ltd.	101	Real Estate	DM Asia-Pacific	0.0056%	3
Eurazeo	RF	Financial Services	DM Europe & Mid East	0.0055%	3
GN Store Nord AS	GN	Healthcare	DM Europe & Mid East	0.0054%	3
Abcam Plc	ABC	Healthcare	DM Europe & Mid East	0.0054%	3

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
New World Development Co. Ltd.	17	Real Estate	DM Asia-Pacific	0.0054%	3
Mapletree Industrial Trust	ME8U	Real Estate	DM Asia-Pacific	0.0053%	3
Husqvarna AB B	HUSQ B	Industrials	DM Europe & Mid East	0.0053%	3
Electrolux AB B	ELUX B	Consumer Cyclical	DM Europe & Mid East	0.0053%	3
Derwent London Plc	DLN	Real Estate	DM Europe & Mid East	0.0053%	3
Jyske Bank AS	JYSK	Financial Services	DM Europe & Mid East	0.0052%	3
SCOR SE	SCR	Financial Services	DM Europe & Mid East	0.0052%	3
Rotork	ROR	Industrials	DM Europe & Mid East	0.0052%	3
SAAB AB B	SAAB B	Industrials	DM Europe & Mid East	0.0050%	3
Axfood AB	AXFO	Consumer Defensive	DM Europe & Mid East	0.0049%	3
Marks & Spencer Group	MKS	Consumer Cyclical	DM Europe & Mid East	0.0048%	3
Greggs	GRG	Consumer Defensive	DM Europe & Mid East	0.0048%	3
TietoEVRY Corp	TIETO	Technology	DM Europe & Mid East	0.0048%	3
Dufry AG	DUFN	Consumer Cyclical	DM Europe & Mid East	0.0047%	3
Faurecia	EO	Consumer Cyclical	DM Europe & Mid East	0.0047%	3
Gaztransport & Technigaz	GTT	Energy	DM Europe & Mid East	0.0045%	3
Kojamo Oyj	KOJAMO	Real Estate	DM Europe & Mid East	0.0044%	3
ATS Corporation	ATS	Industrials	DM Americas	0.0044%	3
Volvo Car AB Class B	VOLCAR B	Consumer Cyclical	DM Europe & Mid East	0.0044%	3
Amplifon SpA	AMP	Healthcare	DM Europe & Mid East	0.0043%	3
Britvic	BVIC	Consumer Defensive	DM Europe & Mid East	0.0043%	3
Tricon Residential Inc.	TCN	Real Estate	DM Americas	0.0042%	3
IGM Financial Inc	IGM	Financial Services	DM Americas	0.0042%	3
Encavis AG	ECV	Utilities	DM Europe & Mid East	0.0042%	3
ThyssenKrupp AG	TKA	Industrials	DM Europe & Mid East	0.0041%	3
Thule Group AB	THULE	Consumer Cyclical	DM Europe & Mid East	0.0041%	3
QINETIQ GROUP PLC	QQ.	Industrials	DM Europe & Mid East	0.0041%	3
Ansell Ltd	ANN	Healthcare	DM Asia-Pacific	0.0041%	3
Fuchs Petrolub SE Nvtg - Pref	FPE3	Basic Materials	DM Europe & Mid East	0.0040%	3
Fletcher Building Ltd	FBU	Basic Materials	DM Asia-Pacific	0.0040%	3
Hays	HAS	Industrials	DM Europe & Mid East	0.0040%	3
Millicom International Cellular S.A.-SDR	TIGO SDB	Communication Services	DM Europe & Mid East	0.0039%	3
Hexatronic Group AB	HTRO	Technology	DM Europe & Mid East	0.0038%	3
Sopra Steria Group	SOP	Technology	DM Europe & Mid East	0.0038%	3
Chorus Ltd.	CNU	Communication Services	DM Asia-Pacific	0.0037%	3
UOL Group Limited	U14	Real Estate	DM Asia-Pacific	0.0037%	3
TransAlta Corporation	TA	Utilities	DM Americas	0.0037%	3
Fabege AB	FABG	Real Estate	DM Europe & Mid East	0.0037%	3
Topdanmark AS	TOP	Financial Services	DM Europe & Mid East	0.0037%	3

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Brunello Cucinelli SpA	BC	Consumer Cyclical	DM Europe & Mid East	0.0037%	3
Seven Group Holdings Limited	SVW	Industrials	DM Asia-Pacific	0.0036%	3
Enlight Renewable Energy Ltd	ENLT	Utilities	DM Europe & Mid East	0.0036%	3
Fortnox AB Shs	FNOX	Technology	DM Europe & Mid East	0.0036%	3
ALLEGRO EU S.A.	ALE	Consumer Cyclical	DM Europe & Mid East	0.0035%	3
Harbour Energy Plc	HBR	Energy	DM Europe & Mid East	0.0035%	3
CD PROJEKT RED SA	CDR	Communication Services	DM Europe & Mid East	0.0034%	3
Granite REIT	GRT.UN	Real Estate	DM Americas	0.0034%	3
Shopping Centres Australasia Property Group	SCP	Real Estate	DM Asia-Pacific	0.0034%	3
Kesko Oyj A	KESKOA	Consumer Defensive	DM Europe & Mid East	0.0033%	3
Galapagos Genomics NV	GLPG	Healthcare	DM Europe & Mid East	0.0033%	3
Vopak NV	VPK	Energy	DM Europe & Mid East	0.0032%	3
Banca Generali	BGN	Financial Services	DM Europe & Mid East	0.0032%	3
Outokumpu Oyj	OUT1V	Basic Materials	DM Europe & Mid East	0.0032%	3
Wacker Chemie AG	WCH	Basic Materials	DM Europe & Mid East	0.0032%	3
PCCW Ltd.	8	Communication Services	DM Asia-Pacific	0.0032%	3
Computacenter Plc	CCC	Technology	DM Europe & Mid East	0.0032%	3
Corebridge Financial Inc	CRBG	Financial Services	DM Americas	0.0031%	3
Softcat Plc	SCT	Technology	DM Europe & Mid East	0.0031%	3
Allfunds Group plc	ALLFG	Financial Services	DM Europe & Mid East	0.0030%	3
HELLA GmbH & Co. KGaA	HLE	Consumer Cyclical	DM Europe & Mid East	0.0029%	3
Orora Limited	ORA	Consumer Cyclical	DM Asia-Pacific	0.0029%	3
Summit Industrial Income REIT	SMU.UN	Real Estate	DM Americas	0.0028%	3
Flight Centre Travel Group Ltd	FLT	Consumer Cyclical	DM Asia-Pacific	0.0028%	3
BIC	BB	Consumer Defensive	DM Europe & Mid East	0.0027%	3
Kemira Oyj	KEMIRA	Basic Materials	DM Europe & Mid East	0.0026%	3
Verbio AG	VBK	Basic Materials	DM Europe & Mid East	0.0026%	3
RTL Group	RRTL	Communication Services	DM Europe & Mid East	0.0026%	3
Imerys	NK	Basic Materials	DM Europe & Mid East	0.0025%	3
Core Lithium Ltd	CXO	Basic Materials	DM Asia-Pacific	0.0024%	3
HOCHTIEF AG	HOT	Industrials	DM Europe & Mid East	0.0024%	3
Paladin Energy Ltd.	PDN	Energy	DM Asia-Pacific	0.0024%	3
ESR LOGOS REIT	J91U	Real Estate	DM Asia-Pacific	0.0023%	3
Leroy Seafood Group ASA	LSG	Consumer Defensive	DM Europe & Mid East	0.0023%	3
R1 RCM Inc.	RCM	Healthcare	DM Americas	0.0023%	3
JC Decaux Intl SA	DEC	Communication Services	DM Europe & Mid East	0.0022%	3
Capitaland Ascott Trust	HMN	Real Estate	DM Asia-Pacific	0.0022%	3
Keppel Infrastructure Trust	A7RU	Basic Materials	DM Asia-Pacific	0.0022%	3
Breville Group Ltd	BRG	Consumer Cyclical	DM Asia-Pacific	0.0022%	3

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
H&R REIT	HR.UN	Real Estate	DM Americas	0.0022%	3
Watches of Switzerland Group PLC	WOSG	Consumer Cyclical	DM Europe & Mid East	0.0022%	3
Antin Infrastructure Partners	ANTIN	Financial Services	DM Europe & Mid East	0.0022%	3
Keppel REIT	K71U	Real Estate	DM Asia-Pacific	0.0021%	3
Brickworks Ltd	BKW	Basic Materials	DM Asia-Pacific	0.0021%	3
Stroer SE & Co KGaA	SAX	Communication Services	DM Europe & Mid East	0.0021%	3
Banco Comercial Portugues Reg	BCP	Financial Services	DM Europe & Mid East	0.0021%	3
Peab AB	PEAB B	Industrials	DM Europe & Mid East	0.0019%	3
Deutsche Wohnen AG BR	DWNI	Real Estate	DM Europe & Mid East	0.0019%	3
METRO AG	B4B	Consumer Defensive	DM Europe & Mid East	0.0019%	3
Pandox AB	PNDX B	Consumer Cyclical	DM Europe & Mid East	0.0018%	3
Wynn Macau	1128	Consumer Cyclical	DM Asia-Pacific	0.0018%	3
VITEC SOFTWARE GROUP AB	VIT B	Technology	DM Europe & Mid East	0.0018%	3
Kerry Properties Ltd.	683	Real Estate	DM Asia-Pacific	0.0018%	3
VIRBAC	VIRP	Healthcare	DM Europe & Mid East	0.0018%	3
Oesterreichische Post AG	POST	Industrials	DM Europe & Mid East	0.0018%	3
Technoprobe SpA	TPRO	Technology	DM Europe & Mid East	0.0016%	3
Atea ASA	ATEA	Technology	DM Europe & Mid East	0.0016%	3
Vaisala Oyj A	VAIAS	Technology	DM Europe & Mid East	0.0016%	3
Fuchs Petrolub SE	FPE	Basic Materials	DM Europe & Mid East	0.0016%	3
Hutchison Port Holdings Trust	NS8U	Industrials	DM Asia-Pacific	0.0015%	3
H. Lundbeck AS Ordinary Shares - Class B	HLUN B	Healthcare	DM Europe & Mid East	0.0015%	3
Nav	NVG	Basic Materials	DM Europe & Mid East	0.0015%	3
Vienna Insurance Group	VIG	Financial Services	DM Europe & Mid East	0.0014%	3
Atrium Ljungberg AB	ATRLJ B	Real Estate	DM Europe & Mid East	0.0014%	3
Cint Group AB	CINT	Technology	DM Europe & Mid East	0.0014%	3
Shangri-La Asia Ltd.	69	Consumer Cyclical	DM Asia-Pacific	0.0014%	3
Dottikon ES Holding AG	DESN	Basic Materials	DM Europe & Mid East	0.0013%	3
Abacus Property Group	ABP	Real Estate	DM Asia-Pacific	0.0012%	3
OX2 AB	OX2	Utilities	DM Europe & Mid East	0.0011%	3
Carel Industries SpA	CRL	Technology	DM Europe & Mid East	0.0010%	3
APM Human Services International Ltd	APM	Industrials	DM Asia-Pacific	0.0010%	3
Stanmore Resources Ltd Ordinary Shares	SMR	Basic Materials	DM Asia-Pacific	0.0008%	3
Ventia Services Group Ltd	VNT	Industrials	DM Asia-Pacific	0.0008%	3
SIA Engineering Co	S59	Industrials	DM Asia-Pacific	0.0007%	3
SCA - A shares	SCA A	Basic Materials	DM Europe & Mid East	0.0007%	3
OVH Groupe SAS	OVH	Technology	DM Europe & Mid East	0.0007%	3
H. Lundbeck A	HLUN A	Healthcare	DM Europe & Mid East	0.0004%	3

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Husqvarna AB A	HUSQ A	Industrials	DM Europe & Mid East	0.0003%	3
Costco Wholesale Corp	COST	Consumer Defensive	DM Americas	0.3266%	4
Broadcom Inc	AVGO	Technology	DM Americas	0.3043%	4
ASML Holding NV	ASML	Technology	DM Europe & Mid East	0.2979%	4
Linde plc	LIN	Basic Materials	DM Americas	0.2293%	4
Charles Schwab Corp	SCHW	Financial Services	DM Americas	0.1723%	4
Advanced Micro Devices	AMD	Technology	DM Americas	0.1714%	4
AIA Group Ltd	1299	Financial Services	DM Asia-Pacific	0.1484%	4
Intuitive Surgical Inc	ISRG	Healthcare	DM Americas	0.1320%	4
Applied Materials Inc	AMAT	Technology	DM Americas	0.1304%	4
EOG Resources	EOG	Energy	DM Americas	0.1137%	4
Canadian Pacific Railway Ltd	CP	Industrials	DM Americas	0.1033%	4
CSX Corporation	CSX	Industrials	DM Americas	0.0957%	4
Brookfield Asset Management Inc	BAM.A	Financial Services	DM Americas	0.0914%	4
Airbus SE	AIR	Industrials	DM Europe & Mid East	0.0877%	4
Compagnie financiere Richemont SA	CFR	Consumer Cyclical	DM Europe & Mid East	0.0862%	4
Dollar General Corp	DG	Consumer Defensive	DM Americas	0.0794%	4
KLA Corporation	KLAC	Technology	DM Americas	0.0762%	4
Anheuser Busch Inbev NV	ABI	Consumer Defensive	DM Europe & Mid East	0.0725%	4
Synopsys Inc	SNPS	Technology	DM Americas	0.0710%	4
EssilorLuxottica	EL	Healthcare	DM Europe & Mid East	0.0705%	4
Shopify Inc.	SHOP	Technology	DM Americas	0.0661%	4
Amphenol Corp A	APH	Technology	DM Americas	0.0654%	4
Cadence Design Systems Inc	CDNS	Technology	DM Americas	0.0644%	4
NXP Semiconductor NV	NXPI	Technology	DM Americas	0.0631%	4
Devon Energy Corp	DVN	Energy	DM Americas	0.0614%	4
Enphase Energy Inc	ENPH	Technology	DM Americas	0.0594%	4
Mercadolibre inc	MELI	Consumer Cyclical	DM Americas	0.0590%	4
AFLAC Inc	AFL	Financial Services	DM Americas	0.0566%	4
MSCI Inc	MSCI	Financial Services	DM Americas	0.0559%	4
Hess Corp	HES	Energy	DM Americas	0.0548%	4
Marvell Technology Inc	MRVL	Technology	DM Americas	0.0541%	4
Safran SA	SAF	Industrials	DM Europe & Mid East	0.0537%	4
Simon Property Group A	SPG	Real Estate	DM Americas	0.0535%	4
Parker-Hannifin Corp	PH	Industrials	DM Americas	0.0525%	4
Kinder Morgan Inc	KMI	Energy	DM Americas	0.0518%	4
Alimentation Couche Tard Inc.	ATD	Consumer Cyclical	DM Americas	0.0487%	4
IDEXX Laboratories Inc	IDXX	Healthcare	DM Americas	0.0485%	4
VICI Properties Inc.	VICI	Real Estate	DM Americas	0.0450%	4

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AMETEK Inc	AME	Industrials	DM Americas	0.0447%	4
Digital Realty Trust	DLR	Real Estate	DM Americas	0.0442%	4
SBA Communications Corp	SBAC	Real Estate	DM Americas	0.0442%	4
Cognizant Tech Solutions Corp	CTSH	Technology	DM Americas	0.0440%	4
Dollar Tree Inc	DLTR	Consumer Defensive	DM Americas	0.0434%	4
The Kraft Heinz Company	KHC	Consumer Defensive	DM Americas	0.0429%	4
KKR & Co Inc	KKR	Financial Services	DM Americas	0.0409%	4
ONEOK Inc	OKE	Energy	DM Americas	0.0409%	4
Fastenal Co	FAST	Industrials	DM Americas	0.0405%	4
Eversource Energy	ES	Utilities	DM Americas	0.0393%	4
Barrick Gold Corp	ABX	Basic Materials	DM Americas	0.0392%	4
CRH Plc	CRG	Basic Materials	DM Europe & Mid East	0.0381%	4
Franco-Nevada Corp	FNV	Basic Materials	DM Americas	0.0380%	4
Diamondback Energy Inc	FANG	Energy	DM Americas	0.0360%	4
Genuine Parts Co	GPC	Consumer Cyclical	DM Americas	0.0355%	4
Volkswagen AG Nvtg - Pref	VOW3	Consumer Cyclical	DM Europe & Mid East	0.0335%	4
Ulta Beauty Inc	ULTA	Consumer Cyclical	DM Americas	0.0329%	4
Alexandria Real Estate Eqty	ARE	Real Estate	DM Americas	0.0316%	4
Delta Air Lines	DAL	Industrials	DM Americas	0.0310%	4
STMicroelectronics NV [FR Cross-List]	STM	Technology	DM Europe & Mid East	0.0309%	4
Huntington Bancshares (OH)	HBAN	Financial Services	DM Americas	0.0305%	4
LyondellBasell Industries N.V.	LYB	Basic Materials	DM Americas	0.0296%	4
Quanta Services Inc	PWR	Industrials	DM Americas	0.0293%	4
McCormick & Co	MKC	Consumer Defensive	DM Americas	0.0292%	4
Flutter Entertainment plc	FLTR	Consumer Cyclical	DM Europe & Mid East	0.0281%	4
ARGENX SE	ARGX	Healthcare	DM Europe & Mid East	0.0281%	4
Dover Corp	DOV	Industrials	DM Americas	0.0279%	4
Pembina Pipeline Corporation	PPL	Energy	DM Americas	0.0275%	4
Tyson Foods Inc A	TSN	Consumer Defensive	DM Americas	0.0262%	4
Amcor plc	AMCR	Consumer Cyclical	DM Americas	0.0254%	4
CGI Inc. Class A SV	GIB.A	Technology	DM Americas	0.0251%	4
Evolution AB	EVO	Consumer Cyclical	DM Europe & Mid East	0.0243%	4
Wheaton Precious Metals Corp.	WPM	Basic Materials	DM Americas	0.0239%	4
Abiomed Inc	ABMD	Healthcare	DM Americas	0.0235%	4
First Solar Inc	FSLR	Technology	DM Americas	0.0234%	4
Monolithic Power Systems	MPWR	Technology	DM Americas	0.0232%	4
Targa Resources Corp	TRGP	Energy	DM Americas	0.0230%	4
SolarEdge Technologies Inc	SEDG	Technology	DM Americas	0.0227%	4

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Take-Two Interactive Software	TTWO	Communication Services	DM Americas	0.0226%	4
Paycom Software Inc	PAYC	Technology	DM Americas	0.0225%	4
Magna International Inc	MG	Consumer Cyclical	DM Americas	0.0225%	4
Sun Hung Kai Properties Ltd.	16	Real Estate	DM Asia-Pacific	0.0224%	4
Texas Pacific Land Corporation	TPL	Energy	DM Americas	0.0219%	4
EQT Corporation	EQT	Energy	DM Americas	0.0215%	4
Cooper Companies Inc	COO	Healthcare	DM Americas	0.0213%	4
Daimler Truck AG	DTG	Industrials	DM Europe & Mid East	0.0212%	4
Swiss Life Reg	SLHN	Financial Services	DM Europe & Mid East	0.0206%	4
Incyte Corp	INCY	Healthcare	DM Americas	0.0201%	4
Teradyne Inc	TER	Technology	DM Americas	0.0200%	4
Kimco Realty Corp	KIM	Real Estate	DM Americas	0.0194%	4
Zebra Technologies Corp	ZBRA	Technology	DM Americas	0.0191%	4
Symrise AG	SY1	Basic Materials	DM Europe & Mid East	0.0189%	4
Hubbell Inc	HUBB	Industrials	DM Americas	0.0186%	4
Carlisle Cos	CSL	Industrials	DM Americas	0.0186%	4
Hormel Foods Corp	HRL	Consumer Defensive	DM Americas	0.0186%	4
PTC Inc	PTC	Technology	DM Americas	0.0184%	4
Intl Paper Co	IP	Consumer Cyclical	DM Americas	0.0184%	4
First Quantum Minerals Ltd	FM	Basic Materials	DM Americas	0.0181%	4
Camden Property Trust	CPT	Real Estate	DM Americas	0.0175%	4
Nordson Corp	NDSN	Industrials	DM Americas	0.0175%	4
United Therapeutics Corp	UTHR	Healthcare	DM Americas	0.0174%	4
Packaging Corp of America	PKG	Consumer Cyclical	DM Americas	0.0174%	4
Liberty Formula One-C	FWONK	Communication Services	DM Americas	0.0172%	4
Swisscom AG Reg	SCMN	Communication Services	DM Europe & Mid East	0.0172%	4
Ferrovial SA	FER	Industrials	DM Europe & Mid East	0.0167%	4
Shaw Communications Inc B	SJR.B	Communication Services	DM Americas	0.0166%	4
AECOM	ACM	Industrials	DM Americas	0.0162%	4
Loews Corp	L	Financial Services	DM Americas	0.0159%	4
Darling Ingredients Inc	DAR	Consumer Defensive	DM Americas	0.0158%	4
Masco Corp	MAS	Industrials	DM Americas	0.0157%	4
Wolfspeed Inc.	WOLF	Technology	DM Americas	0.0154%	4
Fidelity National Financial Inc	FNF	Financial Services	DM Americas	0.0152%	4
AP Moller - Maersk AS B	MAERSK B	Industrials	DM Europe & Mid East	0.0149%	4
Caesars Entertainment Inc.	CZR	Consumer Cyclical	DM Americas	0.0149%	4
Globe Life Inc.	GL	Financial Services	DM Americas	0.0149%	4
Sarepta Therapeutics Inc	SRPT	Healthcare	DM Americas	0.0147%	4
Juniper Networks Inc	JNPR	Technology	DM Americas	0.0147%	4

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
ARAMARK	ARMK	Industrials	DM Americas	0.0147%	4
Eastman Chemical Co	EMN	Basic Materials	DM Americas	0.0145%	4
Pulte Group Inc	PHM	Consumer Cyclical	DM Americas	0.0142%	4
Vail Resorts Inc	MTN	Consumer Cyclical	DM Americas	0.0142%	4
Fresenius SE & Co KGaA	FRE	Healthcare	DM Europe & Mid East	0.0141%	4
WillScot Mobile Mini Holdings Corp.	WSC	Industrials	DM Americas	0.0141%	4
Antero Resources Corp	AR	Energy	DM Americas	0.0141%	4
Emera Inc	EMA	Utilities	DM Americas	0.0140%	4
Qorvo Inc	QRVO	Technology	DM Americas	0.0140%	4
MTU Aero Engines AG	MTX	Industrials	DM Europe & Mid East	0.0140%	4
Erste Group Bank AG	EBS	Financial Services	DM Europe & Mid East	0.0138%	4
Borgwarner Inc	BWA	Consumer Cyclical	DM Americas	0.0138%	4
Chesapeake Energy Corp	CHK	Energy	DM Americas	0.0137%	4
Jazz Pharmaceuticals plc	JAZZ	Healthcare	DM Americas	0.0134%	4
Carnival Corp	CCL	Consumer Cyclical	DM Americas	0.0134%	4
ARC Resources Ltd.	ARX	Energy	DM Americas	0.0134%	4
Computershare Ltd	CPU	Financial Services	DM Asia-Pacific	0.0132%	4
WestRock Co	WRK	Consumer Cyclical	DM Americas	0.0132%	4
Sonic Healthcare Ltd	SHL	Healthcare	DM Asia-Pacific	0.0128%	4
Life Storage Inc	LSI	Real Estate	DM Americas	0.0124%	4
Paylocity Holding Corp	PCTY	Technology	DM Americas	0.0122%	4
Regal Rexnord Corp	RRX	Industrials	DM Americas	0.0119%	4
Lincoln Electric Hldgs	LECO	Industrials	DM Americas	0.0117%	4
Prysmian SpA	PRY	Industrials	DM Europe & Mid East	0.0117%	4
Porsche Automobil Holding SE	PAH3	Consumer Cyclical	DM Europe & Mid East	0.0117%	4
Lennox International Inc	LII	Industrials	DM Americas	0.0115%	4
Hong Kong and China Gas Co Ltd	3	Utilities	DM Asia-Pacific	0.0114%	4
George Weston Ltd	WN	Consumer Defensive	DM Americas	0.0113%	4
AGCO Corp	AGCO	Industrials	DM Americas	0.0112%	4
Commerce Bancshares Inc (MO)	CBSH	Financial Services	DM Americas	0.0112%	4
OGE Energy Corp	OGE	Utilities	DM Americas	0.0111%	4
Rheinmetall AG	RHM	Industrials	DM Europe & Mid East	0.0111%	4
James Hardie Industries plc	JHX	Basic Materials	DM Asia-Pacific	0.0108%	4
Middleby Corp The	MIDD	Industrials	DM Americas	0.0106%	4
ZoomInfo Technologies Inc.	ZI	Technology	DM Americas	0.0106%	4
Sealed Air Corp	SEE	Consumer Cyclical	DM Americas	0.0106%	4
Fisher & Paykel Healthcare Corporation Limited	FPH	Healthcare	DM Asia-Pacific	0.0105%	4
Franklin Resources Inc	BEN	Financial Services	DM Americas	0.0104%	4
Western Alliance Bancorp	WAL	Financial Services	DM Americas	0.0101%	4

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Sartorius Stedim Biotech	DIM	Healthcare	DM Europe & Mid East	0.0101%	4
Groupe Bruxelles Lambert	GBLB	Financial Services	DM Europe & Mid East	0.0101%	4
Intertek Group PLC	ITRK	Industrials	DM Europe & Mid East	0.0099%	4
HeidelbergCement AG	HEI	Basic Materials	DM Europe & Mid East	0.0099%	4
Polski Koncern Naftowy SA	PKN	Energy	DM Europe & Mid East	0.0097%	4
SIG Group AG	SIGN	Consumer Cyclical	DM Europe & Mid East	0.0096%	4
Brixmor Property Group Inc	BRX	Real Estate	DM Americas	0.0095%	4
MTR Corporation Ltd.	66	Industrials	DM Asia-Pacific	0.0092%	4
CIENA Corp	CIEN	Technology	DM Americas	0.0092%	4
Barry Callebaut AG	BARN	Consumer Defensive	DM Europe & Mid East	0.0091%	4
Pandora A/S	PNDORA	Consumer Cyclical	DM Europe & Mid East	0.0088%	4
Wharf Real Estate Investment Company Ltd	1997	Real Estate	DM Asia-Pacific	0.0088%	4
Great-West Lifeco Inc	GWO	Financial Services	DM Americas	0.0087%	4
Baloise Hldg Reg	BALN	Financial Services	DM Europe & Mid East	0.0087%	4
Associated British Foods	ABF	Consumer Defensive	DM Europe & Mid East	0.0085%	4
Getlink SE	GET	Industrials	DM Europe & Mid East	0.0083%	4
Ritchie Bros Auctioneers Inc	RBA	Industrials	DM Americas	0.0082%	4
Metso Outotec Oyj	MOCORP	Industrials	DM Europe & Mid East	0.0082%	4
iA Financial Corporation Inc.	IAG	Financial Services	DM Americas	0.0081%	4
Melrose Industries PLC	MRO	Industrials	DM Europe & Mid East	0.0081%	4
Sands China Ltd.	1928	Consumer Cyclical	DM Asia-Pacific	0.0081%	4
Descartes Systems Group Inc	DSG	Technology	DM Americas	0.0080%	4
Whitehaven Coal Ltd	WHC	Energy	DM Asia-Pacific	0.0079%	4
AP Moller - Maersk AS A	MAERSK A	Industrials	DM Europe & Mid East	0.0079%	4
TMX Group Limited	X	Financial Services	DM Americas	0.0079%	4
Western Digital Corp	WDC	Technology	DM Americas	0.0079%	4
Whitbread	WTB	Consumer Cyclical	DM Europe & Mid East	0.0079%	4
Antofagasta Hldgs	ANTO	Basic Materials	DM Europe & Mid East	0.0073%	4
Concentrix Corp	CNXC	Technology	DM Americas	0.0071%	4
Yamana Gold Inc	YRI	Basic Materials	DM Americas	0.0071%	4
Orion OYJ B	ORNBV	Healthcare	DM Europe & Mid East	0.0071%	4
Davide Campari Group Milano SpA	CPR	Consumer Defensive	DM Europe & Mid East	0.0070%	4
Ivanhoe Mines Ltd.	IVN	Basic Materials	DM Americas	0.0069%	4
Mizrahi Tefahot Bank Ltd	MZTF	Financial Services	DM Europe & Mid East	0.0068%	4
PKO Bank Polski SA	PKO	Financial Services	DM Europe & Mid East	0.0068%	4
ESR Cayman Ltd	1821	Real Estate	DM Asia-Pacific	0.0068%	4
Ocado Group PLC	OCDO	Consumer Defensive	DM Europe & Mid East	0.0068%	4
Allkem Ltd	AKE	Basic Materials	DM Asia-Pacific	0.0068%	4
Bath & Body Works Inc	BBWI	Consumer Cyclical	DM Americas	0.0066%	4

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Singapore Airlines	C6L	Industrials	DM Asia-Pacific	0.0065%	4
Barratt Developments	BDEV	Consumer Cyclical	DM Europe & Mid East	0.0061%	4
Tower Semiconductor Ltd	TSEM	Technology	DM Europe & Mid East	0.0061%	4
Empire Company Limited	EMPA	Consumer Defensive	DM Americas	0.0061%	4
Crescent Point Energy Corp	CPG	Energy	DM Americas	0.0059%	4
TD SYNEX Corporation	SNX	Technology	DM Americas	0.0059%	4
EMS-Chemie Hldg AG	EMSN	Basic Materials	DM Europe & Mid East	0.0059%	4
Ipsen	IPN	Healthcare	DM Europe & Mid East	0.0056%	4
DaVita Inc	DVA	Healthcare	DM Americas	0.0056%	4
Orica Ltd	ORI	Basic Materials	DM Asia-Pacific	0.0055%	4
Swedish Orphan Biovitrum AB Common Stock	SOBI	Healthcare	DM Europe & Mid East	0.0054%	4
IG Group Holdings	IGG	Financial Services	DM Europe & Mid East	0.0053%	4
MEG Energy Corp	MEG	Energy	DM Americas	0.0053%	4
Henderson Land Development Co. Ltd.	12	Real Estate	DM Asia-Pacific	0.0053%	4
Beijer Ref AB - B shares	BEIJ B	Industrials	DM Europe & Mid East	0.0053%	4
Diploma	DPLM	Industrials	DM Europe & Mid East	0.0053%	4
K+S AG	SDF	Basic Materials	DM Europe & Mid East	0.0052%	4
Alamos Gold	AGI	Basic Materials	DM Americas	0.0052%	4
IDP Education Ltd	IEL	Consumer Defensive	DM Asia-Pacific	0.0051%	4
B2Gold Corp	BTO	Basic Materials	DM Americas	0.0050%	4
SOITEC - Silicon on Insulator Tech	SOI	Technology	DM Europe & Mid East	0.0050%	4
Helvetia Holding AG	HELN	Financial Services	DM Europe & Mid East	0.0049%	4
Dino Polska SA	DNP	Consumer Defensive	DM Europe & Mid East	0.0049%	4
Galenica AG	GALE	Healthcare	DM Europe & Mid East	0.0048%	4
Addtech AB B	ADDT B	Industrials	DM Europe & Mid East	0.0048%	4
BEZEQ ISRAELI TELECOM CORP	BEZQ	Communication Services	DM Europe & Mid East	0.0047%	4
Holmen AB B	HOLM B	Basic Materials	DM Europe & Mid East	0.0047%	4
Samsonite International SA	1910	Consumer Cyclical	DM Asia-Pacific	0.0047%	4
Aalberts NV	AALB	Industrials	DM Europe & Mid East	0.0047%	4
Inchcape	INCH	Consumer Cyclical	DM Europe & Mid East	0.0047%	4
Pan American Silver Corp	PAAS	Basic Materials	DM Americas	0.0047%	4
Warehouses De Pauw SCA	WDP	Real Estate	DM Europe & Mid East	0.0047%	4
Mapletree Logistics Trust	M44U	Real Estate	DM Asia-Pacific	0.0047%	4
Colliers International Group Inc.	CIGI	Real Estate	DM Americas	0.0046%	4
Dassault Aviation	AM	Industrials	DM Europe & Mid East	0.0046%	4
Quebecor Inc B SV	QBR.B	Communication Services	DM Americas	0.0046%	4
Albertsons Companies Inc.	ACI	Consumer Defensive	DM Americas	0.0046%	4
Parkland Corporation	PKI	Energy	DM Americas	0.0045%	4

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Vermilion Energy Inc.	VET	Energy	DM Americas	0.0044%	4
Canadian Utilities Ltd A NV	CU	Utilities	DM Americas	0.0044%	4
SSAB AB	SSAB B	Basic Materials	DM Europe & Mid East	0.0044%	4
SSR Mining Inc	SSRM	Basic Materials	DM Americas	0.0044%	4
SNC - Lavalin Group Inc	SNC	Industrials	DM Americas	0.0043%	4
Hertz Global Holdings Inc	HTZ	Industrials	DM Americas	0.0042%	4
Sofina	SOF	Financial Services	DM Europe & Mid East	0.0042%	4
Bank Pekao SA	PEO	Financial Services	DM Europe & Mid East	0.0041%	4
Evolution Mining Ltd	EVN	Basic Materials	DM Asia-Pacific	0.0041%	4
Wharf (Holdings) Ltd.	4	Real Estate	DM Asia-Pacific	0.0041%	4
Hikma Pharmaceuticals	HIK	Healthcare	DM Europe & Mid East	0.0041%	4
Leonardo S.p.a.	LDO	Industrials	DM Europe & Mid East	0.0041%	4
Jb Hi-Fi	JBH	Consumer Cyclical	DM Asia-Pacific	0.0040%	4
Flughafen Zurich AG	FHZN	Industrials	DM Europe & Mid East	0.0040%	4
Aedifica	AED	Real Estate	DM Europe & Mid East	0.0039%	4
Vantage Towers AG Ordinary Shares	VTWR	Real Estate	DM Europe & Mid East	0.0039%	4
Merlin Properties Socimi SA	MRL	Real Estate	DM Europe & Mid East	0.0039%	4
Baytex Energy Corp.	BTE	Energy	DM Americas	0.0038%	4
a2 Milk Co Ltd	ATM	Consumer Defensive	DM Asia-Pacific	0.0038%	4
Wienerberger AG	WIE	Basic Materials	DM Europe & Mid East	0.0038%	4
CK Infrastructure Holdings Ltd	1038	Utilities	DM Asia-Pacific	0.0038%	4
NEXTDC Ltd	NXT	Real Estate	DM Asia-Pacific	0.0037%	4
Methanex Corp	MX	Basic Materials	DM Americas	0.0037%	4
Royal Unibrew AS	RBREW	Consumer Defensive	DM Europe & Mid East	0.0036%	4
VERBUND AG	VER	Utilities	DM Europe & Mid East	0.0036%	4
Gibson Energy Inc	GEI	Energy	DM Americas	0.0036%	4
Lithium Americas Corp.	LAC	Basic Materials	DM Americas	0.0036%	4
Indivior Plc	INDV	Healthcare	DM Europe & Mid East	0.0036%	4
Euronav SA	EURN	Energy	DM Europe & Mid East	0.0036%	4
Evotec AG	EVT	Healthcare	DM Europe & Mid East	0.0035%	4
Siegfried Ltd Reg	SFZN	Healthcare	DM Europe & Mid East	0.0035%	4
Demant	DEMANT	Healthcare	DM Europe & Mid East	0.0034%	4
DKSH Holding AG	DKSH	Industrials	DM Europe & Mid East	0.0034%	4
Nemetschek SE	NEM	Technology	DM Europe & Mid East	0.0034%	4
Easyjet	EZJ	Industrials	DM Europe & Mid East	0.0034%	4
Reply SpA	REY	Technology	DM Europe & Mid East	0.0033%	4
Freenet AG	FNTN	Communication Services	DM Europe & Mid East	0.0033%	4
SES	SESG	Communication Services	DM Europe & Mid East	0.0033%	4
Lotus Bakeries NV	LOTB	Consumer Defensive	DM Europe & Mid East	0.0033%	4

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Atco Ltd I Nvtg	ACO.X	Utilities	DM Americas	0.0032%	4
Elis SA	ELIS	Industrials	DM Europe & Mid East	0.0032%	4
Premium Brands Holdings Corporation	PBH	Consumer Defensive	DM Americas	0.0032%	4
RioCan REIT	REI.UN	Real Estate	DM Americas	0.0032%	4
Technology One Ltd	TNE	Technology	DM Asia-Pacific	0.0031%	4
Aurubis AG	NDA	Basic Materials	DM Europe & Mid East	0.0031%	4
Viscofan-Envolturas Celul SA	VIS	Consumer Cyclical	DM Europe & Mid East	0.0030%	4
Verallia	VRLA	Consumer Cyclical	DM Europe & Mid East	0.0030%	4
Glanbia Plc	GL9	Consumer Defensive	DM Europe & Mid East	0.0030%	4
Lightspeed Commerce Inc.	LSPD	Technology	DM Americas	0.0030%	4
Talanx AG	TLX	Financial Services	DM Europe & Mid East	0.0030%	4
Kindred Group	KIND SDB	Consumer Cyclical	DM Europe & Mid East	0.0029%	4
Azimut Holding SpA	AZM	Financial Services	DM Europe & Mid East	0.0029%	4
Linamar Corp	LNR	Consumer Cyclical	DM Americas	0.0029%	4
Downer EDI Ltd	DOW	Industrials	DM Asia-Pacific	0.0029%	4
Safestore Holdings Ltd	SAFE	Real Estate	DM Europe & Mid East	0.0029%	4
First Intl Bank of Israel	FIBI	Financial Services	DM Europe & Mid East	0.0028%	4
Dometic Group AB	DOM	Consumer Cyclical	DM Europe & Mid East	0.0028%	4
LPP SA	LPP	Consumer Cyclical	DM Europe & Mid East	0.0028%	4
Aroundtown SA	AT1	Real Estate	DM Europe & Mid East	0.0028%	4
Energean PLC	ENOG	Energy	DM Europe & Mid East	0.0028%	4
ADT Inc.	ADT	Industrials	DM Americas	0.0027%	4
Bper Banca	BPE	Financial Services	DM Europe & Mid East	0.0027%	4
Nuvei Corporation SV	NVEI	Technology	DM Americas	0.0027%	4
Jardine Cycle & Carriage Ltd	C07	Consumer Cyclical	DM Asia-Pacific	0.0027%	4
Ambu International AS	AMBU B	Healthcare	DM Europe & Mid East	0.0027%	4
Unipol Gruppo Finanziario SpA Ord	UNI	Financial Services	DM Europe & Mid East	0.0027%	4
Raiffeisen Bank International AG	RBI	Financial Services	DM Europe & Mid East	0.0026%	4
Sembcorp Industries	U96	Industrials	DM Asia-Pacific	0.0026%	4
LondonMetric Property PLC	LMP	Real Estate	DM Europe & Mid East	0.0026%	4
Sinch AB	SINCH	Communication Services	DM Europe & Mid East	0.0026%	4
Acerinox SA	ACX	Basic Materials	DM Europe & Mid East	0.0025%	4
Perseus Mining Limited	PRU	Basic Materials	DM Asia-Pacific	0.0025%	4
Neoen SA	NEOEN	Utilities	DM Europe & Mid East	0.0025%	4
New Hope Corp	NHC	Energy	DM Asia-Pacific	0.0025%	4
The Phoenix Holdings Ltd	PHOE	Financial Services	DM Europe & Mid East	0.0024%	4
ALK-Abello A/S	ALK B	Healthcare	DM Europe & Mid East	0.0024%	4
Beach Energy Limited	BPT	Energy	DM Asia-Pacific	0.0024%	4
Azelis Group NV	AZE	Basic Materials	DM Europe & Mid East	0.0023%	4

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Paramount Resources Ltd	POU	Energy	DM Americas	0.0023%	4
Konecranes Oyj	KCR	Industrials	DM Europe & Mid East	0.0023%	4
Aker ASA A	AKER	Industrials	DM Europe & Mid East	0.0023%	4
Worley Ltd	WOR	Energy	DM Asia-Pacific	0.0023%	4
Banca Mediolanum	BMED	Financial Services	DM Europe & Mid East	0.0023%	4
AutoStore Holdings Ltd Ordinary Shares	AUTO	Technology	DM Europe & Mid East	0.0023%	4
Pirelli & C	PIRC	Consumer Cyclical	DM Europe & Mid East	0.0022%	4
NetLink NBN Trust	CJLU	Communication Services	DM Asia-Pacific	0.0022%	4
ERG SpA	ERG	Utilities	DM Europe & Mid East	0.0022%	4
Melexis NV	MELE	Technology	DM Europe & Mid East	0.0022%	4
Vontobel Hldgs AG Reg	VONN	Financial Services	DM Europe & Mid East	0.0022%	4
Topaz Energy Corp.	TPZ	Energy	DM Americas	0.0022%	4
Oberbank AG	OBS	Financial Services	DM Europe & Mid East	0.0021%	4
Hufvudstaden AB A	HUFV A	Real Estate	DM Europe & Mid East	0.0021%	4
Reliance Worldwide Corporation Limited	RWC	Industrials	DM Asia-Pacific	0.0020%	4
AF Poyry AB	AFRY	Industrials	DM Europe & Mid East	0.0020%	4
Metsa Board OYJ B	METSB	Consumer Cyclical	DM Europe & Mid East	0.0020%	4
Orion OYJ A	ORNAV	Healthcare	DM Europe & Mid East	0.0020%	4
SmartCentres REIT	SRU.UN	Real Estate	DM Americas	0.0020%	4
Frasers Centrepoint Trust	J69U	Real Estate	DM Asia-Pacific	0.0020%	4
Compania De Distribucion Integral Logista Holdings S.A.U.	LOG	Industrials	DM Europe & Mid East	0.0020%	4
Rockwool A/S B	ROCK B	Industrials	DM Europe & Mid East	0.0019%	4
KRONES AG	KRN	Industrials	DM Europe & Mid East	0.0019%	4
SOMFY International SA	SO	Consumer Cyclical	DM Europe & Mid East	0.0019%	4
Colruyt SA	COLR	Consumer Defensive	DM Europe & Mid East	0.0018%	4
Fluidra SA	FDR	Industrials	DM Europe & Mid East	0.0018%	4
Liberty Formula One-A	FWONA	Communication Services	DM Americas	0.0018%	4
Luzerner Kantonalbank Reg	LUKN	Financial Services	DM Europe & Mid East	0.0018%	4
GRUPO CATALANA OCCIDENTE SA	GCO	Financial Services	DM Europe & Mid East	0.0018%	4
Sims Ltd	SGM	Basic Materials	DM Asia-Pacific	0.0017%	4
Golden Agri Resources Ltd	E5H	Consumer Defensive	DM Asia-Pacific	0.0017%	4
Goodman Property Trust	GMT	Real Estate	DM Asia-Pacific	0.0017%	4
Allied Properties REIT	AP.UN	Real Estate	DM Americas	0.0017%	4
BWP Trust	BWP	Real Estate	DM Asia-Pacific	0.0016%	4
Autogrill SpA	AGL	Consumer Cyclical	DM Europe & Mid East	0.0016%	4
Mycronic AB	MYCR	Industrials	DM Europe & Mid East	0.0016%	4

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Kety	KTY	Basic Materials	DM Europe & Mid East	0.0016%	4
Rockwool A/S A	ROCK A	Industrials	DM Europe & Mid East	0.0016%	4
SSAB AB	SSAB A	Basic Materials	DM Europe & Mid East	0.0016%	4
Asseco Poland SA	ACP	Technology	DM Europe & Mid East	0.0015%	4
Port Of Tauranga	POT	Industrials	DM Asia-Pacific	0.0015%	4
Perion Network Ltd.	PERI	Communication Services	DM Europe & Mid East	0.0015%	4
HENSOLDT AG	HAG	Industrials	DM Europe & Mid East	0.0015%	4
Munters Group AB	MTRS	Industrials	DM Europe & Mid East	0.0015%	4
NWS Holdings Ltd.	659	Industrials	DM Asia-Pacific	0.0014%	4
JS Global Lifestyle Co Ltd	1691	Consumer Cyclical	DM Asia-Pacific	0.0014%	4
LOccitane International SA	973	Consumer Defensive	DM Asia-Pacific	0.0014%	4
Brembo SpA	BRE	Consumer Cyclical	DM Europe & Mid East	0.0014%	4
Shurgard Self Storage SA	SHUR	Real Estate	DM Europe & Mid East	0.0014%	4
UnipolSai Assicurazioni SpA	US	Financial Services	DM Europe & Mid East	0.0014%	4
Clal Insurance Enterprises Hldgs	CLIS	Financial Services	DM Europe & Mid East	0.0013%	4
Olam Group Ltd	VC2	Consumer Defensive	DM Asia-Pacific	0.0013%	4
Veidekke AS	VEI	Industrials	DM Europe & Mid East	0.0013%	4
Partner Communications Co Ltd	PTNR	Communication Services	DM Europe & Mid East	0.0013%	4
De Longhi SpA	DLG	Consumer Cyclical	DM Europe & Mid East	0.0013%	4
Inter Parfums SA	ITP	Consumer Defensive	DM Europe & Mid East	0.0012%	4
Inter Cars SA	CAR	Consumer Cyclical	DM Europe & Mid East	0.0012%	4
UNIQA Versicherungen AG	UQA	Financial Services	DM Europe & Mid East	0.0012%	4
Fielmann AG	FIE	Healthcare	DM Europe & Mid East	0.0011%	4
Sudzucker AG	SZU	Consumer Defensive	DM Europe & Mid East	0.0011%	4
Energix - Renewable Energies Ltd	ENRG	Utilities	DM Europe & Mid East	0.0011%	4
Hafnia Ltd.	HAFNI	Industrials	DM Europe & Mid East	0.0011%	4
Ratos AB B	RATO B	Financial Services	DM Europe & Mid East	0.0011%	4
CTP NV.	CTPNV	Real Estate	DM Europe & Mid East	0.0010%	4
FIBI Hldgs	FIBIH	Financial Services	DM Europe & Mid East	0.0010%	4
Budimex SA B	BDX	Industrials	DM Europe & Mid East	0.0010%	4
Sheng Siong Group Ltd	OV8	Consumer Defensive	DM Asia-Pacific	0.0010%	4
BW LPG Ltd	BWLPG	Industrials	DM Europe & Mid East	0.0009%	4
Great Eastern Holdings	G07	Financial Services	DM Asia-Pacific	0.0009%	4
Corporacion Financiera Alba	ALB	Financial Services	DM Europe & Mid East	0.0009%	4
Fiskars Corp A	FSKRS	Consumer Cyclical	DM Europe & Mid East	0.0009%	4
Boral Ltd	BLD	Basic Materials	DM Asia-Pacific	0.0008%	4
Altarea	ALTA	Real Estate	DM Europe & Mid East	0.0008%	4
Bonheur ASA	BONHR	Industrials	DM Europe & Mid East	0.0008%	4
Stolt-Nielsen Ltd	SNI	Industrials	DM Europe & Mid East	0.0008%	4
Central Holding Group Co Ltd	1735	Industrials	DM Asia-Pacific	0.0007%	4

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Fomento de Construcciones y Contratas SA	FCC	Industrials	DM Europe & Mid East	0.0007%	4
Migdal Insurance Hdls	MGDL	Financial Services	DM Europe & Mid East	0.0006%	4
Menora Mivtachim Holdings Ltd	MMHD	Financial Services	DM Europe & Mid East	0.0006%	4
Peugeot Invest	PEUG	Financial Services	DM Europe & Mid East	0.0006%	4
Mandarin Oriental Intl Ltd	M04	Consumer Cyclical	DM Asia-Pacific	0.0006%	4
Arendals Fossekompni	AFK	Industrials	DM Europe & Mid East	0.0004%	4
Berkshire Hathaway B	BRK.B	Financial Services	DM Americas	0.5242%	5
Chubb Limited	CB	Financial Services	DM Americas	0.0836%	5
Glencore Plc	GLEN	Basic Materials	DM Europe & Mid East	0.0687%	5
Prosus	PRX	Communication Services	DM Europe & Mid East	0.0655%	5
Canadian Natural Resources Limited	CNQ	Energy	DM Americas	0.0607%	5
Blackstone Inc.	BX	Financial Services	DM Americas	0.0585%	5
Public Storage	PSA	Real Estate	DM Americas	0.0429%	5
Roper Technologies Inc	ROP	Industrials	DM Americas	0.0424%	5
DexCom Inc	DXCM	Healthcare	DM Americas	0.0416%	5
Microchip Technology Inc	MCHP	Technology	DM Americas	0.0399%	5
Snowflake Inc. Class A	SNOW	Technology	DM Americas	0.0369%	5
Cintas Corp	CTAS	Industrials	DM Americas	0.0362%	5
Monster Beverage Corp New	MNST	Consumer Defensive	DM Americas	0.0361%	5
Nucor Corp	NUE	Basic Materials	DM Americas	0.0358%	5
PACCAR Inc	PCAR	Industrials	DM Americas	0.0336%	5
Waste Connections Inc.	WCN	Industrials	DM Americas	0.0336%	5
Fortinet Inc	FTNT	Technology	DM Americas	0.0317%	5
Otis Worldwide Corp	OTIS	Industrials	DM Americas	0.0299%	5
TransDigm Group	TDG	Industrials	DM Americas	0.0295%	5
Costar Group Inc	CSGP	Real Estate	DM Americas	0.0293%	5
Constellation Software Inc.	CSU	Technology	DM Americas	0.0287%	5
Apollo Global Management Inc.	APO	Financial Services	DM Americas	0.0275%	5
Copart Inc	CPRT	Consumer Cyclical	DM Americas	0.0260%	5
Old Dominion Freight Line Inc	ODFL	Industrials	DM Americas	0.0253%	5
DSV A/S	DSV	Industrials	DM Europe & Mid East	0.0251%	5
O'Reilly Automotive	ORLY	Consumer Cyclical	DM Americas	0.0251%	5
Horton D.R. Inc	DHI	Consumer Cyclical	DM Americas	0.0248%	5
Bayer Motoren Werke AG (BMW)	BMW	Consumer Cyclical	DM Europe & Mid East	0.0240%	5
CrowdStrike Holdings Inc.	CRWD	Technology	DM Americas	0.0229%	5
United Rentals Inc	URI	Industrials	DM Americas	0.0225%	5
Vulcan Materials Co	VMC	Basic Materials	DM Americas	0.0222%	5
Ferguson PLC	FERG	Industrials	DM Europe & Mid East	0.0219%	5

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
The Trade Desk Inc.	TTD	Technology	DM Americas	0.0211%	5
Horizon Therapeutics	HZNP	Healthcare	DM Americas	0.0211%	5
Martin Marietta Materials	MLM	Basic Materials	DM Americas	0.0208%	5
Imperial Brands Plc	IMB	Consumer Defensive	DM Europe & Mid East	0.0205%	5
Lennar Corp A	LEN	Consumer Cyclical	DM Americas	0.0204%	5
Coterra Energy Inc	CTRA	Energy	DM Americas	0.0202%	5
Charter Communications Inc A	CHTR	Communication Services	DM Americas	0.0198%	5
EPAM Systems Inc	EPAM	Technology	DM Americas	0.0193%	5
Assa Abloy B	ASSA B	Industrials	DM Europe & Mid East	0.0187%	5
Partners Group Hldg	PGHN	Financial Services	DM Europe & Mid East	0.0186%	5
Coupang Inc Ordinary Shares - Class A	CPNG	Consumer Cyclical	DM Americas	0.0181%	5
Techtronic Industries Co. Ltd.	669	Industrials	DM Asia-Pacific	0.0180%	5
Teledyne Technologies Inc	TDY	Technology	DM Americas	0.0179%	5
Molina Healthcare	MOH	Healthcare	DM Americas	0.0178%	5
Tourmaline Oil Corp	TOU	Energy	DM Americas	0.0174%	5
Expeditors Intl of WA Inc	EXPD	Industrials	DM Americas	0.0173%	5
Datadog Inc.	DDOG	Technology	DM Americas	0.0171%	5
VeriSign Inc	VRSN	Technology	DM Americas	0.0170%	5
Steel Dynamics Inc	STLD	Basic Materials	DM Americas	0.0164%	5
Markel Corp	MKL	Financial Services	DM Americas	0.0163%	5
Cincinnati Financial Corp	CINF	Financial Services	DM Americas	0.0161%	5
Rivian Automotive Inc.	RIVN	Consumer Cyclical	DM Americas	0.0159%	5
Atmos Energy Corp	ATO	Utilities	DM Americas	0.0153%	5
Zoom Video Communications Inc.	ZM	Technology	DM Americas	0.0152%	5
Seagen Inc.	SGEN	Healthcare	DM Americas	0.0151%	5
Bunge Ltd	BG	Consumer Defensive	DM Americas	0.0145%	5
Fair Isaac & Co Inc	FICO	Technology	DM Americas	0.0143%	5
Geberit AG Reg	GEBN	Industrials	DM Europe & Mid East	0.0142%	5
Skyworks Solutions Inc	SWKS	Technology	DM Americas	0.0140%	5
FleetCor Technologies Inc	FLT	Technology	DM Americas	0.0134%	5
Garmin Ltd	GRMN	Technology	DM Americas	0.0131%	5
NVR Inc	NVR	Consumer Cyclical	DM Americas	0.0131%	5
Align Technology Inc	ALGN	Healthcare	DM Americas	0.0130%	5
LKQ Corp	LKQ	Consumer Cyclical	DM Americas	0.0129%	5
CK Hutchison Holding Ltd	1	Industrials	DM Asia-Pacific	0.0128%	5
Brown & Brown Inc	BRO	Financial Services	DM Americas	0.0127%	5
Dominos Pizza Inc	DPZ	Consumer Cyclical	DM Americas	0.0127%	5
Jack Henry & Associates Inc.	JKHY	Technology	DM Americas	0.0126%	5

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Loblaw Companies Ltd	L	Consumer Defensive	DM Americas	0.0126%	5
Gaming & Leisure Properties Inc.	GLPI	Real Estate	DM Americas	0.0123%	5
RPM International Inc.	RPM	Basic Materials	DM Americas	0.0122%	5
Palantir Technologies Inc. Class A	PLTR	Technology	DM Americas	0.0119%	5
NIBE Industrier AB B	NIBE B	Industrials	DM Europe & Mid East	0.0119%	5
Pool Corp	POOL	Industrials	DM Americas	0.0119%	5
Fairfax Financial Holdings Limited	FFH	Financial Services	DM Americas	0.0119%	5
Snap On Inc	SNA	Industrials	DM Americas	0.0117%	5
Reliance Steel & Aluminum	RS	Basic Materials	DM Americas	0.0116%	5
Coloplast AS B	COLO B	Healthcare	DM Europe & Mid East	0.0116%	5
UDR Inc	UDR	Real Estate	DM Americas	0.0115%	5
KUEHNE & NAGEL INTL AG-REG	KNIN	Industrials	DM Europe & Mid East	0.0115%	5
Lamb Weston Holdings Inc	LW	Consumer Defensive	DM Americas	0.0114%	5
SS&C Technologies Holdings Inc	SSNC	Technology	DM Americas	0.0109%	5
Graco Inc	GGG	Industrials	DM Americas	0.0108%	5
Toro Co	TTC	Industrials	DM Americas	0.0106%	5
Entegris Inc	ENTG	Technology	DM Americas	0.0105%	5
ASM Intl	ASM	Technology	DM Europe & Mid East	0.0105%	5
Roblox Corporation	RBLX	Communication Services	DM Americas	0.0104%	5
Bunzl	BNZL	Consumer Defensive	DM Europe & Mid East	0.0104%	5
Bill.com Holdings Inc.	BILL	Technology	DM Americas	0.0103%	5
Carlsberg AS B	CARL B	Consumer Defensive	DM Europe & Mid East	0.0103%	5
Liberty Broadband Corp C	LBRDK	Communication Services	DM Americas	0.0103%	5
Zscaler Inc.	ZS	Technology	DM Americas	0.0102%	5
Epiroc AB - A shares	EPI A	Industrials	DM Europe & Mid East	0.0099%	5
Galaxy Entertainment Group Ltd.	27	Consumer Cyclical	DM Asia-Pacific	0.0099%	5
First Citizens Bancshares Inc. (NC) A	FCNCA	Financial Services	DM Americas	0.0098%	5
Jardine Matheson Hldgs Ltd	J36	Industrials	DM Asia-Pacific	0.0097%	5
Hal Trust	HAL	Financial Services	DM Europe & Mid East	0.0096%	5
MongoDB Inc.	MDB	Technology	DM Americas	0.0095%	5
Live Nation Entertainment Inc.	LYV	Communication Services	DM Americas	0.0094%	5
BJs Wholesale Club Holdings	BJ	Consumer Defensive	DM Americas	0.0093%	5
Lindt & Sprungli AG Reg	LISN	Consumer Defensive	DM Europe & Mid East	0.0092%	5
Lindt & Sprungli AG Ptg	LISP	Consumer Defensive	DM Europe & Mid East	0.0092%	5
Allegion plc	ALLE	Industrials	DM Americas	0.0091%	5
NRG Energy	NRG	Utilities	DM Americas	0.0091%	5
Builders FirstSource	BLDR	Industrials	DM Americas	0.0091%	5
American Financial Group	AFG	Financial Services	DM Americas	0.0091%	5
Jabil Inc	JBL	Technology	DM Americas	0.0091%	5
Reinsurance Group of America	RGA	Financial Services	DM Americas	0.0088%	5

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Rollins Inc	ROL	Consumer Cyclical	DM Americas	0.0085%	5
CubeSmart	CUBE	Real Estate	DM Americas	0.0085%	5
Repligen Corp	RGEN	Healthcare	DM Americas	0.0084%	5
HF Sinclair Corporation	DINO	Energy	DM Americas	0.0083%	5
Watsco Inc	WSO	Industrials	DM Americas	0.0081%	5
Five Below Inc.	FIVE	Consumer Cyclical	DM Americas	0.0081%	5
Knight-Swift Transportation Holdings Inc.	KNX	Industrials	DM Americas	0.0081%	5
Bio-Rad Laboratories Inc A	BIO	Healthcare	DM Americas	0.0081%	5
Mineral Resources	MIN	Basic Materials	DM Asia-Pacific	0.0080%	5
NOV Inc.	NOV	Energy	DM Americas	0.0080%	5
Signature Bank NY	SBNY	Financial Services	DM Americas	0.0080%	5
HEICO Corp A	HEI.A	Industrials	DM Americas	0.0080%	5
Lamar Advertising Co A	LAMR	Real Estate	DM Americas	0.0080%	5
Unity Software Inc.	U	Technology	DM Americas	0.0079%	5
Cognex Corp	CGNX	Technology	DM Americas	0.0079%	5
Universal Health Services B	UHS	Healthcare	DM Americas	0.0078%	5
TFI International Inc.	TFII	Industrials	DM Americas	0.0078%	5
Plug Power Inc	PLUG	Industrials	DM Americas	0.0076%	5
Interactive Brokers Group A	IBKR	Financial Services	DM Americas	0.0075%	5
Pure Storage Inc	PSTG	Technology	DM Americas	0.0074%	5
Acadia Healthcare Company Inc	ACHC	Healthcare	DM Americas	0.0074%	5
Americold Realty Trust Inc.	COLD	Real Estate	DM Americas	0.0073%	5
Cleveland-Cliffs Inc	CLF	Basic Materials	DM Americas	0.0073%	5
Floor & Decor Holdings Inc.-A	FND	Consumer Cyclical	DM Americas	0.0072%	5
Manhattan Associates Inc	MANH	Technology	DM Americas	0.0072%	5
Kingspan Group Plc	KRX	Industrials	DM Europe & Mid East	0.0072%	5
Medical Properties Trust	MPW	Real Estate	DM Americas	0.0072%	5
A.O. Smith Corp	AOS	Industrials	DM Americas	0.0071%	5
Dynatrace Inc	DT	Technology	DM Americas	0.0071%	5
Bentley Systems Inc. Class B	BSY	Technology	DM Americas	0.0071%	5
Chemed Corp	CHE	Healthcare	DM Americas	0.0071%	5
Heineken Holding NV	HEIO	Consumer Defensive	DM Europe & Mid East	0.0069%	5
Matador Resources Co	MTDR	Energy	DM Americas	0.0068%	5
Churchill Downs Inc	CHDN	Consumer Cyclical	DM Americas	0.0067%	5
Tenaris SA	TEN	Energy	DM Europe & Mid East	0.0067%	5
Coinbase Global Inc Class A	COIN	Technology	DM Americas	0.0066%	5
Delivery Hero AG	DHER	Consumer Cyclical	DM Europe & Mid East	0.0065%	5
Roku Inc Class A	ROKU	Communication Services	DM Americas	0.0065%	5
Range Resources Corp	RRC	Energy	DM Americas	0.0065%	5

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Jefferies Financial Group Inc.	JEF	Financial Services	DM Americas	0.0064%	5
Erie Indemnity Co A	ERIE	Financial Services	DM Americas	0.0064%	5
Old Republic Intl Corp	ORI	Financial Services	DM Americas	0.0064%	5
Swatch Group AG-B	UHR	Consumer Cyclical	DM Europe & Mid East	0.0064%	5
ArcelorMittal Inc	MT	Basic Materials	DM Europe & Mid East	0.0064%	5
Schindler-Hldg AG Ptg	SCHP	Industrials	DM Europe & Mid East	0.0064%	5
Arrow Electronics Inc	ARW	Technology	DM Americas	0.0064%	5
Novocure Limited	NVCR	Healthcare	DM Americas	0.0063%	5
RBC Bearings	RBC	Industrials	DM Americas	0.0062%	5
CCL Industries Inc. Class B NV	CCL.B	Consumer Cyclical	DM Americas	0.0062%	5
DXC Technology Company	DXC	Technology	DM Americas	0.0062%	5
VAT Group AG	VACN	Industrials	DM Europe & Mid East	0.0062%	5
Bruker BioSciences Corp	BRKR	Healthcare	DM Americas	0.0062%	5
Umicore	UMI	Industrials	DM Europe & Mid East	0.0062%	5
Generac Holdings Inc	GNRC	Industrials	DM Americas	0.0061%	5
Aspen Technology Inc	AZPN	Technology	DM Americas	0.0061%	5
Israel Discount Bank 0.1	DSCT	Financial Services	DM Europe & Mid East	0.0061%	5
GameStop Corp A	GME	Consumer Cyclical	DM Americas	0.0060%	5
HEICO Corp	HEI	Industrials	DM Americas	0.0059%	5
SEI Investments Corp	SEIC	Financial Services	DM Americas	0.0058%	5
Power Assets Holdings Ltd	6	Utilities	DM Asia-Pacific	0.0058%	5
Canadian Tire Corporation Limited NV	CTC.A	Consumer Cyclical	DM Americas	0.0057%	5
Advanced Drainage Systems Inc	WMS	Industrials	DM Americas	0.0057%	5
Toromont Industries Ltd	TIH	Industrials	DM Americas	0.0057%	5
Lucid Group Inc	LCID	Consumer Cyclical	DM Americas	0.0054%	5
Epiroc AB - B shares	EPI B	Industrials	DM Europe & Mid East	0.0054%	5
SKF AB B	SKF B	Industrials	DM Europe & Mid East	0.0052%	5
Toast Inc.	TOST	Technology	DM Americas	0.0050%	5
Southern Copper Corp.	SCCO	Basic Materials	DM Americas	0.0047%	5
Indutrade AB	INDT	Industrials	DM Europe & Mid East	0.0047%	5
Chart Industries	GTLS	Industrials	DM Americas	0.0047%	5
FirstService Corporation	FSV	Real Estate	DM Americas	0.0046%	5
GFL Environmental Inc.	GFL	Industrials	DM Americas	0.0045%	5
DCC	DCC	Energy	DM Europe & Mid East	0.0045%	5
Singapore Exchange Ltd	S68	Financial Services	DM Asia-Pacific	0.0045%	5
Whitecap Resources Inc.	WCP	Energy	DM Americas	0.0045%	5
Performance Food Group Co	PFGC	Consumer Defensive	DM Americas	0.0043%	5
Bayer Motoren Werke AG (BMW) Nvtg-Pref	BMW3	Consumer Cyclical	DM Europe & Mid East	0.0043%	5
PSP Swiss Property AG	PSPN	Real Estate	DM Europe & Mid East	0.0042%	5

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Sirius XM Holdings Inc	SIRI	Communication Services	DM Americas	0.0041%	5
Fischer George AG Reg	GF	Industrials	DM Europe & Mid East	0.0041%	5
Carl Zeiss Meditec AG	AFX	Healthcare	DM Europe & Mid East	0.0041%	5
Brookfield Infrastructure Partners Corp	BIPC	Utilities	DM Americas	0.0041%	5
Industrivarden AB A	INDU A	Financial Services	DM Europe & Mid East	0.0039%	5
Washington H Soul Pattinson & Company Limited	SOL	Energy	DM Asia-Pacific	0.0038%	5
WH Group Ltd	288	Consumer Defensive	DM Asia-Pacific	0.0038%	5
Lundin Mining Corporation	LUN	Basic Materials	DM Americas	0.0038%	5
Belimo Hldg AG Reg	BEAN	Industrials	DM Europe & Mid East	0.0038%	5
IMI	IMI	Industrials	DM Europe & Mid East	0.0037%	5
Spectris	SXS	Technology	DM Europe & Mid East	0.0037%	5
Elbit Systems Ltd	ESLT	Industrials	DM Europe & Mid East	0.0036%	5
Industrivarden AB C	INDU C	Financial Services	DM Europe & Mid East	0.0036%	5
DIETEREN GROUP	DIE	Consumer Cyclical	DM Europe & Mid East	0.0036%	5
Valeo	FR	Consumer Cyclical	DM Europe & Mid East	0.0036%	5
B&M European Value Retail S.A.	BME	Consumer Defensive	DM Europe & Mid East	0.0035%	5
Sagax AB B Shares	SAGA B	Real Estate	DM Europe & Mid East	0.0034%	5
Onex Corp Subvtg	ONEX	Financial Services	DM Americas	0.0034%	5
Howden Joinery Group PLC	HWDN	Consumer Cyclical	DM Europe & Mid East	0.0034%	5
Securitas AB B	SECU B	Industrials	DM Europe & Mid East	0.0034%	5
Westlake Corporation	WLK	Basic Materials	DM Americas	0.0034%	5
Sino Land Co. Ltd.	83	Real Estate	DM Asia-Pacific	0.0033%	5
Infratil Ltd	IFT	Utilities	DM Asia-Pacific	0.0033%	5
Andritz AG	ANDR	Industrials	DM Europe & Mid East	0.0032%	5
Renewables Infrastructure Group	TRIG	Financial Services	DM Europe & Mid East	0.0032%	5
Boyd Group Services Inc.	BYD	Consumer Cyclical	DM Americas	0.0032%	5
Mainfreight Limited	MFT	Industrials	DM Asia-Pacific	0.0031%	5
Schindler-Hldg AG Reg	SCHN	Industrials	DM Europe & Mid East	0.0031%	5
Interpump Group	IP	Industrials	DM Europe & Mid East	0.0031%	5
Procore Technologies Inc.	PCOR	Technology	DM Americas	0.0031%	5
Aritzia Inc.	ATZ	Consumer Cyclical	DM Americas	0.0030%	5
Lifco AB	LIFCO B	Industrials	DM Europe & Mid East	0.0030%	5
Alten	ATE	Technology	DM Europe & Mid East	0.0030%	5
Penske Auto Group	PAG	Consumer Cyclical	DM Americas	0.0030%	5
Ringkjøbing Landbobank AS Reg	RILBA	Financial Services	DM Europe & Mid East	0.0030%	5
Ackermans & Van Haaren NV	ACKB	Industrials	DM Europe & Mid East	0.0030%	5
KGHM Polska Miedz SA Br	KGH	Basic Materials	DM Europe & Mid East	0.0029%	5
Embracer Group AB - B shares	EMBRAC B	Communication Services	DM Europe & Mid East	0.0029%	5

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Just Eat Takeaway.com NV	TKWY	Consumer Cyclical	DM Europe & Mid East	0.0029%	5
Venture Corp Ltd	V03	Technology	DM Asia-Pacific	0.0028%	5
Turquoise Hill Resources Ltd	TRQ	Basic Materials	DM Americas	0.0028%	5
Bok Financial Corp (OK)	BOKF	Financial Services	DM Americas	0.0028%	5
CTS Eventim	EVD	Communication Services	DM Europe & Mid East	0.0028%	5
Bachem AG Reg B	BANB	Basic Materials	DM Europe & Mid East	0.0028%	5
Qube Holdings Ltd	QUB	Industrials	DM Asia-Pacific	0.0027%	5
Tritax Big Box REIT Plc	BBOX	Real Estate	DM Europe & Mid East	0.0027%	5
RATIONAL AG	RAA	Industrials	DM Europe & Mid East	0.0026%	5
Nordic Semiconductor ASA	NOD	Technology	DM Europe & Mid East	0.0026%	5
Altium Limited	ALU	Technology	DM Asia-Pacific	0.0026%	5
VOESTALPINE AG	VOE	Basic Materials	DM Europe & Mid East	0.0025%	5
Bellway	BWY	Consumer Cyclical	DM Europe & Mid East	0.0025%	5
BRP Inc.	DOO	Consumer Cyclical	DM Americas	0.0025%	5
Bechtle AG	BC8	Technology	DM Europe & Mid East	0.0025%	5
Games Workshop Group	GAW	Consumer Cyclical	DM Europe & Mid East	0.0024%	5
Hexpol AB	HPOL B	Basic Materials	DM Europe & Mid East	0.0023%	5
SITC International Holdings Co Ltd	1308	Industrials	DM Asia-Pacific	0.0023%	5
Fastighets AB Bald	BALD B	Real Estate	DM Europe & Mid East	0.0023%	5
Lundbergs AB-B Shs	LUND B	Financial Services	DM Europe & Mid East	0.0023%	5
BlackBerry Limited	BB	Technology	DM Americas	0.0023%	5
Bakkafrost P/F	BAKKA	Consumer Defensive	DM Europe & Mid East	0.0023%	5
Banque Cant Vaudoise Reg	BCVN	Financial Services	DM Europe & Mid East	0.0022%	5
New Fortress Energy Inc.-A	NFE	Utilities	DM Americas	0.0022%	5
Latour Investment AB B	LATO B	Financial Services	DM Europe & Mid East	0.0022%	5
Swatch Group AG-Reg	UHRN	Consumer Cyclical	DM Europe & Mid East	0.0022%	5
Bucher Industries AG Br	BUCN	Industrials	DM Europe & Mid East	0.0022%	5
Simcorp AS	SIM	Technology	DM Europe & Mid East	0.0022%	5
Subsea 7 SA	SUBC	Energy	DM Europe & Mid East	0.0022%	5
Definity Financial Corporation	DFY	Financial Services	DM Americas	0.0021%	5
Azrieli Group	AZRG	Real Estate	DM Europe & Mid East	0.0021%	5
BKW SA	BKW	Utilities	DM Europe & Mid East	0.0021%	5
Mediclinic International Plc	MDC	Healthcare	DM Europe & Mid East	0.0020%	5
Nexans SA	NEX	Industrials	DM Europe & Mid East	0.0020%	5
Liontown Resources Ltd	LTR	Basic Materials	DM Asia-Pacific	0.0020%	5
Nova Ltd	NVMI	Technology	DM Europe & Mid East	0.0020%	5
Frasers Logistics & Commercial Asset Management Pte Ltd	BUOU	Real Estate	DM Asia-Pacific	0.0020%	5
Allreal Holding AG	ALLN	Real Estate	DM Europe & Mid East	0.0020%	5
Alumina Ltd	AWC	Basic Materials	DM Asia-Pacific	0.0020%	5

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
ASMPT Limited	522	Technology	DM Asia-Pacific	0.0019%	5
Suntec Real Estate Investment Trust	T82U	Real Estate	DM Asia-Pacific	0.0019%	5
Loomis AB B	LOOMIS	Industrials	DM Europe & Mid East	0.0018%	5
Bausch Health Companies Inc.	BHC	Healthcare	DM Americas	0.0018%	5
Reece Limited	REH	Industrials	DM Asia-Pacific	0.0018%	5
Frasers Group	FRAS	Consumer Cyclical	DM Europe & Mid East	0.0018%	5
Salmar ASA	SALM	Consumer Defensive	DM Europe & Mid East	0.0018%	5
Lagercrantz Group B	LAGR B	Technology	DM Europe & Mid East	0.0017%	5
Bravida Holding AB	BRAV	Industrials	DM Europe & Mid East	0.0017%	5
KION Group AG	KGX	Industrials	DM Europe & Mid East	0.0017%	5
MIVNE REAL ESTATE (K.D) LTD	MVNE	Real Estate	DM Europe & Mid East	0.0017%	5
United Internet AG Reg	UTDI	Communication Services	DM Europe & Mid East	0.0017%	5
Fresnillo PLC	FRES	Basic Materials	DM Europe & Mid East	0.0017%	5
Pro Medicus Limited	PME	Healthcare	DM Asia-Pacific	0.0016%	5
Charter Hall Long WALE REIT	CLW	Real Estate	DM Asia-Pacific	0.0016%	5
Stradler Rail AG	SRAIL	Industrials	DM Europe & Mid East	0.0016%	5
Airtel Africa Plc	AAF	Communication Services	DM Europe & Mid East	0.0015%	5
Emmi AG	EMMN	Consumer Defensive	DM Europe & Mid East	0.0015%	5
Buzzi Unicem SpA	BZU	Basic Materials	DM Europe & Mid East	0.0015%	5
Israel Corp	ILCO	Basic Materials	DM Europe & Mid East	0.0015%	5
Aloni Hetz Properties	ALHE	Real Estate	DM Europe & Mid East	0.0015%	5
Shufersal Ltd.	SAE	Consumer Defensive	DM Europe & Mid East	0.0014%	5
Ryman Healthcare Group Ltd	RYM	Healthcare	DM Asia-Pacific	0.0014%	5
MELISRON Ltd.	MLSR	Real Estate	DM Europe & Mid East	0.0014%	5
SFS Group AG	SFSN	Industrials	DM Europe & Mid East	0.0014%	5
Liberty Broadband Corp A	LBRDA	Communication Services	DM Americas	0.0014%	5
Premier Investments Ltd	PMV	Consumer Cyclical	DM Asia-Pacific	0.0014%	5
HK Electric Investments Ltd	2638	Utilities	DM Asia-Pacific	0.0014%	5
Cargotec Corp B	CGCBV	Industrials	DM Europe & Mid East	0.0014%	5
Champion Iron Limited	CIA	Basic Materials	DM Asia-Pacific	0.0014%	5
Idorsia Ltd	IDIA	Healthcare	DM Europe & Mid East	0.0014%	5
NagaCorp Ltd.	3918	Consumer Cyclical	DM Asia-Pacific	0.0013%	5
KBC Ancora	KBCA	Financial Services	DM Europe & Mid East	0.0013%	5
InPost	INPST	Industrials	DM Europe & Mid East	0.0013%	5
Renishaw	RSW	Technology	DM Europe & Mid East	0.0013%	5
St Galler Kantonalbank AG	SGKN	Financial Services	DM Europe & Mid East	0.0013%	5
Daetwyler Hldg Ag Br	DAE	Industrials	DM Europe & Mid East	0.0012%	5
Mayr-Melnhof Karton AG	MMK	Consumer Cyclical	DM Europe & Mid East	0.0012%	5
ARB Corp Ltd	ARB	Consumer Cyclical	DM Asia-Pacific	0.0012%	5

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Financiere de Tubize SA	TUB	Healthcare	DM Europe & Mid East	0.0012%	5
Sembcorp Marine Ltd	S51	Industrials	DM Asia-Pacific	0.0012%	5
Eagers Automotive Ltd	APE	Consumer Cyclical	DM Asia-Pacific	0.0012%	5
AMOT Investment Ltd	AMOT	Real Estate	DM Europe & Mid East	0.0012%	5
Charter Hall Retail REIT	CQR	Real Estate	DM Asia-Pacific	0.0012%	5
Man Wah Holdings Ltd.	1999	Consumer Cyclical	DM Asia-Pacific	0.0012%	5
Darktrace PLC	DARK	Technology	DM Europe & Mid East	0.0012%	5
Nokian Tyres Plc	TYRES	Consumer Cyclical	DM Europe & Mid East	0.0011%	5
Dr. Martens Plc	DOCS	Consumer Cyclical	DM Europe & Mid East	0.0011%	5
Big Shopping Centers Ltd.	BIG	Real Estate	DM Europe & Mid East	0.0011%	5
Paz Oil Company Ltd	PZOL	Energy	DM Europe & Mid East	0.0011%	5
Summerset Group Holdings Ltd	SUM	Healthcare	DM Asia-Pacific	0.0011%	5
CNA Financial Corp (IL)	CNA	Financial Services	DM Americas	0.0011%	5
Polska Grupa Energetyczna SA	PGE	Utilities	DM Europe & Mid East	0.0010%	5
Shapir Civil and Marine Engineering Ltd	SPEN	Industrials	DM Europe & Mid East	0.0010%	5
Brederode SA	BREB	Financial Services	DM Europe & Mid East	0.0010%	5
SJM Holdings Ltd.	880	Consumer Cyclical	DM Asia-Pacific	0.0010%	5
TransAlta Renewables Inc.	RNW	Utilities	DM Americas	0.0010%	5
Sixt SE	SIX2	Industrials	DM Europe & Mid East	0.0010%	5
Bure Equity AB	BURE	Financial Services	DM Europe & Mid East	0.0010%	5
Electra (Israel)	ELTR	Industrials	DM Europe & Mid East	0.0010%	5
Lennar Corp B	LEN.B	Consumer Cyclical	DM Americas	0.0010%	5
Catena	CATE	Real Estate	DM Europe & Mid East	0.0010%	5
Airport City Ltd	ARPT	Real Estate	DM Europe & Mid East	0.0010%	5
Harel Insurance Inv Ltd 1	HARL	Financial Services	DM Europe & Mid East	0.0009%	5
Delek Group Ltd	DLEKG	Energy	DM Europe & Mid East	0.0009%	5
PEPCO GROUP NV	PCO	Consumer Defensive	DM Europe & Mid East	0.0009%	5
Nyfosa AB	NYF	Real Estate	DM Europe & Mid East	0.0009%	5
Bank of East Asia	23	Financial Services	DM Asia-Pacific	0.0009%	5
PARKWAY LIFE REAL ESTATE INVESTMENT TRUST	C2PU	Real Estate	DM Asia-Pacific	0.0009%	5
Precinct Properties New Zealand Limited	PCT	Real Estate	DM Asia-Pacific	0.0009%	5
Golden Ocean Group Ltd.	GOTL	Industrials	DM Europe & Mid East	0.0009%	5
NEL ASA	NEL	Industrials	DM Europe & Mid East	0.0009%	5
VZ Holding AG	VZN	Financial Services	DM Europe & Mid East	0.0009%	5
Freightways Ltd	FRE	Industrials	DM Asia-Pacific	0.0008%	5
Cyfrowy Polsat SA	CPS	Communication Services	DM Europe & Mid East	0.0008%	5
Sixt SE Nvtg - Pref	SIX3	Industrials	DM Europe & Mid East	0.0008%	5
Intrum AB	INTRUM	Financial Services	DM Europe & Mid East	0.0008%	5

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Lovisa Holdings Ltd	LOV	Consumer Cyclical	DM Asia-Pacific	0.0008%	5
Cathay Pacific Airways Ltd.	293	Industrials	DM Asia-Pacific	0.0008%	5
OPC Energy Ltd.	OPCE	Utilities	DM Europe & Mid East	0.0008%	5
Truecaller AB Class B	TRUE B	Technology	DM Europe & Mid East	0.0008%	5
Shikun & Binui Ltd.	SKBN	Industrials	DM Europe & Mid East	0.0008%	5
Raffles Medical Group	BSL	Healthcare	DM Asia-Pacific	0.0008%	5
FOX WIZEL LTD	FOX	Consumer Cyclical	DM Europe & Mid East	0.0007%	5
QT GROUP OYJ	QTCOM	Technology	DM Europe & Mid East	0.0007%	5
HMS Networks AB	HMS	Technology	DM Europe & Mid East	0.0007%	5
ASHTROM GROUP LTD	ASHG	Real Estate	DM Europe & Mid East	0.0007%	5
AF Gruppen ASA	AFG	Industrials	DM Europe & Mid East	0.0007%	5
Haw Par Corp Ltd	H02	Healthcare	DM Asia-Pacific	0.0007%	5
United Energy Group Ltd.	467	Energy	DM Asia-Pacific	0.0007%	5
Deme Group NV	DEME	Industrials	DM Europe & Mid East	0.0007%	5
Formula Systems (1985) Ltd	FORTY	Technology	DM Europe & Mid East	0.0007%	5
DFI Retail Group Holdings Ltd	D01	Consumer Defensive	DM Asia-Pacific	0.0006%	5
Hilan Ltd.	HLAN	Technology	DM Europe & Mid East	0.0006%	5
Matrix	MTRX	Technology	DM Europe & Mid East	0.0006%	5
Equital Ltd.	EQTL	Energy	DM Europe & Mid East	0.0006%	5
Oil Refineries Ltd	ORL	Energy	DM Europe & Mid East	0.0006%	5
Jastrzebska Spolka Weglowa SA	JSW	Basic Materials	DM Europe & Mid East	0.0006%	5
EVN-Energie Versorg Nieder AG	EVN	Utilities	DM Europe & Mid East	0.0006%	5
Delek Automotive Systems Ltd	DLEA	Consumer Cyclical	DM Europe & Mid East	0.0006%	5
AMERCO Inc	UHAL	Industrials	DM Americas	0.0006%	5
Mega Or Holdings Ltd	MGOR	Real Estate	DM Europe & Mid East	0.0006%	5
Camtek Ltd.	CAMT	Technology	DM Europe & Mid East	0.0005%	5
Paradox Interactive AB	PDX	Communication Services	DM Europe & Mid East	0.0005%	5
Industrie De Nora spa	DNR	Basic Materials	DM Europe & Mid East	0.0005%	5
Bausch & Lomb Corp	BLCO	Healthcare	DM Americas	0.0005%	5
Fattal Holdings (1998) Ltd	FTAL	Consumer Cyclical	DM Europe & Mid East	0.0005%	5
Strabag SE	STR	Industrials	DM Europe & Mid East	0.0005%	5
1&1 AG	1U1	Communication Services	DM Europe & Mid East	0.0005%	5
Elco Hldgs	ELCO	Industrials	DM Europe & Mid East	0.0005%	5
Maytronics Ltd.	MTRN	Technology	DM Europe & Mid East	0.0005%	5
Summit Real Estate Holdings Ltd.	SMT	Real Estate	DM Europe & Mid East	0.0004%	5
First Resources Limited	EB5	Consumer Defensive	DM Asia-Pacific	0.0004%	5
DMG MORI AG	GIL	Industrials	DM Europe & Mid East	0.0004%	5
Kerry Logistics Network Ltd	636	Industrials	DM Asia-Pacific	0.0004%	5

Y.H. Dimri Building & Development Ltd.	DIMRI	Consumer Cyclical	DM Europe & Mid East	0.0004%	5
Delta-Galil Industries	DELT	Consumer Cyclical	DM Europe & Mid East	0.0004%	5
TADIRAN GROUP LTD	TDRN	Technology	DM Europe & Mid East	0.0003%	5
Golden Energy & Resources Ltd	AUE	Energy	DM Asia-Pacific	0.0003%	5
Isras Investment Co. Ltd.	ISRS	Real Estate	DM Europe & Mid East	0.0003%	5
Polenergia SA	PEP	Utilities	DM Europe & Mid East	0.0002%	5
Isrotel	ISRO	Consumer Cyclical	DM Europe & Mid East	0.0002%	5
Sagax AB D shares	SAGA D	Real Estate	DM Europe & Mid East	0.0002%	5
Zimplats Holdings Limited	ZIM	Basic Materials	DM Asia-Pacific	0.0002%	5
GAV -YAM LANDS CORP. LTD	GVYM	Real Estate	DM Europe & Mid East	0.0002%	5
SKF AB A	SKF A	Industrials	DM Europe & Mid East	0.0002%	5
AFI PROPERTIES	AFPR	Real Estate	DM Europe & Mid East	0.0001%	5

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