

Morningstar® Developed Markets Ex-Japan Gender Diversity IndexSM

Frequently Asked Questions

Morningstar Indexes combine the science and art of indexing to give investors a clearer view into the world's financial markets. Our indexes are based on transparent, rules-based methodologies that are thoroughly back-tested and supported by original research. Covering all major asset classes, our indexes originate from the Morningstar Investment Research Ecosystem — our network of accomplished analysts and researchers working to interpret and improve the investment landscape. Clients such as exchange-traded fund providers and other asset management firms work with our team of experts to create distinct, investor-focused products based on our indexes. Morningstar Indexes also serve as a precise benchmarking resource.

General

What is the purpose of the index?

The Morningstar Developed Markets ex-Japan Gender Diversity Index is designed to reflect the shares of publicly traded companies within North America, Europe, and the Asia-Pacific region, outside of Japan, that are committed to gender equality. The index aims to provide a risk/return profile similar to the broad market and is powered by company-specific analysis provided by Equileap, a leading researcher focused on gender.

Leveraging the Equileap Gender Equality Scorecard™, the Morningstar® Developed Markets Ex-Japan Gender Diversity IndexSM, employs 19 gender equality criteria across four broad categories: gender balance in leadership and workforce; equal compensation and work/life balance; policies promoting gender equality; and commitment to transparency and accountability.

About Equileap

[Equileap](#) is the leading provider of data and insights on gender equality in the corporate sector. Equileap researches several thousand public companies globally using its comprehensive Gender Equality Scorecard™ with 19 criteria, including gender balance across the workforce, the gender pay gap, paid parental leave and anti-sexual-harassment policies. Its data is used by dozens of financial institutions globally.

Index Methodology and Maintenance

How is the index constructed?

Please refer to the [index methodology](#) for information about index construction.

What is the index rebalance schedule?

The index is reconstituted (membership reset) in December, using Equileap's annual Gender Equality scoring. The index is rebalanced (weights reset) quarterly, in March, June, September, and December.

What is the inception date of the index?

The inception date of the index is Aug. 10, 2020, and the performance inception date, when the first back-tested index values were calculated, is Dec. 19, 2014.

Which companies are included in the index?

A full list of index constituents is available on the [Morningstar Developed Markets ex-Japan Gender Diversity Index webpage](#) in the Data section under Holdings.

My company is included in the index. How can I understand my company's Equileap Gender Equality score?

The [Equileap Gender Equality Scorecard](#) includes 19 criteria points across four categories: gender balance in leadership and workforce; equal compensation and work/life balance; policies promoting gender equality; and commitment to transparency and accountability. Examples of the 19 criteria driving category scoring include the gender balance of senior management, the gender pay gap, and policies around parental leave and sexual harassment. Please refer to the Gender Equality Scorecard to learn more about each of the criteria. You can also reach out to indexes@morningstar.com, where members of our team can help you with your request.

What is the criteria for improving my company's Gender Equality score in the index?

Morningstar uses the four categories of the Gender Equality Scorecard as screening criteria to award companies a score on a 1-5 scale based on their commitment to equality in the workplace. Please refer to [Equileap's Gender Equality Scorecard](#) to learn more about the criteria points involved

in the creation of a company's score. You can also reach out to indexes@morningstar.com, where members of our team can help you with your request.

My company is a part of this index; how can my company promote this?

A logo is available for the top constituents residing in Group 1 of the index. If your company is interested in using the logo for marketing purposes, please reach out to indexes@morningstar.com.

My company is not part of this index; how does my company become eligible for inclusion in the index?

Only securities in the Morningstar Developed Markets ex-Japan Large Mid Index universe are eligible for inclusion in the Morningstar Developed Markets ex-Japan Gender Diversity Index. From this eligible universe, securities are excluded from the index if they are part of Equileap's Alarm Bell list, which flags companies embroiled in legal cases involving gender-based violence or discrimination. Please refer to the 'Appendix' section in the [methodology book](#) for the Morningstar Developed Markets ex-Japan Gender Diversity Index on the [Morningstar Indexes website](#) to learn more about the Alarm Bell controversy list.

Contact Us

For more information about the index, please visit <https://indexes.morningstar.com> or contact us at indexes@morningstar.com.

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