



Morningstar® Japan ex-REIT Gender Diversity Tilt IndexSM Constituents

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GE score groups and score range

Score group	Score range
1	36.47 – 62.74
2	31.18 – 36.47
3	26.30 – 31.18
4	18.74 – 26.30
5	5.45 – 18.74

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.

Data as of Dec 2022. For informational purposes only.

Index constituents

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Sony Group Corp	6758	Technology	Japan	3.066%	1
Mitsubishi UFJ Financial Group Inc	8306	Financial Services	Japan	1.888%	1
Daiichi Sankyo Co Ltd	4568	Healthcare	Japan	1.717%	1
Recruit Holdings Co Ltd	6098	Industrials	Japan	1.603%	1
SoftBank Group Corp	9984	Communication Services	Japan	1.430%	1
Mitsui & Co	8031	Industrials	Japan	1.402%	1
Itochu Corp	8001	Industrials	Japan	1.389%	1
Nintendo Co Ltd	7974	Communication Services	Japan	1.311%	1
Takeda Pharmaceutical Co Ltd	4502	Healthcare	Japan	1.284%	1
Sumitomo Mitsui Financial Group	8316	Financial Services	Japan	1.260%	1
Honda Motor Co	7267	Consumer Cyclical	Japan	1.197%	1
Tokio Marine Holdings Inc	8766	Financial Services	Japan	1.134%	1
Fast Retailing Co	9983	Consumer Cyclical	Japan	1.099%	1
Murata Manufacturing Co Ltd	6981	Technology	Japan	1.030%	1
Oriental Land Co	4661	Consumer Cyclical	Japan	0.986%	1
Hoya Corp	7741	Healthcare	Japan	0.959%	1
Nidec Corp	6594	Industrials	Japan	0.914%	1
Seven & I Holdings Co Ltd	3382	Consumer Defensive	Japan	0.899%	1

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Nippon Tel & Tel Corp	9432	Communication Services	Japan	0.886%	1
SoftBank Corp	9434	Communication Services	Japan	0.812%	1
Astellas Pharma Inc	4503	Healthcare	Japan	0.770%	1
Fujitsu	6702	Technology	Japan	0.749%	1
Bridgestone Corp	5108	Consumer Cyclical	Japan	0.655%	1
Panasonic Holdings Corp	6752	Technology	Japan	0.644%	1
Fujifilm Holdings Corp	4901	Industrials	Japan	0.632%	1
Japan Tobacco Inc	2914	Consumer Defensive	Japan	0.616%	1
Eisai Co	4523	Healthcare	Japan	0.550%	1
Mitsui Fudosan Co	8801	Real Estate	Japan	0.517%	1
Orix Corp	8591	Financial Services	Japan	0.510%	1
Japan Post Holdings co	6178	Financial Services	Japan	0.502%	1
Kao Corp	4452	Consumer Defensive	Japan	0.496%	1
Shiseido Co	4911	Consumer Defensive	Japan	0.496%	1
Otsuka Holdings Co Ltd	4578	Healthcare	Japan	0.494%	1
Ajinomoto Co	2802	Consumer Defensive	Japan	0.478%	1
Uni Charm Corp	8113	Consumer Defensive	Japan	0.459%	1
Chugai Pharmaceutical Co	4519	Healthcare	Japan	0.443%	1
Daiwa House Industry Co	1925	Real Estate	Japan	0.435%	1
Asahi Group Holdings Ltd	2502	Consumer Defensive	Japan	0.432%	1
Bandai Namco Holdings Inc	7832	Consumer Cyclical	Japan	0.420%	1
Renesas Electronics Corp	6723	Technology	Japan	0.400%	1
Sompo Holdings Inc	8630	Financial Services	Japan	0.387%	1
Shionogi & Co	4507	Healthcare	Japan	0.383%	1
Nippon Yusen KK	9101	Industrials	Japan	0.363%	1
MS&AD Insurance Group Holdings Inc	8725	Financial Services	Japan	0.359%	1
Sekisui House	1928	Consumer Cyclical	Japan	0.358%	1
Kirin Holdings Co Ltd	2503	Consumer Defensive	Japan	0.350%	1
M3 Inc	2413	Healthcare	Japan	0.326%	1
Omron Corp	6645	Technology	Japan	0.313%	1
Resona Holdings Inc	8308	Financial Services	Japan	0.301%	1
NTT Data Corp	9613	Technology	Japan	0.292%	1
Sysmex Corp	6869	Healthcare	Japan	0.291%	1
NEC Corp	6701	Technology	Japan	0.288%	1
Nippon Paint Holdings Co Ltd	4612	Basic Materials	Japan	0.285%	1
Nomura Holdings Inc	8604	Financial Services	Japan	0.284%	1
Mitsui OSK Lines Ltd	9104	Industrials	Japan	0.274%	1
Sumitomo Electric Industries	5802	Consumer Cyclical	Japan	0.268%	1
Yamaha Motor Co	7272	Consumer Cyclical	Japan	0.247%	1

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Mitsubishi Chemical Holdings Corp	4188	Basic Materials	Japan	0.238%	1
Tokyu Corp	9005	Consumer Cyclical	Japan	0.230%	1
Trend Micro Inc	4704	Technology	Japan	0.206%	1
Z Holdings Corp	4689	Consumer Cyclical	Japan	0.202%	1
Misumi Group Inc	9962	Industrials	Japan	0.202%	1
Dentsu Group Inc	4324	Communication Services	Japan	0.200%	1
Yamaha Corp	7951	Consumer Cyclical	Japan	0.198%	1
Minebea Mitsumi Co	6479	Technology	Japan	0.197%	1
TIS Inc	3626	Technology	Japan	0.190%	1
Sumitomo Chemical Co	4005	Basic Materials	Japan	0.188%	1
MEIJI Holdings Co Ltd	2269	Consumer Defensive	Japan	0.185%	1
Sekisui Chemical Co	4204	Industrials	Japan	0.180%	1
Nissin Foods Holdings Co Ltd	2897	Consumer Defensive	Japan	0.173%	1
Daiwa Securities Group Inc	8601	Financial Services	Japan	0.168%	1
Toto	5332	Industrials	Japan	0.166%	1
Dai Nippon Printing Co	7912	Industrials	Japan	0.165%	1
Toppan Inc	7911	Industrials	Japan	0.162%	1
Kajima Corp	1812	Industrials	Japan	0.160%	1
Sumco Corp	3436	Technology	Japan	0.156%	1
Kyowa Kirin Co Ltd	4151	Healthcare	Japan	0.154%	1
Seiko Epson Corp	6724	Technology	Japan	0.148%	1
Idemitsu Kosan Co Ltd	5019	Energy	Japan	0.143%	1
Ricoh Co	7752	Industrials	Japan	0.142%	1
Hulic Co Ltd (New)	3003	Real Estate	Japan	0.140%	1
Kurita Water Industries	6370	Industrials	Japan	0.137%	1
Yokogawa Electric Corp	6841	Industrials	Japan	0.129%	1
LIXIL Corp.	5938	Industrials	Japan	0.128%	1
PERSOL HOLDINGS CO LTD	2181	Industrials	Japan	0.125%	1
Asics Corp	7936	Consumer Cyclical	Japan	0.123%	1
Rakuten Group Inc	4755	Consumer Cyclical	Japan	0.121%	1
Sojitz Corp	2768	Industrials	Japan	0.117%	1
Suntory Beverage & Food Ltd	2587	Consumer Defensive	Japan	0.116%	1
Isetan Mitsukoshi Holdings Ltd	3099	Consumer Cyclical	Japan	0.113%	1
NGK Insulators	5333	Industrials	Japan	0.105%	1
Kyushu Railway Company	9142	Industrials	Japan	0.104%	1
ANA HOLDINGS INC	9202	Industrials	Japan	0.102%	1
Sumitomo Forestry Co	1911	Consumer Cyclical	Japan	0.101%	1
Mitsubishi HC Capital Inc	8593	Financial Services	Japan	0.101%	1

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Kose Corp	4922	Consumer Defensive	Japan	0.100%	1
Rohto Pharmaceutical Co	4527	Consumer Defensive	Japan	0.099%	1
NGK Spark Plug	5334	Consumer Cyclical	Japan	0.097%	1
Cyber Agent Ltd	4751	Communication Services	Japan	0.096%	1
McDonald's Hldgs Co Japan	2702	Consumer Cyclical	Japan	0.095%	1
Nippon Shinyaku Co	4516	Healthcare	Japan	0.093%	1
Marui Group Co Ltd	8252	Financial Services	Japan	0.092%	1
Ryohin Keikaku Co	7453	Consumer Cyclical	Japan	0.091%	1
Ebara Corp	6361	Industrials	Japan	0.088%	1
Mitsubishi Motors Corp	7211	Consumer Cyclical	Japan	0.088%	1
Japan Airlines Co Ltd	9201	Industrials	Japan	0.087%	1
Lion Corp	4912	Consumer Defensive	Japan	0.086%	1
Japan Post Insurance co	7181	Financial Services	Japan	0.086%	1
Santen Pharmaceutical Co	4536	Healthcare	Japan	0.085%	1
Japan Post Bank co	7182	Financial Services	Japan	0.084%	1
Zozo Inc	3092	Consumer Cyclical	Japan	0.079%	1
Skylark Holdings Co Ltd	3197	Consumer Cyclical	Japan	0.078%	1
Nomura Real Estate Holdings	3231	Real Estate	Japan	0.074%	1
Nichirei Corp	2871	Consumer Defensive	Japan	0.074%	1
Fujikura	5803	Industrials	Japan	0.069%	1
Mercari Inc	4385	Consumer Cyclical	Japan	0.069%	1
J Front Retailing Co Ltd	3086	Consumer Cyclical	Japan	0.068%	1
Mitsubishi Materials Corp	5711	Basic Materials	Japan	0.067%	1
Calbee Inc	2229	Consumer Defensive	Japan	0.066%	1
Sega Sammy Holdings Inc	6460	Communication Services	Japan	0.063%	1
Takashimaya Co	8233	Consumer Cyclical	Japan	0.062%	1
Kadokawa Corp.	9468	Communication Services	Japan	0.061%	1
Cosmo Energy Holding	5021	Energy	Japan	0.061%	1
Oracle Corp Japan	4716	Technology	Japan	0.061%	1
KONICA MINOLTA INC	4902	Industrials	Japan	0.060%	1
Aozora Bank Ltd	8304	Financial Services	Japan	0.060%	1
Alps Alpine Co Ltd	6770	Technology	Japan	0.059%	1
Horiba	6856	Technology	Japan	0.058%	1
Teijin	3401	Industrials	Japan	0.058%	1
Kewpie Corporation	2809	Consumer Defensive	Japan	0.056%	1
Pigeon Corp	7956	Consumer Defensive	Japan	0.053%	1
Credit Saison Co	8253	Financial Services	Japan	0.053%	1
Kagome Co	2811	Consumer Defensive	Japan	0.052%	1
Tokyo Century Corp	8439	Industrials	Japan	0.047%	1

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Mabuchi Motor Co	6592	Consumer Cyclical	Japan	0.047%	1
Ushio Inc	6925	Industrials	Japan	0.046%	1
Sugi Holdings Co Ltd	7649	Healthcare	Japan	0.045%	1
Fuyo General Lease	8424	Industrials	Japan	0.044%	1
Coca-Cola Bottlers Japan Holdings Inc	2579	Consumer Defensive	Japan	0.044%	1
Anritsu Corp	6754	Technology	Japan	0.043%	1
Takara Holdings Inc	2531	Consumer Defensive	Japan	0.043%	1
Visional Inc	4194	Communication Services	Japan	0.042%	1
Fancl Corp	4921	Consumer Defensive	Japan	0.040%	1
Sumitomo Pharma Co Ltd	4506	Healthcare	Japan	0.038%	1
Yamaguchi Financial Group	8418	Financial Services	Japan	0.036%	1
Morinaga & Co	2201	Consumer Defensive	Japan	0.036%	1
Ain Holdings Inc	9627	Healthcare	Japan	0.035%	1
Benefit One Inc	2412	Industrials	Japan	0.035%	1
Aeon Mall Co Ltd	8905	Real Estate	Japan	0.034%	1
NTN Corp	6472	Industrials	Japan	0.033%	1
Benesse Holdings Inc	9783	Consumer Defensive	Japan	0.032%	1
DIP Corp	2379	Industrials	Japan	0.032%	1
Peptidream Inc	4587	Healthcare	Japan	0.032%	1
Descente	8114	Consumer Cyclical	Japan	0.032%	1
AEON Financial Service Co Ltd	8570	Financial Services	Japan	0.031%	1
Pola Orbis Holdings Inc	4927	Consumer Defensive	Japan	0.031%	1
Jafco Group Co Ltd	8595	Financial Services	Japan	0.031%	1
Toho Holdings Co Ltd	8129	Healthcare	Japan	0.030%	1
Acom Co	8572	Financial Services	Japan	0.029%	1
Izumi Co	8273	Consumer Cyclical	Japan	0.029%	1
Dena Co	2432	Communication Services	Japan	0.029%	1
Heiwa Real Estate Co	8803	Real Estate	Japan	0.026%	1
Shinsei Bank Ltd	8303	Financial Services	Japan	0.026%	1
Outsourcing Inc.	2427	Industrials	Japan	0.024%	1
Lintec Corp	7966	Basic Materials	Japan	0.024%	1
CHANGE Inc.	3962	Technology	Japan	0.023%	1
San-In Godo Bank	8381	Financial Services	Japan	0.022%	1
Fuji Oil Holdings Inc	2607	Consumer Defensive	Japan	0.021%	1
Mos Food Services Inc	8153	Consumer Cyclical	Japan	0.021%	1
Euglena Co Ltd	2931	Consumer Defensive	Japan	0.020%	1
En Japan Inc	4849	Industrials	Japan	0.020%	1
Noevir Holdings Co Ltd	4928	Consumer Defensive	Japan	0.020%	1
Seiko Group Corp	8050	Consumer Cyclical	Japan	0.019%	1

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RakSul Inc	4384	Industrials	Japan	0.019%	1
Nisshin Oillio Group Ltd	2602	Consumer Defensive	Japan	0.017%	1
Takara Bio	4974	Healthcare	Japan	0.016%	1
Monex Group Inc	8698	Financial Services	Japan	0.016%	1
Ichigo Inc	2337	Real Estate	Japan	0.015%	1
Insource Co Ltd	6200	Consumer Defensive	Japan	0.015%	1
Askul Corp	2678	Consumer Cyclical	Japan	0.013%	1
JINS Holdings Inc	3046	Healthcare	Japan	0.012%	1
WealthNavi Inc.	7342	Financial Services	Japan	0.010%	1
Ricoh Leasing Co	8566	Financial Services	Japan	0.010%	1
Adastria Co Ltd	2685	Consumer Cyclical	Japan	0.010%	1
Pasona Group Inc	2168	Industrials	Japan	0.009%	1
ValueCommerce	2491	Communication Services	Japan	0.006%	1
Toyota Motor Corp	7203	Consumer Cyclical	Japan	4.371%	2
Shin-Etsu Chemical Co	4063	Basic Materials	Japan	1.428%	2
Tokyo Electron	8035	Technology	Japan	1.285%	2
Hitachi	6501	Industrials	Japan	1.266%	2
Mitsubishi Corp	8058	Industrials	Japan	1.195%	2
Daikin Industries	6367	Industrials	Japan	1.191%	2
KDDI Corp	9433	Communication Services	Japan	1.033%	2
Mizuho Financial Group Inc	8411	Financial Services	Japan	0.702%	2
Denso Co	6902	Consumer Cyclical	Japan	0.647%	2
Canon Inc	7751	Technology	Japan	0.598%	2
Komatsu	6301	Industrials	Japan	0.554%	2
Olympus Corporation	7733	Healthcare	Japan	0.549%	2
East Japan Railway Co	9020	Industrials	Japan	0.538%	2
Sumitomo Corp	8053	Industrials	Japan	0.520%	2
Marubeni Corp	8002	Industrials	Japan	0.495%	2
Terumo Corp	4543	Healthcare	Japan	0.493%	2
Kyocera Corp	6971	Technology	Japan	0.444%	2
Dai-ichi Life Holdings Inc	8750	Financial Services	Japan	0.441%	2
Aeon Co Ltd	8267	Consumer Cyclical	Japan	0.440%	2
Mitsubishi Estate Co	8802	Real Estate	Japan	0.413%	2
Kubota Corp	6326	Industrials	Japan	0.409%	2
Toshiba Corp	6502	Industrials	Japan	0.379%	2
Lasertec Corp	6920	Technology	Japan	0.362%	2
Mitsubishi Heavy Industries	7011	Industrials	Japan	0.345%	2
TDK Corp	6762	Technology	Japan	0.340%	2
Advantest Corp	6857	Technology	Japan	0.324%	2

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Secom Co	9735	Industrials	Japan	0.316%	2
Sumitomo Realty & Dev Co	8830	Real Estate	Japan	0.278%	2
Nomura Research Institute Ltd	4307	Technology	Japan	0.268%	2
Ono Pharmaceutical Co	4528	Healthcare	Japan	0.265%	2
INPEX Corp	1605	Energy	Japan	0.264%	2
West Japan Railway	9021	Industrials	Japan	0.263%	2
ENEOS Holdings Inc	5020	Energy	Japan	0.251%	2
SUBARU CORPORATION	7270	Consumer Cyclical	Japan	0.250%	2
Nitori Holdings Co	9843	Consumer Cyclical	Japan	0.244%	2
Toyota Tsusho Corp	8015	Industrials	Japan	0.233%	2
Yaskawa Electric Corp	6506	Industrials	Japan	0.219%	2
Tokyo Gas Co	9531	Utilities	Japan	0.206%	2
AGC Inc	5201	Basic Materials	Japan	0.205%	2
Shimadzu Corp	7701	Technology	Japan	0.204%	2
Chubu Electric Power Co	9502	Utilities	Japan	0.195%	2
Nissan Motor Co	7201	Consumer Cyclical	Japan	0.195%	2
Isuzu Motors	7202	Consumer Cyclical	Japan	0.189%	2
Hankyu Hanshin Holdings	9042	Industrials	Japan	0.183%	2
SG Holdings Co Ltd	9143	Industrials	Japan	0.181%	2
JFE Holdings Inc	5411	Basic Materials	Japan	0.178%	2
Osaka Gas Co	9532	Utilities	Japan	0.175%	2
Rohm Co Ltd	6963	Technology	Japan	0.172%	2
Japan Exchange Group Inc	8697	Financial Services	Japan	0.162%	2
Makita Corp	6586	Industrials	Japan	0.161%	2
Taisei Corp	1801	Industrials	Japan	0.154%	2
Fuji Electric Co Ltd	6504	Industrials	Japan	0.149%	2
Yamato Holdings Co Ltd	9064	Industrials	Japan	0.142%	2
Obayashi Corp	1802	Industrials	Japan	0.134%	2
Nippon Express Holdings Inc	9147	Industrials	Japan	0.124%	2
Aisin Corp	7259	Consumer Cyclical	Japan	0.119%	2
Mitsui Chemicals Inc	4183	Basic Materials	Japan	0.118%	2
Kawasaki Kisen Kaisha	9107	Industrials	Japan	0.117%	2
Mazda Motor Corp	7261	Consumer Cyclical	Japan	0.117%	2
SBI Holdings Inc	8473	Financial Services	Japan	0.117%	2
JSR Corp	4185	Basic Materials	Japan	0.114%	2
IHI Corp	7013	Industrials	Japan	0.113%	2
Toho Co	9602	Communication Services	Japan	0.109%	2
Oji Holdings Corp	3861	Basic Materials	Japan	0.106%	2
Chiba Bank	8331	Financial Services	Japan	0.103%	2

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Brother Industries	6448	Industrials	Japan	0.100%	2
Gmo Payment Gateway Inc	3769	Technology	Japan	0.099%	2
Concordia Financial Group	7186	Financial Services	Japan	0.095%	2
Toyo Suisan Kaisha	2875	Consumer Defensive	Japan	0.093%	2
Asahi Intecc Co Ltd	7747	Healthcare	Japan	0.092%	2
NOF CORP	4403	Basic Materials	Japan	0.089%	2
Shizuoka Financial Group Inc	5831	Financial Services	Japan	0.088%	2
Taiyo Nippon Sanso Corp	4091	Basic Materials	Japan	0.088%	2
Nihon M&A Center Holdings Inc	2127	Financial Services	Japan	0.083%	2
Showa Denko KK	4004	Basic Materials	Japan	0.080%	2
Tokyo Electric Power Co. Holding Inc.	9501	Utilities	Japan	0.080%	2
Kobayashi Pharmaceutical Co	4967	Consumer Defensive	Japan	0.080%	2
Nikon Corp	7731	Consumer Cyclical	Japan	0.078%	2
Kuraray Co	3405	Basic Materials	Japan	0.078%	2
Nabtesco Corp	6268	Industrials	Japan	0.076%	2
Tokyu Fudosan Holdings Corp	3289	Real Estate	Japan	0.073%	2
TechnoPro Holdings Inc	6028	Industrials	Japan	0.073%	2
Rinnai Corp	5947	Consumer Cyclical	Japan	0.071%	2
Keikyu Corp	9006	Industrials	Japan	0.071%	2
Tokyo Tatemono Co	8804	Real Estate	Japan	0.067%	2
Open House Group Co Ltd	3288	Real Estate	Japan	0.066%	2
Nisshin Seifun Group Inc	2002	Consumer Defensive	Japan	0.066%	2
Kyushu Electric Power Co Inc	9508	Utilities	Japan	0.066%	2
Goldwin Inc	8111	Consumer Cyclical	Japan	0.065%	2
Miura Co	6005	Industrials	Japan	0.065%	2
Yamada Holdings Co Ltd	9831	Consumer Cyclical	Japan	0.063%	2
NH Foods Ltd	2282	Consumer Defensive	Japan	0.062%	2
Nankai Electric Railway	9044	Industrials	Japan	0.061%	2
Medipal Holdings Co	7459	Healthcare	Japan	0.060%	2
SCSK Corp	9719	Technology	Japan	0.060%	2
Hitachi Construction Machinery	6305	Industrials	Japan	0.059%	2
Casio Computer Co	6952	Technology	Japan	0.057%	2
Itochu Techno-Solutions Corp	4739	Technology	Japan	0.056%	2
Denka Co Ltd	4061	Basic Materials	Japan	0.055%	2
Daicel Corp	4202	Basic Materials	Japan	0.055%	2
Park 24 Co	4666	Industrials	Japan	0.054%	2
Sanwa Holdings Corp	5929	Industrials	Japan	0.053%	2
Net One Systems	7518	Technology	Japan	0.053%	2
BIPROGY Inc	8056	Technology	Japan	0.051%	2

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Toho Gas Co	9533	Utilities	Japan	0.051%	2
Taiheiyo Cement Corp	5233	Basic Materials	Japan	0.049%	2
Kobe Steel	5406	Basic Materials	Japan	0.049%	2
Nagase & Co	8012	Basic Materials	Japan	0.048%	2
Sapporo Holdings Ltd.	2501	Consumer Defensive	Japan	0.046%	2
Shinko Electric Industries Co	6967	Technology	Japan	0.046%	2
Toyo Seikan Group Holdings Ltd	5901	Consumer Cyclical	Japan	0.045%	2
Nihon Kohden Corp	6849	Healthcare	Japan	0.044%	2
Lawson Inc	2651	Consumer Defensive	Japan	0.042%	2
Chugoku Electric Power Co Inc	9504	Utilities	Japan	0.042%	2
Hachijuni Bank	8359	Financial Services	Japan	0.040%	2
Sotetsu Holdings Inc	9003	Industrials	Japan	0.040%	2
Resorttrust	4681	Consumer Cyclical	Japan	0.040%	2
DIC Corp	4631	Basic Materials	Japan	0.039%	2
UBE Corp	4208	Basic Materials	Japan	0.037%	2
Fuji Cor	6134	Industrials	Japan	0.036%	2
Dexerials Corp.	4980	Technology	Japan	0.036%	2
OSG Corp	6136	Industrials	Japan	0.035%	2
Iyogin Holdings Inc	5830	Financial Services	Japan	0.035%	2
Kokuyo Co	7984	Industrials	Japan	0.035%	2
Ezaki Glico Co	2206	Consumer Defensive	Japan	0.035%	2
Toyo Tire Corp	5105	Consumer Cyclical	Japan	0.035%	2
Toda Corp	1860	Industrials	Japan	0.035%	2
NHK Spring Co	5991	Consumer Cyclical	Japan	0.034%	2
Morinaga Milk Industry Co	2264	Consumer Defensive	Japan	0.034%	2
Furukawa Electric Co	5801	Industrials	Japan	0.034%	2
Mitsui Mining & Smelting Co	5706	Industrials	Japan	0.033%	2
Topcon Corp	7732	Technology	Japan	0.032%	2
Menicon Co.Ltd.	7780	Healthcare	Japan	0.032%	2
Citizen Watch Co Ltd	7762	Industrials	Japan	0.032%	2
GS Yuasa Corp	6674	Industrials	Japan	0.031%	2
Sumitomo Bakelite Co	4203	Basic Materials	Japan	0.030%	2
Asahi Holdings Inc	5857	Industrials	Japan	0.030%	2
As One Corp	7476	Healthcare	Japan	0.029%	2
Sawai Group Holdings Co Ltd	4887	Healthcare	Japan	0.029%	2
Kyushu Financial Group Inc	7180	Financial Services	Japan	0.029%	2
Katitas Co Ltd	8919	Consumer Cyclical	Japan	0.028%	2
Milbon Co	4919	Consumer Defensive	Japan	0.028%	2
NEC Networks & System Integration Corp	1973	Technology	Japan	0.028%	2

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Nippon Suisan Kaisha	1332	Consumer Defensive	Japan	0.027%	2
NOK Corp	7240	Consumer Cyclical	Japan	0.026%	2
H.U. Group Holdings Inc	4544	Healthcare	Japan	0.026%	2
Systema Corp	2317	Technology	Japan	0.022%	2
RENOVA Inc	9519	Utilities	Japan	0.022%	2
JCR Pharmaceutical Co	4552	Healthcare	Japan	0.022%	2
Nippon Paper Industries Co Ltd	3863	Basic Materials	Japan	0.022%	2
Funai Soken Holdings Inc	9757	Industrials	Japan	0.021%	2
H2O Retailing Corp	8242	Consumer Cyclical	Japan	0.021%	2
Sangetsu Co	8130	Consumer Cyclical	Japan	0.021%	2
Okamura Corp	7994	Industrials	Japan	0.021%	2
Itoham Yonekyu Holdings Inc	2296	Consumer Defensive	Japan	0.020%	2
Information Svcs Intl Dentsu	4812	Technology	Japan	0.019%	2
Tomy Company Ltd	7867	Consumer Cyclical	Japan	0.019%	2
Kissei Pharmaceutical Co	4547	Healthcare	Japan	0.018%	2
Maruha Nichiro corp	1333	Consumer Defensive	Japan	0.018%	2
Toshiba Tec Corp	6588	Technology	Japan	0.018%	2
Toyobo Co	3101	Basic Materials	Japan	0.018%	2
JCU Corp	4975	Basic Materials	Japan	0.017%	2
Nissha Co Ltd	7915	Technology	Japan	0.017%	2
Iriso Electronics Co Ltd	6908	Technology	Japan	0.016%	2
Kiyo Bank Ltd/The	8370	Financial Services	Japan	0.016%	2
Mixi Inc	2121	Communication Services	Japan	0.016%	2
Tokai Rika Co	6995	Consumer Cyclical	Japan	0.014%	2
Tocalo Co Ltd	3433	Industrials	Japan	0.013%	2
Kameda Seika Co	2220	Consumer Defensive	Japan	0.012%	2
Mitsubishi Shokuhin Co Ltd	7451	Consumer Defensive	Japan	0.012%	2
Sanyo Chemical Industries	4471	Basic Materials	Japan	0.011%	2
S-Pool Inc	2471	Industrials	Japan	0.011%	2
Prima Meat Packers	2281	Consumer Defensive	Japan	0.010%	2
Oisix ra daichi Inc	3182	Consumer Defensive	Japan	0.010%	2
Itochu Enex Co Ltd	8133	Energy	Japan	0.009%	2
Japan Lifeline Co Ltd	7575	Healthcare	Japan	0.009%	2
Bellsystem24 Holdings Inc	6183	Industrials	Japan	0.008%	2
PHC Holdings Corp	6523	Healthcare	Japan	0.008%	2
YA-MAN Ltd	6630	Consumer Defensive	Japan	0.008%	2
Retail Partners Co Ltd	8167	Consumer Defensive	Japan	0.008%	2
Mitsui DM Sugar Holdings Co Ltd	2109	Consumer Defensive	Japan	0.006%	2
HALOWS CO LTD	2742	Consumer Defensive	Japan	0.006%	2

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Direct Marketing MiX Inc	7354	Communication Services	Japan	0.005%	2
Fujiya Co	2211	Consumer Defensive	Japan	0.005%	2
TV Asahi Holdings Corp	9409	Communication Services	Japan	0.005%	2
Kansai Food Market Ltd	9919	Consumer Defensive	Japan	0.005%	2
Fanuc Co	6954	Industrials	Japan	0.583%	3
SMC Corp	6273	Industrials	Japan	0.545%	3
Mitsubishi Electric Corp	6503	Industrials	Japan	0.427%	3
Nippon Steel Corp	5401	Basic Materials	Japan	0.338%	3
Toyota Industries Corp	6201	Consumer Cyclical	Japan	0.223%	3
Asahi Kasei Corporation	3407	Basic Materials	Japan	0.215%	3
Sumitomo Mitsui Trust Holdings Inc	8309	Financial Services	Japan	0.209%	3
Sumitomo Metal Mining Co	5713	Basic Materials	Japan	0.202%	3
NITTO DENKO CORP	6988	Basic Materials	Japan	0.195%	3
Yakult Honsha Co	2267	Consumer Defensive	Japan	0.185%	3
Toray Industries Inc	3402	Consumer Cyclical	Japan	0.178%	3
Kansai Electric Power Co Inc	9503	Utilities	Japan	0.153%	3
Nissan Chemical Corp	4021	Basic Materials	Japan	0.145%	3
Kintetsu Group Holdings Co Ltd	9041	Industrials	Japan	0.128%	3
Ibiden Co	4062	Technology	Japan	0.110%	3
Odakyu Electric Railway Co	9007	Industrials	Japan	0.091%	3
Capcom	9697	Communication Services	Japan	0.091%	3
Hirose Electric Co	6806	Technology	Japan	0.084%	3
Tosoh Corp	4042	Basic Materials	Japan	0.082%	3
Taiyo Yuden Co	6976	Technology	Japan	0.082%	3
Kawasaki Heavy Industries	7012	Industrials	Japan	0.080%	3
Otsuka Corp	4768	Technology	Japan	0.077%	3
Shimizu Corp	1803	Industrials	Japan	0.072%	3
USS Co Ltd	4732	Consumer Cyclical	Japan	0.068%	3
SCREEN Holdings Co Ltd	7735	Technology	Japan	0.064%	3
Mitsubishi Gas Chemical Co	4182	Basic Materials	Japan	0.061%	3
Electric Power Development Co	9513	Utilities	Japan	0.058%	3
Seibu holding Inc	9024	Industrials	Japan	0.057%	3
Air Water Inc	4088	Basic Materials	Japan	0.056%	3
Tohoku Electric Power Co	9506	Utilities	Japan	0.054%	3
Bank of Kyoto	8369	Financial Services	Japan	0.053%	3
Hikari Tsushin Inc	9435	Industrials	Japan	0.053%	3
Hakuhodo DY Holdings	2433	Communication Services	Japan	0.053%	3
Sumitomo Heavy Industries	6302	Industrials	Japan	0.052%	3
NSK	6471	Consumer Cyclical	Japan	0.051%	3

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Haseko Corp	1808	Consumer Cyclical	Japan	0.049%	3
SHIFT Inc	3697	Technology	Japan	0.048%	3
THK Co	6481	Industrials	Japan	0.047%	3
Sohgo Security Services Co	2331	Industrials	Japan	0.045%	3
Nifco Inc	7988	Consumer Cyclical	Japan	0.044%	3
Alfresa Holdings Corp	2784	Healthcare	Japan	0.044%	3
Ito En	2593	Consumer Defensive	Japan	0.043%	3
Yokohama Rubber Co	5101	Consumer Cyclical	Japan	0.042%	3
Zeon Corp	4205	Basic Materials	Japan	0.039%	3
Nippon Gas Co	8174	Utilities	Japan	0.039%	3
ADEKA Corp	4401	Basic Materials	Japan	0.036%	3
Kakaku.com Inc	2371	Communication Services	Japan	0.036%	3
EXEO Group Inc	1951	Industrials	Japan	0.036%	3
JTEKT Corp	6473	Consumer Cyclical	Japan	0.034%	3
Sharp Corp	6753	Technology	Japan	0.033%	3
Maruichi Steel Tube	5463	Basic Materials	Japan	0.033%	3
Sundrug Co Ltd	9989	Healthcare	Japan	0.033%	3
Aica Kogyo Co	4206	Industrials	Japan	0.032%	3
Sumitomo Rubber Industries	5110	Consumer Cyclical	Japan	0.032%	3
Rengo Co	3941	Consumer Cyclical	Japan	0.031%	3
Nippon Electric Glass	5214	Technology	Japan	0.031%	3
House Foods Group Inc	2810	Consumer Defensive	Japan	0.029%	3
Daiwabo Holdings Co	3107	Technology	Japan	0.029%	3
FP Corp	7947	Consumer Cyclical	Japan	0.027%	3
Gunma Bank	8334	Financial Services	Japan	0.025%	3
Seven Bank Ltd	8410	Financial Services	Japan	0.025%	3
Canon Marketing Japan Inc	8060	Industrials	Japan	0.024%	3
Mani Inc	7730	Healthcare	Japan	0.024%	3
Hino Motors	7205	Consumer Cyclical	Japan	0.024%	3
Digital Garage Inc	4819	Technology	Japan	0.024%	3
Amano Corp	6436	Technology	Japan	0.023%	3
Ts Tech Co Ltd	7313	Consumer Cyclical	Japan	0.023%	3
Toyoda Gosei Co	7282	Consumer Cyclical	Japan	0.023%	3
Nisshinbo Holdings Inc	3105	Industrials	Japan	0.023%	3
Sanken Electric Co	6707	Technology	Japan	0.022%	3
Shochiku Co	9601	Communication Services	Japan	0.022%	3
Yoshinoya Holdings Co Ltd	9861	Consumer Cyclical	Japan	0.022%	3
Sosei Group Corp	4565	Healthcare	Japan	0.022%	3
GMO Internet Group Inc	9449	Communication Services	Japan	0.021%	3

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Daio Paper Corp	3880	Basic Materials	Japan	0.021%	3
Tokuyama Corp	4043	Basic Materials	Japan	0.021%	3
Kusuri No Aoki Holdings	3549	Healthcare	Japan	0.021%	3
Duskin Co Ltd	4665	Consumer Cyclical	Japan	0.020%	3
Nishimatsu Construction Co	1820	Industrials	Japan	0.020%	3
Wacoal Holdings Corp	3591	Consumer Cyclical	Japan	0.020%	3
SENKO Group Holdings Co Ltd	9069	Industrials	Japan	0.020%	3
Kanematsu Corp	8020	Industrials	Japan	0.019%	3
Japan Petroleum Exploration	1662	Energy	Japan	0.019%	3
Glory	6457	Industrials	Japan	0.018%	3
PALTAC Corporation	8283	Consumer Defensive	Japan	0.018%	3
Socionext Inc	6526	Industrials	Japan	0.018%	3
Osaka Titanium Technologies Co Ltd	5726	Basic Materials	Japan	0.017%	3
Nihon Parkerizing Co	4095	Basic Materials	Japan	0.017%	3
Sumitomo Osaka Cement Co	5232	Basic Materials	Japan	0.017%	3
Appier Group Inc	4180	Technology	Japan	0.016%	3
Takeuchi Mfg Co	6432	Industrials	Japan	0.016%	3
Iino Kaiun Kaisha	9119	Industrials	Japan	0.015%	3
Mitsuboshi Belting	5192	Industrials	Japan	0.014%	3
Hokkoku Financial Holdings Inc	7381	Financial Services	Japan	0.014%	3
Nichicon Corp	6996	Technology	Japan	0.013%	3
Kaga Electronics Co	8154	Technology	Japan	0.013%	3
Aichi Financial Group Inc	7389	Financial Services	Japan	0.013%	3
Mochida Pharmaceutical Co	4534	Healthcare	Japan	0.013%	3
Toyo Ink SC Holdings Co Ltd	4634	Basic Materials	Japan	0.013%	3
Organo Corp	6368	Industrials	Japan	0.012%	3
Meidensha Corp	6508	Industrials	Japan	0.012%	3
Maruka Furusato Corp	7128	Industrials	Japan	0.012%	3
Trans Cosmos Inc	9715	Technology	Japan	0.012%	3
Mitsui-Soko Holdings Co Ltd	9302	Industrials	Japan	0.012%	3
W-Scope Corp	6619	Industrials	Japan	0.011%	3
Musashi Seimitsu Industry Co	7220	Consumer Cyclical	Japan	0.011%	3
UACJ Corp	5741	Basic Materials	Japan	0.011%	3
Future Corp	4722	Technology	Japan	0.011%	3
Matsui Securities Co Ltd	8628	Financial Services	Japan	0.011%	3
Yonex Co Ltd	7906	Consumer Cyclical	Japan	0.011%	3
UT Group Co Ltd	2146	Industrials	Japan	0.011%	3
Elecom Co Ltd	6750	Technology	Japan	0.011%	3

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Koa Corp	6999	Technology	Japan	0.011%	3
Ryosan Co	8140	Technology	Japan	0.010%	3
Noritz Corp	5943	Industrials	Japan	0.010%	3
Fuji Seal International Inc	7864	Consumer Cyclical	Japan	0.010%	3
Nissin Electric Co	6641	Industrials	Japan	0.010%	3
Nitta Corp	5186	Industrials	Japan	0.010%	3
EIZO Corp	6737	Technology	Japan	0.010%	3
Tamura Corp	6768	Technology	Japan	0.010%	3
Nippon Pillar Packing Co	6490	Industrials	Japan	0.010%	3
Japan Pulp & Paper Co	8032	Basic Materials	Japan	0.010%	3
Prestige International Inc	4290	Industrials	Japan	0.010%	3
SKY Perfect JSAT Holdings Inc.	9412	Communication Services	Japan	0.009%	3
Premium Group Co Ltd	7199	Financial Services	Japan	0.009%	3
OPTEX GROUP Company	6914	Technology	Japan	0.009%	3
Bunka Shutter Co	5930	Industrials	Japan	0.009%	3
Toyo Construction Co	1890	Industrials	Japan	0.009%	3
Tokyo Kiraboshi Financial Group Inc	7173	Financial Services	Japan	0.009%	3
Oki Electric Industry Co	6703	Technology	Japan	0.009%	3
Financial Products Group Co Ltd	7148	Financial Services	Japan	0.009%	3
Keiyo Bank	8544	Financial Services	Japan	0.009%	3
Meiko Electronics Co Ltd	6787	Technology	Japan	0.009%	3
Toyo Tanso	5310	Industrials	Japan	0.009%	3
Kisoji Co	8160	Consumer Cyclical	Japan	0.009%	3
Nippon Parking Development Co Ltd	2353	Industrials	Japan	0.008%	3
Musashino Bank	8336	Financial Services	Japan	0.008%	3
Ringer Hut Co	8200	Consumer Cyclical	Japan	0.008%	3
Senshu Ikeda Holdings	8714	Financial Services	Japan	0.008%	3
Shizuokagas Co Ltd	9543	Utilities	Japan	0.008%	3
Toyo Gosei CoLtd	4970	Basic Materials	Japan	0.008%	3
Wakita & Co Ltd	8125	Industrials	Japan	0.008%	3
Koshidaka Holdings Co Ltd	2157	Consumer Cyclical	Japan	0.008%	3
Procrea Holdings Inc	7384	Financial Services	Japan	0.008%	3
Roland Corp	7944	Consumer Cyclical	Japan	0.008%	3
Eiken Chemical Co	4549	Healthcare	Japan	0.008%	3
Taihei Dengyo Kaisha	1968	Industrials	Japan	0.008%	3
Noritake Co	5331	Industrials	Japan	0.007%	3
Hiday Hidaka Corp	7611	Consumer Cyclical	Japan	0.007%	3
Hamakyorex Co Ltd	9037	Industrials	Japan	0.007%	3
Katakura Industries Co	3001	Industrials	Japan	0.007%	3

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
JAC Recruitment Co Ltd	2124	Industrials	Japan	0.007%	3
Japan Display Inc	6740	Technology	Japan	0.007%	3
Shin-Etsu Polymer Co	7970	Basic Materials	Japan	0.007%	3
KPP Group Holdings Co Ltd	9274	Basic Materials	Japan	0.007%	3
Hakuto Co	7433	Technology	Japan	0.007%	3
Tsuburaya Fields Holdings Inc	2767	Consumer Cyclical	Japan	0.007%	3
GEO Holdings Corp	2681	Consumer Cyclical	Japan	0.007%	3
Restar Holdings Corp	3156	Technology	Japan	0.007%	3
Shin Nippon Biomedical Laboratories	2395	Healthcare	Japan	0.007%	3
Infocom Corp	4348	Communication Services	Japan	0.006%	3
Fujio Food Group Inc	2752	Consumer Cyclical	Japan	0.006%	3
Nissei ASB Machine Co Ltd	6284	Industrials	Japan	0.006%	3
Remixpoint Co Ltd	3825	Utilities	Japan	0.005%	3
Daiwa Industries	6459	Industrials	Japan	0.005%	3
Carenet Inc	2150	Healthcare	Japan	0.005%	3
Avant Group Corp	3836	Technology	Japan	0.005%	3
PKSHA Technology Inc	3993	Technology	Japan	0.005%	3
Bushiroad Inc	7803	Communication Services	Japan	0.005%	3
Nihon Nohyaku Co	4997	Basic Materials	Japan	0.004%	3
Eagle Industry Co	6486	Industrials	Japan	0.004%	3
ES-CON JAPAN Ltd	8892	Consumer Cyclical	Japan	0.004%	3
Adventure Inc	6030	Consumer Cyclical	Japan	0.004%	3
Alpha Systems Inc	4719	Technology	Japan	0.004%	3
Sparx Group Co Ltd	8739	Financial Services	Japan	0.004%	3
EM Systems Co Ltd	4820	Healthcare	Japan	0.004%	3
Elematec Co	2715	Technology	Japan	0.004%	3
Tanaka Chemical Corp	4080	Basic Materials	Japan	0.004%	3
Genky Drug Stores	9267	Healthcare	Japan	0.004%	3
Septeni Holdings Co Ltd	4293	Communication Services	Japan	0.003%	3
Base Co Ltd	4481	Technology	Japan	0.003%	3
M&A Research Institute Inc	9552	Financial Services	Japan	0.003%	3
Kohoku Kogyo Co Ltd	6524	Technology	Japan	0.003%	3
Aidma Holdings Inc	7373	Industrials	Japan	0.003%	3
Sunwels Co Ltd	9229	Healthcare	Japan	0.003%	3
Bank of Innovation Inc	4393	Communication Services	Japan	0.001%	3
Central Japan Railway Co	9022	Industrials	Japan	0.377%	4
Suzuki Motor Corp	7269	Consumer Cyclical	Japan	0.250%	4
Shimano Inc	7309	Consumer Cyclical	Japan	0.200%	4
Obic Co Ltd	4684	Technology	Japan	0.151%	4

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Kikkoman Corp	2801	Consumer Defensive	Japan	0.144%	4
Nexon Co Ltd	3659	Communication Services	Japan	0.133%	4
Disco Corp	6146	Technology	Japan	0.132%	4
Pan Pacific International Holdings Corp	7532	Consumer Defensive	Japan	0.126%	4
Hamamatsu Photonic	6965	Technology	Japan	0.114%	4
Daito Trust Construction Co	1878	Real Estate	Japan	0.100%	4
Daifuku Co	6383	Industrials	Japan	0.094%	4
T&D Holdings Inc	8795	Financial Services	Japan	0.094%	4
MatsukiyoCocokara & Co	3088	Healthcare	Japan	0.088%	4
Tobu Railway Co	9001	Industrials	Japan	0.074%	4
BayCurrent Consulting, Inc	6532	Industrials	Japan	0.073%	4
Keio Corp	9008	Industrials	Japan	0.068%	4
Hoshizaki Corp	6465	Industrials	Japan	0.060%	4
Koito Manufacturing Co	7276	Consumer Cyclical	Japan	0.056%	4
Square Enix Holdings Co Ltd	9684	Communication Services	Japan	0.056%	4
Kansai Paint Co	4613	Basic Materials	Japan	0.055%	4
Azbil Corp	6845	Industrials	Japan	0.052%	4
Monotaro Co Ltd	3064	Consumer Cyclical	Japan	0.052%	4
JGC Holdings Corp	1963	Industrials	Japan	0.051%	4
Nagoya Railroad Co	9048	Industrials	Japan	0.049%	4
Stanley Electric Co	6923	Consumer Cyclical	Japan	0.044%	4
Keihan Holdings Co Ltd	9045	Industrials	Japan	0.043%	4
Tsuruha Holdings Inc	3391	Healthcare	Japan	0.036%	4
Internet Initiative Japan	3774	Communication Services	Japan	0.034%	4
Sanrio Co	8136	Consumer Cyclical	Japan	0.033%	4
Zensho Holdings Co Ltd	7550	Consumer Cyclical	Japan	0.033%	4
Mebuki Financial Group Inc	7167	Financial Services	Japan	0.032%	4
Shimamura Co	8227	Consumer Cyclical	Japan	0.032%	4
WELCIA HOLDINGS CO LTD	3141	Healthcare	Japan	0.031%	4
Ulvac Inc	6728	Technology	Japan	0.031%	4
Tokyo Ohka Kogyo Co	4186	Technology	Japan	0.030%	4
Hisamitsu Pharmaceutical Co	4530	Healthcare	Japan	0.030%	4
DOWA Holdings Co Ltd	5714	Basic Materials	Japan	0.030%	4
Tokai Carbon Co	5301	Basic Materials	Japan	0.029%	4
Relo Group Inc	8876	Industrials	Japan	0.029%	4
Koei Tecmo Holdings Co Ltd	3635	Communication Services	Japan	0.028%	4
Kaneka Corp	4118	Basic Materials	Japan	0.027%	4
Mitsubishi Logistics Corp	9301	Industrials	Japan	0.027%	4
Zenkoku Hoshio Co Ltd	7164	Financial Services	Japan	0.026%	4

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
DMG Mori Co Ltd	6141	Industrials	Japan	0.025%	4
Nippon Kayaku Co	4272	Basic Materials	Japan	0.024%	4
SMS	2175	Healthcare	Japan	0.024%	4
Jeol	6951	Technology	Japan	0.023%	4
Japan Steel Works	5631	Industrials	Japan	0.023%	4
Fuji Soft Inc	9749	Technology	Japan	0.023%	4
Daiseiki Co Ltd	9793	Industrials	Japan	0.023%	4
Nishi-Nippon Railroad Co	9031	Industrials	Japan	0.023%	4
Nippon Shokubai Co Ltd	4114	Basic Materials	Japan	0.022%	4
Money Forward Inc	3994	Technology	Japan	0.022%	4
Pilot Corp	7846	Industrials	Japan	0.021%	4
Tokyo Seimitsu Co	7729	Technology	Japan	0.021%	4
Meitec Corp	9744	Industrials	Japan	0.020%	4
K's Holdings Corp	8282	Consumer Cyclical	Japan	0.020%	4
Daido Steel Co	5471	Basic Materials	Japan	0.020%	4
Penta Ocean Construction	1893	Industrials	Japan	0.020%	4
Fujitsu General	6755	Consumer Cyclical	Japan	0.020%	4
Toyota Boshoku Corp	3116	Consumer Cyclical	Japan	0.020%	4
Hirogin Holdings Inc	7337	Financial Services	Japan	0.019%	4
Kureha Corp	4023	Basic Materials	Japan	0.019%	4
NSD Co Ltd	9759	Technology	Japan	0.019%	4
Shikoku Electric Power Co Inc	9507	Utilities	Japan	0.018%	4
DAIICHIKOSHO CO LTD	7458	Consumer Cyclical	Japan	0.018%	4
Yaoko Co	8279	Consumer Defensive	Japan	0.018%	4
Hanwa Co	8078	Industrials	Japan	0.017%	4
Inaba Denkisangyo Co	9934	Industrials	Japan	0.017%	4
Chugin Financial Group Inc	5832	Financial Services	Japan	0.017%	4
Mirait One Corp	1417	Industrials	Japan	0.017%	4
Toagosei Co	4045	Basic Materials	Japan	0.017%	4
Kotobuki Spirits Co Ltd	2222	Consumer Defensive	Japan	0.017%	4
Sakata Seed Corp	1377	Consumer Defensive	Japan	0.016%	4
Nichias Corp	5393	Industrials	Japan	0.016%	4
Hokuetsu Corp	3865	Basic Materials	Japan	0.016%	4
Hitachi Zosen Corp	7004	Industrials	Japan	0.016%	4
HAZAMA ANDO CORP	1719	Industrials	Japan	0.015%	4
Toei Co	9605	Communication Services	Japan	0.015%	4
CKD Corp	6407	Industrials	Japan	0.015%	4
Seiren Co	3569	Consumer Cyclical	Japan	0.015%	4
Japan Aviation Electronics Industry Ltd	6807	Technology	Japan	0.015%	4

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Nipro Corp	8086	Healthcare	Japan	0.014%	4
Kaken Pharmaceutical	4521	Healthcare	Japan	0.014%	4
Toridoll Holdings Corp	3397	Consumer Cyclical	Japan	0.014%	4
Toei Animation Co Ltd	4816	Communication Services	Japan	0.014%	4
Tadano Corp	6395	Industrials	Japan	0.014%	4
JMDC Inc	4483	Healthcare	Japan	0.014%	4
TKC Corp	9746	Technology	Japan	0.014%	4
Taikisha	1979	Industrials	Japan	0.014%	4
Obic Business Consultants Ltd	4733	Technology	Japan	0.013%	4
DTS Corp	9682	Technology	Japan	0.013%	4
Colowide Co Ltd	7616	Consumer Cyclical	Japan	0.013%	4
Toho Titanium Co	5727	Basic Materials	Japan	0.013%	4
Fukuyama Transporting Co	9075	Industrials	Japan	0.013%	4
Sansan Inc	4443	Technology	Japan	0.013%	4
Hokuriku Electric Power Co	9505	Utilities	Japan	0.013%	4
Nishi-Nippon Financial Holdings Inc	7189	Financial Services	Japan	0.013%	4
T Hasegawa Co Ltd	4958	Basic Materials	Japan	0.012%	4
NS Solutions Corp	2327	Technology	Japan	0.012%	4
Mizuho Leasing Co Ltd	8425	Financial Services	Japan	0.012%	4
Workman Co Ltd	7564	Consumer Cyclical	Japan	0.012%	4
Inabata & Co	8098	Basic Materials	Japan	0.012%	4
TOKAI Holdings Corp	3167	Industrials	Japan	0.012%	4
KH Neochem CoLtd	4189	Basic Materials	Japan	0.012%	4
BeNext-Yumeshin Group Co	2154	Industrials	Japan	0.012%	4
Takuma Co	6013	Industrials	Japan	0.012%	4
Nippon Corp	2001	Consumer Defensive	Japan	0.011%	4
Takasago Thermal Engineer Co	1969	Industrials	Japan	0.011%	4
Hokkaido Electric Power Co	9509	Utilities	Japan	0.011%	4
EDION Corp	2730	Consumer Cyclical	Japan	0.011%	4
Trusco Nakayama Corp	9830	Industrials	Japan	0.011%	4
Nippon Light Metal Holdings Co Ltd	5703	Basic Materials	Japan	0.011%	4
Tsubakimoto Chain Co	6371	Industrials	Japan	0.011%	4
Autobacs Seven Co	9832	Consumer Cyclical	Japan	0.011%	4
Raito Kogyo Co	1926	Industrials	Japan	0.011%	4
Kumiai Chemical Industry Co	4996	Basic Materials	Japan	0.010%	4
Nojima Corp	7419	Consumer Cyclical	Japan	0.010%	4
Zojirushi Corp	7965	Consumer Cyclical	Japan	0.010%	4
Wacom Co Ltd	6727	Technology	Japan	0.010%	4
Idec Corp	6652	Industrials	Japan	0.010%	4

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Taiyo Holdings Co Ltd	4626	Basic Materials	Japan	0.010%	4
Infomart Corp	2492	Technology	Japan	0.010%	4
Fuso Chemical Co.Ltd.	4368	Basic Materials	Japan	0.010%	4
Japan Securities Finance Co	8511	Financial Services	Japan	0.010%	4
Nichiha Corp	7943	Industrials	Japan	0.010%	4
Heiwado	8276	Consumer Cyclical	Japan	0.009%	4
Nomura Co	9716	Industrials	Japan	0.009%	4
MEGMILK Snow Brand Co	2270	Consumer Defensive	Japan	0.009%	4
Medley Inc	4480	Healthcare	Japan	0.009%	4
Nippon Steel Trading Corp	9810	Basic Materials	Japan	0.009%	4
Okasan Securities Group Inc	8609	Financial Services	Japan	0.009%	4
KYB Corp	7242	Consumer Cyclical	Japan	0.009%	4
Nachi-Fujikoshi Corp	6474	Industrials	Japan	0.009%	4
Tokai Tokyo Financial Holdings Inc	8616	Financial Services	Japan	0.009%	4
OPTORUN CO LTD	6235	Industrials	Japan	0.008%	4
Sanki Engineering Co	1961	Industrials	Japan	0.008%	4
Nitto Boseki Co	3110	Consumer Cyclical	Japan	0.008%	4
Hioki EE Corp	6866	Technology	Japan	0.008%	4
Japan Wool Textile Co	3201	Consumer Cyclical	Japan	0.008%	4
Chudenko Corp	1941	Industrials	Japan	0.008%	4
TechMatrix Corp	3762	Technology	Japan	0.008%	4
Aeon Delight Co	9787	Industrials	Japan	0.007%	4
Chiyoda Corp	6366	Industrials	Japan	0.007%	4
Snow Peak Inc	7816	Consumer Cyclical	Japan	0.007%	4
Shibaura Machine Co Ltd	6104	Industrials	Japan	0.007%	4
North Pacific Bank Ltd	8524	Financial Services	Japan	0.007%	4
Saibu Gas Holdings Co Ltd	9536	Utilities	Japan	0.007%	4
Okamoto Industries Inc	5122	Basic Materials	Japan	0.007%	4
Orient Corp	8585	Financial Services	Japan	0.007%	4
Sanyo Special Steel Co	5481	Basic Materials	Japan	0.007%	4
Tokyotokeiba Co	9672	Consumer Cyclical	Japan	0.007%	4
Fullcast Holdings Co Ltd	4848	Industrials	Japan	0.006%	4
Shikoku Chemical Corp	4099	Basic Materials	Japan	0.006%	4
Kanematsu Electronics	8096	Technology	Japan	0.006%	4
Towa Pharmaceutical Co	4553	Healthcare	Japan	0.006%	4
Noritsu Koki Co	7744	Technology	Japan	0.006%	4
Nippon Television Holdings Inc	9404	Communication Services	Japan	0.005%	4
Exedy Corp	7278	Consumer Cyclical	Japan	0.005%	4
Curves Holdings Co Ltd	7085	Consumer Cyclical	Japan	0.005%	4

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Weathernews Inc	4825	Communication Services	Japan	0.005%	4
NS United Kaiun Kaisha Ltd	9110	Industrials	Japan	0.005%	4
Dydo Group Holdings Inc	2590	Consumer Defensive	Japan	0.005%	4
Sumitomo Densetsu	1949	Industrials	Japan	0.005%	4
Kabuki-Za Co Ltd	9661	Real Estate	Japan	0.005%	4
Riken Vitamin Co Ltd	4526	Consumer Defensive	Japan	0.005%	4
MegaChips Corp	6875	Technology	Japan	0.005%	4
Solasto Corp	6197	Healthcare	Japan	0.004%	4
KISTAR REAL ESTATE co Ltd	3465	Real Estate	Japan	0.004%	4
Metawater Co Ltd	9551	Industrials	Japan	0.004%	4
Tosei Corp	8923	Real Estate	Japan	0.004%	4
Kintetsu Department Store Co Ltd	8244	Consumer Cyclical	Japan	0.004%	4
Inageya Co Ltd	8182	Consumer Defensive	Japan	0.004%	4
Matsuya Foods Holdings Co Ltd	9887	Consumer Cyclical	Japan	0.004%	4
Belluna Co	9997	Consumer Cyclical	Japan	0.004%	4
Plus Alpha Consulting Co Ltd	4071	Technology	Japan	0.004%	4
Torii Pharmaceutical Co	4551	Healthcare	Japan	0.004%	4
USEN-NEXT Holdings Co Ltd	9418	Communication Services	Japan	0.003%	4
Toc Co	8841	Real Estate	Japan	0.003%	4
Alpen Co	3028	Consumer Cyclical	Japan	0.003%	4
Aoki Holdings Inc	8214	Consumer Cyclical	Japan	0.003%	4
AUCNET INC	3964	Consumer Cyclical	Japan	0.003%	4
Goldcrest Co	8871	Real Estate	Japan	0.003%	4
BuySell Technologies Co Ltd	7685	Consumer Cyclical	Japan	0.002%	4
Aeon Fantasy Co	4343	Consumer Cyclical	Japan	0.002%	4
GMO Financial Holdings Inc	7177	Financial Services	Japan	0.002%	4
Keyence Corp	6861	Technology	Japan	0.827%	5
Keisei Electric Railway Co	9009	Industrials	Japan	0.049%	5
Japan Airport Terminal Co	9706	Industrials	Japan	0.043%	5
Konami Group	9766	Communication Services	Japan	0.041%	5
Fukuoka Financial Group	8354	Financial Services	Japan	0.034%	5
Kobe Bussan Co. Ltd.	3038	Consumer Defensive	Japan	0.033%	5
Amada Co Ltd	6113	Industrials	Japan	0.029%	5
Iida Group Holdings Co Ltd	3291	Consumer Cyclical	Japan	0.027%	5
Iwatani Corp	8088	Industrials	Japan	0.023%	5
Food & Life Companies Ltd	3563	Consumer Cyclical	Japan	0.022%	5
Comsys Holdings Corp	1721	Industrials	Japan	0.022%	5
Kamigumi Co	9364	Industrials	Japan	0.021%	5
Sankyu Inc	9065	Industrials	Japan	0.021%	5

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Sho-Bond Holdings Co Ltd	1414	Industrials	Japan	0.021%	5
Taisho Pharmaceutical Holdings Co Ltd	4581	Healthcare	Japan	0.021%	5
Cosmos Pharmaceutical	3349	Healthcare	Japan	0.019%	5
Suzuken Co Ltd	9987	Healthcare	Japan	0.019%	5
Infroneer Holdings Inc	5076	Industrials	Japan	0.018%	5
Fuji Tec Co	6406	Industrials	Japan	0.018%	5
Yamazaki Baking Co	2212	Consumer Defensive	Japan	0.018%	5
Yamato Kogyo Co	5444	Basic Materials	Japan	0.017%	5
ABC-Mart Inc	2670	Consumer Cyclical	Japan	0.016%	5
Harmonic Drive Systems Inc	6324	Industrials	Japan	0.016%	5
BIC CAMERA	3048	Consumer Cyclical	Japan	0.015%	5
Sankyo Co Ltd	6417	Consumer Cyclical	Japan	0.015%	5
Seino Holdings Co Ltd	9076	Industrials	Japan	0.014%	5
Ship healthcare Holdings	3360	Healthcare	Japan	0.014%	5
Nakanishi Inc	7716	Healthcare	Japan	0.014%	5
Kinden Corp	1944	Industrials	Japan	0.014%	5
Tsumura & Co	4540	Healthcare	Japan	0.014%	5
Kyoritsu Maintenance Co Ltd	9616	Consumer Cyclical	Japan	0.013%	5
Kyudenko Corp	1959	Industrials	Japan	0.013%	5
Macnica Holdings Inc	3132	Technology	Japan	0.013%	5
Mitsui High Tec Inc	6966	Technology	Japan	0.012%	5
Japan Material Co Ltd	6055	Industrials	Japan	0.012%	5
Nikkon Holdings Co Ltd	9072	Industrials	Japan	0.012%	5
Fujimi Inc	5384	Technology	Japan	0.011%	5
Ferrotec Holdings Corp	6890	Technology	Japan	0.011%	5
Okuma Corp	6103	Industrials	Japan	0.011%	5
Maruwa Co Ltd	5344	Technology	Japan	0.011%	5
DCM Holdings Co Ltd	3050	Consumer Cyclical	Japan	0.010%	5
Sumitomo Warehouse Co	9303	Industrials	Japan	0.010%	5
Fuji Kyuko Co	9010	Industrials	Japan	0.010%	5
Shoei Co	7839	Consumer Cyclical	Japan	0.010%	5
RAKUS Co Ltd	3923	Technology	Japan	0.010%	5
freee KK	4478	Technology	Japan	0.010%	5
77 Bank Ltd	8341	Financial Services	Japan	0.010%	5
Nippon Soda Co	4041	Basic Materials	Japan	0.010%	5
Heiwa Corp	6412	Consumer Cyclical	Japan	0.009%	5
NEXTAGE Co Ltd	3186	Consumer Cyclical	Japan	0.009%	5
Round One Corp	4680	Consumer Cyclical	Japan	0.009%	5
Makino Milling Machine Co	6135	Industrials	Japan	0.008%	5

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Seria Co Ltd	2782	Consumer Defensive	Japan	0.008%	5
Aiful Corp	8515	Financial Services	Japan	0.008%	5
KOMEDA Holdings Co Ltd	3543	Consumer Cyclical	Japan	0.008%	5
Arcs Co Ltd	9948	Consumer Cyclical	Japan	0.008%	5
Shiga Bank	8366	Financial Services	Japan	0.008%	5
Riken Keiki Co	7734	Industrials	Japan	0.008%	5
HIS Co Ltd	9603	Consumer Cyclical	Japan	0.008%	5
Central Glass Co	4044	Basic Materials	Japan	0.008%	5
Okumura Corp	1833	Industrials	Japan	0.008%	5
Osaka Soda corp	4046	Basic Materials	Japan	0.008%	5
Joyful Honda Co. Ltd	3191	Consumer Cyclical	Japan	0.008%	5
Create Restaurants Holdings Inc	3387	Consumer Cyclical	Japan	0.008%	5
Jaccs Co	8584	Financial Services	Japan	0.008%	5
Japan Elevator Service Holdings Co Ltd	6544	Industrials	Japan	0.008%	5
Daishi Hokuetsu Financial Group Inc	7327	Financial Services	Japan	0.008%	5
Fuji Co	8278	Consumer Cyclical	Japan	0.008%	5
eREX Co Ltd	9517	Utilities	Japan	0.007%	5
Tokyo Steel Mfg Co	5423	Basic Materials	Japan	0.007%	5
Hokuhoku Financial Group Inc	8377	Financial Services	Japan	0.007%	5
West Holdings Co	1407	Utilities	Japan	0.007%	5
GungHo Online Entertainment	3765	Communication Services	Japan	0.007%	5
Kandenko Co	1942	Industrials	Japan	0.007%	5
Daihen Corp	6622	Industrials	Japan	0.007%	5
Paramount Bed Holdings Co Ltd	7817	Healthcare	Japan	0.007%	5
Kato Sangyo Co	9869	Consumer Defensive	Japan	0.007%	5
Kumagai Gumi Co	1861	Industrials	Japan	0.007%	5
Justsystems Corp	4686	Technology	Japan	0.007%	5
Juroku Financial Group Inc	7380	Financial Services	Japan	0.007%	5
Nagawa Co. Ltd.	9663	Industrials	Japan	0.006%	5
Atom Corp	7412	Consumer Cyclical	Japan	0.006%	5
Saizeriya Co Ltd	7581	Consumer Cyclical	Japan	0.006%	5
Hosiden Corp	6804	Industrials	Japan	0.006%	5
Kohnan Shoji Co	7516	Consumer Cyclical	Japan	0.006%	5
Kanamoto Co	9678	Industrials	Japan	0.006%	5
Royal Holdings Co Ltd	8179	Consumer Cyclical	Japan	0.006%	5
Samty Co. Ltd.	3244	Real Estate	Japan	0.006%	5
C. Uyemura & Co Ltd	4966	Basic Materials	Japan	0.006%	5
Rorze Corporation	6323	Technology	Japan	0.006%	5
Starts Corp Inc	8850	Real Estate	Japan	0.006%	5

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Earth Corp	4985	Consumer Defensive	Japan	0.006%	5
Ohsho Food Service Corp	9936	Consumer Cyclical	Japan	0.006%	5
Fukuda Denshi Co	6960	Healthcare	Japan	0.006%	5
Komeri Co	8218	Consumer Cyclical	Japan	0.006%	5
Valor Holdings Co	9956	Consumer Cyclical	Japan	0.006%	5
Mitsubishi Pencil Co	7976	Industrials	Japan	0.006%	5
AZ-COM MARUWA Holdings Inc	9090	Industrials	Japan	0.006%	5
Yodogawa Steel Works	5451	Basic Materials	Japan	0.006%	5
Totetsu Kogyo Co	1835	Industrials	Japan	0.006%	5
Nippon Densetsu Kogyo Co	1950	Industrials	Japan	0.006%	5
AI Holdings Corp	3076	Industrials	Japan	0.006%	5
Create SD Holdings Co Ltd	3148	Healthcare	Japan	0.006%	5
Yokogawa Bridge Holdings Corp	5911	Industrials	Japan	0.006%	5
San A Co Ltd	2659	Consumer Cyclical	Japan	0.006%	5
Zeria Pharmaceutical Co Ltd	4559	Healthcare	Japan	0.006%	5
Ariake Japan Co	2815	Consumer Defensive	Japan	0.006%	5
Awa Bank	8388	Financial Services	Japan	0.006%	5
Hyakugo Bank	8368	Financial Services	Japan	0.006%	5
Simplex Holdings Inc.	4373	Industrials	Japan	0.006%	5
Kyorin Holdings Inc	4569	Healthcare	Japan	0.006%	5
BML Inc	4694	Healthcare	Japan	0.006%	5
Yamazen Co	8051	Industrials	Japan	0.006%	5
Hogy Medical Co	3593	Healthcare	Japan	0.005%	5
Eguarantee Inc	8771	Financial Services	Japan	0.005%	5
TRE Holdings Corp	9247	Industrials	Japan	0.005%	5
Axial Retailing Inc	8255	Consumer Cyclical	Japan	0.005%	5
SBS Holdings Inc.	2384	Industrials	Japan	0.005%	5
Nishio Rent All	9699	Industrials	Japan	0.005%	5
Showa Sangyo Co	2004	Consumer Defensive	Japan	0.005%	5
Takara Standard Co	7981	Consumer Cyclical	Japan	0.005%	5
Imperial Hotel Ltd	9708	Consumer Cyclical	Japan	0.005%	5
Ichibanya Co Ltd	7630	Consumer Cyclical	Japan	0.005%	5
JTOWER Inc	4485	Communication Services	Japan	0.005%	5
Amvis Holdings Inc	7071	Healthcare	Japan	0.005%	5
Belc Co Ltd	9974	Consumer Defensive	Japan	0.005%	5
RS Technologies CoLtd	3445	Technology	Japan	0.005%	5
Tri Chemical Laboratories Inc.	4369	Basic Materials	Japan	0.005%	5

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Kura Sushi Inc	2695	Consumer Cyclical	Japan	0.005%	5
Comture Corp	3844	Technology	Japan	0.005%	5
Suruga Bank	8358	Financial Services	Japan	0.005%	5
United Super Markets Holdings Inc	3222	Consumer Cyclical	Japan	0.005%	5
KeePer Technical Laboratory Co Ltd	6036	Basic Materials	Japan	0.005%	5
Okinawa Cellular Tel Co	9436	Communication Services	Japan	0.005%	5
Max Co	6454	Industrials	Japan	0.005%	5
Life Corp	8194	Consumer Defensive	Japan	0.005%	5
Digital Arts Inc	2326	Technology	Japan	0.005%	5
Ogaki Kyoritsu Bank	8361	Financial Services	Japan	0.005%	5
Mcj Co Ltd	6670	Technology	Japan	0.005%	5
Yellow Hat	9882	Consumer Cyclical	Japan	0.005%	5
Sanyo Denki Co	6516	Industrials	Japan	0.004%	5
Giken Ltd	6289	Industrials	Japan	0.004%	5
Maeda Kosen	7821	Industrials	Japan	0.004%	5
Fukushima Galilei Co Ltd	6420	Industrials	Japan	0.004%	5
M&A Capital Partners Co Ltd	6080	Financial Services	Japan	0.004%	5
Sekisui Jushi Corp	4212	Industrials	Japan	0.004%	5
Nishimatsuya Chain Co Ltd	7545	Consumer Cyclical	Japan	0.004%	5
Okinawa Electric Power Co Inc	9511	Utilities	Japan	0.004%	5
Trancom Co Ltd	9058	Industrials	Japan	0.004%	5
Nippon Kanzai Co	9728	Real Estate	Japan	0.004%	5
Nagaileben Co	7447	Consumer Cyclical	Japan	0.004%	5
Universal Entertainment Corp	6425	Consumer Cyclical	Japan	0.004%	5
Riso Kagaku Corp	6413	Technology	Japan	0.004%	5
S Foods Inc	2292	Consumer Defensive	Japan	0.004%	5
Zuken Inc	6947	Technology	Japan	0.004%	5
Tokyo Broadcasting System Holdings Inc	9401	Communication Services	Japan	0.004%	5
Nohmi Bosai	6744	Industrials	Japan	0.003%	5
Mitani Sekisan Co. Ltd.	5273	Industrials	Japan	0.003%	5
Fuji Media Holdings Inc	4676	Communication Services	Japan	0.003%	5
Token Corp	1766	Real Estate	Japan	0.003%	5
TKP Corp	3479	Real Estate	Japan	0.003%	5
Mimasu Semiconductor Indl Co	8155	Technology	Japan	0.003%	5
Gree Inc	3632	Communication Services	Japan	0.003%	5
LITALICO Inc	7366	Communication Services	Japan	0.003%	5
Sakai Moving Service Co	9039	Industrials	Japan	0.003%	5
Colopl Inc	3668	Communication Services	Japan	0.003%	5

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
IDOM Inc	7599	Consumer Cyclical	Japan	0.003%	5
Nissan Shatai Co	7222	Consumer Cyclical	Japan	0.003%	5
Tama Home Co Ltd	1419	Consumer Cyclical	Japan	0.003%	5
Takamatsu Construction Group Co Ltd	1762	Industrials	Japan	0.003%	5
Aeon Hokkaido Corp	7512	Consumer Cyclical	Japan	0.003%	5
Strike Company Limited	6196	Financial Services	Japan	0.003%	5
Pressance Corp	3254	Real Estate	Japan	0.003%	5
Daiho Corp	1822	Industrials	Japan	0.003%	5
Airtrip Corp	6191	Consumer Cyclical	Japan	0.003%	5
Union Tool Co	6278	Industrials	Japan	0.002%	5
Mitsubishi Logisnext	7105	Industrials	Japan	0.002%	5
T-Gaia Corp	3738	Communication Services	Japan	0.002%	5
Arcland Service Holdings Co Ltd	3085	Consumer Cyclical	Japan	0.002%	5
G-7 Holdings Inc	7508	Consumer Defensive	Japan	0.002%	5
Maxvalu Tokai Co Ltd	8198	Consumer Defensive	Japan	0.002%	5
Nippon Road Co	1884	Industrials	Japan	0.002%	5
CellSource Co Ltd	4880	Healthcare	Japan	0.002%	5
Demae-Can Co Ltd	2484	Consumer Cyclical	Japan	0.002%	5
Bengo4.com Inc	6027	Industrials	Japan	0.002%	5
Melco Holdings Inc	6676	Technology	Japan	0.001%	5

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