



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	63.08 – 78.76
	2	57.58 – 63.08
	3	49.79 – 56.44
	4	41.68 – 49.74
	5	23.12 – 41.62
DM Europe & Mid East	1	61.61 – 79.09
	2	56.21 – 61.44
	3	51.21 – 56.21
	4	44.62 – 51.17
	5	2.73 – 44.58
DM Americas	1	57.52 – 75.92
	2	52.39 – 57.52
	3	46.94 – 52.39
	4	39.45 – 46.89
	5	13.17 – 39.39

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 18 December 2023. For informational purposes only.

Index constituents

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Amazon.com, Inc.	AMZN	Consumer Cyclical	DM Americas	3.6192%	1
NVIDIA Corporation	NVDA	Technology	DM Americas	2.0408%	1
Eli Lilly & Co	LLY	Healthcare	DM Americas	1.0335%	1
Home Depot, Inc.	HD	Consumer Cyclical	DM Americas	0.7213%	1
Adobe Inc Shs	ADBE	Technology	DM Americas	0.6983%	1
Chevron Corporation Common Stock	CVX	Energy	DM Americas	0.6829%	1
Salesforce Inc	CRM	Technology	DM Americas	0.6584%	1
Coca-Cola Company	KO	Consumer Defensive	DM Americas	0.5863%	1
Walmart Inc Shs	WMT	Consumer Defensive	DM Americas	0.5730%	1
Berkshire Hathaway Inc. B	BRK.B	Financial Services	DM Americas	0.5630%	1

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Novartis Inc Namen-Akt Registered Shares	NOVN	Healthcare	DM Europe & Mid East	0.4607%	1
Roche Holding AG	ROG	Healthcare	DM Europe & Mid East	0.4214%	1
Intuit Corp Common Stock	INTU	Technology	DM Americas	0.4187%	1
Abbott Laboratories Common Stock	ABT	Healthcare	DM Americas	0.3942%	1
Amgen, Inc.	AMGN	Healthcare	DM Americas	0.3775%	1
TotalEnergies SE Common Share	TTE	Energy	DM Europe & Mid East	0.3570%	1
Boeing Company	BA	Industrials	DM Americas	0.3329%	1
Blackrock, Inc.	BLK	Financial Services	DM Americas	0.3038%	1
ConocoPhillips	COP	Energy	DM Americas	0.3029%	1
Advanced Micro Devices	AMD	Technology	DM Americas	0.2976%	1
American Express Company	AXP	Financial Services	DM Americas	0.2728%	1
Unilever PLC Common Stock	ULVR	Consumer Defensive	DM Europe & Mid East	0.2705%	1
Danaher Corporation	DHR	Healthcare	DM Americas	0.2648%	1
Bristol-Myers Squibb Company	BMJ	Healthcare	DM Americas	0.2623%	1
Mondelez International Inc Common Stock A	MDLZ	Consumer Defensive	DM Americas	0.2454%	1
United Parcel Service, Inc.	UPS	Industrials	DM Americas	0.2453%	1
Automatic Data Processing	ADP	Industrials	DM Americas	0.2436%	1
Schneider Electric SE Common Stock	SU	Industrials	DM Europe & Mid East	0.2386%	1
Medtronic PLC Shs	MDT	Healthcare	DM Americas	0.2350%	1
BP PLC Common Stock	BP.	Energy	DM Europe & Mid East	0.2244%	1
Stryker Corporation	SYK	Healthcare	DM Americas	0.2216%	1
Palo Alto Networks Inc	PANW	Technology	DM Americas	0.2119%	1
American Tower Corporation A	AMT	Real Estate	DM Americas	0.2089%	1
Lockheed Martin Corporation	LMT	Industrials	DM Americas	0.2065%	1
Progressive Corporation	PGR	Financial Services	DM Americas	0.1941%	1
Regeneron Pharmaceuticals, Inc.	REGN	Healthcare	DM Americas	0.1930%	1
Altria Group Inc.	MO	Consumer Defensive	DM Americas	0.1920%	1
Northrop Grumman Corporation	NOC	Industrials	DM Americas	0.1756%	1
Honeywell International, Inc.	HON	Industrials	DM Americas	0.1699%	1
Equinix Inc Common Stock	EQIX	Real Estate	DM Americas	0.1622%	1
Micron Technology, Inc.	MU	Technology	DM Americas	0.1585%	1
NextEra Energy Inc Common Stock	NEE	Utilities	DM Americas	0.1567%	1
Moody's Corporation	MCO	Financial Services	DM Americas	0.1540%	1
Sherwin-Williams Company	SHW	Basic Materials	DM Americas	0.1517%	1
KLA Corp	KLAC	Technology	DM Americas	0.1398%	1
Trane Technologies PLC Share A	TT	Industrials	DM Americas	0.1365%	1
Schlumberger Ltd	SLB	Energy	DM Americas	0.1345%	1

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Waste Management Inc Common Stock	WM	Industrials	DM Americas	0.1344%	1
Motorola Solutions Inc Common Stock	MSI	Technology	DM Americas	0.1320%	1
Illinois Tool Works, Inc.	ITW	Industrials	DM Americas	0.1297%	1
PNC Financial Services Group Inc	PNC	Financial Services	DM Americas	0.1241%	1
Sempra	SRE	Utilities	DM Americas	0.1208%	1
Applied Materials	AMAT	Technology	DM Americas	0.1195%	1
American International Group Inc Common Stock	AIG	Financial Services	DM Americas	0.1148%	1
Reckitt Benckiser Group PLC Ordinary Shares	RKT	Consumer Defensive	DM Europe & Mid East	0.1131%	1
American Electric Power Inc. Common Stock	AEP	Utilities	DM Americas	0.1095%	1
Aon plc Class A Shs	AON	Financial Services	DM Americas	0.1086%	1
Air Products and Chemicals, Inc.	APD	Basic Materials	DM Americas	0.1063%	1
Metropolitan Life Insurance Company	MET	Financial Services	DM Americas	0.1056%	1
Canadian Imperial Bank of Commerce	CM	Financial Services	DM Americas	0.1047%	1
Capital One Financial Corporation	COF	Financial Services	DM Americas	0.0997%	1
Dominion Energy Inc Shs	D	Utilities	DM Americas	0.0996%	1
Newmont Corp Ordinary Shares	NEM	Basic Materials	DM Americas	0.0984%	1
ANZ Group Holdings Ltd	ANZ	Financial Services	DM Asia-Pacific	0.0978%	1
Constellation Brands, Inc. A	STZ	Consumer Defensive	DM Americas	0.0965%	1
Emerson Electric Company	EMR	Industrials	DM Americas	0.0942%	1
Yum Brands, Inc.	YUM	Consumer Cyclical	DM Americas	0.0928%	1
Biogen Inc Shs	BIIB	Healthcare	DM Americas	0.0921%	1
Macquarie Group Ltd Ordinary Shares	MQG	Financial Services	DM Asia-Pacific	0.0888%	1
TC Energy Corp Ordinary Shares	TRP	Energy	DM Americas	0.0849%	1
CSX Corporation	CSX	Industrials	DM Americas	0.0828%	1
Stellantis NV Shs	STLAM	Consumer Cyclical	DM Europe & Mid East	0.0826%	1
Cummins Inc	CMI	Industrials	DM Americas	0.0816%	1
Estee Lauder Companies A	EL	Consumer Defensive	DM Americas	0.0816%	1
Agilent Technologies Inc Common Stock	A	Healthcare	DM Americas	0.0811%	1
PG & E Corporation	PCG	Utilities	DM Americas	0.0801%	1
W.W. Grainger, Inc.	GWW	Industrials	DM Americas	0.0776%	1
Allstate Corporation	ALL	Financial Services	DM Americas	0.0772%	1
L3Harris Technologies Inc Ordinary Shares	LHX	Industrials	DM Americas	0.0763%	1
Fidelity National Information Services, Inc.	FIS	Technology	DM Americas	0.0746%	1
Chubb Ltd Shs	CB	Financial Services	DM Americas	0.0729%	1
Amphenol Corporation	APH	Technology	DM Americas	0.0726%	1
Monolithic Power Systems, Inc.	MPWR	Technology	DM Americas	0.0719%	1

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Parker Hannifin Corporation	PH	Industrials	DM Americas	0.0714%	1
The Travelers Companies, Inc.	TRV	Financial Services	DM Americas	0.0701%	1
Archer-Daniels Midland Co Common Stock	ADM	Consumer Defensive	DM Americas	0.0691%	1
Consolidated Edison Company	ED	Utilities	DM Americas	0.0650%	1
Norfolk Southern Corporation	NSC	Industrials	DM Americas	0.0643%	1
Cardinal Health, Inc.	CAH	Healthcare	DM Americas	0.0640%	1
Global Payments, Inc.	GPN	Industrials	DM Americas	0.0637%	1
Arthur J. Gallagher & Co.	AJG	Financial Services	DM Americas	0.0628%	1
Sysco Corporation	SYU	Consumer Defensive	DM Americas	0.0625%	1
Kroger Company	KR	Consumer Defensive	DM Americas	0.0625%	1
Infineon Technologies	IFX	Technology	DM Europe & Mid East	0.0616%	1
DexCom, Inc.	DXCM	Healthcare	DM Americas	0.0585%	1
Ford Motor Company	F	Consumer Cyclical	DM Americas	0.0580%	1
CoStar Group, Inc.	CSGP	Real Estate	DM Americas	0.0574%	1
AutoZone Inc	AZO	Consumer Cyclical	DM Americas	0.0570%	1
Cheniere Energy, Inc.	LNG	Energy	DM Americas	0.0546%	1
Cencora Inc	COR	Healthcare	DM Americas	0.0543%	1
Pinterest Inc Ordinary Shares Cls A	PINS	Communication Services	DM Americas	0.0536%	1
DHL Group	DHL	Industrials	DM Europe & Mid East	0.0523%	1
Quanta Services, Inc.	PWR	Industrials	DM Americas	0.0522%	1
International Flavors & Fragrances Inc Shs	IFF	Basic Materials	DM Americas	0.0518%	1
PPL Corporation	PPL	Utilities	DM Americas	0.0503%	1
Equifax, Inc.	EFX	Industrials	DM Americas	0.0498%	1
United Rentals Inc Common Stock	URI	Industrials	DM Americas	0.0494%	1
Assicurazioni Generali	G	Financial Services	DM Europe & Mid East	0.0481%	1
Publicis Groupe SA Act	PUB	Communication Services	DM Europe & Mid East	0.0467%	1
Marvell Technology Inc	MRVL	Technology	DM Americas	0.0466%	1
Essilorluxottica Ordinary Shares	EL	Consumer Defensive	DM Americas	0.0463%	1
Illumina, Inc.	ILMN	Healthcare	DM Americas	0.0461%	1
RWE AG Class A shs	RWE	Utilities	DM Europe & Mid East	0.0457%	1
Fifth Third Bancorp	FITB	Financial Services	DM Americas	0.0454%	1
Clorox Company	CLX	Consumer Defensive	DM Americas	0.0453%	1
Biomarin Pharmaceutical, Inc.	BMRN	Healthcare	DM Americas	0.0452%	1
Albemarle Corporation	ALB	Basic Materials	DM Americas	0.0452%	1
Eversource Energy	ES	Utilities	DM Americas	0.0451%	1
Nutrien Ltd Shs	NTR	Basic Materials	DM Americas	0.0447%	1
Transdigm Group, Inc.	TDG	Industrials	DM Americas	0.0444%	1
Halliburton Company	HAL	Energy	DM Americas	0.0435%	1

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Fortis Inc Ordinary Shares	FTS	Utilities	DM Americas	0.0418%	1
Omnicom Group, Inc.	OMC	Communication Services	DM Americas	0.0417%	1
PACCAR, Inc.	PCAR	Industrials	DM Americas	0.0409%	1
Deutsche Boerse	DB1	Financial Services	DM Europe & Mid East	0.0399%	1
Extra Space Storage, Inc.	EXR	Real Estate	DM Americas	0.0383%	1
Devon Energy Corporation	DVN	Energy	DM Americas	0.0382%	1
Seagate Technology Holdings PLC	STX	Technology	DM Americas	0.0380%	1
D.R. Horton Inc Shs	DHI	Consumer Cyclical	DM Americas	0.0376%	1
Public Storage Common Stock	PSA	Real Estate	DM Americas	0.0376%	1
Telefonaktiebolaget L M Ericsson Shs B	ERIC B	Technology	DM Europe & Mid East	0.0372%	1
Monster Beverage Corp Shs	MNST	Consumer Defensive	DM Americas	0.0371%	1
Vulcan Materials Company	VMC	Basic Materials	DM Americas	0.0371%	1
Aflac, Inc.	AFL	Financial Services	DM Americas	0.0370%	1
Northern Trust Corporation	NTRS	Financial Services	DM Americas	0.0370%	1
Essex Property Trust Inc	ESS	Real Estate	DM Americas	0.0367%	1
Arch Capital Group, Ltd.	ACGL	Financial Services	DM Americas	0.0366%	1
Gartner, Inc. A	IT	Technology	DM Americas	0.0353%	1
Best Buy Co., Inc.	BBY	Consumer Cyclical	DM Americas	0.0347%	1
McCormick & Company, Inc.	MKC	Consumer Defensive	DM Americas	0.0343%	1
IDEXX Laboratories Inc	IDXX	Healthcare	DM Americas	0.0340%	1
Cameco Corporation	CCO	Energy	DM Americas	0.0339%	1
Host Hotels & Resorts, Inc.	HST	Real Estate	DM Americas	0.0324%	1
Ilex Corporation	IEX	Industrials	DM Americas	0.0323%	1
Alliant Energy Corporation	LNT	Utilities	DM Americas	0.0320%	1
Goodman Group	GMG	Real Estate	DM Asia-Pacific	0.0314%	1
Akamai Technologies, Inc.	AKAM	Technology	DM Americas	0.0309%	1
Genmab A/S	GMAB	Healthcare	DM Europe & Mid East	0.0299%	1
Henkel KGaA (Preference)	HEN3	Consumer Defensive	DM Europe & Mid East	0.0299%	1
NatWest Group PLC Common Stock	NWG	Financial Services	DM Europe & Mid East	0.0295%	1
Tractor Supply	TSCO	Consumer Defensive	DM Europe & Mid East	0.0291%	1
Franco-Nevada Corporation Common Stock	FNV	Basic Materials	DM Americas	0.0284%	1
Cochlear Limited Ordinary Share	COH	Healthcare	DM Asia-Pacific	0.0278%	1
Alnylam Pharmaceuticals, Inc.	ALNY	Healthcare	DM Americas	0.0277%	1
NiSource, Inc.	NI	Utilities	DM Americas	0.0272%	1
Ceridian HCM Holding Inc. Ordinary Shares	CDAY	Technology	DM Americas	0.0271%	1
Southwest Airlines, Co.	LUV	Industrials	DM Americas	0.0268%	1
Ferrovial SE	FER	Industrials	DM Europe & Mid East	0.0267%	1

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Rogers Communications Inc Common Stock B	RCI.B	Communication Services	DM Americas	0.0266%	1
Textron, Inc.	TXT	Industrials	DM Americas	0.0265%	1
Barrick Gold Corp	ABX	Basic Materials	DM Americas	0.0264%	1
Marathon Oil Corporation Common Stock	MRO	Energy	DM Americas	0.0262%	1
Equity Lifestyle Properties, Inc.	ELS	Real Estate	DM Americas	0.0261%	1
Vistra Corp Shs	VST	Utilities	DM Americas	0.0260%	1
Cellnex Telecom S.A. Shs	CLNX	Real Estate	DM Europe & Mid East	0.0259%	1
Ulta Beauty Inc Rg shs	ULTA	Consumer Cyclical	DM Americas	0.0257%	1
Las Vegas Sands Inc Common Stock	LVS	Consumer Cyclical	DM Americas	0.0256%	1
Darden Restaurants, Inc.	DRI	Consumer Cyclical	DM Americas	0.0243%	1
Service Corporation International Common Stock	SCI	Consumer Cyclical	DM Americas	0.0238%	1
Laboratory Corporation of America Holdings	LH	Healthcare	DM Americas	0.0237%	1
Charles River Laboratories International Inc Common Stock	CRL	Healthcare	DM Americas	0.0235%	1
CF Industries Holdings Inc Common Stock	CF	Basic Materials	DM Americas	0.0234%	1
Segro plc	SGRO	Real Estate	DM Europe & Mid East	0.0233%	1
Fair Isaac, Inc.	FICO	Technology	DM Americas	0.0232%	1
VeriSign, Inc.	VRSN	Technology	DM Americas	0.0230%	1
Expeditors International of Washington, Inc.	EXPD	Industrials	DM Americas	0.0229%	1
First Citizens Bancshares, Inc. A	FCNCA	Financial Services	DM Americas	0.0225%	1
Smith & Nephew PLC Common Stock	SN.	Healthcare	DM Europe & Mid East	0.0220%	1
Conagra Brands Inc Shs	CAG	Consumer Defensive	DM Americas	0.0219%	1
KeyCorp	KEY	Financial Services	DM Americas	0.0218%	1
Loblaw Companies Limited	L	Consumer Defensive	DM Americas	0.0217%	1
Hannover Rueck Namen Akt	HNR1	Financial Services	DM Europe & Mid East	0.0216%	1
Atmos Energy Corporation	ATO	Utilities	DM Americas	0.0216%	1
Flex Ltd Shs	FLEX	Technology	DM Americas	0.0215%	1
Healthpeak Properties Inc	PEAK	Real Estate	DM Americas	0.0214%	1
EQT AB Ordinary Shares	EQT	Energy	DM Americas	0.0207%	1
MGM Resorts International Common Stock	MGM	Consumer Cyclical	DM Americas	0.0205%	1
EQT Corporation	EQT	Energy	DM Americas	0.0205%	1
CarMax, Inc.	KMX	Consumer Cyclical	DM Americas	0.0195%	1
Metro Inc Common Stock	MRU	Consumer Defensive	DM Americas	0.0189%	1
Match Group Inc	MTCH	Communication Services	DM Americas	0.0189%	1
Teleperformance SE Act.	TEP	Industrials	DM Europe & Mid East	0.0189%	1
ASX Limited Ordinary Shares	ASX	Financial Services	DM Asia-Pacific	0.0183%	1
Domino's Pizza, Inc.	DPZ	Consumer Cyclical	DM Americas	0.0178%	1

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PTC Inc Common Stock	PTC	Technology	DM Americas	0.0171%	1
Swisscom	SCMN	Communication Services	DM Europe & Mid East	0.0171%	1
Kimco Realty Corporation	KIM	Real Estate	DM Americas	0.0170%	1
Coterra Energy Inc	CTRA	Energy	DM Americas	0.0169%	1
Tyson Foods, Inc. A	TSN	Consumer Defensive	DM Americas	0.0167%	1
Align Technology, Inc.	ALGN	Healthcare	DM Americas	0.0163%	1
Garmin Ltd Namen-Akt	GRMN	Technology	DM Americas	0.0162%	1
Erste Group Bank AG Shs	EBS	Financial Services	DM Europe & Mid East	0.0160%	1
Telenor ASA	TEL	Technology	DM Americas	0.0160%	1
Builders FirstSource, Inc.	BLDR	Industrials	DM Americas	0.0157%	1
ARC Resources Ltd Common Stock	ARX	Energy	DM Americas	0.0156%	1
Unibail-Rodamco-Westfield Stapled	URW	Real Estate	DM Europe & Mid East	0.0152%	1
Essential Utilities Inc Ordinary Shares	WTRG	Utilities	DM Americas	0.0151%	1
Jack Henry & Associates, Inc Common Stock	JKHY	Technology	DM Americas	0.0147%	1
Bio-Techne Corp	TECH	Healthcare	DM Americas	0.0146%	1
Henry Schein, Inc.	HSIC	Healthcare	DM Americas	0.0145%	1
Entegris, Inc.	ENTG	Technology	DM Americas	0.0142%	1
Brown & Brown, Inc.	BRO	Financial Services	DM Americas	0.0140%	1
Cincinnati Financial Corporation	CINF	Financial Services	DM Americas	0.0137%	1
Bunge Global SA	BG	Consumer Defensive	DM Americas	0.0136%	1
Eastman Chemical Company	EMN	Basic Materials	DM Americas	0.0134%	1
Heidelberg Materials AG	HEI	Basic Materials	DM Europe & Mid East	0.0132%	1
Emcor Group, Inc.	EME	Industrials	DM Americas	0.0131%	1
BE Semiconductor Industries	BESI	Technology	DM Europe & Mid East	0.0130%	1
REA Group Limited Ordinary Shares	REA	Communication Services	DM Asia-Pacific	0.0129%	1
Boston Properties, Inc.	BXP	Real Estate	DM Americas	0.0129%	1
Tourmaline Oil Corp Common Share	TOU	Energy	DM Americas	0.0126%	1
Kinross Gold Corporation Ordinary Shares	K	Consumer Defensive	DM Americas	0.0126%	1
ABN AMRO Bank NV NLDR	ABN	Financial Services	DM Europe & Mid East	0.0124%	1
W.R. Berkley Corporation	WRB	Financial Services	DM Americas	0.0124%	1
C.H. Robinson Worldwide Inc Shs	CHRW	Industrials	DM Americas	0.0121%	1
Graco Incorporated	GGG	Industrials	DM Americas	0.0120%	1
KBR, Inc.	KBR	Industrials	DM Americas	0.0120%	1
Northern Star Resources Ltd Ordinary Share	NST	Basic Materials	DM Asia-Pacific	0.0120%	1
Mediobanca Grp	MB	Financial Services	DM Europe & Mid East	0.0118%	1
Rexel	RXL	Technology	DM Europe & Mid East	0.0118%	1
Live Nation Entertainment Inc Common Stock	LYV	Communication Services	DM Americas	0.0114%	1

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Barry Callebaut	BARN	Consumer Defensive	DM Europe & Mid East	0.0113%	1
Manhattan Associates, Inc.	MANH	Technology	DM Americas	0.0111%	1
BorgWarner Inc	BWA	Consumer Cyclical	DM Americas	0.0108%	1
Nordson Corporation	NDSN	Industrials	DM Americas	0.0107%	1
Franklin Resources	BEN	Financial Services	DM Americas	0.0107%	1
Kingspan Group PLC	KRX	Industrials	DM Europe & Mid East	0.0105%	1
LKQ Corporation	LKQ	Consumer Cyclical	DM Americas	0.0104%	1
Hiscox Ltd Ordinary Shares	HSX	Financial Services	DM Europe & Mid East	0.0101%	1
Gildan Activewear, Inc.	GIL	Consumer Cyclical	DM Americas	0.0099%	1
Temenos AG Shs	TEMN	Technology	DM Europe & Mid East	0.0098%	1
Keyera Corp Common Share	KEY	Financial Services	DM Americas	0.0096%	1
Melrose Industries PLC Shs	MRO	Energy	DM Americas	0.0095%	1
Ramsay Health Care Limited Ordinary Share	RHC	Healthcare	DM Asia-Pacific	0.0095%	1
Hong Kong and China Gas	3	Utilities	DM Asia-Pacific	0.0094%	1
NICE	NICE	Technology	DM Europe & Mid East	0.0094%	1
abrln PLC Shs	ABDN	Financial Services	DM Europe & Mid East	0.0093%	1
Mineral Resources Limited Ordinary Share	MIN	Basic Materials	DM Asia-Pacific	0.0091%	1
Weir Group PLC	WEIR	Industrials	DM Europe & Mid East	0.0091%	1
A. P. Moller Maersk A/S Shs B	MAERSK B	Industrials	DM Europe & Mid East	0.0082%	1
A.O. Smith Corporation	AOS	Industrials	DM Americas	0.0081%	1
Lattice Semiconductor Corp	LSCC	Technology	DM Americas	0.0080%	1
Lynas Rare Earths Ltd Common Stock	LYC	Basic Materials	DM Asia-Pacific	0.0080%	1
Five Below Inc	FIVE	Consumer Cyclical	DM Americas	0.0080%	1
Regal Rexnord Corp Common Stock	RRX	Industrials	DM Americas	0.0080%	1
CubeSmart Common Stock	CUBE	Real Estate	DM Americas	0.0078%	1
Churchill Downs Inc Common Stock	CHDN	Consumer Cyclical	DM Americas	0.0078%	1
Gjensidige Forsikring ASA Common Stock	GJF	Financial Services	DM Europe & Mid East	0.0077%	1
Orica Ltd	ORI	Basic Materials	DM Asia-Pacific	0.0077%	1
Northland Power Inc Common Share	NPI	Utilities	DM Americas	0.0076%	1
Schindler Hldg Partizipsch	SCHP	Industrials	DM Europe & Mid East	0.0075%	1
The Toro Company	TTC	Industrials	DM Americas	0.0072%	1
Bolloré SE	BOL	Basic Materials	DM Europe & Mid East	0.0072%	1
American Financial Group, Inc.	AFG	Financial Services	DM Americas	0.0071%	1
Vistry Group PLC Ordinary Shares	VTY	Consumer Cyclical	DM Europe & Mid East	0.0069%	1
IGO Ltd Ordinary Share	IGO	Basic Materials	DM Asia-Pacific	0.0068%	1
Range Resources Corporation	RRC	Energy	DM Americas	0.0067%	1
Brookfield Infrastructure Corp Class A (Subordinate Share)	BIPC	Utilities	DM Americas	0.0067%	1

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ITV PLC	ITV	Communication Services	DM Europe & Mid East	0.0066%	1
Kingfisher	KGF	Consumer Cyclical	DM Europe & Mid East	0.0065%	1
Man Group PLC Shs	EMG	Financial Services	DM Europe & Mid East	0.0064%	1
AGCO Corporation	AGCO	Industrials	DM Americas	0.0063%	1
Sopra Steria Group SA Shs	SOP	Technology	DM Europe & Mid East	0.0062%	1
Tenaris SA	TEN	Energy	DM Europe & Mid East	0.0061%	1
Southern Copper Corporation	SCCO	Basic Materials	DM Americas	0.0061%	1
Whitehaven Coal Limited	WHC	Energy	DM Asia-Pacific	0.0061%	1
The Swatch Grp Ltd	UHR	Consumer Cyclical	DM Europe & Mid East	0.0060%	1
Umicore SA Act	UMI	Industrials	DM Europe & Mid East	0.0060%	1
JD Sports Fashion PLC Shs	JD.	Consumer Cyclical	DM Europe & Mid East	0.0059%	1
ALS Ltd Ordinary Share	ALQ	Industrials	DM Asia-Pacific	0.0058%	1
Naturgy Energy Group SA Ordinary Shares	NTGY	Utilities	DM Europe & Mid East	0.0057%	1
Bruker Corporation	BRKR	Healthcare	DM Americas	0.0056%	1
SIG Group AG Ordinary Shares	SIGN	Consumer Cyclical	DM Europe & Mid East	0.0055%	1
Acciona,S.A.	ANA	Industrials	DM Europe & Mid East	0.0053%	1
Metcash Limited Ordinary Share	MTS	Consumer Defensive	DM Asia-Pacific	0.0050%	1
Pan American Silver Corporation	PAAS	Basic Materials	DM Americas	0.0049%	1
Grifols, SA Shs B	GRF.P	Healthcare	DM Europe & Mid East	0.0048%	1
Aspen Technology Inc Common Stock	AZPN	Technology	DM Americas	0.0048%	1
Canadian Tire Corp Non Voting Share	CTC.A	Consumer Cyclical	DM Americas	0.0047%	1
Schibsted ASA A Shares -A-	SCHA	Communication Services	DM Europe & Mid East	0.0046%	1
Wallenstam AB	WALL B	Real Estate	DM Europe & Mid East	0.0046%	1
Allfunds Group PLC	ALLFG	Financial Services	DM Europe & Mid East	0.0045%	1
Fabege AB Common Stock	FABG	Real Estate	DM Europe & Mid East	0.0043%	1
Incitec Pivot Limited Ordinary Share	IPL	Basic Materials	DM Asia-Pacific	0.0043%	1
Evotec SE Common Share	EVT	Healthcare	DM Europe & Mid East	0.0042%	1
Methanex Corporation	MX	Basic Materials	DM Americas	0.0040%	1
Chorus Ltd Common Stock	CNU	Communication Services	DM Asia-Pacific	0.0040%	1
Air Canada B	AC	Consumer Cyclical	DM Europe & Mid East	0.0039%	1
Swire Properties Ltd Common Stock	1972	Real Estate	DM Asia-Pacific	0.0039%	1
OCI N.V. Reg. Shs	OCI	Basic Materials	DM Europe & Mid East	0.0036%	1
Hochtief AG Common Stock	HOT	Industrials	DM Europe & Mid East	0.0036%	1
IGM Financial Inc.	IGM	Financial Services	DM Americas	0.0036%	1
AMP Limited Ordinary Share	AMP	Financial Services	DM Americas	0.0033%	1
TPG Telecom Ltd Ordinary Shares	TPG	Communication Services	DM Asia-Pacific	0.0032%	1
Flight Centre Travel Group Ltd Ordinary Share	FLT	Technology	DM Americas	0.0032%	1

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
ERG	ERG	Utilities	DM Europe & Mid East	0.0032%	1
Ipsen Act	IPN	Healthcare	DM Europe & Mid East	0.0031%	1
Henderson Land Development	12	Real Estate	DM Asia-Pacific	0.0030%	1
Dassault Aviation	AM	Industrials	DM Europe & Mid East	0.0029%	1
Iluka Resources Limited Ordinary Share	ILU	Basic Materials	DM Asia-Pacific	0.0029%	1
Laborat Farma Rovi	ROVI	Healthcare	DM Europe & Mid East	0.0029%	1
Rational AG	RAA	Industrials	DM Europe & Mid East	0.0028%	1
Telecom Italia Az.di Risp. non conv.	TITR	Communication Services	DM Europe & Mid East	0.0028%	1
Swissquote Grp Holding Ltd	SQN	Financial Services	DM Europe & Mid East	0.0028%	1
Sino Land Co. Ltd.	83	Real Estate	DM Asia-Pacific	0.0026%	1
easyJet PLC	EZJ	Industrials	DM Europe & Mid East	0.0026%	1
Koninklijke Vopak NV Common Stock	VPK	Energy	DM Europe & Mid East	0.0025%	1
Saipem SPA	SPM	Energy	DM Europe & Mid East	0.0025%	1
Protector Forsikring	PROT	Financial Services	DM Europe & Mid East	0.0025%	1
Jyske Bank	JYSK	Financial Services	DM Europe & Mid East	0.0025%	1
Wacker Chemie	WCH	Basic Materials	DM Europe & Mid East	0.0025%	1
Brickworks Ltd Common Stock	BKW	Utilities	DM Europe & Mid East	0.0024%	1
PCCW Limited	8	Communication Services	DM Asia-Pacific	0.0023%	1
ASMPT Ltd	522	Technology	DM Asia-Pacific	0.0023%	1
Technology One Limited Ordinary Share	TNE	Technology	DM Asia-Pacific	0.0023%	1
Stella-Jones, Inc.	SJ	Basic Materials	DM Americas	0.0023%	1
Icade Shs	ICAD	Real Estate	DM Europe & Mid East	0.0022%	1
Kindred Group PLC SEDR	KIND SDB	Consumer Cyclical	DM Europe & Mid East	0.0022%	1
Granite Real Estate Inc Shs Stock Settlement	GRT.UN	Real Estate	DM Americas	0.0022%	1
JCDecaux SE	DEC	Communication Services	DM Europe & Mid East	0.0021%	1
Bucher Industries	BUCN	Industrials	DM Europe & Mid East	0.0020%	1
Mycronic AB Common Stock	MYCR	Industrials	DM Europe & Mid East	0.0020%	1
SSAB AB Shs-A	SSAB A	Basic Materials	DM Europe & Mid East	0.0020%	1
Allreal Holding	ALLN	Real Estate	DM Europe & Mid East	0.0019%	1
Rockwool AS Common Stock B	ROCK B	Industrials	DM Europe & Mid East	0.0019%	1
Ypsomed Holding AG	YPSN	Healthcare	DM Europe & Mid East	0.0019%	1
Flex LNG Ltd Shs	FLNG	Energy	DM Europe & Mid East	0.0016%	1
Melexis	MELE	Technology	DM Europe & Mid East	0.0015%	1
Fomento de Construcciones y Contratas	FCC	Industrials	DM Europe & Mid East	0.0015%	1
Bank Millennium	MIL	Financial Services	DM Europe & Mid East	0.0014%	1
Compagnie de l'Odet Ordinary Shares	ODET	Industrials	DM Europe & Mid East	0.0014%	1
Stora Enso Oyj Class A Shs	STEAV	Basic Materials	DM Europe & Mid East	0.0013%	1

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
The Navigator Company SA Shs	NVG	Basic Materials	DM Europe & Mid East	0.0013%	1
Bank of East Asia Ltd.	23	Financial Services	DM Asia-Pacific	0.0012%	1
Lagardere SA	MMB	Consumer Cyclical	DM Europe & Mid East	0.0012%	1
Shangri-La Asia Ltd	69	Consumer Cyclical	DM Asia-Pacific	0.0011%	1
Hms Networks Ab	HMS	Technology	DM Europe & Mid East	0.0010%	1
Catena Ab	CATE	Real Estate	DM Europe & Mid East	0.0010%	1
Financiere de Tubize SA Ordinary Shares	TUB	Healthcare	DM Europe & Mid East	0.0010%	1
Darktrace PLC	DARK	Technology	DM Europe & Mid East	0.0010%	1
Inter Cars	CAR	Communication Services	DM Asia-Pacific	0.0010%	1
Vector Limited Ordinary Share	VCT	Utilities	DM Asia-Pacific	0.0009%	1
Port of Tauranga Limited Ordinary Share	POT	Industrials	DM Asia-Pacific	0.0008%	1
Hoegh Autoliners ASA	HAUTO	Industrials	DM Europe & Mid East	0.0007%	1
Shikun & Binui Ltd	SKBN	Industrials	DM Europe & Mid East	0.0007%	1
Olav Thon Eiendomsselskap Shs	OLT	Real Estate	DM Europe & Mid East	0.0006%	1
Mandarin Oriental International Ltd Common Stock	M04	Consumer Cyclical	DM Asia-Pacific	0.0005%	1
Strabag SE	STR	Industrials	DM Europe & Mid East	0.0004%	1
U-Haul Holding Co	UHAL	Industrials	DM Americas	0.0004%	1
Apple Inc	AAPL	Technology	DM Americas	4.9718%	2
Microsoft Corp Common Stock	MSFT	Technology	DM Americas	3.6212%	2
Johnson & Johnson	JNJ	Healthcare	DM Americas	0.9436%	2
Procter & Gamble Company	PG	Consumer Defensive	DM Americas	0.9087%	2
Mastercard Inc Incorporated A	MA	Financial Services	DM Americas	0.8986%	2
Merck & Co Inc Common Stock	MRK	Healthcare	DM Americas	0.6611%	2
Bank of America Corporation Common Stock	BAC	Financial Services	DM Americas	0.5904%	2
PepsiCo Inc Common Stock	PEP	Consumer Defensive	DM Americas	0.5899%	2
Nestle SA Act Nom	NESN	Consumer Defensive	DM Europe & Mid East	0.5748%	2
Accenture PLC Share A	ACN	Technology	DM Americas	0.5483%	2
McDonald's Corporation	MCD	Consumer Cyclical	DM Americas	0.5237%	2
Royal Bank of Canada	RY	Financial Services	DM Americas	0.3475%	2
SAP SE Common Stock	SAP	Technology	DM Europe & Mid East	0.3128%	2
Nike, Inc. B	NKE	Consumer Cyclical	DM Americas	0.2991%	2
Commonwealth Bank of Australia Ordinary Share	CBA	Financial Services	DM Asia-Pacific	0.2816%	2
L'Oreal S.A. Act	OR	Consumer Defensive	DM Europe & Mid East	0.2657%	2
Sanofi	SAN	Healthcare	DM Europe & Mid East	0.2484%	2
Allianz SE Namen-Akt. vinkuliert	ALV	Financial Services	DM Europe & Mid East	0.2320%	2
Vertex Pharmaceuticals Inc	VRTX	Healthcare	DM Americas	0.2264%	2
Deere & Company	DE	Industrials	DM Americas	0.2172%	2

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Prologis Inc Common Stock	PLD	Real Estate	DM Americas	0.2043%	2
CVS Health Corp Shs	CVS	Healthcare	DM Americas	0.1886%	2
Intuitive Surgical, Inc.	ISRG	Healthcare	DM Americas	0.1846%	2
Diageo PLC	DGE	Consumer Defensive	DM Europe & Mid East	0.1838%	2
Lam Research Corporation	LRCX	Technology	DM Americas	0.1791%	2
Linde PLC	LIN	Basic Materials	DM Americas	0.1738%	2
Zurich Insur Gr N	ZURN	Financial Services	DM Europe & Mid East	0.1679%	2
Iberdrola SA Common Stock	IBE	Utilities	DM Europe & Mid East	0.1618%	2
Duke Energy Corporation Common Stock	DUK	Utilities	DM Americas	0.1560%	2
3M Company	MMM	Industrials	DM Americas	0.1457%	2
Banco Santander SA Reg Shs	SAN	Healthcare	DM Europe & Mid East	0.1416%	2
RELX PLC shares	REL	Industrials	DM Europe & Mid East	0.1359%	2
Freeport-McMoRan Inc Shs	FCX	Basic Materials	DM Americas	0.1306%	2
CME Group A	CME	Financial Services	DM Americas	0.1292%	2
Southern Company	SO	Utilities	DM Americas	0.1244%	2
Brookfield Corp Common Stock A	BN	Financial Services	DM Americas	0.1219%	2
Caterpillar Inc.	CAT	Industrials	DM Americas	0.1215%	2
Intercontinental Exchange Inc Common Stock	ICE	Financial Services	DM Americas	0.1209%	2
General Motors Co Common Stock	GM	Consumer Cyclical	DM Americas	0.1201%	2
Westpac Banking Corporation Ordinary Share	WBC	Financial Services	DM Asia-Pacific	0.1200%	2
London Stock Exchange	LSEG	Financial Services	DM Europe & Mid East	0.1159%	2
ING Groep N.V. Cert of Shs	INGA	Financial Services	DM Europe & Mid East	0.1112%	2
Synopsys Inc	SNPS	Technology	DM Americas	0.1079%	2
Kimberly-Clark Corporation	KMB	Consumer Defensive	DM Americas	0.1041%	2
Bank of New York Mellon Corporation	BK	Financial Services	DM Americas	0.1031%	2
McKesson, Inc.	MCK	Healthcare	DM Americas	0.1025%	2
Centene Corporation	CNC	Healthcare	DM Americas	0.1002%	2
Manulife Financial Corporation	MFC	Financial Services	DM Americas	0.0973%	2
Wesfarmers Limited Ordinary Share	WES	Consumer Cyclical	DM Asia-Pacific	0.0959%	2
Prudential Financial, Inc.	PRU	Financial Services	DM Americas	0.0957%	2
Williams Companies, Inc.	WMB	Energy	DM Americas	0.0920%	2
Charles Schwab Corp Common Stock	SCHW	Financial Services	DM Americas	0.0857%	2
Oneok Inc	OKE	Energy	DM Americas	0.0847%	2
Truist Financial Corp	TFC	Financial Services	DM Americas	0.0811%	2
BNP Paribas Common Stock	BNP	Financial Services	DM Europe & Mid East	0.0794%	2
Edwards Lifesciences Corporation	EW	Healthcare	DM Americas	0.0769%	2
Compagnie de Saint-Gobain SA shs	SGO	Industrials	DM Europe & Mid East	0.0750%	2

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Johnson Controls International PLC Ords	JCI	Industrials	DM Americas	0.0730%	2
Bayer AG Namen-Akt	BAYN	Healthcare	DM Europe & Mid East	0.0716%	2
Equinor ASA Common Stock	EQNR	Energy	DM Europe & Mid East	0.0713%	2
Republic Services, Inc. A	RSG	Industrials	DM Americas	0.0708%	2
Becton Dickinson & Co	BDX	Healthcare	DM Americas	0.0707%	2
Intact Financial Corp Common Stock	IFC	Financial Services	DM Americas	0.0679%	2
Ameriprise Financial, Inc.	AMP	Financial Services	DM Americas	0.0658%	2
Woolworths Group Ltd Ordinary Share	WOW	Consumer Defensive	DM Asia-Pacific	0.0646%	2
Rio Tinto Limited Ordinary Share	RIO	Basic Materials	DM Europe & Mid East	0.0631%	2
Glencore PLC Shs	GLEN	Basic Materials	DM Europe & Mid East	0.0612%	2
National Bank of Canada	NA	Financial Services	DM Americas	0.0611%	2
Investor A.B. B	INVE B	Financial Services	DM Europe & Mid East	0.0604%	2
Canadian Natural Resources, Ltd.	CNQ	Energy	DM Americas	0.0604%	2
HP Inc Common Stock	HPQ	Technology	DM Americas	0.0585%	2
Dollar Tree Inc Shs	DLTR	Consumer Defensive	DM Americas	0.0564%	2
eBay, Inc.	EBAY	Consumer Cyclical	DM Americas	0.0548%	2
United Overseas Bank Ltd	U11	Financial Services	DM Asia-Pacific	0.0536%	2
Hess Corporation	HES	Energy	DM Americas	0.0531%	2
Ross Stores, Inc.	ROST	Consumer Cyclical	DM Americas	0.0527%	2
IQVIA Holdings Inc Shs	IQV	Healthcare	DM Americas	0.0526%	2
AvalonBay Communities, Inc.	AVB	Real Estate	DM Americas	0.0525%	2
Invitation Homes Inc Registered REIT Shs	INVH	Real Estate	DM Americas	0.0524%	2
Merck KGaA	MRK	Healthcare	DM Americas	0.0517%	2
Keurig Dr Pepper Inc Shs	KDP	Consumer Defensive	DM Americas	0.0515%	2
LEGRAND SA	LR	Industrials	DM Europe & Mid East	0.0511%	2
T. Rowe Price Group Inc Shs	TROW	Financial Services	DM Americas	0.0504%	2
Orange SA Act	ORA	Communication Services	DM Europe & Mid East	0.0474%	2
Principal Financial Group Inc	PFG	Financial Services	DM Americas	0.0471%	2
DTE Energy Co Shs	DTE	Communication Services	DM Europe & Mid East	0.0468%	2
Telefonica S.A. Common Stock	TEF	Communication Services	DM Europe & Mid East	0.0467%	2
Roper Technologies Inc Common Stock	ROP	Technology	DM Americas	0.0458%	2
CBRE Group Inc	CBRE	Real Estate	DM Americas	0.0458%	2
Ansys, Inc.	ANSS	Technology	DM Americas	0.0455%	2
Entergy Corporation	ETR	Utilities	DM Americas	0.0453%	2
Michelin Common Shares	ML	Consumer Cyclical	DM Europe & Mid East	0.0451%	2
Lonza Group AG	LONN	Healthcare	DM Europe & Mid East	0.0451%	2
Mettler-Toledo International, Inc.	MTD	Healthcare	DM Americas	0.0440%	2
Delta Air Lines, Inc.	DAL	Industrials	DM Americas	0.0439%	2

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
AB InBev Rg	ABI	Consumer Defensive	DM Europe & Mid East	0.0433%	2
Baxter International Inc.	BAX	Healthcare	DM Americas	0.0420%	2
Microchip Technology Inc Common Stock	MCHP	Technology	DM Americas	0.0416%	2
State Street Corporation	STT	Financial Services	DM Americas	0.0416%	2
Jacobs Solutions Inc	J	Industrials	DM Americas	0.0403%	2
Ventas, Inc.	VTR	Real Estate	DM Americas	0.0401%	2
CenterPoint Energy, Inc.	CNP	Utilities	DM Americas	0.0381%	2
Equity Residential	EQR	Real Estate	DM Americas	0.0380%	2
FactSet Research Systems, Inc.	FDS	Financial Services	DM Americas	0.0378%	2
Insulet Corporation	PODD	Healthcare	DM Americas	0.0369%	2
CGI Inc Shs A	GIB.A	Technology	DM Americas	0.0368%	2
Kellanova Co	K	Consumer Defensive	DM Americas	0.0354%	2
CMS Energy Corporation	CMS	Utilities	DM Americas	0.0353%	2
Digital Realty Trust, Inc.	DLR	Real Estate	DM Americas	0.0350%	2
Aristocrat Leisure Limited Ordinary Share	ALL	Financial Services	DM Americas	0.0347%	2
Alexandria Real Estate Equities, Inc.	ARE	Real Estate	DM Americas	0.0343%	2
Sage Group PLC	SGE	Technology	DM Europe & Mid East	0.0342%	2
Owens-Corning, Inc.	OC	Industrials	DM Americas	0.0338%	2
Koninklijke Philips NV Shs	PHIA	Healthcare	DM Europe & Mid East	0.0336%	2
Aviva PLC Common Stock	AV.	Financial Services	DM Europe & Mid East	0.0335%	2
Old Dominion Freight Line Inc Ordinary Shares	ODFL	Industrials	DM Americas	0.0332%	2
Cognizant Technology Solutions Corporation A	CTSH	Technology	DM Americas	0.0327%	2
Take-Two Interactive Software, Inc.	TTWO	Communication Services	DM Americas	0.0326%	2
Fortinet Inc.	FTNT	Technology	DM Americas	0.0325%	2
Dollarama Inc Common Stock	DOL	Consumer Defensive	DM Americas	0.0319%	2
AMETEK Inc Shs	AME	Industrials	DM Americas	0.0318%	2
Swiss Re AG Common Stock	SREN	Financial Services	DM Europe & Mid East	0.0317%	2
Santos Limited Ordinary Share	STO	Energy	DM Asia-Pacific	0.0315%	2
J.M. Smucker Co.	SJM	Consumer Defensive	DM Americas	0.0313%	2
Imperial Brands Rg	IMB	Consumer Defensive	DM Europe & Mid East	0.0311%	2
Zimmer Biomet Holdings Inc Shs	ZBH	Healthcare	DM Americas	0.0304%	2
Citizens Financial Group	CFG	Financial Services	DM Americas	0.0302%	2
Regions Financial Corporation	RF	Financial Services	DM Americas	0.0302%	2
Lennar Corporation	LEN	Consumer Cyclical	DM Americas	0.0301%	2
M & T Bank Corporation	MTB	Financial Services	DM Americas	0.0297%	2
Neste OYJ	NESTE	Energy	DM Europe & Mid East	0.0297%	2
Neurocrine Biosciences, Inc.	NBIX	Healthcare	DM Americas	0.0294%	2

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
BCE Inc.	BCE	Communication Services	DM Americas	0.0291%	2
Gen Digital Inc	GEN	Technology	DM Americas	0.0291%	2
Legal & General Group PLC Ordinary Shares	LGEN	Financial Services	DM Europe & Mid East	0.0277%	2
Everest Group Ltd	EG	Financial Services	DM Americas	0.0274%	2
Repsol SA Common Stock	REP	Energy	DM Europe & Mid East	0.0271%	2
Steris PLC Common Stock	STE	Healthcare	DM Americas	0.0271%	2
Intercontinental Hotels Group PLC Common Stock	IHG	Consumer Cyclical	DM Europe & Mid East	0.0268%	2
Terna SpA Shares	TRN	Utilities	DM Europe & Mid East	0.0264%	2
Martin Marietta Materials Inc	MLM	Basic Materials	DM Americas	0.0260%	2
Carnival Corporation	CCL	Consumer Cyclical	DM Americas	0.0260%	2
Teledyne Technologies Inc Common Stock	TDY	Technology	DM Americas	0.0255%	2
Molina Healthcare, Inc.	MOH	Healthcare	DM Americas	0.0254%	2
KONE Oyj	KNEBV	Industrials	DM Europe & Mid East	0.0252%	2
Exact Sciences Corporation	EXAS	Healthcare	DM Americas	0.0249%	2
APA Corp	APA	Energy	DM Americas	0.0244%	2
NN Group NV Shs	NN	Financial Services	DM Europe & Mid East	0.0243%	2
First Solar, Inc.	FSLR	Technology	DM Americas	0.0238%	2
Etsy Inc Shs	ETSY	Consumer Cyclical	DM Americas	0.0235%	2
United Airlines Holdings Inc Common Stock	UAL	Industrials	DM Americas	0.0234%	2
Watsco, Inc. Class A Shs	WSO	Industrials	DM Americas	0.0233%	2
Cooper Companies	COO	Healthcare	DM Americas	0.0226%	2
South32 Ltd Shs	S32	Basic Materials	DM Asia-Pacific	0.0225%	2
F5 Inc	FFIV	Technology	DM Americas	0.0222%	2
Reinsurance Group of America, Inc	RGA	Financial Services	DM Americas	0.0219%	2
United Utilities Group PLC Class A Shs	UU.	Utilities	DM Europe & Mid East	0.0215%	2
Jabil Inc Shs	JBL	Technology	DM Americas	0.0215%	2
Casey's General Stores, Inc.	CASY	Consumer Cyclical	DM Americas	0.0213%	2
THALES.	HO	Industrials	DM Europe & Mid East	0.0211%	2
Teradyne, Inc.	TER	Technology	DM Americas	0.0208%	2
DSV AS	DSV	Industrials	DM Europe & Mid East	0.0204%	2
Hubbell, Inc shs	HUBB	Industrials	DM Americas	0.0203%	2
J.B. Hunt Transport Services, Inc.	JBHT	Industrials	DM Americas	0.0201%	2
Hydro One Ltd Shs	H	Utilities	DM Americas	0.0193%	2
Robert Half Inc	RHI	Industrials	DM Americas	0.0193%	2
Evergy Inc Shs	EVRG	Utilities	DM Americas	0.0191%	2
Hang Seng Bank	11	Financial Services	DM Asia-Pacific	0.0191%	2
Smurfit Kappa Group PLC Common Stock	SK3	Consumer Cyclical	DM Europe & Mid East	0.0189%	2

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Carlisle Companies, Inc.	CSL	Healthcare	DM Asia-Pacific	0.0189%	2
Snap-on, Inc.	SNA	Industrials	DM Americas	0.0189%	2
Fairfax Financial Holdings Ltd Subord Vtg Shs	FFH	Financial Services	DM Americas	0.0184%	2
CNH Industrial N.V. Shs	CNHI	Industrials	DM Americas	0.0182%	2
Spirax-Sarco Engineering PLC Shs	SPX	Industrials	DM Europe & Mid East	0.0180%	2
XPO Inc Common Stock	XPO	Industrials	DM Americas	0.0179%	2
Lennox International, Inc.	LII	Industrials	DM Americas	0.0177%	2
Renault SA	RNO	Consumer Cyclical	DM Europe & Mid East	0.0177%	2
NVR, Inc.	NVR	Consumer Cyclical	DM Americas	0.0174%	2
Camden Property Trust	CPT	Real Estate	DM Americas	0.0174%	2
Sonova Holding AG Namen-Akt	SOON	Healthcare	DM Europe & Mid East	0.0173%	2
Campbell Soup Company	CPB	Consumer Defensive	DM Americas	0.0173%	2
Tradeweb Markets Inc Shs	TW	Financial Services	DM Americas	0.0171%	2
MarketAxess Holdings, Inc.	MKTX	Financial Services	DM Americas	0.0165%	2
CAE, Inc.	CAE	Industrials	DM Americas	0.0165%	2
Stora Enso OYJ.	STERV	Basic Materials	DM Europe & Mid East	0.0158%	2
Hennes & Mauritz AB	HM B	Consumer Cyclical	DM Europe & Mid East	0.0156%	2
Rheinmetall	RHM	Industrials	DM Europe & Mid East	0.0152%	2
United Therapeutics Corporation	UTHR	Healthcare	DM Americas	0.0148%	2
Smiths Group PLC Ordinary Shares	SMIN	Industrials	DM Europe & Mid East	0.0146%	2
Redeia Corporacion SA	RED	Utilities	DM Europe & Mid East	0.0145%	2
Bunzl PLC	BNZL	Consumer Defensive	DM Europe & Mid East	0.0144%	2
OMV AG Common Stock	OMV	Energy	DM Europe & Mid East	0.0144%	2
Texas Pacific Land Corp Shs	TPL	Energy	DM Americas	0.0143%	2
Open Text Corporation	OTEX	Technology	DM Americas	0.0143%	2
SARTORIUS VZ	SRT3	Healthcare	DM Europe & Mid East	0.0143%	2
Reliance Steel and Aluminum	RS	Basic Materials	DM Americas	0.0137%	2
Bio-Rad Laboratories Inc.Class A Shs	BIO	Healthcare	DM Americas	0.0136%	2
WestRock Co Shs	WRK	Consumer Cyclical	DM Americas	0.0135%	2
Spark New Zealand Ltd Common Stock	SPK	Communication Services	DM Asia-Pacific	0.0135%	2
Crown Holdings Inc Ordinary Shares	CCK	Consumer Cyclical	DM Americas	0.0135%	2
Svenska Cellulosa AB SCA B	SCA B	Basic Materials	DM Europe & Mid East	0.0135%	2
Castellum AB	CAST	Real Estate	DM Europe & Mid East	0.0133%	2
Tryg A/S Shs	TRYG	Financial Services	DM Europe & Mid East	0.0132%	2
Power Corporation Of Canada Subordinate Voting Share	POW	Financial Services	DM Americas	0.0132%	2
Annaly Capital Management, Inc.	NLY	Real Estate	DM Americas	0.0128%	2
Magna International Common Stock	MG	Consumer Cyclical	DM Americas	0.0127%	2

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Rightmove PLC	RMV	Communication Services	DM Europe & Mid East	0.0126%	2
iA Financial Corp Inc Ordinary Shares	IAG	Financial Services	DM Asia-Pacific	0.0123%	2
Adecco Group N	ADEN	Industrials	DM Europe & Mid East	0.0123%	2
Eurofins Scientific SE	ERF	Healthcare	DM Europe & Mid East	0.0122%	2
Arkema Common Stock	AKE	Basic Materials	DM Europe & Mid East	0.0121%	2
Whitbread PLC Ordinary Shares	WTB	Consumer Cyclical	DM Europe & Mid East	0.0116%	2
RPM International, Inc.	RPM	Basic Materials	DM Americas	0.0115%	2
CK Asset Holdings Ltd Shs	1113	Real Estate	DM Asia-Pacific	0.0112%	2
Hormel Foods Corporation	HRL	Consumer Defensive	DM Americas	0.0110%	2
Phoenix Group Holdings PLC Shs	PHNX	Financial Services	DM Europe & Mid East	0.0109%	2
Galp Energia SGPS	GALP	Energy	DM Europe & Mid East	0.0109%	2
CK Hutchison Holdings Ltd Shs	1	Industrials	DM Asia-Pacific	0.0105%	2
Rollins, Inc.	ROL	Consumer Cyclical	DM Americas	0.0104%	2
Computershare Ltd Ordinary Share	CPU	Financial Services	DM Asia-Pacific	0.0104%	2
BJ's Wholesale Club Holdings Inc Shs	BJ	Consumer Defensive	DM Americas	0.0104%	2
Aurizon Holdings Ltd Common Stock	AZJ	Industrials	DM Asia-Pacific	0.0103%	2
Lincoln Electric Holdings, Inc.	LECO	Industrials	DM Americas	0.0103%	2
Dechra Pharmaceuticals	DPH	Healthcare	DM Europe & Mid East	0.0102%	2
VAT Group AG	VACN	Industrials	DM Europe & Mid East	0.0101%	2
Saia, Inc.	SAIA	Industrials	DM Americas	0.0094%	2
Nemetschek SE Shs	NEM	Basic Materials	DM Americas	0.0091%	2
Intermediate Capital Grp	ICP	Financial Services	DM Europe & Mid East	0.0091%	2
Heico Corp Class A Shs	HEI.A	Industrials	DM Americas	0.0091%	2
Volvo Corporation A	VOLV A	Industrials	DM Europe & Mid East	0.0090%	2
EDP Renovaveis	EDPR	Utilities	DM Europe & Mid East	0.0090%	2
Boliden AB	BOL	Basic Materials	DM Europe & Mid East	0.0090%	2
Nibe Industrier	NIBE B	Industrials	DM Europe & Mid East	0.0086%	2
Pandora A/S Shs	PNDORA	Consumer Cyclical	DM Europe & Mid East	0.0086%	2
RenaissanceRe Holdings Ltd	RNR	Financial Services	DM Americas	0.0086%	2
Bank Polska Kasa Opieki S.A.	PEO	Financial Services	DM Europe & Mid East	0.0085%	2
Klepierre Shs	LI	Real Estate	DM Europe & Mid East	0.0084%	2
AGL Energy Ltd	AGL	Utilities	DM Asia-Pacific	0.0083%	2
Skanska AB	SKA B	Industrials	DM Europe & Mid East	0.0082%	2
Persimmon PLC	PSN	Consumer Cyclical	DM Europe & Mid East	0.0081%	2
Metso Corp Ordinary Shares	METSO	Industrials	DM Europe & Mid East	0.0080%	2
IMI PLC	IMI	Industrials	DM Europe & Mid East	0.0080%	2
Tecan Group AG	TECN	Healthcare	DM Europe & Mid East	0.0078%	2
PKO Bank Polski	PKO	Financial Services	DM Europe & Mid East	0.0078%	2

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Barratt Developments	BDEV	Consumer Cyclical	DM Europe & Mid East	0.0077%	2
Investec PLC Ordinary Shares	INVP	Financial Services	DM Europe & Mid East	0.0077%	2
Leonardo SpA Shs	LDO	Industrials	DM Europe & Mid East	0.0075%	2
Chemed Corporation	CHE	Healthcare	DM Americas	0.0072%	2
Berkeley Group Holdings PLC Common Stock	BKG	Consumer Cyclical	DM Europe & Mid East	0.0071%	2
Getinge AB	GETI B	Healthcare	DM Europe & Mid East	0.0071%	2
Knight-Swift Transportation Holdings Inc Shs A	KNX	Industrials	DM Americas	0.0071%	2
Finning International Inc.	FTT	Industrials	DM Americas	0.0069%	2
Erie Indemnity Company A	ERIE	Financial Services	DM Americas	0.0068%	2
St. James's Place Capital	STJ	Financial Services	DM Europe & Mid East	0.0068%	2
Adevinta ASA Class A	ADE	Communication Services	DM Europe & Mid East	0.0067%	2
Zillow Group Inc Common Stock	ZG	Communication Services	DM Americas	0.0065%	2
HF Sinclair Corp Common Stock	DINO	Energy	DM Americas	0.0064%	2
A2A SpA Common Share	A2A	Utilities	DM Europe & Mid East	0.0064%	2
Spie SA Shs	SPIE	Industrials	DM Europe & Mid East	0.0063%	2
Porsche Automobil Holding SE Preference Bearer Share	PAH3	Consumer Cyclical	DM Europe & Mid East	0.0059%	2
Kesko Oyj Common stock B	KESKOB	Consumer Defensive	DM Europe & Mid East	0.0058%	2
Avanza Bank Holding AB	AZA	Financial Services	DM Europe & Mid East	0.0058%	2
SAAB AB	SAAB B	Industrials	DM Europe & Mid East	0.0058%	2
Toromont Industries Ltd Common Stock	TIH	Industrials	DM Americas	0.0058%	2
ATS Corp	ATS	Industrials	DM Americas	0.0057%	2
Tomra Systems	TOM	Industrials	DM Europe & Mid East	0.0056%	2
Gerresheimer Grp GmbH	GXI	Healthcare	DM Europe & Mid East	0.0054%	2
Wihlborgs Fastigheter	WIHL	Real Estate	DM Europe & Mid East	0.0053%	2
NIB Holdings Limited	NHF	Financial Services	DM Asia-Pacific	0.0052%	2
Rotork PLC	ROR	Industrials	DM Europe & Mid East	0.0052%	2
Virgin Money UK PLC Shs	VMUK	Financial Services	DM Europe & Mid East	0.0052%	2
Baloise Holding	BALN	Financial Services	DM Europe & Mid East	0.0051%	2
Premium Brands Holdings Corp Shs	PBH	Consumer Defensive	DM Americas	0.0051%	2
Britvic PLC	BVIC	Consumer Defensive	DM Europe & Mid East	0.0050%	2
SSAB AB Shs-B	SSAB B	Basic Materials	DM Europe & Mid East	0.0049%	2
Galenica Ltd. Shs	GALE	Healthcare	DM Europe & Mid East	0.0048%	2
Telecom Italia Az.	TIT	Communication Services	DM Europe & Mid East	0.0046%	2
ING Bank Slaski S.A. Common Stock	ING	Financial Services	DM Europe & Mid East	0.0045%	2
Comfortdelgro	C52	Industrials	DM Asia-Pacific	0.0042%	2
Howden Joinery Group Plc	HWDN	Consumer Cyclical	DM Europe & Mid East	0.0042%	2
Mapletree Pan Asia Commercial Trust Reg S	N2IU	Real Estate	DM Asia-Pacific	0.0041%	2

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Washington H.Soul Pattinson & Co Ltd	SOL	Financial Services	DM Asia-Pacific	0.0041%	2
Seven Group Holdings Limited	SVW	Industrials	DM Asia-Pacific	0.0041%	2
Fraport AG	FRA	Industrials	DM Europe & Mid East	0.0040%	2
Securitas AB	SECU B	Industrials	DM Europe & Mid East	0.0039%	2
ONEX Cor	ONEX	Financial Services	DM Americas	0.0038%	2
Var Energi ASA	VAR	Energy	DM Europe & Mid East	0.0038%	2
Greggs PLC Common Stock	GRG	Consumer Defensive	DM Europe & Mid East	0.0036%	2
Schindler Holding Ltd	SCHN	Industrials	DM Europe & Mid East	0.0036%	2
International Distributions Services PLC Shs	IDS	Industrials	DM Europe & Mid East	0.0035%	2
Banco Comercial Portugues Common Stock	BCP	Financial Services	DM Europe & Mid East	0.0034%	2
Orora Ltd Shares	ORA	Communication Services	DM Europe & Mid East	0.0033%	2
KION GROUP AG	KGX	Industrials	DM Europe & Mid East	0.0033%	2
Wharf (Holdings) Ltd Common Stock	4	Real Estate	DM Asia-Pacific	0.0032%	2
Games Workshop	GAW	Consumer Cyclical	DM Europe & Mid East	0.0032%	2
Kruk S.A. Common Stock	KRU	Financial Services	DM Europe & Mid East	0.0031%	2
Verallia Common Stock	VRLA	Consumer Cyclical	DM Europe & Mid East	0.0031%	2
Orange Polska SA Common Stock	OPL	Communication Services	DM Europe & Mid East	0.0030%	2
LPP S.A.	LPP	Consumer Cyclical	DM Europe & Mid East	0.0029%	2
FLUIDRA SA	FDR	Industrials	DM Europe & Mid East	0.0029%	2
Ackermans & Van Haaren NV	ACKB	Industrials	DM Europe & Mid East	0.0029%	2
Bezeq Israel Telecom	BEZQ	Communication Services	DM Europe & Mid East	0.0029%	2
TietoEVRY Corp Ordinary Shares	TIETO	Technology	DM Europe & Mid East	0.0028%	2
Oberbank AG	OBS	Financial Services	DM Europe & Mid East	0.0028%	2
SembCorp Industries Ltd	U96	Industrials	DM Asia-Pacific	0.0028%	2
Interpump Grp	IP	Consumer Cyclical	DM Americas	0.0028%	2
Penske Automotive Group, Inc.	PAG	Consumer Cyclical	DM Americas	0.0027%	2
Mainfreight Limited Ordinary Share	MFT	Industrials	DM Asia-Pacific	0.0026%	2
Investment AB Latour B	LATO B	Financial Services	DM Europe & Mid East	0.0026%	2
HUTCHMED (China) Ltd Shs	HCM	Healthcare	DM Europe & Mid East	0.0026%	2
Vitrolife AB Shs	VITR	Healthcare	DM Europe & Mid East	0.0025%	2
Avolta AG	AVOL	Consumer Cyclical	DM Europe & Mid East	0.0024%	2
Valeo Common Share	FR	Consumer Cyclical	DM Europe & Mid East	0.0024%	2
Banca Mediolanum Shs	BMED	Financial Services	DM Europe & Mid East	0.0022%	2
Lerøy Seafood Group ASA	LSG	Consumer Defensive	DM Europe & Mid East	0.0022%	2
Keppel Infrastructure Trust	A7RU	Basic Materials	DM Asia-Pacific	0.0022%	2
Royal UNIBREW A/S	RBREW	Consumer Defensive	DM Europe & Mid East	0.0021%	2
Telekom Austria	TKA	Industrials	DM Europe & Mid East	0.0021%	2

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Kesko Oyj Common stock A	KESKOA	Consumer Defensive	DM Europe & Mid East	0.0020%	2
BioArctic AB Regs Shs B	BIOA B	Healthcare	DM Europe & Mid East	0.0020%	2
Atco Ltd	ACO.X	Utilities	DM Americas	0.0018%	2
NWS Holdings Ltd.	659	Industrials	DM Asia-Pacific	0.0017%	2
Wallenius Wilhelmsen ASA Shs	WAWI	Industrials	DM Europe & Mid East	0.0017%	2
Frasers Group PLC Ordinary Shares	FRAS	Consumer Cyclical	DM Europe & Mid East	0.0016%	2
Hufvudstaden	HUFV A	Real Estate	DM Europe & Mid East	0.0016%	2
BlueNord ASA Ordinary Shares	BNOR	Energy	DM Europe & Mid East	0.0015%	2
Atea ASA Common Stock	ATEA	Technology	DM Europe & Mid East	0.0015%	2
Budimex S.A. Common Stock	BDX	Healthcare	DM Americas	0.0014%	2
Deutsche Wohnen I Common Stock	DWNI	Real Estate	DM Europe & Mid East	0.0014%	2
New Hope Corporation Limited Ordinary Share	NHC	Energy	DM Asia-Pacific	0.0014%	2
PGE Polska Grupa Energetyczna SA Ordinary Shares	PGE	Utilities	DM Europe & Mid East	0.0014%	2
Camtek, Ltd.	CAMT	Technology	DM Europe & Mid East	0.0013%	2
Eagers Automotive Ltd Ordinary Shares	APE	Consumer Cyclical	DM Asia-Pacific	0.0013%	2
Lennar Corporation B	LEN.B	Consumer Cyclical	DM Americas	0.0012%	2
Mivne Real Estate (K.D) Ltd Ordinary Shares	MVNE	Real Estate	DM Europe & Mid East	0.0012%	2
Ot Group Plc Shs	OTCOM	Technology	DM Europe & Mid East	0.0012%	2
Fresnillo PLC	FRES	Basic Materials	DM Europe & Mid East	0.0011%	2
Asseco Poland S.A.	ACP	Technology	DM Europe & Mid East	0.0010%	2
Brederode SA Common Stock	BREB	Financial Services	DM Europe & Mid East	0.0010%	2
Nickel Industries Ltd Ordinary Shares	NIC	Basic Materials	DM Asia-Pacific	0.0009%	2
Orion Corp. A Shares	ORNAV	Healthcare	DM Europe & Mid East	0.0008%	2
EVN AG	EVN	Basic Materials	DM Asia-Pacific	0.0008%	2
Pepco Group NV Ordinary Shares	PCO	Consumer Defensive	DM Europe & Mid East	0.0007%	2
Sheng Siong Group Ltd Common Stock	OV8	Consumer Defensive	DM Asia-Pacific	0.0006%	2
Great Eastern Holdings Insurance, Ltd.	G07	Financial Services	DM Asia-Pacific	0.0006%	2
United Energy Group Ltd Comon Stock	467	Energy	DM Asia-Pacific	0.0005%	2
Skandinaviska Enskilda Banken Stock C	SEB C	Financial Services	DM Europe & Mid East	0.0005%	2
Peugeot Invest	PEUG	Financial Services	DM Europe & Mid East	0.0004%	2
Amrest Holdings SE Shs	EAT	Consumer Cyclical	DM Europe & Mid East	0.0003%	2
Tesla Inc Common Stock	TSLA	Consumer Cyclical	DM Americas	1.4991%	3
Unitedhealth Group Inc	UNH	Healthcare	DM Americas	1.2634%	3
ExxonMobil Corporation	XOM	Energy	DM Americas	1.0709%	3
Visa, Inc.	V	Financial Services	DM Americas	1.0533%	3
Broadcom Inc Shares	AVGO	Technology	DM Americas	0.5147%	3

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Wells Fargo & Co	WFC	Financial Services	DM Americas	0.4684%	3
Netflix, Inc.	NFLX	Communication Services	DM Americas	0.4673%	3
AstraZeneca PLC Common Stock	AZN	Healthcare	DM Europe & Mid East	0.4587%	3
Intel Corporation Common Stock	INTC	Technology	DM Americas	0.4494%	3
Cisco Systems, Inc.	CSCO	Technology	DM Americas	0.4382%	3
Thermo Fisher Scientific, Inc.	TMO	Healthcare	DM Americas	0.4284%	3
Lvmh Moet Hennessy Louis Vuitton SE	MC	Consumer Cyclical	DM Europe & Mid East	0.3943%	3
S&P Global Inc	SPGI	Financial Services	DM Americas	0.3508%	3
General Electric Co Common Stock	GE	Industrials	DM Americas	0.3359%	3
Shell PLC	SHEL	Energy	DM Europe & Mid East	0.3277%	3
HSBC Holdings PLC Common Stock	HSBA	Financial Services	DM Europe & Mid East	0.3256%	3
Texas Instruments, Inc.	TXN	Technology	DM Americas	0.3192%	3
International Business Machines Corp	IBM	Technology	DM Americas	0.3124%	3
Union Pacific Corporation	UNP	Industrials	DM Americas	0.3038%	3
Toronto-Dominion Bank Common Stock	TD	Financial Services	DM Americas	0.2925%	3
Oracle Corp	ORCL	Technology	DM Americas	0.2904%	3
Costco Wholesale Corporation	COST	Consumer Defensive	DM Americas	0.2427%	3
Citigroup Inc	C	Financial Services	DM Americas	0.2348%	3
Zoetis Inc	ZTS	Healthcare	DM Americas	0.2238%	3
Boston Scientific Corporation	BSX	Healthcare	DM Americas	0.2130%	3
The Cigna Group	CI	Healthcare	DM Americas	0.2118%	3
Qualcomm, Inc.	QCOM	Technology	DM Americas	0.2023%	3
RTX Corporation	RTX	Industrials	DM Americas	0.1940%	3
Enbridge Inc Ordinary Shares	ENB	Energy	DM Americas	0.1927%	3
T-Mobile US Inc Shares	TMUS	Communication Services	DM Americas	0.1873%	3
TJX Companies Inc Shs	TJX	Consumer Cyclical	DM Americas	0.1725%	3
Hermès International	RMS	Consumer Cyclical	DM Europe & Mid East	0.1679%	3
Colgate-Palmolive Company	CL	Consumer Defensive	DM Americas	0.1649%	3
Eaton Corporation PLC Common Stock	ETN	Industrials	DM Americas	0.1622%	3
Bank of Montreal	BMO	Financial Services	DM Americas	0.1620%	3
U.S. Bancorp Shs	USB	Financial Services	DM Americas	0.1454%	3
National Australia Bank Limited Ordinary Share	NAB	Financial Services	DM Asia-Pacific	0.1416%	3
Autodesk, Inc.	ADSK	Technology	DM Americas	0.1317%	3
Welltower Inc shs	WELL	Real Estate	DM Americas	0.1310%	3
Enel SpA Shares	ENEL	Utilities	DM Europe & Mid East	0.1289%	3
Ecolab, Inc.	ECL	Basic Materials	DM Americas	0.1260%	3
AIA Group Common Share	1299	Financial Services	DM Asia-Pacific	0.1212%	3

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Banco Bilbao Vizcaya Argentaria SA Ordinary Shares	BBVA	Financial Services	DM Europe & Mid East	0.1164%	3
Lululemon Athletica, Inc	LULU	Consumer Cyclical	DM Americas	0.1125%	3
British American Tobacco PLC Shs	BATS	Consumer Defensive	DM Europe & Mid East	0.1104%	3
TE Connectivity Ltd Common Share	TEL	Technology	DM Americas	0.1086%	3
Münchener Rück AG	MUV2	Financial Services	DM Europe & Mid East	0.1069%	3
Unicredit Group	UCG	Financial Services	DM Europe & Mid East	0.0999%	3
BAE Systems	BA.	Industrials	DM Europe & Mid East	0.0946%	3
EOG Resources	EOG	Energy	DM Americas	0.0919%	3
Realty Income Corporation	O	Real Estate	DM Americas	0.0872%	3
Electronic Arts, Inc.	EA	Communication Services	DM Americas	0.0872%	3
Occidental Petroleum Corporation	OXY	Energy	DM Americas	0.0868%	3
Holcim Ltd Shares	HOLN	Basic Materials	DM Europe & Mid East	0.0865%	3
Corteva Inc Ordinary Shares	CTVA	Basic Materials	DM Americas	0.0858%	3
DBS Group Holdings, Ltd.	D05	Financial Services	DM Asia-Pacific	0.0825%	3
Experian PLC Common Stock	EXPN	Industrials	DM Europe & Mid East	0.0816%	3
DuPont de Nemours Inc Regs Shs	DD	Basic Materials	DM Americas	0.0815%	3
Eni SPA Common Stock	ENI	Energy	DM Europe & Mid East	0.0808%	3
Carrier Global Corp	CARR	Industrials	DM Americas	0.0804%	3
Blackstone Inc	BX	Financial Services	DM Americas	0.0785%	3
Valero Energy Corporation	VLO	Energy	DM Americas	0.0760%	3
General Dynamics Corp	GD	Industrials	DM Americas	0.0759%	3
Adidas AG	ADS	Consumer Cyclical	DM Europe & Mid East	0.0749%	3
PPG Industries, Inc.	PPG	Basic Materials	DM Americas	0.0744%	3
Sika AG Registered Shares	SIKA	Basic Materials	DM Europe & Mid East	0.0724%	3
Kering SA	KER	Consumer Cyclical	DM Europe & Mid East	0.0719%	3
Marriott International Inc Shs A	MAR	Consumer Cyclical	DM Americas	0.0697%	3
BASF SE Akt (Common Stock)	BAS	Basic Materials	DM Europe & Mid East	0.0692%	3
The Hershey Company	HSY	Consumer Defensive	DM Americas	0.0691%	3
Keysight Technologies Inc	KEYS	Technology	DM Americas	0.0691%	3
Paychex, Inc.	PAYX	Industrials	DM Americas	0.0686%	3
Edison International	EIX	Utilities	DM Americas	0.0686%	3
HubSpot Inc Shs	HUBS	Technology	DM Americas	0.0683%	3
American Water Works	AWK	Utilities	DM Americas	0.0652%	3
Dassault Systemes SE Shs	DSY	Technology	DM Europe & Mid East	0.0636%	3
Kinder Morgan Inc	KMI	Energy	DM Americas	0.0587%	3
SSE Plc.	SSE	Utilities	DM Europe & Mid East	0.0583%	3
Hartford Financial Services Group, Inc.	HIG	Financial Services	DM Americas	0.0567%	3
Rolls-Royce Holdings PLC Common Stock	RR.	Industrials	DM Europe & Mid East	0.0551%	3

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
MSCI Inc Common Stock	MSCI	Financial Services	DM Americas	0.0544%	3
Snowflake Inc Ordinary Shares - Class A	SNOW	Technology	DM Americas	0.0529%	3
Discover Financial Services	DFS	Financial Services	DM Americas	0.0522%	3
ResMed Inc Common Stock	RMD	Healthcare	DM Americas	0.0509%	3
Koninklijke Ahold Delhaize NV Shs	AD	Consumer Defensive	DM Europe & Mid East	0.0502%	3
Expedia Group Inc Shs	EXPE	Consumer Cyclical	DM Americas	0.0486%	3
O'Reilly Automotive, Inc.	ORLY	Consumer Cyclical	DM Americas	0.0474%	3
Societe Generale SA Shs	GLE	Financial Services	DM Europe & Mid East	0.0437%	3
Datadog Inc shs A	DDOG	Technology	DM Americas	0.0435%	3
Constellation Software Inc.	CSU	Technology	DM Americas	0.0431%	3
Adyen NV Ordinary Shares	ADYEN	Technology	DM Europe & Mid East	0.0426%	3
Cintas Corporation	CTAS	Industrials	DM Americas	0.0419%	3
Iron Mountain, Inc.	IRM	Real Estate	DM Americas	0.0411%	3
Standard Chartered.	STAN	Financial Services	DM Europe & Mid East	0.0406%	3
NetApp, Inc.	NTAP	Technology	DM Americas	0.0405%	3
FirstEnergy Corporation	FE	Utilities	DM Americas	0.0400%	3
Skandinaviska Enskilda Banken	SEB A	Financial Services	DM Europe & Mid East	0.0398%	3
Wheaton Precious Metals Corp Shs	WPM	Basic Materials	DM Americas	0.0384%	3
Veolia Environnement	VIE	Industrials	DM Europe & Mid East	0.0374%	3
Bayerische Motoren Werke AG Common Stock	BMW	Consumer Cyclical	DM Europe & Mid East	0.0374%	3
Deckers Outdoor Corporation	DECK	Consumer Cyclical	DM Americas	0.0371%	3
Copart, Inc.	CPRT	Industrials	DM Americas	0.0365%	3
Charter Communications Inc Common Stock A	CHTR	Communication Services	DM Americas	0.0362%	3
Sandvik AB Common Stock	SAND	Industrials	DM Europe & Mid East	0.0342%	3
DSM Firmenich AG Ordinary Shares	DSFIR	Consumer Defensive	DM Europe & Mid East	0.0338%	3
Celanese Corp Ordinary Shares A	CE	Basic Materials	DM Americas	0.0330%	3
Vestas Wind Systems	VWS	Industrials	DM Europe & Mid East	0.0324%	3
Interpublic Group of Companies	IPG	Communication Services	DM Americas	0.0317%	3
Waters Corporation	WAT	Healthcare	DM Americas	0.0313%	3
Pembina Pipeline Corp common stock	PPL	Utilities	DM Americas	0.0311%	3
WSP Global Inc Common Share	WSP	Industrials	DM Americas	0.0293%	3
Brookfield Asset Management Ltd Ordinary Shares - Class A	BAM	Financial Services	DM Americas	0.0288%	3
Nasdaq Inc Shares	NDAQ	Financial Services	DM Americas	0.0280%	3
Molson Coors Beverage Co	TAP	Consumer Defensive	DM Americas	0.0280%	3
Rexford Industrial Realty	REXR	Real Estate	DM Americas	0.0270%	3
Singapore Telecommunications Ltd	Z74	Communication Services	DM Asia-Pacific	0.0268%	3
Suncorp Group Ltd Ordinary Share	SUN	Financial Services	DM Asia-Pacific	0.0267%	3

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Trimble Inc	TRMB	Technology	DM Americas	0.0265%	3
Howmet Aerospace Inc Registered Shs	HWM	Industrials	DM Americas	0.0264%	3
Mid-America Apartment Communities Inc	MAA	Real Estate	DM Americas	0.0262%	3
Ares Management Corp Ordinary Shares Class A	ARES	Financial Services	DM Americas	0.0259%	3
Okta Inc Registered Shs -A-	OKTA	Technology	DM Americas	0.0251%	3
Ovintiv Inc	OVV	Energy	DM Americas	0.0251%	3
Halma PLC	HLMA	Industrials	DM Europe & Mid East	0.0245%	3
Kerry Group PLC	KRZ	Consumer Defensive	DM Europe & Mid East	0.0236%	3
Leidos Holdings Inc Shs	LDOS	Technology	DM Americas	0.0232%	3
Axon Enterprise Inc Shs	AXON	Industrials	DM Americas	0.0231%	3
Partners Group Holding	PGHN	Financial Services	DM Europe & Mid East	0.0229%	3
Origin Energy Ltd Common Stock	ORG	Energy	DM Asia-Pacific	0.0220%	3
The AES Corporation	AES	Utilities	DM Americas	0.0212%	3
Revvity Inc	RVTY	Healthcare	DM Americas	0.0209%	3
Mosaic Common Stock	MOS	Basic Materials	DM Americas	0.0208%	3
Twilio Inc Shs -A-	TWLO	Communication Services	DM Americas	0.0207%	3
Sun Communities Inc	SUI	Real Estate	DM Americas	0.0204%	3
Avery Dennison Corp.	AVY	Consumer Cyclical	DM Americas	0.0204%	3
Western Digital Corporation	WDC	Technology	DM Americas	0.0201%	3
Severn Trent	SVT	Utilities	DM Europe & Mid East	0.0197%	3
Super Micro Computer, Inc.	SMCI	Technology	DM Americas	0.0193%	3
Incyte Corporation	INCY	Healthcare	DM Americas	0.0192%	3
Masco Corporation	MAS	Industrials	DM Americas	0.0188%	3
Roche Holding Ltd Bearer Shares	RO	Healthcare	DM Europe & Mid East	0.0187%	3
Regency Centers Corporation	REG	Real Estate	DM Americas	0.0187%	3
Pearson plc	PSON	Communication Services	DM Europe & Mid East	0.0185%	3
Siemens Healthineers AG Registered Shares	SHL	Healthcare	DM Europe & Mid East	0.0182%	3
US Foods Holding Corp Shs	USFD	Consumer Defensive	DM Americas	0.0181%	3
Telus Corporation Shs	T	Communication Services	DM Americas	0.0176%	3
Pinnacle West Capital Corp	PNW	Utilities	DM Americas	0.0175%	3
Steel Dynamics, Inc.	STLD	Basic Materials	DM Americas	0.0174%	3
FincoBank S.P.A	FBK	Financial Services	DM Europe & Mid East	0.0173%	3
BT Group PLC	BTA	Communication Services	DM Europe & Mid East	0.0172%	3
Zscaler Inc shs	ZS	Technology	DM Americas	0.0172%	3
Aegon Ltd	AGN	Financial Services	DM Europe & Mid East	0.0170%	3
Emera, Inc.	EMA	Utilities	DM Americas	0.0169%	3
Car Group Ltd Common Stock	CAR	Communication Services	DM Asia-Pacific	0.0168%	3

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Genuine Parts Company	GPC	Consumer Cyclical	DM Americas	0.0161%	3
Norsk Hydro ASA Common Stock	NHY	Basic Materials	DM Europe & Mid East	0.0160%	3
International Paper Co.	IP	Consumer Cyclical	DM Americas	0.0159%	3
ASR Nederland NV Shs	ASRNL	Financial Services	DM Europe & Mid East	0.0157%	3
Fidelity National Financial Inc.	FNF	Financial Services	DM Americas	0.0155%	3
Auckland International Airport Ltd Ordinary Share	AIA	Industrials	DM Asia-Pacific	0.0154%	3
Scentre Group Stapled Security	SCG	Real Estate	DM Asia-Pacific	0.0150%	3
Sonic Healthcare Limited Ordinary Share	SHL	Healthcare	DM Europe & Mid East	0.0146%	3
Entain PLC Common Shares	ENT	Consumer Cyclical	DM Europe & Mid East	0.0144%	3
Fortum Oyj	FORTUM	Utilities	DM Europe & Mid East	0.0140%	3
Land Securities	LAND	Real Estate	DM Europe & Mid East	0.0139%	3
Novozymes A/S Common Stock B	NZYM B	Basic Materials	DM Europe & Mid East	0.0133%	3
Zalando SE	ZAL	Consumer Cyclical	DM Europe & Mid East	0.0130%	3
Trelleborg	TREL B	Industrials	DM Europe & Mid East	0.0130%	3
Puma SE	PUM	Consumer Cyclical	DM Europe & Mid East	0.0128%	3
Jeronimo Martins SGPS SA Register Shs	JMT	Consumer Defensive	DM Europe & Mid East	0.0127%	3
Mirvac Group	MGR	Real Estate	DM Asia-Pacific	0.0126%	3
Orkla ASA Common Share	ORK	Consumer Defensive	DM Europe & Mid East	0.0126%	3
Dexus Shs	DXS	Real Estate	DM Asia-Pacific	0.0125%	3
Kuehne + Nagel International AG Shares	KNIN	Industrials	DM Europe & Mid East	0.0124%	3
Ageas NV Act	AGS	Financial Services	DM Europe & Mid East	0.0124%	3
Telia Company AB Shs	TELIA	Communication Services	DM Europe & Mid East	0.0124%	3
Swiss Prime Site	SPSN	Real Estate	DM Europe & Mid East	0.0122%	3
Pool Corp	POOL	Industrials	DM Americas	0.0121%	3
AltaGas Ltd Common Stock	ALA	Energy	DM Americas	0.0120%	3
Elisa Oyj	ELISA	Communication Services	DM Europe & Mid East	0.0120%	3
Schroders PLC	SDR	Financial Services	DM Europe & Mid East	0.0110%	3
SS&C Technologies Holdings Inc	SSNC	Technology	DM Americas	0.0109%	3
Loews Corporation	L	Consumer Defensive	DM Americas	0.0107%	3
Keppel Corporation Limited	BN4	Industrials	DM Asia-Pacific	0.0107%	3
TMX Group Ltd Common Stock	X	Financial Services	DM Americas	0.0102%	3
UDR, Inc.	UDR	Real Estate	DM Americas	0.0101%	3
ORLEN SA	PKN	Energy	DM Europe & Mid East	0.0101%	3
UNITE Group PLC	UTG	Real Estate	DM Europe & Mid East	0.0099%	3
Chocoladefabriken Lindt & Spruengli Ordinary Shares	LISN	Consumer Defensive	DM Europe & Mid East	0.0098%	3
DS Smith PLC	SMDS	Consumer Cyclical	DM Europe & Mid East	0.0097%	3
SNC-Lavalin Group	ATRL	Industrials	DM Americas	0.0096%	3

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Enagas, S.A.	ENG	Utilities	DM Europe & Mid East	0.0094%	3
Centrica PLC	CNA	Utilities	DM Europe & Mid East	0.0092%	3
Kongsberg Gruppen	KOG	Industrials	DM Europe & Mid East	0.0092%	3
Evonik Industries AG	EVK	Basic Materials	DM Europe & Mid East	0.0090%	3
BioMerieux SA	BIM	Healthcare	DM Europe & Mid East	0.0090%	3
Epiroc AB Ordinary Shares Class A	EPI A	Industrials	DM Europe & Mid East	0.0088%	3
Performance Food Group Co Shares	PFGC	Consumer Defensive	DM Americas	0.0088%	3
Contact Energy Limited Common Stock	CEN	Utilities	DM Asia-Pacific	0.0088%	3
Johnson Matthey	JMAT	Basic Materials	DM Europe & Mid East	0.0087%	3
Treasury Wine Estates Ltd Common Stock	TWE	Consumer Defensive	DM Asia-Pacific	0.0086%	3
Hugo Boss AG	BOSS	Consumer Cyclical	DM Europe & Mid East	0.0083%	3
TFI International Inc Shs	TFII	Industrials	DM Americas	0.0081%	3
Banco BPM SpA Shs	BAMI	Financial Services	DM Europe & Mid East	0.0081%	3
Grifols, S.A.	GRF	Healthcare	DM Europe & Mid East	0.0079%	3
Cleveland-Cliffs Inc	CLF	Basic Materials	DM Americas	0.0079%	3
Singapore Airlines Ltd Common Stock	C6L	Industrials	DM Asia-Pacific	0.0078%	3
Universal Health Services B	UHS	Healthcare	DM Americas	0.0076%	3
SOITEC	SOI	Technology	DM Europe & Mid East	0.0075%	3
Recordati SpA Ord	REC	Healthcare	DM Europe & Mid East	0.0074%	3
Mapletree Industrial Trust Units Real Estate Investment Trust	MEBU	Real Estate	DM Asia-Pacific	0.0074%	3
AAK AB Common Stock	AAK	Consumer Defensive	DM Europe & Mid East	0.0073%	3
Arcadis NV Ordinary Shares	ARCAD	Industrials	DM Europe & Mid East	0.0072%	3
Interactive Brokers Group, Inc.	IBKR	Financial Services	DM Americas	0.0070%	3
Worldline SA	WLN	Technology	DM Europe & Mid East	0.0070%	3
HERA	HER	Utilities	DM Europe & Mid East	0.0068%	3
BMW VZ	BMW3	Consumer Cyclical	DM Europe & Mid East	0.0068%	3
MEG Energy Corp common stock	MEG	Energy	DM Americas	0.0068%	3
Capital Power	CPX	Utilities	DM Americas	0.0067%	3
Brown-Forman Corporation A	BFA	Consumer Defensive	DM Americas	0.0067%	3
Atlas Arteria Ltd Shs	ALX	Industrials	DM Asia-Pacific	0.0067%	3
HKT Ltd Stapled security	6823	Communication Services	DM Asia-Pacific	0.0064%	3
Heico Corporation	HEI	Basic Materials	DM Europe & Mid East	0.0064%	3
Saputo, Inc.	SAP	Technology	DM Europe & Mid East	0.0064%	3
Canadian Apartment Properties Real Estate Investment Trust Unit	CAR.UN	Real Estate	DM Americas	0.0062%	3
Just Eat Takeaway.com NV Shs	TKWY	Consumer Cyclical	DM Europe & Mid East	0.0061%	3
Mercury NZ Ltd Shs	MCY	Utilities	DM Asia-Pacific	0.0061%	3

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Evolution Mining Ltd Common Stock	EVN	Basic Materials	DM Asia-Pacific	0.0060%	3
Flughafen Zuerich	FHZN	Industrials	DM Europe & Mid East	0.0060%	3
First Quantum Minera	FM	Basic Materials	DM Americas	0.0059%	3
Reece Ltd Shares	REH	Industrials	DM Asia-Pacific	0.0057%	3
Scout24 SE Shares	G24	Real Estate	DM Europe & Mid East	0.0056%	3
Bellway PLC	BWY	Consumer Cyclical	DM Europe & Mid East	0.0056%	3
News Corp Common Stock B	NWS	Communication Services	DM Americas	0.0055%	3
Bombardier Inc. Subordinate Voting Share	BBD.B	Industrials	DM Americas	0.0055%	3
Spectris PLC	SXS	Technology	DM Europe & Mid East	0.0054%	3
Hang Lung Properties Ltd	101	Real Estate	DM Asia-Pacific	0.0054%	3
Enerplus Corp Common Share	ERF	Healthcare	DM Europe & Mid East	0.0054%	3
A. P. Moller Maersk A/S Shs A	MAERSK A	Industrials	DM Europe & Mid East	0.0053%	3
Crescent Point Energy Common Stock	CPG	Consumer Cyclical	DM Europe & Mid East	0.0053%	3
Antofagasta	ANTO	Basic Materials	DM Europe & Mid East	0.0053%	3
Amplifon	AMP	Financial Services	DM Americas	0.0053%	3
DCC	DCC	Energy	DM Europe & Mid East	0.0052%	3
FirstService Corp Ordinary Shares	FSV	Real Estate	DM Americas	0.0052%	3
Beijer Ref AB Common Stock	BEIJ B	Industrials	DM Europe & Mid East	0.0052%	3
Ebos Group Limited Ordinary Share	EBO	Healthcare	DM Asia-Pacific	0.0051%	3
Singapore Technologies Engineering Ltd	S63	Industrials	DM Asia-Pacific	0.0051%	3
Bank of Queensland Limited Ordinary Share	BOQ	Financial Services	DM Asia-Pacific	0.0051%	3
West Fraser Timber Co.Ltd	WFG	Basic Materials	DM Americas	0.0050%	3
Aalberts NV Common Stock	AALB	Industrials	DM Europe & Mid East	0.0050%	3
Epiroc AB Ordinary Shares - Class B	EPI B	Industrials	DM Europe & Mid East	0.0049%	3
Ubisoft Entertainment	UBI	Communication Services	DM Europe & Mid East	0.0049%	3
Mapletree Logistics Tr	M44U	Real Estate	DM Asia-Pacific	0.0049%	3
Worley Ltd Ordinary Share	WOR	Energy	DM Asia-Pacific	0.0048%	3
Ivanhoe Mines Ltd Shs -A- When Issued	IVN	Basic Materials	DM Americas	0.0047%	3
City Developments Ltd Common Stock	C09	Real Estate	DM Asia-Pacific	0.0046%	3
Sandfire Resources Ltd Shs	SFR	Basic Materials	DM Asia-Pacific	0.0046%	3
Singapore Exchange Ltd Common Share	S68	Financial Services	DM Asia-Pacific	0.0044%	3
Quebecor, Inc. B	QBR.B	Communication Services	DM Americas	0.0044%	3
Lotus Bakeries NV	LOTB	Consumer Defensive	DM Europe & Mid East	0.0043%	3
Siegfried Grp	SFZN	Healthcare	DM Europe & Mid East	0.0042%	3
Swire Pacific	19	Industrials	DM Asia-Pacific	0.0042%	3
Billerud AB Common Stock	BILL	Technology	DM Americas	0.0042%	3
Davide Campari-Milano NV Shs	CPR	Consumer Defensive	DM Europe & Mid East	0.0042%	3

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
New World Development	17	Real Estate	DM Asia-Pacific	0.0042%	3
Riocan Real Estate Investment Trust Trust Unit	REI.UN	Real Estate	DM Americas	0.0042%	3
Huntington Ingalls Industries, Inc. Common Stock	HII	Industrials	DM Americas	0.0042%	3
Husqvarna AB Ordinary Shares Class B	HUSQ B	Industrials	DM Europe & Mid East	0.0041%	3
Challenger Ltd Ordinary Share	CGF	Financial Services	DM Asia-Pacific	0.0041%	3
Westlake Corp	WLK	Basic Materials	DM Americas	0.0040%	3
WH Group Ltd Shs	288	Consumer Defensive	DM Asia-Pacific	0.0040%	3
Wienerberger	WIE	Basic Materials	DM Europe & Mid East	0.0039%	3
IG Group Holdings	IGG	Financial Services	DM Europe & Mid East	0.0039%	3
Sofina SA	SOF	Financial Services	DM Europe & Mid East	0.0039%	3
Lendlease Group Shares	LLC	Real Estate	DM Asia-Pacific	0.0039%	3
NexGen Energy Ltd Common Stock	NXE	Energy	DM Americas	0.0038%	3
SWECO AB B	SWEC B	Industrials	DM Europe & Mid East	0.0038%	3
Deutsche Lufthansa AG	LHA	Industrials	DM Europe & Mid East	0.0038%	3
Seatrium Ltd Ordinary Shares	S51	Industrials	DM Asia-Pacific	0.0037%	3
Domino's Pizza Australia New Zealand Limited Ordinary Share	DMP	Consumer Cyclical	DM Asia-Pacific	0.0037%	3
Canadian Utilities Limited Non Voting Share	CU	Utilities	DM Americas	0.0037%	3
Industrivärden AB C	INDU C	Financial Services	DM Europe & Mid East	0.0037%	3
Warehouses De Pauw SA	WDP	Real Estate	DM Europe & Mid East	0.0036%	3
BPER Banca SpA Shs	BPE	Financial Services	DM Europe & Mid East	0.0036%	3
Whitecap Resources Inc	WCP	Energy	DM Americas	0.0036%	3
Super Retail Group Ltd Ordinary Share	SUL	Consumer Cyclical	DM Asia-Pacific	0.0036%	3
SpareBank 1 SMN	MING	Financial Services	DM Europe & Mid East	0.0033%	3
Alten Common Stock	ATE	Technology	DM Europe & Mid East	0.0032%	3
Samsonite International S.A. Common Stock	1910	Consumer Cyclical	DM Asia-Pacific	0.0032%	3
Demant AS Ordinary Shares	DEMANT	Healthcare	DM Europe & Mid East	0.0031%	3
Inmobiliaria Colonial SOCIMI SA Shs	COL	Consumer Defensive	DM Asia-Pacific	0.0031%	3
SaiMar ASA	SALM	Consumer Defensive	DM Europe & Mid East	0.0029%	3
Tritax Big Box Ord	BBOX	Real Estate	DM Europe & Mid East	0.0029%	3
JB Hi Fi Limited Ordinary Share	JBH	Consumer Cyclical	DM Asia-Pacific	0.0028%	3
Qube Holdings Ltd Common Stock	QUB	Industrials	DM Asia-Pacific	0.0027%	3
Ste Virbac SA Shares	VRP	Healthcare	DM Europe & Mid East	0.0026%	3
Volvo Car AB Class B	VOLCAR B	Consumer Cyclical	DM Europe & Mid East	0.0026%	3
Unipol Gruppo SpA Shs	UNI	Financial Services	DM Europe & Mid East	0.0025%	3
Voest-Alpine Stahl	VOE	Basic Materials	DM Europe & Mid East	0.0024%	3
Diasorin SpA	DIA	Healthcare	DM Europe & Mid East	0.0024%	3

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Munters Group AB Registered Shs -B-	MTRS	Industrials	DM Europe & Mid East	0.0023%	3
Konecranes Oyj	KCR	Industrials	DM Europe & Mid East	0.0022%	3
Hexpol AB	HPOL B	Basic Materials	DM Europe & Mid East	0.0022%	3
Breville Group Ltd Common Stock	BRG	Basic Materials	DM Europe & Mid East	0.0021%	3
RTL Group	RRTL	Communication Services	DM Europe & Mid East	0.0021%	3
Champion Iron Ltd	CIA	Basic Materials	DM Asia-Pacific	0.0021%	3
Telix Pharmaceuticals Ltd Ordinary Shares	TLX	Financial Services	DM Europe & Mid East	0.0020%	3
Metsa Board Oyj Shs B	METSB	Consumer Cyclical	DM Europe & Mid East	0.0019%	3
Buzzi SpA	BZU	Basic Materials	DM Europe & Mid East	0.0019%	3
Nexans.	NEX	Industrials	DM Europe & Mid East	0.0019%	3
Lagercrantz Group AB Shares	LAGR B	Technology	DM Europe & Mid East	0.0018%	3
Netwealth Group Ltd Shs	NWL	Financial Services	DM Asia-Pacific	0.0018%	3
SSR Mining Inc	SSRM	Basic Materials	DM Americas	0.0018%	3
Pirelli & C. S.p.A. Ordinary Shares	PIRC	Consumer Cyclical	DM Europe & Mid East	0.0018%	3
Emmi AG	EMMN	Consumer Defensive	DM Europe & Mid East	0.0018%	3
Liberty Media Corp Registered Shs Series -A- Formula One	FWONA	Communication Services	DM Americas	0.0018%	3
First International Bank of Israel Ltd. Common Stock	FIBI	Financial Services	DM Europe & Mid East	0.0016%	3
Vienna Insurance Group AG Ordinary Shares	VIG	Financial Services	DM Europe & Mid East	0.0016%	3
Enlight Renewable Energy Ltd	ENLT	Utilities	DM Europe & Mid East	0.0016%	3
Ryman Healthcare Limited Ordinary Share	RYM	Healthcare	DM Asia-Pacific	0.0015%	3
SFS Group AG Shs	SFSN	Industrials	DM Europe & Mid East	0.0015%	3
Kerry Properties Ltd	683	Real Estate	DM Asia-Pacific	0.0015%	3
Sixt SE	SIX2	Industrials	DM Europe & Mid East	0.0015%	3
H. Lundbeck AS Ordinary Shares - Class B	HLUN B	Healthcare	DM Europe & Mid East	0.0015%	3
Shurgard Self-Storage SA	SHUR	Real Estate	DM Europe & Mid East	0.0015%	3
Atrium Ljungberg AB B	ATRLJ B	Real Estate	DM Europe & Mid East	0.0014%	3
Paramount Resources Ltd Common Stock A	POU	Energy	DM Americas	0.0013%	3
Sixt SE PRF PERPETUAL EUR	SIX3	Industrials	DM Europe & Mid East	0.0013%	3
Energix-Renewable Energies Ltd Shs	ENRG	Utilities	DM Europe & Mid East	0.0013%	3
Also Holding AG Common Stock	ALSN	Technology	DM Europe & Mid East	0.0013%	3
United Internet	UTDI	Communication Services	DM Europe & Mid East	0.0013%	3
Olam Group Ltd	VC2	Consumer Defensive	DM Asia-Pacific	0.0013%	3
Sulzer AG Namen-Akt	SUN	Financial Services	DM Asia-Pacific	0.0013%	3
St Galler Kantonalbank AG	SGKN	Financial Services	DM Europe & Mid East	0.0013%	3
Renishaw PLC	RSW	Technology	DM Europe & Mid East	0.0012%	3
Svenska Handelsbanken B	SHB B	Financial Services	DM Europe & Mid East	0.0010%	3

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
AMOT Investment Ltd	AMOT	Real Estate	DM Europe & Mid East	0.0008%	3
Big Shopping Centers (2004)	BIG	Real Estate	DM Europe & Mid East	0.0008%	3
UnipolSai SPA Shares	US	Financial Services	DM Europe & Mid East	0.0008%	3
AIRPORT CITY	ARPT	Real Estate	DM Europe & Mid East	0.0008%	3
Israel	ILCO	Basic Materials	DM Europe & Mid East	0.0008%	3
Stolt-Nielsen Ltd	SNI	Industrials	DM Europe & Mid East	0.0007%	3
Shapir Engineering and Industry Ltd Shs	SPEN	Industrials	DM Europe & Mid East	0.0006%	3
Harel Insurance Investments & Financial Services Ltd Shs	HARL	Financial Services	DM Europe & Mid East	0.0006%	3
MENORAH HOLDINGS	MMHD	Financial Services	DM Europe & Mid East	0.0006%	3
SIA Engineering	S59	Industrials	DM Asia-Pacific	0.0005%	3
SKF, Group A	SKF A	Industrials	DM Europe & Mid East	0.0003%	3
Meta Platforms Inc Common Stock A	META	Communication Services	DM Americas	1.9604%	4
Novo Nordisk A/S Common Stock B	NOVO B	Healthcare	DM Europe & Mid East	0.7767%	4
AbbVie Inc	ABBV	Healthcare	DM Americas	0.6768%	4
Verizon Communications Inc.	VZ	Communication Services	DM Americas	0.4002%	4
BHP Group Ltd Common Stock	BHP	Basic Materials	DM Asia-Pacific	0.3808%	4
ServiceNow Inc	NOW	Technology	DM Americas	0.3481%	4
ASML Holding NV Common Stock Bearer Form	ASML	Technology	DM Europe & Mid East	0.3306%	4
Elevance Health Inc Common Stock	ELV	Healthcare	DM Americas	0.2682%	4
Siemens AG	SIE	Industrials	DM Europe & Mid East	0.2367%	4
Gilead Sciences, Inc.	GILD	Healthcare	DM Americas	0.2060%	4
Morgan Stanley Common Stock	MS	Financial Services	DM Americas	0.1977%	4
Air Liquide SA	AI	Basic Materials	DM Europe & Mid East	0.1929%	4
GSK PLC Common Stock	GSK	Healthcare	DM Europe & Mid East	0.1665%	4
Target Corporation	TGT	Consumer Defensive	DM Americas	0.1638%	4
PayPal Holdings Inc Shs	PYPL	Financial Services	DM Americas	0.1634%	4
Deutsche Telekom	DTE	Communication Services	DM Europe & Mid East	0.1517%	4
Booking Holdings Inc Shs	BKNG	Consumer Cyclical	DM Americas	0.1481%	4
Rio Tinto PLC Registered Shares	RIO	Basic Materials	DM Europe & Mid East	0.1450%	4
CSL Limited Ordinary Share	CSL	Healthcare	DM Asia-Pacific	0.1366%	4
Airbus SE Shs	AIR	Industrials	DM Europe & Mid East	0.1348%	4
Phillips 66 Common Stock	PSX	Energy	DM Americas	0.1254%	4
Mercedes-Benz Group AG	MBG	Consumer Cyclical	DM Europe & Mid East	0.1237%	4
Pioneer Natural Resources Company	PXD	Energy	DM Americas	0.1177%	4
National Grid PLC	NG.	Utilities	DM Europe & Mid East	0.1117%	4
Compagnie Financiere Richemont SA Class A	CFR	Consumer Cyclical	DM Europe & Mid East	0.1103%	4
FedEx Corporation	FDX	Industrials	DM Americas	0.1096%	4

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Lowe's Companies Inc.	LOW	Consumer Cyclical	DM Americas	0.1054%	4
Intesa Sanpaolo SpA Az	ISP	Financial Services	DM Europe & Mid East	0.1040%	4
Mercadolibre, Inc.	MELI	Consumer Cyclical	DM Americas	0.1035%	4
NXP Semiconductors NV Common Stock	NXPI	Technology	DM Americas	0.1015%	4
Dow Inc Shs	DOW	Basic Materials	DM Americas	0.0989%	4
General Mills, Inc.	GIS	Consumer Defensive	DM Americas	0.0936%	4
Humana	HUM	Healthcare	DM Americas	0.0915%	4
Safran SA Act	SAF	Industrials	DM Europe & Mid East	0.0902%	4
Vinci Common Shares	DG	Industrials	DM Europe & Mid East	0.0886%	4
Exelon Corporation	EXC	Utilities	DM Americas	0.0883%	4
Crown Castle Inc	CCI	Real Estate	DM Americas	0.0834%	4
Pernod Ricard Ordinary Shares	RI	Consumer Defensive	DM Europe & Mid East	0.0819%	4
Hong Kong Exchanges & Clearing Ltd Ordinary Shares	388	Financial Services	DM Asia-Pacific	0.0819%	4
Woodside Energy Group Ltd	WDS	Energy	DM Asia-Pacific	0.0780%	4
Public Service Enterprise Group	PEG	Utilities	DM Americas	0.0774%	4
Capgemini SE Shs	CAP	Technology	DM Europe & Mid East	0.0767%	4
Wolters Kluwer	WKL	Industrials	DM Europe & Mid East	0.0765%	4
Baker Hughes Co Registered Shs -A-	BKR	Energy	DM Americas	0.0763%	4
Sun Life Financial Inc Common Stock	SLF	Financial Services	DM Americas	0.0760%	4
Engie SA Shs	ENGI	Utilities	DM Europe & Mid East	0.0744%	4
Rockwell Automation Inc	ROK	Industrials	DM Americas	0.0737%	4
Atlassian Corp	TEAM	Technology	DM Americas	0.0707%	4
Xylem Inc Common Stock	XYL	Industrials	DM Americas	0.0676%	4
Prudential	PRU	Financial Services	DM Americas	0.0663%	4
Transurban Group Ordinary Share	TCL	Industrials	DM Asia-Pacific	0.0655%	4
Block Inc Common Stock	SQ	Technology	DM Americas	0.0653%	4
Anglo American PLC Common Stock	AAL	Basic Materials	DM Europe & Mid East	0.0644%	4
Heineken N.V.	HEIA	Consumer Defensive	DM Europe & Mid East	0.0640%	4
Willis Towers Watson PLC Shs	WTW	Financial Services	DM Americas	0.0637%	4
Canadian Pacific Kansas City Ltd Ordinary Shares	CP	Industrials	DM Americas	0.0587%	4
Oversea-Chinese Banking	O39	Financial Services	DM Asia-Pacific	0.0577%	4
Simon Property Group, Inc.	SPG	Real Estate	DM Americas	0.0571%	4
Moderna Inc Shs	MRNA	Healthcare	DM Americas	0.0567%	4
Tesco PLC Common Stock	TSCO	Consumer Defensive	DM Europe & Mid East	0.0562%	4
West Pharmaceutical Services, Inc.	WST	Healthcare	DM Americas	0.0556%	4
WEC Energy Group Inc shares	WEC	Utilities	DM Americas	0.0546%	4
Lyondellbasell Industries NV Class A	LYB	Basic Materials	DM Americas	0.0539%	4

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3i Group Ord	III	Financial Services	DM Europe & Mid East	0.0534%	4
Raymond James Financial	RJF	Financial Services	DM Americas	0.0532%	4
Teck Resources Share B (Sub Voting)	TECK.B	Basic Materials	DM Americas	0.0503%	4
Apollo Global Management Inc Common Stock A	APO	Financial Services	DM Americas	0.0488%	4
GE HealthCare Technologies Inc	GEHC	Healthcare	DM Americas	0.0486%	4
Barclays PLC Common Stock	BARC	Financial Services	DM Europe & Mid East	0.0485%	4
The Kraft Heinz Company Shs	KHC	Consumer Defensive	DM Americas	0.0484%	4
Ferguson PLC Shs	FERG	Industrials	DM Americas	0.0482%	4
Broadridge Financial Solutions	BR	Technology	DM Americas	0.0474%	4
Agnico Eagle Mines Ltd	AEM	Basic Materials	DM Americas	0.0462%	4
ON Semiconductor Corporation	ON	Technology	DM Americas	0.0458%	4
Vonovia SE Shares	VNA	Real Estate	DM Europe & Mid East	0.0452%	4
E. On SE Aktiengesellschaft AG Namen Akt	EOAN	Utilities	DM Europe & Mid East	0.0450%	4
Royal Caribbean Group Ordinary Shares	RCL	Consumer Cyclical	DM Americas	0.0446%	4
Swedbank AB Ordinary Shares A	SWED A	Financial Services	DM Europe & Mid East	0.0439%	4
Tyler Technologies, Inc.	TYL	Technology	DM Americas	0.0431%	4
Walgreens Boots Alliance Inc	WBA	Healthcare	DM Americas	0.0430%	4
Givaudan	GIVN	Basic Materials	DM Europe & Mid East	0.0409%	4
Vodafone Group PLC Common Stock	VOD	Communication Services	DM Europe & Mid East	0.0405%	4
Brown-Forman Corporation B	BFB	Consumer Defensive	DM Americas	0.0405%	4
Church & Dwight Company, Inc.	CHD	Consumer Defensive	DM Americas	0.0397%	4
Flutter Entertainment PLC Shs	FLTR	Consumer Cyclical	DM Europe & Mid East	0.0390%	4
Crédit Agricole Common Share	ACA	Financial Services	DM Europe & Mid East	0.0386%	4
Sampo Oyj	SAMPO	Financial Services	DM Europe & Mid East	0.0380%	4
Nucor Corp.	NUE	Basic Materials	DM Americas	0.0378%	4
Huntington Bancshares, Inc.	HBAN	Financial Services	DM Americas	0.0365%	4
Synchrony Financial Shs	SYF	Financial Services	DM Americas	0.0353%	4
Svenska Handelsbanken A	SHB A	Financial Services	DM Europe & Mid East	0.0345%	4
Zoom Video Communications Inc Ordinary Shares Cls A	ZM	Technology	DM Americas	0.0342%	4
Ashtead Grp	AHT	Industrials	DM Europe & Mid East	0.0339%	4
SBA Communications Corporation Class A Shs	SBAC	Real Estate	DM Americas	0.0336%	4
QBE Insurance Group Ltd	QBE	Financial Services	DM Asia-Pacific	0.0336%	4
Avantor Inc Shs	AVTR	Basic Materials	DM Americas	0.0325%	4
EDP-Energias de Portugal SA	EDP	Utilities	DM Europe & Mid East	0.0318%	4
Waste Connections, Inc.	WCN	Industrials	DM Americas	0.0310%	4
Akzo Nobel NV Common Stock	AKZA	Basic Materials	DM Europe & Mid East	0.0305%	4
argenx SE Shs	ARGX	Healthcare	DM Europe & Mid East	0.0300%	4

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Hologic, Inc.	HOLX	Healthcare	DM Americas	0.0299%	4
The Trade Desk Inc Shs -A-	TTD	Technology	DM Americas	0.0293%	4
Ball Corporation	BALL	Consumer Cyclical	DM Americas	0.0289%	4
Coca-Cola Europacific Partners PLC	CCEP	Consumer Defensive	DM Europe & Mid East	0.0287%	4
Logitech International SA	LOGN	Technology	DM Europe & Mid East	0.0285%	4
Moncler S.p.A.	MONC	Consumer Cyclical	DM Europe & Mid East	0.0282%	4
Snap Inc Registered Shs -A-	SNAP	Communication Services	DM Americas	0.0275%	4
Straumann Holding	STMN	Healthcare	DM Europe & Mid East	0.0274%	4
Dover Corporation	DOV	Industrials	DM Americas	0.0268%	4
Beiersdorf	BEI	Consumer Defensive	DM Europe & Mid East	0.0266%	4
Quest Diagnostics, Inc.	DGX	Healthcare	DM Americas	0.0263%	4
Williams-Sonoma, Inc.	WSM	Consumer Cyclical	DM Americas	0.0256%	4
Targa Resources Corp Common Stock	TRGP	Energy	DM Americas	0.0255%	4
Lamb Weston Holdings Inc Registered Shs	LW	Consumer Defensive	DM Americas	0.0255%	4
Evolution AB shs	EVO	Consumer Cyclical	DM Europe & Mid East	0.0241%	4
Koninklijke KPN NV Shs	KPN	Communication Services	DM Europe & Mid East	0.0241%	4
Brambles Limited Ordinary Share	BXB	Industrials	DM Asia-Pacific	0.0240%	4
SGS AG Common Stock	SGSN	Industrials	DM Europe & Mid East	0.0239%	4
Veralto Corp	VLTO	Industrials	DM Americas	0.0238%	4
NRG Energy, Inc.	NRG	Utilities	DM Americas	0.0236%	4
CLP Holdings Limited	2	Utilities	DM Asia-Pacific	0.0230%	4
GoDaddy Inc Shs -A-	GDDY	Technology	DM Americas	0.0228%	4
Assa Abloy AB Common Stock B	ASSA B	Industrials	DM Europe & Mid East	0.0218%	4
Prysmian SpA Shs	PRY	Industrials	DM Europe & Mid East	0.0213%	4
Rentokil Initial PLC	RTO	Industrials	DM Europe & Mid East	0.0212%	4
Insurance Australia Group Ltd Ordinary Share	IAG	Financial Services	DM Asia-Pacific	0.0210%	4
Aecom Common Stock	ACM	Industrials	DM Americas	0.0209%	4
Bank Hapoalim B.M.	POLI	Financial Services	DM Europe & Mid East	0.0206%	4
American Homes 4 Rent	AMH	Real Estate	DM Americas	0.0203%	4
DocuSign Inc Ordinary Shares	DOCU	Technology	DM Americas	0.0199%	4
Carrefour	CA	Consumer Defensive	DM Europe & Mid East	0.0193%	4
Investor A.B.	INVE A	Financial Services	DM Europe & Mid East	0.0187%	4
Croda International PLC Shs	CRDA	Basic Materials	DM Europe & Mid East	0.0186%	4
Orsted Shs	ORSTED	Utilities	DM Europe & Mid East	0.0183%	4
Auto Trader Group PLC Shs	AUTO	Communication Services	DM Europe & Mid East	0.0182%	4
Admiral Grp	ADM	Consumer Defensive	DM Americas	0.0181%	4
Zebra Technologies Corporation	ZBRA	Technology	DM Americas	0.0179%	4
Stantec, Inc.	STN	Industrials	DM Americas	0.0178%	4

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Euronext NV Shs	ENX	Financial Services	DM Europe & Mid East	0.0175%	4
Restaurant Brands International Inc Shs	QSR	Consumer Cyclical	DM Americas	0.0175%	4
APA Group	APA	Energy	DM Americas	0.0175%	4
Liberty Media Corporation Series C Formula One Group Common Stock	FWONK	Communication Services	DM Americas	0.0175%	4
Accor SA	AC	Consumer Cyclical	DM Europe & Mid East	0.0174%	4
Mondi PLC	MNDI	Basic Materials	DM Europe & Mid East	0.0173%	4
Teva Pharmaceutical Industries Ltd Common Stock	TEVA	Healthcare	DM Europe & Mid East	0.0173%	4
Commerzbank AG	CBK	Financial Services	DM Europe & Mid East	0.0173%	4
James Hardie Industries PLC Chess Depository Interests	JHX	Basic Materials	DM Asia-Pacific	0.0172%	4
Bank of Ireland Group PLC Shs	BIRG	Financial Services	DM Europe & Mid East	0.0168%	4
Stockland Corporation	SGP	Real Estate	DM Asia-Pacific	0.0166%	4
Morningstar Inc	MORN	Financial Services	DM Americas	0.0161%	4
Julius Baer Gruppe AG Namen-Akt	BAER	Financial Services	DM Europe & Mid East	0.0161%	4
WiseTech Global Ltd Shs	WTC	Technology	DM Asia-Pacific	0.0161%	4
Vivendi SE Common Stock	VIV	Communication Services	DM Europe & Mid East	0.0159%	4
Henkel KGaA	HEN	Consumer Defensive	DM Europe & Mid East	0.0156%	4
Symrise AG	SY1	Basic Materials	DM Europe & Mid East	0.0154%	4
Unity Software Inc Ordinary Shares	U	Technology	DM Americas	0.0151%	4
Medibank Private Ltd	MPL	Financial Services	DM Asia-Pacific	0.0150%	4
Burberry Group PLC Common Stock	BRBY	Consumer Cyclical	DM Europe & Mid East	0.0148%	4
Skyworks Solutions, Inc.	SWKS	Technology	DM Americas	0.0148%	4
Swiss Life Holding AG	SLHN	Financial Services	DM Europe & Mid East	0.0145%	4
EPAM Systems Inc Common Stock	EPAM	Technology	DM Americas	0.0144%	4
M&G Plc Ordinary Shares	MNG	Financial Services	DM Europe & Mid East	0.0143%	4
The Carlyle Group Inc	CG	Financial Services	DM Americas	0.0141%	4
Allegion PLC	ALLE	Industrials	DM Americas	0.0133%	4
UCB	UCB	Healthcare	DM Europe & Mid East	0.0132%	4
Endesa SA Common Stock	ELE	Utilities	DM Europe & Mid East	0.0127%	4
Jazz Pharmaceuticals PLC Common Stock	JAZZ	Healthcare	DM Americas	0.0127%	4
Bluescope Steel Limited Ordinary Share	BSL	Basic Materials	DM Asia-Pacific	0.0126%	4
Coloplast A/S	COLO B	Healthcare	DM Europe & Mid East	0.0123%	4
Pilbara Minerals Ltd Shares	PLS	Basic Materials	DM Asia-Pacific	0.0123%	4
Marks & Spencer	MKS	Consumer Cyclical	DM Europe & Mid East	0.0122%	4
Techtronic Industries	669	Industrials	DM Asia-Pacific	0.0121%	4
Sartorius Stedim Biotech	DIM	Healthcare	DM Europe & Mid East	0.0118%	4
Juniper Networks Inc Common Stock	JNPR	Technology	DM Americas	0.0118%	4

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Vicinity Centres Stapled Security	VCX	Real Estate	DM Asia-Pacific	0.0116%	4
Algonquin Power & Utilities Corp	AQN	Utilities	DM Americas	0.0115%	4
Associated British Foods	ABF	Consumer Defensive	DM Europe & Mid East	0.0113%	4
Chesapeake Energy Corp Ordinary Shares - New	CHK	Energy	DM Americas	0.0111%	4
The Lottery Corp Ltd	TLC	Consumer Cyclical	DM Asia-Pacific	0.0111%	4
ArcelorMittal SA New Reg.Shs ex-Arcelor	MT	Basic Materials	DM Europe & Mid East	0.0110%	4
Coty Inc Shs A	COTY	Consumer Defensive	DM Americas	0.0105%	4
Dynatrace Inc Shs	DT	Technology	DM Americas	0.0102%	4
Powszechny Zaklad Ubezpieczen SA Common Shares	PZU	Financial Services	DM Europe & Mid East	0.0098%	4
Verbund AG Class A	VER	Utilities	DM Europe & Mid East	0.0097%	4
Tele2 AB B	TEL2 B	Communication Services	DM Europe & Mid East	0.0096%	4
Bankinter SA Reg Shs	BKT	Financial Services	DM Europe & Mid East	0.0096%	4
Floor & Decor Holdings Inc Registered Shs	FND	Consumer Cyclical	DM Americas	0.0093%	4
RS Group PLC	RS1	Industrials	DM Europe & Mid East	0.0092%	4
Heineken Holding	HEIO	Consumer Defensive	DM Europe & Mid East	0.0083%	4
Bendigo and Adelaide Bank Limited Ordinary Share	BEN	Financial Services	DM Americas	0.0082%	4
Liberty Broadband Corp Shs Series -C-	LBRDK	Communication Services	DM Americas	0.0082%	4
SKF, Group B	SKF B	Industrials	DM Europe & Mid East	0.0080%	4
Santander Bank Polska SA	SPL	Financial Services	DM Europe & Mid East	0.0079%	4
Wartsila Corporation Common Stock	WRT1V	Industrials	DM Europe & Mid East	0.0078%	4
Sirius XM Holdings Inc.	SIRI	Communication Services	DM Americas	0.0076%	4
Ocado Group PLC Common Stock	OCDO	Consumer Defensive	DM Europe & Mid East	0.0075%	4
JDE Peets NV Ordinary Shares	JDEP	Consumer Defensive	DM Europe & Mid East	0.0074%	4
Wilmar International Ltd	F34	Consumer Defensive	DM Asia-Pacific	0.0073%	4
WillScot Mobile Mini Holdings Corp Shs	WSC	Industrials	DM Americas	0.0071%	4
Sands China Ltd Reg S	1928	Consumer Cyclical	DM Asia-Pacific	0.0070%	4
IDP Education Ltd Shs	IEL	Consumer Defensive	DM Asia-Pacific	0.0070%	4
Forvia SE	FRVIA	Consumer Cyclical	DM Europe & Mid East	0.0069%	4
Tate & Lyle	TATE	Consumer Defensive	DM Europe & Mid East	0.0069%	4
Kinaxis Inc Shs	KXS	Technology	DM Americas	0.0069%	4
SCOR SE Act Prov Regpt	SCR	Financial Services	DM Europe & Mid East	0.0069%	4
MTR Corporation Ltd.	66	Industrials	DM Asia-Pacific	0.0069%	4
Steadfast Group Ltd Shs	SDF	Financial Services	DM Asia-Pacific	0.0068%	4
Beazley PLC Common Stock	BEZ	Financial Services	DM Europe & Mid East	0.0068%	4
Eurazeo SE Shs	RF	Financial Services	DM Americas	0.0068%	4
Endeavour Group Ltd Ordinary Shares	EDV	Consumer Defensive	DM Asia-Pacific	0.0068%	4

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Jardine Matheson Holdings Ltd Common Stock	J36	Industrials	DM Asia-Pacific	0.0068%	4
Cleanaway Waste Management Ltd Shs	CWY	Industrials	DM Asia-Pacific	0.0068%	4
Israel Discount Bank Ltd	D SCT	Financial Services	DM Europe & Mid East	0.0067%	4
Elekta AB	EKTA B	Healthcare	DM Europe & Mid East	0.0067%	4
Valmet Corporation Shs	VALMT	Industrials	DM Europe & Mid East	0.0067%	4
Aixtron SE Common Share	AIXA	Technology	DM Europe & Mid East	0.0065%	4
Inchcape PLC Common Stock	INCH	Consumer Cyclical	DM Europe & Mid East	0.0061%	4
Colliers International Group Inc Shares Subord Voting	CIGI	Real Estate	DM Americas	0.0061%	4
EMS-Chemie Holding	EMSN	Basic Materials	DM Europe & Mid East	0.0061%	4
Addtech AB	ADDT B	Industrials	DM Europe & Mid East	0.0061%	4
Glanbia PLC	GL9	Consumer Defensive	DM Europe & Mid East	0.0060%	4
Power Assets Holdings Ltd Common Stock	6	Utilities	DM Asia-Pacific	0.0059%	4
Covivio SA Ordinary Shares	COV	Real Estate	DM Europe & Mid East	0.0059%	4
Parkland Corp Common Share	PKI	Energy	DM Americas	0.0057%	4
Qantas Airways Ltd	QAN	Industrials	DM Asia-Pacific	0.0057%	4
ICL Group Ltd Shares	ICL	Basic Materials	DM Europe & Mid East	0.0056%	4
Descartes Systems Group, Inc.	DSG	Technology	DM Americas	0.0055%	4
Elis SA Shs	ELIS	Industrials	DM Europe & Mid East	0.0053%	4
Italgas SpA Shs	IG	Utilities	DM Europe & Mid East	0.0053%	4
Groupe Bruxelles Lambert SA Shs	GBLB	Financial Services	DM Europe & Mid East	0.0052%	4
Axfood AB	AXFO	Consumer Defensive	DM Europe & Mid East	0.0051%	4
Nextdc Ltd Common Stock	NXT	Consumer Cyclical	DM Europe & Mid East	0.0049%	4
Allkem Ltd	AKE	Basic Materials	DM Europe & Mid East	0.0049%	4
Endeavour Mining PLC	EDV	Consumer Defensive	DM Asia-Pacific	0.0049%	4
Applovin Corp Ordinary Shares - Class A	APP	Technology	DM Americas	0.0048%	4
B&M European Value Retail SA. Reg. shs	BME	Consumer Defensive	DM Europe & Mid East	0.0047%	4
Diploma PLC	DPLM	Industrials	DM Europe & Mid East	0.0045%	4
Lundin Mining Corp	LUN	Basic Materials	DM Americas	0.0045%	4
SEB SA Shs	SK	Consumer Cyclical	DM Europe & Mid East	0.0044%	4
Kojamo Oyj Ordinary Shares	KOJAMO	Real Estate	DM Europe & Mid East	0.0043%	4
Fletcher Building Ltd Common Stock	FBU	Basic Materials	DM Asia-Pacific	0.0041%	4
Thule Group AB	THULE	Consumer Cyclical	DM Europe & Mid East	0.0041%	4
Softcat PLC Shs	SCT	Technology	DM Europe & Mid East	0.0040%	4
Ansell Ltd.	ANN	Healthcare	DM Asia-Pacific	0.0039%	4
Neoen SA Ordinary Shares	NEOEN	Utilities	DM Europe & Mid East	0.0039%	4
Banca Generali	BGN	Financial Services	DM Europe & Mid East	0.0039%	4
Nordnet AB (publ)	SAVE	Financial Services	DM Europe & Mid East	0.0039%	4

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Infratil Limited Ordinary Share	IFT	Utilities	DM Asia-Pacific	0.0038%	4
Hikma Pharmaceuticals	HIK	Healthcare	DM Europe & Mid East	0.0038%	4
AB Sagax Shs -B-	SAGA B	Real Estate	DM Europe & Mid East	0.0038%	4
Sectra AB Shs B	SECT B	Healthcare	DM Europe & Mid East	0.0038%	4
Mapfre, S.A.	MAP	Financial Services	DM Europe & Mid East	0.0038%	4
Baytex Energy Corp Common Share	BTE	Energy	DM Americas	0.0037%	4
Budweiser Brewing Co APAC Ltd Ordinary Shares	1876	Consumer Defensive	DM Asia-Pacific	0.0037%	4
Computacenter Plc	CCC	Technology	DM Europe & Mid East	0.0035%	4
Derwent London plc	DLN	Real Estate	DM Europe & Mid East	0.0035%	4
Keppel DC REIT Units Real Estate Investment Trust Reg S	AJBU	Real Estate	DM Asia-Pacific	0.0034%	4
TGS ASA Ordinary Shares	TGS	Energy	DM Europe & Mid East	0.0034%	4
Corporacion Acciona Energias Renovables SA	ANE	Utilities	DM Europe & Mid East	0.0033%	4
Orion Corp	ORNBV	Healthcare	DM Europe & Mid East	0.0033%	4
Bechtle AG	BC8	Technology	DM Europe & Mid East	0.0033%	4
Reply SpA Shs	REY	Technology	DM Europe & Mid East	0.0032%	4
Azimut Holding SPA Common Share	AZM	Financial Services	DM Europe & Mid East	0.0032%	4
CTS Eventim AG & Co. KGaA Common Stock	EVD	Communication Services	DM Europe & Mid East	0.0032%	4
Fastighets AB Balder	BALD B	Real Estate	DM Europe & Mid East	0.0032%	4
Raiffeisen Bank International AG share	RBI	Financial Services	DM Europe & Mid East	0.0032%	4
Borr Drilling Ltd Registered Shs	BORR	Energy	DM Europe & Mid East	0.0031%	4
Industrivärden AB A	INDU A	Financial Services	DM Europe & Mid East	0.0031%	4
Dometic Group AB Shs	DOM	Consumer Cyclical	DM Europe & Mid East	0.0030%	4
Andritz AG	ANDR	Industrials	DM Europe & Mid East	0.0030%	4
Solvay	SOLB	Basic Materials	DM Europe & Mid East	0.0029%	4
D'leteren Group Shs	DIE	Consumer Cyclical	DM Europe & Mid East	0.0029%	4
Carl Zeiss Meditec	AFX	Healthcare	DM Europe & Mid East	0.0028%	4
NetLink NBN Trust Registered Units Reg S	CJLU	Communication Services	DM Asia-Pacific	0.0028%	4
Vallourec SA Ord Sh	VK	Basic Materials	DM Europe & Mid East	0.0028%	4
SATS Ltd.	S58	Industrials	DM Asia-Pacific	0.0027%	4
The a2 Milk Company Ltd Common Stock	ATM	Consumer Defensive	DM Asia-Pacific	0.0027%	4
mBank S.A.	MBK	Financial Services	DM Europe & Mid East	0.0027%	4
Renewables Infrastructure Grp	TRIG	Financial Services	DM Europe & Mid East	0.0026%	4
Vitec i Umea AB (publ)	VIT B	Technology	DM Europe & Mid East	0.0026%	4
Subsea 7 SA Common Stock	SUBC	Energy	DM Europe & Mid East	0.0026%	4
De'Longhi SPA shs	DLG	Financial Services	DM Europe & Mid East	0.0025%	4
Tower Semiconductor Ltd Common Stock	TSEM	Technology	DM Europe & Mid East	0.0025%	4
Merlin Properties SOCIMI S.A Shs	MRL	Real Estate	DM Europe & Mid East	0.0025%	4

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Aedifica SA	AED	Real Estate	DM Europe & Mid East	0.0023%	4
HELLA GmbH & Co KGaA	HLE	Consumer Cyclical	DM Europe & Mid East	0.0022%	4
Aker Solutions ASA	AKSO	Energy	DM Europe & Mid East	0.0021%	4
CTP NV Ordinary Shares	CTPNV	Real Estate	DM Europe & Mid East	0.0021%	4
ALD SA Shs	ALD	Energy	DM Asia-Pacific	0.0020%	4
Grupa Kety S.A. Common Stock	KTY	Basic Materials	DM Europe & Mid East	0.0020%	4
Brembo SpA	BRE	Consumer Cyclical	DM Europe & Mid East	0.0020%	4
Frasers Logistics & Commercial Trust Shs	BUOU	Real Estate	DM Asia-Pacific	0.0019%	4
Technoprobe Spa Ordinary Shares	TPRO	Technology	DM Europe & Mid East	0.0019%	4
Israel Phoenix Ass	PHOE	Financial Services	DM Europe & Mid East	0.0019%	4
Vontobel Holding	VONN	Financial Services	DM Europe & Mid East	0.0018%	4
Krones AG	KRN	Industrials	DM Europe & Mid East	0.0018%	4
Aker ASA A Share	AKER	Industrials	DM Europe & Mid East	0.0018%	4
Keppel REIT	K71U	Real Estate	DM Asia-Pacific	0.0017%	4
Perion Network Ltd.	PERI	Communication Services	DM Europe & Mid East	0.0017%	4
Viscofan, S.A.	VIS	Consumer Cyclical	DM Europe & Mid East	0.0017%	4
SES SA Global Cert Fiduciary DR Represents 1 shs	SESG	Communication Services	DM Europe & Mid East	0.0017%	4
Wynn Macau Ltd Common Stock	1128	Consumer Cyclical	DM Asia-Pacific	0.0016%	4
Entra ASA Shs Unitary 144A/Reg S	ENTRA	Real Estate	DM Europe & Mid East	0.0016%	4
CIE Automotive SA Shs	CIE	Consumer Cyclical	DM Europe & Mid East	0.0016%	4
Hensoldt AG Ordinary Shares	HAG	Industrials	DM Europe & Mid East	0.0016%	4
Bank Handlowy w Warszawie	BHW	Financial Services	DM Europe & Mid East	0.0016%	4
L'Occitane International SA Reg Shs	973	Consumer Defensive	DM Asia-Pacific	0.0015%	4
SITC Intl Hldgs Ordinary Share	1308	Industrials	DM Asia-Pacific	0.0015%	4
Loomis AB Common Stock B	LOOMIS	Industrials	DM Europe & Mid East	0.0015%	4
Suntec Real Estate Inv Trust	T82U	Real Estate	DM Asia-Pacific	0.0015%	4
Melisron	MLSR	Real Estate	DM Europe & Mid East	0.0014%	4
Frasers Centrepoint Tr	J69U	Real Estate	DM Asia-Pacific	0.0014%	4
EFG International AG Shares	EFGN	Financial Services	DM Europe & Mid East	0.0014%	4
VZ Holding AG	VZN	Financial Services	DM Europe & Mid East	0.0013%	4
Air New Zealand Limited Ordinary Share	AIR	Industrials	DM Europe & Mid East	0.0013%	4
Premier Investments Ltd Ordinary Share	PMV	Consumer Cyclical	DM Asia-Pacific	0.0012%	4
Liontown Resources Limited	LTR	Basic Materials	DM Asia-Pacific	0.0012%	4
Sanoma WSOY Oyj	SANOMA	Communication Services	DM Europe & Mid East	0.0012%	4
Rockwool AS Common Stock A	ROCK A	Industrials	DM Europe & Mid East	0.0012%	4
TAURON Polska Energia SA Ordinary Shares - Series AA	TPE	Utilities	DM Europe & Mid East	0.0011%	4
UNIQA Insurance Group AG	UQA	Financial Services	DM Europe & Mid East	0.0011%	4

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Stanmore Resources Ltd Ordinary Shares	SMR	Basic Materials	DM Asia-Pacific	0.0011%	4
Summerset Group Holdings Ltd Common Stock	SUM	Healthcare	DM Asia-Pacific	0.0011%	4
HK Electric Investments and HK Electric Investments Ltd Stapled security	2638	Utilities	DM Asia-Pacific	0.0011%	4
Suedzucker AG	SZU	Consumer Defensive	DM Europe & Mid East	0.0010%	4
Bure Equity	BURE	Financial Services	DM Europe & Mid East	0.0010%	4
Austevoll Seafood	AUSS	Consumer Defensive	DM Europe & Mid East	0.0010%	4
Boral, Ltd.	BLD	Basic Materials	DM Asia-Pacific	0.0009%	4
Golden Ocean Group Ltd Shs	GOGL	Industrials	DM Europe & Mid East	0.0009%	4
F.I.B.I. Hldg	FIBIH	Financial Services	DM Europe & Mid East	0.0008%	4
Man Wah Holdings Ltd Shs	1999	Consumer Cyclical	DM Asia-Pacific	0.0008%	4
Telefonaktiebolaget L M Ericsson Shs	ERIC A	Technology	DM Europe & Mid East	0.0007%	4
Frasers Property Ltd Shs	TQ5	Real Estate	DM Asia-Pacific	0.0006%	4
Paradox Interactive AB Shs	PDX	Communication Services	DM Europe & Mid East	0.0006%	4
Electra Ltd	ELTR	Industrials	DM Europe & Mid East	0.0006%	4
Cyfrowy Polsat S.A. Common Stock	CPS	Communication Services	DM Europe & Mid East	0.0006%	4
Fattal Holdings (1998) Ltd Ordinary Shares	FTAL	Consumer Cyclical	DM Europe & Mid East	0.0005%	4
Opc Energy Ltd	OPCE	Utilities	DM Europe & Mid East	0.0005%	4
DMG Mori Aktiengesellschaft Shs	GIL	Consumer Cyclical	DM Americas	0.0004%	4
Philip Morris International Inc	PM	Consumer Defensive	DM Americas	0.3841%	5
Uber Technologies Inc	UBER	Technology	DM Americas	0.2962%	5
Starbucks Corporation	SBUX	Consumer Cyclical	DM Americas	0.2876%	5
UBS Group AG	UBSG	Financial Services	DM Europe & Mid East	0.2179%	5
Analog Devices, Inc.	ADI	Technology	DM Americas	0.1727%	5
Marsh & McLennan Companies	MMC	Financial Services	DM Americas	0.1606%	5
Canadian National Railway Company	CNR	Industrials	DM Americas	0.1499%	5
Workday Inc	WDAY	Technology	DM Americas	0.1472%	5
Bank of Nova Scotia Ordinary Shares	BNS	Financial Services	DM Americas	0.1464%	5
AXA SA Common Share	CS	Financial Services	DM Europe & Mid East	0.1246%	5
Airbnb Inc Ordinary Shares - Class A	ABNB	Consumer Cyclical	DM Americas	0.1198%	5
Shopify Inc Shs -A- Subord.Voting	SHOP	Technology	DM Americas	0.1173%	5
Suncor Energy, Inc.	SU	Industrials	DM Europe & Mid East	0.1072%	5
Industria de Diseno Textil Inditex SA Common Stock	ITX	Consumer Cyclical	DM Europe & Mid East	0.1065%	5
ABB Ltd Namen Share	ABBN	Industrials	DM Europe & Mid East	0.1036%	5
Marathon Petroleum Corp Common Stock	MPC	Energy	DM Americas	0.1000%	5
Cadence Design Systems	CDNS	Technology	DM Americas	0.1000%	5
Danone	BN	Financial Services	DM Americas	0.0939%	5

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Fiserv, Inc.	FI	Technology	DM Americas	0.0928%	5
HCA Healthcare Inc Common Stock	HCA	Healthcare	DM Americas	0.0910%	5
Verisk Analytics, Inc.	VRSK	Industrials	DM Americas	0.0896%	5
Compass Group PLC Common Stock	CPG	Consumer Cyclical	DM Europe & Mid East	0.0850%	5
Constellation Energy Corp	CEG	Utilities	DM Americas	0.0834%	5
VICI Properties Inc Shs	VICI	Real Estate	DM Americas	0.0820%	5
Nordea Bank Abp Common Stock	NDA SE	Financial Services	DM Europe & Mid East	0.0766%	5
KKR & Co Inc Ordinary Share	KKR	Financial Services	DM Americas	0.0721%	5
Xcel Energy, Inc.	XEL	Utilities	DM Americas	0.0711%	5
Volvo Corporation B	VOLV B	Industrials	DM Europe & Mid East	0.0701%	5
DoorDash Inc Ordinary Shares - Class A	DASH	Communication Services	DM Americas	0.0696%	5
Fortescue Ltd	FMG	Basic Materials	DM Asia-Pacific	0.0683%	5
Ferrari NV Shs	RACE	Consumer Cyclical	DM Europe & Mid East	0.0654%	5
Atlas Copco	ATCO A	Industrials	DM Europe & Mid East	0.0628%	5
Ingersoll Rand Inc Ordinary Shares	IR	Industrials	DM Americas	0.0604%	5
Alcon Inc Registered Shares	ALC	Healthcare	DM Europe & Mid East	0.0569%	5
Veeva Systems Inc Shs -A-	VEEV	Healthcare	DM Americas	0.0549%	5
Fortive Corp Shs	FTV	Technology	DM Americas	0.0542%	5
Thomson Reuters Corp Common Stock	TRI	Industrials	DM Americas	0.0538%	5
Hilton Worldwide Holdings Inc Shs	HLT	Consumer Cyclical	DM Americas	0.0535%	5
Arista Networks Inc Shs	ANET	Technology	DM Americas	0.0526%	5
CDW Corp	CDW	Technology	DM Americas	0.0513%	5
Universal Music Group NV	UMG	Communication Services	DM Europe & Mid East	0.0503%	5
STMicroelectronics NV.	STMPA	Technology	DM Europe & Mid East	0.0499%	5
CrowdStrike Holdings Inc Ordinary Shares - Class A	CRWD	Technology	DM Americas	0.0497%	5
Splunk Inc Common Stock	SPLK	Technology	DM Americas	0.0486%	5
Amadeus IT Group SA Shs	AMS	Consumer Cyclical	DM Europe & Mid East	0.0456%	5
Haleon PLC	HLN	Healthcare	DM Europe & Mid East	0.0434%	5
Cloudflare Inc Shs	NET	Technology	DM Americas	0.0432%	5
Dell Technologies Inc Ordinary Shares - Class C	DELL	Technology	DM Americas	0.0397%	5
DNB Bank ASA Common Share	DNB	Financial Services	DM Europe & Mid East	0.0391%	5
Weyerhaeuser Company	WY	Real Estate	DM Americas	0.0391%	5
Booz Allen Hamilton Holding Corp Common Stock A	BAH	Industrials	DM Americas	0.0377%	5
Prosus N.V. Ordinary Shares - Class N	PRX	Communication Services	DM Europe & Mid East	0.0376%	5
UPM-Kymmene Corporation Common Stock	UPM	Basic Materials	DM Europe & Mid East	0.0375%	5
ASM International NV Common Stock	ASM	Technology	DM Europe & Mid East	0.0374%	5

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Hexagon AB	HEXA B	Technology	DM Europe & Mid East	0.0367%	5
Westinghouse Air Brake Technologies Corp Shs	WAB	Industrials	DM Americas	0.0365%	5
Dollar General Common Stock	DG	Industrials	DM Europe & Mid East	0.0357%	5
Diamondback Energy Inc	FANG	Energy	DM Americas	0.0353%	5
LPL Financial Holdings Inc Common Stock	LPLA	Financial Services	DM Americas	0.0346%	5
Palantir Technologies Inc Ordinary Shares - Class A	PLTR	Technology	DM Americas	0.0336%	5
Essity AB Registered Shs -B-	ESSITY B	Consumer Defensive	DM Europe & Mid East	0.0336%	5
Danske Bank A/S Shs	DANSKE	Financial Services	DM Europe & Mid East	0.0335%	5
Atlas Copco B	ATCO B	Industrials	DM Europe & Mid East	0.0330%	5
Coles Group Ltd Shs	COL	Consumer Defensive	DM Asia-Pacific	0.0325%	5
Aptiv PLC Shs	APTIV	Consumer Cyclical	DM Americas	0.0323%	5
Stanley Black & Decker Common Stock	SWK	Industrials	DM Americas	0.0315%	5
CaixaBank SA Common Stock	CABK	Financial Services	DM Europe & Mid East	0.0313%	5
Otis Worldwide Corp	OTIS	Industrials	DM Americas	0.0312%	5
Fastenal Company	FAST	Industrials	DM Americas	0.0302%	5
WuXi Biologics (Cayman) Inc. Registered Shs Unitary 144A/Reg S	2269	Healthcare	DM Asia-Pacific	0.0301%	5
Nokia Corporation Common Stock	NOKIA	Technology	DM Europe & Mid East	0.0299%	5
Aena SME SA Shs	AENA	Industrials	DM Europe & Mid East	0.0293%	5
Hewlett Packard Enterprise Co Shares	HPE	Technology	DM Americas	0.0292%	5
Cenovus Energy Inc Common Stock	CVE	Energy	DM Americas	0.0284%	5
Volkswagen AG Non Voting	VOW3	Consumer Cyclical	DM Europe & Mid East	0.0280%	5
MongoDB Inc Shs	MDB	Technology	DM Americas	0.0255%	5
KBC Groupe NV	KBC	Financial Services	DM Europe & Mid East	0.0252%	5
Globe Life Inc.	GL	Financial Services	DM Americas	0.0244%	5
Telstra Group Ltd	TLS	Communication Services	DM Asia-Pacific	0.0244%	5
W.P. Carey Inc Shs	WPC	Real Estate	DM Americas	0.0232%	5
WPP PLC Common Stock	WPP	Communication Services	DM Europe & Mid East	0.0228%	5
Ameren Corporation	AEE	Utilities	DM Americas	0.0223%	5
Covestro AG Shares	1COV	Basic Materials	DM Europe & Mid East	0.0217%	5
Edenred SE Act	EDEN	Financial Services	DM Europe & Mid East	0.0216%	5
Bank Leumi	LUMI	Financial Services	DM Europe & Mid East	0.0213%	5
Aker BP ASA Shs	AKRBP	Energy	DM Europe & Mid East	0.0211%	5
TransUnion Shs	TRU	Industrials	DM Americas	0.0208%	5
Zillow Group Inc Shs -C-	Z	Communication Services	DM Americas	0.0206%	5
Sodexo Act	SW	Industrials	DM Europe & Mid East	0.0201%	5
Coinbase Global Inc Ordinary Shares - Class A	COIN	Financial Services	DM Americas	0.0200%	5
Daimler Truck Holding AG Ordinary Shares	DTG	Industrials	DM Europe & Mid East	0.0196%	5

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Pentair PLC Common Stock	PNR	Industrials	DM Americas	0.0194%	5
News Corp Common Stock A	NWSA	Communication Services	DM Americas	0.0191%	5
Nutanix Inc Shs -A-	NTNX	Technology	DM Americas	0.0185%	5
Packaging Corporation of America	PKG	Consumer Cyclical	DM Americas	0.0184%	5
NEXT PLC	NXT	Consumer Cyclical	DM Europe & Mid East	0.0184%	5
Sandoz Group AG Registered Shares	SDZ	Healthcare	DM Europe & Mid East	0.0183%	5
Burlington Stores Inc Shs	BURL	Consumer Cyclical	DM Americas	0.0181%	5
PulteGroup Inc Common Stock	PHM	Consumer Cyclical	DM Americas	0.0180%	5
Imperial Oil	IMO	Energy	DM Americas	0.0180%	5
Amcor PLC Ordinary Shares	AMCR	Consumer Cyclical	DM Americas	0.0179%	5
Equitable Holdings Inc Shs	EQH	Financial Services	DM Americas	0.0178%	5
Roblox Corp Ordinary Shares - Class A	RBLX	Communication Services	DM Americas	0.0176%	5
Brenntag SE Common Stock	BNR	Basic Materials	DM Europe & Mid East	0.0173%	5
Coupage Inc Ordinary Shares - Class A	CPNG	Consumer Cyclical	DM Americas	0.0171%	5
Royalty Pharma PLC Class A	RPRX	Healthcare	DM Americas	0.0169%	5
Bureau Veritas	BVI	Industrials	DM Europe & Mid East	0.0166%	5
Snam SpA	SRG	Utilities	DM Europe & Mid East	0.0165%	5
MTU Aero Engines AG	MTX	Industrials	DM Europe & Mid East	0.0164%	5
Link Real Estate Investment Trust	823	Real Estate	DM Asia-Pacific	0.0160%	5
CapitaLand Integrated Commercial Trust	C38U	Real Estate	DM Asia-Pacific	0.0159%	5
Geberit	GEBN	Industrials	DM Europe & Mid East	0.0157%	5
CapitaLand Ascendas REIT Units	A17U	Real Estate	DM Asia-Pacific	0.0156%	5
FleetCor Technologies Inc Common Stock	FLT	Technology	DM Americas	0.0154%	5
Sun Hung Kai Properties	16	Real Estate	DM Asia-Pacific	0.0154%	5
Mowi ASA Common Stock	MOWI	Consumer Defensive	DM Europe & Mid East	0.0153%	5
EXOR NV Shs	EXO	Industrials	DM Europe & Mid East	0.0152%	5
Gaming and Leisure Properties Inc	GLPI	Real Estate	DM Americas	0.0149%	5
DraftKings Inc Ordinary Shares Class A	DKNG	Consumer Cyclical	DM Americas	0.0149%	5
Celsius Holdings Inc Common Stock	CELH	Consumer Defensive	DM Americas	0.0149%	5
RB Global Inc	RBA	Industrials	DM Americas	0.0148%	5
Markel Group Inc	MKL	Financial Services	DM Americas	0.0148%	5
Fresenius SE & Co KGaA Common Share	FRE	Healthcare	DM Europe & Mid East	0.0147%	5
Unum Group Common Stock	UNM	Financial Services	DM Americas	0.0146%	5
Qiagen NV	QIA	Healthcare	DM Europe & Mid East	0.0146%	5
Bentley Systems Inc Ordinary Shares - Class B	BSY	Technology	DM Americas	0.0145%	5
Teleflex Inc Common Stock	TFX	Healthcare	DM Americas	0.0144%	5

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Viartis Inc Shs	VTRS	Healthcare	DM Americas	0.0143%	5
J Sainsbury	SBRY	Consumer Defensive	DM Europe & Mid East	0.0142%	5
Taylor Wimpey PLC Common Stock	TW.	Consumer Cyclical	DM Europe & Mid East	0.0142%	5
IMCD NV Shs	IMCD	Basic Materials	DM Europe & Mid East	0.0141%	5
Informa PLC Common Stock	INF	Communication Services	DM Europe & Mid East	0.0139%	5
Elemnt Fleet Mngmnt	EFN	Industrials	DM Americas	0.0137%	5
Pure Storage Inc Commone Stock A	PSTG	Technology	DM Americas	0.0137%	5
Enphase Energy Inc Common Stock	ENPH	Technology	DM Americas	0.0137%	5
Yara International	YAR	Basic Materials	DM Europe & Mid East	0.0134%	5
Carlsberg A/S Share B	CARL B	Consumer Defensive	DM Europe & Mid East	0.0133%	5
GPT Group Stapled Security	GPT	Real Estate	DM Asia-Pacific	0.0132%	5
Caesars Entertainment Inc Shs	CZR	Consumer Cyclical	DM Americas	0.0131%	5
Vertiv Holdings Co Class A	VRT	Industrials	DM Americas	0.0130%	5
Banco de Sabadell, S.A.	SAB	Financial Services	DM Europe & Mid East	0.0129%	5
Fresenius Medical Care AG	FME	Healthcare	DM Europe & Mid East	0.0129%	5
Alfa Laval AB Common Stock	ALFA	Industrials	DM Europe & Mid East	0.0129%	5
Randstad NV Shs	RAND	Industrials	DM Europe & Mid East	0.0126%	5
Wise PLC Class A	WISE	Technology	DM Europe & Mid East	0.0126%	5
Paycom Software Inc Shs	PAYC	Technology	DM Americas	0.0126%	5
Chr. Hansen Holding A/S Shs	CHR	Basic Materials	DM Europe & Mid East	0.0125%	5
Paylocity Holding Corp Shs	PCTY	Technology	DM Americas	0.0125%	5
Albertsons Companies Inc Class A	ACI	Consumer Defensive	DM Americas	0.0120%	5
Eiffage	FGR	Industrials	DM Europe & Mid East	0.0119%	5
Poste Italiane SPA	PST	Industrials	DM Europe & Mid East	0.0116%	5
AIB Group PLC Ords	A5G	Financial Services	DM Europe & Mid East	0.0113%	5
Clean Harbors, Inc.	CLH	Industrials	DM Americas	0.0113%	5
Siemens Energy AG Ordinary Shares	ENR	Industrials	DM Europe & Mid East	0.0112%	5
Getlink SE Act Provenant Regroupement Common Stock	GET	Industrials	DM Europe & Mid East	0.0111%	5
Coca-Cola HBC Ltd	CCH	Consumer Defensive	DM Europe & Mid East	0.0111%	5
Vail Resorts, Inc.	MTN	Consumer Cyclical	DM Americas	0.0106%	5
ACS, Actividades de Construccion y Servicios SA	ACS	Industrials	DM Europe & Mid East	0.0106%	5
CapitaLand Investment Ltd	9CI	Real Estate	DM Asia-Pacific	0.0104%	5
Seek Limited Ordinary Share	SEK	Communication Services	DM Asia-Pacific	0.0103%	5
Continental	CON	Consumer Cyclical	DM Europe & Mid East	0.0100%	5
Procore Technologies Inc	PCOR	Technology	DM Americas	0.0098%	5
Chocoladefabriken Lindt & Spruengli AG Shs	LISP	Consumer Defensive	DM Europe & Mid East	0.0097%	5
Genting Singapore Ltd Common Stock	G13	Consumer Cyclical	DM Asia-Pacific	0.0096%	5

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Intertek Grp	ITRK	Industrials	DM Europe & Mid East	0.0094%	5
Fisher & Paykel Healthcare Corporation Limited Ordinary Share	FPH	Healthcare	DM Asia-Pacific	0.0093%	5
Galaxy Entertainment Group Ltd. Common Stock	27	Consumer Cyclical	DM Asia-Pacific	0.0092%	5
Qorvo Inc Shs	QRVO	Technology	DM Americas	0.0092%	5
Aeroports de Paris SA Shs	ADP	Industrials	DM Americas	0.0092%	5
Signify NV Shs	LIGHT	Industrials	DM Europe & Mid East	0.0091%	5
BOUYGUES Common Shares	EN	Industrials	DM Europe & Mid East	0.0090%	5
LEG Immobilien SE Shs	LEG	Real Estate	DM Europe & Mid East	0.0090%	5
La Francaise Des Jeux SA Ordinary Shares	FDJ	Consumer Cyclical	DM Europe & Mid East	0.0090%	5
GEA Group Aktiengesellschaft	G1A	Industrials	DM Europe & Mid East	0.0089%	5
Ampol Ltd Ordinary Share	ALD	Energy	DM Asia-Pacific	0.0087%	5
Antero Resources Corporation Shs	AR	Energy	DM Americas	0.0087%	5
British Land	BLND	Real Estate	DM Europe & Mid East	0.0086%	5
Storebrand ASA Shs	STB	Financial Services	DM Europe & Mid East	0.0086%	5
PrairieSky Royalty Ltd Shs	PSK	Energy	DM Americas	0.0083%	5
Swedish Orphan Biovitrum AB Common Stock	SOBI	Healthcare	DM Europe & Mid East	0.0082%	5
Amundi Group SA	AMUN	Financial Services	DM Europe & Mid East	0.0080%	5
Meridian Energy Ltd Shs 2013-15.5.15 Instalment Receipts	MEL	Utilities	DM Asia-Pacific	0.0078%	5
Gecina Nom	GFC	Real Estate	DM Europe & Mid East	0.0077%	5
ConvaTec Group Limited Registered Shs	CTEC	Healthcare	DM Europe & Mid East	0.0076%	5
Great-West Lifeco Inc.	GWO	Financial Services	DM Americas	0.0075%	5
Dr. Ing. h.c. F. Porsche AG Bearer Shares	P911	Consumer Cyclical	DM Europe & Mid East	0.0075%	5
Charter Hall Grp	CHC	Real Estate	DM Asia-Pacific	0.0073%	5
HARGREAVES LANSDOW	HL	Financial Services	DM Europe & Mid East	0.0072%	5
GFL Environmental Inc Shs	GFL	Industrials	DM Americas	0.0072%	5
Alamos Gold Inc	AGI	Basic Materials	DM Americas	0.0072%	5
TD Synnex Corp	SNX	Technology	DM Americas	0.0072%	5
Alstom SA	ALO	Industrials	DM Europe & Mid East	0.0072%	5
Gaztransport et technigaz SA	GTT	Energy	DM Europe & Mid East	0.0071%	5
Nexi SpA Ordinary Shares	NEXI	Technology	DM Europe & Mid East	0.0069%	5
thyssenkrupp AG Shs	TKA	Industrials	DM Europe & Mid East	0.0066%	5
Georg Fischer	GF	Industrials	DM Europe & Mid East	0.0065%	5
Allegro.EU Societe Anonyme Ordinary Shares	ALE	Consumer Cyclical	DM Europe & Mid East	0.0065%	5
Empire Company Limited Non Voting Share	EMPA	Consumer Defensive	DM Americas	0.0065%	5
Bawag Group AG Ordinary Shares	BG	Consumer Defensive	DM Americas	0.0063%	5
Clariant AG Namen-Akt	CLN	Basic Materials	DM Europe & Mid East	0.0063%	5

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United Mizrahi Bank Ltd	MZTF	Financial Services	DM Europe & Mid East	0.0061%	5
BILL Holdings Inc Ordinary Shares	BILL	Technology	DM Americas	0.0061%	5
Schibsted Asa Shs -B-	SCHB	Communication Services	DM Europe & Mid East	0.0058%	5
Kinnevik AB B	KINV.B	Financial Services	DM Europe & Mid East	0.0057%	5
George Weston Limited	WN	Consumer Defensive	DM Americas	0.0057%	5
Huhtamäki Oyj	HUH1V	Consumer Cyclical	DM Europe & Mid East	0.0057%	5
Viva Energy Group Ltd Ordinary Shares	VEA	Energy	DM Asia-Pacific	0.0057%	5
B2Gold Corp	BTO	Basic Materials	DM Americas	0.0055%	5
Direct Line Insurance Group PLC Shs	DLG	Financial Services	DM Europe & Mid East	0.0055%	5
Wharf Real Estate Investment Co Ltd Ordinary Shares	1997	Real Estate	DM Asia-Pacific	0.0055%	5
Helvetia Holding AG	HELN	Financial Services	DM Europe & Mid East	0.0054%	5
Remy Cointreau Shs	RCO	Consumer Defensive	DM Europe & Mid East	0.0054%	5
U-Haul Holding Co Ordinary Shares - Series N	UHAL.B	Industrials	DM Americas	0.0053%	5
CCL Industries Inc. Non Voting Share	CCL.B	Consumer Cyclical	DM Americas	0.0053%	5
Elia Group SA/NV	ELI	Utilities	DM Europe & Mid East	0.0053%	5
SpareBank 1 SR Bank ASA Common Stock	SRBNK	Financial Services	DM Europe & Mid East	0.0051%	5
ESR Group Ltd	1821	Real Estate	DM Asia-Pacific	0.0049%	5
Infrastrutture Wireless Italiane S.p.A.	INW	Real Estate	DM Europe & Mid East	0.0049%	5
PSP Swiss Property	PSPN	Real Estate	DM Europe & Mid East	0.0048%	5
Indutrade AB Shs	INDT	Industrials	DM Europe & Mid East	0.0048%	5
Fox Corp Ordinary Shares Class A	FOXA	Communication Services	DM Americas	0.0048%	5
Avangrid Inc Shs	AGR	Utilities	DM Americas	0.0048%	5
freenet AG	FNTN	Communication Services	DM Europe & Mid East	0.0047%	5
Brookfield Renewable Corp	BEPC	Utilities	DM Americas	0.0047%	5
KGHM Polska Miedz SA Common Stock	KGH	Basic Materials	DM Europe & Mid East	0.0047%	5
Fuchs SE PRF PERPETUAL EUR	FPE3	Basic Materials	DM Europe & Mid East	0.0045%	5
Altium Limited Ordinary Share	ALU	Technology	DM Asia-Pacific	0.0044%	5
Wendel Act.	MF	Financial Services	DM Europe & Mid East	0.0043%	5
Delivery Hero SE Shs	DHER	Consumer Cyclical	DM Europe & Mid East	0.0043%	5
Telefonica Deutschland Holding AG Common Stock	O2D	Communication Services	DM Europe & Mid East	0.0043%	5
Fortnox AB Shs	FNOX	Technology	DM Europe & Mid East	0.0043%	5
Millicom International Cellular SA SEDR	TIGO.SDB	Communication Services	DM Europe & Mid East	0.0043%	5
BKW AG Registered Shares	BKW	Utilities	DM Europe & Mid East	0.0042%	5
ISS A/S Shs	ISS	Industrials	DM Europe & Mid East	0.0042%	5
Banque Cantonale Vaudoise	BCVN	Financial Services	DM Europe & Mid East	0.0042%	5
Choice Properties Real Estate Investment Trust Trust Units	CHP.UN	Real Estate	DM Americas	0.0041%	5

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Belimo Holding	BEAN	Industrials	DM Europe & Mid East	0.0040%	5
Dino Polska SA Bearer Shs	DNP	Consumer Defensive	DM Europe & Mid East	0.0040%	5
Lifco Ab Shs -B-	LIFCO B	Industrials	DM Europe & Mid East	0.0040%	5
K+S Aktiengesellschaft	SDF	Financial Services	DM Asia-Pacific	0.0040%	5
Topdanmark A/S	TOP	Financial Services	DM Europe & Mid East	0.0039%	5
Holmen AB B	HOLM B	Basic Materials	DM Europe & Mid East	0.0039%	5
Technip Energies NV Ordinary Shares	TE	Energy	DM Europe & Mid East	0.0039%	5
Definity Financial Corp	DFY	Financial Services	DM Americas	0.0039%	5
TeamViewer SE Bearer Shares	TMV	Technology	DM Europe & Mid East	0.0039%	5
Cheung Kong Infrastructure Holdings	1038	Utilities	DM Asia-Pacific	0.0038%	5
Venture Corporation Limited Ordinary Shares	V03	Technology	DM Asia-Pacific	0.0038%	5
Mandatum PLC	MANTA	Financial Services	DM Europe & Mid East	0.0038%	5
UOL Group Limited	U14	Real Estate	DM Asia-Pacific	0.0038%	5
Elbit Systems Ltd Common Stock	ESLT	Industrials	DM Europe & Mid East	0.0037%	5
Nordic Semiconductor	NOD	Technology	DM Europe & Mid East	0.0037%	5
Inpost SA Ordinary Shares	INPST	Industrials	DM Europe & Mid East	0.0037%	5
Brunello Cucinelli SpA Common Stock	BC	Consumer Cyclical	DM Europe & Mid East	0.0037%	5
Jardine Cycle & Carriage Ltd	C07	Industrials	DM Asia-Pacific	0.0037%	5
Borregaard ASA Common Stock	BRG	Basic Materials	DM Europe & Mid East	0.0036%	5
Aurubis AG	NDA	Industrials	DM Europe & Mid East	0.0036%	5
Boyd Group Services Inc	BYD	Consumer Cyclical	DM Americas	0.0036%	5
HelloFresh SE Bearer Shares	HFG	Consumer Cyclical	DM Europe & Mid East	0.0035%	5
Nine Entertainment Co. Holdings Ltd Shs	NEC	Communication Services	DM Asia-Pacific	0.0035%	5
CapitaLand Ascott Trust Stapled Units	HMN	Real Estate	DM Asia-Pacific	0.0035%	5
AutoStore Holdings Ltd Ordinary Shares	AUTO	Communication Services	DM Europe & Mid East	0.0034%	5
Lucid Group Inc	LCID	Consumer Cyclical	DM Americas	0.0034%	5
Hal Trust	HAL	Energy	DM Americas	0.0034%	5
Talanx AG Common Stock	TLX	Financial Services	DM Europe & Mid East	0.0033%	5
Azelis Group NV	AZE	Basic Materials	DM Europe & Mid East	0.0033%	5
Colruyt Group NV	COLR	Consumer Defensive	DM Europe & Mid East	0.0033%	5
Air France	AF	Industrials	DM Europe & Mid East	0.0032%	5
Electrolux	ELUX B	Consumer Cyclical	DM Europe & Mid East	0.0032%	5
Corebridge Financial Inc	CRBG	Financial Services	DM Americas	0.0031%	5
Camurus AB Shs	CAMX	Healthcare	DM Europe & Mid East	0.0030%	5
Jet2 PLC Ordinary Shares	JET2	Consumer Cyclical	DM Europe & Mid East	0.0030%	5
L E Lundbergforetagen AB Shs	LUND B	Financial Services	DM Europe & Mid East	0.0030%	5
Ringkjoebing Landbobank Common Stock	RILBA	Financial Services	DM Europe & Mid East	0.0029%	5

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National Storage REIT Common Stock	NSR	Real Estate	DM Asia-Pacific	0.0027%	5
Nova Ltd	NVMI	Technology	DM Europe & Mid East	0.0027%	5
Alior Bank S.A. Common Stock	ALR	Financial Services	DM Europe & Mid East	0.0026%	5
CD Projekt SA Common Stock	CDR	Communication Services	DM Europe & Mid East	0.0025%	5
Pro Medicus Limited Ordinary Share	PME	Healthcare	DM Asia-Pacific	0.0024%	5
Linamar Corporation	LNR	Consumer Cyclical	DM Americas	0.0024%	5
Fox Corp Ordinary Shares Class B	FOX	Communication Services	DM Americas	0.0024%	5
Harvey Norman Holdings Ltd Ordinary Share	HVN	Consumer Cyclical	DM Asia-Pacific	0.0024%	5
Kemira Oyj Common Stock	KEMIRA	Basic Materials	DM Europe & Mid East	0.0023%	5
Macquarie Goodman Property Tr	GMT	Real Estate	DM Asia-Pacific	0.0022%	5
Embracer Group AB Shs B	EMBRAC B	Communication Services	DM Europe & Mid East	0.0022%	5
Hemnet Group AB	HEM	Communication Services	DM Europe & Mid East	0.0022%	5
Outokumpu Oyj Class A Shs	OUT1V	Basic Materials	DM Europe & Mid East	0.0021%	5
The Swatch Group AG	UHRN	Consumer Cyclical	DM Europe & Mid East	0.0021%	5
Proximus SA Shs	PROX	Communication Services	DM Europe & Mid East	0.0021%	5
Interparfums	ITP	Consumer Defensive	DM Europe & Mid East	0.0020%	5
AUB Group Ltd Shares	AUB	Financial Services	DM Asia-Pacific	0.0020%	5
Beach Energy Ltd Common Stock	BPT	Energy	DM Asia-Pacific	0.0020%	5
Bachem Holding AG	BANB	Basic Materials	DM Europe & Mid East	0.0020%	5
Euronav	EURN	Energy	DM Europe & Mid East	0.0019%	5
Vitesco Technologies Group AG	VTSC	Consumer Cyclical	DM Europe & Mid East	0.0019%	5
Bakkafrost P/F	BAKKA	Consumer Defensive	DM Europe & Mid East	0.0019%	5
Tikehau Capital SCA Regs Shs	TKO	Financial Services	DM Europe & Mid East	0.0019%	5
Genesis Energy Limited	GNE	Utilities	DM Asia-Pacific	0.0018%	5
Hafnia Ltd Ordinary Shares	HAFNI	Industrials	DM Europe & Mid East	0.0018%	5
DKSH Holding Ltd Common Stock	DKSH	Industrials	DM Europe & Mid East	0.0018%	5
Compania de Distribucion Integral Logista Holdings S.A. Share	LOG	Industrials	DM Europe & Mid East	0.0017%	5
Azrieli Group Common Stock	AZRG	Real Estate	DM Europe & Mid East	0.0017%	5
Reliance worldwide corporation Ltd Shs	RWC	Industrials	DM Asia-Pacific	0.0017%	5
Fuchs SE Registered Shares	FPE	Basic Materials	DM Europe & Mid East	0.0016%	5
Cargotec Oyj	CGCBV	Industrials	DM Europe & Mid East	0.0016%	5
Banca Monte dei Paschi di Siena Grp	BMPS	Financial Services	DM Europe & Mid East	0.0016%	5
Grupo Catalana Occidente	GCO	Financial Services	DM Europe & Mid East	0.0016%	5
Stadler Rail AG Registered Shares	SRAIL	Industrials	DM Europe & Mid East	0.0015%	5
Lundin Gold Inc	LUG	Basic Materials	DM Americas	0.0015%	5
Fielmann Group AG	FIE	Healthcare	DM Europe & Mid East	0.0015%	5
Strauss Group Ltd Shs	STRS	Consumer Defensive	DM Europe & Mid East	0.0014%	5

Security Name	Ticker	Sector	Region	Weight	Gender Equality Group
Swire Pacific Ltd	87	Industrials	DM Asia-Pacific	0.0014%	5
Luzerner Kantonalbank	LUKN	Financial Services	DM Europe & Mid East	0.0014%	5
CA Immobilien Anlagen AG Akt	CAI	Real Estate	DM Europe & Mid East	0.0013%	5
Sonae S.G.P.S. S.A. Ordinary Shares	SON	Consumer Cyclical	DM Europe & Mid East	0.0013%	5
SpareBank 1 Ostlandet Registered Equity Capital Cert	SPOL	Financial Services	DM Europe & Mid East	0.0013%	5
Veidekke ASA	VEI	Industrials	DM Europe & Mid East	0.0012%	5
Liberty Broadband Corp Shs Series -A-	LBRDA	Communication Services	DM Americas	0.0012%	5
Essity AB Registered Shs -A-	ESSITY A	Consumer Defensive	DM Europe & Mid East	0.0012%	5
Cathay Pacific Airways Ltd.	293	Industrials	DM Asia-Pacific	0.0012%	5
KBC Ancora SA	KBCA	Financial Services	DM Europe & Mid East	0.0012%	5
MGM China Holdings Ltd Common Stock	2282	Consumer Cyclical	DM Asia-Pacific	0.0011%	5
BW LPG Ltd Shs	BWLPG	Industrials	DM Europe & Mid East	0.0011%	5
Paragon REIT	SKGU	Real Estate	DM Asia-Pacific	0.0011%	5
Golden Agri-Resources	E5H	Consumer Defensive	DM Asia-Pacific	0.0009%	5
Airtel Africa PLC Ordinary Shares	AAF	Communication Services	DM Europe & Mid East	0.0009%	5
Delek Grp Ltd	DLEKG	Energy	DM Europe & Mid East	0.0009%	5
Triple Flag Precious Metals Corp Ordinary Shares	TFPM	Basic Materials	DM Americas	0.0008%	5
Immofinanz AG	IIA	Real Estate	DM Europe & Mid East	0.0008%	5
Corporacion Financiera Alba	ALB	Basic Materials	DM Americas	0.0007%	5
Dottikon ES Hldg	DESN	Basic Materials	DM Europe & Mid East	0.0007%	5
Kempower Corp	KEMPOWR	Industrials	DM Europe & Mid East	0.0006%	5
SJM HOLDINGS	880	Consumer Cyclical	DM Asia-Pacific	0.0006%	5
BNP Paribas Bank Polska SA Common Stock	BNP	Financial Services	DM Europe & Mid East	0.0006%	5
Bausch & Lomb Corp	BLCO	Healthcare	DM Americas	0.0005%	5
DFI Retail Group Holdings Ltd (Bermudas)	D01	Consumer Defensive	DM Asia-Pacific	0.0005%	5
Svenska Cellulosa AB Class A Shs	SCA A	Basic Materials	DM Europe & Mid East	0.0004%	5
Jastrzebska Spolka Weglowa S.A. Common Stock	JSW	Basic Materials	DM Europe & Mid East	0.0004%	5
First Resources Ltd Common Stock	EB5	Consumer Defensive	DM Asia-Pacific	0.0004%	5
Guoco Group Ltd.	53	Industrials	DM Asia-Pacific	0.0004%	5
Husqvarna AB A	HUSQ A	Industrials	DM Europe & Mid East	0.0003%	5
AB Sagax Shs -D-	SAGA D	Real Estate	DM Europe & Mid East	0.0002%	5
H. Lundbeck AS Class A	HLUN A	Healthcare	DM Europe & Mid East	0.0002%	5

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