



Morningstar Japan ex-REIT Gender Diversity Tilt Index Constituents

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GE score groups and score range

Score group	Score range
1	43.17–72.17
2	37.83–43.17
3	34.94–37.83
4	27.61–34.41
5	0.00–27.61

Data as of 23 December 2024. For informational purposes only.

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 J mark

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

Index constituents

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Sony Group Corp Common Stock	6758	Technology	Japan	3.1071%	1
Mitsubishi Tokyo Fin. Grp	8306	Financial Services	Japan	3.0188%	1
Recruit Holdings Co Ltd Shs	6098	Communication Services	Japan	2.2411%	1
Sumitomo Mitsui Financial Grp	8316	Financial Services	Japan	2.0897%	1
ITOCHU Corp Shs	8001	Industrials	Japan	1.8296%	1
Mitsui & Co.	8031	Industrials	Japan	1.6684%	1
Tokio Marine Holdings Inc Common Stock	8766	Financial Services	Japan	1.5774%	1
Fast Retailing	9983	Consumer Cyclical	Japan	1.5729%	1
Mizuho Financial Grp	8411	Financial Services	Japan	1.3854%	1
Nintendo	7974	Communication Services	Japan	1.3519%	1
Daiichi Sankyo Co Ltd Common Stock	4568	Healthcare	Japan	1.3216%	1
SoftBank Group Corp shs	9984	Communication Services	Japan	1.2330%	1
Nippon Telegraph & Telephone Corp Ordinary Shares	9432	Communication Services	Japan	1.2290%	1
Hoya Corp Common Stock	7741	Healthcare	Japan	0.9935%	1
Daikin Industries Ltd	6367	Industrials	Japan	0.9642%	1

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Takeda Pharmaceutical Co. Ltd.	4502	Healthcare	Japan	0.9427%	1
Fujitsu Limited	6702	Technology	Japan	0.8334%	1
Murata Mfg Co. Ltd 100	6981	Technology	Japan	0.8083%	1
SoftBank Corp	9434	Communication Services	Japan	0.7849%	1
FUJIFILM Hldgs	4901	Industrials	Japan	0.7391%	1
Japan Tobacco	2914	Consumer Defensive	Japan	0.7278%	1
Marubeni Corporation	8002	Industrials	Japan	0.6906%	1
Terumo Corp.	4543	Healthcare	Japan	0.6687%	1
MS&AD Insurance Group Holdings Inc Common Stock	8725	Financial Services	Japan	0.6389%	1
Otsuka Holdings Co Ltd Common Stock	4578	Healthcare	Japan	0.6131%	1
ORIX Shs	8591	Financial Services	Japan	0.5632%	1
NEC Corporation	6701	Technology	Japan	0.5557%	1
Bridgestone	5108	Consumer Cyclical	Japan	0.5552%	1
Mitsui Fudosan	8801	Real Estate	Japan	0.5443%	1
Sompo Holdings Inc Common Stock	8630	Financial Services	Japan	0.5330%	1
Nidec	6594	Industrials	Japan	0.5070%	1
Renesas Electronics Corp Common Stock	6723	Technology	Japan	0.4980%	1
Kao Corporation	4452	Consumer Defensive	Japan	0.4716%	1
Ajinomoto Ordinary Shares	2802	Consumer Defensive	Japan	0.4684%	1
Daiwa House Industry Co Ltd Common Stock	1925	Real Estate	Japan	0.4665%	1
Astellas Pharma Inc Common Stock	4503	Healthcare	Japan	0.4129%	1
Resona Holdings Inc.	8308	Financial Services	Japan	0.4103%	1
Nippon Yusen Kabushiki Kaisha	9101	Industrials	Japan	0.4009%	1
Japan Post Holdings Co Ltd Shares	6178	Financial Services	Japan	0.3974%	1
Asahi Group Holdings Ltd Common Stock	2502	Consumer Defensive	Japan	0.3858%	1
Asics Corp Common Stock	7936	Consumer Cyclical	Japan	0.3844%	1
Nomura Holdings Inc.	8604	Financial Services	Japan	0.3821%	1
Bandai Namco Holdings Inc. Common Stock	7832	Consumer Cyclical	Japan	0.3629%	1
Kyocera Corporation	6971	Industrials	Japan	0.3624%	1
Mitsui O.S.K. Lines Ltd	9104	Industrials	Japan	0.3378%	1
NTT Data Group Corp Common Stock	9613	Technology	Japan	0.2951%	1
Japan Post Bank Co Ltd Shares	7182	Financial Services	Japan	0.2848%	1
Shionogi & Co Ltd	4507	Healthcare	Japan	0.2652%	1
ANA HOLDINGS INC	9202	Industrials	Japan	0.2474%	1
Unicharm	8113	Consumer Defensive	Japan	0.2346%	1
Lasertec	6920	Technology	Japan	0.2255%	1
Rakuten Group Inc	4755	Consumer Cyclical	Japan	0.2241%	1
Isuzu Motors Ltd Common Stock	7202	Consumer Cyclical	Japan	0.2117%	1

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Daiwa Securities Group Inc Common Stock	8601	Financial Services	Japan	0.2035%	1
Japan Airlines Co Ltd Common Stock	9201	Industrials	Japan	0.1985%	1
LY Corp	4689	Consumer Cyclical	Japan	0.1938%	1
Ebara Corp	6361	Industrials	Japan	0.1882%	1
Eisai Co Ltd	4523	Healthcare	Japan	0.1865%	1
Ricoh Co Ltd Shs	7752	Industrials	Japan	0.1840%	1
Nippon Paint Holdings Co Ltd Common Stock	4612	Basic Materials	Japan	0.1817%	1
Shiseido Company Ltd.	4911	Consumer Defensive	Japan	0.1777%	1
Trend Micro	4704	Technology	Japan	0.1722%	1
Yokogawa Electric	6841	Industrials	Japan	0.1585%	1
Sanrio	8136	Consumer Cyclical	Japan	0.1573%	1
OMRON Corp	6645	Technology	Japan	0.1557%	1
Concordia Financial Group Ltd Shs	7186	Financial Services	Japan	0.1522%	1
Nissin Food Products	2897	Consumer Defensive	Japan	0.1462%	1
Nissan Motor Co Ltd	7201	Consumer Cyclical	Japan	0.1409%	1
Ryohin Keikaku	7453	Consumer Cyclical	Japan	0.1380%	1
Isetan Mitsukoshi Holdings Ltd Common Stock	3099	Consumer Cyclical	Japan	0.1367%	1
Resonac Holdings Corp	4004	Basic Materials	Japan	0.1351%	1
Misumi	9962	Industrials	Japan	0.1243%	1
Mitsubishi HC Capital Inc	8593	Financial Services	Japan	0.1224%	1
Sojitz Corp.	2768	Industrials	Japan	0.1206%	1
Hulic Co Ltd Common Stock	3003	Real Estate	Japan	0.1147%	1
Nippon Express Holdings Inc	9147	Industrials	Japan	0.1141%	1
Kurita Water Industries Ltd Shs	6370	Industrials	Japan	0.1130%	1
Zozo Inc Shs	3092	Consumer Cyclical	Japan	0.1110%	1
Kintetsu Group Holdings Co Ltd Shs	9041	Industrials	Japan	0.1107%	1
Rohto Pharmaceutical	4527	Consumer Defensive	Japan	0.1001%	1
Suntory Beverage & Food Limited Shs	2587	Consumer Defensive	Japan	0.0993%	1
M3 Inc.	2413	Healthcare	Japan	0.0958%	1
McDonald's Hldgs Company (Japan) Ltd	2702	Consumer Cyclical	Japan	0.0942%	1
Santen Pharmaceutical	4536	Healthcare	Japan	0.0927%	1
Yamaha Corp.	7951	Consumer Cyclical	Japan	0.0916%	1
Kyowa Kirin Co Ltd Shs	4151	Healthcare	Japan	0.0911%	1
Haseko	1808	Consumer Cyclical	Japan	0.0901%	1
LIXIL Corp Shs	5938	Industrials	Japan	0.0893%	1
Oracle Corp. Japan	4716	Technology	Japan	0.0875%	1
Japan Post Insurance Co Ltd Shares	7181	Financial Services	Japan	0.0871%	1
J.Front Retailing Co. Ltd.	3086	Consumer Cyclical	Japan	0.0832%	1

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Furukawa Electric	5801	Industrials	Japan	0.0789%	1
NH Foods Ltd Common Stock	2282	Consumer Defensive	Japan	0.0785%	1
Persol Holdings Co Ltd Shs	2181	Industrials	Japan	0.0783%	1
TBS Holdings Inc	9401	Communication Services	Japan	0.0782%	1
Nisshin Seifun Grp	2002	Consumer Defensive	Japan	0.0769%	1
Tokyo Electric Power Co Holdings Shs	9501	Utilities	Japan	0.0755%	1
Japan Airport Terminal	9706	Industrials	Japan	0.0749%	1
Kadokawa Corp Shs	9468	Communication Services	Japan	0.0746%	1
Lion	4912	Consumer Defensive	Japan	0.0733%	1
Takashimaya	8233	Consumer Cyclical	Japan	0.0667%	1
Biprogy Inc	8056	Technology	Japan	0.0639%	1
Marui	8252	Financial Services	Japan	0.0635%	1
Open House Group Co Ltd Shs	3288	Real Estate	Japan	0.0631%	1
Cosmo Energy Holdings Co Ltd Shs	5021	Energy	Japan	0.0631%	1
Tomy	7867	Consumer Cyclical	Japan	0.0615%	1
Konica Minolta Inc Shs	4902	Industrials	Japan	0.0588%	1
Nomura Real Estate Hldgs	3231	Real Estate	Japan	0.0585%	1
Goldwin Inc	8111	Consumer Cyclical	Japan	0.0562%	1
Coca-Cola Bottlers Japan Holdings Inc Shs	2579	Consumer Defensive	Japan	0.0543%	1
Kobayashi Pharmaceutical	4967	Consumer Defensive	Japan	0.0520%	1
Wacoal	3591	Consumer Cyclical	Japan	0.0499%	1
Sumitomo Bakelite	4203	Basic Materials	Japan	0.0480%	1
Fuyo General Lease	8424	Industrials	Japan	0.0459%	1
Kakaku.Com	2371	Communication Services	Japan	0.0447%	1
Teijin Ltd.	3401	Industrials	Japan	0.0445%	1
NOK	7240	Consumer Cyclical	Japan	0.0422%	1
Sugi Pharmacy	7649	Healthcare	Japan	0.0398%	1
Nippon Shinyaku	4516	Healthcare	Japan	0.0395%	1
CALBEE Inc Common Share	2229	Consumer Defensive	Japan	0.0392%	1
Takara Holdings Inc.	2531	Consumer Defensive	Japan	0.0392%	1
Mercari Inc Ordinary Shares	4385	Consumer Cyclical	Japan	0.0377%	1
KOSE Corp Common Stock	4922	Consumer Defensive	Japan	0.0374%	1
Toho Pharmaceutical	8129	Healthcare	Japan	0.0373%	1
Senko Group Holdings Co Ltd Shs	9069	Industrials	Japan	0.0359%	1
Morinaga & Co.	2201	Consumer Defensive	Japan	0.0357%	1
Duskin	4665	Industrials	Japan	0.0302%	1
Seven Bank Ltd	8410	Financial Services	Japan	0.0297%	1
Aeon Mall	8905	Real Estate	Japan	0.0296%	1
Sangetsu Corp Shs	8130	Consumer Cyclical	Japan	0.0290%	1

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Okamura	7994	Industrials	Japan	0.0270%	1
Pigeon	7956	Consumer Defensive	Japan	0.0270%	1
The San-in Godo Bank Ltd	8381	Financial Services	Japan	0.0267%	1
Fuji Oil Holdings Inc Shs	2607	Consumer Defensive	Japan	0.0264%	1
Monex Beans Holdings Inc	8698	Financial Services	Japan	0.0263%	1
Visional Inc. Ordinary Shares	4194	Communication Services	Japan	0.0263%	1
Acom Shs	8572	Financial Services	Japan	0.0251%	1
Are Holdings Inc	5857	Industrials	Japan	0.0238%	1
Dentsu Soken Inc	4812	Technology	Japan	0.0231%	1
Freee KK Ordinary Shares	4478	Technology	Japan	0.0216%	1
H U Group Holdings Inc Shs	4544	Healthcare	Japan	0.0205%	1
Ain Holdings Inc Shs	9627	Healthcare	Japan	0.0204%	1
Seiko Group Corp	8050	Consumer Cyclical	Japan	0.0198%	1
Pola Orbis Holdings Inc Common Share	4927	Consumer Defensive	Japan	0.0196%	1
Shochiku	9601	Communication Services	Japan	0.0189%	1
SMS Co. Ltd. Common Stock	2175	Healthcare	Japan	0.0177%	1
Hokkoku Financial Holdings Inc	7381	Financial Services	Japan	0.0168%	1
Fuji Seal	7864	Consumer Cyclical	Japan	0.0168%	1
Lifenet Insurance Co Common Stock	7157	Financial Services	Japan	0.0167%	1
AEON DELIGHT CO LTD	9787	Industrials	Japan	0.0166%	1
Funai Soken Holdings Inc Common Stock	9757	Industrials	Japan	0.0164%	1
Mitsubishi Shokuhin Co Ltd Common Stock	7451	Consumer Defensive	Japan	0.0162%	1
Sumitomo Pharma Co Ltd Common Stock	4506	Healthcare	Japan	0.0159%	1
Gunze Ltd	3002	Consumer Cyclical	Japan	0.0148%	1
Mixi Inc.	2121	Communication Services	Japan	0.0145%	1
Medley Inc Ordinary Shares	4480	Healthcare	Japan	0.0143%	1
Noritsu Koki	7744	Technology	Japan	0.0140%	1
ASKUL	2678	Consumer Cyclical	Japan	0.0137%	1
Senshu Ikeda Holdings Inc	8714	Financial Services	Japan	0.0137%	1
Premium Group Co Ltd Ordinary Shares	7199	Financial Services	Japan	0.0137%	1
Zojirushi	7965	Consumer Cyclical	Japan	0.0136%	1
Earth Corp Shs	4985	Consumer Defensive	Japan	0.0131%	1
Ichigo Inc shs	2337	Real Estate	Japan	0.0122%	1
DIP Corp	2379	Communication Services	Japan	0.0119%	1
Piolax	5988	Consumer Cyclical	Japan	0.0113%	1
Showa Sangyo	2004	Consumer Defensive	Japan	0.0111%	1
Ricoh Leasing Co. Ltd.	8566	Financial Services	Japan	0.0106%	1
UT Group Co Ltd Shs	2146	Industrials	Japan	0.0100%	1
En Japan Inc Shs	4849	Industrials	Japan	0.0098%	1

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JAC Recruitment Co Ltd	2124	Industrials	Japan	0.0090%	1
Nippon Kanmai Holdings Co Ltd	9347	Real Estate	Japan	0.0082%	1
JCR Pharmaceuticals	4552	Healthcare	Japan	0.0081%	1
Mitsui DM Sugar Holdings Co Ltd	2109	Consumer Defensive	Japan	0.0081%	1
Takara Bio	4974	Healthcare	Japan	0.0071%	1
Seiten	4293	Communication Services	Japan	0.0048%	1
Premium Water Holdings Inc Shs	2588	Utilities	Japan	0.0041%	1
PHC Holdings Corp	6523	Healthcare	Japan	0.0040%	1
Shin-Etsu Chemical	4063	Basic Materials	Japan	1.6773%	2
Tokyo Electron Ltd	8035	Technology	Japan	1.4893%	2
KDDI Corp.	9433	Communication Services	Japan	0.8904%	2
Honda Motor	7267	Consumer Cyclical	Japan	0.8837%	2
Advantest Corporation	6857	Technology	Japan	0.8364%	2
Seven & I Holdings	3382	Consumer Defensive	Japan	0.8083%	2
Oriental Land	4661	Consumer Cyclical	Japan	0.5735%	2
Komatsu Ltd	6301	Industrials	Japan	0.5636%	2
Chugai Pharmaceutical	4519	Healthcare	Japan	0.5335%	2
East Japan Railway	9020	Industrials	Japan	0.4830%	2
Panasonic Holdings Corp Common Shares	6752	Technology	Japan	0.4654%	2
Aeon Co Ltd Common Stock	8267	Consumer Cyclical	Japan	0.4518%	2
Dai-ichi Life Holdings Inc	8750	Financial Services	Japan	0.4487%	2
Mitsubishi Estate Co Ltd Shr	8802	Real Estate	Japan	0.3470%	2
Olympus Corporation	7733	Healthcare	Japan	0.3374%	2
Sumitomo Electric Industries Ltd Common Stock	5802	Consumer Cyclical	Japan	0.3319%	2
Sekisui House Ltd	1928	Consumer Cyclical	Japan	0.3276%	2
ENEOS Holdings Inc Shs	5020	Energy	Japan	0.3037%	2
Sumitomo Realty & Development Co Ltd Common Stock	8830	Real Estate	Japan	0.2838%	2
Toyota Tsusho	8015	Industrials	Japan	0.2741%	2
Nomura Research Institute Ltd	4307	Technology	Japan	0.2651%	2
Pan Pacific International Holdings Corp	7532	Consumer Defensive	Japan	0.2621%	2
Inpex Corporation	1605	Energy	Japan	0.2370%	2
Sysmex Corp Common Stock	6869	Healthcare	Japan	0.2312%	2
Japan Exchange Group Inc Shs	8697	Financial Services	Japan	0.2259%	2
Asahi Kasei Corp Shs	3407	Basic Materials	Japan	0.2258%	2
Kirin Holdings Co Ltd Shs	2503	Consumer Defensive	Japan	0.2202%	2
Osaka Gas Co. Ltd.	9532	Utilities	Japan	0.2170%	2
Chubu Electric Power	9502	Utilities	Japan	0.1934%	2
Toppan Inc shs	7911	Industrials	Japan	0.1849%	2

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Shimadzu	7701	Technology	Japan	0.1776%	2
Yamaha Motor	7272	Consumer Cyclical	Japan	0.1742%	2
JFE Holdings Inc.	5411	Basic Materials	Japan	0.1658%	2
Sumitomo Forestry	1911	Consumer Cyclical	Japan	0.1629%	2
Tokyu Corp.	9005	Consumer Cyclical	Japan	0.1549%	2
Hankyu Hldgs	9042	Industrials	Japan	0.1435%	2
Sanwa Holdings Corp Common Stock	5929	Industrials	Japan	0.1434%	2
Idemitsu Kosan	5019	Energy	Japan	0.1379%	2
Niterra Co Ltd Ordinary Shares	5334	Consumer Cyclical	Japan	0.1373%	2
SBI Holdings Inc Common Stock	8473	Financial Services	Japan	0.1371%	2
MINEBEA MITSUMI Inc shs	6479	Technology	Japan	0.1309%	2
Nippon Sanso Holdings Corp	4091	Basic Materials	Japan	0.1309%	2
TIS Inc Shs	3626	Technology	Japan	0.1228%	2
Seiko Epson Corp. Common Stock	6724	Technology	Japan	0.1163%	2
Meiji Holdings Co Ltd Common Stock	2269	Consumer Defensive	Japan	0.1102%	2
Dentsu Group Inc Ordinary Shares	4324	Communication Services	Japan	0.1061%	2
Kuraray Co. Ltd.	3405	Basic Materials	Japan	0.1038%	2
Toto Ltd Shs	5332	Industrials	Japan	0.0993%	2
Azbil Corp Common Stock	6845	Industrials	Japan	0.0955%	2
Toho Co Ltd Common Stock	9602	Communication Services	Japan	0.0930%	2
Ono Pharmaceutical Co Ltd Shs	4528	Healthcare	Japan	0.0930%	2
Sumitomo Chemical	4005	Basic Materials	Japan	0.0904%	2
Kyushu Railway Company Shs	9142	Industrials	Japan	0.0895%	2
Shizuoka Financial Group Inc	5831	Financial Services	Japan	0.0889%	2
Hikari Tsushin	9435	Industrials	Japan	0.0869%	2
Sapporo Holdings Ltd	2501	Consumer Defensive	Japan	0.0868%	2
NOF Corp Shs	4403	Basic Materials	Japan	0.0822%	2
Mebuki Financial Group Inc	7167	Financial Services	Japan	0.0813%	2
Oji Holdings Corp	3861	Basic Materials	Japan	0.0808%	2
Skylark Holdings Co Ltd Shs	3197	Consumer Cyclical	Japan	0.0764%	2
Tokyu Fudosan Holdings Corp Shs	3289	Real Estate	Japan	0.0757%	2
Asahi Intecc	7747	Healthcare	Japan	0.0750%	2
Keio Corp.	9008	Industrials	Japan	0.0695%	2
ROHM	6963	Technology	Japan	0.0692%	2
SCSK Corporation	9719	Technology	Japan	0.0669%	2
The Yokohama Rubber	5101	Consumer Cyclical	Japan	0.0656%	2
Credit Saison	8253	Financial Services	Japan	0.0632%	2
Miura	6005	Industrials	Japan	0.0606%	2
Sumco Corp	3436	Technology	Japan	0.0603%	2

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Kansai Paint	4613	Basic Materials	Japan	0.0597%	2
The Hachijuni Bank Ltd	8359	Financial Services	Japan	0.0595%	2
Food & Life Companies Ltd Registered Shs	3563	Consumer Cyclical	Japan	0.0568%	2
Square Enix	9684	Communication Services	Japan	0.0566%	2
Iyogin Holdings Inc	5830	Financial Services	Japan	0.0563%	2
Daicel Corporation	4202	Basic Materials	Japan	0.0536%	2
Cyber Agent Shs	4751	Communication Services	Japan	0.0524%	2
Toyo Seikan Group Holdings Ltd	5901	Consumer Cyclical	Japan	0.0507%	2
Shinko Electric Industries Co. Ltd Ordinary Shares	6967	Technology	Japan	0.0507%	2
NHK Spring	5991	Consumer Cyclical	Japan	0.0507%	2
Kewpie Corp Common Stock	2809	Consumer Defensive	Japan	0.0498%	2
The Gunma Bank Ltd	8334	Financial Services	Japan	0.0498%	2
Exeo Group Inc	1951	Industrials	Japan	0.0493%	2
Nagase & Co., Ltd.	8012	Basic Materials	Japan	0.0493%	2
GMO Payment Gateway	3769	Technology	Japan	0.0479%	2
NSK Ltd Common Stock	6471	Consumer Cyclical	Japan	0.0457%	2
TechnoPro Holdings Inc Shs	6028	Industrials	Japan	0.0445%	2
Kokuyo	7984	Industrials	Japan	0.0421%	2
Alps Alpine Co Ltd Common Stock	6770	Technology	Japan	0.0416%	2
Hirogin Holdings Inc Ordinary Shares	7337	Financial Services	Japan	0.0407%	2
Mitsui Mining & Smelting	5706	Industrials	Japan	0.0405%	2
Yamada Holdings Co Ltd Ordinary Shares	9831	Consumer Cyclical	Japan	0.0401%	2
Tokyo Seimitsu	7729	Technology	Japan	0.0398%	2
Mitsubishi Motors	7211	Consumer Cyclical	Japan	0.0396%	2
DIC Corporation	4631	Basic Materials	Japan	0.0390%	2
Toyo Tire Corp Ordinary Shares	5105	Consumer Cyclical	Japan	0.0389%	2
Toda Corp Shs	1860	Industrials	Japan	0.0383%	2
Tsuruha Holdings	3391	Healthcare	Japan	0.0382%	2
Nissui Corp Shs	1332	Consumer Defensive	Japan	0.0378%	2
Tokyo Century Corp	8439	Industrials	Japan	0.0376%	2
Resorttrust	4681	Consumer Cyclical	Japan	0.0367%	2
PARK24	4666	Industrials	Japan	0.0366%	2
Chugin Financial Group Inc	5832	Financial Services	Japan	0.0355%	2
Ube Corp	4208	Basic Materials	Japan	0.0355%	2
Sotetsu Holdings Inc Shs	9003	Industrials	Japan	0.0349%	2
Kagome	2811	Consumer Defensive	Japan	0.0344%	2
JVCKenwood Corp Ordinary Shares	6632	Consumer Cyclical	Japan	0.0335%	2
Sundrug	9989	Healthcare	Japan	0.0307%	2

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Citizen Watch Co Ltd	7762	Consumer Cyclical	Japan	0.0305%	2
Mabuchi Motor	6592	Consumer Cyclical	Japan	0.0302%	2
Ushio	6925	Industrials	Japan	0.0300%	2
Aozora Bank Ltd	8304	Financial Services	Japan	0.0296%	2
Fuji Corp Ordinary Shares	6134	Industrials	Japan	0.0294%	2
Relo Group Inc Shs	8876	Industrials	Japan	0.0289%	2
House Foods Group Inc.	2810	Consumer Defensive	Japan	0.0288%	2
Mitsui-Soko Holdings Co Ltd Common Stock	9302	Industrials	Japan	0.0287%	2
Shift Inc Shs	3697	Technology	Japan	0.0277%	2
Meiko Electronics	6787	Technology	Japan	0.0274%	2
H2O Retailing Corp Common Stock	8242	Consumer Defensive	Japan	0.0269%	2
Toridoll Holdings Corp	3397	Consumer Cyclical	Japan	0.0254%	2
Inabata & Co.	8098	Basic Materials	Japan	0.0248%	2
Koei Tecmo Holdings Co Ltd Common Stock	3635	Communication Services	Japan	0.0247%	2
Taiyo Holdings Co Ltd	4626	Basic Materials	Japan	0.0245%	2
Sansan Inc Ordinary Shares	4443	Technology	Japan	0.0235%	2
Japan Petroleum Exploration	1662	Energy	Japan	0.0229%	2
Nojima Co Ltd Shs	7419	Consumer Cyclical	Japan	0.0225%	2
Topcon	7732	Technology	Japan	0.0224%	2
Tamron	7740	Consumer Cyclical	Japan	0.0221%	2
Anritsu	6754	Technology	Japan	0.0216%	2
Lintec	7966	Basic Materials	Japan	0.0214%	2
As One	7476	Healthcare	Japan	0.0210%	2
DeNA	2432	Communication Services	Japan	0.0206%	2
Nisshinbo Holdings Inc Ordinary Shares	3105	Industrials	Japan	0.0202%	2
SBI Sumishin Net Bank Ltd	7163	Financial Services	Japan	0.0202%	2
Bic Camera	3048	Consumer Cyclical	Japan	0.0202%	2
FP	7947	Consumer Cyclical	Japan	0.0200%	2
Toei	9605	Communication Services	Japan	0.0199%	2
Exedy Corp	7278	Consumer Cyclical	Japan	0.0194%	2
Sanken Electric Shs	6707	Technology	Japan	0.0192%	2
Kumagai Gumi	1861	Industrials	Japan	0.0173%	2
The Nisshin Oillio Group Ltd	2602	Consumer Defensive	Japan	0.0172%	2
AEON Financial Service Co Ltd Common Stock	8570	Financial Services	Japan	0.0171%	2
North Pacific Bank Ltd Common Stock	8524	Financial Services	Japan	0.0168%	2
Maruha Nichiro Corp Shs	1333	Consumer Defensive	Japan	0.0164%	2
Open Up Group Inc	2154	Industrials	Japan	0.0159%	2
Kiyo Bank Ltd Shs	8370	Financial Services	Japan	0.0157%	2
T Hasegawa Co Ltd Shs	4958	Basic Materials	Japan	0.0156%	2

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
TOCALO Company Ltd	3433	Industrials	Japan	0.0151%	2
Mos Food Services Inc	8153	Consumer Cyclical	Japan	0.0143%	2
Tokai Tokyo Financial Holdings Inc	8616	Financial Services	Japan	0.0136%	2
Wacom	6727	Technology	Japan	0.0133%	2
Milbon Co Ltd Common Stock	4919	Consumer Defensive	Japan	0.0130%	2
Menicon Co.Ltd. Shs	7780	Healthcare	Japan	0.0127%	2
Jafco Group Co Ltd	8595	Financial Services	Japan	0.0126%	2
The Japan Wool Textile	3201	Consumer Cyclical	Japan	0.0122%	2
Lifedrink Co Ltd	2585	Consumer Defensive	Japan	0.0118%	2
Adastria Co. Ltd. Shares	2685	Consumer Cyclical	Japan	0.0116%	2
The Bank of Nagoya	8522	Financial Services	Japan	0.0115%	2
transcosmos inc Shs	9715	Technology	Japan	0.0110%	2
EIZO Corporation	6737	Technology	Japan	0.0109%	2
Noevir Holdings Co Ltd Common Share	4928	Consumer Defensive	Japan	0.0109%	2
Itochu Enex	8133	Energy	Japan	0.0109%	2
The Keiyo Bank Ltd	8544	Financial Services	Japan	0.0108%	2
Toyo Tanso	5310	Industrials	Japan	0.0108%	2
Nissha Co Ltd shs	7915	Technology	Japan	0.0106%	2
Nxera Pharma Co Ltd	4565	Healthcare	Japan	0.0106%	2
Mochida Pharmaceutical	4534	Healthcare	Japan	0.0096%	2
Kameda Seika	2220	Consumer Defensive	Japan	0.0093%	2
Prestige Int'l	4290	Industrials	Japan	0.0091%	2
Japan Lifeline	7575	Healthcare	Japan	0.0088%	2
Change Holdings Inc Shs	3962	Technology	Japan	0.0083%	2
Prima Meat Packers Ltd	2281	Consumer Defensive	Japan	0.0071%	2
Shinagawa Refractories	5351	Industrials	Japan	0.0070%	2
Sanyo Chemical Industries Ltd	4471	Basic Materials	Japan	0.0067%	2
BELLSYSTEM24 HOLDINGS INC. Shs	6183	Industrials	Japan	0.0063%	2
Orient	8585	Financial Services	Japan	0.0059%	2
Amvis Holdings Inc Shs	7071	Healthcare	Japan	0.0041%	2
Toyota Motor Ordinary Shares	7203	Consumer Cyclical	Japan	3.4745%	3
Hitachi Ltd	6501	Industrials	Japan	2.0898%	3
Mitsubishi Corp	8058	Industrials	Japan	1.2187%	3
Mitsubishi Heavy Industries Ltd	7011	Industrials	Japan	0.8953%	3
Mitsubishi Electric	6503	Industrials	Japan	0.6309%	3
Denso Corporation	6902	Consumer Cyclical	Japan	0.5411%	3
Canon Inc. Common Stock	7751	Technology	Japan	0.5259%	3
Sumitomo Corp.	8053	Industrials	Japan	0.4757%	3
Fanuc Corp Common Stock	6954	Industrials	Japan	0.4271%	3

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Disco	6146	Technology	Japan	0.4238%	3
SMC Shs	6273	Industrials	Japan	0.4203%	3
TDK Corporation	6762	Technology	Japan	0.4186%	3
Nippon Steel Corp Shs	5401	Basic Materials	Japan	0.3902%	3
Sumitomo Mitsui Trust Holdings Inc Common Share	8309	Financial Services	Japan	0.2620%	3
Kubota Corporation	6326	Industrials	Japan	0.2597%	3
Tokyo Gas Co. Ltd.	9531	Utilities	Japan	0.2326%	3
Shimano	7309	Consumer Cyclical	Japan	0.2038%	3
Nitto Denko	6988	Basic Materials	Japan	0.2018%	3
The Kansai Electric Power Shs	9503	Utilities	Japan	0.1915%	3
Nitori Holdings Co Ltd	9843	Consumer Cyclical	Japan	0.1838%	3
Obayashi Corp Shs	1802	Industrials	Japan	0.1813%	3
Toray Industries Inc. Common Stock	3402	Consumer Cyclical	Japan	0.1803%	3
Subaru Corp Shs	7270	Consumer Cyclical	Japan	0.1700%	3
West Japan Railway	9021	Industrials	Japan	0.1665%	3
Fujikura Ltd	5803	Industrials	Japan	0.1664%	3
Kajima Corp Shs	1812	Industrials	Japan	0.1546%	3
Makita Corp.	6586	Industrials	Japan	0.1408%	3
Fuji Electric Co. Ltd.	6504	Industrials	Japan	0.1397%	3
Mitsubishi Chemical Group Corp	4188	Basic Materials	Japan	0.1362%	3
Dai Nippon Printing Co Ltd	7912	Industrials	Japan	0.1268%	3
Yaskawa Electric	6506	Industrials	Japan	0.1206%	3
Sumitomo Metal Mining	5713	Basic Materials	Japan	0.1190%	3
Sekisui Chemical	4204	Industrials	Japan	0.1131%	3
Toyo Suisan Kaisha Ltd shs	2875	Consumer Defensive	Japan	0.1114%	3
Kawasaki Heavy Industries Ltd	7012	Industrials	Japan	0.1090%	3
Otsuka	4768	Technology	Japan	0.1036%	3
Kawasaki Kisen Kaisha Ltd	9107	Industrials	Japan	0.0998%	3
Screen Holdings Co Ltd Common Stock	7735	Technology	Japan	0.0978%	3
Aisin Corp	7259	Consumer Cyclical	Japan	0.0944%	3
Yakult Honsha	2267	Consumer Defensive	Japan	0.0920%	3
Kyushu Electric Power	9508	Utilities	Japan	0.0902%	3
The Chiba Bank Ltd	8331	Financial Services	Japan	0.0861%	3
Nissan Chemical Corp Common Stock	4021	Basic Materials	Japan	0.0820%	3
Brother Industries Ltd	6448	Industrials	Japan	0.0817%	3
MatsukiyoCocokara & Co	3088	Healthcare	Japan	0.0816%	3
SEIBU HOLDINGS INC Shs	9024	Industrials	Japan	0.0807%	3
Mitsui Chemicals	4183	Basic Materials	Japan	0.0805%	3

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
MONOTARO	3064	Consumer Cyclical	Japan	0.0784%	3
Tohoku Electric Power	9506	Utilities	Japan	0.0757%	3
Kobe Steel Ltd shs	5406	Basic Materials	Japan	0.0748%	3
Nikon Corp	7731	Consumer Cyclical	Japan	0.0722%	3
Mitsubishi Gas Chemical	4182	Basic Materials	Japan	0.0688%	3
Mazda Motor Corp Common Stock	7261	Consumer Cyclical	Japan	0.0682%	3
USS	4732	Consumer Cyclical	Japan	0.0681%	3
Hirose Electric	6806	Technology	Japan	0.0606%	3
The Japan Steel Works Ltd	5631	Industrials	Japan	0.0573%	3
Tokyo Tatemono	8804	Real Estate	Japan	0.0558%	3
Nichirei Corp.	2871	Consumer Defensive	Japan	0.0544%	3
Sohgo Security Services Co Ltd	2331	Industrials	Japan	0.0521%	3
Toho Gas	9533	Utilities	Japan	0.0515%	3
Air Water Inc Common Stock	4088	Basic Materials	Japan	0.0480%	3
Sumitomo Heavy Industries Ltd	6302	Industrials	Japan	0.0471%	3
Rinnai	5947	Consumer Cyclical	Japan	0.0429%	3
Hitachi Construction Machinery	6305	Industrials	Japan	0.0424%	3
Dmg Mori Co Ltd Common Stock	6141	Industrials	Japan	0.0421%	3
Dexerials Corp Shs	4980	Technology	Japan	0.0412%	3
Horiba Ltd	6856	Technology	Japan	0.0409%	3
Net One System	7518	Technology	Japan	0.0407%	3
Sega Sammy Hldgs Common Stock	6460	Communication Services	Japan	0.0405%	3
The Chugoku Electric Power	9504	Utilities	Japan	0.0396%	3
Mitsubishi Materials Corp Shs	5711	Basic Materials	Japan	0.0382%	3
Alfresa Holdings Corp Common Stock	2784	Healthcare	Japan	0.0381%	3
Ulvac	6728	Industrials	Japan	0.0367%	3
Tsumura & Co.	4540	Healthcare	Japan	0.0361%	3
NEC System Integration & Construction	1973	Technology	Japan	0.0344%	3
Nankai Electric Railway	9044	Industrials	Japan	0.0331%	3
Nabtesco	6268	Industrials	Japan	0.0325%	3
Infroneer Holdings Inc	5076	Industrials	Japan	0.0315%	3
NS Solutions	2327	Technology	Japan	0.0313%	3
Zeon	4205	Basic Materials	Japan	0.0304%	3
GS Yuasa Corp.	6674	Consumer Cyclical	Japan	0.0291%	3
Taiyo Yuden Co Ltd Shs	6976	Technology	Japan	0.0291%	3
Canon Sales	8060	Industrials	Japan	0.0284%	3
Macnica Holdings Inc Shs	3132	Technology	Japan	0.0281%	3
PeptiDream Inc. Shs	4587	Healthcare	Japan	0.0278%	3
Casio Computer Co Ltd Common Stock	6952	Technology	Japan	0.0272%	3

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Kyushu Financial Group Inc Shares	7180	Financial Services	Japan	0.0272%	3
Nishi-Nippon Financial Holdings Inc	7189	Financial Services	Japan	0.0271%	3
Organo	6368	Industrials	Japan	0.0264%	3
Sharp Corporation	6753	Technology	Japan	0.0263%	3
Rengo Co Ltd Shs	3941	Consumer Cyclical	Japan	0.0259%	3
Kanematsu	8020	Industrials	Japan	0.0258%	3
Morinaga Milk Industry	2264	Consumer Defensive	Japan	0.0255%	3
Sawai Group Holdings Co Ltd	4887	Healthcare	Japan	0.0254%	3
NSD Co Ltd Shs	9759	Technology	Japan	0.0251%	3
Nippon Kayaku	4272	Basic Materials	Japan	0.0246%	3
Ezaki Glico	2206	Consumer Defensive	Japan	0.0245%	3
UACJ Corporation	5741	Basic Materials	Japan	0.0238%	3
Kokusai Electric Corp	6525	Technology	Japan	0.0232%	3
Money Forward Inc Ordinary Shares	3994	Technology	Japan	0.0231%	3
OBIC Business Consultants	4733	Technology	Japan	0.0229%	3
JAPAN ELEVATOR SERVICE HOLDINGS CO. LTD. Registered Shs	6544	Industrials	Japan	0.0225%	3
Nitto Boseki	3110	Consumer Cyclical	Japan	0.0225%	3
Denka Co Ltd Shs	4061	Basic Materials	Japan	0.0223%	3
Osaka Soda Co Ltd Shs	4046	Basic Materials	Japan	0.0220%	3
HAZAMA ANDO CORPORATION	1719	Industrials	Japan	0.0212%	3
Mizuho Leasing Co Ltd	8425	Financial Services	Japan	0.0207%	3
Takeuchi Mfg Co Ltd	6432	Industrials	Japan	0.0198%	3
Toyota Gosei	7282	Consumer Cyclical	Japan	0.0197%	3
CKD	6407	Industrials	Japan	0.0194%	3
Nipro	8086	Healthcare	Japan	0.0193%	3
Meidensha Corp.	6508	Industrials	Japan	0.0191%	3
DTS	9682	Technology	Japan	0.0190%	3
Mizuno	8022	Consumer Cyclical	Japan	0.0187%	3
OSG	6136	Industrials	Japan	0.0186%	3
Kusuri No Aoki Holdings Shs	3549	Healthcare	Japan	0.0184%	3
Musashi Seimitsu Industry	7220	Consumer Cyclical	Japan	0.0180%	3
Nihon M&A Center Holdings Inc	2127	Financial Services	Japan	0.0178%	3
Kureha Chemical Industry	4023	Basic Materials	Japan	0.0171%	3
Nihon Parkerizing	4095	Basic Materials	Japan	0.0171%	3
PAL Group Holdings Co Ltd Shs	2726	Consumer Cyclical	Japan	0.0166%	3
Izumi	8273	Consumer Cyclical	Japan	0.0163%	3
GLORY Ltd	6457	Industrials	Japan	0.0158%	3
Komeda Holdings Co Ltd Shs	3543	Consumer Cyclical	Japan	0.0156%	3
NTN Corp Shs	6472	Industrials	Japan	0.0147%	3

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Artience Co Ltd	4634	Basic Materials	Japan	0.0146%	3
Juroku Financial Group Inc	7380	Financial Services	Japan	0.0145%	3
Nakanishi	7716	Healthcare	Japan	0.0144%	3
Yonex	7906	Consumer Cyclical	Japan	0.0142%	3
Heiwa Real Estate	8803	Real Estate	Japan	0.0140%	3
Monogatari Corp	3097	Consumer Cyclical	Japan	0.0138%	3
Kaga Electronics	8154	Technology	Japan	0.0131%	3
Tokai Holdings Shs	3167	Industrials	Japan	0.0130%	3
Max Ordinary Shares	6454	Industrials	Japan	0.0129%	3
U-Next Holdings Co Ltd	9418	Industrials	Japan	0.0127%	3
Digital Garage Inc Common Stock	4819	Technology	Japan	0.0126%	3
Iino Kaiun Kaisha Ltd	9119	Industrials	Japan	0.0124%	3
Mani	7730	Healthcare	Japan	0.0123%	3
Nippon Paper Industries Co.Ltd. Shs	3863	Basic Materials	Japan	0.0122%	3
Sakata Seed	1377	Consumer Defensive	Japan	0.0120%	3
JACCS	8584	Financial Services	Japan	0.0118%	3
SKY Perfect JSAT Holdings Inc	9412	Communication Services	Japan	0.0118%	3
Systema Corporation Common Stock	2317	Technology	Japan	0.0114%	3
TV Asahi Holdings Corp Common Stock	9409	Communication Services	Japan	0.0113%	3
Autobacs Seven Co Ltd Shs	9832	Consumer Cyclical	Japan	0.0113%	3
SUN	6736	Technology	Japan	0.0112%	3
Rigaku Holdings Corp	268A	Technology	Japan	0.0111%	3
Itoham Yonekyu Holdings Inc Shs	2296	Consumer Defensive	Japan	0.0111%	3
Daio Paper	3880	Basic Materials	Japan	0.0111%	3
Toshiba Tec	6588	Technology	Japan	0.0109%	3
Appier Group Inc	4180	Technology	Japan	0.0107%	3
Tokyo Kiraboshi Financial Group Inc Shs	7173	Financial Services	Japan	0.0104%	3
ARATA	2733	Consumer Cyclical	Japan	0.0104%	3
Shibaura Machine Co Ltd Ordinary Shares	6104	Industrials	Japan	0.0103%	3
Kitz	6498	Industrials	Japan	0.0102%	3
Sumitomo Densetsu	1949	Industrials	Japan	0.0102%	3
Toyobo Co Ltd Ordinary Shares	3101	Basic Materials	Japan	0.0100%	3
Leopalace21	8848	Real Estate	Japan	0.0098%	3
Okinawa Cellular Telephone	9436	Communication Services	Japan	0.0096%	3
Future Corp Shs	4722	Technology	Japan	0.0093%	3
Totech	9960	Technology	Japan	0.0084%	3
Fuso Chemical	4368	Basic Materials	Japan	0.0083%	3
Toyo Construction	1890	Industrials	Japan	0.0079%	3
Kumiai Chemical Industry	4996	Basic Materials	Japan	0.0079%	3

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Sumitomo Riko Company Ltd Common stock	5191	Consumer Cyclical	Japan	0.0076%	3
Nomura	9716	Industrials	Japan	0.0075%	3
Shin-Etsu Polymer	7970	Basic Materials	Japan	0.0074%	3
Tosei	8923	Real Estate	Japan	0.0074%	3
Modec	6269	Energy	Japan	0.0069%	3
ELECOM	6750	Technology	Japan	0.0066%	3
Roland Corp Ordinary Shares	7944	Consumer Cyclical	Japan	0.0061%	3
NS United Kaiun Kaisha Ltd Common Stock	9110	Industrials	Japan	0.0056%	3
Anycolor Inc	5032	Communication Services	Japan	0.0053%	3
Eagle Industry	6486	Industrials	Japan	0.0050%	3
Raiznext Corp Shs	6379	Industrials	Japan	0.0048%	3
Toenec	1946	Industrials	Japan	0.0041%	3
Suzuki Motor	7269	Consumer Cyclical	Japan	0.2576%	4
SECOM Co Ltd Common Stock	9735	Industrials	Japan	0.1930%	4
Toyota Industries	6201	Industrials	Japan	0.1746%	4
OBIC	4684	Technology	Japan	0.1370%	4
Kikkoman Corp.	2801	Consumer Defensive	Japan	0.1128%	4
IHI Corp.	7013	Industrials	Japan	0.1063%	4
T&D Holdings	8795	Financial Services	Japan	0.1058%	4
Taisei Corp	1801	Industrials	Japan	0.1058%	4
Daifuku Co Ltd	6383	Industrials	Japan	0.1017%	4
Capcom	9697	Communication Services	Japan	0.0831%	4
Shimizu Corp.	1803	Industrials	Japan	0.0645%	4
Hoshizaki Corp Common Stock	6465	Industrials	Japan	0.0639%	4
NEXON Co Ltd Common Stock	3659	Communication Services	Japan	0.0622%	4
Tosoh Corp.	4042	Basic Materials	Japan	0.0600%	4
SG Holdings Co Ltd Ordinary Shares	9143	Industrials	Japan	0.0566%	4
NGK Insulators Ltd	5333	Industrials	Japan	0.0534%	4
Ibiden Co Ltd Common Stock	4062	Technology	Japan	0.0505%	4
Yamato Holdings Co. Ltd.	9064	Industrials	Japan	0.0497%	4
Odakyu Electric Railway	9007	Industrials	Japan	0.0497%	4
Tobu Railway	9001	Industrials	Japan	0.0484%	4
Kyoto Financial Group Inc	5844	Financial Services	Japan	0.0477%	4
Hamamatsu Photonics K.K.	6965	Technology	Japan	0.0447%	4
Tokyo Metro Co Ltd	9023	Industrials	Japan	0.0439%	4
Electric Power Development	9513	Utilities	Japan	0.0430%	4
Fuji Soft ABC	9749	Technology	Japan	0.0420%	4
Taiheiyo Cement	5233	Basic Materials	Japan	0.0402%	4
Koito Manufacturing	7276	Consumer Cyclical	Japan	0.0401%	4

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Socionext Inc	6526	Industrials	Japan	0.0391%	4
Medipal Holdings Corp Common Stock	7459	Healthcare	Japan	0.0377%	4
Comsys Holdings Corp.	1721	Industrials	Japan	0.0357%	4
Tokyo Ohka Kogyo	4186	Technology	Japan	0.0353%	4
Iwatani Int'l	8088	Industrials	Japan	0.0341%	4
Keikyu Corp	9006	Industrials	Japan	0.0324%	4
Maruwa Co. Ltd	5344	Technology	Japan	0.0319%	4
Nagoya Railroad	9048	Industrials	Japan	0.0311%	4
Nichias	5393	Industrials	Japan	0.0309%	4
Iida Group Holdings Co Ltd. Common Stock	3291	Consumer Cyclical	Japan	0.0301%	4
Kamigumi	9364	Industrials	Japan	0.0294%	4
Takasago Thermal Engineering	1969	Industrials	Japan	0.0291%	4
Sumitomo Rubber Industries Ltd	5110	Consumer Cyclical	Japan	0.0273%	4
NIFCO Inc Common Stock	7988	Consumer Cyclical	Japan	0.0265%	4
Internet Initiative Japan Stock	3774	Communication Services	Japan	0.0254%	4
Suzuken	9987	Healthcare	Japan	0.0251%	4
Adeka Corp Shs	4401	Basic Materials	Japan	0.0250%	4
Nihon Kohden	6849	Healthcare	Japan	0.0250%	4
ZENKOKU HOSHO Co Ltd Common Stock	7164	Financial Services	Japan	0.0250%	4
Yamaguchi Financial Group	8418	Financial Services	Japan	0.0249%	4
Nippon Electric Glass	5214	Technology	Japan	0.0241%	4
Daiwabo	3107	Technology	Japan	0.0237%	4
DOWA Holdings Co. Ltd.	5714	Basic Materials	Japan	0.0236%	4
The 77 Bank Ltd	8341	Financial Services	Japan	0.0235%	4
JTEKT Corp.	6473	Consumer Cyclical	Japan	0.0235%	4
Maruichi Steel Tube Ltd	5463	Basic Materials	Japan	0.0222%	4
Amano	6436	Technology	Japan	0.0218%	4
Hakuhodo DY Hldgs	2433	Communication Services	Japan	0.0218%	4
Nippon Shokubai Co Ltd	4114	Basic Materials	Japan	0.0217%	4
Hisamitsu Pharmaceutical	4530	Healthcare	Japan	0.0211%	4
SHO-BOND HOLDINGS	1414	Industrials	Japan	0.0210%	4
Nippon Gas	8174	Utilities	Japan	0.0207%	4
Gigas K's Denki	8282	Consumer Cyclical	Japan	0.0204%	4
SWCC Corp Shs	5805	Industrials	Japan	0.0198%	4
Inaba Denki Sangyo	9934	Industrials	Japan	0.0193%	4
Kaneka	4118	Basic Materials	Japan	0.0187%	4
Yoshinoya D&C	9861	Consumer Cyclical	Japan	0.0186%	4
Aica Kogyo	4206	Industrials	Japan	0.0184%	4
Kotobuki Seika	2222	Consumer Defensive	Japan	0.0179%	4

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Daishi Hokuetsu Financial Group Inc Ordinary Shares	7327	Financial Services	Japan	0.0178%	4
Tokuyama	4043	Basic Materials	Japan	0.0175%	4
MIRAIT One Corp common stock	1417	Industrials	Japan	0.0173%	4
Hanwa	8078	Industrials	Japan	0.0169%	4
The Sumitomo Warehouse	9303	Industrials	Japan	0.0166%	4
PILOT CORPORATION	7846	Industrials	Japan	0.0165%	4
Nishimatsu Construction	1820	Industrials	Japan	0.0161%	4
Penta-Ocean Construction	1893	Industrials	Japan	0.0159%	4
Nishi-Nippon Railroad	9031	Industrials	Japan	0.0158%	4
Ito en Ltd	2593	Consumer Defensive	Japan	0.0158%	4
Hokuriku Electric Power	9505	Utilities	Japan	0.0154%	4
Rorze	6323	Technology	Japan	0.0153%	4
Toagosei Co. Ltd.	4045	Basic Materials	Japan	0.0147%	4
Tsubakimoto Chain	6371	Industrials	Japan	0.0147%	4
Rakus Co Ltd Shs	3923	Technology	Japan	0.0147%	4
TOEI Animation	4816	Communication Services	Japan	0.0147%	4
Toyota Boshoku	3116	Consumer Cyclical	Japan	0.0145%	4
DCM Holdings Co Ltd	3050	Consumer Cyclical	Japan	0.0141%	4
Mitsui E&S Co Ltd Shs	7003	Industrials	Japan	0.0135%	4
TS TECH	7313	Consumer Cyclical	Japan	0.0133%	4
Sanki Engineering	1961	Industrials	Japan	0.0132%	4
Sinfonia Technology Co. Ltd Ordinary Shares	6507	Industrials	Japan	0.0132%	4
Japan Aviation Electronics Industry Ltd	6807	Technology	Japan	0.0131%	4
Financial Partners Group Co Ltd	7148	Financial Services	Japan	0.0130%	4
Create Restaurants Holdings Inc	3387	Consumer Cyclical	Japan	0.0129%	4
Nippon Soda	4041	Basic Materials	Japan	0.0126%	4
Tadano Ltd	6395	Industrials	Japan	0.0120%	4
Fujimi	5384	Technology	Japan	0.0116%	4
Japan Securities Finance	8511	Financial Services	Japan	0.0115%	4
Taikisha Ltd	1979	Industrials	Japan	0.0114%	4
Kaken Pharmaceutical	4521	Healthcare	Japan	0.0113%	4
GMO Internet group Inc Shs	9449	Communication Services	Japan	0.0113%	4
Nippon Corp Shs	2001	Consumer Defensive	Japan	0.0112%	4
Seria	2782	Consumer Defensive	Japan	0.0109%	4
Sumitomo Osaka Cement	5232	Basic Materials	Japan	0.0104%	4
Paltac Corp Common Stock	8283	Consumer Defensive	Japan	0.0104%	4
Hino Motors Ltd	7205	Industrials	Japan	0.0103%	4
Mitsuboshi Belting Ltd	5192	Industrials	Japan	0.0102%	4

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Noritake	5331	Industrials	Japan	0.0097%	4
Raito Kogyo	1926	Industrials	Japan	0.0095%	4
Katitas Co Ltd shs	8919	Consumer Cyclical	Japan	0.0095%	4
SAKURA Internet	3778	Technology	Japan	0.0093%	4
KYB Corp Shs	7242	Consumer Cyclical	Japan	0.0093%	4
Simplex Holdings Inc. Ordinary Shares	4373	Industrials	Japan	0.0092%	4
Yokogawa Bridge	5911	Industrials	Japan	0.0092%	4
Bunka Shutter	5930	Industrials	Japan	0.0090%	4
Trusco Nakayama	9830	Industrials	Japan	0.0090%	4
Towa	6315	Technology	Japan	0.0088%	4
YAMABIKO CORPORATION	6250	Industrials	Japan	0.0086%	4
Tokai Rika	6995	Consumer Cyclical	Japan	0.0085%	4
Takasago Int'l	4914	Basic Materials	Japan	0.0085%	4
Konoike Transport Co.Ltd Common Stock	9025	Industrials	Japan	0.0083%	4
JCU Corporation	4975	Basic Materials	Japan	0.0082%	4
Ariake Japan Co Ltd Common Stock	2815	Consumer Defensive	Japan	0.0081%	4
Aichi Financial Group Inc	7389	Financial Services	Japan	0.0080%	4
JOYFUL HONDA CO. LTD. Shs	3191	Consumer Cyclical	Japan	0.0079%	4
Yamazen	8051	Industrials	Japan	0.0079%	4
MCJ	6670	Technology	Japan	0.0078%	4
Hogy Medical	3593	Healthcare	Japan	0.0078%	4
Pillar Corp	6490	Industrials	Japan	0.0077%	4
Matsui Securities	8628	Financial Services	Japan	0.0076%	4
Royal	8179	Consumer Cyclical	Japan	0.0076%	4
Heiwado	8276	Consumer Cyclical	Japan	0.0075%	4
Yuasa Trading	8074	Industrials	Japan	0.0074%	4
Life	8194	Consumer Defensive	Japan	0.0073%	4
TRI CHEMICAL	4369	Basic Materials	Japan	0.0072%	4
Atom	7412	Consumer Cyclical	Japan	0.0072%	4
Aiful	8515	Financial Services	Japan	0.0072%	4
Sinko Kogyo	6458	Industrials	Japan	0.0072%	4
Workman	7564	Consumer Cyclical	Japan	0.0072%	4
Mitsui High-tec Inc Shs	6966	Technology	Japan	0.0070%	4
Oki Electric Industry Shs	6703	Technology	Japan	0.0070%	4
Nitto Kogyo Corp	6651	Industrials	Japan	0.0069%	4
Nippon Densetsu Kogyo	1950	Industrials	Japan	0.0069%	4
Fujita Kanko	9722	Consumer Cyclical	Japan	0.0067%	4
Taihei Dengyo Kaisha Ltd	1968	Industrials	Japan	0.0067%	4
Okamoto Industries	5122	Basic Materials	Japan	0.0067%	4

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Nichiha	7943	Industrials	Japan	0.0067%	4
Hioki E.E. Corp Shs	6866	Technology	Japan	0.0066%	4
Genda Inc	9166	Consumer Cyclical	Japan	0.0061%	4
NEXTAGE Co.Ltd. Shs	3186	Consumer Cyclical	Japan	0.0061%	4
Central Automotive Products Ltd	8117	Consumer Cyclical	Japan	0.0061%	4
Nitta	5186	Industrials	Japan	0.0060%	4
Belc	9974	Consumer Defensive	Japan	0.0059%	4
Fukushima Galilei Co Ltd Ordinary Shares	6420	Industrials	Japan	0.0059%	4
Towa Pharmaceutical	4553	Healthcare	Japan	0.0057%	4
Fuji Kyuko	9010	Industrials	Japan	0.0057%	4
Tokyotokeiba	9672	Consumer Cyclical	Japan	0.0056%	4
WingArc1st Inc	4432	Technology	Japan	0.0055%	4
Astroscale Holdings Inc	186A	Industrials	Japan	0.0054%	4
Riken Vitamin	4526	Consumer Defensive	Japan	0.0050%	4
Token	1766	Real Estate	Japan	0.0049%	4
DyDo Group Holdings Inc shs	2590	Consumer Defensive	Japan	0.0048%	4
Yurtec	1934	Industrials	Japan	0.0047%	4
BML Inc	4694	Healthcare	Japan	0.0046%	4
Torii Pharmaceutical	4551	Healthcare	Japan	0.0045%	4
Kyorin Pharmaceutical Co Ltd Ordinary Shares	4569	Healthcare	Japan	0.0045%	4
Aoki Int'l	8214	Consumer Cyclical	Japan	0.0044%	4
Nomura Micro Science	6254	Industrials	Japan	0.0043%	4
Union Tool Co	6278	Industrials	Japan	0.0043%	4
Chori	8014	Industrials	Japan	0.0042%	4
Hakuto	7433	Technology	Japan	0.0042%	4
Canon Electronics	7739	Industrials	Japan	0.0041%	4
Timee Inc	215A	Industrials	Japan	0.0041%	4
M&A Research Institute Holdings Inc	9552	Financial Services	Japan	0.0040%	4
Sanyo Special Steel	5481	Basic Materials	Japan	0.0038%	4
Plus Alpha Consulting Co Ltd shs	4071	Technology	Japan	0.0038%	4
Halows	2742	Consumer Defensive	Japan	0.0034%	4
Kintetsu Department Store	8244	Consumer Cyclical	Japan	0.0025%	4
AEON KYUSHU	2653	Consumer Cyclical	Japan	0.0020%	4
Keyence	6861	Technology	Japan	0.6934%	5
Central Japan Railway	9022	Industrials	Japan	0.1843%	5
Konami Group Corp Shs	9766	Communication Services	Japan	0.0646%	5
AGC Inc Ordinary Shares	5201	Industrials	Japan	0.0603%	5
Zensho Holdings Co.Ltd.	7550	Consumer Cyclical	Japan	0.0546%	5

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Daito Trust Construction Co Ltd Common Stock	1878	Real Estate	Japan	0.0533%	5
BayCurrent Inc	6532	Industrials	Japan	0.0444%	5
Keisei Electric Railway	9009	Industrials	Japan	0.0410%	5
Fukuoka Financial Group Inc Common Stock	8354	Financial Services	Japan	0.0377%	5
KOBE BUSSAN	3038	Consumer Defensive	Japan	0.0288%	5
AMADA Co Ltd Shs	6113	Industrials	Japan	0.0287%	5
Sankyo	6417	Consumer Cyclical	Japan	0.0247%	5
THK	6481	Industrials	Japan	0.0241%	5
Fujitec Co Ltd	6406	Industrials	Japan	0.0241%	5
Mitsubishi Logistics	9301	Industrials	Japan	0.0241%	5
Shimamura	8227	Consumer Cyclical	Japan	0.0231%	5
Keihan Holdings Co Shs	9045	Industrials	Japan	0.0226%	5
Kinden	1944	Industrials	Japan	0.0224%	5
Yamato Kogyo	5444	Basic Materials	Japan	0.0209%	5
Seino Transportation	9076	Industrials	Japan	0.0204%	5
Stanley Electric	6923	Consumer Cyclical	Japan	0.0202%	5
Yamazaki Baking Co Ltd shs	2212	Consumer Defensive	Japan	0.0192%	5
ABC-Mart	2670	Consumer Cyclical	Japan	0.0182%	5
Rakuten Bank Ltd	5838	Financial Services	Japan	0.0182%	5
JGC Holdings Corp	1963	Industrials	Japan	0.0174%	5
Kyudenko	1959	Industrials	Japan	0.0171%	5
COSMOS Pharmaceutical	3349	Healthcare	Japan	0.0165%	5
Fuji Television Network	4676	Communication Services	Japan	0.0154%	5
Sankyu	9065	Industrials	Japan	0.0153%	5
Jeol Ltd	6951	Technology	Japan	0.0146%	5
NIKKON Holdings Co Ltd Regs Shs	9072	Industrials	Japan	0.0140%	5
Shikoku Electric Power	9507	Utilities	Japan	0.0140%	5
Kandenko	1942	Industrials	Japan	0.0135%	5
Meitec Group Holdings Inc	9744	Industrials	Japan	0.0132%	5
Hokuetsu Corp Ordinary Shares	3865	Basic Materials	Japan	0.0127%	5
Yaoko	8279	Consumer Defensive	Japan	0.0124%	5
Daido Steel	5471	Basic Materials	Japan	0.0121%	5
Tokai Carbon	5301	Basic Materials	Japan	0.0118%	5
Hokkaido Electric Power	9509	Utilities	Japan	0.0113%	5
Okuma Corp Shs	6103	Industrials	Japan	0.0113%	5
Hokuhoku Financial Grp	8377	Financial Services	Japan	0.0107%	5
Round One	4680	Consumer Cyclical	Japan	0.0107%	5
Kyoritsu Maintenance	9616	Consumer Cyclical	Japan	0.0107%	5
Daiseiki	9793	Industrials	Japan	0.0102%	5

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Daihen	6622	Industrials	Japan	0.0098%	5
Riken Keiki	7734	Industrials	Japan	0.0097%	5
Welcia Holdings Co Ltd	3141	Healthcare	Japan	0.0096%	5
Hitachi Zosen	7004	Industrials	Japan	0.0096%	5
TKC	9746	Technology	Japan	0.0092%	5
Ship Healthcare Holdings	3360	Healthcare	Japan	0.0092%	5
Colowide	7616	Consumer Cyclical	Japan	0.0091%	5
Makino Milling Machine	6135	Industrials	Japan	0.0088%	5
Yodogawa Steel Works Ltd	5451	Basic Materials	Japan	0.0088%	5
Saizeriya	7581	Consumer Cyclical	Japan	0.0085%	5
The Shiga Bank Ltd	8366	Financial Services	Japan	0.0084%	5
Seiren	3569	Consumer Cyclical	Japan	0.0083%	5
Daiichikosho Co Ltd	7458	Consumer Cyclical	Japan	0.0082%	5
Edion	2730	Consumer Cyclical	Japan	0.0082%	5
Dai-Dan	1980	Industrials	Japan	0.0079%	5
Fukuda Denshi	6960	Healthcare	Japan	0.0079%	5
GNI Group Ltd Common Stock	2160	Healthcare	Japan	0.0078%	5
Fukuyama Transporting	9075	Industrials	Japan	0.0077%	5
Takuma	6013	Industrials	Japan	0.0077%	5
Mitsubishi Pencil	7976	Industrials	Japan	0.0077%	5
Suruga Bank Ltd	8358	Financial Services	Japan	0.0076%	5
Okumura	1833	Industrials	Japan	0.0076%	5
Kissei Pharmaceutical	4547	Healthcare	Japan	0.0073%	5
The Hyakugo Bank Ltd	8368	Financial Services	Japan	0.0072%	5
Micronics Japan	6871	Technology	Japan	0.0072%	5
C. Uyemura & Co.	4966	Basic Materials	Japan	0.0071%	5
Fujitsu General Ltd	6755	Consumer Cyclical	Japan	0.0071%	5
Heiwa	6412	Consumer Cyclical	Japan	0.0071%	5
ARCS	9948	Consumer Cyclical	Japan	0.0071%	5
Shoei Co Ltd	7839	Consumer Cyclical	Japan	0.0071%	5
Ohsho Food Service	9936	Consumer Cyclical	Japan	0.0070%	5
Daiei Kankyo Co Ltd	9336	Industrials	Japan	0.0070%	5
Chugoku Marine Paints Ltd	4617	Basic Materials	Japan	0.0070%	5
Megmilk Snow Brand Co Ltd Ordinary Shares	2270	Consumer Defensive	Japan	0.0069%	5
Hosiden	6804	Industrials	Japan	0.0069%	5
Trial Holdings Inc Ordinary Shares	141A	Consumer Defensive	Japan	0.0067%	5
Ferrotec Holdings Corp Shs	6890	Technology	Japan	0.0066%	5
Maruzen Showa Unyu	9068	Industrials	Japan	0.0065%	5
Justsystem Corp Common Stock	4686	Technology	Japan	0.0065%	5

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JAPAN MATERIAL Co Ltd Common Stock	6055	Industrials	Japan	0.0064%	5
Kato Sangyo	9869	Consumer Defensive	Japan	0.0064%	5
JMDC Inc Ordinary Shares	4483	Healthcare	Japan	0.0062%	5
San A Co Ltd	2659	Consumer Cyclical	Japan	0.0062%	5
Okasan Securities Group Inc	8609	Financial Services	Japan	0.0062%	5
Chudenko	1941	Industrials	Japan	0.0061%	5
GungHo Online Entertainment	3765	Communication Services	Japan	0.0061%	5
F.C.C.	7296	Consumer Cyclical	Japan	0.0060%	5
Harmonic Drive Systems	6324	Industrials	Japan	0.0060%	5
Kanamoto Co Ltd Common Stock	9678	Industrials	Japan	0.0060%	5
Namura Shipbuilding	7014	Industrials	Japan	0.0060%	5
Nishimatsuya Chain	7545	Consumer Cyclical	Japan	0.0058%	5
Komeri	8218	Consumer Cyclical	Japan	0.0058%	5
Yellow Hat Ltd	9882	Consumer Cyclical	Japan	0.0057%	5
Starts	8850	Real Estate	Japan	0.0056%	5
Tokyo Steel Manufacturing	5423	Basic Materials	Japan	0.0055%	5
Nippon Light Metal Holdings Co Ltd Regs Shs	5703	Basic Materials	Japan	0.0054%	5
San-Ai Obbli Co Ltd Common Stock	8097	Energy	Japan	0.0053%	5
Valor Holdings Co Ltd Shs	9956	Consumer Cyclical	Japan	0.0053%	5
Arclands Corp	9842	Consumer Cyclical	Japan	0.0052%	5
Totetsu Kogyo	1835	Industrials	Japan	0.0052%	5
H.I.S.	9603	Consumer Cyclical	Japan	0.0051%	5
Topre	5975	Consumer Cyclical	Japan	0.0051%	5
Kasumigaseki Capital Co Ltd Ordinary Shares	3498	Industrials	Japan	0.0050%	5
The Awa Bank Ltd	8388	Financial Services	Japan	0.0050%	5
Sanyo Denki	6516	Industrials	Japan	0.0049%	5
Hiday Hidaka	7611	Consumer Cyclical	Japan	0.0049%	5
Nohmi Bosai Ltd	6744	Industrials	Japan	0.0049%	5
Mitani	8066	Industrials	Japan	0.0049%	5
Kura Sushi Inc Shs	2695	Consumer Cyclical	Japan	0.0049%	5
Paramount Bed Holdings Co Ltd	7817	Healthcare	Japan	0.0049%	5
Konishi	4956	Basic Materials	Japan	0.0048%	5
Maeda Kosen Co Ltd Shs	7821	Basic Materials	Japan	0.0048%	5
Shibuya Corp Shares	6340	Industrials	Japan	0.0047%	5
SK Kaken	4628	Basic Materials	Japan	0.0047%	5
Cover Corp	5253	Technology	Japan	0.0046%	5
Kyokuto Kaihatsu Kogyo	7226	Industrials	Japan	0.0046%	5
Nishio Holdings Co Ltd Ordinary Shares	9699	Industrials	Japan	0.0046%	5
Musashino Bank Ltd	8336	Financial Services	Japan	0.0046%	5

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Argo Graphics	7595	Technology	Japan	0.0046%	5
Kohnan Shoji	7516	Consumer Cyclical	Japan	0.0046%	5
Tre Holdings Corp	9247	Industrials	Japan	0.0045%	5
Takara Standard	7981	Consumer Cyclical	Japan	0.0045%	5
FUJI	8278	Consumer Cyclical	Japan	0.0045%	5
Nissan Shatai	7222	Consumer Cyclical	Japan	0.0045%	5
Tsuburaya Fields Holdings Inc	2767	Consumer Cyclical	Japan	0.0044%	5
Doutor Nichires Holdings	3087	Consumer Cyclical	Japan	0.0043%	5
PKSHA Technology Inc Shs	3993	Technology	Japan	0.0043%	5
Ichibanya	7630	Consumer Cyclical	Japan	0.0043%	5
The Nanto Bank Ltd	8367	Financial Services	Japan	0.0043%	5
Ai Holdings Corp Shs	3076	Industrials	Japan	0.0042%	5
Tsurumi Manufacturing	6351	Industrials	Japan	0.0042%	5
Nagawa	9663	Industrials	Japan	0.0042%	5
Zeria Pharmaceutical	4559	Healthcare	Japan	0.0041%	5
Zuken	6947	Technology	Japan	0.0041%	5
Senshu Electric	9824	Technology	Japan	0.0040%	5
Imperial Hotel Ltd	9708	Consumer Cyclical	Japan	0.0040%	5
Create Sd Holdings Co.Ltd.	3148	Healthcare	Japan	0.0039%	5
AZ-COM Maruwa Holdings Inc	9090	Industrials	Japan	0.0038%	5
Riso Kagaku	6413	Technology	Japan	0.0037%	5
KeePer Technical Laboratory Co Ltd Shs	6036	Basic Materials	Japan	0.0035%	5
IDOM Inc Shs	7599	Consumer Cyclical	Japan	0.0034%	5
Opton Co Ltd	6235	Industrials	Japan	0.0034%	5
Furuya Metal Co Ltd Shs	7826	Technology	Japan	0.0034%	5
Matsuya Foods Holdings Co Ltd	9887	Consumer Cyclical	Japan	0.0034%	5
Tokyo Electron Device Ltd.	2760	Technology	Japan	0.0032%	5
Daikokutenbussan	2791	Consumer Defensive	Japan	0.0032%	5
Mitani Sekisan	5273	Industrials	Japan	0.0032%	5
United Super Markets Holdings Inc. Shs	3222	Consumer Cyclical	Japan	0.0031%	5
Tama Home Co Ltd	1419	Consumer Cyclical	Japan	0.0030%	5
Ise Chemicals	4107	Basic Materials	Japan	0.0030%	5
K&O Energy Group Inc	1663	Utilities	Japan	0.0028%	5
WEST HOLDINGS	1407	Utilities	Japan	0.0028%	5
RS Technologies Co Ltd Shs	3445	Technology	Japan	0.0028%	5
Sakai Moving Service	9039	Industrials	Japan	0.0028%	5
SBS Holdings Inc Ordinary Shares	2384	Industrials	Japan	0.0028%	5
Takamatsu	1762	Industrials	Japan	0.0028%	5
Genky Drug Stores Co Ltd Shs	9267	Healthcare	Japan	0.0027%	5

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Shinnihon Corp	1879	Industrials	Japan	0.0027%	5
Osaka Steel	5449	Basic Materials	Japan	0.0027%	5
Aisan Industry	7283	Consumer Cyclical	Japan	0.0027%	5
Krosaki Harima	5352	Basic Materials	Japan	0.0026%	5
Sun Frontier Fudousan	8934	Real Estate	Japan	0.0025%	5
Aeon Hokkaido Corp Shs	7512	Consumer Cyclical	Japan	0.0024%	5
S Foods	2292	Consumer Defensive	Japan	0.0024%	5
PRESSANC	3254	Real Estate	Japan	0.0024%	5
Mitsubishi Logisnext Co Ltd	7105	Industrials	Japan	0.0023%	5
ES-Con Japan	8892	Real Estate	Japan	0.0022%	5
Itochu-Shokuhin	2692	Consumer Defensive	Japan	0.0022%	5
Goldcrest	8871	Real Estate	Japan	0.0021%	5
Maxvalu Tokai	8198	Consumer Defensive	Japan	0.0019%	5
Integral Corp	5842	Financial Services	Japan	0.0017%	5
Universal Entertainment Corp Shs	6425	Consumer Cyclical	Japan	0.0014%	5

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