

Morningstar® US TME Paris Aligned Benchmark Sustainability SelectSM

20-Jun-25

The Morningstar Paris Aligned Benchmark Select Indexes are designed to achieve the minimum standards laid out in the European Union delegated acts. The indexes support investors seeking to reduce their exposure to carbon risk and pursue opportunities arising from the transition to a low-carbon economy.

For More Information:

<http://indexes.morningstar.com>
 US: +1 312 384-3735
 Europe: +44 20 3194 1082

Reconstituted Holdings

Name	Ticker	Country	Sector	Weight (%)
NVIDIA Corporation	NVDA	United States	Technology	9.00
Apple Inc	AAPL	United States	Technology	9.00
Microsoft Corp Common Stock	MSFT	United States	Technology	7.53
Amazon.com Inc.	AMZN	United States	Consumer Cyclical	6.19
Meta Platforms Inc Common Stock A	META	United States	Communication Services	3.32
Tesla Inc Common Stock	TSLA	United States	Consumer Cyclical	3.02
Alphabet Inc Class A	GOOGL	United States	Communication Services	2.20
Alphabet Inc Class C	GOOG	United States	Communication Services	1.95
Visa Inc Class A	V	United States	Financial Services	1.38
Walmart Inc Shs	WMT	United States	Consumer Defensive	1.33
Procter & Gamble Company	PG	United States	Consumer Defensive	1.24
Netflix Inc.	NFLX	United States	Communication Services	1.21
Johnson & Johnson	JNJ	United States	Healthcare	1.17
Home Depot Inc.	HD	United States	Consumer Cyclical	1.14
Mastercard Inc Incorporated A	MA	United States	Financial Services	1.06
Coca-Cola Company	KO	United States	Consumer Defensive	0.88
Cisco Systems Inc.	CSCO	United States	Technology	0.78
Abbott Laboratories Common Stock	ABT	United States	Healthcare	0.72
Linde PLC	LIN	United States	Basic Materials	0.69
Bank of America Corporation Common Stock	BAC	United States	Financial Services	0.66
Intuitive Surgical Inc.	ISRG	United States	Healthcare	0.61
Merck & Co Inc Common Stock	MRK	United States	Healthcare	0.61
Unitedhealth Group Inc	UNH	United States	Healthcare	0.60
Oracle Corp	ORCL	United States	Technology	0.59
PepsiCo Inc Common Stock	PEP	United States	Consumer Defensive	0.56
Advanced Micro Devices	AMD	United States	Technology	0.56
Salesforce Inc	CRM	United States	Technology	0.54
International Business Machines Corp	IBM	United States	Technology	0.53
Qualcomm Inc.	QCOM	United States	Technology	0.50
Boston Scientific Corporation	BSX	United States	Healthcare	0.48
Amgen Inc.	AMGN	United States	Healthcare	0.48
Intuit Corp Common Stock	INTU	United States	Technology	0.46
ServiceNow Inc	NOW	United States	Technology	0.46
The Walt Disney Co Shs	DIS	United States	Communication Services	0.45
TJX Companies Inc Shs	TJX	United States	Consumer Cyclical	0.45
AT&T; Inc.	T	United States	Communication Services	0.44
Accenture PLC Share A	ACN	United States	Technology	0.43
Stryker Corporation	SYK	United States	Healthcare	0.43
Gilead Sciences Inc.	GILD	United States	Healthcare	0.43
Pfizer Inc.	PFE	United States	Healthcare	0.42
The Goldman Sachs Group Inc	GS	United States	Financial Services	0.41
Verizon Communications Inc.	VZ	United States	Communication Services	0.41
GE Vernova Inc	GEV	United States	Industrials	0.40
Applied Materials	AMAT	United States	Technology	0.40
Booking Holdings Inc Shs	BKNG	United States	Consumer Cyclical	0.40

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Deere & Company	DE	United States	Industrials	0.39
Lowe's Companies Inc.	LOW	United States	Consumer Cyclical	0.39
Adobe Inc Shs	ADBE	United States	Technology	0.39
Progressive Corporation	PGR	United States	Financial Services	0.37
American Express Company	AXP	United States	Financial Services	0.36
Vertex Pharmaceuticals Inc	VRTX	United States	Healthcare	0.35
Morgan Stanley Common Stock	MS	United States	Financial Services	0.35
S&P; Global Inc	SPGI	United States	Financial Services	0.35
Thermo Fisher Scientific Inc.	TMO	United States	Healthcare	0.33
Medtronic PLC Shs	MDT	United States	Healthcare	0.33
Charles Schwab Corp Common Stock	SCHW	United States	Financial Services	0.33
Micron Technology Inc.	MU	United States	Technology	0.33
Lam Research Corporation	LRCX	United States	Technology	0.32
KLA Corp	KLAC	United States	Technology	0.31
Welltower Inc shs	WELL	United States	Real Estate	0.31
Citigroup Inc	C	United States	Financial Services	0.31
Bristol-Myers Squibb Company	BMJ	United States	Healthcare	0.31
BlackRock Inc	BLK	United States	Financial Services	0.30
Trane Technologies PLC Share A	TT	United States	Industrials	0.29
Automatic Data Processing	ADP	United States	Technology	0.29
Comcast Corporation A	CMCSA	United States	Communication Services	0.28
McKesson Inc.	MCK	United States	Healthcare	0.28
Palo Alto Networks Inc	PANW	United States	Technology	0.28
Arista Networks Inc Shs	ANET	United States	Technology	0.28
Waste Management Inc Common Stock	WM	United States	Industrials	0.28
Mondelez International Inc Common Stock A	MDLZ	United States	Consumer Defensive	0.27
Danaher Corporation	DHR	United States	Healthcare	0.27
Mercadolibre Inc.	MELI	United States	Consumer Cyclical	0.27
Capital One Financial Corporation	COF	United States	Financial Services	0.26
Marsh & McLennan Companies	MMC	United States	Financial Services	0.25
CrowdStrike Holdings Inc Ordinary Shares - Class A	CRWD	United States	Technology	0.25
T-Mobile US Inc Shares	TMUS	United States	Communication Services	0.25
Cintas Corporation	CTAS	United States	Industrials	0.24
Chubb Ltd Shs	CB	United States	Financial Services	0.24
O'Reilly Automotive Inc.	ORLY	United States	Consumer Cyclical	0.24
Colgate-Palmolive Company	CL	United States	Consumer Defensive	0.24
DoorDash Inc Ordinary Shares - Class A	DASH	United States	Consumer Cyclical	0.24
Zoetis Inc	ZTS	United States	Healthcare	0.23
CME Group A	CME	United States	Financial Services	0.23
Intercontinental Exchange Inc Common Stock	ICE	United States	Financial Services	0.23
Illinois Tool Works Inc.	ITW	United States	Industrials	0.23
Blackstone Inc	BX	United States	Financial Services	0.22
United Parcel Service Inc Class B	UPS	United States	Industrials	0.22
Prologis Inc Common Stock	PLD	United States	Real Estate	0.22
Nike Inc. B	NKE	United States	Consumer Cyclical	0.22
Motorola Solutions Inc Common Stock	MSI	United States	Technology	0.22
Starbucks Corporation	SBUX	United States	Consumer Cyclical	0.21
Johnson Controls International PLC Registered Shares	JCI	United States	Industrials	0.21
Autodesk Inc.	ADSK	United States	Technology	0.20
AutoZone Inc	AZO	United States	Consumer Cyclical	0.19
Arthur J. Gallagher & Co.	AIG	United States	Financial Services	0.19
CRH PLC Common Share	CRH	United States	Basic Materials	0.19
Equinix Inc Common Stock	EQIX	United States	Real Estate	0.19
Elevance Health Inc Common Stock	ELV	United States	Healthcare	0.19
The Cigna Group	CI	United States	Healthcare	0.18

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Newmont Corp Ordinary Shares	NEM	United States	Basic Materials	0.18
KKR & Co Inc Ordinary Share	KKR	United States	Financial Services	0.18
Aon plc Class A Shs	AON	United States	Financial Services	0.18
CVS Health Corp Shs	CVS	United States	Healthcare	0.18
Cadence Design Systems	CDNS	United States	Technology	0.17
Digital Realty Trust Inc.	DLR	United States	Real Estate	0.17
Freeport-McMoRan Inc Shs	FCX	United States	Basic Materials	0.17
Carrier Global Corp	CARR	United States	Industrials	0.17
Cencora Inc	COR	United States	Healthcare	0.17
Moodys Corp	MCO	United States	Financial Services	0.17
Republic Services Inc. A	RSG	United States	Industrials	0.16
Marvell Technology Inc	MRVL	United States	Technology	0.16
Regeneron Pharmaceuticals Inc.	REGN	United States	Healthcare	0.16
Synopsys Inc	SNPS	United States	Technology	0.16
Becton Dickinson & Co	BDX	United States	Healthcare	0.15
FedEx Corporation	FDX	United States	Industrials	0.15
W.W. Grainger Inc.	GWW	United States	Industrials	0.15
PNC Financial Services Group Inc	PNC	United States	Financial Services	0.15
PayPal Holdings Inc Shs	PYPL	United States	Financial Services	0.15
Kimberly-Clark Corporation	KMB	United States	Consumer Defensive	0.15
U.S. Bancorp Shs	USB	United States	Financial Services	0.15
TE Connectivity PLC Registered Shares	TEL	United States	Technology	0.15
Snowflake Inc Ordinary Shares - Class A	SNOW	United States	Technology	0.15
Chipotle Mexican Grill Inc. A	CMG	United States	Consumer Cyclical	0.15
Fastenal Company	FAST	United States	Industrials	0.15
NXP Semiconductors NV Common Stock	NXPI	United States	Technology	0.15
Fortinet Inc.	FTNT	United States	Technology	0.15
Edwards Lifesciences Corporation	EW	United States	Healthcare	0.14
Ross Stores Inc.	ROST	United States	Consumer Cyclical	0.14
Royal Caribbean Group Ordinary Shares	RCL	United States	Consumer Cyclical	0.14
The Travelers Companies Inc.	TRV	United States	Financial Services	0.14
Exelon Corporation	EXC	United States	Utilities	0.14
Bank of New York Mellon Corporation	BK	United States	Financial Services	0.13
Carvana Co Registered Shs -A-	CVNA	United States	Consumer Cyclical	0.13
Target Corporation	TGT	United States	Consumer Defensive	0.13
Marriott International Inc Shs A	MAR	United States	Consumer Cyclical	0.13
Kroger Company	KR	United States	Consumer Defensive	0.13
Kenvue Inc	KVUE	United States	Consumer Defensive	0.13
Apollo Global Management Inc Ordinary Shares - Class A (New)	APO	United States	Financial Services	0.13
Keurig Dr Pepper Inc Shs	KDP	United States	Consumer Defensive	0.13
Hilton Worldwide Holdings Inc Shs	HLT	United States	Consumer Cyclical	0.13
Vertiv Holdings Co Class A	VRT	United States	Industrials	0.13
Public Service Enterprise Group	PEG	United States	Utilities	0.13
Allstate Corporation	ALL	United States	Financial Services	0.12
Airbnb Inc Ordinary Shares - Class A	ABNB	United States	Consumer Cyclical	0.12
Workday Inc	WDAY	United States	Technology	0.12
Otis Worldwide Corp	OTIS	United States	Industrials	0.12
Cardinal Health Inc.	CAH	United States	Healthcare	0.12
Corning Inc.	GLW	United States	Technology	0.12
Simon Property Group Inc.	SPG	United States	Real Estate	0.12
CBRE Group Inc	CBRE	United States	Real Estate	0.12
Roblox Corp Ordinary Shares - Class A	RBLX	United States	Communication Services	0.12
Ferguson Enterprises Inc	FERG	United States	Industrials	0.11
Truist Financial Corp	TFC	United States	Financial Services	0.11
Aflac Inc.	AFL	United States	Financial Services	0.11

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Paychex Inc.	PAYX	United States	Technology	0.11
Sysco Corporation	SYX	United States	Consumer Defensive	0.11
American International Group Inc Common Stock	AIG	United States	Financial Services	0.11
Public Storage Common Stock	PSA	United States	Real Estate	0.11
Ameriprise Financial Inc.	AMP	United States	Financial Services	0.11
Coupage Inc Ordinary Shares - Class A	CPNG	United States	Consumer Cyclical	0.11
eBay Inc.	EBAY	United States	Consumer Cyclical	0.11
DexCom Inc.	DXCM	United States	Healthcare	0.10
Lululemon Athletica Inc	LULU	United States	Consumer Cyclical	0.10
Martin Marietta Materials Inc	MLM	United States	Basic Materials	0.10
Dell Technologies Inc Ordinary Shares - Class C	DELL	United States	Technology	0.10
United Rentals Inc Common Stock	URI	United States	Industrials	0.10
D.R. Horton Inc Shs	DHI	United States	Consumer Cyclical	0.10
Agilent Technologies Inc Common Stock	A	United States	Healthcare	0.10
Metropolitan Life Insurance Company	MET	United States	Financial Services	0.10
Verisk Analytics Inc.	VRSK	United States	Industrials	0.10
Ingersoll Rand Inc Ordinary Shares	IR	United States	Industrials	0.10
Copart Inc.	CPRT	United States	Industrials	0.10
Monolithic Power Systems Inc.	MPWR	United States	Technology	0.09
Xylem Inc Common Stock	XYL	United States	Industrials	0.09
MSCI Inc Common Stock	MSCI	United States	Financial Services	0.09
General Mills Inc.	GIS	United States	Consumer Defensive	0.09
Veeva Systems Inc Shs -A-	VEEV	United States	Healthcare	0.09
Fidelity National Information Services Inc.	FIS	United States	Technology	0.09
Crown Castle Inc	CCI	United States	Real Estate	0.09
IDEXX Laboratories Inc	IDXX	United States	Healthcare	0.09
Old Dominion Freight Line Inc Ordinary Shares	ODFL	United States	Industrials	0.09
Yum Brands Inc.	YUM	United States	Consumer Cyclical	0.09
Cognizant Technology Solutions Corporation A	CTSH	United States	Technology	0.09
DuPont de Nemours Inc Regs Shs	DD	United States	Basic Materials	0.09
American Water Works	AWK	United States	Utilities	0.09
Take-Two Interactive Software Inc.	TTWO	United States	Communication Services	0.08
Keysight Technologies Inc	KEYS	United States	Technology	0.08
Charter Communications Inc Common Stock A	CHTR	United States	Communication Services	0.08
Ventas Inc.	VTR	United States	Real Estate	0.08
Prudential Financial Inc.	PRU	United States	Financial Services	0.08
United Airlines Holdings Inc Common Stock	UAL	United States	Industrials	0.08
The Hartford Insurance Group Inc	HIG	United States	Financial Services	0.08
PPG Industries Inc.	PPG	United States	Basic Materials	0.08
Arch Capital Group Ltd.	ACGL	United States	Financial Services	0.08
Datadog Inc shs A	DDOG	United States	Technology	0.08
International Paper Co.	IP	United States	Consumer Cyclical	0.08
Tractor Supply	TSCO	United States	Consumer Cyclical	0.08
Dover Corporation	DOV	United States	Industrials	0.08
Church & Dwight Company Inc.	CHD	United States	Consumer Defensive	0.08
Lennar Corporation	LEN	United States	Consumer Cyclical	0.08
Electronic Arts Inc.	EA	United States	Communication Services	0.08
Veralto Corp	VLTO	United States	Industrials	0.07
Atlassian Corp	TEAM	United States	Technology	0.07
The Hershey Company	HSY	United States	Consumer Defensive	0.07
Ares Management Corp Ordinary Shares Class A	ARES	United States	Financial Services	0.07
HP Inc Common Stock	HPQ	United States	Technology	0.07
Gartner Inc	IT	United States	Technology	0.07
Equifax Inc.	EFX	United States	Industrials	0.07
Nasdaq Inc Shares	NDAQ	United States	Financial Services	0.07

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Eversource Energy	ES	United States	Utilities	0.07
Insulet Corporation	PODD	United States	Healthcare	0.07
Hewlett Packard Enterprise Co Shares	HPE	United States	Technology	0.07
GE HealthCare Technologies Inc	GEHC	United States	Healthcare	0.07
LPL Financial Holdings Inc Common Stock	LPLA	United States	Financial Services	0.07
Extra Space Storage Inc.	EXR	United States	Real Estate	0.07
M & T Bank Corporation	MTB	United States	Financial Services	0.07
Dollar General Common Stock	DG	United States	Consumer Defensive	0.07
Ulta Beauty Inc Rg shs	ULTA	United States	Consumer Cyclical	0.07
Willis Towers Watson PLC Shs	WTW	United States	Financial Services	0.07
Hubbell Inc shs	HUBB	United States	Industrials	0.06
HubSpot Inc Shs	HUBS	United States	Technology	0.06
Iron Mountain Inc.	IRM	United States	Real Estate	0.06
Ansys Inc.	ANSS	United States	Technology	0.06
NVR Inc.	NVR	United States	Consumer Cyclical	0.06
Broadridge Financial Solutions	BR	United States	Technology	0.06
AvalonBay Communities Inc.	AVB	United States	Real Estate	0.06
Humana	HUM	United States	Healthcare	0.06
PulteGroup Inc Common Stock	PHM	United States	Consumer Cyclical	0.06
State Street Corp	STT	United States	Financial Services	0.06
International Flavors & Fragrances Inc Shs	IFF	United States	Basic Materials	0.06
Dow Inc Shs	DOW	United States	Basic Materials	0.06
Brown & Brown Inc.	BRO	United States	Financial Services	0.06
Centene Corporation	CNC	United States	Healthcare	0.06
Zscaler Inc shs	ZS	United States	Technology	0.06
Lennox International Inc.	LII	United States	Industrials	0.06
Biogen Inc Shs	BIIB	United States	Healthcare	0.06
Dollar Tree Inc Shs	DLTR	United States	Consumer Defensive	0.06
McCormick & Company Inc Ordinary Shares (Non Voting)	MKC	United States	Consumer Defensive	0.06
GoDaddy Inc Shs -A-	GDDY	United States	Technology	0.06
Fifth Third Bancorp	FITB	United States	Financial Services	0.06
Carnival Corporation	CCL	United States	Consumer Cyclical	0.06
SBA Communications Corporation Class A Shs	SBAC	United States	Real Estate	0.05
Genuine Parts Company	GPC	United States	Consumer Cyclical	0.05
Tyler Technologies Inc.	TYL	United States	Technology	0.05
IQVIA Holdings Inc Shs	IQV	United States	Healthcare	0.05
Packaging Corporation of America	PKG	United States	Consumer Cyclical	0.05
Southwest Airlines Co.	LUV	United States	Industrials	0.05
Trimble Inc	TRMB	United States	Technology	0.05
Mettler-Toledo International Inc.	MTD	United States	Healthcare	0.05
Equity Residential	EQR	United States	Real Estate	0.05
Seagate Technology Holdings PLC	STX	United States	Technology	0.05
CDW Corp	CDW	United States	Technology	0.05
Cincinnati Financial Corporation	CINF	United States	Financial Services	0.05
Pentair PLC Common Stock	PNR	United States	Industrials	0.05
Clorox Company	CLX	United States	Consumer Defensive	0.05
First Solar Inc.	FSLR	United States	Technology	0.05
Deckers Outdoor Corporation	DECK	United States	Consumer Cyclical	0.05
Warner Bros. Discovery Inc Class A	WBD	United States	Communication Services	0.05
Huntington Bancshares Inc.	HBAN	United States	Financial Services	0.05
Estee Lauder Companies A	EL	United States	Consumer Defensive	0.05
Synchrony Financial Shs	SYF	United States	Financial Services	0.05
Watsco Inc	WSO	United States	Industrials	0.05
West Pharmaceutical Services Inc.	WST	United States	Healthcare	0.05
W.R. Berkley Corporation	WRB	United States	Financial Services	0.05

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Expeditors International of Washington Inc.	EXPD	United States	Industrials	0.05
Zebra Technologies Corp Ordinary Shares - Class A	ZBRA	United States	Technology	0.05
Northern Trust Corporation	NTRS	United States	Financial Services	0.05
Waters Corporation	WAT	United States	Healthcare	0.05
Flex Ltd Shs	FLEX	United States	Technology	0.05
Liberty Media Corporation Series C Formula One Group Common Stock	FWONK	United States	Communication Services	0.05
NetApp Inc.	NTAP	United States	Technology	0.04
Expedia Group Inc Shs	EXPE	United States	Consumer Cyclical	0.04
Burlington Stores Inc Shs	BURL	United States	Consumer Cyclical	0.04
Ball Corporation	BALL	United States	Consumer Cyclical	0.04
PTC Inc Common Stock	PTC	United States	Technology	0.04
Hologic Inc.	HOLX	United States	Healthcare	0.04
Live Nation Entertainment Inc Common Stock	LYV	United States	Communication Services	0.04
Zoom Communications Inc	ZM	United States	Technology	0.04
Quest Diagnostics Inc.	DGX	United States	Healthcare	0.04
Cooper Companies	COO	United States	Healthcare	0.04
Masco Corporation	MAS	United States	Industrials	0.04
Pinterest Inc Ordinary Shares Cls A	PINS	United States	Communication Services	0.04
Global Payments Inc.	GPN	United States	Industrials	0.04
Regions Financial Corporation	RF	United States	Financial Services	0.04
Mid-America Apartment Communities Inc	MAA	United States	Real Estate	0.04
Best Buy Co. Inc.	BBY	United States	Consumer Cyclical	0.04
Align Technology Inc.	ALGN	United States	Healthcare	0.04
DocuSign Inc Ordinary Shares	DOCU	United States	Technology	0.04
Teradyne Inc.	TER	United States	Technology	0.04
Western Digital Corporation	WDC	United States	Technology	0.04
Citizens Financial Group	CFG	United States	Financial Services	0.04
FactSet Research Systems Inc.	FDS	United States	Financial Services	0.04
Essex Property Trust Inc	ESS	United States	Real Estate	0.04
Principal Financial Group Inc	PFG	United States	Financial Services	0.04
Builders FirstSource Inc.	BLDR	United States	Industrials	0.04
Healthpeak Properties Inc	DOC	United States	Real Estate	0.04
Okta Inc Registered Shs -A-	OKTA	United States	Technology	0.04
Juniper Networks Inc Common Stock	JNPR	United States	Technology	0.04
Rollins Inc.	ROL	United States	Consumer Cyclical	0.04
J.M. Smucker Co.	SJM	United States	Consumer Defensive	0.04
TransUnion Shs	TRU	United States	Financial Services	0.04
F5 Inc	FFIV	United States	Technology	0.04
Equitable Holdings Inc Shs	EQH	United States	Financial Services	0.04
Crown Holdings Inc Ordinary Shares	CCK	United States	Consumer Cyclical	0.04
Owens-Corning Inc.	OC	United States	Industrials	0.04
Gen Digital Inc	GEN	United States	Technology	0.04
Dynatrace Inc Shs	DT	United States	Technology	0.04
J.B. Hunt Transport Services Inc.	JBHT	United States	Industrials	0.03
Pool Corp	POOL	United States	Industrials	0.03
CNH Industrial N.V. Shs	CNH	United States	Industrials	0.03
KeyCorp	KEY	United States	Financial Services	0.03
MongoDB Inc Shs	MDB	United States	Technology	0.03
Everest Group Ltd	EG	United States	Financial Services	0.03
Kimco Realty Corporation	KIM	United States	Real Estate	0.03
Omnicom Group Inc.	OMC	United States	Communication Services	0.03
Avery Dennison Corp.	AVY	United States	Consumer Cyclical	0.03
W.P. Carey Inc Shs	WPC	United States	Real Estate	0.03
Reinsurance Group of America Inc	RGA	United States	Financial Services	0.03
Jack Henry & Associates Inc Common Stock	JKHY	United States	Technology	0.03

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Paycom Software Inc Shs	PAYC	United States	Technology	0.03
Moderna Inc Shs	MRNA	United States	Healthcare	0.03
Illumina Inc.	ILMN	United States	Healthcare	0.03
East West Bancorp Inc Common Stock	EWBC	United States	Financial Services	0.03
Hormel Foods Corporation	HRL	United States	Consumer Defensive	0.03
Allegion PLC	ALLE	United States	Industrials	0.03
Equity Lifestyle Properties Inc.	ELS	United States	Real Estate	0.03
Regency Centers Corporation	REG	United States	Real Estate	0.03
Fox Corp Ordinary Shares Class A	FOXA	United States	Communication Services	0.03
Southern Copper Corporation	SCCO	United States	Basic Materials	0.03
Akamai Technologies Inc.	AKAM	United States	Technology	0.03
News Corp Common Stock A	NWSA	United States	Communication Services	0.02
Annaly Capital Management Inc.	NLY	United States	Real Estate	0.02
Zillow Group Inc Shs -C-	Z	United States	Communication Services	0.02
Revvity Inc	RVTY	United States	Healthcare	0.02
Alexandria Real Estate Equities Inc.	ARE	United States	Real Estate	0.02
The Carlyle Group Inc	CG	United States	Financial Services	0.02
The Campbell's Co	CPB	United States	Consumer Defensive	0.02
Snap Inc Registered Shs -A-	SNAP	United States	Communication Services	0.02
Fox Corp Ordinary Shares Class B	FOX	United States	Communication Services	0.01
Bentley Systems Inc Ordinary Shares - Class B	BSY	United States	Technology	0.01
News Corp Common Stock B	NWS	United States	Communication Services	0.01
Westlake Corp	WLK	United States	Basic Materials	0.01
Zillow Group Inc Common Stock	ZG	United States	Communication Services	0.01
Liberty Media Corp Registered Shs Series -A- Formula One	FWONA	United States	Communication Services	0.00
Lennar Corporation B	LEN/B	United States	Consumer Cyclical	0.00
Cummins Inc	CMI	United States	Industrials	0.00
T. Rowe Price Group Inc Shs	TROW	United States	Financial Services	0.00

Added Holdings

Name	Ticker	Country	Sector	Weight(%)	Previous Recon Failed Screen					
					ESG Risk Score	High Rank Security	Baseline Exclusion	Activity Exclusion	Addition to Universe	Other
Intuit Corp Common Stock	INTU	United States	Technology	0.46		•				
GE Vernova Inc*	GEV	United States	Industrials	0.40						•
Micron Technology Inc.	MU	United States	Technology	0.33		•				
CrowdStrike Holdings Inc Ordinary Shares - Class A	CRWD	United States	Technology	0.25		•				
Becton Dickinson & Co	BDX	United States	Healthcare	0.15		•				
Snowflake Inc Ordinary Shares - Class A	SNOW	United States	Technology	0.15		•				
NXP Semiconductors NV Common Stock	NXPI	United States	Technology	0.15		•				
Workday Inc	WDAY	United States	Technology	0.12		•				
Ferguson Enterprises Inc*	FERG	United States	Industrials	0.11						•
Monolithic Power Systems Inc.	MPWR	United States	Technology	0.09		•				
United Airlines Holdings Inc Common Stock	UAL	United States	Industrials	0.08		•				
Atlassian Corp	TEAM	United States	Technology	0.07		•				
Gartner Inc	IT	United States	Technology	0.07		•				
Extra Space Storage Inc.	EXR	United States	Real Estate	0.07		•				
Iron Mountain Inc.	IRM	United States	Real Estate	0.06		•				

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Added Holdings

Name	Ticker	Country	Sector	Weight(%)	Previous Recon Failed Screen					
					ESG Risk Score	High Rank Security	Baseline Exclusion	Activity Exclusion	Addition to Universe	Other
GoDaddy Inc Shs -A-	GDDY	United States	Technology	0.06		•				
Tyler Technologies Inc.	TYL	United States	Technology	0.05		•				
Southwest Airlines Co.	LUV	United States	Industrials	0.05		•				
First Solar Inc.	FSLR	United States	Technology	0.05		•				
PTC Inc Common Stock	PTC	United States	Technology	0.04		•				
Docusign Inc Ordinary Shares	DOCU	United States	Technology	0.04		•				
Healthpeak Properties Inc*	DOC	United States	Real Estate	0.04						•
J.M. Smucker Co.	SJM	United States	Consumer Defensive	0.04		•				
MongoDB Inc Shs	MDB	United States	Technology	0.03		•				
Everest Group Ltd*	EG	United States	Financial Services	0.03						•
W.P. Carey Inc Shs	WPC	United States	Real Estate	0.03		•				
Jack Henry & Associates Inc Common Stock	JKHY	United States	Technology	0.03		•				
Paycom Software Inc Shs	PAYC	United States	Technology	0.03		•				

* - Missing ESG Risk Score

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Removed Holdings

Name	Ticker	Country	Sector	Failed Screen (Reason for removal)					
				ESG Risk Score	High Rank Security	Baseline Exclusion	Activity Exclusion	Dropped from the Parent Index	Other
American Tower Corporation A	AMT	US	Real Estate		•				
Baxter International Inc.	BAX	US	Healthcare		•				
Biomarin Pharmaceutical Inc.	BMRN	US	Healthcare		•				
BXP Inc	BXP	US	Real Estate					•	
CF Industries Holdings Inc Common Stock	CF	US	Basic Materials		•				
CarMax Inc.	KMX	US	Consumer Cyclical					•	
Domino's Pizza Inc.	DPZ	US	Consumer Cyclical		•				
Exact Sciences Corporation	EXAS	US	Healthcare					•	
Fidelity National Financial Inc.	FNF	US	Financial Services		•				
Ford Motor Company	F	US	Consumer Cyclical		•				
Franklin Resources	BEN	US	Financial Services					•	
Host Hotels & Resorts Inc.	HST	US	Real Estate					•	
Intel Corporation Common Stock	INTC	US	Technology		•				
Interpublic Group of Companies	IPG	US	Communication Services					•	
Labcorp Holdings Inc*	LH	US	Healthcare						•
McDonald's Corporation	MCD	US	Consumer Cyclical		•				
Molina Healthcare Inc.	MOH	US	Healthcare		•				
Neurocrine Biosciences Inc.	NBIX	US	Healthcare					•	
PACCAR Inc.	PCAR	US	Industrials		•				
Snap-on Inc.	SNA	US	Industrials		•				
Stanley Black & Decker Common Stock	SWK	US	Industrials					•	
Steris PLC Common Stock	STE	US	Healthcare		•				
UDR Inc.	UDR	US	Real Estate		•				
General Motors Co Common Stock	GM	US	Consumer Cyclical		•				
Aptiv PLC Shs*	APTV	US	Consumer Cyclical						•
Lamb Weston Holdings Inc Registered Shs	LW	US	Consumer Defensive					•	
Avantor Inc Shs	AVTR	US	Healthcare					•	

* - Missing ESG Risk Score