



Morningstar Japan ex-REIT Gender Diversity Tilt Index Constituents

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GE score groups and score range

Score group	Score range
1	45.71–72.17
2	40.44–45.71
3	35.44–40.44
4	32.32–35.44
5	7.95–31.74

Data as of 22 December 2025. 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	3.7719%	1
Mitsubishi Tokyo Fin. Grp	8306	Financial Services	Japan	3.1850%	1
Sumitomo Mitsui Financial Grp	8316	Financial Services	Japan	2.0867%	1
SoftBank Group Corp shs	9984	Communication Services	Japan	1.9896%	1
ITOCHU Corp Shs	8001	Industrials	Japan	1.9573%	1
Mitsui & Co.	8031	Industrials	Japan	1.6020%	1
Mizuho Financial Grp	8411	Financial Services	Japan	1.5707%	1
Fast Retailing	9983	Consumer Cyclical	Japan	1.5145%	1
Recruit Holdings Co Ltd Shs	6098	Communication Services	Japan	1.4433%	1
Tokio Marine Holdings Inc Common Stock	8766	Financial Services	Japan	1.2166%	1
NEC Corporation	6701	Technology	Japan	1.0339%	1
Fujitsu Limited	6702	Technology	Japan	1.0265%	1
Marubeni Corporation	8002	Industrials	Japan	1.0194%	1
Hoya Corp Common Stock	7741	Healthcare	Japan	0.9278%	1
Daiichi Sankyo Co Ltd Common Stock	4568	Healthcare	Japan	0.8446%	1
Takeda Pharmaceutical Co. Ltd.	4502	Healthcare	Japan	0.8267%	1

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Japan Tobacco	2914	Consumer Defensive	Japan	0.8074%	1
SoftBank Corp	9434	Communication Services	Japan	0.7949%	1
Mitsui Fudosan	8801	Real Estate	Japan	0.6914%	1
Chugai Pharmaceutical	4519	Healthcare	Japan	0.6457%	1
FUJIFILM Hldgs	4901	Industrials	Japan	0.6032%	1
Panasonic Holdings Corp Common Shares	6752	Technology	Japan	0.6018%	1
Seven & I Holdings	3382	Consumer Defensive	Japan	0.5862%	1
MS&AD Insurance Group Holdings Inc Common Stock	8725	Financial Services	Japan	0.5623%	1
Disco	6146	Technology	Japan	0.5512%	1
ORIX Shs	8591	Financial Services	Japan	0.5456%	1
Sompo Holdings Inc Common Stock	8630	Financial Services	Japan	0.5192%	1
Kyocera Corporation	6971	Industrials	Japan	0.4491%	1
Bandai Namco Holdings Inc. Common Stock	7832	Consumer Cyclical	Japan	0.4299%	1
Terumo Corp.	4543	Healthcare	Japan	0.4250%	1
Astellas Pharma Inc Common Stock	4503	Healthcare	Japan	0.4137%	1
Resona Holdings Inc.	8308	Financial Services	Japan	0.4078%	1
Renesas Electronics Corp Common Stock	6723	Technology	Japan	0.4050%	1
Nomura Holdings Inc.	8604	Financial Services	Japan	0.3990%	1
Japan Post Bank Co Ltd Shares	7182	Financial Services	Japan	0.3913%	1
Asics Corp Common Stock	7936	Consumer Cyclical	Japan	0.3849%	1
Kao Corporation	4452	Consumer Defensive	Japan	0.3647%	1
Nomura Research Institute Ltd	4307	Technology	Japan	0.3619%	1
Nitto Denko	6988	Basic Materials	Japan	0.3550%	1
Asahi Group Holdings Ltd Common Stock	2502	Consumer Defensive	Japan	0.3384%	1
Tokyo Gas Co. Ltd.	9531	Utilities	Japan	0.3274%	1
Nippon Yusen Kabushiki Kaisha	9101	Industrials	Japan	0.3201%	1
Lasertec	6920	Technology	Japan	0.3178%	1
Japan Post Holdings Co Ltd Shares	6178	Financial Services	Japan	0.3003%	1
Nidec	6594	Industrials	Japan	0.2970%	1
Shionogi & Co Ltd	4507	Healthcare	Japan	0.2666%	1
Kirin Holdings Co Ltd Shs	2503	Consumer Defensive	Japan	0.2475%	1
Ryohin Keikaku	7453	Consumer Cyclical	Japan	0.2272%	1
Mitsui O.S.K. Lines Ltd	9104	Industrials	Japan	0.2203%	1
Toray Industries Inc. Common Stock	3402	Consumer Cyclical	Japan	0.2176%	1
Toppan Inc shs	7911	Industrials	Japan	0.2110%	1
Daiwa Securities Group Inc Common Stock	8601	Financial Services	Japan	0.2095%	1
ANA HOLDINGS INC	9202	Industrials	Japan	0.2068%	1
Rakuten Group Inc	4755	Consumer Cyclical	Japan	0.2031%	1

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Isuzu Motors Ltd Common Stock	7202	Consumer Cyclical	Japan	0.1951%	1
Japan Airlines Co Ltd Common Stock	9201	Industrials	Japan	0.1899%	1
Yokogawa Electric	6841	Industrials	Japan	0.1856%	1
Tokyo Electric Power Co Holdings Shs	9501	Utilities	Japan	0.1842%	1
Resonac Holdings Corp	4004	Basic Materials	Japan	0.1693%	1
LY Corp	4689	Consumer Cyclical	Japan	0.1677%	1
TIS Inc Shs	3626	Technology	Japan	0.1671%	1
Yokohama Financial Group Inc	7186	Financial Services	Japan	0.1627%	1
Eisai Co Ltd	4523	Healthcare	Japan	0.1551%	1
Sanrio	8136	Consumer Cyclical	Japan	0.1490%	1
Sojitz Corp.	2768	Industrials	Japan	0.1436%	1
Nippon Sanso Holdings Corp	4091	Basic Materials	Japan	0.1431%	1
Shizuoka Financial Group Inc	5831	Financial Services	Japan	0.1416%	1
Nippon Paint Holdings Co Ltd Common Stock	4612	Basic Materials	Japan	0.1414%	1
Trend Micro	4704	Technology	Japan	0.1357%	1
M3 Inc.	2413	Healthcare	Japan	0.1352%	1
Hulic Co Ltd Common Stock	3003	Real Estate	Japan	0.1334%	1
Unicharm	8113	Consumer Defensive	Japan	0.1308%	1
MatsukiyoCocokara & Co	3088	Healthcare	Japan	0.1293%	1
Mitsubishi HC Capital Inc	8593	Financial Services	Japan	0.1211%	1
Nissan Motor Co Ltd	7201	Consumer Cyclical	Japan	0.1200%	1
Kyoto Financial Group Inc	5844	Financial Services	Japan	0.1147%	1
Haseko	1808	Consumer Cyclical	Japan	0.1091%	1
Oji Holdings Corp	3861	Basic Materials	Japan	0.1066%	1
Toto Ltd Shs	5332	Industrials	Japan	0.1033%	1
Shiseido Company Ltd.	4911	Consumer Defensive	Japan	0.1032%	1
TBS Holdings Inc	9401	Communication Services	Japan	0.1029%	1
Kurita Water Industries Ltd Shs	6370	Industrials	Japan	0.1010%	1
Dentsu Group Inc Ordinary Shares	4324	Communication Services	Japan	0.1008%	1
Japan Post Insurance Co Ltd Shares	7181	Financial Services	Japan	0.0964%	1
Misumi	9962	Industrials	Japan	0.0925%	1
Modec	6269	Energy	Japan	0.0913%	1
The Hachijuni Bank Ltd	8359	Financial Services	Japan	0.0892%	1
Yakult Honsha	2267	Consumer Defensive	Japan	0.0867%	1
Kintetsu Group Holdings Co Ltd Shs	9041	Industrials	Japan	0.0839%	1
MONOTARO	3064	Consumer Cyclical	Japan	0.0823%	1
Nissin Food Products	2897	Consumer Defensive	Japan	0.0803%	1
J.Front Retailing Co. Ltd.	3086	Consumer Cyclical	Japan	0.0795%	1

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Zozo Inc Shs	3092	Consumer Cyclical	Japan	0.0794%	1
LIXIL Corp Shs	5938	Industrials	Japan	0.0792%	1
McDonald's Hldgs Company (Japan) Ltd	2702	Consumer Cyclical	Japan	0.0791%	1
Suntory Beverage & Food Limited Shs	2587	Consumer Defensive	Japan	0.0770%	1
Persol Holdings Co Ltd Shs	2181	Industrials	Japan	0.0762%	1
Sapporo Holdings Ltd	2501	Consumer Defensive	Japan	0.0761%	1
Rakuten Bank Ltd	5838	Financial Services	Japan	0.0757%	1
Takashimaya	8233	Consumer Cyclical	Japan	0.0736%	1
Keio Corp.	9008	Industrials	Japan	0.0719%	1
Nomura Real Estate Hldgs	3231	Real Estate	Japan	0.0708%	1
Yamaha Corp.	7951	Consumer Cyclical	Japan	0.0684%	1
Cosmo Energy Holdings Co Ltd Shs	5021	Energy	Japan	0.0675%	1
Rohto Pharmaceutical	4527	Consumer Defensive	Japan	0.0659%	1
Biprogy Inc	8056	Technology	Japan	0.0649%	1
Santen Pharmaceutical	4536	Healthcare	Japan	0.0638%	1
Marui	8252	Financial Services	Japan	0.0636%	1
Oracle Corp. Japan	4716	Technology	Japan	0.0617%	1
Mitsubishi Materials Corp Shs	5711	Basic Materials	Japan	0.0587%	1
Nisshin Seifun Grp	2002	Consumer Defensive	Japan	0.0579%	1
Japan Airport Terminal	9706	Industrials	Japan	0.0549%	1
Lion	4912	Consumer Defensive	Japan	0.0542%	1
Sumitomo Bakelite	4203	Basic Materials	Japan	0.0517%	1
Tokyo Century Corp	8439	Industrials	Japan	0.0494%	1
Miura	6005	Industrials	Japan	0.0488%	1
Coca-Cola Bottlers Japan Holdings Inc Shs	2579	Consumer Defensive	Japan	0.0486%	1
Konica Minolta Inc Shs	4902	Industrials	Japan	0.0484%	1
Kadokawa Corp Shs	9468	Communication Services	Japan	0.0472%	1
Sugi Pharmacy	7649	Healthcare	Japan	0.0461%	1
DIC Corp	4631	Basic Materials	Japan	0.0436%	1
Senko Group Holdings Co Ltd Shs	9069	Industrials	Japan	0.0435%	1
NOK	7240	Consumer Cyclical	Japan	0.0426%	1
Fuyo General Lease	8424	Industrials	Japan	0.0422%	1
Mercari Inc Ordinary Shares	4385	Consumer Cyclical	Japan	0.0419%	1
Anritsu	6754	Technology	Japan	0.0399%	1
Wacoal	3591	Consumer Cyclical	Japan	0.0372%	1
Teijin Ltd.	3401	Industrials	Japan	0.0364%	1
Kakaku.Com	2371	Communication Services	Japan	0.0357%	1
Tomy	7867	Consumer Cyclical	Japan	0.0334%	1
Toridoll Holdings Corp	3397	Consumer Cyclical	Japan	0.0326%	1

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Ushio	6925	Industrials	Japan	0.0310%	1
Visional Inc. Ordinary Shares	4194	Communication Services	Japan	0.0309%	1
Koei Tecmo Holdings Co Ltd Common Stock	3635	Communication Services	Japan	0.0303%	1
CALBEE Inc Common Share	2229	Consumer Defensive	Japan	0.0295%	1
Lintec	7966	Basic Materials	Japan	0.0274%	1
Dentsu Soken Inc	4812	Technology	Japan	0.0271%	1
Sawai Group Holdings Co Ltd	4887	Healthcare	Japan	0.0268%	1
Duskin	4665	Industrials	Japan	0.0264%	1
Nippon Shinyaku	4516	Healthcare	Japan	0.0262%	1
The San-in Godo Bank Ltd	8381	Financial Services	Japan	0.0257%	1
KOSE Corp Common Stock	4922	Consumer Defensive	Japan	0.0244%	1
H U Group Holdings Inc Shs	4544	Healthcare	Japan	0.0243%	1
Ain Holdings Inc Shs	9627	Healthcare	Japan	0.0238%	1
Pigeon	7956	Consumer Defensive	Japan	0.0237%	1
Fuji Oil Co Ltd	2607	Consumer Defensive	Japan	0.0216%	1
AEON Financial Service Co Ltd Common Stock	8570	Financial Services	Japan	0.0202%	1
Takasago Int'l	4914	Basic Materials	Japan	0.0190%	1
CCI Group Inc	7381	Financial Services	Japan	0.0184%	1
FP	7947	Consumer Cyclical	Japan	0.0184%	1
Freee KK Ordinary Shares	4478	Technology	Japan	0.0179%	1
Pola Orbis Holdings Inc Common Share	4927	Consumer Defensive	Japan	0.0154%	1
Monex Beans Holdings Inc	8698	Financial Services	Japan	0.0151%	1
GNI Group Ltd Common Stock	2160	Healthcare	Japan	0.0150%	1
Noritsu Koki	7744	Technology	Japan	0.0139%	1
Lifenet Insurance Co Common Stock	7157	Financial Services	Japan	0.0128%	1
T Hasegawa Co Ltd Shs	4958	Basic Materials	Japan	0.0127%	1
Mixi Inc.	2121	Communication Services	Japan	0.0125%	1
Zojirushi	7965	Consumer Cyclical	Japan	0.0118%	1
Ichigo Inc shs	2337	Real Estate	Japan	0.0110%	1
JAC Recruitment Co Ltd	2124	Industrials	Japan	0.0107%	1
Earth Corp Shs	4985	Consumer Defensive	Japan	0.0098%	1
Noevir Holdings Co Ltd Common Share	4928	Consumer Defensive	Japan	0.0098%	1
Ricoh Leasing Co. Ltd.	8566	Financial Services	Japan	0.0096%	1
ASKUL	2678	Consumer Cyclical	Japan	0.0083%	1
DIP Corp	2379	Communication Services	Japan	0.0080%	1
Takara Bio	4974	Healthcare	Japan	0.0048%	1
PHC Holdings Corp	6523	Healthcare	Japan	0.0034%	1
Nintendo	7974	Communication Services	Japan	1.6255%	2
Shin-Etsu Chemical	4063	Basic Materials	Japan	1.0510%	2

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Aeon Co Ltd Common Stock	8267	Consumer Cyclical	Japan	0.8983%	2
NTT Inc	9432	Communication Services	Japan	0.8918%	2
Daikin Industries Ltd	6367	Industrials	Japan	0.7383%	2
Honda Motor	7267	Consumer Cyclical	Japan	0.7357%	2
Murata Mfg Co. Ltd 100	6981	Technology	Japan	0.6688%	2
Komatsu Ltd	6301	Industrials	Japan	0.5877%	2
Sumitomo Electric Industries Ltd Common Stock	5802	Consumer Cyclical	Japan	0.5758%	2
Fujikura Ltd	5803	Industrials	Japan	0.5749%	2
TDK Corporation	6762	Technology	Japan	0.5590%	2
East Japan Railway	9020	Industrials	Japan	0.5485%	2
Bridgestone	5108	Consumer Cyclical	Japan	0.4825%	2
Dai-ichi Life Holdings Inc	8750	Financial Services	Japan	0.4316%	2
Oriental Land	4661	Consumer Cyclical	Japan	0.4051%	2
Otsuka Holdings Co Ltd Common Stock	4578	Healthcare	Japan	0.3995%	2
Daiwa House Industry Co Ltd Common Stock	1925	Real Estate	Japan	0.3735%	2
Ajinomoto Ordinary Shares	2802	Consumer Defensive	Japan	0.3675%	2
IHI Corp.	7013	Industrials	Japan	0.3668%	2
Sumitomo Mitsui Trust Group Inc	8309	Financial Services	Japan	0.3093%	2
Inpex Corporation	1605	Energy	Japan	0.3084%	2
ENEOS Holdings Inc Shs	5020	Energy	Japan	0.2954%	2
Obayashi Corp Shs	1802	Industrials	Japan	0.2770%	2
Osaka Gas Co. Ltd.	9532	Utilities	Japan	0.2715%	2
Sekisui House Ltd	1928	Consumer Cyclical	Japan	0.2638%	2
Pan Pacific International Holdings Corp	7532	Consumer Defensive	Japan	0.2601%	2
Ebara Corp	6361	Industrials	Japan	0.2346%	2
Olympus Corporation	7733	Healthcare	Japan	0.2308%	2
Asahi Kasei Corp Shs	3407	Industrials	Japan	0.2202%	2
Japan Exchange Group Inc Shs	8697	Financial Services	Japan	0.1794%	2
Sumitomo Metal Mining	5713	Basic Materials	Japan	0.1616%	2
Niterra Co Ltd Ordinary Shares	5334	Consumer Cyclical	Japan	0.1610%	2
AGC Inc Ordinary Shares	5201	Industrials	Japan	0.1422%	2
Mitsui Kinzoku Co Ltd	5706	Industrials	Japan	0.1267%	2
Sumitomo Forestry	1911	Consumer Cyclical	Japan	0.1165%	2
The Chiba Bank Ltd	8331	Financial Services	Japan	0.1119%	2
The Yokohama Rubber	5101	Consumer Cyclical	Japan	0.1095%	2
Toho Co Ltd Common Stock	9602	Communication Services	Japan	0.1077%	2
Sanwa Holdings Corp Common Stock	5929	Industrials	Japan	0.1066%	2
Idemitsu Kosan	5019	Energy	Japan	0.1065%	2

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Isetan Mitsukoshi Holdings Ltd Common Stock	3099	Consumer Cyclical	Japan	0.1034%	2
Sony Financial Group Inc	8729	Financial Services	Japan	0.1017%	2
SCSK Corporation	9719	Technology	Japan	0.1011%	2
Ricoh Co Ltd Shs	7752	Industrials	Japan	0.0992%	2
Tokyu Fudosan Holdings Corp Shs	3289	Real Estate	Japan	0.0982%	2
Mebuki Financial Group Inc	7167	Financial Services	Japan	0.0936%	2
NOF Corp Shs	4403	Basic Materials	Japan	0.0883%	2
OMRON Corp	6645	Technology	Japan	0.0877%	2
Tsuruha Holdings	3391	Healthcare	Japan	0.0820%	2
Tokyo Tatemono	8804	Real Estate	Japan	0.0817%	2
Sysmex Corp Common Stock	6869	Healthcare	Japan	0.0797%	2
Nissan Chemical Corp Common Stock	4021	Basic Materials	Japan	0.0793%	2
Kyushu Railway Company Shs	9142	Industrials	Japan	0.0785%	2
Open House Group Co Ltd Shs	3288	Real Estate	Japan	0.0764%	2
Square Enix	9684	Communication Services	Japan	0.0764%	2
Iyogin Holdings Inc	5830	Financial Services	Japan	0.0730%	2
Horiba Ltd	6856	Technology	Japan	0.0703%	2
Hikari Tsushin	9435	Industrials	Japan	0.0682%	2
Asahi Intecc	7747	Healthcare	Japan	0.0673%	2
Seiko Epson Corp. Common Stock	6724	Technology	Japan	0.0669%	2
NH Foods Ltd Common Stock	2282	Consumer Defensive	Japan	0.0654%	2
The Gunma Bank Ltd	8334	Financial Services	Japan	0.0638%	2
Sumitomo Heavy Industries Ltd	6302	Industrials	Japan	0.0636%	2
Cyber Agent Shs	4751	Communication Services	Japan	0.0612%	2
Kyowa Kirin Co Ltd Shs	4151	Healthcare	Japan	0.0605%	2
Exeo Group Inc	1951	Industrials	Japan	0.0602%	2
Kuraray Co. Ltd.	3405	Basic Materials	Japan	0.0594%	2
Toyo Seikan Group Holdings Ltd	5901	Consumer Cyclical	Japan	0.0584%	2
Air Water Inc Common Stock	4088	Basic Materials	Japan	0.0558%	2
NSK Ltd Common Stock	6471	Consumer Cyclical	Japan	0.0520%	2
Infroneer Holdings Inc	5076	Industrials	Japan	0.0511%	2
Sumitomo Pharma Co Ltd Common Stock	4506	Healthcare	Japan	0.0509%	2
Kewpie Corp Common Stock	2809	Consumer Defensive	Japan	0.0509%	2
Kansai Paint	4613	Basic Materials	Japan	0.0505%	2
Sumco Corp	3436	Technology	Japan	0.0497%	2
GMO Payment Gateway	3769	Technology	Japan	0.0491%	2
Sumitomo Rubber Industries Ltd	5110	Consumer Cyclical	Japan	0.0490%	2
Hirogin Holdings Inc Ordinary Shares	7337	Financial Services	Japan	0.0448%	2

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Kokuyo	7984	Industrials	Japan	0.0443%	2
Taiyo Holdings Co Ltd	4626	Basic Materials	Japan	0.0439%	2
Resorttrust	4681	Consumer Cyclical	Japan	0.0413%	2
Daishi Hokuetsu Financial Group Inc Ordinary Shares	7327	Financial Services	Japan	0.0409%	2
Nissui Corp Shs	1332	Consumer Defensive	Japan	0.0398%	2
Alps Alpine Co Ltd Common Stock	6770	Technology	Japan	0.0392%	2
Kyushu Financial Group Inc Shares	7180	Financial Services	Japan	0.0381%	2
Mitsui-Soko Holdings Co Ltd Common Stock	9302	Industrials	Japan	0.0379%	2
Goldwin Inc	8111	Consumer Cyclical	Japan	0.0374%	2
Fuji Corp Ordinary Shares	6134	Industrials	Japan	0.0365%	2
Morinaga Milk Industry	2264	Consumer Defensive	Japan	0.0324%	2
Mabuchi Motor	6592	Consumer Cyclical	Japan	0.0313%	2
PARK24	4666	Industrials	Japan	0.0309%	2
Takara Holdings Inc.	2531	Consumer Defensive	Japan	0.0303%	2
NSD Co Ltd Shs	9759	Technology	Japan	0.0299%	2
Ezaki Glico	2206	Consumer Defensive	Japan	0.0295%	2
Nippon Kayaku	4272	Basic Materials	Japan	0.0291%	2
Ube Corp	4208	Basic Materials	Japan	0.0290%	2
Sundrug	9989	Healthcare	Japan	0.0286%	2
Nojima Co Ltd Shs	7419	Consumer Cyclical	Japan	0.0271%	2
SKY Perfect JSAT Holdings Inc	9412	Communication Services	Japan	0.0265%	2
Toho Pharmaceutical	8129	Healthcare	Japan	0.0262%	2
Max Ordinary Shares	6454	Industrials	Japan	0.0260%	2
GLORY Ltd	6457	Industrials	Japan	0.0257%	2
North Pacific Bank Ltd Common Stock	8524	Financial Services	Japan	0.0249%	2
Kagome	2811	Consumer Defensive	Japan	0.0248%	2
Kumagai Gumi	1861	Industrials	Japan	0.0246%	2
Aozora Bank Ltd	8304	Financial Services	Japan	0.0245%	2
Seiko Group Corp	8050	Consumer Cyclical	Japan	0.0240%	2
PILOT CORPORATION	7846	Industrials	Japan	0.0235%	2
House Foods Group Inc.	2810	Consumer Defensive	Japan	0.0228%	2
Nisshinbo Holdings Inc Ordinary Shares	3105	Industrials	Japan	0.0228%	2
Sangetsu Corp Shs	8130	Consumer Cyclical	Japan	0.0222%	2
Morinaga & Co.	2201	Consumer Defensive	Japan	0.0219%	2
Inabata & Co.	8098	Basic Materials	Japan	0.0216%	2
Mizuno	8022	Consumer Cyclical	Japan	0.0213%	2
Okamura	7994	Industrials	Japan	0.0213%	2
Relo Group Inc Shs	8876	Industrials	Japan	0.0212%	2

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Money Forward Inc Ordinary Shares	3994	Technology	Japan	0.0210%	2
DeNA	2432	Industrials	Japan	0.0209%	2
Nipro	8086	Healthcare	Japan	0.0209%	2
JVCKenwood Corp Ordinary Shares	6632	Consumer Cyclical	Japan	0.0209%	2
Ship Healthcare Holdings	3360	Healthcare	Japan	0.0207%	2
Acom Shs	8572	Financial Services	Japan	0.0205%	2
Nihon Parkerizing	4095	Basic Materials	Japan	0.0188%	2
Senshu Ikeda Holdings Inc	8714	Financial Services	Japan	0.0184%	2
Kiyo Bank Ltd Shs	8370	Financial Services	Japan	0.0183%	2
Toei	9605	Communication Services	Japan	0.0181%	2
Tamron	7740	Consumer Cyclical	Japan	0.0174%	2
The Hyakujushi Bank Ltd	8386	Financial Services	Japan	0.0171%	2
Exedy Corp	7278	Consumer Cyclical	Japan	0.0169%	2
PeptiDream Inc. Shs	4587	Healthcare	Japan	0.0167%	2
The Keiyo Bank Ltd	8544	Financial Services	Japan	0.0164%	2
Izumi	8273	Consumer Cyclical	Japan	0.0158%	2
Gunze Ltd	3002	Consumer Cyclical	Japan	0.0158%	2
Shochiku	9601	Communication Services	Japan	0.0157%	2
Sansan Inc Ordinary Shares	4443	Technology	Japan	0.0157%	2
Sakata Seed	1377	Consumer Defensive	Japan	0.0153%	2
Nippon Paper Industries Co.Ltd. Shs	3863	Basic Materials	Japan	0.0153%	2
Tokai Tokyo Financial Holdings Inc	8616	Financial Services	Japan	0.0148%	2
As One	7476	Healthcare	Japan	0.0147%	2
The Japan Wool Textile	3201	Consumer Cyclical	Japan	0.0145%	2
Fuso Chemical	4368	Basic Materials	Japan	0.0145%	2
Seven Bank Ltd	8410	Financial Services	Japan	0.0137%	2
Fuji Seal	7864	Consumer Cyclical	Japan	0.0135%	2
Mos Food Services Inc	8153	Consumer Cyclical	Japan	0.0135%	2
TOMONY Holdings Inc	8600	Financial Services	Japan	0.0133%	2
Sanken Electric Shs	6707	Technology	Japan	0.0132%	2
Okinawa Cellular Telephone	9436	Communication Services	Japan	0.0131%	2
Open Up Group Inc	2154	Industrials	Japan	0.0130%	2
Funai Soken Holdings Inc Common Stock	9757	Industrials	Japan	0.0122%	2
Jafco Group Co Ltd	8595	Financial Services	Japan	0.0122%	2
Topre	5975	Consumer Cyclical	Japan	0.0120%	2
SanBio Co Ltd Shs	4592	Healthcare	Japan	0.0116%	2
Nomura	9716	Industrials	Japan	0.0115%	2
Toho Bank Ltd	8346	Financial Services	Japan	0.0114%	2
Heiwa Real Estate	8803	Real Estate	Japan	0.0114%	2

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
transcosmos inc Shs	9715	Technology	Japan	0.0095%	2
Mitsuuroko Group Holdings Co.Ltd.	8131	Energy	Japan	0.0095%	2
SMS Co. Ltd. Common Stock	2175	Healthcare	Japan	0.0094%	2
SAKURA Internet	3778	Technology	Japan	0.0086%	2
Mochida Pharmaceutical	4534	Healthcare	Japan	0.0084%	2
And ST HD Co Ltd Shares	2685	Consumer Cyclical	Japan	0.0082%	2
JINS Holdings Inc Shs	3046	Healthcare	Japan	0.0081%	2
Japan Lifeline	7575	Healthcare	Japan	0.0081%	2
Sun Frontier Fudousan	8934	Real Estate	Japan	0.0072%	2
MTG Co Ltd Ordinary Shares	7806	Consumer Defensive	Japan	0.0065%	2
Ai Robotics Inc	247A	Consumer Defensive	Japan	0.0057%	2
Orient	8585	Financial Services	Japan	0.0052%	2
Toyota Motor Ordinary Shares	7203	Consumer Cyclical	Japan	3.4525%	3
Hitachi Ltd	6501	Industrials	Japan	2.2391%	3
Mitsubishi Corp	8058	Industrials	Japan	1.3783%	3
Mitsubishi Heavy Industries Ltd	7011	Industrials	Japan	1.3180%	3
Advantest Corporation	6857	Technology	Japan	1.3050%	3
Tokyo Electron Ltd	8035	Technology	Japan	1.2951%	3
Mitsubishi Electric	6503	Industrials	Japan	0.8596%	3
KDDI Corp.	9433	Communication Services	Japan	0.6552%	3
Sumitomo Corp.	8053	Industrials	Japan	0.5851%	3
Mitsubishi Estate Co Ltd Shr	8802	Real Estate	Japan	0.4055%	3
Denso Corporation	6902	Consumer Cyclical	Japan	0.3591%	3
Toyota Tsusho	8015	Industrials	Japan	0.3561%	3
Sumitomo Realty & Development Co Ltd Common Stock	8830	Real Estate	Japan	0.3241%	3
Nippon Steel Corp Shs	5401	Basic Materials	Japan	0.3153%	3
SMC Shs	6273	Industrials	Japan	0.3083%	3
The Kansai Electric Power Shs	9503	Utilities	Japan	0.2744%	3
Kubota Corporation	6326	Industrials	Japan	0.2577%	3
Taisei Corp	1801	Industrials	Japan	0.2099%	3
Chubu Electric Power	9502	Utilities	Japan	0.1841%	3
Daifuku Co Ltd	6383	Industrials	Japan	0.1762%	3
Kawasaki Heavy Industries Ltd	7012	Industrials	Japan	0.1646%	3
Aisin Corp	7259	Consumer Cyclical	Japan	0.1534%	3
SBI Holdings Inc Common Stock	8473	Financial Services	Japan	0.1523%	3
OBIC	4684	Technology	Japan	0.1506%	3
Fuji Electric Co. Ltd.	6504	Industrials	Japan	0.1479%	3
West Japan Railway	9021	Industrials	Japan	0.1454%	3

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Shimano	7309	Consumer Cyclical	Japan	0.1279%	3
T&D Holdings	8795	Financial Services	Japan	0.1267%	3
Kioxia Holdings Corp Ordinary Shares	285A	Technology	Japan	0.1262%	3
Mitsubishi Chemical Group Corp	4188	Basic Materials	Japan	0.1197%	3
JFE Holdings Inc.	5411	Basic Materials	Japan	0.1163%	3
Sekisui Chemical	4204	Industrials	Japan	0.1114%	3
MINEBEA MITSUMI Inc shs	6479	Technology	Japan	0.1092%	3
Capcom	9697	Communication Services	Japan	0.1068%	3
Yamaha Motor	7272	Consumer Cyclical	Japan	0.1055%	3
Nitori Holdings Co Ltd	9843	Consumer Cyclical	Japan	0.1053%	3
SEIBU HOLDINGS INC Shs	9024	Industrials	Japan	0.1032%	3
Yaskawa Electric	6506	Industrials	Japan	0.1019%	3
Tokyu Corp.	9005	Consumer Cyclical	Japan	0.1007%	3
Hankyu Hldgs	9042	Industrials	Japan	0.0931%	3
NGK Insulators Ltd	5333	Industrials	Japan	0.0898%	3
JX Advanced Metals Corp	5016	Technology	Japan	0.0822%	3
Skylark Holdings Co Ltd Shs	3197	Consumer Cyclical	Japan	0.0810%	3
Nippon Express Holdings Inc	9147	Industrials	Japan	0.0807%	3
Brother Industries Ltd	6448	Industrials	Japan	0.0794%	3
Kawasaki Kisen Kaisha Ltd	9107	Industrials	Japan	0.0768%	3
Ono Pharmaceutical Co Ltd Shs	4528	Healthcare	Japan	0.0751%	3
Sumitomo Chemical	4005	Basic Materials	Japan	0.0745%	3
Food & Life Companies Ltd Registered Shs	3563	Consumer Cyclical	Japan	0.0741%	3
Kobe Steel Ltd shs	5406	Basic Materials	Japan	0.0736%	3
Azbil Corp Common Stock	6845	Industrials	Japan	0.0733%	3
Mitsui Chemicals	4183	Basic Materials	Japan	0.0704%	3
Meiji Holdings Co Ltd Common Stock	2269	Consumer Defensive	Japan	0.0695%	3
The Japan Steel Works Ltd	5631	Industrials	Japan	0.0676%	3
ROHM	6963	Technology	Japan	0.0664%	3
Mazda Motor Corp Common Stock	7261	Consumer Cyclical	Japan	0.0657%	3
Yamato Holdings Co. Ltd.	9064	Industrials	Japan	0.0643%	3
SG Holdings Co Ltd Ordinary Shares	9143	Industrials	Japan	0.0605%	3
Kokusai Electric Corp	6525	Technology	Japan	0.0569%	3
Odakyu Electric Railway	9007	Industrials	Japan	0.0549%	3
Nikon Corp	7731	Consumer Cyclical	Japan	0.0520%	3
Fuji Television Network	4676	Communication Services	Japan	0.0519%	3
Mitsubishi Gas Chemical	4182	Basic Materials	Japan	0.0501%	3
Penta-Ocean Construction	1893	Industrials	Japan	0.0484%	3
Toho Gas	9533	Utilities	Japan	0.0475%	3

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Hirose Electric	6806	Technology	Japan	0.0454%	3
Medipal Holdings Corp Common Stock	7459	Healthcare	Japan	0.0442%	3
Alsok Co Ltd	2331	Industrials	Japan	0.0433%	3
Nitto Boseki	3110	Consumer Cyclical	Japan	0.0417%	3
Metaplanet Inc	3350	Consumer Cyclical	Japan	0.0408%	3
Rinnai	5947	Consumer Cyclical	Japan	0.0408%	3
NHK Spring	5991	Consumer Cyclical	Japan	0.0407%	3
Credit Saison	8253	Financial Services	Japan	0.0405%	3
Nichirei Corp.	2871	Consumer Defensive	Japan	0.0392%	3
GS Yuasa Corp.	6674	Consumer Cyclical	Japan	0.0383%	3
Taiyo Yuden Co Ltd Shs	6976	Technology	Japan	0.0358%	3
Sega Sammy Hldgs Common Stock	6460	Communication Services	Japan	0.0355%	3
Keihan Holdings Co Shs	9045	Industrials	Japan	0.0342%	3
Alfresa Holdings Corp Common Stock	2784	Healthcare	Japan	0.0335%	3
The Chugoku Electric Power	9504	Utilities	Japan	0.0333%	3
Canon Sales	8060	Industrials	Japan	0.0332%	3
Nankai Electric Railway	9044	Industrials	Japan	0.0331%	3
Zeon	4205	Basic Materials	Japan	0.0324%	3
Nishi-Nippon Financial Holdings Inc	7189	Financial Services	Japan	0.0318%	3
Toda Corp Shs	1860	Industrials	Japan	0.0312%	3
Chugin Financial Group Inc	5832	Financial Services	Japan	0.0311%	3
Daicel Corporation	4202	Basic Materials	Japan	0.0308%	3
UACJ Corporation	5741	Basic Materials	Japan	0.0299%	3
Citizen Watch Co Ltd	7762	Consumer Cyclical	Japan	0.0290%	3
Internet Initiative Japan Stock	3774	Communication Services	Japan	0.0280%	3
HAZAMA ANDO CORPORATION	1719	Industrials	Japan	0.0278%	3
Yamada Holdings Co Ltd Ordinary Shares	9831	Consumer Cyclical	Japan	0.0274%	3
Hanwa	8078	Industrials	Japan	0.0266%	3
Hakuhodo DY Hldgs	2433	Communication Services	Japan	0.0264%	3
Sotetsu Holdings Inc Shs	9003	Industrials	Japan	0.0259%	3
Meidensha Corp.	6508	Industrials	Japan	0.0247%	3
Casio Computer Co Ltd Common Stock	6952	Technology	Japan	0.0245%	3
Kobayashi Pharmaceutical	4967	Consumer Defensive	Japan	0.0242%	3
Toyoda Gosei	7282	Consumer Cyclical	Japan	0.0233%	3
Are Holdings Inc	5857	Industrials	Japan	0.0228%	3
Denka Co Ltd Shs	4061	Basic Materials	Japan	0.0225%	3
Furuno Electric	6814	Technology	Japan	0.0221%	3
Meiko Electronics	6787	Technology	Japan	0.0217%	3
Nishi-Nippon Railroad	9031	Industrials	Japan	0.0202%	3

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Shibaura Mechatronics	6590	Technology	Japan	0.0200%	3
Japan Petroleum Exploration	1662	Energy	Japan	0.0194%	3
Toa Corporation (Construction)	1885	Industrials	Japan	0.0193%	3
NTN Corp Shs	6472	Industrials	Japan	0.0190%	3
H2O Retailing Corp Common Stock	8242	Consumer Defensive	Japan	0.0185%	3
Yonex	7906	Consumer Cyclical	Japan	0.0182%	3
Sharp Corporation	6753	Technology	Japan	0.0181%	3
Juroku Financial Group Inc	7380	Financial Services	Japan	0.0172%	3
Mizuho Leasing Co Ltd	8425	Financial Services	Japan	0.0167%	3
CKD	6407	Industrials	Japan	0.0164%	3
Tekscend Photomask Corp	429A	Technology	Japan	0.0164%	3
Shift Inc Shs	3697	Technology	Japan	0.0161%	3
Kusuri No Aoki Holdings Shs	3549	Healthcare	Japan	0.0156%	3
The Bank of Nagoya	8522	Financial Services	Japan	0.0154%	3
Monogatari Corp	3097	Consumer Cyclical	Japan	0.0149%	3
Pacific Industrial	7250	Consumer Cyclical	Japan	0.0148%	3
U-Next Holdings Co Ltd	9418	Industrials	Japan	0.0146%	3
Anycolor Inc	5032	Communication Services	Japan	0.0144%	3
Nippon Corp Shs	2001	Consumer Defensive	Japan	0.0141%	3
Bic Camera	3048	Consumer Cyclical	Japan	0.0137%	3
Tsugami	6101	Industrials	Japan	0.0133%	3
The Nanto Bank Ltd	8367	Financial Services	Japan	0.0131%	3
Iino Kaiun Kaisha Ltd	9119	Industrials	Japan	0.0130%	3
Kurabo Industries Ltd	3106	Industrials	Japan	0.0128%	3
Kureha Chemical Industry	4023	Basic Materials	Japan	0.0126%	3
Tokai Holdings Shs	3167	Industrials	Japan	0.0126%	3
TOCALO Company Ltd	3433	Industrials	Japan	0.0125%	3
Artience Co Ltd	4634	Basic Materials	Japan	0.0125%	3
Kitz	6498	Industrials	Japan	0.0124%	3
Systema Corporation Common Stock	2317	Technology	Japan	0.0123%	3
JAPAN MATERIAL Co Ltd Common Stock	6055	Industrials	Japan	0.0116%	3
The Nisshin Oillio Group Ltd	2602	Consumer Defensive	Japan	0.0116%	3
Trusco Nakayama	9830	Industrials	Japan	0.0109%	3
Aichi Steel	5482	Basic Materials	Japan	0.0107%	3
Ryoyo Ryosan Holdings Inc	167A	Technology	Japan	0.0105%	3
Hamakyorex	9037	Industrials	Japan	0.0102%	3
Aoyama Trading	8219	Consumer Cyclical	Japan	0.0100%	3
Totech	9960	Technology	Japan	0.0100%	3
Daio Paper	3880	Basic Materials	Japan	0.0100%	3

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Sakata Inx	4633	Basic Materials	Japan	0.0099%	3
Hogy Medical	3593	Healthcare	Japan	0.0099%	3
Happinet	7552	Consumer Cyclical	Japan	0.0098%	3
ShinMaywa Industries Ltd	7224	Industrials	Japan	0.0098%	3
Nakanishi	7716	Healthcare	Japan	0.0098%	3
MegaChips	6875	Technology	Japan	0.0097%	3
Shikoku Kasei Holdings Corp	4099	Basic Materials	Japan	0.0097%	3
Royal	8179	Consumer Cyclical	Japan	0.0093%	3
Techno Ryowa Ltd	1965	Industrials	Japan	0.0093%	3
ARATA	2733	Consumer Cyclical	Japan	0.0087%	3
Mani	7730	Healthcare	Japan	0.0083%	3
Matsuda Sangyo	7456	Basic Materials	Japan	0.0082%	3
Itochu Enex	8133	Energy	Japan	0.0079%	3
Nishikawa Rubber	5161	Consumer Cyclical	Japan	0.0078%	3
Future Corp Shs	4722	Technology	Japan	0.0076%	3
ELECOM	6750	Technology	Japan	0.0076%	3
Japan Engine Corp Shs	6016	Industrials	Japan	0.0072%	3
Digital Arts	2326	Technology	Japan	0.0070%	3
Cybozu	4776	Technology	Japan	0.0070%	3
WingArc1st Inc	4432	Technology	Japan	0.0068%	3
Appier Group Inc	4180	Technology	Japan	0.0064%	3
Japan Investment Adviser Co Ltd Shs	7172	Industrials	Japan	0.0058%	3
Prima Meat Packers Ltd	2281	Consumer Defensive	Japan	0.0055%	3
Synspective Inc	290A	Industrials	Japan	0.0055%	3
BuySell Technologies Co Ltd Shs	7685	Consumer Cyclical	Japan	0.0054%	3
Fanuc Corp Common Stock	6954	Industrials	Japan	0.3499%	4
Suzuki Motor	7269	Consumer Cyclical	Japan	0.3231%	4
Canon Inc. Common Stock	7751	Technology	Japan	0.2796%	4
Toyota Industries	6201	Industrials	Japan	0.2364%	4
Kajima Corp Shs	1812	Industrials	Japan	0.1976%	4
SECOM Co Ltd Common Stock	9735	Industrials	Japan	0.1633%	4
Subaru Corp Shs	7270	Consumer Cyclical	Japan	0.1451%	4
Shimizu Corp.	1803	Industrials	Japan	0.1158%	4
Ibiden Co Ltd Common Stock	4062	Technology	Japan	0.1096%	4
Shimadzu	7701	Technology	Japan	0.0890%	4
Dai Nippon Printing Co Ltd	7912	Industrials	Japan	0.0890%	4
Screen Holdings Co Ltd Common Stock	7735	Technology	Japan	0.0849%	4
Makita Corp.	6586	Industrials	Japan	0.0839%	4
Kikkoman Corp.	2801	Consumer Defensive	Japan	0.0776%	4

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Toyo Suisan Kaisha Ltd shs	2875	Consumer Defensive	Japan	0.0673%	4
Daito Trust Construction Co Ltd Common Stock	1878	Real Estate	Japan	0.0636%	4
Kyushu Electric Power	9508	Utilities	Japan	0.0616%	4
Tosoh Corp.	4042	Basic Materials	Japan	0.0537%	4
Furukawa Electric	5801	Industrials	Japan	0.0521%	4
Otsuka	4768	Technology	Japan	0.0518%	4
USS	4732	Consumer Cyclical	Japan	0.0497%	4
Mitsui E&S Co Ltd Shs	7003	Industrials	Japan	0.0497%	4
Tokyo Ohka Kogyo	4186	Technology	Japan	0.0495%	4
Keisei Electric Railway	9009	Industrials	Japan	0.0421%	4
Tohoku Electric Power	9506	Utilities	Japan	0.0415%	4
Comsys Holdings Corp.	1721	Industrials	Japan	0.0378%	4
Takasago Thermal Engineering	1969	Industrials	Japan	0.0376%	4
Tokyo Metro Co Ltd	9023	Industrials	Japan	0.0348%	4
Kamigumi	9364	Industrials	Japan	0.0339%	4
Koito Manufacturing	7276	Consumer Cyclical	Japan	0.0337%	4
THK	6481	Industrials	Japan	0.0316%	4
Dexerials Corp Shs	4980	Technology	Japan	0.0314%	4
The 77 Bank Ltd	8341	Financial Services	Japan	0.0308%	4
Hitachi Construction Machinery	6305	Industrials	Japan	0.0304%	4
Taiheiyo Cement	5233	Basic Materials	Japan	0.0303%	4
Socionext Inc	6526	Industrials	Japan	0.0296%	4
Keikyu Corp	9006	Industrials	Japan	0.0295%	4
Nippon Electric Glass	5214	Technology	Japan	0.0292%	4
Maruwa Co. Ltd	5344	Technology	Japan	0.0285%	4
Nabtesco	6268	Industrials	Japan	0.0282%	4
JTEKT Corp.	6473	Consumer Cyclical	Japan	0.0280%	4
Dmg Mori Co Ltd Common Stock	6141	Industrials	Japan	0.0278%	4
Tokyo Seimitsu	7729	Technology	Japan	0.0277%	4
NIFCO Inc Common Stock	7988	Consumer Cyclical	Japan	0.0277%	4
Nichias	5393	Industrials	Japan	0.0273%	4
Iwatani Int'l	8088	Industrials	Japan	0.0271%	4
Iida Group Holdings Co Ltd. Common Stock	3291	Consumer Cyclical	Japan	0.0267%	4
Nagase &	8012	Basic Materials	Japan	0.0264%	4
Adeka Corp Shs	4401	Basic Materials	Japan	0.0263%	4
Organo	6368	Industrials	Japan	0.0255%	4
DOWA Holdings Co. Ltd.	5714	Basic Materials	Japan	0.0251%	4
Yamaguchi Financial Group	8418	Financial Services	Japan	0.0248%	4

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Ulvac	6728	Industrials	Japan	0.0246%	4
Nagoya Railroad	9048	Industrials	Japan	0.0241%	4
Suzuken	9987	Healthcare	Japan	0.0234%	4
ZENKOKU HOSHO Co Ltd Common Stock	7164	Financial Services	Japan	0.0232%	4
Maruichi Steel Tube Ltd	5463	Basic Materials	Japan	0.0225%	4
Nippon Gas	8174	Utilities	Japan	0.0223%	4
Macnica Holdings Inc Shs	3132	Technology	Japan	0.0220%	4
SWCC Corp Shs	5805	Industrials	Japan	0.0219%	4
MIRAIT One Corp common stock	1417	Industrials	Japan	0.0215%	4
Kanematsu	8020	Industrials	Japan	0.0215%	4
Inaba Denki Sangyo	9934	Industrials	Japan	0.0208%	4
JAPAN ELEVATOR SERVICE HOLDINGS CO. LTD. Registered Shs	6544	Industrials	Japan	0.0203%	4
Rengo Co Ltd Shs	3941	Consumer Cyclical	Japan	0.0199%	4
Daido Steel	5471	Basic Materials	Japan	0.0196%	4
Daiwabo	3107	Technology	Japan	0.0189%	4
Osaka Soda Co Ltd Shs	4046	Basic Materials	Japan	0.0182%	4
Kaneka	4118	Basic Materials	Japan	0.0179%	4
NS Solutions	2327	Technology	Japan	0.0177%	4
Nippon Shokubai Co Ltd	4114	Basic Materials	Japan	0.0175%	4
Tsumura & Co.	4540	Healthcare	Japan	0.0175%	4
Takeuchi Mfg Co Ltd	6432	Industrials	Japan	0.0173%	4
Gigas K's Denki	8282	Consumer Cyclical	Japan	0.0171%	4
OBIC Business Consultants	4733	Technology	Japan	0.0170%	4
Amano	6436	Technology	Japan	0.0169%	4
Mitsubishi Motors	7211	Consumer Cyclical	Japan	0.0168%	4
Sumitomo Warehouse Co Ltd	9303	Industrials	Japan	0.0167%	4
Sinfonia Technology Co. Ltd Ordinary Shares	6507	Industrials	Japan	0.0163%	4
Aica Kogyo	4206	Industrials	Japan	0.0161%	4
Chugoku Marine Paints Ltd	4617	Basic Materials	Japan	0.0156%	4
Nihon Kohden	6849	Healthcare	Japan	0.0151%	4
Toyota Boshoku	3116	Consumer Cyclical	Japan	0.0143%	4
Hokuriku Electric Power	9505	Utilities	Japan	0.0138%	4
PAL Group Holdings Co Ltd Shs	2726	Consumer Cyclical	Japan	0.0137%	4
Tokyo Kiraboshi Financial Group Inc Shs	7173	Financial Services	Japan	0.0136%	4
Nishimatsu Construction	1820	Industrials	Japan	0.0135%	4
Kyoritsu Maintenance	9616	Consumer Cyclical	Japan	0.0135%	4
OSG	6136	Industrials	Japan	0.0134%	4
Sumitomo Densetsu	1949	Industrials	Japan	0.0127%	4

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Kanadevia Corp	7004	Industrials	Japan	0.0125%	4
Nihon M&A Center Holdings Inc	2127	Financial Services	Japan	0.0125%	4
DTS	9682	Technology	Japan	0.0125%	4
Harmonic Drive Systems	6324	Industrials	Japan	0.0123%	4
Toagosei Co. Ltd.	4045	Basic Materials	Japan	0.0123%	4
Simplex Holdings Inc. Ordinary Shares	4373	Technology	Japan	0.0122%	4
TS TECH	7313	Consumer Cyclical	Japan	0.0122%	4
Aichi Financial Group Inc	7389	Financial Services	Japan	0.0121%	4
Edion	2730	Consumer Cyclical	Japan	0.0120%	4
KYB Corp Shs	7242	Consumer Cyclical	Japan	0.0120%	4
Katitas Co Ltd shs	8919	Consumer Cyclical	Japan	0.0117%	4
Oki Electric Industry Shs	6703	Technology	Japan	0.0116%	4
Noritake	5331	Industrials	Japan	0.0116%	4
Colowide	7616	Consumer Cyclical	Japan	0.0114%	4
Maruha Nichiro Corp Shs	1333	Consumer Defensive	Japan	0.0108%	4
Kaga Electronics	8154	Technology	Japan	0.0103%	4
Itoham Yonekyu Holdings Inc Shs	2296	Consumer Defensive	Japan	0.0102%	4
Workman	7564	Consumer Cyclical	Japan	0.0101%	4
Komeda Holdings Co Ltd Shs	3543	Consumer Cyclical	Japan	0.0101%	4
Tokai Rika	6995	Consumer Cyclical	Japan	0.0099%	4
Musashi Seimitsu Industry	7220	Consumer Cyclical	Japan	0.0096%	4
Towa	6315	Technology	Japan	0.0096%	4
Nippon Densetsu Kogyo	1950	Industrials	Japan	0.0094%	4
Hosiden	6804	Industrials	Japan	0.0094%	4
Tadano Ltd	6395	Industrials	Japan	0.0092%	4
Paltac Corp Common Stock	8283	Consumer Defensive	Japan	0.0089%	4
Sumitomo Osaka Cement	5232	Basic Materials	Japan	0.0087%	4
Japan Securities Finance	8511	Financial Services	Japan	0.0087%	4
Taihei Dengyo Kaisha Ltd	1968	Industrials	Japan	0.0086%	4
The Awa Bank Ltd	8388	Financial Services	Japan	0.0086%	4
Bunka Shutter	5930	Industrials	Japan	0.0086%	4
Okasan Securities Group Inc	8609	Financial Services	Japan	0.0084%	4
Hino Motors Ltd	7205	Industrials	Japan	0.0084%	4
Itoki Crebio	7972	Consumer Cyclical	Japan	0.0084%	4
Shin Nippon Air Technologies	1952	Industrials	Japan	0.0083%	4
Sumitomo Riko Company Ltd Common stock	5191	Consumer Cyclical	Japan	0.0082%	4
F.C.C.	7296	Consumer Cyclical	Japan	0.0081%	4
Yokogawa Bridge	5911	Industrials	Japan	0.0081%	4
Heiwado	8276	Consumer Cyclical	Japan	0.0080%	4

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Tosei	8923	Real Estate	Japan	0.0080%	4
The Ogaki Kyoritsu Bank Ltd	8361	Financial Services	Japan	0.0080%	4
Nitto Kogyo Corp	6651	Industrials	Japan	0.0080%	4
Leopalace21	8848	Real Estate	Japan	0.0079%	4
Chiyoda Corp.	6366	Industrials	Japan	0.0078%	4
Autobacs Seven Co Ltd Shs	9832	Consumer Cyclical	Japan	0.0078%	4
Kaken Pharmaceutical	4521	Healthcare	Japan	0.0077%	4
Komeri	8218	Consumer Cyclical	Japan	0.0077%	4
Japan Aviation Electronics Industry Ltd	6807	Technology	Japan	0.0076%	4
Shibaura Machine Co Ltd Ordinary Shares	6104	Industrials	Japan	0.0076%	4
Yuasa Trading	8074	Industrials	Japan	0.0076%	4
Konoike Transport Co.Ltd Common Stock	9025	Industrials	Japan	0.0075%	4
MCJ	6670	Technology	Japan	0.0071%	4
Pillar Corp	6490	Industrials	Japan	0.0069%	4
Rigaku Holdings Corp	268A	Technology	Japan	0.0069%	4
Yamazen	8051	Industrials	Japan	0.0069%	4
San-Ai Obbli Co Ltd Common Stock	8097	Energy	Japan	0.0068%	4
Galilei Co Ltd	6420	Industrials	Japan	0.0067%	4
Nittetsu Mining	1515	Basic Materials	Japan	0.0065%	4
Toenec	1946	Industrials	Japan	0.0064%	4
Nomura Micro Science	6254	Industrials	Japan	0.0063%	4
JACCS	8584	Financial Services	Japan	0.0061%	4
Nitta	5186	Industrials	Japan	0.0060%	4
Imperial Hotel Ltd	9708	Consumer Cyclical	Japan	0.0059%	4
Digital Garage Inc Common Stock	4819	Technology	Japan	0.0057%	4
Metawater Co Ltd Shs	9551	Industrials	Japan	0.0056%	4
Tokyotokeiba	9672	Consumer Cyclical	Japan	0.0055%	4
Belc	9974	Consumer Defensive	Japan	0.0054%	4
Shin-Etsu Polymer	7970	Basic Materials	Japan	0.0053%	4
Towa Pharmaceutical	4553	Healthcare	Japan	0.0053%	4
NS United Kaiun Kaisha Ltd Common Stock	9110	Industrials	Japan	0.0052%	4
BML Inc	4694	Healthcare	Japan	0.0050%	4
Toshiba Tec	6588	Technology	Japan	0.0048%	4
Eagle Industry	6486	Industrials	Japan	0.0046%	4
Aoki Int'l	8214	Consumer Cyclical	Japan	0.0046%	4
Fuji Kyuko	9010	Industrials	Japan	0.0042%	4
Canon Electronics	7739	Industrials	Japan	0.0037%	4
Toho Titanium Co Ltd Shs	5727	Basic Materials	Japan	0.0029%	4
Keyence	6861	Technology	Japan	0.4583%	5

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Central Japan Railway	9022	Industrials	Japan	0.2089%	5
Konami Group Corp Shs	9766	Communication Services	Japan	0.0906%	5
NEXON Co Ltd Common Stock	3659	Communication Services	Japan	0.0661%	5
BayCurrent Inc	6532	Industrials	Japan	0.0469%	5
Zensho Holdings Co.Ltd.	7550	Consumer Cyclical	Japan	0.0441%	5
Kinden	1944	Industrials	Japan	0.0378%	5
Fukuoka Financial Group Inc Common Stock	8354	Financial Services	Japan	0.0350%	5
AMADA Co Ltd Shs	6113	Industrials	Japan	0.0297%	5
Hoshizaki Corp Common Stock	6465	Industrials	Japan	0.0296%	5
Electric Power Development	9513	Utilities	Japan	0.0287%	5
Kandenko	1942	Industrials	Japan	0.0271%	5
Tobu Railway	9001	Industrials	Japan	0.0261%	5
Toyo Tire Corp Ordinary Shares	5105	Consumer Cyclical	Japan	0.0254%	5
Shimamura	8227	Consumer Cyclical	Japan	0.0248%	5
Sankyo	6417	Consumer Cyclical	Japan	0.0231%	5
KOBE BUSSAN	3038	Consumer Defensive	Japan	0.0231%	5
Hamamatsu Photonics K.K.	6965	Technology	Japan	0.0218%	5
Yamato Kogyo	5444	Basic Materials	Japan	0.0218%	5
Kraftia Corp	1959	Industrials	Japan	0.0216%	5
Hokuhoku Financial Grp	8377	Financial Services	Japan	0.0210%	5
JGC Holdings Corp	1963	Industrials	Japan	0.0209%	5
Sankyu	9065	Industrials	Japan	0.0204%	5
Mitsubishi Logistics	9301	Industrials	Japan	0.0200%	5
NIKKON Holdings Co Ltd Regs Shs	9072	Industrials	Japan	0.0196%	5
Yamazaki Baking Co Ltd shs	2212	Consumer Defensive	Japan	0.0186%	5
Stanley Electric	6923	Consumer Cyclical	Japan	0.0156%	5
Namura Shipbuilding	7014	Industrials	Japan	0.0147%	5
Shikoku Electric Power	9507	Utilities	Japan	0.0143%	5
Tokuyama	4043	Basic Materials	Japan	0.0141%	5
Sanki Engineering	1961	Industrials	Japan	0.0135%	5
Fujitec Co Ltd	6406	Industrials	Japan	0.0134%	5
Meitec Group Holdings Inc	9744	Industrials	Japan	0.0133%	5
Seino Transportation	9076	Industrials	Japan	0.0132%	5
ABC-Mart	2670	Consumer Cyclical	Japan	0.0131%	5
Dai-Dan	1980	Industrials	Japan	0.0130%	5
COSMOS Pharmaceutical	3349	Healthcare	Japan	0.0125%	5
Hokkaido Electric Power	9509	Utilities	Japan	0.0124%	5
Makino Milling Machine	6135	Industrials	Japan	0.0124%	5
The Shiga Bank Ltd	8366	Financial Services	Japan	0.0121%	5

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Hisamitsu Pharmaceutical	4530	Healthcare	Japan	0.0117%	5
SHO-BOND HOLDINGS	1414	Industrials	Japan	0.0115%	5
Okuma Corp Shs	6103	Industrials	Japan	0.0113%	5
Jeol Ltd	6951	Technology	Japan	0.0108%	5
Tsubakimoto Chain	6371	Industrials	Japan	0.0106%	5
Tokai Carbon	5301	Basic Materials	Japan	0.0105%	5
Micronics Japan	6871	Technology	Japan	0.0102%	5
Okumura	1833	Industrials	Japan	0.0102%	5
Ferrotec Corp	6890	Technology	Japan	0.0101%	5
Yoshinoya D&C	9861	Consumer Cyclical	Japan	0.0098%	5
Create Restaurants Holdings Inc	3387	Consumer Cyclical	Japan	0.0096%	5
Blue Zones Holdings Co Ltd	417A	Consumer Defensive	Japan	0.0096%	5
The Hyakugo Bank Ltd	8368	Financial Services	Japan	0.0096%	5
Rakus Co Ltd Shs	3923	Technology	Japan	0.0096%	5
Rorze	6323	Technology	Japan	0.0095%	5
Daihen	6622	Industrials	Japan	0.0094%	5
GMO Internet group Inc Shs	9449	Communication Services	Japan	0.0092%	5
Takuma	6013	Industrials	Japan	0.0092%	5
Nippon Soda	4041	Basic Materials	Japan	0.0090%	5
Suruga Bank Ltd	8358	Financial Services	Japan	0.0090%	5
Taikisha Ltd	1979	Industrials	Japan	0.0088%	5
Yodoko Ltd	5451	Basic Materials	Japan	0.0087%	5
Kotobuki Seika	2222	Consumer Defensive	Japan	0.0084%	5
Seiren	3569	Consumer Cyclical	Japan	0.0084%	5
Saizeriya	7581	Consumer Cyclical	Japan	0.0082%	5
Round One	4680	Consumer Cyclical	Japan	0.0082%	5
ARCS	9948	Consumer Cyclical	Japan	0.0081%	5
DCM Holdings Co Ltd	3050	Consumer Cyclical	Japan	0.0081%	5
Starts	8850	Real Estate	Japan	0.0080%	5
TKC	9746	Technology	Japan	0.0079%	5
C. Uyemura & Co.	4966	Basic Materials	Japan	0.0078%	5
TOEI Animation	4816	Communication Services	Japan	0.0076%	5
Ito en Ltd	2593	Consumer Defensive	Japan	0.0076%	5
Daiseiki	9793	Industrials	Japan	0.0075%	5
Raito Kogyo	1926	Industrials	Japan	0.0075%	5
Kissei Pharmaceutical	4547	Healthcare	Japan	0.0073%	5
Kato Sangyo	9869	Consumer Defensive	Japan	0.0071%	5
Justsystem Corp Common Stock	4686	Technology	Japan	0.0071%	5
Daiei Kankyo Co Ltd	9336	Industrials	Japan	0.0070%	5

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Nippon Light Metal Holdings Co Ltd Regs Shs	5703	Basic Materials	Japan	0.0068%	5
Riken Keiki	7734	Industrials	Japan	0.0068%	5
Kanamoto Co Ltd Common Stock	9678	Industrials	Japan	0.0064%	5
Fujimi	5384	Technology	Japan	0.0064%	5
Valor Holdings Co Ltd Shs	9956	Consumer Cyclical	Japan	0.0063%	5
NEXTAGE Co.Ltd. Shs	3186	Consumer Cyclical	Japan	0.0063%	5
Chudenko	1941	Industrials	Japan	0.0063%	5
Fukuda Denshi	6960	Healthcare	Japan	0.0061%	5
Megmilk Snow Brand Co Ltd Ordinary Shares	2270	Consumer Defensive	Japan	0.0061%	5
Takara Standard	7981	Consumer Cyclical	Japan	0.0061%	5
Fukuyama Transporting	9075	Industrials	Japan	0.0061%	5
Kasumigaseki Capital Co Ltd Ordinary Shares	3498	Industrials	Japan	0.0060%	5
Totetsu Kogyo	1835	Industrials	Japan	0.0060%	5
Musashino Bank Ltd	8336	Financial Services	Japan	0.0059%	5
Aiful	8515	Financial Services	Japan	0.0059%	5
Sanyo Denki	6516	Industrials	Japan	0.0059%	5
Hokuetsu Corp Ordinary Shares	3865	Basic Materials	Japan	0.0059%	5
Daiichikoshio Co Ltd	7458	Consumer Cyclical	Japan	0.0059%	5
Maruzen Showa Unyu	9068	Industrials	Japan	0.0057%	5
Tokyu Construction	1720	Industrials	Japan	0.0057%	5
Ohsho Food Service	9936	Consumer Cyclical	Japan	0.0056%	5
Seria	2782	Consumer Defensive	Japan	0.0056%	5
Heiwa	6412	Consumer Cyclical	Japan	0.0056%	5
Yellow Hat Ltd	9882	Consumer Cyclical	Japan	0.0056%	5
San A Co Ltd	2659	Consumer Cyclical	Japan	0.0056%	5
Mitsubishi Pencil	7976	Industrials	Japan	0.0056%	5
JOYFUL HONDA CO. LTD. Shs	3191	Consumer Cyclical	Japan	0.0054%	5
Ai Holdings Corp Shs	3076	Industrials	Japan	0.0054%	5
Mitsuboshi Belting Ltd	5192	Industrials	Japan	0.0053%	5
Financial Partners Group Co Ltd	7148	Financial Services	Japan	0.0051%	5
YAMABIKO CORPORATION	6250	Industrials	Japan	0.0050%	5
Timee Inc	215A	Industrials	Japan	0.0050%	5
SUN	6736	Technology	Japan	0.0049%	5
Arclands Corp	9842	Consumer Cyclical	Japan	0.0048%	5
Hiday Hidaka	7611	Consumer Cyclical	Japan	0.0048%	5
Nishio Holdings Co Ltd Ordinary Shares	9699	Industrials	Japan	0.0046%	5
Fujita Kanko	9722	Consumer Cyclical	Japan	0.0046%	5
Yurtec	1934	Industrials	Japan	0.0046%	5
Nohmi Bosai Ltd	6744	Industrials	Japan	0.0046%	5

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Maeda Kosen Co Ltd Shs	7821	Basic Materials	Japan	0.0045%	5
Ariake Japan Co Ltd Common Stock	2815	Consumer Defensive	Japan	0.0044%	5
Mitani	8066	Industrials	Japan	0.0044%	5
Life	8194	Consumer Defensive	Japan	0.0043%	5
Trial Holdings Inc Ordinary Shares	141A	Consumer Defensive	Japan	0.0043%	5
GungHo Online Entertainment	3765	Communication Services	Japan	0.0043%	5
SK Kaken	4628	Basic Materials	Japan	0.0041%	5
United Super Markets Holdings Inc. Shs	3222	Consumer Cyclical	Japan	0.0040%	5
Doutor Nichires Holdings	3087	Consumer Cyclical	Japan	0.0039%	5
JMDC Inc Ordinary Shares	4483	Healthcare	Japan	0.0039%	5
FUJI	8278	Consumer Cyclical	Japan	0.0039%	5
Nishimatsuya Chain	7545	Consumer Cyclical	Japan	0.0039%	5
Mitsui High-tec Inc Shs	6966	Technology	Japan	0.0038%	5
Tokyo Steel Manufacturing	5423	Basic Materials	Japan	0.0038%	5
Kohnan Shoji	7516	Consumer Cyclical	Japan	0.0037%	5
Takamatsu	1762	Industrials	Japan	0.0037%	5
Create Sd Holdings Co.ltd.	3148	Healthcare	Japan	0.0036%	5
Aisan Industry	7283	Consumer Cyclical	Japan	0.0036%	5
SBS Holdings Inc Ordinary Shares	2384	Industrials	Japan	0.0036%	5
Matsui Securities	8628	Financial Services	Japan	0.0036%	5
Token	1766	Real Estate	Japan	0.0035%	5
Mitani Sekisan	5273	Industrials	Japan	0.0035%	5
Genky Drug Stores Co Ltd Shs	9267	Healthcare	Japan	0.0035%	5
Nissan Shatai	7222	Consumer Cyclical	Japan	0.0035%	5
Kura Sushi Inc Shs	2695	Consumer Cyclical	Japan	0.0034%	5
Zuken	6947	Technology	Japan	0.0034%	5
Tsuburaya Fields Holdings Inc	2767	Consumer Cyclical	Japan	0.0033%	5
Ichibanya	7630	Consumer Cyclical	Japan	0.0033%	5
AZ-COM Maruwa Holdings Inc	9090	Industrials	Japan	0.0032%	5
Ise Chemicals	4107	Basic Materials	Japan	0.0032%	5
Lifedrink Co Ltd	2585	Consumer Defensive	Japan	0.0032%	5
Atom	7412	Consumer Cyclical	Japan	0.0030%	5
IDOM Inc Shs	7599	Consumer Cyclical	Japan	0.0030%	5
Genda Inc	9166	Consumer Cyclical	Japan	0.0030%	5
PKSHA Technology Inc Shs	3993	Technology	Japan	0.0028%	5
Sakai Moving Service	9039	Industrials	Japan	0.0028%	5
Cover Corp	5253	Technology	Japan	0.0028%	5
Shinnihon Corp	1879	Industrials	Japan	0.0028%	5
Matsuya Foods Holdings Co Ltd	9887	Consumer Cyclical	Japan	0.0027%	5

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Itochu-Shokuhin	2692	Consumer Defensive	Japan	0.0026%	5
Mitsubishi Logisnext Co Ltd	7105	Industrials	Japan	0.0025%	5
Tama Home Co Ltd	1419	Consumer Cyclical	Japan	0.0025%	5
Astroscale Holdings Inc	186A	Industrials	Japan	0.0023%	5
KeePer Technical Laboratory Co Ltd Shs	6036	Basic Materials	Japan	0.0022%	5
Aeon Hokkaido Corp Shs	7512	Consumer Cyclical	Japan	0.0021%	5
Goldcrest	8871	Real Estate	Japan	0.0020%	5
Maxvalu Tokai	8198	Consumer Defensive	Japan	0.0017%	5
Integral Corp	5842	Financial Services	Japan	0.0015%	5
AEON KYUSHU	2653	Consumer Cyclical	Japan	0.0013%	5
GMO Financial Holdings Inc Shs	7177	Financial Services	Japan	0.0013%	5

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