



Morningstar Japan ex-REIT Gender Diversity Tilt Index Constituents

The Data is provided for information, non-commercial purposes only, and may not be used as a basis, or benchmark, for any financial instruments or products (including, without limitation, passively managed funds and index-linked derivative securities), or used to verify or correct data in any other compilation of data or index, or used to create any other data or index, without the prior written consent of Morningstar.

GE score groups and score range

Score group	Score range
1	45.77–72.17
2	40.44–45.71
3	36.11–40.44
4	32.44–36.11
5	8.12–32.44

Data as of 22 June 2026. 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
Mitsubishi Tokyo Fin. Grp	8306	Financial Services	Japan	3.3169%	1
SoftBank Group Corp shs	9984	Communication Services	Japan	2.8191%	1
Sony Group Corp Common Stock	6758	Technology	Japan	2.5590%	1
Sumitomo Mitsui Financial Grp	8316	Financial Services	Japan	2.1722%	1
Fast Retailing	9983	Consumer Cyclical	Japan	1.8806%	1
Mizuho Financial Grp	8411	Financial Services	Japan	1.7313%	1
ITOCHU Corp Shs	8001	Industrials	Japan	1.7059%	1
Mitsui & Co.	8031	Industrials	Japan	1.6995%	1
Recruit Holdings Co Ltd Shs	6098	Communication Services	Japan	1.5223%	1
Tokio Marine Holdings Inc Common Stock	8766	Financial Services	Japan	1.3298%	1
Marubeni Corporation	8002	Industrials	Japan	1.0704%	1
Panasonic Holdings Corp Common Shares	6752	Technology	Japan	1.0234%	1
Renesas Electronics Corp Common Stock	6723	Technology	Japan	0.9410%	1
Hoya Corp Common Stock	7741	Healthcare	Japan	0.8994%	1
Takeda Pharmaceutical Co. Ltd.	4502	Healthcare	Japan	0.7972%	1
Disco	6146	Technology	Japan	0.7398%	1

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Fujitsu Limited	6702	Technology	Japan	0.7332%	1
Japan Tobacco	2914	Consumer Defensive	Japan	0.7287%	1
ORIX Shs	8591	Financial Services	Japan	0.6699%	1
NEC Corporation	6701	Technology	Japan	0.6492%	1
SoftBank Corp	9434	Communication Services	Japan	0.6262%	1
MS&AD Insurance Group Holdings Inc Common Stock	8725	Financial Services	Japan	0.5790%	1
Kyocera Corporation	6971	Industrials	Japan	0.5771%	1
Japan Post Bank Co Ltd Shares	7182	Financial Services	Japan	0.5338%	1
Sompo Holdings Inc Common Stock	8630	Financial Services	Japan	0.5198%	1
Chugai Pharmaceutical	4519	Healthcare	Japan	0.5167%	1
FUJIFILM Hldgs	4901	Industrials	Japan	0.4877%	1
Mitsui Fudosan	8801	Real Estate	Japan	0.4783%	1
Daiichi Sankyo Co Ltd Common Stock	4568	Healthcare	Japan	0.4723%	1
Resona Holdings Inc.	8308	Financial Services	Japan	0.4349%	1
Asics Corp Common Stock	7936	Consumer Cyclical	Japan	0.4176%	1
Seven & I Holdings	3382	Consumer Defensive	Japan	0.4169%	1
Lasertec	6920	Technology	Japan	0.4090%	1
Resonac Holdings Corp	4004	Basic Materials	Japan	0.4078%	1
Astellas Pharma Inc Common Stock	4503	Healthcare	Japan	0.4073%	1
Nomura Holdings Inc.	8604	Financial Services	Japan	0.3687%	1
Terumo Corp.	4543	Healthcare	Japan	0.3551%	1
Nidec	6594	Industrials	Japan	0.3550%	1
Japan Post Holdings Co Ltd Shares	6178	Financial Services	Japan	0.3376%	1
Kao Corporation	4452	Consumer Defensive	Japan	0.2951%	1
Tokyo Gas Co. Ltd.	9531	Utilities	Japan	0.2738%	1
Nippon Yusen Kabushiki Kaisha	9101	Industrials	Japan	0.2697%	1
Bandai Namco Holdings Inc. Common Stock	7832	Consumer Cyclical	Japan	0.2680%	1
Nomura Research Institute Ltd	4307	Technology	Japan	0.2629%	1
Shionogi & Co Ltd	4507	Healthcare	Japan	0.2533%	1
Nitto Denko	6988	Basic Materials	Japan	0.2423%	1
Ryohin Keikaku	7453	Consumer Cyclical	Japan	0.2386%	1
Kirin Holdings Co Ltd Shs	2503	Consumer Defensive	Japan	0.2354%	1
Asahi Group Holdings Ltd Common Stock	2502	Consumer Defensive	Japan	0.2287%	1
Mitsui O.S.K. Lines Ltd	9104	Industrials	Japan	0.2254%	1
Daiwa Securities Group Inc Common Stock	8601	Financial Services	Japan	0.2033%	1
Toray Industries Inc. Common Stock	3402	Consumer Cyclical	Japan	0.2032%	1
Yokohama Financial Group Inc	7186	Financial Services	Japan	0.1764%	1
ANA HOLDINGS INC	9202	Industrials	Japan	0.1682%	1

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Toppan Inc shs	7911	Industrials	Japan	0.1627%	1
Toto Ltd Shs	5332	Industrials	Japan	0.1588%	1
The Chiba Bank Ltd	8331	Financial Services	Japan	0.1580%	1
Yokogawa Electric	6841	Industrials	Japan	0.1528%	1
Isuzu Motors Ltd Common Stock	7202	Consumer Cyclical	Japan	0.1511%	1
Shizuoka Financial Group Inc	5831	Financial Services	Japan	0.1489%	1
Japan Airlines Co Ltd Common Stock	9201	Industrials	Japan	0.1481%	1
Nippon Sanso Holdings Corp	4091	Basic Materials	Japan	0.1462%	1
Sojitz Corp.	2768	Industrials	Japan	0.1411%	1
Rakuten Group Inc	4755	Consumer Cyclical	Japan	0.1375%	1
LY Corp	4689	Consumer Cyclical	Japan	0.1311%	1
Misumi	9962	Industrials	Japan	0.1257%	1
Kyoto Financial Group Inc	5844	Financial Services	Japan	0.1223%	1
Nippon Paint Holdings Co Ltd Common Stock	4612	Basic Materials	Japan	0.1217%	1
Kurita Water Industries Ltd Shs	6370	Industrials	Japan	0.1140%	1
Tokyo Electric Power Co Holdings Shs	9501	Utilities	Japan	0.1128%	1
Shiseido Company Ltd.	4911	Consumer Defensive	Japan	0.1121%	1
Hulic Co Ltd Common Stock	3003	Real Estate	Japan	0.1112%	1
Unicharm	8113	Consumer Defensive	Japan	0.1095%	1
Nissan Motor Co Ltd	7201	Consumer Cyclical	Japan	0.1074%	1
Eisai Co Ltd	4523	Healthcare	Japan	0.1071%	1
Mitsubishi HC Capital Inc	8593	Financial Services	Japan	0.1068%	1
Hachijuni Nagano Bank Ltd	8359	Financial Services	Japan	0.1037%	1
Sanrio	8136	Consumer Cyclical	Japan	0.1022%	1
Trend Micro	4704	Technology	Japan	0.0932%	1
TIS Inc Shs	3626	Technology	Japan	0.0864%	1
TBS Holdings Inc	9401	Communication Services	Japan	0.0817%	1
Mitsubishi Materials Corp Shs	5711	Basic Materials	Japan	0.0811%	1
McDonald's Hldgs Company (Japan) Ltd	2702	Consumer Cyclical	Japan	0.0810%	1
Oji Holdings Corp	3861	Basic Materials	Japan	0.0809%	1
Yakult Honsha	2267	Consumer Defensive	Japan	0.0797%	1
Haseko	1808	Consumer Cyclical	Japan	0.0796%	1
Japan Post Insurance Co Ltd Shares	7181	Financial Services	Japan	0.0747%	1
Dentsu Group Inc Ordinary Shares	4324	Communication Services	Japan	0.0698%	1
Anritsu	6754	Technology	Japan	0.0690%	1
Takashimaya	8233	Consumer Cyclical	Japan	0.0680%	1
Sapporo Holdings Ltd	2501	Consumer Defensive	Japan	0.0663%	1
M3 Inc.	2413	Healthcare	Japan	0.0624%	1

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Santen Pharmaceutical	4536	Healthcare	Japan	0.0612%	1
LIXIL Corp Shs	5938	Industrials	Japan	0.0609%	1
Nissin Food Products	2897	Consumer Defensive	Japan	0.0604%	1
J.Front Retailing Co. Ltd.	3086	Consumer Cyclical	Japan	0.0599%	1
Yamaha Corp.	7951	Consumer Cyclical	Japan	0.0596%	1
Hirogin Holdings Inc Ordinary Shares	7337	Financial Services	Japan	0.0593%	1
Mercari Inc Ordinary Shares	4385	Consumer Cyclical	Japan	0.0582%	1
Suntory Beverage & Food Limited Shs	2587	Consumer Defensive	Japan	0.0578%	1
MONOTARO	3064	Consumer Cyclical	Japan	0.0569%	1
Persol Holdings Co Ltd Shs	2181	Industrials	Japan	0.0554%	1
Sumitomo Bakelite	4203	Basic Materials	Japan	0.0547%	1
Keio Corp.	9008	Industrials	Japan	0.0537%	1
Nomura Real Estate Hldgs	3231	Real Estate	Japan	0.0534%	1
Rohto Pharmaceutical	4527	Consumer Defensive	Japan	0.0533%	1
Nisshin Seifun Grp	2002	Consumer Defensive	Japan	0.0531%	1
Zozo Inc Shs	3092	Consumer Cyclical	Japan	0.0518%	1
Modec	6269	Energy	Japan	0.0501%	1
Tokyo Century Corp	8439	Industrials	Japan	0.0497%	1
Japan Airport Terminal	9706	Industrials	Japan	0.0494%	1
Cosmo Energy Holdings Co Ltd Shs	5021	Energy	Japan	0.0482%	1
Marui	8252	Financial Services	Japan	0.0463%	1
DIC Corp	4631	Basic Materials	Japan	0.0456%	1
Lion	4912	Consumer Defensive	Japan	0.0434%	1
Miura	6005	Industrials	Japan	0.0433%	1
Biprogy Inc	8056	Technology	Japan	0.0432%	1
Ushio	6925	Industrials	Japan	0.0415%	1
Kadokawa Corp Shs	9468	Communication Services	Japan	0.0413%	1
Coca-Cola Bottlers Japan Holdings Inc Shs	2579	Consumer Defensive	Japan	0.0407%	1
Rakuten Bank Ltd	5838	Financial Services	Japan	0.0402%	1
Teijin Ltd.	3401	Industrials	Japan	0.0386%	1
Konica Minolta Inc Shs	4902	Industrials	Japan	0.0379%	1
Fuyo General Lease	8424	Industrials	Japan	0.0373%	1
Oracle Corp. Japan	4716	Technology	Japan	0.0357%	1
NOK	7240	Consumer Cyclical	Japan	0.0349%	1
Lintec	7966	Basic Materials	Japan	0.0312%	1
The San-in Godo Bank Ltd	8381	Financial Services	Japan	0.0293%	1
Tomy	7867	Consumer Cyclical	Japan	0.0289%	1
Wacoal	3591	Consumer Cyclical	Japan	0.0276%	1
Sugi Pharmacy	7649	Healthcare	Japan	0.0270%	1

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Nippon Shinyaku	4516	Healthcare	Japan	0.0257%	1
CALBEE Inc Common Share	2229	Consumer Defensive	Japan	0.0240%	1
Kose Holdings Corp	4922	Consumer Defensive	Japan	0.0227%	1
CCI Group Inc	7381	Financial Services	Japan	0.0226%	1
Pigeon	7956	Consumer Defensive	Japan	0.0226%	1
Toridoll Holdings Corp	3397	Consumer Cyclical	Japan	0.0225%	1
Duskin	4665	Industrials	Japan	0.0221%	1
Visional Inc. Ordinary Shares	4194	Communication Services	Japan	0.0197%	1
Sawai Group Holdings Co Ltd	4887	Healthcare	Japan	0.0195%	1
Dentsu Soken Inc	4812	Technology	Japan	0.0194%	1
Fuji Oil Co Ltd	2607	Consumer Defensive	Japan	0.0181%	1
Toho Bank Ltd	8346	Financial Services	Japan	0.0172%	1
Sansan Inc Ordinary Shares	4443	Technology	Japan	0.0169%	1
H U Group Holdings Inc Shs	4544	Healthcare	Japan	0.0165%	1
AEON Financial Service Co Ltd Common Stock	8570	Financial Services	Japan	0.0165%	1
Ain Holdings Inc Shs	9627	Healthcare	Japan	0.0159%	1
Koei Tecmo Holdings Co Ltd Common Stock	3635	Communication Services	Japan	0.0154%	1
Noritsu Koki	7744	Technology	Japan	0.0148%	1
FP	7947	Consumer Cyclical	Japan	0.0136%	1
Pola Orbis Holdings Inc Common Share	4927	Consumer Defensive	Japan	0.0134%	1
Shochiku	9601	Communication Services	Japan	0.0127%	1
Takasago Int'l	4914	Basic Materials	Japan	0.0115%	1
Freee KK Ordinary Shares	4478	Technology	Japan	0.0114%	1
Monex Beans Holdings Inc	8698	Financial Services	Japan	0.0112%	1
T Hasegawa Co Ltd Shs	4958	Basic Materials	Japan	0.0112%	1
Lifenet Insurance Co Common Stock	7157	Financial Services	Japan	0.0097%	1
Ichigo Inc shs	2337	Real Estate	Japan	0.0093%	1
Ricoh Leasing Co. Ltd.	8566	Financial Services	Japan	0.0084%	1
Mixi Inc.	2121	Communication Services	Japan	0.0084%	1
Noevir Holdings Co Ltd Common Share	4928	Consumer Defensive	Japan	0.0080%	1
JAC Recruitment Co Ltd	2124	Industrials	Japan	0.0071%	1
PHC Holdings Corp	6523	Healthcare	Japan	0.0037%	1
Mitsubishi Corp	8058	Industrials	Japan	1.9566%	2
Murata Mfg Co. Ltd 100	6981	Technology	Japan	1.8065%	2
Shin-Etsu Chemical	4063	Basic Materials	Japan	1.4564%	2
Sumitomo Electric Industries Ltd Common Stock	5802	Consumer Cyclical	Japan	0.9890%	2
Fujikura Ltd	5803	Industrials	Japan	0.8275%	2
TDK Corporation	6762	Technology	Japan	0.8089%	2

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Nintendo	7974	Communication Services	Japan	0.7146%	2
NTT Inc	9432	Communication Services	Japan	0.6724%	2
Komatsu Ltd	6301	Industrials	Japan	0.6211%	2
Honda Motor	7267	Consumer Cyclical	Japan	0.5697%	2
Daiichi Life Group Inc	8750	Financial Services	Japan	0.4800%	2
Otsuka Holdings Co Ltd Common Stock	4578	Healthcare	Japan	0.4607%	2
Ajinomoto Ordinary Shares	2802	Consumer Defensive	Japan	0.4383%	2
East Japan Railway	9020	Industrials	Japan	0.3899%	2
Aeon Co Ltd Common Stock	8267	Consumer Cyclical	Japan	0.3848%	2
Bridgestone	5108	Consumer Cyclical	Japan	0.3702%	2
Sumitomo Realty & Development Co Ltd Common Stock	8830	Real Estate	Japan	0.3291%	2
ENEOS Holdings Inc Shs	5020	Energy	Japan	0.3211%	2
Sumitomo Mitsui Trust Group Inc	8309	Financial Services	Japan	0.3109%	2
Mitsui Kinzoku Co Ltd	5706	Industrials	Japan	0.3093%	2
IHI Corp.	7013	Industrials	Japan	0.3071%	2
Inpex Corporation	1605	Energy	Japan	0.2919%	2
Ebara Corp	6361	Industrials	Japan	0.2720%	2
Oriental Land	4661	Consumer Cyclical	Japan	0.2660%	2
Daiwa House Industry Co Ltd Common Stock	1925	Real Estate	Japan	0.2569%	2
Asahi Kasei Corp Shs	3407	Industrials	Japan	0.2544%	2
Sumitomo Metal Mining	5713	Basic Materials	Japan	0.2367%	2
Obayashi Corp Shs	1802	Industrials	Japan	0.2282%	2
Osaka Gas Co. Ltd.	9532	Utilities	Japan	0.2124%	2
Sekisui House Ltd	1928	Consumer Cyclical	Japan	0.2120%	2
Niterra Co Ltd Ordinary Shares	5334	Consumer Cyclical	Japan	0.2004%	2
Japan Exchange Group Inc Shs	8697	Financial Services	Japan	0.1634%	2
Olympus Corporation	7733	Healthcare	Japan	0.1627%	2
AGC Inc Ordinary Shares	5201	Industrials	Japan	0.1540%	2
Sumco Corp	3436	Technology	Japan	0.1452%	2
Nippon Express Holdings Inc	9147	Industrials	Japan	0.1275%	2
Idemitsu Kosan	5019	Energy	Japan	0.1124%	2
Isetan Mitsukoshi Holdings Ltd Common Stock	3099	Consumer Cyclical	Japan	0.1104%	2
OMRON Corp	6645	Technology	Japan	0.1089%	2
The Yokohama Rubber	5101	Consumer Cyclical	Japan	0.1044%	2
Mebuki Financial Group Inc	7167	Financial Services	Japan	0.1017%	2
Nissan Chemical Corp Common Stock	4021	Basic Materials	Japan	0.0973%	2
Seiko Epson Corp. Common Stock	6724	Technology	Japan	0.0941%	2
Ricoh Co Ltd Shs	7752	Industrials	Japan	0.0870%	2

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Sanwa Holdings Corp Common Stock	5929	Industrials	Japan	0.0795%	2
Tokyu Fudosan Holdings Corp Shs	3289	Real Estate	Japan	0.0754%	2
Asahi Intecc	7747	Healthcare	Japan	0.0718%	2
Iyogin Holdings Inc	5830	Financial Services	Japan	0.0714%	2
Fuji Corp Ordinary Shares	6134	Industrials	Japan	0.0714%	2
MatsukiyoCocokara & Co	3088	Healthcare	Japan	0.0709%	2
The Gunma Bank Ltd	8334	Financial Services	Japan	0.0697%	2
Hikari Tsushin	9435	Industrials	Japan	0.0684%	2
Sumitomo Heavy Industries Ltd	6302	Industrials	Japan	0.0658%	2
Sony Financial Group Inc	8729	Financial Services	Japan	0.0636%	2
Sysmex Corp Common Stock	6869	Healthcare	Japan	0.0624%	2
NSK Ltd Common Stock	6471	Consumer Cyclical	Japan	0.0615%	2
NOF Corp Shs	4403	Basic Materials	Japan	0.0608%	2
Toho Co Ltd Common Stock	9602	Communication Services	Japan	0.0605%	2
Exeo Group Inc	1951	Industrials	Japan	0.0580%	2
SG Holdings Co Ltd Ordinary Shares	9143	Industrials	Japan	0.0568%	2
Kyushu Railway Company Shs	9142	Industrials	Japan	0.0568%	2
Air Water Inc Common Stock	4088	Basic Materials	Japan	0.0553%	2
Infroneer Holdings Inc	5076	Industrials	Japan	0.0540%	2
Square Enix	9684	Communication Services	Japan	0.0511%	2
Kuraray Co. Ltd.	3405	Basic Materials	Japan	0.0495%	2
Kyowa Kirin Co Ltd Shs	4151	Healthcare	Japan	0.0489%	2
Toyo Seikan Group Holdings Ltd	5901	Consumer Cyclical	Japan	0.0474%	2
NH Foods Ltd Common Stock	2282	Consumer Defensive	Japan	0.0467%	2
Cyber Agent Shs	4751	Communication Services	Japan	0.0463%	2
Kyushu Financial Group Inc Shares	7180	Financial Services	Japan	0.0454%	2
Kansai Paint	4613	Basic Materials	Japan	0.0433%	2
Seiko Group Corp	8050	Consumer Cyclical	Japan	0.0411%	2
Alps Alpine Co Ltd Common Stock	6770	Technology	Japan	0.0401%	2
Kewpie Corp Common Stock	2809	Consumer Defensive	Japan	0.0393%	2
Sumitomo Rubber Industries Ltd	5110	Consumer Cyclical	Japan	0.0393%	2
GMO Payment Gateway	3769	Technology	Japan	0.0386%	2
Takara Holdings Inc.	2531	Consumer Defensive	Japan	0.0382%	2
Nisshinbo Holdings Inc Ordinary Shares	3105	Industrials	Japan	0.0366%	2
Tsuruha Holdings	3391	Healthcare	Japan	0.0362%	2
Nissui Corp Shs	1332	Consumer Defensive	Japan	0.0357%	2
Kakaku.Com	2371	Communication Services	Japan	0.0352%	2
Morinaga Milk Industry	2264	Consumer Defensive	Japan	0.0349%	2
Max Ordinary Shares	6454	Industrials	Japan	0.0313%	2

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Kokuyo	7984	Industrials	Japan	0.0311%	2
Nippon Kayaku	4272	Basic Materials	Japan	0.0306%	2
Senko Group Holdings Co Ltd Shs	9069	Industrials	Japan	0.0305%	2
Resorttrust	4681	Consumer Cyclical	Japan	0.0302%	2
Mabuchi Motor	6592	Consumer Cyclical	Japan	0.0296%	2
Sumitomo Pharma Co Ltd Common Stock	4506	Healthcare	Japan	0.0290%	2
Ube Corp	4208	Basic Materials	Japan	0.0287%	2
Mitsui-Soko Holdings Co Ltd Common Stock	9302	Industrials	Japan	0.0286%	2
Nojima Co Ltd Shs	7419	Consumer Cyclical	Japan	0.0277%	2
Suzuken	9987	Healthcare	Japan	0.0262%	2
Suruga Bank Ltd	8358	Financial Services	Japan	0.0258%	2
North Pacific Bank Ltd Common Stock	8524	Financial Services	Japan	0.0249%	2
Fuso Chemical	4368	Basic Materials	Japan	0.0248%	2
PARK24	4666	Industrials	Japan	0.0248%	2
Ezaki Glico	2206	Consumer Defensive	Japan	0.0242%	2
Goldwin Inc	8111	Consumer Cyclical	Japan	0.0242%	2
The Keiyo Bank Ltd	8544	Financial Services	Japan	0.0234%	2
The Hyakujushi Bank Ltd	8386	Financial Services	Japan	0.0231%	2
Aozora Bank Ltd	8304	Financial Services	Japan	0.0229%	2
House Foods Group Inc.	2810	Consumer Defensive	Japan	0.0218%	2
GLORY Ltd	6457	Industrials	Japan	0.0213%	2
Nipro	8086	Healthcare	Japan	0.0210%	2
Toho Pharmaceutical	8129	Healthcare	Japan	0.0206%	2
Sundrug	9989	Healthcare	Japan	0.0204%	2
Kiyo Bank Ltd Shs	8370	Financial Services	Japan	0.0203%	2
Kumagai Gumi	1861	Industrials	Japan	0.0199%	2
Senshu Ikeda Holdings Inc	8714	Financial Services	Japan	0.0199%	2
Relo Group Inc Shs	8876	Industrials	Japan	0.0198%	2
Kagome	2811	Consumer Defensive	Japan	0.0197%	2
NSD Co Ltd Shs	9759	Technology	Japan	0.0193%	2
Mizuno	8022	Consumer Cyclical	Japan	0.0193%	2
Kyoritsu Maintenance	9616	Consumer Cyclical	Japan	0.0191%	2
Sanken Electric Shs	6707	Technology	Japan	0.0189%	2
Money Forward Inc Ordinary Shares	3994	Technology	Japan	0.0186%	2
Okamura	7994	Industrials	Japan	0.0183%	2
PILOT CORPORATION	7846	Industrials	Japan	0.0183%	2
Exedy Corp	7278	Consumer Cyclical	Japan	0.0174%	2
Morinaga & Co.	2201	Consumer Defensive	Japan	0.0172%	2
Acom Shs	8572	Financial Services	Japan	0.0171%	2

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
JVCKenwood Corp Ordinary Shares	6632	Consumer Cyclical	Japan	0.0158%	2
Toei	9605	Communication Services	Japan	0.0157%	2
JCU Corporation	4975	Basic Materials	Japan	0.0157%	2
DeNA	2432	Industrials	Japan	0.0155%	2
Nihon Parkerizing	4095	Basic Materials	Japan	0.0155%	2
Tamron	7740	Consumer Cyclical	Japan	0.0146%	2
Nippon Paper Industries Co.Ltd. Shs	3863	Basic Materials	Japan	0.0146%	2
The Yamanashi Chuo Bank Ltd	8360	Financial Services	Japan	0.0140%	2
The Oita Bank Ltd	8392	Financial Services	Japan	0.0134%	2
Itoham Yonekyu Holdings Inc Shs	2296	Consumer Defensive	Japan	0.0134%	2
Ship Healthcare Holdings	3360	Healthcare	Japan	0.0133%	2
Okinawa Cellular Telephone	9436	Communication Services	Japan	0.0133%	2
Hioki E.E. Corp Shs	6866	Technology	Japan	0.0129%	2
San ju San Financial Group Inc. Ordinary Shares	7322	Financial Services	Japan	0.0124%	2
THE FIRST BANK OF TOYAMA LTD Shs	7184	Financial Services	Japan	0.0124%	2
TOMONY Holdings Inc	8600	Financial Services	Japan	0.0123%	2
The Miyazaki Bank Ltd	8393	Financial Services	Japan	0.0122%	2
Seven Bank Ltd	8410	Financial Services	Japan	0.0119%	2
GNI Group Ltd Common Stock	2160	Healthcare	Japan	0.0117%	2
Izumi	8273	Consumer Cyclical	Japan	0.0117%	2
Open Up Group Inc	2154	Industrials	Japan	0.0116%	2
Topre	5975	Consumer Cyclical	Japan	0.0111%	2
The Japan Wool Textile	3201	Consumer Cyclical	Japan	0.0107%	2
As One	7476	Healthcare	Japan	0.0106%	2
Muninova Holdings Inc	547A	Financial Services	Japan	0.0105%	2
SMS Co. Ltd. Common Stock	2175	Healthcare	Japan	0.0103%	2
Heiwa Real Estate	8803	Real Estate	Japan	0.0098%	2
MTG Co Ltd Ordinary Shares	7806	Consumer Defensive	Japan	0.0098%	2
Fuji Seal	7864	Consumer Cyclical	Japan	0.0098%	2
Mos Food Services Inc	8153	Consumer Cyclical	Japan	0.0097%	2
JINS Holdings Inc Shs	3046	Healthcare	Japan	0.0092%	2
The Bank of Iwate Ltd	8345	Financial Services	Japan	0.0090%	2
transcosmos inc Shs	9715	Technology	Japan	0.0089%	2
Nomura	9716	Industrials	Japan	0.0088%	2
PeptiDream Inc. Shs	4587	Healthcare	Japan	0.0087%	2
And ST HD Co Ltd Shares	2685	Consumer Cyclical	Japan	0.0076%	2
SAKURA Internet	3778	Technology	Japan	0.0073%	2
Orient	8585	Financial Services	Japan	0.0058%	2

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Sun Frontier Fudousan	8934	Real Estate	Japan	0.0054%	2
Prima Meat Packers Ltd	2281	Consumer Defensive	Japan	0.0054%	2
Toyota Motor Ordinary Shares	7203	Consumer Cyclical	Japan	2.8093%	3
Hitachi Ltd	6501	Industrials	Japan	1.9538%	3
Tokyo Electron Ltd	8035	Technology	Japan	1.9248%	3
Kioxia Holdings Corp Ordinary Shares	285A	Technology	Japan	1.8341%	3
Advantest Corporation	6857	Technology	Japan	1.5812%	3
Mitsubishi Electric	6503	Industrials	Japan	1.0903%	3
Mitsubishi Heavy Industries Ltd	7011	Industrials	Japan	1.0713%	3
Sumitomo Corp.	8053	Industrials	Japan	0.7149%	3
Daikin Industries Ltd	6367	Industrials	Japan	0.5715%	3
KDDI Corp.	9433	Communication Services	Japan	0.5449%	3
Toyota Tsusho	8015	Industrials	Japan	0.4116%	3
Mitsubishi Estate Co Ltd Shr	8802	Real Estate	Japan	0.3774%	3
SMC Shs	6273	Industrials	Japan	0.3272%	3
Denso Corporation	6902	Consumer Cyclical	Japan	0.2788%	3
Kubota Corporation	6326	Industrials	Japan	0.2710%	3
Nippon Steel Corp Shs	5401	Basic Materials	Japan	0.2374%	3
Kawasaki Heavy Industries Ltd	7012	Industrials	Japan	0.2203%	3
Daifuku Co Ltd	6383	Industrials	Japan	0.2197%	3
The Kansai Electric Power Shs	9503	Utilities	Japan	0.2065%	3
Fuji Electric Co. Ltd.	6504	Industrials	Japan	0.1911%	3
Chubu Electric Power	9502	Utilities	Japan	0.1898%	3
Taisei Corp	1801	Industrials	Japan	0.1857%	3
Pan Pacific International Holdings Corp	7532	Consumer Defensive	Japan	0.1657%	3
Yaskawa Electric	6506	Industrials	Japan	0.1580%	3
NGK Corp	5333	Industrials	Japan	0.1523%	3
ROHM	6963	Technology	Japan	0.1475%	3
Taiyo Yuden Co Ltd Shs	6976	Technology	Japan	0.1468%	3
Kokusai Electric Corp	6525	Technology	Japan	0.1423%	3
MINEBEA MITSUMI Inc shs	6479	Technology	Japan	0.1407%	3
T&D Holdings	8795	Financial Services	Japan	0.1324%	3
Mitsubishi Chemical Group Corp	4188	Basic Materials	Japan	0.1250%	3
SBI Holdings Inc Common Stock	8473	Financial Services	Japan	0.1122%	3
Makita Corp.	6586	Industrials	Japan	0.1054%	3
OBIC	4684	Technology	Japan	0.1052%	3
Aisin Corp	7259	Consumer Cyclical	Japan	0.1050%	3
Yamaha Motor	7272	Consumer Cyclical	Japan	0.1025%	3
Shimano	7309	Consumer Cyclical	Japan	0.1020%	3

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
West Japan Railway	9021	Industrials	Japan	0.1003%	3
Food & Life Companies Ltd Registered Shs	3563	Consumer Cyclical	Japan	0.0960%	3
Hankyu Hldgs	9042	Industrials	Japan	0.0937%	3
Horiba Ltd	6856	Technology	Japan	0.0908%	3
JFE Holdings Inc.	5411	Basic Materials	Japan	0.0867%	3
Mitsubishi Gas Chemical	4182	Basic Materials	Japan	0.0866%	3
Nitori Holdings Co Ltd	9843	Consumer Cyclical	Japan	0.0855%	3
Kawasaki Kisen Kaisha Ltd	9107	Industrials	Japan	0.0819%	3
Sumitomo Chemical	4005	Basic Materials	Japan	0.0801%	3
Brother Industries Ltd	6448	Industrials	Japan	0.0755%	3
Sekisui Chemical	4204	Industrials	Japan	0.0752%	3
Tokyu Corp.	9005	Consumer Cyclical	Japan	0.0740%	3
Azbil Corp Common Stock	6845	Industrials	Japan	0.0708%	3
Meiji Holdings Co Ltd Common Stock	2269	Consumer Defensive	Japan	0.0698%	3
Ono Pharmaceutical Co Ltd Shs	4528	Healthcare	Japan	0.0693%	3
THK	6481	Industrials	Japan	0.0678%	3
Meiko Electronics	6787	Technology	Japan	0.0673%	3
Mitsui Chemicals	4183	Basic Materials	Japan	0.0632%	3
Kobe Steel Ltd shs	5406	Basic Materials	Japan	0.0627%	3
Capcom	9697	Communication Services	Japan	0.0618%	3
Sumitomo Forestry	1911	Consumer Cyclical	Japan	0.0614%	3
Hirose Electric	6806	Technology	Japan	0.0609%	3
Nitto Boseki	3110	Consumer Cyclical	Japan	0.0580%	3
Mazda Motor Corp Common Stock	7261	Consumer Cyclical	Japan	0.0553%	3
Tokyo Tatemono	8804	Real Estate	Japan	0.0524%	3
Skylark Holdings Co Ltd Shs	3197	Consumer Cyclical	Japan	0.0515%	3
GS Yuasa Corp.	6674	Consumer Cyclical	Japan	0.0507%	3
NHK Spring	5991	Consumer Cyclical	Japan	0.0487%	3
SEIBU HOLDINGS INC Shs	9024	Industrials	Japan	0.0485%	3
Open House Group Co Ltd Shs	3288	Real Estate	Japan	0.0448%	3
UACJ Corporation	5741	Basic Materials	Japan	0.0446%	3
Odakyu Electric Railway	9007	Industrials	Japan	0.0442%	3
Citizen Watch Co Ltd	7762	Consumer Cyclical	Japan	0.0436%	3
SKY Perfect JSAT Corp	9412	Communication Services	Japan	0.0400%	3
Nikon Corp	7731	Consumer Cyclical	Japan	0.0392%	3
Penta-Ocean Construction	1893	Industrials	Japan	0.0390%	3
Toho Gas	9533	Utilities	Japan	0.0382%	3
Meidensha Corp.	6508	Industrials	Japan	0.0361%	3
Toyoda Gosei	7282	Consumer Cyclical	Japan	0.0357%	3

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
CKD	6407	Industrials	Japan	0.0352%	3
Daishi Hokuetsu Financial Group Inc Ordinary Shares	7327	Financial Services	Japan	0.0346%	3
Credit Saison	8253	Financial Services	Japan	0.0345%	3
Nishi-Nippon Financial Holdings Inc	7189	Financial Services	Japan	0.0342%	3
Zeon	4205	Basic Materials	Japan	0.0336%	3
Toda Corp Shs	1860	Industrials	Japan	0.0331%	3
Nichirei Corp.	2871	Consumer Defensive	Japan	0.0325%	3
Casio Computer Co Ltd Common Stock	6952	Technology	Japan	0.0322%	3
Taiyo Holdings Co Ltd	4626	Basic Materials	Japan	0.0314%	3
Denka Co Ltd Shs	4061	Basic Materials	Japan	0.0298%	3
Rinnai	5947	Consumer Cyclical	Japan	0.0292%	3
Hanwa	8078	Industrials	Japan	0.0290%	3
Yamada Holdings Co Ltd Ordinary Shares	9831	Consumer Cyclical	Japan	0.0289%	3
Metaplanet Inc	3350	Consumer Cyclical	Japan	0.0283%	3
Canon Sales	8060	Industrials	Japan	0.0276%	3
Keihan Holdings Co Shs	9045	Industrials	Japan	0.0273%	3
Alfresa Holdings Corp Common Stock	2784	Healthcare	Japan	0.0269%	3
Daicel Corporation	4202	Basic Materials	Japan	0.0253%	3
Internet Initiative Japan Stock	3774	Communication Services	Japan	0.0247%	3
Tsugami	6101	Industrials	Japan	0.0246%	3
The Chugoku Electric Power	9504	Utilities	Japan	0.0245%	3
Juroku Financial Group Inc	7380	Financial Services	Japan	0.0244%	3
Are Holdings Inc	5857	Industrials	Japan	0.0243%	3
Sega Sammy Hldgs Common Stock	6460	Communication Services	Japan	0.0231%	3
NTN Corp Shs	6472	Industrials	Japan	0.0226%	3
HAZAMA ANDO CORPORATION	1719	Industrials	Japan	0.0226%	3
Kobayashi Pharmaceutical	4967	Consumer Defensive	Japan	0.0223%	3
Nankai Co Ltd	9044	Real Estate	Japan	0.0221%	3
PowerX Inc	485A	Industrials	Japan	0.0211%	3
Japan Petroleum Exploration	1662	Energy	Japan	0.0208%	3
Tekscend Photomask Corp	429A	Technology	Japan	0.0202%	3
SHO-BOND HOLDINGS	1414	Industrials	Japan	0.0192%	3
Takeuchi Mfg Co Ltd	6432	Industrials	Japan	0.0192%	3
The Nanto Bank Ltd	8367	Financial Services	Japan	0.0173%	3
Shikoku Kasei Holdings Corp	4099	Basic Materials	Japan	0.0172%	3
Nishi-Nippon Railroad	9031	Industrials	Japan	0.0164%	3
H2O Retailing Corp Common Stock	8242	Consumer Defensive	Japan	0.0154%	3
Monogatari Corp	3097	Consumer Cyclical	Japan	0.0150%	3

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
TOCALO Company Ltd	3433	Industrials	Japan	0.0148%	3
Nippon Corp Shs	2001	Consumer Defensive	Japan	0.0148%	3
Inabata & Co.	8098	Basic Materials	Japan	0.0148%	3
Nihon Kohden	6849	Healthcare	Japan	0.0147%	3
Sharp Corporation	6753	Technology	Japan	0.0143%	3
Katitas Co Ltd shs	8919	Consumer Cyclical	Japan	0.0143%	3
Kitz	6498	Industrials	Japan	0.0140%	3
Sangetsu Corp Shs	8130	Consumer Cyclical	Japan	0.0137%	3
Yamaichi Electronics	6941	Technology	Japan	0.0133%	3
MEC	4971	Basic Materials	Japan	0.0131%	3
Bic Camera	3048	Consumer Cyclical	Japan	0.0128%	3
Nakanishi	7716	Healthcare	Japan	0.0125%	3
Toa Corporation (Construction)	1885	Industrials	Japan	0.0122%	3
Iino Kaiun Kaisha Ltd	9119	Industrials	Japan	0.0121%	3
Santec Holdings Corp Ordinary Shares	6777	Technology	Japan	0.0119%	3
Artience Co Ltd	4634	Basic Materials	Japan	0.0117%	3
JAPAN MATERIAL Co Ltd Common Stock	6055	Industrials	Japan	0.0117%	3
Seikoh Giken	6834	Technology	Japan	0.0116%	3
Nittetsu Mining	1515	Basic Materials	Japan	0.0116%	3
Nomura Micro Science	6254	Industrials	Japan	0.0112%	3
KYB Corp Shs	7242	Consumer Cyclical	Japan	0.0111%	3
Fujibo Holdings Inc Shs	3104	Consumer Cyclical	Japan	0.0108%	3
Tokai Holdings Shs	3167	Industrials	Japan	0.0107%	3
Kusuri No Aoki Holdings Shs	3549	Healthcare	Japan	0.0105%	3
Nippon Seiki	7287	Consumer Cyclical	Japan	0.0105%	3
MegaChips	6875	Technology	Japan	0.0104%	3
Kureha Chemical Industry	4023	Basic Materials	Japan	0.0104%	3
Yonex	7906	Consumer Cyclical	Japan	0.0103%	3
Shift Inc Shs	3697	Technology	Japan	0.0097%	3
Totech	9960	Technology	Japan	0.0096%	3
The Nisshin Oillio Group Ltd	2602	Consumer Defensive	Japan	0.0095%	3
Matsuda Sangyo	7456	Basic Materials	Japan	0.0091%	3
NIHON DENGI	1723	Technology	Japan	0.0090%	3
U-Next Holdings Co Ltd	9418	Industrials	Japan	0.0089%	3
Itoki Crebio	7972	Consumer Cyclical	Japan	0.0089%	3
BuySell Technologies Co Ltd Shs	7685	Consumer Cyclical	Japan	0.0089%	3
Systema Corporation Common Stock	2317	Technology	Japan	0.0088%	3
Furukawa Co. Ltd.	5715	Basic Materials	Japan	0.0088%	3
Itochu Enex	8133	Industrials	Japan	0.0080%	3

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Daio Paper	3880	Basic Materials	Japan	0.0075%	3
Happinet	7552	Consumer Cyclical	Japan	0.0070%	3
ELECOM	6750	Technology	Japan	0.0070%	3
Shin-Etsu Polymer	7970	Basic Materials	Japan	0.0069%	3
Enplas Corp	6961	Technology	Japan	0.0069%	3
Unitika Ltd.	3103	Basic Materials	Japan	0.0065%	3
Anycolor Inc	5032	Communication Services	Japan	0.0056%	3
GMO internet Inc	4784	Technology	Japan	0.0054%	3
Kohoku Kogyo Co Ltd	6524	Technology	Japan	0.0050%	3
Japan Display Inc. Shs	6740	Technology	Japan	0.0040%	3
Fanuc Corp Common Stock	6954	Industrials	Japan	0.4400%	4
Ibiden Co Ltd Common Stock	4062	Technology	Japan	0.3674%	4
Furukawa Electric	5801	Industrials	Japan	0.2305%	4
Canon Inc. Common Stock	7751	Technology	Japan	0.2275%	4
Kajima Corp Shs	1812	Industrials	Japan	0.1672%	4
JX Advanced Metals Corp	5016	Technology	Japan	0.1364%	4
Screen Holdings Co Ltd Common Stock	7735	Technology	Japan	0.1310%	4
Shimizu Corp.	1803	Industrials	Japan	0.0902%	4
Tokyo Ohka Kogyo	4186	Technology	Japan	0.0820%	4
Subaru Corp Shs	7270	Consumer Cyclical	Japan	0.0785%	4
Dai Nippon Printing Co Ltd	7912	Industrials	Japan	0.0752%	4
Shimadzu	7701	Technology	Japan	0.0679%	4
Kikkoman Corp.	2801	Consumer Defensive	Japan	0.0607%	4
Fukuoka Financial Group Inc Common Stock	8354	Financial Services	Japan	0.0606%	4
Toyo Suisan Kaisha Ltd shs	2875	Consumer Defensive	Japan	0.0562%	4
Daito Trust Construction Co Ltd Common Stock	1878	Real Estate	Japan	0.0562%	4
Tosoh Corp.	4042	Basic Materials	Japan	0.0509%	4
Kyushu Electric Power	9508	Utilities	Japan	0.0499%	4
Otsuka	4768	Technology	Japan	0.0437%	4
USS	4732	Consumer Cyclical	Japan	0.0428%	4
Dexerials Corp Shs	4980	Technology	Japan	0.0407%	4
Maruwa Co. Ltd	5344	Technology	Japan	0.0404%	4
Comsys Holdings Corp.	1721	Industrials	Japan	0.0395%	4
Nichias	5393	Industrials	Japan	0.0383%	4
Nabtesco	6268	Industrials	Japan	0.0378%	4
The Japan Steel Works Ltd	5631	Industrials	Japan	0.0355%	4
The 77 Bank Ltd	8341	Financial Services	Japan	0.0342%	4
Koito Manufacturing	7276	Consumer Cyclical	Japan	0.0342%	4

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
DOWA Holdings Co. Ltd.	5714	Basic Materials	Japan	0.0341%	4
Yamato Holdings Co. Ltd.	9064	Industrials	Japan	0.0328%	4
Takasago Thermal Engineering	1969	Industrials	Japan	0.0325%	4
Tohoku Electric Power	9506	Utilities	Japan	0.0312%	4
Nippon Electric Glass	5214	Technology	Japan	0.0300%	4
Keisei Electric Railway	9009	Industrials	Japan	0.0300%	4
JTEKT Corp.	6473	Consumer Cyclical	Japan	0.0299%	4
Ulvac	6728	Industrials	Japan	0.0294%	4
Socionext Inc	6526	Industrials	Japan	0.0290%	4
Hitachi Construction Machinery	6305	Industrials	Japan	0.0289%	4
Medipal Holdings Corp Common Stock	7459	Healthcare	Japan	0.0279%	4
Yamaguchi Financial Group	8418	Financial Services	Japan	0.0275%	4
Mitsui E&S Co Ltd Shs	7003	Industrials	Japan	0.0272%	4
Macnica Holdings Inc Shs	3132	Technology	Japan	0.0271%	4
Musashi Seimitsu Industry	7220	Consumer Cyclical	Japan	0.0265%	4
Harmonic Drive Systems	6324	Industrials	Japan	0.0263%	4
Nagase &	8012	Basic Materials	Japan	0.0257%	4
Organo	6368	Industrials	Japan	0.0257%	4
Alsok Co Ltd	2331	Industrials	Japan	0.0256%	4
Kamigumi	9364	Industrials	Japan	0.0254%	4
Tokyo Metro Co Ltd	9023	Industrials	Japan	0.0251%	4
SWCC Corp Shs	5805	Industrials	Japan	0.0249%	4
Adeka Corp Shs	4401	Basic Materials	Japan	0.0243%	4
Chugin Financial Group Inc	5832	Financial Services	Japan	0.0241%	4
Keikyu Corp	9006	Industrials	Japan	0.0239%	4
Ferrotec Corp	6890	Technology	Japan	0.0233%	4
Kanematsu	8020	Industrials	Japan	0.0227%	4
NIFCO Inc Common Stock	7988	Consumer Cyclical	Japan	0.0223%	4
Nagoya Railroad	9048	Industrials	Japan	0.0222%	4
Maruichi Steel Tube Ltd	5463	Basic Materials	Japan	0.0222%	4
Sinfonia Technology Co Ltd	6507	Industrials	Japan	0.0217%	4
MIRAIT One Corp common stock	1417	Industrials	Japan	0.0211%	4
Rengo Co Ltd Shs	3941	Consumer Cyclical	Japan	0.0209%	4
Iida Group Holdings Co Ltd. Common Stock	3291	Consumer Cyclical	Japan	0.0204%	4
Inaba Denki Sangyo	9934	Industrials	Japan	0.0195%	4
Okii Electric Industry Shs	6703	Technology	Japan	0.0191%	4
Kaneka	4118	Basic Materials	Japan	0.0181%	4
Gigas K's Denki	8282	Consumer Cyclical	Japan	0.0181%	4
Rigaku Holdings Corp	268A	Technology	Japan	0.0180%	4

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Daiwabo	3107	Technology	Japan	0.0179%	4
Fuji Television Network	4676	Communication Services	Japan	0.0178%	4
ZENKOKU HOSHO Co Ltd Common Stock	7164	Financial Services	Japan	0.0174%	4
Nippon Shokubai Co Ltd	4114	Basic Materials	Japan	0.0170%	4
Nippon Gas	8174	Utilities	Japan	0.0166%	4
Hakuhodo DY Hldgs	2433	Communication Services	Japan	0.0159%	4
Sumitomo Warehouse Co Ltd	9303	Industrials	Japan	0.0157%	4
JAPAN ELEVATOR SERVICE HOLDINGS CO. LTD. Registered Shs	6544	Industrials	Japan	0.0155%	4
Aichi Financial Group Inc	7389	Financial Services	Japan	0.0151%	4
Kanadevia Corp	7004	Industrials	Japan	0.0147%	4
NS Solutions	2327	Technology	Japan	0.0145%	4
Tokyo Kiraboshi Financial Group Inc Shs	7173	Financial Services	Japan	0.0145%	4
The Ogaki Kyoritsu Bank Ltd	8361	Financial Services	Japan	0.0145%	4
Tsumura & Co.	4540	Healthcare	Japan	0.0141%	4
Sotetsu Holdings Inc Shs	9003	Industrials	Japan	0.0141%	4
Mitsubishi Motors	7211	Consumer Cyclical	Japan	0.0141%	4
The Bank of Nagoya	8522	Financial Services	Japan	0.0136%	4
Noritake	5331	Industrials	Japan	0.0136%	4
Aica Kogyo	4206	Industrials	Japan	0.0131%	4
Amano	6436	Technology	Japan	0.0128%	4
Osaka Soda Co Ltd Shs	4046	Basic Materials	Japan	0.0123%	4
Towa	6315	Technology	Japan	0.0121%	4
Edion	2730	Consumer Cyclical	Japan	0.0117%	4
Nikkiso	6376	Industrials	Japan	0.0116%	4
The Awa Bank Ltd	8388	Financial Services	Japan	0.0116%	4
Kaga Electronics	8154	Technology	Japan	0.0109%	4
Toagosei Co. Ltd.	4045	Basic Materials	Japan	0.0107%	4
OBIC Business Consultants	4733	Technology	Japan	0.0107%	4
Pillar Corp	6490	Industrials	Japan	0.0107%	4
Paltac Corp Common Stock	8283	Consumer Defensive	Japan	0.0106%	4
Nishimatsu Construction	1820	Industrials	Japan	0.0105%	4
Simplex Holdings Inc. Ordinary Shares	4373	Technology	Japan	0.0103%	4
Rakus Co Ltd Shs	3923	Technology	Japan	0.0103%	4
Tadano Ltd	6395	Industrials	Japan	0.0102%	4
Mizuho Leasing Co Ltd	8425	Financial Services	Japan	0.0101%	4
Sumitomo Osaka Cement	5232	Basic Materials	Japan	0.0100%	4
Archion Corp	543A	Industrials	Japan	0.0097%	4
Colowide	7616	Consumer Cyclical	Japan	0.0097%	4

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Hokuriku Electric Power	9505	Utilities	Japan	0.0097%	4
TS TECH	7313	Consumer Cyclical	Japan	0.0095%	4
Nihon M&A Center Holdings Inc	2127	Financial Services	Japan	0.0094%	4
Workman	7564	Consumer Cyclical	Japan	0.0094%	4
Umios Corp	1333	Consumer Defensive	Japan	0.0092%	4
DTS	9682	Technology	Japan	0.0092%	4
Chugoku Marine Paints Ltd	4617	Basic Materials	Japan	0.0092%	4
Okasan Securities Group Inc	8609	Financial Services	Japan	0.0092%	4
Furuya Metal Co Ltd Shs	7826	Technology	Japan	0.0091%	4
Japan Securities Finance	8511	Financial Services	Japan	0.0085%	4
Tokai Tokyo Financial Holdings Inc	8616	Financial Services	Japan	0.0082%	4
Tokai Rika	6995	Consumer Cyclical	Japan	0.0082%	4
Nitto Kogyo Corp	6651	Industrials	Japan	0.0080%	4
Sakata Seed	1377	Consumer Defensive	Japan	0.0078%	4
Komeda Holdings Co Ltd Shs	3543	Consumer Cyclical	Japan	0.0078%	4
PAL Group Holdings Co Ltd Shs	2726	Consumer Cyclical	Japan	0.0077%	4
Hosiden	6804	Industrials	Japan	0.0077%	4
Leopalace21	8848	Real Estate	Japan	0.0075%	4
ShinMaywa Industries Ltd	7224	Industrials	Japan	0.0073%	4
Shin Nippon Air Technologies	1952	Industrials	Japan	0.0073%	4
Hamakyorex	9037	Industrials	Japan	0.0072%	4
Japan Aviation Electronics Industry Ltd	6807	Technology	Japan	0.0070%	4
Nitta	5186	Industrials	Japan	0.0070%	4
Yamazen	8051	Industrials	Japan	0.0069%	4
F.C.C.	7296	Consumer Cyclical	Japan	0.0068%	4
Kaken Pharmaceutical	4521	Healthcare	Japan	0.0068%	4
Bunka Shutter	5930	Industrials	Japan	0.0067%	4
Tosei	8923	Real Estate	Japan	0.0066%	4
Yuasa Co Ltd	8074	Industrials	Japan	0.0065%	4
Synspective Inc	290A	Industrials	Japan	0.0065%	4
Hochiki Corp Common Stock	6745	Industrials	Japan	0.0064%	4
Trusco Nakayama	9830	Industrials	Japan	0.0064%	4
Mani	7730	Healthcare	Japan	0.0063%	4
Hibiya Engineering Ltd	1982	Industrials	Japan	0.0063%	4
Komeri	8218	Consumer Cyclical	Japan	0.0062%	4
Toenec	1946	Industrials	Japan	0.0061%	4
Autobacs Seven Co Ltd Shs	9832	Consumer Cyclical	Japan	0.0060%	4
Techno Ryowa Ltd	1965	Industrials	Japan	0.0060%	4
Konoike Transport Co.Ltd Common Stock	9025	Industrials	Japan	0.0060%	4

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
San-Ai Obbli Co Ltd Common Stock	8097	Energy	Japan	0.0059%	4
Yokogawa Bridge	5911	Industrials	Japan	0.0058%	4
NS United Kaiun Kaisha Ltd Common Stock	9110	Industrials	Japan	0.0057%	4
Royal	8179	Consumer Cyclical	Japan	0.0055%	4
Towa Pharmaceutical	4553	Healthcare	Japan	0.0054%	4
Metawater Co Ltd Shs	9551	Industrials	Japan	0.0054%	4
Heiwado	8276	Consumer Cyclical	Japan	0.0053%	4
Galilei Co Ltd	6420	Industrials	Japan	0.0051%	4
Imperial Hotel Ltd	9708	Consumer Cyclical	Japan	0.0050%	4
Toshiba Tec	6588	Technology	Japan	0.0047%	4
JACCS	8584	Financial Services	Japan	0.0043%	4
Future Corp Shs	4722	Technology	Japan	0.0040%	4
Belc	9974	Consumer Defensive	Japan	0.0037%	4
Eagle Industry	6486	Industrials	Japan	0.0037%	4
Tokyotokeiba	9672	Consumer Cyclical	Japan	0.0036%	4
BML Inc	4694	Healthcare	Japan	0.0035%	4
Aoki Int'l	8214	Consumer Cyclical	Japan	0.0035%	4
Fuji Kyuko	9010	Industrials	Japan	0.0034%	4
Keyence	6861	Technology	Japan	0.6230%	5
Suzuki Motor	7269	Consumer Cyclical	Japan	0.1460%	5
Central Japan Railway	9022	Industrials	Japan	0.1396%	5
SECOM Co Ltd Common Stock	9735	Industrials	Japan	0.1077%	5
Konami Group Corp Shs	9766	Communication Services	Japan	0.0588%	5
AMADA Co Ltd Shs	6113	Industrials	Japan	0.0380%	5
Kandenko	1942	Industrials	Japan	0.0357%	5
Kinden	1944	Industrials	Japan	0.0353%	5
Hamamatsu Photonics K.K.	6965	Technology	Japan	0.0335%	5
BayCurrent Inc	6532	Industrials	Japan	0.0334%	5
Zensho Holdings Co.Ltd.	7550	Consumer Cyclical	Japan	0.0316%	5
Electric Power Development	9513	Utilities	Japan	0.0292%	5
Kintetsu Group Holdings Co Ltd Shs	9041	Industrials	Japan	0.0286%	5
Tokyo Seimitsu	7729	Technology	Japan	0.0279%	5
NIKKON Holdings Co Ltd Regs Shs	9072	Industrials	Japan	0.0257%	5
Hokuhoku Financial Grp	8377	Financial Services	Japan	0.0253%	5
JGC Holdings Corp	1963	Industrials	Japan	0.0253%	5
Hoshizaki Corp Common Stock	6465	Industrials	Japan	0.0237%	5
NEXON Co Ltd Common Stock	3659	Communication Services	Japan	0.0231%	5
Tobu Railway	9001	Industrials	Japan	0.0228%	5
Kraftia Corp	1959	Industrials	Japan	0.0214%	5

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Micronics Japan	6871	Technology	Japan	0.0206%	5
Mitsubishi Logistics	9301	Industrials	Japan	0.0206%	5
Taiheiyo Cement	5233	Basic Materials	Japan	0.0203%	5
Yamato Kogyo	5444	Basic Materials	Japan	0.0197%	5
Dmg Mori Co Ltd Common Stock	6141	Industrials	Japan	0.0196%	5
Toyo Tire Corp Ordinary Shares	5105	Consumer Cyclical	Japan	0.0181%	5
Iwatani Int'l	8088	Industrials	Japan	0.0180%	5
Shimamura	8227	Consumer Cyclical	Japan	0.0180%	5
Rorze	6323	Technology	Japan	0.0170%	5
Sankyu	9065	Industrials	Japan	0.0167%	5
Seino Transportation	9076	Industrials	Japan	0.0154%	5
Tokai Carbon	5301	Basic Materials	Japan	0.0152%	5
The Shiga Bank Ltd	8366	Financial Services	Japan	0.0150%	5
Yamazaki Baking Co Ltd shs	2212	Consumer Defensive	Japan	0.0149%	5
Tokuyama	4043	Basic Materials	Japan	0.0147%	5
Daihen	6622	Industrials	Japan	0.0147%	5
The Hyakugo Bank Ltd	8368	Financial Services	Japan	0.0144%	5
KOBE BUSSAN	3038	Consumer Defensive	Japan	0.0143%	5
Stanley Electric	6923	Consumer Cyclical	Japan	0.0141%	5
Sanki Engineering	1961	Industrials	Japan	0.0140%	5
Jeol Ltd	6951	Technology	Japan	0.0137%	5
Daido Steel	5471	Basic Materials	Japan	0.0135%	5
Shibaura Mechatronics	6590	Technology	Japan	0.0133%	5
Makino Milling Machine	6135	Industrials	Japan	0.0125%	5
Astroscale Holdings Inc	186A	Industrials	Japan	0.0120%	5
Dai-Dan	1980	Industrials	Japan	0.0120%	5
Sankyo	6417	Consumer Cyclical	Japan	0.0112%	5
Shikoku Electric Power	9507	Utilities	Japan	0.0110%	5
OSG	6136	Industrials	Japan	0.0109%	5
Tsubakimoto Chain	6371	Industrials	Japan	0.0108%	5
ABC-Mart	2670	Consumer Cyclical	Japan	0.0107%	5
Taikisha Ltd	1979	Industrials	Japan	0.0104%	5
Namura Shipbuilding	7014	Industrials	Japan	0.0104%	5
C. Uyemura & Co.	4966	Basic Materials	Japan	0.0103%	5
Okuma Corp Shs	6103	Industrials	Japan	0.0101%	5
Nichicon	6996	Technology	Japan	0.0099%	5
Union Tool Co	6278	Industrials	Japan	0.0099%	5
Meitec Group Holdings Inc	9744	Industrials	Japan	0.0098%	5
Takuma	6013	Industrials	Japan	0.0095%	5

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Fujimi	5384	Technology	Japan	0.0095%	5
COSMOS Pharmaceutical	3349	Healthcare	Japan	0.0086%	5
Yoshinoya D&C	9861	Consumer Cyclical	Japan	0.0083%	5
Fukuda Denshi	6960	Healthcare	Japan	0.0083%	5
Hokkaido Electric Power	9509	Utilities	Japan	0.0082%	5
Sanyo Denki	6516	Industrials	Japan	0.0082%	5
Blue Zones Holdings Co Ltd	417A	Consumer Defensive	Japan	0.0082%	5
Kotobuki Seika	2222	Consumer Defensive	Japan	0.0082%	5
Musashino Bank Ltd	8336	Financial Services	Japan	0.0077%	5
Okumura	1833	Industrials	Japan	0.0076%	5
Fukuyama Transporting	9075	Industrials	Japan	0.0076%	5
Toyota Boshoku	3116	Consumer Cyclical	Japan	0.0075%	5
Nippon Light Metal Holdings Co Ltd Regs Shs	5703	Basic Materials	Japan	0.0074%	5
Nippon Densetsu Kogyo	1950	Industrials	Japan	0.0073%	5
Nippon Soda	4041	Basic Materials	Japan	0.0073%	5
Seiren	3569	Consumer Cyclical	Japan	0.0072%	5
Raito Kogyo	1926	Industrials	Japan	0.0071%	5
Create Restaurants Holdings Inc	3387	Consumer Cyclical	Japan	0.0070%	5
Yodoko Ltd	5451	Basic Materials	Japan	0.0070%	5
Seria	2782	Consumer Defensive	Japan	0.0070%	5
Kanamoto Co Ltd Common Stock	9678	Industrials	Japan	0.0070%	5
Daiseki	9793	Industrials	Japan	0.0070%	5
Kurabo Industries Ltd	3106	Industrials	Japan	0.0069%	5
Furuno Electric	6814	Technology	Japan	0.0068%	5
NEXTAGE Co.Ltd. Shs	3186	Consumer Cyclical	Japan	0.0067%	5
DCM Holdings Co Ltd	3050	Consumer Cyclical	Japan	0.0066%	5
QPS Holdings Inc	464A	Industrials	Japan	0.0065%	5
YAMABIKO CORPORATION	6250	Industrials	Japan	0.0064%	5
ARCS	9948	Consumer Cyclical	Japan	0.0064%	5
Daiei Kankyo Co Ltd	9336	Industrials	Japan	0.0063%	5
Saizeriya	7581	Consumer Cyclical	Japan	0.0063%	5
Riken Keiki	7734	Industrials	Japan	0.0061%	5
Round One	4680	Consumer Cyclical	Japan	0.0061%	5
Starts	8850	Real Estate	Japan	0.0060%	5
Ito en Ltd	2593	Consumer Defensive	Japan	0.0058%	5
Taihei Dengyo Kaisha Ltd	1968	Industrials	Japan	0.0057%	5
Valor Holdings Co Ltd Shs	9956	Consumer Cyclical	Japan	0.0056%	5
GMO Internet group Inc Shs	9449	Communication Services	Japan	0.0056%	5
Mitsubishi Pencil	7976	Industrials	Japan	0.0056%	5

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
TKC	9746	Technology	Japan	0.0056%	5
Megmilk Snow Brand Co Ltd Ordinary Shares	2270	Consumer Defensive	Japan	0.0056%	5
Kato Sangyo	9869	Consumer Defensive	Japan	0.0055%	5
Chudenko	1941	Industrials	Japan	0.0054%	5
Chiyoda Corp.	6366	Industrials	Japan	0.0054%	5
San A Co Ltd	2659	Consumer Cyclical	Japan	0.0054%	5
Nohmi Bosai Ltd	6744	Industrials	Japan	0.0052%	5
TOEI Animation	4816	Communication Services	Japan	0.0050%	5
Kissei Pharmaceutical	4547	Healthcare	Japan	0.0049%	5
Maruzen Showa Unyu	9068	Industrials	Japan	0.0049%	5
Kasumigaseki Capital Co Ltd Ordinary Shares	3498	Industrials	Japan	0.0048%	5
Trial Holdings Inc Ordinary Shares	141A	Consumer Defensive	Japan	0.0048%	5
Takara Standard	7981	Consumer Cyclical	Japan	0.0048%	5
Opton Co Ltd	6235	Industrials	Japan	0.0046%	5
Justsystem Corp Common Stock	4686	Technology	Japan	0.0046%	5
Totetsu Kogyo	1835	Industrials	Japan	0.0046%	5
Aichi Steel	5482	Basic Materials	Japan	0.0046%	5
Daiichikoshu Co Ltd	7458	Consumer Cyclical	Japan	0.0046%	5
RS Technologies Co Ltd Shs	3445	Technology	Japan	0.0045%	5
Tokyu Construction	1720	Industrials	Japan	0.0045%	5
Yellow Hat Ltd	9882	Consumer Cyclical	Japan	0.0045%	5
Ai Holdings Corp Shs	3076	Industrials	Japan	0.0045%	5
Heiwa	6412	Consumer Cyclical	Japan	0.0044%	5
Mitsui High-tec Inc Shs	6966	Technology	Japan	0.0044%	5
JOYFUL HONDA CO. LTD. Shs	3191	Consumer Cyclical	Japan	0.0044%	5
SUN	6736	Technology	Japan	0.0044%	5
Life	8194	Consumer Defensive	Japan	0.0039%	5
SBS Holdings Inc Ordinary Shares	2384	Industrials	Japan	0.0039%	5
Matsui Securities	8628	Financial Services	Japan	0.0038%	5
Yurtec	1934	Industrials	Japan	0.0037%	5
Ariake Japan Co Ltd Common Stock	2815	Consumer Defensive	Japan	0.0037%	5
Mitani	8066	Industrials	Japan	0.0037%	5
Ohsho Food Service	9936	Consumer Cyclical	Japan	0.0036%	5
Hokuetsu Corp Ordinary Shares	3865	Basic Materials	Japan	0.0036%	5
Tokyo Steel Manufacturing	5423	Basic Materials	Japan	0.0036%	5
Timee Inc	215A	Industrials	Japan	0.0034%	5
SK Kaken	4628	Basic Materials	Japan	0.0034%	5
Ise Chemicals	4107	Basic Materials	Japan	0.0034%	5
Maeda Kosen Co Ltd Shs	7821	Basic Materials	Japan	0.0034%	5

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
Nishio Holdings Co Ltd Ordinary Shares	9699	Industrials	Japan	0.0033%	5
FUJI	8278	Consumer Cyclical	Japan	0.0031%	5
Fujita Kankō	9722	Consumer Cyclical	Japan	0.0031%	5
Atom	7412	Consumer Cyclical	Japan	0.0031%	5
Financial Partners Group Co Ltd	7148	Financial Services	Japan	0.0031%	5
Create Sd Holdings Co.Ltd.	3148	Healthcare	Japan	0.0030%	5
Nissan Shatai	7222	Consumer Cyclical	Japan	0.0030%	5
United Super Markets Holdings Inc. Shs	3222	Consumer Cyclical	Japan	0.0029%	5
GungHo Online Entertainment	3765	Communication Services	Japan	0.0029%	5
IDOM Inc Shs	7599	Consumer Cyclical	Japan	0.0029%	5
SanBio Co Ltd Shs	4592	Healthcare	Japan	0.0028%	5
Nishimatsuya Chain	7545	Consumer Cyclical	Japan	0.0028%	5
Kura Sushi Inc Shs	2695	Consumer Cyclical	Japan	0.0028%	5
Takamatsu	1762	Industrials	Japan	0.0027%	5
Ichibanya	7630	Consumer Cyclical	Japan	0.0026%	5
K&O Energy Group Inc	1663	Utilities	Japan	0.0024%	5
Japan Investment Adviser Co Ltd Shs	7172	Industrials	Japan	0.0024%	5
JMDC Inc Ordinary Shares	4483	Healthcare	Japan	0.0024%	5
Sakai Moving Service	9039	Industrials	Japan	0.0023%	5
Mitani Sekisan	5273	Industrials	Japan	0.0022%	5
AZ-COM Maruwa Holdings Inc	9090	Industrials	Japan	0.0022%	5
Token	1766	Real Estate	Japan	0.0019%	5
Aeon Hokkaido Corp Shs	7512	Consumer Cyclical	Japan	0.0016%	5
GMO Financial Holdings Inc Shs	7177	Financial Services	Japan	0.0015%	5
Integral Corp	5842	Financial Services	Japan	0.0013%	5

Security Name	Ticker	Sector	Country	Weight	Gender Equality Group
---------------	--------	--------	---------	--------	-----------------------

About Morningstar Indexes

Morningstar Indexes was built to keep up with the evolving needs of investors—and to be a leading-edge advocate for them. Our rich heritage as a transparent, investor-focused leader in data and research uniquely equips us to support individuals, institutions, wealth managers and advisors in navigating investment opportunities across major asset classes, styles and strategies. From traditional benchmarks and unique IP-driven indexes, to index design, calculation and distribution services, our solutions span an investment landscape as diverse as investors themselves. Please visit indexes.morningstar.com for more information.

About Equileap

Equileap is the leading provider of data & insights on gender equality for investors. Launched in 2016, the company's mission is to close the equality gap in the workforce. Equileap evaluates thousands of companies based on a broad set of gender equality criteria, which include 19 criteria on gender balance in leadership and workforce, gender pay gap and work-life balance, paid parental leave and more. Please visit equileap.com for more information.