

Company Name	Equity Symbol	Equity ISIN	Exclusions	Inclusions	Exclude for Animal Exploitation	Exclude for Bribery, Corruption, and Fraud Violations	Exclude for CEO Pay	Exclude for Deforestation Producers Exposure	Exclude for Environmental Violations	Exclude for Fossil Fuel Industry Exposure	Exclude for Migrant Detention Involvement	Exclude for Prison Industry Exposure	Exclude for Toxic Air Pollution	Exclude for Women on Boards
Marathon Petroleum Corporation	MPC	US56585A10	7	0	1	1	1		1	1			1	1
Lockheed Martin Corporation	LMT	US53983010	6	0	1	1	1		1		1		1	
Occidental Petroleum Corporation	OXY	US67459910	6	0	1		1		1	1			1	1
Chevron Corporation	CVX	US16676410	5	0	1		1		1	1			1	
Tyson Foods, Inc.	TSN	US90249410	5	0	1		1	1	1				1	
Amgen Inc.	AMGN	US03116210	5	0	1	1	1						1	1
Archer-Daniels-Midland Company	ADM	US03948310	5	0	1		1	1	1				1	
Boeing Company	BA	US09702310	5	0		1	1		1		1		1	
Halliburton Company	HAL	US40621610	5	0	1	1	1		1	1			1	
Pfizer, Inc.	PFE	US71708110	5	0	1	1	1		1				1	
Schlumberger N.V.	SLB	AN80685710	5	0	1	1	1			1			1	
Valero Energy Corporation	VLO	US91913Y10	5	0	1		1		1	1			1	
Berkshire Hathaway Inc.	BRK/B	US08467070	5	0	1		1		1	1			1	1
Dominion Energy, Inc.	D	US25746U1C	4	0			1		1	1			1	
AbbVie Inc.	ABBV	US00287Y10	4	0	1	1	1						1	
3M Company	MMM	US88579Y10	4	0	1		1		1			1		
AT&T Inc.	T	US00206R10	4	0		1	1		1					1
Albemarle Corporation	ALB	US01265310	4	0	1		1		1				1	
Alexion Pharmaceuticals, Inc.	ALXN	US01535110	4	0	1	1	1							1
American Airlines Group, Inc.	AAL	US02376R10	4	0	1	1	1							1
American Electric Power Company, Inc.	AEP	US02553710	4	0			1		1	1			1	
Becton, Dickinson and Company	BDX	US07588710	4	0	1	1	1						1	
CVS Health Corporation	CVS	US12665010	4	0	1	1	1		1					
CenterPoint Energy, Inc.	CNP	US15189T10	4	0			1		1	1				1
ConAgra Brands, Inc.	CAG	US20588710	4	0	1	1	1		1					
Corning Incorporated	GLW	US21935010	4	0		1	1		1				1	
Delta Air Lines, Inc.	DAL	US24736170	4	0	1		1						1	1
Dollar Tree, Inc.	DLTR	US25674610	4	0	1		1		1					1
Duke Energy Corporation	DUK	US26441C20	4	0			1		1	1			1	
Eastman Chemical Company	EMN	US27743210	4	0	1		1		1				1	
Ecolab Inc.	ECL	US27886510	4	0	1		1		1				1	
Exelon Corporation	EXC	US30161N1C	4	0		1	1		1	1				
Exxon Mobil Corporation	XOM	US30231G1C	4	0		1	1		1	1			1	
Ford Motor Company	F	US34537086	4	0	1		1		1				1	
General Dynamics Corporation	GD	US36955010	4	0			1		1		1		1	
General Electric Company	GE	US36960410	4	0	1		1		1				1	
Honeywell International Inc.	HON	US43851610	4	0	1		1		1				1	
International Business Machines Corporation	IBM	US45920010	4	0		1	1				1			1
Johnson & Johnson	JNJ	US47816010	4	0	1	1	1						1	
Las Vegas Sands Corp.	LVS	US51783410	4	0	1	1	1							1
Lennar Corporation	LEN	US52605710	4	0		1	1		1					1
LyondellBasell Industries NV	LYB	NL00094349	4	0	1		1		1	1			1	
Medtronic plc	MDT	IE00BTN1Y1	4	0	1	1	1						1	
Mondelez International, Inc.	MDLZ	US60920710	4	0	1	1	1		1					
NRG Energy, Inc.	NRG	US62937750	4	0			1		1	1			1	
NOV Inc	NOV	US62955J10	4	0		1	1			1			1	
Northrop Grumman Corporation	NOC	US66680710	4	0		1	1				1		1	
ONEOK, Inc.	OKE	US68268010	4	0			1		1	1				1

PPG Industries, Inc.	PPG	US69350610	4	0	1	1	1	1	1	1	
PPL Corporation	PPL	US69351T10	4	0		1					
Pepsico, Inc.	PEP	US71344810	4	0	1	1	1	1	1	1	1
Phillips 66	PSX	US71854610	4	0		1	1	1	1		
Sherwin-Williams Company	SHW	US82434810	4	0		1	1			1	
Southern Company	SO	US84258710	4	0		1		1		1	1
The AES Corporation	AES	US00130H10	4	0		1	1	1		1	
Thermo Fisher Scientific Inc	TMO	US88355610	4	0	1	1				1	1
Raytheon Technologies Corporation	RTX	US75513E10	4	0		1			1		
Walmart Inc.	WMT	US93114210	4	0	1	1	1			1	
Western Union Company	WU	US95980210	4	0		1				1	1
Westrock Company	WRK	US96145D10	4	0		1	1	1		1	
Williams Companies, Inc.	WMB	US96945710	4	0		1	1	1			1
Xcel Energy Inc.	XEL	US98389B10	4	0		1		1		1	1
Zimmer Biomet Holdings, Inc.	ZBH	US98956P10	4	0	1	1				1	
DuPont de Nemours Inc	DD	US26614N1C	4	0	1		1				1
L3Harris Technologies Inc	LHX	US50243110	4	0		1			1		1
Kinder Morgan, Inc.	KMI	US49456B10	4	0			1	1		1	1
Amazon.com, Inc.	AMZN	US02313510	4	0	1		1		1	1	
HollyFrontier Corporation	HFC	US43610610	4	0			1	1		1	1
WEC Energy Group, Inc.	WEC	US92939U1C	4	0		1	1	1		1	
Monster Beverage Corporation	MNST	US61174X10	3	0	1		1				1
TJX Companies, Inc.	TJX	US87254010	3	0	1		1				
Abbott Laboratories	ABT	US00282410	3	0	1	1					
Advance Auto Parts Inc	AAP	US00751Y10	3	0	1						1
Air Products and Chemicals, Inc.	APD	US00915810	3	0	1					1	
Allegion plc	ALLE	IE00BFRT3W	3	0						1	1
American Express Company	AXP	US02581610	3	0	1	1					
APA Corp	APA	US03743Q1C	3	0			1	1			
Atmos Energy Corporation	ATO	US04956010	3	0				1			1
AutoZone, Inc.	AZO	US05333210	3	0	1		1				
Baxter International Inc.	BAX	US07181310	3	0	1					1	
Bio-Rad Laboratories, Inc.	BIO	US09057220	3	0	1	1					
Biogen Inc.	BIIB	US09062X10	3	0	1						1
Boston Scientific Corporation	BSX	US10113710	3	0	1					1	
Bristol-Myers Squibb Company	BMY	US11012210	3	0	1	1					
Cardinal Health, Inc.	CAH	US14149Y10	3	0		1				1	
Carnival Corporation	CUK	US14365C10	3	0	1		1				
Catalent, Inc.	CTLT	US14880610	3	0	1						1
Caterpillar, Inc.	CAT	US14912310	3	0			1			1	
Celanese Corporation	CE	US15087010	3	0			1			1	
Centene Corporation	CNC	US15135B10	3	0						1	1
Lumen Technologies	LUMN	US55024110	3	0		1				1	
Charter Communications, Inc.	CHTR	US16119P10	3	0		1					1
Clorox Company	CLX	US18905410	3	0	1		1				
Coca-Cola Company	KO	US19121610	3	0	1		1				
Concho Resources Inc.	CXO	US20605P10	3	0					1		1
ConocoPhillips	COP	US20825C10	3	0	1				1		
Costco Wholesale Corporation	COST	US22160K10	3	0	1		1				
Danaher Corporation	DHR	US23585110	3	0			1			1	
Deere & Company	DE	US24419910	3	0			1			1	
Discovery, Inc.	DISCA	US25470F10	3	0	1						1
Dollar General Corporation	DG	US25667710	3	0	1		1				

Edwards Lifesciences Corporation	EW	US28176E10	3	0	1	1						1
Entergy Corporation	ETR	US29364G1C	3	0		1				1		1
Eversource Energy	ES	US30040W1	3	0		1				1		1
FedEx Corporation	FDX	US31428X10	3	0		1			1			
FirstEnergy Corporation	FE	US33793210	3	0		1				1		1
Fiserv, Inc.	FISV	US33773810	3	0		1						1
Freeport-McMoran, Inc.	FCX	US35671D85	3	0		1			1			1
Garmin Ltd.	GRMN	CH01144053	3	0	1	1						1
General Motors Company	GM	US37045V10	3	0	1	1						1
Hewlett Packard Enterprise Company	HPE	US42824C10	3	0	1	1						1
Home Depot, Inc.	HD	US43707610	3	0	1	1			1			
Hormel Foods Corporation	HRL	US44045210	3	0	1	1		1				
Huntington Ingalls Industries, Inc.	HII	US44641310	3	0		1					1	
Illinois Tool Works Inc.	ITW	US45230810	3	0		1			1			1
International Paper Company	IP	US46014610	3	0		1		1	1			
Johnson Controls International plc	JCI	IE00BY7QL6J	3	0		1			1			
Kimberly-Clark Corporation	KMB	US49436810	3	0	1	1					1	
Lamb Weston Holdings, Inc.	LW	US51327210	3	0	1	1						1
Lowe's Companies, Inc.	LOW	US54866110	3	0	1	1			1			
Marriott International	MAR	US57190320	3	0	1	1			1			
Martin Marietta Materials, Inc.	MLM	US57328410	3	0		1			1			1
Masco Corporation	MAS	US57459910	3	0		1					1	1
MetLife, Inc.	MET	US59156R10	3	0	1	1						
Microsoft Corporation	MSFT	US59491810	3	0		1				1		
Mosaic Company	MOS	US61945C10	3	0		1			1			1
Motorola Solutions, Inc.	MSI	US62007630	3	0		1				1	1	
Viatis Inc	MYL	NL00110312	3	0	1	1						
Newell Brands Inc.	NWL	US65122910	3	0		1			1			1
Old Dominion Freight Line, Inc.	ODFL	US67958010	3	0		1			1			1
Packaging Corporation of America	PKG	US69515610	3	0		1					1	1
Pinnacle West Capital Corporation	PNW	US72348410	3	0		1			1	1		
Procter & Gamble Company	PG	US74271810	3	0	1	1			1			
Public Service Enterprise Group Incorporated	PEG	US74457310	3	0		1				1		1
ResMed Inc.	RMD	US76115210	3	0	1	1						
Royal Caribbean Cruises Ltd.	RCL	LR00088628	3	0	1	1						1
Sempra Energy	SRE	US81685110	3	0		1			1	1		
Smith (A.O.) Corporation	AOS	US83186520	3	0		1					1	1
Snap-On Incorporated	SNA	US83303410	3	0		1					1	1
Stanley Black & Decker, Inc.	SWK	US85450210	3	0		1					1	1
Stryker Corporation	SYK	US86366710	3	0	1	1					1	
Sysco Corporation	SY	US87182910	3	0	1	1						
Target Corporation	TGT	US87612E10	3	0	1	1			1			
Teleflex Incorporated	TFX	US87936910	3	0	1	1					1	
Tesla, Inc.	TSLA	US88160R10	3	0		1						1
Textron Inc.	TXT	US88320310	3	0		1			1			1
The Kraft Heinz Company	KHC	US50075410	3	0	1	1						1
Tractor Supply Company	TSCO	US89235610	3	0	1	1			1			
Transdigm Group Incorporated	TDG	US89364110	3	0		1						1
Fox Corp	FOXA	US35137L10	3	0	1	1						1
U.S. Bancorp	USB	US90297330	3	0	1	1						
Union Pacific Corporation	UNP	US90781810	3	0		1			1			1
United Airlines Holdings, Inc.	UAL	US91004710	3	0	1	1						1
Walgreens Boots Alliance, Inc.	WBA	US93142710	3	0	1	1						

CarMax Inc	KMX	US14313010	2	0	1	1	1	
Chipotle Mexican Grill, Inc.	CMG	US16965610	2	0	1	1	1	
Chubb Limited	CB	CH00443287	2	0		1	1	1
Church & Dwight Company, Inc.	CHD	US17134010	2	0	1	1	1	
Cigna Corporation	CI	US12552310	2	0		1	1	
Cintas Corporation	CTAS	US17290810	2	0			1	1
Citrix Systems, Inc.	CTXS	US17737610	2	0			1	1
Cognizant Technology Solutions Corporatio	CTSH	US19244610	2	0		1	1	
Colgate-Palmolive Company	CL	US19416210	2	0	1	1	1	
Comcast Corporation	CMCSA	US20030N1C	2	0			1	1
Constellation Brands Inc	STZ/B	US21036P20	2	0	1	1	1	
Crown Castle International Corporation	CCI	US22822V10	2	0			1	1
DENTSPLY SIRONA Inc.	XRAY	US24906P10	2	0	1	1	1	
DXC Technology Company	DXC	US23355L10	2	0		1	1	
DaVita Inc.	DVA	US23918K10	2	0		1	1	
Darden Restaurants, Inc.	DRI	US23719410	2	0	1	1	1	
Devon Energy Corporation	DVN	US25179M1C	2	0			1	1
DexCom, Inc.	DXCM	US25213110	2	0	1	1	1	
Diamondback Energy, Inc.	FANG	US25278X10	2	0			1	1
Discover Financial Services	DFS	US25470910	2	0		1	1	
Dover Corporation	DOV	US26000310	2	0				1
Eaton Corporation, PLC	ETN	IE00B8KQN8	2	0				1
Eli Lilly and Company	LLY	US53245710	2	0	1	1	1	
Emerson Electric Company	EMR	US29101110	2	0				1
Equifax, Inc.	EFX	US29442910	2	0		1	1	
Estee Lauder Companies, Inc.	EL	US51843910	2	0	1	1	1	
FMC Corporation	FMC	US30249130	2	0			1	1
Fifth Third Bancorp	FITB	US31677310	2	0		1	1	
FleetCor Technologies, Inc.	FLT	US33904110	2	0				1
Flowserve Corporation	FLS	US34354P10	2	0				1
Fortune Brands Home & Security, Inc.	FBHS	US34964C10	2	0				1
Gap, Inc.	GPS	US36476010	2	0	1	1	1	
General Mills, Inc.	GIS	US37033410	2	0	1	1	1	
Gilead Sciences, Inc.	GILD	US37555810	2	0	1	1	1	
HCA Healthcare, Inc.	HCA	US40412C10	2	0		1	1	
HP Inc	HPQ	US40434L10	2	0		1	1	
Hershey Company	HSY	US42786610	2	0	1	1	1	
Hilton Worldwide Holdings Inc.	HLT	US43300A20	2	0	1	1	1	
Hologic, Inc.	HOLX	US43644010	2	0	1	1	1	
Humana Inc.	HUM	US44485910	2	0				1
IDEX Corporation	IEX	US45167R10	2	0				1
IDEXX Laboratories, Inc.	IDXX	US45168D10	2	0	1	1	1	
International Flavors & Fragrances, Inc.	IFF	US45950610	2	0	1	1	1	
Iron Mountain Incorporated	IRM	US46284V10	2	0		1	1	
J.M. Smucker Company	SJM	US83269640	2	0	1	1	1	
Kellogg Company	K	US48783610	2	0	1	1	1	
Kroger Company	KR	US50104410	2	0	1	1	1	
L Brands, Inc.	BBWI	US50179710	2	0	1	1	1	
LKQ Corporation	LKQ	US50188920	2	0				1
Laboratory Corporation of America Holding LH	LH	US50540R40	2	0	1	1	1	
Leggett & Platt, Incorporated	LEG	US52466010	2	0				1
Leidos Holdings, Inc.	LDOS	US52532710	2	0			1	
Lincoln National Corporation	LNC	US53418710	2	0		1	1	

Live Nation Entertainment, Inc.	LYV	US53803410	2	0				1		1
Loews Corporation	L	US54042410	2	0				1		1
MGM Resorts International	MGM	US55295310	2	0	1			1		
Marathon Oil Corporation	MRO	US56584910	2	0				1		
Mastercard Incorporated	MA	US57636Q1C	2	0		1		1		
McCormick & Company, Incorporated	MKC	US57978020	2	0	1			1		
McDonald's Corporation	MCD	US58013510	2	0	1			1		
McKesson Corporation	MCK	US58155Q1C	2	0		1		1		
Merck & Company, Inc.	MRK	US58933Y10	2	0	1			1		
Microchip Technology Incorporated	MCHP	US59501710	2	0				1		1
Micron Technology, Inc.	MU	US59511210	2	0				1		1
Mid-America Apartment Communities, Inc	MAA	US59522J10	2	0				1		1
Newmont Mining Corporation	NEM	US65163910	2	0				1		
Nike, Inc.	NKE	US65410610	2	0	1			1		
Norwegian Cruise Line Holdings Ltd.	NCLH	BMG6672110	2	0	1			1		
Nucor Corporation	NUE	US67034610	2	0				1		
O'Reilly Automotive, Inc.	ORLY	US67103H10	2	0				1		
Omnicom Group Inc.	OMC	US68191910	2	0	1			1		
PACCAR Inc.	PCAR	US69371810	2	0				1		1
PVH Corp.	PVH	US69365610	2	0	1			1		
Parker-Hannifin Corporation	PH	US70109410	2	0				1		
PayPal Holdings, Inc.	PYPL	US70450Y10	2	0		1		1		
Paycom Software, Inc.	PAYC	US70432V10	2	0				1		1
Pentair plc.	PNR	IE00BLS09M	2	0				1		
PerkinElmer, Inc.	PKI	US71404610	2	0	1			1		
Perrigo Company PLC	PRGO	IE00BGH1ME	2	0	1			1		
Philip Morris International Inc	PM	US71817210	2	0	1			1		
Pioneer Natural Resources Company	PXD	US72378710	2	0				1		
Public Storage	PSA	US74460D10	2	0				1		1
PulteGroup, Inc.	PHM	US74586710	2	0				1		1
Qorvo, Inc.	QRVO	US74736K10	2	0				1		1
Quanta Services, Inc.	PWR	US74762E10	2	0				1		1
Quest Diagnostics Incorporated	DGX	US74834L10	2	0	1			1		
Ralph Lauren Corporation	RL	US75121210	2	0	1			1		
Regeneron Pharmaceuticals, Inc.	REGN	US75886F10	2	0	1			1		
Regions Financial Corporation	RF	US7591EP10	2	0		1		1		
Republic Services, Inc.	RSG	US76075910	2	0				1		
Rockwell Automation, Inc.	ROK	US77390310	2	0	1			1		
Rollins, Inc.	ROL	US77571110	2	0				1		1
Roper Technologies, Inc.	ROP	US77669610	2	0				1		
Ross Stores, Inc.	ROST	US77829610	2	0	1			1		
STERIS plc	STE	IE00BFY8C75	2	0				1		
Southwest Airlines Company	LUV	US84474110	2	0	1			1		
Starbucks Corporation	SBUX	US85524410	2	0	1			1		
Synchrony Financial	SYF	US87165B10	2	0		1		1		
T-Mobile US, Inc.	TMUS	US87259010	2	0				1		1
Tapestry, Inc.	TPR	US87603010	2	0	1			1		
Tiffany & Co.	TIF	US88654710	2	0	1			1		
Ulta Beauty, Inc.	ULTA	US90384S30	2	0	1			1		
Under Armour, Inc.	UA	US90431120	2	0	1			1		
V.F. Corporation	VFC	US91820410	2	0	1			1		
Verizon Communications Inc.	VZ	US92343V10	2	0		1		1		
Vertex Pharmaceuticals Incorporated	VRTX	US92532F10	2	0	1			1		

Walt Disney Company	DIS	US25468710	2	0	1	1			
Weyerhaeuser Company	WY	US96216610	2	0		1			
Wynn Resorts, Limited	WYNN	US98313410	2	0	1	1			1
Xilinx, Inc.	XLNX	US98391910	2	0		1			1
Yum! Brands, Inc.	YUM	US98849810	2	0	1	1			
Zoetis Inc.	ZTS	US98978V10	2	0	1	1			
eBay Inc.	EBAY	US27864210	2	0	1	1			
Truist Financial Corp	TFC	US89832Q1C	2	0		1			
BNYMellon	BK	US06405810	2	0		1			
Citigroup Inc.	C	US17296742	2	0		1			
Invesco Plc	IVZ	BMG491BT1	2	0		1			1
Wells Fargo & Company	WFC	US94974610	2	0		1			
Morgan Stanley	MS	US61744644	2	0		1			
State Street Corporation	STT	US85747710	2	0		1		1	
Charles Schwab Corporation	SCHW	US80851310	2	0		1			1
Baker Hughes Co	BKR	US05722G1C	2	0		1		1	
Citizens Financial Group	CFG	US17461010	2	0		1			
Ameren Corporation	AEE	US02360810	2	0				1	1
CMS Energy Corporation	CMS	US12589610	2	0			1	1	
Edison International	EIX	US28102010	2	0			1	1	
NextEra Energy, Inc.	NEE	US65339F10	2	0				1	1
Evergy Inc	EVRG	US30034W10	2	0				1	1
ANSYS, Inc.	ANSS	US03662Q1C	1	0					1
Adobe Systems Incorporated	ADBE	US00724F10	1	0					1
Advanced Micro Devices, Inc.	AMD	US00790310	1	0					1
Aflac Incorporated	AFL	US00105510	1	0					1
Akamai Technologies, Inc.	AKAM	US00971T10	1	0					1
Align Technology, Inc.	ALGN	US01625510	1	0					1
Allstate Corporation	ALL	US02000210	1	0					1
American Tower Corporation (REIT)	AMT	US03027X10	1	0					1
Aon plc	AON	IE00BLP1HW	1	0					1
Applied Materials, Inc.	AMAT	US03822210	1	0					1
Assurant, Inc.	AIZ	US04621X10	1	0					1
Autodesk, Inc.	ADSK	US05276910	1	0					1
Automatic Data Processing, Inc.	ADP	US05301510	1	0					1
Boston Properties, Inc.	BXP	US10112110	1	0					1
CBRE Group, Inc.	CBRE	US12504L10	1	0					1
Cadence Design Systems, Inc.	CDNS	US12738710	1	0					1
Cerner Corporation	CERN	US15678210	1	0					1
Cisco Systems, Inc.	CSCO	US17275R10	1	0					1
Comerica Incorporated	CMA	US20034010	1	0					1
Cummins Inc.	CMI	US23102110	1	0					1
D.R. Horton, Inc.	DHI	US23331A10	1	0					1
Digital Realty Trust, Inc.	DLR	US25386810	1	0					1
Electronic Arts Inc.	EA	US28551210	1	0					1
Equinix, Inc.	EQIX	US29444U7C	1	0					1
Equity Residential	EQR	US29476L10	1	0					1
Essex Property Trust, Inc.	ESS	US29717810	1	0					1
Expeditors International of Washington, Inc.	EXPD	US30213010	1	0					1
Extra Space Storage Inc	EXR	US30225T10	1	0					1
FIRST REPUBLIC BANK	FRC	US33616C10	1	0					1
Facebook, Inc.	FB	US30303M1C	1	0					1
Fortinet, Inc.	FTNT	US34959E10	1	0					1

Fortive Corporation	FTV	US34959J10	1	0	1
Gartner, Inc.	IT	US36665110	1	0	1
Genuine Parts Company	GPC	US37246010	1	0	1
Global Payments Inc.	GPN	US37940X10	1	0	1
Hanesbrands Inc.	HBI	US41034510	1	0	1
Hasbro, Inc.	HAS	US41805610	1	0	1
Henry Schein, Inc.	HSIC	US80640710	1	0	1
Huntington Bancshares Incorporated	HBAN	US44615010	1	0	1
IHS Markit Ltd.	INFO	BMG4756710	1	0	1
IQVIA Holdings, Inc.	IQV	US46266C10	1	0	1
Ingersoll-Rand Inc.	IR	US45687V10	1	0	1
Intel Corporation	INTC	US45814010	1	0	1
Intercontinental Exchange Inc.	ICE	US45866F10	1	0	1
Interpublic Group of Companies, Inc.	IPG	US46069010	1	0	1
Intuit Inc.	INTU	US46120210	1	0	1
J.B. Hunt Transport Services, Inc.	JBHT	US44565810	1	0	1
Jacobs Engineering Group Inc.	J	US46981410	1	0	1
Juniper Networks, Inc.	JNPR	US48203R10	1	0	1
KLA Corp	KLAC	US48248010	1	0	1
Kansas City Southern	KSU	US48517030	1	0	1
KeyCorp	KEY	US49326710	1	0	1
Keysight Technologies Inc.	KEYS	US49338L10	1	0	1
Lam Research Corporation	LRCX	US51280710	1	0	1
MSCI Inc	MSCI	US55354G1C	1	0	1
Marsh & McLennan Companies, Inc.	MMC	US57174810	1	0	1
Maxim Integrated Products, Inc.	MXIM	US57772K10	1	0	1
Mettler-Toledo International, Inc.	MTD	US59268810	1	0	1
Moody's Corporation	MCO	US61536910	1	0	1
Nasdaq, Inc.	NDAQ	US63110310	1	0	1
Netflix, Inc.	NFLX	US64110L10	1	0	1
News Corporation	NWSA	US65249B10	1	0	1
Nielsen Holdings PLC	NLSN	GB00BWFY5	1	0	1
Norfolk Southern Corporation	NSC	US65584410	1	0	1
Paychex, Inc.	PAYX	US70432610	1	0	1
People's United Financial, Inc.	PBCT	US71270410	1	0	1
Progressive Corporation	PGR	US74331510	1	0	1
Prologis, Inc.	PLD	US74340W10	1	0	1
QUALCOMM Incorporated	QCOM	US74752510	1	0	1
Raymond James Financial, Inc.	RJF	US75473010	1	0	1
Robert Half International Inc.	RHI	US77032310	1	0	1
S&P Global Inc.	SPGI	US78409V10	1	0	1
SBA Communications Corporation	SBAC	US78410G1C	1	0	1
SL Green Realty Corporation	SLG	US78440X80	1	0	1
SVB Financial Group	SIVB	US78486Q1C	1	0	1
Salesforce.com Inc	CRM	US79466L30	1	0	1
Sealed Air Corporation	SEE	US81211K10	1	0	1
ServiceNow, Inc.	NOW	US81762P10	1	0	1
Simon Property Group, Inc.	SPG	US82880610	1	0	1
Skyworks Solutions, Inc.	SWKS	US83088M10	1	0	1
Synopsys, Inc.	SNPS	US87160710	1	0	1
Take-Two Interactive Software, Inc.	TTWO	US87405410	1	0	1
Teradyne, Inc.	TER	US88077010	1	0	1
Texas Instruments Incorporated	TXN	US88250810	1	0	1

The Cooper Companies, Inc.	COO	US21664840	1	0						1
The Travelers Companies, Inc.	TRV	US89417E10	1	0						1
UDR, Inc.	UDR	US90265310	1	0						1
United Rentals, Inc.	URI	US91136310	1	0						1
UnitedHealth Group Incorporated	UNH	US91324P10	1	0						1
Universal Health Services, Inc.	UHS	US91390310	1	0						1
Unum Group	UNM	US91529Y10	1	0						1
Varian Medical Systems, Inc.	VAR	US92220P10	1	0						1
Ventas, Inc.	VTR	US92276F10	1	0						1
Verisk Analytics, Inc.	VRSK	US92345Y10	1	0						1
Visa Inc.	V	US92826C83	1	0						1
Vornado Realty Trust	VNO	US92904210	1	0						1
Vulcan Materials Company	VMC	US92916010	1	0						1
W.R. Berkley Corporation	WRB	US08442310	1	0						1
W.W. Grainger, Inc.	GWW	US38480210	1	0						1
Welltower Inc.	WELL	US95040Q1C	1	0						1
West Pharmaceutical Services, Inc.	WST	US95530610	1	0						1
Western Digital Corporation	WDC	US95810210	1	0						1
Willis Towers Watson Public Limited Company	WLTW	IE00BDB6Q2	1	0						1
Zebra Technologies Corporation	ZBRA	US98920710	1	0						1
Ameriprise	AMP	US03076C10	1	0						1
Northern Trust Corporation	NTRS	US66585910	1	0						1
Franklin Resources, Inc	BEN	US35461310	1	0						1
Goldman Sachs Group Inc	GS	US38141G1C	1	0						1
PNC Financial Services Group, Inc.	PNC	US69347510	1	0						1
Principal Financial	PFG	US74251V10	1	0						1
Prudential Financial	PRU	US74432010	1	0						1
T. Rowe Price Group	TROW	US74144T10	1	0						1
Fidelity National Information Services, Inc.	FIS	US31620M1C	1	0						1
The Hartford Financial Services Group, Inc.	HIG	US41651510	1	0						1
Globe Life Inc.	GL	US37959E10	1	0						1
ViacomCBS Inc.	VIAC	US92556H20	1	0						1
Howmet Aerospace Inc.	HWM	US44320110	1	0						1
TRANE TECHNOLOGIES PUBLIC LIMITED COMPANY	TT	IE00BK9ZQ91	1	0						1
Broadcom Inc.	AVGO	US11135F10	1	0	1					
Consolidated Edison Inc	ED	US20911510	1	0				1		
Copart, Inc.	CPRT	US21720410	1	0						1
DISH Network Corporation	DISH	US25470M1C	1	0	1					
EOG Resources, Inc.	EOG	US26875P10	1	0				1		
Etsy, Inc.	ETSY	US29786A10	1	0		1				
Expedia Group, Inc.	EXPE	US30212P30	1	0	1					
Fastenal Company	FAST	US31190010	1	0						1
Host Hotels & Resorts, Inc.	HST	US44107P10	1	0		1				
IPG Photonics Corporation	IPGP	US44980X10	1	0						1
Illumina, Inc.	ILMN	US45232710	1	0		1				
Incyte Corporation	INCY	US45337C10	1	0		1				
Intuitive Surgical, Inc.	ISRG	US46120E60	1	0		1				
NVIDIA Corporation	NVDA	US67066G1C	1	0						1
NVR, Inc.	NVR	US62944T10	1	0				1		
Oracle Corporation	ORCL	US68389X10	1	0	1					
Pool Corporation	POOL	US73278L10	1	0						1
Regency Centers Corporation	REG	US75884910	1	0		1				
NortonLifeLock Inc.	NLOK	US66877110	1	0	1					

TE Connectivity Ltd.	TEL	CH01029931:	1	0			1
Waters Corporation	WAT	US94184810	1	0			
Zions Bancorporation NA	ZION	US98970110	1	0		1	1
Amcor PLC	AMCR	JE00BJ1F307	1	0			1
Carrier Global Corp	CARR	US14448C10	1	0			1
Alexandria Real Estate Equities, Inc.	ARE	US01527110	0	0			
American Water Works	AWK	US03042010	0	0			
Arista Networks, Inc.	ANET	US04041310	0	0			
CDW Corporation	CDW	US12514G1C	0	0			
Cboe Global Markets, Inc.	CBOE	US12503M10	0	0			
Cincinnati Financial Corporation	CINF	US17206210	0	0			
Duke Realty Corporation	DRE	US26441150	0	0			
Everest Re Group, Ltd.	RE	BMG3223R1	0	0			
F5 Networks, Inc.	FFIV	US31561610	0	0			
Federal Realty Investment Trust	FRT	US31374720	0	0			
Healthpeak Properties, Inc.	PEAK	US42250P10	0	0			
Jack Henry & Associates, Inc.	JKHY	US42628110	0	0			
Kimco Realty Corporation	KIM	US49446R10	0	0			
MarketAxess Holdings, Inc.	MKTX	US57060D10	0	0			
NetApp, Inc.	NTAP	US64110D10	0	0			
Realty Income Corporation	O	US75610910	0	0			
Seagate Technology PLC	STX	IE00B58JVZ5	0	0			
Teledyne Technologies Incorporated	TDY	US87936010	0	0			
Twitter, Inc.	TWTR	US90184L10:	0	0			
Tyler Technologies, Inc.	TYL	US90225210	0	0			
VeriSign, Inc.	VRSN	US92343E10	0	0			
OTIS WORLDWIDE CORPORATION	OTIS	US68902V10	0	0			
VONTIER CORP	VNT	US92888110	0	0			