



STATUS REPORT: BUSINESS AMBITION FOR 1.5°C RESPONDING TO THE CLIMATE CRISIS

#OurOnlyFuture

FOREWORD: A CAMPAIGN TO MAINSTREAM 1.5°C TARGETS AS THE NEW NORMAL FOR BUSINESS

Climate science is clear. The Intergovernmental Panel on Climate Change (IPCC) Special Report on 1.5°C stated in 2018 that to avoid the worst effects of climate breakdown, global temperature increase must be capped at 1.5°C. To achieve this, emissions must be halved before 2030 and reach net-zero before 2050.

Back then, 2°C scenarios were the backbone of the Science Based Targets initiative's (SBTi) framework. Of the 220+ companies with approved targets, only a handful were consistent with limiting warming to 1.5°C.

We faced an important dilemma. The IPCC report was a stark reminder that every tenth of a degree matters. There was a clear case to ratchet up ambition in corporate target setting, but also warnings that doing so could slow momentum and set the bar at an unattainable level for most companies.

Answering to the urgency, a coalition including pioneer companies, civil society, all major business organizations and United Nations (UN) leaders, bet they could mainstream 1.5°C corporate climate action. A first for a multistakeholder coalition to align on such a bold ask ahead of the UN Secretary General's Climate Action Summit in September 2019, Lise Kingo — then CEO & Executive Director of the UN Global Compact — together with 20 leaders — including Patricia Espinosa, Executive Secretary of UN Climate Change (UNFCCC), Inger Andersen, Executive Director of UN Environment Programme (UNEP), Nigel Topping, then CEO of We Mean Business, and more, signed a call-to-action released as an [open letter](#). They challenged private companies to make their critical contribution to limit the worst impacts of climate change by setting verifiable science-based targets through the SBTi consistent with keeping warming to 1.5°C. Backed by 28 early movers in the corporate sector, the Business Ambition for 1.5°C campaign was born.¹

Despite some critics who deemed the effort too ambitious, we were on a mission to move conversations from what was easy and 'business as usual' to what was needed.

¹ The first companies to sign-up to the bold campaign included ACCIONA, AstraZeneca, BT, Dalmia Cement, Enel, Hewlett Packard Enterprises, Iberdrola, KLP, Levi Strauss & Co., Mahindra Group, Natura & Co, Novozymes, Royal DSM, SAP, Signify, Singapore Telecommunications Ltd (Singtel), Smart Phases Inc., Telefonica, Telia, Unilever, Vodafone, Zurich Insurance.

Much has changed since then. The bet paid off and went far above expectations; we have witnessed an unprecedented increase in ambition. Nationally, we have also increased climate ambition across some of the largest economies, including China, the United States, European Union, United Kingdom, India and Japan, among others. Within the corporate sector, 1.5°C-aligned targets are now the most common choice, representing 75% of all submissions to the SBTi so far in 2021. The Business Ambition for 1.5°C campaign has grown from 28 to more than 1000 companies worldwide in just over two years. Today, these companies represent over \$23 trillion in market capitalization, more than the GDP of the United States.

Leading companies are already proving that 1.5°C-compliant business models are possible and these companies will be best-placed to thrive as the global economy undergoes a just transition to net-zero before 2050.

Acknowledging the unprecedented growth in ambition, but also, the still prevailing gap, we announced in July 2021 that we are making 1.5°C the central ambition in our target-setting framework. Targets with lower ambition will soon no longer be accepted. We have also launched the [Net-Zero Standard](#) — the world's first trusted verification framework for corporate net-zero targets — to give business leaders confidence that their near- and long-term climate action is aligned with science.

Governments must now respond to the growing movement of credible targets and fill the gaps with supportive policy to create a level playing field for business, incentivizing all companies to take ambitious climate action. Companies must also build trust in their commitments and set immediate, measurable, transparent, verifiable near-term and net-zero targets, and deliver on them. Leading companies must now disclose their 1.5°C-aligned climate action and the progress they are making on their verified targets. This transparency will be key as all companies — across all sectors and geographies — take urgent action in line with the 1.5°C goal and net-zero by joining the movement to secure #OurOnlyFuture.



GROWN FROM

28

COMPANIES

TO

1000+

COMPANIES

\$23tn

USD in market capitalization



more than
the GDP of the

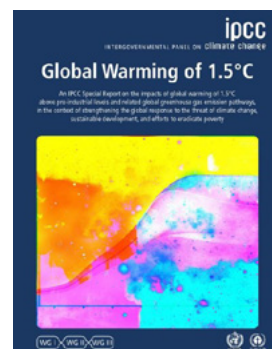
**UNITED
STATES**



BY HEIDI HUUSKO
**Co-Founder and Member of the SBTi
Executive Leadership Team and Senior
Manager at UN Global Compact**

BUSINESS AMBITION FOR 1.5°C CAMPAIGN A TIMELINE

- OCTOBER 2018 ● IPCC Special Report on Global Warming of 1.5°C
- DECEMBER 2018 ● UN Global Compact [calls](#) on all companies to set 1.5°C targets at COP24
- MARCH 2019 ● SBTi publishes new suite of resources for 1.5°C-aligned SBTs
- JUNE 2019 ● **BUSINESS AMBITION FOR 1.5°C**  Business Ambition for 1.5°C campaign [launches](#) in the lead up to the 2019 Climate Action Summit and the [open letter](#) is released
- JULY 2019 ● First group of 28 companies joins [the campaign](#)
- 22 SEPTEMBER 2019 ● Business Ambition for 1.5°C campaign is one of the [major outcomes](#) of the UN Secretary-General's Climate Action Summit
- 19 MAY 2020 ● SBTi companies release [statement](#) on Uniting Business and Governments to Recover Better
- 5 JUNE 2020 ● **RACE TO ZERO**  Launch of [Race to Zero](#), with Business Ambition for 1.5°C as the entry point for companies aligning with science
- 28 OCTOBER 2021 ● Launch of the [SBTi Net-Zero Standard](#)



75%

of SBTi
targets in 2021

ARE
1.5°C
ALIGNED

1.5°C AS NEW NORMAL: ACHIEVEMENTS OF TWO YEARS OF A PIONEERING CAMPAIGN

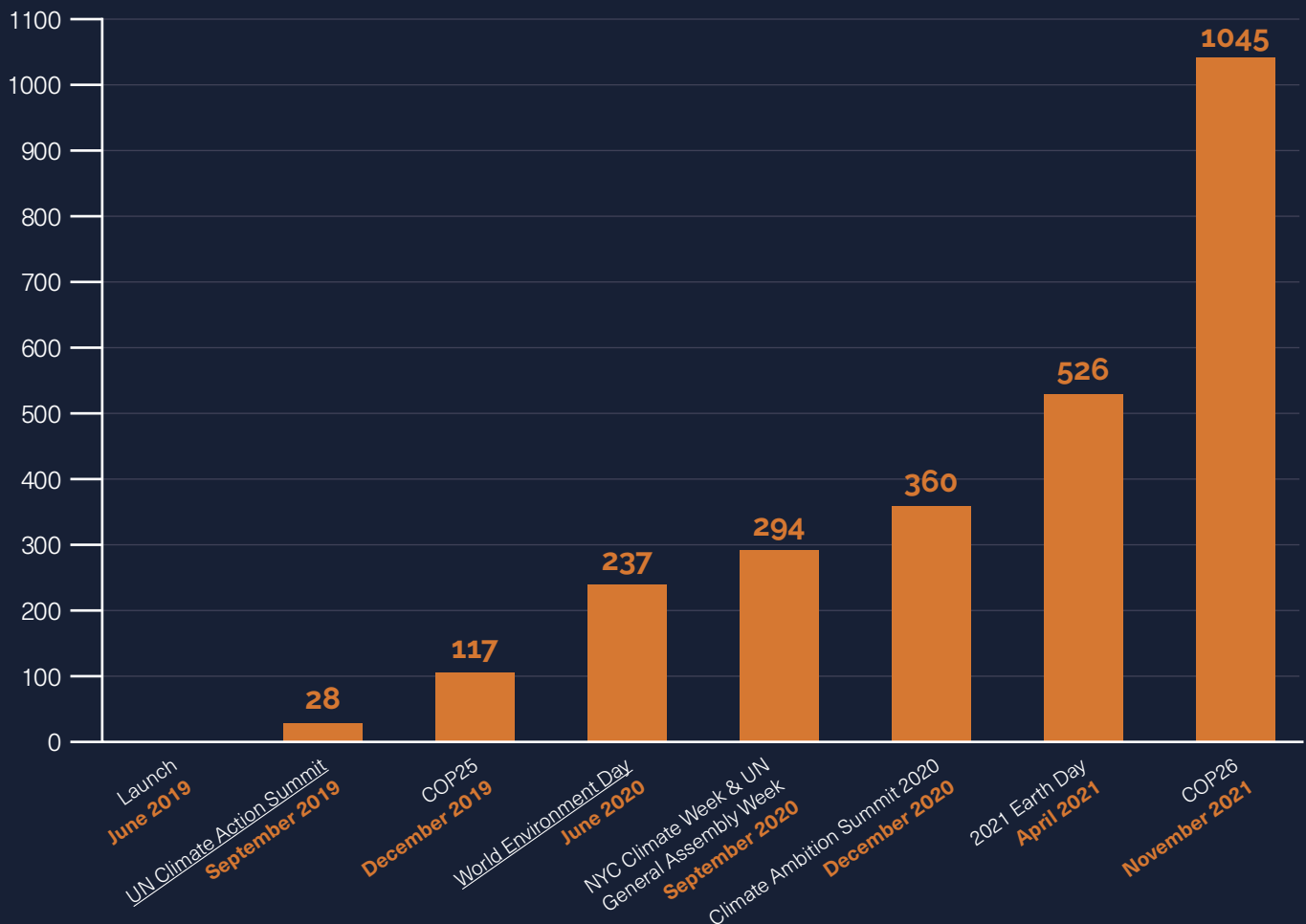
A level of corporate action unimaginable five years ago is becoming the new normal today. Faced with the clear scientific evidence, more companies have understood that the challenge ahead pales in comparison to the risks of inaction, and to the economic opportunities that await those providing the solutions. Accelerating the uptake of bold corporate climate targets was the primary objective of Business Ambition for 1.5°C, the most ambitious SBTi campaign to date. In just over two years, what at one point in time was deemed impossible, was achieved: **Today, 1.5°C aligned targets are mainstream.**

CAMPAIGN GROWTH MILESTONES

THE BOLD CAMPAIGN COMMITMENTS

1.5°C AND NET-ZERO

ARE NOW BECOMING THE SBTi STANDARD.



1045
COMPANIES

IN
60
COUNTRIES

SPANNING
53
SECTORS

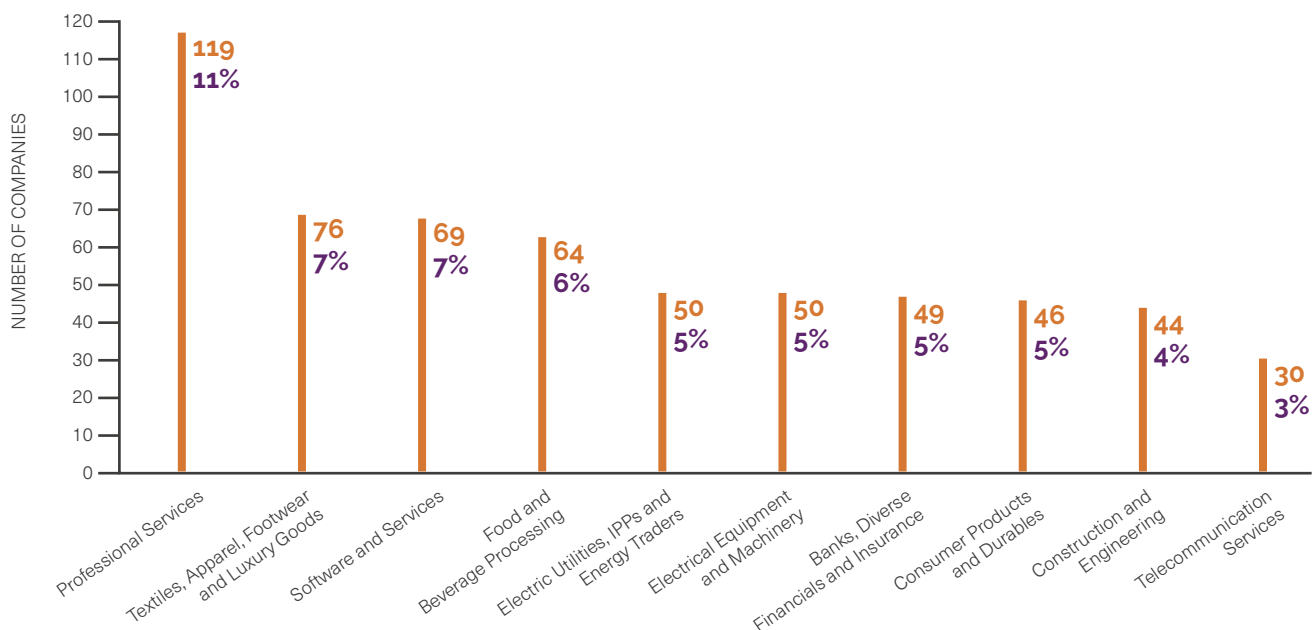
REPRESENTING
MORE THAN
32m
EMPLOYEES

AND A TOTAL MARKET
CAP OF MORE THAN
\$23tn
USD

In just over two years, we have mobilized **more than a thousand companies worldwide** to commit to set ambitious 1.5°C and net-zero aligned targets at the pace and scale required by science.

These achievements were made possible by the broad support and contributions the campaign received by partners such as local offices of SBTi partners WWF, WRI and CDP, UN Global Compact Local Networks, We Mean Business, Ceres, Global Citizen, 2Grad and many others. The UNFCCC [Race to Zero](#) campaign has also been instrumental in the exponential growth of the campaign globally.

CROSS-SECTOR ENGAGEMENT



Data as of 31 October 2021

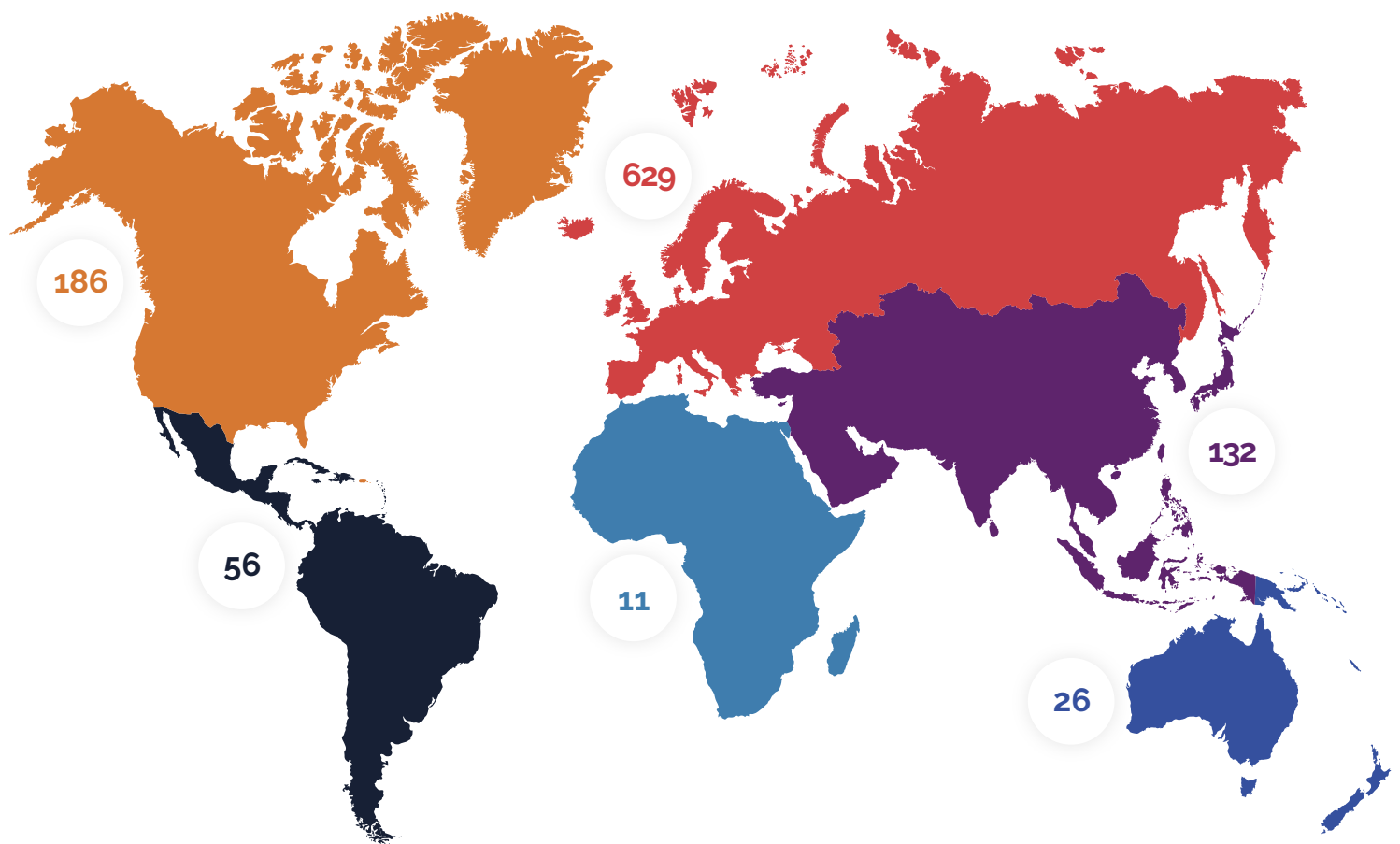
"It is encouraging to see global companies setting science-based targets in line with the Paris Agreement. The science is clear: current levels of ambition are insufficient and businesses have a role to play in limiting temperature rise to 1.5°C."

PATRICIA ESPINOSA
Executive Secretary, UNFCCC

BUSINESS AMBITION FOR 1.5°C COMPANIES IN NUMBERS



This is an interactive map, click it for more information



Data as of 31 October 2021

ASIAPACAMERICA

Argentina: 23 1
 Bangladesh: 29 4
 Bolivia: 201 5
 Brazil: 21
 Canada: 2
 Chile: 2
 Colombia: 2
 Costa Rica: 1
 Cuba: 2
 Denmark: 2
 Ecuador: 2
 Egypt: 1
 Finland: 1
 France: 1
 Germany: 1
 Greece: 1
 Hong Kong: 1
 India: 1
 Indonesia: 1
 Italy: 1
 Japan: 1
 Korea: 1
 Malaysia: 1
 Mexico: 1
 Netherlands: 1
 New Zealand: 1
 Norway: 1
 Pakistan: 1
 Philippines: 1
 Poland: 1
 Portugal: 1
 Singapore: 1
 South Africa: 1
 Spain: 1
 Sweden: 1
 Switzerland: 1
 Taiwan: 1
 Thailand: 1
 Turkey: 1
 United States: 1
 United Kingdom: 1
 Uruguay: 1
 Venezuela: 1
 Vietnam: 1

NOTABLE COMPANIES

Lithuania: 3	Dariusz Chmura Toral	Iberdrola
Luxembourg: 1	Generating Company PLC	AstraZeneca
Netherlands: 31	Galax Holdings	Ørsted
Norway: 2	Investment Group Ltd	Tetra Pak
Poland: 1	Ternum Group	Thalys
Portugal: 15	Sogefi Company Limited	
Russian Federation: 1		
Spain: 33		
Sweden: 54		
Switzerland: 30		
United Kingdom: 260		

"Business Ambition for 1.5°C has been a tremendous success in incentivizing a race to the top, signalling the emergence of a new normal in the way businesses are developing their strategies for the future, that is, by aligning their decarbonization plans with climate science and the 1.5°C goal in a robust and credible way."

GONZALO MUÑOZ
**High-Level Champion for Climate
Action, Chile**

DELIVERING REAL-WORLD EMISSIONS REDUCTIONS FOR A 1.5°C FUTURE: **THE CHALLENGE AHEAD**

WHAT HAVE COMPANIES COMMITTED TO?

Business Ambition for 1.5°C is an urgent call to action from a global coalition of UN agencies, businesses and industry leaders, in partnership with the Race to Zero.

From 2019 to 2021, the Business Ambition for 1.5°C Commitment Letter offered two options on how to join, allowing for flexibility and recognizing differences between sectors. Both options enabled companies to commit to science-based, 1.5°C ambition. Many businesses chose the highest level of climate ambition by committing to both options, developing near-term science-based targets aligned with 1.5°C scenarios alongside an explicit net-zero by 2050 commitment.

From November 2021, we ask that companies commit to 1.5°C and net-zero through the [Standard Commitment Letter](#). These companies will also join the Business Ambition for 1.5°C campaign and the Race to Zero.

"The Science Based Targets initiative is a particularly important initiative that can make a tremendous difference and I want to commend the leaders in this industry who have taken that step."

AL GORE

Former Vice President and Founder of the Climate Reality Project

WHERE DO CAMPAIGN COMPANIES STAND TODAY AND WHAT IS NEXT?

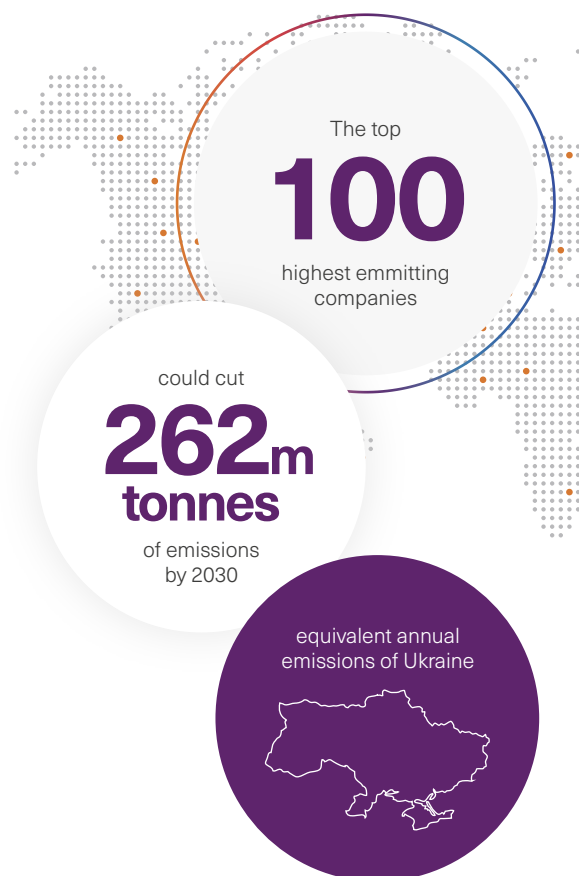
The accountability and credibility of corporate commitments is key to help build trust and delivery of corporate target-setting. Once a company has committed, they must submit science-based targets to the SBTi for validation within 24 months or they are removed from the SBTi website. Once a company's target is approved, it must report company-wide GHG emissions and progress against targets through annual reports, sustainability reports, the company's website, and/or disclosure through CDP's annual questionnaire.

More than 300 Business Ambition for 1.5°C companies are due to turn their bold commitments into action in 2022.

So far, out of 1045 companies that have signed up to the campaign, 348 have a 1.5°C-aligned validated target for their scope 1 and 2 emissions. They are now asked set net-zero targets using the [SBTi Net-Zero Standard](#).

The stakes are high. When the 100 highest emitting companies in the campaign comply with their commitment, they will **collectively cut more than 262 million tonnes of emissions by 2030 - equivalent to the annual emissions of Ukraine.**²

This shows the scale of the contribution the private sector can make in the race to drive down emissions and points to the far greater reductions that are possible if more companies join this movement.



² Number calculated from the scope 1+2 emissions data disclosed by these 100 companies to CDP. And according to Climate Watch data, Ukraine's annual emissions were equivalent to 262 million tonnes in 2018. <https://www.climatewatchdata.org/countries/UKR>



50

high-emitting companies
have joined the campaign.³



199

companies in the campaign
are headquartered in
developing countries

EIGHT YEARS TO HALVE EMISSIONS

The latest IPCC report [The Physical Science Basis](#) states that changes to the Earth's climate are now "widespread, rapid, and intensifying" and we are on a course of warming of 2.7°C.⁴ As Secretary-General Guterres has said, this is a planetary emergency and a "code red" for humanity. But we can fight back, with immediate and significant emissions reductions.

Companies with science-based targets are on track to halve emissions between 2020 and 2030 — exactly the pace and scale that's required by climate science.⁵

But we cannot celebrate before the job is complete. We need thousands more companies to set science-based targets and urgently deliver on their commitments to halve global emissions by 2030.

Recent SBTi research found that, despite significant progress in science-based target setting, [no major G7 index is currently aligned with the Paris goals](#). Uptake also remains limited among companies in emerging economies as well as in energy intensive sectors.

To respond to this urgency and building on the momentum of Business Ambition for 1.5°C, the SBTi has launched a **bold new strategy to accelerate and mainstream 1.5°C-aligned corporate targets to additional geographies and high-impact sectors**. Acknowledging the unprecedented growth in ambition, but also the still prevailing gap, the SBTi is making 1.5°C the central ambition in our target setting framework. From 15 July 2022, targets with lower ambition will no longer be accepted.

643 companies joining Business Ambition for 1.5°C made a **commitment to reach science-based net-zero by 2050**, in addition to setting near-term 1.5°C aligned targets. This groundswell of support has helped us develop the [World's First Net-Zero Standard](#) - meaning that, for the first time, companies will be able to turn net-zero commitments into scientifically-sound, verifiable targets. The Standard clarifies the key role of decarbonization in corporate net-zero strategies and will help rebuild much needed trust in net-zero pledges by the private sector. It will enable companies to harness the momentum already achieved and support companies to set robust short- and long-term net-zero targets in line with climate science and the 1.5°C goal.

"It is estimated that climate action will yield economic gains of \$26 trillion by 2030 compared with business-as-usual"

AMINA J. MOHAMMED
UN Deputy Secretary-General

³ Companies with emissions higher than 1 million tonnes

⁴ According to the latest UN Environment Emissions Gap Report. <https://www.unep.org/resources/emissions-gap-report-2021>

⁵ <https://sciencebasedtargets.org/sbti-progress-report-2020>

CORPORATE TARGET SETTING AND CLIMATE ADVOCACY IN TIMES OF A GLOBAL PANDEMIC

While these past two years have presented unprecedented challenges for businesses, it is a source of great encouragement to see that climate action is at the heart of their future plans — in spite of, or perhaps spurred on by, this pandemic. Indeed, the rate of uptake of the campaign, far from slowing down, has accelerated despite the COVID-19 pandemic.

When companies sign up to the campaign, they also commit to policy advocacy positions consistent with a 1.5°C future. The past two years have also seen important advocacy efforts from Business Ambition for 1.5°C companies, notably the [Uniting Business and Governments to Recover Better statement](#). Endorsed by more than 170 companies representing the largest ever UN-backed CEO-led climate advocacy effort, the statement urges governments around the world to align their COVID-19 recovery efforts with the latest climate science.

Business Ambition for 1.5°C campaign companies such as EDP, Enel, Iberdrola and Ørsted were also among the 200 business leaders [supporting at least -55% EU emissions reductions by 2030](#), and many more took part in the advocacy effort through which more than 700 businesses from across the globe [called on G20 leaders to go all in to limit global temperature rise to 1.5°C](#).



"In support of these efforts, I am calling on you, leaders from the private sector and civil society, to challenge your Governments to use this opportunity to make clear their economic development policies that will enable your companies to invest decisively in a net-zero future."

ANTÓNIO GUTERRES
United Nations Secretary-General

"We urge businesses and investors to join the Race to Zero, align their portfolios with the goals of the Paris Agreement and set science-based net zero targets of 2050 at the latest."

G7 Climate and Environment Ministers

In partnership with



United Nations
Global Compact



ANNEX

FULL LIST OF COMPANIES IN THE CAMPAIGN⁶

Data as of 31 October 2021

Company Name	Country	Sector	Option 1	Option 2
3B-Fiberglass	Belgium	Consumer Durables, Household and Personal Products		x
A.P. Moller – Maersk	Denmark	Air Freight Transportation and Logistics		x
AAK AB	Sweden	Food and Beverage Processing	x	
AB SKF	Sweden	Electrical Equipment and Machinery	x	x
AB Volvo	Sweden	Electrical Equipment and Machinery		x
ABASIC, S.A.	Spain	Textiles, Apparel, Footwear and Luxury Goods	x	
ABB	Switzerland	Electrical Equipment and Machinery		x
AbbVie	USA	Pharmaceuticals, Biotechnology and Life Sciences	x	
Abt Associates Inc.	USA	Professional Services	x	x
ACC Limited	India	Construction Materials		x
Accenture PLC	Ireland	Professional Services		x
ACCIONA S.A.	Spain	Construction and Engineering	x	x
Accor S.A.	France	Hotels, Restaurants and Leisure, and Tourism Services		x
Ace & Tate Holding B.V.	Netherlands	Healthcare Equipment and Supplies		x
Aceros AZA S.A.	Chile	Mining - Metals (Iron, Aluminium, Other Metals)	x	x
Addo Food Group	United Kingdom	Food and Beverage Processing	x	
ADIENT plc	USA	Automobiles and Components	x	
Adobe, Inc.	USA	Software and Services	x	x
Advania Sweden AB	Sweden	Software and Services		x
AENA S.M.E. S.A.	Spain	Air Transportation - Airport Services		x
AES Brasil	Brazil	Electric Utilities and IPPs and Energy Traders	x	
AFRY (ÅF Pöryr)	Sweden	Professional Services	x	x
Agder Energi	Norway	Electric Utilities and IPPs and Energy Traders		x
Agendi Inc	USA	Professional Services	x	x
Aguas Andinas S.A.	Chile	Water Utilities	x	
Aigle International SA	France	Textiles, Apparel, Footwear and Luxury Goods	x	
AJE GROUP	Peru	Food and Beverage Processing	x	
Ajinomoto Co., Inc.	Japan	Food and Beverage Processing	x	
Akamai Technologies INC	USA	Software and Services		x
AkzoNobel	Netherlands	Chemicals	x	
AL-RAHIM TEXTILE INDUSTRIES	Pakistan	Textiles, Apparel, Footwear and Luxury Goods		x
Alaya Consulting Ltd.	China	Professional Services	x	x
Alchem International Private Limited	India	Pharmaceuticals, Biotechnology and Life Sciences	x	
Allford Hall Monaghan Morris Limited	United Kingdom	Professional Services		x
Allied Sustainability and Environmental Consultants Group Limited	China	Professional Services	x	x
Altice Portugal	Portugal	Telecommunication Services	x	x
AMAGGI	Brazil	Food Production - Agricultural Production	x	x
Ambev S.A.	Brazil	Food and Beverage Processing	x	
Ambu A/S	Denmark	Healthcare Equipment and Supplies	x	
Ambuja Cements Limited	India	Construction Materials		x
America Movil, S.A.B. de C.V.	Mexico	Telecommunication Services	x	x
American Airlines	USA	Air Transportation - Airlines		x
American Express Company	USA	Specialized Financial Services, Consumer Finance, Insurance Brokerage Firms	x	
Amey UK plc	United Kingdom	Construction and Engineering	x	x
An Post	Ireland	Air Freight Transportation and Logistics	x	x
Analog Devices, Inc.	USA	Semiconductors and Semiconductors Equipment		x
Antea Nederland B.V.	Netherlands	Professional Services	x	
Apoteket AB	Sweden	Retailing	x	

⁶ Before November 2021, to commit to the Business Ambition for 1.5°C campaign, companies would sign the campaign commitment letter and select one or two of the following options, ticking both options corresponding to the highest level of ambition in the short and long-term:

Option 1: 1.5°C science-based emissions reduction targets: a company commits to set science-based emissions reduction targets across all scopes, in line with 1.5°C emissions scenarios and the criteria and recommendations of the SBTi. In line with the SBTi criteria, scope 3 targets are required when scope 3 emissions represent 40% or more of total emissions generated by the company.

Option 2: Net-zero science-based emissions reduction targets: a company commits to a) set a long-term science-based target to reach net-zero value chain GHGs emissions by no later than 2050 and to b) set interim science-based targets across all relevant scopes and in line with the criteria and recommendations of the SBTi. Currently, near-term science-based targets can be consistent with either of the two levels of ambition accepted by the SBTi: 1.5°C and well-below 2°C. Note that from 15 July 2022 onwards, the SBTi will no longer validate targets in line with well-below 2°C.

Company Name	Country	Sector	Option 1	Option 2
Apple, Inc.	USA	Technology Hardware and Equipment	x	
Applied Materials	USA	Semiconductors and Semiconductors Equipment	x	
Arauco	Chile	Forest and Paper Products		x
Arc'teryx Equipment Inc.	Canada	Textiles, Apparel, Footwear and Luxury Goods		x
Arcadis NV	Netherlands	Professional Services	x	x
Arçelik A.Ş.	Turkey	Consumer Durables, Household and Personal Products	x	x
Archroma International Ltd	Switzerland	Chemicals	x	x
Ardagh Group S.A.	Luxembourg	Containers and Packaging	x	
Arezzo & Co	Brazil	Textiles, Apparel, Footwear and Luxury Goods	x	x
Artistic Garment Industries (AGI Denim)	Pakistan	Textiles, Apparel, Footwear and Luxury Goods	x	x
Artistic Milliners	Pakistan	Textiles, Apparel, Footwear and Luxury Goods		x
Arup Group Ltd.	United Kingdom	Professional Services	x	x
AS&K Group Ltd	United Kingdom	Professional Services	x	x
Asahi Europe & International	Czech Republic	Food and Beverage Processing		x
Asahi Group Holdings	Japan	Food and Beverage Processing		x
Ashland LLC	USA	Chemicals	x	
ASICS Corporation	Japan	Textiles, Apparel, Footwear and Luxury Goods	x	x
ASKUL Corporation	Japan	Retailing	x	x
Assa Abloy AB	Sweden	Technology Hardware and Equipment		x
AstraZeneca	United Kingdom	Pharmaceuticals, Biotechnology and Life Sciences	x	
Atlantic Packaging	USA	Containers and Packaging	x	
Atlas Honda Limited	Pakistan	Automobiles and Components		x
Atlassian Corporation Plc	Australia	Software and Services		x
Atos SE	France	Software and Services	x	x
Atria plc	Finland	Food and Beverage Processing	x	
Auchan Retail Portugal	Portugal	Retailing	x	
AUGA group, AB	Lithuania	Food Production - Agricultural Production	x	x
Aurubis AG	Germany	Mining - Metals (Iron, Aluminium, Other Metals)	x	
Ausgrid	Australia	Electric Utilities and IPPs and Energy Traders	x	x
Australian Ethical Investment	Australia	Banks, Diverse Financials and Insurance	x	x
Auto Trader Group Plc	United Kingdom	Software and Services	x	x
Autodesk, Inc.	USA	Software and Services	x	
Autoliv Inc	Sweden	Automobiles and Components	x	x
Autostrade per l'Italia	Italy	Pharmaceuticals, Biotechnology and Life Sciences		x
Avanti West Coast	United Kingdom	Ground Transportation - Railroads		x
AVEVA	United Kingdom	Software and Services	x	x
Aviatur S.A.S.	Colombia	Hotels, Restaurants and Leisure, and Tourism Services	x	
Avícola Coliumo	Chile	Food Production - Animal Source Food Production		x
Avieco	United Kingdom	Professional Services	x	x
Avison Young (UK) Limited	United Kingdom	Real Estate	x	x
Aviva plc	United Kingdom	Banks, Diverse Financials and Insurance	x	x
Azul S.A	Brazil	Air Transportation - Airlines		x
Babcock International Group PLC	United Kingdom	Aerospace and Defense	x	
BADER GmbH & Co. KG	Germany	Textiles, Apparel, Footwear and Luxury Goods	x	
BAE Systems PLC	United Kingdom	Aerospace and Defense		x
Bain & Company	USA	Professional Services	x	x
Balfour Beatty Plc	United Kingdom	Construction and Engineering	x	
Baluarte Cultura	Brazil	Professional Services		x
Banco de Crédito Social Cooperativo como cabecera del Grupo Cooperativo Cajamar	Spain	Banks, Diverse Financials and Insurance		x
Banco do Brasil S.A.	Brazil	Banks, Diverse Financials and Insurance		x
BanColombia SA	Colombia	Banks, Diverse Financials and Insurance	x	
Barco NV	Belgium	Technology Hardware and Equipment	x	
Baringa Partners LLP	United Kingdom	Professional Services	x	x
BARRATT DEVELOPMENTS PLC	United Kingdom	Homebuilding	x	x
BAT	United Kingdom	Tobacco		x
Bayer AG	Germany	Pharmaceuticals, Biotechnology and Life Sciences		x

Company Name	Country	Sector	Option 1	Option 2
Bboxx Ltd.	United Kingdom	Technology Hardware and Equipment	x	
BCE inc.	Canada	Telecommunication Services	x	
BD (Becton, Dickinson & Company)	USA	Healthcare Equipment and Supplies	x	
BearingPoint	Netherlands	Professional Services	x	
Beiersdorf AG	Germany	Consumer Durables, Household and Personal Products		x
Bel S.A.	France	Food and Beverage Processing		x
Bennetts Associates	United Kingdom	Construction and Engineering	x	x
Berry Global Group, Inc.	USA	Containers and Packaging	x	
Bharti Airtel Limited	India	Telecommunication Services	x	x
BIAL	Portugal	Pharmaceuticals, Biotechnology and Life Sciences	x	
BIC Services Pty Limited	Australia	Trading Companies, Commercial Services and Supplies	x	
Big Yellow Group PLC	United Kingdom	Real Estate	x	x
Biogen Inc.	USA	Pharmaceuticals, Biotechnology and Life Sciences		x
BioMar Group	Denmark	Food Production - Animal Source Food Production		x
BITÉ Group	Lithuania	Telecommunication Services	x	
BKUK Group Ltd	United Kingdom	Hotels, Restaurants and Leisure, and Tourism Services		x
Bloomberg LP	USA	Software and Services		x
BMC Software	USA	Software and Services	x	x
BMT	United Kingdom	Professional Services	x	x
BMW Group	Germany	Automobiles and Components		x
Boma Global	USA	Professional Services	x	x
Bontaz Group	France	Automobiles and Components	x	x
Boohoo Group PLC	United Kingdom	Retailing	x	
Booz Allen Hamilton Holding Corporation	USA	Professional Services	x	x
Boral Limited	Australia	Construction Materials		x
Boston Consulting Group	USA	Professional Services		x
Boston Scientific Corporation	USA	Healthcare Equipment and Supplies		x
Brambles	Australia	Air Freight Transportation and Logistics	x	
Branston Ltd	United Kingdom	Food and Beverage Processing	x	
Breitling	Switzerland	Textiles, Apparel, Footwear and Luxury Goods	x	
BRF S.A.	Brazil	Food and Beverage Processing		x
British Business Bank plc	United Kingdom	Banks, Diverse Financials and Insurance		x
Brompton Bicycle Limited	United Kingdom	Consumer Durables, Household and Personal Products		x
Brooks Running	USA	Textiles, Apparel, Footwear and Luxury Goods	x	x
Brunswick Group	United Kingdom	Professional Services	x	
BT plc	United Kingdom	Telecommunication Services	x	x
Buckingham Group Contracting Ltd	United Kingdom	Construction and Engineering	x	x
Bufab AB	Sweden	Electrical Equipment and Machinery	x	
Bunzl plc	United Kingdom	Trading Companies, Commercial Services and Supplies		x
Burberry Limited	United Kingdom	Textiles, Apparel, Footwear and Luxury Goods		x
BUREAU VERITAS	France	Professional Services	x	
Burges Salmon LLP	United Kingdom	Professional Services	x	
Buro Happold	United Kingdom	Professional Services	x	x
Bursa Malaysia Berhad	Malaysia	Specialized Financial Services, Consumer Finance, Insurance Brokerage Firms	x	x
Cabify	Spain	Software and Services	x	x
Caixa Geral de Depósitos	Portugal	Banks, Diverse Financials and Insurance	x	
Canadian National Railway	Canada	Ground Transportation - Trucking		x
Capgemini Group	France	Software and Services	x	x
Capita Plc	United Kingdom	Professional Services	x	x
Carbon Intelligence	United Kingdom	Professional Services	x	
Cargotec	Finland	Commercial Services and Supplies	x	
Carlsberg Group	Denmark	Food and Beverage Processing	x	x
Carrefour	France	Food and Staples Retailing		x
Cartier	Switzerland	Textiles, Apparel, Footwear and Luxury Goods	x	x
Casa Rica Mercado Gourmet - ALES S.A	Paraguay	Food and Staples Retailing	x	x

Company Name	Country	Sector	Option 1	Option 2
CASALUKER S.A	Colombia	Food and Beverage Processing		x
Castrén & Snellman Attorneys Ltd.	Finland	Professional Services	x	
Catalent Pharma Solutions	USA	Pharmaceuticals, Biotechnology and Life Sciences	x	
CBRE	USA	Real Estate		x
CELLNEX TELECOM S.A.	Spain	Telecommunication Services	x	
CEMASys.com AS	Norway	Software and Services	x	x
CEMEX, S.A.B de C.V.	Mexico	Construction Materials		x
Centrica	United Kingdom	Electric Utilities and IPPs and Energy Traders	x	
CEZ Group	Czech Republic	Electric Utilities and IPPs and Energy Traders		x
CGI IT UK LTD	Canada	Software and Services	x	
Chambers Federation	USA	Banks, Diverse Financials and Insurance		x
CHANEL	France	Textiles, Apparel, Footwear and Luxury Goods	x	x
Channel 4	United Kingdom	Media	x	
Charles River Laboratories, Inc.	USA	Pharmaceuticals, Biotechnology and Life Sciences	x	
Charoen Pokphand Group Co., Ltd.	Thailand	Food and Beverage Processing		x
Chevron Traffic Management	United Kingdom	Construction and Engineering	x	
Chilexpress S.A.	Chile	Ground Transportation - Trucking	x	x
Chime Communications	United Kingdom	Media		x
China Shengmu Organic Milk Limited	China	Food Production - Animal Source Food Production	x	x
Chindata Group	China	Software and Services	x	
Chocoladefabriken Lindt & Sprüngli AG	Switzerland	Food and Beverage Processing		x
Christie's International plc	United Kingdom	Specialized Consumer Services	x	x
Cisco Systems, Inc.	USA	Technology Hardware and Equipment		x
City Developments Limited	Singapore	Real Estate	x	
Clarke Telecom	United Kingdom	Construction and Engineering	x	x
Clif Bar & Company	USA	Food and Beverage Processing	x	x
Clifford Chance LLP	United Kingdom	Professional Services	x	x
Cloetta AB	Sweden	Food and Beverage Processing	x	
CLS Holdings PLC	United Kingdom	Real Estate	x	
CMA CGM S.A.	France	Water Transportation	x	
CMS Cameron McKenna Nabarro Olswang LLP	United Kingdom	Professional Services	x	
Coats Group plc	United Kingdom	Consumer Durables, Household and Personal Products	x	x
Coca Cola European Partners	United Kingdom	Food and Beverage Processing	x	x
Coca-Cola HBC	Switzerland	Food and Beverage Processing	x	x
Cogeco Inc.	Canada	Telecommunication Services		x
Cognizant	USA	Software and Services	x	
COLAS Ltd	United Kingdom	Construction and Engineering	x	
Colgate Palmolive Company	USA	Consumer Durables, Household and Personal Products	x	
ColliCare Logistics AS	Norway	Air Freight Transportation and Logistics		x
Colliers International	Canada	Real Estate	x	
Coloplast A/S	Denmark	Healthcare Equipment and Supplies	x	
Community Services.net Pty Ltd (CSnet)	Australia	Professional Services		x
Companhia Brasileira de Aluminio	Brazil	Mining - Metals (Iron, Aluminium, Other Metals)	x	
Companhia Paranaense de Energia - COPEL	Brazil	Electric Utilities and IPPs and Energy Traders	x	
Compass Group Nederland Holding B.V.	Netherlands	Hotels, Restaurants and Leisure, and Tourism Services	x	x
Compass Group UK&I	United Kingdom	Hotels, Restaurants and Leisure, and Tourism Services	x	x
Computacenter PLC	United Kingdom	Software and Services	x	x
Condé Nast	USA	Media	x	
Consid AB	Sweden	Software and Services		x
Construcciones y Auxiliar de Ferrocarriles S.A.	Spain	Ground Transportation - Railroads		x
Coolfinity International B.V.	Netherlands	Electrical Equipment and Machinery	x	x
Coop Sverige AB	Sweden	Food and Staples Retailing	x	
Coor	Sweden	Trading Companies, Commercial Services and Supplies		x
Corbion	Netherlands	Food and Beverage Processing		x

Company Name	Country	Sector	Option 1	Option 2
Corteva Agriscience	USA	Chemicals	x	
Countryside Properties	United Kingdom	Homebuilding	x	
Credit Suisse Group	Switzerland	Banks, Diverse Financials and Insurance		x
Crescent Bahuman Limited (CBL)	Pakistan	Textiles, Apparel, Footwear and Luxury Goods	x	
Crest Nicholson plc	United Kingdom	Homebuilding		x
Criotec, S.A. de C.V.	Mexico	Electrical Equipment and Machinery	x	
Croda International Plc	United Kingdom	Chemicals	x	x
Crown Holdings, Inc.	USA	Containers and Packaging	x	
Crystal Claire Cosmetics Inc.	Canada	Consumer Durables, Household and Personal Products	x	
CTT - Correios de Portugal SA	Portugal	Air Freight Transportation and Logistics	x	
Cultivo Land PBC	USA	Banks, Diverse Financials and Insurance	x	
Cummins	USA	Electrical Equipment and Machinery	x	
Cushman & Wakefield	USA	Real Estate		x
Cybercom Group AB	Sweden	Software and Services		x
DAI Global LLC	USA	Professional Services	x	
Daiwa House Industry Co., Ltd.	Japan	Real Estate	x	
Dalmia Bharat Limited	India	Construction Materials		x
Dana Incorporated	USA	Automobiles and Components	x	
Danfoss	Denmark	Construction and Engineering	x	
Danieli & C. Officine Meccaniche S.p.A.	Italy	Electrical Equipment and Machinery	x	
Danone	France	Food and Beverage Processing	x	
Dassault Systèmes	France	Software and Services		x
David Brown Santasalo	United Kingdom	Power transmission systems	x	
dbramante1928	Denmark	Textiles, Apparel, Footwear and Luxury Goods		x
Decathlon	France	Retailing	x	x
Dechra Pharmaceuticals PLC	United Kingdom	Pharmaceuticals, Biotechnology and Life Sciences	x	x
DEKRA SE	Germany	Professional Services	x	
Dell Technologies	USA	Technology Hardware and Equipment		x
Deloitte	United Kingdom	Professional Services	x	x
Delta Air Lines	USA	Air Transportation - Airlines		x
Delta Electronics Inc.	China	Technology Hardware and Equipment	x	x
Demant A/S	Denmark	Healthcare Providers and Services, and Healthcare Technology	x	
Dentsu International	United Kingdom	Media	x	x
Derwent London Plc	United Kingdom	Real Estate		x
Desjardins Group	Canada	Banks, Diverse Financials and Insurance		x
Deutsche Post DHL Group	Germany	Air Freight transportation and Logistics		x
Deutsche Telekom AG	Germany	Telecommunication Services		x
Dexus	Australia	Real Estate	x	x
Diageo Plc	United Kingdom	Food and Beverage Processing	x	x
Dialight Plc	United Kingdom	Electrical Equipment and Machinery		x
DIAM	France	Retailing	x	
DIGITAL GRID Corporation	Japan	Electric Utilities and IPPs and Energy Traders	x	
Digital Realty	USA	Real Estate	x	
Direct Line Insurance Group plc	United Kingdom	Banks, Diverse Financials and Insurance	x	
Ditrolic Energy Holdings Sdn. Bhd	Malaysia	Electric Utilities and IPPs and Energy Traders		x
Dixons Carphone plc	United Kingdom	Retailing		x
DLA Piper International	United Kingdom	Professional Services	x	
DMG Mori Aktiengesellschaft	Germany	Electrical Equipment and Machinery	x	x
DNV AS	Norway	Professional Services	x	x
DocuSign	USA	Software and Services	x	x
Downer EDI Limited	Australia	Construction and Engineering	x	
DP World	United Arab Emirates	Water Transportation - Ports & Services		x
Dr. Reddy's Laboratories Ltd.	India	Pharmaceuticals, Biotechnology and Life Sciences	x	
Dr.Martens plc	United Kingdom	Textiles, Apparel, Footwear and Luxury Goods	x	x
Drax Group plc	United Kingdom	Electric Utilities and IPPs and Energy Traders	x	
DS Smith	United Kingdom	Containers and Packaging		x
Dunelm Group PLC	United Kingdom	Retailing	x	x

Company Name	Country	Sector	Option 1	Option 2
Dunlop Protective Footwear B.V.	Netherlands	Textiles, Apparel, Footwear and Luxury Goods	x	
Dürr AG	Germany	Construction and Engineering		x
Dutch-Bangla Pack Ltd.	Bangladesh	Containers and Packaging	x	
DWF Group PLC	United Kingdom	Professional Services	x	x
DWS Group GmbH & Co. KGaA	Germany	Banks, Diverse Financials and Insurance	x	x
Dynapack Asia	Indonesia	Containers and Packaging	x	
E. ON SE	Germany	Electric Utilities and IPPs and Energy Traders	x	
E.SUN Financial Holding Co., Ltd.	China	Banks, Diverse Financials and Insurance	x	x
easyJet plc	United Kingdom	Air Transportation - Airlines		x
Eaton	Ireland	Electrical Equipment and Machinery		x
Eco Plan Co., Ltd.	United Kingdom	Food and Beverage Processing	x	
ECO WORKS co.,ltd.	Japan	Homebuilding	x	x
Ecolab	USA	Chemicals	x	x
ECOM Agroindustrial Corp Ltd	Switzerland	Food and Beverage Processing		x
ECOS	USA	Consumer Durables, Household and Personal Products	x	
EcoVadis	France	Professional Services	x	
Edelman	USA	Professional Services	x	x
EDF Group	France	Electric Utilities and IPPs and Energy Traders	x	x
Edge Environment Pty Ltd	Australia	Professional Services	x	x
EDP - Energias de Portugal S.A.	Portugal	Electric Utilities and IPPs and Energy Traders	x	x
EDP Energias do Brasil S.A.	Brazil	Electric Utilities and IPPs and Energy Traders	x	
Efacec Power Solutions, SGPS, S.A.	Portugal	Electrical Equipment and Machinery	x	x
Eiffage	France	Construction and Engineering	x	x
Eisai Europe Limited	United Kingdom	Pharmaceuticals, Biotechnology and Life Sciences	x	x
Electricity North West Ltd	United Kingdom	Electric Utilities and IPPs and Energy Traders	x	
Electrocomponents	United Kingdom	Electrical Equipment and Machinery	x	
Electrolux	Sweden	Consumer Durables, Household and Personal Products		x
Element Materials Technology	United Kingdom	Professional Services		x
Elenia Oy and Elenia Verkko Oy	Finland	Electric Utilities and IPPs and Energy Traders	x	x
Elevate Textiles, Inc.	USA	Textiles, Apparel, Footwear and Luxury Goods	x	x
EllisDon Corporation	Canada	Construction and Engineering	x	
Elopak AS	Norway	Containers and Packaging	x	
Emmi Group	Switzerland	Food and Beverage Processing		x
Empire State Realty Trust, Inc.	USA	Real Estate	x	
Empresas CMPC S.A.	Chile	Forest and Paper Products		x
En+ Group	Russian Federation	Mining - Metals (Iron, Aluminium, Other Metals)	x	
Enel SpA	Italy	Electric Utilities and IPPs and Energy Traders		x
ENGIE	France	Electric Utilities and IPPs and Energy Traders		x
Ensinger GmbH, Germany	Germany	Electrical Equipment and Machinery	x	x
ENTAIN PLC	United Kingdom	Specialized Consumer Services	x	x
Envision Group	China	Electrical Equipment and Machinery	x	x
EPAL - Empresa Portuguesa das Aguas Livres, S.A.	Portugal	Water Utilities	x	
EQUIPOS MÓVILES DE CAMPAÑA ARPA	Spain	Technology Hardware and Equipment	x	
Ericsson Group	Sweden	Technology Hardware and Equipment	x	
Euronext	The Netherlands	Specialized Consumer Services	x	x
Europa Mundo Vacaciones (EMV)	Spain	Hospitality		x
ERM	United Kingdom	Professional Services	x	
Esmaltec S.A.	Brazil	Consumer Durables, Household and Personal Products	x	x
Essity AB	Sweden	Consumer Durables, Household and Personal Products		x
Etsy, Inc.	USA	Retailing	x	x
Europcar Mobility Group	France	Hotels, Restaurants and Leisure, and Tourism Services	x	
European Metal Recycling Limited	United Kingdom	Solid Waste Management Utilities		x
Eurostar International Ltd	United Kingdom	Ground Transportation - Railroads	x	x
Eurovia UK Ltd	United Kingdom	Construction and Engineering		x
EV Cargo	United Kingdom	Air Freight Transportation and Logistics	x	
Everis Portugal	Portugal	Software and Services	x	x

Company Name	Country	Sector	Option 1	Option 2
Everlane	USA	Textiles, Apparel, Footwear and Luxury Goods		x
Eversheds Sutherland (International) LLP	United Kingdom	Professional Services	x	
Evotec SE	Germany	Pharmaceuticals, Biotechnology and Life Sciences		x
EY	United Kingdom	Professional Services	x	x
Facebook, Inc.	USA	Software and Services	x	x
Fastighets AB Balder	Sweden	Real Estate	x	x
Faurecia S.A.	France	Automobiles and Components	x	x
Ferrocarrils de la Generalitat de Catalunya	Spain	Transport		x
FGV Holdings Berhad	Malaysia	Food Production - Agricultural Production	x	x
Fidocar	Uruguay	Automobiles and Components	x	x
Finsbury Glover Hering	USA	Professional Services	x	x
Firmenich SA	Switzerland	Consumer Durables, Household and Personal Products	x	
FirstGroup PLC	United Kingdom	Ground Transportation - Railroads		x
Fiskars Corporation	Finland	Consumer Durables, Household and Personal Products		x
FL Logistics Management	China	Air Freight Transportation and Logistics	x	x
FLSmidth	Denmark	Construction and Engineering	x	
Flutter Entertainment plc	Ireland	Hotels, Restaurants and Leisure, and Tourism Services	x	
FM Logistic	France	Air Freight Transportation and Logistics	x	x
FMC Corporation	USA	Chemicals	x	x
FNZ Ltd	United Kingdom	Specialized Financial Services, Consumer Finance, Insurance Brokerage Firms	x	x
Fogel de Centroamerica, S.A.	Guatemala	Building Products	x	
Fokus Zukunft GmbH & Co. KG	Germany	Professional Services	x	
Foodmark AB	Sweden	Food and Beverage Processing	x	x
Ford Motor Company	USA	Automobiles and Components		x
Formula E Operations Limited	United Kingdom	Specialized Consumer Services	x	
FORMULARIOS EUROPEOS, S.A.	Spain	Forest and Paper Products	x	
Forterra PLC	United Kingdom	Construction Materials		x
Franke Group	Switzerland	Consumer Durables, Household and Personal Products	x	
Frazer-Nash Consultancy Ltd.	United Kingdom	Professional Services	x	
FRIGOGLASS S.A.I.C.	Greece	Electrical Equipment and Machinery	x	
FSN Capital Partners AS	Norway	Banks, Diverse Financials and Insurance	x	
FullCycle	USA	Banks, Diverse Financials and Insurance	x	x
Fyffes	Switzerland	Food and Beverage Processing	x	
Galliford Try Holdings Plc	United Kingdom	Construction and Engineering	x	
Gamko BV	Netherlands	Electrical Equipment and Machinery	x	x
Gap Inc.	USA	Textiles, Apparel, Footwear and Luxury Goods	x	x
GCC S.A.B de C.V	Mexico	Construction Materials		x
GEA Group	Germany	Construction and Engineering		x
Geelen Counterflow	Netherlands	Electrical Equipment and Machinery	x	x
General Mills Inc.	USA	Food and Beverage Processing	x	x
General Motors	USA	Automobiles and Components		x
Gensler	USA	Professional Services	x	
Genuit Group plc	United Kingdom	Building Products		x
Geotab	Canada	Technology Hardware and Equipment	x	
Getinge AB	Sweden	Healthcare Equipment and Supplies		x
Givaudan SA	Switzerland	Consumer Durables, Household and Personal Products		x
GlaxoSmithKline	United Kingdom	Pharmaceuticals, Biotechnology and Life Sciences	x	x
Gleeds Corporate Services Limited	United Kingdom	Professional Services	x	x
Globant España S.A.	Luxembourg	Software and Services	x	x
Globe Telecom, Inc.	Philippines	Telecommunication Services	x	x
GlovoApp23	Spain	Software and Services	x	
GN Store Nord A/S	Denmark	Consumer Durables, Household and Personal Products	x	x
Go-Ahead Holdings Limited	United Kingdom	Ground Transportation - Trucking	x	
GoCardless	United Kingdom	Specialized Financial Services, Consumer Finance, Insurance Brokerage Firms	x	x
Godrej & Boyce Mfg. Co. Ltd.	India	Consumer Durables, Household and Personal Products	x	
GRAHAM	United Kingdom	Construction and Engineering	x	x

Company Name	Country	Sector	Option 1	Option 2
Grant Thornton UK LLP	United Kingdom	Professional Services	x	x
Great Portland Estates plc	United Kingdom	Real Estate	x	
Green Element Limited	United Kingdom	Professional Services	x	x
Greenfish SA	Belgium	Professional Services		x
GreenFlex	France	Professional Services	x	
Greenyard NV	Belgium	Food and Beverage Processing	x	
GRI Renewable Industries	Spain	Electrical Equipment and Machinery	x	
Grosvenor Britain & Ireland	United Kingdom	Real Estate	x	
Ground Control Ltd	United Kingdom	Professional Services	x	x
Groupe iliad	France	Telecommunication Services	x	
GROUPE RENAULT	France	Automobiles and Components	x	
Grundfos Holding A/S	Denmark	Electrical Equipment and Machinery	x	
Grupo Bimbo SAB de CV	Mexico	Food and Beverage Processing		x
Grupo Cooperativo Cajamar	Spain	Banks, Diverse Financials and Insurance	x	x
Grupo Ferrer Internacional SA	Spain	Pharmaceuticals, Biotechnology and Life Sciences		x
Grupo Malwee	Brazil	Textiles, Apparel, Footwear and Luxury Goods	x	
Grupo SOMA	Brazil	Retailing	x	x
Gruppo Armani	Italy	Textiles, Apparel, Footwear and Luxury Goods	x	
Guardian Media Group plc	United Kingdom	Media	x	
Guess?, Inc.	USA	Textiles, Apparel, Footwear and Luxury Goods	x	
Gul Ahmed Textile Mills Limited	Pakistan	Textiles, Apparel, Footwear and Luxury Goods	x	x
H.U. Group Holdings, Inc.	Japan	Healthcare Providers and Services, and Healthcare Technology		x
H&M Hennes & Mauritz AB	Sweden	Retailing	x	x
h&z Unternehmensberatung	Germany	Professional Services	x	
Hachette UK LTD	United Kingdom	Media	x	
Haier Freezer Overseas KA	China	Electrical Equipment and Machinery	x	x
Halfords Group PLC	United Kingdom	Retailing	x	x
Hannon Armstrong	USA	Banks, Diverse Financials and Insurance	x	x
Harmony Gold Mining Company Limited	South Africa	Mining - Other (Rare Minerals, Precious Metals and Gems)		x
Hawaiian Electric	USA	Electric Utilities and IPPs and Energy Traders		x
Haworth Inc.	USA	Consumer Durables, Household and Personal Products	x	x
Hayleys Fabric PLC	Sri Lanka	Textiles, Apparel, Footwear and Luxury Goods	x	x
Heathrow Airport	United Kingdom	Air Transportation - Airport Services		x
HeidelbergCement AG	Germany	Construction Materials		x
HEINEKEN N.V.	Netherlands	Food and Beverage Processing	x	x
Heinzel Holding GmbH	Austria	Forest and Paper Products		x
Hela Clothing	Sri Lanka	Textiles, Apparel, Footwear and Luxury Goods		x
Helen of Troy Limited	Bermuda	Consumer Durables, Household and Personal Products	x	
Helen Oy	Finland	Electric Utilities and IPPs and Energy Traders	x	
Hempel A/S	Denmark	Chemicals	x	
Henkel AG & Co. KGaA	Germany	Consumer Durables, Household and Personal Products	x	x
Henry Schein, Inc.	USA	Healthcare Providers and Services, and Healthcare Technology		x
Heraeus Precious Metals	Germany	Chemicals	x	x
Herbert Smith Freehills	United Kingdom	Professional Services	x	
Hewlett Packard Enterprise Company	USA	Technology Hardware and Equipment		x
HH Global	United Kingdom	Media	x	x
High Speed Two Ltd.	United Kingdom	Construction and Engineering	x	
Hill & Smith Holdings PLC	United Kingdom	Construction and Engineering	x	
Hilton Food Group	United Kingdom	Food and Beverage Processing		x
Hindustan Zinc Limited	India	Mining - Metals (Iron, Aluminium, Other Metals)	x	x
Hitachi, Ltd.	Japan	Technology Hardware and Equipment	x	
Hoare Lea LLP	United Kingdom	Construction and Engineering	x	
Hogan Lovells	USA	Professional Services	x	x
Holcim Ltd.	Switzerland	Construction Materials		x
Holmen AB	Sweden	Forest and Paper Products		x
Hon Hai Precision Inc. Co., Ltd.	China	Technology Hardware and Equipment		x
Hop Lun	China	Textiles, Apparel, Footwear and Luxury Goods		x

Company Name	Country	Sector	Option 1	Option 2
HP Inc.	USA	Technology Hardware and Equipment		x
Husqvarna AB	Sweden	Consumer Durables, Household and Personal Products		x
Hydrock	United Kingdom	Professional Services	x	x
HYUNDAI MOBIS Co.,Ltd.	South Korea	Automobiles and components		x
Iberdrola SA	Spain	Electric Utilities and IPPs and Energy Traders		x
IBERIA, Líneas Aéreas de España, S.A.	Spain	Air Transportation - Airlines		x
Iberostar Group	Spain	Hotels, Restaurants and Leisure, and Tourism Services	x	x
ICA Gruppen	Sweden	Food and Staples Retailing		x
Iguá Saneamento S.A.	Brazil	Water Utilities	x	
IHG Hotels & Resorts	United Kingdom	Hotels, Restaurants and Leisure, and Tourism Services	x	
Illumina, Inc.	USA	Pharmaceuticals, Biotechnology and Life Sciences	x	
Imperial Brands	United Kingdom	Tobacco	x	x
INDITEX	Spain	Textiles, Apparel, Footwear and Luxury Goods		x
Indra	Spain	Software and Services	x	x
Informa plc	United Kingdom	Professional Services	x	
Infraestruturas de Portugal, S.A.	Portugal	Commercial Services and Supplies	x	
Inghams Group Ltd	Australia	Food Production - Animal Source Food Production	x	
Ingka Group	Sweden	Consumer Durables, Household and Personal Products	x	
INNIO Group Holding GmbH	Austria	Electrical Equipment and Machinery	x	
innocent drinks	United Kingdom	Food and Beverage Processing	x	x
InQube Global Private Limited	Sri Lanka	Textiles, Apparel, Footwear and Luxury Goods	x	x
Inter IKEA Group (IKEA)	Netherlands	Retailing	x	x
Interface	USA	Consumer Durables, Household and Personal Products	x	
Interloop Limited	Pakistan	Textiles, Apparel, Footwear and Luxury Goods	x	
International Consolidated Airlines Group (IAG)	United Kingdom	Air Transportation - Airlines		x
International Flavors & Fragrances Inc.	USA	Chemicals	x	
Internet Fusion Ltd	United Kingdom	Software and Services	x	x
Interpublic Group of Companies, Inc.	USA	Professional Services	x	
Intertape Polymer Group Inc.	Canada	Containers and Packaging	x	
Intertek Group plc	United Kingdom	Professional Services	x	
Intrepid Travel	Australia	Hotels, Restaurants and Leisure, and Tourism Services	x	
Intuit	USA	Software and Services	x	
Ipsen SA	France	Pharmaceuticals, Biotechnology and Life Sciences		x
ISDIN S.A.	Spain	Consumer Durables, Household and Personal Products	x	
ISKO Denim	Turkey	Textiles, Apparel, Footwear and Luxury Goods	x	
Íslandsbanki	Iceland	Banks, Diverse Financials and Insurance	x	x
ITP Aero	Spain	Aerospace and Defense		x
ITV Plc	United Kingdom	Media		x
Ivanhoé Cambridge	Canada	Real Estate	x	x
J C Bamford Excavators Ltd (JCB)	United Kingdom	Electrical Equipment and Machinery	x	x
J Sainsbury plc	United Kingdom	Food and Staples Retailing		x
Jackson Family Wines	USA	Food and Beverage Processing	x	
Jacobs	USA	Professional Services		x
Jaguar Land Rover Automotive PLC	United Kingdom	Automobiles and Components		x
Jan De Nul Group	Luxembourg	Construction and Engineering		x
JBA Group Limited	United Kingdom	Construction and Engineering	x	x
JBS	Brazil	Food and Beverage Processing		x
JD Logistics	China	Air Freight Transportation and Logistics	x	x
JD Sports Fashion PLC	United Kingdom	Textiles, Apparel, Footwear and Luxury Goods	x	
JLL	USA	Real Estate	x	
John Lewis Partnership	United Kingdom	Food and Staples Retailing		x
John Menzies plc	United Kingdom	Air Freight Transportation and Logistics	x	x
John Sisk & Son	Ireland	Construction and Engineering	x	x
Johnson & Johnson	USA	Pharmaceuticals, Biotechnology and Life Sciences		x
Johnson Controls International plc	Ireland	Technology Hardware and Equipment	x	

Company Name	Country	Sector	Option 1	Option 2
Johnson Matthey Plc	United Kingdom	Chemicals		x
JSW Energy Limited	India	Electric Utilities and IPPs and Energy Traders		x
Jungheinrich AG	Germany	Electrical Equipment and Machinery		x
K-9 Internacional	Costa Rica	Security	x	
Kainos Group plc	United Kingdom	Software and Services	x	x
KAO Corporation	Japan	Consumer Durables, Household and Personal Products	x	x
Kayama Kogyo Co.,Ltd.	Japan	Professional services		x
Kearney	USA	Professional Services	x	
Keepmoat Homes	United Kingdom	Homebuilding		x
Keltbray Group	United Kingdom	Construction and Engineering	x	
Kenya Electricity Generating Company PLC	Kenya	Electric Utilities and IPPs and Energy Traders	x	
Kesko Corporation	Finland	Food and Staples Retailing	x	
KFC UK & Ireland	USA	Hotels, Restaurants and Leisure, and Tourism Services		x
Kier Group plc	United Kingdom	Construction and Engineering	x	x
Kier Highways Limited	United Kingdom	Construction and Engineering	x	x
Kingfisher	United Kingdom	Retailing	x	
Kingspan Group Plc	Ireland	Building Products	x	
Kirin Holdings Co Ltd	Japan	Food and Beverage Processing		x
Klabin S.A.	Brazil	Forest and Paper Products	x	x
Klöckner & Co	Germany	Mining - Metals (Iron, Aluminium, Other Metals)	x	
KLP	Norway	Banks, Diverse Financials and Insurance	x	
KME Germany GmbH	Germany	Mining - Metals (Iron, Aluminium, Other Metals)	x	x
Knight Frank LLP (UK)	United Kingdom	Professional Services	x	
Kokusai Kogyo Co., Ltd	Japan	Professional Services	x	
Koninklijke Ahold Delhaize N.V.	Netherlands	Food and Staples Retailing		x
Koninklijke KPN NV (Royal KPN)	Netherlands	Telecommunication Services	x	x
Kordsa Teknik Tekstil A.Ş	Turkey	Textiles, Apparel, Footwear and Luxury Goods	x	x
KPMG International Limited	United Kingdom	Professional Services	x	
KPMG Ireland	Ireland	Professional Services	x	x
KPMG UK	United Kingdom	Professional Services		x
KRONES Group	Germany	Electrical Equipment and Machinery	x	
L'Oréal	France	Consumer Durables, Household and Personal Products		x
L&T Technology Services Limited (LTTS)	India	Software and Services	x	x
La-Z-Boy Incorporated	USA	Consumer Durables, Household and Personal Products		x
Landsec	United Kingdom	Real Estate	x	x
Lansinoh Laboratories Inc.	USA	Healthcare Equipment and Supplies		x
Lars Partners	Uruguay	Textiles, Apparel, Footwear and Luxury Goods	x	x
LC Packaging International BV	Netherlands	Containers and Packaging	x	
Le Groupe La Poste	France	Air Freight Transportation and Logistics		x
LeasePlan Corporation N.V.	Netherlands	Ground Transportation - Trucking		x
Legacy Vacation Resorts	USA	Hotels, Restaurants and Leisure, and Tourism Services	x	
Legal & General Group PLC	United Kingdom	Banks, Diverse Financials and Insurance	x	
Legrand	France	Electrical Equipment and Machinery	x	x
Lendlease	Australia	Real Estate	x	
Levi Strauss & Co	USA	Textiles, Apparel, Footwear and Luxury Goods	x	
LG Electronics Inc.	South Korea	Consumer Durables, Household and Personal Products	x	
Liberty Mills Limited	Pakistan	Textiles, Apparel, Footwear and Luxury Goods	x	
Lightsource bp	United Kingdom	Electric Utilities and IPPs and Energy Traders	x	
Lime (Neutron Holdings dba Lime)	USA	Ground Transportation - Trucking	x	x
Lindström Group	Finland	Consumer Durables, Household and Personal Products	x	x
Livent	USA	Chemicals		x
Lloyd's Register	United Kingdom	Professional Services		x
Lojas Renner S.A.	Brazil	Textiles, Apparel, Footwear and Luxury Goods	x	x
London Stock Exchange Group plc	United Kingdom	Banks, Diverse Financials and Insurance	x	
LONGi Green Energy Technology Co., Ltd.	China	Semiconductors and Semiconductors Equipment	x	
Loxam	France	Trading Companies, Commercial Services and Supplies		x

Company Name	Country	Sector	Option 1	Option 2
LTP Group A/S	Denmark	Textiles, Apparel, Footwear and Luxury Goods	x	
LUKER AGRÍCOLA	Colombia	Food Production - Agricultural Production		x
Lundbeck A/S	Denmark	Pharmaceuticals, Biotechnology and Life Sciences		x
Lyft, Inc.	USA	Software and Services	x	
LYMI, Inc. DBA Reformation	USA	Retailing	x	
M&C Saatchi PLC.	United Kingdom	Media	x	
MAAL Associates, LLC	USA	Professional Services		x
MacArthur Green	United Kingdom	Professional Services		x
MaCher (USA) Inc.	USA	Consumer Durables, Household and Personal Products	x	x
Machi Mirai Seisakusyo Co., Ltd.	Japan	Professional Services	x	
Magyar Telekom Plc.	Hungary	Telecommunication Services	x	
Mahindra Group	India	General Industries		x
Mahindra Heavy Engines Ltd.	India	Automobiles and Components	x	
Mahmood Group	Pakistan	Textiles, Apparel, Footwear and Luxury Goods		x
Maintel Holdings Plc	United Kingdom	Software and Services	x	x
Majid Al Futtaim	United Arab Emirates	Retailing		x
Mambu	Netherlands	Software and Services	x	x
Mammut Sports Group	Switzerland	Textiles, Apparel, Footwear and Luxury Goods	x	x
MAN Truck & Bus SE	Germany	Electrical Equipment and Machinery		x
Mannheimer Swartling	Sweden	Professional Services	x	
ManpowerGroup Inc.	USA	Professional Services		x
Manulife Financial Corporation	Canada	Banks, Diverse Financials and Insurance		x
Maple Company Limited	Vietnam	Textiles, Apparel, Footwear and Luxury Goods	x	
Marks and Spencer Group plc	United Kingdom	Retailing	x	x
Marriott International	USA	Hotels, Restaurants and Leisure, and Tourism Services	x	x
Mars, Incorporated	USA	Food and Beverage Processing		x
Marshalls plc	United Kingdom	Construction Materials		x
MARUI GROUP CO.,LTD.	Japan	Retailing	x	
Marvell Technologies	USA	Electrical Equipment and Machinery	x	x
MAS Holdings (Pvt) Ltd.	Sri Lanka	Textiles, Apparel, Footwear and Luxury Goods	x	x
Mastercard	USA	Software and Services	x	
Materialise N.V.	Belgium	Software and Services	x	x
MATSEN CHEMIE AG	Germany	Chemicals	x	
Mattos Filho	Brazil	Professional Services		x
Mayr-Melnhof Karton AG	Austria	Forest and Paper Products	x	
Mazars LLP	United Kingdom	Professional Services	x	
McCann Worldgroup	USA	Media	x	
McDonald's Corporation	USA	Hotels, Restaurants and Leisure, and Tourism Services	x	x
McKinsey & Company, Inc.	USA	Professional Services		x
Media6	France	Professional Services	x	
Mediahuis	Belgium	Media		x
Meggitt PLC	United Kingdom	Aerospace and Defense		x
Melia Hotels International SA	Spain	Hotels, Restaurants and Leisure, and Tourism Services	x	
Mercer International	Canada	Forest and Paper Products	x	
Metalrio Solutions S.A.	Brazil	Electrical Equipment and Machinery	x	
Metrolina Greenhouses Inc	USA	Food Production - Agricultural Production	x	
Metsä Board Corporation	Finland	Forest and Paper Products	x	
Michelin	France	Automobiles and Components		x
Microsoft Corporation	USA	Software and Services		x
Midwestern Group Ltd.	Uganda	Commercial Services and Supplies		x
MiljöMatematik Malmö AB	Sweden	Professional Services	x	x
Mills AS	Norway	Food and Beverage Processing	x	x
Minto Apartment REIT	Canada	Real Estate	x	
Minto Properties Inc	Canada	Real Estate	x	
Mishcon de Reya LLP	United Kingdom	Professional Services	x	x
MITCON Consultancy & Engineering Services Limited	India	Professional Services	x	
Mitie	United Kingdom	Professional Services	x	

Company Name	Country	Sector	Option 1	Option 2
Moët Hennessy	France	Food and Beverage Processing	x	
Montagu Private Equity LLP	United Kingdom	Banks, Diverse Financials and Insurance	x	
Moody's Corporation	USA	Professional Services		x
Morgan Sindall Group plc	United Kingdom	Construction and Engineering	x	x
Mott MacDonald Group Limited	United Kingdom	Professional Services		x
Movida	Brazil	Transport		x
MTD KB	Sweden	Ground Transportation - Trucking	x	x
MTN Group Limited	South Africa	Telecommunication services	x	
MTR Nordic Group	Sweden	Transport	x	x
Mulberry Group plc	United Kingdom	Textiles, Apparel, Footwear and Luxury Goods		x
Multiplex Construction Europe	United Kingdom	Construction and Engineering		x
MVV Energie AG	Germany	Electric Utilities and IPPs and Energy Traders		x
National Grid PLC	United Kingdom	Electric Utilities and IPPs and Energy Traders		x
Nationwide Building Society	United Kingdom	Banks, Diverse Financials and Insurance	x	
NATS	United Kingdom	Air Transportation - Airport Services	x	x
Natura & Co	Brazil	Consumer Durables, Household and Personal Products		x
Natwest Group plc	United Kingdom	Banks, Diverse Financials and Insurance		x
Ndevr Environmental	Australia	Professional Services		x
NEC Corporation	Japan	Technology Hardware and Equipment		x
Nechi Group	Spain	Software and Services		x
NENT Group	Sweden	Media	x	x
Neptuno Pumps	Chile	Electrical Equipment and Machinery	x	x
Nestlé	Switzerland	Food and Beverage Processing		x
Netflix	USA	Media		x
Network Rail plc	United Kingdom	Ground Transportation - Railroads	x	x
New Balance Athletics, Inc	USA	Textiles, Apparel, Footwear and Luxury Goods	x	
New World Development Company Limited	China	Construction and Engineering	x	
News Corp	USA	Media	x	x
Nexi SpA	Italy	Banks, Diverse Financials and Insurance	x	
NG Bailey Group Ltd	United Kingdom	Construction and Engineering	x	x
Nikon Corporation	Japan	Technology Hardware and Equipment		x
Nissan Motor Co., Ltd.	Japan	Automobiles and Components		x
NKT Cables Group A/S	Denmark	Electrical Equipment and Machinery		x
NOABRANDS	Spain	Media	x	
Nokia Group	Finland	Technology Hardware and Equipment	x	
Nomad Foods Ltd.	United Kingdom	Food and Beverage Processing	x	x
Nomura Research Institute, Ltd.	Japan	Software and Services	x	x
Norron Asset Management	Sweden	Banks, Diverse Financials and Insurance	x	
Northern Powergrid	United Kingdom	Electric Utilities and IPPs and Energy Traders	x	
Norton Rose Fulbright LLP	United Kingdom	Professional Services		x
NOS, SGPS, S.A.	Portugal	Media	x	
Novartis Pharma AG	Switzerland	Pharmaceuticals, Biotechnology and Life Sciences	x	
Novo Banco, SA	Portugal	Banks, Diverse Financials and Insurance	x	
Novo Nordisk A/S	Denmark	Pharmaceuticals, Biotechnology and Life Sciences	x	
Novozymes A/S	Denmark	Chemicals		x
NR Instant Produce Co., Ltd.	Thailand	Food and Beverage Processing		x
NRG Energy Inc	USA	Electric Utilities and IPPs and Energy Traders	x	x
NTT Data Corporation	Japan	Software and Services		x
NTT Ltd.	United Kingdom	Software and Services	x	
NV Bekaert SA	Belgium	Mining - Metals (Iron, Aluminium, Other Metals)	x	x
NW Commonwealth, LLC (dba Wyld & Wyld CBD)	USA	Food and Beverage Processing		x
NZ Post	New Zealand	Air Freight Transportation and Logistics	x	
o9 Solutions, Inc.	USA	Software and Services	x	x
Oakland International Ltd.	United Kingdom	Food and Staples retailing	x	x
Octopus Energy Group Limited	United Kingdom	Electric Utilities and IPPs and Energy Traders		x
ODINSA S.A.	Colombia	Construction and Engineering	x	
Ogier	United Kingdom	Professional Services		x

Company Name	Country	Sector	Option 1	Option 2
Okta, Inc	USA	Software and Services	x	
Olam International Ltd	Singapore	Food Production - Agricultural Production	x	
Oleter Group AB	Sweden	Trading Companies, Commercial Services and Supplies	x	x
Omnicom Group	USA	Professional Services	x	
ONO PHARMACEUTICAL CO., LTD.	Japan	Pharmaceuticals, Biotechnology and Life Sciences	x	x
ORANGE	France	Telecommunication Services		x
Orbia Advance Corporation S.A.B.	Mexico	Chemicals	x	
Ordina	Netherlands	Software and Services	x	
Orkla ASA	Norway	Food and Beverage Processing	x	
Ørsted	Denmark	Electric Utilities and IPPs and Energy Traders	x	
Osborne Infrastructure Limited	United Kingdom	Construction and Engineering	x	x
OTB S.p.A.	Italy	Textiles, Apparel, Footwear and Luxury Goods	x	
Outokumpu Oyj	Finland	Mining - Metals (Iron, Aluminium, Other Metals)	x	
Ovako AB	Sweden	Mining - Metals (Iron, Aluminium, Other Metals)	x	
OVO Energy	United Kingdom	Electric Utilities and IPPs and Energy Traders	x	x
OVS SpA	Italy	Retailing	x	
Owen Mumford Ltd	United Kingdom	Healthcare Equipment and Supplies	x	x
PA Consulting	United Kingdom	Professional Services	x	
Pakistan Cables Limited	Pakistan	Electrical Equipment and Machinery		x
Pakistan Services Limited	Pakistan	Hotels, Restaurants and Leisure, and Tourism Services	x	
PALFINGER AG	Austria	Electrical Equipment and Machinery	x	
Palladium Group Holdings Pty Ltd	Australia	Professional Services	x	x
Palo Alto Networks	USA	Software and Services	x	x
Panasonic Corporation	Japan	Consumer Durables, Household and Personal Products	x	
Pandora A/S	Denmark	Textiles, Apparel, Footwear and Luxury Goods	x	x
Panera Bread	USA	Hotels, Restaurants and Leisure, and Tourism Services	x	
Patagonia, Inc.	USA	Textiles, Apparel, Footwear and Luxury Goods	x	x
PayPal	USA	Software and Services	x	
Pearson PLC	United Kingdom	Education Services		x
Pennon Group	United Kingdom	Water Utilities	x	x
PensionDanmark	Denmark	Banks, Diverse Financials and Insurance	x	x
PepsiCo, Inc.	USA	Food and Beverage Processing		x
Perfetti Van Melle	Netherlands	Food and Beverage Processing	x	
Perkins & Will UK Ltd.	United Kingdom	Professional Services	x	x
Pernod Ricard	France	Food and Beverage Processing		x
Persimmon plc	United Kingdom	Homebuilding	x	
Pets at Home Group	United Kingdom	Retailing		x
Pfizer Inc.	USA	Pharmaceuticals, Biotechnology and Life Sciences	x	
Philip Morris International	USA	Tobacco	x	
Phoenix Group Holdings plc	United Kingdom	Banks, Diverse Financials and Insurance	x	x
Pictet Group	Switzerland	Banks, Diverse Financials and Insurance	x	x
Pine Tree Company For Textile Manufacturing PSC	Jordan	Textiles, Apparel, Footwear and Luxury Goods	x	
Pinsent Masons LLP	United Kingdom	Professional Services		x
Plastic Omnium SE	France	Automobiles and Components		x
PNZ-Produkte GmbH	Germany	Consumer Durables, Household and Personal Products		x
Polpaico BSA	Chile	Construction Materials		x
Poste Italiane S.p.A.	Italy	Air Freight Transportation and Logistics	x	x
Posti Group Ltd.	Finland	Air Freight Transportation and Logistics	x	x
PostNL	Netherlands	Air Freight Transportation and Logistics	x	
Prada Group	Italy	Textiles, Apparel, Footwear and Luxury Goods	x	x
Premier Foods PLC	United Kingdom	Food and Beverage Processing		x
PricewaterhouseCoopers International Limited (PwC IL)	United Kingdom	Professional Services		x
Primark Limited	Ireland	Textiles, Apparel, Footwear and Luxury Goods	x	
Procter & Gamble Company	USA	Consumer Durables, Household and Personal Products		x
Profile Security Services Ltd	United Kingdom	Trading Companies, Commercial Services and Supplies	x	x
Provident Financial plc	United Kingdom	Banks, Diverse Financials and Insurance	x	
Proximus	Belgium	Telecommunication Services	x	x

Company Name	Country	Sector	Option 1	Option 2
Prysmian Group	Italy	Electrical Equipment and Machinery		x
Public Service Enterprise Group Inc. (PSEG)	USA	Electric Utilities and IPPs and Energy Traders	x	
Publicis Groupe	France	Media	x	
PVH Corp.	USA	Textiles, Apparel, Footwear and Luxury Goods		x
Pyxus International, Inc.	USA	Food Production - Agricultural Production	x	
Qalaa Holdings	Egypt	Electric Utilities and IPPs and Energy Traders	x	
QIAGEN N.V.	Netherlands	Pharmaceuticals, Biotechnology and Life Sciences		x
Qontigo GmbH	Germany	Specialized Consumer Services		x
Qualcomm Incorporated	USA	Semiconductors and Semiconductors Equipment		x
RADNIK EXPORTS	India	Textiles, Apparel, Footwear and Luxury Goods	x	x
Ralph Lauren Corporation	USA	Textiles, Apparel, Footwear and Luxury Goods		x
Ramboll Group A/S	Denmark	Professional Services		x
Rathbone Brothers plc	United Kingdom	Banks, Diverse Financials and Insurance	x	x
RATP	France	Ground Transportation - Railroads	x	
Razer Inc.	China	Technology Hardware and Equipment	x	
ReAcción/Alva	Uruguay	Professional Services	x	
Reckitt Benckiser Group plc	United Kingdom	Consumer Durables, Household and Personal Products	x	
Red Electrica de España	Spain	Electric Utilities and IPPs and Energy Traders	x	
REDEVCO B.V.	Netherlands	Real Estate	x	x
Redrow plc	United Kingdom	Homebuilding	x	x
Refinitiv	United Kingdom	Software and Services	x	
Regent Electron (Chongqing) Co.,Ltd.	China	Technology Hardware and Equipment		x
Reitan Convenience Sweden AB	Sweden	Retailing	x	x
Reliance Jio Infocomm Limited	India	Telecommunication Services	x	
Rémy Cointreau	France	Food and Beverage Processing		x
REN - Redes Energéticas Nacionais	Portugal	Electric Utilities and IPPs and Energy Traders	x	
Renesas Electronics Corporation	Japan	Technology Hardware and Equipment	x	
ReNew Power Private Limited	India	Electric Utilities and IPPs and Energy Traders		x
RES Group	United Kingdom	Electric Utilities and IPPs and Energy Traders		x
Restaurant Brands International Inc.	Canada	Hotels, Restaurants and Leisure, and Tourism Services	x	x
RETAL	Cyprus	Containers and Packaging	x	
Revenge Smart Solutions	Spain	Telecommunication Services	x	
Revolution Bars Group plc.	United Kingdom	Hotels, Restaurants and Leisure, and Tourism Services	x	x
Ricardo PLC	United Kingdom	Professional Services		x
Ricoh Co., Ltd.	Japan	Technology Hardware and Equipment		x
Rightmove plc	United Kingdom	Software and Services	x	x
Riksbyggen	Sweden	Real Estate	x	
Robert Bird Group	Australia	Professional Services	x	x
Rogers & Company Ltd	Mauritius	Banks, Diverse Financials and Insurance	x	x
Rolls-Royce plc	United Kingdom	Electrical Equipment and Machinery		x
Royal DSM	Netherlands	Chemicals		x
Royal Schiphol Group	Netherlands	Air Transportation - Airport Services	x	x
RPS Group plc	United Kingdom	Professional Services	x	
RT Knits Ltd	Mauritius	Textiles, Apparel, Footwear and Luxury Goods		x
RWE AG	Germany	Electric Utilities and IPPs and Energy Traders		x
S&P Global	USA	Professional Services		x
Saab AB	Sweden	Aerospace and Defense		x
Sacyr S.A.	Spain	Construction Materials	x	
Sage	United Kingdom	Software and Services	x	x
Saint-Gobain	France	Building products		x
Salesforce.com, Inc.	USA	Software and Services	x	
Salvatore Ferragamo Group	Italy	Textiles, Apparel, Footwear and Luxury Goods	x	
Samskip B.V.	Netherlands	Water Transportation		x
SANDEN Group	Thailand	Building Products	x	
Sanofi	France	Pharmaceuticals, Biotechnology and Life Sciences	x	x

Company Name	Country	Sector	Option 1	Option 2
SAP SE	Germany	Software and Services	x	
Sapphire Finishing Mills Limited	Pakistan	Textiles, Apparel, Footwear and Luxury Goods	x	
Sapphire Textile Mills Limited	Pakistan	Textiles, Apparel, Footwear and Luxury Goods	x	
Sarawak Energy Berhad	Malaysia	Electric Utilities and IPPs and Energy Traders	x	
Sarena Textile Industries (Pvt.) Ltd.	Pakistan	Textiles, Apparel, Footwear and Luxury Goods		x
SAS Institute Inc.	USA	Software and Services	x	x
Saudi Telecom Company	Saudi Arabia	Telecommunication Services		x
Scan Global Logistics A/S	Denmark	Air Freight Transportation and Logistics	x	x
Scandi Standard AB	Sweden	Food and Beverage Processing	x	
SCANIA CV	Sweden	Electrical Equipment and Machinery	x	
Scatec ASA	Norway	Electric Utilities and IPPs and Energy Traders	x	x
Schindler Group	Switzerland	Electrical Equipment and Machinery	x	x
Schneider Electric	France	Electrical Equipment and Machinery	x	x
Schreiber Foods, Inc.	USA	Food and Beverage Processing	x	
Schroders	United Kingdom	Banks, Diverse Financials and Insurance		x
Schüco International KG	Germany	Building Products	x	x
Scottish Hydro Electric Transmission Plc	United Kingdom	Electric Utilities and IPPs and Energy Traders	x	
Scottish Leather Group	United Kingdom	Textiles, Apparel, Footwear and Luxury Goods		x
SECOM Co., Ltd.	Japan	Trading Companies, Commercial Services and Supplies	x	x
SecuriGroup Limited	United Kingdom	Trading Companies, Commercial Services and Supplies	x	x
Sekisui House, Ltd.	Japan	Homebuilding	x	x
Semcon AB	Sweden	Professional Services	x	
Senior Plc	United Kingdom	Aerospace and Defense	x	
ServiceNow Inc.	USA	Software and Services	x	
Seventh Generation, Inc.	USA	Consumer Durables, Household and Personal Products	x	
Severfield plc	United Kingdom	Construction and Engineering	x	x
Severn Trent	United Kingdom	Water Utilities	x	
SGS	Switzerland	Professional Services	x	x
Shanying International Holdings Co., Ltd.	China	Forest and Paper Products	x	
Shoosmiths LLP	United Kingdom	Professional Services	x	x
Sichuan Zhongguang Lightning Protection Technologies Co., Ltd.	China	Electrical Equipment and Machinery	x	x
Siddiqsons Limited	Pakistan	Textiles, Apparel, Footwear and Luxury Goods	x	x
Siemens AG	Germany	Electrical Equipment and Machinery		x
Siemens Gamesa Renewable Energy, S.A.	Spain	Electric Utilities and IPPs and Energy Traders	x	x
Sierra Nevada Brewing Co.	USA	Food and Beverage Processing	x	
SIG Combibloc	Switzerland	Containers and Packaging	x	x
Signify	Netherlands	Electrical Equipment and Machinery	x	x
Silentnight Group Limited	United Kingdom	Consumer Durables, Household and Personal Products	x	
Singapore Exchange Limited	Singapore	Specialized Financial Services, Consumer Finance, Insurance Brokerage Firms	x	
Singapore Telecommunications Limited (Singtel)	Singapore	Telecommunication Services		x
Sino Land Company Limited	China	Real Estate		x
Sinyi Realty Inc.	China	Real Estate	x	
Sipsmith	United Kingdom	Food and Beverage Processing	x	x
Sir Robert McAlpine	United Kingdom	Construction and Engineering		x
Skidmore, Owings and Merrill LLP	USA	Professional Services	x	
Sky Group	United Kingdom	Media	x	x
SkyPower Global	Canada	Electric Utilities and IPPs and Energy Traders	x	x
Slaughter and May	United Kingdom	Professional Services	x	x
SLR Global Ltd	United Kingdom	Professional Services	x	x
Smart Phases Inc. (DBA Novacab)	USA	Electrical Equipment and Machinery	x	x
SMEC ANZ	Australia	Professional Services	x	
Smithfield Foods	USA	Food Production - Animal Source Food Production	x	
Smiths Group PLC	United Kingdom	Electrical Equipment and Machinery	x	x
Snap Inc.	USA	Software and Services	x	

Company Name	Country	Sector	Option 1	Option 2
Sodexo	France	Hotels, Restaurants and Leisure, and Tourism Services	x	
Sodexo Limited	United Kingdom	Hotels, Restaurants and Leisure, and Tourism Services	x	x
Sodimac S.A.	Chile	Consumer Durables, Household and Personal Products	x	
Södra Skogsägarna ekonomisk förening	Sweden	Forest and Paper Products		x
Softcat plc	United Kingdom	Software and Services	x	
Solita Oy	Finland	Software and Services	x	
Sony Corporation	Japan	Consumer Durables, Household and Personal Products	x	
Soorty Enterprises (Pvt) Ltd.	Pakistan	Textiles, Apparel, Footwear and Luxury Goods	x	x
Sopra Steria Group	France	Software and Services	x	
South East Water	Australia	Water Utilities		x
South Pole	Switzerland	Professional Services	x	x
Spectris plc	United Kingdom	Technology Hardware and Equipment	x	
SPIE	France	Trading Companies, Commercial Services and Supplies	x	
Spirax-Sarco Engineering plc	United Kingdom	Electrical Equipment and Machinery		x
SPL Powerlines UK Ltd	United Kingdom	Construction and Engineering	x	
Splunk Inc.	USA	Software and Services	x	x
Springer Nature	Germany	Media		x
SQM	Chile	Chemicals	x	
SSAB	Sweden	Mining - Metals (Iron, Aluminium, Other Metals)		x
SSE Plc	United Kingdom	Electric Utilities and IPPs and Energy Traders		x
SEEN Distribution	United Kingdom	Electric Utilities and IPPs and Energy Traders	x	
St. James's Place	United Kingdom	Banks, Diverse Financials and Insurance	x	x
St. Modwen Properties PLC	United Kingdom	Real Estate	x	x
Stagecoach Group plc	United Kingdom	Ground Transportation - Trucking	x	x
Stanley Black and Decker	USA	Electrical Equipment and Machinery	x	
Stantec Inc.	Canada	Professional Services	x	x
Starbucks Corporation	USA	Food and Beverage Processing	x	
STARK Group	Denmark	Retailing		x
Steelcase Inc.	USA	Consumer Durables, Household and Personal Products		x
Stella McCartney	United Kingdom	Textiles, Apparel, Footwear and Luxury Goods	x	x
Stena Recycling AB	Sweden	Solid Waste Management Utilities	x	x
STMicroelectronics NV	Switzerland	Semiconductors and Semiconductors Equipment	x	
Stockland Corporation Limited and Stockland Trust	Australia	Real Estate	x	x
Stockmann Oyj Abp	Finland	Retailing	x	
Storebrand ASA	Norway	Banks, Diverse Financials and Insurance	x	x
Storskogen Group	Sweden	Banks, Diverse Financials and Insurance	x	x
Story Contracting Ltd	United Kingdom	Construction and Engineering	x	
Stryhns AS	Denmark	Food and Beverage Processing	x	x
Stylers International Limited	Pakistan	Textiles, Apparel, Footwear and Luxury Goods	x	
Suez Environnement	France	Water Utilities		x
Sumitomo Forestry Co., Ltd	Japan	Homebuilding		x
Suntory Beverage & Food Limited	Japan	Food and Beverage Processing		x
Suntory Holdings Limited	Japan	Food and Beverage Processing		x
Super Micro Computer, Inc.	USA	Technology Hardware and Equipment	x	
Suzano S/A	Brazil	Forest and Paper Products	x	
Svenska Handelsbanken publ.	Sweden	Banks, Diverse Financials and Insurance		x
SVOLT Energy Technology	China	Automobiles and Components	x	
Sweco	Sweden	Professional Services	x	
Swedbank AB	Sweden	Banks, Diverse Financials and Insurance	x	x
Swire Coca-Cola Limited	China	Food and Beverage Processing	x	
Swire Properties Limited	China	Real Estate		x
Swiss Post	Switzerland	Air Freight Transportation and Logistics		x
Swiss Re	Switzerland	Banks, Diverse Financials and Insurance		x
SwissChem AG	Switzerland	Construction Materials	x	
Swisscom	Switzerland	Telecommunication Services	x	
Switch Mobility Limited	United Kingdom	Ground Transportation - Trucking	x	
Symrise AG	Germany	Consumer Durables, Household and Personal Products	x	x

Company Name	Country	Sector	Option 1	Option 2
Synlait Milk Limited	New Zealand	Food and Beverage Processing	x	
Tai Wah Garment Industry Sdn. Bhd.	Malaysia	Textiles, Apparel, Footwear and Luxury Goods	x	
Taiga Apparel (Pvt.) Limited	Pakistan	Textiles, Apparel, Footwear and Luxury Goods	x	
Takeda Pharmaceutical Company Limited	Japan	Pharmaceuticals, Biotechnology and Life Sciences		x
TALAWAKELLE TEA ESTATES PLC	Sri Lanka	Food Production - Agricultural Production	x	x
TalkTalk	United Kingdom	Telecommunication Services	x	
Tapestry, Inc.	USA	Textiles, Apparel, Footwear and Luxury Goods	x	x
Target Corporation	USA	Retailing		x
Taylor Wines	Australia	Food and Beverage Processing	x	x
TCE Jeans Co., Ltd	Vietnam	Textiles, Apparel, Footwear and Luxury Goods	x	
TCE Vina Denim Joint Stock Company	Vietnam	Textiles, Apparel, Footwear and Luxury Goods	x	x
Tchibo GmbH	Germany	Retailing		x
TCI Co., Ltd	China	Pharmaceuticals, Biotechnology and Life Sciences	x	x
TD SYNnex	USA	Technology Hardware and Equipment	x	x
TDC A/S	Denmark	Telecommunication Services		x
Tech Mahindra	India	Software and Services	x	
Teknikum Group Ltd.	Finland	Chemicals	x	
Telefónica	Spain	Telecommunication Services	x	x
Telia Company AB	Sweden	Telecommunication Services	x	x
Telstra	Australia	Telecommunication Services	x	x
TELUS Communications Inc.	Canada	Telecommunication Services	x	
Tendam Retail S.A.	Spain	Textiles, Apparel, Footwear and Luxury Goods	x	
TenneT Holding B.V.	Netherlands	Electric Utilities and IPPs and Energy Traders	x	x
Terra Alpha Investments LLC	USA	Banks, Diverse Financials and Insurance	x	x
Tesco	United Kingdom	Food and Staples Retailing		x
Tesla Inc.	USA	Automobiles and Components	x	
Tetra Pak	Sweden	Containers and Packaging	x	x
The Berkeley Group Holdings plc	United Kingdom	Real Estate		x
The British Land Company	United Kingdom	Real Estate	x	
The British Standards Institution (BSI)	United Kingdom	Professional Services	x	x
The Clorox Company	USA	Consumer Durables, Household and Personal Products		x
The Co-operative Group Ltd.	United Kingdom	Food and Staples Retailing		x
The Economist	United Kingdom	Media	x	
The Financial Times Limited	United Kingdom	Media	x	x
The Lux Collective Ltd	Singapore	Hotels, Restaurants and Leisure, and Tourism Services	x	x
The Macerich Company	USA	Real Estate	x	
The Midcounties Co-operative	United Kingdom	Retailing	x	x
The Southern Co-operative Ltd	United Kingdom	Food and Staples Retailing		x
The VELUX Group	Denmark	Consumer Durables, Household and Personal Products	x	
The Wendy's Company	USA	Hotels, Restaurants and Leisure, and Tourism Services	x	
Thermo Fisher Scientific Inc.	USA	Pharmaceuticals, Biotechnology and Life Sciences		x
THG PLC	United Kingdom	Retailing	x	x
thinkstep-anz	New Zealand	Professional Services	x	x
Thor Industries, Inc.	USA	Automobiles and Components		x
thyssenkrupp Steel Europe AG	Germany	Mining - Metals (Iron, Aluminium, Other Metals)		x
TIER Mobility GmbH	Germany	Ground Transportation - Trucking	x	x
TietoEVRY	Finland	Software and Services	x	
Tikehau Capital	France	Banks, Diverse Financials and Insurance	x	
TIM Group	Italy	Software and Services	x	
Tintex Textiles, S.A.	Portugal	Textiles, Apparel, Footwear and Luxury Goods	x	x
TITAN Cement Group	Belgium	Construction Materials		x
TK Elevator GmbH	Germany	Electrical Equipment and Machinery		x
TMG Automotive	Portugal	Automobiles and Components	x	x
Toitū Envirocare	New Zealand	Professional Services	x	
Tokmanni Oy	Finland	Retailing	x	

Company Name	Country	Sector	Option 1	Option 2
Tokyu Fudosan Holdings Corporation	Japan	Banks, Diverse Financials and Insurance	x	x
Toyota Material Handling Europe	Sweden	Electrical Equipment and Machinery	x	x
TPG Telecom Limited	Australia	Telecommunication Services		x
Trainline plc	United Kingdom	Software and Services		x
Trane Technologies plc	Ireland	Electrical Equipment and Machinery	x	
Translink	Ireland	Ground Transportation - Trucking	x	
Transpennine Express	United Kingdom	Ground Transportation - Trucking		x
Transtema Group AB	Sweden	Telecommunication Services	x	
Transurban Group	Australia	Pharmaceuticals, Biotechnology and Life Sciences	x	
Trelleborg AB	Sweden	Construction and Engineering	x	x
Triciclos	Chile	Solid Waste Management Utilities	x	x
Trina Solar Co., Ltd.	China	Semiconductors and Semiconductors Equipment	x	
Trivium Packaging B.V.	Netherlands	Containers and Packaging	x	
Troup Bywaters + Anders	United Kingdom	Professional Services	x	
Tubacex, S.A.	Spain	Electrical Equipment and Machinery	x	
Turner & Townsend Ltd	United Kingdom	Professional Services		x
Tvilum A/S	Denmark	Consumer Durables, Household and Personal Products	x	
Twitter Inc	USA	Software and Services	x	x
UAB Ignitis Grupe	Lithuania	Electric Utilities and IPPs and Energy Traders	x	x
Ubisoft Entertainment	France	Software and Services	x	
Ugur Cooling Inc. Co.	Turkey	Consumer Durables, Household and Personal Products	x	
UK Power Networks Holdings Limited	United Kingdom	Electric Utilities and IPPs and Energy Traders		x
Uludağ İçecek A.Ş.	Turkey	Food and Beverage Processing	x	
Under Armour, Inc.	USA	Textiles, Apparel, Footwear and Luxury Goods		x
Unibail-Rodamco-Westfield SE	France	Real Estate	x	
Unidas S/A	Brazil	Ground Transportation - Trucking	x	
Unilever plc	United Kingdom	Consumer Durables, Household and Personal Products	x	x
Unipart Group Limited	United Kingdom	Air Freight Transportation and Logistics	x	x
Uniserve	United Kingdom	Pharmaceuticals, Biotechnology and Life Sciences		x
United Airlines, Inc.	USA	Air Transportation - Airlines		x
United Utilities Group PLC	United Kingdom	Water Utilities	x	x
Unity Software Inc	USA	Software and Services	x	x
Univar Solutions	USA	Chemicals		x
UPM-Kymmene Corporation	Finland	Forest and Paper Products	x	
Uponor Corporation	Finland	Construction Materials	x	
USM U.Schaerer Sons Ltd.	Switzerland	Consumer Durables, Household and Personal Products	x	
Vakrangee Limited	India	Software and Services		x
VALEO	France	Automobiles and Components		x
Valio Ltd.	Finland	Food and Beverage Processing	x	
VALORA Sustainability & Innovation	Spain	Professional Services	x	
Van Oord	Netherlands	Water Transportation		x
Vattenfall AB	Sweden	Electric Utilities and IPPs and Energy Traders	x	x
VAUDE Sport GmbH & Co. KG	Germany	Textiles, Apparel, Footwear and Luxury Goods	x	x
VEOLIA	France	Water Utilities		x
Vestas Wind Systems	Denmark	Electrical Equipment and Machinery		x
VF Corporation	USA	Textiles, Apparel, Footwear and Luxury Goods		x
ViacomCBS	USA	Media		x
Victrex plc	United Kingdom	Chemicals	x	x
Vidrala	Spain	Containers and Packaging		x
Viessmann Group GmbH & Co. KG	Germany	Building Products	x	x
Viña Concha y Toro	Chile	Food and Beverage Processing	x	x
Viña Polkura SA	Chile	Food and Beverage Processing	x	x
VINCI Construction UK Ltd	United Kingdom	Construction and Engineering		x
VINCI UK Developments Ltd	United Kingdom	Real Estate		x
Viridor	United Kingdom	Solid Waste Management Utilities	x	x
Visa Inc.	USA	Software and Services	x	x

Company Name	Country	Sector	Option 1	Option 2
VISTEON CORPORATION	USA	Automobiles and Components	x	
Vistra Corp.	USA	Electric Utilities and IPPs and Energy Traders	x	
Vistry Group	United Kingdom	Homebuilding	x	x
Vivendi SE	France	Media	x	
Vodafone Group PLC	United Kingdom	Telecommunication Services	x	
VodafoneZiggo	Netherlands	Professional Services	x	
Voi Technology AB	Sweden	Specialized Consumer Services	x	
VolkerWessels UK	United Kingdom	Construction and Engineering	x	x
Volvo Cars	Sweden	Automobiles and Components		x
Votorantim Cimentos	Brazil	Construction Materials		x
Vp plc	United Kingdom	Professional Services	x	x
Wacker Chemie AG	Germany	Chemicals		x
Walmart Inc.	USA	Food and Staples Retailing		x
WasteBox, Inc.	Japan	Professional Services	x	
Wealmoor Ltd.	United Kingdom	Food Production - Agricultural Production		x
Western Power Distribution plc	United Kingdom	Electric Utilities and IPPs and Energy Traders	x	
Weyerhaeuser	USA	Real Estate		x
WH Smith PLC	United Kingdom	Retailing	x	
Whitbread PLC	United Kingdom	Hotels, Restaurants and Leisure, and Tourism Services	x	x
White house	India	Textiles, Apparel, Footwear and Luxury Goods	x	
Wieland Group	Germany	Mining - Metals (Iron, Aluminium, Other Metals)	x	x
William Hare Ltd	United Kingdom	Construction and Engineering	x	
Willmott Dixon Holdings Limited	United Kingdom	Construction and Engineering	x	x
Wilo Group	Germany	Electrical Equipment and Machinery	x	
Winnebago Industries	USA	Consumer Durables, Household and Personal Products		x
Wipro	India	Software and Services	x	
Woori Financial Group	South Korea	Banks, Diverse Financials and Insurance	x	x
Workday	USA	Software and Services	x	
Workspace Group PLC	United Kingdom	Real Estate	x	x
Worley Ltd	Australia	Construction and Engineering		x
WPP plc	United Kingdom	Media	x	x
WS Audiology	Denmark	Healthcare Equipment and Supplies	x	
WSH UK & Ireland Limited	United Kingdom	Hotels, Restaurants and Leisure, and Tourism Services	x	x
WSP Global Inc.	Canada	Professional Services		x
Wuhu Sanqi Interactive Entertainment Network Technology Group Co. Ltd.	China	Software and Services	x	
Xerox Corporation	USA	Technology Hardware and Equipment		x
Yapı ve Kredi Bankası A.Ş.	Turkey	Banks, Diverse Financials and Insurance	x	
Yarra Valley Water	Australia	Banks, Diverse Financials and Insurance	x	x
Ypsomed AG	Switzerland	Healthcare Equipment and Supplies	x	x
Yum China Holdings, Inc.	China	Hotels, Restaurants and Leisure, and Tourism Services		x
Yum! Brands, Inc.	USA	Hotels, Restaurants and Leisure, and Tourism Services		x
Yutong Bus Co., Ltd.	China	Automobiles and Components		x
Żabka Polska Sp. z o. o.	Poland	Food and Staples Retailing	x	
Zebra A/S (Flying Tiger Copenhagen)	Denmark	Retailing	x	
Zenith Automotive Holdings Ltd	United Kingdom	Ground Transportation - Trucking	x	x
ZF Friedrichshafen AG	Germany	Automobiles and Components		x
Zimmermann	Australia	Textiles, Apparel, Footwear and Luxury Goods		x
Zurich	Switzerland	Banks, Diverse Financials and Insurance	x	