

RAFI™ ESG US Index



Index Constituents as of: 3/31/2024

RAFI ESG is a thoughtfully designed smart beta strategy that helps investors achieve the dual objectives of social responsibility and long-horizon outperformance. RA ESG supplements traditional ESG Metrics with measures of financial discipline and diversity for improved quality, governance and return potential. The strategy is powered by the engine of fundamental indexing. By anchoring security weights to fundamental measures of company size (adjusted sales, cash flow, dividends + buybacks, and book value) rather than price (market cap), the fundamental weighting approach rebalances out of securities whose prices have increased and into securities whose prices have fallen.

Name	Weight
Microsoft Corporation	5.138%
Apple Inc.	4.063%
Intel Corporation	3.600%
JPMorgan Chase & Co.	3.091%
Meta Platforms Inc Class A	3.047%
Citigroup Inc.	2.729%
Johnson & Johnson	2.588%
Wells Fargo & Company	2.276%
Procter & Gamble Company	2.135%
Cisco Systems, Inc.	2.012%
Merck & Co., Inc.	1.750%
Bank of America Corp	1.717%
Pfizer Inc.	1.652%
AT&T Inc.	1.625%
International Business Machines Corporation	1.582%
General Motors Company	1.576%
QUALCOMM Incorporated	1.531%
Home Depot, Inc.	1.365%
AbbVie, Inc.	1.326%
UnitedHealth Group Incorporated	1.262%
Linde plc	1.222%
Comcast Corporation Class A	1.221%
Cigna Group	1.197%
Micron Technology, Inc.	1.150%
Bristol-Myers Squibb Company	1.142%
Walt Disney Company	1.103%
Ford Motor Company	1.074%
Target Corporation	1.048%
Elevance Health, Inc.	1.006%
Oracle Corporation	0.994%
Broadcom Inc.	0.952%
Abbott Laboratories	0.853%
Lowe's Companies, Inc.	0.835%
Applied Materials, Inc.	0.821%
Visa Inc. Class A	0.820%
3M Company	0.781%
Coca-Cola Company	0.772%
Accenture Plc Class A	0.726%
Amgen Inc.	0.710%
Eli Lilly and Company	0.682%
CVS Health Corporation	0.682%
Texas Instruments Incorporated	0.632%

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Name	Weight
Lam Research Corporation	0.598%
Gilead Sciences, Inc.	0.581%
Mastercard Incorporated Class A	0.555%
MetLife, Inc.	0.552%
Verizon Communications Inc.	0.538%
Dow, Inc.	0.521%
Prudential Financial, Inc.	0.502%
American Express Company	0.495%
DuPont de Nemours, Inc.	0.492%
Hewlett Packard Enterprise Co.	0.491%
Adobe Inc.	0.490%
BlackRock, Inc.	0.479%
HP Inc.	0.475%
Allstate Corporation	0.468%
FedEx Corporation	0.446%
United Parcel Service, Inc. Class B	0.421%
Deere & Company	0.387%
NIKE, Inc. Class B	0.386%
Western Digital Corporation	0.386%
PayPal Holdings, Inc.	0.386%
Best Buy Co., Inc.	0.379%
TJX Companies Inc	0.360%
Waste Management, Inc.	0.359%
Mondelez International, Inc. Class A	0.355%
Cummins Inc.	0.354%
Progressive Corporation	0.354%
Johnson Controls International plc	0.347%
Walgreens Boots Alliance, Inc.	0.341%
Colgate-Palmolive Company	0.331%
McKesson Corporation	0.311%
Fidelity National Information Services, Inc.	0.307%
Newmont Corporation	0.295%
Automatic Data Processing, Inc.	0.293%
Seagate Technology Holdings PLC	0.290%
Biogen Inc.	0.277%
TE Connectivity Ltd.	0.274%
Becton, Dickinson and Company	0.268%
T-Mobile US, Inc.	0.266%
General Mills, Inc.	0.259%
Carrier Global Corp.	0.249%
Weyerhaeuser Company	0.246%
Illinois Tool Works Inc.	0.244%

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Name	Weight
NetApp, Inc.	0.243%
Cardinal Health, Inc.	0.242%
Kimberly-Clark Corporation	0.238%
Bank of New York Mellon Corp	0.237%
International Paper Company	0.237%
Air Products and Chemicals, Inc.	0.234%
NVIDIA Corporation	0.232%
Kraft Heinz Company	0.231%
Dollar General Corporation	0.227%
Advanced Micro Devices, Inc.	0.226%
Goldman Sachs Group, Inc.	0.225%
Hartford Financial Services Group, Inc.	0.220%
Ecolab Inc.	0.213%
Stryker Corporation	0.211%
CBRE Group, Inc. Class A	0.209%
Ameriprise Financial, Inc.	0.208%
Marriott International, Inc. Class A	0.207%
Cognizant Technology Solutions Corporation Class A	0.206%
Danaher Corporation	0.205%
Crown Castle Inc.	0.205%
Sysco Corporation	0.204%
Electronic Arts Inc.	0.194%
Welltower Inc.	0.193%
Tesla, Inc.	0.191%
Equinix, Inc.	0.182%
Kohl's Corporation	0.181%
Juniper Networks, Inc.	0.176%
Whirlpool Corporation	0.176%
Fiserv, Inc.	0.175%
Boston Scientific Corporation	0.175%
Gap, Inc.	0.175%
S&P Global, Inc.	0.173%
Tyson Foods, Inc. Class A	0.172%
PPG Industries, Inc.	0.167%
State Street Corporation	0.165%
Principal Financial Group, Inc.	0.162%
Edison International	0.160%
Prologis, Inc.	0.158%
Estee Lauder Companies Inc. Class A	0.151%
Ball Corporation	0.150%
Netflix, Inc.	0.150%
Paramount Global Class B	0.148%

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Name	Weight
Arrow Electronics, Inc.	0.147%
KLA Corporation	0.147%
Salesforce, Inc.	0.145%
Laboratory Corporation of America Holdings	0.142%
Owens Corning	0.140%
Jones Lang LaSalle Incorporated	0.140%
Viatis, Inc.	0.135%
American Tower Corporation	0.135%
W.W. Grainger, Inc.	0.134%
Amcor PLC	0.132%
Archer-Daniels-Midland Company	0.131%
Edwards Lifesciences Corporation	0.131%
DaVita Inc.	0.131%
Lincoln National Corp	0.130%
Liberty Global Ltd. Class C	0.129%
Omnicom Group Inc	0.129%
Humana Inc.	0.128%
Sherwin-Williams Company	0.127%
Agilent Technologies, Inc.	0.127%
Ventas, Inc.	0.124%
eBay Inc.	0.121%
Iron Mountain, Inc.	0.120%
AvalonBay Communities, Inc.	0.119%
PVH Corp.	0.118%
Cencora, Inc.	0.117%
Moody's Corporation	0.116%
Motorola Solutions, Inc.	0.114%
V.F. Corporation	0.111%
Kellanova	0.111%
Analog Devices, Inc.	0.110%
Hilton Worldwide Holdings Inc	0.110%
Mosaic Company	0.110%
Keurig Dr Pepper Inc.	0.109%
CF Industries Holdings, Inc.	0.107%
Lear Corporation	0.104%
American Water Works Company, Inc.	0.104%
Cadence Design Systems, Inc.	0.100%
CDW Corporation	0.100%
Tractor Supply Company	0.097%
Teradyne, Inc.	0.096%
Equity Residential	0.096%
Otis Worldwide Corporation	0.094%

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Tapestry, Inc.	0.092%
Synopsys, Inc.	0.089%
Host Hotels & Resorts, Inc.	0.089%
Waters Corporation	0.089%
GE Healthcare Technologies Inc.	0.088%
Packaging Corporation of America	0.087%
Amdocs Limited	0.084%
Hologic, Inc.	0.084%
J.M. Smucker Company	0.084%
Quest Diagnostics Incorporated	0.083%
LKQ Corporation	0.081%
US Foods Holding Corp.	0.081%
Paychex, Inc.	0.080%
ON Semiconductor Corporation	0.075%
Fastenal Company	0.075%
Booking Holdings Inc.	0.074%
Xerox Holdings Corporation	0.073%
Gen Digital Inc.	0.073%
Akamai Technologies, Inc.	0.073%
Aflac Incorporated	0.072%
Equitable Holdings, Inc.	0.071%
Church & Dwight Co., Inc.	0.071%
Mohawk Industries, Inc.	0.069%
Advance Auto Parts, Inc.	0.067%
Baxter International Inc.	0.066%
Republic Services, Inc.	0.065%
Dover Corporation	0.065%
Avnet, Inc.	0.064%
Flex Ltd.	0.063%
Hasbro, Inc.	0.063%
Zoetis, Inc. Class A	0.060%
Genuine Parts Company	0.059%
Lumen Technologies, Inc.	0.058%
Western Union Company	0.058%
Henry Schein, Inc.	0.058%
Fox Corporation Class A	0.057%
Hershey Company	0.056%
Foot Locker, Inc.	0.056%
Campbell Soup Company	0.055%
AGCO Corporation	0.054%
Microchip Technology Incorporated	0.053%
Mid-America Apartment Communities, Inc.	0.048%

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Name	Weight
Intuitive Surgical, Inc.	0.047%
Fifth Third Bancorp	0.045%
Essex Property Trust, Inc.	0.044%
International Flavors & Fragrances Inc.	0.043%
Stanley Black & Decker, Inc.	0.041%
Marsh & McLennan Companies, Inc.	0.040%
O'Reilly Automotive, Inc.	0.038%
Dell Technologies, Inc. Class C	0.037%
Rockwell Automation, Inc.	0.033%
Realty Income Corporation	0.032%
Newell Brands Inc	0.032%
Fortune Brands Innovations, Inc.	0.031%
Conagra Brands, Inc.	0.030%
Keysight Technologies Inc	0.029%
Huntsman Corporation	0.027%
Marvell Technology, Inc.	0.027%
Organon & Co.	0.027%
Universal Health Services, Inc. Class B	0.026%
DXC Technology Co.	0.025%
Goodyear Tire & Rubber Company	0.024%
Illumina, Inc.	0.022%
Nextracker Inc. Class A	0.021%
News Corporation Class A	0.019%
Kyndryl Holdings Incorporation	0.017%
Nasdaq, Inc.	0.017%
Kimco Realty Corporation	0.015%
ManpowerGroup Inc.	0.014%
Arista Networks, Inc.	0.014%
Vornado Realty Trust	0.014%
Fortrea Holdings Inc.	0.005%
WK Kellogg Co	0.004%

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