

RAFI™ ESG US Index



Index Constituents as of: 2/28/2025

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
Apple Inc.	5.516%
Microsoft Corporation	4.414%
JPMorgan Chase & Co.	3.295%
Cisco Systems, Inc.	2.701%
Johnson & Johnson	2.684%
Citigroup Inc.	2.604%
Intel Corporation	2.463%
Procter & Gamble Company	2.402%
AT&T Inc	2.257%
Wells Fargo & Company	2.121%
Pfizer Inc.	2.074%
Verizon Communications Inc.	1.864%
Bristol-Myers Squibb Company	1.735%
International Business Machines Corporation	1.621%
AbbVie, Inc.	1.549%
Merck & Co., Inc.	1.385%
General Motors Company	1.384%
Home Depot, Inc.	1.333%
QUALCOMM Incorporated	1.207%
Abbott Laboratories	1.194%
Broadcom Inc.	1.175%
Comcast Corporation Class A	1.074%
Cigna Group	1.070%
Oracle Corporation	1.058%
Goldman Sachs Group, Inc.	1.043%
Gilead Sciences, Inc.	1.025%
Visa Inc. Class A	0.981%
Walt Disney Company	0.951%
3M Company	0.943%
NVIDIA Corporation	0.921%
Amgen Inc.	0.919%
Lowe's Companies, Inc.	0.898%
Linde plc	0.897%
CVS Health Corporation	0.848%
Coca-Cola Company	0.843%
Accenture Plc Class A	0.814%
Ford Motor Company	0.794%
Elevance Health, Inc.	0.751%
Mastercard Incorporated Class A	0.718%
Target Corporation	0.704%
Micron Technology, Inc.	0.671%
Eli Lilly and Company	0.648%

RAFI™ ESG US Index



Index Constituents as of: 2/28/2025

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
Applied Materials, Inc.	0.619%
Texas Instruments Incorporated	0.600%
Deere & Company	0.583%
Salesforce, Inc.	0.549%
MetLife, Inc.	0.533%
BlackRock, Inc.	0.523%
Adobe Inc.	0.520%
Hewlett Packard Enterprise Co.	0.511%
HP Inc.	0.503%
PepsiCo, Inc.	0.501%
Humana Inc.	0.472%
eBay Inc.	0.453%
Analog Devices, Inc.	0.443%
Allstate Corporation	0.441%
DuPont de Nemours, Inc.	0.440%
American Express Company	0.435%
Lam Research Corporation	0.435%
United Parcel Service, Inc. Class B	0.425%
Johnson Controls International plc	0.409%
Dow, Inc.	0.396%
Automatic Data Processing, Inc.	0.395%
TJX Companies Inc	0.386%
Best Buy Co., Inc.	0.385%
Danaher Corporation	0.373%
Prudential Financial, Inc.	0.369%
Waste Management, Inc.	0.354%
Newmont Corporation	0.354%
GE Healthcare Technologies Inc.	0.339%
Air Products and Chemicals, Inc.	0.338%
NIKE, Inc. Class B	0.335%
Archer-Daniels-Midland Company	0.323%
CBRE Group, Inc. Class A	0.320%
PayPal Holdings, Inc.	0.317%
Bank of New York Mellon Corp	0.317%
T-Mobile US, Inc.	0.316%
McKesson Corporation	0.316%
International Paper Company	0.310%
Colgate-Palmolive Company	0.304%
TE Connectivity plc	0.301%
Becton, Dickinson and Company	0.294%
General Mills, Inc.	0.289%
Welltower Inc.	0.276%

RAFI™ ESG US Index



Index Constituents as of: 2/28/2025

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
Tesla, Inc.	0.264%
Seagate Technology Holdings PLC	0.260%
Mondelez International, Inc. Class A	0.258%
Cardinal Health, Inc.	0.257%
Kimberly-Clark Corporation	0.255%
Fiserv, Inc.	0.250%
Carrier Global Corp.	0.239%
Labcorp Holdings Inc.	0.232%
KLA Corporation	0.229%
American Tower Corporation	0.221%
Weyerhaeuser Company	0.219%
Baxter International Inc.	0.217%
CRH public limited company	0.215%
Biogen Inc.	0.213%
FedEx Corporation	0.212%
Sysco Corporation	0.210%
Hartford Insurance Group, Inc.	0.209%
Equinix, Inc.	0.206%
Ecolab Inc.	0.205%
Principal Financial Group, Inc.	0.202%
Marriott International, Inc. Class A	0.199%
Tapestry, Inc.	0.198%
Fidelity National Information Services, Inc.	0.198%
Kraft Heinz Company	0.195%
State Street Corporation	0.191%
Paramount Global Class B	0.190%
Western Digital Corporation	0.187%
Crown Castle Inc.	0.187%
Fox Corporation Class A	0.180%
Illinois Tool Works Inc.	0.180%
Electronic Arts Inc.	0.178%
Mosaic Company	0.178%
Thermo Fisher Scientific Inc.	0.177%
Ventas, Inc.	0.172%
Edwards Lifesciences Corporation	0.167%
HCA Healthcare Inc	0.165%
V.F. Corporation	0.163%
Moody's Corporation	0.161%
Whirlpool Corporation	0.156%
NetApp, Inc.	0.155%
Cognizant Technology Solutions Corporation Class A	0.153%
Amcor PLC	0.152%

RAFI™ ESG US Index



Index Constituents as of: 2/28/2025

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
Liberty Global Ltd. Class C	0.151%
CF Industries Holdings, Inc.	0.148%
Agilent Technologies, Inc.	0.145%
Jones Lang LaSalle Incorporated	0.145%
PPG Industries, Inc.	0.142%
Marvell Technology, Inc.	0.141%
Kellanova	0.140%
International Flavors & Fragrances Inc.	0.139%
Keysight Technologies Inc	0.138%
Edison International	0.137%
AvalonBay Communities, Inc.	0.137%
Stanley Black & Decker, Inc.	0.134%
Estee Lauder Companies Inc. Class A	0.134%
Juniper Networks, Inc.	0.133%
Motorola Solutions, Inc.	0.128%
Intuitive Surgical, Inc.	0.127%
Equity Residential	0.126%
Hilton Worldwide Holdings Inc.	0.126%
T. Rowe Price Group	0.124%
Corteva Inc	0.123%
American Water Works Company, Inc.	0.122%
Ball Corporation	0.121%
Zoetis, Inc. Class A	0.118%
Otis Worldwide Corporation	0.118%
Owens Corning	0.118%
Arrow Electronics, Inc.	0.116%
Sunrise Communications AG Sponsored ADR Class A	0.115%
Northern Trust Corporation	0.114%
Ameriprise Financial, Inc.	0.111%
Centene Corporation	0.110%
Paychex, Inc.	0.108%
LKQ Corporation	0.103%
Dell Technologies, Inc. Class C	0.103%
Conagra Brands, Inc.	0.102%
Teradyne, Inc.	0.100%
US Foods Holding Corp.	0.099%
W.W. Grainger, Inc.	0.098%
Kyndryl Holdings Incorporation	0.098%
Dollar General Corporation	0.096%
Keurig Dr Pepper Inc.	0.096%
Sherwin-Williams Company	0.095%
Cencora, Inc.	0.095%

RAFI™ ESG US Index



Index Constituents as of: 2/28/2025

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
Progressive Corporation	0.095%
Fifth Third Bancorp	0.094%
Westinghouse Air Brake Technologies Corporation	0.093%
Omnicom Group Inc	0.093%
Tractor Supply Company	0.092%
J.M. Smucker Company	0.092%
Packaging Corporation of America	0.091%
Iron Mountain, Inc.	0.089%
Hologic, Inc.	0.085%
Waters Corporation	0.085%
Amdocs Limited	0.083%
Lear Corporation	0.082%
Kohl's Corporation	0.079%
Goodyear Tire & Rubber Company	0.078%
News Corporation Class A	0.076%
Aflac Incorporated	0.076%
Akamai Technologies, Inc.	0.076%
Lumen Technologies, Inc.	0.075%
Booking Holdings Inc.	0.075%
DaVita Inc.	0.074%
Gap, Inc.	0.074%
Huntsman Corporation	0.073%
Church & Dwight Co., Inc.	0.072%
CDW Corporation	0.071%
Fastenal Company	0.071%
Synopsys, Inc.	0.070%
Host Hotels & Resorts, Inc.	0.070%
AGCO Corporation	0.070%
DXC Technology Co.	0.070%
Nasdaq, Inc.	0.069%
Cadence Design Systems, Inc.	0.069%
Henry Schein, Inc.	0.066%
ON Semiconductor Corporation	0.065%
Corning Inc	0.064%
Mid-America Apartment Communities, Inc.	0.063%
Avnet, Inc.	0.062%
Hershey Company	0.062%
Rockwell Automation, Inc.	0.062%
Bunge Global SA	0.060%
Kimco Realty Corporation	0.060%
PVH Corp.	0.060%
SanDisk Corp	0.060%

RAFI™ ESG US Index



Index Constituents as of: 2/28/2025

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
ManpowerGroup Inc.	0.058%
Microchip Technology Incorporated	0.058%
Illumina, Inc.	0.057%
Macy's, Inc.	0.054%
Campbell's Company	0.046%
O'Reilly Automotive, Inc.	0.043%
Viatis, Inc.	0.041%
Foot Locker, Inc.	0.037%
Hormel Foods Corporation	0.036%
Solventum Corporation	0.034%
Genuine Parts Company	0.034%
Realty Income Corporation	0.032%
Public Storage	0.026%
Cintas Corporation	0.024%
Unum Group	0.023%
Xerox Holdings Corporation	0.023%
BorgWarner Inc.	0.020%
Arista Networks, Inc.	0.017%
Advance Auto Parts, Inc.	0.010%
GRAIL Inc	0.001%