

**Morningstar® US Sustainability Index™**

19-Dec-25

The index is designed to reduce environmental, social, and governance risk (ESG) by targeting stocks with low ESG Risk Ratings, representing 50% of the Morningstar US Large-Mid Index by float market capitalization. The Index is rebalanced quarterly and reconstituted semi-annually.

**For More Information:**  
<http://indexes.morningstar.com>  
 US: +1 312 384-3735  
 Europe: +44 20 3194 1082

**Reconstituted Holdings**

Name	Ticker	Country	Sector	Weight (%)
NVIDIA Corp	NVDA	United States	Technology	10.00
Microsoft Corp	MSFT	United States	Technology	9.23
Amazon.com Inc	AMZN	United States	Consumer Cyclical	6.11
Visa Inc	V	United States	Financial Services	2.07
Walmart Inc	WMT	United States	Consumer Defensive	1.74
Netflix Inc	NFLX	United States	Communication Services	1.67
Mastercard Inc	MA	United States	Financial Services	1.65
Bank of America Corp	BAC	United States	Financial Services	1.31
The Home Depot Inc	HD	United States	Consumer Cyclical	1.30
Advanced Micro Devices Inc	AMD	United States	Technology	1.29
Oracle Corp	ORCL	United States	Technology	1.25
Cisco Systems Inc	CSCO	United States	Technology	1.11
International Business Machines Corp	IBM	United States	Technology	1.06
Merck & Co Inc	MRK	United States	Healthcare	0.95
Abbott Laboratories	ABT	United States	Healthcare	0.82
Thermo Fisher Scientific Inc	TMO	United States	Healthcare	0.81
Morgan Stanley	MS	United States	Financial Services	0.76
PepsiCo Inc	PEP	United States	Consumer Defensive	0.75
Intuitive Surgical Inc	ISRG	United States	Healthcare	0.74
Applied Materials Inc	AMAT	United States	Technology	0.74
American Express Co	AXP	United States	Financial Services	0.72
Lam Research Corp	LRCX	United States	Technology	0.72
Linde PLC	LIN	United States	Basic Materials	0.70
The Walt Disney Co	DIS	United States	Communication Services	0.69
Amgen Inc	AMGN	United States	Healthcare	0.68
Citigroup Inc	C	United States	Financial Services	0.68
AT&T; Inc	T	United States	Communication Services	0.68
JPMorgan Chase & Co	JPM	United States	Financial Services	0.67
Qualcomm Inc	QCOM	United States	Technology	0.66
Verizon Communications Inc	VZ	United States	Communication Services	0.63
Intuit Inc	INTU	United States	Technology	0.63
TJX Companies Inc	TJX	United States	Consumer Cyclical	0.62
GE Vernova Inc	GEV	United States	Industrials	0.60
Booking Holdings Inc	BKNG	United States	Consumer Cyclical	0.58
Gilead Sciences Inc	GILD	United States	Healthcare	0.57
Accenture PLC	ACN	United States	Technology	0.57
KLA Corp	KLAC	United States	Technology	0.57
S&P; Global Inc	SPGI	United States	Financial Services	0.55
Boston Scientific Corp	BSX	United States	Healthcare	0.55
Danaher Corp	DHR	United States	Healthcare	0.54
Pfizer Inc	PFE	United States	Healthcare	0.53
BlackRock Inc	BLK	United States	Financial Services	0.53
Welltower Inc	WELL	United States	Real Estate	0.52
Capital One Financial Corp	COF	United States	Financial Services	0.51
Union Pacific Corp	UNP	United States	Industrials	0.50

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Name	Ticker	Country	Sector	Weight (%)
Lowe's Companies Inc	LOW	United States	Consumer Cyclical	0.50
Medtronic PLC	MDT	United States	Healthcare	0.49
Eaton Corp PLC	ETN	United States	Industrials	0.49
Arista Networks Inc	ANET	United States	Technology	0.49
Stryker Corp	SYK	United States	Healthcare	0.49
Adobe Inc	ADBE	United States	Technology	0.49
Progressive Corp	PGR	United States	Financial Services	0.49
Palo Alto Networks Inc	PANW	United States	Technology	0.48
AppLovin Corp	APP	United States	Communication Services	0.47
Prologis Inc	PLD	United States	Real Estate	0.44
Deere & Co	DE	United States	Industrials	0.42
Vertex Pharmaceuticals Inc	VRTX	United States	Healthcare	0.40
McKesson Corp	MCK	United States	Healthcare	0.40
CVS Health Corp	CVS	United States	Healthcare	0.37
CME Group Inc	CME	United States	Financial Services	0.37
T-Mobile US Inc	TMUS	United States	Communication Services	0.37
Bristol-Myers Squibb Co	BMY	United States	Healthcare	0.37
Newmont Corp	NEM	United States	Basic Materials	0.36
MercadoLibre Inc	MELI	United States	Consumer Cyclical	0.36
Comcast Corp	CMCSA	United States	Communication Services	0.36
Trane Technologies PLC	TT	United States	Industrials	0.34
Intercontinental Exchange Inc	ICE	United States	Financial Services	0.33
Marsh & McLennan Companies Inc	MMC	United States	Financial Services	0.33
O'Reilly Automotive Inc	ORLY	United States	Consumer Cyclical	0.31
Cadence Design Systems Inc	CDNS	United States	Technology	0.31
American Tower Corp	AMT	United States	Real Estate	0.31
KKR & Co Inc	KKR	United States	Financial Services	0.30
CRH PLC	CRH	United States	Basic Materials	0.30
Waste Management Inc	WM	United States	Industrials	0.29
Regeneron Pharmaceuticals Inc	REGN	United States	Healthcare	0.29
Moodys Corp	MCO	United States	Financial Services	0.28
Aon PLC	AON	United States	Financial Services	0.28
Bank of New York Mellon Corp	BK	United States	Financial Services	0.28
Emerson Electric Co	EMR	United States	Industrials	0.28
Elevance Health Inc	ELV	United States	Healthcare	0.27
PNC Financial Services Group Inc	PNC	United States	Financial Services	0.27
Mondelez International Inc	MDLZ	United States	Consumer Defensive	0.27
Williams Companies Inc	WMB	United States	Energy	0.27
Equinix Inc	EQIX	United States	Real Estate	0.27
Nike Inc	NKE	United States	Consumer Cyclical	0.27
Illinois Tool Works Inc	ITW	United States	Industrials	0.26
The Cigna Group	CI	United States	Healthcare	0.26
Johnson Controls International PLC	JCI	United States	Industrials	0.26
United Parcel Service Inc	UPS	United States	Industrials	0.26
Ecolab Inc	ECL	United States	Basic Materials	0.26
Cummins Inc	CMI	United States	Industrials	0.25
Cencora Inc	COR	United States	Healthcare	0.25
Marriott International Inc	MAR	United States	Consumer Cyclical	0.25
Royal Caribbean Group	RCL	United States	Consumer Cyclical	0.25
TE Connectivity PLC	TEL	United States	Technology	0.25
AutoZone Inc	AZO	United States	Consumer Cyclical	0.24
Norfolk Southern Corp	NSC	United States	Industrials	0.24
CSX Corp	CSX	United States	Industrials	0.24
The Travelers Companies Inc	TRV	United States	Financial Services	0.24
Colgate-Palmolive Co	CL	United States	Consumer Defensive	0.24

# Morningstar® US Sustainability Index<sup>SM</sup>

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Name	Ticker	Country	Sector	Weight (%)
Cintas Corp	CTAS	United States	Industrials	0.24
American Electric Power Co Inc	AEP	United States	Utilities	0.23
Arthur J. Gallagher & Co	AJG	United States	Financial Services	0.23
Hilton Worldwide Holdings Inc	HLT	United States	Consumer Cyclical	0.23
Sempra	SRE	United States	Utilities	0.23
FedEx Corp	FDX	United States	Industrials	0.22
Simon Property Group Inc	SPG	United States	Real Estate	0.22
Roblox Corp	RBLX	United States	Communication Services	0.22
PayPal Holdings Inc	PYPL	United States	Financial Services	0.21
Air Products and Chemicals Inc	APD	United States	Basic Materials	0.21
IDEXX Laboratories Inc	IDXX	United States	Healthcare	0.21
Zoetis Inc	ZTS	United States	Healthcare	0.21
Seagate Technology Holdings PLC	STX	United States	Technology	0.21
Allstate Corp	ALL	United States	Financial Services	0.21
Western Digital Corp	WDC	United States	Technology	0.21
Marathon Petroleum Corp	MPC	United States	Energy	0.21
Becton Dickinson & Co	BDX	United States	Healthcare	0.20
Phillips 66	PSX	United States	Energy	0.20
Warner Bros. Discovery Inc	WBD	United States	Communication Services	0.20
SLB Ltd	SLB	United States	Energy	0.20
Valero Energy Corp	VLO	United States	Energy	0.20
Kinder Morgan Inc	KMI	United States	Energy	0.20
Aflac Inc	AFL	United States	Financial Services	0.19
United Rentals Inc	URI	United States	Industrials	0.19
Carvana Co	CVNA	United States	Consumer Cyclical	0.19
Digital Realty Trust Inc	DLR	United States	Real Estate	0.19
Realty Income Corp	O	United States	Real Estate	0.19
Edwards Lifesciences Corp	EW	United States	Healthcare	0.19
Cardinal Health Inc	CAH	United States	Healthcare	0.19
Ferguson Enterprises Inc	FERG	United States	Industrials	0.18
Baker Hughes Co	BKR	United States	Energy	0.18
Airbnb Inc	ABNB	United States	Consumer Cyclical	0.18
CBRE Group Inc	CBRE	United States	Real Estate	0.18
Exelon Corp	EXC	United States	Utilities	0.17
Fastenal Co	FAST	United States	Industrials	0.17
Electronic Arts Inc	EA	United States	Communication Services	0.17
AMETEK Inc	AME	United States	Industrials	0.17
ONEOK Inc	OKE	United States	Energy	0.17
Cheniere Energy Inc	LNG	United States	Energy	0.16
Rockwell Automation Inc	ROK	United States	Industrials	0.16
Republic Services Inc	RSG	United States	Industrials	0.16
Agilent Technologies Inc	A	United States	Healthcare	0.16
Public Storage	PSA	United States	Real Estate	0.16
Carrier Global Corp	CARR	United States	Industrials	0.16
MetLife Inc	MET	United States	Financial Services	0.16
Ameriprise Financial Inc	AMP	United States	Financial Services	0.15
D.R. Horton Inc	DHI	United States	Consumer Cyclical	0.15
Take-Two Interactive Software Inc	TTWO	United States	Communication Services	0.15
Delta Air Lines Inc	DAL	United States	Industrials	0.15
Public Service Enterprise Group Inc	PEG	United States	Utilities	0.15
Target Corp	TGT	United States	Consumer Defensive	0.15
Dell Technologies Inc	DELL	United States	Technology	0.15
MSCI Inc	MSCI	United States	Financial Services	0.15
IQVIA Holdings Inc	IQV	United States	Healthcare	0.14
The Hartford Insurance Group Inc	HIG	United States	Financial Services	0.14

# Morningstar® US Sustainability Index<sup>SM</sup>

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Name	Ticker	Country	Sector	Weight (%)
Targa Resources Corp	TRGP	United States	Energy	0.14
Prudential Financial Inc	PRU	United States	Financial Services	0.14
Crown Castle Inc	CCI	United States	Real Estate	0.14
ResMed Inc	RMD	United States	Healthcare	0.14
eBay Inc	EBAY	United States	Consumer Cyclical	0.14
Sysco Corp	SYF	United States	Consumer Defensive	0.13
GE HealthCare Technologies Inc	GEHC	United States	Healthcare	0.13
Consolidated Edison Inc	ED	United States	Utilities	0.13
Ventas Inc	VTR	United States	Real Estate	0.13
Veeva Systems Inc	VEEV	United States	Healthcare	0.13
SoFi Technologies Inc	SOFI	United States	Financial Services	0.13
Otis Worldwide Corp	OTIS	United States	Industrials	0.13
Arch Capital Group Ltd	ACGL	United States	Financial Services	0.13
Keysight Technologies Inc	KEYS	United States	Technology	0.12
Xylem Inc	XYL	United States	Industrials	0.12
Nasdaq Inc	NDAQ	United States	Financial Services	0.12
State Street Corp	STT	United States	Financial Services	0.12
Copart Inc	CPRT	United States	Industrials	0.12
Ares Management Corp	ARES	United States	Financial Services	0.12
Ingersoll Rand Inc	IR	United States	Industrials	0.12
Verisk Analytics Inc	VRSK	United States	Industrials	0.12
Mettler-Toledo International Inc	MTD	United States	Healthcare	0.11
VICI Properties Inc	VICI	United States	Real Estate	0.11
Kenvue Inc	KVUE	United States	Consumer Defensive	0.11
Expedia Group Inc	EXPE	United States	Consumer Cyclical	0.11
Humana Inc	HUM	United States	Healthcare	0.11
Willis Towers Watson PLC	WTW	United States	Financial Services	0.11
Fifth Third Bancorp	FITB	United States	Financial Services	0.11
Hewlett Packard Enterprise Co	HPE	United States	Technology	0.11
LPL Financial Holdings Inc	LPLA	United States	Financial Services	0.10
Carnival Corp	CCL	United States	Consumer Cyclical	0.10
Synchrony Financial	SYF	United States	Financial Services	0.10
The Hershey Co	HSY	United States	Consumer Defensive	0.10
CoStar Group Inc	CSGP	United States	Real Estate	0.10
Reddit Inc	RDDT	United States	Communication Services	0.10
Pure Storage Inc	PSTG	United States	Technology	0.10
Extra Space Storage Inc	EXR	United States	Real Estate	0.10
Equifax Inc	EFX	United States	Industrials	0.10
Biogen Inc	BIIB	United States	Healthcare	0.09
Iron Mountain Inc	IRM	United States	Real Estate	0.09
American Water Works Co Inc	AWK	United States	Utilities	0.09
Huntington Bancshares Inc	HBAN	United States	Financial Services	0.09
AvalonBay Communities Inc	AVB	United States	Real Estate	0.09
DexCom Inc	DXCM	United States	Healthcare	0.09
PulteGroup Inc	PHM	United States	Consumer Cyclical	0.09
Old Dominion Freight Line Inc	ODFL	United States	Industrials	0.09
Ulta Beauty Inc	ULTA	United States	Consumer Cyclical	0.09
Dollar General Corp	DG	United States	Consumer Defensive	0.09
Waters Corp	WAT	United States	Healthcare	0.09
Eversource Energy	ES	United States	Utilities	0.09
Omnicom Group Inc	OMC	United States	Communication Services	0.08
Hubbell Inc	HUBB	United States	Industrials	0.08
HP Inc	HPQ	United States	Technology	0.08
The Estee Lauder Companies Inc	EL	United States	Consumer Defensive	0.08
Insulet Corp	PODD	United States	Healthcare	0.08

# Morningstar® US Sustainability Index<sup>SM</sup>

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Name	Ticker	Country	Sector	Weight (%)
PPG Industries Inc	PPG	United States	Basic Materials	0.08
Tapestry Inc	TPR	United States	Consumer Cyclical	0.08
Halliburton Co	HAL	United States	Energy	0.08
Brown & Brown Inc	BRO	United States	Financial Services	0.08
WR Berkley Corp	WRB	United States	Financial Services	0.08
T. Rowe Price Group Inc	TROW	United States	Financial Services	0.08
Williams-Sonoma Inc	WSM	United States	Consumer Cyclical	0.08
Dollar Tree Inc	DLTR	United States	Consumer Defensive	0.08
Regions Financial Corp	RF	United States	Financial Services	0.08
NetApp Inc	NTAP	United States	Technology	0.08
Equity Residential	EQR	United States	Real Estate	0.08
Las Vegas Sands Corp	LVS	United States	Consumer Cyclical	0.08
Jabil Inc	JBL	United States	Technology	0.08
Quest Diagnostics Inc	DGX	United States	Healthcare	0.08
SBA Communications Corp	SBAC	United States	Real Estate	0.08
Flex Ltd	FLEX	United States	Technology	0.08
NiSource Inc	NI	United States	Utilities	0.08
Church & Dwight Co Inc	CHD	United States	Consumer Defensive	0.07
Liberty Media Corp	FWONK	United States	Communication Services	0.07
Illumina Inc	ILMN	United States	Healthcare	0.07
West Pharmaceutical Services Inc	WST	United States	Healthcare	0.07
Expeditors International of Washington Inc	EXPD	United States	Industrials	0.07
Amcor PLC	AMCR	United States	Consumer Cyclical	0.07
Trimble Inc	TRMB	United States	Technology	0.07
Lululemon Athletica Inc	LULU	United States	Consumer Cyclical	0.07
United Therapeutics Corp	UTHR	United States	Healthcare	0.07
Principal Financial Group Inc	PFG	United States	Financial Services	0.07
CDW Corp	CDW	United States	Technology	0.07
Live Nation Entertainment Inc	LYV	United States	Communication Services	0.07
Global Payments Inc	GPN	United States	Industrials	0.07
Centene Corp	CNC	United States	Healthcare	0.07
Packaging Corp of America	PKG	United States	Consumer Cyclical	0.07
Rollins Inc	ROL	United States	Consumer Cyclical	0.07
Genuine Parts Co	GPC	United States	Consumer Cyclical	0.07
Charter Communications Inc	CHTR	United States	Communication Services	0.07
US Foods Holding Corp	USFD	United States	Consumer Defensive	0.07
International Flavors & Fragrances Inc	IFF	United States	Basic Materials	0.06
Alliant Energy Corp	LNT	United States	Utilities	0.06
The Trade Desk Inc	TTD	United States	Communication Services	0.06
Pentair PLC	PNR	United States	Industrials	0.06
KeyCorp	KEY	United States	Financial Services	0.06
Somnigroup International Inc	SGI	United States	Consumer Cyclical	0.06
Hologic Inc	HOLX	United States	Healthcare	0.06
Dow Inc	DOW	United States	Basic Materials	0.06
Fabrinet	FN	United States	Technology	0.06
TransUnion	TRU	United States	Financial Services	0.06
Texas Pacific Land Corp	TPL	United States	Energy	0.06
Royal Gold Inc	RGLD	United States	Basic Materials	0.06
Lennox International Inc	LII	United States	Industrials	0.06
Essex Property Trust Inc	ESS	United States	Real Estate	0.06
Mid-America Apartment Communities Inc	MAA	United States	Real Estate	0.06
Burlington Stores Inc	BURL	United States	Consumer Cyclical	0.06
Invitation Homes Inc	INVH	United States	Real Estate	0.06
Pinterest Inc	PINS	United States	Communication Services	0.06
Best Buy Co Inc	BBY	United States	Consumer Cyclical	0.06

# Morningstar® US Sustainability Index<sup>SM</sup>

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Name	Ticker	Country	Sector	Weight (%)
The Cooper Companies Inc	COO	United States	Healthcare	0.06
Weyerhaeuser Co	WY	United States	Real Estate	0.06
Performance Food Group Co	PFGC	United States	Consumer Defensive	0.06
Reliance Inc	RS	United States	Basic Materials	0.05
W.P. Carey Inc	WPC	United States	Real Estate	0.05
Allegion PLC	ALLE	United States	Industrials	0.05
Sun Communities Inc	SUI	United States	Real Estate	0.05
Paramount Skydance Corp	PSKY	United States	Communication Services	0.05
Kimco Realty Corp	KIM	United States	Real Estate	0.05
Carlisle Companies Inc	CSL	United States	Industrials	0.05
Equitable Holdings Inc	EQH	United States	Financial Services	0.05
Clorox Co	CLX	United States	Consumer Defensive	0.05
JB Hunt Transport Services Inc	JBHT	United States	Industrials	0.05
TKO Group Holdings Inc	TKO	United States	Communication Services	0.05
Dynatrace Inc	DT	United States	Technology	0.05
Fox Corp	FOXA	United States	Communication Services	0.05
Zebra Technologies Corp	ZBRA	United States	Technology	0.05
LyondellBasell Industries NV	LYB	United States	Basic Materials	0.05
Zillow Group Inc	Z	United States	Communication Services	0.05
Watsco Inc	WSO	United States	Industrials	0.04
The Carlyle Group Inc	CG	United States	Financial Services	0.04
News Corp	NWSA	United States	Communication Services	0.04
Edison International	EIX	United States	Utilities	0.03
Fox Corp	FOX	United States	Communication Services	0.03
Bentley Systems Inc	BSY	United States	Technology	0.02
Smurfit WestRock PLC	SW	United States	Consumer Cyclical	0.02
Zillow Group Inc	ZG	United States	Communication Services	0.01
News Corp	NWS	United States	Communication Services	0.01
Gartner Inc	IT	United States	Technology	0.01
Liberty Media Corp	FWONA	United States	Communication Services	0.01

## Added Holdings

Name	Ticker	Country	Sector	Weight(%)	Previous Recon Failed Screen						
					Country/Sector Constraints	High Rank	ESG Risk Score	Controversy	Product Involvement	Addition to Universe	Other
Amazon.com Inc	AMZN	United States	Consumer Cyclical	6.11	•						
JPMorgan Chase & Co	JPM	United States	Financial Services	0.67	•						
Intuit Inc	INTU	United States	Technology	0.63	•						
KLA Corp	KLAC	United States	Technology	0.57	•						
Arista Networks Inc	ANET	United States	Technology	0.49	•						
AppLovin Corp	APP	United States	Communication Services	0.47	•						
Dell Technologies Inc	DELL	United States	Technology	0.15	•						
Pure Storage Inc	PSTG	United States	Technology	0.10	•						
NetApp Inc	NTAP	United States	Technology	0.08	•						
The Trade Desk Inc	TTD	United States	Communication Services	0.06	•						

# Morningstar® US Sustainability Index<sup>SM</sup>

## Added Holdings

Name	Ticker	Country	Sector	Weight(%)	Previous Recon Failed Screen					
					Country/Sector Constraints	High Rank	ESG Risk Score	Controversy	Product Involvement	Addition to Universe
Fabrinet	FN	United States	Technology	0.06						•
Royal Gold Inc	RGLD	United States	Basic Materials	0.06						•
Paramount Skydance Corp	PSKY	United States	Communication Services	0.05						•
Dynatrace Inc	DT	United States	Technology	0.05	•					
Edison International	EIX	United States	Utilities	0.03	•					
Bentley Systems Inc	BSY	United States	Technology	0.02	•					
Smurfit WestRock PLC*	SW	United States	Consumer Cyclical	0.02						•
Gartner Inc	IT	United States	Technology	0.01	•					

\*- Missing Data - ESGRiskScore

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## Removed Holdings

Name	Ticker	Country	Sector	Previous Recon Failed Screen					Dropped from the Parent	Other
				Country/Sector Constraints	High Rank	ESG Risk Score	Controversy	Product Involvement		
Yum Brands Inc.	YUM	United States	Consumer Cyclical	•						
Unum Group Common Stock	UNM	United States	Financial Services						•	
UDR Inc.	UDR	United States	Real Estate						•	
Truist Financial Corp	TFC	United States	Financial Services	•						
Tradeweb Markets Inc Shs	TW	United States	Financial Services						•	
Tractor Supply	TSCO	United States	Consumer Cyclical					•		
Tesla Inc Common Stock	TSLA	United States	Consumer Cyclical	•						
Synopsys Inc	SNPS	United States	Technology	•						
Starbucks Corporation	SBUX	United States	Consumer Cyclical	•						
Solventum Corp	SOLV	United States	Healthcare						•	
Snap Inc Registered Shs -A-	SNAP	United States	Communication Services						•	
Service Corporation International Common Stock	SCI	United States	Consumer Cyclical						•	
Salesforce Inc	CRM	United States	Technology	•						
Ross Stores Inc.	ROST	United States	Consumer Cyclical	•						
Revvity Inc	RVTY	United States	Healthcare						•	
RenaissanceRe Holdings Ltd	RNR	United States	Financial Services						•	
Reinsurance Group of America Inc	RGA	United States	Financial Services						•	
Regency Centers Corporation	REG	United States	Real Estate						•	
Owens-Corning Inc.	OC	United States	Industrials						•	
NextEra Energy Inc Common Stock	NEE	United States	Utilities	•						
NVR Inc.	NVR	United States	Consumer Cyclical	•						
Motorola Solutions Inc Common Stock	MSI	United States	Technology	•						
Masco Corporation	MAS	United States	Industrials						•	
Liberty Broadband Corp Shs Series -C-	LBRDK	United States	Communication Services						•	
Liberty Broadband Corp Shs Series -A-	LBRDA	United States	Communication Services						•	
Lennar Corporation B	LEN/B	United States	Consumer Cyclical	•						
Lennar Corporation	LEN	United States	Consumer Cyclical	•						
International Paper Co.	IP	United States	Consumer Cyclical	•						
Gaming and Leisure Properties Inc	GLPI	United States	Real Estate						•	
Flutter Entertainment PLC Shs	FLUT	United States	Consumer Cyclical	•						
FactSet Research Systems Inc.	FDS	United States	Financial Services						•	
Everest Group Ltd	EG	United States	Financial Services						•	
Equity Lifestyle Properties Inc.	ELS	United States	Real Estate						•	
DoorDash Inc Ordinary Shares - Class A	DASH	United States	Consumer Cyclical	•						
Deckers Outdoor Corporation	DECK	United States	Consumer Cyclical						•	
Clean Harbors Inc.	CLH	United States	Industrials						•	
Chipotle Mexican Grill Inc. A	CMG	United States	Consumer Cyclical	•						
Camden Property Trust	CPT	United States	Real Estate						•	
CNH Industrial N.V. Shs	CNH	United States	Industrials						•	
CMS Energy Corporation	CMS	United States	Utilities	•						

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## Removed Holdings

Name	Ticker	Country	Sector	Previous Recon Failed Screen					Dropped from the Parent	Other
				Country/Sector Constraints	High Rank	ESG Risk Score	Controversy	Product Involvement		
Brown-Forman Corporation B	BF/B	United States	Consumer Defensive						•	
Brown-Forman Corporation A	BF/A	United States	Consumer Defensive						•	
Booz Allen Hamilton Holding Corp										
Common Stock A	BAH	United States	Industrials						•	
Biomarin Pharmaceutical Inc.	BMRN	United States	Healthcare						•	
Baxter International Inc.	BAX	United States	Healthcare						•	
Ball Corporation	BALL	United States	Consumer Cyclical						•	
Avery Dennison Corp.	AVY	United States	Consumer Cyclical						•	
American Homes 4 Rent	AMH	United States	Real Estate						•	
Align Technology Inc.	ALGN	United States	Healthcare						•	
Alexandria Real Estate Equities Inc.	ARE	United States	Real Estate						•	
Akamai Technologies Inc.	AKAM	United States	Technology						•	

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## Sector Exposure

