

Proxy Voting Services

Request for Proposal

July 2022

Orange County Employees Retirement System (OCERS)
P.O. Box 1229
Santa Ana, CA 927021-(714)-558-6200
<http://www.ocers.org>

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Section 1: Introduction

The Orange County Employees Retirement System (“OCERS”) is requesting proposals from qualified firms with expertise in providing proxy voting services with a full range of proxy analysis and reporting capabilities.

Those who wish to be considered must submit their completed proposal by **5:00 p.m., PST, August 2, 2022**. Specific instructions for proposal submissions are contained in Section 7 of this RFP.

Questions about this RFP must be submitted in writing by **5:00 pm, PST, July 15, 2022** to OCERS’ Investment Team, by email at investmentsrpf@ocers.org.

Intent to Respond

*If your firm chooses to respond to this RFP, please submit the “Intent to Respond,” attached as Exhibit “A”, via email to OCERS’ Investment Team, by **5:00 p.m., PT, July 15, 2022**. Failure to submit your Intent to Respond may disqualify your firm from submitting a response to this RFP.*

Section 2: Background

OCERS was established in 1945 under the provisions of the County Employees Retirement Law of 1937, and provides members with retirement, disability, death, and cost-of-living benefits. There are approximately 49,000 members served by OCERS, of which over 20,000 are retirees. OCERS is governed by a nine-member Board of Retirement (“Board”) which has plenary authority and fiduciary responsibility for investment of moneys and administration of the retirement system. OCERS has over ninety employees and the Board appoints a Chief Executive Officer who is responsible for the management of the agency.

The OCERS’ investment portfolio, approximately \$22.4 billion in assets as of December 31, 2021, is diversified globally and across multiple asset classes. Currently OCERS’ contributions from members and employers are largely sufficient to fund the retiree payrolls. OCERS invests in separate accounts, commingled vehicles, funds of one, funds of funds, limited partnerships, and co-investments through external investment managers. The Investment Committee has delegated to the Chief Investment Officer (CIO) the responsibility to manage the investment portfolio subject to Investment Committee approved policies.

For additional information about OCERS’ Investment Portfolio, asset allocation, and Investment Policy Statement, please refer to the OCERS website at www.ocers.org/investments.

Section 3: Scope of Services

OCERS utilizes a proxy voting service provider to provide research, give voting recommendations, and vote on behalf of the plan. Presently, OCERS maintains two separately managed domestic equity accounts and three separately managed international equity accounts. Approximately 1000 individual positions are held within the five separately managed equity portfolios. OCERS is currently reviewing its asset allocation, which could result in the addition of actively managed portfolios.

The scope of proxy voting services required by OCERS includes, but is not limited to the following:

1. Proxy analysis.
2. Review of OCERS’ Proxy Voting Policy.
3. Proxy voting recommendations in accordance with OCERS’ Proxy Voting Policy.

4. Vote execution.
5. Record keeping of proxy analysis, recommendations and vote execution.
6. Responding to any and all reasonable requests for information from OCERS or its custodian bank.
7. Quarterly and Annual report of proxies voted.
8. Periodic meetings with OCERS' Investment Team.
9. Annual presentation to the OCERS' Investment Committee.

The firm selected for this engagement will be expected to meet requirements that include, but are not limited to, the following:

1. The firm must have all necessary permits and licenses to perform the requested services and must be bonded where applicable.
2. Respondent must carry, or be able and willing to obtain if selected, errors and omissions and general liability insurance in amounts reasonably competitive with other semi-finalists as it pertains to OCERS.
3. The firm shall provide all personnel, equipment, tools, materials, vehicles, supervision, and other items and services necessary to perform all services, tasks, and functions as requested in this RFP.
4. The initial term of the contract awarded pursuant to this RFP will be for a three-year period, with OCERS retaining the option to renew the contract, on an annual basis, for up to three additional one (1) year terms (3+1+1+1).
5. Minimum Qualifications: All respondents are required to sign and return the "Minimum Qualifications Certification," attached as Exhibit "C."

Section 4: General Conditions

All terms, conditions, requirements, and procedures included in this RFP must be met for a proposal to be qualified. A proposal that fails to meet any material term, condition, requirement, or procedure of this RFP may be disqualified. OCERS reserves the right to waive or permit cure of non-material errors or omissions. OCERS reserves the right to modify, amend, or cancel the terms of this RFP at any time.

OCERS may modify this RFP prior to the date fixed for submission of a proposal by posting, mailing, emailing, or faxing an addendum to the respondents known to be interested in submitting a proposal. Failure of a respondent to receive or acknowledge receipt of any addendum shall not relieve the respondent of the responsibility for complying with the terms thereof.

A respondent's proposal shall constitute an irrevocable offer for the 120 days following the deadline for submission of proposals. Reference to a certain number of days in this RFP shall mean business days unless otherwise specified.

All proposals submitted in response to this RFP will become the exclusive property of OCERS. Proposals will not be returned to respondents.

By submitting a proposal, the respondent acknowledges that it has read this RFP, understands it, and agrees to be bound by its requirements unless clearly and specifically noted in the proposal submitted.

Section 5: Point of Contact and Quiet Period

A quiet period will be in effect from the date of issuance of this RFP until announcement of the selection of a firm or firms under this RFP. During the quiet period, respondents are not permitted to communicate with any OCERS' Investment Team or Board Member regarding this RFP except through the Point of Contact named herein. Respondents violating this quiet period may be disqualified at OCERS' discretion. Respondents having current business with OCERS must limit their communications to the subject of such business.

OCERS' normal business hours of operations are from 8:00 AM PT to 5:00 PM PT Monday through Friday, except for federal and state holidays.

The Point of Contact for all matters relating to this RFP is:

Name:	OCERS' Investment Team
Mailing Address:	P.O. Box 1229 Santa Ana, CA 92702
Telephone:	(714) 569-4884
Email:	investmentsrfp@ocers.org
OCERS Website:	www.OCERS.org
Status:	See the OCERS website for status of the RFP and announcements. These items can also be found here: https://www.ocers.org/request-proposal

Section 6: RFP Schedule

The following timetable constitutes a tentative schedule for this RFP process. OCERS reserves the right to modify this schedule at any time.

Deliverable	Date
Release of RFP	July 8, 2022
Intent to Respond / RFP Questions Deadline	July 15, 2022
RFP Answers Posted	July 22, 2022
RFP Submission Deadline	August 2, 2022
Selection of Finalists	August 17, 2022
Interviews of Finalists (in Person or Zoom)	To be determined
Service Award	No later than September 15, 2022

Proposals must be submitted to the Point of Contact identified in [Section 5](#) and delivered by the due date and time stated below in the RFP Schedule.

OCERS will accept electronic, paper, or both types of submissions. Proposals may be submitted electronically in Microsoft Word or Adobe Acrobat PDF format to the email address noted in [Section 5](#).

Section 7: Proposal Requirements

Proposals must include the following information:

1. The “Proposal Cover Page and Check List,” attached as [Exhibit B](#).
2. The “Minimum Qualifications Certification,” attached as [Exhibit C](#).
3. Response to the “Questionnaire”, attached as [Exhibit D](#).
4. References, attached as [Exhibit D – Part IV](#). At least three (3) references for which the respondent has provided services similar to those included in the Scope of Services.
5. Fee Proposal, attached as [Exhibit D – Part V](#).
6. An executive summary that provides the respondent’s background, experience, and other qualifications. The summary should identify respondent’s competitive advantages, specialties, limitations, and the reasons why the firm should be selected
7. The names and qualifications of fully trained and qualified staff that will be assigned to OCERS work, including a detailed profile of each person’s background and relevant individual experience.
8. Copies of any pertinent licenses required to deliver respondent’s product or service (e.g., business license).
9. A copy of respondent’s standard professional services contract.
10. Any other information that the respondent deems relevant to OCERS’ selection process.

Section 8: Evaluation Criteria

Responses will be evaluated based upon the following:

1. Voting capabilities.
2. Market coverage.
3. Breadth and quality of research.
4. Experience and reputation of the respondent.
5. Quality of the team proposed to provide services to OCERS, including staffing depth, experience, turnover, and compensation.
6. Pricing and value.
7. Delivery and payment terms.
8. Compliance with technical standards contained in this RFP.
9. The organization, completeness, and quality of the proposal.
10. Information provided by references.
11. Other factors OCERS determines to be relevant.

The factors will be considered as a whole, without a specific weighting.

OCERS may require one or more interviews with or personal presentations by finalists to be conducted with Investment Team, Board Members, and/or the entire Board of Retirement.

If the information in the proposal is deemed to be insufficient for evaluation, OCERS may request additional information or reject the proposal outright at OCERS' sole discretion. False, incomplete, or unresponsive statements in connection with a proposal may result in rejection of the proposal.

Section 9: Non-Discrimination Requirement

By submitting a proposal, the respondent represents that it and its subsidiaries do not and will not discriminate against any employee or applicant for employment on the basis of race, religion, color, national origin, ethnic group identification, mental disability, physical disability, medical condition, genetic information, marital status, ancestry, sex, gender, sexual orientation, gender identity, gender expression, age, or military and veteran status.

Section 10: Notice Regarding the California Public Records Act and the Brown Act

The information submitted in response to this RFP will be subject to public disclosure pursuant to the California Public Records Act (California Government Code Section 6250, et. seq., the "Act"). The Act provides generally that all records relating to a public agency's business are open to public inspection and copying unless specifically exempted under one of several exemptions set forth in the Act. If a respondent believes any portion of its proposal is exempt from public disclosure or discussion under the Act, the respondent must provide a full explanation and mark such portion "TRADE SECRETS," "CONFIDENTIAL," or "PROPRIETARY," and make it readily separable from the balance of the response. Proposals marked "TRADE SECRETS," "CONFIDENTIAL," or "PROPRIETARY" in their entirety will not be honored, and OCERS will not deny public disclosure of all or any portion of proposals so marked.

By submitting a proposal with material marked "TRADE SECRETS," "CONFIDENTIAL," or "PROPRIETARY," a respondent represents it has a good faith belief that the material is exempt from disclosure under the Act; however, such designations will not necessarily be conclusive, and a respondent may be required to justify in writing why such material should not be disclosed by OCERS under the Act. Fee and pricing proposals are not considered "TRADE SECRET," "CONFIDENTIAL," or "PROPRIETARY".

If OCERS receives a request pursuant to the Act for materials that a respondent has marked "TRADE SECRET," "CONFIDENTIAL," or "PROPRIETARY," and if OCERS agrees that the material requested is not subject to disclosure under the Act, OCERS will either notify the respondent so that it can seek a protective order at its own cost and expense, or OCERS will deny disclosure of those materials. OCERS will not be held liable, however, for inadvertent disclosure of such materials, data, and information or for disclosure of such materials if deemed appropriate in OCERS' sole discretion. OCERS retains the right to disclose all information provided by a respondent.

If OCERS denies public disclosure of any materials designated as "TRADE SECRETS," "CONFIDENTIAL," or "PROPRIETARY", the respondent agrees to reimburse OCERS for, and to indemnify, defend and hold harmless OCERS, its Boards, officers, fiduciaries, employees, and agents from and against:

1. Any and all claims, damages, losses, liabilities, suits, judgments, fines, penalties, costs, and expenses, including, without limitation, attorneys' fees, expenses, and court costs of any nature whatsoever (collectively, "Claims") arising from or relating to OCERS' non-disclosure of any such designated portions of a proposal; and

2. Any and all Claims arising from or relating to OCERS' public disclosure of any such designated portions of a proposal if OCERS determines disclosure is required by law, or if disclosure is ordered by a court of competent jurisdiction.

Section 11: Contract Negotiations

OCERS will negotiate a contract with the successful respondent, which will contain such terms as OCERS, in its sole discretion, may require. In addition, the selected firm will agree that this RFP and the firm's proposal will be incorporated by reference into any resulting contract. The final Scope of Services to be included in the contract will be determined at the conclusion of the RFP process.

This RFP is not an offer to contract. Acceptance of a proposal neither commits OCERS to award a contract to any respondent, nor does it limit OCERS' right to negotiate the terms of a contract in OCERS' best interest, including the addition of terms not mentioned in this RFP. The final contract must, among other terms and conditions required by OCERS, allow OCERS to terminate the contract a) for OCERS' convenience, b) if funds are not appropriated for the services to be provided, or c) for default.

Section 12: Reservations by OCERS

In addition to the other provisions of this RFP, OCERS reserves the right to:

1. Cancel or modify this RFP, in whole or in part, at any time.
2. Make such investigation as it deems necessary to determine the respondent's ability to furnish the required services, and the respondent agrees to furnish all such information for this purpose as OCERS may request.
3. Reject the proposal of any respondent who is not currently in a position to perform the contract, or who has previously failed to perform similar contracts properly, or in a timely manner, or for any other reason in OCERS' sole discretion.
4. Waive irregularities, to negotiate in any manner necessary to best serve the public interest, and to make a whole award, multiple awards, a partial award, or no award.
5. Award a contract, if at all, to the firm which will provide the best match to the requirements of the RFP and the service needs of OCERS in OCERS' sole discretion, which may not be the proposal offering the lowest fees.
6. Request additional documentation or information from respondents, which may vary by respondent. OCERS may ask questions of any respondent to seek clarification of a proposal or to ensure the respondent understands the scope of the work or other terms of the RFP.
7. Reject any or all proposals submitted in response to this RFP.
8. Choose to not enter into an agreement with any of the respondents to this RFP or negotiate for the services described in this RFP with a party that did not submit a proposal.
9. Determine the extent, without limitation, to which the services of a successful respondent are or are not actually utilized.
10. Defer selection of a bidder to a time of OCERS' choosing.
11. Consider information about a respondent other than, and in addition to, that submitted by the respondent.

Exhibit A: Intent to Respond

If you choose to submit a proposal in response to this RFP, please submit this Intent to Respond to OCERS' Investment Team via email no later than **5:00 p.m., PT, July 15, 2022**. Failure to submit your Intent to Respond may disqualify your firm from submitting a proposal.

OCERS' responses to written requests for clarification or additional information will be provided to all firms that have submitted an Intent to Respond.

From:

Firm Name	
Contact Name	
Title	
Phone Number	
Email Address	
Date	

To: OCERS' Investment Team

Email: Investmentsrfp@ocers.org

Re: Intent to Respond

Our firm intends to submit a response for OCERS' RFP for **Proxy Voting Services**

Please forward inquiries to the following contact:

Contact Name	
Title	
Phone Number	
Email Address	
Mailing Address	

Exhibit B: Proposal Cover Page and Checklist

Firm Name	
Main Address	
Website	
Contact Name	
Title	
Phone Number	
Email Address	

By submitting this response, the undersigned hereby affirms and represents that they have reviewed the proposal requirements and have submitted a complete and accurate response to the best of their knowledge. By signing below, I hereby affirm that the respondent has reviewed the entire RFP and intends to comply with all requirements.

Respondent specifically acknowledges the following:

1. Respondent possesses the required technical expertise and has sufficient capacity to provide the services outlined in the RFP.
2. Respondent has no unresolved questions regarding the RFP and believes that there are no ambiguities in the scope of services.
3. The fee schedule submitted in response to the RFP is for the entire scope of services and no extra charges or expenses will be paid by OCERS.
4. Respondent has completely disclosed to OCERS all facts bearing upon any possible interests, direct or indirect, that Respondent believes any member of OCERS, or other officer, agent, or employee of OCERS presently has, or will have, in this contract, or in the performance thereof, or in any portion of the profits thereunder.
5. Materials contained in the proposal and all correspondence and written questions submitted during the RFP process are subject to disclosure pursuant to the California Public Records Act.
6. Respondent is not currently under investigation by any state or federal regulatory agency for any reason.
7. Except as specifically noted in the proposal, respondent agrees to all of the terms and conditions included in OCERS Services Agreement.
8. The signatory below is authorized to bind the respondent contractually.

Authorized Signature

Name and Title (please print)

Date

Exhibit C: Minimum Qualifications Certification

All respondents submitting a proposal in response to this RFP are required to sign and return this attachment, along with written evidence of how the respondent meets each qualification. The undersigned hereby certifies that it fulfills the minimum qualifications outlined below, as well as the requirements contained in the RFP.

1. Respondent must be a SEC-registered investment advisor or exempt from registration. If exempt, the Respondent must explain the nature of their exemption from registration.
2. Respondent proposing proxy voting services must meet the following minimum client base and experience requirements at the time of submission
 - a. Respondent must have been in continuous operation for at least five (5) years providing services similar to those described in the Scope of Services.
 - b. Respondent must have at least five (5) defined benefit pension plan clients, of which two (2) are public pension plans with total plan assets of at least \$25 billion each.
 - c. Respondent must assign a primary contact to the OCERS' relationship that has a minimum of seven (7) years of client-facing experience providing proxy voting services.
3. Respondent must carry, or be able and willing to obtain if selected, errors and omissions and general liability insurance in amounts reasonably competitive with other semi-finalists as it pertains to OCERS.
4. Respondent must agree in its contract to (a) serve as a fiduciary with respect to its services and (b) defend, indemnify and hold harmless OCERS (and its indemnified parties) for claims, expenses, losses, damages, etc. related to acts or omissions by the firm that are not consistent with the fiduciary standard of care, breaches of representations and warranties, and material misrepresentations.
5. Respondent must agree to disclose all conflicts of interest, all sources of revenue, and all affiliations. Disclose annually to OCERS any revenues, income, fee breaks, soft dollars, hotel, and travel expense, or other items of significant monetary value received from OCERS' holding companies, investment managers, general partners, brokerage firms, investment banks, or other financial services businesses.
6. Respondent must warrant that all information and statements in this RFP are complete and true. Any statement or claim found to be incomplete, misleading, or false will be grounds for immediate disqualification or dismissal and may be subject to legal action.

The undersigned hereby certifies that they are an individual authorized to bind the Firm contractually, and said signature authorizes verification of this information.

Authorized Signature

Date

Name and Title (please print)

Name of Firm

Exhibit D: Questionnaire

Part I: Background Information

1. Provide the month and year of SEC 1940 Act registration. Provide a copy of the firm's most recent Form ADV (Part I & II and accompanying schedules).
2. Will your firm act as a fiduciary (as the term is defined by the Employee Retirement Income Security Act of 1974) to OCERS with respect to the services sought in this RFP? Explain if your firm will not act as a fiduciary.
3. Please provide the locations of all of your firm's offices, the primary functions performed at each of these locations, and the number of full-time investment professionals based in each office. Indicate which office will be primary in servicing OCERS, and any other offices that will be involved in the provision of services to OCERS.
4. Please describe the ownership structure of the firm, including but not limited to, the parent company and any affiliated companies, joint ventures, strategic alliances, and employee ownership. Please also provide a list of firm owners with their ownership percentages. Describe the process for decision-making as it relates to firm governance and strategy.
5. Please provide a brief history, going back to the inception, of your firm and your parent organization. Within the past five (5) years, have there been any significant developments in your organization, such as changes in ownership, restructuring, or personnel reorganizations? If your firm anticipates any near-term changes in its corporate structure, organization structure, leadership, location, or professional staffing, please indicate the nature of such prospective changes.
6. Provide an organizational chart of your firm, across all offices and groups. Show and describe, if any, the distinct lines of business of your firm.
7. What percentage of total firm revenue is derived from proxy voting services? Please provide the approximate contributions of each business to your firm's total revenue.
8. Provide description of the key persons that will be assigned specifically to OCERS. Include the primary contact, backup contact, and all individuals who would be involved in due diligence, research assignments, analytical and performance measurement tasks for the OCERS' account. For each person on the dedicated OCERS' team, please provide a resume or biography as well as the following information.
 - a. Full name
 - b. Description of current position and responsibilities
 - c. Description of the expected role this person would have with OCERS
 - d. Office location
 - e. Experience, qualifications, and areas of expertise
 - f. Tenure with the firm
 - g. Total years providing the services described in the RFP
 - h. Total years the investment professionals have worked together as a team
 - i. Firm ownership percentage (if applicable)
 - j. Total current number of assigned accounts for which this person has primary responsibilities
 - k. Total current number of assigned accounts for which this person has support or backup responsibilities
 - l. Plan type, length of relationship, and size of each assigned client account for which this person currently serves as a primary contact

- m. Plan type, length of relationship, and size of each assigned client account for which this person currently serves in a support or backup capacity
- n. Percent of time expected to be dedicated to OCERS
- o. Description of experience(s) giving formal presentations to the Board or Committee

9. Complete the following tables by providing the number of clients, assets under advisement/management as of year-ends.

	2021	2020	2019	2018	2017
Number of Clients					
Percentage of clients utilizing State Street Bank as Custodian					
Assets under Advisement / Management					
Number of Clients to Renew Contract					

	<\$5B	\$5 - \$25 B	\$25 B - \$50 B	Over \$50 B
California 1937 Act Retirement System				
Other Public Pension Plans				
Corporate Pension Plans				
Endowment, Foundation				
Family Office				
Other				
Total Firm Assets by Client Base				

Part II: Compliance and Conflicts of Interest

1. Does your firm have a written code of conduct or a set of standards for professional behavior? How is employee conduct and compliance monitored and enforced?
2. Describe the financial stability of your organization, including debt/equity, debt/total assets, other pertinent ratios, and whether your firm has the ability to meet its expected financial obligations. Is your firm (a) in breach of or in default under any agreement, or (b) aware of the occurrence of any facts which, with the passage of time or the giving of notice, could result in breach of or default under any such agreement.
3. Has your firm, its principals, or any affiliate ever been the focus of a non-routine Securities and Exchange Commission (SEC) inquiry or investigation or a similar inquiry or investigation from any similar federal, state, or self-regulatory body or organization? If yes, please describe the nature of the investigation and outcome.
4. For the past ten (10) years, has your organization or any of its affiliates or parent, or any officer or principal, or any member of your proposed team been involved in any professional discipline, litigation, investigations, or legal proceedings? If so, provide a detailed explanation and indicate the current status. Please include any anticipated litigation, investigations, regulatory or legal proceedings known at this time.
5. Does your firm, its principals, or any affiliate own any part of a money management firm, broker-dealer, or other organization that sells services to institutional investors and/or SEC-registered

investment advisors? If so, identify the firm(s) and describe the service and the relationship to the consulting group.

6. Does your firm, its parent company or any affiliate sell information, software, research, database, or any other services to investment advisers or other investment related firms? If so, please explain.
7. Does your firm earn revenue from providing consulting or other services or products to companies that are assessed in your proxy service practice? Please explain any activity that could be perceived as a conflict of interest and state the amount of revenue received from the activity.
8. Does your firm permit its staff members to serve on boards of directors? If so, are any restrictions placed on this activity and how is their director compensation treated?
9. Does your firm, or any affiliate, accept soft dollars in exchange for services?
10. Identify all negative media or online articles mentioning your firm that are readily retrieved and/or viewed from a basic web search, and explanation of each incident or issue.
11. Describe in detail any potential conflicts of interest your firm may have in providing the services sought by OCERS. Include any activities of affiliated or parent organizations, brokerage activities, or any past or current relationships with any OCERS' Trustees, Consultants or Staff Members. Include any other pertinent activities, actions, or relationships not specifically outlined in this question.
12. Describe your firm's policies and procedures for managing conflicts of interest. Would your organization notify a client of any apparent or potential conflicts of interest, regardless of whether it was required by regulations?
13. How many proxy voting clients have you gained and lost in the past 24 months? Please state reason(s) for client losses.
14. Please describe the levels (in USD) of coverage for errors and omissions insurance, general business liability insurance, and any fiduciary or professional liability insurance your firm carries. Is the coverage on a per-client basis, or is the dollar figure applied to the firm as a whole? List the insurance carriers by category, and their policy limits both aggregate and per client.
15. Has your firm, its principals, or any affiliate ever submitted a claim to your errors & omissions, fiduciary liability, and/or fidelity bond insurance carrier(s)? If yes, provide details and indicate the current status.
16. Describe your firm's disaster recovery plan, especially as it relates to your ability to continue providing proxy voting services.

Part III: Services Offered

1. Review the [Scope of Services \(Section 3\)](#) of the Request for Proposal, and list which of the services your firm is capable of providing.
2. State the number of securities in your database separately for the following:

Public Equity Markets	Number of Securities
Domestic	
International Developed	
Emerging and Frontier Markets	

3. Attached is a list of U.S. and international securities held by OCERS as of December 31, 2021 ([Attachment 1](#)). State in percentage terms the U.S. and international equity securities held by OCERS for whom you provide proxy coverage.

Public Equity Markets	% Coverage
Domestic	
International	

4. Do you review all proxy votes?
5. Do you vote on specific issues on a case-by-case basis?
6. Do you vote according to individual client proxy policies?
7. Describe how clients receive proxy information and recommendations, such as via the internet or other electronic means. State the systems requirements (hardware, software, network connectivity, databases, utilities, etc.) for your proxy voting system.
8. Do you vote proxies for holdings held in index funds or Collective Investment Trusts (CITs) managed by investment managers such as BlackRock and State Street? Discuss if any options are available.
9. What reporting systems does your firm offer? Describe the types of reports clients receive. Please provide examples of monthly/annual client reports and any other relevant reporting.
10. Describe the types of research reports OCERS should expect to receive from your firm. Please provide a representative example of a report your firm would provide for various types of proxy reports, such as: executive compensation, stock option plans, mergers and acquisitions, shareholder rights, or other important proxy related matters.
11. Discuss how many research analysts your firm utilizes, how company research is gathered, and from what sources.
12. Discuss in detail on how you develop the benchmark policy. Attach benchmark policy and other specific policies such as public pension, Taft-Hartley, ESG, etc.
13. Discuss in detail on how you develop recommendation on matters relating to ESG.
14. What measures do you take to ensure that OCERS' specific guidelines are followed and all proxies are voted?
15. Describe how OCERS' portfolio holdings would be monitored and updated.
16. Please provide a description of the resources available to help educate the Board and OCERS' Investment Team on proxy voting and governance.
17. Discuss training opportunities and any annual conference information.
18. OCERS relies on its current Proxy Provider's policy to vote proxies, please comment on aspects of the proxy voting policy that might be improved to better align with best practices or recent developments you have seen in other public plans.
19. What philosophies and principles would you apply in the administration of our proxy voting policy that might differentiate you from competitors?
20. Please provide several examples of applications of your proxy voting principles, strategies or tactics that you can demonstrate to have added value to your public plan clients that might not have been performed by others in the industry.
21. What do you see or foresee as the greatest challenges on the policy level facing proxy voting firms such as yours?
22. Discuss the steps your firm is taking to prevent against errors or inaccuracies in the research and voting recommendations your firm provides to its clients.

Part IV: References

Provide three references that use your proxy services, including the below information. At least one (1) of the five (3) references has to be US public pension plan:

- Organization name, address, and telephone number.
- Contact name, title, address, telephone number, and email address.
- The length of the relationship.
- The client's custodian(s).
- The amount of assets for which proxy services are provided.
- Description of the proxy services provided, including the types of reports furnished and the number of proxies voted.

Part V: Fee Proposal

Itemize and quote the fees for research and voting services on an annual basis, based upon the current portfolio as described in Section II. Please describe how cost overages in any year will be charged.

Attachment 1: Holdings List

CUSIP	Description	Currency	Major Industry Name	Public Equity Markets
00288U106	ABCELLERA BIOLOGICS INC COMMON STOCK	USD	Health Care	International Equity
008118002	BARRATT DEVELOPMENTS PLC COMMON STOCK GBP.1	GBP	Consumer Discretionary	International Equity
02156K103	ALTICE USA INC A COMMON STOCK USD.01	USD	Communication Services	International Equity
02215R958	ALTUS GROUP LTD COMMON STOCK	CAD	Real Estate	International Equity
028758902	BRITISH AMERICAN TOBACCO PLC COMMON STOCK GBP.25	GBP	Consumer Staples	International Equity
040520009	HALMA PLC COMMON STOCK GBP.1	GBP	Information Technology	International Equity
045449907	IMPERIAL BRANDS PLC COMMON STOCK GBP.1	GBP	Consumer Staples	International Equity
098952906	ASTRAZENECA PLC COMMON STOCK USD.25	GBP	Health Care	International Equity
219628005	VALE SA COMMON STOCK	BRL	Materials	International Equity
267488955	DYE + DURHAM LTD COMMON STOCK	CAD	Information Technology	International Equity
309135903	BT GROUP PLC COMMON STOCK GBP.05	GBP	Communication Services	International Equity
401225909	AIRBUS SE COMMON STOCK EUR1.0	EUR	Industrials	International Equity
403197908	ADIDAS AG COMMON STOCK	EUR	Consumer Discretionary	International Equity
405780909	L OREAL COMMON STOCK EUR.2	EUR	Consumer Staples	International Equity
406141903	LVMH MOET HENNESSY LOUIS VUI COMMON STOCK EUR.3	EUR	Consumer Discretionary	International Equity
407683002	INTESA SANPAOLO COMMON STOCK NPV	EUR	Financials	International Equity
416343002	CAPGEMINI SE COMMON STOCK EUR8.0	EUR	Information Technology	International Equity
416921005	CARLSBERG AS B COMMON STOCK DKK20.	DKK	Consumer Staples	International Equity
459573903	GENMAB A/S COMMON STOCK DKK1.0	DKK	Health Care	International Equity
468232004	PERNOD RICARD SA COMMON STOCK EUR1.55	EUR	Consumer Staples	International Equity
481334902	SKANDINAVISKA ENSKILDA BAN A COMMON STOCK SEK10.0	SEK	Financials	International Equity
484628904	SAP SE COMMON STOCK	EUR	Information Technology	International Equity
525397907	HERMES INTERNATIONAL COMMON STOCK	EUR	Consumer Discretionary	International Equity
53229C107	LIGHTSPEED COMMERCE INC COMMON STOCK	USD	Information Technology	International Equity
53229C958	LIGHTSPEED COMMERCE INC COMMON STOCK	CAD	Information Technology	International Equity
533458907	RHEINMETALL AG COMMON STOCK	EUR	Industrials	International Equity
550190904	BANCO BILBAO VIZCAYA ARGENTA COMMON STOCK EUR.49	EUR	Financials	International Equity
550507909	KERING COMMON STOCK EUR4.0	EUR	Consumer Discretionary	International Equity
552902900	MERCEDES BENZ GROUP AG COMMON STOCK NPV	EUR	Consumer Discretionary	International Equity
563396902	NEMETSCHEK SE COMMON STOCK	EUR	Information Technology	International Equity
573563905	TAG IMMOBILIEN AG COMMON STOCK	EUR	Real Estate	International Equity
584332902	SARTORIUS AG VORZUG PREFERENCE	EUR	Health Care	International Equity
588950907	INFINEON TECHNOLOGIES AG COMMON STOCK	EUR	Information Technology	International Equity
590294906	NOKIA OYJ COMMON STOCK	EUR	Information Technology	International Equity
595607904	KONINKLIJKE KPN NV COMMON STOCK EUR.04	EUR	Communication Services	International Equity
596233908	STMICROELECTRONICS NV COMMON STOCK EUR1.04	EUR	Information Technology	International Equity
598662906	KONINKLIJKE PHILIPS NV COMMON STOCK EUR.2	EUR	Health Care	International Equity
603654906	NET ONE SYSTEMS CO LTD COMMON STOCK	JPY	Information Technology	International Equity
605460005	ASAHI KASEI CORP COMMON STOCK	JPY	Materials	International Equity
613674902	OBIC CO LTD COMMON STOCK	JPY	Information Technology	International Equity
617520903	DBS GROUP HOLDINGS LTD COMMON STOCK	SGD	Financials	International Equity
625072004	DAIKIN INDUSTRIES LTD COMMON STOCK	JPY	Industrials	International Equity
626705909	OTSUKA CORP COMMON STOCK	JPY	Information Technology	International Equity

626735906	HONG KONG EXCHANGES + CLEAR COMMON STOCK	HKD	Financials	International Equity
635694003	FUJITSU LTD COMMON STOCK	JPY	Information Technology	International Equity
639092907	NOMURA RESEARCH INSTITUTE LT COMMON STOCK	JPY	Information Technology	International Equity
640587002	HAMAMATSU PHOTONICS KK COMMON STOCK	JPY	Information Technology	International Equity
642910004	HITACHI LTD COMMON STOCK	JPY	Industrials	International Equity
648374007	KANSAI PAINT CO LTD COMMON STOCK	JPY	Materials	International Equity
649099009	KEYENCE CORP COMMON STOCK	JPY	Information Technology	International Equity
659678007	MITSUBISHI CORP COMMON STOCK	JPY	Industrials	International Equity
664068004	NIDEC CORP COMMON STOCK	JPY	Industrials	International Equity
664480902	NITORI HOLDINGS CO LTD COMMON STOCK NPV	JPY	Consumer Discretionary	International Equity
67079A953	NUVEI CORP SUBORDINATE VTG COMMON STOCK	CAD	Information Technology	International Equity
676396005	SMC CORP COMMON STOCK	JPY	Industrials	International Equity
677062903	SOFTBANK GROUP CORP COMMON STOCK	JPY	Communication Services	International Equity
680458007	SHIN ETSU CHEMICAL CO LTD COMMON STOCK	JPY	Materials	International Equity
680468006	SHIONOGI + CO LTD COMMON STOCK	JPY	Health Care	International Equity
680482007	SHIMANO INC COMMON STOCK	JPY	Consumer Discretionary	International Equity
686930009	TDK CORP COMMON STOCK	JPY	Information Technology	International Equity
688507003	TERUMO CORP COMMON STOCK	JPY	Health Care	International Equity
689567006	TOKYO ELECTRON LTD COMMON STOCK	JPY	Information Technology	International Equity
690021001	LIXIL CORP COMMON STOCK	JPY	Industrials	International Equity
691148001	UNICHARM CORP COMMON STOCK	JPY	Consumer Staples	International Equity
710889908	ABB LTD REG COMMON STOCK CHF.12	CHF	Industrials	International Equity
711075903	HOLCIM LTD COMMON STOCK CHF2.0	CHF	Materials	International Equity
712387901	NESTLE SA REG COMMON STOCK CHF.1	CHF	Consumer Staples	International Equity
713666907	JCDECAUX SA COMMON STOCK	EUR	Communication Services	International Equity
714456902	ENEL SPA COMMON STOCK EUR1.	EUR	Utilities	International Equity
715683900	STRAUMANN HOLDING AG REG COMMON STOCK CHF.1	CHF	Health Care	International Equity
721247906	ESSILORLUXOTTICA COMMON STOCK EUR.18	EUR	Consumer Discretionary	International Equity
733945901	ORPEA COMMON STOCK EUR1.25	EUR	Health Care	International Equity
87241L950	TFI INTERNATIONAL INC COMMON STOCK	CAD	Industrials	International Equity
87975H100	TELUS INTERNATIONAL CDA INC COMMON STOCK	USD	Information Technology	International Equity
962QB907	REPLY SPA COMMON STOCK EUR.13	EUR	Information Technology	International Equity
967JXD907	WUXI BIOLOGICS CAYMAN INC COMMON STOCK USD.00001	HKD	Health Care	International Equity
ACI02GTQ9	ASML HOLDING NV COMMON STOCK EUR.09	EUR	Information Technology	International Equity
ACI06R7K8	CIE FINANCIERE RICHEMO A REG COMMON STOCK CHF1.0	CHF	Consumer Discretionary	International Equity
ACI07GG13	NOVO NORDISK A/S B COMMON STOCK DKK.2	DKK	Health Care	International Equity
ACI08XL68	INDUSTRIA DE DISENO TEXTIL COMMON STOCK EUR.03	EUR	Consumer Discretionary	International Equity
ACI09N1W4	UBS GROUP AG REG COMMON STOCK CHF.1	CHF	Financials	International Equity
ACI0PX3F9	ANHEUSER BUSCH INBEV SA/NV COMMON STOCK	EUR	Consumer Staples	International Equity
ACI0Y2NL2	UMICORE COMMON STOCK	EUR	Materials	International Equity
ACI136GD1	SIKA AG REG COMMON STOCK CHF.01	CHF	Materials	International Equity
ACI14V9Y7	INSTONE REAL ESTATE GROUP SE COMMON STOCK	EUR	Real Estate	International Equity
ACI1984W2	ADEVINTA ASA COMMON STOCK NOK.2	NOK	Communication Services	International Equity
ACI19ZTM7	NEXI SPA COMMON STOCK	EUR	Information Technology	International Equity
ACI1S0WY3	SOVCOMFLOT OAO COMMON STOCK RUB1.0	RUB	Energy	International Equity
ACI1X66Q0	ALLFUNDS GROUP PLC COMMON STOCK EUR.0025	EUR	Financials	International Equity
ACI1YWP65	DNB BANK ASA COMMON STOCK NOK12.5	NOK	Financials	International Equity

ACI223RB9	DAIMLER TRUCK HOLDING AG COMMON STOCK	EUR	Industrials	International Equity
B019MQ908	ASAHI INTECC CO LTD COMMON STOCK	JPY	Health Care	International Equity
B01FLR903	PING AN INSURANCE GROUP CO H COMMON STOCK CNY1.0	HKD	Financials	International Equity
B02K2M903	M3 INC COMMON STOCK	JPY	Health Care	International Equity
B058TZ909	SAFRAN SA COMMON STOCK EUR.2	EUR	Industrials	International Equity
B0767Y908	SEEK LTD COMMON STOCK	AUD	Communication Services	International Equity
B09DHL908	MTU AERO ENGINES AG COMMON STOCK	EUR	Industrials	International Equity
B0C2CQ902	ENGIE COMMON STOCK EUR1.0	EUR	Utilities	International Equity
B0J7D9901	DAIICHI SANKYO CO LTD COMMON STOCK	JPY	Health Care	International Equity
B0SWJX907	LONDON STOCK EXCHANGE GROUP COMMON STOCK GBP.06918605	GBP	Financials	International Equity
B119QG904	PARTNERS GROUP HOLDING AG COMMON STOCK CHF.01	CHF	Financials	International Equity
B1L3CS904	UBISOFT ENTERTAINMENT COMMON STOCK EUR.0775	EUR	Consumer Discretionary	International Equity
B1WT5G909	DSV A/S COMMON STOCK DKK1.0	DKK	Industrials	International Equity
B1Y9TB906	DANONE COMMON STOCK EUR.25	EUR	Consumer Staples	International Equity
B1YXBJ905	AIR LIQUIDE SA COMMON STOCK EUR5.5	EUR	Materials	International Equity
B24CGK904	RECKITT BENCKISER GROUP PLC COMMON STOCK GBP.1	GBP	Consumer Staples	International Equity
B288C9908	IBERDROLA SA COMMON STOCK EUR.75	EUR	Utilities	International Equity
B2B0DG904	RELX PLC COMMON STOCK GBP.144397	GBP	Industrials	International Equity
B2QY96901	HYPERA SA COMMON STOCK	BRL	Health Care	International Equity
B3MBS7900	OCADO GROUP PLC COMMON STOCK GBP.02	GBP	Consumer Staples	International Equity
B3MSM2900	AMAEUS IT GROUP SA COMMON STOCK EUR.01	EUR	Information Technology	International Equity
B4TX8S909	AIA GROUP LTD COMMON STOCK	HKD	Financials	International Equity
B56KLY901	LONGFOR GROUP HOLDINGS LTD COMMON STOCK HKD.1	HKD	Real Estate	International Equity
B573M1909	CHR HANSEN HOLDING A/S COMMON STOCK DKK10.	DKK	Materials	International Equity
B71QPM901	DKSH HOLDING AG COMMON STOCK CHF.1	CHF	Industrials	International Equity
BBG9VN905	AVEVA GROUP PLC COMMON STOCK GBP.0355556	GBP	Information Technology	International Equity
BF5L8B903	AFTERPAY LTD COMMON STOCK	AUD	Information Technology	International Equity
BHWV25906	NORDIC ENTERTAINMENT GROUP B COMMON STOCK SEK1.0	SEK	Communication Services	International Equity
BJ1F4N900	MICRO FOCUS INTERNATIONAL COMMON STOCK GBP.1	GBP	Information Technology	International Equity
BJDS7L900	PROSUS NV COMMON STOCK EUR.05	EUR	Consumer Discretionary	International Equity
BJXSCH901	EVOLUTION AB COMMON STOCK SEK.003	SEK	Consumer Discretionary	International Equity
BKP8Q1901	SINCH AB COMMON STOCK SEK.1	SEK	Information Technology	International Equity
BKSCMF902	LINKLOGIS INC CLASS B COMMON STOCK USD.00000833	HKD	Information Technology	International Equity
BM8H5Y907	DASSAULT SYSTEMES COMMON STOCK EUR.1	EUR	Information Technology	International Equity
BM8SL2905	STORSKOGEN GROUP AB B COMMON STOCK SEK.0005	SEK	Industrials	International Equity
BMD58R909	EPIROC AB A COMMON STOCK SEK.412413	SEK	Industrials	International Equity
BMD58W908	EPIROC AB B COMMON STOCK SEK.412413	SEK	Industrials	International Equity
BMTRW1904	B+M EUROPEAN VALUE RETAIL SA COMMON STOCK GBP.1	GBP	Consumer Discretionary	International Equity
BN574F902	WIZZ AIR HOLDINGS PLC COMMON STOCK GBP.0001	GBP	Industrials	International Equity
BN7CG2905	ASTON MARTIN LAGONDA GLOBAL COMMON STOCK GBP.1	GBP	Consumer Discretionary	International Equity
BNBNSG902	EURONEXT NV COMMON STOCK EUR1.6	EUR	Financials	International Equity
BQRRZ0906	RECRUIT HOLDINGS CO LTD COMMON STOCK	JPY	Industrials	International Equity
BSM8SQ900	TECHNOPRO HOLDINGS INC COMMON STOCK	JPY	Industrials	International Equity
BSQXJ0908	THULE GROUP AB/THE COMMON STOCK SEK.01	SEK	Consumer Discretionary	International Equity
BVZHXQ903	HISCOX LTD COMMON STOCK GBP.065	GBP	Financials	International Equity
BWFGQ900	SPIRAX SARCO ENGINEERING PLC COMMON STOCK GBP.269231	GBP	Industrials	International Equity
BWT6H8900	FLUTTER ENTERTAINMENT PLC DI COMMON STOCK EUR.09	EUR	Consumer Discretionary	International Equity

BYM8GJ906	ASCENTIAL PLC COMMON STOCK GBP.01	GBP	Communication Services	International Equity
BYMXP5901	UNICREDIT SPA COMMON STOCK NPV	EUR	Financials	International Equity
BYP20B900	BAYCURRENT CONSULTING INC COMMON STOCK	JPY	Industrials	International Equity
BYY3DX906	GRIFOLS SA COMMON STOCK EUR.25	EUR	Health Care	International Equity
BZ5739900	ING GROEP NV COMMON STOCK EUR.01	EUR	Financials	International Equity
G06242104	ATLASSIAN CORP PLC CLASS A COMMON STOCK USD.1	USD	Information Technology	International Equity
N97284108	YANDEX NV A COMMON STOCK EUR.01	USD	Communication Services	International Equity
004561908	ANTOFAGASTA PLC COMMON STOCK GBP.05	GBP	Materials	International Equity
005367008	ASHTREAD GROUP PLC COMMON STOCK GBP.1	GBP	Industrials	International Equity
008118002	BARRATT DEVELOPMENTS PLC COMMON STOCK GBP.1	GBP	Consumer Discretionary	International Equity
021623004	AVIVA PLC COMMON STOCK GBP.25	GBP	Financials	International Equity
024249906	DCC PLC COMMON STOCK EUR.25	GBP	Industrials	International Equity
045449907	IMPERIAL BRANDS PLC COMMON STOCK GBP.1	GBP	Consumer Staples	International Equity
068253004	PERSIMMON PLC COMMON STOCK GBP.1	GBP	Consumer Discretionary	International Equity
071887004	RIO TINTO PLC COMMON STOCK GBP.1	GBP	Materials	International Equity
079805909	BP PLC COMMON STOCK USD.25	GBP	Energy	International Equity
087061008	LLOYDS BANKING GROUP PLC COMMON STOCK	GBP	Financials	International Equity
092232909	SMITH + NEPHEW PLC COMMON STOCK USD.2	GBP	Health Care	International Equity
313486904	BARCLAYS PLC COMMON STOCK GBP.25	GBP	Financials	International Equity
331952903	KINGFISHER PLC COMMON STOCK GBP.157143	GBP	Consumer Discretionary	International Equity
400212908	BOUYGUES SA COMMON STOCK EUR1.0	EUR	Industrials	International Equity
403197908	ADIDAS AG COMMON STOCK	EUR	Consumer Discretionary	International Equity
406141903	LVMH MOET HENNESSY LOUIS VUI COMMON STOCK EUR.3	EUR	Consumer Discretionary	International Equity
416279008	THALES SA COMMON STOCK EUR3.0	EUR	Industrials	International Equity
425304003	AP MOLLER MAERSK A/S B COMMON STOCK DKK1000.0	DKK	Industrials	International Equity
435209903	FRESENIUS SE + CO KGAA COMMON STOCK	EUR	Health Care	International Equity
435413901	UNITED INTERNET AG REG SHARE COMMON STOCK	EUR	Communication Services	International Equity
438042905	PUBLICIS GROUPE COMMON STOCK EUR.4	EUR	Communication Services	International Equity
449000900	KESKO OYJ B SHS COMMON STOCK	EUR	Consumer Staples	International Equity
449774009	KBC GROUP NV COMMON STOCK	EUR	Financials	International Equity
450109905	GN STORE NORD A/S COMMON STOCK DKK4.	DKK	Health Care	International Equity
452518905	WARTSILA OYJ ABP COMMON STOCK	EUR	Industrials	International Equity
455710905	GEA GROUP AG COMMON STOCK	EUR	Industrials	International Equity
458836004	MICHELIN (CGDE) COMMON STOCK EUR2.0	EUR	Consumer Discretionary	International Equity
458882909	DANSKE BANK A/S COMMON STOCK DKK10.	DKK	Financials	International Equity
459573903	GENMAB A/S COMMON STOCK DKK1.0	DKK	Health Care	International Equity
461785909	DEUTSCHE POST AG REG COMMON STOCK	EUR	Industrials	International Equity
479213001	SEB SA COMMON STOCK EUR1.0	EUR	Consumer Discretionary	International Equity
482477007	SGS SA REG COMMON STOCK CHF1.0	CHF	Industrials	International Equity
507267904	STORA ENSO OYJ R SHS COMMON STOCK EUR1.7	EUR	Materials	International Equity
507670909	HENKEL AG + CO KGAA VOR PREF PREFERENCE	EUR	Consumer Staples	International Equity
516529906	ASM INTERNATIONAL NV COMMON STOCK EUR.04	EUR	Information Technology	International Equity
517617908	ORANGE COMMON STOCK EUR4.0	EUR	Communication Services	International Equity
527178909	ENDESA SA COMMON STOCK EUR1.2	EUR	Utilities	International Equity
547692905	BARRY CALLEBAUT AG REG COMMON STOCK CHF.02	CHF	Consumer Staples	International Equity
549716900	VOLKSWAGEN AG PREF PREFERENCE	EUR	Consumer Discretionary	International Equity
550190904	BANCO BILBAO VIZCAYA ARGENTA COMMON STOCK EUR.49	EUR	Financials	International Equity

552902900	MERCEDES BENZ GROUP AG COMMON STOCK NPV	EUR	Consumer Discretionary	International Equity
553397902	SWISSCOM AG REG COMMON STOCK CHF1.0	CHF	Communication Services	International Equity
554398909	CNP ASSURANCES COMMON STOCK EUR1.0	EUR	Financials	International Equity
564156909	CARREFOUR SA COMMON STOCK EUR2.5	EUR	Consumer Staples	International Equity
565478906	ATOS SE COMMON STOCK EUR1.0	EUR	Information Technology	International Equity
566935904	REPSOL SA COMMON STOCK EUR1.	EUR	Energy	International Equity
567151907	WOLTERS KLUWER COMMON STOCK EUR.12	EUR	Industrials	International Equity
570151902	ELISA OYJ COMMON STOCK	EUR	Communication Services	International Equity
570594903	BANCO SANTANDER SA COMMON STOCK EUR.5	EUR	Financials	International Equity
573252905	TELEFONICA SA COMMON STOCK EUR1.	EUR	Communication Services	International Equity
575035902	DEUTSCHE BANK AG REGISTERED COMMON STOCK	EUR	Financials	International Equity
575602909	BAYERISCHE MOTOREN WERKE AG COMMON STOCK EUR1.0	EUR	Consumer Discretionary	International Equity
588950907	INFINEON TECHNOLOGIES AG COMMON STOCK	EUR	Information Technology	International Equity
595607904	KONINKLIJKE KPN NV COMMON STOCK EUR.04	EUR	Communication Services	International Equity
595937905	ERICSSON LM B SHS COMMON STOCK SEK5.0	SEK	Information Technology	International Equity
596233908	STMICROELECTRONICS NV COMMON STOCK EUR1.04	EUR	Information Technology	International Equity
596651901	SOCIETE GENERALE SA COMMON STOCK EUR1.25	EUR	Financials	International Equity
601070006	AISIN CORP COMMON STOCK	JPY	Consumer Discretionary	International Equity
606558005	AUST AND NZ BANKING GROUP COMMON STOCK	AUD	Financials	International Equity
607614005	WESTPAC BANKING CORP COMMON STOCK	AUD	Financials	International Equity
609701909	CLP HOLDINGS LTD COMMON STOCK	HKD	Utilities	International Equity
612922906	ASX LTD COMMON STOCK	AUD	Financials	International Equity
614469005	BHP GROUP LTD DI COMMON STOCK	AUD	Materials	International Equity
614650000	BROTHER INDUSTRIES LTD COMMON STOCK	JPY	Information Technology	International Equity
617232004	CANON INC COMMON STOCK	JPY	Information Technology	International Equity
619560006	CHUBU ELECTRIC POWER CO INC COMMON STOCK	JPY	Utilities	International Equity
622010007	RIO TINTO LTD COMMON STOCK	AUD	Materials	International Equity
625050000	DAITO TRUST CONSTRUCT CO LTD COMMON STOCK	JPY	Real Estate	International Equity
625086004	SUMITOMO DAINIPPON PHARMA CO COMMON STOCK	JPY	Health Care	International Equity
625090006	DAI NIPPON PRINTING CO LTD COMMON STOCK	JPY	Industrials	International Equity
625136007	DAIWA HOUSE INDUSTRY CO LTD COMMON STOCK	JPY	Real Estate	International Equity
625398904	ARISTOCRAT LEISURE LTD COMMON STOCK	AUD	Consumer Discretionary	International Equity
626735906	HONG KONG EXCHANGES + CLEAR COMMON STOCK	HKD	Financials	International Equity
627094006	DISCO CORP COMMON STOCK	JPY	Information Technology	International Equity
630386902	SINGAPORE EXCHANGE LTD COMMON STOCK	SGD	Financials	International Equity
630926004	SQUARE ENIX HOLDINGS CO LTD COMMON STOCK	JPY	Consumer Discretionary	International Equity
635640006	SUBARU CORP COMMON STOCK	JPY	Consumer Discretionary	International Equity
642155907	RESONA HOLDINGS INC COMMON STOCK	JPY	Financials	International Equity
642872006	HIROSE ELECTRIC CO LTD COMMON STOCK	JPY	Information Technology	International Equity
642920003	HITACHI METALS LTD COMMON STOCK	JPY	Materials	International Equity
643189905	SUMITOMO MITSUI TRUST HOLDIN COMMON STOCK	JPY	Financials	International Equity
643514003	HONDA MOTOR CO LTD COMMON STOCK	JPY	Consumer Discretionary	International Equity
643532005	POWER ASSETS HOLDINGS LTD COMMON STOCK	HKD	Utilities	International Equity
646780007	ITOCHU CORP COMMON STOCK	JPY	Industrials	International Equity
648132009	KAJIMA CORP COMMON STOCK	JPY	Industrials	International Equity
651200008	LENLEASE GROUP STAPLED SECURITY	AUD	Real Estate	International Equity
651880007	LION CORP COMMON STOCK	JPY	Consumer Staples	International Equity

65323907	BLUESCOPE STEEL LTD COMMON STOCK	AUD	Materials	International Equity
653611905	BOC HONG KONG HOLDINGS LTD COMMON STOCK	HKD	Financials	International Equity
656302908	SUMITOMO MITSUI FINANCIAL GR COMMON STOCK	JPY	Financials	International Equity
656946001	MARUBENI CORP COMMON STOCK	JPY	Industrials	International Equity
657270005	PANASONIC CORP COMMON STOCK	JPY	Consumer Discretionary	International Equity
658508007	SUNCORP GROUP LTD COMMON STOCK	AUD	Financials	International Equity
659101901	MIZUHO FINANCIAL GROUP INC COMMON STOCK	JPY	Financials	International Equity
659672000	MITSUBISHI ESTATE CO LTD COMMON STOCK	JPY	Real Estate	International Equity
659678007	MITSUBISHI CORP COMMON STOCK	JPY	Industrials	International Equity
659704001	MITSUBISHI ELECTRIC CORP COMMON STOCK	JPY	Industrials	International Equity
659706006	MITSUBISHI HEAVY INDUSTRIES COMMON STOCK	JPY	Industrials	International Equity
659730006	MITSUMI + CO LTD COMMON STOCK	JPY	Industrials	International Equity
659760003	MITSUMI FUDOSAN CO LTD COMMON STOCK	JPY	Real Estate	International Equity
661950006	NGK INSULATORS LTD COMMON STOCK	JPY	Industrials	International Equity
663567907	RENASAS ELECTRONICS CORP COMMON STOCK	JPY	Information Technology	International Equity
663710002	NEWCREST MINING LTD COMMON STOCK	AUD	Materials	International Equity
664137007	NIPPON TELEGRAPH + TELEPHONE COMMON STOCK	JPY	Communication Services	International Equity
664180007	NITTO DENKO CORP COMMON STOCK	JPY	Materials	International Equity
664256005	NIPPON STEEL CORP COMMON STOCK	JPY	Materials	International Equity
664310000	NOMURA HOLDINGS INC COMMON STOCK	JPY	Financials	International Equity
664396009	NIPPON YUSEN KK COMMON STOCK	JPY	Industrials	International Equity
665640009	OBAYASHI CORP COMMON STOCK	JPY	Industrials	International Equity
665880001	OLYMPUS CORP COMMON STOCK	JPY	Health Care	International Equity
666114004	ORIX CORP COMMON STOCK	JPY	Financials	International Equity
673822003	RICOH CO LTD COMMON STOCK	JPY	Information Technology	International Equity
674720008	ROHM CO LTD COMMON STOCK	JPY	Information Technology	International Equity
675845903	RYOHIN KEIKAKU CO LTD COMMON STOCK	JPY	Consumer Discretionary	International Equity
678209909	MEDIPAL HOLDINGS CORP COMMON STOCK	JPY	Health Care	International Equity
679159004	SECOM CO LTD COMMON STOCK	JPY	Industrials	International Equity
679390005	SEKISUI HOUSE LTD COMMON STOCK	JPY	Consumer Discretionary	International Equity
680440005	SHIMIZU CORP COMMON STOCK	JPY	Industrials	International Equity
680531902	HULIC CO LTD COMMON STOCK	JPY	Real Estate	International Equity
682112909	SONIC HEALTHCARE LTD COMMON STOCK	AUD	Health Care	International Equity
684110000	STANLEY ELECTRIC CO LTD COMMON STOCK	JPY	Consumer Discretionary	International Equity
685847006	SCSK CORP COMMON STOCK	JPY	Information Technology	International Equity
685890006	SUMITOMO REALTY + DEVELOPMEN COMMON STOCK	JPY	Real Estate	International Equity
685894008	SUMITOMO CORP COMMON STOCK	JPY	Industrials	International Equity
685992000	SUN HUNG KAI PROPERTIES COMMON STOCK	HKD	Real Estate	International Equity
686774001	SWIRE PACIFIC LTD CL A COMMON STOCK	HKD	Real Estate	International Equity
687010009	TAISEI CORP COMMON STOCK	JPY	Industrials	International Equity
687049007	ADVANTEST CORP COMMON STOCK	JPY	Information Technology	International Equity
687326900	TABCORP HOLDINGS LTD COMMON STOCK	AUD	Consumer Discretionary	International Equity
688507003	TERUMO CORP COMMON STOCK	JPY	Health Care	International Equity
689540003	TOKYO ELECTRIC POWER COMPANY COMMON STOCK	JPY	Utilities	International Equity
689721009	TOSHIBA CORP COMMON STOCK	JPY	Industrials	International Equity
690030002	MAZDA MOTOR CORP COMMON STOCK	JPY	Consumer Discretionary	International Equity
690058003	TOYOTA TSUSHO CORP COMMON STOCK	JPY	Industrials	International Equity

698502002	YAMADA HOLDINGS CO LTD COMMON STOCK	JPY	Consumer Discretionary	International Equity
698526001	YAMAHA MOTOR CO LTD COMMON STOCK	JPY	Consumer Discretionary	International Equity
698556008	YAMATO HOLDINGS CO LTD COMMON STOCK	JPY	Industrials	International Equity
702196908	DEUTSCHE BOERSE AG COMMON STOCK	EUR	Financials	International Equity
709732903	GROUPE BRUXELLES LAMBERT SA COMMON STOCK	EUR	Financials	International Equity
710106907	PORSCHE AUTOMOBIL HLDG PRF PREFERENCE	EUR	Consumer Discretionary	International Equity
710306903	NOVARTIS AG REG COMMON STOCK CHF.5	CHF	Health Care	International Equity
711038901	ROCHE HOLDING AG GENUSSCHEIN COMMON STOCK	CHF	Health Care	International Equity
711072900	ADECCO GROUP AG REG COMMON STOCK CHF.1	CHF	Industrials	International Equity
711075903	HOLCIM LTD COMMON STOCK CHF2.0	CHF	Materials	International Equity
712387901	NESTLE SA REG COMMON STOCK CHF.1	CHF	Consumer Staples	International Equity
712459908	BALOISE HOLDING AG REG COMMON STOCK CHF.1	CHF	Financials	International Equity
714505906	ENI SPA COMMON STOCK	EUR	Energy	International Equity
718472905	SWATCH GROUP AG/THE BR COMMON STOCK CHF2.25	CHF	Consumer Discretionary	International Equity
721247906	ESSILORLUXOTTICA COMMON STOCK EUR.18	EUR	Consumer Discretionary	International Equity
726261902	CREDIT AGRICOLE SA COMMON STOCK EUR3.0	EUR	Financials	International Equity
730968906	BNP PARIBAS COMMON STOCK EUR2.0	EUR	Financials	International Equity
733945901	ORPEA COMMON STOCK EUR1.25	EUR	Health Care	International Equity
738048909	COMPAGNIE DE SAINT GOBAIN COMMON STOCK EUR4.0	EUR	Industrials	International Equity
738307909	ENAGAS SA COMMON STOCK EUR1.5	EUR	Utilities	International Equity
763439908	TELECOM ITALIA SPA COMMON STOCK	EUR	Communication Services	International Equity
766716906	ATLANTIA SPA COMMON STOCK NPV	EUR	Industrials	International Equity
929AQT906	AZ. BGP HOLDINGS COMMON STOCK	EUR	Private Placement	International Equity
933GHH903	GENTING SINGAPORE LTD COMMON STOCK USD.1	SGD	Consumer Discretionary	International Equity
ACI02GTQ9	ASML HOLDING NV COMMON STOCK EUR.09	EUR	Information Technology	International Equity
ACI04G724	COLOPLAST B COMMON STOCK DKK1.	DKK	Health Care	International Equity
ACI06XDV4	IIDA GROUP HOLDINGS CO LTD COMMON STOCK	JPY	Consumer Discretionary	International Equity
ACI07GG13	NOVO NORDISK A/S B COMMON STOCK DKK.2	DKK	Health Care	International Equity
ACI07KLY6	VODAFONE GROUP PLC COMMON STOCK USD.2095238	GBP	Communication Services	International Equity
ACI09N1W4	UBS GROUP AG REG COMMON STOCK CHF.1	CHF	Financials	International Equity
ACI0PJNK7	UNIPER SE COMMON STOCK	EUR	Utilities	International Equity
ACI0V5L30	VIFOR PHARMA AG COMMON STOCK CHF.01	CHF	Health Care	International Equity
ACI204B42	ELECTROLUX AB B COMMON STOCK SEK5.0	SEK	Consumer Discretionary	International Equity
ACI223RB9	DAIMLER TRUCK HOLDING AG COMMON STOCK	EUR	Industrials	International Equity
B00D9P907	PROXIMUS COMMON STOCK	EUR	Communication Services	International Equity
B03MLX903	SHELL PLC COMMON STOCK EUR.07	GBP	Energy	International Equity
B03MM4906	SHELL PLC COMMON STOCK EUR.07	GBP	Energy	International Equity
B05NXN908	XINYI GLASS HOLDINGS LTD COMMON STOCK HKD.1	HKD	Industrials	International Equity
B07DRZ908	RECORDATI INDUSTRIA CHIMICA COMMON STOCK EUR.125	EUR	Health Care	International Equity
B09M9D905	KONE OYJ B COMMON STOCK	EUR	Industrials	International Equity
B0FS5D909	SEVEN + I HOLDINGS CO LTD COMMON STOCK	JPY	Consumer Staples	International Equity
B0NJJ1901	EDF COMMON STOCK EUR.5	EUR	Utilities	International Equity
B0R7JF902	IPSEN COMMON STOCK EUR1.0	EUR	Health Care	International Equity
B0S165900	ICA GRUPPEN AB COMMON STOCK SEK2.5	SEK	Consumer Staples	International Equity
B0SWJX907	LONDON STOCK EXCHANGE GROUP COMMON STOCK GBP.06918605	GBP	Financials	International Equity
B11TCY906	SCHINDLER HOLDING PART CERT COMMON STOCK CHF.1	CHF	Industrials	International Equity
B12PJ2906	HUSQVARNA AB B SHS COMMON STOCK SEK2.0	SEK	Industrials	International Equity

B142S6906	KUEHNE NAGEL INTL AG REG COMMON STOCK CHF1.0	CHF	Industrials	International Equity
B17KC6900	WILMAR INTERNATIONAL LTD COMMON STOCK	SGD	Consumer Staples	International Equity
B18ZRK909	LOGITECH INTERNATIONAL REG COMMON STOCK CHF.25	CHF	Information Technology	International Equity
B1CWJM906	NOMURA REAL ESTATE HOLDINGS COMMON STOCK	JPY	Real Estate	International Equity
B1FJ0C904	BRAMBLES LTD COMMON STOCK	AUD	Industrials	International Equity
B1W4V6907	PRYSMIAN SPA COMMON STOCK EUR.1	EUR	Industrials	International Equity
B1WGG9901	GEBERIT AG REG COMMON STOCK CHF.1	CHF	Industrials	International Equity
B1XZS8907	ANGLO AMERICAN PLC COMMON STOCK USD.54945	GBP	Materials	International Equity
B1YW44908	3I GROUP PLC COMMON STOCK GBP.738636	GBP	Financials	International Equity
B234WN909	DIASORIN SPA COMMON STOCK EUR1.0	EUR	Health Care	International Equity
B288C9908	IBERDROLA SA COMMON STOCK EUR.75	EUR	Utilities	International Equity
B2Q4CR907	TIS INC COMMON STOCK	JPY	Information Technology	International Equity
B2Q4CS905	MS+AD INSURANCE GROUP HOLDIN COMMON STOCK	JPY	Financials	International Equity
B44XTX902	PANDORA A/S COMMON STOCK DKK.01	DKK	Consumer Discretionary	International Equity
B4YVF5909	BRENNTAG SE COMMON STOCK	EUR	Industrials	International Equity
B601QS905	DAI ICHI LIFE HOLDINGS INC COMMON STOCK	JPY	Financials	International Equity
B61X7R907	SITC INTERNATIONAL HOLDINGS COMMON STOCK HKD.1	HKD	Industrials	International Equity
B627LW906	ENEOS HOLDINGS INC COMMON STOCK	JPY	Energy	International Equity
B62G7K908	SOMPO HOLDINGS INC COMMON STOCK	JPY	Financials	International Equity
B71N6K903	EVRAZ PLC COMMON STOCK USD.05	GBP	Materials	International Equity
B7VG6L903	TELEFONICA DEUTSCHLAND HOLDI COMMON STOCK	EUR	Communication Services	International Equity
B86S2N903	AGEAS COMMON STOCK	EUR	Financials	International Equity
B87CVM907	AURIZON HOLDINGS LTD COMMON STOCK	AUD	Industrials	International Equity
B8C3BL905	SAGE GROUP PLC/THE COMMON STOCK GBP.01051948	GBP	Information Technology	International Equity
BBJPFY900	VONOVIA SE COMMON STOCK	EUR	Real Estate	International Equity
BD0Q39902	KONINKLIJKE AHOLD DELHAIZE N COMMON STOCK EUR.01	EUR	Consumer Staples	International Equity
BD97BS904	ATLAS COPCO AB B SHS COMMON STOCK SEK.639	SEK	Industrials	International Equity
BF0LBX906	BIOMERIEUX COMMON STOCK	EUR	Health Care	International Equity
BF5L8B903	AFTERPAY LTD COMMON STOCK	AUD	Information Technology	International Equity
BF8Q6K901	ABRDN PLC COMMON STOCK GBP.1396825	GBP	Financials	International Equity
BG0SC1908	LA FRANCAISE DES JEUX SAEM COMMON STOCK	EUR	Consumer Discretionary	International Equity
BH0P3Z907	BHP GROUP PLC COMMON STOCK USD.5	GBP	Materials	International Equity
BKFB1C908	M+G PLC COMMON STOCK GBP.05	GBP	Financials	International Equity
BLGZ98903	TESCO PLC COMMON STOCK GBP.0633333	GBP	Consumer Staples	International Equity
BLLHKZ904	WH GROUP LTD COMMON STOCK USD.0001	HKD	Consumer Staples	International Equity
BM9120908	AMPOL LTD COMMON STOCK	AUD	Energy	International Equity
BMD8KX906	STELLANTIS NV COMMON STOCK EUR.01	EUR	Consumer Discretionary	International Equity
BMV7PQ908	INVESTOR AB B SHS COMMON STOCK SEK6.25	SEK	Financials	International Equity
BNDPYV905	EUROFINS SCIENTIFIC COMMON STOCK EUR.1	EUR	Health Care	International Equity
BNG8PQ901	NN GROUP NV COMMON STOCK EUR.12	EUR	Financials	International Equity
BNZGVV904	UNIVERSAL MUSIC GROUP NV COMMON STOCK EUR10.0	EUR	Communication Services	International Equity
BW9P81905	CK HUTCHISON HOLDINGS LTD COMMON STOCK HKD1.0	HKD	Industrials	International Equity
BWSW5D906	SOUTH32 LTD DI COMMON STOCK	AUD	Materials	International Equity
BXDZ9Q900	SVENSKA HANDELSBANKEN A SHS COMMON STOCK SEK1.55	SEK	Financials	International Equity
BYMXPS901	UNICREDIT SPA COMMON STOCK NPV	EUR	Financials	International Equity
BYT814908	JAPAN POST HOLDINGS CO LTD COMMON STOCK	JPY	Financials	International Equity
BYT815905	JAPAN POST INSURANCE CO LTD COMMON STOCK	JPY	Financials	International Equity

BYVS6J903	CK INFRASTRUCTURE HOLDINGS L COMMON STOCK HKD1.0	HKD	Utilities	International Equity
BYWH8S904	HELLOFRESH SE COMMON STOCK	EUR	Consumer Staples	International Equity
BYXS69903	QIAGEN N.V. COMMON STOCK EUR.01	EUR	Health Care	International Equity
BYZ2QP900	SARTORIUS STEDIM BIOTECH COMMON STOCK EUR.2	EUR	Health Care	International Equity
BYZQ07905	CK ASSET HOLDINGS LTD COMMON STOCK HKD1.0	HKD	Real Estate	International Equity
BZ01RF908	DEMANT A/S COMMON STOCK DKK.2	DKK	Health Care	International Equity
BZ5739900	ING GROEP NV COMMON STOCK EUR.01	EUR	Financials	International Equity
BZ8GX8906	WISETECH GLOBAL LTD COMMON STOCK	AUD	Information Technology	International Equity
00208D960	ARC RESOURCES LTD COMMON STOCK	CAD	Energy	International Equity
011532959	ALAMOS GOLD INC CLASS A COMMON STOCK	CAD	Materials	International Equity
016389900	WETHERSPOON (J.D.) PLC COMMON STOCK GBP.02	GBP	Consumer Discretionary	International Equity
017658907	BREWIN DOLPHIN HOLDINGS PLC COMMON STOCK GBP.01	GBP	Financials	International Equity
018592907	VISTRY GROUP PLC COMMON STOCK GBP.5	GBP	Consumer Discretionary	International Equity
033086000	SPECTRIS PLC COMMON STOCK GBP.05	GBP	Information Technology	International Equity
042703009	HILL + SMITH HOLDINGS PLC COMMON STOCK GBP.25	GBP	Materials	International Equity
046574901	MITIE GROUP PLC COMMON STOCK GBP.025	GBP	Industrials	International Equity
076680008	CLOSE BROTHERS GROUP PLC COMMON STOCK GBP.25	GBP	Financials	International Equity
076693902	ST JAMES S PLACE PLC COMMON STOCK GBP.15	GBP	Financials	International Equity
079582003	SENIOR PLC COMMON STOCK GBP.1	GBP	Industrials	International Equity
087541009	TATE + LYLE PLC COMMON STOCK GBP.25	GBP	Consumer Staples	International Equity
091233908	ULTRA ELECTRONICS HLDGS PLC COMMON STOCK GBP.05	GBP	Industrials	International Equity
096331905	DECHRA PHARMACEUTICALS PLC COMMON STOCK GBP.01	GBP	Health Care	International Equity
09950M953	BORALEX INC A COMMON STOCK	CAD	Utilities	International Equity
26829L958	ECN CAPITAL CORP COMMON STOCK	CAD	Financials	International Equity
435003900	FORBO HOLDING AG REG COMMON STOCK CHF.1	CHF	Consumer Discretionary	International Equity
456364900	MAYR MELNHOF KARTON AG COMMON STOCK	EUR	Materials	International Equity
461275901	OC OERLIKON CORP AG REG COMMON STOCK CHF1.0	CHF	Industrials	International Equity
511738908	BILFINGER SE COMMON STOCK	EUR	Industrials	International Equity
53278L966	LINAMAR CORP COMMON STOCK	CAD	Consumer Discretionary	International Equity
533458907	RHEINMETALL AG COMMON STOCK	EUR	Industrials	International Equity
547400903	BANKINTER SA COMMON STOCK EUR.3	EUR	Financials	International Equity
550372957	LUNDIN MINING CORP COMMON STOCK	CAD	Materials	International Equity
552388902	KRONES AG COMMON STOCK	EUR	Industrials	International Equity
55378N958	MTY FOOD GROUP INC COMMON STOCK	CAD	Consumer Discretionary	International Equity
554567909	JUNGHEINRICH PRFD PREFERENCE	EUR	Industrials	International Equity
560891905	ALTEN SA COMMON STOCK EUR1.016399	EUR	Information Technology	International Equity
569928906	PVA TEPLA AG COMMON STOCK	EUR	Information Technology	International Equity
569937907	WIENERBERGER AG COMMON STOCK	EUR	Materials	International Equity
573829900	MELIA HOTELS INTERNATIONAL COMMON STOCK EUR.2	EUR	Consumer Discretionary	International Equity
576320907	VICAT COMMON STOCK EUR4.0	EUR	Materials	International Equity
576920904	ARCADIS NV COMMON STOCK EUR.02	EUR	Industrials	International Equity
576947907	TAKKT AG COMMON STOCK	EUR	Consumer Discretionary	International Equity
600245005	ASM PACIFIC TECHNOLOGY COMMON STOCK HKD.1	HKD	Information Technology	International Equity
602150005	ALPS ALPINE CO LTD COMMON STOCK	JPY	Information Technology	International Equity
604410001	ANRITSU CORP COMMON STOCK	JPY	Information Technology	International Equity
604800904	ARCLAND SAKAMOTO CO LTD COMMON STOCK	JPY	Consumer Discretionary	International Equity
609349907	JAPAN LIFELINE CO LTD COMMON STOCK	JPY	Health Care	International Equity

614593903	SAM YUNG TRADING CO LTD COMMON STOCK KRW500.	KRW	Industrials	International Equity
614742906	OKINAWA CELLULAR TELEPHONE COMMON STOCK	JPY	Communication Services	International Equity
615252905	CONTACT ENERGY LTD COMMON STOCK	NZD	Utilities	International Equity
616095006	CAFE DE CORAL HOLDINGS LTD COMMON STOCK HKD.1	HKD	Consumer Discretionary	International Equity
617016902	GMO INTERNET INC COMMON STOCK	JPY	Information Technology	International Equity
617390901	RELO GROUP INC COMMON STOCK	JPY	Real Estate	International Equity
620707901	BOUSTEAD SINGAPORE LTD COMMON STOCK	SGD	Industrials	International Equity
624833901	NICE INFORMATION SERVICE CO COMMON STOCK KRW500.0	KRW	Financials	International Equity
624979001	DAH SING FINANCIAL HOLDINGS COMMON STOCK	HKD	Financials	International Equity
625313903	DAIICHIKOSHO CO LTD COMMON STOCK	JPY	Industrials	International Equity
625901905	SUGI HOLDINGS CO LTD COMMON STOCK	JPY	Consumer Staples	International Equity
626543003	DESCENTE LTD COMMON STOCK	JPY	Consumer Discretionary	International Equity
629749904	IRESS LTD COMMON STOCK	AUD	Information Technology	International Equity
632994000	FP CORP COMMON STOCK	JPY	Materials	International Equity
635214901	FLIGHT CENTRE TRAVEL GROUP L COMMON STOCK	AUD	Consumer Discretionary	International Equity
643956907	IGO LTD COMMON STOCK	AUD	Materials	International Equity
644962003	HYSAN DEVELOPMENT CO COMMON STOCK	HKD	Real Estate	International Equity
645610007	IBIDEN CO LTD COMMON STOCK	JPY	Information Technology	International Equity
645921909	INABA DENKI SANGYO CO LTD COMMON STOCK	JPY	Industrials	International Equity
647054006	JEOL LTD COMMON STOCK	JPY	Health Care	International Equity
647621903	AEON DELIGHT CO LTD COMMON STOCK	JPY	Industrials	International Equity
649406006	KISSEI PHARMACEUTICAL CO LTD COMMON STOCK	JPY	Health Care	International Equity
649602000	KOBE STEEL LTD COMMON STOCK	JPY	Materials	International Equity
650009905	KYUNG DONG NAVIEN CO LTD COMMON STOCK KRW1000.0	KRW	Industrials	International Equity
652979907	SL CORP COMMON STOCK KRW500.0	KRW	Consumer Discretionary	International Equity
657066908	MARUWA CO LTD COMMON STOCK	JPY	Information Technology	International Equity
657635009	MEITEC CORP COMMON STOCK	JPY	Industrials	International Equity
659517908	MISUMI GROUP INC COMMON STOCK	JPY	Industrials	International Equity
662589902	NITTO KOHKI CO LTD COMMON STOCK	JPY	Industrials	International Equity
663278968	NORTH WEST CO INC/THE COMMON STOCK	CAD	Consumer Staples	International Equity
664052008	NIHON PARKERIZING CO LTD COMMON STOCK	JPY	Materials	International Equity
666773908	PARK24 CO LTD COMMON STOCK	JPY	Industrials	International Equity
667304901	INCITEC PIVOT LTD COMMON STOCK	AUD	Materials	International Equity
668080005	PENTA OCEAN CONSTRUCTION CO COMMON STOCK	JPY	Industrials	International Equity
670340009	PRIMA MEAT PACKERS LTD COMMON STOCK	JPY	Consumer Staples	International Equity
672630902	CHALLENGER LTD COMMON STOCK	AUD	Financials	International Equity
674751003	ROLAND CORP COMMON STOCK	JPY	Consumer Discretionary	International Equity
677103905	SHANGRI LA ASIA LTD COMMON STOCK HKD1.0	HKD	Consumer Discretionary	International Equity
677280000	SAN AI OIL CO LTD COMMON STOCK	JPY	Energy	International Equity
677678005	SANWA HOLDINGS CORP COMMON STOCK	JPY	Industrials	International Equity
679384008	SEKISUI JUSHI CORP COMMON STOCK	JPY	Industrials	International Equity
686432006	SURUGA BANK LTD COMMON STOCK	JPY	Financials	International Equity
686913005	THK CO LTD COMMON STOCK	JPY	Industrials	International Equity
689489003	TOKYO OHKA KOGYO CO LTD COMMON STOCK	JPY	Materials	International Equity
695757005	ILUKA RESOURCES LTD COMMON STOCK	AUD	Materials	International Equity
697238004	WING TAI HOLDINGS LTD COMMON STOCK	SGD	Real Estate	International Equity
698558004	YAMAZEN CORP COMMON STOCK	JPY	Industrials	International Equity

698815909	HANSOL CHEMICAL CO LTD COMMON STOCK KRW5000.	KRW	Materials	International Equity
698997004	ZUKEN INC COMMON STOCK	JPY	Information Technology	International Equity
70137W959	PARKLAND CORP COMMON STOCK	CAD	Energy	International Equity
711090902	TECAN GROUP AG REG COMMON STOCK CHF.1	CHF	Health Care	International Equity
712459908	BALOISE HOLDING AG REG COMMON STOCK CHF.1	CHF	Financials	International Equity
713083905	NEXANS SA COMMON STOCK EUR1.0	EUR	Industrials	International Equity
733945901	ORPEA COMMON STOCK EUR1.25	EUR	Health Care	International Equity
739936904	VIRBAC SA COMMON STOCK EUR1.25	EUR	Health Care	International Equity
74167P959	PRIMO WATER CORP COMMON STOCK	CAD	Consumer Staples	International Equity
75622P955	RECIPE UNLIMITED CORP COMMON STOCK	CAD	Private Placement	International Equity
8676EP959	SUNOPTA INC COMMON STOCK	CAD	Consumer Staples	International Equity
878950104	TECSYS INC COMMON STOCK	CAD	Information Technology	International Equity
878950955	TECSYS INC COMMON STOCK	CAD	Information Technology	International Equity
89346D958	TRANSALTA CORP COMMON STOCK	CAD	Utilities	International Equity
9935BA905	AUSTRIA TECHNOLOGIE + SYSTEM COMMON STOCK	EUR	Information Technology	International Equity
ACI00DRF4	D IETEREN GROUP COMMON STOCK	EUR	Consumer Discretionary	International Equity
ACI0638D6	SIMCORP A/S COMMON STOCK DKK1.	DKK	Information Technology	International Equity
ACI06RBW7	ODFJELL DRILLING LTD COMMON STOCK USD.01	NOK	Energy	International Equity
ACI08P274	FDM GROUP HOLDINGS PLC COMMON STOCK GBP.01	GBP	Information Technology	International Equity
ACI098RP4	AKER SOLUTIONS ASA COMMON STOCK NOK1.08	NOK	Energy	International Equity
ACI0J3KZ9	DOMETIC GROUP AB COMMON STOCK	SEK	Consumer Discretionary	International Equity
ACI1LRSG5	VZ HOLDING AG COMMON STOCK CHF.25	CHF	Financials	International Equity
ACI1MH6Q8	BANQUE CANTONALE VAUDOIS REG COMMON STOCK CHF10.0	CHF	Financials	International Equity
ACI1MW2T3	NANOFORM FINLAND PLC COMMON STOCK	EUR	Health Care	International Equity
ACI1N2FZ0	GVS SPA COMMON STOCK	EUR	Health Care	International Equity
B010DT901	C+C GROUP PLC COMMON STOCK EUR.01	GBP	Consumer Staples	International Equity
B01287901	PSP SWISS PROPERTY AG REG COMMON STOCK CHF.1	CHF	Real Estate	International Equity
B03PQZ906	EMMI AG REG COMMON STOCK CHF10.0	CHF	Consumer Staples	International Equity
B04KLG903	SERVICE STREAM LTD COMMON STOCK	AUD	Industrials	International Equity
B04M8J908	EURONAV NV COMMON STOCK	EUR	Energy	International Equity
B04V12902	GRAINGER PLC COMMON STOCK GBP.05	GBP	Real Estate	International Equity
B07DRZ908	RECORDATI INDUSTRIA CHIMICA COMMON STOCK EUR.125	EUR	Health Care	International Equity
B07ZBW903	BUCHER INDUSTRIES AG REG COMMON STOCK CHF.2	CHF	Industrials	International Equity
B092QP903	MELCO INTERNATIONAL DEVELOP. COMMON STOCK	HKD	Consumer Discretionary	International Equity
B0B87F900	MARR SPA COMMON STOCK EUR.5	EUR	Consumer Staples	International Equity
B0B9GS900	NOS SGPS COMMON STOCK EUR.01	EUR	Communication Services	International Equity
B0KM9T907	STHREE PLC COMMON STOCK GBP.01	GBP	Industrials	International Equity
B0M0C8905	SUMCO CORP COMMON STOCK	JPY	Information Technology	International Equity
B0MKZN903	TSURUHA HOLDINGS INC COMMON STOCK	JPY	Consumer Staples	International Equity
B0N8QD901	BRITVIC PLC COMMON STOCK GBP.2	GBP	Consumer Staples	International Equity
B0R80X901	DUFY AG REG COMMON STOCK CHF5.0	CHF	Consumer Discretionary	International Equity
B11Y3K905	PATRIZIA AG COMMON STOCK	EUR	Real Estate	International Equity
B11Y56904	WACKER CHEMIE AG COMMON STOCK	EUR	Materials	International Equity
B12TR1901	ATEA ASA COMMON STOCK NOK1.0	NOK	Information Technology	International Equity
B13WZ2902	ZUMTOBEL GROUP AG COMMON STOCK	EUR	Industrials	International Equity
B14LS0907	SPAR NORD BANK A/S COMMON STOCK DKK10.	DKK	Financials	International Equity
B188NJ906	IPSOS COMMON STOCK EUR.25	EUR	Communication Services	International Equity

B18D6G900	JINS HOLDINGS INC COMMON STOCK	JPY	Consumer Discretionary	International Equity
B1L3CS904	UBISOFT ENTERTAINMENT COMMON STOCK EUR.0775	EUR	Consumer Discretionary	International Equity
B1VP0K904	REXEL SA COMMON STOCK EUR5.0	EUR	Industrials	International Equity
B1W8P1906	AALBERTS NV COMMON STOCK EUR.25	EUR	Industrials	International Equity
B281L7907	FAGRON COMMON STOCK	EUR	Health Care	International Equity
B28XTQ907	VALUE PARTNERS GROUP LTD COMMON STOCK HKD.1	HKD	Financials	International Equity
B39Z8G904	LG INNOTEK CO LTD COMMON STOCK KRW5000.0	KRW	Information Technology	International Equity
B3K5QQ905	CLOETTA AB B SHS COMMON STOCK SEK5.0	SEK	Consumer Staples	International Equity
B40MN7903	KINX INC COMMON STOCK KRW500.	KRW	Communication Services	International Equity
B4NYSN902	VITZROCELL CO LTD COMMON STOCK KRW500.0	KRW	Industrials	International Equity
B61JC6908	TREASURY WINE ESTATES LTD COMMON STOCK	AUD	Consumer Staples	International Equity
B67746907	ABCAM PLC COMMON STOCK GBP.002	GBP	Health Care	International Equity
B7T6PP908	TSUBAKI NAKASHIMA CO LTD COMMON STOCK	JPY	Industrials	International Equity
B8CLHY901	PROSEGUR COMP SEGURIDAD COMMON STOCK EUR.06	EUR	Industrials	International Equity
BCT5FD907	STEADFAST GROUP LTD COMMON STOCK	AUD	Financials	International Equity
BD1NML900	DIC ASSET AG COMMON STOCK	EUR	Real Estate	International Equity
BD3CFT903	RAFFLES MEDICAL GROUP LTD COMMON STOCK	SGD	Health Care	International Equity
BF17YL907	ARJO AB B SHARES COMMON STOCK SEK.33	SEK	Health Care	International Equity
BF2CVV906	MIPS AB COMMON STOCK SEK.1	SEK	Consumer Discretionary	International Equity
BF2NP0907	CAIRN HOMES PLC COMMON STOCK EUR.001	EUR	Consumer Discretionary	International Equity
BF3798902	BREMBO SPA COMMON STOCK NPV	EUR	Consumer Discretionary	International Equity
BFM6T3902	FABEGE AB COMMON STOCK SEK30.82	SEK	Real Estate	International Equity
BG0SKQ904	FJORDKRAFT HOLDING ASA COMMON STOCK NOK.3	NOK	Utilities	International Equity
BJVQC7909	HELIOS TOWERS PLC COMMON STOCK GBP.01	GBP	Communication Services	International Equity
BJVSF2903	DAIKYONISHIKAWA CORP COMMON STOCK	JPY	Consumer Discretionary	International Equity
BK7C5R908	JTOWER INC COMMON STOCK	JPY	Industrials	International Equity
BKPN4N904	SOULBRAIN CO LTD/NEW COMMON STOCK KRW500.0	KRW	Materials	International Equity
BKT610900	MUSTI GROUP OY COMMON STOCK	EUR	Consumer Discretionary	International Equity
BLD2CY908	BAPCOR LTD COMMON STOCK	AUD	Consumer Discretionary	International Equity
BLF7T2907	CTP NV COMMON STOCK EUR.16	EUR	Real Estate	International Equity
BLN8T4902	ADDTECH AB B SHARES COMMON STOCK SEK.75	SEK	Industrials	International Equity
BM677T900	APPLUS SERVICES SA COMMON STOCK EUR.1	EUR	Industrials	International Equity
BMFZLQ908	ABOUT YOU HOLDING SE COMMON STOCK	EUR	Consumer Discretionary	International Equity
BMJ6DW904	INFORMA PLC COMMON STOCK GBP.001	GBP	Communication Services	International Equity
BMM1PP903	STABILUS SA COMMON STOCK EUR.01	EUR	Industrials	International Equity
BMTRW1904	B+M EUROPEAN VALUE RETAIL SA COMMON STOCK GBP.1	GBP	Consumer Discretionary	International Equity
BMVB56905	LOOMIS AB COMMON STOCK SEK5.0	SEK	Industrials	International Equity
BN40H6904	ELIOR GROUP COMMON STOCK EUR.01	EUR	Consumer Discretionary	International Equity
BN7CG2905	ASTON MARTIN LAGONDA GLOBAL COMMON STOCK GBP.1	GBP	Consumer Discretionary	International Equity
BNC0LH906	LINEA DIRECTA ASEGURADORA SA COMMON STOCK	EUR	Financials	International Equity
BNC0LN903	POLYPEPTIDE GROUP AG COMMON STOCK CHF.01	CHF	Health Care	International Equity
BNGN9Z906	FINECOBANK SPA COMMON STOCK EUR.33	EUR	Financials	International Equity
BNR4T8904	RENEWI PLC COMMON STOCK GBP1.0	GBP	Industrials	International Equity
BNT8D2903	INTERCOS SPA COMMON STOCK	EUR	Consumer Staples	International Equity
BNZJCC901	EXCLUSIVE NETWORKS SA COMMON STOCK EUR.08	EUR	Information Technology	International Equity
BRJQJX901	SHIFT INC COMMON STOCK	JPY	Information Technology	International Equity
BVZHXQ903	HISCOX LTD COMMON STOCK GBP.065	GBP	Financials	International Equity

BWY4ZF903	CAIRN HOMES PLC COMMON STOCK EUR.001	GBP	Consumer Discretionary	International Equity
BXBZB0906	HEXPOL AB COMMON STOCK SEK.2	SEK	Materials	International Equity
BYN591908	DOMINO S PIZZA GROUP PLC COMMON STOCK GBP.005208	GBP	Consumer Discretionary	International Equity
BYP79G909	MITHRA PHARMACEUTICALS COMMON STOCK	EUR	Health Care	International Equity
BYQ0JC901	BEAZLEY PLC COMMON STOCK GBP.05	GBP	Financials	International Equity
BYT934904	SCOUT24 SE COMMON STOCK	EUR	Communication Services	International Equity
BYXJC2901	IBSTOCK PLC COMMON STOCK GBP.01	GBP	Materials	International Equity
BYY8LS907	MAISONS DU MONDE SA COMMON STOCK EUR3.24	EUR	Consumer Discretionary	International Equity
BYZ2JR904	RHI MAGNESITA NV COMMON STOCK EUR1.0	GBP	Materials	International Equity
BZ0492901	MUNTERS GROUP AB COMMON STOCK SEK.03	SEK	Industrials	International Equity
BZ5ZWZ908	MEGAPORT LTD COMMON STOCK	AUD	Information Technology	International Equity
008073108	AEROVIRONMENT INC COMMON STOCK USD.0001	USD	Industrials	Domestic Equity
01438T106	ALDEYRA THERAPEUTICS INC COMMON STOCK USD.001	USD	Health Care	Domestic Equity
01644J108	ALKAMI TECHNOLOGY INC COMMON STOCK USD.001	USD	Information Technology	Domestic Equity
02553E106	AMERICAN EAGLE OUTFITTERS COMMON STOCK USD.01	USD	Consumer Discretionary	Domestic Equity
03763A207	APOLLO MEDICAL HOLDINGS INC COMMON STOCK USD.001	USD	Health Care	Domestic Equity
03783C100	APPFOLIO INC A COMMON STOCK USD.0001	USD	Information Technology	Domestic Equity
04280A100	ARROWHEAD PHARMACEUTICALS IN COMMON STOCK USD.001	USD	Health Care	Domestic Equity
04335A105	ARVINAS INC COMMON STOCK USD.001	USD	Health Care	Domestic Equity
04342Y104	ASANA INC CL A COMMON STOCK USD.00001	USD	Information Technology	Domestic Equity
04963C209	ATRICURE INC COMMON STOCK USD.001	USD	Health Care	Domestic Equity
09239B109	BLACKLINE INC COMMON STOCK USD.01	USD	Information Technology	Domestic Equity
09627Y109	BLUEPRINT MEDICINES CORP COMMON STOCK USD.001	USD	Health Care	Domestic Equity
10806X102	BRIDGEBIO PHARMA INC COMMON STOCK	USD	Health Care	Domestic Equity
109696104	BRINK S CO/THE COMMON STOCK USD1.0	USD	Industrials	Domestic Equity
12571T100	CMC MATERIALS INC COMMON STOCK USD.001	USD	Information Technology	Domestic Equity
12769G100	CAESARS ENTERTAINMENT INC COMMON STOCK	USD	Consumer Discretionary	Domestic Equity
14167L103	CAREDX INC COMMON STOCK USD.001	USD	Health Care	Domestic Equity
147448104	CASELLA WASTE SYSTEMS INC A COMMON STOCK USD.01	USD	Industrials	Domestic Equity
147528103	CASEY S GENERAL STORES INC COMMON STOCK NPV	USD	Consumer Staples	Domestic Equity
15118V207	CELSIUS HOLDINGS INC COMMON STOCK USD.001	USD	Consumer Staples	Domestic Equity
16115Q308	CHART INDUSTRIES INC COMMON STOCK USD.01	USD	Industrials	Domestic Equity
192422103	COGNEX CORP COMMON STOCK USD.002	USD	Information Technology	Domestic Equity
194014106	COLFAX CORP COMMON STOCK USD.001	USD	Industrials	Domestic Equity
207410101	CONMED CORP COMMON STOCK USD.01	USD	Health Care	Domestic Equity
229050307	CRYOPORT INC COMMON STOCK USD.001	USD	Health Care	Domestic Equity
24823R105	DENALI THERAPEUTICS INC COMMON STOCK USD.01	USD	Health Care	Domestic Equity
25400W102	DIGITAL TURBINE INC COMMON STOCK USD.0001	USD	Information Technology	Domestic Equity
26927E104	EVO PAYMENTS INC CLASS A COMMON STOCK USD.0001	USD	Information Technology	Domestic Equity
28106W103	EDITAS MEDICINE INC COMMON STOCK USD.0001	USD	Health Care	Domestic Equity
29358P101	ENSIGN GROUP INC/THE COMMON STOCK USD.001	USD	Health Care	Domestic Equity
29362U104	ENTEGRIS INC COMMON STOCK USD.01	USD	Information Technology	Domestic Equity
29978A104	EVERBRIDGE INC COMMON STOCK USD.001	USD	Information Technology	Domestic Equity
30034T103	EVERI HOLDINGS INC COMMON STOCK USD.001	USD	Consumer Discretionary	Domestic Equity
30050B101	EVOLENT HEALTH INC A COMMON STOCK USD.01	USD	Health Care	Domestic Equity
31189P102	FATE THERAPEUTICS INC COMMON STOCK USD.001	USD	Health Care	Domestic Equity
32020R109	FIRST FINL BANKSHARES INC COMMON STOCK USD.01	USD	Financials	Domestic Equity

338307101	FIVE9 INC COMMON STOCK USD.001	USD	Information Technology	Domestic Equity
339750101	FLOOR + DECOR HOLDINGS INC A COMMON STOCK USD.001	USD	Consumer Discretionary	Domestic Equity
40637H109	HALOZYME THERAPEUTICS INC COMMON STOCK USD.001	USD	Health Care	Domestic Equity
449253103	IAA INC COMMON STOCK USD.01	USD	Industrials	Domestic Equity
45332Y109	INARI MEDICAL INC COMMON STOCK USD.001	USD	Health Care	Domestic Equity
457669307	INSMED INC COMMON STOCK USD.01	USD	Health Care	Domestic Equity
457730109	INSPIRE MEDICAL SYSTEMS INC COMMON STOCK USD.001	USD	Health Care	Domestic Equity
45826J105	INTELLIA THERAPEUTICS INC COMMON STOCK USD.0001	USD	Health Care	Domestic Equity
477839104	JOHN BEAN TECHNOLOGIES CORP COMMON STOCK USD.01	USD	Industrials	Domestic Equity
48576A100	KARUNA THERAPEUTICS INC COMMON STOCK USD.00001	USD	Health Care	Domestic Equity
49714P108	KINSALE CAPITAL GROUP INC COMMON STOCK USD.01	USD	Financials	Domestic Equity
50015M109	KODIAK SCIENCES INC COMMON STOCK USD.0001	USD	Health Care	Domestic Equity
50127T109	KURA ONCOLOGY INC COMMON STOCK USD.0001	USD	Health Care	Domestic Equity
50212V100	LPL FINANCIAL HOLDINGS INC COMMON STOCK	USD	Financials	Domestic Equity
515098101	LANDSTAR SYSTEM INC COMMON STOCK USD.01	USD	Industrials	Domestic Equity
518415104	LATTICE SEMICONDUCTOR CORP COMMON STOCK USD.01	USD	Information Technology	Domestic Equity
55024U109	LUMENTUM HOLDINGS INC COMMON STOCK USD.001	USD	Information Technology	Domestic Equity
553498106	MSA SAFETY INC COMMON STOCK	USD	Industrials	Domestic Equity
567908108	MARINEMAX INC COMMON STOCK USD.001	USD	Consumer Discretionary	Domestic Equity
573284106	MARTIN MARIETTA MATERIALS COMMON STOCK USD.01	USD	Materials	Domestic Equity
57776J100	MAXLINEAR INC COMMON STOCK	USD	Information Technology	Domestic Equity
58506Q109	MEDPACE HOLDINGS INC COMMON STOCK USD.01	USD	Health Care	Domestic Equity
589889104	MERIT MEDICAL SYSTEMS INC COMMON STOCK	USD	Health Care	Domestic Equity
60935Y208	MONEYGRAM INTERNATIONAL INC COMMON STOCK USD.01	USD	Information Technology	Domestic Equity
632307104	NATERA INC COMMON STOCK USD.0001	USD	Health Care	Domestic Equity
64049M209	NEOGENOMICS INC COMMON STOCK USD.001	USD	Health Care	Domestic Equity
68213N109	OMNICELL INC COMMON STOCK USD.001	USD	Health Care	Domestic Equity
690732102	OWENS + MINOR INC COMMON STOCK USD2.0	USD	Health Care	Domestic Equity
69343T107	PJT PARTNERS INC A COMMON STOCK	USD	Financials	Domestic Equity
705573103	PEGASYSTEMS INC COMMON STOCK USD.01	USD	Information Technology	Domestic Equity
72703H101	PLANET FITNESS INC CL A COMMON STOCK USD.0001	USD	Consumer Discretionary	Domestic Equity
72919P202	PLUG POWER INC COMMON STOCK USD.01	USD	Industrials	Domestic Equity
74340E103	PROGYNY INC COMMON STOCK USD.0001	USD	Health Care	Domestic Equity
74346Y103	PROS HOLDINGS INC COMMON STOCK USD.001	USD	Information Technology	Domestic Equity
747316107	QUAKER CHEMICAL CORPORATION COMMON STOCK USD1.0	USD	Materials	Domestic Equity
74736L109	Q2 HOLDINGS INC COMMON STOCK USD.0001	USD	Information Technology	Domestic Equity
753422104	RAPID7 INC COMMON STOCK USD.01	USD	Information Technology	Domestic Equity
76680R206	RINGCENTRAL INC CLASS A COMMON STOCK USD.0001	USD	Information Technology	Domestic Equity
767744105	RITCHIE BROS AUCTIONEERS COMMON STOCK	USD	Industrials	Domestic Equity
782011100	RUSH STREET INTERACTIVE INC COMMON STOCK USD.0001	USD	Consumer Discretionary	Domestic Equity
826919102	SILICON LABORATORIES INC COMMON STOCK USD.0001	USD	Information Technology	Domestic Equity
82900L102	SIMPLY GOOD FOODS CO/THE COMMON STOCK USD.0001	USD	Consumer Staples	Domestic Equity
83200N103	SMARTSHEET INC CLASS A COMMON STOCK	USD	Information Technology	Domestic Equity
85209W109	SPROUT SOCIAL INC CLASS A COMMON STOCK USD.0001	USD	Information Technology	Domestic Equity
852312305	STAAR SURGICAL CO COMMON STOCK USD.01	USD	Health Care	Domestic Equity
86614U100	SUMMIT MATERIALS INC CL A COMMON STOCK USD.01	USD	Materials	Domestic Equity
87652V109	TASKUS INC A COMMON STOCK USD.01	USD	Information Technology	Domestic Equity

87874R100	TECHTARGET COMMON STOCK USD.001	USD	Communication Services	Domestic Equity
88033G407	TENET HEALTHCARE CORP COMMON STOCK USD.05	USD	Health Care	Domestic Equity
88322Q108	TG THERAPEUTICS INC COMMON STOCK USD.001	USD	Health Care	Domestic Equity
88331L108	BEAUTY HEALTH CO/THE COMMON STOCK USD.0001	USD	Consumer Staples	Domestic Equity
89531P105	TREX COMPANY INC COMMON STOCK USD.01	USD	Industrials	Domestic Equity
90041T108	TURNING POINT THERAPEUTICS I COMMON STOCK USD.0001	USD	Health Care	Domestic Equity
902104108	II VI INC COMMON STOCK	USD	Information Technology	Domestic Equity
913483103	UNIVERSAL ELECTRONICS INC COMMON STOCK USD.01	USD	Consumer Discretionary	Domestic Equity
91688F104	UPWORK INC COMMON STOCK USD.0001	USD	Industrials	Domestic Equity
92337C104	VERASTEM INC COMMON STOCK USD.0001	USD	Health Care	Domestic Equity
92763M105	VIPER ENERGY PARTNERS LP COMMON STOCK	USD	Energy	Domestic Equity
974155103	WINGSTOP INC COMMON STOCK USD.01	USD	Consumer Discretionary	Domestic Equity
980745103	WOODWARD INC COMMON STOCK USD.00292	USD	Industrials	Domestic Equity
G11196105	BIOHAVEN PHARMACEUTICAL HOLD COMMON STOCK	USD	Health Care	Domestic Equity
G46188101	HORIZON THERAPEUTICS PLC COMMON STOCK USD.0001	USD	Health Care	Domestic Equity
001744101	AMN HEALTHCARE SERVICES INC COMMON STOCK USD.01	USD	Health Care	Domestic Equity
00191U102	ASGN INC COMMON STOCK USD.01	USD	Industrials	Domestic Equity
00246W103	AXT INC COMMON STOCK USD.001	USD	Information Technology	Domestic Equity
002896207	ABERCROMBIE + FITCH CO CL A COMMON STOCK USD.01	USD	Consumer Discretionary	Domestic Equity
00402L107	ACADEMY SPORTS + OUTDOORS IN COMMON STOCK USD.01	USD	Consumer Discretionary	Domestic Equity
00508Y102	ACUITY BRANDS INC COMMON STOCK USD.01	USD	Industrials	Domestic Equity
007800105	AEROJET ROCKETDYNE HOLDINGS COMMON STOCK USD.1	USD	Industrials	Domestic Equity
017175100	ALLEGHANY CORP COMMON STOCK USD1.0	USD	Financials	Domestic Equity
02208R106	ALTRA INDUSTRIAL MOTION CORP COMMON STOCK USD.001	USD	Industrials	Domestic Equity
023586100	AMERCO COMMON STOCK USD.25	USD	Industrials	Domestic Equity
02553E106	AMERICAN EAGLE OUTFITTERS COMMON STOCK USD.01	USD	Consumer Discretionary	Domestic Equity
02913V103	AMERICAN PUBLIC EDUCATION COMMON STOCK USD.01	USD	Consumer Discretionary	Domestic Equity
030506109	AMERICAN WOODMARK CORP COMMON STOCK	USD	Industrials	Domestic Equity
03475V101	ANGIODYNAMICS INC COMMON STOCK USD.01	USD	Health Care	Domestic Equity
04911A107	ATLANTIC UNION BANKSHARES CO COMMON STOCK USD1.33	USD	Financials	Domestic Equity
05577W200	BRP INC/CA SUB VOTING COMMON STOCK	USD	Consumer Discretionary	Domestic Equity
064520109	THE BANK OF PRINCETON COMMON STOCK USD5.0	USD	Financials	Domestic Equity
084680107	BERKSHIRE HILLS BANCORP INC COMMON STOCK USD.01	USD	Financials	Domestic Equity
09060J106	BIODELIVERY SCIENCES INTL COMMON STOCK USD.001	USD	Health Care	Domestic Equity
155685100	CENTRAL VALLEY COMM BANCORP COMMON STOCK	USD	Financials	Domestic Equity
16150R104	CHASE CORP COMMON STOCK USD.1	USD	Materials	Domestic Equity
171484108	CHURCHILL DOWNS INC COMMON STOCK	USD	Consumer Discretionary	Domestic Equity
192479103	COHERENT INC COMMON STOCK USD.01	USD	Information Technology	Domestic Equity
192576106	COHU INC COMMON STOCK USD1.0	USD	Information Technology	Domestic Equity
199333105	COLUMBUS MCKINNON CORP/NY COMMON STOCK USD.01	USD	Industrials	Domestic Equity
199908104	COMFORT SYSTEMS USA INC COMMON STOCK USD.01	USD	Industrials	Domestic Equity
201723103	COMMERCIAL METALS CO COMMON STOCK USD.01	USD	Materials	Domestic Equity
227483104	CROSS COUNTRY HEALTHCARE INC COMMON STOCK USD.0001	USD	Health Care	Domestic Equity
231561101	CURTISS WRIGHT CORP COMMON STOCK USD1.0	USD	Industrials	Domestic Equity
235825205	DANA INC COMMON STOCK USD.01	USD	Consumer Discretionary	Domestic Equity
243537107	DECKERS OUTDOOR CORP COMMON STOCK USD.01	USD	Consumer Discretionary	Domestic Equity
24665A103	DELEK US HOLDINGS INC COMMON STOCK USD.01	USD	Energy	Domestic Equity

25432X102	DIME COMMUNITY BANCSHARES IN COMMON STOCK USD.01	USD	Financials	Domestic Equity
25960R105	DOUGLAS DYNAMICS INC COMMON STOCK USD.01	USD	Industrials	Domestic Equity
29084Q100	EMCOR GROUP INC COMMON STOCK USD.01	USD	Industrials	Domestic Equity
29261A100	ENCOMPASS HEALTH CORP COMMON STOCK USD.01	USD	Health Care	Domestic Equity
30161Q104	EXELIXIS INC COMMON STOCK USD.001	USD	Health Care	Domestic Equity
302941109	FTI CONSULTING INC COMMON STOCK USD.01	USD	Industrials	Domestic Equity
31946M103	FIRST CITIZENS BCSHS CL A COMMON STOCK USD1.0	USD	Financials	Domestic Equity
31983A103	FIRST COMMUNITY BANKSHARES COMMON STOCK USD1.0	USD	Financials	Domestic Equity
320817109	FIRST MERCHANTS CORP COMMON STOCK	USD	Financials	Domestic Equity
344849104	FOOT LOCKER INC COMMON STOCK USD.01	USD	Consumer Discretionary	Domestic Equity
368678108	GENCOR INDUSTRIES INC COMMON STOCK USD.1	USD	Industrials	Domestic Equity
371901109	GENTEX CORP COMMON STOCK USD.06	USD	Consumer Discretionary	Domestic Equity
374689107	GIBRALTAR INDUSTRIES INC COMMON STOCK USD.01	USD	Industrials	Domestic Equity
377320106	GLATFELTER CORP COMMON STOCK USD.01	USD	Materials	Domestic Equity
387328107	GRANITE CONSTRUCTION INC COMMON STOCK USD.01	USD	Industrials	Domestic Equity
404251100	HNI CORP COMMON STOCK USD1.0	USD	Industrials	Domestic Equity
413160102	HARMONIC INC COMMON STOCK USD.001	USD	Information Technology	Domestic Equity
422819102	HEIDRICK + STRUGGLES INTL COMMON STOCK USD.01	USD	Industrials	Domestic Equity
42330P107	HELIX ENERGY SOLUTIONS GROUP COMMON STOCK	USD	Energy	Domestic Equity
423452101	HELMERICH + PAYNE COMMON STOCK USD.1	USD	Energy	Domestic Equity
428567101	HIBBETT INC COMMON STOCK USD.01	USD	Consumer Discretionary	Domestic Equity
43940T109	HOPE BANCORP INC COMMON STOCK USD.001	USD	Financials	Domestic Equity
447011107	HUNTSMAN CORP COMMON STOCK USD.01	USD	Materials	Domestic Equity
44925C103	ICF INTERNATIONAL INC COMMON STOCK USD.001	USD	Industrials	Domestic Equity
45781M101	INNOVIVA INC COMMON STOCK USD.01	USD	Health Care	Domestic Equity
46146L101	INVESTORS BANCORP INC COMMON STOCK USD.01	USD	Financials	Domestic Equity
48242W106	KBR INC COMMON STOCK USD.001	USD	Industrials	Domestic Equity
482738101	KVH INDUSTRIES INC COMMON STOCK USD.01	USD	Information Technology	Domestic Equity
483007704	KAISER ALUMINUM CORP COMMON STOCK USD.01	USD	Materials	Domestic Equity
48666K109	KB HOME COMMON STOCK USD1.0	USD	Consumer Discretionary	Domestic Equity
50216C108	LSI INDUSTRIES INC COMMON STOCK	USD	Industrials	Domestic Equity
505336107	LA Z BOY INC COMMON STOCK USD1.0	USD	Consumer Discretionary	Domestic Equity
511637100	LAKELAND BANCORP INC COMMON STOCK	USD	Financials	Domestic Equity
525327102	LEIDOS HOLDINGS INC COMMON STOCK USD.0001	USD	Industrials	Domestic Equity
552676108	MDC HOLDINGS INC COMMON STOCK USD.01	USD	Consumer Discretionary	Domestic Equity
55306N104	MKS INSTRUMENTS INC COMMON STOCK	USD	Information Technology	Domestic Equity
556269108	STEVEN MADDEN LTD COMMON STOCK USD.0001	USD	Consumer Discretionary	Domestic Equity
55825T103	MADISON SQUARE GARDEN SPORTS COMMON STOCK USD.01	USD	Communication Services	Domestic Equity
55826T102	MADISON SQUARE GARDEN ENTERT COMMON STOCK USD.01	USD	Communication Services	Domestic Equity
55933J203	MAGNACHIP SEMICONDUCTOR CORP COMMON STOCK USD.01	USD	Information Technology	Domestic Equity
559663109	MAGNOLIA OIL + GAS CORP A COMMON STOCK USD.0001	USD	Energy	Domestic Equity
575385109	MASONITE INTERNATIONAL CORP COMMON STOCK	USD	Industrials	Domestic Equity
57637H103	MASTERCRAFT BOAT HOLDINGS IN COMMON STOCK USD.01	USD	Consumer Discretionary	Domestic Equity
57776J100	MAXLINEAR INC COMMON STOCK	USD	Information Technology	Domestic Equity
589584101	MERIDIAN BIOSCIENCE INC COMMON STOCK	USD	Health Care	Domestic Equity
591520200	METHODE ELECTRONICS INC COMMON STOCK USD.5	USD	Information Technology	Domestic Equity
600544100	MILLERKNOLL INC COMMON STOCK USD.2	USD	Industrials	Domestic Equity

600551204	MILLER INDUSTRIES INC/TENN COMMON STOCK USD.01	USD	Industrials	Domestic Equity
624756102	MUELLER INDUSTRIES INC COMMON STOCK USD.01	USD	Industrials	Domestic Equity
635906100	NATIONAL HEALTHCARE CORP COMMON STOCK USD.01	USD	Health Care	Domestic Equity
64051T100	NEOPHOTONICS CORP COMMON STOCK USD.0025	USD	Information Technology	Domestic Equity
65158N102	NEWMARK GROUP INC CLASS A COMMON STOCK USD.01	USD	Real Estate	Domestic Equity
668074305	NORTHWESTERN CORP COMMON STOCK USD.01	USD	Utilities	Domestic Equity
671044105	OSI SYSTEMS INC COMMON STOCK	USD	Information Technology	Domestic Equity
675234108	OCEANFIRST FINANCIAL CORP COMMON STOCK USD.01	USD	Financials	Domestic Equity
680223104	OLD REPUBLIC INTL CORP COMMON STOCK USD1.0	USD	Financials	Domestic Equity
683344105	ONTO INNOVATION INC COMMON STOCK	USD	Information Technology	Domestic Equity
68554V108	ORASURE TECHNOLOGIES INC COMMON STOCK USD.000001	USD	Health Care	Domestic Equity
688239201	OSHKOSH CORP COMMON STOCK USD.01	USD	Industrials	Domestic Equity
69047Q102	OVINTIV INC COMMON STOCK	USD	Energy	Domestic Equity
690742101	OWENS CORNING COMMON STOCK USD.001	USD	Industrials	Domestic Equity
69336V101	PGT INNOVATIONS INC COMMON STOCK USD.01	USD	Industrials	Domestic Equity
712704105	PEOPLE S UNITED FINANCIAL COMMON STOCK USD.01	USD	Financials	Domestic Equity
71375U101	PERFICIENT INC COMMON STOCK USD.001	USD	Information Technology	Domestic Equity
724078100	PIPER SANDLER COS COMMON STOCK USD.01	USD	Financials	Domestic Equity
731068102	POLARIS INC COMMON STOCK USD.01	USD	Consumer Discretionary	Domestic Equity
736508847	PORTLAND GENERAL ELECTRIC CO COMMON STOCK	USD	Utilities	Domestic Equity
743312100	PROGRESS SOFTWARE CORP COMMON STOCK USD.01	USD	Information Technology	Domestic Equity
74386T105	PROVIDENT FINANCIAL SERVICES COMMON STOCK USD.01	USD	Financials	Domestic Equity
745867101	PULTEGROUP INC COMMON STOCK USD.01	USD	Consumer Discretionary	Domestic Equity
74736K101	QORVO INC COMMON STOCK USD.0001	USD	Information Technology	Domestic Equity
747619104	QUANEX BUILDING PRODUCTS COMMON STOCK USD.01	USD	Industrials	Domestic Equity
758750103	REGAL REXNORD CORP COMMON STOCK USD.01	USD	Industrials	Domestic Equity
761624105	REX AMERICAN RESOURCES CORP COMMON STOCK USD.01	USD	Energy	Domestic Equity
800363103	SANDY SPRING BANCORP INC COMMON STOCK USD1.0	USD	Financials	Domestic Equity
806882106	SCHNITZER STEEL INDS INC A COMMON STOCK USD1.0	USD	Materials	Domestic Equity
808625107	SCIENCE APPLICATIONS INTE COMMON STOCK USD.0001	USD	Industrials	Domestic Equity
816300107	SELECTIVE INSURANCE GROUP COMMON STOCK USD2.0	USD	Financials	Domestic Equity
84790A105	SPECTRUM BRANDS HOLDINGS INC COMMON STOCK USD.01	USD	Consumer Staples	Domestic Equity
85917A100	STERLING BANCORP/DE COMMON STOCK USD.01	USD	Financials	Domestic Equity
860630102	STIFEL FINANCIAL CORP COMMON STOCK USD.15	USD	Financials	Domestic Equity
86183P102	STONERIDGE INC COMMON STOCK	USD	Consumer Discretionary	Domestic Equity
86333M108	STRIDE INC COMMON STOCK USD.0001	USD	Consumer Discretionary	Domestic Equity
88162G103	TETRA TECH INC COMMON STOCK USD.01	USD	Industrials	Domestic Equity
887399103	TIMKENSTEEL CORP COMMON STOCK	USD	Materials	Domestic Equity
898349204	TRUSTCO BANK CORP NY COMMON STOCK USD1.0	USD	Financials	Domestic Equity
900450206	TURTLE BEACH CORP COMMON STOCK	USD	Information Technology	Domestic Equity
904214103	UMPQUA HOLDINGS CORP COMMON STOCK	USD	Financials	Domestic Equity
90984P303	UNITED COMMUNITY BANKS/GA COMMON STOCK USD1.0	USD	Financials	Domestic Equity
909907107	UNITED BANKSHARES INC COMMON STOCK USD2.5	USD	Financials	Domestic Equity
910340108	UNITED FIRE GROUP INC COMMON STOCK USD.001	USD	Financials	Domestic Equity
91347P105	UNIVERSAL DISPLAY CORP COMMON STOCK USD.01	USD	Information Technology	Domestic Equity
917047102	URBAN OUTFITTERS INC COMMON STOCK USD.0001	USD	Consumer Discretionary	Domestic Equity
927107409	VILLAGE SUPER MARKET CLASS A COMMON STOCK	USD	Consumer Staples	Domestic Equity

928298108	VISHAY INTERTECHNOLOGY INC COMMON STOCK USD.1	USD	Information Technology	Domestic Equity
92839U206	VISTEON CORP COMMON STOCK	USD	Consumer Discretionary	Domestic Equity
938824109	WASHINGTON FEDERAL INC COMMON STOCK USD1.0	USD	Financials	Domestic Equity
940610108	WASHINGTON TRUST BANCORP COMMON STOCK USD.0625	USD	Financials	Domestic Equity
947890109	WEBSTER FINANCIAL CORP COMMON STOCK USD.01	USD	Financials	Domestic Equity
957638109	WESTERN ALLIANCE BANCORP COMMON STOCK USD.0001	USD	Financials	Domestic Equity
96684W100	WHOLE EARTH BRANDS INC COMMON STOCK USD.0001	USD	Consumer Staples	Domestic Equity
969904101	WILLIAMS SONOMA INC COMMON STOCK USD.01	USD	Consumer Discretionary	Domestic Equity
G3223R108	EVEREST RE GROUP LTD COMMON STOCK USD.01	USD	Financials	Domestic Equity
G4388N106	HELEN OF TROY LTD COMMON STOCK USD.1	USD	Consumer Discretionary	Domestic Equity
G50871105	JAZZ PHARMACEUTICALS PLC COMMON STOCK USD.0001	USD	Health Care	Domestic Equity
G6564A105	NOMAD FOODS LTD COMMON STOCK	USD	Consumer Staples	Domestic Equity
G9059U107	TRINSEO PLC COMMON STOCK	USD	Materials	Domestic Equity
M3760D101	ELBIT SYSTEMS LTD COMMON STOCK ILS1.0	USD	Industrials	Domestic Equity
M84116108	SILICOM LTD COMMON STOCK ILS.01	USD	Information Technology	Domestic Equity
M87915274	TOWER SEMICONDUCTOR LTD COMMON STOCK ILS1.0	USD	Information Technology	Domestic Equity