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Effective as of 19 December 2022

Dow Jones Sustainability North America Index

Company	Location	Industry Group	Comment
Aptiv PLC	United States	Automobiles & Components	
General Motors Company	United States	Automobiles & Components	
Bank of America Corporation	United States	Banks	
Bank of Montreal	Canada	Banks	
Canadian Imperial Bank of Commerce	Canada	Banks	
Royal Bank of Canada	Canada	Banks	
The Bank of Nova Scotia	Canada	Banks	
The Toronto-Dominion Bank	Canada	Banks	
Caterpillar Inc.	United States	Capital Goods	
Cummins Inc.	United States	Capital Goods	
ngersoll Rand Inc.	United States	Capital Goods	Addition
Lockheed Martin Corporation	United States	Capital Goods	7 tadition
Northrop Grumman Corporation	United States	Capital Goods	
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Owens Corning	United States	Capital Goods	
Rockwell Automation, Inc.	United States	Capital Goods	
Stanley Black & Decker, Inc.	United States	Capital Goods	
Trane Technologies plc	Ireland	Capital Goods	
W.W. Grainger, Inc.	United States	Capital Goods	
Jacobs Solutions Inc.	United States	Commercial & Professional Services	
ManpowerGroup Inc.	United States	Commercial & Professional Services	
Republic Services, Inc.	United States	Commercial & Professional Services	
Waste Management, Inc.	United States	Commercial & Professional Services	
Gildan Activewear Inc.	Canada	Consumer Durables & Apparel	
Whirlpool Corporation	United States	Consumer Durables & Apparel	
Hilton Worldwide Holdings Inc.	United States	Consumer Services	
_as Vegas Sands Corp.	United States	Consumer Services	
Restaurant Brands International Inc.	Canada	Consumer Services	Addition
Yum! Brands, Inc.	United States	Consumer Services	
BlackRock, Inc.	United States	Diversified Financials	
Moody's Corporation	United States	Diversified Financials	
Nasdaq, Inc.	United States	Diversified Financials	
Northern Trust Corporation	United States	Diversified Financials	
S&P Global Inc.	United States	Diversified Financials	
State Street Corporation	United States	Diversified Financials	
The Bank of New York Mellon Corporation	United States	Diversified Financials Diversified Financials	
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Voya Financial, Inc.	United States	Diversified Financials	
ConocoPhillips	United States	Energy	
Enbridge Inc.	Canada	Energy	
Halliburton Company	United States	Energy	
Hess Corporation	United States	Energy	
Marathon Petroleum Corporation	United States	Energy	
Suncor Energy Inc.	Canada	Energy	
Γhe Williams Companies, Inc.	United States	Energy	
Nalgreens Boots Alliance, Inc.	United States	Food & Staples Retailing	
Walmart Inc.	United States	Food & Staples Retailing	Addition
General Mills, Inc.	United States	Food, Beverage & Tobacco	
Mondelez International, Inc.	United States	Food, Beverage & Tobacco	
PepsiCo, Inc.	United States	Food, Beverage & Tobacco	Addition
Philip Morris International Inc.	United States	Food, Beverage & Tobacco	
The Hershey Company	United States	Food, Beverage & Tobacco	
Abbott Laboratories	United States	Health Care Equipment & Services	
Baxter International Inc.	United States	Health Care Equipment & Services	
Becton, Dickinson and Company	United States	Health Care Equipment & Services	
Boston Scientific Corporation	United States	Health Care Equipment & Services	
Cigna Corporation	United States	Health Care Equipment & Services	

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CVS Health Corporation	United States	Health Care Equipment & Services
Edwards Lifesciences Corporation	United States	Health Care Equipment & Services
Elevance Health Inc.	United States	Health Care Equipment & Services
Hologic, Inc.	United States	Health Care Equipment & Services
Medtronic plc	United States	Health Care Equipment & Services
UnitedHealth Group Incorporated	United States	Health Care Equipment & Services
Colgate-Palmolive Company	United States	Household & Personal Products
The Estée Lauder Companies Inc.	United States	Household & Personal Products
The Procter & Gamble Company	United States	Household & Personal Products
Aflac Incorporated	United States	Insurance
Lincoln National Corporation	United States	Insurance
Manulife Financial Corporation	Canada	Insurance
MetLife, Inc.	United States	Insurance
Sun Life Financial Inc.	Canada	Insurance
The Allstate Corporation	United States	Insurance
Γhe Hartford Financial Services Group, Inc.	United States	Insurance
Air Products and Chemicals. Inc.	United States	Materials
Alcoa Corporation	United States	Materials
·	United States	Materials Materials
Ball Corporation		Materials Materials
Dow Inc. Ecolab Inc.	United States	
	United States	Materials
nternational Flavors & Fragrances Inc.	United States	Materials
inde plc	United Kingdom	Materials
Newmont Corporation	United States	Materials
eck Resources Limited	Canada	Materials
VestRock Company	United States	Materials
Alphabet Inc.	United States	Media & Entertainment
Snap Inc.	United States	Media & Entertainment
The Interpublic Group of Companies, Inc.	United States	Media & Entertainment
Γhe Walt Disney Company	United States	Media & Entertainment Addition
AbbVie Inc.	United States	Pharmaceuticals, Biotechnology & Life Sciences
Agilent Technologies, Inc.	United States	Pharmaceuticals, Biotechnology & Life Sciences
Biogen Inc.	United States	Pharmaceuticals, Biotechnology & Life Sciences
Eli Lilly and Company	United States	Pharmaceuticals, Biotechnology & Life Sciences Addition
llumina, Inc.	United States	Pharmaceuticals, Biotechnology & Life Sciences
Merck & Co., Inc.	United States	Pharmaceuticals, Biotechnology & Life Sciences Addition
Regeneron Pharmaceuticals, Inc.	United States	Pharmaceuticals, Biotechnology & Life Sciences
Vaters Corporation	United States	Pharmaceuticals, Biotechnology & Life Sciences
Boston Properties, Inc.	United States	Real Estate
CBRE Group, Inc.	United States	Real Estate
Healthpeak Properties, Inc.	United States	Real Estate
Host Hotels & Resorts, Inc.	United States	Real Estate
Iones Lang LaSalle Incorporated	United States	Real Estate
Kimco Realty Corporation	United States	Real Estate
Prologis, Inc.	United States	Real Estate
/entas, Inc.	United States	Real Estate
		Retailing
Sest Buy Co., Inc.	United States Canada	
Canadian Tire Corporation, Limited		Retailing
Bay Inc.	United States	Retailing
Etsy, Inc.	United States	Retailing
Kohl's Corporation	United States	Retailing
Lowe's Companies, Inc.	United States	Retailing
Гhe Gap, Inc.	United States	Retailing
Williams-Sonoma, Inc.	United States	Retailing Addition
ntel Corporation	United States	Semiconductors & Semiconductor Equipment

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Lam Research Corporation	United States	Semiconductors & Semiconductor Equipment	
Micron Technology, Inc.	United States	Semiconductors & Semiconductor Equipment	
NVIDIA Corporation	United States	Semiconductors & Semiconductor Equipment	
ON Semiconductor Corporation	United States	Semiconductors & Semiconductor Equipment	
QUALCOMM Incorporated	United States	Semiconductors & Semiconductor Equipment	
Accenture plc	United States	Software & Services	
Adobe Inc.	United States	Software & Services	
Akamai Technologies, Inc.	United States	Software & Services	
Amdocs Limited	United States	Software & Services	
Autodesk, Inc.	United States	Software & Services	
CGI Inc.	Canada	Software & Services	
Fortinet, Inc.	United States	Software & Services A	Addition
Gen Digital Inc.	United States	Software & Services	
International Business Machines Corporation	United States	Software & Services	
Mastercard Incorporated	United States	Software & Services	
Microsoft Corporation	United States	Software & Services	
Open Text Corporation	Canada	Software & Services	Addition
PayPal Holdings, Inc.	United States	Software & Services	Addition
Salesforce, Inc.	United States	Software & Services	
ServiceNow, Inc.	United States	Software & Services	
Teradata Corporation	United States	Software & Services	
Tyler Technologies, Inc.	United States	Software & Services	
Visa Inc.	United States	Software & Services	
VMware, Inc.	United States	Software & Services	
Cisco Systems, Inc.	United States	Technology Hardware & Equipment	
Hewlett Packard Enterprise Company	United States	Technology Hardware & Equipment	
HP Inc.	United States	Technology Hardware & Equipment	
Keysight Technologies, Inc.	United States	Technology Hardware & Equipment	
TE Connectivity Ltd.	United States	Technology Hardware & Equipment	
AT&T Inc.	United States	Telecommunication Services	
TELUS Corporation	Canada	Telecommunication Services	
American Airlines Group Inc.	United States	Transportation	
Canadian National Railway Company	Canada	Transportation	
Canadian Pacific Railway Limited	Canada	Transportation	
CSX Corporation	United States	Transportation	
Union Pacific Corporation	United States	•	Addition
Duke Energy Corporation	United States	Utilities	
Entergy Corporation	United States	Utilities	
Exelon Corporation	United States	Utilities	
NiSource Inc.	United States	Utilities	
Public Service Enterprise Group Incorporated	United States	Utilities	
Sempra	United States	Utilities	
The AES Corporation	United States	Utilities	
	Office States	- unuo	

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