

GICS Industry Group	Country	Currency	Range	Reference Weight	Actual Weight
Household & Personal Products	FR	EUR	0 to 5%	0.69%	
Utilities	ES	EUR	0 to 5%	0.69%	
Automobiles & Components	DE	EUR	0 to 5%	0.69%	
Energy	ES	EUR	0 to 5%	0.69%	
Financial Services	DE	EUR	0 to 5%	0.69%	
Telecommunication Services	DE	EUR	0 to 5%	0.69%	
Banks	FR	EUR	0 to 5%	0.69%	
Materials	JP	JPY	0 to 5%	0.69%	
Software & Services	IL	ILS	0 to 5%	0.69%	
Consumer Durables & Apparel	JP	JPY	0 to 5%	0.69%	
Semiconductors & Semiconductor Equipment	JP	JPY	0 to 5%	0.69%	
Utilities	JP	JPY	0 to 5%	0.69%	
Pharmaceuticals, Biotechnology & Life Sciences	JP	JPY	0 to 5%	0.69%	
Pharmaceuticals, Biotechnology & Life Sciences	CH	CHF	0 to 5%	0.69%	
Energy	NO	NOK	0 to 5%	0.69%	
Banks	FR	EUR	0 to 5%	0.69%	
Materials	CA	CAD	0 to 5%	0.69%	
Capital Goods	FR	EUR	0 to 5%	0.69%	
Materials	US	USD	0 to 5%	0.69%	
Financial Services	US	USD	0 to 5%	0.69%	
Capital Goods	FR	EUR	0 to 5%	0.69%	
Capital Goods	NL	USD	0 to 5%	0.69%	
Financial Services	SE	SEK	0 to 5%	0.69%	
Capital Goods	SG	SGD	0 to 5%	0.69%	
Financial Services	GB	GBP	0 to 5%	0.69%	
Financial Services	US	USD	0 to 5%	0.69%	
Utilities	ES	EUR	0 to 5%	0.69%	
Financial Services	US	USD	0 to 5%	0.69%	
Insurance	JP	JPY	0 to 5%	0.69%	
Energy	US	USD	0 to 5%	0.69%	
Consumer Durables & Apparel	DK	DKK	0 to 5%	0.69%	
Health Care Equipment & Services	US	USD	0 to 5%	0.69%	
Transportation	ES	EUR	0 to 5%	0.69%	
Automobiles & Components	US	USD	0 to 5%	0.69%	
Transportation	KY	HKD	0 to 5%	0.69%	
Energy	JP	JPY	0 to 5%	0.69%	
Capital Goods	GB	GBP	0 to 5%	0.69%	
Automobiles & Components	US	USD	0 to 5%	0.69%	
Consumer Services	US	USD	0 to 5%	0.69%	
Media & Entertainment	US	USD	0 to 5%	0.69%	
Software & Services	US	USD	0 to 5%	0.69%	
Semiconductors & Semiconductor Equipment	NL	EUR	0 to 5%	0.69%	
Pharmaceuticals, Biotechnology & Life Sciences	US	USD	0 to 5%	0.69%	
Consumer Staples Distribution & Retail	NL	EUR	0 to 5%	0.69%	
Consumer Services	US	USD	0 to 5%	0.69%	
Semiconductors & Semiconductor Equipment	US	USD	0 to 5%	0.69%	
Banks	IE	EUR	0 to 5%	0.69%	
Software & Services	US	USD	0 to 5%	0.69%	
Telecommunication Services	GB	GBP	0 to 5%	0.69%	
Transportation	US	USD	0 to 5%	0.69%	
Capital Goods	US	USD	0 to 5%	0.69%	
Transportation	JP	JPY	0 to 5%	0.69%	
Capital Goods	US	USD	0 to 5%	0.69%	
Food, Beverage & Tobacco	KY	HKD	0 to 5%	0.69%	
Capital Goods	US	USD	0 to 5%	0.69%	
Semiconductors & Semiconductor Equipment	JP	JPY	0 to 5%	0.69%	
Software & Services	US	USD	0 to 5%	0.69%	
Software & Services	US	USD	0 to 5%	0.69%	

Pharmaceuticals, Biotechnology & Life Sciences	GB	GBP	0 to 5%	0.69%	
Capital Goods	US	USD	0 to 5%	0.69%	
Commercial & Professional Services	JP	JPY	0 to 5%	0.69%	
Semiconductors & Semiconductor Equipment	US	USD	0 to 5%	0.69%	
Pharmaceuticals, Biotechnology & Life Sciences	CH	CHF	0 to 5%	0.69%	
Household & Personal Products	GB	GBP	0 to 5%	0.69%	
Banks	IT	EUR	0 to 5%	0.69%	
Insurance	JP	JPY	0 to 5%	0.69%	
Media & Entertainment	US	USD	0 to 5%	0.69%	
Financial Services	US	USD	0 to 5%	0.69%	
Media & Entertainment	US	USD	0 to 5%	0.69%	
Cash		AUD			4.25%
Futures		USD			-0.05%
Banks	GB	GBP	0 to 5%	0.69%	
Consumer Discretionary Distribution & Retail	US	USD	0 to 5%	0.69%	
Software & Services	US	USD	0 to 5%	0.69%	
Insurance	US	USD	0 to 5%	0.69%	
Pharmaceuticals, Biotechnology & Life Sciences	US	USD	0 to 5%	0.69%	
Insurance	US	USD	0 to 5%	0.69%	
Energy	US	USD	0 to 5%	0.69%	
Telecommunication Services	US	USD	0 to 5%	0.69%	
Technology Hardware & Equipment	US	USD	2 to 7%	5.21%	
Semiconductors & Semiconductor Equipment	US	USD	0 to 5%	0.69%	
Financial Services	US	USD	0 to 5%	0.69%	
Telecommunication Services	US	USD	0 to 5%	0.69%	
Consumer Discretionary Distribution & Retail	US	USD	0 to 5%	0.69%	
Pharmaceuticals, Biotechnology & Life Sciences	US	USD	0 to 5%	0.69%	
Health Care Equipment & Services	US	USD	0 to 5%	0.69%	
Capital Goods	US	USD	0 to 5%	0.69%	
Software & Services	IL	USD	0 to 5%	0.69%	
Banks	US	USD	0 to 5%	0.69%	
Technology Hardware & Equipment	US	USD	0 to 5%	0.69%	
Financial Services	US	USD	0 to 5%	0.69%	
Banks	US	USD	0 to 5%	0.69%	
Media & Entertainment	US	USD	0 to 5%	0.69%	
Software & Services	US	USD	0 to 5%	0.69%	
Pharmaceuticals, Biotechnology & Life Sciences	US	USD	0 to 5%	0.69%	
Health Care Equipment & Services	US	USD	0 to 5%	0.69%	
Semiconductors & Semiconductor Equipment	US	USD	2 to 7%	5.21%	
Capital Goods	US	USD	0 to 5%	0.69%	
Financial Services	US	USD	0 to 5%	0.69%	
Materials	US	USD	0 to 5%	0.69%	
Pharmaceuticals, Biotechnology & Life Sciences	US	USD	0 to 5%	0.69%	
Consumer Discretionary Distribution & Retail	US	USD	0 to 5%	0.69%	
Pharmaceuticals, Biotechnology & Life Sciences	US	USD	0 to 5%	0.69%	
Software & Services	US	USD	0 to 5%	0.69%	
Pharmaceuticals, Biotechnology & Life Sciences	US	USD	0 to 5%	0.69%	
Pharmaceuticals, Biotechnology & Life Sciences	US	USD	0 to 5%	0.69%	
Consumer Staples Distribution & Retail	US	USD	0 to 5%	0.69%	
Pharmaceuticals, Biotechnology & Life Sciences	US	USD	0 to 5%	0.69%	
Consumer Staples Distribution & Retail	CA	CAD	0 to 5%	0.69%	
Capital Goods	US	USD	0 to 5%	0.69%	
Consumer Discretionary Distribution & Retail	US	USD	0 to 5%	0.69%	
Financial Services	US	USD	0 to 5%	0.69%	
Capital Goods	US	USD	0 to 5%	0.69%	
Software & Services	US	USD	0 to 5%	0.69%	
Semiconductors & Semiconductor Equipment	US	USD	0 to 5%	0.69%	
Automobiles & Components	US	USD	0 to 5%	0.69%	
Materials	US	USD	0 to 5%	0.69%	

Financial Services	US	USD	0 to 5%	0.69%
Household & Personal Products	US	USD	0 to 5%	0.69%
Semiconductors & Semiconductor Equipment	US	USD	0 to 5%	0.69%
Consumer Discretionary Distribution & Retail	US	USD	0 to 5%	0.69%
Financial Services	US	USD	0 to 5%	0.69%
Media & Entertainment	US	USD	0 to 5%	0.69%
Banks	CA	CAD	0 to 5%	0.69%
Consumer Staples Distribution & Retail	US	USD	0 to 5%	0.69%
Technology Hardware & Equipment	US	USD	0 to 5%	0.69%
Consumer Discretionary Distribution & Retail	US	USD	0 to 5%	0.69%
Consumer Discretionary Distribution & Retail	GB	GBP	0 to 5%	0.69%

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