

OutQUORUM
LGBTQ+ Board
Diversity: Shaping the
Future of Business



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Todd Sears, Founder & CEO, Out Leadership

In today's challenging climate, conversations about diversity might feel like a tightrope walk. Leaders and companies in the United States (thus far) are being pressured by loud voices (primarily on social media) to abandon inclusion strategies and programs as well as ESG efforts that have made great strides over the years. But in my conversations with CEOs and leaders around the world, I remind them to get back to the core reasons they began this work in the first place. Put simply, inclusion drives business results and innovation. Yes, there is absolutely goodwill that comes from these efforts (and matters to a great number of people like me). But companies can and should only invest in efforts that result in bottom line benefits. If something is a "nice to do," when times or markets get tough, those budgets get cut. The fight for LGBTQ+ representation on corporate boards is no exception. Companies have a fiduciary duty to their shareholders—which means they cannot ignore years of evidence and experience that show how diverse boardrooms lead to better decision-making, decreased risk, enhanced innovation, and ultimately, stronger financial performance.

When we started OutQUORUM almost a decade ago, our mission was clear: to ensure that LGBTQ+ leaders have a seat at the table where critical decisions are made. In 2015, the landscape for board diversity was narrow, and the inclusion of LGBTQ+ identities in boardrooms was not a conversation. In fact, when we launched OutQUORUM, only two companies in the Fortune 500 included LGBTQ+ in their board diversity metrics. Just two. So, ever the pragmatic change-makers, we wrote the first-ever LGBTQ+ inclusive board policy and asked companies to do better. And they have.

In the Fortune 500 alone, 155 companies now include LGBTQ+ in their board diversity policies—a staggering 78x increase since we began this journey. That ultimately led to the Nasdaq Rule, which Out Leadership helped shape, which has driven a remarkable 15x increase in LGBTQ+ diversity policies across listed companies since its implementation (1,691 Nasdaq-listed companies are



now LGBTQ+ inclusive at the board level).

But writing the policy was just one piece of the puzzle. We then needed to create transparency and visibility into corporate board diversity policies, shining a light on the gaps that existed. That led to our first OutQUORUM Visibility Counts Board Report, which we published four years ago, mapping board diversity policies of the Fortune 500 (by hand) for the first time ever. Each year since, we've expanded our scope, and **I'm proud to share that this year, the 2024 OutQUORUM report now maps and tracks the board diversity policies of over 9,000 companies across the globe**—including the Fortune 1000, Nasdaq, NYSE, S&P/TSX Composite Index, FTSE, Euronext, ASX, HSI, and Nikkei.

As we expanded the scope of our mapping, we've again expanded our policy work to match, creating LGBTQ+ inclusive board diversity policies for the UK (thanks to DLA Piper), for Australia which we launched during World Pride last year, and for Hong Kong this Spring at the Milken Institute Summit (thanks to DLA Piper).

I'm proud to share that this year, the 2024 OutQUORUM report now maps and tracks the board diversity policies of over 9,000 companies across the globe.

But the policy change has still not led to a significant increase in LGBTQ+ board representation. While we have seen a slow, steady rise in Fortune 500 LGBTQ+ board representation—from 39 seats in 2023 to at least 45 this year—it's far from representative of the overall population and I think misses such an opportunity.

Reflecting on the last nine years of OutQUORUM, it's clear that while we've made meaningful strides, there is still work to be done. We meet every CEO, board chair, and company where they are in their journey, providing the tools and guidance to bring about meaningful change—one board seat at a time. In a world where the backlash against DEI is all too real, the companies we work with are standing their ground, demonstrating that inclusion is not a liability but a powerful driver of innovation and success.

I'm so grateful to all the companies and leaders who have been with us on this journey, especially our Founding

Sponsor, KPMG, and our Founding Search Firm Partner, Egon Zehnder. Together, we will continue to push forward—step by step, seat by seat, until every company realizes the Return On Equality™ that comes from fully inclusive governance.

What isn't measured doesn't count, and we're here to make sure it does.



Todd G. Sears
Founder and CEO
Out Leadership

Thank you to Our Sponsors

OutQUORUM Sponsors:

EgonZehnder



Global Out Leadership Sponsor



From our OutQUORUM Sponsors:



Susan Angele,
Senior Advisor, KPMG
Board Leadership Center

KPMG proudly marks its tenth year as the founding sponsor of OutQUORUM. As we navigate the current pushback, it's important to remember where we started and how much has been gained, and to focus on what can be done to continue to make progress.

When KPMG first signed on, the conversation around LGBTQ+ inclusion on corporate boards was virtually non-existent. Out Leadership has served as a catalyzing force, highlighting the business case, providing templates for policies, and tracking metrics. The KPMG Board Leadership Center has been honored to support these initiatives and to lead programs in conjunction with OutQuorum to educate and showcase aspiring LGBTQ+ board members.

In our complex business environment, boards must be able to analyze issues through multiple lenses. A diverse board comprising directors with a mix of skill sets, backgrounds and life experiences can provide a competitive edge. As we at the KPMG Board Leadership Center know well, the LGBTQ+ community offers a wealth of talent and should not be overlooked. While the report illustrates the progress that has been made, more is needed. KPMG is proud to stand with Out Leadership to continue to drive the conversation forward.



EgonZehnder

Michael Ensser
Chair, Egon Zehnder

The path to progress for board diversity is marked by significant milestones and at times, periods of stagnation or even small steps back, evidenced by Egon Zehnder's Global Board Diversity Tracker, which has tracked board diversity for 20 years.

While progress may be uneven at times, and while we know that C-suite and board leaders are actively working toward greater representation and inclusion, it is essential to engage in meaningful conversations. **In a recent discussion organized by Out Leadership, I gained deeper insights into what is most important to members of the LGBTQ+ community, further enriching my understanding.** We know that the LGBTQ+ community remains significantly underrepresented in the boardroom. Yet through these encounters, leaders are empowered to embrace diverse perspectives from a place of genuine understanding, recognizing that building inclusive leadership teams and boards is essential to achieving long-term business success.

That's why we are grateful for organizations like Out Leadership that are committed to advocating for LGBTQ+ board representation, and we are proud to partner with them as a driving force working to shape the future of leadership.

Egon Zehnder believes in inclusive leadership and understands that embracing differences is essential to our own success and the success of our clients. Diverse representation paves the way for greater business outcomes, and we are grateful to our partner, Out Leadership, for demonstrating this for the LGBTQ+ community in such a unique way.

Out Leadership Member Investors



Out Leadership Member Companies



With thanks to our Nonprofit Partners



About Out Leadership & OutQUORUM

OutQUORUM is Out Leadership's initiative to promote the placement of LGBTQ+ business leaders on corporate boards.

Out Leadership is the world's premier global platform for businesses to drive LGBTQ+ equality.

We work closely with the world's leading companies to develop extraordinary talent, produce cutting-edge research, advance powerful advocacy, and improve business outcomes. Out Leadership is a certified B Corporation, which means we have voluntarily met the highest standards of verified social and environmental performance, public transparency, and legal accountability to balance profit and purpose.

OutQUORUM is Out Leadership's initiative to promote the placement of LGBTQ+ business leaders on corporate boards. It seeks to eliminate structural barriers to board diversity by tracking both the number of LGBTQ+ corporate directors and the number of companies that consider gender identity and sexual orientation as metrics for diversity at the board level.



OutQUORUM also works to create the necessary demand and supply to address the lack of diverse representation in boardrooms.

Our Board Diversity Guidelines offer companies, exchanges, and investors a turnkey solution to systematically consider LGBTQ+ candidates for board service. Additionally, our OutQUORUM talent development programs train exceptional senior LGBTQ+ business leaders to be board-ready.

OutQUORUM is made possible by KPMG, our Founding Sponsor, and Egon Zehnder, our Founding Search Firm Partner.

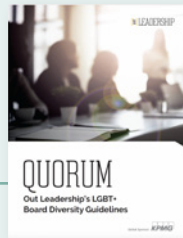


Top photo, L-R: Michael Ensser, (Executive Chairman, Egon Zehnder,) Todd Sears, Susan Angele (Senior Adviser, KPMG Board Leadership Center), Chuck Gray (CEO, Egon Zehnder United States), Brad Lander (Comptroller, City of New York), Michael Camuñez (Board Member, Edison International)

OutQUORUM Milestones

Out Leadership *launches* **OutQUORUM**, the first initiative focused on increasing LGBTQ+ inclusive and diverse representation on corporate boards globally.

2015



OutQUORUM creates the world's first and largest **database of board-ready LGBTQ+ candidates**, with a specific focus on intersectionality, including 35% women and 12% racially diverse representation.

2016

Following this pension fund milestone, Out Leadership drafts a **letter signed by California State Controller Betty Yee and New York City Comptroller Scott Stringer, advocating for increased LGBTQ+ board representation**. This letter is sent to 19 fiduciaries of public pension funds, collectively overseeing \$624 billion in assets.

2016

OutQUORUM and KPMG publish "Out Leadership's LGBTQ+ Board Diversity and Disclosure Guidelines," the **first-ever LGBTQ+ inclusive board diversity guidelines** and board matrix.



2017

OutQUORUM **joins the Diverse Corporate Directors Coalition, partnering with organizations** led by Black, Latino, Asian, and Women Corporate Directors to push for LGBTQ+ inclusive intersectional board diversity.

2018



Sponsored by KPMG, OutQUORUM **launches its BoardFit program**, the first of its kind designed to prepare LGBTQ+ candidates to join corporate boards, add value, and be board-ready from day one.

2016

OutQUORUM partners with CalPERS, CalSTRS, New York City, and New York State pension funds—the four largest in the United States—to expand the diversity definition of their investment mandates to include LGBTQ+, marking the first time pension funds have done so in history.

2016

Out Leadership **publishes "Guidelines for Corporate Engagement on LGBTQ+ Equality,"** a resource designed to help companies optimize their public engagement with LGBTQ+ equality, based on internal decision-making processes from 35 major companies.

2016

Out Leadership **joins the Diverse Corporate Directors Coalition**, a group seeking to increase awareness among key board members and influencers of the business value of board diversity.

2017



OutQUORUM publishes "Guidelines for Corporate Engagement on LGBTQ+ Equality"

2018

Out Leadership brings OutQUORUM to Australia for the first time, working with the Australian Institute of Company Directors to expand the conversation of boardroom diversity.



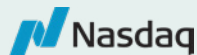
2019

California passes AB 979, requiring publicly traded companies to include a specific number of people from underrepresented communities on their boards, including individuals who self-identify as LGBTQ+. Out Leadership advocates for the passage of this bill and continues to work to defend it in court.



2020

The U.S. Securities and Exchange Commission (SEC) approves the Nasdaq Board Diversity Rule. Nasdaq cites OutQUORUM research seven times in its letter to the SEC and uses Out Leadership's LGBTQ+ matrix in its definition of board diversity.



2021

OutQUORUM **expands its board diversity research** to map the Fortune 1000 and the Nasdaq.

2022

OutQUORUM **expands its board diversity mapping** to the FTSE 350, the ASX 200, and the HSI.

2023

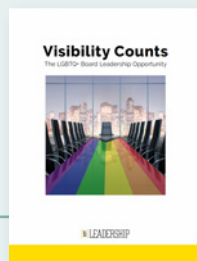
OutQUORUM **expands for the third time** to map the NYSE 100, Euronext 100, Nikkei 225, and the S&P/TSX Composite Index.

2024

Goldman Sachs

Goldman Sachs' **CEO David Solomon announces a board diversity mandate** for their IPO clients, which includes LGBTQ+ in their definition of board diversity.

2020



OutQUORUM **launches its board diversity research**, publicly mapping the board diversity policies of the entire Fortune 500 for the first time.

2021

Todd Sears, Founder & CEO of Out Leadership, testifies before the United States House Committee on Financial Services on the importance of economically empowering the LGBTQ+ community, emphasizing LGBTQ+ representation and inclusion at all levels of business.

2021

Out Leadership **submits a letter to the U.S. House Committee** on Financial Services advocating for corporate ESG policies and LGBTQ+ board diversity.

2023



OutQUORUM **releases "LGBTQ+ Board Diversity and Disclosure Guidelines"** for companies based in Australia, the UK, and Hong Kong.

2024

Key Facts from the OutQUORUM 2024 Data

LGBTQ+ inclusive corporate board policies have risen over the nine years since Out Leadership began focusing on board diversity.



The change is particularly dramatic from 2022-23, since the Nasdaq applied a new rule that required companies listed on the Nasdaq to include LGBTQ+ in their definition of board diversity (in part because of Out Leadership's research). The jump in that period was enormous: from 113 to 1,691 companies.

However the number of appointed LGBTQ+ board directors continues to lag way behind.

31% of Fortune 500 companies have LGBTQ+ inclusive board diversity policies – 78x more than when Out Leadership started OutQUORUM in 2015. But only 45 out of 5,449 board seats in Fortune 500 companies are held by LGBTQ+ people (less than 1%).

31.6% of Fortune 1000 companies have LGBTQ+ inclusive board diversity policies, with at least 74 out of 7,767 board seats held by LGBTQ+ individuals (less than 1%).

51% of Nasdaq companies have LGBTQ+ board diversity policies, compared to 49.9% in 2023 and only

4.2% before the implementation of the Nasdaq Rule in 2022. The Nasdaq Rule catalyzed a 12x increase between 2022-2023, followed by steady progress the following year.

Only 22.8% of NYSE 100 companies have LGBTQ+ board diversity policies set in place—less than half the number of Nasdaq companies. Unlike the Nasdaq, the NYSE does not have a board diversity rule for its listed companies.

Progress varies across the world's leading indices. Globally, LGBTQ+ board diversity policies remain below 10%.

ASX 200 (2.5%),
HSI (7.3%),
Euronext 100 (8.9%),
Nikkei 225 (0%).

Higher percentages exist among the FTSE 350 (14%) and the S&P/TSX Composite Index (30.1%).

Executive Summary

Over 30% of Fortune 500 companies now have LGBTQ+ inclusive board diversity policies



Attendees at the BoardFIT Program, 2023



The 2024 OutQUORUM data reveal ongoing progress in corporate board diversity policies, particularly in LGBTQ+ representation.

For the first time, Out Leadership's data map nine major global indices, including the Fortune 1000, Nasdaq, New York Stock Exchange (NYSE) 100, Australian Securities Exchange (ASX) 200, Euronext 100, Financial Times Stock Exchange (FTSE) 350, Hang Seng Index (HSI), Nikkei 225, and S&P/TSX Composite Index. Across these nine indices, 2,158 of 5,529 companies (39%) have adopted LGBTQ+ inclusive board diversity policies.

Despite the broader backlash against diversity, equity, and inclusion (DEI) initiatives, the overall trend towards boards that reflect the diversity of the population remains positive.

Companies are demonstrating resilience in maintaining and advancing their diversity commitments. However, the pace of growth has shifted from the exponential increases seen in recent years to a steadier and slower rate of growth.

LGBTQ+ inclusive board diversity policies have seen significant growth across various markets.

Over 30% of Fortune 500 companies now have

such policies—a substantial rise compared to a decade ago when OutQUORUM first began its efforts. The Nasdaq Rule, which mandates the disclosure of board diversity statistics, has been a key driver, resulting in a more than 1,100% increase in LGBTQ+ inclusive policies among Nasdaq-listed companies since 2022. While this reflects a growing acceptance of LGBTQ+ leaders in the corporate sector, the appointment of LGBTQ+ board directors continues to lag.

Although the rate of progress has slowed, the continued advancements in diversity, even amid DEI opposition, highlight the strength and persistence of these efforts. **The data underscore the importance of consistent measurement and transparent reporting in maintaining these gains.** By measuring board diversity across the world's most influential indices, the data set a foundation to understand the impact of corporate board diversity initiatives. While the initial rapid progress has transitioned to more gradual, sustained improvement, this ongoing commitment to diversity is essential for fostering an inclusive corporate landscape and achieving long-term equity in boardroom representation.

The Case for Board Diversity

Decades of studies have highlighted the importance of board diversity for governance and efficiency. While board gender diversity has received by far the most attention from academia and policymakers, there are some studies on overall diversity (including demographics such as age or education) and the impact of racial and ethnic diversity. Since 2009, Out Leadership has led the conversation of adding LGBTQ+ to the definition of diversity at the board level.



Attendees at the OutQUORUM Board Diversity Summit 2023

These 10 tenants all have a bottom line impact for companies and drive innovation:^(5,6)



Though there is a lack of consistent literature on how increased board diversity impacts long-term financial performance (mostly because of a lack of data), what we do know is that there is agreement among thought leaders that cognitive and apparent diversity is a net positive.⁷ This diversity improves the ability of the board to fully understand and meet the needs of the marketplace, stakeholders, brand, and internal talent (for more detail on each see the original [OutQUORUM Visibility Counts Report](#) pages 12-13)⁸.



John W. Rogers, Jr. (Founder of Ariel Investments, Board member, New York Times Company), in conversation with Todd Sears.

Board Diversity & Corporate Impact

Out Leadership has established a working group of sustainability experts, ESG professionals, and business leaders to explore the integration of LGBTQ+ equality into sustainability, ESG, and corporate impact strategies. This work confirms that self-identification across all organizational levels, including boards, is a growing area of interest for investors and plays a crucial role in current and future reporting practices. **Evidence suggests that board diversity is increasingly important to investors**, and despite ongoing debates surrounding ESG and DEI initiatives, the demand for these considerations remains strong. Moreover, the long-term benefits of sound business practices are expected to persist, regardless of shifting political trends (See Out Leadership's [Return on Equality™ ESG Report](#)).

Understanding the LGBTQ+ Talent Life Cycle

We know from other Out Leadership and partner organization research that inclusive policy and visibly out leadership at the top, has a huge impact on recruiting and retaining top talent across the talent life cycle. Some of the data that illustrates this connection between viable board diversity and its impact on talent include:

86% say that visible LGBTQ+ senior leaders make an organization an attractive employer.

The more visibly out leaders at the top, the less talent feels like they need to cover their identity ([Out to Succeed 2.0[®]](#)).

52% of LGBTQ+ workers channel at least 30% of their time covering their LGBTQ+ identity at work¹¹.

80% of Gen Z respondents say their LGBTQ+ identity is an asset to their career.

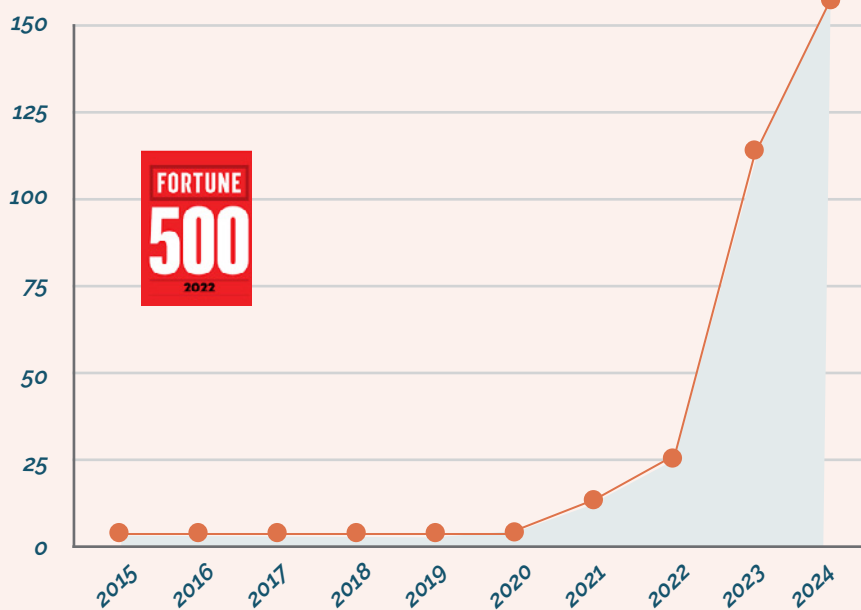
They want to see that same ownership at the top ([Out to Succeed 2.0[®]](#)).

Key Findings Fortune 500

155 Fortune 500 companies have LGBTQ+ inclusive board diversity policies (31%).

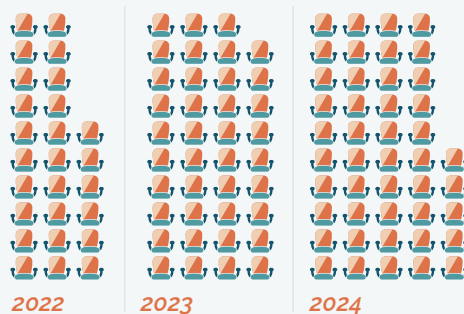
That's **1.4x** more than last year.

And **78x** more than when Out Leadership started OutQUORUM¹³.



At least **45** out of **5,449** Fortune 500 board seats are held by LGBTQ+ individuals (0.83%).

compared to 39 seats in 2023 and 26 seats in 2022¹⁴



41 individual LGBTQ+ leaders currently sit on Fortune 500 boards

(several directors hold multiple seats).

At least

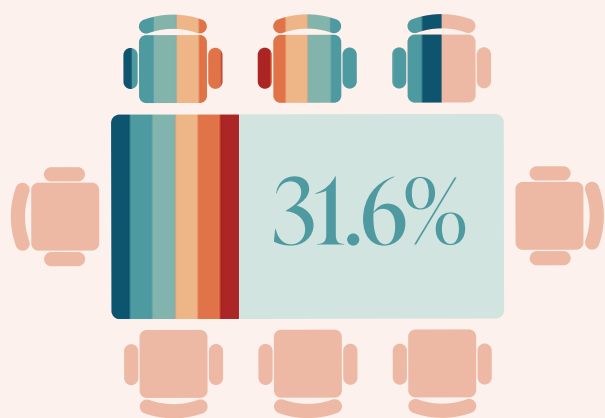
- 19** are women
- 3** are Black
- 1** is Asian, and
- 4** are Hispanic or Latino/a

Fortune 500

	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
2024 Total	155	446	422	429	204	431
2023 Total	112	422	376	395	165	235
2022 Total	23	268	191	195	83	75
2021 Total	12	113	78	79	26	40
2024 Percentage	31%	89.2%	84.4%	85.8%	40.8%	86.2%
2023-2024 % Change	38.39%	5.69%	12.23%	8.61%	23.64%	83.4%
2021-2024 % Change	1191.67%	294.69%	441.03%	443.04%	684.62%	977.5%

Key Findings Fortune 1000

Nearly a third of Fortune 1000 companies have LGBTQ+ inclusive board diversity policies.



At least 74 out of 7,767 Fortune 1000 board seats are held by LGBTQ+ individuals (0.95%).

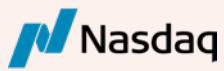
68 individual LGBTQ+ leaders currently sit on Fortune 1000 boards (several directors hold multiple seats).

At least

- 28 are women
- 5 are Black
- 2 are Asian, and
- 5 are Hispanic or Latino/a

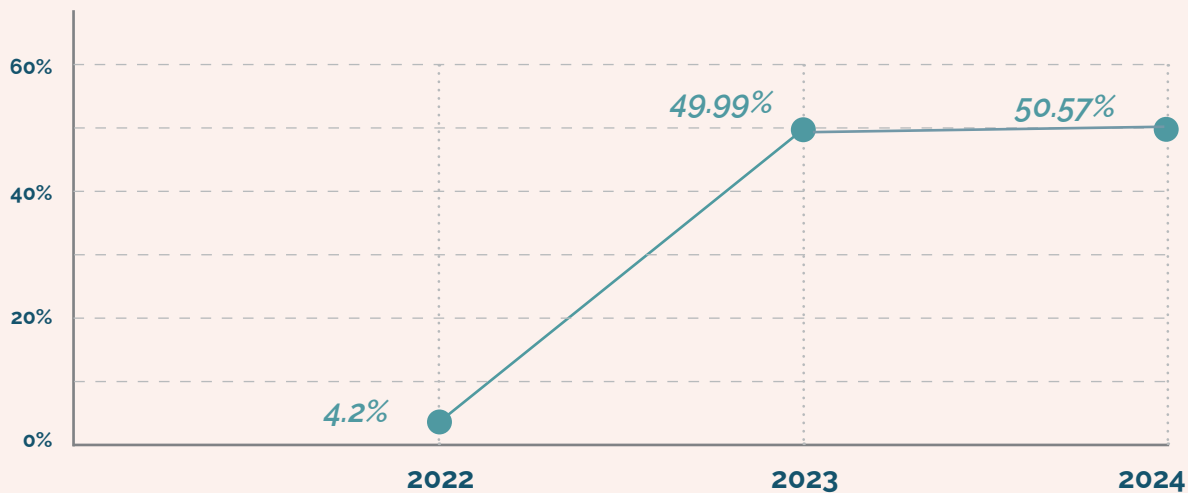
Fortune 1000	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
2024 Total	316	872	801	819	332	868
2023 Total	232	804	688	719	322	445
2022 Total	41	520	380	384	176	195
2024 Percentage	31.6%	87.2%	80.1%	81.9%	33.2%	86.8%
2023-2024 % Change	36.21%	8.46%	16.42%	13.91%	3.11%	95.06%
2022-2024 % Change	670.73%	67.69%	110.79%	113.28%	88.64%	345.13%

Key Findings Nasdaq



51%

of Nasdaq companies have LGBTQ+ board diversity policies.



Nasdaq Exchange (3,344 companies)

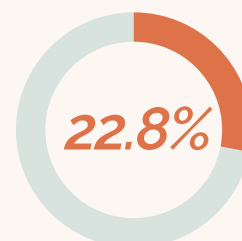
	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
2024 Total	1691	2180	2140	2061	848	1151
2023 Total	1871	2298	2197	2080	1751	1273
2022 Total	113	750	526	542	258	404
2024 Percentage	50.57%	65.19%	64%	61.63%	25.36%	34.42%
2023 Percentage	49.99%	61.39%	58.7%	55.57%	46.78%	34.01%
2022 Percentage	4.2%	52%	38%	38.4%	17.7%	19.4%
2023-2024 % Change	1.16%	6.19%	9.03%	10.91%	-45.79%	1.21%
2022-2024 % Change	1104.05%	25.37%	68.42%	60.49%	43.28%	77.42%

*Please note that the total number of Nasdaq companies changes year to year.

Key Findings

NYSE 100

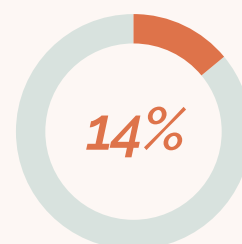
18 NYSE **100** companies have LGBTQ+ inclusive board diversity policies.



NYSE 100 <i>(79 companies)</i>	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
2024 Total	18	72	68	71	28	73
2024 Percentage	22.78%	91.14%	86.08%	89.87%	35.44%	92.41%

FTSE

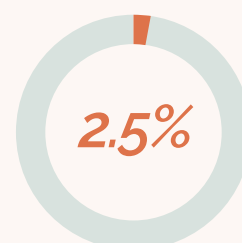
49 FTSE **350** companies have LGBTQ+ inclusive board diversity policies¹⁵.



FTSE 350 <i>(350 companies)</i>	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
2024 Total	49	346	307	333	55	94
2023 Total	29	312	37	224	70	69
2024 Percentage	14%	98.86%	87.71%	95.14%	15.71%	26.86%
2023-2024 % Change	68.97%	10.9%	729.73%	48.66%	-21.43%	36.23%

ASX 200

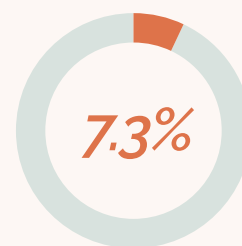
5 ASX **200** companies have LGBTQ+ inclusive board diversity policies¹⁶.



ASX 200 <i>(200 companies)</i>	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
2024 Total	5	123	7	12	7	12
2023 Total	7	159	7	19	17	28
2024 Percentage	2.5%	61.5%	3.5%	6%	3.5%	6%
2023-2024 % Change	-28.57%	-22.64%	0	-36.84%	-58.82%	-57.14%

HSI

6 HSI companies have LGBTQ+ inclusive board diversity policies¹⁷.



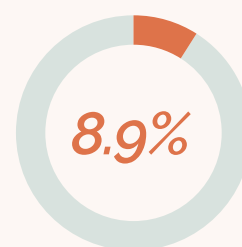
HSI

(82 companies)

	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
2024 Total	6	82	10	49	8	80
2023 Total	4	75	6	42	10	65
2024 Percentage	7.32%	100%	12.2%	59.76%	9.76%	97.56%
2023-2024 % Change	50%	9.33%	66.67%	16.67%	-20%	23.08%

Euronext 100

5 Euronext 100 companies have LGBTQ+ inclusive board diversity policies.



Euronext 100

(56 companies)

	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
2024 Total	5	51	4	6	44	47
2024 Percentage	8.93%	91.07%	7.14%	10.71%	78.57%	83.93%

Nikkei 225

0 Nikkei 225 companies have LGBTQ+ inclusive board diversity policies.



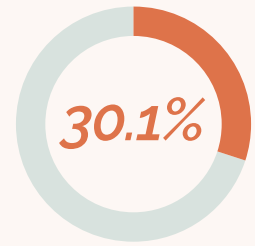
Nikkei 225

(192 companies)

	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
2024 Total	0	119	4	4	34	18
2024 Percentage	0%	61.98%	2.08%	2.08%	17.71%	9.38%

S&P/TSX Composite Index

68 S&P/TSX Composite Index companies have LGBTQ+ inclusive board diversity policies.



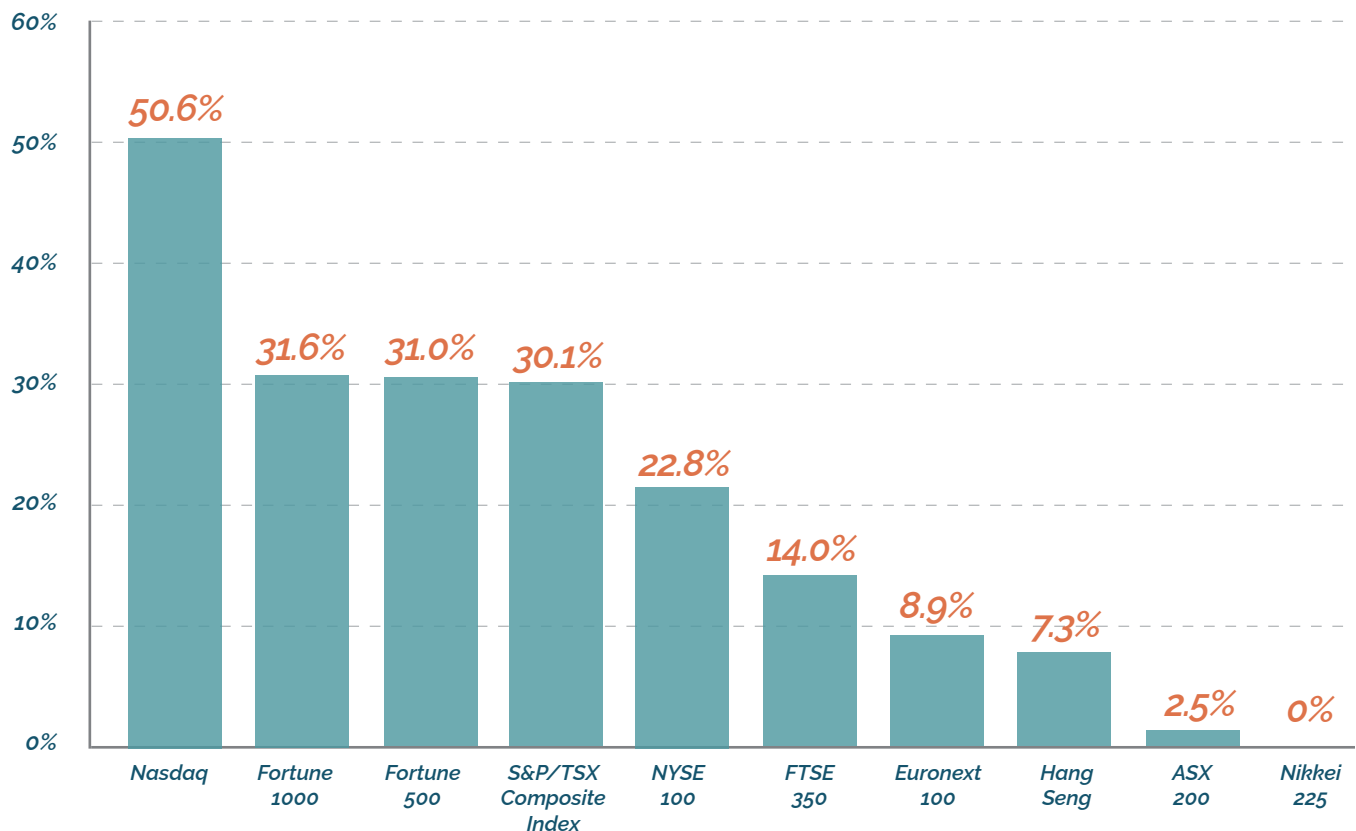
S&P/TSX Composite Index

(226 companies)

	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
2024 Total	68	207	87	123	116	152
2024 Percentage	30.09%	91.59%	38.5%	54.42%	51.33%	67.26%

Key Findings

2024 Results for all Measured Indexes



Data Analysis & Commentary

In the evolving landscape of corporate diversity, the **latest data from key global indices reveal both significant advancements and persistent challenges**. The 2024 statistics across the Fortune 1000, Nasdaq, NYSE 100, ASX 200, Euronext 100, FTSE 350, HSI, Nikkei 225, and S&P/TSX Composite Index underscore the impact of committed diversity policies and emphasize the importance of consistent measurement and reporting.



Overall Growth Despite Pushback on DEI

The data present a promising trajectory of overall growth in diversity metrics, despite ongoing challenges and pushback against diversity, equity, and inclusion (DEI) initiatives. Notably, companies have demonstrated resilience and commitment to their values, with significant strides in LGBTQ+ representation and diversity broadly. This year's data represent nearly 700 more companies and still the overall percentages of companies including LGBTQ+, gender, race, ethnicity, national origin, and age continue to grow steadily.

The percentage of LGBTQ+ inclusive board diversity policies and representation has seen exponential growth across global indices over the last decade.

For instance, over 30% of Fortune 500 companies now have LGBTQ+ inclusive board diversity policies—a 13x increase since 2021 and a 78x increase since Out Leadership began the LGBTQ+ board diversity conversation a decade ago. This early exponential progress has now transitioned into a phase of steady growth: **nearly 40% more Fortune 500 companies have LGBTQ+ board diversity compared to one year ago**. This suggests that initial breakthroughs in diversity can lead to sustained improvements. Similar progress is evident across intersectional lines, with many companies beginning to report on sexual orientation, gender identity, race, ethnicity, national origin, and age.

LGBTQ+ inclusive board diversity policies in the Fortune 1000 and the Nasdaq also exhibit notable increases, reflecting broader acceptance and integration of LGBTQ+ individuals within the corporate sector. As of 2024, 31.6% of Fortune 1000 companies and 50.6% of Nasdaq companies have implemented such policies.

Despite facing widespread resistance to DEI initiatives, the overall trend indicates a positive shift towards inclusivity.



Tracking LGBTQ+ Board Diversity in the S&P 500 and Russell 3000



KPMG Board Leadership Center tracks disclosure by public companies of diversity by gender, race/ethnicity, and membership in the LGBTQ+ community, through our Diversity Disclosure Benchmarking Tool powered by Esgauge, available at [KPMG Diversity Disclosure Benchmarking](#). Disclosure of LGBTQ+ status overall has risen since the onset of the Nasdaq rule, along with a slight increase in representation, from 0.2% to 1.0% of board seats held by out LGBTQ+ directors in Russell 3000 (R3k) companies and from 0.4% to 1.0% for board members of companies in the S&P 500. Even for those companies disclosing "zero" LGBTQ+ directors, the disclosure itself places the question squarely in front of the board every year in 40% of R3k companies and 29% of S&P 500 companies, compared to at least 95% who did not even address the question publicly three years ago.

Even for those companies disclosing "zero" LGBTQ+ directors, the disclosure itself places the question squarely in front of the board

Disclose the LGBTQ+ status of the board in some form

	July 2021	June 2024
S&P 500	5%	29%
Russell 3000	2%	40%

Number of board seats disclosed as held by LGBTQ+ directors*

	July 2021	June 2024
S&P 500	19 (0.4% of all seats)	52 (1.0% of all seats)
Russell 3000	60 (0.2% of all seats)	280 (1.0% of all seats)

*The percentage of board seats disclosed LGBTQ directors hold is based on the total number of board seats in each index.



Ensuring Diversity in Corporate Boardrooms

The Thirty Percent Coalition is a group of institutional investors, asset managers, and private equity companies representing \$8 trillion AUM who work to increase diversity on corporate boards.

Our members, who include some of the largest pension funds and asset managers in the world, expect strong corporate governance. Given the complex challenges facing companies today, investors are demanding that boards have a variety of viewpoints and experience in the room as a foundation for making good decisions.

The Business Roundtable agrees, stating that "diverse backgrounds and experiences on corporate boards strengthen board performance and, in turn, help drive long-term economic value" (Principles of Corporate Governance, The Business Roundtable, 2024).

We are thrilled to partner with OutQUORUM to help companies achieve common sense diversity that benefits the bottom line.

If you would like to learn about becoming a corporate partner of the Thirty Percent Coalition, contact President & CEO Julie Zuraw at: julie.zuraw@30percentcoalition.org



Proving the Power of Policy

The Nasdaq Rule's influence on board diversity policy underscores how regulatory measures can elevate awareness and drive substantive changes in governance practices. The rule requires companies listed on the Nasdaq Exchange to publicly disclose board-level diversity statistics and have at least two diverse directors (including women and underrepresented minorities, inclusive of gender identity and sexual orientation), or explain why they do not have diverse directors. *As a result, the number of Nasdaq companies with LGBTQ+ inclusive board diversity policies has increased by 1,103% since the rule's implementation in 2021*, with other dimensions of diversity rising across the board. It has also led to increased appointment and reporting of LGBTQ+ board directors, proving that effective policies go beyond mere compliance, shaping the composition

and inclusivity of corporate boards.

Accordingly, *companies are increasingly aligning their practices with their stated values*. The Nasdaq Rule has significantly impacted awareness and action beyond companies listed solely on the Nasdaq. Adena Friedman, President & CEO of Nasdaq, has reiterated that the rule is "one step in a broader journey to achieve inclusive representation across corporate America¹⁸." This policy shift illustrates that when organizations commit to measurable diversity standards, they can foster real change rather than perpetuate a façade of diversity.

The success of the Nasdaq Rule challenges the notion that diversity policies are merely performative. Instead, they demonstrate that *well-designed policies can produce tangible outcomes*,

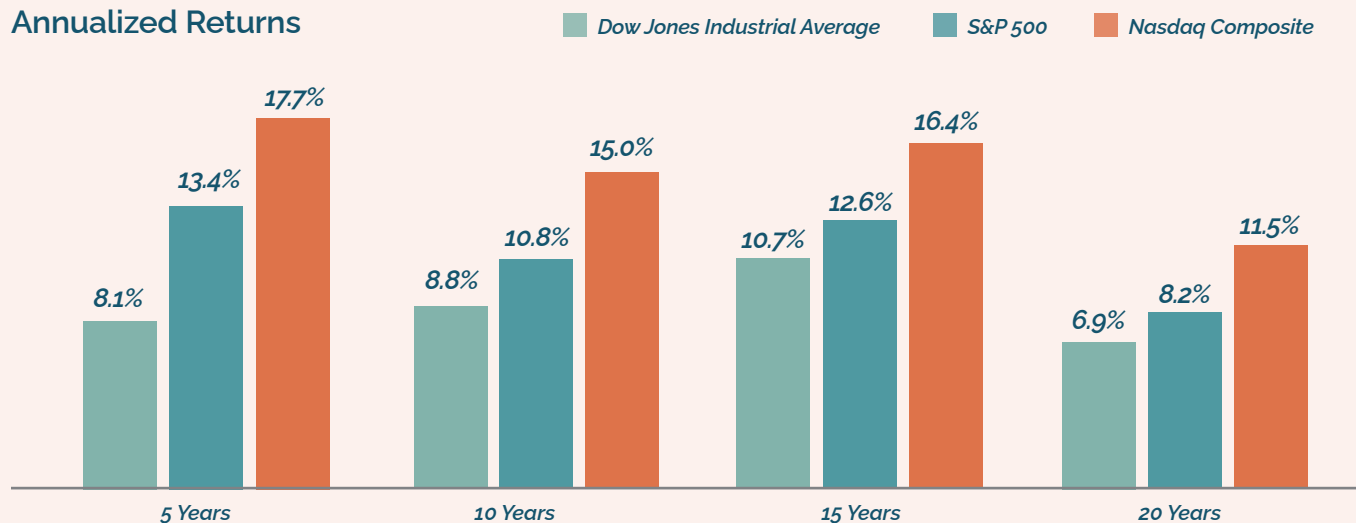
The Nasdaq has emphasized the value of inclusivity and outperformed its competitors on a 20 year basis—this is no accident.

moving beyond token representation to foster genuine inclusivity.

The many who pushed back on the policy when introduced feared that it would negatively impact the overall Nasdaq's performance. In response, other exchanges such as the NYSE have elected to adopt indirect approaches to board diversity that lack enforceability¹⁹. This notion has been proven false. In fact, the Nasdaq continues to outperform the S&P 500 and the Dow Jones, which do not have formal board diversity requirements²⁰.

U.S. Stock Market Indexes

Annualized Returns



Source: Nasdaq

Partner



Tracking LGBTQ+ Board Data

Windō, a platform that connects young talent with employers that share their values, provides extensive DEI data for 600+ of the largest US, UK, German, and French companies. They maintain leaderboards that track the representation of LGBTQ+ Board members and Senior LGBTQ+ Executives. Additionally, Windō tracks companies' Public Advocacy Track Record in supporting LGBTQ+ rights and their external recognition as LGBTQ+ inclusive employers across 12 countries.

To learn more about Windō, read Out Leadership's ESG Report and visit Windō's website.

Partner Contribution

Ascend is a distinguished network of Pan-Asian corporate board directors who have a common interest of increasing diversity in boardrooms



A key part of [Ascend](#) and the [Ascend Foundation](#), [Ascend Pinnacle](#) is increasing diversity in boardrooms, mentoring the next generation of senior executives, and elevating awareness of Pan-Asian contributions in corporate governance. Ascend Pinnacle's mission is to increase the presence of Asian and Pacific Islander (API) board members across Fortune 1000 companies and creating greater opportunity for all. Our exclusive Board Leadership Summit provides API corporate directors the opportunity to help shape the modern boardroom and connect with current and aspiring board members and leaders from partner organizations. Ascend's prestigious Aspiring Directors Academy (ADA) prepares API executives within three levels of CEO status for board service.

APIs are and have historically been severely under-represented at the highest levels of leadership, including on boards, stigmatized and unrecognized due to prejudice, bias, and misconceptions. Ascend Pinnacle's latest report [Asian Representation on Fortune 1000](#) shows that despite progress in advancing Asian representation in America's top corporate boardrooms between 2020 and 2023, the majority (54 percent) of public Fortune 1000 boards in 2023 still did not have an Asian director. While there have been some gains (the percentage of public Fortune 1000 board seats held by APIs in 2023 was

6.4 percent, compared to 4.0 percent in 2020), Asians continue to remain invisible in the top boardrooms and in the most senior leadership positions in corporate America. Ascend's [research](#) over the years has shown that racial minorities (Hispanics, Blacks, and Asians) continue to be underrepresented at the highest executive level relative to their lowest professional level, and that **Asian men and women are still among the most likely to be hired, but least likely to become executives**. Given that Asians remain the fastest growing racial/ethnic group in the U.S., translating into not only a larger Asian workforce but an even larger customer base in the decades to come, Ascend Pinnacle is committed to working with Fortune 1000 companies and our allies to advance the underutilized pipeline of Asian talent across industries so that companies have access to some of the best and brightest talents in building strong, equitable, and inclusive organizations.

Ascend Pinnacle congratulates Out Leadership on the 2024 OutQUORUM report and celebrates the progress made in including LGBTQ+ inclusive board diversity policies in increasing numbers of Fortune 500 companies. We remain committed to collaborating with Out Leadership and other allies to keep working together to advance our common goal of greater diversity and equity in corporate boardrooms in the years to come.

Championing Disability & Intersectionality in the Workplace

For over 40 years, the National Organization on Disability (NOD) has championed a more inclusive and equitable society where people with and without disabilities have equal opportunities to work, fair wages, and career advancement, including leadership and board positions, where their voices are historically underrepresented.

Our partnership with Out Leadership addresses the challenges faced by LGBTQ+ individuals with disabilities. With corporate DEI efforts and federal legislation deviating support for marginalized groups, collaboration is critical.

The mental health impact of anti-transgender legislation is alarming: 41% of transgender and non-binary youth experience suicidal ideation.¹ Additionally,

The mental health impact of anti-transgender legislation is alarming: 41% of transgender and non-binary youth experience suicidal ideation.

15-35% of people on the autism spectrum identify as LGBTQ+,² and those with ADHD are twice as likely to identify as nonbinary.³

These intersecting identities experience higher rates of anxiety, depression, and self-harm, emphasizing the importance of targeted support.

With Out Leadership and OutQUORUM, we are committed to fostering diversity in corporate boardrooms, ensuring that leadership reflects the full spectrum of its stakeholders. By amplifying these voices, we can drive more inclusive and innovative cultures, ultimately improving long-term business outcomes.



Maureen O'Toole (Managing Director, Actis) and Sylvia Hewlett (Economist, writer, and CEO of Hewlett Consulting Partners)

Global Board Diversity Landscape

& The Importance of Measurement and Reporting

While global diversity numbers remain uneven, the progress in specific areas, such as LGBTQ+ board membership, signals a starting point for further advocacy and reform. Since OutQUORUM started tracking the number of Fortune 500 LGBTQ+ board members in 2021, that number has nearly doubled in three years. Understanding where board diversity currently stands is essential for effectively driving future initiatives and supporting global diversity efforts.

Additionally, the data emphasize that what is measured can indeed grow. Tracking and reporting diversity metrics, even when starting from zero, is crucial for driving progress. This transparency ensures accountability and highlights areas needing improvement, ultimately contributing to a more inclusive corporate environment.

The 2024 data reveal significant advancements in corporate diversity, driven by committed policies and consistent measurement. These developments underscore the critical role of regulatory frameworks and transparent reporting in fostering an inclusive and equitable corporate landscape. As we continue to track these trends, the focus must remain on leveraging policy and measurement to achieve lasting and meaningful progress.

The Power of Convening

The progress in board representation and leadership roles reflects a broader, transformative shift within the corporate governance landscape.

Companies are not only placing more diverse individuals in board seats but are also actively cultivating inclusive leadership practices. This shift is particularly evident in the growth of LGBTQ+ representation on boards, which can be attributed to concerted advocacy efforts and policy implementations. This changed approach benefits everyone on the board—not just those historically underrepresented

at this level. When all voices are valued, innovation is inevitable. Out Leadership has played a pivotal role in this evolution, advocating for structural changes that extend beyond mere board placements.

Out Leadership's influence is particularly notable in the passage of the Nasdaq Rule mandating diverse board representation.

This policy has driven significant changes in how companies approach board diversity, leading to observable improvements in LGBTQ+ representation on an unprecedented scale.

Driving Latino Representation in Corporate Governance: The Role of LCDA

Latino representation on corporate boards is essential for business success. With over 60 million individuals and a purchasing power of \$3.78 trillion, Latinos are the second-largest population group in the US, yet they remain the most underrepresented demographic in corporate governance.

Incorporating Latino board members not only enhances a company's ability to connect with diverse markets but also drives innovation. Research shows that diverse boards are more effective in risk management and strategic planning, making them essential for navigating today's complex business environment.

The Latino Corporate Directors Association (LCDA) is the leading association of US Latino corporate directors, serving as a trusted resource for corporations and search firms. The LCDA prepares

Latinos for board service and actively promotes them into boardrooms.

According to the 2024 Latino Board Monitor, Latino representation on Fortune 1000 boards has increased from 3.2% to 5.05% over the past four years. However, as of 2024, 6 out of 10 Fortune 1000 companies still lack Latino perspectives in their boardrooms, highlighting the need for further progress.

Strengthening Latino representation is a strategic imperative that can improve business outcomes and a competitive advantage in an increasingly diverse economy. Commitment to increasing Latino representation in corporate governance is essential for business success in the years ahead.



Incorporating Latino board members not only enhances a company's ability to connect with diverse markets but also drives innovation.





Jane Barry-Moran (Managing Director, Programs & Research, Out Leadership), Susan Angele (Senior Advisor, Board Governance, KPMG's Board Leadership Center) and Sally Sussman (Chief Corporate Affairs Officer, Pfizer)

The Nasdaq's success has set a benchmark that other exchanges are now following. The NYSE, benefiting from the marketplace pressure generated by Nasdaq's Rule, is experiencing increased diversity as it adopts similar measures.

Contrary to initial concerns, the Nasdaq Rule has not detracted from the exchange's overall performance; rather, it has demonstrated that diversity policies can coexist with, and even enhance, financial and operational outcomes. **This refutes early pushback that such rules might harm market performance.** Out Leadership's advocacy has shown that structural changes in board diversity—focusing on system-level change rather than just individual placements—are crucial for sustainable progress. As a result, board diversity is advancing not merely due to individual appointments but due to a broader, systemic shift in how companies structure and prioritize diversity. This underscores the critical role of advocacy and policy in driving meaningful and lasting change in the corporate world.



Companies at the forefront of disability inclusion in their business models and in their boardrooms see increased revenue, net income, and profits.

Disability affects more than 1 in 4 adults in the United States, representing nearly 70 million Americans¹ – an estimated 3-5 million of whom are also members of the LGBTQ+ community.

- 1 in 4 LGB adults have disabilities
- 2 in 5 transgender adults have disabilities²

But people with disabilities remain drastically underrepresented and underreported in corporate governance disclosures. As the leading international data aggregator for disability in the workforce and on corporate boards, Disability:IN's 2024 Disability Equality Index Report reveals that only:

- 11% of participating companies have someone who openly identifies as having a disability serving on their company's corporate board
- 11% of participating companies specifically mention disability in their nominating or governance charters
- 3% of participating companies publicly disclose or report on disability on their board

New disability inclusive legislation in the EU requires companies to disclose board representation for relevant sustainability matters, including disability. Read Disability:IN and White & Case's legal analysis designed to guide companies through the world's first mandatory ESG disclosures that include disability.

"People with disabilities are regularly forced to adapt to an inaccessible world, and these experiences have sharpened their problem-solving skills and their capacity for innovation... Companies with a disability-inclusive board are thus better positioned to execute responsible governance, effective risk management, and optimal decision-making, as well as enhanced customer alignment, employee engagement, and transparency, as compared to those without disability representation on their boards." — Morgan Lewis Bockius Legal Memorandum on Board Diversity, January, 2024





Out Leadership Europe Summit
VIP Reception in London

9 key questions to assess LGBTQ+ inclusion in investee companies

Research shows that LGBTQ+ inclusive ESG strategies, especially LGBTQ+ inclusive corporate board diversity, are crucial for business performance. Open for Business outlines key questions for investors.²²

1. Are policies and procedures inclusive?
2. Is workplace culture managed proactively?
3. Is inclusion managed along the employee life cycle?
4. Is inclusion incorporated along the value chain?
5. Is community engagement meaningful?
6. How is employee data collected and used?
7. Are senior leadership engaged?
8. Is the commitment to inclusive workplaces global?
9. What are the public engagement policies?

Source: Open for Business

²² See the full Open for Business's full "Investor Guide to LGBTQ+ Inclusion": <https://open-for-business.org/reports>

Conclusion

Call to Action

The 2024 data reveals significant advancements in corporate diversity, driven by committed policies and consistent measurement.

Despite ongoing pushback against DEI initiatives, companies have demonstrated resilience and commitment to their values, leading to advancements in corporate board diversity policies and representation. These developments underscore the critical role of regulatory frameworks and transparent reporting in fostering an inclusive and equitable corporate landscape. As we continue to track these trends, the focus must remain on leveraging inclusive policy and measurement to achieve lasting and meaningful progress.

The Nasdaq Rule's influence on board diversity policy underscores the power of regulatory measures in driving substantive changes in governance practices. By mandating the disclosure of board-level diversity statistics and requiring at least two diverse directors, the rule has significantly impacted awareness and action, leading to increased LGBTQ+ board representation and broader improvements in diversity in the boardroom.

While global diversity numbers remain uneven, the progress in specific areas signals a starting point for further advocacy and reform. **Understanding where board diversity currently stands is essential for effectively driving future initiatives and supporting global diversity efforts.** Additionally, the data emphasizes the importance of measurement and reporting in driving progress, as the act of tracking and reporting diversity metrics ensures accountability and highlights areas needing improvement.

To accelerate progress, it is imperative to extend advocacy efforts beyond board

representation and focus on creating inclusive leadership practices throughout organizations. This involves fostering a culture of belonging, supporting LGBTQ+ employees at all levels, and ensuring that diversity initiatives are integrated into the overall business strategy. While this year's data present a positive trajectory, there is still much work to be done to achieve a truly inclusive and equitable corporate landscape. **By leveraging policy, measurement, and advocacy, we can continue to drive progress and create a more just and equitable future for all.**

What can you and your company do?

- > Adopt formal board diversity policies and reporting guidelines that are inclusive of LGBTQ+ diversity.
- > Share the stories of Out Leaders at your organization. Representation at the top has a huge impact.
- > Make every search across your entire organization, including the board, LGBTQ+ inclusive.
- > Support our work by joining Out Leadership and engaging in OutQUORUM.
- > Use your platform – whether it's personal, professional, or corporate – to change the world.

How Out Leadership can support you

- > Use the OutQUORUM Board Diversity Policies for the US, UK, Australia, and Hong Kong as guides.
- > If you're an institutional investor or work for a private equity fund, venture capital fund, pension fund, or other investment management organization, join the OutQUORUM Asset Management Working Group to help drive change across the investor community.
- > If you're an LGBTQ+ leader who wants to be seated on a corporate board, then join our OutQUORUM KPMG BoardFit Workshops and create a profile in the OutQUORUM LGBTQ+ Corporate Director database.
- > Seat one of the OutQUORUM 20 LGBTQ+ business leaders on your board.
- > Participate in, and then share what you've learned from, the exciting roster of OutQUORUM events happening this year.

Contact info@outleadership.com and visit outleadership.com to learn more.

Introducing the LGBTQ+ Board Alliance



The world's leading organization dedicated to implementing LGBTQ+ Inclusive Board Policy, placing LGBTQ+ People on corporate boards, and driving Progress for LGBTQ+ people at the board level.

The Board Alliance builds on years of pioneering work and the complementary strengths of its founding organizations: **Out Leadership, Audeliss, and INvolve**. The union of these three organizations positions the Board Alliance as the authoritative organization advancing LGBTQ+ inclusion on corporate boards on a global scale. No other organization rivals the depth and breadth of the Board Alliance's expertise.

Out Leadership started the LGBTQ Board Diversity Conversation 9 years ago when only two LGBTQ+ companies in the Fortune 500 were LGBTQ+-inclusive at the Board level. Since then it has mapped the board diversity policies of the world's major stock exchanges, and published Board diversity guidelines for multiple countries, leading to massive increases in companies including LGBTQ+ in their definition of Board diversity. Out Leadership also created the first and still only LGBTQ+ Board Fit Program—in partnership with KPMG and Egon Zehnder—to prepare candidates to serve on Boards. The program has developed hundreds of leaders over the last 5 years.

Audeliss was founded in 2011 to increase the representation of women, LGBTQ+, people of color, and other diverse individuals on Boards and in C-Suite but leveling the playing field in the executive search process. Since then Audeliss has increased the Board diversity at a wide range of companies through the direct appointment of diverse leaders into Board positions, supported over 100 global organizations with initiatives designed to increase LGBTQ+ representation and inclusion, and hosted key forums led by prominent LGBTQ+ CEOs and leaders to discuss the challenges of advancing LGBTQ+ representation in business.

INvolve helps organizations drive systemic culture change and create inclusive workplaces where LGBTQ+ and other diverse individuals can thrive. INvolve publishes the annual global Outstanding Role Model Lists, supported by YouTube, showcasing LGBTQ+ leaders and their senior allies who are breaking down barriers at work for LGBTQ+ employees within global businesses. Since 2013, the Outstanding Lists have featured 1196 LGBTQ+ Role Models from 395 different organizations across 50 different countries.

Today these 3 organizations are joining forces to dramatically increase LGBTQ+ inclusive board diversity across the globe.

The Alliance will focus on 4 Action Areas:



For more details or to get involved, go to lgbtqboardalliance.com

Methodology













Our Leadership manually reviewed publicly available proxy filings, annual reports, information circulars, and/or board diversity statements from all companies listed in this report and assessed board diversity according to the following methodology.

This report defines companies as being inclusive of LGBTQ+ board diversity for either of the following reasons:

The company has an explicit board diversity policy inclusive of LGBTQ+ talent.

Example: "Diversity is also a key consideration in our nomination and succession planning processes. Our Corporate Governance Principles provide that the Board should be diverse, engaged and independent. When reviewing potential director nominees, the Nominating, Governance and Public Responsibility Committee considers the holistic diversity of the Board, including gender, race, ethnicity, age, sexual orientation and nationality, and does not discriminate on any basis." - American Express, Proxy Statement 2024

The company measures and reports on LGBTQ+ diversity on its board of directors

			Public company executive/CEO	Global/International	Strategic planning and enterprise risk management	Human capital management	Financial and accounting	Manufacturing and industry	Technology and/or cybersecurity	Science and/or academia	Corporate governance	Public policy	Environmental/climate-related	Social purpose	Marketing and brand management
	Samuel R. Allen Director since: 2019 Age: 70 MW	1	✓	✓	✓	✓	✓	✓	✓		✓				✓
	Gaurdio E. Banister Jr. Director since: 2020 Age: 66 MB	1	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓
	Wesley G. Bush Director since: 2018 Age: 63 MW	2	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Richard K. Davis Director since: 2015 Age: 66 MW	2	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Jeri DeVard Director since: 2022 Age: 65 FB	3	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Debra L. Dial Director since: 2021 Age: 63 FW	1	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Jeff M. Fettig Director since: 2003 Age: 67 MW	1	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Jim Fitterling Director since: 2018 Age: 62 MWS	1	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Jacqueline C. Hinman Director since: 2018 Age: 62 FW	1	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Luis Alberto Moreno Director since: 2021 Age: 70 ML	1	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Jill S. Wyant Director since: 2020 Age: 52 FW	0	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Daniel W. Yohannes Director since: 2018 Age: 71 MB	1	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

● Audit ● Compensation and Leadership Development ● Corporate Governance ● Environment, Health, Safety & Technology □ Committee Chair
 F Female M Male B Black L Latino W White S LGBTQ+ □ Number of Other Public Company Boards ✓ Independent

Example: Dow, Proxy Statement 2024

This report considered diversity data on gender, race, ethnicity, national origin, and age through the same process.

For further details and definitions relating to Out Leadership's methodology, see the Endnotes section.

Endnotes

The data in this report is up-to-date as of June 1, 2024, and policies published after that date are not guaranteed to be reflected in this report.

Company lists were collected from the following sources:

ASX 200:
www.asx200list.com

Euronext 100:
https://www.dividendmax.com/market-index-constituents/euronext-100?page=1

FTSE 350:
fidelity.co.uk

Fortune 1000:
www.databahn.com

HSI:
www.etnet.com.hk/www/eng/stocks/indexes_detail.php?subtype=HSI

Nasdaq Exchange:
https://www.nasdaq.com/market-activity/stocks/screener

Nikkei 225:
https://markets.businessinsider.com/index/components/nikkei_225?p=1

NYSE 100: https://markets.businessinsider.com/index/nyse_us_100?p=1

S&P/TSX Composite Index:
www.theglobeandmail.com/investing/markets/indices/TXCX/components/

- **This report considers proxy statements, annual reports, or regional equivalents published between the 2023-2024 proxy year.** Board diversity policies published in 2022 were accepted if the company did not publish a newer policy in 2023 or 2024. Policies published before 2022 were not accepted.
- **We applied the following definitions of social identity categories to this data collection process:**
 - > For companies to receive credit for LGBTQ+ inclusive board diversity, their proxy and/or board diversity statement had to list "sexual orientation," "gender identity," and/or another acronym referencing the LGBTQ+ community (LGBTQ, LGBTQIA+, LGBT, etc.).
 - > Companies that sought board candidates from "minority" backgrounds did not receive credit under any identity category, as we believe that explicitly naming categories such as sexual orientation, gender identity, gender, race, ethnicity, national origin, and age are crucial for accuracy and enacting change.
 - > Companies received credit for "national origin" if they listed the phrases "national origin," "nationality," "geographic origin," or "geography." Credit was not given for listing "international experience" and/or "cultural background," as these phrases do not necessarily

Board Diversity Matrix (as of 2024)

Board Size:

Total Number of Directors	#
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Gender:

	Male	Female	Non-Binary	Gender Undisclosed
Number of directors based on gender identity	#	#	#	#

Number of directors who identify in any of the categories below:

African American or Black	#	#	#	#
Alaskan Native or American Indian	#	#	#	#
Asian	#	#	#	#
Hispanic or Latinx	#	#	#	#
Native Hawaiian or Pacific Islander	#	#	#	#
White		#	#	#
Two or More Races or Ethnicities	#	#	#	#
LGBTQ+	#			
Undisclosed	#			

Source: Nasdaq

- correlate to national origin.
- > Companies that listed "people of color" as a criterion for board diversity received credit for seeking racial and ethnic diversity.
- > Companies received credit for age diversity by explicitly seeking a diverse age range on their corporate board, or by reporting the ages of their board directors.
- **Out Leadership recognizes that the definitions of identity categories such as race, gender, and ethnicity vary across languages, regions, and social contexts.** For standardization purposes, this report applied the aforementioned diversity definitions across all indices measured in this report.
- **Organizations that solely had an anti-discrimination statement in regards to board appointment, and no explicit board diversity policy, did not receive credit for board diversity.** This report only considers corporate board initiatives that ACTIVELY seek diversity.
- **Company-wide diversity policies, rather than board-specific diversity policies, were only counted in this report if the company-wide policy explicitly included board diversity.**
- **Nasdaq Exchange:** For companies with multiple stocks, only one stock is listed in the appendix for conciseness. Companies that included the standard Nasdaq matrix (see below) received credit for LGBTQ+, gender, race, ethnicity, and national origin diversity.
- Please note that prior to 2023, Out Leadership's OutQUORUM Reports applied a stricter definition of board diversity and listed all Nasdaq Exchange stocks, rather than one stock per company. Given the rollout of Nasdaq's new board disclosure matrix, Out Leadership expanded its definition of board diversity to include explicit board diversity policies and/or board diversity disclosures. Additionally, the appendix is limited to one stock per company for clarity and conciseness – this change may slightly alter the overall ratio of companies with and without board diversity policies that Out Leadership has reported in the past.
- This data was manually collected by Out Leadership and its partners and may contain occasional errors. Please contact info@outleadership.com with any comments or feedback.

Footnotes

- ¹ <https://www.forbes.com/sites/annajohansson/2017/07/20/how-workplacediversity-diminishes-groupthink-and-how-millennials-are-helping/>
- ² <https://www.sciencedirect.com/science/article/pii/S0275531924000990#>
- ³ <https://www.weforum.org/agenda/2019/04/business-case-for-diversity-in-the-workplace/>
- ⁴ <https://hbr.org/2016/02/study-firms-with-more-women-in-the-c-suite-are-more-profitable>
- ⁵ <https://hbr.org/2019/03/when-and-why-diversity-improves-your-boards-performance>
- ⁶ <https://www.bcg.com/publications/2018/how-diverse-leadership-teams-boost-innovation>
- ⁷ <https://hbr.org/2016/02/study-firms-with-more-women-in-the-c-suite-are-more-profitable>
- ⁸ <https://tinyurl.com/2021OutQUORUMReport>
- ⁹ <https://tinyurl.com/2023ReturnonEqualityESGReport>
- ¹⁰ <https://tinyurl.com/OuttoSucceed2>
- ¹¹ AllyUp: <https://tinyurl.com/2020USAllyUP>
- ¹² <https://tinyurl.com/OuttoSucceed2>
- ¹³ <https://tinyurl.com/2020OutQUORUMGuidelines>
- ¹⁴ This report only counts LGBTQ+ board members at companies that publicly reported them in the company's annual proxy statement.
- ¹⁵ <https://tinyurl.com/UKOutQuorumGuidelines>
- ¹⁶ <https://tinyurl.com/AUSOutQuorumGuidelines>
- ¹⁷ <https://tinyurl.com/2024HKOutQuorumGuidelines>
- ¹⁸ <https://www.reuters.com/legal/legalindustry/nasdaq-board-diversity-rules-inclusivity-is-good-business-2022-02-15/#:~:text=The%20diverse%20board%20members%20must,in%20a%20statement%20on%20Dec.>
- ¹⁹ <http://executive-advisoryinstitute.com/2023/03/27/the-nyse-refrains-from-adopting-diversity-requirements/>
- ²⁰ <https://www.nasdaq.com/articles/heres-average-stock-market-return-over-last-15-years>
- ²¹ <https://outleadership.com/driving-equality/?tags=board-diversity>

From sidebar, page 25:

¹The Trevor Project's 2023 survey <https://www.thetrevorproject.org/survey-2023/>

² 2018 Journal of Autism and Developmental Disorders

³LGBT People with Disabilities by Movement Advancement Project (MAP) <https://www.lgbtmap.org/file/LGBT-People-With-Disabilities.pdf>

From sidebar, page 27:

¹ Centers of Disease Control. Disability Data & Statistics. <https://www.cdc.gov/ncbddd/disabilityandhealth/data.html> (October 2024).

² Movement Advancement Project. July 2019. LGBT People With Disabilities. <https://www.lgbtmap.org/lgbt-people-disabilities>. (October 2024).

Credits

Out Leadership

Todd Sears, Founder & CEO*

Marco Martinot, Chief Growth & Financial Officer

Jane Barry-Moran, Managing Director, Programs & Research*

Michael Paterson, Managing Director, Marketing, Communications & Creative*

Meg Stretton, Director, Global Events

Cameron Wu, Manager, Programs & Research*

Leo Scheck, Manager, Digital Media & Communications*

Camille Witt, Associate, Member Experience

Cara Crosby, Associate, Global Events & Marketing, Communications & Creative

Kalyn Jahansouz, HR Director

Mila Jam, Senior Advisor

Ken Janssens, Senior Advisor

Matthew Montelongo, Senior Advisor

Joseph Seo, Intern

Karlo Andrei Antalan, Intern

Clayton Bush, Intern

Design

Care Creative

Out Leadership Global Advisory Board

Lou Aversano, Chief Brand and Marketing Officer, Cigna

Lloyd Blankfein**, CEO & Chairman, Goldman Sachs

Beth Brooke-Marciniak, Global Vice Chair, Public Policy (retired), EY

Lord John Browne**, Executive Chairman, L1 Energy

Gigi Chao, Executive Vice Chairman, Cheuk Nang (Holdings) Ltd.

Jim Fitterling, CEO, Dow

Peter T. Grauer**, Chairman, Bloomberg LP

Richard Jeanneret, Americas Vice Chair East Region, Managing Partner, EY

Ken Mehlman, Global Head of Public Affairs, KKR

Noel Quinn**, Group CEO, HSBC Holdings plc

Lee Schreter, Partner, Littler Mendelson

The Hon. Kathleen Sebelius, Former Secretary of Health and Human Services, Former Governor of Kansas, CEO, Sebelius Resources LLC

Dr. Ashley Steel**, Former Vice Chair UK, KPMG LLP

Pamela Stewart, President, West Operations - North America Operating Unit, Coca Cola Company

Kenji Yoshino**, Chief Justice Earl Warren Professor of Constitutional Law, NYU School of Law

Dr. Allan Zeman, Chairman, Lan Kwai Fong Group

Claudia Brind-Woody, Managing Director, IBM

*Report Author

**Emeritus

Data and Nonprofit Partners

Egon Zehnder

KPMG

Windö

Ascend Pinnacle

Disability:IN

Latino Corporate Directors Association

National Organization on Disability

Thirty Percent Coalition

Appendices

Appendix I: Fortune 1000 Board Diversity Mapping

Appendix II: Nasdaq Board Diversity Mapping

Appendix III: NYSE 100 Board Diversity Mapping

Appendix IV: FTSE 350 Board Diversity Mapping

Appendix V: HSI Board Diversity Mapping

Appendix VI: ASX 200 Board Diversity Mapping

Appendix VII: Euronext 100 Board Diversity Mapping

Appendix VIII: Nikkei 225 Board Diversity Mapping

Appendix IX: S&P/TSX Composite Index Board Diversity Mapping

Appendix I:
Fortune 1000/
Fortune 500

Company Name	Fortune 1000						National Origin	Age
	Rank	LGBTQ+	Gender	Race	Ethnicity			
3M	134	Yes	Yes	Yes	Yes	Yes	Yes	
A-Mark Precious Metals	421	No	No	No	No	No	No	
A.O. Smith	768	No	Yes	Yes	Yes	No	Yes	
Abbott Laboratories	108	No	Yes	Yes	Yes	Yes	No	
AbbVie	77	No	Yes	Yes	Yes	Yes	Yes	
Abercrombie & Fitch	709	No	Yes	Yes	Yes	Yes	Yes	
ABM Industries	461	Yes	Yes	Yes	Yes	No	Yes	
Academy Sports and Outdoors	559	Yes	Yes	Yes	Yes	Yes	Yes	
Acadia Healthcare	904	No	Yes	Yes	Yes	No	No	
Acuity Brands	756	No	Yes	Yes	Yes	No	Yes	
Adams Resources & Energy	947	No	No	No	No	No	No	
AdaptHealth	856	Yes	Yes	Yes	Yes	Yes	Yes	
Adobe	210	Yes	Yes	Yes	Yes	Yes	Yes	
ADT	568	No	Yes	Yes	Yes	No	Yes	
Advance Auto Parts	358	No	Yes	No	Yes	No	Yes	
Advanced Drainage Systems	881	No	Yes	Yes	Yes	No	Yes	
Advanced Micro Devices	181	Yes	Yes	Yes	Yes	Yes	Yes	
Advantage Solutions	717	Yes	Yes	No	Yes	No	Yes	
AECOM	291	Yes	Yes	Yes	Yes	No	Yes	
AES	319	No	Yes	Yes	Yes	No	Yes	
Aflac	222	No	Yes	Yes	Yes	Yes	Yes	
AGCO	295	No	No	No	No	No	Yes	
Agilent Technologies	521	No	Yes	Yes	Yes	Yes	Yes	
Agilon Health	681	No	No	No	No	No	Yes	
AGNC Investment	990	Yes	Yes	Yes	Yes	Yes	Yes	
AIG	94	Yes	Yes	Yes	Yes	Yes	Yes	
Air Lease	960	No	Yes	Yes	Yes	Yes	Yes	
Air Products & Chemicals	322	No	Yes	Yes	Yes	No	Yes	
Airbnb	396	Yes	Yes	Yes	Yes	Yes	Yes	
Akamai Technologies	771	Yes	Yes	Yes	Yes	No	Yes	
Alaska Air Group	385	No	Yes	Yes	Yes	Yes	Yes	
Albemarle	412	No	Yes	Yes	No	No	Yes	
Albertsons	53	No	Yes	Yes	Yes	No	Yes	
Alcoa	380	No	No	No	No	No	No	
Alexandria Real Estate Equities	958	No	Yes	Yes	Yes	No	Yes	
Alight	835	Yes	Yes	Yes	Yes	Yes	Yes	
Align Technology	767	No	Yes	Yes	Yes	No	Yes	
Allegiant Travel	996	No	Yes	Yes	Yes	No	Yes	
Alliance Resource Partners	983	No	No	No	No	No	No	
Alliant Energy	743	Yes	Yes	Yes	Yes	No	Yes	
Allison Transmission Holdings	887	Yes	Yes	Yes	Yes	No	Yes	
Allstate	73	No	Yes	Yes	Yes	No	Yes	
Ally Financial	257	No	Yes	Yes	Yes	No	No	
Alpha Metallurgical Resources	823	Yes	Yes	Yes	Yes	No	Yes	
Alphabet	8	Yes	Yes	Yes	Yes	No	Yes	
Altice USA	424	No	No	No	No	No	No	
Altria Group	196	Yes	Yes	Yes	Yes	Yes	Yes	
Amazon	2	Yes	Yes	Yes	Yes	Yes	Yes	
AMC Entertainment Holdings	659	Yes	Yes	Yes	Yes	Yes	Yes	
AMC Networks	953	Yes	Yes	Yes	Yes	No	Yes	
Ameren	494	No	Yes	Yes	Yes	No	Yes	
American Airlines Group	86	No	Yes	Yes	Yes	Yes	Yes	

Company Name	Fortune 1000						National Origin	Age
	Rank	LGBTQ+	Gender	Race	Ethnicity			
American Axle & Manufacturing	561	No	Yes	Yes	No	No	Yes	
American Eagle Outfitters	626	Yes	Yes	Yes	Yes	Yes	Yes	
American Electric Power	217	Yes	Yes	Yes	Yes	Yes	Yes	
American Express	58	Yes	Yes	Yes	Yes	Yes	Yes	
American Family Insurance Group	243	No	No	No	No	No	No	
American Financial Group	470	No	Yes	Yes	Yes	No	Yes	
American National Group	922	No	No	No	Yes	No	Yes	
American Tower	363	No	Yes	Yes	Yes	Yes	Yes	
American Water Works	714	No	Yes	Yes	Yes	No	Yes	
Americold Realty Trust	955	No	No	No	No	No	Yes	
Ameriprise Financial	254	No	Yes	Yes	Yes	Yes	Yes	
Ametek	536	No	Yes	Yes	Yes	No	Yes	
Amgen	151	No	Yes	Yes	Yes	Yes	Yes	
Amica Mutual Insurance	940	No	No	No	No	No	No	
Amkor Technology	540	Yes	Yes	Yes	Yes	No	Yes	
AMN Healthcare Services	774	No	Yes	Yes	Yes	No	Yes	
Amphenol	325	No	Yes	Yes	Yes	No	Yes	
Analog Devices	335	No	No	No	No	No	No	
Andersons	285	Yes	Yes	Yes	Yes	Yes	Yes	
Antero Resources	670	Yes	Yes	Yes	No	Yes	Yes	
Anywhere Real Estate	591	No	Yes	Yes	Yes	No	Yes	
APA	455	No	Yes	Yes	No	No	Yes	
API Group	509	No	Yes	Yes	Yes	Yes	Yes	
Apollo Global Management	136	No	Yes	Yes	Yes	No	Yes	
Apple	3	Yes	Yes	Yes	Yes	Yes	Yes	
Applied Industrial Technologies	696	No	Yes	Yes	Yes	No	Yes	
Applied Materials	158	Yes	Yes	Yes	Yes	Yes	Yes	
AppLovin	847	No	Yes	Yes	Yes	No	Yes	
AptarGroup	818	No	Yes	No	Yes	No	Yes	
Aramark	220	No	Yes	Yes	Yes	No	Yes	
ArcBest	689	No	Yes	Yes	Yes	No	Yes	
Arch Resources	862	No	Yes	Yes	Yes	Yes	Yes	
Archer Daniels Midland	43	No	Yes	Yes	Yes	Yes	Yes	
Ares Management	644	Yes	Yes	Yes	Yes	Yes	Yes	
Arista Networks	583	No	Yes	Yes	Yes	Yes	Yes	
ARKO	453	Yes	Yes	Yes	Yes	Yes	Yes	
Arrow Electronics	133	Yes	Yes	Yes	Yes	No	Yes	
Arthur J. Gallagher	391	No	Yes	Yes	Yes	No	Yes	
Asbury Automotive Group	281	No	No	No	No	No	Yes	
ASGN	691	No	Yes	Yes	No	No	Yes	
Assurant	365	No	Yes	Yes	Yes	No	Yes	
AT&T	32	No	Yes	Yes	Yes	No	Yes	
ATI	727	No	Yes	Yes	Yes	No	Yes	
Atkore	813	Yes	Yes	Yes	Yes	No	Yes	
Atlassian	811	No	Yes	Yes	Yes	No	Yes	
Atmos Energy	710	No	Yes	Yes	Yes	No	Yes	
Auto-Owners Insurance	314	No	No	No	No	No	No	
Autodesk	602	Yes	Yes	No	Yes	No	Yes	
Autoliv	384	No	Yes	Yes	Yes	No	Yes	
Automatic Data Processing	228	Yes	Yes	Yes	Yes	Yes	Yes	
AutoNation	155	No	Yes	Yes	Yes	No	Yes	
AutoZone	236	No	Yes	Yes	Yes	No	Yes	

Company Name	Fortune 1000						National Origin	Age
	Rank	LGBTQ+	Gender	Race	Ethnicity			
AvalonBay Communities	941	No	Yes	Yes	Yes	No	Yes	
Avantor	506	No	Yes	Yes	Yes	No	Yes	
Avery Dennison	450	No	Yes	No	No	No	Yes	
Avient	863	Yes	Yes	Yes	Yes	Yes	Yes	
Avis Budget Group	345	No	Yes	Yes	Yes	Yes	Yes	
Avnet	157	Yes	Yes	Yes	Yes	No	Yes	
Baker Hughes	161	No	Yes	Yes	Yes	No	Yes	
Ball	304	No	Yes	Yes	Yes	No	Yes	
Bank of America	18	Yes	Yes	Yes	Yes	Yes	Yes	
Bank of New York Mellon	130	Yes	Yes	Yes	Yes	No	Yes	
Bath & Body Works	481	Yes	Yes	Yes	Yes	No	Yes	
Baxter International	270	Yes	Yes	Yes	Yes	Yes	Yes	
Beacon Roofing Supply	429	Yes	Yes	Yes	Yes	Yes	Yes	
Becton Dickinson	211	No	Yes	No	No	No	Yes	
Belden	995	Yes	Yes	Yes	Yes	Yes	Yes	
Benchmark Electronics	921	Yes	Yes	Yes	Yes	Yes	Yes	
Berkshire Hathaway	5	No	No	No	No	No	Yes	
Berry Global Group	320	No	Yes	Yes	No	No	Yes	
Best Buy	100	No	Yes	Yes	Yes	Yes	Yes	
Big Lots	666	No	Yes	Yes	No	No	Yes	
Bio-Rad Laboratories	964	No	Yes	Yes	Yes	No	Yes	
Biogen	401	Yes	Yes	Yes	Yes	Yes	Yes	
BJ's Wholesale Club	205	No	Yes	Yes	Yes	No	Yes	
BlackRock	231	Yes	Yes	Yes	Yes	Yes	Yes	
Blackstone	464	No	No	No	No	No	No	
Block	186	No	Yes	Yes	Yes	No	No	
Bloomin' Brands	671	Yes	Yes	Yes	Yes	No	Yes	
BlueLinx Holdings	865	No	Yes	Yes	Yes	No	Yes	
Boeing	52	No	Yes	Yes	Yes	No	Yes	
Boise Cascade	519	No	Yes	Yes	Yes	No	Yes	
BOK Financial	867	Yes	Yes	Yes	Yes	Yes	Yes	
Booking Holdings	190	No	Yes	Yes	Yes	No	Yes	
Booz Allen Hamilton Holding	422	Yes	Yes	Yes	Yes	Yes	Yes	
BorgWarner	258	No	Yes	Yes	Yes	No	No	
Boston Properties	852	Yes	Yes	Yes	Yes	Yes	Yes	
Boston Scientific	300	No	Yes	Yes	Yes	No	Yes	
Boyd Gaming	785	No	Yes	Yes	Yes	No	Yes	
Bread Financial Holdings	631	No	Yes	Yes	Yes	No	Yes	
BrightHouse Financial	734	No	Yes	Yes	Yes	No	Yes	
BrightSpring Health Services	436	No	No	No	No	No	No	
BrightView Holdings	926	No	Yes	No	Yes	No	No	
Brink's	655	No	Yes	Yes	Yes	No	Yes	
Brinker International	731	No	Yes	Yes	Yes	No	Yes	
Bristol-Myers Squibb	98	Yes	Yes	Yes	Yes	Yes	Yes	
Broadcom	118	Yes	Yes	Yes	Yes	Yes	Yes	
Broadridge Financial Solutions	564	Yes	Yes	Yes	Yes	No	Yes	
Brookdale Senior Living	889	No	Yes	Yes	Yes	No	Yes	
Brown & Brown	712	No	Yes	Yes	Yes	No	Yes	
Brown-Forman	716	No	No	Yes	Yes	No	Yes	
Bruker	894	No	Yes	Yes	Yes	No	Yes	
Brunswick	546	Yes	Yes	Yes	Yes	No	Yes	
Builders FirstSource	240	No	Yes	Yes	Yes	No	Yes	

Company Name	Fortune 1000						National Origin	Age
	Rank	LGBTQ+	Gender	Race	Ethnicity			
Burlington Stores	404	No	Yes	Yes	Yes	No	Yes	
BWX Technologies	999	No	Yes	Yes	Yes	No	Yes	
C.H. Robinson Worldwide	233	No	Yes	Yes	Yes	No	Yes	
Cabot	759	No	Yes	Yes	No	Yes	Yes	
CACI International	525	No	Yes	Yes	Yes	No	Yes	
Cadence Design Systems	737	Yes	Yes	Yes	Yes	No	Yes	
Caesars Entertainment	353	Yes	Yes	Yes	Yes	Yes	Yes	
Cal-Maine Foods	861	Yes	Yes	Yes	Yes	Yes	Yes	
Caleres	925	No	Yes	Yes	Yes	No	Yes	
California Resources	933	No	Yes	Yes	Yes	No	Yes	
Calumet Specialty Products Partners	724	No	No	No	No	No	No	
Campbell Soup	419	No	Yes	No	Yes	No	Yes	
Camping World Holdings	554	No	Yes	Yes	No	No	Yes	
Cano Health	864	No	No	No	No	No	No	
Capital One Financial	91	No	Yes	Yes	Yes	No	Yes	
Cardinal Health	14	No	Yes	Yes	Yes	No	Yes	
Carlisle	588	No	Yes	Yes	Yes	No	Yes	
Carlyle Group	895	No	Yes	Yes	Yes	No	Yes	
CarMax	141	No	Yes	Yes	Yes	No	Yes	
Carpenter Technology	987	No	Yes	Yes	Yes	No	Yes	
Carrier Global	184	No	Yes	Yes	No	No	Yes	
Carter's	901	No	Yes	Yes	Yes	No	Yes	
Carvana	377	No	Yes	Yes	Yes	Yes	Yes	
Casey's General Stores	274	Yes	Yes	Yes	Yes	Yes	Yes	
Catalent	711	No	No	No	No	No	Yes	
Caterpillar	59	No	Yes	Yes	Yes	No	Yes	
Cboe Global Markets	778	No	Yes	Yes	Yes	No	Yes	
CBRE Group	138	Yes	Yes	Yes	Yes	Yes	Yes	
CDW	189	Yes	Yes	Yes	Yes	Yes	Yes	
Celanese	369	No	Yes	Yes	Yes	No	Yes	
Cencora	10	No	Yes	Yes	Yes	Yes	Yes	
Centene	22	No	Yes	Yes	Yes	No	Yes	
CenterPoint Energy	441	No	Yes	No	Yes	Yes	Yes	
Central Garden & Pet	844	Yes	Yes	Yes	Yes	No	Yes	
Century Communities	794	Yes	Yes	Yes	Yes	No	Yes	
CF Industries Holdings	535	No	Yes	Yes	Yes	No	Yes	
ChampionX	780	No	Yes	Yes	Yes	No	Yes	
Charles River Laboratories International	732	No	Yes	Yes	Yes	Yes	Yes	
Charles Schwab	160	No	Yes	Yes	Yes	Yes	Yes	
Chart Industries	834	No	Yes	Yes	Yes	No	Yes	
Charter Communications	76	Yes	Yes	Yes	Yes	Yes	Yes	
Cheesecake Factory	828	No	Yes	No	Yes	No	Yes	
Chefs' Warehouse	830	Yes	Yes	Yes	Yes	No	Yes	
Chemours	567	No	Yes	Yes	Yes	No	No	
Cheniere Energy	200	No	Yes	Yes	Yes	No	Yes	
Chesapeake Energy	440	Yes	Yes	Yes	Yes	Yes	Yes	
Chevron	15	No	Yes	Yes	Yes	No	Yes	
Chewy	362	No	Yes	No	Yes	No	Yes	
Chipotle Mexican Grill	399	No	Yes	Yes	Yes	No	Yes	
Chord Energy	761	Yes	Yes	Yes	Yes	No	Yes	
CHS	97	No	No	No	No	No	No	
Church & Dwight	579	No	Yes	Yes	Yes	Yes	Yes	

Company Name	Fortune 1000						National Origin	Age
	Rank	LGBTQ+	Gender	Race	Ethnicity			
Ciena	699	No	Yes	Yes	Yes	Yes	No	
Cigna Group	16	No	Yes	Yes	Yes	No	Yes	
Cincinnati Financial	393	Yes	Yes	Yes	Yes	Yes	Yes	
Cinemark Holdings	882	No	Yes	Yes	No	No	Yes	
Cintas	437	Yes	Yes	Yes	Yes	Yes	Yes	
Cisco Systems	74	Yes	Yes	Yes	Yes	Yes	Yes	
Citigroup	21	Yes	Yes	Yes	Yes	Yes	Yes	
Citizens Financial Group	337	No	Yes	Yes	No	No	Yes	
Civitas Resources	821	No	Yes	No	Yes	No	Yes	
Clean Harbors	612	No	Yes	Yes	Yes	No	Yes	
Clear Channel Outdoor Hldgs.	1000	No	Yes	Yes	No	No	Yes	
Cleveland-Cliffs	185	No	Yes	No	Yes	No	Yes	
Clorox	485	Yes	Yes	Yes	Yes	No	Yes	
CME Group	593	No	Yes	Yes	Yes	No	Yes	
CMS Energy	478	Yes	Yes	Yes	Yes	No	Yes	
CNO Financial Group	729	No	Yes	Yes	Yes	Yes	Yes	
CNX Resources	829	No	Yes	Yes	Yes	No	Yes	
Coca-Cola	95	No	Yes	Yes	Yes	No	Yes	
Coca-Cola Consolidated	532	Yes	Yes	Yes	No	No	No	
Cognizant Technology Solutions	213	Yes	Yes	Yes	Yes	Yes	Yes	
Coherent	632	Yes	Yes	Yes	Yes	No	Yes	
Coinbase Global	870	Yes	Yes	Yes	Yes	Yes	Yes	
Colgate-Palmolive	207	Yes	Yes	Yes	Yes	No	Yes	
Columbia Banking System	949	No	Yes	Yes	Yes	No	Yes	
Columbia Sportswear	819	Yes	Yes	Yes	Yes	No	Yes	
Comcast	33	No	Yes	Yes	Yes	No	Yes	
Comerica	627	Yes	Yes	Yes	Yes	No	Yes	
Comfort Systems USA	629	Yes	Yes	Yes	Yes	Yes	Yes	
Commercial Metals	438	No	Yes	Yes	Yes	No	Yes	
CommScope Holding	503	Yes	Yes	Yes	Yes	No	Yes	
Community Health Systems	330	No	Yes	Yes	Yes	No	Yes	
Compass	654	Yes	Yes	Yes	Yes	No	Yes	
Conagra Brands	336	Yes	Yes	Yes	Yes	Yes	Yes	
Concentrix	499	No	Yes	Yes	No	Yes	Yes	
Conduent	789	Yes	Yes	Yes	Yes	No	Yes	
ConocoPhillips	68	No	Yes	Yes	Yes	Yes	Yes	
Consol Energy	980	No	Yes	Yes	Yes	Yes	Yes	
Consolidated Edison	289	Yes	Yes	Yes	Yes	Yes	Yes	
Constellation Brands	415	No	Yes	No	Yes	No	Yes	
Constellation Energy	165	Yes	Yes	Yes	Yes	Yes	Yes	
Continental Resources	439	No	No	No	No	No	No	
Cooper Cos.	805	Yes	Yes	Yes	Yes	No	Yes	
Cooper-Standard Holdings	927	Yes	Yes	Yes	Yes	Yes	Yes	
Copart	765	Yes	Yes	Yes	Yes	No	Yes	
Core & Main	526	No	No	No	No	No	Yes	
Cornerstone Building Brands	613	No	No	No	No	No	No	
Corning	323	No	Yes	Yes	Yes	No	Yes	
Corpay	781	Yes	Yes	Yes	Yes	Yes	Yes	
Corteva	238	Yes	Yes	Yes	Yes	Yes	Yes	
Costco	11	No	Yes	Yes	Yes	No	No	
Coterra Energy	575	No	Yes	No	Yes	No	Yes	
Coty	595	No	Yes	Yes	Yes	Yes	Yes	

Company Name	Fortune 1000						National Origin	Age
	Rank	LGBTQ+	Gender	Race	Ethnicity			
Country Financial	701	No	No	No	No	No	No	
Coupang	168	No	No	No	No	No	No	
Cracker Barrel Old Country Store	827	No	Yes	Yes	Yes	No	Yes	
Crocs	753	No	No	No	No	No	Yes	
CrossAmerica Partners	736	No	No	No	No	No	No	
CrowdStrike Holdings	883	Yes	Yes	Yes	Yes	Yes	Yes	
Crown Castle	505	No	No	No	No	No	Yes	
Crown Holdings	344	No	Yes	Yes	No	No	Yes	
CSX	290	No	Yes	Yes	Yes	No	Yes	
Cullen/Frost Bankers	968	No	Yes	Yes	Yes	No	Yes	
Cummins	129	No	Yes	Yes	Yes	No	Yes	
CUNA Mutual Group	611	No	No	No	No	No	No	
Curtiss-Wright	919	Yes	Yes	Yes	Yes	No	Yes	
CVS Health	6	No	Yes	Yes	Yes	Yes	Yes	
D.R. Horton	120	No	Yes	Yes	Yes	No	Yes	
Dana	379	No	Yes	No	Yes	No	Yes	
Danaher	153	No	Yes	Yes	Yes	Yes	Yes	
Darden Restaurants	383	No	Yes	Yes	Yes	No	Yes	
Darling Ingredients	523	No	Yes	Yes	Yes	No	Yes	
DaVita	341	No	Yes	Yes	Yes	No	No	
Deckers Outdoor	801	Yes	Yes	Yes	Yes	No	Yes	
Deere	64	No	Yes	Yes	Yes	No	Yes	
Delek US Holdings	244	No	Yes	Yes	Yes	No	Yes	
Dell Technologies	48	No	No	No	No	No	Yes	
Delta Air Lines	70	No	Yes	Yes	Yes	No	Yes	
Dentsply Sirona	751	Yes	Yes	Yes	Yes	No	Yes	
Designer Brands	879	Yes	Yes	Yes	Yes	Yes	Yes	
Devon Energy	271	No	Yes	Yes	Yes	No	Yes	
DexCom	802	Yes	Yes	Yes	Yes	No	Yes	
Diamondback Energy	449	Yes	Yes	Yes	Yes	Yes	Yes	
Dick's Sporting Goods	313	No	Yes	Yes	Yes	No	Yes	
Diebold Nixdorf	779	No	Yes	Yes	Yes	No	Yes	
Digital Realty Trust	605	No	Yes	Yes	Yes	No	Yes	
Dillard's	515	No	No	No	No	No	No	
Discover Financial Services	194	Yes	Yes	Yes	Yes	Yes	Yes	
DocuSign	942	Yes	Yes	Yes	Yes	Yes	Yes	
Dollar General	111	No	Yes	Yes	No	Yes	Yes	
Dollar Tree	143	Yes	Yes	Yes	Yes	Yes	Yes	
Dominion Energy	230	No	Yes	Yes	Yes	Yes	Yes	
Domino's Pizza	690	No	Yes	Yes	Yes	No	Yes	
Domtar	502	No	No	No	No	No	No	
Donaldson	831	No	Yes	Yes	Yes	Yes	Yes	
DoorDash	443	Yes	Yes	Yes	Yes	Yes	Yes	
Dover	448	No	Yes	Yes	Yes	No	Yes	
Dow	99	Yes	Yes	Yes	Yes	Yes	Yes	
DraftKings	798	No	No	No	No	No	Yes	
Dream Finders Homes	784	No	No	No	No	No	Yes	
Dropbox	997	Yes	Yes	Yes	Yes	Yes	Yes	
DTE Energy	318	No	Yes	Yes	Yes	No	Yes	
Duke Energy	148	No	Yes	Yes	Yes	Yes	Yes	
DuPont	327	Yes	Yes	Yes	Yes	Yes	Yes	
DXC Technology	294	No	Yes	Yes	Yes	No	Yes	

Company Name	Fortune 1000						National Origin	Age
	Rank	LGBTQ+	Gender	Race	Ethnicity			
Dycom Industries	725	No	Yes	No	Yes	No	Yes	
East West Bancorp	748	No	Yes	Yes	Yes	Yes	Yes	
Eastman Chemical	426	Yes	Yes	Yes	Yes	Yes	Yes	
Ebay	390	No	Yes	Yes	Yes	No	Yes	
EchoStar	242	Yes	Yes	Yes	Yes	Yes	Yes	
Ecolab	269	Yes	Yes	Yes	Yes	Yes	Yes	
Edison International	250	Yes	Yes	Yes	Yes	No	Yes	
Edward Jones	303	No	No	No	No	No	No	
Edwards Lifesciences	569	No	Yes	Yes	Yes	Yes	Yes	
Elanco Animal Health	693	No	Yes	Yes	Yes	Yes	Yes	
Electronic Arts	482	No	Yes	Yes	Yes	No	Yes	
Elevance Health	20	No	Yes	Yes	Yes	No	Yes	
Eli Lilly	127	No	Yes	No	Yes	Yes	Yes	
EMCOR Group	324	No	Yes	Yes	Yes	No	No	
Emerson Electric	224	Yes	Yes	Yes	Yes	Yes	Yes	
Encompass Health	660	No	Yes	No	No	No	Yes	
Encore Wire	981	Yes	Yes	Yes	Yes	Yes	Yes	
Endeavor Group Holdings	573	No	No	No	No	No	Yes	
Energizer Holdings	896	No	Yes	Yes	Yes	No	Yes	
Energy Transfer	51	No	No	No	No	No	No	
EnerSys	792	Yes	Yes	Yes	Yes	No	Yes	
EnLink Midstream	511	No	No	No	No	No	No	
Ensign Group	787	No	Yes	Yes	Yes	No	Yes	
Entegris	812	Yes	Yes	Yes	Yes	No	Yes	
Entergy	339	No	Yes	Yes	Yes	No	Yes	
Enterprise Products Partners	90	No	No	No	No	No	No	
Envista Holdings	984	No	Yes	Yes	Yes	No	Yes	
EOG Resources	169	No	Yes	Yes	Yes	No	No	
EPAM Systems	669	No	Yes	No	Yes	Yes	Yes	
EQT	510	No	Yes	Yes	Yes	No	Yes	
Equifax	625	No	Yes	Yes	Yes	No	Yes	
Equinix	456	Yes	Yes	Yes	Yes	Yes	Yes	
Equitable Holdings	381	Yes	Yes	Yes	Yes	Yes	Yes	
Equity Residential	915	No	Yes	Yes	Yes	Yes	Yes	
Erie Insurance Group	376	No	No	No	No	No	No	
ESAB	939	No	Yes	Yes	Yes	Yes	Yes	
Est?e Lauder	259	No	Yes	Yes	Yes	No	Yes	
Etsy	946	Yes	Yes	Yes	Yes	Yes	Yes	
Euronet Worldwide	796	No	Yes	No	Yes	Yes	Yes	
Evergy	597	Yes	Yes	Yes	Yes	Yes	Yes	
Eversource Energy	348	No	Yes	Yes	Yes	No	Yes	
Exact Sciences	998	No	Yes	No	Yes	No	Yes	
Exelon	187	Yes	Yes	Yes	Yes	Yes	Yes	
eXp World Holdings	708	Yes	Yes	Yes	Yes	No	Yes	
Expedia Group	315	Yes	Yes	Yes	Yes	Yes	Yes	
Expeditors Intl. of Washington	420	No	Yes	Yes	Yes	No	Yes	
Extra Space Storage	969	No	Yes	Yes	Yes	No	Yes	
Exxon Mobil	7	No	Yes	Yes	Yes	No	Yes	
F5	929	Yes	Yes	Yes	Yes	Yes	Yes	
Fannie Mae	27	No	No	No	No	No	No	
Farmers Insurance Exchange	273	No	No	No	No	No	No	
Fastenal	488	Yes	Yes	Yes	Yes	Yes	Yes	

Company Name	Fortune 1000						National Origin	Age
	Rank	LGBTQ+	Gender	Race	Ethnicity			
Federated Mutual Insurance	872	No	No	No	No	No	No	
FedEx	46	No	Yes	Yes	Yes	No	Yes	
Fidelity National Financial	351	Yes	Yes	Yes	Yes	Yes	Yes	
Fidelity National Information Services	288	No	Yes	Yes	Yes	Yes	Yes	
Fifth Third Bancorp	321	Yes	Yes	Yes	Yes	Yes	Yes	
First American Financial	570	Yes	Yes	Yes	Yes	Yes	Yes	
First Citizens BancShares	182	Yes	Yes	Yes	Yes	Yes	Yes	
First Horizon	640	No	Yes	Yes	Yes	No	Yes	
First National of Nebraska	937	No	No	No	No	No	No	
First Solar	843	Yes	Yes	Yes	Yes	No	Yes	
FirstCash Holdings	860	Yes	Yes	Yes	Yes	No	Yes	
FirstEnergy	331	No	Yes	Yes	Yes	No	Yes	
Fiserv	215	Yes	Yes	Yes	Yes	Yes	Yes	
Five Below	808	Yes	Yes	Yes	Yes	Yes	Yes	
Floor & Decor Holdings	695	No	Yes	Yes	Yes	No	Yes	
Flowers Foods	639	Yes	Yes	Yes	Yes	No	Yes	
Flowserve	703	No	Yes	Yes	No	Yes	Yes	
Fluor	265	No	Yes	Yes	Yes	No	Yes	
FM Global	418	No	No	No	No	No	No	
FMC	688	No	Yes	Yes	Yes	No	Yes	
Foot Locker	458	Yes	Yes	Yes	Yes	Yes	Yes	
Ford Motor	17	No	Yes	Yes	Yes	No	Yes	
Fortinet	622	Yes	Yes	Yes	Yes	Yes	Yes	
Fortive	562	No	Yes	Yes	Yes	No	Yes	
Fortune Brands Innovations	676	No	Yes	Yes	Yes	No	Yes	
Fox	277	No	Yes	Yes	Yes	No	No	
Franklin Resources	468	No	Yes	Yes	Yes	No	Yes	
Freddie Mac	36	No	No	No	No	No	No	
Freeport-McMoRan	178	No	Yes	Yes	Yes	No	Yes	
Frontier Communications	586	Yes	Yes	Yes	Yes	No	Yes	
Frontier Group Holdings	806	Yes	Yes	Yes	Yes	No	Yes	
FTI Consulting	817	No	Yes	Yes	No	No	Yes	
G-III Apparel Group	873	Yes	Yes	Yes	Yes	Yes	Yes	
GameStop	624	No	No	No	No	No	Yes	
Gannett	966	No	Yes	Yes	Yes	No	Yes	
Gap	278	No	Yes	Yes	Yes	No	Yes	
Garrett Motion	763	Yes	Yes	No	No	No	Yes	
Gartner	576	Yes	Yes	Yes	Yes	Yes	Yes	
GE HealthCare Technologies	206	No	Yes	Yes	Yes	Yes	Yes	
Gen Digital	840	Yes	Yes	No	Yes	No	Yes	
Generac Holdings	744	Yes	Yes	Yes	Yes	No	Yes	
General Dynamics	104	No	Yes	Yes	Yes	No	Yes	
General Electric	56	No	Yes	Yes	Yes	Yes	Yes	
General Mills	203	No	Yes	Yes	Yes	No	Yes	
General Motors	19	Yes	Yes	Yes	Yes	Yes	Yes	
Genesis Energy	858	No	No	No	No	No	No	
Genuine Parts	175	Yes	Yes	Yes	Yes	Yes	Yes	
Genworth Financial	477	No	Yes	Yes	Yes	No	Yes	
Gilead Sciences	154	Yes	Yes	Yes	Yes	Yes	Yes	
Global Partners	247	No	No	No	No	No	No	
Global Payments	410	No	Yes	Yes	Yes	No	Yes	
Globe Life	607	No	Yes	Yes	Yes	Yes	Yes	

Company Name	Fortune 1000						National Origin	Age
	Rank	LGBTQ+	Gender	Race	Ethnicity			
GMS	618	No	Yes	Yes	Yes	No	Yes	
GoDaddy	713	No	Yes	Yes	Yes	No	Yes	
Goldman Sachs Group	35	Yes	Yes	Yes	Yes	Yes	Yes	
Goodyear Tire & Rubber	204	Yes	Yes	Yes	Yes	No	Yes	
Graham Holdings	694	No	No	No	No	No	No	
Granite Construction	815	No	Yes	Yes	Yes	No	Yes	
Graphic Packaging Holding	416	No	Yes	Yes	Yes	No	Yes	
Gray Television	850	No	Yes	No	Yes	No	Yes	
Graybar Electric	367	No	No	No	No	No	No	
Green Plains	845	Yes	Yes	Yes	Yes	No	Yes	
Greenbrier	757	Yes	Yes	Yes	Yes	No	Yes	
Greif	628	No	Yes	Yes	Yes	No	Yes	
Griffon	959	No	Yes	No	Yes	No	Yes	
Grocery Outlet Holding	750	Yes	Yes	Yes	Yes	No	Yes	
Group 1 Automotive	229	No	Yes	No	Yes	No	Yes	
Guardian Life Ins. Co. of America	252	No	No	No	No	No	No	
Guess	938	No	Yes	Yes	Yes	No	Yes	
GXO Logistics	402	No	Yes	No	No	No	Yes	
H.B. Fuller	814	No	Yes	Yes	Yes	No	Yes	
H&R Block	822	No	Yes	Yes	Yes	No	Yes	
Halliburton	177	No	Yes	Yes	Yes	No	Yes	
Hanesbrands	590	No	Yes	Yes	Yes	No	Yes	
Hanover Insurance Group	571	No	Yes	Yes	Yes	No	Yes	
Harley-Davidson	585	Yes	Yes	Yes	Yes	No	Yes	
Hartford Financial Services Group	166	No	Yes	Yes	Yes	No	Yes	
Hasbro	642	No	Yes	No	No	No	Yes	
Hawaiian Electric Industries	797	No	Yes	Yes	Yes	Yes	Yes	
Hawaiian Holdings	952	No	Yes	Yes	Yes	No	Yes	
HCA Healthcare	61	No	Yes	Yes	Yes	No	Yes	
HEICO	893	No	Yes	Yes	Yes	No	Yes	
Helmerich & Payne	916	No	Yes	Yes	Yes	No	Yes	
Henry Schein	333	Yes	Yes	Yes	Yes	Yes	Yes	
Herc Holdings	849	No	Yes	Yes	No	No	Yes	
Hershey	361	No	Yes	Yes	Yes	No	Yes	
Hertz Global Holdings	417	Yes	Yes	Yes	Yes	Yes	Yes	
Hess	378	Yes	Yes	Yes	Yes	Yes	Yes	
Hewlett Packard Enterprise	147	No	Yes	Yes	Yes	Yes	Yes	
HF Sinclair	137	Yes	Yes	Yes	Yes	No	Yes	
Hillenbrand	886	No	Yes	Yes	Yes	No	Yes	
Hilton Grand Vacations	749	No	Yes	Yes	Yes	No	No	
Hilton Worldwide Holdings	389	Yes	Yes	Yes	Yes	Yes	Yes	
Hologic	742	Yes	Yes	Yes	Yes	No	No	
Home Depot	23	No	Yes	Yes	Yes	No	Yes	
Honeywell International	114	Yes	Yes	Yes	Yes	Yes	Yes	
Hormel Foods	343	No	Yes	Yes	Yes	No	Yes	
Host Hotels & Resorts	621	Yes	Yes	Yes	Yes	No	Yes	
Hovnanian Enterprises	945	No	Yes	Yes	No	No	No	
Howmet Aerospace	533	Yes	Yes	Yes	Yes	No	Yes	
HP	82	No	Yes	Yes	Yes	No	Yes	
Hub Group	721	No	Yes	Yes	Yes	No	Yes	
Hubbell	614	No	Yes	Yes	Yes	Yes	Yes	
Humana	38	No	Yes	Yes	Yes	No	Yes	

Company Name	Fortune 1000						National Origin	Age
	Rank	LGBTQ+	Gender	Race	Ethnicity			
Huntington Bancshares	375	No	Yes	Yes	Yes	No	Yes	
Huntington Ingalls Industries	357	No	Yes	No	No	No	Yes	
Huntsman	555	No	Yes	Yes	Yes	No	Yes	
Hyatt Hotels	528	No	Yes	Yes	Yes	No	Yes	
Hyster-Yale	733	No	No	No	No	No	Yes	
IAC	700	Yes	Yes	Yes	Yes	No	Yes	
IBM	63	No	Yes	No	Yes	No	Yes	
Icahn Enterprises	374	No	No	No	No	No	No	
IDEX	851	No	No	No	No	No	No	
IDEXX Laboratories	799	No	Yes	Yes	Yes	No	Yes	
iHeartMedia	782	No	Yes	No	Yes	No	Yes	
Illinois Tool Works	253	No	Yes	Yes	Yes	No	Yes	
illumina	686	Yes	Yes	Yes	Yes	No	Yes	
Incyte	793	No	Yes	No	No	No	Yes	
Ingersoll Rand	514	No	Yes	No	Yes	No	Yes	
Ingles Markets	578	No	Yes	No	Yes	No	No	
Ingredion	459	No	Yes	Yes	Yes	Yes	Yes	
Insight Enterprises	427	No	Yes	No	Yes	No	Yes	
Insperity	541	No	Yes	Yes	Yes	No	Yes	
Instacart	885	Yes	Yes	Yes	Yes	Yes	Yes	
Installed Building Products	936	Yes	Yes	Yes	Yes	Yes	Yes	
Intel	79	No	Yes	Yes	Yes	Yes	Yes	
Interactive Brokers Group	473	Yes	Yes	Yes	Yes	Yes	Yes	
Intercontinental Exchange	397	No	Yes	Yes	Yes	Yes	Yes	
International Flavors & Fragrances	356	Yes	Yes	Yes	Yes	Yes	Yes	
International Paper	218	No	Yes	Yes	Yes	No	Yes	
Interpublic Group	372	No	Yes	Yes	Yes	No	Yes	
Intuit	297	No	Yes	Yes	Yes	No	Yes	
Intuitive Surgical	497	Yes	Yes	No	Yes	No	Yes	
IQVIA Holdings	275	No	Yes	Yes	Yes	No	Yes	
Iron Mountain	604	No	No	No	No	No	Yes	
ITT	848	No	Yes	Yes	Yes	No	Yes	
J.B. Hunt Transport Services	316	Yes	Yes	Yes	Yes	Yes	Yes	
J.M. Smucker	446	No	Yes	Yes	Yes	Yes	Yes	
Jabil	125	Yes	Yes	Yes	Yes	Yes	Yes	
Jackson Financial	859	No	Yes	Yes	Yes	No	Yes	
Jacobs Solutions	249	Yes	Yes	Yes	Yes	No	Yes	
Jefferies Financial Group	480	No	Yes	Yes	Yes	Yes	Yes	
JELD-WEN Holding	678	No	Yes	Yes	Yes	No	Yes	
JetBlue Airways	413	Yes	Yes	Yes	Yes	No	Yes	
Johnson & Johnson	42	No	Yes	Yes	Yes	No	Yes	
Jones Lang LaSalle	193	No	Yes	Yes	Yes	Yes	Yes	
JPMorgan Chase	12	Yes	Yes	Yes	Yes	No	Yes	
Juniper Networks	594	No	No	No	No	No	Yes	
Kaiser Aluminum	877	No	Yes	Yes	Yes	No	Yes	
KB Home	545	No	Yes	Yes	Yes	Yes	Yes	
KBR	507	No	Yes	Yes	Yes	Yes	Yes	
Kellanova	272	No	Yes	Yes	Yes	Yes	No	
Kelly Services	656	Yes	Yes	Yes	Yes	Yes	Yes	
Kemper	647	No	Yes	Yes	No	No	Yes	
Keurig Dr Pepper	279	Yes	Yes	Yes	Yes	Yes	Yes	
KeyCorp	386	Yes	Yes	Yes	Yes	No	Yes	

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	Rank	LGBTQ+	Gender	Race	Ethnicity			
Keysight Technologies	606	No	Yes	No	Yes	No	Yes	
Kimberly-Clark	198	No	Yes	Yes	Yes	No	Yes	
Kinder Morgan	268	No	Yes	Yes	Yes	No	No	
Kirby	876	No	Yes	Yes	Yes	No	Yes	
KKR	188	No	No	No	No	No	No	
KLA	382	Yes	Yes	Yes	Yes	Yes	Yes	
Knife River	924	Yes	Yes	Yes	Yes	Yes	Yes	
Knight-Swift Transportation Hldgs.	495	No	Yes	Yes	Yes	No	Yes	
Kohl's	235	No	Yes	Yes	Yes	No	Yes	
Kontoor Brands	975	No	Yes	No	Yes	No	Yes	
Korn Ferry	917	No	Yes	Yes	Yes	No	Yes	
Kraft Heinz	156	Yes	Yes	Yes	Yes	Yes	Yes	
Kroger	25	No	Yes	Yes	Yes	No	Yes	
Kyndryl Holdings	241	No	Yes	Yes	Yes	Yes	Yes	
L3Harris Technologies	209	No	Yes	Yes	Yes	No	Yes	
Laboratory Corp. of America	309	Yes	Yes	Yes	Yes	Yes	Yes	
Lam Research	237	Yes	Yes	Yes	Yes	Yes	Yes	
Lamb Weston Holdings	616	Yes	Yes	Yes	Yes	Yes	Yes	
Land O'Lakes	245	No	No	No	No	No	No	
Landstar System	620	Yes	Yes	Yes	Yes	No	Yes	
Las Vegas Sands	387	No	No	No	No	No	No	
LCI Industries	777	No	Yes	Yes	Yes	No	Yes	
Lear	174	Yes	Yes	Yes	Yes	Yes	Yes	
Leggett & Platt	665	No	Yes	No	Yes	No	Yes	
Leidos Holdings	266	No	Yes	Yes	Yes	No	Yes	
Lennar	126	No	No	No	No	No	Yes	
Lennox International	645	No	Yes	Yes	Yes	No	Yes	
Levi Strauss	557	Yes	Yes	Yes	Yes	Yes	Yes	
Liberty Energy	663	No	Yes	No	Yes	No	Yes	
Liberty Media	328	Yes	Yes	Yes	Yes	Yes	Yes	
Liberty Mutual Insurance Group	87	No	No	No	No	No	No	
Light & Wonder	910	Yes	Yes	Yes	Yes	Yes	Yes	
Lincoln Electric Holdings	722	Yes	Yes	Yes	Yes	Yes	Yes	
Lincoln National	354	No	Yes	Yes	Yes	No	Yes	
Lithia Motors	140	No	Yes	Yes	Yes	No	No	
Live Nation Entertainment	179	No	Yes	Yes	Yes	No	Yes	
LKQ	305	Yes	Yes	Yes	Yes	Yes	Yes	
Lockheed Martin	57	No	Yes	Yes	Yes	No	Yes	
Loews	260	No	No	No	No	No	Yes	
Louisiana-Pacific	978	No	Yes	Yes	Yes	No	Yes	
Lowe's	49	No	Yes	Yes	Yes	No	Yes	
LPL Financial Holdings	392	Yes	Yes	Yes	Yes	Yes	Yes	
Lululemon athletica	411	Yes	Yes	Yes	Yes	Yes	Yes	
Lumen Technologies	292	No	Yes	Yes	Yes	Yes	Yes	
Lyft	698	No	Yes	Yes	Yes	No	Yes	
M/I Homes	741	No	Yes	Yes	Yes	No	Yes	
M&T Bank	317	No	Yes	Yes	Yes	No	Yes	
Macy's	172	Yes	Yes	Yes	Yes	Yes	Yes	
ManpowerGroup	219	No	Yes	Yes	Yes	Yes	Yes	
Marathon Oil	527	No	Yes	Yes	Yes	No	Yes	
Marathon Petroleum	24	No	Yes	Yes	Yes	No	Yes	
Market Group	262	No	Yes	Yes	Yes	Yes	Yes	

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Marriott International	173	Yes	Yes	Yes	Yes	Yes	Yes	
Marriott Vacations Worldwide	664	No	Yes	Yes	Yes	No	Yes	
Marsh & McLennan	180	No	Yes	Yes	Yes	No	Yes	
Martin Marietta Materials	516	No	Yes	Yes	Yes	Yes	Yes	
Marvell Technology	598	No	Yes	No	No	No	Yes	
Masco	466	No	Yes	Yes	Yes	Yes	Yes	
Massachusetts Mutual Life Insurance	102	No	No	No	No	No	No	
MasTec	347	No	Yes	Yes	Yes	Yes	Yes	
MasterBrand	951	No	Yes	Yes	Yes	No	Yes	
Mastercard	164	Yes	Yes	Yes	Yes	Yes	Yes	
Matador Resources	930	No	Yes	Yes	Yes	No	Yes	
Match Group	839	No	No	No	No	No	No	
Mativ Holdings	994	No	Yes	Yes	No	No	Yes	
Matson	875	No	Yes	Yes	Yes	No	Yes	
Mattel	609	Yes	Yes	Yes	Yes	Yes	Yes	
Maximus	653	Yes	Yes	Yes	Yes	Yes	Yes	
McCormick	530	No	No	No	No	No	Yes	
McDonald's	162	No	Yes	Yes	Yes	Yes	Yes	
McKesson	9	No	Yes	Yes	Yes	No	Yes	
MDC Holdings	673	No	No	No	No	No	No	
MDU Resources Group	672	No	Yes	Yes	Yes	No	Yes	
Medical Mutual of Ohio	773	No	No	No	No	No	No	
Merck	67	No	Yes	Yes	Yes	No	Yes	
Mercury General	675	No	No	No	No	No	Yes	
Meritage Homes	560	No	Yes	No	Yes	No	Yes	
Meta Platforms	30	Yes	Yes	Yes	Yes	Yes	Yes	
MetLife	60	No	Yes	Yes	Yes	No	Yes	
Mettler-Toledo International	775	No	Yes	Yes	Yes	Yes	Yes	
MGM Resorts International	251	Yes	Yes	Yes	Yes	Yes	Yes	
Microchip Technology	447	No	Yes	Yes	Yes	No	Yes	
Micron Technology	264	Yes	Yes	Yes	Yes	Yes	No	
Microsoft	13	No	Yes	Yes	Yes	Yes	Yes	
Middleby	740	No	Yes	Yes	Yes	No	Yes	
MillerKnoll	738	Yes	Yes	Yes	Yes	Yes	Yes	
MKS Instruments	803	Yes	Yes	Yes	Yes	No	Yes	
Moderna	518	Yes	Yes	Yes	Yes	No	Yes	
ModivCare	944	Yes	Yes	Yes	Yes	Yes	Yes	
Mohawk Industries	364	No	Yes	Yes	Yes	Yes	Yes	
Molina Healthcare	128	No	Yes	No	Yes	No	Yes	
Molson Coors Beverage	352	No	Yes	Yes	Yes	Yes	Yes	
Mondelez International	115	No	Yes	Yes	Yes	Yes	Yes	
Monster Beverage	496	Yes	Yes	Yes	Yes	Yes	Yes	
Moody's	574	No	Yes	Yes	Yes	Yes	Yes	
Moog	842	No	Yes	Yes	Yes	No	Yes	
Morgan Stanley	41	No	Yes	Yes	Yes	Yes	Yes	
Mosaic	307	No	Yes	Yes	Yes	Yes	No	
Motorola Solutions	395	Yes	Yes	Yes	Yes	Yes	Yes	
MRC Global	833	No	Yes	Yes	Yes	No	Yes	
MSC Industrial Direct	745	No	No	No	No	No	Yes	
MSCI	992	Yes	Yes	Yes	Yes	Yes	Yes	
Mueller Industries	832	Yes	Yes	Yes	Yes	Yes	Yes	
Murphy Oil	825	No	Yes	Yes	Yes	No	Yes	

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Murphy USA	214	No	Yes	Yes	Yes	No	Yes	
Mutual of Omaha	306	No	No	No	No	No	No	
MYR Group	800	Yes	Yes	Yes	Yes	No	Yes	
Nasdaq	563	Yes	Yes	Yes	Yes	Yes	Yes	
Nationwide	75	No	No	No	No	No	No	
Navient	657	Yes	Yes	Yes	Yes	No	Yes	
NCR Atleos	723	No	Yes	No	Yes	Yes	Yes	
NCR Voyix	770	No	Yes	Yes	Yes	No	Yes	
NetApp	549	Yes	Yes	Yes	Yes	No	Yes	
Netflix	131	Yes	Yes	Yes	Yes	Yes	Yes	
NeueHealth	902	No	No	No	No	No	Yes	
New York Community Bancorp	457	No	Yes	Yes	Yes	No	Yes	
New York Life Insurance	78	No	No	No	No	No	No	
Newell Brands	460	No	Yes	Yes	Yes	No	Yes	
NewMarket	956	No	Yes	Yes	No	No	Yes	
Newmont	349	Yes	Yes	Yes	Yes	Yes	Yes	
News Corp.	398	No	Yes	Yes	Yes	Yes	Yes	
Nexstar Media Group	648	No	Yes	No	No	No	Yes	
NextEra Energy	152	No	Yes	Yes	Yes	No	Yes	
NGL Energy Partners	442	No	No	No	No	No	No	
Nike	88	No	Yes	Yes	Yes	No	Yes	
NiSource	599	No	Yes	No	Yes	No	Yes	
NLV Financial	786	No	No	No	No	No	No	
Nordson	972	Yes	Yes	Yes	Yes	Yes	Yes	
Nordstrom	286	No	Yes	Yes	Yes	No	Yes	
Norfolk Southern	338	No	Yes	Yes	Yes	No	No	
Northern Trust	342	No	Yes	Yes	Yes	No	Yes	
Northrop Grumman	109	No	Yes	Yes	Yes	No	Yes	
Northwestern Mutual	110	No	No	No	No	No	No	
NOV	444	No	Yes	Yes	Yes	No	Yes	
NRG Energy	150	No	Yes	Yes	Yes	No	Yes	
Nucor	124	No	Yes	Yes	Yes	No	Yes	
Nvidia	65	Yes	Yes	Yes	Yes	Yes	Yes	
NVR	406	No	No	No	No	No	No	
O-I Glass	500	No	Yes	No	Yes	No	Yes	
O'Reilly Automotive	261	Yes	Yes	Yes	Yes	Yes	No	
Occidental Petroleum	149	No	Yes	Yes	Yes	No	Yes	
ODP	469	Yes	Yes	Yes	Yes	Yes	Yes	
OGE Energy	963	No	Yes	Yes	Yes	No	Yes	
Old Dominion Freight Line	580	No	Yes	Yes	Yes	Yes	Yes	
Old National Bancorp	989	No	Yes	Yes	Yes	No	Yes	
Old Republic International	491	No	Yes	Yes	Yes	No	Yes	
Olin	521	No	Yes	Yes	Yes	Yes	Yes	
Omnicom Group	287	No	Yes	Yes	Yes	No	No	
ON Semiconductor	452	Yes	Yes	Yes	Yes	Yes	Yes	
OneMain Holdings	623	Yes	Yes	Yes	Yes	Yes	Yes	
Oneok	232	No	Yes	Yes	Yes	Yes	Yes	
Opendoor Technologies	508	Yes	Yes	Yes	Yes	Yes	Yes	
Option Care Health	705	No	Yes	Yes	Yes	No	Yes	
Oracle	89	No	Yes	Yes	Yes	No	No	
Organon	550	Yes	Yes	Yes	Yes	Yes	Yes	
Oscar Health	582	No	Yes	Yes	No	No	Yes	

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Oshkosh	409	No	Yes	Yes	Yes	No	Yes	
Otis Worldwide	301	Yes	Yes	Yes	Yes	Yes	Yes	
Ovintiv	373	No	Yes	Yes	Yes	No	Yes	
Owens & Minor	388	No	Yes	Yes	Yes	No	Yes	
Owens Corning	407	No	Yes	Yes	Yes	Yes	Yes	
Paccar	122	No	Yes	Yes	Yes	No	Yes	
Pacific Life	282	No	No	No	No	No	No	
Packaging Corp. of America	471	No	Yes	Yes	Yes	Yes	Yes	
PACS Group	869	No	No	No	No	No	No	
Palo Alto Networks	512	Yes	Yes	Yes	Yes	Yes	Yes	
Par Pacific Holdings	454	No	No	No	No	No	No	
Paramount Global	142	Yes	Yes	Yes	Yes	Yes	Yes	
Park Hotels & Resorts	957	No	Yes	Yes	Yes	No	Yes	
Parker-Hannifin	216	No	Yes	Yes	Yes	Yes	Yes	
Parsons	608	No	Yes	Yes	Yes	No	Yes	
Patrick Industries	824	No	Yes	Yes	Yes	No	Yes	
Patterson	542	Yes	Yes	Yes	Yes	No	Yes	
Patterson-UTI Energy	730	No	Yes	Yes	Yes	No	Yes	
Paychex	641	No	Yes	Yes	Yes	Yes	Yes	
PayPal Holdings	145	Yes	Yes	Yes	Yes	Yes	Yes	
PBF Energy	112	No	Yes	Yes	Yes	No	Yes	
PC Connection	918	No	Yes	Yes	Yes	No	No	
Peabody Energy	646	No	Yes	Yes	No	No	Yes	
Peloton Interactive	934	Yes	Yes	Yes	Yes	Yes	Yes	
PENN Entertainment	548	Yes	Yes	Yes	Yes	No	Yes	
Penn Mutual Life Insurance	619	No	No	No	No	No	No	
PennyMac Financial Services	913	Yes	Yes	Yes	Yes	Yes	Yes	
Penske Automotive Group	146	No	Yes	No	Yes	Yes	Yes	
Pepsico	44	No	Yes	Yes	Yes	Yes	Yes	
Performance Food Group	84	No	Yes	Yes	Yes	No	Yes	
Permian Resources	868	Yes	Yes	Yes	Yes	No	Yes	
Petco Health and Wellness	551	Yes	Yes	Yes	Yes	Yes	Yes	
Peter Kiewit Sons'	239	No	No	No	No	No	No	
Pfizer	69	No	Yes	Yes	Yes	No	Yes	
PG&E	167	Yes	Yes	Yes	Yes	Yes	Yes	
Philip Morris International	121	Yes	Yes	Yes	Yes	Yes	Yes	
Phillips 66	26	No	Yes	Yes	Yes	No	Yes	
Pinnacle West Capital	668	No	Yes	No	Yes	No	Yes	
Pinterest	884	No	Yes	Yes	Yes	No	Yes	
Pioneer Natural Resources	212	No	No	No	No	No	No	
Pitney Bowes	853	No	Yes	Yes	Yes	Yes	Yes	
Plains GP Holdings	92	Yes	Yes	Yes	Yes	Yes	Yes	
Playtika Holding	982	Yes	Yes	Yes	Yes	Yes	No	
Plexus	720	No	Yes	No	Yes	No	Yes	
PNC Financial Services Group	139	No	Yes	Yes	Yes	No	Yes	
Polaris	431	No	Yes	Yes	Yes	No	Yes	
Pool	596	Yes	Yes	Yes	Yes	No	Yes	
Popular	762	Yes	Yes	Yes	Yes	No	Yes	
Portland General Electric	906	No	Yes	Yes	Yes	No	Yes	
Post Holdings	504	Yes	Yes	Yes	Yes	Yes	Yes	
PPG Industries	226	No	Yes	Yes	Yes	Yes	Yes	
PPL	451	No	Yes	Yes	Yes	Yes	Yes	

Company Name	Fortune 1000						National Origin	Age
	Rank	LGBTQ+	Gender	Race	Ethnicity			
PriceSmart	697	No	Yes	Yes	Yes	No	Yes	
Primerica	928	No	Yes	Yes	Yes	Yes	No	
Primoris Services	587	Yes	Yes	Yes	Yes	No	Yes	
Principal Financial	310	Yes	Yes	Yes	Yes	Yes	Yes	
Procter & Gamble	50	No	Yes	Yes	Yes	No	Yes	
ProFrac Holding	971	No	No	No	No	No	No	
Progressive	62	Yes	Yes	Yes	Yes	Yes	Yes	
Prologis	463	No	Yes	Yes	Yes	No	Yes	
Prudential Financial	81	No	No	No	No	No	No	
Public Service Enterprise Group	359	No	Yes	Yes	Yes	Yes	Yes	
Public Storage	685	No	No	No	No	No	No	
Publix Super Markets	72	No	No	No	No	No	No	
Puget Energy	658	No	No	No	No	No	No	
PulteGroup	255	No	Yes	No	Yes	No	Yes	
Pure Storage	923	Yes	Yes	Yes	Yes	No	Yes	
PVH	425	Yes	Yes	Yes	Yes	Yes	Yes	
Qorvo	807	No	Yes	Yes	Yes	No	Yes	
Quad/Graphics	897	No	No	No	No	No	No	
Qualcomm	117	Yes	Yes	Yes	Yes	Yes	Yes	
Quanta Services	192	No	Yes	Yes	Yes	Yes	Yes	
Quest Diagnostics	423	Yes	Yes	Yes	Yes	No	Yes	
QuidelOrtho	890	Yes	Yes	Yes	Yes	Yes	Yes	
Qurate Retail	370	Yes	Yes	Yes	Yes	Yes	Yes	
Rackspace Technology	898	Yes	Yes	Yes	Yes	Yes	Yes	
Radius Recycling	912	No	Yes	No	Yes	Yes	Yes	
Ralph Lauren	544	Yes	Yes	Yes	Yes	Yes	Yes	
Range Resources	837	No	Yes	Yes	Yes	Yes	Yes	
Raymond James Financial	312	No	Yes	Yes	Yes	No	No	
Realty Income	739	No	Yes	No	Yes	No	Yes	
Regal Rexnord	552	Yes	Yes	Yes	Yes	Yes	Yes	
Regeneron Pharmaceuticals	311	No	Yes	Yes	Yes	No	Yes	
Regions Financial	428	Yes	Yes	Yes	Yes	No	Yes	
Reinsurance Group of America	223	Yes	Yes	Yes	Yes	Yes	Yes	
Reliance	280	Yes	Yes	Yes	Yes	Yes	Yes	
Republic Services	276	No	Yes	Yes	Yes	No	Yes	
Resideo Technologies	553	No	Yes	Yes	Yes	Yes	Yes	
ResMed	718	No	No	No	No	No	No	
REV Group	970	Yes	Yes	Yes	Yes	No	Yes	
Revvity	905	No	Yes	Yes	Yes	No	Yes	
RH	888	No	Yes	Yes	Yes	No	Yes	
Rite Aid	171	No	Yes	Yes	Yes	No	Yes	
Rithm Capital	795	No	No	No	No	No	No	
Rivian Automotive	692	No	No	No	No	No	No	
Robert Half	547	No	Yes	Yes	Yes	No	Yes	
Roblox	935	No	Yes	Yes	Yes	Yes	Yes	
Rocket Companies	746	No	Yes	Yes	No	No	Yes	
Rockwell Automation	430	No	Yes	Yes	Yes	Yes	Yes	
Roku	820	Yes	Yes	Yes	Yes	Yes	Yes	
Rollins	880	No	No	No	No	No	No	
Roper Technologies	558	Yes	Yes	Yes	Yes	No	Yes	
Ross Stores	201	Yes	Yes	Yes	Yes	Yes	Yes	
RPM International	492	No	Yes	Yes	Yes	No	Yes	

Company Name	Fortune 1000						National Origin	Age
	Rank	LGBTQ+	Gender	Race	Ethnicity			
RTX	55	No	Yes	Yes	Yes	No	Yes	
Rush Enterprises	467	No	Yes	Yes	Yes	No	Yes	
RXO	760	No	Yes	No	No	No	Yes	
Ryder System	350	No	Yes	Yes	Yes	No	Yes	
Ryerson Holding	637	Yes	Yes	Yes	Yes	No	Yes	
S&P Global	329	No	Yes	Yes	Yes	No	Yes	
Sabre	909	Yes	Yes	Yes	Yes	Yes	Yes	
Saia	914	Yes	Yes	Yes	Yes	Yes	Yes	
Salesforce	123	No	Yes	Yes	Yes	No	Yes	
Sally Beauty Holdings	788	Yes	Yes	Yes	Yes	No	Yes	
Sanmina	433	Yes	Yes	Yes	Yes	Yes	Yes	
SBA Communications	954	No	Yes	Yes	No	Yes	Yes	
ScanSource	776	No	Yes	Yes	Yes	No	Yes	
Schneider National	601	No	Yes	Yes	Yes	No	Yes	
Science Applications International	479	Yes	Yes	Yes	Yes	Yes	Yes	
Scotts Miracle-Gro	810	No	No	No	No	No	Yes	
Seaboard	414	No	No	No	No	No	No	
Sealed Air	603	Yes	Yes	Yes	Yes	Yes	Yes	
Securian Financial Group	462	No	No	No	No	No	No	
Select Medical Holdings	529	No	No	No	No	No	No	
Selective Insurance Group	715	Yes	Yes	Yes	Yes	No	Yes	
Sempra	246	No	Yes	Yes	Yes	No	Yes	
Sentry Insurance Group	643	No	No	No	No	No	No	
Service Corp. International	735	No	Yes	Yes	Yes	No	Yes	
ServiceNow	432	Yes	Yes	Yes	Yes	Yes	Yes	
Sherwin-Williams	176	No	Yes	Yes	Yes	No	Yes	
Shift4 Payments	985	No	No	No	No	No	No	
Silgan Holdings	572	No	Yes	No	No	No	No	
Simon Property Group	589	No	Yes	Yes	Yes	No	No	
Sinclair	866	Yes	Yes	Yes	Yes	Yes	Yes	
SiteOne Landscape Supply	706	No	Yes	Yes	No	No	Yes	
Skechers U.S.A.	465	No	Yes	No	Yes	No	Yes	
Skyline Champion	976	No	Yes	No	Yes	No	Yes	
SkyWest	903	No	Yes	Yes	Yes	Yes	Yes	
Skyworks Solutions	661	No	Yes	Yes	Yes	No	Yes	
SLM	920	Yes	Yes	Yes	Yes	Yes	Yes	
Snap	679	No	No	No	No	No	No	
Snap-on	638	No	Yes	No	No	No	Yes	
Snowflake	931	No	No	No	No	No	No	
Sonic Automotive	296	No	No	No	No	No	No	
Sonoco Products	524	Yes	Yes	Yes	Yes	Yes	Yes	
Southern	163	No	Yes	Yes	Yes	No	Yes	
Southwest Airlines	159	No	Yes	Yes	Yes	Yes	Yes	
Southwest Gas Holdings	610	No	Yes	Yes	Yes	Yes	Yes	
Southwestern Energy	539	No	No	No	No	No	No	
SpartanNash	403	No	Yes	Yes	No	No	Yes	
Spectrum Brands Holdings	754	No	Yes	Yes	Yes	No	No	
Spire	965	Yes	Yes	Yes	Yes	No	Yes	
Spirit AeroSystems Holdings	565	No	Yes	Yes	Yes	Yes	Yes	
Spirit Airlines	615	No	Yes	No	Yes	No	Yes	
Splunk	719	No	No	No	No	No	No	
Sprouts Farmers Market	520	Yes	Yes	Yes	Yes	No	Yes	

Company Name	Fortune 1000						National Origin	Age
	Rank	LGBTQ+	Gender	Race	Ethnicity			
SS&C Technologies Holdings	600	Yes	Yes	Yes	Yes	Yes	Yes	
Stagwell	993	No	Yes	Yes	Yes	No	Yes	
Stanley Black & Decker	263	No	Yes	Yes	Yes	Yes	Yes	
Starbucks	116	Yes	Yes	Yes	Yes	Yes	Yes	
State Farm Insurance	39	No	No	No	No	No	No	
State Street	225	Yes	Yes	Yes	Yes	Yes	Yes	
Steel Dynamics	221	Yes	Yes	Yes	Yes	No	Yes	
Steelcase	854	No	No	No	No	No	No	
Stericycle	967	Yes	Yes	Yes	Yes	No	Yes	
Stifel Financial	634	Yes	Yes	Yes	Yes	No	Yes	
StoneX Group	66	Yes	Yes	Yes	Yes	Yes	Yes	
Stryker	197	No	Yes	Yes	Yes	Yes	Yes	
Summit Materials	973	No	Yes	No	Yes	No	Yes	
Sun Communities	855	No	Yes	Yes	Yes	No	Yes	
Super Micro Computer	498	Yes	Yes	Yes	Yes	Yes	Yes	
Surgery Partners	948	No	Yes	Yes	Yes	No	No	
Sylvamo	790	No	Yes	Yes	Yes	No	Yes	
Synchrony Financial	191	No	Yes	Yes	Yes	No	Yes	
Synopsys	584	Yes	Yes	Yes	Yes	No	Yes	
Synovus Financial	826	No	Yes	Yes	Yes	No	Yes	
Sysco	54	No	Yes	Yes	Yes	No	Yes	
T. Rowe Price	543	Yes	Yes	Yes	Yes	No	Yes	
Take-Two Interactive Software	617	No	Yes	Yes	Yes	No	Yes	
Talen Energy	986	No	No	No	No	No	No	
Tapestry	531	No	Yes	No	Yes	Yes	Yes	
Targa Resources	256	No	Yes	Yes	Yes	Yes	Yes	
Target	37	No	Yes	Yes	Yes	No	Yes	
Taylor Morrison Home	483	No	Yes	Yes	Yes	No	Yes	
TD Synnex	71	No	Yes	Yes	Yes	No	Yes	
TEGNA	908	No	Yes	Yes	Yes	No	Yes	
Teladoc Health	977	No	Yes	Yes	Yes	No	Yes	
Teledyne Technologies	592	Yes	Yes	Yes	No	Yes	Yes	
Teleflex	892	Yes	Yes	Yes	Yes	Yes	Yes	
Telephone & Data Systems	633	No	Yes	Yes	Yes	No	Yes	
TelevisaUnivision	649	No	No	No	No	No	No	
Tempur Sealy International	650	No	Yes	Yes	No	No	Yes	
Tenet Healthcare	195	No	Yes	No	Yes	No	Yes	
Teradyne	962	Yes	Yes	Yes	Yes	No	Yes	
Terex	636	No	Yes	Yes	Yes	Yes	Yes	
Tesla	40	No	Yes	Yes	Yes	No	Yes	
Tetra Tech	684	No	Yes	No	No	No	Yes	
Texas Instruments	234	No	Yes	Yes	Yes	No	Yes	
Texas Roadhouse	674	Yes	Yes	Yes	Yes	No	Yes	
Textron	308	No	Yes	Yes	Yes	No	No	
Thermo Fisher Scientific	101	No	Yes	Yes	Yes	Yes	Yes	
Thor Industries	366	No	Yes	Yes	Yes	No	Yes	
Thrivent Financial for Lutherans	405	No	No	No	No	No	No	
TIAA	96	No	No	No	No	No	No	
Timken	662	No	Yes	Yes	Yes	Yes	Yes	
Titan Machinery	943	Yes	Yes	Yes	Yes	Yes	Yes	
TJX	80	Yes	Yes	Yes	Yes	Yes	Yes	
Toast	766	No	No	No	No	No	Yes	

Company Name	Fortune 1000						National Origin	Age
	Rank	LGBTQ+	Gender	Race	Ethnicity			
Toll Brothers	394	No	Yes	Yes	Yes	No	Yes	
TopBuild	630	No	No	No	No	No	Yes	
Topgolf Callaway Brands	707	No	Yes	Yes	No	No	Yes	
Toro	682	No	Yes	Yes	Yes	No	Yes	
Tractor Supply	293	Yes	Yes	Yes	Yes	Yes	Yes	
TransDigm Group	537	No	No	No	No	No	Yes	
TransUnion	769	No	Yes	Yes	Yes	No	Yes	
Travel + Leisure	783	No	No	No	No	No	Yes	
Travelers	105	No	Yes	Yes	Yes	No	Yes	
TreeHouse Foods	809	Yes	Yes	Yes	Yes	Yes	Yes	
Tri Pointe Homes	791	No	Yes	Yes	Yes	No	Yes	
Trimble	772	No	Yes	No	No	No	No	
TriNet Group	651	No	Yes	No	No	No	Yes	
Trinity Industries	891	No	Yes	Yes	Yes	No	Yes	
Truist Financial	132	No	Yes	Yes	Yes	No	Yes	
Tutor Perini	764	No	Yes	Yes	Yes	No	Yes	
Twilio	728	No	Yes	Yes	Yes	No	Yes	
Tyson Foods	85	No	Yes	No	Yes	No	Yes	
U-Haul Holding	581	No	No	No	No	No	Yes	
U.S. Bancorp	107	No	Yes	Yes	Yes	Yes	Yes	
Uber Technologies	113	Yes	Yes	Yes	Yes	Yes	Yes	
UFP Industries	493	Yes	Yes	Yes	Yes	Yes	Yes	
UGI	434	Yes	Yes	Yes	Yes	Yes	Yes	
UL Solutions	961	No	No	No	No	No	No	
Ulta Beauty	360	Yes	Yes	Yes	Yes	Yes	Yes	
Under Armour	577	No	Yes	Yes	Yes	No	Yes	
Union Pacific	170	No	Yes	Yes	Yes	Yes	Yes	
United Airlines Holdings	83	Yes	Yes	Yes	Yes	No	Yes	
United Natural Foods	144	Yes	Yes	Yes	Yes	No	Yes	
United Parcel Service	45	No	Yes	Yes	Yes	No	Yes	
United Rentals	298	Yes	Yes	Yes	Yes	Yes	Yes	
United States Steel	227	No	Yes	Yes	No	No	Yes	
UnitedHealth Group	4	No	Yes	Yes	Yes	Yes	Yes	
Universal	979	No	Yes	Yes	Yes	No	Yes	
Universal Health Services	299	No	Yes	Yes	No	Yes	Yes	
Unum Group	332	No	Yes	Yes	Yes	No	Yes	
Upbound Group	747	No	Yes	No	Yes	No	Yes	
Urban Outfitters	635	Yes	Yes	Yes	Yes	No	Yes	
US Foods Holding	119	Yes	Yes	Yes	Yes	No	Yes	
USAA	103	No	No	No	No	No	No	
V2X	752	No	Yes	Yes	Yes	No	Yes	
Vail Resorts	911	No	Yes	Yes	Yes	No	Yes	
Valero Energy	29	No	Yes	Yes	Yes	No	Yes	
Valley National Bancorp	838	Yes	Yes	Yes	Yes	No	Yes	
Valmont Industries	726	No	Yes	Yes	No	Yes	Yes	
Valvoline	974	No	Yes	Yes	Yes	No	Yes	
Ventas	687	No	Yes	Yes	Yes	No	Yes	
Verisk Analytics	950	Yes	Yes	Yes	Yes	Yes	Yes	
Verizon Communications	31	Yes	Yes	Yes	Yes	No	Yes	
Vertex Energy	857	Yes	Yes	Yes	Yes	Yes	Yes	
Vertex Pharmaceuticals	400	No	Yes	Yes	Yes	No	Yes	
Vertiv Holdings	517	No	No	No	No	No	Yes	

Company Name	Fortune 1000						National Origin	Age
	Rank	LGBTQ+	Gender	Race	Ethnicity			
VF	355	No	Yes	Yes	Yes	Yes	Yes	
Viasat	932	Yes	Yes	Yes	Yes	Yes	Yes	
Viatis	267	No	Yes	Yes	Yes	Yes	Yes	
VICI Properties	804	No	Yes	Yes	Yes	No	Yes	
Victoria's Secret	556	Yes	Yes	Yes	Yes	No	Yes	
Visa	135	No	Yes	Yes	Yes	No	Yes	
Vishay Intertechnology	836	No	Yes	No	Yes	No	Yes	
Vista Outdoor	878	No	Yes	Yes	No	No	Yes	
Visteon	755	Yes	Yes	Yes	Yes	No	Yes	
Vistra	283	Yes	Yes	Yes	Yes	Yes	Yes	
Vontier	874	No	Yes	Yes	Yes	No	Yes	
Voya Financial	487	No	Yes	Yes	Yes	Yes	Yes	
Vulcan Materials	472	No	Yes	Yes	No	No	Yes	
W.R. Berkley	340	No	Yes	Yes	Yes	No	Yes	
W.W. Grainger	248	No	Yes	Yes	Yes	No	Yes	
Wabash National	991	No	Yes	Yes	Yes	Yes	Yes	
Walgreens Boots Alliance	28	Yes	Yes	Yes	Yes	Yes	Yes	
Walmart	1	No	Yes	Yes	Yes	No	Yes	
Walt Disney	47	No	Yes	Yes	Yes	No	Yes	
Warner Bros. Discovery	106	No	Yes	Yes	Yes	No	Yes	
Warner Music Group	566	Yes	Yes	Yes	Yes	No	Yes	
Waste Management	199	No	Yes	Yes	Yes	No	Yes	
Waters	899	No	Yes	Yes	Yes	Yes	Yes	
Watsco	489	No	Yes	No	Yes	No	Yes	
Wayfair	346	No	Yes	Yes	Yes	Yes	Yes	
Webster Financial	758	No	No	No	No	No	Yes	
WEC Energy Group	435	No	Yes	Yes	Yes	No	Yes	
Weis Markets	667	No	No	No	No	No	Yes	
Wells Fargo	34	No	Yes	Yes	Yes	No	Yes	
Welltower	534	Yes	Yes	Yes	Yes	Yes	Yes	
Werner Enterprises	846	Yes	Yes	Yes	Yes	No	No	
WESCO International	183	No	Yes	Yes	Yes	No	Yes	
West Pharmaceutical Services	900	No	Yes	Yes	Yes	No	Yes	
Western & Southern Financial Group	284	No	No	No	No	No	No	
Western Alliance Bancorp.	704	No	Yes	Yes	Yes	No	Yes	
Western Digital	334	Yes	Yes	Yes	Yes	No	Yes	
Western Midstream Partners	871	No	No	No	No	No	No	
Western Union	702	Yes	Yes	Yes	Yes	Yes	Yes	
Westinghouse Air Brake Technologies	407	No	Yes	Yes	Yes	No	Yes	
Westlake	326	No	Yes	Yes	Yes	No	No	
WestRock	202	Yes	Yes	Yes	Yes	Yes	Yes	
WEX	988	No	Yes	No	Yes	No	Yes	
Weyerhaeuser	476	No	Yes	Yes	Yes	Yes	Yes	
Whirlpool	208	No	Yes	Yes	Yes	Yes	Yes	
Williams	371	No	Yes	Yes	Yes	No	Yes	
Williams-Sonoma	474	No	Yes	Yes	No	No	Yes	
Winnebago Industries	816	No	No	No	No	No	No	
Wintrust Financial	841	No	Yes	No	Yes	No	Yes	
Woodward	907	Yes	Yes	Yes	Yes	No	Yes	
Workday	490	Yes	Yes	Yes	Yes	Yes	Yes	
World Kinect	93	No	Yes	Yes	Yes	Yes	Yes	
Worthington Enterprises	652	No	No	No	No	No	Yes	

Company Name	Fortune 1000 Rank	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Wynn Resorts	538	No	Yes	Yes	Yes	No	Yes
Xcel Energy	302	Yes	Yes	Yes	Yes	Yes	Yes
Xerox Holdings	513	No	Yes	Yes	Yes	No	Yes
XPO	475	No	Yes	Yes	Yes	No	Yes
Xylem	486	Yes	Yes	Yes	Yes	Yes	Yes
Yum Brands	501	No	Yes	Yes	Yes	No	Yes
Yum China Holdings	368	No	Yes	Yes	Yes	Yes	Yes
Zebra Technologies	680	No	Yes	Yes	Yes	Yes	Yes
Zimmer Biomet Holdings	484	Yes	Yes	Yes	Yes	No	Yes
Zions Bancorp.	677	No	No	No	No	No	No
Zoetis	445	No	Yes	Yes	Yes	No	Yes
Zoom Video Communications	683	Yes	Yes	Yes	Yes	No	Yes

Appendix II: NASDAQ Exchange

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
1-800-FLOWERS.COM Inc. Common Stock	No	Yes	Yes	No	No	No
10x Genomics Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
111 Inc. American Depositary Shares	No	No	No	No	No	No
17 Education & Technology Group Inc. American Depositary Shares	No	No	No	No	No	No
180 Degree Capital Corp. Common Stock	No	No	No	No	No	No
180 Life Sciences Corp. Common Stock	No	No	No	No	No	No
1895 Bancorp of Wisconsin Inc. (MD) Common Stock	No	No	No	No	No	No
1st Source Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
1stdibs.com Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
22nd Century Group Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
23andMe Holding Co. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
2seventy bio Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
2U Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
36Kr Holdings Inc. American Depositary Shares	No	No	No	No	No	No
374Water Inc. Common Stock	No	Yes	Yes	Yes	No	No
4D Molecular Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
5E Advanced Materials Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
60 Degrees Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
89bio Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
8x8 Inc Common Stock	Yes	Yes	Yes	Yes	No	No
908 Devices Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
99 Acquisition Group Inc. Class A Common Stock	No	No	No	No	No	No
9F Inc. American Depositary Shares	No	No	No	No	No	No
A SPAC II Acquisition Corp. Ordinary Shares	No	No	No	No	No	No
A-Mark Precious Metals Inc. Common Stock	No	No	No	No	No	No
A2Z Smart Technologies Corp. Common Shares	No	No	No	No	No	No
Aadi Bioscience Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
AAON Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Abacus Life Inc. 9.875% Fixed Rate Senior Notes due 2028	Yes	Yes	Yes	Yes	No	No
AbCellera Biologics Inc. Common Shares	Yes	Yes	Yes	Yes	No	No
Abeona Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Abits Group Inc Ordinary Shares	No	No	No	No	No	No
Abivax SA American Depositary Shares	No	No	No	No	No	No
Able View Global Inc. Class B Ordinary Shares	No	No	No	No	No	No
Absci Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	No
ABVC BioPharma Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
AC Immune SA Common Stock	No	No	No	No	No	No
Acacia Research Corporation (Acacia Tech) Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Academy Sports and Outdoors Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Acadia Healthcare Company Inc. Common Stock	No	Yes	Yes	No	No	No
ACADIA Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Acasti Pharma Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Accelerate Diagnostics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Accolade Inc. Common Stock	No	Yes	Yes	Yes	No	No
Accuray Incorporated Common Stock	No	Yes	Yes	Yes	No	No
ACELYRIN INC. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Achieve Life Sciences Inc. Common Shares	Yes	Yes	Yes	No	No	No
Achilles Therapeutics plc American Depositary Shares	No	No	No	No	No	No
ACI Worldwide Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Aclarion Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Aclaris Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
ACM Research Inc. Class A Common Stock	No	Yes	Yes	Yes	No	Yes

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
ACNB Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Acri Capital Acquisition Corporation Class A Common Stock	No	No	No	No	No	No
Acrivon Therapeutics Inc. Common Stock	No	Yes	Yes	Yes	No	No
Actelis Networks Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Acumen Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Acurx Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
ACV Auctions Inc. Class A Common Stock	No	Yes	Yes	Yes	No	Yes
Adagene Inc. American Depositary Shares	No	No	No	No	No	No
Adamas One Corp. Common Stock	No	No	No	No	No	No
AdaptHealth Corp. Common Stock	Yes	Yes	Yes	Yes	No	No
Adaptimmune Therapeutics plc American Depositary Shares	Yes	Yes	Yes	Yes	Yes	Yes
Adaptive Biotechnologies Corporation Common Stock	No	Yes	Yes	No	No	Yes
Addentax Group Corp. Common Stock	Yes	Yes	No	Yes	No	No
Addex Therapeutics Ltd American Depositary Shares	No	No	No	No	No	No
Addus HomeCare Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Adeia Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Adial Pharmaceuticals Inc Common Stock	No	No	No	No	No	No
Adicet Bio Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Aditxt Inc. Common Stock	No	No	No	No	No	No
Adlai Nortye Ltd. American Depositary Shares	No	No	No	No	No	No
ADMA Biologics Inc Common Stock	Yes	Yes	Yes	Yes	No	No
Adobe Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
ADS-TEC ENERGY PLC Ordinary Shares	No	No	No	No	No	No
AdTheorent Holding Company Inc. Common Stock	No	No	No	No	No	No
ADTRAN Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Advanced Energy Industries Inc. Common Stock	No	Yes	Yes	Yes	No	No
Advanced Micro Devices Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Advantage Solutions Inc. Class A Common Stock	Yes	Yes	No	Yes	Yes	Yes
Advent Technologies Holdings Inc. Class A Common Stock	No	No	No	No	No	No
Adverum Biotechnologies Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Aehr Test Systems Common Stock	Yes	Yes	Yes	Yes	No	No
Aemetis Inc. (DE) Common Stock	No	Yes	Yes	Yes	No	No
Aeries Technology Inc. Class A Ordinary Share	No	No	No	No	No	No
Aerovate Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
AeroVironment Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
AerSale Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
AERWINS Technologies Inc. Common Stock	No	No	No	No	No	No
Aeterna Zentaris Inc. Common Stock	No	No	No	No	No	No
Aetherium Acquisition Corp. Class A Common Stock	No	No	No	No	No	No
Aethlon Medical Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
AEye Inc. Class A Common Stock	No	Yes	Yes	Yes	No	No
AFC Gamma Inc. Common Stock	No	No	No	No	No	No
Affimed N.V.	No	No	No	No	No	No
Affinity Bancshares Inc. Common Stock (MD)	No	No	No	No	No	No
Affirm Holdings Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
African Agriculture Holdings Inc. Common Stock	No	No	No	No	No	No
Afya Limited Class A Common Shares	No	No	No	No	No	No
Agape ATP Corporation Common Stock	No	No	No	No	No	No
AGBA Group Holding Limited Ordinary Share	Yes	Yes	Yes	Yes	No	No
Agentis Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Agilysys Inc. Common Stock (DE)	Yes	Yes	Yes	Yes	No	No
Agios Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
AGM Group Holdings Inc. Class A Ordinary Shares	No	No	No	No	No	No
AGNC Investment Corp. Common Stock	Yes	Yes	Yes	Yes	No	No
Agora Inc. American Depositary Shares	No	No	No	No	No	No
Agriculture & Natural Solutions Acquisition Corporation Class A Ordinary Shares	No	No	No	No	No	No
AgriFORCE Growing Systems Ltd. Common Shares	No	No	No	No	No	No
Agriify Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
AI TRANSPORTATION ACQUISITION CORP Ordinary shares	No	No	No	No	No	No
Aileron Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Aimei Health Technology Co. Ltd Ordinary Share	No	No	No	No	No	No
Aimfinity Investment Corp. I Subunit	No	No	No	No	No	No
Ainos Inc. Common Stock	No	No	No	No	No	No
Air T Inc. Air T Funding Alpha Income Trust Preferred Securities	No	No	No	No	No	No
Air Transport Services Group Inc	Yes	Yes	Yes	Yes	No	No
Airbnb Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Airgain Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
AirNet Technology Inc. American Depositary Shares	No	No	No	No	No	No
AirSculpt Technologies Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Airship AI Holdings Inc. Class A Common Stock	No	No	No	No	No	No
Akamai Technologies Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Akanda Corp. Common Shares	No	No	No	No	No	No
Akari Therapeutics plc ADS	Yes	Yes	Yes	Yes	No	No
Akebia Therapeutics Inc. Common Stock	No	Yes	Yes	No	No	No
Akero Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Akili Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Akoustis Technologies Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Akoya BioSciences Inc. Common Stock	Yes	Yes	Yes	No	No	No
Akso Health Group ADS	No	No	No	No	No	No
Alarm.com Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Alarum Technologies Ltd. American Depositary Share	No	No	No	No	No	No
Alaunos Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Alchemy Investments Acquisition Corp 1 Class A Ordinary Shares	No	No	No	No	No	No
Aldeyra Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Alector Inc. Common Stock	No	Yes	Yes	Yes	No	No
Alerus Financial Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Algoma Steel Group Inc. Common Shares	No	No	No	No	No	No
Alico Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Align Technology Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Alignment Healthcare Inc. Common Stock	No	Yes	Yes	Yes	No	No
Aligos Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Alimera Sciences Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Alkami Technology Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Alkermes plc Ordinary Shares	No	Yes	Yes	Yes	Yes	Yes
Allakos Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Allarity Therapeutics Inc. Common Stock	No	No	No	No	No	No
Allbirds Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Allegiant Travel Company Common Stock	No	Yes	Yes	No	No	No
Allegro MicroSystems Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Alliance Entertainment Holding Corporation Class A Common Stock	No	No	No	No	No	No
Alliance Resource Partners L.P. Common Units representing Limited Partners Interests	No	No	No	No	No	No
Alliant Energy Corporation Common Stock	No	Yes	Yes	Yes	No	No
Allied Gaming & Entertainment Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Allient Inc. Common Stock	Yes	Yes	Yes	Yes	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Allogene Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Allot Ltd. Ordinary Shares	No	No	No	No	No	No
AlloVir Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Alnylam Pharmaceuticals Inc. Common Stock	No	Yes	Yes	Yes	No	No
Alpha and Omega Semiconductor Limited Common Shares	No	Yes	No	Yes	No	No
Alpha Star Acquisition Corporation Ordinary Shares	No	No	No	No	No	No
Alpha Tau Medical Ltd. Ordinary Shares	No	No	No	No	No	No
Alpha Technology Group Limited Ordinary Shares	No	No	No	No	No	No
Alpha Teknova Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Alphabet Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	Yes
Alphatec Holdings Inc. Common Stock	No	Yes	Yes	No	No	No
AlphaTime Acquisition Corp Ordinary Shares	No	No	No	No	No	No
AlphaVest Acquisition Corp Right	No	No	No	No	No	No
Alpine 4 Holdings Inc. Class A Common Stock	No	No	No	No	No	No
Alset Inc. Common Stock (TX)	Yes	Yes	Yes	Yes	No	No
Altair Engineering Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	Yes
Altamira Therapeutics Ltd. Common Shares	No	No	No	No	No	No
AltEnergy Acquisition Corp. Class A Common Stock	No	No	No	No	No	No
Alteryx Therapeutics Limited American Depositary Shares	No	No	No	No	No	No
Alternus Clean Energy Inc. Class A Common Stock	No	No	No	No	No	No
ALTi Global Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Altimmune Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Altisource Portfolio Solutions S.A. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Alto Ingredients Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Alvotek Ordinary Shares	No	No	No	No	No	No
ALX Oncology Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Alzamend Neuro Inc. Common Stock	No	No	No	No	No	No
Amalgamated Financial Corp. Common Stock (DE)	Yes	Yes	Yes	Yes	No	Yes
Amarin Corporation plc	No	No	No	No	No	No
Amazon.com Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Ambarella Inc. Ordinary Shares	No	Yes	Yes	Yes	No	Yes
AMC Networks Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Amdocs Limited Ordinary Shares	No	No	No	No	No	No
Amedisys Inc Common Stock	No	No	No	No	No	No
America's Car-Mart Inc Common Stock	Yes	Yes	Yes	Yes	No	No
American Airlines Group Inc. Common Stock	No	Yes	Yes	Yes	Yes	Yes
American Battery Technology Company Common Stock	No	No	No	No	No	No
American Coastal Insurance Corporation Common Stock	No	Yes	Yes	No	No	No
American Electric Power Company Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
American Lithium Corp. Common Stock	No	No	No	No	No	No
American Outdoor Brands Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
American Public Education Inc. Common Stock	No	No	Yes	Yes	Yes	Yes
American Rebel Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
American Resources Corporation Class A Common Stock	Yes	Yes	Yes	Yes	No	No
American Software Inc. Class A Common Stock	Yes	No	Yes	Yes	No	No
American Superconductor Corporation Common Stock	Yes	Yes	Yes	Yes	No	Yes
American Woodmark Corporation Common Stock	No	No	No	No	No	No
Ameris Bancorp Common Stock	No	Yes	Yes	Yes	No	Yes
AMERISAFE Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
AmeriServ Financial Inc. Common Stock	No	No	No	No	No	No
Ames National Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Amesite Inc. Common Stock	No	No	No	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Amgen Inc. Common Stock	No	Yes	Yes	Yes	Yes	Yes
Amicus Therapeutics Inc. Common Stock	Yes	Yes	No	Yes	No	Yes
Amkor Technology Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
AMMO Inc. 8.75% Series A Cumulative Redeemable Perpetual Preferred Stock	Yes	Yes	Yes	Yes	No	Yes
Amneal Pharmaceuticals Inc. Class A Common Stock	No	Yes	Yes	Yes	No	No
Amphastar Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Amplitech Group Inc. Common Stock	No	Yes	Yes	No	No	Yes
Amplitude Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Amtech Systems Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Amylyx Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
AN2 Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Analog Devices Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
AnaptysBio Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Anavex Life Sciences Corp. Common Stock	Yes	Yes	Yes	Yes	No	No
Andersons Inc. (The) Common Stock	Yes	Yes	Yes	Yes	No	No
Anebulo Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Anghami Inc. Ordinary Shares	No	No	No	No	No	No
Angi Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
AngioDynamics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
ANI Pharmaceuticals Inc.	Yes	Yes	Yes	Yes	No	No
Anika Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Anixa Biosciences Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Annexon Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
ANSYS Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Antelope Enterprise Holdings Limited Class A Ordinary Shares	No	No	No	No	No	No
Anterix Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
APA Corporation Common Stock	No	Yes	Yes	Yes	No	No
Apellis Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Apogee Enterprises Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Apogee Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Apollomics Inc. Class A Ordinary Shares	No	No	No	No	No	No
AppFolio Inc. Class A Common Stock	No	Yes	Yes	Yes	No	No
Appian Corporation Class A Common Stock	No	Yes	Yes	Yes	No	Yes
Apple Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Applied Digital Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Applied DNA Sciences Inc. Common Stock	No	No	No	No	No	No
Applied Materials Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Applied Optoelectronics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Applied Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Applovin Corporation Class A Common Stock	No	Yes	Yes	Yes	No	No
AppTech Payments Corp. Common Stock	Yes	Yes	Yes	Yes	No	No
Aprea Therapeutics Inc. Common stock	Yes	Yes	Yes	Yes	No	No
Aptevo Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Aptorum Group Limited Class A Ordinary Shares	No	No	No	No	No	No
Aptose Biosciences Inc. Common Shares	Yes	Yes	Yes	Yes	No	No
APx Acquisition Corp. I Class A Ordinary Share	No	No	No	No	No	No
Apyx Medical Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Aqua Metals Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
AquaBounty Technologies Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Aquaron Acquisition Corp. Common Stock	No	No	No	No	No	No
Aquestive Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
ARB IOT Group Limited Ordinary Shares	No	No	No	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Arbe Robotics Ltd. Ordinary Shares	No	No	No	No	No	No
Arbutus Biopharma Corporation Common Stock	Yes	Yes	Yes	Yes	No	Yes
ARCA biopharma Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Arcadia Biosciences Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
ArcBest Corporation Common Stock	No	Yes	Yes	Yes	No	Yes
Arcellx Inc. Common Stock	No	Yes	Yes	Yes	No	No
Arch Capital Group Ltd. Common Stock	Yes	Yes	Yes	Yes	No	No
Arcturus Therapeutics Holdings Inc. Common Stock	No	Yes	Yes	Yes	No	No
Arcutis Biotherapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Ardelyx Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Ares Capital Corporation Common Stock	No	No	No	No	No	No
argenx SE American Depository Shares	No	No	No	No	No	No
Argo Blockchain plc 8.75% Senior Notes due 2026	No	No	No	No	No	No
Arhaus Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	Yes
Ark Restaurants Corp. Common Stock	Yes	Yes	Yes	Yes	No	No
ARKO Corp. Common Stock	Yes	Yes	Yes	Yes	No	No
Arm Holdings plc American Depository Shares	No	No	No	No	No	No
Armada Acquisition Corp. I Common Stock	No	No	No	No	No	No
Armlogi Holding Corp. Common Stock	No	No	No	No	No	No
Arogo Capital Acquisition Corp. Class A Common Stock	No	No	No	No	No	No
Arq Inc. Common Stock	No	Yes	Yes	Yes	No	No
Arqit Quantum Inc. Ordinary Shares	No	No	No	No	No	No
Array Technologies Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
ArriVent BioPharma Inc. Common Stock	No	No	No	No	No	No
Arrow Financial Corporation Common Stock	Yes	Yes	Yes	Yes	No	Yes
Arrowhead Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
ArrowMark Financial Corp. Common Stock	No	No	No	No	No	No
ARS Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Art's-Way Manufacturing Co. Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Artelo Biosciences Inc. Common Stock	No	No	No	No	No	No
Arteris Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Artesian Resources Corporation Class A Common Stock	No	No	No	No	No	No
Arvinas Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
ARYA Sciences Acquisition Corp IV Class A Ordinary Shares	No	No	No	No	No	No
Ascendis Pharma A/S American Depository Shares	No	No	No	No	No	No
Ascent Industries Co. Common Stock	No	Yes	Yes	No	No	Yes
Ascent Solar Technologies Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Asia Pacific Wire & Cable Corporation Ltd. Ordinary Shares (Bermuda)	No	No	No	No	No	No
ASLAN Pharmaceuticals Limited American Depository Shares	No	No	No	No	No	No
ASML Holding N.V. New York Registry Shares	No	No	No	No	No	No
ASP Isotopes Inc. Common Stock	No	No	No	No	No	No
Aspen Technology Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Aspira Women's Health Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Assembly Biosciences Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Assertio Holdings Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Asset Entities Inc. Class B Common Stock	No	No	No	No	No	No
Assure Holdings Corp. Common Stock	No	No	No	No	No	No
AST SpaceMobile Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Astec Industries Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Astera Labs Inc. Common Stock	No	No	No	No	No	No
Astra Space Inc. Class A Common Stock	No	No	No	No	No	No
Astrana Health Inc. Common Stock	Yes	Yes	Yes	Yes	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
AstraZeneca PLC American Depositary Shares	No	No	No	No	No	No
Astria Therapeutics Inc. Common Stock	No	Yes	No	Yes	Yes	Yes
Astronics Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
AstroNova Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Astrotech Corporation (DE) Common Stock	Yes	Yes	Yes	Yes	No	No
Asure Software Inc Common Stock	No	No	No	No	No	No
ATA Creativity Global American Depositary Shares	No	No	No	No	No	No
ATAI Life Sciences N.V. Common Shares	Yes	Yes	No	No	No	No
Atara Biotherapeutics Inc. Common Stock	No	No	No	No	No	No
Atea Pharmaceuticals Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Aterian Inc. Common Stock	No	No	No	No	No	No
Athira Pharma Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
ATIF Holdings Limited Ordinary Shares	No	Yes	Yes	No	No	No
Atlanta Braves Holdings Inc. Series A Common Stock	Yes	Yes	Yes	Yes	No	Yes
Atlantic American Corporation Common Stock	No	Yes	Yes	No	No	No
Atlantic Coastal Acquisition Corp. II Class A Common Stock	No	No	No	No	No	No
Atlantica Sustainable Infrastructure plc Ordinary Shares	No	No	No	No	No	No
Atlantius Holdings Corporation 6.125% Senior Notes due 2026	Yes	Yes	Yes	Yes	No	No
Atlas Corp. 7.125% Notes due 2027	No	No	No	No	No	No
Atlas Lithium Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Atlassian Corporation Class A Common Stock	No	Yes	Yes	Yes	No	No
ATN International Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Atomera Incorporated Common Stock	Yes	Yes	Yes	Yes	No	No
Atossa Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Atour Lifestyle Holdings Limited American Depositary Shares	No	No	No	No	No	No
AtriCure Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Atrion Corporation Common Stock	No	Yes	Yes	No	No	No
aTyr Pharma Inc. Common Stock	No	Yes	Yes	Yes	No	No
Auburn National Bancorporation Inc. Common Stock	No	Yes	Yes	No	No	No
Auddia Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
AudioCodes Ltd. Common Stock	No	No	No	No	No	No
AudioEye Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Augmedix Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Aura Biosciences Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Aura FAT Projects Acquisition Corp Class A Ordinary Shares	No	No	No	No	No	No
Aurinia Pharmaceuticals Inc Ordinary Shares	Yes	Yes	Yes	Yes	No	Yes
Aurora Cannabis Inc. Common Shares	No	No	No	No	No	No
Aurora Innovation Inc. Class A Common Stock	No	Yes	Yes	Yes	Yes	Yes
Aurora Mobile Limited American Depositary Shares	No	No	No	No	No	No
Australian Oilseeds Holdings Limited Ordinary Shares	No	No	No	No	No	No
authID Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Autodesk Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Autolus Therapeutics plc American Depositary Share	No	No	No	No	No	No
Automatic Data Processing Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Autonomix Medical Inc. Common Stock	No	No	No	No	No	No
Avadel Pharmaceuticals plc Ordinary Share	Yes	Yes	Yes	Yes	No	Yes
Avalo Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Avalon GloboCare Corp. Common Stock	Yes	Yes	Yes	Yes	No	No
Aveanna Healthcare Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Avenue Therapeutics Inc. Common Stock	Yes	Yes	Yes	No	No	No
AvePoint Inc. Class A Common Stock	No	Yes	Yes	No	Yes	No
Aviat Networks Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Avid Bioservices Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Avidity Biosciences Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
AvidXchange Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Avinger Inc. Common Stock	No	No	No	No	No	No
Avis Budget Group Inc. Common Stock	No	Yes	Yes	Yes	No	No
Avita Medical Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Avnet Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
AVROBIO Inc. Common Stock	No	No	No	No	No	No
Aware Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Axcelis Technologies Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Axogen Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Axon Enterprise Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Axonics Inc. Common Stock	No	No	No	No	No	No
Axsome Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
AXT Inc Common Stock	Yes	Yes	Yes	Yes	No	No
AYRO Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Aytu BioPharma Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Azenta Inc.	Yes	Yes	Yes	Yes	No	Yes
B. Riley Financial Inc. 5.00% Senior Notes due 2026	Yes	Yes	Yes	No	No	No
B.O.S. Better Online Solutions Common Stock	No	No	No	No	No	No
Backblaze Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Baidu Inc. ADS	No	No	No	No	No	No
Baijiayun Group Ltd. Class A Ordinary Shares	No	No	No	No	No	No
BAIYU Holdings Inc. Common Stock	No	No	No	No	No	No
Baker Hughes Company Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Balchem Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Ballard Power Systems Inc. Common Shares	No	No	No	No	No	No
BancFirst Corporation - BFC Capital Trust II Cumulative Trust Preferred Securities	No	Yes	Yes	Yes	No	No
Bandwidth Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Bank First Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Bank of Marin Bancorp Common Stock	Yes	Yes	Yes	Yes	No	No
Bank OZK 4.625% Series A Non-Cumulative Perpetual Preferred Stock	No	No	No	No	No	No
Bank7 Corp. Common stock	No	Yes	Yes	Yes	No	No
BankFinancial Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Bankwell Financial Group Inc. Common Stock	No	Yes	Yes	Yes	No	No
Banner Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Bannix Acquisition Corp. Common Stock	No	No	No	No	No	No
Banzai International Inc. Class A Common Stock	No	No	No	No	No	No
Baosheng Media Group Holdings Limited Ordinary shares	No	No	No	No	No	No
Baozun Inc. American Depositary Shares	No	No	No	No	No	No
Barfresh Food Group Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Barinthus Biotherapeutics plc American Depositary Shares	Yes	Yes	Yes	Yes	No	No
Barrett Business Services Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Bassett Furniture Industries Incorporated Common Stock	Yes	Yes	Yes	Yes	No	Yes
BayCom Corp Common Stock	No	Yes	Yes	Yes	No	No
BayFirst Financial Corp. Common Stock	Yes	Yes	Yes	Yes	No	No
Bayview Acquisition Corp Ordinary Shares	No	No	No	No	No	No
BCB Bancorp Inc. (NJ) Common Stock	Yes	Yes	Yes	Yes	No	No
Beacon Roofing Supply Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Beam Global Common Stock	No	Yes	Yes	No	No	No
Beam Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Beamr Imaging Ltd. Ordinary Share	No	No	No	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Beasley Broadcast Group Inc. Class A Common Stock	No	Yes	Yes	Yes	No	Yes
BeiGene Ltd. American Depositary Shares	Yes	Yes	Yes	Yes	No	Yes
Bel Fuse Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Belite Bio Inc American Depositary Shares	No	No	No	No	No	No
Bellevue Life Sciences Acquisition Corp. Common Stock	No	No	No	No	No	No
Beneficient Class A Common Stock	No	No	No	No	No	No
Benitec Biopharma Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Bentley Systems Incorporated Class B Common Stock	No	Yes	Yes	No	No	No
Berry Corporation (bry) Common Stock	Yes	Yes	Yes	Yes	No	Yes
Better Home & Finance Holding Company Class A Common Stock	No	Yes	Yes	Yes	No	No
Beyond Air Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Beyond Meat Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
BeyondSpring Inc. Ordinary Shares	No	No	No	No	No	No
BGC Group Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Bicycle Therapeutics plc American Depositary Shares	Yes	Yes	Yes	Yes	No	No
Big 5 Sporting Goods Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Big Tree Cloud Holdings Limited Ordinary Shares	No	No	No	No	No	No
BigCommerce Holdings Inc. Series 1 Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Bilibili Inc. American Depositary Shares	No	No	No	No	No	No
BIMI International Medical Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Binah Capital Group Inc. Common Stock	No	No	No	No	No	No
BIO-key International Inc. Common Stock	No	No	No	No	No	No
Bio-Path Holdings Inc. Common Stock	No	No	No	No	No	No
Bio-Techne Corp Common Stock	No	Yes	Yes	Yes	No	No
bioAffinity Technologies Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
BioAtla Inc. Common Stock	Yes	Yes	Yes	No	No	No
BioCardia Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Bioceres Crop Solutions Corp. Ordinary Shares	No	No	No	No	No	No
BioCryst Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Biodesix Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Biodexa Pharmaceuticals plc American Depositary Shs	No	No	No	No	No	No
Biofrontera Inc. Common Stock	Yes	Yes	Yes	No	No	No
Biogen Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Biolase Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
BioLife Solutions Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
BioLineRx Ltd. American Depositary Shares	No	No	No	No	No	No
BioMarin Pharmaceutical Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Biomea Fusion Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Biomerica Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Bionano Genomics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
BioNexus Gene Lab Corp Common stock	Yes	Yes	Yes	Yes	Yes	No
Bionomics Limited American Depositary Shares	No	No	No	No	No	No
BioNTech SE American Depositary Share	No	No	No	No	No	No
Biora Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
BioRestorative Therapies Inc. Common Stock (NV)	No	Yes	Yes	No	No	No
Biote Corp. Class A Common Stock	No	Yes	Yes	Yes	No	No
Biotricity Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Bioventus Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
BioVie Inc. Class A Common Stock	No	No	No	No	No	No
BioXcel Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Bit Digital Inc. Ordinary Shares	No	No	No	No	No	No
Bit Origin Limited Ordinary Shares	No	No	No	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Bitcoin Depot Inc. Class A Common Stock	No	No	No	No	No	No
Bitdeer Technologies Group Class A Ordinary Shares	No	No	No	No	No	No
Bitfarms Ltd. Common Stock	No	No	No	No	No	No
BitFuFu Inc. Class A Ordinary Shares	No	No	No	No	No	No
BJ's Restaurants Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Black Diamond Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Black Hawk Acquisition Corporation Rights	No	No	No	No	No	No
Blackbaud Inc. Common Stock	No	Yes	Yes	Yes	No	No
Blackboxstocks Inc. Common Stock	Yes	Yes	Yes	No	No	No
BlackLine Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
BlackRock TCP Capital Corp. Common Stock	No	No	No	No	No	No
Blade Air Mobility Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	Yes
bleuacacia ltd Class A Ordinary Shares	No	No	No	No	No	No
Blink Charging Co. Common Stock	Yes	Yes	Yes	Yes	No	No
Blockchain Coinvestors Acquisition Corp. I Class A Ordinary Shares	No	No	No	No	No	No
Bloomin' Brands Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Blue Bird Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Blue Foundry Bancorp Common Stock	No	Yes	Yes	No	No	Yes
Blue Hat Interactive Entertainment Technology Ordinary Shares	No	No	No	No	No	No
Blue Ocean Acquisition Corp Class A Ordinary Shares	No	No	No	No	No	No
Blue Star Foods Corp. Common Stock	No	Yes	Yes	Yes	No	No
Blue World Acquisition Corporation Class A Ordinary Shares	No	No	No	No	No	No
bluebird bio Inc. Common Stock	No	No	No	No	No	No
Bluejay Diagnostics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Blueprint Medicines Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Bogota Financial Corp. Common Stock	No	Yes	No	Yes	No	No
BOK Financial Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Bolt Biotherapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Bon Natural Life Limited Ordinary Shares	No	No	No	No	No	No
Bone Biologics Corp Common Stock	No	Yes	Yes	Yes	No	No
Booking Holdings Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Borealis Foods Inc. Class A Common Shares	No	No	No	No	No	No
Boundless Bio Inc. Common Stock	No	No	No	No	No	No
Bowen Acquisition Corp Ordinary Shares	No	No	No	No	No	No
Bowman Consulting Group Ltd. Common Stock	Yes	Yes	Yes	Yes	No	No
Boxlight Corporation Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Bragg Gaming Group Inc. Common Shares	No	No	No	No	No	No
Brainstorm Cell Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
BrainsWay Ltd. American Depositary Shares	No	No	No	No	No	No
BranchOut Food Inc. Common Stock	No	No	No	No	No	No
Brand Engagement Network Inc. Common Stock	No	No	No	No	No	No
Braze Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	No
Brenmiller Energy Ltd Ordinary Shares	No	No	No	No	No	No
Brera Holdings PLC Class B Ordinary Shares	No	No	No	No	No	No
BriaCell Therapeutics Corp. Common Shares	Yes	Yes	Yes	Yes	No	No
BridgeBio Pharma Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Bridgeline Digital Inc. Common Stock	No	No	No	No	No	No
Bridger Aerospace Group Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Bridgewater Bancshares Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Bridgford Foods Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Bright Green Corporation Common Stock	No	Yes	Yes	Yes	No	No
Bright Minds Biosciences Inc. Common Stock	No	No	No	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Brightcove Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Brighthouse Financial Inc. 6.25% Junior Subordinated Debentures due 2068	No	Yes	Yes	Yes	No	No
BrightSpring Health Services Inc. Common Stock	No	No	No	No	No	No
Brilliant Earth Group Inc. Class A Common Stock	No	Yes	Yes	Yes	No	No
Broad Capital Acquisition Corp Common Stock	No	No	No	No	No	No
Broadcom Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Broadway Financial Corporation Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Broadwind Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Brooge Energy Limited Ordinary Shares	No	No	No	No	No	No
Brooge Holdings Limited Warrant expiring 12/20/2024	No	No	No	No	No	No
Brookfield Property Partners L.P. 5.750% Class A Cumulative Redeemable Perpetual Preferred Units Series 2	No	No	No	No	No	No
Brookline Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
BRP Inc. (Recreational Products) Common Subordinate Voting Shares	No	No	No	No	No	No
Bruker Corporation Common Stock	No	Yes	Yes	Yes	No	No
Bruush Oral Care Inc. Common Stock	No	No	No	No	No	No
BT Brands Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
BTC Digital Ltd. Ordinary Shares	No	No	No	No	No	No
BTCS Inc. Common Stock	No	Yes	Yes	Yes	No	No
Bukit Jalil Global Acquisition 1 Ltd. Ordinary Shares	No	No	No	No	No	No
Bullfrog AI Holdings Inc. Common Stock	No	No	No	No	No	No
Bumble Inc. Class A Common Stock	No	Yes	No	No	No	Yes
BurgerFi International Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Burke & Herbert Financial Services Corp. Common Stock	No	Yes	Yes	Yes	No	No
Burning Rock Biotech Limited American Depositary Shares	No	No	No	No	No	No
BurTech Acquisition Corp. Class A Common Stock	No	No	No	No	No	No
Business First Bancshares Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
BuzzFeed Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	Yes
BV Financial Inc. Common Stock	No	No	No	No	No	No
BYND Cannasoft Enterprises Inc. Common Stock	No	No	No	No	No	No
byNordic Acquisition Corporation Class A Common Stock	No	No	No	No	No	No
Byrna Technologies Inc. Common Stock	No	No	No	No	No	No
C.H. Robinson Worldwide Inc. Common Stock	No	Yes	No	Yes	Yes	No
C&F Financial Corporation Common Stock	No	Yes	Yes	Yes	No	No
C3is Inc. Common Stock	No	No	No	No	No	No
C4 Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Cabaletta Bio Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Cactus Acquisition Corp. 1 Limited Class A Ordinary Share	No	No	No	No	No	No
Cadence Design Systems Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
CADIZ Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Cadrenal Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Caesars Entertainment Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Caesarstone Ltd. Ordinary Shares	No	No	No	No	No	No
Cal-Maine Foods Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Calamos Convertible and High Income Fund Common Stock	No	No	No	No	No	No
Calamos Dynamic Convertible & Income Fund Common Stock	No	No	No	No	No	No
Calamos Global Dynamic Income Fund Common Stock	No	No	No	No	No	No
Calamos Long/Short Equity & Dynamic Income Trust Common Stock	No	No	No	No	No	No
Calamos Strategic Total Return Common Stock	No	No	No	No	No	No
Calavo Growers Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
CalciMedica Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
CaliberCos Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
California BanCorp Common Stock	Yes	Yes	Yes	Yes	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Calliditas Therapeutics AB American Depositary Shares	No	No	No	No	No	No
Calumet Specialty Products Partners L.P. Common Units	No	No	No	No	No	No
Cambium Networks Corporation Ordinary Shares	Yes	Yes	Yes	Yes	No	No
Cambridge Bancorp Common Stock	Yes	Yes	Yes	Yes	No	No
Camden National Corporation Common Stock	Yes	Yes	Yes	Yes	No	Yes
Camtek Ltd. Ordinary Shares	No	No	No	No	No	No
Canaan Inc. American Depositary Shares	No	No	No	No	No	No
Canadian Solar Inc. Common Shares (ON)	No	No	No	No	No	No
Candel Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Canna-Global Acquisition Corp Warrant	No	No	No	No	No	No
Canoo Inc. Class A Common Stock	No	No	No	No	No	No
Canopy Growth Corporation Common Shares	No	No	No	No	No	No
Cantaloupe Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Canterbury Park Holding Corporation 'New' Common Stock	Yes	Yes	Yes	Yes	No	No
Capital Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Capital City Bank Group Common Stock	Yes	Yes	Yes	Yes	No	No
Capital Product Partners L.P. Common Units	No	No	No	No	No	No
Capital Southwest Corporation 7.75% Notes due 2028	Yes	Yes	Yes	Yes	No	No
Capitol Federal Financial Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Capricor Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Captivision Inc. Ordinary Shares	No	No	No	No	No	No
Cara Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Caravelle International Group Ordinary Shares	No	No	No	No	No	No
Carbon Revolution Public Limited Company Warrant	No	No	No	No	No	No
Cardiff Oncology Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Cardio Diagnostics Holdings Inc. Common stock	Yes	Yes	Yes	Yes	No	No
Cardiol Therapeutics Inc. Class A Common Shares	No	No	No	No	No	No
Cardlytics Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
CareCloud Inc. 11% Series A Cumulative Redeemable Perpetual Preferred Stock	No	No	No	No	No	No
CareDx Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
CareMax Inc. Class A Common Stock	No	No	No	No	No	No
CARGO Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
CarGurus Inc. Class A Common Stock	No	Yes	Yes	Yes	No	No
Caribou Biosciences Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Carisma Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Carlyle Secured Lending Inc. 8.20% Notes due 2028	No	No	No	No	No	No
Carmell Corporation Common Stock	No	Yes	Yes	Yes	No	No
CarParts.com Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Carter Bankshares Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Cartesian Growth Corporation II Class A Ordinary Shares	No	No	No	No	No	No
Cartesian Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Cartica Acquisition Corp Class A Ordinary Shares	No	No	No	No	No	No
Carver Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Casella Waste Systems Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Casey's General Stores Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
CASI Pharmaceuticals Inc. Ordinary Shares	No	No	No	No	No	No
Cass Information Systems Inc Common Stock	Yes	Yes	Yes	Yes	No	No
Cassava Sciences Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Castle Biosciences Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Castor Maritime Inc. Common Shares	No	No	No	No	No	No
Catalyst Bancorp Inc. Common Stock	No	No	No	No	No	No
Catalyst Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Cathay General Bancorp Common Stock	No	Yes	Yes	Yes	Yes	Yes
Cavco Industries Inc. Common Stock When Issued	Yes	Yes	Yes	Yes	Yes	Yes
CB Financial Services Inc. Common Stock	No	Yes	No	No	No	Yes
CBAK Energy Technology Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
CBL International Limited Ordinary Shares	No	No	No	No	No	No
CCC Intelligent Solutions Holdings Inc. Common Stock	No	No	No	No	No	No
CCSC Technology International Holdings Limited Ordinary Shares	No	No	No	No	No	No
CDT Environmental Technology Investment Holdings Limited ordinary shares	No	No	No	No	No	No
CDW Corporation Common Stock	Yes	Yes	Yes	Yes	No	Yes
CEA Industries Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
CECO Environmental Corp. Common Stock	No	Yes	Yes	Yes	No	Yes
Celcuity Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Celldex Therapeutics Inc.	Yes	Yes	Yes	Yes	No	Yes
Cellebrite DI Ltd. Ordinary Shares	No	No	No	No	No	No
Collectar Biosciences Inc. Common Stock	No	Yes	Yes	Yes	No	No
Collectis S.A. American Depositary Shares	No	No	No	No	No	No
Celsius Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Celularity Inc. Class A Common Stock	No	No	No	No	No	No
Centrex Inc. Common Stock	No	No	No	No	No	No
Centro Inc. Common Stock	No	No	No	No	No	No
Centessa Pharmaceuticals plc American Depositary Shares	Yes	Yes	Yes	Yes	No	No
Centogene N.V. Common Shares	No	No	No	No	No	No
Central Garden & Pet Company Class A Common Stock Nonvoting	Yes	Yes	Yes	Yes	No	No
Central Plains Bancshares Inc. Common Stock	No	No	No	No	No	No
Centurion Acquisition Corp. Unit	No	No	No	No	No	No
Century Aluminum Company Common Stock	No	No	No	No	No	No
Century Casinos Inc. Common Stock	No	Yes	Yes	No	No	No
Century Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Cepton Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Ceragon Networks Ltd. Ordinary Shares	No	No	No	No	No	No
Cerence Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Cerevel Therapeutics Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
CERO Therapeutics Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Certara Inc. Common Stock	No	Yes	No	No	No	No
Cerus Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
CervoMed Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Cetus Capital Acquisition Corp. Class A Common Stock	No	No	No	No	No	No
CEVA Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
CF Acquisition Corp. VII Class A Common Stock	No	No	No	No	No	No
CF Bankshares Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
CFSB Bancorp Inc. Common Stock	No	Yes	No	Yes	No	No
CG Oncology Inc. Common stock	No	No	No	No	No	No
Chain Bridge I Class A Ordinary Shares	No	No	No	No	No	No
Champions Oncology Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
ChampionX Corporation Common Stock	Yes	Yes	Yes	Yes	No	Yes
Chanson International Holding Class A Ordinary Shares	No	No	No	No	No	No
Charles & Colvard Ltd Common Stock	No	No	No	No	No	No
Charter Communications Inc. Class A Common Stock New	No	No	No	No	No	No
Cheche Group Inc. Class A Ordinary Shares	No	No	No	No	No	No
Check Point Software Technologies Ltd. Ordinary Shares	No	No	No	No	No	No
Check-Cap Ltd. Ordinary Share	No	No	No	No	No	No
Checkpoint Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Cheer Holding Inc. Ordinary Share	No	No	No	No	No	No
Cheesecake Factory Incorporated (The) Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Cheetah Net Supply Chain Service Inc. Class A Common Stock	No	Yes	Yes	Yes	No	No
Chemomab Therapeutics Ltd. American Depository Share	No	No	No	No	No	No
Chemung Financial Corp Common Stock	Yes	Yes	Yes	Yes	No	Yes
Chenghe Acquisition I Co. Class A Ordinary Shares	No	No	No	No	No	No
Chesapeake Energy Corporation Class A Warrants	Yes	Yes	Yes	Yes	Yes	Yes
Chicago Atlantic Real Estate Finance Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Chicken Soup for the Soul Entertainment Inc. 9.50% Notes due 2025	No	Yes	Yes	Yes	No	No
Chijet Motor Company Inc. Ordinary Shares	No	No	No	No	No	No
Children's Place Inc. (The) Common Stock	Yes	Yes	Yes	Yes	No	No
Chimerix Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
China Automotive Systems Inc. Common Stock	No	No	No	No	No	No
China Jo-Jo Drugstores Inc. (Cayman Islands) Ordinary Shares	No	No	No	No	No	No
China Liberal Education Holdings Limited Ordinary Shares	No	No	No	No	No	No
China Natural Resources Inc. Common Stock	No	No	No	No	No	No
China SXT Pharmaceuticals Inc. Ordinary Shares	No	No	No	No	No	No
ChipMOS TECHNOLOGIES INC. American Depository Shares	No	No	No	No	No	No
ChoiceOne Financial Services Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Chord Energy Corporation Common Stock	Yes	Yes	Yes	Yes	No	Yes
ChromaDex Corporation Common Stock	No	Yes	Yes	Yes	Yes	No
CHS Inc Class B Cumulative Redeemable Preferred Stock Series 4	No	No	No	No	No	No
CHS Inc. 8% Cumulative Redeemable Preferred Stock	No	No	No	No	No	No
Churchill Capital Corp IX Unit	No	No	No	No	No	No
Churchill Downs Incorporated Common Stock	No	Yes	Yes	Yes	No	No
Chuy's Holdings Inc. Common Stock	No	Yes	Yes	No	No	No
Cibus Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Cidara Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Cimpress plc Ordinary Shares (Ireland)	Yes	Yes	Yes	Yes	No	No
Cincinnati Financial Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Cineverse Corp. Class A Common Stock	No	Yes	Yes	Yes	No	No
Cingulate Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Cintas Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Cipher Mining Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Cirrus Logic Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Cisco Systems Inc. Common Stock (DE)	Yes	Yes	Yes	Yes	No	Yes
CISO Global Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Citi Trends Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Citius Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Citizens & Northern Corp Common Stock	Yes	Yes	Yes	Yes	No	No
Citizens Community Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Citizens Financial Services Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
City Holding Company Common Stock	Yes	Yes	Yes	Yes	No	No
Civista Bancshares Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Clarus Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Clean Energy Fuels Corp. Common Stock	Yes	Yes	Yes	Yes	No	No
CleanSpark Inc. Common Stock	No	No	No	No	No	No
Clearfield Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Clearmind Medicine Inc. Common Shares	No	No	No	No	No	No
ClearOne Inc. (DE) Common Stock	Yes	Yes	Yes	Yes	No	No
ClearPoint Neuro Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Clearside Biomedical Inc. Common Stock	Yes	Yes	Yes	Yes	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
ClearSign Technologies Corporation Common Stock (DE)	Yes	Yes	Yes	Yes	No	Yes
Clene Inc. Common Stock	No	Yes	Yes	Yes	No	No
ClimateRock Class A Ordinary Shares	No	No	No	No	No	No
Climb Global Solutions Inc. Common Stock	No	No	No	No	No	No
Clover Health Investments Corp. Class A Common Stock	Yes	Yes	Yes	Yes	No	Yes
Clover Leaf Capital Corp. Class A Common Stock	No	No	No	No	No	No
CLPS Incorporation Common Stock	No	No	No	No	No	No
CME Group Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	Yes
CN Energy Group Inc. Class A Ordinary Shares	No	No	No	No	No	No
CNB Financial Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
CNS Pharmaceuticals Inc. Common Stock	No	Yes	Yes	No	No	No
Co-Diagnostics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Coastal Financial Corporation Common Stock	Yes	Yes	Yes	Yes	No	Yes
Coca-Cola Consolidated Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Coca-Cola Europacific Partners plc Ordinary Shares	Yes	Yes	Yes	Yes	Yes	Yes
Cocrystal Pharma Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Coda Octopus Group Inc. Common stock	No	Yes	Yes	Yes	No	No
Codere Online Luxembourg S.A. Ordinary Shares	No	No	No	No	No	No
Codexis Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Codorus Valley Bancorp Inc Common Stock	Yes	Yes	Yes	Yes	No	No
Coeptis Therapeutics Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Coffee Holding Co. Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Cogent Biosciences Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Cogent Communications Holdings Inc.	Yes	Yes	Yes	Yes	No	No
Cognex Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Cognition Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Cognizant Technology Solutions Corporation Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Cognyte Software Ltd. Ordinary Shares	No	No	No	No	No	No
Coherus BioSciences Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Cohu Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Coinbase Global Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Coliseum Acquisition Corp. Class A Ordinary Share	No	No	No	No	No	No
Collective Audience Inc.. Common Stock	No	No	No	No	No	No
Collegium Pharmaceutical Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Colliers International Group Inc. Subordinate Voting Shares	No	No	No	No	No	No
CollPlant Biotechnologies Ltd Ordinary Shares	No	No	No	No	No	No
Colony Bankcorp Inc. Common Stock	No	Yes	Yes	Yes	No	No
Color Star Technology Co. Ltd. Class A Ordinary Shares	No	No	No	No	No	No
Columbia Banking System Inc. Common Stock	No	Yes	Yes	No	No	Yes
Columbia Financial Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Columbia Sportswear Company Common Stock	Yes	Yes	Yes	Yes	No	No
Columbus McKinnon Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Comcast Corporation Class A Common Stock	No	Yes	Yes	Yes	No	No
Commerce Bancshares Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Commercial Vehicle Group Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
CommScope Holding Company Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Community Trust Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Community West Bancshares Common Stock	No	Yes	Yes	Yes	No	No
Commvault Systems Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Compass Digital Acquisition Corp. Class A Ordinary Shares	No	No	No	No	No	No
COMPASS Pathways Plc American Depository Shares	Yes	Yes	Yes	Yes	No	No
Compass Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Complete Solaria Inc. Common Stock	No	No	No	No	No	No
CompoSecure Inc. Class A Common Stock	No	Yes	Yes	Yes	No	No
Compugen Ltd. Ordinary Shares	No	No	No	No	No	No
comScore Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Comstock Holding Companies Inc. Class A Common Stock	Yes	Yes	Yes	No	No	No
Comtech Telecommunications Corp. Common Stock	No	Yes	Yes	Yes	No	Yes
Concentrix Corporation Common Stock	Yes	Yes	Yes	Yes	No	Yes
Concrete Pumping Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Conduent Incorporated Common Stock	Yes	Yes	Yes	Yes	Yes	No
Conduit Pharmaceuticals Inc. Common Stock	No	No	No	No	No	No
Confluent Inc. Class A Common Stock	No	Yes	Yes	Yes	No	No
Conifer Holdings Inc. 9.75% Senior Unsecured Notes due 2028	Yes	Yes	Yes	Yes	No	No
Conn's Inc. Common Stock	No	Yes	No	Yes	No	No
Connect Biopharma Holdings Limited American Depositary Shares	No	No	No	No	No	No
ConnectOne Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Connexa Sports Technologies Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Consensus Cloud Solutions Inc. Common Stock	No	Yes	Yes	Yes	Yes	Yes
Consolidated Communications Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Consolidated Water Co. Ltd. Ordinary Shares	Yes	Yes	Yes	Yes	No	No
Constellation Energy Corporation Common Stock	Yes	Yes	Yes	Yes	No	Yes
Construction Partners Inc. Class A Common Stock	No	Yes	Yes	Yes	No	Yes
Consumer Portfolio Services Inc. Common Stock	No	No	No	No	No	No
Context Therapeutics Inc. Common Stock	No	No	No	No	No	No
ContextLogic Inc. Class A Common Stock	No	Yes	Yes	Yes	Yes	Yes
Contineum Therapeutics Inc. Class A Common Stock	No	No	No	No	No	No
Copart Inc. (DE) Common Stock	Yes	Yes	Yes	Yes	No	Yes
Corbus Pharmaceuticals Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Corcept Therapeutics Incorporated Common Stock	Yes	Yes	Yes	Yes	No	No
Core Scientific Inc. Common Stock	No	No	No	No	No	No
CorMedix Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Corner Growth Acquisition Corp. 2 Class A Ordinary Share	No	No	No	No	No	No
Corsair Gaming Inc. Common Stock	No	No	No	No	No	No
CorVel Corp. Common Stock	No	No	No	No	No	No
Corvus Pharmaceuticals Inc. Common Stock	No	No	No	No	No	No
Cosmos Health Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
CoStar Group Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Costco Wholesale Corporation Common Stock	No	Yes	Yes	Yes	No	No
Couchbase Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Covenant Logistics Group Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Coya Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
CPI Card Group Inc. Common Stock	No	Yes	Yes	Yes	No	No
CPS Technologies Corp. Common Stock	No	No	No	No	No	Yes
CRA International Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Cracker Barrel Old Country Store Inc Common Stock	Yes	Yes	Yes	Yes	No	Yes
Creative Media & Community Trust Corporation Common stock	No	Yes	Yes	Yes	No	Yes
Creative Medical Technology Holdings Inc. Common Stock	No	No	No	No	No	No
Creative Realities Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Credit Acceptance Corporation Common Stock	No	Yes	Yes	Yes	No	No
Credo Technology Group Holding Ltd Ordinary Shares	Yes	Yes	Yes	Yes	No	No
Crescent Capital BDC Inc. Common stock	No	No	No	No	No	No
Cresud S.A.C.I.F. y A. American Depositary Shares	No	No	No	No	No	No
Crexendo Inc. Common Stock	No	No	No	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Circuit City Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Crinetics Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
CRISPR Therapeutics AG Common Shares	Yes	Yes	Yes	Yes	No	No
Criteo S.A. American Depositary Shares	Yes	Yes	Yes	Yes	Yes	Yes
Critical Metals Corp. Ordinary Shares	No	No	No	No	No	No
Crocs Inc. Common Stock	No	Yes	Yes	No	No	No
Cronos Group Inc. Common Share	Yes	Yes	Yes	Yes	No	No
Cross Country Healthcare Inc. Common Stock \$0.0001 Par Value	Yes	Yes	Yes	Yes	No	Yes
CrossFirst Bankshares Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
CrowdStrike Holdings Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Crown Crafts Inc Common Stock	Yes	Yes	Yes	Yes	No	No
Crown Electrokinetics Corp. Common Stock	Yes	Yes	Yes	Yes	No	No
CryoPort Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
CSG Systems International Inc. Common Stock	No	Yes	Yes	Yes	No	No
CSLM Acquisition Corp. Class A Ordinary Share	No	No	No	No	No	No
CSP Inc. Common Stock	No	No	No	No	No	No
CSW Industrials Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
CSX Corporation Common Stock	No	Yes	Yes	Yes	Yes	Yes
Cue Biopharma Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Cullinan Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Cullman Bancorp Inc. Common Stock	No	No	No	No	No	No
Cumberland Pharmaceuticals Inc. Common Stock	No	No	No	No	No	No
Cumulus Media Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
CureVac N.V. Ordinary Shares	No	No	No	No	No	No
CuriosityStream Inc. Class A Common Stock	Yes	Yes	Yes	No	Yes	No
Curis Inc. Common Stock	Yes	Yes	Yes	No	No	No
Cutera Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
CVB Financial Corporation Common Stock	Yes	Yes	Yes	Yes	No	Yes
CVD Equipment Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
CVRx Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
CXApp Inc. Class A Common Stock	No	No	No	No	No	No
CyberArk Software Ltd. Ordinary Shares	No	No	No	No	No	No
Cyclacel Pharmaceuticals Inc. Common Stock	No	Yes	Yes	Yes	Yes	Yes
Cyclerion Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Cyclo Therapeutics Inc. Common Stock	No	No	No	No	No	No
Cyngn Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Cytek Biosciences Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Cytokinetics Incorporated Common Stock	Yes	Yes	Yes	Yes	No	Yes
CytoMed Therapeutics Limited Ordinary Shares	No	No	No	No	No	No
CytomX Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Cytosorbents Corporation Common Stock	No	No	No	No	No	No
D-Market Electronic Services & Trading American Depositary Shares	No	No	No	No	No	No
Dada Nexus Limited American Depositary Shares	No	No	No	No	No	No
Daily Journal Corp. (S.C.) Common Stock	No	No	No	No	No	No
Daktronics Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
DallasNews Corporation Series A Common Stock	Yes	Yes	Yes	Yes	No	No
Dare Bioscience Inc. Common Stock	No	Yes	Yes	No	No	No
DarioHealth Corp. Common Stock	No	No	No	No	No	No
Data I/O Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Data Storage Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Datadog Inc. Class A Common Stock	No	Yes	Yes	Yes	No	No
Datasea Inc. Common Stock	Yes	Yes	Yes	Yes	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
DatChat Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Dave & Buster's Entertainment Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Dave Inc. Class A Common Stock	No	Yes	Yes	Yes	No	No
Davis Commodities Limited Ordinary Shares	No	No	No	No	No	No
Dawson Geophysical Company Common Stock	No	No	No	No	No	No
Daxor Corporation Common Stock	No	No	No	No	No	No
Day One Biopharmaceuticals Inc. Common Stock	No	Yes	Yes	Yes	No	No
DBV Technologies S.A. American Depositary Shares	Yes	Yes	Yes	Yes	Yes	No
Definitive Healthcare Corp. Class A Common Stock	No	Yes	Yes	Yes	No	Yes
Delcath Systems Inc. Common Stock	No	No	No	No	No	No
Denali Capital Acquisition Corp. Class A Ordinary Shares	No	No	No	No	No	No
Denali Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Denny's Corporation Common Stock	No	Yes	Yes	No	Yes	No
DENTSPLY SIRONA Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Dermata Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
DermTech Inc. Common Stock	No	No	No	No	No	No
Descartes Systems Group Inc. (The) Common Stock	No	No	No	No	No	No
Design Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Destination XL Group Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Deswell Industries Inc. Common Shares	No	No	No	No	No	No
DexCom Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
DiaMedica Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Diamond Hill Investment Group Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Diamondback Energy Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Dianthus Therapeutics Inc. Common Stock	No	Yes	Yes	Yes	Yes	No
Digi International Inc. Common Stock	No	Yes	Yes	Yes	No	No
DigiAsia Corp. Ordinary Shares	No	No	No	No	No	No
Digihost Technology Inc. Common Subordinate Voting Shares	No	No	No	No	No	No
Digimarc Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Digital Ally Inc. Common Stock	No	Yes	Yes	No	No	Yes
Digital Brands Group Inc. Common Stock	No	No	No	No	No	No
Digital Health Acquisition Corp. Common Stock	No	No	No	No	No	No
Digital Turbine Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
DIH Holding US Inc. Warrants	No	No	No	No	No	No
DIH Holdings US Inc. Class A Common Stock	No	No	No	No	No	No
Dime Community Bancshares Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Diodes Incorporated Common Stock	No	Yes	Yes	Yes	No	No
Direct Digital Holdings Inc. Class A Common Stock	No	No	No	No	No	No
Disc Medicine Inc. Common Stock	Yes	Yes	No	Yes	No	No
Distoken Acquisition Corporation Ordinary Shares	No	No	No	No	No	No
Distribution Solutions Group Inc. Common Stock	No	Yes	No	Yes	Yes	Yes
Diversified Healthcare Trust 5.625% Senior Notes due 2042	Yes	Yes	Yes	Yes	No	No
Dixie Group Inc. (The) Common Stock	No	No	No	No	No	No
DLH Holdings Corp.	Yes	Yes	Yes	Yes	No	No
DLocal Limited Class A Common Shares	No	No	No	No	No	No
DMC Global Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Docebo Inc. Common Shares	No	No	No	No	No	No
DocuGo Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
DocuSign Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Dogness (International) Corporation Class A Common Stock	No	No	No	No	No	No
Dollar Tree Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Dolphin Entertainment Inc. Common Stock	Yes	Yes	Yes	Yes	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Dominari Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Domo Inc. Class B Common Stock	Yes	Yes	Yes	Yes	No	No
Donegal Group Inc. Class A Common Stock	No	Yes	No	No	Yes	No
DoorDash Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Dorchester Minerals L.P. Common Units Representing Limited Partnership Interests	No	No	No	No	No	No
Dorman Products Inc. Common Stock	No	Yes	Yes	Yes	Yes	No
DoubleDown Interactive Co. Ltd. American Depository Shares	No	No	No	No	No	No
DouYu International Holdings Limited ADS	No	No	No	No	No	No
DP Cap Acquisition Corp I Class A Ordinary Shares	No	No	No	No	No	No
DraftKings Inc. Class A Common Stock	No	No	No	No	No	No
Draganfly Inc. Common Shares	No	No	No	No	No	No
Dragonfly Energy Holdings Corp. Common Stock (NV)	Yes	Yes	Yes	Yes	No	Yes
Drilling Tools International Corporation Common Stock	No	Yes	Yes	Yes	No	Yes
Driven Brands Holdings Inc. Common Stock	No	No	No	No	No	No
Dropbox Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
DT Cloud Acquisition Corporation Ordinary Shares	No	No	No	No	No	No
DUJET Acquisition Corp. Class A Common Stock	No	No	No	No	No	No
Duluth Holdings Inc. Class B Common Stock	Yes	Yes	Yes	Yes	No	No
Duolingo Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Duos Technologies Group Inc. Common Stock	No	No	No	No	No	No
DURECT Corporation Common Stock	No	No	No	No	No	No
DXP Enterprises Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Dyadic International Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Dynatronics Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Dynavax Technologies Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Dyne Therapeutics Inc. Common Stock	No	Yes	Yes	No	No	No
DZS Inc. Common Stock	No	No	No	No	No	No
E-Home Household Service Holdings Limited Ordinary Shares	No	No	No	No	No	No
E.W. Scripps Company (The) Class A Common Stock	Yes	Yes	Yes	Yes	No	Yes
Eagle Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Eagle Pharmaceuticals Inc. Common Stock	No	No	No	No	No	No
Earlyworks Co. Ltd. American Depository Shares	No	No	No	No	No	No
East West Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Eastern Bankshares Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Eastern Company (The) Common Stock	Yes	Yes	Yes	Yes	No	No
Eastside Distilling Inc. Common Stock	No	No	No	No	No	No
Ebang International Holdings Inc. Class A Ordinary Shares	No	No	No	No	No	No
eBay Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
ECARX Holdings Inc. Class A Ordinary shares	No	No	No	No	No	No
ECB Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
ECD Automotive Design Inc. Common Stock	No	No	No	No	No	No
EchoStar Corporation Common Stock	No	Yes	Yes	Yes	Yes	No
Eco Wave Power Global AB (publ) American Depository Shares	No	No	No	No	No	No
EDAP TMS S.A. American Depository Shares	No	No	No	No	No	No
Edesa Biotech Inc. Common Shares	Yes	Yes	Yes	Yes	No	No
Edgewise Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Edgio Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Edible Garden AG Incorporated Common Stock	No	Yes	Yes	No	No	No
Editas Medicine Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Educational Development Corporation Common Stock	No	Yes	Yes	No	No	No
eFFECTOR Therapeutics Inc. Common Stock	No	Yes	Yes	No	Yes	Yes
eGain Corporation Common Stock	Yes	Yes	Yes	Yes	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
EHang Holdings Limited ADS	No	No	No	No	No	No
eHealth Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Eightco Holdings Inc. Common Stock	No	No	No	No	No	No
Ekso Bionics Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
El Pollo Loco Holdings Inc. Common Stock	No	Yes	Yes	Yes	No	No
Elbit Systems Ltd. Ordinary Shares	No	No	No	No	No	No
Electra Battery Materials Corporation Common Stock	No	No	No	No	No	No
Electro- Sensors Inc. Common Stock	No	Yes	Yes	No	No	No
electroCore Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Electronic Arts Inc. Common Stock	No	Yes	Yes	Yes	No	No
Electrovaya Inc. Common Shares	No	No	No	No	No	No
Eledon Pharmaceuticals Inc. Common Stock	No	Yes	Yes	Yes	No	No
Elevai Labs Inc. Common Stock	No	No	No	No	No	No
Elevation Oncology Inc. Common stock	Yes	Yes	Yes	Yes	No	No
Elicio Therapeutics Inc. Common Stock	No	No	No	No	No	No
Eliem Therapeutics Inc Common Stock	No	No	No	No	No	No
Eltek Ltd. Ordinary Shares	No	No	No	No	No	No
Elutia Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Embecta Corp. Common Stock	Yes	Yes	Yes	Yes	No	No
Embrace Change Acquisition Corp Ordinary Shares	No	No	No	No	No	No
EMCORE Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Enact Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Enanta Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Encore Capital Group Inc Common Stock	Yes	Yes	Yes	Yes	No	No
enCore Energy Corp. Common Shares	No	No	No	No	No	No
Encore Wire Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	No
ENDRA Life Sciences Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Energous Corporation Common Stock	No	Yes	Yes	Yes	No	No
Energy Focus Inc. Common Stock	No	No	No	No	No	No
Energy Recovery Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Energy Services of America Corporation Common Stock	No	Yes	Yes	No	No	No
enGene Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
ENGlobal Corporation Common Stock	No	No	No	No	No	No
Enlight Renewable Energy Ltd. Ordinary Shares	No	No	No	No	No	No
Enliven Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Enlivex Therapeutics Ltd. Ordinary Shares	No	No	No	No	No	No
Enovix Corporation Common Stock	Yes	Yes	Yes	Yes	No	Yes
Enphase Energy Inc. Common Stock	No	Yes	No	No	No	Yes
Enstar Group Limited Depository Shares Each Representing 1/1000th of an interest in Preference Shares	Yes	Yes	Yes	Yes	Yes	Yes
Ensycse Biosciences Inc. Common Stock	No	No	No	No	No	No
Entegris Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Entera Bio Ltd. Ordinary Shares	Yes	Yes	Yes	Yes	No	No
Entero Therapeutics Inc. Common Stock	No	No	No	No	No	No
Enterprise Bancorp Inc Common Stock	Yes	Yes	Yes	Yes	No	No
Enterprise Financial Services Corporation Common Stock	No	Yes	Yes	Yes	No	No
Entrada Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Enveric Biosciences Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Envirotech Vehicles Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Envoy Medical Inc Warrant	No	No	No	No	No	No
enVveno Medical Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Eos Energy Enterprises Inc. Class A Common Stock	No	No	No	No	No	No
EpicQuest Education Group International Limited Common Stock	No	No	No	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
ePlus inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Epsilon Energy Ltd. Common Share	No	No	No	No	No	No
Equillum Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Equinix Inc. Common Stock REIT	Yes	Yes	Yes	Yes	No	No
Erasca Inc. Common Stock	No	Yes	Yes	Yes	No	No
Erayak Power Solution Group Inc. Class A Ordinary Shares	No	No	No	No	No	No
Ericsson American Depositary Shares	No	No	No	No	No	No
Erie Indemnity Company Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Escalade Incorporated Common Stock	Yes	Yes	Yes	Yes	No	No
ESGL Holdings Limited Ordinary Shares	No	No	No	No	No	No
ESH Acquisition Corp. Class A Common Stock	No	No	No	No	No	No
Esperion Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Esquire Financial Holdings Inc. Common Stock	Yes	Yes	No	No	No	No
ESSA Bancorp Inc. Common Stock	No	No	No	No	No	No
ESSA Pharma Inc. Common Stock	No	Yes	Yes	Yes	No	No
Establishment Labs Holdings Inc. Common Shares	No	Yes	Yes	Yes	Yes	Yes
Estrella Immunopharma Inc. Common Stock	No	No	No	No	No	No
Eterna Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Eton Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Etsy Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
EUDA Health Holdings Limited Ordinary Shares	No	No	No	No	No	No
Eupraxia Pharmaceuticals Inc. Common Stock	No	No	No	No	No	No
Euro Tech Holdings Company Limited Common Stock	No	No	No	No	No	No
EuroDry Ltd. Common Shares	No	No	No	No	No	No
Euronet Worldwide Inc. Common Stock	No	Yes	Yes	Yes	No	No
European Wax Center Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Euroseas Ltd. Common Stock (Marshall Islands)	No	No	No	No	No	No
Evaxion Biotech A/S American Depositary Share	No	No	No	No	No	No
Everbridge Inc. Common Stock	No	No	No	No	No	No
EverCommerce Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Evergreen Corporation Class A Ordinary Share	No	No	No	No	No	No
Evergy Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
EverQuote Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Everspin Technologies Inc. Common Stock	No	Yes	Yes	Yes	No	No
EVgo Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Evogene Ltd Ordinary Shares	No	No	No	No	No	No
Evoke Pharma Inc. Common Stock	No	No	Yes	No	Yes	Yes
Evolus Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Evolv Technologies Holdings Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Evotec SE American Depositary Shares	No	No	No	No	No	No
Exact Sciences Corporation Common Stock	No	Yes	Yes	Yes	No	Yes
Exagen Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
ExcelFin Acquisition Corp Class A Common Stock	No	No	No	No	No	No
Exela Technologies Inc. 6.00% Series B Cumulative Convertible Perpetual Preferred Stock	Yes	Yes	Yes	Yes	No	No
Exelixis Inc. Common Stock	No	Yes	Yes	Yes	Yes	No
Exelon Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Excire Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
ExlService Holdings Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
eXp World Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Expedia Group Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Expensify Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Expion360 Inc. Common Stock	Yes	Yes	Yes	Yes	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Exponent Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Exscientia Plc American Depositary Shares	No	No	No	No	No	No
Extreme Networks Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Eyenovia Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
EyePoint Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
EZCORP Inc. Class A Non Voting Common Stock	No	No	No	No	No	No
EzFill Holdings Inc. Common Stock	No	No	No	No	No	No
EZGO Technologies Ltd. Ordinary Shares	No	No	No	No	No	No
F5 Inc. Common Stock	No	No	No	No	No	No
Falcon's Beyond Global Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Fangdd Network Group Ltd. American Depositary Shares	No	No	No	No	No	No
Fanhua Inc. American Depositary Shares	No	No	No	No	No	No
Faraday Future Intelligent Electric Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Farmer Brothers Company Common Stock	Yes	Yes	Yes	Yes	No	No
Farmers & Merchants Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Farmers National Banc Corp. Common Stock	Yes	Yes	Yes	Yes	No	No
Farmmi Inc. Ordinary Shares	No	No	No	No	No	No
FARO Technologies Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Fastenal Company Common Stock	Yes	Yes	Yes	Yes	No	No
FAT Brands Inc. 8.25% Series B Cumulative Preferred Stock	Yes	Yes	Yes	Yes	No	No
Fate Therapeutics Inc. Common Stock	No	Yes	Yes	Yes	No	No
Fathom Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Femasys Inc. Common Stock	No	Yes	Yes	No	No	No
Fenbo Holdings Limited Ordinary Shares	No	No	No	No	No	No
Fennec Pharmaceuticals Inc. Common Stock	No	Yes	No	No	No	No
Ferroglobe PLC Ordinary Shares	No	No	No	No	No	No
Ferrovial SE Ordinary Shares	No	No	No	No	No	No
Feutune Light Acquisition Corporation Class A Common Stock	No	No	No	No	No	No
FGI Industries Ltd. Ordinary Shares	Yes	Yes	Yes	Yes	No	No
FibroBiologics Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
FibroGen Inc Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Fidelity D & D Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Fidus Investment Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	No
Fifth Third Bancorp Common Stock	Yes	Yes	Yes	Yes	No	Yes
Financial Institutions Inc. Common Stock	No	Yes	Yes	Yes	No	No
FingerMotion Inc. Common Stock	No	No	No	No	No	No
Finnovate Acquisition Corp. Class A Ordinary Shares	No	No	No	No	No	No
Fintech Ecosystem Development Corp. Class A Common Stock	No	No	No	No	No	No
Finward Bancorp Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
FinWise Bancorp Common Stock	Yes	Yes	Yes	Yes	No	No
First Advantage Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
First Bancorp Common Stock	No	Yes	Yes	Yes	No	No
First Bank Common Stock	No	No	No	No	No	No
First Busey Corporation Class A Common Stock	No	Yes	Yes	Yes	No	Yes
First Business Financial Services Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
First Capital Inc. Common Stock	No	No	No	No	No	Yes
First Citizens BancShares Inc. 5.625% Non-Cumulative Perpetual Preferred Stock Series C	Yes	Yes	Yes	Yes	Yes	Yes
First Community Bankshares Inc. (VA) Common Stock	Yes	Yes	Yes	Yes	No	No
First Financial Bancorp. Common Stock	Yes	Yes	Yes	Yes	No	No
First Guaranty Bancshares Inc. 6.75% Series A Fixed-Rate Non-Cumulative Perpetual Preferred Stock	Yes	Yes	Yes	Yes	No	No
First Hawaiian Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
First Internet Bancorp 6.0% Fixed-to-Floating Rate Subordinated Notes Due 2026	No	Yes	Yes	Yes	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
First Interstate BancSystem Inc. Common Stock (DE)	No	Yes	Yes	Yes	No	No
First Merchants Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
First Mid Bancshares Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
First National Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
First Northwest Bancorp Common Stock	Yes	Yes	Yes	Yes	No	Yes
First of Long Island Corporation (The) Common Stock	No	Yes	Yes	Yes	No	No
First Savings Financial Group Inc. Common Stock	No	No	No	No	No	No
First Seacoast Bancorp Inc. Common Stock	No	Yes	No	No	No	No
First Solar Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
First United Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
First US Bancshares Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
First Watch Restaurant Group Inc. Common Stock	No	Yes	Yes	Yes	No	No
First Western Financial Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
FirstCash Holdings Inc. Common Stock	No	Yes	Yes	Yes	No	No
FirstService Corporation Common Shares	No	No	No	No	No	No
Fitell Corporation Ordinary Shares	No	No	No	No	No	No
FitLife Brands Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Five Below Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Five Star Bancorp Common Stock	Yes	Yes	Yes	Yes	No	No
Fiveg Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Flex Ltd. Ordinary Shares	No	Yes	Yes	Yes	No	No
FlexShopper Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Flexsteel Industries Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Flora Growth Corp. Common Stock	Yes	Yes	Yes	Yes	No	No
Fluence Energy Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Fluent Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Flushing Financial Corporation Common Stock	No	No	No	No	No	No
Flux Power Holdings Inc. Common Stock	No	Yes	Yes	Yes	No	No
Fly-E Group Inc. Common Stock	No	No	No	No	No	No
Flywire Corporation Voting Common Stock	Yes	Yes	Yes	Yes	No	Yes
FNCB Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Focus Impact Acquisition Corp. Class A Common Stock	No	No	No	No	No	No
Focus Universal Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Foghorn Therapeutics Inc. Common Stock	No	Yes	Yes	Yes	No	No
Fonar Corporation Common Stock	No	Yes	Yes	No	No	No
Forafic Global PLC Ordinary Shares	No	No	No	No	No	No
Foremost Lithium Resource & Technology Ltd. Common stock	No	No	No	No	No	No
Foresight Autonomous Holdings Ltd. American Depositary Shares	No	No	No	No	No	No
Forian Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
FormFactor Inc. FormFactor Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Formula Systems (1985) Ltd. American Depositary Shares	No	No	No	No	No	No
Forrester Research Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Forte Biosciences Inc. Common Stock	No	No	No	No	No	No
Fortinet Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Fortrea Holdings Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Fortress Biotech Inc. 9.375% Series A Cumulative Redeemable Perpetual Preferred Stock	Yes	Yes	Yes	Yes	No	No
Fortune Rise Acquisition Corporation Class A Common Stock	No	No	No	No	No	No
Forward Air Corporation Common Stock	No	Yes	Yes	Yes	No	No
Forward Industries Inc. Common Stock	No	No	No	No	No	No
Forza X1 Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Fossil Group Inc. 7% Senior Notes due 2026	Yes	Yes	Yes	Yes	No	Yes
Four Leaf Acquisition Corporation Class A Common Stock	No	No	No	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Fox Corporation Class A Common Stock	No	Yes	Yes	Yes	No	Yes
Fox Factory Holding Corp. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Fractyl Health Inc. Common Stock	No	No	No	No	No	No
Franklin Electric Co. Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Franklin Financial Services Corporation Common Stock	Yes	Yes	Yes	Yes	No	Yes
Franklin Wireless Corp. Common Stock	Yes	Yes	Yes	Yes	No	No
Freedom Holding Corp. Common Stock	Yes	Yes	Yes	Yes	No	No
Freight Technologies Inc. Ordinary Shares	No	No	No	No	No	No
FreightCar America Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Freightos Limited Ordinary shares	No	No	No	No	No	No
Frequency Electronics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Fresh2 Group Limited American Depositary Shares	No	No	No	No	No	No
Freshpet Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Freshworks Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Frontdoor Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Frontier Communications Parent Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Frontier Group Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
FRP Holdings Inc. Common Stock	No	No	No	No	No	No
FS Bancorp Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
FSD Pharma Inc. Class B Subordinate Voting Shares	No	No	No	No	No	No
FTAC Emerald Acquisition Corp. Class A Common Stock	No	No	No	No	No	No
FTAI Aviation Ltd. 8.00% Fixed-to-Floating Rate Series B Cumulative Perpetual Redeemable Preferred Shares	Yes	Yes	Yes	Yes	No	No
FTAI Infrastructure Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
FTC Solar Inc. Common Stock	No	Yes	Yes	Yes	No	No
Fuel Tech Inc. Common Stock	No	No	No	No	No	No
FuelCell Energy Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Fulcrum Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Fulgent Genetics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Full House Resorts Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Fulton Financial Corporation Common Stock	No	Yes	Yes	Yes	No	No
Fundamental Global Inc. 8.00% Cumulative Preferred Stock	Yes	Yes	Yes	Yes	No	No
Funko Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Fusion Fuel Green PLC Class A Ordinary Shares	No	No	No	No	No	No
Futu Holdings Limited American Depositary Shares	No	No	No	No	No	No
Future FinTech Group Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
FVCBankcorp Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
G-III Apparel Group LTD. Common Stock	Yes	Yes	Yes	Yes	No	Yes
G. Willi-Food International Ltd. Ordinary Shares	No	No	No	No	No	No
G1 Therapeutics Inc. Common Stock	No	Yes	Yes	No	No	No
Gaia Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	Yes
Gain Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Galapagos NV American Depositary Shares	No	No	No	No	No	No
Galectin Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Galecto Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Galmed Pharmaceuticals Ltd. Ordinary Shares	No	No	No	No	No	No
Gambling.com Group Limited Ordinary Shares	No	No	No	No	No	No
Gamer Pakistan Inc. Common Stock	No	No	No	No	No	No
GameSquare Holdings Inc. Common Stock	No	No	No	No	No	No
Gaming and Leisure Properties Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
GAN Limited Ordinary Shares	No	Yes	No	No	No	No
Garden Stage Limited Ordinary Shares	No	No	No	No	No	No
Garrett Motion Inc. Common Stock	Yes	Yes	Yes	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Gaucha Group Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Gauzy Ltd. Ordinary Shares	No	No	No	No	No	No
Gaxos.ai Inc. Common Stock	No	No	No	No	No	No
GCM Grosvenor Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
GD Culture Group Limited Common Stock	Yes	Yes	Yes	Yes	No	No
GDEV Inc. Ordinary Shares	No	No	No	No	No	No
GDS Holdings Limited ADS	No	No	No	No	No	No
GE HealthCare Technologies Inc. Common Stock	No	Yes	Yes	Yes	No	No
Gen Digital Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
GEN Restaurant Group Inc. Class A Common Stock	No	No	No	No	No	No
Genasys Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
GeneDx Holdings Corp. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Genelux Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Genenta Science S.p.A. American Depositary Shares	No	No	No	No	No	No
Generation Asia I Acquisition Limited Class A Ordinary Shares	No	No	No	No	No	No
Generation Bio Co. Common Stock	Yes	Yes	Yes	Yes	No	No
Generation Income Properties Inc Warrant	No	No	No	No	No	No
Generations Bancorp NY Inc. Common Stock	No	No	No	No	No	No
Genetic Technologies Ltd ADS	No	No	No	No	No	No
GENFIT S.A. American Depositary Shares	No	No	No	No	No	No
Genmab A/S ADS	No	No	No	No	No	No
Genprex Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Gentex Corporation Common Stock	No	No	No	No	No	No
Gentherm Inc Common Stock	Yes	Yes	Yes	No	No	Yes
Geospace Technologies Corporation Common Stock (Texas)	Yes	Yes	Yes	Yes	Yes	Yes
GeoVax Labs Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
German American Bancorp Inc. Common Stock	No	Yes	Yes	Yes	No	No
Geron Corporation Common Stock	Yes	Yes	Yes	Yes	No	Yes
Gevo Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
GH Research PLC Ordinary Shares	No	No	No	No	No	No
Gibraltar Industries Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
GigaCloud Technology Inc Class A Ordinary Shares	Yes	Yes	Yes	Yes	Yes	Yes
GigaMedia Limited Ordinary Shares	No	No	No	No	No	No
Gilat Satellite Networks Ltd. Ordinary Shares	No	No	No	No	No	No
Gilead Sciences Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
GitLab Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Gladstone Capital Corporation 7.75% Notes due 2028	Yes	Yes	Yes	Yes	No	Yes
Gladstone Commercial Corporation 6.00% Series G Cumulative Redeemable Preferred Stock par value \$0.001 per share	Yes	Yes	Yes	Yes	No	Yes
Gladstone Investment Corporation 4.875% Notes due 2028	Yes	Yes	Yes	Yes	No	Yes
Gladstone Land Corporation 5.00% Series D Cumulative Term Preferred Stock	Yes	Yes	Yes	Yes	No	No
Glen Burnie Bancorp Common Stock	No	No	No	No	No	No
Global Blockchain Acquisition Corp. Common Stock	No	No	No	No	No	No
Global Gas Corporation Class A Common Stock	No	No	No	No	No	No
Global Lights Acquisition Corp Ordinary Shares	No	No	No	No	No	No
Global Mofy Metaverse Limited Ordinary Shares	No	No	No	No	No	No
Global Partner Acquisition Corp II Class A Ordinary Share	No	No	No	No	No	No
Global Self Storage Inc. Common Stock	No	No	No	No	No	No
Global Star Acquisition Inc. Class A Common Stock	No	No	No	No	No	No
Global Technology Acquisition Corp. I Class A Ordinary Shares	No	No	No	No	No	No
Global Water Resources Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Global-E Online Ltd. Ordinary Shares	No	No	No	No	No	No
GlobalFoundries Inc. Ordinary Shares	No	No	No	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Globalink Investment Inc. Common Stock	No	No	No	No	No	No
Globavend Holdings Limited Ordinary Shares	No	No	No	No	No	No
Globus Maritime Limited Common Stock	No	No	No	No	No	No
GlucoTrack Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
GlycoMimetics Inc. Common Stock	Yes	Yes	Yes	No	No	No
Gogo Inc. Common Stock	No	No	No	No	No	No
Gogoro Inc. Ordinary Shares	No	No	No	No	No	No
GoHealth Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	Yes
Golar Lng Ltd	No	No	No	No	No	No
Golden Arrow Merger Corp. Class A Common Stock	No	No	No	No	No	No
Golden Entertainment Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Golden Heaven Group Holdings Ltd. Class A Ordinary Shares	No	No	No	No	No	No
Golden Matrix Group Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Golden Ocean Group Limited Common Stock	No	No	No	No	No	No
Golden Star Acquisition Corporation Ordinary Shares	No	No	No	No	No	No
Golden Sun Health Technology Group Limited Class A Ordinary Shares	No	No	No	No	No	No
Goldenstone Acquisition Limited Common Stock	No	No	No	No	No	No
Golub Capital BDC Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Good Times Restaurants Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
GoodRx Holdings Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Goosehead Insurance Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
GoPro Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	Yes
Gores Holdings IX Inc. Class A Common Stock	No	No	No	No	No	No
Gorilla Technology Group Inc. Ordinary shares	No	No	No	No	No	No
Gossamer Bio Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
GP-Act III Acquisition Corp. Units	No	No	No	No	No	No
Grab Holdings Limited Class A Ordinary Shares	No	No	No	No	No	No
GRAIL Inc. Common Stock When Issued	No	No	No	No	No	No
Grand Canyon Education Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Graphjet Technology Class A Ordinary Shares	No	No	No	No	No	No
GRAVITY Co. Ltd. American Depository Shares	No	No	No	No	No	No
Great Elm Capital Corp. 5.875% Notes due 2026	Yes	Yes	Yes	Yes	No	No
Great Lakes Dredge & Dock Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Great Southern Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Green Plains Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Greene County Bancorp Inc. Common Stock	No	No	No	No	No	No
Greenidge Generation Holdings Inc. 8.50% Senior Notes due 2026	Yes	Yes	Yes	Yes	No	No
Greenland Technologies Holding Corporation Ordinary Shares	Yes	Yes	Yes	Yes	No	No
Greenlane Holdings Inc. Class A Common Stock	No	No	No	No	No	No
Greenlight Capital Re Ltd. Class A Ordinary Shares	Yes	Yes	Yes	Yes	Yes	Yes
GreenPower Motor Company Inc. Common Shares	No	No	No	No	No	No
Greenpro Capital Corp. Common Stock	No	No	No	No	No	No
Greenwave Technology Solutions Inc. Common Stock	No	No	No	No	No	No
Greenwich LifeSciences Inc. Common Stock	No	No	No	No	No	No
GRI Bio Inc. Common Stock	No	No	No	No	No	No
Grid Dynamics Holdings Inc. Class A Common Stock	No	Yes	Yes	Yes	No	No
Grifols S.A. American Depository Shares	No	No	No	No	No	No
GRID Infrastructure Inc. Common Stock	No	No	No	No	No	No
Grindrod Shipping Holdings Ltd. Ordinary Shares	No	No	No	No	No	No
Gritstone bio Inc. Common Stock	No	Yes	Yes	Yes	No	No
Grocery Outlet Holding Corp. Common Stock	Yes	Yes	Yes	Yes	No	No
Grom Social Enterprises Inc. Common Stock	No	No	No	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Groupon Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
GrowGeneration Corp. Common Stock	Yes	Yes	Yes	Yes	No	No
Grupo Aeroportuario del Centro Norte S.A.B. de C.V. ADS	No	No	No	No	No	No
Grupo Financiero Galicia S.A. American Depositary Shares	No	No	No	No	No	No
Gryphon Digital Mining Inc Common Stock	Yes	Yes	Yes	Yes	No	No
GSE Systems Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
GSI Technology Common Stock	No	No	No	No	No	No
GT Biopharma Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Guardant Health Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Guardforce AI Co. Limited Ordinary Shares	No	No	No	No	No	No
Guardion Health Sciences Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Gulf Island Fabrication Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Gulf Resources Inc. (NV) Common Stock	No	No	No	No	No	No
Gyre Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
H World Group Limited American Depositary Shares	No	No	No	No	No	No
H&E Equipment Services Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Hackett Group Inc (The). Common Stock	Yes	Yes	Yes	Yes	No	Yes
Hain Celestial Group Inc. (The) Common Stock	No	Yes	Yes	Yes	No	No
Hall of Fame Resort & Entertainment Company Common Stock	No	No	No	No	No	No
Hallador Energy Company Common Stock	Yes	Yes	Yes	Yes	No	No
Halozyme Therapeutics Inc. Common Stock	No	Yes	Yes	Yes	Yes	Yes
Hamilton Lane Incorporated Class A Common Stock	No	Yes	Yes	Yes	Yes	Yes
Hancock Whitney Corporation 6.25% Subordinated Notes due 2060	No	Yes	Yes	Yes	No	No
Hanmi Financial Corporation Common Stock	Yes	Yes	Yes	Yes	No	Yes
Hanover Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Henry Holdings Inc. Common Stock	No	No	No	No	No	No
Haoxi Health Technology Limited Class A Ordinary Shares	No	No	No	No	No	No
HarborOne Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Harmonic Inc. Common Stock	No	Yes	Yes	Yes	No	No
Harmony Biosciences Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Harrow Inc. 11.875% Senior Notes due 2027	No	Yes	Yes	Yes	No	No
Harrow Inc. 8.625% Senior Notes due 2026	No	Yes	Yes	Yes	No	No
Harte Hanks Inc. Common Stock	No	No	No	No	No	No
Harvard Bioscience Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Hasbro Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
HashiCorp Inc. Class A Common Stock	No	No	No	No	No	No
Hawaiian Holdings Inc. Common Stock	No	Yes	Yes	Yes	No	No
Hawkins Inc. Common Stock	No	Yes	Yes	Yes	No	No
Hawthorn Bancshares Inc. Common Stock	No	No	No	No	No	No
Haynes International Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
HBT Financial Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
HCW Biologics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Health Catalyst Inc Common Stock	Yes	Yes	Yes	Yes	No	Yes
Healthcare AI Acquisition Corp. Class A Ordinary Shares	No	No	No	No	No	No
Healthcare Services Group Inc. Common Stock	No	Yes	Yes	Yes	No	No
Healthcare Triangle Inc. Common Stock	No	No	No	No	No	No
Healthcare Trust Inc. 7.125% Series B Cumulative Redeemable Perpetual Preferred Stock	Yes	Yes	Yes	Yes	No	No
HealthEquity Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
HealthStream Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Heart Test Laboratories Inc. Common Stock	No	No	No	No	No	No
Heartbeam Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Heartcore Enterprises Inc. Common Stock	No	No	No	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Heartland Express Inc. Common Stock	No	Yes	Yes	No	No	No
Heartland Financial USA Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Heidrick & Struggles International Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Helen of Troy Limited Common Stock	No	Yes	Yes	Yes	No	Yes
Helius Medical Technologies Inc. Class A Common Stock (DE)	No	No	No	No	No	No
Helix Acquisition Corp. II Class A Ordinary Shares	No	No	No	No	No	No
Hello Group Inc. American Depositary Shares	No	No	No	No	No	No
Hempacco Co. Inc. Common Stock	No	No	No	No	No	No
Hennessy Advisors Inc. 4.875% Notes due 2026	Yes	Yes	Yes	Yes	No	No
Hennessy Capital Investment Corp. VI Class A Common Stock	No	No	No	No	No	No
Henry Schein Inc. Common Stock	No	Yes	Yes	Yes	Yes	No
Hepion Pharmaceuticals Inc. Common Stock	No	No	No	No	No	No
Heritage Commerce Corp Common Stock	Yes	Yes	Yes	Yes	Yes	No
Heritage Financial Corporation Common Stock	No	Yes	Yes	Yes	No	Yes
Heritage Global Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Heron Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Hertz Global Holdings Inc Common Stock	Yes	Yes	Yes	Yes	No	No
Herzfeld Caribbean Basin Fund Inc. (The) Common Stock	No	No	No	No	No	No
Hesai Group American Depositary Share each ADS represents one Class B ordinary share	No	No	No	No	No	No
HF Foods Group Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
HHG Capital Corporation Ordinary Shares	No	No	No	No	No	No
Hibbett Inc. Common Stock	No	No	No	No	No	No
High Tide Inc. Common Shares	No	No	No	No	No	No
Highest Performances Holdings Inc. American Depositary Shares	No	No	No	No	No	No
HighPeak Energy Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Highway Holdings Limited Common Stock	No	No	No	No	No	No
HilleVax Inc. Common Stock	No	Yes	Yes	Yes	Yes	Yes
Hillman Solutions Corp. Common Stock	Yes	Yes	Yes	Yes	No	No
Himax Technologies Inc. American Depositary Shares	No	No	No	No	No	No
Hingham Institution for Savings Common Stock	No	No	No	No	No	No
HireQuest Inc. Common Stock (DE)	No	Yes	Yes	Yes	No	No
Hitek Global Inc. Class A Ordinary Share	No	No	No	No	No	No
HIVE Digital Technologies Ltd. Common Shares	No	No	No	No	No	No
HMN Financial Inc. Common Stock	No	Yes	Yes	No	No	No
Holdco Nuvo Group D.G Ltd. Ordinary Shares	No	No	No	No	No	No
Hollysys Automation Technologies Ltd. Common Shares (British Virgin Islands)	No	No	No	No	No	No
Hologic Inc. Common Stock	No	No	No	No	No	No
Home Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Home Federal Bancorp Inc. of Louisiana Common Stock	No	No	No	No	No	No
HomeStreet Inc. Common Stock	No	No	No	No	No	No
HomeTrust Bancshares Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Honeywell International Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Hongli Group Inc. Ordinary Shares	No	No	No	No	No	No
Hooker Furnishings Corporation Common Stock	No	No	No	No	No	No
HOOKIPA Pharma Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Hope Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Horizon Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Horizon Space Acquisition I Corp. Ordinary Shares	No	No	No	No	No	No
Horizon Technology Finance Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Host Hotels & Resorts Inc. Common Stock	No	Yes	No	Yes	No	Yes
Hoth Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Hour Loop Inc. Common Stock	Yes	Yes	Yes	Yes	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Hovnanian Enterprises Inc Dep Shr Srs A Pfd	No	No	No	No	No	No
Huadi International Group Co. Ltd. Ordinary Shares	No	No	No	No	No	No
Hub Cyber Security Ltd. Ordinary Shares	No	No	No	No	No	No
Hub Group Inc. Class A Common Stock	No	Yes	Yes	Yes	No	Yes
Hudson Acquisition I Corp. Unit	No	No	No	No	No	No
Hudson Global Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Hudson Technologies Inc. Common Stock	No	Yes	No	No	Yes	Yes
Huize Holding Limited American Depositary Shares	No	No	No	No	No	No
Humacyte Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Huntington Bancshares Incorporated Common Stock	No	Yes	Yes	Yes	No	No
Hurco Companies Inc. Common Stock	No	Yes	Yes	Yes	No	No
Huron Consulting Group Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Hut 8 Corp. Common Stock	Yes	Yes	Yes	Yes	Yes	No
HUTCHMED (China) Limited American Depositary Shares	No	No	No	No	No	No
HWH International Inc. Common Stock	No	No	No	No	No	No
Hycroft Mining Holding Corporation Warrant	Yes	Yes	Yes	Yes	No	No
Hydrofarm Holdings Group Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Hyperfine Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Hywin Holdings Ltd. American Depositary Shares	No	No	No	No	No	No
Hyzon Motors Inc. Class A Common Stock	No	No	No	No	No	No
I-MAB American Depositary Shares	No	No	No	No	No	No
i3 Verticals Inc. Class A Common Stock	No	Yes	Yes	Yes	No	No
IAC Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
IB Acquisition Corp. Common Stock	No	No	No	No	No	No
IBEX Limited Common Shares	Yes	Yes	Yes	Yes	No	No
iCAD Inc. Common Stock	No	Yes	Yes	Yes	No	No
Icahn Enterprises L.P. Common Stock	No	No	No	No	No	No
ICC Holdings Inc. Common Stock	No	Yes	No	No	No	Yes
IceCure Medical Ltd. Ordinary Shares	No	No	No	No	No	No
ICF International Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Ichor Holdings Ordinary Shares	No	Yes	No	Yes	No	No
iClick Interactive Asia Group Limited American Depositary Shares	No	No	No	No	No	No
ICON plc Ordinary Shares	No	No	No	No	No	No
iCoreConnect Inc. Common stock	No	Yes	Yes	No	No	No
ICU Medical Inc. Common Stock	No	Yes	Yes	Yes	No	No
ICZOOM Group Inc. Class A Ordinary Shares	No	No	No	No	No	No
Ideal Power Inc. Common Stock	No	Yes	Yes	No	No	No
Ideanomics Inc. Common Stock	No	No	No	No	No	No
IDEAYA Biosciences Inc. Common Stock	No	No	No	No	No	No
Identiv Inc. Common Stock	No	No	No	No	No	No
IDEXX Laboratories Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
IES Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
IF Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
IGM Biosciences Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
iHeartMedia Inc. Class A Common Stock	No	Yes	Yes	Yes	No	No
Ikena Oncology Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
iLearningEngines Inc. Common Stock	No	No	No	No	No	No
Illumina Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
IM Cannabis Corp. Common Shares	No	No	No	No	No	No
IMAC Holdings Inc. Common Stock	No	No	No	No	No	No
Immatics N.V. Ordinary Shares	No	No	No	No	No	No
Immersion Corporation Common Stock	No	Yes	Yes	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Immix Biopharma Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
ImmuCell Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Immuneering Corporation Class A Common Stock	Yes	Yes	Yes	Yes	No	Yes
Immunic Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
ImmunityBio Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Immunocore Holdings plc American Depositary Shares	Yes	Yes	No	No	No	No
Immunome Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
ImmunoPrecise Antibodies Ltd. Common Stock	No	No	No	No	No	No
Immunovant Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Immuron Limited American Depositary Shares	No	No	No	No	No	No
Immutep Limited American Depositary Shares	No	No	No	No	No	No
Imperial Petroleum Inc. 8.75% Series A Cumulative Redeemable Perpetual Preferred Shares	No	No	No	No	No	No
Impinj Inc. Common Stock	No	Yes	Yes	Yes	Yes	Yes
Imunon Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
IN8bio Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Inari Medical Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Incannex Healthcare Inc. Common Stock	No	No	No	No	No	No
Inception Growth Acquisition Limited Common Stock	No	No	No	No	No	No
Incyte Corp. Common Stock	Yes	Yes	Yes	Yes	No	No
Indaptus Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Independent Bank Corp. Common Stock	Yes	Yes	Yes	Yes	No	Yes
indie Semiconductor Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	No
Indivior PLC Ordinary Shares	No	No	No	No	No	No
Industrial Logistics Properties Trust Common Shares of Beneficial Interest	Yes	Yes	Yes	Yes	Yes	No
Infinera Corporation Common Stock	No	Yes	Yes	Yes	No	No
InflaRx N.V. Common Stock	No	No	No	No	No	No
Inflection Point Acquisition Corp. II Class A Ordinary Share	No	No	No	No	No	No
Infobird Co. Ltd Ordinary Shares	No	No	No	No	No	No
Information Services Group Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Ingles Markets Incorporated Class A Common Stock	No	Yes	Yes	Yes	No	No
Inhibikase Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Inhibrx Biosciences Inc. Common Stock	No	No	No	No	No	No
InMed Pharmaceuticals Inc. Common Shares	Yes	Yes	Yes	Yes	No	No
InMode Ltd. Ordinary Shares	No	No	No	No	No	No
INmune Bio Inc. Common stock	Yes	Yes	Yes	Yes	No	No
Innate Pharma S.A. ADS	No	No	No	No	No	No
Inno Holdings Inc. Common Stock	No	No	No	No	No	No
Innodata Inc. Common Stock	No	Yes	Yes	No	No	No
Innospec Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
InnovAge Holding Corp. Common Stock	No	Yes	Yes	No	No	No
Innovative Eyewear Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Innovative Solutions and Support Inc. Common Stock	No	No	No	No	No	No
Innoviva Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Innoviz Technologies Ltd. Ordinary shares	No	No	No	No	No	No
Inogen Inc Common Stock	Yes	Yes	Yes	Yes	No	No
Inotiv Inc. Common Stock	No	Yes	Yes	Yes	No	No
Inovio Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Inozyme Pharma Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Inseego Corp. Common Stock	No	Yes	Yes	Yes	Yes	Yes
Insight Acquisition Corp. Class A Common Stock	No	No	No	No	No	No
Insight Enterprises Inc. Common Stock	No	Yes	Yes	Yes	No	No
Insmed Incorporated Common Stock	Yes	Yes	Yes	Yes	Yes	Yes

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Inspira Technologies Oxy B.H.N. Ltd. Ordinary Shares	No	No	No	No	No	No
Inspirato Incorporated Class A Common Stock	No	No	No	No	No	No
Inspire Veterinary Partners Inc. Class A Common Stock	No	No	No	No	No	No
Inspired Entertainment Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
InspireMD Inc. Common Stock	No	Yes	Yes	Yes	No	No
Instil Bio Inc. Common Stock	No	Yes	Yes	Yes	No	No
Insulet Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Intapp Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Intchains Group Limited American Depository Shares	Yes	Yes	No	No	Yes	Yes
Integra LifeSciences Holdings Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Integral Acquisition Corporation 1 Class A Common Stock	No	No	No	No	No	Yes
Integral Ad Science Holding Corp. Common Stock	No	Yes	Yes	Yes	Yes	Yes
Integrated Media Technology Limited Ordinary Shares	No	No	No	No	No	No
Intel Corporation Common Stock	No	Yes	Yes	Yes	Yes	Yes
Intellia Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Intelligence Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Intelligent Bio Solutions Inc. Common Stock	No	Yes	Yes	No	No	No
Intelligent Group Limited Ordinary Shares	Yes	Yes	No	No	Yes	Yes
Intelligent Living Application Group Inc. Ordinary Shares	No	No	No	No	No	No
Intensity Therapeutics Inc. Common stock	No	Yes	Yes	Yes	No	No
Inter & Co. Inc. Class A Common Shares	Yes	Yes	Yes	Yes	Yes	No
Inter Parfums Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Interactive Brokers Group Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Interactive Strength Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Intercure Ltd. Ordinary Shares	Yes	Yes	No	No	Yes	No
InterDigital Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Interface Inc. Common Stock	No	No	No	No	No	No
Intergroup Corporation (The) Common Stock	No	Yes	Yes	Yes	No	No
Interlink Electronics Inc. Common Stock	No	No	No	No	No	No
International Bancshares Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
International General Insurance Holdings Ltd. Ordinary Share	No	No	No	No	No	No
International Media Acquisition Corp. Class A Common Stock	No	No	No	No	No	No
International Money Express Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Intevac Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Intra-Cellular Therapies Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Intrusion Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Intuit Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Intuitive Machines Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	No
Intuitive Surgical Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Inventiva S.A. American Depository Shares	No	No	No	No	No	No
Investar Holding Corporation Common Stock	No	Yes	Yes	Yes	No	Yes
Investcorp Credit Management BDC Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Investcorp Europe Acquisition Corp I Class A Ordinary Shares	No	No	No	No	No	No
Investcorp India Acquisition Corp. Class A Ordinary Share	No	No	No	No	No	No
Investors Title Company Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Invivyd Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
INVO BioScience Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
IO Biotech Inc. Common Stock	No	Yes	Yes	No	No	Yes
ioneer Ltd American Depository Shares	No	No	No	No	No	No
ionis Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
ioavance Biotherapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
IperionX Limited American Depository Share	No	No	No	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
IPG Photonics Corporation Common Stock	No	Yes	Yes	Yes	Yes	Yes
iPower Inc. Common Stock	No	No	No	No	No	No
iQIYI Inc. American Depositary Shares	No	No	No	No	No	No
iRadimed Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
iRhythm Technologies Inc. Common Stock	No	Yes	Yes	Yes	Yes	Yes
IRIDEX Corporation Common Stock	No	Yes	Yes	Yes	Yes	Yes
Iridium Communications Inc Common Stock	No	Yes	Yes	Yes	No	Yes
Iris Acquisition Corp Class A Common Stock	No	No	No	No	No	No
Iris Energy Limited Ordinary Shares	No	No	No	No	No	No
iRobot Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Iron Horse Acquisitions Corp. Common Stock	No	No	No	No	No	No
Ironwood Pharmaceuticals Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
iSpecimen Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Ispire Technology Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Israel Acquisitions Corp Class A Ordinary Shares	No	No	No	No	No	No
iTeos Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Iteris Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Iterum Therapeutics plc Ordinary Share	No	No	No	No	No	No
ltron Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
lturan Location and Control Ltd. Ordinary Shares	No	No	No	No	No	No
Iveda Solutions Inc. Common Stock	No	No	No	No	No	No
IX Acquisition Corp. Class A Ordinary Share	No	No	No	No	No	No
IZEA Worldwide Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
J & J Snack Foods Corp. Common Stock	Yes	Yes	Yes	Yes	No	No
J-Long Group Limited Ordinary Shares	No	No	No	No	No	No
J. W. Mays Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
J.B. Hunt Transport Services Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Jack Henry & Associates Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Jack In The Box Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Jaguar Health Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
JAKKS Pacific Inc. Common Stock	No	No	No	No	No	No
James River Group Holdings Ltd. Common Shares	Yes	Yes	Yes	Yes	No	Yes
Jamf Holding Corp. Common Stock	Yes	Yes	Yes	Yes	No	No
JanOne Inc. Common Stock (NV)	Yes	Yes	Yes	Yes	No	No
Janover Inc. Common Stock	No	No	No	No	No	No
Janux Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Japer Therapeutics Inc. Warrants	Yes	Yes	Yes	Yes	Yes	Yes
Jasper Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Jayud Global Logistics Limited Class A Ordinary Shares	No	No	No	No	No	No
Jazz Pharmaceuticals plc Common Stock (Ireland)	Yes	Yes	Yes	Yes	Yes	Yes
JD.com Inc. American Depositary Shares	No	No	No	No	No	No
JE Cleantech Holdings Limited Ordinary Shares	No	No	No	No	No	No
Jeffs' Brands Ltd Ordinary Shares	No	No	No	No	No	No
Jerash Holdings (US) Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Jet.AI Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
JetBlue Airways Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Jewett-Cameron Trading Company Common Shares	No	Yes	Yes	No	No	No
JFrog Ltd. Ordinary Shares	Yes	Yes	Yes	Yes	Yes	Yes
JIADE LIMITED Common stock	No	No	No	No	No	No
Jianzhi Education Technology Group Company Limited American Depositary Shs	No	No	No	No	No	No
Jiayin Group Inc. American Depositary Shares	No	No	No	No	No	No
JIN MEDICAL INTERNATIONAL LTD. Ordinary Shares	No	No	No	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Jiuzi Holdings Inc. Ordinary Shares	No	No	No	No	No	No
John B. Sanfilippo & Son Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
John Marshall Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Johnson Outdoors Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Joint Stock Company Kaspi.kz American Depository Shares	No	No	No	No	No	No
Journey Medical Corporation Common Stock	No	Yes	Yes	No	No	No
Jowell Global Ltd. Ordinary Shares	No	No	No	No	No	No
JOYY Inc. American Depository Shares	No	No	No	No	No	No
June Limited Ordinary Shares	No	No	No	No	No	No
JV SPAC Acquisition Corp. Class A Ordinary Share	No	No	No	No	No	No
JVSPAC Acquisition Corp. Unit	No	No	No	No	No	No
JX Luxventure Limited Common Stock	No	No	No	No	No	No
Kairous Acquisition Corp. Limited Ordinary Shares	No	No	No	No	No	No
Kaiser Aluminum Corporation Common Stock	No	Yes	No	Yes	No	Yes
Kaival Brands Innovations Group Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Kaixin Holdings Ordinary Shares	No	No	No	No	No	No
KALA BIO Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Kaltura Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
KalVista Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Kamada Ltd. Ordinary Shares	No	No	No	No	No	No
Kandi Technologies Group Inc. Ordinary Shares	No	No	No	No	No	No
KANZHUN LIMITED American Depository Shares	No	No	No	No	No	No
Karat Packaging Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Karooooo Ltd. Ordinary Shares	No	No	No	No	No	No
Karyopharm Therapeutics Inc. Common Stock	No	Yes	Yes	Yes	Yes	Yes
Katapult Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Kazia Therapeutics Limited American Depository Shares	No	No	No	No	No	No
Kearny Financial Corp Common Stock	Yes	Yes	Yes	Yes	No	No
Keen Vision Acquisition Corporation Ordinary Shares	No	No	No	No	No	No
Kelly Services Inc. Class A Common Stock	Yes	Yes	No	Yes	No	Yes
Kentucky First Federal Bancorp Common Stock	Yes	Yes	Yes	Yes	No	Yes
Kernel Group Holdings Inc. Class A Ordinary Shares	No	No	No	No	No	No
Keros Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Keurig Dr Pepper Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Kewaunee Scientific Corporation Common Stock	No	No	No	No	No	No
Key Tronic Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Kezar Life Sciences Inc. Common Stock	No	Yes	Yes	Yes	No	No
Kidpik Corp. Common Stock	No	No	No	No	No	No
Kimball Electronics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Kindly MD Inc. Common Stock	No	No	No	No	No	No
Kineta Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Kingsoft Cloud Holdings Limited American Depository Shares	No	No	No	No	No	No
Kingstone Companies Inc. Common Stock	No	Yes	Yes	Yes	No	No
Kiniksa Pharmaceuticals Ltd. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Kintara Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Kiora Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Kirkland's Inc. COMMONSTOCK	Yes	No	No	No	No	No
KLA Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
KLX Energy Services Holdings Inc. Common Stock	Yes	Yes	Yes	No	No	No
Knightscope Inc. Class A Common Stock	No	Yes	Yes	Yes	No	No
Kodiak Sciences Inc Common Stock	No	Yes	Yes	Yes	No	Yes
Kolibri Global Energy Inc. Common stock	No	No	No	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Kopin Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	No
Kornit Digital Ltd. Ordinary Shares	No	No	No	No	No	No
Korro Bio Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
KORU Medical Systems Inc. Common Stock (DE)	Yes	Yes	Yes	Yes	No	Yes
Koss Corporation Common Stock	No	Yes	Yes	No	No	No
Kratos Defense & Security Solutions Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Krispy Kreme Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Kronos Bio Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Krystal Biotech Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Kulicke and Soffa Industries Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Kura Oncology Inc. Common Stock	No	Yes	Yes	Yes	Yes	Yes
Kura Sushi USA Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
KVH Industries Inc. Common Stock	No	Yes	Yes	Yes	No	No
KWESST Micro Systems Inc. Common Stock	No	No	No	No	No	No
Kymera Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Kyverna Therapeutics Inc. Common Stock	No	No	No	No	No	No
L.B. Foster Company Common Stock	Yes	Yes	Yes	Yes	No	No
La Rosa Holdings Corp. Common Stock	No	No	No	No	No	No
Lake Shore Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Lakeland Financial Corporation Common Stock	No	Yes	Yes	Yes	No	Yes
Lakeland Industries Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
LakeShore Biopharma Co. Ltd Ordinary Shares	No	No	No	No	No	No
Lam Research Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Lamar Advertising Company Class A Common Stock	No	Yes	Yes	Yes	No	No
Lancaster Colony Corporation Common Stock	No	Yes	Yes	Yes	No	No
Landmark Bancorp Inc. Common Stock	No	Yes	Yes	Yes	No	No
Lands' End Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Landsea Homes Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Landstar System Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Lantern Pharma Inc. Common Stock	No	No	No	No	No	No
Lantheus Holdings Inc. Common Stock	No	Yes	Yes	Yes	Yes	No
Lantronix Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
LanzaTech Global Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Largo Inc. Common Shares	No	No	No	No	No	No
Larimar Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Laser Photonics Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Latham Group Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Lattice Semiconductor Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Laureate Education Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
LAVA Therapeutics N.V. Ordinary Shares	No	No	No	No	No	No
Lavoro Limited Class A Ordinary Shares	No	No	No	No	No	No
Lazydays Holdings Inc. Common Stock	No	Yes	Yes	Yes	No	No
LCNB Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Lead Real Estate Co. Ltd American Depositary Shares	No	No	No	No	No	No
Leafly Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Leap Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
LeddarTech Holdings Inc. Common Shares	No	No	No	No	No	No
Lee Enterprises Incorporated Common Stock	No	Yes	Yes	Yes	No	Yes
Legacy Housing Corporation Common Stock (TX)	No	Yes	Yes	Yes	No	No
LegalZoom.com Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Legend Biotech Corporation American Depositary Shares	No	No	No	No	No	No
LeMaitre Vascular Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Lending Tree Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Lendway Inc. Common Stock (DE)	No	Yes	Yes	No	No	No
LENSAR Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
LENZ Therapeutics Inc. Common Stock	No	No	No	No	No	No
Leonardo DRS Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Lesaka Technologies Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Leslie's Inc. Common Stock	No	Yes	Yes	Yes	No	No
Lexaria Bioscience Corp. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Lexeo Therapeutics Inc. Common Stock	No	No	Yes	No	No	No
Lexicon Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
LexinFintech Holdings Ltd. American Depositary Shares	No	No	No	No	No	No
LGI Homes Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Li Auto Inc. American Depositary Shares	No	No	No	No	No	No
Liberty Broadband Corporation Class A Common Stock	Yes	Yes	Yes	Yes	No	Yes
Liberty Global Ltd. Class A Common Shares	No	Yes	Yes	Yes	No	No
Liberty Latin America Ltd. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Liberty Media Corporation Series A Liberty Formula One Common Stock	No	No	No	No	No	No
Lichen China Limited Class A Ordinary Shares	No	No	No	No	No	No
Life360 Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Lifecore Biomedical Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
LifeMD Inc. 8.875% Series A Cumulative Perpetual Preferred Stock	Yes	Yes	Yes	Yes	No	No
LifeStance Health Group Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Lifetime Brands Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Lifevantage Corporation Common Stock (Delaware)	No	No	No	No	No	No
Lifeway Foods Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Ligand Pharmaceuticals Incorporated Common Stock	No	Yes	Yes	Yes	No	Yes
Light & Wonder Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Lightbridge Corporation Common Stock	No	Yes	Yes	Yes	No	Yes
LightPath Technologies Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Lightwave Logic Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Lilium N.V. Warrants	No	No	No	No	No	No
Lilium NV Class A Ordinary Shares	No	No	No	No	No	No
Limbach Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Limoneira Co Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Lincoln Educational Services Corporation Common Stock	Yes	Yes	Yes	Yes	No	Yes
Lincoln Electric Holdings Inc. Common Shares	Yes	Yes	Yes	Yes	Yes	No
Lindblad Expeditions Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Linde plc Ordinary Shares	No	Yes	Yes	Yes	No	No
Linkage Global Inc Ordinary Shares	No	No	No	No	No	No
LINKBANCORP Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Lion Group Holding Ltd. American Depositary Share	No	No	No	No	No	No
Lionsgate Studios Corp. Common Shares	No	No	No	No	No	No
Lipella Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Lipocine Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
LiqTech International Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Liquidia Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	No
Liquidity Services Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Lisata Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Littelfuse Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
LivaNova PLC Ordinary Shares	Yes	Yes	Yes	Yes	Yes	No
Live Ventures Incorporated Common Stock	No	No	No	No	No	Yes
LiveOne Inc. Common Stock	No	No	No	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
LivePerson Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Lixiang Education Holding Co. Ltd. American Depositary Shares	No	No	No	No	No	No
Lixte Biotechnology Holdings Inc. Common Stock	No	Yes	Yes	Yes	No	No
LKQ Corporation Common Stock	Yes	Yes	Yes	Yes	No	Yes
LM Funding America Inc. Common Stock	No	Yes	Yes	Yes	No	No
LOBO EV TECHNOLOGIES LTD. Ordinary shares	No	No	No	No	No	No
Locafy Limited Ordinary Share	No	No	No	No	No	No
Logan Ridge Finance Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	No
LogicMark Inc. Common Stock (NV)	No	Yes	Yes	Yes	No	No
Logitech International S.A. Ordinary Shares	Yes	Yes	Yes	Yes	Yes	Yes
Longboard Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Longeveron Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	No
Loop Industries Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Lottery.com Inc. Common Stock	No	No	No	No	No	No
Lotus Technology Inc. American Depositary Shares	No	No	No	No	No	No
LPL Financial Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
LQR House Inc. Common Stock	No	No	No	No	No	No
LSI Industries Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Lucas GC Limited Ordinary Shares	No	No	No	No	No	No
Lucid Diagnostics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Lucid Group Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Lucy Scientific Discovery Inc. Common Stock	No	No	No	No	No	No
Lulu's Fashion Lounge Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
lululemon athletica inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Lumentum Holdings Inc. Common Stock	No	No	No	No	No	No
Luminar Technologies Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Lumos Pharma Inc. Common Stock	Yes	Yes	Yes	No	No	No
Luna Innovations Incorporated Common Stock	No	No	Yes	No	No	No
Luokung Technology Corp Ordinary Shares	No	No	No	No	No	No
LuxUrban Hotels Inc. 13.00% Series A Cumulative Redeemable Preferred Stock	No	No	No	No	No	No
Lyell Immunopharma Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Lyft Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Lyra Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Lytus Technologies Holdings PTV. Ltd. Common Shares	No	No	No	No	No	No
Macatawa Bank Corporation Common Stock	No	No	No	No	No	No
MACOM Technology Solutions Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
MacroGenics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Madrigal Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Magic Empire Global Limited Ordinary Shares	No	No	No	No	No	No
Magic Software Enterprises Ltd. Ordinary Shares	No	No	No	No	No	No
Magnite Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Magyar Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Maiden Holdings Ltd.	No	Yes	Yes	No	No	No
MainStreet Bancshares Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Mainz Biomed N.V. Ordinary Shares	No	No	No	No	No	No
Maison Solutions Inc. Class A Common Stock	No	No	No	No	No	No
MakeMyTrip Limited Ordinary Shares	No	No	No	No	No	No
Malibu Boats Inc. Class A Common Stock	No	Yes	Yes	Yes	Yes	Yes
Mama's Creations Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Mammoth Energy Services Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Mangoceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Manhattan Associates Inc. Common Stock	No	Yes	Yes	Yes	No	Yes

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Manhattan Bridge Capital Inc	No	No	No	No	No	No
Manitex International Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Mannatech Incorporated Common Stock	Yes	Yes	Yes	Yes	Yes	No
MannKind Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	No
Maplebear Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Maquia Capital Acquisition Corporation Class A Common Stock	No	No	No	No	No	No
Marathon Digital Holdings Inc. Common Stock	No	Yes	Yes	No	Yes	No
Maravai LifeSciences Holdings Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	Yes
Marblegate Acquisition Corp. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	No
Marchex Inc. Class B Common Stock	No	Yes	Yes	Yes	Yes	No
Marex Group plc Ordinary Shares	No	No	No	No	No	No
Marin Software Incorporated Common Stock	Yes	Yes	Yes	Yes	Yes	No
Marine Petroleum Trust Units of Beneficial Interest	No	No	No	No	No	No
Marinus Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Maris-Tech Ltd. Ordinary Shares	No	No	No	No	No	No
Marker Therapeutics Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
MarketAxess Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
MarketWise Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	No
Marqeta Inc. Class A Common Stock	No	Yes	Yes	Yes	No	Yes
Marriott International Class A Common Stock	Yes	Yes	Yes	Yes	Yes	No
Mars Acquisition Corp. Ordinary Shares	No	No	No	No	No	No
Marten Transport Ltd. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Martin Midstream Partners L.P. Limited Partnership	No	No	No	No	No	No
Marvell Technology Inc. Common Stock	No	Yes	No	Yes	No	No
Masimo Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Massimo Group Common Stock	No	No	No	No	No	No
MasterCraft Boat Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Match Group Inc. Common Stock	No	Yes	Yes	Yes	No	No
Materialise NV American Depositary Shares	No	No	No	No	No	No
Matrix Service Company Common Stock	No	Yes	Yes	Yes	No	No
Mattel Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Matterport Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Matthews International Corporation Class A Common Stock	No	Yes	Yes	Yes	No	Yes
Mawson Infrastructure Group Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
MaxCyte Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Maxeon Solar Technologies Ltd. Ordinary Shares	No	No	No	No	No	No
MaxLinear Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
McGrath RentCorp Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
MDB Capital Holdings LLC Class A common	No	No	No	No	No	No
MDJM LTD Ordinary Share	No	No	No	No	No	No
MDxHealth SA Ordinary Shares	No	No	No	No	No	No
Medalist Diversified REIT Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Medallion Bank Fixed-to-Floating Rate Non-Cumulative Perpetual Preferred Stock Series F	Yes	Yes	Yes	Yes	Yes	No
Medallion Financial Corp. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Mediaco Holding Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Medicinova Inc Common Stock	Yes	Yes	Yes	Yes	Yes	No
MEDIROM Healthcare Technologies Inc. American Depositary Share	No	No	No	No	No	No
MediWound Ltd. Ordinary Shares	No	No	No	No	No	No
Medpace Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
MEI Pharma Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Meihua International Medical Technologies Co. Ltd. Ordinary Shares	No	No	No	No	No	No
MeiraGTx Holdings plc Ordinary Shares	Yes	Yes	Yes	Yes	No	Yes

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Meiwu Technology Company Limited Ordinary Shares	No	No	No	No	No	No
Melco Resorts & Entertainment Limited American Depositary Shares	No	No	No	No	No	No
MercadoLibre Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Mercantile Bank Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Mercer International Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Merchants Bancorp Common Stock	No	Yes	Yes	Yes	No	No
Mercurity Fintech Holding Inc. Ordinary Shares	No	No	No	No	No	No
Mercury Systems Inc Common Stock	No	Yes	Yes	Yes	No	Yes
Mereo BioPharma Group plc American Depositary Shares	Yes	Yes	Yes	Yes	Yes	Yes
Meridian Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	No
Merit Medical Systems Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Mersana Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Merus N.V. Common Shares	Yes	Yes	No	No	Yes	No
Mesa Air Group Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Mesa Laboratories Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Mesoblast Limited American Depositary Shares	No	No	No	No	No	No
Meta Materials Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Meta Platforms Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	Yes
Metagenomi Inc. Common Stock	No	No	No	No	No	No
Metal Sky Star Acquisition Corporation Ordinary shares	No	No	No	No	No	No
Metalpha Technology Holding Limited Ordinary Shares	No	No	No	No	No	No
Methanex Corporation Common Stock	No	No	No	No	No	No
MetroCity Bankshares Inc. Common Stock	No	Yes	Yes	Yes	Yes	No
mF International Limited Ordinary Shares	No	Yes	Yes	Yes	Yes	Yes
MGE Energy Inc	No	Yes	Yes	Yes	Yes	Yes
MGO Global Inc. Common Stock	No	No	No	No	No	No
MGP Ingredients Inc.	No	Yes	Yes	Yes	No	No
MicroAlgo Inc. Ordinary Shares	No	No	No	No	No	No
Microbot Medical Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Microchip Technology Incorporated Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
MicroCloud Hologram Inc. Ordinary Shares	No	No	No	No	No	No
Micron Technology Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Microsoft Corporation Common Stock	No	Yes	Yes	Yes	Yes	Yes
MicroStrategy Incorporated Common Stock Class A	No	Yes	Yes	Yes	No	No
Microvast Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
MicroVision Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Mid Penn Bancorp Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
MidCap Financial Investment Corporation 8.00% Notes due 2028	No	No	No	No	No	No
Middleby Corporation (The) Common Stock	No	Yes	Yes	No	No	No
Middlefield Banc Corp. Common Stock	No	Yes	Yes	Yes	No	Yes
Middlesex Water Company Common Stock	Yes	Yes	Yes	Yes	No	Yes
Midland States Bancorp Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
MidWestOne Financial Gp Common Stock	Yes	Yes	Yes	Yes	Yes	No
Milestone Pharmaceuticals Inc. Common Shares	Yes	Yes	No	Yes	Yes	Yes
Mill City Ventures III Ltd. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Millennium Group International Holdings Limited Ordinary Shares	No	No	No	No	No	No
MillerKnoll Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Millicom International Cellular S.A. Common Stock	No	No	No	No	No	No
MiMedx Group Inc Common Stock	Yes	Yes	Yes	Yes	Yes	No
MIND C.T.I. Ltd. Ordinary Shares	No	No	No	No	No	No
Mind Medicine (MindMed) Inc. Common Shares	Yes	Yes	Yes	Yes	No	Yes
MIND Technology Inc. Common Stock (DE)	No	No	No	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Mineralys Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Minerva Neurosciences Inc Common Stock	Yes	Yes	Yes	Yes	No	Yes
Mingteng International Corporation Inc. Ordinary Shares	No	No	No	No	No	No
MingZhu Logistics Holdings Limited Ordinary Shares	No	No	No	No	No	No
Minim Inc. Common Stock	No	No	No	No	No	No
MinK Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
MIRA Pharmaceuticals Inc. Common Stock	No	No	No	No	No	No
Mirum Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Mission Produce Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Mitek Systems Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
MKS Instruments Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
MMTec Inc. Common Shares	No	No	No	No	No	No
Mobile-health Network Solutions Class A Ordinary Shares	No	No	No	No	No	No
Mobiley Global Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Mobilicom Limited American Depositary Shares	No	No	No	No	No	No
Mobix Labs Inc Warrants	No	No	No	No	No	No
Moderna Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
ModivCare Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Modular Medical Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Mogo Inc. Common Shares	No	Yes	Yes	Yes	No	Yes
Molecular Partners AG American Depositary Shares	No	No	No	No	No	No
Molecular Templates Inc. Common Stock	Yes	Yes	Yes	No	Yes	Yes
Moleculin Biotech Inc. Common Stock	No	No	No	No	No	No
Momentum Inc. Class A Common Stock	No	No	No	No	No	No
Monarch Casino & Resort Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
monday.com Ltd. Ordinary Shares	No	No	No	No	No	No
Mondee Holdings Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Mondelez International Inc. Class A Common Stock	No	Yes	Yes	Yes	Yes	Yes
MoneyHero Limited Class A Ordinary Shares	No	No	No	No	No	No
MongoDB Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Monogram Technologies Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Monolithic Power Systems Inc. Common Stock	No	Yes	Yes	No	No	No
Monopar Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Monro Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Monroe Capital Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Monster Beverage Corporation	Yes	Yes	Yes	Yes	No	No
Montana Technologies Corporation Class A Common Stock	No	No	No	No	No	No
Montauk Renewables Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Monte Rosa Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Monterey Capital Acquisition Corporation Class A Common Stock	No	No	No	No	No	No
Moolec Science SA Ordinary Shares	No	No	No	No	No	No
MoonLake Immunotherapeutics Class A Ordinary Shares	Yes	Yes	Yes	Yes	Yes	Yes
Moringa Acquisition Corp Class A Ordinary Shares	No	No	No	No	No	No
Morningstar Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Morphic Holding Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
MorphoSys AG American Depositary Shares	No	No	No	No	No	No
Motorcar Parts of America Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Motorsport Games Inc. Class A Common Stock	No	Yes	Yes	Yes	Yes	No
Mountain & Co. I Acquisition Corp. Class A Ordinary Shares	No	No	No	No	No	No
Mountain Crest Acquisition Corp. V Right	No	No	No	No	No	No
Movano Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Mr. Cooper Group Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
MSP Recovery Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Mullen Automotive Inc. Common Stock	No	No	No	No	No	No
MultiMetaVerse Holdings Limited Class A Ordinary Share	No	No	No	No	No	No
MultiSensor AI Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Mural Oncology plc Ordinary Shares	No	Yes	Yes	No	No	No
Murano Global Investments PLC Ordinary Shares	No	No	No	No	No	No
Mustang Bio Inc. Common Stock	No	No	No	No	No	No
MVB Financial Corp. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
My Size Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
MyMD Pharmaceuticals Inc. Common Stock (DE)	No	No	No	No	No	No
Mynaric AG American Depository Shares	No	No	No	No	No	No
MYR Group Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Myriad Genetics Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
N2OFF Inc. Common Stock	No	No	No	No	No	No
NaaS Technology Inc. American Depository Shares	No	No	No	No	No	No
Nabors Energy Transition Corp. II Class A Ordinary Shares	No	No	No	No	No	No
Nano Dimension Ltd. American Depository Shares	No	No	No	No	No	No
Nano Labs Ltd Class A Ordinary Shares	No	No	No	No	No	No
Nano Nuclear Energy Inc. Common Stock	No	No	No	No	No	No
NANO-X IMAGING LTD Ordinary Shares	No	No	No	No	No	No
Nanobiotix S.A. American Depository Shares	No	No	No	No	No	No
NanoVibronix Inc. Common Stock	No	No	No	No	No	No
NAPCO Security Technologies Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Nasdaq Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Natera Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Nathan's Famous Inc. Common Stock	No	No	No	No	No	No
National Bankshares Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
National Beverage Corp. Common Stock	No	No	No	No	No	No
National CineMedia Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
National Research Corporation Common Stock (Delaware)	Yes	Yes	Yes	Yes	No	Yes
National Vision Holdings Inc. Common Stock	No	Yes	Yes	Yes	No	No
National Western Life Group Inc. Class A Common Stock	No	No	No	No	No	No
Natural Alternatives International Inc. Common Stock	No	No	No	No	No	No
Natural Health Trends Corp. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Nature Wood Group Limited American Depository Shares	No	No	No	No	No	No
Nature's Miracle Holding Inc. Common Stock	No	No	No	No	No	No
Nature's Sunshine Products Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Nauticus Robotics Inc. Common stock	No	Yes	Yes	Yes	No	Yes
Nautilus Biotechnology Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Navient Corporation 6% Senior Notes due December 15 2043	No	Yes	Yes	Yes	No	Yes
Navitas Semiconductor Corporation Common Stock	No	Yes	Yes	Yes	No	No
Nayax Ltd. Ordinary Shares	No	No	No	No	No	No
NB Bancorp Inc. Common Stock	No	No	No	No	No	No
NBT Bancorp Inc. Common Stock	No	Yes	Yes	Yes	No	No
nCino Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
NCS Multistage Holdings Inc. Common Stock	No	Yes	Yes	Yes	No	No
Nektar Therapeutics Common Stock	Yes	Yes	Yes	Yes	No	Yes
Neo-Concept International Group Holdings Limited Ordinary Shares	No	No	No	No	No	No
Neogen Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
NeoGenomics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Neonode Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
NeoVolta Inc. Common Stock	No	Yes	Yes	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Nephros Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
NerdWallet Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	Yes
NetApp Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Netcapital Inc. Common Stock	No	No	No	No	No	No
NetEase Inc. American Depositary Shares	No	No	No	No	No	No
Netflix Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
NETGEAR Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
NetScout Systems Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
NetSol Technologies Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Neumora Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
NeuroBo Pharmaceuticals Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Neurocrine Biosciences Inc. Common Stock	No	Yes	Yes	No	No	Yes
Neurogene Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
NeuroMetrix Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Neuronetics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
NeuroOne Medical Technologies Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	No
Neuropace Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
NeuroSense Therapeutics Ltd. Ordinary Shares	No	No	No	No	No	No
New Fortress Energy Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	Yes
New Horizon Aircraft Ltd. Class A Ordinary Share	No	No	No	No	No	No
New Mountain Finance Corporation 8.250% Notes due 2028	Yes	Yes	Yes	Yes	Yes	Yes
New Providence Acquisition Corp. II Class A Common Stock	No	No	No	No	No	No
New York Mortgage Trust Inc. 6.875% Series F Fixed-to-Floating Rate Cumulative Redeemable Preferred Stock \$0.01 par value per share	No	Yes	Yes	Yes	No	Yes
NewAmsterdam Pharma Company N.V. Ordinary Shares	Yes	Yes	Yes	Yes	Yes	Yes
Newbury Street Acquisition Corporation Common Stock	No	No	No	No	No	No
Newegg Commerce Inc. Common Shares	No	No	No	No	No	No
Newell Brands Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
NewGenVf Group Limited Class A Ordinary Shares	No	No	No	No	No	No
Newmark Group Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
News Corporation Class A Common Stock	No	Yes	Yes	Yes	Yes	Yes
NewtekOne Inc. 5.50% Notes Due 2026	Yes	Yes	Yes	Yes	Yes	Yes
Nexalin Technology Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
NexGel Inc Common Stock	No	Yes	Yes	No	No	No
NexImmune Inc. Common Stock	No	No	No	No	No	No
Nexstar Media Group Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Next Technology Holding Inc. Ordinary Shares	Yes	Yes	Yes	No	No	Yes
NextCure Inc. Common Stock	No	Yes	Yes	No	No	No
NextDecade Corporation Common Stock	No	Yes	Yes	No	No	No
NextNav Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
NextPlat Corp Common Stock	No	No	No	No	No	No
Nextracker Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
NextTrip Inc. Common Stock	Yes	Yes	Yes	No	No	Yes
Nexxen International Ltd. American Depositary Shares	No	No	No	No	No	No
NI Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
NICE Ltd American Depositary Shares	No	No	No	No	No	No
Nicholas Financial Inc. Common Stock	No	No	No	No	No	No
Nikola Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
NioCorp Developments Ltd. Common Stock	Yes	Yes	Yes	Yes	No	Yes
NiSun International Enterprise Development Group Co. Ltd. Class A Common Shares	No	No	No	No	No	No
Niu Technologies American Depositary Shares	No	No	No	No	No	No
Nkarta Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
NKGen Biotech Inc. Common Stock	No	Yes	Yes	Yes	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
nLIGHT Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
NLS Pharmaceuticals Ltd. Ordinary Shares	No	No	No	No	No	No
NMI Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
NN Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Nocera Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
noco-noco Inc. Ordinary Share	No	No	No	No	No	No
Noodles & Company Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Nordson Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Nortech Systems Incorporated Common Stock	No	Yes	Yes	Yes	No	Yes
Northeast Bank Common Stock	No	No	No	No	No	No
NorthEast Community Bancorp Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Northern Technologies International Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Northern Trust Corporation Common Stock	No	Yes	Yes	Yes	No	Yes
Northfield Bancorp Inc. Common Stock (Delaware)	Yes	Yes	Yes	Yes	Yes	Yes
Northrim BanCorp Inc Common Stock	Yes	Yes	Yes	Yes	No	Yes
NorthView Acquisition Corporation Common Stock	No	Yes	Yes	Yes	No	Yes
Northwest Bancshares Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Northwest Pipe Company Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
NorthWestern Energy Group Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Norwood Financial Corp. Common Stock	No	Yes	Yes	No	No	Yes
Notable Labs Ltd. Ordinary Shares	No	No	No	No	No	No
Nova Lifestyle Inc. Common Stock	No	Yes	Yes	No	No	Yes
Nova Ltd. Ordinary Shares	No	No	No	No	No	No
Nova Vision Acquisition Corp. Ordinary share	No	No	No	No	No	No
Novanta Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Novavax Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Novo Integrated Sciences Inc. Common Stock	No	No	No	No	No	No
NovoCure Limited Ordinary Shares	Yes	Yes	Yes	Yes	Yes	Yes
NOVONIX Limited American Depository Shares	No	No	No	No	No	No
NRX Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
NSTS Bancorp Inc. Common Stock	No	No	No	No	No	No
NuCana plc American Depository Share	No	No	No	No	No	No
Nukkleus Inc. Common Stock	No	No	No	No	No	No
Nurix Therapeutics Inc. Common stock	Yes	Yes	Yes	Yes	Yes	Yes
Nutanix Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Nutex Health Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Nutriband Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Nuvalent Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Nuvectis Pharma Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Nuveen NASDAQ 100 Dynamic Overwrite Fund Shares of Beneficial Interest	No	No	No	No	No	No
Nuvei Corporation Subordinate Voting Shares	No	No	No	No	No	No
Nuvve Holding Corp. Common Stock	No	No	No	No	No	No
Nuwellis Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
NuZee Inc. Common Stock	No	No	No	No	No	No
NV5 Global Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
NVE Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
NVIDIA Corporation Common Stock	Yes	Yes	Yes	Yes	No	Yes
Nvni Group Limited Ordinary Shares	No	No	No	No	No	No
NWTN Inc. Class B Ordinary Shares	No	No	No	No	No	No
NXP Semiconductors N.V. Common Stock	No	Yes	Yes	Yes	No	Yes
Nxu Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	No
Nyxoah SA Ordinary Shares	No	No	No	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
O'Reilly Automotive Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Oak Valley Bancorp (CA) Common Stock	No	Yes	No	Yes	No	Yes
Oak Woods Acquisition Corporation Class A Ordinary Shares	No	No	No	No	No	No
Oaktree Specialty Lending Corporation Common Stock	No	No	No	No	No	No
Oatly Group AB American Depositary Shares	No	No	No	No	No	No
Oblong Inc. Common Stock	No	Yes	Yes	No	No	Yes
OCA Acquisition Corp. Class A Common Stock	No	No	No	No	No	No
Ocean Biomediacal Inc. Warrants	No	No	No	No	No	No
Ocean Biomedical Inc. Common Stock	No	No	No	No	No	No
OceanFirst Financial Corp. Common Stock	Yes	Yes	Yes	Yes	No	Yes
OceanPal Inc. Common Stock	No	No	No	No	No	No
Ocugen Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Ocular Therapeutix Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Oculus Holding AG Ordinary shares	No	No	No	No	No	No
Ocuphire Pharma Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
ODDITY Tech Ltd. Class A Ordinary Shares	No	No	No	No	No	No
Odyssey Marine Exploration Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Office Properties Income Trust 6.375% Senior Notes due 2050	Yes	Yes	Yes	Yes	Yes	Yes
OFS Capital Corporation 4.95% Notes due 2028	Yes	Yes	Yes	Yes	No	Yes
OFS Credit Company Inc. 5.25% Series E Term Preferred Stock Due 2026	Yes	Yes	Yes	Yes	Yes	Yes
Ohio Valley Banc Corp. Common Stock	No	No	No	No	No	No
Ohmyhome Limited Ordinary Shares	No	No	No	No	No	No
Okta Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	Yes
OKYO Pharma Limited Ordinary Shares	No	No	No	No	No	No
Olaplex Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Old Dominion Freight Line Inc. Common Stock	No	Yes	Yes	Yes	Yes	No
Old National Bancorp Common Stock	No	Yes	Yes	Yes	No	Yes
Old Point Financial Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Old Second Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Olema Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Olink Holding AB (publ) American Depositary Shares	No	No	No	No	No	No
Ollie's Bargain Outlet Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Olympic Steel Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Omega Flex Inc. Common Stock	No	Yes	Yes	No	Yes	Yes
Omega Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Omeros Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
OmniAb Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
OmniceLL Inc. Common Stock (\$0.001 par value)	No	Yes	Yes	Yes	No	Yes
ON Semiconductor Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Oncocyte Corporation Common Stock	No	No	No	No	No	No
Oncolytics Biotech Inc. Common Shares	No	No	No	No	No	No
Onconetix Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Oncternal Therapeutics Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Ondas Holdings Inc. Common Stock	No	No	No	No	No	No
One Stop Systems Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
OneMedNet Corp Class A Common Stock	No	No	No	No	No	No
OneSpan Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
OneSpaWorld Holdings Limited Common Shares	No	Yes	Yes	No	No	Yes
OneWater Marine Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	Yes
Onfolio Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Ontrak Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Onyx Acquisition Co. I Class A Ordinary Shares	No	No	No	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
OP Bancorp Common Stock	No	No	No	No	No	No
OPAL Fuels Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Open Lending Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Open Text Corporation Common Shares	No	No	No	No	No	No
Opdoor Technologies Inc Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Opera Limited American Depositary Shares	No	No	No	No	No	No
OpGen Inc. Common Stock	No	No	No	No	No	No
OPKO Health Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Oportun Financial Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Optex Systems Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Opthea Limited American Depositary Shares	No	No	No	No	No	No
Optical Cable Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
OptimizeRx Corporation Common Stock	No	Yes	Yes	Yes	Yes	No
OptimumBank Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
OptiNose Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Option Care Health Inc. Common Stock	No	Yes	Yes	No	No	Yes
Oramed Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Orange County Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
OraSure Technologies Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Orchestra BioMed Holdings Inc. Ordinary Shares	Yes	Yes	Yes	Yes	Yes	Yes
Organigram Holdings Inc. Common Shares	No	No	No	No	No	No
Organogenesis Holdings Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	No
Organovo Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Orgenesis Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Oric Pharmaceuticals Inc. Common Stock	No	Yes	Yes	Yes	No	No
Oriental Culture Holding LTD Ordinary Shares	No	No	No	No	No	No
Origin Agritech Limited Common Stock	No	No	No	No	No	No
Origin Materials Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Orion Energy Systems Inc. Common Stock	No	Yes	No	Yes	Yes	Yes
Orrstown Financial Services Inc Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Orthofix Medical Inc. Common Stock (DE)	Yes	Yes	Yes	Yes	Yes	Yes
OrthoPediatrics Corp. Common Stock	No	No	Yes	Yes	No	No
OSI Systems Inc. Common Stock (DE)	Yes	Yes	Yes	Yes	No	No
Osisko Development Corp. Warrant expiring 5/27/2027	No	No	No	No	No	No
Ostin Technology Group Co. Ltd. Ordinary Shares	No	No	No	No	No	No
Otter Tail Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	No
Outbrain Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Outlook Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Outset Medical Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Ovid Therapeutics Inc. Common Stock	No	Yes	Yes	No	No	Yes
Oxbridge Re Holdings Limited Ordinary Shares	Yes	Yes	Yes	Yes	Yes	Yes
Oxford Lane Capital Corp. 5.00% Notes due 2027	No	No	No	No	No	No
Oxford Square Capital Corp. 5.50% Notes due 2028	Yes	Yes	Yes	Yes	Yes	Yes
P.A.M. Transportation Services Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
P3 Health Partners Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	Yes
PACCAR Inc. Common Stock	No	Yes	Yes	Yes	No	No
Pacific Biosciences of California Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Pacific Premier Bancorp Inc	No	Yes	Yes	Yes	Yes	Yes
Pacira BioSciences Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Pactiv Evergreen Inc. Common stock	Yes	Yes	Yes	Yes	Yes	No
Pagaya Technologies Ltd. Class A Ordinary Shares	No	No	No	No	No	No
PainReform Ltd. Ordinary Shares	No	No	No	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Palisade Bio Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Palladyne AI Corp Warrants	No	Yes	Yes	Yes	Yes	No
Palo Alto Networks Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Palomar Holdings Inc. Common stock	Yes	Yes	Yes	Yes	Yes	Yes
Paltalk Inc. Common Stock	No	No	No	No	No	No
Pangaea Logistics Solutions Ltd. Common Shares	No	Yes	Yes	Yes	No	Yes
Papa John's International Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Papaya Growth Opportunity Corp. I Class A Common Stock	No	No	No	No	No	No
Paramount Global Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Paranovus Entertainment Technology Ltd. Class A Ordinary Shares	No	No	No	No	No	No
ParaZero Technologies Ltd. Ordinary Shares	No	No	No	No	No	No
Park-Ohio Holdings Corp. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Parke Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Pasithea Therapeutics Corp. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Passage Bio Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Pathfinder Bancorp Inc. Common Stock (MD)	Yes	Yes	Yes	Yes	No	Yes
Pathward Financial Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Patria Investments Limited Class A Common Shares	No	No	No	No	No	No
Patria Latin American Opportunity Acquisition Corp. Class A Ordinary Shares	No	No	No	No	No	No
Patrick Industries Inc. Common Stock	No	Yes	Yes	Yes	No	No
Patriot National Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Patterson Companies Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Patterson-UTI Energy Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
PAVmed Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Paychex Inc. Common Stock	No	Yes	Yes	Yes	No	No
Paycor HCM Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Paylocity Holding Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Payoneer Global Inc. Common Stock	No	Yes	Yes	Yes	No	No
PayPal Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Paysign Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
PB Bankshares Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
PC Connection Inc. Common Stock	No	Yes	Yes	Yes	No	No
PCB Bancorp Common Stock	No	Yes	Yes	Yes	No	No
PDD Holdings Inc. American Depositary Shares	No	No	No	No	No	No
PDF Solutions Inc. Common Stock	No	Yes	Yes	Yes	No	No
PDS Biotechnology Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Peapack-Gladstone Financial Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Pearl Holdings Acquisition Corp Class A Ordinary Shares	No	No	No	No	No	No
Pegasystems Inc. Common Stock	No	Yes	Yes	Yes	No	No
Peloton Interactive Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
PENN Entertainment Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Penns Woods Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Peoples Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Peoples Financial Services Corp. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
PepGen Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
PepsiCo Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Peraso Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Perception Capital Corp. III Class A Ordinary Share	No	No	No	No	No	No
Perceptive Capital Solutions Corp Class A Ordinary Shares	No	No	No	No	No	No
Perdoceo Education Corporation Common Stock	No	Yes	Yes	Yes	No	No
Perella Weinberg Partners Class A Common Stock	No	No	No	No	No	No
Perficient Inc. Common Stock	Yes	Yes	Yes	Yes	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Performance Shipping Inc. Common Shares	No	No	No	No	No	No
Performant Financial Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Perion Network Ltd. Ordinary Shares	No	No	No	No	No	No
Perma-Fix Environmental Services Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Perma-Pipe International Holdings Inc. Common Stock	No	Yes	Yes	Yes	No	No
Perpetua Resources Corp. Common Shares	Yes	Yes	Yes	Yes	Yes	Yes
Personalis Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Petco Health and Wellness Company Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	Yes
PetIQ Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
PetMed Express Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Petros Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
PharmaCyte Biotech Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Pharming Group N.V. ADS each representing 10 ordinary shares	No	No	No	No	No	No
Pharvaris N.V. Ordinary Shares	No	No	No	No	No	No
Phathom Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
PhenixFIN Corporation 5.25% Notes due 2028	No	No	No	No	No	No
Phibro Animal Health Corporation Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Phillips Edison & Company Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Phio Pharmaceuticals Corp. Common Stock	Yes	Yes	Yes	Yes	No	No
Phoenix Motor Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Photronics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Phunware Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Piedmont Lithium Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Pieris Pharmaceuticals Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Pilgrim's Pride Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Pineapple Energy Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Pinnacle Financial Partners Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Pintec Technology Holdings Limited American Depositary Shares	No	No	No	No	No	No
Pioneer Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Pioneer Power Solutions Inc. Common Stock	No	No	No	No	No	No
Pixelworks Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Pixie Dust Technologies Inc. American Depositary Shares	No	No	No	No	No	No
Plains All American Pipeline L.P. Common Units representing Limited Partner Interests	Yes	Yes	Yes	Yes	No	No
Plains GP Holdings L.P. Class A Units representing Limited Partner Interests	Yes	Yes	Yes	Yes	No	No
Planet Image International Limited Class A Ordinary Shares	No	No	No	No	No	No
Playa Hotels & Resorts N.V. Ordinary Shares	Yes	Yes	Yes	Yes	No	No
PLAYSTUDIOS Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Playtika Holding Corp. Common Stock	Yes	Yes	Yes	Yes	No	No
PLBY Group Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Plexus Corp. Common Stock	No	No	No	No	No	No
Pliant Therapeutics Inc. Common Stock	No	Yes	Yes	Yes	No	No
Plug Power Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Plum Acquisition Corp. I Class A Ordinary Share	No	No	No	No	No	No
Plumas Bancorp	Yes	Yes	Yes	Yes	No	No
Pluri Inc. Common Stock	No	No	No	No	No	No
PLUS THERAPEUTICS Inc. Common Stock	No	Yes	No	No	No	No
PMV Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
PodcastOne Inc. Common Stock	No	No	No	No	No	No
POET Technologies Inc. Common Shares	No	No	No	No	No	No
Polar Power Inc. Common Stock	No	Yes	Yes	No	No	No
Polestar Automotive Holding UK PLC Class A ADS	No	No	No	No	No	No
PolyPid Ltd. Ordinary Shares	No	No	No	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Ponce Financial Group Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Pono Capital Two Inc. Class A Common Stock	No	No	No	No	No	No
Pool Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	No
Pop Culture Group Co. Ltd Class A Ordinary Shares	No	No	No	No	No	No
Popular Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Porch Group Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Portage Biotech Inc. Common Stock	No	No	No	No	No	No
Portillo's Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Portman Ridge Finance Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	No
Poseida Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Potbelly Corporation Common Stock	No	Yes	Yes	Yes	No	No
PotlatchDeltic Corporation Common Stock	No	Yes	Yes	Yes	No	Yes
Powell Industries Inc. Common Stock	No	No	No	No	No	No
Power Integrations Inc. Common Stock	No	Yes	Yes	Yes	No	No
PowerFleet Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
PowerUp Acquisition Corp. Class A Ordinary Shares	No	No	No	No	No	No
PRA Group Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Prairie Operating Co. Common Stock	No	No	No	No	No	No
Praxis Precision Medicines Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Precigen Inc. Common Stock	No	Yes	Yes	Yes	Yes	Yes
Precipio Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Precision BioSciences Inc. Common Stock	No	Yes	Yes	No	No	Yes
Precision Optics Corporation Inc. Common stock	No	No	No	No	No	No
Predictive Oncology Inc. Common Stock	No	No	No	No	No	No
Preferred Bank Common Stock	No	No	No	No	No	No
Preformed Line Products Company Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Prelude Therapeutics Incorporated Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Premier Financial Corp. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Premier Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	Yes
Prenetics Global Limited Class A Ordinary Share	No	No	No	No	No	No
Presidio Property Trust Inc. 9.375% Series D Cumulative Redeemable Perpetual Preferred Stock \$0.01 par value per share	Yes	Yes	Yes	Yes	Yes	No
Prestige Wealth Inc. Class A Ordinary Shares	No	No	No	No	No	No
Presto Automation Inc. Common Stock	No	No	No	No	No	No
PriceSmart Inc. Common Stock	No	Yes	Yes	Yes	Yes	Yes
Prime Medicine Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Primech Holdings Ltd. Ordinary Shares	No	No	No	No	No	No
PrimeEnergy Resources Corporation Common Stock	No	No	No	No	No	No
Primis Financial Corp. Common Stock	No	No	No	No	No	No
Princeton Bancorp Inc. Common Stock (PA)	Yes	Yes	Yes	Yes	Yes	No
Principal Financial Group Inc Common Stock	Yes	Yes	Yes	Yes	Yes	No
Priority Technology Holdings Inc. Common Stock	No	No	No	No	No	No
Privia Health Group Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Pro-Dex Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Procaps Group S.A. Ordinary Shares	No	No	No	No	No	No
PROCEPT BioRobotics Corporation Common Stock	No	Yes	Yes	Yes	Yes	Yes
Processa Pharmaceuticals Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Professional Diversity Network Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Proficient Auto Logistics Inc. Common Stock	No	No	No	No	No	No
Profire Energy Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Profound Medical Corp. Common Stock	No	No	No	No	No	No
ProFrac Holding Corp. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Progress Software Corporation Common Stock (DE)	Yes	Yes	Yes	Yes	Yes	Yes

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Progyny Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Project Energy Reimagined Acquisition Corp. Class A Ordinary Share	No	No	No	No	No	No
ProKidney Corp. Class A Ordinary Shares	Yes	Yes	Yes	Yes	Yes	Yes
ProMIS Neurosciences Inc. Common Shares (ON)	Yes	Yes	Yes	Yes	No	No
ProPhase Labs Inc. Common Stock (DE)	Yes	Yes	Yes	Yes	Yes	Yes
ProQR Therapeutics N.V. Ordinary Shares	No	No	No	No	No	No
Prospect Capital Corporation Common Stock	No	No	No	No	No	No
Protagenic Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Protagonist Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Protara Therapeutics Inc. Common Stock	No	Yes	Yes	Yes	Yes	Yes
Prothena Corporation plc Ordinary Shares	Yes	Yes	Yes	Yes	Yes	No
Provident Bancorp Inc. (MD) Common Stock	Yes	Yes	Yes	Yes	Yes	No
Provident Financial Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Psychemedics Corporation	No	No	No	No	No	No
Psyence Biomedical Ltd. Common Shares	No	No	No	No	No	No
PTC Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
PTC Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
PubMatic Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	No
Pulmatrix Inc. Common Stock	No	No	No	No	No	No
Pulmonx Corporation Common Stock	No	Yes	Yes	Yes	Yes	Yes
Pulse Biosciences Inc Common Stock (DE)	No	Yes	Yes	No	No	Yes
Puma Biotechnology Inc Common Stock	Yes	Yes	Yes	Yes	Yes	No
Pure Cycle Corporation Common Stock	No	Yes	Yes	No	No	Yes
PureCycle Technologies Inc. Common stock	Yes	Yes	Yes	Yes	No	Yes
PureTech Health plc American Depositary Shares	No	No	No	No	No	No
Purple Biotech Ltd. American Depositary Shares	No	No	No	No	No	No
Purple Innovation Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Pyxis Oncology Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Pyxis Tankers Inc. 7.75% Series A Cumulative Convertible Preferred Shares	No	No	No	No	No	No
Q32 Bio Inc. Common Stock	No	No	No	No	No	No
QCR Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Qifu Technology Inc. American Depositary Shares	No	No	No	No	No	No
Qilian International Holding Group Ltd. Ordinary Shares	No	No	No	No	No	No
Qomolangma Acquisition Corp. Unit	No	No	No	No	No	No
Qorvo Inc. Common Stock	No	Yes	Yes	Yes	No	No
QT Imaging Holdings Inc. Common Stock	No	No	No	No	No	No
QUALCOMM Incorporated Common Stock	Yes	Yes	Yes	Yes	No	No
Qualigen Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Qualys Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
QuantaSing Group Limited American Depositary Shares	No	No	No	No	No	No
Quanterix Corporation Common Stock	No	No	No	No	No	No
Quantum Computing Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Quantum Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	No
Quantum-Si Incorporated Class A Common Stock	Yes	Yes	Yes	Yes	Yes	No
Quest Resource Holding Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Quetta Acquisition Corporation Common Stock	No	No	No	No	No	No
Quhuo Limited American Depositary Shares	No	No	No	No	No	No
QuickLogic Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
QuidelOrtho Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Quince Therapeutics Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
QuinStreet Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Quipt Home Medical Corp. Common Shares	No	No	No	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Quoin Pharmaceuticals Ltd. American Depositary Shares	Yes	Yes	Yes	Yes	No	Yes
Qurate Retail Inc. 8.0% Fixed Rate Cumulative Redeemable Preferred Stock	Yes	Yes	Yes	Yes	No	Yes
QXO Inc. Common Stock	No	No	No	No	No	No
R1 RCM Inc. Common Stock	No	Yes	Yes	Yes	No	No
Rackspace Technology Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Radcom Ltd. Ordinary Shares	No	No	No	No	No	No
Radius Recycling Inc. Class A Common Stock	No	Yes	No	Yes	Yes	Yes
RadNet Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Radware Ltd. Ordinary Shares	No	No	No	No	No	No
Rail Vision Ltd. Ordinary Share	No	No	No	No	No	No
Rallybio Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Ramaco Resources Inc. 9.00% Senior Notes due 2026	Yes	Yes	Yes	Yes	Yes	Yes
Rambus Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Rand Capital Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Rani Therapeutics Holdings Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	Yes
Rapid Micro Biosystems Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	No
Rapid7 Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Rapport Therapeutics Inc. Common Stock	No	No	No	No	No	No
RAPT Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Rave Restaurant Group Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Raytech Holding Limited Ordinary Shares	No	No	No	No	No	No
RBB Bancorp Common Stock	No	Yes	No	Yes	No	No
RCI Hospitality Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
RCM Technologies Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Reading International Inc Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
reAlpha Tech Corp. Common Stock	No	No	No	No	No	No
Reborn Coffee Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Recon Technology Ltd. Class A Ordinary Shares	No	No	No	No	No	No
Recruiter.com Group Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Recursion Pharmaceuticals Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Red Cat Holdings Inc. Common Stock	No	No	No	No	No	No
Red River Bancshares Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Red Robin Gourmet Burgers Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Red Rock Resorts Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Red Violet Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Redfin Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Redhill Biopharma Ltd. American Depositary Shares	No	No	No	No	No	No
Redwoods Acquisition Corp. Common Stock	No	No	No	No	No	No
REE Automotive Ltd. Class A Ordinary Shares	No	No	No	No	No	No
Regencell Bioscience Holdings Limited Ordinary Shares	No	No	No	No	No	No
Regency Centers Corporation 5.875% Series B Cumulative Redeemable Preferred Stock	Yes	Yes	Yes	Yes	Yes	Yes
Regeneron Pharmaceuticals Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
REGENXBIO Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Regis Corporation Common Stock	No	No	No	No	No	No
Regulus Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Rekor Systems Inc. Common Stock	No	No	No	No	No	No
Relay Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Reliance Global Group Inc. Common Stock	No	No	No	No	No	No
Relmada Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Remitly Global Inc. Common Stock	No	Yes	Yes	Yes	Yes	Yes
Renalytix plc American Depositary Shares	No	No	No	No	No	No
Reneo Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
ReNew Energy Global plc Class A Ordinary Shares	No	No	No	No	No	No
Renovaro Inc. Common Stock	No	No	No	No	No	No
RenovoRx Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Rent the Runway Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	Yes
Repere Therapeutics Inc. Common Shares	Yes	Yes	Yes	Yes	Yes	Yes
Repay Holdings Corporation Class A Common Stock	No	No	No	No	No	No
Repligen Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Replimune Group Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Republic Bancorp Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	Yes
Research Frontiers Incorporated Common Stock	No	No	No	No	No	No
Research Solutions Inc Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Reservoir Media Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
ReShape Lifesciences Inc. Common Stock	No	No	No	No	No	No
Resources Connection Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Retail Opportunity Investments Corp. Common Stock (MD)	Yes	Yes	Yes	Yes	Yes	Yes
ReTo Eco-Solutions Inc. Common Shares	No	No	No	No	No	No
Revance Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Revelation Biosciences Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Reviva Pharmaceuticals Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Revolution Medicines Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
ReWalk Robotics Ltd. Ordinary Shares	Yes	Yes	Yes	Yes	Yes	Yes
Reynolds Consumer Products Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Rezolute Inc. Common Stock (NV)	No	Yes	Yes	Yes	No	No
RF Acquisition Corp II Unit	No	No	No	No	No	No
RF Industries Ltd. Common Stock	No	Yes	Yes	Yes	No	Yes
RGC Resources Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Rhinebeck Bancorp Inc. Common Stock	No	Yes	No	Yes	No	No
Rhythm Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Ribbon Communications Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Richardson Electronics Ltd. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Richmond Mutual Bancorporation Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Richtech Robotics Inc. Class B Common Stock	No	No	No	No	No	No
Rigel Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Rigetti Computing Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Rimini Street Inc. (DE) Common Stock	No	Yes	Yes	No	No	Yes
Riot Platforms Inc. Common Stock	No	Yes	Yes	No	Yes	Yes
Riverview Bancorp Inc Common Stock	Yes	Yes	Yes	Yes	No	Yes
Rivian Automotive Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Roadzen Inc. Ordinary Shares	No	No	No	No	No	No
Robinhood Markets Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Rocket Lab USA Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Rocket Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Rockwell Medical Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Rocky Brands Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Rocky Mountain Chocolate Factory Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Roivant Sciences Ltd. Common Shares	No	Yes	Yes	Yes	No	Yes
Roku Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Roma Green Finance Limited Ordinary Shares	No	No	No	No	No	No
Root Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	No
Roper Technologies Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Ross Stores Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Roth CH Acquisition V Co. Common Stock	No	No	No	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Royal Gold Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Royalty Management Holding Corporation Class A Common Stock	No	No	No	No	No	No
Royalty Pharma plc Class A Ordinary Shares	Yes	Yes	Yes	Yes	Yes	Yes
Rumble Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
RumbleOn Inc. Class B Common Stock	No	No	No	No	No	No
Runway Growth Finance Corp. 7.50% Notes due 2027	Yes	Yes	Yes	Yes	Yes	Yes
Rush Enterprises Inc. Class B	No	Yes	Yes	Yes	No	No
RxSight Inc. Common Stock	No	No	No	No	No	No
Ryanair Holdings plc American Depositary Shares	No	No	No	No	No	No
Ryvyl Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
S&T Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
S&W Seed Company Common Stock (NV)	No	Yes	Yes	Yes	No	Yes
SAB Biotherapeutics Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Sabra Health Care REIT Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Sabre Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Sacks Parente Golf Inc. Common Stock	No	No	No	No	No	No
Sadot Group Inc. Common Stock	No	Yes	Yes	Yes	No	No
Safe & Green Holdings Corp. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Safe and Green Development Corporation Common Stock	Yes	Yes	Yes	Yes	No	Yes
Safety Insurance Group Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Safety Shot Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Saga Communications Inc. Class A Common Stock (FL)	Yes	Yes	Yes	Yes	No	No
Sage Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Sagimet Biosciences Inc. Series A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
SAI.TECH Global Corporation Class A Ordinary Shares	No	No	No	No	No	No
Saia Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Salarius Pharmaceuticals Inc. Common Stock	No	No	No	No	No	No
Sana Biotechnology Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Sanara MedTech Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Sandy Spring Bancorp Inc. Common Stock	No	Yes	Yes	Yes	No	No
Sangamo Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Sangoma Technologies Corporation Common Shares	No	No	No	No	No	No
Sanmina Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Sanofi ADS	No	No	No	No	No	No
Sapiens International Corporation N.V. Common Shares (Cayman Islands)	No	No	No	No	No	No
Sarepta Therapeutics Inc. Common Stock (DE)	Yes	Yes	Yes	Yes	Yes	Yes
Satellogic Inc. Class A Ordinary Shares	No	No	No	No	No	No
Savara Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
SaverOne 2014 Ltd. American Depositary Shares	No	No	No	No	No	No
SB Financial Group Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
SBA Communications Corporation Class A Common Stock	No	Yes	Yes	Yes	Yes	Yes
ScanSource Inc. Common Stock	No	Yes	Yes	Yes	No	No
SCHMID Group N.V. Class A Ordinary Shares	No	No	No	No	No	No
Scholar Rock Holding Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Scholastic Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Schrodinger Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Science Applications International Corporation Common Stock	No	Yes	Yes	Yes	No	Yes
Scienjoy Holding Corporation Class A Ordinary Shares	No	No	No	No	No	No
Scilex Holding Company Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Scinai Immunotherapeutics Ltd. American Depositary Shares	No	No	No	No	No	No
SciSparc Ltd. Ordinary Shares	No	No	No	No	No	No
scPharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
SCWorx Corp. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
SCYNEXIS Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Seacoast Banking Corporation of Florida Common Stock	No	Yes	Yes	Yes	Yes	Yes
Seagate Technology Holdings PLC Ordinary Shares (Ireland)	Yes	Yes	Yes	Yes	Yes	Yes
SEALSQ Corp Ordinary Shares	No	No	No	No	No	No
Seanergy Maritime Holdings Corp. Common Stock	No	No	No	No	No	No
SeaStar Medical Holding Corporation Common Stock	No	No	No	No	No	No
SecureWorks Corp. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Security National Financial Corporation Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Seelos Therapeutics Inc. Common Stock	No	No	No	No	No	No
Seer Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
SEI Investments Company Common Stock	Yes	Yes	Yes	Yes	No	Yes
Selective Insurance Group Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Selina Hospitality PLC Ordinary Shares	No	No	No	No	No	No
SELLAS Life Sciences Group Inc. Common Stock	No	Yes	No	Yes	Yes	Yes
SemiLEDS Corporation Common Stock	No	Yes	Yes	Yes	No	Yes
Semilux International Ltd. Ordinary Shares	No	No	No	No	No	No
Semler Scientific Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Semtech Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Seneca Foods Corp. Class A Common Stock	No	Yes	Yes	Yes	No	Yes
SenesTech Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Senmiao Technology Limited Common Stock	No	Yes	Yes	Yes	No	No
Sensei Biotherapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Senstar Technologies Corporation Common Shares	No	No	No	No	No	No
Sensus Healthcare Inc. Common Stock	No	Yes	Yes	No	No	Yes
Sentage Holdings Inc. Class A Ordinary Shares	No	No	No	No	No	No
Senti Biosciences Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
SEP Acquisition Corp Class A Common Stock	No	No	No	No	No	No
Sera Prognostics Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	Yes
Seres Therapeutics Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Serve Robotics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Service Properties Trust Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Seven Hills Realty Trust Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Sezzle Inc. Common Stock	No	Yes	No	Yes	No	Yes
Shapeways Holdings Inc. Common Stock	No	No	No	No	No	No
Sharecare Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
SharpLink Gaming Inc. Common Stock	No	No	No	No	No	No
Sharps Technology Inc. Common Stock	No	No	No	No	No	No
Shattuck Labs Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Shenandoah Telecommunications Co Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Shengfeng Development Limited Class A Ordinary Shares	No	No	No	No	No	No
SHF Holdings Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
ShiftPixy Inc. Common Stock	No	No	No	No	No	No
Shimmick Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Shineco Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
SHL Telemedicine Ltd American Depositary Shares	No	No	No	No	No	No
Shoals Technologies Group Inc. Class A Common Stock	No	Yes	Yes	Yes	No	Yes
Shoe Carnival Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Shore Bancshares Inc Common Stock	No	No	Yes	Yes	No	Yes
Shuttle Pharmaceuticals Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
SI-BONE Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Sidus Space Inc. Class A Common Stock	No	Yes	Yes	Yes	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Siebert Financial Corp. Common Stock	No	No	No	No	No	No
Sierra Bancorp Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Sify Technologies Limited American Depositary Shares	No	No	No	No	No	No
SIGA Technologies Inc. Common Stock	No	No	No	No	No	No
Sight Sciences Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Sigma Lithium Corporation Common Shares	Yes	Yes	No	No	No	No
SigmaTron International Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Silence Therapeutics Plc American Depositary Share	No	No	No	No	No	No
Silicom Ltd Ordinary Shares	No	No	No	No	No	No
Silicon Laboratories Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Silicon Motion Technology Corporation American Depositary Shares	No	No	No	No	No	No
Silk Road Medical Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Silo Pharma Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Silvaco Group Inc. Common Stock	No	No	No	No	No	No
Silver Spike Investment Corp. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Silvercrest Asset Management Group Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Simmons First National Corporation Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
SIMPPL LTD. Ordinary Shares	No	No	No	No	No	No
Simulations Plus Inc. Common Stock	No	Yes	Yes	Yes	No	No
Sinclair Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Singular Genomics Systems Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Singularity Future Technology Ltd. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
SiNtx Technologies Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Sirius XM Holdings Inc. Common Stock	No	No	No	No	No	No
SiTime Corporation Common Stock	Yes	Yes	Yes	Yes	No	Yes
Siyata Mobile Inc. Common Shares	No	No	No	No	No	No
SK Growth Opportunities Corporation Class A Common Stock	No	No	No	No	No	No
Skillful Craftsman Education Technology Limited Ordinary Share	No	No	No	No	No	No
Skye Bioscience Inc. Common Stock	No	No	No	No	No	No
Skyward Specialty Insurance Group Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
SkyWater Technology Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
SkyWest Inc. Common Stock	No	Yes	Yes	Yes	Yes	Yes
Skyworks Solutions Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
SKYX Platforms Corp. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Slam Corp. Class A Ordinary Share	No	No	No	No	No	No
Sleep Number Corporation Common Stock	Yes	Yes	Yes	Yes	No	Yes
SLM Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
SLR Investment Corp. Common Stock	No	Yes	Yes	Yes	Yes	No
Smart for Life Inc. Common Stock	No	No	No	No	No	No
SMART Global Holdings Inc. Ordinary Shares	Yes	Yes	Yes	Yes	Yes	Yes
Smart Powerr Corp. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Smart Sand Inc. Common Stock	No	Yes	Yes	No	No	Yes
Smart Share Global Limited American Depositary Shares	No	No	No	No	No	No
SmartKem Inc. Common Stock	No	No	No	No	No	No
Smith & Wesson Brands Inc. Common Stock	No	No	No	No	No	No
Smith Micro Software Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Smith-Midland Corporation Common Stock	No	No	No	No	No	No
SMX (Security Matters) Public Limited Company Class A Ordinary Shares	No	No	No	No	No	No
Snail Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
SNDL Inc. Common Shares	No	No	No	No	No	No
Snow Lake Resources Ltd. Common Shares	No	No	No	No	No	No
So-Young International Inc. American Depositary Shares	No	No	No	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
SOBR Safe Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Society Pass Incorporated Common Stock	No	No	No	No	No	No
Socket Mobile Inc. Common Stock	No	No	No	No	No	No
SoFi Technologies Inc. Common Stock	No	Yes	Yes	Yes	No	No
Sohu.com Limited American Depositary Shares	No	No	No	No	No	No
Sol-Gel Technologies Ltd. Ordinary Shares	No	No	No	No	No	No
SolarBank Corporation Common Stock	No	No	No	No	No	No
SolarEdge Technologies Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Solarmax Technology Inc. Common Stock	No	No	No	No	No	No
Soleno Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Solid Biosciences Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Solid Power Inc. Class A Common Stock	No	Yes	Yes	Yes	No	No
Solidion Technology Inc. Common Stock	No	No	No	No	No	No
Soligenix Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Solwin Holdings Ordinary Share	No	No	No	No	No	No
Soluna Holdings Inc 9.0% Series A Cumulative Perpetual Preferred Stock	Yes	Yes	Yes	Yes	Yes	Yes
Sonder Holdings Inc. Class A Common Stock	No	No	No	No	No	No
Sonim Technologies Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Sonnet BioTherapeutics Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Sono-Tek Corporation Common Stock	No	Yes	Yes	Yes	No	No
Sonoma Pharmaceuticals Inc. Common Stock	No	Yes	Yes	Yes	No	No
Sonos Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
SOPHiA GENETICS SA Ordinary Shares	No	No	No	No	No	No
Sotera Health Company Common Stock	Yes	Yes	Yes	Yes	No	Yes
Sothely Hotels Inc. 7.875% Series C Cumulative Redeemable Perpetual Preferred Stock	No	No	No	No	No	No
Sound Financial Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Sound Group Inc. American Depositary Shares	No	No	No	No	No	No
SoundHound AI Inc Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
SoundThinking Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
South Plains Financial Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Southern California Bancorp Common Stock	Yes	Yes	Yes	Yes	No	Yes
Southern First Bancshares Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Southern Missouri Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Southern States Bancshares Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Southside Bancshares Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Sow Good Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
SPAR Group Inc. Common Stock	No	Yes	Yes	Yes	Yes	No
Spark I Acquisition Corp. Class A Ordinary Share	No	No	No	No	No	No
SpartanNash Company Common Stock	Yes	Yes	Yes	Yes	No	No
Spectaire Holdings Inc. Common Stock	No	No	No	No	No	No
SpectralAI Inc. Class A Common Stock	No	Yes	Yes	Yes	No	Yes
Spero Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Sphere 3D Corp. Common Shares	Yes	Yes	Yes	Yes	Yes	Yes
SPI Energy Co. Ltd. Ordinary Shares	No	No	No	No	No	No
Spok Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Sportradar Group AG Class A Ordinary Shares	No	No	No	No	No	No
Sportsman's Warehouse Holdings Inc. Common Stock	No	No	No	No	No	No
Spring Valley Acquisition Corp. II Class A Ordinary Shares	No	No	No	No	No	No
SpringWorks Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Sprott Focus Trust Inc. Common Stock	No	No	No	No	No	No
Sprout Social Inc Class A Common Stock	Yes	Yes	Yes	Yes	No	Yes
Sprouts Farmers Market Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Spruce Biosciences Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
SPS Commerce Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Spyre Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
SR Bancorp Inc. Common stock	No	No	No	No	No	No
SRIVARU Holding Limited Ordinary Shares	No	No	No	No	No	No
SRM Entertainment Inc. Common Stock	No	No	No	No	No	No
SS&C Technologies Holdings Inc. Common Stock	No	No	No	No	No	Yes
SSR Mining Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
STAAR Surgical Company Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Stabilis Solutions Inc. Common Stock	No	No	No	No	No	No
Staffing 360 Solutions Inc. Common Stock (DE)	Yes	Yes	Yes	Yes	Yes	No
Stagwell Inc. Class A Common Stock	No	Yes	Yes	Yes	No	Yes
Standard BioTools Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Star Bulk Carriers Corp. Common Shares	No	No	No	No	No	No
Star Equity Holdings Inc. Common Stock	No	No	No	No	No	No
Star Holdings Shares of Beneficial Interest	No	Yes	Yes	No	No	Yes
Starbox Group Holdings Ltd. Ordinary Shares	No	No	No	No	No	No
Starbucks Corporation Common Stock	No	No	No	No	No	No
Steakholder Foods Ltd. American Depositary Shares	No	No	No	No	No	No
StealthGas Inc. Common Stock	No	No	No	No	No	No
Steel Connect Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Steel Dynamics Inc.	Yes	Yes	Yes	Yes	Yes	Yes
StepStone Group Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Stericycle Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Sterling Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Sterling Check Corp. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Sterling Infrastructure Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Steven Madden Ltd. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Stitch Fix Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	Yes
Stock Yards Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Stoke Therapeutics Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
StoneCo Ltd. Class A Common Shares	No	No	No	No	No	No
StoneX Group Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Stran & Company Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Strata Skin Sciences Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Stratasys Ltd. Ordinary Shares (Israel)	No	No	No	No	No	No
Strategic Education Inc. Common Stock	No	Yes	Yes	Yes	No	No
STRATTEC SECURITY CORPORATION Common Stock	Yes	Yes	Yes	Yes	Yes	No
Stratus Properties Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Streamline Health Solutions Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Stronghold Digital Mining Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Structure Therapeutics Inc. American Depositary Shares	Yes	Yes	Yes	Yes	Yes	Yes
Stryve Foods Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	Yes
SU Group Holdings Limited Ordinary Shares	No	No	No	No	No	No
Summit State Bank Common Stock	No	No	No	No	No	No
Summit Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Sun Country Airlines Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
SunCar Technology Group Inc. Class A Ordinary Shares	No	No	No	No	No	No
SunOpta Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
SunPower Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Sunrise New Energy Co. Ltd Class A Ordinary Shares	No	No	No	No	No	No
Sunrun Inc. Common Stock	No	No	No	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Sunshine Biopharma Inc. Common Stock	No	No	No	No	No	Yes
SUPER HI INTERNATIONAL HOLDING LTD. American Depository Shares	No	No	No	No	No	No
Super League Enterprise Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Super Micro Computer Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
SuperCom Ltd. Ordinary Shares (Israel)	No	No	No	No	No	No
Superior Group of Companies Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Supernus Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
SurgePays Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Surgery Partners Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Surmodics Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
SuRo Capital Corp. 6.00% Notes due 2026	Yes	Yes	Yes	Yes	Yes	Yes
Surrozen Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Sutro Biopharma Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Swiftmerge Acquisition Corp. Class A Ordinary Share	No	No	No	No	No	No
SWK Holdings Corporation 9.00% Senior Notes due 2027	Yes	Yes	Yes	Yes	Yes	Yes
Swvl Holdings Corp Class A Common Shares	No	No	No	No	No	No
SYLA Technologies Co. Ltd. American Depository Shares	No	No	No	No	No	No
Symbotic Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	Yes
Synaptics Incorporated Common Stock \$0.001 Par Value	Yes	Yes	Yes	Yes	Yes	Yes
Synaptogenix Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Synchronoss Technologies Inc. 8.375% Senior Notes due 2026	Yes	Yes	Yes	Yes	Yes	Yes
Syndax Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Synlogic Inc. Common Stock	No	No	No	No	No	No
Synopsys Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Syntec Optics Holdings Inc. Class A Common Stock	No	No	No	No	No	No
Sypris Solutions Inc. Common Stock	No	Yes	Yes	Yes	Yes	No
Syra Health Corp. Class A Common Stock	No	Yes	Yes	Yes	No	Yes
Syros Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
T Stamp Inc. Class A Common Stock	No	No	No	No	No	No
T-Mobile US Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
T. Rowe Price Group Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
T2 Biosystems Inc. Common Stock	No	No	No	No	No	No
Taboola.com Ltd. Ordinary Shares	No	Yes	Yes	Yes	Yes	No
Tactile Systems Technology Inc. Common Stock	No	Yes	Yes	Yes	Yes	Yes
Taitron Components Incorporated Class A Common Stock	No	Yes	Yes	Yes	No	Yes
Take-Two Interactive Software Inc. Common Stock	No	Yes	Yes	Yes	No	No
Talis Biomedical Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Talkspace Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Talpheria Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Tandem Diabetes Care Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Tandy Leather Factory Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Tango Therapeutics Inc.	Yes	Yes	Yes	Yes	No	No
Tantech Holdings Ltd. Common Shares	No	No	No	No	No	No
Taoping Inc. Ordinary Shares	No	No	No	No	No	No
Target Global Acquisition I Corp. Class A Ordinary Share	No	No	No	No	No	No
Target Hospitality Corp. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Tarsus Pharmaceuticals Inc. Common Stock	No	Yes	Yes	Yes	Yes	No
TaskUs Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	Yes
TAT Technologies Ltd. Ordinary Shares	No	No	No	No	No	No
Taylor Devices Inc. Common Stock	No	Yes	Yes	No	No	Yes
Taysha Gene Therapies Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
TC Bancshares Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
TC BioPharm (Holdings) plc American Depositary Shares	No	No	No	No	No	No
TCTM Kids IT Education Inc. American Depositary Shares	No	No	No	No	No	No
TDH Holdings Inc. Common Shares	No	No	No	No	No	No
Technology & Telecommunication Acquisition Corporation Class A Ordinary Shares	No	No	No	No	No	No
TechPrecision Corporation Common stock	No	No	No	No	No	No
TechTarget Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Tectonic Financial Inc. 9.00% Fixed-to-Floating Rate Series B Non-Cumulative Perpetual Preferred Stock	No	No	No	No	No	No
TELA Bio Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Telesat Corporation Class A Common Shares and Class B Variable Voting Shares	No	No	No	No	No	No
Telesis Bio Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Telomir Pharmaceuticals Inc. Common Stock	No	No	No	No	No	No
Telos Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
Tempst Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Tempus AI Inc. Class A Common Stock	No	No	No	No	No	No
Tenable Holdings Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Tenax Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Tenaya Therapeutics Inc. Common Stock	No	Yes	Yes	Yes	Yes	Yes
Tenon Medical Inc. Common Stock	No	No	No	No	No	No
TenX Keane Acquisition Ordinary Share	No	No	No	No	No	No
Teradyne Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
TeraWulf Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Terns Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Territorial Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Tesla Inc. Common Stock	No	Yes	Yes	Yes	No	No
Tetra Tech Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Tevogen Bio Holdings Inc. Common Stock	No	No	No	No	No	No
Texas Capital Bancshares Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Texas Community Bancshares Inc. Common Stock	No	No	No	No	No	No
Texas Instruments Incorporated Common Stock	No	Yes	No	Yes	No	No
Texas Roadhouse Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
TFF Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
TFS Financial Corporation Common Stock	Yes	Yes	Yes	Yes	No	Yes
TG Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
TH International Limited Ordinary shares	No	No	No	No	No	No
Tharimmune Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
The Baldwin Insurance Group Inc. Class A Common Stock	No	Yes	Yes	Yes	No	Yes
The Bancorp Inc Common Stock	No	Yes	Yes	Yes	No	Yes
The Beauty Health Company Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
The Carlyle Group Inc. 4.625% Subordinated Notes due 2061	No	Yes	Yes	Yes	No	Yes
The Chefs' Warehouse Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
The Cooper Companies Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
The Ensign Group Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
The Glimpse Group Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
The Goodyear Tire & Rubber Company Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
The Honest Company Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
The Joint Corp. Common Stock	Yes	Yes	Yes	Yes	No	Yes
The Kraft Heinz Company Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
The Lovesac Company Common Stock	No	Yes	Yes	Yes	No	Yes
The ODP Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
The OLB Group Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
The Oncology Institute Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
The ONE Group Hospitality Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
The Pennant Group Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
The Real Brokerage Inc. Common Shares	No	No	No	No	No	No
The RealReal Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
The RMR Group Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	No
The Shyft Group Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
The Simply Good Foods Company Common Stock	Yes	Yes	Yes	Yes	No	No
The Singing Machine Company Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
The Trade Desk Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
The Vita Coco Company Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Theg Limited American Depository Shares	No	No	No	No	No	No
TherapeuticsMD Inc. Common Stock	No	No	No	No	No	No
Theratechnologies Inc. Common Shares	No	No	No	No	No	No
Theravance Biopharma Inc. Ordinary Shares	Yes	Yes	Yes	Yes	Yes	Yes
Third Coast Bancshares Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Third Harmonic Bio Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Thornburg Income Builder Opportunities Trust Common Stock	No	No	No	No	No	No
Thoughtworks Holding Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
ThredUp Inc. Class A Common Stock	No	Yes	Yes	Yes	No	Yes
Thryv Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Thunder Bridge Capital Partners IV Inc. Class A Common Stock	No	No	No	No	No	No
TIAN RUIXIANG Holdings Ltd Class A Ordinary Shares	No	No	No	No	No	No
Tigo Energy Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Tile Shop Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Tilray Brands Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Timberland Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Tiptree Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Titan Machinery Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Titan Pharmaceuticals Inc. Common Stock	No	No	No	No	No	No
Tivic Health Systems Inc. Common Stock	Yes	Yes	No	Yes	No	Yes
Tiziana Life Sciences Ltd. Common Shares	No	No	No	No	No	No
TLGY Acquisition Corporation Warrant	No	No	No	No	No	No
TMC the metals company Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
TMT Acquisition Corp Ordinary Shares	No	No	No	No	No	No
TOMI Environmental Solutions Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Tonix Pharmaceuticals Holding Corp. Common Stock	Yes	Yes	Yes	Yes	No	Yes
TOP Financial Group Limited Ordinary Shares	No	No	No	No	No	No
Top King Win Ltd Class A Ordinary Shares	No	No	No	No	No	No
Top Wealth Group Holding Limited Ordinary Shares	No	No	No	No	No	No
TORM plc Class A Common Stock	No	No	No	No	No	No
Toro Corp. Common Stock	No	Yes	Yes	Yes	No	Yes
ToughBuilt Industries Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Tourmaline Bio Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Tower Semiconductor Ltd. Ordinary Shares	No	No	No	No	No	No
TowneBank Common Stock	No	Yes	Yes	Yes	Yes	Yes
TPG Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
TPG Operating Group II L.P. 6.950% Fixed-Rate Junior Subordinated Notes due 2064	Yes	Yes	Yes	Yes	Yes	Yes
TPI Composites Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
TRACON Pharmaceuticals Inc. Common Stock	No	No	No	No	No	No
Tractor Supply Company Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Tradeweb Markets Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Trailblazer Merger Corporation I Class A Common Stock	No	No	No	No	No	No
TransAct Technologies Incorporated Common Stock	Yes	Yes	Yes	Yes	Yes	Yes

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Transcat Inc. Common Stock	Yes	Yes	Yes	No	No	Yes
TransCode Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
TransMedics Group Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Transphorm Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Travelzoo Common Stock	No	Yes	Yes	Yes	No	Yes
Traverse Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Traws Pharma Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Treace Medical Concepts Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Treasure Global Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Trevena Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Trevi Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
TriCo Bancshares Common Stock	No	No	No	No	No	No
TriMas Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Trimble Inc. Common Stock	No	Yes	Yes	No	Yes	No
Trinity Biotech plc American Depository Shares	No	No	No	No	No	No
Trinity Capital Inc. 7.00% Notes Due 2025	Yes	Yes	Yes	Yes	Yes	Yes
Trip.com Group Limited American Depository Shares	No	No	No	No	No	No
TripAdvisor Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
TriSalus Life Sciences Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Triumph Financial Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
trivago N.V. American Depository Shares	No	No	No	No	No	No
TROOPS Inc. Ordinary Shares	No	No	No	No	No	No
TruBridge Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
TrueCar Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
TruGolf Holdings Inc. Class A Common Stock	No	No	No	No	No	No
Trump Media & Technology Group Corp. Common Stock	No	No	No	No	No	No
Trupanion Inc. Common Stock	No	No	No	No	No	No
TrustCo Bank Corp NY Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Trustmark Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
TRxADE HEALTH Inc. Common Stock	No	No	No	No	No	No
TScan Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
TSR Inc. Common Stock	No	No	No	No	No	Yes
TTEC Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
TTM Technologies Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
TuanChe Limited American Depository Shares	No	No	No	No	No	No
Tucows Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Tungray Technologies Inc Class A Ordinary Shares	No	No	No	No	No	No
Tuniu Corporation American Depository Shares	No	No	No	No	No	No
Turbo Energy S.A. American Depository Shares	No	No	No	No	No	No
Turnstone Biologics Corp. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Turtle Beach Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Twin Disc Incorporated Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Twin Vee PowerCats Co. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Twist Bioscience Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Tyra Biosciences Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
U Power Limited Ordinary Shares	No	No	No	No	No	No
U-BX Technology Ltd. Ordinary Shares	No	No	No	No	No	No
U.S. Energy Corp. Common Stock (DE)	Yes	Yes	Yes	Yes	No	No
U.S. Global Investors Inc. Class A Common Stock	No	No	No	No	No	No
U.S. Gold Corp. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
U.S. GoldMining Inc. Common stock	Yes	Yes	Yes	Yes	Yes	Yes
UBS AG ETRACS Crude Oil Shares Covered Call ETNs due April 24 2037	No	No	No	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
uCloudlink Group Inc. American Depositary Shares	No	No	No	No	No	No
Ucommune International Ltd Ordinary Shares	No	No	No	No	No	No
Udemy Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
UFP Industries Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
UFP Technologies Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Ultra Beauty Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Ultra Clean Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Ultragenyx Pharmaceutical Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Ultralife Corporation Common Stock	No	No	No	No	No	No
UMB Financial Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	No
Unicycive Therapeutics Inc. Common Stock	No	No	No	No	No	No
Union Bankshares Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
uniQure N.V. Ordinary Shares	Yes	Yes	Yes	Yes	Yes	Yes
United Airlines Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
United Bancorp Inc. Common Stock	No	No	No	No	No	No
United Bankshares Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
United Community Banks Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
United Fire Group Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
United Homes Group Inc Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
United Maritime Corporation Common Stock	No	No	No	No	No	No
United Security Bancshares Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
United States Lime & Minerals Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
United Therapeutics Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
United-Guardian Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Uniti Group Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Unity Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Unity Biotechnology Inc. Common Stock	No	No	No	No	No	No
Universal Display Corporation Common Stock	Yes	Yes	Yes	Yes	No	Yes
Universal Electronics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Universal Logistics Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Universal Stainless & Alloy Products Inc. Common Stock	No	Yes	Yes	No	No	Yes
Universe Pharmaceuticals Inc. Ordinary Shares	No	No	No	No	No	No
Univest Financial Corporation Common Stock	Yes	Yes	Yes	Yes	No	No
UP Fintech Holding Ltd American Depositary Share representing fifteen Class A Ordinary Shares	No	No	No	No	No	No
Upbound Group Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Upexi Inc. Common Stock	Yes	Yes	Yes	No	Yes	Yes
Upland Software Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Upstart Holdings Inc. Common stock	Yes	Yes	Yes	Yes	Yes	Yes
Upwork Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Uranium Royalty Corp. Common Stock	No	No	No	No	No	No
Urban One Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Urban Outfitters Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
urban-gro Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Urgent.ly Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
UroGen Pharma Ltd. Ordinary Shares	Yes	Yes	Yes	Yes	No	Yes
USCB Financial Holdings Inc. Class A Common Stock	No	Yes	Yes	Yes	No	Yes
Usio Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Utah Medical Products Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
UTime Limited Ordinary Shares	No	No	No	No	No	No
UTStarcom Holdings Corp. Ordinary Shares	No	No	No	No	No	No
Uxin Limited ADS	No	No	No	No	No	No
Vacasa Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	Yes

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Vaccinex Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Valley National Bancorp 5.50% Fixed-to-Floating Rate Non-Cumulative Perpetual Preferred Stock Series B	Yes	Yes	Yes	Yes	Yes	Yes
Valveva SE American Depositary Shares	No	No	No	No	No	No
Value Line Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Valuence Merger Corp. I Class A Ordinary Shares	No	No	No	No	No	No
Vanda Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Varex Imaging Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Varonis Systems Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Vast Renewables Limited Ordinary Shares	No	No	No	No	No	No
Vasta Platform Limited Class A Ordinary Shares	No	No	No	No	No	No
Vaxart Inc Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Vaxcyte Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
VBI Vaccines Inc. New Common Stock (Canada)	No	Yes	Yes	Yes	No	No
VCI Global Limited Ordinary Share	No	No	No	No	No	No
Veeco Instruments Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Ventyx Biosciences Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Venus Concept Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
VEON Ltd. ADS	No	No	No	No	No	No
Vera Bradley Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Vera Therapeutics Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Veracyte Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Verastem Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Verb Technology Company Inc. Common Stock	No	No	No	No	No	No
Verde Clean Fuels Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Vericel Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Vericity Inc. Common Stock	No	No	No	No	No	No
VerifyMe Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Verint Systems Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
VeriSign Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
Verisk Analytics Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Veritex Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Veritone Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Verona Pharma plc American Depositary Share	Yes	Yes	Yes	No	No	Yes
Verra Mobility Corporation Class A Common Stock	No	Yes	Yes	Yes	Yes	No
Verrica Pharmaceuticals Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
VersaBank Common Shares	No	No	No	No	No	No
Versus Systems Inc. Class A Warrants	No	No	No	No	No	No
Vertex Energy Inc Common Stock	Yes	Yes	Yes	Yes	No	No
Vertex Inc. Class A Common Stock	No	Yes	Yes	Yes	No	No
Vertex Pharmaceuticals Incorporated Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Veru Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Verve Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Via Renewables Inc. 8.75% Series A Fixed-to-Floating Rate Cumulative Redeemable Perpetual Preferred Stock	No	No	No	No	No	No
Viant Technology Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
ViaSat Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Viatis Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Viavi Solutions Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Vicinity Motor Corp. Common Stock	No	No	No	No	No	No
Vicor Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Victory Capital Holdings Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Viemed Healthcare Inc. Common Shares	Yes	Yes	Yes	Yes	Yes	Yes
Vigil Neuroscience Inc. Common Stock	No	No	No	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Viking Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Village Bank and Trust Financial Corp. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Village Farms International Inc. Common Shares	Yes	Yes	No	No	No	Yes
Village Super Market Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Vimeo Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Vincerx Pharma Inc. Common Stock	No	No	No	No	No	No
Vinci Partners Investments Ltd. Class A Common Shares	No	No	No	No	No	No
VinFast Auto Ltd. Ordinary Shares	No	No	No	No	No	No
Vintage Wine Estates Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Viomi Technology Co. Ltd American Depository Shares	No	No	No	No	No	No
Viper Energy Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	Yes
Vir Biotechnology Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Viracta Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Virax Biolabs Group Limited Ordinary Shares	No	No	No	No	No	No
Virco Manufacturing Corporation Common Stock	No	No	No	No	No	No
Virginia National Bankshares Corporation Common Stock	No	Yes	Yes	Yes	No	Yes
Viridian Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Virios Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Virpax Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
VirTra Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Virtu Financial Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	No
Vision Marine Technologies Inc. Common Shares	No	No	No	No	No	No
Vision Sensing Acquisition Corp. Class A Common Stock	No	No	No	No	No	No
Visionary Holdings Inc. Common Shares	No	No	No	No	No	No
Vislink Technologies Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Vistagen Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Visteon Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Vital Farms Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Vivakor Inc. Common Stock	No	No	No	No	No	No
Vivani Medical Inc. Common Stock (DE)	Yes	Yes	Yes	Yes	Yes	Yes
Vivid Seats Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
VivoPower International PLC Ordinary Shares	No	No	No	No	No	No
Vivos Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
VNET Group Inc. American Depository Shares	No	No	No	No	No	No
Vodafone Group Plc American Depository Shares	No	No	No	No	No	No
Volcon Inc. Common stock	No	Yes	Yes	Yes	No	No
Vor Biopharma Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Vox Royalty Corp. Common Stock	No	No	No	No	No	No
VOXX International Corporation Class A Common Stock	Yes	Yes	Yes	No	No	Yes
Voyager Therapeutics Inc. Common Stock	Yes	Yes	Yes	No	No	Yes
Vroom Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
VS Media Holdings Limited Class A Ordinary Shares	No	No	No	No	No	No
VSE Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	No
vTv Therapeutics Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Vuzix Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
VYNE Therapeutics Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
WaFd Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Wag! Group Co Warrant	No	Yes	Yes	Yes	No	Yes
Wah Fu Education Group Limited Ordinary Shares	No	No	No	No	No	No
Waldencast plc Class A Ordinary Share	No	No	No	No	No	No
Walgreens Boots Alliance Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
WalkMe Ltd. Ordinary Shares	No	No	No	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Wang & Lee Group Inc. Ordinary Shares	No	No	No	No	No	No
Warner Bros. Discovery Inc. Series A Common Stock	No	Yes	Yes	Yes	No	Yes
Warner Music Group Corp. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Warrantee Inc. American Depositary Shares	No	No	No	No	No	No
Washington Trust Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Waterstone Financial Inc. Common Stock (MD)	No	No	No	No	No	No
Wave Life Sciences Ltd. Ordinary Shares	No	Yes	Yes	Yes	Yes	Yes
WaveDancer Inc. Common Stock	No	No	No	No	No	No
Waystar Holding Corp. Common Stock	No	No	No	No	No	No
WD-40 Company Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Wearable Devices Ltd. Ordinary Share	No	No	No	No	No	No
Weatherford International plc Ordinary Shares	Yes	Yes	Yes	Yes	Yes	Yes
WEBUY GLOBAL LTD. Ordinary Shares	No	No	No	No	No	No
Weibo Corporation American Depositary Share	No	No	No	No	No	No
Welsbach Technology Metals Acquisition Corp. Common Stock	No	No	No	No	No	No
Wendy's Company (The) Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Werewolf Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Werner Enterprises Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
WesBanco Inc. Common Stock	No	Yes	Yes	Yes	Yes	No
West Bancorporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Westamerica Bancorporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Western Acquisition Ventures Corp. Common Stock	No	No	No	No	No	No
Western Digital Corporation Common Stock	No	No	No	No	No	No
Western New England Bancorp Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Westport Fuel Systems Inc Common Shares	No	No	No	No	No	No
Westrock Coffee Company Common Stock	No	Yes	Yes	No	No	Yes
Wetouch Technology Inc. Common Stock	No	No	No	No	No	No
Weyco Group Inc. Common Stock	Yes	Yes	No	Yes	No	Yes
Wheeler Real Estate Investment Trust Inc. Class B Preferred Stock	Yes	Yes	Yes	Yes	Yes	Yes
Where Food Comes From Inc. Common Stock	No	Yes	Yes	Yes	Yes	No
WhiteHorse Finance Inc. 7.875% Notes due 2028	Yes	Yes	Yes	Yes	Yes	Yes
Whole Earth Brands Inc. Class A Common Stock	No	Yes	Yes	Yes	No	Yes
Wilhelmina International Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Willamette Valley Vineyards Inc. Common Stock	No	No	No	No	No	No
Willdan Group Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
William Penn Bancorporation Common Stock	Yes	Yes	Yes	No	No	Yes
Willis Lease Finance Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	No
Willis Towers Watson Public Limited Company Ordinary Shares	Yes	Yes	Yes	Yes	Yes	Yes
WillScot Mobile Mini Holdings Corp. Class A Common Stock	Yes	Yes	Yes	Yes	No	Yes
WiMi Hologram Cloud Inc. American Depositary Share	No	No	No	No	No	No
Windtree Therapeutics Inc. Common Stock	No	No	No	No	No	No
Wingstop Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Winmark Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Wintrust Financial Corporation Common Stock	No	Yes	Yes	Yes	Yes	No
WinVest Acquisition Corp. Common Stock	No	No	No	No	No	No
WISA Technologies Inc. Common Stock	No	No	No	No	No	No
WiseKey International Holding Ltd American Depositary Shares	No	No	No	No	No	No
Wix.com Ltd. Ordinary Shares	No	No	No	No	No	No
WM Technology Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Woodward Inc. Common Stock	No	Yes	Yes	Yes	No	No
Workday Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Workhorse Group Inc. Common Stock	No	No	No	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Workspport Ltd. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
World Acceptance Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Wrap Technologies Inc. Common Stock	No	No	No	No	No	No
WSFS Financial Corporation Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
WW International Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Wynn Resorts Limited Common stock	No	Yes	Yes	Yes	No	No
X3 Holdings Co. Ltd. Ordinary Shares	No	No	No	No	No	No
X4 Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
XBiotech Inc. Common Stock	Yes	Yes	Yes	Yes	No	No
XBP Europe Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Xcel Brands Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Xcel Energy Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
XChange TEC.INC American Depository Shares	No	No	No	No	No	No
Xencor Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Xenetic Biosciences Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
Xenon Pharmaceuticals Inc. Common Shares	Yes	Yes	Yes	No	No	No
Xeris Biopharma Holdings Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Xerox Holdings Corporation Common Stock	No	Yes	Yes	Yes	No	Yes
XIAO-I Corporation American Depository Shares	No	No	No	No	No	No
Xilio Therapeutics Inc. Common Stock	No	Yes	Yes	Yes	No	Yes
XOMA Corporation 8.625% Series A Cumulative Perpetual Preferred Stock	Yes	Yes	Yes	Yes	Yes	Yes
Xometry Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	No
XORTX Therapeutics Inc. Common Stock	No	No	No	No	No	No
Xos Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
XP Inc. Class A Common Stock	No	No	No	No	No	No
XPEL Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
XTI Aerospace Inc. Common Stock	No	No	No	No	No	No
XTL Biopharmaceuticals Ltd. American Depository Shares	No	No	No	No	No	No
Xunlei Limited American Depository Shares	No	No	No	No	No	No
XWELL Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Xylo Technologies Ltd. American Depository Shares	No	No	No	No	No	No
Y-mAbs Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Yatra Online Inc. Ordinary Shares	No	No	No	No	No	No
York Water Company (The) Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Yoshiharu Global Co. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Yoshitsu Co. Ltd American Depository Shares	No	No	No	No	No	No
Yotta Acquisition Corporation Common Stock	No	No	No	No	No	No
Yunhong Green CTI Ltd. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Yunji Inc. American Depository Shares	No	No	No	No	No	No
YY Group Holding Limited Class A Ordinary Shares	No	No	No	No	No	No
Zai Lab Limited American Depository Shares	No	Yes	Yes	Yes	Yes	Yes
Zalatoris II Acquisition Corp Class A Ordinary Shares	No	No	No	No	No	No
Zapata Computing Holdings Inc. Common Stock	No	No	No	No	No	No
Zapp Electric Vehicles Group Limited Ordinary Shares	No	No	No	No	No	No
Zebra Technologies Corporation Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Zentalis Pharmaceuticals Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Zentek Ltd. Common Stock	No	No	No	No	No	No
Zervia Inc. Class A Common Stock	No	No	No	No	No	No
Zeo Energy Corporation Class A Common Stock	No	No	No	No	No	No
Zevra Therapeutics Inc. Common Stock	Yes	Yes		Yes	No	Yes
Zhibao Technology Inc. Class A Ordinary Shares	No	No	No	No	No	No
Zhongchao Inc. Class A Ordinary Shares	No	No	No	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Ziff Davis Inc. Common Stock	No	Yes	Yes	Yes	Yes	Yes
Zillow Group Inc. Class A Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
ZimVie Inc. Common Stock	No	Yes	Yes	Yes	Yes	Yes
Zions Bancorporation 6.95% Fixed-to-Floating Rate Subordinated Notes	No	No	No	No	No	No
ZK International Group Co. Ltd Ordinary Share	No	No	No	No	No	No
Zoom Video Communications Inc. Class A Common Stock	Yes	Yes	Yes	Yes	No	Yes
Zoomcar Holdings Inc. Common Stock	No	No	No	No	No	No
ZoomInfo Technologies Inc Common Stock	Yes	Yes	Yes	Yes	Yes	No
ZOOZ Power Ltd. Ordinary Shares	No	No	No	No	No	No
Zscaler Inc. Common Stock	Yes	Yes	Yes	Yes	No	Yes
Zumiez Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
Zura Bio Limited Class A Ordinary Shares	No	No	No	No	No	No
ZW Data Action Technologies Inc. Common Stock	No	No	No	No	No	No
Zymeworks Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No
Zynex Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	Yes
ZyVera Therapeutics Inc. Common Stock	Yes	Yes	Yes	Yes	Yes	No

Appendix II: NYSE 100

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
3M Co.	Yes	Yes	Yes	Yes	Yes	Yes
Abbott Laboratories	No	Yes	Yes	Yes	Yes	No
Alcoa Corp	No	No	No	No	No	No
Allstate Corp.	No	Yes	Yes	Yes	No	Yes
Altria Inc.	Yes	Yes	Yes	Yes	Yes	Yes
American Express Co.	Yes	Yes	Yes	Yes	Yes	Yes
American International Group (AIG) Inc.	Yes	Yes	Yes	Yes	Yes	Yes
AT&T Inc. (AT & T Inc.)	No	Yes	Yes	Yes	No	Yes
Bank of America Corp.	Yes	Yes	Yes	Yes	Yes	Yes
Bank of New York Mellon	Yes	Yes	Yes	Yes	No	Yes
Baxter International Inc.	Yes	Yes	Yes	Yes	Yes	Yes
Bayer	No	No	No	No	No	No
Berkshire Hathaway Inc. B	No	No	No	No	No	Yes
Boeing Co.	No	Yes	Yes	Yes	No	Yes
Bristol-Myers Squibb Co.	Yes	Yes	Yes	Yes	Yes	Yes
Carnival Corp & plc paired	No	Yes	Yes	Yes	No	Yes
Caterpillar Inc.	No	Yes	Yes	Yes	No	Yes
Chevron Corp.	No	Yes	Yes	Yes	No	Yes
Citigroup Inc.	Yes	Yes	Yes	Yes	Yes	Yes
CME Group Inc (A)	No	Yes	Yes	Yes	No	Yes
Coca-Cola Co.	No	Yes	Yes	Yes	No	Yes
Colgate-Palmolive Co.	Yes	Yes	Yes	Yes	No	Yes
ConocoPhillips	No	Yes	Yes	Yes	Yes	Yes
Corning Inc.	No	Yes	Yes	Yes	No	Yes
CVS Health Corp	No	Yes	Yes	Yes	Yes	Yes
Deere & Co. (John Deere)	No	Yes	Yes	Yes	No	Yes
Devon Energy Corp.	No	Yes	Yes	Yes	No	Yes
Dominion Energy Inc.	No	Yes	Yes	Yes	Yes	Yes
Dow Inc	Yes	Yes	Yes	Yes	Yes	Yes
Eli Lilly and Co.	No	Yes	No	Yes	Yes	Yes
Emerson Electric Co.	Yes	Yes	Yes	Yes	Yes	Yes
Exelon Corp.	Yes	Yes	Yes	Yes	Yes	Yes
ExxonMobil Corp. (Exxon Mobil)	No	Yes	Yes	Yes	No	Yes
Fannie Mae (Federal National Mortgage Association)	No	No	No	No	No	No
FedEx Corp.	No	Yes	Yes	Yes	No	Yes
Franklin Resources Inc.	No	Yes	Yes	Yes	No	Yes
General Dynamics Corp.	No	Yes	Yes	Yes	No	Yes
Goldman Sachs	Yes	Yes	Yes	Yes	Yes	Yes
Halliburton Co.	No	Yes	Yes	Yes	No	Yes
Hartford Financial Services Group Inc.	No	Yes	Yes	Yes	No	Yes
Home Depot Inc., The	No	Yes	Yes	Yes	No	Yes
Honeywell	Yes	Yes	Yes	Yes	Yes	Yes
HP Inc (ex Hewlett-Packard)	No	Yes	Yes	Yes	Yes	Yes
IBM Corp. (International Business Machines)	No	Yes	No	Yes	No	Yes
Illinois Tool Works Inc.	No	Yes	Yes	Yes	No	Yes
Johnson & Johnson	No	Yes	Yes	Yes	No	Yes
JPMorgan Chase & Co.	Yes	Yes	Yes	Yes	No	Yes
Kimberly-Clark Corp.	No	Yes	Yes	Yes	No	Yes
Las Vegas Sands Corp.	No	No	No	No	No	No
Lockheed Martin Corp.	No	Yes	Yes	Yes	No	Yes
Lowe's Companies Inc.	No	Yes	Yes	Yes	No	Yes
Marathon Oil Corp.	No	Yes	Yes	Yes	No	Yes

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
McDonald's Corp.	No	Yes	Yes	Yes	Yes	Yes
Medtronic PLC	No	Yes	No	No	No	Yes
Merck Co.	No	Yes	Yes	Yes	No	Yes
MetLife Inc.	No	Yes	Yes	Yes	No	Yes
Morgan Stanley	No	Yes	Yes	Yes	Yes	Yes
Occidental Petroleum Corp.	No	Yes	Yes	Yes	No	Yes
PepsiCo Inc.	No	Yes	Yes	Yes	Yes	Yes
Pfizer Inc.	No	Yes	Yes	Yes	No	Yes
Procter & Gamble Co.	No	Yes	Yes	Yes	No	Yes
Prudential Financial Inc.	No	No	No	No	No	No
Raytheon Technologies Corp	No	Yes	Yes	Yes	No	Yes
Schlumberger N.V. (Ltd.)	No	Yes	Yes	Yes	Yes	Yes
Southern Co.	No	Yes	Yes	Yes	No	Yes
Southern Copper Corp. (SCC)	No	No	No	No	No	Yes
Target Corp.	No	Yes	Yes	Yes	No	Yes
Texas Instruments Inc. (TI)	No	Yes	Yes	Yes	No	Yes
Transocean Ltd.	No	Yes	No	Yes	Yes	Yes
U.S. Bancorp	No	Yes	Yes	Yes	Yes	Yes
Union Pacific Corp.	No	Yes	Yes	Yes	Yes	Yes
United Parcel Service Inc. (UPS)	No	Yes	Yes	Yes	No	Yes
UnitedHealth Inc.	No	Yes	Yes	Yes	Yes	Yes
Valero Energy Corp.	No	Yes	Yes	Yes	No	Yes
Verizon Inc.	Yes	Yes	Yes	Yes	No	Yes
Walgreens Boots Alliance Inc	Yes	Yes	Yes	Yes	Yes	Yes
Walmart	No	Yes	Yes	Yes	No	Yes
Walt Disney	No	Yes	Yes	Yes	No	Yes
Wells Fargo & Co.	No	Yes	Yes	Yes	No	Yes

Appendix IV: FTSE 350

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
3i Group PLC	No	Yes	Yes	Yes	No	No
3i Infrastructure PLC	No	Yes	Yes	Yes	No	No
4Imprint Group PLC	No	Yes	No	Yes	No	No
AJ Bell PLC	No	Yes	Yes	Yes	No	No
Aberforth Smaller Companies Trust PLC	No	Yes	Yes	Yes	No	No
Abrdn PLC	No	Yes	Yes	Yes	No	No
Admiral Group PLC	No	Yes	Yes	Yes	No	Yes
Airtel Africa PLC	No	Yes	Yes	Yes	Yes	Yes
Alliance Trust PLC	No	Yes	Yes	Yes	No	No
Allianz Technology Trust PLC	No	Yes	Yes	Yes	No	No
Anglo American PLC	No	Yes	No	Yes	Yes	Yes
Antofagasta PLC	No	Yes	No	No	Yes	Yes
Ao World PLC	No	Yes	No	Yes	No	Yes
Apax Global Alpha Limited	No	Yes	No	Yes	No	No
Ascential PLC	No	Yes	Yes	Yes	No	No
Ashmore Group PLC	Yes	Yes	Yes	Yes	No	Yes
Ashtead Group PLC	No	Yes	Yes	Yes	No	No
Asia Dragon Trust PLC	No	Yes	Yes	Yes	No	No
Associated British Foods PLC	No	Yes	Yes	Yes	No	No
Assura PLC	No	Yes	Yes	Yes	No	No
Aston Martin Lagonda Global Holdings PLC	No	Yes	Yes	Yes	No	No
Astrazeneca PLC	No	Yes	Yes	Yes	Yes	No
Auction Technology Group PLC	Yes	Yes	Yes	Yes	No	Yes
Auto Trader Group PLC	No	Yes	Yes	Yes	No	No
Avi Global Trust PLC	No	Yes	Yes	Yes	No	No
Aviva PLC	Yes	Yes	Yes	Yes	Yes	No
B&M European Value Retail S.A.	No	Yes	No	Yes	No	No
BP PLC	No	Yes	Yes	Yes	Yes	No
Babcock International Group PLC	No	Yes	Yes	Yes	Yes	No
Bae Systems PLC	Yes	Yes	Yes	Yes	Yes	No
Baillie Gifford Japan Trust PLC	No	Yes	Yes	Yes	No	No
Baillie Gifford Us Growth Trust PLC	No	Yes	Yes	Yes	No	No
Bakkavor Group PLC	No	Yes	Yes	Yes	No	No
Balanced Commercial Property Trust Limited	No	Yes	Yes	Yes	No	No
Balfour Beatty PLC	No	Yes	Yes	Yes	No	No
Baltic Classifieds Group PLC	No	Yes	Yes	Yes	Yes	No
Bank Of Georgia Group PLC	No	Yes	Yes	No	No	Yes
Bankers Investment Trust PLC	No	Yes	Yes	Yes	No	No
Barclays PLC	Yes	Yes	Yes	Yes	No	Yes
Barr (A.G.) PLC	Yes	Yes	Yes	Yes	No	Yes
Barratt Developments PLC	Yes	Yes	Yes	Yes	No	Yes
Bbgi Global Infrastructure S.A.	No	Yes	Yes	Yes	Yes	No
Beazley PLC	Yes	Yes	Yes	Yes	Yes	Yes
Bellevue Healthcare Trust PLC	No	Yes	Yes	Yes	No	No
Bellway PLC	No	Yes	Yes	Yes	No	No
Berkeley Group Holdings (The) PLC	Yes	Yes	Yes	Yes	No	Yes
Bh Macro Limited	No	Yes	No	No	No	No
Big Yellow Group PLC	No	Yes	Yes	Yes	No	No
Blackrock Greater Europe Investment Trust PLC	No	Yes	Yes	Yes	No	Yes
Blackrock Smaller CO Trust PLC	No	Yes	Yes	Yes	No	Yes
Blackrock Throgmorton Trust PLC	No	Yes	Yes	Yes	No	Yes
Blackrock World Mining Trust PLC	No	Yes	Yes	Yes	No	Yes

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Bluefield Solar Income Fund Limited	No	Yes	Yes	Yes	No	No
Bodycote PLC	No	Yes	Yes	Yes	No	No
Breedon Group PLC	No	Yes	Yes	Yes	No	Yes
Bridgepoint Group PLC	No	Yes	Yes	Yes	No	No
British American Tobacco PLC	No	Yes	Yes	Yes	Yes	No
British Land Company PLC	Yes	Yes	Yes	Yes	No	Yes
Britvic PLC	Yes	Yes	Yes	Yes	No	Yes
Brunner Investment Trust PLC	No	Yes	Yes	Yes	No	No
Bt Group PLC	No	Yes	Yes	Yes	No	No
Bunzl PLC	No	Yes	Yes	Yes	No	No
Burberry Group PLC	No	Yes	Yes	Yes	No	No
Bytes Technology Group PLC	No	Yes	Yes	Yes	No	No
C&C Group PLC	No	Yes	Yes	Yes	Yes	No
Caledonia Investments PLC	No	Yes	Yes	Yes	No	No
Capital Gearing Trust PLC	No	Yes	Yes	Yes	No	Yes
Carnival PLC	No	Yes	Yes	Yes	No	Yes
Centamin PLC	No	Yes	Yes	Yes	Yes	No
Centrica PLC	No	Yes	Yes	Yes	No	No
Chemring Group PLC	Yes	Yes	Yes	Yes	No	Yes
City Of London Investment Trust PLC	No	Yes	Yes	Yes	No	No
Clarkson PLC	No	Yes	Yes	Yes	No	Yes
Close Brothers Group PLC	No	Yes	Yes	Yes	No	No
Cmc Markets PLC	Yes	Yes	Yes	Yes	Yes	Yes
Coats Group PLC	Yes	Yes	Yes	Yes	No	Yes
Coca-Cola Hbc AG	No	Yes	Yes	Yes	No	Yes
Compass Group PLC	No	Yes	Yes	Yes	No	No
Computacenter PLC	No	Yes	Yes	Yes	No	No
Convatec Group PLC	No	Yes	Yes	Yes	No	Yes
Cranswick PLC	No	Yes	Yes	Yes	No	No
Crest Nicholson Holdings PLC	No	Yes	Yes	Yes	No	No
Croda International PLC	No	Yes	Yes	Yes	No	No
Currys PLC	No	Yes	Yes	Yes	No	No
Darktrace PLC	No	Yes	Yes	Yes	No	No
Dcc PLC	No	Yes	Yes	Yes	No	No
Derwent London PLC	No	Yes	Yes	Yes	No	No
Diageo PLC	No	Yes	Yes	Yes	No	No
Diploma PLC	Yes	Yes	Yes	Yes	No	Yes
Direct Line Insurance Group PLC	No	Yes	Yes	Yes	No	No
Discoverie Group PLC	Yes	Yes	Yes	Yes	Yes	No
Diversified Energy Company PLC	No	Yes	Yes	Yes	Yes	No
Domino's Pizza Group PLC	No	Yes	Yes	Yes	No	No
Dowlais Group PLC	Yes	Yes	Yes	Yes	Yes	Yes
Dr. Martens PLC	Yes	Yes	Yes	Yes	No	No
Drax Group PLC	No	Yes	Yes	Yes	No	No
Dunelm Group PLC	No	Yes	Yes	Yes	No	No
Easyjet PLC	No	Yes	Yes	Yes	Yes	No
Edinburgh Investment Trust PLC	No	Yes	Yes	Yes	No	No
Edinburgh Worldwide Investment Trust PLC	No	Yes	No	No	No	No
Elementis PLC	Yes	Yes	Yes	Yes	Yes	No
Empiric Student Property PLC	No	Yes	Yes	Yes	No	No
Endeavour Mining PLC	No	Yes	Yes	Yes	No	No
Energiean PLC	No	Yes	Yes	Yes	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Entain PLC	No	Yes	Yes	Yes	No	No
Essentra PLC	No	Yes	Yes	Yes	No	No
European Opportunities Trust PLC	No	Yes	Yes	Yes	No	No
Experian PLC	No	Yes	Yes	Yes	No	No
F&C Investment Trust PLC	No	Yes	Yes	Yes	No	No
Ferrexpo PLC	No	Yes	Yes	Yes	No	Yes
Fidelity China Special Situations PLC	No	Yes	Yes	Yes	No	No
Fidelity Emerging Markets Limited	No	Yes	Yes	Yes	No	No
Fidelity European Trust PLC	No	Yes	Yes	Yes	No	No
Fidelity Special Values PLC	No	Yes	Yes	Yes	No	No
Finsbury Growth & Income Trust PLC	No	Yes	Yes	Yes	No	No
Firstgroup PLC	No	Yes	Yes	Yes	No	No
Foresight Group Holdings Limited	No	Yes	Yes	Yes	No	Yes
Foresight Solar Fund Limited	No	Yes	Yes	Yes	No	No
Frasers Group PLC	No	Yes	Yes	Yes	No	Yes
Fresnillo PLC	No	Yes	Yes	Yes	No	Yes
Future PLC	Yes	Yes	Yes	Yes	No	Yes
Games Workshop Group PLC	No	Yes	Yes	Yes	No	No
Gcp Infrastructure Investments Limited	No	Yes	Yes	Yes	No	No
Genuit Group PLC	No	Yes	Yes	Yes	No	No
Genus PLC	No	Yes	Yes	Yes	No	No
Glencore PLC	No	Yes	Yes	Yes	No	No
Grafton Group PLC	Yes	Yes	Yes	Yes	Yes	Yes
Grainger PLC	No	Yes	Yes	Yes	No	No
Great Portland Estates PLC	No	Yes	Yes	Yes	No	Yes
Greencoat UK Wind PLC	No	Yes	Yes	Yes	No	No
Greencore Group PLC	No	Yes	Yes	Yes	No	No
Greggs PLC	No	Yes	Yes	Yes	No	No
Gsk PLC	Yes	Yes	Yes	Yes	No	Yes
HSBC Holdings PLC	No	Yes	Yes	Yes	No	Yes
Haleon PLC	Yes	Yes	Yes	Yes	No	Yes
Halma PLC	No	Yes	Yes	Yes	No	No
Hammerson PLC	No	Yes	Yes	Yes	No	No
Harbour Energy PLC	No	Yes	Yes	Yes	No	No
Harbourvest Global Private Equity Limited	No	Yes	Yes	Yes	No	No
Hargreaves Lansdown PLC	No	Yes	Yes	Yes	No	No
Hays PLC	Yes	Yes	Yes	Yes	No	Yes
Helios Towers PLC	No	Yes	Yes	Yes	Yes	Yes
Henderson Smaller Companies Investment Trust PLC	No	Yes	Yes	Yes	No	No
Herald Investment Trust PLC	No	Yes	Yes	Yes	No	No
Hg Capital Trust PLC	No	Yes	Yes	Yes	No	No
Hicl Infrastructure PLC	No	Yes	Yes	Yes	No	No
Hikma Pharmaceuticals PLC	Yes	Yes	Yes	Yes	Yes	Yes
Hill & Smith PLC	No	Yes	Yes	Yes	No	No
Hilton Food Group PLC	No	Yes	Yes	Yes	No	No
Hipgnosis Songs Fund Limited	No	Yes	Yes	Yes	No	No
Hiscox LTD	No	Yes	Yes	Yes	Yes	Yes
Hochschild Mining PLC	No	Yes	Yes	Yes	No	Yes
Hollywood Bowl Group PLC	No	Yes	Yes	Yes	No	No
Howden Joinery Group PLC	No	Yes	Yes	Yes	No	No
Hunting PLC	No	Yes	Yes	Yes	No	No
Ibstock PLC	No	Yes	Yes	Yes	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Icg Enterprise Trust PLC	No	Yes	Yes	Yes	No	No
Ig Group Holdings PLC	No	Yes	Yes	Yes	No	No
Imi PLC	No	Yes	Yes	Yes	No	No
Impax Environmental Markets PLC	No	Yes	Yes	Yes	No	No
Imperial Brands PLC	No	Yes	Yes	Yes	No	No
Inchcape PLC	Yes	Yes	Yes	Yes	No	Yes
Indivior PLC	Yes	Yes	Yes	Yes	No	Yes
Informa PLC	No	Yes	Yes	Yes	No	No
Integrafin Holdings PLC	No	Yes	Yes	Yes	No	No
Intercontinental Hotels Group PLC	No	Yes	Yes	Yes	Yes	No
Intermediate Capital Group PLC	Yes	Yes	Yes	Yes	Yes	Yes
International Consolidated Airlines Group S.A.	No	Yes	Yes	Yes	No	Yes
International Distribution Services PLC	No	Yes	Yes	Yes	No	Yes
International Public Partnerships LD	No	Yes	Yes	Yes	No	No
International Workplace Group PLC	Yes	Yes	Yes	Yes	No	Yes
Intertek Group PLC	No	Yes	Yes	Yes	Yes	No
Investec PLC	No	No	No	No	No	No
Ip Group PLC	No	Yes	Yes	Yes	No	No
Ithaca Energy PLC	No	Yes	Yes	Yes	No	No
Itv PLC	No	Yes	Yes	Yes	No	Yes
Jd Sports Fashion PLC	No	Yes	Yes	Yes	No	No
Jlen Environmental Assets Group Limited	No	Yes	Yes	Yes	No	No
Johnson Matthey PLC	No	Yes	Yes	Yes	No	No
Jpmorgan American Investment Trust PLC	No	Yes	Yes	Yes	No	No
Jpmorgan Emerging Markets Investment Trust PLC	No	Yes	Yes	Yes	No	No
Jpmorgan European Discovery Trust PLC	No	Yes	Yes	Yes	No	No
Jpmorgan Global Growth & Income PLC	No	Yes	Yes	Yes	No	No
Jpmorgan Indian Investment Trust PLC	No	Yes	Yes	Yes	No	No
Jpmorgan Japanese Investment Trust PLC	No	Yes	Yes	Yes	No	No
Jtc PLC	No	Yes	Yes	Yes	No	Yes
Jupiter Fund Management PLC	No	Yes	Yes	Yes	No	No
Just Group PLC	Yes	Yes	Yes	Yes	No	No
Kainos Group PLC	No	Yes	Yes	Yes	Yes	No
Keller Group PLC	No	Yes	Yes	Yes	No	No
Kier Group PLC	No	Yes	Yes	Yes	No	No
Kingfisher PLC	Yes	Yes	Yes	Yes	No	Yes
Lancashire Holdings Limited	No	Yes	Yes	Yes	No	No
Land Securities Group PLC	Yes	Yes	Yes	Yes	No	No
Law Debenture Corporation PLC	No	Yes	Yes	Yes	No	No
Legal & General Group PLC	No	Yes	Yes	Yes	No	No
Lloyds Banking Group PLC	No	Yes	Yes	Yes	No	No
London Stock Exchange Group PLC	No	Yes	Yes	Yes	No	No
Londonmetric Property PLC	Yes	Yes	Yes	Yes	No	Yes
M&G PLC	No	Yes	Yes	Yes	No	No
Man Group PLC	No	Yes	No	Yes	No	No
Marks And Spencer Group PLC	No	Yes	No	Yes	No	No
Marshalls PLC	No	Yes	Yes	Yes	No	No
Me Group International PLC	No	Yes	No	No	No	No
Melrose Industries PLC	No	Yes	Yes	Yes	Yes	No
Mercantile Investment Trust (The) PLC	No	Yes	No	Yes	No	No
Merchants Trust PLC	No	Yes	No	Yes	No	No
Mitchells & Butlers PLC	No	Yes	Yes	Yes	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Mitie Group PLC	Yes	Yes	Yes	Yes	No	Yes
Mobico Group PLC	No	Yes	No	Yes	No	No
Molten Ventures PLC	No	Yes	No	Yes	No	No
Mondi PLC	No	Yes	No	Yes	No	No
Monks Investment Trust PLC	No	Yes	No	Yes	No	No
Mony Group PLC	Yes	Yes	Yes	Yes	No	Yes
Moonpig Group PLC	Yes	Yes	No	Yes	Yes	No
Morgan Advanced Materials PLC	Yes	Yes	No	Yes	Yes	No
Morgan Sindall Group PLC	Yes	Yes	No	Yes	No	Yes
Murray Income Trust PLC	No	Yes	No	Yes	No	No
Murray International Trust PLC	No	Yes	No	Yes	No	No
National Grid PLC	No	Yes	Yes	Yes	Yes	No
Natwest Group PLC	Yes	Yes	Yes	Yes	Yes	Yes
Nb Private Equity Partners Limited	No	Yes	No	Yes	No	No
Network International Holdings PLC	No	Yes	No	Yes	No	No
Next PLC	No	Yes	Yes	Yes	No	No
Nextenergy Solar Fund Limited	No	Yes	Yes	Yes	No	Yes
Ninety One PLC	No	Yes	Yes	Yes	No	No
North Atlantic Smaller Companies Investment Trust PLC	No	No	No	No	No	No
Ocado Group PLC	Yes	Yes	Yes	Yes	No	Yes
Octopus Renewables Infrastructure Trust PLC	No	Yes	No	Yes	No	No
Osb Group PLC	No	Yes	No	Yes	No	No
Oxford Instruments PLC	Yes	Yes	Yes	Yes	No	Yes
Pacific Horizon Investment Trust PLC	No	Yes	No	Yes	No	No
Pagegroup PLC	No	Yes	No	Yes	No	Yes
Pantheon International PLC	No	Yes	Yes	Yes	No	No
Paragon Banking Group PLC	Yes	Yes	Yes	Yes	No	Yes
Patria Private Equity Trust PLC	No	Yes	No	Yes	No	No
Pearson PLC	Yes	Yes	Yes	Yes	No	Yes
Pennon Group PLC	No	Yes	Yes	Yes	No	No
Pershing Square Holdings LTD	No	Yes	Yes	Yes	No	No
Persimmon PLC	No	Yes	Yes	Yes	No	No
Personal Assets Trust PLC	No	Yes	No	Yes	No	No
Petershill Partners PLC	No	Yes	No	Yes	No	No
Pets AT Home Group PLC	No	Yes	No	Yes	No	Yes
Phoenix Group Holdings PLC	No	Yes	No	Yes	No	No
Playtech PLC	No	Yes	Yes	Yes	No	No
Plus500 LTD	No	Yes	Yes	Yes	No	No
Polar Capital Technology Trust PLC	No	Yes	Yes	Yes	No	No
Pphe Hotel Group Limited	No	Yes	Yes	Yes	No	No
Premier Foods PLC	No	Yes	Yes	Yes	No	No
Primary Health Properties PLC	No	Yes	Yes	Yes	No	No
Prudential PLC	No	Yes	Yes	Yes	Yes	Yes
Puretech Health PLC	No	Yes	Yes	Yes	No	No
Pz Cussons PLC	Yes	Yes	Yes	Yes	No	Yes
Qinetiq Group PLC	No	Yes	No	Yes	No	No
Quilter PLC	No	Yes	No	Yes	No	No
Rathbones Group PLC	No	Yes	No	Yes	No	No
Reckitt Benckiser Group PLC	No	Yes	Yes	Yes	Yes	No
Redrow PLC	No	Yes	Yes	Yes	No	Yes
Relx PLC	No	Yes	Yes	Yes	Yes	Yes
Renishaw PLC	No	Yes	Yes	No	Yes	Yes

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Rentokil Initial PLC	No	Yes	Yes	Yes	No	Yes
Rhi Magnesita N.V.	No	Yes	Yes	Yes	Yes	Yes
Rightmove PLC	No	Yes	Yes	Yes	No	Yes
Rio Tinto PLC	No	Yes	Yes	Yes	No	No
Rit Capital Partners PLC	No	Yes	Yes	Yes	No	No
Rolls Royce Holdings PLC	No	Yes	Yes	Yes	No	No
Rotork PLC	No	Yes	Yes	Yes	No	Yes
Rs Group PLC	No	Yes	Yes	Yes	Yes	Yes
Ruffer Investment Company LTD	No	No	No	No	No	No
Safestore Holdings PLC	No	Yes	Yes	Yes	No	No
Sage Group PLC	Yes	Yes	Yes	Yes	Yes	Yes
Sainsbury (J) PLC	No	Yes	Yes	Yes	No	No
Savills PLC	No	Yes	Yes	Yes	Yes	No
Schroder Asiapacific Fund PLC	No	Yes	Yes	Yes	No	No
Schroder Oriental Income Fund Limited	No	Yes	Yes	Yes	No	No
Schroders PLC	No	Yes	Yes	Yes	No	No
Scottish American Investment Co. PLC	No	Yes	Yes	Yes	No	No
Scottish Mortgage Investment Trust PLC	No	Yes	Yes	Yes	No	No
Sdcl Energy Efficiency Income Trust PLC	No	Yes	Yes	Yes	No	Yes
Segro PLC	No	Yes	Yes	Yes	No	Yes
Senior PLC	No	Yes	Yes	Yes	No	No
Sequoia Economic Infrastructure Income Fund Limited	No	Yes	Yes	Yes	No	No
Serco Group PLC	No	Yes	Yes	Yes	No	Yes
Severn Trent PLC	No	Yes	Yes	Yes	No	No
Shaftesbury Capital PLC	No	Yes	Yes	Yes	No	Yes
Shell PLC	No	Yes	Yes	Yes	Yes	Yes
Sirius Real Estate LD	Yes	Yes	Yes	Yes	Yes	Yes
Smith & Nephew PLC	No	Yes	Yes	Yes	No	No
Smith (Ds) PLC	No	Yes	Yes	Yes	No	No
Smiths Group PLC	No	Yes	Yes	Yes	Yes	No
Smithson Investment Trust PLC	No	Yes	Yes	Yes	No	No
Smurfit Kappa Group PLC	No	Yes	Yes	Yes	Yes	Yes
Softcat PLC	No	Yes	Yes	Yes	No	No
Spectris PLC	No	Yes	Yes	Yes	Yes	No
Spirax Group PLC	No	Yes	Yes	Yes	Yes	No
Spire Healthcare Group PLC	No	Yes	Yes	Yes	No	No
Spirent Communications PLC	No	Yes	Yes	Yes	No	No
Sse PLC	No	Yes	Yes	Yes	No	No
Ssp Group PLC	No	Yes	Yes	Yes	Yes	No
St. James's Place PLC	No	Yes	Yes	Yes	No	No
Standard Chartered PLC	No	Yes	Yes	Yes	No	No
Sthree PLC	No	Yes	Yes	Yes	No	No
Supermarket Income Reit PLC	No	Yes	Yes	Yes	No	No
Syncona Limited	No	Yes	Yes	Yes	No	No
Target Healthcare Reit PLC	No	Yes	Yes	Yes	No	No
Tate & Lyle PLC	No	Yes	Yes	Yes	Yes	Yes
Taylor Wimpey PLC	No	Yes	Yes	Yes	No	Yes
Tbc Bank Group PLC	No	Yes	Yes	Yes	No	Yes
Telecom Plus PLC	No	Yes	Yes	Yes	No	No
Temple Bar Investment Trust PLC	No	Yes	Yes	Yes	No	No
Templeton Emerging Markets Investment Trust PLC	No	Yes	Yes	Yes	No	No
Tesco PLC	No	Yes	Yes	Yes	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
The European Smaller Companies Trust PLC	No	Yes	Yes	Yes	No	No
The Global Smaller Companies Trust PLC	Yes	Yes	Yes	Yes	Yes	Yes
The Renewables Infrastructure Group Limited	No	Yes	Yes	Yes	No	No
Ti Fluid Systems PLC	No	Yes	Yes	Yes	Yes	No
Tp Icap Group PLC	No	Yes	Yes	Yes	No	No
Tr Property Investment Trust PLC	No	Yes	Yes	No	No	No
Trainline PLC	No	Yes	Yes	Yes	No	No
Travis Perkins PLC	No	Yes	Yes	No	No	No
Tritax Big Box Reit PLC	No	Yes	Yes	Yes	No	No
Tritax Eurobox PLC	No	Yes	Yes	Yes	No	No
Trustpilot Group PLC	No	Yes	Yes	Yes	No	Yes
Twentyfour Income Fund Limited	No	Yes	Yes	Yes	No	No
Tyman PLC	No	Yes	Yes	Yes	No	No
Unilever PLC	No	Yes	Yes	Yes	Yes	Yes
Unite Group PLC	No	Yes	Yes	Yes	No	No
United Utilities Group PLC	No	Yes	Yes	No	No	No
Urban Logistics Reit PLC	No	Yes	Yes	Yes	No	No
Vesuvius PLC	No	Yes	Yes	No	No	No
Victrex PLC	No	Yes	Yes	Yes	No	No
Vietnam Enterprise Investments Limited	No	Yes	Yes	Yes	No	No
Vinacapital Vietnam Opportunity Fund LD	No	Yes	Yes	Yes	No	No
Virgin Money UK PLC	No	Yes	Yes	Yes	No	Yes
Vistry Group PLC	Yes	Yes	Yes	Yes	Yes	Yes
Vodafone Group PLC	Yes	Yes	Yes	Yes	No	No
Volution Group PLC	No	Yes	Yes	Yes	No	No
W.A.G Payment Solutions PLC	No	Yes	Yes	No	No	Yes
Watches Of Switzerland Group PLC	No	Yes	Yes	Yes	No	No
Weir Group PLC	No	Yes	Yes	Yes	No	Yes
Wetherspoon (J.D.) PLC	No	Yes	No	No	No	No
Wh Smith PLC	No	Yes	Yes	Yes	No	No
Whitbread PLC	No	Yes	Yes	Yes	No	No
Witan Investment Trust PLC	No	Yes	Yes	Yes	No	No
Wizz Air Holdings PLC	No	Yes	Yes	Yes	Yes	No
Wood Group (John) PLC	No	Yes	No	No	Yes	No
Workspace Group PLC	No	Yes	No	Yes	No	No
Worldwide Healthcare Trust PLC	No	Yes	Yes	Yes	No	No
Wpp PLC	No	Yes	Yes	Yes	No	No
Zigup PLC	No	No	No	No	No	No

Appendix V: HSI

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
AIA	No	Yes	No	Yes	Yes	No
ALI HEALTH	No	Yes	No	No	No	No
ANTA SPORTS	No	Yes	No	Yes	No	Yes
BABA-SW	No	Yes	No	No	No	Yes
BANK OF CHINA	Yes	Yes	Yes	Yes	Yes	Yes
BIDU-SW	Yes	Yes	Yes	Yes	Yes	Yes
BOC HONG KONG	No	Yes	No	Yes	Yes	Yes
BUDAPAC	No	Yes	No	Yes	No	Yes
BYD COMPANY	No	Yes	No	No	No	Yes
BYD ELECTRONIC	No	Yes	No	No	No	Yes
CCB	No	Yes	No	No	No	Yes
CHINA LIFE	No	Yes	No	No	No	Yes
CHINA MOBILE	No	Yes	No	Yes	No	Yes
CHINA OVERSEAS	No	Yes	No	No	No	Yes
CHINA RES BEER	No	Yes	No	No	No	Yes
CHINA RES LAND	No	Yes	No	Yes	No	Yes
CHINA RES MIXC	No	Yes	No	Yes	No	Yes
CHINA RES POWER	No	Yes	No	No	No	Yes
CHINA SHENHUA	No	Yes	Yes	No	No	Yes
CHINA UNICOM	No	Yes	No	No	No	Yes
CHINAHONGQIAO	No	Yes	No	Yes	No	Yes
CHOW TAI FOOK	No	Yes	No	No	No	Yes
CITIC	No	Yes	No	Yes	No	Yes
CK ASSET	No	Yes	No	Yes	No	Yes
CKH HOLDINGS	No	Yes	No	Yes	No	Yes
CKI HOLDINGS	No	Yes	No	Yes	No	Yes
CLP HOLDINGS	No	Yes	No	Yes	Yes	Yes
CM BANK	No	Yes	No	No	No	Yes
CNOOC	No	Yes	No	Yes	No	Yes
CSPC PHARMA	No	Yes	Yes	No	No	Yes
ENN ENERGY	No	Yes	No	Yes	No	Yes
GALAXY ENT	No	Yes	No	Yes	No	Yes
GEELY AUTO	No	Yes	No	Yes	No	Yes
HAIDLAO	No	Yes	No	Yes	No	Yes
HAIER SMARTHOME	No	Yes	No	No	No	Yes
HANG LUNG PPT	No	Yes	No	Yes	No	Yes
HANG SENG BANK	No	Yes	No	Yes	No	Yes
HANSOH PHARMA	No	Yes	No	Yes	No	Yes
HENDERSON LAND	No	Yes	Yes	No	No	Yes
HENGAN INT'L	No	Yes	No	Yes	No	Yes
HK & CHINA GAS	No	Yes	No	Yes	No	Yes
HKEX	No	Yes	No	Yes	No	Yes
HSBC HOLDINGS	No	Yes	No	Yes	No	Yes
ICBC	No	Yes	No	No	No	Yes
JD HEALTH	No	Yes	No	No	No	Yes
JD-SW	Yes	Yes	Yes	Yes	Yes	Yes
LENOVO GROUP	No	Yes	No	Yes	No	Yes
LI AUTO-W	Yes	Yes	No	No	No	Yes
LI NING	No	Yes	No	Yes	No	Yes
LINK REIT	No	Yes	No	Yes	No	Yes
LONGFOR GROUP	No	Yes	No	No	No	Yes
MEITUAN-W	No	Yes	No	Yes	No	Yes

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
MENGNU DAIRY	No	Yes	No	Yes	No	Yes
MTR CORPORATION	No	Yes	Yes	No	No	Yes
NEW WORLD DEV	No	Yes	No	No	No	Yes
NONGFU SPRING	No	Yes	No	Yes	No	Yes
NTES-S	Yes	Yes	No	No	No	Yes
OOIL	No	Yes	No	Yes	No	Yes
PETROCHINA	No	Yes	No	No	No	Yes
PING AN	No	Yes	No	No	No	Yes
POWER ASSETS	No	Yes	No	Yes	No	Yes
SANDS CHINA LTD	No	Yes	Yes	Yes	Yes	Yes
SHENZHOU INTL	No	Yes	No	Yes	No	Yes
SHK PPT	No	Yes	No	No	No	Yes
SINO BIOPHARM	No	Yes	No	No	No	Yes
SINOPEC CORP	No	Yes	No	No	No	Yes
SINOPHARM	No	Yes	Yes	No	No	Yes
SMIC	No	Yes	No	Yes	No	Yes
SUNNY OPTICAL	No	Yes	No	Yes	No	Yes
TECHTRONIC IND	No	Yes	No	Yes	No	Yes
TENCENT	No	Yes	No	No	No	Yes
TINGYI	No	Yes	No	Yes	No	Yes
TRIP.COM-S	Yes	Yes	No	No	Yes	Yes
WH GROUP	No	Yes	No	Yes	No	Yes
WHARF REIC	No	Yes	No	Yes	No	Yes
WUXI APPTEC	No	Yes	No	Yes	No	Yes
WUXI BIO	No	Yes	Yes	No	No	Yes
XIAOMI-W	No	Yes	No	No	No	Yes
XINYI GLASS	No	Yes	No	Yes	No	Yes
XINYI SOLAR	No	Yes	No	Yes	No	Yes
ZHONGSHENG HLDG	No	Yes	No	Yes	No	Yes
ZIJIN MINING	No	Yes	No	Yes	No	Yes

Appendix VI: ASX 200

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
The a2 Milk Company Ltd	No	Yes	No	No	No	No
Betashares Australian High Interest Cash ETF	No	No	No	No	No	No
Adbri Ltd	No	No	No	No	No	No
Abacus Property Group	No	No	No	No	No	No
Australian Foundation Investment Company Ltd	No	No	No	No	No	No
AGL Energy Ltd	No	Yes	No	No	No	No
Auckland International Airport Ltd	No	Yes	No	Yes	No	Yes
Ampol Ltd	No	No	No	No	No	No
Aristocrat Leisure Ltd	No	Yes	No	No	No	No
Als Ltd	No	Yes	No	No	No	No
Altium Ltd	No	No	No	No	No	No
Atlas Arteria	No	Yes	No	No	No	Yes
Amcor Plc	No	No	No	No	No	No
AMP Ltd	No	Yes	No	No	No	No
Ansell Ltd	No	Yes	No	No	No	No
Australia and New Zealand Banking Group Ltd	No	No	No	No	No	No
APA Group	No	Yes	No	No	No	No
Eagers Automotive Ltd	No	Yes	No	No	No	No
Afterpay Ltd	No	No	No	No	No	No
Appen Ltd	No	Yes	No	Yes	No	No
ARB Corporation Ltd	No	No	No	No	No	No
Argo Investments Ltd	No	No	No	No	No	No
Ausnet Services Ltd	No	No	No	No	No	No
ASX Ltd	No	Yes	No	No	No	No
Alumina Ltd	No	No	No	No	No	No
Aurizon Holdings Ltd	No	No	No	No	No	No
Bapcor Ltd	No	Yes	No	No	No	No
Bendigo and Adelaide Bank Ltd	No	Yes	No	No	No	No
Bega Cheese Ltd	No	No	No	No	No	No
BHP Group Ltd	No	Yes	No	No	No	No
Bingo Industries Ltd	No	Yes	No	No	No	No
Brickworks Ltd	No	Yes	No	No	No	No
Boral Ltd	No	Yes	No	No	No	No
Bank of Queensland Ltd	No	Yes	No	No	No	No
Beach Energy Ltd	No	Yes	No	No	No	No
Breville Group Ltd	No	Yes	No	Yes	No	No
Bluescope Steel Ltd	No	Yes	No	No	No	No
BWP Trust	No	Yes	No	No	No	No
Brambles Ltd	No	Yes	No	No	No	No
Carsales.com Ltd	No	Yes	No	No	No	No
Commonwealth Bank of Australia	No	Yes	No	Yes	No	No
Coca-Cola Amatil Ltd	Yes	Yes	Yes	Yes	Yes	No
Credit Corp Group Ltd	No	Yes	No	No	No	No
Codan Ltd	No	Yes	No	No	No	No
Challenger Ltd	No	Yes	No	No	No	No
Charter Hall Group	No	No	No	No	No	No
Chalice Mining Ltd	No	Yes	No	No	No	No
Champion Iron Ltd	No	Yes	No	No	No	No
Cimic Group Ltd	No	Yes	Yes	Yes	No	No
Charter Hall Long Wale REIT	No	No	No	No	No	No
Cromwell Property Group	No	Yes	No	No	Yes	No
Chorus Ltd	No	Yes	No	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Cochlear Ltd	No	Yes	No	No	No	No
Coles Group Ltd	No	Yes	No	No	No	No
Computershare Ltd	No	Yes	No	No	No	No
Charter Hall Retail REIT	No	No	No	No	No	No
CSL Ltd	No	Yes	No	No	No	No
CSR Ltd	No	Yes	No	No	No	No
Corporate Travel Management Ltd	No	No	No	No	No	No
Crown Resorts Ltd	No	No	No	No	No	No
Cleanaway Waste Management Ltd	No	Yes	No	No	No	No
De Grey Mining Ltd	No	Yes	No	No	No	No
Domain Holdings Australia Ltd	Yes	Yes	No	No	No	No
Domino's PIZZA Enterprises Ltd	No	No	No	No	No	No
Downer Edi Ltd	No	Yes	No	No	No	No
Deterra Royalties Ltd	No	Yes	No	No	No	No
Dexus	No	Yes	No	No	No	No
Ebos Group Ltd	Yes	Yes	Yes	Yes	Yes	Yes
Elders Ltd	No	No	No	No	No	No
EML Payments Ltd	No	No	No	No	No	No
Evolution Mining Ltd	No	Yes	No	No	No	No
Event Hospitality and Entertainment Ltd	No	Yes	No	No	No	No
Fletcher Building Ltd	No	Yes	No	No	No	No
Flight Centre Travel Group Ltd	No	No	No	No	No	No
Fortescue Metals Group Ltd	No	Yes	No	No	Yes	No
Fisher & Paykel Healthcare Corporation Ltd	No	Yes	No	No	No	Yes
Goodman Group	No	Yes	No	No	No	No
Genesis Energy Ltd	No	Yes	No	No	No	No
Growthpoint Properties Australia	No	Yes	No	No	No	No
GPT Group	No	No	No	No	No	No
Galaxy Resources Ltd	No	No	No	No	No	No
Healius Ltd	No	No	No	No	No	No
Harvey Norman Holdings Ltd	No	Yes	No	No	No	No
Insurance Australia Group Ltd	No	Yes	No	No	Yes	Yes
Idp Education Ltd	No	Yes	No	No	No	No
IOOF Holdings Ltd	No	No	No	No	No	No
Infratil Ltd	No	Yes	No	No	No	No
IGO Ltd	No	Yes	No	No	No	Yes
Iluka Resources Ltd	No	No	No	No	No	No
Ishares Global 100 ETF	No	No	No	No	No	No
Ishares Core S&P/ASX 200 ETF	No	No	No	No	No	No
Incitec Pivot Ltd	No	Yes	No	No	No	No
Iress Ltd	No	Yes	No	No	No	No
Ishares S&P 500 ETF	No	No	No	No	No	No
JB Hi-Fi Ltd	No	Yes	No	No	No	No
James Hardie Industries Plc	No	No	No	No	No	No
Liberty Financial Group	No	No	No	No	No	No
Latitude Group Holdings Ltd	No	No	No	No	No	No
Lendlease Group	No	Yes	No	No	No	No
Link Administration Holdings Ltd	No	Yes	No	No	No	No
Lynas Rare EARTHS Ltd	No	No	No	No	No	No
Mercury NZ Ltd	No	No	No	No	No	No
Meridian Energy Ltd	No	Yes	No	No	Yes	No
Magellan Financial Group Ltd	No	Yes	No	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Magellan Global Fund	No	No	No	No	No	No
Magellan Global Fund (Open Class) (Managed Fund)	No	No	No	No	No	No
Mirvac Group	No	No	No	No	No	No
Mineral Resources Ltd	No	Yes	No	No	No	No
Milton Corporation Ltd	No	No	No	No	No	No
Megaport Ltd	No	No	No	No	No	No
Medibank Private Ltd	Yes	Yes	No	No	No	No
Macquarie Group Ltd	No	Yes	No	No	No	No
Metcash Ltd	No	Yes	No	No	No	No
National Australia Bank Ltd	No	Yes	No	No	No	No
Newcrest Mining Ltd	No	Yes	No	No	No	No
Nine Entertainment Co. Holdings Ltd	No	Yes	No	No	No	No
Nib Holdings Ltd	No	No	No	No	No	No
Nickel Mines Ltd	No	No	No	No	No	No
National Storage REIT	No	No	No	No	No	No
Northern Star Resources Ltd	No	Yes	No	No	No	Yes
Nufarm Ltd	No	Yes	No	No	No	Yes
Netwealth Group Ltd	No	Yes	No	No	No	No
NEXTDC Ltd	No	Yes	No	No	No	No
Orora Ltd	No	Yes	No	No	No	Yes
Orocobre Ltd	No	No	No	No	No	No
Origin Energy Ltd	No	Yes	No	No	No	No
Orica Ltd	No	Yes	No	No	No	No
Oil Search Ltd	No	No	No	No	No	No
OZ Minerals Ltd	No	No	No	No	No	No
Pointsbet Holdings Ltd	No	No	No	No	No	No
Pendal Group Ltd	No	No	No	No	No	No
Pilbara Minerals Ltd	No	Yes	No	No	No	No
Pro Medicus Ltd	No	Yes	No	No	No	No
Gold	No	Yes	No	No	No	No
Premier Investments Ltd	No	Yes	No	No	No	No
Pinnacle Investment Management Group Ltd	No	No	No	No	No	No
Polynovo Ltd	No	Yes	Yes	Yes	No	No
Perpetual Ltd	No	Yes	No	No	No	Yes
Platinum Asset Management Ltd	No	No	No	No	No	No
Qantas Airways Ltd	No	No	No	No	No	No
QBE Insurance Group Ltd	Yes	Yes	No	No	No	No
QUBE Holdings Ltd	No	No	No	No	No	No
REA Group Ltd	No	No	No	No	No	No
Reece Ltd	No	No	No	No	No	No
Ramsay Health Care Ltd	No	Yes	No	No	No	No
RIO Tinto Ltd	No	Yes	No	No	No	No
Resmed Inc	No	No	No	No	No	No
Regis Resources Ltd	No	No	No	No	No	No
Reliance Worldwide Corporation Ltd	No	No	No	No	No	No
SOUTH32 Ltd	No	Yes	Yes	Yes	No	No
Scentre Group	No	No	No	No	No	No
Shopping Centres Australasia Property Group	No	No	No	No	No	No
Steadfast Group Ltd	No	Yes	No	No	No	No
Seek Ltd	No	Yes	No	No	No	Yes
Sims Ltd	No	Yes	No	No	No	No
Stockland	No	Yes	No	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
The Star Entertainment Group Ltd	No	Yes	No	No	No	No
Sonic Healthcare Ltd	No	Yes	No	No	No	No
Skycity Entertainment Group Ltd	No	Yes	No	No	No	No
Spark Infrastructure Group	No	No	No	No	No	No
Sealink Travel Group Ltd	No	No	No	No	No	No
Summerset Group Holdings Ltd	No	Yes	No	No	No	No
Washington H Soul Pattinson & Company Ltd	No	Yes	No	No	No	No
Spark New Zealand Ltd	No	Yes	Yes	Yes	No	Yes
Santos Ltd	No	No	No	No	No	No
SPDR S&P/ASX 200 Fund	No	No	No	No	No	No
Super Retail Group Ltd	No	Yes	No	No	No	No
Suncorp Group Ltd	No	Yes	No	No	No	No
Seven Group Holdings Ltd	No	Yes	No	No	No	No
Sydney Airport	No	No	No	No	No	No
Tabcorp Holdings Ltd	No	Yes	No	No	No	No
Transurban Group	No	Yes	No	No	No	No
Telstra Corporation Ltd	No	No	No	No	No	No
Tilt Renewables Ltd	No	No	No	No	No	No
Technology One Ltd	No	No	No	No	No	No
TPG Telecom Ltd	No	Yes	No	No	No	No
Treasury Wine Estates Ltd	No	Yes	No	No	No	No
Tyro Payments Ltd	No	Yes	No	No	No	No
Vanguard Australian Property Securities INDEX ETF	No	No	No	No	No	No
Vanguard Australian Shares INDEX ETF	No	No	No	No	No	No
Vicinity Centres	No	Yes	No	No	No	No
Viva Energy Group Ltd	No	Yes	No	No	No	No
Vanguard All-World Ex-US Shares INDEX ETF	No	No	No	No	No	No
Vanguard MSCI INDEX International Shares ETF	No	No	No	No	No	No
Vocus Group Ltd	No	No	No	No	No	No
Vanguard US Total Market Shares INDEX ETF	No	No	No	No	No	No
Virgin Money Uk Plc	No	Yes	No	Yes	No	No
WAM Capital Ltd	No	No	No	No	No	No
Westpac Banking Corporation	No	Yes	No	No	No	No
Webjet Ltd	No	No	No	No	No	No
Wesfarmers Ltd	No	Yes	No	No	No	No
Worley Ltd	No	Yes	No	No	No	No
Woolworths Group Ltd	No	Yes	No	No	No	No
Woodside Petroleum Ltd	No	Yes	Yes	Yes	No	No
Waypoint REIT	No	Yes	No	No	No	No
Wisetech Global Ltd	No	Yes	No	No	No	No
Xero Ltd	No	Yes	No	No	No	No
Yancoal Australia Ltd	No	Yes	No	No	No	No
ZIP Co Ltd	No	Yes	No	No	No	No
Zimplats Holdings Ltd	No	Yes	No	No	Yes	No

Appendix VII: Euronext 100

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Accor SA	No	Yes	No	No	Yes	No
Aegon Ltd.	No	Yes	No	No	Yes	Yes
Aeroports de Paris SA (ADP)	No	Yes	No	No	Yes	Yes
Air Liquide S.A (AI)	No	No	No	No	Yes	Yes
Airbus SE (AIR)	No	Yes	No	No	Yes	Yes
Aker BP ASA (AKRBP)	No	Yes	No	No	Yes	Yes
Akzo Nobel N.V. (AKZA)	No	Yes	No	No	Yes	Yes
Anheuser-Busch InBev SA/NV (ABI)	No	Yes	No	No	Yes	Yes
ArcelorMittal (MT)	No	Yes	No	No	Yes	Yes
Argen X SE (ARGX)	Yes	Yes	Yes	Yes	Yes	Yes
ASM International NV (ASM)	No	Yes	No	No	Yes	Yes
ASML Holding NV (ASML)	Yes	Yes	No	No	Yes	Yes
Assicurazioni Generali SPA (G)	No	Yes	No	No	Yes	Yes
Axa (CS)	No	Yes	No	No	Yes	Yes
Bank of Ireland	No	Yes	Yes	Yes	No	Yes
Biomerieux	No	Yes	No	No	Yes	Yes
BNP Paribas (BNP)	No	No	No	No	No	No
Bouygues (EN)	No	Yes	No	No	No	Yes
Bureau Veritas (BVI)	No	Yes	No	No	Yes	Yes
Campari	No	Yes	No	No	Yes	Yes
Capgemini (CAP)	No	Yes	No	No	Yes	Yes
Carrefour (CA)	No	Yes	No	No	Yes	Yes
Compagnie de Saint-Gobain S.A. (SGO)	No	Yes	No	No	Yes	Yes
Credit Agricole S.A. (ACA)	No	Yes	No	No	No	No
Danone (BN)	No	Yes	No	No	Yes	Yes
Dassault Systemes SA (DSY)	No	Yes	No	No	Yes	Yes
DNB Bank ASA (DNB)	No	Yes	No	No	Yes	Yes
DSM-Firmenich AG (DSFIR)	No	Yes	No	Yes	Yes	Yes
Edenred SE (EDEN)	No	No	No	No	No	No
EDP Renovaveis S.A. (EDPR)	No	Yes	No	No	Yes	Yes
EDP-Energias DE Portugal S.A. (EDP)	No	Yes	No	No	Yes	Yes
Engie (ENGI)	No	No	No	No	No	No
Eni SpA	No	Yes	No	No	No	Yes
Equinor	No	Yes	No	No	Yes	No
EssilorLuxottica (EL)	No	Yes	No	No	Yes	Yes
Eurofins Scientific	No	Yes	No	No	No	Yes
Eutelsat Communications (ETL)	No	Yes	No	No	Yes	Yes
Ferrari NV	No	Yes	No	No	Yes	Yes
Flutter Entertainment Plc (FLTR)	Yes	Yes	Yes	Yes	Yes	Yes
Galp Energia	No	Yes	No	No	Yes	Yes
GBL (Groupe Bruxelles Lambert)	Yes	Yes	No	Yes	Yes	Yes
Heineken	No	Yes	No	No	Yes	Yes
ING Groep	No	Yes	No	No	Yes	No
Intesa Sanpaolo	No	No	No	No	No	No
Inwit	No	Yes	No	No	No	Yes
Ipsen	No	Yes	No	No	Yes	Yes
Jerónimo Martins, SGPS, S.A.	No	Yes	No	No	No	Yes
Koninklijke Philips N.V.	No	Yes	No	No	Yes	Yes
Legrand SA	No	Yes	No	No	Yes	Yes
Prosus N.V.	No	Yes	Yes	No	Yes	No
Randstad N.V.	No	Yes	No	No	Yes	Yes
Safran	No	Yes	No	No	No	Yes

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Sanofi	Yes	Yes	No	No	Yes	Yes
Schneider Electric	No	Yes	No	No	Yes	Yes
Shell plc	No	Yes	No	Yes	Yes	Yes
Sodexo S.A.	No	Yes	No	No	Yes	Yes

Appendix VIII: Nikkei 225

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Advantest	No	Yes	No	No	Yes	No
Aeon	No	Yes	No	No	Yes	No
Ajinomoto	No	Yes	No	No	Yes	No
Alps Electric	No	No	No	No	No	No
Amada	No	Yes	No	No	No	No
ANA HOLDINGS	No	Yes	No	No	No	No
Asahi Glass	No	Yes	No	No	No	No
Asahi Group Holdings	No	Yes	No	No	Yes	No
Asahi Kasei	No	Yes	No	No	No	No
Astellas Pharma	No	Yes	No	No	No	No
Bridgestone	No	Yes	No	No	No	No
Canon	No	Yes	No	No	No	No
Casio Computer	No	Yes	No	No	No	No
Central Japan Railway	No	Yes	No	No	No	No
Chiba Bank	No	Yes	No	No	No	No
Chubu Electric Power	No	Yes	No	No	No	No
Chugai Pharmaceutical	No	No	No	No	No	No
Citizen Watch	No	Yes	No	No	No	No
COMSYS Holdings	No	Yes	No	No	No	No
Concordia Financial Group	No	Yes	No	No	No	No
Credit Saison	No	Yes	No	No	No	Yes
Dai Nippon Printing	No	Yes	No	No	No	No
Dai-ichi Life Insurance	No	Yes	No	No	Yes	No
DAIICHI SANKYO	No	Yes	Yes	No	Yes	No
Daikin Industries	No	Yes	No	No	Yes	No
Daiwa House Industry	No	Yes	No	No	No	No
Daiwa Securities Group	No	Yes	No	No	No	No
DeNA	No	Yes	No	No	No	Yes
Denka	No	Yes	No	No	No	No
Denso	No	Yes	No	No	Yes	Yes
Dentsu	No	Yes	No	No	Yes	Yes
DOWA HOLDINGS	No	Yes	No	No	No	No
East Japan Railway	No	Yes	No	No	No	No
Ebara	No	Yes	No	No	No	No
Eisai	No	Yes	No	No	Yes	Yes
FANUC CORPORATION	No	Yes	No	No	Yes	Yes
Fast Retailing	No	No	No	No	No	No
Fuji Electric	No	Yes	No	No	No	No
Fujifilm Holdings	No	Yes	No	No	No	No
Fujikura	No	Yes	No	No	No	No
Fujitsu	No	Yes	No	No	No	No
Fukuoka Financial Group	No	Yes	No	No	No	No
Furukawa Electric	No	Yes	No	No	No	No
GS Yuasa	No	Yes	No	No	Yes	No
JX Holdings	No	Yes	No	No	No	No
KK Aozora Ginko Shs	No	Yes	No	No	No	No
Haseko CorpShs	No	No	No	No	No	No
Hino Motors	No	No	No	No	No	No
Hitachi Construction Machinery	No	Yes	No	No	No	No
Hitachi	No	Yes	No	No	Yes	No
Hitachi Zosen	No	Yes	No	No	No	No
Honda Motor	No	Yes	No	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
IHI	No	No	No	No	No	No
Inpex Holdings	No	Yes	No	No	No	No
Isetan Mitsukoshi Holdings	No	No	No	No	No	No
Isuzu Motors	No	Yes	No	No	No	No
Itochu	No	Yes	No	No	No	No
J. FRONT RETAILING	No	Yes	No	No	No	No
Japan Tobacco	No	No	No	No	No	No
JFE Holdings	No	Yes	No	No	No	No
JGC	No	Yes	No	No	No	No
JTEKT	No	No	No	No	No	No
KAJIMA	No	No	No	No	No	No
Kao	No	Yes	No	No	Yes	No
Kawasaki Heavy Industries	No	Yes	No	No	No	No
Kawasaki Kisen Kaisha	No	Yes	No	No	No	No
KDDI	No	Yes	No	No	No	No
Keio	No	No	No	No	No	No
Keisei Electric Railway	No	Yes	No	No	No	No
Kikkoman	No	No	No	No	No	No
Kirin Holdings	No	Yes	No	No	No	No
Kobe Steel	No	Yes	No	No	No	No
Komatsu	No	Yes	No	No	No	No
Konami	No	No	No	No	No	No
Konica Minolta Holdings	No	No	No	No	No	No
Kubota	No	No	No	No	No	No
Kuraray	No	Yes	No	No	Yes	No
Kyocera	No	Yes	No	No	No	No
Kyowa Hakko Kogyo	No	Yes	No	No	No	No
Marubeni	No	Yes	No	No	No	No
MARUI GROUP	No	No	No	No	No	No
Mazda Motor	No	Yes	No	No	Yes	No
Meiji Holdings	No	Yes	No	No	Yes	Yes
Mitsubishi Chemical Holdings CorpShs	No	No	No	No	No	No
Mitsubishi UFJ Financial Group	No	Yes	No	No	Yes	Yes
The Japan Steel Works LtdShs	No	Yes	No	No	No	No
The Kansai Electric Power	No	Yes	No	No	No	No
Yahoo Japan	No	No	No	No	No	No
Minebea	No	Yes	No	No	No	No
Mitsubishi	No	Yes	No	No	No	No
Mitsubishi Electric	No	Yes	No	No	No	No
Mitsubishi Estate	No	Yes	No	No	No	No
Mitsubishi Heavy Industries	No	No	No	No	No	No
Mitsubishi Logistics	No	Yes	No	No	No	No
Mitsubishi Materials	No	Yes	No	No	No	No
Mitsubishi Motors	No	Yes	No	No	No	No
Mitsui	No	No	No	No	No	No
Mitsui Chemicals	No	Yes	Yes	No	Yes	No
Mitsui Fudosan	No	No	No	No	No	No
Mitsui Mining and Smelting	No	No	No	No	No	No
Mitsui O.S.K.Lines LtdShs	No	Yes	No	No	No	No
Mizuho Financial Group	No	Yes	No	No	No	No
MS&AD Insurance Group Holdings	No	Yes	No	No	No	Yes
NEC	No	Yes	No	No	Yes	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
NGK Insulators	No	No	No	No	No	No
NH Foods	No	Yes	No	No	No	No
NICHIREI	No	Yes	No	No	No	No
Nikon	No	No	No	No	No	No
Nippon Electric Glass	No	No	No	No	No	No
Nippon Paper Industries	No	No	No	No	No	No
Nippon Steel & Sumitomo Metal Corporation	No	No	No	No	No	No
Nippon Suisan Kaisha	No	No	No	No	No	No
Nippon Telegraph and Telephone	No	No	No	No	No	No
Nippon Yusen K.K.	No	No	No	No	No	No
Nissan Chemical Industries	No	Yes	No	No	Yes	No
Nissan Motor	No	Yes	No	No	Yes	No
Nisshin Seifun Group	No	Yes	No	No	No	Yes
Nitto Denko	No	Yes	No	No	No	No
Nomura Holdings	No	No	No	No	No	No
NSK	No	Yes	No	No	Yes	Yes
NTN	No	Yes	No	No	Yes	No
NTT DATA	No	Yes	Yes	Yes	No	Yes
OBAYASHI	No	Yes	No	No	Yes	No
Odakyu Electric Railway	No	No	No	No	No	No
Oji Holdings Corporation	No	No	No	No	No	No
Okuma	No	No	No	No	No	No
Olympus	No	Yes	No	Yes	Yes	No
Osaka Gas	No	Yes	No	No	Yes	No
Otsuka Holdings	No	No	No	No	No	No
Panasonic	No	Yes	No	No	No	No
Rakuten	No	Yes	No	No	No	No
Resona Holdings	No	Yes	No	No	No	Yes
RICOH	No	No	No	No	No	No
Sapporo Holdings	No	Yes	No	No	No	No
SCREEN Holdings	No	No	No	No	No	No
Secom	No	Yes	No	No	No	No
Sekisui House	No	Yes	No	No	No	Yes
Seven & i Holdings	No	No	No	No	No	No
Shimizu	No	No	No	No	No	No
Shin-Etsu Chemical	No	Yes	No	No	Yes	No
Shionogi	No	No	No	No	No	No
Shiseido	No	No	No	No	No	No
Showa Denko K.K.	No	Yes	No	No	No	No
SoftBank	No	Yes	No	Yes	Yes	Yes
Sojitz CorpShs	No	No	No	No	No	No
Sompo Holdings	No	Yes	No	No	Yes	No
Sony	No	No	No	No	No	No
SUMCO CORPShs	No	Yes	No	No	No	No
Sumitomo Chemical	No	No	No	No	No	No
Sumitomo	No	No	No	No	No	No
Sumitomo Dainippon Pharma	No	No	No	No	No	No
Sumitomo Electric Industries	No	No	No	No	No	No
SUMITOMO HEAVY INDUSTRIES	No	No	No	No	No	No
Sumitomo Metal Mining	No	No	No	No	No	No
Sumitomo Mitsui Financial Group	No	Yes	No	No	Yes	No
Sumitomo Mitsui Trust Holdings	No	No	No	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Sumitomo Realty & Development	No	No	No	No	No	No
Suzuki Motor	No	No	No	No	No	No
T&D Holdings	No	No	No	No	No	No
Taiheiyo Cement	No	No	No	No	No	No
Taisei	No	Yes	No	No	No	No
TAIYO YUDEN	No	Yes	No	No	Yes	No
Takashimaya	No	No	No	No	No	No
Takeda Pharmaceutical	No	Yes	Yes	Yes	No	Yes
TDK	No	No	No	No	No	No
Teijin	No	No	No	No	No	No
Terumo	No	Yes	No	No	No	No
TOBU RAILWAY	No	No	No	No	No	No
Tokai Carbon	No	Yes	No	No	No	No
Tokio Marine Holdings	No	Yes	No	No	Yes	No
Tokuyama CorpShs	No	No	No	No	No	No
Tokyo Electric Power	No	Yes	No	No	No	No
Tokyo Electron	No	No	No	No	No	No
Tokyo Gas	No	No	No	No	No	No
Tokyo Tatemono	No	No	No	No	No	No
TOKYU	No	No	No	No	No	No
Tokyu Fudosan Holdings	No	No	No	No	No	No
Toppan Printing	No	No	No	No	No	No
Toray Industries	No	No	No	No	No	No
Tosoh	No	No	No	No	No	No
Toto	No	Yes	No	No	No	No
Toyota Motor	No	No	No	No	No	No
TOYOTA TSUSHO CORPORATION	No	No	No	No	No	No
Trend Micro	No	Yes	No	No	No	No
UBE Industries	No	No	No	No	No	No
West Japan Railway Company	No	Yes	No	No	No	No
Yamaha	No	Yes	No	No	No	No
Yamaha Motor	No	Yes	No	No	Yes	Yes
Yamato Holdings	No	No	No	No	No	No
Yaskawa Electric	No	Yes	No	No	No	Yes
Yokogawa Electric	No	No	No	No	No	No
Yokohama Rubber	No	No	No	No	No	No

Appendix IX:
S&P/TSX
Composite Index

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Advantage Oil & Gas Ltd	No	Yes	No	No	No	Yes
Africa Oil Corp	Yes	Yes	No	Yes	Yes	No
Agnico Eagle Mines Ltd	Yes	Yes	Yes	Yes	Yes	Yes
Air Canada	No	Yes	No	No	Yes	Yes
Alamos Gold Inc Cls A	Yes	Yes	Yes	Yes	Yes	No
Algoma Steel Group Inc	No	No	No	No	No	No
Algonquin Power and Utilities Corp	No	Yes	Yes	Yes	Yes	Yes
Alimentation Couche-Tard Inc.	No	Yes	No	Yes	Yes	Yes
Allied Properties Real Estate Inv Trust	Yes	Yes	Yes	Yes	Yes	Yes
AltaGas Ltd	Yes	Yes	Yes	Yes	Yes	Yes
Altus Group Ltd	No	Yes	Yes	Yes	Yes	Yes
Arc Resources Ltd	No	No	No	No	No	No
Aritzia Inc	Yes	Yes	No	Yes	Yes	Yes
Atco Ltd CLI NV	No	Yes	No	No	Yes	Yes
Athabasca Oil Corp	No	Yes	No	No	No	No
Ats Corp	Yes	Yes	Yes	Yes	Yes	Yes
Aya Gold and Silver Inc	Yes	Yes	Yes	Yes	Yes	Yes
B2Gold Corp	No	Yes	No	No	No	Yes
Badger Infrastructure Solutions Ltd	No	Yes	Yes	Yes	Yes	Yes
Ballard Power Systems Inc	No	Yes	No	Yes	Yes	Yes
Bank of Montreal	No	Yes	No	Yes	Yes	Yes
Bank of Nova Scotia	Yes	Yes	No	Yes	Yes	Yes
Barrick Gold Corp	No	Yes	Yes	Yes	No	No
Bausch Health Companies Inc	No	Yes	Yes	Yes	No	Yes
Baytex Energy Corp	No	Yes	No	Yes	No	Yes
BCE Inc	No	Yes	Yes	No	Yes	Yes
Birchcliff Energy Ltd	No	Yes	No	No	No	No
Blackberry Ltd	Yes	Yes	Yes	Yes	Yes	Yes
Boardwalk Real Estate Investment Trust	No	Yes	No	No	No	Yes
Bombardier Inc CLB Sv	No	Yes	No	No	Yes	Yes
Borex Inc	No	Yes	No	No	No	Yes
Boyd Group Services Inc	No	Yes	Yes	Yes	No	Yes
Brookfield Asset Management Ltd	No	Yes	Yes	Yes	No	Yes
Brookfield Business Partners LP	No	Yes	Yes	Yes	No	No
Brookfield Corporation	No	Yes	No	Yes	No	No
Brookfield Infra Partners LP Units	No	Yes	No	No	Yes	Yes
Brookfield Renewable Partners LP	No	Yes	Yes	Yes	No	Yes
Brp Inc	No	Yes	Yes	Yes	Yes	Yes
Cae Inc	Yes	Yes	Yes	Yes	Yes	Yes
Calibre Mining Corp	No	Yes	No	Yes	Yes	Yes
Cameco Corp	No	Yes	No	No	No	Yes
Canada Goose Holdings Inc	No	Yes	Yes	No	Yes	No
Canadian Imperial Bank of Commerce	No	Yes	No	Yes	Yes	Yes
Canadian National Railway Co.	No	Yes	No	No	Yes	Yes
Canadian Natural Resources Ltd.	No	Yes	No	No	No	No
Canadian Pacific Kansas City Ltd	No	Yes	Yes	Yes	Yes	Yes
Canadian Tire Corp CLA NV	No	Yes	Yes	No	Yes	Yes
Canadian Utilities Ltd CLA NV	No	Yes	No	No	No	No
Canfor Corp	No	Yes	No	Yes	Yes	Yes
Capital Power Corp	No	Yes	No	No	No	No
Capstone Mining Corp	No	Yes	Yes	Yes	No	Yes
Cargojet Inc	No	Yes	Yes	No	No	Yes

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Ccl Industries Inc CLB NV	No	Yes	No	Yes	Yes	Yes
CDN Apartment Un	Yes	Yes	No	Yes	Yes	Yes
CDN Western Bank	Yes	Yes	Yes	Yes	No	Yes
Celestica Inc Sv	Yes	Yes	No	No	Yes	No
Cenovus Energy Inc	No	Yes	No	Yes	No	Yes
Centerra Gold Inc	No	Yes	No	Yes	Yes	Yes
Ces Energy Solutions Corp	No	No	No	No	No	No
CGI Group Inc CLA Sv	No	Yes	No	No	No	No
Chartwell Retirement Residences	Yes	Yes	No	No	Yes	Yes
Choice Properties REIT	No	Yes	No	Yes	Yes	Yes
CI Financial Corp	No	Yes	No	No	No	No
Cogeco Communications Inc	Yes	Yes	No	Yes	Yes	No
Colliers International Group Inc	No	Yes	No	Yes	No	No
Constellation Software Inc	No	No	No	No	No	No
Crombie Real Estate Investment Trust	Yes	Yes	Yes	No	No	No
CT Real Estate Investment Trust	Yes	Yes	Yes	Yes	Yes	Yes
Definity Financial Corporation	No	Yes	No	No	No	Yes
Denison Mines Corp	No	Yes	No	No	No	No
Descartes Sys	Yes	Yes	Yes	Yes	Yes	Yes
Dollarama Inc	No	Yes	No	No	No	No
Dream Industrial REIT	Yes	Yes	No	Yes	Yes	Yes
Dundee Precious Metals Inc	Yes	Yes	Yes	Yes	Yes	Yes
Eldorado Gold	No	Yes	No	No	No	Yes
Element Fleet Management Corp	No	Yes	Yes	Yes	Yes	Yes
Emera Incorporated	No	Yes	No	No	Yes	No
Empire Company Ltd	No	Yes	No	No	Yes	No
Enbridge Inc	No	Yes	No	No	No	Yes
Energy Fuels Inc	No	Yes	No	Yes	Yes	Yes
Enghouse Systems Ltd	No	No	No	No	No	No
EQB Inc	Yes	Yes	Yes	Yes	Yes	Yes
Equinox Gold Corp	No	Yes	No	No	No	No
Ero Copper Corp	Yes	Yes	Yes	Yes	Yes	Yes
Exchange Income Corp	No	Yes	Yes	No	Yes	Yes
Fairfax Financial Holdings Ltd	Yes	Yes	Yes	Yes	Yes	Yes
Filo Mining Corp	No	Yes	No	No	No	Yes
Finning Intl	No	Yes	No	No	Yes	Yes
First Capital REIT Units	No	Yes	No	Yes	Yes	Yes
First Majestic Silver Corp	No	Yes	No	No	No	Yes
First Quantum Minerals Ltd	No	Yes	No	No	No	No
Firstservice Corp	No	Yes	No	No	No	Yes
Fortis Inc	No	Yes	No	Yes	No	Yes
Fortuna Silver Mines Inc	No	No	No	No	No	No
Franco-Nevada Corp	No	Yes	No	No	No	No
Freehold Royalties Ltd	No	Yes	Yes	Yes	No	No
George Weston Limited	No	Yes	No	Yes	Yes	Yes
Gfl Environmental Inc	Yes	Yes	No	Yes	No	Yes
Gibson Energy Inc	Yes	Yes	Yes	Yes	No	Yes
Gildan Activewear Inc	No	Yes	No	Yes	Yes	Yes
Goeasy Ltd	No	No	No	No	No	No
Granite Real Estate Investment Trust	No	Yes	No	No	No	No
Great-West Lifeco Inc	Yes	Yes	No	Yes	Yes	Yes
H&R Real Estate Inv Trust	No	No	No	No	No	No

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Headwater Exploration Inc	No	Yes	No	Yes	Yes	Yes
Hudbay Minerals Inc	No	Yes	No	No	No	No
Hydro One Ltd	No	Yes	Yes	No	Yes	Yes
IA Financial Corp Inc	Yes	Yes	No	Yes	Yes	Yes
Iamgold Corp	No	Yes	No	No	No	No
Igm Financial Inc	No	Yes	No	No	Yes	Yes
Imperial Oil	No	Yes	No	No	Yes	Yes
Innergex Renewable Energy Inc	Yes	Yes	No	Yes	Yes	Yes
Intact Financial Corp	No	Yes	No	No	Yes	No
Interfor Corp	Yes	Yes	Yes	Yes	Yes	Yes
International Petroleum Corp	No	Yes	No	No	No	No
Interrent Real Estate Investment Trust	No	No	No	No	No	No
Ivanhoe Mines Ltd	No	Yes	No	No	No	Yes
Jamieson Wellness Inc	No	No	No	No	No	No
K92 Mining Inc	No	Yes	Yes	Yes	No	Yes
Kelt Exploration Ltd	No	Yes	No	No	No	No
Keyera Corp	No	Yes	No	Yes	Yes	Yes
Killam Apartment REIT	No	Yes	No	Yes	No	Yes
Kinaxis Inc	Yes	Yes	No	Yes	Yes	Yes
Kinross Gold Corp	Yes	Yes	Yes	Yes	Yes	No
Labrador Iron Ore Royalty Corp	No	No	No	No	No	No
Laurentian Bank	Yes	Yes	Yes	Yes	No	Yes
Lightspeed Commerce Inc.	Yes	Yes	No	No	No	Yes
Linamar Corp	No	Yes	No	No	No	Yes
Loblaw CO	No	Yes	No	Yes	No	Yes
Lundin Gold Inc	No	Yes	No	No	No	Yes
Lundin Mining Corp	No	Yes	No	No	No	Yes
MAG Silver Corp	No	Yes	No	No	No	No
Magna International Inc	Yes	Yes	No	No	No	Yes
Manulife Fin	Yes	Yes	Yes	Yes	Yes	Yes
Maple Leaf Foods	No	Yes	No	No	No	Yes
Mattr Corp	No	Yes	Yes	Yes	No	Yes
Mda Ltd	No	Yes	Yes	No	Yes	Yes
Meg Energy Corp	No	Yes	Yes	Yes	No	Yes
Methanex Corp	No	Yes	No	Yes	No	Yes
Metro Inc	No	Yes	No	No	No	No
Mty Food Group Inc	No	Yes	Yes	Yes	No	No
Mullen Group Ltd	No	Yes	Yes	Yes	No	No
National Bank of Canada	No	Yes	No	No	Yes	Yes
New Gold Inc	No	Yes	No	No	No	No
Nexgen Energy Ltd	No	Yes	No	No	No	No
Nfi Group Inc.	No	Yes	No	No	No	No
Northland Power Inc	No	Yes	No	No	No	No
Northwest Healthcare Prop REIT	Yes	Yes	No	Yes	Yes	Yes
Novagold Res Inc	No	Yes	Yes	Yes	No	Yes
Nutrien Ltd	No	Yes	No	No	Yes	Yes
Nuvei Corp	Yes	Yes	Yes	No	Yes	Yes
Nuvista Energy Ltd	No	Yes	No	Yes	No	No
Oceanagold Corp	No	Yes	No	Yes	No	No
Onex Corp	No	Yes	No	No	Yes	No
Open Text Corp	Yes	Yes	Yes	Yes	Yes	Yes
Orla Mining Ltd	No	Yes	No	No	No	Yes

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Osisko Gold Royalties Ltd	No	Yes	No	No	No	No
Osisko Mining Inc	No	Yes	No	No	No	No
Pan American Silver Corp	Yes	Yes	No	No	No	No
Paramount Resources Ltd	No	No	No	No	No	No
Parex Resources Inc	No	Yes	Yes	Yes	Yes	Yes
Parkland Fuel Corp	No	Yes	No	Yes	No	No
Pason Systems Inc	No	Yes	Yes	No	No	Yes
Pembina Pipeline Corp	No	Yes	Yes	Yes	No	No
Pet Valu Holdings Ltd	No	Yes	Yes	Yes	No	No
Peyto Exploration and Dvlpmnt Corp	No	Yes	No	Yes	No	Yes
Power Corp of Canada Sv	Yes	Yes	Yes	Yes	Yes	Yes
Prairiesky Royalty Ltd	No	Yes	Yes	Yes	Yes	Yes
Precision Drilling Corp	No	No	No	No	No	No
Premium Brands Holdings Corp	No	Yes	No	No	No	Yes
Primaris REIT	No	Yes	No	No	No	No
Primo Water Corp	No	No	No	No	No	No
Quebecor Inc CLB Sv	No	Yes	No	No	No	Yes
Restaurant Brands International Inc	Yes	Yes	Yes	No	No	No
Richelieu Hardware Ltd	No	Yes	No	No	No	Yes
Riocan Real Est Un	No	Yes	No	Yes	Yes	Yes
Rogers Communications Inc CLB NV	No	Yes	No	No	No	No
Royal Bank of Canada	Yes	Yes	Yes	Yes	Yes	Yes
Russel Metals	No	No	No	No	No	No
Sandstorm Gold Ltd	Yes	Yes	Yes	Yes	Yes	Yes
Saputo Inc	Yes	Yes	Yes	Yes	Yes	Yes
Seabridge Gold Inc	Yes	Yes	No	No	Yes	No
Secure Energy Services Inc	No	Yes	Yes	Yes	No	Yes
Shopify Inc	Yes	Yes	No	Yes	Yes	Yes
Sienna Senior Living Inc	Yes	Yes	No	Yes	Yes	Yes
Silvercrest Metals Inc	No	Yes	Yes	Yes	Yes	Yes
Sleep Country Canada Holdings Inc	Yes	Yes	Yes	Yes	Yes	Yes
Smartcentres Real Estate Investment Trust	Yes	Yes	Yes	Yes	Yes	No
SnC-Lavalin Group Inc	No	No	No	No	Yes	Yes
Spin Master Corp	No	No	No	No	No	No
Sprott Inc	Yes	Yes	Yes	Yes	Yes	Yes
Ssr Mining Inc	Yes	Yes	Yes	Yes	Yes	Yes
Stantec Inc	No	Yes	No	Yes	Yes	Yes
Stelco Holdings Inc	No	Yes	Yes	No	Yes	Yes
Stella Jones Inc	No	Yes	No	Yes	Yes	Yes
Storagevault Canada Inc	No	Yes	Yes	No	No	No
Sun Life Financial Inc	Yes	Yes	Yes	Yes	Yes	Yes
Suncor Energy Inc	Yes	Yes	No	No	Yes	Yes
Superior Plus Corp	No	Yes	Yes	Yes	Yes	Yes
Tamarack Valley Energy Ltd	No	Yes	Yes	Yes	No	Yes
TC Energy Corp	No	Yes	Yes	Yes	Yes	Yes
Teck Resources Ltd CLB	No	Yes	No	Yes	Yes	No
Telus Corp	Yes	Yes	Yes	Yes	Yes	Yes
Tfi International Inc	No	Yes	No	Yes	Yes	Yes
The North West Company Inc	No	Yes	No	No	Yes	Yes
Thomson Reuters Corp	Yes	Yes	Yes	Yes	Yes	Yes
Tilray Inc	Yes	Yes	Yes	Yes	Yes	Yes
TMX Group Ltd	Yes	Yes	Yes	Yes	Yes	Yes

Company Name	LGBTQ+	Gender	Race	Ethnicity	National Origin	Age
Topaz Energy Corp	Yes	Yes	Yes	Yes	Yes	Yes
Torex Gold Resources Inc	Yes	Yes	Yes	Yes	Yes	Yes
Toromont Ind	Yes	Yes	Yes	Yes	Yes	Yes
Toronto-Dominion Bank	Yes	Yes	Yes	No	Yes	Yes
Tourmaline Oil Corp	No	Yes	Yes	Yes	Yes	Yes
Transalta Corp	Yes	Yes	No	Yes	Yes	Yes
Transcontinental Inc CLA Sv	Yes	Yes	Yes	Yes	Yes	Yes
Trisura Group Ltd	Yes	Yes	Yes	Yes	Yes	Yes
Veren Inc	No	Yes	No	Yes	No	Yes
Vermilion Energy Inc	No	Yes	No	Yes	No	Yes
Waste Connections Inc	Yes	Yes	Yes	Yes	Yes	Yes
Wesdome Gold Mines Ltd	Yes	Yes	Yes	Yes	Yes	Yes
West Fraser Timber CO Ltd	No	Yes	Yes	Yes	Yes	Yes
Westshore Terminals Investment Corp	No	No	No	No	No	No
Wheaton Precious Metals Corp	Yes	Yes	Yes	Yes	Yes	Yes
Whitecap Resources Inc	No	Yes	No	No	No	Yes
Winpak Ltd	No	No	No	No	No	No
WSP Global Inc	No	Yes	No	Yes	Yes	Yes



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