

TEKLA RESEARCH INC 401K PLAN

Screens Summary (Data as of 12-31-2024)

Fund Removed from Approved List

Fund on Watch List

Name	Ticker	Asset Class	Trailing Performance and Risk							Management			Style		Expense		ESG Metrics		
			1 Yr	3 Yr	5 Yr	10 Yr	Pass/ Fail	Std Dev 3 Yr %	Beta 3 Yr %	Tenure	Pass/ Fail	Style Box	Pass/ Fail	Exp Ratio	Pass/ Fail	Sustain. Rating	Commit. Level	Carbon Risk	
																	Updated	Updated	Updated
US Stock																			
Vanguard 500 Index Admiral	VFIAX	Large Blend Index	24.97	8.89	14.48	13.06	✔	17.40	1.00	7.09	✔	🇺🇸	✔	0.04	✔	3	1-Low	Low Risk	
percentile rank			24	23	21	8													
# of funds in category			1,468	1,339	1,232	914									11-30-2024	02-15-2022	12-31-2022		
Vanguard Growth Index Admiral	VIGAX	Large Growth	32.66	9.19	18.36	15.75	✔	22.08	1.07	30.02	✔	🇺🇸	✔	0.05	✔	3	1-Low	Low Risk	
percentile rank			34	25	16	18													
# of funds in category			1,117	1,050	980	762									11-30-2024	02-15-2022	12-31-2022		
Vanguard Value Index Adm	VVIAX	Large Value	15.99	7.45	9.93	9.99	✔	15.75	0.92	30.02	✔	🇺🇸	✔	0.05	✔	3	1-Low	Medium Risk	
percentile rank			34	29	38	18													
# of funds in category			1,190	1,115	1,058	823									11-30-2024	02-15-2022	12-31-2022		
Vanguard Mid Cap Index Admiral	VIMAX	Mid-Cap Blend	15.22	2.80	9.85	9.55	✔	19.85	0.98	1.87	✖	🇺🇸	✔	0.05	✔	4	1-Low	Medium Risk	
percentile rank			36	72	52	31													
# of funds in category			445	407	375	251									11-30-2024	02-15-2022	12-31-2022		
Vanguard Small Cap Growth Index Admiral	VSGAX	Small Growth	16.49	0.42	7.69	9.09	✔	23.46	0.95	20.02	✔	🇺🇸	✔	0.07	✔	4	1-Low	Medium Risk	
percentile rank			30	34	56	49													
# of funds in category			565	547	530	401									11-30-2024	02-15-2022	12-31-2022		
Vanguard Small Cap Value Index Admiral	VSIAX	Small Value	12.39	5.74	9.90	8.67	✔	21.74	0.90	8.68	✔	🇺🇸	✔	0.07	✔	4	1-Low	Medium Risk	
percentile rank			18	31	35	18													
# of funds in category			498	474	449	353									11-30-2024	02-15-2022	12-31-2022		
Non-US Stock																			
American Funds New World R6	RNWXG	Diversified Emerging Mkts	6.88	-0.94	5.07	6.57	✔	15.98	0.79	25.56	✔	🇺🇸	✔	0.57	✔	3	1-Low	Medium Risk	
percentile rank			44	39	16	1													
# of funds in category			794	714	639	434									11-30-2024	02-15-2022	12-31-2022		
American Funds Intl Gr and Inc R6	RIGGX	Foreign Large Blend	3.68	0.60	3.94	4.72	✔	16.37	0.98	16.26	✔	🇺🇸	✔	0.54	✔	3	1-Low	Low Risk	
percentile rank			64	58	68	65													
# of funds in category			771	705	668	442									11-30-2024	02-15-2022	12-31-2022		
Vanguard Developed Markets Index Admiral	VTMGX	Foreign Large Blend Index	3.04	0.89	4.76	5.47	✔	18.00	1.09	11.86	✔	🇺🇸	✔	0.08	✔	3	1-Low	Low Risk	
percentile rank			75	50	42	28													
# of funds in category			771	705	668	442									11-30-2024	02-15-2022	12-31-2022		
Alternative																			
Vanguard Real Estate Index Admiral	VGSIX	Real Estate	4.92	-4.69	2.99	5.06	✔	21.84	1.03	28.65	✔	—	✔	0.13	✔	3	1-Low	Low Risk	
percentile rank			66	62	64	52													
# of funds in category			229	219	203	150									11-30-2024	02-15-2022	12-31-2022		
Fixed Income																			
Baird Core Plus Bond Inst	BCOIX	Core Plus Bond	2.54	-1.52	0.56	2.15	✔	7.80	0.99	24.27	✔	—	—	0.30	✔	4	1-Low	—	
percentile rank			38	29	30	20													
# of funds in category			596	549	493	354									11-30-2024	02-15-2022	—		

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Name	Ticker	Asset Class	Trailing Performance and Risk							Management		Style		Expense		ESG Metrics		
			1 Yr	3 Yr	5 Yr	10 Yr	Pass/ Fail	Std Dev 3 Yr %	Beta 3 Yr %	Tenure	Pass/ Fail	Style Box	Pass/ Fail	Exp Ratio	Pass/ Fail	Sustain. Rating	Commit. Level	Carbon Risk
																Updated	Updated	Updated
American Century Inflation Adjs Bond R5 <i>percentile rank</i> <i># of funds in category</i>	AIANX	Inflation-Protected Bond	1.99 37 158	-2.58 60 150	1.72 48 141	2.03 48 104		7.42	1.02	23.10		—	—	0.34		3	—	—
																05-31-2024	—	—
Vanguard Interm-Term Bond Index Adm <i>percentile rank</i> <i># of funds in category</i>	VBILX	Intermediate-Term Bond	1.51 53 542	-2.26 35 482	0.02 31 434	1.76 18 294		8.31	1.06	16.70			—	0.07		2	1-Low	—
																11-30-2024	02-15-2022	—
Federated Hermes Govt Ultrashort IS <i>percentile rank</i> <i># of funds in category</i>	FGUSX	Ultrashort Bond	5.65 52 255	3.70 64 203	2.49 67 185	1.80 74 112		0.94	0.07	27.50		—	—	0.26		—	—	—
																—	—	—

Target Date																		
Vanguard Target Retirement 2020 Fund <i>percentile rank</i> <i># of funds in category</i>	VTWNX	Target Date	7.75 48 164	1.34 43 147	4.75 43 132	5.58 37 80		10.27	0.85	11.86		—		0.08		3	1-Low	—
																11-30-2024	02-15-2022	—
Vanguard Target Retirement 2025 Fund <i>percentile rank</i> <i># of funds in category</i>	VTTVX	Target Date	9.44 12 218	1.92 16 202	5.66 23 175	6.32 17 115		11.82	0.92	11.86		—		0.08		3	1-Low	Low Risk
																11-30-2024	02-15-2022	12-31-2022
Vanguard Target Retirement 2030 Fund <i>percentile rank</i> <i># of funds in category</i>	VTHRX	Target Date	10.64 15 252	2.44 17 233	6.44 26 201	6.92 24 135		12.87	0.93	11.86		—		0.08		3	1-Low	Low Risk
																11-30-2024	02-15-2022	12-31-2022
Vanguard Target Retirement 2035 Fund <i>percentile rank</i> <i># of funds in category</i>	VTHX	Target Date	11.78 26 247	2.97 19 224	7.20 37 194	7.51 39 134		13.65	0.93	11.86		—		0.08		3	1-Low	Low Risk
																11-30-2024	02-15-2022	12-31-2022
Vanguard Target Retirement 2040 Fund <i>percentile rank</i> <i># of funds in category</i>	VFORX	Target Date	12.88 45 246	3.51 29 228	7.97 47 196	8.08 42 135		14.42	0.93	11.86		—		0.08		3	1-Low	Low Risk
																11-30-2024	02-15-2022	12-31-2022
Vanguard Target Retirement 2045 Fund <i>percentile rank</i> <i># of funds in category</i>	VTIVX	Target Date	13.91 54 242	4.00 27 224	8.73 38 194	8.57 31 134		15.22	0.95	11.86		—		0.08		3	1-Low	Low Risk
																11-30-2024	02-15-2022	12-31-2022
Vanguard Target Retirement 2050 Fund <i>percentile rank</i> <i># of funds in category</i>	VVIFX	Target Date	14.64 41 244	4.37 21 226	9.03 34 196	8.72 30 135		15.63	0.96	11.86		—		0.08		3	1-Low	Low Risk
																11-30-2024	02-15-2022	12-31-2022
Vanguard Target Retirement 2055 Fund <i>percentile rank</i> <i># of funds in category</i>	VFFVX	Target Date	14.64 46 241	4.37 26 223	9.02 38 193	8.70 34 129		15.64	0.96	11.86		—		0.08		3	1-Low	Low Risk
																11-30-2024	02-15-2022	12-31-2022
Vanguard Target Retirement 2060 Fund <i>percentile rank</i> <i># of funds in category</i>	VTTSX	Target Date	14.63 47 239	4.38 26 221	9.02 45 186	8.70 50 51		15.63	1.22	11.86		—		0.08		3	1-Low	Low Risk
																11-30-2024	02-15-2022	12-31-2022
Vanguard Target Retirement 2065 Fund <i>percentile rank</i> <i># of funds in category</i>	VLXVX	Target Date	14.62 49 244	4.39 31 177	9.01 51 64	— — —		15.61	1.22	7.48		—		0.08		3	1-Low	Low Risk
																11-30-2024	02-15-2022	12-31-2022
Vanguard Target Retirement 2070 Fund <i>percentile rank</i> <i># of funds in category</i>	VSVNX	Target Date	14.59 51 244	— — 177	— — 64	— — —	—	—	—	2.51		—		0.08		3	—	Low Risk
																11-30-2024	—	12-31-2022

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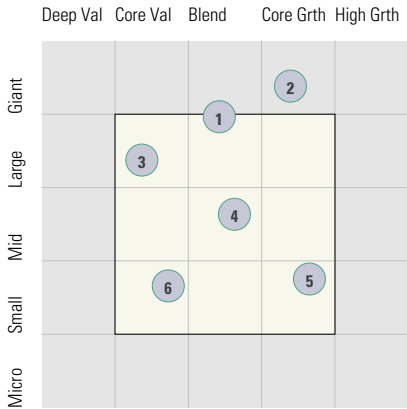
			Trailing Performance and Risk							Management			Style		Expense		ESG Metrics		
Name	Ticker	Asset Class	1 Yr	3 Yr	5 Yr	10 Yr	Pass/ Fail	Std Dev 3 Yr %	Beta 3 Yr %	Tenure	Pass/ Fail	Style Box	Pass/ Fail	Exp Ratio	Pass/ Fail	Sustain. Rating	Commit. Level	Carbon Risk	
																Updated	Updated	Updated	
Vanguard Target Retirement Income Fund	VTINX	Target Date	6.58	0.98	3.58	4.19	✔	8.85	0.94	11.86	✔	—	✔	0.08	✔	4	1-Low	—	
percentile rank			54	36	50	40													
# of funds in category			187	170	148	106										11-30-2024	02-15-2022	—	
Balanced																			
Vanguard LifeStrategy Cnsvr Gr Inv	VSCGX	Target Risk	7.54	0.93	3.99	4.82	✔	10.49	1.03	2.85	✖	—	✔	0.12	✔	3	1-Low	—	
percentile rank			48	50	56	30													
# of funds in category			458	442	406	299										11-30-2024	07-19-2023	—	
Vanguard LifeStrategy Growth Inv	VASGX	Target Risk	13.18	3.61	7.99	7.95	✔	14.58	1.03	2.85	✖	—	✔	0.14	✔	3	1-Low	Low Risk	
percentile rank			40	43	34	28													
# of funds in category			306	302	274	225										11-30-2024	07-19-2023	12-31-2022	
Vanguard LifeStrategy Income Inv	VASIX	Target Risk	4.66	-0.46	1.87	3.15	✔	8.64	1.03	2.85	✖	—	✔	0.11	✔	4	1-Low	—	
percentile rank			71	72	76	57													
# of funds in category			150	140	136	105										11-30-2024	07-19-2023	—	
Vanguard LifeStrategy Mod Gr Inv Shrs	VSMGX	Target Risk	10.31	2.29	6.00	6.41	✔	12.51	1.01	2.85	✖	—	✔	0.13	✔	3	1-Low	Low Risk	
percentile rank			58	61	65	53													
# of funds in category			736	696	652	495										11-30-2024	07-19-2023	12-31-2022	

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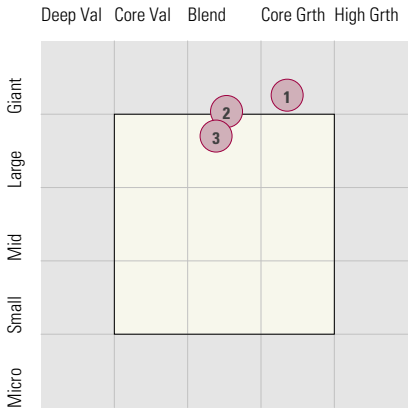
Style Analysis (Data as of 12-31-2024)

Style Analysis

Morningstar Style Box US Stock



Morningstar Style Box Non-US Stock



●	US Stock Funds		Super Sectors %			Asset Allocation %			Avg Mkt Cap M\$
		Category	Cyclical	Defensive	Sensitive	Cash	US Stock	Foreign	
1	Vanguard 500 Index Admiral	Large Blend Index	28.32	18.14	53.53	0.10	99.34	0.56	362.38
2	Vanguard Growth Index Admiral	Large Growth	24.24	7.97	67.79	0.16	99.63	0.20	755.26
3	Vanguard Value Index Adm	Large Value	33.71	31.35	34.95	0.14	99.03	0.83	128.67
4	Vanguard Mid Cap Index Admiral	Mid-Cap Blend	33.59	22.68	43.73	0.33	98.14	1.53	34.27
5	Vanguard Small Cap Growth Index Admiral	Small Growth	25.12	20.35	54.53	1.18	97.78	1.04	7.92
6	Vanguard Small Cap Value Index Admiral	Small Value	50.37	15.99	33.65	1.06	97.16	1.78	6.78

●	Non-US Stock Funds		Super Sectors %			Regional Exposure %			Market Maturity %		
		Category	Cyclical	Defensive	Sensitive	Americas	Greater Asia	Greater Europe	Developed	EM%	Avg Mkt Cap M\$
1	American Funds New World R6	Diversified Emerging Mkts	40.46	19.44	40.09	31.83	45.97	22.21	54.30	45.70	80.24
2	American Funds Intl Gr and Inc R6	Foreign Large Blend	36.43	21.80	41.76	12.63	29.98	57.38	86.75	13.25	57.70
3	Vanguard Developed Markets Index Admiral	Foreign Large Blend Index	42.13	20.07	37.81	11.37	35.62	53.00	99.40	0.60	32.20

●	Fixed Income Funds		Super Sectors %				Other Stats		Credit Quality %		
		Category	US Govt Debt	Mtg	US Credit	Non US	Avg Eff Duration		Inv Grade	Below Inv Grade	NR/NA
1	Baird Core Plus Bond Inst	Core Plus Bond	23.21	18.14	50.79	0.00	5.84		97.50	2.20	0.30
2	American Century Inflation Adjs Bond R5	Inflation-Protected Bond	90.86	0.19	4.92	0.00	6.83		96.42	1.61	1.97
3	Vanguard Interim-Term Bond Index Adm	Intermediate-Term Bond	60.13	0.00	39.39	0.00	6.12		99.99	0.00	0.01
4	Federated Hermes Govt Ultrashort IS	Ultrashort Bond	7.66	69.83	0.00	0.00	0.69		100.00	0.00	0.00

TEKLA RESEARCH INC 401K PLAN

Target Date Analysis (Data as of 12-31-2024)

Target Date Allocation



Target Date Portfolio Data

	Asset Allocation %								Avg Mkt Cap \$M
	Total Stock	US Stock	Non-US Stock	Total Bond	Infl Prot Bond	HY Bond	Cash	Other	
Vanguard Target Retirement 2020 Fund	35.67	21.53	14.14	59.81	16.91	0.23	4.44	0.07	96.21
Vanguard Target Retirement 2025 Fund	49.71	30.25	19.46	46.58	10.93	0.20	3.64	0.06	97.11
Vanguard Target Retirement 2030 Fund	59.69	36.96	22.73	37.13	0.00	0.17	3.12	0.07	99.12
Vanguard Target Retirement 2035 Fund	67.04	41.42	25.62	30.02	0.00	0.14	2.86	0.08	98.84
Vanguard Target Retirement 2040 Fund	74.26	46.02	28.24	23.16	0.00	0.11	2.51	0.07	99.20
Vanguard Target Retirement 2045 Fund	81.89	50.60	31.29	15.75	0.00	0.08	2.28	0.07	98.87
Vanguard Target Retirement 2050 Fund	88.42	54.59	33.83	9.43	0.00	0.05	2.09	0.07	98.77
Vanguard Target Retirement 2055 Fund	88.40	54.54	33.86	9.50	0.00	0.05	2.04	0.07	98.68
Vanguard Target Retirement 2060 Fund	88.34	54.25	34.09	9.43	0.00	0.05	2.17	0.07	98.15
Vanguard Target Retirement 2065 Fund	88.23	53.46	34.77	9.43	0.00	0.05	2.27	0.07	96.64
Vanguard Target Retirement 2070 Fund	88.52	54.03	34.49	9.70	0.00	0.05	1.70	0.07	97.47
Vanguard Target Retirement Income Fund	28.64	17.28	11.36	66.48	19.17	0.25	4.81	0.06	96.17