

TEKLA RESEARCH INC 401K PLAN

Screens Summary (Data as of 03-31-2023)

🔴 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	-7.77	18.56	11.15	12.20	✔	19.23	1.00	6.93	✔	🇺🇸	✔	0.04	✔	3	1-Low	Low Risk
<i>percentile rank</i>			53	31	21	11												
<i># of funds in category</i>			1,386	1,254	1,144	847									02-28-2023	02-15-2022	12-31-2022	
Vanguard Growth Index Admiral	VIGAX	Large Growth	-12.62	17.47	12.89	13.59	✔	24.16	1.04	28.27	✔	🇺🇸	✔	0.05	✔	4	1-Low	Low Risk
<i>percentile rank</i>			57	28	15	21												
<i># of funds in category</i>			1,255	1,144	1,058	814									02-28-2023	02-15-2022	12-31-2022	
Vanguard Value Index Adm	VVIAX	Large Value	-3.99	18.69	8.85	10.52	✔	17.20	0.95	28.27	✔	🇺🇸	✔	0.05	✔	2	1-Low	Medium Risk
<i>percentile rank</i>			37	51	32	14												
<i># of funds in category</i>			1,243	1,161	1,109	827									02-28-2023	02-15-2022	12-31-2022	
Vanguard Mid Cap Index Admiral	VIMAX	Mid-Cap Blend	-9.86	18.73	8.13	10.17	✔	20.35	0.99	24.88	✔	🇺🇸	✔	0.05	✔	4	1-Low	Medium Risk
<i>percentile rank</i>			81	66	28	16												
<i># of funds in category</i>			421	383	359	232									02-28-2023	02-15-2022	12-31-2022	
Vanguard Small Cap Growth Index Admiral	VSGAX	Small Growth	-12.03	13.49	6.32	8.85	✔	23.61	0.96	18.26	✔	🇺🇸	✖	0.07	✔	4	1-Low	Medium Risk
<i>percentile rank</i>			54	70	61	67												
<i># of funds in category</i>			608	578	540	406									02-28-2023	02-15-2022	12-31-2022	
Vanguard Small Cap Value Index Admiral	VSIAX	Small Value	-7.63	23.85	6.37	8.98	✔	21.66	0.93	6.93	✔	🇺🇸	✔	0.07	✔	4	1-Low	Medium Risk
<i>percentile rank</i>			60	54	33	18												
<i># of funds in category</i>			482	453	430	323									02-28-2023	02-15-2022	12-31-2022	
Non-US Stock																		
American Funds New World R6	RNWGX	Diversified Emerging Mkts	-6.90	12.18	4.10	5.50	✔	18.28	0.86	23.80	✔	🇺🇸	✔	0.57	✔	3	1-Low	Medium Risk
<i>percentile rank</i>			24	22	3	1												
<i># of funds in category</i>			839	750	658	398									02-28-2023	02-15-2022	12-31-2022	
American Funds Intl Gr and Inc R6	RIGGX	Foreign Large Blend	0.14	13.55	3.38	4.77	✔	18.68	1.05	14.50	✔	🇺🇸	✔	0.54	✔	2	1-Low	Low Risk
<i>percentile rank</i>			18	30	36	45												
<i># of funds in category</i>			763	711	643	436									02-28-2023	02-15-2022	12-31-2022	
Vanguard Developed Markets Index Admiral	VTMGX	Foreign Large Blend Index	-2.91	13.85	3.42	5.24	✔	19.22	1.09	10.11	✔	🇺🇸	✔	0.07	✔	2	1-Low	Low Risk
<i>percentile rank</i>			58	25	34	23												
<i># of funds in category</i>			763	711	643	436									02-28-2023	02-15-2022	12-31-2022	
Alternative																		
Vanguard Real Estate Index Admiral	VGSIX	Real Estate	-20.10	9.83	5.82	5.79	✔	20.41	1.00	26.90	✔	—	✔	0.12	✔	3	1-Low	Low Risk
<i>percentile rank</i>			54	64	45	43												
<i># of funds in category</i>			261	237	213	155									02-28-2023	02-15-2022	12-31-2022	
Fixed Income																		
Baird Core Plus Bond Inst	BCOIX	Core Plus Bond	-4.34	-1.13	1.44	2.00	✔	6.56	1.03	22.52	✔	—	—	0.30	✔	3	1-Low	—
<i>percentile rank</i>			16	48	17	17												
<i># of funds in category</i>			618	558	512	366									02-28-2023	02-15-2022	—	

TEKLA RESEARCH INC 401K PLAN

Screens Summary (Data as of 03-31-2023)

⊖ 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	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	-6.57 73 220	2.27 48 207	2.69 56 200	1.24 55 141	✔	7.22	1.02	21.35	✔	—	—	0.26	✔	3	—	—	
Vanguard Interm-Term Bond Index Adm <i>percentile rank</i> <i># of funds in category</i>	VBILX	Intermediate-Term Bond	-4.16 19 476	-2.25 48 429	1.56 5 393	1.66 13 296	✔	6.98	1.10	14.94	✔	☒	—	0.07	✔	3	1-Low	—	
Federated Hermes Govt Ultrashort IS <i>percentile rank</i> <i># of funds in category</i>	FGUSX	Ultrashort Bond	2.10 49 237	0.99 73 216	1.36 68 180	0.89 67 106	✖	0.65	0.05	25.74	✔	—	—	0.26	✔	—	—	—	

Target Date																		
Vanguard Target Retirement 2020 Fund <i>percentile rank</i> <i># of funds in category</i>	VTWNX	Target Date	-5.26 29 148	6.90 53 137	4.30 42 122	5.77 25 56	✔	10.66	0.89	10.11	✔	—	✔	0.08	✔	3	1-Low	—
Vanguard Target Retirement 2025 Fund <i>percentile rank</i> <i># of funds in category</i>	VTTVX	Target Date	-5.91 45 235	8.31 39 209	4.77 37 185	6.35 18 117	✔	12.34	0.95	10.11	✔	—	✔	0.08	✔	3	1-Low	Low Risk
Vanguard Target Retirement 2030 Fund <i>percentile rank</i> <i># of funds in category</i>	VTHRX	Target Date	-6.22 40 237	9.67 50 209	5.21 40 185	6.89 26 111	✔	13.51	0.96	10.11	✔	—	✔	0.08	✔	3	1-Low	Low Risk
Vanguard Target Retirement 2035 Fund <i>percentile rank</i> <i># of funds in category</i>	VTHX	Target Date	-6.36 35 228	11.12 57 202	5.68 45 182	7.43 31 114	✔	14.54	0.95	10.11	✔	—	✔	0.08	✔	3	1-Low	Low Risk
Vanguard Target Retirement 2040 Fund <i>percentile rank</i> <i># of funds in category</i>	VFORX	Target Date	-6.53 33 232	12.58 64 203	6.12 40 185	7.91 25 111	✔	15.57	0.96	10.11	✔	—	✔	0.08	✔	3	1-Low	Low Risk
Vanguard Target Retirement 2045 Fund <i>percentile rank</i> <i># of funds in category</i>	VTIVX	Target Date	-6.70 36 228	14.06 46 202	6.59 32 182	8.22 18 114	✔	16.65	0.98	10.11	✔	—	✔	0.08	✔	3	1-Low	Low Risk
Vanguard Target Retirement 2050 Fund <i>percentile rank</i> <i># of funds in category</i>	VVIFX	Target Date	-6.71 34 229	14.17 49 203	6.66 34 185	8.26 20 111	✔	16.89	0.98	10.11	✔	—	✔	0.08	✔	3	1-Low	Low Risk
Vanguard Target Retirement 2055 Fund <i>percentile rank</i> <i># of funds in category</i>	VFFVX	Target Date	-6.67 32 226	14.17 60 200	6.66 37 182	8.24 27 96	✔	16.88	0.98	10.11	✔	—	✔	0.08	✔	3	1-Low	Low Risk
Vanguard Target Retirement 2060 Fund <i>percentile rank</i> <i># of funds in category</i>	VTTSX	Target Date	-6.67 34 225	14.16 64 194	6.65 38 171	8.24 1 8	✔	16.86	1.31	10.11	✔	—	✔	0.08	✔	3	1-Low	Low Risk
Vanguard Target Retirement 2065 Fund <i>percentile rank</i> <i># of funds in category</i>	VLXVX	Target Date	-6.64 24 173	14.17 70 80	6.64 50 10	— — —	✖	16.86	1.31	5.72	✔	—	✔	0.08	✔	3	1-Low	Low Risk
Vanguard Target Retirement 2070 Fund <i>percentile rank</i> <i># of funds in category</i>	VSVNX	Target Date	— — 173	— — 80	— — 10	— — —	—	—	—	0.76	✖	—	✔	0.08	✔	3	—	Low Risk

©2023 Morningstar Investment Management LLC. All Rights Reserved. Morningstar Investment Management LLC is a registered investment adviser and subsidiary of Morningstar, Inc. The services are either performed by Morningstar Investment Management or an affiliate. The data shown represents past performance which is no guarantee of future performance. The Morningstar name and logo are registered marks of Morningstar, Inc. This report is not complete without the accompanying disclosure. Please visit https://fiduciaryservices.morningstar.com/Disclosures/Fiduciary_Services_Report_Disclosure.pdf to view these disclosures.



TEKLA RESEARCH INC 401K PLAN

Screens Summary (Data as of 03-31-2023)

⊖ 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	
																	<i>Updated</i>	<i>Updated</i>	<i>Updated</i>
Vanguard Target Retirement Income Fund	VTINX	Target Date	-4.50	3.83	3.26	3.79	✔	8.42	0.90	10.11	✔	—	✔	0.08	✔	3	1-Low	—	
<i>percentile rank</i>			<i>39</i>	<i>53</i>	<i>35</i>	<i>39</i>													
<i># of funds in category</i>			<i>175</i>	<i>157</i>	<i>138</i>	<i>97</i>									02-28-2023	02-15-2022	—		
Balanced																			
Vanguard LifeStrategy Cnsvr Gr Inv	VSCGX	Target Risk	-5.55	4.62	3.55	4.59	✔	10.13	1.02	1.09	✖	—	✔	0.12	✔	3	1-Low	—	
<i>percentile rank</i>			<i>50</i>	<i>80</i>	<i>38</i>	<i>24</i>													
<i># of funds in category</i>			<i>482</i>	<i>444</i>	<i>420</i>	<i>305</i>									02-28-2023	02-15-2022	—		
Vanguard LifeStrategy Growth Inv	VASGX	Target Risk	-6.60	12.16	6.03	7.54	✔	15.48	1.02	1.09	✖	—	✔	0.14	✔	3	1-Low	Low Risk	
<i>percentile rank</i>			<i>48</i>	<i>56</i>	<i>35</i>	<i>27</i>													
<i># of funds in category</i>			<i>333</i>	<i>297</i>	<i>282</i>	<i>224</i>									02-28-2023	02-15-2022	12-31-2022		
Vanguard LifeStrategy Income Inv	VASIX	Target Risk	-5.11	0.89	2.17	3.00	✔	7.72	1.00	1.09	✖	—	✔	0.11	✔	3	1-Low	—	
<i>percentile rank</i>			<i>63</i>	<i>84</i>	<i>54</i>	<i>41</i>													
<i># of funds in category</i>			<i>146</i>	<i>133</i>	<i>131</i>	<i>93</i>									02-28-2023	02-15-2022	—		
Vanguard LifeStrategy Moderate Gr Inv	VSMGX	Target Risk	-6.05	8.35	4.82	6.09	✔	12.76	0.99	1.09	✖	—	✔	0.13	✔	3	1-Low	Low Risk	
<i>percentile rank</i>			<i>40</i>	<i>82</i>	<i>57</i>	<i>49</i>													
<i># of funds in category</i>			<i>752</i>	<i>685</i>	<i>658</i>	<i>487</i>									02-28-2023	02-15-2022	12-31-2022		