

# TEKLA RESEARCH INC 401K PLAN

## Screens Summary (Data as of 03-31-2024)

🔴 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 |
|  |        |                           |                               |       |       |       |                  |                |             |        |            |           |            |             |            |                 |               |             |
|  |        |                           |                               |       |       |       |                  |                |             |        |            |           |            |             |            |                 |               |             |
| <b>US Stock</b>                          |        |                           |                               |       |       |       |                  |                |             |        |            |           |            |             |            |                 |               |             |
| Vanguard 500 Index Admiral               | VFIAX  | Large Blend Index         | 29.83                         | 11.44 | 15.01 | 12.92 | ✔️               | 17.60          | 1.00        | 6.34   | ✔️         | 🏠         | ✔️         | 0.04        | ✔️         | 3               | 1-Low         | Low Risk    |
| <i>percentile rank</i>                   |        |                           | 34                            | 24    | 23    | 9     |                  |                |             |        |            |           |            |             |            |                 |               |             |
| <i># of funds in category</i>            |        |                           | 1,591                         | 1,449 | 1,319 | 995   |                  |                |             |        |            |           |            |             | 02-29-2024 | 02-15-2022      | 12-31-2022    |             |
| Vanguard Growth Index Admiral            | VIGAX  | Large Growth              | 38.82                         | 10.91 | 17.91 | 15.06 | ✔️               | 22.37          | 1.06        | 29.27  | ✔️         | 🏠         | ✔️         | 0.05        | ✔️         | 3               | 1-Low         | Low Risk    |
| <i>percentile rank</i>                   |        |                           | 45                            | 26    | 14    | 18    |                  |                |             |        |            |           |            |             |            |                 |               |             |
| <i># of funds in category</i>            |        |                           | 1,293                         | 1,207 | 1,129 | 887   |                  |                |             |        |            |           |            |             | 02-29-2024 | 02-15-2022      | 12-31-2022    |             |
| Vanguard Value Index Adm                 | VVIAX  | Large Value               | 21.09                         | 10.19 | 11.53 | 10.44 | ✔️               | 15.62          | 0.94        | 29.27  | ✔️         | 🏠         | ✔️         | 0.05        | ✔️         | 3               | 1-Low         | Medium Risk |
| <i>percentile rank</i>                   |        |                           | 47                            | 28    | 37    | 16    |                  |                |             |        |            |           |            |             |            |                 |               |             |
| <i># of funds in category</i>            |        |                           | 1,284                         | 1,197 | 1,134 | 887   |                  |                |             |        |            |           |            |             | 02-29-2024 | 02-15-2022      | 12-31-2022    |             |
| Vanguard Mid Cap Index Admiral           | VIMAX  | Mid-Cap Blend             | 20.44                         | 5.71  | 10.93 | 9.88  | ✔️               | 19.30          | 0.99        | 2.70   | ⚠️         | 🏠         | ✔️         | 0.05        | ✔️         | 4               | 1-Low         | Medium Risk |
| <i>percentile rank</i>                   |        |                           | 70                            | 66    | 53    | 22    |                  |                |             |        |            |           |            |             |            |                 |               |             |
| <i># of funds in category</i>            |        |                           | 476                           | 439   | 403   | 279   |                  |                |             |        |            |           |            |             | 02-29-2024 | 02-15-2022      | 12-31-2022    |             |
| Vanguard Small Cap Growth Index Admiral  | VSGAX  | Small Growth              | 21.19                         | -1.09 | 8.32  | 8.52  | ✔️               | 22.18          | 0.98        | 19.26  | ✔️         | 🏠         | ✔️         | 0.07        | ✔️         | 4               | 1-Low         | Medium Risk |
| <i>percentile rank</i>                   |        |                           | 32                            | 51    | 57    | 55    |                  |                |             |        |            |           |            |             |            |                 |               |             |
| <i># of funds in category</i>            |        |                           | 617                           | 583   | 548   | 429   |                  |                |             |        |            |           |            |             | 02-29-2024 | 02-15-2022      | 12-31-2022    |             |
| Vanguard Small Cap Value Index Admiral   | VSIAX  | Small Value               | 23.47                         | 7.31  | 10.60 | 8.87  | ✔️               | 20.22          | 0.92        | 7.93   | ✔️         | 🏠         | ✔️         | 0.07        | ✔️         | 4               | 1-Low         | Medium Risk |
| <i>percentile rank</i>                   |        |                           | 27                            | 31    | 37    | 14    |                  |                |             |        |            |           |            |             |            |                 |               |             |
| <i># of funds in category</i>            |        |                           | 510                           | 476   | 443   | 352   |                  |                |             |        |            |           |            |             | 02-29-2024 | 02-15-2022      | 12-31-2022    |             |
| <b>Non-US Stock</b>                      |        |                           |                               |       |       |       |                  |                |             |        |            |           |            |             |            |                 |               |             |
| American Funds New World R6              | RNWGX  | Diversified Emerging Mkts | 14.64                         | -0.07 | 7.22  | 5.99  | ✔️               | 16.28          | 0.81        | 24.81  | ✔️         | 🏠         | ✔️         | 0.57        | ✔️         | 3               | 1-Low         | Medium Risk |
| <i>percentile rank</i>                   |        |                           | 24                            | 25    | 10    | 2     |                  |                |             |        |            |           |            |             |            |                 |               |             |
| <i># of funds in category</i>            |        |                           | 840                           | 743   | 680   | 450   |                  |                |             |        |            |           |            |             | 02-29-2024 | 02-15-2022      | 12-31-2022    |             |
| American Funds Intl Gr and Inc R6        | RIGGX  | Foreign Large Blend       | 13.88                         | 2.99  | 7.28  | 4.44  | ✔️               | 16.82          | 1.00        | 15.51  | ✔️         | 🏠         | ✔️         | 0.54        | ✔️         | 2               | 1-Low         | Low Risk    |
| <i>percentile rank</i>                   |        |                           | 49                            | 55    | 35    | 53    |                  |                |             |        |            |           |            |             |            |                 |               |             |
| <i># of funds in category</i>            |        |                           | 839                           | 780   | 714   | 468   |                  |                |             |        |            |           |            |             | 02-29-2024 | 02-15-2022      | 12-31-2022    |             |
| Vanguard Developed Markets Index Admiral | VTMGX  | Foreign Large Blend Index | 14.87                         | 3.94  | 7.36  | 5.01  | ✔️               | 17.90          | 1.08        | 11.11  | ✔️         | 🏠         | ✔️         | 0.07        | ✔️         | 2               | 1-Low         | Low Risk    |
| <i>percentile rank</i>                   |        |                           | 35                            | 37    | 33    | 24    |                  |                |             |        |            |           |            |             |            |                 |               |             |
| <i># of funds in category</i>            |        |                           | 839                           | 780   | 714   | 468   |                  |                |             |        |            |           |            |             | 02-29-2024 | 02-15-2022      | 12-31-2022    |             |
| <b>Alternative</b>                       |        |                           |                               |       |       |       |                  |                |             |        |            |           |            |             |            |                 |               |             |
| Vanguard Real Estate Index Admiral       | VGSIX  | Real Estate               | 8.54                          | 1.74  | 3.71  | 6.22  | ✔️               | 21.76          | 1.02        | 27.90  | ✔️         | —         | ✔️         | 0.12        | ✔️         | 3               | 1-Low         | Low Risk    |
| <i>percentile rank</i>                   |        |                           | 49                            | 68    | 48    | 48    |                  |                |             |        |            |           |            |             |            |                 |               |             |
| <i># of funds in category</i>            |        |                           | 276                           | 261   | 240   | 180   |                  |                |             |        |            |           |            |             | 02-29-2024 | 02-15-2022      | 12-31-2022    |             |
| <b>Fixed Income</b>                      |        |                           |                               |       |       |       |                  |                |             |        |            |           |            |             |            |                 |               |             |
| Baird Core Plus Bond Inst                | BCOIX  | Core Plus Bond            | 3.56                          | -1.71 | 1.23  | 2.29  | ✔️               | 7.25           | 0.99        | 23.52  | ✔️         | —         | —          | 0.30        | ✔️         | 3               | 1-Low         | —           |
| <i>percentile rank</i>                   |        |                           | 29                            | 23    | 25    | 15    |                  |                |             |        |            |           |            |             |            |                 |               |             |
| <i># of funds in category</i>            |        |                           | 682                           | 611   | 577   | 404   |                  |                |             |        |            |           |            |             | 02-29-2024 | 02-15-2022      | —             |             |

# TEKLA RESEARCH INC 401K PLAN

## Screens Summary (Data as of 03-31-2024)

⊖ 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 |
| American Century Inflation Adjs Bond R5<br><i>percentile rank</i><br><i># of funds in category</i> | AIANX  | Inflation-Protected Bond | -0.33<br>80<br>236            | -0.71<br>60<br>222 | 2.25<br>68<br>214 | 1.93<br>47<br>156 | ✔          | 7.33           | 1.02        | 22.35            | ✔          | —         | —          | 0.31      | ✔           | 3               | —             | —           |         |
| Vanguard Interm-Term Bond Index Adm<br><i>percentile rank</i><br><i># of funds in category</i>     | VBILX  | Intermediate-Term Bond   | 1.61<br>66<br>557             | -2.37<br>35<br>503 | 0.76<br>25<br>452 | 1.96<br>10<br>322 | ✔          | 7.73           | 1.06        | 15.94            | ✔          | ☒         | —          | 0.07      | ✔           | 2               | 1-Low         | —           |         |
| Federated Hermes Govt Ultrashort IS<br><i>percentile rank</i><br><i># of funds in category</i>     | FGUSX  | Ultrashort Bond          | 5.34<br>76<br>249             | 2.29<br>65<br>214  | 2.01<br>70<br>194 | 1.41<br>71<br>122 | ✖          | 0.94           | 0.06        | 26.74            | ✔          | —         | —          | 0.26      | ✔           | —               | —             | —           |         |

| Target Date   |       |             |                    |                   |                   |                   |   |       |      |       |   |   |   |      |   |   |       |          |
|---|-------|-------------|--------------------|-------------------|-------------------|-------------------|---|-------|------|-------|---|---|---|------|---|---|-------|----------|
| Vanguard Target Retirement 2020 Fund<br><i>percentile rank</i><br><i># of funds in category</i> | VTWNX | Target Date | 10.42<br>65<br>172 | 1.98<br>53<br>158 | 5.60<br>42<br>138 | 5.63<br>30<br>77  | ✔ | 10.08 | 0.86 | 11.11 | ✔ | — | ✔ | 0.08 | ✔ | 3 | 1-Low | —        |
| Vanguard Target Retirement 2025 Fund<br><i>percentile rank</i><br><i># of funds in category</i> | VTTVX | Target Date | 12.95<br>19<br>275 | 2.68<br>27<br>258 | 6.55<br>31<br>212 | 6.31<br>14<br>131 | ✔ | 11.66 | 0.92 | 11.11 | ✔ | — | ✔ | 0.08 | ✔ | 3 | 1-Low | Low Risk |
| Vanguard Target Retirement 2030 Fund<br><i>percentile rank</i><br><i># of funds in category</i> | VTHRX | Target Date | 14.78<br>24<br>267 | 3.34<br>33<br>251 | 7.36<br>36<br>206 | 6.87<br>23<br>136 | ✔ | 12.72 | 0.94 | 11.11 | ✔ | — | ✔ | 0.08 | ✔ | 3 | 1-Low | Low Risk |
| Vanguard Target Retirement 2035 Fund<br><i>percentile rank</i><br><i># of funds in category</i> | VTHX  | Target Date | 16.37<br>52<br>269 | 4.02<br>43<br>241 | 8.17<br>48<br>206 | 7.43<br>33<br>129 | ✔ | 13.56 | 0.93 | 11.11 | ✔ | — | ✔ | 0.08 | ✔ | 3 | 1-Low | Low Risk |
| Vanguard Target Retirement 2040 Fund<br><i>percentile rank</i><br><i># of funds in category</i> | VFORX | Target Date | 17.94<br>70<br>261 | 4.69<br>55<br>245 | 8.96<br>50<br>206 | 7.95<br>41<br>133 | ✔ | 14.38 | 0.94 | 11.11 | ✔ | — | ✔ | 0.08 | ✔ | 3 | 1-Low | Low Risk |
| Vanguard Target Retirement 2045 Fund<br><i>percentile rank</i><br><i># of funds in category</i> | VTIVX | Target Date | 19.45<br>71<br>262 | 5.34<br>51<br>244 | 9.74<br>44<br>208 | 8.40<br>35<br>126 | ✔ | 15.24 | 0.95 | 11.11 | ✔ | — | ✔ | 0.08 | ✔ | 3 | 1-Low | Low Risk |
| Vanguard Target Retirement 2050 Fund<br><i>percentile rank</i><br><i># of funds in category</i> | VVIFX | Target Date | 20.42<br>70<br>258 | 5.68<br>38<br>243 | 9.99<br>39<br>209 | 8.53<br>30<br>134 | ✔ | 15.64 | 0.96 | 11.11 | ✔ | — | ✔ | 0.08 | ✔ | 3 | 1-Low | Low Risk |
| Vanguard Target Retirement 2055 Fund<br><i>percentile rank</i><br><i># of funds in category</i> | VFFVX | Target Date | 20.43<br>69<br>257 | 5.69<br>43<br>240 | 9.98<br>47<br>207 | 8.51<br>37<br>122 | ✔ | 15.64 | 0.96 | 11.11 | ✔ | — | ✔ | 0.08 | ✔ | 3 | 1-Low | Low Risk |
| Vanguard Target Retirement 2060 Fund<br><i>percentile rank</i><br><i># of funds in category</i> | VTTSX | Target Date | 20.44<br>72<br>254 | 5.70<br>46<br>236 | 9.99<br>52<br>187 | 8.51<br>1<br>11   | ✔ | 15.63 | 1.24 | 11.11 | ✔ | — | ✔ | 0.08 | ✔ | 3 | 1-Low | Low Risk |
| Vanguard Target Retirement 2065 Fund<br><i>percentile rank</i><br><i># of funds in category</i> | VLXVX | Target Date | 20.41<br>76<br>246 | 5.72<br>45<br>170 | 9.98<br>78<br>11  | —<br>—<br>—       | ✔ | 15.62 | 1.24 | 6.72  | ✔ | — | ✔ | 0.08 | ✔ | 3 | 1-Low | Low Risk |
| Vanguard Target Retirement 2070 Fund<br><i>percentile rank</i><br><i># of funds in category</i> | VSVNX | Target Date | 20.51<br>73<br>246 | —<br>—<br>170     | —<br>—<br>11      | —<br>—<br>—       | — | —     | —    | 1.76  | ✖ | — | ✔ | 0.08 | ✔ | 3 | —     | Low Risk |

©2024 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](https://fiduciaryservices.morningstar.com/Disclosures/Fiduciary_Services_Report_Disclosure.pdf) to view these disclosures.



# TEKLA RESEARCH INC 401K PLAN

## Screens Summary (Data as of 03-31-2024)

⊖ 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       |             |            |            |
| Vanguard Target Retirement Income Fund | VTINX  | Target Date | 8.47                          | 1.23  | 4.14 | 4.14  | ✔          | 8.51           | 0.93        | 11.11  | ✔          | —         | ✔          | 0.08        | ✔          | 4               | 1-Low         | —           |            |            |
| <i>percentile rank</i>                 |        |             | 64                            | 48    | 47   | 30    |            |                |             |        |            |           |            |             |            |                 |               |             |            |            |
| <i># of funds in category</i>          |        |             | 201                           | 190   | 162  | 102   |            |                |             |        |            |           |            |             |            |                 |               | 02-29-2024  | 02-15-2022 | —          |
| <b>Balanced</b>                        |        |             |                               |       |      |       |            |                |             |        |            |           |            |             |            |                 |               |             |            |            |
| Vanguard LifeStrategy Cnsvr Gr Inv     | VSCGX  | Target Risk | 10.23                         | 1.29  | 4.70 | 4.85  | ✔          | 10.14          | 1.03        | 2.10   | ✖          | —         | ✔          | 0.12        | ✔          | 3               | 1-Low         | —           |            |            |
| <i>percentile rank</i>                 |        |             | 43                            | 62    | 51   | 25    |            |                |             |        |            |           |            |             |            |                 |               |             |            |            |
| <i># of funds in category</i>          |        |             | 530                           | 506   | 473  | 350   |            |                |             |        |            |           |            |             |            |                 |               | 02-29-2024  | 07-19-2023 | —          |
| Vanguard LifeStrategy Growth Inv       | VASGX  | Target Risk | 18.37                         | 4.75  | 8.92 | 7.81  | ✔          | 14.51          | 1.02        | 2.10   | ✖          | —         | ✔          | 0.14        | ✔          | 3               | 1-Low         | Low Risk    |            |            |
| <i>percentile rank</i>                 |        |             | 42                            | 51    | 33   | 26    |            |                |             |        |            |           |            |             |            |                 |               |             |            |            |
| <i># of funds in category</i>          |        |             | 362                           | 350   | 320  | 262   |            |                |             |        |            |           |            |             |            |                 |               | 02-29-2024  | 07-19-2023 | 12-31-2022 |
| Vanguard LifeStrategy Income Inv       | VASIX  | Target Risk | 6.26                          | -0.49 | 2.49 | 3.25  | ✔          | 8.20           | 1.02        | 2.10   | ✖          | —         | ✔          | 0.11        | ✔          | 4               | 1-Low         | —           |            |            |
| <i>percentile rank</i>                 |        |             | 68                            | 83    | 68   | 46    |            |                |             |        |            |           |            |             |            |                 |               |             |            |            |
| <i># of funds in category</i>          |        |             | 180                           | 162   | 155  | 119   |            |                |             |        |            |           |            |             |            |                 |               | 02-29-2024  | 07-19-2023 | —          |
| Vanguard LifeStrategy Mod Gr Inv Shrs  | VSMGX  | Target Risk | 14.24                         | 3.02  | 6.83 | 6.36  | ✔          | 12.29          | 1.00        | 2.10   | ✖          | —         | ✔          | 0.13        | ✔          | 3               | 1-Low         | Low Risk    |            |            |
| <i>percentile rank</i>                 |        |             | 57                            | 71    | 64   | 51    |            |                |             |        |            |           |            |             |            |                 |               |             |            |            |
| <i># of funds in category</i>          |        |             | 881                           | 828   | 781  | 581   |            |                |             |        |            |           |            |             |            |                 |               | 02-29-2024  | 07-19-2023 | 12-31-2022 |