



2023 Sustainability Report

A Message from our CEO



Our commitment to sustainability and delivering value for our clients, colleagues, and community comprise the foundation of our vision, which is to be an enduring, purpose-driven firm. As such, we are pleased to publish our annual Sustainability Report and share how we demonstrate our commitment in action.

Our mission has always been to preserve and grow client assets to protect and enable their future. We remain steadfast in our pursuit of this mission and believe that a dedicated, passionate team of individuals; a vibrant culture; and a resilient, durable, and agile business model are essential to delivering results for our clients.

Acting in our clients' best interests is our focus

We are a long-term partner to our clients, helping them achieve their financial goals through an offering of distinctive equity growth and credit solutions. We act with integrity and an unrelenting focus to go beyond our clients' expectations.

Enabling our colleagues to be their best

Employee engagement and learning are essential to delivering results, as I discussed in October in [Forbes](#). To inspire continuous improvement, each year, we read a book as a firm and bring in

authors to challenge us to think differently. In 2023 we heard from Daniel Pink, who helped us unpack what motivates people to do their best, and Dr. Nadya Zhexembayeva, who taught us to embrace change and reinvention. Our investment in our employees has earned us a place as one of the "Best Places to Work in Money Management" by Pensions & Investments (P&I) eight years in a row.¹ In fact, we came in first place this year for firms with 100-499 employees.

Improving the well-being of our communities

We proudly supported more than 25 charitable organizations during 2023 including Make-A-Wish, through our 10th annual golf tournament. During the last decade, we have raised over \$2.5 million, granting wishes to more than 500 children. To this day, nothing lights up a room more than a smile on a Make-A-Wish child's face. We look forward to continuing this tradition and impact for years to come. We are also proud to have helped fund the launch of Florida Atlantic University's first Student Investment Fund, providing a hands-on learning experience to support the next generation of investors.

Thank you for your interest in our efforts to always be going beyond for our clients, colleagues, and our community.

A handwritten signature in blue ink that reads "Stan C. Moss". The signature is fluid and cursive, with a small flourish at the end.

Stan C. Moss
Chief Executive Officer

¹ Pensions & Investments named Polen Capital in the category of asset managers with 100-499 employees as of December 11, 2023. The Best Places to Work award is managed by Best Companies Group (BCG). There is no cost to participate. BCG is compensated by Polen Capital for advertising and licensing fees.

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Polen by the Numbers

\$66Bn

Assets²

16

Strategies

243

Employees

33% / 50%

Operating Committee Diversity
/ Advisory Board Diversity³

8 Consecutive
Years

"Best Places to Work in Money
Management" - Pensions & Investments

>500

Wishes granted through the
Make-A-Wish Golf Tournament since 2014

Since **2020**

Offsetting Carbon Emissions

4

Employee Resource Groups

PRI

Signatory since 2018

As of 12-31-2023.

² Asset figures include discretionary and nondiscretionary assets.

³ Polen Capital defines diverse individuals as women, people of color, members of the LGBTQ+ community, people with disabilities, and veterans.

Our Why

At the center of everything we do is our “Why”—our purpose as a firm to create lasting value for our clients, colleagues, and community. Within our Polen offices, we display our “Why Wall,” which showcases some of the people we serve—firefighters who invest in their pension plans, families that put their life savings in one of the Polen strategies, and hardworking employees who invest in their company’s retirement plan.

Our mission and commitment to our clients is to preserve and grow their assets to protect their present and enable their future. This mission is rooted in our philosophy of delivering distinctive growth and income solutions, building concentrated, active portfolios that we believe are competitively advantaged and can compound and outperform over the long term.

Our global workforce is vital to achieving our mission. We strive to create an empowering and inclusive environment where colleagues can bring their best selves to work. Polen Capital has been recognized as one of the “Best Places to Work in Money Management” by Pensions & Investments each year since 2016. We are intentional about sustaining our culture and how we support, motivate, and reward our talent.

We are actively involved in our local Boca Raton, Boston, London, and Hong Kong communities and dedicate ourselves to bettering the places we work and live. Through corporate sponsorship and volunteerism, we believe we have a powerful opportunity to improve the lives of others.

Vision

- To be a global leader in delivering sustainable high value-added investment outcomes to clients worldwide
- To build an enduring, purpose-driven firm with a long-term mindset and a culture of continuous improvement, autonomy, and trust.

Values

We live by three Core Values:

- **Do the right thing:** Our clients are the reason we are in business. We make every decision with the best interests of our clients, employees, and external partners in mind.
- **Do more than expected:** Excellence, not perfection, is the base; unexpected service and performance is the goal. Going a step further sets us apart from the competition.
- **Respect the individual:** We build trust with both clients and colleagues by acting with integrity and respect. We seek diversity of thought and encourage inclusion through collaboration, recognizing that world-class results are achieved together.

We talk about our vision and values in nearly every firmwide meeting to keep them at the forefront of our minds. Our uncompromising commitment to these principles is key to delivering on our mission to our clients, colleagues, and communities.



Employee Engagement

Culture Council

As Polen Capital continues to expand in size, location, and reach, it's critical that we keep a finger on the pulse of our corporate culture. To that end, we've assembled a group of diverse and dedicated Polen professionals to strengthen our culture, purpose, and employee engagement. We have representation in every office, as well as for remote employees. The Council meets monthly with several goals in mind, including:

- Spark camaraderie through meaningful conversation and relationship building
- Get a temperature check on how people in our various teams and locations are feeling about working at the organization, garner feedback, highlight morale patterns
- Engage in direct, kind, candid, constructive communication
- Contribute to continuous learning and ideas that nourish and improve the culture

Setting standards for open communication and transparency

We believe open, transparent communication strengthens internal connections and supports our mission. The management team hosts triannual meetings, which serve as town hall forums to share business results, people & culture updates, strategic plans, progress on firm goals, and other company-wide announcements. We solicit employee feedback via polling questions during firmwide meetings, stay interviews, internal health surveys, and the annual Best Places to Work questionnaire. We subscribe to the concept of Radical Candor and encourage employees to care personally and challenge directly.

Employees set individual goals and learning plans in consultation with their direct managers. Performance reviews are conducted twice a year to ensure employees deliver on their objectives. Managers work to identify strengths and areas of development.

Employees receive competitive salaries and bonuses, and all employees share in upside firm performance through equity ownership, long-term incentive plans (phantom equity), distribution pools, or a firm bonus tied to asset growth and client retention.

The firm funds employer-matching 401k and pension plans. Compensation is market-based and designed to fairly reflect an employee's skill, education, and experience without bias based on gender, ethnicity, or any other characteristics.

We use compensation surveys for industry compensation benchmarks. Our Compensation Committee reviews employee compensation annually, with input from managers, and seeks to ensure fair balance across teams.

Results-Only Work Environment

We operate within a Results-Only Work Environment (ROWE), which is summarized by the belief that every day, we provide our employees with freedom—within a framework—to deliver results. ROWE focuses on outcomes and accountability rather than the traditional structure of time worked in the office during specific business hours. We offer employees the flexibility to prioritize work and life. All employees have unlimited paid time off.

Mental and physical well-being support

We provide generous benefit offerings, including 100% employer-paid health insurance and health-saving accounts to offset the cost of doctor visits, prescriptions, and other medical expenses. Polen Capital supports nutrition by offering free daily lunches, snacks, and beverages that are health-conscious. Our headquarters facility boasts an onsite fitness center, and all employees can opt into a monthly fitness reimbursement benefit.



Wellness rooms are also available for nursing parents and religious prayer. Mental health is top of mind, with the firm providing support towards individual counseling and therapy. We offer employees access to two types of financial planning resources, as well as wellness coaching and family planning services.

Promoting a growth mindset

We embrace a growth mindset and encourage each other through dynamic, blended learning activities, practice, and a culture of continuous improvement. All employees receive a \$5,000 annual learning budget for personal or professional development. Progress toward individual learning plans is evaluated at the end of each year.

Polen Capital hosts quarterly, expertly led firmwide learning opportunities on topics reinforcing the common thread that defines the Polen Capital culture: Autonomy, Mastery, and Purpose. Our Learning & Development team conducts thorough learning needs analyses with each group and team leader, and then develops and delivers bespoke learning opportunities focusing on technical and interpersonal skills.

In 2023, we continued to enhance and grow our Polen Learning Hub, giving all Polen employees the opportunity to learn anywhere and anytime.

This user-friendly Learning Management System stores, assigns, tracks, and measures self-directed eLearning activity. The library includes internally developed eLearning courses and carefully curated external content, including selections from Biz Library, SS&C Learning, and more.

Polen fosters a culture of lifelong learning and continuous coaching. Employees are encouraged to share their knowledge through continuous learning, practice, and feedback. For example, our Investment and Distribution teams offer a Mock Presentation Series to mimic client scenarios, practice presentation skills, and educate employees on our products and portfolios. Our Technology Team, along with Learning & Development, started a new "Tech @ Polen" eLearning Course Series on the Polen Learning Hub. Our employee-led "Culture Club" meets weekly to discuss topical books for our firm and industry.

Employee Recognition

Kudos is our employee recognition platform where employees can acknowledge and celebrate each other for their contributions and accomplishments. In 2023, more than 97% of employees accessed the platform and sent more than 1,100 kudos.

In addition, we recognize one employee each month for embodying our firm's Common Language. We collaborate with their manager to acknowledge and highlight their exemplary behavior in our weekly Polen Pulse employee experience newsletter.

Throughout the year, we also recognize our colleagues for Going Beyond on our Viva platform. We also use Viva to share exciting news about business success stories, personal achievements, promotions, community involvement, and more.

At every firmwide Triannual Meeting, we invite two employees to share their Polen story—a defining moment in their lives and how they came to be part of the Polen family.

These stories serve to inspire and create connections across our community, while recognizing the individual journey of some of our most impressive employees. During a firmwide meeting each year, our senior leadership, including our CEO, spotlight and recognize our colleagues who are celebrating their 10-year anniversary or 25-year anniversary with Polen.

Diversity & Inclusion

We pursue diversity of thought, unique perspectives, and inclusivity

A diverse workforce is essential to fostering our culture of empathy and open-minded collaboration—a culture that supports personal growth and better results. We welcome the diversity that comes from the perspectives of people with different backgrounds and life experiences. We define diverse individuals as women, people of color, members of the LGBTQ+ community, people with varying abilities, and veterans.

Recruitment

Polen Capital is committed to embedding diversity, equity, and inclusion across our business. Driving diversity in talent acquisition begins when a candidate views our job posting, which features an inclusion statement that reads:

Our Inclusion Statement for Job Postings

"Research shows that women and other underrepresented groups tend to apply only if they meet 100% of the criteria. We are committed to leveling the playing field, and we encourage women, men, people of color, veterans, the LGBTQ+ community, and those returning to the workforce to apply for positions even if they do not necessarily check every box outlined in the job description, including education level."

We've done a lot to ensure that Polen's culture is as special and as positive as it is. We have found that at the core of our culture are the type of people that we hire. Looking inward but also forward, we have identified five qualities that embody the "Polen Person" and incorporated them into our interview process.

Those qualities encompass: being a purpose-driven individual, accountable, emotionally intelligent, grit, and demonstrating life-long learner qualities. In addition to skills-based hiring, having candidates share a little bit about how these components fit into their day to day has helped us to bring people on board that thrive in Polen's culture.

We are proud to partner with many organizations that work to close the equity gap. These include the Toigo Foundation, the Pat Tillman Foundation, Out in Finance, Girls who Invest, Cornell Women in Investing, and GAIN UK. Exposing individuals to a career in investment management as early as possible is key to increasing representation in our industry. Several of our investment professionals dedicate time throughout the year to stock pitch judging, coaching, and mentoring various undergraduate and MBA teams—demonstrating our commitment to driving positive change.

Our partnership with Adaptive Growth Leadership, a people of color-owned consultancy group, furthers our commitment to diversity and inclusion. Adaptive Growth Leadership provides a pipeline of talented, diverse candidates for full-time and internship opportunities. Our annual summer intern program includes a diverse set of students entering their final year of undergraduate or graduate school. Interns work closely with their respective teams and share a capstone project of their work, learnings, and recommendations at the close of the summer. Our interns embrace the spirit of volunteerism by engaging with local nonprofits. They also gain access to Polen's senior leadership, mentorship opportunities, and executive presentation skills from our Learning & Development team. Interns have the opportunity to be considered for a full-time opportunity upon graduation and are a strong pipeline of diverse entry-level talent into the organization. We have introduced a video assessment platform to the early stages of the intern recruiting process to help eliminate bias and create consistent, equitable processes.

Fostering a Culture of Belonging and Inclusion

Our four Employee Resource Groups (ERGs) strive to advance a culture of belonging and ensure our diverse populations are seen, heard, and celebrated. Our ERGs organized several events throughout the year to advance their causes, create a meaningful impact in the community, and promote education. Each ERG has an executive sponsor to help ensure the ERG's goals are aligned with our firm's goals.

Polen ERG Events in 2022

Employees Building Resources and Community Engagement (EMBRACE)

Multicultural groups and their allies

- EMBRACE hosted a fireside chat with author Alliah L. Agostini for a discussion about the origins of the Juneteenth celebration, how it has evolved with time, and how we can use our individual strengths and collective influence to keep freedom alive 158 years after the first Juneteenth.
- EMBRACE members helped assist with registration at Bowd College's Junior Achievement Career Bound & Fellows Retreat.
- During Hispanic Heritage Month, we welcomed Elisabeth Jackson, President / CEO at Bridge Over Troubled Waters, a Boston-based organization which provides service for homeless, runaway, and at-risk youth. Elisabeth shared the story of her heritage, career path, role at Bridge and the diverse communities they serve, and lessons learned throughout her personal and professional journey.
- During Diversity Awareness Month, Polen employees participated in a fireside chat focusing on diversity awareness.

Women Inspiring Success and Engagement (WISE)

Women and their allies



- WISE members contributed to women's organizations in the Boca and Boston areas, such as Women in Distress, Women's Lunch Place, and Elizabeth Stonehouse, and organized and participated in drives to empower women and build our community footprint.
- Members developed skills to advocate for oneself and overcome challenging situations through Whole Life Balance workshop and Self Advocacy Training.

- As a key goal of the group, members fostered connections and collaboration across different business units, office locations, and countries by actively participating in various social events.

PRIDE



LGBTQ+ individuals and their allies

- The group coordinated a Pride Month Speaker, Brandon Wolf, who is an activist, author, and survivor of the mass shooting at the Pulse Nightclub in 2016. Brandon shared his story and how he is calling for change.
- Employees across multiple offices represented Polen by walking in Pride Month Parades in South Florida and Boston.
- PRIDE coordinated three quarterly conversations on important LGBTQ+ issues among colleagues.

Polen Cares

Polen philanthropic efforts

We believe that giving time and resources to the community and our employees is essential to making a meaningful difference.

Polen Cares represents the firm's commitment to supporting our global communities. The group aims to enhance our firm's philanthropic efforts by empowering our employees to direct support and service toward causes that are meaningful to them.

Polen Capital has partnered with the Make-A-Wish® Southern Florida foundation since 2007. It is our immense pleasure to have fulfilled 500+ wishes and raised impactful assets through our annual Make-A-Wish® Polen Capital Golf Tournament. Together, Polen and Make-A-Wish® Southern Florida foundation help fulfill the wishes of children with a critical illness between the ages of 2.5 and 18.

Additional volunteering efforts include:



- **Boca Helping Hands:** Polen employees volunteer quarterly and helped prepare pantry bags that contribute to the almost 9,000 bags delivered to their clients each month. Boca Helping Hands serves ~8,250 hot meals, distributes ~8,385 pantry bags at five Palm Beach County locations, and delivers weekend meals to more than 1,500 students from 13 local elementary schools each month.
- **Red Apple School Supplies:** Employees ran a school supply drive to support school systems that do not have adequate school supplies for teachers and their students. Palm Beach County is the 10th largest school district in the nation, and 70% of students in Palm Beach County are estimated to be living at, or below, the poverty line. For these students, school supplies are a luxury. Many arrive at school without a single pencil or notebook, unable to participate in day-to-day lessons and activities. Simply put, the need to prepare students to learn, grow, and prepare for a bright future is immense. On average, teachers spend more than \$800 on their own to purchase supplies for students that cannot afford them.



- **Pan-Mass Challenge (PMC):** Polen Capital supported the effort to raise funds for and awareness about cancer research. Employees participated by biking, giving money and volunteering at events. The PMC is a Massachusetts-based bike-a-thon that raises money for the Dana-Farber Cancer Institute, a world leader in adult and pediatric cancer treatment and research. This annual event draws thousands of riders and volunteers, all of whom have a common goal to find a cure for cancer. The PMC is the largest single athletic event fundraiser in the country, raising a record-breaking \$69 million in 2022 alone and an astounding \$900 million since its inception in 1980.

- **United Way:** Employees participated in the Thanksgiving volunteer event to sort/pack meal bags for families in need. Additionally, employees conducted a food drive. United Way works with and for communities to build economic prosperity and enable everyone—across races and ethnicities—to share in the knowledge, wealth, and resources available. Polen has volunteered with United Way for over 10 years.
- **Big Brothers Big Sisters:** Polen employees created and packed science projects for children returning to school. Big Brothers Big Sisters of Central Mass & MetroWest supports children in our community through individualized mentoring programs. Children are supported through strong partnerships with local schools and youth development programs, and with the support of community volunteers, many coming from local colleges and corporations.
- **Hackney Quest:** Polen has supported summer youth activities as well as prepared and served food to the community throughout the year. Hackney Quest aims to give young people, families, and members of the community the practical and emotional support they need to develop and pursue their aspirations and deal positively with life's challenges.

Additionally, Polen Cares oversees our employee matching gifts program, client recognition program, and our two donor advised funds.

- **Employee Matching Gifts Program:** Polen matches employees' dollar-for-dollar donations to qualifying non-profit organizations (for employee contributions between \$50 and \$5,000 annually).
- **Client Recognition Program:** Polen makes donations to qualifying non-profit organizations on behalf of our long-standing clients.
- **Polen Cares Donor Advised Fund:** This Polen-managed Donor Advised Fund (DAF) focuses on Polen Cares initiatives that employees may donate to using the Matching Gifts Program.
- **Polen Diversity Donor Advised Fund:** This Polen-managed Donor Advised Fund (DAF) focuses on diversity efforts that employees may donate to using the Matching Gifts Program. Beneficiaries have included the Pat Tillman Foundation, which invests in military veterans and their spouses through academic scholarships – building a diverse community of leaders committed to serving others, and the George Snow Scholarship Foundation, which provides scholarships and a host of supplementary support and career services for deserving students within the community pursuing higher education.

Industry Involvement

Polen is a member of Diversity Project North America, through which we work alongside our peers to promote a diverse and inclusive asset management industry.

We are also a signatory to the CFA Institute Diversity, Equity and Inclusion Code ("DEI Code"). Launched in February 2022, the DEI Code provides investment industry organizations with an action-oriented and principles-based framework through which to drive measurable and meaningful change concerning diversity, equity and inclusion within their organizations. As a DEI Code signatory, we commit to six Principles that seek to drive DEI progress as it relates to our talent pipeline, staff acquisition, promotion and retention, leadership, influence, and measurement.

Environment

We are committed to minimizing our environmental impact.

We strive to be good stewards of the environment and implement office practices that minimize our use of resources. Our Boca Raton headquarters are located at the Lynn Financial Center, a worksite dedicated to sustainable technology and design principles. The Lynn Financial Center is Boca Raton's first commercial office project to be certified LEED® Gold by the U.S. Green Building Council. Our Boston office is in a building that is both Energy Star and LEED® Platinum certified. To conserve energy, our offices have motion lights to turn off automatically when no one is present.

We support recycling throughout our offices and offer water filter systems that encourage reusable mugs and cups to reduce single-use items. To recycle IT equipment such as computers, monitors, and printers, we partner with Excess IT Hardware (EIH), an e-waste recycling and social enterprise company. EIH works to refurbish electronics and donate them to charity or foundation organizations when possible.

We track and offset our carbon emissions generated from electricity use, employee commuting, and business travel. The offsets fund a project with climatic and social benefits. The forest conservation project, based in Kenya, seeks to protect over 200,000 hectares of dryland forest, host to over 11,000 wild elephants, among other species. The project provides social programs that impact over 116,000 local people and provides the local community with long-term jobs that replace unsustainable sources of income such as poaching, subsistence agriculture, and illegal tree harvesting. We furthered our impact by contributing to "One Tree Planted," an organization that helps global reforestation efforts, to plant 1,000 new trees.

Governance

We are governed by diverse and experienced individuals comprising our leadership committees.



Further, the Compliance department conducts annual and quarterly attestation processes related to pertinent disclosures by employees. All employees are encouraged to participate in and attend educational compliance seminars, webcasts, and other programs that are deemed to be beneficial by the compliance department.

Polen Capital is an independently controlled, employee-managed firm, structured as a limited liability company. The current ownership structure is 72% employees, 20% iM Global Partner (passive interest), and 8% Polen Family Holdings (passive interest). Importantly, Polen Capital employees control 100% of the firm.

Compliance Program

Our compliance program consists of a compliance policy and procedures manual as well as an ongoing monitoring process. The manual describes the legal and regulatory requirements applicable to each operational area and business practice of the firm and sets forth policies and procedures designed to prevent, detect, and correct violations of the Investment Advisers Act of 1940. The ongoing monitoring component of the compliance program takes a risk-based approach to ensure compliance with the applicable laws and regulations and internal policies and procedures. Our compliance program helps us conduct our investment advisory business in compliance with all applicable laws and the highest ethical and professional standards.

Code of Ethics

All employees are held to the standards contained in Polen Capital's Code of Ethics. The Code of Ethics includes policies regarding personal trading (e.g., preclearance and reporting), outside business activities (e.g., directorships), and gifts & business entertainment. In each case, the Code of Ethics seeks to address potential conflicts of interest. Additionally, the Compliance department provides an annual compliance training presentation for all Polen Capital employees and requires each employee to agree to abide by our Code of Ethics on an annual basis.

Data Privacy and Security

Our clients' trust is invaluable to us. We have implemented many measures to safeguard the confidentiality of client information and protect our business from cyberattacks. Our Information & Data Security Program addresses the detection, prevention, and responses to attack, along with testing and monitoring of the effectiveness of key controls, systems, procedures governing our information infrastructure, and third-party due diligence.

We use multi-factor authentication wherever it is available, enterprise-class firewalls for perimeter security, service providers for 24/7 security event monitoring, endpoint protection software on every server and laptop, a phishing testing service, access rights monitoring software, and various vendor-provided tools.

We conduct regular cybersecurity training to educate staff about best practices for protecting systems and client data. Cybersecurity awareness training covers topics such as policy, choosing strong passwords, safe web browsing, and detecting and reporting phishing attempts. We perform cybersecurity testing annually and have engaged a third-party enterprise security consulting firm and information security provider to perform internal and external penetration tests, wireless network, and firewall configuration reviews, and provide recommendations for improvement.

Business Continuity

Polen Capital has a business continuity plan to address continuity of operations in the event of an incident impacting the availability of locations, staff, systems, or data. The plan outlines strategies to address immediate, short-term, and long-term interruptions

for each critical business function. Our Business Continuity Management team oversees all recovery efforts made by departmental recovery teams, representing the following critical functions: portfolio management, trading, operations, accounting, human resources, client relations, and compliance. We perform annual disaster recovery tests, and all employees can work remotely in the event of an outage or threat to any Polen Capital office.

Polen Capital's critical business systems are hosted off-site by the relevant system vendor or partner. For example, email is in the Microsoft 365 cloud. We assess the availability plans of each vendor during our due diligence process.

Our Boston and Waltham offices are used as secondary sites in the event of an outage or threat to the Boca Raton office. Sufficient space and capabilities are in place to allow business to continue as usual for staff relocated during a continuity event. Similarly, employees in the Boston, Waltham or London offices could be hosted in Boca Raton if an event adversely impacted their primary office.

Sustainable Investing

We employ a holistic, objective, stakeholder-oriented approach to sustainable investing. Just as we strive to be a high-quality, sustainable firm that creates enduring value for our stakeholders, we seek similar qualities for the companies in our investment portfolios.

We aim to invest in businesses that we believe are positioned to deliver unique value to stakeholders today and in the future. In our analysis, we focus on business issues we believe to be material to long-term stakeholder interests and the company's financial strength. We believe businesses that thoughtfully balance the interests of key stakeholders while uniquely delivering the value they seek are positioned to deliver sustainable outcomes.

Polen Capital is a signatory to the United Nations-supported Principles for Responsible Investment to demonstrate our commitment to focusing on material sustainability issues in our investment process.

We are also a public supporter of the Task Force on Climate-Related Financial Disclosures, which aims to promote greater disclosure of climate-related risks, governance, and strategy in the financial system, a CDP Capital Markets Signatory, and a member of the Asian Corporate Governance Association.



Additional information on our approach can be found on our website: [Approach | Polen Capital](#)

Going Beyond with Polen Capital

Polen Capital is a team of experienced investment industry professionals who share an unwavering commitment to our clients, investors, community, and each other. We have been dedicated to serving investors by providing concentrated portfolios of what we believe are the highest-quality companies for more than three decades. At Polen Capital, we have built a culture of results, and in this, an inherent belief in going beyond what's expected for the people and communities we serve.

We adhere to a time-tested process of researching and analyzing companies around the globe—seeking only the best to build highly concentrated portfolios. Then, we invest for the long haul and with a business owner's mindset, giving these companies time to grow.

Opinions and views expressed constitute the judgment of Polen Capital as of the date of this report, may involve a number of assumptions and estimates which are not guaranteed, and are subject to change without notice. Although the information and any opinions or views given have been obtained from or based on sources believed to be reliable, no warranty or representation is made as to their correctness, completeness or accuracy. Opinions, estimates, forecasts, and statements of financial market trends that are based on current market conditions constitute our judgment and are subject to change without notice, including any

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