



December 22, 2021

Dear Clients, Consultants, Advisors, and Friends,

As the pandemic that began in 2020 has persisted through 2021, we want to express our gratitude for the front-line workers, first responders, nurses, doctors, and educators who helped their communities navigate the ongoing challenges and uncertainties. We are truly grateful and inspired by their dedication and commitment.

Polen Capital exists to serve our clients, and we are thankful for the opportunity to do so. Our mission has always been to preserve and grow client assets to protect their present and enable their future. We remain steadfast in our pursuit of this mission and believe that a vibrant culture, consistent execution, and a resilient, durable business model are the best ways to continue achieving it. In 2021, Polen successfully navigated the changing environment, delivered on our value proposition to clients, attracted and retained talent, and enhanced our culture.

The strength of our core values, culture, and results-only work environment (ROWE) enabled us to manage the uncertainties of the ongoing pandemic and adapt to an ever-changing "new normal" work environment. While many organizations are still negotiating their return-to-office policies, we have remained exclusively focused on delivering value for our clients, colleagues, and community. For us, the why, what, and how of delivering results takes priority over the where.

2021 marked another year of investment success. Our Focus Growth, U.S. Small Company Growth, U.S. SMID Company Growth, and Global Growth strategies all delivered strong double digit returns year-to-date through November. Total client assets grew to approximately \$80 billion, up from \$59 billion at year-end 2020, contributing to greater financial stability and firm durability.

We also broadened our leadership team, attracting new talent and building depth across the firm. We made strategic hires that we believe will drive future competitive advantage,

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including new heads of analytics, operations, data management, and technology. These leaders bring expertise to Polen Capital that will expand and enrich our competencies, drive productivity, and improve the client experience. Their efforts are already delivering tangible results.

We enhanced our culture by improving the onboarding experience for new employees, sharing insights in our employee-led Culture Club (this year's featured book was "Ego Is the Enemy" by Ryan Holiday), and hiring our first learning and development manager. We also maintained proactive communication through monthly firm meetings and senior management outreach. Our operating norms of continuous improvement, autonomy, and purpose helped us sustain and enhance employee engagement.

In 2021, we achieved a wide range of milestones on the path to building a durable and resilient business.

- Recognized as one of the "Best Places to Work in Money Management" by Pensions & Investments in their employee survey for the sixth year in a row
- Hosted the 8th annual Make-A-Wish Polen Capital Golf Tournament and granted our 300th wish
- Introduced a client recognition program to celebrate our relationship milestones and support charitable giving
- Published our first Polen ESG and Polen Sustainability reports
- Enhanced our diversity & inclusion strategy including the launch of two Employee Resource Groups
- Refreshed our 3-5 year strategic plan, confirming our mission and charting a course to expand our value proposition to meet clients' demand for income
- Added breadth and depth to each of our equity investment teams
- Launched our Global SMID Company Growth strategy
- Expanded our global client base with new clients in Australia, Ireland, Japan, and the Middle East
- Embraced a digital-first mindset, enhancing digital content, and client experience
- Repurchased an additional 1% of the firm from the Polen Family Trust



We are proud of our progress, but we are always looking to do more to help clients achieve their goals and investment objectives. Specifically, we explored ways to help clients meet their need for investment income. After a thoughtful and deliberate process searching for distinctive, high value-added capabilities, we identified and agreed to acquire DDJ Capital Management (DDJ). DDJ is a boutique high yield, bank loan, private credit, and special situations manager with approximately \$8 billion under management. The acquisition marks Polen's expansion into the high yield market, furthers our objective of delivering superior active returns to preserve and grow clients' assets, and enables Polen to meet client demand for income.

DDJ has a strong investment team and an outstanding 25-year track record of managing high yield portfolios. The DDJ team will be our fourth autonomous investment team and continue managing and overseeing client portfolios with no changes to their philosophy, investment process, or leadership. We believe Polen provides an optimal environment for entrepreneurial investment talent like DDJ by offering the autonomy and empowerment of a boutique and the support and resources of a larger firm.

In the first quarter of 2022, we look forward to welcoming all DDJ employees to Polen Capital. The acquisition will contribute to greater business stability, resilience, and continuity for clients across both organizations.

As we look to the future, we are grateful for the opportunity to grow and protect our clients' assets. We are thankful for our talented people who bring their best selves to work each day. Finally, we are privileged to engage in our communities. So, from the Polen Capital family, thank you for being our clients, consultants, advisors, and friends. You inspire us as we prepare for another year of Going Beyond!

Sincerely,

A handwritten signature in blue ink, appearing to read "Stan C. Moss".

Stan C. Moss
Chief Executive Officer

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