A Message from our CEO

Our vision is to be an enduring, purpose-driven firm, and our commitment to sustainability and delivering value for our clients, colleagues, and community are key elements of our vision. We are pleased to publish our second annual Sustainability Report and share examples of our commitment.

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 vibrant culture, consistent execution, and a resilient, durable business model are the best ways to continue achieving it.

In 2021, we focused on employee engagement, enhancing our onboarding experience for new employees, sharing insights in our employee-led Culture Club, and hiring our first purpose and engagement manager focused on culture, events, and learning and development. We had monthly firm meetings and senior management outreach to strengthen communication and connections. We launched our first two Employee Resource Groups, which are now off and running and have been well received. For the sixth straight year, Polen has been recognized as one of the “Best Places to Work in Money Management” by Pensions & Investments.

We take great pride in our community support and involvement. Our shared pursuit is to serve and champion others within and beyond Polen Capital. We believe the stronger we are as a community, the more enduring we are as a firm. We hosted the 8th annual Make-A-Wish Polen Capital Golf Tournament, and we are thankful to all our sponsors and participants who made this event a great success. Over the past eight years, we have raised over $1.5 million for the Make-A-Wish Foundation, enabling us to grant 300 wishes to deserving children. The employees in each Polen office are making an impact in their community through local charities, and I am continually inspired by their passion for helping and supporting others.

We remain committed to continuously improving to create sustainable value for our clients, colleagues, and communities. Thank you for your interest and support.

Stan C. Moss
Chief Executive Officer
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In January 2022, Polen Capital acquired DDJ Capital Management, a boutique high yield, bank loan, private credit, and special situations manager. The acquisition marks Polen’s expansion into the high yield market and broadens Polen’s objective of delivering superior active returns to preserve and grow clients’ assets with offerings that meet the increased demand for sustainable income.

This report reflects our 2021 activity and the full strategies of our combined firm.
Who We Are

Polen Capital is a fully integrated global investment management firm. Each of our investment professionals is exclusively focused on investing and client outcomes.

Polen Capital offers thirteen investment strategies across autonomous investment franchises:

**Large Company Growth Team (Boca Raton, FL)**
- Focus Growth strategy
- Global Growth strategy
- International Growth strategy

**Small Company Growth Team (Boston, MA – Back Bay)**
- U.S. Small Company Growth strategy
- U.S. SMID Company Growth strategy
- International Small Company Growth strategy
- Global SMID Company Growth strategy

**Emerging Markets Growth Team (London, UK)**
- Global Emerging Markets Growth strategy
- Global Emerging Markets ex-China Growth strategy

**U.S. High Yield Team (Boston, MA – Waltham)**
- U.S. Opportunistic High Yield strategy
- Upper Tier U.S. High Yield
- Total Return Credit strategy
- Bank Loan

Our mission and our 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, competitively advantaged, active portfolios that compound and outperform over the long term.

**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 culture of continuous improvement, individual empowerment, and a long-term mindset.

**Purpose**

We believe true fulfillment of our mission extends beyond achieving measurable success for our client portfolios. Our purpose as a firm, or our “why,” rests on three pillars—our clients, colleagues, and community. We are passionate about making a meaningful difference in the lives of our clients because we know it is important to provide financial security and peace of mind. Our Polen “Why Wall” showcases some of the investors we serve—the firefighters who invest in their pension plans, hardworking employees who invest in their company’s retirement plan, and families that put their life savings in one of the Polen strategies. Our global workforce is key to achieving our mission to clients, and we have created an empowering environment where colleagues can bring their best selves to work. We are actively involved in our local Boca Raton, Boston, and London communities and are dedicated to bettering the communities in which we work and live.

"Our clients, employees, and our community drive every decision we make. Working for real people and helping them to achieve their hopes, dreams, and financial goals is what motivates us to give our absolute best day in and day out. This is our why." —Stan Moss, CEO
Values

We are guided 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.

Our mission, purpose, and core values combine to instill trust across our organization and colleagues, and everyone is empowered to bring their best, authentic self to work.

We operate within a Results-Only Work Environment (ROWE), enabling employees to structure their own approach to work. The focus is on outcomes and accountability rather than the traditional structure of time worked in the office during specific business hours. We want to offer employees the flexibility to help them prioritize work and life. All employees have unlimited paid time off.

Polen Capital has been recognized as one of the “Best Places to Work in Money Management” by Pensions & Investments each year since 2016 (2016 - 2021), ranking 1st in 2021 in the category with 100-499 employees. We attribute a large part of this recognition to our culture and our employee engagement efforts to support, motivate, and reward our talent.

Employee Engagement

We set standards for open communication and transparency and seek employee feedback

Open communication and transparency throughout the organization strengthens internal connections and ties to our mission. The management team hosts firmwide bi-monthly leadership Q&A sessions and “Tri-Annual Meetings,” which serve as town hall forums to share business results, human resources updates, strategic plans, progress on firmwide goals, and other firmwide announcements. We solicit employee feedback regularly via polling questions during firmwide meetings, “Employee Voice”, an anonymous feedback collection tool, and the annual Best Places to Work questionnaire. We subscribe to the concept of Radical Candor, where employees are encouraged to become comfortable with sharing honest, direct feedback. By caring deeply about our colleagues and work and challenging each other directly, all employees at every level can feel supported as they try, fail, learn, grow, and ultimately succeed.

2021 Best Places to Work Survey Results

- 100% of respondents feel Polen Capital encourages them to develop professionally and/or acquire new skills
- 99% of respondents like the people they work with
- 98% of respondents believe we have a spirit of cooperation and feel part of a team working toward shared goals
- 98% of respondents would recommend our products to their friends
- 98% of respondents feel Polen provides a sense of meaning and purpose
- 97% of respondents would recommending working here to a friend

“We strive to provide excellent resources to enable employees to show up as their best selves.”

—Rachel Trock, Head of Human Resources
Employee goal setting and compensation

On an annual basis, employees set individual goals and learning plans in consultation with their immediate managers. Performance reviews are conducted twice annually to ensure that employees are delivering on these goals and training plans. Managers work to identify strengths and areas of development.

Employees receive competitive salaries and bonuses, and all employees share in upside firm performance either through equity ownership, long-term incentive plans (phantom equity), distribution pools, or a firm bonus tied to asset growth and client retention. Annually, we evaluate future equity participation through our phantom equity plan and equity ownership. The firm typically funds employee 401(k) profit-sharing plans, which can be invested in our mutual funds to strengthen client alignment.

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 grounds. McLagan compensation surveys are reviewed every two years for industry compensation benchmarks. The Compensation Committee reviews employee compensation annually, with input from managers, and seeks to ensure fair balance across teams.

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 lunch, snack, and beverage items that are health conscious. Our headquarters facility boasts an onsite fitness center with access to yoga, meditation, and massages. Workspaces are outfitted with standing desks and walking treadmills. 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, and progress toward individual learning plans is evaluated at the end of each year.

The firm hosts quarterly training on topics that reinforce our common language, such as Radical Candor, Growth Mindset, Enneagram, and ROWE. The Becoming More series allows internal subject matter experts to teach, coach, and develop people across the organization. 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 employee-led “Culture Club” meets weekly to discuss topical books for our firm and industry.

2021 Culture Club Book Selections

- **Start with Why** by Simon Sinek
- **Ego Is the Enemy** by Ryan Holiday
- **Drive: The Surprising Truth About What Motivates Us** by Daniel H. Pink
- **Surviving the Wolves: A Leader’s Guide to Thriving Through Stress and Adversity** by Heather Heron
Diversity & Inclusion

We pursue diversity of thought, unique perspectives, and inclusivity. We view a diverse workforce as essential to fostering a 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 diversity and inclusion as underrepresentation in our industry which includes women, people of color, the LGBTQ+ community, people with disabilities and veterans.

Polen Capital's Diversity and Inclusion Strategic Plan is focused on four key concepts:

1. Empower all voices, which focuses on our underrepresented recruitment and leadership efforts
2. Enhance our workplace, which works on fostering a culture of belonging and delivering resources to advance allyship and inclusion
3. Engage our communities, which supports our local communities in Boca, Boston, and London through corporate partnership, volunteerism, and charitable giving
4. Expand our reach to work with diverse vendors and companies.

As of December 31, 2021
Recruitment

Polen maintains a key focus on diversity throughout the recruitment process and is proud to partner with organizations such as the Toigo Foundation, the Pat Tillman Foundation, Out in Finance, and Gain UK. We engage with numerous universities for internship recruitment, including two local Florida universities, Florida Atlantic University (FAU) and Florida A&M University (FAMU), a historically Black university. Our relationship with FAMU is furthered by our partnership with the Adaptive Growth Leadership, a people of color-owned consultancy group. Adaptive Growth Leadership provides a pipeline of talented, diverse candidates for full-time and internship opportunities.

Over the summer of 2021, Polen welcomed a diverse set of interns to our offices. Each intern worked closely with their respective team and presented a Capstone project of their work, learnings, and recommendations at the close of the session. Our interns embraced the spirit of volunteerism and prepared backpacks with school supplies and inspiring messages for students, which were distributed through Best Foot Forward Foundation to foster care youth.

Fostering a culture of belonging and inclusion

As part of annual training, employees participated in a “Behaviors of Inclusion” exercise, which provided a review of the psychology of unconscious bias and shared behaviors of inclusion to improve our interactions, meetings, feedback, and decisions.

Polen has two Employee Resource Groups (ERGs) that strive to advance a culture of belonging and ensure our diverse populations are seen, heard, and celebrated:

- Employees Building Resources and Community Engagement: (EMBRACE): Multicultural groups and their allies
- Women Inspiring Success and Engagement (WISE): Women and their allies

Throughout the year, we hosted several events to celebrate diverse groups. We observed Black History Month, International Women’s Day, Pride Month, and Hispanic Heritage Month. Through two fireside chats, Polen employees representing Asian and Veteran groups opened themselves to their colleagues to share their experiences and engage in a dialogue about enhancing inclusivity.

Community & Industry Involvement

Our firm sponsors the Polen Capital Charitable Diversity Fund, a donor-advised fund granting charitable contributions to support diversity-focused organizations. The Fund contributed to the Toigo Foundation and Out in Finance and also supports a four-year, $40,000 scholarship through the George Snow Foundation to a rising college student interested in business or finance.

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

Two members of our Large Company Growth Team had a 3-month engagement with a rising Bethune-Cookman University freshman. They spent time educating the student on the investment management industry and how our research teams learn and think about different companies. Their work culminated in a conversation with Dennis Brockman, Chief Diversity Officer at Starbucks, during which the student had the opportunity to ask how Starbucks runs its business and makes a global impact.

Our head of the Small Company Growth Team generously offered her time over a 3-month engagement to a rising senior at her alma mater, Barnard College. Together, they studied effective management behaviors by reading Jim Collins’ book Great By Choice and applying their learnings to the analysis of Five Below, a mid-cap retailer.

II I firmly believe asset management is one of the best careers for women – particularly if they have a growth mindset and like a challenge. It never gets old and never gets easy. I wish women knew more about asset management and how they could cultivate a career in the industry. This is where asset managers and advocacy groups have a big role to play. II

—Rayna Lesser Hannaway, CFA, Head of Team, Portfolio Manager & Research Analyst
Polen Cares

We are active in pursuing the betterment of our local communities

At Polen Capital, we are committed, as a team of individuals, to pursuing the betterment of the communities and the environment in which we work and live. Through corporate sponsorship and volunteerism, we believe that we have a powerful opportunity to improve the lives of others. We strive to strengthen our professional and personal partnerships to increase social awareness locally and nationally. Our goal is to help support, empower, and provide more opportunities for those in need.

We hold a long-standing, major partnership with the Make-A-Wish® Foundation. We have sponsored the annual Make-A-Wish® Polen Capital Golf Tournament since 2014, which has allowed us to raise over $1.5 million to grant over 300 wishes to children battling illness. The Make-A-Wish Polen Capital Golf Tournament has forever changed the lives of more than 300 children in Southern Florida, including 17-year-old Douglas who wished to meet the cast of his favorite television show, 15-year-old Natalia who wished to travel to Hawaii, 10-year-old Hayden who wished to go on a Caribbean cruise, and 14-year-old Jordan who wished to meet the New York Yankees.

To help those less fortunate, we support the local charities of Boca Helping Hands, Pine Street Inn, Greater Boston Food Bank, and the Hackney Food Bank throughout the year.

Employees in Boston and Boca Raton shopped for Thanksgiving and filled their carts with over 1,000 pounds worth of essential food items to assist the Boca Helping Hands and Pine Street Inn facilities.

Our Boston – Back Bay employees also volunteered their time with Boston Cares, packing grocery bags for distribution to the Boston Public Schools.
Our colleagues in London had the pleasure of supporting the Hackney Food Bank’s Tesco Winter Food Collection, receiving food donations from members of the public, and preparing orders for the foodbank center and emergency food boxes.

Additionally, the firm has a matching gifts program and matches employee donations up to $5,000 annually to double the impact of an employee’s contribution to their selected charity. In 2021, the matching gifts program collected $100,000 in donations for many worthwhile causes.

As a company, Polen Capital has always been acutely aware that we live and work within a greater community to which we have a responsibility to give back. We chose Hackney Foodbank because it is an organization where we felt our contributions could make a significant difference within our community.

—Paul Williams, Head of International Business Development

Boston – Waltham colleagues participated in two food relief projects through the Greater Boston Food Bank and the United Way, helping to provide a nice Thanksgiving for families in the greater Boston area. The team also participated in the New England Center and Home for Veterans Gift-A-Vet Program for the 6th year, fulfilling Veteran wish lists and providing gift cards for the Center’s residents to purchase gifts for their children/grandchildren.

For the first half of the year, employees got moving and walked, ran, and biked for charity through our “Charity Fitness Miles Challenge,” earning one dollar per mile. This effort raised $22,000 for our partner charities.

In 2021, we introduced the Polen Cares Fund, a donor-advised fund that directs contributions to our partner charities as well as event-based causes. In 2021, the Polen Cares Fund contributed $5,000 to Give India, in response to the humanitarian crisis triggered by COVID-19.

Client Recognition Program

We launched our new annual Client Recognition Program to acknowledge and thank our eligible institutional clients at their 3, 5, and 10 year milestones. In line with our firm’s commitment to community, we recognize these clients by making a charitable donation on behalf of each eligible client.
Environment

We are committed to minimizing our environmental impact. We take strides 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 the principles of sustainable technology and design. The Lynn Financial Center is Boca Raton’s first commercial office project to be certified LEED® Gold by the U.S. Green Building Council (USGBC). Our Boston office is located in a building that is both Energy Star and LEED® Platinum certified. We support recycling throughout our offices. To recycle IT equipment such as computers, monitors, and printers, we partner with Memory for Memory. This non-profit organization monetizes recycled electronics to fund charities and services committed to finding a cure for Alzheimer’s and dementia or caring for those impacted by the illness.

Our offices have water filter systems, and reusable mugs and cups are encouraged to reduce single-use items. Default settings for printers and copiers are set to print double-sided and in black & white. To conserve energy, our offices have motion lights to turn off automatically when no one is present.

We track and offset our carbon emissions generated from electricity use, employee commuting, and business travel. The offsets fund a project with a co-benefit of climatic and social impact. 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 which helps global reforestation efforts, to plant 1,000 new trees.

Carbon Offset Program

Impact Profile

| Carbon Sequestration: | Carbon Avoidance |

The foundation of the project is job creation. Through carbon sales, Wildlife Works provides the local community of the Kasigau Corridor region in Southeast Kenya with long-term jobs that replace unsustainable sources of income such as poaching, subsistence agriculture and illegal tree harvesting. This includes jobs supporting education, making eco-friendly products, protecting wildlife, managing the project, helping farmers and growing trees.

The corridor is home to more than 20 species of bats, over 50 species of large mammals, over 300 species of birds and important populations of IUCN Red List species, including African Elephants, African Wild Dog, Cheetah, and Grevy’s Zebra. The project has employed over 300 direct, and over 1,200 indirect people in the area. Locally hired rangers are hired and trained to be guardians of the wilderness.

Main SDG focus beyond climatic benefit:

- Over 200,000 hectares of dryland forest protected through this project. In addition, the project aims to protect over 11,000 wild elephants living in the ecosystem. The corridor is home to more than 20 species of bats, over 50 species of large mammals, over 300 species of birds and important populations of IUCN Red List species, including African Elephants, African Wild Dog, Cheetah, and Grevy’s Zebra.

- 28 classrooms have been built and over 11,000 students have been awarded scholarships from the project, totaling over $330,000.

Sustainable Development Goals
Governance

We are built on a foundation of strong governance

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.

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

The Advisory Board is an independent committee of outside advisors responsible for providing non-binding strategic advice to the firm. The board brings diverse perspectives to inform our strategic agenda and help fulfill our mission.

The Strategic Planning Committee sets the long-term strategic direction of the business. The group meets to discuss the three-to-five-year business plan and the longer-term vision for the company. In consultation with the Operating Committee, the Strategic Planning Committee sets the strategic goals that lay the groundwork for firmwide annual goals.

The Operating Committee is responsible for the execution and implementation of our three-to-five-year strategic plan and includes heads of each business department. The committee meets to discuss day-to-day business activities, sets firmwide annual goals that support long-term strategic goals, and ensures the annual goals cascade from firm to department to employee.

The Risk & Compliance Committee is responsible for protecting the business and, ultimately, our clients. The committee ensures that compliance policies and procedures are properly observed and that risks across the firm, foreseeable and existing, are identified and mitigated.

The Best Execution Committee is responsible for managing and overseeing the best execution process, evaluating trade management procedures, and making recommendations to senior management on improving trading practices. It also functions as the Fair Valuation Committee and meets as needed to discuss valuing securities on an ad hoc basis, particularly with respect to securities with stale or missing prices.

The Pricing Committee is responsible for setting standard pricing schedules across Polen Capital’s various products.

The Data Governance Committee provides an organizational foundation to improve data reliability, accessibility, and accountability.

The ESG Committee is tasked with setting the strategic direction and supporting the ongoing advancement of our ESG goals.

The Diversity and Inclusion Committee is responsible for putting the D&I strategy into action and offering recommendations to foster an inclusive culture.

The Compensation Committee is responsible for reviewing and approving year-end discretionary compensation recommendations, along with setting base salaries for the upcoming calendar year.

Governance Structure
Compliance Program

Our compliance program consists of a compliance policy and procedures manual, an annual risk assessment matrix, and an ongoing monitoring process. The Compliance 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 Advisers Act. The ongoing monitoring component of the Compliance Program utilizes 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 with 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), political contributions, 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 conducts annual and quarterly employee attestation processes whereby each employee agrees to abide by our Code of Ethics and affirms to and/or provides their pertinent disclosures. 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.

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 utilize 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 (BCP) 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 office is used as a secondary site 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 or London office could be hosted in Boca Raton if an event adversely impacted their primary office.
ESG Integration

Employing a long-term, stakeholder-oriented mindset

Just as we strive to be a high-quality, sustainable firm that creates enduring value for its 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. We view financial metrics and factors classified as environmental, social and governance as intertwined, and essential for a comprehensive understanding of the business and its 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 ESG issues in our investment process. We are also a public supporter of the Task Force on Climate-Related Financial Disclosures (TCFD), which aims to promote greater disclosure of climate-related risks, governance, and strategy in the financial system and a CDP Capital Markets Signatory.

Additional information on our ESG Integration can be found on our website: Polen Capital/Sustainability

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 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 believe that an important part of growing our clients’ assets also includes preserving it. To ensure this, we adhere to a time-tested process of researching and analyzing the highest-quality companies around the globe—selecting 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.

Connect with Us

For more information on Polen Capital visit www.polencapital.com and connect with us on LinkedIn.

Past performance is not indicative of future results. There can be no assurances that any portfolio characteristics depicted herein shall be replicated in the future.

This report is being provided for informational purposes only and should not be construed as a recommendation to purchase, hold or sell any particular security. The securities discussed do not represent the entire portfolio. Actual holdings will vary depending on the size of the account, cash flows, and restrictions. A complete list of our past specific recommendations for the last year is available upon request.

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 forward-looking estimates or statements which are based on certain expectations and assumptions. The views and strategies described may not be suitable for all clients. References to specific securities, asset classes and financial markets are for illustrative purposes only and are not intended to be, and should not be interpreted as, recommendations. This report does not identify all the risks (direct or indirect) or other considerations which might be material when entering any financial transaction.