

# K A B O U T E R

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With the coronavirus (COVID-19) situation changing rapidly, we want to assure you of the important steps Kabouter has taken to both help mitigate the impact on our clients and to consider the safety and wellbeing of our employees.

In terms of managing potential business disruptions, please rest assured that as clients of Kabouter, you will see no discernible change in terms of our investment management or investor servicing. Our employees have secure remote access to all of our systems and have been working from home firm-wide since mid-March. We test this functionality annually firm-wide and, to further prepare for the current situation, we also proactively completed additional testing recently. We continue to be in touch with other firms in our industry to share best practices and have contacted critical service providers to assure that they are properly equipped to handle the pandemic.

We have also undertaken a variety of precautionary measures to ensure we are doing all that we can to protect our employees and clients. All business travel, which includes domestic, must be pre-approved and is restricted for the near term, and all personal travel must be reported. Note that the research team is used to and is now conducting all meetings with current and prospective portfolio companies via video or conference call. Our investor servicing team continues to respond to all requests in a timely manner and conduct meetings via video or conference call.

These unique circumstances have created a great deal of uncertainty, and we want you to know that we are taking all possible steps to support our employees and our clients. As always, we are happy to arrange a call and we wish you the best as we navigate these challenging times together.

The Kabouter Team