

K A B O U T E R

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As our country continues to struggle with racial inequity and the pandemic, we felt it was an appropriate time to provide an update on our firm. It has been devastating to witness the recent tragic events and social injustices, and as a minority-owned firm with 69% of our team members represented by minorities and women, we wanted to reaffirm our commitment to diversity, equity, and inclusion. Our strength and success come from working together as a team, welcoming a diverse set of ideas and backgrounds, and promoting these ideals in our communities. We are committed to deepening our understanding of these challenging issues as we try to maintain an inclusive and culturally diverse environment.

Regarding COVID-19, 100% of the firm continues to work remotely, remaining connected and collaborating with one another. Investment management, including engagement efforts, and investor servicing remain our top priorities and business continues uninterrupted. In fact, we have experienced an uptick in communication with portfolio company management teams over the last couple of months given their increased willingness to connect virtually. The research team continues to conduct all meetings with current and prospective portfolio companies via video or conference call, and our engagement efforts have gained momentum as the team helps to plan virtual roadshows and continues encouraging companies to improve their disclosures in an effort to help the market understand the quality and sustainability of their businesses.

Keeping our clients, employees, and communities safe and healthy is at the forefront of any decision to return to the office. Kabouter has decided to take a measured and deliberate approach to doing so and will continue largely working from home through the end of the third quarter. That being said, we are more than happy to accommodate clients should an in-person visit be requested and will take appropriate safety precautions if doing so.

These are difficult and stressful times, and we hope that you and your family remain safe during the months ahead. We are hopeful that change will happen and, if we stand together, that we will come out of this stronger. Thank you for your commitment to Kabouter and, as always, please let us know if you have any questions.

The Kabouter Team