



BARINGS

2020

Company Engagement

ON ENVIRONMENTAL, SOCIAL
& GOVERNANCE ISSUES

last updated March 2021

Environmental	
Issuer	Topic
3M Co.	Ecological Impacts
AGCO Corporation	Environmental Management Policy
Akbank TAS	Physical Impacts of Climate Change
Alimentation Couche-Tard Inc.	Environmental Management Policy
Alimentation Couche-Tard Inc.	Sustainability Policy
Alliance Data Systems Corporation	Climate Change
Alloy Finco Limited	Greenhouse Gas Emissions (incl. Carbon Footprint)
Ambipar Participacoes e Empreendimentos S/A	Waste & Hazardous Materials Management
American Axle & Manufacturing Holdings, Inc.	Energy Mix: Fossil Fuels/Renewable Energy
Amundi Physical Gold PLC	Circular Economy (incl. Product Design; Sustainability of Materials)
Ardagh Packaging Holdings Ltd	Greenhouse Gas Emissions (incl. Carbon Footprint)
Associated British Foods PLC	Sustainability Policy
Babar Bidco	Lawsuits/Fines/Sanctions/Violations of Regulation
Centre Testing International Group Co Ltd	Environmental Management Policy
Centre Testing International Group Co Ltd	Energy Management
Centre Testing International Group Co Ltd	Water & Wastewater Management
CenturyLink, Inc.	Climate Change
CF Industries Holdings, Inc.	Greenhouse Gas Emissions (incl. Carbon Footprint)
China Resources Cement Holdings Ltd	Environmental Management Policy
China Resources Cement Holdings Ltd	Energy Management
CJ LOGISTICS	Environmental Management Policy
Clear Channel Worldwide Holdings Inc.	Greenhouse Gas Emissions (incl. Carbon Footprint)
CNOOC Ltd.	Environmental Management Policy
CNOOC Ltd.	Energy Management
Dalata Hotel Group PLC	Environmental Management Policy
Darling Ingredients Inc.	Waste & Hazardous Materials Management
Darling Ingredients Inc.	Environmental Management Policy
Eastman Chemical Co.	Climate Change
Eastman Chemical Co.	Climate Change
Ecopetrol	Climate Change
Ecopetrol	Energy Consumption (incl. Supply Chain)
Ecopetrol	Energy Mix: Fossil Fuels/Renewable Energy
Ecopetrol	Greenhouse Gas Emissions (incl. Carbon Footprint)
EG Finco Limited	Greenhouse Gas Emissions (incl. Carbon Footprint)
En+ Group International PJSC	Air Quality
EP BCo S.A.	Energy Consumption (incl. Supply Chain)
EP BCo S.A.	Waste Management & Recycling
Evonik Industries AG	Environmental Management Policy
GlaxoSmithKline PLC	Physical Impacts of Climate Change
Global University Systems B.V.	Lawsuits/Fines/Sanctions/Violations of Regulation

Environmental Continued

Issuer	Topic
Grunenthal GmbH	Lawsuits/Fines/Sanctions/Violations of Regulation
Grupo Mexico, S.A.B. de C.V.	Ecological Impacts
Hindustan Unilever Ltd	Carbon Scope 1
Hindustan Unilever Ltd	Carbon Scope 2
Hindustan Unilever Ltd	Carbon Scope 3
Hurtigruten Group AS	Energy Mix: Fossil Fuels/Renewable Energy
Illinois Tool Works Inc.	Water & Wastewater Management
Illinois Tool Works Inc.	Waste & Hazardous Materials Management
Impro Precision Industries Ltd	Environmental Management Policy
Ineos Group Holdings S.A.	Greenhouse Gas Emissions (incl. Carbon Footprint)
Itau Unibanco Holding S.A.	Product Design & Lifecycle Management
LANXESS AG	Waste & Hazardous Materials Management
Larsen & Toubro Limited	Product Design & Lifecycle Management
LG Household & Health Care Ltd	Water & Wastewater Management
LyondellBasell Industries AF S.C.A.	Climate Change
Mail.Ru Group Ltd	Product Design & Lifecycle Management
Mail.Ru Group Ltd	Air Quality
Mapletree Logistics Trust	Environmental Management Policy
Masmovil Ibercom SA	Greenhouse Gas Emissions (incl. Carbon Footprint)
Mining and Metallurgical Company Norilsk Nickel PJSC	Air Quality
Mining and Metallurgical Company Norilsk Nickel PJSC	Environmental Management Policy
Mining and Metallurgical Company Norilsk Nickel PJSC	Carbon Scope 2
Mining and Metallurgical Company Norilsk Nickel PJSC	Carbon Scope 1
Mining and Metallurgical Company Norilsk Nickel PJSC	Waste & Hazardous Materials Management
Motion Acquisition Limited	Energy Consumption (incl. Supply Chain)
Motion Acquisition Limited	Resource Usage (Withdrawal/Consumption/Management of Water, Land, Natural Resources)
Netflix Inc	Greenhouse Gas Emissions (incl. Carbon Footprint)
New World Development Co Ltd	Environmental Management Policy
Nexity SA	Environmental Management Policy
NOF Corporation	Environmental Management Policy
Nouryon Finance B.V.	Greenhouse Gas Emissions (incl. Carbon Footprint)
Novacap Group Bidco	Greenhouse Gas Emissions (incl. Carbon Footprint)
OneMain Financial Holdings, Inc.	Climate Change
P/F Bakkafrøst	Sustainability Policy
Petróleo Brasileiro S.A.—Petrobras	Environmental Management Policy
Petróleo Brasileiro S.A.—Petrobras	Environmental Management Policy
Petróleo Brasileiro S.A.—Petrobras	Carbon Scope 3
Petróleo Brasileiro S.A.—Petrobras	Environmental Management Policy
Petróleo Brasileiro S.A.—Petrobras	Environmental Management Policy

Environmental Continued

Issuer	Topic
Petróleo Brasileiro S.A.—Petrobras	Environmental Management Policy
Petróleo Brasileiro S.A.—Petrobras	Carbon Scope 3
PI Industries Ltd	Waste & Hazardous Materials Management
PI Industries Ltd	Carbon Scope 1
PI Industries Ltd	Carbon Scope 2
PT Astra International Tbk	Environmental Management Policy
PT Bank Negara Indonesia (Persero) Tbk	Sustainability Policy
PT Indocement Tunggak Prakarsa Tbk.	Environmental Management Policy
Public Joint-Stock Company Moscow Exchange MICEX-RTS	Sustainability Policy
Quicken Loans Inc.	Climate Change
Reynolds Group Holdings Ltd.	Waste Management & Recycling
Rio Tinto Ltd.	Environmental Management Policy
Roche Holding AG	Sustainability Policy
Royal Dutch Shell PLC	Environmental Management Policy
Royal Dutch Shell PLC	Environmental Management Policy
Rumo SA	Environmental Management Policy
S.P.C.M. S.A.	Greenhouse Gas Emissions (incl. Carbon Footprint)
Samsonite International S.A.	Product Design & Lifecycle Management
Saudi Electric Co.	Environmental Management Policy
Seria Co Ltd	Environmental Management Policy
Seria Co Ltd	Sustainability Policy
Shenzhou International Group Holdings Ltd	Energy Management
Siemens Gamesa Renewable Energy, S.A.	Environmental Management Policy
Solenis International, LLC	Waste Management & Recycling
SunCoke Energy Partners, L.P.	Greenhouse Gas Emissions (incl. Carbon Footprint)
SunCoke Energy Partners, L.P.	Climate Change
TDC A/S	Greenhouse Gas Emissions (incl. Carbon Footprint)
Tokai Carbon Korea Co Ltd	Environmental Management Policy
Tomra Systems Asa	Ecological Impacts
Universal Robina Corp	Carbon Scope 1
Universal Robina Corp	Environmental Management Policy
USI Holdings Corp.	Climate Change
Vale Indonesia Tbk PT	Environmental Management Policy
Vale S.A.	Carbon Scope 3
Vale S.A.	Environmental Management Policy
Verisure Midholding AB	Energy Consumption (incl. Supply Chain)
Weld North Education LLC (Canyon Buyer, Inc.)	Greenhouse Gas Emissions (incl. Carbon Footprint)
WisdomTree Physical Silver	Resource Usage (Withdrawal/Consumption/Management of Water, Land, Natural Resources)
WisdomTree Physical Silver	Circular Economy (incl. Product Design; Sustainability of Materials)
Yandex N.V.	Product Design & Lifecycle Management

Governance

Issuer	Topic
21vianet Group, Inc.	Engagement/Stewardship Policy
21vianet Group, Inc.	Access To Management
Ace Hardware Indonesia Tbk PT	Conflicts of Interest Policy
Alfen Beheer BV	Inducements Policy (if not covered in ABC Policy)
Alimentation Couche-Tard Inc.	Traceability Of Key Inputs
Applus Services S.A.	Anti-Bribery & Corruption (ABC) Policy
ASM International NV	Business Model Resilience
ASSA ABLOY AB	Appropriate Incentive Structure
Associated Asphalt Partners LLC	Corporate Strategy
AstraZeneca PLC	Appropriate Incentive Structure
Asx Limited	Litigation Risk
Avery Dennison Corp.	Female Participation on Boards
B M RETAIL LTD	Supply Chain Management
Baillie Gifford Overseas Growth Funds ICVC - Japanese Fund	Fund Strategy
Bank Of The Philippine Islands	Financial Crime Prevention i.e. AML/insider trading Controversies
Becton, Dickinson and Company	Supply Chain Management
Befesa S.A.	Female Participation on Boards
Boston Scientific Corp.	Financial Reporting
Centre Testing International Group Co Ltd	Anti-Bribery & Corruption (ABC) Policy
Centre Testing International Group Co Ltd	Whistleblowing Policy
Centre Testing International Group Co Ltd	Anti-Bribery & Corruption Controversies
Chailease Holding Company Limited	Financial Crime Prevention Policies (incl. AML; Insider Trading)
Chicony Electronics Co Ltd	Frequency Of Meetings
Chicony Electronics Co Ltd	Backward Integration (Protection Of Key Inputs)
China Overseas Land & Investment Limited	Appropriate Incentive Structure
China Overseas Land & Investment Limited	Financial Reporting
China Resources Cement Holdings Ltd	Independence Of Board
CNOOC Ltd.	Critical Incident Risk Management
Coca-Cola Femsa	Female Participation on Boards
Consolidated Energy Finance LLC (parent of TL Methanol Holdings, aka MTHL)	Stakeholder Management
CP ALL Public Company Limited	Access To Management
Credicorp Ltd	Anti-Bribery & Corruption (ABC) Policy
CVR Partners, LP	Risk Management & Policies
Daikin Industries, Ltd.	Litigation Risk
Daiwabo Holdings Co Ltd	Access To Management
Detsky Mir PJSC	Supply Chain Management
Dongkook Pharmaceutical Co., Ltd.	Engagement/Stewardship Policy
Doric Nimrod Air One Ltd	Board Composition: Diversity; Tenure; Attendance; Over-Boarding
Ecopetrol	Board Remuneration

Governance Continued

Issuer	Topic
Encore Capital Management	Risk Management & Policies
Engineering - Ingegneria Informatica S.p.A.	Anti-Bribery & Corruption Controversies
GlaxoSmithKline PLC	Appropriate Incentive Structure
Global University Systems B.V.	Board Composition: Diversity; Tenure; Attendance; Over-Boarding
Greencoat UK Wind PLC/Funds	Corporate Strategy
Grunenthal GmbH	Stakeholder Management
Gulf Finance, LLC	Corporate Strategy
Hana F&I Inc.	Board Composition: Diversity; Tenure; Attendance; Over-Boarding
HCL Technologies Ltd	Statement of Directors Roles & Responsibilities (incl. Board Composition)
HCL Technologies Ltd	Appropriate Incentive Structure
Hexagon Composites Asa	Appropriate Incentive Structure
Hexagon Composites Asa	Financial Reporting
Hindustan Unilever Ltd	Cybersecurity Policy
Hindustan Unilever Ltd	Supply Chain Management
Humansoft Holding Co KSCP	Female Participation on Boards
Hyundai Mobis Company Limited	Supply Chain Management
Hyundai Mobis Company Limited	Female Participation on Boards
Impro Precision Industries Ltd	Anti-Bribery & Corruption (ABC) Policy
Impro Precision Industries Ltd	Separation Of Chair & CEO
Impro Precision Industries Ltd	Succession Plan
Ipoteka Bank	Stakeholder Management
Japan Elevator Service Holdings Co Ltd	Engagement/Stewardship Policy
Jeol Ltd	Independence Of Board
JPEL Private Equity Ltd	Corporate Strategy
JPEL Private Equity Ltd	Corporate Strategy
JPEL Private Equity Ltd	Board Composition: Diversity; Tenure; Attendance; Over-Boarding
KATITAS Co., Ltd.	Business Model Resilience
Kia Motors Corp	Female Participation on Boards
Koito Manufacturing Co., Ltd.	Independence Of Board
KONE Corporation	Appropriate Incentive Structure
Koninklijke Ahold Delhaize N.V.	Supply Chain Management
LBC Tank Terminals Holding Netherlands BV	Audit
LBC Tank Terminals Holding Netherlands BV	Corporate Strategy
LG Household & Health Care Ltd	Female Participation on Boards
Mail.Ru Group Ltd	Customer Privacy
Mail.Ru Group Ltd	Customer Privacy
Mail.Ru Group Ltd	Anti-competitive practices
Mail.Ru Group Ltd	Data Security
McDonald's Corporation	Whistleblowing Policy

Governance Continued

Issuer	Topic
MediaTek Inc	Cybersecurity Policy
MediaTek Inc	Frequency Of Meetings
Moura Dubeux Engenharia S/A	Traceability Of Key Inputs
Nabtesco Corp	Female Participation on Boards
Nabtesco Corp	Independence Of Board
Neuberger Berman CLO Income Fund	Fund Strategy
NOF Corporation	Engagement/Stewardship Policy
NOF Corporation	Access To Management
Nomura Research Institute Ltd	Separation Of Chair & CEO
Ontex Group NV	Statement of Directors Roles & Responsibilities (incl. Board Composition)
Ontex Group NV	Appropriate Incentive Structure
Ontex Group NV	Access To Management
Ozon Holdings PLC	Anti-Bribery & Corruption (ABC) Policy
Pentamaster Corporation Berhad	Critical Incident Risk Management
PepsiCo Inc.	Frequency Of Meetings
Petróleo Brasileiro S.A.—Petrobras	Appropriate Incentive Structure
PI Industries Ltd	Cybersecurity Policy
PI Industries Ltd	Traceability Of Key Inputs
Piolin Bidco, S.A.U.	Stakeholder Management
Piolin Bidco, S.A.U.	Stakeholder Management
PT Bank Central Asia Tbk	Data Privacy/Confidentiality Policy/ies
PT Telekomunikasi Indonesia (Persero) Tbk	Data Privacy/Confidentiality Policy/ies
PT Telekomunikasi Indonesia (Persero) Tbk	Anti-Bribery & Corruption (ABC) Policy
PUG LLC	Audit
Reynolds Group Holdings Ltd.	Conflicts of Interest
Salesforce.com Inc.	Statement of Directors Roles & Responsibilities (incl. Board Composition)
Saudi Electric Co.	Anti-Bribery & Corruption (ABC) Policy
Sberbank of Russia PJSC	Financial Reporting
SBI Life Insurance Company Limited	Appropriate Incentive Structure
Schindler Holding Ltd.	Appropriate Incentive Structure
Siemens AG	Cybersecurity Policy
Siemens AG	Supply Chain Management
Siemens Gamesa Renewable Energy, S.A.	Statement of Directors Roles & Responsibilities (incl. Board Composition)
Siemens Gamesa Renewable Energy, S.A.	Female Participation on Boards
Siemens Gamesa Renewable Energy, S.A.	Inducements Policy (if not covered in ABC Policy)
Singapore Technologies Engineering Ltd.	Anti-Bribery & Corruption (ABC) Policy
Sistema Joint Stock Financial Corporation	Female Participation on Boards
Smurfit Kappa Group plc	Conflicts of Interest Policy

Governance Continued

Issuer	Topic
StoneCo LTD	Voting Structure
Synlab Bondco PLC	Risk Management & Policies
TCS Group Holding PLC	Cybersecurity Policy
Tgs Nopec Geophysical Co Asa	Appropriate Incentive Structure
THOM Europe S.A.S.	Fund Strategy
Tokai Carbon Korea Co Ltd	Engagement/Stewardship Policy
Topsports International Holdings Ltd	Anti-Bribery & Corruption (ABC) Policy
Topsports International Holdings Ltd	Whistleblowing Policy
Toyota Industries Corporation	Statement of Directors Roles & Responsibilities (incl. Board Composition)
Toyota Motor Corp.	Appropriate Incentive Structure
Toyota Motor Corp.	Statement of Directors Roles & Responsibilities (incl. Board Composition)
Travelex Financing PLC	Board Composition: Diversity; Tenure; Attendance; Over-Boarding
Twelve Capital Fund - Twelve Insurance Best Ideas Fund	Fund Strategy
Ulker Biskuvi Sanayi AS	Conflicts of Interest Controversies
United Group B.V.	Risk Management & Policies
Universal Robina Corp	Independence Of Board
Valeo F1 Company Limited (Ireland)	Board Composition: Diversity; Tenure; Attendance; Over-Boarding
Wal-Mart de Mexico SAB de CV	Conflicts of Interest Controversies
Yandex N.V.	Customer Privacy
Yandex N.V.	Data Security
Yandex N.V.	Independence Of Board

Social

Issuer	Topic
Alimentation Couche-Tard Inc.	Child Labour Policy
Alimentation Couche-Tard Inc.	Diversity Policy
ALS Limited.	Product Quality & Safety
Amplifon S.p.A.	Selling Practices & Product Labelling
AstraZeneca PLC	Access & Affordability
Atacadao Distribuicao Comercio e Industria Ltda	Equal Treatment/Rights at Work Policy
Bapcor Ltd	Diversity Policy
Boston Scientific Corp.	Product Quality & Safety
China Resources Cement Holdings Ltd	Injuries
Cleanaway Waste Management Limited	Equal Treatment/Rights at Work Policy
Cleanaway Waste Management Limited	Labour Practices
Elysium Healthcare Holdings 3 Limited	Occupational Health, Safety & Wellbeing
Encore Capital Management	Community Relations (incl. Rights of Indigenous Peoples; Security Practices; Socio-Economic Impact)

Social Continued

Issuer	Topic
EP BCo S.A.	Occupational Health, Safety & Wellbeing
Hana F&I Inc.	Equality, Diversity & Equal Opportunity
Hana Financial Group Inc.	Business Ethics
Hengan International Group Co Ltd	Human Rights & Community Relations
Humansoft Holding Co KSCP	Diversity Policy
JD Sports Fashion Plc	Labour Practices
Jinxin Fertility Group Limited	Human Rights & Community Relations
JPEL Private Equity Ltd	Strategy, Business Plan & Performance
KATITAS Co., Ltd.	Diversity Policy
Koninklijke Ahold Delhaize N.V.	Strikes
Mail.Ru Group Ltd	Employee Engagement, Diversity & Inclusion
Mail.Ru Group Ltd	Staff Turnover
Mail.Ru Group Ltd	Selling Practices & Product Labelling
McDonald's Corporation	Employee Engagement, Diversity & Inclusion
Mining and Metallurgical Company Norilsk Nickel PJSC	Employee Health & Safety
Mining and Metallurgical Company Norilsk Nickel PJSC	Injuries
Mining and Metallurgical Company Norilsk Nickel PJSC	Fatalities
Mining and Metallurgical Company Norilsk Nickel PJSC	Fatalities
Mondi Plc	Fatalities
Nissan Chemical Corporation	Employee Engagement, Diversity & Inclusion
Novartis AG	Access & Affordability
Petróleo Brasileiro S.A.—Petrobras	Training & Education
Samsung Electronics Co. Ltd.	Product Quality & Safety
Saudi Electric Co.	Equal Treatment/Rights at Work Policy
Saudi Electric Co.	Fatalities
Sea Limited	Access & Affordability
Sunshine Luxembourg VII SARL	Occupational Health, Safety & Wellbeing
Tokai Carbon Korea Co Ltd	Equal Treatment/Rights at Work Policy
UPL Ltd	Employee Engagement, Diversity & Inclusion
Veritas Bermuda Ltd.	Labour Remuneration
Via Varejo Sa	Labour Practices
Yandex N.V.	Data Privacy/Confidentiality
Yandex N.V.	Selling Practices & Product Labelling
ZTO Express Cayman Inc	Fair Wages
ZTO Express Cayman Inc	Staff Turnover
ZTO Express Cayman Inc	Labour Practices

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**As of December 31, 2020*

21-1564677