



BARINGS

Barings Social Impact

ANNUAL REPORT

2021



Barings Social Impact

Barings is dedicated to making a difference in the communities where its employees live and work through support of civic, philanthropic and non-profit initiatives. Barings supports numerous charitable organizations worldwide, through monetary donations, employee matching and volunteerism.

MISSION & AREAS OF FOCUS

Barings is thinking beyond financial giving, and taking a strategic approach focused on the needs of individuals and families. We are focused on meaningful action and committed to advancing economic and social mobility within our underserved communities by concentrating on three key areas:



AFFORDABLE HOUSING & HOMELESSNESS

Building stronger, more vibrant communities by partnering with organizations that address affordable housing and homelessness.



WORKFORCE DEVELOPMENT

Partnering with organizations to provide professional development, life skills, and educational opportunities.



ACCESS TO EDUCATION & FINANCIAL OPPORTUNITY

Fosters early childhood economic opportunities by collaborating with partners specializing in supplemental instruction, digital equality and financial literacy.

2021 continued to be a unique year for our world and local communities as many still felt the ramifications from the COVID-19 pandemic. We continued traditional grant payments in addition to COVID-19 relief efforts in our local communities, issuing 50 grants to 44 charitable partners across the globe. Meanwhile, our employees engaged in more than 50 community engagement events, both virtual and in person.

As we make our way through 2022, we continue to narrow focus on our strategic investments and employee led giving initiatives to drive intentional, deep impact in our local communities.



Impactful Projects

E2D—CHARLOTTE, NC

Nearly 70,000 households in Charlotte-Mecklenburg lack a working computer, a number that is on the rise and hampers efforts for greater social mobility.

In October 2021, Barings Social Impact collaborated with our strategic partner, E2d, to distribute more than 180 laptops to residents of Mezzanine at Freedom near our global Headquarters in Charlotte, NC. This mixed-income affordable housing complex in Charlotte was developed by Dream Key Partners and financed by our Affordable Housing Investments team.

The City of Charlotte's Access Charlotte program provided free connectivity to all Mezzanine residents, and Digital Charlotte provided hands-on digital-literacy training and materials for residents. In addition, the Barings Technology team donated most of the laptops, which were refurbished and distributed by E2d. Watch the recap video [here](#).

“E2D is laser-focused on the intersection of affordable housing, jobs and education. Every home must have access to digital tools necessary to be successful in today’s society. The work at Mezzanine at Freedom that Barings supported is the perfect resolution. Families with Affordable Housing have checked off ‘Home Security’ for their ascent to prosperity. Better jobs and education are the next steps. Computers provided by Barings are escalating those timelines and advancing prosperity for families in Affordable Housing communities quickly and efficiently.”

PAT MILLEN, E2D, FOUNDER/PRESIDENT, ELIMINATE THE DIGITAL DIVIDE



Impactful Projects Continued

BARINGS BOOK BUS & TECH LAB—CHARLOTTE, NC

in partnership with the Charlotte Hornets

The Barings Book Bus: In partnership with the Charlotte Hornets, the Barings Book Bus initially launched in 2016 with the goal of demonstrating the importance of reading to children and increasing opportunities for literacy in underserved communities by distributing books throughout the school year and the summer. The Book Bus travels to elementary schools and youth centers in the Charlotte area, where Hugo, the Charlotte Hornets NBA team mascot, performs an interactive and entertaining program that inspires students to read. After the program, one class from each location boards the Book Bus to pick out a book to take home. The Barings Books Bus has distributed over 44,000 books since 2016.

Tech Lab Initiative: Since 2019, Barings has collaborated with the Charlotte Hornets to up-fit two tech labs in the Charlotte area, one at Winding Springs Elementary and one at Johnson C Smith University. The Tech Lab initiative works to promote digital inclusion and equality across the city, understanding that now, more than ever, technology is a key enabler in education, and being connected through technology can make a pivotal difference in a student's academic experience.





Impactful Projects Continued

THOMAS FRANKS FOUNDATION—LONDON, U.K.

At the start of the pandemic, the Barings team members in London collaborated with the Thomas Franks Foundation to launch the Feeding Communities initiative, an idea initiated by Thomas Franks Founder Frank Bothwell, along with Barings U.K. Corporate Services' team members Mark Williams and Sara Stewart.

With many of the catering company's kitchens idle with their clients closed due to lockdown, they decided that the most direct way of giving back to society in a critical time was to provide healthy and nutritious meals to hospitals, homeless shelters and charities. Over the past two years, this effort produced over 118,639 meals that have been distributed to the homeless and underserved community members in the London area. In conjunction with our employees' fundraising initiatives, Barings has raised over £300,887 to continue supporting this effort in the London community, ensuring our neighbors' basic needs are met.



ROOF ABOVE—CHARLOTTE, NC

Homelessness and food insecurity hit our communities hard over the past two years, leaving many of the most vulnerable facing unforeseen challenges in meeting essential needs. Roof Above aims to erase homelessness in Charlotte by providing wrap around support services along with shelter options to our neighbors experiencing homelessness. Barings' support, focused on supporting men's and women's/children's functions, allowed Roof Above to continue operating the nightly shelter operations for the duration of the winter season, keeping the men-only night shelter and its 118 beds open through March 2022. Room in the Inn operated over 50 pop-up shelters across the city with priority given to women and children.

“As we approached winter, we knew to expect increases in homelessness given the end of the eviction moratorium and rising prices in our housing market. It then became clear that the pandemic had more challenges in store for us, as the Omicron variant rose rapidly in our community. Barings stepped up again to support our neighbors experiencing homelessness. By providing funding for two Roof Above shelters—Giles Center, our overnight shelter for men and our community-based Room in the Inn shelter that prioritizes women and families—Roof Above was able to expand emergency shelter capacity this winter to provide the basic dignity of a good night's rest.”

LIZ CLASEN-KELLY, CEO ROOF ABOVE





Impactful Projects Continued

WAYSIDE CHAPEL—SYDNEY, AUSTRALIA

Wayside Chapel is a community services center that works to provide those in the Sydney community who are experiencing homelessness and social isolation with a safe space and vital essentials such as showers, meals and emergency clothing. Barings' donation was used to provide 10,000+ meals to the at-risk and underserved community members in Sydney.

ALETO FOUNDATION—LONDON, U.K.

Aleto is focused on developing and connecting potential young, future leaders that are university-aged Black men and women. Aleto students participated in our second annual Data Science program in March of 2022. This year's program was inclusive of a two-day kickoff event, which features internal and guest speakers with facilitated discussions on topics of ESG, greenwashing, and fossil fuel investment; the pandemic's impact on the finance industry; political and market risk; accounting; debt; asset classes; personal growth; goal setting and leadership.

“I have found these past two days very intriguing. I am also quite a reserved person, and this program has helped me come out of my shell a lot more. Thank you everyone.”

ALTEO DATA SCIENCE PROGRAM PARTICIPANT

At the end of the two days, students were tasked with a group project focused on Data Science. The teams then returned to Barings later in the year to present to a panel of Barings judges. Additionally, our HR team and Barings Black Talent Network have collaborated to offer a variety of workshops to Aleto students who participated in the program centered around resume building, mental health and other soft skills topics.

Employee Emphasis

Barings Social Impact puts the power to effect change in the hands of our employees—and helps them make a lasting impact through mentoring, service and financial giving.



ENCOURAGE

We encourage employees to put forth their passions by applying for employee-led microgrants in our local communities.



ENGAGE

Our governing body is comprised of Barings employees from across the globe who drive our strategic investments and identify employee-led initiatives to receive corporate grants.



SUPPORT

We support employees through matching and volunteer time off programs to amplify their personal dedication to nonprofit organizations.

SPOTLIGHT ON EMPLOYEE LED INITIATIVES

SolarBear (Tokyo): SolarBear aims to contribute to the solution of global environmental problems by widely promoting the use of the polar bear characters “Sola” and “Bea” to the public to raise awareness of renewable energy and environmental education for children. Barings’ support goes towards educational workshops that emphasize the importance of reducing CO2 emissions. In July 2021, Barings employees sponsored an online workshop titled “Let’s Ask a Polar Bear Photographer!” featuring Akiya Tanba, a nature photographer and leading polar bear photographer. Discussion topics focused around the topics of global warming, what kind of impact it will have on Japan, and potential solutions.

All Stars Project (New York & Chicago): The All Stars Project collaborates with underserved neighborhoods in Chicago, working to expose children ages 5-21 to opportunities outside of their community. Barings’ support goes towards the All Stars Projects afterschool programming in Chicago, which includes development coaching, development after-school program for youth, and the All Stars talent show network. In 2021, Barings employees from the New York and Chicago offices volunteered as mentors in the DSY program. Additionally, the Barings Black Alliance partnered with the All Stars Project to host DSY workshop with our national employee base.

Cradles 2 Crayons (Boston & Chicago): Cradles 2 Crayons three-step model works to provide kids in need with the essentials they need, free of charge. Barings employees in the Chicago and Boston offices have helped do just that—through fundraising efforts, office collection drives and volunteering initiatives, both offices have supported their local chapters of Cradles 2 Crayons. Barings’ support in Chicago provided 15 classrooms with learning essentials and over 5,000 new winter hats and gloves last winter, fulfilling the Chicagoland’s winter need for the season. In Boston, Barings support made the following impact:

- Ready for Learning (\$10,000): Ensured that more than 300 low-income and homeless children across MA had all of the essentials they needed to start the school year confident and ready to learn.
- Coats for Kids (\$15,000): Provided 1,500 brand new winter jackets for kids across MA.

Focus Ireland (Dublin): Focus Ireland works with people across Ireland who are homeless or are at risk of losing their home. Our Dublin colleagues engage in a variety of volunteer and fundraising activities in support of the community that Focus Ireland serves.

Barings is a \$371+ billion global investment manager sourcing differentiated opportunities and building long-term portfolios across public and private fixed income, real estate and specialist equity markets. With investment professionals based in North America, Europe and Asia Pacific, the firm, a subsidiary of MassMutual, aims to serve its clients, communities and employees, and is committed to sustainable practices and responsible investment.*

IMPORTANT INFORMATION

Any forecasts in this document are based upon Barings opinion of the market at the date of preparation and are subject to change without notice, dependent upon many factors. Any prediction, projection or forecast is not necessarily indicative of the future or likely performance. Investment involves risk. The value of any investments and any income generated may go down as well as up and is not guaranteed by Barings or any other person.

PAST PERFORMANCE IS NOT NECESSARILY INDICATIVE OF FUTURE RESULTS. Any investment results, portfolio compositions and or examples set forth in this document are provided for illustrative purposes only and are not indicative of any future investment results, future portfolio composition or investments. The composition, size of, and risks associated with an investment may differ substantially from any examples set forth in this document. No representation is made that an investment will be profitable or will not incur losses. Where appropriate, changes in the currency exchange rates may affect the value of investments. Prospective investors should read the offering documents, if applicable, for the details and specific risk factors of any Fund/Strategy discussed in this document.

Barings is the brand name for the worldwide asset management and associated businesses of Barings LLC and its global affiliates. Barings Securities LLC, Barings (U.K.) Limited, Barings Global Advisers Limited, Barings Australia Pty Ltd, Barings Japan Limited, Baring Asset Management Limited, Baring International Investment Limited, Baring Fund Managers Limited, Baring International Fund Managers (Ireland) Limited, Baring Asset Management (Asia) Limited, Baring SICE (Taiwan) Limited, Baring Asset Management Switzerland Sarl, Baring Asset Management Korea Limited, and Barings Singapore Pte. Ltd. each are affiliated financial service companies owned by Barings LLC (each, individually, an "Affiliate"). Some Affiliates may act as an introducer or distributor of the products and services of some others and may be paid a fee for doing so.

NO OFFER: The document is for informational purposes only and is not an offer or solicitation for the purchase or sale of any financial instrument or service in any jurisdiction. The material herein was prepared without any consideration of the investment objectives, financial situation or particular needs of anyone who may receive it. This document is not, and must not be treated as, investment advice, an investment recommendation, investment research, or a recommendation about the suitability or appropriateness of any security, commodity, investment, or particular investment strategy, and must not be construed as a projection or prediction.

Unless otherwise mentioned, the views contained in this document are those of Barings. These views are made in good faith in relation to the facts known at the time of preparation and are subject to change without notice. Individual portfolio management teams may hold different views than the views expressed herein and may make different investment decisions for different clients. Parts of this document may be based on information received from sources we believe to be reliable. Although every effort is taken to ensure that the information contained in this document is accurate, Barings makes no representation or warranty, express or implied, regarding the accuracy, completeness or adequacy of the information.

Any service, security, investment or product outlined in this document may not be suitable for a prospective investor or available in their jurisdiction.

Copyright and Trademark

Copyright © 2022 Barings. Information in this document may be used for your own personal use, but may not be altered, reproduced or distributed without Barings' consent.

The BARINGS name and logo design are trademarks of Barings and are registered in U.S. Patent and Trademark Office and in other countries around the world. All rights are reserved.

LEARN MORE AT [BARINGS.COM](https://www.baring.com)

**As of March 31, 2022*

22-2194830