

BARINGS

Who We Are

Barings is a 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.

Barings Overview

\$371+ B

ASSETS UNDER MANAGEMENT

1,200+

EXTERNAL CLIENTS

1,800+

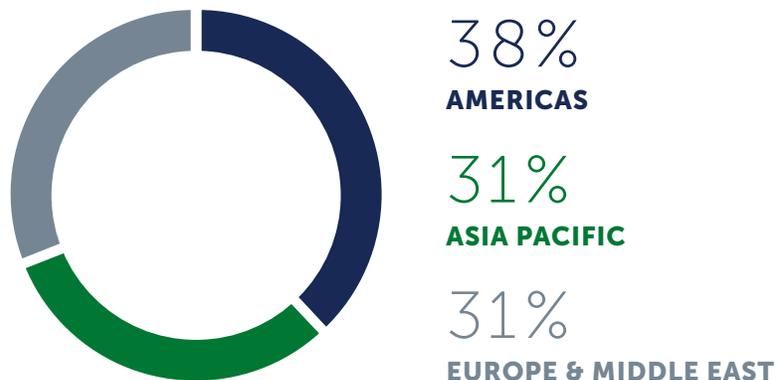
PROFESSIONALS GLOBALLY

Our Global Reach

Our **global footprint** gives us a broad perspective and the ability to truly partner with our clients to invest across North America, Europe and Asia Pacific.



External AUM by Region¹



1. Includes third party, external AUM only.

All figures are as of March 31, 2022 unless otherwise indicated. Assets shown are denominated in USD. Percentages may not equal 100 due to rounding.

Global Investment Capabilities

Barings leverages its **depth and breadth of expertise** across public and private markets to help meet our clients' evolving investment needs.

Public

PUBLIC FIXED INCOME¹

Provides access to strategies ranging from investment grade to high yield across developed and emerging markets

INVESTMENT GRADE

\$110.5 B AUM

HIGH YIELD BONDS & LOANS³

\$61.0 B AUM

STRUCTURED CREDIT

\$22.7 B AUM

GLOBAL SOVEREIGN DEBT & CURRENCIES

\$15.8 B AUM

PUBLIC EQUITIES & MULTI ASSET²

Aims to deliver superior risk-adjusted returns through fundamental analysis and high-conviction, high-active share solutions

GLOBAL & INTERNATIONAL EQUITIES

\$3.3 B AUM

EMERGING MARKETS EQUITIES

\$7.4 B AUM

SMALL CAP EQUITIES

\$3.3 B AUM

MULTI ASSET

\$2.6 B AUM

CAPITAL SOLUTIONS⁴

\$0.8 B AUM

Private

PRIVATE CREDIT

Offers a diverse range of private debt financing solutions by partnering with our broad industry network

GLOBAL PRIVATE FINANCE

\$35.9 B AUM

INFRASTRUCTURE & PRIVATE PLACEMENTS

\$42.6 B AUM

REAL ESTATE⁵

Provides a broad spectrum of solutions across private real estate debt and equity

REAL ESTATE DEBT⁶

\$29.2 B AUM

REAL ESTATE EQUITY

\$17.4 B AUM

PRIVATE EQUITY⁵

Leverages our global presence in an effort to identify unique risk-adjusted return opportunities

DIRECT PRIVATE EQUITY

\$2.6 B AUM

FUNDS & CO-INVESTMENTS

\$5.3 B AUM

MULTI STRATEGY

Utilize our expansive asset market coverage to offer solutions such as income, target return and absolute return

1. Excludes the Korean fixed income strategy totaling \$1.6 billion in AUM.

2. Excludes the Korean domestic equities strategy, which has \$9.5 billion in AUM and other equities of \$0.1 billion.

3. Includes the EM Corporate Debt strategy, which has \$5.9 billion in AUM.

4. Represents dedicated capital solutions accounts and does not include assets managed in other cross-platform portfolios.

5. Projected AUM figures.

6. Includes real estate debt assets that are managed as part of affiliated fixed income portfolios.

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Investing in Lasting Change, Together

WE ARE DELIBERATE IN OUR DIRECTION, PARTNERSHIPS AND DECISION MAKING TO ACHIEVE LONG-TERM, LASTING CHANGE



ESG INTEGRATION

We **integrate environmental, social and governance** information into our analysis and decision-making across our investment teams and business lines.



STEWARDSHIP

We are **active stewards** of the entities in which we invest; this goes hand-in-hand with our active investment approach. We believe the best way to advance change is by rewarding progress.



CORPORATE RESPONSIBILITY

ESG is ingrained in **our business activities** through our corporate responsibility program. This includes our Barings Social Impact philanthropic program, as well as our focus on diversity, equity and inclusion across our business.

OUR SUSTAINABILITY GOVERNANCE, RESOURCES AND PARTNERSHIPS



FORMAL GOVERNANCE

Our **Sustainability Committee** consists of senior business leaders and is tasked with supporting sustainability strategy execution.

Our Sustainability Working Groups focus on long-term strategic projects and regularly meet and report to the Sustainability Committee.



DEDICATED RESOURCES

Our **dedicated resources** help develop and deliver our sustainability and ESG strategy, policy, partnerships, research, training and reporting.



INDUSTRY PARTNERS

We are a signatory to the **Principles for Responsible Investment**, a member of the **United Nations Global Compact** and **Climate Action 100+**, and public supporters of the **Task Force on Climate-related Financial Disclosures**. We work to advance the missions of these industry partnerships.

Barings achieved a **LEED gold certification** for our global Charlotte headquarters, a **BREEAM excellent rating** for our London office, and a **LEED gold certification** for our Shanghai office.

Our Commitment to Diversity, Equity & Inclusion

Mission

To foster an **equitable and inclusive** environment where everyone can succeed.

PHILOSOPHY

The varying backgrounds, life experiences and perspectives of our people influence our approach to investing and creating culture.

OUR APPROACH

Outcome and impact-centered global strategy tailored to regional needs. Leaders first. Managers model. Everyone's responsible.

CULTURE

Maintain a culture of respect and integrity that prioritizes genuine interactions and courageous conversations to encourage authenticity, belonging and psychological safety.

PEOPLE FOCUS

Six Employee Resource Groups (ERG) support overall strategy and help build community, utilizing culture surveys and focus groups to collect qualitative data and regularly assess impact.

COMMUNITY IMPACT

Cross-collaboration with Barings Social Impact and other teams to effectuate broader impact for diverse communities.

PARTNERSHIPS

Evaluate talent opportunities and gaps, and actively partner with organizations to broaden access to entry, mid- and senior-level diverse talent.

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