



Community

At Barnes, we believe that being a good corporate citizen begins with being a great community leader, which is why we encourage philanthropy, compassion, and change through our Barnes Group Foundation. Founded in 1945 and funded by the Company, the Barnes Group Foundation is committed to the support of education, the arts, civic and youth activities, and health-related charities in the communities in which the Company operates. Since 2000, the Foundation has supported more than 500 schools, cultural centers, and health-related charities, helping to ensure a legacy of community involvement for the future.

Barnes Group Foundation

The Barnes Group Foundation is a private grant-making organization supported by Barnes as a vehicle for providing a balanced contribution program to accomplish the Company's objective of good corporate citizenship.

The Foundation's highest priority is organizations and projects in communities where the Company has offices and other facilities. The Foundation also makes a limited number of contributions to organizations with programs that have broad impact on the community and exhibit an innovative and resourceful approach to the solution of difficult local, national, and international problems.

| Year | Total |
|-------------|--------------------|
| 2021 | \$1,100,000 |
| 2020 | \$1,178,000 |
| 2019 | \$1,112,000 |
| 2018 | \$1,119,000 |
| 2017 | \$1,054,000 |

Student Scholarship Program

The Barnes Group Foundation has established a scholarship program to assist an employee's child who plans to pursue post-secondary education in a college or vocational program. Renewable scholarships are offered each year for full-time study at any accredited post-secondary institution of the student's choice.

The Scholarship Program is administered by Scholarship America®, the nation's largest designer and manager of scholarship, tuition assistance, and other education support programs for corporations, foundations, associations, and individuals. Awards are granted without regard to race, color, creed, religion, sexual orientation, gender, disability or national origin. We are proud of the Barnes Scholarship Program, having assisted 1,014 students and distributed \$8,971,227 from 1976 to 2021.

| Year | Total |
|-------------|------------------|
| 2021 | \$337,000 |
| 2020 | \$372,000 |
| 2019 | \$357,500 |
| 2018 | \$371,500 |
| 2017 | \$312,350 |

Matching Gifts Program

The Barnes Group Foundation provides a 2-to-1 matching gifts program for employee donations made to qualified nonprofit organizations, up to a yearly cumulative maximum of \$4,000 per employee/spouse. Qualifying organizations must be recognized as tax-exempt under Section 501(c)(3) or Section 170(c)(1) of the Internal Revenue Service Code and fit into one or more of the following categories:

- Education
- Cultural and Arts
- Civic and Youth
- Health and Welfare

| Year | Total |
|-------------|-----------------|
| 2021 | \$89,542 |
| 2020 | \$108,799 |
| 2019 | \$133,684 |
| 2018 | \$141,700 |
| 2017 | \$185,362 |

Volunteer Action Awards

The Foundation believes it is vital to the health of every community that citizens be active in local organizations. Employees who volunteer a minimum of 30 hours to assist a local charitable organization during the year are eligible to apply for a Volunteer Action Award. Volunteer Action Awards are grants of up to \$2,000 presented to the charitable organization at which the employee has donated his/her time.

| Year | Total |
|-------------|-----------------|
| 2021 | \$10,000 |
| 2020 | \$3,000 |
| 2019 | \$3,000 |
| 2018 | \$5,000 |
| 2017 | \$4,000 |

Charitable Giving Program

The Company also supports charitable giving at our international locations through our matching gift program. All locations are eligible for the matching gift given for employee projects that involve the entire location and support a charitable organization or project that has a positive impact on the community. Charitable gifts are typically complemented by a 1-to-1 match through the Company.

| Business | 2021 Total |
|-----------------------------|------------|
| Associated Spring Mexico | \$3,000 |
| Associated Spring Brazil | \$1,000 |
| Associated Spring Singapore | \$2,289 |
| Barnes Aerospace Singapore | \$10,725 |
| Synventive China | \$4,221 |

Environmental Stewardship

The Barnes Group Foundation donated \$10,000 to The Nature Conservancy (TNC) in 2021 to help support projects in areas in Connecticut, Brazil, China, and Europe where many of our employees live and work.

In Connecticut, protection was needed around specific areas including the Appalachian Mountains. Funding helped safeguard biodiversity, isolate carbon, provide clean air and water, and create a safe environment that promotes species migration. This donation also contributed to the efforts of maintaining the natural beauty of the conservation lands.

In Brazil, the donation from the Barnes Group Foundation was put towards creating new collaborations with organizations within the Indigenous federation in the Amazon. These organizations help ensure the safety of natural communities within Brazil, making sure they are protected and continue to develop. A new initiative was developed including the use of sustainable agroforestry which is used to enhance ecologically significant landscapes.

In China, the Nature Conservancy's focus is to promote stewardship methodologies in order to implement safety techniques to preserve habitats and provide clean water supply. The Barnes donation was used to help TNC restore 1,200 acres of wetlands and forests with the help of surrounding communities. The donation also supported the construction of a "birthing cave" in the Giant Panda National Park. New studies could also be conducted to further research about climate change and sustainable agriculture with research partnerships.

In Europe, the Urban Greening Program is being used in order to adapt to climate change in the city of Berlin. The Urban Greening Program focuses on reducing risk by increasing biodiversity, diminishing heat island effect, enhancing stormwater management practices, and bettering the surrounding communities by making them more livable and sustainable. The Barnes Group Foundation donation was used to help implement these practices that will then be used to promote sustainability in other cities around Europe.

United Way Campaign

The Barnes Group Foundation has a long and proud tradition of supporting United Way through local campaigns held annually at each of our United States locations. We have earned our reputation as a great community leader, helping our neighbors in need. All donations made to United Way are matched dollar for dollar through the Barnes Group Foundation.

| Year | Total* |
|------|-----------|
| 2021 | \$165,115 |
| 2020 | \$156,235 |
| 2019 | \$189,058 |
| 2018 | \$273,474 |
| 2017 | \$266,243 |

* Employee Donations

Including Matching Gifts, the Company and its employees together have contributed over \$4.07 million to the United Way over the past 9 years, assisting the United Way's more than 1,800 member organizations. For the 2021-2022 campaign, employees were encouraged to LIVE UNITED and support their local campaigns. Living United means being a part of the change. It takes everyone in the community working together to create a brighter future.

Community Service Day at a Local Food Pantry

Employees from our Barnes Aerospace, West Chester, Ohio location once again volunteered their time at Reach Out Lakota, a local food and clothing pantry. Reach Out Lakota is a non-profit, community-sponsored organization that provides food, clothing, paper, cleaning supplies, baby care, personal care items, and other household necessities to eligible families in West Chester and Liberty Township. During their community service day, employees supported Reach Out Lakota's "Corporate Food Fight" food drive initiative by collecting over 420 pounds of food. Barnes Aerospace's contribution helped the organization reach a total of 3,420 pounds of food for families in need!



Participation in Clothing and Food Drive

Employees from our Engineered Components, Associated Spring location in Corry, Pennsylvania donated shoes and clothing to the YMCA clothing drive to support low-income adults and children in their surrounding communities. Employees also participated in an American Red Cross blood drive, donating a total of 24 units of blood.





Relay for Life

Relay For Life events are overnight community fundraising walks that honor cancer survivors, remember lost loved ones, and support the fight back against one of the globe's biggest health concerns. For 35 years, Relay For Life has provided inspiration and hope for millions of cancer survivors and caregivers. Each year, more than 4 million people in 5,200 communities in the U.S., along with communities in 26 additional countries, gather to take part in this global movement to raise awareness and funds to fight cancer.



Employees from our Bristol and Farmington, Connecticut facilities attended an in-person Relay For Life event this year, helping Barnes raise over \$16,400 for the American Cancer Society in 2021. In total, Barnes Relay for Life teams in Connecticut and Massachusetts have collectively raised more than \$156,000 over the past 9 years!

Barnes Aerospace Sponsors Aces for Kids Golf Tournament

In September of 2021, Barnes Aerospace sponsored the 19th annual Aces for Kids Golf Tournament. Each year, Aces for Kids brings together leaders in the aerospace community for an inspiring day of golf to benefit the Center for Cancer and Blood Disorders at Connecticut Children's Medical Center. Barnes Aerospace has sponsored this tournament for the past five years and over \$420,000 during that time. The funds raised through this event are integral to providing cancer care to patients in the surrounding community and keeping their treatments close to home.



has helped raise

This year, over 100 golfers attended the socially-distanced Aces for Kids tournament, while dozens of aerospace companies were represented by way of sponsorships, golf foursomes, and donations. Since its inception in 2002, Aces for Kids has raised over \$1,000,000 for Connecticut Children's and continues to be one of the largest annual fundraisers for the Center for Cancer and Blood Disorders.



Volunteering to Feed the Hungry During the Holidays

Employees from the Corporate Headquarters in Bristol, Connecticut once again conducted an annual food drive for Barnes – in time for Thanksgiving and winter year-end holidays. The team was able to exceed donation expectations for the St. Vincent De Paul homeless shelter and provide enough food to last well into 2022.



International Charitable Giving Program

Employees from our Barnes Aerospace, Singapore location organized a “summer of community” event to clean up litter on Pasir Ris Beach. The employees competed to see which team could pick up the most litter. The winning team collected a total weight of 52.44 kg of litter, followed by 49.98 kg from the first runner-up!



Employees from our Engineered Components, Associated Spring location in Campinas, Brazil have helped numerous children in need by supporting Bento Quirino Kindergarten since 2010, as well as enhanced their social project to include Creche Estrelinha do Oriente school in 2019. Both schools are located in Campinas, Brazil, and together with the funds donated by Associated Spring, have helped 464 children receive food and school supplies. In addition, employees donated 100 liters of milk and .5 ton of food to Bento Quirino.



Employees from our Engineered Components, Associated Spring location in Mexico City, Mexico focused their fundraising efforts on supporting a local orphanage and kindergarten. The team contributed 80 toys to their public orphanage to be gifted on the Day of Kings, a significant holiday in Mexico. Employees also donated hygiene signs, masks, thermometers, and antibacterial gel for the 80 students enrolled at a local kindergarten.



Employees from our Engineered Components, Associated Spring location in Singapore joined forces to raise \$2,000 to contribute to COVID-19 relief efforts for those in India. Several employees also supported their local elderly community by donating their birthday gifts to TOUCH Home Care, a community service organization which helps enable the elderly to function within the community with independence.



Employees from our Engineered Components, Heinz Hänggi location in Bettlach, Switzerland generously contributed \$6,770 to multiple worldwide organizations, including World Vision, Green Peace, Amensy International, Sport for Youth, Doctors Without Borders, and SpiteX-Verein Bettlach, a group that offers care for the elderly at night, relief for relatives by spending time with the client, and outings with elderly and single clients.



Employees from our Molding Solutions, Synventive location in Suzhou, China encouraged recycling once again in 2021. As a regular charity activity, employees continuously support the “Green Grant Program” organized by WeiYe Community. Recyclable scrap paper is reclaimed and reproduced as “green pencils.” Since 2016, Synventive China has donated enough scrap paper to produce over 382,000 pencils, which have been delivered to 75 Hope Primary Schools in China.



Employees from our Molding Solutions, Thermoplay location in Pont-Saint-Martin, Italy donated sanitization supplies to their local sports team. On Women’s Day (March 8, 2021), Thermoplay held an opening ceremony for the placement of a red bench at its facility. This action symbolized support for all women who are suffering physical and psychological abuses in the world. All female employees of Thermoplay participated in the ceremony!

