

Appendix A

GRI Content Index

Barnes Group Inc. has used selected GRI Standards, or parts of their content, to report specific information, but has not met the criteria to prepare a report in accordance with the GRI Standards.

In accordance with clause 3.3 of the GRI 101: Foundation 2016 Standard (Using selected Standards with a GRI-referenced claim) this material references:

This report covers selected disclosures from GRI 102: General Disclosures 2016; the complete or partial content for the following topic-specific disclosures (with the use of GRI 103: Management Approach to report the management approach and the topic boundary for each topic): Disclosure 302-1 and 302-4 from GRI 302: Energy 2016; Disclosure 303-3 from GRI 303: Water and Effluents 2018; Disclosures 305-1, 305-2 from GRI 305: Emissions 2016; Management Approach disclosures 306-1 and 306-2 for GRI 306: Waste 2020; Disclosure 307-1 from GRI 307: Environmental Compliance 2016; Disclosures 403-2, and 403-9 from GRI 403: Occupational Health & Safety 2018; Disclosure 404-2 from GRI 404: Training and Education 2016; Disclosure 405-1 from GRI 405: Diversity and Equal Opportunity 2016; Disclosure 413-1 from GRI 413: Local Communities 2016; Disclosure 416-1 from GRI 416: Customer Health and Safety.

This 2021 ESG Report and the data within have not been externally verified, however they have been reviewed by our Internal Audit Department.

This GRI Content Index

- Cross-references sections of this **Environmental, Social and Governance Report (ESG)** and public documents that contain relevant data, including [2021 Form 10-K](#), and [barnesgroupinc.com](https://www.barnesgroupinc.com).

General Disclosures

This report covers selected GRI 102: General Disclosure

GRI Standards and Disclosures	ESG Report Page Number/Direct Response/URL
102-1 – Name of the organization	Cover Page
102-2 – Activities, brands, products, and services	Barnes Overview, page 4 & Barnes Businesses
102-3 – Location of headquarters	Barnes Overview, page 4
102-4 – Location of operations	Barnes Global Locations
102-5 – Ownership and legal form	2021 Form 10-K, page 1 & About Barnes
102-6 – Markets served	Segment Overview, page 4
102-7 – Scale of the organization	2021 Form 10-K, Part 2, Item 7-8
102-9 – Supply Chain	2021 Form 10-K, Part 1
102-10 – Significant changes to the organization and the supply chain	2021 Form 10-K, Part 2, Item 7
102-11 – Precautionary Principle or approach	Climate Risks and Opportunities, page 13
102-13 – Membership of associations	<ul style="list-style-type: none"> ▪ Plastics Industries Association ▪ Aerospace Industries Association ▪ Aerospace Components Manufacturers (CT) ▪ Manufacturers Alliance for Productivity and Innovation (MAPI) ▪ National Association of Manufacturer ▪ Connecticut Business and Industry Association ▪ IHS Markit ▪ National Union of Automotive Vehicle Components Producers; SINDIPECAS ▪ SMI ▪ WVIB (Wirtschaftsverband Industrieller Unternehmen Baden e.V.) ▪ Precision Metalforming Association ▪ Svenskt Näringsliv (“The Confederation of Swedish Enterprise”) ▪ AUSA (The association of the United States Army) ▪ Amaplast ▪ Fraunhofer ▪ AIDAM ▪ AIB ▪ Association of Swiss Suppliers of Metalwork's

GRI Standards and Disclosures	ESG Report Page Number/Direct Response/URL						
	<ul style="list-style-type: none"> ▪ Global network - Swiss Business Hubs ▪ Swissmem - Hänggi ▪ SwissVR - Board Member Association ▪ Swiss Medtech ▪ Industrieverband Blechumformung e.V. (IBU) 						
102-14 – Statement from senior decision-maker	A Message from our CEO, page 3						
102-15 – Key impacts, risks, and opportunities	2021 Form 10-K, Part 1, Item 1A						
102-16 – Values, principles, standards, and norms of behavior	The Barnes Values, page 5 & Ethics, Compliance and Accountability, page 6						
102-17 – Mechanisms for advice and concerns about ethics	The Barnes Values, page 5 & Ethics, Compliance and Accountability, page 6						
102-18 – Governance structure	Governance, Ethics, Compliance and Accountability, pages 6-9						
102-40 – List of stakeholder groups	<ul style="list-style-type: none"> ▪ Customers ▪ Shareholders ▪ Employees ▪ Communities 						
102-41 – Percent of employers covered by collective bargaining agreements	Approximately 30% of our employees are covered by collective bargaining agreements, trade union agreements and/or national industry agreements						
102-42 – Basis for identifying and selecting stakeholders	Stakeholder Alignment, page 9 & ESG Governance at Barnes, pages 7-8						
102-43 – Approach to stakeholder engagement	Stakeholder Alignment, page 9 & ESG Governance at Barnes, pages 7-8						
102-44 – Key topics and concerns raised	ESG at Barnes, page 5; Stakeholder Alignment, page 9; Reporting Frameworks, page 11						
102-45 – Entities included in consolidated financial statements	2021 Annual Report on Form 10-K, Exhibit 21						
102-46 – Processes for defining report content and topic Boundaries	ESG at Barnes, page 5; Stakeholder Alignment, page 9; Reporting Frameworks, page 11						
102-47 – List of material topics	<p>Priority Issues for Barnes:</p> <table border="1" data-bbox="695 1227 1503 1377"> <thead> <tr> <th data-bbox="695 1227 1073 1284">Priority Issues for Barnes</th> <th data-bbox="1073 1227 1503 1284">Corresponding GRI Standards Material Topic</th> </tr> </thead> <tbody> <tr> <td data-bbox="695 1284 1073 1317">Safety</td> <td data-bbox="1073 1284 1503 1317">GRI 403: Employee Health and Safety</td> </tr> <tr> <td data-bbox="695 1317 1073 1377">Energy Conservation & Renewable Energy</td> <td data-bbox="1073 1317 1503 1377">GRI 302: Energy & GRI 305: Emissions</td> </tr> </tbody> </table>	Priority Issues for Barnes	Corresponding GRI Standards Material Topic	Safety	GRI 403: Employee Health and Safety	Energy Conservation & Renewable Energy	GRI 302: Energy & GRI 305: Emissions
Priority Issues for Barnes	Corresponding GRI Standards Material Topic						
Safety	GRI 403: Employee Health and Safety						
Energy Conservation & Renewable Energy	GRI 302: Energy & GRI 305: Emissions						

GRI Standards and Disclosures	ESG Report Page Number/Direct Response/URL	
	Waste Management & Recycling	GRI 306: Waste
	Water Conservation	GRI 303: Water and Effluents
	HSE Regulatory Compliance	GRI 307: Environmental Compliance
	Employee Development and Engagement	GRI 404: Training and Education
	Diversity and Inclusion	GRI 405: Diversity and Equal Opportunity
	Community	GRI 413: Local Communities
	Product Safety	GRI 416: Customer Health and Safety
102-48 – Restatements of information	We have made no material restatements of information provided in previous Reports	
102-49 – Changes in reporting	No significant changes in material topics or topic boundaries Please see Climate Risks and Opportunities page 13 & Barnes Human Rights Policy	
102-50 – Reporting period	Calendar Year 2021	
102-51 – Date of most recent report	2021 ESG Report was published in March 2022	
102-52 – Reporting cycle	Barnes publishes an Annual ESG Report	
102-53 – Contact point for questions regarding the report	ESG Contact, Back page	
102-54 – Claims of reporting in accordance with the GRI Standards	GRI-referenced	
102-55 – GRI content index	This document is organized by GRI Disclosures/Indicators and serves as our GRI Content Index	
102-56 – Policy/practice for external assurance	Barnes does not have a policy for seeking external assurance on its Sustainability report or this GRI Index. The Barnes Internal Audit Department reviews source documents to validate the content of the ESG Report.	

Topic-Specific Disclosures

GRI Standards and Disclosures	Report Page Number/Direct Response/URL
GRI 302: Energy	
103-1,2,3 – Management Approach (material topic/boundary, management approach components, evaluation)	Reporting Frameworks, page 11; Climate Risks and Opportunities, page 13; Health, Safety and Environmental Affairs (HSE), page 14; Environment, page 16; Energy Conservation, pages 20-21; Renewable Energy at Barnes, page 21 Information partially available: This material references Disclosure 103-1(a), 103-2, 103-3

GRI Standards and Disclosures	Report Page Number/Direct Response/URL
302-1 – Energy consumption within the organization	Information on energy consumption is expected to be published in 2022.
302-4 – Reduction of energy consumption	Environment, page 16; Energy Conservation, pages 20-21; Renewable Energy at Barnes, page 21 Information partially available: This material references Disclosure 302-4 (b)
GRI 303: Water and Effluents 2018	
103-1,2,3 – Management Approach (material topic/boundary, management approach components, evaluation)	Reporting Frameworks, page 11; Environmental Targets, page 12; Health, Safety and Environmental Affairs (HSE), page 14; Environment, page 16; Water Conservation, page 19 Information partially available: This material references Disclosure 103-1(a), 103-2, 103-3
303-3 – Water withdrawal	Information on water usage is expected to be published in 2022.
GRI 305: Emissions 2016	
103-1,2,3 – Management Approach (material topic/boundary, management approach components, evaluation)	See Disclosure 302 – Energy Management Approach & Reporting Frameworks, page 11 Environmental Targets, page 12; Climate Risks and Opportunities, page 13
305-1 – Direct Scope 1 GHG emissions	Information on Scope 1 emissions is expected to be published in 2022.
305-2 – Indirect Scope 2 GHG emissions	Information on Scope 2 emissions is expected to be published in 2022.
GRI 306: Waste 2020	
103-1,2,3 – Management Approach (material topic/boundary, management approach components, evaluation)	Reporting Frameworks, page 11; Health, Safety and Environmental Affairs (HSE), page 14; Environment, page 16; Waste Management, pages 16-17; Recycling, page 18 Information partially available: This material references Disclosure 103-1(a), 103-2, 103-3
306-1 – Waste generation and significant waste-related impacts	Environment, page 16; Waste Management, pages 16-17; Recycling, page 18; Products, pages 39-45
306-2 – Management of significant waste-related impacts	Environmental Targets, page 12; Environment, page 15; Waste Management, pages 15-16; Recycling, page 17; Products, pages 39-45
GRI 307: Environmental Compliance 2016	
103-1,2,3 – Management Approach (material topic/boundary, management approach components, evaluation)	Reporting Frameworks, page 11; Health, Safety and Environmental Affairs (HSE), page 14

GRI Standards and Disclosures	Report Page Number/Direct Response/URL
307-1 – Non-compliance with environmental laws and regulations	Health, Safety and Environmental Affairs (HSE), page 14
GRI 403: Occupational Health and Safety 2018	
103-1,2,3 – Management Approach (material topic/boundary, management approach components, evaluation)	Reporting Frameworks, page 11; Safety, page 15
403-2 – Hazard identification, risk assessment, and incident investigation	Safety, page 15 Information partially available This material partially references Disclosure 413-2(a)
403-9 – Work-related injuries	Safety, page 15
GRI 404: Training and Education 2016	
103-1,2,3 – Management Approach (material topic/boundary, management approach components, evaluation)	Reporting Frameworks, page 11; Employee Development and Engagement, pages 22-29
404-2 – Programs for upgrading employee skills and transition assistance programs	Employee Development and Engagement, pages 22-29 Information partially available: This material partially references Disclosures 404-2(a)
GRI 405: Diversity and Equal Opportunity 2016	
103-1,2,3 – Management Approach (material topic/boundary, management approach components, evaluation)	Reporting Frameworks, page 11; Diversity and Inclusion, pages 30-31
405-1 – Diversity of governance bodies and employees	Diversity and Inclusion, pages 30-31 Information partially available: This material partially references Disclosures 405-1 (a), and (b)
GRI 403: Local Communities 2016	
103-1,2,3 – Management Approach (material topic/boundary, management approach components, evaluation)	Reporting Frameworks, page 11; Community, pages 32-38

GRI Standards and Disclosures	Report Page Number/Direct Response/URL
413-1 – Operations with local community engagement, impact assessments and development programs	Community, pages 32-38 Information partially available This material partially references Disclosure 413-1(a)
GRI 416: Customer Health and Safety 2016	
103-1,2,3 – Management Approach (material topic/boundary, management approach components, evaluation)	Reporting Frameworks, page 11; Products, pages 39-45; Product Safety, page 46 Information partially available: This material references Disclosure 103-1(a), 103-2, 103-3
416-1 – Assessment of the health and safety impacts of product and service categories	Product Safety, page 46 Information partially available This material partially references Disclosure 416-1(a)

Appendix B

SASB Framework Alignment

Barnes has aligned its ESG disclosure to the Sustainability Accounting Standards Board Standards (SASB) framework with the recommended metrics of the Industrial Machinery and Goods Standard (October 2018) specific to our primary industry as identified by the Sustainable Industry Classification System®(SICS®): Resource Transformation Sector – Industrial Machinery and Goods Industry. Below is a mapping of how our latest ESG disclosure aligns with the SASB framework.

Table 1: Sustainability Disclosure Topics & Accounting Metrics

Topic	Accounting Metric	Code	ESG Report Page Number/URL
Energy Management	(1) Total energy consumed as an aggregate figure in gigajoules (GJ), (2) percentage of consumed energy as grid electricity, (3) percentage of renewable energy consumed	RT-IG 130a.1	Necessary information to comply with the reporting requirement(s) is not yet complete or validated.
Employee Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	RT-IG-320a.1	Safety, page 15
Fuel Economy & Emissions in Use-phase	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	RT-IG-410a.1	The manufacturing process that Barnes uses to provide parts and components to its customers contribute to the overall efficiency of the end product; we do not report those emissions or savings. Products, page 39-45
	Sales-weighted fuel efficiency for non-road equipment	RT-IG-410a.2	Products, pages 39-45 The manufacturing process that Barnes uses to provide parts and components to its customers contribute to the overall efficiency of the end product; we do not report those emissions or savings.
	Sales-weighted fuel efficiency for stationary generators	RT-IG-410a.3	The manufacturing process that Barnes uses to provide parts and components to its customers contribute to the overall efficiency of the end product; we do not report those emissions or savings.
	Sales-weighted emissions of: (1) nitrogen oxides (NOx) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines, and (d) other non-road diesel engines	RT-IG-410a.4	Products, pages 39-45 The manufacturing process that Barnes uses to provide parts and components to its customers contribute to the overall efficiency of the end product; we do not report those emissions or savings.

Material Sourcing	Description of the management of risks associated with the use of critical materials.	RT-IG-440a.1	Conflict Minerals Policy
Remanufacturing Design & Services	Revenue from remanufactured products and remanufacturing services	RT-IG-440a.1	2021 Form 10-K, Part 2, Item 7-8; Products, pages 39-45 Necessary information to comply with the reporting requirement(s) is not yet complete or validated.

Table 2: Activity Metrics

Activity Metric	Code	Disclosure Location
Number of units produced by product category	RT-IG-000.A	Necessary information to comply with the reporting requirement(s) is not yet complete and validated
Number of employees	RT-IG-000.B	Employee Development and Engagement, page 22

Appendix C UN Global Compact Index

This document provides an overview of how Barnes has implemented the Ten Principles of the UN Global Compact (UNGC) across our business. We are committed to aligning our business practices to the 10 UNGC principles in the areas of human rights, labor, environment, and anti-corruption. This Report is in alignment with a UNGC Communications on Progress (COP). The Table below summarizes where in our 2021 ESG Report and other public documents our disclosure on each UNGC principle can be found.

UNGC Principles	Barnes Approach	Additional Information/URLs	Cross-Reference to GRI Standards
Human Rights			
<p>1. Businesses should support and respect the protection of internationally proclaimed human rights.</p> <p>2. Business should make sure that they are not complicit in human right abuses.</p>	<p>Our Company respects and values the diversity reflected in our various backgrounds, experiences and ideas. Together, we provide each other with an inclusive work environment that fosters respect for all our employees and those with whom we do business. We also will never knowingly conduct business with any third parties who engage in human trafficking, forced labor or human rights abuses.</p> <p>We are guided by ‘The Barnes Values’, which are the cornerstone of the Company and the bedrock upon which Barnes has been built and sustained for over 165 years. Our Values, as well as our Barnes Enterprise System (“BES”) with its guiding principles form the foundation of our business culture.</p> <p>Consistent with the Barnes Values, the Barnes Code of Business Ethics and Conduct (“Code of Conduct”) published on the Barnes corporate website, lays out the principles that guide the behavior of our employees, officers, and directors as we do business around the world. Our Code of Conduct, which is available in nine languages for our global constituencies, provides guidelines, practical direction, and helpful resources to promote ethical conduct and support compliance with applicable laws and regulations.</p> <p>Our Code of Conduct applies to all employees, officers and directors of the Company. We also expect all of our business partners, suppliers and agents to hold themselves to equally high standards.</p>	<p>Barnes Human Rights Policy</p> <p>Barnes Named One of America's Most Responsible Companies 2021</p> <p>Barnes Values</p> <p>Code of Conduct</p>	<p>Diversity and Inclusion: GRI 405</p> <p>Training and Development: GRI 404</p> <p>Ethics and Integrity: GRI 102-16; GRI 102-17</p>

UNGC Principles	Barnes Approach	Additional Information/URLs	Cross-Reference to GRI Standards
	<p>Built on our Values, our Code of Business Ethics and Conduct for Suppliers (“Supplier Code”), published on the Barnes corporate website, communicates the expectations we have of our global supply chain partners. The Supplier Code requires that all suppliers and partners adhere to the Code of Conduct by ensuring the safety, security, and fundamental human rights of their employees, all of which are consistent with our Values.</p>	<p>Supplier Code</p> <p>Barnes Enterprise System</p>	
Labor Standards			
<p>3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p> <p>4. Businesses should uphold the elimination of all forms of forced and compulsory labor.</p> <p>5. Businesses should uphold the effective abolition of child labor.</p> <p>6. Business should uphold the elimination of discrimination in respect of employment and occupation.</p>	<p>Barnes has a comprehensive Code of Business Ethics and Conduct. We require all employees to comply with, and have training on, the Barnes Code of Business Ethic and Conduct. Our commitment to fair treatment, and human rights, also extends to our, suppliers and other partners, though our Supplier Code of Business Ethics and Conduct.</p> <p>We do not use or condone any form of forced or indentured labor or human trafficking in the supply chain, manufacture or distribution of our products.</p> <p>Barnes is dedicated to cultivating a workplace that prioritizes the development, empowerment, and engagement of all our employees and values the diversity and inclusion of every individual. Each and every employee makes Barnes a unique and special company, and their collective contributions have allowed us to create a culture of inclusiveness. The diversity of our experiences, capabilities, and perspectives are the cornerstone of what it truly means to engage as ‘One Team, One Company’ to promote and support our collective success.</p> <p>Barnes is committed to cultivating a workplace that prioritizes the development, empowerment, and engagement of all our employees and values the diversity and inclusion of every individual.</p>	<p>Code of Conduct</p> <p>Supplier Code</p> <p>Culture and Diversity</p> <p>Barnes Human Rights Policy</p>	<p>Ethics and Integrity: GRI 102-16; GRI 102-17</p>

UNGC Principles	Barnes Approach	Additional Information/URL	Cross-Reference to GRI Standards
	<p>Diversity and Inclusion (D&I) is core within our Values and has been integrated into our Barnes Enterprise System (BES) and our Talent Management System (TMS) for many years.</p> <p>We embrace the expansion of our business around the world as an opportunity and value diversity and inclusion as we work seamlessly across borders. We partner with employees, suppliers, and customers of different cultures while respecting and contributing to the communities where we work and live.</p>		
Environment			
<p>7. Businesses should support a precautionary approach to environmental challenges.</p> <p>8. Businesses should undertake initiatives to promote greater environmental responsibility.</p> <p>9. Businesses should encourage the development and diffusion of environmentally friendly technologies.</p>	<p>At Barnes, we value environmental preservation and strive to protect the environment through our operating processes. We also work to make sure our workplaces are energy efficient, environmentally sound, sustainable and compliant with laws and regulations where we do business.</p> <p>We dedicate significant resources and efforts to designing and manufacturing innovative products that meet customer needs most effectively and efficiently. Together with these efforts, we also design and manufacture products that comply with environmental requirements, minimize environmental disruption and sustain natural resources.</p> <p>Our approach to environmental stewardship includes our commitment to environmental targets as follows:</p> <ul style="list-style-type: none"> ▪ 15% reduction in Scope 1 & Scope 2 emissions GHG by 2025 ▪ 20% reduction in water usage by 2025 ▪ 15% reduction in process waste by 2025 	<p>Climate Risks and Opportunities, page 13</p> <p>Environment, page 16</p> <p>Waste Management, page 16</p> <p>Recycling, page 18</p> <p>Water Conservation, page 19</p> <p>Energy Conservation, pages 20</p> <p>Renewable Energy at Barnes, page 21</p> <p>Products, pages 39-45</p>	<p>Environmental Compliance: GRI307</p> <p>Energy Conservation & Emissions Reduction: GRI 302; GRI 305</p> <p>Waste & Water Management: GRI306; GRI 303</p>

Anti-corruption			
<p>10. Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<p>At Barnes, we value fairness, transparency, and honesty in all interactions with everyone we do business with, including customers, government agencies, suppliers, distributors and competitors.</p> <p>Our Company does not condone, under any condition, the offering or payment of “kickbacks,” “under-the-table” payments, illegal rebates or other similarly improper payments in exchange for business.</p> <p>Employees are expected to complete Code of Conduct training as assigned and re-affirm their adherence to the Code of Conduct as part of the training requirements.</p>	<p><u>Recognizing and Avoiding Bribery and Corruption</u></p>	<p>Ethics and Integrity: GRI 102-16; GRI 102-1</p>

Appendix D

TCFD Index

Barnes has developed this document based on the recommendations set forth by the Task Force on Climate-related Financial Disclosures (TCFD) and is organized in order of the TCFD areas of focus: Governance, Strategy, Risk Management, and Metrics and Targets.

TCFD Recommendation	Barnes Disclosure	Disclosure Location
Governance		
a) Describe the board’s oversight of climate-related risks and opportunities.	The Board of Directors is our highest governing body and is actively engaged in risk management oversight, succession planning, and corporate governance matters. With regard to ESG, in particular, the Board exercises governance over ESG through its three key standing committees.	See our 2021 ESG Report > ESG Governance at Barnes, pages 7-8
b) Describe management’s role in assessing and managing climate-related risks and opportunities.	<p>The Audit Committee (as noted in its charter) reviews and discusses with management the ESG reporting process, climate related metrics, and management’s evaluation of the adequacy and effectiveness of controls for related disclosures.</p> <p>The Compensation Committee (as noted in its charter) oversees the Company’s efforts to ensure Barnes is seeking, developing, and retaining human capital appropriate to support the ongoing transformation of the Company, drive business performance, foster diversity, equity, and inclusion across the organization, and support the successful execution of the Company’s growth strategy.</p> <p>The Corporate Governance Committee (as noted in its charter) exercises oversight over shareholder outreach and feedback with respect to ESG.</p> <p>The ESG Steering Committee assesses and annually reports to the Board of Directors on the performance of the Company’s ESG efforts.</p>	<p>Audit Committee Charter</p> <p>Compensation and Management Development Committee Charter</p> <p>Corporate Governance Committee Charter</p> <p>Charter of the Barnes ESG Steering Committee</p>
Strategy		
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Per TCFD guidelines, climate-related risks and opportunities are categorized as transitional and physical. Transitional risks are associated with the global transition to a lower-carbon economy and may entail extensive policy, legal, technology and market changes to address mitigation and adaptation requirements related to climate change. Physical risks resulting from climate change can be categorized into acute and chronic. Acute physical risks refer to those that are event-driven, including extreme weather events. Chronic physical risks refer to longer-term shifts to climate patterns including changing weather patterns and rising mean temperatures and sea levels.	2021 Form 10-K, pages 9-10
b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.		See our 2021 ESG Report > Climate Risks and Opportunities, page 13

TCFD Recommendation	Barnes Disclosure	Disclosure Location
	<p>We have identified climate-related risks and opportunities that were highlighted through our climate scenario analysis process with potential impact to our business over the short, medium, and long-term horizons.</p>	
<p>c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p>	<p>In 2021, to better understand the climate-related risks and opportunities across our Company, we conducted our first climate scenario analysis. Our qualitative evaluation included a 1.5-2°C low emissions scenario, and a moderate to high emissions scenario where the world has warmed more than 2°C above pre-industrial levels by the end of the century. Under the moderate to high scenario, droughts, wildfires, floods, and excessive rainfall occur more intensely and more frequently, and climate policy is less ambitious. In the low emissions scenario, global warming will be limited to rising well below 2°C, the effects of climate change remain manageable with proper prevention tactics, industries have evolved into a circular economy, and it is generally assumed that society acts rapidly to limit greenhouse gas (GHG) emissions. We assessed a limited set of risks under these scenarios: price of carbon (transition risk), water stress, temperature extremes, and average temperature (physical risks).</p> <p>We are in the process of evaluating this climate scenario analysis and are identifying potential strategic changes for affected businesses and locations to address the plausible risks and opportunities identified in these scenarios. In addition to looking at strategies to mitigate plausible long-term climate risks and opportunities, we will continue to identify ways to conserve water, increase energy efficiency, and reduce waste as part of our pursuit of Operational Excellence. We keep health, safety, and environmental performance top of mind, and look to optimize process efficiency, while seeking opportunities to incorporate environmentally beneficial technology in our facility expansions and operational improvement projects.</p>	<p>2021 Form 10-K, pages 9-10</p> <p>See our 2021 ESG Report > Climate Risks and Opportunities, page 13</p>

TCFD Recommendation	Barnes Disclosure	Disclosure Location
Risk Management		
a) Describe the organization's processes for identifying and assessing climate-related risks.	Through our existing enterprise risk management process, Barnes manages a broad range of risks related to our business and the industries in which we operate, including risks related to climate change, and legal, regulatory and market measures to address climate change.	2021 Form 10-K, pages 9-10 See our 2021 ESG Report > Reporting Frameworks, page 11 See our 2021 ESG Report > Climate Risks and Opportunities, page 13
b) Describe the organization's processes for managing climate-related risks.		
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.		
Metrics and Targets		
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	<p>Our climate-related metrics can be found in our 2021 Environmental, Social and Governance Report.</p> <p>In 2020, Barnes established environmental targets for 2025 – specific goals for reducing the energy and water we use against a 2019 baseline – normalized against revenues. As a Company, we will work to achieve the following targets:</p> <ul style="list-style-type: none"> ➤ Reduce GHG Emissions (Scope 1 & Scope 2) by 15% ➤ Reduce Water Usage by 20% <p>In order to achieve our 2025 targets, we are analyzing water and energy usage at our manufacturing divisions to determine which strategic business units are the greatest contributors to our footprint. This will allow us to identify strategic investments to achieve our goals and reduce our environmental footprint in the most cost-effective manner.</p> <p>While our manufacturing divisions have made great strides through local energy efficiency and optimization projects, we engaged one of our energy partners at the end of 2021 to help us develop an energy roadmap. Launched in January 2022, the project aims to identify opportunities to decarbonize and reduce Scope 1 and Scope 2 emissions through the use of renewables and help accelerate our progress towards our 2025 targets.</p>	See our 2021 ESG Report > Environmental Targets, page 12; Environment, page 16; Water Conservation, page 19; Energy Conservation, pages 20-21 & Renewable Energy at Barnes, page 21 Information on Scope 1 and Scope 2 emissions is expected to be published in 2022.
b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.		
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.		