



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.

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. The 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. 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.

Student Scholarship Program

The Barnes Group Foundation established a Scholarship Program to assist the children of Barnes employees who plan to pursue post-secondary education by enrolling in college or a technical 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. From 1976 to 2022, the Barnes Scholarship Program has proudly assisted 1,034 students and distributed \$9,237,227.

Year	Total
2022	\$307,000
2021	\$337,000
2020	\$372,000
2019	\$357,500
2018	\$371,500

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
2022	\$101,258
2021	\$89,542
2020	\$108,799
2019	\$133,684
2018	\$141,700

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. The awards are grants of up to \$2,000 presented to the charitable organization at which the employee has donated his/her time.

Year	Total
2022	\$8,000
2021	\$10,000
2020	\$3,000
2019	\$3,000
2018	\$5,000



Environmental Stewardship

The Barnes Group Foundation donated \$10,000 to The Nature Conservancy (TNC) in 2022 to help support projects in areas of Connecticut, Brazil, China, and Europe, where many of our employees live and work.

The Barnes Group Foundation also donated \$10,000 to Project Drawdown in 2022 to bring science-based knowledge and insights about climate solutions to a global audience. With our support, Project Drawdown accelerated climate solutions in three core ways by advancing the science of climate solutions and strategies, activating key stakeholders to accelerate action, and communicating solutions through science-based, human-centered stories.

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. All donations made to United Way are matched dollar for dollar through the Barnes Group Foundation.

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.

Year	Total*
2022	\$160,468
2021	\$165,115
2020	\$156,235
2019	\$189,058
2018	\$273,474

* U.S. Employee Donations

Business	2022 Total
Barnes Aerospace, Malaysia OEM location	\$201
Barnes Aerospace, Singapore location	\$7,145
Motion Control Solutions, Associated Spring location in Brazil	\$1,000
Motion Control Solutions, Associated Spring location in Mexico	\$3,900
Motion Control Solutions, Associated Spring and ASRaymond locations in Singapore	\$2,524
Motion Control Solutions, Hänggi location in Switzerland	\$7,141

Relay For Life

For 36 years, Relay For Life has provided inspiration and hope for millions of cancer survivors and caregivers. Employees from our Bristol and Farmington, Connecticut facilities attended an in-person Relay For Life event in 2022, helping Barnes raise over \$16,713 for the American Cancer Society in 2022. In total, Barnes Relay For Life teams in Connecticut and Massachusetts have collectively raised more than \$189,973 over the past 10 years!





Barnes Aerospace Sponsors 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 sponsored the 20th annual Aces for Kids Golf Tournament in May 2022 and has helped raise over \$493,660 over the past six years. The funds raised through this event are integral to providing cancer care to patients in the surrounding community.

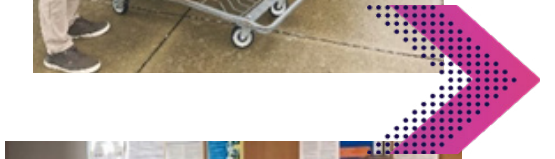


Volunteering to Support Our Communities

Employees from our Barnes 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 raised \$1,800 and collected generous food donations from employees for the St. Vincent de Paul homeless shelter. Employees from our Barnes Aerospace, West Chester, Ohio location volunteered at the Freestore Food Bank in Cincinnati, Ohio. The West Chester team helped bag over 3,200 pounds of food, which is equivalent to feeding 965 kids!



In 2022, numerous Barnes employees around our global locations coordinated fundraising events to support those affected by the conflict in Ukraine. Our Motion Control Solutions location in Brecksville, Ohio; Barnes Aerospace, East Granby, Connecticut; Barnes Aerospace, Singapore location; and Molding Solutions location in Bensheim, Germany contributed a total of \$4,750 (including the Company match) to this cause. One unique fundraising idea came from our Motion Control Solutions location in Brecksville, Ohio, where employees arranged a raffle for one of its employee’s handmade wooden flags.



Employees from our Barnes Aerospace, Lansing, Michigan location hosted a “Giving Tree” to collect new, unused winter gear to benefit needy children and families in the local area. The Lansing team donated 200 items to Child and Family Charities of Lansing, a local organization that supports foster children and low-income families in Lansing and the surrounding areas.



Employees across all shifts at our Barnes Aerospace, West Chester, Ohio location wore purple to recognize September as Suicide Prevention Awareness Month and to support those employees impacted by suicide and/or the mental health crisis across the globe.





Employees from our Motion Control Solutions locations in Milwaukee, Wisconsin and Brecksville, Ohio, respectively, organized toy collections for their local communities. Our employees from Wisconsin donated 29 new, unwrapped toys to Toys for Tots, which were distributed to the less fortunate children in their community. Employees from our Motion Control Solutions location in Brecksville, Ohio worked with their nearby Salvation Army to collect new, unwrapped toys to support a family in need. Employees wrapped all the supplied presents and donated them to a local mother with five children



Our Barnes Aerospace, Barnes Industrial, and Barnes Corporate New England interns spent a day working with a charitable organization in their communities. Ten Barnes interns volunteered at Fidelco Guide Dog Foundation in Bloomfield, Connecticut, and three interns assisted the Citizens Inn Haven from Hunger food pantry in Peabody, Massachusetts.



Employees from our Motion Control Solutions location in Campinas, Brazil have supported Bento Quirino Kindergarten since 2010. In 2019, they enhanced their social project to include Creche Estrelinha do Oriente school. In 2022, employees donated 1.1 tons of food to Bento Quirino and, to date, have helped 464 children receive food and school supplies.



Employees from our Barnes Aerospace, Singapore and Malaysia locations participated in a virtual race to support the Yellow Ribbon Race. The race is a key event of the Yellow Ribbon Project, a national campaign aimed at giving ex-offenders a second chance through rehabilitation programs. Despite inclement weather, Mr. Chin Liang Koh, Barnes Aerospace, Singapore OEM Division Manager, completed the 6-kilometer Yellow Ribbon Race to support the cause.



Please visit the ESG page on our Corporate website onebarnes.com for more information on our efforts in environmental sustainability, diversity and inclusion, employee health and safety, and the Company's support of social and charitable causes. We invite our stakeholders to learn more about our commitments and all the ways we are working towards being a more sustainable organization.

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