



## Community

At Barnes Group, 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 Group 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
<b>2020</b>	<b>\$1,178,000</b>
2019	\$1,112,000
2018	\$1,119,000
2017	\$1,054,000
2016	\$1,140,000

## 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 Management Service, a department of Citizens' Scholarship Foundation of America, Inc. (CSFA). CSFA is a national nonprofit educational support and student aid service organization that seeks to involve and assist the private sector in expanding educational opportunities and encouraging educational achievement. Awards are granted without regard to race, color, creed, religion, gender, disability, or national origin. We are proud of the Barnes Group Scholarship Program, having assisted 994 students and distributed \$8,634,227 from 1976 to 2020.

Year	Total
<b>2020</b>	<b>\$372,000</b>
2019	\$357,500
2018	\$371,500
2017	\$312,350
2016	\$292,800

## 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
<b>2020</b>	<b>\$108,799</b>
2019	\$133,684
2018	\$141,700
2017	\$185,362
2016	\$175,769

## 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
<b>2020</b>	<b>\$3,000</b>
2019	\$3,000
2018	\$5,000
2017	\$4,000
2016	\$2,000



# Charitable Giving Program

The Barnes Group Foundation 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. While charitable gifts are typically complemented by a 1-to-1 match through the Barnes Group Foundation, the matching contribution was increased to a 2-to-1 match in 2020.

Business	2020 Total
Associated Spring Mexico	\$3,000
Associated Spring Brazil	\$1,960
Associated Spring Singapore	\$2,289
Barnes Aerospace Singapore	\$10,725

# 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. In the past, all donations made to United Way have been matched dollar for dollar through the Barnes Group Foundation. However, given the unprecedented times, the Foundation increased matching contributions to a 2-to-1 match in 2020.

Year	Total*
<b>2020</b>	<b>\$156,235</b>
2019	\$189,058
2018	\$273,474
2017	\$266,243
2016	\$214,122

\* Employee Donations



Including Matching Gifts, the Company and its employees together have contributed over \$3.7 million to the United Way over the past 8 years, assisting the United Way's more than 1,800 member organizations. For the 2020-2021 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 location (BA-West Chester) 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, BA-West Chester employees helped unload two buses of food weighing 17,000 pounds. What took Reach Out Lakota two days to do in 2019 took Barnes Aerospace volunteers 2.5 hours to accomplish in 2020!



## Additional Local Efforts to Support United Way

During the 2020 holiday season, Barnes Group Corporate employees participated in United Way's Joy of Sharing Toy Drive. United Way of West Central Connecticut's Annual Joy of Sharing Program has been providing food and toys to needy children, teens, and families in Bristol, Burlington, Plainville, and Plymouth for over eighteen years. This year, the Corporate Offices collected donations to provide toys to children ages 3 to 14 years old.



## Volunteering to Feed the Hungry During the Holidays

Due to the many constraints imposed by COVID-19, the team at the Corporate Headquarters in Bristol, CT was unable to safely facilitate the collection and delivery of food donations to support its local food bank and homeless shelter as it normally does each year. However, they held a successful donation drive just in time for Thanksgiving and winter year-end holidays. Employees' donations were provided to two Connecticut-based charities whose mission is aimed at ending hunger in our communities.



## International Charitable Giving Program

Employees from our Engineered Components, Associated Spring location in Campinas, Brazil (AS-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 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, AS-Brazil employees donated 300 liters of milk, 90 food baskets, 90 Christmas baskets, and a new side access gate to Bento Quirino.



Employees from our Engineered Components, Associated Spring location in Mexico City, Mexico focused their fundraising efforts for the United Way campaign by donating money to the Salvation Army, which provided 110 toys to 35 local children in need. They also helped deliver meals to 70 needy families by way of home food deliveries. In addition, the Mexico team recognized their employees' children who earned a GPA of 3.5 or higher by awarding 30 student scholarships to high achievers.



Employees from our Engineered Components, Associated Spring location in Singapore supported their local elderly community by delivering meals in partnership with a Meals-on-Wheels service. Together with TOUCH Home Care (THC), a community service organization which helps enable the elderly to function within the community with independence, the Singapore team donated their time to deliver meals and reach their goal of 100% employee participation for their United Way campaign!



Employees from our Engineered Components, Heinz Hänggi location in Bettlach, Switzerland supported children's sporting events in the community as well as volunteered their time as medical first responders and firefighters.



Employees from our Molding Solutions, Synventive location in Suzhou, China encouraged recycling and healthier living once again in 2020. 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 over 1,200 kg of scrap paper, which can produce over 355,000 pencils – those pencils have been delivered to 75 Hope Primary Schools in China. In addition, the team collected donations to help their community prevent and control the COVID-19 pandemic.



Employees from our Molding Solutions, Thermoplay location in Pont-Saint-Martin, Italy supported local businesses that were impacted by COVID-19 by helping them weather the difficult economic times caused by the pandemic.

## 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 34 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.



Although employees from our Bristol and Farmington, CT facilities were not able to attend an in-person Relay For Life event this year due to COVID, they still worked to raise money for the cause. Thanks to our employees' efforts, Barnes Group raised over \$13,000 for the American Cancer Society in 2020!

## Barnes Aerospace Sponsors Aces for Kids Golf Tournament

In September of 2020, Barnes Aerospace sponsored the 18th 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 four years and has helped raise over \$317,000 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.

This year, around 100 golfers attended the Aces for Kids tournament, while dozens of aerospace companies were represented by way of sponsorships, golf foursomes, and donations. A highlight of the program was the presentation of a check for \$1,000,000 commemorating the total funds raised during the history of Aces for Kids. Tom Barnes, Chairman of the Board of Barnes Group, and Bill Gonet, Vice President of Sales and Marketing, Barnes Aerospace and Aces' Chairman, presented the check to the Connecticut Children's President and CEO, and the Connecticut Children's Foundation President. Since its inception in 2002, Aces for Kids has raised \$1,086,000 for Connecticut Children's and continues to be one of the largest annual fundraisers for the Center for Cancer and Blood Disorders.

