



BARNES™
AEROSPACE



Next360

Elevating your benefits

BETTER CONNECTED. BETTER SUPPORTED.

*Bringing care, resources and support together
to deliver greater value from your benefits*

**Open Enrollment
November 2 – 13, 2026**





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Investing in our programs. *Enhancing* your support.

At Barnes Aerospace, our benefits are an important part of the total rewards we provide to employees. Each year, we carefully evaluate our programs to help ensure they continue to provide you and your family with meaningful choices for comprehensive, competitive coverage and access to resources that support your health, wellbeing and financial security.

As we look ahead to 2027, our plans are experiencing the same pressures as others nationwide, including rising health care and medication costs, greater usage of health benefits, and a rising incidence of complex and chronic health conditions requiring specialized and costly medications and treatments.

To preserve the comprehensive coverage and resources our employees and families rely on, the Company's overall health care spend for 2027 is projected to increase by more than \$2.2 million.

Barnes Aerospace will continue to fund the majority of the cost of medical coverage; however, employees will also see an increase in medical contributions for 2027.

The amount of the increase will vary by medical plan. Each of our three plans has a different level of plan richness, providing varying levels of coverage through features such as deductibles and out-of-pocket maximums. Contribution changes will vary across the plans to reflect these differences. This approach allows us to continue offering a range of medical plan options at different cost levels, giving you the flexibility to choose the coverage that best meets your needs and budget.

At the same time, we're moving to a more connected, streamlined health care experience through Aetna® and CVS Caremark®, both part of CVS Health®. This guide offers details on how this approach is designed to make it easier for you and your covered family members to get the care and support you need, when you need it — while enabling better wellbeing and outcomes.

We are proud to continue investing in a benefits program designed to support you and your family today and into the future.

OPEN ENROLLMENT WILL BE HELD FROM NOVEMBER 2 - 13, 2026

This is your annual opportunity to review your benefits and choose the options that best meet your needs for the coming year. Inside this guide, you'll find important information about your 2027 benefit options to help you determine the coverage and support that works best for you and your family.



MEDICAL BENEFITS OVERVIEW

One connected health care experience

We're integrating medical services and platforms to make it easier for you to find the support, resources and care you need — all in one place.

Beginning January 1, 2027, Aetna® will provide medical claims administration, member service, clinical support, care management and health care navigation. They will also begin to support our Employee Assistance Program (EAP) and wellbeing programs. Together with CVS Caremark pharmacy services, this creates a more integrated health care ecosystem for Barnes Aerospace employees and their families.

INTEGRATED SUPPORT FOR CARE AND CLAIMS

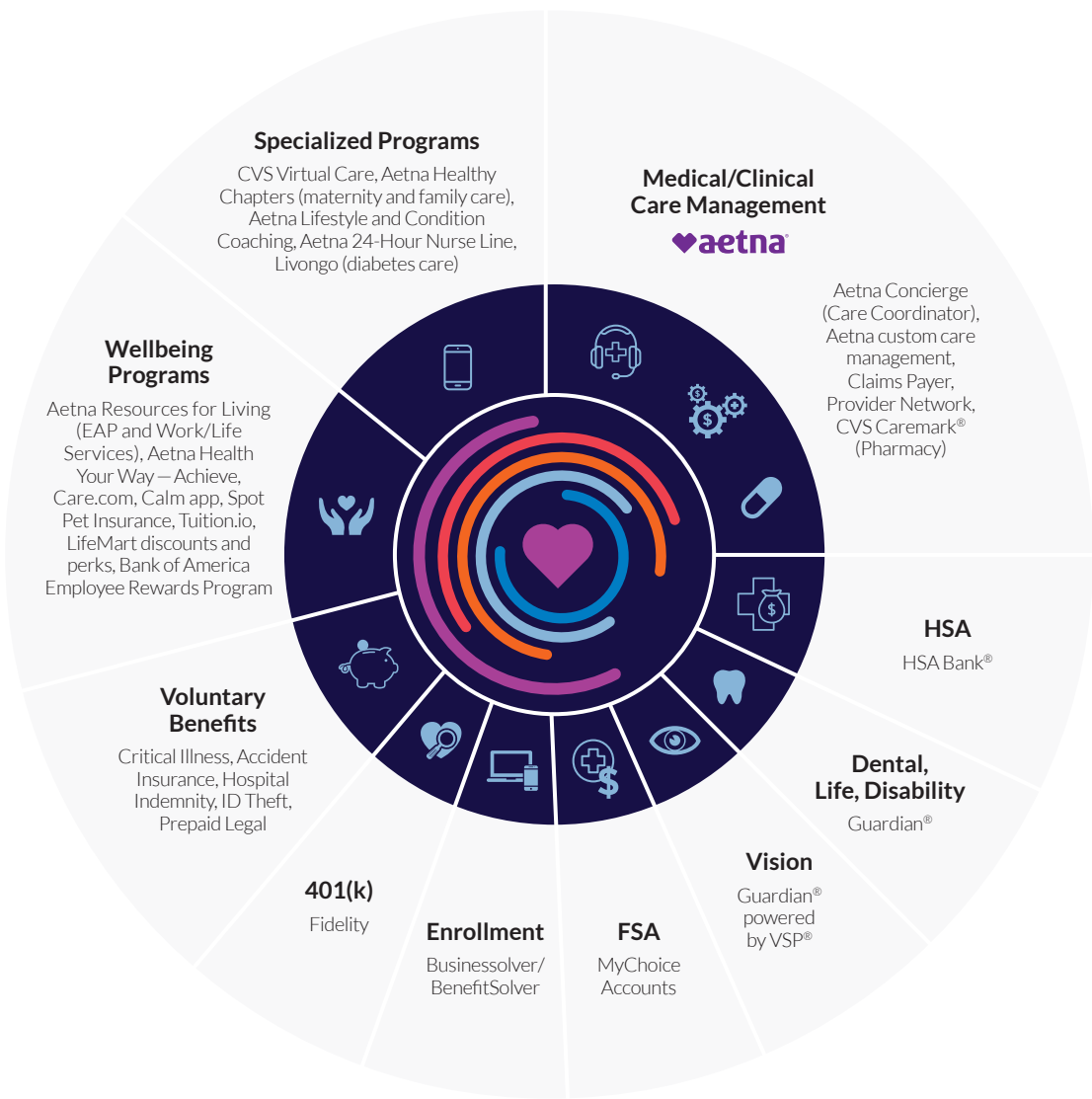
Effective January 1, 2027, administration of the Barnes Aerospace medical plans will transition from Meritain Health to Aetna. At the same time, our care management and health care advocacy services currently provided by Quantum Health (MyQHealth) will also transition to Aetna, provided by your Aetna Concierge.

Bringing together medical plan administration and care management is intended to create a more connected member experience, reduce the need to navigate between different organizations, and make it easier to find the right resources and support when you need care or help.

See page 6 to learn more about Aetna Concierge and care management services.

SAME DOCTORS. SAME NETWORK. SIMPLER SUPPORT.

While your medical plan administrator is changing, the Aetna POS II provider network you use today is staying the same. The transition is designed to simplify how you access care, guidance and support — not to require you to find a new network of providers.



CONTINUITY OF CARE AND PRIOR AUTHORIZATIONS

We know continuity is especially important for members who are actively receiving care. Prior authorizations approved before the end of 2026 will be honored by Aetna for upcoming services, helping support a smoother transition into the new year. Additional transition information will be provided to members who may need specific assistance.



NEED CARE OR SUPPORT?

Aetna® is *here* to help

In 2027, Quantum Health (MyQHealth) will transition to Aetna. Medical administration, clinical support, care management and navigation will be more closely connected, with Aetna Concierge available to help members navigate their benefits and total care.

Aetna Concierge

Through Aetna Concierge, members can receive help with:



Understanding benefits, coverage and claims



Finding in-network providers and facilities



Navigating treatment options and prior authorization requirements



Receiving support for chronic, complex or ongoing medical conditions



Coordinating care across providers and treatment plans



Accessing maternity, behavioral health and other specialized support



Resolving billing and coverage questions



Connecting with available health and wellbeing resources

a

For support, call your Aetna Concierge at **1-844-341-0639 (TTY: 711)** (Monday to Friday, 8:00 a.m. to 6:00 p.m. local time), visit **Aetna.com** or download the **Aetna HealthSM** mobile app.

Aetna custom care management

Navigating health care can be complicated, but it helps to have someone in your corner. Your health care nurse advocate can coordinate your care, connect you with programs to help you stay healthy, and reach out proactively if you have an ongoing condition or a hospital stay. You'll build a lasting relationship with one point of contact who knows your case and supports you along your health journey.



1-877-486-7754 (TTY: 711)

Aetna HealthSM app and Aetna.com

With Aetna digital tools, it's simple to access key medical plan information 24/7 — anytime, from anywhere.

Use the **Aetna Health app** for instant access on the go, and visit the **Aetna.com** member website to go more in-depth on the details of plans, claims and programs.

Both platforms let you:

- Chat for quick answers
- Access digital ID cards
- Find high-quality in-network providers
- Compare costs before you get care
- Review claims
- Track deductibles
- Manage prescriptions
- Schedule vaccines at a CVS Pharmacy
- Access CVS Virtual Care[®] (*see page 17*)
- Live healthier with wellness programs (*see page 15*)

GETTING STARTED

After enrolling in an Aetna medical plan, you can download the app and register an account there or on **Aetna.com**. You'll use the same log-in information for both platforms.

NEW AETNA MEDICAL ID CARDS

All employees and covered family members enrolled in a Barnes Aerospace medical plan will receive new Aetna medical ID cards for 2027. Beginning January 1, be sure to present your new card when receiving medical care so your provider has the correct information for claims processing.





SUMMARY OF CHANGES FOR 2027

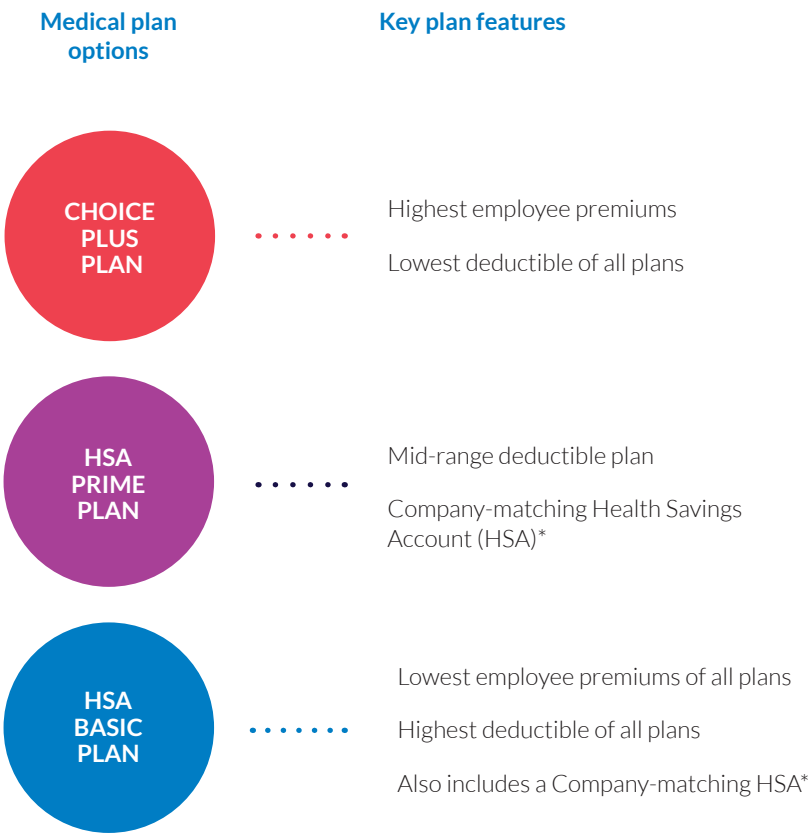
A look ahead

Benefit	Important changes for 2027
Medical plan administration	Meritain Health will transition to Aetna. You will continue to use the same Aetna POS II provider network available today, but you will receive a new Aetna medical ID card.
Care management & health care navigation	Quantum Health (MyQHealth) will transition to Aetna. Medical administration, clinical support, care management and navigation will be more closely connected, with Aetna Concierge available to help members navigate their benefits and total care.
Health Savings Account contribution limits	The annual HSA contribution limits* will be adjusted as follows: • Individual coverage: \$4,500 (an increase of \$100) • Family coverage: \$9,000 (an increase of \$250) • Catch-up contribution (age 55 or older): \$1,000 (no change) *The maximum shown includes any company-matching contributions made by Barnes Aerospace.
Medical waiver credit increase	The annual taxable credit for eligible employees who waive Barnes Aerospace medical coverage will increase from \$600 to \$1,200.
Provider quality & cost comparison	Healthcare Bluebook will be replaced by Aetna Smart Compare, which provides information designed to help members identify providers with the highest quality and most effective care outcomes. See page 16 to learn more.
Employee Assistance Program	Our existing EAP program will transition from TELUS Health to Aetna Resources for Living SM . The current three-session-per-issue model will continue.
Wellbeing	Aetna Health Your Way – Achieve will become the wellbeing program for medically enrolled employees, with the opportunity to earn up to \$100 in rewards each year for completing eligible wellbeing activities.
Virtual medical care	Teladoc Health will transition to CVS Virtual Care [®] . Members may need to register before using the new service. See page 17 to learn more.
Pharmacy program – specialty medications	PrudentRx will be introduced through CVS Caremark for members using certain eligible specialty medications. The program will affect only a limited population; eligible members will receive direct outreach and support.
Flexible Spending Account limits	Annual re-enrollment is required. Failure to make an election during the designated Open Enrollment window will result in the waiver of your FSA coverage (no coverage) for 2027. The annual FSA contribution limits will be adjusted as follows: • Health Care/Limited Purpose FSA: \$3,400 (an increase of \$100) • Dependent Care FSA: \$5,000 (no change)

MEDICAL PLAN HIGHLIGHTS

A solid foundation
for *every* stage of life

Offering a choice of medical plan options is important. Each of us has our own health care needs and preferences, and choosing a plan is a personal decision. For 2027, our medical plan choices will remain unchanged. Barnes Aerospace will continue to offer the same three medical plans with integrated prescription drug coverage, providing stability and flexibility for you and your family members.



*See page 18 for more information on the HSA match.

Maintaining consistency in plan offerings helps ensure a simplified experience that supports your ability to plan ahead with confidence and make informed choices about your needs for the upcoming year. **See page 12** to learn more about plan options.



PLAN SMART

Choosing the *right plan*

To ensure you make the best decision for you and your family members, it's important to consider how your plan worked for you last year — and what you may need in the months ahead. This checklist can help.



CONSIDER

- ✓ Review current benefits.
- ✓ Assess your needs for 2027.
- ✓ Make note of life changes you have planned.

COMPARE

- ✓ Visit the Open Enrollment page on **barnesgroupbenefits.com** and read about all the Barnes Aerospace benefit options.
- ✓ Consider voluntary benefits such as accident insurance and hospital indemnity and how they could potentially help support out-of-pocket expenses.
- ✓ Calculate costs for options you are considering.

CHOOSE

- ✓ Enroll during 2027 Open Enrollment, which is taking place November 2 – November 13, 2026 (*see page 28*).
- ✓ If needed, contact your HR Representative for assistance.

AN ENHANCED MEDICAL
WAIVER CREDIT OF \$1,200 FOR 2027

Choosing medical coverage is a personal decision, and some employees have access to other coverage — for example, through a spouse, domestic partner or parent.

For 2027, Barnes Aerospace is increasing the annual Medical Waiver Credit from \$600 to \$1,200 for eligible employees who waive Barnes Aerospace medical coverage. This credit is taxable and provided in equal installments each pay period.

If you have access to other coverage, Open Enrollment is a good time to compare plan costs, coverage, and provider access and determine which option best fits your needs.

KEY FEATURES OF OUR MEDICAL AND
PRESCRIPTION PLANS



Eligible preventive care services covered at 100% when you use in-network providers



A large network of doctors, hospitals and other providers that offer services at negotiated rates



Comprehensive medical coverage that includes both routine and emergency care



Your Aetna Concierge, who provides personalized health care guidance and care management to help you navigate and maximize your benefits coverage (*see page 6*)



Annual limits on what you pay, to provide financial protection in the event of a serious health condition



Aetna Smart Compare with Intelligent Matching, a tool that helps connect members with trusted, high-quality, cost-effective care (*see page 16*)



Comprehensive, integrated prescription drug coverage with free generic IRS-approved preventive medications



Mental health, behavioral health and substance abuse support and coverage

KNOW THE TERMS

Medical plan terminology can be unfamiliar. Here are a few explanations to help you evaluate your options and understand health care costs.

In network: A network is a group of health care providers. It includes doctors, specialists, hospitals, surgical centers and other facilities. *In network* refers to these providers.

Coinsurance: A fixed percentage you pay for a covered health care service after you meet your deductible

Copay: A fixed dollar amount you pay for a covered service

Out of network: This describes health care providers not in your plan's network. Depending on your plan, you'll usually pay more for out-of-network services. With some plans, you may be responsible for the full cost of out-of-network care unless it's a true emergency.

Out-of-pocket maximum: This is the most you'll pay for covered health care services in a plan year. Once you hit your maximum, the plan pays 100% of covered expenses for the rest of the year.

Deductible: The amount you pay for covered health care services before your plan starts to pay



MEDICAL AND PRESCRIPTION PLAN OPTIONS

Choosing the right
benefits for *your*
health care journey



DO YOU KNOW?

All plans cover the same medical services and medications, utilize the same network of hospitals and providers, and they all include a deductible that must be met before the plan will begin to pay.

MEDICAL PLAN	HSA BASIC	HSA PRIME	CHOICE PLUS
Deductible (Individual/Family)	\$7,050/\$14,100	\$2,500/\$5,000	\$1,000/\$2,000
Copay (Office visit/ Specialist)	n/a	n/a	\$25/\$40
Coinsurance (Employee)	n/a	30%	20%
Out-of-pocket maximum (Individual/Family)	\$7,050/\$14,100	\$5,000/\$10,000	\$4,000/\$8,000
Barnes Aerospace HSA match (Individual/Family)	\$750/\$1,500	\$500/\$1,000	n/a

PRESCRIPTION DRUG SUMMARY OF BENEFITS

TYPE OF MEDICATION	30-DAY SUPPLY Obtain through any CVS Pharmacy®	90-DAY SUPPLY Obtain through any CVS Pharmacy® or CVS Caremark® Mail Service Pharmacy
Preventive generics*	\$0*	\$0*
Generics (non-preventive)	\$15 copay	\$15 copay
Preferred brand	\$40 copay	\$80 copay
Brand	\$70 copay	\$140 copay
Specialty (CVS Specialty® pharmacy)	\$220 copay	\$440 copay

Preventive Drug
List – for HSA
plan members

If you take medication for a chronic health condition, your prescription may be considered preventive because it can help you stay healthier for the long term. The FDA and IRS have compiled a list of specific drugs that are used for preventive care, called the Preventive Drug List. To help save you money, HSA plan members will not be required to meet their deductible before the plan provides coverage for drugs on this list.

In addition, preventive generics on the CVS Caremark formulary will have a \$0 copay for HSA plan members.

Note: This is only a summary of the prescription drug coverage. Please refer to the Summary Plan Description (SPD), the plan documents or the Barnes Next360 website for complete details.

Our prescription plan collaborates with Prudent Rx to offer a program that can reduce member's cost for covered specialty medications to \$0. If you are eligible, it is important you enroll in the program to avoid paying a larger portion of the full cost of the prescription.

*All prescription drug costs apply to your plan's out-of-pocket maximum accumulation. Under the HSA plans, you must first meet your deductible before any copays apply. This is only a summary of the prescription drug coverage. Please refer to the Summary Plan Description (SPD), plan documents or the Barnes Next360 website for complete details.



AETNA/CVS RESOURCES

More ways to support your *wellbeing*

Your Barnes Aerospace benefits extend beyond medical coverage. In 2027, we are aligning additional health and wellbeing resources with Aetna to make support easier to find and create a more connected member experience.

COMING IN 2027: Aetna/CVS resources will be available to Aetna medical plan enrollees starting January 1, 2027. To learn more about them now, visit aetnaresource.com/lg/barnes.

Aetna Resources for Living — Employee Assistance Program (EAP)

Beginning January 1, 2027, our Employee Assistance Program will transition from TELUS Health to Aetna Resources for Living. The EAP will continue providing confidential support for everyday challenges, including emotional wellbeing, family and relationship concerns, financial and legal services, and referrals for professional counseling.

The current benefit of up to three EAP sessions per issue will also remain unchanged. However, with Resources for Living you can choose to utilize these sessions either via in-person, virtual or chat via Talkspace online therapy.

Employees actively engaged with TELUS Health as of year-end will receive information about transition-of-care support so they understand how to continue accessing assistance.

The EAP is available 24/7, 365 days a year, for all employees, spouses, dependent children, parents, and parents-in-law. **See page 23** to learn more about Resources for Living.

LIVONGO DIABETES MANAGEMENT PROGRAM

Livongo will continue to be an important wellbeing partner for Barnes Aerospace in 2027. While several of our vendor changes may alter the way we partner with Livongo behind-the-scenes, we anticipate minimal impact for current participants. If you or a family member are currently supported by the Livongo program, watch for direct communications with information about this transition and any actions you may need to take for 2027.

Aetna Health Your Way—Achieve

Employees enrolled in a Barnes Aerospace medical plan will also have access to Achieve, our new wellbeing program supported by the Aetna Health Your Way digital platform. Aetna Health Your Way—Achieve is designed to encourage everyday actions that support health and wellbeing while connecting participants with relevant tools and resources.

Medically enrolled employees will be eligible to earn up to \$100 in rewards each year, provided as gift cards, by completing specified eligible wellbeing activities. Details about eligible activities, how to participate and how rewards are earned will be shared before the program begins.

Earn up to \$100 in wellbeing rewards: Eligible employees enrolled in a Barnes Aerospace medical plan can earn gift card rewards for completing qualifying wellbeing activities through Aetna Health Your Way—Achieve.

Aetna Health Your Way—Achieve also includes Lifestyle and Condition Coaching. **See page 17** to learn more.





Quality & Effective Care

AETNA SMART COMPARE SAVE ON QUALITY CARE YOU CAN TRUST

Choosing the right physician, specialist or other health care provider can be tough. The **Aetna Smart Compare** designation program makes it simpler.

This program identifies providers who have demonstrated a higher standard of quality and cost effectiveness. These providers will have a “Quality & Effective Care” label on the provider search tool on the **Aetna.com** member website and Aetna Health app.

Providers with this designation can:

- Prescribe less-expensive medication when possible
- Lower the chance of having to go to the emergency room
- Help you avoid unnecessary testing
- Help you find freestanding care facilities (ones not attached to a hospital), which can help you lower out-of-pocket costs

CVS Virtual Care

Virtual care will continue to be an important part of our health care offering. Beginning in 2027, Teladoc Health telemedicine services will transition to CVS Virtual Care, aligning virtual care more closely with our CVS Caremark pharmacy relationship and the broader 2027 health care experience.

Employees and covered family members who previously registered for Teladoc through Meritain may need to complete a new registration for CVS Virtual Care. Access instructions and any actions required will be communicated before January 1.

You can reach out 24/7 to access quick care for common minor illnesses, such as colds and flu, ear infections, allergies, migraines, and more — without leaving home.

With CVS Virtual Care, you also get support managing chronic conditions and medications, as well as two new options — virtual primary care and behavioral health care. This means you can schedule a virtual visit with a PCP or a mental health provider at your convenience, including on evenings and weekends.

 **1-866-211-5678 (TTY: 711)**

Aetna 24-Hour Nurse Line

While only your doctor can diagnose, prescribe or give medical advice, the Aetna 24-Hour Nurse Line allows you to speak to a registered nurse about a variety of health issues — whenever you need to.

 **1-800-556-1555 (TTY: 711)**

Aetna Lifestyle and Condition Coaching

If you want to eat better, be more active or take charge of your health — Aetna Lifestyle and Condition Coaching can help. This program offers health information, one-on-one phone support and live coaching to help you manage chronic conditions and make healthy changes. You can access it at your convenience through the MyActiveHealthSM Wellness app or **Aetna.com**.

 **1-855-217-9304 (TTY: 711)**

Aetna Healthy Chapters — Maternity and family care

Healthy Chapters connects you to personalized guidance and support for every stage of the family journey. It offers comprehensive family care for both men and women, including pregnancy and maternity support, a 24-hour women's nurse line and resources for men's fertility.

 **1-800-272-3531 (TTY: 711)**

REMEMBER: Aetna/CVS resources will be available to Aetna medical plan enrollees starting January 1, 2027. To learn more about them now, visit aetnaresource.com/lg/barnes.



FINANCIAL PROTECTION

Prepare *for* what's ahead

Our benefits help you protect your income and family now and prepare for what's ahead.

Health Savings Accounts (HSAs)

A Health Savings Account (HSA) is a powerful financial tool that you can pair with a Barnes Aerospace high-deductible health plan to help reduce your medical expenses now and into the future.

In fact, as a company, we feel strongly that HSAs represent a smart way to manage your health care costs and are an important part of your long-term savings and financial wellbeing. That's why Barnes Aerospace matches your contributions, dollar for dollar, up to specified maximum, based on the plan and level of coverage you choose.

CONTRIBUTIONS FOR 2027: The IRS maximum contribution limit has increased to \$4,500 for an individual and \$9,000 for a family.

REMEMBER: The HSA is only available for employees who enroll in one of our HSA medical plans and can only be used for eligible health care expenses. If HSA funds are used for any other purpose, they will be taxable and subject to additional penalties. Make sure you keep receipts and records of any payments made from your HSA in the event you are audited by the IRS.

THE HSA AND 401(K) PLAN ARE BOTH RETIREMENT SAVINGS TOOLS

While the HSA can help you pay for eligible health expenses now and into retirement, the 401(k) plan can help you build your general retirement fund. Visit barnesgroupbenefits.com/retirement to learn more about the Company's 401(k) Retirement Savings Plan.

BENEFITS OF AN HSA



Make tax-free contributions to your HSA and receive matching contributions up to the specified amount from Barnes Aerospace.

Your HSA grows tax-free through interest and investment returns.

Use your HSA savings tax-free to pay for eligible expenses or save for future health care expenses.

Own your HSA dollars forever — even if you leave Barnes Aerospace.



YOUR CONTRIBUTIONS TO HSA THROUGH PAYROLL DEDUCTIONS

2027 IRS maximum allowable HSA contribution*

- **Individual:** \$4,500
— **Over 55+:** \$5,500**
- **Family:** \$9,000
— **Over 55+:** \$10,000***

*Your contributions plus Barnes Aerospace matching contributions count toward these IRS limits.

**Employees age 55 and over can contribute an additional \$1,000 in "catch-up" contributions.

***Employees age 65 and over who are enrolled in Medicare are ineligible to make HSA contributions.



BARNES AEROSPACE MATCHING CONTRIBUTIONS*

HSA Basic

- **Individual:** \$750
- **Family:** \$1,500

HSA Prime

- **Individual:** \$500
- **Family:** \$1,000

*Barnes Aerospace matches employee contributions dollar for dollar up to a specified limit, based on the medical plan and level of coverage you choose.





Flexible Spending Accounts (FSAs)

Flexible Spending Accounts (FSAs) are a great way to save money. They allow you to set aside a certain amount from your paycheck before taxes are withheld. Then you can use the money tax-free to pay for eligible out-of-pocket health care and/or dependent care expenses.

REMEMBER: You must **re-enroll** in your FSA each year if you want to participate.

PLAN AHEAD – FSA ELECTIONS DO NOT CARRY FORWARD

Unlike most of your benefit elections, you must actively elect an FSA each year. Think about the eligible expenses you reasonably expect in 2027 and choose your contribution carefully. Health Care and Limited Purpose FSAs are generally best suited for predictable health care expenses, while the Dependent Care FSA can provide meaningful tax savings for families with eligible child or dependent care costs.



HEALTH CARE FSA

Annual contribution: Up to \$3,400 per calendar year

Eligible expenses: Plan deductibles, copays, coinsurance and other medical, dental or vision expenses. To learn more, see IRS Publication 502 at [irs.gov](https://www.irs.gov).



LIMITED PURPOSE FSA

Annual contribution: Up to \$3,400 per calendar year

Eligible expenses: Dental and vision out-of-pocket expenses (e.g., orthodontia, eyeglasses/contacts). To learn more, see IRS Publication 502 at [irs.gov](https://www.irs.gov).



DEPENDENT CARE FSA

Annual contribution: Up to \$5,000 per calendar year*

Eligible expenses: Child care, day camp, home care for dependent elders and related expenses. To learn more, see IRS Publication 503 at [irs.gov](https://www.irs.gov).

*For a Dependent Care FSA, you cannot contribute more than the lesser of your or your spouse's income. If you're married and file a separate tax return, the maximum you can contribute is \$2,500. If your spouse contributes to a similar account, your total family contribution cannot exceed \$5,000. You may only reimburse yourself up to the amount you have actually contributed to your account at the time you file a claim.





WELLBEING PROGRAMS FREE TO ALL EMPLOYEES

Flexible, personalized support *for* everyday life

Whether your personal goal is building healthy habits — improving financial fitness, easing anxiety and stress, or something else — it's time to start discovering all the benefits that are here to help.



To learn more about a program, scan its QR code with your smartphone camera.



EMPLOYEE ASSISTANCE PROGRAM AND WORK/LIFE SERVICES

Low- or no-cost resources for your total wellbeing

**Resources
for Living**



Scan the code to learn more.

NEW! In 2027, Resources for Living, powered by Aetna, replaces TELUS Health as our cornerstone wellness program and your EAP. Resources for Living provides the confidential support you need to overcome whatever life throws at you, while restoring balance in your everyday life. It offers:

- Unlimited access for you and your immediate household family members
- An extensive network of highly qualified counselors — get confidential advice, work-life services and referrals to support your overall health and wellbeing
- Up to three no-cost, confidential EAP counseling sessions per issue, per year
- Emotional and mental wellbeing support for adults, couples, adolescents and children in areas such as anxiety, grief, addiction, depression, personal relationships, sleep management and stress
- Health coaches to keep you motivated and healthy, including help with smoking cessation, weight management and sleep habits
- Everyday support for elder and child care assistance, relocation and daily convenience services
- No-cost telephonic consultations with experts in identity theft, legal, financial, and estate planning matters, plus access to an online library of legal forms allowing you to draft your own will and living will
- Robust online resources to help you find answers fast — thousands of articles, toolkits, podcasts and self-assessments related to family, health, life, money and work

See page 14 to learn about free support sessions available through the EAP. To learn more about Resources for Living, visit aetnaresource.com/lg/barnes.

CALM

Stress less, sleep more, live mindfully



Barnes Aerospace is happy to offer you and up to five of your family members free, unlimited access to Calm, the number-one app for sleep, meditation and relaxation. It can help you improve your mental wellbeing, build personal resilience, reduce stress and anxiety, improve focus and develop better sleep habits. Your access to Calm includes:

- The Daily Calm 10-minute meditation with a new theme each day
- More than 100 guided meditations covering anxiety, stress, gratitude and more
- Sleep Stories to help you drift into better sleep
- Soundscapes (sound therapy) for focus, relaxation and sleep
- Masterclasses from world-renowned experts
- Video lessons on mindful movement and gentle stretching

Whether you have 30 seconds or 30 minutes, Calm can help. Download the app to get started today.



CARE.COM

Find caregivers for every member of the family

care.



We know that caring for your family while you are at work can often be a challenge. To help you balance your work life and home life, support is available, even when it's needed at a moment's notice. Barnes Aerospace provides all employees with a free premium membership to **care.com**. This allows you to search for local providers or post your own request for assistance with everyday needs, such as child care or after-school care, senior caregivers, housekeepers, errand runners, pet walkers and so much more.

TUITION.IO

Get help managing your student loans

tuition.io



Student loan debt affects the financial wellbeing of many of our employees, whether related to their own education or for their family members. We have partnered with **tuition.io** to provide access to a full suite of tools and a refinancing marketplace to help you manage, pay down and eliminate your student loan debt.

SPOT

Pet insurance made simple

spot
pet insurance



Our pets are family, too. With Spot Pet Insurance, you can design a custom pet insurance policy for your cat or dog and save up to 20%! You can choose the right level of coverage to fit your pet's unique needs and your budget, including the ability to customize deductibles and reimbursement levels. In addition, you can select optional coverage for preventive care or comprehensive accident and illness protection.

LIFEMART DISCOUNT PROGRAM

Additional perks for added savings

LifeMart
Discount Program
By Care.com



LifeMart, through **care.com**, is our company's online discount platform. It provides special offers and savings on major brands and everyday essentials so you can stretch your dollars further and make the most of your paycheck.

Whether you're planning a major purchase or just want deals on day-to-day essentials, LifeMart is a great way to save on:

- Child, senior and pet care
- Groceries and restaurants
- Gyms, fitness and wellness
- Computers and phones
- Legal and financial services
- Home goods and services
- Travel, hotels and rental cars
- Tickets and entertainment
- Car buying and auto services
- Apparel
- Local deals near you
- And more

THE BANK OF AMERICA (BOFA) EMPLOYEE REWARDS PROGRAM

Get financial rewards and discounts and expert investment advice

BANK OF AMERICA



Whether you're just getting started on your financial journey or have more advanced needs, the Bank of America (BOFA) Employee Rewards Program will support you every step of the way, at every stage of life.

This award-winning program offers:

- Digital tools to make it easy to manage finances
- Financial wellness education (in person or online)
- Investment guidance from Merrill, the investment division of Bank of America
- Access to Preferred Rewards Gold Tier benefits, such as credit card bonuses, reduced banking fees, discounts on interest rates and fees for auto loans and mortgages, and more



YOUR BENEFITS ADMINISTRATION PLATFORM

Exploring BenefitSolver

BenefitSolver offers a range of features designed to simplify the benefits enrollment process, including:

- **User-friendly interface:** Navigate easily through your benefits options with an intuitive design.
- **Comprehensive resources:** Access detailed information about each benefit plan, helping you make informed decisions.
- **Mobile accessibility:** Manage your benefits on-the-go with a mobile-friendly platform.
- **Personalized support:** BenefitSolver provides Sofia for tailored assistance to help you with any questions or concerns.

QUESTIONS? ASK SOFIA

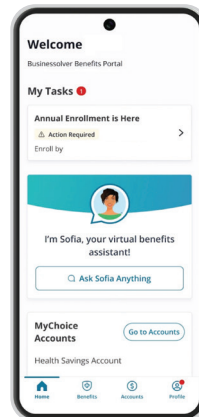


Whether you need help with your enrollment or have questions about your benefits, you can chat with Sofia, your 24/7 personal benefits assistant. Find Sofia in the MyChoice® benefits app and benefitsolver.com.

If Sofia can't answer your questions, she will point you in the right direction for answers.

Sofia speaks over 20 languages, and can answer questions regarding 400,000 benefits topics, including:

- Coverage questions
- Plan comparisons
- Enrollment deadlines
- Dependent coverage
- ID cards
- And many more



NEED HELP?

For help navigating, help during your enrollment or technical support, chat with Sofia, your virtual benefits assistant, or call the Businessolver Benefits Service Center at **1-877-435-0260**, Monday to Friday, from 8:30 a.m. to 5:30 p.m. ET.



HOW TO GET STARTED

LOGIN INSTRUCTIONS

Log in to benefitsolver.com with your username and password. If you don't know your username or password click on **"Trouble Logging in"** and follow the steps to gain access to your username and password.

FIRST TIME LOGGING IN?

Click the REGISTER button to get started. The case-sensitive company key is **barnes**.

MULTIFACTOR AUTHENTICATION (MFA)

Benefitsolver.com requires multifactor authentication in order for you to log in. This greatly increases the security of your account.

In addition to your usual password, you will also receive a text message (or the option to receive an email) with a code you must enter to log in. The MFA code will expire shortly afterwards to ensure that security to your account is not compromised.

QUESTIONS? NEED SUPPORT?

If you need support with registration, login, or MFA, call Businessolver Benefits Service Center at **1-877-435-0260**, Monday to Friday, from 8:30 a.m. to 5:30 p.m. ET.

Open Enrollment

NOVEMBER 2– 13, 2026

Open Enrollment provides an annual opportunity to evaluate your existing benefits, consider your coverage requirements and select benefit plans for yourself and your dependents.

This year's enrollment is passive, meaning active completion of your enrollment isn't necessary. If no action is taken, your current benefits will continue in 2027, subject to any required premium adjustments or vendor changes.

However, you must complete the enrollment process in order to do any of the following for 2027:

- Enroll in the Health Care or Limited Purpose FSA
- Enroll in the Dependent Care FSA
- Make adjustments to your HSA contributions in order to maximize the new IRS limits



LEARN Pre-Open Enrollment October 2026

- Review this guide carefully to understand the plan changes for 2027, along with the steps you need to take during the upcoming Open Enrollment period to ensure your coverage for 2027.
- Beginning the week of October 12, visit the Open Enrollment page on barnesgroupbenefits.com to learn what's new and to read about all Barnes Aerospace benefits plans.
- Carefully review the medical plan options being offered for 2027 to determine which medical plan best meets your needs.
- Consider expected health care needs and family changes.
- If you have access to other medical coverage, compare your options and consider taking advantage of the new enhanced \$1,200 Medical Waiver Credit.
- Review your HSA and FSA contributions. **Remember, new elections must be made for FSAs every year.**
- Be on the lookout for your enrollment package and annual legal notices to arrive in your mail in late October.

ENROLL NOVEMBER 2 - 13, 2026

- Log in to benefitsolver.com. If it's your first time logging in you will need to click the REGISTER button and create your username and password. The case sensitive company key is **barnes**.

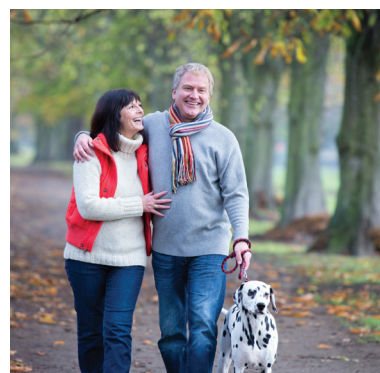
Or call **1-877-435-0260**, Monday to Friday, 8:30 a.m. to 5:30 p.m. ET.

This is an important opportunity to also review your covered dependents and beneficiaries and make changes where needed.
- **Following enrollment, please watch for a confirmation statement via U.S. mail.** Carefully review it for accuracy, and save it for your records.

If needed, contact your HR Representative to make corrections by December 4, 2026, or call **1-877-435-0260**, Monday to Friday, 8:30 a.m. to 5:30 p.m. ET.

CONFIRM December 2026 to January 2027

- If you are enrolled in medical coverage, you will receive new ID cards in the mail by December 31, 2026.
- Be sure to check your first paycheck in January to verify your plan selections and deductions.



PLEASE NOTE:

Individuals hired during the Open Enrollment period must **enroll twice**. You will be prompted to first enroll for your 2026 benefits, and then you will also need to enroll a second time for your 2027 benefits.



QUESTIONS? NEED SUPPORT?

Contacts

Enrollment support	Plan, program or feature	Website	Phone number
Businesssolver	Enrollment	benefitsolver.com	1-877-435-0260

Aetna & CVS Health programs and services	Plan, program or feature	Website	Phone number
Aetna Concierge	- Medical plan - Finding care - Claims/payments	aetna.com/individuals-families/health-insurance-through-work/personal-assistant.html	1-844-341-0639 (TTY: 711), Monday through Friday, 8 a.m. to 6 p.m. local time
Aetna Smart Compare	Find quality and cost-effective care	aetna.com/smartcompare	—
Aetna 24-Hour Nurse Line	Answers to questions about health topics	Learn more at aetnaresource.com/lg/barnes	1-800-556-1555 (TTY: 711)
Aetna Health Your Way — Achieve	- Rewards program - Digital wellbeing tips - Assessment and healthy actions	Learn more at aetnaresource.com/lg/barnes	Questions? Call your Aetna Concierge (see above)
CVS Caremark	Prescription drug benefits	caremark.com	1-800-552-8159 (TTY: 711)
CVS Specialty	Prescription drug benefits, specialty medications	cvsspecialty.com	1-800-237-2767 (TTY: 711)
CVS Virtual Care	Telemedicine	cvs.com/virtual-care	Call Center: 1-866-211-5678 (TTY: 711)
Aetna Resources for Living	- EAP & Work/life services - Health coaching - Wellbeing programs	Learn more at aetnaresource.com/lg/barnes	1-888-238-6232
Custom care management	One-on-one health care support	Learn more at aetnaresource.com/lg/barnes	1-877-486-7754 (TTY: 711)
Lifestyle and Condition Coaching	Personalized health coaching and resources	Learn more at aetnaresource.com/lg/barnes	1-855-217-9304 (TTY: 711)
Aetna Healthy Chapters	Maternity & family care	Learn more at aetnaresource.com/lg/barnes	1-800-272-3531 (TTY: 711)

Additional Vendors	Plan, program or feature	Website	Phone number
Livongo	Diabetes management program	teladochealth.com/livongo	1-800-945-4355

Calm app			
Care.com	Family care benefits	care.com	1-855-781-1303
Fidelity	401(k)	401k.com	1-800-835-5095
Guardian	- Dental benefits - Vision benefits - Insurances - Life/AD&D, disability insurance (STD, LTD), critical illness, accident, hospital indemnity	guardiananytime.com	1-888-600-1600

LifeMart	Perks and discounts	lifemart.com	1-855-781-1303
HSA Bank	Health Savings Accounts	hsabank.com	1-800-357-6246
Allstate / InfoArmor	Identity theft protection	infoarmor.com	1-800-789-2720
MyChoice Accounts	Flexible spending accounts (FSAs)	barnesgroupbenefits.com/financial-protection/flexible-spending-accounts	—
Farmers Insurance	Group auto & home insurance	myautohome.farmers.com	1-800-438-6381
MetLife	Legal benefits	members.legalplans.com	1-800-821-6400
Spot Pet Insurance	Pet insurance	spotpet.link/barnes	1-800-905-1595
Tuition.io	Student loan wellness program	barnes.tuition.io	1-855-353-9395
Bank of America Employee Rewards Program	- Financial rewards and discounts - Expert investment advice	go.bofa.com/barnesgroup	1-888-383-7200

REMEMBER: Aetna/CVS resources will be available starting January 1, 2027. Learn more at aetnaresource.com/lg/barnes.



BARNES
AEROSPACE

CORPORATE OFFICE
123 MAIN STREET
BRISTOL, CT 06010

INDICIA
FPO

This guide highlights certain components of the Barnes Group Inc. Next360 Benefits program; it is only an overview. Separate legal contracts and documents control the operation of any specific plan. This guide does not take the place of official plan documents, which are the final authority on plan provisions used to determine how and when benefits are paid. Barnes Group Inc. reserves the right to change, amend, suspend, withdraw or terminate any or all parts of the plans at any time. Further, neither the plans nor this guide are an employment contract, and nothing contained herein guarantees you the right to continued employment at Barnes Group Inc. The names of the companies and products mentioned herein may be trademarks of the respective companies.