

Barnes' approach to compensation, benefits, and well-being — Total Rewards — reflects our commitment to providing:

- Compelling programs that meet the diverse needs of our employees
- Security and support to care for you and your family's physical, emotional, and financial well-being
- Resources to help you be your best at work and at home

Our Retirement Savings Programs are a reflection of our investment in our employees and our commitment to the financial well-being of our employees today and into the future, by offering a convenient, tax-advantaged way to save and invest for your retirement, along with generous company contributions that help grow your savings even faster.

Eligible employees can receive two types of employer contributions: a direct Company Retirement Contribution in addition to Employer Matching Contributions. Combined, you have the potential to receive up to **7%** of your eligible compensation each year in Company contributions!

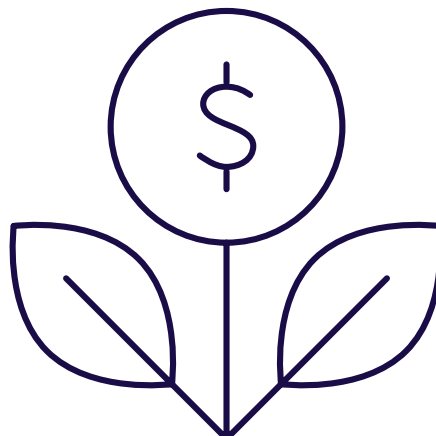


Company Retirement Contribution:

Barnes helps you plan for a more secure retirement by providing an annual non-contributory company contribution in the amount of 4% of your eligible compensation, deposited in the first quarter following the conclusion of the plan year and invested in each participant's current investment elections.

Company Matching Contribution:

We match an employee's 401(k) contributions at 50% up to the first 6% of your pre-tax contributions or a total of 3% when you contribute a minimum of 6%.



Plan Highlights

Plan Eligibility:

You are eligible to participate in this plan upon hire. New employees who do not enroll at time of hire will be auto-enrolled at 3% of eligible pay on a pre-tax basis.

4% Defined Contribution Retirement Plan

Company Contribution:

Receive an annual company contribution of 4% of your eligible compensation; no employee contribution required.

Vesting for New Hires - 20% per year of service (100% vested after 5 years)

Must be employed on December 30th to receive the annual company contribution. **Pro-rated contributions for employees who retire during the year.**

Barnes 401(k) Plan

Employee Contributions:

You can contribute up to 75% of your eligible pay on a pre-tax and/or after-tax basis, subject to the IRS annual contribution limits. Employee contributions are immediately vested.

Company Match:

The Company will match your personal contributions at 50% up to the first 6% contributed — Company matching contributions 100% vest after two years of service.

Additional Highlights

Investment Flexibility:

Our Company partners with Fidelity Investments to offer a diversified selection of 401(k) investment choices, including Barnes stock, target date funds, and many other fund options, making it easy to manage a well-balanced portfolio.

Low Cost:

The Company pays the majority of administrative costs to operate the plan, there are generally no transaction fees, and the investment expenses on the 401(k) funds are low relative to comparable funds outside of the plan.