

Charter of the Barnes Aerospace ESG Steering Committee

Purpose

Barnes Aerospace (the “Company”) is committed to corporate social responsibility (“CSR”) and furthering environmental, social and governance (“ESG”) principles. We believe this commitment creates value for our stakeholders and is key to our success as a responsible and sustainable organization.

Focus Areas

The Barnes Aerospace ESG Steering Committee (the “Committee”), consistent with Barnes Aerospace's Values, focuses on:

- Monitoring global public policy trends, regulatory matters, and other concerns related to ESG,
- Identifying actions that the Company and Committee can take to support the Company's sustainability initiatives,
- Fostering the Company's progress toward its diversity and inclusion goals,
- Assisting in the Board's oversight of risks and opportunities relating to ESG matters,
- Identifying and taking actions and proactive steps to address ESG risks,
- Periodically evaluating the Company's ESG performance,
- Reviewing the Company's human and workplace rights policies and/or practices and how the Company demonstrates respect for human and workplace rights in our business, in our supply chain and in the communities in which we operate,
- Annually assessing and reporting to the Board on the performance of the Company's ESG efforts,
- Reviewing the Company's policies and practices related to corporate philanthropy, and
- Preparing and publishing the company's Sustainability Report.

Membership

Barnes Aerospace established an ESG Steering Committee that includes our CFO, VP of Operations, VP of Human Resources, and General Counsel & Compliance Officer. These members of our Executive Leadership Team may, from time to time, enlist the support of key leaders from within Barnes Aerospace, including members from the following functional and operational teams, to drive and support the above Focus Areas:

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| • Operations | • Supply Chain |
| • Health, Safety and Environmental Affairs | • Business Development |
| • Investor Relations | • Human Resources |
| • Legal | • Corporate Communications |
| • Global Compliance Office | • Internal Audit |