

2024 FISCAL YEAR

CORPORATE RESPONSIBILITY REPORT



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From the President and CEO

Dear Kennametal Stakeholders,

I am excited to share with you our Fiscal Year 2024 (FY24) Corporate Responsibility Report. For nine decades, Kennametal has played a part in products that matter in everyday life, from cars and planes to wind turbines and medical devices. Our tools, materials and wear-resistant solutions enable customers to run longer, cut faster and machine with greater precision. This report is a testament to our commitment to responsible practices and highlights our meaningful progress towards environmental and social stewardship over the past year.

In FY24, we continued to make progress in limiting our environmental footprint through manufacturing process enhancements, investment in sustainable technologies and continued adherence to environmental standards. As you'll read in the pages ahead, we continued to successfully reduce our combined Scope 1 and 2 greenhouse gas emissions. Our water conservation efforts are being led by innovative technologies and infrastructure upgrades to optimize water use across our facilities, having decreased water withdrawal by approximately 4% compared to last year. As part of our efforts toward responsible waste management, we have achieved an over 10% increase in recycling rates, and we continue to further integrate circular economy principles within our operations.

Safety is a core value at Kennametal. Our world-class record for total recordable incident rates surpasses the U.S. industry standard by 150%, showcasing our exceptional safety performance due to Kennametal's robust safety programs and culture. Additionally, we focus on safety through the proactive identification of Fatal and Serious Injury (FSI) potential risks and developing associated remediation action plans. We also continue to focus on ensuring that our entire workforce is continually receiving high-quality training to ensure our health and safety focus remains front and center across the company.

Building on our efforts to support a more diverse and inclusive workplace, we have expanded our Employee Resource Group network, adding three more groups across the globe. We continue to promote employee development and talent attraction through comprehensive training and upskilling, including a range

of internship programs globally. Moreover, our ongoing investment in employee development underscores our commitment to empowering our workforce through our learning management system. Beyond our own employees, we forge meaningful connections in our communities and with business and academic institutions. You will find examples throughout this report of our robust volunteer and philanthropic initiatives globally.

Our governance practices are built on our core values, including integrity and accountability. We have maintained a strong focus on ethical conduct, compliance and transparent reporting. Our Board of Directors provides strategic oversight, ensuring that our Corporate Responsibility initiatives are aligned with our corporate goals and stakeholder expectations. Through internal audits and adherence to anti-corruption policies and company-wide Code of Conduct training, we have reinforced our commitment to responsible business practices. Further, we have enhanced our Code of Conduct and supporting resources to improve accessibility and ensure that employees are informed of our Culture of Accountability.

Finally, let me say how proud I am of the work and dedication shown by our employees in advancing our Corporate Responsibility initiatives. Our journey is one of continuous improvement, and we will continue to work towards creating a more sustainable, equitable, and responsible future while advancing our strategy and positioning the company for long-term success.

Best regards,

Sanjay Chowbey, President and Chief Executive Officer

Corporate Responsibility Strategy

In FY24, Kennametal's Corporate Responsibility strategy (formerly referred to as our ESG strategy) continued to mature and drive sustained improvement and long-term value for our stakeholders. We embody our core values — safety, respect, integrity, accountability — both in the workplace and within the global communities we serve by integrating Corporate Responsibility principles across our business operations and culture. Our strategy is proactive and rooted in continuous improvement. We are focused on the identification and mitigation of environmental, social and governance (ESG) risks while also capitalizing on opportunities that benefit our stakeholders. Ultimately, Corporate Responsibility plays a key role in the achievement of our three value creation pillars, which are designed to create value for all with a strong foundation built upon an engaged workforce, our core values and winning culture.

Corporate Responsibility Strategy Oversight

Our Corporate Responsibility strategy is integrated into our overall corporate strategic review process in which our Board of Directors, Executive Leadership Team (ELT) and business segment leaders identify where and

how their respective plans support our Corporate Responsibility strategy and associated internal goals. Our Nominating/Corporate Governance Committee has oversight of our Corporate Responsibility strategy, maturity path and associated initiatives, with the full Board reviewing the Corporate Responsibility strategy at least annually as part of the overall corporate strategy.

At the management level, our Corporate Responsibility Committee, which is co-chaired by our Vice President, Secretary and General Counsel and our Vice President and Chief Administrative Officer, is comprised of a cross-functional team that assists the ELT in establishing goals and strategies. These cross-functional teams, including members of Corporate EHS, business segment leaders, plant leaders and process owners, cascade expectations throughout the enterprise and implement initiatives to achieve our Corporate Responsibility goals.

Three Value Creation Pillars with Strong Foundation

DELIVERING GROWTH	CONTINUOUS IMPROVEMENT	PORTFOLIO OPTIMIZATION
Growing Above Market	Doing Things Better	Right Products, Right Places

Foundation: Engaged Employees, Our Core Values and a Winning Culture

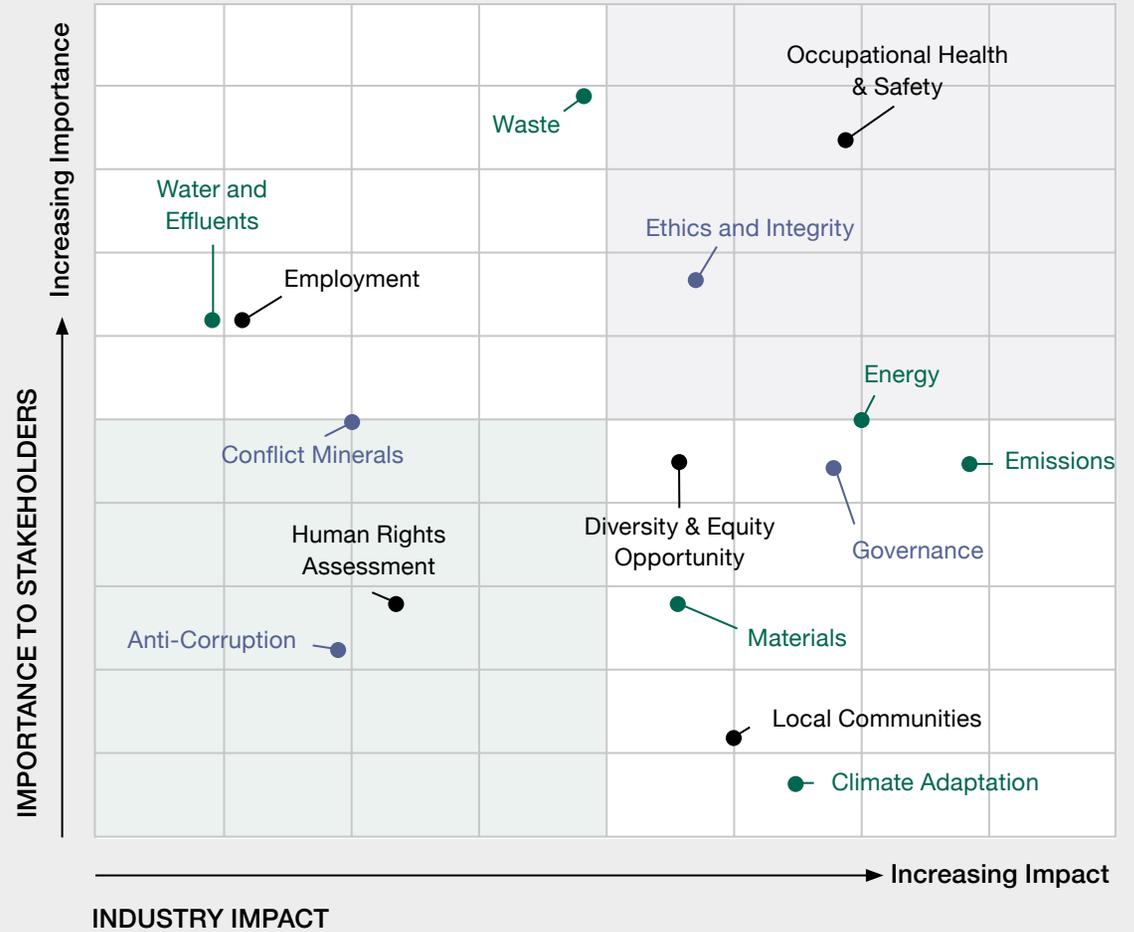
Building Together	Safe Workplace	Engaged and Diverse Workforce	Efficient Business Processes	Organizational Capabilities
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Materiality-based Approach to ESG

Kennametal is committed to a materiality-based approach to ESG, aligning our efforts with the most impactful issues for our business and stakeholders. In FY22, we engaged an independent third party to conduct a thorough materiality assessment displayed in the matrix to the right. This process involved surveying key stakeholders, including investors, customers, employees and ESG rating organizations, as well as benchmarking against industry peers, to identify and prioritize the ESG topics most material to our operations and value chain.

The assessment was informed by the Global Reporting Initiative (GRI) Standards Topics and the Sustainability Accounting Standards Board (SASB) Industrial Machinery & Goods Standard, alongside other ESG topics of interest to our stakeholders. Sector-specific material ESG topics identified were mapped to the GRI Standards Topics, with additional “Non-GRI Material Topics” included in the analysis. We also considered the methodologies of leading ESG investor raters and institutional investors.

The results of this materiality assessment have been instrumental in developing and refining our long-term Corporate Responsibility strategy and inform our approach to this Corporate Responsibility report. We plan to conduct materiality assessments periodically, including a double materiality assessment in the future, to deepen our understanding of our material impacts, risks, and opportunities, and align our actions accordingly.



United Nations Sustainable Development Goals

The Sustainable Development Goals (SDGs) are a series of interlinked goals adopted by UN member states in 2015 focused on creating more sustainable economic and environmental practices by 2030. Kennametal has identified how

the SDGs are aligned with our priority topics in our GRI Content Index (linked). More details on our alignment with the SDGs can also be found in our GRI Content Index starting on [page 70](#).



01

Responsible Environmental Practices

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Environmental Management

Kennametal is committed to conducting our business, manufacturing and selling of our products in ways that do not harm the environment, as highlighted in our Code of Conduct and Environmental, Health, and Safety (EHS) Policy. We are dedicated to maintaining regulatory compliance with applicable environmental laws, and continuously maintain and optimize our environmental controls and programs. This commitment is integral to sustaining our long-term success and the well-being of our customers, employees and communities.

Environmental Strategy and Oversight

Our commitment to environmental responsibility starts at the top, with the Board providing strategic direction on environmental matters as part of Kennametal's integrated Corporate Responsibility strategy. The ELT ensures environmental objectives are integrated into our business operations, setting specific internal goals and monitoring progress. Cross-functional teams support the ELT by operationalizing environmental initiatives, with monthly progress tracked through Key Performance Indicators (KPIs) and quarterly reports to the Board on key topics. KPIs include metrics related to self-assessments, site audits and associated findings and action plans.



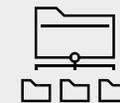
Environmental Strategy



Reduce environmental impact of operations and associated compliance obligations by limiting energy usage, greenhouse gas (GHG) and other air emissions, water consumption, landfill waste, and spills and releases, where possible.



Eliminate higher environmental impact activities and processes through continuous improvement.



Utilize an environmental management system to ensure consistency of environmental practices and support accurate data gathering.

Environmental Management System

Kennametal manages environmental objectives and performance through our EHS management system. These facilitate the tracking and reporting of environmental data and metrics across all levels of operation, from individual plants to regional and business segments. They also provide our employees with the resources and verification processes necessary to continually enhance our management of environmental risks and ensure adherence to all relevant laws and standards globally. We continue to improve and standardize our EHS management system to bolster overall performance.

To mitigate environmental risks and strengthen compliance, we've refreshed key internal standards:

- **Waste Audit:** Mandates comprehensive, ongoing evaluations of waste vendors/recyclers globally to promote responsible practices and reduce liabilities (see additional details on [page 18](#)).
- **Permit Review:** Streamlines permitting processes with expert reviews for accurate, timely submissions while minimizing compliance obligations and situations where compliance is not possible.
- **Due Diligence:** Refreshed in FY24, sets protocols for site assessments in business transactions to minimize risks and liabilities.

Our compliance approach includes conducting risk-based environmental permit audits at our plants, assessing the effectiveness of their programs and driving sustained adherence to permits and regulations. Issues or concerns identified during our audits are recorded in our

EHS management system to trigger prompt action and resolution.

We require the reporting of environmental incidents, regardless of severity, into the same system to ensure thorough corrective measures are taken. We conduct investigations to determine the root causes, implement preventive actions and share learnings company-wide to prevent future occurrences.

Kennametal locations with ISO14001 and ISO50001 certifications

ISO14001
(Environmental management)

15 manufacturing sites

21 total locations

ISO50001
(Energy management)

8 manufacturing sites

11 total locations

GreenCo Gold Achievement



Kennametal's Bengaluru facility has proudly achieved the GreenCo Gold rating from the Confederation of Indian Industry (CII), recognizing our commitment to environmental excellence. The GreenCo rating evaluates the environmental performance of company operations and encourages the adoption of green practices throughout the product lifecycle.

Key initiatives leading to this achievement include:

- Sourcing approximately 86% of electricity from solar energy.
- Implementing a reverse osmosis unit for in-process wastewater treatment and reuse for gardening.
- Eliminating hazardous wastewater by changing surface finishing methods while maintaining product performance.
- Achieving a 44% reduction in Scope 2 emissions in FY24.
- Developing a green belt that covers 40% of the plant's land area with a variety of plant species.
- Coprocessing and recycling/reuse of all waste generated.
- Acquiring green certifications for critical vendors and suppliers, conducting regular environmental audits, and emphasizing vendor localization to reduce GHG emissions in the supply chain.
- Installing LED lights to reduce energy consumption.

Training and Awareness

Kennametal ensures our workforce is equipped with the necessary knowledge and skills to reduce our environmental footprint and minimize climate change risks. Our training programs, informed by regulatory mandates, risk assessments, ESG considerations and past incidents, aim to instill best practices in environmental management.

We offer training, both formal and practical, tailored to the roles and responsibilities of our employees and managers. This training encompasses our environmental policies and strategies, ensuring a consistent understanding across the company. Additionally, our Code of Conduct, which outlines our environmental commitments, is the subject of mandatory annual refreshers for all salaried employees, executives and directors. To reinforce transparency and accessibility, our Environmental, Health and Safety Policy is available internally and on our [website](#) for employees, customers and suppliers.

Earth Day Activities

Throughout the month of April, Earth Day is celebrated globally to emphasize environmental protection and conservation. Kennametal's commitment to minimizing our environmental impact is underscored by our participation in Earth Day activities worldwide. In FY24, all our plants marked Earth Day with a series of impactful activities reflecting our dedication to sustainability. These included planting trees, installing bird nesting boxes, promoting public transport to reduce emissions and maintaining local trails.

Our Rogers, Arkansas facility adopted a walking trail to do clean-up periodically.



Protecting our Planet (POP) Projects

We strive to raise awareness and involve employees in our environmental responsibility efforts, exemplified by our employee-driven POP annual initiative. Under this initiative, each plant is encouraged to complete at least one project annually in topics such as energy, water, waste or community engagement (see table below for full listing).

Since the launch of the Protecting Our Planet (POP) initiative in fiscal year 2008, Kennametal has successfully executed over 470 POP projects. Successful projects are shared across our company, including our global network of EHS professionals and sustainability champions at each facility to support continual improvement. Several energy conservation projects include our furnace upgrade at Shanghai-Stellite, SMART energy management system at Xuzhou and photovoltaic system and energy storage projects in Ebermannstadt ([page 11](#)).

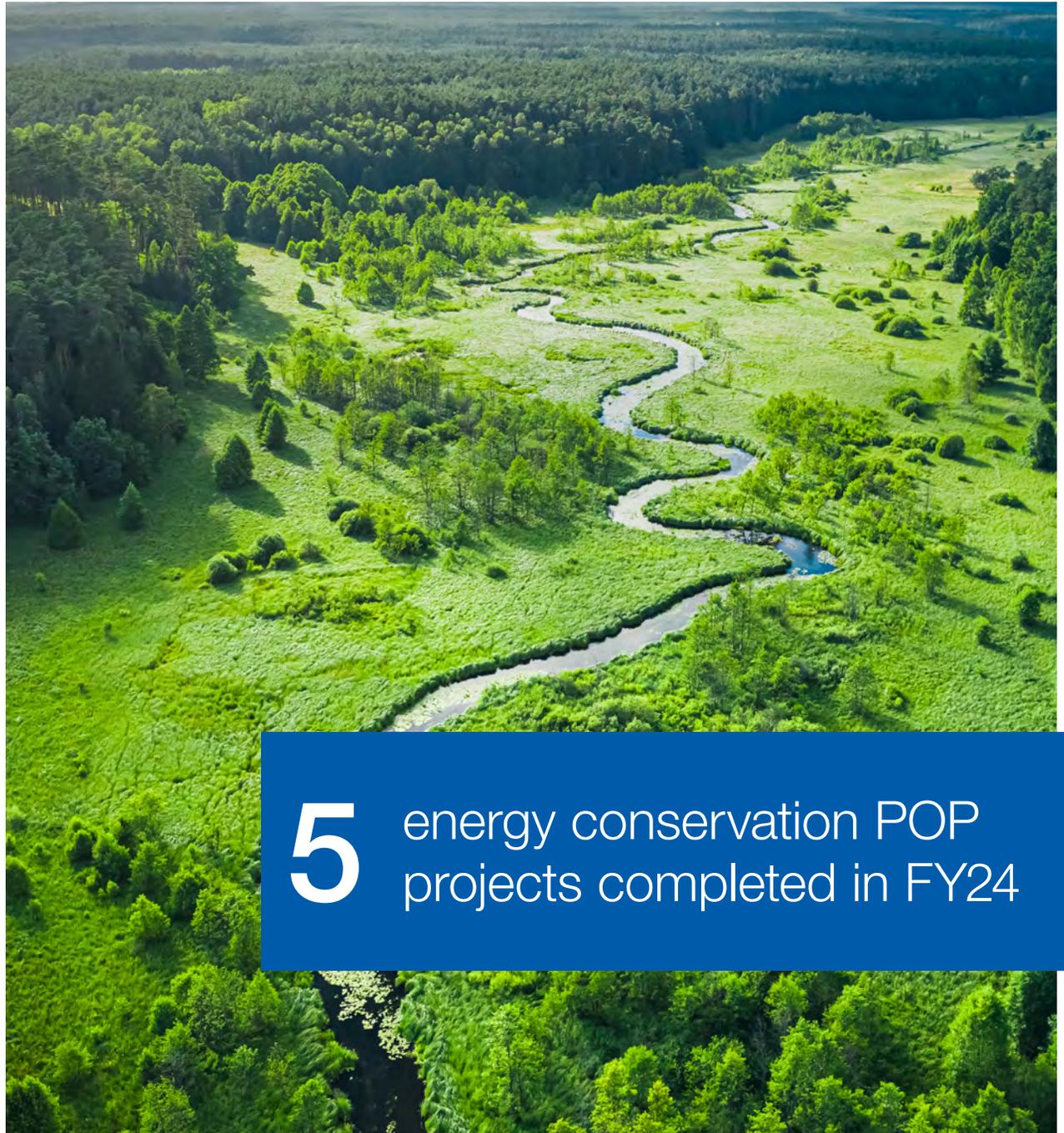
POP Projects Fiscal 2008–2024	Number of projects
Energy Conservation	209
Recycling and Paper Conservation	30
Waste Reduction	46
Air Emissions Reduction	12
Water Conservation	30
Community Engagement	100
Process/System Improvement	48

Climate Protection

Kennametal is committed to enhancing energy efficiency and driving innovation to lower our carbon footprint. Our strategic initiatives in FY24 are paving the way to continued advancement in reducing GHGs and optimizing energy use across our global operations. By modernizing equipment, embracing renewable energy sources and implementing smart energy management system, we continue to make measurable progress.

Energy and Greenhouse Gas Emissions

In FY24, we reduced combined Scope 1 and 2 emissions by 2%, while maintaining a relatively stable GHG intensity. This stems from various initiatives, including our ongoing investments to modernize manufacturing plants, streamline processes and improve equipment monitoring for increased energy efficiency. We also recently partnered with a third-party firm to identify energy and cost savings opportunities and train our sustainability champions to become better energy managers at high energy-consuming manufacturing facilities. Building on this success, we aim to implement these measures across additional facilities. Furthermore, we continue to procure renewable and carbon-free energy, including through the use of renewable energy credits.



5 energy conservation POP projects completed in FY24

Highlights of recent energy-saving projects that have contributed to our success include:

Photovoltaic System Installation at Ebermannstadt

Kennametal's Ebermannstadt facility in Germany is investing in a photovoltaic system coupled with an electricity storage unit for peak load management. This innovative project is designed to harness solar energy through rooftop solar cells, while the storage system will capture surplus power for use during peak demand periods. This approach is projected to trim around 200 kilowatts of peak electricity demand from the grid and yield significant cost savings. The transition to clean, renewable solar energy is expected to achieve an approximate 4% reduction annually in electricity consumption and associated greenhouse gas emissions. The project commenced in FY24 and is expected to be fully operational in FY25.

Furnace Upgrade at Shanghai-Stellite

Our Shanghai-Stellite facility has taken a leap in energy conservation by upgrading its induction furnace with a cutting-edge, energy-efficient model. This strategic move has resulted in a 54% reduction in electricity consumption from the furnace. Moreover, the furnace system now boasts a 95% efficiency in power optimization — an 85% improvement in the average power factor. This upgrade has also enhanced production efficiency by shortening the melting process and working days of the furnace. It has not only led to a 12% overall reduction in the furnace shop's energy consumption when compared to the previous fiscal year but also achieved significant annual cost savings.

Smart Energy Management System at Xuzhou

Kennametal's Xuzhou plant has embraced technological innovation by integrating a SMART energy management system into its blaster process to optimize energy consumption. This system employs advanced profiling and predictive analytics to regulate energy consumption, enabling the facility to eliminate unnecessary energy usage. Since the implementation of this energy management system in January 2024, the facility has achieved electricity savings of approximately 7.2 MWh and a 9.8% reduction in energy usage in FY24 compared to the year prior.

Additional energy initiatives:

Renewable Energy Procurement:

- Bengaluru, India: Increased usage of renewable energy credits (RECs) to meet approximately 86% of the plant's electricity needs from a local solar farm.
- Orwell, Ohio, U.S.: Renewed contract with Energy Harbor for Emission-Free Energy Certificates (EFECs), matching 100% of electricity consumption with clean energy.

Sustainable Energy Use at Plants:

- Indaiatuba, Brazil: Sourced 100% of its electricity from hydropower.
- Victoria, Canada: 98% of electricity consumed sourced from clean, renewable energy - primarily hydro, wind, solar and biomass.



ENERGY CONSUMPTION ^{1,2} Millions of Gigajoules	Direct	Indirect	Grand Total
FY2020	0.63	1.33	1.96
FY2021	0.52	1.30	1.81
FY2022	0.56	1.34	1.90
FY2023	0.55	1.30	1.85
FY2024	0.61	1.26	1.87

¹ Data represents consumption of natural gas, electricity, propane, heating oil, diesel fuel and district heating. Direct energy results from the combustion of fossil fuels, and includes natural gas, propane, heating oil and diesel fuel. Indirect energy is purchased grid electricity and district heating. Other energy sources not mentioned here are immaterial. Energy from our fleet services are not included.

² Emissions from warehouses, Rapid Response Centers and offices (corporate, sales, other) are deemed immaterial and have been excluded from this scope. Our Latrobe campus, which includes the corporate center, administrative buildings and a technology center, is included within the Metal Cutting business segment. Data changes from prior reporting were due to refinement of our data with updated information.

GREENHOUSE GAS EMISSIONS Scope 1 and 2 GHG Emissions ³ Thousand Mt CO ₂ e	Scope 1	Scope 2 ⁴	Total
FY2020	35	155	190
FY2021	27	146	173
FY2022	30	134	164
FY2023	28	134	162
FY2024	31	128	159

³ Sources of GHG emissions include energy consumed in the form of electricity, natural gas, fuel oil, propane, diesel fuel, gasoline and district heating. GHG emissions calculations are based on WRI GHG Protocol Corporate Standard Guidance methodology, U.S EPA's GHG emission factors, International Energy Agency (IEA) country emission factors, IPCC Guidelines for National Greenhouse gas inventories, UK DEFRA emission factors, Canadian National Inventory Report: Greenhouse gas sources and sinks (used province-specific emission factors), and India's CEA CO₂ baseline data for the Indian Power Sector Report. Figures have been updated from AR4 to AR5 standard assessment report for emissions from FY24 forward. GHG calculations include carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O) emissions. Immaterial amounts of hydrofluorocarbons and SF₆ have been excluded.

Emissions from warehouses, Rapid Response Centers (RRCs) and offices (corporate, sales, other) are deemed immaterial and have been excluded from this scope. Our Latrobe campus, which includes the corporate center, administrative buildings and a technology center, is included within the Metal Cutting business segment. Data changes from prior reporting were due to refinement of our data with updated information.

⁴ Scope 2 GHG emissions are adjusted to account for market-based emissions reductions (carbon-free emission credits). Refer to ESG Data Tables (linked) for Scope 2 market-based and location-based emissions.

Supplier Energy Efficiency and Reduction Initiatives

In FY24, our suppliers across China, India, South Africa, Switzerland, Hungary and the U.S. are advancing sustainability through significant investments in solar energy, with on-site solar panel installations contributing to substantial reductions in energy costs and consumption. Energy efficiency initiatives, including production line upgrades and LED lighting transitions, are yielding considerable electricity savings and reducing environmental impact. These global efforts underscore a collective commitment to environmental stewardship and align with Kennametal's sustainability objectives.



Air Emissions

Kennametal minimizes, when and where possible, all regulated non-GHG air pollutants, such as nitrogen oxide (NO_x), sulfur oxides (SO_x), persistent organic pollutants (POPs), volatile organic compounds (VOCs), hazardous air pollutants (HAPs) and particulate matter (PM) to protect human health and the environment.

While we generate very low levels of these pollutants from our operations, we strive to reduce or eliminate these pollutants through best management practices. Pollution control devices, preventive maintenance, inspections,

material substitution and standard work practices are employed to control and minimize emissions. Where possible, we also capture particulate matter and other air emissions for reuse or recycling. In areas with less stringent regulations, we adhere to our own internal standards or best management practices and implement additional controls. For instance, our Newport, U.K. facility proactively equipped its finishing process with a dust extraction system to help reduce fugitive dust emissions and improve indoor air quality at the plant.



Water Conservation

At Kennametal, we prioritize water conservation as a key element of our global manufacturing operations, recognizing the critical role of water resources and the challenges posed by water scarcity.

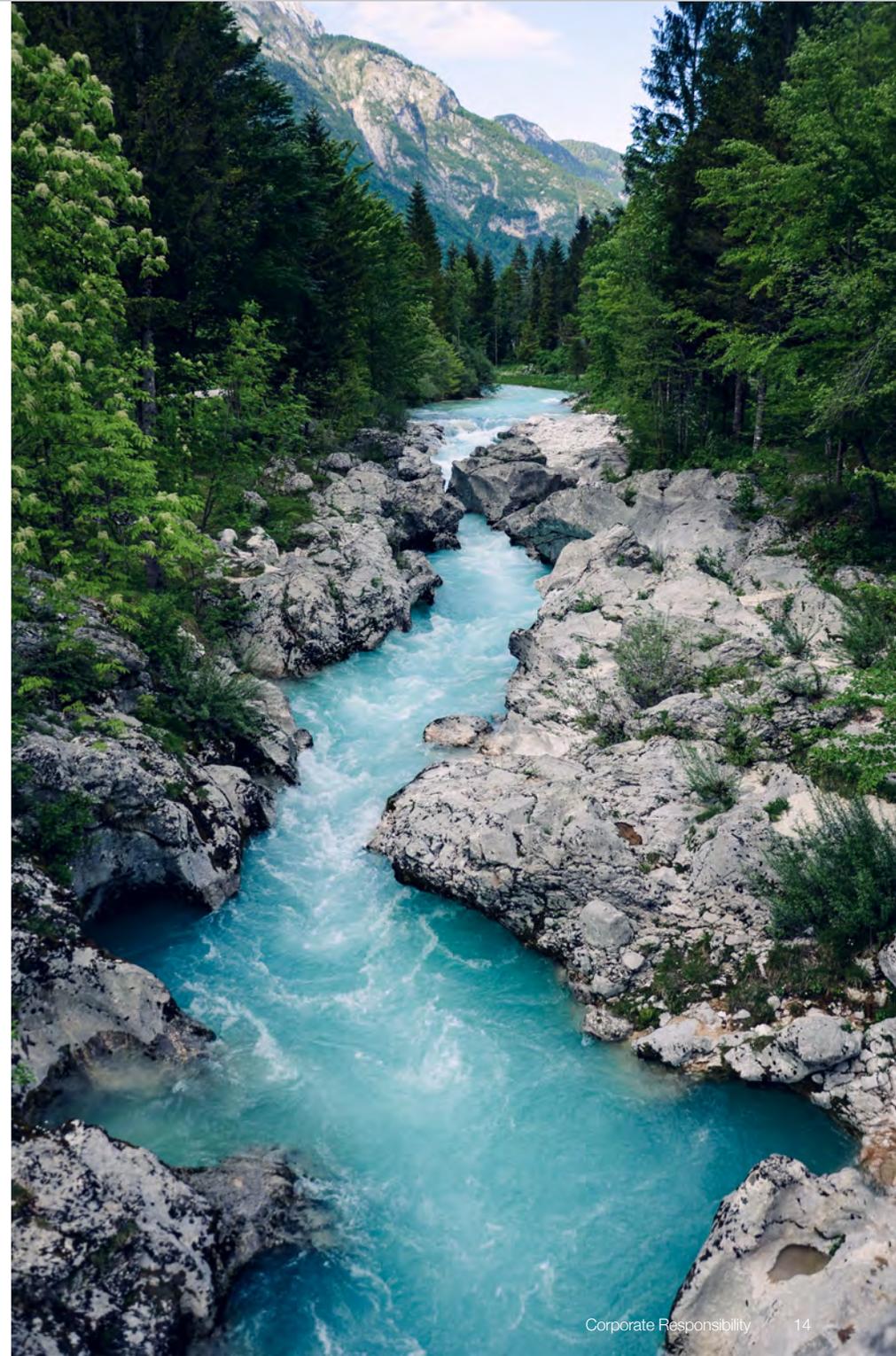
Water is primarily used by our plants for manufacturing processes, cooling purposes, potable and sanitary uses. Most of the water we withdraw comes from municipal water sources and the remainder is groundwater, which is consumed by three of our manufacturing plants. We continuously track the water we withdraw to help develop water reduction opportunities and respond to unexplained increases.

We have evolved our approach to sustainable water management through a series of targeted initiatives such as implementation of closed-loop system in our operations. For instance, in our Traverse City, Michigan plant, we transitioned our press cooling system from pump-and-dump to a cooling tower system that recirculates water back into operations, reducing the volume of water we need to withdraw for the process.

In FY24, our plants completed water balance mapping to better understand the water that enters our facility, is consumed by our equipment and leaves our facility to help us identify

opportunities for improving water efficiency and regulatory compliance. Our approach to wastewater, including stormwater management, is proactive and comprehensive. We adhere to stringent discharge standards and regulatory requirements to protect our local water bodies. All of our manufacturing plants are either indirect dischargers (only discharge wastewater to local wastewater treatment plants for further treatment) or do not discharge any process-related wastewater. For those plants that indirectly discharge wastewater to local wastewater treatment plants, they conduct some form of on-site pretreatment before discharging that wastewater. In addition to minimizing the impact of our process-related wastewater to the environment, we proactively reduce potential stormwater impacts by safeguarding industrial materials and activities from precipitation and snow melt.

Looking ahead, we are performing a company-wide water risk assessment, with completion targeted by early FY25. This initiative will serve as a critical pillar for us to better understand and mitigate water-related risks, reinforcing our dedication to sustainable water management.



Water Efficiency Upgrades in Orwell, Ohio

Our Orwell, Ohio, facility has made significant strides in water conservation through the modernization of its water neutralization process. By transitioning to a closed-loop recirculating system, the facility has significantly reduced water withdrawal by reusing water in process operations.

We complemented the closed-loop recirculating system by installing a reverse osmosis (RO) unit to further optimize water use. By preconditioning the feedwater for the furnace, the RO system minimizes mineral concentration in the make-up water, allowing for greater water reuse and reducing the potable water we need to make-up. The combined effect of our upgrades resulted in an approximate 75% reduction in FY23 and 6.8% reduction in FY24 in water withdrawal.



Lake Restoration Project in Bengaluru, India

Kennametal India, partnering with a sustainability firm, successfully completed a restoration project at Lake Harokethanahalli, an 18-acre water body in Bengaluru, India. Holding over 140 million liters of water, which makes it crucial for the local ecosystem and community, the lake faces issues related to rainwater runoff and soil erosion.

The project focused on purifying the lake water by removing pollutants and waste, thereby significantly improving water quality. It is expected to raise the groundwater level by eight meters, benefiting around 5,000 local residents with a reliable water source. This successful endeavor follows our previous restoration of Devanahalli Lake and reinforces Kennametal's commitment to environmental sustainability.





In FY24, we decreased water withdrawal by approximately 4% from the previous year, with withdrawal intensity staying relatively constant. Significant investments in water efficiency measures and process improvements from prior years continue to drive our water withdrawal savings, while additional conservation measures over the past year have created additional savings.

WATER WITHDRAWAL BY SOURCE Megaliters	Municipal/third-party	Groundwater	Total
FY2020	806	83	890
FY2021	803	74	877
FY2022	769	87	856
FY2023	690	87	777
FY2024	650	98	748

Outside of municipal/third-party water and groundwater, Kennametal does not directly withdraw from surface water, seawater or produced water. Water used for irrigation is excluded from the scope. Warehouses, Rapid Response Centers, Corporate offices/other offices and Sale offices are deemed immaterial and have been excluded from scope. Data changes from prior reporting were due to refinement of our data with updated information.

Waste Management

Our approach to waste management emphasizes reducing waste at the source, finding alternative uses and recycling options for generated waste and mitigating potential contamination risks from on-site and off-site management, including treatment, recycling, storage and disposal. We track and manage waste across our facilities, striving to enhance our processes and expand recycling/reuse programs.

To further advance our waste management approach, we started collaborating in the U.S. with a third-party waste broker to help consolidate and streamline waste management services to drive efficiency and identify new recycling opportunities and develop viable alternatives to landfilling.

We also strive to reduce waste by integrating circularity practices within our operations, wherever we can, aiming to maximize the lifespan of our products and materials. Examples of these efforts include the recycling of ceramic powder, evaporator boats and carbide, as well as offering reconditioning services and recycling for products at the end of their lifecycle (refer to the Recycling Services section below for more details). These practices not only minimize the waste we generate, but also lessen our reliance on raw materials, thereby significantly reducing the carbon footprint of our products.

WASTE RECYCLED/REUSED Thousand metric tons	Total
FY2020	7.1
FY2021	6.5
FY2022	6.5
FY2023	7.5
FY2024	8.3

Waste data excludes episodic, non-production-related waste such as remediation waste, asbestos waste, construction and demolition debris (C&D), and polychlorinated biphenyl (PCB) waste. Warehouses, Rapid Response Centers (RRCs), corporate offices, sales offices, and other similar locations are considered immaterial and have been excluded. Changes in data from prior reports are due to the refinement of our data with updated information. "Reuse" refers to the use of a waste stream for its original purpose without any treatment. "Recycling" involves reprocessing or treating waste/material to create new materials. Kennametal considers "recycling" to encompass recycling, reuse and other recovery operations, including the recoverable portion from incineration that is not landfilled.

Waste reduction initiatives

Acetone Recycling in Bengaluru, India: Implemented a program that cleans and reuses acetone, resulting in a 50% reduction in the amount of solvent procured and a direct decrease in chemical waste.

Waste Diversion in Belleville, Canada: Introduced recycling of various waste streams and reuse of foundry waste sand in cement manufacturing, leading to reduced landfill waste and conversion of by-products into valuable resources.

Carbon Recycling in Fallon, Nevada: Launched a recycling program for castable kilns, successfully recycling up to 50% of the carbon used.

Kennametal is committed to maintaining compliance with waste management laws and regulations. We characterize the waste that we generate to ensure its safe management and disposal. We inventory, track, store, label and inspect our waste in accordance with applicable regulatory requirements or best management practices.

We hold our waste management vendors to high standards, requiring them to comply with both regulatory and internal standards. Before handling our waste, vendors undergo an audit and approval processes. We continuously monitor these approved vendors and conduct audits routinely every one to five years depending on their assessed risk levels. This helps to promote leading practices and mitigate potential environmental impacts and liabilities.

Recycling Services

At Kennametal, our recycling and reconditioning efforts are key to our sustainable practices. We recycle scrap, fluids and sludges from metal cutting, machining and grinding, repurposing these materials as tungsten feedstock — a vital resource for our operations. Our end-of-life sintered carbide products and hard scrap carbide, which are predominantly composed of tungsten carbide, are infinitely recyclable and form the core of our targeted global recycling strategy.

Through our Green Box™ recycling program, we purchase solid scrap from customers, and offer a web-based buyback program for carbide scrap. We also work with suppliers to recycle tungsten scrap produced through our supply chain and encourage suppliers to return tungsten remnants.

Kennametal's robust recycling operations are predominantly conducted in-house, ensuring that we retain control over the entire process.

The carbide we recover is repurposed to create new products, with the level of recycled content tailored to each product's specifications. We continually increase the incorporation of recycled materials into our product lines, optimizing circularity.

Complementing our recycling efforts, our global Blue Box™ reconditioning program allows customers and end users to send used tools for refurbishment. We recondition a variety of products, such as carbide, polycrystalline diamond, cubic boron nitride and ceramics tools, offering services like sharpening, retipping and recoating to restore nearly 100 percent of the tool's original performance. To minimize waste, reconditioned products are returned to customers in the same containers, and tools beyond reconditioning are incorporated into our Green Box™ recycling program.



Process Simplification in Victoria Reduces Hazardous Waste

Our Victoria facility in Canada has implemented a new process that bypasses the traditional chemical treatment for carbide saw tips. In turn, this has significantly reduced the large volume of wastewater and the resultant hazardous waste sludge traditionally generated. Our innovative method not only reduces waste, but also upholds the quality of the saw tips, leading to reductions in both cost and energy use.



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Committed to Making a Social Impact

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Human Capital Management

At Kennametal, we understand that robust Human Capital Management (HCM) programs, encompassing employee development and engagement, are essential for attracting and retaining the skilled talent necessary for driving our long-term prosperity and success.

Our comprehensive HCM initiatives are managed by the Vice President and Chief Administrative Officer, who provides regular updates to the Board's Compensation and Human Capital Committee. We adhere to equitable labor and employment practices, offering equal opportunities and fostering a culture of diversity and inclusion (D&I), as detailed in [page 24](#). We also support our employees' right to freedom of association and continue to cultivate constructive relationships with labor organizations.

Our HCM system plays a pivotal role in collecting and analyzing employee data, which is crucial for refining business processes and bolstering both recruitment and retention efforts. This system lays the groundwork for a structured approach to managing recruitment and career progression, and includes mechanisms for goal setting, learning opportunities, performance evaluations, mentorship and

succession planning. To ensure alignment with our enterprise-level talent objectives, we employ a scorecard that measures key indicators across four vital areas on a quarterly basis: bench strength, talent development, culture and engagement, and diversity and inclusion (D&I).

Career development at Kennametal is a continuous process, with professional employees engaging in an annual performance cycle that includes recommended quarterly check-ins and compulsory mid-year and year-end reviews. This cycle is tailored to support employees in establishing and achieving goals that are in support of our Value Creation Pillars. Moreover, it facilitates meaningful discussions around career growth and aids managers in making informed compensation decisions that reflect our commitment to a performance-based reward system.

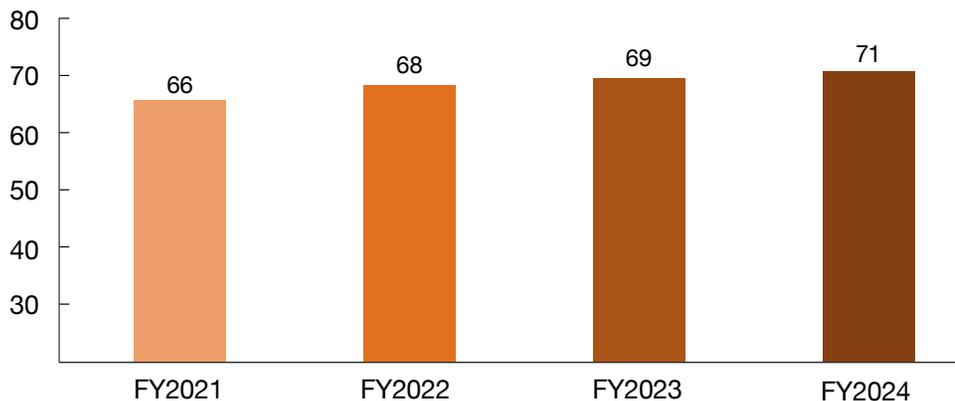
Culture and Engagement

We refer to our cultural journey as the Kennametal Way. The Kennametal Way, introduced in 2019, encompasses five cultural beliefs and underlying behaviors, and recognizes each individual's importance to Kennametal and their ability to help the company achieve our long-term business results.

To measure the effectiveness of our cultural transformation, we deploy an annual engagement survey that tracks a number of key performance indicators, including our enterprise engagement score. Through our annual "Be Heard" employee engagement surveys, we gather input and feedback on a wide range of categories including teamwork, D&I, health and safety, ethical behavior and decision-making. We are transparent with survey results and use the results to refine employee engagement programs and develop new initiatives.

In our latest annual survey, which uses a 5-point rating scale to assess scores, we achieved an 82% response rate, an increase from 78% in the preceding survey. The engagement score also rose by 2 points to 71, nearing the manufacturing industry benchmark of 74. We also saw a 2-point increase in belonging and 3-point improvement in well-being, which we attribute in part to our "On Our Minds" sessions facilitated between managers and employees to discuss current successes and identify areas for improvement. After accounting for the full range of employee feedback provided in the survey, advancements were made across two thirds of the categories.

ENGAGEMENT SCORE IMPROVEMENT FROM FY21-24



Our Cultural Beliefs



CUSTOMER FIRST

I deliver exceptional customer experience.



EVERYONE MATTERS

I collaborate across the enterprise with trust and respect.



OWN IT

I act to drive and execute our strategy with an emphasis on continuous improvement.



BE BOLD

I am empowered to make informed decisions with speed.



FOCUS NOW

I focus my time and talent on our highest priorities to achieve the targeted results.

Completed in FY24

>14,500
employee
learning
courses

Learning and Development

Kennametal’s dedication to fostering a skilled and driven workforce is reflected in our comprehensive learning and development initiatives. Our learning management system, accessible in multiple languages, features over 5,000 online courses and has enabled over 3,400 employees to complete upwards of 14,500 courses in FY24 alone. Additionally, our course authoring software has enabled over 75 subject-matter experts to develop more than 550 interactive e-learning courses.

Leadership development remains a cornerstone of our strategy, with 24 global leaders completing our intensive 10-month Senior Leadership Program in FY24. This leadership development program is designed to equip leaders with necessary skills and mindset to deal with ambiguity, overcome complex challenges, achieve goals and lead a culture of accountability. Further, the EMERGE program, designed for early-career professionals, continues to thrive with over 40 participants worldwide, offering tracks in IT, Operations, Commercial and Technology. Since implementation of our early leadership

program in 2005, we have been excited to watch graduates move through the leadership ranks, filling key rolls and strengthening our internal pipeline

In addition to general training and development, Kennametal has a Talent Review and Succession Planning process that identifies high-potential employees, critical roles and key positions to focus knowledge transfer planning and development through mentoring, coaching and standard development programs.

Kennametal offers tuition reimbursement to employees who enroll in undergraduate or graduate programs to help further their skills and advance their career development. In FY23, we entered into a grant program with Colorado Technical University in which U.S. employees will be able to pursue undergraduate and graduate degrees through eight-week courses, all paid through the tuition reimbursement program.

Training program	Highlights
Kennametal Knowledge Center (KKC)	<ul style="list-style-type: none"> Specialized training programs in project management, process improvement and sales, as well as metalworking and machining practices. Enables participants to earn the Certified Metalcutting Professional (CMP) designation; in FY24, 66 individuals achieved CMP status. Conducted 129 instructor-led sessions at our training centers in Latrobe, Pennsylvania; Fuerth, Germany; Bengaluru, India; and Shanghai, China.
Diversity and Inclusion	Available online with the aim to cultivate a workplace environment rich in varied perspectives and collaborative inclusivity. See additional details in Diversity and Inclusion.
Apprenticeship program	200 active participants across the three global regions and growing. See additional details in Community Engagement.

Compensation and Benefits

Kennametal offers competitive compensation and benefits packages to build a qualified and motivated workforce and to meet their health and wellness needs. The Board’s Compensation and Human Capital Committee has adopted a strong pay-for-performance philosophy that aims to recognize individual contributions to the company and ensure alignment between management’s interests and the interests of our stakeholders. Executive compensation includes a mix of base salary, annual cash-based incentives under our Annual Incentive Plan (AIP) and our equity-based Long-Term Incentive Plan (LTIP).

The AIP is designed to motivate participants to help the company achieve preestablished short-term and strategic objectives. The AIP rewards participants to the extent the company achieves those goals and since FY23, Kennametal’s AIP has included Corporate Responsibility goals. In FY24, Corporate Responsibility metrics

were a 10% modifier (positive or negative) to the AIP based on achievement of certain metrics associated with worker safety, belonging and D&I.

Additionally, the LTIP is offered to senior management and executive levels to provide long-term stock-based awards that reward sustainable long-term performance in line with our share ownership guidelines and vesting requirements.

Our health and wellness benefits¹ are aligned with our core Total Rewards philosophy, which emphasizes choice, cost-competitiveness, accountability and simplicity. Benefit offerings are tailored to the needs and requirements of the countries in which we operate.

Global benefits may include but are not limited to:	In the U.S., our benefits include:
<ul style="list-style-type: none"> • Employee Assistance Program (EAP), which provides confidential services such as counseling, work-life services, legal and financial services; • Leave of absence benefits; • Defined contribution retirement plans; and • Defined benefit pension plans. 	<ul style="list-style-type: none"> • Insurance benefits including medical, dental and vision coverage, disability coverage and basic life and accidental death coverage; • Paid parental leave; and • 401(k) plan with up to 6% company match on eligible employee contributions.

In the U.S., our contracted employee agencies offer a range of non-occupational benefits including but not limited to health, dental and vision in addition to other wellness services such as EAP and fitness center discounts in some cases.

¹ Benefit eligibility depends on factors such as employment type (e.g., full-time, part-time, contractor) and location.



Diversity and Inclusion

At Kennametal, we are dedicated to creating a workplace that embraces diversity in all forms and promotes an inclusive culture. Our approach is guided by our cultural belief that “Everyone Matters” and encourages collaboration across the enterprise. We recognize the risk to our business of having a workplace that does not enable all individuals to reach their full potential and also believe that a diverse team leads to better business results. Our efforts are aimed at forging a culture that empowers every member of our team to thrive.

Global Diversity — Women In Leadership (%)	FY2020	FY2021	FY2022	FY2023	FY2024 ¹
Board of Directors	22.2	22.2	22.2	20.0	20.0
Executives	30.0	42.9	42.9	42.9	50.0
Senior Leadership	26.1	24	27.3	23.1	20.8
Senior Management	10.6	11.5	12.4	18.8	18.0
Management	19.0	19.5	20.4	21.5	20.1

¹ The FY24 data presented in this table reflects modifications to our compensation structure, which have influenced the classification of women within our leadership categories

D&I Oversight and Strategy

Oversight of our D&I strategy and goals starts at the top with the company's Board of Directors, with the Compensation and Human Capital Committee informing the company's D&I policies and programs. We are committed to providing equal employment opportunities, with our strong employment and non-discrimination policies outlined in our Code of Conduct (Human Capital Management).

Our D&I strategy is guided by a Steering Team led by four senior executives responsible for each Strategic Pillar. The Steering Team, along with the Executive Leadership Team (ELT), provides oversight and governance to our D&I efforts, and formulate our annual strategic initiatives, which are measured on our D&I Scorecard. They report quarterly to the Board's Compensation and Human Capital Committee, and annually to Kennametal's full Board on our goals and initiatives.

Our D&I initiatives are championed by the Global Inclusion Council, comprising cross-functional global leaders with at least two members from each of our regions (Americas, EMEA, Asia and India). Regional Inclusion Councils and Employee Resource Groups (ERGs) translate enterprise-level D&I goals to the regional context.

Our annual D&I Belonging Survey offers insights into areas such as employee sentiment, inclusivity perceptions and the impact of our D&I initiatives. Diversity trends over time for our senior leadership and the Board are reflected in our Social Data Table ([page 62](#)). Kennametal also gauges D&I success through Corporate Responsibility goals linked to our Global Senior Leaders' Annual Incentive Plan (AIP), ensuring alignment with our broader corporate objectives ([page 4](#)).

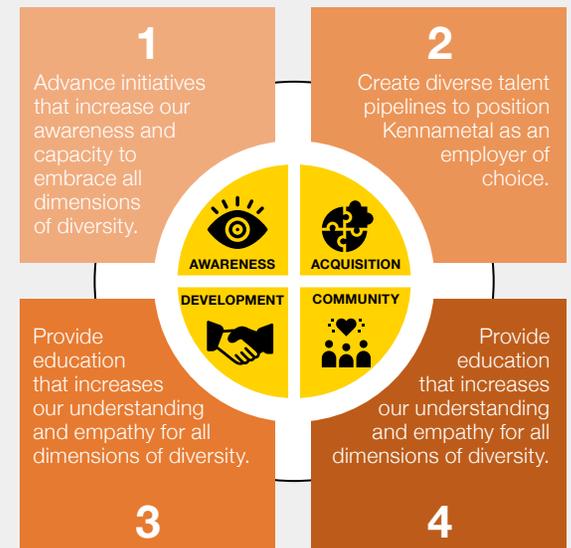
The How: Ecosystem — Delivery Model

Our delivery model aims to **create** and **execute** on our **D&I strategy** that aligns to business goals and drives outcomes.



D&I Strategic Pillars

Our D&I strategy is founded on four pillars: Awareness, Acquisition, Development and Community. The strategic initiatives for each pillar are led by senior executives who are members of our D&I Steering Team. They work with our Talent and Organizational Effectiveness team to implement programs designed to drive action and achieve our near-term and long-term goals.



D&I Programs and Initiatives

Awareness Initiatives

Kennametal has intensified efforts to elevate D&I awareness through enriched content in various internal communication channels, including the company's intranet and a regional monthly newsletter in the Americas and more targeted communications through our Regional Inclusion Councils. To underscore our commitment, our global commemoration calendar recognizes how Kennametal celebrates the spectrum of holidays and observances reflecting the rich diversity of our workforce.

Black History Month

- Conducted several activities through our Black Excellence Network (BXN) ERG (see [page 27](#)).
- Featured a spotlight series internal social media campaign to honor African American innovators and BXN members' impact.

Women's History Month and International Women's Day (IWD)

- Hosted the Enterprise IWD Award Ceremony to recognize women's contributions within Kennametal.
- Continued story campaigns featuring female employees' achievements across various social media platforms.
- Conducted plant-level activities to celebrate the impact of women in manufacturing.

Mental Health Awareness Month

- Circulated an executive message underscoring the importance of mental health in the workplace.
- Offered webinars from Magellan Health on mental health, now available in multiple languages.
- Initiated an enterprise-wide campaign with weekly posts to internal channels to promote mental health awareness.





Our network of ERGs serves to create a sense of belonging, promote education and support professional development among diverse groups within Kennametal. Over the past year, our ERG presence has expanded from two — Women at Work (W@W) in the Americas and the Women’s Excellence Forum in India — to five, following the establishment of the Black Excellence Network (BXN) in the U.S. and the Women’s Business Council and the Different Abilities ERG in EMEA. With dynamic, informative and interactive programming, these groups are propelling the D&I dialogue throughout Kennametal, creating new experiences for our workforce. The ERGs also use various internal communication channels to ensure that their efforts resonate across the company.

Employee Resource Groups Initiatives

In FY24, Kennametal’s ERGs spearheaded a variety of impactful initiatives to foster diversity and support our communities. Notable events included the “Next in STEM” event, which introduced over 60 female high school students to manufacturing and STEM careers at our Latrobe Technology Center. Our collaboration with Dress for Success gathered over 120 clothing donations to promote women’s economic independence. We also hosted a panel discussion with our Hispanic leaders during Hispanic Heritage Month, drawing 292 participants, and an “Allyship” lunch and learn session that engaged 221 participants for Global Diversity Awareness Month. Additionally, we supported underprivileged children in India through mentorship programs with Sparscha Trust, aiding their transition into higher education. In the U.S., we organized donation drives for school supplies and hygiene products, and a virtual cooking event that celebrated significant dishes from Black culinary history, enhancing community and cultural understanding.



Acquisition Initiatives

Kennametal's D&I initiatives are strategically designed to diversify our talent pipelines and increase the global representation of female and minority employees. We actively collaborate with organizations committed to diversity in manufacturing to promote Kennametal as a top employer for diverse candidates. These organizations include:

- Vibrant Pittsburgh
- Women in Manufacturing
- INROADS/iPROS
- Charta der Vielfalt
- Parity Consulting

In addition to these alliances, we have strengthened our partnerships with universities across each region to enhance our brand presence among diverse early-career talent. Our recruitment efforts extend to universities with organizations that serve underrepresented populations, including the University of Pittsburgh and Virginia Tech.

We sponsor educational expenses for young women from less privileged communities through the award-winning NGO, Katalyst India, providing mentoring support and internship opportunities to ready them for leadership roles. Our EMERGE and Apprenticeship programs (Community Engagement) help to attract exceptional talent, underpinning our dedication to building a diverse and inclusive workforce.

Development Initiatives

Kennametal is dedicated to fostering a workplace that embraces D&I through various development initiatives. The expansion of our Talent Development Mentoring Program offers managers the chance to enhance their mentoring and leadership skills while providing mentees with valuable career guidance

and business insights. This year, we expanded this program to include our diverse, high-potential talent, who were mentored by 55 top-level leaders. The program has received excellent ratings, and we have implemented a platform to help us track and support interactions between mentors and mentees.

We have expanded our commitment to diversity and inclusion by launching a global D&I training for senior leaders and managers, centered on allyship and a spectrum of D&I themes. This global initiative is further supported by an inclusion module included in our quarterly ethics training for professional employees, as well as a broader selection of D&I courses within our online learning management system. To ensure widespread engagement, these development opportunities are actively disseminated through our company newsletter and intranet.

Community Initiatives

Kennametal's community initiatives continue to cultivate D&I awareness and make a positive impact through philanthropic and educational events. We support scholarship programs and STEM education aimed at diversification and inclusion.

In partnership with The Pittsburgh Foundation, we've established the Kennametal Scholarship Fund to provide college scholarships to students from under represented communities in Southwestern Pennsylvania seeking STEM-related degrees.

We also promote STEM education among girls in India, where we aim to ignite scientific curiosity and emphasize the relevance of science in everyday life. In FY24, in the Chitradurga and Kolar districts of India, we distributed science experiment kits and provided teacher training to implement experiential learning impacting approximately 90,000 children across 500 schools.



LOVELYN OLIVER
ASSOCIATE ENGINEER, KSSPL, GES



Spotlight on D&I Workforce Initiatives at Kennametal India

Since 2023, Kennametal India has maintained an Allyship Program to enhance awareness of D&I in the workplace. This program is designed to support underrepresented groups, ensuring they are seen, heard, valued and celebrated. Annually, all employees are invited to participate in an Allyship Self-Assessment, providing them with insights into their allyship journey and opportunities for growth.

In line with this commitment to inclusion, Kennametal India hosted a series of interactive sessions on gender diversity led by prominent industry figures for International Women’s Day. The celebration also featured a video competition on “India Women’s History,” team-building activities and a D&I awards ceremony, all of which underscored the company’s dedication to creating an inclusive culture.

To reinforce these efforts, Kennametal India has implemented comprehensive gender sensitization and prevention of sexual harassment training for all employees¹. This initiative aims to educate the workforce on gender equity, encourage respectful interactions and maintain a safe working environment for everyone.

Manufacturing Institute’s Women Make Awards

In April 2024, Zhuqing Wang was honored as an Honoree and Katie Myers as an Emerging Leader at the Women MAKE Awards by the Manufacturing Institute, celebrating women with significant early-career contributions to manufacturing. Zhuqing’s leadership in materials science is exemplified by her innovative work on tungsten carbide powders for additive manufacturing, integrating these breakthroughs into our business strategy. Katie has been recognized for her innovative product development and efficiency, as well as her advocacy for gender equality, founding the Women at Work ERG, reflecting her commitment to progress. Together, they join the distinguished 2024 cohort of 130 female leaders acknowledged at the MAKE Awards.

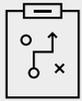
¹ Including but not limited to officers, associates, workers and contractors with a coverage of 99%.

Health and Safety

At the heart of our global operations lies a commitment to the well-being of our employees and contractors. Our dedication to a strong health and safety culture is unwavering, with standards set to realize our aspiration of zero injuries and illnesses. It is our expectation that every member of our global workforce, including employees, contracted employees and contractors, adheres to our health and safety policies and actively engage in initiatives that reinforce our culture of safety.

Kennametal's health and safety strategy is designed to proactively identify and eliminate high-risk conditions that could result in a fatality or serious injury. We recognize that unsafe working conditions could result in material risks to our manufacturing operations, business performance and our people. We are focused on mitigating these risks and ensuring the continued long-term success of our business through effective health and safety policies, procedures and training.

Health and Safety Strategy



Fatal and serious injury prevention

Proactively reducing and eliminating significant risks and hazards across our business.



Incident prevention and compliance

Implementing systems and tools to assess and drive compliance, incident reduction and Industrial Hygiene risk mitigation.



Leadership development and EHS culture

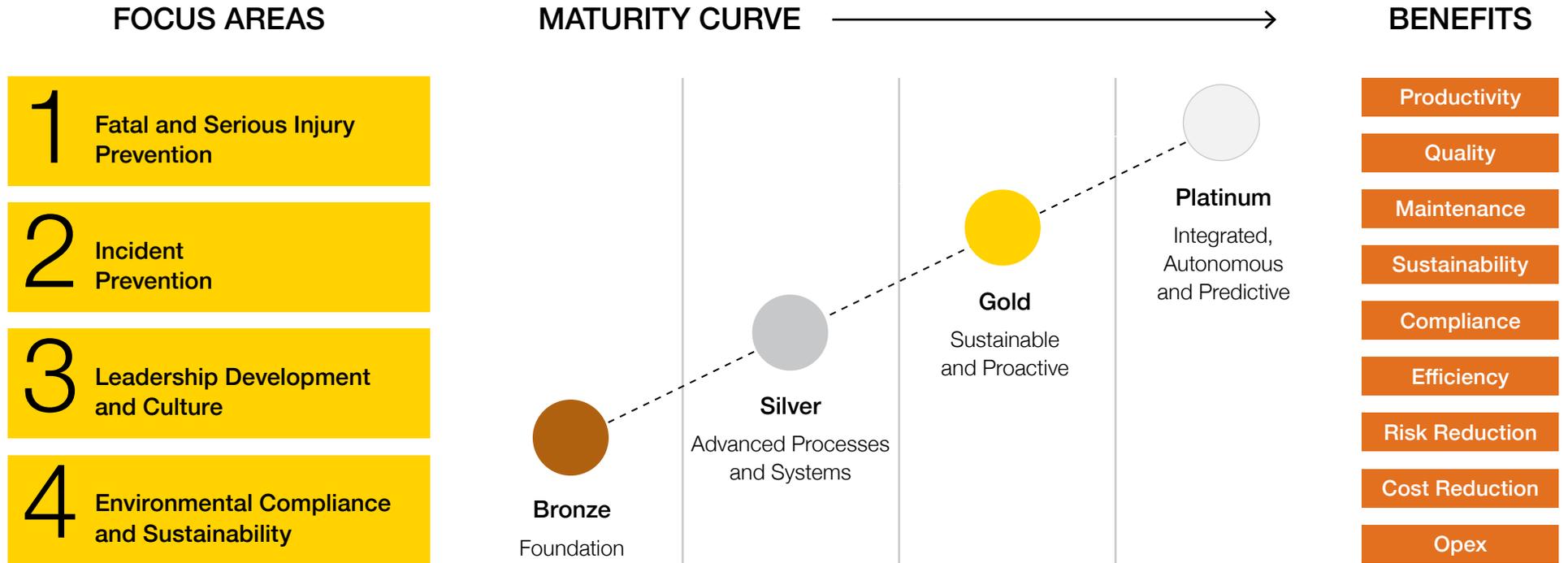
Engaging leaders at every level of the organization to own and lead environment, health and safety.

Our health and safety strategies and processes are overseen by Safety Lead Teams comprised of EHS and operations leaders, starting at the plant level and rolling up through the Business Unit, Segment and Executive Leadership Team. On a monthly basis, these teams review pressing issues, accomplishments and progress toward EHS key performance indicators. EHS metrics and important topics are shared with the Board of Directors on a quarterly basis.

Our [EHS Policy Statement](#) is built on the principles of leadership, responsibility, goals, communication, support, learning, resilience, engagement and trust. It states our commitment to meeting or exceeding applicable workplace health and safety regulatory requirements and our dedication to continual improvement. Additionally, we empower all employees and contractors to stop any job until it can be safely performed.

EHS roadmap defines our long-term vision and path

Our long-term vision for world-class health and safety culture is formalized and communicated in our EHS Roadmap. The roadmap covers four stages to help guide each location to creating an integrated, autonomous and predictive EHS culture across Kennametal. The roadmap is an important tool in our annual planning process as we set goals and establish key metrics to measure our performance.



EHS Management System

Kennametal utilizes an EHS Management System to support compliance and risk reduction efforts across the organization. Our system requires employees and supervised contractors to actively participate in EHS processes.

EHS Standards, Verification Audits and Self-Assessments

For each of the EHS standards established in support of our EHS Roadmap, we have developed a self-assessment process used to evaluate performance and develop action plans for advancing our level of maturity. Our EHS Management System tracks our electronic self-assessments, a location's degree of conformance and subsequent action plans. The system enables us to measure improvements across the globe.

Our EHS Verification/Internal Audit Process annually assesses approximately 10 locations around the world, involving corporate EHS staff and a specialized auditor from our manufacturing sites, when possible. The EHS Verification team evaluates program execution, performs on-site observations, conducts interviews and examines compliance and risk protocols, formulating action plans to address discrepancies and assisting with on-the-spot mitigation of identified FSI risks.

EHS Management System

Our digitally-enabled EHS Management System is based on industry standards and best practices that we have adopted and modified to monitor risks in our organization. The system includes an extensive list of applications to streamline data collection, tracking and dissemination, including:

- Incident management
- Internal corporate EHS Verification/Audit and self-assessment
- Action tracking
- Compliance calendar
- Inspection tool
- Job Safety Analysis
- Fatal and Serious Injury (FSI) risk assessment
- Industrial hygiene
- Document management
- Management of change
- Sustainability data collection

EHS Verification/Internal Audit Process

In FY24, we enhanced our Internal Audit Process with an EHS deep dive component, focusing on FSI, critical compliance, and operational ownership and accountability at selected sites. We developed action plans and conducted progress checks to ensure improvements and drive a cultural shift in line with our findings. This year, we successfully completed two deep dives.

On-site and virtual tours led by plant managers for corporate EHS staff enable real-time observation of daily operations, enhancing hazard recognition and fostering a collaborative culture for EHS problem-solving. With over 100 completed in FY24, these tours served as platforms for demonstrating compliance and pinpointing areas for further EHS alignment and training.



19%

Total Recordable Incident Rate (TRIR) decrease and

18%

Lost Time Incident Rate (LTIR) decrease from FY23.

Safety Metrics

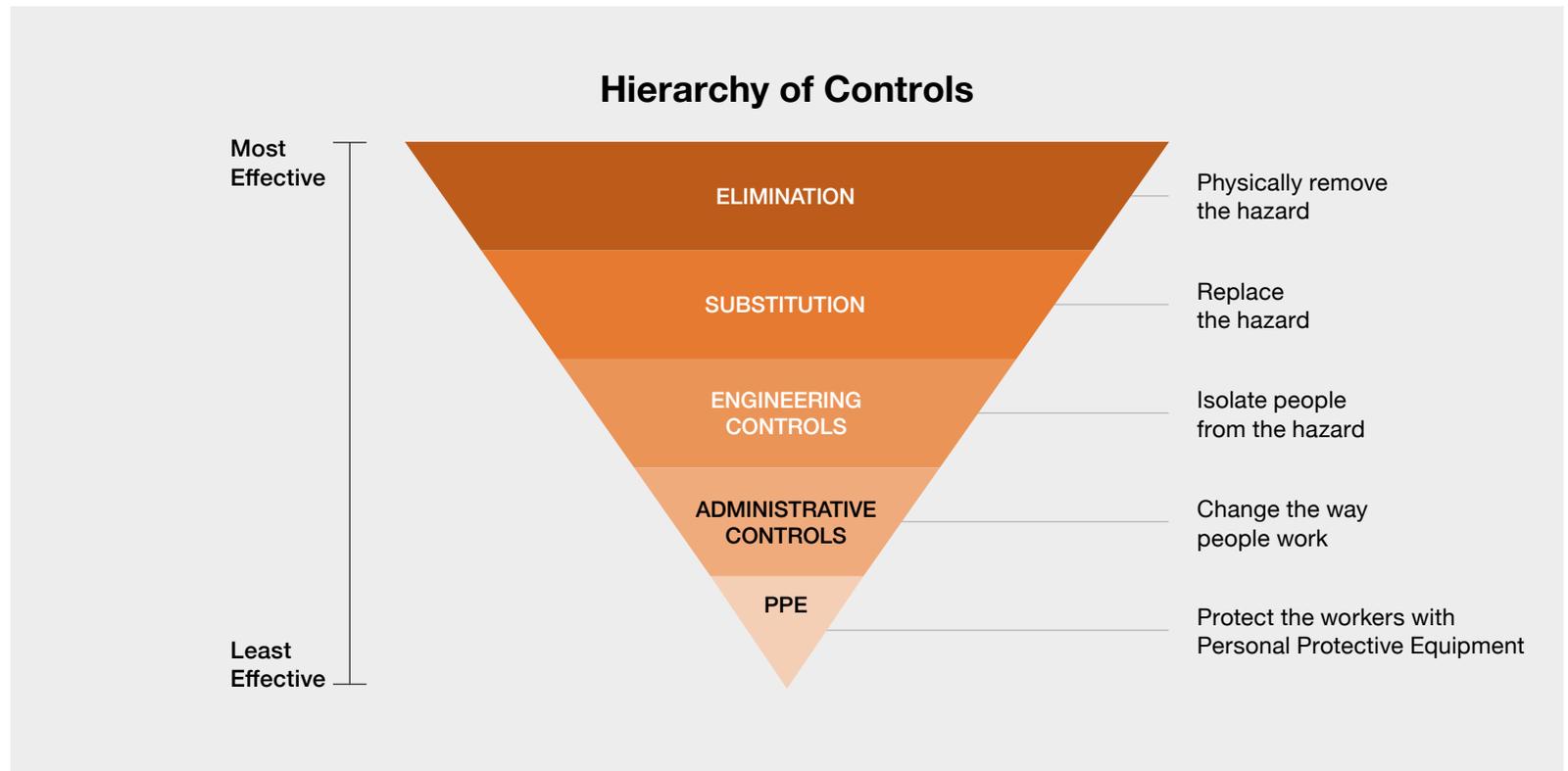
FSI Prevention

In FY24, Kennametal continued its commitment to preventing Fatal and Serious Injuries (FSIs), focusing on mitigating risks such as elevated falls, electrical hazards and falling objects. Our proactive approach involved conducting a standardized evaluation of each site's FSI hazards and implementation of protective measures, adhering to the EHS hierarchy of controls.

Our teams successfully identified an average of 100 FSI risks monthly, mitigating critical risks within 24 hours and aiming for zero overdue corrective actions for longer-term actions. This effort resulted in the mitigation of over 1,200 serious risks throughout the year.

We also entered phase two of our powered industrial vehicle risk reduction plan, concentrating on hazard mapping, material flow optimization, and the trialing of artificial intelligence tools to minimize vehicle-pedestrian interactions, following phase one's focus on segregation.

Our corporate health and safety experts facilitated monthly FSI meetings to globally disseminate learnings and reinforce accountability. As 13 percent of reported events were FSI-related, and 99 percent of all FSI hazards were proactively identified, the importance of comprehensive incident reporting was underscored as a critical enabler for root cause analysis and prevention.



Incident Prevention

In addition to our focus on eliminating FSI risks, we continue to strengthen our efforts to prevent overall injuries and illnesses in our operations with a key set of initiatives:

1. Employing a suite of engagement tools like Find & Fix, STOP Work Authority and Job Observations to facilitate the reporting, tracking and resolution of near-miss events and hazards while providing insights into our safety culture.
2. Introducing focused job observations throughout each month involving location management, employees and contractors.
3. Empowering employees and contractors to stop work when they feel that something is unsafe, or they are unsure about how to proceed safely.
4. Launching a FSI Checklist and Video series on identifying and controlling critical safety hazards such as lockout tagout, confined space, and slings and rigging.
5. Using a robust management of change process to ensure health and safety controls are integrated into the design and commissioning phases for new equipment and processes.
6. Reducing hand and finger injuries by establishing hand and finger injury standards, additional machine guarding and personal protective equipment (PPE) guidelines.

Through these initiatives and others, we continue to drive proactive risk-reduction in our operations. In FY24, we saw a 19 percent decrease in our total recordable incident rate compared to the prior fiscal year and we are still performing 150 percent better than the U.S. industry average.¹

¹ Source: Bureau of Labor Statistics, U.S. Department of Labor, Survey of Occupational Injuries and Illnesses, in cooperation with participating state agencies.

Contractor Safety

Contractor safety remains a pivotal aspect of our EHS strategy, continuously monitored through our EHS Verification/Internal Audit program. Since introducing the Contractor Safety Standard in 2020, we've established a comprehensive system encompassing a contractor prequalification process, mandatory EHS Plans and daily Dynamic Job Safety Analyses (DJSAs) to ensure contractors execute work in line with our health and safety standards.

We provide site orientation training for all contractors and require them to provide relevant training records as validation of their competency. An automated prequalification score, derived from EHS risk and insurance data, is used to gauge each contract company's relative risk level.

In FY24, we introduced a daily contractor safety management process, which includes verifying completion of safety orientations, designating project managers, approving DJSAs before job commencement, and conducting daily observations. These steps are documented on a designated safety management board at each location to enhance communication and oversight. In case of an incident, we collaborate with contractor management for a detailed investigation, with corrective actions taken before resuming work, and ensuring insights are shared company-wide to limit potential for future occurrence globally.

Leadership Development and EHS Culture

Kennametal recognizes that our success in reducing injuries and illnesses is based on developing a strong safety culture that includes a commitment to compliance across the company. We are focused on building a culture where leaders are engaged at all levels and every employee takes ownership of health and safety. We continued to drive this activity in FY24 through leadership walk-throughs and job observations, led by location leaders and occurring on a prescribed, ongoing basis.

As part of setting expectations for health and safety roles and responsibilities, we clearly articulate key actions for each employee on FSI and incident prevention, leadership development and compliance. To further drive ownership, we require leadership positions across the organization to include a health and safety objective within his or her annual performance plan.

In FY24, we held two training courses focused on building frontline supervisor risk identification, technical subject knowledge, and EHS leadership skills at select locations. Each course provided classroom and hands-on experience to improve quality of job observations, FSI elimination, incident prevention and supervisors' understanding of their roles in health and safety management. These courses will be offered again in FY25.



EHS Training

Health and safety training for employees is handled at the location level, with the exception of plant managers, EHS personnel and high potential leadership candidates. These groups undergo health and safety training as part of an onboarding process led by our corporate health and safety staff.

For health and safety training of high potential leadership candidates, corporate EHS partners with other functional teams to deliver focused EHS training topics as a part of Kennametal's Operations Leadership Excellence Advancement Program (LEAP) curriculum. The LEAP program focuses on operational excellence, cultural transformation, EHS culture and management, and leading teams through change to achieve business results.

To enhance our locations' training programs, we leverage a standard EHS training matrix that includes minimum expectations for topics, target audience and refresher frequency. This matrix is used by the plants as a starting point to define location-specific EHS training needs and requirements. The training matrix is then used to help determine audience, topics and frequency, and becomes a part of the location's training plan each year.

We utilize an electronic learning management system to support access to EHS training content as well as training development. Throughout FY24, we developed seven additional Kennametal-specific training modules, which were delivered to the plants.

EHS Training Modules

During FY24, the Corporate EHS Team continued to develop and launch a series of Kennametal-specific modules to drive consistency of content and sustainability of training aligned with location training plans, newly launched health and safety standards, and leadership and EHS cultural topics, including:

- Hearing Conservation
- Respiratory Protection
- Emergency Operations Command
- Confined Space Entry, Rescue and Attendant
- Management of Change
- Emergency Overdose Response
- Asbestos Awareness

All topics are available for local translation and classroom use. English versions of these topics are also targeted for e-learning or recorded instructor-led trainings in our electronic learning management system.

Moving into FY25, we aim to develop and launch new modules that resonate with our priority areas, drawing on critical insights from our analysis of significant risk areas and feedback from all levels of personnel addressing prevalent concerns at the site level.

Frontline Supervisor Training Enhances EHS Leadership Capabilities

Our liability and workers compensation insurance carrier provided a dynamic and intensive full-day supervisor training course for safety management attended by frontline supervisors, team leads and EHS personnel from our Henderson, Roanoke Rapids and Asheboro, North Carolina facilities. The session fostered interactive discussions and included breakout sessions, allowing participants to delve deeply into their EHS roles and responsibilities. Through these activities, they gained valuable insights into how to proactively lead EHS initiatives within their respective areas of responsibility. The training aimed to enhance their skill sets, equipping them with the tools to effectively lead, engage and positively influence employees in matters of safety. A key focus was understanding accountability and honing observation, risk recognition and feedback skills, empowering each participant to contribute actively to a safer workplace environment.

STEM Initiatives Supported for Supervisors

Kennametal's Solon, Ohio, location conducted a specialized OSHA 30-hour General Industry certification class led by an OSHA Authorized Outreach Instructor. This intensive training equipped managers and supervisors with crucial safety knowledge and offered a personalized approach ensuring that every participant received tailored insights relevant to their roles and responsibilities. Additionally, the training incorporated practical shop floor demonstrations and hands-on inspections of safety equipment.

Health Hazard Controls

At Kennametal, safeguarding the health of our employees, contractors and communities is paramount. In FY24, we advanced our occupational health program to address industrial chemical and noise exposures, completing qualitative exposure assessments (QEA) at all global locations. Our rigorous QEA process, which exceeds regulatory requirements, identifies potential health risks and enables us to apply appropriate control methods.

In our pursuit of long-term health strategies, we've concentrated on the top five areas of exposure, developing plans to integrate engineering controls that align with our operational and capital planning. This proactive approach ensures we continuously improve workplace safety and health risk management across our operations.



Employee Health and Wellness

In addition to providing comprehensive health insurance benefits (Human Capital Management), Kennametal promotes employee health and wellness through additional programs such as our Employee Assistance Program (EAP). The EAP is a confidential counseling and referral service that can help employees, family and household members deal with everyday personal or work-related challenges through counseling services, educational materials, website resources and interactive tools.

Following changes made to adapt to the COVID-19 pandemic and its lasting impacts, Kennametal continues to utilize flexible work arrangements and virtual technology to optimize our operations and maintain employee health and wellness.

In honor of Mental Health Awareness Month, we continue to highlight employees and leaders that volunteer to share with us the work they do in support of their mental health, while providing educational resources and toolkits to support individual mental health.

In FY24, we also implemented an Emergency Overdose Response program. Site leaders, EHS Managers, and first responders were trained on opioid overdose recognition and Naloxone usage. Participants received instruction on overdose signs and symptoms, risk factors, how to administer Naloxone, and how to purchase and store the medication at our facilities.



Kennametal India's EHS Excellence Earns Recognition

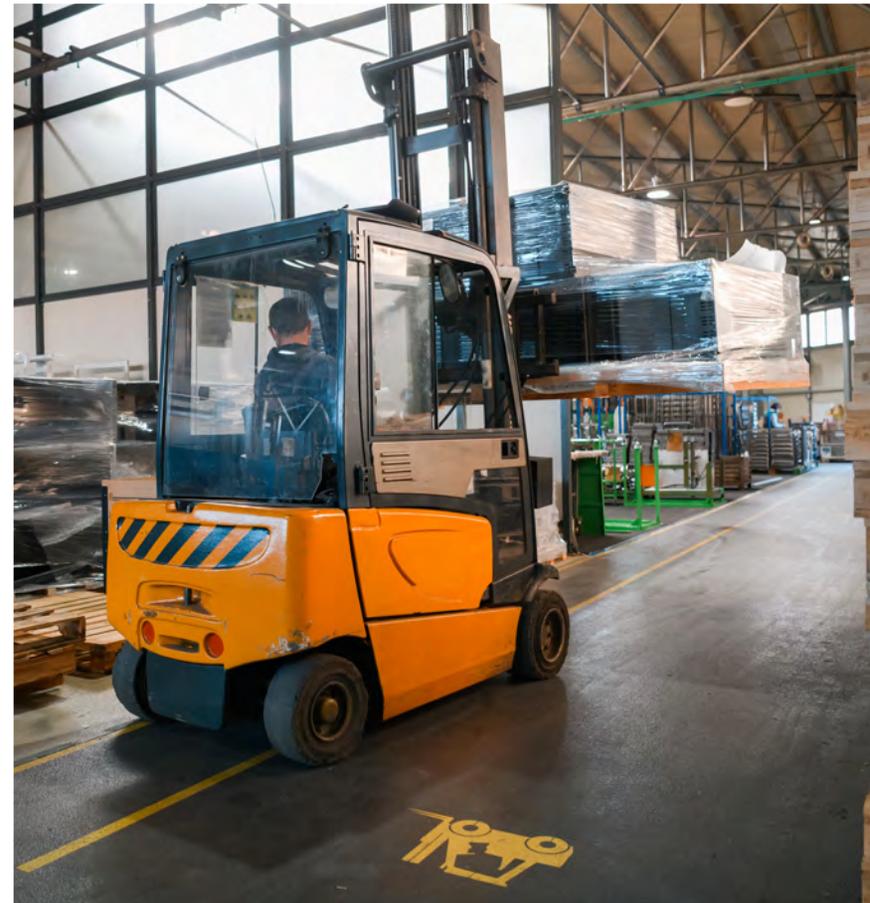
The India EHS team recently won Gold at the CII Excellence EHS Awards 2023 in January 2024. In its 16th year, the Confederation of Indian Industry's (CII) Environment Health & Safety (EHS) Excellence Awards highlights organizations that not only adhere to EHS standards but raises the bar in safety culture. The team was recognized for their contributions and innovative ideas that advance the health and safety of employees as well as environment sustainability.

Some standout initiatives by our team that were highlighted included:

- Consistent training and awareness initiatives across the organization
- Enhancing efforts towards identification of risks through Find & Fix
- Encouraging employees to exercise "Stop Work Authority" when they observe risks
- Machine guarding
- Launching the Lock Tag Verify (LTV) program
- Installation of swing gates and handrails across the facility for fall protection while working at heights
- Implementing a robust contractor safety program
- Continuous improvement of power and water consumption by the plant and reduction in waste generation

Utilizing Technology to Mitigate EHS Risks — Continued Focus on Vehicle-People Interface Reduction

In efforts to enhance safety by minimizing vehicle and pedestrian interactions, the trial of an AI camera system took place in our Bedford, Pennsylvania, facility this year. This innovative system employs visual artificial intelligence to identify people, objects and mobile equipment within the anticipated path of travel. Upon detecting a person in the path, the system triggers audible and visual alerts to the operator and initiates a controlled reduction of vehicle speed to below 2 mph. Additionally, the camera system documents the vehicle's travel path for further analysis.





Community Engagement

As an employer in various regions across the globe, we strive to be a responsible and supportive neighbor. Our efforts, which include financial and in-kind donations, as well as employee volunteerism, are focused on workforce development, particularly in technical education and training, and supporting local organizations that enhance quality of life and environmental health. Community engagement activities are conducted by various locations and the Kennametal Foundation, including a partnership with Goodera (detailed on [page 43](#)).

Our outreach prioritizes educational programs that uplift manufacturing communities and their surrounding areas. We also ensure open communication with our community stakeholders through active social media engagement and a “Contact Us” section on our website, where queries are directed to the appropriate Kennametal representatives.

49 community POP Projects
completed in FY24

Kennametal Named Among Newsweek’s Most Responsible Companies

For the third year in a row, Kennametal has been named one of America’s Most Responsible Companies 2024 by Newsweek. The list recognizes corporations committed to being good corporate citizens by supporting the communities in which they operate. Rankings are based on a holistic view on Corporate Responsibility that include key performance indicators and an extensive survey of U.S. residents.

In the latest ranking, we were No. 6 in the Capital Goods industry. This acknowledgement reflects Kennametal’s unwavering commitment to the environment, ethical business practices and corporate social responsibility.

Workforce Development and STEM Initiatives

At Kennametal, we are invested in cultivating the next generation of talent through our workforce development and science, technology, engineering and mathematics (STEM) initiatives. By forging strong partnerships with educational institutions, we are committed to equipping students with the necessary machine skills to succeed in manufacturing and inspiring interest in STEM careers.

Our approach includes engaging students with on-site programming, school visits and facility open houses to demonstrate the pathways in STEM fields. We also offer internships and apprenticeships, seamlessly connecting academic learning with real-world application. We also support STEM education by contributing to scholarship programs and granting technical awards. Kennametal tracks participation in these educational programs and assesses the impact of our scholarship funds to understand and improve the overall effectiveness of our involvement.



STEM initiatives supported in FY24 included:

1. In alignment with our global educational initiatives, Kennametal proudly participated in #MFGDay23, an annual celebration led by the National Association of Manufacturers that honors manufacturing professionals and motivates future generations to explore industry careers. We welcomed over 400 students across several U.S. facilities for on-site tours and interactive panels, providing an immersive glimpse into the world of modern manufacturing.
2. In Germany, several facilities hosted Girls' Day — an annual event where German companies encourage female students to explore careers in sectors with historically low female representation. This year, Kennametal facilities in Königsee, Vohenstrauß, Essen and Ebermannstadt almost tripled the participation from the previous year. During the event, students engaged with established female professionals who shared their career journeys and offered insights into Kennametal's training and educational programs.



Internship, Cooperative and Apprenticeship Programs

Globally, Kennametal provides a range of internship, cooperative and apprenticeship programs designed to build a pipeline of skilled manufacturing professionals. These programs are integral to our strategic talent development and are tailored to provide experiences that blend technical learning with practical application. Our core programs include the apprenticeship programs in Germany and the U.S., as well as our rotational leadership program, EMERGE.

Kennametal's apprenticeship program in Germany is recognized for its excellence in professional education and training. Since 2007 the program has been certified under LQW Standards, which stands for "Learner-oriented Quality Testing in Education and Training" (Lernorientierte Qualitätstestierung in der Aus- und Weiterbildung). This quality management system is widely recognized in Germany and Austria for its rigorous approach to ensuring educational excellence. LQW certification is a testament to our dedication to continuous improvement and serves as a key differentiator in our recruitment efforts.



Our U.S. apprenticeship programs not only equip graduates with valuable skills, but also offer them the opportunity to become mentors for incoming apprentices, facilitating a culture of continuous learning and engagement. The programs have proven successful in attracting exceptional young talent to Kennametal, evidenced by our apprentices placing highly or winning the Ohio Skills USA CNC competition.

The EMERGE program is another cornerstone of our ongoing talent development efforts, offering early-career individuals a rotational learning experience across various company functions, such as sales and manufacturing. In FY24, we were especially proud to celebrate the graduation of the first group of EMERGE trainees in Kennametal India. By investing in these educational pathways, Kennametal aims to be actively involved in shaping the future of manufacturing.

Introducing Careers in Manufacturing to Future Generations

We also participate in the Manufacturing 365 Summer Experience program to provide high school students the opportunity to learn about industrial operations and careers. Through facility tours and interactive learning sessions, the students get an up-close view of Kennametal's advanced manufacturing processes and valuable insights into the industry. This initiative, supported in collaboration with the Private Industry Council of Westmoreland/ Fayette, not only served to engage our youth, but also reinforced the company's commitment to career development for members in our communities.



University and Technical College Partnerships

Kennametal's commitment to educational partnerships is integral to our strategy for nurturing a skilled and diverse workforce. Through collaborations with universities, technical colleges and schools, we offer scholarships and support engineering programs and research endeavors.

United States:

Partnering with Purdue University for seven years, providing tooling, machining and training at the Bechtel Innovation Design Center, including facility tours to enhance student skills.

China:

Awarded scholarships to 25 students at Shanghai University and 20 undergraduates at the University of Science and Technology Beijing, continuing a decade-long commitment to fostering China's future scientific leaders.

Germany:

Donated carbide turning tools from our Ebermannstadt facility to Kenya's Kiambu Institute of Science and Technology, improving their mechatronics training programs.

Employee Volunteerism

Our workforce embodies the spirit of community support, stepping in to assist during times of need and contributing to endeavors that positively impact lives and the environment. We stand behind our employees' commitment to volunteerism, advocating for their participation in meaningful initiatives and partnerships within communities. To support our U.S. employees, we provide eight hours of paid leave annually to engage in volunteer work. Whether through activities arranged by our strategic allies like United Way and Goodera, or through local efforts initiated and led by our own team members to address specific community needs, our employees' volunteerism is a testament to our company's core values and mission.

Core Strategic Partnerships — United Way and Goodera

In the U.S., we support United Way through employee pledges, volunteerism and a donation from the Kennametal Foundation. In our United Way campaign, we raised over \$690,000 with nearly 300 team members volunteering to support community agencies.

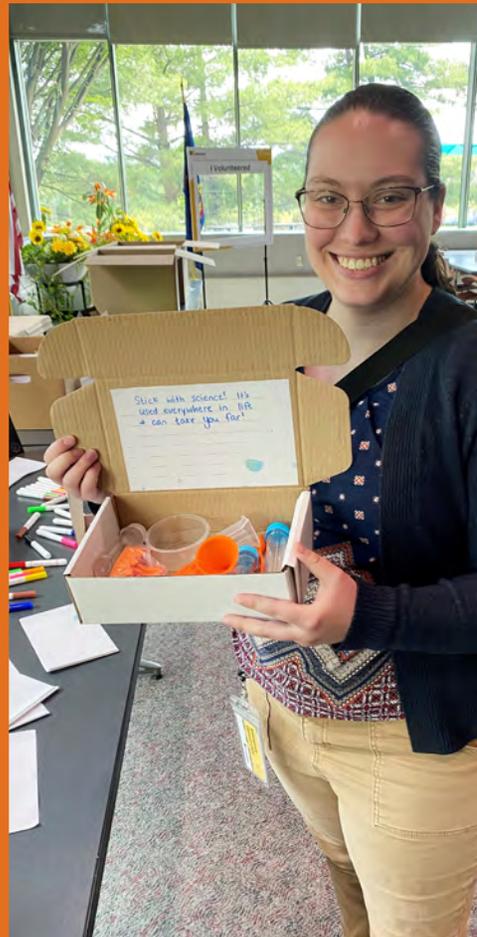
The Kennametal Foundation has also partnered with Goodera, an external vendor, to facilitate enterprise-wide volunteering opportunities. Goodera identifies, manages and tracks the activity and relationship with nonprofit partners, and focuses on key areas such as STEM, education, mental health and well-being. Since the launch of this collaboration in FY24, we have hosted 13 events across 6 nonprofits, with a cumulative total of 174 volunteers impacting over 480 beneficiaries.

6 nonprofits impacted

13 total events

174 volunteers

480+ beneficiaries impacted



Highlights from our employee volunteer efforts worldwide include:

ROGERS, ARKANSAS:

Kennametal donated \$20,000 to the American Red Cross Emergency Response Fund in support of tornado and storm relief efforts in Rogers, Arkansas, and surrounding areas.

KÖNIGSEE, GERMANY:

In partnership with a German nonprofit organization, apprentices in Königsee cooked meals at a local nursing home for residents and their families.

SOUTHWESTERN PENNSYLVANIA:

Kennametal employees helped raise over \$8,000 to provide children's toys and support to Westmoreland Community Action via the United Way of Southwestern Pennsylvania. In a separate effort, more than 35 volunteers from our Latrobe and Pittsburgh locations dedicated nearly 132 hours to five community projects. These included serving lunches to seniors, organizing donations, painting rooms and distributing food through organizations like the Westmoreland Food Bank, Beverly's Birthdays, Blackburn Center, YWCA and Vintage Senior Center.

ASHEBORO, NORTH CAROLINA:

To kick off the start of the new school year, employees donated notebooks, folders, crayons, pencils and other school supplies, which were packaged into Kennametal-branded drawstring bags and donated to a nearby elementary school for kids in need.

SHLOMI, ISRAEL:

Employees from our Shlomi site and their family members celebrated Israel's annual Good Deeds Day 5-K race. For every kilometer run, money was donated to local associations for the care of children at risk or in need in the municipality.



03

Ethical and Responsible Governance

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Governance and Risk Oversight

Kennametal's Board of Directors is committed to maintaining strong governance practices that are fundamental to the company's long-term sustainability and success. The Board is responsible for providing strategic guidance and oversight, particularly in areas such as risk management, corporate governance and Corporate Responsibility initiatives. The Board operates with a high level of transparency and accountability, ensuring alignment with the best interests of shareholders and other stakeholders.

Corporate Governance Guidelines

Kennametal's Corporate Governance Guidelines establish a comprehensive framework to promote accountability and transparency for our Board of Directors and management team. Our guidelines are based on best practices that meet or exceed the existing standards of the New York Stock Exchange and the requirements of the U.S. Securities and Exchange Commission.

Policies listed in these guidelines include:

Independent Directors

The Board is composed of a majority of independent directors, with nine out of ten directors being independent.

Leadership Structure

The roles of Chief Executive Officer and Chairman of the Board are separate, enhancing independent oversight.

Annual Evaluations

The Board and its committees undergo annual evaluations to assess their performance and effectiveness, ensuring continuous improvement.

Stock Ownership Guidelines

Directors and executive officers are subject to stock ownership requirements to align their interests with those of shareholders.

Board members must complete annual training on Kennametal's policies, including the Code of Conduct, Global Anti-Corruption and Anti-Bribery Policy and Insider Trading Policy. Following this training, they are expected to formally acknowledge and rigorously follow these policies, reinforcing our culture of ethical and responsible business conduct.

Board Composition and Expertise

Our Board is a diverse group of directors encompassing a wide range of skills and expertise, including financial acumen, industry-specific knowledge and competence in Corporate Responsibility topics. The Board monitors and regularly assesses its composition using a skills matrix to ensure it meets the evolving needs of the company and identifies potential gaps in competencies. This proactive approach supports effective succession planning and the ongoing development of the Board's capabilities.

Board Committees

To effectively manage its responsibilities, the Board has established three committees comprised of independent directors. Each committee has a written charter detailing its duties and responsibilities, which are posted on our website. Several committees also have Corporate Responsibility oversight as outlined in Corporate Responsibility Governance ([page 47](#)).

Audit Committee

The Audit Committee oversees the integrity of Kennametal's financial statements, compliance with legal and regulatory requirements, and the performance of the internal audit function and the company's external auditors. It is responsible for reviewing the effectiveness of the company's internal controls over financial and nonfinancial disclosures. The committee also monitors the enterprise risk management (ERM) framework, ensuring the execution of comprehensive risk assessments and effective implementation of risk management strategies.

Compensation and Human Capital Committee

The Compensation and Human Capital Committee evaluates and recommends to the Board an overall executive and senior management compensation policy, including incentive compensation and equity-based plans. The committee also reviews and oversees the company's strategies and programs for human capital management, including policies, programs and strategies for diversity and inclusion.

Nominating and Corporate Governance Committee

The Nominating and Corporate Governance Committee identifies and recommends individuals for Board members and committee appointments. The committee develops and recommends the Corporate Governance Guidelines of the company to the Board, shaping the framework for Kennametal's corporate governance structure and policies. The committee also oversees the annual evaluation of the Board and its committees, using the results to enhance the Board's overall effectiveness in advancing the company's strategic goals and objectives.

Enterprise Risk Management

Kennametal recognizes that the effective management of enterprise risks is critically important to the long-term success of our business. The Board is responsible for oversight of the company's enterprise risk management (ERM) processes and operations, along with delegation to the Audit Committee on oversight.

The company's Vice President, Secretary and General Counsel is designated as the Chief Compliance Officer and is responsible for the ERM Program for the company, as well as the overall ethics and compliance program. Day-to-day implementation and advisement on the execution of the company's global ERM Program is delegated to the Vice President and Associate General Counsel, with day-to-day oversight ethics and compliance led by the Assistant General Counsel and Global Director of Compliance. Together, they provide regular reports to the Audit Committee and the Board, including updates on ERM processes, ethics training, whistleblower activities and significant investigations.

In addition to the formal ERM process, our Board encourages, and management promotes, a company culture that incorporates risk management into Kennametal's corporate strategy and day-to-day business operations. The Board continually works, with the input of our management and executive officers, to assess and analyze the most likely areas of future risk for the company.





Internal Audit

Kennametal's Internal Audit function assists the Audit Committee in delivering their objectives by providing an independent and objective opinion over the company's risk management, control, and governance process and supports management by evaluating and improving the effectiveness of controls and processes. Internal Audit executes various types of audits across the organization's functions, process, systems and controls to address strategic, financial, operational and compliance risks, and depending on the audit objective, may assess compliance to the policies and procedures referenced above.

Our locations are audited at least once every five years, with higher-risk locations undergoing more frequent and rigorous evaluations. These audits critically assess the management of each location, ensuring adherence to our ethical standards and reviewing the effectiveness of risk management processes.

In FY24, we implemented a dynamic risk assessment process which enables Internal Audit to continuously identify, understand and evaluate risks throughout the year by gathering real-time updates from the business. This allows us to schedule audits more effectively and adjust our plans based on the latest insights and risks that impact the organization.

Corporate Responsibility Governance

The Nominating and Corporate Governance Committee oversees Kennametal's Corporate Responsibility (formerly ESG) strategies, initiatives, policies and disclosures, including reviewing the annual Corporate Responsibility report. The committee receives updates biannually from management responsible for Corporate Responsibility activities and ensures that Corporate Responsibility considerations are integrated into the company's strategic planning and operations. The Audit Committee also plays a role in this process by reviewing and discussing with management the company's control framework for public disclosures of nonfinancial Corporate Responsibility metrics. Please see more about the Board's role in Corporate Responsibility oversight, including climate risk, in our Corporate Responsibility Strategy section.

Ethics and Compliance

At Kennametal, our commitment to ethics and compliance is integral to our corporate culture. We prioritize integrity, accountability and transparency, guided by robust governance structures. Our Code of Conduct and anti-corruption measures are foundational, ensuring ethical business practices. We provide comprehensive ethics and compliance training and enforce strict policies to uphold these standards. As discussed on [pages 46-47](#), our Audit Committee oversees ethics and compliance and are supported by additional personnel, discussed in detail in Corporate Responsibility Strategy, to ensure continuous monitoring and enhancement of our compliance programs.

Code of Conduct and Ethics Training

The Kennametal Code of Conduct, rooted in our core values of integrity and accountability, sets the standard for ethical behavior across our global operations. It outlines the principles that guide our business conduct, ensuring we act as responsible corporate citizens and compete with integrity.

In FY24, we refreshed our Code of Conduct to include new concepts that reflect our evolving corporate ethos and compliance landscape. The updated code emphasizes a Culture of Accountability and introduces guidance on Anti-Money Laundering Laws, Supply Chain Integrity and Responsible Sourcing and Protecting Our Planet. Additionally, the refresh provides enhanced Code Governance and Helpful Resources to support understanding and application of the Code.

All employees receive annual training on the Code of Conduct, while salaried employees also participate in quarterly trainings on compliance issues and “Compliance Moments” that cover trending topics and matters stemming from employees’ communications to management. Training is also tailored based on employees’ responsibilities and includes internal audit discussions during town hall meetings, education on controls and SOX compliance, and collaboration with external auditors.

Our sales agents, distributor partners and suppliers must comply with our ethics and compliance standards, including our Export and Trade Compliance Procedure, Anti-Corruption and Anti-Bribery Policy and Supplier Code of Conduct, as applicable. We conduct risk-based due diligence during partner selection and provide mandatory ethics and compliance training to align with our global business’s risk profile.

Compliance Moments

In FY24, we delivered quarterly online ‘Compliance Moments’ and trainings on topics such as:

Financial Fraud

Corporate Responsibility

Conflicts of Interest

Ethical Behavior

Insider Trading

Creating a Respectful Workplace

Recognizing and Avoiding Bribery

The 2024 Code of Conduct

Anti-Corruption, Anti-Bribery and Anti-Money Laundering

Kennametal enforces a zero-tolerance policy towards bribery and corruption, in compliance with the U.S. Foreign Corrupt Practices Act, the UK Bribery Act, and other international regulations. Our compliance program is anchored on our Global Anti-Corruption and Anti-Bribery Policy, while other policies are accessible in multiple languages on our website for employees, partners and the public, including

- Global Non-Retaliation Policy
- Global Reporting Obligation Policy
- Gifts and Entertainment Policy
- Conflict of Interest Policy
- Insider Trading Policy
- Export and Trade Compliance Procedure

We conduct regular risk assessments and audits and ensure employees and partners understand and comply with our policies.

Kennametal's anti-money laundering controls ensure compliance with global laws and regulations. We have stringent processes for screening transactions to prevent dealings with sanctioned or embargoed entities. Our Export and Trade Compliance process includes continuous monitoring of transactions. A global network of trade compliance coordinators support these efforts in all countries we operate. Regular training is provided to all employees involved in international trade, ensuring awareness of and adherence to relevant laws and regulations.

Antitrust Compliance

Our commitment to fair competition includes adherence to antitrust laws, preventing anti-competitive practices such as price-fixing and market allocation. We provide comprehensive training on these laws to relevant employees, ensuring our operations adhere to the highest standards of business integrity.

Whistleblower Reporting

Our HelpLine is a whistleblower reporting system operated by an independent third party, which provides a secure and anonymous channel for reporting concerns. Available 24/7 in multiple languages, reports to the HelpLine can be made by phone or via the HelpLine internet portal on a confidential and anonymous basis. Concerns can also be reported to our Office of Ethics and Compliance via phone, email or mail. Our strict non-retaliation policy protects whistleblowers, ensuring they can report concerns without fear of reprisal. The Office of Ethics and Compliance oversees the investigation of all reports, with findings communicated to senior management and, when appropriate, the Board.



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Pittsburgh, Pennsylvania, USA 15219



Supply Chain

At Kennametal, we recognize that an ethical and sustainable supply chain is a powerful lever for positive change, shaping not only our business but also the broader social and environmental landscape. We pursue supplier partnerships that resonate with our core values, actively advancing sustainability and human rights. By engaging with local suppliers, we aim to nurture community relationships and contribute to the economic vitality of the regions we serve.

Supplier Engagement and Evaluation

Our approach to selecting supply chain partners is grounded in rigorous risk assessment and due diligence. We evaluate suppliers on a spectrum of Corporate Responsibility criteria, including anti-corruption measures, safety protocols, human rights practices and environmental stewardship. Particularly for suppliers of tungsten, tantalum, tin, and gold — classified as 3TG minerals — we conduct detailed assessments to ensure compliance with U.S. conflict minerals regulations.

Supplier Compliance

New suppliers must affirm their adherence to Kennametal's Principles of Supplier Conduct and our Global Anti-Corruption and Anti-Bribery Policy. These principles demand compliance with laws against human trafficking and forced labor, as well as our expectations regarding anti-corruption and anti-bribery issues such as communicating and resolving potential and real conflicts of interests and prohibiting improper payments. Our ongoing monitoring includes compliance document reviews, questionnaires and site visits. Anyone found to have violated the Code of Conduct is subject to disciplinary action, which may include termination of contract.



Conflict Minerals and Critical Materials

Kennametal ensures responsible sourcing of 3TG minerals classified as conflict minerals, including tungsten, which is an important raw material to many of our products. Governed by our Conflict Minerals Supply Chain Policy, we comply with both EU and U.S. regulations, requiring annual reporting and executive oversight. Through the application of the procedures and tools provided by the Responsible Minerals Initiative (RMI), we collaborate with our 3TG suppliers and smelters in an organized fashion to promote a conflict-free supply chain. Our compliance program aligns with the OECD's Due Diligence Guidance and we take action against suppliers who fail to meet our conflict minerals standards.

Upcoming Initiatives

In response to evolving due diligence laws, we are evaluating third-party providers to establish an approach to addressing the recent growth of supply chain regulation. Our initial focus is on aligning with Germany's LkSG law, where we will categorize supplier risk levels, monitor compliance and enforce remediation actions, as needed. We will also communicate our human rights expectations to our suppliers.

We continue to make enhancements to our supplier engagement processes and tools to provide more efficient flow of information to manage due diligence laws and our code of conduct within our supply chain.

Critical Material Security Strategy

Our critical material security strategy is designed to ensure a stable and ethical supply of essential materials. We secure both global and regional supplier agreements, prioritizing partnerships with suppliers certified as conflict-free. Our approach involves a thorough evaluation of the global supply against our current and future needs, monitoring geographical risks, and maintaining flexibility to adapt to changing global conditions. We stay informed through industry organizations to anticipate supply chain developments that could affect our operations. Strategic partnerships with long-term suppliers support our initiatives, and we continually seek to diversify and expand our supply chain by assessing new sources of tungsten-containing materials, including concentrates, scrap and other forms, to enhance supply security and maintain competitive pricing.

Human Rights

We recognize the risk of human rights violations and mitigate this by ensuring safe, dignified and respectful treatment of all individuals, including those in our supply chain. This commitment is codified in our Global Human Rights Policy Statement. Our Global Modern Slavery Statement, compliant with laws including the California Transparency in Supply Chains Act, the UK Modern Slavery Act and the Australian Modern Slavery Act, reflects our dedication to eliminating child labor, forced labor and human trafficking in our supply chain. Additionally, our stance as an equal opportunity employer supporting freedom of association is further discussed in Human Capital Management on [page 20](#).

Oversight and Supplier Compliance

The Global Sourcing and Global Ethics and Compliance teams, with oversight from the company's Vice President, Secretary and General Counsel, manage compliance with our human rights commitments. Suppliers and business partners are expected to align with our policies on human rights and modern slavery. Our modern slavery compliance program, modeled on the OECD Framework, is reviewed and updated based on supply chain risk assessment results.

Enhancing Due Diligence

Kennametal is in the process of implementing additional risk identification techniques to align with global supply chain due diligence standards. This includes conducting regular risk analyses with our supply base and establishing preventive and remedial measures where higher risks of human rights violations are identified. Furthermore, we are enhancing our documentation and reporting processes to comply with applicable and emerging due diligence legislations, including a questionnaire process to track supplier risk and manage remedial action plans, targeted for completion by calendar year-end 2024.

Third-Party Engagement

We partner with a third-party service provider to engage with select suppliers, collecting information regarding their workforce and contract labor in high-risk regions or high-risk industries. This process includes training suppliers on modern slavery and providing access to resources like the National Human Trafficking Hotline. Supplier data is audited internally; red flags prompt further due diligence, and suppliers at higher risk undergo a collaborative mitigation process. Noncompliance with our policies may lead to termination of the supplier relationship.





04

Appendix

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Environmental Data Tables

DISCLOSURE	FY2020	FY2021	FY2022	FY2023	FY2024
Climate protection ^{1, 2, 3, 4, 5, 6, 7, 8}					
Energy consumption (millions of gigajoules)					
Direct	0.63	0.52	0.56	0.55	0.61
Indirect	1.33	1.30	1.34	1.30	1.26
Total	1.96	1.81	1.90	1.85	1.87
Energy intensity (gigajoules/million USD of revenue)					
	1.04	0.99	0.95	0.89	0.91
Energy consumption by business segment (millions of gigajoules)					
Infrastructure	1.18	1.07	1.15	1.10	1.15
Metal cutting	0.77	0.75	0.75	0.75	0.72
Total	1.96	1.81	1.90	1.85	1.87
Energy consumption by utility (millions of gigajoules)					
Natural gas	0.48	0.47	0.50	0.44	0.47
Grid electricity	1.33	1.30	1.34	1.30	1.26
Other energy sources	0.14	0.04	0.06	0.11	0.14
Total	1.96	1.81	1.90	1.85	1.87
Energy consumption by utility (percent of total consumption)					
Natural gas	25	26	26	24	25
Grid electricity	68	71	70	70	68
Other energy sources	7	2	3	6	7

Environmental Data Tables

DISCLOSURE	FY2020	FY2021	FY2022	FY2023	FY2024
Climate protection ^{1, 2, 3, 4, 5, 6, 7, 8}					
Energy consumption by region (millions of gigajoules)					
Americas	1.34	1.25	1.31	1.25	1.28
APAC	0.28	0.24	0.25	0.26	0.26
EMEA	0.34	0.33	0.34	0.35	0.34
Total	1.96	1.81	1.90	1.85	1.87
Grid electricity usage by business segment (millions of gigajoules)					
Infrastructure	0.63	0.61	0.65	0.62	0.61
Metal cutting	0.71	0.69	0.69	0.68	0.65
Total	1.33	1.30	1.34	1.30	1.26
Total U.S. locations electrical grid energy consumption by source (millions of gigajoules)					
Renewable	-	-	0.10	0.09	0.09
Nonrenewable	-	-	0.63	0.60	0.57
Total	0.75	0.70	0.73	0.69	0.66
U.S. locations electrical grid energy consumption by source (%)					
Renewable	-	-	13.7	12.9	13.2
Nonrenewable	-	-	86.3	87.1	86.8
Total	-	-	100	100	100
U.S. locations purchased grid electricity consumption by source for business segments (millions of gigajoules)					
Infrastructure					
Renewable	-	-	0.07	0.06	0.06
Nonrenewable	-	-	0.32	0.30	0.30
Metal cutting					
Renewable	-	-	0.03	0.03	0.03
Nonrenewable	-	-	0.31	0.30	0.27

Environmental Data Tables

DISCLOSURE	FY2020	FY2021	FY2022	FY2023	FY2024
Climate protection ^{1, 2, 3, 4, 5, 6, 7, 8}					
Sources of renewable energy from U.S. supplied electrical grid (%)					
Hydro	-	-	46.5	41.3	37.8
Biomass	-	-	9.5	8.6	7.7
Wind	-	-	37.8	40.9	43.4
Solar	-	-	6.1	9.0	10.9
Geothermal	-	-	0.1	0.2	0.2
Other	-	-			
Scope 1 and 2 greenhouse gas emissions (thousand metric tons of carbon dioxide equivalents)					
Scope 1 (Direct)	35	27	30	28	31
Scope 2 (Indirect)	155	146	134	134	128
Scope 2 (Market-based)	9	10	18	21	23
Sum of Scope 1 + Scope 2 (including market-based portion)	199	183	182	183	182
Total Scope 1 + Scope 2 (adjusted for market-based emissions)	190	173	164	162	159
Scope 3 greenhouse gas emissions (thousand metric tons of carbon dioxide equivalents) ⁴					
Scope 3 (Indirect)	-	-	-	470	480
Greenhouse gas emissions intensity (mt CO2e/Million USD of revenue)					
Scope 1 (Direct)	0.19	0.15	0.15	0.13	0.15
Scope 2 (Indirect)	0.82	0.79	0.67	0.64	0.63
Total	1.01	0.94	0.82	0.77	0.78
Location-based	1.05	1.00	0.91	0.88	0.89
Greenhouse gas emissions by business segments by scope (thousand metric tons of carbon dioxide equivalents)					
Infrastructure					
Scope 1 (Direct)	32	24	26	26	29
Scope 2 (Indirect)	76	70	70	71	69

Environmental Data Tables

DISCLOSURE	FY2020	FY2021	FY2022	FY2023	FY2024
Climate protection ^{1, 2, 3, 4, 5, 6, 7, 8}					
Metal cutting					
Scope 1 (Direct)	3	3	3	2	3
Scope 2 (Indirect)	80	75	65	63	59
Greenhouse gas emissions by business segment (thousand metric tons of carbon dioxide equivalents)					
Infrastructure	107	95	96	96	97
Metal Ccutting	83	78	68	65	62
Total	190	173	164	162	159
Greenhouse gas emissions by region (thousand metric tons of carbon dioxide equivalents)					
Americas	123	108	96	94	93
APAC	35	33	36	36	33
EMEA	33	32	32	32	34
Total	190	173	164	162	159

* Amounts in tables do not always agree exactly with the totals due to rounding issues of truncated values.

- Sources of GHG emissions include energy consumed in the form of electricity, natural gas, fuel oil, propane, diesel fuel, gasoline and district heating. GHG emissions calculations are based on WRI GHG Protocol Corporate Standard Guidance methodology, U.S EPA's GHG emission factors, International Energy Agency (IEA) country emission factors, IPCC Guidelines for National Greenhouse gas inventories, U.K. DEFRA emission factors, Canadian National Inventory Report: Greenhouse gas sources and sinks (used province-specific emission factors), and India's CEA CO₂ baseline data for the Indian Power Sector Report. Figures have been updated from AR4 to AR5 standard assessment report for emissions from FY24 forward. GHG calculations include carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O) emissions. Immaterial amounts of hydrofluorocarbons and SF₆ have been excluded.
- Emissions from warehouses, Rapid Response Centers (RRCs) and offices (corporate, sales, other) are deemed immaterial and have been excluded from this scope. Our Latrobe campus, which includes the corporate center, administrative buildings and a technology center, is included within the Metal Cutting business segment.
- Data changes from prior reporting were due to refinement of our data with updated information.
- Market-based emissions are from matching renewable energy credits and emission-free energy credits with required electricity consumption. Total Scope 2 GHG emissions and, by extension, total GHG emissions, are adjusted to account for market-based emissions reductions (carbon-free emission credits).
- Scope 3 emissions for FY24 does not include category 3 (non-Scope 1 and 2 fuel- and energy-related activities), category 8 (upstream leased assets), category 10 (processing of sold products), category 11 (use of sold products), category 12 (end-of-life treatment of sold products), category 13 (downstream leased assets), category 14 (franchises) and category 15 (investments), as our current ongoing assessment indicates the emissions from these categories are either immaterial or not applicable to Kennametal. We will continue to further refine our Scope 3 GHG emissions over time to reflect the best available data.
- All renewables and Nonrenewables that we consume are from grid-supplied electricity and are based on data available from those grids that supply to our locations (USEPA eGrid). Renewable refers to wind, hydro, biomass, solar and geothermal energy sources. Nonrenewable comprises natural gas, coal, diesel, propane, nuclear, distillates and other oils.
- Energy intensity data represents consumption of natural gas, electricity, propane, heating oil, diesel fuel and district heating compared to the fiscal year revenue.
- "Other" energy sources include propane, fuel oil, diesel fuel and district heating.

Environmental Data Tables

DISCLOSURE	FY2020	FY2021	FY2022	FY2023	FY2024
Water conservation⁹					
Water withdrawal by source (megaliters)					
Municipal/third party	806	803	769	690	650
Groundwater	83	74	87	87	98
Total	890	877	856	777	748
Water withdrawal by business segment (megaliters)					
Infrastructure	488	439	495	490	467
Metal cutting	402	438	360	288	280
Total	889	877	856	777	748
Water intensity (megaliter/ million USD of revenue) ¹⁰	0.47	0.48	0.43	0.37	0.37
Water withdrawal by region (megaliters)					
Americas	620	597	570	476	441
APAC	178	198	210	211	216
EMEA	92	82	76	90	90
Total	890	877	856	777	748
Water withdrawal quality (megaliters) ¹¹					
Freshwater	806	803	769	690	650
Other water	83	74	87	87	98
Total	890	877	856	777	748
Wastewater discharge by level of treatment (%) ¹²					
Primary/secondary/tertiary treatment	80-90	80-90	80-90	80-90	80-90
Discharge to the natural environment without treatment	0	0	0	0	0
Discharge to a third party without treatment	0-5	0-5	0-5	0-5	0-5
No process water discharge	0-5	0-5	0-5	0-5	0-5

Environmental Data Tables

FY24 Water Withdrawal, Discharge and Consumption at Select Sites (Megaliters) ¹³	Withdrawal	Discharge	Consumption
Bengaluru	56	0	56
Fallon	53	2	51
Huntsville	167	73	94
Roanoke Rapids	8	8	0
Rogers	42	31	11
Total	326	114	212

9. Outside of municipal/third-party water and groundwater, Kennametal does not directly withdraw from surface water, seawater or produced water. Water used for sanitary purposes are included in this data. Water used for irrigation is excluded from the scope, where possible. Warehouses, RRCs, corporate offices/ other offices and sales offices are deemed immaterial and have been excluded from scope. Our Latrobe campus, which includes corporate center, administrative buildings and technology center, is included within the Metal Cutting business segment. Data changes from prior reporting are due to refinement of our data with updated information.
10. Data represents water withdrawal volume compared to the fiscal year revenue. Data changes from prior reporting were due to refinement of our data with updated information.
11. All water supplied by municipalities is classified as freshwater, defined by a dissolved solids content of less than or equal to 1,000 mg/l. Conversely, all groundwater withdrawals are categorized as other water, with dissolved solids exceeding 1,000 mg/l. Warehouses, RRCs, corporate offices/other offices and sales offices are deemed immaterial and have been excluded from scope. Additionally, water utilized for irrigation purposes is not included. Data changes from prior reporting are due to refinement of our data with updated information.
12. All Kennametal operating locations either indirectly discharge industrial wastewater or do not discharge it at all. While we do not currently track all discharges quantitatively, we qualitatively monitor where our wastewater is directed. Primary treatment processes eliminate solid substances that settle or float on the water's surface. Secondary treatment methods further cleanse the water by removing materials that are suspended or dissolved. Tertiary treatment enhances the water quality to a higher standard before discharge, employing techniques to extract heavy metals, nitrogen and phosphorous.
13. We do not currently meter all wastewater discharges at our operating locations, focusing instead on sites with metered discharge points to estimate wastewater volumes. For sites with separate sanitary and industrial wastewater flows, we estimate sanitary flow for inclusion in discharge calculations. Water consumption encompasses all water used, evaporated, leaked or consumed for sanitary purposes, and not released back to any water bodies or third parties within the reporting period, estimated by the difference between water withdrawn and discharged. Our wastewater discharges are exclusively indirect, sent to third-party municipalities for treatment, with no direct discharges to surface water, groundwater or seawater. Our Bangalore site operates with zero discharge, indicating that all water withdrawn is fully consumed.

Environmental Data Tables

DISCLOSURE	FY2020	FY2021	FY2022	FY2023	FY2024
Waste management ^{14, 15, 16}					
Total waste landfilled (thousand metric tons)	5.7	5.0	5.0	5.4	6.1
Landfilled waste intensity (metric tons / million USD of revenue)	3.0	2.7	2.5	2.6	3.0
Total waste generated by region (thousand metric tons)					
Americas	8.0	7.4	7.2	8.7	10.3
APAC	2.0	1.7	1.8	2.2	2.0
EMEA	3.4	3.1	3.1	3.2	3.4
Waste by type (thousand metric tons)					
Hazardous	2.4	2.3	2.3	2.6	2.5
Nonhazardous	11.0	9.9	9.8	11.5	13.2
Total	13.4	12.2	12.1	14.2	15.7
Waste by disposal method — hazardous (thousand metric tons)					
Directed to disposal	0.5	0.5	0.6	0.4	0.4
Incineration (with energy recovery)	-	-	-	-	0.1
Incineration (without energy recovery)	-	-	-	-	0.0
Landfilling	0.5	0.5	0.6	0.4	0.3
Other disposal operation	-	-	-	-	0.0
Diverted from disposal	1.5	1.4	1.6	2.1	2.0
Recycled/reused	1.5	1.4	1.6	2.1	-
Recycling	-	-	-	-	2.0
Reuse	-	-	-	-	0.0
Other recovery options	0.3	0.3	0.0	0.0	0.2
Wastewater treatment	0.3	0.3	0.0	0.0	0.2
Total	2.3	2.2	2.2	2.5	2.6

Environmental Data Tables

DISCLOSURE	FY2020	FY2021	FY2022	FY2023	FY2024
Waste management ^{14, 15, 16}					
Waste by disposal method – Nonhazardous (thousand metric tons)					
Directed to disposal	5.2	4.5	4.4	5.0	6.1
Incineration (with energy recovery)	-	-	-	-	0.4
Incineration (without energy recovery)	-	-	-	-	0.0
Landfilling	5.2	4.5	4.4	5.0	5.7
Other disposal operation	-	-	-	-	0.0
Diverted from disposal	4.9	4.4	4.1	4.6	5.9
Recycled/reused	4.9	4.4	4.1	4.6	-
Recycling	-	-	-	-	5.9
Reuse	-	-	-	-	0.0
Other recovery options	0.4	0.4	0.6	1.2	1.1
Wastewater treatment	0.4	0.4	0.6	1.2	1.1
Total	10.5	9.3	9.1	10.8	13.1
Waste generated by business segment (thousand metric tons)					
Infrastructure	7.4	6.4	7.4	8.3	9.0
Metal cutting	6.0	5.8	4.7	5.9	6.7
Total	13.4	12.2	12.1	14.2	15.7

14. Prior to FY24, recycling/reuse data was aggregated. Following data collection improvements effective for FY24, these can be reported separately.

15. Waste data excludes episodic, non-production-related waste such as remediation, asbestos, construction and demolition debris (C&D), and polychlorinated biphenyl (PCB) waste. Locations like warehouses, RRCs, corporate and sales offices are considered immaterial to our waste metrics and are thus excluded. Landfilled waste encompasses incineration (both with and without energy recovery) and other disposal methods. Incineration typically reduces waste volume by 95–96% and mass by 80–85%, with an assumed 20% of incinerated waste contributing to landfill volume. Reuse involves using a waste stream for its original purpose without treatment, while recycling entails reprocessing waste into new materials. Kennametal defines “recycling” to include recycling, reuse and other recovery operations, excluding the portion from incineration that is landfilled. Data changes from prior reporting were due to refinement of our data with updated information.

16. GRI considers “Waste diverted from disposal” to include reuse, recycling and other recovery options. “Waste directed to disposal” includes incineration (with energy recovery), incineration (without energy recovery), and landfilling. Wastewater is waste that is treated at wastewater treatment facilities. Outside of our Fallon, Nevada, facility, with on-site landfill for disposal of filtercake, all of our waste is directed to offsite disposal.

Social Data Tables

DISCLOSURE	FY2020	FY2021	FY2022	FY2023	FY2024
Human capital management					
Turnover rate					
Involuntary	6.0	4.2	2.6	3.2	3.7
Voluntary	6.0	7.5	9.1	8.1	7.9
Overall	12.0	11.7	11.7	11.3	11.6
Diversity and inclusion					
Women in leadership roles (%)					
Board of directors	22.2	22.2	22.2	20.0	20.0
Executives	30.0	42.9	42.9	42.9	50.0
Senior leadership	26.1	24	27.3	23.1	20.8
Senior management	10.6	11.5	12.4	18.8	18.0
Management	19.0	19.5	20.4	21.5	20.1
Number of employees					
Female	1,537	1,485	1,582	1,623	1,572
Male	7,452	7,150	7,150	7,116	6,875
Employees by gender (%)					
Female	17.1	17.2	18.1	18.6	18.6
Male	82.9	82.8	81.9	81.4	81.4
U.S. employee diversity					
Gender diversity (U.S. employees)					
Female	698	644	683	684	638
Male	2,327	2,236	2,245	2,242	2,073
Gender diversity (U.S. professional employees)					
Female	321	290	327	326	300
Male	937	903	925	918	856

Social Data Tables

DISCLOSURE	FY2020	FY2021	FY2022	FY2023	FY2024
Human capital management					
Gender diversity (U.S. production employees)					
Female	377	354	356	358	338
Male	1,390	1,333	1,320	1,324	1,217
U.S. ethnic diversity (U.S. employees)					
African American	239	243	225	191	165
American Indian/Alaskan Native	17	18	16	16	14
Asian	78	81	81	74	66
Caucasian	2,448	2,286	2,274	1,995	1,760
Latino	94	91	106	93	92
Native Hawaiian or other Pacific Island	5	5	3	2	2
Two or more races	20	23	21	19	16
Decline to answer	124	133	202	536	596
U.S. ethnic diversity (U.S. professional employees)					
African American	25	27	30	22	20
American Indian/Alaskan Native	4	4	5	5	4
Asian	47	48	50	45	41
Caucasian	1,099	1,035	1,063	946	824
Latino	27	25	29	25	27
Native Hawaiian or other Pacific Island	2	1	0	0	0
Two or more races	7	7	8	7	5
Decline to answer	47	46	67	194	235

Social Data Tables

DISCLOSURE	FY2020	FY2021	FY2022	FY2023	FY2024
Human capital management					
U.S. ethnic diversity (U.S. production employees)					
African American	214	216	195	169	145
American Indian/Alaskan Native	13	14	11	11	10
Asian	31	33	31	29	25
Caucasian	1,349	1,251	1,211	1,049	936
Latino	67	66	77	68	65
Native Hawaiian or Other Pacific Island	3	4	3	2	2
Two or more races	13	16	13	12	11
Decline to answer	77	87	135	342	361
Employee breakdown by age (%)					
Professional employees					
Under 30 years old	-	9.6	9.7	10.5	10.4
30–50 years old	-	59.2	58.7	57.8	58.0
Over 50 years old	-	31.1	31.6	31.6	31.7
Production employees					
Under 30 years old	-	9.8	10.7	11.6	10.9
30–50 years old	-	49.3	49.3	49.0	49.9
Over 50 years old	-	40.9	40.0	39.4	39.2
Employee breakdown per age and region (%)					
North, Central and South America (AMERICAS)					
Professional employees					
Under 30 years old	-	8.9	9.9	10.9	9.4
30–50 years old	-	47.2	47.3	46.8	47.8
Over 50 years old	-	43.9	42.8	42.4	42.8

Social Data Tables

DISCLOSURE	FY2020	FY2021	FY2022	FY2023	FY2024
Human capital management					
Production employees					
Under 30 years old	-	8.6	11.3	12.9	12.1
30–50 years old	-	40.7	41.3	41.5	42.3
Over 50 years old	-	50.8	47.4	45.6	45.6
Asia and Pacific (APAC)*					
Professional employees					
Under 30 years old	-	3.8	4.1	4.0	4.8
30–50 years old	-	82.7	81.5	80.7	77.8
Over 50 years old	-	13.5	14.4	15.3	17.4
Production employees					
Under 30 years old	-	11.8	11.0	9.4	8.1
30–50 years old	-	75.6	75.1	76.3	77
Over 50 years old	-	12.6	13.9	14.3	14.8
Europe, the Middle East and Africa (EMEA)					
Professional employees					
Under 30 years old	-	5.5	5.1	5.4	5.5
30–50 years old	-	55.1	53.9	53.0	53.2
Over 50 years old	-	39.4	41.1	41.7	41.3
Production employees					
Under 30 years old	-	11.1	11.1	11.3	10.0
30–50 years old	-	50.3	50.4	49.6	50.6
Over 50 years old	-	38.6	38.6	39.2	39.4

* Excluding India

Social Data Tables

DISCLOSURE	FY2020	FY2021	FY2022	FY2023	FY2024
Human capital management					
India					
Professional employees					
Under 30 years old	-	22.4	21.5	23.1	23.5
30-50 years old	-	70.4	70.1	68.5	68.6
Over 50 years old	-	7.2	8.4	8.5	7.9
Production employees					
Under 30 years old	-	5.7	4.8	10.2	14.3
30-50 years old	-	44.2	41.1	37.8	38.4
Over 50 years old	-	50.1	54.1	52.1	47.3

Social Data Tables

DISCLOSURE	FY2020	FY2021	FY2022	FY2023	FY2024
Parental leave ¹⁷					
Total number of employees that were entitled to parental leave ¹⁸	-	-	-	3,309	3,250
Female	-	-	-	848	751
Male	-	-	-	2,461	2,499
Total number of employees that took parental leave	-	-	-	59	79
Female	-	-	-	9	13
Male	-	-	-	50	66
Total number of employees that returned to work in the reporting period after parental leave ended	-	-	-	59	79
Female	-	-	-	9	13
Male	-	-	-	50	66
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	-	-	-	47	70
Female	-	-	-	7	12
Male	-	-	-	40	58
Return to work rates of employees that took parental leave (%)	-	-	-	100	100
Female	-	-	-	100	100
Male	-	-	-	100	100
Retention rates of employees that took parental leave (%)	-	-	-	79	89
Female	-	-	-	78	92
Male	-	-	-	80	88

17. This data represents parental leave in the U.S. only. Due to data limitations, we are unable to report parental leave data prior to FY23.

18. Eligible employees are benefit-eligible U.S. employees.

Social Data Tables

DISCLOSURE	FY2020	FY2021	FY2022	FY2023	FY2024
Health and safety¹⁹					
FSI performance					
FSI actuals	0	0	1	0	0
FSI risk identification target	312	456	455	456	798
FSI risks identified	693	1,057	802	1,403	1,204
FSI risks mitigated	693	1,057	802	1,403	1,204
Open past due FSI corrective actions	0	0	0	0	0
Safety performance					
Fatalities				0	0
Fatality rate				0.0	0.0
Total recordable incidents				37	29
Total recordable incident rate	0.43	0.37	0.33	0.42	0.34
Near miss events	578	802	648	378	268
Near miss frequency rate	6.19	9.29	7.30	4.26	3.10
Lost time incident	16	8	12	11	8
Lost time rates	0.17	0.09	0.14	0.12	0.09
Number of high-consequence work-related injuries (excluding fatalities)	-	-	-	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	-	-	-	0.0	0.0
Number of hours worked	-	-	17,744,474	17,759,457	17,267,089
Number of fatalities as a result of work-related ill health	0	0	0	0	0
Number of cases of recordable work-related ill health	-	-	-	1	0
Main types of work-related ill health	-	-	-	Hearing Loss	N/A

19. Data includes all Kennametal employees and supervised contractors globally

Governance Data Tables

DISCLOSURE	FY2020	FY2021	FY2022	FY2023	FY2024
Board independence					
Percent of independent directors	90	89	89	90	90
Ethics and compliance					
Reports per 100 employees by region					
Americas	2.6	2.5	1.6	1.3	1.74
Asia Pacific	1.2	0.8	0.9	1.0	0.9
Europe, Middle East and Africa	0.5	0.6	0.3	0.5	0.7
Ethics and compliance reports					
Number of reports	160	118	85	82	95
Reports per 100 employees	1.6	1.4	1.0	0.9	1.12
Anonymous reports (% of total reports)	47	36	38	44	49
Substantiated reports (% of total reports)	45	34	27	34	22
Case closure time (average days)	16	16	30	22	31

GRI Content Index

Statement of Use:	Kennametal has reported the information cited in this GRI content index for the period July 1, 2023 through June 30, 2024 with reference to the GRI Standards
GRI 1 Used:	GRI 1: Foundation 2021

DISCLOSURE	REPORT LOCATION OR EXTERNAL KENNAMETAL REFERENCE	SDG LINKAGE
General disclosures		
GRI 2: General Disclosures 2021		
2-1 Organizational details	a: KENNAMETAL INC. b: Public Corporation c: 525 William Penn Place, Suite 3300 Pittsburgh, Pennsylvania d: 2023 Annual Report, Properties, page 13-14 2023 Annual Report, Security Ownership of Certain Beneficial Owners and Management and Related Shareholder Matters, page 70 2023 Proxy Statement, page 93	
2-2 Entities included in the organization's sustainability reporting	2023 Annual Report, NOTE 2 — SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES, page 39	
2-3 Reporting period, frequency and contact point	a: Annual b-c: About This Report, page 80 d-k: corp.ethics@kennametal.com	
2-4 Restatements of information	N/A	
2-5 External assurance	No external assurance provided at this time	
2-6 Activities, value chain and other business relationships	2023 Annual Report, Business, pages 4-13 2023 Annual Report, Segment Data, page 64 Supply Chain, page 50 There were no significant changes to the organization nor its supply chain in the reporting year.	#17 Partnerships for the Goals
2-7 Employees	Human Capital Management, page 20 2023 Annual Report, Business, pages 7-8	#8 Decent Work and Economic Growth #10 Reduced Inequalities
2-9 Governance structure and composition	Governance and Risk Oversight, page 45 2023 Proxy Statement, Board of Directors and Board Committees, pages 27-32 Board of Directors Webpage	#5 Gender Equality #16 Peace, Justice, & Strong Institutions
2-10 Nomination and selection of the highest governance body	2023 Proxy Statement, Election of Directors, pages 1-7, 17	

GRI Content Index

2-11 Chair of the highest governance body	2023 Proxy Statement, Board of Directors and Board Committees, page 27	
2-12 Role of the highest governance body in overseeing the management of impacts	Governance and Risk Oversight, page 45 2023 Proxy Statement, Nominating/Corporate Governance Committee, page 28, The Board's Oversight of Risk Management, page 23	#16 Peace, Justice, & Strong Institutions
2-13 Delegation of responsibility for managing impacts	Governance and Risk Oversight, page 45 Corporate Responsibility Strategy, page 4 2023 Proxy Statement, Environmental, Social and Governance Reporting, page 23	
2-14 Role of the highest governance body in sustainability reporting	Governance and Risk Oversight, page 45 2023 Proxy Statement, Nominating/Corporate Governance Committee, page 21-23	
2-15 Conflicts of interest	2023 Proxy Statement, page 19	#16 Peace, Justice, & Strong Institutions
2-16 Communication of critical concerns	2023 Proxy Statement, Executive Sessions of the Board/Communications with Directors, page 19; Complaints, page 33 In FY24, there were no critical concerns that required the Board's attention as no critical concerns were reported to the Board.	
2-17 Collective knowledge of the highest governance body	2023 Proxy Statement, Election of Directors, page 8, Governance and Risk Oversight, page 45	
2-18 Evaluation of the performance of the highest governance body	Governance and Risk Oversight, page 45, 2023 Proxy Statement, Compensation Committee, page 28	
2-19 Remuneration policies	2023 Proxy Statement, Board Committees, page 27	#8 Decent Work and Economic Growth
2-20 Process to determine remuneration	2023 Proxy Statement, Compensation Discussion and Analysis, pages 37-65 Compensation Committee Charter	
2-21 Annual total compensation ratio	2023 Proxy Statement, Executive Compensation, page 86	

GRI Content Index

DISCLOSURE	REPORT LOCATION OR EXTERNAL KENNAMETAL REFERENCE	SDG LINKAGE
2-22 Statement on sustainable development strategy	From the President and CEO, page 3	
2-23 Policy commitments	Ethics and Compliance, page 48 Code of Conduct	#16 Peace, Justice, & Strong Institutions
2-24 Embedding policy commitments	Governance and Risk Oversight, page 45	
2-26 Mechanisms for seeking advice and raising concerns	Ethics and Compliance, page 48 Code of Conduct Helpline	#16 Peace, Justice, & Strong Institutions
2-27 Compliance with laws and regulations	Ethics and Compliance, page 48 Code of Conduct (Winning with Integrity)	
2-28 Membership associations	Supply Chain, page 50	
2-29 Approach to stakeholder engagement	Materiality-based Approach to ESG, page 7 We continued to incorporate input from both internal and external stakeholders in our Corporate Responsibility strategic process and initiatives. We gathered feedback from employees across the organization through collaborative efforts including surveys and in-person meetings, and engaged with external stakeholders including investors, communities, customers and suppliers.	
2-30 Collective bargaining agreements	Human Capital Management, page 20	#16 Peace, Justice, & Strong Institutions
Material topics		
GRI 3: Material Topics 2021		
3-1 Process to determine material topics	Materiality-based Approach to ESG, page 7	
3-2 List of material topics	Materiality-based Approach to ESG, page 7	
3-3 Management of material topics	Environmental Management, page 7 Human Capital Management, page 20 Diversity and Inclusion, page 24 Community Engagement, page 39 Governance and Risk Oversight, page 45	

GRI Content Index

200 Series (economic topics)		
GRI 205: Anti-corruption 2016		
205-1 Operations assessed for risks related to corruption	Governance and Risk Oversight, page 45 In FY24, Kennametal did not record any material instances of corruption.	#16 Peace, Justice, & Strong Institutions
205-2 Communication and training about anti-corruption policies and procedures	Ethics and Compliance, page 48 All salaried employees and executives are required to complete quarterly ethics and compliance training, including training on anti-corruption and other relevant topics.	
Environmental topics		
GRI 301: Materials 2016		
301-1 Materials used by weight or volume	ESG Data Tables, page 54	
301-2 Recycled input materials used	Waste Management, page 17 ESG Data Tables, page 54	#3 Good Health & Well-Being #8 Decent Work and Economic Growth #11 Sustainable Cities & Communities #12 Responsible Consumption & Production
301-3 Reclaimed products and their packaging materials	Waste Management, page 17 ESG Data Tables, page 54 Our Newport facility in the UK produces ceramic powders, which are then supplied to the Schongau facility in Germany to create evaporator boats. In an effort to reduce waste, the Schongau plant recycles any leftover powders and dust, returning them to Newport for reintegration into the production cycle. Recycled materials account for 28-30% of Newport's ceramic powder feedstock. Additionally, we provide a global service to retrieve and recycle evaporator boats from customers.	

GRI Content Index

DISCLOSURE	REPORT LOCATION OR EXTERNAL KENNAMETAL REFERENCE	SDG LINKAGE
GRI 302: Energy 2016		
302-1 Energy consumption within the organization	Climate Protection, page 10 ESG Data Tables, page 54	#7 Affordable Clean Energy #8 Decent Work and Economic Growth #12 Responsible Consumption & Production #13 Climate Action
302-3 Energy intensity	Climate Protection, page 10 ESG Data Tables, page 54	
302-5 Reductions in energy requirements of products and services	Climate Protection, page 10 ESG Data Tables, page 54	
GRI 303: Water and Effluents 2018		
303-1 Interactions with water as a shared resource	Water Conservation, page 14	#6 Clean Water & Sanitation #12 Responsible Consumption & Production
303-2 Management of water discharge-related impacts	Water Conservation, page 14	
303-3 Water withdrawal	Water Conservation, page 14 ESG Data Tables, page 54	
303-5 Water consumption	Water Conservation, page 14 ESG Data Tables, page 54	
GRI 305: Emissions 2016		
305-1 Direct (Scope 1) GHG emissions	Climate Protection, page 10 ESG Data Tables, page 54	#3 Good Health & Well-Being #12 Responsible Consumption & Production #13 Climate Action #15 Life on Land
305-2 Energy indirect (Scope 2) GHG emissions	Climate Protection, page 10 ESG Data Tables, page 54	
305-4 GHG emissions intensity	Climate Protection, page 10 ESG Data Tables, page 54	#13 Climate Action #15 Life on Land

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DISCLOSURE	REPORT LOCATION OR EXTERNAL KENNAMETAL REFERENCE	SDG LINKAGE
GRI 306: Waste 2020		
306-2 Management of significant waste-related impacts	Environmental Management, page 7 Waste Management, page 17	#3 Good Health & Well-Being #6 Clean Water & Sanitation #8 Decent Work and Economic Growth #11 Sustainable Cities & Communities #12 Responsible Consumption & Production
306-3 Waste generated	Waste Management, page 17 ESG Data Tables, page 54	#3 Good Health & Well-Being #6 Clean Water & Sanitation #11 Sustainable Cities & Communities #12 Responsible Consumption & Production #15 Life on Land
306-4 Waste diverted from disposal	Waste Management, page 17 ESG Data Tables, page 54	
306-5 Waste directed to disposal	Waste Management, page 17 ESG Data Tables, page 54	
Social topics		
GRI 401: Employment 2016		
401-1 New employee hires and employee turnover	ESG Data Tables, page 54	#5 Gender Equality #10 Reduced Inequalities
401-3 Parental leave	ESG Data Tables, page 54	#5 Gender Equality #8 Decent Work and Economic Growth
GRI 403: Occupational Health and Safety 2018		
Occupational health and safety		

GRI Content Index

DISCLOSURE	REPORT LOCATION OR EXTERNAL KENNAMETAL REFERENCE	SDG LINKAGE
403-1 Occupational health and safety management system	Health and Safety, page 30	#8 Decent Work and Economic Growth
403-2 Hazard identification, risk assessment, and incident investigation	Health and Safety, page 30	
403-3 Occupational health services	Health and Safety, page 30	
403-4 Worker participation, consultation, and communication on occupational health and safety	Health and Safety, page 30	#8 Decent Work and Economic Growth #16 Peace, Justice, & Strong Institutions
403-5 Worker training on occupational health and safety	Health and Safety, page 30	#8 Decent Work and Economic Growth
403-6 Promotion of worker health	Health and Safety, page 30	#3 Good Health & Well-Being
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety, page 30	#8 Decent Work and Economic Growth
403-8 Workers covered by an occupational health and safety management system	Health and Safety, page 30	
403-9 Work-related injuries	Health and Safety, page 30 ESG Data Tables, page 54	#3 Good Health & Well-Being #8 Decent Work and Economic Growth #16 Peace, Justice, & Strong Institutions
403-10 Work-related ill health	Health and Safety, page 30 ESG Data Tables, page 54	

GRI Content Index

DISCLOSURE	REPORT LOCATION OR EXTERNAL KENNAMETAL REFERENCE	SDG LINKAGE
GRI 405: Diversity and equal opportunity 2016		
405-1 Diversity of governance bodies and employees	Diversity and Inclusion, page 24 ESG Data Tables, page 54	#5 Gender Equality #8 Decent Work and Economic Growth
GRI 413: Local communities 2016		
413-1 Operations with local community engagement, impact assessments, and development programs	Community Engagement, page 39 We work closely with government agencies in the various countries where we operate to ensure we comply with all applicable rules and regulations. This includes partnering with agencies in our local communities when we have a structural expansion or change to a facility that would require permitting or other compliance requirements. We share company news on various social media channels and monitor the channels daily for any comments or direct messages from our community stakeholders. We also have an extensive Contact Us section on the Kennametal website that provides support by country. Any complaints that we need to address are directed to the appropriate person within Kennametal, including plant managers or local representatives.	#4 Quality Education #11 Sustainable Cities and Communities

SASB Table

SASB TOPIC	ACCOUNTING METRIC	CODE	SECTION REFERENCE
Energy management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	RT-IG-130a.1	Climate Protection, page 10 ESG Data Tables, page 54
Workforce health & safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	RT-IG-320a.1	Health and Safety, page 30 ESG Data Tables, page 54
Fuel economy & emissions in use-phase	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	RT-IG-410a.1	These metrics are not applicable for our business, as we do not produce vehicles, equipment, generators, or engines.
	Sales-weighted fuel efficiency for non-road equipment	RT-IG-410a.2	
	Sales-weighted fuel efficiency for stationary generators	RT-IG-410a.3	
	Sales-weighted emissions of: (1) nitrogen oxides (NOx) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines, and (d) other non-road diesel engines	RT-IG-410a.4	
Materials sourcing	Description of the management of risks associated with the use of critical materials	RT-IG-440a.1	Supply Chain, page 50
Remanufacturing design & services	Revenue from remanufactured products and remanufacturing services	RT-IG-440b.1	Kennametal is unable to disclose this information because it is considered confidential information.
Activity metrics	Number of units produced by product category	RT-IG-000.A	Kennametal is unable to disclose this information because it is considered confidential information.
	Number of employees	RT-IG-000.B	8,447

TCFD Table

TCFD ELEMENT	DISCLOSURE	REFERENCE
Governance	a) Describe the board's oversight of climate-related risks and opportunities.	Corporate Responsibility Strategy, page 4 Environmental Management, page 7 Governance and Risk Oversight, page 45
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	Climate Protection, page 10
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	Environmental Management, page 7
	c) Describe the resilience of the organization's strategy, taking into consideration different climate related scenarios, including a 2°C or lower scenario.	
Risk management	a) Describe the organization's processes for identifying and assessing climate-related risks.	Climate Protection, page 10 Governance and Risk Oversight, page 45
	b) Describe the organization's processes for managing climate-related risks.	
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	
Metrics and targets	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	ESG Data Tables, page 54
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	

About this Report

Our FY24 Corporate Responsibility Report covers all global operations where we have financial and/or operational control related to the 2024 fiscal year from July 1, 2023 to June 30, 2024, unless otherwise noted. All annual data throughout this report is representative of fiscal years.

This report was prepared in reference to the Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB) Industrial Machinery & Goods 2018 Sustainability Accounting Standard. The report also aligns with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations. Content indexes are available from [page 53](#).

Kennametal is committed to transparency, engagement and consistent communication of our Corporate Responsibility strategies and programs to all stakeholders. This is our fifth annual report, which takes a materiality-based approach to disclosure. In consideration of the evolving landscape around corporate sustainability reporting, this year we have renamed it as a Corporate Responsibility Report. However, this title change has not significantly impacted the contents of this report.

