Business Responsibility and Sustainability Reporting

Section A: General Disclosures

I. Details of the listed entity

1	**Corporate Identity Number (CIN) of the Listed Entity**	:	L27109KA1964PLC001546
2	**Name of the Listed Entity**	:	Kennametal India Limited
3	**Year of incorporation**	:	September 21, 1964
4	**Registered office address**	:	8/9th Mile, Tumkur Road, Bengaluru, Karnataka - 560073, India
5	**Corporate address**	:	8/9th Mile, Tumkur Road, Bengaluru, Karnataka - 560073, India
6	**E-mail**	:	k-bngs-investor.relation@kennametal.com
7	**Telephone**	:	080-28394321
8	**Website**	:	https://www.kennametal.com/in/en/about-us/kil-financials.html
9	**Financial year for which reporting is being done**	:	FY 2025-26 (July 1, 2025 to June 30, 2026)
10	**Name of the Stock Exchange(s) where shares are listed**	:	BSE Limited (Scrip code: 505890, Scrip Name: KENNAMET)
11	**Paid-up Capital (In Rs)**	:	Rs. 219,782,400 /-
12	**Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report**	:	Mr. Vijaykrishnan Venkatesan Managing Director +91 8028394321 vijaykrishnan.venkatesan@kennametal.com Note: Full Phone No. +91-80-28394321
13	**Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).**	:	Disclosures made in this report are on a standalone basis and pertain to Kennametal India Limited (KIL). There are no subsidiaries.
14	**Name of assurance provider**	:	Not Applicable
15	**Type of assurance obtained**	:	Not Applicable

II. Products/services

16. Details of business activities (accounting for 90% of the turnover)

Description of Main Activity	Description of Business Activity	% of Turnover of the entity
Manufacturing and Trading	Manufacture of other fabricated metal products; metalworking service activities	90
Manufacturing	Manufacture of special-purpose machinery	10

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover)

Product/Service	NIC Code	% of total Turnover contributed
Hard Metal Products	25910	90
Machining Solutions Group	282	10

III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated

Location	Number of plants	Number of offices	Total
National	1	5	6
International	Not Applicable	Not Applicable	Not Applicable

**KIL has operations within India only.*

19(a). Number of locations

Location	Number
National (No. of states)	28
International (No. of countries)	18

Note: 28 States (as KIL is present across the country) and 17 countries (including India) as per geography wise sales file.

19(b)	**What is the contribution of exports as a percentage of the total turnover of the entity?**	Along with pan-India domestic operations, KIL exports products to Asia Pacific, European, Middle East and American markets. The exports account for around 14% of KIL's total turnover for FY26.
19(c)	**A brief on types of customers**	KIL has successfully positioned itself as a reliable industrial technology leader in materials science, tooling, and wear-resistant solutions for customers across the aerospace & defense, earthworks, energy, general engineering and transportation industries across India, Asia Pacific, European, Middle East and American markets.

IV. Employees

20(a). Employees and workers (including differently abled)

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
			Employees			
1.	Permanent Employees (D)	459	422	91.94%	37	8.06%
2.	Other than Permanent (E)	124	115	92.74%	9	7.26%
3.	**Total Employees (D + E)**	**583**	**537**	**92.11%**	**46**	**7.89%**
			Workers			
4.	Permanent Workers (F)	314	314	100%	0	0%
5.	Other than Permanent (G)	129	129	100%	0	0%
6.	**Total Workers (F + G)**	**443**	**443**	100%	0	0

20(b). Differently abled Employees and workers:

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
			Employees			
1.	Permanent (D)	0	0	0%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	**Total Differently Abled Employees (D + E)**	**0**	**0**	**0%**	**0**	**0%**
			Workers			
4.	Permanent (F)	2	2	100%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	**Total Differently**	**2**	**2**	**100%**	**0**	**0%**

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	abled workers (F + G)					

21. Participation/Inclusion/Representation of women

	Total (A)	No. of Females No. (B)	Percentage of Females % (B / A)
Board of Directors	7	2	28.57%
Key Management Personnel	3	1	33.33%

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 2025-26 (Turnover rate in current FY 2025-26)			FY 2024-25 (Turnover rate in current FY 2024-25)			FY 2023-24 (Turnover rate in previous FY 2023-24)		
	Total	Male	Female	Male	Female	Total	Male	Female	Total
Permanent Employees	**18.74%**	**19.43%**	**10.81%**	**19.18%**	**14.71%**	**18.85%**	16.27%	12.90%	16.00%
Permanent Workers	**6.05%**	**6.05%**	**N/A**	**5.92%**	**NA**	**5.92%**	8.71%	**NA**	8.71%

Note: Turnover includes retirals and entity transfer

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. Holding, Subsidiary and Associate Companies (including joint ventures)

Name of the holding / subsidiary/associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
Kennametal Inc., USA	Holding	24	Yes
Meturit A.G., Switzerland*	Holding	51	Yes

Note: The ultimate holding company of Meturit A.G., Zug, Switzerland is Kennametal Inc., USA that also participates in the BRSR activities of KIL. Kennametal Inc. USA holds 24% and Meturit A.G., Zug, Switzerland holds 51% equity shares in Kennametal India Limited.

VI. CSR Details

24. CSR Details

	Response
(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (in Rs.)	11,703,000,000
(iii) Net worth (in Rs.)	7,473,000,000

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, provide web-link)		Current Financial Year			Previous Financial Year		
	Yes / No	Web-link	Number filed during the year	Pending resolution at close of year	Remarks	Number filed during the year	Pending resolution at close of year	Remarks
Communities	Yes	https://www.kennametal.com/in/en/about-us/kil-financials/policies.html	1	1	NA	1	1	NA
Investors (other than shareholders)	Yes	https://www.kennametal.com/in/en/about-us/kil-financials/policies.html	Nil	Nil	NA	Nil	Nil	NA
Shareholders	Yes	https://www.kennametal.com/i	1	1	The investor complaint	1	1	The investor complaint was received in June 2025 and was resolved by the Company on

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, provide web-link)		Current Financial Year			Previous Financial Year		
	Yes / No	Web-link	Number filed during the year	Pending resolution at close of year	Remarks	Number filed during the year	Pending resolution at close of year	Remarks
		n/en/about-us/kil-financials/policies.html			was received in June 2025 and was resolved by the Company on July 3, 2025			July 3, 2025
Employees and workers	Yes	https://www.kennametal.com/in/en/about-us/kil-financials/policies.html	25	0	NA	13	1	NA
Customers	Yes	https://www.kennametal.com/in/en/about-us/kil-financials/policies.html	735	41	NA	656	31	NA
Value Chain Partners	Yes	https://www.kennametal.com/in/en/about-us/kil-financials/policies.html	464	28	NA	174	15	Nil
Other (please specify)	No	-	-	-	-	-	-	-

Note: All complaints received from employees & workers are considered here excluding the health and safety complaints which have been separately mentioned under the section Question 13 of Principle 3 (Businesses should respect and promote the well-being of all employees, including those in their value chains).

26. Overview of the entity's material responsible business conduct issues - Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Energy	Opportunity * Transition to green energy is expected to reduce overall Greenhouse Gas emissions and energy costs in the long run.	KIL is partially reliant on grid power and sources renewable energy through Power Purchase Agreements (PPAs). The consumption is bound to increase to meet the growing market demands, which would impact its energy efficiency. The reliance on grid energy consumption is a potential risk to business in case of grid-outage/browning of grid.	The company seeks to continuously enhance its systems and processes along with the transition to green energy consumption, thus ensuring an increase in its energy efficiency. During the year, the company increased its solar energy consumption to ~91% from 86% in the previous year	Positive
Occupational Health and Safety (OHS)	Risk and Opportunity * Health and Safety hazards are intrinsic to the engineering industry. Despite implemented systems and controls by KIL, any slippage can result into an incident and injury.	The health, safety, and well-being of employees is of paramount importance to KIL. The company has implemented safety management systems and initiatives in line with the best industry standards. Considering the intrinsic nature of the material issue, OHS is an ever-prevailing risk. There is always a possibility of slippage in the compliance to systems and controls considering the business and external circumstances. Any fatality or cases of serious injuries due to workplace issues would have a direct negative impact to business sustenance	The Company conducts hazard identification and risk assessment (HIRA) and Job Safety Assessment (JSA) as per international standards to identify potential risks per job/role. This enables KIL to develop adequate corrective and preventive measures in creating an employee safe workplace. The company has established robust mechanisms to enhance safety standards such as fall protection mitigation, rigor in the usage of various safety tools, AI based safety controls for all Power Industrial Vehicles, celebrating Safety Month and other important days to recognize and create	Positive and Negative

Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			awareness on the importance of safety.	
Product Safety and Quality	Risk. * KIL products are used as key components in aerospace, earthworks, energy, general engineering, and transportation industries. * While KIL has implemented a quality management system consistent with global and industry standards, any rare incident of slippage can impact customers.	KIL products can impact the performance of critical components and processes of customers from aerospace, earthworks, energy, general engineering, and transportation industries. Bearing this in mind, KIL has long brought into effect robust mechanisms to ensure consistent global quality. At the same time, KIL focuses on continuous improvement while maintaining consistent product safety standards. Any deviation in product quality or minor lapse in product safety would result in loss of customers and impact the business.	The company adheres to global standards of quality management. This would augment its product quality and in-turn its safety while also contributing to business growth. The company has invested in technology, equipment, and people to build capabilities, better serve customers, compete, and grow. It has established a Quality Clinic that enables the team to address customer complaints faster while also conducting proactive outreach to mitigate any issues.	Negative
Employee engagement & wellbeing	Opportunity * Close engagement with the workforce has helped to build a strong relationship between management and the workforce. This is expected to further help retain skilled employees and attract talent.	Employee well-being is critical to business operations and productivity. Multiple facets of employee well being are adequately managed and incorporated by the company in various employee-centric initiatives. A highly productive workforce would augment business growth.	The company continues to implement employee-centric initiatives such as periodic health check-ups, regular leadership communication, People Development Council to retain and grow the talent pool, engaging employees through Reward and Recognition programs, celebration of important days, sports tournaments, and cultural activities – all aimed at ensuring a vibrant workforce, propelling its business growth.	Positive

Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Diversity & Equal Opportunity	Opportunity * To attract broader pool of talent and contribute to employee satisfaction and retention.	KIL seeks to foster an inclusive and diverse workplace that organically propels business growth. KIL embraces diversity in its entirety to tap innovative ideas and new opportunities. It strives to be an equal opportunity provider, thus instilling a work culture underpinned by a sense of belonging, fairness, and equity. Through its approach towards diversity & equal opportunity, it seeks to achieve operational efficiency	The company continues to implement and actively embrace diversity, equity, and inclusion through the pillars of “Acquisition”, “Awareness”, “Development” and “Community” to be an equal opportunity provider. During the year, the company steered various initiatives that has been highlighted in the message from the Managing Director in the Annual Report on page no. 14.	Positive
Ethics and Compliance	Risk * The intrinsic nature of this material issue has the potential of severe consequences in the event of minor deviation from protocols. * While KIL has a strong Code of Conduct and ethics for employees, suppliers and senior management, there can be a possibility of slippage due to external environment issues beyond the control of the organization	KIL holds itself accountable for all relevant ethical and compliance requirements, as it is ingrained in its business ethos. The company is mindful that these matters pose significant reputational risks and raise questions on the organizational conduct with respect to integrity, business relationship problems, conflicts of interest, etc.	KIL adheres to strong ethical standards of integrity. Its Board of Directors, top management, and workers follow a strict code of conduct and ethics. An effective surveillance mechanism and a whistle blower policy are in place to guarantee that such regulations are properly followed. The company continues to periodically and scrupulously monitor inconsistencies and non-alignment pertaining to relevant ethics and compliance requirements.	Negative
Data security and information security	Risk * This is an evolving global risk, and the organization keeps assessing its vulnerability from time to time.	KIL maintains compliance with global and local regulations with respect to data privacy, as any deviations would result in legal, reputational,	As a business process, the company ensures adherence to the global policy https://www.kennametal.com/in/en/a bout-us/data-privacy.html	Negative

Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
		and financial implications. As is the case with most manufacturing organizations, the company is exposed to ever-emerging IT risks in its operations, including R&D and patents, design of engineering processes, etc.	along with global monitoring of data privacy and cyber security, to avoid any misalignment.	

Section B: Management and process disclosures

Disclosure Questions

1. Policy and Management Processes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.kennametal.com/in/en/about-us/kil-financials/policies.html								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-	-	ISO 45001	-	-	ISO 14001	-	-	ISO 9001
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	As of date, we have not defined any specific ESG commitments.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable								

2. Governance, leadership and oversight

	Response
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	This will be covered in the Managing Director's message in the Annual Report.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The ESG Committee of Board of Directors monitors the implementation of the Business Responsibility (BR) policies. The Managing Director of the Company is the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No).	Yes, an ESG committee of the Board of Directors has been constituted comprising five Directors – responsible for decision making on sustainability related issues.
If yes, provide details.	-

10(a). Details of Review of NGRBCs by the Company - Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Yes, Committee of the Board								

10(b). Details of Review of NGRBCs by the Company - Frequency (Annually / Half yearly /Quarterly/ Any other-please specify)

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Half yearly by the ESG Committee of the Board of Directors								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Half yearly for all Principles								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes/No	No	No	No	No	No	No	No	No	No
Agency Name.	NA	NA	NA	NA	NA	NA	NA	NA	NA

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	Not Applicable								
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	Not Applicable								
It is planned to be done in the next financial year (Yes/No)	Not Applicable								
Any other reason (please specify)	Not Applicable								

Not applicable, as KIL has developed policies against each principle.

Section C: Principle wise Performance Disclosure

Essential Indicators

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / Principles covered under the training	%age of persons in respective category covered by the awareness programmes
Board of Directors	2	P1, P3	50%
Key Managerial Personnel	12	P1, P2, P3, P5, P6	100%
Employees other than BoD and KMPs	369	P1, P2, P3, P4, P5, P6, P7, P8, P9	100%
Workers	60	P1, P2, P3, P4, P5, P6, P7, P8, P9	99.80%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year:

Monetary					
	NGRBC Principle	**Name of the regulatory / enforcement agencies / judicial institutions**	**Amount (In INR)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Penalty/ Fine	Not Applicable				
Settlement	Not Applicable				
Compounding	Not Applicable				

Non Monetary					
	NGRBC Principle	**Name of the regulatory / enforcement agencies / judicial institutions**	**Amount (In INR)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Imprisonment	Not Applicable				
Punishment	Not Applicable				

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed

Case Details	**Name of the regulatory/ enforcement agencies/judicial institutions**
Not Applicable	Not Applicable

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Kennametal India Limited has a well-defined policy on Anti-Corruption and Anti-Bribery. The policy is applicable to all directors, officers and employees of Kennametal India Limited, and its sales agents, representatives and distributors (collectively referred to as "Third Parties") operating or located in the regions where Kennametal operates,

https://in.investors.kennametal.com/corporate-governance/policies-codes

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY (2025-26)	**FY (2024-25)**
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest:

	Number FY (2023-24)	**Remarks FY (2023-24)**	**Number FY (2022-23)**	**Remarks FY (2022-23)**
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA

	Number FY (2023-24)	Remarks FY (2023-24)	Number FY (2022-23)	Remarks FY (2022-23)
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY (2025-26)	FY (2024-25)
Number of days of accounts payables	129	87

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
-	b. Number of trading houses where purchases are made from	0	0
-	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	47%	50
-	b. Number of dealers/distributors to whom sales are made	352	359
-	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	17%	18
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	40%	43%
-	b. Sales (Sales to related parties/Total Sales)	12%	13%
-	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	0	0
-	d. Investments (Investments in related parties/Total Investments made)	0	0

PRINCIPLE 2

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY (2025-26)	FY (2024-25)	Details of improvements in environmental and social impacts
R&D	0	0	Kennametal India Limited leverages the R&D developments of its parent company Kennametal Inc. to improve environmental and social impacts. For example, Kennametal Inc. is evolving with the fast-growing hybrid and electric vehicle market to identify and tackle e-mobility challenges and create new machining solutions for the industry. It prioritizes innovation, high performance and reliability. It specializes in the application of additive manufacturing processes like innovative 3D printing design. More details are available in the Kennametal Inc. ESG report https://investors.kennametal.com/corporate-governance/corporate-responsibility
Capex	0	0	Not Applicable

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

No

b. If yes, what percentage of inputs were sourced sustainably?

NA

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for

	Add Details
(a) Plastics (including packaging)	The company has a buy back policy for used carbide powder, the details of which can be accessed at: https://www.kennametal.com/us/en/services/carbide-recycling.html Accordingly, waste carbide generated at KIL is sent to other Kennametal sites for recycling.
(b) E-waste	The company has a buy back policy for used carbide powder, the details of which can be accessed at: https://www.kennametal.com/us/en/services/carbide-recycling.html Accordingly, waste carbide generated at KIL is sent to other Kennametal sites for recycling.
(c) Hazardous waste	The company has a buy back policy for used carbide powder, the details of which can be accessed at: https://www.kennametal.com/us/en/services/carbide-recycling.html Accordingly, waste carbide generated at KIL is sent to other Kennametal sites for recycling.
(d) other waste	The company has a buy back policy for used carbide powder, the details of which can be accessed at: https://www.kennametal.com/us/en/services/carbide-recycling.html Accordingly, waste carbide generated at KIL is sent to other Kennametal sites for recycling.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, KIL is compliant to EPR requirement for importer and brand owner. Annual returns are filled on time and EPR credits are taken as per requirement

PRINCIPLE 3

Essential Indicators

1(a). Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	422	422	100%	422	100%	NA	NA	422	100%	422	100%
Female	37	37	100%	37	100%	37	100%	NA	NA	37	100%
Total	**459**	**459**	**100%**	**459**	**100%**	**37**	**100%**	**422**	**100%**	**459**	**100%**
Other than Permanent employees*											
Male	115	NA	0%	101	87.83%	NA	0%	NA	0%	NA	0%
Female	9	NA	0%	1	11.11%	NA	0%	NA	0%	NA	0%
Total	**124**	**0**	**0%**	**102**	**82.26%**	**0**	**0%**	**0**	**0%**	**0**	**0%**

Note: These numbers also include employees covered under the ESIC Act.

1(b). Details of measures for the well-being of workers:

Category	% of Workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	314	314	100%	314	100%	NA	NA	NA	NA	314	100%
Female	0	0	0%	0	0%	NA	0%	NA	0%	0	0%

Category	% of Workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Total	**314**	**314**	**100 %**	**314**	**100 %**	**0**	**0%**	**0**	**0%**	**314**	**100%**
					Other than Permanent employees*						
Male	129	129	100 %	129	100 %	NA	0%	NA	0%	NA	0%
Female	0	0	0%	0	0%	NA	0%	NA	0%	NA	0%
Total	**129**	**129**	**100 %**	**129**	**100 %**	**0**	**0%**	**0**	**0%**	**0**	**0%**

Note: These numbers also include employees covered under the ESIC Act.

1(c). Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –

	FY (2025-26)	FY (2024-25)
Cost incurred on well- being measures as a % of total revenue of the company	0.88%	1.20%

2. Details of retirement benefits, for Current FY and Previous Financial Year.

	No. of employees covered as a % of total employees FY (2023-24)	No. of workers covered as a % of total workers FY (2023-24)	Deducted and deposited with the authority (Y/N/N.A.) FY (2023-24)	No. of employees covered as a % of total employees FY (2022-23)	No. of workers covered as a % of total workers FY (2022-23)	Deducted and deposited with the authority (Y/N/N.A.) (2022-23)
PF	100	100	Y	100%	100%	Y
Gratuity	100	100	Y	100%	100%	Y
ESI	0	29.12%	Y	0%	0%	NA
Others – please specify	NA	NA	NA	NA	NA	NA

3. Accessibility of workplaces : Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes. KIL's administration building, and Master Inserts Plant are accessible to differently abled employees through infrastructure such as ramps and dedicated washrooms.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

We believe in the power of diverse talents and capabilities to propel our business. To that end, we are committed to ensuring a fair and equitable workplace, free from harassment and discrimination, where advancement is based on job-related qualifications, accomplishments, and experience. Kennametal India Limited has an Equal Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016, approved by the Board of Directors of KIL in FY25.

https://www.kennametal.com/in/en/about-us/kil-financials/policies.html

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

	Return to work rate - Permanent employees	Retention rate - Permanent employees	Return to work rate - Permanent workers	Retention rate - Permanent workers
Male	26	100%	3	100%
Female	NA	NA	NA	NA
Total	26	100%	3	100%

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes/No	If Yes, then give details of the mechanism in brief
Permanent Workers	Yes	KIL has in place a robust grievance redressal mechanism for employees and workers which has been detailed in the policy on redressal of Stakeholders' Grievances (Link: https://images.kennametal.com/is/content/Kennametal/policy-onredressal-of-stakeholders-grievancespdf). Employees and workers of KIL can share their concerns initially to their points of contacts at KIL, and if dissatisfied with the grievance redressed at this stage, the employees are encouraged to write in detail about their grievance to the grievance redressal officer at anupriya.garg@kennametal.com. Within 30 days of the receipt of the grievance, the officer shall ensure due resolution of said grievance. In the event the resolution is taking longer than the assigned time of 30 days, the officer shall bring up the grievance to the stakeholders' grievance committee for grant of more time for resolution OR in the event the grievance cannot be resolved to the satisfaction of the stakeholders, shall bring it to the notice of the said committee for further direction.
Other than Permanent Workers	Yes	KIL has in place a robust grievance redressal mechanism for employees and workers which has been detailed in the policy on redressal of Stakeholders' Grievances (Link: https://images.kennametal.com/is/content/Kennametal/policy-onredressal-of-stakeholders-grievancespdf). Employees and workers of KIL can share their concerns initially to their points of contacts at KIL, and if dissatisfied with the grievance redressed at this stage, the employees are encouraged to write in detail about their grievance to the grievance redressal officer at anupriya.garg@kennametal.com. Within 30 days of the receipt of the grievance, the officer shall ensure due resolution of said grievance. In the event the resolution is taking longer than the assigned time of 30 days, the officer shall bring up the grievance to the stakeholders' grievance committee for grant of more time for resolution OR in the event the grievance cannot be resolved to the satisfaction of the stakeholders, shall bring it to the notice of the said committee for further direction.
Permanent Employees	Yes	KIL has in place a robust grievance redressal mechanism for employees and workers which has been detailed in the policy on redressal of Stakeholders'

	Yes/No	If Yes, then give details of the mechanism in brief
		Grievances (Link: https://images.kennametal.com/is/content/Kennametal/policy-onredressal-of-stakeholders-grievancespdf). Employees and workers of KIL can share their concerns initially to their points of contacts at KIL, and if dissatisfied with the grievance redressed at this stage, the employees are encouraged to write in detail about their grievance to the grievance redressal officer at anupriya.garg@kennametal.com. Within 30 days of the receipt of the grievance, the officer shall ensure due resolution of said grievance. In the event the resolution is taking longer than the assigned time of 30 days, the officer shall bring up the grievance to the stakeholders' grievance committee for grant of more time for resolution OR in the event the grievance cannot be resolved to the satisfaction of the stakeholders, shall bring it to the notice of the said committee for further direction.
Other than Permanent Employees	Yes	KIL has in place a robust grievance redressal mechanism for employees and workers which has been detailed in the policy on redressal of Stakeholders' Grievances (Link: https://images.kennametal.com/is/content/Kennametal/policy-onredressal-of-stakeholders-grievancespdf). Employees and workers of KIL can share their concerns initially to their points of contacts at KIL, and if dissatisfied with the grievance redressed at this stage, the employees are encouraged to write in detail about their grievance to the grievance redressal officer at anupriya.garg@kennametal.com. Within 30 days of the receipt of the grievance, the officer shall ensure due resolution of said grievance. In the event the resolution is taking longer than the assigned time of 30 days, the officer shall bring up the grievance to the stakeholders' grievance committee for grant of more time for resolution OR in the event the grievance cannot be resolved to the satisfaction of the stakeholders, shall bring it to the notice of the said committee for further direction.

KIL has in place a robust grievance redressal mechanism for employees and workers which has been detailed in the policy on redressal of Stakeholders' Grievances (Link: https://www.kennametal.com/in/en/about-us/kil-financials/policies.html). Employees and workers of KIL can share their concerns initially to their points of contacts at KIL, and if dissatisfied with the grievance redressed at this stage, the employees are encouraged to write in detail about their grievance to the grievance redressal officer at anupriya.garg@kennametal.com. Within 30 days of the receipt of the grievance, the officer shall ensure due resolution of said grievance. In the event the resolution is taking longer than the assigned time of 30 days, the officer shall bring up the grievance to the stakeholders' grievance committee for grant of more time for resolution OR in the event the grievance cannot be resolved to the satisfaction of the stakeholders, shall bring it to the notice of the said committee for further direction.

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:

	Total employees / workers in respective category (A) FY (2025-26)	No. of employees / workers in respective category, who are part of association(s) or Union (B) FY (2025-26)	% (B / A) FY (2025-26)	Total employees / workers in respective category (C) FY (2024-25)	No. of employees / workers in respective category, who are part of association(s) or Union (D) FY (2024-25)	% (D / C) FY (2024-25)
Total Permanent Employees	459	NA	NA	451	NA	
Male	422	NA	NA	417	NA	
Female	37	NA	NA	34	NA	

	Total employees / workers in respective category (A) FY (2025-26)	No. of employees / workers in respective category, who are part of association(s) or Union (B) FY (2025-26)	% (B / A) FY (2025-26)	Total employees / workers in respective category (C) FY (2024-25)	No. of employees / workers in respective category, who are part of association(s) or Union (D) FY (2024-25)	% (D / C) FY (2024-25)
Total Permanent Workers	314	296	94.27%	321	286	90.2%
Male	314	296	94.27%	321	290	90.3%
Female	0	0	0	0	0	0

8. Details of training given to employees and workers:

Category	FY 2025-2026 Current Financial Year					FY 2024-2025 Current Financial Year				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	463	397	85.75	446	96.33	528	528	100%	437	82.77%
Female	50	41	82.00	48	96.00	44	44	100%	36	81.82%
Total	513	438	85.38	494	96.30	572	572	100%	473	82.69%
Workers										
Male	509	498	97.84	486	95.48	425	425	100%	41	9.65%
Female	0	0	0.00	0	0.00	0	0	0%	0	0%
Total	509	498	97.84	486	95.48	425	425	100%	41	9.65%

9. Details of performance and career development reviews of employees and worker:

Category	FY 2024-2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						

Category	FY 2024-2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Male	422	402	95.26%	417	396	95.0%
Female	37	37	100%	34	33	97.1%
Total	459	439	95.64%	451	429	95.1%
Workers						
Male	314	0	0%	321	0	0%
Female	0	0	0%	0	0	0%
Total	314	0	0%	321	0	0%

Note: The performance management policy has been revised for FY25 to include employees who are on-roll till 31st March 2025. As of today, production employees/ workers (Union members) are not covered under performance management process.

10. Health and safety management system:

	Response
a.Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No).	Yes
If yes, the coverage such system?	Our manufacturing facility and head office at Bangalore are certified to the international standards ISO 45001:2018 Occupational Health and Safety Management System which is valid up to November 12, 2026. During the last recertification process, no non-conformance was flagged. This demonstrates KIL's consistent effort to reduce accidents and illnesses related to the workplace. Internal audits are conducted regularly to ensure continuous improvement in safety standards and performance.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	Being certified to ISO 45001:2018, KIL has a robust procedure for Hazard Identification and Risk Assessment (HIRA). The findings from dynamic Job Safety Assessment (JSA) for nonroutine work along with the work permit system and Static JSA for routine work are considered while developing the HIRA. Daily walk-through audits, leadership safety walkthrough, internal audits, safety campaigns, toolbox talks, and quantitative risk assessment etc. along with employee concerns are considered during the risk identification process. This register is frequently reviewed and duly updated. As on date of this report, the company has identified several hazards and risks, for which mitigation measures have been implemented. As a business practice, any process change or incident would instigate necessary changes to the HIRA and associated procedures. Necessary KPIs have been designated against all mitigation measures which are frequently reported to the top management. Necessary corrective actions and preventive actions are implemented as part of continuous improvement of our processes.
c.Whether you have processes for workers to report the work related hazards and to remove themselves from such risks?	Yes, Kennametal India, through its established HIRA register, has well-defined processes for both routine and non-routine jobs, which are integrated into the respective SOPs. Dynamic Job Safety Assessment (JSA) for non-routine work along with the work permit system and Static JSA for routine work are implemented to ensure safety. These procedures are frequently reviewed and updated. All employees are sensitized on all salient safety aspects through training. Furthermore, the employees and workers can escalate any safety related concerns in their tier meetings. Details of some of the processes in place for workers to report work-related hazards is described as follows : Stop Work Authority: It is one of the best ways to engage the workforce in preventing Fatality & Serious Injury (FSI). KIL has empowered

	Response
	any staff, employee, worker, contractor or visitor to stop any work which is hazardous in nature, and which may cause injury to a person or damage to the company assets. It is a six-step process of Stop, Notify, Investigate, Correct, Communicate and Follow up. Once the correction is complete, the work can be resumed with the corrected method. The person who has successfully issued a Stop Work is recognized and rewarded. Find and Fix: It is another important process to ensure engagement of the workmen and staff in the prevention of FSIs. The worker / staff who identities any FSI will take up the work to correct the gap. Once the gap is closed, he/she will communicate back to EHS in a template on his/her work on Find & Fix (F & F). KIL's manufacturing facility has a target for (F&F), however it has exceeded the requirement by more than 3 to 4 times in the last reporting periods.
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?	Yes, Kennametal India Limited has contracted with a local hospital at Bangalore for healthcare emergencies and with laboratories for annual medical check-up. Additionally, all our employees and workers and their direct dependent family members (including employee parents) are covered under medical insurance (for hospitalization). Additionally, all employees and workers are also covered under group personal accident and group term life insurance.

11. Details of safety related incidents, in the following format:

	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) - Employees	0	0
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) - Workers	0	0
Total recordable work-related injuries - Employees	0	0
Total recordable work-related injuries - Workers	2	0
No. of fatalities - Employees	0	0
No. of fatalities - Workers	0	0
High consequence work related injury or ill-health (excluding fatalities) - Employees	0	0
High consequence work related injury or ill-health (excluding fatalities) - Workers	0	0

12	**Describe the measures taken by the entity to ensure a safe and healthy work place.**	Kennametal India has a strong safety culture. The operational factory has a dedicated department safety committee, to review the policy, procedures, key performance indicators and systems of Health, Safety and Environment. The tier board meetings and walk-through audits are instrumental in addressing the safety concerns and conditions at the factory. Various kinds of initiatives, drive/campaigns along with

		trainings are regularly provided for all employees. These ensure continual improvement in the safety performance. i. KIL has an OHS Policy, the briefing of which is included as part of its induction training, general training and drills for relevant stakeholders including but not limited to employees, workers, and contractors. ii. KIL conducts webinars on health-related topics (e.g., ergonomics, hypertension etc.) regularly. iii. The operational plant has a department-level EHS safety committee that ensures compliance with the Standard Operating Procedure (SOP) developed as per ISO 45001:2018 iv. KIL has developed SOPs for all major activities with its plants to ensure a safe working environment. v. All staff and visitors are empowered to use Stop Work Authority for identifying hazardous work conditions and taking corrective actions vi. Daily tier board meetings with fixed agenda on safety are conducted. All incidents within KIL are investigated thoroughly for root cause identification (RCA) and taking preventive as well as corrective actions. Incidents of Kennametal Inc. have been studied to take proactive actions to prevent potential hazards within the KIL facility. vii. OHS inspections are conducted daily. viii. Procedure is in place for non-routine activities. Work Permits are issued for these activities, and the procedure is defined for approval of same. ix. KIL ensures all chemicals are provided with a material safety data sheet (SDS) for awareness of all staff. x. Safety Kaizen is highly encouraged for process modification and upgradation. xi. KIL encourages all staff to report near-miss incidents (IFE – injury free events) along with first- aid cases, recordable injuries, and fatalities. xii. KIL includes a clause on safety for contract workmen in the purchase order which will ensure as a guiding mechanism for the contractors xiii. The Occupational Health Centers (OHC) are equipped with dedicated doctors and staff nurses, and first aid facilities are available for both employees and workers. First aid training is regularly conducted for employees and workers by certified agencies.

13. Number of Complaints on the following made by employees and workers:

	Filed during the year FY (2025-26)	**Pending resolution at the end of year FY (2025-26)**	**Remarks FY (2025-26)**	**Filed during the year FY (2024-25)**	**Pending resolution at the end of year FY (2024-25)**	**Remarks FY (2024-25)**
Working Conditions	-	-	-	-	-	-
Health & Safety	25	0	-	40	0	-

Note: The data for FY2023-24 and FY2024-25 have been recalibrated to consider only complaints related to IFE - injury free event, FAC - First aid case, OSHA - Occupational safety and health administration

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100
Working	100

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Conditions	

* Sales Offices were not assessed in FY2025– 2026

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

The typical process followed by KIL to address safety-related incidents is described below. 1. An incident alert report is developed which details the hazard category, incident description, and root cause analysis (RCA) is done and CAPA (Corrective Action and Preventive Action) is implemented 2. Incident alert report is shared globally to communicate the incident with all internal stakeholders. 3. The completion of actions is tracked in the GENSUITE portal.

PRINCIPLE 4

Essential Indicators

1	**Describe the processes for identifying key stakeholder groups of the entity.**	Stakeholder engagement is essential in identifying sustainability risks, the mitigation of which is ingrained in the business growth strategy. KIL acknowledges the importance of stakeholder identification. It has identified relevant stakeholder groups based on their material influence on the business strategy. The results from a desk-based sector analysis also contributed to the finalization of its stakeholders, namely: customers, employees and workers, suppliers, contractors / sub-contractors, supply chain partners, channel partners / distributors, shareholders and investors, regulatory and government agencies, media, and implementation partners and communities by the India Leadership Council (ILC) of Kennametal. The engagement approach entails identifying and capturing stakeholders; assessing and evaluating their responses; prioritizing key material issues; and identifying sustainability indicators. KIL then incorporates the identified material topics into its business strategy.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	Press releases and media interactions, emails, Annual General Meeting, stock exchange filings, analyst calls, updates on the Company's website	Annually through Annual Report, quarterly through financial results, continuous engagement: investor / shareholder page on website, investor calls and stock exchange updates	Economic & industry outlook, strategic outlook, Company overview, business update and queries on published financials
Shareholders	No	Press releases and media	Annually through	Company's

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
		interactions, emails, Annual General Meeting, stock exchange filings, analyst calls, updates on the Company's website	Annual Report, quarterly through financial results, continuous engagement: investor / shareholder page on website, investor calls and stock exchange updates	performance, dividend confirmation, financial performance, event-based compliance matters, strategic initiatives
Customers	No	Customer meet, exhibitions, digital marketing (websites, social media, newsletters, emails), trainings, etc.	Event-based, continuous engagement, periodic customer satisfaction survey	Company overview, new product launches, product promotions, success stories, product displays, product trainings, ESG and other strategic initiatives, etc.
Employees and Workers	No	Periodic newsletters, long service awards, notice on bulletin boards, Reward & Recognition, monthly connect, townhalls, daily shopfloor meetings, emailers	Quarterly, monthly, event-based, continuous engagement	Company overview, strategic initiatives, awareness on programs / policies / processes/ ESG, key management decisions, updates on company performance and initiatives, training courses, etc.
Regulatory and Government Agencies	No	Notices, circulars, etc.	Event-based	Regulatory / statutory compliance
Implementation Partners	No	Emails, in-person and virtual interactions and on-ground CSR activities	Event-based	Implementation partners (NGOs) identify projects based on the needs of communities and in alignment with KIL's CSR strategy.
Communities	Yes	In-person interaction, employee volunteering	Event-based	CSR activities, ESG initiatives,

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
		activities, implementation partners, etc.		company overview and relevant updates.
Supply chain partners	No	Supplier meets, trainings, emails / letters, etc.	Annually, event-based	Supplier code of conduct and other allied matters, company initiatives, ESG initiatives, etc.

PRINCIPLE 5

Essential Indicators

1. **Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:**

Category	FY 2025-2026 Current Financial Year			FY 2024-2025 Current Financial Year		
	Total (A)	No. employee's workers covered (B)	% (B/A)	Total (C)	No. employee's workers covered (D)	% (D/C)
Employees						
Permanent	463	456	98.49	451	376	83.37 %
Other than permanent	50	50	100.00	121	106	87.60 %
Total Employees	513	506	98.64	572	482	84.27 %
Workers						
Permanent	298	297	99.66	321	274	85.36 %
Other than permanent	211	208	98.58	104	89	85.58 %
Total Workers	509	505	99.21	425	363	85.41 %

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No.(E)	% (E/D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	422	0	0%	422	100%	417	0	0%	417	100%
Female	37	0	0%	37	100%	34	0	0%	34	100%
Other than Permanent										
Male	115	0	0%	115	100%	113	0	0%	113	100%
Female	9	0	0%	9	100%	8	0	0%	8	100%
Workers										
Permanent										
Male	314	0	0%	314	100%	321	0	0%	321	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Other than Permanent										
Male	129	0	0%	129	100%	104	0	0%	104	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%

3(a). Details of remuneration/salary/wages - Median remuneration / wages:

	Male - Number	Male - Median remuneration/ salary/ wages of respective category	Female - Number	Female - Median remuneration/ salary/ wages of respective category	Other - Number	Other - Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3	INR 3477273	1	INR 2113636	-	-
Key Managerial Personnel	2	INR3,46,76,379	1	INR 1,41,26,718	2	INR 3,46,76,379
Employees other	420	INR 18,99,558	36	INR 9,74,382	420	INR 18,99,558

	Male - Number	Male - Median remuneration/ salary/ wages of respective category	Female - Number	Female - Median remuneration/ salary/ wages of respective category	Other - Number	Other - Median remuneration/ salary/ wages of respective category
than BoD and KMP						
Workers	314	INR 14,72,496	0	0	314	INR 14,72,496

Note: Directors receiving remuneration as at June 30, 2025 have been considered for calculating median remuneration. Mr. Faisal Saad Hamadi, Mr. Keith Alan Mudge and Ms. Kelly Golden Lynch, being Non-Executive Directors have not been considered for calculating median remuneration since they do not receive any pecuniary benefits from the Company. Mr. Vijaykrishnan Venkatesan, Managing Director, who draws remuneration and the Independent Directors who receive sitting fee and commission have been considered for calculating median remuneration.

3(b). Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY (2025-26)	FY (2024-25)
Gross wages paid to females as % of total wages	5.13%	4.45%

Note: Directors receiving remuneration as at June 30, 2025 have been considered for calculating median remuneration. Mr. Faisal Saad Hamadi, Mr. Keith Alan Mudge and Ms. Kelly Golden Lynch, being Non-Executive Directors have not been considered for calculating median remuneration since they do not receive any pecuniary benefits from the Company. Mr. Vijaykrishnan Venkatesan, Managing Director, who draws remuneration and the Independent Directors who receive sitting fee and commission have been considered for calculating median remuneration.

4	**Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?**	KIL has set up a mechanism to address grievance/concerns related to human rights violations which has been detailed in the Policy on redressal of Stakeholders' Grievances. As per the policy, the primary responsibility of redressing human rights related grievances lies with the Grievance Redressal officer and the Stakeholders' Grievance Committee. Furthermore, KIL has the following committees which address specific aspects of human rights impacts or issues: 1. Internal Committee: Aggrieved female and male employees who believe that they have been subjected to an act of sexual harassment can file a complaint with the Internal Committee for women and men. The committee investigates each complaint in a fair and expeditious manner. The investigations are kept confidential except when the nature of investigation makes it necessary to disclose certain information. 2. Grievance Committee: comprising five members who are union office bearers. They discuss workers' issues through fortnightly grievance meeting. 3. Business Ethics and Compliance Code (BECC): Issues raised by employees are categorized into the following: behavioral, ethical/legal. Behavioral issues are directed to HR whereas financial/ethical issues are directed to legal. HR has the overall responsibility of corrective actions.
5	**Describe the internal mechanisms in place to redress grievances related to human**	KIL has set up a mechanism to address grievance/concerns related to human rights violations, which has been detailed in the policy on

	rights issues.	redressal of Stakeholders' Grievances. All the stakeholders of KIL can share their concerns initially to their points of contacts at KIL, and if dissatisfied with the grievance redressed at this stage, the employees are encouraged to write in detail about their grievance to the grievance redressal officer at anupriya.garg@kennametal.com. Within 30 days of the receipt of the grievance, the officer shall ensure due resolution of the said grievance. In the event the resolution is taking longer than the assigned time of 30 days, the officer shall bring up the grievance to the Stakeholders' Grievance Committee for grant of more time for resolution OR in the event the grievance cannot be resolved to the satisfaction of the stakeholders, shall bring it to the notice of the said committee for further direction.

6. Number of Complaints on the following made by employees and workers:

	Filed during the year FY (2025-26)	**Pending resolution at the end of year FY (2024-25)**	**Remarks FY (2025-26)**	**Filed during the year FY (2024-25)**	**Pending resolution at the end of year FY (2024-25)**	**Remarks FY (2024-25)**
Sexual Harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY (2025-26)	**FY (2024-25)**
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	Nil
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	1	Nil

8	**Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.**	• We have a toll free number to report cases if any. Also it can be addressed to Legal Department • Refresher session on POSH were conducted for all the

		employees
9	**Do human rights requirements form part of your business agreements and contracts?**	All our business agreements specifically provide for labour law compliances to be adhered to by all our suppliers and business partners, including fair wages and timely payment of statutory dues.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	-

Note: The company internally monitors compliance for all applicable laws and policies pertaining to human rights issues.

11	**Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question above.**	Not Applicable

PRINCIPLE 6

Essential Indicators

1(a). Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

	FY (2025-26)	**FY (2024-25)**
From renewable sources		-
Total electricity consumption (In GJ)(A)	58464	66186.00
Total fuel consumption (In GJ)(B)	0	0.00
Energy consumption through other sources(In GJ) (C)	0	0
Total energy consumed from renewable(In GJ) (A+B+C)	58464	66186.00
From non-renewable sources		-
Total electricity consumption(In	15188.54	6468.54

	FY (2025-26)	FY (2024-25)
GJ) (D)		
Total fuel consumption(In GJ) (E)	1917.98	1857.05
Energy consumption through other sources(In GJ) (F)	0	0
Total energy consumed from non-renewable sources(In GJ) (D+E+F)	17106.52	8325.59
Total energy consumed(In GJ) (A+B+C+D+E+F)	75570.52	74511.59
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)		6.37GJ/million-INR
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)		6.37 GJ/million-INR
Energy intensity in terms of physical output	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

Note: The FY2025-26 scope 2 emissions includes electricity consumed by KIL sales offices.

1(b)	**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency.**	No
2	**Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**	Not Applicable

3(a). Provide details of the following disclosures related to water, in the following format:

	FY (2025-26)	FY (2024-25)
Water withdrawal by source (in		

	FY (2025-26)	FY (2024-25)
kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	30884.35	37022
(iii) Third party water	13834.92	13869.77
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	44719.27	50891.77
Total volume of water consumption (in kilolitres)	44648.77	50891.77
Water intensity per rupee of turnover (Water consumed / turnover)		4.35 KL/million-INR
Water intensity per rupee of turnover adjusted for Purchasing (Total water consumption / Revenue from operations adjusted for PPP)		4.35 KL/million-INR
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

3(b)	**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency for liquid discharge?**	No

4(a). Provide the following details related to water discharged:

	FY (2025-26)	FY (2024-25)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater		

	FY (2025-26)	FY (2024-25)
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(iii) To Seawater		
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties		
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(v) Others	0	0
No treatment	0	0
With treatment – please specify level of treatment	30384.16	31447
Total water discharged (in kilolitres)	30384.16	31447

Note: Tertiary treatment is done to waste water before discharge. 100 % treated water is utilized for the purpose of gardening within the company premises.

4(b)	**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency for water discharge?(Y/N) If yes, name of the external agency.**	No
5	**Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.**	Yes, Plant is zero liquid discharge. Waste water generated is treated in STP/ ETP plant and reused for gardening purpose within plant permises

6(a). Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

	Please specify unit	FY (2025-26)	FY (2024-25)
NOx	PPM(v)	10264.44	15723
SOx	PPM(v)	3535.03	3504
Particulate matter (PM)	mg/m3	17659.44	12535
Persistent organic pollutants (POP)	NA	NA	NA

	Please specify unit	FY (2025-26)	FY (2024-25)
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	-	NA	-
Carbon Monoxide (CO)	mg/m3	3955.20	3763
Non-Methane Hydrocarbons	mg/m3	2.30	-
Acid mist as HCL	mg/m3	347.10	-

Note: The value is considered as summation for whole year from FY2025. The analysis and sampling methodology was revised from Jan 2025 with change in NABL accredited agency for sampling and monitoring

6(b)	**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency for GHG emissions? If yes, name of the external agency.**	No

7(a). Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

	Unit	FY (2025-26)	FY (2024-25)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	1577.641	452.39
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2	2995.52	1306.29
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO2/millionINR		0.15
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted	tCO2/millionINR		0.15
for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenuefrom operations adjusted for PPP)	tCO2/millionINR		0.15

	Unit	FY (2025-26)	FY (2024-25)
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	NA	NA
Total Scope 1 and Scope 2 emission intensity (optional)– the relevant metric may be selected by the entity	-	NA	NA

Note: The FY2024-25 scope 2 emissions includes electricity consumed by KIL sales offices.

7(b)	**Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**	No
8	**Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.**	Yes, KIL has increased the consumption of solar energy to reduce GHG emissions

9(a). Provide details related to waste management by the entity, in the following format:

	FY (2025-26)	FY (2024-25)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	5.86	4.51
E-waste (B)	3.07	3.23
Bio-medical waste (C)	0.0018	0.01
Construction and demolition waste (D)	0	0
Battery waste (E)	0	3.42
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	424.999	377.1
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	309.26	285.98
Total (A+B + C + D + E + F + G + H)	743.1908	674.24
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)		0.06 mt/million-INR

	FY (2025-26)	FY (2024-25)
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)		0.06 mt/million-INR
Waste intensity in terms of physical output	NA	-
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		-
(i) Recycled	464.02	374.86
(ii) Re-used	198.67	252.45
(iii) Other recovery operations	48.13	46.93
Total	710.82	674.24
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.0018	0.01
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0.0018	0.01

9(b)	**Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**	No
10	**Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.**	"Waste generated from the process is stored at the plant in the separate storage area. Hazardous Waste and Non-Hazardous Waste are segregated at the source itself. The Hazardous Waste is further segre gated based on the Hazardous Waste Category. Once a day, the hazardous waste is moved to the Cen tral Hazardous Waste storage area with a slip indicating the date of generation, quantity, etc. The stor age inventory is updated. Within 90 days of arrival, the waste is disposed of

		to the KSPCB approved vendor by managing the online e-manifest. The general Waste (Non-Hazardous) is shifted to the central waste storage area on daily basis. This includes paper, plastics, metals, etc. which is sold to authorized vendors on a periodic basis based on the load. A new scrap yard has been constructed for systematic storage of waste with modern day design as well as compliance with required norms. KIL puts continuous efforts in identifying such process(es) and works on substitution by introducing an alternative process which is less hazardous and toxic in nature, which will eventually reduce the exposure to our employees. The team has introduced a sustainable process to recover tungsten from carbide grinding sludge, enabling over 50% tungsten recovery, reducing raw material dependency, en hancing supply chain resilience and generating significant savings."

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, Please specify details in the following format:

Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with?	If no, the reasons thereof and corrective action taken, if any.
Not Applicable	Not Applicable	Not Applicable	Not Applicable

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable

13(a)	**Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder?**	Yes, We are compliant with the applicable environmental laws Note: All environment laws and regulations are complied

13(b). Provide details of all such non-compliances, in the following format

Specify the law/regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable	Not Applicable	Not Applicable	Not Applicable

PRINCIPLE 7

Essential Indicators

1(a)	**Number of affiliations with trade and industry chambers/ associations.**	Fifteen affiliations are present as of now.

1(b). List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to

Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/International)
Confederation of Indian Industry (CII)	National
Confederation of Indian Industry -Indian Women Network (CII-IWN)	National
Indian Valve and Actuator Manufacturers Association (IVAMA)	National
Indian Machine Tool Manufacturers' Association (IMTMA)	National
Indian Cutting Tools Manufacturers' Association (ICTMA)	National
Indian Construction Equipment Manufacturers' Association (ICEMA)	National
Automotive Component Manufacturers Association of India (ACMA)	National
National Institute of Personnel Management (NIPM)	National
Society of Indian Automobile Manufacturers (SIAM)	National
Institute of Directors (IOD)	National

2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
Not Applicable	Not Applicable	Not Applicable

PRINCIPLE 8

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency	Results communicated in public domain	Relevant Web link
Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format

Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable

3	**Describe the mechanisms to receive and redress grievances of the community.**	KIL has set up a mechanism to address grievance/concerns related to community, which has been detailed in the policy on redressal of Stakeholders' Grievances. All the stakeholders of KIL can share their concerns initially to their points of contacts at KIL, and if dissatisfied with the grievance redressed at this stage, the employees are encouraged to write in detail about their grievance to the grievance redressal officer at anupriya.garg@kennametal.com. Within 30 days of the receipt of the grievance, the officer shall ensure due resolution of the said grievance. In the event the resolution is taking longer than the assigned time of 30 days, the officer shall bring up the grievance to the Stakeholders' Grievance Committee for grant of more time for resolution OR in the event the grievance cannot be resolved to the satisfaction of the stakeholders, shall bring it to the notice of the said committee for further direction.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers

	FY (2025-26)	FY (2024-25)
Directly sourced from MSMEs/ small producers	15%	9%
Directly from within India	36%	45%

Note: As per purchase register.

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

	FY (2025-26)	FY (2024-25)
Rural	NA	NA
Semi-urban	NA	NA
Urban	NA	NA
Metropolitan	100%	100%

PRINCIPLE 9

Essential Indicators

1	**Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**	At KIL with B2B model, customer complaints are received by sales engineers, the same is updated in Customer Complaint Information Form (CCIF) and shared to head office. Kennametals Customer Experience Centre (CEC) team raises the complaint in SAP CRM portal using CCIF data. The manufacturing complaints are daily reviewed with quality clinic approach & cause analysis done using 8D methodology. Quality clinic is a concept which was developed and initiated to enhance the speed of response to customer considering the improvement opportunities identified in the earlier approach with weekly Cross Functional Team (CFT) calls. Quality clinic mainly revolves around seven elements namely physical location, visuals, daily review, response, defined flow, inspection setup and people. This focused one cell approach is implemented to assure the first response within 24 hours. Immediate analysis is completed within 2 days and complaint resolution with complete update within 15 days of average time. It is a single front end for handling complaints of all Bengaluru plant, with daily summary provided to the business team. Quality clinic daily handles the open complaints, reasons and actions with ageing track, proactive customer connect is the highlight of this new approach which builds the relationship with customer technical team.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100
Safe and responsible usage	100
Recycling and/or safe disposal	100

3. Number of consumer complaints in respect of the following

	Received during the year FY (2025-26)	Pending resolution at end of year FY (2025-26)	Remark FY (2025-26)	Received during the year FY (2024-25)	Pending resolution at end of year FY (024-25)	Remark FY (024-25)
Data privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential services	NA	NA	NA	NA	NA	NA
Restrictive Trade Practices	Nil	Nil	NA	0	0	Nil
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Other	Nil	Nil	NA	Nil	Nil	NA

4. Details of instances of product recalls on account of safety issues

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

5	**Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.**	Yes. An IT Security framework has been established based on NIST framework. Data Privacy Policy: KIL ensures adherence with the global data privacy policy along with global monitoring of data privacy and cyber security, to avoid any misalignment. Weblink: https://www.kennametal.com/in/en/about-us/data-privacy/privacy-statement.html
6	**Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**	Not Applicable

7. Provide the following information relating to data breaches:

	Response
Number of instances of data	0

	Response
breaches	
Percentage of data breaches involving personally identifiable information of customers	0
Impact, if any, of the data breaches	NA