



Directors' Training Policy

REVISION: 00

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SUBJECT / TITLE: Kennametal India Limited (KIL) Policy on Directors' Training

| This page is a record of all revisions | | | For convenience, the nature of the revision is / shall be briefly noted, under the remarks column here below. Unless otherwise stated, any revision/s should be implemented effective the date the Board of Directors of KIL approve this Policy. |
|--|-----------------|--------------------|---|
| REV. | BY | PAGES | REMARKS |
| 00 | Mr. Aditya Jain | 1 - 3 | Original Release |
| REV. | ISSUED BY | APPROVED BY | APPROVAL DATE |
| 00 | Mr. Aditya Jain | Board of Directors | June 21, 2024 |



KENNAMETAL INDIA LIMITED
Directors' Training Policy ('Policy')

1. Objective

The Company believes that learning is a continuous process which can be achieved through regular training and development Programs. Training and development across all levels of the Company is of vital importance in achieving the Company's key business objectives. Though the Board of Directors is the highest level in an organization's pyramid, imparting of effective training is also critical to them so that they can continue to provide able guidance to the company, who are collectively responsible for corporate governance and success of the Company. Training and development programs will enable them in meeting the highest standards of corporate governance and conduct which would help in establishing an effective Board and thereby a successful organisation.

The objective of this Policy is to provide an opportunity to Board level functionaries to upgrade their knowledge, *inter-alia*, in the business model of the company including risk profile of the business, ensure that their responsibilities are discharged in an effective manner, offer orientation and training programs to Board members to upgrade their knowledge, skills and discharge their roles & responsibilities in a most efficient manner.

2. Coverage

This Policy shall cover all Directors on the Board of the Company including the Chairman, Managing Director and all Independent Directors.

3. Period Of Training

This Policy aims to ensure that the Directors are exposed to training for a minimum duration of 8 - 10 hours on an annual basis. This could vary depending on the availability of the programme, requirement of the individual concerned and also the period of availability of the Director for the period of training.

4. Training Coverage

The training could cover any area which could be considered as being relevant or useful for the Directors and could broadly be classified, but not limited to the following:

4.1 Induction Training Programs to New Directors

The Company shall endeavour to provide training program to new Directors within three months of their appointment, which, *inter-alia*, shall cover the following aspects:

Corporate Information:

- Organization Structure;
- Company's Corporate profile;
- Vision & Mission of the Company;
- Company's history and milestones;
- Business activities & financial update;

- Product portfolio and the markets
- Strategic plan;
- Current Issues and challenges;
- Risk Management;
- Model Code of Business Ethics and Conduct;
- Factory visit / Plant tour.
- Interaction with functional leaders

Corporate Governance

- Role, Responsibilities and Duties of Directors;
- Oversight on the applicable Acts, laws, rules & regulations to the Company;
- Oversight on the financial information / details as per relevant Act requirement;
- Environmental, Social, and Governance aspects of the Company.
- Code for Prevention of Insider Trading.

4.2 Areas relating to operations of the Company, its business model, nature of industry, risk profile etc.

Training program/seminars/workshops organized in the field of business operations of the Company, its business model, nature of industry, risk profile of Company's business.

4.3 Areas relating to domestic/global economic scenario, macro-economic policies, industry trends, predictions & priorities etc.

Training program/seminars/workshops organized pertaining to changes/developments in the industry trends, predictions & priorities/domestic/global scenario/macroeconomic policies etc. This shall also include training pertaining to various statutes/legislation and economic environment wherein the Company operates.

4.4 Corporate Governance, Regulatory updates & Ethics

Training program/seminar/workshops organized pertaining to Corporate Governance, Regulatory updates, model code of business, ethics and conduct including but not limited to training on SEBI Regulations, Companies Act, Environmental, Social and Governance (ESG) aspects.

4.5 Specific training requirements

- 4.5.1. In case of a specific requirement indicated, the Company may impart required training to the Directors.
- 4.5.2. The Company may also engage specialists / external consultants in various areas to provide information or impart training on various topics of contemporary relevance.
- 4.5.3. The Company will look at the various training requirements of the Directors based on input received by the Board Members themselves.

5. Review

This Policy shall be reviewed periodically from time to time and may be amended with the approval of Board of Directors of the Company.
