

Dear Kennametal Employees,

Annual Enrollment is coming up fast: **October 23 through November 8**. But before you enroll, you need to understand what's changing with your current benefits. Changes are continuously made to carrier networks, prescription drug formularies, and of course, how much you pay.

The first change, you may have already noticed, is simply a name change. Going forward, your medical, dental, vision, and other benefits are being offered through the **Aon Benefit Experience (BenX)**. You will continue to enroll using the Kennametal Benefits Portal and the Alight Mobile app.

You must enroll in your benefits for 2025 during the enrollment period. Even if you do not wish to make any changes to your current coverage, if you don't enroll, you will **not** have medical, dental, or vision coverage through Kennametal next year. Keep in mind if you don't elect medical coverage, you won't have prescription drug coverage, either. And, to contribute to a Health Savings Account (HSA) (if eligible) or flexible spending account, you must make an active election.

Below is an overview of important changes for 2025.

What's New	Why It Matters
Your cost of coverage has changed.	Because prices can go up or down each year, your current coverage may not be your best deal next year. Carefully review your options and prices to find the right fit for you and your family.
Voluntary Benefit Updates	Kennametal has made the following changes and additions to our voluntary benefit offering: <ul style="list-style-type: none">• Vendor change for critical illness, hospital indemnity, and accident to Unum (previously MetLife)• New offering of whole life with long term care through Unum• Click here to learn more about the Unum benefits• Norton LifeLock will be fully voluntary

What's New

Insurance carrier provider networks could have changed.

Why It Matters

Insurance carrier provider networks can change. Seeing out-of-network providers may cost you substantially more than seeing in-network providers. Always double-check the networks of each insurance carrier you're considering before making a decision.

When it's time to enroll, see if providers critical to your care are in the network through the Kennametal Benefits Portal. You can access this information by clicking **Find Doctors** when you're selecting your medical plan. For the best results:

- Search for your provider by name—not medical practice.
- Check only the office location(s) you are willing to visit.
- When searching for a facility, use the complete facility name and confirm whether the specialty of the facility is covered in-network.

Important! If you have **any** uncertainty (for instance, covering out-of-area dependents) or you need the network name, you need to call the [insurance carrier](#).

Medical and Prescription Drug

The Bronze Plus deductibles and out-of-pocket maximums will increase.

The Bronze Plus in-network deductibles are increasing from \$2,450 to \$2,500 for individual coverage, and from \$4,900 to \$5,000 if you cover dependents. The out-of-pocket maximums are increasing from \$3,900 to \$4,500 for individual coverage, and from \$7,800 to \$9,000 if you cover dependents.

The Silver deductibles and out-of-pocket maximums will increase.

The Silver in-network deductibles are increasing from \$1,600 to \$1,700 for individual coverage, and from \$3,200 to \$3,400 if you cover dependents. The out-of-pocket maximums are increasing from \$3,800 to \$4,250 for individual coverage, and from \$7,600 to \$8,500 if you cover dependents.

The Gold coinsurance will decrease.

If you're covered under the Gold coverage level, your coinsurance for emergency room, inpatient, and outpatient services will decrease from 25% to 20%. Emergency room visits will still be subject to a \$150 copay before coinsurance.

How your medication is classified (and covered) could have changed.

Because your medical insurance carrier's pharmacy benefit manager **can** change how it covers prescription drugs at any time (such as changing coverage tiers), it's strongly recommended that you call the [insurance carrier](#) before you enroll to see how your medication will be covered in the new plan year.

What's New**Why It Matters**

Other medical benefits **may** have changed.

Medical insurance carriers may offer new or enhanced benefits for 2025. Additional coverage details will be available when you enroll, so be sure to review your options carefully.

Health Savings Account (HSA)

The IRS has updated the HSA contribution limits.

If eligible, for 2025, you can contribute up to \$4,300 if you cover just yourself or \$8,550 if you cover yourself and your family. If you're age 55 or older (or will turn age 55 during the plan year), you can also make additional "catch-up" contributions to your HSA up to \$1,000.

Want more information? Beginning October 8, find the details about all your coverage options on the Make It Yours website at kennametal.makeityoursource.com. For now, please contact HR Shared Service via email (k-americas.hrssc@kennametal.com) or by phone (866-783-4688) if you have any questions and watch for more information coming soon.

For additional support, you can schedule an appointment with a customer service representative through the Kennametal Benefits Portal or look for the "Need Help?" icon to utilize the virtual assistant option.

This overview of 2025 changes serves as a Summary of Material Modifications (SMM), providing information on various Kennametal benefit plan changes that take effect January 1, 2025. It is intended to provide an overview of changes and information about some of the benefits you may be eligible for through Kennametal. If there is a discrepancy between the information displayed and the official plan documents, the official plan documents will govern.

Sincerely,
David Allegood, Vice President Total Rewards