



EASTMAN KODAK COMPANY  
SUSTAINABILITY REPORT 2024

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# About this Report

Information in this sustainability update reflects the global business activities of Eastman Kodak Company in 2023 and through to Q3 2024. The statistical data presented is for CY2023 (except for Supplier Diversity Program data which refers to 2024 figures), with an expanded dataset provided as Kodak moves toward alignment with the Global Reporting Initiative (GRI) format. The company is committed to providing a transparent disclosure of our sustainability goals and performance metrics for our stakeholders. As such, we continually evaluate the best methods and frameworks for engaging our stakeholders, including customers, employees, investors, and the communities where we operate.

This Sustainability Report includes “forward-looking statements” as that term is defined under the Private Securities Litigation Reform Act of 1995. Forward-looking statements include statements concerning Kodak’s plans, objectives, goals, strategies, future events, future revenue or performance, capital expenditures, liquidity, investments, financing needs and business trends, and other information that is not historical information. When used in this presentation, the words “estimates,” “expects,” “anticipates,” “projects,” “plans,” “intends,” “believes,” “predicts,” “forecasts,” “strategy,” “continues,” “goals,” “targets” or future or conditional verbs, such as “will,” “should,” “could,” or “may,” and similar words and expressions, as well as statements that do not relate strictly to historical or current facts, are intended to identify forward-looking statements. All forward-looking statements, including management’s examination of historical operating trends and data, are based upon Kodak’s current expectations and assumptions. Forward-looking statements are subject to risks, uncertainties, and other factors that could cause actual results to differ materially from historical results or those expressed in or implied by such forward-looking statements.

Important factors that could cause actual events or results to differ materially from the forward-looking statements include, among others, the risks and uncertainties described in more detail in

Kodak’s Annual Report on Form 10-K and in other filings Kodak makes with the U.S. Securities and Exchange Commission from time to time as well as the following: Kodak’s ability to improve and sustain its operating structure, cash flow, profitability and other financial results; availability of capital and capital investment requirements; developments in relevant technology; improvements in the understanding of environmental and climatic conditions, sensitivities and causation; availability of resources and supply chain constraints; and changes in regulations and the regulatory environment in regions where Kodak conducts operations.

Future events and other factors may cause Kodak’s actual results to differ materially from the forward-looking statements. All forward-looking statements attributable to Kodak or persons acting on its behalf apply only as of the date of this report and are expressly qualified in their entirety by the cautionary statements included or referenced in this report. Kodak undertakes no obligation to update or revise forward-looking statements to reflect events or circumstances that arise after the date made or to reflect the occurrence of unanticipated events, except as required by law.



## OUR BUSINESS

# Introduction

At Kodak, sustainability is not just a goal; it is a core value that drives our innovation and operations.

In 2023, we continued to build on our commitment to environmental stewardship, focusing on reducing waste, conserving energy, and minimizing our carbon footprint. Our collective efforts have led to achievements that include reductions in greenhouse gas emissions and waste generation. These accomplishments reflect the dedication and hard work of our entire Kodak community.

Our sustainability strategy is rooted in the belief that we can make a positive impact on the world while delivering value to our customers and shareholders. This year, we have introduced new technologies and processes that not only enhance our products but also contribute to a more sustainable printing industry. Our innovative solutions, such as the KODAK SONORA Process Free Plates, play a crucial role in helping our customers reduce their environmental impact by eliminating the need for processing chemicals and significantly lowering the usage of water and electricity.

The KODAK PROSPER ULTRA 520 Press, powered by KODAK ULTRASTREAM Continuous Inkjet Technology, showcases our commitment to innovation and sustainability. By utilizing our eco-friendly, water-based KODACHROME Inks, this press minimizes the need for processing chemicals and significantly reduces volatile organic compounds (VOCs) compared to conventional solvent-based inks. As a result, printers can significantly reduce their environmental impact by keeping potentially harmful substances out of the waste stream and water supply.

As we look ahead, we will continue to invest in research and development to create products that are not only innovative, but also environmentally responsible. Together as One Kodak, we believe we can create a brighter, more sustainable future for generations to come.

Sincerely,



**Jim Continenza**

Executive Chairman and CEO  
Eastman Kodak Company



**OUR BUSINESS**

# About Kodak

Kodak (NYSE: KODK) is a leading global manufacturer focused on commercial print and advanced materials & chemicals. With 79,000 worldwide patents earned over 130 years of R&D, we believe in the power of technology and science to enhance what the world sees and creates. Our innovative, award-winning products, combined with our customer-first approach, make us the partner of choice for commercial printers worldwide. Kodak is committed to environmental stewardship, including industry leadership in developing sustainable solutions for print.

## Our Business

Kodak's primary business activities are categorized into three main segments: Print, Advanced Materials and Chemicals, and Brand. Our objective is to offer high-quality products and services that foster profitable growth. We deliver top-tier hardware, software, consumables, and services mainly to clients in commercial print, packaging, publishing, manufacturing, and entertainment sectors.

## Traditional and Digital Print

We offer traditional print solutions like digital offset plates and computer-to-plate (CTP) imaging, alongside digital printing options such as production press systems, ink consumables, inkjet components, software, and services. These solutions cater to commercial print, direct mail, book publishing, newspapers, magazines, and packaging industries.

## Advanced Materials and Chemicals

Through our focus on materials innovation, roll-to-roll coating, and chemical manufacturing, Advanced Materials and Chemicals provides still and motion picture films, industrial films, specialty chemicals and inks, solvent recovery, and coating services. Research and Development efforts bring new businesses to market such as printed electronics, battery substrate coatings, and the cGMP facility for diagnostic test reagents along with enhancing our existing product lines.

## Brand

The Brand segment involves licensing the Kodak name to third parties for various products such as digital, instant print, and 35mm film cameras, consumer printers and scanners, batteries, clothing, and eyewear.



**OUR BUSINESS****Global Impact of Kodak's Sustainable Solutions**

“

Working with Kodak, a like-minded company that values sustainability in the products that we're buying, is huge and allows us to move forward with our sustainability goals.”

**Holly Denson-Camp**

Sustainability Specialist, Mitchell Press, Canada



“

With our new CTP solution and process free plates from Kodak we have significantly improved the sustainability of our prepress department and our operation as a whole.”

**Mark Teakle**

Owner and Managing Director, ZipPrint, USA



“

We see any action for a more sustainable production as an investment because we know that this will bring us benefits in the medium and long term...Using KODAK SONORA Process Free plates is a clear example of this added value.”

**Miguel Lucero**

Operations Manager for Packaging, La Papelera, Bolivia

**OUR BUSINESS**

“

In general, Korean printing companies and their employees are somewhat hesitant when it comes to embracing change. It was important to me to set an example by switching to process-free plates and show that our industry can improve its environmental performance by making a relatively simple change – without having to compromise on print quality or press performance. In addition, this change has created a safer and healthier working environment for our employees.”

**Jang-Sun Park**

CEO, todayart, Korea



“

At Drukkerij VD, sustainability is second nature. We're happy to commit ourselves to this, and process free offset plate production with KODAK SONORA fits in well.”

**Marco de Ridder**

Managing Director, Drukkerij VD, Belgium



“

We always consider the environmental aspects before making any investment decision, and thanks to the SONORA Plate we're now completely chemistry-free all the way to the press.”

**Michael Blass**

Production Manager, Benedict Press, Germany



## OUR BUSINESS

### Kodak Values

In 2022, we refreshed our corporate values to reflect who we are today and our vision for the future. The Kodak Values include Courage, Competitive Spirit, Commitment to Customers, and Honesty, which guide our decisions and actions as we continue our transformation. To celebrate these values and recognize those who exemplify them, we introduced the Kodak Values Recognition Program. This program allows team members to nominate co-workers who demonstrate these core principles, with winners receiving points worth \$1,000 that can be redeemed for a wide range of products and services. We strive to exceed our customers' expectations and launch cutting-edge products while staying true to these concepts.



**ASK WHY.  
TAKE RISKS.  
EMBRACE CHANGE.**



**RISE TO THE CHALLENGE.  
WORK AS ONE.  
WIN TOGETHER.**



**PUT CUSTOMERS FIRST.  
KEEP PROMISES.  
BUILD TRUST.**



**TELL THE TRUTH.  
BE TRANSPARENT.  
ACCEPT RESPONSIBILITY.**

### Membership Associations

#### Sustainable Green Printing Partnership:

Joined as a Gold Patron in 2022, Kodak drives eco-friendly practices in the printing industry, supporting sustainable printing certifications and promoting the use of environmentally friendly materials.

#### Imaging and Printing Europe (I&P Europe):

This membership ensures compliance with evolving legislation while fostering collaboration with industry peers to promote best practices in sustainability and innovation within the imaging and printing sectors.

#### CHWMEG Inc:

As a member of this trade association, Kodak focuses on responsible waste disposal and environmental management best practices, utilizing resources and guidance to meet industry standards and minimize its environmental impact.

#### Product Stewardship Society:

Kodak leverages this organization as a vital educational resource, gaining insights into sustainable product management practices and industry trends that inform our approach to product stewardship and environmental responsibility.

#### Society of Chemical Manufacturers and Affiliates (SOCMA):

SOCMA advocates for the specialty chemical industry, and Kodak utilizes this membership to stay informed about regulatory changes and best practices, ensuring compliance and promoting sustainability in chemical management.

#### Greater Rochester Chamber of Commerce:

Kodak has long been a proud member, with Terry Taber, CTO and VP of Eastman Kodak Company, serving on the Chamber's Board of Directors. The Chamber offers valuable membership benefits, including access to events and resources that support professional growth. Employees are encouraged to register on the Chamber's site to stay informed about upcoming opportunities.

### Kodak Today

#### Print

- SONORA Process Free Plates
- MAGNUS and TRENDSETTER Computer-to-Plate Systems
- KODACHROME and EKTACOLOR Inks
- OPTIMAX Primers and Precoating unit
- PRINERGY Workflow Solutions
- PROSPER 7000 Turbo Press

- PROSPER ULTRA 520 Digital Press
- PROSPER Imprinting Systems

#### Advanced Materials and Chemicals

- Photographic and Industrial Films
- KODACOLOR Direct-to-Garment and Film-to-Fabric Inks
- Unregulated Key Starting Materials for Pharmaceuticals

- Diagnostic Test Reagents (production launch 2025)
- Additive Manufacturing – Functional Printing and Printed Electronics
- Coated Substrates for EV Battery and Fuel Cell Assembly
- Specialty Chemicals

#### Consumer

- Brand Licensing



# Our Sustainability Strategy

Our sustainability strategy is based on three pillars: one people, one planet, and one business. In this report, you will find examples of how we care for our employees, our customers, and our communities. We also demonstrate how we manage resources effectively and reduce the environmental impact of our products and operations, while embedding our core values into everything we do.

In the past year, we have made progress in advancing our sustainability agenda despite the challenges posed by supply chain pressures, materials shortages, and energy concerns. We have continued to invest in sustainable product lines and innovative solutions that help our customers meet their own sustainability goals. We have also leveraged our talented workforce, our technological capabilities, and our strategic partnerships to drive impactful change.

As we approach the culmination of our current set of multi-year HSE goals in 2025, we are taking this opportunity to reflect on our achievements, learn from our experiences, and consider new initiatives that will define our sustainability efforts in the coming years. We are modernizing our sustainability program by investing in new software platforms that will enable more data-driven decision making, transparency, and efficiency. Furthermore, we plan to complete a double materiality assessment in 2025 to evaluate both the impact of external sustainability factors on our business and the effects of our business activities on society and the environment. This will allow us to enhance our sustainability management strategy, expand sustainability programs, and improve our social responsibility efforts. These initiatives demonstrate our proactive approach to sustainability, as well as our long-term vision for a more sustainable future.

We are proud of the progress we have made, but we also recognize that there is more work to be done. We are committed to continuous improvement and look forward to working to meet tomorrow's challenges.



A handwritten signature in black ink that reads "Dick Szembrot".

**Dick Szembrot**

Director, Worldwide Health, Safety and Environment

## OUR BUSINESS

## Sustainability Goals

## Environmental



## WASTE

Approach zero waste at Kodak sites worldwide. 99% overall waste diversion from landfill and incineration by 2025.

**Progress:** Achieved. 99% of waste generated at Kodak sites in 2023 was diverted from disposal via landfill or incineration (this does not include waste-to-energy diversion).



## GHGs

Reduce GHG emissions from worldwide operations by 25% by 2025.\*\*

**Progress:** Achieved. Kodak sites have exceeded this goal with a 56% reduction in GHG emissions in 2023 compared to the baseline year of 2016.



## WATER

Reduce water withdrawal from worldwide Kodak operations by 25% by 2025.\*\*

**Progress:** Kodak has successfully met its goal, achieving a 31% reduction in water withdrawal in 2023, ahead of the 2025 target.



## RECYCLING

Triple the quantity of spent solvents recovered by Kodak from external sources by 2025.

**Progress:** Ongoing 106% increase in quantity recovered in 2023 compared to 2016.

**ESG, an acronym for Environmental, Social, and Governance,** constitutes a vital framework employed to evaluate the sustainability and ethical impact of a company or business. In an era where ethical and sustainable practices are paramount, ESG considerations have gained prominence among investors and stakeholders striving to align their portfolios with responsible investments.

## Social



## SAFETY

Achieve 25% reduction in Occupational Injury Rate (OIR) by 2025.\*

**Progress:** Milestone met in 2022, sustained performance is now Kodak's focus.

\* From 2016 baseline

\*\* Indexed to revenue



## HUMAN RIGHTS

Maintain 100% Human Rights Campaign Corporate Equality Index score and continue to be included on the organization's list of "Best Places to Work for LGBTQ Equality" each year.

**Progress:** Achieved, ongoing

## Our Relationship to the United Nations Sustainable Development Goals (UNSDGs)

The UNSDGs were one of the inputs used to inform our sustainability priorities and goals. While Kodak has not developed a separate UNSDG framework, our sustainability report highlights our work in several key areas of the UNSDGs, including clean energy (SDG 7), and responsible consumption and production (SDG 12). We know that investors and others are interested in seeing examples of how we are aligning with the SDGs, and we plan to expand our activities on this topic in future reports.

# Kodak’s Key Focus Areas

In our latest sustainability strategy review, Kodak considered stakeholder feedback and conducted external benchmarking to assess key material issues across our value chain. We understand that we are in an ever-evolving environment with changing priorities, new challenges, and advancements in best practices for both Kodak and society at large. Our goal is to remain adaptable to these changes while upholding our ongoing commitments. These commitments encompass our efforts within the environmental, social, and governance areas, which align with the international Sustainable Development Goals (SDGs), meet various financial and sustainability ratings criteria, and follow the Global Reporting Initiative (GRI) guidelines.

## Stakeholder Engagement

Kodak’s strategy for achieving a sustainable future relies heavily on the data we currently possess as well as upcoming projections. Engaging with our stakeholders is essential for gleaning insights and obtaining various perspectives, both internally and externally, which helps build a shared understanding of expectations and priorities. In 2022, discussions around sustainability topics became central to our stakeholder interactions. Leveraging this information, Kodak undertook an in-depth review of ESG disclosure requirements and has prioritized enhanced data transparency in response. This increased transparency not only clarifies our operations but also allows us to effectively demonstrate our progress. Additionally, this focus on data will significantly aid in updating our sustainability goals moving forward.

## Identifying Material Topics

We evaluate the relevance and influence of various topics on the company, the environment, and society, as well as for our stakeholders. Utilizing the GRI Standards, including the GRI Update 2021, as a framework, the outcomes of this evaluation encompass three dimensions: environmental, social, and operational issues, each with several identified subtopics from the materiality analysis. In these subtopics, our aim is to promote sustainable development across our operations and throughout our value chain.

<b>Environmental</b>	Climate Change Packaging and Waste Sustainable Procurement	Water Biodiversity
<b>Social</b>	Employee Health, Safety and Well-being Talent and Development Sustainable Procurement	Equal Opportunity Human Rights
<b>Operational</b>	Sustainable Innovation Data Security	Ethics and Integrity Governance

# ONE BUSINESS

## Innovating Products and Delivering Excellence

Kodak's long-term success is driven by our ability to meet customer needs, including sustainability. We develop products and technologies rooted in science that enhance operational efficiency, minimize resource use, and reduce costs. Our innovations, such as the KODAK SONORA Process Free Plates and the KODAK PROSPER ULTRA 520 Press, help customers reduce their environmental impact while maintaining high-quality standards.

## Governance

Kodak is dedicated to maintaining corporate governance and adherence to compliance standards, both locally and internationally. Implementing responsible management practices, ensuring conformity with evolving global regulations, and showing respect for different cultures and individuals are crucial to our success in the regions where we operate and provide products.

### ORGANIZATIONAL COMPLIANCE

Our Compliance organization is globally responsible for all preventive and reactive measures and operates under our [Corporate Governance Guidelines](#). The Chief Compliance Officer manages compliance information requirements and ensures each location follows local regulations. Any violations and corresponding actions are reported to Eastman Kodak Company's Board through subcommittees. We maintain internal reporting and complaint channels supported by an ethics and compliance alert line, managed by an independent provider, allowing global, open, and anonymous reports from employees and third parties.

### ESG GOVERNANCE

Kodak's Board Members oversee the company's sustainability programs at the highest level. They support these initiatives by reviewing how the company manages and responds to essential sustainability-related risks and opportunities, aligning with the company's strategy and long-term growth. The Risk Management and Compliance Committee is informed about

key sustainability issues as needed, and our HSE director gives regular updates on practices. Sustainability matters are addressed during Kodak's Board and Board Committee meetings at appropriate times throughout the year.

Ongoing advancement in sustainability is a strategic priority for Kodak and a principle in our Directors' Code of Conduct. Our leadership recognizes the necessity to tackle climate-related risks and opportunities, ensuring supervisory attention to sustainability issues.

### Board Committees

- The Audit and Finance Committee is briefed annually at a minimum on relevant matters including the adequacy of resources for sustainability reporting.
- The Compensation, Nomination and Governance Committee oversees the corporate policies and practices involving governance and compliance with legal and regulatory requirements.



## Ethics and Integrity

[Kodak's Business Conduct Guide](#) requires compliance with local laws in areas where we conduct business. This pertains to ethical business practices as well, in areas such as anti-bribery, data privacy, and intellectual property. The guide is applicable to all Kodak entities and employees worldwide and helps to foster trust with customers and enhances employee experience.

To ensure supply chain integrity, we use our Enterprise Resources Planning (ERP) systems to provide daily updates on a list of sanctioned parties and vendors associated with forced labor, applied globally to mitigate non-ethical practices.

### ANTI-BRIBERY AND CORRUPTION

Kodak strictly prohibits any form of bribery or corrupt activities. Our Business Conduct Guide offers detailed instructions on adhering to international anti-bribery and corruption regulations, ensuring our operations are performed with honesty and ethics, upholding the highest levels of integrity. We mandate that all employees and contractors adhere to this guide. Additionally, we regularly assess bribery and corruption risks to ensure that our internal controls adequately address and mitigate such risks within the company.

### FOCUS ON COMMUNICATION AND TRAINING

Kodak ensures that compliance communications are consistent across locations. All employees must complete annual compliance training, regardless of the bribery or corruption risk in their area. Kodak is committed to adhering to laws and standards. The training covers employee conduct and daily work scenarios, with extra sessions for managers to reinforce the message. Topics include data protection, insider trading, competition law, anti-corruption, diversity, and harassment. We have achieved a 99% completion rate.

### ANTI-COMPETITIVE PRACTICES AND FAIR COMPETITION

The Company competes for business in an ethical and legal manner. Our Business Conduct Guide forbids employees from participating in anti-competitive actions, such as making agreements or having discussions that lead to price-fixing, restricting the supply of goods or services in the market, or deciding to boycott a customer or supplier.





## Data Security

When dealing with personal data, protecting individuals' rights is paramount. We aim to respect the rights of anyone whose data we process, including employees, customers, and other stakeholders. Kodak recognizes the significance of safeguarding our business from cybercrime and ensuring our information is secure from internal and external threats. We have implemented measures to reasonably protect our information systems and communication channels against criminal activities such as unauthorized access, data leaks, and misuse.

Our Worldwide Information Security (WWIS) team is tasked with mitigating risks and establishing a global framework for data privacy-compliant operations. This includes training our employees in responsible data handling and clear accountability. WWIS complies with global data privacy laws and provides risk assurance related to data privacy. To achieve these goals:

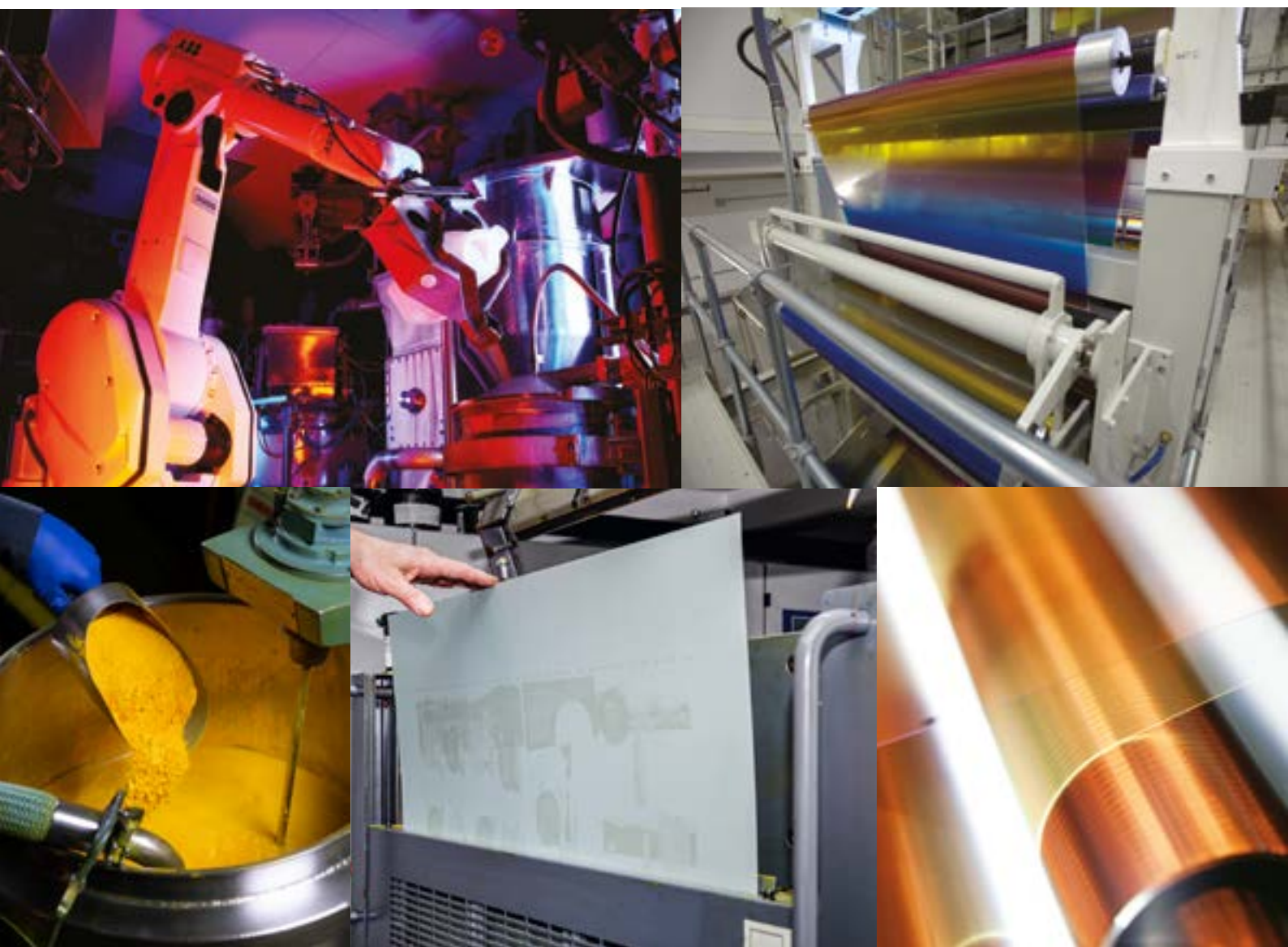
- Contracts include provisions for data privacy and incident notification.
- Contracts comply with GDPR, CPRA, and other relevant regulations.
- Internal controls and policies are established for data protection.
- Employees and non-employees with access to Kodak systems undergo mandatory annual IT security and data privacy training in local languages.
- IT Systems are developed and managed according to internal controls and compliance standards like GDPR.
- Various IT Security Systems are deployed, including endpoint protection, firewalls, multi-factor authentication, and phishing detection.
- Regular communications on security and data privacy are issued, with quarterly phishing tests conducted.
- Security event monitoring is configured with an external Managed Detection and Response service providing 24/7 support, including incident response.
- A defined incident response process exists, supported by a dedicated Chief Information Security Officer and Chief Privacy Officer.

## Sustainable Innovation

As a trailblazer in the industry with extensive expertise in material science and numerous print-related patents, Kodak remains committed to innovation, particularly in sustainability.

Kodak is proactively advancing technologies that empower commercial and packaging printers to adopt greener production methods and minimize their carbon footprint. We strive to ensure that advancements toward sustainable products and processes do not come at the cost of quality and productivity.

Sustainability is a continuous journey, and we persistently seek ways to lessen the environmental impact of our products and services. This mission is particularly pertinent for print products, given the historical environmental challenges associated with commercial printing. We are continually enhancing our in-house life cycle assessment and carbon foot printing capabilities, enabling us to pinpoint areas for further reducing the environmental impact of our products.



## ONE BUSINESS

# Traditional and Digital Print



## KODAK SONORA Process Free Plates

Offset printing, since its inception in the 19th century, has needed significant amounts of chemicals, water, and energy. Kodak's invention of the SONORA Process Free Plate removes the need for processing chemicals and water, cutting waste and energy use without processing variability, leading to stable, consistent plates that save time, waste, and cost in the pressroom.

Since their introduction, more than 6,000 printers worldwide have adopted Kodak's process-free plates. The ongoing success of this technology is attributed to the environmental and economic advantages it provides to users.

SONORA Process Free Plates offer environmental advantages such as:



**No Chemicals**



**No Water**



**Less Energy**



**Less Waste**

We estimate that replacing processed plates with SONORA Plates could save the entire print industry:

- 57M liters of plate developer per year
- 575M kWh of electricity per year
- 8500M liters of water per year



## Computer-to-Plate (CTP) Systems

Kodak now offers up to 95% energy savings compared to alternative platforms.

SONORA Process Free Plates help reduce both environmental and economic costs for printing customers. The benefits increase when combined with Kodak's CTP technology, which outputs images directly from computer to plate, eliminating film waste. Moreover, we keep innovating our CTP systems to use less energy, achieving savings of up to 95% over other CTP platforms.



## Digital Presses, Inkjet Imprinting Systems and Workflow Software

Digital printing is becoming a mainstay in commercial printing and publishing applications. Digital is also increasingly leveraged in packaging production, including flexible packaging, labels, folding cartons, and corrugated boxes. The push for greater flexibility and quicker market entry, along with sustainability—since digital printing uses fewer resources than traditional methods—fuels this trend. Kodak's digital print solutions, combined with workflow software, enhance efficiency by reducing waste, saving ink, and eliminating manual errors through automation and integration.



### KODAK PROSPER ULTRA 520 Press

#### CLOSING THE GAP WITH OFFSET

The KODAK PROSPER ULTRA 520 Press represents a new era in inkjet technology. With fifty years of excellence and investment in mechanical and chemical engineering, the PROSPER ULTRA 520 Press achieves market-leading quality. This press showcases Kodak's latest ULTRASTREAM inkjet technology and efficient KODACHROME water-based inks, all within a compact design that operates at full speed and maximum resolution.



### KODAK PROSPER 7000 Turbo Press

#### THE WORLD'S FASTEST INKJET PRESS

The KODAK PROSPER 7000 Turbo Press reaches unmatched speeds of 410 mpm (1,345 fpm), about 35% faster than the closest rival. When a print job is in a race against the clock, its Turbo Mode is designed for high-speed large jobs, producing 5,523 A4 pages per minute.

KODAK PROSPER presses prioritize both speed and resource efficiency. They support recycled and FSC-approved paper and allow de-inking, helping manage resources better. Businesses can print only what they need, reducing excess inventory and the environmental impact of unused materials. PROSPER Presses also avoid supply chain issues with plates, as their Jetting Modules are refurbished instead of discarded, making printing more sustainable.

**ONE BUSINESS**

## KODAK PROSPER Imprinting Systems

### MAKE YOUR TRADITIONAL PRESS DIGITAL

The KODAK PROSPER Imprinting Systems, leveraging Kodak Stream Inkjet Technology, boost customer revenue with high-speed, high-quality variable capabilities that integrate with analog presses and finishing equipment. Adding a PROSPER Plus printhead or PROSPER Print Bar to existing analog setups allows for the creation of new, personalized applications that help clients meet business goals, control costs, and ensure quick turnaround.

## Sustainable, Water-based Inks

Kodak's award-winning KODACHROME and EKTACOLOR water-based inks are safer for people and the environment than traditional solvent-based inks. These high performing inks contain minimal volatile organic compounds (VOCs), no polyvinyl chloride or phthalates, preventing harmful substances from contaminating waste streams and water supplies and therefore eliminating the need for a hazardous waste removal process. Additionally, these inks match offset lithography in print quality and consistency. Due to their performance and eco-friendliness, they have been adopted for food packaging, personal care products, and children's books.

## KODAK PRINERGY Platform

### MAKING PRINT EASY, PROFITABLE AND SUSTAINABLE

The PRINERGY Platform is the top prepress automation software in the print industry. Now on demand from the cloud, it reduces manual steps, boosts productivity, and minimizes waste by cutting errors. With AI and analytics, PRINERGY allows customers to review ink and plate usage data and trends for better, cost-saving business decisions.



## Advanced Materials and Chemicals

### SOLVENT RECOVERY: BUILDING A CIRCULAR ECONOMY

Solvent recovery involves extracting valuable raw materials from spent solvents or byproducts created during manufacturing and then processing these materials for reuse. Reusing waste benefits everyone by reducing energy consumption, greenhouse gas emissions, and waste disposal costs. This approach conserves natural resources and improves profitability as materials are either reused or sold. At our Eastman Business Park facility, we reprocess five common industrial solvents: methanol, ethanol, isopropyl alcohol, acetone, and ethyl acetate, supplied by clients in the pharmaceutical, healthcare, and chemical manufacturing sectors. Our solvent recovery adheres to the highest standards, resulting in near-virgin material with purity often exceeding that of manufactured industrial-grade products. Our objective, announced in 2016, aims to expand this sustainability initiative, with a corporate goal to triple the volume of solvents recovered from external sources by 2025.

While the target date has not yet arrived, we have already made significant progress, achieving a 106% increase in our solvent recovery business from 2016 to year-end 2023.

Solvent recovery facilities at Eastman Business Park

- On-site rail service
- 53 stainless steel tanks
- 23 stainless steel columns for distillation and recovery

Kodak's Solvent Recovery Business was awarded Business Intelligence Group's Sustainability Service of the Year in 2022.



**ONE BUSINESS****PHARMACEUTICAL MANUFACTURING FACILITY:  
ADVANCING U.S. HEALTHCARE SELF-SUFFICIENCY**

In 2025, Kodak is scheduled to begin manufacturing FDA-regulated chemicals at its newly constructed cGMP facility in Eastman Business Park. This facility is being developed to produce reagents used in laboratory, hospital, and home test kits and revitalizes an existing site, repurposing it for modern pharmaceutical manufacturing. Equipped with energy-efficient lighting and custom process equipment designed for optimized energy use, the facility supports Kodak's commitment to reducing greenhouse gas emissions.

A state-of-the-art, three-part water sterilization system—softening, ultrafiltration, and distillation—minimizes water consumption while producing medicinal-grade water with minimal waste. Additionally, it will recycle water used for steam sterilization and operates without generating volatile organic chemical (VOC) emissions or hazardous chemical waste. This advanced cGMP facility will enable Kodak to contribute domestically to securing the supply chain for regulated diagnostic test reagents, supporting both sustainability and innovation in healthcare manufacturing.







# ONE PLANET

## Responsibly Managing Our Environmental Footprint

**In our current world with limited resources, dedicating ourselves to sustainable products and practices is essential for building a profitable business that will last for future generations. Globally, Kodak teams are finding innovative methods to minimize waste, decrease energy use, conserve water, and cut down on harmful emissions.**

## Climate Change

Kodak acknowledges the potential threats posed by climate change to its global operations. These threats could manifest as supply chain disruptions, operational interruptions due to extreme weather events, and broader impacts affecting stakeholders, including customers. To address these risks, we strive to cut greenhouse gas (GHG) emissions from our operations and those associated with the use of our products. Kodak is also committed to adhering to regulatory requirements concerning equipment efficiency, operational effectiveness, and environmental product standards where relevant. Additionally, researching both new and existing technologies and processes plays an essential role in reducing GHG emissions. We have also partnered with local universities to conduct energy assessments, aiming to identify potential opportunities for emission reduction.

### ENERGY REDUCTION INITIATIVES

- Kodak continues to grow its energy storage ecosystem, focusing on manufacturing and innovation within Eastman Business Park (EBP) in Rochester, NY. As demand from clients using our Pilot and Development facilities grows, Kodak is expanding its offerings to meet this demand while advancing capabilities in energy markets, building an integrated energy technology ecosystem at EBP.
- Kodak's involvement in energy storage, particularly through partnerships like the one with Wildcat Discovery Technologies, supports innovations in battery technology and renewable energy storage. Advanced battery systems are essential not only for electric vehicles but also for broader applications, including grid storage and home energy systems. By repurposing Kodak's film coating expertise and facilities for energy storage solutions, the company is positioning itself at the forefront of a sector that's critical to the future of sustainable energy, helping address both climate goals and growing energy demands.
- Eastman Business Park sets annual energy reduction goals each January and assigns specific projects to the Facilities and Operations teams to achieve these targets. In 2023, our energy reduction initiatives included upgrades to control valves and thermostats to decrease low-pressure steam usage, isolating steam during summer months to reduce unnecessary output, and replacing water-cooled vacuum pumps with air-cooled alternatives, leading to lower electricity and water use. We adjusted tenant manufacturing operating hours to decrease demand for compressed air, steam, chilled water, and HVAC systems. Additional improvements included replacing pumps and air handling units with more efficient models and installing power meters to accurately track tenant electricity usage.

# ONE PLANET

## Kodak Energy Use

**TABLE 1: Kodak Energy Consumption (kJ)**

Total fuel consumption within the organization from non-renewable sources	231,741,835,906
Total fuel consumption within the organization from renewable sources	0
Total electricity consumption (non-renewable sources)	707,064,936,408
Total electricity consumption (renewable sources)	65,601,673,200
Total steam consumption	1,443,839,713,200
<b>Overall Energy Consumption (kJ)</b>	<b>2,448,248,158,714</b>

NOTE: Conversion factors used are 1 kWh = 3600 kJ = 3412.14 BTU (fuel consumption reported by utility companies in mmBTU, and electricity purchased from utilities reported in kWh).

**TABLE 2: Kodak Energy Intensity**

Energy consumed (kJ)	2,448,248,158,714
Revenue (\$ millions)	\$1,117
Energy Intensity Figure (kJ/ million\$)	2,191.8 kJ/\$

## Kodak GHG Emissions

**TABLE 3: Total GHG Emissions (MT CO2e)**

	2016	2017	2018	2019	2020	2021	2022	2023
<b>Scope 1</b>	23,460	21,886	27,805	19,880	18,103	14,281	12,018	13,034
<b>Scope 2</b>	618,921	574,856	454,919	335,577	283,283	288,047	282,594	266,805
<b>Total</b>	642,381	596,742	482,724	355,457	301,386	302,328	294,612	279,839
<b>% change from 2016</b>	—	-08%	-25%	-45%	-53%	-53%	-54%	-56%

GHGs assessed include CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O and HFCs. All figures obtained via third party assessment of Kodak data.

## Emission Factors:

Kodak's 2023 GHG inventory emissions calculations using multiple emission factors in accordance with various standards.

### NATURAL GAS

- Emission factors from the EPA Center for Corporate Climate Leadership Emissions for Greenhouse Gas Inventories were applied for the U.S. and non-manufacturing sites.
- Climate Registry default emission factors were used for Canada.
- Emission factors from WRI's Emission Factors from Cross-Sector Tools were used for other international manufacturing operations.

Emissions for each type of GHG were multiplied by their respective Global Warming Potential (GWP) value following the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR5) GWP values for 100-year time horizon to calculate the total emissions in carbon dioxide equivalent units.

### STEAM AND COOLING

- Emission factors were provided by the utility company servicing the Rochester site.

### ELECTRICITY

Purchased electricity emission factors were based on both location-based and market-based calculation methodologies. For location-based emissions calculations for U.S. sites, U.S. EPA eGRID emission factors were used. For other international sites, Carbon Footprint emission factors were applied. For market-based electricity emissions, Green-e residual factors were applied for U.S. sites and for other international sites Carbon Footprint emission factors were used. For the Rochester site, the utility company servicing the site provided emission factors for use in the 2023 inventory.



## MOBILE COMBUSTION

For mobile combustion from sites outside of the U.S., emission factors used were based on gasoline using WRI GHG Protocol Emission Factors. For mobile combustion from sites in the U.S., emission factors used were based on propane using EPA Center for Corporate Climate Leadership Emissions for Greenhouse Gas Inventories.

Emissions for each type of GHG were multiplied by their respective GWP value following the IPCC AR5 GWP values for a 100-year time horizon to calculate the total emissions in carbon dioxide equivalent units.

Fugitive emissions were calculated using refrigerant blend GWPs using a weighted average from the blend composition and the IPCC GWP values. The blend compositions are from ASHRAE (American Society of Heating, Refrigerating and Air Conditioning Engineers) Standard 34-2013. The GWP values are 100-year values relative to AR5.

The non-manufacturing emission factors for electricity are based on EPA eGRID 2021 data. For purchased natural gas, the emission factors for non-manufacturing sites were derived from the EPA Center for Corporate Climate Leadership Emissions for Greenhouse Gas Inventories.

**TABLE 4: Kodak GHG Intensity 2023**

CO <sub>2</sub> e indexed to revenue	0.00025 CO <sub>2</sub> e/\$
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NOTE: Scope 1 and Scope 2 emissions only, GHGs included are CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O and HFCs.

**TABLE 5: Reduction of GHG emissions (CO<sub>2</sub>e)**

Scope 1 and 2	56%
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NOTE: GHGs included are CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O and HFCs; reduction in 2023 compared to baseline year 2016.

## ONE PLANET

## Effective Management of Resources, Materials, and Waste

Kodak prioritizes effective waste management. Nevertheless, our product manufacturing processes inherently generate waste that cannot be entirely eradicated. The production of inks, specialty chemicals, toners, printing plates, printing presses, and film at our facilities results in various types of waste. This includes chemical by-products (both hazardous and non-hazardous), spent solvents, packaging materials from raw materials, and general office waste. Employing a single approach across all operations would lead to inefficiencies; therefore, understanding the composition of our waste and identifying best practice opportunities is essential for our manufacturing sites.

Eastman Kodak Rochester's Solvent Recovery business usually handles the treatment and reclamation of spent solvents. This facility processes used solvents from both internal operations and external clients, remanufacturing them to achieve nearly virgin-quality solvent products. These remanufactured solvents are then reused on-site and also sold to external customers, aligning with our commitment to a circular economy.

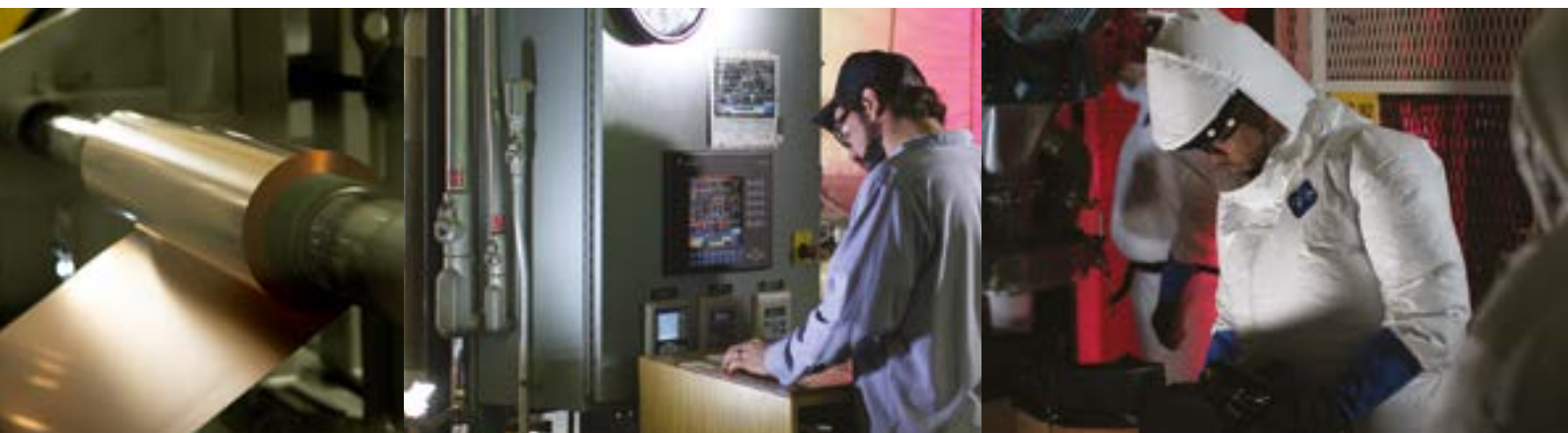
Waste by-products from Eastman Kodak's largest plant, both hazardous and non-hazardous, are treated at a state-regulated, third-party-operated wastewater facility in Rochester. Biological treatments ensure the effluents meet water quality standards before being released into waterways.

The remaining hazardous and non-hazardous waste produced at Kodak facilities is primarily sent to certified waste-to-energy recovery plants. A smaller portion is incinerated, and a minor fraction is disposed of in landfills. Additionally, Eastman Business Park in Rochester collaborates with a company that recycles empty steel and polyethylene drums, as well as plastic totes used for raw materials.

In recent years, there has been an increase in efforts to improve the recyclability of material packaging and decrease the generation of single-use items. Each Kodak manufacturing site has initiatives aimed at reducing or eliminating packaging in our products. When elimination is not feasible, Kodak seeks to lessen environmental impacts by prioritizing recycled materials. Manufacturing sites are encouraged to utilize raw materials made from recycled plastic whenever possible. However, the global infrastructure for plastic recycling is still evolving, and the demand for recycled plastic exceeds supply. Kodak continues to monitor and explore opportunities in this field.

Kodak remains committed to minimizing waste through our Operator Replaceable Components (ORC) Program, specifically designed for parts used in Kodak NEXPRESS presses. We handle both shipping and recycling expenses for these components, achieving an impressive near 100% return rate from our customers. This initiative not only reduces landfill waste but also complies with all regulatory standards for equipment component disposal.

Reducing waste at Kodak manufacturing sites is an ongoing effort focused on continuous improvement. Chemical manufacturing locations regularly review their processes to uncover opportunities for minimizing waste. Each chemical production process undergoes scrutiny every five years or whenever a change is suggested. An Environmental Specialist conducts these reviews, pinpointing all waste streams and offering recommendations for waste reduction and diversion.





**TABLE 6: Waste Generated On-Site 2022 (tons)**

Hazardous Waste	3,071,564
Non-Hazardous Waste	14,661.5
<b>Total</b>	<b>3,086,225.5</b>

**TABLE 7: Waste Diverted from Disposal (tons)**

<b>Hazardous Waste generated on-site</b>	Prepared for reuse	185
	Recycling	0
	Other recovery	19,404
<b>Non-Hazardous Waste generated on-site</b>	Prepared for reuse	32
	Recycling	6,043
	Other recovery	32
<b>Total diverted from disposal:</b>		<b>25,695.9</b>

The above waste generated during manufacturing operations that were diverted from disposal includes 19,219 tons of solvent recovered by Kodak's Solvent Recovery operation that would otherwise have required disposal.

**TABLE 8: Waste Directed to Disposal (tons)**

<b>Hazardous Waste generated on-site</b>	Incineration (with energy recovery)	2,422.5
	Incineration (without energy recovery)	86
	Landfill	61
	Other disposal (Wastewater Treatment Facility)	3,049,406
<b>Non-Hazardous Waste generated on-site</b>	Incineration (with energy recovery)	166.9
	Incineration (without energy recovery)	19
	Landfill	8,125.6
	Other disposal	243
<b>Total disposal:</b>		<b>3,060,529.6</b>



## Water

The United Nations reports that around 2.2 billion individuals globally are impacted by water scarcity. Acknowledging the significance of water as an essential resource, Kodak has established objectives in this sector to align our activities with our business principles, stakeholder demands, and dedication to environmental responsibility.

Kodak's water usage includes withdrawal, consumption, and discharge across its global operations such as manufacturing, research, and office facilities. Water is sourced from local suppliers who use groundwater, lakes, rivers, or other sources. Each site's water usage is tracked with onsite meters or utility bills.

We understand the need to be transparent about our water-related impacts. Our production processes require significant water withdrawals, which can affect local water supplies. Although most water is used during processing and not in final products, chemical manufacturing poses challenges for water quality management. Effluent discharges may contain residual chemicals and contaminants if not properly managed.

To tackle water-related challenges, we're assessing our sites for water stress using WWF's Water Risk Filter. Our sites in

Osterode, Germany, Shanghai, China, and Petach Tikva, Israel face high water stress areas and account for 7% of Kodak's total water use. This information helps us seek innovative solutions, industry best practices, and improved efficiency to support water conservation in these regions.

Eastman Business Park in Rochester, NY, is Kodak's main manufacturing site, responsible for up to 75% of its water withdrawal. The park emphasizes environmental stewardship through collaboration between environmental specialists and operational leadership. It meets ISO 14001 standards and follows a Best Management Practices Plan for wastewater management, which includes strict controls, employee training, inspections, and annual reviews for manufacturing areas using chemicals of concern. This commitment highlights Kodak's dedication to sustainable water management.

Kodak is looking into ways to enhance water sustainability, including the study of water-efficient technologies, broadening water recycling efforts, and educating employees and stakeholders. Future plans might incorporate regular water risk evaluations, which could extend to buildings that are major water users. The goal is to prioritize and strategize actions to lessen Kodak's water impact.

**TABLE 9: Showing Water Withdrawal, Water Discharge and Water Consumption in megalitres**

Water Withdrawal (ML)		All Areas	Areas with water stress
Water withdrawal by source	Third-party water (total)	3296	218
	Freshwater ( $\leq 1,000$ mg/L Total Dissolved Solids)	3296	218
Total Water Withdrawal	Surface water (total) + groundwater (total) + seawater (total) + produced water (total) + third-party water (total)	3296	218
Water Discharge (ML)		All Areas	Areas with water stress
Water discharge by source	Surface water	452	204
	Groundwater		
	Seawater		
	Third-party water (total)	2790	14
Total water discharge	Surface water + groundwater + seawater + third-party water (total)	3242	218
Water Consumption (ML)		All Areas	Areas with water stress
Total water consumption		54	0.62

## Biodiversity

Kodak recognizes the importance of reducing its ecological impact and adhering to environmental laws, understanding that facility activities affect species and ecosystems differently. The extent and reversibility of these impacts depend on specific actions and mitigation efforts. Kodak plans to integrate biodiversity considerations into its operations.

To start, we have used the Integrated Biodiversity Assessment Tool (IBAT) to identify species on the IUCN Red List of Threatened Species near our facilities, providing a broad overview of potential positive contributions to biodiversity. We intend to continue this evaluation in 2025.



**ONE PLANET**

## Supply Chain: Our Environmental Responsibilities

Our capability to operate a leading international business relies in part on upholding a responsible supply chain that is required to meet our company's high standards.

The Supplier Social and Environmental Standard outlines expectations for supplier performance in health, safety, environmental, labor, and ethical areas. Kodak views this Standard as an initiative encompassing the entire supply chain, and therefore, we expect our suppliers to extend these expectations to their own suppliers to drive compliance across the supply chain.

Kodak's extensive supply chain involves numerous purchase categories, regions, and suppliers, making it hard to assess potential risks. By using the Global Sustainability Competitive Index, Kodak reviewed spending in countries ranked low for environmental and social practices. The review showed minimal risk of poor environmental practices.

Kodak is dedicated to the ethical procurement of minerals used in our products, as described in our Conflict Minerals Policy. We collaborate with our suppliers and other stakeholders to ascertain whether conflict minerals are utilized in Kodak products. Given the complexity of the global supply chain for these minerals, tracing their origins poses a significant challenge. Kodak aims to partner with our suppliers to develop proactive due-diligence programs that will enhance long-term transparency across the supply chain.



# ONE PEOPLE

## Caring for Each Other

We recognize that to continue to build a bright future for our company, our employees must be engaged and fulfilled in their work. Our culture must put employee health and well-being at the center. With a growing business that is innovating and delivering high-demand products and services, we are creating opportunities for employees today and for the next generation.

## Community Impact

Kodak takes great pride in our longstanding tradition of supporting charitable and philanthropic organizations in the communities we call home. We have passionate employees who demonstrate an unwavering commitment to their communities through ongoing volunteering and philanthropy.



### UNITED WAY

Kodak employees have a long history of supporting the United Way through personal donations and volunteering. Kodak founder George Eastman helped start the United Way in 1918 when it was first established as the War Chest, and later renamed the Community Chest. In 2024, 321 employees raised \$140K in the annual campaign in support of the United Way of Greater Rochester and the Finger Lakes.

### GROWING EMPLOYEE ENGAGEMENT AT KODAK (GEEK)

At Kodak, our commitment to community extends beyond our company walls. The GEEK group, founded in April 2021 by a team of new employees, has grown into a key part of our culture. Initially created to foster connections among employees from different areas of the company, GEEK continues to thrive under the leadership of both newer and more seasoned employees. Through on-site learning, social events, and community outreach, GEEK brings people together while supporting our local Rochester community.



### Winter Food Drive

In our 3rd Annual Winter Food Drive, the GEEK group rallied the Kodak community to collect over 1,200 items for those in need. Additionally, we collected direct monetary donations for the Rochester Family Mission. This effort not only stocked local food pantries but also demonstrated our collective commitment to supporting families facing hardships during the winter months.

### AMC Cookout

The Annual AMC (Advanced Materials and Chemicals) Cookout offered Kodak employees a delightful opportunity to socialize and unwind while raising funds for the Golisano Children's Hospital. This fun-filled event featured great food, lively music, and a Pie-in-the-Face board, all contributing to vital healthcare services for children in our community.

**ONE PEOPLE**

## Our Workforce

As a technology company, attracting, developing and engaging top talent is crucial to our success. We are focused on attracting, developing, and retaining highly skilled individuals who bring diverse perspectives from all cultures and segments of the population.

As a global company operating in many countries across the world, we cultivate an environment that embraces a wide range of experiences, backgrounds, and cultures. Valuing these different backgrounds and points of view while working together toward Kodak's common goals leads to growth and innovation and will ensure we meet the needs of today's workforce and the next generation. It also enables us to be better attuned to the needs and experiences of a wide customer base across the world.

Kodak offers a range of benefits to employees, with eligibility and coverage varying based on employment status and local regulations. Full-time employees typically receive comprehensive benefits, including:

- Comprehensive health and dental insurance
- Life and disability insurance
- Retirement benefits, including employer contributions to pension or savings plans
- Paid vacation and holidays
- Paid parental leave
- Access to wellness programs and employee assistance services

Temporary and part-time employees may be eligible for a reduced set of benefits, depending on their employment terms and local labor laws. Benefits such as retirement contributions and paid time off may be limited or unavailable to these employee groups.

For more detailed information, the specific benefits and eligibility criteria are outlined in Kodak's employee handbooks or policies, which vary by region and employment type.





**TABLE 10: Number of Employees by Gender and Region**

Employees by type	Gender				Region				Total
	Female	Male	Other*	Not Disclosed	APR	EAMER	LAR	US&C	
Permanent	1,081	2,880			695	879	177	2,210	3,961
Temporary	17	64			29	43	4	5	81
Full-time	1,049	2,799			723	794	180	2,151	3,848
Part-time	49	145			1	128	1	64	194

\*Gender as specified by the employees themselves

Kodak gathers workforce data through a centralized HR management system that stores all employee records. Updates to employee data are made by the employees themselves, as well as managers and HR personnel when necessary. The data reflects the active global employee population as of December 31, 2023, and includes all permanent, full-time, and part-time employees. Employees can voluntarily provide demographic information about themselves, such as gender and race/ethnicity, but also have the option to withhold this information. In such cases, the data is labeled as “Not Disclosed” in Kodak’s reporting. Kodak does not utilize on-call or non-guaranteed-hours workers.

Kodak has focused on hiring women at the leadership levels. Females represent:

- 30% of our executive leadership, and 17% of our active Board Members.
- 33% of management.

We are fostering a global perspective by hiring in-country leaders and teams who build on local customs and culture. Leaders of global teams rely on the local leaders to drive the business and support local customers appropriately. We continue to build on this education through discussions with leadership and additional training and workshops for employees across the company. The Human Rights Campaign’s annual Corporate Equality Index (CEI) has been released for 2023, and Kodak has scored 100 percent for the 21st consecutive year. This honor recognizes exceptional commitment to lesbian, gay, bisexual, transgender, and queer (LGBTQ) workplace policies and practices. Companies that score 100% are recognized as “Best Places to Work for LGBTQ Equality.” Across our company, our policies respect the dignity of every individual and prohibit discrimination based upon race, color, religion, sex/gender, gender identity, sexual orientation, marital status, pregnancy, genetic information, citizenship status, national origin, age, disability, or veteran status.

Kodak’s Learning Management System (LMS) offers more than thirty programs on diversity, discrimination, and harassment issues, as well as employee development opportunities aimed at equal opportunities.

# Employee Health, Safety, and Well-being

Kodak places the highest priority on the health and safety of everyone our business touches each day, and that starts with our employees. To meet high standards of employee care, we rely on globally uniform health and safety standards and provide health and preventive care programs to guard against workplace risks that could lead to both physical and/or mental illness. The broad range of programs operated at local levels are focused on:

- Maintaining and promoting our employees’ physical health (via robust occupational management program, resources for giving up smoking, health checkups, etc.); and
- Maintaining and promoting employee mental vitality (such as through stress management and similar measures).

Occupational health and safety systems are implemented at all Kodak manufacturing and office-based sites in the countries where our operations are based. We invest in training to raise awareness of hazards and associated risks in both the day-to-day and non-routine operations, and regularly review and update our safety documentation with new learnings. Regular training courses are held at all manufacturing sites to ensure our employees can identify and eliminate accident risks. Training is provided through a combination of on-site training and using Kodak’s learning management system. It is tailored to each employee’s role to ensure they have appropriate resources to manage their own safety and that of their colleagues, with office-based staff receiving appropriate training and assessment based on their roles. We also choose healthcare service providers carefully, ensuring that the services provided are supported with awareness campaigns and information of use to our employees. We encourage employees to actively engage in our occupational health and safety management process by contributing to Job Hazard Analyses (JHAs), reviewing Engineering Change Notices (ECNs), and supporting our Process Safety Management (PSM) initiatives. This includes suggesting process improvements, identifying necessary updates, and flagging any new or previously unaddressed hazards.

TABLE 11: Work-related injuries/fatalities

	2018	2019	2020	2021	2022	2023
Number of annual incidents per 100 employees	0.8	0.7	0.8	0.72	0.5	0.71
Fatalities	0	0	0	0	0	0



Although the 2023 work-related injury rate was slightly higher than that of 2022, Kodak's incident rates continue to track far below manufacturing industry averages. Still, we know we can do better. We are motivated by a mindset that every safety incident is preventable, which is reflected in our 'stretch' goal set in 2017 to reduce rates to 0.5 by 2025. The focus in 2024 is to bring the incident rating back down to .5 or lower.

During this last year, we have continued to strengthen our focus in four key areas: ergonomics education, incident investigation, incident prevention, and employee medical surveillance examinations.

- **EMPLOYEE SURVEILLANCE EXAMINATIONS**

Surveillance and other occupational health examinations are required to ensure that employees are safe to perform various types of work, including but not limited to, power industrial truck operation, chemical handling, and firefighting.

- **ERGONOMICS EDUCATION PROGRAM**

We educate employees on the importance of body mechanics to perform job tasks and the impact of workplace stretching to reduce injuries and promote improved physical and mental wellness. As our employees most commonly experience injuries to the spine and upper extremities, our ergonomics education program provides additional support for these body parts.

- **PREVENTION MANAGEMENT**

Employees are trained in the proper use of personal protective equipment (PPE), and which PPE is required when performing all types of work throughout our Kodak facilities. Additionally, employees undergo an extensive series of safety training programs that include hazard assessment, safeguarding, chemical handling, hearing and fall protection, confined spaces, and much more.

- **STRICT ACCIDENT INVESTIGATION PROTOCOLS**

Each injury occurring in the workplace is evaluated in accordance with a strict incident investigation protocol. This process includes identifying the root cause analysis, implementing preventive measures, and performing scheduled reviews to ensure that the corrective actions have been implemented, thus preventing the risk of further similar injuries.

Kodak invests in tools, resources, and benefits that nurture bright minds, promote innovation, and support employees' physical, financial, and psychological well-being.

For employees and eligible dependents facing personal challenges or seeking balance amidst self, work, family, and community obligations, Kodak provides an Employee Assistance Program and an array of benefits through our Work/Life Effectiveness Program.

These can include, depending on region:

- Emergency backup care for children and older relatives
- Lunchtime seminars on topics including managing stress, parenting, caring for older relatives, and paying for college
- No-cost consultations and follow-up sessions with a therapist and discounted counseling sessions, as well as videos, webinars, research, and tips and tools on mental health and well-being
- Employees financial well-being with programs such as:
  - Kodak Retirement Income Plan (KRIP) funded entirely by Kodak to help with retirement income for our employees
  - Retire Wise educational webinars on financial planning for retirement, financial wellness across all stages of life, creating a budget, 529 plans, optimizing your Health Savings Account, 401(k), and other financial planning topics

Our benefits and programs include:

- Medical screenings and occupational injury/illness and treatment
- Access to the Partners for Health Program, which encourages healthy choices and empowers healthy lifestyles
- Nursing mothers support
- Return to work/stay at work programs for sick or injured employees
- Seasonal vaccinations on-site and through partnership with our pharmacy benefits manager
- Travel medicine program
- Kodak medical intranet resources



**ONE PEOPLE**

## Human Rights

Kodak maintains a strict zero-tolerance policy for human rights violations, both within our operations and across our supply chain. We comply with all legal requirements regarding working hours, occupational health and safety, data protection, non-discrimination, and fair labor practices. Kodak strictly prohibits forced labor, including bonded, indentured, and slave labor, as well as human trafficking. Employees are free to move and leave their work locations after their shifts conclude. We adhere to all local minimum age requirements for workers and manage exposure to hazardous chemicals or environments accordingly.

Employees are urged to report any concerns or grievances through various available channels. They can notify the designated contact in our company, HR, or their managers about any breaches of our policies and standards. Our compliance hotline, managed by an independent external provider, is available globally. We have robust due diligence and compliance processes in place to mitigate potential social and human rights impacts from our business activities. We are dedicated to ensuring that mechanisms for redress are established and accessible when needed.

## Cultivating Tomorrow's Technology and Talent

Kodak's expansion strategy hinges on our proficiency in chemical manufacturing and advanced materials, making staff training and development a pivotal factor in our ongoing success. As we strive to establish a profitable and sustainable company, Kodak is not only inventing future technologies but also nurturing the talent of tomorrow.

Our Customer First commitment demands that our employees be well-informed, proficient in their roles, and abreast of the latest industry trends. By educating our customers about cutting-edge developments in our technology, products, and services, Kodak empowers businesses to grow and stay competitive in the market.

To this end, Kodak employs a centralized global learning management system (LMS), known internally as My Kodak Learning. This system ensures our employees and management team receive uniform, effective training through engaging learning experiences. It offers easy access to an extensive library of content and courses, encompassing compliance training, Kodak-specific modules, and career development paths for enhancing skills and competencies.

The LMS is powered with automation such as notifications, reporting, and the ability to track learning progress. Through December 2023, 96% of Kodak employees have taken training in the LMS to strengthen their career. This included approximately 4300 users and 72,131.71 learning hours, which represents 16.78 hours per employee. The LMS system extends beyond Kodak employees and provides our partners with access to the product and service certifications. In addition, approximately 3,575 employees had a complete or active individual Performance Development Plan (PDP) form in 2023, which represents 90.25% of the total population.



## Manufacturing Apprenticeship Program

Kodak is committed to nurturing the next generation of skilled tradespeople, and our Apprenticeship Program plays a critical role in this mission. Revived in 2020 to address the growing need for skilled workers, the program provides opportunities for local high school and college students, as well as existing employees, to gain hands-on experience in a variety of technical manufacturing roles. Apprentices are paired with experienced journeymen, receiving paid on-the-job training alongside work-related classes held twice a year. Graduates earn a New York State journeyman certificate, positioning them for enhanced job prospects at Kodak and within the broader industry.

In 2024, Kodak was awarded up to \$285,000 from the New York State Department of Labor to expand this program and meet the rising demand for skilled trades workers. This funding enables us to continue growing the program and strengthen our workforce by developing apprentices in roles such as electromechanical technicians, pipe fitters, electricians, field machinists, and building maintenance mechanics.

"Growing our apprenticeship program is crucial for maintaining the skilled workforce necessary to bolster our operations," said Terry Taber, Kodak's Chief Technical Officer and Senior Vice President of Advanced Materials and Chemicals. "These apprenticeships not only provide invaluable training and mentorship, but they also ensure Kodak's future success by developing the next generation of tradespeople."

On October 22, 2024, Kodak hosted a graduation ceremony at the Kodak Center in Rochester, NY for 14 new program graduates, supported by 25 supervisors and journeymen. The ceremony was led by CTO and SVP of Advanced Materials and Chemicals Terry Taber and attended by Executive Chairman and CEO Jim Continenza. The program's success is fueled by partnerships with the Rochester Technology and Manufacturing Association and CNC Technical Solutions, which have provided additional training since Kodak revived the program in 2020. Today, apprentices are contributing across key roles in Kodak's film business, including Sensitizing, Estar, Finishing, and SCID.

## Sustainable Procurement

Kodak is proactive in increasing our relationships and expanding our business with small and diverse suppliers, including minority, women, LGBTQ and veteran owned businesses, as well as small businesses and those owned by people with disabilities. Since 1989, our Supplier Diversity Program has helped us maximize opportunities for diverse suppliers to support all aspects of our business, including, but not limited to component manufacturing, chemicals, packaging, professional services, MRO (maintenance, repair, and operations), and office supplies. Our procurement teams strive to include diverse suppliers in our bidding process, and to provide opportunities for expanded business with an increasingly diverse supply base. About 10% of our suppliers to the U.S. are categorized as minority, woman-owned, veteran-owned, or Hub-zone suppliers.

Sourcing from suppliers near our production locations not only minimizes the risk of social issues within our supply chains but also reduces the environmental impact, including the carbon footprint associated with long transportation distances. Kodak focuses on sourcing from local suppliers where reasonable and practical. Around 8.5% of Eastman Kodak Company Rochester expenditure is with suppliers from the local Rochester area.



# GRI Content Index

GRI Standard	Disclosure	Location or Direct Response
GRI 2: General Disclosures 2021	2-1 Organizational details	Eastman Kodak Company “Kodak” 343 State Street, Rochester, New York, 14650 <a href="#">Form 10K</a> (Part 1, Business)
	2-2 Entities included in the organization’s sustainability reporting	Kodak entities, with environmental data for all wholly-owned Eastman Kodak Company manufacturing entities, excluding Israel due to ongoing conflict.
	2-3 Reporting period, frequency and contact point	The 2024 Sustainability Report includes CY2023 data, with activity information into Q3 2024, and was published in January 2025. Future reporting will reflect the full calendar year, which corresponds with our financial reporting period.
	2-4 Restatements of information	Some information is repeated from the Kodak Sustainability Report – 2023 as we are moving to following GRI standards.
	2-5 External assurance	External assurance has not been sought.
	2-6 Activities, value chain and other business relationships	2024 Sustainability Report – About Kodak <a href="#">Form 10K – Item 1</a>
	2-7 Employees	2024 Sustainability Report – One People – Our Workforce
	2-9 Governance structure and composition	2024 Sustainability Report – One Business - Governance <a href="#">Corporate Bylaws</a> <a href="#">Corporate Governance Guidelines</a>
	2-10 Nomination and selection of the highest governance body	<a href="#">Corporate Bylaws</a> <a href="#">Corporate Governance Guidelines</a>
	2-11 Chair of the highest governance body	<a href="#">Corporate Bylaws</a> <a href="#">Corporate Governance Guidelines</a>
	2-14 Role of the highest governance body in sustainability reporting	2024 Sustainability Report – Governance
	2-15 Conflicts of interest	<a href="#">Kodak Business Conduct Guide</a>
	2-16 Communication of critical concerns	2024 Sustainability Report – Governance
	2-17 Collective knowledge of the highest governance body	<a href="#">Corporate Governance Guidelines</a>



GRI Standard	Disclosure	Location or Direct Response
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	<a href="#">Corporate Governance Guidelines</a>
	2-19 Remuneration policies	<a href="#">Form 10K</a> – Executive Compensation Part III Item 11 (Proxy Statement: Report of the Compensation, Nominating and Governance Committee) <a href="#">Corporate Governance Guidelines</a>
	2-20 Process to determine remuneration	<a href="#">Corporate Governance Guidelines</a>
	2-22 Statement on sustainable development strategy	2024 Sustainability Report – Our Sustainability Strategy
	2-23 Policy commitments	<a href="#">Kodak Business Conduct Guide</a>
	2-24 Embedding policy commitments	<a href="#">Kodak Business Conduct Guide</a>
	2-25 Processes to remediate negative impacts	<a href="#">Kodak Business Conduct Guide</a>
	2-26 Mechanisms for seeking advice and raising concerns	<a href="#">Kodak Business Conduct Guide</a>
	2-28 Membership associations	2024 Sustainability Report – Our Business Today
	2-29 Approach to stakeholder engagement	2024 Sustainability Report – Kodak’s Key Focus Areas <a href="#">Corporate Bylaws</a> <a href="#">Corporate Governance Guidelines</a>

## Material Topics

GRI 3: Material Topics 2021	3-1 Process to determine material topics	2024 Sustainability Report – Kodak’s Key Focus Areas
	3-2 List of material topics	2024 Sustainability Report – Kodak’s Key Focus Areas
	3-3 Management of material topics	2024 Sustainability Report – Kodak’s Key Focus Areas 2024 Sustainability Report – One Business 2024 Sustainability Report – One Planet 2024 Sustainability Report – One People

## Procurement Practices

GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	2024 Sustainability Report – One Planet – Sustainable Procurement
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## Anti-Corruption

GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	2024 Sustainability Report – One Business – Ethics and Integrity
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## Materials

GRI 301: Materials 2016	301-2 Recycled input materials used	Not applicable; due to the nature of Kodak's products it is not possible to use recycled content in inks, equipment or printing plates. At present packaging with recycled content is not in use.
	301-3 Reclaimed products and their packaging materials	2024 Sustainability Report – One Planet – Effective management of resources

## Energy

GRI 302: Energy 2016	302-1 Energy consumption within the organization	2024 Sustainability Report – One Planet – Climate Change
	302-3 Energy intensity	2024 Sustainability Report – One Planet – Climate Change
	302-4 Reduction of energy consumption	2024 Sustainability Report – One Planet – Climate Change

## Water and Effluents

GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	2024 Sustainability Report – One Planet – Water
	303-2 Management of water discharge-related impacts	2024 Sustainability Report – One Planet – Water
	303-3 Water withdrawal	2024 Sustainability Report – One Planet – Water
	303-4 Water discharge	2024 Sustainability Report – One Planet – Water
	303-5 Water consumption	2024 Sustainability Report – One Planet – Water

## Biodiversity

GRI 304: Biodiversity 2016

304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

Not applicable; Kodak does not have any operational sites adjacent to protected areas or areas of high biodiversity value.

## Emissions

GRI 305: Emissions 2016

305-1 Direct (Scope 1) GHG emissions

2024 Sustainability Report – One Planet – Climate Change

305-2 Energy indirect (Scope 2) GHG emissions

2024 Sustainability Report – One Planet – Climate Change

305-4 GHG emissions intensity

2024 Sustainability Report – One Planet – Climate Change

305-5 Reduction of GHG emissions

2024 Sustainability Report – One Planet – Climate Change

305-6 Emissions of ozone-depleting substances (ODS)

No data available; movement of refrigeration equipment is monitored only in countries where there is a tracking and reporting requirement.

305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

No data available; not monitored.

## Waste

GRI 306: Waste 2020

306-1 Waste generation and significant waste-related impacts

2024 Sustainability Report – One Planet – Effective management of resources

306-2 Management of significant waste-related impacts

2024 Sustainability Report – One Planet – Effective management of resources

306-3 Waste generated

2024 Sustainability Report – One Planet – Effective management of resources

306-4 Waste diverted from disposal

2024 Sustainability Report – One Planet – Effective management of resources

306-5 Waste directed to disposal

2024 Sustainability Report – One Planet – Effective management of resources

## Supplier Environmental Assessment

GRI 308: Supplier Environmental	308-2 Negative environmental impacts in the supply chain and actions taken	2024 Sustainability Report – One Planet – Sustainable Procurement
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## Occupational Health and Safety

GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	2024 Sustainability Report – One People – Employee Health, Safety and Well-being
	403-2 Hazard identification, risk assessment, and incident investigation	2024 Sustainability Report – One People – Employee Health, Safety and Well-being
	403-3 Occupational health services	2024 Sustainability Report – One People – Employee Health, Safety and Well-being
	403-4 Worker participation, consultation, and communication on occupational health and safety	2024 Sustainability Report – One People – Employee Health, Safety and Well-being
	403-5 Worker training on occupational health and safety	2024 Sustainability Report – One People – Employee Health, Safety and Well-being
	403-6 Promotion of worker health	2024 Sustainability Report – One People – Employee Health, Safety and Well-being
	403-8 Workers covered by an occupational health and safety management system	2024 Sustainability Report – One People – Employee Health, Safety and Well-being
	403-9 Work-related injuries	2024 Sustainability Report – One People – Employee Health, Safety and Well-being

## Training and Education

GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	2024 Sustainability Report – One People – Cultivating tomorrow's technology and talent
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## Diversity and Equal Opportunity

GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2024 Sustainability Report – One People – Our Workforce
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Child Labor

GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	2024 Sustainability Report – One People – Sustainable Procurement 2024 Sustainability Report – One People – Human Rights
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Forced or compulsory labor

GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	2024 Sustainability Report – One People – Sustainable Procurement 2024 Sustainability Report – One People – Human Rights
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Local Communities

GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	2024 Sustainability Report – One People – Community Impact
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Supplier Social Assessment

GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	2024 Sustainability Report – One People – Sustainable Procurement
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Public Policy

GRI 415: Public Policy 2016	415-1 Political contributions	<a href="#">Corporate Political Expenditures Policy</a>
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