



WORLD



KODAK

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About this Report

Information in this sustainability update reflects the global business activities of Eastman Kodak Company in 2022 and through to Q1 2023. The statistical data presented is for CY2022, with an expanded dataset provided as Kodak moves towards 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.

Introduction

The challenges we have faced in the last few years, including the pandemic and more visible signs of climate change, have made it clearer than ever that we are all in it together when it comes to creating a more sustainable world. At Kodak we continue to step up our efforts to be responsible stewards of the environment we leave for the next generation.

For us, it starts with offering sustainable solutions for the customers in Kodak's largest business, commercial print. We have invested heavily in digital technology and recently launched a groundbreaking inkjet press capable of replacing traditional offset technology in many applications. Digital eliminates the need for aluminum-based printing plates used in traditional offset presses, which require huge amounts of energy and resources to manufacture and distribute. We understand that the transition to digital will impact our important plates business, but we believe it's the right thing to do.

At the same time, we understand that traditional print is not going away any time soon. To improve the sustainability of that process, we produce the industry's leading process-free plates, which eliminate the need for the energy and chemicals

used to develop conventional plates. We are also committed to continue manufacturing plates at locations in the United States, Germany and Japan, which allows us to reduce the carbon footprint of distributing plates to customers in those markets by minimizing shipping distances.

We also continue to invest in bringing sustainable products to market with innovations from our Advanced Materials and Chemicals group. Examples include KODALUX Fabric Coating, which requires less water, energy and chemicals than traditional products, and coating substrates used in EV batteries, which eliminate the need for burning fossil fuels to power cars.

As we move into the future, we will continue to focus on sustainability by investing in technologies and processes that reduce our energy footprint and help our customers reduce theirs.



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 and 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 corporate responsibility principles, including industry leadership in developing sustainable solutions for print.

Our Business

Kodak's core operations fall into three key reportable segments: Print, Advanced Materials and Chemicals and Brand. We focus on delivering superior products and services that drive profitable growth, and provides industry-leading hardware, software, consumables and services primarily to customers in commercial print, packaging, publishing, manufacturing and entertainment.

Traditional and Digital Print

Our traditional print solutions include digital offset plate offerings and computer-to-plate (CTP) imaging solutions. Our digital printing solutions include production press systems, consumables (primarily ink), inkjet components, software and services. Both traditional and digital print serve a variety of commercial industries, including commercial print, direct mail, book publishing, newspapers, magazines and packaging.

Advanced Materials and Chemicals

Through our focus on advanced materials and chemicals, we help businesses bring tomorrow's ideas to market today. We conduct research, develop new products, develop new functions for known materials and chemistries, and file patent applications for inventions and innovations.

Brand

The Brand segment includes licensing of the Kodak brand to third parties. Kodak currently licenses its brand for use with a range of products including digital, instant print and 35mm film cameras, printing and scanning consumer use devices, batteries, apparel and eyewear.

Recent Product Awards and Recognitions

- 2022 Business Intelligence Group's Sustainability Service of the Year: Solvent Recovery Business
- 2022 Pinnacle InterTech™ Award: KODAK MAGNUS Q4800 Platesetter
- 2022 GP Materials and Environmental Award: Materials category, green printing
- 2022 Pinnacle Product Award: KODAK 5th Imaging Solutions – NEXFINITY Digital Presses
- 2023 European Digital Print Award: UTECO Sapphire EVO W Press and KODACHROME Packaging Inks
- 2023 Best Licensed Brand award in the corporate category of the 2023 Licensing International Excellence Awards competition
- 2023 American Business Awards® Stevie Awards Gold award in the "Achievement in Organizational Recovery"



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. These core principles guide our decisions and actions as we continue our transformation. 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

In 2022 Kodak joined the Sustainable Green Printing Partnership, the leading authority in sustainable printing certifications. As a gold patron, Kodak plays an active role in driving the industry's transformation toward more eco-friendly and resource-saving business practices and improving the sustainability profile of print.

In addition, Kodak is a member of Imaging and Printing Europe (I&P Europe), a European association of product manufacturers and technology providers for the imaging and printing industry. Through this membership, Kodak ensures we have the tools available to effectively manage compliance with current and upcoming legislation, working with peers across industry to advocate for best practices and share key learnings on compliance and sustainability topics.

Finally, our Solvent Recovery business is also a member of CHWMEG Inc, a non-profit trade association dedicated to ensuring members dispose of waste responsibly, and that the treatment and disposal facilities they review meet the standards required of waste handlers. Kodak has been subject to their Facility Review program, contributing to the pool of environmental management and risk data and facilitating best practices in the field.

Kodak Today

Print

- SONORA Process Free Plates
- MAGNUS & TRENDSETTER Computer-to-Plate Systems
- KODACHROME & EKTACOLOR Inks
- OPTIMAX Primers
- PRINERGY Workflow Solutions
- PROSPER 7000 Turbo Press
- PROSPER ULTRA 520 Digital Press
- PROSPER Imprinting Systems

Consumer

- Brand Licensing

Advanced Materials & Chemicals

- KODACOLOR Direct-to-Garment and Film-to-Fabric Inks
- KODALUX Fabric Coating
- Unregulated Key Starting Materials for Pharmaceuticals
- Diagnostic Test Reagents (Commission and plant validation 2024; production launch 2025)
- Additive Manufacturing – Functional Printing and Printed Electronics
- Coated Substrates for EV Battery and Fuel Cell Assembly
- Photographic and Industrial Films
- Specialty Chemicals

Our Sustainability Strategy

Awareness of the impacts of climate change and social inequality has increased dramatically around the globe, and Kodak is playing our part in the journey toward a sustainable world. Increased stakeholder interest in both our environmental affairs and broader sustainability programs underscores the need for transparency on both the impact of our operations and our products. As our sustainability strategy evolves, we understand the importance of not just our actions, but also the way we communicate.

We recognize that integrating sustainability throughout our organization is critical to becoming one of the world's leading advanced material and chemical companies. During 2022/23 Kodak has continued to contribute to the global circular economy by investing in sustainable product lines and further assessing the impact of our own operations. Our innovative solutions also assist our customers in meeting their own sustainability goals. Another focus has been building resiliency into our sustainability program as we have had to deal with issues such as supply chain pressures, materials shortages and global energy concerns. Kodak's ability to withstand such challenges is one of our strengths in recent times and is key to our commitment to a more sustainable future.

Our sustainability strategy is based on three pillars: one people, one planet and one business. Together these form One Kodak, a transformation bringing our priorities as a company together as a whole.

- One People: Caring for our employees, our customers and our communities, contributing to the health and success of all.
- One Planet: Taking our place as part of the global circular economy, managing resources effectively and reducing the environmental impact of our products and operations.
- One Business: Embedding our core values into everything we do, operating with honesty, integrity and courage with our customers playing a central role.

To achieve our targets we will continue to leverage our current resources and invest in the future. In support of the pillars, we've identified three foundational strategies:

- Products and technological innovation are at the heart of Kodak's growth. Better performance with a reduced environmental footprint creates value for our customers.
- Kodak is rich in human capital, with knowledge, experience and an environment geared towards developing new talent with sustainable values. Engagement among our employees will play an important role in driving impactful change together.
- Strategic partnerships bring synergies for implementing and scaling sustainable advancements. Working with our partners along the value chain, and also with experts, universities, and other stakeholders, drives best practices.

As Kodak continues to grow, we will engage in global science-based and cross-industry initiatives and policy platforms, applying new approaches and methodologies where it strengthens our existing program. We look forward to continued progress meeting tomorrow's challenges.



A handwritten signature in black ink that reads "Dick Szembrot". The signature is fluid and cursive.

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 2022 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: Kodak sites have achieved a 54% reduction in GHG emissions in 2022 compared to the baseline year of 2016.



WATER

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

Progress: As part of Kodak's water reduction efforts, we identified a discrepancy in previously reported data. We are currently working to update our progress against this goal.



RECYCLING

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

Progress: 51% increase in quantity produced in 2022 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



DIVERSITY & INCLUSION

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 diversity, equity and inclusion (SDG 5), 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 on our activities on this topic in future reports.

Kodak’s Key Focus Areas

During the most recent review of our sustainability strategy, Kodak drew on both stakeholder feedback and external benchmarking to evaluate key material topics throughout our value chain. We recognize that we operate in a constantly changing environment with shifting priorities, facing new challenges and developments in best practices for both Kodak as a company and society as a whole. We strive to maintain a balance between flexibility to move with this dynamic while continuing to support our current commitments. These include our activities within all the environmental, social and governance spheres that feed into our sustainability program, which are aligned with both the international Sustainable Development Goals (SDGs) as well as the assessment criteria of various financial and sustainability-oriented ratings and the guidelines of the Global Reporting Initiative (GRI).

Stakeholder Engagement

Kodak’s roadmap to a sustainable future is fundamentally based on the information available to us now, and what may be available in the future. Stakeholder engagement is a critical tool for Kodak to obtain insights and perspectives from inside our operations and externally, and it fosters a common understanding of expectations and priorities. In 2022, this engagement on sustainability topics became an integral part of conversations with stakeholders. Utilizing this guidance, Kodak revisited the requirements for ESG disclosures in depth and has prioritized increased data transparency in response, providing both greater transparency regarding our operations and providing opportunities for us to demonstrate our progress effectively. This focus on data is also expected to greatly assist in the update of our sustainability goals moving forward.

Identifying Material Topics

We assess the importance and impact of the topics for the company, environment and society, and also for our stakeholders. We take into account the GRI Standards as a framework, including the GRI Update 2021. The results of this process can be broken down into the three dimensions of environmental, social and operational topics, each with several subtopics identified as part of the materiality analysis. In these subtopics, we want to drive sustainable development throughout our operations and within our value chain.

Environmental	Climate Change Packaging and Waste Sustainable Procurement	Water Biodiversity
Social	Employee Health, Safety and Well-being Talent & Development Sustainable Procurement	Diversity & Inclusion Human Rights
Operational	Sustainable Innovation Data Security	Ethics & Integrity Governance

ONE BUSINESS:

Innovating Products and Delivering Excellence

Kodak builds toward long-term economic success when we are well-aligned with the needs of our customers. Today, one of those needs is sustainability. We focus on developing and delivering products and technologies that are rooted in science and have the potential to grow and create markets for our businesses, including those that can drive sustainability performance by increasing operational efficiency, minimizing resource use and reducing costs over time.

Governance

Kodak is committed to corporate governance and compliance on both a local and global level. Responsible management processes, compliance with the ever-increasing global regulatory requirements, and respect for people and cultures are essential to success where we operate and supply products.

ORGANIZATIONAL COMPLIANCE

Our Compliance organization has global responsibility for all preventive and reactive measures. It operates according to our [Corporate Governance Guidelines](#). The Chief Compliance Officer directs compliance information requirements and is responsible for guiding each location on operating in accordance with local regulations. Any infringements, as well as the measures taken to deal with them, are reported to Eastman Kodak Company's Board of Directors (Board) through specific subcommittees when such matters arise. Our internal reporting and complaints channels are supported by an ethics and compliance alert line, which is established to enable employees to discreetly report infringements of our Code of Conduct, internal standards, or applicable laws. It is run by an independent external provider and is available globally, allowing both open as well as anonymous reporting. The alert line and alternative reporting channels are available to employees and third parties.

SUSTAINABILITY GOVERNANCE

Kodak's Board Members have the highest level of oversight for sustainability programs. The Board supports the programs and processes by evaluating the Company's management of and response to key sustainability-related risks and opportunities, in the context of strategy and long-term growth. The Risk Management and Compliance Committee are updated on critical sustainability issues as required and our HSE director provides regular briefings on practices. Sustainability topics are discussed during Kodak's Board and Board Committee meetings at relevant times throughout the year.

Continuous improvement in the field of sustainability is strategically important for Kodak and is a key value in our Directors' Code of Conduct. Company leadership is aware of the need to address climate-related risks and opportunities and the oversight of matters pertaining to sustainability.

Board Committees

- The Audit & 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 mandates compliance with applicable laws in markets where it conducts business, including requirements for employees on ethical and responsible business practices, which include areas such as anti-bribery and corruption, data privacy, and intellectual property. Our commitment to ethical behavior builds trust with our customers and improves the experience of all employees at Kodak. The Business Conduct Guide applies to all Kodak's global entities and employees.

As part of Kodak's supply chain due diligence, we have embedded in our Enterprise Resources Planning (ERP) systems a daily file-feed of sanctioned parties and vendors of concern for forced labor. This is applied globally to reduce the risk of non-ethical practices within our supply chain.

ANTI-BRIBERY AND CORRUPTION

Kodak has zero tolerance for bribery or corruption practices. Our Business Conduct Guide provides guidance regarding compliance with global anti-bribery and corruption rules and laws, ensuring we conduct our business in an honest and ethical manner, reflecting the highest standards of integrity. We require all our employees and contractors to comply with our Business Conduct Guide. Bribery and corruption risks are also regularly evaluated to ensure the Company's internal controls effectively address and mitigate bribery and corruption risk to the enterprise.

FOCUS ON COMMUNICATION AND TRAINING

All communications involving compliance are harmonized across all Kodak locations. All employees are expected to fulfill annual compliance training requirements regardless of the risk of bribery or corruption in the country or markets in which they operate. The corporate compliance training focuses on overall employee conduct as well as everyday working situations, with additional training for managers to imbed the message throughout our organization. The program addresses many different compliance topics, including data protection, insider trading law, competition law, anti-corruption, diversity, and harassment. We currently have a 95% completion rate across all employees.

ANTI-COMPETITIVE PRACTICES AND FAIR COMPETITION

The Company competes for business ethically and lawfully. Our Business Conduct Guide prohibits employees from engaging in anti-competitive practices, including but not limited to entering into an agreement or discussion that would result in price-fixing, limitations on the availability of goods or services on the market, or agreements to boycott a customer or supplier.



Data Security

Secure and compliant handling of data is of critical importance for Kodak's goal to be a leading innovative industrial manufacturer. When using personal data, the individuals' rights must be appropriately protected. We strive to safeguard the rights of any person whose data we process, including but not limited to our employees, customers, and all external stakeholders. When it comes to information security, Kodak understands the importance of protecting our business from cybercrime and ensuring our information is secure from any associated internal and external risks. We have taken steps to protect our information systems, their contents, and our communication channels against any criminal or unwanted activities. These include e-crime and cyberattacks, such as unauthorized access, information leakage and misuse of data or systems.

The mandate of our Worldwide Information Security (WWIS) team is to mitigate risks and create a global framework for data privacy-compliant business operations. This includes training our employees to handle data responsibly and with clear accountability. It safeguards our company by providing data privacy risk assurance and ensuring compliance with relevant data privacy laws globally.

The following measures are implemented to achieve these objectives:

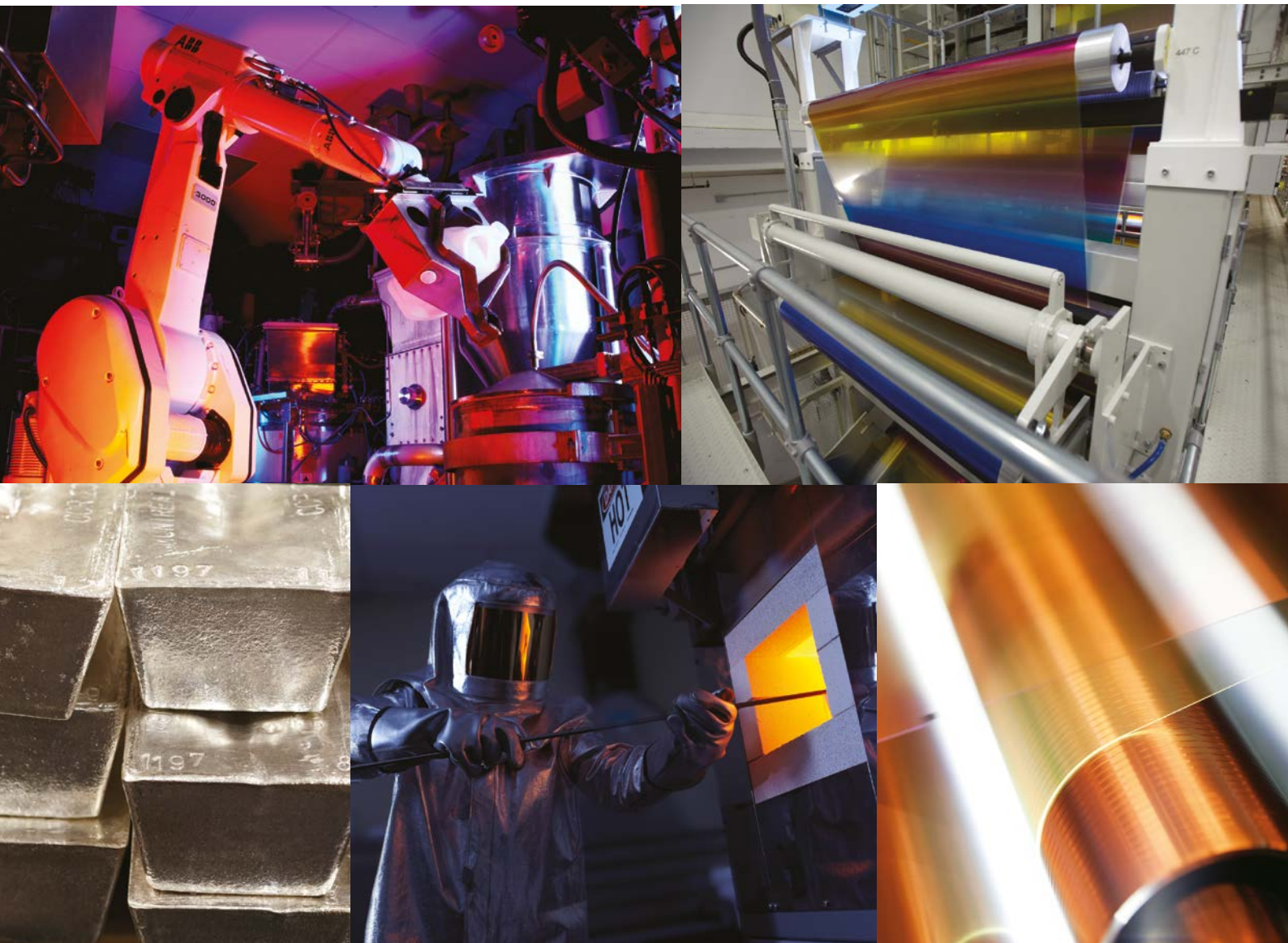
- Contracts contain provisions for data privacy, handling and incident notification
- Contracts are compliant with GDPR (General Data Protection Regulation), CCPA (California Consumer Privacy Act), and others when relevant
- Internal controls and policies are in place for data privacy and protection
- Employees and non-employees with access to Kodak systems receive mandatory annual training on IT security and data privacy in local languages (and when onboarding as a new employee)
- IT Systems are developed and operated according to internal controls and compliance such as GDPR
- Numerous IT Security Systems are implemented including endpoint protection, firewalls and network intrusion, Internet access filtering, Multi-factor login, SPAM and Phishing email detection/filtering, Vulnerability scanning, and penetration testing
- Regular awareness communications on security and data privacy topics are issued, and phishing tests are performed at least 4 times per year
- Security event monitoring is configured with a central event handling system, and a second layer is configured with an external Managed Detection & Response service provider who operates a 24x7 Security Operations Center. This service includes incident response support.
- An incident response process is defined with corporate roles and a focused process for data privacy incidents
- A dedicated Chief Information Security Officer and a dedicated Chief Privacy Officer

Sustainable Innovation

As an industry pioneer with deep knowledge of material science, Kodak will continue to innovate – especially when it comes to sustainability.

Kodak actively drives technological developments to enable commercial and packaging printers to produce in a greener way and leave a smaller carbon footprint. We work to ensure that any progress on the road toward more sustainable products and processes is not achieved at the expense of quality and productivity.

Sustainability is an ongoing process, and we continue to look for ways to reduce the environmental impact of our products and services as our company grows. This opportunity is especially relevant for print products since commercial printing has historically been a source of negative environmental impacts. We continue to develop in-house life cycle assessment and carbon footprinting capabilities, which will help us identify where we can further reduce the environmental footprint of our products.



ONE BUSINESS

Traditional and Digital Print



KODAK SONORA Process Free Plates

Since its invention in the 19th century, offset printing has required substantial amounts of chemicals, water and energy to image and process. With the invention of SONORA Process Free Plates, Kodak was first to successfully commercialize a printing plate that eliminates processing chemicals and water, while reducing waste and energy use. There is also no processing variability, so process-free plate users benefit from more consistent and stable plates that reduce time, waste, and cost in the pressroom.

Over the last five years, Kodak's process-free plate business has grown to be used at more than 6,000 printers around the globe. Our continued success today is driven by the proven environmental and economic benefits that printers achieve when they adopt a process-free approach.

SONORA Process Free Plates deliver sustainability benefits that include:



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



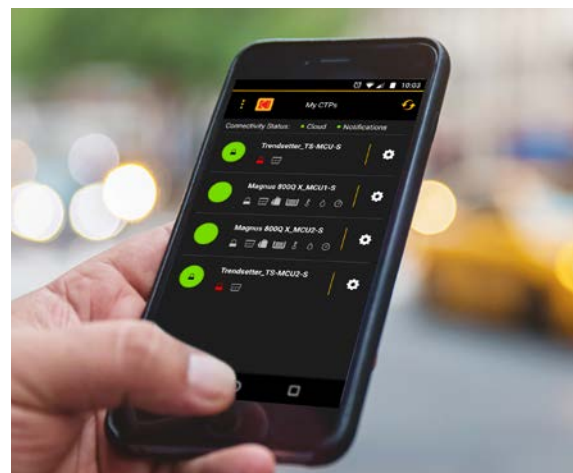
Computer-to-Plate (CTP) Systems

Today, Kodak is delivering up to 95% energy savings over alternative platforms.

SONORA Process Free Plates go a long way toward reducing environmental and economic costs for printing customers, and those benefits are multiplied when SONORA Plates are paired with Kodak's CTP technology. CTP systems allow each image to be output directly from computer to plate, reducing waste, as no film is required as an intermediate step. Additionally, we are continually innovating our CTP systems to use less energy. Today, Kodak's system uses up to 95% less energy than alternative CTP platforms.

Digital Presses, Inkjet Imprinting Systems and Workflow Software

From flexible packaging and labels to folding carton and corrugated boxes, digital is rapidly gaining popularity in packaging production. Demands for increased production flexibility and shorter time to market are helping to drive this trend, along with sustainability: digital printing uses fewer resources than traditional printing. Paired with our insight driven workflow software, Kodak’s digital print customers can unlock even more efficiencies. Through automation and integration, Kodak digital print solutions help customers reduce waste, conserve ink and eliminate costly manual errors.



KODAK PROSPER ULTRA 520 Press

CLOSING THE GAP WITH OFFSET

The KODAK PROSPER ULTRA 520 Press is inkjet reimaged. Built upon five decades of world-class innovation and investment in both mechanical and chemical engineering, the PROSPER ULTRA 520 Press delivers the highest quality on the market today. Our new press unleashes Kodak’s new ULTRASTREAM inkjet technology and our highly efficient, KODACHROME water-based inks in a compact platform that prints at full speed and the highest resolution.

KODAK PROSPER 7000 Turbo Press

THE WORLD’S FASTEST INKJET PRESS

The KODAK PROSPER 7000 Turbo Press delivers industry-leading speeds of 410 mpm (1,345 fpm), nearly 35% faster than its nearest competitor. When time is of the essence, the PROSPER 7000 Turbo Press’s unique Turbo mode is specifically geared to handle big jobs with fast speed – a blazing 5,523 A4s pages per minute.

KODAK PROSPER presses are not just about saving time but enabling better management of resources. Taking into account the importance of recycling and recyclability, PROSPER allows for the use of recycled and FSC approved paper as well facilitating de-inking of the final product. With PROSPER Presses businesses can produce only the quantity of materials they need, minimizing excess inventory and the risk of obsolete materials. This not only conserves resources but also reduces the environmental impact associated with disposing of unused or outdated printed materials. Furthermore, PROSPER Presses eliminate the supply chain challenges of plates and their Jetting Modules are returned for refurbishment rather than entering the waste stream, making digital printing with PROSPER Presses a sustainable option.



ONE BUSINESS**KODAK PROSPER Imprinting Systems****MAKE YOUR TRADITIONAL PRESS DIGITAL**

The KODAK PROSPER Imprinting Systems, built on Kodak Stream Inkjet Technology, can energize a customer's top line with high-quality, high-speed variable capabilities that integrate directly into an analog press and finishing equipment. When a PROSPER S-Series or PROSPER Plus printhead is added to existing analog equipment, a customer is able to produce a range of new, personalized applications that add value for their clients by helping them to achieve their business objectives, requirements for cost control, and turnaround.

**Sustainable, Water-based Inks**

Kodak's high-performing, award-winning, KODACHROME and EKTACOLOR water-based inks are safer for people and the environment compared to conventional solvent-based inks. They contain minimal volatile organic compounds (VOCs) and no polyvinyl chloride or phthalates, which keeps potentially harmful substances out of the waste stream and water supply and eliminates the need for hazardous waste removal processes. Further, our water-based inks don't compromise on quality: they are virtually indistinguishable from offset lithography in print quality and reproduction consistency. Because of their high performance and sustainability profile, Kodak water-based inks are now used on everything from food packaging and personal care products to children's books.

**KODAK PRINERGY Platform****MAKING PRINT EASY, PROFITABLE AND SUSTAINABLE**

Our PRINERGY Platform is the leading prepress automation software for the print industry. Now available on demand from the cloud, the PRINERGY Platform reduces manual touch points and elevates productivity, all while reducing waste by minimizing error. PRINERGY also leverages artificial intelligence and analytics so customers can look at ink and plate usage data and trends to make better business decisions that save money and improve operations.

Advanced Materials & Chemicals

SOLVENT RECOVERY: BUILDING A CIRCULAR ECONOMY

Solvent recovery is the process of extracting useful raw materials from waste or byproduct solvents generated during the manufacturing process and then processing those materials for reuse. When waste is reused, everyone benefits as a result of a decrease in energy use, greenhouse gas emissions and waste disposal costs. This enables natural resource conservation and a boost to the bottom line as materials are reused or sold. At our Eastman Business Park facility, we reprocess five of the most common industrial solvents: methanol, ethanol, isopropyl alcohol, acetone and ethyl acetate, which are supplied by customers in the pharmaceutical, health care and chemical manufacturing industries. The recovery process is performed to the highest standards, and the end result is near-virgin material with a level of purity often higher than manufactured industrial-grade product. Our goal, announced in 2016, is to continue to build this sustainability business offering, with a corporate target to triple the quantity of solvents processed from external sources by 2025.

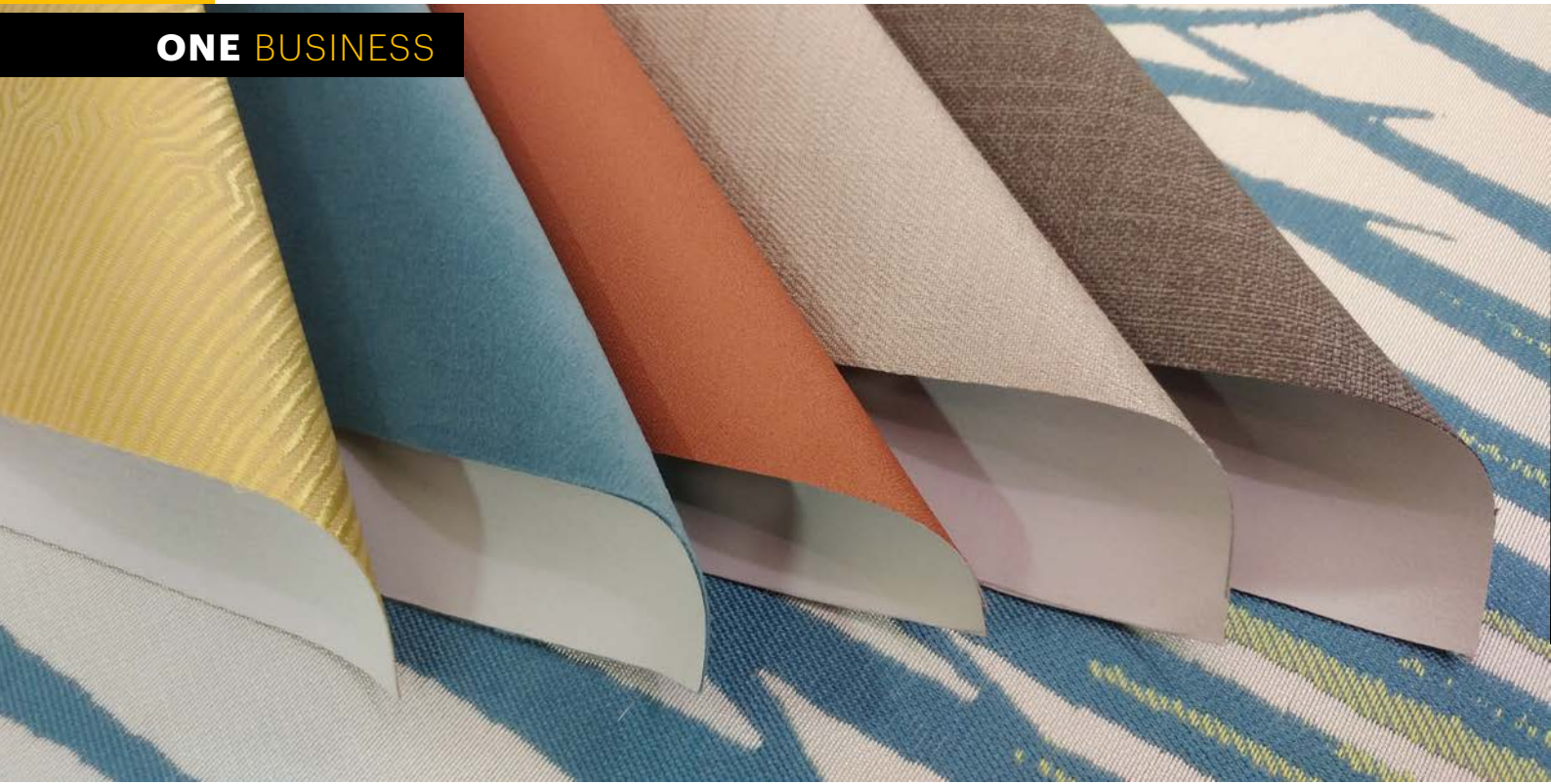
From 2016 to year-end 2022, Kodak saw a 51% increase in our solvent recovery business.

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.





Light Blocking Technology

The result of decades of research and collaboration across Kodak, our liner-less light blocking technology, KODALUX Fabric Coating, uses proprietary micro-particle technology to offer degrees of light-control performance from filtering to 100% blackout. With our simple one-step processing and innovative foam coating, KODALUX Fabric Coating also requires less water, energy and chemicals to produce than traditional products, providing our customers with a more efficient and effective way to manage light. Process equipment used to produce KODALUX Fabric Coating as well as the facility itself are repurposed assets, highlighting our ambition to help promote a circular economy. Our light blocking products are made with consideration of the health and safety of both the people who manufacture our products as well as those who use them. The active component in our formulation is derived from cellulose, a bio-compostable and plant-sourced material. This enables us to produce our products without the use of flock, a material that was historically required to achieve light blocking and which has been the source of factory fires and represents an airborne health hazard for the manufacturing community. All products from our facility are 100% flock-free using the new formulation Kodak has developed. Additionally, the simplification of the manufacturing process achieved by our light blocking technology will enable localized manufacturing and, therefore, reduce reliance on complex global supply chains.

- 3x less water
- 3x less energy
- 98% reduction in carbon black
- 100% flock free
- 35% recycled textiles
- Tight supply chain to minimize transport miles
- Will be manufactured in repurposed equipment in Rochester New York



▶ ONE PLANET:

Responsibly Managing Our Environmental Footprint

In today's resource-constrained world, a strong commitment to sustainable products and operations is necessary to grow a profitable company that is here for generations to come. Across our global operations, Kodak teams are exploring new ways to reduce waste, lower energy consumption, conserve water and reduce harmful emissions.

Climate Change

Kodak recognizes the risks that climate change may pose to global operations. Potential impacts include supply chain delays or interruptions, extreme weather events disrupting operations, and effects on stakeholders, including customers. To mitigate these risks, Kodak aims to reduce emissions of greenhouse gases (GHG) from both operations and the potential emissions generated by customers using Kodak products. To reduce emissions, Kodak continues to monitor and follow regulatory obligations with regards to equipment and operational efficiency, and environmental product specifications where applicable. Research into new and existing technologies and processes is a key tool to facilitate the reduction of GHG emissions, and Kodak has conducted energy assessments in partnership with local universities to get a better understanding of the opportunities available to us.

ROCHESTER, NY INITIATIVES

- **ENERGY STORAGE ECOSYSTEM** Although in its early stages, Kodak is expanding our capability centered on manufacturing in energy technologies. As the number of clients using our Pilot and Development facility has increased, the need for integrated products and service offerings will enable us to meet customer demand, coupled with our expansion into energy markets to complement this growing ecosystem within Eastman Business Park.
- Kodak Rochester sets annual energy consumption reduction goals every January and assigns projects to the Facilities department and operations to aid in accomplishing those goals. Some of the projects completed in 2022 include: a new policy to shut down steam during summer months in the chemical warehouse to reduce unnecessary steam output; a program to expedite response to steam leaks around the Business Park and ensure repairs happen efficiently; and, an energy audit of the Dispersion and Inks Manufacturing area to help identify energy reduction possibilities.

ONE PLANET

Kodak Energy Use

TABLE 1: Kodak Energy Consumption (kJ)

Total fuel consumption within the organization from non-renewable sources	80,065,846,533
Total fuel consumption within the organization from renewable sources	0
Total electricity consumption (non-renewable sources)	719,229,269,120
Total electricity consumption (renewable sources)	57,692,548,800
Total steam consumption	1,613,415,676
Overall Energy Consumption (kJ)	858,601,080,129

NOTE: Conversion factors used are 1 kWh = 3.6e+6. 1 kWh = 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)	858,601,080,129
Revenue (\$ millions)	\$1,205
Energy Intensity Figure (kJ/ million\$)	712kj/\$

Kodak GHG Emissions

TABLE 3: Total GHG Emissions (MT CO2e)

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

GHGs assessed include CO₂, CH₄, N₂O and HFCs. All figures obtained via third party assessment of Kodak data.

Emission Factors:

Kodak's 2022 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, US 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 2022 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 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 2022

CO2e indexed to revenue	0.00024 CO2e/\$
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NOTE: Scope 1 and Scope 2 emissions only, GHGs included are CO2, CH4, N2O and HFCs

TABLE 5: Reduction of GHG emissions (CO2e)

GHG emission reduction as a direct result of reduction initiatives	
Scope 1&2	55%

NOTE: GHGs included are CO2, CH4, N2O and HFCs, reduction is compared to baseline year 2016.

Effective Management of Resources, Materials and Waste

Effective waste management is a key goal for Kodak. However, the nature of the manufacturing processes for our products makes it impossible to completely eliminate the generation of waste. Our manufacturing sites create waste through the production of inks, specialty chemicals, toners, printing plates, printing presses, and film, and so there is variety in the waste generated. It includes chemical by-products (hazardous and non-hazardous), spent solvents, raw materials packaging, and general office waste. A one-size-fits-all approach would lead to inefficiencies, so understanding the composition of our waste and opportunities for best practice has been a priority for our sites.

Spent solvents are typically treated and reclaimed at Eastman Kodak Rochester's on-site Solvent Recovery business, which takes in used solvents from both internal and external sources and remanufactures them to produce near virgin quality solvent products. The remanufactured solvents are re-used both on site and sold to external customers as part of our intent to participate in a circular economy.

Other hazardous and non-hazardous waste by-products from Eastman Kodak's largest manufacturing facilities are treated at Rochester's on-site wastewater treatment facility, which is a state-regulated facility operated by a third-party. All process by-product effluents are treated using biological processes to meet regulatory water quality standards before discharging to waterways.

The remainder of hazardous and non-hazardous waste generated at Kodak facilities is either sent to certified waste-to-energy recovery facilities, with a lesser amount being sent for waste incineration, and a small minority being disposed of via landfill. Eastman Business Park in Rochester also partners with a company that collects and recycles empty steel and polyethylene drums as well as plastic totes that held raw materials.

The contribution of packaging to overall waste composition has grown in importance over the last few years as greater understanding of the recyclability of certain materials and a drive to eliminate single-use items has become a focus point. At each Kodak manufacturing site there are initiatives to eliminate or reduce the use of packaging within our own products. Where this is not possible Kodak looks for opportunities to reduce the environmental impact, such as prioritizing the use of recycled materials. Manufacturing sites are encouraged to source raw materials composed of recycled plastic wherever possible and appropriate for our products. Unfortunately, global infrastructure for plastic recycling is still in development, and demand for non-virgin plastic currently outstrips supply. Kodak continues to monitor and seek opportunities in this area.

Kodak continues to reduce waste through our Operator Replaceable Components (ORC) Program for parts used in Kodak NEXPRESS presses. Kodak covers shipping and recycling costs for these components, with an almost 100% return rate from customers. Not only does this divert waste away from landfills, but it also ensures that all regulatory requirements regarding the disposal of equipment components are followed.

Waste reduction at Kodak manufacturing sites is a continuous improvement-based process, with chemical manufacturing sites conducting regular process reviews to identify process waste reduction opportunities. Every chemical manufacturing process is reviewed on a 5-year basis, or whenever a change is proposed. This process includes a review by an Environmental Specialist who identifies all process waste streams and provides guidance for waste reduction and diversion.

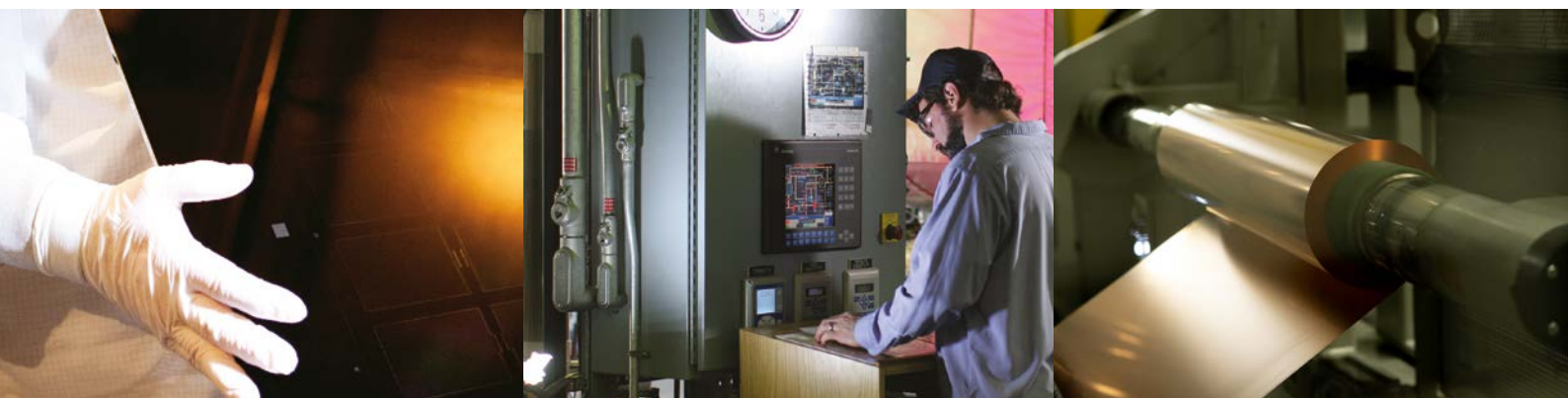


TABLE 6: Waste Generated On-Site 2022 (tonnes)

Hazardous Waste	3,416,129
Non-Hazardous Waste	18,139
Total	3,434,268

TABLE 7: Waste Diverted from Disposal (tonnes)

Hazardous Waste generated on-site	Prepared for reuse	0
	Recycling	0
	Other recovery	144,246
Non-Hazardous Waste generated on-site	Prepared for reuse	0
	Recycling	7,001
	Other recovery	0
Total diverted from disposal:		151,247

The above waste generated during manufacturing operations that were diverted from disposal includes 1,937,827 tonnes of solvent recovered by Kodak's Solvent Recovery operation that would otherwise have required disposal.

TABLE 8: Waste Diverted to Disposal (tonnes)

Hazardous Waste generated on-site	Incineration (with energy recovery)	2,525
	Incineration (without energy recovery)	162
	Landfill	1
	Other disposal (Wastewater Treatment Facility)	3,269,195
Non-Hazardous Waste generated on-site	Incineration (with energy recovery)	538
	Incineration (without energy recovery)	0
	Landfill	10,299
	Other disposal	300
Total disposal:		3,823,020



Water

According to the United Nations, water scarcity affects approximately 2.2 billion people worldwide. Recognizing the importance of water as a critical resource, Kodak has set goals in this area to harmonize our operations with our business values, stakeholder expectations, and our commitment to environmental stewardship.

Kodak's interaction with water comprises of the withdrawal, consumption, and discharge of water in various aspects of our operations, including manufacturing, research, and office facilities. This interaction occurs across multiple locations worldwide where water is sourced from local municipal suppliers that draw water from the ground, lakes, rivers, or other water surfaces. Each site's water usage is monitored and recorded regularly using onsite meters or indirectly using utility invoices.

We recognize the importance of transparently addressing water-related impacts. Our processes, while integral to producing innovative products, involve water withdrawals that may lead to potential impacts on local water availability. While the majority of water is used for processing and not consumed in our final products, the nature of chemical manufacturing introduces complexities in water quality management. Effluent discharges from our processes, if not managed carefully, may contain residual chemicals and contaminants.

As we seek opportunities to address water-related impacts, we are evaluating our sites for risks of water stress, leveraging

WWF's Water Risk Filter. Notably, our Osterode, Germany, and Shanghai, China sites are in highwater-stress areas, contributing to 15% of Kodak's total water withdrawal. This insight will inform our pursuit of innovative solutions, industry best practices, and enhanced efficiency to positively contribute to water conservation in these areas.

Eastman Business Park, located in Rochester, New York, is Kodak's primary manufacturing site and contributes up to 75% of Kodak's total water withdrawal. In conjunction with meeting ISO 14001 certification standards, the park adheres to a Best Management Practices Plan regarding wastewater discharges. This plan includes requirements for stringent controls, employee training, inspections and annual reviews for manufacturing areas utilizing chemicals of concern to minimize unacceptable wastewater discharges. Eastman Business Park's commitment underscores Kodak's dedication to sustainable water management practices.

Kodak is exploring strategies for potential improvements in water sustainability. These include investigating water-efficient technologies, expanding water recycling programs, and raising awareness among employees and stakeholders. Future initiatives may involve conducting routine water risk assessments, potentially extending to the building level for significant water consumers. This aims to prioritize and strategize efforts in reducing Kodak's water footprint.

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)	3480	535
	Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids)	3242	535
	Other water ($> 1,000$ mg/L Total Dissolved Solids)	238	
Total Water Withdrawal	Surface water (total) + groundwater (total) + seawater (total) + produced water (total) + third-party water (total)	3480	535
Water Discharge* (ML)		All Areas	Areas with water stress
Water discharge by source	Surface water		475
	Groundwater		
	Seawater		
	Third-party water (total)	Not determined	
Total water discharge	Surface water + groundwater + seawater + third-party water (total)	Not determined	475
Water Consumption (ML)		All Areas	Areas with water stress
Total water consumption		Not determined	60

Not determined: As part of Kodak’s water reduction efforts, we identified a discrepancy in previously reported data. We are currently working to update and therefore improve the accuracy of this information and calculations for future reports.

* Water withdrawal values, currently including tenant volumes from Eastman Business Park in Rochester, New York, are under ongoing refinement to accurately represent Kodak facilities exclusively.

Biodiversity

Kodak is aware of the need to minimize its ecological footprint and comply with environmental regulations, acknowledging that the construction and operation of facilities may impact species, areas, and ecological processes differently. The duration and reversibility of these impacts hinge on specific activities and mitigation measures. Moving forward Kodak intends to consider biodiversity outcomes within its operational footprint.

As an initial step we have utilized the Integrated Biodiversity Assessment Tool (IBAT) to identify species on the IUCN Red List of Threatened Species and their proximity to our operations, giving a high-level overview of where we could contribute positively to biodiversity in the future. We will continue this evaluation in 2024.

Supply Chain: Our Environmental Responsibilities

Our ability to sustain a world-class global business is in part due to our maintaining a responsible supply chain that is expected to adhere to the same high standards as our company.

Our Supplier Social & Environmental Standard sets expectations for supplier health, safety, environmental, labor and ethical performance. Kodak regards the Standard as a total supply chain initiative, and thus, we expect our suppliers to pass these expectations down to their suppliers to ensure conformance throughout the supply chain.

Kodak has a broad supply chain that spans a variety of purchase categories, many geographies, and thousands of suppliers. It is challenging to evaluate the risk of potential negative impacts across this broad scope. Using the Global Sustainability Competitive Index, Kodak has conducted a review of our expenditure, focusing on any procurement undertaken in countries which were low in the global rankings for sound environmental and social practices. Any expenditure in countries that may cause concern was evaluated, and the risk of poor environmental practices was found to be low.

Kodak is committed to the ethical sourcing of minerals used in our products, as outlined in our Conflict Minerals Policy. Kodak works with our suppliers and other stakeholders to identify whether conflict minerals are being sourced for potential use in Kodak products. The global supply chain for these minerals is complex, and tracing the minerals in our products to their source is a challenge. Kodak's objective is to work with our suppliers to establish the necessary proactive due-diligence programs that will enable greater long-term supply chain transparency.



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 workplaces must be diverse, safe and inclusive. Our culture must put employee health and well-being at the center. With a growing business that's innovating and delivering high-demand products and services, we're 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 United Way in 1918 when it was first established as the War Chest, and later renamed the Community Chest. In 2023, almost 475 employees raised \$156K in the annual campaign in support of the United Way of Greater Rochester and the Finger Lakes. Additionally, Kodak teams volunteered in their communities for the United Way's annual Day of Caring. The Kodak Columbus team raised \$13,000 for the United Way of Chattahoochee Valley.



SPECIAL INITIATIVES

The Eastman Business Park Team supported the Greater Rochester Chapter of the American Red Cross with their annual "Sound the Alarm" event. Volunteers gathered at Kodak Center for training sessions before heading out into the local communities to replace alarms and educate homeowners on fire safety.

Diversity and Inclusion

Attracting, developing and engaging top talent is crucial to our success. Our ability to attract and retain world-class talent begins and ends with an unwavering commitment to diversity, equity and inclusion (DEI).

As a global company operating in many countries across the world, we define diversity broadly to include many aspects of the individual, including race, gender, religion, diversity of thought, experience, background, age and social economic status, among others. 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 diverse customers globally. We are currently looking at ways to embed DEI into every aspect of our business and talent life cycle, including our expectations for managers and senior leaders.

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

- 38% of our executive leadership
- 14% of our active Board Members
- 31% of management

We are inherently building diversity globally by hiring in-country leaders and teams, building on local customs and culture. Leaders of global teams rely on the local leaders to drive the business and support the 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 2022 and Kodak has scored 100 percent for the 20th 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.

Building upon a strong base of awareness within the organization, moving forward every Kodak Supervisor is to undertake mandatory training about the meaning of diversity, equality and inclusion (DEI) and the importance of utilizing DEI initiatives within the Kodak organization.



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 the health and well-being of our employees. To ensure that we 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 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 their 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 accordance with regulatory requirements in the countries our operations are based in. 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. On-site monitoring to check standards are being adhered to is utilized and we are committed to improving occupational safety at our subcontractors and that of other companies’ employees working at our sites. Regular training courses are held at all manufacturing sites to ensure that our employees are able to identify and eliminate accident risks, with office-based staff receiving appropriate training and assessment based on their roles. We also choose healthcare service provider partners carefully, ensuring that the services provided are supported with awareness campaigns and information of use to our employees. We encourage employees to participate in the occupational health and safety management process, suggesting potential improvements, highlighting where the process may have changed and updates are required, or identifying hazards that may not have previously been addressed.

Training is issued through a combination of on-site training and use of the LMS, and is tailored to each employee’s role to ensure they have appropriate resources to manage their own safety and that of their colleagues.

TABLE 11: Work-related injuries/fatalities

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

ONE PEOPLE

Our injury rate in 2022 represents a 44% improvement compared to 2021. We are also pleased that our 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. This was achieved in 2022 and so the focus now moves to maintaining this as a minimum, and continuing to seek opportunities to reduce it further.

During the last year, we strengthened our focus in four key areas: ergonomics education, incident investigation, incident prevention and employee medical surveillance examinations.

- **EMPLOYEE SURVEILLANCE EXAMINATIONS**

We perform employee surveillance examinations to ensure that employees are safe to perform various types of work including 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 importance 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 on 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 hazard has been eliminated.

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 in commitments to work, family, community and themselves, 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
- Flexible work schedules that help employees balance business and personal needs.
- While as a country we are recovering from the pandemic and the associated impacts which took a toll on all of us in various ways, mental health continues to be a significant issue for many individuals and families. We are proactive in providing services that can assist our workforce with these challenges. We continue to provide no-cost consultations with a therapist and discounted counseling sessions, as well as videos, webinars, research, and tips and tools on mental health and well-being.

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
- Travel medicine program
- Kodak medical intranet resources

We work to ensure our employees' financial well-being with programs such as:

- Kodak Retirement Income Plan funded entirely by Kodak to help with retirement income for our employees
- RetireWise 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

*The 2022 incident rate is 2.7 according to the U.S. Bureau of Labor Statistics (<https://www.bls.gov/charts/injuries-and-illnesses/total-nonfatal-work-injuries-and-illnesses-by-year.htm>).

Human Rights

Kodak has a zero-tolerance policy for human rights infringements both in our own operations and throughout our supply chain. Kodak abides by all legal requirements regarding working hours, occupational health and safety, data protection, non-discrimination, and fair working conditions. Kodak does not tolerate any form of forced labor including bonded labor, indentured labor and slave labor, or human trafficking. Workers are allowed to move around freely and leave their place of work when their working hours end. All local minimum working age requirements are adhered to, including management of exposure to hazard chemicals or environments to workers of legal age.

Our employees are encouraged to report any concerns or complaints and have multiple channels available to them to seek a remedy. They can report breaches of our codes and standards directly to the responsible contact person within our company, HR or their managers. Our compliance hotline is operated by an independent external provider and is available globally. We have established clear due diligence and compliance processes to mitigate potential social and human rights impacts within our business activities. We are committed to ensuring that access to redress is established and accessible, where necessary.

Cultivating Tomorrow's Technology and Talent

Kodak's growth strategy capitalizes on utilizing our expertise in chemical manufacturing, print, and advanced materials, and so the training and development of our staff is an essential tool in our continued growth. As we cultivate a profitable, sustainable company, Kodak isn't just developing tomorrow's technology; we're growing tomorrow's talent.

Kodak's Customer First commitment requires our employees to be knowledgeable, skilled at what they do, and up to date with the latest trends and working methods for a healthy, efficient workplace. By keeping our customers informed on the latest trends in our technologies, products, and services, Kodak enables businesses to grow and maintain their competitiveness in the marketplace.

To support this initiative, Kodak utilizes a centralized global learning management system (LMS), known internally as My Kodak Learning. It enables our employees and management team to receive consistent, effective training across the organization through engaging learning experiences for employees. This platform provides easy access to a full library of content and courses, including compliance training, Kodak-specific learning modules, and tracks for the development of skills and competencies for employees.

The LMS is powered with automation such as notifications, reporting, and the ability to track learning progress. Since the launch of LMS in November 2022, 90% of total Kodak employees have taken any training in LMS to strengthen their career. This included 3,698 users and 16,515 learning hours, which represents 4.47 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 3,746 employees had a complete or active individual Performance Development Plan (PDP) form in 2022, which represents 91.3% of the total population.

Manufacturing Apprenticeship Program

Kodak is dedicated to finding the next generation of innovators, and our Apprenticeship Program is designed to provide opportunities for local high school and college students, as well as existing employees, to develop new skills and gain an understanding of one of a number of technical manufacturing roles. We pair our apprentices with a 'journeyman' to guide them through, offering on-the-job training as well as work-related classes twice a year. The program has continued to grow since its revival in 2020, with over thirty apprentices now enrolled across our Advanced Materials manufacturing facilities. Upon completion the student becomes a certified New York State journeyman, with enhanced job prospects at Kodak and industry in general.

Sustainable Procurement: Focus on Diversity

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, maintenance, 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.

Purchasing from suppliers close to our locations further reduces the risk of social issues within our supply chains and also reduces the environmental impact of a long transportation distance. Kodak focuses on sourcing from local suppliers where reasonable and practical. Around 10% 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 Form 10K (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 2023 Sustainability Report includes CY2022 data, with activity information into Q1 2023, and was published in January 2024. 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 – 2022 Update 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	2023 Sustainability Report – About Kodak Form 10K – Item 1
	2-7 Employees	2023 Sustainability Report – Appendix I – Employee Statistics Omission: As of yet, we do not publish the information by age group, gender and region, as we are working on further developing the reporting structure across these categories.
	2-9 Governance structure and composition	2023 Sustainability Report – One Business - Governance Corporate Bylaws Corporate Governance Guidelines
	2-10 Nomination and selection of the highest governance body	Corporate Bylaws Corporate Governance Guidelines
	2-11 Chair of the highest governance body	Corporate Bylaws Corporate Governance Guidelines
	2-14 Role of the highest governance body in sustainability reporting	2023 Sustainability Report – Governance
	2-15 Conflicts of interest	Kodak Business Conduct Guide
	2-16 Communication of critical concerns	2023 Sustainability Report – Governance
	2-17 Collective knowledge of the highest governance body	Corporate Governance Guidelines

GRI Standard	Disclosure	Location or Direct Response
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	Corporate Governance Guidelines
	2-19 Remuneration policies	Form 10K – Executive Compensation Part III Item 11 (Proxy Statement: Report of the Compensation, Nominating and Governance Committee) Corporate Governance Guidelines
	2-20 Process to determine remuneration	Charter of the Compensation, Nominating & Governance Committee Corporate Governance Guidelines
	2-22 Statement on sustainable development strategy	2023 Sustainability Report – Our Sustainability Strategy
	2-23 Policy commitments	Kodak Business Conduct Guide
	2-24 Embedding policy commitments	Kodak Business Conduct Guide
	2-25 Processes to remediate negative impacts	Kodak Business Conduct Guide
	2-26 Mechanisms for seeking advice and raising concerns	Kodak Business Conduct Guide
	2-28 Membership associations	2023 Sustainability Report – Our Business Today
2-29 Approach to stakeholder engagement	2023 Sustainability Report – Kodak’s Key Focus Areas Corporate Bylaws Corporate Governance Guidelines	

Material Topics

GRI 3: Material Topics 2021	3-1 Process to determine material topics	2023 Sustainability Report – Kodak’s Key Focus Areas
	3-2 List of material topics	2023 Sustainability Report – Kodak’s Key Focus Areas
	3-3 Management of material topics	2023 Sustainability Report – Kodak’s Key Focus Areas 2023 Sustainability Report – One Business 2023 Sustainability Report – One Planet 2023 Sustainability Report – One People

Procurement Practices

GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	2023 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	2023 Sustainability Report – One Business – Ethics & 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	2023 Sustainability Report – One Planet – Effective management of resources

Energy

GRI 302: Energy 2016	302-1 Energy consumption within the organization	2023 Sustainability Report – One Planet – Climate Change
	302-3 Energy intensity	2023 Sustainability Report – One Planet – Climate Change
	302-4 Reduction of energy consumption	2023 Sustainability Report – One Planet – Climate Change

Water and Effluents

GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	2023 Sustainability Report – One Planet – Water
	303-2 Management of water discharge-related impacts	2023 Sustainability Report – One Planet – Water
	303-3 Water withdrawal	2023 Sustainability Report – One Planet – Water
	303-4 Water discharge	2023 Sustainability Report – One Planet – Water
	303-5 Water consumption	2023 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.
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	2023 Sustainability Report – One Planet – Biodiversity

Emissions

GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	2023 Sustainability Report – One Planet – Climate Change
	305-2 Energy indirect (Scope 2) GHG emissions	2023 Sustainability Report – One Planet – Climate Change
	305-4 GHG emissions intensity	2023 Sustainability Report – One Planet – Climate Change
	305-5 Reduction of GHG emissions	2023 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 (NO _x), sulfur oxides (SO _x), and other significant air emissions	No data available; not monitored.

Waste

GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	2023 Sustainability Report – One Planet – Effective management of resources
	306-2 Management of significant waste-related impacts	2023 Sustainability Report – One Planet – Effective management of resources
	306-3 Waste generated	2023 Sustainability Report – One Planet – Effective management of resources
	306-4 Waste diverted from disposal	2023 Sustainability Report – One Planet – Effective management of resources
	306-5 Waste directed to disposal	2023 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	2023 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	2023 Sustainability Report – One People – Employee Health, Safety and Well-being
	403-2 Hazard identification, risk assessment, and incident investigation	2023 Sustainability Report – One People – Employee Health, Safety and Well-being
	403-3 Occupational health services	2023 Sustainability Report – One People – Employee Health, Safety and Well-being
	403-4 Worker participation, consultation, and communication on occupational health and safety	2023 Sustainability Report – One People – Employee Health, Safety and Well-being
	403-5 Worker training on occupational health and safety	2023 Sustainability Report – One People – Employee Health, Safety and Well-being
	403-6 Promotion of worker health	2023 Sustainability Report – One People – Employee Health, Safety and Well-being
	403-8 Workers covered by an occupational health and safety management system	2023 Sustainability Report – One People – Employee Health, Safety and Well-being
	403-9 Work-related injuries	2023 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	2023 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	2023 Sustainability Report – One People – Diversity and inclusion
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Child Labor

GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	2023 Sustainability Report – One People – Sustainable Procurement 2023 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	2023 Sustainability Report – One People – Sustainable Procurement 2023 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	2023 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	2023 Sustainability Report – One People – Sustainable Procurement
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Public Policy

GRI 415: Public Policy 2016	415-1 Political contributions	Corporate Political Expenditures Policy
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Appendix I: Employee Statistics

Reporting Period:

Female	Male	Other	Not disclosed	Total
Number of employees				
1104	2958	0	5	4067
Number of permanent employees				
1087	2891	0	5	3983
Number of temporary employees				
17	67	0	0	84
Number of non-guaranteed hours employees				
-	-	-	-	0
Number of full-time employees				
1054	2810	0	5	3869
Number of part-time employees				
50	148	0	0	198



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