



**EASTMAN KODAK COMPANY
SUSTAINABILITY REPORT 2025**



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About this Report

Information in this sustainability update reflects the global business activities of Eastman Kodak Company in 2024 and through to the end of 2025. The statistical data presented is for CY2024-2025, 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 with 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 or outcomes, or timing of actual results or outcomes, to differ materially from historical results or those expressed in or implied by such forward-looking statements.

Important factors that could cause actual events, results or outcomes, or their timing, 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

At Kodak, we take sustainability seriously. It is a core operational value that shapes our research and development, our manufacturing footprint, our product offerings, and our corporate culture. It guides our decision-making, strengthens our competitiveness, and reinforces our responsibility to the customers and communities we serve.

In 2024 and 2025, we continued our commitment to environmental stewardship focusing on reducing waste, conserving energy, and minimizing our carbon footprint. Our collective efforts have led to achievements including reductions in greenhouse gas emissions and waste generation. These accomplishments are a direct reflection of the dedication, hard work, and shared commitment of our entire Kodak community.

Our corporate strategy is anchored in the belief that environmental responsibility and commercial value can coexist – that we can help our customers simultaneously meet their business objectives and their environmental goals. In recent years, we have introduced new technologies and processes that not only enhance our products but also contribute to a more sustainable printing industry. A prime example is our KODAK SONORA Process Free Plates. By completely removing processing chemicals and drastically cutting water and electricity consumption from the prepress cycle, SONORA is helping printers around the world make their processes more sustainable and more productive.

Similarly, the KODAK PROSPER ULTRA 520 Press, powered by KODAK ULTRASTREAM Continuous Inkjet Technology, showcases our commitment to continuous innovation and sustainability in digital print. By utilizing our eco-friendly, water-based KODACHROME inks, this system minimizes the need for processing chemicals and significantly reduces volatile organic compounds (VOCs) compared to conventional solvent-based inks. This ensures commercial printers can streamline their prepress processes while reducing their carbon footprint and safely keeping harsh chemicals out of local waste streams and water supplies.

Looking ahead, we will continue to invest in research and development to create environmentally responsible products that meet the needs of our customers. We are also working to strengthen our teams, modernize our systems, and protect our company assets. Operating as One Kodak, we remain dedicated to proving that a leading industrial manufacturer can drive a future of environmental stewardship.

Sincerely,



Jim Continenza
Executive Chairman and CEO
Kodak



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 provide 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 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 is comprised of licensing 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.

Global Impact of Kodak's Sustainable Solutions:

CUSTOMER STORIES



“The beauty about this solution is that with process-free plates, we actually do see cost savings. It really allows us to deliver two things which aren't always together: a sustainability win, and a pricing or value win.

Mark DeBellis

CORPORATE VICE PRESIDENT
Westamerica Communications, USA



“The introduction of the new SONORA Ultra Process Free Plates aligns perfectly with our sustainability strategy. It truly represents green technology.

Lorenzo Obrietan

HEAD OF PROCUREMENT
& SUPPLY CHAIN
L.E.G.O. Group, Italy



“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, Australia



“Our clients want to work with an ethical, quality printer, minimizing the impact on the environment. That's why we use KODAK SONORA Process Free Plates. Efficiency and the Environment comes as standard for us, naturally.

Andrew Robbins

MANAGING DIRECTOR
Blackmore, UK



“As part of our sustainability commitment, switching to KODAK SONORA Process Free Plates has enabled us to significantly reduce our consumption of water, electricity, and processing chemicals in prepress, lowering our overall environmental impact.

Laurent Pollina

PRESIDENT | Imprimerie Pollina, France

Jang-Sun Park

CEO | todayart, Korea



“

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.

”

Membership Associations and Partnerships

Sustainable Green Printing Partnership:

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

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.

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.

EUPD Group: The EUPD Group combines market research, analysis, certification, and publication to create transparency, comparability, and measurable benchmarks in sustainability-oriented markets. In 2025, Kodak has been recognized by EUPD Research with the ESG Transparency Award which highlights transparent reporting and ambitious sustainability approaches, establishes benchmarks, and promote the exchange of best practices.

Japan Federation of Printing Industries (JFPI):

JFPI is a national industry association that represents and supports the Japanese printing industry. Kodak utilizes JFPI's Green Printing (GP) Materials and Equipment Certification Program which is a system that certifies materials and equipment purchased and used by printing factories based on environmentally friendly standards. Multiple Kodak products are certified by GP Materials and Equipment.

OEKO-TEX: OEKO-TEX is an independent certification system for textiles, leather, and related chemicals. Eastman Kodak Company holds valid OEKO-TEX® ECO PASSPORT and OEKO-TEX® STANDARD 100 certifications for some textile auxiliaries and printing/dyeing chemicals.

EcoVadis: EcoVadis assesses organizations across key areas including environmental impact, labor and human rights, ethics, and sustainable procurement, providing an independent benchmark of ESG performance. Through this partnership, we gain valuable insights to strengthen our sustainability initiatives, drive continuous improvement, and enhance transparency for our customers, suppliers, and other stakeholders.



Kodak Today

PRINT

- SONORA Process Free Plates
- MAGNUS, TRENDSETTER, ACHIEVE & VERISET 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)

- Audio Visual
- Auto Film
- Cameras
- Lifestyle
- Power Solutions
- Printing & Scanning
- Storage Solutions

ADVANCED MATERIALS & CHEMICALS

- Photographic and Industrial Films
- KODACOLOR Direct-to-Garment, Film-to-Fabric Inks, and Dispersions
- Key Starting Materials (KSMs) for Active Pharmaceutical Ingredients (APIs)
- GMP-compliant Pharmaceutical Buffers and Reagents
- Additive Manufacturing – Functional Printing and Printed Electronics
- Rechargeable Battery and Fuel Cell Coatings
- Specialty Chemicals



Our Sustainability Strategy

As the Director, Worldwide Health, Safety and Environment, I am pleased to present Kodak's 2025 Sustainability Report. This report reflects the efforts of the Health, Safety and Environment (HSE) team, along with the support and collaboration of Kodak's business and operational leaders around the world.

Kodak continues its journey as a leading global industrial manufacturer focused on commercial print and advanced materials and chemicals. During the reporting period, Kodak experienced continued growth in business activity across key markets and product lines. While increased production and operational demands often place additional pressure on resources, our teams remained focused on efficiency and environmental stewardship. As a result, we continued to reduce environmental impacts while supporting business growth, reflecting the effectiveness of our sustainability programs and operational excellence initiatives. Our ongoing commitment is to deliver innovative products and solutions, fuel sustainable growth for our customers and our company, and demonstrate care for our employees, customers, and the communities in which we reside.

The conclusion of 2025 brought the culmination of Kodak's current series of global sustainability goals. Since 2016, this multi-year effort has realized a diversion of 99% of wastes generated at Kodak sites from landfill and incineration, a 51% reduction in greenhouse gas emissions and a 36% reduction in water withdrawal for worldwide operations. Kodak also maintained its 22-year long record of scoring 100% on the Human Rights Campaign's annual Corporate Equality Index (CEI). Kodak has achieved this top CEI score every year since the index's inception. Finally, Kodak received a 2025 Bronze Medal Sustainability Rating with EcoVadis, a globally trusted provider of business sustainability ratings. Kodak's overall score represents a 6-point increase in percentile ranking over our 2024 submission, and the Bronze Medal category places us among the top 35% percent of companies assessed by EcoVadis.

In early 2026, Kodak gathered representatives from across the company's key functional areas (e.g. Human Resources, Marketing & Sales, Procurement, Manufacturing, Product Development, Legal, and Risk Management) to participate in the development of a Double Materiality Assessment (DMA). The Double Materiality Assessment is an approach used to identify and prioritize which environmental, social and governance (ESG) topics are material to Kodak's business activities from both a sustainability perspective and a financial risk and opportunity perspective.

The DMA process identified the following ESG topics as being critical to Kodak's business from both a sustainability perspective and a financial risk and opportunity perspective. Looking forward, these results will inform our strategic planning, corporate goal setting, performance tracking, and sustainability reporting activities.

- Climate Change Mitigation and Adaptation [Environmental]
- Pollution and Contamination [Environmental]
- Health, Safety and Wellbeing [Social]
- Sustainable Innovation [Governance]
- Supply Chain Management [Governance]

Since our last sustainability report, the Kodak global HSE team has made continuing progress on improving our health, safety, and environmental performance, despite challenges posed by geopolitical unrest, supply chain pressures, materials shortages and energy concerns. As a team we are building on a strong foundation of HSE leadership, beginning in 1911 when George Eastman called for the formation of the first company safety committee. We are strengthening our team, modernizing HSE data systems and tools, preserving Kodak's license to operate, protecting company assets, and ensuring we meet the sustainability expectations of our customers and stakeholders.

We are proud of our progress, but also recognize that there is more work to be done. We are committed to continuous improvement, and look forward to working as One Kodak to meet tomorrow's challenges.

John Diggory

Director, Worldwide Health, Safety and Environment

Our Sustainability Goals

Growing Responsibly: Reducing Environmental Impact While Expanding Operations

Our sustainability achievements are particularly meaningful when considered alongside the growth of our business. As production volumes and operational activity increased across several areas of Kodak's global operations, we continued to improve resource efficiency and reduce environmental impacts. As a result, Kodak successfully achieved:

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 2025 was diverted from disposal via landfill or incineration (this does not include waste-to-energy diversion).

GREENHOUSE GAS (GHGS) EMISSIONS

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

Progress: Achieved.

Kodak sites have achieved a 51% reduction in GHG Scope 1 and 2 emissions in 2025 compared to the baseline year of 2016 as indexed to revenue. This represents a 68% reduction in absolute GHG emissions.

WATER

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

Progress: Achieved.

Kodak sites have achieved a 36% reduction in water withdrawal figures in 2025 compared to the baseline year of 2016 as indexed to revenue.

RECYCLING

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

Progress: Partially Achieved.

100% increase (doubling) in quantity of external solvents received in 2025 compared to 2016. This performance represents commendable progress in growing the Solvent Recovery business.

SOCIAL

SAFETY

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

Progress: In Progress.

Kodak's Occupational Injury Rate (OIR) consistently outperformed the industry average for equivalent companies (weighted benchmark OIR = 1.6). This trend indicates we have a strong foundation in managing our operations safely. However, over the last nine-year period, we did not achieve our goal to reduce the rate of work-related injuries and illnesses for Kodak employees by 25% (vs. 2016 baseline). Reducing Occupational Injury Rates will continue to be a focus area for Kodak operations.

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.

Kodak continued its 22-year long streak of maintaining a 100% Human Rights Campaign Corporate Equality Index score and was again included on the organization's list of "Best Places to Work for LGBTQ Equality". Kodak has achieved this performance level every year since the inception of the index.

* from 2016 baseline

** from 2016 baseline, as Indexed to revenue

^ from 2016 baseline, absolute reduction



**GREENHOUSE GAS (GHG)
EMISSIONS
(SCOPE 1 & SCOPE 2) =**

**51%
REDUCTION****



**GREENHOUSE GAS (GHG)
EMISSIONS
(SCOPE 1 & SCOPE 2) =**

**68%
REDUCTION^**



**WATER WITHDRAWAL
FROM KODAK OPERATIONS
WORLDWIDE =**

**36%
REDUCTION****



**EXTERNAL
SOLVENT RECOVERY**

**100%
INCREASE***



**WASTE DIVERTED
FROM LANDFILL**

**99%
OVERALL WASTE
DIVERSION**

from landfill and
incineration by 2025

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

Kodak recognizes the United Nations Sustainable Development Goals (UN SDGs) as an important global framework for advancing sustainable development. As part of the review of our sustainability strategy, we completed a Double Materiality Assessment (DMA) aligned with the European Union Corporate Sustainability Reporting Directive (EU CSRD) and the European Sustainability Reporting Standards (ESRS). The assessment incorporated feedback from internal stakeholders, customers and other business partners, together with external benchmarking, to identify the environmental, social, and governance topics that are most material to Kodak and our stakeholders across our value chain.

The outcomes of the DMA reinforce the alignment between Kodak's sustainability priorities and the UN SDGs. Material topics including climate change, responsible supply chains, pollution prevention, innovation, and employee health and safety contribute to several SDGs and guide the continued development of our sustainability programme.

Kodak remains committed to integrating the UN SDGs into our sustainability strategy alongside the requirements of the Global Reporting Initiative (GRI), EU CSRD, ESRS, and the assessment criteria of leading financial and sustainability ratings. As our sustainability reporting continues to evolve, we will expand our reporting against the SDGs to demonstrate more clearly how our activities, performance, and future goals contribute to sustainable development.

Material topic	Relevant UN SDGs
Climate	SDG 7 – Affordable and Clean Energy SDG 13 – Climate Action
Supply Chain	SDG 8 – Decent Work and Economic Growth SDG 12 – Responsible Consumption and Production
Pollution	SDG 6 – Clean Water and Sanitation SDG 12 – Responsible Consumption and Production
Innovation	SDG 9 – Industry, Innovation and Infrastructure
Health & Safety	SDG 3 – Good Health and Well-being SDG 8 – Decent Work and Economic Growth
Equal Opportunity & Human Rights	SDG 5 – Gender Equality SDG 8 – Decent Work and Economic Growth SDG 10 – Reduced Inequalities



Our ESG Accreditations

Environmental, Social, and Governance or ESG, 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.

In 2025, our commitment to responsible business practices was recognized through two independent ESG assessments, reinforcing our progress in integrating sustainability across our operations and governance.

The Company received the EcoVadis Bronze Medal, recognizing our performance across four key sustainability themes: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement. The EcoVadis assessment provides an independent evaluation of our ESG management systems, policies, actions, and reporting, benchmarking our performance against more than 150,000

companies across 175 countries. The Bronze Medal reflects our commitment to responsible business practices and provides a strong foundation for continued improvement.

Kodak also received the 2025 EUPD Research ESG Transparency Excellence Award, recognizing our commitment to transparent and credible ESG disclosure. The award acknowledges organizations that demonstrate a high standard of ESG reporting and governance, providing stakeholders with clear, reliable, and meaningful sustainability information.

These independent recognitions demonstrate the progress we have made in embedding environmental, social, and governance considerations into our business strategy. While we are proud of these achievements, we view them as important milestones in our ongoing ESG journey. We remain committed to continuously strengthening our ESG performance, enhancing transparency, and creating long-term value for our customers, employees, investors, and the communities in which we operate.



Kodak's Key Focus Areas

In early 2026, Kodak partnered with an external ESG consultant to conduct a Double Materiality Assessment (DMA) in accordance to EU Corporate Sustainability Reporting Directive (EU CSRD), and the European Sustainability Reporting Standards (ESRS). During this work, we drew on internal stakeholder, customer, and other partner 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 United Nations Sustainable Development Goals (UN SDGs) as well as the assessment criteria of various financial and sustainability-oriented ratings and the guidelines of the Global Reporting Initiative (GRI), EU CSRD and ESRS.

Stakeholder Engagement

Kodak's roadmap to a sustainable future is fundamentally based on the information available to us now, and what can reasonably be expected to 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 2026, this engagement on sustainability topics became an integral part of conversations with stakeholders through the DMA work to highlight how Kodak impacts people and the environment ('Impact Materiality') and how ESG issues impact Kodak's business ('financial materiality'), i.e. both an inside-out and outside-in perspective. 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

Kodak's process for assessing the importance and impact of ESG topics for the company, environment and society, and also for our stakeholders involves collecting information from critical Kodak business functions, such as legal, HSE, public affairs, marketing, procurement, finance, manufacturing, product, risk management, and HR departments. We take into account the ESRS Standards and EU CSRD guidelines as a framework, and the results of this evaluation are broken down into the three dimensions of environmental, social and operational topics, each with several subtopics identified as part of the materiality analysis. For the most recent assessment, a list of impacts, risks, and opportunities (IROs) was generated under each sustainability topic. Each IRO was assigned a score; the scoring of all IROs under a topic rolled up to a topic-specific materiality score based on pre-defined criteria. By rating on a 2x2 matrix, the DMA identifies the 'material' topics for Kodak. The results show climate, supply chain, pollution, innovation, and safety are core focus areas for Kodak.



Environmental

Material topic

- Climate change mitigation and adaptation
- Pollution and contamination



Social

- Health, Safety and Well-being



Governance

- Sustainable innovation
- Supply chain management

ONE KODAK

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, who is also the Company's Director of Internal Audit and Chief Audit Executive, has global responsibility for overseeing Kodak's compliance framework and promoting adherence to applicable laws, regulations, policies, and ethical standards across the organization. In partnership with business and functional leadership, the Chief Compliance Officer provides guidance on regulatory and compliance matters, monitors emerging compliance risks, supports enterprise risk management activities, and facilitates reporting to executive leadership and the Board regarding significant compliance, governance, and risk-related matters. As noted above, the Chief Compliance Officer also oversees Kodak's Internal Audit and Compliance functions and chairs the Company's Risk Management and Compliance Committee, helping to coordinate cross-functional oversight of key enterprise risks, including sustainability-related matters.

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 a compliance hotline, 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.

ESG 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 regularly reviews sustainability matters, including environmental, health and safety developments, emerging regulatory requirements, and other ESG-related risks and opportunities. At least annually, the agenda for the Risk Management and Compliance Committee Meetings includes "The HSE Director and other business leaders, providing updates on sustainability initiatives, program progress and emerging risks". Any significant ESG governance matters and developments are communicated to the Eastman Kodak Board of Directors and its committees, as appropriate. In addition, as Chief Compliance Officer, risk factors for the Company's ESG and Sustainability activities are reviewed and updated with appropriate Company leadership, and included in the Company's regulatory filings with the SEC (Annual Form 10-K, and Quarterly Form 10-Qs when applicable).

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 of the Board of Directors receives periodic updates on sustainability-related governance, ESG risks, compliance considerations, and reporting matters to support its oversight responsibilities.
- The Compensation, Nomination and Governance Committee oversees 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, conflicts of interest, antitrust, fair dealing, data privacy, rights of others, 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 both employees and contractors.

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 and offered in 11 local languages. 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. Kodak strictly opposes the infringement of laws and standards. The corporate compliance training focuses on overall employee conduct as well as everyday working situations, with additional training for managers to embed 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 99% completion rate among 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 advanced materials company. When using personal data, 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 and goal 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, CCPR, 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 and having obtained thousands of print-related patents, Kodak will continue to innovate – especially when it comes to sustainability.

Importantly, these efforts demonstrate that growth and sustainability are not mutually exclusive. As our business evolves and production activity increases, we remain focused on creating innovative products and processes that improve environmental performance while delivering value to customers and stakeholders.

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. While Kodak has been driving environmentally safer products for years, this opportunity is still especially relevant. We continue to develop in-house life cycle assessments and carbon footprinting capabilities, which will help us identify where we can further reduce the environmental footprint of our products.



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 offer environmental advantages such as:



No Chemicals



No Water



Less Energy



Less Waste

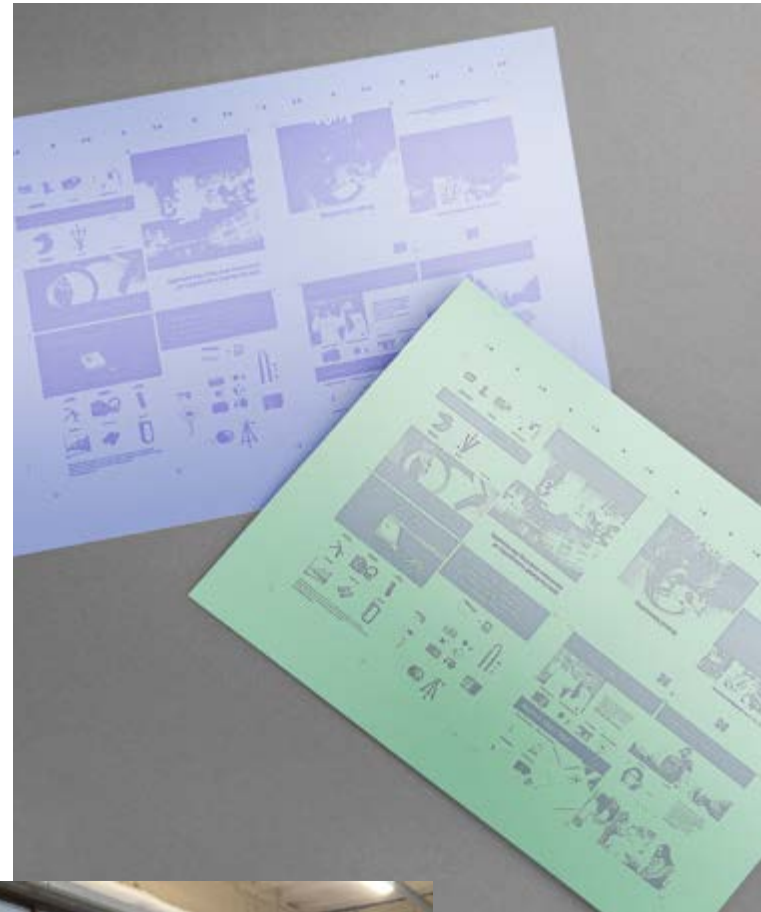
We estimate that replacing processed plates with SONORA Plates could save the entire print industry:

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

Computer-to-Plate (CTP) Systems

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. Kodak CTPs offer best in class process stability to reduce plate remakes and save further waste and energy. Today, Kodak's system uses up to 95% less energy than alternative CTP platforms.

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.



Digital Presses, Inkjet Imprinting Systems and Workflow Software

KODAK PROSPER ULTRA 520 Press

Closing the gap with offset

The KODAK PROSPER ULTRA 520 Press, powered by KODAK ULTRASTEAM Inkjet Technology 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, using KODACHROME water-based inks and paired with KODAK OPTIMAX Primers, allowing printing on practically any substrate.

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 A4 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 as 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.



KODAK PROSPER Imprinting Systems

Make your traditional press digital

KODAK PROSPER Imprinting Systems and the KODAK PROSPER Print Bar, powered by Kodak Stream Inkjet Technology, enable printers and converters to add high-quality digital printing capabilities to existing analog presses and finishing equipment. By integrating variable data printing, personalization, and full-width digital printing into current production lines, customers can expand application opportunities, improve production efficiency, reduce operational complexity, and produce higher-value printed products. These solutions help maximize the utilization of existing equipment while supporting evolving customer requirements for customization, responsiveness, and cost-effective production.



KODACHROME and EKTACOLOR Water-based Inks

Print your true colors

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 do not 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.

Multiple KODACHROME and EKTACOLOR Inks hold the Certification of China Environmental Labelling Product administered by the China Environmental United Certification Center (CEC), a certification which verifies that a product meets environmental requirements related to raw materials, manufacturing, energy efficiency, emissions, hazardous substances, recyclability, and disposal. This is intended to help consumers and organizations identify products with lower environmental impacts.



KODACOLOR Fabric Inks

Printing on fabrics

With over 30 years of experience producing and selling digital inks for thermal piezo and continuous inkjet systems, Kodak has developed world class print systems with benefits including:

- Color inks delivering a bold and vibrant color gamut and true dark black
- Brilliant bright white for greater color enhancement
- High jetting reliability for increased printing productivity, and
- Certified with OEKO-TEX® ECO PASSPORT and OEKO-TEX® STANDARD 100 for cleaner, safer textile production

The OEKO-TEX certifications awarded to our KODACOLOR Fabric Inks are internationally recognized and provide independent verification that our certified inks have been assessed against stringent criteria for substances that may be harmful to human health and the environment. They give our customers greater confidence that the certified products meet high standards for safety and are suitable for use in textile applications that require compliance with demanding sustainability and quality requirements. By investing in certified product solutions, we support our customers in meeting their own sustainability objectives while promoting greater transparency and responsible chemical management throughout the value chain. We will continue to expand our portfolio of certified products as part of our ongoing commitment to innovation, regulatory compliance, and sustainable product development.



KODAK PRINERGY Platform

Making print easy, profitable and sustainable

Our PRINERGY Platform is the leading prepress automation software for the print industry. Available in multiple deployment options to meet all customer needs, the PRINERGY Platform reduces manual touch points and elevates productivity, all while reducing waste by minimizing error. PRINERGY also leverages historical usage data 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

Motion Picture Film: Advancing Sustainable Film Technology

Kodak continues to invest in innovation that enhances both product performance and environmental outcomes for the motion picture industry. In 2025, the company introduced a new film structure for KODAK VISION3 Color Negative Films, replacing the traditional Remjet backing with an advanced Anti-Halation Undercoat (AHU) technology developed through more than eight years of research, testing, and commercialization efforts. The new technology maintains the image quality and creative characteristics valued by filmmakers while delivering operational and environmental benefits throughout the film processing lifecycle.

The elimination of the Remjet backing is expected to reduce resource consumption at film-processing laboratories by significantly lowering water use, chemical requirements, and energy consumption. Kodak estimates that the transition to AHU technology could collectively reduce annual water consumption by millions of gallons, decrease pre-bath chemical usage by more than 50,000 gallons, and reduce annual energy consumption by up to 100,000 kWh across photochemical labs worldwide. These improvements demonstrate how product innovation can support both customer needs and environmental stewardship.

Kodak's ongoing investment in film technology has also been recognized by the American Society of Cinematographers (ASC), which honored the company with the Curtis Clark ASC Technical Achievement Award in 2026 for its contributions to motion picture innovation and filmmaking technology. The recognition reflects Kodak's commitment to advancing film as a high-performance, evolving medium while supporting the creative community and promoting sustainable innovation within the entertainment industry.'

In parallel, Kodak continues to invest substantial research and development resources to review, reformulate, and optimize film chemistries in response to evolving global regulatory requirements. Through ongoing product stewardship activities, the company evaluates raw materials, identifies potential regulatory and environmental risks, and develops alternative formulations that maintain product performance while supporting compliance with chemical management regulations worldwide. These efforts help ensure the long-term viability of film products, reduce regulatory risk, and support safer and more sustainable solutions for customers.



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, healthcare, and chemical manufacturing industries.

Our facilities include on-site rail service, 53 stainless steel tanks, and 23 stainless steel columns for distillation and recovery. 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 2017, was to continue to build this sustainable business offering, with a corporate target to triple the quantity of solvents processed from external sources by 2025. From 2016 through the end of 2025, the Solvent Recovery business doubled the quantity of solvent processed from external customers, processing 29,892 metric tons of spent solvent in 2025 compared to 14,996 metric tons in 2016. During this timeframe, a cumulative of 239,999 metric tons of spent solvent were processed from external sources and the reach of this area of the business increased significantly.

ENABLING MORE SUSTAINABLE BATTERY MANUFACTURING

Kodak is leveraging its longstanding expertise in advanced coating technologies to support the growing demand for energy storage solutions. Through U.S.-based pilot and production coating services, we help customers develop and scale battery electrodes, primed foils, and other advanced energy materials that contribute to the electrification of transportation and industry.

Our coating processes are designed to support both performance and sustainability objectives. Unlike many conventional battery electrode manufacturing processes, Kodak's battery electrode and primed foil coatings, prioritize water-based and other alternative coating technologies that reduce the use of solvents or materials of concern, such as PFAS. These innovations can help reduce chemical hazards, simplify manufacturing processes, and support the development of lower-impact battery technologies. By combining technical expertise with sustainable manufacturing practices, Kodak is helping accelerate the commercialization of next-generation energy storage solutions.

PHARMACEUTICAL MANUFACTURING: STRENGTHENING DOMESTIC HEALTHCARE SUPPLY CHAINS

Kodak's pharmaceutical business manufactures sterile, ready-to-use reagents and solutions from its cGMP-compliant facility at Eastman Business Park, helping customers reduce supply chain risk through dependable U.S.-based sourcing. The facility's growing portfolio includes Water for Injection (WFI), Phosphate Buffered Saline (PBS), and Normal Saline.

Sustainability is a core element of the facility's design and operation. Repurposing an existing Kodak building, deploying energy-efficient systems, and utilizing advanced water purification technologies help minimize environmental impact while supporting responsible manufacturing. The facility also recycles water used in steam sterilization and generates no VOC emissions or hazardous chemical waste, reinforcing Kodak's commitment to environmental stewardship.





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.

Osterode, Germany

INITIATIVES

OPTIMIZING LOGISTICS THROUGH SHIPMENT CONSOLIDATION

Over the past years, our Europe-based logistics team has introduced a shipment scheduling initiative that optimizes outbound deliveries while supporting our commitment to reducing transportation-related emissions.

Traditionally, shipments to customer destinations were dispatched as orders became available. Under the new approach, outbound shipments are consolidated into scheduled weekly deliveries for each destination country. By grouping orders together, the team has been able to improve vehicle utilization, reduce the number of partially filled shipments, and create a more efficient and predictable distribution process.

Consolidating shipments enables transport providers to maximize load capacity, helping to reduce the number of journeys required and lower the carbon emissions associated with outbound logistics. In 2025, overall annual volumes remained higher than the 2022 baseline year. Even with this increase relative to the baseline, the team achieved a 55% shipment consolidation rate in 2025. Across 30 destination countries, this represents an annual estimated, average emissions reduction of 766 tonnes CO₂ equivalent, which is approximately a 38% reduction when considering the quantities shipped as well. At the same time, the initiative provides customers with greater visibility of delivery schedules and supports more consistent logistics planning across the supply chain.

The success of the project reflects the proactive collaboration between our logistics, planning, customer service, and commercial teams. Careful coordination was essential to balance customer service expectations with sustainability objectives, ensuring that delivery performance remained strong while transportation efficiency improved.

This initiative demonstrates how operational improvements can contribute to our broader sustainability goals. By optimizing the movement of goods, we are reducing unnecessary transport activity, improving resource efficiency, and supporting our ambition to lower the environmental impact of our global operations.

As we continue to strengthen our supply chain, initiatives such as the Germany shipment scheduler show that thoughtful planning and cross-functional collaboration can deliver meaningful environmental and operational benefits.

ADVANCING CIRCULAR SOLUTIONS FOR WASTEWATER RESIDUES CONSOLIDATION

In Germany, our wastewater treatment plant generates over 5,000 metric tonnes neutral filter cake annually. Historically, this material has been disposed of at a regional landfill, subject to compliance with required analytical parameters.

The Osterode team actively sought alternative treatment and recycling options in line with the principles of the waste hierarchy under the German Circular Economy Act. Since August 2025, Kodak have established a partnership with a certified waste management provider which is authorized to recycle this material.

The waste material is transferred in controlled batches of approximately 23 metric tonnes per shipment.

The recycling process enables the filter cake to be repurposed for use in mining applications, where it contributes to structural stabilization and the backfilling of underground cavities. This represents a transition from disposal to material recovery, supporting improved resource efficiency and reduced reliance on landfill capacity.

Each truckload diverted to recycling contributes to the preservation of landfill space and supports compliance with regulatory expectations and circular economy principles. The transition to recycling has resulted in cost savings, while also strengthening the environmental performance of our waste management practices.

This initiative represents an important step in expanding circular solutions for industrial by-products and demonstrates our continued commitment to reducing environmental impact through responsible waste management and cross-sector collaboration.



China

INITIATIVES

HARNESSING SOLAR ENERGY

As part of our ongoing commitment to reducing our environmental footprint and supporting the transition to cleaner energy, our Kodak Electronic Products Shanghai (KEPS) plant in China has launched a new rooftop solar photovoltaic (PV) installation project. The project involves the installation of approximately 1900 solar photovoltaic modules across the facility's available roof space, enabling the site to generate renewable electricity on-site. Once operational, the system is expected to supply a significant portion of the plant's daytime electricity demand, helping to reduce reliance on grid-supplied power and lowering greenhouse gas emissions associated with manufacturing operations. Over its lifetime, this initiative is expected to have an annual emission reduction of almost 1000 tonnes CO₂ due to the reduced dependency on coal consumption.

Beyond environmental benefits, the project also supports the long-term resilience of our operations by increasing the use of renewable energy and contributing to a more diversified energy mix. The installation has been designed to integrate seamlessly with the plant's existing electrical infrastructure while maintaining high standards of safety and operational reliability.

This initiative marks another important step in our global sustainability journey and reinforces our commitment to improving energy efficiency across our operations. As we continue to identify opportunities to expand renewable energy across our facilities, projects such as this demonstrate how local actions can contribute meaningfully to our global climate ambitions. We look forward to bringing the system online and monitoring its performance as part of our ongoing efforts to build a more sustainable future.

HAZARDOUS WASTEWATER REDUCTION

Wastewater containing ink is classified as hazardous waste under applicable regulations in China. All hazardous wastewater generated at our KDIPC site in Xiamen is collected, stored, and disposed of through licensed and authorized external waste management vendors in compliance with regulatory requirements.

In line with our commitment to pollution prevention and resource efficiency, the plant has implemented a series of continuous improvement initiatives to reduce the generation of hazardous wastewater. As a result, hazardous wastewater intensity has been reduced by 40% per batch (compared to baseline year of 2019).

To achieve this reduction, the team has focused on process optimization and waste prevention at source such as optimization of product specifications, refinement of product dimensions, elimination of non-standard testing activities, and reduction of structural losses which resulted in minimizing material and process ink-related waste generated.

We continue to prioritize waste minimization at source and process efficiency improvements as key levers in reducing hazardous waste generation. Further initiatives are being explored to sustain long-term reductions and support more sustainable production practices.



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 2025 include: the Dispersions and Inks manufacturing area completed a thermostat installation project following a 2024 energy audit, leading to a 57% reduction in steam usage in 2025 compared to 2024; more energy-efficient HVAC system upgrades completed in B30 including fan motor replacement, upgraded controls, and the replacement of 50% of thermostats with smart thermostats; and the installation of an alternative air-cooled refrigerant chiller in B308 to create additional chilled water for cooling in the summer with improved energy efficiency.

Kodak energy use

Table 1: Kodak Energy Consumption (kJ)

	2024	2025
Total fuel consumption within the organization from non-renewable sources	258,411,784,823	250,297,793,297
Total fuel consumption within the organization from renewable sources	0	0
Total electricity consumption (non-renewable sources)	709,202,594,160	687,813,336,000
Total electricity consumption (renewable sources)	61,458,091,200	51,138,925,200
Total steam consumption	1,390,926,552,967	1,553,094,967,849
Overall Energy Consumption (kJ)	2,419,999,023,150	2,542,345,022,346

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

	2024	2025
Energy consumed (kJ)	2,419,999,023,150	2,542,345,022,346
Revenue (\$ millions)	\$1,043	\$1,069
Energy Intensity Figure (kJ/ million\$)	2,320	2,378

KODAK

Kodak GHG Emissions

Table 3: Total GHG Emissions (MT CO₂e)

	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Scope 1	23,460	21,886	27,805	19,880	18,103	14,281	12,018	13,034	11,913	8,500
Scope 2	618,921	574,856	454,919	335,577	283,283	288,047	282,594	266,805	255,545	197,329
Total	642,381	596,742	482,724	355,457	301,386	302,328	294,612	279,839	267,458	205,829
% change from 2016	-	-7%	-25%	-45%	-53%	-53%	-54%	-56%	-58%	-68%

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

Emission Factors:

Kodak's 2024 and 2025 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.
- Environment and Climate Change Canada's Emission Factors and Reference Values and The Climate Registry default emission factors were used for Canada.
- For Osterode, the CO₂ emission factor from CoM Default Emission Factors for the Member States of the European Union was used.
- 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 to reflect the exact nature of supply specific production and provision to Kodak.

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 2025 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 2024 data. For purchased natural gas, the emission factors for non-manufacturing sites were derived from the EPA's Emission Factors for Greenhouse Gas Inventories.

Table 4: Kodak GHG Intensity 2024 & 2025

	2024	2025
CO ₂ e indexed to revenue	0.000256 CO ₂ e/\$	0.000193 CO ₂ e/\$
% change from baseline 2016	-34.4%	-50.8%

Note: Scope 1 and Scope 2 emissions only, GHGs included are CO₂, CH₄, N₂O and HFCs

Table 5: Reduction of GHG emissions (%)

GHG emission reduction as a direct result of reduction initiatives			
	2023	2024	2025
Scope 1&2 (reduction %)	56%	58%	68%

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 of the composition of our waste and opportunities for best practice has been a priority for our sites.

As manufacturing activity and customer demand have increased across certain areas of the business, Kodak has remained focused on decoupling operational growth from waste generation. Through continuous improvement initiatives, process optimization, material recovery programs, and investments in circular economy solutions, we strive to maximize the value of resources while minimizing the amount of waste requiring disposal.

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 2023-2025 (tons)

	2023	2024	2025
Hazardous Waste	3,049,406	3,096,316	2,738,410
Non-Hazardous Waste	14,662	14,815	14,478
Total	3,131,527	3,107,508	2,751,797

Table 7: Waste Diverted from Disposal (tons)

		2023	2024	2025
Hazardous Waste generated on-site	Prepared for reuse	185	195	189
	Recycling	90	93	58
	Other recovery	19,314	17,552	22,889
Non-Hazardous Waste generated on-site	Prepared for reuse	–	36	27
	Recycling	6,043	5,652	4,862
	Other recovery	32	298	301
Total diverted from disposal:		25,664	23,826	28,326

The above total hazardous waste generated during manufacturing operations that were diverted from disposal for 2025 was 22,889. This waste includes 686 tons of solvent recovered by Kodak's Solvent Recovery operation that would otherwise have required disposal.

Table 8: Waste Diverted to Disposal (tons)

		2023	2024	2025
Hazardous Waste generated on-site	Incineration (with energy recovery)	2,423	2,099	1,911
	Incineration (without energy recovery)	86	63	2,052
	Landfill	61	199	110
	Other disposal (Wastewater Treatment Facility)	3,049,406	3,096,316	2,738,410
Non-Hazardous Waste generated on-site	Incineration (with energy recovery)	167	116	104
	Incineration (without energy recovery)	19.0	3.4	0.1
	Landfill	8,126	6,900	7,008
	Other disposal	243	1,811	2,208
Total disposal:		3,060,531	3,107,508	2,751,803

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 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 surface water bodies. 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. We strive to manage our wastewater discharges responsibly so effluent from our processes does not contaminate water sources with residual chemicals and harmful substances.

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. The site drives environmental stewardship

through engagement among environmental specialists and site leadership. In conjunction with meeting ISO 14001 registration 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: Water Withdrawal, Water Discharge and Water Consumption in megalitres

		2024		2025	
Water Withdrawal* (ML)		All Areas	Areas with water stress	All Areas	Areas with water stress
Water withdrawal by source	Third-party water (total)	3216	201	3086	173
	Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids)	3216	201	3086	173
	Other water ($> 1,000$ mg/L Total Dissolved Solids)	3216	201	3086	173
Total Water Withdrawal	Surface water (total) + groundwater (total) + seawater (total) + produced water (total) + third-party water (total)	3216	201	3086	173
Water Discharge (ML)		All Areas	Areas with water stress	All Areas	Areas with water stress
Water discharge by destination	Surface water	550	192	915	164
	Groundwater	–	–	–	–
	Seawater	–	–	–	–
	Third-party water (total)	2446	9	2363	9
Total water discharge	Surface water + groundwater + seawater + third-party water (total)	2996	201	3278	173

* 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.

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 and the prevention of forced labor within our supply chains as outlined in our Conflict Minerals Policy and Supplier standards. Kodak engages with our suppliers and other stakeholders to communicate expectations, assess risks, and promote responsible sourcing and human labor practices. Kodak also works with suppliers to identify the presence and origin of conflict minerals in our products, and while the global supply chain for these minerals is complex and tracing the minerals in our products to their source is a challenge, we mitigate risks through supplier due diligence, contractual requirements, ongoing assessments, and corrective action plans when needed. Through these efforts, Kodak's objective is to establish the necessary proactive due-diligence programs that will enable greater long-term supply chain transparency.

RESPONSIBLE ALUMINUM SOURCING

Kodak sources aluminum for its plate manufacturing operations from suppliers in the United Kingdom and Germany, supporting both European and U.S. production facilities. This sourcing strategy helps strengthen supply chain reliability while reducing transportation-related impacts compared with more distant sourcing alternatives. According to European Aluminium, primary aluminum produced in Europe has a carbon footprint approximately 60% lower than the global average¹ due to the extensive use of renewable and low-carbon electricity. By prioritizing these suppliers, Kodak seeks to reduce the environmental footprint of a key raw material while supporting responsible procurement practices

1: European Aluminium, Environmental Profile Report 2024 (Version 2.0, May 2025).



OUR PEOPLE

Caring for Each Other

Our people are at the heart of Kodak's continued transformation. **Guided by our values of Courage, Competitive Spirit, Commitment to our Customers' Success, and Honesty**, we are committed to creating workplaces where every employee feels safe, respected, included, and empowered to contribute their best. By fostering an environment where people are encouraged to speak up, embrace change and work together, we are building a culture that supports both individual well-being and long-term business success.

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.

Central to this commitment are our global HSE teams across the USA, Canada, Europe, and Asia regions, who play a vital role in safeguarding our employees and fostering a proactive safety culture across all of our operations, naturally aligned to our 'One Kodak' mentality as one global HSE team working to one safety culture. Working closely with leaders and employees, our HSE professionals drive continuous improvement through robust risk management, safety training, workplace inspections, and health and well-being initiatives. Their expertise helps ensure that every employee can work in an environment where risks are effectively managed, safety is everyone's responsibility, and well-being is embedded in our day-to-day operations.

By continually strengthening our HSE programs and promoting a culture of shared responsibility, we are building safer workplaces, supporting employee well-being, and enabling our people to contribute confidently to the long-term success of our business. Our approach reflects Kodak's value of Honesty by promoting transparency, accountability, and open communication across our operations. It also reflects our Competitive Spirit by continually improving our HSE performance and working as one global team to achieve safer workplaces.



Xiamen, China



Gunma, Japan



Dayton, Ohio



Xiamen, China



Xiamen, China



Vancouver, Canada



Vancouver, Canada



Columbus, Georgia, USA



Petach Tikva, Israel



Shanghai, China

OUR PEOPLE

COMMITMENT
TO OUR CUSTOMERS' SUCCESS

HONESTY

**COMPETITIVE
SPIRIT**

COURAGE



Osterode, Germany



Kodak Fire Department, Rochester, New York



Rochester, New York (Eastman Business Park)



Gunma, Japan

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 2024, 321 employees raised \$140K in the annual campaign in support of the United Way of Greater Rochester and the Finger Lakes.

Every May, Kodak raises awareness to the cause and encourages employees to donate, making it easy by deducting straight from payroll. In 2025, we maintained the tradition and were able to raise \$127,000.

In addition to the financial donation, there are other community activities employees participated in this year to support the community. For the first time this year employees met to put together over 300 cosmetic kits to assist unhoused teenagers. These kits included sanitary products such as toothbrushes, toothpaste, deodorant, soap, and other necessities.

Another event where Kodak employees volunteer to support the local Rochester community is the Day of Caring sponsored by the United Way. The Kodak teams joined over 6,000 volunteers who completed 400 projects, supporting 200 nonprofit agencies across six counties. In 2024, Kodak employees volunteered for a spring Clean-Up in North Winton Village in New York, helping clear brush, weeds, and vines while in 2025 the Kodak volunteers participated in landscaping events in East Rochester.

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 4th Annual Winter Food Drive, the GEEK group rallied the Kodak community to collect non-perishable items for donation to the Mary Cariola Center to support those in need. This effort not only stocked local food pantries but also demonstrated our collective commitment to supporting families facing hardships during the winter months.

A food drive in support of Foodlink and the local Rochester community was also coordinated to collect items for those in need. Thanks to the generosity and collaboration of many volunteers, the drive was a success and reflects the strong spirit of caring that defines our Kodak family.

Our Kodak team in Dayton, Ohio also coordinated food drives to help support their local communities. Food donated went directly to 'The Foodbank', which provides the infrastructure for more than 110 member food pantries, community kitchens, and shelters that serve as the charitable hunger relief network in the Greater Dayton area.



GEEK Cookout

The Annual AMC (Advanced Materials and Chemicals) Cookout is an annual event offering Kodak employees a delightful opportunity to socialize and unwind, while raising funds for the Golisano Children's Hospital. With nearly \$700 raised in 2024, 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.

Walking for Rochester

GEEK supports the efforts of this local New York organization that runs litter clean-up events. The GEEK team along with other Kodak volunteers joined one of their regular clean-up sessions to help clean out local areas from litter.

Through these events, GEEK helps strengthen Kodak's ties to the Rochester community by contributing to causes where we can make a difference, even in small ways.

GöBit 2025 Career Fair

GöBit is the largest career orientation fair in the Göttingen region, offering future young professionals the opportunity to learn firsthand about various apprenticeships from local companies. Around 180 exhibitors attended the event, making it a can't-miss opportunity for anyone about to graduate from school.

Kodak participated with a booth, and a group of a few trainees and trainers were there to inform the future graduates about our various apprenticeship options at Kodak in Osterode. The highlight of Kodak's booth was the electric buzz wire game which was built and constructed by our electronics apprentices for this event and had the crowd queueing to prove their skills.

Osterode Channel Partner Training

Kodak hosted a two-day workshop for our German Channel Partners. The event was attended by 28 people representing 15 channel partners. The Kodak team used the event to promote our Computer-To-Plate, workflow and plate solutions with a prominent focus on SONORA Process Free plates and their sustainability benefits arising from the reduced energy, chemicals, waste requirements.

Promoting Transparency and Sustainable Value Creation

Kodak, regularly welcomes customers from all over Asia to our KEPS Shanghai manufacturing facility, providing opportunities to increase transparency across our value chain. Visitors receive an overview of our operations, meet with technical and commercial teams, learn about the sustainability benefits of our products, and participate in guided factory tours. These visits enhance customer understanding of our manufacturing processes, environmental and quality management practices, and innovation capabilities, supporting stronger partnerships, and enabling more informed sustainability discussions with customers across the region.



Diversity, Equity, and Inclusion

As a global technology company operating in many countries across the world, we define diversity broadly to include many aspects of the individual, including race, gender, 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 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. Kodak also maintained its 22-year long record of scoring 100% on the Human Rights Campaign's annual Corporate Equality Index (CEI). Kodak has achieved this top CEI score every year since the index's inception. 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.

SUPPORTING INCLUSION IN THE GLOBAL FILM COMMUNITY:

Kodak's Motion Picture business is committed to fostering greater inclusion across the global filmmaking community. We support film festivals and non-profit organizations that champion underrepresented groups through analog film education programs, training opportunities, and product grants. These initiatives help expand access to filmmaking resources, develop creative and technical skills, and encourage broader participation in the motion picture industry.

Beyond direct support programs, Kodak leverages its global platform to celebrate diverse voices in cinema. Through our marketing and social media channels, we regularly feature shot-on-film productions from around the world, providing visibility to stories, perspectives, and experiences that reflect the richness of the global creative community. By helping broaden access, representation, and recognition within the industry, we contribute to a more inclusive and equitable future for visual storytelling.



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 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 management 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 the workplace safety of 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 can 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 provided through a combination of on-site training and use of Kodak's learning management system and is tailored to each employee's role to ensure they have appropriate resources to manage their own safety and that of their colleagues.

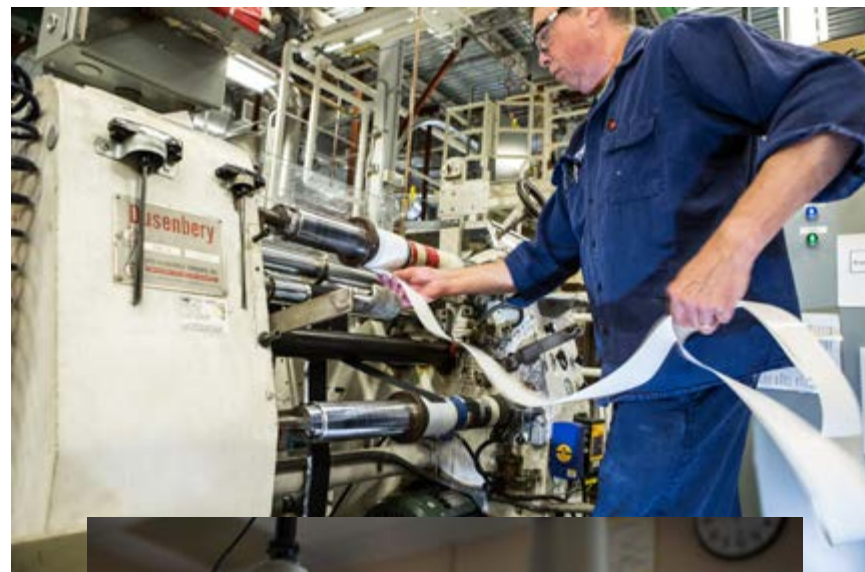


Table 10: Work-related injuries/ fatalities

	2018	2019	2020	2021	2022	2023	2024	2025
Number of annual incidents per 100 employees	0.8	0.7	0.8	0.7	0.5	0.7	1.0	1.0
Fatalities	0	0	0	0	0	0	0	0

Between 2017-2025, Kodak's Occupational Injury Rate (OIR) consistently outperformed the industry average for equivalent companies (weighted benchmark OIR = 1.6). This trend indicates we have a strong foundation in managing our operations safely. However, over the last nine year period we did not achieve our goal to reduce the rate of work-related injuries and illnesses for Kodak employees by 25% (vs. 2016 baseline).

Kodak embraces a continuous improvement mindset to identify and pursue opportunities to further reduce Occupational Injury Rates. We are working to strengthen our processes for incident investigation, root cause analysis, and corrective action. In early 2026, Kodak launched additional modules for our cloud-based HSE management software platform to improve workplace incident and safety concern reporting, root cause analysis, and corrective action tracking. We are also leveraging occupational injury data to develop and implement injury and illness reduction plans targeted at specific, high-incidence workplaces.

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

Human Rights

Kodak is committed to an environment where open, honest communications are the expectation, not the exception. We want you to feel comfortable in approaching your supervisor or management in instances where you believe violations of policies or standards have occurred.

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 contact person responsible 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 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 is not just developing tomorrow's technology, we are 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 December 2023, 96% of total Kodak employees have taken training in LMS to strengthen their career. This included

approximately 3900 users and over 43,000 learning hours, which represents 11.2 hours per employee. In our corporate LMS we continue to add new programs such as Lean Six Sigma Certification, Global Leadership Development, Finance Training (AICPA), and IT Learning for Security (CompTIA). From 2024 to 2025, we also saw a 78% increase in subsequent service certifications for internal field service technicians as well as customer and our channel partners. Also in 2025, Learning & Development team worked in collaboration with the business to create a separate validated LMS for our new pharmaceutical business to track compliance and training for this unique team.

The LMS system extends beyond Kodak employees and provides our partners with access to the product and service certifications, and through this, over 2,100 training hours were completed in 2024, increasing to more than 4,600 completed training hours in 2025 by 220 customers and partners across 94 unique Sales and Service courses.

Lastly, Kodak utilizes Performance Development Plans (PDP) to provide a strong framework for managers and employees to align on goals and support career growth and organizational success. In 2024, approximately 96.5% of all Kodak employees (3,041 employees) had a complete or active individual PDP which increased to 97.5% (3,284 employees) in 2025.

Manufacturing Apprenticeship Program: Expanding Opportunities

Kodak is committed to nurturing the next generation of skilled tradespeople while simultaneously helping to fill a gap created by a retiring workforce. Our Apprenticeship Programs in Rochester, New York, Osterode, Germany and Columbus, Georgia play a critical role in this mission by addressing the growing need for skilled workers and providing 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.

Rochester, NY Apprenticeship Program

Kodak reestablished its Rochester Apprenticeship Program in 2018 through which apprentices are paired with experienced journeymen and receive paid, on-the-job training alongside work-related class instruction twice a year. Apprentices currently train in roles such as electromechanical technicians, pipe fitters, electricians, field machinists, and building maintenance mechanics, and upon completion, earn a New York State journeyman certificate, positioning them for enhanced career 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 has enabled the continued growth and development of our talent pool, further strengthening our workforce.

Today, the Rochester program holds 55 apprentices, including 4 in operations roles. Since its reestablishment, the program has seen 15 apprentices graduate with an additional 15 graduates expected by the end of 2027.

Osterode, Germany Apprenticeship Program

Kodak's Apprenticeship Program in Osterode, Germany has been a cornerstone of workforce development at the site for more than 40 years. Similar to the Rochester program, apprentices shadow experienced employees and get to know the day-to-day work, receiving work-related training in a vocational school once or twice a week, and, upon graduation, earning an occupational certificate from the Chamber of Commerce Hannover and additional vocational school certificate. Funded internally by Kodak, the program offers a broad range of roles, including chemical operators, laboratory workers, electricians, mechanics, machine operators, logistics, commercial, IT/application development, and print and media technology. In addition, commercial apprentices may participate in a voluntary 3-week internship abroad as a European Industrial Management Assistant.

At Kodak's Osterode site, 20 apprentices graduated between 2023 and 2025, including 5 in 2025, with at least, a further 8 graduates expected in 2026.

Growing our apprenticeship program is crucial for maintaining the skilled workforce necessary to bolster our operations. These apprenticeships not only provide invaluable training and mentorship, but they also ensure Kodak's future success by developing the next generation of tradespeople.

This program supports Kodak's ongoing transformation, enabling us to remain competitive in the advanced manufacturing space while continuing to focus on our core businesses in print and advanced materials & chemicals.

Columbus, Georgia Apprenticeship Program

Our plant in Dayton, Ohio, also invests in the development of emerging engineering talent within our local community through their annual mechanical engineering internship program. Since 2024, selected university students have completed eight-week placements at our manufacturing facility, working alongside experienced engineers on meaningful business projects. The program combines technical training, project management experience, and one-to-one mentoring, enabling students to apply academic knowledge in a practical industrial setting. By providing hands-on learning opportunities and direct exposure to advanced manufacturing and engineering practices, we help build future workforce capability while fostering stronger links between industry and education. The program is fully funded by Kodak and reflects our commitment to supporting skills development and creating positive community impact.

Supply Chain Diversity

Kodak Procurement teams work to establish a broad supply base, including small and local suppliers. Wherever possible, Kodak secures multiple sources of supply for critical items. A broad and diverse supply base maximizes innovative ideas and supply chain resilience. Since 1989, our Supplier Diversity Program has removed barriers to competition for small and local suppliers to support all aspects of our business, including, but not limited to component manufacturing, chemicals, packaging, professional services, and MRO. Our procurement teams strive to include a range of suppliers in our bidding process: thus expanding our pool of qualified suppliers.

Using 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.



Appendix I: Employee Statistics

Reporting Period 2025

Female	Male	Other	Not Disclosed	Total
Number of employees				
920	2445	2	3	3370
Number of permanent employees				
915	2420	2	3	3340
Number of temporary employees				
5	25	-	-	30
Number of non-guaranteed hours employees				
-	-	-	-	-
Number of full-time employees				
874	2300	2	3	3179
Number of part-time employees				
46	145	0	0	191

Reporting Period 2024

Female	Male	Other	Not Disclosed	Total
Number of employees				
1104	2958	0	5	3152
Number of permanent employees				
852	2267	2	2	3123
Number of temporary employees				
9	20	-	-	29
Number of non-guaranteed hours employees				
-	-	-	-	-
Number of full-time employees				
820	2165	2	2	2989
Number of part-time employees				
41	122	0	0	163

GRI Content Index

GRI Standard	Disclosure	Location / Response
2-1	Organizational details	Eastman Kodak Company, 343 State Street, Rochester, NY 14650. Form 10-K (Business Section)
2-2	Entities included in reporting	Kodak entities; environmental data includes wholly-owned manufacturing entities excluding Israel due to ongoing conflict
2-3	Reporting period	CY2024-2025 data, aligned to calendar-year reporting
2-4	Restatements	Restated due to transition to GRI Standards
2-5	External assurance	Not externally assured
2-6	Activities & value chain	Form 10-K Item 1; Sustainability Report – About Kodak
2-7	Employees	Employee data disclosed; demographic breakdown not yet reported
2-9	Governance structure	Corporate Governance Guidelines; Bylaws
2-10	Nomination process	Corporate Governance Guidelines
2-11	Chair of governance body	Corporate Governance Guidelines
2-14	Governance role in sustainability	Sustainability Governance Section
2-15	Conflicts of interest	Business Conduct Guide
2-16	Critical concerns	Governance Disclosures
2-17	Governance knowledge	Corporate Governance Guidelines
2-18	Governance evaluation	Corporate Governance Guidelines
2-19	Remuneration	Form 10-K Proxy Statement
2-20	Remuneration process	Corporate Governance Guidelines
2-22	Sustainability strategy	Sustainability Strategy Section
2-23	Policy commitments	Business Conduct Guide
2-24	Embedding policies	Business Conduct Guide
2-25	Remediation mechanisms	Business Conduct Guide
2-26	Grievance mechanisms	Business Conduct Guide
2-28	Membership associations	Business Overview
2-29	Stakeholder engagement	Key Focus Areas
2-30	Collective bargaining	Not Disclosed
3-1	Materiality process	Key Focus Areas
3-2	Material topics	Key Focus Areas
3-3	Management approach	One Business / One Planet / One People
204-1	Local procurement	Sustainable Procurement
205-2	Anti-corruption training	Ethics & Integrity
301-2	Recycled inputs	Not Applicable (no recycled inputs used in inks, plates, or equipment)
301-3	Reclaimed products	Resource Management
302-1	Energy consumption	Climate Change

GRI Standard	Disclosure	Location / Response
302-3	Energy intensity	Climate Change
302-4	Energy reduction	Climate Change
303-1	Water interaction	Water Management
303-2	Water impacts	Water Management
303-3	Water withdrawal	Water Management
303-4	Water discharge	Water Management
303-5	Water consumption	Water Management
304-1	Protected areas	Not Applicable
304-4	Biodiversity impacts	Biodiversity Section
305-1	Scope 1 emissions	Climate Change
305-2	Scope 2 emissions	Climate Change
305-4	GHG intensity	Climate Change
305-5	GHG reductions	Climate Change
305-6	ODS emissions	Not Tracked (monitored only where required)
305-7	Air emissions	Not Monitored
306-1	Waste generation	Resource Management
306-2	Waste management	Resource Management
306-3	Waste generated	Resource Management
306-4	Waste diverted	Resource Management
306-5	Waste disposed	Resource Management
308-2	Supplier environmental impacts	Sustainable Procurement
403-1	OHS management system	Health, Safety & Well-being
403-2	Hazard identification	Health, Safety & Well-being
403-3	Occupational health services	Health, Safety & Well-being
403-4	Worker participation	Health, Safety & Well-being
403-5	OHS training	Health, Safety & Well-being
403-6	Worker health promotion	Health, Safety & Well-being
403-8	OHS coverage	Health, Safety & Well-being
403-9	Work-related injuries	Health, Safety & Well-being
404-2	Training & skills	Talent Development
405-1	Diversity	Diversity & Inclusion
408-1	Child labour risk	Human Rights / Procurement
409-1	Forced labour risk	Human Rights / Procurement
413-1	Local communities	Community Impact
414-2	Supplier social impacts	Sustainable Procurement
415-1	Political contributions	Policy Framework



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