



WORLD



KODAK

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## About this report

Information in this sustainability update primarily reflects the global business activities of Eastman Kodak Company from 2018-2021. The contents reflect the significant sustainability impacts affecting our company.

We strive for transparent disclosure of sustainability performance to our stakeholders in a manner that assists them in making decisions. As such, we continually evaluate the best methods and frameworks for engaging our stakeholders, including customers, employees, investors and the communities where we operate.

# **WE ARE ONE KODAK, COMMITTED TO OUR CUSTOMERS AND THE PLANET.**

With a focus on print and advanced materials and chemicals, we strive to deliver innovative products and solutions that care for people and the planet and fuel sustainable growth for Kodak and our customers.



# ABOUT KODAK

Kodak is a global technology company focused primarily on traditional and digital print and advanced materials and chemicals. We provide industry-leading hardware, software, consumables and services to customers in commercial print, packaging, publishing, manufacturing, entertainment and other industries.

We are committed to serving our customers and developing sustainable solutions that enable customers to reduce costs, operate more efficiently and minimize their impact on the planet. This commitment drives Kodak's efforts and progress today and into the future.



**130+**

years of quality  
and innovation

**4,300**

employees

**2,500**

printing-related patents

**90M**

average number of pages  
the KODAK PROSPER  
6000 Digital Press can  
easily print per month

**50%**

waste reduction improvement  
of KODAK PROSPER Inkjet  
Imprinting Systems compared  
with leading alternative

**50%**

estimated reduction of GHG  
emissions since completion of  
boiler conversion project at  
Eastman Business Park in 2018

**0**

chemicals required  
to process KODAK  
SONORA Plates

**9**

ACADEMY AWARDS® of Merit  
for Technical Achievement in  
motion picture film

**5**

Buyers Lab Outstanding  
Innovation Awards won  
in 2020 for KODAK  
Inkjet Technology

# Message from **Jim Continenza** Executive Chairman and CEO

From a global pandemic to unprecedented extreme weather, the events of the past few years served to reinforce the interconnected nature of people and the planet. We are one world, and what happens on one side of the planet impacts the other. The subsequent message is clear: we all must take care of each other, and we all have a shared responsibility to create a more sustainable world.

Sustainability at Kodak starts with building a successful and profitable company for today's employees and the next generation. Because our people are, and will always be, the heart of our company. We're taking action to drive forward sustainable growth and success for Kodak and all our stakeholders. This includes leveraging our world-class research and development team to bring differentiated, sustainable solutions to market and continuing to work with advanced materials, which is moving us into new areas of growth.

We've built a *One Kodak* culture, and I'm proud of the role our employees play to advance it. Grounded in inclusivity, collaboration and connection, *One Kodak* eliminates internal divisional silos so we can focus on superior customer service and innovation. This truly came to life during the pandemic, when our passionate employees stepped up and demonstrated an uncompromising commitment to getting the job done. This resulted in minimal business interruption and ongoing productivity within our workplace. It also enabled Kodak to be part of the fight against COVID-19. We leveraged our expertise in chemistry and our manufacturing assets to supply New York



**We're focused on supporting great people who innovate and inspire great products and technologies, enabling us to better serve our customers, deliver value to society and sustainably create a competitive advantage in the market."**

State with isopropyl alcohol to produce hand sanitizer, while our employees around the world organized COVID-19 relief events to support their local communities.

As *One Kodak*, we take steps to reduce our environmental impact. This is an area I feel deeply passionate about, stemming from growing up in Minnesota, where I spent time outdoors in nature, hiking, camping and fishing. This background fuels my desire to protect this planet and use the power of Kodak to help build a more sustainable world. We have made progress over the years with innovations such as SONORA Plates and water-based inks, but I recognize there is more we must do to further integrate sustainability into our products and operations.



We are one world, and we are also *One Kodak*. Together, we will drive forward sustainable growth and success for Kodak and all our stakeholders.

A handwritten signature in black ink that reads "Jim V. Continenza".

Jim Continenza  
Executive Chairman and CEO





## OUR BUSINESS TODAY

We focus on delivering superior products and services that drive profitable growth in the following areas:

### Traditional and digital print

Our traditional print solutions include digital offset plate offerings and computer-to-plate (CTP) imaging solutions. Our digital printing solutions include electrically charged toner-based technology, 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 and 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.

## RECENT PRODUCT AWARDS AND RECOGNITIONS

- **2019 Environment Development Center of China Ministry of Ecology and Environment Award:** Ink EcoLabels
- **2019 China Environmental United Certification Center Award:** Ink EcoLabels
- **2020 European Digital Press Association Award in the Environmental Ink/Toner category:** KODAK Antimicrobial Clear Dry Ink
- **2020 Printing United Alliance Product of the Year:** KODAK PROSPER QD Packaging Inks and Film Optimizer Agent
- **2020 InterTech™ Technology Awards:** KODAK PROSPER and UTECO Sapphire EVO products
- **2021 Pinnacle InterTech™ award for advancing sustainable printing:** KODAK SONORA Process Free Plates
- **2021 Keypoint Intelligence Buyers Lab Outstanding Innovation Awards in Production Print:** KODAK PROSPER and UTECO Sapphire EVO products

# THE THINGS WE DO



## Traditional Print

- SONORA Process Free Plates
- Computer-to-Plate Systems



## Consumer

- Brand Licensing



## Digital Print

- PROSPER Digital Presses and Imprinting Systems
- ULTRASTREAM Inkjet Platform
- NEXFINITY Digital Press
- ASCEND Digital Press
- PROSPER Water Based Inkjet Inks



## Software

- PRINERGY Workflow Solutions



## Advanced Materials & Chemicals

- KODACOLOR Direct-to-Garment Ink
- KODALUX Fabric Coating
- Coating and Commercialization Services
- Specialty Chemicals
- Solvent Recovery
- Printed Circuit Board Film Products

- Silver Antimicrobial Materials and Applications
- ESTAR-PET Film
- Industrial X-Ray Film
- Aerial Imaging
- Motion Picture Film
- Key Starting Materials for Pharmaceuticals

# OUR APPROACH TO SUSTAINABILITY

A Letter from **Dick Szembrot**,  
Director, Worldwide Health, Safety and Environment



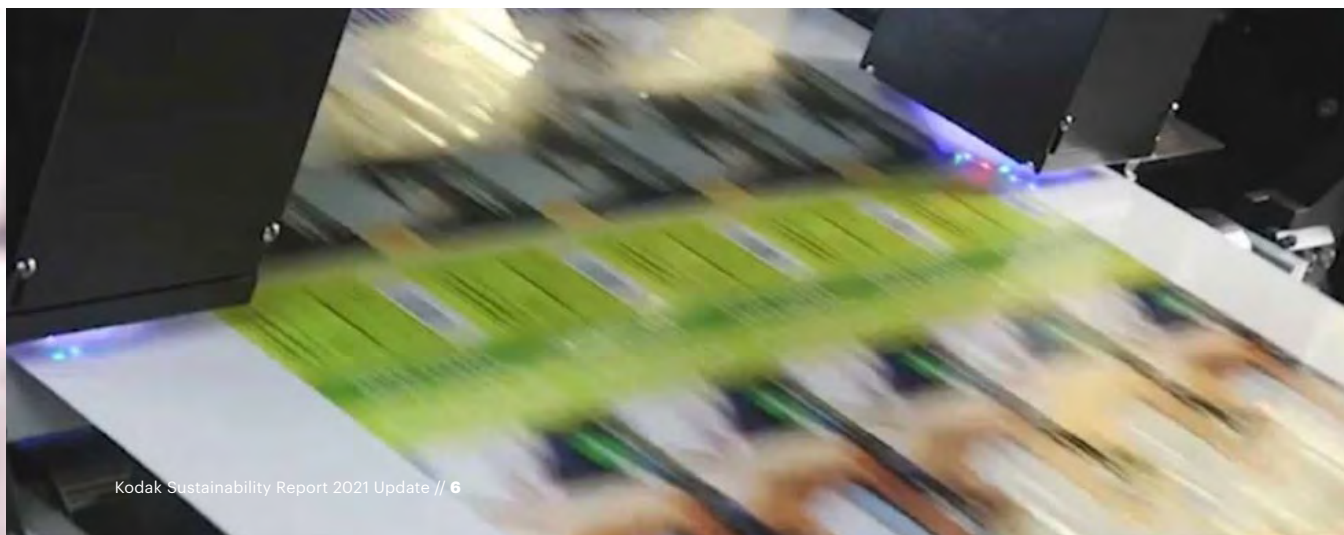
At Kodak, we recognize that businesses must operate in a way that continually minimizes environmental impact and delivers value to society. We can achieve this when we work together as *One Kodak*.

We strive to make a positive impact by improving practices across our operations and empowering customers to meet their own sustainability objectives. Today, many of our products, services and technologies increase efficiency and reduce environmental impacts for customers. We also care for our people and provide opportunities for them to give back to communities.

While we are making progress toward a more sustainable Kodak, we recognize that there is more we must do. Kodak's largest business today is commercial printing, which is a sector that can present various environmental challenges. Kodak remains committed to being part of the solution.



**We strive to make a positive impact by improving practices across our operations and empowering customers to meet their own sustainability objectives."**







We are currently working to refresh our sustainability strategy, which will serve as a roadmap for our priorities moving forward. Even as we make progress within our manufacturing operations and provide products that offer sustainability benefits for customers, we recognize that there are more opportunities across the product life cycle. Our strategy going forward will include a more comprehensive approach, including a better understanding of climate-related risks and opportunities.

Making progress against our sustainability goals brings us together as *One Kodak*. It requires a team approach and active engagement, not only within our Health, Safety and Environment team, but across the enterprise and at every global site. I'm excited by the commitment and enthusiasm I see throughout Kodak to address challenges and make a positive impact for our company, our customers and the world.

Dick Szembrot  
Director, Worldwide Health, Safety  
and Environment

## SUSTAINABILITY HIGHLIGHTS

26%

decrease in  
GHG emissions\*  
(indexed to revenue)

54.28M

pounds solvent  
recovered from  
non-Kodak sources,  
a 55% increase\*

300

employees  
participated in the  
21-Day Racial Equity  
Challenge

100%

Corporate Equality  
Index score  
21 consecutive years

4

Red Cross blood  
drives hosted at  
Eastman Business  
Park

\*Compared to 2016 baseline

# SUSTAINABILITY

## ENVIRONMENTAL\*



### WASTE

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



### GHGs

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



### WATER

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



### WATER/ENERGY

Enable Kodak customers to reduce water and energy consumption through innovative products



### RECYCLING

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

\*From 2016 baseline

\*\*Indexed to revenue



# GOALS

## SOCIAL



### SAFETY

Achieve 25% reduction in Occupational Injury Rate by 2025\*



### COMMUNITY OUTREACH

Empower employees to support local communities through philanthropy and volunteerism by doubling the number of hours that Kodak enables its employees to pursue volunteer efforts in the community by 2025 (U.S. and Canada)

Maintain employee community service engagement in 100% of communities in which Kodak operates worldwide



### 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



### EMPLOYEE ENGAGEMENT

Engage employees in building a culture that reflects Kodak values and energizes individual and organizational productivity

\*From 2016 baseline



# SHOWING UP DURING THE COVID-19 PANDEMIC

Taking care of people remains Kodak's top priority during the COVID-19 pandemic. Our products and services support many critical industries, including food and beverage, health care and government. Additionally, we found innovative ways to leverage Kodak's resources and technology in new ways to support the fight against COVID-19. As a result, at the outset of the pandemic Kodak was designated as an essential business.

During these challenging times, we've remained dedicated to supporting employees, customers and communities, bringing new products and solutions to market and ensuring minimal business disruption. Here's how:



## Employees

- Providing a coordinated response to COVID-19 through our global emergency management team
- Using guidance from the WHO, U.S. CDC and local medical professionals to inform our decisions, including promoting recommended personal hygiene practices, workplace disinfection, visitor screening for facility access and remote work
- Reducing travel to high-risk areas and nonessential travel and engaging a leading global medical and travel security service to advise on all travel for our service engineers and others

## Customers

- Leveraging a new virtual customer service model to meet evolving customer needs
- Providing face shields made from our PET materials to employees and customers at no charge
- Supplying printed circuit board films to equipment manufacturers to make circuit boards for ventilators

## Community

- Opening Eastman Business Park for community events, including four Red Cross blood drives in 2020
- Supplying tanker loads of isopropyl alcohol to support New York State's production of hand sanitizer, which was distributed to vulnerable communities and state agencies, including schools and the Metropolitan Transportation Authority

# Above and Beyond: Caring for Each Other

Kodak employees go above and beyond to support customers and communities during the pandemic.



The Kodak Center is typically used for concerts, theater productions and other educational and community events. During the pandemic, **Lori Faul**, facility and event manager at Eastman Business Park, worked hard to make the Center available to organizations like the Greater Rochester Chapter of the American Red Cross. With Lori's support, the Red Cross held four successful blood drives in 2020 to address blood shortages made worse by the pandemic.

For more than 30 years **Dr. Tobias Wittig**, manager of data technology in Osterode, Germany, has been an active member of the German Red Cross and is currently the chairman of the Osterode Chapter. With his Kodak colleagues, Tobias organized a successful blood donation event at a local professional school where many Kodak apprentices are taught.

*Photographed by Petra Bordfeld*



Throughout the pandemic, **Kodak's Specialty Chemicals, Inks and Dispersion (SCID) team** in Rochester, New York, stepped up to help those impacted by COVID-19. The team hosted coat and book drives and donated Thanksgiving Baskets to the Baden Street Settlement of Rochester, an organization the team has partnered with for more than 15 years to provide people in need with a holiday meal.



**Emmanuel Herrera** is a field engineer in Mexico City, Mexico. In his spare time, he applies his 3D printing expertise to produce special protective masks for local medical personnel and support his community during the COVID-19 crisis. In 2020, Herrera donated more than 250 masks to hospitals and medical clinics.

**Tina Pauley** is a Florida-based team lead responsible for field engineers who provide customer service support to the whole array of Kodak product lines. Throughout the pandemic, Tina leads her team in applying new preventive maintenance methods to keep our customers' performance strong.











# ONE BUSINESS

## **INNOVATING PRODUCTS AND SERVICES**

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.

## GREEN AND GROWING: OUR PRODUCTS AND SERVICES TODAY

As an industry pioneer with deep knowledge of material science and thousands of print-related patents, Kodak will continue to innovate – especially when it comes to sustainability. Sustainability is an ongoing process, and we continue to look for ways to reduce the environmental impact of our products and services. This opportunity is especially great for print products, as commercial printing has historically been a significant source of waste and pollution. We are partnering with the Rochester Institute of Technology's Pollution Prevention Institute to develop in-house life cycle assessment and carbon footprinting capabilities, which will help us identify where we can further reduce the environmental footprint of our products.

While we continue to integrate environmental considerations into more Kodak products, here are some of Kodak's products and services that deliver sustainability benefits today:

### Process-Free Printing

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 KODAK 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's 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 by 116%. Our continued success today is driven by the proven environmental and economic benefits that printers achieve when they adopt a process-free approach.



### Computer-to-Plate (CTP) Systems

Delivering 95% energy savings over  
alternative platforms

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



# KODAK SONORA PROCESS FREE PLATES



No Chemicals



No Water



Less Energy



Less Waste

SONORA Plates are the centerpiece of our sustainable product offering. Instead of the traditional process in which a plate is run through processing equipment containing a solution of developer, chemicals and water to set the image, SONORA Plates enable printers to set the image on the platesetter, then go directly to press. It's a much more environmentally friendly approach that eliminates all processing chemicals, water and excess energy and waste from the plate-making process.

With the development of SONORA X Plates in 2018, we opened this technology to a much wider segment of the market, including those with more demanding performance requirements. Next-generation SONORA XTRA Process Free Plates, introduced in 2021, offer even faster imaging speeds, dramatically improved image contrast and more robust handling. These new enhancements open the door for even more of the offset market to go process-free. Today, SONORA Products are in use by more than 5,000 printers worldwide.

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

**3.3M**

liters of plate developer  
per year

**24M**

kWh of electricity  
per year

**507M**

liters of water  
per year



## Digital presses and workflow software

Digital printing is less resource-intensive than traditional printing, but paired with our insight-driven workflow software, Kodak's digital print customers can unlock even more efficiencies. Through automation and integration, the software helps customers reduce waste, conserve ink and eliminate costly manual errors.

## KODAK NEXFINITY Digital Press

Fast. Reliable. Long-lasting.

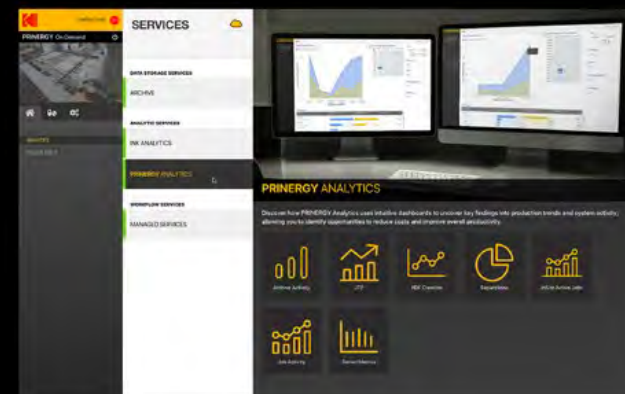
The NEXFINITY Digital Press uses Kodak's eco-friendly, VOC-free HD Dry Inks that create virtually no emissions. Its electrical power requirements are significantly below those of alternative platforms. And it features higher speeds and enhanced imaging capabilities that tighten control of dot sharpness, boosting quality and consistency over long runs.

From both a usage and waste perspective, it's our most efficient press yet, with components designed for longer life. Customers also benefit from a continuous stream of software, feature and quality upgrades that improve the NEXFINITY Digital Press over time.

## KODAK PRINERGY Workflow Software

Making print easy, profitable and sustainable

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



## Sustainable, water-based inks

Kodak's high-performing, award-winning, water-based inks are safer for people and the environment compared to conventional solvent-based inks. They contain minimal volatile organic compounds (VOCs) and no polyvinyl chloride or phthalates, which keeps potentially harmful substances out of the waste stream and water supply and eliminates the need for hazardous waste removal processes.

Further, our water-based inks don't compromise on quality: they are virtually indistinguishable from offset lithography in print quality and reproduction consistency. Because of their high performance and sustainability profile, Kodak water-based inks are now used on everything from food packaging and personal care products to children's books.

## KODAK PROSPER Inkjet Press Platforms

Delivering value to digital printers

The PROSPER Inkjet Press Platforms are high-speed production digital presses that leverage Kodak's water-based ink technology and serve a range of applications – from publishing and direct mail to packaging on a variety of substrates. It also permits shorter run volumes and uses print head components that are designed for refurbishment and reuse, further helping eliminate waste.



**Through our invention and innovation, our goal is to not only meet customers' needs but to meet the needs of society. Our research scientists and R&D teams are on the front lines of looking at the needs and challenges of our customers and society in general, and applying their expertise and passion to develop products and services that solve these challenges."**

**Dr. Terry Taber**, Chief Technical Officer and President,  
Advanced Materials and 3D Printing Technology Division





## SOLVENT RECYCLING: BUILDING A CIRCULAR ECONOMY

A circular economy creates value from waste, and through our growing solvent recovery business, we do just that.

Solvent recovery is the process of extracting useful raw materials from waste or byproduct solvents generated during the manufacturing process and processing those materials for reuse. When waste is reused, everyone benefits as a result of decreased energy use, greenhouse gas emissions and waste disposal costs, as well as natural resource conservation and a boost to the bottom line as materials are reused or sold.

At our Eastman Business Park facility, we reprocess five of the most common industrial solvents: methanol, ethanol, isopropyl alcohol, acetone and ethyl acetate, which are supplied by customers in the pharmaceutical, health care and chemical manufacturing industries. The recovery process is performed to the highest standard: the end result is near-virgin material with a level of purity often higher than manufactured industrial-grade product.

Our goal, announced in 2016, is to continue to build this sustainability business offering, with a corporate target to triple the quantity of solvents processed from external sources by 2025.



From 2016 to 2021, Kodak has seen a **55%** increase in our solvent recovery business

### Solvent Recovery: A Growing Business

Materials Received in Millions of Pounds (from non-Kodak sources)



### Solvent recovery facilities at Eastman Business Park

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





A city skyline at dusk, featuring a prominent dark skyscraper on the left and a colorful, pixelated building on the right. A tall radio tower stands between them. The foreground shows a body of water reflecting the city lights. A large, dark, diagonal graphic element covers the right side of the image, serving as a background for the text.

# 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 committed to implementing new ways to reduce waste, lower energy consumption, conserve water and reduce harmful emissions.

## EASTMAN BUSINESS PARK

# A CENTER FOR SUSTAINABLE GROWTH

Eastman Business Park is more than Kodak's primary manufacturing center. It's a 1,200-acre innovation and manufacturing hub with unique technology, transportation and utility infrastructure assets, making it a magnet for the advanced manufacturers and innovators of tomorrow.



**Farther Farms has been an Eastman Business Park tenant since 2019. With the resources available at EBP, we've been able to quickly scale-up our pilot food manufacturing operation, food research labs and microbiology labs, all with much lower up-front capital investment than would typically be required of an operation our size. For companies looking to grow quickly and access world-class industrial facilities at competitive prices, EBP is second to none. "**

**Mike Annunziata**, CEO of Farther Farms

### INNOVATION & COLLABORATION

The park is home to an abundance of innovators, entrepreneurs and industry leaders, including 116 non-Kodak employers and approximately 5,000 non-Kodak employees, generating more than \$2 billion in annual manufacturing sales.

### COMMUNITY

The park brings the community together. It partners with Junior Achievement, which reaches middle and high schoolers to help build interest in STEM fields, and Monroe Community College, which serves as a training ground for skilled workers. It also hosts many community events throughout the year.





#### INFRASTRUCTURE ASSETS

The park features a comprehensive set of assets, including almost unlimited amounts of water, steam, reliable electricity, on-site rail and a wastewater treatment facility. It also boasts 16 million square feet of manufacturing, distribution, lab and office space.

#### LIVING SPACES

The Eastman Reserve is an on-site 176-unit, mixed-use residential development.

#### ENERGY STORAGE ECOSYSTEM

Although in its early stages, Kodak is actively expanding our current 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.

#### REAL ESTATE STRATEGY

Kodak's ownership of both space and land within Eastman Business Park has enabled growth and development of a multitude of external businesses, focused on our strategy of adaptive and effective reuse of our infrastructure, services, buildings and land. During 2021, 94% of Kodak's current tenants chose to renew leases, capitalizing on the benefit and value of the park's offerings.

#### ENTERTAINMENT

The Kodak Center for the Performing Arts is a 2,000-seat theater that attracts major entertainment events, with conference and dining rooms and fitness facilities. We also open the Center to nonprofits and community events.

# OPERATING SUSTAINABLY

Here are some of the ways we reduce our environmental footprint at Kodak facilities.

## ROCHESTER, NEW YORK, U.S.

Eastman Business Park, Kodak's largest manufacturing center, is home to many sustainability innovators and startups, as well as Kodak's growing solvent recycling business. In 2021, our specialty inks and dispersions manufacturing realized a 41.6% drop in energy usage as a result of milling capacity scale-up, eliminating 50 metric tons of CO<sub>2</sub> per year. Process totes are being reused, effectively reducing waste by 85%.

## DAYTON, OHIO, U.S.

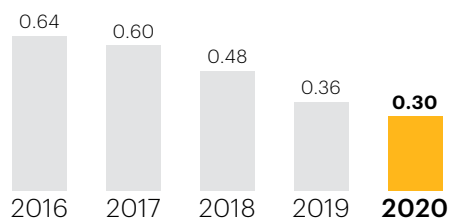
Kodak partnered with the University of Dayton Industrial Assessment Center to perform an energy assessment of the Eastman Kodak Dayton facility. The identified and implemented opportunities will result in an annual reduction of 1,400 tons of CO<sub>2</sub>.



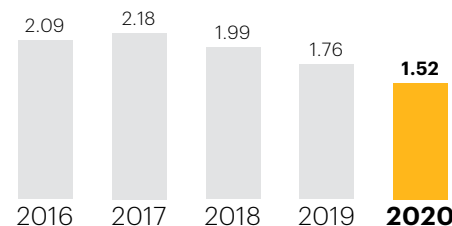
## Kodak's Global Environmental Performance



### Greenhouse Gas Emissions in Million Metric Tons, CO<sub>2</sub>e



### Water Use\* in Million Cubic Meters



\*These values have been restated from the previous report to reflect improved accuracy as we strive for transparency in the reporting of our environmental data.





## SUPPLY CHAIN RESPONSIBILITY

Kodak is proactive in increasing our relationships with small and diverse suppliers, including minority, women, LGBTQ and veteran owned businesses, as well as small businesses and those owned by people with disabilities. Since 1989, our Supplier Diversity Program has helped us maximize opportunities for diverse suppliers to support all aspects of our business.

Additionally, 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, as outlined in our Conflict Minerals Policy and Supplier Social & Environmental Requirements.







# ONE PEOPLE

## **CARING FOR EACH OTHER**

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

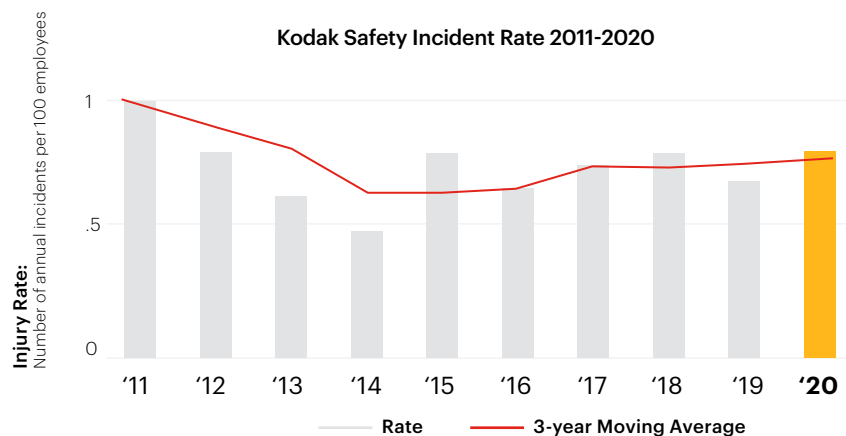


# SAFETY

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. Meetings of the Executive Leadership Team routinely begin with a safety update.

## A holistic approach

We started the first Kodak Safety Committee in 1911 with the objective of preventing workplace injuries. Today, Kodak's global Health, Safety and Environment (HSE) team is dedicated to driving continuous improvement across our operations. Our approach includes identifying and mitigating risk, targeted training and information sharing on safe work practices, thorough analysis of incidents and near-misses and site audits. Fully reviewing incidents and sharing results allows us to prevent similar and more serious events from occurring. In recent years, we have been able to sustain the dramatic improvement achieved in the years leading up to 2016, the baseline year for our current goal. However, our aspirational goal of a further 25% reduction is not on track. We still believe that every safety incident is preventable, and we are committed to improvement in this important area.



**GOAL**  
reduce occupational injury rate by  
**25% by 2025**  
from a 2016 baseline



# EMPLOYEE SAFETY DURING COVID-19

All of our employees are essential, and all play a role in building the future of Kodak. In response to the COVID-19 pandemic, we took proactive measures and built upon our existing safety protocols to keep employees, their families and anyone visiting a Kodak facility safe. In November 2020, we surveyed employees to gauge how we are doing as a company and where we need to better provide support. The results were overwhelmingly positive regarding Kodak's swift response to the pandemic, the tools and resources provided and the company's unwavering focus on our employees' well-being.

**Incorporated up-to-date guidance and recommendations from external resources such as the World Health Organization, the U.S. Centers for Disease Control & Prevention and local medical professionals to inform our decisions.**

**Quickly created a "playbook" to address the many challenges that the pandemic caused. It provided a roadmap for employees to follow and addressed FAQs.**

**Banned travel to high-risk areas and all nonessential travel and engaged a leading global medical and travel security service to advise on all planned travel for our service engineers and other critical resources.**

**Minimized the risk to employees through education, promoting recommended personal hygiene practices and remote work.**

**Followed governmental directives at our global facilities, including working from home, visitor screening for facility access and workplace disinfection.**

Some of the actions we are taking to keep employees safe:

# DIVERSITY, EQUITY AND INCLUSION

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

As a global company operating in many countries across the world, we define diversity broadly to include many aspects of the individual, including race, gender, diversity of thought, experience, background, age and social economic status, among others. Valuing these different backgrounds and points of view while working together toward Kodak's common goals leads to growth and innovation and will ensure we meet the needs of today's workforce and the next generation. It also enables us to be better attuned to the needs and experiences of diverse customers globally. We are currently looking at ways to embed DEI into every aspect of our business and talent life cycle, including our expectations for managers and senior leaders.

In 2020 we invited employees to stand with Kodak to increase understanding and education around racial equity, and in support of inclusive workplaces and communities for all, through participation in the 21-Day Racial Equity Challenge. For 21 days (the length of time to develop a new habit), employees in Rochester received an email with links to articles, podcasts and videos to learn about racism and equity. Kodak then offered discussion/debriefing sessions with an opportunity for employees to reflect on the learnings with other Kodak employees. Nearly 500 Rochester companies and organizations participated in the challenge, covering over 100,000 community members.

**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.**

## 100%

**on the Corporate Equality Index for 21 consecutive years. 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.”**





# CULTIVATING TOMORROW'S TECHNOLOGY AND TALENT

We are cultivating a profitable, sustainable company that develops tomorrow's technology, as well as tomorrow's talent.



**Anna Kramlinger**  
Tax Director  
Germany

"I am enjoying the start of my Kodak career with great colleagues and exciting challenges. I am thankful for the opportunity to contribute my expertise in taxes to such an amazing organization."

**Brooke Lasky**  
Product Stewardship Specialist  
United States

"Kodak leverages the depth and breadth of knowledge that comes with a venerable company while simultaneously reinventing itself. This allows for new opportunities and the feel of a startup – which makes it an exciting time to be part of this company."



**Tom Bianchi**  
AMC Pilot Coating and  
Commercialization Coating Engineer  
United States

"I have been with Kodak for almost two and a half years. I am very grateful for the challenges and support system provided by Kodak that have allowed me to start building my career. I learn something new every day and don't anticipate that changing anytime soon. I look forward to seeing how we can leverage our expertise in print and roll to roll manufacturing for our continued growth."



**Alejandro Pedrola**  
Print Applications Specialist  
Spain

"In an ever-changing world where everything is virtual and perishable, belonging to a strong company like Kodak is rewarding, exciting and inspiring."

**Jessica Silkworth**  
Electro-Mechanical  
Technician Apprentice  
United States

"Kodak encourages me to learn more. The more I learn, the more opportunities open for me to work on other things."

## EMPLOYEE HEALTH AND WELL-BEING

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

Our benefits and programs include:

- Medical screenings and occupational injury/illness care 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 flu vaccinations
- Travel medicine program
- Kodak medical intranet resources

For employees and eligible dependents facing personal challenges or seeking balance in commitments to work, family, community and themselves, Kodak provides an Employee Assistance Program and an array of benefits through our Work/Life Effectiveness Program. These include:

- Emergency backup care for children and older relatives
- Lunchtime seminars on topics such as managing stress, parenting, caring for older relatives and paying for college
- Flexible work schedules that help employees balance business and personal needs

Recently, the pandemic and associated impacts have taken a toll on all of us in various ways. Mental health has become a significant issue for many individuals and families. We are proactive in providing services that can assist our workforce with these challenges.

For example, we provide no-cost consultations with a therapist and discounted counseling sessions, as well as videos, webinars, research, and tips and tools on mental health and well-being.





# COMMUNITY IMPACT

Kodak takes great pride in our long 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.

Here are some ways Kodak and our employees have given back to local communities in recent years.



## 2019

- Kodak Rochester raised \$10,000 for the American Heart Association Walk.
- Kodak Columbus built an outdoor classroom for a local school.
- Over 100 employees volunteered in the Rochester community for the United Way Day of Caring.
- Kodak India helped create a new library in a school in Rajasthan, India, through Kodak's donation to Room to Read.
- Kodak Rochester employees rappelled down Kodak Tower to raise funding for Seneca Waterways and local Scout programs.
- Kodak Mumbai partnered with local customer, Jasmine Art Printers, and donated 5,000 notebooks to schools in Khodala, India.
- Kodak Israel employees and their families participated in the annual ALS race, which supports The Israeli ALS Association.
- Kodak China helped to launch the Kodak Book House in a library in Chongqing, China. Kodak and employees donated 1,200 children's books.

## 2020

- Employees from the Dayton, Columbus and Rochester sites participated in the United Way Day of Caring.
- Kodak partnered with customer Alcom Printing Group, Inc. to print 2,000 books for distribution in schools in Indonesia through Room to Read.
- See page 10 for Kodak's COVID-19 relief efforts.





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