



2020-2021

# Sustainability Report

Pioneering innovation for a  
sustainable resilient future

# Carestream

## Sustainability Reporting Policy

In this 2020-21 Sustainability Report, Carestream Health, (Carestream) reports on the issues material for both its stakeholders as well as itself. The company describes its performance across four sustainability categories: Environmental, Social, Governance, and Resilience (ESG). Information for its financial disclosures can be found through Carestream's parent company, Onex Corporation. The report's content was approved by the Executive Leadership Team (ELT), Environmental, Health, and Safety (EHS) & Sustainability Team, and Legal Team.

## Organizations Covered in this Report

For the purposes of this report, Carestream focuses predominantly on the ESG performance for its critical manufacturing operations, although in some instances it may share success stories beyond its manufacturing operations. Its critical manufacturing operations include those located in Rochester, New York; Windsor, Colorado; White City, Oregon; Guadalajara, Mexico; Xiamen, China; and Shanghai, China.

## Reporting Period

Carestream publishes sustainability reports on a biennial basis. This report focuses on Carestream's ESG performance from January 1, 2020 to December 31, 2021.

## Reference Guidelines

- GRI (Global Reporting Initiative) Sustainability Reporting Standard
- ISO 26000

## Contact

For questions or concerns regarding this report, please contact:

# Carestream

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## Significant Changes during the Reporting Period



Carestream increased its production in Rochester to accommodate increased demand for mobile x-ray equipment during the COVID-19 pandemic.



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**Carestream**  
Pioneering  
innovation for  
a sustainable  
resilient future.

Dear Readers,

The brutal coronavirus pandemic of 2020 and 2021 triggered seismic disruptions in the healthcare sector and changed many aspects of medical treatment worldwide. It sparked Carestream's resolve, as a global healthcare leader, to take swift and significant actions to save lives and protect livelihoods. That determination to develop innovative approaches to critical care persists as we continue to cope with the vagaries of COVID 19.

Responding to the virus' sudden depth and breadth, we increased production of our lifesaving mobile x-ray units. The portable units enabled hospitals to shift x-ray services away from dedicated rooms directly to patient bedsides. Our film operations created face shields to protect medical professionals, and our chemical processes produced hand sanitizer for employees and local businesses.

Alongside our pandemic relief efforts, Carestream made significant strides in improving our environmental performance. We significantly reduced the use of a regulated solvent, methyl ethyl ketone, and increased the recovery of silver in our manufacturing processes. We also undertook an extensive multi-site building consolidation project to shrink our environmental footprint and operational costs.

Our focus on energy reduction has led to implementing energy reduction operations that we anticipate will decrease costs, diversify energy supply, steady energy prices and address investor desires.

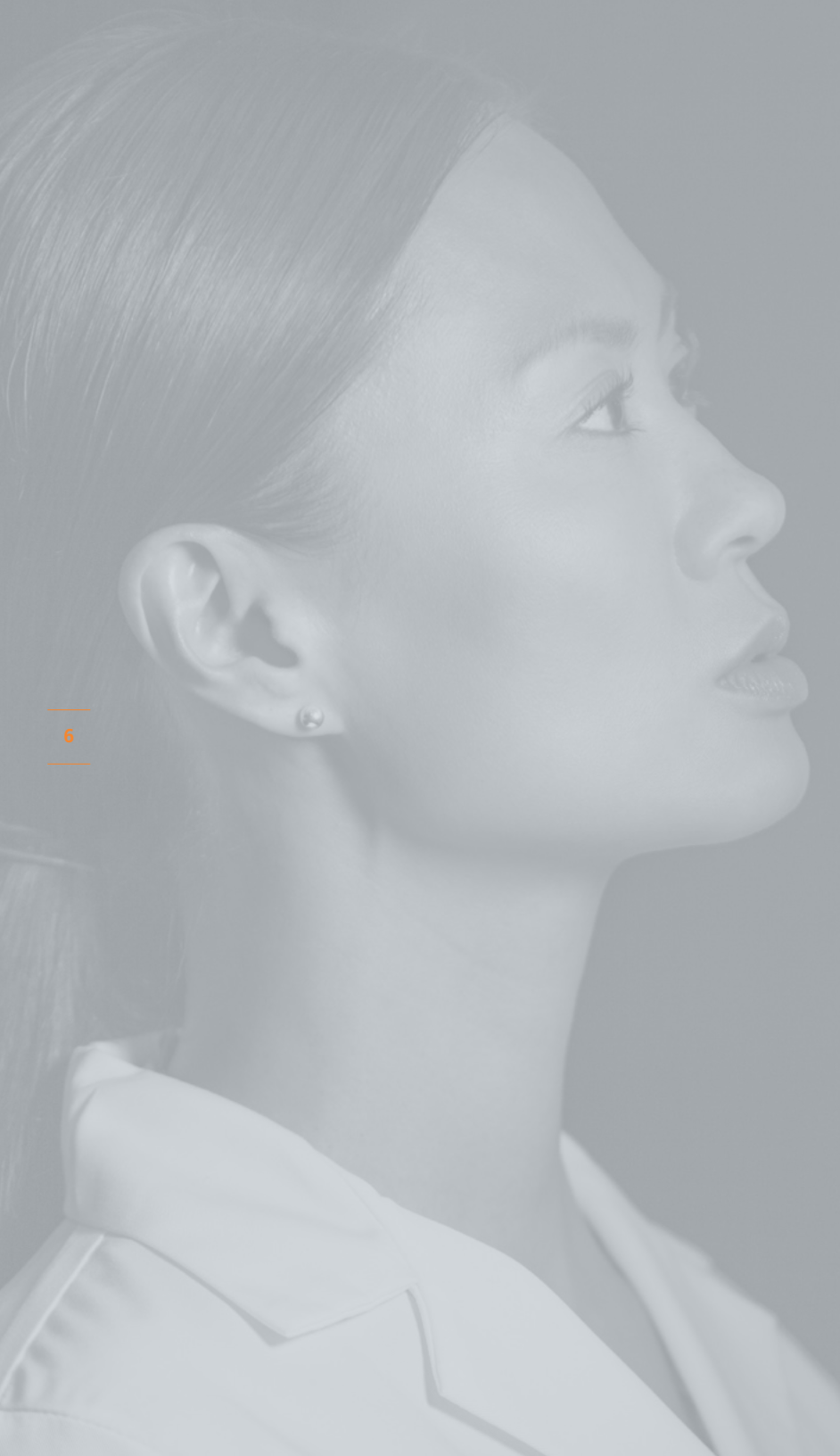
We invite you to review our GRI Sustainability Report covering years 2020 and 2021.



*David Westgate*  
**David Westgate**  
Chairman, President, CEO

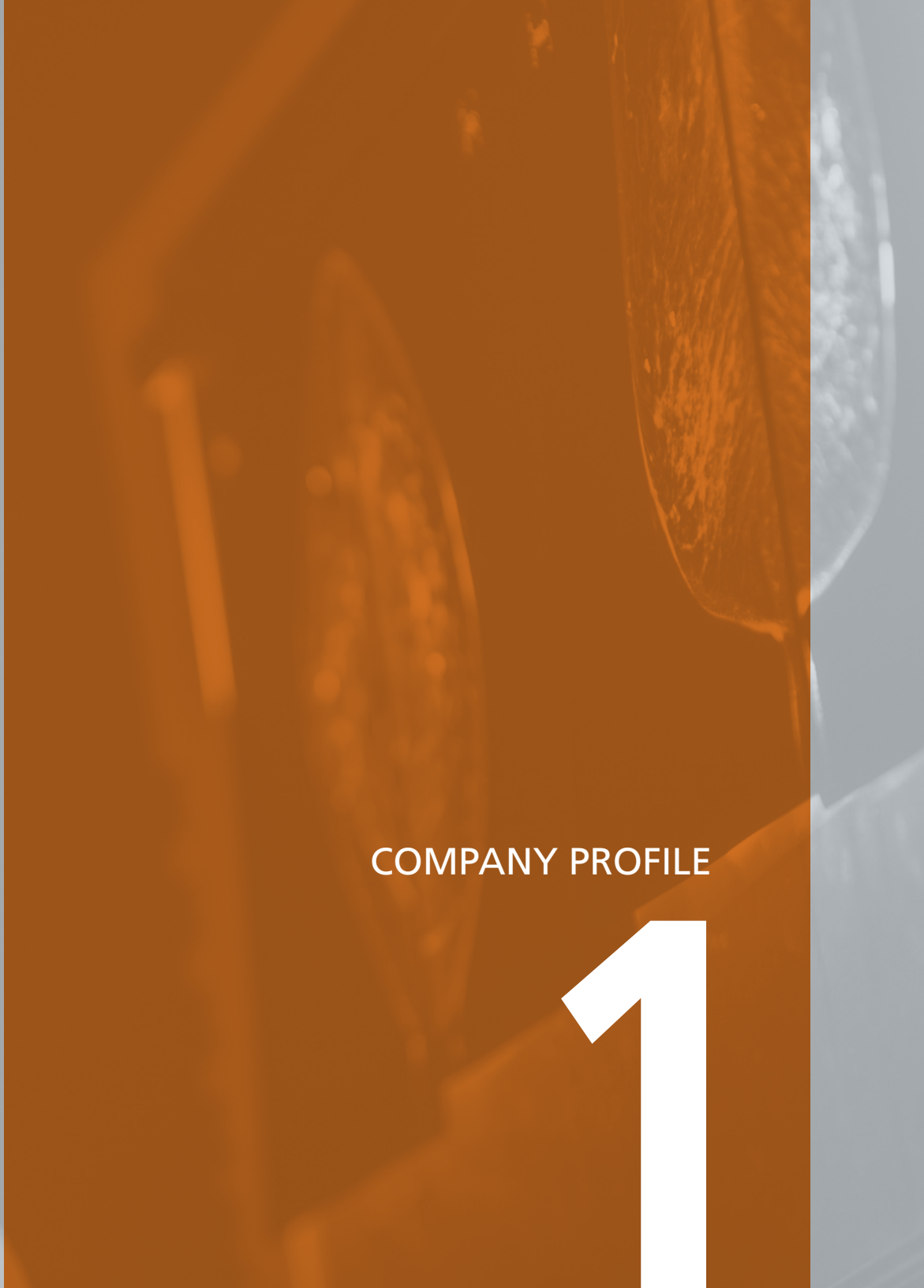


*Herman Baker*  
**Herman Baker**  
Global EHS &  
Sustainability Director



COMPANY PROFILE

1



## A Customer-Focused Company

Carestream Health (Carestream) is passionately committed to helping our customers succeed. We provide high-value technology, products and services through engaged employees who forge continuous innovation and operational excellence.

Our work makes a real difference. Medical providers from clinics and single hospitals to large healthcare networks are modernizing their radiology capabilities using Carestream systems, which serve a wide range of audiences. Our products serve general radiography, intensive care patients, pediatrics, sports medicine, dental practices, and veterinary hospitals.

Carestream serves industrial markets worldwide with non-destructive testing products so customers can capture high-quality images for such applications as bridges, pipelines, and aircraft inspection, assemblies, castings, and forensics. We also partner with companies that commercialize customer-focused products by applying Carestream's precision roll-to-roll coating processes and large-scale manufacturing facilities for market opportunities that encompass energy storage and electronics.

## Carestream

### Innovation That's Life Changing.

It's our vision for customers, patients, and our communities.

# Carestream at a Glance



**\$1,146,556,358**

2020 REVENUE

**\$1,148,968,328**

2021 REVENUE

**3,424**

2021 EMPLOYEES

**197**

2021 NON-EMPLOYEES DOING WORK FOR CARESTREAM

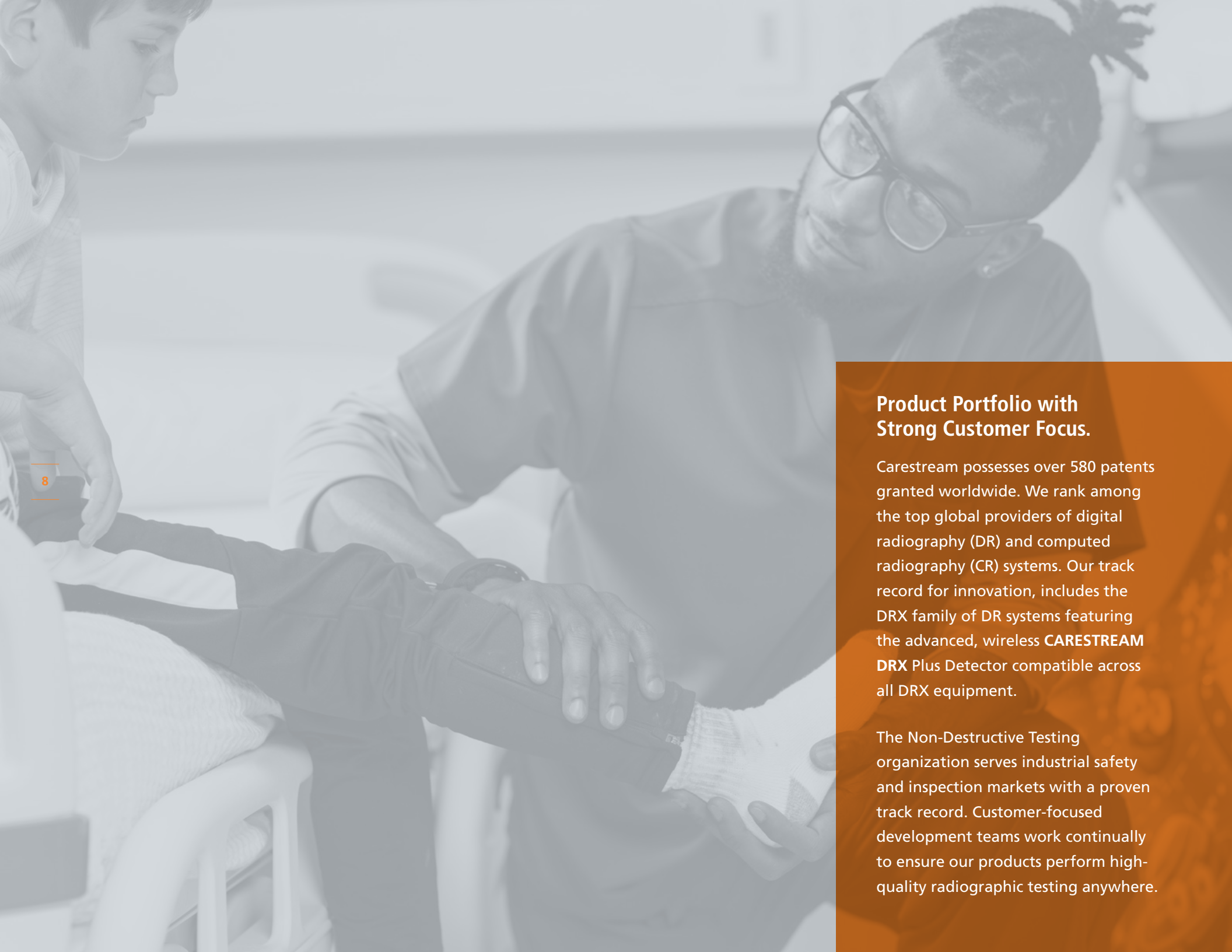
**260**

2020 NON-EMPLOYEES DOING WORK FOR CARESTREAM



Global Headquarters: ROCHESTER, NY  
Independent subsidiary of Onex Corporation  
David C. Westgate, Chairman, President & CEO

[www.carestream.com](http://www.carestream.com)



## Product Portfolio with Strong Customer Focus.

Carestream possesses over 580 patents granted worldwide. We rank among the top global providers of digital radiography (DR) and computed radiography (CR) systems. Our track record for innovation, includes the DRX family of DR systems featuring the advanced, wireless **CARESTREAM DRX Plus Detector** compatible across all DRX equipment.

The Non-Destructive Testing organization serves industrial safety and inspection markets with a proven track record. Customer-focused development teams work continually to ensure our products perform high-quality radiographic testing anywhere.



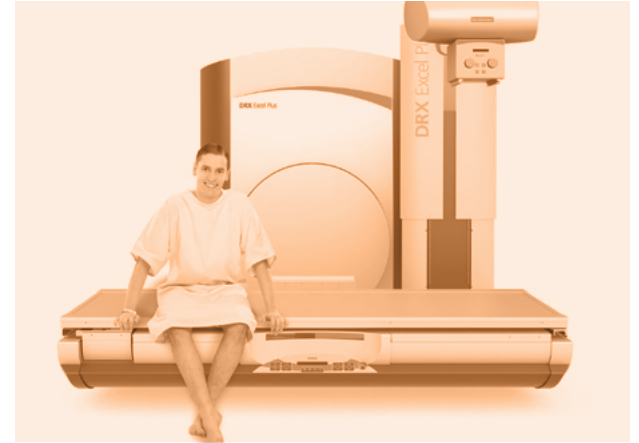
## How Carestream Serves Customers

### Medical Imaging

Scalable solutions to meet customer needs today and tomorrow.



Flexible DR and CR solutions that solve workflow, budget and space challenges while reducing procedure times.



Imaging systems combining fluoroscopy and general radiography capabilities in a single, compact unit.



Laser imagers for printing medical images of all types, including CT, MRI, ultrasound, CR and DR with gold-standard X-ray film technology known for quality and performance.



A broad range of valuable professional services, including project management, technology consulting and site planning.

GOVERNANCE

# 2



**Carestream manages its sustainability program as part of the ISO 14001 certified and ISO 26000 aligned EHS management system. The program regularly engages top management through its Sustainability Governance Council, led by the Corporate EHS & Sustainability Director.**

The Sustainability Program also includes the Chief Financial Officer, Chief Human Resource Officer, Senior Vice President of Operations, VP of Manufacturing, General Council, and EHS Compliance & Sustainability Program Manager. They represent expertise from various subject areas and, combined, possess a strong understanding of customer expectations, business development and operations, ESG issues, and ESG reporting.

The Council annually considers stakeholder feedback, its risk management position relative to potential impacts, and opportunities. It is the highest governance body responsible for decision-making on sustainability priority issues and delivers the executive leadership necessary to direct company efforts. Each year the council meets for an EHS (and sustainability) management system review meeting and assesses the performance of the program, executing a self-assessment that evaluates its performance and identifies action items.

Internal and external audits are conducted to evaluate the performance of our sustainability priorities. The audits are managed by separate departments, such as EHS, economic performance and anti-corruption (see links in GRI index). EHS compliance and management system audits are conducted to ensure compliance with laws and regulations, voluntary standards, and Carestream's internal policies. The internal audit locations are determined

using a risk-based approach while external auditors select priority Carestream sites based on annual rotation of manufacturing locations. The EHS audits include evaluating our sustainability performance and provide continuous improvement suggestions. A third-party auditor recently recommended that Carestream update its materiality assessment, as discussed in the Sustainability Priorities section of this report.

Carestream complies with all relevant regulatory requirements on the international, national, and local level, as well as with any consensus standards we follow. We have disclosed our environmental compliance record within this report. We have defined environmental compliance to include all regulations related to impacts on living and non-living natural systems.

There are no current conflicts of interests within the governance board. Carestream seeks to avoid future conflicts through internal processes but they do occur, they will be disclosed to our relevant stakeholders as necessary.

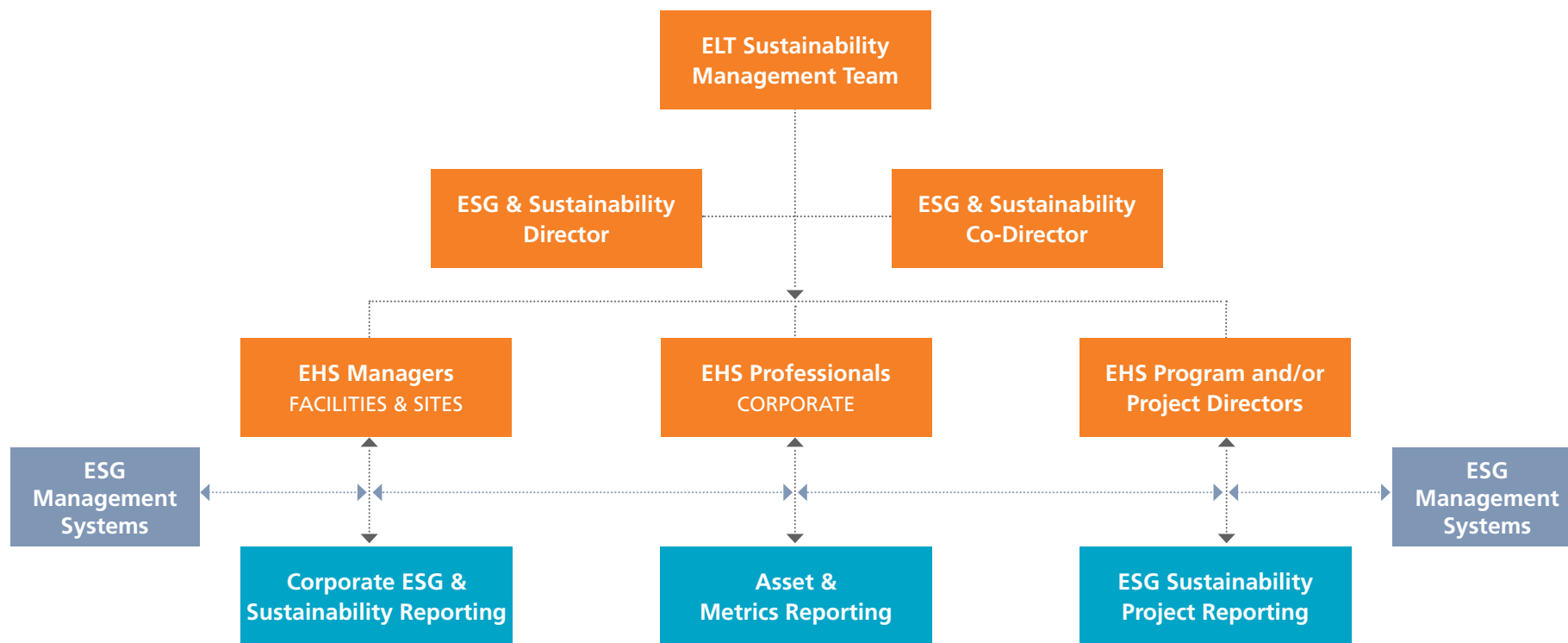


## Governance Structure

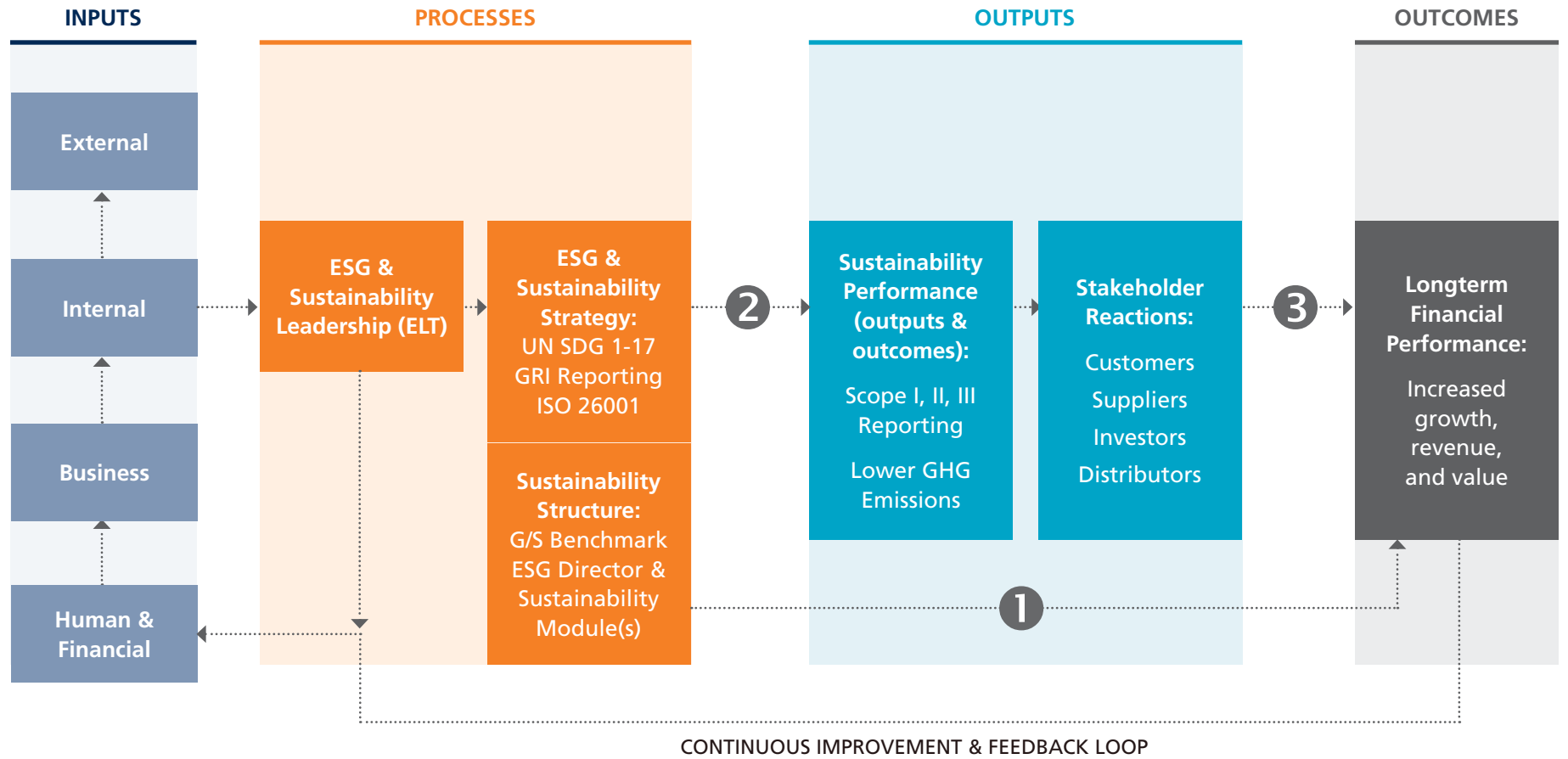
### ESG and Sustainability Framework

Our ESG framework and structure, shown below, provides an agile, flexible company structure for diverse projects, metrics management, and overall corporate sustainability program oversight. The Carestream leadership team places ESG & Sustainability requirements at the core of

our strategic business decision-making process. This enables Carestream to ensure best practices, report ESG performance metrics accurately, and therefore track sustainability progress across the business for all our stakeholders.



## ESG and Sustainability Corporate Strategy



- ❶ Carestream costs and benefits of ESG & Sustainability
- ❷ Social impacts of ESG
- ❸ Financial impacts through Sustainability Performance



OUR  
SUSTAINABILITY  
PRIORITIES

3



Environmental



Social



Governance



Resilience

**Carestream reports sustainability performance across four categories: Environmental, Social, Governance, and Resilience. While many companies report on their ESG performance for ESG, Carestream also incorporates Resilience to recognize the growing instability in the business landscape created by COVID-19 and climate change.**

Resilience encompasses the capacity of individuals, communities, institutions, businesses, and systems within a city to survive, adapt, and grow no matter what kinds of chronic stresses and acute shocks they experience. Increasingly, resilience integrates into corporate sustainability/ESG programs to mitigate and

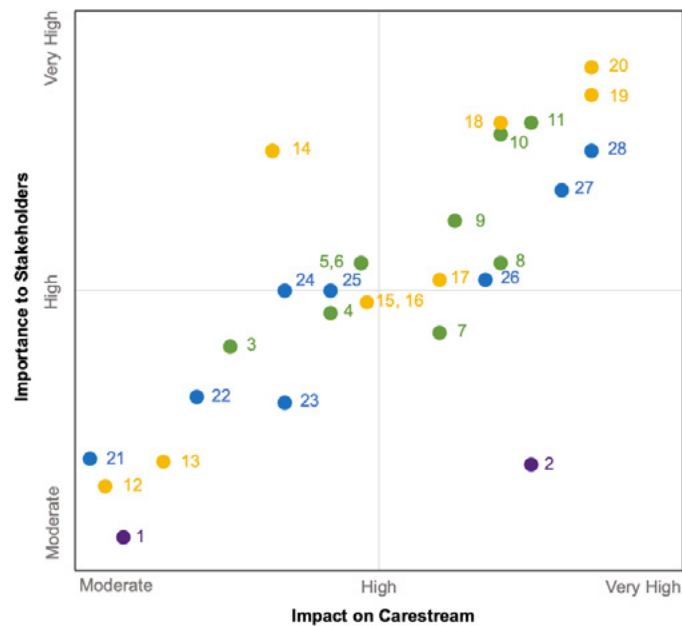
manage risks associated with extreme weather and climate change. Resilience actions include identifying and assessing risks, implementing infrastructure to mitigate hazards (e.g., green infrastructure and flood proofing), and educating employees on risks and resilience programs.

Carestream conducted a new materiality assessment during the development of its 2020-21 Sustainability Report to identify ESG priority topics for reporting. Topics were considered based on results from an ESG trends analysis, competitor benchmark analysis, and following voluntary guidelines, such as GRI and ISO 26000. In addition, Carestream considered the internal and external issues identified by our EHS management system for our ISO 14001 certification.

### Carestream 2021 Materiality Assessment: Examining ESG Topics in Terms of Importance and Impact

Carestream generated our first company-wide EHS and sustainability data information system to help monitor, measure, and evaluate ESG performance.

© Climate Resilience Consulting



- |   |  |
|---|--|
| <b>Extreme Weather &amp; Resilience</b>   | <b>Social</b>  |
| <ol style="list-style-type: none"> <li>1. Impacts of climate change on the healthcare industry</li> <li>2. Climate-resilient assets and investments</li> </ol>  | <ol style="list-style-type: none"> <li>12. Community volunteering &amp; investment</li> <li>13. Employee training &amp; development</li> <li>14. Diversity, equity, &amp; inclusion</li> <li>15. Access to care and quality of care</li> </ol>   |
| <b>Environment</b>  | <b>Governance</b>  |
| <ol style="list-style-type: none"> <li>3. Environmental procurement practices</li> <li>4. Regulated substances</li> <li>5. Air emissions</li> <li>6. Waste</li> <li>7. Environmental product design</li> <li>8. Water</li> <li>9. Energy</li> <li>10. Environmental compliance</li> <li>11. Climate neutrality</li> </ol> | <ol style="list-style-type: none"> <li>16. Ethical procurement practices</li> <li>17. Privacy &amp; data security</li> <li>18. Talent attraction, retention, &amp; employability</li> <li>19. Employee health, safety, &amp; wellness</li> <li>20. Product quality, health, &amp; safety</li> <li>21. Public policy</li> <li>22. Fair compensation &amp; remuneration</li> <li>23. Leadership &amp; recognition</li> <li>24. Stakeholder engagement</li> <li>25. Fair working conditions</li> <li>26. Company culture</li> <li>27. Ethics &amp; anti-corruption</li> <li>28. Accountability, transparency, &amp; disclosure</li> </ol> |

This one example of Carestream's high prioritization and commitment to accountability, transparency, and disclosure. The materiality assessment surveyed Carestream employees globally and across 12 departments. They included EHS & sustainability, operations, human resources, culture, human resources, and ITS/cyber security, among others. Carestream invited employees to participate. These responses were aggregated and adjusted slightly based on the ESG trends analysis and competitor benchmark analysis results, as well as feedback from personal communications of stakeholders with the Carestream EHS & Sustainability team. Feedback stakeholder groups comprise customers, employees, regulators, neighbors, suppliers, and society.

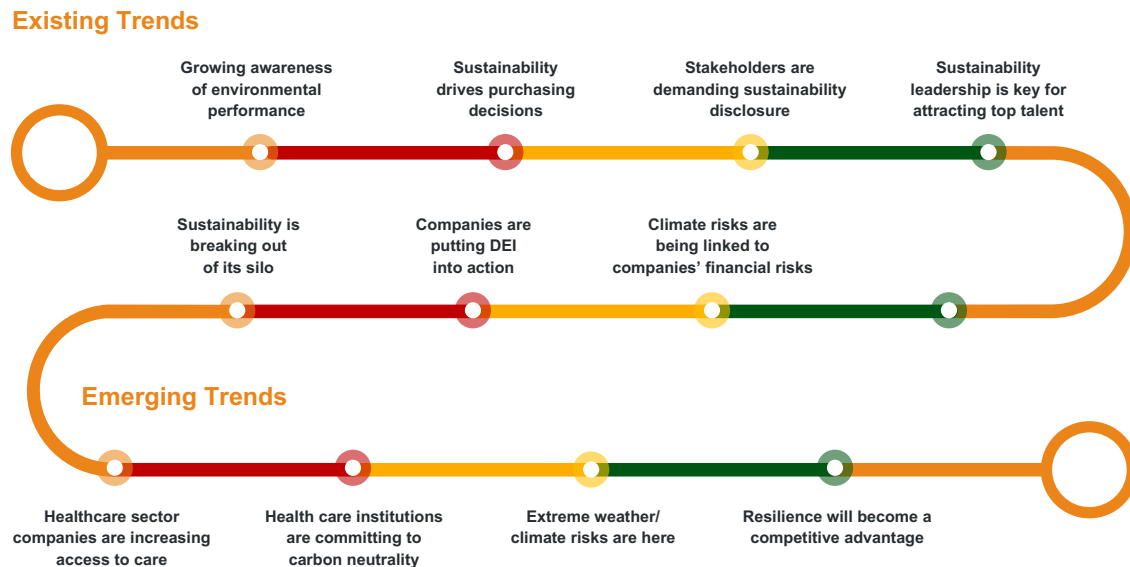
For instance, suppliers and customers expressed interest in increased sustainability accountability, transparency, and disclosure. In response, Carestream generated our first company-wide EHS and sustainability data information system to help monitor,

measure, and evaluate ESG performance. We also completed a project to improve the robustness of our sustainability reporting. It included an ESG trends analysis, competitor benchmark analysis, and new materiality assessment. Also included was the development of a GRI reporting plan to gradually improve the quality and comprehensiveness of external sustainability reports.

Carestream has also committed additional resources to continually improve our sustainability reporting. As part of this commitment, the Corporate EHS & Sustainability Director participates regularly in an ESG and Sustainability Directors Group through Carestream's data information system provider. The group focuses on improving sustainability disclosure for companies across various sectors and identifying barriers and opportunities to improve how companies measure performance. This is one example of Carestream's high prioritization and commitment to accountability, transparency, and disclosure.

### Existing and Emerging Trends Relating to Carestream's ESG

In 2021, Carestream performed an ESG trends analysis to identify current and emerging healthcare and manufacturing trends. We evaluated our alignment with identified trends to better understand our company's key impacts, risks, and opportunities for our sustainability program.



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Carestream's **sustainability priorities** are described below. We define our boundaries to reflect whether the company has the greatest impact or ability to control or influence performance – the design, manufacture, distribution, and use of its products.



ENVIRONMENTAL



SOCIAL

**Air Emissions:** Reducing and managing air emissions in our manufacturing operations, such as VOCs, NOx, SOx, and CO. Carestream has installed control devices to help manage emissions and continue to explore opportunities to eliminate the use of solvents.

**Climate Neutrality:** Reducing and working eventually to eliminate greenhouse gas emissions (Scope 1 and 2).

**Energy:** Reducing energy use and improving energy efficiency in our operations, such as installing more efficient technologies and consolidating buildings where possible.

**Environmental Compliance:** Complying with environmental laws and regulations and voluntary standards in our manufacturing operations and for our products.

**Environmental Procurement Practice:** Encouraging our suppliers to improve their environmental performance through life cycle thinking for their

material selection, manufacturing, transportation, and waste management. Our supplier expectations for environmental, health, and safety performance are outlined in our Carestream Supplier Code of Conduct.

**Environmental Product Design:** Applying the precautionary approach along with our sustainable design principles (e-co-pride) to identify opportunities to improve environmental performance for our products.

**Regulated substances:** Reducing and eliminating the use of regulated substances, such as mercury and methyl ethyl ketone (MEK), in our manufacturing operations and products.

**Water:** Reducing water withdrawal and increasing water reuse in our operations, as well as contributing to watershed protection and restoration.

**Waste:** Using materials more efficiently and reducing, reusing, and recycling waste in our manufacturing processes and packaging.

**Access to Care & Quality of Care:** Increasing access to care and quality of care for patients through the design of our products and services.

**Community Volunteering & Investment:** Giving back to our communities through volunteering and charitable giving.

**Diversity, Equity & Inclusion:** Fostering an inclusive workplace for all of our employees.

**Employee Health, Safety & Wellness:** Complying with health and safety regulations and voluntary standards in our manufacturing operations, ensuring a healthy and safety work environment, and promoting wellness for our employees.

**Employee Training & Development:** Offering training and continued education and career development opportunities for our employees.

**Socially Responsible Procurement Practices:** Setting clear social responsibility and ethical expectations for our suppliers and encouraging our suppliers to improve their social performance.

**Privacy & Data Security:** Complying with laws and regulations related to privacy and data security, performing vulnerability assessments, and implementing measures to mitigate risks.

**Product Quality, Health & Safety:** Complying with laws and regulations and ensuring the quality, health and safety for our products.

**Talent Attraction, Retention & Employability:** Building a talent pipeline, and supporting the education professionals through our employee development efforts such as training opportunities and internship programs.



GOVERNANCE

**Accountability, Transparency & Disclosure:** Reporting on our performance for ESG in accordance with voluntary standards like GRI (Global Reporting Initiative) and ISO 26000.

**Company Culture:** Creating a culture of ownership and accountability through employee education and engagement and by incorporating our company values into employee performance evaluations.

**Fair Compensation & Remuneration:** Awarding all workers fair and appropriate pay based on their job, performance, and experience.

**Ethics, Anti-Corruption & Human/Labor Rights:** Equal Opportunity Employer (EOE) and complying with all applicable industry codes in our operations, including human rights, anti-trust, anti-boycott, anti-bribery, and anti-corruption. Educating employees on human rights policies.



Our Sustainability Priorities



RESILIENCE

**Impacts of Climate Change on the Healthcare Industry:** Assessing the risks and impacts of climate change on the healthcare industry and engaging with stakeholders and establishing partnerships to mitigate and manage these risks and impacts across the industry. We remain cognizant of potential impacts from water stress and extreme weather and climate disasters.

**Climate-Resilient Assets & Investments:** Building resilience of Carestream's assets and investments to climate change risks and impacts.



ENVIRONMENTAL  
SOCIAL  
GOVERNANCE +  
RESILIENCE (ESG)  
PERFORMANCE

4



**This section centers on Carestream’s sustainability performance across its four reporting categories, ESG. Data is included for the 2019 to 2021 reporting periods.**

The company’s ability to report the ESG data was somewhat hindered by the need for a comprehensive COVID-19 response by the EHS & Sustainability team. Carestream employees were considered critical workers during the pandemic. This means our teams needed to ensure that workers could continue to operate the manufacturing facilities in-person throughout the pandemic.

This table is organized by priority topics garnered from the materiality assessment and includes GRI aligned indicators. We also have indicated the alignment with the [United Nations Sustainable Development Goals](#) (SDG) given our desire to contribute to the global progress.



ENVIRONMENTAL



SOCIAL



GOVERNANCE










RESILIENCE


## ESG Performance Results

Priority Topic	Performance Indicator	2019	2020	2021	Notes/ Explanation	SDG Alignment
<b>COMPANY OVERVIEW</b>						
	Total Revenues	\$1,364,128,988	\$1,146,556,358	\$1,148,968,328	In 2017 and 2019, Carestream divested itself from two different operations, Dental Digital and Healthcare Information Systems.	-
	Total R&D Spend	\$73,965,051	\$46,938,427	\$34,382,814	None	
<b>ENVIRONMENTAL</b>						
Energy	Energy Use (kWh)	293,166,667	353,588,468	394,909,194	Includes chilled water, electricity, natural gas, and steam	
	Energy Intensity (kWh per revenue)	0.21	0.31	0.34	Based on increased production and energy consumption within Carestream	
Water	Water Use (m <sup>3</sup> )	580,875.22	597,202.24	517,238.93	None	
	Wastewater (m <sup>3</sup> )	-	39,731.89	41,765.27	Increased production	

- indicates data unavailable

Priority Topic	Performance Indicator	2019	2020	2021	Notes/ Explanation	SDG Alignment
Climate Neutrality	GHG Emissions, Scope 1 (metric tons)	-	42,107.09	48,460.58	Increased production	  
	GHG Emissions, Scope 2 (metric tons)	-	8,837.70	9,737.67	Increased production	
	GHG Emissions Intensity (metric tons per revenue)	-	4.44	5.06	None	
Air Emissions	VOC Emissions (tons)	333.66	263.92	386.5	Increased production	
	CO and NOx Emissions (tons)	115.26	127.92	140	None	
	HAP Emissions (tons)	19.94	19.73	24.04	Increased production	
Waste	Waste Diverted from Landfill (tons)	-	1,161	1,436	Recycled or reclaimed	
Compliance	Number of Instances of Environmental Non-Compliance	2	0	2	None	
<b>SOCIAL</b>						
Employee Health, Safety & Wellness	% Workers Covered by an EHS Management System	100%	100%	100%	None	   
	Work-Related Injuries	48	26	35	None	
	Work-Related Illnesses	0	1	1	None	
Diversity, Equity & Inclusion	Workforce, all employees	4,168	3,795	3,424	None	
	Female Representation, All Employees	32%	32%	34%	None	
	Female Representation, Board of Directors	100% male	100% male	100% male	None	
Talent Attraction, Retention & Employability	Employee Hires	570	373	515	None	
	Employee Turnover	-	18%	20.7%	None	
Privacy & Data Security	Cyber/data Security Audits Conducted	3	4	4	None	
Community Volunteering & Investment	Employee Volunteer Events	4	6	5	None	

- indicates data unavailable

Priority Topic	Performance Indicator	2019	2020	2021	Notes/ Explanation	SDG Alignment
<b>GOVERNANCE</b>						
Accountability, Transparency & Disclosure	EHS Audits Conducted	12	10	7	Internal and external ISO 14001 and EHS compliance audits.	-
<b>RESILIENCE</b>						
Climate-Resilient Assets & Investments	Interruptions to Manufacturing Operations from Extreme Weather or Climate Change Event	0	0	0	None	

- indicates data unavailable



SUCCESS STORIES

5





SOCIAL

## Increasing Access to Care During the Pandemic

The COVID-19 pandemic triggered unparalleled disruption to modern medical care around the world. Countless hospitals and medical facilities became so overburdened they often could not meet their communities’ needs for everyday care, let alone COVID-19 detection, quarantine, and treatment. Suddenly, they had to identify additional facilities and convert them into temporary medical care facilities. Medical professionals also needed to find mobile medical equipment, such as x-ray units, to detect any health complications or compromised health conditions due to COVID-19.

Carestream responded quickly to modify our manufacturing operations in order to meet the increased demand for mobile x-ray units, such as the DRX-Revolution Mobile Imaging System. We added new production lines, increased the number of shifts, and hired workers to meet the growing demand for its lifesaving technologies.

Carestream’s mobile x-ray units enabled hospitals to shift x-ray services away from dedicated rooms directly to patient bedsides. In Singapore, Carestream began providing mobile trailers with the x-ray units which allowed healthcare professionals to offer care in front line communities.

Mindful of COVID-19 contamination to medical equipment, Carestream provided disinfectant instructions and guidance for its imaging equipment. Its DRX-Revolution x-ray machine incorporates added features to help limit contamination, including flush-mounted displays that limit fluid ingress and provide a smooth surface for easier disinfecting.

For our own employees, we took significant actions to protect them. Since they were considered critical workers with many involved in the manufacturing process, we screened for COVID-19 symptoms, provided personal protective equipment (PPE), temperature monitoring, and established procedures for contact tracing and managing COVID-19 cases. Employees not considered directly essential to manufacturing operations were required to work remotely during 2020 and in 2021, these employees were offered flexibility to continue to work from home where allowed by local law.

Carestream established a Global Coronavirus Task Force, comprised of representatives from various departments and business units, that met weekly throughout the pandemic. We shared pandemic-related news, information on health and safety practices, government mandates and provided a forum to discuss pandemic-related challenges.





Examples of informational flyers distributed during the global task force meetings.



## Environmental, Health & Safety Management

Carestream has implemented a voluntary environmental, health, and safety management system (EHSMS) to provide our people a safe and healthy workplace through regulatory compliance and continuous improvement. The system currently covers all workers.

Both corporate and specific sites have training matrices to decide the training and frequency needed. Typically, employee safety training is conducted yearly, and includes general EHS, ESG & Sustainability awareness, as well as more specialized courses such as first aid, electrical, laser, and chemical safety. Employees can take any of the EHS training courses through our online training platform, with all training done during paid work hours.

To evaluate our EHSMS, Carestream performs annual audits to ensure compliance with laws and conformance with management system standards. During these audits, we may ask for employee participation and input. More information on our site audit process can be found in the Governance section. Any findings of hazardous conditions, system issues, and/or health and safety incidents are addressed through a root cause analysis and a corrective action plan. Once corrective actions have been developed, they are communicated to the relevant parties and implemented to prevent recurrence of the problem.



ENVIRONMENTAL



SOCIAL

## Reuse of Regulated Substances

Methyl Ethyl Ketone (MEK) is a regulated solvent used in Carestream's film manufacturing operations. In the past several years we have reduced the use of new MEK by internally recycling recovered MEK back into our process. Reusing MEK substantially reduces the amount of waste solvent generated and disposed with associated significant cost savings.

As part of our continuous improvement and environmentally friendly concept, Carestream is committed to evaluating and implementing ways to reduce or eliminate the use of regulated substances in our manufacturing process. This concept enables Carestream to continually improve manufacturing operations as aligned with our sustainability goals.





ENVIRONMENTAL



SOCIAL

## Waste Management & Recycling

Carestream strives to be environmentally sensitive in designing our processes and products. This commitment to sustainable practices extends well beyond our industrial processes.

### Our objective is to provide employees and stakeholders with opportunities to live more sustainable lives and an understanding of critical environmental issues.

Carestream regularly implements projects to reduce input materials in our manufacturing processes and to divert landfill waste. In the flocculation and settling processes associated with our wastewater treatment process, for example, we increased our silver recovery efficiency by 5%. Silver is a precious metal that could become scarce if Carestream and other companies do not conserve this resource. Reducing the volume of silver laden waste illustrates Carestream’s commitment to address material scarcity and waste reduction.

Starting in 2019, at the Windsor, Colorado, facility, Carestream launched a new annual universal waste collection event that enables employees to dispose of universal waste and e-waste safely. Carestream pays for their proper disposal, which provides an incentive for employees to practice responsible waste disposal at home. The U.S. Environmental Protection Agency defines universal wastes as common hazardous items, such as batteries, pesticides, mercury-containing equipment, lamps and aerosol

cans. These wastes are exempt from hazardous waste regulation.<sup>1</sup> Scrap waste includes paint, motor oil, scrap metal, cardboard and wire. At the Colorado facility, the 2019 employee waste collection diverted 7,789 pounds of universal waste and 5,810 pounds of scrap from improper disposal and landfilling. In 2020, 3,109 pounds of universal waste and 5,527 pounds of scrap were collected. In 2021, there were 7,108 pounds of universal waste and 4,562 pounds of scrap.

The Windsor facility also hosts regular “sustainability days” with educational resources, recycle/reuse events, prizes, refreshments, and a farmer’s market. Organizations such as The Bee Experts and Poudre River donation organizations also attend to share their ongoing projects with interested employees. Carestream believes programs like this help instill a stronger culture of sustainability and community throughout our company.

<sup>1</sup> <https://www.epa.gov/hw/universal-waste>



**7,108 lbs.**

UNIVERSAL WASTE DIVERTED (2021)  
COLORADO FACILITY



**4,562 lbs.**

SCRAP DIVERTED (2021)  
COLORADO FACILITY



## Carestream's Sustainable Design Policy

Carestream strives to serve as a force for good to preserve the environment and protect the safety, health, and well-being of our employees, neighbors, and customers. It has been Carestream's legacy since we began as a healthcare equipment manufacturer, contributing to the ability of medical care professionals, to diagnose and treat health issues.

Over time, we have become a company that leverages our experience in film to support development of other products that support sustainable development. These include solar photovoltaics, batteries and smart windows, among others. Carestream integrates life cycle thinking during product commercialization with life cycle considerations aligned with our "ē-co-pride" principles:

When designing, if we are unsure of a products or component's impact, we err on the side of caution. Our mission seeks to expand access to healthcare to all regions worldwide that will build value through socially responsible actions.

We create sustainability profiles for many of our products to showcase how societal value and environmental design are incorporated into product design. We seek to maximize manufacturing efficiencies, decrease electricity consumption, reduce the usage of toxic materials, minimize product weight, and apply other environmentally sensitive features into new product design.



ē

represents environmental and employee health and safety considerations.



co

represents compliance and cost expectations.



pride

represents how Carestream embraces, integrates and demonstrates its obligations.



SOCIAL

## Giving Back to Our Communities

Carestream is committed to the well-being of the communities where we operate. Since Carestream's inception, we have organized multiple days of volunteering for employees, and devoted significant resources to disaster relief related to COVID-19. Under our volunteering policy, employees can take a paid day off to volunteer in their local community.

Rochester employees have participated in United Way's annual Day of Caring, the city's largest volunteer event. In 2020, they planted trees in several city parks. Tree-planting enhances community well-being because it contributes to cooler, healthier and more vibrant public spaces; protects local water quality; and promotes employee and community engagement with nature, which has myriad social well-being benefits. Continued participation in this event and others, such as contributions to Humane Society of Greater Rochester, animal shelter Lollypop Farm and local food banks, connects Carestream to the Rochester, NY community, serves as a team-building exercise for employees, and enhances Carestream's name recognition and stature within Rochester.

Carestream has a legacy of providing charitable contributions for disaster relief. The COVID-19 pandemic represented an unprecedented disaster in every community Carestream serves, and we have assisted wherever possible. For example, Carestream's India operations contributed INR 235,000 to the [PM-CARES Fund](#) (Prime Minister's Citizen Assistance and Relief in Emergency Situations Fund) at the height of the pandemic. Our team in India also participated in the Confederation of Indian Industry (CII) Initiative in planning efforts to train field technicians to repair and maintain equipment to meet the increased demand created by the pandemic.

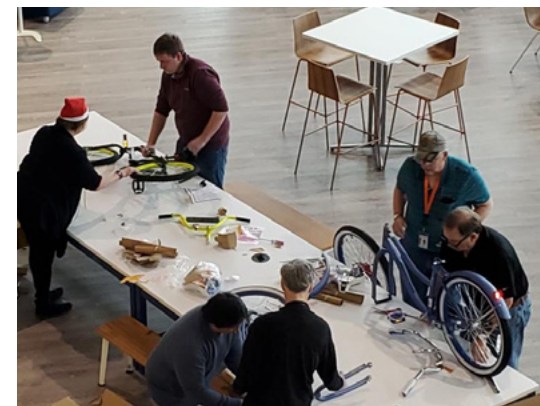
### Success Stories

COVID-19 also starkly illuminated other community challenges, such as food insecurity and a shortage of affordable housing. Recognizing these needs, the Windsor EHS team organized multiple workdays with Habitat for Humanity, and teams across the office volunteered with the Weld County Food Bank and Distribution Center.

Our Oakdale, MN office worked with a national organization, **"Together We Rise"** to build bicycles for local children living in foster care. The team assembled 20 bikes in various sizes to accommodate different aged children. We then transported all of the bikes to a local foster care program at the Community Action Partnership of Ramsey and Washington Counties building. The bikes were able to be distributed to foster children in time for the holidays. The feedback from the families was very positive and the bikes were enjoyed by children ages 5-17. Carestream purchased the bikes through Together We Rise who work in partnership with Huffy Bikes to provide the kits and tools needed to assemble. The Oakdale site continues to look for more charitable activities to participate in. The idea to have the bike building event in Oakdale was sprang from a previous event held at our Oregon site teaming with Together We Rise.



At Carestream, our employees are also our customers highlighted by our Customer First Mentality approach. This approach builds on employee talents, enriches work life, and improves work efficiency contributing to sustainable development. In support of this theme, Carestream Shanghai and a nonprofit organization held a Flower Arrangement charity event in 2021. This activity helped those with hearing disabilities. Each participant created their own flower arrangement using materials supplied by the Shanghai Team. The employees then selected a winner.



◀ **Carestream Shanghai and a nonprofit organization held a Flower Arrangement charity event in 2021. This activity was held to help those with hearing disabilities.**



RESILIENCE



SOCIAL



## Managing Our Impact on Water Resources

### Watershed protection and restoration in Colorado

Carestream recognizes the importance of water for its manufacturing processes because many of our sites are in areas with high water stress. The Pacific Institute<sup>[1]</sup> defines water stress as “the ability, or lack thereof, to meet human and ecological demand for water...It considers several physical aspects related to water resources, including water scarcity, but also water quality, environmental flows, and the accessibility of water.” Carestream operations directly impact two dimensions of water stress: scarcity and quality. We also recognize that our operations may indirectly affect environmental flows and accessibility of water.<sup>1</sup> We plan to conduct a more in-depth assessment of our water impacts in the near future.

In response to the water stress issue, Carestream is initiating action within our operations and the broader community to reduce water stress. We established a goal to improve water efficiency within our manufacturing operations, committing to reduce water usage. We work continuously to identify opportunities to reduce water use and treat and reuse water within our manufacturing processes. Carestream also works continuously to reduce pollutants contained in wastewater by regularly updating and improving on-site wastewater treatment. For example, new sand filters were installed at the Windsor facility to reduce water pollution.

<sup>1</sup> <https://pacinst.org/water-definitions/>

Furthermore, where water stress is high in Colorado, the EHS & Sustainability Team serves as a lead member of the Lower Cache la Poudre Water Quality Monitoring Program. This is a collaborative effort with local municipalities and utilities to monitor and protect the Cache la Poudre River. A Carestream EHS representative is a member of the board for the Coalition of Poudre River Watershed. The mission is to improve and maintain the ecological health of the Poudre River water shed through community collaboration. Additionally, Carestream ran a fundraiser during their Sustainability Day that raised \$2,354 in donations to contribute to Fire Restoration from the Canyon Peak Fire (2020)

Carestream also is an active partner in the Poudre Heritage Alliance<sup>2</sup>, a public-private partnership serving the Cache la Poudre River National Heritage Area. Its mission is to provide current and future generations the opportunity to understand and celebrate the area through careful planning and facilitation of educational programs and related amenities.

In December 2020, The U.S. House of Representatives passed the National Heritage Area Act of 2020.<sup>3</sup> It represents increased national recognition of a truly special region that Carestream knows well and wishes to protect. We look forward to deeper collaborations with the National Park Service and others as our company continues to ensure a healthy and sustainable Cache la Poudre River National Heritage Area.

<sup>2</sup> <https://poudreheritage.org/press-release-historic-national-heritage-area-program-bill/>

<sup>3</sup> <https://www.congress.gov/bill/116th-congress/house-bill/1049/text>



Some of our other sites have also begun reducing their water withdrawal by adopting water efficiency and treatment technologies. At our Shanghai plant, ultrasonic cleaning water is reused for flushing water after treating it to reach China's "Urban Miscellaneous Water Quality for Recycling Urban Sewage" standard limit (GB/T 18920-2020). At our Mexico site, the power supply area has been updated with new devices that modifies processes to eliminate unnecessary water usage. Lastly, at our Oregon site, the soap department now has a wastewater treatment unit for silver removal prior to discharge to the sewer. Carestream holds responsible water management as a high priority. We strive to continue minimizing our water consumption through the research and implementation of new techniques in our operations.

**Carestream ran a donation drive during their Sustainability Day that raised \$2,354 in donations to contribute to Fire Restoration from the Canyon Peak Fire (2020).**



APPENDIX A: GLOBAL  
REPORTING INDEX (GRI)

# A

The following table has been prepared in accordance with the GRI Standards: Core option. It outlines Carestream's alignment to the GRI standards, with links to where we have disclosed the information both within our report and on our company website.

**Carestream's GRI Content Index**  
**2020-2021 Sustainability Report<sup>1</sup>**

GRI Standard	Disclosure	Sustainability Report Location or URL
<b>GRI 101: Foundation 2016</b>		
<b>General Disclosures</b>		
<b>Organizational Profile</b>		
<b>GRI 102: General Disclosures 2016</b>	102-1 Name of the organization	Company Profile
	102-2 Activities, brands, products, and services	Company Profile
	102-3 Location of headquarters	Sustainability Reporting Policy
	102-4 Location of operations	Sustainability Reporting Policy
	102-5 Ownership and legal form	Company Profile
	102-6 Markets served	Company Profile
	102-7 Scale of the organization	Company Profile
	102-8 Information on employees and other workers	Company Profile
	102-9 Supply chain	<a href="#">Corporate Purchasing Policy</a>
	102-10 Significant changes to the organization and its supply chain	Sustainability Reporting Policy
	102-11 Precautionary Principle or approach	Our Sustainability Priorities
	102-12 External initiatives	Sustainability Reporting Policy
	102-13 Membership of associations	Success Stories

<sup>1</sup> Carestream has not provided information where sufficient relevant information is not available, not tracked, or where confidentiality constraints prohibit disclosure.

GRI Standard	Disclosure	Sustainability Report Location or URL
<b>Strategy</b>		
<b>GRI 102: General Disclosures 2016</b>	102-14 Statement from senior decision-maker	Letter from Top Management
	102-15 Key impacts, risks, and opportunities	Our Sustainability Priorities
<b>Ethics and Integrity</b>		
<b>GRI 102: General Disclosures 2016</b>	102-16 Values, principles, standards, and norms of behavior	Company Profile
	102-17 Mechanisms for advice and concerns about ethics	<a href="#">Compliance and Ethics</a>
<b>Governance</b>		
<b>GRI 102: General Disclosures 2016</b>	102-18 Governance structure	Governance
	102-19 Delegating authority	Governance
	102-20 Executive-level responsibility for economic, environmental, and social topics	Governance
	102-21 Consulting stakeholders on economic, environmental, and social topics	Our Sustainability Priorities
	102-22 Composition of the highest governance body and its committees	Governance
	102-23 Chair of the highest governance body	Governance
	102-24 Nominating and selecting the highest governance body	Governance
	102-25 Conflicts of interest	Governance, Carestream’s Sustainable Design Policy
	102-26 Role of highest governance body in setting purpose, values, and strategy	Governance
	102-27 Collective knowledge of highest governance body	Governance
	102-28 Evaluating the highest governance body’s performance	Governance
	102-29 Identifying and managing economic, environmental, and social impacts	Our Sustainability Priorities
	102-30 Effectiveness of risk management processes	Governance
	102-31 Review of economic, environmental, and social topics	Our Sustainability Priorities
	102-32 Highest governance body’s role in sustainability reporting	Sustainability Reporting Policy
102-33 Communicating critical concerns	Sustainability Reporting Policy	
<b>Stakeholder Engagement</b>		
<b>GRI 102: General Disclosures 2016</b>	102-40 List of stakeholder groups	Our Sustainability Priorities
	102-42 Identifying and selecting stakeholders	Our Sustainability Priorities
	102-43 Approach to stakeholder engagement	Our Sustainability Priorities
	102-44 Key topics and concerns raised	Our Sustainability Priorities

GRI Standard	Disclosure	Sustainability Report Location or URL
<b>Reporting Practice</b>		
<b>GRI 102: General Disclosures 2016</b>	102-45 Entities included in the consolidated financial statements	Available through Parent Company, Onex Corporation
	102-46 Defining report content and topic Boundaries	Our Sustainability Priorities
	102-47 List of material topics	Our Sustainability Priorities
	102-48 Restatements of information	Company Profile, Governance
	102-49 Changes in reporting	Sustainability Reporting Policy
	102-50 Reporting period	Sustainability Reporting Policy
	102-51 Date of most recent report	Sustainability Reporting Policy
	102-52 Reporting cycle	Sustainability Reporting Policy
	102-53 Contact point for questions regarding the report	Sustainability Reporting Policy
	102-54 Claims of reporting in accordance with the GRI Standards	Sustainability Reporting Policy
	102-55 GRI content index	GRI Index
<b>Material Topics</b>		
<b>200 Series (Economic Topics)</b>		
<b>Economic Performance</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Our Sustainability Priorities
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Company Profile
	201-2 Financial implications and other risks and opportunities due to climate change	Our Sustainability Priorities: Trends Analysis
	201-3 Defined benefit plan obligations and other retirement plans	<a href="#">Benefits and Work/Life</a>
<b>Indirect Economic Impacts</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Our Sustainability Priorities
	103-2 The management approach and its components	<a href="#">Grants and Charitable Contributions</a>
	103-3 Evaluation of the management approach	<a href="#">Benefits and Work/Life</a>
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Success Stories
	203-2 Significant indirect economic impacts	Success Stories

GRI Standard	Disclosure	Sustainability Report Location or URL
<b>Anti-corruption</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Our Sustainability Priorities
	103-2 The management approach and its components	<a href="#">Compliance and Ethics</a>
	103-3 Evaluation of the management approach	<a href="#">Compliance and Ethics</a>
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	<a href="#">Compliance and Ethics</a>
	205-2 Communication and training about anti-corruption policies and procedures	<a href="#">Compliance and Ethics</a>
<b>300 Series (Environmental Topics)</b>		
<b>Materials</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Our Sustainability Priorities
	103-2 The management approach and its components	Our Sustainability Practices; Success Stories
	103-3 Evaluation of the management approach	Governance
GRI 301: Materials 2016	301-3 Reclaimed products and their packaging materials	<a href="#">Success Stories, Environmental, Health &amp; Safety</a>
<b>Energy</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Our Sustainability Priorities
	103-2 The management approach and its components	Letter from Top Management
	103-3 Evaluation of the management approach	Governance
GRI 302: Energy 2016	302-1 Energy consumption within the organization	ESG Performance Results
	302-3 Energy intensity	ESG Performance Results
	302-4 Reduction of energy consumption	ESG Performance Results
	302-5 Reductions in energy requirements of products and services	Not included
<b>Water and Effluents</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Our Sustainability Priorities
	103-2 The management approach and its components	Success Stories - Managing Our Impact on Water Resources
	103-3 Evaluation of the management approach	Governance
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Success Stories
	303-2 Management of water discharge-related impacts	Success Stories
	303-3 Water withdrawal	ESG Performance Results

GRI Standard	Disclosure	Sustainability Report Location or URL
<b>Emissions</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Our Sustainability Priorities
	103-2 The management approach and its components	Our Sustainability Priorities
	103-3 Evaluation of the management approach	Governance
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	ESG Performance Results
	305-2 Energy indirect (Scope 2) GHG emissions	ESG Performance Results
	305-4 GHG emissions intensity	ESG Performance Results
	305-5 Reduction of GHG emissions	ESG Performance Results
	305-7 Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	ESG Performance Results
<b>Effluents and Waste</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Our Sustainability Priorities
	103-2 The management approach and its components	Success Stories - Waste Management & Recycling
	103-3 Evaluation of the management approach	Governance
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Success Stories
	306-2 Management of significant waste-related impacts	Success Stories
	306-4 Waste diverted from disposal	ESG Performance Results
<b>Environmental Compliance</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Our Sustainability Priorities
	103-2 The management approach and its components	<a href="#">Environmental, Health and Safety</a>
	103-3 Evaluation of the management approach	Governance
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	ESG Performance Results
<b>Supplier Environmental Assessment</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Our Sustainability Priorities
	103-2 The management approach and its components	<a href="#">Supplier Code of Ethics</a>
	103-3 Evaluation of the management approach	Governance
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Our Sustainability Priorities

GRI Standard	Disclosure	Sustainability Report Location or URL
<b>400 Series (Social Topics)</b>		
<b>Employment</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Our Sustainability Priorities
	103-2 The management approach and its components	Our Sustainability Priorities
	103-3 Evaluation of the management approach	Governance
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	ESG Performance Results
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Benefits and Work/Life</a>
	401-3 Parental leave	<a href="#">Benefits and Work/Life</a>
<b>Occupational Health and Safety</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Our Sustainability Priorities
	103-2 The management approach and its components	<a href="#">Governance; Environmental, Health &amp; Safety</a>
	103-3 Evaluation of the management approach	Governance
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	A Quick Note on Health & Safety Management
	403-2 Hazard identification, risk assessment, and incident investigation	A Quick Note on Health & Safety Management
	403-3 Occupational health services	A Quick Note on Health & Safety Management
	403-4 Worker participation, consultation, and communication on occupational health and safety	A Quick Note on Health & Safety Management
	403-5 Worker training on occupational health and safety	A Quick Note on Health & Safety Management
	403-6 Promotion of worker health	A Quick Note on Health & Safety Management
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Design Policy
	403-8 Workers covered by an occupational health and safety management system	ESG Performance Results
	403-9 Work-related injuries	ESG Performance Results
	403-10 Work-related ill health	ESG Performance Results



GRI Standard	Disclosure	Sustainability Report Location or URL
<b>Training and Education</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Our Sustainability Priorities
	103-2 The management approach and its components	A Quick Note on Health & Safety Management
	103-3 Evaluation of the management approach	Governance
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Our Sustainability Priorities
	404-3 Percentage of employees receiving regular performance and career development reviews	ESG Performance Results
<b>Diversity and Equal Opportunity</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Our Sustainability Priorities
	103-2 The management approach and its components	<a href="#">Carestream Health Diversity and Inclusion</a>
<b>Non-discrimination</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Our Sustainability Priorities
	103-2 The management approach and its components	<a href="#">Compliance and Ethics</a>
	103-3 Evaluation of the management approach	<a href="#">Compliance and Ethics</a>
<b>Human Rights Assessment</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Our Sustainability Priorities
	103-2 The management approach and its components	<a href="#">Supplier Code of Ethics</a>
	103-3 Evaluation of the management approach	<a href="#">Supplier Code of Ethics</a>
GRI 412: Human Rights Assessment 2016	412-2 Employee training on human rights policies or procedures	Our Sustainability Priorities
<b>Local Communities</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Our Sustainability Priorities
	103-2 The management approach and its components	Success Stories - Giving Back to Our Communities
	103-3 Evaluation of the management approach	Governance
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Success Stories
	413-2 Operations with significant actual and potential negative impacts on local communities	Success Stories

GRI Standard	Disclosure	Sustainability Report Location or URL
<b>Supplier Social Assessment</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Our Sustainability Priorities
	103-2 The management approach and its components	<a href="#">Supplier Code of Ethics</a>
<b>Customer Health and Safety</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Our Sustainability Priorities
	103-2 The management approach and its components	<a href="#">Environmental, Health and Safety</a>
	103-3 Evaluation of the management approach	Governance
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	<a href="#">Environmental, Health and Safety</a>
<b>Customer Privacy</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Our Sustainability Priorities
	103-2 The management approach and its components	<a href="#">Cyber Security and Privacy</a>
	103-3 Evaluation of the management approach	<a href="#">Cyber Security and Privacy</a>
<b>Socioeconomic Compliance</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Our Sustainability Priorities
	103-2 The management approach and its components	Governance
	103-3 Evaluation of the management approach	Governance
GRI 419: Socioeconomic Compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	ESG Performance Results



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