



Supplemental Information for the Traditional Kodak Retirement Income Plan

Name: Mark Hazel

Transaction Date: July 23, 2024

Transaction Number: 247533

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EXPLANATION OF THE QUALIFIED JOINT AND SURVIVOR ANNUITY

Federal law requires that retirement benefits be paid in a special payment form known as a "Qualified Joint and Survivor Annuity" or "QJSA". For married participants with a benefit from the Traditional Kodak Retirement Income Plan, the QJSA form of payment is the 50% Joint and Survivor Annuity. The QJSA form of payment provides a monthly benefit to you and, after your death, a monthly benefit equal to 50% of your lifetime monthly benefit amount to the spouse to whom you were married when payments began, if that spouse is still living, for the remainder of your spouse's life. Because benefits are expected to be provided over two lifetimes, your lifetime monthly benefit is less than the amount that would be payable to you under a Single Life Annuity. This reduction remains in effect even if your spouse dies before you do. You cannot change your form of payment, even if you and your spouse divorce (except that if you divorce after payments begin in the form of a QJSA but before you have been married for at least 364 days, you can convert your pension prospectively to a Single Life Annuity if you notify the Kodak Pension Service Center of the divorce, unless otherwise required by a qualified domestic relations order).

If you are married, both you and your spouse will receive benefits payable as a QJSA as required by federal law unless you choose a different form of payment **AND** your spouse agrees to that choice by completing the Spouse's Consent Waiver. If you elect a form of payment other than the QJSA and your spouse consents to that election, both you and your spouse understand that in lieu of the QJSA you will receive the benefit elected and not the QJSA.

PRE-RETIREMENT SPOUSE BENEFIT (PRSB)/

QUALIFIED PRE-RETIREMENT SURVIVOR ANNUITY (QPSA) COVERAGE

The Pre-Retirement Spouse Benefit (PRSB)/Qualified Pre-Retirement Survivor Annuity (QPSA) coverage provides protection if you die after your employment terminates but prior to the commencement of your benefits and have a qualifying surviving spouse. The PRSB/QPSA benefit is only payable to a surviving spouse to whom you are legally married for purposes of federal tax law (which does not include a Domestic Partner). If you are a participant who dies after terminating employment with the Company but before commencing your Traditional Kodak Retirement Income Plan benefit (either your entire benefit or, if applicable, your post-95 benefit), your spouse's PRSB/QPSA benefit will equal 50% of your Traditional Kodak Retirement Income Plan benefit (or the post-95 portion, as applicable) determined by calculating your Traditional Kodak Retirement Income Plan benefit as of the day before you died (using any applicable early retirement/commencement reduction factor); applying the reduction factors used to determine a 50% Joint and Survivor Annuity and if you die more than 3 months after you left the Company, applying a reduction of 1/24 of 1% for each full or partial month of coverage through the date you die. (The first 3 months of coverage after termination are provided at no cost; charges begin as of the first day of the fourth month after your employment terminates if coverage is in effect.) If you commence your pension benefit before you die, PRSB/QPSA coverage will end, but your pension benefit will be reduced to reflect the charge for each full or partial month (starting with the fourth month following termination of employment) that PRSB/QPSA coverage was in effect, and then your benefit will be further adjusted to reflect the form of payment you choose. Depending upon your situation, the reduction for PRSB/QPSA coverage could be significant. Bear in mind that you will need to provide the Kodak Pension Service Center with proof of any period of time that PRSB/QPSA coverage was not in effect because you did not have a qualifying spouse. Remember, as well, that if you did not have coverage because you did not have a qualifying spouse or because you and your spouse had declined/canceled coverage but you subsequently remarry, your new spouse will need to consent to decline/cancel coverage, or the coverage will take effect on the first day you had a qualifying spouse and charges will begin to accumulate. The best way to be sure your benefit is calculated accurately is to inform the Kodak Pension Service Center immediately when your marital status changes.



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If you die while actively employed with Kodak, death benefits will be provided under the Pre-Retirement Survivor Income Benefit (Pre-Retirement SIB)/QPSA rules, if you have a surviving spouse, Domestic Partner or other eligible survivor. Pre-Retirement SIB coverage is extended if you are laid off for the month of layoff and up to three months thereafter, in which case your PRSB/QPSA coverage will start after that. See You & Kodak for more information about Pre-Retirement SIB.

The following examples assume that you are married, your spouse is 3 years younger, you had 10 years of Total Service at termination and earned a right to a vested benefit of \$500 payable at age 65, and you elect to receive a Single Life Annuity payable at the deferred ages listed below. This example shows the cost of QPSA coverage for a hypothetical participant's benefit at a range of participant ages.

If you terminated at age:	55	55	60
And deferred your benefit to age:	57	60	65
KRIP would provide benefits as follows:			
If you waived QPSA you would receive:	\$300.00	\$375.00	\$500.00
If you did not waive QPSA you would receive:	\$297.00	\$366.09	\$488.13
If you waived QPSA and died before your deferral age your spouse would receive:	\$0.00	\$0.00	\$0.00
If you did not waive QPSA and died before your deferral age your spouse would receive:	\$137.96	\$168.22	\$213.80

DESCRIPTION OF PAYMENT OPTIONS

Lump Sum

This represents a one-time payment after which no further benefits are payable. If you are married and elect a Lump Sum, your spouse will be required to sign (in the presence of a notary public) the Spouse's Consent Waiver forfeiting his or her right to a survivor annuity following your death. (Please read the enclosed Special Tax Notice for additional information regarding Lump Sum payments.)

Single Life Annuity

Under the Single Life Annuity option, you receive monthly payments beginning on your retirement and continuing until your death. Following your death, no further benefits will be paid. If you are married and elect the Single Life Annuity, your spouse will be required to sign (in the presence of a notary public) the Spouse's Consent Waiver forfeiting his or her right to a survivor annuity following your death.

Joint and Survivor Annuity

- Under the Joint and Survivor Annuity option, you receive reduced monthly payments beginning on your retirement and continuing until your death. Following your death, your beneficiary, if still alive, will receive a monthly payment until his or her death equal to a percentage of the monthly benefit you were receiving (you may elect a survivor percentage of 25%, 50%, 75% or 100%). Your monthly benefit is reduced because payments are expected to be provided for both your lifetime and your beneficiary's lifetime, and this reduction remains in effect even if your beneficiary dies before you do. The larger the survivor percentage you elect, the more your monthly benefit will be reduced. Likewise, your age and the age of your beneficiary at the time that payments begin will affect the amount of the benefit reduction. (If you participated in the Kodak Retirement Income Plan prior to January 1, 1996, you are eligible to select more than one beneficiary.)



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- If you elect to name a beneficiary other than your spouse, please note that the percentage available to your beneficiary may be limited based on the difference in ages between you and your beneficiary.
- If you name a beneficiary other than or in addition to your spouse and/or if you elect the 25% Joint and Survivor Annuity, your spouse will be required to sign (in the presence of a notary public) the Spouse's Consent Waiver forfeiting his or her right to a survivor annuity following your death.

Single Life Annuity with a Deferred Joint and Survivor Annuity

If you were an active participant prior to January 1, 1996, you may also have the option to combine a Single Life Annuity with a Deferred Joint and Survivor Annuity. Under the Single Life Annuity with Deferred Joint and Survivor Annuity option, you receive monthly payments beginning on your retirement and continuing until your death. Beginning on the date of your choosing, your Single Life Annuity will transform into a 25%, 50%, 75% or 100% Joint and Survivor Annuity if you and your beneficiary are still alive. If you die prior to the effective date of your Joint and Survivor Annuity, no further benefits will be due. If you die on or after the effective date of your Joint and Survivor Annuity, your beneficiary, if still alive, will receive a monthly payment until his or her death equal to the elected percentage of the monthly benefit you were receiving (25%, 50%, 75% or 100%). If you elect to name a beneficiary other than your spouse, please note that the percentage available to your beneficiary may be limited based on the difference in ages between you and your beneficiary. If you are married and elect the Single Life Annuity with Deferred Joint and Survivor Annuity option, your spouse will be required to sign (in the presence of a notary public) the Spouse's Consent Waiver forfeiting his/her right to a survivor annuity following your death. Your monthly benefit will be reduced to pay for the survivor benefit, and this reduction will continue even if your beneficiary dies before you do (although the amount of the reduction will depend on whether the beneficiary dies before or after the effective date of the Joint and Survivor Annuity).

50% Joint and Survivor Annuity with a Deferred Joint and Survivor Annuity

- If you were an active participant prior to January 1, 1996, you may also have the option to combine a 50% Joint and Survivor Annuity with a Deferred Joint and Survivor Annuity. Under the 50% Joint and Survivor Annuity with Deferred Joint and Survivor Annuity option, you receive monthly payments beginning on your retirement and continuing until your death. Beginning on the date of your choosing, your 50% Joint and Survivor Annuity will transform into a 75% or 100% Joint and Survivor Annuity if you and your beneficiary are still alive. If you die prior to the effective date of the increase in the survivor benefit, your beneficiary, if still alive, will receive a monthly payment until his or her death equal to 50% percent of the monthly benefit you were receiving. If you die on or after the effective date of the increase, your beneficiary will receive a monthly payment until his or her death equal to the increased percentage of the monthly benefit you were receiving (75% or 100%). Your monthly benefit will be reduced to pay for the survivor benefit, and this reduction will continue even if your beneficiary dies before you do (although the amount of the reduction will depend on whether the beneficiary dies before or after the effective date of the increase in the survivor percentage).
- If you elect to name a beneficiary other than or in addition to your spouse, please note that the percentage available to your beneficiary may be limited based on the difference in ages between you and your beneficiary. In addition, your spouse will be required to sign (in the presence of a notary public) the Spouse's Consent Waiver forfeiting his or her right to a survivor annuity following your death.



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RIGHT TO DEFER

If you are under your Normal Retirement Age of 65, you have the right to defer your benefit until your Normal Retirement Age. However, unless you are already age 55 and have completed at least 10 years of Total Service, or are a “Lump Sum Eligible Participant” and retiring with age and Total Service totaling at least 75, you will need to wait until age 65 (age 55, if you have completed 10 years of Total Service) to commence payments if you do not do so by the first day of the fourth month after your termination.

In addition, unless you are a “Lump Sum Eligible Participant”, you cannot elect payment of your Traditional Kodak Retirement Income Plan benefit in the form of a Lump Sum unless you were employed on September 1, 2014, terminate employment on or after December 1, 2014, have not received any long-term disability benefits (and have waived any right to receive those benefits in the future, if applicable), and elect payment by the first day of the fourth month after the month your termination of employment is processed.

If you commence your benefit prior to your Normal Retirement Date, the amount you receive may be less than what you would receive if you instead commenced payment at your Normal Retirement Date. If you were employed before 1996, no reductions apply for commencement at age 60 or later if (i) you terminate employment after you are at least age 55 with at least 10 years of Total Service (or, if you are a “Lump Sum Eligible Participant”, after your age and Total Service equal at least 75) AND (ii) you have at least 30 years of Total Service, unless you elect to receive payment in the form of a Lump Sum. If you do not meet these requirements, your benefit will be reduced based on the actuarial factors set forth in the Plan document to reflect your younger age, although the extent of the reduction will depend on your circumstances. Your benefit will be further adjusted based on your chosen form of payment.

If you opt to receive payment in the form of a Lump Sum, special rules apply. The Plan uses interest rates and mortality assumptions specified by the Plan document to calculate the Lump Sum “present value” of the Single Life Annuity payable on your Normal Retirement Date (i.e., the amount that, invested at the assumed interest rate, is expected to generate enough money to pay the specified Single Life Annuity benefit over your assumed life expectancy starting at age 65). Because these interest rates and mortality assumptions change, it is possible that your Lump Sum could be lower in a subsequent year than it is now, even though you will be older and your actuarial life expectancy will be less. Conversely, it is possible that changes in the interest and mortality assumptions will *increase* your Lump Sum in a future year. Generally, lump sums tend to be larger when interest rates are lower, but other factors (including your age at the time of payment) can change this result in a given situation.

If you are not at least age 55 with at least 10 years of Total Service, you may not be eligible for as many annuity payment choices if you opt to receive payment now as you would be if you wait until age 65 (age 55, if you have at least 10 years of Total Service).

In addition, as you decide whether to take payment now or later, bear in mind that no benefits will be paid from the Plan if you die before you take payment, unless you have a qualifying spouse and have PRSB or QPSA coverage in effect. Keep in mind, as well, that PRSB and QPSA coverage will reduce your benefit, and that the survivor benefit available to your qualifying spouse will only be the 50% survivor benefit that would have been payable under the QJSA, not the full value of your benefit.

If you opt to defer payment of some or all of your benefit, make sure to keep the Kodak Pension Service Center informed of your address, and to contact the Plan in advance of your Normal Retirement Date, so that payments can begin on time. If a valid payment election is not received before your Normal Retirement Date, payment will be made to you in the form of a Single Life Annuity if you are single or a 50% Joint and Survivor Annuity with your spouse as beneficiary if you are married, and you may be subject to adverse tax consequences if payments cannot be issued by the federal legal deadline for payment.

If you have questions or would like to obtain additional plan information, log on to <https://kodak.o3retirement.com> or call the Kodak Pension Service Center at 1.877.99.KODAK (1.877.995.6325). Customer Service Representatives are available Monday through Friday, 8 a.m. to 5 p.m. Eastern Time, except on New York Stock Exchange holidays.



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MISCELLANEOUS PLAN INFORMATION

To be a Lump Sum Eligible Participant, you must have terminated employment after August 31, 1990, and either (i) have been an employee on April 19, 1990, or (ii) have been an employee at any time after April 19, 1990 and before January 1, 1996 and have had 2 or more years of Total Service after August 31, 1990.

If you are a Lump Sum Eligible Participant and you are eligible for early retirement when your employment terminates (generally, this means you had to be at least age 55 with at least 10 years of Total Service, or have age and Total Service totaling at least 75), you can receive the pre-1996 portion of your benefit as a Lump Sum calculated using the more favorable interest and mortality assumptions that applied prior to 1996 and receive the remainder of your benefit (immediately or at a later date) as an annuity to take advantage of the more favorable calculations available for early retirees, but if you opt instead to receive your full benefit as a Lump Sum, the Plan's normal Lump Sum rules will apply to the calculation.

RELATIVE VALUE OF YOUR PAYMENT OPTIONS

Some optional forms of payment might be more valuable than others, based on the stream of payments that would be made over your expected lifetime and that of your beneficiary. The Plan uses specified factors based on assumed interest rates and life expectancies to convert benefits from the normal form to each of the optional forms of payment. All the forms of payment are of approximately equal relative value, except for the total Lump Sum in certain cases. If you are eligible for early retirement, your Lump Sum may be less valuable than an annuity form of payment. The relative value of your Lump Sum at your chosen benefit commencement date is 100.00%. The interest rate used to compare the value of the Lump Sum is provided in the Benefit Estimate Section. However, it is important to understand that the comparison of relative values is based on average life expectancies, and the actual relative value of payments made under any optional form will ultimately depend on your actual life span and, for Joint and Survivor Annuities, your beneficiary's actual life span. If you would like to receive a comparison of your benefits based on your actual age and the actual age of your beneficiary as of your expected benefit commencement date, or if you would like more information about the specific actuarial factors used when calculating relative value, please contact the Kodak Pension Service Center. You are encouraged to consult your financial planner for assistance in identifying the most appropriate benefit options for you.

The following chart provides calculations of the relative value of each optional form of benefit available under the Plan. This relative value comparison, which is intended to allow you to compare the total value of distributions paid in different forms, is computed by converting all of the forms of benefit available to a common form – the Single Life Annuity – using interest rates and life expectancy assumptions. The interest rate used to calculate the relative value of the different forms of benefit is 4.41%. The relative values shown in the chart below are for a plan participant who is entitled to a Single Life Annuity of \$1,000 at age 65. The calculations for the Joint and Survivor Annuities assume that the participant's sole designated beneficiary is his spouse, and that the participant's spouse is the same age as the participant. All of the forms of benefit payment shown in the chart below are approximately equal in value to the Single Life Annuity.



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Remember, the below amounts are just examples. Depending on your age, the age of your designated beneficiary, how many designated beneficiaries you choose, and what form of benefit you elect, the dollar amounts set forth below will change, and the relative values of each form of benefit may change as well. Your actual Single Life Annuity benefit and other forms of payment are provided in the Benefit Estimate Section. Remember that you will need your spouse's consent if you select a form of benefit other than the 50%, 75% or 100% Joint and Survivor Annuity with your spouse as sole designated beneficiary.

Age 55 Commencement / J&S Deferred to Age 60			
Optional Form	Amount of Distribution	Amount of Beneficiary Benefit	Relative Value
Single Life Annuity (SLA)	\$828	\$0	Basis for comparison
Single Life Annuity changing to one of the following at age 60 (if you and your designated beneficiary are still alive):	\$828	\$0	
a) 25% Joint and Survivor Annuity	\$797	\$199	Approximately the same value as the SLA
b) 50% Joint and Survivor Annuity	\$768	\$384	Approximately the same value as the SLA
c) 75% Joint and Survivor Annuity	\$741	\$556	Approximately the same value as the SLA
d) 100% Joint and Survivor Annuity	\$716	\$716	Approximately the same value as the SLA
50% Joint and Survivor Annuity changing to one of the following at age 60 (if you and your designated beneficiary are still alive):	\$779	\$390	
a) 75% Joint and Survivor Annuity	\$741	\$556	Approximately the same value as the SLA
b) 100% Joint and Survivor Annuity	\$716	\$716	Approximately the same value as the SLA
Pre-1996 Lump Sum + Single Life Annuity changing to one of the following at age 60 (if you and your designated beneficiary are still alive):	\$58,819 \$517	\$0	
a) 25% Joint and Survivor Annuity	\$497	\$124	
b) 50% Joint and Survivor Annuity	\$480	\$240	
c) 75% Joint and Survivor Annuity	\$463	\$347	
d) 100% Joint and Survivor Annuity	\$447	\$447	
Pre-1996 Lump Sum + 50% Joint and Survivor Annuity changing to one of the following at age 60 (if you and your designated beneficiary are still alive):	\$58,819 \$487	\$244	
a) 75% Joint and Survivor Annuity	\$463	\$347	
b) 100% Joint and Survivor Annuity	\$447	\$447	

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STATE TAX WITHHOLDING

You may elect to have state income taxes withheld from your monthly benefit payments. State income tax withholding rules vary by state. If your state of residence requires withholding, state income taxes will automatically be withheld from your monthly benefit payments. Some states allow you to voluntarily elect state income tax withholding or elect out of state income tax withholding. The information below is meant to help you with your state income tax withholding election decision. If your state's tax withholding rules have changed or are different than what is stated below your state tax withholding will be based on the rules currently in effect.

Pensions are Not Taxable or Subject to State Withholding

- Alabama
- Alaska
- Florida
- Hawaii
- Nevada
- New Hampshire
- Pennsylvania
- South Dakota
- Tennessee
- Texas
- Washington
- Wyoming

Pensions are Taxable and State Income Tax Withholding is Voluntary

- Connecticut
- Delaware
- Idaho
- Illinois
- Indiana
- Iowa
- Kentucky
- Louisiana
- Maryland
- Minnesota
- Missouri
- Montana
- New Jersey
- New Mexico
- New York
- West Virginia
- Wisconsin
- Puerto Rico

Pensions are Taxable and State Income Tax Withholding is Required

- Arizona
- Arkansas
- California
- Colorado
- District of Columbia
- Georgia
- Kansas
- Maine
- Massachusetts
- Michigan
- Mississippi
- Nebraska
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Rhode Island
- South Carolina
- Utah
- Vermont
- Virginia
- Virgin Islands