

# Equal Employment Opportunity Policy

## PURPOSE

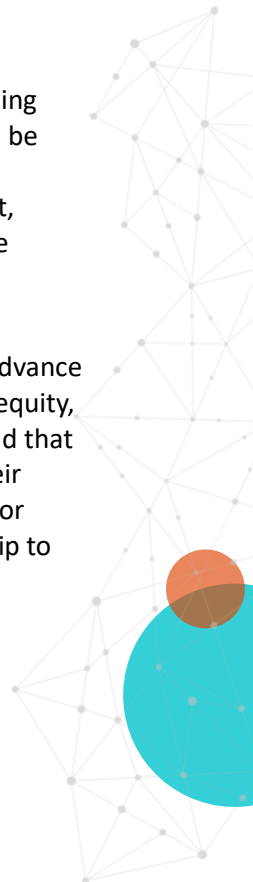
The officers, directors and managers of Digimarc Corporation believe that we are responsible to our stockholders, customers, employees, suppliers and the community to ensure that all employment decisions are free of discrimination.

Digimarc provides equal employment opportunities to all employees and applicants without regard to race, color, national origin, ethnicity, gender, gender identity, sexual orientation, marital status, familial status, age, religion, expunged juvenile record, military or veteran status, physical or mental disability, and/or any other characteristic protected by law. This applies to decisions involving hiring, job placement, transfer, promotion, compensation, benefits, training and company-sponsored programs.

All forms of discrimination and harassment based on any characteristic protected by law are unacceptable by, toward or between any members of the work environment: co-workers, employees, managers, contractors and non-employees with whom the company has a business, service or professional relationship. Non-employees may be barred from the worksite and employees may be disciplined, up to and including dismissal, for conduct that violate the company's employment policies.

Employees and applicants are asked to report any incidents they believe to be discriminatory or harassing (see Discrimination and Harassment Free Workplace Policy for more information). All such reports will be taken seriously and will be properly investigated. Retaliation for making a report will not be tolerated. Employees and applicants will not experience adverse consequences for making a good faith complaint, assisting in the review of a complaint, and/or opposing any act or practice made unlawful by applicable federal, state or local nondiscrimination law.

We believe that diversity makes Digimarc stronger. We are committed to taking steps to employ and advance women, underrepresented groups, protected veterans and individuals with disabilities. Our diversity, equity, and inclusion programs ensure that our recruiting efforts are open to a diverse group of candidates, and that training and the possibility of advancement are open to all persons wishing to make investments in their career. A diversified workforce also means that this organization makes reasonable accommodations for people with religious or disability considerations when such requests do not result in an undue hardship to the conduct or cost of doing business.



Each officer, director, manager, employee and supplier is responsible for ensuring that this Equal Employment Opportunity Policy is maintained. Our Chief People Officer is responsible for this policy and will periodically report to me about its implementation. If you have questions about this policy, please contact our Chief People Officer during normal business hours at Digimarc Corporation, 8500 S.W. Creekside Place, Beaverton, Oregon 97008, 503.469.4800.

Riley McCormack  
Chief Executive Officer and President

