

Environmental and Climate Change Policy

PURPOSE

Digimarc recognizes the urgency of environmental challenges globally and our responsibility to minimize our Planet impacts. We believe that addressing climate change requires action from all economic participants. We proactively manage our Environmental, Social, and Governance (ESG) impact across People, Product, and Planet, the three pillars of Digimarc's ESG Framework. Our responsible management of Governance topics forms the foundation for this framework.

Digimarc's solutions have the potential to help advance environmental sustainability in important areas, such as plastic recycling. In addition, responsible management of scarce resources, our carbon footprint, and ecological impacts throughout our value chain is important to Digimarc, as it supports our ability to adapt and be resilient to a changing planet. Leadership in this area is a core expectation from many of our stakeholders.

We understand every aspect of our business from design and manufacturing, product development and marketing, impacts our environment. We believe corporate responsibility extends far beyond core business practices and requires us to implement and improve practices to respect and protect our environment.

This sense of responsibility has guided us in targeting climate impact, management of energy, water, and waste, including electronic waste, and plastic recycling as significant issues we can impact by the manner in which we operate and the solutions we develop.

DIGIMARC IS COMMITTED TO:

- Creating a healthy, collaborative, and innovative work environment for our onsite and remote workforce
- Adopting a precautionary approach to environmental issues, in alignment with Principle 7 of the UN Global Compact
- Adhering to all relevant environmental laws and regulations
- Reducing resource consumption, operational costs, and increasing productivity through thoughtful management of energy, water, and waste in our operations
- Measuring and managing our climate change impact
- Measuring and managing the environmental sustainability impacts of our products
- Setting objectives and targets for each of our material environmental impact areas
- Implementing best practices to reduce our impact on the environment in line with accepted standards, while also contributing to local efforts to protect our environment
- Fostering a culture of employee engagement and education surrounding sustainability
- Enabling our customers to reach their sustainability goals through our software and services
- Identifying new ways to improve our sustainability practices
- Reviewing and evaluating current sustainability processes to measure our progress and improve our practices

- Reporting transparently to internal and external stakeholders on our environmental sustainability goals, initiatives, and progress

OVERSIGHT AND RESPONSIBILITIES

Digimarc's Board Governance, Nominating, and Sustainability (GNS) Committee acts as this policy's oversight body. The policy is formally reviewed by the Committee at least annually.

The policy's commitments are shared by all Digimarc employees. A formal governance structure is in place to ensure accountability for these commitments. Management of our ESG Impacts across People, Product, Planet, and Governance, is assigned to the most relevant functional leads and subject-matter experts throughout the organization. Digimarc's Chief Financial Officer carries primary accountability for the management of our Planet impacts, with support from a cross-functional group of subject-matter experts and the ESG & Corporate Communications team.

SMALL COMPANY, BIG IMPACT

Our employees understand that contributing to a sustainable future involves both creating innovative software and services and paying attention to how we conduct everyday business in our offices or at home. As a result, Digimarc is dedicated to promoting internal sustainability practices that respect our shared environment and to use our technology to help solve complex environmental sustainability challenges.

We invite you to visit our [website](#) to learn more.

