



# Digimarc Corporation Equal Employment Opportunity Policy Statement

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.

It is our policy that decisions involving people are made on the basis of job requirements, independent of an individual's race, color, national origin, gender, gender identity, sexual orientation, marital status, age, religion, military or veteran status, physical or mental disability, and/or any other status protected by law. This includes decisions involving hiring, job placement, transfer, promotion, compensation, benefits, training and company-sponsored programs. Digimarc maintains formal employment policies, available online and by request.

All forms of discrimination and harassment based on a status 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 is found to be inconsistent with the company's employment policies.

Harassment based on a protected status is a form of discrimination that encompasses a broad spectrum of verbal, physical and visual behavior that creates an intimidating, offensive or hostile work environment or interferes with work performance. Digimarc is committed to a workplace free of harassment. Examples of prohibited behavior include, but are not limited to: sexual advances, propositions and/or abuse; suggestive or offensive comments about an individual's body, gender, race/ethnicity, disability or veteran status; obscene, suggestive or offensive comments communicated verbally or through letters, notes, email, social media, website postings, photos, cartoons and/or jokes; and/or menacing behavior such as threats, coercion, slurs and epithets.

Employees and applicants are asked to report incidents of conduct that they believe to be discriminatory or harassing. 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 of practice made unlawful by applicable federal, state or local nondiscrimination law.

Managers, employees and on-site contractors are expected to help maintain an environment free of discrimination and harassment and to take appropriate action if an employment policy is not followed. Cindy Marple, VP, Human Resources, is responsible for managing and auditing our employment policies and programs, and will periodically report to me about their effectiveness.

Digimarc is also committed to taking affirmative steps to employ and advance women, minorities, protected veterans and individuals with disabilities. Our Affirmative Action Plans 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. Bruce Davis, Chairman and CEO, is responsible for this policy and will periodically report to me (or us) about its implementation. If you have questions about this policy, would like to take advantage of our Affirmative Action Program, review our Affirmative Action Plan for Covered Veterans and Individuals with Disabilities, or know of circumstances where this policy has not been followed, please contact Cindy Marple, VP, Human Resources – Corporate, during normal business hours at Digimarc Corporation, 9405 SW Gemini Drive, Beaverton, Oregon 97008, 503.469.4680. Alternatively, you may also address problems and concerns by contacting Bruce Davis, Digimarc Corporation, 9405 SW Gemini Drive, Beaverton Oregon 97008.

Bruce Davis  
*Chairman & Chief Executive Officer*