POLICY PLAN STICHTING CODAM

- Registered name: Stichting Codam
- Chamber of Commerce: 69672350
- Fiscal number: 857962826
- Address: Kattenburgerstraat 7, 1018 JA Amsterdam The Netherlands
- Telephone number: +31 (0) 6 31 63 97 59

PURPOSE OF ACTIVITIES:

The object of the Foundation is to fund and provide free skills education to students aged 18 and older in computer coding, software development and operational development to better prepare the students for future employment.

There is a real demand for technical skills and an opportunity to equip young people with these skills to find meaningful employment. Young people apply to Codam from a range of different backgrounds and some who have never previously thought about programming or who have no qualifications.

The majority of the current funding is provided by the Sofronie Foundation which is personally funded by Corinne Vigreux and approved by grant via the Codam and Sofronie Board of Trustees. Codam accepts general donations for operations and partners with business to support eligible students.

Name	Role
Corinne Vigreux	Founder/Chairperson
Harold Goddijn	Founder/Board member
Lex Van Dam	Secretary
Carlo Wesseling	Treasurer
Marc Peters	Board member
Lisette Huijskamp	Board member
Monique Timmermans	Board member

The authority to represent the Stichting is vested in two directors acting jointly.

REMUNERATION POLICY:

BOARD MEMBERS

All Board members volunteer their time and do not receive any remuneration. They are entitled to be reimbursed for reasonable expenses in line with their attendance at meetings.

REMUNERATION POLICY CONTINUED:

EMPLOYEES

Staff employed to manage and operate the learning facility will be paid according to local market rates and in accordance with statutory requirements. Salaries will be reviewed annually.

FUTURE PLANS:

Codam welcomed in new board members in 2024 with new insights and skills to contribute to plans for the future. Keynote Industry speakers will attend the Education Symposium event in May and a focused event to discuss opportunities to develop strategy with Board members and collaborators will take place in September 2025.

The team at Codam has supported 350 students in the last year and this support extends to preparation for the workplace. We have successfully maintained our focus on female representation within the student cohort and currently our female population has shown an increase at 33%.

The July Assessment Piscine has been the most successful yet with a 58% success rate. Codam Graduation will take place in October 2025.

In 2023 the Codam management and board set out to strengthen funding partnerships and we are pleased and honoured to have Adyen N.V., Wipro Ltd, Takeaway and Stichting Exact Foundation to support our students. IMC Foundation have agreed support for 2025.

This support will further enhance the success of our students and provide the means to further develop the education and skills to build scalable, long-term partnerships that enhance our curriculum, student development and increase access for underrepresented groups.

Codam remains committed to delivering high-quality, peer-to-peer software engineering education that leads to real opportunities in the tech sector. The success of our approach is reflected in the employment outcomes of our graduates, with a vast majority moving directly into impactful roles across the industry.