

BlackBerry Statement Regarding Modern Slavery

Modern slavery can manifest itself in different ways, including through slavery, forced labour, and human trafficking. As a socially responsible company, BlackBerry respects human rights and the principle of freely chosen employment. It does not support the use of slave labour in any of its forms. Pursuant to the UK's Modern Slavery Act of 2015, we make this annual statement to describe BlackBerry Limited's efforts to address modern slavery for the fiscal year ended February 28, 2025 ("FY2025").

BlackBerry Limited

BlackBerry Limited ("BlackBerry") provides enterprises and governments the intelligent software and services that power the world around us. Based in Waterloo, Ontario, the company's high-performance foundational software enables major automakers and industrial giants alike to unlock transformative applications, drive new revenue streams and launch innovative business models, all without sacrificing safety, security, and reliability. With a deep heritage in Secure Communications, BlackBerry delivers operational resiliency with a comprehensive, highly secure, and extensively certified portfolio for mobile fortification, mission-critical communications, and critical events management. BlackBerry trades under the ticker symbol "BB" on both the Toronto Stock Exchange and the New York Stock Exchange.

In FY2025, BlackBerry was predominantly a software and services company, and it used an Electronic Manufacturing Services ("EMS") provider to procure components and assemble its Transportation and Asset Tracking hardware products. Other than hardware suppliers providing components to the EMS, BlackBerry has no other direct materials supply chain. Our remaining vendor base consists of suppliers of goods and services supporting the operation of BlackBerry's global business and delivery of software and services to our customers.

Policies

The [BlackBerry Code of Business Standards and Principles](#) (the "BlackBerry Code") establishes the standards by which we conduct our business and serves as the capstone document communicating our overall commitment to human rights for our operations and supply chain. It applies to all directors, officers and employees. Additionally, we include compliance with the BlackBerry Code in the standard contract language for our sales partners. The BlackBerry Code states that BlackBerry will not employ forced or child labour in any of our operations.

BlackBerry also expresses its commitment to opposing forms of modern slavery through the publicly-available [BlackBerry Human Rights Policy](#) (the "Policy"). This Policy describes key human rights issues – including forced labour and human trafficking and freedom of association and collective bargaining – to provide a consistent understanding of our requirements and to facilitate implementation of our expectations throughout our own operations.

We expect no less of our suppliers and manufacturing partners. The [BlackBerry Supplier Code of Conduct](#) (the "Supplier Code") specifies the standards by which we expect our suppliers of goods and services and our manufacturing partners to conduct their operations. The obligation to comply with the Supplier Code has been incorporated into our purchasing terms and conditions and partner agreements. The Supplier Code requires that no forced, bonded, indentured, involuntary prison labour, or child labour shall be used by our suppliers, and specifically addresses the risk of slavery and human trafficking by detailing our expectations for treatment of foreign and migrant workers.

As a participant of the UN Global Compact (<https://www.unglobalcompact.org/what-is-gc/participants/135818-BlackBerry>), BlackBerry has committed to advance the "Ten Principles of the UN Global Compact," including those which address human rights, labour, environment and anti-corruption through its operations.

Training and Capacity Building

BlackBerry requires all of its employees to take annual BlackBerry Code training and to acknowledge that they have read, understand and will comply with the BlackBerry Code. In FY2025, we continued requiring applicable employees and contractors of outsourced vendors to complete Third-Party Worker Code of Conduct training, which includes guidance on reporting any questions or concerns relating to legal compliance and ethical conduct.

BlackBerry employees who have responsibility for supply chain management are familiar with the requirements of the Supplier Code. Furthermore, we remain an active participant of industry organizations, such as the Responsible Minerals Initiative, an organization engaged in the development and evolution of tools and services to assist companies in the management of social responsibility risks in the electronics industry supply chain, including child and forced labour issues.

BlackBerry maintains trained subject-matter experts within the Integrity and Sustainability team to oversee implementation of the BlackBerry Code and related policies and manage enterprise and social responsibility risks, including modern slavery.

Risk Assessment and Due Diligence

BlackBerry's Code requires all employees to report observed or suspected violations of the Code, whether they occur internally or in external relationships. Our leaders have the additional responsibility of leading through example and cultivating a proactive ethical culture in which team members regularly raise questions and concerns with their managers. In addition to their managers, employees have multiple other ways to raise concerns confidentially (and where permitted by law, anonymously) through [BlackBerry EthicsLink](#). All reports are investigated thoroughly and promptly. BlackBerry does not tolerate retaliation against anyone making a good faith report of suspected unethical or illegal conduct.

BlackBerry monitors compliance with its Supplier Code in multiple ways, including through standard contract language which in many cases reserves the right to on-site assessments with no prior notice. In FY2025, BlackBerry continued to augment and refine its third-party due diligence system which provides additional scrutiny of third parties deemed to be higher risk entities. BlackBerry also encourages, and supports, employee and third-party reporting of potential violations by members of its supply chain.

Due to the controls that we have in place, and the nature and characteristics of our business, BlackBerry believes the risk of our participating in an activity that could involve any aspect of modern slavery is extremely low. In all cases, we believe that sufficient steps have been taken, and sufficient controls are in place, to minimize the possibility of any unintentional violation of modern slavery prohibitions. In FY2025 we did not identify any incidents of modern slavery involving BlackBerry or the third parties with which we do business.

This statement has been reviewed and was approved by the BlackBerry Board of Directors on April 1, 2025.


John Giamatteo

4-1-25
Date of Signature

Chief Executive Officer, BlackBerry Limited

I have the authority to bind BlackBerry Limited