

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 29, 2020 ("FY2020").

BlackBerry Limited

BlackBerry Limited ("BlackBerry") provides security software and services to enterprises and governments around the world. It secures more than 500 million endpoints, and this includes 150 million cars currently on the road. Based in Waterloo, Ontario, BlackBerry was founded in 1984 and operates in North America, Europe, Asia, Australasia, the Middle East, Latin America and Africa. The company uses Artificial Intelligence ("AI") and machine learning to deliver innovative solutions in the areas of cybersecurity, safety and data privacy solutions. It is a leader in the areas of endpoint security management, encryption, and embedded systems. BlackBerry's vision is clear: to secure a connected future you can trust. BlackBerry trades under the ticker symbol "BB" on both the Toronto Stock Exchange and the New York Stock Exchange.

In FY2020, 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 the 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") sets forth 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 [BlackBerry Human Rights Policy](#) (the "Policy"). This Policy expands upon key human rights issues including forced labour and human trafficking and freedom of association and collective bargaining to ensure 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. In FY2019, we made revisions to align required practices with global standards including those of the Responsible Business Alliance and our evolving business.

To further reinforce our commitment to supporting and respecting the protection of human rights, in FY2020 we became a participant of the UN Global Compact (<https://www.unglobalcompact.org/what-is-gc/participants/135818-BlackBerry>). BlackBerry will advance the ten principles of the 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, contingent workers, and directors to take annual BlackBerry Code training and to acknowledge that we have read, understand and will comply with the BlackBerry Code. In FY2020, we continued requiring 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, through which we continue to improve tools to assist 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 Office of Integrity and Compliance to oversee implementation of the BlackBerry Code and related policies and manage enterprise and social responsibility risks, including modern slavery.

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 mechanisms to raise concerns confidentially (and where permitted by law, anonymously) through the [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 its standard contract language which reserves the right to on-site assessments of suppliers for Supplier Code compliance with no prior notice. 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. Although the complexity of our hardware supply chain, extending back to the processing of minerals, is believed to present the highest risk of modern slavery for BlackBerry, in FY2020 we did not identify any such incidents.

This statement has been reviewed and was approved by the BlackBerry Board of Directors on June 24, 2020.

(signed) John Chen

Executive Chairman and Chief Executive Officer, BlackBerry

Date of Signature

June 25, 2020