



BlackBerry is committed to principles of fair and transparent data processing. By clicking the "I Accept" button you acknowledge and consent to BlackBerry's collection and use of your personal data provided as described below:

BlackBerry collects and processes your personal data for the purpose of facilitating BlackBerry's talent recruitment related activities as well as for internal organizational planning purposes globally. BlackBerry utilizes Workday, a cloud-based software vendor that specializes in human capital management, as a recruitment platform and is a trusted third-party provider and data processor to BlackBerry. Workday may store your personal data on BlackBerry's behalf outside of the geographic area where it was provided for the purpose of BlackBerry personnel evaluating and selecting applicants for potential employment. This may include activities such as scheduling and conducting interviews and outreach to provided references or past employers that you have disclosed in your application.

BlackBerry does not disclose your personal data to unauthorized third parties. However, because we operate globally, BlackBerry may from time to time use local third parties to act on BlackBerry's behalf as part of the employment screening process, for example when conducting background screening and verification of data that you have provided in connection with your potential employment.

You agree that to the extent reasonably necessary and in connection with the employment application process, that your personal data may be transferred outside the country where you provided it and that these transfers may occur outside the European Economic Area, United States of America and Canada and you consent to your personal data being disclosed to any BlackBerry affiliate, to third parties acting on BlackBerry's behalf.

You also have the right to correct any inaccuracies in the data that you have provided and withdraw your consent to BlackBerry's processing of your data, should you no longer wish to be considered for potential employment opportunities. For further information, or to exercise any of the above rights, please contact BlackBerry's Privacy Office via email ([privacyoffice@BlackBerry.com](mailto:privacyoffice@BlackBerry.com)).

For European candidates, the following BlackBerry subsidiaries act as Data Controllers in your region:

#### Annex 1

Country	Entity
Belgium	BlackBerry Belgium BVBA
France	BlackBerry France S.A.S.
Germany	BlackBerry Deutschland GmbH
Germany	QNX Software Systems GmbH
Germany	Secusmart Systems GmbH
Ireland	Encryption Ireland Limited
Italy	BlackBerry Italy S.r.L.

Netherlands	BlackBerry Netherlands B.V.
Spain	BlackBerry Spain, S.L.
United Kingdom	BlackBerry UK Limited