



Environmental, Social, & Governance Report

PROTECTING OUR WORLD,
SECURING OUR FUTURE

FY22

www.BlackBerry.com/ESG



Report Overview

The BlackBerry Environmental, Social, & Governance (ESG) report details our values, commitments, and progress on ESG initiatives. The reporting period is up to Fiscal Year 2022 (FY22), for progress made, and Fiscal Year 2023 (FY23) for ongoing programs.

Reporting Framework

This report has been informed by the [Global Reporting Initiative](#) (GRI) guidelines and [United Nations Global Compact](#) (UNGC) [Sustainable Development Goals](#) (SDGs) framework. The reported Greenhouse Gas (GHG) emissions have been publicly disclosed to [CDP](#). Additional details can be found in the Appendix^A.

Forward-Looking Statements

The BlackBerry FY22 ESG report contains forward-looking statements within the meaning of the U.S. Private Securities Litigation Reform Act of 1995 and applicable Canadian securities laws. When used herein, words such as “expect”, “anticipate”, “estimate”, “may”, “will”, “should”, “intend”, “believe”, and similar expressions, are intended to identify forward-looking statements. Forward-looking statements are based on estimates and assumptions made by BlackBerry Limited (BlackBerry) in light of its experience and its perception of historical trends, current conditions and expected future developments, as well as other factors that BlackBerry believes are appropriate in the circumstances.

Many factors could cause BlackBerry’s actual results, performance or achievements to differ materially from those expressed or implied by the forward-looking statements, including those described in the “Risk Factors” section of BlackBerry’s Annual Report on Form 10-K and those factors described in the “Cautionary Note Regarding Forward-Looking Statements” section of BlackBerry’s MD&A (copies of which filings may be obtained at www.sedar.com or www.sec.gov). These factors should be considered carefully, and readers should not place undue reliance on BlackBerry’s forward-looking statements. BlackBerry has no intention and undertakes no obligation to update or revise any forward-looking statements, whether as a result of new information, future events or otherwise, except as required by law.

Message from the Executive Chairman & CEO

The past year was challenging for people around the world, as we all contended with rising social and economic inequality, and consequential events that threatened to upend normal life, such as the COVID-19 pandemic, disrupted supply chains, extreme weather, the war in Ukraine, an unprecedented level of cyberthreats, and much more. The past year however, also provided us with many reasons to be hopeful, in our collective humanity and the power of a shared purpose.

BlackBerry believes businesses, in collaboration with governments and communities, have a key role in global sustainability, and that corporate sustainability creates value for all stakeholders. The technology sector in particular, as one of the most dominant sectors in the world, is in a position to be a part of the solution. BlackBerry is proud to do our part, to serve our customers, partners, and communities, through our investments in sustainability.

Our ESG strategy focuses on the three areas our expertise can drive the most value for our stakeholders – climate change, water security, and equality. We have taken tangible steps against our ESG strategy, including achieving carbon neutrality, developing innovative technologies for water security, investing in the development

of smart cities, increasing the diversity of our Board of Directors, enabling access to education for all, and contributions to help end the COVID-19 pandemic.

Our sustainability agenda is embedded in our corporate strategy, and we are committed to making ongoing investments in ESG. We will continue to confront climate change, advance the development of smart cities through technology innovation, help to strengthen the cybersecurity environment, cultivate a strong workforce, and more.

Thank you to all of our stakeholders for sharing our values and purpose. I invite you to read more about BlackBerry's ESG strategy, accomplishments, and agenda in our inaugural ESG report.

John Chen

Executive Chairman & CEO,
BlackBerry



Contents

- Report Overview 2
- Reporting Framework 2
- Forward-Looking Statements 2
- Message from the Executive Chairman & CEO 3
- FY22 Report Highlights 4
- Overview of BlackBerry ESG Strategy 5
- BlackBerry Supports the United Nations Global Goals 6
- Environment 7
 - Carbon Neutral 8
 - Carbon Negative 9
 - Water Security 10
 - Our Customers & Partners 11
- Social 12
 - Diversity, Equity, and Inclusion 12
 - Access to Education 13
 - Employee Wellbeing 14
 - Public Health and Safety 15
 - Civic Engagement 15
 - Smart Cities Development 16
- Governance 17
 - Board of Directors 17
 - Executive Team 17
 - Business Ethics 18
 - Privacy 18
 - Cybersecurity 19
- Appendix 20
 - Sources 20
 - Footnotes 21

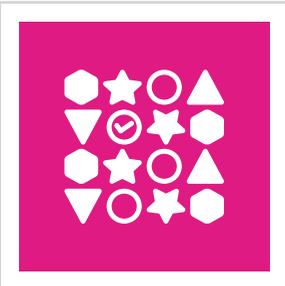
FY22 Report Highlights



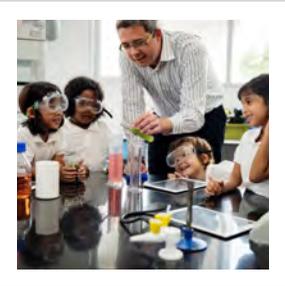
Technology innovation to advance the SDGs



Investments in reforestation



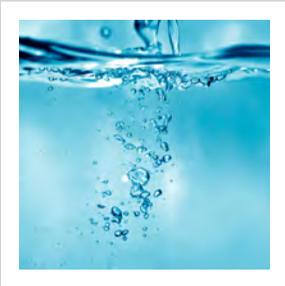
Board diversity increased



Partnerships for STEM education



Commitment to the UNGC SDGs



Investments in water security



Contributions to COVID-19 vaccine access



Commitment to CEO Action for Diversity & Inclusion



Achieved carbon neutrality

Overview of BlackBerry ESG Strategy

BlackBerry's ESG program focuses on three key areas, aligning our expertise to address the technology industry's most critical environmental, social, and economic impacts:



Climate Change

- Climate change is listed as the number one long-term global threat in the 2022 World Economic Forum Risk Report¹.
- The technology sector's demands on energy are increasing 4% annually, forecasted to account for 10% - 20% of global energy demand by 2030², as urbanization and technology-adoption continue to expand, increasing carbon emissions.



Water Security

- Over two billion people globally lack access to clean water, and this number is increasing due to climate change³.
- Water security is crucial for social, economic, and political stability and progress⁴.
- 14% of industrial cybersecurity problems are related to water supply⁵.



Equality

- Deficits in the global labor market cost up to \$28 trillion (USD) in unrealized GDP potential⁶.
- Digital transformation enables and benefits from a global workforce built on an environment that offers equal opportunities.



BlackBerry's purpose and responsibility to our stakeholders include taking meaningful action to ensure our business practices and our platform enable a more sustainable and equitable world.

Neelam Sandhu
SVP Sustainability & Chief Elite Customer
Success Officer, BlackBerry



BlackBerry Supports the United Nations Global Goals

BlackBerry is a proud member of the [United Nations Global Compact \(UNGC\)](#), since 2019. The UNGC is the world's largest corporate sustainability initiative, with a mission to mobilize a global movement of sustainable companies and stakeholders to create the world we want.

The UNGC has outlined [17 Sustainable Development Goals \(SDGs\)](#), which clearly define the world we want. BlackBerry's ESG program helps advance each of the 17 SDGs. Additionally, the UNGC provides [SDGs-based principles to guide on globally disruptive events, such as the COVID-19 pandemic](#).



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The Sustainable Development Goals provide businesses with guidance to translate the world's needs and ambitions into business solutions. It is not possible to have a strong, functioning business in a world of increasing inequality, poverty, and climate change. In this Decade of Action for the SDGs, the spotlight will be on companies who champion sustainability and are mobilizing their resources to be a force for good. BlackBerry's SDGs Action Plan clearly demonstrates their forward-thinking leadership for sustainable growth.

Ayman Chowdhury
Head of Secretariat,
United Nations Global Compact Network Canada

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ENVIRONMENT

Climate change is a global crisis, caused by human activities, with significant consequences for national and international peace, development, and security.

BlackBerry believes businesses, in collaboration with governments and communities, have a key role in increasing society's resilience and building a sustainable future.

In a [report by the U.S. National Security, Military and Intelligence Panel \(NSMIP\)](#) climate change is described as the one of the most pressing threats to national and global security. Economic instability, infrastructure risks, decreased water supplies and social unrest are named as a few of the potential outcomes of the climate change trajectory we are on today.

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Businesses are key to building a more sustainable and equitable today and tomorrow. BlackBerry is proud to have achieved carbon neutrality, invest in carbon removal, and partner with customers to reduce their carbon footprints through our cloud-based solutions.

Neelam Sandhu
SVP Sustainability & Chief Elite Customer
Success Officer, BlackBerry

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It has been a pleasure to partner with BlackBerry on their achievement of carbon neutrality. We applaud their approach to significantly reducing direct and indirect emissions, and offsetting the remainder through investments in Canadian, United States, and international projects.

Dan Fraleigh
CEO, Carbonzero



CZC-1474-1006-2020

Carbon Neutral

In 2021, BlackBerry achieved carbon neutrality across Scope 1, Scope 2 and material Scope 3 emissions, the three groups that categorize the emissions a company creates, as classified under the Greenhouse Gas (GHG) Protocol Corporate Standard.

BlackBerry participates in [CDP](#), a not-for-profit that runs a global disclosure system for investors, companies, cities, states and regions. BlackBerry is carbon neutral certified by [Carbonzero](#), a leader in corporate carbon management strategies and solutions.

BlackBerry has achieved this milestone by:

Investing in sustainability projects around the world, including:

- Investing in advanced wastewater treatment technology in Canada, which eliminates the environmental impacts of, and consumes less energy than, traditional systems.
- Investing in innovative cookstove technology in Rwanda, which reduces non-renewable fuel consumption and relieves deforestation pressures.
- Partnering with School Boards in Canada to implement energy efficiency measures in their facilities.

Reducing direct and indirect GHG emissions across our operations by 88% since 2013^B. Initiatives to accomplish this have included:

- Evolving from a hardware manufacturer to a software company.
- Optimizing our office spaces by rationalizing our global facilities footprint, installing energy efficient solutions, and more.
- Reducing our physical data center footprint.
- Utilizing digital collaboration tools, such as [BBMe](#), to reduce business travel.
- Implementing waste management solutions, such as recycling stations and employee personal e-waste collection.

Carbon Negative

Additionally, BlackBerry has invested in carbon removal, for a net effect of the company removing carbon from the atmosphere.

BlackBerry has partnered with the [Restore the Earth Foundation](#) in the United States to help reforest the Mississippi River Basin, North America's Amazon.

Deforestation is responsible for approximately 10% of global GHG emissions⁷.

Reforestation helps mitigate the impact of GHG emissions, and has other benefits such as improving food security, clean water availability, and biodiversity.

BlackBerry is continuing to identify and execute on opportunities for further GHG emission reductions, carbon sequestration projects, and other environmental sustainability initiatives.

BlackBerry believes key steps the public and private sectors can take to tackle climate change include:

- **Making climate change a national security priority.**
- **Developing critical infrastructure resilience against climate change risks.**
- **Every organization committing to rapidly achieving carbon neutrality.**
- **Investing in technologies that help solve sustainability challenges.**



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We are delighted to partner with BlackBerry to help them accomplish their environmental sustainability goals. Their proactive approach to carbon emission reductions is commendable, and their partnership with Restore the Earth and ClimeCo will also have meaningful impacts to the ecological landscape where the restoration is taking place. The reforestation that will occur as a result of this partnership will ensure that biodiversity, critical habitats, and communities are enhanced and supported in self-sustaining systems.

PJ Marshall
Executive Director of Restore the Earth Foundation

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Water Security

Climate change is intensifying the water cycle and threatening water security. The risks that arise from a lack of water security are wide-ranging. Water security is essential for our health and livelihoods, for economic stability and growth, and for preserving and developing natural ecosystems.

BlackBerry is helping tackle the problem of water security through our carbon reduction programs, and through technology innovation and community initiatives. Some examples include:



Partnering with the [University of Windsor](#) to develop a first-of-its-kind flood risk and clean water monitoring solution. The innovative technology, based on [BlackBerry® AtHoc®](#), was first deployed in Canada where, disproportionately, 20% of all drinking water advisories impact Indigenous Peoples⁸.



Investments in water wells rehabilitation and maintenance in Rwanda, providing communities access to clean water, as opposed to contaminated water that exposes them to life-threatening diseases.



An ongoing partnership with the [Water Institute at the University of Waterloo](#), which invites new applications of BlackBerry technologies to address water-related challenges. The selected application will commence research and development later this year.



Investments in advanced wastewater treatment technology in Canada, which eliminates the environmental impacts of, and consumes less energy than, traditional systems. The technology also enables the availability of clean water for the community.



#1
threat facing the water sector is cyber-risk, according to the [American Water Works Association](#)⁹.

60%
of water management organizations spent less than 5% of budgets on IT security in 2021, leaving infrastructure critical to public health and safety open to attack¹⁰.



BlackBerry was founded with an agenda of addressing some of the world's most critical needs, specifically cybersecurity and connectivity. We are purposefully delivering innovations and partnerships which leverage our technologies to address these most pressing issues facing communities and industries around the world.

Neelam Sandhu

SVP Sustainability & Chief Elite
Customer Success Officer, BlackBerry



Our Customers & Partners

The SDGs can only be achieved through global partnership and cooperation. In addition to the aforementioned partnerships, BlackBerry is empowering our ecosystem, of customers and business partners, to take climate action using our technologies. Digital transformation has the potential to decouple economic growth from carbon emissions growth.

BlackBerry products are now all available as cloud-based solutions, enabling our customers to move their workloads to the cloud^c. BlackBerry products available in the cloud include [BlackBerry IVY™](#), [BlackBerry® UEM](#), [CylancePROTECT®](#), [BlackBerry® Workspaces](#), and more.

The innovative [BlackBerry® QNX®](#) operating system is helping industries to accelerate the development and adoption of advanced technologies that can reduce GHG emissions. BlackBerry QNX has, for example, been selected by 24 of the world's top 25 Electric Vehicle (EV) makers. The expansion of the EV market can reduce the dependency of governments and consumers on fossil fuels.

[BlackBerry Radar®](#), a next-generation asset tracking solution, enables customers to improve their trailer utilization. BlackBerry Radar has been proven to deliver improvements in trailer utilization of 7%-10% within six months of use, which translates into GHG emission reductions.

SOCIAL

BlackBerry's success, and the success of the global communities we operate and live in, is dependent on social resiliency. BlackBerry is committed to investing in the strength of our workforce and fostering inclusive growth around the world.

Diversity, Equity, and Inclusion

BlackBerry has a responsibility to our stakeholders to further equality for all, because of the business benefits of a diverse and inclusive workplace, and the economic benefits for the communities we operate in. BlackBerry's Diversity, Equity, and Inclusion (DE&I) accomplishments and progress include:

- Increased board diversity to 56%, since 2013, based on gender and race.
- Joined [CEO Action for Diversity & Inclusion](#), the largest CEO-driven business commitment to drive measurable action and meaningful change in advancing diversity, equity and inclusion in the workplace.
- Being an equal opportunity employer without discrimination or harassment.
- Commitment to the UNGC principles on Human Rights and Labor.
- Made DE&I a corporate priority.



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Harnessing cultural diversity is essential for a cohesive society and a thriving economy. I am committed to leading BlackBerry as an inclusive organization, driven by the belief that connection makes us better.

We will continue to drive action together to cultivate inclusive cultures and talent. And we will continue to make our workplaces trusting places to have meaningful conversations about diversity, encouraging open-mindedness, and reinforcing our commitment to a culture of inclusion.

John Chen
Executive Chairman & CEO, BlackBerry

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Access to Education

Education is a foundational building block for prosperous and equitable societies. We are committed to enabling education for all, with a focus on two key areas – BlackBerry employee development and closing the global cybersecurity skills gap. Investments we have made include:

- Investments in BlackBerry workforce development through access to training, on topics such as cybersecurity and leadership, and mentorship programs.
- In recognition and support of Canada’s commitment to achieving reconciliation with Indigenous Peoples, BlackBerry has established a [scholarship program](#), with the University of Waterloo, for Indigenous undergraduate students in Canada. The program is for five years, with renewal terms, and applies to students entering a full-time degree program at the University of Waterloo.
- A partnership with [Girl Guides of Canada](#) (GGC) on cybersecurity skills programming. More than 5,600 GCC members have earned ‘Digital Defenders’ crests so far.
- Partnering with the University of Windsor on a cybersecurity curriculum for their [Graduate Master’s Program in Applied Computing](#). The curriculum, called BlackBerry Bootcamp, accounts for a portion of a student’s final grade.
- Investments in water wells rehabilitation and maintenance in Rwanda, which enable girls to stay in school rather than walking to get water. Girls around the world spend 200 million hours each day collecting water¹¹.
- Partnering with School Boards in Canada on climate change related education and programs.



The University of Windsor is pleased to partner with BlackBerry to provide learning opportunities for our students. This innovative remote learning collaboration will provide students a unique opportunity to develop crucial data science skills and expertise that will allow them to excel in an increasingly digital marketplace.

Rob Gordon
President at University of Windsor

We are delighted to partner with the University of Windsor on student education and enable them to have a successful STEM career. Now more than ever partnerships such as this are critical to ensure students can continue to learn remotely and prepare them to pursue careers in high-demand fields such as Data Science.

Neelam Sandhu
SVP Sustainability & Chief Elite Customer Success Officer,
BlackBerry

Programs like Digital Defenders that encourage girls to dive in, ask curious questions, problem-solve and explore how technology works serve as an important incubator to foster girls’ confidence that technology can be a very rewarding career path.

Jill Zelmanovits
CEO, Girl Guides of Canada

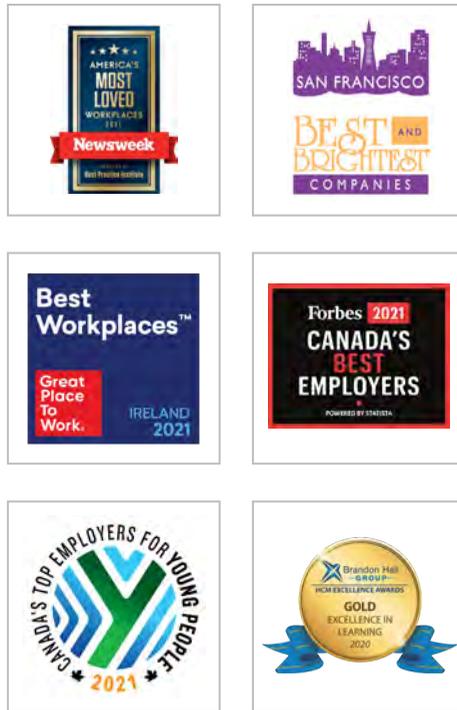


Employee Wellbeing



BlackBerry is committed to the health and wellbeing of our employees. We have a comprehensive and competitive package of benefits including:

- Health, dental and life insurance plans.
- Fitness reimbursement scheme.
- Employee assistance and counselling services.
- Education reimbursement program.
- The deployment of BlackBerry AtHoc to ensure the safety of employees during a crisis.



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We are thrilled that BlackBerry’s ongoing commitment to our employees and top talent has been recognized by numerous institutions at the local, national and international level. These achievements are affirmation for our efforts to continuously seek ways to strengthen our diverse mix of HR resources and build a strong, inclusive workplace for each and every BlackBerry employee. As the various awards recognize – and employees around the world would agree – it’s an exciting time to work at BlackBerry. The company has firmly established itself as a leading and trusted security software company; one that is seen by people around the world as one of the industry’s most attractive companies to work for.

John Chen
Executive Chairman and CEO

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BlackBerry is proud to partner with the American Red Cross to empower sustainable communities. BlackBerry AtHoc enables communities to effectively respond to crisis, helping to save lives and aiding post-disaster recovery.

Neelam Sandhu

SVP Sustainability & Chief Elite
Customer Success Officer, BlackBerry



Public Health and Safety

Globally, threats to public health and safety are increasing, as illustrated by the COVID-19 pandemic, the rise in cyberthreats, extreme weather events, and more. BlackBerry promotes the health and safety of all of our stakeholders. Some examples of our work in this area, which span technology innovation and community investments, include:

- Donating BlackBerry AtHoc to the [Red Cross](#), to increase community resilience to crisis.
- The development of innovative technology solutions for flood risk and clean water monitoring.
- Partnering with not-for-profit organizations, such as [Global Citizen](#) and the Red Cross, to help drive COVID-19 vaccine equity.

Civic Engagement

Businesses are an important part of the fabric of a community. BlackBerry actively engages with our community members, through initiatives such as:

- Donations to food banks around the world, helping to distribute food to people facing economic hardships.
- Donations to the [Make-A-Wish Foundation](#).
- Employee volunteering programs, that support a range of community projects.
- Partnering with charities that are providing humanitarian aid to Ukraine.

92%

of respondents to a Deloitte Impact Survey agree that volunteering improves employees' broader professional skill sets, including leadership skills¹²



We are so grateful for our partnership with BlackBerry, whose philanthropic support helps fund critical disaster programs – from preparedness to response, recovery and resiliency. One thing you can't get back in a disaster is time, and BlackBerry AtHoc enables us to communicate through multiple channels during disasters large and small.

Jennifer Adrio

Regional CEO, American Red Cross
Northern California Coastal Region



Smart Cities Development

Smart cities offer several environmental and economic benefits. BlackBerry has made investments to advance the development of smart cities, such as:

- BlackBerry established two Business Units (BUs) – Internet of Things (IoT) & Cybersecurity. The combination of the two BUs solutions enables the advanced and secure development of smart cities.
- BlackBerry released a [Security Credential Management System](#) (SCMS) service, to provide the private and public sectors the mechanism, for vehicles and smart cities infrastructure, to exchange information in a trustworthy and private manner.
- We announced the [BlackBerry IVY Innovation Fund](#), to support startups around the world to develop the vehicle-centric smart cities ecosystem.



Cybersecurity and IoT are recognized high-growth markets where BlackBerry can add tremendous value. BlackBerry is applying its world-class security expertise to address the needs of these markets. The alignment of our business around our key market opportunities sharpens our operational focus to unlock the company's shareholder value.

John Chen
Executive Chairman & CEO, BlackBerry



The future of smart cities cannot be realized until intelligent transportation systems are put in place. By addressing barriers such as security and privacy, we believe our SCMS service will help accelerate the many smart city and connected vehicle pilot programs taking place around the world.

John Chen
Executive Chairman & CEO, BlackBerry

The BlackBerry IVY Innovation Fund is an important step in creating the community of developers and inspiring the ingenuity from startups that will drive innovation forward.

Sarah Cooper
General Manager of Outcome Driven Engineering at Amazon Web Services

GOVERNANCE

BlackBerry's governance structures are designed to facilitate effective management, through accountability, integrity, and transparency, with a view to the best interests of our stakeholders.

BlackBerry has a number of governance measures in place.

Board of Directors

The BlackBerry Board of Directors is responsible for oversight of the business. The Board's role is enabled by its independence and diversity. Except for the CEO, all Directors are independent and Board members are elected annually by majority vote.

The Board is supported in its oversight role by the following standing committees of independent Directors. Each committee operates in accordance with a written charter.

- [Audit and Risk Management Committee.](#)
- [Compensation, Nomination and Governance Committee.](#)

For more information regarding the BlackBerry Board of Directors, see the [Corporate Governance](#) and [Board of Directors](#) sections of our website, and the [FY22 Management Proxy Circular](#).

Executive Team

BlackBerry's executive team structure is designed to drive effective leadership of the business, including strategy, operations, and culture. The executive team consists of corporate officers and senior leaders.

For more information, visit our [BlackBerry Executive Team](#) webpage.

Business Ethics

To help ensure every employee acts ethically, understands BlackBerry's cultural values, and feels safe at work, BlackBerry has developed and implemented the following policies and procedures.

- [Code of Business Standards & Principles](#) training is mandatory for all new hires during onboarding, and for all employees annually.
- [Responsible Sourcing](#) is safeguarded through due diligence before a supplier agreement is entered into. This includes suppliers agreeing to a code of conduct, and reviews of a supplier's cybersecurity and privacy controls, anti-corruption practices, and more.
- [BlackBerry Ethics Link](#) is available to all employees and external stakeholders, for reporting concerns with the conduct of BlackBerry's Board of Directors, employees, or contractors.

Privacy

Data privacy is a core value at BlackBerry, across our products, services, and operations. We believe data privacy is a fundamental human right and that your data is yours.

BlackBerry only collects personal data for fair and lawful activities, and we allow customers to control their data. BlackBerry is committed to ensuring continuity of adequate protection and lawful processing of personal data regardless of the jurisdiction.

BlackBerry ensures all personal data is appropriately secured throughout our operations. Our information management processes are industry certified and undergo multiple audits annually.

For more information, see the [BlackBerry Privacy Notice](#).

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At BlackBerry, our mission is to secure data, not to exploit it. It is my strong belief that every individual should own their own data. It should be yours, and yours only.

John Chen

Executive Chairman & CEO, BlackBerry

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Cybersecurity

BlackBerry is committed to protecting our company, customers, partners, and suppliers, from cyberthreats. We regularly review our cybersecurity solutions, policies and processes, particularly as cybersecurity risks grow and evolve in volume and sophistication.

BlackBerry protects our business against cyberattacks through comprehensive internal controls and technology solutions. We use BlackBerry and third-party cybersecurity solutions for multi-factor identity and access management, phishing defense, runtime protection, and much

more. Our SOC team performs proactive threat hunting to develop hypotheses about potential threats and detect threats. We train and test our employees on how to identify, report, and safeguard against potential cyberthreats. We also require suppliers to meet specific cybersecurity requirements.

BlackBerry products and operations have been designed, since day one, with cybersecurity baked in. Our “bake it in, don’t bolt it on” approach means our products are hardened against cyberattacks and are the most secure in the industry.

BlackBerry has extensive infrastructure, processes, and policies for supply chain risk management, which cover the entire lifecycle of our products, from development to in-life. Components of our practices include Static Analysis, OSS tracking, CVE vulnerability management, Binary Scanning, comprehensive SBOM management, and more.

BlackBerry products are assessed and certified by governments and industry bodies around the world, for their ability to meet extensive cybersecurity requirements. BlackBerry has achieved a significant number of cybersecurity certifications, which can be viewed at [BlackBerry.com/Certifications](https://www.blackberry.com/Certifications).

We believe public-private sector collaboration is critical to cybersecurity. We regularly discuss cybersecurity with governments and industry, and partner with organizations such as [CISA](#) and [NIST](#).

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In today’s highly digitized world, critical infrastructure and National Critical Functions – including transportation, telecommunications, healthcare, energy, financial services, food and water supply, and more – have never been at greater risk of cyberattacks. This is why collective, collaborative, public-private partnerships are so important, and why BlackBerry prioritizes lending our talent to such initiatives.

John Chen
Executive Chairman & CEO, BlackBerry

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Appendix

Sources

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- 2 *New perspectives on internet electricity use in 2030*; Anders S.G. Andrae Huawei Technologies Sweden AB, Kista, Sweden, Engineering and Applied Science Letter Vol. 3 (2020), Issue 2, pp. 19 – 3 and *Between 10 and 20% of electricity consumption from the ICT sector in 2030?*, Enerdata
- 3 [CDC, Access to Clean Water, Sanitation, Hygiene](#)
- 4 *A Security Threat Assessment of Global Climate Change*; The National Security, Military, and Intelligence Panel on Climate Change (NSMIP); February 2020
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- 7 *Climate Change 2013: The Physical Science Basis*; Intergovernmental Panel on Climate Change
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- 10 *Poor Cybersecurity Makes Water a Weak Link in Critical Infrastructure*; WSCC and the Water Information Sharing and Analysis Center (WaterISAC); RADM (Ret) Mark Montgomery, CCTI Senior Director and Senior Fellow Trevor Logan; November 18, 2021
- 11 *How Long Does It Take to Get Water?*; Unicef: Water & Sanitation; Malcolm G. Farley; March 1, 2018
- 12 *Building leadership skills through volunteerism*; 2016 Deloitte Impact Survey

Appendix (cont'd)

Footnotes

A. This report has been informed by the following five GRI indicators. The reported GHG emissions have been publicly disclosed to CDP.

GRI Standard and Sub-category Energy	Indicator Number 302-1	Indicator Description Energy consumption within the organization			
DETAILS OF BLACKBERRY'S DISCLOSURE					
Total non-renewable energy consumed by fuel type, measured in megawatt hour (MWh)					
TOTAL (MWh)	2016	2017	2018	2019	2020
	147,604	104,807	73,567	64,103	49,674
Natural gas	22,763	16,914	13,629	12,370	11,183
Diesel/Gas oil	2,585	1,282	900	863	514
Jet Kerosene	3,382	4,870	5,352	4,321	820
Motor gasoline	286	155	102	88	44
Other: Heating Oil	904	---	---	---	---
Electricity	117,684	81,586	53,584	46,461	37,113
Total non-renewable energy consumed by fuel type, measured in Gigajoules (GJ)					
TOTAL (GJ)	2016	2017	2018	2019	2020
	531,374	377,305	264,840	230,771	178,828
Natural gas	81,947	60,890	49,064	44,532	40,261
Diesel/Gas oil	9,306	4,615	3,240	3,107	1,851
Jet Kerosene	12,175	17,532	19,267	15,556	2,950
Motor gasoline	1,030	558	367	317	159
Other: Heating Oil	3,254	---	---	---	---
Electricity	423,662	293,710	192,902	167,260	133,607

Total energy consumption is based on non-renewable sources. No renewable sources were used in the reported values.

Some energy data is based on consumption estimates. BlackBerry is continuing to refine methodologies to reduce measurement uncertainties.

Full details regarding the source of the emission factors used are described in BlackBerry's CDP filings.

Please refer to the CDP response for details on standards, methodologies, and assumptions used to calculate the indicator value.

GRI Standard and Sub-category Emissions	Indicator Number 305-1	Indicator Description Direct (Scope 1) GHG emissions			
DETAILS OF BLACKBERRY'S DISCLOSURE					
Scope 1 emissions are measured in metric tons of carbon dioxide equivalents (CO2e)					
Scope 1 TOTAL SCOPE 1	2016	2017	2018	2019	2020
	6,748	5,091	4,158	3,658	2,476
Emissions from Stationary Fuel Use (Natural Gas)	4,170	3,095	2,492	2,263	2,067
Emissions from Stationary Fuel Use (Heating Oil)	289	0	0	0	0
Emissions from Stationary Fuel Use (Generators)	157	142	123	150	88
Emissions from Corporate Jets	857	1,233	1,355	1,094	208
Emissions from Company Owned Vehicles	616	243	116	79	42
Emissions from Refrigerant Leaks (Fugitive Emissions)	659	378	72	72	72

The base year for the data is 2008. Some energy and emission data is based on consumption estimates. BlackBerry is continuing to refine methodologies to reduce measurement uncertainties. BlackBerry had no biogenic CO2 emissions for the reporting period.

Full details regarding the source of the emission factors used are described in BlackBerry's CDP filings.

Appendix (cont'd)

Footnotes

GRI Standard and Sub-category Emissions	Indicator Number 305-2	Indicator Description Energy indirect (Scope 2) GHG emissions			
DETAILS OF BLACKBERRY'S DISCLOSURE					
Scope 2 emissions are measured in metric tons of carbon dioxide equivalents (CO2e)					
	2016	2017	2018	2019	2020
TOTAL SCOPE 2 EMISSIONS (Location-based)	23,301	13,371	3,708	3,906	3,293
TOTAL SCOPE 2 EMISSIONS (Market-based, where available)	24,525	13,406	4,145	4,246	3,611

GRI Standard and Sub-category Emissions	Indicator Number 305-3	Indicator Description Other Indirect (Scope 3) GHG emissions			
DETAILS OF BLACKBERRY'S DISCLOSURE					
Scope 3 emissions are measured in metric tons of carbon dioxide equivalents (CO2e)					
	2016	2017	2018	2019	2020
TOTAL SCOPE 3 EMISSIONS	7,065	5,191	5,306	5,772	1,602
Fuel & Energy Related Activities (Electricity transmission & distribution losses)	1,152	1,236	878	853	463
Total Scope 3 – Business Travel	5,913	3,955	4,428	4,919	1,139
Business Travel Vehicle Rentals	296	241	238	382	135
Expensed Mileage	926	568	564	650	181
Rail Travel	14	33	26	8	2
Commercial Air Travel	4,677	3,113	3600	3,879	821

The base year for the data is 2008. Some energy and emission data is based on consumption estimates. BlackBerry is continuing to refine our methodologies to reduce measurement uncertainties. BlackBerry had no biogenic CO2 emissions for the reporting period.

Full details regarding the source of the emission factors used are described in BlackBerry's CDP filings.

GRI Standard and Sub-category Occupational Health and Safety	Indicator Number 403-2	Indicator Description Hazard identification, risk assessment, and incident investigation			
DETAILS OF BLACKBERRY'S DISCLOSURE					
Keeping employees healthy & safe is measured by incidents reported.					
	Location	Proactive Incident Rate	Total Recordable Incident Rate	Lost Day Rate	Occ Disease Rate
FY19	Global	0.76	0.37	0.66	0.00
	Canada	1.28	0.57	1.02	0.00
	EMEA	0.00	0.00	0.00	0.00
	APAC	0.00	0.00	0.00	0.00
	LATAM	0.00	0.00	0.00	0.00
	US	0.00	0.12	0.25	0.00
FY20	Global	0.38	0.12	1.63	0.00
	Canada	0.77	0.24	3.26	0.00
	EMEA	0.00	0.00	0.00	0.00
	APAC	0.00	0.00	0.00	0.00
	LATAM	0.00	0.00	0.00	0.00
	US	0.00	0.00	0.00	0.00

The data includes independent contractors working at BlackBerry facilities. Independent contractors are individuals that own independent businesses and BlackBerry has hired full-time.

Rates are calculated based on 200,000 hours worked.

"Days" refers to calendar days. "Lost days" begin on the first day missed after the injury day. Absentee days are not reported on and, thus, have not been subject to external assurance.

Incident types included in the aggregated calculation of lost time rates are: a) medical aid required b) first aid required c) injury – no treatment required. Musculoskeletal disorders are reported as injuries. Injuries requiring only first aid treatment are excluded. Commuting accidents are included when required by local legislation. No fatalities were experienced.

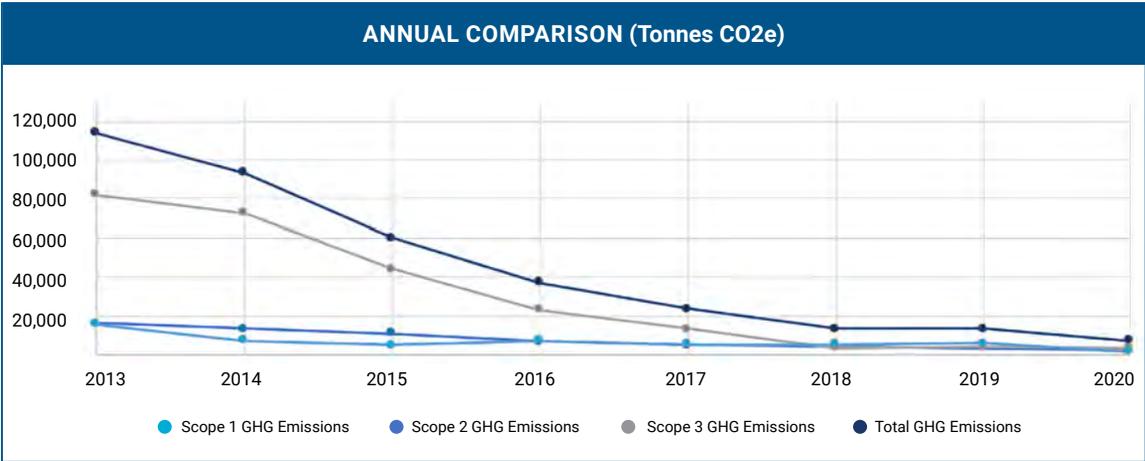
BlackBerry records and reports incident statistics using the [International Labour Organization \(ILO\) Code of Practice](#), with the following exceptions:

- Incident, frequency, and severity rates are reported globally and by region only
- Lost time incidents are recorded by the total number of incidents and the total number of days lost

Appendix (cont'd)

Footnotes

- B. BlackBerry GHG emissions reductions since 2013:
 - Scope 1: 12,515 tonnes
 - Scope 2: 77,915 tonnes
 - Scope 3: 10,091 tonnes
 - Remaining, which have been offset: 13,336 tonnes



- C. BlackBerry Radar data is stored in the cloud, but the solution includes a hardware component.



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