

NOTICE OF SETTLEMENT APPROVAL AND CLASS COUNSEL FEE APPROVAL ORDER

Parker v BlackBerry Limited, Court File No. 17-71659

This is a formal Notice, approved by the Ontario Superior Court of Justice

TO: All persons in Canada who were employees and/or dependent contractors of BlackBerry Limited (“BlackBerry”), who worked for BlackBerry in Canada, and who were offered and accepted employment with the Ford Motor Company of Canada (“Ford”) between January 1, 2017 and April 30, 2017, while excluding BlackBerry employees who filed a complaint pursuant to section 96 of the *Employment Standards Act, 2000* seeking termination pay and/or severance pay and did not withdraw that complaint within two weeks (the “**Class Members**”).

SETTLEMENT APPROVED

The Representative Plaintiff and BlackBerry (the “**Parties**”) reached a settlement of the Class Action, which was approved by the Court on July 30, 2025.

WHAT SETTLEMENT HAS BEEN REACHED?

The Parties have reached a settlement for a total, all-inclusive payment of CDN \$4 million (the “**Gross Settlement Funds**”) in full and final settlement of all claims against BlackBerry (including in respect of legal costs, interest, and administration expenses). BlackBerry will receive releases on behalf of the Class Members, and the Class Action will be dismissed.

BlackBerry expressly denies any wrongdoing or liability.

The Gross Settlement Funds, plus any interest, and less Class Counsel’s fees, disbursements, honoraria for the four instructing Class Members, administration expenses, and applicable taxes, will be distributed to eligible Class Members (“**Net Settlement Funds**”).

The amount paid to Class Members will be paid in respect of general damages, meaning that it is non-taxable.

WHO QUALIFIES FOR COMPENSATION?

Class Members who did not opt out of the Class Action, and who completed at least three months of service with BlackBerry, qualify for compensation.

WHAT HAPPENS TO THE SETTLEMENT MONEY?

The Court has approved the following method of distributing the settlement funds.

After the allocation to legal fees (\$1.9 million in legal fees, disbursements, and administrative costs for distributing the settlement funds) and the allocation to the honoraria (\$15,000.00 for the

Representative Plaintiff and \$5,000.00 for each of the three other instructing Class Members, totaling \$30,000.00), there will be \$2,070,000.00 to distribute to Class Members as Settlement Funds. The \$2,070,000.00 will be paid taking into account Class Members' years of service with BlackBerry as of February 28, 2017, allocated as follows:

- 1) Class Members with less than 3 months' service will not receive any settlement funds
- 2) The remaining Class Members will be divided into two tiers:
 - a. Tier 1: Class Members with less than 5 years' service
 - b. Tier 2: Class Members with 5 or more years' service
- 3) The Payment will be made in two installments. The first installment will be paid as follows:
 - a. Tier 1: \$400 per complete or partial year of service
 - b. Tier 2: \$800 per complete or partial year of service
- 4) The balance of the Settlement Funds following the first installment payments will be referred to as a "Holdback". Class Counsel estimates that the Holdback should be approximately \$212,248.77 plus interest. Once the first installments are paid to all eligible Class Members who have completed the Claim Administration Form, but not later than March 2, 2026, the entire Holdback will be distributed as a second installment to eligible Class Members who have completed a Claim Administration Form as follows:
 - a. The Holdback shall be paid on a prorated basis to all Class Members in the same proportion as the first installment
 - b. The Holdback for each Class Member shall be calculated as follows:
 - i. The Holdback amount will be divided by half the cumulative sum of the total years of service of all Tier 1 Class Members and the full cumulative sum of all Tier 2 Class Members (hereinafter referred to as the "Holdback Multiplier")
 - ii. Each Class Member shall receive:
 1. Tier 1: the Holdback Multiplier times half of their years of service (including partial years of service)
 2. Tier 2: the Holdback Multiplier times their years of service (including partial years of service)

WHAT DO CLASS MEMBERS NEED TO DO TO RECEIVE COMPENSATION UNDER THE SETTLEMENT AGREEMENT?

Confirm your participation in the settlement

Confirm your participation in the settlement by completing a Claim Administration Form, which will confirm your length of service with BlackBerry and your contact details. Class Members will receive a Cover Letter from Nelligan Law which will provide instructions for completing the Claim Administration Form.

You must submit your Claim Administration Form by December 31, 2025.

If you do not submit your Claim Administration Form by December 31, 2025, you will not receive compensation from the settlement.

Class Members are bound by the settlement and have released any legal claim they may have against BlackBerry for the same subject matter as this Class Action.

FOR MORE INFORMATION

Further information is available at: <https://nelliganlaw.ca/class-actions/blackberry/>

You can also contact Class Counsel at:

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This Notice is only a summary. More details can be found on the Long Form Notice (<https://nelliganlaw.ca/wp-content/uploads/2025/09/Long-Form-Notice-of-Approval.pdf>) and on Class Counsel's website, hyperlinked above.