

## BACKBLAZE, INC.

### WHISTLEBLOWER POLICY

(Adopted on April 22, 2021)

Backblaze, Inc. (the “*Company*”) is committed to maintaining high standards of financial integrity. The Company, as well as the Board of Directors of the Company (the “*Board*”) and the Audit Committee (the “*Audit Committee*”), takes very seriously all complaints and concerns regarding financial, accounting, internal accounting controls, auditing and other legal matters. The Company’s business, financial and operational information guides the decisions of the Board and management and is relied upon by the Company’s stockholders, employees and business partners. The Company’s policies and practices have been developed to maintain the highest business, legal and ethical standards.

For these reasons, the Company must maintain a workplace environment where all employees of the Company and each of its direct and indirect subsidiaries can raise concerns free of any harassment, discrimination or retaliation if they reasonably believe that they are aware of: (1) questionable accounting, internal accounting controls or auditing matters, (2) the reporting of fraudulent financial information of or by the Company, (3) violations of securities laws or other laws, rules and regulations, or (4) any activities or transactions that appear to violate the Company’s Code of Business Conduct and Ethics or the Company’s Code of Ethics for Senior Financial Officers. Employees should report those concerns as soon as possible after discovery. The Company strives to encourage open communication so that such concerns may be raised without fear of retaliation in any manner.

Accordingly, the Company, with the oversight of the Audit Committee, shall establish the following procedures for:

- The receipt, retention and treatment of complaints regarding accounting, internal accounting controls or auditing matters; and
- The submission by employees (confidentially and anonymously, if they wish, in the United States, and in any other jurisdiction to the fullest extent legally permitted in such other jurisdiction), and the appropriate treatment, of concerns regarding accounting or auditing matters they believe to be questionable or violations of the Company’s Code of Business Conduct and Ethics, the U.S. federal securities laws or other state and federal laws, or the Company’s Anti-Corruption Policy, including the Foreign Corrupt Practices Act (the “*FCPA*”) or similar laws.

The Company may modify this policy at any time without notice and is committed to continuously reviewing and updating its policies and procedures. Modification may be necessary to, among other reasons, maintain compliance with applicable laws, rules and regulations and to accommodate organizational changes.

## **A. Matters that Must be Reported**

Employees must immediately report and submit complaints regarding potential violations of the Company's Code of Business Conduct and Ethics, the Company's Code of Ethics for Senior Financial Officers and other applicable laws impacting the Company or its business. Employees must also immediately report and submit complaints of accounting, auditing and other legal matters for which there is actual or suspected:

- Intentional error, fraud or gross negligence in the preparation, review or audit of any of the financial statements of the Company;
- Material or intentional error or omissions, fraud or gross negligence in the disclosure of information or recording of transactions of the Company;
- Failure of, or noncompliance with, or significant deficiencies or material weaknesses in, the internal controls over financial reporting or disclosure controls of the Company;
- Violations of U.S. Securities and Exchange Commission (the "**SEC**") rules and regulations, including any violations that are related to securities laws or accounting, internal accounting controls and auditing matters;
- Fraud against investors, securities fraud, mail or wire fraud, bank fraud or fraudulent statements to management, outside auditors, the SEC or members of the investing public; or
- Violations of the Company's Insider Trading Policy, the U.S. federal securities laws or the Company's Anti-Corruption Policy, including the FCPA or similar laws.

Failure to report these matters may result in disciplinary action, up to and including termination. References to the Company include the Company's direct and indirect subsidiaries.

Timeliness is critical because, as with all investigations, evidential matter may deteriorate, disappear or otherwise become harder to discover or less useful as time passes. Employees should provide as much detail as possible regarding dates, times, places, names of people involved in any way, actions or inactions, statements made or the identity of other evidential matter.

## **B. Receipt of Complaints**

1. Non-employees should submit complaints regarding accounting, internal accounting controls or auditing matters by mail to Backblaze, Inc., Attention: General Counsel, 500 Ben Franklin Court, San Mateo, CA 94401 (or the Company's primary address as may be updated from time to time on the Company's website).

2. Employees must submit concerns regarding accounting, internal accounting controls, or auditing matters they believe to be questionable (confidentially and anonymously, if they wish, in the United States, and in any other jurisdiction to the fullest extent legally permitted in such other jurisdiction) in one of the following ways:

- Via email to the Company’s General Counsel at [GeneralCounsel@backblaze.com](mailto:GeneralCounsel@backblaze.com);
- Via email to the Audit Committee at [AuditCommittee@backblaze.com](mailto:AuditCommittee@backblaze.com);
- Via a third party hosted toll-free telephone hotline: 888-586-1069
- Via web portal at <https://www.whistleblowerservices.com/blze>; or
- Via regular mail to Backblaze, Inc., Attention: General Counsel, 500 Ben Franklin Court, San Mateo, CA 94401.

3. The methods of submitting complaints shall be published on the Company’s external and internal websites in such manner as the General Counsel, with the oversight of the Audit Committee, deems appropriate. It shall be emphasized to employees that each of the methods of submitting complaints listed above may be used anonymously and that such complaints shall be treated confidentially. The Company will periodically confirm that the email addresses and third party hotline number listed in Section 2 above are functioning as intended.

4. Except for complaints sent directly to the Audit Committee, all complaints will be forwarded to the General Counsel for coordination of their treatment as set forth below.

### **C. Treatment of Complaints**

1. All complaints received shall be entered on a log by the Legal Department, which shall include, among other things: (a) information regarding the date the complaint was received, (b) a description of the complaint, (c) the submitter (if provided), and (d) the status and disposition of an investigation of the complaint. Receipt of the complaint will be acknowledged to the sender, within a reasonable period following receipt, if appropriate information for response is supplied.

2. All accounting and auditing complaints received shall be entered on an accounting and auditing matters log and forwarded to the General Counsel and Chairperson of the Audit Committee. Non-accounting or non-auditing complaints shall be logged separately and shall be forwarded to the appropriate person or department for investigation (e.g., Human Resources), unless the General Counsel deems other treatment is necessary (e.g., such complaint involves a finance employee or an executive officer).

3. With respect to complaints not initially directed to the Audit Committee, the General Counsel will report immediately to the Audit Committee: (i) matters related to violations or potential violations of the Company’s Anti-Corruption Policy, including the FCPA or similar laws, (ii) matters associated with the Company’s revenue recognition policies or which involve accounting, internal accounting controls and auditing matters, (iii) matters related to the Company’s executive officers, and (iv) such other matters as the General Counsel deems significant. The Audit Committee may direct and oversee an investigation of such complaints, as well as any complaints initially directed to the Audit Committee, as it determines to be appropriate. The Audit Committee may also delegate the oversight and investigation of such complaints to the appropriate members of the Company’s management.

4. All other complaints shall be reviewed under the direction and oversight of the General Counsel, who will involve such other parties (e.g., members of the Company's Finance Department or outside advisors) as deemed appropriate. The General Counsel shall provide the Audit Committee with a quarterly report of all accounting or auditing complaints received and an update of pending investigations.

5. Confidentiality shall be maintained to the fullest extent possible, consistent with the need to conduct an adequate review. Access to reports and records of complaints may be granted to regulatory agencies and other parties, including the Company's independent auditor, at the discretion of the Audit Committee or General Counsel. Documents that are covered by the attorney-client communication and/or work-product privileges should not be disclosed unless the General Counsel has consented in writing to a waiver of privilege.

6. It is the intent to take prompt and appropriate corrective action as determined with respect to the particular facts-and-circumstances. An employee may be subject to disciplinary action, which may include the termination of his or her employment, if the employee fails to fully cooperate in an investigation or provides false or misleading information during an investigation. The specific action that will be taken in response to a report will depend on the nature and gravity of the conduct or circumstances reported and the quality of the information provided. Where questionable accounting, internal accounting controls or auditing matters or the reporting of fraudulent financial information is verified, corrective action will be taken and, if appropriate, the persons responsible will be disciplined.

7. Reprisal, threats, retribution or retaliation in any way against any person who has in good faith made a complaint or reported a concern, or against any person who assists in any investigation or process with respect to such a complaint or concern, is prohibited. Employees who believe that they have been subjected to any discrimination, retaliation or harassment for having submitted a complaint regarding questionable accounting, internal accounting controls or auditing matters, or the reporting of fraudulent financial information under this policy, or participating in an investigation relating to such a complaint, should immediately report the concern to the General Counsel or to the Audit Committee Chairperson. If such a complaint is substantiated after appropriate investigation, appropriate disciplinary action will be taken, up to and including termination of employment for those individuals that engaged in the harassment or retaliation.

8. The General Counsel or Audit Committee will report the results of any investigation regarding a complaint, including any corrective actions taken, to the person making the complaint, if appropriate information for response was supplied, maintaining the anonymity of the person making the complaint to the fullest extent possible.

#### **D. Retention of Complaints**

The General Counsel shall retain bona fide written complaints that could substantially impact the Company or its business (excluding ordinary course product, security or privacy matters), the accounting and auditing matters log, the non-accounting or non-auditing matters log, and all related documentation as required under applicable law.

#### **E. Additional Enforcement Information**

The Company endeavors to operate on a highly transparent basis, and the Company wants to be made aware of alleged wrongdoings and to address them as soon as possible. The Company encourages employees or other third parties to first address any concerns by following the procedures outlined herein for reporting to or through the Company, so that the Company may conduct its own internal investigation and take corrective action as quickly as possible. However, nothing in this Policy is intended to prevent any employee or other third party from directly reporting information to law enforcement agencies when such person has reasonable cause to believe that the violation of a law or regulation has occurred. A report to law enforcement agencies may be made instead of, or in addition to, a report directly to the Company through its management or the Company's reporting hotline. The Company also reserves the right to self-report certain matters to government or other agencies.

#### **F. Modification**

The Company, with the approval of the Company's Board of Directors or Nominating and Corporate Governance Committee, may modify this policy at any time. Modification may be necessary, among other reasons, to maintain compliance with applicable laws, rules and regulations and to accommodate organizational changes.