



BARRICK GOLD CORPORATION

2021 Annual Report to

The Voluntary Principles on Security and Human Rights

Introduction

Barrick Gold Corporation (hereinafter referred to as “Barrick” or “the Company”) began to implement the Voluntary Principles on Security and Human Rights (hereinafter referred to as the “Voluntary Principles” or the “VPs”) in 2007 and became a formal member of the Voluntary Principles Initiative (VPI) in 2010.

Barrick manages gold operations in the United States, Canada, Tanzania, Mali, Democratic Republic of Congo, Côte d’Ivoire, Dominican Republic, and Argentina, while its gold operation in Papua New Guinea has been placed on temporary care and maintenance. The Company is also the operator of copper mines in the Kingdom of Saudi Arabia and Zambia.

This is the Company’s eleventh report to the VPI Plenary. As per the amendments to the Governance Rules regarding annual reports, this constitutes a Full Report that is required to be submitted every three years.

A. Commitment to the Voluntary Principles

1. Statement of commitment or endorsement of the Voluntary Principles.

“Implementing and embedding the Voluntary Principles in our operations not only enables Barrick to meet the requirements of our own policies, including the Code of Business Conduct and Ethics, but also provides an effective way to secure our sites and minimise the risk of disruption to operations through building relationships with local communities based on trust and dialogue.”

– Mark Bristow, President & CEO Barrick Gold

Barrick operates across a diverse range of countries where we are part of the society’s fabric and we know that our activities and those with whom we do business, can both promote and negatively impact human rights. Barrick acknowledges our responsibility and the opportunity we have to contribute positive human rights impacts on people around the world. The Company is committed to high standards across sustainability and to running a safe, responsible, and profitable business. Our commitment to the VPs is the foundation of our [Human Rights Policy](#), a key pillar in our Sustainability objectives and permeates every aspect of our operations from supply chain through to community engagement. Our commitment, as outlined and integrated in our policies, is distributed, implemented and managed across Barrick operated sites through various mechanisms including formal training, assessments, and accountability at all levels from our Executive Committee through to our operational staff. The Company also incorporates the VPs into our core security-related processes and contracts.

Barrick remains strongly committed to implementing the Voluntary Principles across all higher risk sites that it operates despite the continued travel and operational disruptions caused by the Covid-19 pandemic. A commitment to strive to act in accordance with the Voluntary Principles on Security and Human Rights is outlined in Barrick’s Human Rights Policy, signed by Barrick’s President and Chief Executive Officer (“CEO”). All Barrick operated sites have adopted the Human Rights Policy and employees and contractors are informed about the policy during site induction.

Barrick continues to adopt and implement the World Gold Council’s Conflict Free Gold Standard to provide confidence that gold and gold-bearing materials are produced by Barrick in a manner that does not cause,

support or benefit unlawful armed conflict, or contribute to serious human rights abuses or breaches of international humanitarian law. Barrick reported on its conformance to the Conflict-Free Gold standard and its corporate Conflict-Free Gold Policy in its [2021 Conflict-Free Gold Report](#).

In 2020, Barrick's Voluntary Principles standards and related procedures were revised to ensure alignment with the latest international guidelines, principles related to security and human rights and findings from past VP compliance assessments. The procedures were also cross referenced with International Council on Metals and Mining (ICMM), International Finance Corporation (IFC), UNICEF, International Committee of the Red Cross (ICRC), and International Petroleum Industry Environmental Conservation Association (IPIECA) guidance for the implementation of the VPs; and industry best practice. The procedures were also simplified and aligned with the Human Rights Policy and procedures to facilitate site adoption, based on engagement with the Sustainability, Legal and Security Departments.

Overarching responsibility for VPSHR implementation falls under the Group Sustainability Executive and the Senior Vice President of Business Assurance, Risk and Business Integrity, the latter being accountable to the Board through the Board's Audit & Risk Committee. Additional reporting and accountability to the Board is carried out through the Environmental, Social, Governance and Nominating Committee by the Group Sustainability Executive and the CEO. Implementation responsibility at corporate level is managed by Sustainability and Business Integrity personnel. Day-to-day implementation is led by the Security department at a site level.

Engagement in the VPI

In 2021, Barrick's Group Sustainability Executive participated in the Voluntary Principles on Security and Human Rights plenary and Corporate Pillar meetings. Barrick continued to participate in the meetings of the ICMM, the Security and Human Rights Working Group, and the World Gold Council.

Barrick reports on its progress against the VPSHR annually and is available to answer questions from fellow members or observers related to our VPSHR implementation. Barrick did not receive any information requests from any other VPSHR member over the past year.

Following a complaint made by an NGO to the LBMA prior to Barrick assuming operational control at North Mara, the mine was subject to an independent review of its management of and plans for, security and human rights issues and related risks, related to infiltration and trespassing incidents and community disorder. The review was carried out in Q4 2019 at the request of precious metal refiner MMTC-PAMP and was based on the OECD Due Diligence Guidance for Responsible Supply Chain Minerals from Conflict Affected and High-Risk Areas and the LBMA Responsible Gold Guidance. A follow up review was conducted from 31 January to 03 February 2022 which revealed significant improvements in managing security and human rights related risks at the mine site.

Transparency

Barrick's commitment to the VPs is communicated throughout the company website and in its annual Sustainability Report. The website contains a dedicated section on human rights and provides up to date information on VPSHR implementation. See <https://www.barrick.com/English/sustainability/human-rights/default.aspx#security>

In 2021 Barrick reported publicly on its VPSHR related initiatives and ongoing assessments in its [Human Rights Report](#).

2. Promotion of the VPs throughout the organization

Barrick's VPSHR Standard requires that all contracts with private security include acceptance and implementation of the VPSHR requirements (see section 7 for more detailed information). Barrick's VPSHR Standard also requires that all security employees and contractors complete human rights and security training prior to beginning work. In 2021, a new online VPSHR training program was rolled out to some of our higher risk sites, along with in-person train-the-trainer workshops for select security personnel. At sites where we have a memorandum of understanding (MoU) in place with local police, we carry out human rights and security awareness sessions with police officers. We have MoUs in Cote d'Ivoire, Democratic Republic of Congo, Dominican Republic, Mali, Papua New Guinea, Peru, Tanzania and Zambia. The training covers the same topics as those covered with private security personnel. In 2021, Barrick provided human rights and security training to 2,269 security personnel, including public security, across our operations. See Section 4 for further details on content of the training program.

In 2021 Barrick also rolled out online human rights training at select sites. The training focuses on how each department can identify, prevent and mitigate negative human rights impacts in their day-to-day operations. In person participatory workshops were also carried out with department managers and supervisors at some of our higher risk mine sites. The workshops included interactive exercises such as role plays, case study analysis, and disorienting dilemmas to encourage participants to examine their own beliefs, understandings, and assumptions, adopt new skills and explore new ways of doing this.



Figure 1 - VPSHR Training with Public and Private Security at Kibali, DRC

3. Promotion and advancement of the VPSHR internationally

All Barrick sites actively promote the VPSHR with their private security contractors and public security personnel through training and/or contractual requirements. At Pueblo Viejo in the Dominican Republic, the Security department engages with its business partner to ensure that security personnel at the Power Plant are aware of, and comply with, the VPSHR.

There has been limited in-person engagement with external stakeholders and industry peers on the VPSHR since the start of the Covid-19 pandemic. However, the Security Manager at Loulo has met with Security Managers at two other mines in Mali to discuss VPSHR implementation and promote training initiatives.

Similarly, engagement with local community members about security arrangements and the VPSHR was minimal over the past year due to ongoing Covid-19 restrictions in the countries of operation. In Q4 2021 North Mara invited a group of human rights focused NGOs to meet with mine management and discuss the mine's sustainability philosophy and changes to security at site. Mine personnel met with the NGOs on 25 January 2022, including Voluntary Services Overseas (VSO), Lawyers Environmental Action Team (LEAT), Business and Human Rights Tanzania (BHRT), Legal and Human Rights Centre (LHRC), and International Peace Information Service (IPIS). This was the first of its kind and was largely welcomed by the NGOs and it is something we will continue to improve the transparency of our performance. See Section 10 for more information on engagement with local communities at other operations.

B. Policies, Procedures, and Related Activities

4. Relevant policies, procedures, and/or guidelines (or any changes thereof from the previous reporting year) to implement the Voluntary Principles.

The updated VPSHR Standard and related procedures were reviewed and approved by the Group Sustainability Executive, the Senior Vice President, Business Assurance, Risk and Business Integrity and Legal Groups in 2020. The updated Standard and related procedures were discussed with the Barrick Executive Committee, including the Regional Chief Operating Officers, and how the Standard and procedures would be implemented across the group and at the operations. They were rolled out in 2021 at North Mara, Bulyanhulu, Lumwana, Loulo-Goukoto, Kibali and Pueblo Viejo. Security Managers at each of these sites attended an online webinar about the updated Standard and procedures and live training was conducted in high-risk jurisdictions and departments that are materially affected by and use these procedures. Barrick security and human rights related procedures are also included in the online VPSHR training course for security personnel.

The online training program includes five modules: human rights, use of force, vulnerable peoples, arrest and detention, and corruption. All guards must receive a passing grade of 80% to begin or continue work. In addition, each site reviews key concepts related to its specific security and human rights related policies and procedures during daily shift changes.

5. *Company procedure to conduct security and human rights risk assessments, and integrate findings.*

Barrick's VPSHR Standard includes guidance on how sites should conduct their risk assessments to ensure they consider the security and human rights risks that may impact community members (with a special emphasis on vulnerable populations such as women and children), employees and other stakeholders. As per the VPSHR criteria, the risk assessments must consider the socio-economic and political context of the operations, potential for violence and conflict, the reputation of public and private security, and any risks related to donations or equipment provided to public security.

The risk assessment must be conducted using the Barrick Formal Risk Assessment Procedure and include a Risk Modification Plan that outlines specific options to address the identified security risks, along with the advantages and disadvantages of each option. The risk assessment must also include assigned responsibilities and deadlines for each action. Risk assessments must include sign off by Security, Community Relations Managers and the General Manager. All risk assessments are reviewed and collated at Group level and reporting of significant risks is made at the Board level through the Audit and Risk Committee. All high- risk sites must conduct a risk assessment annually, and medium risk sites must conduct a risk assessment every two years (unless there is a significant change in scope to the operation or operating context in which case the risk assessment should be conducted more frequently).

Barrick continues to conduct its third-party Voluntary Principles Training and Human Rights Risks Assessments. In 2021, third party assessments were carried out at Bulyanhulu, North Mara, Kibali, Loulo-Goukoto and Pueblo Viejo.

6. *Company procedure or mechanism to report security-related incidents with human rights implications by public/private security forces relating to the company's activities*

Barrick's Human Rights Reporting Procedure provides sites with detailed guidance on how to effectively report human right impacts or allegations (including when, how and to whom). Once a potential human rights violation is reported to designated local management, the reporting contact must within twenty-four (24) hours of becoming aware of the report notify the Head Country In-House Legal Counsel or the General Counsel. Following the report of a potential human rights violation, the General Counsel will promptly alert the President and other relevant personnel as the General Counsel deems appropriate under the circumstances.

Barrick employees, contractors and any third party can report potential violations of our Human Rights Policy or Code of Business Conduct and Ethics and Human Rights concerns confidentially, anonymously and without retaliation through several channels including our global hotline which is operated by an independent provider.

We treat all breaches seriously. All reported breaches are assessed, and investigations are conducted as appropriate. Barrick maintains a stringent no retaliation policy which serves to protect any reporter making an allegation in good faith. We also monitor and track cases reported, which enables us to identify potential trends and act, such as providing additional training at a site or function level to reduce the risk of recurrence. There were no human rights and security related complaints submitted via the Barrick hotline in 2021.

All sites have an operational-level grievance mechanism that external stakeholders can access to report any complaints related to security, including public security contracted by the mine site. Investigations of potential human rights violations are carried out in accordance with Barrick's Human Rights Investigation Procedure (see Section 8 below).

7. Company procedure to consider the Voluntary Principles in entering into relations with private security providers

Barrick's VPSHR Standard includes guidance on vetting private security providers. The Head of Site Security with support from the Regional/Country Legal Counsel is required to conduct appropriate due diligence checks on all private security contractors for both the parent company and any local affiliates. These checks involve completion of the Barrick due diligence vendor questionnaire that includes a series of questions related to any past accusations of human rights related abuses, company policies and procedures to respect human rights, and processes in place to investigate and remediate human rights related impacts. Barrick uses the WorldCheck database to conduct searches on vendors for regulatory flags, political/governmental connections, international sanctions, links to organized crime and human rights related allegations or violations.

The Head of Site Security must ensure that the private security contract requires the acceptance and implementation of the VPSHR Standards, the United Nations Basic Principles on the Use of Force and Firearms by Law Enforcement Officials and the UN Code of Conduct for Law Enforcement Officials, the Barrick Use of Force Procedure and the Barrick Code of Business Conduct and Ethics and all other relevant Barrick Standards and procedures.

Once contracted, the Head of Site Security must ensure that the private security contractor screens each individual guard who works at the mine site for any prior violent history, any alleged violations of human rights, including children's rights. A Security Pre-Employment Screening tool is provided to all sites. The Head of Site Security must also ensure that all guards receive induction training on security and human rights prior to beginning work. Sites are encouraged to monitor contractor compliance against a set of suggested key performance indicators (e.g. percentage of guards who have received annual refresher training) during regular performance reviews.

8. Company procedure or mechanism to investigate and remediate security related incidents with human rights implications by public/private security forces relating to the company's activities.

Barrick Human Rights Investigation Procedure outlines who is responsible for carrying out an investigation once a human rights allegation has been reported. The Procedure promotes the involvement of the government when investigating incidents involving public security and provides guidance on when to involve the local authorities. Barrick's Investigation Guidance document outlines the investigation process and was designed to be sensitive towards the gender, education, culture and language abilities of those investigated. Barrick applies the 'do no harm' principal to ensure the legal and physical protection of victims of crime and aggrieved parties. No report shall be submitted to state authorities without explicit consent from the victim and personal information should not be disclosed.

The third party VPSHR assessments carried out in 2021 revealed that two of our sites carried out investigations related to allegations of human rights violations by private and public security personnel in 2020. Disciplinary action, including dismissal, was taken in all cases where the investigation found security personnel to have breached company policies, procedures or local laws. In one case a public security officer was removed from the site.

In October 2021 the Provincial Government carried out an eviction of an illegal settlement on the Kibali mining lease. The area was designated as an exclusion zone in 2009 and the government had issued a moratorium on any development in the area. Barrick had notified the government of illegal settlement in the exclusion zone since 2015 but the government failed to act on this. The government planned an eviction in June 2021 as the area was going to be used for expansion. The eviction was postponed, on Barrick's request, so Barrick could help put measures in place to ensure it was carried out recognising international standards. Barrick provided the authorities with logistical support and provided humanitarian assistance to some of the illegal settlers, including preparing the host sites, logistical support, construction materials and access to water. During the evictions there were demonstrations in Durba and reports of disturbance between community members and local law enforcement that resulted in injuries. Two local NGOs have investigated the matter and we are awaiting their reports. Barrick has identified a number of lessons learned following this event. For more see Section C11.

C. Country Implementation

9. Overview of country operations selected for reporting (include any notable changes from the previous reporting year if the same country is being reported this year)

Barrick's Pueblo Viejo (Dominican Republic), Loulo-Goukoto (Mali) and Kibali (Democratic Republic of Congo (DRC)) mines are the focus of this year's report as a thorough external assessment of their compliance with the Voluntary Principles was conducted in 2021. Note that external assessments against the VPSHR were also conducted at North Mara and Bulyanhulu in January 2021 but these sites were reported on in the 2020 Plenary report. This is the first time Kibali and Loulo-Goukoto have been included in the Plenary report as the Barrick VPSHR Standard was formally rolled out to these sites this past year.

10. Engagements with stakeholders on country implementation

At Kibali, the Social Department has communicated to the community the reason why police are present on site, but there has been limited engagement to date on the impact of security arrangements on the community. Going forward the site plans to engage with the community more proactively on this front.

Loulo-Goukoto's Security team has met with the community development committee to discuss the topic of security in the local community. At one meeting, the police and Gendarmes were invited to explain their roles in maintaining law and order in the community and encourage community members to report crime to police and Gendarmes. In addition, any time fences are erected, or roads diverted, the site consults with community representatives on the potential impacts such security arrangements could have on the community. For example, before a fence was built around the pipeline to the TSF, Loulo-Goukoto conducted extensive consultations with the community and contracted a local company to build the fence. The site also contracts local community members as watchmen to guard the perimeter of the mine site and exploration sites on the mining lease. This helps to maintain a positive relationship with the

community by contracting local people as part of the security arrangements and responding to the community's demand for employment.

Pueblo Viejo's engagement with the local community about security arrangements has decreased during the Covid-19 pandemic. Mine site visits were put on hold, so Security did not have its usual venue to communicate with people about its role at the mine site and the company's commitment to respecting human rights. In the past, Security would receive the visitors for 20 minutes and present them with information on the VPSHR, including the history of the VPSHR and related expectations. In the past, the relationship with public security has generated the most interest and this presentation has helped the site to explain what role the police have on site. The site would tell the visitors about the MOU and the conduct they expect from police. They urged community members to report anything they believe is not appropriate conduct. The site also provided an overview of the role of the military on site. The mine site tours resumed midway through 2021 so engagement on the VPSHR is now able to continue.

Pueblo Viejo also engaged with the National Police on the VPSHR when the company requested police support to provide additional security for a planned meeting between the company and the community. Prior to the meeting, the Security team engaged with the national police to review its commitment to, and associated expectations related to the VPSHR, human rights and use of force principles. The site provided an overview of information to the police Commander, and he relayed the information to the group of officers who were present.

11. Voluntary Principles considerations in the selection of private security providers and formulation of contractual agreement with private security providers, as well as an arrangement with public security forces

Private Security

As noted in Section 7, Barrick's VPSHR Standard includes guidance on vetting private security providers. When contracting its private security contractor, Pueblo Viejo screened candidates as per the vendor onboarding standard and found some companies were involved in cases of corruption. These companies were removed from the list of potential candidates. In addition, the Security department researches the candidates' reputations using publicly available information and by obtaining references from other companies. The site's contract with its private security contractor includes required compliance with applicable laws, the Voluntary Principles on Security and Human Rights, and company policies, standards and procedures. Pueblo Viejo conducts all of the screening and VPSHR training for its private security contractor to ensure that it is carried out to Barrick's standards.

Loulo-Goukoto has contracted the same private security provider since 2004. At the time the contractor was selected, the current Barrick vetting process was not in place. The contract also did not include VPSHR requirements as per the current Barrick VPSHR Standard. The site plans to create an amendment to the contract that outlines VPSHR related commitments and expectations. In practice the security contractor obtains an "*enquete de moralite*" (ethics questionnaire) and the "*casier judiciaire*" (criminal record) as background checks for all hired guards. Loulo-Goukoto has also begun training all guards and public security using Barrick's VPSHR training material that was introduced to the site in September.

Kibali has contracted its private security provider since 2013. Similar to Loulo-Goukoto, the current Barrick vetting process was not in place at the time the contract was signed. The current contract states that the contractor shall comply with the United Nations Declaration on Human Rights and shall maintain ethical and human rights policies which implement the VPSHR. Kibali will follow the Barrick vendor vetting process the next time the contract is put out for tender and will incorporate additional VPSHR related requirements when the current contract is renewed in 2022.

Public Security

Pueblo Viejo has signed a cooperation agreement with the Government of the Dominican Republic (acting as an intermediary for the National Police (NP)) that outlines the terms under which Pueblo Viejo will provide support to the NP. The agreement outlines that the NP must comply with all legal obligations, including the “*Ley Institucional de la Policía Nacional No 96-04*”, and international Human Rights standards including the VPSHR, the UN Code of Conduct for Law Enforcement Officials, the UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials. The agreement stipulates that all contributions made must not be used for purposes outside of what has been outlined in the agreement, and if contributions are used for alternative purposes Pueblo Viejo can request the restitution of the contributions. The site does not obtain the background checks on police. However, the site speaks with police commanders on an informal basis to inquire about the backgrounds of the police officers on/near the site. In practice, the site has zero tolerance for police misconduct. As an example, the Security Manager requested that the NP remove a police officer on site who was being rude to mine employees. The NP obliged.

The military must be on site to guard the explosives, as per Dominican law. Pueblo Viejo has signed an MOU with the military stating that the *Ministerio de Fuerzas Armadas* will assure that all military personnel will have undergone training on the International Law Enforcement Principles, Pueblo Viejo’s human rights and security related policies and procedures, and the Use of Force principles, and will certify that they have not breached such principles or international standards. The MOU states the Military will ensure that there is periodic certification that the personnel on site has not committed a single act in violation of the international principles related to human rights, or human rights and security policies and procedures of Pueblo Viejo. The MOU also includes a copy of the VPSHR requirements.

To minimize the risk of public security using excessive force while managing security incidents on site, Pueblo Viejo ensures police and military receive annual UoF training and constant daily briefings regarding Barrick’s expectations. The site has also verified that police have a range of equipment including batons, rubber bullets, tear gas and shields.

Loulo-Goukoto has a Security Protocol agreement in place with the Gendarmerie to provide security to the mine site and exploration sites. The protocol agreement states that the mine operates in conformance with the VPSHR and requires the provider (Gendarmes) to ensure its staff refrain from any acts of physical and mental violence, torture, and excessive use of force.

Kibali has a formal written agreement with the police since 2009. The site has agreed to include under the next set of assignment instructions for the police, a requirement that the police respect human rights, and comply with the UN Basic Principles on the Use of Force and Firearms and the UN Code of Conduct for Law Enforcement Officials. The longer-term objective is to sign an MoU with the national police outlining the conditions under which the police will provide security to Kibali.

Kibali has demonstrated zero tolerance for misconduct by police serving the mine site. For example, in April 2021, one of the police officers contracted to the site became intoxicated, left his post and passed out. The community members took his weapon and gave it to the chief of the village for safekeeping and the chief called the minesite. The police officer was taken to a holding cell overnight and was subsequently removed from service at Kibali.

12. *Examples of supporting outreach, education, and/or training of (i) relevant personnel, (ii) private security, (iii) public security, and/or (iv) civil society (e.g., local NGOs, community groups)*

Private Security

When a guard is hired at Pueblo Viejo, Security conducts a half-day induction training on the VPSHR, the Use of Force and the Security Code of Conduct. During shift changes, the security manager or supervisor will brief the guards and provide additional information regarding how to respect human rights. Pueblo Viejo security personnel also conducts annual VPSHR and human rights training with security guards contracted by joint venture partner, Haina, at the Quisqueya I power plant.

Up until September 2021, guards were provided with an overview of the site's use of force procedure during induction training. Since the roll out of the new Barrick VPSHR training materials, the site has been carrying out more extensive human rights and security and use of force training with its private security personnel.

At Kibali, when guards arrive on site they must complete one week of training which covers the VPSHR, Security Code of Conduct, human rights and the Use of Force. Security personnel complete refresher training every time they return from rotation. Kibali has also adopted the new Barrick VPSHR training materials since they were rolled out in May 2021.

Public Security

At Pueblo Viejo, all police officers who arrive on site must go through a site induction and security induction on the VPSHR and the Use of Force. Pueblo Viejo then carries out refresher training with the officers at least once per year. In the past year the site has also organized information sessions with the officers at the Las Lagunas police station on the VPSHR and Use of Force.

Pueblo Viejo has also recently developed a relationship with the head of the National Police. The Security Manager has held meetings with him to discuss strategic alignment and the provision of support from the police in Monte Plata during meetings with community members about the site's expansion project. The police were asked to provide such support during a meeting held on April 29th 2021 with the community. The day before the meeting the Security held a brief with the commander who then gave a talk to approximately 23 officers on the VPSHR and the UoF to encourage the application of international law enforcement principles. Police fired tear gas and warning shots to disperse an aggressive crowd on April 29th, but there were no allegations made against police regarding excessive use of force or human rights violations.

Since the Barrick VPSHR training was rolled out at Loulo-Gouankoto in May 2021, the Security department has been carrying out human rights and use of force training with police supporting the company's operations.

At Kibali, when police officers arrive on site, they are provided VPSHR training by the Security Manager. They are told any deviation from the expected conduct will result in them being asked to leave the site.



Figure 2 - VPSHR Training with Private and Public Security at Kibali, May 2021



Figure 3 - VPSHR Training with Private and Public Security at Loulo-Goukoto September 2021

13. Company procedure to review progress on implementing the Voluntary Principles at local facilities

According to the Barrick VPSHR Standard, audits against the VPSHR are conducted at higher risk sites annually and at medium risk sites at least once every two (2) years. This conforms to the Voluntary Principles Corporate Pillar Verification Framework requirement that at least 50% of the sites selected for audit each year have actual or potential security and human rights risks. In 2021, four out of the five sites selected for an audit were considered high risk and one site (Pueblo Viejo) was considered medium risk.

In 2021, independent third-party consultant, Avanzar LLC, conducted onsite assessments against Voluntary Principles requirements at Bulyanhulu, North Mara, Kibali, Pueblo Viejo and Loulo-Goukoto. Avanzar evaluates the sites' performance in the areas of demonstrated level of commitment to and accountability for the implementation of the Voluntary Principles; risk assessment; measures taken to promote the Voluntary Principles with private and public security; processes to manage allegations related to security and human rights; and the effectiveness of engagement with external stakeholders both locally and nationally on the Voluntary Principles. The assessments also include an evaluation of how the sites are managing human rights and security risks related to artisanal miners.

Avanzar LLC's Voluntary Principles Assessment is based on the ISO standards for management systems (such as 14000) and on the AA1000 principles for assurance: inclusiveness, materiality, and responsiveness. The assessment protocol is comprised of seven sections or categories of assessment. Company Management, Private Security, Public Security, Engagement with Local Communities/Indigenous Peoples, Legal-Political Setting, Illegal mining/Trespassing, and Potential for violence. The majority of content (5 of the 7 categories) in the template directly tests conformance to the Voluntary Principles and UNICEF's Child Rights and Security Checklist. However, in addition to the

Voluntary Principles, the risk assessment template also draws on Avanzar’s experience in engagement with external stakeholders including local communities, indigenous peoples, and artisanal/small-scale miners (ASM). While the Voluntary Principles do not explicitly refer to interaction with such external stakeholders, the nature and quality of relationships the Company maintains with these groups will have a direct impact on the risk environment the Company will face. This category related ASM to was considered applicable at all of the sites assessed in Africa in 2021.

The external assessments revealed high levels of conformance (70-90%) to the VPSHR in all but one category of assessment at Pueblo Viejo. Engagement with the community on security related issues decreased during the pandemic therefore there was a significant drop in performance in this area. Baseline external assessments carried out at Kibali and Loulo-Goukoto found that both sites were approximately 50% compliant with Barrick’s VPSHR requirements. Loulo-Goukoto demonstrated strong conformance in areas such as commitment to the VPSHR, security and human rights management systems, and community engagement. However, the site needed to conduct regular training with private and public security and strengthen its contractual obligations with public security. Kibali showed strong engagement with private security but needed to increase engagement with the community, public security and other external stakeholders. Both sites demonstrated a good understanding of their security related risks, but must consider human rights related risks in future risk assessments. The compliance rate was much lower at these sites than Pueblo Viejo as the Barrick VPSHR standard was rolled out to the sites just prior to the assessment. Kibali and Loulo-Goukoto were implementing elements of the VPSHR prior to 2021, but this was the first year these former Randgold sites were required to formally adopt and comply with the VPSHR under Barrick management. Since the assessments, all sites have been working to fill the gaps and carry out the recommended actions to bring them into further compliance. Each site has reviewed the assessments and established an action plan to address these gaps within specific timeframes based on the risk associated with each gap.

D. Lessons and Issues

14. Lessons or issues from this reporting year, as well as plans or opportunities to advance the Voluntary Principles for the organization

Lessons Learned

Introducing new Barrick sites to the VPSHR was our priority in 2021. This roll-out came with some challenges, particularly during the ongoing Covid-19 pandemic which placed some restrictions on engagement with external stakeholders and training for personnel. One lesson learned was the benefit of holding in-person VPSHR workshops for security managers and supervisors who are responsible for implementing the VPSHR at the site level. While providing security managers with new policies and procedures can be useful, it can also be overwhelming. Our training workshops, coupled with baseline assessments against the VPSHR, helped the Security teams better understand the importance of the VPSHR and what it means to implement the Principles in practice. It also helped the corporate office tailor materials to the specific sites, so the case studies, scenarios and information provided are most relevant.

Another lesson learned is the importance of ongoing engagement with the community about the site’s security arrangements, particularly regarding the presence of public security. It is common for community

members to perceive that public security stationed around a mine site is there solely to protect the mine rather than the community. Discussions with the community about police presence, their role, and how to report any concerns related to police misconduct are important in ensuring ongoing trust between the mine sites and the community.

External assessments at Kibali and Loulo-Goukoto also highlighted the importance of working with the local governments to support the establishment of ASM corridors where ASM can operate safely off company property. This would help to prevent accidents, reduce environmental contamination, and avoid conflict between public security and ASM on the mining lease or exploration sites. The assessments also revealed the need for thorough due diligence to avoid conflict between public security and ASM when public security is requested to help remove ASM from company property.

Finally, there were many lessons learned following the eviction of the illegal settlement on the Kibali mining lease in October 2021. Firstly, it is crucial to keep the State accountable for their commitments to secure an area and ensure illegal settlements are not established. Second, the establishment of a land management committee and land management plan could have helped to enforce the moratorium. Recognizing that States are not always adequately resourced to carry this out, the company could assist in this area going forward. Finally, additional education and capacity building for the authorities on best practices with regards to eviction and resettlement could have helped to avoid violence and conflict.

Plans for 2022

In 2022, Barrick will carry out a baseline VPSHR assessment at Tongon (Ivory Coast) and follow up VPSHR assessments at Lumwana (Zambia), and Veladero (Argentina). An assessment will also be conducted at the Porgera mine in Papua New Guinea if the site resumes operations in 2022.

Barrick will also continue to roll out its online and train-the-trainer Human Rights and Voluntary Principles workshops.

E. Engaged Company Progress on Implementation

15. Engaged Company's progress report on the Roles and Responsibilities of Companies

As outlined in sections A through D Barrick generally meets the requirements of the Roles and Responsibilities of VPSHR member companies in terms of demonstrated commitment to the VPSHR, engagement in the VPI, transparency and dialogue, rule of law, policies and procedures, and engagement of public and private security and internal stakeholders.

Some of Barrick's former Randgold sites (e.g. Loulo-Goukoto and Kibali) have recently been introduced to the VPSHR or will be introduced to the VPSHR in 2022 (e.g. Tongon). We recognize these sites are in the process of implementing Barrick's VPSHR Standard and related procedures and they do not yet fully conform to the VPSHR in areas such as risk assessment and engagement with public and private security. These sites are expected to demonstrate their progress on implementation during the twelve months following their baseline assessments. Efforts will be made to assist the sites in meeting Barrick expectations regarding risk assessment and engagement with private and public security, including establishing formal MoUs with public security.

Outreach with external stakeholders such as community members, civil society organizations, host governments and authorities has been limited during the Covid-19 pandemic. Barrick recognizes the importance of such engagement will endeavor to expand its promotion of the VPSHR in the countries where it operates in 2022. Barrick has actively participated in various VPSHR working groups in the past and is committed to staying involved in pillar meetings and in-country meetings, and promoting cross-pillar coordination to further the implementation of the VPSHR where opportunities arise.

16. Engaged Company's use of the Voluntary Principles tools

Barrick has adopted a wide range of Voluntary Principles tools to assist with the implementation of the VPSHR at the site level. For example:

- The implementation requirements outlined in Barrick's VPSHR Standard are based on the expectations of companies included in the full text of the Voluntary Principles;
- Barrick's Procedure for Managing Relationships/Agreements with Public Security includes the Model Clauses for Agreements Between Government Security Forces and Companies with Respect to Security and Human rights;
- The audit protocol developed and used by Avanzar LLC was informed by the Voluntary Principles on Security and Human Rights Implementation Guidance Tools, The Voluntary Principles on Security and Human Rights Performance Indicators, and updated to include assessment criteria based on UNICEF's Child Rights and Security Checklist; and
- Barrick's online VPSHR training course and train-the-trainer VPSHR training workshop materials cover similar topics and incorporate content from the Voluntary Principles on Security and Human Rights Training Course.

Cautionary Statement on Forward Looking Information

Certain information contained or incorporated by reference in this Report, including any information as to our sustainability strategy and vision, projects, plans, or future financial or operating performance, constitutes “forward-looking statements”. All statements, other than statements of historical fact, are forward-looking statements. The words “committed”, “continues”, “prevent”, “mitigate”, “promote”, “plans”, “roll out”, “explore”, “opportunities”, “going forward”, “goal”, “improvement”, “will”, “should”, “could”, “would”, and similar expressions identify forward-looking statements. In particular, this Report contains forward-looking statements including, without limitation, with respect to Barrick’s human rights programs, policies, employee and security contractor training and performance including at Barrick’s North Mara, Bulyanhulu, Kibali, Loulo-Goukoto, Veladero and Pueblo Viejo mines.

Forward-looking statements are necessarily based upon a number of estimates and assumptions that, while considered reasonable by the Company as at the date of this Report in light of management’s experience and perception of current conditions and expected developments, are inherently subject to significant business, economic and competitive uncertainties and contingencies. Known and unknown factors could cause actual results to differ materially from those projected in the forward-looking statements, and undue reliance should not be placed on such statements and information. Such factors include, but are not limited to: damage to the Company’s reputation due to the actual or perceived occurrence of any number of events, including negative publicity with respect to the Company’s handling of environmental matters or dealings with community groups, whether true or not; changes in national and local government legislation, taxation, controls or regulations, and/or changes in the administration of laws, policies, and practices, expropriation or nationalization of property and political or economic developments in Canada, the United States, and other jurisdictions in which the Company does or may carry on business in the future; the risks of operating in jurisdictions where infectious diseases present major health care issues; risks associated with the Covid-19 pandemic and its impact on operations or Barrick’s supply chain; risk of loss due to acts of war, terrorism, sabotage and civil disturbances; litigation and legal and administrative proceedings; contests over title to properties, particularly title to undeveloped properties, or over access to water, power and other required infrastructure; risks associated with working with partners in jointly controlled assets; employee relations; increased costs and risks related to the potential impact of climate change; risks associated with illegal and artisanal mining; fluctuations in the spot and forward price of gold, copper, or certain other commodities (such as silver, diesel fuel, natural gas, and electricity); the speculative nature of mineral exploration and development; changes in mineral production performance, exploitation, and exploration successes; operating or technical difficulties in connection with mining or development activities, including geotechnical challenges, and disruptions in the maintenance or provision of required infrastructure and information technology systems; failure to comply with environmental and health and safety laws and regulations; timing of receipt of, or failure to comply with, necessary permits and approvals; and our ability to successfully close and integrate acquisitions or complete divestitures. In addition, there are risks and hazards associated with the business of mineral exploration, development and mining, including environmental hazards, industrial accidents, unusual or unexpected formations, pressures, cave-ins, flooding and gold bullion, copper cathode or gold or copper concentrate losses (and the risk of inadequate insurance, or inability to obtain insurance, to cover these risks). Many of these uncertainties and contingencies can affect our actual results and could cause actual results to differ materially from those expressed or implied in any forward-looking statements made by, or on behalf of, us. Readers are cautioned that forward-looking statements are not guarantees of future performance.

All of the forward-looking statements made in this Report are qualified by these cautionary statements. Specific reference is made to the most recent Form 40-F/Annual Information Form on file with the SEC

and Canadian provincial securities regulatory authorities for a more detailed discussion of some of the factors underlying forward- looking statements and the risks that may affect Barrick's ability to achieve the expectations set forth in the forward-looking statements contained in this Report.

Barrick Gold Corporation disclaims any intention or obligation to update or revise any forward-looking statements whether as a result of new information, future events or otherwise, except as required by applicable law.