



**BARRICK GOLD CORPORATION**

2022 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 has interests in operating gold mines in the United States, Canada, Tanzania, Mali, Democratic Republic of Congo, Côte d’Ivoire, Dominican Republic, and Argentina. Our gold joint venture operation in Papua New Guinea has been on temporary care and maintenance since April 2020. The Company also has interests in operating copper mines in the Kingdom of Saudi Arabia, Zambia and Chile (the Zaldívar copper mine in Chile is operated by Antofagasta plc and is therefore outside the scope of this report).

This is the Company’s twelfth report to the VPI Plenary. As per the Governance Rules regarding annual reports, this Update Report includes the most significant changes to our policies, procedures, and practices and highlights of key events that occurred in 2022. Please refer to Barrick’s 2021 Annual Report to the Voluntary Principles for complete information regarding the measures in place to respect human rights and address security and human rights related risks and impacts.

### 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 and Chief Executive Officer, Barrick Gold Corporation

Barrick’s commitment to strive to act in accordance with the Voluntary Principles is outlined in Barrick’s Human Rights Policy. All Barrick operated sites have adopted the Human Rights Policy and employees and contractors are informed about this Policy during site induction.

#### Engagement in the VPI

In 2022, Barrick’s Group Sustainability Manager participated in the VPI plenary and Corporate Pillar meetings. In addition, Barrick’s Country Manager for Democratic Republic of Congo (DRC) attended the DRC’s In-Country Working Group meetings. Senior Executives also provided input on the VPI Strategic Review process through interviews, surveys, and online workshops.

Barrick personnel continued to participate in the meetings of the International Council on Mining and Metals (ICMM), including a Human Rights Working Group established to review and update human rights due diligence guidance for mining companies.

## Transparency

No significant changes were made to our process of reporting our performance and commitments to the VPs. 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 the Voluntary Principles on Security and Human Rights (VPSHR) [implementation. See <https://www.barrick.com/English/sustainability/human-rights/default.aspx#security>

In 2022, Barrick reported publicly on its VPSHR related initiatives and ongoing assessments in its [2021 Sustainability Report](#). Barrick also 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 [2022 Conflict-Free Gold Report](#).

### *2. Promotion of the VPs throughout the organization*

In 2022, Barrick's Head of Sustainability, Africa and Middle East, organized a presentation by a third-party expert on the VPs for company sustainability personnel in the region. Security and human rights training continued to be carried out with security personnel at all sites, with third party train-the-trainer workshops conducted at our operations in Zambia, DRC, Côte d'Ivoire and Argentina. At North Mara, Barrick also worked with a local NGO to provide regular human rights and security training to private and public security. Barrick also provided human rights and security training to all private security personnel, as well as to public security, across our operations in 2022.



*Figure 1 - VPSHR Training with Public and Private Security at Lumwana, Zambia October 2022*



Figure 2 - VPSHR Training with Public and Private Security at Kibali, DRC, May 2022

### 3. Promotion and advancement of the VPs internationally

Barrick has participated in several security committees in the countries in which we operate . Between 2020 and 2022 some of these committees were disbanded or moved to online forums due to the Covid-19 pandemic. For example, in Côte d'Ivoire, Barrick's Security Manager manages a forum of security directors comprised of representatives from AngloGold, Perseus Gold, Endeavour Mining, and Afrique Gold, among others. The members discuss the VPs and other security related issues in this forum, which was last held in-person in 2020. Since then, the members have participated in a chat group to maintain regular communication.

In Zambia, at Lumwana, the Security Manager established a local security liaison committee that is scheduled to meet monthly, but sometimes meets quarterly depending on personnel availability. The committee is comprised of Barrick security, the Zambian Police Service, the National Service Commander, the Lieutenant Colonel, and the intelligence officers for the district. At the committee, Lumwana personnel have explained the processes in place to prevent corruption and promote transparent transactions. For example, they explain that police must make requests for support in writing and that the company has a Memorandum of Understanding (MOU) with the police.

In Argentina, the Veladero Security Manager has discussed elements of the VPs with security personnel from mines operated by Lundin and Newmont

## **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.*

Barrick has a VPs Standard and a set of related procedures that apply to all our operated sites. These were revised in 2020 and no material changes have been made to them since. Sites have been adapting the VPs Standard and related procedures to reflect their local operating contexts.

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

Barrick's VPs Standard includes guidance on how sites should conduct their risk assessments to ensure they consider the actual and potential security and human rights risks to community members (with a special emphasis on vulnerable populations such as women and children), employees and other stakeholders. All risk assessments must be conducted using the Barrick Formal Risk Assessment Procedure, which has not changed in the past year.

Barrick continues to conduct its third-party VPs Training and Human Rights Risks Assessments. In 2022, third party assessments were carried out at Tongon, Lumwana and Veladero.

### *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. 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. No significant changes have been made to Barrick's procedures to report security-related incidents with human rights implications.

All sites have an operational-level grievance mechanism that external stakeholders can access to report grievances of any nature, including human rights and related to security. Complaints related to public security can also be lodged through the community relations team or mine leadership. Investigations of potential human rights violations are carried out in accordance with Barrick's Human Rights Investigation Procedure (see Section 8 below). In addition, Barrick has an anonymous hotline whereby grievances or complaints of any nature can be lodged.

There were no security related grievances or complaints submitted via the Barrick hotline in 2022. Although not security related, during 2022 we received one human rights related complaint which was an allegation relating to incidents or violations of rights involving Indigenous Peoples at our Hemlo mine in Canada. A full investigation was undertaken, and whilst the allegation was unsubstantiated, we utilized the allegation to roll out enhanced training for our staff in relation to cultural competency and awareness of Indigenous Peoples' rights.

There were also no formal grievances lodged via the site grievance mechanisms. However, there were allegations made by a UK-based NGO, Rights and Accountability in Development (RAID) regarding individuals RAID claims were injured, tortured or killed by the Tanzanian Police Force near Barrick's North Mara mine. Barrick has requested that RAID share evidence to enable further investigation into its allegations of human rights violations but RAID has yet to provide any evidence or information to Barrick or to the relevant Tanzanian authorities. See Section 8 for additional information relating to Barrick's response to these allegations.

In December 2022, Barrick also communicated a security-related incident through the VPI, and made a [public statement](#).

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

No substantive changes have been made to the company procedure for entering into contracts with private security providers in the past year. All sites continue to complete Barrick's due diligence vendor questionnaire for all new contractors and conduct searches via the WorldCheck database on vendors for regulatory flags, political/governmental connections, international sanctions, links to organized crime and human rights related allegations or violations. All contracts with private security must include acceptance and implementation of the VPs and related international law enforcement principles. Once contracted, security providers must demonstrate that security guards have undergone background checks and received training on security and human rights.

No new private security providers were contracted to Barrick sites in 2022. Veladero's tender process for its security contract in 2020 was identified through a third-party assessment as a best practice that should be adopted by our other sites. See Sections 8 and 11 for details.

#### *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 promotes the involvement of the government when investigating incidents involving public security and provides guidance on when to involve the local authorities. See Barrick's 2021 Annual Report to the Voluntary Principles for more detail on the Procedure.

In November 2022, a Canadian law firm filed suit against Barrick in the Ontario Superior Court on behalf of 21 Tanzanian plaintiffs who allege they or their family members were killed, injured, or tortured by the Tanzanian Police Force near the North Mara mine. This follows a series of allegations made by RAID regarding alleged human rights abuses committed by the Tanzanian Police Force as noted in Section 6 above. Barrick has been in correspondence with RAID about these allegations since February 2022 when RAID notified Barrick of its intention to release a public report and requested additional information.

Throughout this correspondence Barrick has repeatedly urged RAID to share its corroborated evidence of wrongdoing by the Tanzania Police Force to the Attorney General, the Director of Public Prosecutions of Tanzania and the Tanzanian Human Rights Commission, as well as with Barrick. Barrick also repeatedly

invited RAID to visit the North Mara mine and meet with Barrick personnel and local community members to discuss the issues raised.

In January 2023, RAID visited the North Mara mine and affirmed that it will continue to follow up directly with Barrick regarding further recommendations. Barrick also hosted tri-partite meetings with RAID, district government administration and acting Regional Police Commissioner so that RAID could raise their allegations directly.

Barrick remains committed to investigating any allegations of human rights violations committed by private or public security at our mine sites and to cooperating with the relevant authorities in their own investigations.

## **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 Tongon (Côte d'Ivoire), Lumwana (Zambia) and Veladero (Argentina) mines are the focus of this year's report as a thorough external assessment of their compliance with the VPs was conducted in 2022. This is the first time that Tongon has been included in the Plenary report.

### *10. Engagements with stakeholders on country implementation*

Veladero is located approximately 160km from the nearest community, therefore contact between mine security and community members is limited. Site security has not engaged the community directly since the beginning of the Covid-19 pandemic in 2020, although the community relations team continue to be heavily engaged with the community. Throughout 2022 security personnel continued to meet with community relations personnel to ensure there have not been any complaints related to security or abuse of power and to share pamphlets with community relations on the VPs. During mine tours the security department also distributed pamphlets on security that includes information on the VPSHR. The tours began midway through 2022 as they had been suspended during the pandemic.

Veladero is considering scheduled community meetings to include the Chief of Security to discuss the VPSHR and Barrick's commitment to respecting human rights going forward.

At Tongon, security personnel have ongoing engagement with the community relations team on site to stay abreast of any risks related to security and the community. The security department also engages regularly with the religious leaders, the youth president and the village chief. Security personnel attend meetings in the community to answer questions and gather information related to security issues. In all community meetings with the company, the gendarmes are present because they are part of the community. The site has explained that the gendarmes post in Tongon was created so the gendarmes could better support the community.

To do their part in strengthening the relationship between the company and the community, the security department participates in an annual soccer tournament between the mine site and the community. It also contracts Dozos (respected members of the community) as watchmen outside the mine perimeter.



At each shift change site, security has a meeting with Dozos to advise them on appropriate conduct, including zero use of force.

At Lumwana, site security is involved in significant relationship-building activities. Working closely with community relations and the Lumwana Property Development Company, the security department offers training on the Barrick Code of Conduct and the VPs. The content is adapted to the community audience so they know how security personnel are expected to behave. Working with the local police, security personnel also carry out education and awareness about crime prevention in the communities. To help address youth crime in the area, security helped youth to form a cooperative that now provides work for young people. The site engages them to do some work on the mine site and the crime rate has dropped significantly. Security personnel also take part in relationship building recreational activities, such as football, volleyball and netball matches, in the Lumwana Township. Finally, the security department plays an integral role in allowing local community members to access company property safely for the purposes of water collection.

See Section 12 for information on these sites' engagement activities with public security and government authorities.



*Figure 3 - Lumwana Security personnel engaging with community members collecting water on mine property*

**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, no new private security providers were contracted to Barrick sites in 2022. However, a best practice was identified by third-party assessors at Veladero. In 2022, there was a tender process for the security contract and security carried out its own screening of potential vendors in addition to the required Barrick due diligence process carried out by the supply chain department. Security conducted visits to the bidding contractors' offices to understand their structure and organization. They also invited them to visit Veladero and searched public information sources for any allegations related to human rights violations against the companies.

The security department used the following criteria to evaluate the bidding contractors:

- Training programs
- Background check procedures
- Experience in mining operations
- Awareness of VPs and related standards
- If senior employees have any background of human rights related violations

The signed contract with the awarded security provider states the contractor must not hire persons who have been implicated in human rights violations. The screening process for guards contracted to the site includes the submission of three separate background checks covering the provincial and national levels. The third-party assessment randomly selected security personnel files for review, and all were found to have up-to-date background checks.

Tongon has contracted the same private security provider since 2013. At the time the contractor was selected, the current Barrick vendor vetting process was not in place. However, the contract includes compliance with the UN Declaration of Human Rights and the VPs as per the Barrick VPSHR Standard. Candidates submit to the contractor their national identity card, education records, references and a sponsor who must agree to be responsible for the recruit. A criminal record check is also completed before a recruit begins work on site.

Lumwana signed a contract with its security provider in 2019. Supply chain completed the due diligence form for the new contractor. The contract with the security provider states that personnel are required to undergo a criminal background check; however, the third-party VPs assessment conducted in the Fourth Quarter of 2022 found that proof of criminal background checks were not exhaustive for all individuals. These have been requested. The site will carefully assess future security contractors against the VPs criteria during the next tender process and follow up with the current contractor regarding screening practices.

### Public Security

The nearest community, and associated police force, to Veladero is 160km away. Consequently, Veladero does not have a formal contract or MOU with the police or Gendarmerie (responsible for safeguarding national borders). However, from time to time the company makes donations to government institutions including public security, all of which are documented and must go through the compliance department and the donations committee. The site does not provide security with ammunition or weapons of any kind. Veladero also raises awareness with the Gendarmerie and police about Barrick's commitments to

the VPs and international humanitarian and human rights law in the event that they respond to a security incident such as a union strike, community protest or other incident, such as addressing illegal miners at the border of Argentina and Chile.

Tongon has a signed agreement with the Gendarmerie of Côte d'Ivoire, which states the Gendarmerie will comply, in terms of security, with the provisions of the international norms related to the protection of human rights and international regulations. As per the agreement, the Gendarmerie are to make use of dissuasive means and action if necessary for the prevention and resolution of conflicts if and when responding to a potential security incident at Tongon.

At Lumwana, the company has an MOU with the Zambia Police Service. The MOU requires that no police personnel shall be deployed to the area who have been the subject of credible allegations of violations of international law enforcement principles or of other legal violations. All police from the neighbouring communities of Mutanda and Mehaba must complete the same compliance training as private security personnel. The site keeps a list of officers who have been trained.

*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

At Veladero all company security personnel complete annual refresher training on the VPs, human rights, use of force and Code of Conduct. Private security contractor personnel receive induction training from the security provider which covers human rights and the use of force. Upon arrival at Veladero, all guards receive a site-specific induction which includes the Barrick Security Policy and Code of Conduct. VPs refresher training is carried out two to three times per year with all guards. Veladero also requires that the security provider for gold transport conduct annual training with their guards on human rights and the use of force. All tests are forwarded to Veladero for review and approval.

Private security guards at Tongon are provided with Barrick's Human Rights Policy and a copy of the Universal Declaration of Human Rights during induction. They are also required to complete a 2-hour training module on human rights, followed by refresher training every six months. The site is working on developing a more comprehensive VPs training program for security personnel to ensure it is aligned with the Barrick VPs Standard.

All security personnel (Barrick and contractor) at Lumwana are required to complete training on the use of force, the VPs, sexual harassment, arrest and detention, and Lumwana's Security Code of Conduct. The training is carried out by Lumwana security trainers prior to the guards beginning work at the site, and then refreshers are conducted on an annual basis. All guards must receive a minimum passing grade of 80% for the training to be considered "complete." Guards who do not receive a passing grade are given a week to review the material and then are tested again. If they do not pass, they are not hired to work on site.

Site security personnel at all three sites completed the third-party VPs training workshop in 2022 and will be incorporating elements of this participatory training into their departments' training programs going forward.

### Public Security

Veladero's Security Department conducts regular meetings with Argentine public security (army, gendarmerie, provincial and federal police). The Security superintendent reinforces the site's commitment to the VPs and respect for human rights at these meetings. A discussion about the VPs occurred in meetings held between the site and public security in January 2021 and 2022. No security and human rights training is provided to the public security as there is no contractual relationship in place with the company.

Up until mid 2022 Tongon had not carried out formal training with the Gendarmes on the VPs but did provide briefings to them on Barrick's Human Rights Policy and the UDHR. The Security Manager had also viewed the training materials used by the Gendarmerie and found they were aligned with Barrick's standards. Going forward the site plans to carry out induction training on the VPs with all public security officers when they arrive on site.

At Lumwana, training is conducted when new officers are stationed at Mehaba and Mutanda. Police officers undergo Barrick's security compliance training which includes Use of Force, Arrest and Detention, the VPs, Sexual Harassment, and Security Code of Conduct. Training sessions were held for police officers in January, April, May and July 2022. In the Fourth Quarter of 2022, the third-party assessors viewed the training records and found that police personnel interviewed demonstrated a very good understanding of the site's security and human rights policies as well as international standards.



Figure 4 - VPSHR Training with Private and Public Security at Tongon, Côte d'Ivoire, May 2022

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

Barrick conducts independent third-party assessments against the VPs at our higher risk sites at least once every two years and medium risk sites at least once every three years. In 2022, three out of the four sites selected for an audit were considered high risk and one site (Veladero) was considered medium risk.

In 2022, independent third-party consultant, Avanzar LLC, conducted onsite assessments against VPs requirements at Veladero, Lumwana and Tongon . Barrick did not proceed with a planned audit at Porgera as the site remains on temporary care and maintenance. A complete overview of Avanzar's methodology is provided in Barrick's 2021 Plenary Report.

The external assessments revealed high levels of conformance to the VPs at Veladero and Lumwana with total conformance for each around 85%. Both sites have been implementing the VPs for over a decade and the sites have strong management systems in place to identify, prevent and mitigate security related human rights impacts. The assessment at Veladero revealed several best practices that will be shared with other Barrick sites. The assessment at Lumwana found the site continues to have a thorough training program in place for both private and public security personnel, and a strong MOU in place with public security. At the same time, the assessment concluded the site must take some additional measures to ensure the private security provider is in full compliance with the VPs requirements outlined in its contract.

Tongon has been implementing the VPs under Barrick management since the mine was acquired by Barrick through the merger with Randgold Resources in 2019, and 2022 was the first year that Tongon was externally assessed against Barrick's VPs Standard and the requirements of the VPs. The assessment found the site to be 74% in conformance with the VPs with the most room for improvement to be made to the site's relationship with public security and interactions with illegal miners at exploration sites. The site did, however, show a very strong commitment to implementing the VPs and creating awareness about security and human rights with its private security contractor. The site also demonstrated that security actively engages with community members to build trust between the company and the community.

During 2022, another independent review was carried out at North Mara at the request of precious metal refiner MMTC-PAMP that 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. The review concluded that measurable improvements had been achieved in managing security and human rights related risks at the mine site since the first assessment in 2019, although some risks remain high. Following this review, the LBMA closed its Incident Review Process (IRP) that was opened following a complaint made by RAID to the LBMA in 2019.

Since the VPs assessments at Veladero, Lumwana and Tongon and the independent review at North Mara, 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

Completing the remaining external baseline VPs assessments at all former Randgold sites was our priority in 2022, which was accomplished with the assessment at Tongon. Over the past year, some of our site security managers have also visited other Barrick sites to share best practices and learn from one another. This has proved to be valuable as many of our security teams operate in complex environments with similar challenges related to artisanal and illegal mining, local crime and violence, trespassing, and the promotion of the VPs with local governments and public security.

The feedback we received from participants in our third-party VPs training workshops continued to reinforce the importance of participatory training. The use of activities, videos, role plays, and scenarios was well received by security teams and has proven effective in helping security personnel apply theory and international law enforcement principles in practice.

#### Plans for 2023

In 2023, Barrick will carry out independent third-party assessments against the VPSHR and training at North Mara and Bulyanhulu (Tanzania), Jabal Sayid (Saudi Arabia), Kibali (DRC) and possibly Loulo-Goukoto (Mali) and Porgera (Papua New Guinea). The assessment at Loulo-Goukoto will be dependent

upon the security situation in Mali and the assessment at Porgera will be carried out if the site resumes operations in 2023.

Barrick also plans on holding VPSHR workshops at the above-mentioned sites, along with security personnel who will manage security at the Reko Diq project in Pakistan, which was reconstituted in December 2022 and is now held 50% by Barrick and 50% by Pakistani shareholders, with Barrick as the operator of the project. Training will be tailored to address site specific challenges and human rights issues.

## **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 above, 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.

All Barrick medium to high-risk operational sites are now well versed in the Barrick VPs Standard, exposed to participatory VPs training, and have undergone at least one independent third-party assessment against the VPs. Our efforts will now focus on working with the sites to implement their VPs action plans and bring them into greater conformance with the Barrick VPs Standard.

Outreach with external stakeholders such as community members, civil society organizations, host governments and authorities was limited during the Covid-19 pandemic, but most sites have plans to re-engage with external stakeholders on the VPs more directly in 2023. Barrick will remain actively involved in VPI meetings and participate in working groups (at the Initiative and country levels) where opportunities arise.

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

In 2022 Barrick utilized the VPs Model Clauses for Agreements between Government Security Forces and Companies to develop a draft MOU between Barrick and public security forces for the Reko Diq project in Pakistan. Barrick continues to use a variety of other VPs tools to assist with the implementation of the VPSHR at the site level. See the 2021 Plenary Report for details.



## Cautionary Statement on Forward Looking Information

Certain information contained or incorporated by reference in this Report, including any information as to our performance and commitments to the Voluntary Principles and 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 and compliance with the Voluntary Principles including at Barrick’s Tongon, Lumwana, Veladero and North Mara 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; risks related to disruption of supply routes which may cause delays in construction and mining activities, including disruptions in the supply of key mining inputs due to the invasion of Ukraine by Russia; 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.