



BARRICK MINING CORPORATION

2024 Annual Report to
The Voluntary Principles on Security and Human Rights

Introduction

Barrick Mining 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. This Report covers the period 1 January 2024 to 31 December 2024.

Barrick manages gold operations in the United States, Canada, Tanzania, Mali¹, Democratic Republic of Congo (“DRC”), Côte d’Ivoire, Papua New Guinea, Dominican Republic, and Argentina. The Company is also the operator of copper mines in the Kingdom of Saudi Arabia and Zambia, and a copper project in Pakistan.

This is the Company’s fifteenth report to the VPI Plenary. As per the 2024 VPI reporting requirements, this report describes the measures Barrick is taking to respect human rights and address security and human rights risks and impacts.

A. Commitment to the Voluntary Principles

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

“Integrating the Voluntary Principles into our daily operations not only aligns with our Code of Business Conduct and Ethics but also promotes secure, sustainable operations through meaningful engagement and trust with local communities.”

– Mark Hill, Group COO and Interim President and Chief Executive Officer

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 the policy during site induction and vendor onboarding processes. The Policy is also included in all contracts with Barrick’s contractors and suppliers, including public and private security providers.

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. Alignment with the Voluntary Principles is critical in helping us achieve this objective, as outlined in our [Conflict-Free Gold Policy](#).

Overarching responsibility for implementation of the Voluntary Principles falls under the Group Sustainability Executive with support from the Senior Vice President of Business Assurance, Risk and Business Integrity, the latter being accountable to Barrick’s Board of Directors through the Board’s Audit & Risk Committee. Additional reporting and accountability to the Board is carried out through the

¹ Barrick and the Government of Mali have been engaged in an ongoing dispute in connection with the existing mining conventions of Société des Mines de Loulo and Société des Mines de Gounkoto. On 16 June 2025 the Bamako Commercial Tribunal placed Loulo-Gounkoto under a temporary provisional administration. While Barrick retains its 80% legal ownership of the mine, operational control has been transferred to an external administrator.

Environmental, Social, Governance & Nominating Committee by the Group Sustainability Executive and the President & CEO. Implementation responsibility at the corporate level is managed by the Sustainability function. Day-to-day implementation is led by the Security department at a site level.

Engagement in the VPI

In 2024, Barrick's African and Middle East (AME) General Counsel participated in the Voluntary Principles Initiative plenary and Corporate Pillar meetings at the Annual General Meeting. Barrick's Group Sustainability Manager participates and leads Barrick's contributions through the Corporate Pillar meetings held virtually through the year.

Barrick's Group Sustainability Manager also leads the ICMM Human Rights Working Group established to review and update human rights due diligence guidance for companies, as well as participating on the Industry Advisory Group (IAG) for the Consolidated Mining Standards Initiative (CMSI). Application of the Voluntary Principles are promoted in the latest [ICMM Human Rights Due Diligence Guidance \(2024\)](#) to help mitigate security related human rights risks, as well as in the draft CMSI standards.

Transparency

Barrick communicates its commitment to the VPs through 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 implementation of the VP's.

See <https://www.barrick.com/English/sustainability/human-rights/default.aspx>

Security has been identified as one of the company's salient human rights risks. In 2024, Barrick reported publicly on how it works to identify, prevent and mitigate human rights impacts related to security in its [2024 Sustainability Report](#). The report includes an overview of the historic security and human rights challenges Barrick has faced in Papua New Guinea and our planned sustainability restart strategy at Porgera.

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 [2024 Conflict-Free Gold Report](#).

2. Promotion of the VPs throughout the organization

Barrick's VPs Standard requires that all security employees and contractors complete human rights and security training prior to beginning work. All sites with private security conduct induction and refresher training on the VPs as part of their security training program. Where applicable, we also carry out or facilitate human rights and security awareness sessions with public security and their officers. In addition, in 2024, a third-party conducted in-person training workshops for private security personnel (and some public security personnel) at North Mara, Lumwana, Pueblo Viejo, Tongon and Reko Diq.



Figure 1 – Voluntary Principles Training with Private Security at Pueblo Viejo, June, 2024



Figure 2 – Voluntary Principles Training with Public and Private Security at Tongon, April, 2024

3. Promotion and advancement of the VPs internationally

Barrick personnel participate in the In-Country Working Groups (ICWG) established in countries where we operate (e.g. Democratic Republic of the Congo). Where ICWGs are not present, our site Security Managers liaise with Security Managers from other companies to discuss security and human rights related challenges and risks. For example, in Zambia, our Security Manager at Lumwana actively promotes the VPs with the local security liaison committee and the Zambian Police Service (ZPS).

At Pueblo Viejo (PV) and North Mara, the sites have expanded their promotion of the VPs to civil society groups. For example, in May 2024, the PV Security department gave a talk to personnel from the Universidad Tecnológica del Cibao Oriental (UTECO) about human rights and the VPs. At North Mara, the Community Relations and Security departments actively engaged law enforcement, government authorities, and community members on security and human rights issues throughout 2024 in meetings and training workshops.

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 (e.g. Procedure for the Use of Force, Security Code of Conduct, Managing Public Security Procedure) that apply to all our sites. These were revised in 2020. Sites have been adapting them 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 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 Voluntary Principles 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 financial or in-kind support 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 are signed off by Security, Community Relations Managers and the General Manager. All risk assessments are reviewed and collated at the Group level and reporting of significant risks is made at the Board level through the Audit & Risk Committee. All high-risk sites must conduct a risk assessment every two years, and medium risk sites must conduct a risk assessment every three 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 contract a third-party to conduct Voluntary Principles Training and VPs Assessments. In 2024, third-party human rights and VPSHR assessments were carried out at Lumwana, Pueblo Viejo,

Tongon and Reko Diq. In addition, a third party VPSHR-focused interim assessment was carried out at North Mara.

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).

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.

All sites have an operational-level grievance mechanism that external stakeholders can access to report any complaints related to private security. Investigations of potential human rights violations are carried out in accordance with Barrick's Human Rights Investigation Procedure (see Section 8 for additional information).

In 2023, the third-party Voluntary Principles assessments recommended that North Mara define the origin of incidents to determine when complaints relating to police conduct should be investigated by the mine or raised with the appropriate authorities. In 2024, the site worked with the police to implement a new grievance process for community members to report complaints related to the police. Under this process, North Mara records complaints raised with the mine site about the police but refers complainants to Ward police for investigation and resolution.

There was one security related human rights allegation reported via the Barrick hotline in 2024, relating to an allegation that a community member was assaulted during a protest. This matter was independently investigated and the allegations were found not to be substantiated. There were complaints raised at the site level (either via the Security or Community Relations departments) regarding the conduct of public and private security at Lumwana, and public security at North Mara. See Section 8 regarding investigations into these complaints.

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 relations 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 World-Check 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 major changes were made to private security providers at Barrick sites in 2024. See section C for information about the most recent vetting procedures of private security companies carried out at Lumwana, Pueblo Viejo, Reko Diq and North Mara.

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's Human Rights Investigation Procedure promotes the involvement of local governments when investigating incidents involving public safety or security and provides guidance on when to involve local authorities. Barrick's Investigation Guidance document outlines the investigation process to be followed and was designed to be sensitive towards the gender, education, culture and language abilities of those involved in the investigation. Barrick applies the 'do no harm' principal to ensure the legal and physical protection of victims and other aggrieved parties. Reports are submitted to state authorities in accordance with applicable laws, in particular any requirement to secure prior written consent from the victim or other aggrieved party.

The third-party Voluntary Principles assessments carried out in 2024 found that the Security departments at North Mara and Lumwana carried out internal investigations of any incidents that allegedly occurred on Barrick property involving personnel operating on Barrick's behalf. Both sites also cooperated with local authorities on any related police investigations.

There were no security related incidents with human rights implications reported at our other sites in 2024.

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), Lumwana (Zambia) and Tongon (Côte d'Ivoire) mines are the focus of this year's report as a thorough external assessment of their compliance with the Voluntary Principles was conducted in 2024. In addition, the RekoDiq (Pakistan) project will be assessed. We also provide an update on the implementation of some elements of the VPs at North Mara following an interim security and human rights assessment that was conducted in December 2024.

10. Engagements with stakeholders on country implementation

Tongon's Security Manager engages with other mining companies on VPs implementation in Côte d'Ivoire. He also leads a forum of mine security directors comprised of Barrick, AngloGold Ashanti, Perseus Gold, Endeavour Mining, Afrique Gold and others. They share information on security in the area, their relationship with the Gendarmerie, and how to strengthen the relationship with them.

At Lumwana, the Security Manager has been engaging the Human Rights Commission to conduct training with police in Solwezi on security and human rights. The site also established a local security liaison

committee comprised of Lumwana security and Zambian Police Service personnel. The committee meets quarterly and Lumwana shares updates on its plans for training on security and human rights. The Security department also participates in community information days and emphasizes the importance of maintaining a safe and secure environment for both the mining operations and the surrounding communities.

At North Mara, the Security Manager has been working with other companies through the Chamber of Mines to discuss security and human rights issues and how to address common security challenges, including screening of private security personnel. The site has also been actively engaging women and youth through the “Friends of North Mara” clubs to provide information about the mine and discuss the dangers of trespassing and illegal mining. As part of a new strategy, the site showed women, youth and village leaders the CCTV footage of incidents of intrusions at the mine site. Showing these stakeholders the footage helped to improve transparency and increase community members’ understanding of the dangers involved in trespassing and illegal mining on site. The community members are now able to work with their family members to discourage them from trespassing at North Mara.

Pueblo Viejo continues to promote the VPs with public and private security and communicated the VPs to civil society groups in 2024. Outside of private and public security providers, there has been no promotion of the Voluntary Principles with external stakeholders at Reko Diq to date.

11. Voluntary Principles considerations in the selection of private security providers and formulation of contractual agreement with private security providers, as well as contractual arrangements (MoUs’) with public security forces

Private Security

As noted in Section 7, there were no new private security providers contracted to Barrick sites in 2024.

Reko Diq, North Mara, Pueblo Viejo and Lumwana all contracted new security providers in 2023 as per Barrick’s Global Vendor Onboarding Standard. This involved researching the potential contractors’ history of human rights abuses, business reputation, potential conflicts of interest, and compliance with labour, health and safety and environmental regulations.

The 2024 third-party VPs assessments found there were opportunities to improve contractor vetting procedures at Lumwana, Tongon and Pueblo Viejo during the sites’ next tender processes for private security. All sites could benefit from evaluating providers against their ability to fulfill specific VPs requirements such as training guards on human rights and the use of force and providing copies of certified criminal background checks for all guards assigned to site.

Such abilities were evaluated by North Mara during the vetting process for their new security provider. North Mara’s new security provider, SGA Guards, is a member of the International Code of Conduct Association (ICoCA), a multi-stakeholder initiative established to ensure private security companies respect human rights and humanitarian law. ICoCA performed an onsite assessment of the contractor in 2024 and found no credible evidence implicating SGA in human rights abuses.

Contracts with private security providers at Reko Diq, Pueblo Viejo, Lumwana, Tongon and North Mara all

contain requirements that the contractor maintain ethical and human rights policies which implement the VPs. In addition, they stipulate that the contractor shall establish an appropriate complaints procedure which caters for any breaches of those policies. All contracts contain additional requirements related to contractor personnel screening and VPs training.

Public Security

Reko Diq uses two agencies of Pakistan's public security forces, Frontier Corps Balochistan (South), referred to as FC, and the Levies Force. The activities and responsibilities of both government forces are outlined in a Security Services Framework Agreement (SSFA). The SSFA stipulates the Government Security Forces shall be entitled to take into account local customs in their decision making, provided such consideration of local custom shall not result in actions that are contrary to applicable law and international law enforcement principles. It also stipulates that no personnel of the Government Security Forces shall be deployed to Reko Diq if such personnel have been the subject of credible allegations of violations of any international law enforcement principle, use of excessive force or other violation of the laws of the Islamic Republic of Pakistan. As per the SSFA, Reko Diq is responsible for arranging training of the government security forces deployed to Reko Diq on international law enforcement principles, the Barrick Human Rights Policy and applicable human rights and anti-bribery and anti-corruption laws.

Pueblo Viejo maintains a Memorandum of Understanding (MoU) with both the Police and the Ministerio de Defensa de la República Dominicana (MIDE). Both MoUs require personnel to act in accordance with the VPs, international law enforcement principles and national laws related to human rights and public security. As per Dominican law, an independent review can be conducted if a police agent has committed a crime. Pueblo Viejo's MoU with MIDE states that the site may conduct investigations into breaches of company policies (including the Human Rights Policy). The investigations will be conducted under the control of Pueblo Viejo unless the law requires otherwise.

Lumwana's 2014 MoU with the Zambia Police Service remains in force with no major changes related to VPs obligations. The MoU stipulates that no police personnel shall be deployed to the affected area who have been the subject of credible allegations of violations of international law enforcement principles or of other legal violations. It also requires that police deployed to the area first receive training by police or others on the principles and standards of international law enforcement principles.

Tongon's 2018 agreement with the Gendarmerie of Côte d'Ivoire remains in force. The contract states that 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 of the company applicable to the treatment of any individual. There are no specific requirements related to human rights and use of force training in the existing agreement. The third-party VPs assessment recommended including compliance with the UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials and the UN Code of Conduct for Law Enforcement Officials in any future agreement.

North Mara's 2022 Memorandum of Understanding (MoU) with the Tanzanian Police Force (TPF) to maintain law and order in the surroundings of the mine sites remains in force. No significant changes have been made to the terms of the MoU related to the VPs since Barrick's 2023 Annual Report to the Plenary.

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

As per its contract with private security provider Askari Guards, Reko Diq provide training to contractor guards on the VPs, the use of force, and human rights. Full day participatory training on these topics was rolled out Q1 2024 and is now being provided to all guards who provide services to the site.

Pueblo Viejo provides induction and annual refresher training on the VPs to all security personnel, including contractor guards. The third-party VPs assessment identified an opportunity to improve training for contractor guards through a more thorough induction training, scenario-based learning and role plays.

All security personnel working at Lumwana (direct and contractor employees) are required to complete all compliance training, which include use of force, VPs, sexual harassment, arrest and detention, and security code of conduct. The training is carried out by Lumwana Security trainers prior to the guards beginning work at the site, and refreshers are conducted on an annual basis.

Similarly, all North Mara private security personnel are required to complete induction and annual refresher training on human rights, the use of force, arrest and detention, vulnerable peoples and corruption. Induction training and refresher training is carried out by the contract security provider with materials provided by the Tanzanian Women Lawyers Association (TAWLA). Sungusungu (community guards) receive the same training by TAWLA prior to beginning work.

Prior to arriving on site, Tongon's contract security guards complete training on human rights principles, apprehension, conflict management, and baton use. Tongon Security personnel conduct a 2-hour refresher training on human rights every 4-6 months with the guards at site.

Participatory full-day VPs training was also conducted by a third party with 25-50 security personnel at each of these sites in 2024 (see photo in Figure 4 below).

Public Security

As per the SSFA, Government Security Forces deployed to Reko Diq are to be trained on international law enforcement principles, the Barrick Human Rights Policy and applicable human rights and anti-bribery and anti-corruption laws. In 2024 a third party conducted a train-the-trainer course with Reko Diq security personnel to enable them to carry out training with public security deployed to the site.

At Pueblo Viejo, the Security department ensures that all security personnel who come on site receive a security induction, which includes the VPs. In addition, the police and military receive additional training once a year on the use of force, Code of Conduct and Barrick security policies and procedures.

All police deployed under the MoU at Lumwana must take the same compliance training as private security personnel. Training is provided to the 12 officers posted to the site, as well as the officers at the stations in Mutanda and Mehaba. The site is also now providing training to the Solwezi police in

conjunction with the Human Rights Commission. The purpose of this training is to ensure that if officers are called from Solwezi to respond to site related incidents, they are informed of international law enforcement principles and how to respect human rights.

Tongon provides awareness sessions to the gendarmes about Barrick's Human Rights Policy and the Universal Declaration of Human Rights (UDHR). The third-party VPs assessment found these sessions are not always carried out in a timely manner and recommended ensuring all gendarmes receive a briefing on human rights and the VPs within at most seven days of arriving on site.

North Mara continues to contract the TAWLA to provide a two-day training on security and human rights to all police officers deployed under the MoU prior to their arrival on site. Training is provided by the sites to fill gaps in police training and covers human rights, use of force, corruption, vulnerable peoples. Police officers must receive a passing grade of 80% or they cannot be assigned under the MoU.

In 2024, select public security officers attended a full day participatory training on the VPs facilitated by a third-party at North Mara, Lumwana and Tongon.



Figure 3 - Voluntary Principles Training with Private and Public Security at Lumwana, November 2024

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 2024, all sites selected for an assessment were considered high risk, except Pueblo Viejo which is considered medium risk.

In 2024, independent third-party consultant, Avanzar LLC, conducted onsite assessments against the Voluntary Principles requirements at Reko Diq, Pueblo Viejo, Tongon, and Lumwana. A focused interim assessment was carried out at North Mara. Barrick did not proceed with a planned audit at Porgera due to security risks in the area. A complete overview of Avanzar's methodology is provided in Barrick's 2021 Plenary Report.

The focused interim assessment of North Mara found that many of the recommended actions from the full VPs assessment conducted in 2023 had been implemented. This included identifying an accessible and trusted channel for community members to lodge complaints related to the police. The assessment found vast improvements in private security screening procedures and improved conduct of private security guards. The assessment also found the site had improved its record keeping and review of incidents involving police. A complete follow up assessment is scheduled for 2025.

The external assessment at Reko Diq confirmed the site had made a strong commitment to implementing the VPs and had begun promoting the VPs with private and public security personnel. It had yet to formally adopt the Barrick VPs standard and related policies as it was in the feasibility study process and early stages of project development. As such, various opportunities were identified to develop a more robust management system to help with VPs implementation. This included appointing a Security Coordinating Officer responsible for communicating between the site Security Manager and the Government Security Forces and implementing additional measures to monitor the actions of the Levies and FC to ensure compliance with the SSFA. It also included an opportunity to update the security risk assessment to incorporate feedback from other departments and external stakeholders and develop mitigation measures to address additional risks identified during the assessment.

Pueblo Viejo showed significant progress in implementing the VPs in 2024 since the previous assessment in 2021. The site had implemented several of the recommendations from the 2021 assessment, including aligning the site's Arrest and Detention Procedure with the Barrick global procedure, obtaining copies of criminal background checks for the Security guards at the Quisqueya I power plant, and improving communication with community members about the dangers of trespassing. The site also demonstrated it took special care when apprehending minors on site as per Barrick procedure. The external assessment also found the site continues to promote the VPs with internal and external stakeholders, including its new private security contractors, its new JV partner Pic at the Quisqueya I power plant and civil society groups. At the same time, the external assessment identified some opportunities for improvement around training of private security. The external assessment also identified opportunities to prevent and mitigate potential impacts on human rights by security personnel during a planned resettlement.

The third-party assessment found the Security department at Tongon actively engages with the community to strengthen the relationship with the site, which is deemed an important component of VPs implementation. Tongon contracts local community members to provide security around the

perimeter of the mine site. This helps respond to the communities' demand for jobs at the mine, while also benefitting the mine by having security personnel who understand the local culture and community. The Security department also participates in an annual soccer tournament between the mine site and the community and visits local schools. These activities help develop relationships outside of work, so community members feel more comfortable approaching security personnel with questions, concerns or information. The site continues to promote the VPs with private and public security personnel; however, recommendations were made to increase the rigor of guard screening procedures, monitor community guards, and improve communication of the VPs and international law enforcement principles with the gendarmes.

The third-party assessment at Lumwana revealed a commitment to continuous improvement of VPs implementation, as demonstrated by the implementation of various recommendations from the 2022 assessment. These included strengthening the contract with the new security provider around VPs requirements, updating the risk assessment to include some additional security and human rights risks, and increasing patrols along the water storage facility to prevent trespassing and drowning incidents. The site has also partnered with the Human Rights Commission to provide training to the Solwezi police on human rights and international law enforcement principles. Some areas noted with room for improvement included screening of private security personnel, due diligence when calling police for ad-hoc patrols on site or to respond to security incidents and seeking stakeholder feedback on security arrangements.

Since the VPs assessments, all sites have been working to fill the gaps and carry out the recommended actions. 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

The 2022 third-party assessment at Lumwana recommended the site conduct a thorough analysis of an incident that occurred at a protest at an exploration site earlier that year. The site subsequently followed this recommendation and gleaned many lessons learned. They found the entire demonstration could have been avoided with better planning and coordination by site departments. It was also recommended a formal risk assessment should be undertaken for future exploration projects, identifying all possible risks involved in the planned operations, along with risk mitigation strategies. This would include community engagement, local leadership's involvement in the project, and prior organization of the police when called to deal with an incident at the site. The site's extension of training to Solwezi police was also implemented following this incident to help better prepare officers who may be called to deal with security incidents related to the company. The 2024 third-party assessment found that the relationship between the mine and the community involved in the 2022 protest had improved dramatically and no further incidents had been reported.

At North Mara, one important lesson learned was the value of transparency in engagement with the community about trespassing onto the mine site. As noted above, the site showed women, youth and village leaders footage of trespassing incidents that occurred on the site. The women were shocked as they were told by their husbands they were going “mining.” However, they were not aware of where their husbands were mining and how they were obtaining the gold. This changed their perspective on the matter, and they have since been committed in helping deter their family members from illegal mining and North Mara.

Key Issues

Barrick endeavors to promote the Voluntary Principles in all our operating jurisdictions, with all of our private and public security providers. However, we recognize that the task of promoting the Voluntary Principles is challenging with certain government institutions and public security forces that may be reluctant or unwilling to engage. In some cases, it is a matter of strengthening relationships with individuals within the institutions and building trust and we are actively engaged to achieve this. We look forward to engaging with our industry peers and Voluntary Principles members in 2025 to address this challenge and adopt practices that have proved to be successful elsewhere.

Plans for 2025

In 2025, Barrick will carry out independent third-party assessments against the Voluntary Principles and training at North Mara and Bulyanhulu (Tanzania), Porgera (Papua New Guinea) and Veladero (Argentina). We also plan on providing third-party VPs training for our private security personnel at Nevada Gold Mines.

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 Voluntary Principles member companies in terms of demonstrated commitment to the Voluntary Principles, engagement in the VPI, transparency and dialogue, rule of law, policies and procedures, and engagement of public and private security and internal stakeholders. All sites have an action plan in place to fill any gaps or implement improvement plans.

All Barrick medium to high-risk sites are 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. We continue to work with the sites to implement their VPs action plans and bring them into greater conformance with the Barrick VPs Standard.

Barrick will continue to promote the Voluntary Principles with host country governments and 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

No changes were made to the company's use of the Voluntary Principles tools in 2024.

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, Pueblo Viejo, Lumwana, and Tongon mines and the Reko Diq project.

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; risks related to operations near communities that may regard Barrick's operations as being detrimental to them; 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; non-renewal of key licenses by governmental authorities; the risks of operating in jurisdictions where infectious diseases present major health care issues; risks associated with Barrick's supply chain including disruptions in the supply of key mining inputs due to the invasion of Ukraine by Russia and conflicts in the Middle East; 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 Mining 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.