



BARRICK Mining **CORPORATION**

2025 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 from 1 January 2025 to 31 December 2025.

Barrick manages gold operating mines, projects or exploration projects in the United States, Canada, Tanzania, Mali, Democratic Republic of Congo (“DRC”), Papua New Guinea, Dominican Republic, and Argentina. The Company is also the operator of a copper mine in Zambia, has a copper Joint Venture in the Kingdom of Saudi Arabia, and a copper project in Pakistan.

This is the Company’s sixteenth report to the VPI. As per the 2025 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.*

Barrick’s commitment to strive to act in accordance with the Voluntary Principles is outlined in Barrick’s [Human Rights Policy](#). All Barrick-affiliate operated sites have adopted the Human Rights Policy, and employees and contractors are informed about the policy during site and vendor onboarding processes. The Human Rights 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 Environmental, Social, Governance (ESG) & Nominating Committee by the Group Sustainability Executive and the President & CEO. Implementation responsibility at the corporate level is managed by Sustainability. Day-to-day implementation is led by the Security department at a site level.

Engagement in the VPI

In 2025, Barrick’s African and Middle East (AME) General Counsel participated in the Voluntary Principles Initiative (VPI) Plenary and Corporate Pillar meetings at the VPI Annual General Meeting. Barrick’s Group Sustainability Manager participates and leads Barrick’s contributions to the VPI through the Corporate

Pillar meetings held virtually throughout the year, as well as by attending the VPI Board Strategic Review as a guest of the Corporate Pillar.

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 and the World Gold Council Sustainability Taskforce, as well as participates in 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.

As a longstanding member of the VPI, Barrick remains committed to working with other VPI participants to promote the VPs in our countries of operation, further the understanding of issues related to the implementation of the VPs and collaborate on initiatives wherever possible. Throughout 2025, Barrick engaged with a number of other VPI corporate members to share security related information in the countries we operate, as well as to learn application of security and human rights considerations at peers' assets across the globe.

Transparency

Barrick communicates its commitment to the VPs through the company website and in its annual Sustainability Report, and [2025 Human Rights Report](#). The website contains a dedicated section on human rights and provides up to date information on the implementation of the VPs.

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 the 2025 Human Rights Report, Barrick reported publicly on how it works to identify, prevent and mitigate human rights impacts related to security through the implementation of the VPs. This includes setting clear expectations for the company's security providers in policies, procedures and agreements, applying thorough screening procedures for security personnel, delivering ongoing training to security personnel on human rights and the use of force, recording and investigating security and human rights related incidents and allegations, and monitoring compliance through regular assessments and audits.

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 commitment to the VPs is communicated in the regular discussions Barrick Security Managers have with both private and public security personnel.

In addition, all contracts with private security providers include requirements to comply with Barrick's policies and procedures and with the Voluntary Principles on Security and Human Rights. Similarly, Barrick's agreements with public security forces include a commitment on behalf of both parties to act in accordance with international protocols and instruments, including the Voluntary Principles.

Barrick has a Voluntary Principles on Security and Human Rights Standard (VP Standard) that 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, sites also carry out or facilitate human rights and security awareness sessions with public security forces and their personnel. In addition, in 2025, a third-party conducted in-person training workshops for private security personnel (and some public security personnel) at North Mara, Bulyanhulu, Porgera, Nevada Gold Mines and Veladero.



Figure 1 – Voluntary Principles Refresher Training with Private Security Contractor Personnel at Veladero



Figure 2 – Voluntary Principles Training with Private Security and Community Relations Personnel at Porgera

3. *Promotion and advancement of the VPs internationally*

Barrick personnel participate in the In-Country Working Groups (ICWG) established in certain of the 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 North Mara, the Community Relations and Security departments continued to actively engage law enforcement, government authorities, and community members on security and human rights issues throughout 2025 in meetings and training workshops. North Mara and Bulyanhulu Security Managers also liaise with industry peers, directly and via the Chamber of Mines, on security and human rights related challenges. At Veladero, senior Security personnel engage with the Gendarmerie (public security forces) and the local police regularly and share information on the VPs at least once per year. This includes reiterating Barrick's policies related to security and human rights, and the importance of complying with the VPs. In addition, when the Gendarmes conduct reconnaissance missions on company property, the Veladero security team provides the officers with a short briefing on the VPs.

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 VP Standard and set of related procedures (e.g. Procedure for the Use of Force, Managing Relationships/Agreements with Public Security Procedure, Human Rights Reporting and Escalation Procedure) that apply to all our sites. These were revised in 2025 to align with emerging best practices on security and human rights and any changes to internal reporting and investigation procedures. One notable change was the incorporation of additional measures to address vulnerable groups during apprehension, arrest, detention, and investigation processes. A second change was the inclusion of additional guidance around risk assessments, including updating the mine risk evaluation criteria to determine the general security risk level for individual sites. The updated standard was rolled out internally to all site Security teams in mid-2025.

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

Barrick's VP 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, 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 (including any changes in business practices or activities that may lead to conflict), the reputation of public and private security, the potential for human rights impacts during a confrontation with private or public security, any

particular risk of public or private security negatively impacting the rights of women, children or other vulnerable groups, 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 Managers, 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 and 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 conduct its third-party Voluntary Principles Training and Human Rights Risks Assessments. In 2025, third-party VPs assessments were carried out at North Mara, Bulyanhulu, and Porgera. Security and human rights, including critical elements of VPs conformance, were assessed as part of a broader Human Rights Assessment at Veladero. Although the site visit to Veladero occurred in 2025, the reporting thereof occurred during 2026. To the extent possible, information for Veladero has been included herein.

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 or other 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 aligned with the effectiveness criteria of the UN Guiding Principles and IFC Performance Standards. External stakeholders can access these mechanisms to report any complaints related to security. All grievances are registered and tracked in the site's grievance register and are investigated in accordance with Barrick's Human Rights Investigation Procedure (see Section 8 for additional information). Where grievances are complex, sensitive, or systemic, cases are escalated to regional leadership, the Group Sustainability Executive, and the Senior Vice President Business Assurance, Risk and Business Integrity to ensure impartiality and alignment with investigation procedures.

There were no security related human rights allegations reported via the Barrick hotline in 2025. There were also no formal complaints raised by community members about security via operational-level grievance mechanisms. However, at North Mara and Porgera, security incidents involving the public or private security were reported internally and investigated according to Barrick procedures.

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 personnel 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 2025. See section C for information about specific vetting procedures of private security companies carried out at North Mara, Bulyanhulu and Veladero (note that security personnel at Porgera are all company employees).

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 outlines how reports of potential human rights violations and security related human rights violations are evaluated, investigated, brought to the attention of host-nation authorities, monitored and reported on. All internal investigations are carried out as per Barrick's Human Rights Investigation Guidance. This guidance 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.

Where allegations of human rights abuses involve public security, the Site Security Manager is required to make a request for an investigation to government authorities. 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.

If the Site Security Manager is concerned there may be a lack of capacity by the host government to carry out effective investigations, he/she may initiate a separate internal investigation. In the case of a Use of Force incident involving public security, Site Security Managers carry out an internal review of the incident to determine if the level of force was applied as per the Barrick Use of Force Procedure. All relevant information/evidence is be handed over to the investigating authorities. Barrick Compliance/Legal personnel also request that the Company remain apprised of the police/government investigation and follow-up with the police/government as practicable.

The third-party Voluntary Principles assessments carried out in 2025 found that the Security department at North Mara carried out internal investigations of any incidents that allegedly occurred on Barrick property involving personnel operating on Barrick's behalf. The site also cooperated with local authorities on any related police investigations. Similarly, Porgera investigated all incidents involving its private

security personnel. There were no security related incidents with human rights implications reported at our other sites in 2025.

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 North Mara (Tanzania), Bulyanhulu (Tanzania), Porgera (Papua New Guinea), and Veladero (Argentina) mines are the focus of this year's report as an external assessment of their compliance with the Voluntary Principles was conducted in 2025. We also provide an overview of VPs training that was carried out at Nevada Gold Mines.

10. Engagements with stakeholders on country implementation

Veladero's Security Manager participates in Community Development Committee (CDC) meetings during which he communicates the company's commitment to the VPs. Veladero Security management personnel also engage with the Gendarmerie and the local police regularly and share information on the VPs at least once per year. Additional engagement is planned for 2026 (see section D for more information).

North Mara and Bulyanhulu Security Managers engage with other companies in Tanzania 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.

Bulyanhulu Security and Community Relations teams hold quarterly meetings with police and village leaders. Meetings in 2025 included discussions on security of the mine and the surrounding villages, including strategies to prevent and mitigate security incidents. Similarly, North Mara holds monthly meetings with local, district and regional police to discuss security issues. North Mara's Security department also participates in quarterly License to Operate meetings with other department heads and village leaders to discuss a variety of topics, including security. In addition, Security is addressed at all village assembly and CDC meetings. The site established a security committee under the CDC and meets with them to discuss broadly how to address security matters in the community. The site has incorporated community feedback from these engagement sessions into its security and social plans and programs. The site has also made changes to enhance the security of sungusungu (community guards) following suggestions by community leaders.

North Mara has substantially increased its engagement with community members and civil society groups on human rights over the past couple of years. The site actively engages 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. It also holds sessions with clan elders and community leaders to discuss challenges related to trespassing and illegal mining. The site's Community Relations team has also been partnering with local NGOs and institutions to support initiatives to address child abuse and gender-based violence (GBV) in the community and provide legal aid for victims of domestic violence.

At Porgera, New Porgera Ltd (NPL) personnel meet regularly with different levels of the Royal Papua New Guinea Constabulary (RPNGC) to discuss security issues and challenges. The Security Manager conveys Barrick's commitment to and expectations regarding the VPs in meetings with higher ranking officials of the RPNGC.

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

Porgera's security personnel are all direct employees of NPL and no new private security providers were contracted to Veladero, North Mara or Bulyanhulu in 2025.

North Mara and Bulyanhulu's contracts with private security contractors all contain a requirement that the contractor maintain ethical and human rights policies which implement the Voluntary Principles. Veladero's contract with its private security contractor requires that the contractor adhere to the Voluntary Principles and the UN Basic Principles on the Use of Force and Firearms for Law Enforcement Officials. The 2025 third-party VPs assessments at North Mara and Veladero found that security contractor managers were highly aware of Barrick's commitment to respecting human rights and following international security and human rights standards.

Security personnel at North Mara, Bulyanhulu, Veladero and Porgera undergo comprehensive screening prior to beginning work at site. At North Mara and Bulyanhulu guards must provide national ID for proof of age, a criminal record check, and a character reference letter from the Village Executive Officer. At North Mara, the site was able to provide proof of police clearance and other screening documents for all 16 security personnel randomly selected for interview by the external assessor. At Veladero, all workers, including contractor guards, undergo criminal background checks prior to being given access to the site. The 2025 third-party assessment at Veladero found the system to be highly effective as the site flagged a contractor employee (not security) at the gate who had been involved in past illicit activity. The 2025 third-party assessments at Porgera and Bulyanhulu found opportunities for improvement in ensuring that 100% of guards working on site had proof of a criminal background check.

All sites have adopted Barrick's Use of Force Procedure which is aligned with the UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials. North Mara, Bulyanhulu, Veladero and Porgera carry out Use of Force training with guards during induction and annual refresher training. Guards at North Mara, Bulyanhulu and Veladero are unarmed, which reduces the risk of excessive use of force incidents involving private security at these sites.

Public Security

Neither Barrick, nor any of its affiliates direct or control any public security forces which all operate under its own chain of command.

North Mara and Bulyanhulu both have a Memorandum of Understanding (MoU) in place with the Tanzanian Police Force (TPF) to maintain law and order in the surroundings of the mine sites. The MoUs

commit the police to act in accordance with applicable human rights principles, applicable national and international law and international protocols including the UN Code of Conduct for Law Enforcement Officials, the UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials, and the Voluntary Principles. The MoUs also stipulate that no TPF officer or other TPF personnel that has faced credible allegations that he or she has committed violent crimes or was involved in human rights abuses is assigned to duties in connection with the Area under the MoUs. All TPF officers are also required to undergo training on applicable human rights principles and international humanitarian law and international security and human rights standards related to the use of force. As per the MoUs, if there are any complaints levied against individual TPF officers based on conduct occurring while assigned to the mine site areas, whether raised by the Company or any third party, those complaints will be fully investigated according to the established TPF or the Government's procedures, and any individuals under investigation for potential violation of TPF duties, policies or the laws of Tanzania will be suspended from providing security in the Area pending the outcome of such investigation.

Public security does not provide any ongoing security support to Veladero. However, in 2025 Veladero signed an MoU with the Gendarmerie to provide a short-term security presence during the dismantling of old housing at an exploration site. The MoU requires compliance with the company's Human Rights Policy and that the Gendarmes respect international human rights while carrying out activities described in the MoU. The MoU stipulates that the Company has the right to request that Gendarmerie personnel receive a copy of Barrick's Human Rights Policy and receive training on international human rights relevant to the context of the activities they will be carrying out in relation to the MOU. The Gendarmerie are also required to investigate any allegation of human rights violation committed by the Gendarmes in relation to the activities carried out under the MoU.

Porgera's MoU with the RPNGC was signed in 2005 and remains in force. The MoU commits the RPNGC to ensure that all members of the RPNGC Unit and any other members of the RPNGC adhere to the principles and standards of International Law Enforcement Principles (which are defined as the Voluntary Principles, the UN Code of Conduct for Law Enforcement Officials and the UN Basic Principles on the Use of Force and Firearms for Law Enforcement Officials). At the time of the 2025 third-party assessment at Porgera the site was in the process of updating the MoU to include specific clauses on the use of force, training requirements, investigations of human rights related allegations, and the human rights records of officers assigned to the site. Such changes are necessary to align with Barrick's Procedure for Managing Relationships/Agreements with Public Security.

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

All North Mara and Bulyanhulu 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. 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. All randomly selected guards and Sungusungu interviewed during the 2025 third party assessments at both sites had up to date training records. The 2025 third-party assessment at North Mara also highlighted a best practice to help assess the effectiveness of guard

training. On a quarterly basis, the Security department randomly tests 5-6 guards on different VPs topics. Supervisor and trainers complete an assessment form and use the gathered information to gauge what topics should be covered in future toolbox meetings.

At Veladero, participatory VPs training is conducted twice a year with site-based security personnel. Training materials are also supplied to the security contractor responsible for ore transport so they can complete the training with their guards on an annual basis. Training includes practical scenarios, and role plays which are updated regularly to keep content interesting and challenging (see Figure 3). The most recent training materials include role plays that address child labour, conflict management and de-escalation. The 2025 third-party assessment found that all contractor guards had received at least one training on all VPs topics, and 85% had completed two trainings in 2025.

At Porgera all security personnel, including unarmed guards, must complete a 3-day induction training program that covers human rights, VPs, use of force, code of conduct and arrest and detention. Armed guards must complete an additional 10 training days on firearms safety and practice. All security personnel, except for administration staff, must complete a half-day annual refresher training that covers human rights, use of force, and code of conduct. For armed guards the refresher also includes another half-day on firearms and ammunition. The 2025 third-party assessment found all members of the security team were up to date on their initial and refresher training.

In addition to the standard induction and refresher training carried out at each site, participatory full day VPs training was also conducted by a third party with 25-50 security personnel at each of these sites in 2025. In addition, 3 full-day VPs training sessions were conducted with approximately 75 security personnel from our Nevada Gold Mines operations. All training was designed and tailored to the operating contexts and security challenges of each site.

Public Security

North Mara and Bulyanhulu continue to contract the TAWLA to provide a two-day training on security and human rights to all police officers deployed under the site's 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. The 2025 third-party assessment at North Mara also highlighted that TAWLA has extended its training to police in the community (not covered under the MoU).

In addition to the above, select public security officers also attended a full day participatory training on the VPs facilitated by a third-party at North Mara and Bulyanhulu in September, 2025.

At Veladero, no regular training is provided to the Gendarmes as they do not normally provide support to the mine site outside of their regular duties. However, the Security department provided training to the eight Gendarmes who were assisting with the Zancarrón Project prior to beginning the operation in December 2025.

At Porgera, members of the RPNGC's Mobile Squad complete training on human rights as part of the site induction. However, the 2025 third-party assessment found opportunities to improve the content of this training and to contract an independent third party who can provide the training to new officers who are assigned to the site.

Civil Society

In 2025, North Mara contracted a third party, TAWLA, to carry out training on human rights with youth, women and leaders of the community. The 2025 third-party assessment reported that most community members interviewed, particularly leaders, said that the mine discusses security issues with them in meetings regularly. Moreover, it found community members were more aware of their rights and where to go when their rights are not being respected.



Figure 3 – Interactive training carried out by Veladero Security Team

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 on a rolling, risk based cycle, typically every two to three years and medium risk sites at least once every three years. In 2025, all sites selected for an assessment were considered high risk, except Veladero which is considered medium risk.

In 2025, independent third-party consultant, Avanzar LLC, conducted onsite assessments against the Voluntary Principles requirements at North Mara, Bulyanhulu, Porgera and Veladero (reporting occurred during 2026). A complete overview of Avanzar’s methodology is provided in Barrick’s 2021 Plenary Report. In general, the third party assessments found much progress had been made at the respective sites, while also identifying opportunities for improvement at each of the sites.

Since the VPs assessments, all sites have been working to carry out the recommended actions. Each site has reviewed the assessments and established an action plan to address these recommendations within specific timeframes based on the risk associated with each of them.

North Mara

The third-party assessment at North Mara confirmed the site maintains a strong commitment to implementing the VPs and found significant progress was made since the previous assessments in 2023 and 2024. The assessors found there had been zero complaints raised against private security personnel since the 2023 assessment, which marked a significant improvement in guard conduct and performance.

Notable improvements were also made to the site's engagement with external stakeholders, its risk assessment process, and its internal reporting and investigations of security related human rights violations. The assessment also found ongoing efforts to strengthen the site's grievance mechanism. The Community Relations (CR) department carried out a comprehensive participatory review of its grievance process with the community in the second quarter of 2025. The department has since been proactively communicating the grievance mechanism during quarterly meetings held by the Village Chairs (VC) and Village Executive Officers (VEO), and during most meetings with the broader community.

Bulyanhulu

Bulyanhulu showed improvements in its relationship with private security, public security and management of illegal mining since its last third-party assessment in 2023. Recommendations from the 2023 assessment were successfully implemented to improve the private security contract, training, and external stakeholder engagement. Most notably, Bulyanhulu established open community forums to discuss with community members any changes at the mine that may affect them, and pose questions to mine department heads, including Security. The 2025 third-party assessment also found that trespassing incidents have decreased substantially since 2023.

Veladero

The third-party assessment found Veladero's Security management team well versed in VPs and has long-established systems in place to effectively prevent and mitigate negative human rights impacts by security personnel. Regular risk assessments are carried out with other department heads to identify and mitigate security related human rights risks. The site also actively promotes the VPs with its private security provider and has mechanisms in place to ensure all guards are screened and trained as per Barrick's VPs Standard.

Porgera

The 2025-third party assessment at Porgera acted as a baseline assessment as the site was under care and maintenance between 2020 and 2023 and no external assessment had been conducted since 2017. The third-party assessment found the site was still in the process of realigning with Barrick's corporate policies and procedures, including the latest VPs Standard. However, it found key procedures related to the use of force and arrest and attention were largely aligned. The site was also in the process of negotiating a new MoU with the RPNGC to include clauses as per Barrick's VPs standard.

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

Key Issues and Lessons Learned

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 2026 to address this challenge and adopt practices that have proved to be successful elsewhere.

Plans for 2026

In an effort to monitor and seek continuous improvement at our sites, in 2026, Barrick will carry out independent third-party assessments against the Voluntary Principles and training at Kibali (Democratic Republic of Congo), Jabal Sayid (Saudi Arabia), Loulo-Gounkoto (Mali) and Lumwana (Zambia).

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 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 have been well versed in the Barrick VPs Standard, exposed to participatory VPs training, and 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

The VPs tools were reviewed during the update of Barrick's VPs Standard and related procedures in 2025. Best practices were drawn from the Implementation Guidance Tools (IGT) and incorporated into the Use of Force Procedure and Human Rights Investigation Procedure.

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", "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; Barrick's engagement and relationships with local governments, community leaders and public security personnel; Barrick policies, employee and security contractor training and performances including at Barrick's North Mara, Bulyanhulu, Nevada Gold Mine, Porgera and Veladero mines; areas for improvement identified in our site assessments; and planned third-party assessments including at Barrick's Kibali, Jabal Sayid, Loulo-Gounkoto and Lumwana 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; disruption of supply routes which may cause delays in construction or mining activities 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; risks associated with diseases, epidemic and pandemics; 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 whether benefits expected from recent transactions are realized; employee relations increased costs and physical and transition risks related to climate change, including extreme weather events, resource shortages, emerging policies and increased regulations related to greenhouse gas emission levels, energy efficiency and reporting or risks; Barrick's ability to achieve its sustainability goals, including our climate-related goals and greenhouse gas emissions reduction targets; risks associated with artisanal and illegal mining; fluctuations in the spot and forward price of gold, copper or certain other commodities (such as silver, diesel fuel, natural gas, and electricity); changes in U.S. trade, tariff and other controls on imports and exports, tax, immigration or other policies that may impact relations with foreign countries, results in retaliatory policies, lead to increased costs for raw material and components, or impact Barrick's existing operations and material growth projects; the speculative nature of mineral exploration and development; changes in mineral production performance, exploitation, and exploration successes; diminishing quantities or grades of reserves; increased costs, delays, suspensions

and technical challenges associated with the construction of capital projects; operating or technical difficulties in connection with mining or development activities, including geotechnical challenges, tailings dam and storage facilities, and disruptions in the maintenance or provision of required infrastructure and information technology systems; timing of receipt of, or failure to comply with, necessary permits and approvals; non-renewal of key licences by governmental authorities; failure to comply with environmental and health and safety laws and regulations; 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.