Sustainability Report 2025

Built to Deliver.

BARRICK

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SECTION 1

Introduction

CEO's Foreword

Building on Strong Foundations

Mining is a long-term business. The decisions we make today must create value for our shareholders, for the countries and communities that host our operations, and for the people who work across our sites. That philosophy continues to guide Barrick as we evolve the company and position it for the future.

The past year marked a period of leadership transition as well as important developments across our portfolio. While leadership changes over time, the principles that underpin Barrick's approach remain constant: operating safely, mining responsibly, maintaining disciplined operational performance, building strong partnerships and creating sustainable long-term value.

Over the past decade, our strategy has built a portfolio of world-class gold and copper assets. With this foundation in place, our focus is on unlocking the full value of that portfolio through operational discipline, technical excellence, exploration success and responsible long-term development.

"As we look ahead, our focus remains clear: protecting our people, mining responsibly, strengthening our partnerships and maintaining the operational discipline required to create value for generations."

Our People and Safety

Our people are the foundation of Barrick's business, and nothing is more important than ensuring every person who comes to work at one of our operations returns home safely.

While we recorded improvements in several safety metrics during the year, we also experienced tragic incidents that resulted in the loss of lives within our team. These fatalities are deeply felt across our organisation and reinforce the responsibility we carry as leaders.

We are strengthening our approach to safety with a clear focus on recognising fatal risks, rigorously verifying critical controls and empowering our people to stop work where controls are missing or inadequate. Across Barrick, we continue to reinforce that safety must come before production and that no operational outcome is more important than protecting lives.

Preventing fatalities and life-altering injuries requires visible leadership, operational discipline, accountability at every level and a proactive safety culture embedded across the business. Strengthening that culture remains one of the most important responsibilities of our leadership teams.

Delivering Long-Term Value

Alongside our continued focus on safety and operational discipline, we also made important progress across our portfolio during the year, reinforcing the long-term strength of Barrick's asset base.

In North America, Nevada Gold Mines remains a cornerstone of Barrick's portfolio and continued investment in exploration across the Nevada district is delivering strong results, including further progress at Fourmile. These discoveries reinforce the value of sustained exploration, technical capability and long-term planning. Pueblo Viejo in the Dominican Republic also continued to advance its expansion projects during the year.

In Africa, Kibali continues to demonstrate how operational performance and lower-emissions energy solutions can be integrated at scale through its renewable energy infrastructure, including hydropower and solar generation. At Lumwana in Zambia, the expansion project continues to progress on schedule and within budget, supporting our strategy to grow Barrick's copper platform and strengthen our exposure to commodities critical to the global energy transition.

Together, these developments reflect the quality of Barrick's portfolio and our ability to operate and develop long-life assets capable of delivering value over decades.

Strengthening Partnerships

Barrick's partnership model remains central to our success. Our operations depend on strong relationships with host governments, communities and local stakeholders, built on mutual respect, transparency and a shared commitment to long-term development.

During the year, our operations in Mali faced a period of significant uncertainty as we worked

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through complex issues with the Government of Mali regarding the future of the Loulo-Gounkoto complex. Through continued dialogue and engagement, we reached an agreement with the Government and reopened the mine at the end of 2025.

Loulo-Gounkoto remains an important contributor to Mali's economy through employment, local procurement, infrastructure development and support for local businesses and communities.

Across our portfolio, we continued to advance localisation initiatives by increasing procurement spend with local suppliers, supporting workforce development and maintaining strong levels of national employment. These efforts form part of our broader approach to supporting long-term economic development in our host countries.

Sustainability as Strategy

At Barrick, sustainability is integrated into how we operate the business. It informs how we manage risk, allocate capital, build partnerships, develop projects and maintain resilient operations capable of delivering long-term value. Our business strategy and sustainability strategy are fundamentally interconnected because long-term success depends on operating responsibly and maintaining the trust of our stakeholders.

During the year, we continued to strengthen our approach across key sustainability priorities including human rights, water stewardship, biodiversity management and climate resilience. In April 2026, we also published our Human Rights Report, reinforcing our commitment to transparency and accountability in how we identify, manage and oversee human rights risks and impacts across our operations and supply chains.

Protecting biodiversity and natural ecosystems remains an important focus across our portfolio. During the year, we continued advancing the application of Barrick's Biodiversity Risk and Impact Assessment tool to strengthen how biodiversity risks are identified, assessed and managed across our operations and projects. This work strengthens how biodiversity considerations are incorporated into operational planning and project development.

Barrick also continued supporting biodiversity conservation initiatives through our long-standing partnership with African Parks and Garamba National Park in the Democratic Republic of Congo. This work contributed to the successful reintroduction of white rhino into Garamba, supporting broader ecosystem restoration and long-term conservation efforts in one of Africa's most important protected areas.

Across our operations, we continue to focus on responsible water management, strengthening climate resilience and improving the long-term sustainability of our assets and surrounding communities. Our teams work closely with governments, communities and technical experts to strengthen environmental management practices, support responsible resource development and ensure mining continues to deliver benefits well beyond the life of our operations.

Responsible mining supports operational resilience, strong partnerships and long-term value creation across Barrick's business.

Looking Ahead

Barrick enters its next phase with a portfolio, technical capability, growth projects and partnerships that provide a strong foundation for long-term success.

As we look ahead, our focus remains clear: protecting our people, mining responsibly, strengthening our partnerships and maintaining the operational discipline required to create value for generations.

Mark Hill
President and Chief Executive Officer

Barrick: Built to Deliver Responsibly

Mining is inherently long-term, and maintaining a resilient mining business requires a strategy capable of delivering value through changing market conditions, operational challenges and evolving stakeholder expectations. At Barrick, long-term success is supported by the quality of our assets, the strength of our partnerships, disciplined operational performance and a responsible approach to mining that supports resilience over time.

Over the past decade, Barrick has built a portfolio of world-class gold and copper assets positioned to deliver value across multiple jurisdictions for decades to come. With this foundation in place, our focus today is on operational consistency, disciplined execution and strengthening the long-term resilience of our business, our assets and the communities and countries that host our operations.

Barrick is built to deliver responsibly, resiliently and for the long term.

Delivering in a Complex World

Barrick operates across a diverse range of environments that are often complex, dynamic and demanding. Delivering successfully in these settings requires technical capability, strong governance, operational discipline and long-term partnerships built on trust and shared value creation.

Sustainability is integrated into our operating model and informs how we manage risk, allocate capital, develop projects and maintain resilient operations. Safety, water stewardship, biodiversity management, climate resilience, human rights and local economic development all contribute to the long-term stability and performance of our business.

Our operations are supported by consistent global standards while remaining responsive to local conditions, stakeholder priorities and operating realities across the jurisdictions where we work. This approach strengthens our ability to maintain resilient operations and deliver lasting value over time.

Performance Through Accountability

The past year reinforced the importance of accountability, consistency and leadership across every part of our business. Strengthening safety culture, advancing key projects, maintaining operational discipline and investing in the resilience of our operations and host communities all require clear systems, capable teams and a long-term approach.

Our Sustainability Scorecard remains an important mechanism for measuring performance and linking outcomes directly to leadership accountability. Through this process, sustainability priorities are integrated into operational decision-making, performance management and continuous improvement across the organisation.

Barrick's strategy remains focused on high-quality, long-life assets capable of supporting sustainable value creation over decades. These assets are supported by technical capability, disciplined management, strong partnerships and a workforce aligned around a shared standard of operational and sustainability performance.

Barrick is built to deliver responsibly, resiliently and for the long term.

How We Deliver

Delivering long-term value requires more than strong assets. It requires a consistent approach to how we operate, how we identify and manage risk, and how we work with the people and environments around us.

Our approach is built on four priorities that shape performance across our operations: safety, environmental stewardship, respect for human rights, and the creation of lasting economic value in host countries. These are not standalone commitments. They are integrated and interdependent priorities that are embedded across our operating model and reflected in the decisions we make every day.

We embed safety throughout the organisation by strengthening critical controls and reinforcing a culture where every individual is responsible for preventing harm. We manage environmental impacts through disciplined water stewardship, mitigating greenhouse gas emissions, and biodiversity conservation and rehabilitation. We respect human rights by applying a risk-based approach across our operations and supply chain. And we create economic value by investing in local employment, procurement, and community-led development.

We do not manage these priorities in isolation. Together, they inform our performance. Strong environmental management supports operational resilience. Respecting human rights underpins stable relationships with communities and governments. Local economic participation strengthens long-term sustainability beyond the life of our mines. This integrated and holistic approach strengthens the resilience of our operations and supports consistent delivery over time.

Our approach aligns with global development priorities, including the United Nations Sustainable Development Goals. We focus on areas where we can have the greatest impact, particularly those linked to economic growth, environmental stewardship, and community resilience. We do not treat alignment as an end in itself. What matters is the delivery of measurable outcomes.

Sustainability considerations are embedded across Barrick's operating model, supporting disciplined decision-making and long-term operational resilience.

Supporting Sustainable Development Through Responsible Mining

The United Nations Sustainable Development Goals (SDGs) provide a globally recognised framework for addressing many of the environmental, social and economic challenges linked to sustainable development.

While governments lead the delivery of the SDGs, responsible mining can play an important supporting role through the creation of economic opportunities, responsible environmental management, infrastructure development and long-term investment in host countries and communities.

At Barrick, our contribution to the SDGs is linked to how we operate our business. Through our focus on safety, environmental stewardship, respect for human rights and the creation of long-term economic value, we support outcomes aligned with a number of the SDGs that are most relevant to our operations and stakeholders.

This alignment reflects the integrated way we manage our business and deliver long-term value across our portfolio.

Through our focus on safety, environmental stewardship, respect for human rights and the creation of long-term economic value, we support outcomes aligned with a number of the SDGs that are most relevant to our operations and stakeholders.

A Portfolio Built to Deliver

Our business is built around a focused portfolio of gold and copper assets selected for their scale, geological quality, operational potential and mine life.

These assets are located across some of the world's most significant mining regions and include producing operations, expansion projects and development assets that support both current production and future optionality. Continued investment in exploration and resource development underpins our ability to sustain and replenish this portfolio over time, and the diversity of our assets creates resilience which will deliver value in the long-term.

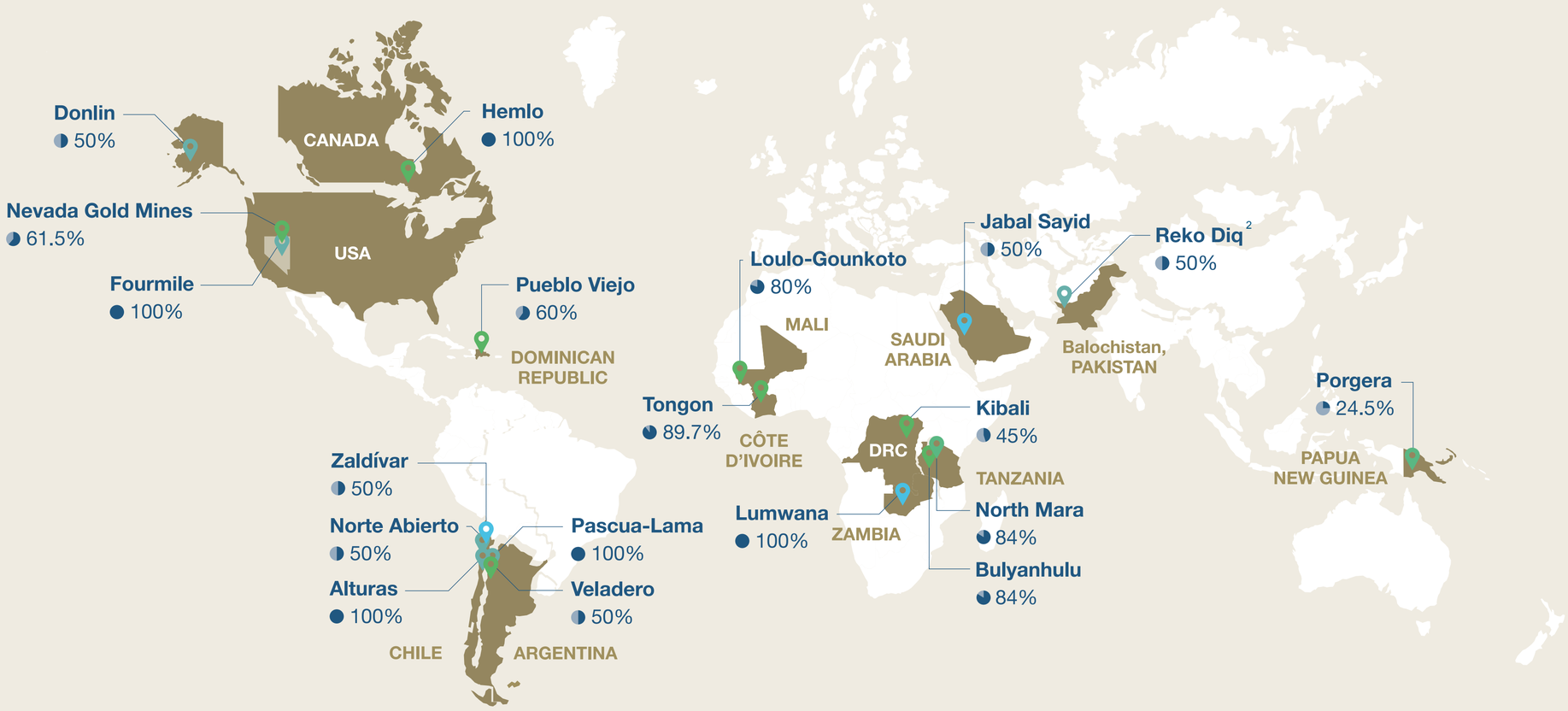
The composition of our diverse portfolio continued to evolve during the year as Barrick progressed the optimisation of its asset base. As we sold the Hemlo and Tongon mines in late 2025, performance data for these operations has been included in this report up to their respective dates of divestiture. Barrick also completed the sale of its interest in Donlin Gold as well as its interest in the Alturas project during the year. As a non-operated joint venture, Donlin Gold performance data has not been included in this report.

A consistent operating approach across our regions supports the effective management of these assets and enables the business to maintain performance across differing operating environments and commodity cycles.

Where we operate

Barrick operates across a diverse portfolio spanning multiple countries and with varying regulatory, environmental and social contexts, while also maintaining its position as the largest gold producer in the United States. This geographic breadth requires an approach to sustainability that combines consistent global standards with the flexibility to respond to local realities, risks and stakeholder expectations. Our sustainability practices are therefore embedded within operational decision-making while remaining adaptable to the distinct conditions of each jurisdiction in which we operate.[1]

- Gold mines
- Copper mines
- Pipeline projects
- Barrick ownership



[1] *During 2025, Barrick completed the divestment of the Donlin, Hemlo, Alturas and Tongon assets as part of ongoing portfolio optimisation activities.*

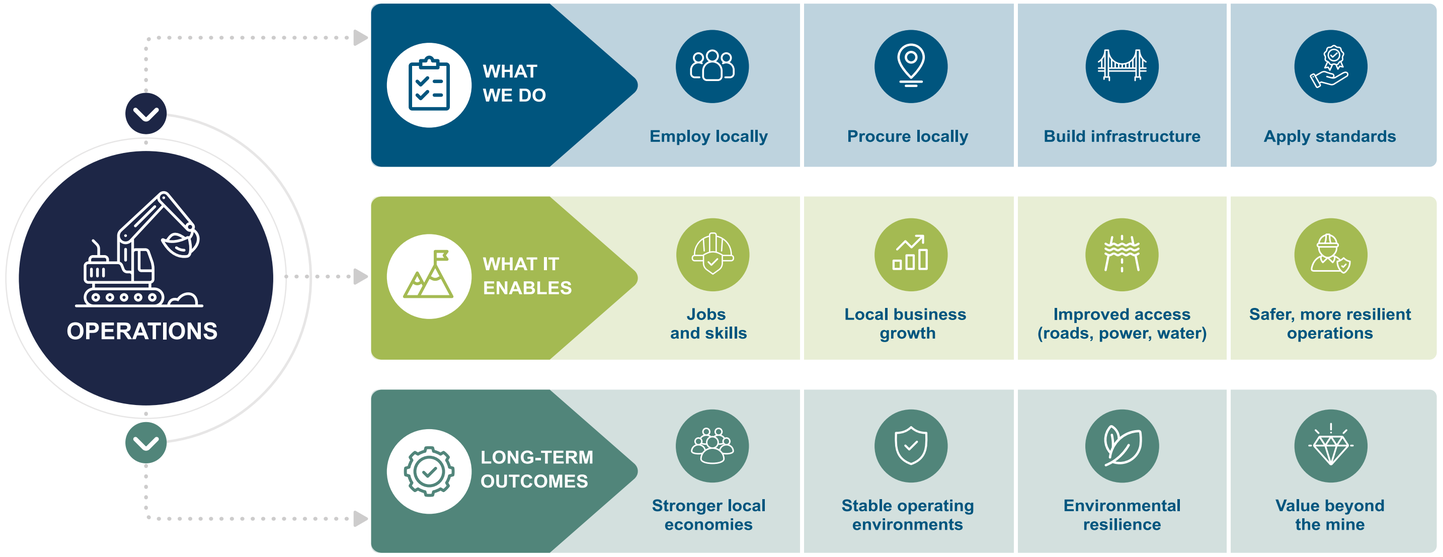
[2] *On February 5, 2026, the Company announced that it was reviewing all aspects of the project in light of the escalation of security risks and increased security incidents. On April 2, 2026, Barrick announced that following the preliminary findings of the review and further escalation of security issues in the region, the Company considers it necessary to slow the development activity and extend the project review.*

Delivering in Practice

Mining requires consistency and adaptability to ever-changing variables. It is an operational reality, delivered day by day, in diverse and often complex environments.

At Barrick, we focus on delivering outcomes that are measurable, consistent, and built to last. Across our operations, this means creating stable employment, supporting local businesses, investing in infrastructure, and managing environmental and social impacts with discipline. Our presence is often in regions where infrastructure is limited and economic opportunities are constrained. In these contexts, how we operate matters. The systems we put in place, the partnerships we build, and the standards we apply determine whether mining delivers lasting value beyond the life of an asset.

Delivery on the Ground



Accountability in Reporting

We report to show how we perform.

This Sustainability Report covers the period from January 1, 2025 to December 31, 2025 and focuses on the issues most material to Barrick and our stakeholders. Our disclosures are intended to reflect performance, progress, and areas where further work is required. We report because transparency is fundamental to building trust, strengthening partnerships and supporting accountability.

Our reporting is informed by established international frameworks and standards, including the World Gold Council Responsible Gold Mining Principles, the International Council on Mining and Metals (ICMM) Mining Principles, the GRI Standards, the United Nations Guiding Principles on Business and Human Rights (UNGPs), the United Nations Global Compact (UNGC), CDP, and climate-related disclosure frameworks including from the Taskforce on Climate-related Financial Disclosures (TCFD) and the International Sustainability Standards Board (ISSB). Together, these frameworks support consistency, comparability and alignment with stakeholder expectations across the mining sector and broader investment community.

During the year, Barrick continued to receive recognition through external ESG assessments and ratings processes, including CDP scoring across climate, water security and an 'A' score in the CDP Supplier Engagement Assessment, as well as recognised as an ESG Industry Leader for 2026 by Morningstar Sustainalytics.[1]

We use these frameworks to strengthen our disclosures, not to define our business. Our approach is grounded in how we operate day to day, with reporting designed to reflect performance across our operations and operating environments.

Unless otherwise stated, this report covers all operated sites and relevant joint ventures within Barrick's reporting boundary, applying consistent methodologies and reporting principles across the Group. Where appropriate, additional context is provided to reflect the complexity of individual operations or jurisdictions. All monetary values disclosed in this report are presented in United States dollars (USD), unless otherwise indicated.

This report and selected performance data have been externally assured to support accuracy, credibility and transparency, providing an independent view of aspects of our performance.

This approach supports accountability and provides stakeholders with a clear and consistent view of how Barrick is performing over time.

Our disclosures are structured, consistent, and select data is independently verified.

Reporting Architecture

FRAMEWORKS	BOUNDARIES	ASSURANCE
RGMP • ICCM • GRI • TCFD • ISSB	Group-wide Consistent Comparable	Select Data Externally Assured

STRUCTURED • CONSISTENT • INDEPENDENTLY VERIFIED

[1] *Awarded as of 2026. The ESG Industry Leader Badge recognises companies based on Sustainalytics' rules-based methodology. Recognition is based on publicly available data at the time of assessment and may not fully capture all aspects of a company's sustainability strategy or actions. Companies are compared within defined frameworks; recognition should not be interpreted as an absolute measure of sustainability performance or a guarantee of performance or outcomes. Further information concerning the Badge and the underlying products can be found at their webpage.*

Delivery, Measured

Delivering what matters requires clear measurement and accountability.

We track performance across our operations through our Sustainability Scorecard, which brings together a focused set of indicators across safety, environmental management, human rights, socio-economic development and governance. These metrics provide a consistent view of performance across the Group and allow us to track progress over time.

Our focus is not on reporting for its own sake. We measure what matters, and we use those insights to improve how we operate. The Scorecard allows us to move beyond isolated results and focus on trends, consistency, and areas where further work is required.

Accountability is embedded in this process. Sustainability performance is directly linked to leadership incentives, reinforcing that delivery in these areas is a core business priority.

This is how we ensure that our commitments translate into measurable outcomes over time.

Key Performance Indicator	2025 Performance (5 4 3 2 1)	Trend vs 2024	2025 Aspect Score	Grade
OVERALL			8	A
Safety			2.5	B
Social & Economic Development			1.8	A/B
Human Rights			1.3	A
Environment			1.7	A/B
Governance			1.0	A

SECTION 2

Safety and Health

Delivering Safe and Stable Operations

Safety and Health Scorecard

Key Performance Indicator	2025 Performance (5 4 3 2 1)	Trend vs 2024	KPI Score
SAFETY OVERALL			2.5
Total Recordable Injury Frequency Rate (TRIFR)[1]	1		1
Zero Fatalities	5		5
Progress against our Journey to Zero Roadmap	3		3
Percentage of actions closed on time from leading indicators	1	N/A	1

[1] *Total Recordable Injuries include fatalities, lost time injuries, restricted duty injuries, and medically treated injuries. Total reportable incident frequency rate is a ratio calculated as follows: number of reportable injuries x 1,000,000 hours divided by the total number of hours worked.*

“At Barrick we are absolutely clear. Safety comes before production. My personal commitment is to ensure the processes, standards and culture are in place to know that our workforce can always return home safe and healthy.”

Mark Hill
President and Chief Executive Officer

Delivering Safe and Healthy Operations

- Over 150,000 critical control checks globally, around 400 each day.
- Near miss reporting up 44% year-on-year.
- Zero lost time injuries across Latin America throughout 2025.

Safety is fundamental to Barrick's business and to maintaining stable, disciplined operations across our portfolio. However, improvements in personal safety and occupational health performance during 2025 were overshadowed by four fatalities across the Group.

While we continued to reduce both the number and severity of injuries, including a 28% year-on-year reduction in lost time injuries, the loss of our colleagues reinforced the need to further strengthen how fatal risks are identified, managed and controlled across the business.

These incidents prompted full investigations and contributed to a broader review of safety culture, leadership engagement and critical risk management across the Group.

Evolving a Zero Harm Mindset

Our review is focused on ensuring the right principles, systems and behaviours are embedded across every level of the organisation to support our objective of zero harm.

Traditional safety theory in mining suggests that reductions in lower severity incidents should also reduce serious incidents and fatalities. Barrick has seen significant improvements in personal safety performance over recent years, including a 60% reduction in total recordable injury frequency rate since 2020, reaching 0.71 in 2025, among the lowest levels across ICMM members[1]. However, these improvements did not prevent fatal incidents.

These incidents reinforced the need to strengthen our focus on fatality prevention and the management of critical risks across the business.

Our approach includes:

Leadership from the top, and in the field:

The Board reviews safety performance at every meeting, supported by executive oversight and operational accountability across all sites. Leaders across the business, including executive management and site leadership teams, spend time in the field engaging directly with workers, reviewing high-risk activities and verifying controls. Operations remain accountable for fatal risk management, supported by Group-level standards, specialist expertise and data analysis that strengthen consistency across the business.

Strengthening risk management and prevention

Effective risk assessment remains fundamental to preventing serious incidents. Barrick continues to expand the use of Critical Control Verifications (CCVs), requiring workers to confirm that key controls are in place and functioning before work begins. During 2025, the introduction of the Forwood digital safety platform contributed to a significant increase in CCVs completed across the Group, exceeding 150,000 during the year. Our focus in 2026 is to strengthen the quality and consistency of these verifications through additional training, field leadership and improved oversight.

Growing a zero harm culture:

Barrick continues to reinforce a proactive safety culture across employees and contractors. Near miss reporting increased by 44% ring 2025 compared to 2024, improving visibility of high-potential incidents and strengthening opportunities for early intervention and learning. Contractor safety performance also improved following the implementation of an enhanced contractor management standard, with total contractor recorded injuries reducing by 30% compared to 2024.

Training remains an important part of this approach. Safety forms a core component of programs delivered through Barrick training centres including the Barrick Academy in Tanzania and Nevada Gold Mines' training mine in the United States. Daily briefings, workforce engagement initiatives, operational messaging and digital communication tools also help reinforce safety expectations and critical risk awareness across multiple regions and languages.

[1] *Source: International Council on Mining and Metals (ICMM), Safety Performance Report: Benchmarking Progress of ICMM Company Members*

The Stop Work Award

In Nevada the DNA Award for Zero Harm recognizes exceptional safety performance and provides an opportunity to share practical lessons across the company.

In 2025, the award was presented to underground worker Joshua Falagan after he stopped work during a pre-task inspection when he identified air escaping from a small opening near a stope. A subsequent geotechnical review identified and addressed a potential void.

The intervention prevented a potential ventilation issue and reduced the risk of a significant safety incident.

Joshua said,

“If something’s out of place we just need to get it fixed. Especially underground we tend to work by ourselves, so you are often relying on the guy that was there before you. If everyone is diligent then the small things help take care of the big things.”

Using Technology to Strengthen Safety

Technology continues to support Barrick's efforts to strengthen risk management and improve operational safety across the Group.

Digital tools including DirectApps, Forwood and Wingman are helping improve the consistency of field-level risk management, communication and verification processes across operations. These tools support more proactive identification of risks and strengthen oversight of critical controls.

During 2025, Barrick also continued deploying fatigue management technologies including at Kibali in the Democratic Republic of Congo and Lumwana in Zambia. These systems use wearable and in-cab devices to identify signs of fatigue and provide real-time alerts to operators, supporting the management of risks associated with transport and mobile equipment activities.

Digital communication platforms are also used to strengthen workforce engagement through translated training materials, operational messaging and short-form safety briefings tailored to local languages and operating environments.

These technologies improve visibility of critical risks, support more consistent safety practices and strengthen proactive intervention where issues are identified.

Every mine has an emergency response team in place, and we proactively extend their reach to local communities where practical.

From fatigue management to field-level risk verification, technology is supporting safer and more informed operations.

Extending Safety Beyond Our Operations

A longer-term view of performance provides important context for understanding safety trends across the Group.

While individual years may be influenced by specific events, operational changes or shifts in workforce composition, sustained improvements over time provide a clearer indication of the effectiveness of our approach to risk management, leadership engagement and workforce participation.

The trends in this chart demonstrate the progress achieved in reducing both the frequency and severity of injuries over the past five years, reflecting the continued strengthening of safety systems, critical control management and field-based leadership across our operations.

At the same time, the fatalities experienced during 2025 reinforce the need to remain focused on preventing high-consequence events and strengthening the controls, behaviours and accountability that protect our people.

ONE AND FIVE-YEAR PERSPECTIVE:

	2020	2024	2025	YEAR TREND	5-YEAR TREND
Fatalities	1	3	4	✗	Increase ✗
LTIs	37	18	13	-28% ✓	65% Five-year decrease ✓
LTIFR	0.34	0.12	0.09	-25% ✓	74% Five-year decrease ✓
TRI	183	135	106	-21% ✓	42% Five-year decrease ✓
TRIFR	1.68	0.91	0.71	-22% ✓	58% Five-year decrease ✓
Malaria incidence rate*	19.23%	5.6%	5.5%	-2% ✓	71% Five-year decrease ✓

*(*at relevant mines in AME region)*

Extending Safety Beyond Our Operations

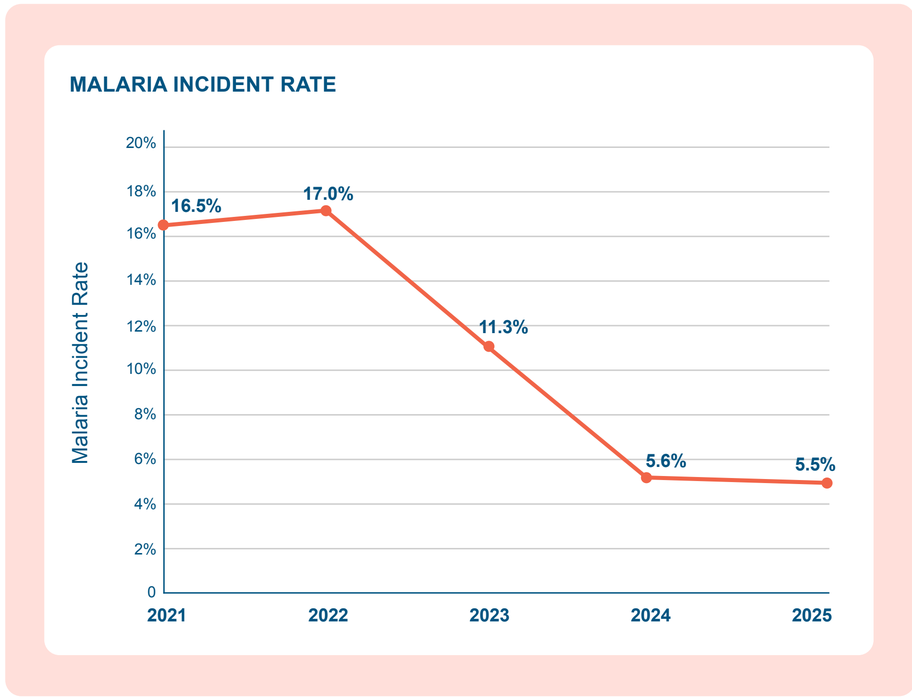
Our operations are part of wider communities, and where practical we extend our safety capabilities to support local stakeholders.

Emergency response teams are a core part of our commitment to our host communities. At many sites, these teams provide support beyond our operations, including responding to emergency incidents and assisting local authorities when additional capacity is required.

We also work with communities to address specific health risks. In regions affected by malaria, particularly across our Africa and Middle East operations, we support prevention programs including mosquito net distribution and targeted spraying.

These efforts have contributed to a reduction in malaria incidence rates across our operations, improving health outcomes for both our workforce and surrounding communities.

This approach reflects a practical extension of our safety capabilities, supporting more stable operating environments and healthier communities.



Tailings and Dam Safety

The safe management of tailings facilities is critical to protecting people, the environment and the long-term stability of our operations.

Tailings are an inherent part of mining. Managing them safely requires a disciplined and structured approach across the full life cycle of each facility, from design and operation to closure.

At Barrick, our approach is aligned with leading international standards, including the Global Industry Standard for Tailings Management (GISTM). It is implemented through our Tailings Management Standard, which sets clear requirements for design, operation, monitoring and assurance.

A key element of this approach is our six levels of inspection and assurance. These provide multiple layers of oversight across the life cycle of each facility, including independent review boards and regular site-level inspections. This layered approach helps ensure that potential risks are identified early and managed effectively.

For new and expanded facilities, we apply a Multiple Alternatives Assessment process. This evaluates environmental, social, technical and economic factors when selecting and designing facilities, with strong weighting given to environmental and social considerations.

Responsibility for tailings management sits at the highest levels of the organisation. The Board retains oversight, supported by executive accountability and specialist expertise at Group and site level. Subject to final Board approval, Barrick has also formalised executive accountability for tailings management through the appointment of the Chief Technical Officer as the Responsible Executive accountable for tailings governance and oversight across the Group. This helps ensure alignment between governance, technical oversight and operational execution.

We also focus on continuous improvement. This includes reducing tailings volumes where feasible through the use of underground and open pit backfill, while continuing to strengthen facility design, monitoring and risk management practices over time.

At the end of 2025, Barrick managed 60 tailings facilities, including 19 active and 41 closed. All facilities classified as Extreme or Very High consequence met the requirements of the Global Industry Standard for Tailings Management.

Our objective is to ensure that tailings facilities are designed, operated and closed in a way that is safe, stable and aligned with long-term environmental and social outcomes.

Six Levels of Surety for Tailings Management

Our Tailings Management Standard sets out six levels of inspection and surety for the sale management and operation al TSFs and heap leaches, these are:

Monitoring technology
Our operating sites employ mentoring systems such as vibrating wire piezometers, inclinometers, drone surveys, satellite surveys and imagery, static prisms for movement detection, drainage monitoring and other technologies to monitor TSF's abutments, natural slopes and water levels.

Routine inspection
Conducted by suitably qualified and experienced operation site personnel, in compliance with Operation, Maintenance and Surveillance (OMS) Manual requirements. Intended to ensure that the TSF is operating within prescribed parameters.

EoR / Dam safety inspection
Conducted by the Engineer of Record (EoR) responsible for the design of the current TSF phase, or by a suitably qualified and experienced geotechnical engineer outside of Barrick with a comprehensive understanding of the current TSF phase. Intended to verify that the existing anticipated TSF conditions follow design intent and that site-specific performance objectives are being met.

Dam safely review
Conducted by a suitably qualified and experienced geotechnical engineer outside of Barrick who is neither the EoR nor a representative of the TSF operation or closure design consulting firm and who has a comprehensive understanding of the current TSF phase, Intended to provide a detailed, independent assessment of the safety and operational stewardship of the TSF.

Assurance audit
Conducted by our internal corporate technical specialist. Expected audit frequency of one to three years, based in part on compliance level and previous findings. Intended to ensure that the existing or anticipated TSF conditions and management procedures comply with Barrick's corporate Tailings Management Standard.

Independent Tailings Review Committee
Conducted by one or more qualified and internationally recognized experts outside of Barrick and not involved with preparation of the TSF design. Intended to provide an expert, independent opinion as to whether or not the TSF design and current and/or anticipated performance demonstrated an acceptable level of care, from geotechnical, hydrotechnical and environmental perspectives and with reference to acceptable international practice.

Occupational Health and Wellness

Mining can expose workers to a range of occupational health risks, including respiratory conditions, hearing loss, musculoskeletal strain and fatigue. Managing these risks requires a systematic and consistent approach.

All employees are covered by occupational health programs designed to identify, monitor and control exposure to workplace hazards. This includes regular medical assessments, monitoring of exposure levels and the use of protective equipment and engineering controls.

These measures are supported by operational controls such as ventilation systems, shift design and exposure management, ensuring that risks are reduced at source wherever possible.

In 2025, additional measures were implemented at our US operations to manage exposure to silica in line with updated regulatory requirements.

Our approach is focused on early identification of risks, consistent monitoring and the application of controls to protect long-term health outcomes for our workforce.

“Maintaining workforce health is essential to sustaining safe, stable and productive operations.”

SECTION 3

Delivering Local Value

Delivering Local Value Scorecard

Key Performance Indicator	2025 Performance (5 4 3 2 1)	Trend vs 2024	KPI Score
SOCIAL & ECONOMIC DEVELOPMENT OVERALL			1.8
Percentage of annual Community Development Committees commitments met			2
Percentage of workforce who are host country nationals			1
Percentage of senior management who are host country nationals			2
Percentage of economic value that stays in host country			2
Increase in national procurement year-on-year			1
Grievances Resolved within 30 days			3

Delivering Local Value

Mining operates at scale and over long-time horizons. The way we operate determines how value is created and where it is retained.

Across our operations, local employment, procurement, and community investment are the primary channels through which economic value is distributed. These are not separate from the business. They are embedded in how we operate and directly influence stability, performance, and long-term outcomes.

The extent to which local people and businesses are able to participate in our operations shapes the resilience of local economies and the stability of our operations.

Our focus is on delivery. This means applying consistent standards, building local capability, and ensuring that value created through our operations supports long-term economic participation.

Creating long-term value at a local level requires strong partnerships, local participation and disciplined execution across our operations. Our mines contribute to economic development through employment, local procurement, infrastructure and skills development in the communities and countries where we operate.

Delivering Local Value

CONTINUOUS FEEDBACK AND IMPROVEMENT

Our operations drive local employment, strengthen local suppliers and enable investment in skills, infrastructure and long-term socio-economic growth.

OPERATIONS
Responsible, safe and efficient operations create the foundation for local value

EMPLOYMENT
Local hiring and skills development builds capable, resilient communities

PROCUREMENT
Local suppliers create jobs, build capability and strengthen local business

INVESTMENT
Investment in skills, infrastructure and enterprise growth enables sustainable local development

SUSTAINABLE LOCAL IMPACT
Stronger economies, improved livelihoods land long term boss and economic resilience

OUR PEOPLE
Local employment opportunities across all levels of our operations

SKILLS & CAPABILITY
Training and skills development create a pipeline of local talent for today and tomorrow

LOCAL SUPPLIERS
Procurement from local and regional suppliers strengthens businesses and creates jobs

INFRASTRUCTURE
Invest in infrastructure improves connectivity, services and productivity

STRONGER COMMUNITIES
More resilient communities with better opportunities and quality of life

ECONOMIC GROWTH
Enabling environments for enterprise growth and diversified local economies

OPERATIONS
Drive demand for goods, services and skilled people

EMPLOYMENT
Creates income, skills and household economic stability

PROCUREMENT
Stimulates local business growth and job creation

INVESTMENT
Builds long-term enablers for growth and opportunity

SUSTAINABLE IMPACT
Stronger communities and shared value for the long term

By integrating employment, procurement and investment we maximise local value creation and deliver lasting benefits for people, communities and host countries

Economic Participation

Economic participation is how we deliver local value at scale.

Across our operations, local employment and procurement are the primary ways value is shared with host communities. This is how we operate and how we maintain stable, high-performing assets over time.

Local employment is fundamental. We prioritize hiring from host communities, with 96% of our workforce drawn from host countries, and invest in building the skills required to operate our assets safely and effectively. This builds a workforce that understands the operation, is invested in its success and can sustain participation in the economy over the long term.

Building local capability extends beyond immediate workforce requirements. Across our operations, we continue to support graduate programs, apprenticeships, internships and partnerships with universities and technical institutions to strengthen future technical and leadership capability within host countries.

At Lumwana, the Mine Training Centre enrolled 100 apprentices from local Chiefdoms across multiple disciplines, with more than 40% female participation, supporting workforce development linked to the Super Pit Expansion. At Reko Diq, the Hunar Foundation programme continued developing local technical capability, with 494 participants enrolled in training programs, all from local Baloch communities.

Local procurement compounds this impact. In 2025, we spent $7.1 billion with local and host country suppliers, integrating local businesses into our supply chain at scale. This creates opportunities that support the development of businesses that can grow alongside our operations. Local businesses tend to hire local employees and reinvest into their own communities, reinforcing our localisation strategies. Across our portfolio, local sourcing represents a significant share of our procurement and is a core part of how we operate.

The reality is that local participation does not happen automatically. In many cases, suppliers face constraints, including access to finance, technical capability and the ability to meet operational standards. We address these directly through targeted support, including training, mentoring and alignment with our requirements. This improves performance and builds more reliable, capable supply chains.

We also support the development of local enterprises beyond our immediate operational needs. This includes strengthening business capability and supporting access to markets, with the objective of enabling economic activity that can continue beyond the life of our operations.

Economic participation is measured through local employment, procurement and supplier development. These indicators provide a clear view of how value is distributed and where further progress is required.

Over time, this approach helps build stronger local economies, more resilient supply chains and lasting value within the communities and countries where we operate.

Metric	2025	2024	2023
Procurement by spend USD (%)			
Host Country	$7.1bn (75%)	$7.1bn (82%)	$6.9bn (81%)
International	$2.4bn (25%)	$1.6bn (18%)	$1.6bn (19%)
Number of suppliers			
Host Country	7,471	7,473	6,502
International	2,412	2,414	1,714
Employees (%)			
Host Country	96%	97%	97%
International	4%	3%	3%

Value Builds on Value

Economic participation does not operate in isolation. Over time, employment, procurement and enterprise development begin to reinforce each other.

As local people are employed, skills are developed and incomes increase. As local businesses are integrated into supply chains, they grow in capability and scale. This, in turn, creates additional demand for goods and services, supporting further job creation and business development beyond our operations.

The impact extends beyond the mine. Increased economic activity contributes to government revenues, supports infrastructure development and strengthens access to services. Over time, this creates more stable and diversified local economies.

How Value Grows Over Time

From initial investment to self-sustaining local economies

Value builds on value.

This is how value compounds. What begins as direct investment in an operation becomes a broader system of economic activity that can sustain itself and continue to grow.

Community Investment

In 2025, we invested $62.3 million in community development across our global operations. At Barrick, we have learned that stronger long-term outcomes are achieved when communities play a direct role in defining priorities and shaping investment decisions. Our role is to support that process through disciplined investment, governance and long-term oversight.

We focus on the essentials that shape how communities live and work. This includes infrastructure, education, healthcare, water access and livelihoods, aligned with local priorities and site conditions. These are the foundations that support functioning local economies and more stable communities.

Community Development Committees (CDCs) are central to how these priorities are defined and how investment decisions are made.

Each CDC is made up of community representatives, local leaders, men and women, youth and other stakeholders who reflect the communities around our operations. Any community member can put a project forward. Proposals are debated, challenged and tested against local priorities and long-term needs.

The process is not always straightforward. Expectations can be high, resources are finite and trade-offs are necessary. Not every request can be met, and not every idea can be delivered as proposed. The role of the CDC is to work through these realities, prioritise projects, make decisions and take accountability for where investment is directed.

Our role is to support the process through governance, transparency and oversight, while ensuring investments align with defined criteria and can be sustained over time. This includes oversight of budgets, adherence to standards and support to help ensure projects are delivered effectively.

Once priorities are agreed, delivery is grounded in local participation. We encourage the use of local contractors, tradespeople and suppliers wherever possible. This helps ensure investment extends beyond individual projects and contributes to broader economic activity.

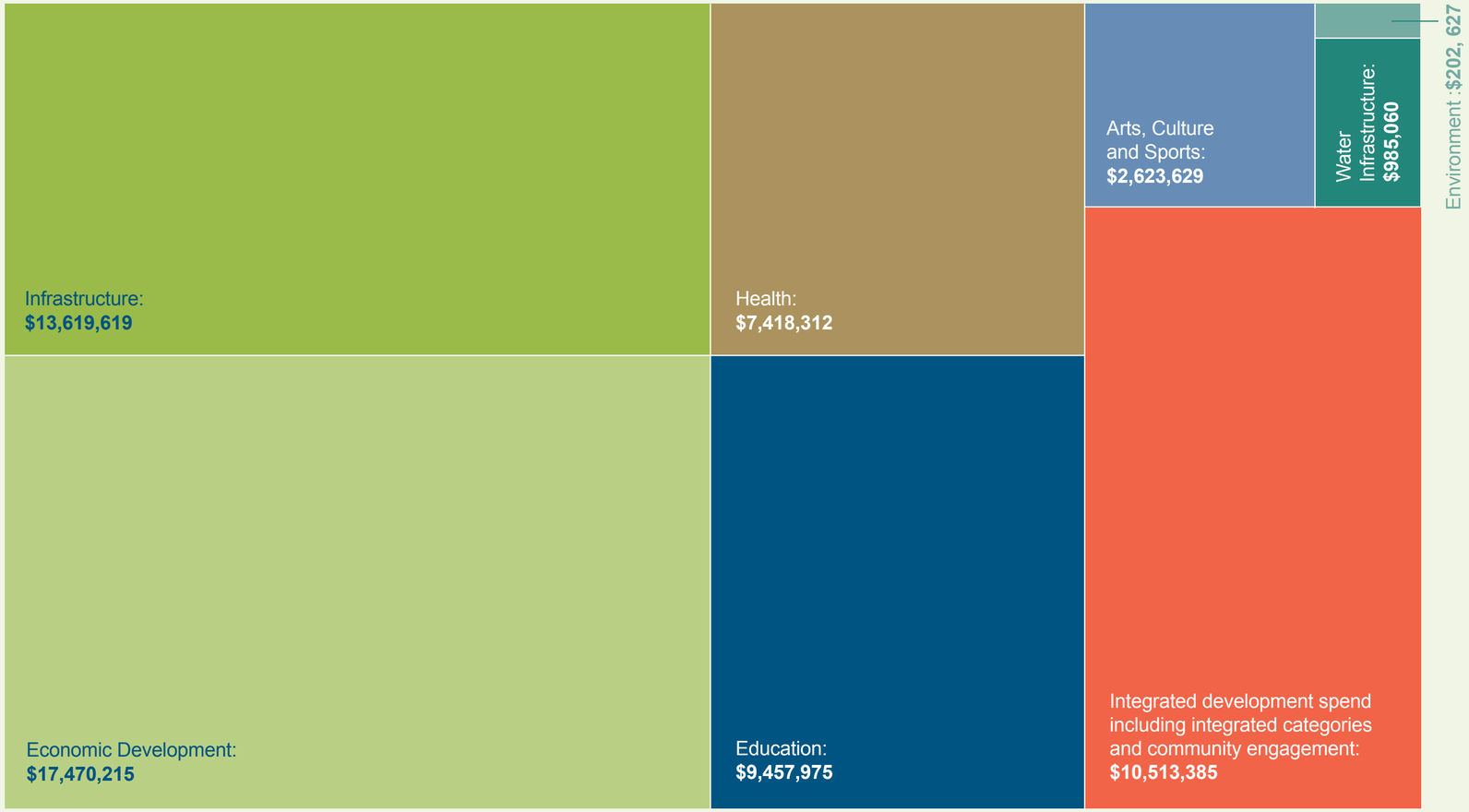
In many cases, communities contribute directly to projects, even in small ways. This co-investment strengthens ownership and accountability, and helps ensure that what is built is maintained and used over the long term.

Over time, this approach helps strengthen local capability, confidence, leadership and ownership. It creates a model of development grounded in local priorities and shaped by the people closest to them, with benefits that can continue beyond the life of our operations.

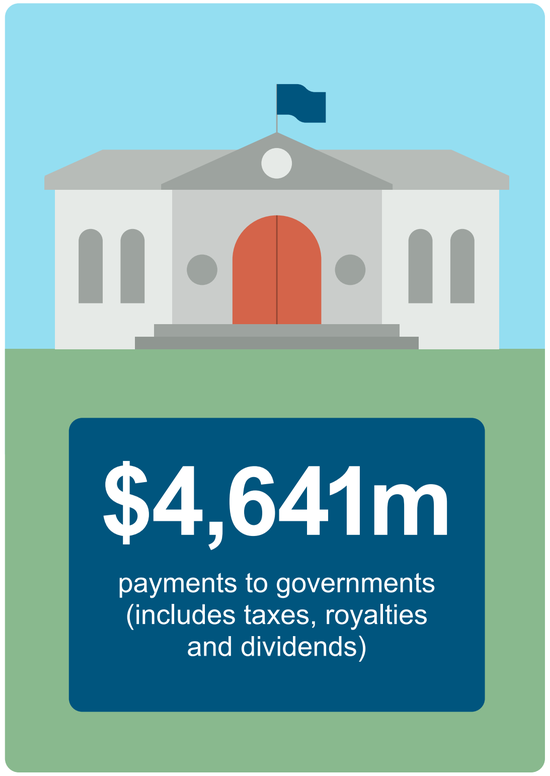
Community Led Investment in Practice

Community Investment

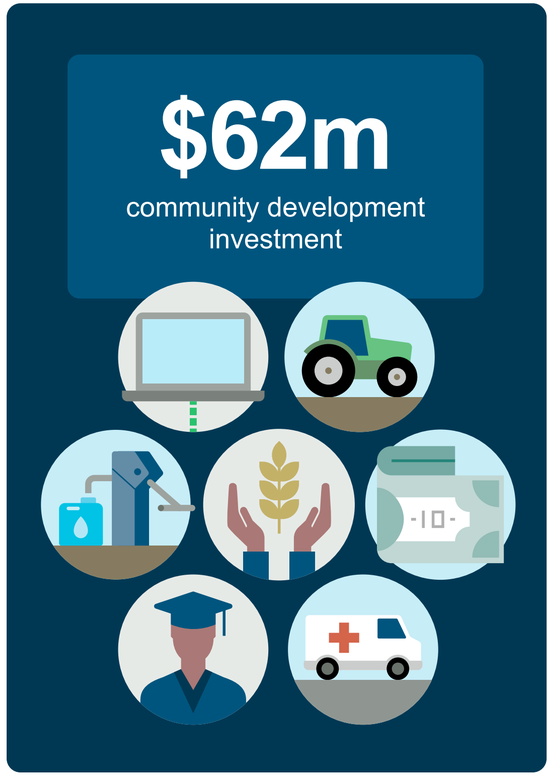
Community Led Investment by Theme



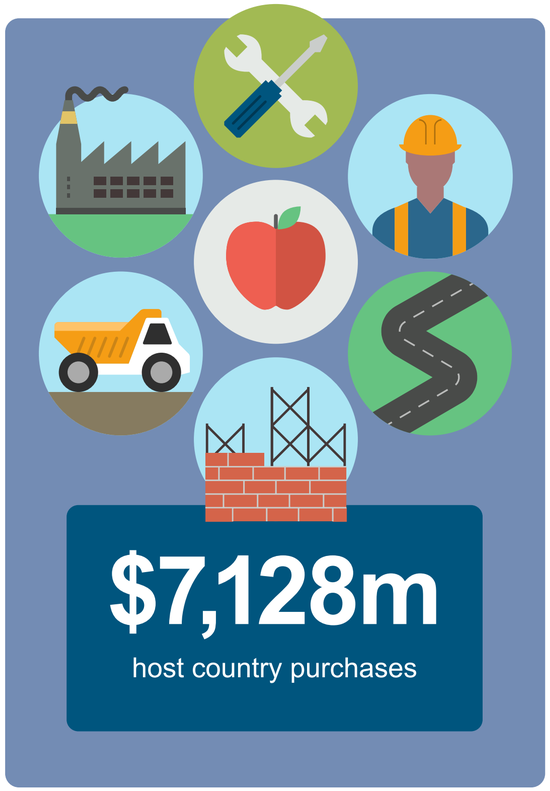
Economic Value Statement



$4,641m
payments to governments (includes taxes, royalties and dividends)



$62m
community development investment



$7,128m
host country purchases

$3,740m
payments to employees

$2,399m
out of country purchases

$3,059m
payments to providers of capital

$236m
other payments such as third party royalties

$15,833m
economic value distributed in our host countries

$21,290m
total economic value distributed

Case Study:
Strengthening Livelihoods Through Agriculture, Lumwana, Zambia

Building Sustainable Livelihoods Through Local Farming

The nature of mining is that many of our operations are located in rural areas, where access to stable income and food security can be limited. At Lumwana in Zambia, supporting agriculture has become an important part of strengthening local livelihoods and building resilience in surrounding communities.

As part of community development and livelihood restoration efforts, Barrick has supported the development of local farming initiatives aimed at improving productivity, creating income opportunities and strengthening local food systems.

These programs focus on practical interventions. This includes providing access to land, agricultural inputs, training and technical support to enable farmers to improve yields and diversify production. The emphasis is on building capability over time, allowing participants to move beyond subsistence farming towards more stable and market-oriented activity.

In some cases, this work has been linked to households affected by resettlement, supporting the transition to new land and helping to re-establish income generating activities. This ensures that livelihood restoration is not limited to compensation, but extends to longer-term economic participation.

As these programs develop, the impact extends beyond individual households. Increased agricultural output supports local food security, reduces reliance on external supply and contributes to broader economic activity within the region.

Where possible, opportunities are also created to connect local producers to markets, including supplying goods and services linked to the operation. This strengthens the link between community development and economic participation, reinforcing the role of agriculture as part of a more diversified local economy.

This approach reflects a broader focus on building livelihoods that can be sustained over time. By investing in skills, productivity and market access, these initiatives support communities in developing more stable and resilient income sources.

Managing Relationships and Expectations

Mining changes how people live, work and interact with the land around them. That creates opportunity, but it also creates pressure on land, on services and on the relationships that underpin how an operation functions.

At Barrick, we have learned that strong relationships are built over time and tested in difficult moments. They do not come from formal engagement alone. They come from showing up consistently, listening and dealing directly with issues as they arise.

Engagement happens every day across our operations. It is carried out by site teams, community relations staff and leadership who live and work alongside the communities around our mines.

Not all concerns can be resolved quickly, and not all expectations can be met. In many cases, we operate in environments where historical, social and economic challenges run deep, and where trust has been shaped by past experience. That reality influences how our operations are perceived and how concerns are raised. It also reinforces the importance of clear communication, consistent engagement and taking a long-term approach to relationship building.

Relationships are built through presence, not just process. They are shaped by day-to-day interaction, by how issues are handled and by whether commitments are followed through.

Managing Issues in Practice

We provide clear and accessible grievance mechanisms at site level, aligned with international standards including the IFC Performance Standards and the United Nations Guiding Principles on Business and Human Rights (UNGPs), ensuring that concerns can be raised, assessed and addressed in a structured, consistent and transparent way.

Grievances are recorded, investigated and tracked through defined processes, with clear accountability for response and resolution. Each case is considered on its merits, with the objective of reaching a fair and timely resolution. Where issues are more complex, they are escalated and managed with additional oversight.

The nature and volume of grievances vary across our operations. During 2025, 450 grievances were recorded across the Group and 488 grievances were resolved, including matters carried over from previous reporting periods. These grievances were concentrated at a small number of sites, reflecting the scale and complexity of activities underway in these locations and informing more focused responses, including strengthened engagement, increased oversight and targeted action to address recurring issues.

In some regions, a significant proportion of grievances relate to land access, compensation and resettlement processes, which highlights the complexity and sensitivity of these activities.

These matters often require more intensive engagement and ongoing dialogue over extended periods. To support accessibility and responsiveness, some operations provide dedicated engagement channels, offices or liaison functions specifically for households and individuals directly affected by resettlement processes.

Tracking grievances in this way provides a clearer understanding of where issues are emerging, how concerns differ across regions and where our approach needs to adapt. It allows us to move beyond individual cases and address underlying drivers of concern.

During 2025, 53% of grievances received during the reporting period were resolved within 30 days. The majority of grievances related to resettlement or land compensation related aspects. There were zero human rights-related grievances recorded during the reporting period.

Barrick classifies grievances according to the primary issue raised and the process required to address it. Not all grievances related to resettlement, security or community impacts are automatically categorised as human rights grievances. However, where an allegation indicates a potential adverse human rights impact or identifies potential non-alignment with Barrick's Human Rights Policy or international standards, the matter is escalated and managed through the Company's human rights processes with additional oversight where required.

Issues that are not addressed early tend to escalate. Addressing them consistently is part of maintaining stable operations.

Over time, this builds trust. Not as a statement, but as something demonstrated through how we respond, how we operate and how we follow through.

Managing Complex Impacts

Some aspects of our operations require a more focused and structured approach due to their complexity and potential impact.

These are not routine activities. They involve significant change, heightened expectations and, in some cases, competing interests. Managing them requires consistency, transparency and clear accountability.

Grievance Management Performance - 2025

TOTAL GRIEVANCES RECEIVED
450

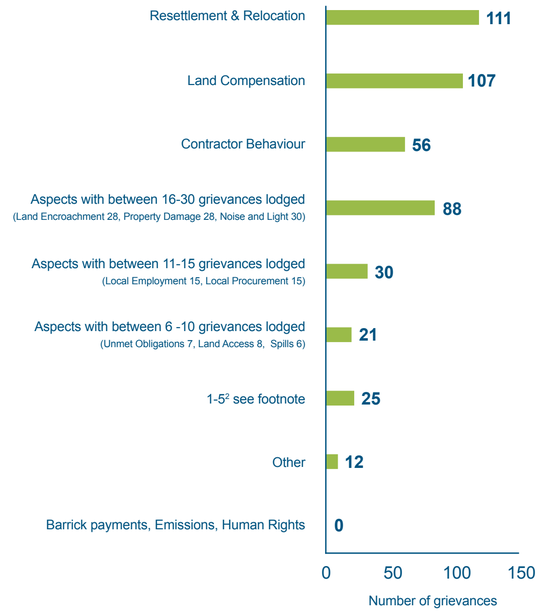
GRIEVANCES RESOLVED[1]
488

RESOLVED WITHIN 30 DAYS
240 (53%)

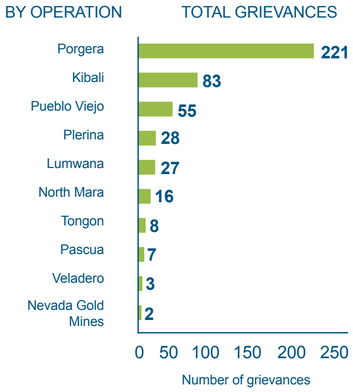
OPEN GRIEVANCES AT YEAR-END
114

HUMAN RIGHTS-RELATED GRIEVANCES
0

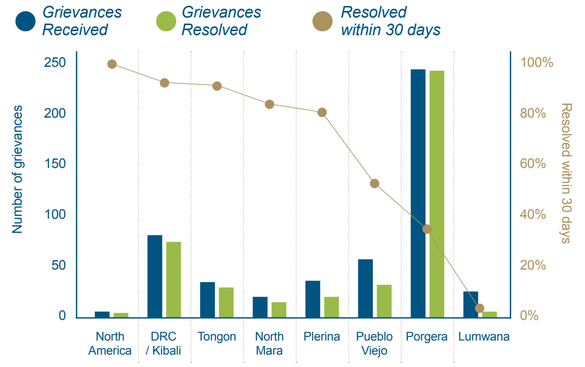
GRIEVANCES BY TYPE – 2025



REGIONAL AND OPERATIONAL GRIEVANCE DISTRIBUTION – 2025



REGIONAL AND OPERATIONAL GRIEVANCE DISTRIBUTION – 2025



Note: Lower resolution rates may reflect complexity of land access and resettlement-related grievances

[1] *Includes all grievances resolved regardless of lodgment date*

[2] *Road quality #4, Driving & speeding #3, Employee behaviour #3, Security behaviour #2, Contractor payment issues #3, Water grievances #2, Dust #3, Vibrations #5*

Resettlement: Managing Change Responsibly

Resettlement is one of the most complex and sensitive aspects of mining, and a critical way in which we create value from our operations in a responsible and respectful way. It involves fundamental changes to how people live, work and access land, and carries long-term social and economic implications for affected households and communities.

As a first principle, Barrick seeks to avoid resettlement wherever possible and minimise displacement through project design, planning and operational decision-making. Where resettlement is required, our approach is to manage this change in a structured, transparent and consistent way, aligned with regulatory requirements and international standards, including the IFC Performance Standards. This includes early and ongoing engagement with affected communities, clear communication of options, fair and timely compensation, and support to restore livelihoods.

Resettlement is not a single event. It is a process that unfolds over time, often across multiple phases, and requires sustained engagement and oversight to ensure outcomes are maintained. This includes not only the physical relocation of households, but the broader transition to new living conditions, access to services and economic opportunities.

We recognise that land is more than a physical asset. It is tied to identity, livelihoods and social structures. Managing resettlement therefore requires more than technical execution. It requires an understanding of local context, strong engagement and a willingness to adapt as challenges emerge.

The scale and complexity of resettlement means that it is often a key driver of community concerns and grievances. This is reflected in the volume and nature of issues raised at sites where resettlement is underway. We manage this through focused engagement, strengthened oversight and dedicated processes to ensure that concerns are identified early and addressed in a structured way.

Our approach is supported by defined governance structures and clear accountability at site level. This includes integration with community engagement processes, alignment with grievance mechanisms and oversight to ensure that commitments are delivered consistently.

Restoring livelihoods is a central part of this process. Financial and in-kind compensation form part of the transition, but our focus extends further to supporting households to re-establish income generating activities, access services and participate in local economic systems over the long term.

Resettlement is never simple, and the impacts on affected communities are significant. But with proper planning, engagement and long-term support, it can also result in improved living conditions, infrastructure and economic opportunities over time.

In practice, this requires coordination across multiple functions, including community relations, operations and external stakeholders. It also requires ongoing monitoring to assess whether outcomes are being achieved and where adjustments are needed.

Resettlement presents real challenges, and not all outcomes are immediate. Managing it effectively requires discipline, consistency and a long-term view. Our objective is to ensure that resettlement is carried out in a way that is fair, transparent and capable of supporting sustainable outcomes over time.

When managed responsibly, resettlement contributes to more stable communities and more resilient operating environments.

Resettlement in Practice

Resettlement is delivered across diverse operating environments, each with its own challenges and expectations, and is implemented in alignment with international standards, including the IFC Performance Standards. During 2025, resettlement activities were underway across four of Barrick's operations and are expected to continue into 2026 and beyond.

At Lumwana in Zambia, resettlement activities during 2025 focused on achieving key milestones required to support the Super Pit Expansion. This included approval of the Resettlement Action Plan (RAP) and the signing of compensation agreements with affected households, enabling the programme to transition into the implementation and construction phase. Approximately 280 households were affected as part of the current phase of the programme. Ongoing engagement remained an important focus throughout the year, alongside support for livelihood restoration and long-term access to services and economic opportunities.

At Kibali in the Democratic Republic of Congo, resettlement activities affected approximately 835 households, with 622 households resettled during the reporting period. As at year-end, approximately 75% of the current phase had been completed. Activities have been undertaken in a complex and evolving context, requiring sustained engagement, strong oversight and coordination with local authorities to manage relocation, compensation and livelihood restoration in a consistent and transparent way.

At Pueblo Viejo in the Dominican Republic, resettlement activities affected approximately 633 households, with 310 households resettled during 2025. As at year-end, approximately 47% of the programme had been completed. The scale of the programme has required a strong emphasis on planning, governance and long-term outcomes, including a structured approach to land access, housing and livelihood restoration, supported by ongoing engagement with affected communities.

At North Mara in Tanzania, resettlement activities affected approximately 730 households, with 638 households resettled during the year. As at year-end, approximately 88% of the programme had been completed. Activities focused on engagement with affected households, compensation processes and supporting the phased transition of households through ongoing monitoring and engagement.

While the context differs across sites, the approach remains consistent. It is grounded in engagement, supported by defined processes and aligned with international standards, enabling Barrick to manage resettlement in a structured and disciplined way.

Case Study: Nuevos Horizontes:
Supporting Community Transition, Pueblo Viejo, Dominican Republic

At Pueblo Viejo in the Dominican Republic, resettlement activities continued during 2025 through the Nuevos Horizontes development.

During the year, the programme passed an important milestone with more than 500 families relocated into the new community.

Families relocating to Nuevos Horizontes receive new homes, land titles and access to community infrastructure including roads, water services, recreational spaces and areas for agricultural activities. During the year, the Nuevos Horizontes Educational Centre was also opened and is already providing schooling for approximately 100 students at preschool and primary level.

The programme includes families from El Rayo, El Higo, Arroyo Vuelta, Las Tres Bocas, El Naranjo and Lajas, and has required ongoing engagement with households throughout the relocation process. This has included discussions around compensation, housing, livelihood restoration and the practical challenges that come with moving communities over time.

Juan Bautista and María Altagracia Hernández from El Higo were among the families relocated during the year together with their children and grandchildren. Their relocation formed part of the programme milestone marking the 500th family to move into Nuevos Horizontes.

One resident described the transition as both difficult and hopeful, reflecting the reality faced by many families moving through the process: “It is a big change, but we are starting to build a new life here for our children and grandchildren.”

While resettlement brings disruption and uncertainty, the aim is to support communities through that transition in a way that improves access to housing, services and longer-term economic opportunities.

Case Study:
From Resettlement to Enterprise, Kenge Workwear, Kibali, DRC

Building Livelihoods Through Local Enterprise

Resettlement requires more than physical relocation. It requires the restoration of livelihoods in a way that can be sustained over time. At Kibali in the Democratic Republic of Congo, this has included supporting the development of local enterprises that create income, build skills and integrate into the broader economic activity of the operation.

Kenge Workwear is one example of this approach in practice.

Established as part of a livelihood restoration programme, Kenge was developed to provide training and employment opportunities for local community members, including those affected by resettlement. The focus was on building practical skills and creating a business that could operate independently while meeting real operational needs.

Over time, Kenge has grown from a small, locally supported initiative into a functioning enterprise with a defined role in the Kibali supply chain.

Today, Kenge produces uniforms for Kibali's workforce and its contractors. This includes a consistent volume of orders that supports ongoing employment, skills development and business stability. By linking the enterprise directly to operational demand, the model moves beyond short-term support and creates a sustainable source of income.

The impact extends beyond the enterprise itself. Employees gain skills that are transferable, incomes support households, and local economic activity is strengthened. This reflects a broader approach where livelihood restoration is not treated as a one-off intervention, but as part of building longer-term economic resilience.

Kenge also demonstrates how community investment and operational requirements can be aligned. What began as part of a resettlement programme now contributes to local procurement, reinforcing the connection between social performance and business performance.

This is how value builds over time. From resettlement to skills development, to enterprise creation, to integration into the supply chain, creating outcomes that extend beyond the life of the initial intervention.

Artisanal Mining

In some regions where Barrick operates, artisanal and small-scale mining (ASM) forms part of the local economic landscape and supports livelihoods for surrounding communities. ASM activity is often linked to broader economic realities, including limited access to formal employment and alternative sources of income.

The presence of ASM around large mining operations can create challenges related to safety, environmental management, land access and the interaction between informal mining activities and industrial operations. These dynamics vary significantly across jurisdictions and require approaches that reflect local conditions and stakeholder realities.

We work with governments, local authorities and communities to maintain clear boundaries between ASM activity and our operations, while supporting engagement focused on improving safety awareness, environmental management and more orderly mining activity where appropriate.

In some locations, this includes supporting initiatives linked to formalisation, skills development or alternative livelihood opportunities where these are viable and aligned with local context. The focus is on reducing risk, maintaining safe operating conditions and supporting more stable long-term outcomes for surrounding communities.

Managing the interface between ASM activity and industrial mining operations requires ongoing engagement, coordination and practical solutions that can be sustained over time.

Illegal Mining: Managing Safety and Security Risks

Illegal mining presents a range of safety, environmental and operational challenges in some of the regions where we operate.

Illegal mining is distinct from permitted artisanal and small-scale mining (ASM). ASM may be authorised under local regulatory frameworks and carried out within designated areas. Illegal mining refers to activities that occur without the required permits or approvals. This may include unauthorised mining within our concessions, intrusion into operational areas, theft of gold-bearing ore or other activities associated with unlawful access to mining assets. In some jurisdictions, permitted ASM and illegal mining activities occur alongside one another, and the distinction between the two can become increasingly complex where authorised activities extend beyond approved boundaries or operating conditions.

The nature of illegal mining has also evolved over time. In a number of jurisdictions, activities that were historically associated with subsistence livelihoods have become increasingly organised and are now linked to broader criminal networks. Gold may form part of wider illicit economic activity, including the movement and laundering of proceeds from other criminal activities.

These activities can create unsafe working conditions, increase environmental impacts, contribute to security risks and place additional pressure on relationships between communities, governments and mining operations.

Barrick works with governments, local authorities and communities to maintain safe operating environments, manage operational boundaries and support coordinated responses to illegal mining activities. Approaches are tailored to local conditions and informed by ongoing engagement, monitoring and collaboration with relevant stakeholders.

Performance

We measure performance at a site, regional and Group level to understand how value is created and where further progress is required.

Our focus is on a defined set of indicators, including local employment, procurement, workforce development, community investment and grievance resolution. These indicators provide a consistent view of how value is distributed and how our approach is performing across our operations.

These indicators are tracked through our Sustainability Scorecard and linked to leadership accountability.

They provide a clearer understanding of performance across the portfolio and help identify where additional focus or improvement may be required over time.

IN **2025**

$7.1 billion
was spent with local and host country suppliers

53%
of grievances **were resolved within 30 days**

96%
of our workforce were host country nationals

$62.3 million
was invested in **community development**

69%
of senior site management were host country nationals

18%
of total hires across the Group **were women**

Workforce turnover was **10.73%**

SECTION 4

Human Rights and Responsible Delivery

Human Rights Scorecard

Key Performance Indicator	2025 Performance (5 4 3 2 1)	Trend vs 2024	KPI Score
HUMAN RIGHTS OVERALL	2 – 1		1.3
Percentage of security personnel receiving training on human rights	2		2
Independent human rights assessments with zero significant findings at high risk sites	1		1
Percentage of recommendations completed from Independent Human Rights Assessments	1		1
Upgrade controversy listed by one of the ESG Rating Agencies	1		1

Human Rights: At the Core of Responsible Mining

Respect for human rights is fundamental to how we operate, deliver long-term value and maintain our social license to operate.

Mining brings us into close and often complex relationships with employees, contractors, communities and governments. In these environments, how we manage human rights is central to maintaining trust, managing risk and supporting stable operations.

At Barrick, human rights considerations are integrated into our governance, operational systems and day-to-day decision making. This includes how we manage environmental and social impacts, oversee security arrangements, engage with communities, manage contractors and suppliers, and respond to concerns when they arise.

We operate in diverse jurisdictions, often where governance frameworks may be evolving and expectations are high. This requires a disciplined and consistent approach to identifying risks, applying standards and maintaining accountability.

Our approach is grounded in internationally recognised standards and informed by practical experience across our operations. It is designed to ensure that risks are identified early, managed consistently and addressed transparently.

This discipline supports responsible mining, strengthens relationships and contributes to the long-term resilience of our operations.

Barrick's 2025 Human Rights Report provides additional detail on our human rights programme, including governance structures, due diligence processes, salient human rights risks and the findings of independent Human Rights Impact Assessments (HRIAs). The report should be read alongside this chapter, which provides a high-level overview of how human rights considerations are managed across the Group.

The Human Rights Report also outlines how our approach aligns with international standards, including the UNGPs and the VPs, and provides additional insight into grievance trends, risk management and ongoing improvement initiatives across our operations.

Human Rights: At the Core of Responsible Mining

Human Rights at a glance

Human Rights-Related Grievances Recorded in 2025

0 Cases

Completed Actions in 2025 from HRIAs

93%

Independent HRIAs Completed or underway from 2021 - 2026

18 Assessments

% of Higher-Risk Operations Assessed Within Past Three Years

100%

100% completion of Security and Human Rights training

Corporate Human Rights Benchmark Top quartile performer:

45%+

From Commitment to Action

Our Human Rights Policy sets clear expectations for how we operate across our business and value chain.

It reflects our commitment to respect internationally recognised human rights, including avoiding causing or contributing to adverse impacts, and addressing impacts where they occur.

These commitments are not theoretical. They define how decisions are made in practice, particularly in complex operating environments where competing pressures exist.

Our approach is aligned with leading international frameworks, including the United Nations Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the Voluntary Principles on Security and Human Rights.

Human rights considerations are embedded across our broader policy framework, including our Code of Business Conduct and Ethics, Supplier Code of Ethics and Social Performance Policy. Together, these define how expectations are applied across our operations, contractors and suppliers.

We apply these standards consistently across jurisdictions, supported by training, operational controls and oversight mechanisms, ensuring that expectations are understood and applied in practice, not only defined in policy.

Oversight of human rights sits within Barrick's broader sustainability governance framework, with accountability extending from site leadership through to executive and Board-level oversight.

A Risk-Based Approach to Human Rights

Human rights risk is inherent in the environments in which we operate. It is also an operational risk, and managing it effectively is essential to maintaining access, trust and continuity.

We apply a structured due diligence approach, aligned with international standards, to identify, assess and manage these risks across our operations and supply chain.

At site level, risks are identified through a combination of baseline studies, stakeholder engagement, grievance data, internal reviews and independent third-party assessments. This ensures that both structural risks and local context are understood.

Risks are assessed based on their potential impact on people, considering severity, scale and the ability to remedy harm. This ensures that our focus remains on risks with the most significant consequences for rightsholders.

This is not a static exercise. Risks evolve with operational changes, external conditions and stakeholder expectations, and are reviewed regularly to reflect this.

All identified risks are integrated into our Group risk management systems and are subject to oversight at the site, regional and Group level. Where required, issues are escalated to executive and Board-level forums.

This creates a clear link between risk identification, decision making and operational response.

This approach ensures that risks to people are identified early, prioritised effectively and managed with the same discipline as other operational risks.

Findings from assessments, grievances and operational reviews are used to strengthen controls, improve systems and inform ongoing improvement across the Group.

A Risk-Based Approach to Human Rights

Human Rights Due Diligence Process

1. RISK IDENTIFICATION

Identify actual and potential human rights risks

2. STAKEHOLDER ENGAGEMENT

Engage potentially affected stakeholders and rights holders

3. ASSESSMENT AND PRIORITISATION

Assess risks based on severity and likelihood and prioritise actions

4. OPERATIONAL CONTROLS AND MITIGATION

Implement controls and mitigation measures

5. MONITORING AND GRIEVANCES

Monitor effectiveness and provide accessible grievance mechanisms

6. REVIEW AND IMPROVEMENT

Review performance and integrate lessons learned

CONTINUOUS IMPROVEMENT

Managing Salient Human Rights Risks

Our risk assessments identify a number of salient human rights risks across our operations. These reflect the realities of operating in diverse and often complex environments, where expectations are high and local conditions vary.

These risks are practical challenges that must be managed consistently to maintain trust, protect people and sustain operations.

Barrick's Salient Human Rights Risks

Through our human rights due diligence process, we have identified seven salient human rights risks across our operations and value chain.

- SECURITY AND THE USE OF FORCE
- LABOUR RIGHTS AND WORKING CONDITIONS
- LAND ACCESS AND RESETTLEMENT
- RIGHTS OF INDIGENOUS PEOPLES AND LOCAL COMMUNITIES
- HEALTH AND SAFETY
- WATER USE AND MANAGEMENT
- DISCRIMINATION. HARASSMENT AND UNEQUAL TREATMENT

Barrick's Salient Human Rights Risks

Each of these areas is supported by defined management systems, standards and operational controls.

For example, security arrangements are aligned with the Voluntary Principles on Security and Human Rights, with clear requirements on the use of force, training and oversight of both private and public security providers. Notwithstanding, under no circumstances can Barrick direct or control the actions of any police force.

Labour and working conditions are governed through policies and systems that prohibit forced and child labour, support fair treatment and uphold freedom of association.

Human rights considerations are also embedded in processes such as land access, resettlement and community engagement, ensuring that decisions are informed by stakeholder input and local context.

In certain jurisdictions, this includes engagement with Indigenous Peoples, whose rights, cultural heritage and connection to land require particular consideration. Approaches are adapted to reflect local legal frameworks, cultural context and community structures.

Our approach is grounded in early and ongoing engagement, ensuring that decisions are informed by local context and that affected communities are able to participate meaningfully in processes that impact them. This includes engagement on land access, project design and the management of impacts over time.

Where Indigenous Peoples may be affected by our activities, we seek to engage in a manner consistent with applicable legal requirements and relevant international standards, including the ICMM Position Statement on Indigenous Peoples and Mining. This includes working to build relationships based on meaningful engagement, mutual respect and informed participation in decisions that may affect them. Engagement is supported by dedicated community teams and informed by independent assessments and stakeholder input.

Supply chain risks are managed through due diligence, contractual requirements and ongoing oversight, including enhanced screening for suppliers operating in higher-risk jurisdictions or sectors where modern slavery risks may be elevated.

Independent human rights assessments are conducted at higher-risk sites on a rolling basis, typically every two to three years. These assessments provide an external perspective on performance and identify areas for improvement.

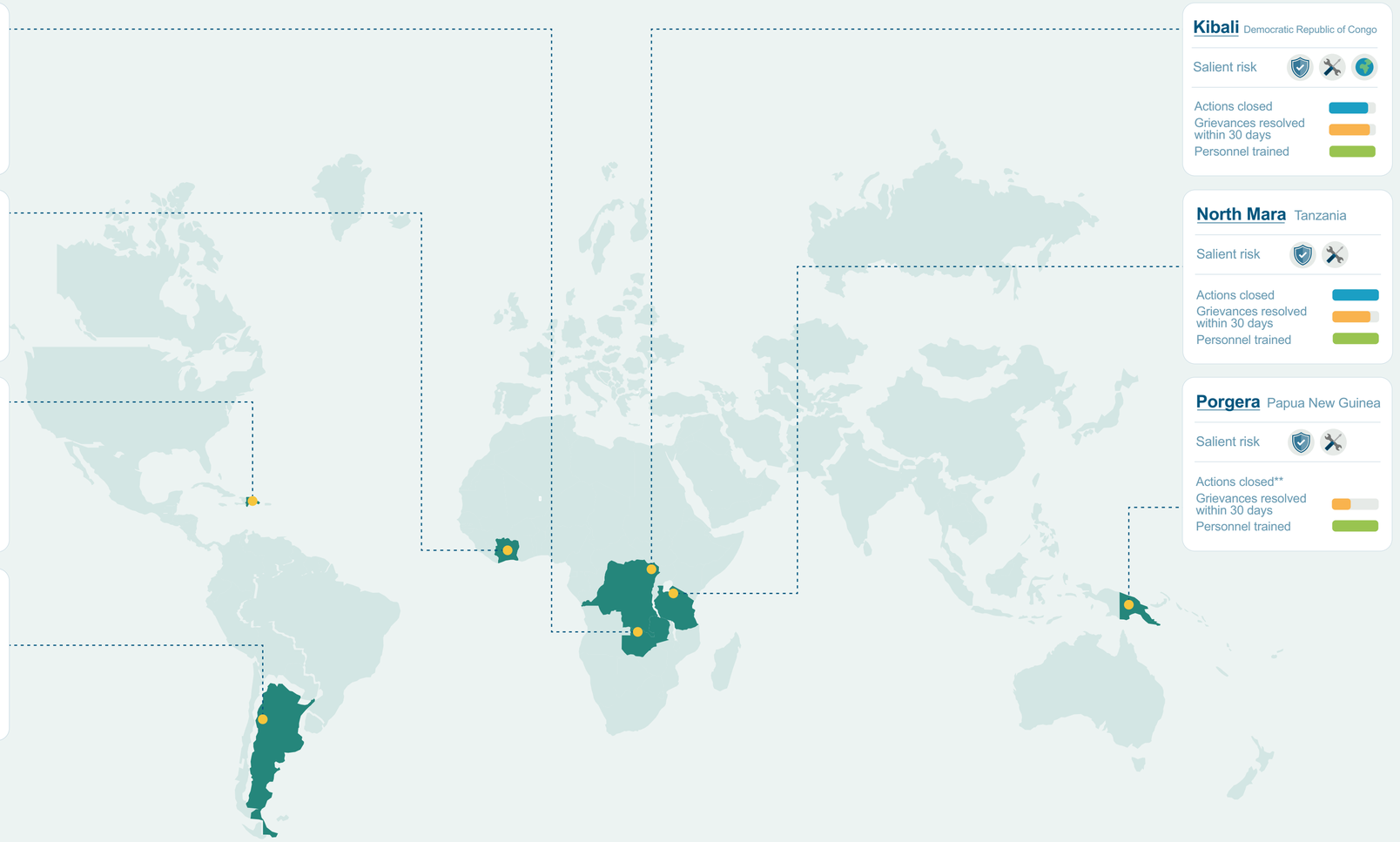
Findings from these assessments are used to strengthen controls, improve systems and inform how we operate across the Group.

Human Rights Risk & Progress Map

Salient Risks

- Security and Use of Force
- Labor and Working Conditions
- Land and Community Impacts
- Water, Environment, and Health
- Indigenous Peoples and Vulnerable Groups

Independent assessments and ongoing engagement help us identify and manage human rights risks across our global portfolio. This map shows where risks are most significant, the themes identified through external reviews, and the progress made in implementing recommendations.



* *On 2 December 2025 Barrick sold its interests in the Tongon gold mine and certain of its exploration properties in Côte d'Ivoire to the Atlantic Group.*

** *It should be noted that this HRA was undertaken as part of Porgera's restart activities following a period of Care and Maintenance beginning in 2020, to determine baseline human rights conditions in the operating environment and identify human rights risks. This summary should be viewed with this context in comparison to other asset summaries that assess risks while in operation. Prior assessments and action plans were not considered in this summary.*

Access to Remedy

Providing access to remedy is a core part of our responsibility to respect human rights.

We maintain site-level grievance mechanisms that allow employees, contractors and community members to raise concerns and seek resolution. These mechanisms are designed to be accessible, transparent and aligned with international standards.

Access to remedy is not only about resolving individual issues. It is about ensuring that concerns are heard, addressed and used to improve how we operate.

Grievances are recorded, tracked and reviewed at the site and Group level. This provides visibility of issues and enables earlier intervention where patterns or recurring concerns are identified.

During 2025:

0 human rights-related grievances were recorded through site grievance mechanisms across the Group

53% of grievances were **resolved within 30-days**

Three independent HRIAs were completed or underway

100% of higher-risk operations had undergone independent HRIAs within the last three years

Access to Remedy

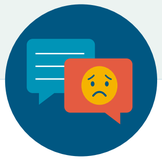
Where impacts occur, we seek to address them through appropriate corrective actions, engagement with affected stakeholders and, where relevant, remediation.

This includes working with individuals and communities to understand impacts, respond appropriately and ensure that outcomes are fair and proportionate.

Grievance data is also used to strengthen systems and controls. Insights from reported concerns inform updates to procedures, training and engagement approaches across our operations.

This approach supports accountability, reinforces trust and provides a feedback loop to improve performance over time.

Grievance Funnel



1. Intake

Channels for receiving grievances (community, workforce, online, hotline, etc.)

2. Review

Screening for relevance and completeness. Human Rights complaints escalated to executives

3. Investigation

Fact-finding and engagement with stakeholders

4. Remedy

Corrective action, resolution, or compensation

5. Closure

Feedback to complainant and documentation

Appeal

“From our people on site to our partners in the supply chain, respect for human rights is a cornerstone of our business. It is the foundation of responsible mining and central to how we create long-term value. Every decision we make, from exploration to closure, must reflect our commitment to upholding dignity, promoting fairness and creating opportunity for the people whose lives intersect with ours.”

Grant Beringer
Group Sustainability Executive

Embedding Human Rights at Operations

Human rights considerations are embedded across our operational systems and management processes.

This is how our commitments are translated into day-to-day practice, through the systems that govern how we operate.

These systems cover key areas including:

- Security management aligned with the Voluntary Principles on Security and Human Rights
- Workforce policies covering labour rights, working conditions and fair treatment
- Procedures for land access, resettlement and community engagement
- Supplier due diligence and contractor oversight
- Integration into environmental and tailings governance

Together, these systems define how human rights risks are managed in practice, from site-level decision making through to Group oversight.

This integration ensures that human rights considerations are applied consistently across operations, rather than managed as a standalone issue.

Operational accountability sits at the site level, supported by regional teams and Group oversight.

This ensures that standards are implemented in context, while maintaining consistency across jurisdictions.

Training, monitoring and independent assessments reinforce these systems, ensuring that expectations are understood and implemented, and that performance is reviewed and improved over time.

Embedding human rights considerations into operational systems ensures that risks are managed proactively and supports stable, reliable operations.

SECTION 5

Delivering Long-Term Value Through

Environmental Stewardship

Environment Scorecard

Key Performance Indicator	2025 Performance (5 4 3 2 1)	Trend vs 2024	KPI Score
ENVIRONMENT OVERALL			1.7
Number of significant environmental incidents	1		1
Tonne CO_2-e per tonne of ore processed (1)	4		4
Progress against intensity emissions target based on updated GHG reduction targets	3	N/A	3
Water use efficiency (recycled & reused)	1		1
Percentage of completion against Biodiversity Action Plan Commitments	1		1
Percentage of Independent tailings reviews conducted	1		1
Global Industry Standard on Tailings Management (GISTM) progress[1]	1		1
Closure Liability: Revenue ratio year-on-year performance	2	N/A	2
Proportion of operational sites achieving annual concurrent reclamation targets	1		1

[1] *This metric will be removed for 2026*

Managing Environmental Risk in Practice

Managing environmental risk is a core part of how we operate.

Our operations depend directly on land, water and energy systems. These are practical constraints that influence how we plan, operate and close our assets. They also support the communities around us, providing water, livelihoods and ecosystem services that extend beyond the mine.

Managing these systems effectively is essential to maintaining access, reducing risk and sustaining performance over time.

Environmental management is embedded into operational decision making, supported by defined standards, site-level accountability and Group oversight. This ensures that risks are identified early, controls are applied consistently and performance is monitored and improved.

Our approach recognises that environmental and social systems are interconnected. How we manage water, land and biodiversity directly affects community stability, local economies and long-term land use. This requires a holistic approach that considers both operational needs and the broader environmental and social systems in which we operate.

We operate in jurisdictions where regulatory frameworks may be evolving and where expectations are high. This requires consistency, discipline and clarity in how environmental risks are managed across our portfolio.

Effective environmental management supports stable operations, protects critical resources and underpins our ability to deliver long-term value.

A Risk-Based Approach to Environmental Management

Environmental risk is inherent in mining. It is also an operational risk, and managing it effectively is essential to maintaining access, protecting critical resources and sustaining performance.

We apply a structured, risk-based approach to identify, assess and manage environmental risks across our operations. This is grounded in site-level understanding of local conditions and supported by Group standards to ensure consistency.

At the site level, risks are identified through baseline studies, operational monitoring, regulatory requirements and stakeholder engagement. This provides a clear understanding of environmental conditions and how communities rely on these systems.

Risks are assessed based on their potential impact on the environment, communities and the business. This includes water availability and quality, climate-related risks, land disturbance, biodiversity and the systems that support livelihoods.

Environmental risk is not static. It changes over time and space, influenced by operational activity, climate variability, natural environmental processes and evolving stakeholder expectations.

Identified risks are integrated into operational planning. Controls are implemented at the site level and supported by monitoring, internal review and independent verification where required.

This creates a direct link between risk identification, decision making and operational response.

Our focus is on the areas with the greatest potential impact:

- Water availability and quality
- Climate and energy use
- Biodiversity and land disturbance
- Tailings and waste management
- Closure and rehabilitation

These areas are managed through defined systems and standards, supported by continuous improvement and oversight.

This approach ensures that environmental risks are managed proactively and do not undermine operational stability or long-term value.

Managing Climate and Energy for Long-Term Value

Climate change is a material factor in how we operate and plan for the future.

Our business is directly affected by changes in climate conditions, energy systems and regulatory environments. These factors influence operating conditions, energy supply, cost structures and long-term investment decisions across the portfolio.

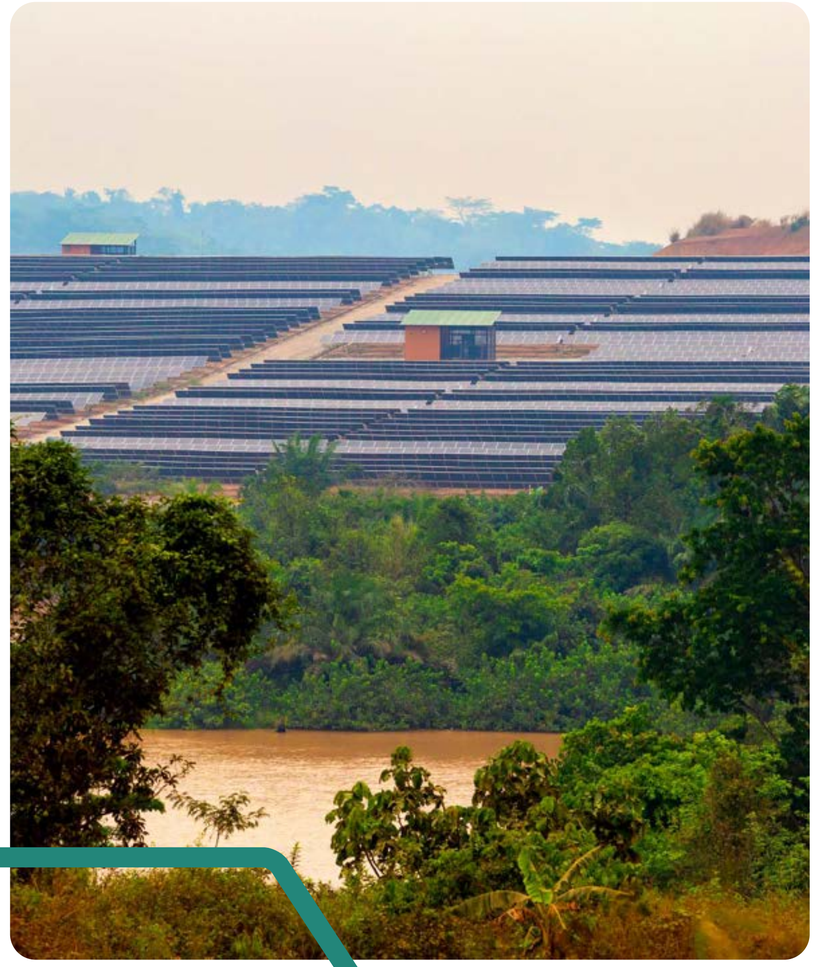
We operate in diverse and often remote regions where exposure to physical climate risks, including changes in temperature, water availability and extreme weather events, can affect infrastructure, water systems and operational performance. Water-related risks include both water scarcity and excess water associated with flooding, extreme rainfall events and changing hydrological conditions.

At the same time, the transition to lower-carbon energy systems is reshaping energy markets, regulation and stakeholder expectations.

Managing these factors requires a disciplined and practical approach. Climate-related risks and opportunities are integrated into how we plan, operate and invest, ensuring that decisions reflect both current conditions and longer-term changes.

Our focus is on maintaining reliable operations, managing cost and improving performance over time. This includes strengthening resilience to physical risks, improving energy efficiency and managing emissions in a way that is aligned with how the business operates.

Climate change is therefore managed as part of core business processes, supported by governance, risk management and operational systems. This ensures that we are able to respond to changing conditions while continuing to deliver stable, long-term value.



Climate Governance and Risk Management

Climate-related risks and opportunities are overseen at the Board level and managed as part of how our business is run.

The Board retains ultimate responsibility, supported by the ESG & Nominating Committee and the Audit & Risk Committee. These committees have distinct roles but operate together to ensure that climate-related matters are addressed from both a strategic and risk management perspective.

The ESG & Nominating Committee oversees climate-related policies, performance and disclosure, while the Audit & Risk Committee ensures that climate risks are identified, assessed and managed through the Group's enterprise risk management processes.

This structure ensures that climate considerations are embedded within governance and risk management, and reflected in how decisions are made across the business.

Climate oversight starts at the Board level and is embedded across how the business is governed and managed.

Integrating Climate Risk into Operations

Climate-related risks are incorporated into the Group's formal risk management processes and assessed alongside other material risks.

These include physical risks such as changes in rainfall patterns, water availability and extreme weather events, as well as transition risks linked to regulation, carbon pricing and shifts in energy markets. These factors have the potential to affect infrastructure, supply chains, operating conditions and cost structures across the portfolio.

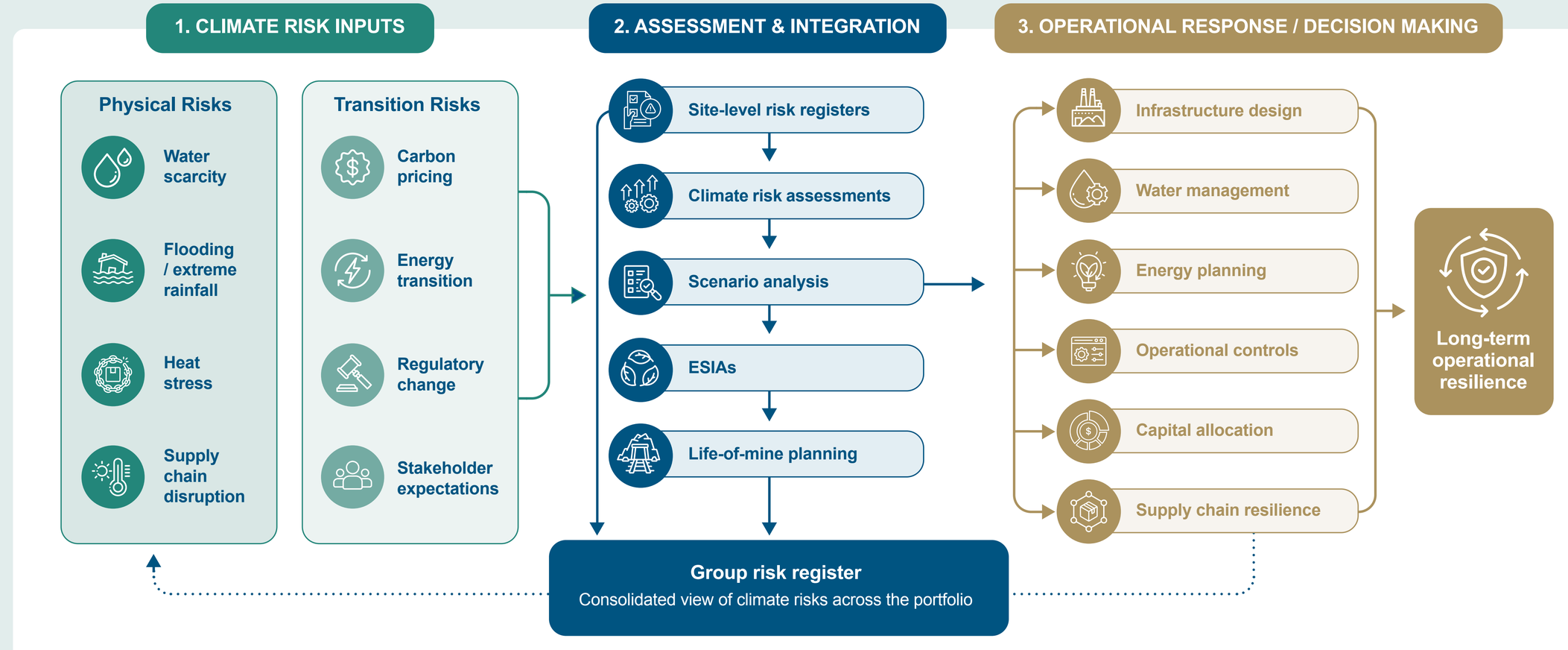
Climate-related risks and opportunities, particularly physical risks, are identified and assessed through a combination of site-level risk registers, Environmental and Social Impact Assessments (ESIAs), targeted climate change risk assessments and scenario analysis.

Assessments are undertaken at site level, reflecting the specific conditions of each operation, and are consolidated into the Group risk register. This provides a consistent view of exposure and allows risks to be prioritised and managed in line with other operational and financial risks.

Climate-related risks and opportunities are not assessed in isolation. They are considered alongside broader environmental, social, operational and economic factors through project design processes, ESIAs and life-of-mine planning. This integrated approach supports the identification of practical mitigation measures and ensures that climate considerations are incorporated into infrastructure design, energy planning, water management and broader operational decision making.

Understanding climate risk at site level helps strengthen resilience across the portfolio.

Integrating Climate Risk into Operational Decision Making



Scenario Analysis and Forward Planning

Barrick applies climate scenario analysis to assess the potential impacts of different climate pathways across the portfolio. This includes the assessment of both physical and transition risks under a range of future climate and policy conditions.

Barrick's primary scenario aligns with a well-below 2°C pathway, which the Company considers to be a strong global climate policy response aligned with the principles of the Paris Agreement.

Scenarios assessed include:

01

Speedy Net Zero (SSP1-2.6)

A rapid transition to Net Zero, driven by strong climate policies, aggressive carbon pricing, and widespread clean energy adoption.

02

Slow and Steady (SSP2-4.5)

A moderate decarbonization pathway, with gradual policy shifts and slower adoption of low-carbon technologies.

03

Fossil-Fuelled World (SSP5-8.5)

A high-emissions scenario with continued reliance on fossil fuels, weaker climate policies, and escalating physical climate risks.

These assessments are used to inform operational planning, infrastructure design and long-term investment decisions.

Scenario analysis outcomes are fed back into project design processes, often through ESIAs, to ensure that operations are designed to withstand identified climate-related risks.

This includes:

- water management infrastructure designed for extreme precipitation events
- maximising water efficiency during periods of lower water availability
- stockpiling critical supplies to strengthen supply chain resilience
- incorporating lower-carbon and renewable energy systems where practical

These assessments support more resilient planning by identifying risks early and ensuring that mitigation measures are integrated into operational and infrastructure design over time.

- Avoid overly academic climate styling
- Focus on operational implications

Transitional and Physical Risks

The table below provides an overview of the physical and transition risks identified across Barrick's portfolio and their relevance to respective operations.

Transition Risks

Low Medium High Very High

Driver	Risk		Impacts	Management approach
Policy and legal	Carbon pricing mechanisms	🟡	Carbon taxes and other carbon pricing mechanisms will increase operational costs of emitting GHGs.	Incorporate internal carbon cost to encourage emissions reductions. Improve Scope 3 emissions accounting methods. Continuation of energy efficiency programs.
Technology	Transition to lower emission	🟡	Increased capital expenditures for power generation facilities Increased costs of utilities from low and no-carbon transition requirements will increase.	Accelerate adoption of low carbon technologies earlier than required to become industry leader. Include rates of renewable integration, market reductions and energy efficiencies into emission accounting to capture drawdown.
	Renewable power generation access	*Medium Opportunity*	NGM will have the opportunity to use renewable energy and low-carbon technologies.	
	Substitute existing products / services	*Low Opportunity*	Opportunity to invest in products / services that align with the low and no-carbon transition.	
Market	Increased costs of materials	🟡	Purchased goods, capital goods and service costs will be impacted by the transition to a lower-carbon economy.	Incorporate Life Cycle Assessments tools in purchasing decisions.
	Change in consumer preferences	🟢	Customers expect transparency; inability to disclose transparent data will impact revenue.	
Reputational	Negative press coverage	🔴	Inability to lower GHG emissions will lead to reputational risks that may decrease public and stakeholder perception, impacting revenue and availability of investments.	Incorporate climate risk management into broader ERM. Create staff positions dedicated to reducing GHG emissions. Ensure remuneration is linked to GHG emissions key performance indicators.

Physical Risks

Low Medium High Very High

Risk	Kibali	Loulo-Gounkoto	Nevada Gold Mines	Bulyanhulu	North Mara	Lumwana[1]	Reko Diq[1]	Impacts	Management approach
Extreme heat	🟡	🟠	🟡	🟡	🟡	🔴	🟡	Reduced capacity of generators and additional cooling requirements. Decreased solar output. H&S risks for employees.	Utilize thermal chimneys and passive cooling. Implement H&S systems for extreme heat. Increased use of heat-resilient technologies.
Cold / snow	🟡	🟡	🟠	🟡	🟡	🟡	🟡	Damage to pipes from cold snaps will persist. Time lost from frozen equipment. H&S issues and delayed operations from heavy snowfall	Design systems to withstand freezing conditions. Develop SOP for snow removal. Implement insulation and sensors to monitor cold snaps.
Flooding and excessive rainfall	🔴	🔴	🟡	🟡	🟠	🟢	🔴	Contamination from accelerated weathering and overflows of ponds. Risk of TSF overtopping or collapse. Breaches of pumping capacities.	Reduce slopes of WRD and TSFs. Reinforce TSFs and improve pumping capacities. Improve weather monitoring capabilities.
Droughts	🟠	🟠	🟠	🟠	🟠	🟢	🟢	Decreased hydropower availability. Increased dust generation. Decreased potable water supply.	Utilize vegetation and tailings cap to reduce dust. Improve hydropower forecasting capabilities. Diversify water sources and monitor wells.
Storms, wind, cyclones and wildfires	🟡	🟡	🔴	🟡	🟢	🟡	🟡	Disruption of power distribution or power transmission lines. High winds increasing fugitive dust. Extreme weather causing delays in supply chain.	Trigger Action Response Plans. Clear cutting / fire wrap around energy transmission poles. Develop alternative transportation routes.

[1] *Climate risk assessments for Reko Diq and Lumwana were conducted during the ESIA process and thus evaluated changes in physical risk relative to baseline and are not directly comparable to the remaining sites which identify risk as a standalone scenario.*

Linking Climate to Strategy and Capital Allocation

Climate-related considerations are integrated into strategic planning and capital allocation decisions.

The Board evaluates these factors alongside other operational and financial considerations when reviewing major projects and investments.

Climate-related risks and opportunities are not assessed in isolation. They are considered alongside broader environmental, social, operational and economic factors through project design processes, ESIAs and life-of-mine planning. This integrated approach supports the identification of practical mitigation measures and ensures that climate considerations are incorporated into infrastructure design, energy planning, water management and broader operational decision making.

In practice, this requires balancing production, cost and emissions. As our portfolio grows, absolute emissions may increase, while improvements are driven through efficiency gains and changes in energy supply.

Capital is allocated to projects that strengthen operational performance while supporting emissions reduction over time. This ensures that climate-related decisions are aligned with how the business delivers value, rather than treated as a standalone programme.

Capital allocation decisions increasingly require balancing production, cost, resilience and emissions

Targets, Performance and Accountability

Our climate targets are intended to support operational efficiency, strengthen resilience and improve performance over time.

Our approach reflects the practical realities of mining and the long-life nature of our assets. As our portfolio evolves and grows, including through the development of new projects and expansion of existing operations, emissions performance must be managed alongside production growth, energy requirements and operational reliability.

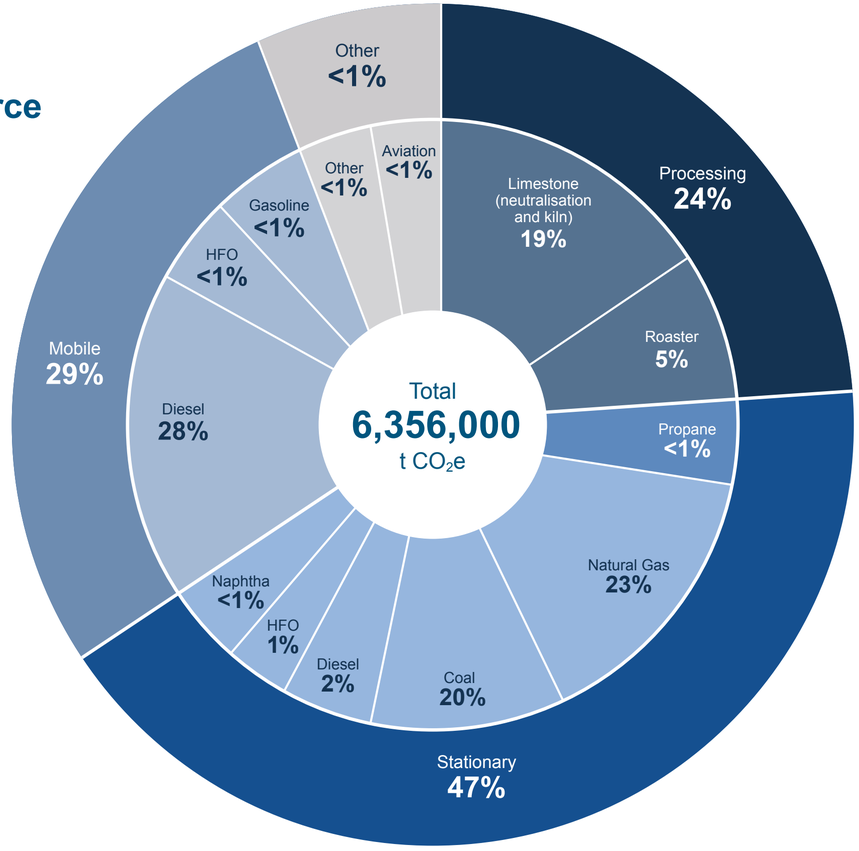
We therefore assess performance using both absolute emissions and emissions intensity metrics, allowing us to measure progress while reflecting changes in the scale and composition of our business.

Climate-related performance is managed through operational and business planning processes across the Group. Site and regional teams are responsible for identifying and implementing opportunities to improve energy efficiency, optimise energy supply and reduce emissions where practical.

Performance is monitored through internal reporting systems and reviewed through established governance structures, ensuring accountability and oversight across the organisation.

Our focus remains on delivering practical and operationally achievable improvements that support long-term emissions reduction while maintaining safe, stable and reliable operations.

2025 Scope 1 emissions by source



Note: Percentages may not add up to 100% due to rounding.

Climate Targets and Performance

OUR TARGETS

2018 Baseline

7.76 $MtCO_2e$
Total Scope 1 & 2

Short Term: 2025 Absolute Reduction Target

15% reduction
in total scope 1 & 2 emissions from baseline

2025

Updated targets to intensity based on growth production pipeline

Medium Term: 2030 Intensity Target

30% reduction in intensity tCO_2e
per t ore processed

2050 Long Term Net Zero

Net zero
Scope 1 & 2 emissions

OUR PERFORMANCE

Absolute Scope 1 and 2 Emissions Performance

- **2021:** Published Emissions Reduction Road map see 2021 Sustainability Report
- **2024:** achieved the 2025 short term target (16%).
- Published Climate Projects Pipeline see 2024 Sustainability Report

2025 Emissions Intensity Performance

- **0.0536 tCO2e** / t ore processed

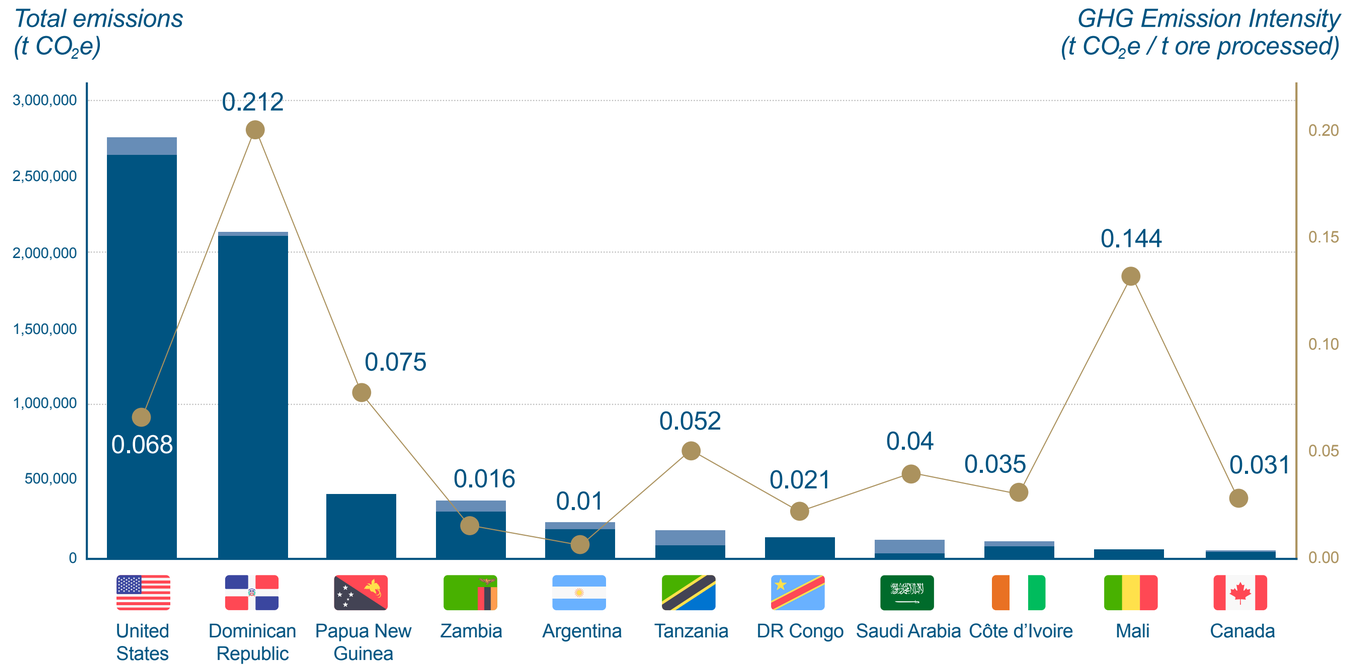
Current Progress Indicators

- Emissions intensity improving towards 2030 target
- **Pathway to Net Zero 2050 in progress**

All targets are against a 2018 baseline.

GHG Emissions Performance

1 SCOPE 1 EMISSIONS & EMISSIONS INTENSITY BY LOCATION (2025)



	United States	Dominican Republic	Papua New Guinea	Zambia	Argentina	Tanzania	DR Congo	Saudi Arabia	Côte d'Ivoire	Mali	Canada
Scope 1	2,734,000	2,153,000	424,000	364,000	209,000	113,000	174,000	21,000	78,000	48,000	30,000
Scope 2	128,000	12,000	0	51,000	34,000	120,000	0	98,000	40,000	0	6,000
Total Emissions	2,862,000	2,165,000	424,000	415,000	243,000	233,000	174,000	119,000	118,000	48,000	36,000

TOTAL **SCOPE 1** EMISSIONS (2025)
6.356
Mt CO_2e

EMISSIONS INTENSITY (2025)
0.0536
t CO_2e / t ore processed

TOTAL **SCOPE 2** EMISSIONS (market-based) (2025)
0.605
Mt CO_2e

EMISSIONS INTENSITY (2025)
1.172
t CO_2e / Oz gold produced

TOTAL **SCOPE 1+2** EMISSIONS (2025)
6.961
Mt CO_2e

EMISSIONS INTENSITY (2025)
2.48
t CO_2e / t Copper produced

Scope 1
Scope 2
Scope 1 & 2
Intensity (t CO_2/t ore)

Scope 1 emissions are concentrated in the United States and Dominican Republic, which together account for approximately 77% of total Scope 1 emissions.

Managing Scope 3 Emissions

We recognise that a significant proportion of greenhouse gas emissions associated with gold and copper production occur outside of our direct operational control.

These Scope 3 emissions are generated across the value chain, including through purchased goods and services, capital goods, fuel and energy-related activities, logistics and other upstream and downstream activities linked to our operations.

Managing these emissions requires ongoing collaboration across the value chain, together with continued improvement in the quality, consistency and availability of emissions data.

During 2025, we continued to strengthen our Scope 3 emissions calculations and supplier engagement processes. This included transitioning from the Quantis emissions factor database to the United States Environmental Protection Agency (EPA) emissions factor methodology to align calculations with updated datasets and improve the accuracy and consistency of emissions reporting.

The revised methodology provides a more granular allocation of supplier spend across emissions categories, increasing the number of spend categories used from 22 to 38 and significantly reducing the amount of unallocated spend. Unallocated spend decreased from approximately $3.6 billion under the previous methodology to $0.58 billion in 2025, allowing a greater proportion of expenditure to be assigned to more representative emissions factors. The revised methodology also removed the use of a broad “other” category, enabling spend to be allocated more accurately across specific goods and services categories.

The change in methodology also resulted in lower emissions factors for many categories commonly represented within Barrick’s supply chain. For example, emissions factors associated with rubber and plastic products decreased by more than 50%, while factors associated with a number of mining-related goods and services decreased by between 45% and 70%. As a result, part of the reduction in reported Scope 3 emissions reflects improvements in methodology and data quality, in addition to changes in procurement patterns and supplier data.

Our approach combines:

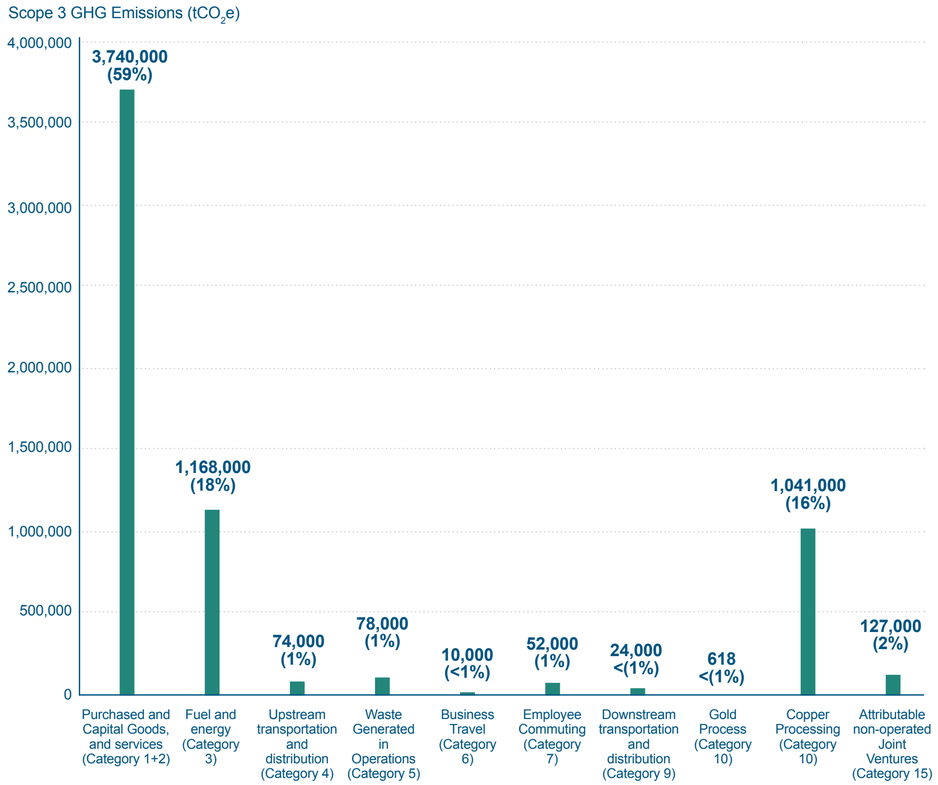
- spend-based calculations
- consumables-based estimates
- supplier-specific primary emissions data where available

Our current calculations focus primarily on Category 1 (Purchased Goods and Services) and Category 2 (Capital Goods), which continue to represent the most material components of our Scope 3 emissions profile.

Improving supplier engagement and data quality remains a key focus area. During 2025, supplier participation continued to increase, with suppliers representing approximately $890 million of spend providing primary emissions information, compared to $778 million in the previous year. We continue working with suppliers to strengthen emissions transparency, improve the availability of primary data and support a more informed understanding of emissions across the value chain.

While Scope 3 emissions remain more complex to measure and influence than direct operational emissions, we continue to improve data quality, supplier participation and emissions transparency across the business.

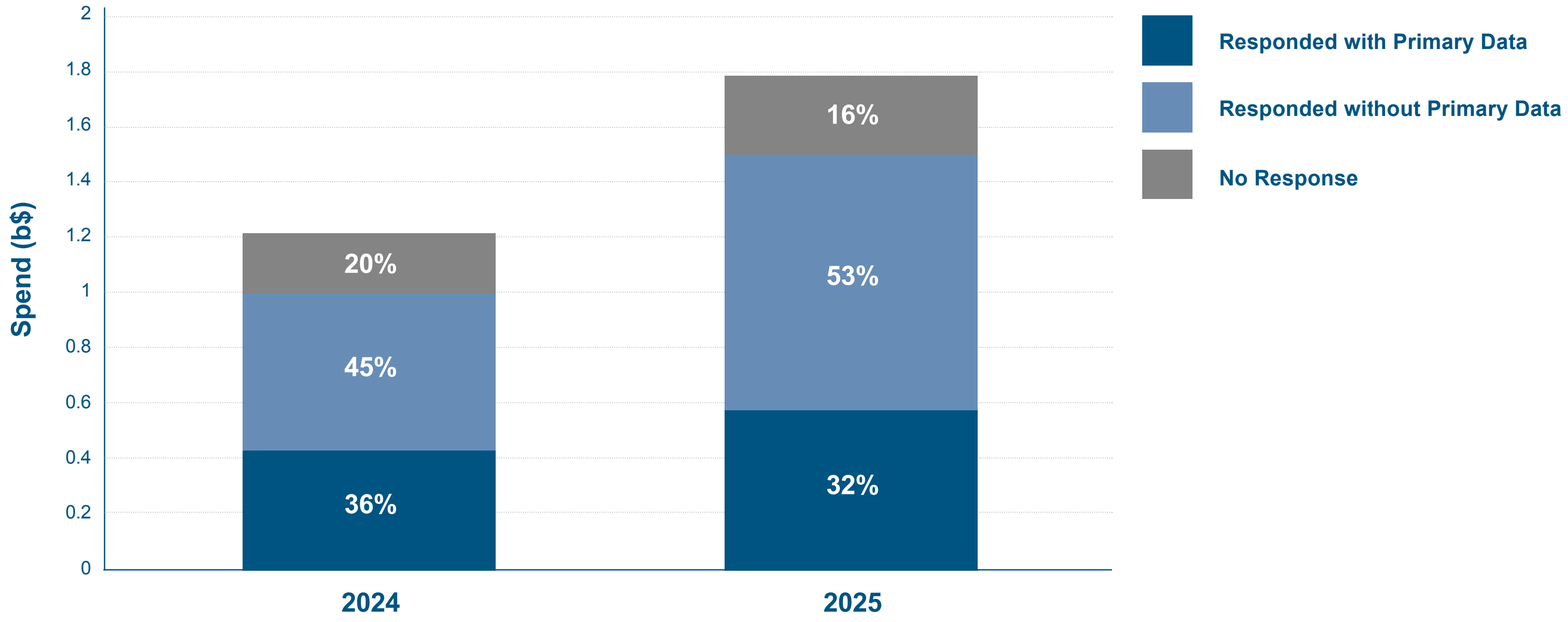
SCOPE 3 EMISSIONS BY CATEGORY (2025)



Scope 3 Supplier Engagement Progress

PROGRESS IN ENGAGING SUPPLIERS AND IMPROVING QUALITY OF SCOPE 3 EMISSIONS DATA

Supplier spend (% of supplier engagement outreach by spend)



Note: Percentages may not sum to 100% due to rounding.

During 2025:

- **$1.789 billion** of supplier spend was included within Scope 3 engagement programs (~20% of total spend)
- **$0.569 billion** of supplier spend provided primary emissions data
- **$0.941 billion** of supplier spend responded without primary emissions data

Managing Other Air Emissions

Our operations generate a range of air emissions associated with mining, processing and power generation activities.

These include mercury emissions at Nevada Gold Mines and Veladero, as well as emissions such as nitrogen oxides (NOx) and sulphur oxides (SOx) associated with combustion processes and operational infrastructure.

These emissions are managed through site-level controls, monitoring programs and operational requirements aligned with applicable regulatory obligations and permit conditions.

Infrastructure and emission control systems are designed based on site-specific operating conditions and regulatory requirements, with monitoring undertaken to verify performance and support compliance.

Management approaches differ across operations depending on ore characteristics, processing infrastructure, fuel sources and local regulatory frameworks. As a result, management measures and performance outcomes are assessed at site level rather than through Group-wide reduction targets.

Air emissions are managed through site-specific controls, monitoring programs and operational requirements aligned with local conditions and regulatory obligations.

Managing Water as a Shared Resource

Water is a critical and shared resource that directly affects how we operate.

Our operations depend on water for processing, dust suppression and infrastructure. At the same time, water systems support communities, agriculture, ecosystem services and broader environmental functions beyond the mine site. Managing water effectively therefore requires operating within shared systems where availability may be constrained and competing demands are high.

Many of our operations are located in regions exposed to water-related risks. These risks include both water scarcity and excess water associated with flooding, extreme rainfall events and changing hydrological conditions. In these environments, how water is managed is fundamental to maintaining operational continuity, protecting surrounding systems and sustaining relationships with local stakeholders.

Effective water management supports operational resilience, protects shared resources and contributes to long-term environmental and social stability.

Understanding Water Systems

We manage water in the context of the broader systems in which we operate.

At site level, water risks are identified through baseline studies, operational monitoring, climate variability assessments and engagement with stakeholders. This provides a clear understanding of water availability, quality and competing demands, as well as how these factors may change over time.

Water systems are dynamic and vary seasonally, geographically and throughout the life of an operation. Understanding this variability is essential to managing both short-term operational requirements and longer-term risks, particularly in regions where water availability may be constrained or unpredictable.

Water systems also support a range of uses beyond mining, including agriculture, livelihoods, biodiversity and broader ecosystem functions. Managing water responsibly therefore requires balancing operational needs with broader system requirements, recognising that changes in water availability or quality can have wider environmental and community impacts.

This understanding informs operational planning, including water sourcing, storage, reuse and discharge. It also supports more informed engagement with stakeholders and helps identify potential risks and trade-offs early.

By maintaining a clear and evolving understanding of water systems, Barrick is better positioned to manage shared resources responsibly and support stable operations over time.

Our Water Sources and Exposure to Water Stress

Group
82%

Water source
- SW Surface water
- GW Ground water
- PR Precipitation and runoff
- MW Municipal water

Water stress
- Abundant
- Scarcity
- Reuse and recycling rate

Water-related Risk by Site

Canada[1]
Hemlo
98% SW GW PR

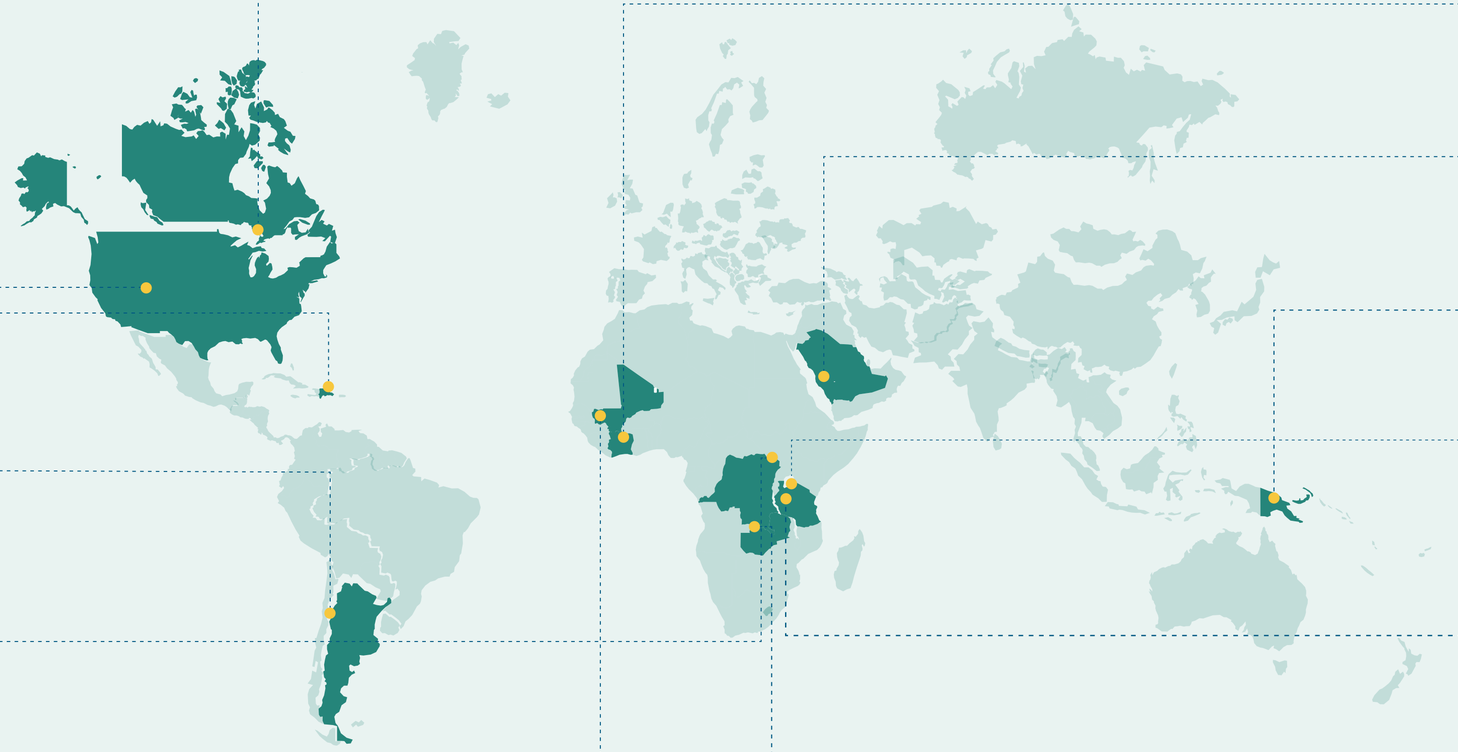
USA
Nevada Gold Mines
86% GW PR

Domincan Republic
Pueblo Viejo
86% SW GW PR

Argentina
Veladero
96% SW GW PR

Democratic Republic of Congo
Kibali
80% SW GW PR

Mali
Loulo-Gounkoto
56%[3] SW GW PR



Cote d'Ivoire[1]
Tongon
91% SW GW PR

Saudi Arabia
Jabal Sayld
82% MW

Papua New Guinea
Porgera
1%[2] SW GW PR

Tanzania
North Mara
74% SW GW PR

Tanzania
Bulyanhulu
77% SW GW PR

Zambia
Lumwana
82% SW GW PR

[1] *On September 10, 2025, we reached an agreement to sell the Hemlo gold mine to Carcetti Capital Corp. The transaction closed on November 26, 2025. On October 6, 2025, we reached an agreement to sell our interest in the Tongon gold mine and certain of its exploration properties to the Atlantic Group. The transaction closed on December 1, 2025.*

[2] *Porgera utilises riverine tailings disposal method and, accordingly, water reuse options are limited.*

[3] *Loulo-Gounkoto was under third-party administration and this data only reflects operations since December 2025*

Managing Water Use, Water Balances and Efficiency

Our focus is on reducing freshwater withdrawal, improving efficiency and increasing water recycling across operations.

Water is managed as a constrained and shared input. How it is used, recycled and returned is controlled through defined systems integrated into operational planning and day-to-day decision making.

Water balances and water management plans are maintained at site level to track inputs, use/re-use, recycling and discharge. These provide an accurate understanding of water flows across operations and are used to inform operational decisions, identify inefficiencies and prioritise improvement initiatives.

This includes optimising process water use, reducing losses and maximising reuse within processing circuits and operational systems to reduce reliance on freshwater sources and improve overall water efficiency.

In water-stressed regions, enhanced water management controls are applied to manage demand and reduce pressure on shared resources. These may include limiting withdrawal rates, prioritising recycling, increasing storage capacity, strengthening monitoring systems and implementing operational controls designed to maintain long-term water availability for both our operations and surrounding users.

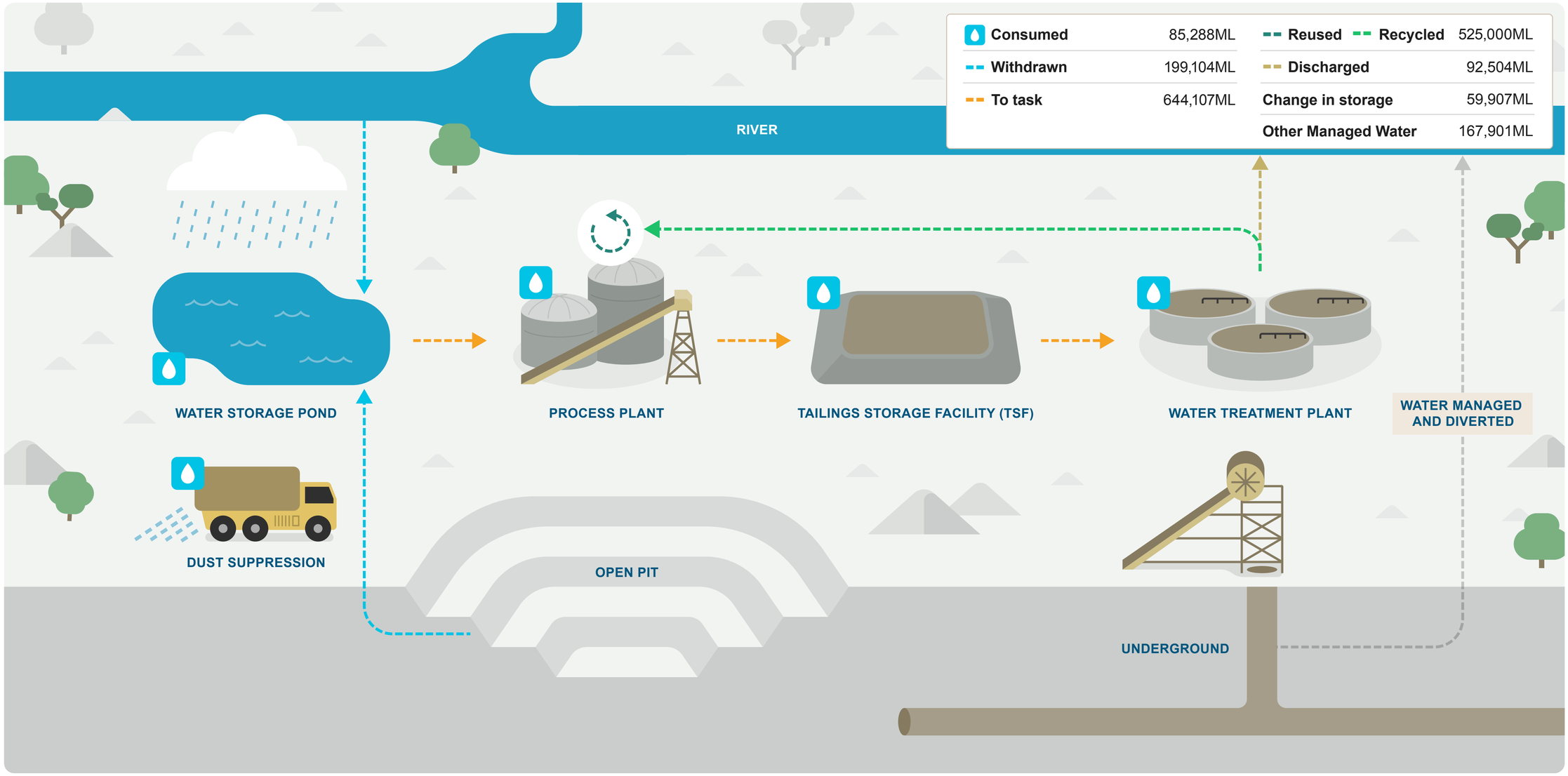
Water management decisions are also informed by an understanding of how water is used beyond the mine, including agricultural use, community supply and ecosystem requirements. Balancing these demands requires a disciplined approach that considers both operational requirements and broader system constraints.

We apply the ICMM Water Accounting Framework to standardise how water management activities are tracked, measured and reported across the Group. While this Framework improves consistency and transparency, water balances remain highly site-specific and are influenced by factors such as climate, hydrogeology, mine design, rainfall, dewatering requirements and regulatory obligations.

For example, a high withdrawal value may reflect significant rainfall reporting into a large mine footprint, dewatering requirements to ensure underground safety or permit-driven discharge obligations, rather than inefficient water use. As a result, direct comparison between operations or companies without site context may not provide a meaningful representation of performance.

Barrick continues to maintain its target of recycling or reusing at least 80% of water used across operations. Current performance indicates that water balances at many operations remain highly optimised, with ongoing efforts focused on maintaining strong performance and operational resilience over time.

Water use and access across operations



Protecting Water Quality

Protecting water quality is a core part of Barrick's environmental management approach.

Operations interact with natural water systems throughout the mining lifecycle, requiring consistent controls to prevent contamination and manage impacts. This includes managing both contact and non-contact water through engineered systems, operational procedures and defined standards.

Water quality risks are identified at site level and integrated into operational planning. Controls are implemented to manage these risks, including water treatment infrastructure, containment systems and discharge management processes designed to meet regulatory requirements and protect receiving environments.

Water quality is monitored continuously through site-level monitoring programs. Results are reviewed regularly to verify that controls remain effective and that issues are identified and addressed early.

Site-level monitoring and water management controls help protect receiving environments and support regulatory compliance.

Participatory Monitoring, Communities and Long-Term Water Access

Water management is closely linked to community relationships and long-term access to shared resources.

Barrick engages regularly with stakeholders to understand water use, concerns and expectations. This supports more informed decision making and helps manage competing demands on shared water systems.

At a number of operations, this includes participatory water monitoring programs involving local communities and stakeholders. These programs are implemented where participatory monitoring is considered material to local stakeholders, water use patterns or operational context, with implementation informed through ongoing engagement to ensure that approaches remain practical, relevant and effective.

Participatory monitoring provides an additional layer of oversight, enabling stakeholders to observe, understand and verify aspects of water quality performance. This supports greater transparency, strengthens trust in how water systems are managed and provides valuable local insight into how water systems are used and perceived by surrounding communities.

In some locations, engagement also extends beyond monitoring to collaboration on broader water management initiatives and partnerships with communities and local authorities aimed at strengthening long-term water resilience and supporting reliable access to water resources.

These engagements help inform where additional monitoring, operational controls or stakeholder partnerships may be required based on local conditions and priorities.

Managing water effectively therefore requires more than operational controls alone. It requires ongoing engagement, transparency and an understanding of the broader environmental and social systems connected to shared water resources.

Strengthening Water Resilience Over Time

Water management requirements continue to evolve across our operations as climate variability, operational conditions and stakeholder expectations change over time.

We continue to strengthen monitoring systems, improve operational controls and refine water balances to support more informed decision making and operational resilience. This includes improving understanding of changing hydrological conditions, strengthening water storage and recycling systems where required and integrating water considerations into broader operational planning.

Our approach recognises that effective water management requires ongoing adaptation. Site conditions, regulatory requirements and community expectations differ across our portfolio, requiring management approaches that are responsive to local context while aligned with Group standards and oversight.

Managing water effectively supports operational continuity, long-term closure and post-closure stability, protection of shared water resources and ongoing relationships with communities and stakeholders over time.

Managing Biodiversity to Support Resilient Operations

Mining changes land and interacts directly with natural environments. Managing biodiversity impacts is therefore an important part of how we plan, operate and close our mines.

Our approach focuses on identifying biodiversity risks early, integrating biodiversity considerations into operational planning and applying management controls across the life of mine. This supports more informed decision making, reduces long-term environmental impacts and contributes to stable operating environments over time.

Biodiversity risks and impacts are identified through baseline studies, ESIAs, operational monitoring programs and specialist technical studies. These assessments support understanding of habitat conditions, species presence, land use pressures and broader environmental sensitivities relevant to each operation.

This information is used to inform project design, mine planning and operational controls, ensuring biodiversity considerations are integrated into operational decision making from the outset and updated as operations evolve.

Applying the Mitigation Hierarchy

We apply the mitigation hierarchy across the life of mine to manage biodiversity impacts in a structured and consistent way.

This includes:

- avoiding impacts where possible
- minimising unavoidable impacts
- restoring disturbed areas
- offsetting residual impacts where appropriate

Avoidance and minimisation measures are prioritised during project planning and infrastructure design to reduce disturbance and limit long-term impacts.

Where disturbance occurs, rehabilitation activities are implemented progressively and concurrently according to the mine plan, reducing the accumulation of disturbed land over time.

Offsets may be considered where residual impacts remain following the application of avoidance, minimisation and restoration measures, in line with regulatory requirements and internal standards.

This approach supports more consistent biodiversity management across operations and strengthens long-term environmental outcomes.

Applying The Mitigation Hierarchy Across The Mine Lifecycle

Climate and environmental impacts are addressed at every stage, with residual impacts managed through credible offsets.

1. DESIGN

Mitigation Focus

AVOIDANCE

Avoid impacts by considering alternatives in location, design, technology and materials.

2. CONSTRUCTION

Mitigation Focus

MINIMISATION

Minimise impacts through the efficient use of resources, careful planning and strong environmental controls.

3. OPERATIONS

Mitigation Focus

CONCURRENT REHABILITATION

Rehabilitate progressively as mining advances to reduce footprint, stabilise landforms and support ecosystem recovery.

4. CLOSURE

Mitigation Focus

RESTORATION

Restore and rehabilitate ecosystems to an agreed final land use that is safe stable and sustainable.

5. RESIDUAL IMPACTS

Mitigation Focus

OFFSETS

Address any significant residual impacts through credible, additional and measurable offsets.

PROGRESSIVELY REDUCES IMPACTS → RESIDUAL IMPACTS MANAGED →

Applying the mitigation hierarchy ensures we prioritise actions that avoid and reduce impacts first, rehabilitate as we go, and restore land to deliver long-term value for people, nature and communities.

Biodiversity Risk Assessment and Management in Practice

We are implementing a structured Biodiversity Residual Impact Assessment (BRIA) tool across our portfolio to support biodiversity risk assessment and management.

BRIA integrates ecological baseline data, operational information and environmental context to assess potential impact pathways and expected residual impacts across the life of mine and after closure.

The methodology is currently being applied at selected operations and is being progressively rolled out across the Group. BRIA supports a more structured and risk-based approach to biodiversity management and provides a consistent framework for assessing and managing residual impacts. The tool also contributes to broader industry understanding of biodiversity risk management and supports the development of more practical and consistent approaches across the mining sector.

Outputs from BRIA inform:

- project design
- mitigation measures
- Biodiversity Action Plans
- rehabilitation planning
- monitoring requirements

Biodiversity management is implemented through site-level Biodiversity Action Plans aligned with operational risks and environmental conditions.

Implementation is supported through operational procedures, specialist technical input and ongoing monitoring programs.

Monitoring data is used to assess performance, identify emerging risks and inform management actions where required.

Independent technical reviews and specialist assessments provide additional oversight and support continuous improvement across operations.

These plans define:

- priority biodiversity risks
- operational controls
- monitoring requirements
- rehabilitation and management activities

Biodiversity Action Plans help translate biodiversity commitments into site-level actions, monitoring and continuous improvement.

Case Study:
Applying BRIA in Practice: Pueblo Viejo, Dominican Republic

The Biodiversity Risk and Impact Assessment (BRIA) tool supports a practical and measurable approach to biodiversity management, including tracking progress towards no net loss outcomes for Key Biodiversity Features at closure. The methodology is currently undergoing peer review by an internationally recognised wildlife conservation NGO and is being piloted at selected Barrick operations.

Pueblo Viejo in the Dominican Republic is one of the first operations applying the BRIA approach. Working with the Ministry of Environment, the operation identified key habitats and species requiring focused management, monitoring and restoration planning.

Pueblo Viejo BRIA Snapshot

Metric	Result
Priority habitats identified	2
Priority species identified	18
Estimated residual impact to riparian habitat	80 quality hectares
Estimated residual impact to karst habitat	24 quality hectares
Impacted areas expected to be recovered through rehabilitation	~60%
Additional impacts expected to be addressed through forest compensation	~20%

Key Biodiversity Features include species of conservation concern such as the Hispaniolan hutia, together with pollinator species and native trees identified as important by local communities.

The assessment focuses on understanding potential impacts to riparian and karst systems and measuring habitat condition using indicators including ecological functionality, species rarity and rock formation integrity. Performance is assessed against benchmark reference areas to support a consistent and measurable evaluation of outcomes.

The BRIA process is informing rehabilitation and restoration planning across the operation. Rehabilitation activities are expected to recover approximately 60% of impacted areas, with a further 20% addressed through forest compensation linked to Aniana Vargas National Park. Restoration activities are also supported through partnerships with local universities, national seed banks and community nurseries at Hatillo and Quita Sueño.

The programme is being implemented in collaboration with the Ministry of Environment, the Vice Ministry of Forest Resources and local ecological restoration specialists. Lessons from the Pueblo Viejo pilot will inform the continued development and future application of the BRIA approach across Barrick's portfolio.

Biodiversity Management in Practice

BIODIVERSITY PERFORMANCE (2020, 2024 & 2025)

METRIC (Hectares)	2020	2024	2025	TREND (2020, 2024 and 2025)
Total land disturbed and not yet rehabilitated (as at January of reporting year)	50,502	46,276	47,579	
Total amount of land newly disturbed during reporting year	460	2,080	2,169	
Total amount of land newly rehabilitated or divested during reporting year	1,298	777	2,451	
Total land disturbed and not yet rehabilitated (as at 31 December of reporting year)	49,664	47,579	47,297	
Number of operations with Biodiversity Action Plans	11	14	14	

Note: Data represents consolidated performance across all sites. Totals may not sum due to rounding

BIODIVERSITY PERFORMANCE (2021-2025)

1. RISK IDENTIFICATION

Baseline studies	Understand existing biodiversity values and ecological context
ESTAs	Identify potential biodversity impacts and constraints.
Biodiversity monitoring	Track ecosystem condition and detect changes
Specialist assessments	Evaluate sensitive species, habitats and ecological risks

2. ASSESSMENT & PLANNING

BRIA assessment	Assess biodiversity risks and opportunities at decision points
Biodiversity Action Plans	Define actions, targets and responsibilities
Mitigation hierarchy	Avoid > Minimise > Rehabilitate > Restore > Offset.
Operational controls	Integrate measures into design and operating system

3. IMPLEMENTATION & OUTCOMES

Rehabilitation	Progressively rehabilitate land and ecosystems
Monitoring	Measure performance against targets and indicators.
Adaptive management	Adjust strategies based on monitoring and learnings
Long term land stability	Achieve self-sustaining ecosystems and landforms

RESILIENT OPERATIONS

Long-term environmental stability and shared value for nature and communities.

Closure: Planning for Stable Long-Term Outcomes

Closure is integrated into how we design, operate and manage our mines.

Mining is a temporary land use, but closure outcomes can remain long after operations cease. Effective closure planning is therefore essential to managing long-term environmental, social and operational risks, while facilitating stable post-mining land uses and long-term land stability.

Our approach is to integrate closure considerations throughout the life of mine rather than treating closure as a final operational activity. Closure planning begins during project development and is refined throughout operations as conditions evolve.

Closure considerations are incorporated into mine planning, operational activities, waste and water management, infrastructure design and rehabilitation programs. This supports more informed operational decision making and helps ensure that closure outcomes remain practical, achievable and aligned with long-term environmental and land use objectives.

Closure planning is informed by environmental baseline conditions, operational requirements, regulatory obligations, stakeholder engagement and future land use considerations relevant to each operation.

Financial provisioning for closure obligations is reviewed regularly to ensure that closure liabilities remain aligned with operational conditions and closure requirements across the portfolio.

Closure: Planning for Stable Long-Term Outcomes

INTEGRATING CLOSURE ACROSS THE MINE LIFECYCLE

Closure considerations are integrated at every stage to minimise environmental impacts, manage risks and deliver long-term value for people, nature and communities.

1. DESIGN

Closure Integration Focus

Closure planning and landform design

- Incorporate closure objectives into project design
- Plan for stable, non-polluting landforms
- Select materials and layouts that support future land use

KEY OUTCOMES
Closure-ready design with lower long-term abilities and risk.

2. CONSTRUCTION

Closure Integration Focus

Infrastructure and disturbance controls

- Apply disturbance minimisation principles
- Implement erosion and sediment controls
- Build infrastructure to support future rehabilitation

KEY OUTCOMES
Reduced footprint and risk; infrastructure fit for closure.

3. OPERATIONS

Closure Integration Focus

Progressive rehabilitation

- Rehabilitate areas as they are no longer required
- Manage tailings, waste and water for long-term stability
- Monitor performance and adapt management

KEY OUTCOMES
Reduced disturbance over time; improved environmental outcomes.

4. CLOSURE

Closure Integration Focus

Final landform preparation

- Complete major rehabilitation activities
- Establish final landforms and land uses
- Decommission infrastructure responsibly

KEY OUTCOMES
Landforms established and ready for transition to post-closure.

5. RESIDUAL IMPACTS

Closure Integration Focus

Monitoring and long-term stability

- Monitor environmental performance
- Maintain controls and adaptive management
- Support long-term land use and community value

KEY OUTCOMES
Long-term stability, risk management and sustainable value.

CONTINUOUS LEARNING AND IMPROVEMENT

Data, monitoring and stakeholder input inform decisions and enhance closure outcomes at every stage

Integrating closure across the lifecycle reduces environmental and social risk, supports regulatory compliance and contributes to long-term value creation.

REDUCES LONG-TERM LIABILITIES AND RISK

SUPPORTS BIODIVERSITY AND ECOSYSTEM RECOVERY

DELIVERS POSITIVE LEGACY OUTCOMES

Rehabilitation and Long-Term Stability

Progressive rehabilitation is implemented where practical during operations to reduce the accumulation of disturbed land and support earlier recovery of environmental function.

This includes reshaping disturbed areas, stabilising landforms, managing erosion risks and establishing vegetation aligned with closure objectives and local environmental conditions.

Rehabilitation activities are monitored throughout operations to assess performance and inform ongoing closure planning. This supports a practical understanding of long-term land stability and helps strengthen rehabilitation approaches over time.

Closure planning also includes long-term water management, infrastructure decommissioning or securing, and management of residual environmental risks.

Closure risks and performance requirements are reviewed throughout the life of mine to ensure that changing operational conditions, regulatory requirements and stakeholder expectations are incorporated into planning.

This approach supports stable closure outcomes and reduces the likelihood of long-term environmental or operational liabilities.

Progressive rehabilitation supports earlier ecosystem recovery and helps reduce long-term environmental liabilities.

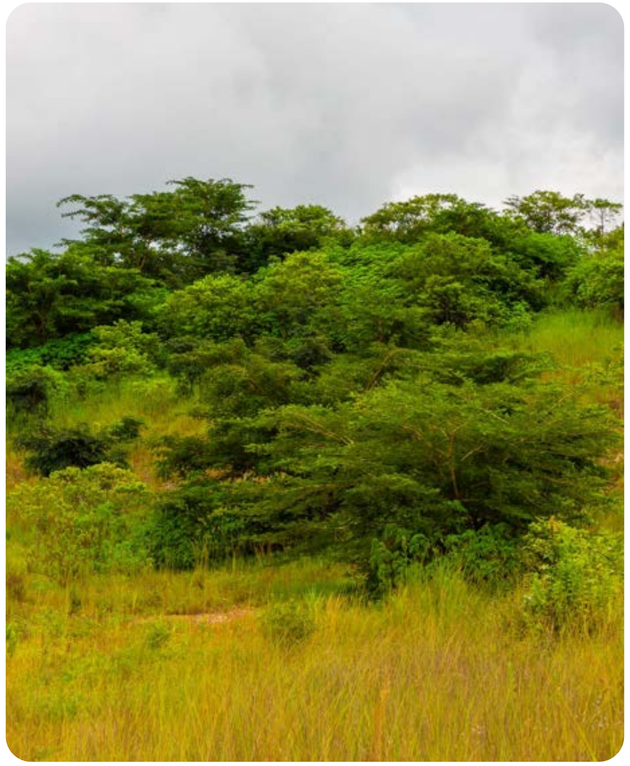
Supporting Long-Term Outcomes

Closure planning extends beyond physical rehabilitation and includes consideration of long-term environmental and community outcomes.

This includes collaboration with our host communities, partners, and other stakeholders regarding future land use, long-term environmental stability and post-mining land management considerations relevant to each operation.

Our objective is to support stable, safe and environmentally sound post-mining outcomes aligned with local conditions and long-term land use objectives.

By integrating closure planning throughout the life of mine, we support more stable post-mining environments, reduce risk and contribute to more resilient land use outcomes which can deliver value in the long-term.



SECTION 6

Governance

Governance Scorecard

Key Performance Indicator	2025 Performance 5	4	3	2	1	Trend vs 2024	KPI Score
GOVERNANCE OVERALL							1.0
Percentage of employees receiving Code of Conduct training							1
Percentage of supply partners trained on Code of Conduct at time of on-boarding							1
Increase in female representation across the organisation							1
30% female Board composition							1

Governance: Enabling Consistent Delivery

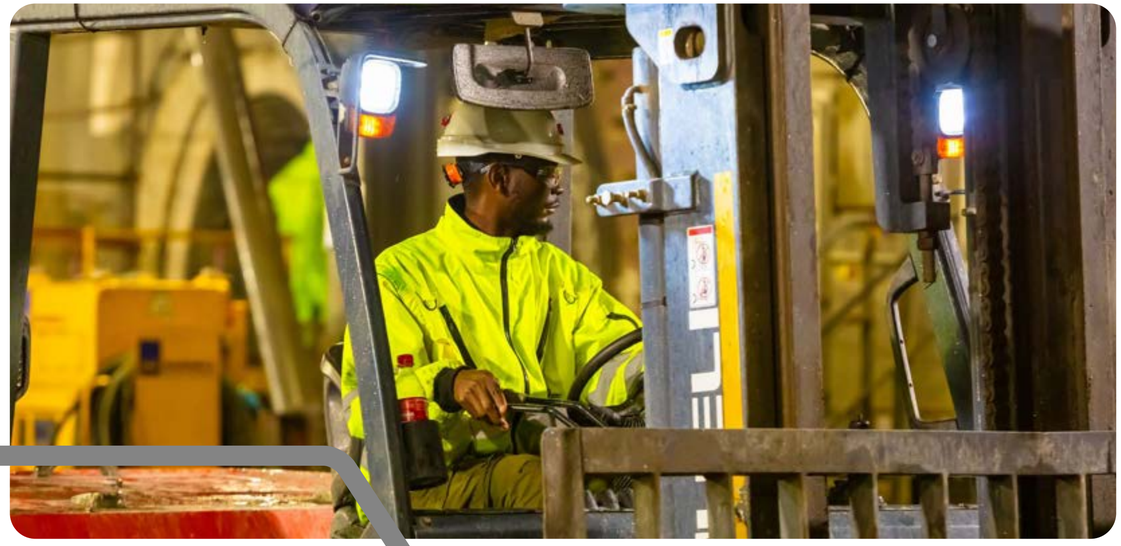
Strong governance is fundamental to how we deliver value across our operations.

We operate across diverse jurisdictions and complex environments. Consistency in how decisions are made, risks are managed and performance is overseen is essential to maintaining trust and delivering stable, long-term outcomes.

At Barrick, governance is embedded in how we plan, execute and monitor performance across our sites.

Our approach combines clear accountability at the site level with structured oversight at the Regional, Group and Board levels. This ensures that decisions are made close to operations, supported by defined standards and reinforced through consistent review and challenge.

This discipline enables us to manage risk, maintain standards and deliver performance across our portfolio.



Accountability from Site to Board

Accountability for sustainability performance sits at the site level and is reinforced through structured oversight across the Group.

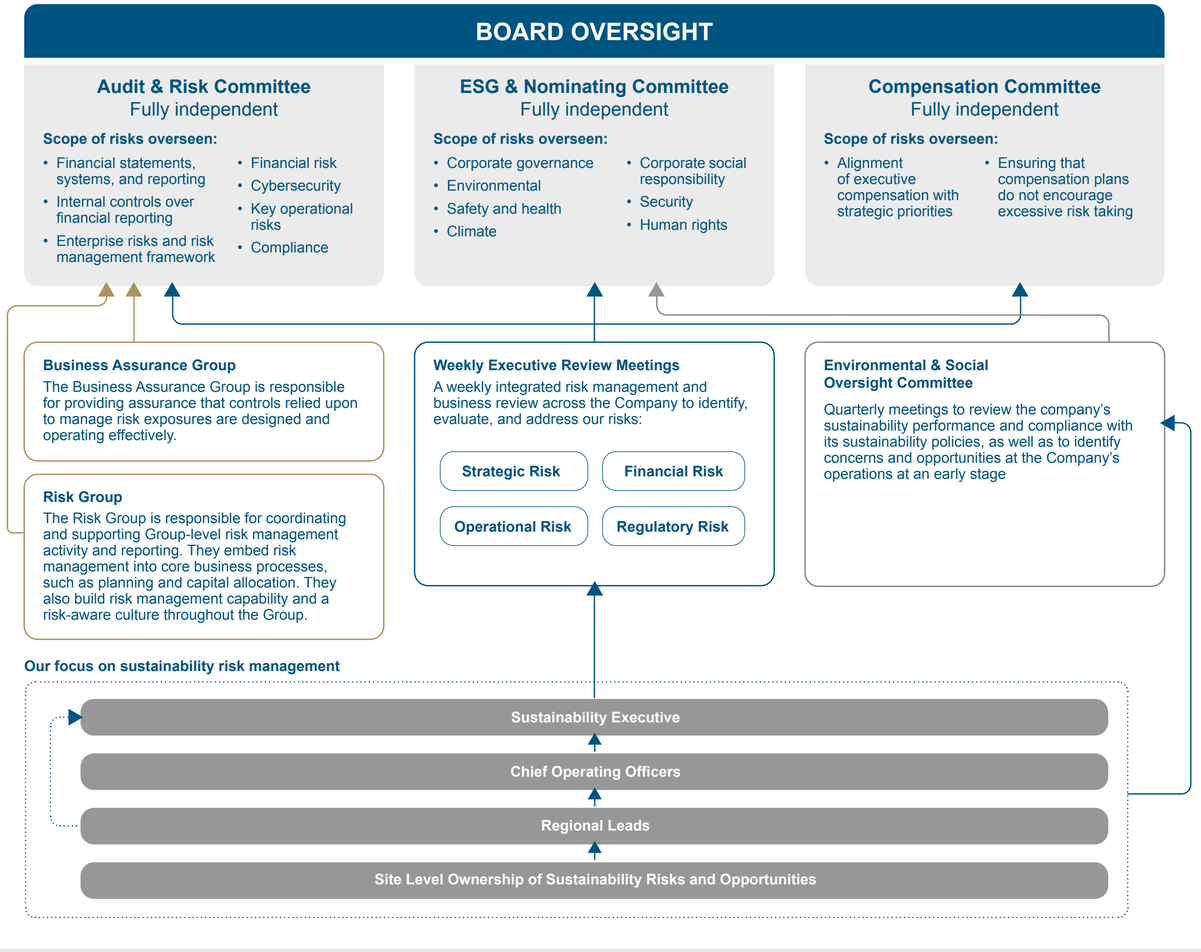
Each operation is responsible for managing its environmental and social impacts, engaging with stakeholders and ensuring compliance with defined standards. This enables decisions to be made close to operations, where context is best understood.

Site-level accountability is supported by Group-level guidance and oversight. Regional and functional specialists provide technical input, while performance is monitored through defined governance structures.

The Group Sustainability Executive is responsible for integrating sustainability into business strategy and tracking performance against key indicators through the Sustainability Scorecard.

At the Board level, sustainability is a standing agenda item, with oversight provided through dedicated committees, including the ESG & Nominating Committee and the Management Level ESOC Committee. These forums review performance, risks and emerging issues across the Group.

This structure creates a clear line of accountability from the field to the Board, ensuring that standards are applied consistently and performance is actively managed across our operations.



Linking Performance to Accountability

Sustainability performance is integrated into how performance is assessed and rewarded across the Group.

In 2025, sustainability metrics accounted for 20% of the annual compensation scorecard for senior employees and 25% of short-term incentives across the broader organisation.

These metrics include areas such as safety and environmental performance, ensuring that accountability is directly linked to operational outcomes.

Long Term Incentives performance is monitored through the Sustainability Scorecard, which provides a consistent framework for tracking key indicators across our operations and aligning them with management accountability. The Sustainability Scorecard accounts for a further 20% of these incentives that vest over a 33-month period.

This approach ensures that sustainability considerations are embedded in decision making and reinforced through performance management processes.

ESG Ratings and External Recognition

During 2025 and early 2026, Barrick continued to receive recognition through independent ESG assessments relating to the management of material environmental, social and governance risks across its operations.

Barrick was recognised as a 2026 Morningstar Sustainalytics ESG Industry Leader, reflecting performance within the top 10% of companies assessed within its industry peer group.

Barrick was also recognised by CDP as a 2025 Supplier Engagement Leader for its approach to supplier engagement on climate-related issues across the value chain.

Barrick uses external assessments and benchmarking processes as one input in evaluating performance, strengthening disclosure and identifying areas for continued improvement across the business.

Acting with Integrity

Operating with integrity is fundamental to maintaining trust and delivering consistent performance across our operations.

Our Code of Business Conduct and Ethics (Code of Conduct) sets clear expectations for how we work, supported by policies covering areas such as anti-bribery, anti-corruption, fraud prevention and responsible sourcing. These standards apply across all jurisdictions and are designed to support consistent decision making in diverse operating environments.

Integrity is not limited to compliance with policy. It is reflected in how decisions are made in practice, particularly in situations where competing pressures exist. This includes interactions with government officials, engagement with communities, procurement processes and the management of potential conflicts of interest.

To support this, all employees and suppliers receive training on our standards as part of onboarding, with ongoing reinforcement through annual programs. Additional, role-specific training is provided in higher-risk areas to ensure that expectations are clearly understood and applied in practice.

In 2025, 100% of eligible employees completed Code of Conduct training, supported by targeted in-person sessions across our operations. We also delivered focused training on areas such as anti-bribery, anti-money laundering and grievance management for employees in roles with higher exposure to risk.

Expectations are reinforced through clear escalation pathways and oversight mechanisms, ensuring that concerns are addressed and decisions are subject to appropriate review where required.

This approach ensures that integrity is embedded in day-to-day operations, supporting consistent behaviour, reducing risk and enabling disciplined decision making across the business.

Operating with integrity supports consistent decision-making, reduces risk and helps maintain trust across our operations.

Inclusion and Representation

Building an inclusive workforce supports stronger decision making, operational performance and leadership outcomes.

We aim to attract and retain a workforce that reflects a broad range of perspectives and experiences, recognising that this strengthens how risks are identified, decisions are made and performance is delivered across our operations.

At the Board level, diversity is reflected in composition. At year-end 2025, 40% of our Board were women. Across the broader workforce, female representation was 14%, with 13% of senior management roles held by women.

During 2025, women represented 18% of total hires across the Group, reflecting continued efforts to strengthen participation and representation across operations and growth projects.

We recognise that improving representation, particularly in operational and leadership roles, remains an area of focus. This is supported through targeted recruitment, development initiatives and programs aimed at strengthening participation across our operations and future workforce pipeline.

We are an equal opportunity employer and recruit based on merit and capability. At the same time, we recognise structural challenges that continue to exist within the mining industry and take a practical approach to improving representation over time by reducing barriers to participation and development.

This approach supports a more inclusive workforce and contributes to more effective and balanced decision making across our operations.

One and five-year perspective

	2020	2024	2025
Percentage of employees receiving Code of Conduct training	92%	100%	100%
Percentage of supply partners trained on Code of Conduct at time of onboarding	100%	100%	100%
Proportion of Board that is female	11%	40%	40%
Proportion of senior leadership or management that is female	15%	14%	13%

Reporting and Addressing Concerns

We provide multiple channels for employees, contractors and external stakeholders to raise concerns, including confidential and anonymous reporting through our global hotline.

These mechanisms are designed to be accessible and trusted, ensuring that concerns can be raised without fear of retaliation. They are supported by site-level communication, training and visible leadership engagement to reinforce expectations around speaking up.

These processes form an important part of how we manage risk and maintain accountability across our operations, enabling issues to be identified early, assessed consistently and addressed in a structured way.

In 2025, 173 cases were reported through these channels, the majority of which related to workplace and human resource matters.

All reports are reviewed and investigated, with actions taken where required. Outcomes may include corrective actions, additional training or disciplinary measures, depending on the nature of the issue.

The increase in reported cases reflects greater awareness and use of available reporting channels. This improves visibility of issues, supports earlier intervention and strengthens confidence in the reporting process.

This process also provides insight into broader trends across the Group. By analysing reported cases, we are able to identify recurring issues, strengthen controls and reinforce expectations across our operations.

Effective reporting mechanisms are essential to maintaining trust, supporting consistent standards and ensuring that concerns are addressed in a timely and transparent manner.

One and five-year perspective

Hotline Reports Received	2023	2024	2025
Conflicts of Interest / Corporate Opportunities	13	7	27
Disclosure / controls / confidentiality / bribery	16	12	15
Human Rights	1	1	0
Theft / fraud / misuse of assets	5	9	9
Workplace concerns (labour / harassment / safety)	106	104	121
TSF Management	N/A	1	0
Corruption related to Government Officials	0	0	1
Total	131	134	173

We operate across diverse jurisdictions and work tirelessly to build and maintain trust with all our partners. That requires us to always operate with honesty and integrity and to show how we are accountable for protecting the safety of our people, contributing to the health and education of our host communities, and for being responsible stewards of the environment around our mine sites."

Ashleigh Lawson - Senior VP, Business Assurance, Risk and Business Integrity

Managing Risk

We apply a structured approach to identifying, assessing and managing risk across our operations.

Risk management is embedded at site level, where risks are identified and monitored as part of day-to-day operations. This ensures that emerging issues are recognised early and addressed in context, based on local conditions and operational realities.

These site-level risk registers are reviewed regularly and consolidated into a Group risk register. This provides a consistent view of material risks across the portfolio and enables prioritisation at a Group level.

Each identified risk is supported by defined controls, monitoring processes and a residual risk rating. This ensures that risks are actively managed, mitigation measures are clearly understood and performance can be tracked over time.

The Group risk register is reviewed by executive management and the Board, ensuring that material risks are subject to oversight and challenge, and that risk considerations are integrated into strategic planning and decision making.

Risk management is not static. Risks evolve over time in response to operational changes, external conditions and emerging issues. In 2025, our Group risk register was updated to reflect this, including the addition of land access and acquisition as a key risk, highlighting the importance of securing appropriate approvals to support ongoing operations.

This process also supports continuous improvement. By reviewing risk trends across operations, we are able to identify common challenges, strengthen controls and apply lessons learned more broadly across the Group.

This approach ensures that risk is identified early, managed consistently and integrated into decision making across the business, supporting safe, stable and reliable operations over time.

Cybersecurity and Operational Resilience

As we increasingly rely on digital systems to support our operations, cybersecurity is a critical component of managing risk and maintaining operational continuity.

Cyber risk is integrated into our enterprise risk management framework and is overseen at Board level through the Audit and Risk Committee. This ensures that cybersecurity is treated as a business risk, not solely a technical function.

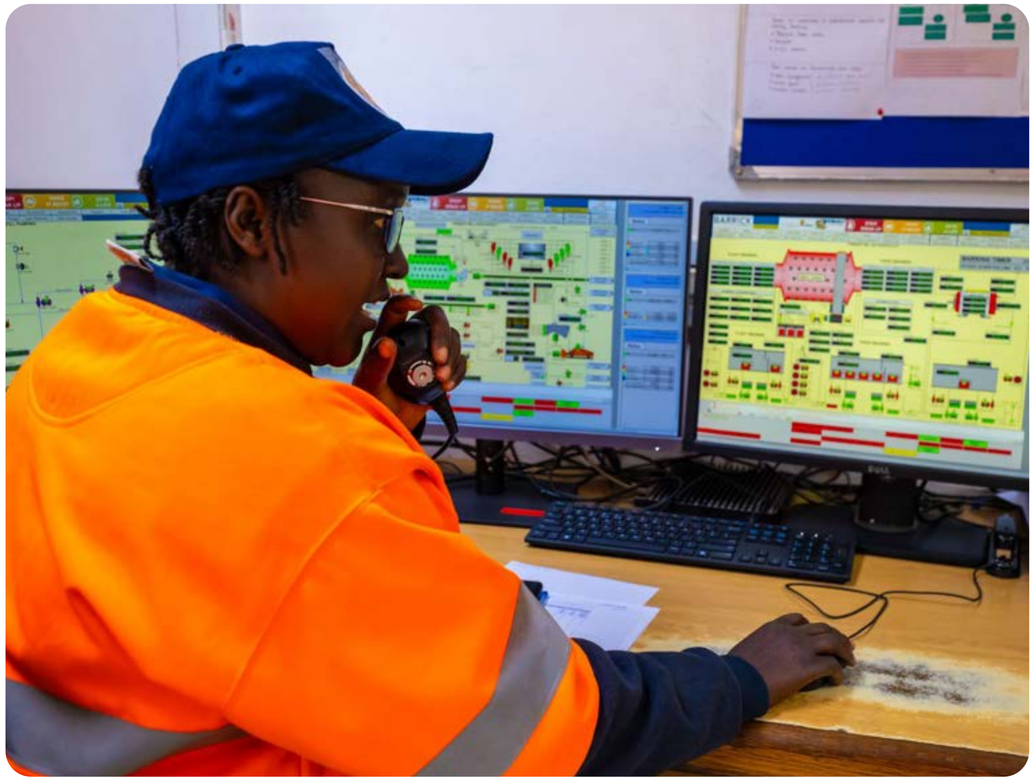
We apply a structured approach to managing cyber risk, including continuous monitoring, regular threat assessments and incident response planning. These controls are designed to protect operational systems, data integrity and business continuity.

Cybersecurity awareness is reinforced across the organisation through training programs and internal communication, ensuring that employees understand their role in maintaining secure operations.

In 2025, no material cybersecurity incidents were recorded.

The external threat environment remains dynamic, with increasing digitalisation and evolving geopolitical risks. We continue to strengthen our defences through enhanced controls, strategic partnerships and regular resilience testing.

This approach ensures that cybersecurity risks are actively managed and supports the stable and reliable operation of our systems.



Cybersecurity is managed as a business risk critical to operational continuity, resilience and data integrity.

Managing Supply Chain Risk

Our supply chain is critical to maintaining operational continuity and supporting local economic development.

We have a Supplier Code of Conduct and we require all suppliers to meet our standards, supported by contractual requirements, due diligence and onboarding processes. These ensure that suppliers operate in line with our expectations across areas such as business integrity, environmental performance and social responsibility.

Our approach is based on partnership. In many cases, particularly in developing regions, suppliers may require support to meet these standards. We work with them over time to build capability and strengthen performance.

This approach supports more resilient supply chains while also contributing to local economic participation and development.

By strengthening supplier capability and aligning expectations, we are able to secure reliable supply while reinforcing consistent standards across our operations.

Our approach to supply chain management combines operational reliability with support for local economic participation and development.

Climate Governance

Climate-related risks and opportunities are integrated into Barrick's governance framework and decision-making processes, in alignment with the recommendations of the TCFD and the requirements of the ISSB.

Oversight sits at the Board level, supported by executive accountability and implementation across regions and sites. The Board, through its committees, regularly reviews climate-related risks and opportunities, ensuring that these are considered alongside broader business risks.

Climate risks are assessed at both the asset and the Group level and the results are incorporated into business planning and operational decision making. This includes consideration within capital allocation processes, mine development, life-of-mine planning and operational activities. While climate-related risks are not assessed in isolation or linked to single investment decisions, they form part of broader technical, operational and risk-based assessments that inform project design, mitigation measures and long-term planning across the business.

We apply scenario-based analysis to assess the potential impacts of different climate pathways on our operations and portfolio. These assessments inform strategic planning and support resilience under a range of future conditions.

The Group Sustainability Executive is responsible for driving implementation, supported by regional and site-level teams who ensure that climate-related controls and actions are applied in practice.

Climate-related performance is monitored through defined metrics and targets, which are incorporated into our broader performance management systems. This enables consistent tracking of progress and alignment with external disclosure expectations.

This approach ensures that climate-related risks and opportunities are identified, assessed and managed in a structured way, and are embedded into decision making to support long-term operational resilience.

Collaborating to Strengthen Standards

Many of the challenges facing the mining sector are shared and cannot be addressed by individual companies alone. These include issues such as climate change, responsible sourcing, biodiversity management, security and human rights, and the need for consistent approaches to community engagement and social performance.

We engage with industry bodies, standard-setting organisations and peer companies to contribute to the development of practical, consistent and implementable approaches to addressing these challenges. This collaboration supports greater alignment across the sector and reduces fragmentation in how responsible mining practices are defined and applied.

A key example is our participation in the development of the Consolidated Mining Standard. This initiative seeks to bring together multiple existing standards into a single, coherent framework, improving clarity for companies, investors and other stakeholders, and supporting more consistent implementation across different commodities and jurisdictions. Importantly, the Standard also seeks to strengthen transparency and comparability in sustainability performance across the sector.

Barrick is a member of the World Gold Council and the International Council on Mining and Metals, and applies their principles and frameworks across its operations. Barrick also remains committed to responsible gold production through alignment with the Conflict-Free Gold Standard and related responsible sourcing requirements across the gold value chain.

The Company is a member of the Voluntary Principles on Security and Human Rights and an observing member of the International Code of Conduct Association (ICoCA), supporting alignment with international good practice on security governance and human rights.

Barrick continued to apply Towards Sustainable Mining (TSM) at Hemlo and Veladero until December 2025, including during periods of transition and divestiture where applicable.* These frameworks provide a common baseline for performance and support consistency in how key sustainability issues are managed across the business.

Beyond formal standards, collaboration enables the sharing of practical experience across the sector. This includes learning from peers, contributing to working groups and supporting the development of guidance that reflects real operating conditions.

Barrick also continues to support greater transparency across the gold supply chain, including disclosure related to refining arrangements and the destinations of gold production by refinery.

Engaging in these initiatives supports stronger standards, improves comparability of performance and reinforces expectations for responsible mining. It also helps create a more stable and predictable operating environment, which benefits both the industry and the communities in which we operate.

Where our ore is refined

Mine Name	Country of Origin	Refiner/ Processor Name	Country of Processing
Loulo-Gounkoto	Mali	Rand Refinery	South Africa
Kibali	DRC	Rand Refinery	South Africa
North Mara	Tanzania	Rand Refinery	South Africa
Bulyanhulu		Rand Refinery	South Africa
Pueblo Viejo	Dominican Republic	Argor MKS MMTC MKS-PAMP Asahi	Switzerland India Switzerland Canada
Veladero	Argentina	Argor MKS MMTC MKS-PAMP	Switzerland India Switzerland
Porgera	PNG	ABC	Australia
NGM	USA	MKS MMTC MKS-PAMP Asahi	India Switzerland USA
Hemlo	Canada	Asahi	Canada
Tongon	Cote d'Ivoire	Rand Refinery	South Africa

** On 2 December 2025 Barrick sold its interests in the Tongon gold mine and certain of its exploration properties in Côte d'Ivoire to the Atlantic Group*

Appendix

RGMP and ICMM Performance

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✓ Aligned ⊗ Not applicable

Responsible Gold Mining Principles (RGMPs)	Relevant ICMM Performance Expectations (PEs)	Description	Group	Nevada Gold Mines (NGM)	Kibali	Loulo Gounkoto	North Mara	Bulyan-hulu	Lumwana	Jabal Sayid	Pueblo Viejo	Veladero	Porgera
Independent Assurance Schedule				2022, 2024	2021, 2025		2022, 2024	2024	2023		2021, 2025	2023	
Principle 1 – Ethical conduct: We will conduct our business with integrity including absolute opposition to corruption													
1.1 Legal compliance	1.1	As a minimum expectation, we will comply with applicable host and home country laws and relevant international law and will maintain systems to deliver this objective.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
1.2 Code of Conduct	1.3, 2.2	We will maintain a code of conduct to make clear the standards with which we expect our employees, and those with whom we do business, to comply. We will actively promote awareness of our code and implement systems to monitor and ensure compliance.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
1.3 Combating bribery and corruption	1.2	We will put in place controls to combat bribery and corruption in all its forms; conflicts of interest; and anti-competitive behaviour by employees, agents or other company representatives.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
1.4 Political contributions	1.5	We will disclose the value and beneficiaries of financial and in-kind political contributions which we make, whether made directly or through an intermediary.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
1.5 Transparency	10.2, Transparency of Mineral Revenues Performance Standard	We will publish our tax, royalty and other payments to governments annually by country and project. We support the principles of the Extractive Industries Transparency Initiative (EITI) and will encourage governments to promote greater transparency around revenue flows, mining contracts and the beneficial ownership of licence holders.	✓	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗

Aligned Partially Aligned Not applicable

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Responsible Gold Mining Principles (RGMPs)	Relevant ICMM Performance Expectations (PEs)	Description	Group	Nevada Gold Mines (NGM)	Kibali	Loulo Gounkoto	North Mara	Bulyan-hulu	Lumwana	Jabal Sayid	Pueblo Viejo	Veladero	Porgera
Independent Assurance Schedule				2022, 2024	2021, 2025		2022, 2024	2024	2023		2021, 2025	2023	
Principle 1 – Ethical conduct: We will conduct our business with integrity including absolute opposition to corruption													
1.6 Taxes and transfer pricing	1.1	Over the mine lifecycle, we provide vital public revenues to our host countries. We will pay in good faith the taxes and royalties required by host country codes. We will seek to ensure that transfer pricing outcomes are in line with fair business practices and value creation.	✓	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗
1.7 Accountabilities and reporting	1.4, 10.3, Mining Partnerships for Development Performance Standard, Water Stewardship PS, Climate Change Performance Standard	We will assign accountability for our sustainability performance at the Board and/ or Executive Committee level. We will report publicly each year on our implementation of the Responsible Gold Mining Principles and provide the resources needed to support effective implementation.	✓	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗
Additional ICMM Expectations													
ICCM Performance Expectation **1.2**	1.2		✓	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗
ICMM Performance Expectation **1.4**	1.4		✓	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗
ICMM Mining Partnerships for Development Position Statement	ICMM Mining Partnerships for Development Position Statement		✓	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗
ICMM Performance Expectation **1.3**	1.3	Implement policies and standards consistent with the ICMM policy framework.	✓	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗

Aligned Partially Aligned Not applicable

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Responsible Gold Mining Principles (RGMPs)	Relevant ICMM Performance Expectations (PEs)	Description	Group	Nevada Gold Mines (NGM)	Kibali	Loulo Gounkoto	North Mara	Bulyan-hulu	Lumwana	Jabal Sayid	Pueblo Viejo	Veladero	Porgera
Independent Assurance Schedule				2022, 2024	2021, 2025		2022, 2024	2024	2023		2021, 2025	2023	
2.1 Risk management	4.3	We will maintain systems to identify and prevent or manage both the risks that face our operations and those which our activities may pose to others.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
2.2 Stakeholder engagement	2.1, 10.1	We will listen to and engage with stakeholders so as better to understand their interests and concerns and integrate this knowledge in to how we do business	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
2.3 Due diligence	4.2	We will regularly and systematically conduct due diligence to identify human rights and conflict risks associated with our activities and in our supply chain with the intention of preventing adverse impacts. We will exercise risk-based due diligence on those companies who we sell our products to.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
2.4 Impact assessment	4.1	We will conduct impact assessments that involve substantive environmental components, socio-economic (including human rights where relevant) and cultural elements and ensure that these are periodically updated. We will seek to identify and take account of local cumulative impacts. We will ensure that such assessments are accessible to affected communities and include plans to avoid, minimise, mitigate or compensate for significant adverse impacts.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Aligned Partially Aligned Not applicable

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Responsible Gold Mining Principles (RGMPs)	Relevant ICMM Performance Expectations (PEs)	Description	Group	Nevada Gold Mines (NGM)	Kibali	Loulo Gounkoto	North Mara	Bulyan-hulu	Lumwana	Jabal Sayid	Pueblo Viejo	Veladero	Porgera
Independent Assurance Schedule				2022, 2024	2021, 2025		2022, 2024	2024	2023		2021, 2025	2023	
Principle 2 – Understanding our impacts: We will engage with our stakeholders and implement management systems so as to ensure that we assess understand and manage our impacts, realise opportunities and provide redress where needed													
2.5 Resolving grievances	9.3	We will establish fair, accessible, effective and timely mechanisms through which complaints and grievances related to our activities can be raised and resolved and remedies implemented. Those raising such grievances in good faith will not face discrimination or retaliation as a result of raising their concerns. We will monitor the use of such mechanisms and the satisfaction of complainants with the processes and outcomes.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Additional ICMM Expectations													
ICMM Performance Expectation **2.1**	2.1		✓	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗
IMM Performance Expectation **8.2**	8.2	Assess the hazards of the products of mining according to UN Globally Harmonised System of Hazard Classification and Labelling or equivalent relevant regulatory systems and communicate through safety data sheets and labelling as appropriate.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
CMM Performance Expectation **10.3**	10.3	Report annually on economic, social and environmental performance at the corporate level using the GRI Sustainability Reporting Standards.	✓	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗
ICMM Performance Expectation **10.4**	10.4	Each year, conduct independent assurance of sustainability performance following the ICMM guidance on assuring and verifying membership requirements.	✓	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗

Aligned Partially Aligned Not applicable

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Responsible Gold Mining Principles (RGMPs)	Relevant ICMM Performance Expectations (PEs)	Description	Group	Nevada Gold Mines (NGM)	Kibali	Loulo Gounkoto	North Mara	Bulyan-hulu	Lumwana	Jabal Sayid	Pueblo Viejo	Veladero	Porgera
Independent Assurance Schedule				2022, 2024	2021, 2025		2022, 2024	2024	2023		2021, 2025	2023	
Principle 3: Supply Chain: We will require that our suppliers conduct their businesses ethically and responsibly as a condition of doing business with us													
3.1 Supply Chain Policy	2.2	We will adopt and publish a Supply Chain Policy and support our contractors and suppliers to operate responsibly and to standards of ethics, safety, health, human rights and social and environmental performance, comparable with our own. We will conduct risk-based monitoring of compliance. This also applies to JV Partners.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
3.2 Local procurement	9.2	We will promote access for local businesses to procurement and contracting opportunities generated by our operations and, where appropriate, provide capacity building support to help them to improve their capabilities as suppliers.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
3.3 Market access for ASM	9.4	We support access to legitimate markets for those artisanal and small-scale miners (ASM) who respect applicable legal and regulatory frameworks, who seek to address the environmental, health, human rights and safety challenges often associated with ASM activity, and who, in good faith, seek formalisation. We will consider supporting government initiatives to reduce and eliminate the use of mercury by ASM.	✓	⊗	✓	✓	✓	✓	⊗	⊗	⊗	⊗	✓

Aligned Partially Aligned Not applicable

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Responsible Gold Mining Principles (RGMPs)	Relevant ICMM Performance Expectations (PEs)	Description	Group	Nevada Gold Mines (NGM)	Kibali	Loulo Gounkoto	North Mara	Bulyan-hulu	Lumwana	Jabal Sayid	Pueblo Viejo	Veladero	Porgera
Independent Assurance Schedule				2022, 2024	2021, 2025		2022, 2024	2024	2023		2021, 2025	2023	
Principle 4: Safety and health: We will protect and promote the safety and occupational health of our workforce (employees and contractors) above all other priorities and will empower them to speak-up if the encounter unsafe working conditions													
4.1 Safety	5.1	We will be pro-active in preventing fatalities and injuries to our workforce. Regular safety training will be conducted, and personal protective equipment will be supplied at no cost to our workforce. Our objective is zero harm.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
4.2 Safety management systems	4.3	We will implement health and safety management systems based on internationally recognised good practice and focused on continuous improvement of our performance. We will engage regularly on these issues with our workforce and their representatives.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
4.3 Occupational health and wellbeing	5.1, 5.2	We will maintain high standards of occupational health and hygiene and implement risk-based monitoring of the health of our workforce based on occupational exposures.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
4.4 Emergency Planning	4.4	We will identify and eliminate or minimise significant risks to the health or safety of local people as a direct result of our activities and those of our contractors. We will develop, maintain and test emergency response plans based on national regulations and international best practice guidelines, ensuring the involvement of potentially affected stakeholders.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
ICMM Performance Expectation **4.3**	4.3	Implement risk-based controls to avoid/ prevent, minimise, mitigate and/or remedy health, safety and environmental impacts to workers, local communities, cultural heritage and the natural environment, based upon a recognised international standard or management system.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Aligned Partially Aligned Not applicable

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Responsible Gold Mining Principles (RGMPs)	Relevant ICMM Performance Expectations (PEs)	Description	Group	Nevada Gold Mines (NGM)	Kibali	Loulo Gounkoto	North Mara	Bulyan-hulu	Lumwana	Jabal Sayid	Pueblo Viejo	Veladero	Porgera
Independent Assurance Schedule				2022, 2024	2021, 2025		2022, 2024	2024	2023		2021, 2025	2023	
Principle 5: Human rights and conflict: we will respect the human rights of our workforce, affected communities and all those people with whom we interact													
5.1 UN Guiding Principles	3.1	We will adopt and implement policies, practices and systems based on the UN Guiding Principles on Business and Human Rights.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
5.2 Avoiding complicity	3.1	We will seek to ensure that we do not cause, and are not complicit with, human rights' abuses either directly or through our business relationships.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
5.3 Security and human rights	3.3	We will manage security-related human rights risks through implementation of the Voluntary Principles on Security and Human Rights[2].	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
5.4 Conflict	4.2	We will implement the Conflict Free Gold Standard. We will ensure that when we operate in conflict affected or high-risk areas, our operations do not cause, support or benefit unlawful armed conflict or contribute to serious human rights abuses or breaches of international humanitarian law.	✓	⊗	✓	✓	✓	✓	⊗	⊗	✓	✓	✓

Aligned Partially Aligned Not applicable

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Responsible Gold Mining Principles (RGMPs)	Relevant ICMM Performance Expectations (PEs)	Description	Group	Nevada Gold Mines (NGM)	Kibali	Loulo Gounkoto	North Mara	Bulyan-hulu	Lumwana	Jabal Sayid	Pueblo Viejo	Veladero	Porgera
Independent Assurance Schedule				2022, 2024	2021, 2025		2022, 2024	2024	2023		2021, 2025	2023	
Labour rights: we will ensure that our operations are places where employees and contractors are treated with respect and are tree from discrimination or abusive labour practices													
6.1 Wages and benefits	3.5	We will ensure that our workforce receives fair wages and benefits relative to relevant national and local benchmarks, norms and regulations.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
6.2 Preventing discrimination and bullying	3.4	We will engage regularly and constructively with our employees and work to ensure a workplace free from bullying or harassment.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
6.3 Child and forced labour	3.4	We prohibit exploitative child labour, forced labour and modern slavery in our operations and in our supply chains.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
6.4 Freedom of association and collective bargaining	3.4	We will uphold the rights of our employees to exercise their legal rights to associate with others and to join or refrain from joining labour organisations of their choice and to bargain collectively without discrimination or retaliation.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
6.5 Diversity	3.8	We will implement policies and practices to promote diversity at all levels of the Company and, especially, the representation and inclusion of women, and will report on our progress.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Aligned Partially Aligned Not applicable

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Responsible Gold Mining Principles (RGMPs)	Relevant ICMM Performance Expectations (PEs)	Description	Group	Nevada Gold Mines (NGM)	Kibali	Loulo Gounkoto	North Mara	Bulyan-hulu	Lumwana	Jabal Sayid	Pueblo Viejo	Veladero	Porgera
Independent Assurance Schedule				2022, 2024	2021, 2025		2022, 2024	2024	2023		2021, 2025	2023	
6.6 Women and mining	3.8, 9.1, 9.2	We are committed to identifying and resolving barriers to the advancement and fair treatment of women in or workplaces. Through our employment, supply chain, training and community investment programs we will aim to contribute to the socio-economic empowerment of women in the communities associated with our operations	✓	−	✓	✓	✓	✓	✓	✓	✓	✓	✓
6.7 Preventing discrimination and bullying	3.4	We will provide a confidential mechanism through which employees and others associated with our activities may raise ethical concerns and which provides protection from retaliation for those who raise concerns in good faith.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Principle 7: Working with communities: We will contribute to the socio-economic advancement of communities associated with our operations and treat them with dignity and respect													
7.1 Community consultation	9.3	We will consult meaningfully and in good faith with the communities associated with our operations on matters of interest to them and will take account of their perspectives and concerns.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
7.2 Understanding communities	3.6, 3.7, 3.8	We will ensure that we engage with communities, including traditional leaders, in a culturally appropriate manner. We will be alert to the dangers of causing differentially negative impacts on women, Indigenous Peoples, children and other potentially vulnerable or marginalised groups. We will strive to ensure that the voices of these groups are heard, and that this knowledge is integrated into how we do business.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Aligned Partially Aligned Not applicable

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Responsible Gold Mining Principles (RGMPs)	Relevant ICMM Performance Expectations (PEs)	Description	Group	Nevada Gold Mines (NGM)	Kibali	Loulo Gounkoto	North Mara	Bulyan-hulu	Lumwana	Jabal Sayid	Pueblo Viejo	Veladero	Porgera
Independent Assurance Schedule				2022, 2024	2021, 2025		2022, 2024	2024	2023		2021, 2025	2023	
Principle 7: Working with communities: We will contribute to the socio-economic advancement of communities associated with our operations and treat them with dignity and respect													
7.3 Creating local benefits	9.2	We will ensure that the communities associated with our operations are offered meaningful opportunities to benefit from our presence, including through access to jobs, training, procurement opportunities for local businesses and social investment.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
7.4 Seeking community support	9.3	We will seek to obtain and sustain the broadly-based support of communities affected by our activities.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
7.5 In-migration	4.1, 4.3	We will work with local authorities and community leaders to control or manage the impact of migratory influxes of people attracted by mine development.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
7.6 Indigenous Peoples	3.6, 3.7, PS on Indigenous Peoples	We will respect the collective and customary rights, culture and connection to the land of Indigenous Peoples. We will work to obtain their free, prior and informed consent, where significant adverse impacts may occur, during exploration, project design, operation and closure, including around the delivery of sustainable benefits.	✓	✓	✓	✓	✓	✓	✓	✓	⊗	⊗	✓
7.7 Cultural heritage	3.7, 4.3	We will seek to preserve cultural heritage from adverse impacts associated with project activities, including thought our impact assessments. We will put in place chance finds policies at all relevant operations.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
7.8 Resettlement	3.2	We will seek to avoid involuntary resettlement. Where this is unavoidable, we will proceed on the basis of meaningful consultation with affected communities a publicly-available planning framework, restoration of established livelihoods, and the provision of fair and timely compensation.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Aligned Partially Aligned Not applicable

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Responsible Gold Mining Principles (RGMPs)	Relevant ICMM Performance Expectations (PEs)	Description	Group	Nevada Gold Mines (NGM)	Kibali	Loulo Gounkoto	North Mara	Bulyan-hulu	Lumwana	Jabal Sayid	Pueblo Viejo	Veladero	Porgera
Independent Assurance Schedule				2022, 2024	2021, 2025		2022, 2024	2024	2023		2021, 2025	2023	
Additional ICMM Expectations													
Performance Expectation **9.1**	9.1	Implement inclusive approaches with local communities to identify their development priorities and support activities that contribute to their lasting social and economic wellbeing, in partnership with government, civil society and development agencies, as appropriate.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Principle 8: Environmental stewardship: We will ensure that environmental responsibility is at the core of how we work													
8.1 Managing environmental impacts	6.4	We will implement systems to monitor and manage our impacts on the environment. We will avoid, minimise, mitigate or compensate for significant adverse impacts on the environment relating to our activities.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
8.2 Tailings and waste management	6.3, PS on Tailings Governance	We will design, build, manage and decommission tailings storage and heap-leach facilities and large-scale water infrastructure using management and governance practices in line with widely-supported good practice guidelines. We will not develop a new mine that would involve the use of riverine or shallow submarine tailings.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	⊗
8.3 Cyanide and hazardous materials	4.3, 4.4	We will identify and manage potential risks relating to the transportation, handling, storage and disposal of all hazardous materials. Where our operations use cyanide we will ensure that our arrangements for the transport, storage, use and disposal of cyanide are in line with the standards of practice of the International Cyanide Management Code.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Aligned Partially Aligned Not applicable

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Responsible Gold Mining Principles (RGMPs)	Relevant ICMM Performance Expectations (PEs)	Description	Group	Nevada Gold Mines (NGM)	Kibali	Loulo Gounkoto	North Mara	Bulyan-hulu	Lumwana	Jabal Sayid	Pueblo Viejo	Veladero	Porgera
Independent Assurance Schedule				2022, 2024	2021, 2025		2022, 2024	2024	2023		2021, 2025	2023	
8.4 Mercury	PS on Mercury Risk Management	We will not use mercury to extract gold in Management our processing facilities nor accept gold produced by third parties using mercury. We support the Minamata Convention's objective of reducing mercury emissions for the protection of human health and the environment. We will identify point source mercury emissions to the atmosphere arising from our activities and minimise them. We will only sell mercury thereby captured for uses recognised as acceptable by international conventions.	✓	✓	✓	✓	✓	✓	⊗	⊗	✓	✓	✓
8.5 Noise and dust	4.3, 6.4	We will adopt and implement policies and practices to avoid or mitigate impacts on local communities and the environment arising from noise, dust and blasting.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Additional ICMM Expectations													
ICMM Performance Expectation **4.3**	4.3	Implement risk-based controls to avoid/ prevent, minimise, mitigate and/or remedy health, safety and environmental impacts to workers, local communities, cultural heritage and the natural environment, based upon a recognised international standard or management system.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
ICMM Tailings Governance Framework Position Statement	ICMM Tailings Governance Framework Position Statement		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	⊗
ICMM Position statement on Mercury Risk Management	ICMM Position statement on Mercury Risk Management		✓	✓	⊗	⊗	⊗	⊗	⊗	⊗	⊗	✓	⊗

Aligned Partially Aligned Not applicable

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Responsible Gold Mining Principles (RGMPs)	Relevant ICMM Performance Expectations (PEs)	Description	Group	Nevada Gold Mines (NGM)	Kibali	Loulo Gounkoto	North Mara	Bulyan-hulu	Lumwana	Jabal Sayid	Pueblo Viejo	Veladero	Porgera
Independent Assurance Schedule				2022, 2024	2021, 2025		2022, 2024	2024	2023		2021, 2025	2023	
Principle 9: Biodiversity, land use and mine closure: We will work to ensure that fragile ecosystems, habitats and endangered species are protected from damage and will plan for responsible mine closure													
9.1 Biodiversity	7.2, PS on Mining and Protected Areas	We will implement biodiversity management plans. At a minimum, we will seek to ensure that there is no net loss of critical habitat. Where opportunities arise to do so, we will work with others to produce a net gain on biodiversity. We will incorporate both scientific and traditional knowledge in designing adaptation strategies in ecosystem management and environmental assessment.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
9.2 World Heritage Sites	7.1, PS on Mining and Protected Areas	We will not explore or seek to develop new and Protected Areas mining operations in an area designated as a World Heritage Site.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
9.3 Land use and deforestation	4.3, 7.2	We recognise the importance of integrated land-use planning. In determining our project footprint, we will give meaningful consideration to the land access needs of nearby communities and to the preservation of biodiversity. We will aim to minimise deforestation arising from our activities.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
9.4 Mine closure	6.1	We will plan for the social and environmental aspects of mine closure in consultation with authorities, our workforce, affected communities and other relevant stakeholders. We will make financial and technical provision to ensure planned closure and post-closure commitments are realised, including in relation to rehabilitation of land, beneficial future land-use, the preservation of water sources and the prevention of acid rock drainage and metal leaching.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Aligned Partially Aligned Not applicable

GOVERNANCE

Responsible Gold Mining Principles (RGMPs)	Relevant ICMM Performance Expectations (PEs)	Description	Group	Nevada Gold Mines (NGM)	Kibali	Loulo Gounkoto	North Mara	Bulyan-hulu	Lumwana	Jabal Sayid	Pueblo Viejo	Veladero	Porgera
Independent Assurance Schedule				**2022, 2024**	**2021, 2025**		**2022, 2024**	**2024**	**2023**		**2021, 2025**	**2023**	
Additional ICMM Expectations													
ICMM Mining and Protected Areas Position Statement	ICMM Mining and Protected Areas Position Statement	Respecting legally designated protected areas and also covers changes to existing operations.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Principle 11 Water, energy and climate change: We will improve the efficiency of our use of water and energy, recognising that the impacts of climate change and water constraints may increasingly become a threat to the locations where we work and a risk to our licence to operate													
10.1 Water efficiency	6.2, 8.1, PS on Water Stewardship	We will use water efficiently and responsibly and in co-operation with authorities and, where possible, other users. When we operate in water stressed areas, we will take proportionate and practicable steps to improve the efficiency of our water use and seek to reduce our water footprint including, where possible, through increased recycling.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
10.2 Water access and quality	6.2, PS on Water Stewardship	Recognising that access to water is a human right and fundamental ecosystem requirement, we will manage our operations so as to ensure that they do not adversely affect the overall quality of catchment water resources available to other users.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
10.3 Combating climate change	6.5. PS on Climate Change	We support the objectives of global climate accords, through avoidance, reduction or mitigation of carbon emissions. Where relevant, we will work to enhance the ability of our operations and nearby communities to be resilient to the effects of climate change.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
10.4 Energy efficiency and reporting	6.5, PS on Climate Change	We will work to improve the efficiency of our energy use and to minimise our greenhouse gas emissions intensity. We will measure and report on our CO2 equivalent emissions in line with accepted reporting standards.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Aligned Partially Aligned Not applicable

GOVERNANCE

Responsible Gold Mining Principles (RGMPs)	Relevant ICMM Performance Expectations (PEs)	Description	Group	Nevada Gold Mines (NGM)	Kibali	Loulo Gounkoto	North Mara	Bulyan-hulu	Lumwana	Jabal Sayid	Pueblo Viejo	Veladero	Porgera
Independent Assurance Schedule				**2022, 2024**	**2021, 2025**		**2022, 2024**	**2024**	**2023**		**2021, 2025**	**2023**	
Additional ICMM Expectations													
ICMM Water Stewardship Position Statement	ICMM Water Stewardship Position Statement		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
ICMM Climate Change Position Statement	ICMM Climate Change Position Statement		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Cautionary Statement

Certain information contained or incorporated by reference in this Human Rights Report, including any information as to our sustainability strategy and vision, targets, projects, plans, or future financial or operating performance, constitutes “forward-looking statements”. All statements, other than statements of historical fact, are forward-looking statements. Often, but not always, forward-looking information can be identified by the use of words such as “vision”, “strategy”, “believe”, “expect”, “target”, “plan”, “commitment”, “objective”, “aim”, “goal”, “continue”, “budget”, “potential”, “may”, “will”, “can”, “should”, “could”, “would”, and similar expressions. In particular, this Human Rights Report contains forward-looking statements including, without limitation, with respect to: (i) Barrick’s sustainability strategy and vision; (ii) Barrick’s environmental, health and safety, corporate social responsibility (including social and economic development, water management, tailings, hazardous waste management, community relations and resettlement), human rights programs, policies and performance, risk identification and management, and planned independent site assessments; (iii) Barrick’s climate change strategy and associated greenhouse gas emissions reductions targets, including with respect to our Scope 3 emissions; (iv) climate risks and opportunities identified through our climate scenario analysis; (v) the estimated timing and ability of Barrick to achieve environmental, social, health and safety, and energy reduction targets, including our absolute and intensity greenhouse gas emission reduction targets; (vi) Barrick’s strategy to manage human rights issues, including in respect of resettlement initiatives and independent site assessments; (vii) Barrick’s 2025 materiality assessment; and (viii) our joint ventures and partnerships.

Forward-looking statements are necessarily based upon a number of estimates and assumptions that, while considered reasonable by Barrick as at the date of this Sustainability 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 Barrick’s reputation due to the actual or perceived occurrence of any number of events, including negative publicity with respect to the Barrick’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 Barrick does or may carry on business in the future; 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 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; 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; 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 relating to related to greenhouse gas emission levels, energy efficiency and reporting of 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, result in retaliatory policies, lead to increased costs for raw materials 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 failures, 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 Sustainability 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 Sustainability 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.

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Mining responsibly.
Safeguarding futures.