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PRESS RELEASE

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Global Leadership Development Program Launches Across Nevada Gold Mines

Elko, Nevada—Barrick-operated Nevada Gold Mines (NGM), a joint venture with Newmont Corporation, is proud to announce the launch of a new global leadership development initiative, the Barrick Academy. Developed in partnership with Braxton Consulting, the first program, Foundations for Management & Leadership, will launch this month.

Designed to cultivate world-class leadership and management standards across the organization, the Foundations for Management & Leadership was originally developed and piloted in Barrick's Africa and Middle East region. It has now been thoughtfully customized to address our North American operations.

The program provides structured development for three levels of people leadership: supervisors, general supervisors, and superintendents. Participants will engage in a comprehensive, in-person learning experience delivered off-site over three consecutive days, followed by a one-day follow-up session approximately eight weeks later.

During the initial three-day session, participants will complete a project focused on Lean Management—a systematic approach to improving efficiency by minimizing waste, such as time, motion, inventory, non-utilized talent, and transportation, and maximizing value within the organization. Projects will center on business optimization opportunities within the participant's area of responsibility. After returning to their regular roles for approximately eight weeks to apply the leadership tools and concepts learned in class, participants will reconvene for the fourth and final day to refine and deliver their project presentations. Members of NGM's Senior Leadership Team will attend for the final presentations and to celebrate the leaders' graduation from the program.

"The Barrick Academy is a significant step in our ongoing commitment to excellence in leadership and management," said Henri Gonin, managing director of Nevada Gold Mines. "By investing in our people and aligning development with our core values and operating principles, we're strengthening our culture and equipping leaders to drive performance and positive change."

Featuring 16 foundational modules, the program is built around five core leadership and management themes:

- We are Barrick
- Preparing Yourself to Lead and Manage
- Team Dynamics and Collaboration
- Operational Excellence
- Changing the Future

Leslie Preston, manager of Talent Management for Nevada Gold Mines, shared her enthusiasm about the rollout: "We're incredibly excited to bring the Barrick Academy to North America. The program reflects our belief in the power of values-driven leadership and offers the opportunity to grow and support our world-class team. Self-awareness as leaders and ongoing development are two levers that can enhance our culture. The Foundations for Management & Leadership program is designed to equip our leaders with skills that will empower them to drive meaningful change and efficiencies across our organization."

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About Nevada Gold Mines

Nevada Gold Mines is operated by Barrick Gold Corporation (NYSE:GOLD)(TSX:ABX) and is a joint venture between Barrick (61.5%) and Newmont (38.5%) that combined their significant assets across Nevada in 2019 to create the single largest gold-producing complex in the world.