



BARRICK GOLD CORPORATION

2023 Annual Report to
The Voluntary Principles on Security and Human Rights

Introduction

Barrick Gold Corporation (hereinafter referred to as “Barrick” or “the Company”) began to implement the Voluntary Principles on Security and Human Rights (hereinafter referred to as the “Voluntary Principles” or the “VPs”) in 2007 and became a formal member of the Voluntary Principles Initiative (VPI) in 2010.

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

This is the Company’s thirteenth report to the VPI Plenary. As per the 2023 VPI reporting requirements, this report describes the measures Barrick is taking to respect human rights and address security and human rights risks and impacts.

A. Commitment to the Voluntary Principles

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

“Implementing and embedding the Voluntary Principles in our operations not only enables Barrick to meet the requirements of our own policies, including the Code of Business Conduct and Ethics, but also provides an effective way to secure our sites and minimise the risk of disruption to operations through building relationships with local communities based on trust and dialogue.”

– Mark Bristow, President & CEO Barrick

Barrick’s commitment to strive to act in accordance with the Voluntary Principles is outlined in Barrick’s [Human Rights Policy](#). All Barrick operated sites have adopted the Human Rights Policy, and employees and contractors are informed about the policy during site induction and vendor onboarding processes. The Policy is also included in all contracts with Barrick’s contractors and suppliers, including public and private security providers.

Barrick also continues to adopt and implement the World Gold Council’s Conflict Free Gold Standard to provide confidence that gold and gold-bearing materials are produced by Barrick in a manner that does not cause, support or benefit unlawful armed conflict, or contribute to serious human rights abuses or breaches of international humanitarian law. Alignment with the Voluntary Principles is a critical in helping us achieve this objective, as outlined in our [Conflict-Free Gold Policy](#).

Overarching responsibility for implementation of the Voluntary Principles falls under the Group Sustainability Executive with support from the Senior Vice President of Business Assurance, Risk and Business Integrity, the latter being accountable to the Board through the Board’s Audit & Risk Committee. Additional reporting and accountability to the Board is carried out through the Environmental, Social, Governance & Nominating Committee by the Group Sustainability Executive and the President & CEO. Implementation responsibility at corporate level is managed by Sustainability. Day-to-day implementation is led by the Security department at a site level.

Engagement in the VPI

In 2023, Barrick's Group Sustainability Manager and African and Middle East (AME) General Counsel participated in the Voluntary Principles Initiative plenary and Corporate Pillar meetings. In addition, Barrick's Country Manager for the DRC continued to participate in the in-country working group (ICWG) in DRC led by DCAF (Geneve Centre for Security Sector Governance). As the ICWG are useful forums to engage with diverse groups of stakeholders and promote the wider adoption of the Voluntary Principles, we have also been involved in discussions to establish in-country working groups in other countries where Barrick operates.

Barrick's Group Sustainability Manager also leads the ICMM Human Rights Working Group established to review and update human rights due diligence guidance for companies. Application of the Voluntary Principles are promoted in the latest [ICMM Human Rights Due Diligence Guidance \(2023\)](#) to help mitigate security related human rights risks.

Transparency

Barrick communicates its commitment to the VPs through the company website and in its annual Sustainability Report. The website contains a dedicated section on human rights and provides up to date information on the implementation of the VP's.

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

Security has been identified as one of the company's salient human rights risks. In 2023, Barrick reported publicly on how it works to identify, prevent and mitigate human rights impacts related to security in [2022 Sustainability Report](#). This includes a case study on allegations of violent conflict, sexual assault and human rights abuses at North Mara. As discussed in the case study, as part of our commitment to being open and transparent regarding these allegations, we invited third parties to the mine site to review and assess our statements and discuss any outstanding concerns.

Barrick also continues to adopt and implement the World Gold Council's Conflict Free Gold Standard to provide confidence that gold and gold-bearing materials are produced by Barrick in a manner that does not cause, support or benefit unlawful armed conflict, or contribute to serious human rights abuses or breaches of international humanitarian law. Barrick reported on its conformance to the Conflict-Free Gold standard and its corporate Conflict-Free Gold Policy in its [2023 Conflict-Free Gold Report](#).

2. Promotion of the VPs throughout the organization

Barrick's VPs Standard requires that all security employees and contractors complete human rights and security training prior to beginning work. All sites with private security conduct induction and refresher training on the VPs as part of their security training program. Where applicable, we also carry out or facilitate human rights and security awareness sessions with public security and their officers. In addition, in 2023, a third-party conducted in-person training workshops for private security personnel (and some public security personnel) at North Mara, Bulyanhulu, Loulo-Goukoto, Jabal Sayid, and Kibali.



Figure 1 – Voluntary Principles Training with Private Security at Jabal Sayid in September 2023



Figure 2 – Voluntary Principles Training with Public and Private Security at North Mara in March 2023

3. *Promotion and advancement of the VPs internationally*

As noted in section 1, Barrick personnel participates in the DRC ICWG and is looking to participate in other ICWGs that are established in countries where we operate. Where ICWG are not present, our site Security Managers liaise with Security Managers from other companies to discuss security and human rights related challenges and risks. For example, in Tanzania at Bulyanhulu and North Mara the Security Managers are in contact with industry peers regarding screening of security officers and engage in a WhatsApp group to share general information. They also engage with other companies about security and human rights issues through the Chamber of Mines. Similarly, the Security Manager at Loulo-Goukoto liaises with other mine site Security Managers in Mali to discuss security risks and issues and share best practices. He has also been involved in several multistakeholder forums on security in the past couple of years. See Section 10 for more details.

B. Policies, Procedures, and Related Activities

4. *Relevant policies, procedures, and/or guidelines (or any changes thereof from the previous reporting year) to implement the Voluntary Principles.*

Barrick has a VP Standard and set of related procedures (e.g. Procedure for the Use of Force, Security Code of Conduct, Managing Public Security Procedure) that apply to all our sites. These were revised in 2020 and no material changes have been made to them since. Sites have been adapting them to reflect their local operating contexts.

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

Barrick's VP Standard includes guidance on how sites should conduct their risk assessments to ensure they consider the security and human rights risks that may impact community members (with a special emphasis on vulnerable populations such as women and children), employees and other stakeholders. As per the Voluntary Principles criteria, the risk assessments must consider the socio-economic and political context of the operations, potential for violence and conflict, the reputation of public and private security, and any risks related to financial or in-kind support provided to public security.

The risk assessment must be conducted using the Barrick Formal Risk Assessment Procedure and include a Risk Modification Plan that outlines specific options to address the identified security risks, along with the advantages and disadvantages of each option. The risk assessment must also include assigned responsibilities and deadlines for each action. Risk assessments are signed off by Security, Community Relations Managers and the General Manager. All risk assessments are reviewed and collated at the Group level and reporting of significant risks is made at the Board level through the Audit and Risk Committee. All high risk sites must conduct a risk assessment annually, and medium risk sites must conduct a risk assessment every two years (unless there is a significant change in scope to the operation or operating context in which case the risk assessment should be conducted more frequently).

Barrick continues to conduct its third-party Voluntary Principles Training and Human Rights Risks Assessments. In 2023, third-party assessments were carried out at Bulyanhulu, North Mara, Kibali, Loulo-Goukoto and Jabal Sayid.

6. Company procedure or mechanism to report security-related incidents with human rights implications by public/private security forces relating to the company's activities

Barrick's Human Rights Reporting Procedure provides sites with detailed guidance on how to effectively report human right impacts or allegations (including when, how and to whom).

Barrick employees, contractors and any third-party can report potential violations of our Human Rights Policy or Code of Business Conduct and Ethics and Human Rights concerns confidentially, anonymously and without retaliation through several channels including our global hotline which is operated by an independent provider.

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

There was one human rights and security related complaint submitted via the Barrick hotline in 2023, related to a [publicly reported incident](#). This case was independently investigated and the allegations were not substantiated. However, there were complaints lodged by local community members about security conduct at the site level, however these were not human rights related. See detailed information in Section 8.

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

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

A new private security provider was contracted to Bulyanhulu and North Mara in 2023. A rigorous tender process was carried out to help ensure the new security provider was capable of meeting Barrick's VPs standard with regards to private security. Similarly, Reko Diq carried out a process to evaluate the capabilities, competence and human rights track record of potential private security providers. See Section 11 for details.

8. Company procedure or mechanism to investigate and remediate security related incidents with human rights implications by public/private security forces relating to the company's activities.

Barrick's Human Rights Investigation Procedure promotes the involvement of local governments when investigating incidents involving public safety or security and provides guidance on when to involve local

authorities. Barrick's Investigation Guidance document outlines the investigation process being followed and was designed to be sensitive towards the gender, education, culture and language abilities of those involved in the investigation. Barrick applies the 'do no harm' principal to ensure the legal and physical protection of victims and other aggrieved parties. Reports are submitted to state authorities in accordance with applicable laws, in particular any requirement to secure prior written consent from the victim or other aggrieved party.

The third-party Voluntary Principles assessments carried out in 2023 found that Kibali, along with its private security provider, has conducted joint investigations with the police following alleged human rights abuses or alleged breaches of the Voluntary Principles.

The third-party Voluntary Principles assessments also found Bulyanhulu investigated complaints raised by community members about police misconduct involving two officers. Following an investigation, the officers involved were suspended from being deployed under the MOU and the Regional Police replaced the police officers involved. The officers' names were also added a list of officers banned from deployed under the MOU.

One recommendation made by the third-party VPHSR assessments in 2023 was for North Mara to define the origin of incidents, so that it could determine when complaints relating to police conduct would be investigated by the mine and raised through the appropriate authorities.

There were no security related incidents with human rights implications reported at our other sites in 2023.

C. Country Implementation

9. Overview of country operations selected for reporting (include any notable changes from the previous reporting year if the same country is being reported this year)

Barrick's North Mara (Tanzania), Bulyanhulu (Tanzania), Loulo-Gounkoto (Mali), Jabal Sayid (Saudi Arabia) and Kibali (DRC) mines are the focus of this year's report as a thorough external assessment of their compliance with the Voluntary Principles was conducted in 2023. We also provide relevant details on the implementation of the Voluntary Principles at our project site, Reko Diq, related to contracting of private security in Pakistan.

10. Engagements with stakeholders on country implementation

Bulyanhulu and North Mara Security Managers are in regular contact with the Security Managers at Stamigold's Biharamulo Mine, Shanta Gold's Singida mine and AngloGold Ashanti's Geita mine to share pertinent security information. In 2023 The Tanzania Chamber of Mines formed a Security Committee comprised of Security personnel from several Tanzanian mines, including North Mara and Bulyanhulu. The Committee meets on a quarterly basis to discuss security issues, including those related to the VPSHR. For example, the Committee has been working on a way to standardize the vetting and screening process for guards across all mines. The Committee has requested the support of the government to establish a centralized crime database for the mining industry.

At both Tanzania mines, a License to Operate Meeting (LTO) meeting is carried out quarterly between the Security Manager, Environment Manager, CR, HR, and Supply Chain and village leaders. They discuss incidents that have occurred and agreements going forward. If there is a particular issue with one village, e.g. trespassing, they will go to that village to discuss the problem with the broader community. Based on community feedback, North Mara created an alternate road for community members to pass through the mine site more safely and increased the number of sungusungu guarding the perimeter. At Bulyanhulu the site increased support for sungusungu. In 2023, North Mara launched the “Friends of North Mara” project in local schools to engage school children. The site has established 10 clubs each comprised of 50 secondary students from the 11 villages surrounding North Mara. The program brings students on tours of the mine and various company-sponsored community development projects. The next step is to sponsor dialogue and debate between the Mine and the students. Thus far the program has helped to improve student perception of the mine. North Mara has also expanded the program to include female leaders from five wards around the mine to broaden information sharing and strengthen the relationship between the community, the Community Relations and Security departments.

Loulo-Goukoto’s Security Manager engages regularly with the local police, gendarmerie, national guard and other mine security managers in Mali on security issues, including the VPSHR. He also participates in monthly Community Development Committee (CDC) meetings to discuss security issues with the community and has incorporated community feedback from these meetings into the site’s security arrangements.

At a regional level, in November 2022 Loulo’s Security Manager participated in a World Gold Council Workshop on the Management of the Interface between Large-Scale Mining and Artisanal and Small-Scale Mining. The workshop included sharing of best practices and trends related to ASM in West Africa, including formalization, mercury reduction, co-existence, site security and human rights challenges and supporting ASM market access.

As outlined in Section A, Barrick’s Country Manager for DRC participated in the in-country working group (ICWG) in the DRC led by DCAF (Geneva Centre for Security Sector Governance). At the site level, Kibali’s Security Manager actively engages with the police and its security contractors to implement the VPSHR through training and awareness raising sessions.

There has been no promotion of the Voluntary Principles with external stakeholders to date at Jabal Sayid.



Figure 3 - Loulo-Gouunkoto Exploration personnel engaging with ASM on an exploration site

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

Private Security

As noted in Section 7, there were two new private security provider contracted to Barrick sites in 2023.

Bulyanhulu and North Mara contracted SGA following Barrick's vetting process

In its search for a private security contractor at our project site in Pakistan, Reko Diq carried out a vetting process that considered the potential provider's history of human rights abuses, personnel and business reputation, litigation and criminal offence history, business and equipment licenses, the training provided by the contractor to its employees on human rights, procedures on the use of force and firearms, and compliance with labour, health and safety and environmental regulations. Reko Diq researched the applicants using international organisations, such as Trace International, conducted site visits and contacted board members, and used an external law firm to do additional research. Askari Guards was chosen out of four candidate companies based on its ability to meet VPs and other contractual requirements.

The contract with Askari requires the contractor to act in accordance with international law enforcement principles and the principles contained in the Barrick Human Rights Policy. It stipulates Reko Diq will provide initial training on the Voluntary Principles on Security and Human Rights, the Use of Force, the Universal Declaration of Human Rights, the UN Code of Conduct for Law Enforcement Officers, and the UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials. The Contractor,

however, is responsible for facilitating training throughout the year for new recruits and biannual refreshers. It also requires that Askari maintain copies of all required background checks for all staff assigned to the site.

The contract between Loulo-Goukoto and its security provider AMM was signed in 2004 and did not incorporate the VPSHR. However, there was an amendment to the AMM contract in 2022 to have additional personnel provide escorts for worker buses traveling from site to Bamako. The amendment included a clause requiring staff to refrain from any illegal practice or activity (e.g. acts of violence, torture and abuse of force). The third-party VPSHR assessment found there were opportunities to strengthen VPSHR requirements in the existing contract with AMM and contracts with with 6 *Groupes d'Intérêt Economique* (GIEs) to employ local community members to guard the perimeter of the mine site and other projects on the mining lease.

Kibali's contract with security provider Universal Security includes a requirement to comply with the Universal Declaration of Human Rights and maintain policies in conformance with the VPSHR.

There is no security contractor at Jabal Sayid. All private security guards are direct employees of MBCC.

Public Security

Bulyanhulu and North Mara have both signed a MOU with the Tanzanian Police Force (TPF) to maintain law and order in the surroundings of the mine sites. The MOUs specifically confirms that the police acts under its own chain of command and requires the police to act independently of the Company and its Affiliates. The police is also required to act in accordance with the applicable Human Rights Principles and in compliance with applicable national and international law. The MOUs stipulate the parties are committed to exercising their rights and discharging their responsibilities according to the Universal Declaration of Human Rights, The UN Code of Conduct for Law Enforcement Officials, the VPSHR and the UN Guiding Principles on Business and Human Rights.

The MOUs require that no TPF officer or other TPF personnel that has faced credible allegations, has committed violent crimes, or was involved in human rights abuses is assigned under the MOU. It is the responsibility of the Regional Police Commander to determine whether the police officers have a clean record with no major disciplinary infractions. However, the sites also keep a list of police officers who have been removed from site for breaching the MOU. Police must complete training on security and human rights prior to beginning their rotation. Once they pass the training exam, the officers names are cross referenced with the Barrick database to determine if they were involved in past criminal incidents or breaches of company policies/procedures.

Loulo-Goukoto entered a Security Protocol agreement with the Gendarmerie in 2019. The agreement recognizes that the mine operates in conformance with the VPSHR and requires the Gendarmerie to ensure its staff refrain from any illegal or torturous activity including immoral acts of physical or mental violence, and excessive use of force. There is no reliable centralized criminal record check system in Mali therefore it is difficult to ensure officers assigned to site have not been implicated in past human rights abuses. Adoption of North Mara and Bulyanhulu's system for recording officers in breach of the MOU is being considered.

Loulo-Goukoto does not have a formal working arrangement with the Kéniéba police although the police has provided security on an ad-hoc basis to patrol around Goukoto. There is no written agreement with the police outlining the terms and conditions. The site has written letters to the regional authorities requesting the two parties establish a more formal agreement but has yet to receive a positive response. The plan is to contact the new Regional Deputy of Police to sign an agreement like the one the site has with the Gendarmerie.

In the DRC, private security companies guarding mine sites can request a police unit to support them to respond to incidents. This is common as private security guards are not armed with lethal weapons. There is no MoU in place at Kibali, but in 2023 Kibali was in the process of discussing the possibility of an MOU with the police and facilitating a discussion between them and private security contractors, UNISEC.

There is no reliable centralized database in DRC to conduct criminal background checks, making security screening a challenge. When police officers are deployed to the region, Kibali provides VPSHR training. Any deviation from the expected conduct will result in their removal from the region. UNISEC and the Police Commander both maintain a list of officers who have been removed from site for various infractions. When new officers are sent to site, UNISEC cross references the names of officers with this list.

At Jabal Sayid, the Facilities Security Force (FSF) patrols the outside perimeter of the site and operates the first gate into the site. The FSF and explosives police are agencies of the Saudi government, and their presence at the site is mandated by the HCIS. There is little interaction between site Security personnel and members of the FSF and explosives police. The site has no say in, and very little information on anything government forces do, how they do it, how they choose their personnel or what screening they undergo. Ma'aden Barrick Copper Company (MBCC) does not have a formal MOU with public security forces. However, there is a 2015 letter of agreement between MBCC and the Facilities Security Forces (FSF) that outlines the responsibilities of each party and the sharing of information between the two parties. The letter commits the FSF to comply with all safety, security and environmental regulations implemented at Jabal Sayid, but does not explicitly require compliance with the Voluntary Principles or international law enforcement principles.

12. Examples of supporting outreach, education, and/or training of (i) relevant personnel, (ii) private security, (iii) public security, and/or (iv) civil society (e.g., local NGOs, community groups)

Private Security

North Mara and Bulyanhulu private security guards receive training from a third-party human rights organization when they arrive on site. They are provided with a two-day induction training that covers security and human rights, use of force, arrest and detention, anti-corruption and vulnerable peoples. Each time a guard returns from rotation, they receive a two-hour refresher training. The topics vary, but can include human rights content and other security procedures (e.g. search procedures). Exams are given to guards once per year during annual compliance training. They must receive a passing grade of 80%. If they don't pass, they must be retrained. Sungusungu community guards, who patrol outside the perimeter of the site, receive training on use of force, human rights and other security duties. They must complete this training at the beginning of each three-month contract.

At Kibali, when security personnel initially arrive on site, or return from rotation leave, they must complete a week-long training session which includes the Security Code of Conduct, human rights and use of force. Training appears to be effective as the third-party assessors found 13 randomly selected UNISEC security personnel showed a good understanding of their responsibilities in respecting security-related human rights.

At Jabal Sayid, all company security personnel must undergo induction training on Security Code of Conduct, Voluntary Principles, and use of force. Refresher training is completed annually every September with all guards. Training records and employee files reviewed during the third-party assessment revealed that all Security personnel were up to date on their annual refresher training.

In 2023, while some guards participated in a VPSHR workshop with Avanzar in May, it was recommended that additional refresher training on security and human rights at an increased frequency at Loulo-Goukoto.

Public Security

Bulyanhulu and North Mara have contracted the Tanzanian Women Lawyers Association (TAWLA) to provide a two-day training on security and human rights to all police officers deployed under the MOU prior to their arrival on site. Training is provided by the sites to fill gaps in police training and covers human rights, use of force, corruption, vulnerable peoples. Police officers must receive a passing grade of 80% or they cannot be assigned under the MOU. External training provided to officers prior to being deployed to the area prove to be an effective way to ensure all officers received the required training as per the MOU.

All police officers assigned to Kibali must complete induction training. The police contract a lawyer from Kinshasa to provide the 3-day security and human rights training. In addition, the Kibali Security Manager and UNISEC Manager provide training to the police on the Kibali Security Code of Conduct and Ethics.

Loulo-Goukoto has facilitated human rights training to select public security officers who attended Avanzar's one-day VPSHR training workshops in 2021 and 2023. The third-party assessors found the seven gendarmes interviewed during the 2023 assessment demonstrated sound knowledge of the use of force principles and emphasized the progressive use of force. Gendarmes interviewed explained that 30% of their gendarmerie training is dedicated to human rights. To ensure public security personnel's ongoing awareness of security and human rights standards, recommendations were made to share information about Barrick's human rights policy and international law enforcement principles with all officers who arrive on site.

In the Kingdom of Saudi Arabia, it is considered inappropriate for a private company to offer training to public security forces. However, all FSF personnel receive a visitor induction to Jabal Sayid, and the site arranges for a Safety section of the FSF to complete a full 3-day site induction. The Safety section then delivers the training to all FSF personnel stationed to the site. This site induction is mostly focused on workplace safety and does not constitute training in international security-related norms or human rights standards. The site is considering ways to provide information on the site's security policies and procedures (such as the application of the UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials and/or the UN Code of Conduct for Law Enforcement Officials) to the FSF and explosives police as part of site induction.



Figure 4 - Voluntary Principles Training with Private and Public Security at Bulyanhulu, March 2023

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

Barrick conducts independent third-party assessments against the VPs at our higher risk sites at least once every two years and medium risk sites at least once every three years. In 2023, all sites selected for an assessment were considered high risk.

In 2023, independent third-party consultant, Avanzar LLC, conducted onsite assessments against Voluntary Principles requirements at Jabal Sayid, Loulo-Goukoto, North Mara, Bulyanhulu and Kibali. Barrick did not proceed with a planned audit at Porgera as the site remained on care and maintenance. A complete overview of Avanzar's methodology is provided in Barrick's 2021 Plenary Report.

The external assessments revealed a high level of conformance to the VPs at Bulyanhulu. The site had implemented several recommendations from the 2021 assessment including revisions to the training materials, contracting of a third-party (Tanzanian Women Lawyers Association (TAWLA) to train police officers, increased engagement with external stakeholders on security and human rights related issues, and inclusion of VP/HSR related performance objectives in the Security Manager's annual outputs. Improvements in monitoring of public security were also noted.

Loulo-Goukoto made noteworthy progress on its implementation of the Voluntary Principles since its baseline assessment. Since the 2021 assessment, the mines have replaced their security and human rights policies and procedures with Barrick's Voluntary Principles standard and related procedures. Voluntary Principles related commitments have also been included in the Security Manager's performance objectives and the Security department's excellence bonus includes "no human rights incidents" in the evaluation criteria. The Security Manager has substantially increased his engagement with external stakeholders on security and human rights related issues and has asked for the community's assistance in addressing the challenges associated with illegal hunting on the site.

Kibali also showed progress in implementing the Voluntary Principles since its baseline assessment in 2021. Overall the Security team demonstrated a good understanding of the Voluntary Principles requirements and a commitment to ongoing implementation of the Voluntary Principles at site. The site has incorporated human rights risks in the site's most recent Security Risk Assessment, included Voluntary Principles responsibilities in Security personnel's job descriptions, conducted regular training on the VPSHR with private and public security, and carried out full investigations of Voluntary Principles related breaches by private and public security personnel. The site has also demonstrated zero tolerance for breaches of Voluntary Principles related policies and procedures by removing offending officers from the site. In order to fully conform with the Voluntary Principles Kibali must work with the police to establish a formal agreement aligned with the Voluntary Principles and engage more proactively with community members on security and human rights related issues.

Jabal Sayid has also demonstrated an increased commitment to its implementation of the Voluntary Principles over the past five years. Since the last third-party assessment in 2017, the site has formally adopted Barrick's Human Rights Policy and the Voluntary Principles Standard and related policies and procedures. The greatest gaps remain in its management of public security as the company is not privy to the FSF policies or procedures. However, recommendations have been made to help the site slowly promote the Voluntary Principles with the government and public security institutions.

While North Mara continued to adopt and implement the Barrick Voluntary Principles Standard, some recommendations were made during the 2023 assessment. Various recommendations were made to close the gaps and a follow up assessment is scheduled for 2024.

Since the VPs assessments and independent review, all sites have been working to fill the gaps and carry out the recommended actions to bring them into further compliance. Each site has reviewed the assessments and established an action plan to address these gaps within specific timeframes based on the risk associated with each gap.

D. Lessons and Issues

14. Lessons or issues from this reporting year, as well as plans or opportunities to advance the Voluntary Principles for the organization

Lessons Learned

At North Mara the third-party Voluntary Principles assessments recommended for North Mara to define the origin of incidents to determine when complaints relating to police conduct should be investigated

by the mine and raised through the appropriate authorities. Some of the individuals interviewed by the third-party assessors expressed that they did not trust the government to prosecute public security involved in human rights abuse. Instead, certain community members reported that officers were often transferred to other regions rather than face punishment. We are committed to ensuring we provide information on allegations of this nature to in country authorities and the Human Rights Commissioner in Tanzania.

Key Issues

Barrick endeavors to promote the Voluntary Principles in all our operating jurisdictions, with all of our private and public security providers. However, we must recognize that the task of promoting the Voluntary Principles is challenging with certain government institutions and public security forces that may be reluctant or unwilling to engage. In some cases, it is a matter of strengthening relationships with individuals within the institutions and building trust and we are actively engaged to achieve this. We look forward to engaging with our industry peers and Voluntary Principles members in 2024 to address this challenge and adopt practices that have proved to be successful elsewhere.

Plans for 2024

In 2024, Barrick will carry out independent third-party assessments against the Voluntary Principles and training at Reko Diq (Pakistan), Tongon (Côte d'Ivoire), Pueblo Viejo (Dominican Republic), Lumwana (Zambia), and Porgera (Papua New Guinea). However, the assessment at Porgera is contingent upon the national security situation in Papua New Guinea.

E. Engaged Company Progress on Implementation

15. Engaged Company's progress report on the Roles and Responsibilities of Companies

As outlined in sections A through D Barrick generally meets the requirements of the Roles and Responsibilities of Voluntary Principles member companies in terms of demonstrated commitment to the Voluntary Principles, engagement in the VPI, transparency and dialogue, rule of law, policies and procedures, and engagement of public and private security and internal stakeholders. All sites have an action plan in place to fill any gaps or implement improvement plans.

All Barrick medium to high-risk sites have been well versed in the Barrick VPs Standard, exposed to participatory VPs training, and undergone at least one independent third-party assessment against the VPs. We continue to work with the sites to implement their VPs action plans and bring them into greater conformance with the Barrick VPs Standard.

Barrick will continue to promote the Voluntary Principles with host country governments and will remain actively involved in VPI meetings and participate in working groups (at the Initiative and country levels) where opportunities arise.

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

In 2023 Barrick utilized the VPs Model Clauses for Agreements between Government Security Forces and Companies to establish a Security Services Framework Agreement (SSFA) between Reko Diq and Frontier Corps Balochistan (South) and the Levies Force. The SSFA includes expectations regarding the screening and training of officers and prohibits the transfer of any weaponry or ammunition. It also commits the public security forces deployed to Reko Diq to act in a manner consistent with the UN Code of Conduct for Law Enforcement Officials and the UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials.

Barrick continues to use a variety of other Voluntary Principles tools to assist with the implementation of the Voluntary Principles at the site level. For example, the audit protocol developed and used by Avanzar LLC was informed by the Voluntary Principles on Security and Human Rights Implementation Guidance Tools, The Voluntary Principles on Security and Human Rights Performance Indicators, and updated to include assessment criteria based on UNICEF's Child Rights and Security Checklist. Barrick's online Voluntary Principles training course and train-the-trainer Voluntary Principles training workshop materials cover similar topics and incorporate content from the Voluntary Principles on Security and Human Rights Training Course.

Cautionary Statement on Forward Looking Information

Certain information contained or incorporated by reference in this Report, including any information as to our sustainability strategy and vision, projects, plans, or future financial or operating performance, constitutes “forward-looking statements”. All statements, other than statements of historical fact, are forward-looking statements. The words “committed”, “continues”, “prevent”, “mitigate”, “promote”, “plans”, “roll out”, “explore”, “opportunities”, “going forward”, “goal”, “improvement”, “will”, “should”, “could”, “would”, and similar expressions identify forward-looking statements. In particular, this Report contains forward-looking statements including, without limitation, with respect to Barrick’s human rights programs, policies, employee and security contractor training and performance including at Barrick’s, North Mara, Bulyanhulu, Loulo-Gounkoto, Jabal Sayid, and Kibali mines.

Forward-looking statements are necessarily based upon a number of estimates and assumptions that, while considered reasonable by the Company as at the date of this Report in light of management’s experience and perception of current conditions and expected developments, are inherently subject to significant business, economic and competitive uncertainties and contingencies. Known and unknown factors could cause actual results to differ materially from those projected in the forward-looking statements, and undue reliance should not be placed on such statements and information. Such factors include, but are not limited to: damage to the Company’s reputation due to the actual or perceived occurrence of any number of events, including negative publicity with respect to the Company’s handling of environmental matters or dealings with community groups, whether true or not; changes in national and local government legislation, taxation, controls or regulations, and/or changes in the administration of laws, policies, and practices, expropriation or nationalization of property and political or economic developments in Canada, the United States, and other jurisdictions in which the Company does or may carry on business in the future; the risks of operating in jurisdictions where infectious diseases present major health care issues; risks associated with Barrick’s supply chain including disruptions in the supply of key mining inputs due to the invasion of Ukraine by Russia and conflicts in the Middle East; risk of loss due to acts of war, terrorism, sabotage and civil disturbances; litigation and legal and administrative proceedings; contests over title to properties, particularly title to undeveloped properties, or over access to water, power and other required infrastructure; risks associated with working with partners in jointly controlled assets; employee relations; increased costs and risks related to the potential impact of climate change; risks associated with illegal and artisanal mining; fluctuations in the spot and forward price of gold, copper, or certain other commodities (such as silver, diesel fuel, natural gas, and electricity); the speculative nature of mineral exploration and development; changes in mineral production performance, exploitation, and exploration successes; operating or technical difficulties in connection with mining or development activities, including geotechnical challenges, and disruptions in the maintenance or provision of required infrastructure and information technology systems; failure to comply with environmental and health and safety laws and regulations; timing of receipt of, or failure to comply with, necessary permits and approvals; and our ability to successfully close and integrate acquisitions or complete divestitures. In addition, there are risks and hazards associated with the business of mineral exploration, development and mining, including environmental hazards, industrial accidents, unusual or unexpected formations, pressures, cave-ins, flooding and gold bullion, copper cathode or gold or copper concentrate losses (and the risk of inadequate insurance, or inability to obtain insurance, to cover these risks). Many of these uncertainties and contingencies can affect our actual results and could cause actual results to differ materially from those expressed or implied in any forward-looking statements made by, or on behalf of, us. Readers are cautioned that forward-looking statements are not guarantees of future performance.

All of the forward-looking statements made in this Report are qualified by these cautionary statements. Specific reference is made to the most recent Form 40-F/Annual Information Form on file with the SEC and Canadian provincial securities regulatory authorities for a more detailed discussion of some of the factors underlying forward- looking statements and the risks that may affect Barrick's ability to achieve the expectations set forth in the forward-looking statements contained in this Report.

Barrick Gold Corporation disclaims any intention or obligation to update or revise any forward-looking statements whether as a result of new information, future events or otherwise, except as required by applicable law.