



BARRICK

Sustainability Report 2023

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A LETTER FROM THE PRESIDENT AND CHIEF EXECUTIVE

Barrick's distinctive approach to sustainability has evolved over many years, guided by the operational experience we gain at our worldwide operations, the partnership philosophy which is at the heart of our business and, closely linked to that, our belief that all stakeholders should benefit from the value we create.

Allied to that is our commitment to transparency, which led us to publish our first annual Sustainability Report in 2008. Like the one you now have before you, it contained a report card which objectively rated our performance, giving a passing grade to the year's achievements but also candidly noting the areas in which we could and should have done better.

The 2023 report card does the same. It lists the many tangible benefits our strategy has delivered but also those areas in which we fell short. It shows that the pursuit of sustainability is a journey – and that we have clear, carefully considered roadmaps to guide us to our destination.

Our safety record, blotted again last year by fatalities, has been given additional focused attention and we have established new groupwide safety protocols to drive this risk down to the zero target we have set for ourselves.

This report details a comprehensive range of our sustainability actions and their outcomes. There are two I would like to single out for special mention. The first is the Reko Diq project in Pakistan's impoverished Balochistan province. The mine is still at the feasibility study stage but we have already started investing heavily in its host communities, building schools where there were none, paying advance royalties to the provincial government, and recruiting and training Balochs for their eventual employment in the construction and operation of a world-class mine. As part of this training, a cohort of Balochs is currently gaining work experience at our Veladero mine in Argentina. It is worth noting that our policy of prioritizing local employment has produced a global workforce of which 97% are host country nationals.

The other is our continuing investment in biodiversity, illustrated by the successful, and ongoing, reintroduction of white rhinos to the Garamba National Park in the Democratic Republic of Congo. Today, these rhinos are safely roaming a park previously considered lost to poachers, rebel groups and nomad herders. Its restoration means that the surrounding communities can look forward to a secure future and one that holds the promise of eco-tourism's economic rewards.



Mark Bristow with the head of the Prevention and Combating of Corruption Bureau, Tarime, Protas Sambagi, at a Community Development Committee event near North Mara.

As this report shows, for Barrick sustainability is not a box-ticking governance exercise but a way of life at each of our sites. I sincerely hope that after reading it, your conclusion will be “Doing well but can and will do even better.”

A handwritten signature in blue ink that reads 'Mark Bristow'.

Mark Bristow
President and CEO

OUR SUSTAINABILITY VISION

Our aim is to create the world's most valued gold and copper company. To do this we must own the best assets, have them managed and operated by the best people and, beyond all else, we must deliver value and benefits for all our stakeholders.

To deliver value, we need to be the partner of choice for the countries and communities in which we operate. That means we need to be safe, we need to listen and be transparent in discussions and decisions, we need to operate with ethics and integrity and we need to consider the potential future impacts of our actions on the needs and health of those around us and the environment, and we must do this with a long-term view. Or more simply put, we must be sustainable.

At Barrick, sustainability has four key pillars: Contributing to the social and economic development of our host countries and communities, Protecting the safety and health of our people, Respecting human rights, and Minimizing our impact on the natural environment.

These pillars are overlapping and interdependent, and so too is our approach to managing them. We follow a holistic and integrated approach, which is grounded in science and long-term planning, and seeks to ensure our work from board diversity to biodiversity, community relations to climate change, water management to waste management complement each other.

We measure and report our performance against these four pillars in our Sustainability Scorecard using detailed key performance indicators (KPIs) and these are linked to executive remuneration. The aim of this benchmarking is to apply the same level of diligence and rigor to our management of sustainability as we do to our understanding of our orebodies and of our accounts. It is an approach that helps us build resilience, drive internal efficiencies and deliver demonstrable and achievable outcomes on the ground that align with the objectives, goals and targets of the United Nations Sustainable Development Goals (SDGs).



THE CRITICALITY OF MINING

As one of humanity's oldest industries, much of modern life and the global economy is built on the raw material and resources mining has provided. As the world seeks to shift towards green energy, this is only set to increase.

A range of minerals including Lithium, Tantalum, Tungsten, Copper and Rare Earths have been identified as globally critical by some governments and expert commentators. However, focusing on a handful of metals and minerals as critical only tells half the story.

This narrow definition of critical minerals omits the socio-economic development aspects of other minerals and mining more broadly, and the role of these equally critical minerals in that country's advancement of the UN Sustainable Development Goals (SDGs).

This overly-restrictive framing also risks a failure to recognize the status of the developing world. At the same time as transitioning the developed world to decarbonized energy, jobs and prosperity, it is vital to also transition developing economies to ones that enjoy similar opportunities for self-upliftment and sustainable prosperity. To transition from poverty to poverty eradication.

Delivering the Future We Want

Mining, done well and responsibly, is critical to delivering the future. Not just for the potential properties of the mined product and the end users in the developed world but mostly because of the positive impact mining can and does have when done well and responsibly. At Barrick, we regard mining as the flywheel for development and socio-economic upliftment.

From roads to rail and schools to sanitation, the development of a mine also involves the creation and development of additional infrastructure, which benefits not just the mine but the community as well.

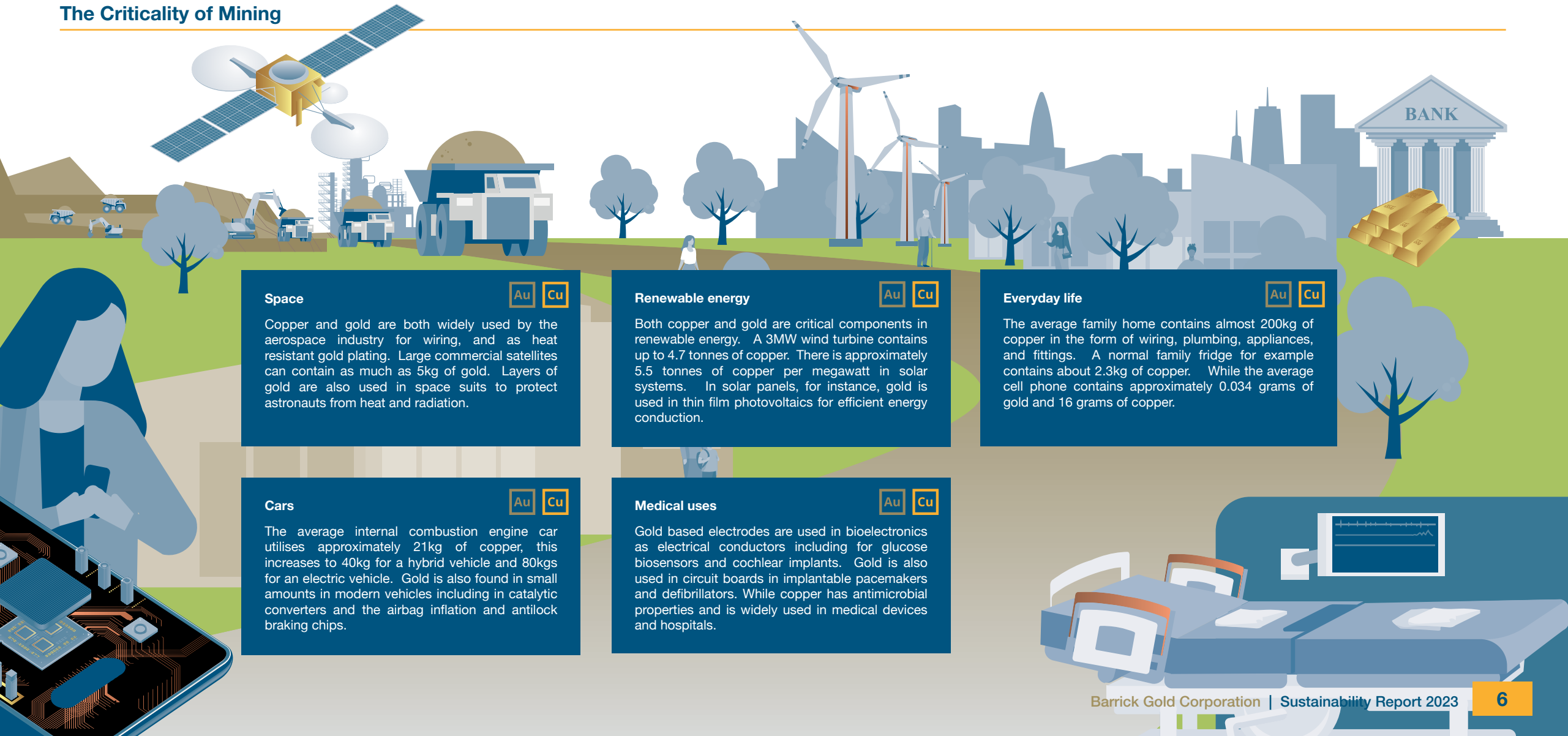
Further to this, a mine needs hundreds if not thousands of people to operate it and, more often than not, mines are located in remote areas where job opportunities are scant and education limited. By focusing on employing and developing local people, mining can uplift previously underemployed populations. Mines also have massive supply chains. When our procurement processes prioritize local and in-country businesses, we grow and develop the entrepreneurs and economic engines of the future, while community development and investment programs help deliver additional value.

We also know that climate change, nature conservation and poverty are intertwined. This is something we see everyday at Barrick. Just one example is the work we do to support the Garamba National Park in the DRC, which both protects endangered species and supports an estimated 10,000 livelihoods through its associated social enterprises.

For Barrick, it is these opportunities to uplift people, communities and countries that make mining critical and we work hard every day to ensure our mines deliver on that potential.

At Barrick, we regard mining as the flywheel for development and socio-economic upliftment.

The Criticality of Mining



Space

Au Cu

Copper and gold are both widely used by the aerospace industry for wiring, and as heat resistant gold plating. Large commercial satellites can contain as much as 5kg of gold. Layers of gold are also used in space suits to protect astronauts from heat and radiation.

Renewable energy

Au Cu

Both copper and gold are critical components in renewable energy. A 3MW wind turbine contains up to 4.7 tonnes of copper. There is approximately 5.5 tonnes of copper per megawatt in solar systems. In solar panels, for instance, gold is used in thin film photovoltaics for efficient energy conduction.

Everyday life

Au Cu

The average family home contains almost 200kg of copper in the form of wiring, plumbing, appliances, and fittings. A normal family fridge for example contains about 2.3kg of copper. While the average cell phone contains approximately 0.034 grams of gold and 16 grams of copper.

Cars

Au Cu

The average internal combustion engine car utilises approximately 21kg of copper, this increases to 40kg for a hybrid vehicle and 80kgs for an electric vehicle. Gold is also found in small amounts in modern vehicles including in catalytic converters and the airbag inflation and antilock braking chips.

Medical uses

Au Cu

Gold based electrodes are used in bioelectronics as electrical conductors including for glucose biosensors and cochlear implants. Gold is also used in circuit boards in implantable pacemakers and defibrillators. While copper has antimicrobial properties and is widely used in medical devices and hospitals.

PUTTING DEVELOPMENT AND THE SDGs AT THE HEART OF OUR DISCLOSURES

We believe in total transparency, particularly when it comes to sustainability. This report is our 17th annual sustainability report.

Our sustainability thinking has evolved during that time, and so too have our disclosures. We no longer simply report our progress and sustainability performance against a handful of metrics and key performance indicators. We understand that Barrick as a company, and mining more broadly, has a critical role to play in delivering socio-economic upliftment and a fairer future.

We see ESG frameworks and sustainability disclosure requirements as the floor rather than the ceiling of our actions. To that end, this report details:

- Our long-term sustainability goals, and our progress and performance against those, and our most material sustainability aspects.
- Our contributions to upliftment and wider society.

Information regarding our management approach, such as policies and standards, is available on our website at Barrick Gold Corporation; Sustainability – Reports & Policies.

The current ESG rating ecosystem has evolved into an inherent bias that favours tertiary economic activities in the jurisdictions those raters consider 'safe'. This approach, as it is prioritized today, is incompatible with the UN Sustainable Development Goals.

Grounded in Real World Progress

Sustainability and taking action now with the prosperity of the future front of mind is at the heart of our business. It shapes our strategy, informs our decision-making and is critical to achieving our mission of being the world's most valued gold and copper miner.

The continued and increasing popularity of ESG as a part of investment and societal thinking has resulted in a plethora of frameworks related to ESG 'impact' which a company is expected to comply with.

While we very much welcome a focus on aspects beyond the bottom line, we believe the 'ESG industry' is now at risk of missing the point. It risks becoming little more than a race to compliance, with too much emphasis on contextless box-ticking, ranking exercises and competition to be 'first on paper'. In short, ESG has lost sight of what it means to be sustainable. Real world progress and situational complexities are sometimes missed with a new form of short-termism emerging.

At Barrick, our approach to sustainability means that we prioritize actions on the ground where it matters. Conformance or compliance with frameworks or standards is simply a natural by-product of our everyday efforts. However, there has been an overreach by some ESG standard setters, which has led to reactive, overly cumbersome and non-value additive requirements, leading to unintended consequences and impacts where it really matters, the communities and their environment. This tension is reflected in the market and by stakeholders who have come to review and pull back on some of their ESG requirements. We believe this is a natural system correction and response to the rise of ESG rather than an attack on sustainable business practices.

Our approach to disclosure and frameworks is that we will use them wherever they deliver value to our business and our stakeholders, particularly those communities closest to our operations.

It is for this reason we have worked to put the UN SDGs at the heart of our report and we consider our contributions to achieving these universal goals as the true measure of our success as a business. The societal value we can deliver, and not the metal or mineral itself, is what makes mining critical.

Our 2023 report builds on that belief, showcasing our contributions both to society and the long-term socio-economic upliftment of people near our operations and in the wider country of operation.

Other Frameworks

Our report conforms with the member requirements of the World Gold Council (WGC) and International Council on Mining and Metals (ICMM), including the implementation of the WGC Responsible Gold Mining Principles (RGMPs) and the ICMM Mining Principles Performance Expectations. Disclosure related to our self-assessments can be accessed on our Sustainability Report and Disclosure Portal. The report has been prepared with reference to the requirements of the GRI Universal Standards and the recently released GRI Mining and Metals Standards. It also aligns with the requirements of the now-disbanded SASB and the Taskforce for Climate-related Financial Disclosures (TCFD). We continue to track reporting frameworks and trends, and listen to our stakeholders in terms of their requirements and expectations. We are working to understand the recommendations of the International Sustainability Standards Board's new sustainability disclosure standards, particularly where there are overlaps with current requirements.

We are also working to identify and understand where there may be gaps and how such gaps can be closed, and we disclose where practicable or as required.

Scope and Boundary

All information is current as at December 31, 2023, unless otherwise indicated. The report includes information on all wholly-owned operations, joint ventures where we are the operator as well as joint ventures that are independently operated, except for Zaldivar (which is operated by Antofagasta plc). Data for joint ventures covers 100% of performance, not just our ownership share. Where material, we report data on ancillary properties such as offices, closure sites, projects or exploration sites. Currency is expressed in US dollars, unless otherwise indicated. Further information is available in the online Content Index to this report, which additionally reports against the requirements for the annual UN Global Compact Communication on Progress.

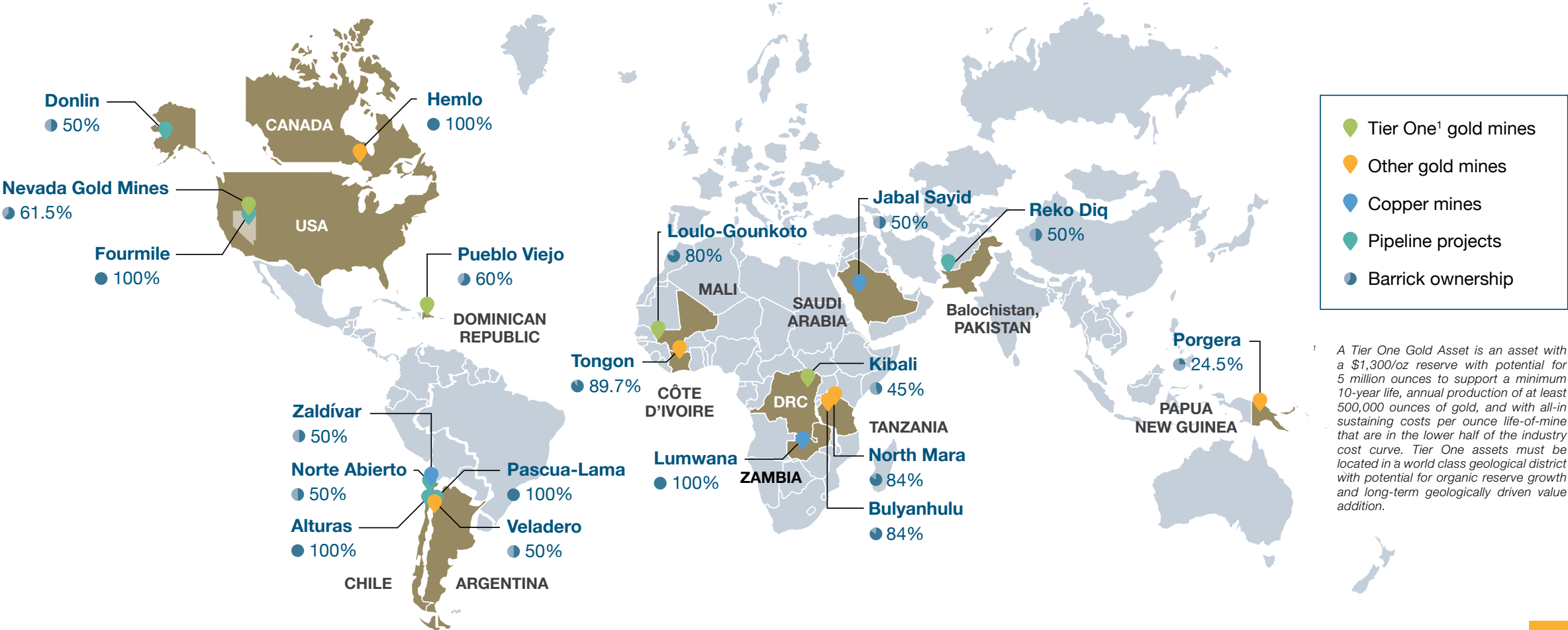
Assurance

Data used in this report has been assured by an independent external assurer, Apex Companies LLC. The assurance statements are available on our website at Barrick Gold Corporation – Sustainability – Reports & Policies. The basis for preparation of our Sustainability Report and disclosure of our sustainability related information may differ from materiality standards used by Barrick for other purposes, such as our securities regulatory filings and financial reporting.



WHERE WE OPERATE

Context is everything. We have operations and projects across 18 countries, and each site’s operational context comes with its own unique set of challenges and opportunities to manage. We ensure our holistic and integrated approach to sustainability management is tailored to meet and fit local conditions, with global oversight.



MATERIALITY ASSESSMENT

As part of every annual sustainability report compilation process, we undertake a materiality assessment to ensure our strategy, scorecard and disclosures focus on those aspects our stakeholders consider to be most material for our business.

This is either in terms of potential financial impact to our business, or potential and perceived impacts we may have on the environment or to society.

Our Materiality Process

In late 2023 we reviewed a range of documents to identify sustainability aspects that could be material for our business. Documents reviewed include:

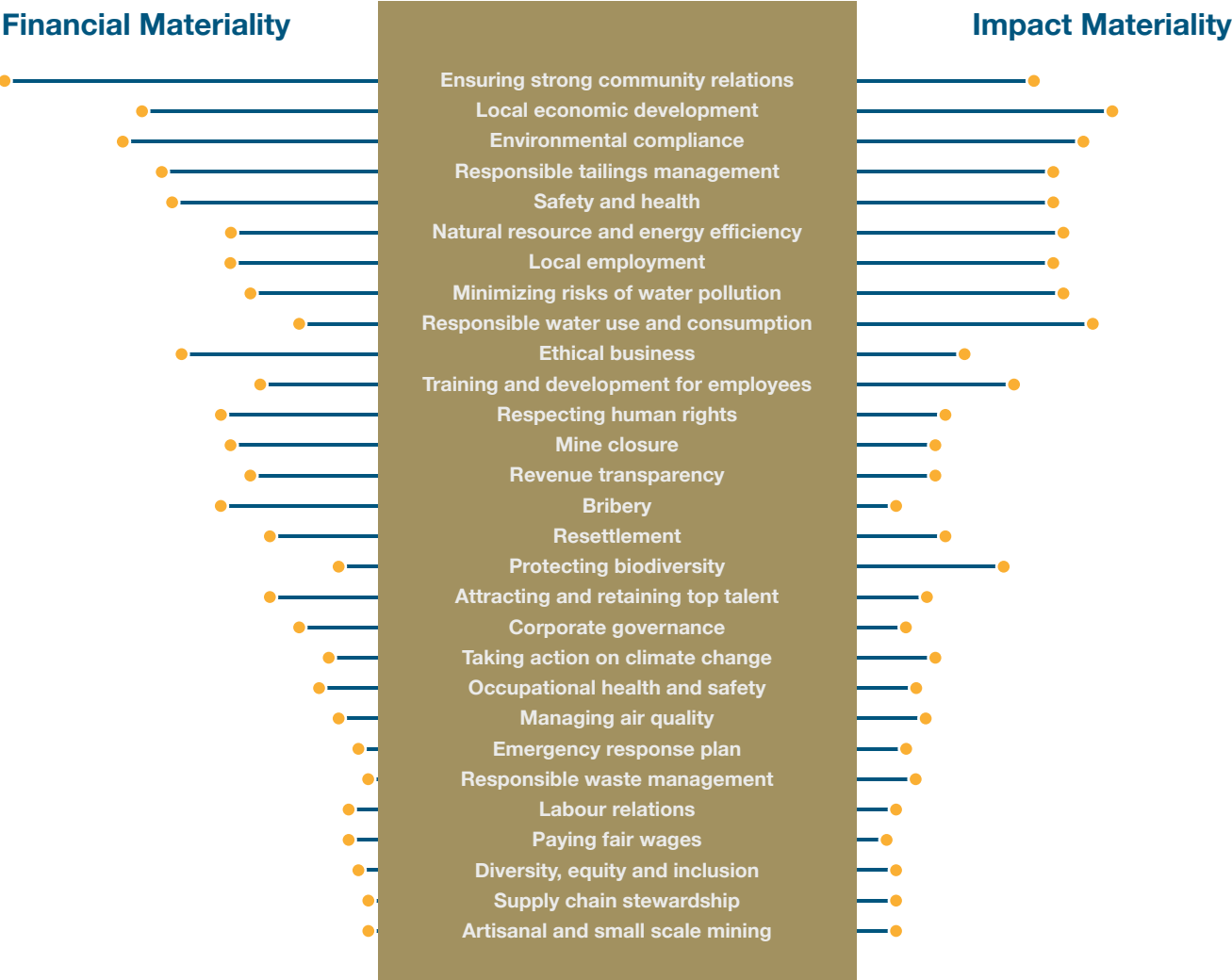
- The World Economic Forum's Risk Reports for 2022 and 2023.
- Peer Sustainability Reports.
- Industry Standards including ICMM Mining Principles, the World Council's RGMPs, Mining Association of Canada's Toward Sustainable Mining Standard and The CopperMark.
- Disclosure standards and requirements including GRI's New Mining and Metals supplement, SASB's Metals and Mining disclosures and the TCFD.
- Agendas, minutes and written feedback from investors.
- Site community grievance trends.

Using the results of this review, we developed a short survey which was circulated to members of our Environmental and Social Oversight Committee and Executive Committee for completion. The survey asked respondents to identify their five most material aspects from a financial materiality perspective and five most material aspects from an impact materiality perspective.

The results were consolidated and a score attributed for financial materiality and for impact materiality. The scores were combined and weighted to generate a total score.



Our Materiality Assessment



The results of the survey, coupled with consolidated comments, were shared with and discussed by Barrick’s executive as part of the materiality assessment validation process. As part of the validation process, identified material aspects were also considered in our scorecard to ensure updated scorecard metrics reflect our most material considerations. Aspects were also mapped against the SDGs to identify linked KPIs for integration into measurement and disclosure.



Materiality Assessment

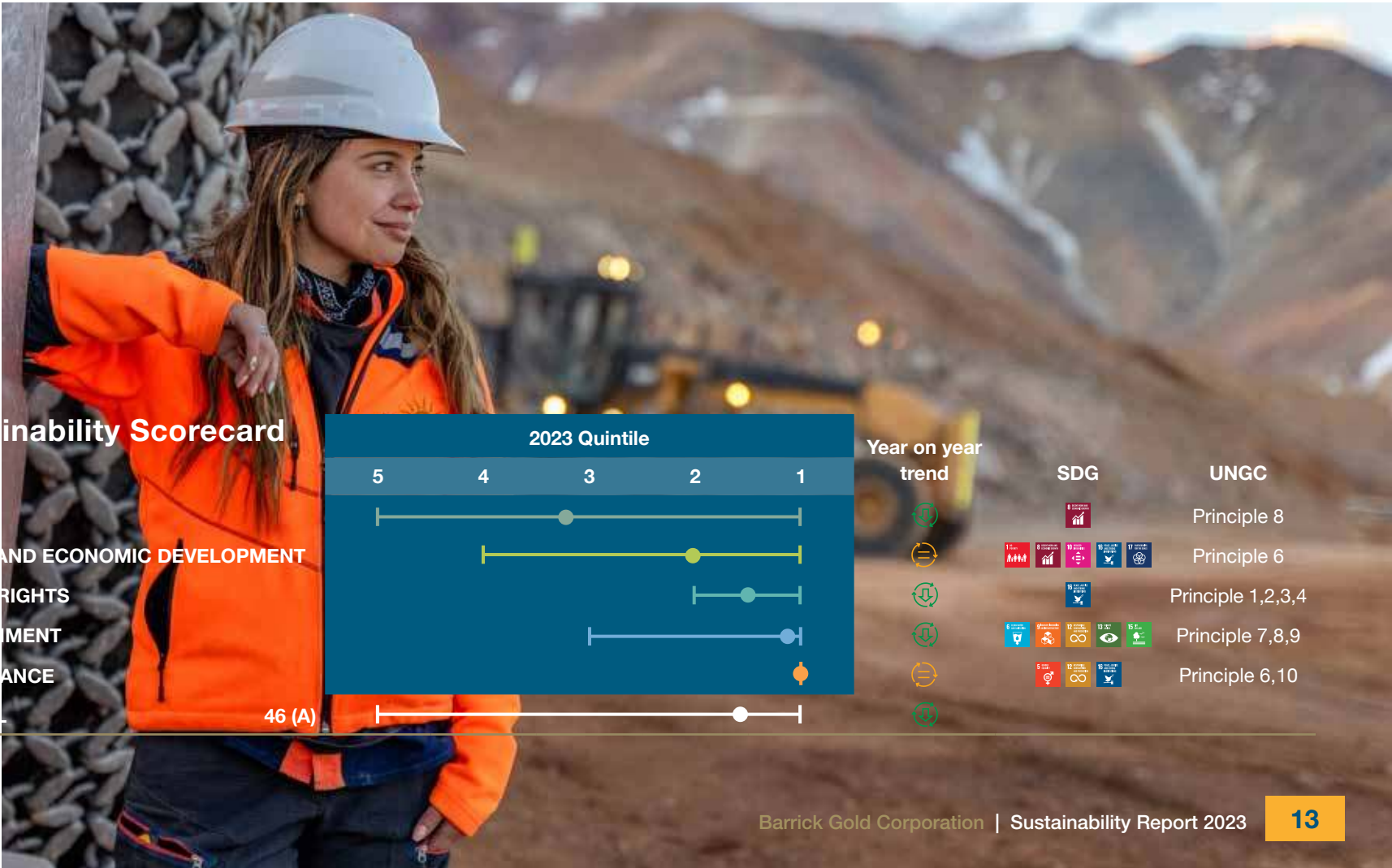
Aspect	Financial materiality	Impact materiality
Community engagement	Social resistance or complaints can result in stoppages and lost revenue. Creating tangible benefits for our communities through local employment and procurement and direct investments in community development bolsters our social license to operate. Loss of or damage to our social licence to operate could result in operational restrictions, stoppages and lost revenue.	Creating tangible benefits for our communities as a direct result of our operations bolsters our social license to operate and helps us to align with international priorities such as the UN SDGs, in particular SDG 8 Decent Work and Economic Growth. This can only be achieved through robust, open and honest engagement with our communities.
Community development and socio-economic contribution		
Local employment		
Local procurement		
Occupational safety and health	This could result in loss of social license to operate or recruitment issues if we are perceived to be high risk, and lead to reduced operations or stoppages, as well as increased insurance premiums or regulatory stoppages.	Poor occupational health and safety management could lead to severe injury or even loss of life for our workforce.
Environmental compliance and hazardous material management	Failure to comply with environmental laws, regulations and permits or to manage hazardous materials responsibly could result in loss of permits, rights to operate, as well as social license to operate.	Failure to implement robust environmental management systems and procedures or to management hazardous materials responsibly could lead to serious environmental damage and impact livelihoods for local communities.
Water management	Poor water management could result in exceedance of permitted limits and fines. Failure to secure and provide sufficient water for effective operation could result in reduced operations or even stoppages.	Poor water management could result in shortages or contamination of the local water shed, impacting access to water for local communities or degrading the environment.
Air quality and emissions	Exceeding air quality parameters could result in fines, while high GHG emissions could make our business vulnerable to future legislation or taxes regarding carbon emissions.	Poor emissions and energy management could lead to additional energy use and emissions, contributing to and accelerating climate change.
Wages and responsible remuneration	Reducing staff turnover reduces financial risks resulting from workforce disruptions and strike action.	Fair wages and recognition of work well done increases employee retention and contributes to the achievement of SDG 8 Decent Work and Economic Growth.
Protecting biodiversity	Poor biodiversity management could lead to environmental fines and loss of revenue through costly remediation projects.	Poor biodiversity management can create negative impacts beyond the boundaries of the operation, and potentially negatively impact critical habitats and species, hampering the achievement of SDG 14 Life Below Water and SDG 15 Life on Land.
Robust emergency response plans and systems	Failure to implement robust emergency plans and systems could result in damage to equipment, the environment or loss of life, and could result in increased insurance, revoked or restricted operating permits, reduced confidence from market and reputational damage.	Failure to implement robust emergency plans and systems could result in damage to the environment or loss of life, and negative impacts for local communities.

OUR SUSTAINABILITY SCORECARD

We believe in transparently measuring and reporting our performance to the market and to our stakeholders.

To facilitate disclosure of our performance, we worked with independent sustainability experts to develop a Sustainability Scorecard against which we rate and benchmark our performance, compared to both our peers and our past performance.

The scorecard's KPIs align with the pillars of our sustainability strategy, and performance against our scorecard accounts for 20% of the long-term incentive awards for senior leaders as part of the Barrick partnership plan. The Scorecard is summarized per aspect, with the range and averaged score per quintile provided. The breakdown of each aspect's score is included in the respective chapters.



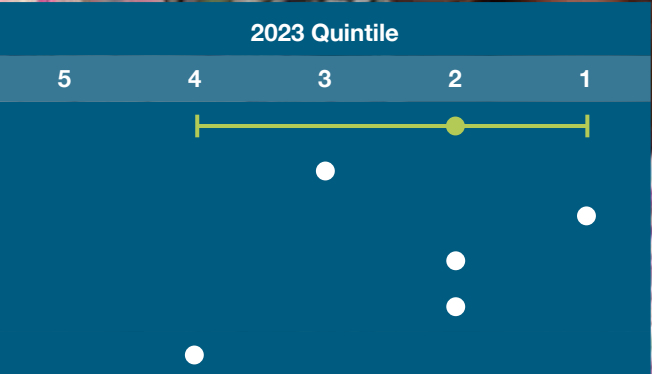
COMMUNITY AND PEOPLE

Scorecard

Key Performance Indicator

SOCIAL AND ECONOMIC DEVELOPMENT

- Percentage of annual Community Development Committees commitments met
- Percentage of workforce who are host nationals
- Percentage of senior management who are host nationals
- Percentage of economic value that stays in country
- Proportion of grievances resolved within 30 days



Year on year trend	SDG	Target	UNGC
⊖		1:b, 17.3, 16.7	-
⊖		8.5, 10.1, 10.2	-
N/A		8.5, 10.1, 10.2	-
⊖		8.1	-
⊖		16.3	-

Maintaining a social license is often regarded as one of the biggest risks facing the mining industry. At Barrick we don't view it like that. Instead, we see the countries and communities in which we operate as partners in our business who together give us a critical opportunity to deliver value.

**77%**

of senior managers are
host country nationals

\$6.9bn

in-country spend on
goods and services

\$10m

spent on education in
local communities

OUR COMMUNITIES

For more than 30 years' operating both in the global south and in developed nations, we have demonstrated how responsible mining can create, deliver and support long-term sustained and sustainable socio-economic development.

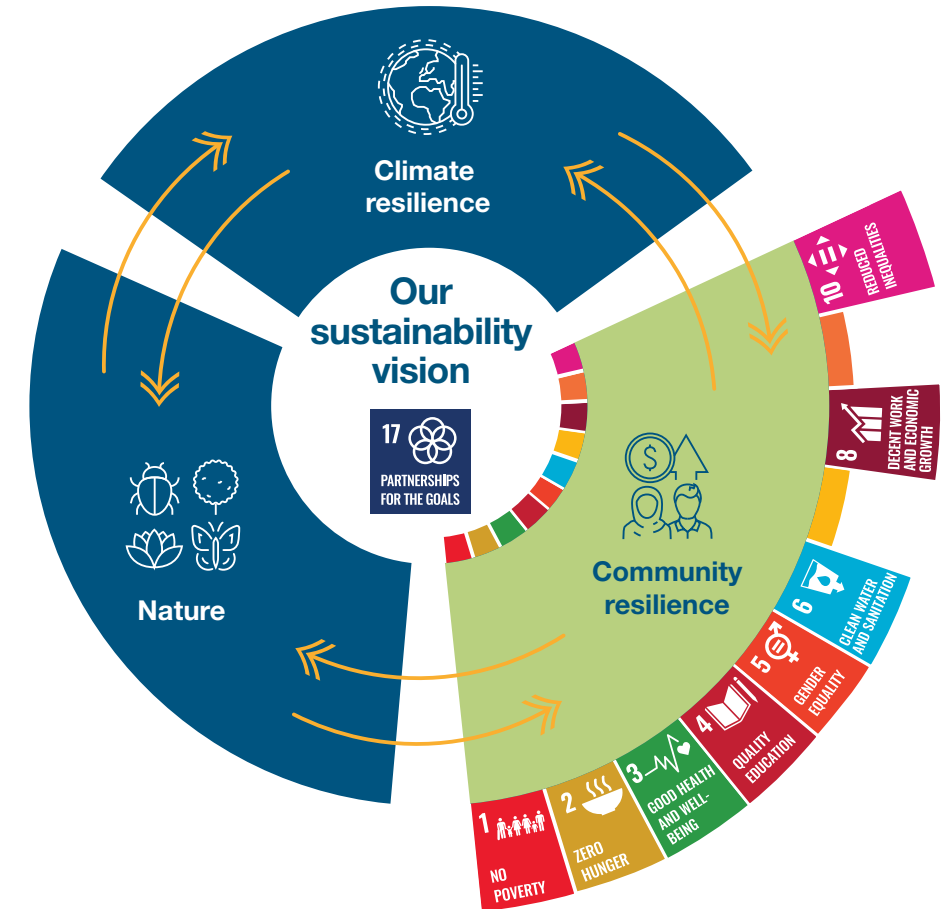
Our Vision for Community Relations and Development

The mineral endowment of a country is for the benefit of the people. Barrick strives to be the preferred mining partner to create value out of those resources on the ground. Responsible mining that supports, grows and sustains people is at the heart of the Barrick approach.

We seek to use the development of a national resource and asset to catalyze the socio-economic upliftment of local people and diversify prosperous local economies that thrive long after the mine gates shut.

These principles are formalised in our Sustainable Development Policy and our Social Performance Policy. These policies and further details regarding our approach to Community Development and Relations are available on our website.

Responsible mining that supports, grows and sustains people is at the heart of the Barrick approach.

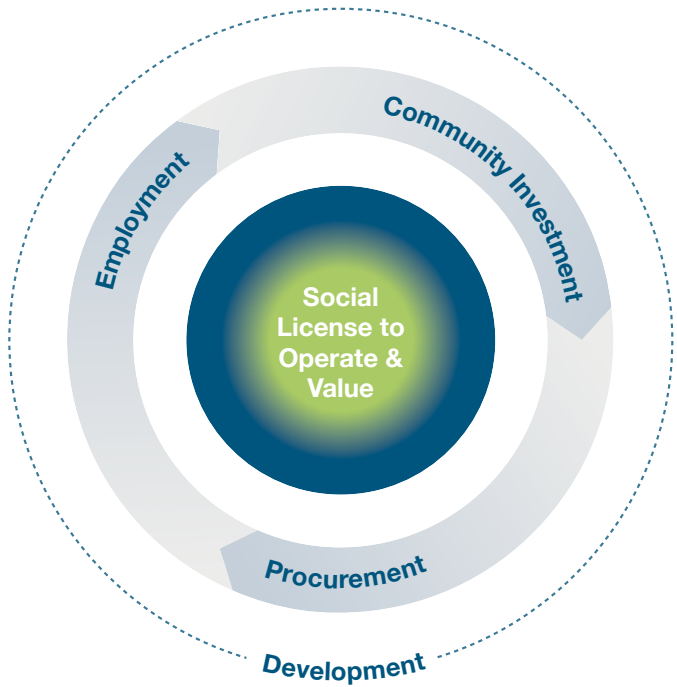


How we deliver this vision is guided by three key principles:

- **Partnership** – We are firm believers in the principle of stronger together. Uplifting communities and driving development is not a task which can be achieved alone. It requires partnership and cooperation between all actors in the chain. Our model is to put local communities at the heart of discussions and the decision-making process, and we strive to help them build capacity and resilience. Through these efforts we establish trust, transparency, partnership and ultimately the social license needed to continue operating. Beyond our own contributions, we also seek to attract and catalyze additional funding to create scale for projects, and multiply positive impacts. We do this by working to identify, align and contribute to local, regional and national development plans, and partnering with public and private sector specialists to maximize development.
- **Sharing the benefits** – Mines require a large pool of workers and a wide range of goods and services to operate efficiently. We see these needs as an opportunity to share and create value. We do this by focusing on hiring and buying practices that leverage these needs to inject money into local communities and our host countries, and invest in foundational human rights that prepare individuals to access these opportunities. Over time, this builds capacity and creates additional opportunity.

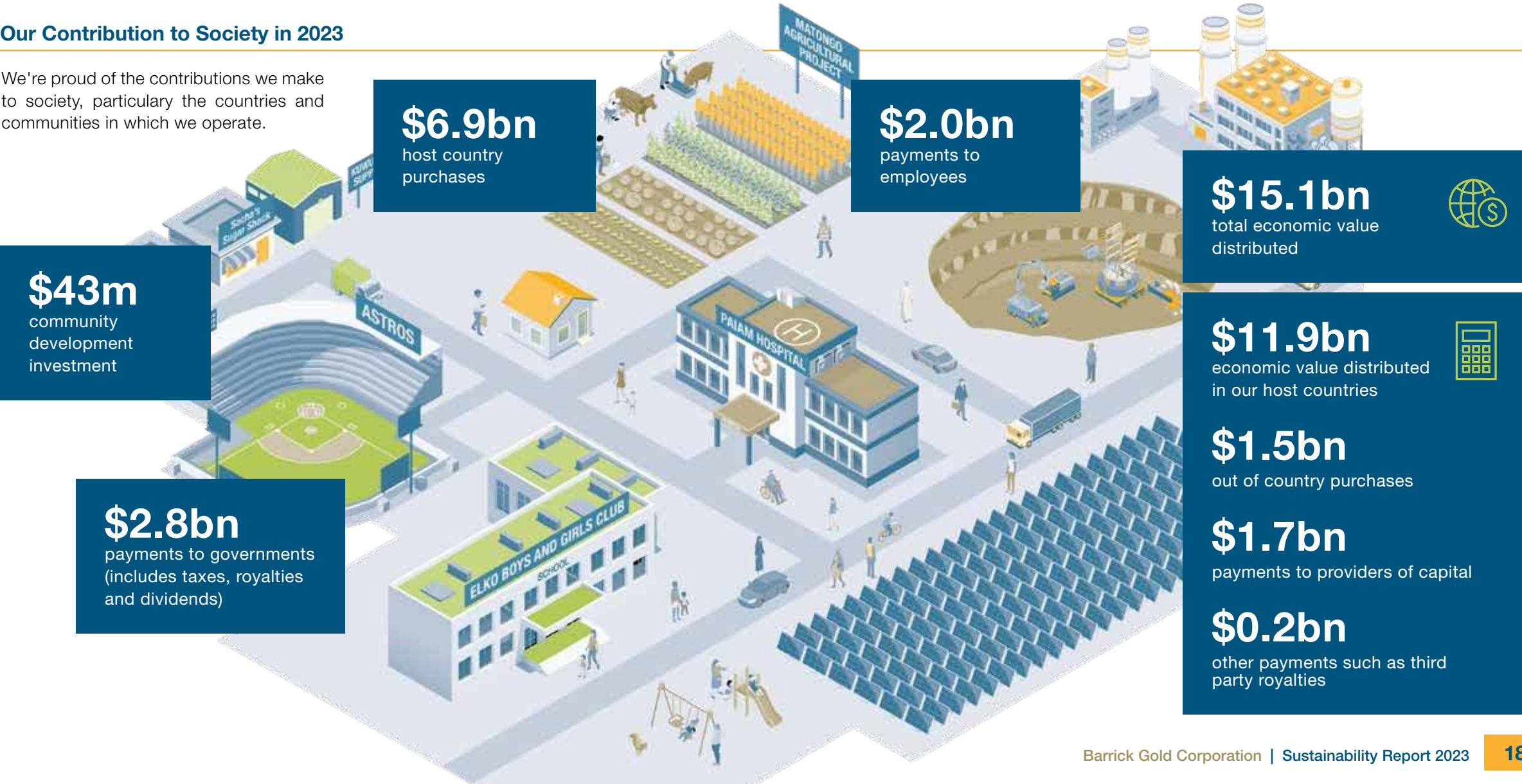
- **Open, honest and patient communication** – No one knows the needs and wants of the community better than the communities themselves. We take time to build relationships grounded in trust and put them at the center of our community support decision-making processes.

How We Create Impact



Our Contribution to Society in 2023

We're proud of the contributions we make to society, particularly the countries and communities in which we operate.



Our Community Development Committees (CDCs)

Our tool for implementing our community development vision is the Community Development Committee or CDC, which we establish at every operation. A CDC is an elected group from the community whose role it is to allocate the mine's community independent investment budget to projects aligned with community priorities and needs. Each CDC is made up of a mix of local leaders as well as representatives from women, youth and disadvantaged groups in the community. Barrick is also a member of each CDC. However this is largely in a governance and oversight capacity to ensure procedure is followed from the CDC Code of Conduct to responsible supply chains.

The CDC process follows the following steps:

- **Input for Engagement** – The CDC receives requests and proposals for projects from the community. The CDC will check that the project proposals pass the strategic filters.
- **Meet and Assess** – The CDC meets to assess the proposed projects and to decide which ones will be supported. Decision-making is guided by Barrick's investment filters, regional development plans and the potential to scale the project.
- **Oversee and Execute** – The CDC is also responsible for the management and oversight of the project.

Amplifying Benefit

Each site's community investment budget is decided annually on a needs and projects basis, and is driven by the CDC. To reinforce community ownership and engagement with projects, we work to ensure communities and patrons are invested themselves, either through contribution of funding, time, resources or land. We also seek to amplify the benefit of projects by engaging with local entrepreneurs, tradesmen and labourers to undertake the work.

Each CDC is made up of a mix of local leaders as well as representatives from women, youth and disadvantaged groups in the community.



CASE STUDY: Community-centric Approach Deliv



First developed as a tool to deliver value in emerging Africa, the community-led, decision-making process of the CDC model has proven to be equally effective delivering value for communities in other regions.

That is why, as we work to transform Reko Diq – a project in the remote and underdeveloped Balochistan province of Pakistan – into one of the world’s largest copper mines, one of our key focuses has been to establish CDCs for the communities nearest the project. Despite being in their infancy, these CDCs have again proven to be a resounding success. Some of the projects recommended and supported include:

- Schools in three communities (50/50 gender balance).
- Potable water programs.
- Health clinics and the construction of a hospital.

These projects have not only been approved and are being implemented, there are also partners in place to whom we can hand over the clinics, hospital and schools to run. ■

Community Development Committees: 2023 Investments



Education

\$9.6m

Including:

Zambia: Rehabilitation of Mwajimabwe Primary School and staff housing at Manyama and Mukumbi high schools near Lumwana in Zambia.

USA: Partnership with Nevada Department of Education and Discovery Education, with a \$1.1m investment to provide free digital content for all public schools in Nevada.



Water

\$1.7m

Including:

Argentina: Refurbishment of 10 potable water plants in Iglesia near Veladero.

Tanzania: Completion of a water reticulation project which provides clean water to approximately 30,000 people in four villages near North Mara.



Health

\$5.5m

Including:

Dominican Republic: Provision of an ambulance for Maimon hospital near Pueblo Viejo.

USA: Community mental health first aid training for 29 community members and NGM employees in Nevada.



Local economic development

\$20m



Infrastructure development

\$5.6m

Including:

Côte d'Ivoire: Training on soap and shea butter production for women near our Tongon mine.

Zambia: Business accelerator training for 15 small and medium enterprises near Lumwana.

USA: Nevada our I-80 fund has provided low interest loans worth \$9.3m to 83 businesses in Nevada creating 182 new jobs.

Community development investment

\$43m

Financial contributions from community

Financial contributions from community

Community Development Committee

Community submits project ideas

Meets to debate, discuss and select projects for funding, and oversees implementation of projects. Community companies are involved where possible.

Community submits project ideas



Food security and environment

\$1m

Including:

Tanzania: Continuing support to Matongo Agribusiness project near North Mara. The collective involves 100 local youth and produced \$40,000 of produce last season.

Dominican Republic: Near Pueblo Viejo we reactivated 10 farm schools to train local people, provided 200 beehives to local communities, and cultivated 668ha of land near the mine with cocoa, fruit and short-cycle crops.

KEMANYANKI GROUP
POULTRY FARM

CASE STUDY: The



As a partnership between the Mutanda Mission Center, the Lumwana Community Development Trust, and a local Beekeepers Cooperative, the Agro Barn is one of the many community programs we are proud to support.

In Zambia, a Mutanda based agro-business is a good example of the interconnected nature of sustainability and of our integrated approach in action.

The project which trains and supports local community beekeepers also promotes forest conservation and is set to be a critical part of our first REDD+¹ initiative. By working with and aligning to the requirements of REDD+, we are able to generate carbon credits which are a critical part of our approach to offset our carbon emissions, particularly our hard to abate emissions.

The Honey Factory is abuzz with activity on a rainy summer afternoon. They have just received a delivery of honey from one of their honey cooperatives and are setting out to check the crates of honeycomb for quality and taste. Throughout the rest of the building, staff get to work processing and packaging honey for sale at local shops. All of this is possible following the construction of their new honey facility, funded by Barrick in 2022.

The Honey Factory is part of the Mutanda Agro Products Barn, located a short drive from our Lumwana Copper Mine in Zambia. As a partnership between the Mutanda Mission Center, the Lumwana Community Development Trust, and a local Beekeepers Cooperative, the Agro Barn is one of the many community programs we are proud to support.

Helping the Hive

The Agro Barn ensures that the livelihoods of their community members are the top priority. They purchase honey from cooperatives in three local chiefdoms, each co-op consisting of 1,000 hives, managed by 50 beekeepers. The beekeepers are given hives to start, then taught the necessary skills to capture swarms, maintain and rehabilitate hives, and invest in strategies for long-term apiary success. Members of each co-op are also shareholders, where they receive profits and dividends from the Agro Barn honey sales.

¹ REDD+: Reducing Emissions from Deforestation and forest Degradation in developing countries, including conservation.

CAS The Buzz About Honey (Conti

Putting Forests First

The health of local forests is crucial to the longevity of the Mutanda beekeeping industry. To have healthy, productive hives, the community needs to protect the forests from pesticides and deforestation. Currently, one of the main economic activities of the area involves cutting down trees to be burnt for charcoal production, while smallholder farmers often rely on chemical pesticides to grow their crops. To counteract this, the Agro Barn is working with the communities to promote organic farming methods and alternative livelihoods like horticulture, teaching, and beekeeping.

The conservation of forests goes hand in hand with our larger goals for preserving nature in Zambia. In 2023, we made progress by establishing land for REDD+ certification near our Lumwana operations, and plan to continue to work with organisations like the Agro Barn to foster engagement with our community and promote forest-friendly livelihoods.

The Path Ahead

The Agro Barn has big plans for the future. They plan to invest in automatic processing equipment to allow them to change the lives of even more beekeepers. With these new efficiencies, they plan to create larger retail partnerships, and delve into new products like beeswax candles, and bring sustainable livelihoods to more of their community. ■

The Agro Barn is working with the communities to promote organic farming methods and alternative livelihoods like horticulture, teaching and beekeeping.

¹ Reducing emissions from deforestation and forest degradation in developing countries, including conservation.

CASE STUDY: Educ



Willianna is ju
receiving life

At Barrick, we believe that a family's ability to pay tuition fees should not become a barrier to achieving a higher education.

A Future Geologist through Pueblo Viejo

Willianna Yaselis Hernández lives a few short minutes from our Pueblo Viejo mine near Cotuí in the Dominican Republic. She grew up living with her grandparents, who always provided for her to the best of their ability. When it came to paying for university, however, their income fell short.

We established our Credits-Scholarship program through FUNDAPEC, which is available to local students who graduate high school with honors, and are pursuing careers in mining, agriculture, and production, and are eligible to apply for credit-based scholarships.

Willianna was one of the 25 students in our flagship group of scholars and is now in her fifth and final year of university at the Universidad Tecnológica del Cibao Oriental (UTECO). An ever-curious student, Willianna

chose to study geology to better understand the origins of the world we live in. But also, she says, to fill the need for more Dominican-born geologists. The program includes two internships designed to best help students gain real-world experience in their chosen fields. So far, Willianna has interned with the Geology Department at UTECO to host a 15-day geology fair, with a focus on mining. In her final year, she hopes to be accepted for a Barrick internship. After the program, Willianna dreams of working for Barrick full-time. *"They're an important part of our community, not just because of their size, but because of their commitment to the community, to empowering women and to safety,"* she says. *"To have a company like Barrick on our doorstep is a massive opportunity for us, and is changing standards and expectations for our community, and this is something I would like to join,"* she continues.

Willianna is just one of the many women her age receiving life-changing scholarships from Pueblo Viejo. Of her current cohort, 23 of her 25 fellow students are women. She says she feels a societal shift, where many women now go to university, and societal gender roles are feeling more equal than ever.

What next? Willianna hopes to finish her fifth year strong, growing her potential internship into a thriving career. Through this, her hard work can be recognized and she'll work to uplift her financial position. With more money saved, she hopes to have her own car, apartment, or even run the mine one day.

CASE STUDY: Educ

From Merit to Medicine

Matthews Mufwila grew up in a village near our Lumwana operations. He lived with his siblings and parents, where money was tight and funding for education sparse. Without access to scholarship opportunities, Matthews knew that his chances to receive a higher education were slim.

When Matthews was in Grade 10, the Lumwana Scholarship Program was launched. The program identified 20 students with high marks in high schools near Lumwana, offering them a merit-based scholarship to cover the costs of schooling through to Grade 12. The scholarship program is based around five primary themes, encouraging students to further their education in mining, medicine, nursing, STEM, geology and environmental management.

As part of the first scholarship cohort, Matthews worked hard to complete high school and maintain his scholarship. Upon graduation, he then worked with coaches through the Lumwana scholarship program to find the best next step for him: medicine. Following this newfound financial and mentorship support, Matthews applied to Lusaka Apex Medical University.

By 2021, Matthews had completed seven years of medical education, officially graduating and becoming a Junior Medical Doctor. He's proud of his work at Solwezi General Hospital and has big plans to continue helping his community. Matthews sees the drastic amount of motorbike accidents that come through the hospital and he plans to specialize in orthopaedics to better support future patients.

His giving nature doesn't stop there. Matthews plans to pass along the gift provided to him by the scholarship program and is sponsoring his brother's school fees too. ■

Matthews is proud of his work at Solwezi General Hospital and has big plans to continue helping his community.

LOCAL HIRING AND BUYING

Prioritizing the provision of jobs and business opportunities for our local communities and host countries is critical to the development of our social license to operate.

Local and Indigenous employees and business partners ensure our operations and business reflect the nuances of the communities in which we operate and help us to understand and respect local customs, cultural practices, as well as the impact our activities have on host communities. Critically the size of each operation's procurement budget is our biggest lever for delivering value to the community.

All our operations have localization plans, through which we work to identify top talent and to spark entrepreneurship. We find people in emerging and remote communities don't just suffer from traditional forms of poverty. They are also restrained by a poverty of expectation, with life goals and ambitions limited by inadequate access to education and opportunity, and driven by immediate needs.

We seek to break this poverty and provide our local employees and local business owners with opportunities and access to a wide range of training and mentorship to grow and develop into leaders on site and within the organisation, or into successful and valued business partners with world-class standards, customers beyond Barrick, and expanded horizons.

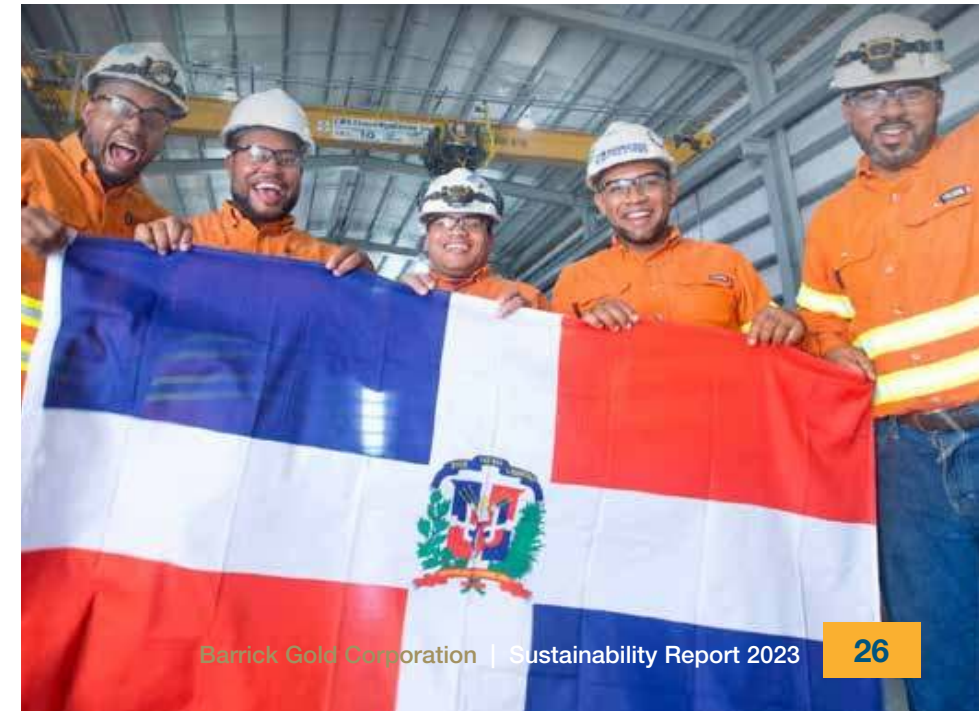
Performance

In 2023, 97% of our employees and 77% of site senior management are host country nationals. We procured goods and services worth \$1.8 billion from suppliers in the communities closest to our operations. In total, we spent nearly \$6.9 billion on goods and services from local and host country suppliers.

But more important than these metrics is the tangible difference our investments make on the ground. That is why we are working to track the impact our investments have beyond financial inputs. When we build a classroom or provide medical or educational supplies, we don't stop there and tell ourselves our job is done and that we've delivered development. Instead, we ask what next? And we continue to work with the community to ensure children are attending school, that teachers are trained and that pass rates are improving.

Likewise, that a clinic is being utilized, that the doctors have housing and support from trained nurses and that they have the right equipment. We also know that while big infrastructure investments and large donations or investments make for good headlines and photo opportunities, sometimes the most impactful initiatives are the opportunities we generate or projects with small budgets and focused objectives that upskill and empower people to take charge of their own destiny.

This belief is why each year we work to capture a range of case studies to showcase the on-the-ground and human impact of our efforts.



Small Business Spotlight: Construc Zambrana

In the town of Zambrana, just outside Cotuí, Dominican Republic, two brothers thank Barrick for their entrepreneurial success.

Juan José and Alexis Torres were born and raised in Zambrana, a town bordering our Pueblo Viejo mine. They saw the mine's need for contractors and seized the opportunity to provide them. By taking matters into their own hands, they knew they could ensure that economic benefits from mining projects were felt within their community.

The brothers were no strangers to hard work, having owned businesses in the past in various hands-on fields. But by 2019, they were struggling to build capacity within their businesses. Now with the help of Barrick's small business programs, Construc Zambrana has reached the next level.

Tip Top Training

Construc Zambrana started by providing sediment controls to the mine, quickly expanding their services to assist with drilling, vegetation control and topographic works. As this work continued, the company was offered opportunities to grow their capabilities.

Through our training programs, Construc Zambrana completed training in administration, safety, finances and human resources. These programs are designed to uplift local businesses while aligning them to Barrick's overall sustainability strategy. The Torres brothers claim that safety training was one of the most impactful investments. When looking back on their safety management procedures prior to this training, they can easily identify near misses that would have been devastating to the safety of their workers. But now, they're experts themselves. Currently, they're working with a local energy company to provide their very own safety training services.

With their newly developed skills in administration and financial planning, Construc Zambrana has finally created role separation and specialization. With roles dedicated to sourcing, accounting, and other administrative needs, they have the capacity to apply for other opportunities and receive contracts outside of Barrick.

Through these programs, Construc Zambrana has far surpassed the profitability of their past businesses. While their last company employed 20 workers, Construc Zambrana now employs close to 270 workers, having substantially increased their annual revenue.

Upskilling the Community

The Torres brothers are grateful for the success of their business, but even more so for the impact it has on their community. Almost all their employees are from Zambrana. Through Barrick community coordinators, contractors in need of work are recorded and referred to Construc Zambrana. Of these recruits, the Torres brothers provide upskilling opportunities to candidates for continued career growth.

They say that the increased availability of employment is truly felt by the locals. Not so long ago, Alexis Torres remembers locals protesting poor employment opportunities by burning their tyres on local roads. Now, Construc Zambrana works with the locals to provide job opportunities and have seen a drastic reduction in vandalism on the roads. The new income goes beyond paying the basic bills too. Many workers now have access to training and education that were previously beyond their reach.



CASE STUDY: Violet



When Violet heard of the Women's Empowerment Program offered through Lumwana, she took the leap and joined.

Humble Roots

Looking back on her life 12 years ago, Violet Kahaji says it's almost unrecognizable. In 2012, she was at home, relying on small-scale subsistence farming to support herself and her family. Unable to read or write, she had very few options when it came to providing for herself and her five children. Violet knew something had to change if she wanted her children to have a better future.

Within a few short years in Lumwana's Women's Empowerment Program, Violet learned to read and write. She quickly experienced a whole new world of opportunities that literacy opened up. With her newfound confidence, Violet learned of the Lumwana Business Accelerator Program, pitched a business idea, and was accepted.

Accelerating Her Success

In the Business Accelerator Program, Violet learned to put together a business plan for a general supply and construction company: Kuwunda Supplies. The training helped her build a skillset to dream up a business idea, complete legal registration paperwork and hit the ground running. By 2015, Violet officially registered her company and started earning work contracts through

the mine. She also built up a supply chain for selling maize, beans and roots for brewing the local fermented drink munkoyo.

In a little over a decade, Violet has grown her business to 10 employees, with plans to reach 40 workers in 2024. Kuwunda Supplies has completed multi-year contracts with Barrick for projects like bush clearing, preparing them to expand their business to new clients. Violet also acts as a labour hire liaison, helping provide workers for other projects at the Lumwana mine.

A Proud Mother

Since starting her business, Violet has been able to invest funds back into herself and her family. She's currently working towards her own secondary school diploma and has been able to build a home for her family. Through her success, she says she can now be a proud mother, who can send her children to school. So far, she's watched one of her children graduate from college and is supporting two more who are beginning their studies this year. She hopes to transfer the knowledge she's gained through the Lumwana programs to her kids and is grateful to be able to support them with college tuition and seed money for their own entrepreneurial goals.

When asked about how her life has changed through these programs, Violet says she is eternally grateful to Barrick. She says: *"For me, what I wanted was just to stand on my own as a woman, not to depend on any other person."* Violet's greatest hope was to contribute to the development of her own home, society and village, and she's done exactly that. ■

Violet has grown her business to 10 employees, with plans to reach 40 workers in 2024.

PAYMENTS TO GOVERNMENT

Mining is critical to the global economy. Alongside the use of its products to sustain our modern lives, to the jobs the industry creates and the direct investments made in communities, mining also makes massive contributions to governments through taxes and royalties.

For example, in 2022 members of the World Gold Council contributed \$57.7 billion in value to host economies and gold mining's contribution to GDP in some developing economies is roughly the size of Overseas Development Assistance.

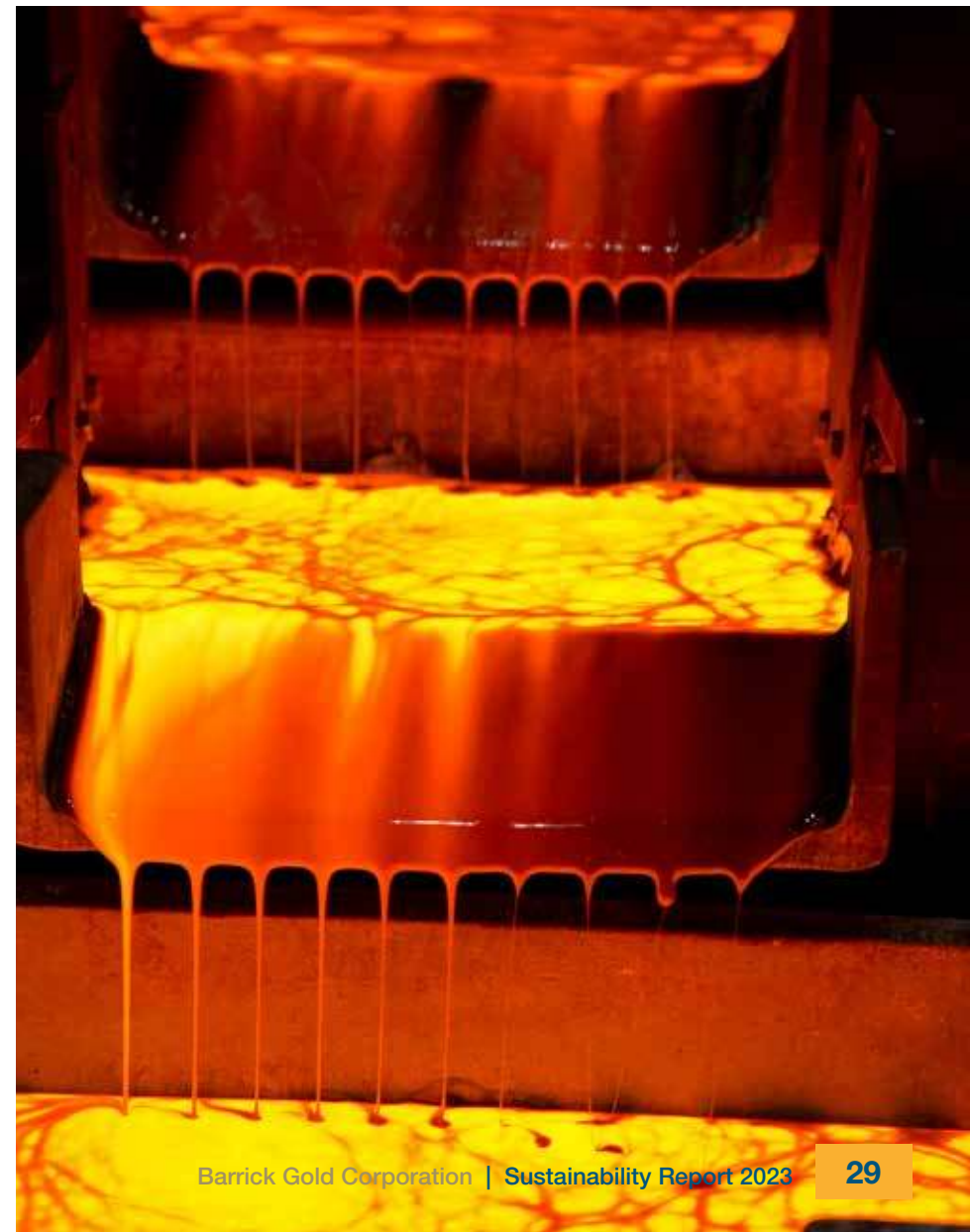
These contributions are important building blocks for development, and through this lens it becomes easy to define gold and copper as critical minerals. The contributions mining companies make to the global economy and governments support the creation and maintenance of healthcare, education, the infrastructure to support basic needs, particularly in the global south where facilities and infrastructure is often lacking. These revenues also help drive further economic growth and provide funds for culture and sports.

Our approach to tax is simple. We aim to pay the right amount of tax at the right time in the right place and to transparently disclose the payments we make.

We believe that by disclosing information about our economic, environmental, social and governance performance and contribution, we not only support our host country's growth but also assist in the sustainable development of society.

We have a publicly available Tax Policy which sets out our commitment to comply with the laws and practices of all the countries in which we operate, engage with the authorities openly and with integrity and ensure our tax positions are based on reasonable interpretations of the law and aligned with the intentions of the legislators. We publish our Tax Transparency Report and further details regarding our approach can be found in that report or on our website.

In 2023, our total tax and royalty contributions to states were \$2.55 billion and a further \$218 million to states in dividends. Globally we directly employ more than 24,500 people and make significant contributions to payroll taxes and social security to our host countries' budgets. In some of the countries in which we operate, including the Dominican Republic and Mali, we are one of the largest taxpayers and our fiscal contribution is a vital source of revenue.



CASE STUDY: Field

Baseball is the most popular sport in the Dominican Republic, and in a country where as many as one in four people live in poverty, for many Dominicans it also symbolizes a dream and opportunity for a better future.

For the last two years we have partnered with American Major League Baseball team the Houston Astros to support and develop young Dominican players and community youth teams near our Pueblo Viejo mine

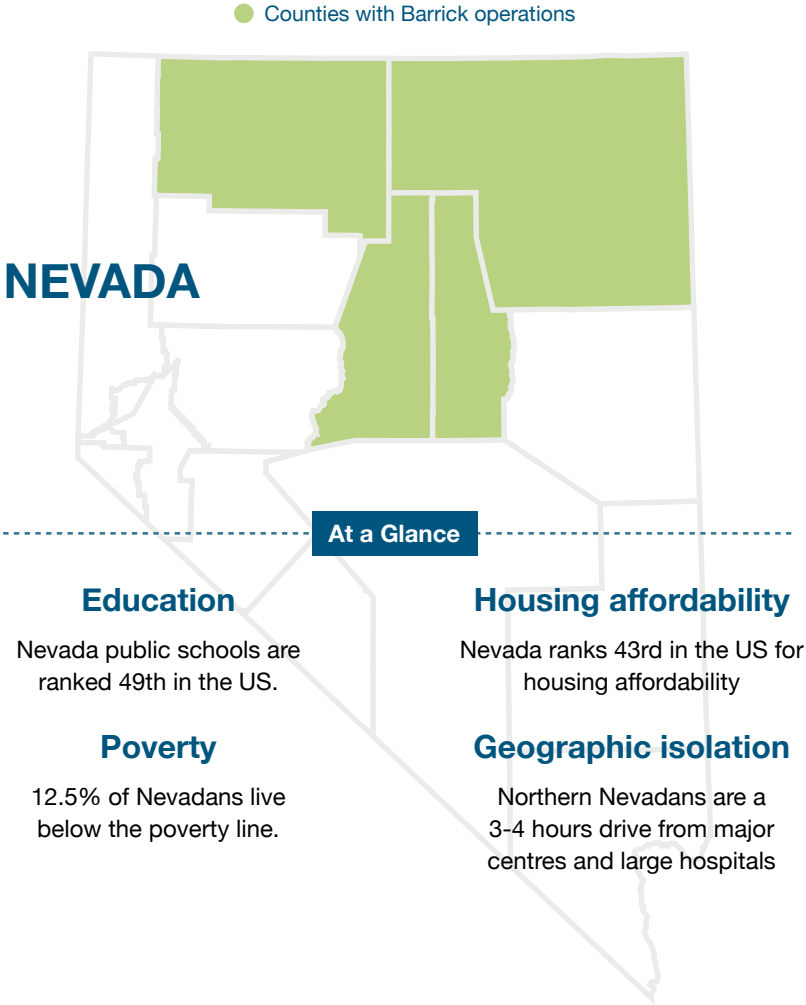
The agreement covers the four communities near Pueblo Viejo, with each community having its own team, facilities and uniform. Barrick's key role is to help by improving the condition of the fields and facilities. This includes building bleachers, grading fields and repairing roofs, while the Astros provide training and skills development for local coaches.

Our partnership focuses on growing skills and ensuring local young people both remain engaged in school and develop the life skills sport teaches such as teamwork and discipline.

To date, through these four teams, more than 270 children and teenagers are receiving quality coaching while community spirit and pride is building around the teams. While many Dominicans dream of becoming the next David Ortiz or Robinson Cano, our partnership focuses on growing skills and ensuring local young people both remain engaged in school and develop the life skills sport teaches such as teamwork and discipline.

To participate in a team, each child must commit to and attend every training session and game. They must also actively participate in school and parents must also agree and sign off on participation. The coach explains: *"Sometimes when kids get focused on sports, they forget education. We want to make sure kids get education and don't just try to make it with sports. There will be major league baseball players that grow up and don't know what to do with their money or when they retire. We want to avoid that and we want to equip our youth with good skills and a strong education. The engagement from parents also shows the kids people care for them, and that helps improve behaviour."* He says: *"I get parents calling me or finding me after training to tell me their child has improved grades at school, or now has a better attitude at home since starting baseball. It's a good feeling."* He continues: *"I used to play baseball competitively when I was younger but I didn't have much of an education to fall back on. So for me the program allows me to stay with my passion and to learn new skills from the Astros coaches. I also get to help grow the next generation."* ■

Nevada Gold Mines



Our Influence

In Nevada we strive to support local businesses, improve access to education and healthcare and provide support to the wider community.

\$25.8m

to education

6,860

Nevadans employed

\$10.1m

in business loans

\$4.6m

to child care

88

Small businesses supported

\$5bn

State suppliers

\$8.4m

to healthcare

\$3 million

to 282 Non-Profits

\$5.4m

to Native American
Scholarship Fund

As part of the NGM Heritage Fund, we run an employee giving program to match 120% of employee donations to qualifying local non-profits.

All figures are from the inception of the program.

CASE STUDY: Enrich

Enter Elko, Nevada, and neighbouring counties: central to our NGM facilities and known for a local economy centered around gold mining.

Despite the economic prosperity achieved through a strong mining sector, these positive impacts are not always felt by all members of the community. As part of our promise to uplift our communities through community development programs, we've listened to our community's pain points and supported programs that speak to their needs.

Creating Connection

The Boys and Girls Club are the hub of the towns, with a variety of programs designed to enrich the lives of residents. After-school programs and sporting leagues work to build both mind and muscle. With a computer lab dedicated to encouraging STEM learning, students can work on their homework and develop new technical skills.

Youth sporting leagues and facilities inspire kids to keep active and make strong connections with their teammates. Friends and family can gather around to root for their teams, making after-school sports into an event full of concessions, cheers and comradery. There's even an adult fitness center, allowing parents the convenience of childcare and gym access in one place.

More than just beautiful facilities, the Boys and Girls Club provides much needed childcare facilities for the community, which in turn allows more parents, particularly women, to work and this is one of many pillars of our approach to developing and delivering a pipeline of female talent for the mining industry. The Boys and Girls Clubs provide wrap around care for working families and the hours specifically align with mine shifts so children can be dropped off early for breakfast and to get ready for school, or later in the evening after dinner to complete homework while parents work.

Critically in rural Nevada, where income levels are disparate and poverty is problematic and in line with our value of sharing benefits, the Boys and Girls Clubs provide help to families when they need it most.

*The Boys and Girls
facilities for the com*

CASE STUDY: Enrich



When parents come in with a housing or childcare crisis, the club turns no one away, providing resources to help anyone facing hard times. With plans to implement a weekend family meal program, hiring a mental health professional, and literature and math education programs for adults and children, the Boys and Girls Club is laying the groundwork for a healthy and flourishing community.

While the Boys and Girls Club has programs to transport and care for students after school hours, an additional need has been highlighted by the community. For parents who work early hours or have children below school age, affordable and accessible childcare remains a large barrier to continuing work. Acknowledging this need, we partnered with the Elko, Winnemucca, and Spring Creek Boys and Girls Clubs to begin the Early Learning Centers.

To date, we've invested \$4.6 million into the Early Learning Centers, increasing community access to childcare for young children. With classrooms caring for children aged from three months to teenagers, the Centers provide quality care for kids to play, learn and thrive, at rates that are subsidized for those who need it most. We also worked with the Boys and Girls Clubs to ensure this service can be utilized by parents with challenging or long working hours.

Elko's Nevada Health Center works to provide subsidized medical and dental care to the community.

All Centers boast extended hours, with care starting as early as 4am and continuing as late as 8pm. Through the partnership with Early Learning Centers, we've helped Nevada Gold Mines' employees and community members have peace of mind that their children are in good hands.

Improving Access to Healthcare

Despite Elko County being one of the largest net income counties in the state, many residents are struggling to afford necessities due to the high costs of housing in the area. Isolated geographically, Elko is also a four-hour drive to the nearest large cities with additional resources. In the face of a medical emergency, or for low-income residents who need access to affordable healthcare, access to adequate medical facilities can make all the difference. Elko's own Nevada Health Center steps up to the plate to solve this issue, working to provide subsidized medical and dental care to the community. With the aim of turning no one away for lack of resources, the health center and pharmacy assists patients on a sliding scale.

In order to support Nevada Health Center's life-saving work, we assisted with much-needed renovation of the historic Elko clinic and a portable Mammovan for mobile mammography services. Following the renovation, the upgraded facility features state-of-the-art equipment and programs designed to lessen the geographic burden to residents. This includes an electrocardiogram (ECG) and ultrasound machine, labs for analysis, and even negative pressure rooms to care for patients with infectious diseases. The clinic also works to coordinate specialist visits and mental health services via clinic and tele-visits, ensuring patients have the care they need at the time they need it.

Uplifting Nevadan Native Youth

Our Nevada Gold Mines' facilities exist on the traditional lands of the Western Shoshone, Northern Paiute, and Goshute peoples. Through our Native American CDC program and updated collaborative agreements with each of the 10 local tribes impacted by our operations, we are committed to upholding the rights and heritage of indigenous communities.

We believe that investing in younger generations is one of the most powerful ways to ensure a bright future for the communities in which we work. To do so, we work to develop programs focused on empowering and enabling younger generations to take control of their education and career planning. This opens pathways to new futures and is the key to creating long-lasting impacts. By giving students the tools for success, we can help promote generational upward mobility as they uplift themselves and, in turn, their families.

Scholarship Program

Through a partnership with Scholarship America, we have invested over \$5.4m to date in Newa Numa Scholarship Fund (NNSF). Each cohort accepts 125 students who are eligible based on their enrolment in one of our 10 partner tribes. A selection committee of tribal individuals from each community meets to review recipients and the Newa Numa scholarship board makes the final decisions. The scholarship provides two semesters of support for students pursuing an Associates, Bachelors, Masters, or Doctorate degree. Students interested in mining are also offered internship opportunities within Nevada Gold Mines to provide real-world career experiences. Through this program, Nevada Gold Mines has seen students graduate from university and return to work for their tribes. Through educational programs like this one, we hope to continue making big changes in students' lives, in turn benefiting their communities.

"The Scholarship program is a good and important example of successful investment and partnership with Native Communities and is a critical part of our approach. Beyond that, it is a real joy to watch and enable young people from our native communities gain skills and pursue their dreams," says Nancy Egan, Native Affairs Manager, Nevada Gold Mines.

Summer Youth Employment Program

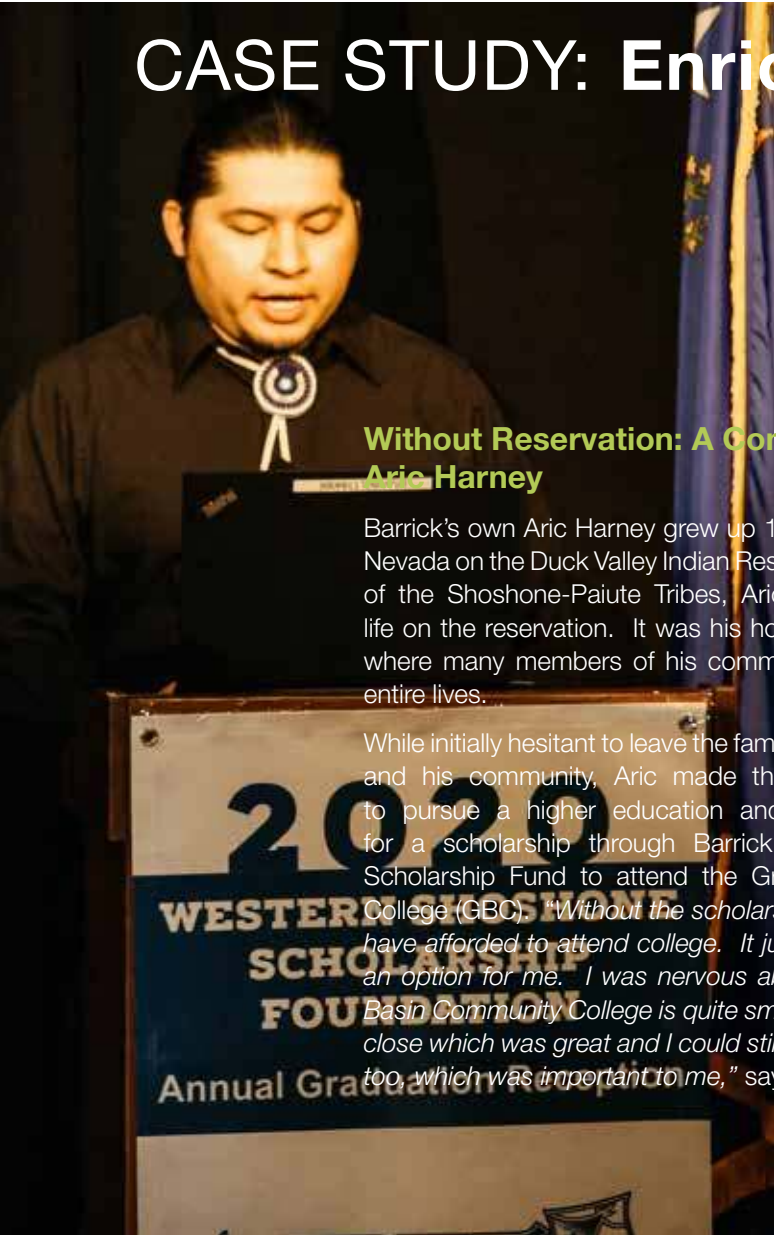
We take pride in assisting youth in finding their right career fit. Each year, we donate \$400,000 to the Summer Youth Employment Program, which aims to get Native American youth exposure to the career areas they may be interested in. We recruit 30 high school students from each tribe and offer them employment opportunities that provide both a pay check and real-world experience. Through the program, students are also brought on college tours to expose students to campuses like Boise State University and the University of Utah. To wrap up each summer, students work together on an end of year project that benefits the community, such as building benches for tribal elders.

Conserving Cultural Heritage

While education and employment opportunities are integral to our Native American youth initiatives, we also prioritize the importance of strengthening cultural heritage within our partner tribes. Historically, Native American cultures have been forced to part with their traditional knowledge in favour of western ideologies and language. Fluency in tribal languages has dwindled, threatening a great loss in cultural knowledge and sense of community. We recognize more than ever the need to assist in the preservation of native heritage.

Each year, we welcome 130-150 students for a summer youth day. Participants are immersed in studies of tribal drumming and native language lessons. These days also touch on subjects like financial literacy to provide tools to benefit students and their families.

CASE STUDY: Enric



Without Reservation: A Conversation with Aric Harney

Barrick’s own Aric Harney grew up in Nevada on the Duck Valley Indian Reservation of the Shoshone-Paiute Tribes, Aric Harney’s life on the reservation. It was his home where many members of his community spent their entire lives.

While initially hesitant to leave the family and his community, Aric made the decision to pursue a higher education and applied for a scholarship through Barrick’s Scholarship Fund to attend the Great Basin College (GBC). “Without the scholarship, I would not have afforded to attend college. It just wasn’t an option for me. I was nervous at first, but Great Basin Community College is quite small and close which was great and I could still be close to home, too, which was important to me,” said Aric.

We also support a Summer Youth Employment Program. In 2023, the Program included 151 students across nine of our 10 NGM partner tribes with the opportunity to gain work experience through the summer. We are currently working with the University of Utah to obtain copies of irreplaceable

Shoshone stories told by now-deceased elders. Once acquired, these materials will feature in the language learning programs that we support. We are also working with authorities and tribes to develop and expand the Elko museum to include a Cultural heritage center, as a hub to preserve and safeguard items and stories. ■

LISTENING

Building robust trust-based relationships with our host communities and countries is the foundation of our approach to community and relations.

We believe that effective community relations are best developed, managed and delivered at site level and, like our CDCs, is underpinned by participation from the community. For this to work, however, it is critical that we spend time with and listen to our stakeholders, particularly the communities in which we operate. At each site we develop stakeholder maps to understand the breakdown of our communities, areas of influence and who we need to talk and listen to and on what aspects. From there we develop our stakeholder engagement plans. These set out the cadence with which we engage and listen, and the methods we use to do so.

Details on our approach to the establishment of community relations is set out in our Social Performance Policy and are further detailed online.

How we Engage

How we engage varies by site and is informed by the social and operating context of the site. But the engagement philosophy is consistent; engagement must be open and honest, and the community must be at the heart of it.

Modes of Engagement



Dedicated specialists at each site

To drive on-the-ground implementation of strategy and plans.



Community site visits

To show local communities what happens at the mine and the standards we apply. Our Pueblo Viejo mine in the Dominican Republic hosted such site visits throughout 2022.



Participatory water monitoring

At our operations such as in the Dominican Republic, Argentina, and Tanzania, we partner with local community members to collaboratively monitor water quality and share the results with the communities.



Grievance mechanisms

We have community grievance mechanisms at all our sites. These enable community members to formally lodge complaints and raise concerns. They are a fundamental way we monitor and assess the strength of our community relations. We track the number of grievances received each month and aim to resolve all grievances lodged through the mechanism within 30 days of receipt.

Listening to and Resolving Community Grievances

All our operations and projects have active grievance mechanisms in place to enable the local community to raise concerns or complaints in a formal manner. Our grievance mechanisms are designed to meet the requirements of the IFC Performance Standards and the United Nations Guiding Principles.

We believe that the success of a grievance mechanism, or the measure of a mine's relationship with its communities, should not be measured by the number of grievances received. A lack of complaints can indicate a mechanism or company that is not trusted or is regarded as unapproachable by local stakeholders, while a large number of grievances can indicate open lines of communication and robust community engagement activities. We work to constantly raise awareness with our communities of the grievance mechanisms and how it works. This includes using trusted partners and external bodies where appropriate to also raise awareness and build trust. A good example of this is at our North Mara mine in Tanzania. Since we resumed operational control of North Mara, a key focus has been to rebuild trust with the community. Part of this work has been to use local NGOs to assist with raising awareness of North Mara's grievance mechanism.

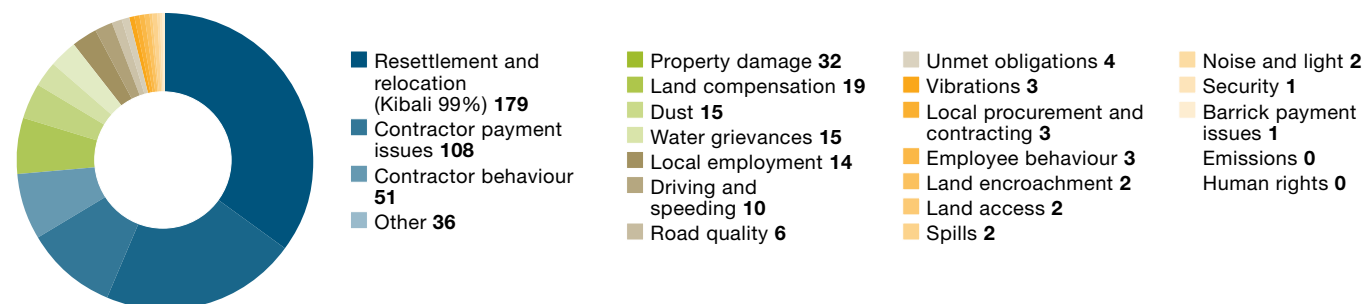
Performance

During 2023, we received 508 grievances across the group. Of these, 205 (40%) were resolved through our grievance mechanisms within 30 days, with the majority that don't meet this internal target being associated with resettlement. Due to the nature of these grievances and land valuations, a thorough process is followed and an agreeable outcome takes priority.

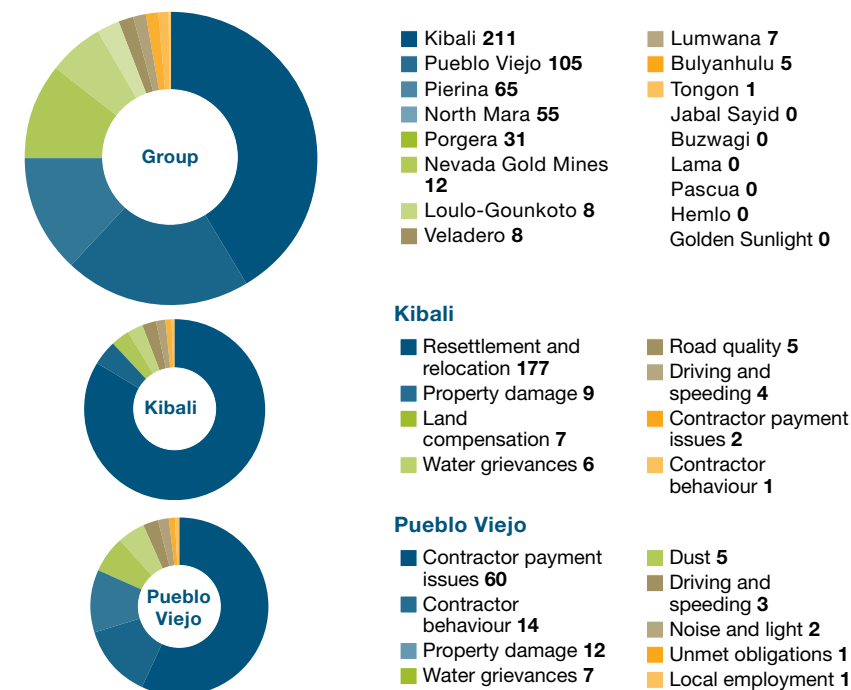
Of the grievances received during 2023, the majority were linked to the resettlement process at Kibali. Resettling people and communities is a complex and challenging process and an increase in grievances during the resettlement process is not unusual or unexpected. For each resettlement we undertake, we develop resettlement-specific grievance mechanisms to ensure they are promptly resolved.

As we reopen Porgera, one of our priorities is to resolve the 265 legacy grievances which are mostly associated with grievances requiring on the ground investigations, such as blasting impacts, dust and relocation. See the Human Rights chapter and a New Start for Porgera for our commitments and reopening action plan.

Grievances by Type 2023



Grievances by Site 2023



RESETTLEMENT

To develop or expand our mines, we sometimes have to move local people and communities from their homes, farms and land.

As we apply the mitigation hierarchy, resettling households is the last step we take after assessing project alternatives as we appreciate how stressful a process it can be for our local communities. If not well planned and carefully managed, resettlement can seriously damage relationships with the local community, harm our social license to operate and even result in regulatory action from the government.

We have on-going resettlment projects at North Mara in Tanzania, Pueblo Viejo in the Dominican Republic and at the Lumwana mine in Zambia.

Our approach to land acquisition and resettlement processes is guided by our Social Performance Policy and conducted in compliance with applicable laws and regulations and international best practice, such as that set out by the IFC's Performance Standard 5, and includes strict eligibility criteria and cut-off dates. Our overarching objective, wherever resettlement is unavoidable, is to make sure resettled people are better off at the end of the process, an outcome that has life-changing positive impacts for the vast majority of the resettled households, notwithstanding the challenging process and change in community. Further details on our approach are available on our website.

During 2023, we concluded the Kalimva resettlement process at Kibali in the DRC, which includes the completion and handover of the Avokala host site to the authorities. We have on-going resettlement projects at North Mara in Tanzania, Pueblo Viejo in the Dominican Republic and at the Lumwana mine in Zambia. During 2024, we anticipate starting a resettlement project at the Loulo-Gouunkoto Complex in Mali.



CASE STUDY: From

Dorcas Anzoye and Melanie Sunamu are both members of the Kalimva Ikanva community, situated around 15 kilometres from our Kibali processing plant in DRC and part of a successful resettlement to neighbouring Avokala completed in 2023.

At 64 years of age, farmer Mélanie has seen a lot of change in the area since the arrival of Kibali – especially, she comments, with more access to roads and water. The resettlement process was the biggest change so far and she says she feels well-treated and respected by the process. *“Kibali took time to gather our grievances and demands during the process. It clearly explained the relocation process to us from start to finish. We always had our opinions considered and we received a lot of support.”*

Each family was offered the option of either a ready-constructed house or the resources to build their own. Mélanie took the latter option and has not looked back. *“I used all my compensated resources to build my house and now I have a beautiful home with three bedrooms and a living room. I've built a house using sustainable materials, we have our own field and products, the mine has opened a market and drinking water is available.”*

For Dorcas, who is 39 and runs his own small business, the move has been a positive process and he has settled into a modern new home in Avokala. *“The houses we were living in, in Kalimva, were deplorable, especially during the rainy season. It was a single room with a straw roof and every year we had to rehabilitate it to prevent it from collapsing.”* He continues: *“I now have a house I'd never dreamed of having in my life. My life has changed for the better, I sleep in a good condition now and I have my own garden to feed my children”.*

Life in Avokala is moving on and the work never stops. Dorcas adds that he sometimes has difficulties with schooling and is applying to Kibali's Community Development Committee for working capital to grow his small business to help fund his children's schooling. ■

Our overarching objective is to make sure resettled people are better off at the end of the process.

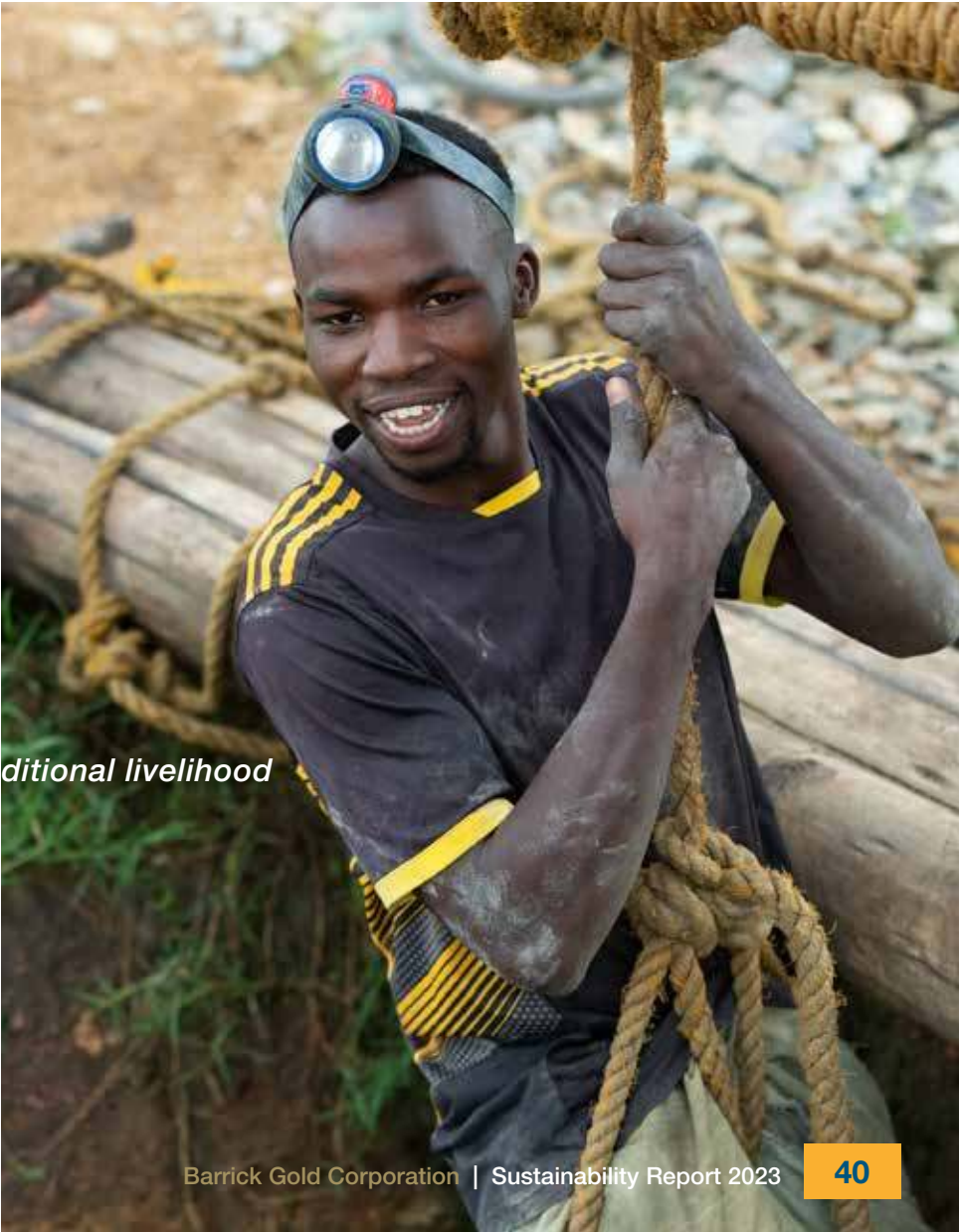


ARTISANAL AND SMALL-SCALE MINING (ASM)

In the areas around Loulo-Gounkoto (Mali), Tongon (Côte d’Ivoire), Kibali (DRC), Bulyanhulu, Buzwagi and North Mara (Tanzania) as well as Porgera (Papua New Guinea) and Pierina (Peru), artisanal and small-scale mining (ASM) is present and exists in both legal and illegal forms.

ASM is a complex challenge faced particularly by the gold mining industry. For some community members, ASM is a traditional livelihood and helps supplement income from farming. In other instances, it is a full-time job and dominated by migrant miners, organized crime and associated with negative health, safety, human rights and environmental impacts.

Our approach to ASM occurring within our permits is aligned with ICMM guidance and follows a principle based on no conflicts, no invasion. Barrick does not source any ore or gold from, nor does it provide any ore or milling to, any ASM sources. All ore mined and processed is mined by Barrick within its permits and licensed areas.



ditional livelihood

WORKPLACE SAFETY AND HEALTH

Scorecard

Key Performance Indicator

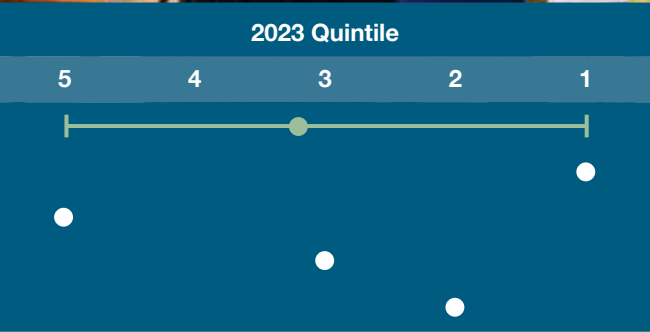
SAFETY

Total Recordable Injury Frequency Rate (TRIFR)

Zero Fatalities

Percentage of sites that maintained certification to ISO 45001

Percentage of safety leadership interactions completed



Year on year
trend



SDG

Target

UNGC



8.8
8.8
8.8
8.8

-
-
-
-

Whether employees or contractors, ensuring our people go home from work safe and healthy each day is one of our foundational values. It is an integral part of our sustainability vision and our top priority at every site, every day, through every phase of the mine life cycle.



33%
reduction in malaria
incident rate

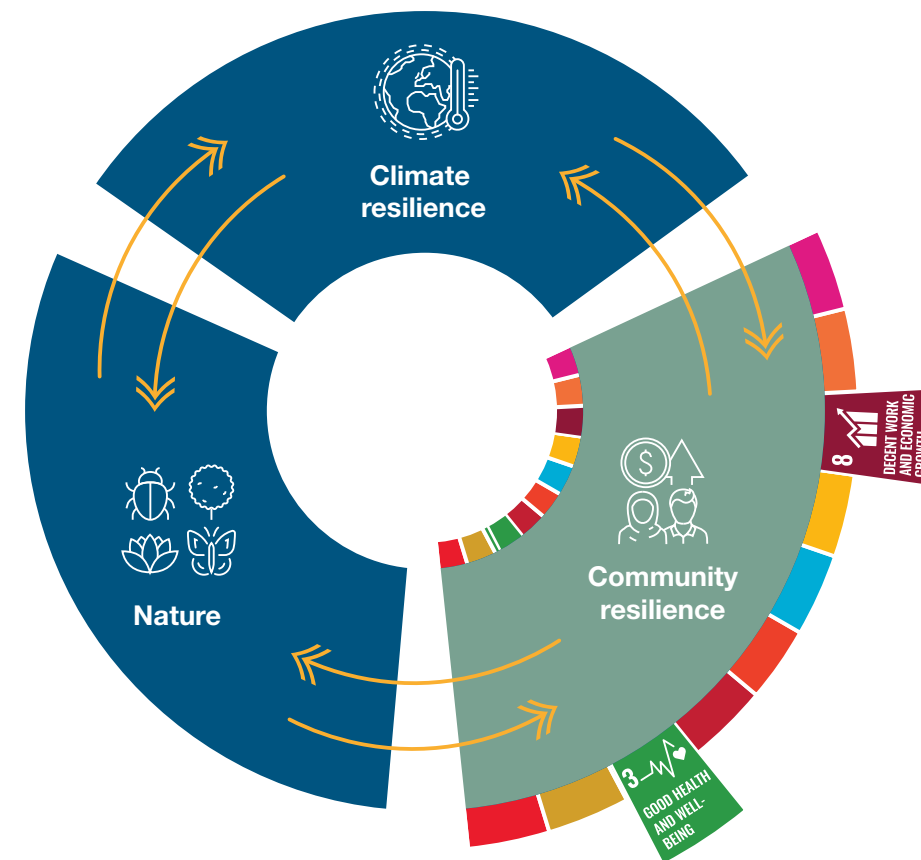
BUILDING A SAFETY CULTURE

Building the world's most valued gold and copper company doesn't just mean having the best assets. These need to be managed and operated by the best people who focus on operational excellence and are courageous leaders. Operational excellence means our people are technical experts in what they do. It also means they know and demonstrate safe behaviour.

Courageous leadership feeds into this: the best people don't take short cuts and have the courage to take responsibility to not only do the right thing but to step up and speak out when they see problem behaviour or unsafe work.

Our commitment to safety is codified in a range of standards, policy guidelines, operating procedures and systems that describe accountability, controls and other requirements for managing risks. Having the right documentation and guidance in place is important. However, we know that safety is something that is lived through behaviour and implemented on the ground at operations, not on a piece of paper or behind an office door. That is why we prioritize developing a safety culture, and a safety-first mindset. All our people, including contractors, receive safety and risk awareness training from the first time they set foot on one of our mines, and this training continues throughout their tenure with us and includes focused specialist training by job role and risk.

Our safety vision is built on a philosophy and responsibility to take care of ourselves, our colleagues, our contractors and our communities. A good example of how these fuse together is our Responsibility to Stop Unsafe Work program. We work to inculcate everyone with the notion that not only do they have the right to stop or refuse unsafe work, but they also actually have a responsibility to do so. To drive a culture of safe behaviour, our leadership teams spend time in the field each week engaging with people on safety, correcting unsafe practices, and working to identify nearby risks and hazards.



Nevada Gold Mines Training Mine

1. Classroom



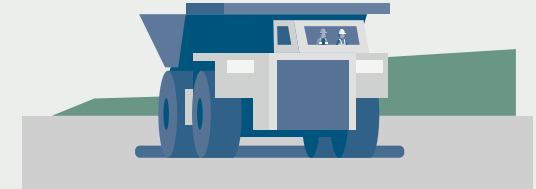
Theory-based learning with focus on safety aspects related to the employees assigned division (underground, open pit, or process) and task.

2. Simulator



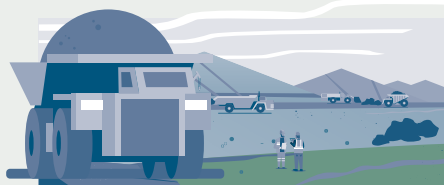
Coached training in simulators to familiarize with equipment controls and build confidence is provided for underground and open pit operation trainees.

3. Flat track driving



Segregated practice grounds provide trainees a training environment to begin hands on practical equipment operation training to get used to the actual feel of the equipment. Process trainees will shadow subject matter experts in the field.

4. Mine training

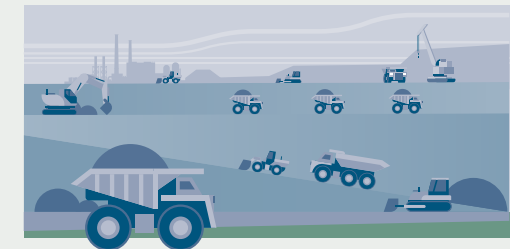


Field training commences in the mine or plant where trainees are accompanied by qualified trainers to learn safe operation or safe performance of tasks. This hands-on practical training provides trainees with foundational skills to successfully gain competency.

5. Graduation



6. Assignment to NGM mine



Following graduation, trainees will report to their designated mine site to continue mine or plant specific training courses on the job.

In Conversation with Tommy

In Nevada we have introduced a Training Mine to help our new recruits and current staff develop the skills, competence, confidence and safety focus needed to work on one of our mines.

A conversation with recent graduates of the NGM Training Mine's courses revealed a strong group consensus: the training mine curriculum teaches mining workers to identify hazards and be safe in an ever-changing environment. One graduate in particular shared his thoughts.

Military Grade Training

Tommy, a former member of the armed services, was no stranger to being in high-pressure and potentially dangerous situations. He's learned first-hand that effective preparation and protocols lead to more comfort in the field. As a student in the recent underground training mine cohort, he claimed that one of the biggest challenges in this new profession was learning to navigate the underground tunnel systems. Navigation, while maintaining a keen awareness of his surroundings, was even more difficult.

But through the training process, Tommy says he was well prepared. His class studied the underground maps in a classroom setting, then moved on to driving haul-truck simulators designed to test drivers with emergencies like engine fires and windshield damage. Finally, they were able to ride along with trained operators before sitting behind the wheel themselves.

After the training was complete, Tommy claims he couldn't imagine being thrown into these situations without this level of training. The course and the instructors made him feel like family and ensured no student was put into a situation before they were ready.

Reflecting on his previous career, Tommy says: *"NGM's training is on a par with the type of training I received during my time with the military. Competence and confidence are closely linked. The training mine program allows you the space to absorb learnings from the instructors, build skills and to keep safety front of mind. As you get competent you get confident and the chance of poor or unsafe decisions lowers, which is critical as you move into a full-time role."*

Stopping Unsafe Work

In his first day at work following graduation, his safety training came into play. While assisting a haul truck driver in backwards navigation, Tommy spotted a bolt sticking out of the ground. While initially hesitant to speak up, he remembered what he learned through the safety mine training program: it's everyone's responsibility to stop unsafe work. He notified the driver and stopped to remove the bolt before continuing work. The near miss saved Tommy and his colleagues from both potential injury and delays. Tommy explains: *"Mining is a dangerous profession, there is a lot happening. Safety requires everyone on site to step up and be accountable, not just for yourself but for your brothers and sisters on the team too, and you have to do this every day without fail."*



JOURNEY TO ZERO

Safety is not a destination we will or can arrive at and say the job is done. It is a continuous journey and requires a concerted effort every day. When we complete an injury-free workday today, the journey to an injury-free workday starts again tomorrow. We call this Journey to Zero.

Journey to Zero is a five-phase road map developed during 2022 and reviewed in 2023 following a concerning decline in our safety performance related to fatal incidents. The aim of Journey to Zero is to sharpen our safety focus, enhance our safety culture, and consistently deliver our safety vision. It contains an array of steps to take and changes to make to help deliver our vision of everyone going home safe and healthy every day. While Journey to Zero, like all our safety efforts, is a collective responsibility we have appointed a specialist Group Head of Safety who reports to our Sustainability Executive to oversee and drive performance.

2024 Journey to Zero Roadmap



Performance

Against the bulk of safety metrics and KPIs, we have seen a significant improvement. Our LTIFR, for example, has improved from 0.50 in 2019 to 0.23 in 2023, and TRIFR improved from 2.24 to 1.14 over the same period. This is pleasing and means the number of injuries occurring on site each year is reducing.

Performance Metrics

Indicator: Work related fatal injuries	Indicator: Lost Time Injury Frequency Rate	Indicator: Total Recordable Injury Frequency Rate
Target: Zero fatalities	Target: 0.29	Target: 1.39
2023: 5	2023: 0.23	2023: 1.14
2022: 5	2022: 0.29	2022: 1.30
2021: 2	2021: 0.38	2021: 1.47
2020: 1	2020: 0.34	2020: 1.68
2019: 0	2019: 0.50	2019: 2.24

Safety Performance Workforce Breakdown by Region

	Africa Middle East		Latin America and Asia Pacific		North America		Group	
	Employees	Contractors	Employees	Contractors	Employees	Contractors	Employees	Contractors
Fatalities	1	2	0	0	1	1	2	3
TRI ¹	37	32	15	16	29	29	81	77
TRIFR ²	1.27	0.65	1.08	0.64	1.86	5.52	1.39	0.97
LTI ³	6	7	0	1	9	9	15	17
LTIFR ⁴	0.21	0.14	0	0.04	0.58	1.71	0.26	0.21

¹ Total Recordable Injuries include fatalities, lost time injuries, restricted duty injuries, and medically treated injuries.
² 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.
³ Lost Time Injury.
⁴ Lost time injury frequency rate (LTIFR) is a ratio calculated as follows: number of lost time injuries x 1,000,000 hours divided by the total number of hours worked.

Despite the continued reduction in injuries across the group, we are still not meeting our safety expectations against our most important and fundamental safety metric: fatalities. Following the loss of five of our colleagues in 2022, a further five colleagues lost their lives in accidents on our sites during 2023. Each fatality was thoroughly investigated. Investigations in 2023 revealed that the leading cause of our fatalities was related to energy isolation and mobile equipment accidents. This underscores the focus on effective training, particularly task training, and links it to our Fatal Risk Management Program. As part of Journey to Zero, we have identified **four** key elements in developing a culture that fosters a strong and effective focus on safety.



Beyond the investigations and safety reviews, each fatality is felt across the company as a colleague and friend. We are also acutely aware that beyond the mine gate each fatality has a human impact and we provide support to the victims’ families, their co-workers and the extended teams on the ground. It also drives our resolve to become fatality free as a company once again.

Further details on our approach to health and safety management at our operations, including relevant policies, procedures, management practices and systems, are available on our website.

OCCUPATIONAL HEALTH & SAFETY

Beyond safety and managing the risk of injury or death, another critical facet of safety and health relates to occupational health risks. If not carefully managed, operating heavy machinery and handling often hazardous materials can expose our workers to serious short and long-term health risks.

We have a duty and are determined to protect our people from occupational health issues, many of which are cumulative and develop over time and through repeated exposure. Our health & safety management systems apply a systematic approach to anticipating, identifying, evaluating, controlling and monitoring occupational health hazards and exposure, and focus on at-risk people and positions.

Wellness

We also focus on personal wellbeing and all our sites have fit-for-work programs that consider the importance of mental health, adequate sleep, diet and exercise. All sites have comprehensive medical facilities equipped to deal with onsite medical emergencies and, in areas where access to healthcare is limited, we work to build community clinics, hospitals and specialist treatment centers such as maternity wards, oncology and dental centers. Community members can also visit our site clinics for their medical needs. For example, across Africa our clinics provided more than 110,000 consultations during 2023, and we have built more than 20 community health clinics in the region.



es
encies.

CASE STUDY: Driving Down Malaria Incidence

In 2023 we recorded the lowest malaria incidence rate in our history and a 33% year on year decrease from 17.86% in 2022 to 11.35% in 2023.

Malaria is a life-threatening disease spread to humans by some types of mosquitos. The World Health Organization estimates there were some 249 million cases of malaria globally and more than 608,000 deaths from the disease in 2022.

Africa carries a disproportionately high share of the global malaria burden with more than 90% of cases and deaths occurring in the region each year. More alarming still, children under five account for approximately 80% of all malaria deaths in sub-Saharan Africa.

Beyond the obvious, immediate and tragic human costs in terms of mortality, malaria also carries high costs for countries, communities and individuals in terms of financial costs, lost working days and opportunities for tourism, and the disease is regarded as a driver of poverty. Estimates indicate the financial burden of malaria for Africa is more than \$2 billion, and it suppresses gross domestic product (GDP) for countries with high malaria transmission rates by 1.3% per person per year.

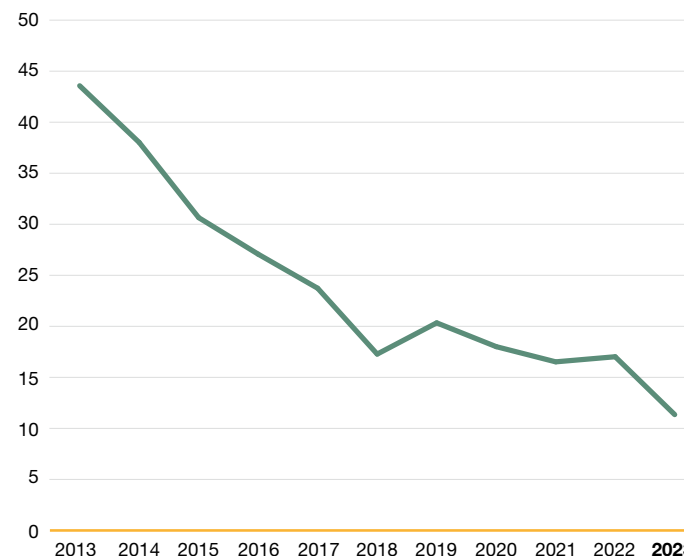
These statistics are sobering. However, more sobering still is the fact that malaria is preventable and curable. With many of our key operations in sub-Saharan Africa, working to rid our host communities of the scourge of malaria is both a business imperative and the right thing to do.

CASE STUDY: Driv

Each of our mines in the region have strict onsite malaria procedures and controls, which include nets, mosquito repellent during evening shifts and access to prophylaxis medications during transmission seasons. We also conduct indoor residual spraying throughout all buildings onsite, as well as fumigation and spraying in the communities closest to our operations.

Barrick Africa Malaria Incidence Rate

Incident rate (%)



In 2023 we recorded our lowest malaria incidence rate in our history, and a 33% year on year decrease from 17.86% in 2022 to 11.35% in 2023. Key factors driving this improvement were:

- Frequent communication about the risks malaria poses, transmission season, symptoms, preventative measures and what to do if infection is suspected.
- Undertaking entomological studies across the region to understand which sprays would be most effective for each setting and adapting our approach accordingly.
- Ensuring indoor residual spraying is undertaken correctly and at the right time to reduce the risk to the lowest practicable level.

We are committed to further reducing the malaria incidence rate and ultimately eliminating malaria at our operations and surrounding communities. We are now working on a malaria elimination strategy the first two components of which are the ongoing investment in frequent communication to ensure preventative behaviour is embedded and the application of further vector controls in the community. ■

RESPECTING HUMAN RIGHTS



Scorecard

Key Performance Indicator

HUMAN RIGHTS

- Percentage of security personnel receiving training on human rights
- Corporate human rights benchmark score
- Independent human rights impact assessments with zero significant findings at high risk sites
- Upgrade controversy listed by one of the ESG Rating Agencies

2023 Quintile					Year on year trend	SDG	Target	UNGC
5	4	3	2	1				
				●	📈			
			●		📈		16.2, 16.3, 16.8	Principle 1,2,4,5
				●	📉		16.2,16.3, 16.a	Principle 1,2,4,5
				●	📉			

Our efforts to build and maintain the robust trust-based relationships our sites have with host countries and communities and to deliver sustainable socio-economic upliftment are underpinned by respect for human rights.



40%

of Board comprised of
racially/ethnically diverse
directors

WHY HUMAN RIGHTS MATTER TO OUR BUSINESS

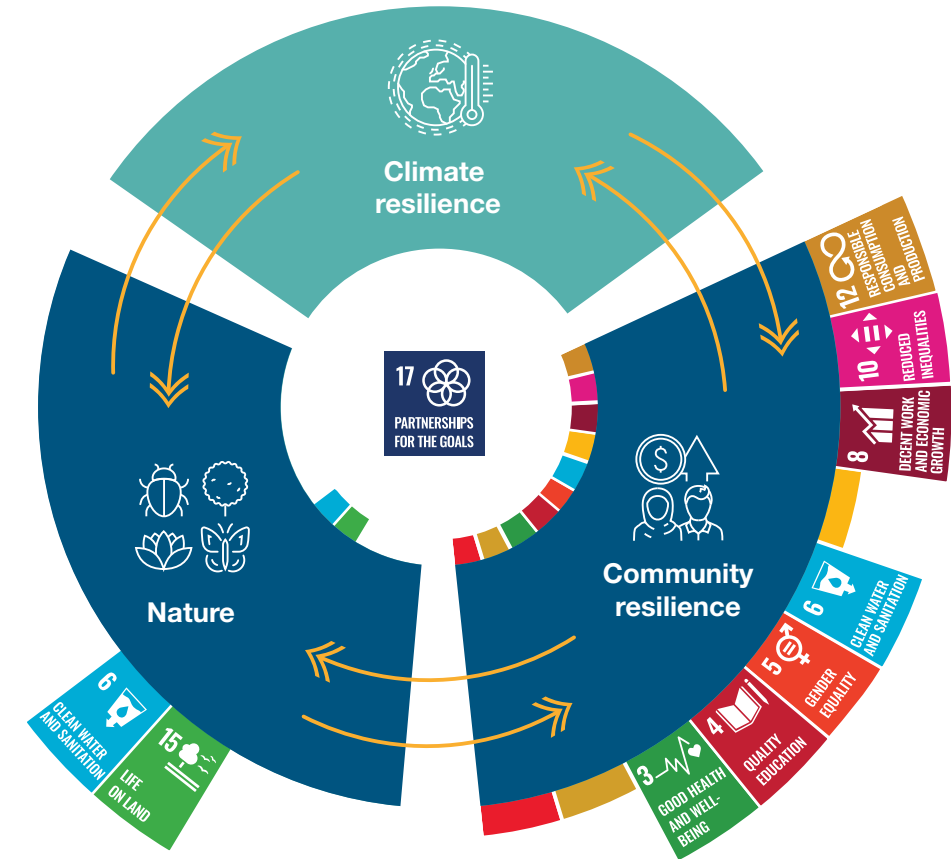
We know that responsible mining delivers positive, long-term value and drives socio-economic upliftment. Community development investments in improving access to water, education and healthcare also deliver an improvement to a community's fundamental human rights.

However, the positive benefits of mining can only be truly realized if human rights are not compromised in their delivery. Respect for human rights is integrated into our sustainability vision. Our aim is to amplify the benefits and positive impacts of our projects for stakeholders. We have zero tolerance for any human rights violations committed by employees, affiliates or any third parties acting on our behalf or linked to any part of our operations.

This objective is codified in our standalone Human Rights Policy which is informed by the expectations of:

- the UN Guiding Principles on Business and Human Rights (UNGPs).
- the OECD Guidelines for Multinational Enterprises.
- the Voluntary Principles on Security and Human Rights (VPs).

This is further augmented and embedded across the business through our Code of Business Conduct and Ethics, Anti-Bribery and Anti-Corruption Policy, and our Social Performance Policy. We expect the same standards from our suppliers which similarly must incorporate human rights provisions.



OUR SALIENT HUMAN RIGHTS RISKS

Fundamental to how we manage human rights is understanding what the risks are.

Through our human rights program, we work to identify, assess and evaluate our salient human rights risks. Salient human rights risks are the identified areas of our business that have the propensity to cause impact from the realization of a risk occurring.

The program uses a wide range of internal assessments and external engagement processes including internal and independent assessments to identify risks. Our most important source of information to identify our risks are our stakeholders, particularly our host communities. We continuously work to build strong relationships grounded in a philosophy of transparency and continuous dialogue.

We also identify potential human rights impacts and risks through our grievance mechanisms, hotline reports and internal monitoring and evaluation processes, including independent human rights assessments, as well as internal and external audits.

Finally, we also participate in multi-stakeholder initiatives including the Voluntary Principles on Security and Human Rights and industry associations to broaden our understanding of where the risks for negative human rights impacts are most significant for mining companies.

Human Rights Risks



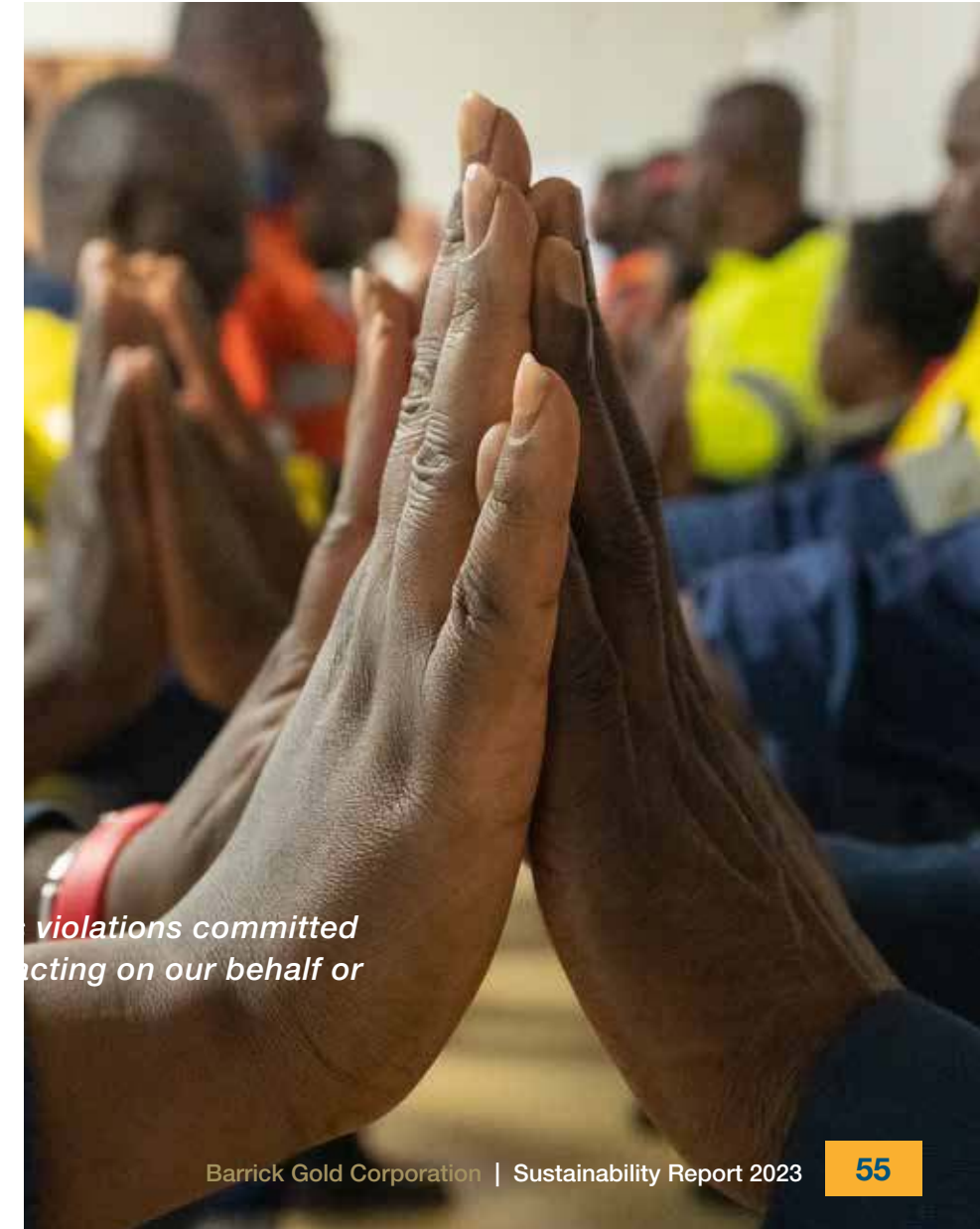
Our Human Rights Assessment Program

The cornerstone of our approach to managing human rights impacts and risks is our standalone, independent Human Rights Assessment Program.

Each site is assessed on a periodic cycle of two to three years, depending on the risk level and the number and level of identified risks to the rightsholder. Each site's risk level is determined by a range of factors including:

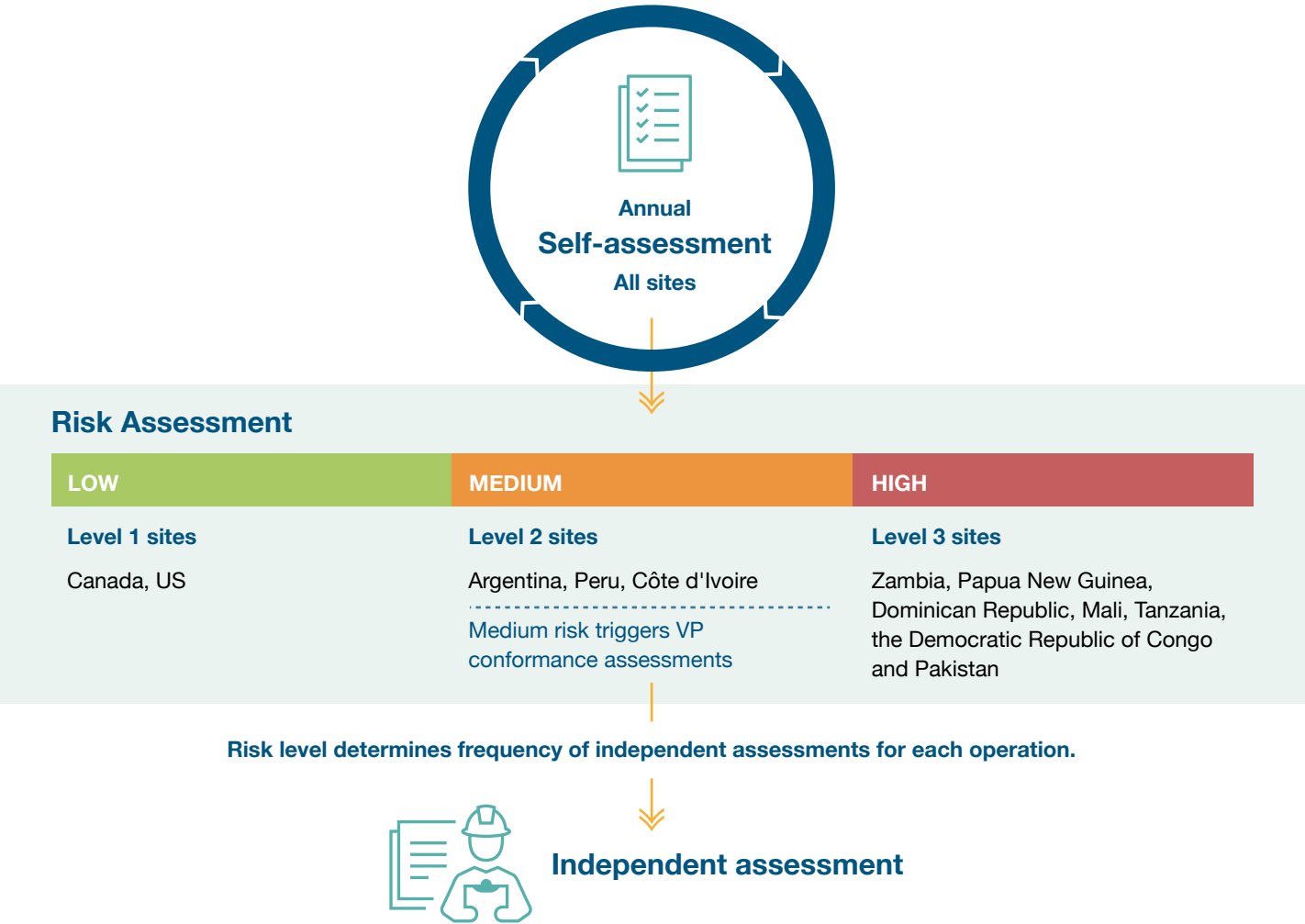
- **Strength and application of the rule of law within the country** – The rule of law is what translates human rights from principle to reality. So, its strength and application is our first gauge of potential risks. The state is responsible for the protection of human rights and it cannot protect them without a strong rule of law.
- **Institutional strength of public security** – Public security forces are mandated to protect and serve, and are responsible for upholding the rule of law. If they are not appropriately supported and funded, are not well trained or are insufficient in number, the application of the rule of law is compromised.
- **Levels of social disturbance or societal unrest and violence in the country or region** – Human rights violations are often the root cause of societal unrest and conflict, which in turn usually results in further human rights violations.

- **Score on the Transparency International Corruption Perception Index** – Corruption and human rights violations are inextricably linked. Corruption impedes economic growth and diminishes the state's capacity to finance the programs and institutions needed to enforce the rule of law and meet human rights obligations.
- **Presence of public security on site** – The presence of public security on site can indicate disturbance or concerns or can suggest a non arms-length relationship between the site and public security, which could influence perception and impede the following of laws and the upholding of human rights.
- **Any history or allegations of security related human rights violations on site** – Previous allegation of human rights violations increases the risk of further or future violations.
- **Frequency of trespass incidents on site** – Frequent trespass incidents increase interaction between private security and the community and may necessitate use of public security forces, thereby increasing risks.



violations committed
acting on our behalf or

Human Rights Assessment Process



Elements of a Self-Assessment (Level 1 Sites)

Site self-assessments are undertaken in lieu of external assessments, particularly for lower risk sites. They are conducted by site teams and entail a series of 36 questions aimed to ensure that policies and procedures are in place to implement the Voluntary Principles.

Elements of a Third-Party Human Rights Assessment (Level 2 and 3 Sites)

These assessments are conducted by independent consultants and they form the foundation of our human rights due diligence. Each independent assessment follows structured UN Guiding Principles aligned methodologies to identify and prioritize human rights and risks on site. The assessments are informed and align to the requirements of an extensive range of frameworks, including:

- UN Guiding Principles
- ICMM
- The Voluntary Principles on Security and Human Rights (VPSHR)
- UN Declaration on Human Rights (UNHR)
- The International Covenant on Economic, Social and Cultural Rights (ICESCR)
- Core Conventions of the International Labour Organization (ILO)
- Child Rights Conventions



A NEW START FOR PORGERA

Since the Porgera Joint Venture in Papua New Guinea began operations in the late 1980s, there have been allegations of human rights violations linked to local police and private security forces.

In 2020 the mine was placed in care and maintenance by Barrick Niugini Limited (BNL), the then mine operator, following the Papuan Government's decision not to renew the applicable Special Mining Lease. While the decision was taken as part of the Government's desire to secure a bigger share of equity and revenues, concerns regarding environmental management, as well as legacy human rights aspects had been expressed. At the time, Barrick's then new management team had not had a chance to fully implement and embed 'New Barrick's' sustainability strategy. Since then, we have continuously engaged in good faith with the Papuan Government and other key local stakeholders to resolve concerns and rebuild our social license to operate. During 2023, our engagement, coupled with ongoing negotiations proved successful and definitive agreements to restart Porgera were signed, allowing for the resumption of operations.

Implementing Our Strategy and Sharing Benefits

In line with our sustainability vision and strategy, the foundation of the Porgera restart is an agreement to ensure benefits of the mine are shared with and felt by the local community, across the Enga province and wider Papua New Guinea throughout Porgera's 20-year mine life. This agreement includes a new shareholding structure and benefit sharing terms. Under the new terms, in-country stakeholders comprised of landowners, the Enga Province and the State are to receive 53% of the economic benefits which flow from the operations. Porgera (Jersey) Limited, a 50:50 joint venture with Zijin Mining, will receive the remaining 47%, while BNL remains the operator.

Compensation and Continuing Negotiations

A critical component of the benefit sharing, and restart agreement is a long-term compensation agreement with tenement landholders. This includes, but is not limited to, the Porgera Landowners Association (PLOA). Further to this agreement, we are continuing to engage and negotiate with local stakeholders regarding compensation. These negotiations are conducted through the Papuan Government's agency system, a mechanism which is long accepted by landholders and has been used for compensation payments since 1989.

A key focus of our approach to negotiation is to ensure that economic benefits reach the affected households and local people. For that reason, we do not and will not negotiate with self-appointed or self-claimed representatives, representative organizations or 'middlemen'.

Law and Order

Law and order is a persistent challenge in the Porgera Valley, and the wider Enga Province of Papua New Guinea. Tribal conflict regularly occurs in Enga and can often turn violent. In addition, the Porgera mine regularly manages large influxes of illegal miners attempting to access the mine.

There is significant intra and intertribal fighting and human rights abuses, which has been most evident in the Porgera Valley during the past three years when we had limited or no presence in the region. The escalation in violence during this time culminated in the withdrawal of most of the state security forces as well as a number of documented murders, sexual assaults and other human rights violations.

We believe the restart of Porgera, and the implementation of our sustainability strategy, can be a stabilising force and driver of change in a part of the world where ensuring respect for human rights remains a challenge, and which the international community seems to have forgotten about during our absence. The neglect of the Porgera Valley and Enga by International NGOs reinforces our concerns about the most vulnerable being left behind. We will continue to prioritize working with civil society partners that have a presence on the ground and align with our values for the betterment of the community.

The Sustainability Restart Strategy

The site team, regional leads and group executive have developed a strategy as part of the Porgera restart. We have committed to the following immediate, medium and long-term actions to reinstate our sustainability strategy and close out the last remaining legacy grievances, as the ramp up of the New Porgera occurs.

Staffing

- Continue building and hiring community engagement, investment and environmental teams.

Community engagement

- **Review and update our Operational Grievance Mechanism (GM)** – While this was done in 2019, reviews are undertaken frequently to ensure that the GM remains accessible, culturally appropriate, and constant improvements and learnings are incorporated.
- **Resolution of community grievances** – In 2019, there were 447 grievances of which 182 were resolved before care and maintenance. There are 265 legacy grievances remaining that we were unable to progress during care and maintenance. These legacy grievances will be prioritized and we have an internal target to resolve these within six months of the community engagement team being adequately resourced. These legacy grievances are not human rights related.

- **Update the operational Stakeholder Engagement Plan** – There has been significant change in the Porgera Valley with significant migration both in and out of the valley. The engagement plan will also include learnings from other operational sites, and work with local stakeholders to open frequent and trust-based dialogue.

Community Development

- **Community Development Committees (CDCs)** – We were unable to establish and implement our globally successful CDC model at Porgera before it was placed into care and maintenance. This will be a priority action and will include investments and projects focused on vulnerable women, children and establishing foundational human rights.

Resettlement

- **A Resettlement Action Plan (RAP)** – A RAP will be developed for eligible households as contemplated in the agreements to restart the mine. Critically, the RAP will include a Livelihood Restoration Plan.

Environmental

- **Tailings management** – Porgera utilizes a Riverine Tailings Disposal into the Porgera River which is not and has never been used by community members as drinking water. A tailings reduction and elimination road map will be created. For more information on this, see our environment section.
- Publication of Environmental Monitoring Report.
- Conformance with the International Cyanide Management Code.
- EMS implementation and ISO roadmap.

Human rights

- **Provincial and National government engagement** – Key to our human rights responsibility is the collaboration and coordination of all stakeholders, including provincial and national government, the landowners and, from a country perspective, peers and other large industries. Their buy-in and collaboration is key to addressing the national challenges.
- **Independent Human Rights Assessments** – These had taken place at Porgera prior to care and maintenance. These independent assessments will recommence, starting with an assessment to be undertaken during 2024. A summary of this assessment and recommendations will be provided on our website, when completed.
- **Human Rights allegations** – Historic violations have been remedied and we consider them closed. We are aware of representative organizations alleging additional violations that have not been addressed. We have engaged with these organizations and requested further information. To date they have failed to provide information and have made financial requests for them to ‘coordinate and remedy’. We are and remain committed to resolving any grievance or allegation. However, we only work with the individuals themselves and not through representative organizations. As at all our operations, we also maintain an anonymous hotline.

Prior to the merger in 2019, a number of recommendations were made by external parties. We are best placed to understand the complexities on the ground and provide solutions through the implementation of the sustainability strategy.

DIVERSITY, EQUITY AND INCLUSION

A diverse workforce is a better workforce. It enables and promotes the different thinking and approaches to problem-solving needed to run a successful business, tackle global problems and lies at the heart of the 2030 Agenda for Sustainable Development.

Our approach to diversity and inclusion focuses not just on building diversity through gender but includes ethnicity, and diversity of thought and experience, as well as our local communities and countries.

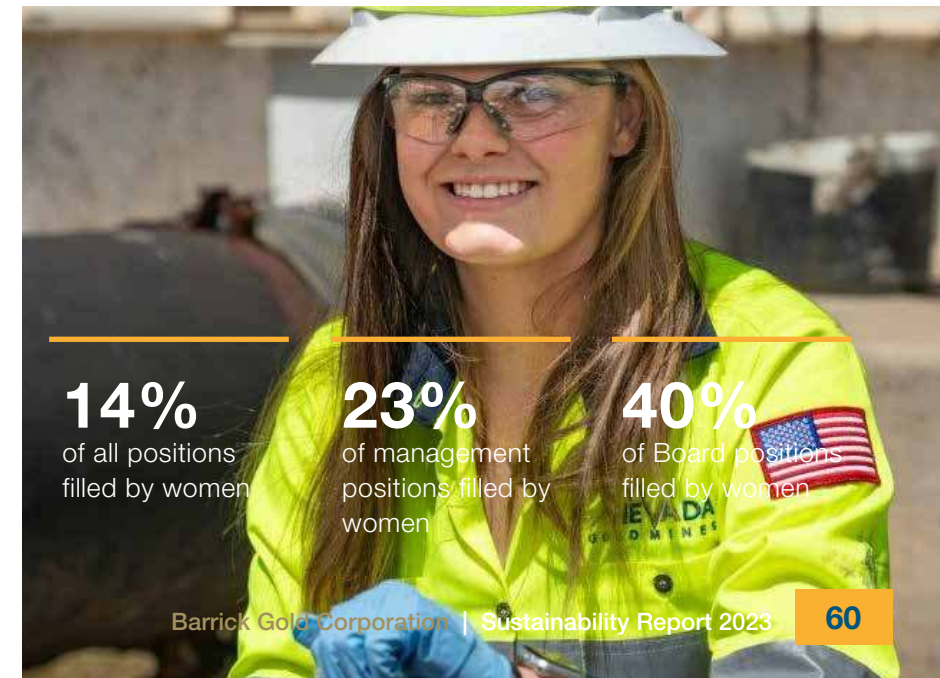
Wherever we operate, we seek to build a workforce and supplier pool that reflects the community itself. As part of our stakeholder mapping and engagement, we work to identify and understand if there are any vulnerable or marginalized groups near our operations and work to ensure they have the same opportunities as the rest of the community. Where we identify discrepancies and barriers to participation in the labour market, we seek to remove them. This diversity is a critical part of our mission to transform natural resources into sustainable benefits and mutual prosperity for our employees, local communities and host country governments.

We are an equal opportunity employer and aim to employ on candidate merit and individual strength, rather than striving to meet quotas or targets-based on gender, race, disability, ethnicity, religious belief or sexual orientation. At the same time, we realize some groups face educational, institutional, and structural barriers that restrict opportunities, particularly in developing and emerging economies. In these instances, we take a long-term view and work with our human resources teams to identify high potential candidates and provide them with the training needed to grow in time with the organization.

We also invest in long-term community projects focused on increasing educational baselines and upskilling communities to build an effective multicultural and multigenerational workforce that is equipped to take on the challenges of a changing world. Key components of our approach to diversity are:

- **Prioritizing** local hiring to grow the cultural and ethnic diversity of our workforce.
- **Building** the skills and capabilities of our host country workers to expand our positive impact on local, regional, and national economies.

- **Doing** our part to right the gender imbalance in the historically male-dominated mining industry by prioritizing initiatives that support gender diversity, including the recruitment and development of women at all levels in our workforce, from internship to management.
- **Continuing** our focus on recruiting and training the next generation of mining talent with the potential to become future leaders of the company.
- **Fostering** an inclusive environment where our employees feel their voice is heard, all cultures and differences are respected and that a variety of perspectives are welcome and essential to our long-term success.



Workforce Map

North America

Female employees **17%**
Workforce unionized **19%**

Sub-Region	Total Employees	% of host Nationals	Contractors
USA (NGM)	7,159	98%	3,850
Canada	263	92%	343

Latin America and Asia Pacific

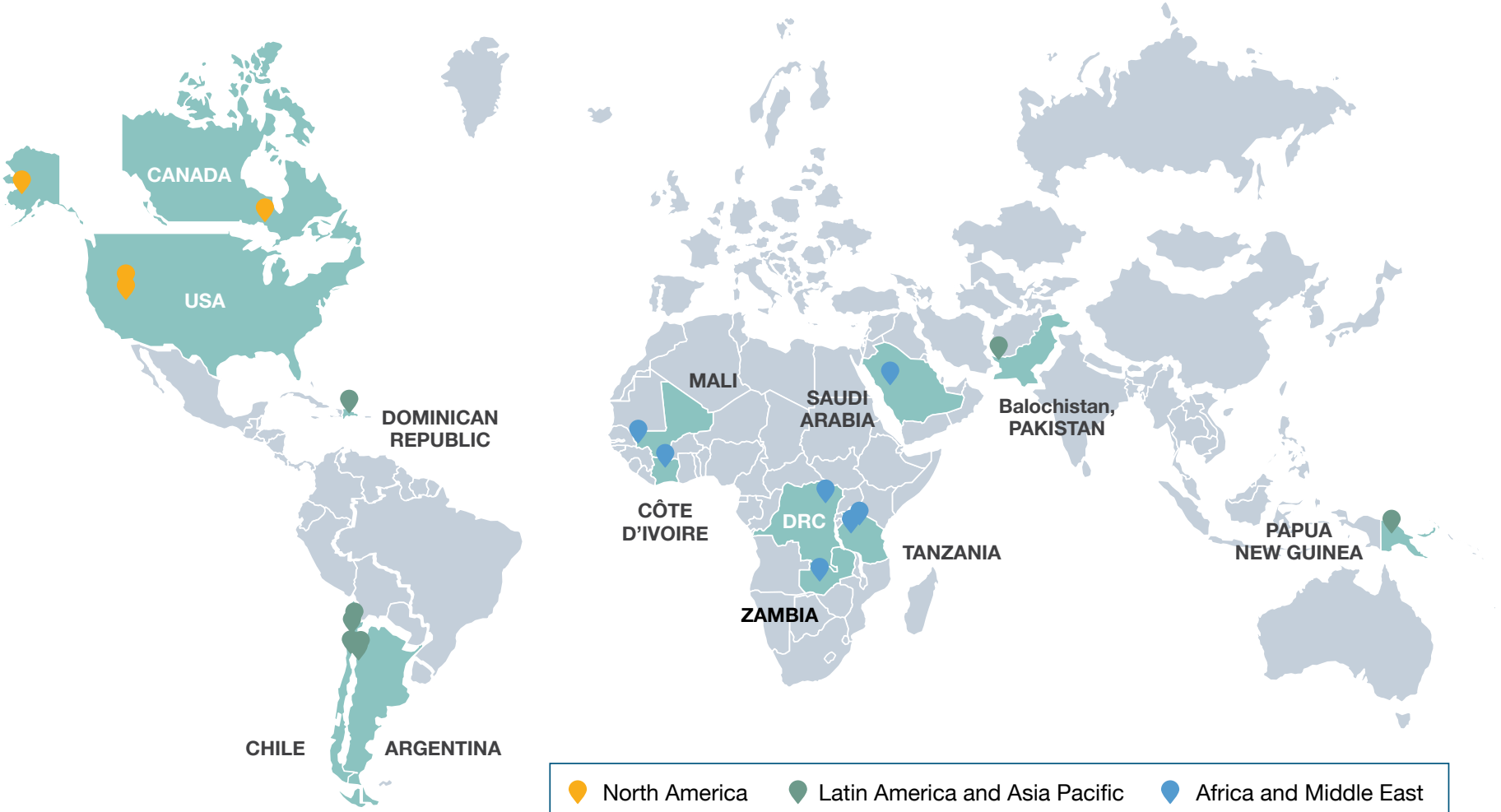
Female employees **19%**
Workforce unionized **51%**

Sub-Region	Total Employees	% of host Nationals	Contractors
Latin America	4,350	97%	6,694
Pacific Islands	1,581	97%	100
Asia	167	85%	0

Africa and Middle East

Female employees **8%**
Workforce unionized **75%**

Sub-Region	Total Employees	% of host Nationals	Contractors
Africa	9,910	94%	17,319
Middle East	299	83%	982



CASE STUDY: Identifying Barriers to Inclusion in sub-Saharan Africa

Research shows that increasing the proportion of women in the workforce has positive impacts for productivity, boosts growth and can result in higher incomes for all. Despite these benefits, women are still under-represented in the mining industry globally. The issue is particularly prominent in sub-Saharan Africa.

We are committed to driving change in the industry and increasing our female talent pool globally. But, this is not an issue with a quick or easy solution. To build a pipeline of female talent first you need to understand the barriers that prevent and restrict women's employment. That is why during 2023 we undertook a comprehensive study with a team of expert social scientists to identify and understand the potential barriers for inclusion for the women working in and around our mines in sub-Saharan Africa.

The study involved on the ground interviews with a wide range of stakeholders at each mine, from women and community members, current and former staff, and members of senior management. These interviews identified a range of challenges and barriers across each site. Results and feedback were then ranked from minor to major barriers, using a methodology which included frequency of mention as well potential lived experience.

We are now working to develop a prioritized list of actions and steps we can take to help break these barriers down. Identified actions include provision of menstrual products in the workplace, sensitization training for the workforce and the community about the benefits of female inclusion. ■

We are committed to driving change in the industry and increasing our female talent pool globally.

Board Diversity

Overall, independent directors make up 80% of our Board and, in line with the target set in our Diversity Policy for women to represent at least 30% of directors by the end of 2022. Women make up 40% of our Board and 50% of the independent directors.

Further to this, 40% of our Board is comprised of directors who self-identify as racially and/or ethnically diverse, reflective of our commitment to identifying the best candidates for nomination as directors and having regard to Barrick's highly specialized business and the key geographies in which we conduct our global operations.

Nationalities

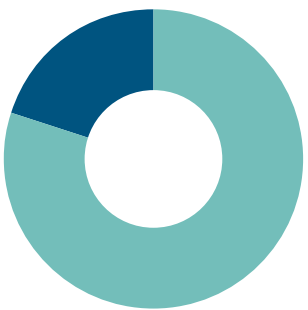
Eight diverse nationalities represented across five continents	
North America	American
South America	Argentinean, Brazilian, Chilean
Europe	British
Africa	South African, Ugandan
Asia	Chinese

¹ Effective February 13, 2024, the Executive Chairman transitioned to a Chairman role. The Chairman is deemed to not be independent for a period of three years post-transition under applicable securities laws and stock exchange rules.

² Diverse directors are those who have identified as women, members of visible minorities, Aboriginal peoples and persons with disabilities. Four of the directors identify as women, and four identify as members of a visible minority.

Independence¹

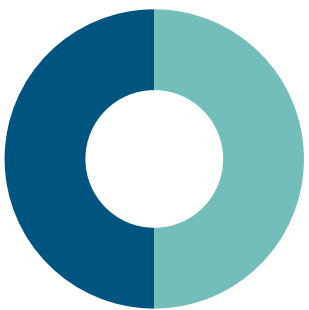
Seven independent directors appointed in past five years



Independent 80%
Non-independent 20%

Tenure

Average: Seven years



Newer (<5 years) 50%
Experienced (+5 years) 50%

Diversity²

Four diverse directors appointed in past five years



Board diversity statistics as of April 30, 2024.

Diversity is a critical part of our mission to transform natural resources into sustainable benefits and mutual prosperity for our employees, local communities and host country governments.



I NATURAL CAPITAL

Scorecard

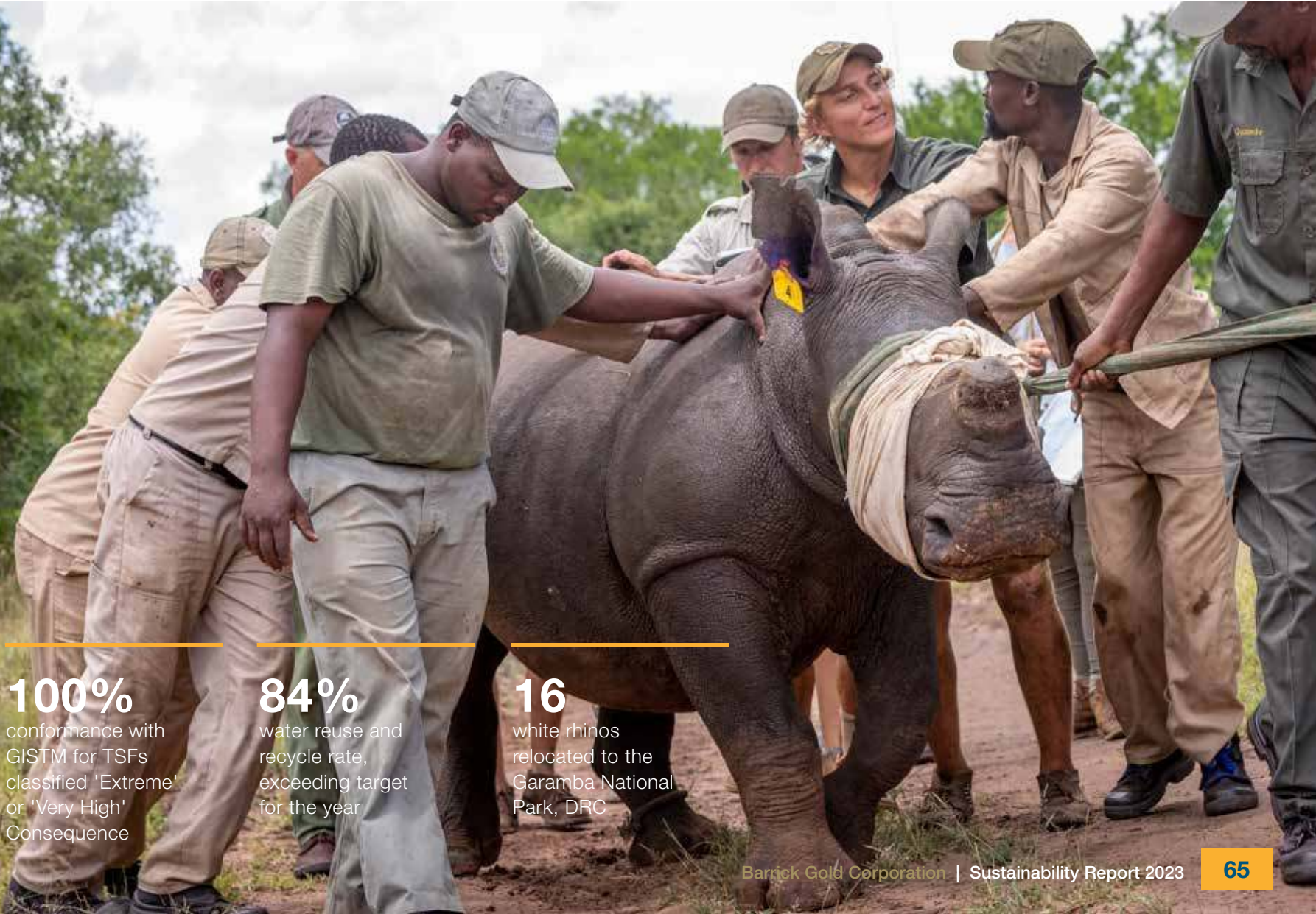
Key Performance Indicator

ENVIRONMENT

- Number of significant environmental incidents
- Tonne CO₂-e per tonne of ore processed
- Progress against absolute emissions target
- Water use efficiency (recycled & reused)
- Percentage of completion against Biodiversity Action Plan Commitments
- Independent tailings reviews conducted
- Percentage of ISO 14001 certified sites maintained
- Global Industry Standard on Tailings Management progress
- Proportion of operational sites achieving annual concurrent reclamation targets

2023 Quintile					Year on year trend	SDG	Target	UNGC
5	4	3	2	1				
							12.4, 6.3	Principle 7
							13.2, 9.4	Principle 8
							13.2, 9.4	Principle 8,9
							6.4, 15.1, 12.2, 12.5	Principle 8,9
							15.1, 15.2, 15.5, 15.8, 15.9	Principle 8
							12.4	Principle 8,9
							12.4	Principle 7
							12.4	Principle 8
							15.1	Principle 8

Mining, including for gold and copper, has a critical role in building community resilience and delivering the resources needed for a modern and thriving world, including the transition from carbon-intensive energy. Like most human activities, mining impacts the natural environment and must be managed carefully to minimize the negative impacts and amplify the positive ones.



100%

conformance with GISTM for TSFs classified 'Extreme' or 'Very High' Consequence

84%

water reuse and recycle rate, exceeding target for the year

16

white rhinos relocated to the Garamba National Park, DRC

BUILDING CLIMATE RESILIENCE

We know that addressing, avoiding, managing and adapting to the impacts of climate change is one of the defining challenges of our time.

- Expanded Loulo-Gounkoto solar farm from 20MW to 60MW.
- TS Solar Plant Phase 1 array commissioned in December 2023.
- Completed climate risk assessment scenario analyses at Nevada Gold Mines¹.
- Introduced 42 electric vehicles into the light vehicle fleet at Carlin, Cortez and Elko.
- Power purchase agreements executed in Nevada and Argentina.
- Investigating potential for solar at Pueblo Viejo and Kibali.

We also know that climate change and poverty are intertwined, and that the impacts of climate change will hit the developing countries of the global south first and worst, and is set to leave them carrying the heavier load for a problem that ultimately was not of their making.

At Barrick we are working to not only develop robust emissions reduction targets for our operations, which are grounded in the realities of climate science while also sustaining our business. We are also looking and working beyond our mine gates to identify integration opportunities and the resilience needed to weather the storm. This thinking is nothing new for us. For almost a decade at our Kibali mine, we've worked to give a remote part of the DRC a head start on green energy through the construction of three hydro-stations and the rehabilitation of a fourth. These facilities provide the energy necessary to run our operations in a clean manner and provide vital electricity to local communities.



We know that climate change and poverty are intertwined and that climate change will hit the developing countries first.

¹ Physical analyses were only undertaken for our Carlin Complex, while transitional analyses encompassed the wider NGM group.

Our approach is fourfold:

■ **Manage our emissions** – You can't manage what you don't measure. The foundation of our approach is to accurately calculate and disclose the direct and indirect emissions associated with our operations. Each month, every site reports to our group sustainability team on their Scope 1 and 2 emissions, noting the reasons for significant deviations. Site numbers are consolidated and reported to the ESOC, the Board and publicly on a quarterly basis. They are then verified and assured annually for the annual Sustainability Report. In 2021, we began the work of extensively and more accurately calculating our Scope 3 emissions and are now engaging with our suppliers to drive reductions in the supply chain. From a strong baseline of understanding, we are able to set reduction targets, grounded in climate science.

- **Position on the Science Based Targets Initiative (SBTi)** – We have not formally ascribed to the SBTi. We recognize the importance of SBTi and the role it plays in helping deliver robust targets for companies and guidance for other industries, and that it provides a standard that stakeholders recognize. However, as set out earlier in this report, we only implement and adopt standards when we believe they deliver real value and impact for our business and our stakeholders. We believe that the current methodology for mining, and more specifically gold and copper mining, is not robust enough, does not consider future demand nor jurisdictional developmental needs and we are not prepared to formally lodge our targets

with the SBTi. Further, we believe action and demonstratable roadmaps offer greater value than verification of targets that do not require proof or reporting on progress.

We have set Scope 1 and 2 emissions reduction targets for the short, medium and long term. These are:

- **Short term** – Reduce our emissions by 15% against our 2018 baseline of 7,541kt CO₂ by 2025. Pleasingly this target was achieved and exceeded in 2023, ahead of schedule and by a total of 16%.
- **Medium term** – Our target is to reduce our emissions by 30% by 2030 against the same baseline, while aligned to and maintaining a steady production profile.
- **Long term** – Net-zero emissions by 2050.

■ **Scope 3 emissions** – In 2023 we set a range of qualitative and quantitative Scope 3 emissions reduction targets. Further detail on these targets can be found on our website.

■ **Identified reduction pathway with committed capital** – We believe in action over words. For us simply setting an emissions reduction target is not enough. We want to know how, where and when we will achieve it, and since 2020 we have a detailed emissions reduction roadmap with allocated capital. The roadmap is continually updated as further opportunities are identified and realized. Having gained a sound understanding of our emissions profile over the last 5 years, during 2024 we are raising the bar further and will work to understand our life of mine emissions for all operations as well

as future projects. Although our 2030 target is premised on a steady state production profile, as a forward looking, growing and expanding company, it is critical to know what is coming down the road so that we can plan and act accordingly.

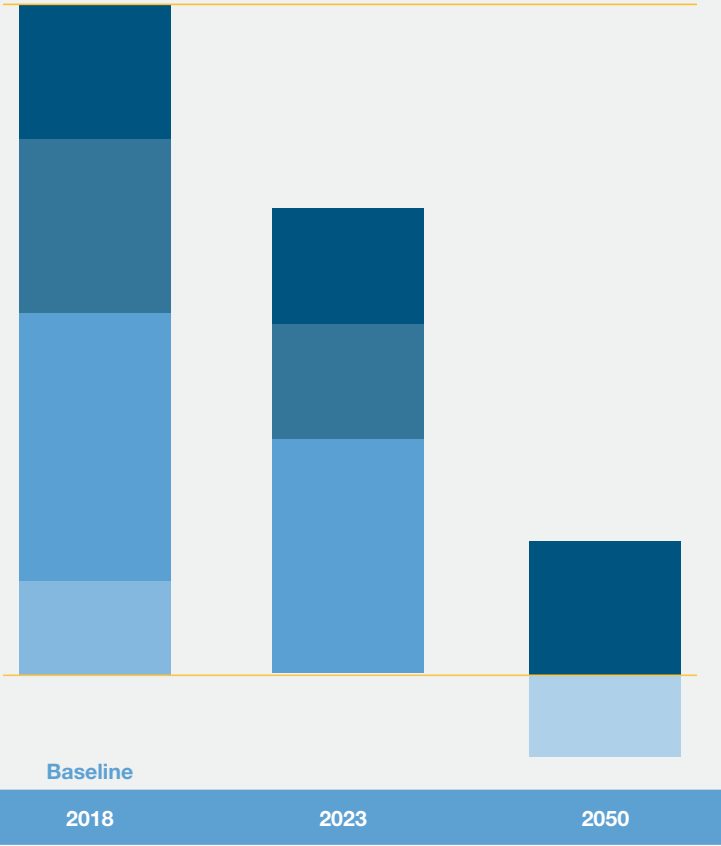
■ **Understand the risks** – The reality is that the climate is already changing and it isn't limited to a future temporal event. Our sites have been subject to increased wildfires, more frequent and severe storms and flood events, droughts and changing water stress, and altering of the freezing and thawing cycles and the speed of change. As responsible stewards of our investors' capital, being good neighbors, and as a matter of good risk management, we also identify, assess and work to mitigate the impacts of a changing climate on our business and our host communities. We do this by conducting climate change risk and vulnerability assessments (CCRVA) as part of our ESIA processes, the requirements of the Global Industry Standard for Tailings Management, and by conducting climate change scenario analyses in line with the recommendations of the Taskforce for Climate-related Financial Disclosures. During 2023, we undertook TCFD aligned scenario analyses for Nevada Gold Mines. This consisted of a physical risk assessment for the Carlin complex, and regulatory and transitional assessments for the wider NGM complex.

- **Adapt, mitigate and build resilience** – Once we identify and understand the risks for the company and our host communities, we work to develop adaptation and mitigation plans for our operations, and to build resilience in the community. Further to this, as part of our integrated sustainability management approach, in the DRC we offered resettled community members the option of access to micro-hydropower or solar power when building or receiving their new homes, thereby helping to build resilience in the community and cut emissions.

Roadmap to Net-Zero by 2050

Emission sources

- Hard to abate
- Fleet diesel
- Electricity and electricity generation
- Coal
- Biodiversity-based carbon offset



Implemented projects

- Kibali Hydropower, DRC **\$245m**
- Pueblo Viejo, Quiqueya Power Plant natural gas conversion, Dominican Republic **\$8m**
- Loulo 20MW solar, Mali **\$21m**
- Kibali Battery Energy Storage System (BESS), DRC **\$8m**
- NGM power purchase agreement, USA
- Veladero transmission line connection, Argentina **\$54m**
- Pueblo Viejo lime kiln fuel switch, Dominican Republic **\$8m**
- Kibali and Loulo LED replacement, DRC and Mali **\$1m**
- Loulo solar 40MW and BESS (36MW), Mali **\$70m**
- NGM TS Power Plant 200MW solar **\$307m**

Under construction

- TSPP natural gas conversion, USA **\$52m**
- NGM 5% of light vehicles EVs, USA **\$8m**

Committed

- Kibali solar (16MW) and BESS (15MW), DRC **\$52m**
- Pueblo Viejo 95MW solar, Dominican Republic **\$110m**
- Additional LED replacement across group **\$2m**
- National grid greening USA, Canada, Côte d'Ivoire, Tanzania, Zambia
- NGM additional solar and BESS, USA

To be investigated

- Lumwana trolley, Zambia
- NGM 100% light vehicle EV, USA
- Light vehicles EV, AME and LATAM AP
- Veladero overland conveyer, Argentina
- 2030 NGM PPA, USA
- Underground EV fleet (remainder across group)
- NGM geothermal, USA
- Surface haulage EV and alternatives fuels
- Onsite power and energy across the group

We are updating our Net Zero roadmap to take into account our growing operational footprint, notably the significant expansions at Lumwana and the new Reko Diq operation.

Our Evolving Roadmap

Our roadmap to Net Zero and our emissions reduction target was informed by our 2018 baseline year and, critically, steady-state production. As a company, we are expanding and growing our operational footprint with significant expansions at Lumwana and a new operation at Reko Diq in the Balochistan region of Pakistan, which is expected to come on-line within the next decade. These projects, both of which are undergoing feasibility studies and ESIA's, will impact both our production and our greenhouse gas emissions. However, we have already begun the work of understanding the impact these changes will have on our business, including our emissions profile. During 2024, we will be working to update our Net Zero roadmap in line with our life of mine plans. The studies undertaken or planned for the Lumwana expansion and Reko Diq include climate change risk assessments and greenhouse gas assessments. We are aiming to maintain our greenhouse gas emissions intensity throughout this expansion and growth phase of our business.

Performance

Our total Scope 1 and 2 emissions in 2023 were 6,359kt of CO₂-e (market based). This represents a 5% reduction compared to 2022, and a 16% reduction against our 2018 baseline.

Almost 75% of our emissions are from our operations in Nevada and the Dominican Republic and the power plants that provide the electricity for these mines. These plants are also available to provide electricity for their respective national grids to maintain grid stability or supplement supply when requested by the authorities. While we don't use this portion of the electricity, we assume responsibility for the emissions as part of our overall emissions footprint.

In both these regions, we are advancing plans to further reduce our emissions by developing more low carbon electricity sources, including solar. Pleasingly during 2023, the TS Solar Plant's phase 1 array was commissioned in December and is on schedule to begin commercial production in June 2024. We are also working in Nevada to introduce E-vehicles into our light vehicle fleet. During the year, we introduced 42 Ford Lightning Electric trucks in Elko, Carlin, and Cortez and installed the required charging infrastructure. In 2024, a further 50 Lightning trucks will be deployed at NGM, and additional charging infrastructure will be installed at Turquoise Ridge, Phoenix, and the TS Power Plant. Primary benefits, in addition to reducing our GHG emissions, include reduced maintenance costs, higher efficiency, reliability, safety, engine performance, better fuel economy and the opportunity to repurpose the older fleet for use in the operations.

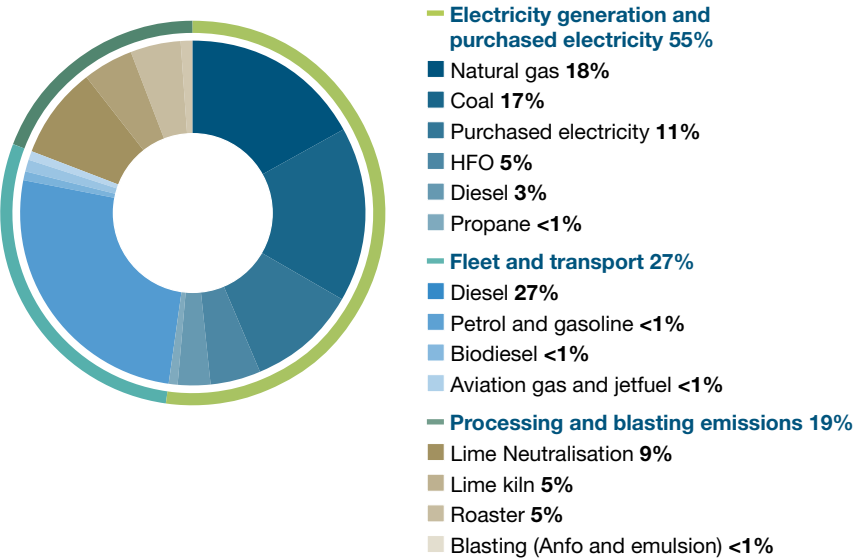


The primary challenge at Pueblo Viejo will always be the hard to abate emissions from the limestone quarry, which is used in neutralization and in the kiln. Limestone is a critical ingredient for the gold extraction process and is used to neutralize pH, managing both extraction efficiencies, but also mitigating potential environmental impacts and water quality. Where most mines that require lime purchase it and account for these emissions under Scope 3, Pueblo Viejo owns and operates its own limestone quarry and kiln and account for these emissions under Scope 1. The emissions associated with limestone use at Pueblo Viejo accounts for 16% of our group Scope 1 emissions in 2023.

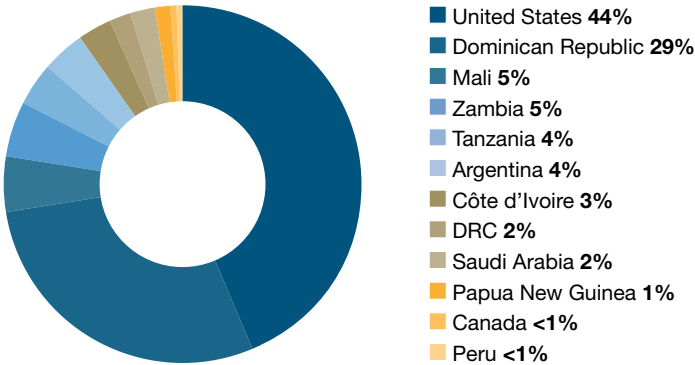
Year	Scope 1 & 2 emissions (000 tonnes CO ₂ -e)	000 tonnes CO ₂ -e per tonne of ore processed	Energy Use (GJ)	Energy intensity GJ per tonne of ore processed
2023	6,359	0.043	88,232	0.60
2022	6,705	0.046	84,701	0.58
2021	7,105	0.044	83,612	0.51
2018	7,541	0.040	63,391	



Emissions by Type (tonnes CO₂e)



Emissions by Country



Climate Scenario Analysis

Undertaking scenario analyses allows us to better integrate climate risk into our strategic planning and risk management processes, and to improve both the resilience of our business and our local communities. Our climate scenarios are based on IEA forecasts and long term macro-economic forecasts, as well as our own climate change risk assessments.

In line with the recommendations of the TCFD, our scenario analyses consider three different scenarios, these are: Speedy Net Zero (SSP 1-2.6), Slow and steady (SSP2-4.5) and Fossil-fueled world (SSP5-8.5) for both transition and physical risks.



Speedy Net Zero (SSP 1-2.6) ~1.8°C Warming Meets Paris Agreement of less than 2°C warming goal. Greatest focus on sustainable development, equity, and improvements in environmental and human health. High transitional risks, lower physical risks.	Slow and Steady (SSP 2 – 4.5) ~2.7°C Warming Middle of the road scenario reflective of historic actions. Slower progress towards sustainable development with some improvements in efficient use of energy and resources. Medium transitional and physical risks.	Fossil-fueled World (SSP 5-8.5) ~4.4°C Warming Considered an unlikely but worst-case scenario. Global economic growth continues with market-based improvements in sustainable development, while fossil fuel dependence remains. Low transitional risks, highest physical risks.
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Each scenario tests the resilience of the business against various carbon pricing schemes, policy response and social and climate impacts. During 2023, we concluded our scenario analysis for Nevada Gold Mines. High level findings of which are provided in the following table.

[Building Climate Resilience](#)
[Water Stewardship](#)
[Nurturing Biodiversity](#)
[Responsible Production and Waste Management](#)
[Responsible Tailings Management and Dam Safety](#)
[Closure](#)

	Risk / opportunity	Type	Financial impacts / management approach
Operations	Extreme heat: - Increased power demands and reduced capacity of generators. - Additional cooling requirements for mine waters. - Impacts ability of HVAC and cooling systems in buildings to provide sufficient cooling. - Underground mines will experience higher ambient air temperatures, requiring additional cooling to maintain comfortable temperatures. - Mine hoisting equipment may be at risk of failure. - Increased dust generation. - Health and safety risks for employees in extreme temperatures. Cold temperatures: - Risks related to the impact of cold snaps, particularly on the efficacy of pipes are projected to decline but will still present challenges. - Decreased need for maintenance, higher heating run times and time lost from frozen drip lines, pumps, and process lines. - Generators may fail to start or function properly in extreme heat. Increased rainfall: - Heavy rainfall can cause damage to WRDF covers, accelerate weathering and acidic drainage, lead to overflows of acid water collection ponds and contaminate the surrounding environment. - Heavy snowfall can impede operations and cause H&S issues for workers and prevent personnel and supplies from getting to / from site.	Physical	Financial impacts: - Increased costs from slower or stopped production when cooling or heating requirements cannot be met or when infrastructure is blocked or fails. - Additional operational costs from maintenance and adapting systems and equipment to withstand high/low temperatures heavy precipitation and snowfall. - Environmental damage will incur costs from clean-up and rehabilitation. Management approach: - Reduce slopes on waste rock facilities. - Utilize vegetation and tailings cap to reduce dust. - Design heap leach system to withstand freezing conditions. - Implement insulation and sensors to monitor and protect infrastructure from cold snaps. - Implement H&S systems for extreme heat. - Utilize thermal chimneys and passive cooling to cool operational areas. - Develop Standard Operating Procedure for snow removal.
	Carbon pricing mechanisms: Carbon taxes and other carbon pricing mechanisms will increase costs of emitting GHGs.	Transition	Financial impacts: - Increased operational costs from implementation of carbon prices. Management approach: - Incorporate internal carbon cost to encourage emissions reductions. - Develop Scope 3 emissions reduction roadmap.
Supply chain	Costs of raw materials: Purchased goods, capital goods, and service costs will be impacted by the transition to a lower-carbon economy.	Transition	Financial impacts: - Increased operational costs as supplies property and equipment increase in price. Management approach: - Incorporate Life Cycle Assessment tools in purchasing decisions.
Energy and transportation	Transition to lower carbon emission technology: - Capital expenditures from low and no-carbon transition requirements will increase. - NGM will have the opportunity to use renewable energy and low-carbon technologies. Substitution of existing products and services: - Opportunity to invest in products/services that align with the low and no-carbon transition.	Transition	Financial impacts: - Increased capital expenditures for power generation facilities, increased costs of utilities. Management approach: - Accelerate adoption of low carbon technologies earlier than required to become industry leader.
Reputation	Negative press coverage for high GHG projects: - Inability to lower GHG emissions will lead to reputational risks that may decrease public and stakeholder perception. - Customers expect transparency, inability to disclose transparent data will impact revenue.	Transition	Financial impacts: - Reputational risks can cause loss of preferred supplier status causing reduced revenue and impact availability of investments. Management approach: - Create staff positions dedicated to reducing GHG emissions. - Establish key performance indicators and link executive management compensation to reducing GHG emissions.

A Targeted Approach to Scope 3 Emissions

Scope 3 emissions are indirect emissions that result from activities related to a company or organization but that are not owned or controlled by the company. They come from a variety of sources, including the production and transportation of materials, transmission of electricity, fuel refining, and employee commuting. They are often the largest part of a company's emissions footprint and this is certainly true for Barrick with Scope 3 emissions likely accounting for more than 40% of our total emissions (Scope 1, 2 and 3). Given this contribution to our total footprint we believe it is critical to not only calculate, but to actively manage and disclose our Scope 3 emissions.

However, calculating Scope 3 emissions thoroughly and accurately is often easier said than done. The complex nature of global supply chains and quality of available data means Scope 3 emissions calculation is equally complex and often not comparable between companies, year on year, and assets.

Since 2021, we have worked to calculate, manage and disclose our Scope 3 emissions. However, it is a journey of refinement, improvement and maturity of information. There are a variety of methods which can be applied to the calculation of Scope 3 emissions. No one methodology is better or worse than others and understanding the nuance of the different methodologies within one's Scope 3 journey is key.

Our approach is to focus on our most material categories and those areas where we can have the most significant impact in terms of changing behaviour and reducing emissions over time. Our methodology selection is based on 'best available data' that we consider as defensible and robust, as opposed to the selection in the lowest emission factor.

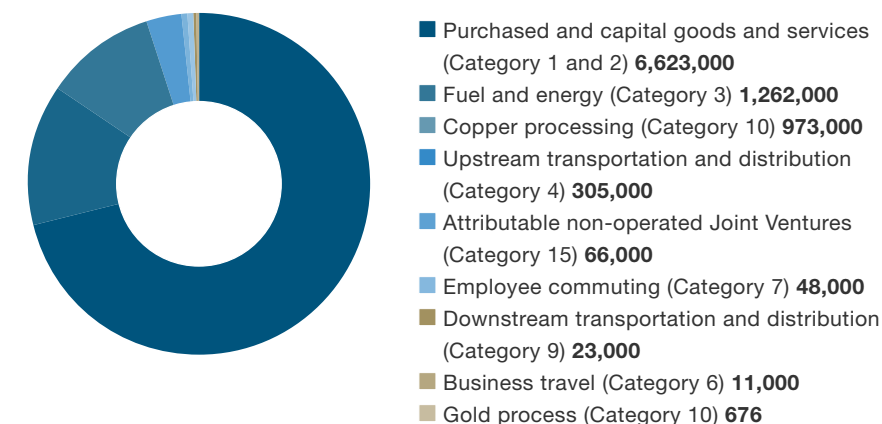
Our first step was to undertake a screening exercise based on a spend based assessment of our Scope 3 emissions. This exercise showed us that 99% of our Scope 3 emissions emanate from the following material categories:

- **Category one and two** – purchased goods and services, and capital goods.
- **Category three** – fuel and energy.
- **Category four** – upstream transport and distribution.
- **Category ten** – copper processing

Within these categories, purchased goods is the most meaningful and impactful category we can address, while fuel and energy is linked with our existing Scope 1 and 2 emission reduction roadmap. Our holistic and integrated approach includes many of our local and in-country suppliers, who we are working with to improve awareness regarding climate change, understand their emissions and identify reduction pathways. Our aim is to reduce their overall emissions and thereby our total GHG footprint, and to equip local companies with the skills and information to take action on climate change and thereby give them a competitive advantage.

Where suppliers are unable to provide us with the specific information we require, we have utilized industry or material-specific emission factors to calculate their emissions or we work to develop a hybrid approach that utilizes supplier specific, industry information and spend-based data. Our plan is to increase the proportion of suppliers providing specific information each year, to improve the quality of data received year on year, and ultimately to reduce our reliance on the spend-based approach. This will enable a sharper understanding of our emissions. Beyond improving the accuracy of calculation and the quality of data, we are also working with our priority one suppliers to identify opportunities for efficiency and reduction. During 2023, we set a range of qualitative and quantitative Scope 3 emissions reduction targets. Given the challenges of Scope 3 emissions calculations, a critical part of our Scope 3 targets focuses on a continuous review of our data confidence and supplier's awareness. As data confidence improves, we refresh and review quantitative targets. In total, our Scope 3 emissions for 2023 were:

Scope 3 Emissions (t CO₂e)



CASE STUDY: Clos

The reality of climate change is that many areas around the world are experiencing rapidly changing climatic conditions, including more frequent and intense storms, extreme temperatures, droughts, and wildfires.

Mining companies need to consider the long-term risks associated with climate change as part of mine planning to ensure both operational and closure strategies are adaptive and resilient over the long term.

A prime example of this is our Giant Nickel closure site in British Columbia, Canada. When we acquired the closed mine in 2002, the site infrastructure, including tailings storage facilities, were considered to be in a state of passive closure, with limited ongoing monitoring and maintenance required. Despite this, we re-assessed all tailings storage facilities within our legacy and operating portfolio, including Giant Nickel, against our Tailings and Heap Leach Management Standard. The standard, which aligns with the GISTM and best practice, includes consideration for climate change impacts, such as the occurrence of more frequent and intense weather events. As a result of the assessment, we upgraded the Giant Nickel tailings storage facilities in 2019 to improve long-term performance of the site. This included constructing new storm water management infrastructure to ensure significant precipitation events could be safely managed. These additional efforts were successfully put to the test in November 2021 when an ‘atmospheric river’ ripped through the region delivering three rain-on-snow events and 730mm of rain (more than double the average

monthly rainfall), resulting in significant flooding and landslides in the region. Fortunately, and thanks to our adaptive management strategy and proactive risk management approach, the Giant Nickel tailings storage facility remained safe and was unaffected by the heavy rainfall or flooding.

Similarly at our McLaughlin closure site in California, climate modelling shows that the site is likely to not only experience more frequent and intense storm events but will also be more prone to wildfires. This means McLaughlin may have increased volumes of water to manage which could exceed the storage capacity of existing management ponds. In addition, the electricity needed to run McLaughlin’s water management infrastructure (pumps and evaporators) will likely continue to be shut down by our power supplier to mitigate the risks associated with wildfires during the dry summer months. With these risks in mind, we’ve developed and are implementing a passive water management strategy for the site which will allow for the safe management of greater volumes of water and reduce our reliance on electricity going forward.

“Climate change can exacerbate risks associated with closed mines, in part due to increased frequency and intensity of weather events, altered precipitation patterns, and changes in temperature regimes. By integrating climate change considerations into our closure planning processes, we’re able to develop and implement strategies that enhance the long-term resilience of our closed mines and create sustainable outcomes,” says Allison Brown, Barrick Group Director, Reclamation and Closure. ■

WATER STEWARDSHIP

Access to water is a fundamental human right. However, almost a billion people globally live in countries with high and critical levels of water stress.

Water is also a vital input for many businesses, including mining, where from processing to dust suppression, it is used for a range of different tasks.

We have noted over recent years that competition for water resources between local communities and industry can create tension or even water shortages. At Barrick, each mine has its own site-specific water management plan, which consider the different water sources available, local climate conditions and the needs of local users and the mine. We include water risks in each mine's operation risk register.

Our water management practices work towards easing tension and competition both in terms of water quality and availability. We take a watershed view where we recognize the importance of and seek to protect, and where possible enhance, access to clean water for other stakeholders, particularly the local community.

There are four central pillars to this approach:

- **Conserve and protect** – the high-quality water resources wherever we operate. Where possible, we seek to use lower quality water first in our processes and identify areas throughout processing where we can reuse and recycle water.
- **Consider other users** – we establish basin-wide water balances that consider impacts from climate change as well as the current and future demands of our operations and other users as well as areas that support key biodiversity features (KBFs).
- **Site wide balances, monitoring and management plans** – each site has a detailed site water balance to track water flows and use by task, identify areas for efficiency or improvement and to ensure we don't exceed our permitted thresholds for abstraction or discharge quality.

- **Honest and open disclosure** – at the site level, we conduct participatory monitoring programs for our host communities to ensure community members know and understand the water quality and availability on the ground, and how we are managing our water use and potential impacts. Our water use and management performance is aligned with the requirements of the ICMM water reporting framework. Our water withdrawal, consumption and reuse recycle rates are detailed by site, region and at a company level in the GRI sheet (appended to this report) and summarized in this chapter.

We also invest to improve facilities and infrastructure both on site and in the communities where needed.

Access to water is also identified as one of our five key investment themes for community development and, wherever practicable, we work with our CDCs on projects to improve water supply for their communities. This includes the development of a pipeline from Lake Victoria with standpipes in local communities near our Bulyanhulu mine in Tanzania and the construction of a water tower supplying 30,000 people in communities near to the North Mara mine in Tanzania with potable water. We have also established more than 100 community drinking fountains around Kibali in the DRC and work with the local authorities on water services agreements for communities in water scarce Northern Nevada.

With water-related hazards forecast to increase over the mid to long term, we consider this a fundamental responsibility of any modern mining company. Our full commitment to responsible water use is set out in our Environmental and Water policies while details regarding our governance of water related issues are set out on our website.

Access to Water

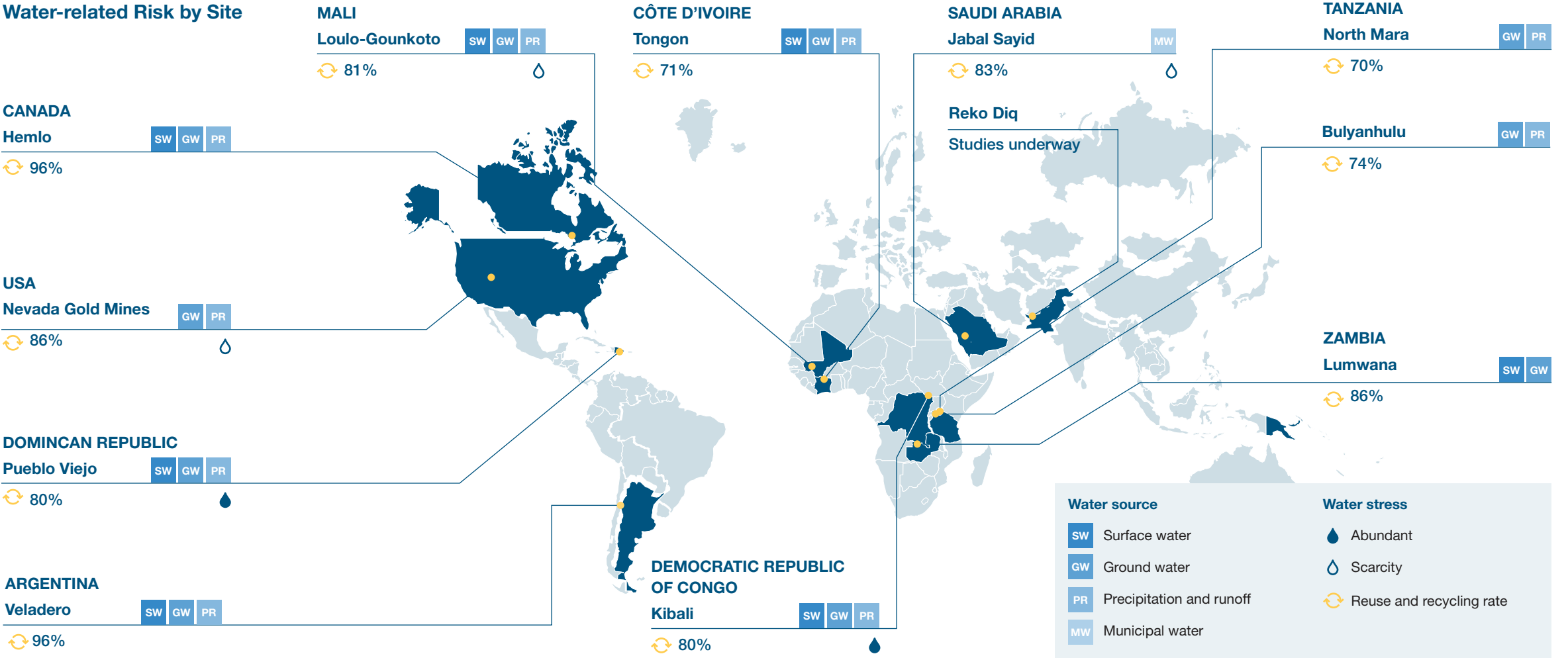
...s and any proposed project must undergo an Environmental and Social Impact Assessment (ESIA) that not only meets in-country environmental permitting requirements and legislation but also incorporates international best practices, such as the International Finance Corporation (IFC) Performance Standards. These ESIA's are undertaken by a team of multi-disciplinary independent specialists, who are experts in their respective fields.

...de an Environmental and Social Management Plan (ESMP), which includes mitigation measures, monitoring requirements, as well as detailed monitoring programs that are determined by the specialists and put forward to the respective authorities for consideration during the decision-making process. The ESIA process also includes extensive stakeholder engagement and consultation, including baseline assessments, sharing of potential impacts, and inputs from local communities.

...dit requirements associated with each ESMP are determined by each of our host countries' legislative requirements but generally include independent specialist oversight, regulatory body approval, and consistent and frequent submission of monitoring data. Barrick's water quality testing is conducted by third-party and independent laboratories. We monitor and measure any withdrawal through a variety of methods, including a combination of flow meters and the use of design specifications. Water balances at each mine differentiate water source quality (high quality or low quality) from each of the following sources: precipitation, surface water, groundwater, waste water and third-party water. To increase the specificity of our data, specific parameters are included.



Our Water Sources and Exposure to Water Stress



A Focus on Water-stressed Areas

Like everything we do, how we manage water is informed and driven by science on the ground. From Northeast DRC, though Bamako, Mali, to Battle Mountain, Northern Nevada, our operations span a range of geographies and climatic conditions including areas prone or subject to water stress. For these areas, our site-specific management plans also consider the impacts of water stress. At all sites, we aim to firstly use low-quality water wherever practicable and we prioritize the reuse and recycling of water in our processes. For example, the area around our Jabal Sayid Copper mine in Saudi Arabia is considered to be water scarce. To lessen impacts on the limited local watershed, the mine uses water from a waste water facility and therefore does not impact local catchment water stress.

We regularly review our operations against our internal definition for water stress, which considers water abundance as well as water scarcity. The review uses tools such as the WWF Water Risk Filter to determine the potential impacts of each operation on their water catchment, as well as the potential risks to the business at an operational level.

- The assessment also integrates each site’s water data including:
- Source of supply.
 - Withdrawals and discharge.
 - Consumption and entrainment.
 - Rainfall and evaporation.

While water scarcity is perhaps easy to understand, water abundance and heavy rainfall can also create stress for operations, communities and catchments. This is due to the sheer volume of water these sites and regions must manage as a result of heavy rains and run-off. Our Kibali and Pueblo Viejo mines in the DRC and Dominican Republic respectively are situated in areas of water abundance. These mines either divert this water or temporarily store it as clean water to discharge back into the environment. Any rainwater that comes into contact with process areas (such as runoff through the plant) must meet required water quality discharge standards prior to being returned to the environment and undergoes treatment where necessary. A site like Pueblo Viejo also has downstream water demands to consider and must consider both discharge standards for quality and the volume releases to meet environmental and social demands.



Weathering the Storm at Pueblo Viejo

In November 2023, a one in 500-year storm event hit the Dominican Republic where our Pueblo Viejo mine is located. The tropical storm brought with it high winds and more than 500mm of rain in just 24 hours, which resulted in significant flooding, destruction of bridges and road blockages around the country.

In the interests of safety, operations at Pueblo Viejo were suspended for 72 hours from November 17 as the storm made land. Fortunately, no injuries were recorded on the mine and no significant damage occurred, and any potential impact to the environment was quickly mitigated thanks to the swift action of the Pueblo Viejo emergency response team. Operations promptly resume once the storm subsided, reflecting the robustness of our emergency planning.

To help with clean up beyond the mine fence, members of the Pueblo Viejo team, and some of our contractors were deployed into neighbouring communities to assist and to help with the restoration and rehabilitation of roads. We also made cash and in-kind donations of building materials, fuel and non-perishable food.

Our Performance

In 2023, we reused or recycled 84% of all the water we used. This equates to 613,107 Megaliters (ML) of water reused or recycled during 2023. Overall, we consumed 81,900ML of water during the year – that is water consumed through evaporation or entrainment. We achieved a water withdrawal intensity of 1.17ML and a consumed intensity of 0.54ML per tonne of ore processed. Entrainment in our TSFs account for approximately 25% of our consumptive use.

In total, we withdrew 170,996ML of water from the environment in 2023. Our largest source of withdrawals is precipitation and run-off at Kibali in the DRC, North Mara in Tanzania, and Pueblo Viejo in the Dominican Republic, followed by rivers and streams at Lumwana in Zambia. We also continued to focus on drawing down and using water stored on our TSFs.

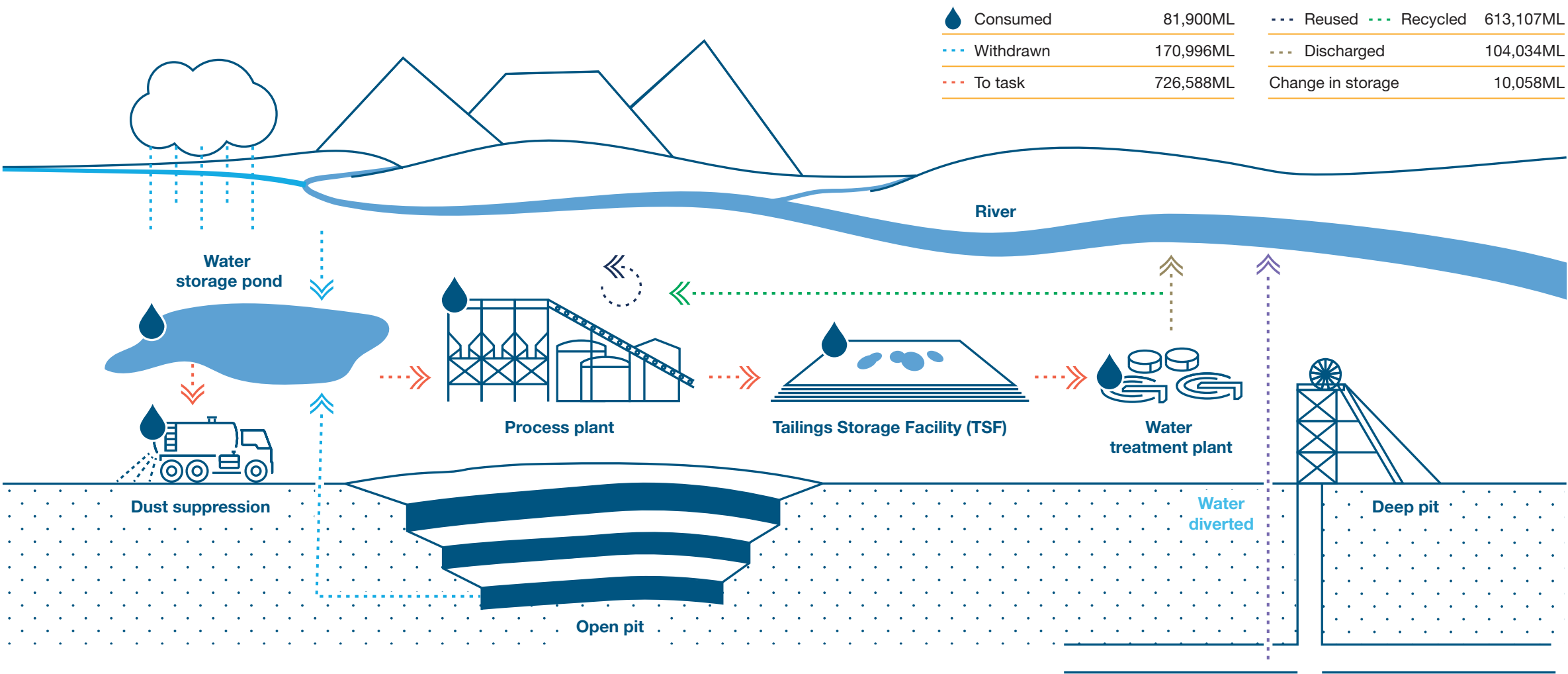
During the year, we discharged 104,034ML, the bulk of which was to surface water bodies such as rivers and streams, primarily at Lumwana, Kibali, North Mara and Pueblo Viejo. Our discharges are strictly regulated and must meet water quality parameters and have regulated maximum volumes, and at some sites, such as Pueblo Viejo, we are required to discharge to meet a minimum threshold too.

The bulk of the water we discharge (55%), is high quality and suitable for agricultural or potable use.

Year	Target	Percentage of water reused or recycled	Water reused or recycled in water scarce areas	Total withdrawn (ML)	Percentage of high quality water discharged
2023	80%	84%	85%	170,996	55%
2022		83%	86%	170,773	55%
2021		82%	84%	171,892	69%
2020		79%	78%	173,431	78%
2019		73%	78%	181,571	59%



Our Water Circuit



NURTURING BIODIVERSITY

Nature sustains and stabilizes the ecosystem on which our existence depends, including our mines and particularly their surrounding communities.

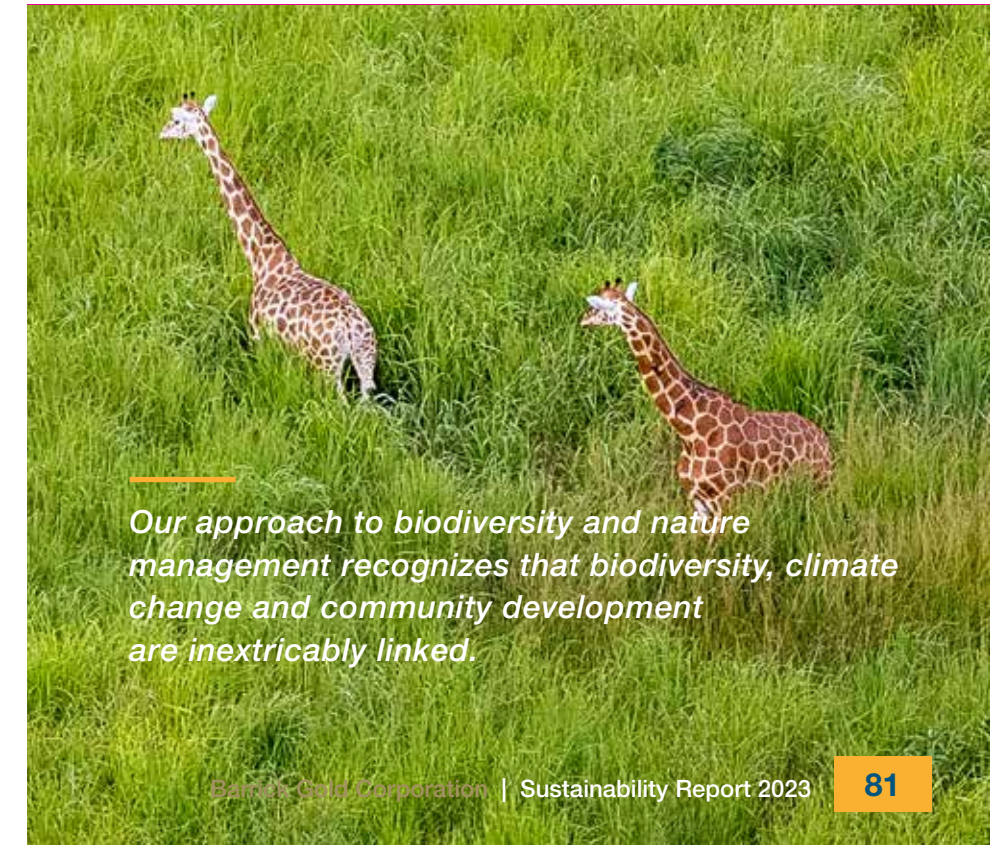
Declines in and damage to the integrity of nature not only impact biodiversity and the environment at large but threaten jobs and livelihoods as well. Development has the potential to significantly impact natural habitats and ecosystems, particularly if improperly managed. Protecting biodiversity and preventing and reversing nature loss are also critically and inextricably linked to the fight against climate change. For these reasons, conserving biodiversity has become increasingly important to us and our stakeholders. For Barrick, working to protect, conserve and enhance nature and the inherent biodiversity is nothing new. It has long been enshrined in our Environmental Policy, through which we have committed to:

- A no net loss on any Key Biodiversity Features (KBFs) identified at our sites.
- A positive contribution to the conservation of high-risk biodiversity features in the regions in which we operate, through the implementation of Measurable Conservation Actions (MCAs).

Our approach to biodiversity and nature management recognizes that biodiversity, climate change and community development are inextricably linked. We aim to play a positive role in the management of the biodiversity both inside and outside the mine gates, and we strive to use biodiversity and nature as a tool to help drive community development on a regional scale. An example of this is the work we do with the Garamba National Park in Northern DRC. Garamba is one of the oldest national parks in Africa and was once home to a vast array of biodiversity including Northern White Rhino, Kordofan Giraffe, and Elephant. However, extreme poverty, overgrazing by nomadic herders and years of tension and conflict in the region decimated wildlife populations. Since 2015, Barrick has supported Garamba through a partnership with African Parks. Our support is focused on direct and indirect biodiversity interventions and conservation actions such as:

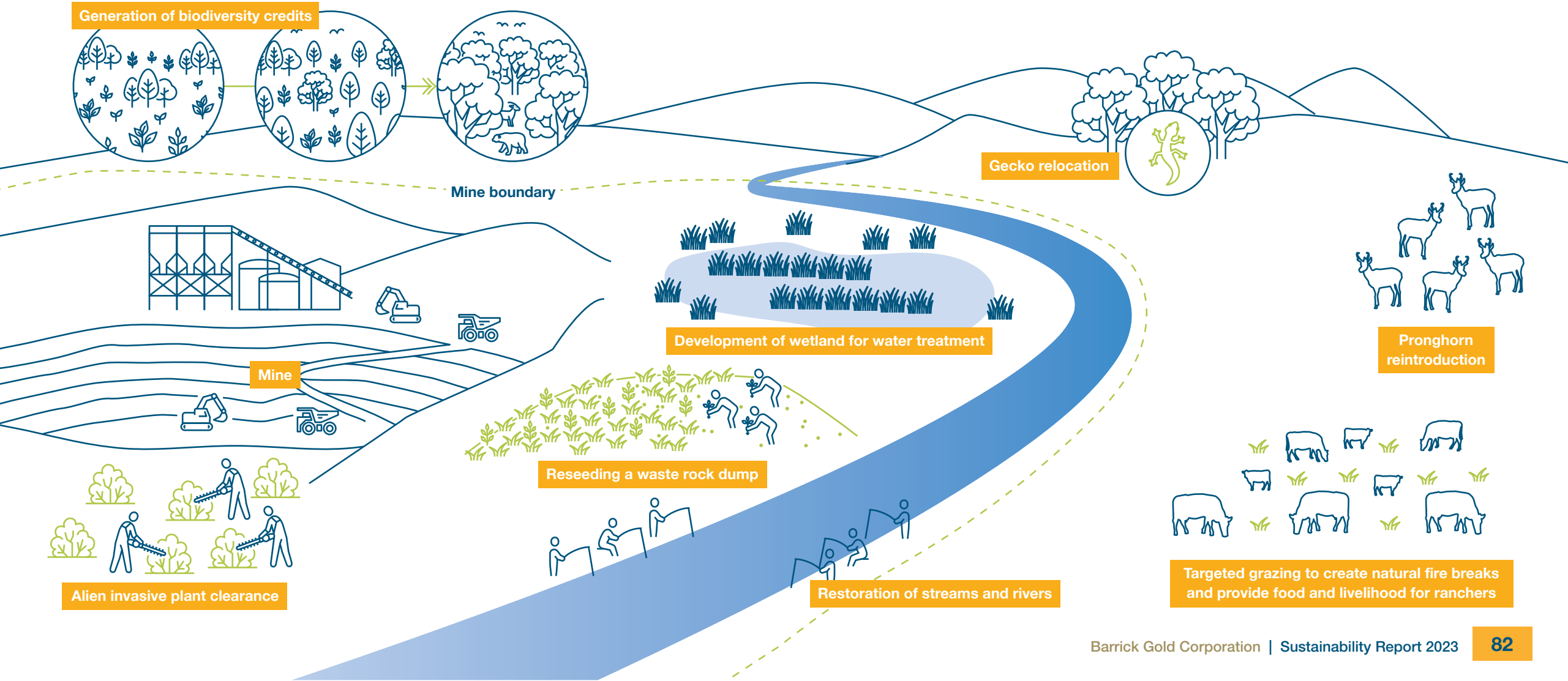
- 18 Elephant collars.
- Five lion collars.
- Fuel for anti-poacher spotting planes.
- Office buildings and accommodation for park rangers.
- Rehabilitation of bridges and roads.
- Removal of alien invasive vegetation.
- Support for local hospitals outside the park boundary.

The park is also one of the largest employers in the region, with more than 500 fulltime staff and even more on short-term contracts. Beyond direct employment, the park is estimated to support almost 10,000 more lives through the associated social enterprises it supports. Our vision is to support Garamba in becoming a major tourist destination and an additional hub of economic activity in the region.



Our approach to biodiversity and nature management recognizes that biodiversity, climate change and community development are inextricably linked.

Global Activities



Conservation Counts – Measuring our Contributions to Biodiversity

Many stakeholders, particularly the investment community, are now aware of the risks posed by poor biodiversity management and are asking biodiversity-related questions as part of investor enquiries.

Some tools and disclosure requirements are emerging such as the Taskforce for Nature-related financial disclosures, Business for Nature handbook, the IUCN's approach to measuring nature positive, and other metrics such as the iBAT's STAR. However, as a very complex but rapidly emerging area of concern, how we measure and track progress towards no net loss across widely varying geographies remains a challenge. Existing data sets lack the granularity and nuance that provide information to interested parties to enable them to make informed decisions. When combined with the current rapidly declining state of global biodiversity, nature loss and continually increasing stresses is data that is diluted and lacks value for decision making, which means a site void of or lacking biodiversity value is flagged as the same risk as a site with abundant biodiversity.

To help break the conversation loop and take actions based on our principles, we have been working with third party experts to develop a biodiversity measurement tool throughout 2023. The aim of the tool is to go beyond global data layers and define a methodology to help us establish consistent baselines, identify residual impacts, set KPIs for no net loss and consistently measure our positive contributions to add value to our business, our local communities, and to our shareholders that ask for this information. As we develop and pilot our tool, we will share it publicly to foster collaboration and convergence across the wider industry.

To kick off the development of our biodiversity tool we screened all sites using global data layers to confirm our understanding of regionally specific nature related pressures on biodiversity. This will help focus our biodiversity actions to contribute to alleviating the most important pressures on our KBFs, mitigating our residual impacts and reducing the risk of these aspects affecting our business. Development of the tool includes the following:

- Screen for relevant global tools to complement our existing site-specific biodiversity risk and priority identification processes.
- Define and systematize the methodology for incorporating these into a site-specific approach to determine baseline conditions, residual impacts, monitor our actions and track our gains on our journey toward>NNL by completion of closure.
- Pilot the approach on five sites, adapt and roll out.



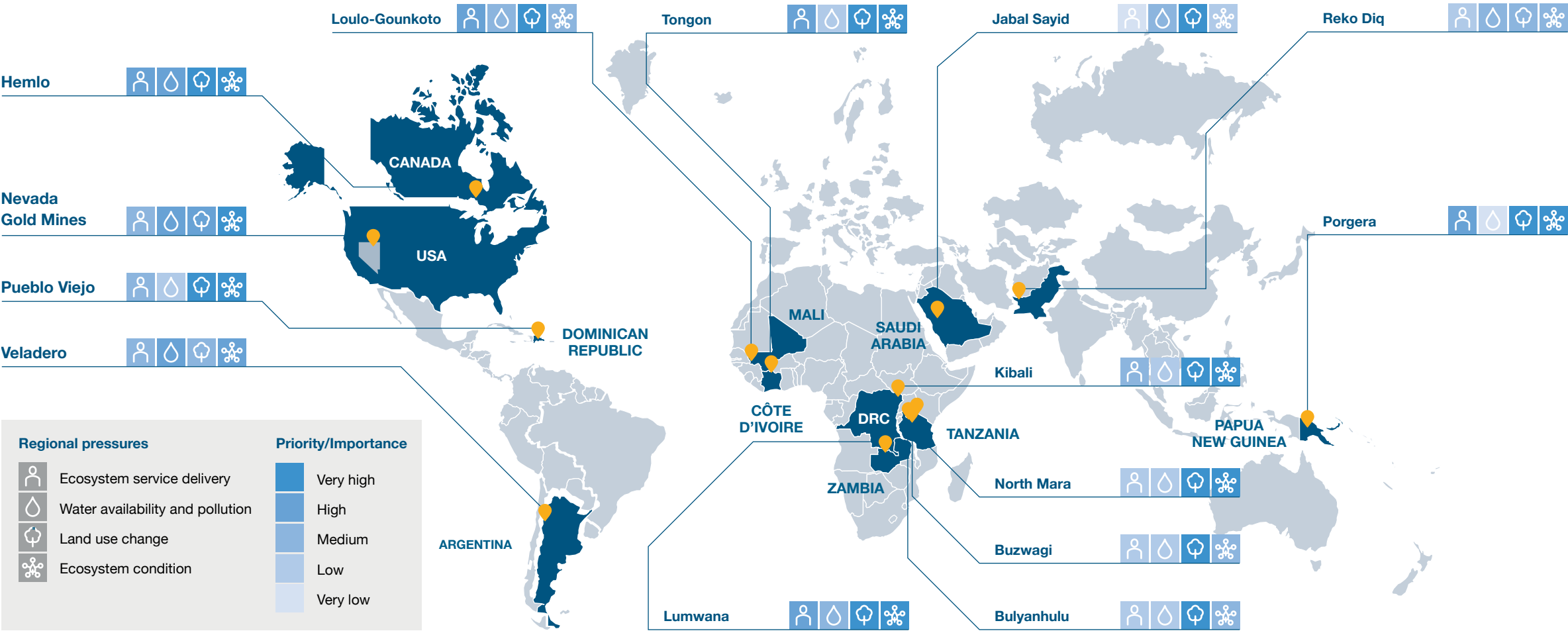
Methodology Summary

Steps	Objective
1 Confirm Key Biodiversity Features	Identify the shortlist of Key Biodiversity Features (KBF) present at site. This step reviews and verifies that all relevant KBFs have been identified.
2 Identify pressures and impacts	Identify regional pressures on biodiversity and site impacts where biodiversity actions need to be focused.
3 Define loss-gain metric	Identify the KBF specific metric(s) to measure the baseline, assess losses and gains, and track progress towards No Net Loss (NNL) by completion of closure. Metric choice will depend on the type of KBF and type of impact, but preference will be given to habitat related metrics which benefit a host of species. A baseline reference year will also be established based on the best available information.
4 Define and continuously update mitigation and restoration actions	Apply the mitigation hierarchy and map existing and planned actions, to track their efficacy in moving the KBF towards NNL.
5 Quantify residual losses	Quantify any residual losses in the baseline year, after existing mitigation actions are accounted for, to inform restoration and offset requirements to achieve NNL after closure.
6 Quantify predicted gains	Where a residual impact remains, additional restoration or offset activities are required to achieve NNL. In this sense, the predicted gains from the offsets need to be quantified to ensure the actions are ambitious enough to achieve NNL. Iterate through Steps 3 until the predicted gain equals the residual loss.
7 Track progress towards NNL	Through regular tracking and monitoring of mitigation, restoration and offset actions, each Barrick site will be able to monitor the efficacy of their actions and allow time for adaptive management as required.

The methodology is designed to be iterative and continuously adapted as our data and understanding of this complex topic develops. We are eager to continue to demonstrate that responsible development is within our DNA, and while acknowledging this is an evolving area of study, we believe taking the first steps to better our understanding is more important than waiting for a perfect solution. This places biodiversity ahead of static ESG metrics and ensures a more beneficial outcome in the long term.



Our Biodiversity Exposure and Opportunities for Action



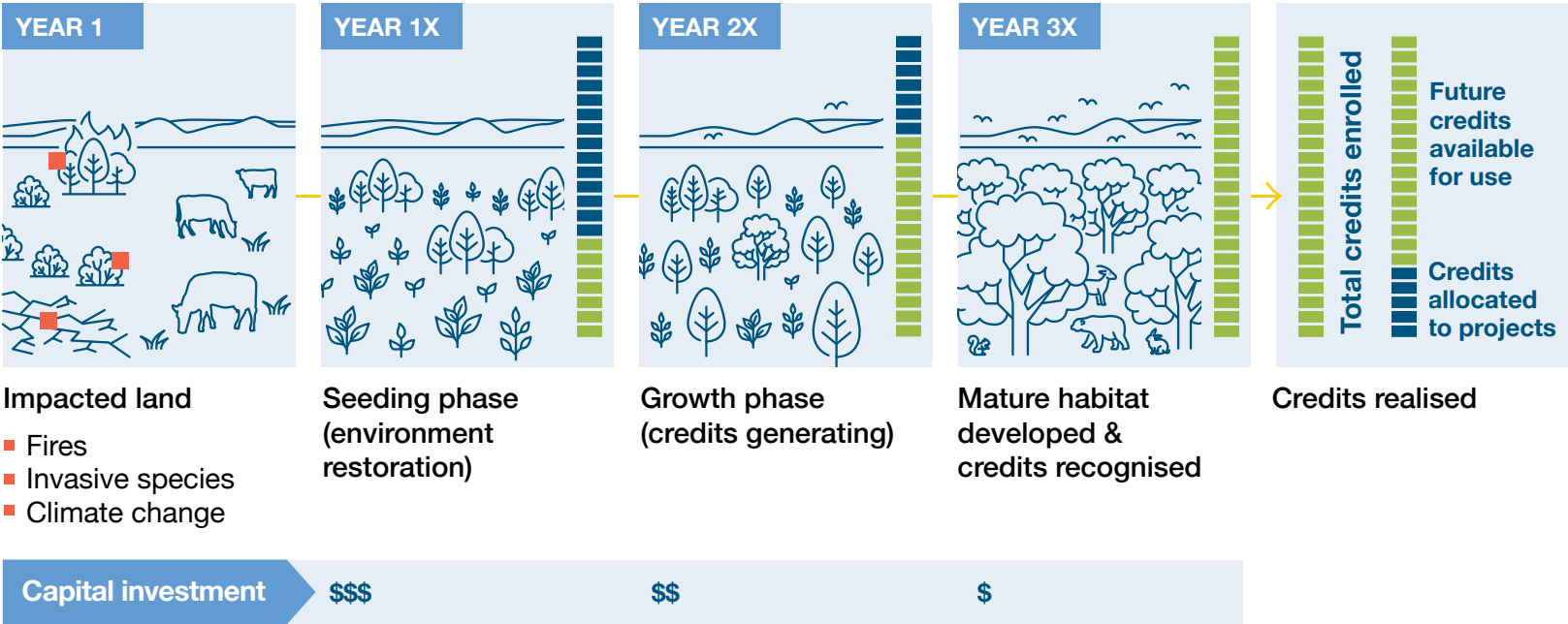
Offsets and Bank-enabling Credits in Northern Nevada

Our operations in Northern Nevada include ownership of some very large areas of ranchlands. These ranches are a key part of how we manage nature and biodiversity in the United States. Our IL ranch, for example, is one of the largest tracks of greater sage-grouse habitat in the state. Since 2012, we have focused on managing IL ranch for habitat values and entered significant portions of the ranch into Nevada’s Conservation Credit System to protect and improve sage-grouse habitat.

Born to Rewild

Through our efforts to replant, remove invasive species and rewild tracks of our ranches and wider properties in Nevada, we are also participants in the state’s conservation credit program. This program is a long-term investment, which provides us with the ability to offset against any potential future impacts our operations or expansion plans may create. We generally operate on a 2:1 basis, ie we rehabilitate twice as much land as we may impact.

Biodiversity Credit Generation



RESPONSIBLE PRODUCTION AND WASTE MANAGEMENT

At Barrick, we have long worked to reduce the waste and pollution that stems from our operations.

We strive to keep products in use, reimagine projects for reuse elsewhere on site, deal with the waste we generate in a responsible manner and help improve the natural environment.

Mining, mineral processing and other associated activities generate a number of different waste streams, including mineral wastes such as tailings and waste rock, and non-mineral wastes such as general wastes associated with consumption of goods and consumables, which could pose a risk to people and the environment. Our waste management procedures promote the waste management hierarchy: avoid, reuse and recycle. Reducing waste and increasing recycling throughout the life cycle drives down costs during operation and at closure, while reflecting our commitment to operate in a responsible manner.

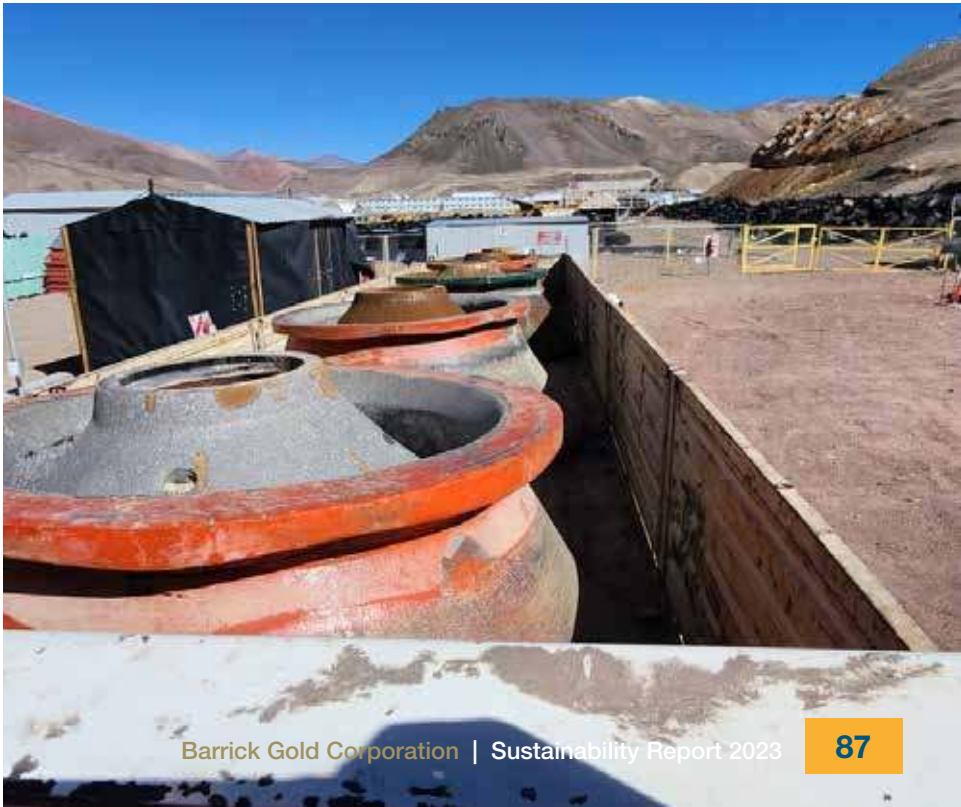
All our operations have waste sorting areas for the separation of metals, wood and equipment, as well as a waste oil collection and a collection for other hazardous materials. Wherever possible, we work to reuse or recycle products. Used tires, for example, are often integrated into our site landscaping and retaining walls or used to build traffic control islands.

Where possible and safe, we provide local artisans with access to our waste facilities so they can collect items such as wood to transform into furniture or beehives, or aluminum cans to recast into outdoor cooking pots to sell, thereby generating value from waste. During 2023, we also introduced a circular economy drive at Veladero to further drive reuse, repurposing and recycling of tools, equipment and materials, and reduce flows into landfill. Currently in pilot phase, the plan is to adapt and replicate the program across our other operations in the future.

For the portion of waste we can't reuse onsite or in the community, we work to identify local companies to collect, recycle and dispose our waste for us. These companies are vetted to ensure they meet our standards for safe handling and disposal. In 2023, we recycled more than 57,700 tonnes of waste.

Total Waste Generated by Type

Tonnes	2023	2022	2021	2020
Hazardous waste	45,937	74,512	22,915	30,730
Non-hazardous	70,303	79,357	65,663	57,144
Total waste recycled	57,717	56,094	62,353	52,601



CASE STUDY: Wheel

With supplies entering and exiting Veladero subject to both national import restrictions and prohibitive transportation costs, the mine has quickly become a launchpad for our circular economy initiatives.

Reduce and Reuse

Our Veladero mine, located in the San Juan Province of Argentina, lies in an isolated region in the Andes Mountain range. Whenever possible, we seek to repair and reuse any materials that are utilized on site. Through our partnership with TECK Argentina, drilling tools and accessories that are past their prime are sent to be rehabilitated, eventually making their way back into use at Veladero's operations. This allows us to prioritize the long-term use of equipment, while saving costs on new supplies through a credit agreement.

A Mission for Manganese

Facing national shortages of manganese supplies, we've worked with the ACSA Steel Mill to begin recycling the 200 million tonnes of scrap manganese used in the crushing process at the Veladero mine. Tools are recovered and sent to ACSA, who melt the pieces to recycle them into new equipment. In the first 10 trips since the project's initiation in November 2023, we have sent 230 tonnes of manganese to be recycled, resulting in an additional \$65,500 in recovered credits for new equipment.

We're proud to say that the recovery of waste on site is an important priority.

In 2024, we are working to further understand the impact that this recycling program has on Veladero's GHG emissions.

Tires to Turf

Throughout various phases of our operations, the Veladero mine has developed multiple recycling programs to cut down on waste and benefit local communities. Whether it's sending worn out tires to Indram to be recycled into astroturf and playgrounds, recycling on-site plastic waste into wood pellets for patio furniture through Bosque Urbano, collecting trephines (drill bits) for SANDVIK to enable tungsten recovery or creating backpacks and bags with our used clothing through BEABLE, we're proud to say that the recovery of waste on site is an important priority.

Cycling Benefits through our Community

The impacts of these initiatives go beyond avoiding the landfill. Many of our recycling partnerships, like our scrap material recycler ACINDAR, employ local community members and support community economies. Even our food waste at Veladero is collected and transported to the nearby Municipality of Iglesia, where processed compost can be donated to community members or sold for a profit to boost the local economy. ■

CASE STUDY: Leach



GLT has e
and reduc

For over a century, the process of extracting gold from ore has involved the use of sodium cyanide, a toxic substance that requires special storage, handling and transportation.

A new process, known as Glycine Leaching Technology (GLT), has the potential to drastically improve the efficiency of sodium cyanide in gold processing, reducing the quantity needed in the leaching process. This advancement will help to reduce CO₂ footprint and environmental impact leading to safer and more responsible gold mining.

Inspired by Nature

GLT utilizes glycine, a non-toxic, reusable, and biodegradable amino acid commonly found in food additives. The approach was discovered after researchers observed plants absorbing gold and other metals from soil through the presence of glycine in their cell walls. GLT recreates this natural process to recover metals from ore, reducing the need to use sodium cyanide.

Bulyanhulu Trial

During 2023, we have partnered with Draslovka to trial GlyCat™, a member of the GLT technology family, at our Bulyanhulu mine in Tanzania. Results to date have shown that the introduction of GLT has enhanced our leaching process and reduced our sodium cyanide use by as much as 80%. This reduction in cyanide use allows the tailings produced at Bulyanhulu to be almost cyanide free, reducing the requirement for detoxification prior to placement on the TSF.

“At Barrick we are constantly searching for new, safer and more environmentally friendly ways to do things. The GlyCat™ trial has provided a triple win. By introducing Glycine into our processing, we are able to reduce our environmental footprint, reduce health and safety risks, and deliver significant operational cost savings,” says Simon Bottoms, Mineral Resource Management and Evaluation Executive.

Based on the success of our Bulyanhulu trial, we are conducting a global testwork program and implementation trials to introduce GlyCat™ across all our operations. ■

RESPONSIBLE TAILINGS MANAGEMENT AND DAM SAFETY

We continuously monitor and review the potential of our TSFs to affect the environment or the health, safety and human rights of others.

Tailings are the material left over following the processing and extraction of metals from mined ore. It primarily consists of crushed rock, some water and the residual processing chemicals. Tailings typically leave the processing plant as a slurry of fine mineral particles and water. It is our most significant waste stream and must be carefully managed to avoid harm to people or the environment.

We have a laser-like focus regarding tailings management and our approach includes consideration of industry leading practices such as enhanced dewatering, backfill and in-pit tailings deposition to identify opportunities to reduce above-ground deposition and the physical and environmental risk associated with these facilities.

We have a laser-like focus regarding tailings management and our approach includes consideration of industry leading practices.

The bulk of our operations dispose of tailings in the following ways:

- **Backfilling** – Thickening materials are mixed with the tailings slurry and this mixture is then integrated into materials used to backfill pits or mined-out underground stopes.
- **Storage facilities** – Treated slurry is pumped into specifically designed and engineered repositories known as TSFs.

We also have one operation, Porgera in Papua New Guinea, that utilizes riverine tailings disposal methods. Riverine disposal is not our favored method. However, geographical context, specifically active seismic tectonics and heavy rainfall, our risk based assessments and feedback from independent third parties have shown riverine disposal to be the most appropriate risk-based option. Further details regarding our approach to riverine tailings can be found here.

Our Approach to Tailings Management

At the heart of our approach is the safety of people and the environment and a commitment to safety determines how we manage our facilities. We are committed to the requirements of the Global Industry Standard for Tailings Management and, following the Brumadinho tragedy, we were members of the industry representatives that worked with the ICMM and UN-backed Principles of Responsible Investment to help develop the standard.

We have a group-wide Tailings and Heap Leach Management Standard that sets out how we manage our TSFs and their associated risks starting with siting and choice of location and design through to operation and closure, as well as the key roles required for the management of all TSFs, including an Engineer of Record and a Responsible Person. It also sets out six levels of inspection and surety for the safe management and operation of TSFs and heap leach pads. More importantly, it establishes design, operation and closure performance standards that all TSFs must comply with. This requires governance at all levels to support the approach and our tailings storage facilities inspections are conducted by site, regional, corporate and external resources.

Further details regarding our approach to tailings management including an inventory of our facilities are available on our website.

Aligning to GISTM

We currently manage 18 active and 40 closed tailings facilities. We were active industry participants in the development of the Global Industry Standard for Tailings Management and, since 2020, we have worked to review and align all our TSFs with the requirements of the GISTM. Through the reviews, we developed a prioritized list of actions we need to take to reduce the risks at each of our TSFs to the lowest possible level.

In 2023, in line with our standard and GISTM requirements, only 14 of the tailings storage facilities we own or operate are classified as ‘Extreme’ (five facilities) or ‘Very High’ (nine facilities) Consequence under the GISTM. All 14 of these facilities conform with the requirements of the GISTM. Two facilities (Giant Nickel’s Upper and Lower TSFs) are classified as being in ‘Safe Closure’ and are therefore not subject to the disclosure requirements of the GISTM, while one facility (Zaldivar TSF) is operated by a joint venture partner and is therefore not included in Barrick’s GISTM disclosures. In line with GISTM requirements, our priority facilities (those with Extreme or Very High consequence classifications) conformed to GISTM requirements by August 2023.

In 2023, independent reviews of our Carlin-Goldstrike, Carlin-Gold Quarry, Lumwana, Pueblo Viejo, Turquoise Ridge, Giant Nickel, Grants, El Indio, and Tambo TSFs were undertaken in line with our standard and GISTM requirements. Our work toward achieving GISTM conformance for our remaining, lower consequence facilities will continue through 2024 and 2025.

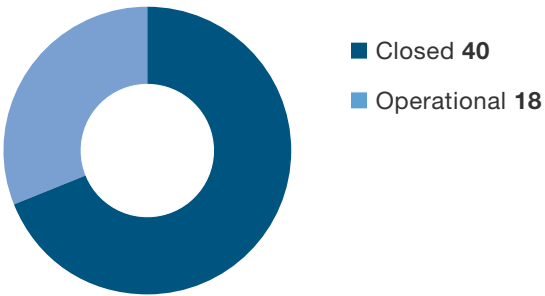
Multiple Alternatives Assessments

We are currently planning new or expanded TSFs at our Pueblo Viejo, Lumwana, Kibali and Loulo mines. For all these new or expanded facilities, we have worked to implement GISTM requirements including Multiple Alternatives Assessments (MAA). The MAA process considers a range of factors including environmental, social, technical and economic factors when siting and designing a new facility. In line with our commitment to sustainability, we weight environmental, social and economic factors as part of the assessment process and informed by site. This has resulted in the selection of a site which will cost more but will have less impact from an environmental and social perspective.

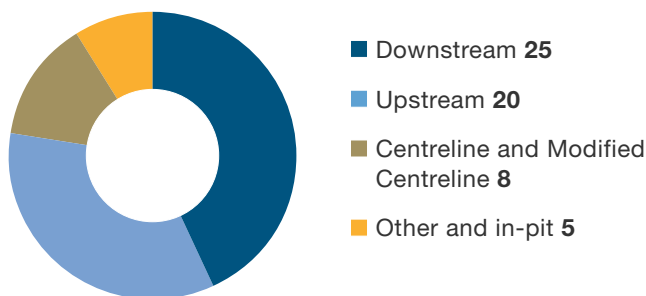
Tonnes (000)	2023	2022	2021	2020
Total volume of tailings material produced	91,684	94,679	98,880	115,437
Total amount of waste rock mined	394,522	340,434	895,471	382,632
Total mine waste deposited on surface	532,514	427,781	511,380	498,069
Proportion of waste that is potentially geochemically reactive	85,336 (16%)	78,948 (18%)	59,584 (12%)	29,126 (6%)



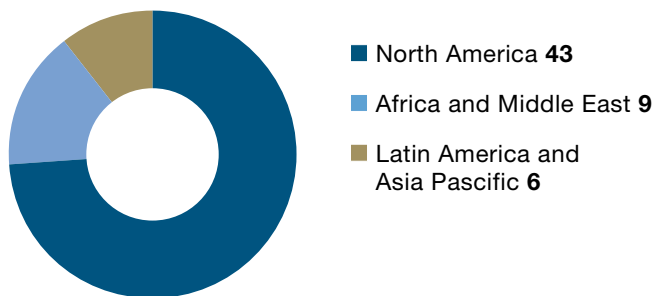
TSFs by Status



TSFs by Design



TSFs by Region



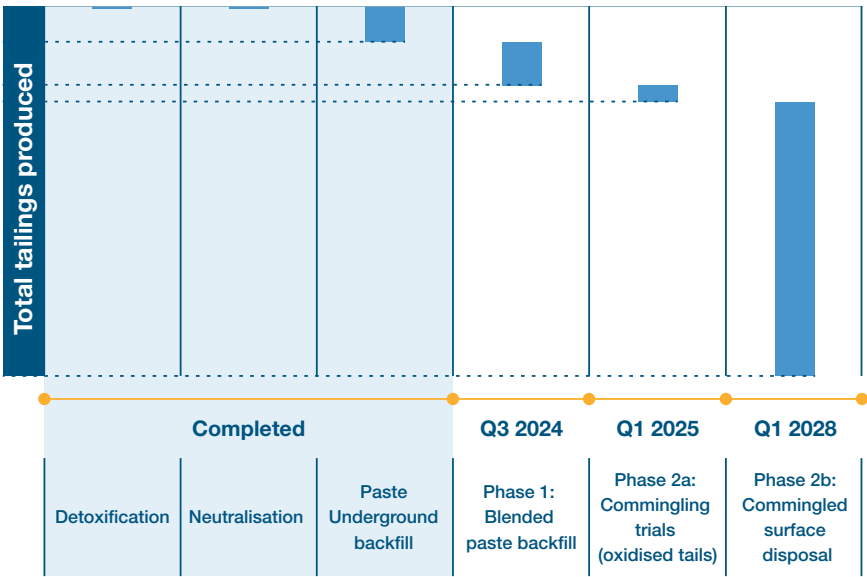
Reducing Riverine Tailings at Porgera

The Porgera Joint Venture (PJV) utilizes riverine tailings disposal methods. This means rather than depositing tailings on a TSF the tailings and erodible rock are released into the nearby Porgera River. This method of tailings disposal is not our preferred method of tailings management; however, the area is prone to heavy rain and earthquakes, which means a traditional tailings impoundment would be at very high risk of collapse. Based on the risk profile, a riverine tailings system is currently the best tailings disposal solution for PJV as it poses the lowest risk to human health, local communities and the environment.

Further to this naturally high sediment loads in the Porgera River mean it has never been a source of drinking water for local communities. but regardless of local water quality, we take care to ensure we are managing and minimizing the risks associated with riverine disposal.

For example prior to discharge Porgera’s tailings undergo a two-stage treatment process to comply with stringent discharge criteria. This include a series of chemical processes to destroy cyanide and raise the pH level of the water. A tailings plant has also been built so that some of the tailing’s material can be used as cemented backfill in the underground workings. These actions have already helped to reduce the volume of tailings entering the Porgera river. As Porgera’s restart ramps up we are working to further develop and implement our tailing reduction roadmap for Porgera.

Tailings Reduction Roadmap



I

CLOSURE

Mine closure is one of the most complex tasks a mining company must undertake. It is also one of the most important.

When done well, with early planning and holistic thinking, mine closure can deliver lasting, positive and sustainable legacies for local communities, the economy and wider country. At Barrick, we don't think of closure as the end point of a mine's life but rather as the transition to the next phase of the land and surrounding area's life.

Unfortunately, the mining industry has a legacy of poor closure and lasting liabilities, including examples of environmental and social damage, unproductive land, environmental degradation, a culture of dependency, development gaps in the community and financial liabilities. Throughout the industry, there are very few examples of well executed mine closure. At Barrick, we plan to change this.

It may sound counter intuitive but when planning a new mine, we are already thinking and evaluating how we will eventually close it. How we manage the environmental and social aspects of closure is set out in our Mine Closure Standard, which is designed to ensure that construction and operating teams consider the consequences of the

decisions they make now with the future of the mine, the environment and the community in mind. Our closure plans are living documents and designed to develop over time, and respond to changes in an agile manner while considering long-term principles. Closure alternatives assessments are completed regularly and evaluated on the basis of long-term environmental and social performance to ensure the best possible outcomes are achieved.

For example, we generally don't regard 'Active long-term water treatment' as an acceptable closure strategy due to the extensive ongoing resource consumption, management requirements, and liabilities incurred by water treatment plants post closure. So instead of relying on water treatment plants that will consume energy and resources long into the future, we work to find cost-effective and nature-based solutions to prevent negative impacts on water quality where possible and to use sustainable, low-impact mitigation technologies or solutions which are site and region-specific. We also rely on input and collaboration with local stakeholders who inherently have a vested interest in long-term goals of formerly mined lands.

A Focus on Social

All our closure plans identify steps to be taken throughout the mine's life to deliver safe and sustainable closure both from an environmental and social perspective. Our objective with closure is to maximize the value distributed to the community not just through the operational life of the mine but throughout closure. For example, the region of the DRC where our Kibali mine is located is not serviced by the Congolese national grid. To supply Kibali with the electricity needed to run the mine efficiently, we have constructed three hydropower stations. The construction of these stations not only makes operational and environmental sense for Kibali, it also brings social benefits. Nearby communities benefit from a portion of the electricity generated now and, when Kibali eventually closes, the stations will be handed over to the Congolese government to own and operate, thereby helping light up an otherwise dark corner of the DRC.

Further details on our approach to closure are available online.

Metric	Hectares
Total land disturbed and not yet rehabilitated as at 1 January 2023	46,747 ¹
Total amount of land newly disturbed during 2023	492
Total amount of land newly rehabilitated or divested within 2023	958
Total land disturbed and not yet rehabilitated as at 31 December 2023	46,276

¹ In 2023, a detailed review of the Turquoise Ridge complex and its reclamation to date corrected an identified unit of measure discrepancy, reducing the total land disturbance by 4,800ha. The above metrics take into account this correction.

Buzwagi's Special Treatment

Our Buzwagi mine was an economic powerhouse for Tanzania's Shinyanga region for nearly 15 years. So when the mine moved into closure in July 2021, the local community and Tanzanian government were naturally worried about what would happen to the region and its employees once the mine closed.

Fortunately for the people of Shinyanga and Tanzania, we had a plan to transform Buzwagi's footprint into an economic hub for the region and establish a Special Economic Zone (SEZ) to attract further investment into the region. The plan for this transformation began in earnest during 2021 when a feasibility study was commissioned which showed that the creation of a special economic zone had the potential to replace Buzwagi as the region's economic driver, and could:

- Create more than 3,000 jobs annually.
- Generate in excess of \$150,000 each year from service levies for the local municipality.
- Deliver more than \$4.5 million in employment taxes each year.

Since 2022, we have been busy attending to the physical closure of the mine, which has involved:

- Rehabilitation work across more than 300 hectares of disturbed land and planting more than 600,000 trees.
- Capping of the TSF and Run of Mine (RoM) pad rehabilitation.

We have also made good progress on the Buzwagi Special Economic Zone and social investment in the communities. At the end of 2023, the two SEZ investors had mobilized to the site, with one producing from the established factory in the Buzwagi SEZ and supplying conveyor belt rollers to our Tanzanian mines, while also exporting to the DRC (Kibali) and Zambia (Lumwana). Other investors continue to mobilize: a grinding media company is expected to start construction in May 2024 and production in November 2024, with a view to serving the Tanzanian industry and beyond.

Other facilities handed over in 2023 include:

- Two agricultural resource centers: Mondo and Mwendakulima.
- A range of apiary and poultry projects.
- The terminal at Kahama Airport to improve access and make the region a real hub for investment.

Further to this, construction of a \$1.28 million irrigation scheme and a \$1.36 million water supply project are in progress. These are set to be completed and handed over in 2024.





Scorecard

Key Performance Indicator

GOVERNANCE

- Progress against RGMP+ implementation
- Percentage of employees receiving Code of Conduct training
- Percentage of supply partners trained on Code of Conduct at time of on-boarding
- 30% female Board composition

2023 Quintile				
5	4	3	2	1
				◆
				●
				●
				●
				●

Year on year	SDG	Target	UNGC
trend			
⌕	8	12.4	
⌕	16	16.5	Principle 10
⌕	16	16.5	Principle 10
⌕	5	5.5	Principle 6

GLOBAL OVERSIGHT, LOCAL DELIVERY

Having strong corporate governance standards and practices that ensure management accountability and an active and engaged oversight from an informed, diverse and experienced Board is critical to delivering our sustainability strategy, and the creation of shared value which is sustainable over the long term.

At the same time, we resolutely believe that sustainability can only truly and meaningfully be delivered on the ground, informed by local operating context. Our approach to sustainability governance fuses these concepts so that:

- **Globally** – Our Board and leadership set the tone for the business. They identify, create, set and implement the expectations, standards and the strategy for the organization, and then live them every day.
- **Locally** – We empower each site to take charge of its unique operating context and manage issues to meet our business objectives.

What this means in practice is each site must identify and implement its own initiatives and set targets to drive performance and feed into our overall sustainability strategy.

Our Sustainability Strategy and Principles

Our sustainability strategy is our overall business plan. It is underpinned by a belief in and a resolute commitment to delivering and sharing long-term sustainable value for all stakeholders.

Our Sustainable Development Policy provides the foundation for our approach and sets out the steps we must take and the commitments we make to deliver our strategy. The policy is augmented by aspect-specific policies and our seven sustainability principles which provide memorable and practicable guidelines for all our employees and contractors. Our principles are:

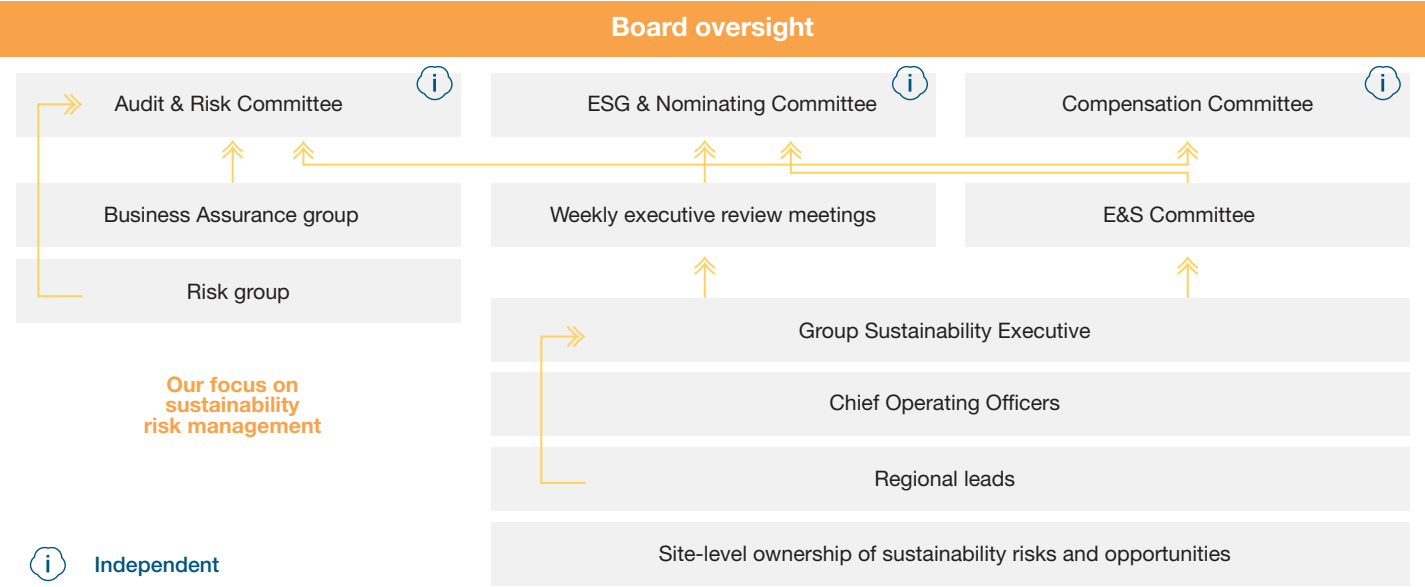
- We put safety first.
- We conduct our business with integrity, transparency and fairness.
- We empower local communities.
- We build and maintain genuine partnerships.
- We prioritize local hiring and buying.
- We reduce our environmental impacts.
- We plan for closure at all stages.

Responsibility and Accountability

Our Board and its committees oversee our sustainability activities as part of their stewardship of our overall business strategy and risk management. The Board is helped in this regard by three board level committees (ESG and Nominating Committee, Audit and Risk Committee and the Compensation Committee) and one management level committee (the Environmental and Social Oversight Committee).



Sustainability Governance



- **ESG and Nominating Committee** – Assists with oversight of our environmental, health and safety, social license to operate, community investment, and human rights programs, policies and performance.
- **Audit and Risk Committee** – Assists with oversight of our management of enterprise risks and the implementation of policies and standards to monitor and mitigate risks. This includes compliance with our Code of Business Conduct and Ethics, and our Anti-Bribery and Anti-Corruption Policy. The committee is also responsible for reviewing our approach to Climate Change and our public disclosures.
- **Compensation Committee** – Works to ensure that executive compensation is linked to our sustainability performance.
- **Environmental and Social Oversight Committee** – Reviews sustainability performance and key performance indicators across operations. It also provides a forum for feedback and lessons learned to be shared, and links site-level ownership for sustainability with our executive and the Board.

Further information regarding our approach to sustainability governance is available on our website.

BUSINESS INTEGRITY AND ETHICS

Operating with honesty, integrity and transparency is the right thing to do, and critical to our on-going success and the ultimate sustainability of our business.

Unethical behaviour, such as corruption, could be extremely damaging for our business, resulting in fines, immeasurable damage to our reputation and loss of social licence to operate. Beyond this, corruption and human rights abuses are often inextricably linked.

The developing countries of the global south are particularly vulnerable to unethical behaviour and will feel its associated social, economic and political impacts first and worst. As global appetite and need for natural resources increases, investment and operation in emerging and frontier markets is rising. This means robust governance and high ethical standards become even more critical for delivering the world we want. Operating in an ethical manner and not engaging in a corrupt or an unethical manner is an unwavering commitment and has been entrenched in our DNA from day one.

As the world works to build resilience to the global challenges of climate change and conflict, transparent payments to government, and ensuring business is done in an ethical and transparent manner (particularly for extractive industries) are seen as critical instruments for delivering economic growth and recovery and to drive socio-economic upliftment.

From Bamako to Battle Mountain to Balochistan, we have a track record of successfully and ethically developing, running and closing mines in countries deemed by many to be too challenging to work in, and this is something we are extremely proud of.

Our Approach

Protecting ourselves from and taking a stance against corruption, bribery and fraud is one of our sustainability principles and foundational value for our business, and we expect and instill these values in everyone we work with.

Our core values, our responsibilities and the principles and behaviours that guide how we do business and how we expect those we do business with to behave, are set out in our Anti-Bribery and Anti-Corruption Policy, and our Anti-Fraud Policy, as well as our Code of Business Conduct and Ethics. This is further augmented for suppliers by our Supplier Code of Ethics.

We couple these policies and codes with a culture of responsible behaviour, and have a group-wide business integrity program lead by our Senior Vice President Business Assurance, Risk and Business Integrity to help everyone at Barrick understand and deliver against our standards. We have and track a target of 100% adherence to our Code of Business Conduct and Ethics and our related policies each year. Further details regarding our business integrity and ethics policies and programs are available on our website.

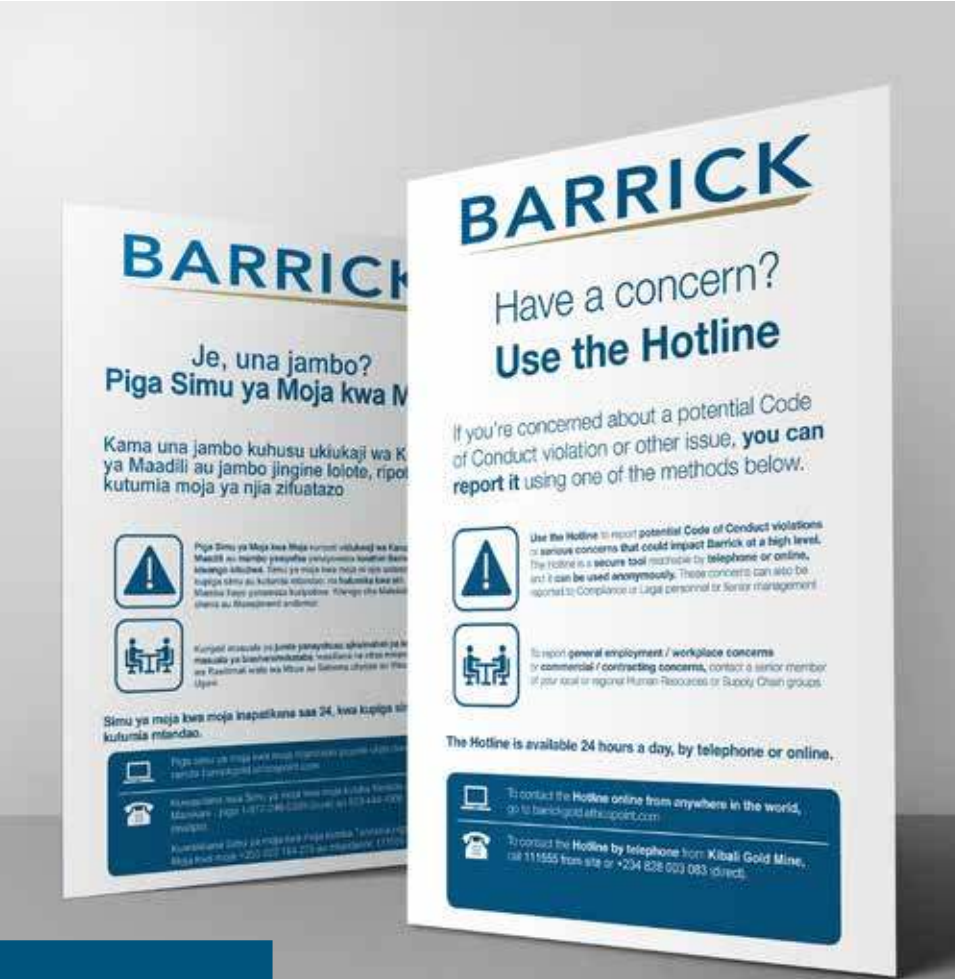
Reporting concerns

Barrick employees, contractors, third parties and community members can report potential violations of our Code of Business Conduct and Ethics and related policies, confidentially and anonymously through several channels, including our global hotline which is operated by an independent provider. We expect all our stakeholders to raise any concerns through one of these channels. The hotline is available 24 hours a day in multiple languages. Hotline contact information is promoted through staff training and communications as well as our groupwide internal communications portal, and onsite posters. There was one human rights related complaint submitted via the Barrick hotline in 2023 related to a publicly reported incident. The case was independently investigated and the allegations were not substantiated.

Progress and Performance in 2023

Hotline Reports Received

	2023	2022	2021
Conflict of interest	13	8	13
Disclosure / controls / confidentiality / bribery	16	10	19
Human rights	1	1	0
Theft / fraud / misuse of assets	5	4	8
Workplace concerns (eg labour / safety)	106	117	152
Total	141	140	192



The hotline is available 24 hours a day in multiple languages.

MANAGING RISK

We can't create and deliver sustainable value throughout the business if we do not identify, manage and effectively deal with the risks our business faces.

Our risk management processes are designed to identify, evaluate, plan and manage or mitigate risks, including new and emerging risks that could impact the business. It also prioritizes and enables an agile response to new or changing risks. Consistent with our approach to sustainability governance we work to connect and balance site-level ownership with group level oversight and Board responsibility.

Risk Registers

Each quarter all site-level risk registers are submitted by region to the risk team for review. The risk team aggregates the results of each region's risk registers and updates the group risk register on an annual basis. Review and aggregation is overseen by our Senior Vice-President, Business Assurance, Risk and Business Integrity, and the group register is reviewed by the executive committee prior to presentation for the Board's Audit and Risk Committee.

For every risk identified on the register the inherent risk to the business is identified, followed by a detailed description of controls and monitoring activities to be undertaken to mitigate the risk. Finally, a residual risk rating which considers the impact of mitigating actions and controls is provided.

A Dynamic Approach to Risk Management

We recognize that risk is dynamic, and to augment the annual group risk register review and update, each quarter our Senior Vice-President, Business Assurance, Risk and Business Integrity presents a group risk report to the Audit and Risk Committee. The report is informed by each region's quarterly risk register review and update and sets out our critical risks as a group and by region, as well as a global view of our strategic priorities. Reinforcing the importance of sustainability as a key driver and differentiator for our business the risk report includes a 'Sustainable Profitability' section. This refers to our sustainability strategy and priorities and considers our performance against these for the quarter. As part of our on-going risk management processes, we also conduct sensitivity analyses and stress testing to assess the potential impacts of, and any changes to, our key business risks.

Managing Supply Chain Risk

Our supply chain has one of the best opportunities we have to support and deliver socio-economic upliftment. We require all our suppliers, regardless of location, to meet our standards. Our philosophy is grounded in a belief of engagement rather than enforcement, and in developing countries and communities where skills may be lacking, we sometimes need to work with suppliers over time to bring them up to standard. By doing this we both secure our own supply lines and critically also drive development and resilience for the individual and the wider community.

All our standard supply contracts include clauses that commit vendors to uphold our sustainability policies. We also undertake robust vendor due-diligence and on-boarding to drive and ensure compliance with our policies and standards. In line with our philosophy of transparency we have released a Modern Slavery Report in 2024.

Tailings Management Risk

The mining industry has faced increased scrutiny over the last five years with regards to how tailings are managed and the risks associated with poor tailings and tailings storage management. In line with our commitment to robust risk management and transparency we have detailed our efforts to enhance our management of and derisk to the extent practicable our facilities. Further details including our disclosure in line with the requirements of the Global Industry Standard for Tailings Management (GISTM) can be found here.

| RESPONSIBLE MINING

We take our responsibility to produce gold and copper in a responsible manner seriously.

We are a member of the World Gold Council and the International Council on Mining and Metals, and we have endorsed and have implemented the WGC’s Responsible Gold Mining Principles (RGMPs) and the ICMM’s Mining Principles and Performance Expectations. We have also worked with these organisations, as well as the Mining Association of Canada’s (MAC) and the Copper Mark to drive harmonization and convergence of standards.

While the RGMPs are only applicable to gold operations, we also apply their standards to our copper operations at Lumwana in Zambia and Jabal Sayid in Saudi Arabia. This helps to drive standardization of our policies, standards and procedures, and also reflects our unwavering commitment to responsible production. This section of the report sets out our conformance with industry standards.



RGMP and ICMM Population

✓

 Aligned

⦿

 Partially aligned

✕

 Not applicable

Responsible Gold Mining Principles (RGMPs)	Relevant ICMM Performance Expectations (PEs)	Description	Group	Nevada Gold Mines (NGM)	Hemlo	Kibali	Loulo-Gouunkoto	Tongon	North Mara	Bulyan-hulu	Lumwana	Jabal Sayid	Pueblo Viejo	Veladero
Independent Assurance Schedule				2022	2021	2022	2023	2021	2023	2021	2023	2021	2023	
Principle 1 - Ethical conduct: We will conduct our businesses with integrity including absolute opposition to corruption														
Governance														
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.	✓	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗
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.	✓	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗

Aligned
 Partially aligned
 Not applicable

Responsible Gold Mining Principles (RGMPs)	Relevant ICMM Performance Expectations (PEs)	Description	Group	Nevada Gold Mines (NGM)	Hemlo	Kibali	Loulo-Gounkoto	Tongon	North Mara	Bulyan-hulu	Lumwana	Jabal Sayid	Pueblo Viejo	Veladero
Independent Assurance Schedule				2022	2021			2022			2023		2021	2023
Additional ICMM Expectations														
ICMM Performance Expectation 1.2	1.2	"Implement policies and practices to prevent bribery, corruption and to publicly disclose facilitation payments"	✓	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗
ICMM Performance Expectation 1.4	1.4	"Assign accountability for sustainability performance at the Board and/or Executive Committee level"	✓	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗
ICMM 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 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.	✓	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗
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														
2.1: 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.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

 Aligned
  Partially aligned
  Not applicable

Responsible Gold Mining Principles (RGMPs)	Relevant ICMM Performance Expectations (PEs)	Description	Group	Nevada Gold Mines (NGM)	Hemlo	Kibali	Loulo-Gounkoto	Tongon	North Mara	Bulyan-hulu	Lumwana	Jabal Sayid	Pueblo Viejo	Veladero
Independent Assurance Schedule				2022	2021			2022			2023		2021	2023
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.												
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	Intergrate Sustainable development principles into corporate strategy and decision making process relating to investments and in the design, operation and closure of facilities.												
ICMM 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.												
ICMM 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

Responsible Gold Mining Principles (RGMPs)	Relevant ICMM Performance Expectations (PEs)	Description	Group	Nevada Gold Mines (NGM)	Hemlo	Kibali	Loulo-Gounkoto	Tongon	North Mara	Bulyan-hulu	Lumwana	Jabal Sayid	Pueblo Viejo	Veladero
Independent Assurance Schedule			2022	2021	2022	2023	2021	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.												
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 they 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.												

Aligned
 Partially aligned
 Not applicable

Responsible Gold Mining Principles (RGMPs)	Relevant ICMM Performance Expectations (PEs)	Description	Group	Nevada Gold Mines (NGM)	Hemlo	Kibali	Loulo-Gounkoto	Tongon	North Mara	Bulyan-hulu	Lumwana	Jabal Sayid	Pueblo Viejo	Veladero
Independent Assurance Schedule				2022		2021			2022		2023		2021	2023
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, minimize, 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.												
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.												

* Comment: Please see our [Conflict Free Gold Report](#)

Aligned
 Partially aligned
 Not applicable

Responsible Gold Mining Principles (RGMPs)	Relevant ICMM Performance Expectations (PEs)	Description	Group	Nevada Gold Mines (NGM)	Hemlo	Kibali	Loulo-Gounkoto	Tongon	North Mara	Bulyan-hulu	Lumwana	Jabal Sayid	Pueblo Viejo	Veladero
Independent Assurance Schedule				2022	2021			2022			2023		2021	2023
Principle 6: Labour rights: We will ensure that our operations are places where employees and contractors are treated with respect and are free 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 organizations 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.												
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 programmes we will aim to contribute to the socio-economic empowerment of women in the communities associated with our operations.												
6.7: Raising concerns	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.												

* Comment: NGM continues its many projects aimed at removing barriers for women to participate in the workforce, and this is an ongoing development. NGM holds formal talent and succession planning and have held Women's Career Building Workshops focusing on resume building, job searches, the application process, and interview skills to encourage women to enter the mining industry. NGM has not yet reached a level of women participation that it feels is fully aligned with this principle

Aligned
 Partially aligned
 Not applicable

Responsible Gold Mining Principles (RGMPs)	Relevant ICMM Performance Expectations (PEs)	Description	Group	Nevada Gold Mines (NGM)	Hemlo	Kibali	Loulo-Gounkoto	Tongon	North Mara	Bulyan-hulu	Lumwana	Jabal Sayid	Pueblo Viejo	Veladero
Independent Assurance Schedule				2022	2021			2022			2023		2021	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														
7.1: 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.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓
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 through 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

Responsible Gold Mining Principles (RGMPs)	Relevant ICMM Performance Expectations (PEs)	Description	Group	Nevada Gold Mines (NGM)	Hemlo	Kibali	Loulo-Gounkoto	Tongon	North Mara	Bulyan-hulu	Lumwana	Jabal Sayid	Pueblo Viejo	Veladero
Independent Assurance Schedule				2022	2021			2022		2023		2021		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, 6.4	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.												
8.4: Mercury	PS on Mercury Risk Management	We will not use mercury to extract gold in 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.												

Aligned
 Partially aligned
 Not applicable

Responsible Gold Mining Principles (RGMPs)	Relevant ICMM Performance Expectations (PEs)	Description	Group	Nevada Gold Mines (NGM)	Hemlo	Kibali	Loulo-Gounkoto	Tongon	North Mara	Bulyan-hulu	Lumwana	Jabal Sayid	Pueblo Viejo	Veladero
Independent Assurance Schedule				2022	2021			2022		2023		2021		2023
Additional ICMM Expectations														
ICMM Performance Expectation 4.3	4.3	Implement risk-based controls to avoid/prevent, minimize, mitigate and/or remedy health, safety and environmental impacts to workers, local communities, cultural heritage and the natural environment, based upon a recognized 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													
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 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.												

* Comment: Pueblo Viejo is working to strengthen social planning as part of its Closure Plan.

Aligned
 Partially aligned
 Not applicable

Responsible Gold Mining Principles (RGMPs)	Relevant ICMM Performance Expectations (PEs)	Description	Group	Nevada Gold Mines (NGM)	Hemlo	Kibali	Loulo-Gounkoto	Tongon	North Mara	Bulyan-hulu	Lumwana	Jabal Sayid	Pueblo Viejo	Veladero
Independent Assurance Schedule			2022		2021		2022		2023		2021		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 10: 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	Recognizing 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 CO ₂ equivalent emissions in line with accepted reporting standards.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
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 Sustainability 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”, “intend”, “goal”, “continue”, “budget”, “potential”, “may”, “will”, “can”, “should”, “could”, “would”, and similar expressions. In particular, this Sustainability 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, diversity, equity and inclusion, community relations, resettlement and disease prevention), human rights and biodiversity programs, policies and performance; (iii) Barrick’s climate change strategy and associated greenhouse gas emissions reductions targets, including with respect to our Scope 3 emissions and associated targets, as well as the estimated capital expenditures required to meet our greenhouse gas emissions reduction targets; (iv) climate risks and opportunities identified through our climate scenario analysis, including at Nevada Gold Mines; (v) the estimated timing and ability of Barrick to achieve environmental, social, health and safety, and energy reduction targets, including our greenhouse gas emission reduction targets and goal of net gain biodiversity; (vi) Barrick’s strategy to address legacy human rights and environmental issues at the Porgera mine; and (vii) our joint ventures, partnerships and industry association memberships.

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, including the effects and potential effects of the global Covid-19 pandemic; 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; 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); 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; Barrick’s ability to achieve our sustainability goals, including our climate-related goals and greenhouse gas emissions reduction targets, in particular our ability to achieve our Scope 3 emissions targets which requires reliance on entities within Barrick’s value chain, but outside of the Company’s direct control, to achieve such targets within the specified time frames; 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 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.