



2025 Modern Slavery Report

This Report is produced by Barrick Mining Corporation (formerly, Barrick Gold Corporation) and its subsidiary, Barrick Gold Inc.¹ (together, “Barrick”, the “Company”, “our” or “we”) for the financial year ending December 31, 2025 (the “Reporting Period”). This Report outlines the steps taken to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere or of goods imported into Canada by Barrick, in compliance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, S.C. 2023, c. 9 (the “Act”).

1. Barrick’s structure, activities and supply chains

Barrick is a Canadian public company listed on the Toronto Stock Exchange (ABX) and the New York Stock Exchange (B). Barrick entered the gold mining business in 1983 and is a sector-leading gold and copper producer with annual gold production and gold reserves that are among the highest in the industry. We are principally engaged in the responsible production and sale of gold and copper, as well as related activities such as exploration and mine development. As of December 31, 2025, Barrick employed approximately 26,800 employees worldwide, including employees at operations jointly owned and operated by Barrick. Barrick also employed approximately 27,000 contractors. Approximately 13,000 employees are represented by a labour union or are covered by collective bargaining agreements.

Globally, Barrick’s eleven producing gold mines are geographically diversified spanning the United States, the Dominican Republic, Tanzania, the Democratic Republic of the Congo, Mali, Argentina and Papua New Guinea. Our three producing copper mines are located in Zambia, Chile and Saudi Arabia, with a greenfield project in Pakistan. Our exploration and other development projects are located throughout the world, including the Americas, Asia and Africa. Barrick’s portfolio includes five Tier One Gold Assets² and two Tier One Copper Assets/Projects.³

Barrick strives to partner with our host countries and communities to transform their natural resources into tangible benefits and mutual prosperity, in a manner that prevents and reduces the risk of forced labour or child labour.

¹ This report is submitted jointly by Barrick Mining Corporation and its wholly owned subsidiary Barrick Gold Inc., both of which are reporting entities under the Act. In Q4 2025, Barrick Gold Inc. completed the sale of the Hemlo Gold Mine.

² A Tier One Gold Asset is an asset with a \$1,400 per ounce reserve with potential for five million ounces to support a minimum 10-year life, annual production of at least 500,000 ounces of gold and with all-in sustaining costs per ounce life-of-mine that are in the lower half of the industry cost curve.

³ A Tier One Copper Asset/Project is an asset with a \$3.00/lb reserve with potential for +5Mt contained copper in support of at least 20 years life, annual production of at least 200ktpa, with costs per pound in the lower half of the industry cost curve. Tier One assets must be located in a world class geological district with potential for organic reserve growth and long-term geologically driven value addition.

Barrick’s supply chain for the production of gold and copper covers operational requirements throughout the complete mine lifecycle from exploration to closure. The main categories representing 80% of Barrick’s procurement expenditures are: heavy mining and plant equipment, contract labour, drilling, diesel fuel and lubricants, and reagents. For 2025, Barrick’s main purchasing categories and the percentage that these categories represent of Barrick’s overall expenditures were:

Category	Spend %
Services	34%
Heavy Mining Equipment (HME)	19%
Fuel and Energy	11%
Fixed Plant	10%
Drilling	5%
Commodity	5%
Miscellaneous	5%
Reagents	4%
Explosives	2%
Logistics	2%
Employee Cost	1%
Tyres	1%
Rental	1%
Total	100%

Barrick’s supply chain strategy focuses on sourcing materials and services from local suppliers to maximize the value generated in the countries in which we operate. In 2025, Barrick sourced materials from over 77 countries with the most significant portion of procurement sourced from North America (42%).

2. Barrick’s Policies and due diligence processes in relation to forced or child labour

Barrick believes that to succeed, modern mining companies must embrace and integrate environmental, social and economic considerations in all business decisions and deliver these decisions through responsible partnership with our stakeholders. Our sustainability vision is underpinned by four key pillars: (1) respecting human rights; (2) protecting the health and safety of our people and local communities; (3) sharing the benefits of our operations; and (4) managing our impacts on the environment.

We have zero tolerance for human rights violations whether committed by our employees, contractors, or any third party acting on our behalf. That principle is supported by clear governance from site management to oversight from our Board of Directors (“Board”) and is embedded in our policies, our Code of Business Conduct and Ethics (“Code of Conduct”), and performance systems. We are committed to acting in accordance with the United Nations Guiding Principles on Business and Human Rights (“UNGPs”), the Voluntary Principles on Security and

Human Rights (“Voluntary Principles”), the International Labour Organization’s Fundamental Principles and Rights at Work (“ILO Principles”), ILO Convention 138, and the Organisation for Economic Co-operation and Development Guidelines for Multinational Enterprises (“OECD Guidelines”).

Policies

Barrick sets expectations for our business activities at the Group level. These expectations are outlined in Barrick’s Code of Conduct, Human Rights Policy, Supplier Code of Ethics, and related Company policies and supporting procedures. All companies, contractors and suppliers that we work with are contractually required to adhere to these policies. The Human Rights Policy is applicable to our entire workforce, including contractors and suppliers, at the sites we operate. These policies outline our commitment to identifying and addressing human rights issues and setting the standards we expect all employees and partners to uphold.

The Human Rights Policy makes clear that we do not tolerate the use of child labour, prison labour, or any form of forced labour, slavery, or servitude in any of our operations, supply chains or associated business activities. We comply, and expect that our suppliers comply, with all relevant national and international human rights laws.

Employment conditions

We expect our employees to comply with our Code of Conduct and Human Rights Policy. Barrick takes a country-based approach to determining salary bands, compensation and benefits, and our workers are paid above the minimum wage in all relevant countries or regions and receive the applicable government mandated benefits. As of December 31, 2025, approximately 50% of Barrick’s employees globally were covered by collective bargaining agreements.

Human Rights Due Diligence

Barrick utilizes due diligence processes across our operations to manage human rights risks. As part of those processes and in accordance with our Global Vendor Onboarding Standard, Barrick conducts due diligence on potential vendors and existing vendors to account for any significant modifications to existing operations. Where Barrick identifies a vendor that presents a potentially higher risk, that vendor may be subject to Business Integrity and Ethics training. This training may be conducted once at the outset of the vendor’s engagement or as an ongoing annual requirement.

In cases where our due diligence identifies a potential human rights risk, there is a process for enhanced human rights due diligence to be completed by internal or external teams. There are also processes in place for enhanced and ongoing due diligence for contractors who are identified as potentially presenting higher risks of negative human rights impacts or who provide goods and services on-site (“Ongoing Due Diligence”). The Ongoing Due Diligence process includes additional checks and risk assessments that may be undertaken for these contractors and includes a host of controls that may be implemented where applicable.

We share any major changes to our policies, including the Human Rights Policy, with all contractors regardless of risk level. Suppliers and contractors are subject to our vendor onboarding program and Global Vendor Onboarding Standard.

Pre-contract due diligence and vendor onboarding

Barrick has developed a Procurement Standard and a Global Vendor Onboarding Standard, which together create a due diligence program for all of our vendors, including our first-tier or direct suppliers who supply our critical materials. These vendors are expected to complete a questionnaire on anti-corruption and human rights in relation to both their own operations and suppliers, as well as those of their sub-contractors, including questions on compliance with legal requirements relating to modern slavery and human rights, the use of forced or child labour, workplace conditions, and anti-corruption. Alternatively, each supplier has the option of satisfying the requirements of TRACE International Inc.'s due diligence process, which satisfies Barrick's expectations. Our due diligence can include third party searches that are completed on vendors and identified sub-contractors. The questionnaire also includes a section for the contractor to list its sub-contractors or consultants to be hired and asks for an acknowledgement that the contractor and its sub-contractors commit to act in accordance with the UNGPs and Voluntary Principles.

Human Rights Assessments

Barrick's undertakes independent human rights assessments at mines that are identified as having medium or high exposure to human rights risks every two to three years on a rolling, risk-based cycle. Independent human rights assessments provide external validation of our risk identification and performance and help ensure transparency and accountability. Independent assessments are conducted by experts based on international human rights standards including the UNGPs, ILO Principles, ILO Convention 138, the Voluntary Principles, the OECD Guidelines, and relevant host-country legislation. Lower-risk operations complete structured self-assessments using Barrick's 36-question tool, which evaluate security practices, employee training and grievance mechanisms, and require ongoing self-assessments and monitoring. Each assessment is intended to cover human rights risks and potential impacts that may be caused or contributed to by the mine's operations.

Findings from both independent assessments and self-assessments are documented, shared with regional management, and, where appropriate, incorporated into site and regional action plans. Progress is tracked through our internal reporting systems and the Sustainability Scorecard under the leadership of Barrick's Group Sustainability Executive and is reviewed at the management level by the Environmental and Social Oversight Committee (ESOC), chaired by our President and Chief Executive Officer, and at the Board level through the Board's ESG & Nominating Committee. This combined approach: self-assessment, independent review, and Board-level oversight supports continuous improvement, strengthens assurance over our controls, and provides stakeholders with confidence that human rights risks at Barrick are being managed systematically and transparently.

During 2025, third party assessments were undertaken at Porgera in Papua New Guinea, Veladero in Argentina, and North Mara in Tanzania. Barrick reviews these assessments and incorporates the recommendations from these assessments into action plans, which are designed to track enhanced compliance with our standards and to foster continuous improvement.

Standards for suppliers

Barrick expects all suppliers to commit to Barrick's Supplier Code of Ethics, which governs the conduct of our suppliers and their relevant sub-contractors when doing business with or on behalf of Barrick. Our Supplier Code of Ethics sets expectations on human rights, labor, safety, and non-discrimination. Human rights and modern slavery clauses are embedded into contracts and

reinforced through: screening and risk-based due diligence, supplier onboarding, site audits and periodic reassessment, and corrective-action plans where gaps are identified. Higher-risk suppliers undergo enhanced due diligence, and material issues may be escalated to our Board.

Suppliers are expected to accept and comply with our Supplier Code of Ethics to be eligible to do business with Barrick. This Supplier Code of Ethics builds on the Code of Conduct and explicitly states that all suppliers and contractors are expected to comply with the ILO Principles, the International Bill of Rights, the UN Global Compact, and all due diligence requests. These obligations include upholding freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced and compulsory labour, and the effective abolition of child labour. Suppliers are also expected to have an internal process whereby grievances can be raised and investigations can be undertaken for violations of the Supplier Code of Ethics.

Reporting and remediation

Barrick recognizes that regardless of the degree of due diligence, training, and guidance we carry out, there may be instances when we may contribute to negative human rights impacts. We aim to identify any impacts early and remediate them as soon as possible, establishing systems and identifying learnings to avoid and mitigate future impacts. Our Social Performance Policy sets the expectation that each site will have an effective grievance mechanism to address community concerns. We have established grievance mechanisms that are accessible to our host communities, employees, contractors and business partner employees and their host communities. These mechanisms help us to identify and manage issues and to work to resolve stakeholder concerns in a timely and proactive manner. Human rights complaints are escalated to the corporate level based on the identified risk. Our Human Rights Assessments evaluate how effectively these grievance mechanisms address and resolve stakeholder complaints, and escalate where necessary, in a timely and mutually satisfactory manner. Additionally, our employees are trained annually on our Human Rights Policy and agree to both adhere to the Policy and to report any actual or potential violations of which they may become aware.

Our employees, suppliers and contractors are encouraged to submit a report if they become aware of information suggesting that the conduct of an employee or third party could violate the Code of Conduct or Human Rights Policy, regardless of whether they know or believe it to be a human rights violation. We also emphasize that there are no adverse consequences or retribution for people who make timely reports of human rights concerns in good faith.

In addition to site based grievance mechanisms, Barrick maintains an independently operated hotline that is available to all employees, as well as contractors, suppliers, business partners and community members. Barrick's hotline is an independent, confidential reporting service that is available 24 hours a day and is accessible via our intranet page, the internet or by phone. Reports can be made online in English, French or Spanish, and phone interpreters are available in those and other languages. Information regarding the hotline and how to use it is provided in the Code of Conduct, as well as on posters in English and local languages across all our sites.

Once a report has been made, the hotline has a built-in follow up tool which can be used by reporters to check the report's status, ask additional questions, or provide updated information. We take all hotline calls seriously and investigate the complaints raised. Reports can be raised anonymously, and Barrick does not tolerate retaliation against those who submit reports in good faith. During 2021, Barrick introduced an optional feedback survey for all individuals submitting reports to the hotline for continued improvement to our hotline function.

In 2025, Barrick received 173 hotline reports. None of these reports related to modern slavery (including forced or child labour) or contained any indications of modern slavery implications or risks. As no instances of child or forced labour were identified, no remedial measures were necessary, including measures to remediate the loss of income to the most vulnerable families resulting from remediation measures.

3. How Barrick identifies and handles forced or child labour risks in its business and supply chain

Modern slavery risks may arise due to issues present in the countries and regions in which we operate and source from due to the goods and services we procure and the entities with which we engage. Barrick acknowledges that we operate in certain jurisdictions in which working conditions can be unjust and the use of child and forced labour in local communities and supply chains is prevalent. As such, modern slavery risks in our supply chain may change over time and these changes can reflect internal factors such as entering new territories, establishing new operations or external impacts.

Barrick maintains a Company wide risk register (“Risk Register”), which helps us identify and manage key risks, including modern slavery and human rights risks, across all our operations and projects. Each risk is assigned to an accountable owner and reviewed at the site, regional, and Group level through our internal reporting systems. Each quarter, site-level risk registers are submitted by the regions to our risk team for review. The most significant risks from each region are included in the Risk Register. Our risk criteria include impacts to our key stakeholders and rights holders as well as impacts to the Company. Any human rights risk or modern slavery risk is considered high risk unless controls are implemented. Where risks require escalation, due to severity, potential impact, or inadequate controls, they are reviewed by the ESOC and summarized for the Board’s ESG & Nominating Committee.

4. Measures taken by Barrick to remediate forced or child labour

Barrick has implemented a range of human rights programs and policies, including a training program specifically relating to human rights, which as of 2024, includes modern slavery topics. Barrick has continued to drive and embed respect and accountability for human rights throughout our organisation, including in our operations and business relationships, from the very top of our management structure to all our employees globally, our supply chain, and all our business partners. As a responsible corporate citizen, Barrick takes an active role and works with our industry partners to identify and share best practices. Recently, we participated in multi-stakeholder human rights initiatives involving the OECD Guidelines and the Voluntary Principles as well as with our key industry associations including: the World Gold Council (“WGC”); the International Council on Mining and Metals (“ICMM”); and the Mining Association of Canada (“MAC”). In 2025, Barrick continued to implement its Human Rights Program and submit and publish its annual reports to the Voluntary Principles Initiative, which are available on the Company’s website. The Company recently published its 2025 Human Rights Report, detailing how Barrick implements our Human Rights Policy across the organization and how we identify, assess and manage human rights risk throughout the lifecycle of our operations.

Engagement with stakeholders

Barrick is committed to listening to our stakeholders and incorporating their input into our decision-making. We aim to build strong and lasting relationships grounded in trust and transparency, and this philosophy also guides our due diligence process. Through open and honest engagement

with potentially impacted rights-holders, we work to identify potential human rights and modern slavery risks that could damage these relationships and break trust. Our key stakeholders and rights-holders include employees, suppliers, contractors, business partners, neighbouring communities and host governments.

Some of the ways we engage with employees are Town Hall meetings at each site, our digital platforms (including the intranet and hotline), and trade union representation at quarterly meetings with senior management. The form of Barrick's engagement with other stakeholders depends on the particular rights-holder and the nature of each site or project. It may include activities such as training, financial or similar support, program design and advice, physical infrastructure projects, community relationship-building, capacity building, and advisory work in drafting laws and regulations. We also conduct site visits, and our Human Rights Assessments can include interviewing contractor employees to determine their perceptions of conditions at the site. Finally, we have established Community Development Committees (CDCs) at each of our operational mines. CDCs are local stakeholder forums that bring together community representatives, traditional leaders, and mine management to discuss development priorities, monitor project implementation, and raise concerns related to social and environmental impacts. CDCs are designed to identify community needs and priorities, allocate funds to those initiatives which are most desired by the local community, track delivery and strengthen transparency. They also provide a regular and important forum for discussion and information sharing between our operations and our local communities.

Memberships

In 2005, Barrick joined the UN Global Compact. This is a voluntary initiative that promotes corporate citizenship by directly involving businesses in tackling some of the major human rights, labour, anti-corruption, and environmental challenges that arise from increasing globalization. Barrick is a member of the WGC and ICMM, and we have implemented the WGC's Responsible Gold Mining Principles (RGMPs) and the ICMM's Mining Principles and Performance Expectations (MPPEs) (collectively referred to as RGMPs+). The RGMPs consolidate leading international standards, including the UNGPs and OECD Guidelines, into a single, coherent framework specific to the gold mining sector. Principle 6 of the RGMPs addresses labour rights, stating that WGC members "will ensure that our operations are places where employees and contractors are treated with respect and are free from discrimination or abusive labour practices." Specifically, Principle 6.3 states that WGC members "prohibit child labour, forced labour and modern slavery in our operations and in our supply chains."

The ICMM's MPPEs provide a comprehensive set of performance expectations for ICMM members to manage sustainability and human rights issues at the corporate level. Performance expectations relevant to Barrick's response to modern slavery are found in Part 3 of the MPPEs, and include:

- 3.1 – "Support the UNGPs by developing a policy commitment to respect human rights, undertaking human rights due diligence and providing for or cooperating in processes to enable the remediation of adverse human rights impacts that members have caused or contributed to."
- 3.4 – "Respect the rights of workers by: not employing child or forced labour; avoiding human trafficking; not assigning hazardous/dangerous work to those under 18; eliminating all forms of harassment and discrimination; respecting freedom of association and collective bargaining; and providing an appropriate mechanism to address workers grievances."

- 3.5 – “Equitably remunerate employees with wages that equal or exceed legal requirements or represent a competitive wage within that job market (whichever is higher) and assign regular and overtime working hours within legally required limits.”

Applying these standards helps to drive the standardization of our policies, standards and procedures; reflects our unwavering commitment to responsible production, and broadens and deepens our understanding of where the risk of adverse human rights impacts is most significant for mining companies.

5. Training provided to employees on forced labour and child labour

We believe that equipping our employees, contractors and suppliers with the knowledge and requirements of our Business Integrity and Ethics program, including human rights, is key to the success of our program and in 2025, we continued to focus on our education program to enhance the knowledge base and employee understanding of our expectations.

In 2022, we developed and rolled out an immersive, scenario-based online ethics training program for all eligible employees to complete. This training includes both human rights and modern slavery topics. Our training program includes an initial quiz to test knowledge and comprehension of our Business Integrity and Ethics program to determine the level of additional information and testing required in the compulsory training program. For the fourth consecutive year, 100% of required employees completed this training.

Human rights training is provided to new employees and employees who are in positions which may impact human rights, receive reports or complaints on human rights, or oversee programs involving human rights. This includes management, legal personnel, human resources, security personnel, community relations personnel, individuals involved in administering the supply chain and overseeing third parties, and others. Enhanced live training is provided to employees in positions that are exposed to additional risk. Enhanced live training is presented in an interactive format with in-depth discussion on specific, risk-based compliance topics and affords the opportunity for employees to ask specific questions of our Business Integrity staff. We also continue to promote our hotline, emphasize our dedication to non-retaliation for whistleblowers across our operations and implemented an updated ethics training program, which all eligible employees and identified third parties are expected to complete.

6. How we assess effectiveness

Oversight of the effectiveness of our human rights program rests with Barrick’s Board and two of its standing committees, the ESG & Nominating Committee and the Audit & Risk Committee. The Audit & Risk Committee assists the Board in overseeing the Company’s management of principal risks, which include human rights risks, as well as the implementation of policies and standards for monitoring and modifying such risks.

ESOC is tasked with affirming our commitment to sustainability and human rights. This committee is chaired by our President and Chief Executive Officer and is made up of key members of management and an independent sustainability consultant. ESOC meets quarterly to review the Company’s performance across a range of key performance indicators, and to provide independent oversight and review of sustainability management.

Barrick undertakes annual self assessments against the RGMPs+ framework. External independent assurance is provided for these self-assessments, as well as site-level verification

for at least two assets each year. In 2025, site level verifications were undertaken at North Mara and Bulyanhulu in Tanzania, and at Turquoise Ridge, Phoenix and the TS Power Plant at Nevada Gold Mines in the USA. This process ensures that we adhere to the RGMPs+ and that there are no material non-conformances.

Investigations

Barrick's Human Rights Investigation Procedure details the process for how reports of potential human rights violations are to be evaluated, investigated, brought to the attention of host-nation authorities, monitored, and reported on. If a human rights violation is reported, the local and/or corporate business integrity and/or legal teams are expected to establish an investigation group, which may include external experts. Where investigations are conducted, they are done so according to international standards to ensure protections for the individuals involved. We have processes to investigate allegations in our own operations, as well as any allegations received relating to existing contractors or suppliers. Where appropriate, we will engage with contractors and suppliers to determine the best way to address the allegations. This may include creating an improvement plan to mitigate current impacts and prevent future impacts or establishing systems to remedy the impacts caused.

A violation of Barrick's Human Rights Policy leads to disciplinary action, up to and including the termination of employment or contracts, if necessary. We may also assist victims in seeking redress directly against perpetrators using internationally recognized channels. Investigations may also lead to a root cause analysis which we can use to develop recommendations for ways to prevent similar incidents from recurring. Investigations relating to allegations of potential human rights violations are reported to the Board through the Audit & Risk Committee. If the grievance mechanism, hotline, or the human rights investigation procedure do not provide adequate redress for adverse human rights impacts, Barrick may implement programs to remedy rights-holders when necessary. These programs are developed in accordance with the UNGPs and do not obstruct access to other remedies available to rights-holders, such as state-based remedies or other internationally recognized mechanisms.


Sustainability Scorecard

An important way that Barrick monitors the effectiveness of our actions in addressing human rights and modern slavery risks is through our Sustainability Scorecard. The Sustainability Scorecard provides a consolidated view of human rights performance across all operations. Indicators include: grievance management and resolution; independent human rights assessment findings, progress against independent-assessment action plans; training completion rates, and security and human rights metrics. The Scorecard is reviewed quarterly by the ESOC and reported to the ESG & Nominating Committee of the Board. The Sustainability Scorecard ranks Barrick against our peers and internal metrics across priority sustainability areas. In 2025, Barrick scored an ("A") on the Sustainability Scorecard (on a scale where 'A' represents top performance and 'E' represents bottom performance). Additional information regarding our sustainability performance for 2025 and the Sustainability Scorecard can be found in the 2025 Sustainability Report on our website.

7. Approval and attestation

This Report was approved pursuant to subparagraph 11(4)(b)(ii) of the Act by the Board of Directors of Barrick Mining Corporation, on May 8, 2026.

I have the authority to bind Barrick Mining Corporation and Barrick Gold Inc.

Per: 
Full Name: Mark Hill
Title: President and Chief Executive Officer