

Sustainability Report

2021

*Building Strong Communities
Through Responsible Mining*

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**From our President
and CEO, Phillips S. Baker, Jr.**

In 2021, we continued to be proud of the way Hecla’s employees maintained our commitment to responsible mining. Our strong financial performance for the year includes record revenues and the second highest free cash flow in our 130-year history.

This performance enabled us to continue funding our exploration program, which has now delivered the highest U.S. silver reserves for the Company in more than 20 years. Hecla’s stakeholders are uniquely positioned to benefit from the growing demand for silver driven by the transition to a clean energy future. Silver has vital applications in the fight against climate change through applications in electric vehicles and renewable energy sources such as solar panels, and demand is growing as governments around the world set ambitious climate targets. The pandemic and geopolitical crises have demonstrated the vital importance to the supply chain of having reliable domestic producers of our essential metals. Active Hecla mines in the United States and Canada guarantee a secure, domestic supply of silver and other vital resources.

Hecla is doing its part to combat climate change by sharply reducing greenhouse gas (GHG) emissions. Since 2019, we have achieved a company-wide reduction of 43% in Scope 1 and Scope 2 GHG emissions, driven by operating efficiencies that reduce the use of electricity, diesel fuel, gasoline, natural gas, and propane.

We are also focused on increasing the percentage of electricity we purchase from clean energy sources, including our use of renewable hydropower at our Casa Berardi and Greens Creek sites. We are proud of our industry leadership in minimizing our environmental footprint, including becoming one of the first precious metals mining companies to be net zero for carbon emissions in 2021. We continue to lead the industry in producing silver in a low carbon manner, with 491 silver-equivalent ounces per metric tonne of Scope 1 and 2 emissions in 2021.

**Building Strong Communities
Through Responsible Mining**

At each of our sites, Hecla is committed to responsible mining practices that guarantee the safety of our workforce, minimize the impact of our operations on the environment, and respect and support the communities where we live and work.

We are the largest private-sector employer and taxpayer in many of our locations and provide significant social and economic benefits by providing high-quality jobs, spending with local vendors, and supporting local charitable organizations. In this report, we highlight the deep roots our Company has in our local communities, including the Silver Valley of Idaho where we now have families with five generations who have been employed at our mines.

Workforce safety has been a core value of our company for over 130 years. We focus on continuous improvement of our safety and health practices and in 2021 our safety performance indicators remained at historically low levels. Hecla’s All-Injury Frequency Rate (AIFR) has declined by 76% since 2012 and was 40% below the U.S. average in 2021. Our deep-rooted culture of safety is strengthened through safety observations and interactions, which increased 35% year over year, and through safety and health training, with approximately 49,000 hours of safety and health training in 2021. Casa Berardi was recognized for outstanding safety performance in 2021 with an award for the lowest reportable injury frequency in the Quebec-Maritime Provinces Region.

We leverage our mining expertise and innovating new practices that utilize technology and automation to improve safety while increasing productivity. In 2021, our Lucky Friday operation began using a new mining method we call the Underhand Closed Bench method, which is expected to help increase production in 2022 by almost a million silver ounces over 2021, while improving worker safety. The development of this method, which we have applied for a patent on, clearly demonstrates how innovation remains as important to Hecla today as it has throughout its more than 130-year history.

Hecla has always been a strong community partner and we continue to engage with local stakeholders to deepen our understanding of local concerns. The Casa Berardi Mine Liaison Committee and Greens Creek Community Advisory Committee are just two examples of our efforts to ensure that community input is considered in the operational activities of our mines. This collaboration is particularly important in partnering with the Indigenous Peoples in our local communities as we seek to provide meaningful opportunities for employment and business relationships. In 2021, these efforts included the hiring of Abitibiwinni First Nations workers at the

Casa Berardi site and inviting First Nations contractors to bid on projects.

We support our communities through charitable donations and volunteer efforts, which have been especially needed during the pandemic. In addition to more than \$464,000 in grants from the Hecla Charitable Foundation, our sites made donations and employees volunteered their time to support organizations in their communities focused on education, youth activities, and health services.

Hecla's commitment to sustainability will continue to drive its successful business strategy focused on long-term value creation for all its stakeholders. As part of our focus on ensuring accountability and transparency, this report includes additional reporting of metrics based on widely accepted ESG standards. I want to thank our Board, employees, and all our stakeholders for your support of our ESG initiatives in 2021 and welcome your input to drive continuous improvement in our sustainability journey.

Phillips S. Baker, Jr.

President & Chief Executive Officer



Reclamation tree planting on the Troy Mine tailings storage facility



**From Chair of
Governance and Social
Responsibility Committee**

On behalf of Hecla’s Board of Directors and the Board’s Governance and Social Responsibility Committee, I am pleased to endorse Hecla’s fifth annual Sustainability Report. The report highlights our commitment to responsible mining and building strong communities in the locations where our mines operate, a commitment based on the core values that have enabled our growth for more than 130 years.

This commitment is shared by our Board members, our executive management team, and all the employees throughout the Company who implement our ESG strategy. The Board’s Governance and Social Responsibility Committee is responsible for reviewing and making recommendations to the Board regarding Hecla’s ESG policies and programs, while the Health, Safety, Environmental and Technical Committee assists the Board in monitoring policies and performance audits governing health, safety, environmental, and community impact areas.

Our Board and management team recognize the increased awareness of sustainability issues in society, including the growing attention paid to corporate ESG performance by investors and other stakeholders. As part of our ESG program, we are committed to regular engagement with our key stakeholders to understand their concerns and to inform and educate them on Hecla’s commitments to supporting our local communities. Our engagement includes the formation of advisory committees made up of local stakeholders including the Indigenous Peoples in many of the local communities around its operations. Our support for local communities includes our economic contributions, including taxes paid, and minimizing the impact of our operations on the environment and biodiversity. Part of this biodiversity support includes a multi-year project funded by Hecla Quebec to

divert a creek at our Casa Berardi location to protect fish habitats.

We are proud of the progress Hecla has achieved in its ESG programs and look forward to continuing to report to you on our sustainability journey as we continue to develop our programs and efforts.

This report, along with regular updates on the Company’s website, is a clear demonstration of Hecla’s culture of accountability and transparency. We are grateful for the support of our employees, customers, suppliers, communities, investors, and all stakeholders.

Catherine J. Boggs
Hecla Board of Directors
Chair, Governance and Social
Responsibility Committee



- **Safety, Health and Environmental Stewardship**
- **Honesty and Integrity**
- **Responsibility**
- **Respect**
- **Innovation**
- **Teamwork**

About Hecla

Hecla Mining Company is the largest primary silver producer in the United States, responsible for nearly half of the country’s silver production; and we also mine gold, lead, and zinc. We have deep roots in our communities and have been in business for over 130 years. Hecla’s operating mines are located in the U.S. and Canada, and we also have exploration properties and pre-development projects in world-class silver and gold mining districts across North America.

The jurisdictions where we operate have stringent regulatory frameworks for environmental compliance, health and safety protections, community engagement, corporate governance, and adherence to human rights. Hecla is committed to responsible mining operations that meet and exceed these regulatory frameworks, ensuring that its workers and communities are protected, and its investors get exposure to silver and other precious metals without taking on the political and currency risks of other countries.

The jurisdictions where we operate have stringent regulatory frameworks for:

- environmental compliance
- health and safety protections
- community engagement
- corporate governance
- adherence to human rights



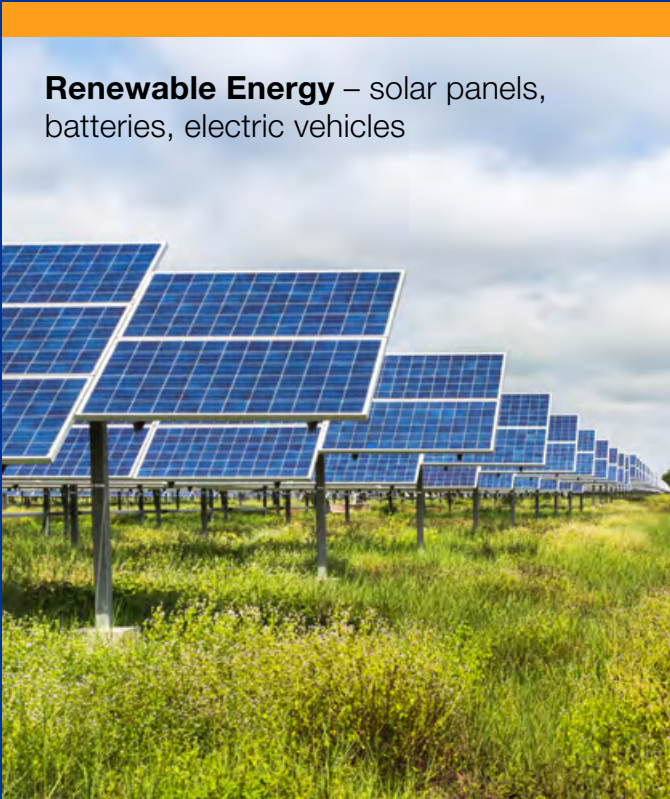
Our Metals Are Essential

Hecla provides silver, zinc, and other metals that are vital to the supply chain for products in the renewable energy, health care, technology, and defense technology markets. Silver has become a vital material in the drive to decarbonize our society, while zinc is a crucial ingredient in medicines, galvanization of metals to prevent rusting, and manufacturing of many products including batteries and electrical equipment.

Hecla’s responsible mining operations in North America provide these essential metals from domestically sourced suppliers, which is increasingly important as global supply chains are disrupted by the pandemic and geopolitical crises. We utilize innovative, environmentally-friendly mining practices focused on producing metals efficiently and in a way that is safe for our employees and our communities.

Silver has become a vital material in the drive to decarbonize our society

Key uses for our metals:



Silver Supports the Low Carbon Future

Silver’s unique properties, including having the highest electrical and thermal conductivity of any metal, makes it a critical part of the drive to reduce carbon emissions around the globe. The silver that Hecla mines is growing in importance as governments around the world set ambitious climate targets, which is driving increased demand for electric vehicles and renewable energy sources such as solar panels.

Silver is already a vital metal in the automotive industry, with an estimated 61 million ounces used in 2021. This volume is expected to increase as silver becomes increasingly important in battery-powered electric vehicles (BEVs), which use twice as much silver as cars with a combustion engine. Production of BEVs is expected to triple from 2020 to 2025 and that will increase demand for silver-bearing components like the electronic control units in the battery and energy management systems. Silver plays an important role in battery packs as the main electrical material. Silver will also be increasingly used to connect sensors and other subsystems in autonomous vehicles and BEVs generally.

Solar panels using photovoltaic (PV) cells are an important driver of silver usage, using an estimated 100 million ounces in 2021. Pastes made with silver play a crucial role in the manufacturing of crystalline silicon panels, which comprise 95% of the solar panel market. The overall need for silver in PVs is expected to increase by 85% over the next ten years as production dramatically ramps up to meet increasing electricity demand and renewable energy targets.

100M

ounces of silver used by the solar panel industry in 2021

Powering the Future

The overall need for silver in PVs is expected to increase by 85% over the next ten years as production dramatically ramps up to meet increasing electricity demand and renewable energy targets.

47%

average growth per year from 2008-2019 of annual additions to North American solar power capacity

1/3

of total newly installed energy capacity in North America in 2019 was solar power

61M

ounces of silver used by the automotive industry in 2021

88M

ounces of silver are predicted to be used annually by the automotive industry by 2025

Assessment of ESG Priorities

To inform this Sustainability Report, in 2021 Hecla completed its first assessment of ESG priority topics. As part of this work, Hecla retained the Governance & Accountability Institute (G&A), a respected advisor on ESG issues, to perform an independent third-party assessment.

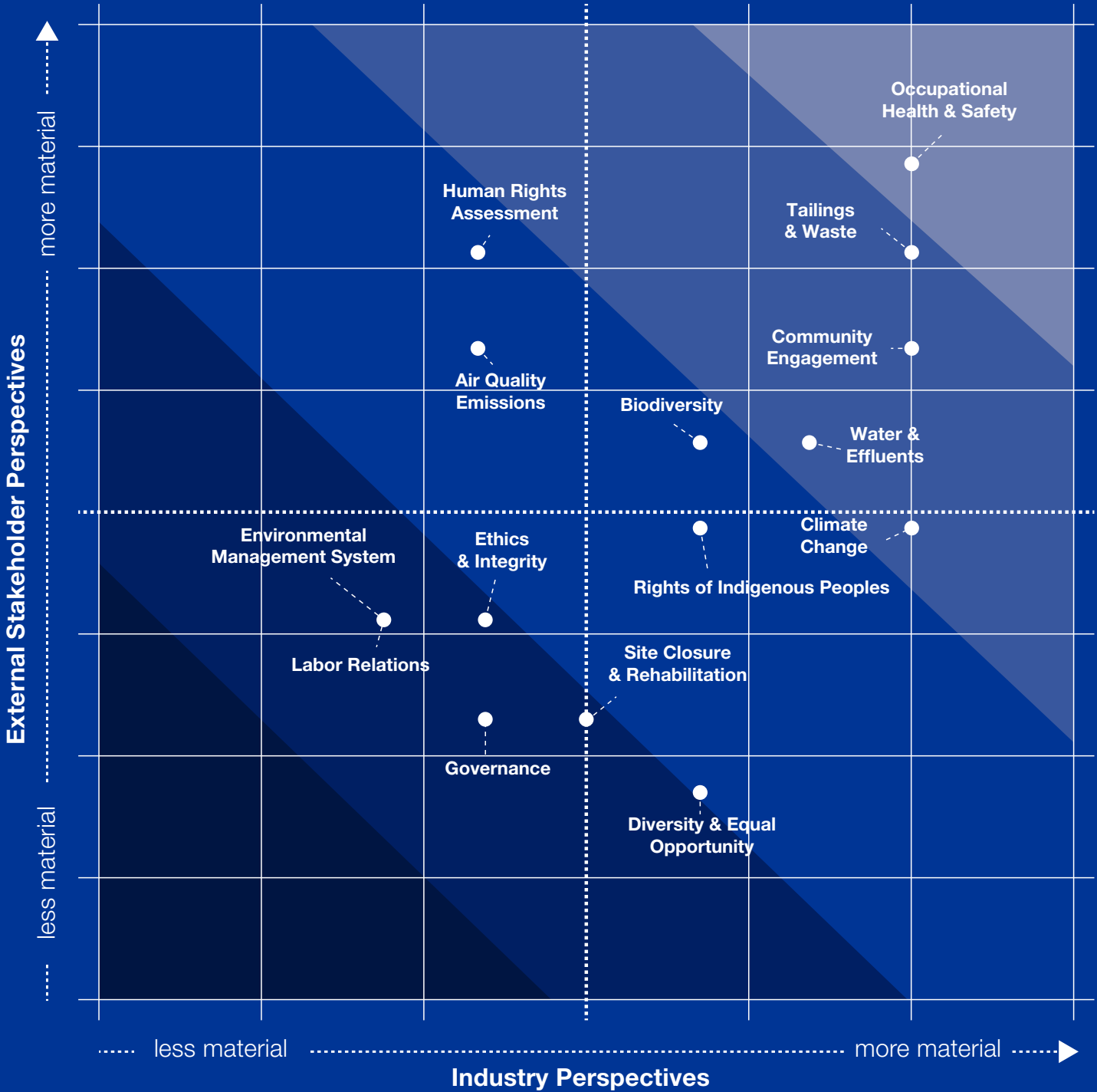
The assessment began by examining a range of key stakeholders, including investors, customers, employees and ESG rating organizations, as well as studying industry peers, to conduct a materiality analysis for ESG topics. Topics included each of the GRI Standards Topics, the 17 United Nations Sustainable Development Goals (SDGs), the SASB Metal and Mining 2018 Sustainability Accounting Standard, and other ESG topics of interest to investors and other important stakeholders.

We first mapped sector-specific material ESG topics identified by these stakeholders to the GRI Standards Topics. For material ESG topics identified that did not map directly to a GRI Standards Topic, an additional “Non-GRI Material Topic” was added to the materiality analysis and included in the GRI content index. This initial step produced a list of 39 topics of interest to different groups of stakeholders.

We then conducted a deeper analysis to prioritize these issues starting with an assessment of a selection of highly rated ESG industry peers and clients. We also examined the methodologies of leading ESG investor raters and institutional investors. We reviewed their strategic selection of material ESG topics for inclusion in their sustainability disclosure, rating methodologies, investment decision-making, goal setting and strategy.

From this research, G&A calculated an overall materiality score for each ESG topic to help focus our strategy and disclosures in this report. Using this quantitative model, Hecla identified the nine highest scoring topics as the highest priority for the business.

Materiality Matrix



The materiality matrix shows the relative weight of different topics from two perspectives. The X axis shows how important an issue is considered by the industry, while the Y axis shows the topic's importance to external stakeholders.

Protecting the Environment

Hecla's responsibilities expand beyond producing essential metals, and we recognize the importance of creating a positive impact on the environments of the communities where we live and work. All of our sites implement programs to reduce freshwater and energy consumption, reduce our carbon footprint, maintain local water quality backed by rigorous testing and monitoring in line with applicable regulations, and restore the land once mining is complete.

We are committed to minimizing the environmental footprint of our operations through continuous improvement of our processes. We set reduction targets for greenhouse gas (GHG) emissions and energy use, which are then tracked through our Environmental Management System (EMS). We also track our environmental data to benchmark Hecla's operations against industry standards to ensure accountability and transparency in progress against our goals.





Sustainability Targets

① **30%**

Reduction of combined GHG emissions (Scope 1 and 2) from our 2019 baseline emissions of 135,301 metric tonnes CO₂e by 2030, while maintaining a net zero (Scope 1 and 2) carbon footprint through the purchase of carbon emission reduction credits.

② **Utilize cleaner energy sources**

Increase the proportion of renewable energy in the company's energy mix, while committing to a 5% reduction in energy intensity consumption from 2020 baseline levels every 3 years.

③ **Improve our climate change disclosure**

Continually improve our climate change disclosure by incorporating climate-related risks and opportunities into our risk management and strategic planning processes aligned with the TCFD (Task Force on Climate-Related Financial Disclosures) framework.

Environmental Policies, Management System, and Training

Hecla’s Environmental Policy states our commitment to complying with all applicable federal, state, provincial, and local environmental laws and regulations that govern our facilities and going beyond them when they do not meet Hecla’s values. Employees and contractors are expected to comply with all applicable internal policies, programs, standards, and procedures as outlined in our Code of Conduct, and we conduct structured environmental reviews and audits to assess compliance at least annually.

We utilize our EMS to provide consistency in our environmental programs company-wide and promote a culture of environmental awareness, innovation, and accountability across all our operations. The EMS is a 13-element program that enables continuous improvement around issues such as obligation registers, management of change, air quality, water and waste management, energy management, training, and reporting. The EMS program, which is benchmarked against ISO-14001 and complements Canada’s Towards Sustainable Mining (TSM) program, is

reviewed annually through internal audits and third-party reviews.

As part of our environmental management program, we are committed to ensuring that our employees receive training to raise awareness of environmental issues and our processes to reduce environmental impact. In 2021, site workers company-wide received more than 1,500 hours of environmental training, focusing on job-specific environmental awareness, hazardous material management, spill response, and reporting.

EMS: Our 13-element program



Climate Change and Net Zero Targets

Hecla continues to be an industry leader in low emissions silver production, with the highest ratio of silver ounces produced per metric tonne of GHG emissions. As a supplier of a metal vital to the energy transition, we strive to reduce our emissions wherever possible and offset the remainder. We achieved net zero carbon emissions in 2021 as a result of our purchases of carbon credit in the form of certified emission reductions tied to the Stung Tatay Hydroelectric Project in Cambodia.

To demonstrate Hecla’s commitment to reducing its carbon footprint, we have set targets for reductions in Scope 1 and 2 GHG emissions. Company-wide, in 2021 we achieved an 11% reduction in GHG emissions, which followed a 36% reduction in 2020.

We achieved net zero carbon emissions in 2021

2020

36%

reduction in GHG emissions

2021

11%

reduction in GHG emissions

Production per GHG Emissions

	2019	2020	2021
Ag ounces	12,605,234	13,542,957	12,887,240
Ag-Equivalent ounces	47,200,000	40,700,000	37,573,889
Au-Equivalent ounces*	674,286	581,429	525,531**
GHG Scope 1 (metric tonnes CO ₂ e)***	102,675	57,580	52,932
GHG Scope 2 (metric tonnes CO ₂ e)***	32,626	28,390	23,618
GHG Scope 1 & 2 (metric tonnes CO ₂ e)***	135,301	85,970	76,550
Total Energy kWh	689,062,509	500,244,722	497,954,623
kWh Electricity	308,565,571	288,404,740	290,013,758
Metric Tonnes GHG/Ag ounce	0.010	0.006	0.006
Ag ounces/Metric Tonnes GHG	93	157	168
Ag-Equivalent ounces/Metric Tonnes GHG	349	473	491
Au-Equivalent ounces/Metric Tonnes GHG	5.0	6.8	6.9

* 2019 and 2020 Au-Equivalent ounces have been calculated using the long-term average ratio of 70 Ag-ounces per Au-ounce
** 2021 Au-Equivalent ounces have been calculated using the long-term average ratio of 71.50 Ag-ounces per Au-ounce
*** Hecla previously reported GHG emissions in imperial tons, this has been changed to reflect the correct unit of metric tonnes CO₂e



Hecla recognizes that the impacts of climate change are expected to create greater potential risks for its operations, including risks posed by increased frequency of droughts and more extreme weather events such as intense rainfalls. Potential operational risks include higher volumes of mine contact water requiring storage and treatment, increased requirements for stormwater diversion and associated water management systems, and reduced availability of freshwater. As part of our enterprise risk management processes, we are committed to incorporating climate-related risks and opportunities into our risk management and strategic planning processes aligned with the TCFD (Task Force on Climate-Related Financial Disclosures) framework.

Every three years, we conduct structured high-level risk assessments (HLRAs) that include climate change considerations and appropriate materiality re-assessments. From these assessments, we develop site-specific management action plans that are assigned to the site management team for resolution. Each key risk identified in the HLRA response action plan is matched with an appropriate performance metric against which progress can be measured. We meet quarterly with the Health, Safety, Environmental and Technical Committee of our Board of Directors to present project updates, including results from HLRAs and progress on material HLRA action plans.

Alternative Energy

100%

renewable hydropower to supply line power to our Casa Berardi Mine



Casa Berardi Tree Planting

On June 12, Hecla Quebec gave approximately 400 Casa Berardi employees a tree to plant to celebrate “Tree and Forest Month” and to help offset our greenhouse gas emissions. Casa Berardi’s Environmental Department coordinated the distribution, in which employees were given a choice of six different trees, including white cedar, white birch, and sugar maple.

Hecla is focused on reducing energy intensity consumption and GHG emissions intensity through operating efficiencies that reduce the use of electricity, diesel fuel, gasoline, natural gas, and propane. We seek to use alternative clean energy sources to reduce our carbon footprint, including using 100% renewable hydropower to supply line power to our Casa Berardi and 96% hydropower at our Greens Creek operations. The energy provider at our Lucky Friday location uses a mix of both hydropower and natural gas.



Hydropower Use at Greens Creek

Greens Creek’s purchase of surplus hydropower has benefitted Juneau residents in the form of reduced rates to the tune of over \$70 million since 2009. The purchase of renewable energy from Alaska Electric Light & Power reduces the carbon emissions that the mine would otherwise produce while helping to pay for hydroelectric infrastructure that will benefit Juneau residents for generations to come.

Water Management

Hecla is committed to being a responsible steward of water in its operations to safeguard this critical natural resource and reduce potential impacts on its local communities. Our water stewardship practices include reducing freshwater use where possible, using water efficiently including recycling and reuse, maintaining water quality, managing water discharge, and engaging with our communities to collaboratively manage shared water resources.

Each site has a tailored comprehensive water management plan considering variations for water sources, levels of precipitation, and operational changes. Our site management teams have primary responsibility for water management and are responsible for implementing these plans to meet applicable laws and regulatory requirements related to water. All of our operating mines are located in net precipitation zones, with more rainfall than evaporation, so are not considered high water stress or extremely high water stress areas.

As part of our water management plans, we implement water quality monitoring programs including analysis of baseline water conditions and extensive sampling, quality analysis, and audits. The monitoring programs help us meet applicable federal, state, or provincial water quality permit conditions. They also identify opportunities to increase recycling and reuse of water to reduce associated discharges of treated water. Water managed and subsequently discharged also include water collected from open pit and underground inflows as well as precipitation. In 2021, we discharged just over three times more water company-wide than we withdrew from freshwater sources.

39%

of water is recycled



Water sampling at Greens Creek site

We continue to advance company-wide efforts to meet our goal to reduce three-year freshwater intensity usage (gallons/metric ore milled) by 5% from the 2018 baseline year. We have also initiated a discharge reduction strategic planning effort at Lucky Friday, the Zero Discharge Initiative, with a goal of reducing site-wide discharge by 35% in three years. The Zero Discharge Initiative is a goal established to maximize the amount of water recycled on site to meet operational needs, with

the ultimate goal of reducing the amount of water diverted, treated and discharged. The site has taken incremental steps to achieve this goal and is now at the point of testing a recycle loop from the surface water treatment plant to use recycled water within the mine. Current estimates indicate that the site's water use can be reduced by approximately 50% once the recycle loop is operational. Future Zero Discharge Initiative projects are also in development to further reduce the site's water use requirements.

Tailings and Waste Management

Tailings are the fine-grained waste materials that remain after the valuable minerals are separated in hard-rock mining and ore processing. Tailings must be managed and stored carefully to minimize environmental risks and other potentially catastrophic risks if a tailings storage facility were to fail. Hecla’s formalized Tailings Stewardship Program was launched in 2014 and it is designed to guarantee all of its operations implement best practices and risk-based approaches to manage mining waste. In addition, we adopted a structured internal tailings management standard to provide company-wide procedures and protocols governing the safe and environmentally responsible design, construction, operation, and closure of our tailings storage facilities.

Our Tailings Stewardship Program is benchmarked against industry-leading tailings management frameworks of the Canadian Dam Association, Mining Association of Canada’s TSM, and the Global Industry Standard on Tailings Management. These frameworks include robust site characterization, engineering and design requirements, development and communication of emergency response plans, and periodic third-party review. At least annually, our companywide tailings management standard is subject to either an internal or third-party audit for quality assurance.

Hecla was an early adopter of the dry stack method of tailings management at its Greens Creek operation. In this method, tailings are filtered to a low moisture content and then trucked and placed into a “dry stack” that does not dam or impound water. This method minimizes the tailings surface footprint, eliminates the storage of free-standing water with tailings, reduces the amount of water retained in the tailings, and significantly reduces the possibility of failures and any potential consequences.

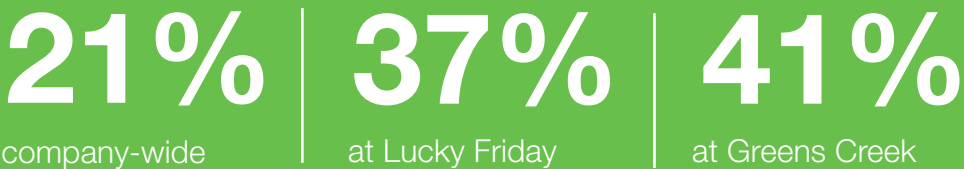
We also reuse a high percentage of tailings as backfill rather than stored on the surface, which increases stability, improves safety, and reduces surface storage requirements. In 2021, total tailings produced company-wide that were returned to mines as backfill rather than stored on the surface equaled 21%, with 37% percent of tailings reused as backfill at Lucky Friday and 41% percent at Greens Creek. Out of 17 total

tailings storage facilities company-wide, we currently have two active tailings facilities and one semi-active facility that are rated in the high hazard category, while nine active or semi-active tailings facilities are rated in the significant hazard category. All of our tailings facilities are actively monitored.

Hecla strives to reduce waste generation at all stages of the mining process and follow environmentally responsible practices for use and storage of resources, products, and materials. All sites have active programs for reuse, recycling, and recovery of hazardous and non-hazardous materials such as scrap metal, batteries, antifreeze, used oil, paints/solvents, and cardboard. In 2021, we generated approximately 11,060 metric tonnes of non-hazardous and hazardous waste and recycled approximately 3,600 metric tonnes of material that would have otherwise been disposed of as waste.



Total tailings produced that were returned to mines as backfill



Biodiversity and Land Management

Just as we minimize the environmental impacts of our mines during their operation, we are also committed to returning the land to other productive uses when the mines close, ensuring that biodiversity of habitats is not harmed. Reclamation of mined lands is an integral part of every Hecla project from the initial design process through the entire project lifecycle.

Hecla takes all necessary steps to mitigate against environmental impacts during the mine closure process and communicate with local stakeholders to align on reclamation goals. We employ a Manager of Closed Operations, who is responsible for both proposing any reclamation initiatives and overseeing the employees working on the day-to-day maintenance at our closed sites. Reclamation efforts typically include removing structures, protecting and monitoring the tailings-storage facility, regrading and seeding the land for agriculture or reforestation, and monitoring water quality.

Our sites are required to maintain up-to-date plans for closure and reclamation. Hecla has committed more than \$180 million in funds that are held by regulatory agencies to guarantee that reclamation projects are completed. We perform a structured review of company-wide assets and reclamation obligations on a quarterly basis to make sure appropriate plans and financial accruals are in place, and our Audit Committee provides a report on the review to our Board of Directors.

Current reclamation projects include projects at Lucky Friday, the Troy Mine, and our San Sebastian Mine in Mexico. At Lucky Friday, we perform concurrent reclamation wherever possible while operations in other parts of the mine may still be in use. In 2021, we finalized reclamation plans for one of the site’s tailings ponds with plans to complete this work over the next several years.

\$180M

committed by Hecla toward reclamation projects

Operation Distribution

Company-wide, our operations disturbed less than 4,000 acres of land, and we own 6,400 acres of potential mitigation land.



At the Troy Mine in Montana, where we completed reclamation in 2020 of the Troy Tailings Storage Facility, we continued work in 2021 on additional reclamation projects including the removal of facilities from U.S. Forest Service land. We are partnering with the Confederated Salish and Kootenai Tribes (CKST) of the Flathead Indian Nation Council on reforestation projects. The CSKT Forestry Greenhouse harvested native seeds from the reclamation area and from that native stock has provided over 200,000 plants for repopulating the recovered area.

In northwest Montana, Hecla owns approximately 8,600 acres of land of which approximately 6,400 acres were acquired with the goal of preserving the forest and associated watersheds as habitat for wildlife such as deer, elk, moose, and endangered species such as grizzly bears. For the past decade a Hecla owned subsidiary has donated approximately \$500,000 to Montana Fish, Wildlife, & Parks to support a Grizzly Bear Management Specialist.

Our reclamation project at San Sebastian involves backfilling the open pits with rock and soil so that the land can be used again for agricultural purposes by the local community now that mining the ore body is complete. Upon completion of the reclamation project, the land will be returned to its owners for agricultural use.

Protecting biodiversity at our mine sites and in surrounding habitats is a critical part of our planning process and operational plans, which include comprehensive land and habitat management activities. As part of the permitting process, we conduct detailed studies that consider the potential impacts on biodiversity and incorporate appropriate mitigation measures into project plans. These plans include supporting ecosystems through studying and monitoring impacts and where possible, we consult with local communities and indigenous peoples for guidance and insight about local species of plants and wildlife. Zero percent of Hecla reserves are within designated conservation areas or IUCN Red List designated endangered species habitat.



Reclamation Area

200K

plants provided for repopulation at Troy Mine in Montana



Donations

\$500k

donated to Montana Fish, Wildlife, & Parks to support a Grizzly Bear Management Specialist

Some of our operations in Nevada are located near greater sage-grouse leks, or breeding areas, and our operations seek to minimize impacts to this endangered species. During their breeding season, no exploration or construction activities are performed within three miles or line-of-sight of an active greater sage-grouse lek from one hour before sunrise to 10:00 a.m. Regular surveys are conducted by a qualified biologist with the results reported to the Bureau of Land Management and the Nevada Department of Wildlife. We also seek to improve greater sage-grouse habitat where possible.

Hecla will not knowingly disturb nesting migratory and other game birds. During operations at our Nevada sites, we take available measures to ensure nesting birds and other special status wildlife are not disturbed whether through spatial avoidance or timing of exploration activities. Sumps and other small excavations that pose a hazard or nuisance to the public, wildlife, or livestock are adequately fenced, then backfilled or covered within 60 days of completion of drilling to preclude access by wildlife and livestock.

Hecla Quebec continues to be a partner of a joint research project between the Natural Sciences and Engineering Council of Canada (NSERC) and Université du Québec en Abitibi-Témiscamingue (UQAT), to host the Industrial Research Chair focused on northern biodiversity in a mining context. The mission of the project, supervised by the Industrial Research Chair, is to understand mine footprints over the mine life cycle and develop developing strategies to minimize impacts on biodiversity of plants and animal species in the northern Quebec region.

**Major Partners to
Hecla Quebec:**



Casa Berardi Fish Habitat and Creek Diversion

To proceed with operations, Hecla Quebec had to detour the Kaackakosig Creek. The creek diversion required various authorizations from the provincial and federal governments. Throughout the permitting process, several stakeholders were solicited, including our Liaison Committee, the First Nations, and other organizations. These key stakeholders were involved in determining the actual use of the watercourse, the detour options, and the identification of compensation projects. Three compensation projects were

accepted by the Ministry of Fisheries and Oceans (DFO), namely support to UQAT for the study of Lake Osisko in Rouyn-Noranda, the rehabilitation of the water link on a section of the Cadillac River located in the municipality of St-Mathieu d'Harricana, as well as the stabilization of banks in a sector of Lake Berry. These compensation works will be carried out during the years 2022, 2023, and 2024, and annual follow-ups on the effectiveness of the developments will be carried out until 2031.

Greens Creek

Our Greens Creek mine in southeast Alaska, located near Juneau, began production in 1989 and under Hecla's 100% ownership has become the largest silver producer in the U.S., accounting for almost a third of America's silver. In 2021, Hecla was the largest private-sector employer and taxpayer in Juneau, with a direct economic impact in local communities of more than \$215 million, including approximately \$70 million in wages, \$27 million in taxes and fees, and \$118 million in purchases from vendors. During the pandemic, Greens Creek was able to maintain full production and employment while providing additional support to its local communities through special charitable programs and direct spending, including \$1.5 million in 2021 related to COVID-19 response and recovery.

In 2021, the Alaska Chamber named Hecla's Greens Creek Mine as the recipient of the Rita Sholton Large Business of the Year award, which pays tribute to businesses that exemplify

leadership, ethics, and organization. The award acknowledged environmental programs at Greens Creek including its focus on reducing carbon emissions at the mine through the purchase of renewable energy. Our purchase of surplus hydropower has also helped provide Juneau residents with over \$70 million in reduced electricity rates since 2009. The award also recognized our support of educational programs to help local residents gain necessary skills for careers in the mining industry, with Greens Creek being the largest provider of student aid at the University of Alaska Southeast (UAS). In 2021, Hecla donated over \$400,000 to educational programs at UAS, including \$105,000 to the UAS Center for Mine Training and \$250,000 to the endowment fund for an Environmental Science program.

Covid-19 Response

\$1.5M

in additional support to our local communities through special charitable programs and direct spending

Donations

\$400k

to educational programs at UAS

Total Economic Impact in 2021

\$215M

Impact Highlights

\$70M

Wages

\$27M

Taxes and fees

\$118M

Purchases from vendors





Greens Creek



Worker Safety and Health

At the heart of our approach to responsible mining is our commitment to the safety and health of our workforce. We operate our mines safely by building our value-based safety culture through training and awareness programs, leveraging mining expertise developed over the Company’s 130-year history, and innovating new practices that improve safety while increasing efficiency.

Hecla Quebec Safety Award

In 2021, Hecla’s Casa Berardi mine was awarded the John T. Ryan Safety Trophy for the Quebec-Maritime Provinces Region for outstanding safety performance. The annual award is presented by the Canadian Institute of Mining, Metallurgy and Petroleum to the mine with the lowest reportable injury frequency.



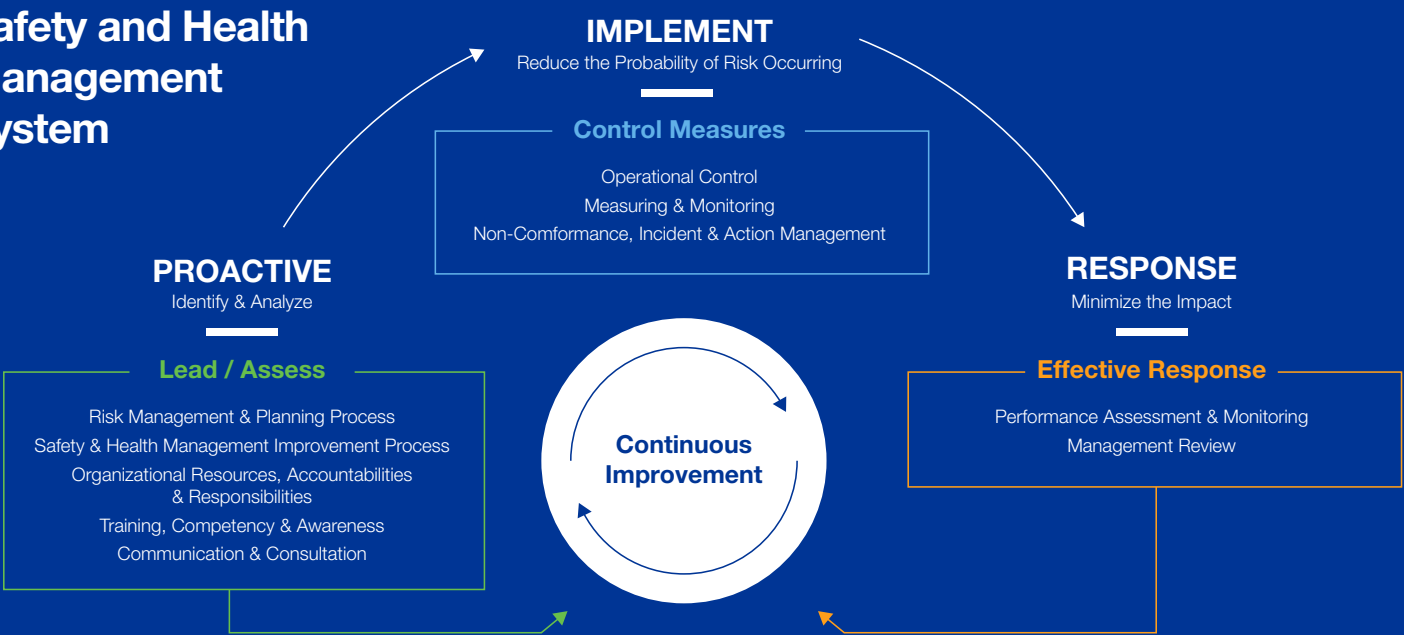
Safety and Health Management System

Hecla’s extensive safety practices and standards are detailed in our Safety and Health Management System (SHMS). Our standards are designed to exceed industry best practices and comply with Mine Safety & Health Administration (MSHA) regulations in the United States, Occupational Health and Safety in Mines regulations in Quebec, and federal regulations for Occupational Health, Safety and Work Environment in Mexico. In 2016, Hecla became the first hardrock mining company to be independently certified under the National Mining Association’s CORESafety® system, and in 2018 Casa Berardi became the first international mine to receive CORESafety® certification.



Hecla was the first to achieve certification in 2016 and Casa Berardi was the first international mine to achieve certification in 2018.

Safety and Health Management System



We continuously improve our safety practices and standards through our SHMS, which is designed to provide consistency across the company in terms of specifying requirements and responsibilities. The system covers 11 elements and Hecla measures its effectiveness through regular testing and monitoring techniques such as:

- Daily plant and equipment pre-start checks
- Weekly site inspections
- Internal safety and health systems and performance compliance audits
- External safety and health systems and performance compliance audits

Every Hecla site receives an annual internal audit of the Hecla SHMS and an external audit every three years by an auditor accredited by the National Mining Association.

Each Hecla site maintains a site-specific emergency response and crisis communication plan, which includes an assessment of adequate foreseeable emergency resources, including warning devices, first aid supplies, rescue equipment, and communication aids. All workers are familiar with and expected to comply with the requirements detailed in this plan and emergency response drills are conducted at least annually. These site-specific emergency response plans are reviewed for updates at least annually.

Safety and Health Performance

Tracking and reporting of Hecla's safety and health data increases accountability and provides important insights into processes that need improvement or enhancement. Our focus on continuous improvement of our safety and health practices and training has resulted in steady improvement of our safety performance since the launch of the SHMS in 2012.

Hecla tracks safety performance and training indicators including its All-Injury Frequency Rate (AIFR), near misses, observations, equipment damages, and training hours, with a goal of reducing safety incidents and improving upon the previous year's performance. In 2021, we had zero fatalities and continued to achieve substantial reductions in non-compliance violations and reportable incidents. Our AIFR remained at a historically low level in 2021 and has declined by 76% since 2012. We had over 23,000 safety observations and interactions to enhance our safety awareness culture, an increase of 35% year over year. Our employees and contractors received 48,981 hours of safety and health training in 2021.

All-Injury Frequency Rate

76%

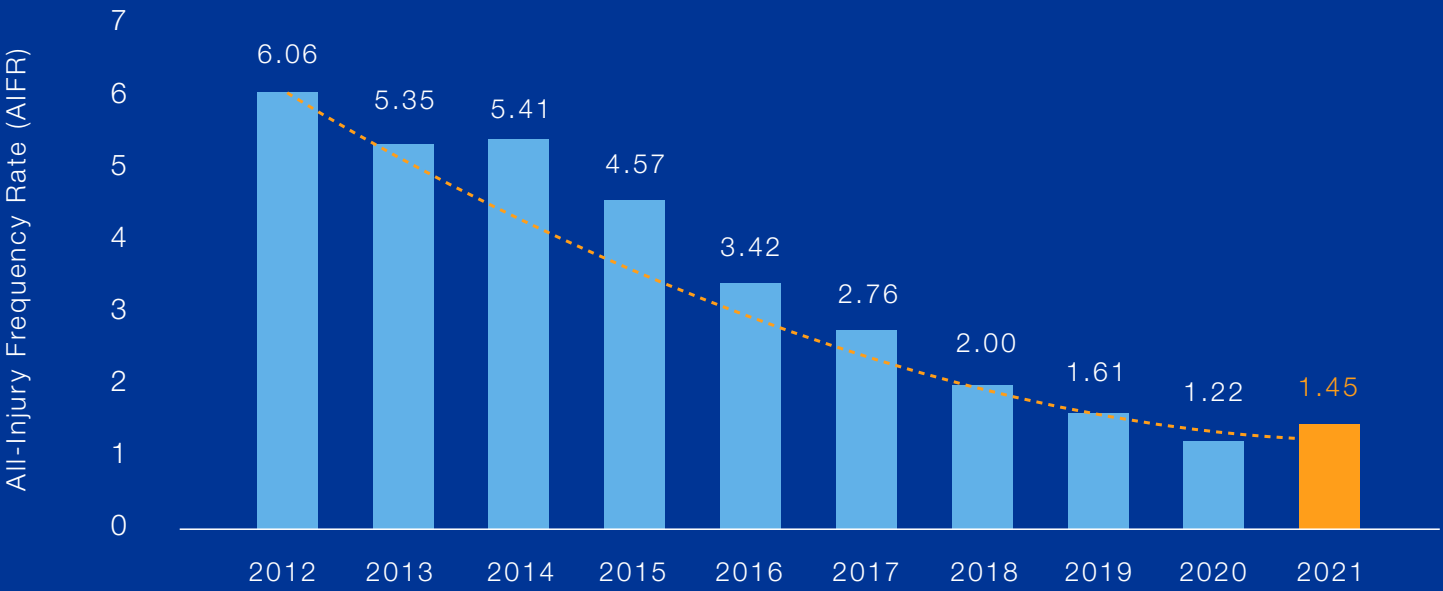
declined since 2012 and remains at a historically low level in 2021

Safety and Health Training

48,981

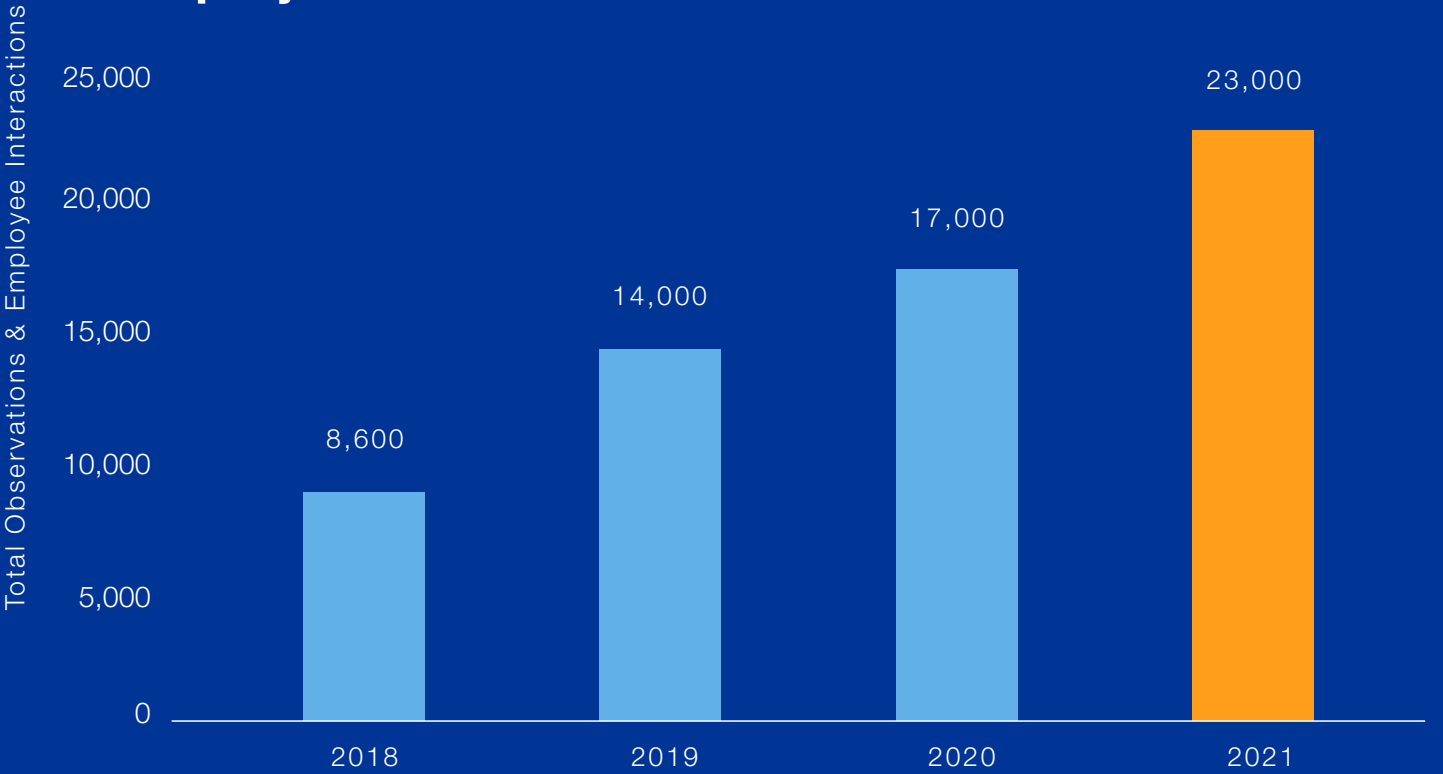
hours of safety and health training in 2021

All-Injury Frequency Rate (AIFR)



Safety Observations & Employee Interactions

23k observation and interactions to enhance the safety awareness culture in 2021



Safety Awareness Programs

Hecla implements several programs designed to raise awareness of its safety culture and help employees develop skills that enable them to perform their work in a safe and healthy way. These programs include the SAFETY: Take it Home campaign and the Hecla Take 5 Safety Focus Program, which fosters continuous improvement by improving job site awareness and decreasing exposure to high and critical risk activities at each job site.



Promoting Employee Wellness

In addition to providing comprehensive health insurance benefits, which are discussed in the Human Capital Management chapter, Hecla works to create a healthy workforce by offering health and wellness programs. These programs cover education, health screenings including cholesterol screenings, COVID-19 vaccines, and flu shots. Each site has individual health and wellness initiatives to promote overall wellness and disease prevention. At Hecla’s Lucky Friday location, the Body and Mind Wellness Program sponsors monthly activities including hikes, step challenges, health lunch and learns, and wellness fairs with health screenings.

Innovation to Improve Safety

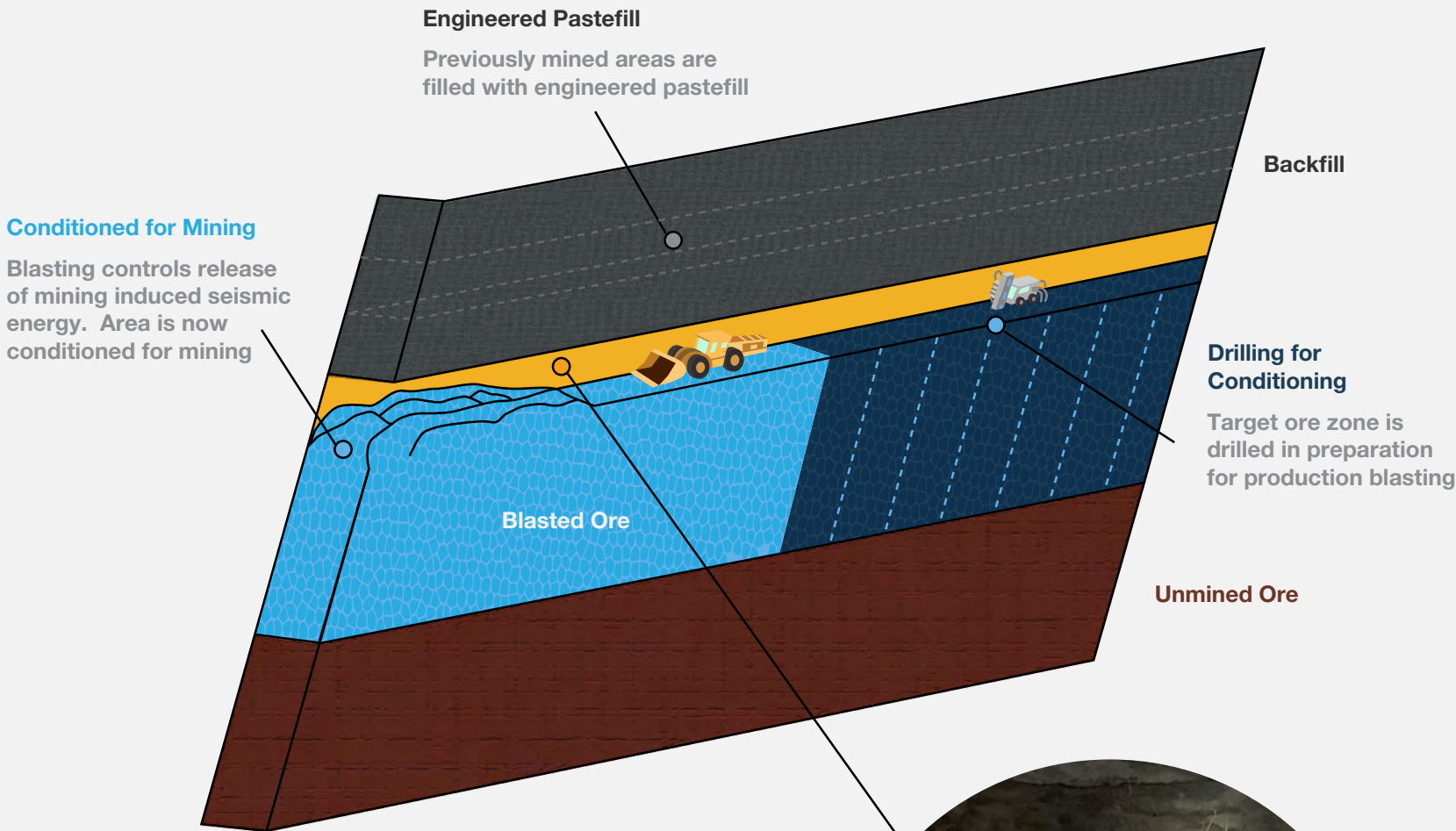
Hecla aims for innovation in all of its operations and focuses intensely on automating certain mining tasks to redeploy manpower where it is needed, remove miners from working in hazardous areas, and allow work to continue when personnel are not allowed in an area. These advances improve safety while also increasing the productivity and efficiency of our operations.

One example of innovation at our Lucky Friday operation is the innovative Underhand Closed Bench (UCB) method for underground mining to achieve better control of fault-slip seismic events that often occur in deep, high-stress, narrow-vein mining. Hecla has been operating underground mines in Idaho’s Silver Valley for over 130 years, and the development of the patent-pending UCB method clearly demonstrates that we remain focused on finding new methods and practices to operate our mines more safely and efficiently.

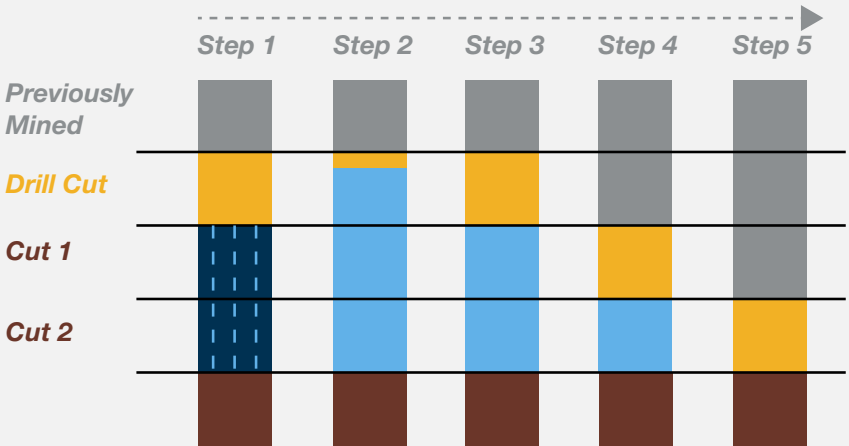
UCB method

The UCB method uses advanced drilling and blasting techniques to proactively fragment the mineralized ore zone in an underground mine. Mining progresses through the blasted ore, reinforcing the walls as the stope is advance to extract the targeted ore zone. The entire cycle repeats and advances under engineered, cemented backfill. This allows for greater control of the release of seismic energy, which has resulted in significantly improved safety while also driving increased productivity. Silver production is expected to increase by almost a million ounces in 2022 by reducing delays from seismic events and safely utilizing bulk mining activities.

Underhand Closed Bench Mining (UCB)



Cross Section



View Inside the Stope

Casa Berardi

Our Casa Berardi gold mine located in western Quebec had its first commercial production in 1988 and was acquired by Hecla in 2013.

In 2021, Hecla Quebec was one of the largest private-sector employers and taxpayers in the communities near the mine, with a direct economic impact of more than \$235 million including over \$65 million in wages, \$14 million in taxes and fees, and \$154 million in purchases from vendors.

The mine is located on the territory of the Abitibiwinni First Nation, specifically within the community of Pikogan. Hecla Quebec and the First Nation Council signed a Memorandum of Understanding in 2018 regarding exploration and mining activities for the Casa Berardi property, and in 2020 concluded a collaboration agreement covering topics such as employment, training, and business opportunities for First Nation members. The Casa Berardi Mine Liaison Committee was created to facilitate citizen participation in operational activities and increase communications with all stakeholders, including local residents, vocational training centers, and

educational institutions. Hecla Quebec has partnered for over 10 years with the University of Quebec in Abitibi-Témiscamingue to support students through the Hecla-Quebec Global Development Fund (UQAT Foundation), with donations since 2009 of \$1.9 million supported by a grant of \$1 per ounce produced at the Casa Berardi Mine.

Casa Berardi’s mining operations are focused on minimizing environmental impacts through practices such as recycling water, with 96% of the water from the mine’s tailings pond being recycled in 2021. Casa Berardi also consulted with the First Nations, the Liaison Committee, and the Ministry of Fisheries and Oceans on a biodiversity project that was completed in 2021 to build a fish habitat and divert a creek. Social programs have focused on increased hiring of First Nation workers as employees and contractors. The number of First Nation members hired at Casa Berardi has more than quadrupled since 2018 and the mine invites First Nation contractors to bid on projects. In 2021, a five-year contract was awarded for maintenance, transportation, and land clearing.

Donations since 2019

\$1.9M

support by a grant of \$1 per ounce produced at Casa Berardi

Recycling Water in 2021

96%

of the water from the mine’s tailings pond being recycle

Total Economic Impact in 2021

\$235M

Impact Highlights

\$65M

Wages

\$14M

Taxes and fees

\$154M

Purchases from vendors

Casa Berardi
La Sarre, Québec (Au)



Casa Berardi

New diversion stream and fish habitat:
crews are planting trees on the upper
bank to restore further habitat

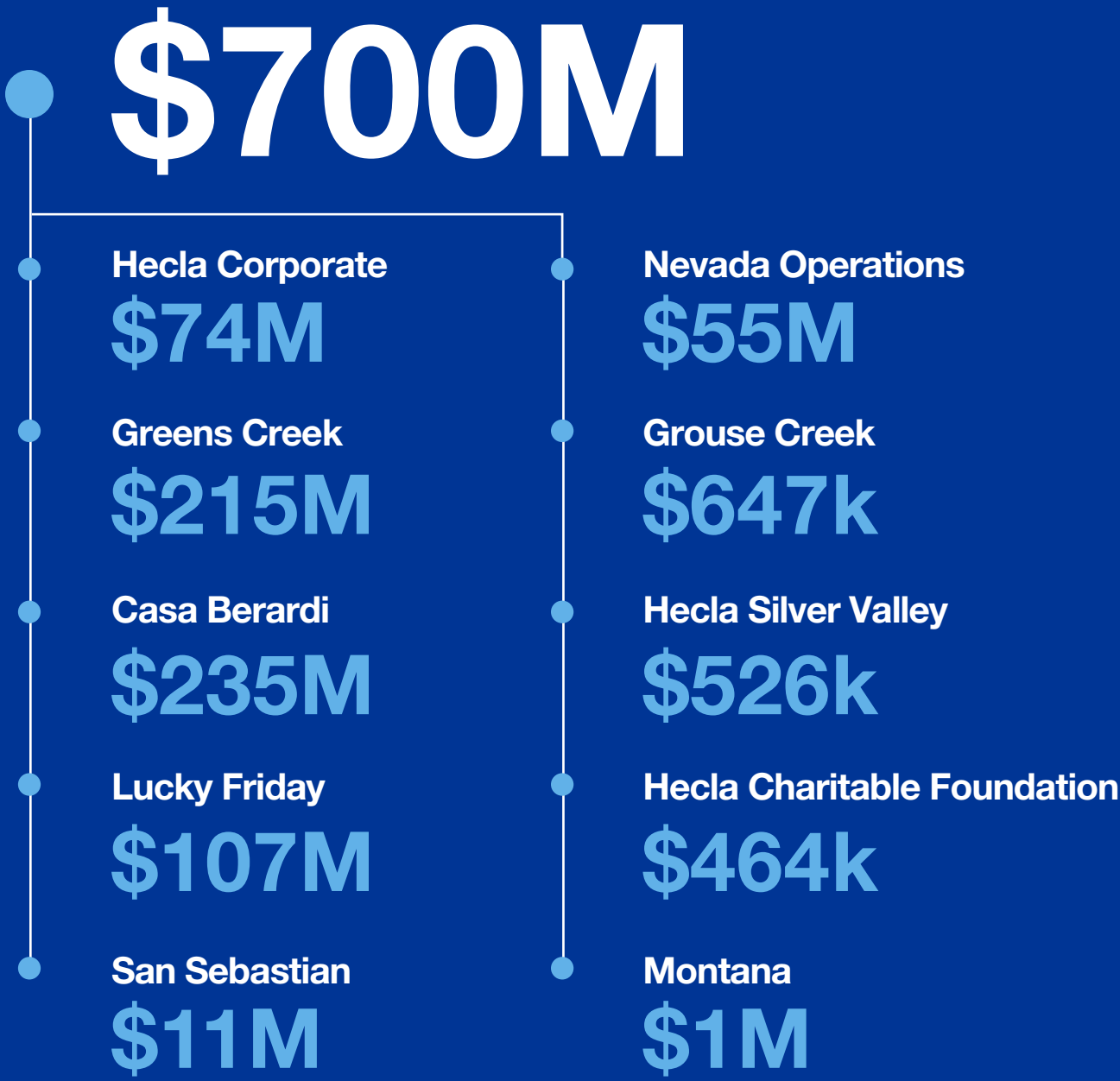


Local Communities

Over our 130-year history, Hecla has always been a strong partner in the communities where we operate. Through the continued growth of our responsible mining operations, we play a critical role in the economic health and social development of our local communities. Through our activities, we provide positive economic impacts in our communities.

In 2021, we had a direct economic impact of more than \$700 million to our communities. This includes direct, personal impacts through more than \$212 million in wages, more than \$61 million from payment of taxes, royalties, and license fees, and more than \$845,000 in scholarships and donations. The funds that go to local governments and community organizations support schools, hospitals, and other essential infrastructure, along with vital economic development like job creation and skills training.

Total Economic Impact - Hecla 2021



As highlighted throughout this report, Hecla is the largest private-sector employer and taxpayer in Juneau, Alaska, near our Greens Creek mine and in Wallace/Mullan, Idaho, near our Lucky Friday mine. We are also one of the largest employers and taxpayers at our other locations in Nevada, Quebec, and Durango, Mexico.

Partnerships & Memberships

We are an integral part of the business community where we have operations and participate in local chambers of commerce. We also actively participate and hold leadership positions in national and regional organizations that advocate on behalf of our industry.

Examples of our memberships include:

 ALASKA MINERS ASSOCIATION	 American Exploration & Mining ASSOCIATION	 AME Association for Mineral Exploration	 CIM ICM	 cap	 IDAHO Business for Education	 IDAHO MINING ASSOCIATION	 WMC WOMEN'S MINING COALITION
Alaska Miners Association	American Exploration & Mining Association	Association of Mineral Exploration	Canadian Institute of Mining, Metallurgy and Petroleum	Council of Alaska Producers	Idaho Business for Education	Idaho Mining Association	Women in Mining Coalition
 THE MINING ASSOCIATION OF CANADA	 NMA THE AMERICAN RESOURCE	 NV MA Nevada Mining Association	 PDAC	 Québec Mining Association	 THE SILVER INSTITUTE The Global Source	 SME Society for Mining, Metallurgy & Exploration	 IACI
The Mining Association of Canada	National Mining Association	Nevada Mining Association	Prospectors and Developers Association of Canada	Quebec Mining Association	The Silver Institute	Society for Mining, Metallurgy and Exploration	Idaho Association for Commerce and Industry

Engaging with Community Stakeholders

We engage with stakeholders at all our sites during every stage of the mining life cycle to become a community partner and deepen our understanding of local concerns and issues. We communicate information through a variety of methods including community meetings, local and social media, and flyers, with all materials available in the local language with translation provided if necessary. We disclose the results of environmental, economic, and social impact assessments and partner with local stakeholders to mitigate any environmental and social impacts. We also work with local stakeholders to identify opportunities for the Hecla Charitable Foundation to provide support for community initiatives.

2021 Community park reforestation campaign event at Heroes de Chapultepec community park



Blueprint for Community Engagement During the Mining Life Cycle

Exploration

- Designate a person within Hecla to be the point person on community relationships
- Conduct analysis of community social-economic landscape to identify population and community dynamics
- Identify and communicate with key stakeholders
- Spearhead initiatives to include local and Indigenous Nations in community engagement and workforce development activities (e.g., Agreement with Gitanyow Band in British Columbia)

Development, Design & Permitting

- Hold public and community meetings about project permitting, including project scoping and public comment period
- Establish community advisory groups
- Conduct social-economic impact assessments
- Collaborate with local stakeholders
- Refine giving strategy for Hecla Charitable Foundation
- Negotiate development/operations agreements as appropriate with community and Indigenous Nations

Construction

- Continue stakeholder collaboration
- Establish community-facing communications tools such as Facebook page for mine site
- Recruit employees from local geographic region whenever possible through local advertising and job fairs
- Implement training programs and partnerships with local community and government agencies

Operations

- Communicate and work with all local stakeholders
- Hold community information meetings which include reporting on environmental, social, and economic performance
- Implement operation agreements as appropriate with community and Indigenous Nations (e.g., Collaboration Agreement with Pikokan First Nations in Quebec)

Reclamation & Closure

- Hold community informational meetings about closure plan
- Partner as appropriate with Indigenous Nations for closure work (e.g., native plant nursery with Kootenai-Salish Confederated Tribes in Montana and drill pad reclamation in Nevada with the Western Shoshone Band)
- Implement closure plan and monitor impacts

At our Greens Creek mine, we established the Greens Creek Community Advisory Committee (CAG), a collaborative effort with our local stakeholders to ensure that input from the community is considered in the environmental and social aspects of the mine's planning and operations. The group is comprised of seven or more representative members from stakeholder constituencies including the Alaska Native community, municipal government, private sector, educational and academic institutions, local environmental community, and humanitarian/charitable organizations.

The Casa Berardi Mine Liaison Committee was created to facilitate communication with our local stakeholders and partners. The Committee seeks their input and participation in operational activities. The Committee is comprised of nine members from stakeholder groups including residents of Abitibi-Ouest and Nord-du-Quebec, municipal officials, the First Nations/Aboriginal Community (Pikogan), social and environmental organizations, and representatives of educational and training organizations.

At Casa Berardi, we participate in the Mining Association of Canada's Towards Sustainable Mining (TSM) initiative, a globally recognized sustainability program that helps provide local stakeholders with essential information about how mining companies are managing key environmental and social areas.

2021 TSM Results
Casa Berardi Recieves A for Tailings Management Assessment in five categories:

- 1. **Tailings management policy and commitment**
- 2. **Tailings management system**
- 3. **Assigned accountability and responsibility**
- 4. **Annual tailings management review**
- 5. **Operation, maintenance and surveillance (OMS) manual**



Local Donations and Volunteerism

Beyond being an economic driver where we have operations, we improved the social well-being our communities by giving back through charitable donations and volunteer efforts by our employees. We were especially focused on giving back and supporting our communities as we continued to face challenges from the COVID-19 pandemic.

In 2021, the Hecla Charitable Foundation donated more than \$464,000 toward education, youth activities, community programs, and health services activities. Among the largest donations was \$100,000 to the Wallace Pool Project to help complete the repair and reopening of the 80-year-old swimming pool in Wallace, Idaho, the only public pool available in the 5 mile area surrounding the community. Since 2009, the Foundation has contributed more than \$4 million toward our communities.

Hecla Charitable Foundation

\$464k

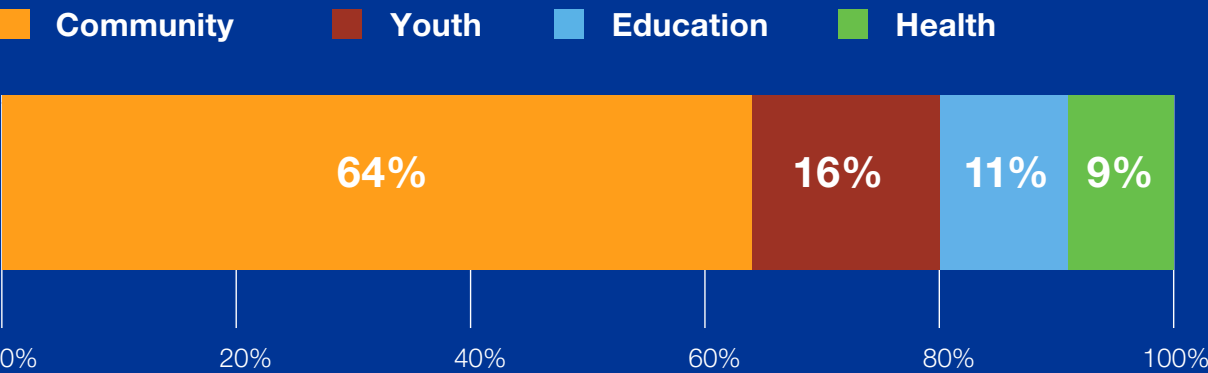
toward education, youth activities, community programs, and health services activities in 2021

In addition to grants from the Hecla Charitable Foundation, our sites made donations to organizations in their local communities and volunteered their time to make a difference.

Organizations that received donations

	
	Laying Hens Project
	Wallace Pool Project

Breakdown of Hecla Charitable Foundation Contributions





Examples of activities in 2021 include:

- Employees at Greens Creek raised \$5,000 for Cancer Connection, a non-profit in Juneau, Alaska that assists people living with cancer and their families. These funds were matched by the mine, bringing the total donation to \$10,000.
- For the fifth year in a row, the Casa Berardi management team raised funds for Maison St-André Abitibi-Ouest to provide food assistance to low-income people in Abitibi-Oust. In 2021, a record \$19,320 was raised in donations from Hecla Québec employees and local contractors.
- Employees at Casa Berardi raised over \$15,000 in a fundraising campaign for Centraide, a non-profit supporting organizations and projects in Quebec that help people and families struggling with food insecurity, school dropouts, addictions, mental health, and others.
- Hecla Quebec partnered with the Marché public de la Vallée-de-l'Or, a non-profit organization promoting the consumption of the region's agri-food and artisanal products, to commemorate the organization's 15th season by committing to donate \$5,000 per year for the next 15 years.
- Hecla Quebec donated to local cultural and sports organizations including \$10,000 to La Sarre Athletics Track Rehabilitation Project; \$5,000 to Open Heart Troupe theater; \$15,000 to Student Sports Partner (Phoenix); and \$20,000 to Loisir et Sport Abitibi-Témiscamingue.
- Lucky Friday supported food programs in the Silver Valley, including donating \$4,500 to local food banks; \$2,000 to Silver Valley Meals on Wheels for seniors; \$2,500 to Dave Smith Christmas Fund, an annual telethon that provided holiday meals for more than 1,000 families; Silver Valley Lunch and Snack Program for youth who normally depend on meals provided at school.
- Hecla supported the Historical Wallace Chamber of Commerce's Buy Local Program by contributing \$50,000 to give each Lucky Friday employee \$150 in Hecla Bucks to be used at local businesses hurt by the pandemic.
- The Lucky Friday Mine, through the Hecla Foundation, donated \$12,500 each to the cities of Mullan, Wallace, and Kellogg, for use in programs employing local high school students to work on various beautification projects throughout the summer.

- Hecla Montana provides annual support to the academic and athletic booster clubs of the five high schools in its communities. We also support school and after-school programs such as Close-Up and Connecting Kids to Music, as well as summer youth leadership programs and athletic programs.
- Hecla Montana is a supporting member of the Libby Chamber of Commerce and supported the community in a successful effort to provide a playground at the Libby Elementary School, through a contribution to the Judy Graham Memorial Fund.
- At the annual Lincoln and Sanders Country Fairs, Hecla Montana sponsors the purchase of 4H animals from the hard-working youth who raise them, with the proceeds providing college tuition funding for many of these young farmers.
- Hecla Montana supports community health care and emergency response providers through contributions to the regional Cabinet View Medical Center Foundation, local volunteer ambulances, the Troy Rural Fire Districts, and David Thompson' Search and Rescue. We also support local civic and non-profit organizations including the Libby Heritage Museum Committee, Libby Memorial Community Center, Thompson Falls Elks, and local chapters of groups such as the Rocky Mountain Elk Foundation, Ducks Unlimited, and Habitat for Humanity.
- Hecla supported a program sponsored by the Chamber of Commerce in Humboldt County, Nevada, by contributing over \$11,000 in Chamber Checks to Hecla employees to be spent locally on small businesses in the community.



- We supported the Laying Hens Project, consisting of the delivery of 120 packages of hens (10 hens each) to families in the communities neighboring the San Sebastián Mine. The project, which was designed to support the family economy and self-consumption of eggs and meat, benefited 480 inhabitants of 5 communities.
- Our San Sebastian operation supported several community organizations including a bread making training program carried out in coordination with the Cuencamé Multiple Attention Center which trained 10 people from nearby communities with the intention that some trained people formalize their business and start their own bakery.
- San Sebastian supported several education and sports programs for children including a children's soccer tournament for 120 boys and girls, providing packages to 60 basic level school graduates to help them continue their education, and supporting a summer library program.
- Our San Sebastian operation supported a project in 2021 to rehabilitate the San Sebastian park located in the Community of Heroes of Chapultepec. Hecla partnered with the Municipality of Cuencamé to provide construction material such as cement, block, chain for swings, sand, and gravel, as well as containers for the disposal of urban solid waste.
- San Sebastian provided support for the installation of the Civil Registry Office in the nearby town of Emiliano Zapata, benefiting all residents by no longer having to travel to carry out procedures.



Indigenous Relations

One of our most important stakeholders are the Indigenous Peoples in the local communities around our operations. We recognize the importance of open and respectful dialogue and have worked diligently to create partnerships for regular communications and opportunities to develop and maintain long-term relationships.

Our Casa Berardi property is located on the traditional territory of the Abitibiwinni First Nation, from the Pikogan community, and we have prioritized building a strong connection with this community since Hecla’s acquisition of the mine in 2013. This led to the signing in 2018 of a Memorandum of Understanding (MOU) between Hecla Quebec and the First Nation Council regarding exploration and mining activities. In accordance with the MOU, we signed a Collaboration Agreement in 2020 providing for meaningful participation including training programs, employment and advancement opportunities, business opportunities, and environmental protection measures. The agreement also creates a mechanism that allows the Abitibiwinni First Nation community to benefit financially from the long-term success of the projects.



In 2021, we maintained an average of 25 active workers from the Abitibiwinni First Nation on the Casa Berardi site, with a peak of 44 workers at one time employed on projects related to tailings management, the plant, the pit, and geology. We encourage our suppliers to hire from this community and also invite First Nations contractors to bid on projects at Casa Berardi. In 2021, one five-year contract was awarded to Construction Kiwetin for maintenance and transportation services. In addition, a contract for clearing land for exploration drilling was given to Cooperative de solidarite de Pikogan.

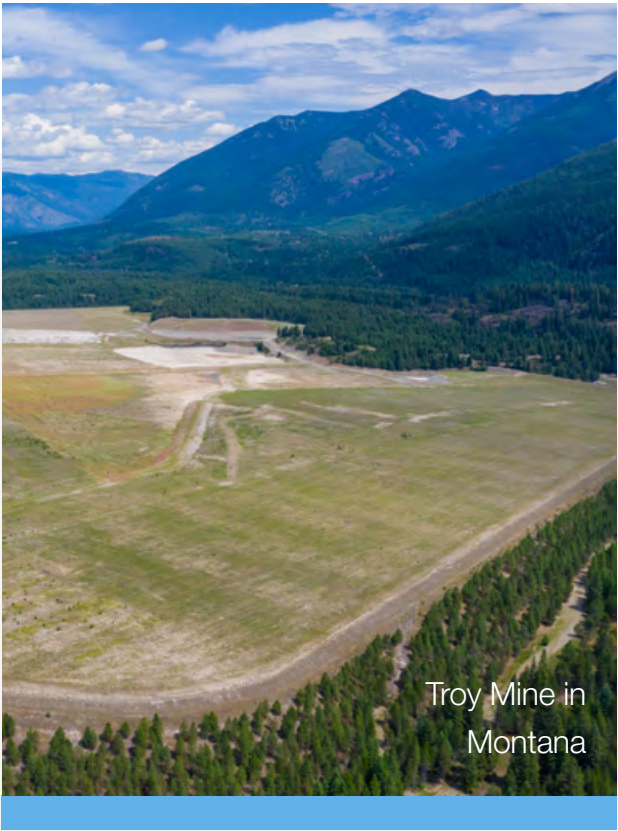
Much of our Hollister Mine in Nevada is within the Tosawihi Quarries Archaeological District, which is significant for its role as an important source of tool stone in Northern Nevada prehistory and as a place of traditional cultural importance to the Te-Moak Tribe of Western Shoshone. As part of our operational agreement, an archaeologist and tribal monitor from the Western Shoshone tribe must be present for all ground-disturbing and pre-construction work conducted. The tribal monitors are also consulted regarding locations and placements of prospective exploration drilling and monitor wells, along with access roads to the sites.

All employees and contractors who work at the Hollister Mine must receive cultural resource training. The training includes discussion on the significance of the quarry, the laws associated with cultural resources, and the company's zero tolerance policy regarding infractions.

All employees and contractors who work at the Hollister Mine must receive cultural resource training



The Hecla Charitable Foundation partnered with the Angoon Youth Conservation Corps for the sixth year in a row. This program provides opportunities for the Alaska Native youth to earn wages and gain employment proficiency and skills while performing conservation and restoration work across Admiralty Island National Monument, in the Kootznoowoo Wilderness, and in the village of Angoon.



At our Troy Mine in Montana, Hecla partners with the Confederated Salish and Kootenai Tribes (CKST) of the Flathead Indian Nation Council on reforestation projects, as part of the Troy Mine Reclamation Project, which is discussed in the Environment section of the report. The CSKT Forestry Greenhouse harvested native seeds from the reclamation area and from that native stock has provided over 200,000 plants for repopulating the recovered area and providing a landscape of natural wildlife habitat for future generations.

Lucky Friday

Our Lucky Friday mine is located in the Coeur d’Alene Mining District in northern Idaho, often referred to as the Silver Valley. Hecla has been operating mines in the Silver Valley for 130 years and the Lucky Friday mine began operating in 1942. The mine is located east of Mullan and Wallace where Hecla is the largest private-sector employer and taxpayer in the area. We had a direct economic impact in these local communities of more than \$107 million, including, including over \$43 million in wages, \$11 million in taxes and fees, and \$53 million in purchases from vendors.

The Hecla Charitable Foundation and employees at Lucky Friday have supported education, youth activities, community programs, and health services organizations through donations and volunteer efforts. Among the largest donations in 2021 was \$100,000 to the Wallace Pool Project to help repair and reopen the city’s 80-year-old swimming pool.

Hecla has been an integral part of the community and in many cases has employed generations of the same families. One such family is the Achord family, which has had four generations of family members work for Hecla, including:

- Oscar Achord, who worked as a hoistman at the original Hecla mine in Burke, Idaho from the early 1920s to the early 1950s;
- Oscar’s son Ted Achord, who worked as a hoistman at Hecla’s Star Mine (which closed in 1982) from 1952 to 1980;
- Ted’s son Mike Achord, who worked at the Star Mine from 1973 to 1982 and retired from the Lucky Friday mine in 2015;
- Ted’s son Steve Achord, who worked for Hecla from 1975 to 1982 and at the Lucky Friday mine from 2008 to 2020;
- Steve’s son Aaron Achord, who is a currently a surveyor at Lucky Friday.

Years in Operation

130

years Hecla has been operating mines in Silver Valley and the Lucky Friday mine began operation in 1942

Donations in 2021

\$100k

to the Wallace Pool Project to help reopen the city’s 80-year-old swimming pool

Total Economic Impact in 2021

\$107M

Impact Highlights

\$43M

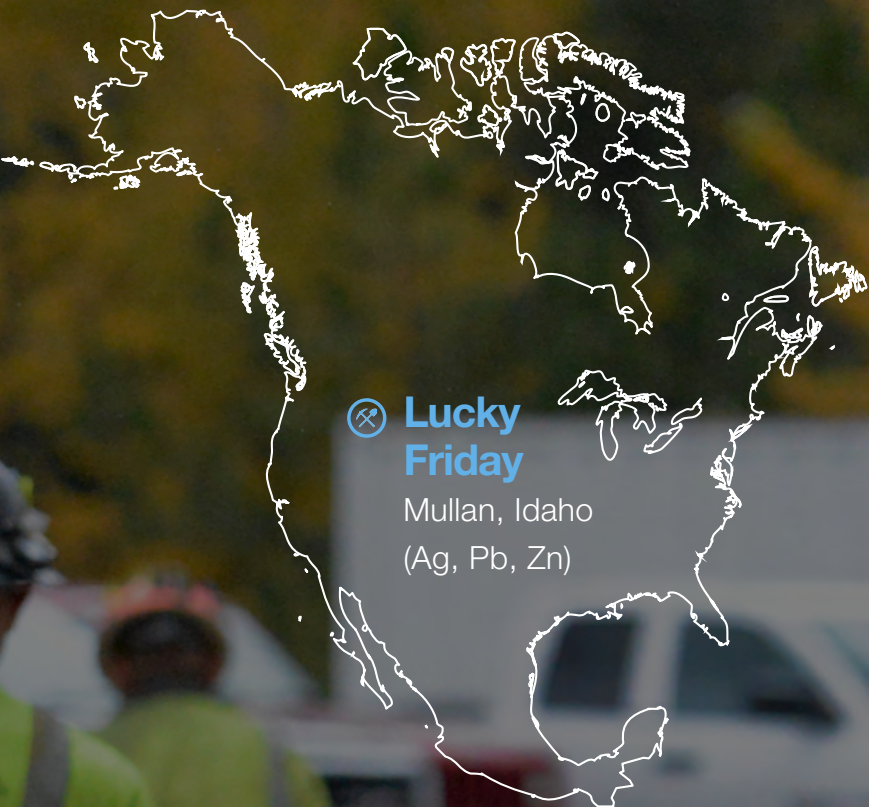
Wages

\$11M

Taxes and fees

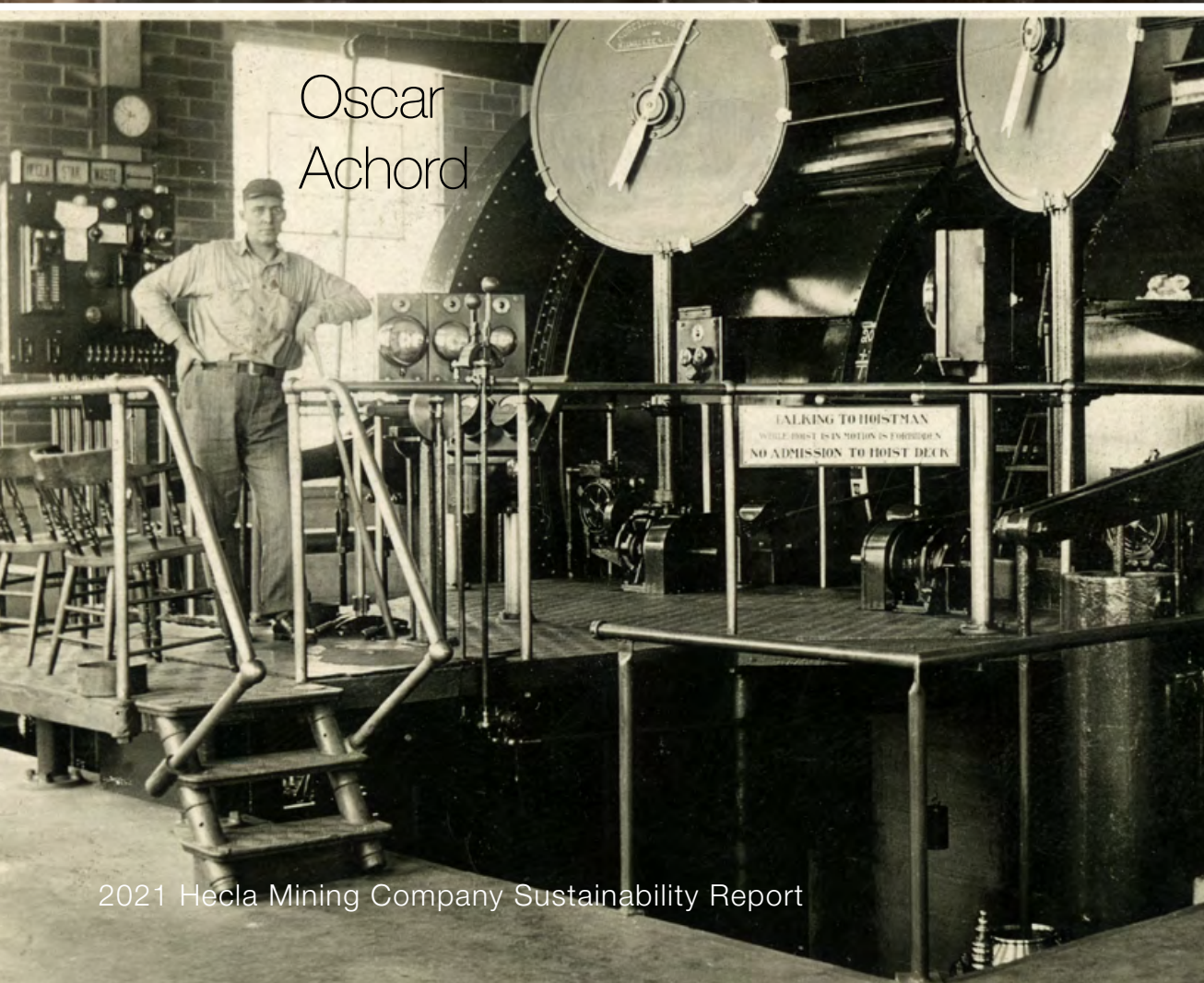
\$53M

Purchases from vendors

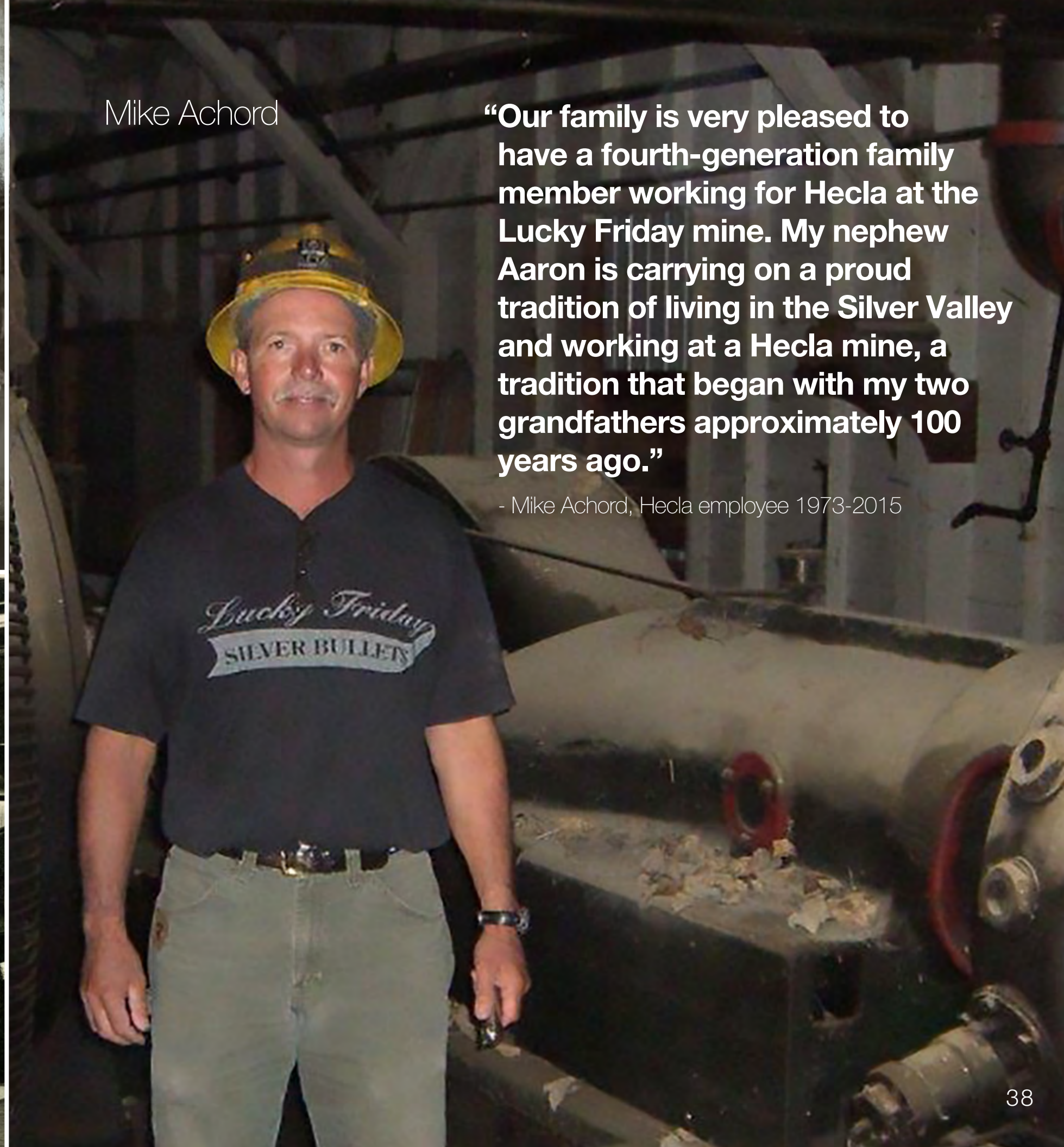




Ted Achord



Oscar Achord



Mike Achord

"Our family is very pleased to have a fourth-generation family member working for Hecla at the Lucky Friday mine. My nephew Aaron is carrying on a proud tradition of living in the Silver Valley and working at a Hecla mine, a tradition that began with my two grandfathers approximately 100 years ago."

- Mike Achord, Hecla employee 1973-2015

Human Capital Management

Hecla's workforce has been the engine powering its success for over 130 years, which is why our policies and practices related to people have always been integrated into Hecla's overall business strategy and objectives. The tracking and collecting of human capital management (HCM) data, including new hires, retention, and diversity of our workforce, is an important component of business management and planning. We invest in our people through training, systems, and programs to help protect them and support their career development.

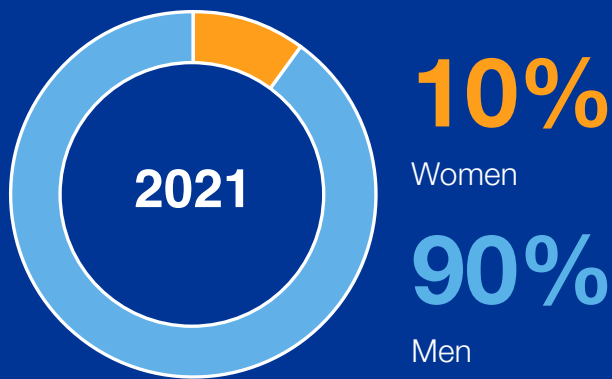


Workforce Diversity 2021

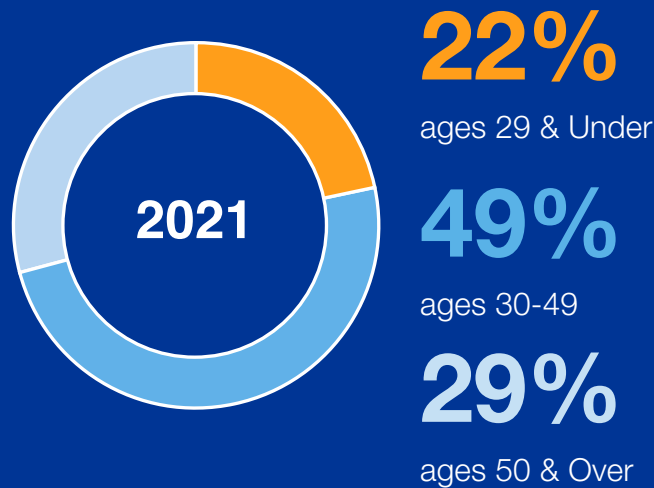


* Contractor headcount was estimated by converting the total contractor hours worked to full-time equivalents (FTEs)

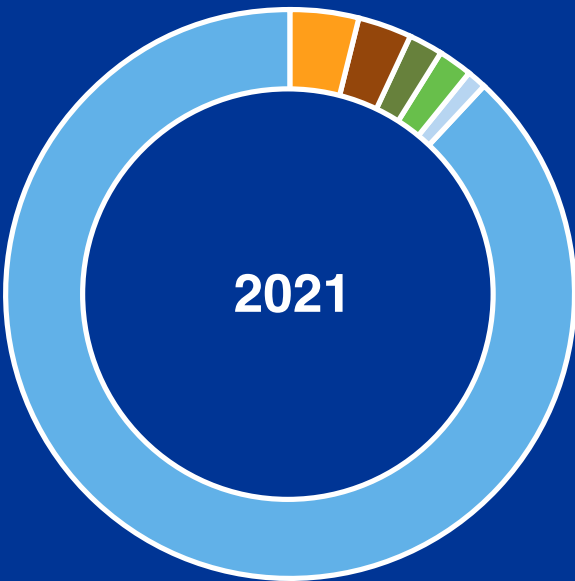
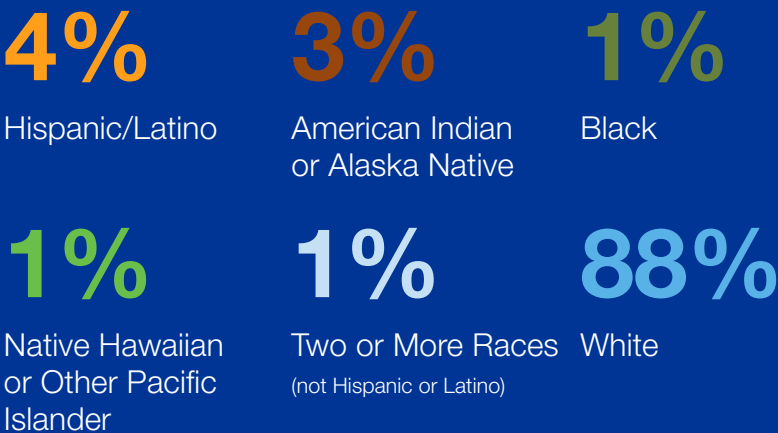
Employee Gender



Employee Ages



Employee Ethnicity / Race (U.S. Only)



Board and Management Oversight of HCM

Our Board of Directors and its Compensation Committee have oversight responsibilities for the Company’s compensation and other benefit plans to provide competitive compensation and benefits to attract and retain talented employees. At the executive level, the Senior Vice President – Chief Administrative Officer reports directly to the CEO and is responsible for implementing Hecla’s HCM program. The position is an executive level position to reflect the priority we place on utilizing our human capital resources to meet our sustainability and corporate responsibility goals. At the local level, Hecla’s human resources site professionals manage the Company’s HCM programs at their respective locations.



Building a Skilled Workforce

Hecla is developing a qualified and motivated workforce to underpin its continued innovation and growth. We offer competitive compensation and benefits packages for our full-time employees, including health insurance, vision and dental coverage, life insurance, long- and short-term disability, wellness programs, and retirement provisions. We are one of the few companies that still provide defined benefit pension benefits and we also offer a 401(k) plan to U.S. employees which includes matching contributions of up to 6%.



Hecla Mentorship Program

In 2021 we launched a mentoring program for new hires in various entry-level professional fields including accounting, finance, geology, engineering, and metallurgy. The new hires are paired with retired Hecla employees, or other professionals in the community, who serve as mentors to answer questions and counsel the new professionals on ways to grow professionally to be considered for leadership roles.



We seek to hire people with relevant and current skills and qualifications for modern mining operations, and we give them continuous access to training and growth opportunities. Safety and health training requirements for our workforce are specified in Hecla’s Safety and Health Policy, as part of our Safety Health and Management System discussed in the Worker Health and Safety Chapter.

We place a strong emphasis on making sure that employees are trained to manage

and execute emerging technologies that make our workplace safer and more efficient. For example, we have advanced worker progression skill training in partnership with North Idaho College Workforce Training Center in Coeur d’Alene, Idaho to equip the Lucky Friday workforce with the tools they need to expand their skill sets. In addition, Hecla offers a tuition reimbursement program to assist with educational expenses for employees who are interested in furthering their education.

Developing Talent in our Local Communities

Hecla is the largest private employer and taxpayer in many of the communities in which we operate, and as part of our corporate responsibility values we prioritize local hiring and procurement. In 2021, we employed an average of 1,650 employees per month, with 80% of our total workforce being local to our operations.



To develop a talent pipeline in our communities, we partner with local organizations on programs specifically geared toward training students for a career in mining. Examples include:

Pathways Program and UAS Center for Mine Training

In 2021, Hecla’s Greens Creek Mine continued its ongoing partnership with the University of Alaska Southeast (UAS) Center for Mine Training by committing a gift of \$105,000 to the Pathways to Mining Careers workforce development program. Hecla has partnered for 11 years with UAS and donated \$1.2 million as an investment in educating, recruiting, and training Alaskans for careers in the mining industry. Our partnership has resulted in a substantial number of Greens Creek employees being graduates of the program.

Local Workforce

1,650
average employees per month in 2021



UAS Environmental Science Program

In 2021, Greens Creek pledged \$300,000 to the endowment fund to provide support for the Environmental Science program at UAS.

Mobile Mine Internship Program

In 2021, Casa Berardi hired 36 interns and students who contributed to operations maintenance during the summer.

Mobile Mine Mechanics Training Program

Hecla Quebec collaborated with the James Bay and Lac Abitibi professional training centers to develop a new mine mechanics training program that enrolled a total of 12 students in 2021.

Hecla-Quebec Global Development Fund (UQAT Foundation)

The University of Quebec in Abitibi-Témiscamingue and Hecla Quebec have partnered for over 10 years to support students through the Hecla-Quebec Global Development Fund (UQAT Foundation). Since 2009, Hecla Quebec has donated over \$1.9 million to the Foundation thanks to a grant of \$1 per ounce produced at the Casa Berardi Mine.

Mineral Extraction Program in Quebec

In 2021, Hecla Quebec hired a total of 29 graduates from the Mineral Extraction program at the James Bay Vocational Training Center. The program allows students to perform the practical part of their training at the Casa Berardi Mine.

Fostering Diversity and Inclusion

We are committed to providing equal employment opportunities and complying with all applicable employment laws in the countries where we operate, as outlined in the “Employee Relations” section of our Code of Conduct. Hecla promotes a positive and supportive work environment where individual contributions and teamwork are highly valued. It is our policy and practice to prohibit discrimination or harassment against any employee because of race, color, religion, national origin, sex, sexual orientation, gender identity or expression, age, physical or other disability.

Our commitment to diversity and inclusion starts at the top with our Board of Directors and the Board’s Governance and Social Responsibility Committee, which is responsible for identifying and recommending qualified candidates for the Board. As discussed in the Governance and Transparency Chapter, our Board recognizes the benefits of having directors who bring diversity of gender, age, race, ethnicity, and cultural background. As recently as 2017, we had no women on our Board while currently 25% of our directors are women, including our most recent addition to the Board, Ms. Alice Wong, who joined in 2021.

In general, our workforce reflects the demographics of the communities near our mine sites. Our Greens Creek Mine in Alaska has been an outlier because we cannot fill all the open positions through the local population. While we target local Alaska residents, we also post job openings in the lower 48 states with the primary goal of attracting talented employees who are dedicated to our values of excellence and safety.



Though the mining industry has traditionally had a predominantly male workforce, women currently represent:

25% of our directors

10% of our total workforce

22% of our managerial staff

Hecla Quebec promotes inclusion and acceptance of diverse cultures. We developed a Cultural Awareness Training Program, working with a consultant, which was provided to all department heads in 2021.

Though the mining industry has traditionally had a predominantly male workforce, Hecla seeks to create more opportunities for

women in the Company. We participate in the Women in Mining organization, and women made up 10% of our total workforce in 2021 and 22% at the managerial level. We have implemented programs to foster the hiring and retention of women including the creation of networking opportunities with senior executives and Board members. We also hold company-wide diversity and anti-discrimination training.

San Sebastian

Our San Sebastian mine is located in Durango state in central Mexico and has been owned by Hecla since 1999. The gold and silver mine was in operation from 2015 to 2020 and is currently undergoing exploration to evaluate further mining. Hecla’s operations at San Sebastian include reclamation projects to return land to its owners for its previous agricultural use. In 2021, we placed 1,956,068 cubic meters of rock and soil to backfill open pits and since 2018, more than 3,358,954 cubic meters of material have been backfilled in reclamation projects.

Hecla is one of the largest private-sector employers and taxpayers in the communities near the San Sebastian mine, with a direct economic impact of more than \$11 million in

2021, including \$1.7 million in wages, more than \$1.6 million in taxes and fees, and \$7.6 million in purchases from vendors. We have supported community organizations focused on economic development and provided food donations and other support during the pandemic. In 2021, we supported the Laying Hens Project, consisting of the delivery of 120 packages of hens (10 hens each) to families in the communities neighboring the San Sebastian Mine. The project benefited 480 inhabitants of 5 communities. We also provided support to education and youth sports programs including a summer library program, packages for 60 basic level school graduates to help them continue their education, and a children’s soccer tournament for 120 boys and girls.

Supporting Community

480

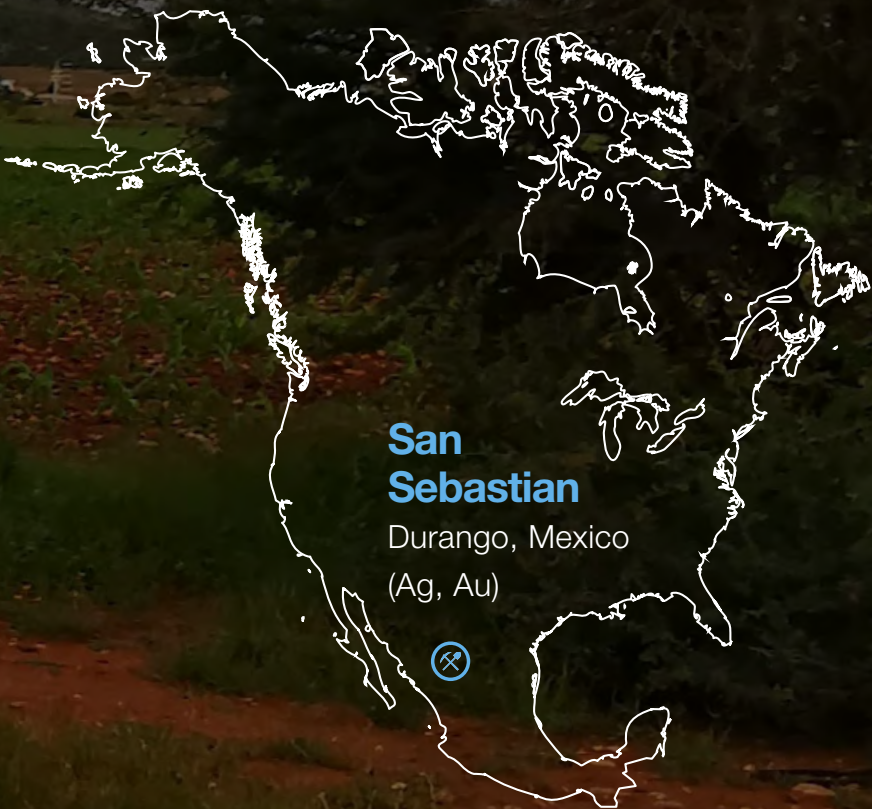
inhabitants of 5 communities
neighboring the San Sebastian Mine
benefited from the Laying Hens Project

Total Economic Impact in 2021

\$11M

Impact Highlights

\$1.7M	\$1.6M
Wages	Taxes and fees
\$7.6M	
Purchases from vendors	





Governance and Transparency

Hecla is committed to operating its business with the highest standards of ethics and integrity to earn the trust of its shareholders and other stakeholders, including employees, suppliers, investors, regulators, and its local communities. This commitment is built on the core values that are the foundation of our business strategy and success over 130 years. We have implemented comprehensive governance practices for transparency in our reporting and foster accountability for our Board of Directors and management. Strong governance also ensures that Hecla maintains robust programs to manage risks and uphold compliance with laws and regulations governing ethical business conduct.

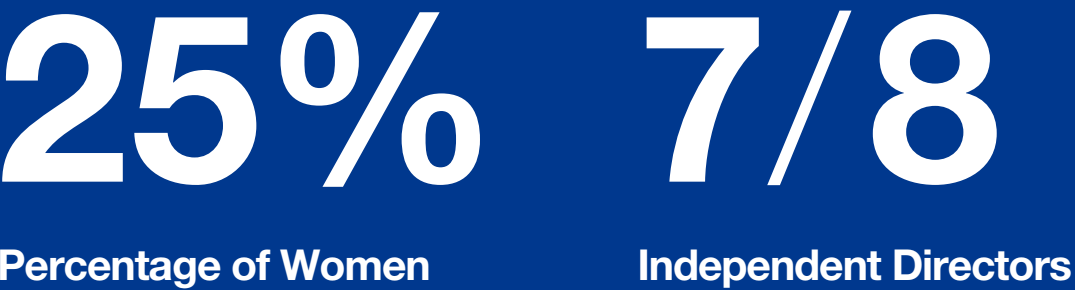


Corporate Governance Structures and Policies

Our Board of Directors oversees the Company’s business strategy and management performance to ensure that the long-term interests of shareholders and stakeholders are being served, and to monitor adherence to the Company’s standards and policies including ESG performance. Hecla’s Corporate Governance Guidelines include Board governance practices such as majority voting for directors, mandatory tender of resignation for directors who receive more “Against” votes than “For” votes, annual evaluations of the Board and its committees, and stock ownership guidelines for our directors and executive officers.

Hecla’s Board has six committees, including five standing committees – Audit; Compensation; Non-executive Stock Award; Governance and Social Responsibility; and Health, Safety, Environmental and Technical (HSET) – and an Executive Committee which may act on behalf of the full Board between regularly scheduled meetings when time is of the essence. The membership of the four standing committees is comprised entirely of independent directors. The standing committees of the Board provide oversight roles in various areas of ESG and risk management, as discussed below.

Board Composition 2021



The roles of Chairman of the Board and CEO are currently held by separate persons, and our Corporate Governance Guidelines provide that the Board shall designate a Lead Independent Director whenever the role of Chairman and CEO is combined. Our Corporate Governance Guidelines also include a mandatory retirement age of 75 for directors, with the goal of enhancing Board refreshment to provide new perspectives and new ideas. Since May 2021, three directors have retired from the Board pursuant to this policy, including two at our May 2022 annual meeting of shareholders which decreased average director tenure from 12 to 9 years. The Board’s Governance and Social Responsibility Committee is responsible for identifying and recommending qualified

candidates to become directors, consistent with criteria approved by the Board.

Our Board benefits from the valuable experience of longer-serving directors who bring a diversity of thought, skills, and industry backgrounds in finance, management, mining, and international business. We also seek to include varied perspectives through diversity of gender, age, race, ethnicity, and cultural backgrounds. Our Board currently has six directors, with four of the six directors having joined the Board since 2016. As recently as 2017 we had no women on our Board, while today, two of our directors are women, including Ms. Alice Wong who was appointed as a director in February 2021.

Board and Management Oversight of ESG

Hecla’s commitment to ESG starts at the top with Board oversight of the Company’s overall ESG strategies and initiatives and two Board committees tasked with specific oversight responsibilities. The Governance and Social Responsibility Committee is responsible for reviewing and making recommendations to the Board regarding the Company’s policies, programs, practices, metrics and performance indicators regarding ESG matters. The HSET Committee assists the Board in monitoring and reviewing health, safety, environmental and sustainability policies, community impacts, and reviewing performance audits and updates from management.

At the executive level, Hecla’s Vice President of Corporate Development and Sustainability reports directly to the CEO and is responsible for implementing the Company’s ESG programs including environmental, community relations, and social aspects. At the local level, the Company has risk assessment and mitigation measures in place at each operation, with vice presidents and general managers responsible for ensuring continuous improvement toward our sustainability goals. Hecla’s Sustainability Management Structure organizational chart is included on our website.



The HSET Committee assists the Board in monitoring and reviewing health, safety, environmental and sustainability policies, community impacts, and reviewing performance audits and updates from management.

Ethics and Anti-Corruption Policies

Hecla’s Code of Conduct embodies our commitment to meeting the highest standards of ethics and integrity in every aspect of our business. The Code also reinforces our compliance with applicable laws and regulations governing our business practices and our governance and ethical practices as a publicly traded company listed on the New York Stock Exchange (NYSE).

Our Code of Conduct and Code of Ethics, which applies to our CEO and senior financial officers, establishes the highest ethical practices in financial reporting and transparency. All management and employees must comply with all federal and state securities laws and regulations as stated in our policy on Insider Trading.

Although not required by law, since 2013 we have had a clawback policy that allows the Company to recover from executive officers, under certain circumstances, compensation under any of our incentive plans.

Our Code of Conduct includes specific policies on anti-bribery and anti-corruption, including that our employees and directors are expected to comply with all applicable laws and regulations in each country where we conduct business with regard to dealings with government officials, including lobbying, political contributions to candidates, and meeting with government agencies. These laws include the U.S. Foreign Corrupt Practices Act, which sets forth requirements for the Company’s relationships with non-U.S. government representatives. More information on our anti-bribery and anti-corruption policies, including the Foreign Corrupt Practices Act, is available in our Code of Conduct.

Reporting Potential Ethics Violations

To ensure that we can quickly identify potential violations of the Code of Conduct or other ethical issues, Hecla provides to employees and third parties a confidential toll free ConfidenceLine helpline and online portal available 24 hours-a-day, 7 days-a-week with the option to remain anonymous. The ConfidenceLine helpline and online portal are managed by an outside, independent service provider and all reports are provided to Hecla’s General Counsel and investigated as appropriate. The General Counsel updates the Board’s Audit Committee on the outcome of any reports that are investigated along with corrective actions taken if the report is substantiated. Hecla’s Whistleblower Policy includes our strict nonretaliation policy to protect any whistleblowers who report wrongdoing in good faith or cooperate in an investigation. In 2021 there were no reports to the helpline.



Responsible Supply Chain

Hecla seeks to work with suppliers who share its values and ethical standards, and all suppliers, vendors and third-party contractors are expected to act ethically and consistent with its Supplier Code of Conduct when conducting business on Hecla’s behalf. Our Supplier Code of Conduct, which was implemented in 2021, also states our commitment to adhering to standards of human rights and responsible workplace practices across our supply chain.

Human Rights

Hecla supports fundamental human rights in all of our operations, including our supply chain, and in all jurisdictions in which it conducts business. We operate in countries where human rights laws are respected and promoted. Our Human Rights Statement discusses our commitment to conduct business in a manner consistent with the United Nations Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. Hecla expects its third-party contract security providers to uphold these same standards.

We regularly engage with our stakeholders, including our local communities, indigenous peoples, and government agencies to identify, understand, and address potential impacts of our operations on human rights. To date we have not identified exposure to human rights risks in our operations.

To date we have not identified exposure to human rights risks in our operations



Public Policy

Since government policies are critical factors affecting the Company and our stakeholders, Hecla advocates in a responsible and constructive manner on public policy issues that advance the Company’s goals. Our government affairs representatives meet with lawmakers and government officials on issues that directly impact the Company such as tax policy, land use and access, permitting policy, and environmental, health, and safety standards. We are also members of trade associations that advocate on behalf of the natural resources industry.

In the U.S., we maintain the Hecla Mining Company Political Action Committee (Hecla PAC), which is a forum for our employees and directors to voluntarily contribute to a fund that supports the election of candidates to public office that support a regulatory and legislative environment constructive to the operation and development of our mines. In 2021, the Hecla PAC contributed \$29,718 to federal candidates. Additional policies related to our dealings with government officials are included in our Code of Conduct and are reported annually to the Board.

Board Oversight of Risk Management

Hecla’s long-term success has been grounded in our ability to identify and manage the risks that have the greatest impact on the Company. Taking responsible risks is critical to our continued growth, innovation, and achievement of our strategy objectives.

The Board provides independent risk oversight with a focus on the most significant risks facing the Company, including strategic, operational, legal and regulatory, financing, and reputational risks. The Board receives regular risk management updates from senior management, including risk assessment and mitigation reports for ensuring continuous improvement toward our sustainability goals.



The Board has also delegated specific risk oversight responsibility to the committees of the Board as follows:

Audit Committee	oversees enterprise risks relating to the financial statements, financial systems, financial reporting process, compliance and auditing, and data security and privacy
Governance and Social Responsibility Committee	oversees risks relating to corporate governance, ESG matters, public policy, and social trends
Compensation Committee	oversees risk relating to executive compensation policies and practices, including if compensation programs create undesired or unintentional risk-taking
Health, Safety, Environmental and Technical Committee	oversees operational risks, including environmental, health and safety compliance

Appendix

- About the Report
- Forward-looking Statements
- GRI Content Index
- SASB Content Index
- TCFD Content Index
- TSM Content Index
- UN Sustainable Development Goals
- Data Tables



About the Report

Hecla is integrating sustainability into its business strategy, starting at the highest levels of leadership and planning. As part of this mission, we are committed to transparency and consistent communication of environmental, social, and governance (ESG) programs and performance to all stakeholders.

This annual sustainability report is where Hecla Mining Company comprehensively assembles its ESG performance and focus areas. This annual report focuses on the key topics to our stakeholders as defined on page 9 and covers our performance from January 1 to December 31, 2021. Unless otherwise noted, this report covers all operations and subsidiaries.

For the first time, Hecla has prepared its report with reference to the Global Reporting Initiative (GRI) Standards. For the fourth year, we have also benchmarked our performance against the Sustainability Accounting Standards Board (SASB) Metals and Mining standards. Our GRI and SASB metrics are included at the end of this report in Content Indexes and on our website. 2021 is also the second year that we are reporting against relevant aspects of the Task Force on Climate-Related Financial Disclosures (TCFD). Throughout this report, we refer to Hecla Mining Company as “Hecla” or the “Company” and use the terms “we,” “us,” “its,” and “our” to refer to Hecla Mining Company and its subsidiaries.



Report Theme

The theme for this year’s report is “Building Strong Communities Through Responsible Mining.” Throughout this report, we will demonstrate how Hecla’s long-term approach to responsible mining builds support over time for mining in local communities, including minimizing

its environmental footprint and working to provide for the health and safety of its workforce. As part of our approach, we engage regularly with stakeholders in our communities to engage on local concerns and to develop partnerships to maintain long-term relationships.

Forward-looking Statements

Certain statements contained in this Sustainability Report are forward-looking statements, including our current expectations and projections about future results, performance, prospects, and opportunities. We have tried to identify these forward-looking statements by using words such as “may,” “will,” “expect,” “anticipate,” “believe,” “intend,” “feel,” “plan,” “estimate,” “project,” “forecast,” and similar expressions. These forward-looking statements are based on information currently available to us and are expressed in good faith and believed to have a reasonable basis. However, our forward-looking statements are subject to a number of risks, uncertainties, and other factors that could cause our actual results, performance, prospects or opportunities to differ materially from those expressed in, or implied by, these forward-looking statements.

These risks, uncertainties, and other factors include but are not limited to those set forth under Part I, Item 1A – Risk Factors in our annual report filed on Form 10-K for the year ended December 31, 2021, which is available on website or at SEC.gov. Given these risks and uncertainties, readers are cautioned not to place undue reliance on our forward-looking statements. All subsequent written and oral forward-looking statements attributable to Hecla Mining Company or to persons acting on our behalf are expressly qualified in their entirety by these cautionary statements. We do not intend to update or revise any forward-looking statements, whether as a result of new information, future events or otherwise.



GRI Content Index

Statement of Use: Hecla Mining Company has reported in accordance with the GRI Standards for the period January 2021 - December 2021.

Disclosure	Location
General Disclosures	
Organizational profile	
GRI 2: General Disclosures 2021	
2-1 Organizational details	Introduction: About Hecla, page 6
2-2 Entities included in the organization’s sustainability reporting	Hecla Mining Company
2-3 Reporting period, frequency and contact point	Appendix: About the Report, page 53
2-4 Restatements of information	No restatements of information.
2-5 External assurance	No external assurance provided at this time.
2-6 Activities, value chain and other business relationships	Introduction: About Hecla, page 6
2-7 Employees	Social: Human Capital Management, page 39
2-8 Workers who are not employees	Social: Human Capital Management, page 39
2-9 Governance structure and composition	Governance: Corporate Governance Structures and Policies, page 47
2-10 Nomination and selection of the highest governance body	Governance: Corporate Governance Structures and Policies, page 47
2-11 Chair of the highest governance body	Governance: Corporate Governance Structures and Policies, page 47
2-12 Role of the highest governance body in overseeing the management of impacts	Governance: Board and Management Oversight of ESG, page 48 Governance: Board Oversight of Risk Management, page 51
2-13 Delegation of responsibility for managing impacts	Governance: Board and Management Oversight of ESG, page 48 Governance: Board Oversight of Risk Management, page 51
2-14 Role of the highest governance body in sustainability reporting	Governance: Board and Management Oversight of ESG, page 48
2-15 Conflicts of interest	Governance: Corporate Governance Structures and Policies, page 47 Governance: Ethics and Anti-Corruption Policies, page 49 Governance: Public Policy, page 50
2-16 Communication of critical concerns	Governance: Reporting Potential Ethics Violations, page 49
2-17 Collective knowledge of the highest governance body	Governance: Corporate Governance Structures and Policies, page 47 Governance: Board and Management Oversight of ESG, page 48 2022 Proxy Statement, Knowledge, Skills and Experience, pages 11-12
2-18 Evaluation of the performance of the highest governance body	2022 Proxy Statement, Knowledge, Skills and Experience, pages 11-12
2-19 Remuneration policies	2022 Proxy Statement, Compensation Committee Procedures, page 19 2022 Proxy Statement, Compensation of Non-management Directors, pages 26-28 2022 Proxy Statement, Compensation of Named Executive Officers, pages 57-71
2-20 Process to determine remuneration	2022 Proxy Statement, Compensation Committee Procedures, page 19 2022 Proxy Statement, Compensation of Non-management Directors, pages 26-28 2022 Proxy Statement, Compensation of Named Executive Officers, pages 57-71

Disclosure	Location
2-21 Annual total compensation ratio	2022 Proxy Statement, CEO Pay Ratio, page 71
2-22 Statement on sustainable development strategy	Introduction: CEO Letter, page 3
2-23 Policy commitments	Environment: Protecting the Environment, page 10 Social: Worker Safety and Health, page 21 Social: Human Capital Management, page 39 Governance: Ethics and Anti-Corruption Policies, page 49 Governance: Human Rights, page 50
2-24 Embedding policy commitments	Environment: Protecting the Environment, page 10 Social: Worker Safety and Health, page 21 Social: Human Capital Management, page 39 Governance: Ethics and Anti-Corruption Policies, page 49 Governance: Human Rights, page 50
2-25 Processes to remediate negative impacts	Governance: Reporting Potential Ethics Violations, page 49
2-26 Mechanisms for seeking advice and raising concerns	Governance: Reporting Potential Ethics Violations, page 49
2-27 Compliance with laws and regulations	Environment: Protecting the Environment, page 10 Social: Worker Safety and Health, page 21 Social: Human Capital Management, page 39 Governance: Ethics and Anti-Corruption Policies, page 49 Governance: Human Rights, page 50
2-28 Membership associations	Governance: Public Policy, page 50
2-29 Approach to stakeholder engagement	Introduction: Assessment of ESG Priorities, page 9 Social: Engaging with Community Stakeholders, page 30
2-30 Collective bargaining agreements	The Lucky Friday Mine in Idaho is covered by a collective bargaining agreement.

Material Topics

GRI 3: Material Topics 2021

3-1 Process to determine material topics	Introduction: Assessment of ESG Priorities, page 9
3-2 List of material topics	Water and Effluents, Biodiversity, Emissions, Waste, Occupational Health and Safety, Diversity and Equal Opportunity, Rights of Indigenous Peoples and Local Communities

Water and Effluents

GRI 3: Material Topics 2021

3-3 Management of material topics	Environment: Water Management, page 14
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GRI 303: Water and Effluents 2018

303-1 Interactions with water as a shared resource	Environment: Water Management, page 14
303-2 Management of water discharge-related impacts	Environment: Water Management, page 14
303-3 Water withdrawal	Data Tables: Water and Effluents, page 65
303-4 Water discharge	Data Tables: Water and Effluents, page 65

Disclosure	Location
Biodiversity	
GRI 3: Material Topics 2021	
3-3 Management of material topics	Environment: Biodiversity and Land Management, page 16
GRI 304: Biodiversity 2016	
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environment: Biodiversity and Land Management, page 16
304-2 Significant impacts of activities, products and services on biodiversity	Environment: Biodiversity and Land Management, page 16
304-3 Habitats protected or restored	Environment: Biodiversity and Land Management, page 16
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Environment: Biodiversity and Land Management, page 16
Emissions	
GRI 3: Material Topics 2021	
3-3 Management of material topics	Environment: Climate Change and Net Zero Targets, page 12
GRI 305: Emissions 2016	
305-1 Direct (Scope 1) GHG emissions	Data Table: Emissions, page 65
305-2 Energy indirect (Scope 2) GHG emissions	Data Table: Emissions, page 65
305-4 GHG emissions intensity	Data Table: Emissions, page 65
305-5 Reduction of GHG emissions	Environment: Climate Change and Net Zero Targets, page 12
305-6 Emissions of ozone-depleting substances (ODS)	Hecla produces a nominal amount of non-GHG air emissions as most of our operations are underground with a very small disturbed footprint. Therefore, this metric is not material.
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Hecla produces a nominal amount of non-GHG air emissions as most of our operations are underground with a very small disturbed footprint. Therefore, this metric is not material.
Waste	
GRI 3: Material Topics 2021	
3-3 Management of material topics	Environment: Tailings and Waste Management, page 15
GRI 306: Waste 2020	
306-1 Waste generation and significant waste-related impacts	Environment: Tailings and Waste Management, page 15
306-2 Management of significant waste-related impacts	Environment: Tailings and Waste Management, page 15
306-3 Waste generated	Data Tables: Waste, page 65
306-4 Waste diverted from disposal	Data Tables: Waste, page 65
306-5 Waste directed to disposal	Data Tables: Waste, page 65

Disclosure	Location
Occupational Health and Safety	
GRI 3: Material Topics 2021	
3-3 Management of material topics	Social: Worker Safety and Health, page 21
GRI 403: Occupational Health and Safety 2018	
403-1 Occupational health and safety management system	Social: Safety and Health Management System, page 22
403-2 Hazard identification, risk assessment, and incident investigation	Social: Safety and Health Management System, page 22
403-3 Occupational health services	Social: Worker Safety and Health, page 21
403-4 Worker participation, consultation, and communication on occupational health and safety	Social: Worker Safety and Health, page 21
403-5 Worker training on occupational health and safety	Social: Worker Safety and Health, page 21
403-6 Promotion of worker health	Social: Promoting Employee Wellness, page 24
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Social: Worker Safety and Health, page 21
403-8 Workers covered by an occupational health and safety management system	Social: Safety and Health Management System, page 22
403-9 Work-related injuries	Data Tables: Health & Safety, page 67
Diversity and Equal Opportunity	
GRI 3: Material Topics 2021	
3-3 Management of material topics	Social: Human Capital Management, page 39
GRI 405: Diversity and Equal Opportunity 2016	
405-1 Diversity of governance bodies and employees	Data Table: Workforce Diversity, page 68 Social: Fostering Diversity and Inclusion, page 43
Rights of Indigenous Peoples	
GRI 3: Material Topics 2021	
3-3 Management of material topics	Social: Indigenous Relations, page 35
GRI 411: Rights of Indigenous Peoples 2016	
411-1 Incidents of violations involving rights of indigenous peoples	There were zero incidents of violations involving rights of indigenous peoples.
Local Communities	
GRI 3: Material Topics 2021	
3-3 Management of material topics	Social: Local Communities, page 28
GRI 413: Local Communities 2016	
413-1 Operations with local community engagement, impact assessments, and development programs	Social: Engaging with Community Stakeholders, page 30
413-2 Operations with significant actual and potential negative impacts on local communities	Social: Local Communities, page 28

SASB Content Index

Disclosure	Accounting Metric	Code	Section Reference
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	EM-MM-110a.1	Environment: Climate Change and Net Zero Targets, page 12
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	EM-MM-110a.2	Environment: Climate Change and Net Zero Targets, page 12
Air Quality	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	EM-MM-120a.1	Hecla produces a nominal amount of non-GHG air emissions as most of our operations are underground with a very small disturbed footprint. Therefore, this metric is not material.
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	EM-MM-130a.1	Environment: Climate Change and Net Zero Targets, page 12 Data Tables: Site Data, page 66
Water Management	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	EM-MM-140a.1	Environment: Water Management, page 14 Data Tables: Water and Effluents, page 65
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	EM-MM-140a.2	Hecla has not experienced incidents of non-compliance associated with water quality permits, standards, or regulations in the reporting year.
Waste & Hazardous Materials Management	Total weight of non-mineral waste generated	EM-MM-150a.4	Environment: Tailings and Waste Management, page 15 Data Tables: Waste, page 65
	Total weight of tailings produced	EM-MM-150a.5	Data Tables: Waste, page 65
	Total weight of waste rock generated	EM-MM-150a.6	Environment: Tailings and Waste Management, page 15 Data Tables: Waste, page 65
	Total weight of hazardous waste generated	EM-MM-150a.7	Environment: Tailings and Waste Management, page 15 Data Tables: Waste, page 65
	Total weight of hazardous waste recycled	EM-MM-150a.8	Environment: Tailings and Waste Management, page 15 Data Tables: Waste, page 65
	Number of significant incidents associated with hazardous materials and waste management	EM-MM-150a.9	Hecla has not experienced significant incidents associated with hazardous materials or waste management in the reporting period.
	Description of waste and hazardous materials management policies and procedures for active and inactive operations	EM-MM-150a.10	Environment: Tailings and Waste Management, page 15
Biodiversity Impacts	Description of environmental management policies and practices for active sites	EM-MM-160a.1	Environment: Biodiversity and Land Management, page 16
	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	EM-MM-160a.3	Environment: Biodiversity and Land Management, page 16

Disclosure	Accounting Metric	Code	Section Reference
Security, Human Rights & Rights of Indigenous Peoples	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	EM-MM-210a.1	Zero percent of Hecla's current proven and probable ore reserves are within or near areas of conflict.
	Percentage of (1) proved and (2) probable reserves in or near indigenous land	EM-MM-210a.2	Social: Indigenous Relations, page 35
	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	EM-MM-210a.3	Social: Indigenous Relations, page 35 Governance: Human Rights, page 50
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	EM-MM-210b.1	Social: Local Communities, page 28
Labor Relations	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	EM-MM-310a.1	The Lucky Friday Mine in Idaho is covered by a collective bargaining agreement.
	Number and duration of strikes and lockouts	EM-MM-310a.2	Over forty years we have only had one strike at one operation, which lasted 2 ¾ years, and ended in January 2020.
Workforce Health & Safety	(1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	EM-MM-320a.1	Social: Worker Safety and Health, page 21 Data Tables: Health & Safety, page 67
Business Ethics & Transparency	Description of the management system for prevention of corruption and bribery throughout the value chain	EM-MM-510a.1	Governance: Ethics and Anti-Corruption Policies, page 49
	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-MM-510a.2	No production came from the 20 lowest rated countries on the index.
Tailings Storage Facilities Management	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) consequence classification, (7) date of most recent independent technical review	EM-MM-540a.1	Data Table: Hecla Operated Tailings Facilities, page 73
	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	EM-MM-540a.2	Environment: Tailings and Waste Management, page 15
	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	EM-MM-540a.3	Environment: Environmental Policies, Management System, and Training, page 11
Activity Metric	Production of (1) metal ores and (2) finished metal products	EM-MM-000.A	(1) 2,471,440.63 metric tons of metal ores produced (2) 12.9 M silver ounces; 201.3 k gold ounces; 43.0 k metric tons of lead and 63.6 k metric tons of zinc in 2021.
	Total number of employees, percentage contractors	EM-MM-000.B	Total number of employees in 2021 was 2,165 of which approximately 24% were contractors.

TCFD Content Index

Disclosure	Accounting Metric	Section Reference
Governance	a) Describe the board's oversight of climate-related risks and opportunities.	Governance: Board and Management Oversight of ESG, page 48 Governance: Board Oversight of Risk Management, page 51
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	Governance: Board and Management Oversight of ESG, page 48 Governance: Board Oversight of Risk Management, page 51
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Environment: Climate Change and Net Zero Targets, page 12
Risk Management	a) Describe the organization's processes for identifying and assessing climate-related risks.	Environment: Environmental Policies, Management System, and Training, page 11
	b) Describe the organization's processes for managing climate-related risks.	Environment: Environmental Policies, Management System, and Training, page 11
Metrics and Targets	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Data Table: Emissions, page 65
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Data Table: Emissions, page 65

TSM Content Index

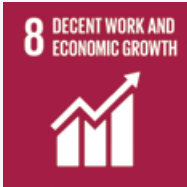
Topic	Sub Topic	Reference
Biodiversity	Corporate biodiversity conservation commitment, accountability, and communications	Environment: Biodiversity and Land Management, page 16
	Facility-level biodiversity conservation planning and implementation	Environment: Biodiversity and Land Management, page 16
	Biodiversity conservation reporting	Environment: Biodiversity and Land Management, page 16
Climate Change	Corporate climate change management	Environment: Climate Change and Net Zero Targets, page 12
	Facility climate change management	Environment: Climate Change and Net Zero Targets, page 12
	Facility performance targets and reporting	Environment: Climate Change and Net Zero Targets, page 12
Crisis Management and Communications Planning	Crisis management and communications preparedness	Environment: Environmental Policies, Management System, and Training, page 11
	Review	Environment: Environmental Policies, Management System, and Training, page 11
	Training	Environment: Environmental Policies, Management System, and Training, page 11
Human Rights Assessment	Preventing forced labour	Governance: Human Rights, page 50
	Preventing child labour	Governance: Human Rights, page 50
Local Communities	Community of Interest (COI) Identification	Social: Local Communities, page 28
	Effective COI Engagement and Dialogue	Social: Local Communities, page 28
	Community Impact and Benefit Management	Social: Local Communities, page 28
	COI Response Mechanism	Social: Local Communities, page 28
Occupational Health and Safety	Commitments and Accountability	Social: Worker Safety and Health, page 21
	Planning and Implementation	Social: Worker Safety and Health, page 21
	Training, Behaviour and Culture	Social: Worker Safety and Health, page 21
	Monitoring and Reporting	Social: Worker Safety and Health, page 21
	Performance	Social: Worker Safety and Health, page 21

TSM Content Index

Topic	Sub Topic	Reference
Rights of Indigenous Peoples	Effective Indigenous Engagement and Dialogue	Social: Indigenous Relations, page 35
Tailings and Waste	Tailings management policy and commitment	Environment: Tailings and Waste Management, page 15
	Tailings management system and emergency preparedness	Environment: Tailings and Waste Management, page 15
	Assigned accountability and responsibility for tailings management	Environment: Tailings and Waste Management, page 15
	Annual tailings management review	Environment: Tailings and Waste Management, page 15
	Operation, maintenance, and surveillance (OMS) manual	Environment: Tailings and Waste Management, page 15
Water and Effluents	Water Governance	Environment: Water Management, page 14
	Operational Water Management	Environment: Water Management, page 14
	Watershed-scale Planning	Environment: Water Management, page 14
	Water Reporting and Performance	Environment: Water Management, page 14

UN Sustainable Development Goals

SDG	Progress
	We experienced zero employee or contractor fatalities in 2021.
	Our AIFR declined 76% since 2012 and remains at a historically low level in 2021.
	We provide excellent benefits for our full-time employees such as medical insurance, life insurance, long- and short-term disability, retirement provisions, and wellness programs. We are one of the few remaining companies to offer pension benefits.
	Hecla considers workforce training to be an important part of the educational continuum. Our employees and contractors worked more than 4.2 million man-hours and received approximately 49,000 hours of health and safety training.
	In the communities where we operate, we partner with organizations on programs to expand employee skills and train students for a career in mining.
	We recognize that mining operations can directly or indirectly impact water. At each of our sites, the goal is to reduce freshwater consumption, use water efficiently, maintain water quality, recycle water and engage with communities to collaboratively manage shared water resources.
	Company-wide, we recycled 39% of the water discharged in our operations.
	Hecla uses renewable energy sources whenever possible to reduce our carbon footprint. 69% of Hecla's electrical power that came from the grid was hydropower.
	When our Greens Creek mine is able to purchase surplus hydroelectricity from the local utility, that reduces the electrical bill for all ratepayers in Juneau, Alaska.

SDG	Progress
	We are the largest private employer and taxpayer in Juneau, Alaska and Wallace/Mullan, Idaho.
	We provided 2,165 direct jobs, including contractors, in North America — the majority in the U.S.
	We provided another 3,000+ plus indirect jobs.
	We provided more than a \$700 million direct impact company-wide for our local communities.
	Our human rights policy statement is a foundation for business conduct within our workforce and along our supply chain.
	We benchmark against relevant aspects of the Task Force on Climate-Related Financial Disclosures (TCFD) and continue to assess business risks associated with climate change.
	We reduced our Scope 1 and Scope 2 greenhouse gas emissions by 11% from 2020 to 2021.
	In 2021, we established rigorous sustainability targets, including maintaining a net zero (Scope 1 and 2) carbon footprint, and increasing the proportion of renewable energy in the company's energy mix.
	We achieved net zero carbon emissions in 2021.
	Company-wide, our operations only disturbed 3,883 acres of land—about equal in size to just two typical family farms in Montana.
	Of the 8,600 acres Hecla owns in Montana, 6,400 of that are being used to preserve wildlife habitat.
	We have committed more than \$180 million toward reclamation projects.

Data Tables

Data Points	2021
Emissions	
GHG Emissions ¹	
GHG Scope 1 (metric tonnes CO ₂ e)	51,389
Biogenic GHG Scope 1 (metric tonnes CO ₂ e)	1,543
GHG Scope 2 (metric tonnes CO ₂ e)	23,618
GHG Scope 1 & 2 (metric tonnes CO ₂ e)	76,550
Ag Ounces	12,887,239
Ag-equivalent Ounces	37,573,889
Au-equivalent Ounces	525,531
GHG Emissions Intensity (Scope 1 & 2 metric tonnes CO ₂ e) / Ag Ounces	0.006
GHG Emissions Intensity (Scope 1 & 2 metric tonnes CO ₂ e) / Ag-equivalent Ounces	0.002
GHG Emissions Intensity (Scope 1 & 2 metric tonnes CO ₂ e) / Au-equivalent Ounces	0.146
Water and Effluents	
Water	
Water Withdrawn (gallons)	977,053,294
Ag Ounces	12,887,239
Water Intensity (gallons of freshwater/ Ag Ounces)	76
Water Discharged (gallons)	2,937,208,122
Water Recycled (gallons)	1,132,333,543
Percentage of Discharged Water Recycled	39%
Waste	
Waste Rock	
Total Weight of Waste Rock Produced (metric tonnes)	2,276,373

1 - GHG Protocol Corporate Accounting and Reporting Standard was used in the calculation of GHG emissions. For vehicle combustion emissions, emission factors from the Greenhouse Gas Inventory Guidance, Direct Emissions from Mobile Combustion Sources from the EPA were used. For non-vehicle combustion emissions, stationary combustion emission factors from Subpart C – General Stationary Fuel Combustion Sources (Tables C-1 & C-2) of EPA’s Mandatory Reporting of Greenhouse Gases Rule / Greenhouse Gas Reporting Program were utilized. The emission factor for explosives use was based on the Energy Use and GHG Emissions Inventory Worksheet, from The Mining Association of Canada. Gases covered in GHG emissions calculations include CO₂, CH₄, and N₂O. Global warming potentials are obtained from the Intergovernmental Panel on Climate Change Fourth Assessment Report. The chosen consolidation approach for emissions is facilities under operational control. Hecla continues to refine and improve its methodology to collect and report GHG emissions and our emissions numbers are subject to change in future years.

Data Points		2021
Tailings		
Total Weight of Tailings Produced (metric tonnes)		2,358,629
Total Weight of Tailings Recycled (metric tonnes)		487,506
Total Weight of Tailings Deposited (metric tonnes)		1,871,123
Non-mineral Waste		
Total Weight of Non-mineral Waste Produced (metric tonnes)		10,390
Total Weight of Non-mineral Waste Recycled (metric tonnes)		3,291
Total Weight of Non-mineral Waste Directed to Disposal (metric tonnes)		7,098
Hazardous Waste		
Total Weight of Hazardous Waste Produced (metric tonnes)		670
Total Weight of Hazardous Waste Recycled (metric tonnes)		169
Total Weight of Hazardous Waste Directed to Disposal (metric tonnes)		500

Site Data	Greens Creek	Casa Berardi	Lucky Friday	Nevada Operations	San Sebastian (Mexico)
GHG Emissions					
GHG Scope 1 (metric tonnes CO ₂ e)	17,125	28,703	2,426	2,784	351
GHG Scope 1 (metric tonnes biogenic CO ₂ e)	-	-	1,543	-	-
GHG Scope 2 (metric tonnes CO ₂ e)	-	64	15,843	6,995	716
GHG Scope 1 & 2 (metric tonnes CO ₂ e)	17,125	28,767	19,812	9,779	1,067
Energy					
Electricity Used (kWh)	69,503,672	133,330,174	62,934,616	19,592,594	1,448,758
Hydropower (kWh)	69,503,672	127,996,967	-	-	-
#2 Diesel for Mobile Equipment (gallons)	1,098,234	2,265,216	-	239,790	17,001
Biodiesel (B70) for Mobile Equipment (gallons)	-	-	233,183	-	-
#2 Diesel for Electricity Generation/Stationary (gallons)	494,689	-	-	-	-
Gasoline for Mobile Equipment (gallons)	11,957	135,534	7,423	35,187	19,885
Propane for Heating (gallons)	-	686,847	-	-	158
Natural Gas for Heating (cubic feet)	-	-	28,187,298	-	-
Used Oil for Heating (gallons)	42,150	-	-	-	-
Surface Emulsion (lbs)	-	1,849,169	-	-	-
Underground Emulsion (lbs)	2,527,590	1,051,600	738,719	69,699	-
Underground ANFO (lbs)	-	-	324,000	-	-

Data Points		2021
Health & Safety		
Work-related Injuries		
For All Employees:		
Number of Fatalities as a Result of Work-related Injury		0
Rate of Fatalities as a Result of Work-related Injury		0
Number of High-consequence Work-related Injuries		5
Rate of High-consequence Work-related Injuries		0.31
Number of Recordable Work-related Injuries		18
Rate of Recordable Work-related Injuries		1.12
Number of Near Misses (close calls)		395
Near Miss Frequency Rate (NMFR)		24.66
The Number of Hours Worked		3,203,699
For All Contract Employees:		
Number of Fatalities as a Result of Work-related Injury		0
Rate of Fatalities as a Result of Work-related Injury		0
Number of High-consequence Work-related Injuries		3
Rate of High-consequence Work-related Injuries		0.56
Number of Recordable Work-related Injuries		13
Rate of Recordable Work-related Injuries		2.43
Number of Near Misses (close calls)		39
Near Miss Frequency Rate (NMFR)		7.28
The Number of Hours Worked		1,071,549
Total Number of Hours Worked by All Employees		4,275,248
Health & Safety Training		
For All Employees:		
Average Hours of Health, Safety, and Emergency Response Training for Full-time Employees		17.7
Average Hours of Health, Safety, and Emergency Response Training for Contract Employees		38.3
Average Hours of Health, Safety, and Emergency Response Training for All Employees		22.6

Data Points		2021
Workforce Diversity		
Non-exempt		
Diversity by Gender		
Number of Women		73
Percentage of Women		6%
Number of Men		1,179
Percentage of Men		94%
Diversity by Age		
Number Ages 29 & Under		299
Percentage Ages 29 & Under		24%
Number Ages 30-49		609
Percentage Ages 30-49		48%
Number Ages 50 and Over		359
Percentage Ages 50 and Over		28%
Diversity by Race (% , USA only)		
Hispanic/Latino		4%
American Indian or Alaska Native		3%
Asian		0%
Black or African American		2%
Native Hawaiian or Other Pacific Islander		2%
Two or More Races (not Hispanic or Latino)		1%
White		88%
Exempt (non-executive)		
Diversity by Gender		
Number of Women		90
Percentage of Women		22%
Number of Men		313
Percentage of Men		78%

Data Points		2021
Diversity by Age		
Number Ages 29 & Under		63
Percentage Ages 29 & Under		16%
Number Ages 30-49		212
Percentage Ages 30-49		53%
Number Ages 50 and Over		128
Percentage Ages 50 and Over		32%
Diversity by Race (% , USA only)		
Hispanic/Latino		7%
American Indian or Alaska Native		0%
Asian		1%
Black or African American		1%
Native Hawaiian or Other Pacific Islander		0%
Two or More Races (not Hispanic or Latino)		1%
White		91%
Executive		
Diversity by Gender		
Number of Women		1
Percentage of Women		7%
Number of Men		13
Percentage of Men		93%
Diversity by Age		
Number Ages 29 & Under		0
Percentage Ages 29 & Under		0%
Number Ages 30-49		2
Percentage Ages 30-49		14%
Number Ages 50 and Over		12
Percentage Ages 50 and Over		86%

Data Points		2021
Diversity by Race (% , USA only)		
Hispanic/Latino		9%
American Indian or Alaska Native		0%
Asian		7%
Black or African American		0%
Native Hawaiian or Other Pacific Islander		0%
Two or More Races (not Hispanic or Latino)		0%
White		84%
Total Workforce		
Diversity by Gender		
Number of Women		163
Percentage of Women		10%
Number of Men		1505
Percentage of Men		90%
Diversity by Age		
Number Ages 29 & Under		362
Percentage Ages 29 & Under		22%
Number Ages 30-49		822
Percentage Ages 30-49		49%
Number Ages 50 and Over		484
Percentage Ages 50 and Over		29%
Diversity by Race (% , USA only)		
Hispanic/Latino		4%
American Indian or Alaska Native		3%
Asian		0%
Black or African American		1%
Native Hawaiian or Other Pacific Islander		1%
Two or More Races (not Hispanic or Latino)		1%
White		88%

Data Points		2021
Governance		
Board Composition		
Diversity by Gender		
	Number of Men	6
	Number of Women	2
	Percentage of Women	25%
Diversity by Race		
	Hispanic/Latino	0
	American Indian or Alaska Native	0
	Asian	1
	Black or African American	0
	Native Hawaiian or Other Pacific Islander	0
	Two or More Races (not Hispanic or Latino)	0
	White	7
	Percentage of Non-white Members	13%
Diversity by Age		
	Number Ages 29 & Under	0
	Number Ages 30-49	0
	Number Ages 50 and Over	8

Economic Impact 2021								
Subsidiary	Region Impact Level	All Government Payments Including Taxes*, Royalties, Fees, etc	Wages, Bonuses & Severance	Other Royalties	Sponsorships & Gifts Govt & NonGovt	Scholarships & Donations	Payments to Vendors	Total
Hecla Corprate	CDA, Vancouver B.C.	\$1,342,582	\$21,222,260	-	-	\$20,132	\$51,139,480	\$73,724,454
Greens Creek	Alaska	\$25,685,415	\$69,819,685	\$912,396	\$39,822	\$387,386	\$118,478,635	\$215,323,339
Casa Berardi	Val d’Or	\$14,589,410	\$65,342,618	-	\$46,426	\$429,873	\$154,749,129	\$235,157,456
Lucky Friday	Mullan, ID	\$10,565,131	\$43,426,923	\$24,000	\$12,980	\$2,767	\$53,329,558	\$107,361,359
San Sebastian	Durango, MX	\$1,648,559	\$1,742,135	-	\$24,789	\$4,910	\$7,631,788	\$11,052,181
Nevada Operations	Nevada	\$4,871,185	\$9,188,005	\$1,557,888	\$13,325	-	\$39,217,175	\$54,847,578
Grouse Creek	Idaho	\$44,742	\$601,791	-	-	-	-	\$646,533
Hecla Silver Valley	Silver Valley	\$40,146	\$471,916	\$14,400	-	-	-	\$526,462
Hecla Charitable Foundation	Idaho, Alaska, Colorado, Canada, Montana, Nevada	-	-	-	\$464,185	-	-	\$464,185
Montana	Montana	\$148,395	\$388,434	-	-	-	\$498,704	\$1,035,533
Totals		\$58,935,565	\$212,203,767	\$2,508,684	\$601,527	\$845,068	\$425,044,469	\$700,139,080

*Includes Mineral, Sales, Property, Income & Payroll

Active - Hecla Operated Tailings Facilities						
1. Mine Name / Tailings Facility	Lucky Friday MTIS #4	Casa Berardi Cell 4	Casa Berardi Cell 7	Greens Creek	Midas	Midas Section 22
2. Location	47°28'13.98"N/ 115°45'22.06"W	5 490 750 mN 627 250 mE	5 490 750 mN 627 250 mE	58.1174 N/ 134.7463 W	41.232357 / -116.761919	41.241017 / -116.762557
3. Ownership	Owned and Operated	Owned and Operated	Owned and Operated	Owned and Operated	Owned and Operated	Owned and Operated
4. Status	Operational	Operational	Operational	Operational	Operational; emergency use only	Operational
5. Date of Initial Operation	2010	2010	2019	1989	1998	2019
6. Is the Dam currently operated or closed as per currently approved design?	Yes	Yes	Yes	Yes	Yes	Yes
7. Raising Method	Downstream	Upstream	Downstream	Dry Stack	Downstream	Downstream
8. Most Recent Independent Expert Review	2021	2018	2019	2018	2019	2019
9. Do you have full and complete relevant engineering records including design, construction, operation, maintenance and/or closure?	Yes	Yes	Yes	Yes	Yes	Yes
10. What is your hazard categorization of this facility, based on consequence of failure?	High	High	Significant	Not considered a dam	Significant	Significant
11. What guideline do you follow for the classification system?	Canadian Dam Association Consequence Classification	Canadian Dam Association Consequence Classification	Canadian Dam Association Consequence Classification	NA	Canadian Dam Association Consequence Classification	Canadian Dam Association Consequence Classification
12. Has this facility, at any point in its history, failed to be confirmed or certified as stable, or experienced notable stability concerns, as identified by an independent engineer (even if later certified as stable by the same or different firm)?	No	No	No	No	No	No

Active - Hecla Operated Tailings Facilities						
1. Mine Name / Tailings Facility	Lucky Friday MTIS #4	Casa Berardi Cell 4	Casa Berardi Cell 7	Greens Creek	Midas	Midas Section 22
13. Do you have internal/in house engineering specialist oversight of this facility? Or do you have external engineering support for this purpose?	External	External	External	External	External	External
14. Is there a) a closure plan in place for this dam, and b) does it include long-term monitoring?	a) Yes b) Yes	a) Yes b) Yes	a) Yes b) Yes	a) Yes b) Yes	a) Yes b) Yes	a) Yes b) Yes
15. Have you, or do you plan to assess your tailings facilities against the impact of more regular extreme weather events as a result of climate change, e.g. over the next two years?	Yes, over next 5 years	Yes, over next 5 years	Yes, over next 5 years	Yes, over next 3 years	Yes, over next 3 years	Yes, over next 3 years
16. Any other relevant information and supporting documentation. Please state if you have omitted any other exposure to tailings facilities through any joint ventures you may have.	see www.hecla-mining.com/re-sponsibility	see www.hecla-mining.com/re-sponsibility	see www.hecla-mining.com/re-sponsibility	see www.hecla-mining.com/re-sponsibility	see www.hecla-mining.com/re-sponsibility	see www.hecla-mining.com/re-sponsibility

Inactive or Closed Facilities - Hecla Operated Tailings Facilities											
1. Mine Name / Tailings Facility	Lucky Friday MTIS #1	Lucky Friday MTIS #2	Lucky Friday MTIS #3	Casa Berardi Cell #1	Casa Berardi Cell #2	Casa Berardi Cell #3	Grouse Creek	Aurora	Troy	Republic	Velardena
2. Location	47°27'56.24"N 115°48'18.19"W	47°28'09.56"N 115°47'18.88"W	47°28'13.98"N 115°45'22.06"W	5 491 250 mN 627 825 mE	5 491 375 mN 628 500 mE	5 491 250 mN 627 600 mE	44 deg, 25 min N; 114 deg, 44 min W	Easting: 335002.60 Northing: 4240788.65 (UTM)	Latitude 48.317967° Longitude -115.858578	48 deg, 40 min N; 118 deg, 45 min W	25 deg, 03 min N; 103 deg, 41 min W
3. Ownership	Owned and Operated	Owned and Operated	Owned and Operated	Owned and Operated	Owned and Operated	Owned and Operated	Owned and Operated	Owned and Operated	Owned and Operated	Owned and Operated	Lease Terminated End 2020.
4. Status	Closed	Closed	In Closure	Non-Operational	In Closure	Non-Operational	Closed	In partial reclamation	In Closure	In Closure	No Remaining Hecla Obligations. Bond Released
5. Date of Initial Operation	1967	1972	1979	1989	1993	1988	1994	1988	1981	1940's	NA
6. Is the Dam currently operated or closed as per currently approved design?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	NA
7. Raising Method	Upstream	Upstream	Upstream	Downstream	Upstream	Centerline	Downstream	Downstream	Updstream	Upstream	NA
8. Most Recent Independent Expert Review	NA	NA	2016	2017	2017	2018	2012	2018	2019	2019	NA
9. Do you have full and complete relevant engineering records including design, construction, operation, maintenance and/or closure?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	NA
10. What is your hazard categorization of this facility, based on consequence of failure?	No longer a dam	No longer a dam	Significant	High	Significant	Significant	No longer a dam	Significant	No longer a dam	Significant	NA
11. What guideline do you follow for the classification system?	NA	NA	Canadian Dam Association Consequence Classification	Canadian Dam Association Consequence Classification	Canadian Dam Association Consequence Classification	Canadian Dam Association Consequence Classification	NA	Canadian Dam Association Consequence Classification	NA	Canadian Dam Association Consequence Classification	NA
12. Has this facility, at any point in its history, failed to be confirmed or certified as stable, or experienced notable stability concerns, as identified by an independent engineer (even if later certified as stable by the same or different firm)?	No	No	No	No	No	No	No	No	No	No	NA

Inactive or Closed Facilities - Hecla Operated Tailings Facilities											
1. Mine Name / Tailings Facility	Lucky Friday MTIS #1	Lucky Friday MTIS #2	Lucky Friday MTIS #3	Casa Berardi Cell #1	Casa Berardi Cell #2	Casa Berardi Cell #3	Grouse Creek	Aurora	Troy	Republic	Velardena
13. Do you have internal/in house engineering specialist oversight of this facility? Or do you have external engineering support for this purpose?	Both	Both	External	External	External	External	External	External	External	External	NA
14. Is there a) a closure plan in place for this dam, and b) does it include long-term monitoring?	a) Yes. B) No as facility is no longer jurisdictional dam	a) Yes. B) No as facility is no longer jurisdictional dam	a) Yes b) Yes	a) Yes b) Yes	a) Yes b) Yes	a) Yes b) Yes	a) Yes b) Yes	a) Yes b) Yes	a) Yes b) Yes	a) Yes b) Yes	NA
15. Have you, or do you plan to assess your tailings facilities against the impact of more regular extreme weather events as a result of climate change, e.g. over the next two years?	No. Facility is no longer jurisdictional dam and is closed	No. Facility is no longer jurisdictional dam and is closed	Yes, over next 2 years	Yes, over next 5 years	Yes, over next 5 years	Yes, over next 5 years	Yes, occurs on an annual basis - ongoing water management	Yes, over next 3 years	Yes, over next 3 years	Yes, occurs on an annual basis - ongoing water management	NA
16. Any other relevant information and supporting documentation. Please state if you have omitted any other exposure to tailings facilities through any joint ventures you may have.	see www.hecla-mining.com/responsibility	see www.hecla-mining.com/responsibility	see www.hecla-mining.com/responsibility	see www.hecla-mining.com/responsibility	see www.hecla-mining.com/responsibility	see www.hecla-mining.com/responsibility	see www.hecla-mining.com/responsibility	see www.hecla-mining.com/responsibility	see www.hecla-mining.com/responsibility	see www.hecla-mining.com/responsibility	NA



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