Hecla MINING COMPANY

LARGEST U.S. SILVER PRODUCER

Headframe of the Lucky Friday mine, Idaho

SUSTAINABILITY REPORT 2023

Introduction

Forward-looking Statements

CEO Letter

Chair of Governance and Social Responsibility Committee Letter

About Hecla

Hecla by the Numbers in 2023

Silver Leads to a Green Future

Our ESG Approach

About This Report

Environment

Environmental Management

Environmental Policies, Management System, and Training

Water

Tailings and Waste

Biodiversity and Land

Air: Non-GHG Emissions

Climate Change

Performance: Reducing GHG Emissions

Climate-related Opportunities

Strategy and Risk Management

Social

Worker Safety and Health

Safety and Health Leadership

Safety and Health Management System

Policies and Standards

Safety and Health Performance

Training and Awareness

Innovation to Improve Safety

Promoting Employee Wellness

Local Communities

Engaging with Stakeholders

Indigenous Relations

Economic Impact

Local Donations and Volunteerism

Business and Industry Partnerships

Human Capital Management

Board and Management Oversight of HCM

Building a Skilled Workforce

Developing Talent in our Local Communities

Fostering Diversity and Inclusion

Governance

Governance Policies and Structures

Corporate Governance Structures

Policies for Transparency, Ethics, and Anti-Corruption

Human Rights

Public Policy

Political Activities

Industry Associations

Appendix

GRI Content Index

SASB Content Index

TCFD Content Index

TSM Content Index

UN Sustainable Development Goals

Data Tables

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, 2023, which is available on our website or at **www.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.

Sunset at Mount Haldane, Yukon

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

Hecla showed its resilience in 2023 as we faced interruptions to our operations with a month of wildfires, multiple weather events, and began a new mine in accordance with our high standards of safety, environmental care, and community engagement. Amid these challenges we continued to grow our silver production to help provide the silver needed for transitioning to renewable energy like solar.

We are more committed than ever to responsible mining. This means meeting the highest social and governance standards, minimizing the impact of our operations on the environment, and respecting and supporting the communities where we live and work.

I am pleased to share our 2023 Sustainability Report. These pages highlight our efforts and performance in numerous environmental, social, and governance areas. Our priorities include worker safety and wellbeing, community partnership, and biodiversity protection. To support our commitments in these areas we have created two new leadership roles: our first Director of Indigenous Affairs and Canadian Community Relations, and our first Corporate Tailings Manager, who oversees our tailings facilities across our sites.

Workforce safety has always been a core value of our company. Our Greens Creek and Lucky Friday mines both experienced their lowest all-injury frequency rates, and all our exploration and reclamation mine properties completed the year with no injuries. Mining associations took note: we received several awards recognizing our safety commitments and performance at Greens Creek, Casa Berardi, and our Nevada locations.

Hecla is a strong community partner with deep roots in almost all of the locations where we operate. We strive to continually give back and nurture this valuable legacy. In 2023, we had a direct economic impact of more than $855 million to our communities, including wages, vendor payments, and taxes, as well as charitable donations and activities to support schools, hospitals, and roads. Generally, we are the largest private employer where we operate, and we provide great, long-term, well-paying jobs with good benefits.

Our volunteer activities focused on school-age children, health, food security, and improving basic infrastructure in our communities. We know that diabetes affects many of our employees or their family members so I was pleased to meet with researchers who are leading the fight against diabetes and make a donation as a presenting sponsor of a luncheon for Diabetes Awareness Month.

We have also built on our progress in creating more opportunities for women in our company and within the mining industry. In 2023, we increased our percentage of women in professional roles by 5% from 2022. We continue to support the Women in Mining association both with financial resources and with our talented people: the chief environmental engineer at Greens Creek serves as vice president of the recently founded Alaska chapter and is a leading advocate for women in Alaska's mining industry.

Also furthering our contributions to a sustainable future are environmental protection efforts at our sites. For example, at Lucky Friday, Hecla engineers are creating a system to recycle water from tailings ponds to use within the mine. The system is expected to be ready for testing in mid-2024.

At Hecla we measure success by a strong culture, consistent leadership, dedicated employees, and healthy communities. Our commitment to sustainability will continue to drive our successful business strategy focused on long-term value creation for all our stakeholders.

I'd like to acknowledge the hard work and dedication of our employees, the vision and leadership of our Board, and the trust and support of our shareholders. All our stakeholders are essential to the success of our sustainability work, which in turn is essential to the future of Hecla.

Phillips S. Baker, Jr.
President & Chief Executive Officer

Chair of Governance and Social Responsibility Committee Letter

With this edition of Hecla's sustainability report, the company reaches seven years of comprehensive reporting on environmental, social, and governance issues in a way that enhances our transparency, our contribution to our communities both local and global, and our success as a business.

As Chair of the Governance and Social Responsibility Committee of Hecla's Board of Directors, I am proud to witness the commitment at all levels of the company to responsible mining and building strong communities wherever we operate. The commitment to integrating sustainability into our business strategy is shared by all of our Board members, our executive management team, and employees.

Standing on the company's foundation of responsible mining practices, Hecla is at the forefront of a new era, where the world is moving to electrify and decarbonize more aspects of our lives, resulting in an increasing demand for silver to do so. Hecla is ready to produce the silver that the world needs to power our future.

This ESG report has been prepared based on several leading frameworks to enable stakeholders to compare and evaluate our disclosures. These include the Global Reporting Initiative (GRI) 2021 Standards, the Sustainability Accounting Standards Board (SASB) 2023 Metals and Mining Standard, the Task Force on Climate-Related Financial Disclosures (TCFD), and applicable areas of the Towards Sustainable Mining (TSM) protocols.

We are committed to continuing to provide high-quality information on our efforts and performance on a range of ESG issues. These disclosures are of the highest priority to many of our stakeholders and investors.

While we celebrate the progress Hecla has achieved in its ESG programs, we also look forward to further developing our programs and efforts. We are grateful for the support of our employees, customers, suppliers, communities, investors, and all stakeholders.

Alice Wong
Hecla Board of Directors,
Chair, Governance and Social Responsibility Committee

How does Hecla report on its ESG performance?

- Publish annual sustainability report based on priority ESG topics
- Benchmark performance against SASB Metals and Mining Standard
- Report against relevant aspects of TCFD
- Post regular updates on Hecla's website
- Report with reference to GRI standards

About Hecla

Hecla Mining Company (NYSE:HL) is the oldest U.S.-based precious metals mining company, the world's fastest-growing established silver producer, and the largest silver producer in the U.S., responsible for 40% of all silver mined in the United States. We also mine gold, lead, and zinc – which is listed as a critical mineral by both the U.S. Department of Interior and Natural Resources Canada. Domestic sources of these metals provide stability amid disruption of global supply chains.

We have deep roots in our communities and have been in business for over 130 years. Today, we are operating four mines in the U.S. and Canada. We own additional exploration properties and pre-development projects in world-class silver and gold mining districts across North America. We are also responsible stewards of our closed and inactive properties, where we conduct land reclamation and long-term environmental monitoring.

Hecla utilizes innovative mining practices to produce metals safely and efficiently. We also innovate to continually improve our environmental and community impacts. The jurisdictions where we operate have stringent regulatory frameworks for health and safety protection, environmental compliance, corporate governance, and adherence to human rights. Hecla is committed to responsible mining operations that meet and exceed these regulatory frameworks, providing a positive work environment for our workers and the communities where we operate.

Hecla by the Numbers in 2023

$855M direct economic impact	**40,488** safety and health training hours	**423** GHG scopes 1 & 2 emissions intensity (Ag-equivalent ounces/metric tonnes CO_2e)
$104M total government contribution	**5%** increase in women in professional roles	**70** energy use intensity (Ag-equivalent ounces/mWh)
1,472 environmental training hours	**29%** women on the Board of Directors	**0.02** water usage intensity (Ag-equivalent ounces/gallons used in mining or process operations)

Silver Leads to a Green Future

Amid the sustained global momentum towards a green economy, institutions around the world are setting ambitious targets to reduce carbon emissions. Electrifying more aspects of our lives – which is essential to decarbonization – relies on silver for renewable energy and electric transport. Hecla is executing a growth strategy and projects to deliver up to 20 million ounces of annual silver production by 2026 to meet sharply rising demand.

Silver for Electric Vehicles (EVs): Silver is already a vital metal in the automotive industry. Battery-powered electric vehicles (BEVs), which are becoming more prevalent each year, use twice as much silver as cars with a combustion engine. By 2025, production of BEVs is expected to be triple the 2020 level, increasing the demand for silver-bearing components such as electronic control units, battery packs, and connections for sensors and other subsystems.

Silver for Solar Power: Silver plays a critical role in the energy transition, in particular in generating solar electricity. The photovoltaic (PV) industry is shifting towards manufacturing higher-efficiency cells that require more silver than in the past - 30% to 120% more. Driven largely by the solar industry, the world is experiencing what may be the highest-ever deficit between silver supply and demand.[1]

The overall need for silver is expected to increase as PV production ramps up to meet increasing electricity demand, respond to the trend towards higher-efficiency cells, and fulfill renewable energy targets. If solar installation continues to grow at the same rate as over the last five years, the demand for silver will exceed 500 million ounces for the solar industry alone – bringing total silver demand from 1.2 billion ounces per year today to at least 1.6 billion ounces by 2030. That's about double what the world's mines currently produce.

As our **2023 Annual Report** highlights, Hecla is at the forefront of this new era, ready to produce the silver that the world needs to power our future.

“I believe that solar energy is fundamentally changing the silver market.”

– Phillips S. Baker, Jr., President and CEO

1) Metals Focus World Silver Survey 2023

Our ESG Approach

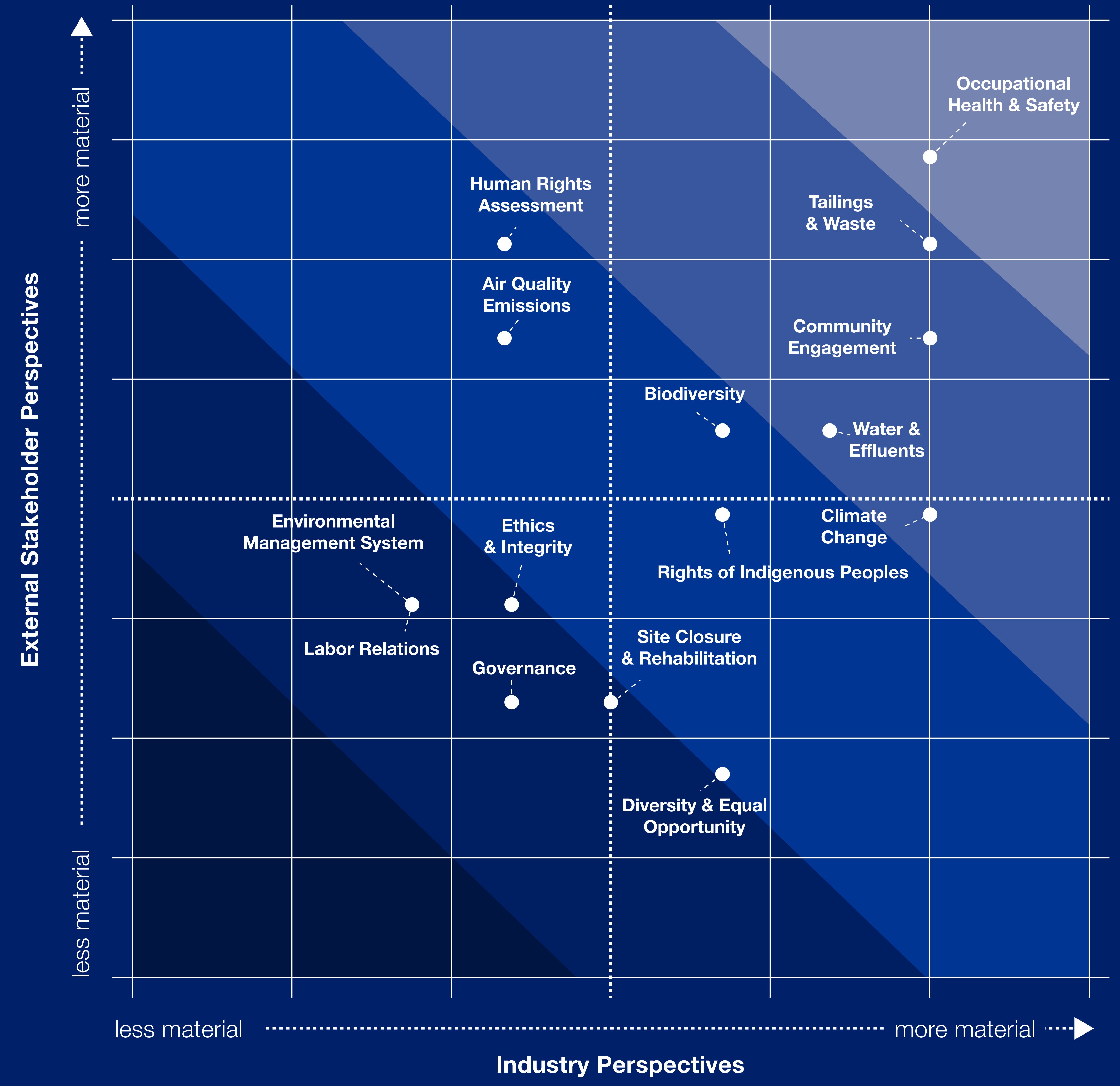
Hecla has integrated sustainability into its business strategy from the highest levels of leadership and planning. We focus on several environmental, social, and governance (ESG) topics that we have carefully selected as priorities for our company through consultations with a range of stakeholders, and we regularly report on our progress.

Assessment of ESG Priorities: Hecla conducted an assessment of priority ESG topics in 2021. 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 first stage was a materiality assessment. To gather external stakeholder perspectives, we consulted with investors, employees, and ESG rating organizations to identify the most important topics from among the Global Reporting Initiative (GRI) Standards Topics, the 17 United Nations Sustainable Development Goals (SDGs), and the Sustainability Accounting Standards Board (SASB) Metal and Mining 2018 Standard. We also considered the topics viewed as material by our peers in the mining industry.

We then conducted a deeper analysis to prioritize the 39 issues of greatest importance, by reviewing factors such as how the leading ESG raters and investors select material topics in their sustainability disclosure, rating methodologies, investment decision-making, goal setting, and strategy. The research and analysis results were quantified, and a score was assigned to each topic. Hecla then identified the highest-scoring topics as having the greatest importance for the business, shown in the materiality matrix to the right.

Materiality Matrix



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 Board committees tasked with specific ESG oversight responsibilities.

The Governance and Social Responsibility Committee is responsible for overseeing ESG-related risks and opportunities, and for reviewing and making recommendations to the Board regarding the company's policies, programs, practices, metrics, and performance indicators regarding ESG matters, particularly policy and external matters.

The Health, Safety, Environmental and Technical (HSET) Committee assists the Board in monitoring and reviewing ESG matters, supporting Hecla's commitment to adopt best practices in mining operations, promoting a safe and healthy work environment, and advancing environmentally sound and socially responsible resource development. It oversees ESG risks, strategic plans, and progress on issues that could adversely affect the company's operations, strategies, or reputation, with a focus primarily on internal matters and ESG technical requirements. 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.

The Board's Compensation Committee strives to design a fair and competitive compensation program for executive officers that will attract, motivate, and retain highly qualified and experienced executives, provide incentives based on our performance and reward performance, with an overall emphasis on maximizing our long-term shareholder value. As discussed on the next page, ESG performance indicators are included in the goals that comprise Hecla's two primary incentive compensation plans. By determining the company's performance for purposes of compensation awards under the two primary incentive plans, the Compensation Committee is directly involved in helping Hecla achieve its ESG goals.

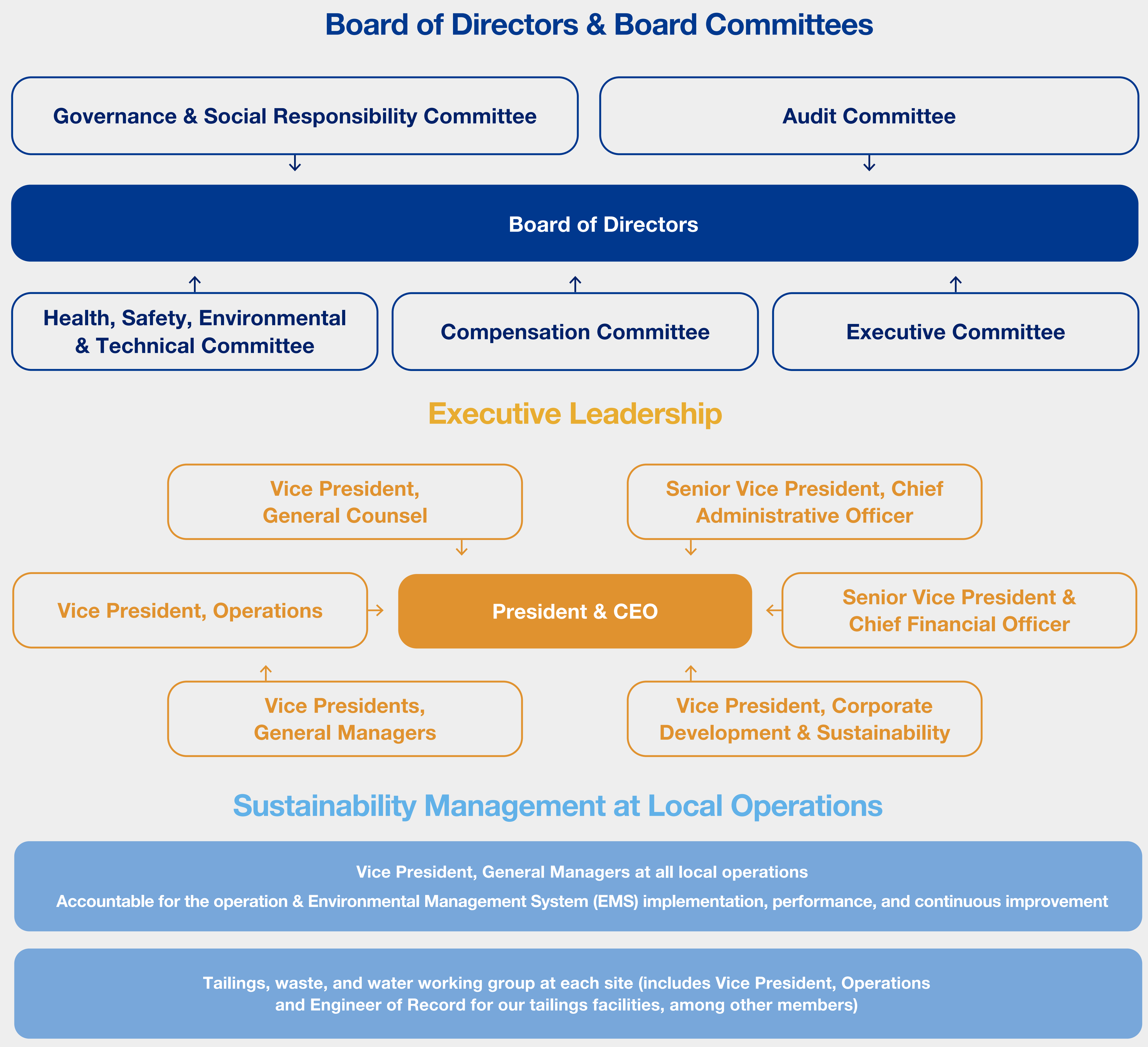
At the executive level, the Vice President and Chief Operating Officer (which position is currently unfilled due to a retirement in December 2023), Vice President – Operations, Vice President – Corporate Development and Sustainability, and Senior Vice President – Chief Administrative Officer are primarily responsible for implementing our ESG programs. They report directly to our Chief Executive Officer (CEO).

In 2023, we created two new roles that support our social and environmental commitments. We hired our first Director of Indigenous Affairs and Canadian Community Relations. She is responsible for building and fostering positive working relationships with Indigenous Peoples, communities, and governments where we do business. We also hired our first Corporate Tailings Manager, who oversees all of our open and closed tailings facilities across our sites.

At our operating sites, our Vice Presidents – General Managers lead our efforts to achieve sustainability goals. Hecla has risk assessment and mitigation measures in place at each operation, with general managers responsible for ensuring continuous improvement toward corporate and site-specific ESG goals.

Hecla's Sustainability Management Structure organizational chart is included here and on our **website**.

Sustainability Management Structure



Topic	Goal	2023 Compensation Target
Safety	Advance our eight-year trend in reducing injuries	Reduce all-injury frequency rate (AIFR) by 2% from the three-year trailing average
Diversity	Increase representation of women in our workforce	Increase diversity at management level and professional staff by 5%
Overall ESG	Advance on ESG scores	Remain in the same Sustainalytics decile ranking relative to our industry group

ESG Goals: Reflecting the priority Hecla places on meeting our sustainability and corporate responsibility goals, the Board has established quantitative targets to guide our advancement on ESG topics. These goals are linked to compensation for all Hecla executives and salaried employees. Specific incentive pay for safety is further discussed in the chapter on **Worker Safety and Health**.

Stakeholder Engagement: In 2023, we continued our engagement with stakeholders in our communities to address local concerns and develop partnerships that help maintain long-term relationships. We also held quarterly town hall meetings between our CEO and employees at each Hecla site.

ESG Reporting: Hecla operations vary greatly from site to site, depending on the location. The environmental conditions, community and cultural heritage factors, and economic setting all influence our activities. Therefore, we take a site-specific approach to reporting on our ESG impacts, while centrally ensuring consistency across measurement methods and a high quality of data.

About This Report

This sustainability report is published annually and covers our performance from January 1 to December 31, 2023, in alignment with our financial reporting. Unless otherwise noted, the report covers all operations and subsidiaries.

This report was prepared with reference to the Global Reporting Initiative (GRI) 2021 Standards and maps to the Sustainability Accounting Standards Board (SASB) 2023 Metals and Mining Standard. For 2023 we are also disclosing using the Task Force on Climate-Related Financial Disclosures (TCFD) while future reports may transition to the International Sustainability Standards Board (ISSB) S2 framework. Our Canadian operations, applicable areas of the Towards Sustainable Mining (TSM) protocols. Mappings are included at the end of this report in the Appendix.

Throughout this report, we refer to Hecla Mining Company as "Hecla" or the "company," and we use the terms "we," "us," "its," and "our" to refer to Hecla Mining Company and its subsidiaries.

For more information, please email **hmc-info@hecla.com**.

Underground rock bolter, Lucky Friday mine

Environmental Management

Floatplane dock at Hawk Inlet, Greens Creek mine

At the center of Hecla's approach to mining is a commitment to protecting the environment, both globally and at the local level of our operations. All of our sites implement programs to reduce freshwater and energy consumption, protect wildlife and habitats, reduce our carbon footprint, maintain local water quality, and rehabilitate the land once mining is complete.

In 2023, Hecla brought our award-winning, responsible approach to our newest project: at the Keno Hill mine in Yukon Territory, Canada.

In 2023, Hecla set a production record while maintaining high environmental standards and while facing operational challenges, including a month of wildfires in Canada.

Environmental Policies, Management, and Training

Hecla is committed to minimizing its environmental footprint through continuous improvement of our processes. Our Environmental Policy mandates compliance with all applicable federal, state, provincial, and local environmental laws and regulations that govern our facilities, and we go beyond these regulations when they do not meet Hecla's standards. Rigorous environmental standards and protocols are applied at all of our operations, including those outside of the U.S. and Canada, to ensure a consistent, high standard of responsible mining.

Employees and contractors must comply with all applicable internal policies, programs, standards, and procedures as outlined in our Code of Conduct. We conduct structured environmental reviews and audits to assess compliance at least annually.

We utilize an Environmental Management System (EMS) to provide company-wide consistency in our environmental programs and promote a culture of environmental awareness, innovation, and accountability across all our operations. We track our environmental data to benchmark Hecla's operations against industry standards, and we report on progress against our goals to ensure accountability and transparency.

The EMS is a 13-element program that ensures 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 is benchmarked against ISO-14001 and complements Canada's Towards Sustainable Mining (TSM) initiative. We conduct an annual internal review of the EMS and an external review every three years. Hecla's corporate environmental department oversees the EMS and reports on environmental management to the Board of Directors on a quarterly basis.

As part of our environmental management programs, we ensure that our employees receive training to ensure their awareness of environmental matters and our processes for reducing environmental impact. In 2023, site workers company-wide completed more than 1,472 hours of environmental training, focusing on job-specific environmental awareness, hazardous material management, spill response, and reporting.

Hecla's environmental team also conducted regular meetings to provide training and education to ensure our employees have regular exposure to our environmental practices and timely topics. Each meeting features a presentation on a specific issue as well as open discussion.

EMS: Our 13-element Program

1. Leadership and Commitment
2. Legal and Other Requirements
3. Aspect Analysis and Risk Assessment
4. Objectives, Targets, and Life Cycle Planning
5. Roles and Responsibilities
6. Training, Competency, and Awareness
7. Communication and Stakeholder Engagement
8. Operational Controls and Maintenance
9. Performance Measurement
10. Emergency Response Preparedness, Incident Reporting, and Investigation
11. Contractors, Suppliers, and Vendors
12. Document Control and Recordkeeping
13. Management Review and Auditing

Water

Hecla is committed to being a responsible steward of water in our operations to safeguard this critical natural resource and reduce potential impacts on local communities.

Water Management

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 comprehensive water management plan tailored to that site, 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 to have high or extremely high baseline water stress.

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, provincial, or territorial water quality permit conditions. They also identify opportunities to increase recycling and reuse of water to reduce associated discharges of treated water.

At the water treatment plant we are upgrading at Keno Hill, we will install a multi-media filter to capture suspended solids and also a solids-filtering sump pump to prevent solids from reaching the surface. This aims to increase the effectiveness of the water treatment plant and ensure only clean water enters the environment.

In 2023, Hecla had 59 water-related permit exceedances associated with water quality permits, standards, and regulations. Our numerous corrective actions have included:

- Created an internal Water Management Working Group to increase communication between departments
- Installed automated tools to improve monitoring and control of water treatment processes
- Provided additional employee training on water quality constraints
- Conducted research on methods to achieve higher efficiency in treating water, such as using new reagents and ion exchange resins
- Initiated weekly meetings with senior management at relevant sites

Water Recycling: In 2023, the Lucky Friday mine continued pursuing its goal of reducing site-wide discharge by 35% within three years from a 2022 baseline by recycling water on site to meet operational needs. To reach this goal, Lucky Friday engineers are developing a water recycling system to replace a portion of the freshwater used to cool the underground with decant water, potentially reducing our freshwater usage by half.

Biomonitoring: At the Greens Creek mine, Hecla collaborates with federal and state agencies to fulfill our commitment to rigorous biomonitoring. This includes working with the Alaska Department of Fish and Game to complete annual freshwater surveys of salmonids, their feed, and their habitat. In addition, a robust water quality, sediment, and shellfish sampling program has been in place for decades to monitor for potential impacts from mining operations in the adjacent marine environment of Hawk Inlet. This monitoring is required for the mine's permit from the State of Alaska. The data collected from Hawk Inlet monitoring – which is available to the public – shows that metal levels are similar to or below the pre-mining conditions. Specifically, metal levels in seawater, sediments, and invertebrate tissues are consistent with or lower than other locations, indicating that the mine is not significantly affecting the Hawk Inlet ecosystem.

Water sampling at Lucky Friday mine

Steps Towards Zero Discharge

At Lucky Friday, Hecla engineers are creating a system to recycle water from tailings ponds to use within the mine. In 2023, their steps forward included:

- Testing the recycling of tailings pond decant water for use as cooling water for the underground mine
- Developing a plan to gravity-feed the water to the mine rather than pumping it
- Establishing the need to chill or cool the water before reuse underground
- Evaluating the structural integrity of an outfall
- Installing on-stream analyzers for water quality at two water treatment plants

The system is expected to be ready for testing in mid-2024.

Tailings and Waste

Tailings: Hecla's management of tailings follows international standards and policies, while continually innovating to find feasible solutions. Tailings must be managed and stored carefully to minimize potential risks from a tailings storage facility failing to achieve its design objectives.

In 2023, we appointed our first Corporate Tailings Manager. This reflects the importance of tailings management for Hecla. The purpose of this role is to centralize and coordinate the company's governance and oversight of tailings management standards and implement them in a coherent and consistent way at each operation.

In 2023, we continued the process of securing permitting to expand the tailings storage facility at Greens Creek. To pursue approval, we worked with the U.S. Forest Service and other cooperating agencies as they prepared a Supplemental Environmental Impact Statement (SEIS). This entailed engineering and scientific documentation as well as extensive consultation with stakeholders. Community engagement for the SEIS is discussed in the **Local Communities** chapter of this report.

We developed a Fugitive Dust Monitoring and Mitigation Plan to be implemented at the expanded tailings facility. The Plan provides a set of controls that decrease impacts from fugitive tailings dust.

Also in 2023, we launched a research project to determine whether peat can be used beneficially as a cover when closing tailings facilities. Peat is traditionally considered waste, but if it can meet long-term seismic stability criteria and resist erosion to runoff, it may have potential applications as tailings cover without causing acid rock drainage (ARD) and while supporting the growth of native species. Initial indications have been positive that the area covered with peat has appeared to resist erosion despite significant rainfall, and we continue to monitor and advance the project.

At our two sites where ARD is a risk, Greens Creek and Keno Hill, we have procedures to prevent acid generation from native rock, which can contaminate water and damage aquatic plants and animals. First, we have identified locations with naturally occurring rock that generates acid. When we need rock for constructing roads or other infrastructure in those places, we procure alternative rock material that we have tested and determined to be geochemically suitable. A second way that we prevent ARD is by classifying each type of rock waste according to its potential for generating acid. We handle each class of rock material according to the environmental safety requirements for our permits at each location.

Hecla's Tailings Stewardship Program is designed to ensure that all of its operations implement best practices and risk-based approaches to manage mining waste. In addition, our internal tailings management standard provides company-wide procedures and protocols governing the safe and environmentally responsible design, construction, operation, and closure of tailings storage facilities.

The standard was developed using industry-leading tailings management frameworks such as the Canadian Dam Association, Mining Association of Canada's TSM, and the Global Industry Standard on Tailings Management. In 2023, we initiated a review of the internal Standard to ensure continued alignment with best practices. These frameworks include robust site characterization, engineering and design requirements, development and communication of emergency response plans, and periodic third-party review.

Hecla was an early developer of the dry stack method of tailings management at our Greens Creek operation, and this method is utilized at our Keno Hill site as well. 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, lessening the impact on nearby wildlife habitat, while also eliminating the storage of free-standing water with tailings and significantly reducing the consequences of failure.

The success of the Greens Creek dry stack is especially notable because of wet climate conditions in Southeast Alaska. Constructing a dry stack requires careful water management strategies both at the mill where tailings are produced and at the dry stack to minimize the addition of moisture from rain and snow. These steps keep the tailings' moisture content low enough that they can be compacted into a stable configuration.

We also seek to reuse a high percentage of tailings as underground backfill rather than store them on the surface, which increases stability, improves safety, and reduces surface storage requirements. At our San Sebastian operation, we used the waste rock to backfill the pits.

Greens Creek dry stack tailings facility

Our Greens Creek and Keno Hill sites have implemented the dry stack method of tailings management.

Waste: Hecla strives to reduce waste generation at all stages of the mining process. 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 2023, we generated approximately 2,116 metric tonnes of non-hazardous and hazardous waste, and recycled 1,219 metric tonnes which otherwise would have been disposed of as waste.

An important element of our waste program is employee training. All departments have dedicated trainers to ensure everyone is trained appropriately for their tasks. At Greens Creek, all new hires complete training in hazard communication and material hauling. In addition, because we transport diesel over a waterway at Hawk Inlet, we have a response plan for hazardous waste spills and we train our employees on responding to such spills.

Hecla had no incidents associated with hazardous materials and waste management in 2023.

2023 Waste Data

2,116

metric tonnes of waste generated

58%

of waste was recycled

Biodiversity and Land

Protecting biodiversity at our mine sites and in surrounding habitats is a critical part of our planning process and operations, which include comprehensive land and habitat management activities. As part of the permitting process, we conduct detailed studies to consider our potential impacts on biodiversity. We incorporate reduction, mitigation, and monitoring measures into project plans. We make an effort to consult with local communities and members of Indigenous Peoples for guidance and input about local species of plants and wildlife.

Zero percent of Hecla reserves are near conflict areas or within designated conservation areas or International Union for Conservation of Nature (IUCN) Red List designated endangered species habitat.

At Casa Berardi, a biodiversity policy is in place that meets the TSM biodiversity standards. The policy calls for accounting for biodiversity conservation at each stage of the mining lifecycle. This includes mitigating impacts, evaluating impacts to preserve healthy ecosystems, restoring ecosystems, and collaborating with the community, such as by including traditional knowledge into local land management processes.

Each year we conduct an internal audit of our adherence to TSM standards, except in the years when we commission a third party to conduct an external TSM audit. Our first external audit in 2022 provided feedback on our protocols around eight environmental, social, and governance topics.

Based on this feedback, in 2023 we set new objectives in the areas of biodiversity, climate change, and water management. We validated our new objectives with the Mine Liaison Committee and our First Nation community partners. The objectives are long-range, and we plan to report on our progress toward reaching them.

We also conducted an internal TSM audit in 2023 and determined that we had achieved an improved level of performance on three of eight protocols: biodiversity, climate change, and water management.

Mine access road at Keno Hill

Bald Eagle at Hawk Inlet Port, Greens Creek mine

Preserved Land

6,400

acres have been acquired with the goal of preserving the forest and associated watersheds as habitat for wildlife

Sensitive Species: Some Hecla operations are situated near species that require accommodations for migration or nesting.

In 2023, we conducted three raptor surveys at our Aurora, Nevada site to ensure our exploration would not encroach on nesting birds. The site has habitats for golden eagles, hawks, and owls. We survey as needed for migratory birds as well and relocate our drilling pad if we find a nest.

Some of our Nevada sites are located near the breeding areas (leks) of greater sage-grouse and bi-state sage grouse, two near threatened species that are in decline primarily due to habitat loss. We perform annual surveys at those sites.

The surveys are conducted by a qualified biologist with results reported to the U.S. Forest Service and the Nevada Department of Wildlife. At our Fire Creek exploration site, Hecla follows a Greater Sage-Grouse Habitat Improvement Plan that we developed in collaboration with the Bureau of Land Management (BLM) and the grazing permittee. The Plan includes onsite habitat improvements to offset mine and exploration disturbance.

If our operations include sumps or other small excavations that pose a hazard or nuisance to the public, wildlife, or livestock, we construct adequate fencing to preclude access by wildlife and livestock, and are backfilled or covered within 60 days of completing drilling. When our sites include riparian land that attracts cattle, we work with the local ranchers to protect surface water while providing drinking water for the cattle.

We conduct biological surveys to assess habitat impacts for pygmy rabbits, bats, raptors, sensitive plants, and migratory and nesting birds. In Alaska, we monitor the health of salmon waterways through regular sampling.

In 2023, Hecla Quebec continued to participate in a partnership with the governments of two Canadian provinces (Quebec and Ontario), companies from the timber and mining industries, an environmental protection organization, two universities, and five First Nations communities. Partners collect and share data on the Detour-Kesagami herd of woodland caribou, an at-risk species. The approach aims to integrate traditional knowledge in woodland caribou habitat management and mitigation of cumulative land impacts. Hecla contributes financially and participates in knowledge-sharing activities to support the Caribou Index, which will benefit its local biodiversity management plan. Preliminary results from the Caribou Index are expected to be presented to First Nations communities in 2024.

Also at Casa Berardi, in 2023 we launched a collaboration with our First Nation community partners to provide Hecla employees with a tool to help recognize species of interest and log observations on Hecla property. The tool will provide the names of each species in native language and explain the species' importance to the First Nation community. We will gain valuable data about species of interest at our site while raising employees' awareness of traditional knowledge.

This initiative also supports a TSM requirement of taking steps to mitigate impacts on species of interest, including raising employee awareness of everything that is vulnerable or endangered on our site.

Hecla Quebec continues to be a major 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 Chair 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 strategies to minimize impacts on biodiversity of plants and animal species in the northern Quebec region.

Preserving Habitats: In northwest Montana, Hecla owns approximately 8,600 acres of land, of which approximately 6,400 acres have been 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. Over the past decade, we have donated approximately $500,000 to Montana Fish, Wildlife and Parks to support a Grizzly Bear Management Specialist. We continue to make annual contributions.

The Greens Creek facility in Alaska is allowed to operate inside a federally protected national monument. We comply with the Alaska National Interest Lands Conservation Act, and the facility's safety and environmental record is among the best in the world. Virtually everything we do prioritizes the care and protection of this exceptional part of Alaska. Among our other initiatives as a responsible steward of this precious and protected land, we have conducted large-scale conservation studies on brown bears and bald eagles.

At Keno Hill, we initiated a log for monitoring the presence of wildlife. We also conducted a toxicity fish study for one of the historic mines on site to inform our water treatment plans.

Reclaiming Land: Just as we attempt to minimize environmental impacts when operating our mines, we are also committed to returning the land to other productive uses when the mines close, safeguarding the biodiversity of habitats, and supporting their recovery. Reclamation of mined lands is an integral part of every Hecla project from the initial design process through the entire project lifecycle.

Hecla takes necessary steps to mitigate environmental impacts during the mine closure process and communicate with local stakeholders to align on reclamation goals. Reclamation efforts typically include removing structures, protecting and monitoring tailings storage facilities, regrading and seeding the land for agriculture or reforestation, and monitoring water quality. When planting vegetation, we use seed mixes called for by the appropriate regulatory agency or landowner.

Our sites begin planning for reclamation and closure at the beginning stages of our projects and are required to maintain up-to-date plans as the project progresses. Site managers are responsible for land closure and rehabilitation. We employ a Manager of Closed Operations, who is responsible for proposing reclamation initiatives and overseeing the employees working on the day-to-day maintenance at our closed sites. Hecla's environmental management team meets on a quarterly basis to review needs regarding closure and land rehabilitation and to plan measures to avoid and address environmental impacts. We review closure plans annually and update them as needed.

Hecla maintains approximately $190 million in guaranteed outside bonds to ensure that closure and reclamation occur at all of our sites. We perform a structured review of company-wide assets and reclamation obligations on a quarterly basis to ensure appropriate plans and financial accruals are in place, and our Audit Committee provides a report on the review to our Board of Directors.

Reclamation of Lucky Friday Tailings Pond #3

Hecla has experience with all phases and varied types of reclamation projects.

- The **Troy mine in Montana** has completed most stages of closure and reclamation and is now focusing on habitat improvements.
- In **Durango, Mexico, the San Sebastian site** has returned large areas of land to a high-quality condition that is suitable for agricultural use. In 2023, we continued to monitor the land to ensure a stable surface and conduct other environmental monitoring as required for our permit. The final phase of the process is to place topsoil. We will conduct surveying in 2024 to ensure we restore the land to the same slope as before our mining operation.
- At the **Keno Hill mine in Yukon Territory**, we began work on a comprehensive reclamation plan to remediate environmental impacts that predate Hecla's local operations, when mining took place between 1913 and 1989. Hecla took ownership of the mine in 2022 by acquiring Alexco Resource Corporation (Alexco) and its subsidiary Elsa Reclamation and Development Company Ltd (ERDC) – which had taken responsibility for the environmental care and maintenance of the site. Hecla now manages the reclamation projects and has initiated production in a way consistent with current mining standards and Hecla's values. We also prepared for water reclamation work at the property.
- Reclamation is a significant portion of our work at **Lucky Friday on the tailings ponds**. In 2023, we reclaimed previously disturbed areas by using the hydroseeding method, and we are preparing for future topsoiling of the site. Hydroseeding is more costly than other reclamation approaches but best stabilizes the soil to prevent erosion.

Air: Non-GHG Emissions

Hecla is committed to limiting any non-GHG emissions from our operations, and we monitor non-GHG emissions to comply with all applicable laws and regulations. We track non-GHG emissions where applicable, and have identified CO, NOx, and SOx as non-GHG air emissions that are relevant to our operations. Our efforts to reduce GHG emissions are discussed in the **Climate Change** chapter of this report.

In 2023, our total relevant non-GHG air emissions included: 3.57 tonnes of CO, 71.58 tonnes of NOx, and 0.02 tonnes of SOx. The source of these non-GHG air emissions was our Greens Creek mine in Alaska, which is Hecla's only site that is currently required to hold a Title V Operating Permit, of the U.S. Federal Clean Air Act. None of our other sites are significant emitters of non-GHG air emissions.

While Hecla's other sites do not require a permit that would require a Major Emissions Source Title, we continue to apply industry best practices. We equip internal combustion engines with pollution control devices, we keep our vehicle fleet up-to-date to ensure engines are modern, and we use ultra-low sulfur diesel at all of our sites. At Lucky Friday, we primarily used biodiesel in 2023.

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Underground loader at Lucky Friday

Climate Change

Young Bay, Admiralty Island
adjacent to Greens Creek mine

We take proactive steps to anticipate and manage the effects of climate change and to minimize our own contributions to global temperature rise.

The impacts of climate change are already a present condition for our operations. In 2023, we faced challenges stemming from climate change when we suspended operations for a month at our Casa Berardi mines due to the wildfires in Canada.

Net Zero Targets

As part of our commitment to minimizing the environmental impact of our operations, Hecla has set specific goals for reducing greenhouse gas (GHG) emissions, increasing our use of renewable energy, developing methods to sequester carbon, and improving our climate change disclosure. These goals include:

- **Absolute reduction in GHG emissions:** For several years we worked successfully to reduce our combined Scopes 1 and 2 emissions by 30% from our 2019 baseline. In 2023, we exceeded our goals and reached a 36.98% reduction. Following our acquisition of Keno Hill and changes to our mining method at Casa Berardi, our operational boundary has changed, and we are in the process of establishing a new baseline year and GHG reduction target.
- **Increasing renewables in our energy mix:** We will explore opportunities to increase renewable energy as a proportion of our energy consumption.
- **Sequestering carbon:** Hecla is investigating research and development programs on carbon sequestration.
- **Improve climate change disclosure:** Incorporate climate-related risks and opportunities into our risk management and strategic planning processes aligned with the Task Force on Climate-Related Financial Disclosures (TCFD) framework.

Installation of solar powered dust monitor at Greens Creek mine tailings facility

Progress Toward our Goals Since 2019

36%
reduction in Scopes 1 and 2 GHG emissions

24%
reduction in energy consumption

Performance: Reducing GHG Emissions

Hecla's responsible mining practices have made it an industry leader in lowering our carbon footprint, as demonstrated by our industry-highest ratio of silver-equivalent ounces produced per metric tonne of GHG emissions. In 2023, we achieved a 36.98% reduction in Scopes 1 and 2 GHG emissions and a 24% reduction in energy consumption company-wide compared to our 2019 baseline.

In 2023, we achieved net zero carbon emissions for the third year in a row as a result of our purchases of carbon credits in the form of certified emission reductions.

These Scopes 1 and 2 GHG emissions and energy consumption reductions were accomplished through operating efficiencies that lower the use of electricity, diesel fuel, gasoline, natural gas, and propane. Among these operating efficiencies is an Emissions-Based Maintenance (EBM) program that uses emissions data to determine whether equipment is running most efficiently or requires maintenance. This program is being rolled out across our sites. We also prioritize energy efficiency when purchasing new equipment and lighting, including using LED lighting for replacements.

One of Hecla's largest sources of electricity is renewable hydropower, and we use as much hydroelectricity as our power suppliers can provide. Currently, at our sites in production:

- Casa Berardi uses approximately 100% renewable hydropower to supply line power;
- At Greens Creek, 84% of our electricity is sourced from the grid, of which 100% is renewable hydropower. This has allowed us to avoid using over 70 million gallons of diesel fuel since 2009 due to the availability of surplus hydropower;
- The energy provider at our Lucky Friday location uses a mix of both hydropower and natural gas, with 60% of electricity sourced being renewable; and
- 86% of Keno Hill's power – our newest project – is hydropower.

Hecla is continually looking for opportunities to improve our intake of renewable energy and reduce our intake of carbon-intensive energy sources, including by seeking opportunities to construct solar generation systems.

Over 70 million gallons of diesel fuel has been avoided at Greens Creek since 2009.

Production Relative to GHG Emissions

	2019*	2021	2022	2023
Ag ounces	12,605,234	12,887,240	14,182,987	14,342,863
Ag-Equivalent ounces	47,200,000	37,573,889	42,307,434	36,468,610
Au-Equivalent ounces**	674,286	525,531	510,988	439,071
GHG Scope 1 (metric tonnes CO_2e)	102,675	52,932	66,023	66,697
GHG Scope 2 (metric tonnes CO_2e)	32,626	23,618	25,026	19,504
GHG Scope 1 & 2 (metric tonnes CO_2e)	135,301	76,550	91,049	86,201
Total Energy kWh	689,062,509	497,954,623	561,444,804	523,469,349
kWh Electricity	308,565,571	290,013,758	298,634,059	298,798,400
Metric Tonnes GHG/Ag ounce	0.010	0.006	0.006	0.006
Metric Tonnes GHG/Ag-Equivalent ounces	0.002	0.002	0.002	0.002
Ag ounces/Metric Tonnes GHG	93	168	156	166
Ag-Equivalent ounces/Metric Tonnes GHG	349	491	465	423
Au-Equivalent ounces/Metric Tonnes GHG	5.0	6.9	5.6	5.1

* 2019 is included as our baseline year

** Au-equivalent ounces have been calculated using the long-term average ratio for each year: 70 Ag-ounces per Au-ounce in 2019; 71.50 Ag-ounces per Au-ounce in 2021; 82.80 Ag-ounces per Au-ounce in 2022; and 83 Ag-ounces per Au-ounce in 2023.

Climate-related Opportunities

The need for a domestic supply chain to support a low-carbon future presents substantial climate-related opportunities for Hecla. Silver, zinc, and other metals are needed across the supply chain for the growing renewable energy sector.

Hecla's responsible mining operations in North America provide these essential and critical metals from domestically sourced suppliers, which is increasingly important as global supply chains are disrupted by long-term effects of the pandemic as well as geopolitical crises.

Silver has the highest electrical and thermal conductivity of any metal, and it is vital in producing renewable energy and electrical vehicle components.

Amid the sustained global momentum towards a green economy, institutions around the world are setting ambitious targets to reduce carbon emissions. Electrifying more aspects of our lives – which is essential to decarbonization – relies on silver for renewable energy and electric transport. Battery-powered electric vehicles (BEVs), which are becoming more prevalent each year, use twice as much silver as cars with a combustion engine. By 2025, production of BEVs is expected to be triple the 2020 level, increasing the demand for silver-bearing components such as electronic control units, battery packs, and connections for sensors and other subsystems.

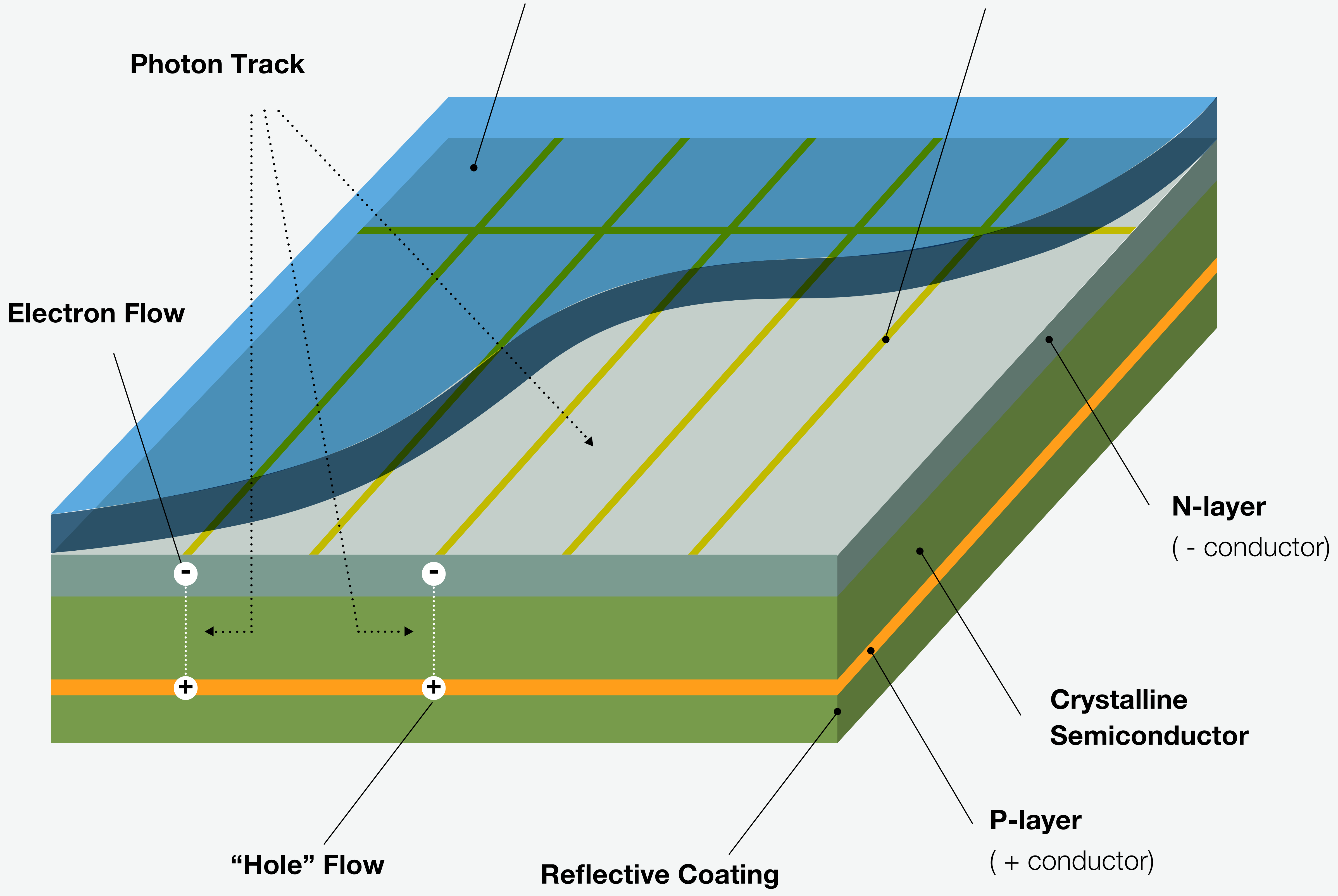
Silver also plays a critical role in generating solar electricity. The photovoltaic (PV) industry is shifting towards manufacturing higher-efficiency cells that require more silver than in the past - 30% to 120% more. Driven largely by the solar industry, the world is experiencing what may be the highest-ever deficit between silver supply and demand.[2]

The overall need for silver is expected to increase as PV production ramps up to meet increasing electricity demand, respond to the trend towards higher-efficiency cells, and fulfill renewable energy targets. If solar installation continues to grow at the same rate as over the last five years, the demand for silver will exceed 500 million ounces for the solar industry alone – bringing total silver demand from 1.2 billion ounces per year today to at least 1.6 billion ounces by 2030. Hecla is ready to produce the silver that the world needs to power our future.

2) Metals Focus World Silver Survey 2023

Inside a Photovoltaic (PV) Cell

A typical solar panel can contain as much as 20 grams of silver.



Strategy and Risk Management

Hecla recognizes that the impacts of climate change create greater potential risks for our operations. Alongside our work to minimize operational emissions and provide essential materials for the low-carbon transition, we are also focused on building our company's resilience by adapting to and mitigating risks. Climate-related projections are a part of the risk management and planning process for each Hecla mining operation.

Some of our mine locations face a risk of more intense rainfalls. This may lead to higher volumes of mine contact water requiring storage and treatment and increased requirements for our stormwater diversion and associated water management systems. Engineering plans for those sites account for the possible increased risk of climate-related weather events, rainfall volume, and drought. At Greens Creek, we projected a small increase in precipitation values based on current models of global climate change, to enable us to more accurately anticipate its impacts on our planned tailings expansion.

As part of our enterprise risk management processes, we incorporate climate-related risks and opportunities into our risk management and strategic planning processes aligned with the TCFD framework. We periodically conduct structured high-level risk assessments (HLRAs). Our expanded approach includes a Climate-Related Physical Risk Assessment, which was conducted in 2022 to identify and monitor potential exposure to material climate-related risks.

We continue to conduct topic-specific HLRAs for each site as needed. In 2023, we performed a climate risk assessment for our newest site, Keno Hill, with a focus on water management. We aim to conduct internal HLRAs each site annually, and to engage an external reviewer every three years.

From our climate risk assessments, we develop site-specific action plans that are assigned to the site management team, which is responsible for managing the key risks identified. Management meets 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.

Shift lineout at Greens Creek

Worker Safety and Health

Davidson Range near Keno Hill

At Hecla, safety and health for our workforce is the basic value that underlies everything we do. This commitment is at the heart of our approach to responsible mining. We work to operate our mines safely by promoting a culture of safety and transparency, providing extensive and regular training, and continually improving safety and efficiency through innovative new practices. Hecla is committed to achieving a sustained zero-incident workplace.

In 2023, examples of our commitment to safety included Hecla's response to a fire at the Lucky Friday mine, and the decision to suspend operations for several months while we re-established the secondary escapeway to the underground operations. We also worked to integrate our newest mine site, Keno Hill, into Hecla's safety and health systems and culture.

Our commitment to safety extends across all of our activities. In 2023, at an exploration property in Washington, we identified a potential public safety issue related to a county highway that had been constructed over a historical, inactive mining stope. We acted quickly to secure the inactive stope and prevent development of a public safety hazard.

Our Greens Creek and Lucky Friday mines both experienced their lowest all-injury frequency rates, and all of our exploration and reclamation mine properties completed the year with no injuries. There were no fatalities at our sites in 2023.

Safety and Health Leadership

Active leadership from the top of the company supports the ongoing development of our safety and health culture. We pair this culture with efficient and effective systems to achieve continuous improvement in safety and health. Our leadership is engaged in advancing our controls to further improve performance.

We reinforce our emphasis on safety with pay incentives. For named executive officers, pay includes short-term incentive pay (STIP) to reward performance for advancing our eight-year trend in reducing our all-injury frequency rate (AIFR, including lost time injuries, restricted workday cases, and medical treatment incidents).

Safety is also part of hourly incentive programs at several of our operational mines, an initiative that has raised awareness and improved safety.

Casa Berardi team receiving Quebec Mining Association F.J. O'Connell Trophy

Greens Creek team receiving Alaska Miners Association Hard Hat Safety Award

Safety Awards for Greens Creek and Casa Berardi

Hecla's Greens Creek operation received the annual Hard Hat Safety Award from the Alaska Miners Association. The award recognizes exemplary commitment to safety through communication, training, safety record, and adherence to standards.

The Québec Mining Association awarded Casa Berardi the F.J. O'Connell trophy for the mine's performance in accident prevention for underground operations of 400,000 hours and above. We also earned second place at the 2023 Provincial Championship in mining rescue.

Safety and Health Management System

Hecla's Safety and Health Management System (SHMS) provides a robust set of safety practices and standards. It is designed to provide consistency across the company by specifying requirements and responsibilities.

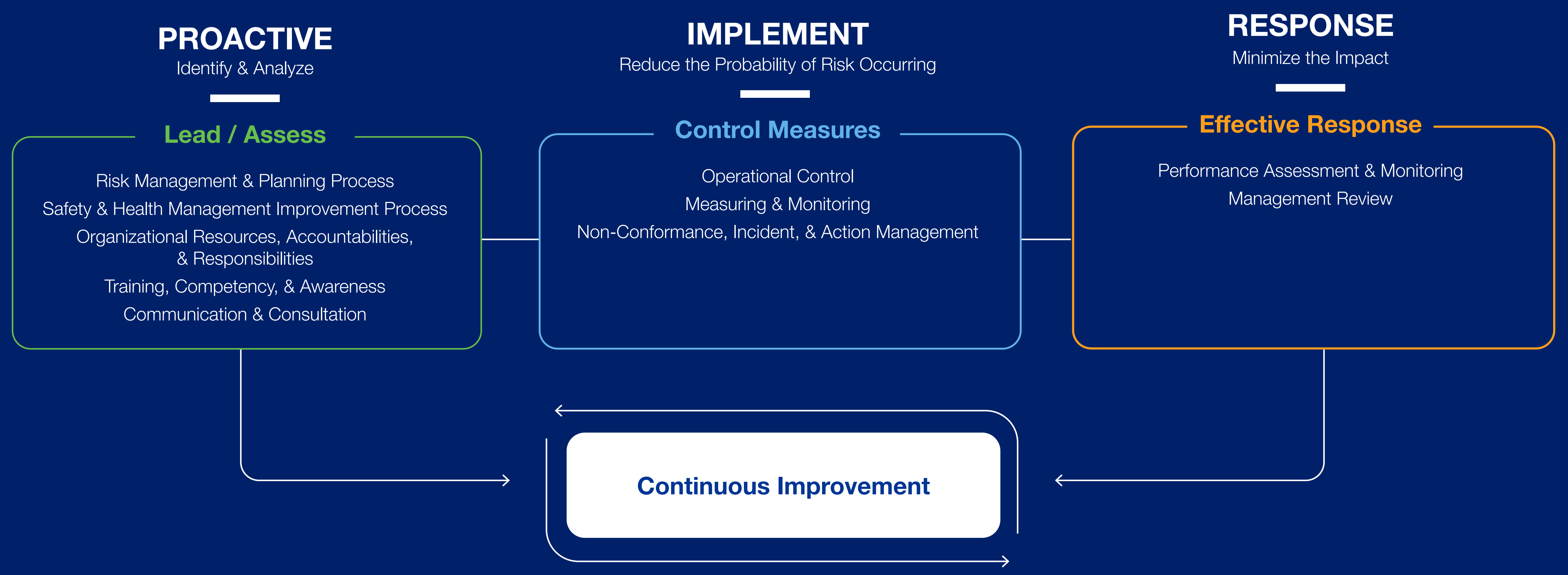
The SHMS and its underlying policy are based on the belief that all injuries are unacceptable, and a total commitment from all personnel is necessary to perform all tasks safely to achieve zero injuries.

In 2023, we worked to integrate an entirely new facility and workforce – our Keno Hill operation that was acquired in late 2022 – into our corporate culture and systems for safety and health. We are implementing all health and safety policies at that location.

As a matter of policy, we review the SHMS to identify potential areas of improvement. Every Hecla site receives an annual internal audit of the Hecla SHMS. In addition, an external audit takes place every three years. We engage an auditor accredited by the National Mining Association to conduct the external audits.

Each Hecla site maintains a site-specific emergency response and crisis communication plan, which includes an assessment of adequate foreseeable emergency resources such as 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. Emergency response drills are conducted at least annually. Our site-specific emergency response plans are reviewed for updates at least annually.

Safety and Health Management Structure



Hecla measures the effectiveness of our 11-element system through regular testing and monitoring techniques including the below items.

- 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

Policies and Standards

Hecla maintains a Safety and Health Policy, which governs the SHMS described above. The Policy emphasizes that we only achieve success if all employees, contractors, and visitors return from our properties safe and healthy. It covers topics such as risk management, improvement planning, organizational responsibilities, training and awareness, communication, monitoring, incident management, performance assessment, and management review.

Our policy calls for:

- Continually working to identify hazards and mitigating risks at our properties to the lowest possible levels in order to achieve zero occupational injuries and illnesses
- A proactive approach toward creating a safe work environment for all employees
- Accountability for promoting continued safety and health education and training for all employees
- Ensuring a thorough evaluation of all incidents through our injury management system

In addition to our overall policy, we also maintain specific standards for key safety and health topics. These include hearing conservation, lead hygiene, and exposure to chemicals and hazardous substances.

Hecla also has zero-tolerance safety rules for seven high-risk actions: unauthorized use of equipment; never removing/bypassing/tampering with safety devices; seatbelts; isolation of hazardous energy; restricted areas; unsupported ground and suspended loads; and working at heights. Knowing and willful violations of this standard can lead to termination of employment, permanent removal from the site, and/or prosecution.

Our standards provide for employee training as well as monitoring of health impacts for each worker exposed to the respective risk.

To ensure continuous improvement, our standards are tested, re-evaluated, and continually reviewed. All Hecla standards are commensurate with those prescribed by most governmental agencies. They are designed to exceed industry best practices and comply with the regulations in the relevant jurisdiction. These include Mine Safety & Health Administration (MSHA) regulations in the U.S., Occupational Health and Safety in Mines regulations in Quebec, Occupational Health and Safety legislation in Yukon, and federal regulations for Occupational Health, Safety and Work Environment in Mexico.

All Hecla sites follow extensive procedures around occupational health and hygiene, covering the Occupational Exposure Limits (OELs) for relevant chemicals, as well as lead, noise, and dust (e.g., required removal of gear in eating areas).

Fire Assay Lab at Greens Creek

NMA National Mining Association

Sentinels of Safety

Our Fire Creek mine won the Sentinels of Safety Award from the National Mining Association for the second year in a row.

Sentinels of Safety are awarded annually to the safest mines in the U.S. with a minimum of 4,000 injury-free hours.

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. To ensure the highest-quality monitoring possible and appropriate follow-up action, we track injuries at the site level.

Our leading safety and health concerns for employees include hand injuries, which account for 60% of our injuries, and hearing preservation. Our goal is to reduce safety incidents and improve upon the previous year's performance. Our focus on continuous improvement of safety and health practices and training has resulted in a sustained improvement of our safety performance since the launch of the SHMS in 2012.

Hecla tracks safety performance and training indicators including each site's AIFR, near misses, observations, equipment damages, and training hours.

Our AIFR has declined by 76% since 2012. Our 2023 AIFR for employees and contractors was 1.45 per 200,000 hours, an increase over our historically low levels in 2020 and 2022, but in line with our performance since 2019.

Our Greens Creek and Lucky Friday mines both experienced their best safety results ever – an AIFR of 0.29 and 0.66, respectively. All of our exploration and reclamation properties completed the year with no reportable injuries.

In 2023, we had over 24,000 safety observations and interactions to enhance our safety awareness culture, an example of the engagement of our employees in our safety culture. Our employees and contractors received 40,488 hours of safety and health training in 2023.

Aiming to further improve safety performance, in 2023 we began creating a strategy including eliminating risks, fostering good decision-making and behaviors that improve safety, and establishing processes to learn lessons from near misses. The strategy also aims to strengthen the hierarchy of controls in safety for all our operations. This proactive effort includes general managers, each site's safety lead, and our Vice President–Operations as we work to identify needed actions based on a review of our mines' safety performance over the past four years.

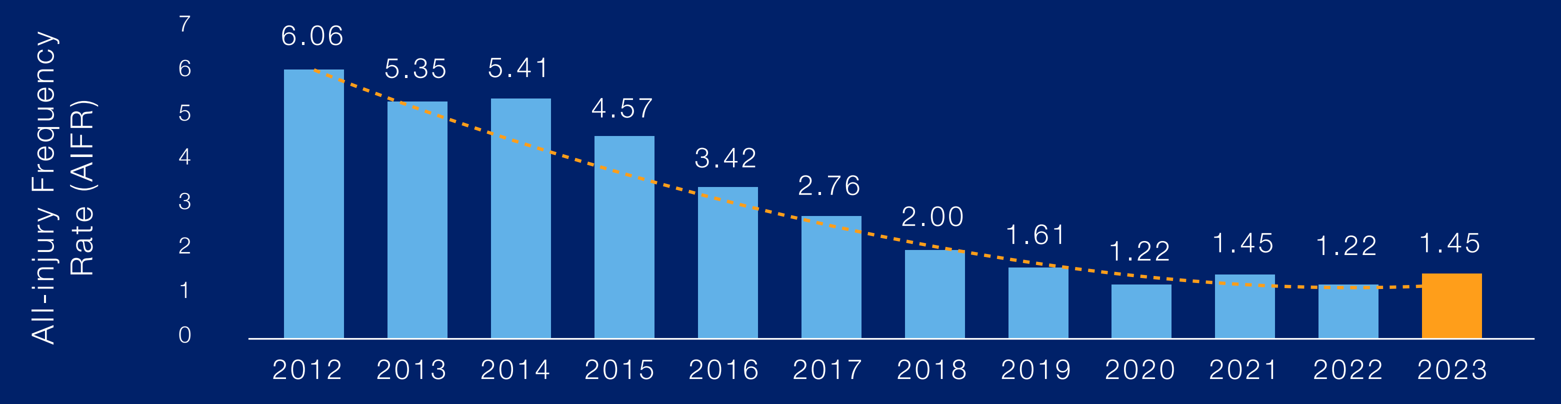
Our goals for proactively improving safety performance include:

- Conducting annual safety and health training for each team and supervisory group
- Performing a gap analysis of our occupational health program at each operation
- Auditing the Hecla SHMS at each operation

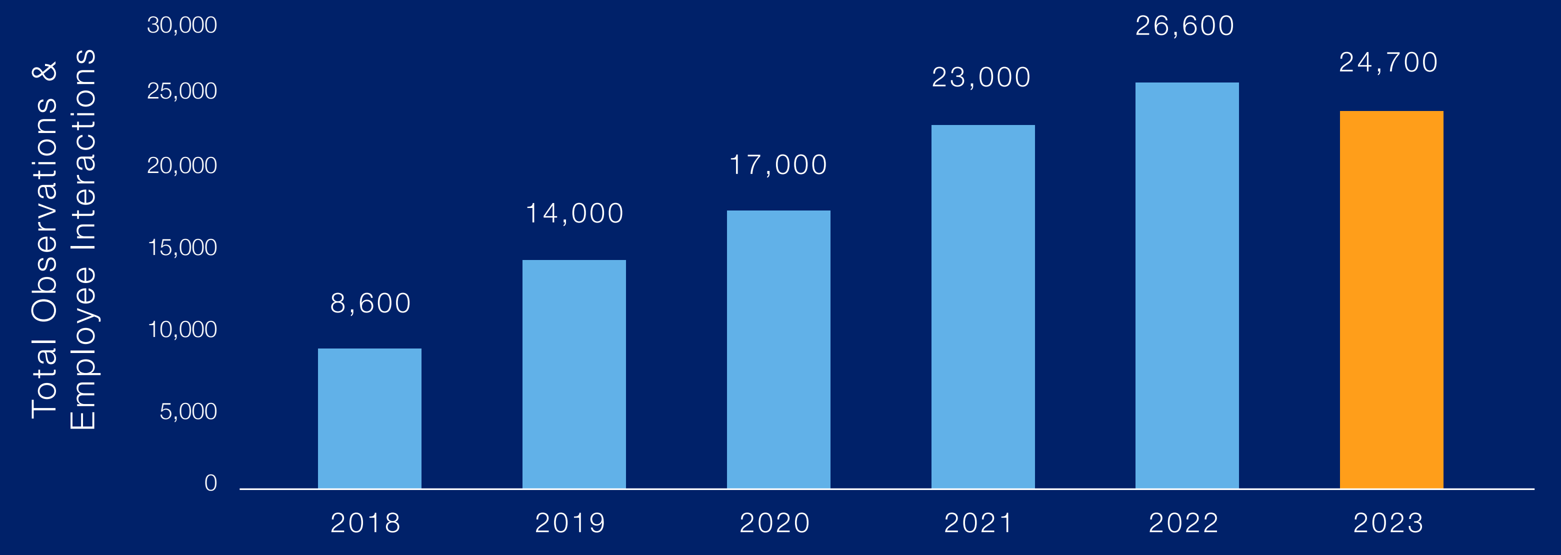
Safety and Health Performance in Action: To mitigate the risk of brown bear encounters at our Admiralty Island operation in Alaska, we install electric fencing around drill rigs, employ armed bear guards, create safe locations for workers near drilling sites, and equip workers with horns and bear repellent.

At Lucky Friday, where feasible, we are working to replace jacklegs with chassis-mounted bolting equipment for use in underground settings. The new equipment substantially reduces safety risks to employees by reducing their time at the active face and reducing the risk of injury from using jacklegs.

All-injury Frequency Rate (AIFR)



Safety Observations & Employee Interactions



NVMA Safety Award

Hecla employees who work at our Nevada locations received 2023 Safety Awards from the Nevada Mining Association (NVMA).

Each year, NVMA celebrates industry professionals whose outstanding efforts ensure mine workers return home safely after every shift.

Training and Awareness

Hecla implements several programs designed to embed its safety culture and help employees develop skills that enable them to perform their work in a safe and healthy way. Per our strategic goals, in 2023 we provided training in safety and health for all safety/health teams and supervisory staff, as we have done each year since 2014.

Our safety culture encourages open reporting of injuries and near misses. We emphasize the importance of near-miss reporting so that we can monitor trends and any emerging safety concerns. Disciplinary measures are in place for any attempt to conceal an injury or near miss. In addition, we are working to implement improvements in response to each near miss, so we can avoid experiencing a similar incident in the future.

At Hecla we promote a “take action” approach, stressing that safety and environmental conditions take top priority and production is secondary. Workers are instructed that “if it’s wrong, stop now and fix it.”

Mine workers complete extensive training. Hecla requires a 40-hour training on safety and health for all new hires, an annual eight-hour safety and health training for all employees, and task training on safety and health aspects of equipment operation as required by job function. In addition to classroom training, trainers sign off on worker competency in the field. Workers who are members of our mine rescue teams receive additional, extensive training that includes classroom learning and regular field practice to develop mine rescue skills.

Our training rates are tracked at the site level for the most accurate monitoring and follow-up.

Underground Tag In/Tag Out board

Underground miner at Lucky Friday

Safety Trainings at our Active Mines

At Lucky Friday, all employees complete a required annual safety training to refresh their knowledge. We also offer safety leadership training provided by Balmert. In 2023, over 80 Lucky Friday employees participated in Balmert’s Managing Safety Performance training.

All of our mines hold safety shares at the beginning of each meeting to bring awareness to incidents, near misses, and potential hazards, and what can be done to address them to work safely.

Innovation to Improve Safety

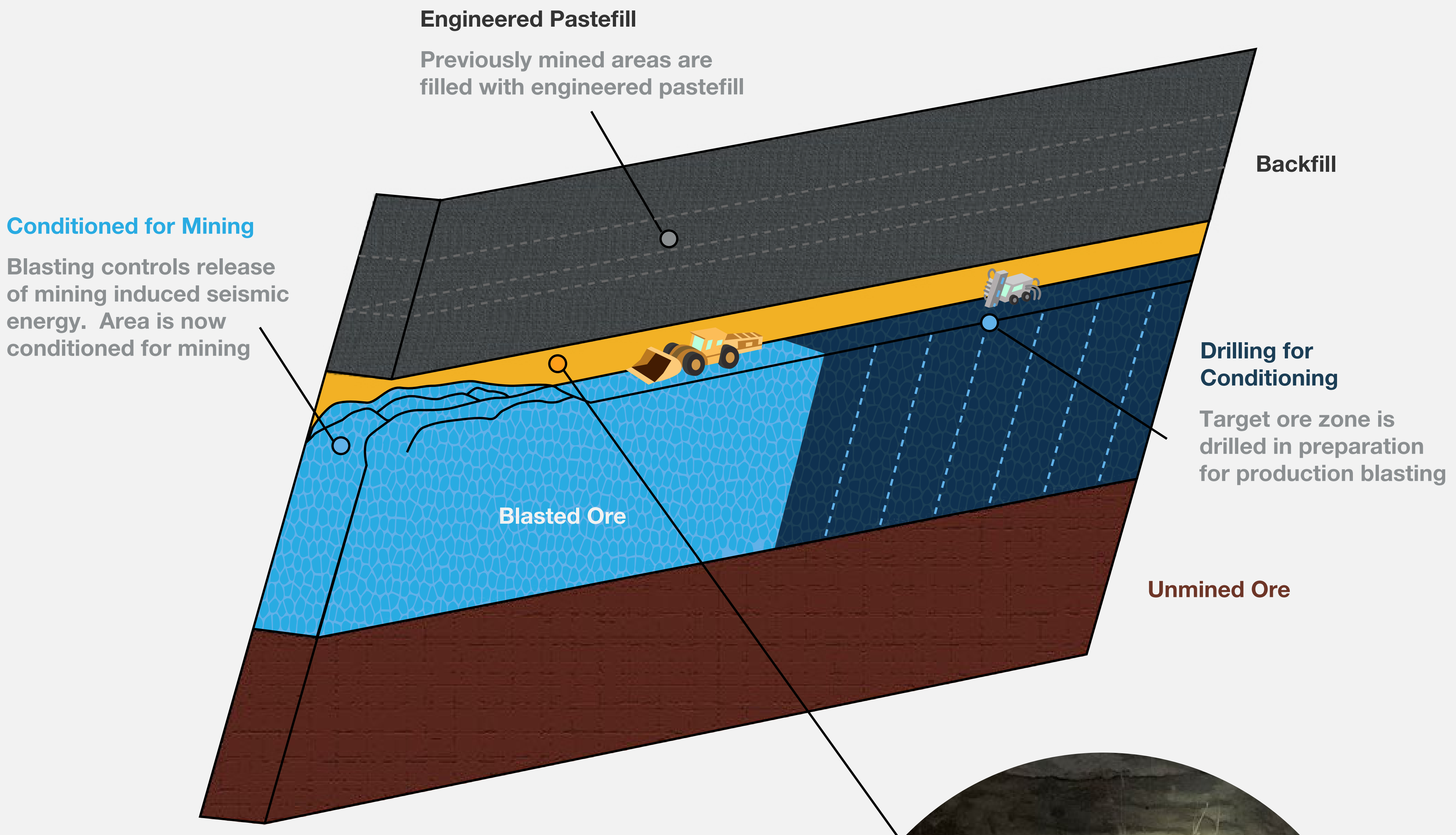
Hecla's strategy for operating mines safely includes applying innovative practices and at times developing these innovations ourselves, as we did with the patented Underhand Closed Bench (UCB) method at Lucky Friday for underground mining.

We aim for innovation in all of our operations in order to automate mining tasks that free up workers for other tasks, remove them from working in hazardous areas, and allow work to continue when personnel are not allowed in an area. These advances improve safety while increasing the productivity and efficiency of our operations.

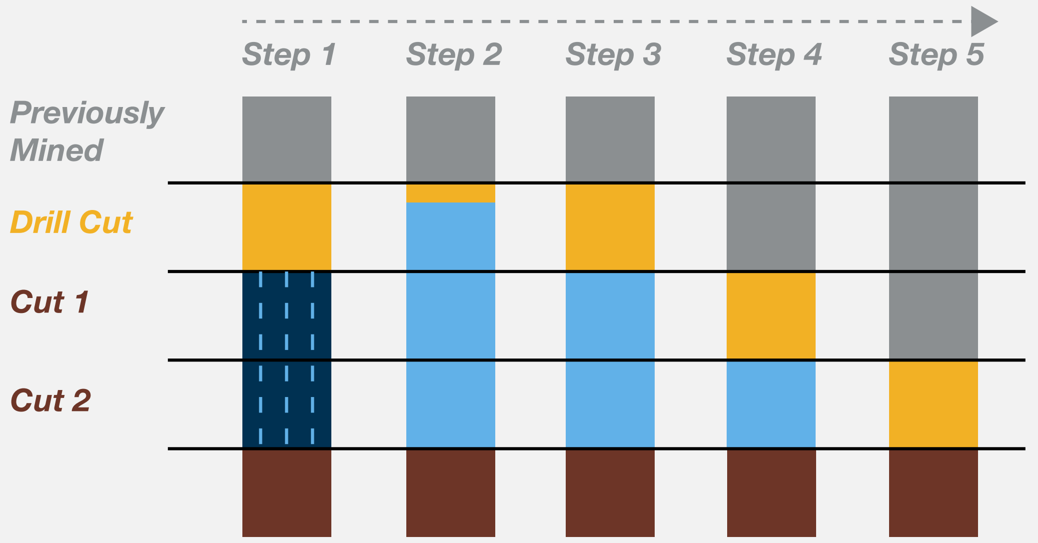
Underhand Closed Bench method: The innovative UCB method at Lucky Friday allows for greater control of fault-slip seismic events that significantly improves safety. The method has dramatically increased both safety and productivity at the 80-year-old mine, achieving an AIFR of 0.66. In 2023, silver production increased by using the UCB to the extent that seven months of production (before a fire led to a pause in production) yielded more silver than typically produced in a full year. Hecla received the 2023 Mine Safety and Health Technology Metal Sector Innovation Award from the National Institute for Occupational Safety and Health (NIOSH) for developing the UCB Method.

Fatigue management: In 2023, Greens Creek utilized cameras in haulage equipment on the mine surface to support fatigue management.

Underhand Closed Bench Mining (UCB)



Cross Section



View Inside the Stope

Promoting Employee Wellness

Hecla works to ensure our workforce is healthy both physically and mentally by offering health and wellness programs, on top of the comprehensive health insurance benefits discussed in the **Human Capital Management** chapter. Each site has individual health and wellness initiatives to promote overall wellness and disease prevention.

A wellness website, provided through the company's employee assistance program, provides a central location for employees to learn about mental health and access support resources. The website also provides information on diet and exercise, parenting, finances, dealing with stress, and more. In 2023, we focused on opioid awareness.

All Hecla operations periodically complete a third-party ergonomics review of their facility. The reviews are part of a continuous improvement safety initiative to improve ergonomics and reduce musculoskeletal injuries due to hand, ankle, and back sprains and strains.

Local Communities

Tailings facility at Lucky Friday

Hecla's responsibilities as a company include contributing to wellbeing in the communities we call home. As our mining operations continue to grow, we increase our contributions to the economic health and social development of our local communities. We also work to continually strengthen our relationships with Indigenous Peoples local to our operations.

Hecla's corporate foundation supports our communities through donations. In addition, each site leads its own volunteer and fundraising initiatives to respond to needs in their communities.

Engaging with Stakeholders

Our community relations program is based on open and frequent communication with the members of the communities where we operate. We take a cooperative approach to engaging in activities that support long-term economic and social benefits in each community. By continually reaching out to the communities surrounding our projects, we can meet our operational goals while being a good corporate neighbor.

Hecla's **Code of Conduct** expresses our commitment to conducting our business responsibly with regard to the communities in the areas in which we operate. It calls on all employees to reflect this commitment in their work and respect the different cultures and the dignity and rights of individuals in all countries where we carry out our activities. Hecla's core values, also conveyed to employees through our Code of Conduct, include respecting local and national cultures.

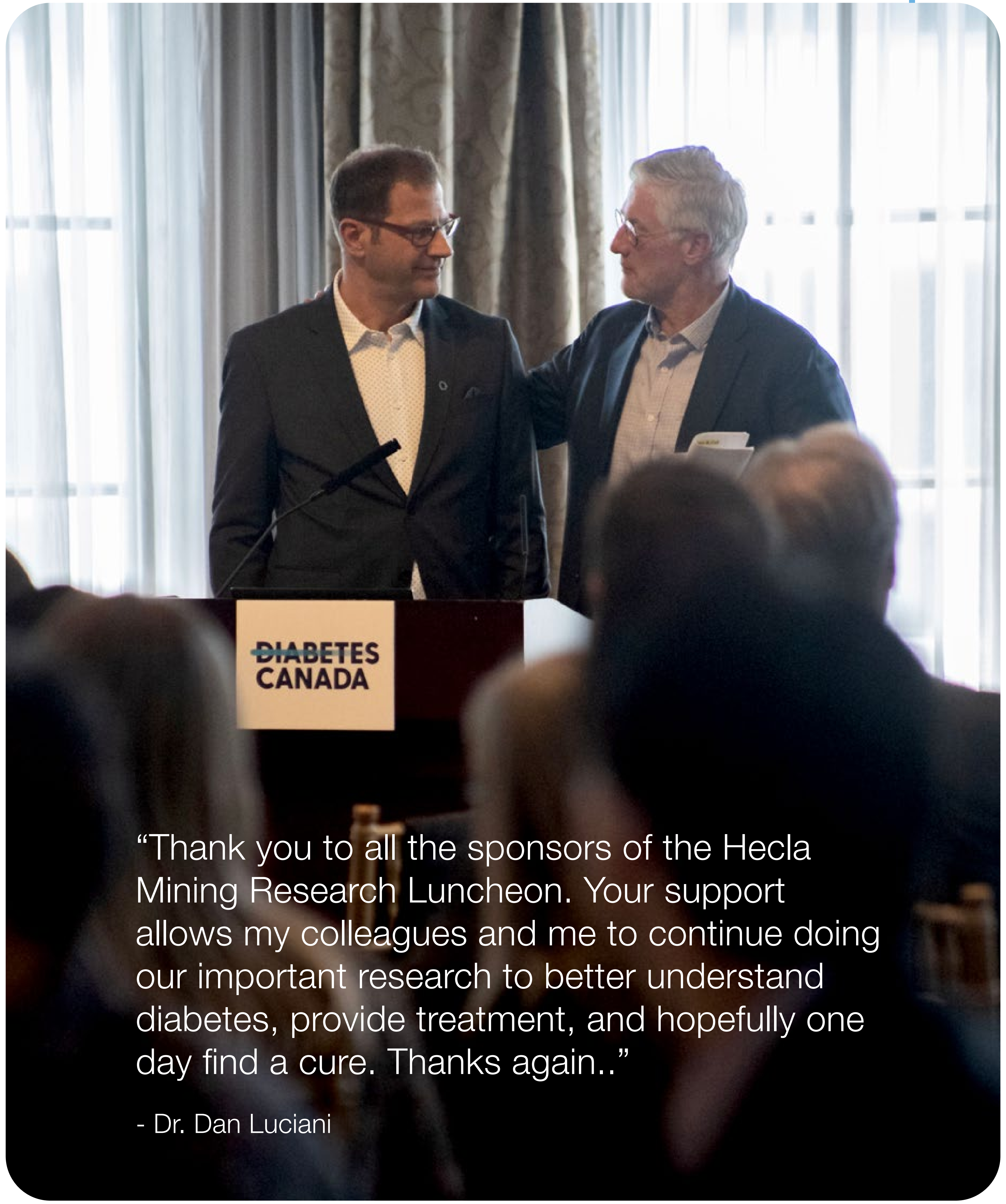
We engage with stakeholders at all our sites during the mining life cycle to be a constructive community partner and deepen our understanding of local concerns and issues. We communicate about our operations through a variety of methods including community meetings, local print, social media, and flyers, providing all materials in the local language and translating when necessary. Our open communication policy allows neighbors to voice concerns, which we promptly follow up on.

We disclose the results of environmental, economic, and social impact assessments and partner with local stakeholders to foster open communication on environmental and social impacts. We also work with local stakeholders to identify opportunities for the Hecla Charitable Foundation to provide support for community initiatives.

"We expect you to … respect the diverse cultures and the dignity and rights of individuals in all countries where we conduct our activities."

– Hecla's Code of Conduct

Phillips S. Baker Jr. thanking Dr. Dan Luciani, PhD for his presentation at the Hecla sponsored 2023 Diabetes Canada Research Luncheon



"Thank you to all the sponsors of the Hecla Mining Research Luncheon. Your support allows my colleagues and me to continue doing our important research to better understand diabetes, provide treatment, and hopefully one day find a cure. Thanks again.."

- Dr. Dan Luciani

Greens Creek

At our Greens Creek mine, we established the Greens Creek Community Advisory Committee (CAG), a collaborative effort with our local stakeholders to ensure we consider input from the community in the environmental and social aspects of the mine's planning and operations. Hecla hosts a luncheon for the CAG three times each year as part of our quarterly meetings.

The group is comprised of representatives from stakeholder constituencies including the Alaska Native community, municipal government, private sector, educational and academic institutions, local environmental community, and humanitarian/charitable organizations. In 2023, the group included a representative of the Angoon community, the Mayor of Juneau, the Executive Director of the Greater Juneau Chamber of Commerce, local business representatives, and the Chancellor of the University of Alaska Southeast (UAS). The CAG supported Hecla's efforts to increase transparency around the Supplemental Environmental Impact Statement (SEIS) drafting process conducted by the U.S. Forest Service and inform community members of the context for EPA violations.

2023 Aurora Award for Excellence in Community Relations at Greens Creek

Community Consultations to Inform Permitting

In 2023, the United States Forest Service prepared a SEIS related to the expansion of our tailings facility at our Greens Creek operation. To make our local communities and other stakeholders aware of the process, we created an information campaign about the permitting process and facilitated stakeholders' providing comments directly to the Forest Service. The campaign won the 2023 Aurora Award for excellence in Community Relations.

Our engagement efforts also included:

- We engaged with the AMA, Chamber of Commerce, Rotary Club, and environmental NGOs like the Southeast Alaska Conservation Council and Friends of Admiralty Island
- We attended a public meeting at the U.S. Forest Service's offices in Juneau and Angoon to share updates
- We participated in public meetings in Haines convened by the Chilkat Indian Tribal Council to address concerns about environmental impacts

Casa Berardi

At Casa Berardi, we participate in the Mining Association of Canada's Towards Sustainable Mining (TSM) initiative, a globally recognized sustainability program that requires participants to demonstrate a commitment to identifying and engaging with communities of interest and facilitating meaningful dialogue regarding key environmental and social considerations related to mining. The site maintains an AAA performance level – the highest score possible – for three out of five Indigenous and Community Relations Indicators.

The TSM protocol also sets high standards for our engagement practices with First Nations communities and other local stakeholders. The Casa Berardi utilizes a Mine Liaison Committee to facilitate communication with our local stakeholders and partners. The Committee shares any concerns that arise, contributes to finding solutions, and takes part in the continuous improvement of our activities.

In 2023, the Committee included representatives of the Abitibiwinni First Nation, a local youth center, the local business chamber of Abitibi-Ouest, the local township administration, the James Bay Regional Administration, a watershed organization, a regional university, and two citizens.

In 2023, we initiated new communication channels for engaging directly with community members. We began publishing a newsletter twice each year that is focused on neighboring villages. We also held two "coffee meetings" to provide community members with updates and respond to questions.

In 2023, we implemented a stakeholder engagement approach to share plans for open-pit mining projects at Casa Berardi and gather feedback. We held approximately 20 meetings with stakeholders in 2023. The process led to an open and constructive dialogue between Hecla and more than 40 stakeholders.

Lucky Friday

Representatives of Lucky Friday contact neighbors who live near the mine to notify them of upcoming projects that may affect the area and to let them know if we will be hauling materials near their homes. Communication is either written or verbal.

Lucky Friday managers meet at least annually with the Shoshone County Public Works Department to discuss current and upcoming projects and address any concerns over operations and road use.

Keno Hill

At our newest mine site, we engaged community members of Keno City through town hall meetings and advance information-sharing before expanding our operations closer to the community, to ensure early engagement. We regularly update the Na-Cho Nyäk Dun First Nation government and their development corporation on both planned and completed activities. We created protocols and schedules to reduce travel-related noise. We have received no complaints on our practices.

Nevada

In Nevada, Hecla operates exploration properties in Aurora, Fire Creek, Hollister, and Midas.

Hecla serves the community by providing for needs such as road maintenance, snow clearing, and water sampling – in addition to our volunteer efforts and charitable donations discussed later in this chapter. In 2023, we received a letter from the Friends of Midas community group expressing appreciation for our constructive relationship.

> "With the latest snowstorms, Hecla has been plowing the roads, which is much appreciated. Your drivers continue to be courteous."
>
> – Friends of Midas, in a letter to Hecla

Hecla's 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 Peoples 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 Peoples

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 paerformance
- Implement operation agreements as appropriate with community and Indigenous Peoples (e.g., collaboration agreement with Pikokan First Nations in Quebec)

Reclamation & Closure

- Hold community informational meetings about closure plan
- Partner as appropriate with Indigenous Peoples 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

Indigenous Relations

The Indigenous Peoples in the local communities around our operations are one of Hecla's most important partners. 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. In 2023, we identified no violations of rights with regard to Indigenous Peoples, and none of our proven or probable reserves are located within five kilometers of Indigenous settlement lands or reservations.

In 2023, the Government of Canada released an action plan for implementing the United Nations Declaration on the Rights of Indigenous Peoples Act. We are working towards reporting against it as required beginning in 2024.

Management/Oversight: In 2023, Hecla hired our first Director of Indigenous Affairs and Canadian Community Relations. The purpose is to work in a coordinated way across the company to foster positive relationships between Hecla sites and the neighboring First Nations or other Indigenous Peoples. The Director of Indigenous Affairs reports to the Chief Administrative Officer. She provides updates to Hecla executives through biweekly senior operations meetings.

Policy and Training: Our commitment to mutually beneficial relationships with Indigenous Peoples is reflected in Hecla's policy on a respectful workplace. We provide training in sensitivity to Indigenous issues in our new-hire training.

As a member of the Yukon Chamber of Mines, Hecla is a signatory to the Yukon Government's strategy on missing and murdered Indigenous women, girls, and two-spirited-plus people.

As President of the Yukon Chamber of Mines, Hecla's Director of Indigenous Affairs signing the Yukon Government's strategy on Missing and Murdered Indigenous Women, Girls, and Two-Spirited-Plus people (MMIWG2s). In the background Toni (Junita) Blanchard, Dorris Bill, and Hon. Jeanie McLean

Casa Berardi

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. We have a memorandum of understanding (MOU) between Hecla Quebec and the Abitibiwinni First Nation Band Council regarding exploration and mining activities, as well as a cooperation agreement on meaningful participation for community members in training programs, employment and advancement opportunities, business opportunities, and environmental protection measures. The agreement creates a mechanism that allows the Abitibiwinni First Nation community to benefit financially from the long-term success of the projects.

In 2023, Hecla representatives met with the Abitibiwinni Band Council to provide an update on implementation of the agreement and continue our constructive relationship.

Casa Berardi is committed to providing employment and business opportunities to Abitibiwinni First Nation individuals and businesses. Over the course of 2023, approximately 115 First Nations employees worked at the Casa Berardi mine site. Hecla also encourages suppliers to hire Indigenous Peoples. Hecla has granted contracts to companies from this community for services such as:

- Ore and waste rock transport
- On-site road maintenance
- Construction of a tailing pound's dike upgrade

Greens Creek

In Alaska, the Hecla Charitable Foundation partnered with the Angoon Youth Conservation Corps for the eighth year in a row. This program provides job opportunities in environmental stewardship for Native youth in the Admiralty Island National Monument, the Kootznoowoo Wilderness, and the village of Angoon.

Keno Hill

At our newest mining operation, we work closely with the Na-Cho Nyäk Dun (NND) Development Corporation in Mayo and Whitehorse, Yukon. In 2023, we initiated holding regular meetings together. We have already drafted a policy on procurement from the NND Development Corporation, and we are preparing to review the Comprehensive Cooperation & Benefits Agreement. Throughout 2023 we also gathered information for a forthcoming strategy that will specify expectations and roles with regard to permitting, capital projects, reclamation, and other aspects of our engagement with the NND community.

In keeping with Hecla's overarching commitment to local hiring, we have an agreement to hire NND First Nation applicants first if their qualifications are equivalent to a non-First Nation applicant or they can be trained. We send all job postings through the NND, and we are working to develop training and recruitment programs to foster a long-term local talent pool.

We are also working with the NND Development Corporation to promote NND businesses and engage in business partnerships. When the NND community needed to evacuate the Mayo area during wildfires in 2023, Hecla provided in-kind support. We also contributed to NND's annual Christmas Hamper Drive.

Montana

At our Troy mine in Montana, Hecla has partnered with the Confederated Salish and Kootenai Tribes (CSKT) of the Flathead Indian Nation Council on reforestation projects as part of the Troy Mine Reclamation Project.

In 2023, Hecla met with the CSKT to provide an update on our exploration and permitting processes.

Nevada

At our exploration properties in Nevada, Hecla adheres to all requirements related to tribal districts and traditional lands. This includes providing tribal representatives with information about our projects and engaging them in the permitting process.

We employ tribal monitors to remain on site even when not required by regulations. For any road construction work, we consult an archeologist to ensure we do not pass through culturally significant sites. The archaeologist is selected from a list of those certified by the Bureau of Land Management or the Forest Service, depending on the jurisdiction.

The Tosawihi Quarries Archaeological District encompasses most of our Hollister mine in Nevada. This district 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. An archaeologist and tribal monitor from the Tribe must be present for all ground-disturbing and pre-construction work conducted as part of our operational agreement. We also consult the tribal monitors regarding locations and placements of prospective exploration drilling and monitor wells and access roads to the sites.

Employees and contractors who work at the Hollister mine are required to receive additional cultural resource training. The training covers the significance of the quarry, the laws associated with cultural resources, and the company's zero-tolerance policy regarding infractions.

At our site in Aurora, we perform archeological surveys for every area we propose to disturb on public land and avoid anything found in the surveys. A Forest Service-approved archaeologist is on site during road construction and similar activities.

NND Development Corporation Tree Planting at Keno Hill

The NND Development Corporation is developing an environmental services company focused on reclamation and restoration work. The company provides plantings, seed cover, trees, and other supplies. It also connects youth with traditional knowledge to foster the next generation of Indigenous environmental scientists. The company will provide reclamation services at our Keno Hill location.

Economic Impact

In 2023, we had a direct economic impact of more than $855 million to our communities. This includes approximately $104 million from payment of taxes, concession fees, and permits, more than $1 million in non-government royalties, and nearly $1 million in sponsorships, scholarships, gifts, and donations. The funds that go to local governments and community organizations support schools, hospitals, roads, and other essential infrastructure, along with vital economic development like job creation and skills training.

Economic Impact

$855M

in our communities in 2023

Total Economic Impact - Hecla 2023

Hecla Corporate
$103M

Greens Creek
$190M

Casa Berardi
$275M

Yukon
$107M

Lucky Friday
$151M

Nevada Operations
$19M

Grouse Creek
$1.1M

Hecla Silver Valley
$1M

Hecla Charitable Foundation
$377K

Montana Operations
$2.5M

San Sebastian
$5M

Lucky Friday mine in Mullan, Idaho

Greens Creek

Our Greens Creek mine is located near Juneau in southeast Alaska and began production in 1989. As the largest private-sector employer and taxpayer in Juneau in 2023, Hecla had a significant direct economic impact in the local community of more than $189 million, including approximately $82 million in wages, $25 million in taxes and fees, and $80 million in purchases from vendors. Our purchase of surplus hydropower has also helped provide Juneau residents with over $80 million in reduced electricity rates since 2009.

Casa Berardi

Hecla Quebec continued to be one of the largest private-sector employers and taxpayers in the local community in 2023 with a direct impact of more than $274 million, including over $57 million in wages, $48 million in taxes and fees, and $169 million in purchases from vendors.

We remain committed to providing employment and business opportunities to First Nation individuals and businesses, further increasing our local economic impact.

Lucky Friday

Hecla's Lucky Friday mine is more than 80 years old, and we have been operating mines in the Silver Valley region for 133 years. As the second-largest private employer in Shoshone County in 2023, we had a direct impact in neighboring communities (including Mullan, Wallace, and Kellogg) of more than $151 million, including over $42 million in wages, $11 million in taxes and fees, and $98 million in purchases from vendors. We also prioritize local hiring, and in 2023, 76% of new hires at Lucky Friday were from local communities.

Keno Hill

Hecla's Keno Hill mine is located in Canada's Yukon Territory and within the territory of the First Nation of Na-Cho Nyäk Dun (NND). In 2023, Keno Hill had a direct local impact of more than $107 million, including over $26 million in wages, $7 million in taxes and fees, and $74 million in purchases from vendors.

We are committed to working with the NND to prioritize hiring qualified First Nation applicants and are developing training and recruitment programs to foster long-term partnerships and create a local talent pool.

Local Employment

Hecla prioritizes local hiring as both a business benefit and an important part of our relationships with the communities where we operate.

As of December 31, 2023, we had a total of 1,780 employees. Our Greens Creek mine in Alaska and our Keno Hill operation in Yukon are both camp jobs in remote locations, making it challenging to fill all open positions through the local population. When excluding these two sites, 74% of hiring was done locally in 2023. We continually work to increase our rates of local employment through targeted recruitment and initiatives to build future mining talent in our local areas. Details of these programs and partnerships are provided in the **Human Capital Management** chapter of this report.

Local Procurement

Several of our mining operations prioritize using local vendors, which helps to build service partnerships, supports local businesses, strengthens the local economy, and minimizes lead time.

Hecla understands the importance of capacity building, and is continually looking for opportunities to provide training, employment, and economic benefits through contracts to businesses owned and operated by local community and Indigenous Peoples, including the Abitibiwinni First Nation Community in Quebec. More details are provided in the section on **Indigenous Relations** above.

Tailings Construction Project Manager at Lucky Friday

Mine tour for community stakeholders, Greens Creek mine

Local Donations and Volunteerism

Hecla contributes to the social well-being of our communities not only as an economic driver wherever we operate, but also through charitable donations and employee volunteer efforts. The Hecla Code of Conduct expresses the company's support for contributing to the well-being of local and regional communities, and we encourage all employees to join site-specific and company-wide volunteer activities.

At some of our operations, employees may receive paid time off for volunteer work, as agreed with their manager. At Casa Berardi, volunteer hours are matched with a donation to the same organization.

Our activities in 2023 had a focus on school-age children, health, food security, and improving basic infrastructure in our communities.

Hecla Charitable Foundation: In 2023, the Hecla Charitable Foundation donated $377,206 to 61 organizations. Since 2009, the Foundation has contributed $4.8 million toward our communities.

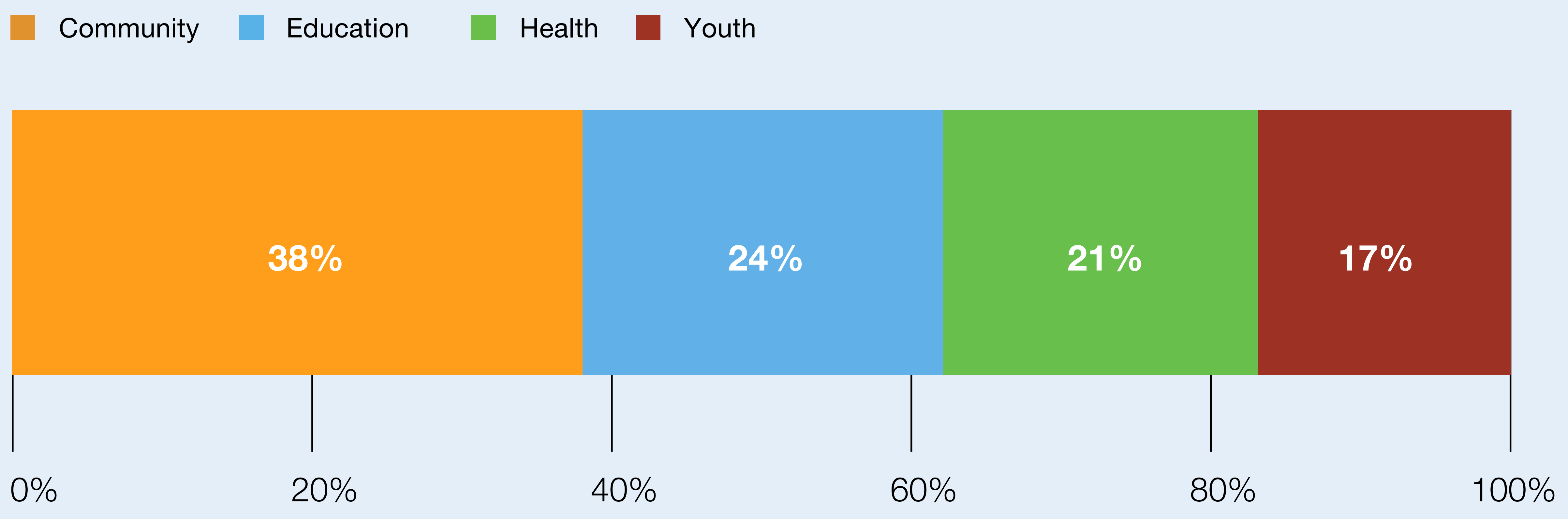
Hecla was a presenting sponsor of a research luncheon hosted by Diabetes Canada during Diabetes Awareness Month in 2023. Our CEO met with researchers from the University of British Columbia and others leading the fight against diabetes, and we donated $25,000 CAD through the Hecla Charitable Foundation.

Hecla was a gold-level sponsor for the Canadian Cancer Society's Daffodil Ball, making a contribution of $15,000 CAD. We also donated $30,000 CAD to the British Columbia Children's Hospital as part of the Mining Matters Pie Throw Fundraiser.

Other Foundation contributions in 2023 responded to requests from our mining sites.

Donations and Volunteering by Mining Sites: 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. In some cases, Hecla matches the donations that employees raise.

2023 Breakdown of Hecla Charitable Foundation Contributions



Recipients of Hecla Donations

alaskaresource EDUCATION
Canadian Cancer Society
DIABETES CANADA
Idaho Governor's Cup
MINING FOR MIRACLES | BC Children's Hospital Foundation
National Forest Foundation

Examples of activities in 2023 include:

Lucky Friday

Hecla people are generous with their time and talents. Lucky Friday employees volunteer on the Wallace School Board, Wallace Library Board, Shoshone County Crisis and Resource Center Board, local scholarship committees, Wallace Youth Basketball League, Wallace Baseball League, Northwest Christian Teens, Gyro Club, and Silver Valley Wrestling Club. Several employees volunteer as coaches for youth sports teams.

- In 2023 we donated over $10,000 to local clubs, activities, and charitable organizations including the Friends of Mullan Library, Wallace and Kellogg High School graduation activities, Wallace, Kellogg, and Mullan school activities, Silver Valley PTO, Wallace Baseball Club, Project Uplift, Tata's Breast Cancer Fundraiser, Wallace Chamber of Commerce "breakfast with Santa," and the Staff House Museum
- We support the local newspaper and schools by sponsoring the student of the week, athlete of the week, veteran's corner, and special publications on high school sports and graduation
- Through the Adopt A Highway program, employees removed more than 60 bags of garbage from alongside a two-mile stretch of highway near the town closest to our mine operations

Casa Berardi team at Fondation de l'Université du Québec en Abitibi-Témiscamingue relay run fundraiser.

Casa Berardi

- We contributed to a food drive in Abitibi-Ouest with a $2,000 CAD donation and volunteer participation for the day
- Hecla provided a donation of $1 CAD per ounce of gold produced to the local university foundation. In 2023, the total donation was $127,690 CAD
- We participated in a relay race to benefit the Hecla-Quebec Global Development Fund (UQAT Foundation) (Fondation de l'Université du Québec en Abitibi-Témiscamingue), and we raised $2,000 CAD to donate. The Foundation promotes and supports the accessibility, pursuit, and success of university studies for UQAT students. We are the leading partner of the Fund, which provides scholarships in support of work-life balance, return to school, perseverance, and success-training programs. Since 2009, Hecla Quebec has donated over $2 million to the Foundation, and we recently awarded scholarships to 69 students.
- We organized an annual Christmas parade with 50 participating businesses and community organizations
- We contributed financially and with volunteer time to a refugee center to feed and house families who had evacuated their homes during forest fires
- We held the 16th edition of the vocational training Olympiad, a competition that highlights the career paths resulting from vocational training

Greens Creek

At Greens Creek, employees volunteered 320 total hours at company organized community activities. They organized three road clean-ups along the area Hecla has adopted. They also supported holiday food box delivery by Women of the Moose and provided boat transportation for community members to attend the Fourth of July celebration in Angoon.

Hecla also provided a range of support for students and schools, such as hosting 90 middle-school students for a mine tour, collecting and donating school supplies to the Juneau School District, contributing $10,000 for the Juneau Symphony Strings Camp, and hosting a demonstration at an elementary school. Employees used remote control shovels to demonstrate digging up ore, processing it through screens, and turning it into jewelry.

We continued our yearly campaign of employee giving with a company match to support Cancer Connection, a non-profit in Juneau that assists people living with cancer and their families and promotes early detection. Employees donated a total of $5,000 and Hecla matched their contribution for a total of $10,000.

Hecla again sponsored the Juneau Gold Rush Days, a free, action-packed celebration consisting of local fair foods, booths of arts and crafts, and activities for children. Ten employees and 12 interns volunteered at the event for a total of 100 hours. Contestants competed in mining events such as jackleg drilling, spike driving, hand mucking, and logging events like axe throwing, speed climbing, hand bucking, and log rolling.

In addition, our Community Affairs and Engagement Specialist is a member of the Juneau Chamber of Commerce Board of Directors. She also participates in the housing, governmental, and events committees for the City and Borough of Juneau.

Hecla Greens Creek received a 2023 Vocational Service Award from the Juneau Rotary Club, in recognition of our contributions to the community.

Examples of activities in 2023 include: (continued)

Keno Hill

Hecla offers support to residents of Keno City when public services are challenged. We established a call-in line for medical emergencies so we can provide medevac services to health facilities when the local health center is overwhelmed. We also conduct garbage pick-up.

In Mayo, we contributed to the annual firefighters' Christmas party where every child receives a gift. Hecla also donated to the Yukon Hospital Foundation's annual Christmas Festival of Trees to raise money for the hospital's mental health department.

In addition, our Director of Indigenous Affairs leads the local 4H Spirit Riders club, and she is the President of the Yukon Chamber of Mines. Our Capitals and Facilities Manager is a member of the board of directors at the Chamber of Mines.

Nevada

Nevada employees volunteered for numerous organizations in 2023, including working in the Winnemucca Ministerial Association's soup kitchen and attending the annual fundraising dinner for the Boys and Girls Club (Winnemucca chapter). directors at the Chamber of Mines.

In Midas, Hecla provided financial support for a Desert Research Institute survey of the Midas Cemetery and surrounding areas using drones and ground-penetrating radar. The survey revealed locations of unmarked graves, which is aiding historians in better understanding Midas' past as an early 20th-century mining town. The project will culminate with permanent signs at the cemetery to commemorate the burials.

San Sebastian

In 2023, we supported community organizations with donations to supplement their labor and material donations. We provided a pump system powered by solar panels as well as materials to build and expand cattle troughs to enable Ejido ranchers to bring drinking water to their cattle.

We also donated materials, supplies, and labor to 14 nearby schools to improve educational infrastructure. We provided school supplies directly to students as they began the new school year. We also donated candy bags and cakes for events such as Children's Day and Christmas.

Solar powered pump at San Sebastian

New cattle water troughs for Ejldo ranchers

Mural painting at Emiliano Zapata school at San Sebastian

Business and Industry Partnerships

We are an integral part of the business community where we have operations and participate in local chambers of commerce and economic development organizations. At Lucky Friday, Hecla is a member of the Historic Silver Valley Chamber of Commerce, Wallace Chamber of Commerce, and Silver Valley Economic Development Council.

Our Greens Creek operation is active in numerous local and state trade associations (see box). In 2023, we also contributed volunteer time for the annual Juneau Chamber dinner, helping with planning, set-up, and clean-up.

Trade Associations – Greens Creek Participation

- **Alaska Metal Mines:** Attended Board and legislative meetings, strategic planning session, Red Dog mine tour
- **Alaska Mining Association:** Hecla's senior management team attended the annual convention, with CEO Phillips Baker as keynote speaker. Sponsored Mining Forum, participated as panel speaker, keynote speaker, and panels on "building the local workforce" and "critical and essential minerals"
- **Alaska Resource Education:** Sponsored PoWR Group's advocacy for women in resource industries and a camp for female high school students. Participated as judge in elementary science fair. Our Community Affairs and Human Resources Manager is a member of the Board of Directors for Alaksa Resource Education
- **Alaska State Chamber:** Attended annual forum and legislative meetings
- **Women in Resources:** Attended annual reception and networking event for resource industry

Walkway at Keno Hill Camp

Human Capital Management

View from Galena Hill towards Keno City

Hecla's workforce has been the engine powering its success for over 130 years, which is why we weave our policies and practices related to people into Hecla's overall business strategy and objectives. We invest in Hecla's people by offering training, systems, and programs to support each employee's career progression; developing talent in our communities; and fostering inclusion.

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, motivate, and retain talented employees.

Human resources team members at each Hecla operation manage the company's processes and programs at their respective locations. At the executive level, the Senior Vice President–Chief Administrative Officer (CAO) is responsible for implementing Hecla's human capital management (HCM) program. He reports directly to the CEO and provides reports to the Board of Directors on a quarterly basis.

The CAO is an executive-level position to reflect the priority we place on utilizing our human capital resources to meet our corporate responsibility goals. We have further strengthened our commitment by linking selected goals to compensation for every Hecla executive as well as all salaried employees. These goals include increasing the representation of women within our management and professional staff. We are pleased to have met this diversity target in 2023.

Workforce Diversity 2023

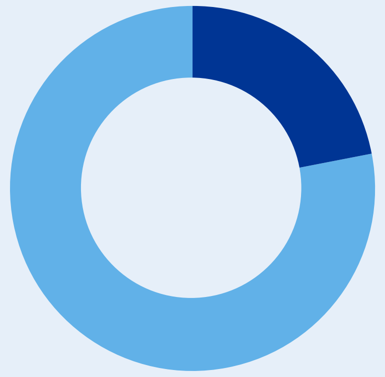
Total Workforce
2,455

Employees
1,780

Contractors
675

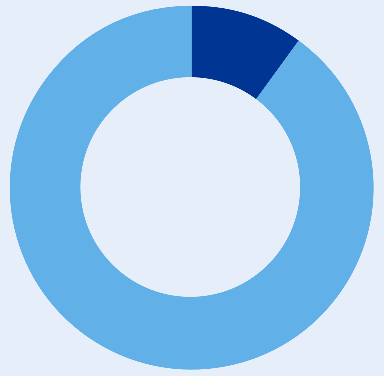
Employee Gender

Professional Roles



22% Women
78% Men

Overall



10% Women
90% Men

Employee Ages

21% Ages 29 & Under
51% Ages 30-49
28% Ages 50 & Over

Employee Ethnicity / Race (U.S. Only)[3]

87% White
3% American Indian or Alaska Native
3% Two or More Races (not Hispanic or Latino)
2% Hispanic/Latino
2% Black
1% Asian
1% Native Hawaiian or Other Pacific Islander

3) Total does not equal 100% due to rounding

Building a Skilled Workforce

Hecla is committed to developing a highly trained and motivated workforce to underpin its continued innovation and growth. We offer competitive compensation and benefits packages for our full-time employees. When seeking to fill open positions, we prioritize local hiring as part of our corporate responsibility and social obligation to the communities where we operate.

As of December 31, 2023, we had a total of 1,780 employees. Our Greens Creek mine in Alaska and our Keno Hill operation in Yukon are both camp jobs in remote locations, making it challenging to fill all open positions through the local population. When excluding these two sites, 74% of hiring was done locally in 2023. We continually work to increase our rates of local employment through targeted recruitment and initiatives to build future mining talent in our local areas.

Compensation and Benefits: Hecla understands the importance of a fair wage and is committed to ensuring all employees at our operations receive the compensation required to cover their basic needs as well as those of their families.

Hecla conducts an annual review of salaries across the company – including site level and corporate employees – to ensure gender pay equity. Our analysis for 2023 confirmed that the ratio of entry-level wage to minimum wage was the same by gender for salaried employees.

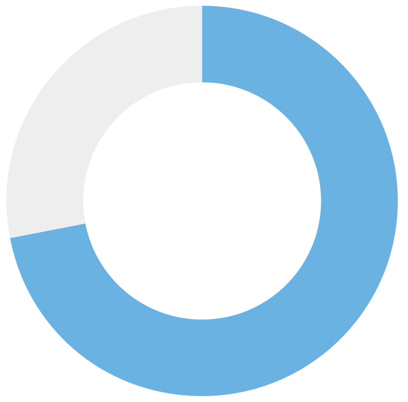
Benefits for full-time employees include health insurance, vision and dental coverage, life insurance, long- and short-term disability, wellness programs, and retirement provisions. We offer a 401(k) plan to U.S. employees, which includes matching contributions made with cash or Hecla stock to align employees' interests with other shareholders' interests. For Canadian employees, we match contributions to Registered Retirement Savings Plans (RRSPs) with cash.

Hourly employees at our sites have an incentive plan and this includes safety performance.

Employment

1,780

total number of employees at the end of 2023



74%

of workforce is local to our operations (excluding Greens Creek and Keno Hill)

Ratio of Hecla's Minimum Entry-Level Wage Vs Regional Minimum Wage in our Countries of Operation by Gender *

Male	Female
2.45X	2.45X

*Minimum Entry Level Wage is defined as the lowest wage rate received by a Hecla employee

Exploration Personnel at Keno Hill

Recruitment and Development: Hecla seeks to recruit talented employees and encourage them to develop their career paths at Hecla. As part of our recruitment strategy, we have developed relationships with university mining schools to engage with candidates for operational and technical roles. We also work with local universities to recruit candidates for positions in accounting, human resources, and information technology. We participate in career fairs at campuses and engage with schools to identify candidates for internships as well as full-time positions.

We seek to hire people with relevant skills and qualifications for modern mining operations, and we provide continuous access to training and growth opportunities.

We place a strong emphasis on training employees to manage and execute emerging technologies that make our workplace safer and more efficient. We provide technical training for maintenance employees in both classroom settings and online. For technical employees, trainings take place through conferences and off-site trainings, as well as online. For example, for our Lucky Friday workforce, we provide online training in coordination with North Idaho College through TPC Training and hands-on training by Caterpillar and Epiroc to ensure our maintenance employees continually 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.

Hecla's leadership program provides all supervisory employees with foundational training in key leadership attributes and Hecla's core values. In 2023, we provided training for 66 employees at two-day workshops across our locations. Our program focuses on how positive energy and a people-first mindset can promote employee engagement, inspire trust, and improve decision-making. Additional training in communication, coaching, emotional intelligence, and proper use of influence gives supervisors the tools they need to advance our mission and enable innovation.

We have also developed a leadership training program for front-line supervisors and site managers, and each supervisor or manager is expected to complete two training sessions per year. In 2023, over 75 employees completed this training.

Our Greens Creek team participated in the 2023 Juneau Job Fair. We also attend job fairs and other career events at universities throughout the western United States.

We participated in visits to several high schools organized by Women in Mining and a mining expo for high school freshmen

We hosted a mine tour at Greens Creek for high school students in a local Technical Trades Camp, organized by the Juneau Economic Development Center. We hosted the group for five days and provided presentations on various job functions across the mining sector.

Employee Engagement: Each quarter Hecla's CEO and other executives hold a town hall meeting at every operating site and corporate office to update employees about quarterly results, company strategy, and more. The CEO addresses employee comments and questions and receives feedback from the employees at each site.

In 2023, Hecla continued our annual employee survey covering satisfaction, ethics perceptions, and other topics. An independent auditing firm summarizes the results and provides them to Hecla without identifying details. Our HCM team discusses results with the Board of Directors. Our participation rate in 2023 was 95%. Over 90% of the employees who responded said they are aware of Hecla's Code of Conduct, and they have the opportunity to request clarification on its terms.

Family Day at Greens Creek

Juneau Gold Rush Days competition

Employee Activities at Greens Creek

- We brought 120 members of employees' families to the mine for a tour
- We held an annual Christmas party for employee families at a Juneau Community pool
- We held a "Trunk or Treat" Halloween event with employees at our Juneau office
- We organized two employee movie days
- We hosted a BBQ and s'mores social event for employees
- We sponsored employees to take part in the annual Juneau Gold Rush Days

Developing Talent in our Local Communities

Hecla is the largest private employer and taxpayer in Juneau, Alaska, near our Greens Creek mine. We are the second-largest private employer in Shoshone Country, Idaho, where our Lucky Friday mine is located. We are also a major employer and taxpayer at our locations in La Sarre, Quebec, and the Yukon Territory.

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. We also promote local hires through active recruiting programs at local and regional educational institutes including high schools, colleges, and universities. In addition, we participated in on-site recruiting events or provided technical presentations at colleges and universities in Alaska, Idaho, Montana, Nevada, South Dakota, Washington, and Quebec.

Hecla runs the Excel Program, an internal program for recent graduates that provides experience across multiple mine sites as well as the corporate office over the course of three or four years. Upon graduating from the program, participants take on leadership roles in different areas of the company.

Casa Berardi

Mineral Extraction Program in Quebec: In 2023, Hecla Quebec hired 13 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.

Mobile Mine Mechanics Training Program: Hecla Quebec partners with the James Bay and Lac Abitibi Vocational Training Centers on a training program for mine mechanics. We have hired eight of the program's ten graduates to date.

Lucky Friday

At the Lucky Friday mine, 76% of new hires in 2023 were from local communities. We recruit by attending job fairs, building relationships with local technical education centers, and reaching out to colleges and vocational programs. For example, we participated in the career fair for high school students in Troy, Montana.

In 2023, we offered a mine tour for engineering students from the University of Idaho to spark interest in mining careers. Hecla representatives also spoke about mining careers at Kootenai Technical Education Campus, a technical high school. We also participated in educational sessions at high schools in Post Falls, Coeur d'Alene, and Wallace, which were organized by the nation-wide organization Women in Mining.

In 2023, Lucky Friday hosted eight college students for summer internships in the fields of geology, mine engineering, metallurgical engineering, geotechnical engineering, environmental engineering, and mechanical engineering. One of these interns is now a full-time employee at Lucky Friday.

Middle School tour in Mill Control Room at Greens Creek

Pathway to Mining Careers

Our partnership with the University of Alaska Southeast

Step 1 Complete course in Introduction to Mining Careers and Occupations

Step 2 Apply to UAS Diesel/Mine Mechanic Program and apply for Hecla Scholarship support

Step 3 Interview for summer internship experience with Hecla

Step 4 Interview for job opportunity with Hecla

UAS Pathways students during Greens Creek site tour

Greens Creek

The Greens Creek mine runs several local recruitment initiatives with the aim of keeping qualified mining professionals in Alaska. We have hired four graduates from the Juneau area through the Underground Mine Training Camp and the Surface Mining Operations Camp programs in Delta Junction, who are now underground support miners.

Hecla Greens Creek provides internships for students from around the U.S. to develop their skills and knowledge. Our 2023 interns worked with Hecla in the areas of: diesel mechanics, millwrights, electrical, geological engineering, environmental engineering, mine engineering, and metallurgical engineering.

Hecla has invested more than $2.1 million in University of Alaska Southeast (UAS) since 2010. Our Community Affairs & Human Resources Manager is a member of the UAS Campus Advisory Council.

Pathway Program and UAS Center for Mining Training: Hecla has partnered for 13 years with the UAS Center for Mine Training and donated over $1.8 million to its Pathways to Mining Careers workforce development program 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.

UAS - Environmental Science Program: Greens Creek is supporting the Environmental Science program at UAS with a contribution of $300,000 to the endowment fund.

University of Alaska–Fairbanks Geology Scholarship: Hecla provides a scholarship for one student each year to complete geology coursework.

Mining and Petroleum Training Service (MAPTS): Hecla supports this program at the University of Alaska-Fairbanks that introduces underground mining, a culture of safety, and camp-style work. The program leads to full-time employment. In 2023, we sponsored five graduates for a total of 66 graduates since the program began in 2014.

Hecla also offers scholarships to promising students in relevant careers, often leading to hiring the students for full-time positions upon graduation.

Greens Creek provides two full scholarships per year to students at Prince William Sound College (PWS) with the expectation of becoming a full-time millwright (maintenance mechanic) at Hecla upon graduation. In 2023, we provided a full scholarship and offered two graduates full-time employment upon graduation. The program comes with a two-year work commitment. Hecla's fixed assets superintendent made the PWS College commencement speech in 2023.

Greens Creek proactively engages with local high schools and colleges to discuss careers at Hecla. In 2023 we participated in career fairs at high schools in Juneau, Haines, and Angoon, Alaska, as well as the Colorado School of Mines. We made targeted outreach to Indigenous community members at the Angoon fair and offered two internships at the 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, or physical or other disability.

We seek to demonstrate our commitment to diversity and inclusion from the highest levels of our organization. Our Board of Directors' Governance and Social Responsibility Committee 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. Currently 29% of our directors are women, including the Board Chair.

In general, our workforce reflects the demographics of the communities near our mine sites, from which we recruit our labor force. For the U.S., Hecla analyzes this trend on a yearly basis in support of our goal to be a responsible employer in the communities where we operate. In 2023, our U.S. workforce was more racially diverse than the communities in which we work, with the exception of our Greens Creek site on an island near Juneau, Alaska. The operation at Greens Creek is a camp job; 67% of employees fly in and fly out.

Hecla seeks to create more opportunities for women in our company and within the mining industry, which historically has had a predominantly male workforce. In 2023, we renewed our goal to increase the proportion of women in professional roles by 5% each year. This goal was linked to a short-term bonus for salaried employees, including those involved in hiring. By the end of 2023 we achieved this goal, increasing the percentage of women in professional roles by 5% from 2022. Overall, women made up 10% of our total workforce in 2023 and 22% at the professional/managerial level.

Hecla invests in a corporate membership in [Women in Mining]. We support WIM's efforts to improve industry-wide gender diversity and are pleased to collaborate with the association to positively impact the future of talent in mining.

Our corporate membership allows us to post jobs targeting all members of the network, as a way to increase the hiring of women across the company. WIM also provides networking opportunities and other ways to support women employees that have been identified as potential future leaders within the company.

Our corporate membership enables 20 staff members to participate, and our employees have taken active roles in local chapters. The chief environmental engineer at Greens Creek serves as vice president of the recently founded Alaska chapter of WIM, which advocates for women in Alaska's mining industry.

We continue to seek ways to create more networking opportunities for women at Hecla. The company sponsored attendance for women in our Idaho corporate office and Lucky Friday mine to attend the Gonzaga University Women's lunch and presentation. We also hosted eight women in Hecla leadership roles to attend a three-day retreat with the chair of the Board of Directors, the CEO, and the CAO.

DEI Training: Hecla periodically holds company-wide training to foster an inclusive, welcoming workplace. Trainings are mandatory, and employee participation is monitored and tracked by a third party to ensure actual completion. The one-hour company-wide courses cover anti-discrimination, anti-bullying, workplace sexual harassment, and other diversity and inclusion topics.

In 2023, the Greens Creek and Lucky Friday sites also held in-person Harassment Free Workplace trainings for all employees. Lucky Friday held additional in-person training on the same topic targeting managers and supervisors.

Metallurgical Engineer at Lucky Friday Operations

Governance Policies and Structures

Stormwater pond at reclaimed Troy mine

Hecla is committed to operating our business with the highest standards of ethics and integrity to earn the trust of our shareholders and other stakeholders, including employees, suppliers, investors, First Nation partners, regulators, and local communities. This commitment is built on the core values – such as honesty and integrity, respect, and responsibility – that have been the foundation of our business strategy and success for over 130 years and are embedded in all aspects of our daily operations.

We have implemented comprehensive governance practices for transparency in our reporting and fostering accountability for our Board of Directors and management. Strong governance also ensures that Hecla maintains robust programs to manage risks, uphold compliance with laws and regulations, and promote ethical business conduct.

Corporate Governance Structures

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 embody key 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. The Corporate Governance Guidelines are reviewed on an annual basis by the Board's Governance and Social Responsibility Committee and are revised as appropriate.

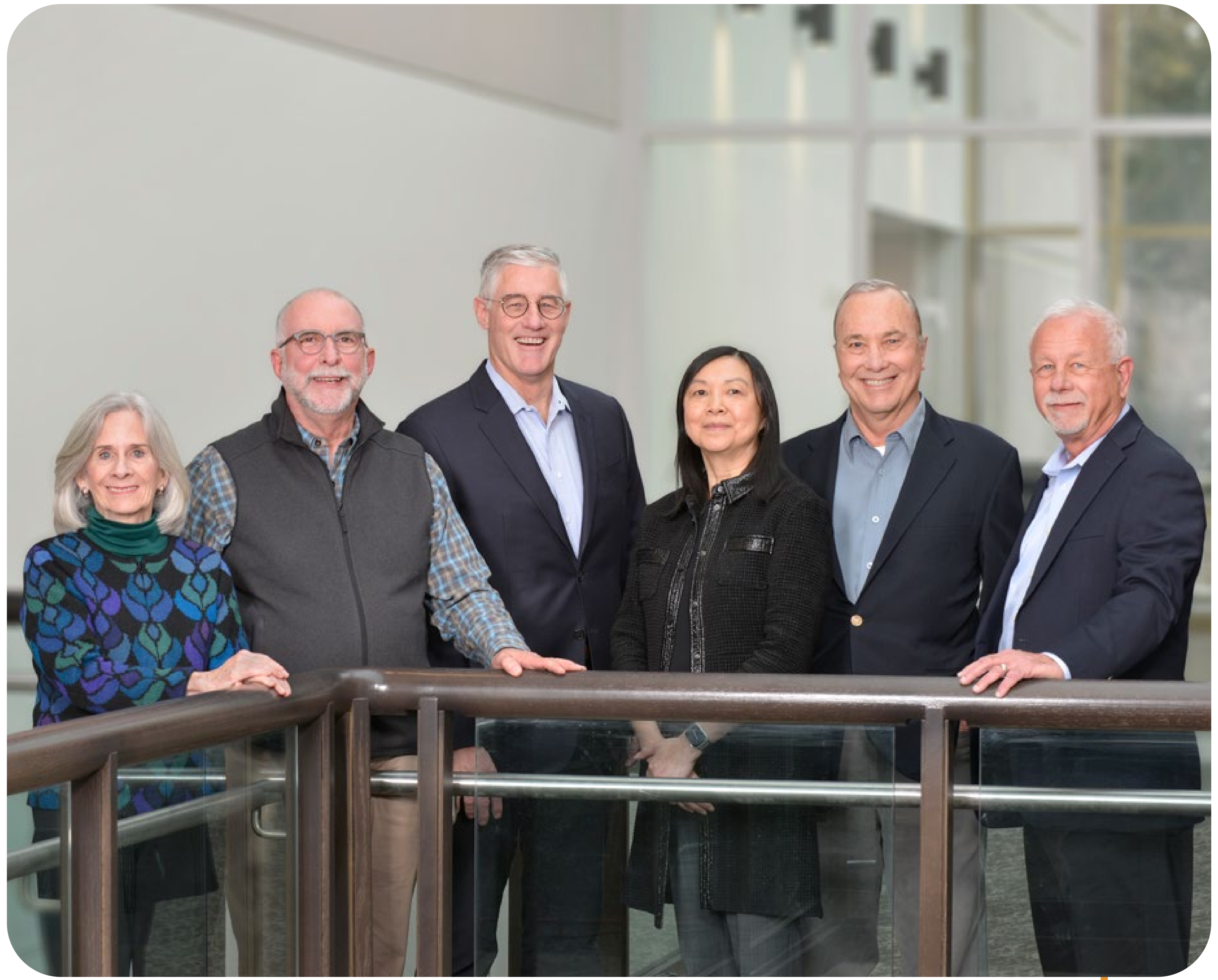
Hecla's Board has four primary standing committees – Audit; Compensation; Governance and Social Responsibility; and Health, Safety, Environmental and Technical (HSET). The membership of these standing committees is comprised entirely of independent directors. The standing committees provide oversight roles in various areas of risk management and ESG, detailed on the next page. In addition, the Board has an Executive Committee which may act on behalf of the full Board on certain delegated matters between regularly scheduled meetings when time is of the essence.

The roles of Chair 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 if the roles of Chair and CEO are ever held by one person. Six of our seven Directors are independent, including the Chair of the Board.[4]

We remain committed to recruiting additional independent directors who will expand the Board's skillsets, perspectives, and capabilities. This helps to meet our objective of having a Board of Directors with expansive and diverse experience, a deep understanding of the challenges and opportunities associated with our business, and a focus on value and sustainability for the benefit of all stakeholders.

Our Corporate Governance Guidelines also include a mandatory retirement policy which provides that no director may be nominated for election after reaching the age of 75, with the goal of enhancing Board refreshment to provide new perspectives and ideas. Currently, our average director tenure is nine years. Five of our seven directors have joined the Board since 2016, a 71% change in our membership.

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. While reviewing Board composition, the knowledge, skills, and experience of directors related to ESG matters are considered, including experience with sustainability, diversity, and inclusion initiatives. Currently, all seven of Hecla's directors have demonstrated experience in environmental and social responsibility.



Board of Directors (L-R)

Catherine J. Boggs, chairperson; Charles B. Stanley; Phillips S. Baker, Jr.; Alice Wong; George R. Johnson; and Stephen F. Ralbovsky (Director Mark Board not pictured)

4) In February 2024, Hecla's Board size increased from six to seven directors

Board Diversity

Our Board benefits from the valuable experience of directors who bring a diversity of thought, skills, and industry backgrounds in finance, management, mining, and international business. We also seek to ensure varied perspectives through diversity of gender, age, race, ethnicity, and cultural backgrounds. Hecla is committed to maintaining or improving the level of diversity on our Board of Directors. Hecla's goal of a diverse Board of Directors informs our consideration of new candidates to join the Board.

Currently, two of our seven directors (29%) are women, including our Board Chair. At the committee level, one of the four chairs is a woman.

Risk Management

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

Board Oversight of Risk: 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 ESG goals.

29%

Women Directors

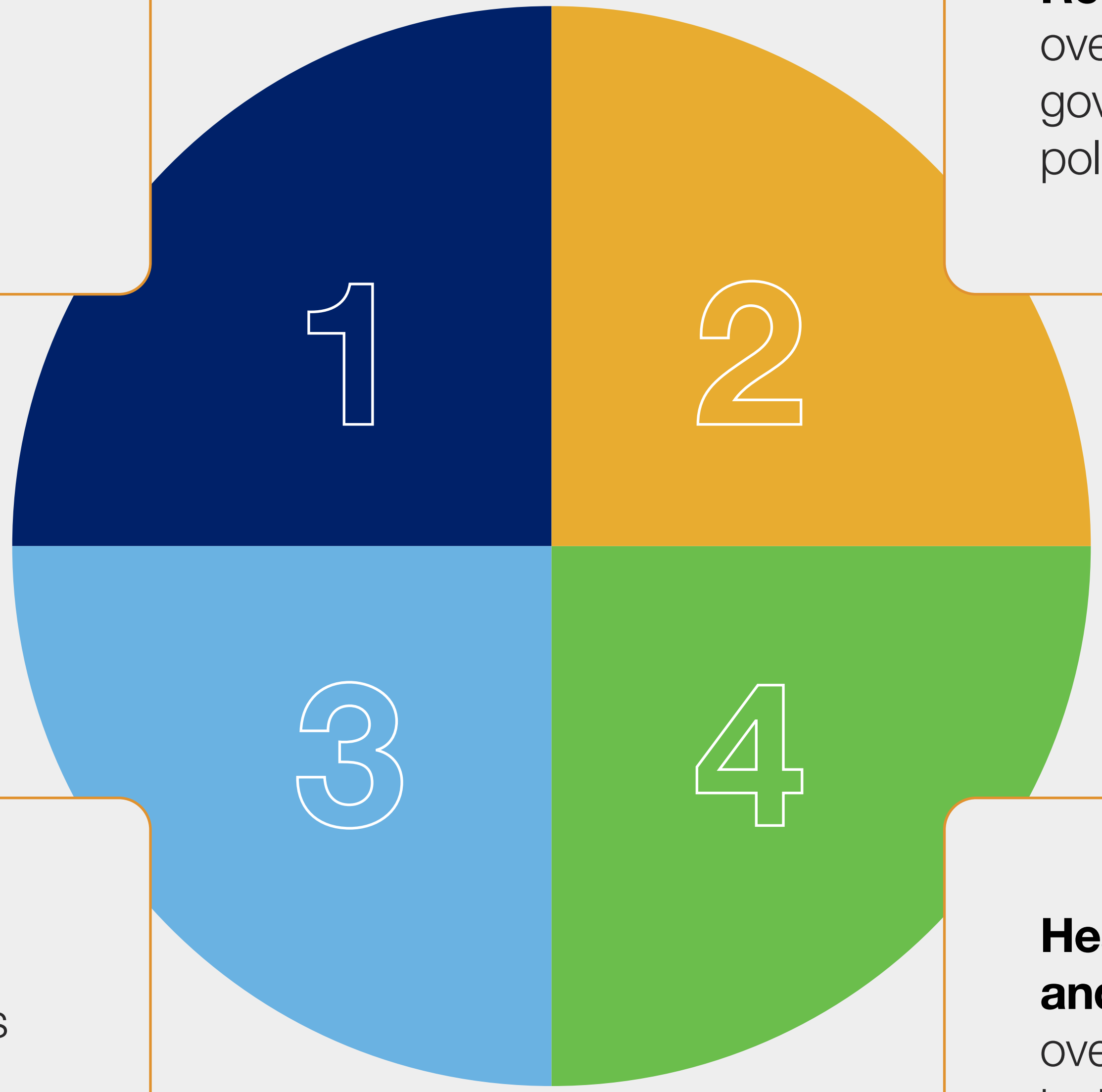
86%

Independent Directors

The Board has delegated specific risk oversight responsibility to several committees of the Board, resulting in a holistic view of risk. Delegation of risks includes, but is not limited to:

Audit Committee oversees enterprise risks relating to 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 risks 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

Executive Leadership on Risk: Hecla's risk management system follows a "chain of command" reporting system in which supervisors monitor their respective departments and seek continual feedback from employees and service providers on potentially material events. This system is designed to ensure that information reaches the appropriate levels of the company, including the Board of Directors.

In cases where a question of materiality, public disclosure or legal exposure is in question, our Senior Vice President–Chief Administrative Officer (CAO) or Vice President–General Counsel will direct the information to other members of management or the Board as appropriate. Additionally, at our standing weekly senior staff meetings, the CEO, his direct reports, and occasionally other employees meet for two hours to discuss key issues facing the company.

Management of Climate Risk: Assessing risks to our company related to climate change is part of our overall risk assessment process. In 2023, we carried out a high-level risk assessment for Keno Hill to study likely impacts on the new mining operation.

Management of Cybersecurity Risk: Hecla's management provides risk assessments on cybersecurity to the Audit Committee. The updates include assessments of the overall threat landscape and related strategies and investments. The Audit Committee's charter mandates a periodic review of the charter's contents, including with respect to cybersecurity risks.

In 2023, Hecla created a new leadership position, Vice President of Information Technology (VP-IT). This executive reports to the CAO, who is well-positioned to escalate any cybersecurity incident or material development to senior management and the Board, and provides updates to the Audit Committee at least annually. Our IT department is fully staffed and includes dedicated resources to cybersecurity. On a daily basis the VP-IT monitors our threat detection and response tools for any attempted or successful hacks or other incursions into our IT environment, both externally and internally. These are reviewed and mitigated when necessary, and relevant information is brought to the appropriate levels of the company via the processes noted above. The IT team regularly attends seminars, workshops, and other continuing education events to help keep abreast of current events and best practices.

In 2023, we had no material cybersecurity incidents.

Cybersecurity Program: Hecla's cybersecurity program uses multiple security measures to protect our assets, designed so that if one line of defense is compromised, additional layers exist to ensure that threats are stopped along the way. This program actively identifies internal and external threats and protects computer systems from attack, detects known threats and suspicious activity within the network, and supports response and recovery should a cyber incident occur. As part of this program, we engage third-party resources to augment monitoring capabilities, review and assess the security program, and advise on improvements. Additionally, we conduct a National Institute of Security and Technology (NIST) self-assessment annually to determine overall health of our security program. Acceptable IT use policies are in place and communicated to employees and contract staff, and employees complete periodic training on the importance of cybersecurity and steps for avoiding incidents.

Any material cybersecurity incident that we become aware of follows our standard guidelines for crisis communications and response, engaging personnel, management, and the Board of Directors as appropriate. In cases where the materiality of a cybersecurity incident is not immediately apparent, our VP-IT would report the incident to the CAO and our General Counsel, and we would engage our monitoring process for managing potential crises.

When a cybersecurity incident is detected, we conduct an impact assessment, determine materiality, and take appropriate actions. This process is also followed when notified that a software/services supplier has a cybersecurity incident.

Our management regularly reviews cybersecurity planning, including development and management of the program, budgeting, and participation in the incident response plan. The management team involved in this review includes our CEO, CAO, Chief Financial Officer (CFO), General Counsel, and VP-IT. These reviews can also provide topics for discussion at Board and/or Audit Committee meetings.

Hoist Operator at Lucky Friday

In 2023, we had no material cybersecurity incidents.

Policies for Transparency, Ethics, and Anti-Corruption

Code of Conduct: 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 clarifies the behaviors we expect from each other as stewards to our communities, shareholders, and other stakeholders.

The Code of Conduct covers topics including conflicts of interest, confidentiality, protection of company assets, dealing with government officials, the Foreign Corrupt Practices Act (FCPA) and anti-bribery, insider trading, communications with investors and media, community relations, safety and security, discrimination and harassment, and record retention. The Code of Conduct prohibits bribery and any other conduct that would violate the FCPA.

To further strengthen our anti-corruption commitment, the Code states 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 FCPA, which sets forth requirements for the company's relationships with non-U.S. government representatives. 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).

The Code applies to all of our directors and employees around the world. The company also expects all agents, consultants, and service providers to act ethically and consistently with our Code when conducting business on our behalf. Moreover, everyone who is part of the Hecla team is expected to be an advocate for honest and ethical behavior.

Our General Counsel is responsible for the administration of the Code, and the Board of Directors and the Governance and Social Responsibility Committee oversee compliance to the Code. The Committee conducts a review of our Code on an annual basis, at minimum, and makes necessary updates.

To ensure continuous employee awareness of the Code and ensure a compliance-driven workplace, it is provided to all Hecla salaried employees in the appropriate language, and it is maintained online on the Hecla Mining Company website. At the start of their employment or association with Hecla, and annually thereafter, all salaried employees are required to acknowledge that they have read and understood the Code, and that they agree to abide by it. Employees are invited to ask questions upon reviewing the Code. In 2023, 100% of salaried employees signed the acknowledgement of the Code. We also provide periodic training on the Code.

The Code encourages employees to speak with their supervisor or manager about any questions about the Code or situations that are not addressed in the Code. Further guidance can be sought from Hecla's General Counsel or CAO.

In 2023, Hecla had no material fines as defined by the U.S. Securities and Exchange Commission (SEC) and we finalized a consent agreement with the EPA for a 2019 finding on hazardous waste management at our Greens Creek mine. Please see our SEC filings for more information.

Tailings project safety discussion at Lucky Friday

Additional Ethics Policies: Hecla maintains a separate policy on insider training in addition to the guidance in the Code of Conduct. The policy, which was updated in 2023, is provided to all salaried employees at their time of hire and requires annual certification. The policy states that all management and employees must comply not only with all federal and state securities laws and regulations, but also with other terms that go beyond the minimum required by law, such as no pledging or short selling of Hecla shares.

We maintain a Code of Ethics that applies to Hecla's CEO and senior financial officers. The Code of Ethics establishes the highest ethical practices in financial reporting and transparency.

Although it was not required by law until 2023, 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. In 2023, we amended the policy to ensure compliance with new SEC rules.

Freedom of Association and Collective Bargaining: We recognize the rights of our employees including freedom of association and the ability to engage in collective bargaining. In early 2023, Hecla ratified a six-year contract agreement with the union representing our hourly employees at the Lucky Friday mine – approximately 15% of our employees. Employees at our other sites have chosen not to unionize. In 2023, no strikes or lockouts took place at any of our operations.

Responsible Supply Chain: Hecla seeks to work with suppliers who share its values and ethical standards. Hecla maintains a Supplier Code of Conduct that describes our expectations for all suppliers, vendors, and third-party contractors to act ethically when conducting business on Hecla's behalf. The Supplier Code also includes the Hecla Code of Conduct. Additional information on our efforts around modern slavery in the supply chain are available on our website. To the best of our knowledge, no forced or child labor takes place within our supply chain.

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 to report issues or concerns, with the option to remain anonymous. The telephone helpline and online portal are managed by an independent service provider, and all reports are provided to Hecla's General Counsel and investigated as appropriate.

According to our structures for processing these reports, any calls are investigated by our General Counsel, who consults with outside counsel, conducts interviews, and takes other measures necessary to resolve the matter. The General Counsel provides a report to the Audit or Governance and Social Responsibility Committees and responds to submissions via the online portal.

The General Counsel updates the Board's Governance and Social Responsibility Committee, or the Audit Committee in the event of financial issues, on the outcome of any reports that are investigated along with corrective actions taken if a report is substantiated. Hecla's Whistleblower Policy includes our strict non-retaliation policy to protect any whistleblowers who report wrongdoing in good faith or cooperate in an investigation.

In 2023, there were no reports to the helpline.

Ethics Audits: Using a third-party service, Hecla performs an internal ethics audit on a yearly basis. Employees are asked to complete an anonymous questionnaire regarding their understanding of the Code of Conduct, their opportunities to ask questions about the Code, and their perception of Hecla and its leaders as fostering an ethical environment and demonstrating ethical values and practices.

The results of each audit are summarized for review by senior management. Action is taken as needed, and the Board of Directors is briefed on the survey results and plans for further action.

In 2023, 93% of Hecla employees completed the survey. Affirming that Hecla fosters an ethical work environment, employees reported:

- I believe the company acts ethically (96.3%);
- The Code of Conduct has been effectively communicated to me (97.8%) and I have an opportunity to request clarifications to help me make ethical business decisions (98.6%); and
- I am aware of our Code of Conduct (99.6%).

Tax Transparency: Hecla is committed to transparency regarding taxation and welcomes the economic benefits our tax contributions bring to each community in which we operate and employ community members. We pay many types of taxes in support of our communities beyond income tax, including mineral, sales, property, and payroll taxes as well as various royalties and fees. These types of taxes make up our total government contribution of more than $104 million. For more discussion of our economic impacts, please refer to the **Local Communities** chapter and the **Appendix** of this report, which indicate our tax contributions by country and type of contribution.

93%

of Hecla employees completed the internal ethics survey in 2023

Mill Operator at Lucky Friday

Human Rights

Hecla supports fundamental human rights in all our operations, including our supply chain, and in all jurisdictions in which we conduct 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.

This includes providing assurance that our operations will not support, benefit from, or contribute to unlawful armed conflict, human rights abuses, or breaches of international humanitarian law. The Hecla Code of Conduct expresses our commitment to fair, ethical, and responsible business practices as we engage with our employees, vendors, and communities around our operations.

Hecla expects its contractors and suppliers to uphold these same standards; this includes third-party contract security providers. Our Supplier Code of Conduct states that contractors and suppliers are expected to uphold the highest standards of human rights, and we ask them to commit to respecting fundamental human rights in their own companies and supply chains.

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.

On child and forced labor, the Casa Berardi mine has been verified as being compliant in accordance with the Towards Sustainable Mining (TSM) Protocol on the Prevention of Child and Forced Labor by an external auditor. While risks related to forced labor are typically low in Canada, Hecla has implemented the following preventative measures:

- A clear commitment through the implementation of an internal policy on preventing forced labor;
- Internal guidelines to reinforce compliance with the Province's minimum age requirements for working within the mining sector; and
- The establishment of employees' right of refusal, which is exercisable regarding overtime, and other situations within the workplace.

At Casa Berardi, we provide specific training on the right to refuse overtime and to refuse a task that threatens safety, as required in Quebec.

Underground tour at Keno Hill

Our corporate governance and related documents are available on our website at www.hecla.com by selecting the tab titled "Company" and then selecting the tab titled "Governance and Ethics." These include:

- Bylaws
- Restated Certificate of Incorporation
- Corporate Governance Guidelines
- Whistleblower Policy
- Code of Conduct
- Code of Ethics: CEO and Senior Financial Officers
- Supplier Code of Conduct
- Human Rights Statement
- Safety and Health Policy
- Bribery and Anti-Corruption Policy (included in Code of Conduct)
- Charters of the Audit, Compensation, Governance and Social Responsibility, and Health, Safety, Environmental and Technical Committees of the Board

Public Policy

South of Midas mine, Nevada

Government policies are critical factors with impacts on Hecla and our stakeholders. We responsibly and constructively advocate 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, and environmental, health, and safety standards. We are also members of trade associations that advocate on behalf of the natural resources industry.

Political Activities

Hecla strives to fully comply with all federal, state, local, and foreign laws governing lobbying and the contribution of funds or assets to candidates for political office or to political parties. Under U.S. federal law, we may not contribute corporate funds or make in-kind corporate contributions to candidates for federal office. The company may, from time to time, express an opinion about local and national issues affecting our business.

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 federal office that support a regulatory and legislative environment conducive to the operation and development of our mines. The operation of the PAC complies with federal election law and regulations.

In 2023, the Hecla PAC contributed $12,500 to candidates. Additional policies related to our dealings with government officials are included in our Code of Conduct and are reported annually to the Board.

Hecla supports employee and director participation in the political process, but it must occur in their private capacity and using their private time and property.

Industry Associations

Hecla actively participates and holds leadership positions in national and regional organizations that advocate on behalf of our industry. Hecla's CEO is the Chairman of the Silver Institute, our Vice President–Corporate Development and Sustainability is on the ESG Task Force of the National Mining Association, and our Director–Governmental Affairs was the 2023 President of the American Exploration & Mining Association (AEMA).

Examples of our Memberships Include:

- Alaska Metal Mines
- Alaska Miners Association
- American Exploration & Mining Association
- Association for Mineral Exploration
- Canadian Institute of Mining, Metallurgy and Petroleum
- Idaho Business for Education
- Idaho Mining Association
- Women's Mining Coalition
- The Mining Association of Canada
- National Mining Association
- Nevada Mining Association
- Prospectors & Developers Association of Canada
- Quebec Mining Association
- The Silver Institute
- Society for Mining, Metallurgy & Exploration
- Idaho Association of Commerce & Industry
- Yukon Chamber of Mines

Appendix

Headframe of Casa Berardi mine

GRI Content Index

Disclosure	Location
General Disclosures	
Organizational profile	
GRI 2: General Disclosures 2021	
2-1 Organizational details	Introduction: About Hecla
2-2 Entities included in the organization's sustainability reporting	Introduction: About This Report
2-3 Reporting period, frequency and contact point	Introduction: About This Report
2-4 Restatements of information	No restatements of information
2-5 External assurance	No external assurance at this time
2-6 Activities, value chain and other business relationships	Introduction: About Hecla
2-7 Employees	Data Tables: Workforce
2-8 Workers who are not employees	Data Tables: Workforce
2-9 Governance structure and composition	Governance Policies and Structures: Corporate Governance Structures
2-10 Nomination and selection of the highest governance body	Governance Policies and Structures: Corporate Governance Structures
2-11 Chair of the highest governance body	Governance Policies and Structures: Corporate Governance Structures
2-12 Role of the highest governance body in overseeing the management of impacts	Governance Policies and Structures: Corporate Governance Structures Introduction: Our ESG Approach
2-13 Delegation of responsibility for managing impacts	Governance Policies and Structures: Corporate Governance Structures
2-14 Role of the highest governance body in sustainability reporting	Governance Policies and Structures: Corporate Governance Structures
2-15 Conflicts of interest	Governance Policies and Structures: Corporate Governance Structures
2-16 Communication of critical concerns	Governance Policies and Structures: Corporate Governance Structures
2-17 Collective knowledge of the highest governance body	Governance Policies and Structures: Corporate Governance Structures 2024 Proxy Statement, Knowledge, Skills and Experience
2-18 Evaluation of the performance of the highest governance body	2024 Proxy Statement, Board and Committee Self-Evaluation Process and Evaluation Process
2-19 Remuneration policies	2024 Proxy Statement, Compensation Committee Procedures 2024 Proxy Statement, Compensation of Non-management Directors 2024 Proxy Statement, Compensation Risk Analysis 2024 Proxy Statement, Compensation of Named Executive Officers

GRI Content Index

Disclosure	Location
2-20 Process to determine remuneration	2024 Proxy Statement, Compensation Committee Procedures 2024 Proxy Statement, Compensation of Non-management Directors 2024 Proxy Statement, Compensation Risk Analysis 2024 Proxy Statement, Compensation of Named Executive Officers
2-21 Annual total compensation ratio	2024 Proxy Statement, CEO Pay Ratio
2-22 Statement on sustainable development strategy	Introduction: CEO Letter
2-23 Policy commitments 2-24 Embedding policy commitments	Introduction: CEO Letter Environment: Environmental Management Environment: Climate Change Social: Worker Safety and Health Social: Local Communities Social: Human Capital Management Governance: Governance Policies and Structures Governance: Public Policy
2-25 Processes to remediate negative impacts	Social: Local Communities
2-26 Mechanisms for seeking advice and raising concerns	Governance: Governance Policies and Structures
2-27 Compliance with laws and regulations	Introduction: CEO Letter Environment: Environmental Management Environment: Climate Change Social: Worker Safety and Health Social: Local Communities Governance: Governance Policies and Structures Data Tables: Environmental Compliance
2-28 Membership associations	Social: Local Communities Governance: Public Policy
2-29 Approach to stakeholder engagement	Introduction: CEO Letter Introduction: Our ESG Approach Environment: Environmental Management Social: Local Communities Governance: Governance Policies and Structures
2-30 Collective bargaining agreements	Governance Policies and Structures: Policies for Transparency, Ethics, and Anti-Corruption

GRI Content Index

Disclosure	Location
Material topics	
GRI 3: Material Topics 2021	
3-1 Process to determine material topics	Introduction: Our ESG Approach
3-2 List of material topics	Occupational Health & Safety, Tailings & Waste, Community Engagement, Water & Effluents, Climate Change, Human Rights, Biodiversity, Air Quality Emissions, Rights of Indigenous People, Diversity & Equal Opportunity, Ethics & Integrity, Site Closure & Rehabilitation, Environmental Management System, Labor Relations, Governance
Market presence	
GRI 202: Material Topics 2016	
202-1 Relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage	Human Capital Management: Building a Skilled Workforce
Water and effluents	
GRI 3: Material Topics 2021	
3-3 Management of material topics	Environmental Management: Water
GRI 303: Water and Effluents 2018	
303-1 Interactions with water as a shared resource	Environmental Management: Water
303-2 Management of water discharge-related impacts	Environmental Management: Water
303-3 Water withdrawal	Data Tables: Water
303-4 Water discharge	Data Tables: Water
303-5 Water consumption	Data Tables: Water
Biodiversity	
GRI 3: Material Topics 2021	
3-3 Management of material topics	Environmental Management: Biodiversity and Land
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	Environmental Management: Biodiversity and Land
304-2 Significant impacts of activities, products and services on biodiversity	Environmental Management: Biodiversity and Land
304-3 Habitats protected or restored	Environmental Management: Biodiversity and Land
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Environmental Management: Biodiversity and Land

GRI Content Index

Disclosure	Location
Emissions	
GRI 3: Material Topics 2021	
3-3 Management of material topics	Environment: Climate Change
GRI 305: Emissions 2016	
305-1 Direct (Scope 1) GHG emissions	Environment: Climate Change Data Tables: GHG Emissions
305-2 Energy indirect (Scope 2) GHG emissions	Environment: Climate Change Data Tables: GHG Emissions
305-4 GHG emissions intensity	Environment: Climate Change Data Tables: GHG Emissions
305-5 Reduction of GHG emissions	Environment: Climate Change Data Tables: GHG Emissions
305-6 Emissions of ozone-depleting substances (ODS)	Hecla produces a nominal amount of ODS emissions, therefore, this metric is not material.
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Environmental Management: Air: Non-GHG Air Emissions Data Tables: Non-GHG Air Emissions
Waste	
GRI 3: Material Topics 2021	
3-3 Management of material topics	Environmental Management: Tailings and Waste
GRI 306: Waste 2020	
306-1 Waste generation and significant waste-related impacts	Environmental Management: Tailings and Waste
306-2 Management of significant waste-related impacts	Environmental Management: Tailings and Waste
306-3 Waste generated	Data Tables: Waste
306-4 Waste diverted from disposal	Data Tables: Waste
306-5 Waste directed to disposal	Data Tables: Waste
Occupational health and safety	
GRI 3: Material Topics 2021	
3-3 Management of material topics	Social: Worker Safety and Health

GRI Content Index

Disclosure	Location
GRI 403: Occupational Health and Safety 2018	
403-1 Occupational health and safety management system	Worker Safety and Health: Safety and Health Management System
403-2 Hazard identification, risk assessment, and incident investigation	Worker Safety and Health: Safety and Health Management System
403-3 Occupational health services	Social: Worker Safety and Health
403-4 Worker participation, consultation, and communication on occupational health and safety	Social: Worker Safety and Health
403-5 Worker training on occupational health and safety	Social: Worker Safety and Health
403-6 Promotion of worker health	Worker Safety and Health: Promoting Employee Wellness
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Social: Worker Safety and Health
403-8 Workers covered by an occupational health and safety management system	Worker Safety and Health: Safety and Health Management System
403-9 Work-related injuries	Data Tables: Health and Safety
Diversity and equal opportunity	
GRI 3: Material Topics 2021	
3-3 Management of material topics	Human Capital Management: Board and Management Oversight of HCM
GRI 405: Diversity and Equal Opportunity 2016	
405-1 Diversity of governance bodies and employees	Data Tables: Workforce Diversity Human Capital Management: Fostering Diversity and Inclusion
Rights of Indigenous peoples	
GRI 3: Material Topics 2021	
3-3 Management of material topics	Local Communities: Indigenous Relations
GRI 411: Rights of Indigenous Peoples 2016	
411-1 Incidents of violations involving rights of indigenous peoples	Local Communities: Indigenous Relations
Local communities	
GRI 3: Material Topics 2021	
3-3 Management of material topics	Social: Local Communities
GRI 413: Local Communities 2016	
413-1 Operations with local community engagement, impact assessments, and development programs	Social: Local Communities

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 Data Tables: GHG Emissions
	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
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	Environmental Management: Air: Non-GHG Air Emissions Data Tables: Non-GHG Air Emissions
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	EM-MM-130a.1	Environment: Climate Change Data Tables: Site Data
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	Environmental Management: Water Data Tables: Water
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	EM-MM-140a.2	Environmental Management: Water

SASB Content Index

Disclosure	Accounting Metric	Code	Section Reference
Waste & Hazardous Materials Management	Total weight of non-mineral waste generated	EM-MM-150a.4	Data Tables: Waste
	Total weight of tailings produced	EM-MM-150a.5	Data Tables: Waste
	Total weight of waste rock generated	EM-MM-150a.6	Data Tables: Waste
	Total weight of hazardous waste generated	EM-MM-150a.7	Data Tables: Waste
	Total weight of hazardous waste recycled	EM-MM-150a.8	Data Tables: Waste
	Number of significant incidents associated with hazardous materials and waste management	EM-MM-150a.9	Environmental Management: Tailings and Waste
	Description of waste and hazardous materials management policies and procedures for active and inactive operations	EM-MM-150a.10	Environmental Management: Tailings and Waste Data Tables: Tailings Table
Biodiversity Impacts	Description of environmental management policies and practices for active sites	EM-MM-160a.1	Environmental Management: Biodiversity and Land
	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	EM-MM-160a.2	Environmental Management: Biodiversity and Land
	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	EM-MM-160a.3	Environmental Management: Biodiversity and Land
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	Local Communities: Indigenous Relations
	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	Local Communities: Indigenous Relations Governance Policies and Structures: Human Rights

SASB Content Index

Disclosure	Accounting Metric	Code	Section Reference
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	EM-MM-210b.1	Social: Local Communities
	Number and duration of non-technical delays	EM-MM-210b.2	Data Tables: Community Relations
Labor Relations	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	EM-MM-310a.1	Governance Policies and Structures: Policies for Transparency, Ethics, and Anti-Corruption
	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 3/4 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 Data Tables: Health and Safety
Business Ethics & Transparency	Description of the management system for prevention of corruption and bribery throughout the value chain	EM-MM-510a.1	Governance Policies and Structures: Policies for Transparency, Ethics, and Anti-Corruption
	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) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	EM-MM-540a.1	Data Tables: Tailings Table
	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	EM-MM-540a.2	Environmental Management: Tailings and Waste
	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	EM-MM-540a.3	Environmental Management: Tailings and Waste Environment: Climate Change
Activity Metrics	Production of (1) metal ores and (2) finished metal products	EM-MM-000.A	Data Tables: Production
	Total number of employees, percentage contractors	EM-MM-000.B	Data Tables: Workforce

TCFD Content Index

Disclosure	Accounting Metric	Section Reference
Governance	a) Describe the board's oversight of climate-related risks and opportunities.	Introduction: Our ESG Approach Governance Policies and Structures: Corporate Governance Structures
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	Introduction: Our ESG Approach Governance Policies and Structures: Corporate Governance Structures
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Climate Change: Strategy and Risk Management
Risk Management	a) Describe the organization's processes for identifying and assessing climate-related risks.	Climate Change: Strategy and Risk Management
	b) Describe the organization's processes for managing climate-related risks.	Climate Change: Strategy and Risk Management
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.	Climate Change: Performance: Reducing GHG Emissions
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Climate Change: Performance: Reducing GHG Emissions Data Table: GHG Emissions

TSM Content Index

Topic	Sub Topic	Reference
Biodiversity	Corporate biodiversity conservation commitment, accountability, and communications	Environmental Management: Biodiversity and Land
	Facility-level biodiversity conservation planning and implementation	Environmental Management: Biodiversity and Land
	Biodiversity conservation reporting	Environmental Management: Biodiversity and Land
Climate Change	Corporate climate change management	Environment: Climate Change
	Facility climate change management	Environment: Climate Change
	Facility performance targets and reporting	Environment: Climate Change
Crisis Management and Communications Planning	Crisis management and communications preparedness	Environment: Climate Change Social: Worker Safety and Health Governance: Governance Policies and Structures
	Review	Environment: Climate Change Social: Worker Safety and Health Governance: Governance Policies and Structures
	Training	Environment: Climate Change Social: Worker Safety and Health Governance: Governance Policies and Structures
Human Rights Assessment	Preventing forced labour	Governance Policies and Structures: Human Rights
	Preventing child labour	Governance Policies and Structures: Human Rights
Local Communities	Community of Interest (COI) Identification	Social: Local Communities
	Effective COI Engagement and Dialogue	Local Communities: Engaging with Stakeholders
	Community Impact and Benefit Management	Local Communities: Economic Impact Local Communities: Local Donations and Volunteerism
	COI Response Mechanism	Local Communities: Engaging with Stakeholders

TSM Content Index

Topic	Sub Topic	Reference
Occupational Health and Safety	Commitments and Accountability	Social: Worker Safety and Health
	Planning and Implementation	Worker Safety and Health: Safety and Health Management System Worker Safety and Health: Training and Awareness Worker Safety and Health: Innovation to Improve Safety
	Training, Behaviour and Culture	Worker Safety and Health: Training and Awareness Worker Safety and Health: Promoting Employee Wellness
	Monitoring and Reporting	Worker Safety and Health: Safety and Health Management System
	Performance	Worker Safety and Health: Safety and Health Performance
Rights of Indigenous Peoples	Effective Indigenous Engagement and Dialogue	Local Communities: Indigenous Relations
Tailings and Waste	Tailings management policy and commitment	Environmental Management: Tailings and Waste
	Tailings management system and emergency preparedness	Environmental Management: Tailings and Waste
	Assigned accountability and responsibility for tailings management	Environmental Management: Tailings and Waste
	Annual tailings management review	Environmental Management: Tailings and Waste
	Operation, maintenance, and surveillance (OMS) manual	Environmental Management: Tailings and Waste
Water and Effluents	Water Governance	Environmental Management: Water
	Operational Water Management	Environmental Management: Water
	Watershed-scale Planning	Environmental Management: Water
	Water Reporting and Performance	Environmental Management: Water

2023 UN Sustainable Development Goals

SDG	Progress
3 GOOD HEALTH AND WELL-BEING	Hecla received the 2023 Mine Safety and Health Technology Metal Sector Innovation Award from the National Institute for Occupational Safety and Health (NIOSH) for developing the UCB Method.
	Hecla's Greens Creek operation received the annual Hard Hat Safety Award from the Alaska Miners Association. The annual award recognizes exemplary commitment to safety through communication, training, safety record, and adherence to standards.
	Our Greens Creek and Lucky Friday mines both experienced their best safety results ever – an AIFR of 0.29 and 0.66, respectively.
4 QUALITY EDUCATION	Sponsored POWR Group's advocacy for women in resource industries and a camp for female high school students. Participated as judge in elementary science fair. Our Community Affairs and Human Resources Manager is a member of the Board of Directors for Alaksa Resource Education
	24% of Hecla's Charitable Foundation and Contributions was spent towards education.
	Hecla representatives spoke about mining careers at Kootenai Educational Technical Campus, a technical high school. We also participated in educational sessions at high schools in Post Falls, Coeur d'Alene, and Wallace, which were organized by the nation-wide organization Women in Mining.
6 CLEAN WATER AND SANITATION	In 2023, the Lucky Friday mine continued pursuing its goal of reducing site-wide discharge by 35% within three years from a 2022 baseline by recycling water on site to meet operational needs.
	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.
	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.
7 AFFORDABLE AND CLEAN ENERGY	In 2023, we achieved a 24% reduction in energy consumption company-wide compared to our 2019 baseline.
	We prioritize energy efficiency when purchasing new equipment and lighting, including using LED lighting for replacements.
	Hecla is continually looking for opportunities to improve our intake of renewable energy and reduce our intake of carbon-intensive energy sources, including by seeking opportunities to construct solar generation systems.

SDG	Progress
8 DECENT WORK AND ECONOMIC GROWTH	In Alaska, the Hecla Charitable Foundation partnered with the Angoon Youth Conservation Corps for the eighth year in a row. This program provides job opportunities in environmental stewardship for Native youth in the Admiralty Island National Monument, the Kootznoowoo Wilderness, and the village of Angoon.
	When seeking to fill open positions, we prioritize local hiring as part of our corporate responsibility and social obligation to the communities where we operate. We continually work to increase our rates of local employment through targeted recruitment and initiatives to build future mining talent in our local areas.
	In 2023, Hecla contributed more than $226 million to our local communities through wages, bonuses, and severance.
13 CLIMATE ACTION	In 2023, we achieved net zero carbon emissions for the third year in a row as a result of our purchases of carbon credits in the form of certified emission reductions.
	As part of our enterprise risk management processes, we incorporate climate-related risks and opportunities into our risk management and strategic planning processes aligned with the TCFD framework.
	The overall need for silver is expected to increase as PV production ramps up to meet increasing electricity demand, respond to the trend towards higher-efficiency cells, and fulfill renewable energy targets. If solar installation continues to grow at the same rate as over the last five years, the demand for silver will exceed 500 million ounces for the solar industry alone – bringing total silver demand from 1.2 billion ounces per year today to at least 1.6 billion ounces by 2030. Hecla is ready to produce the silver that the world needs to power our future.
15 LIFE ON LAND	In 2023, we conducted three raptor surveys at our Aurora site to ensure our exploration would not encroach on nesting birds. The site has habitats for golden eagles, hawks, and owls. We survey as needed for migratory birds as well and relocate our drilling pad if we find a nest.
	Reclamation efforts typically include removing structures, protecting, and monitoring tailings storage facilities, regrading and seeding the land for agriculture or reforestation, and monitoring water quality. When planting vegetation, we use seed mixes called for by the appropriate regulatory agency or landowner.
	In northwest Montana, Hecla owns approximately 8,600 acres of land, of which approximately 6,400 acres have been 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. Over the past decade, a Hecla-owned subsidiary has donated approximately $500,000 to Montana Fish, Wildlife and Parks to support a Grizzly Bear Management Specialist.

Environmental Data Tables

Disclosure	2021	2022	2023	GRI/SASB Standards
Production				
Silver (ounces)	12,887,240	14,182,987	14,342,863	EM-MM-000.A
Gold (ounces)	201,327	175,807	151,259	EM-MM-000.A
Lead (metric tonnes)	39,018	44,192	44,462	EM-MM-000.A
Zinc (metric tonnes)	57,697	58,738	66,758	EM-MM-000.A
Ag-Equivalent ounces	37,573,889	42,307,434	36,468,610	EM-MM-000.A
Au-Equivalent ounces	525,531	510,988	439,071	EM-MM-000.A
GHG Emissions [1]				
GHG Scope 1 (metric tonnes CO_2e) [2]	51,389	64,203	65,345	305-1; EM-MM-110a.1
GHG Scope 1 (metric tonnes biogenic CO_2e)	1,543	1,820	1,352	305-1; EM-MM-110a.1
GHG Scope 2 (metric tonnes CO_2e) [3]	23,618	25,026	19,504	305-2
GHG Scopes 1 & 2 (metric tonnes CO_2e)	76,550	91,049	86,201	305-1, 305-2; EM-MM-110a.1
GHG Emissions Intensity (Scopes 1 & 2 metric tonnes CO_2e / Ag ounce)	0.006	0.006	0.006	305-4
GHG Emissions Intensity (Scopes 1 & 2 metric tonnes CO_2e / Ag-Equivalent ounces)	0.002	0.002	0.002	305-4
GHG Emissions Intensity (Scopes 1 & 2 metric tonnes CO_2e / Au-Equivalent ounces)	0.146	0.178	0.196	305-4
Non-GHG Air Emissions				
CO (metric tonnes)	NA	4.85	3.57	305-7; EM-MM-120a.1
NOx (metric tonnes)	NA	90.00	71.58	305-7; EM-MM-120a.1
SOx (metric tonnes)	NA	0.02	0.02	305-7; EM-MM-120a.1

1 – The baseline year for calculations is 2019. The chosen consolidation approach for emissions is facilities under operational control. Following our acquisition of Keno Hill and changes to our mining method at Casa Berardi, our operational boundary has changed, and we are in the process of establishing a new baseline year and GHG reduction target. Gases covered in GHG emissions calculations include CO2, CH4, and N2O. Global warming potentials are obtained from the Intergovernmental Panel on Climate Change Fifth Assessment Report. 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.

2 – Scope 1 estimated employing U.S. Environmental Protection Agency (EPA) reporting standards, protocols, methodologies, and other related guidance. For vehicle combustion emissions, methods and emission factors from the Greenhouse Gas Inventory Guidance, Direct Emissions from Mobile Combustion Sources, from the U.S. EPA Center for Corporate Climate Leadership were employed. For non-vehicle combustion emissions (electricity generation, heating), 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 (40 CFR Part 98) / Greenhouse Gas Reporting Program (GHGRP) 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.

3 – Scope 2 emissions are calculated from site-level sources. The Greens Creek mine is an interruptible customer of Alaska Electric Light & Power Company (AEL&P), required to purchase surplus hydroelectricity, so purchased electricity GHG emissions are zero. The CO2e emission factor for Mexico's National Electric System (2023) was used for the San Sebastian mine. The Casa Berardi and Lucky Friday mines use supplier-specific CO2e emission factors (2022) for the power supplied by Hydro-Québec and Avista, respectively.

Hecla's Nevada operations use a supplier-specific CO2e emission factor (2022) for the power supplied by NV Energy. The Yukon Territory CO2e emission factor (2021 value) from Canada's National Inventory Report, April 2023, was used for the Keno Hill mine. For Hecla's Montana operations, the NWPP (WECC Northwest) subregion CO2e emission factor from the U.S. EPA Emissions & Generation Resource Integrated Database (eGRID2022) was employed. Finally, Grouse Creek used the Idaho CO2e emission factor from the eGRID2022 database.

Environmental Data Tables

Disclosure	2021	2022	2023	GRI/SASB Standards
Water [4]				
Fresh Water Withdrawal From Surface Water (gallons)	NA	799,425,064	1,644,038,462	303-3; EM-MM-140a.1
Fresh Water Withdrawal From Ground - Production Wells (gallons)	NA	54,299,818	65,516,374	303-3; EM-MM-140a.1
Fresh Water Withdrawal From Ground - Mine Dewatering (gallons)	NA	1,783,645,860	714,455,717	303-3; EM-MM-140a.1
Other Water Managed (gallons)	NA	757,156,685	0	303-3; EM-MM-140a.1
Total Water Used in Mining or Process Operations (gallons)	NA	2,091,417,477	2,019,639,655	
Water Recycled to Mining or Process Operations (gallons)	NA	1,299,638,697	1,343,769,882	
Percentage of Process Water Recycled	NA	62%	67%	
Water Discharged to Fresh Surface Water (gallons)	NA	1,827,086,760	1,374,105,217	303-4
Water Discharged to Sea Water (gallons)	NA	656,661,900	609,838,093	303-4
Water Discharged to Ground Water (Injection, RIB) (gallons)	NA	821,106,536	679,528,412	303-4
Water Discharged to Third parties (gallons)	NA	6,564,467	0	303-4
Water Contained in Tailings (gallons)	NA	265,160,662	254,993,218	303-5
Water Contained in Concentrate (gallons)	NA	1,268,210	1,019,560	303-5
Waste				
Waste Rock				
Total Weight of Waste Rock Produced (metric tonnes)	2,065,674	4,276,343	5,562,353	306-3; EM-MM-150a.6
Weight of Waste Rock Deposited at Surface Facilities (metric tonnes)	NA	3,694,130	2,566,645	
Weight of Waste Rock Used in Surface Construction (metric tonnes)	NA	625,824	2,524,715	
Weight of Waste Rock Used as Backfill UG (metric tonnes)	NA	397,040	236,018	
Tailings				
Total Weight of Tailings Produced (metric tonnes)	2,140,316	2,202,168	2,083,146	306-3; EM-MM-150a.5
Total Weight of Tailings Recycled (metric tonnes)	442,383	513,049	454,517	306-4
Total Weight of Tailings Deposited (metric tonnes)	1,697,933	1,689,119	1,628,629	306-5
Non-mineral Waste				
Total Weight of Non-mineral Waste Produced (metric tonnes)	10,390	2,316	1,599	306-3; EM-MM-150a.4
Total Weight of Non-mineral Waste Recycled (metric tonnes)	3,291	1,485	963	306-4
Preparation for reuse - on-site	NA	0	0	306-4
Preparation for reuse - off-site	NA	0	0	306-4
Recycling - on-site	NA	0	0	306-4
Recycling - off-site	NA	0	0	306-4
Other recovery operations - on-site	NA	0	0	306-4
Other recovery operations - off-site	NA	0	0	306-4

4 – Hecla has no water withdrawal from seawater or third-party sources. Withdrawal and discharge figures do not align as Hecla does not currently track withdrawal from rainwater.

Environmental Data Tables

Disclosure	2021	2022	2023	GRI/SASB Standards
Total Weight of Non-mineral Waste Directed to Disposal (metric tonnes)	7,098	831	636	306-5
Non-Hazardous Waste Sent for Off-site Landfill Disposal (metric tonnes)	NA	639	533	306-5
Non-Hazardous Waste On-site Landfill Disposal (metric tonnes)	NA	0	0	306-5
Non-Hazardous Waste Sent for Off-site Incineration Disposal-Energy Recovery (metric tonnes)	NA	0	0	306-5
Non-Hazardous Waste Sent for Off-site Incineration Disposal-Without Energy Recovery (metric tonnes)	NA	2	1	306-5
Non-Hazardous Waste On-site Incineration Disposal-Energy Recovery (metric tonnes)	NA	0	0	306-5
Non-Hazardous Waste On-site Incineration Disposal-Without Energy Recovery (metric tonnes)	NA	0	0	306-5
Non-Hazardous Waste Sent for Off-site Other Disposal (metric tonnes)	NA	191	102	306-5
Non-Hazardous Waste On-site Other Disposal (metric tonnes)	NA	0	0	306-5
Hazardous Waste				
Total Weight of Hazardous Waste Produced (metric tonnes)	670	953	517	306-3; EM-MM-150a.7
Total Weight of Hazardous Waste Recycled (metric tonnes)	169	340	256	306-4; EM-MM-150a.8
Preparation for reuse - on-site	NA	0	0	306-4
Preparation for reuse - off-site	NA	0	0	306-4
Recycling - on-site	NA	0	0	306-4
Recycling - off-site	NA	0	0	306-4
Other recovery operations - on-site	NA	0	0	306-4
Other recovery operations - off-site	NA	0	0	306-4
Total Weight of Hazardous Waste Directed to Disposal (metric tonnes)	500	613	261	306-5
Hazardous Waste Landfill Disposal (metric tonnes)	NA	20	70	306-5
Hazardous Waste On-site Landfill Disposal (metric tonnes)	NA	0	0	306-5
Hazardous Waste Sent for Off-site Incineration Disposal-Energy Recovery (metric tonnes)	NA	0	1	306-5
Hazardous Waste Sent for Off-site Incineration Disposal-Without Energy Recovery (metric tonnes)	NA	2	2	306-5
Hazardous Waste On-site Incineration Disposal-Energy Recovery (metric tonnes)	NA	0	0	306-5
Hazardous Waste On-site Incineration Disposal-Without Energy Recovery (metric tonnes)	NA	0	0	306-5
Hazardous Waste Other Disposal (metric tonnes)	NA	591	188	306-5
Hazardous Waste On-site Other Disposal (metric tonnes)	NA	0	0	306-5
Environmental Training				
Average Training for Full-time Employees	NA	1.75	0.71	404-1
Average Training for for Contract Employees	NA	0.53	0.30	404-1

Environmental Data Tables

Disclosure	2021	2022	2023	GRI/SASB Standards
Environmental Compliance				
# of Externally Reportable Spills	NA	335	335	306-3
Volume of Externally Reported Spills (gallons)	NA	0	102,681	306-3
# of NOV's Received	NA	4	24	2-27
# of Fines Levied	NA	0	0	2-27
Fines Levied (US$)	NA	0	39	2-27
# of Environmental Training Hours (provided to employee)	NA	3,226.5	1,271	EM-MM-320a.1
# of Environmental Training Hours (provided to contractors)	NA	359.8	201	EM-MM-320a.1
Permit Exceedances - Water Related	NA	20	59	EM-MM-140a.2
Permit Exceedances - Non-Water Related	NA	0	0	EM-MM-140a.2

Site Data	Greens Creek	Casa Berardi	Lucky Friday	Nevada Operations	San Sebastian (Mexico)	Keno Hill	Montana Operations	Grouse Creek	GRI/ SASB Standards
GHG Emissions									
GHG Scope 1 (metric tonnes CO_2e)	21,620	33,340	2,219	0	206	7,271	597	93	305-1; EM-MM-110a.1
GHG Scope 1 (metric tonnes Biogenic CO_2e)	0	0	1,352	0	0	0	0	0	305-1; EM-MM-110a.1
GHG Scope 2 (metric tonnes CO_2e)	0	179	15,681	1,721	55	1,408	258	203	305-2; EM-MM-110a.1
GHG Scopes 1 & 2 (metric tonnes CO_2e)	21,620	33,519	19,252	1,721	261	8,679	855	296	305-1, 305-2; EM-MM-110a.1
Energy									
Electricity Used (kWh)	64,196,908	137,676,647	59,397,931	4,916,327	124,692	17,595,388	937,576	1,803,659	302-1; EM-MM-130a.1
#2 Diesel for Mobile Equipment (gallons)	1,333,590	2,785,135	22,837	0	12,374	409,793	2,438	4,957	302-1; EM-MM-130a.1
Biodiesel (B70) for Mobile Equipment (gallons)	0	0	204,335	0	0	0	0	0	302-1; EM-MM-130a.1
#2 Diesel for Electricity Generation/Stationary (gallons)	730,893	0	0	0	0	0	52,875	0	302-1; EM-MM-130a.1
Gasoline for Mobile Equipment (gallons)	18,045	144,321	7,206	0	8,930	67,158	2,232	4,722	302-1; EM-MM-130a.1
Propane for Heating (gallons)	2,372	494,423	0	0	0	422,621	1,888	12	302-1; EM-MM-130a.1
Natural Gas for Heating (cubic feet)	0	0	23,094,941	0	0	0	0	0	302-1; EM-MM-130a.1
Surface/Underground Emulsion & ANFO (pounds)	2,729,547	6,543,598	216,518	0	0	411,210	0	0	302-1; EM-MM-130a.1

Social Data Tables

Disclosure	2021	2022	2023	GRI/SASB Standards
Workforce				
All Employees	2,165	2,534	2,455	2-7; EM-MM-000.B
Percentage of Which Are Contractors	24%	27%	27%	2-8; EM-MM-000.B
Health and Safety[5]				
Work-related Injuries				
For All Employees:				
Number of Fatalities as a Result of Work-related Injury	0	0	0	403-9; EM-MM-320a.1
Rate of Fatalities as a Result of Work-related Injury	0	0	0	403-9; EM-MM-320a.1
Number of High-consequence Work-related Injuries	5	2	0	403-9; EM-MM-320a.1
Rate of High-consequence Work-related Injuries	0.31	0.12	0.00	403-9; EM-MM-320a.1
Number of Recordable Work-related Injuries	18	22	24	403-9; EM-MM-320a.1
Rate of Recordable Work-related Injuries	1.12	1.31	1.35	403-9; EM-MM-320a.1
Number of Near Misses (Close Calls)	395	895	728	403-9; EM-MM-320a.1
Near Miss Frequency Rate (NMFR)	24.66	53.13	41.10	403-9; EM-MM-320a.1
The Number of Hours Worked	3,203,699	3,369,124	3,543,443	403-9
For All Contract Employees:				
Number of Fatalities as a Result of Work-related Injury	0	0	0	403-9; EM-MM-320a.1
Rate of Fatalities as a Result of Work-related Injury	0	0	0	403-9; EM-MM-320a.1
Number of High-consequence Work-related Injuries	3	0	0	403-9; EM-MM-320a.1
Rate of High-consequence Work-related Injuries	0.56	0.00	0.00	403-9; EM-MM-320a.1
Number of Recordable Work-related Injuries	13	6	0	403-9; EM-MM-320a.1
Rate of Recordable Work-related Injuries	2.43	0.99	1.70	403-9; EM-MM-320a.1
Number of Near Misses (Close Calls)	39	52	95	403-9; EM-MM-320a.1
Near Miss Frequency Rate (NMFR)	7.28	8.58	14.70	403-9; EM-MM-320a.1
The Number of Hours Worked	1,071,549	1,212,049	1,296,640	403-9
Total Number of Hours Worked by All Employees	4,275,248	4,581,173	4,840,083	403-9
Health & Safety Training				
Average Hours of Health, Safety, and Emergency Response Training for Full-time Employees	17.7	23.7	17.4	404-1; EM-MM-320a.1
Average Hours of Health, Safety, and Emergency Response Training for Contract Employees	38.3	19.7	15.0	404-1; EM-MM-320a.1
Average Hours of Health, Safety, and Emergency Response Training for All Employees	22.6	22.6	16.7	404-1; EM-MM-320a.1
Community Relations				
Number of non-technical delays	NA	0	0	EM-MM-210b.2
Duration of non-technical delays (days)	NA	0	0	EM-MM-210b.2

5 – Rates have been calculated based on 200,000 hours worked.

Social Data Tables

Disclosure	2021	2022	2023	GRI/SASB Standards
Workforce Diversity				
Non-exempt				
Diversity by Gender				
Number of Women	73	85	66	405-1
Percentage of Women	6%	6%	5%	405-1
Number of Men	1,179	1,297	1,208	405-1
Percentage of Men	94%	94%	95%	405-1
Diversity by Age				
Number Ages 29 and Under	299	328	289	405-1
Percentage Ages 29 and Under	24%	24%	23%	405-1
Number Ages 30-49	609	695	647	405-1
Percentage Ages 30-49	48%	50%	51%	405-1
Number Ages 50 and Over	359	359	336	405-1
Percentage Ages 50 and Over	28%	26%	26%	405-1
Diversity by Race (%, U.S. only)				
Hispanic or Latino	4%	4%	2%	405-1
American Indian or Alaska Native	3%	3%	4%	405-1
Asian	0%	0%	0%	405-1
Black or African American	2%	1%	2%	405-1
Native Hawaiian or Other Pacific Islander	2%	2%	2%	405-1
Two or More Races (not Hispanic or Latino)	1%	1%	3%	405-1
White	88%	88%	88%	405-1
Exempt (non-executive)				
Diversity by Gender				
Number of Women	90	112	105	405-1
Percentage of Women	22%	24%	22%	405-1
Number of Men	313	359	366	405-1
Percentage of Men	78%	76%	78%	405-1
Diversity by Age				
Number Ages 29 and Under	63	71	77	405-1
Percentage Ages 29 and Under	16%	15%	16%	405-1
Number Ages 30-49	212	238	246	405-1
Percentage Ages 30-49	53%	51%	52%	405-1
Number Ages 50 and Over	128	162	151	405-1
Percentage Ages 50 and Over	32%	34%	32%	405-1

Social Data Tables

Disclosure	2021	2022	2023	GRI/SASB Standards
Diversity by Race (%, U.S. only)				
Hispanic or Latino	7%	5%	5%	405-1
American Indian or Alaska Native	0%	0%	0%	405-1
Asian	1%	2%	5%	405-1
Black or African American	1%	1%	1%	405-1
Native Hawaiian or Other Pacific Islander	0%	0%	0%	405-1
Two or More Races (not Hispanic or Latino)	1%	1%	4%	405-1
White	91%	95%	85%	405-1
Executive				
Diversity by Gender				
Number of Women	1	1	1	405-1
Percentage of Women	7%	7%	7%	405-1
Number of Men	14	13	13	405-1
Percentage of Men	93%	93%	93%	405-1
Diversity by Age				
Number Ages 29 and Under	0	0	0	405-1
Percentage Ages 29 and Under	0%	0%	0%	405-1
Number Ages 30-49	2	2	2	405-1
Percentage Ages 30-49	14%	13%	14%	405-1
Number Ages 50 and Over	12	13	12	405-1
Percentage Ages 50 and Over	86%	87%	86%	405-1
Diversity by Race (%, U.S. only)				
Hispanic or Latino	9%	9%	9%	405-1
American Indian or Alaska Native	0%	0%	0%	405-1
Asian	7%	7%	9%	405-1
Black or African American	0%	0%	0%	405-1
Native Hawaiian or Other Pacific Islander	0%	0%	0%	405-1
Two or More Races (not Hispanic or Latino)	0%	0%	0%	405-1
White	84%	84%	82%	405-1
Total				
Diversity by Gender				
Number of Women	164	198	172	405-1
Percentage of Women	10%	11%	10%	405-1
Number of Men	1,506	1,669	1,587	405-1
Percentage of Men	90%	89%	90%	405-1

Social Data Tables

Disclosure	2021	2022	2023	GRI/SASB Standards
Diversity by Age				
Number Ages 29 and Under	362	399	366	405-1
Percentage Ages 29 and Under	22%	21%	21%	405-1
Number Ages 30-49	823	935	895	405-1
Percentage Ages 30-49	49%	50%	51%	405-1
Number Ages 50 and Over	499	534	499	405-1
Percentage Ages 50 and Over	29%	29%	28%	405-1
Diversity by Race (%, U.S. only)				
Hispanic or Latino	4%	3%	2%	405-1
American Indian or Alaska Native	3%	3%	3%	405-1
Asian	0%	1%	1%	405-1
Black or African American	1%	1%	2%	405-1
Native Hawaiian or Other Pacific Islander	1%	1%	1%	405-1
Two or More Races (not Hispanic or Latino)	1%	2%	3%	405-1
White	88%	89%	87%	405-1
Ratio of Minimum Entry Level Wage Vs Minimum Wage in Our Countries of Operation by Gender				
Male	NA	2.55	2.45	202-1
Female	NA	2.55	2.45	202-1

Governance Data Tables

Disclosure	2021	2022	2023	GRI/SASB Standards
Board Composition				
Diversity by Gender				
Number of Men	6	4	5	405-1
Number of Women	2	2	2	405-1
Percentage of Women	25%	33%	29%	405-1
Diversity by Race				
Number of White Members	7	5	6	405-1
Number of Black Members	0	0	0	405-1
Number of Asian Members	1	1	1	405-1
Number of Hispanic/Latino Members	0	0	0	405-1
Number of American Indian or Alaska Native Members	0	0	0	405-1
Number of Native Hawaiian or Other Pacific Islander Members	0	0	0	405-1
Number of Two or More Races (not Hispanic or Latino) Members	0	0	0	405-1
Percentage of Non-White Members	13%	16%	14%	405-1
Diversity by Age				
Number Ages 29 and Under	0	0	0	405-1
Number Ages 30-49	0	0	0	405-1
Number Ages 50 and Over	8	6	7	405-1
Board Independence				
Number of Independent Directors	7	5	6	2-9

Economic Data Tables

Economic Impact 2023

Subsidiary	Region Impact Level	All Government Payments Including Taxes, Royalties, Fees, Etc.	Wages, Bonuses, & Severance	Other Royalties	Sponsorships & Gifts Govt. & Non-Govt.	Scholarships & Donations	Payments to Vendors*	Total
Hecla Corporate	Coeur d'Alene, Idaho, Vancouver B.C.	$7,412,812	$11,932,114	$70,500	$37,924	$117,686	$83,921,744	$103,492,780
Greens Creek	Alaska	$25,721,149	$82,643,769	$888,697	-	$207,688	$80,382,949	$189,844,252
Casa Berardi	Val d'Or	$48,010,911	$57,090,317	-	$115,715	$161,795	$169,033,213	$274,411,951
Lucky Friday	Mullan, ID	$10,967,984	$42,292,960	$18,000	-	$22,591	$97,988,285	$151,289,820
Minera Hecla	Durango, MX	$1,534,536	$1,441,216	$4,356	$25,429	$1,597	$2,016,522	$5,023,656
Nevada Operations	Nevada	$2,881,609	$3,915,252	$45,738	-	$12,809	$11,800,461	$18,655,869
Grouse Creek	Idaho	$116,587	$298,193	-	-	$1,150	$684,833	$1,100,763
Hecla Yukon		$7,111,788	$26,241,490	-	-	$19,812	$74,145,606	$107,518,696
Hecla Silver Valley	Silver Valley	$241,972	$310,013	$15,600	-	-	$509,267	$1,076,852
Hecla Charitable Foundation	Idaho, Alaska, Colorado, Canada, Montana, Nevada	-	-	-	-	$377,206	-	$377,206
Montana	Montana	$365,319	$273,697	-	-	$3,249	$1,922,239	$2,564,504
Totals		**$104,364,667**	**$226,439,021**	**$1,042,891**	**$179,068**	**$925,583**	**$522,405,119**	**$855,356,349**

Economic Data Tables

Total Government Contribution 2023

Location	Goods and Services Tax (Canada) and Use Tax (U.S.)	Income Taxes and Mining Taxes	Payroll Taxes	Property Taxes	Concession Fees	Fuel & Excise Taxes	Mobile Equipment / Auto License Fees	Customs / Import / Export Duties	Permits	Non-Tax Contributions [6]	Total Contributions
Canada	**$38,956,949**	**$5,722,265**	**$6,875,031**	**$236,132**	**-**	**$1,721,175**	**$860**	**$110,616**	**$597,870**	**$901,801**	**$55,122,699**
Casa Berardi	$34,572,631	$5,634,452	$4,811,756	$224,514	-	$1,267,027	$860	-	$597,870	$901,801	$48,010,911
Yukon	$4,384,318	$87,813	$2,063,275	$11,618	-	$454,148	-	$110,616	-	-	$7,111,788
U.S.	**$811,415**	**$3,474,698**	**$37,508,180**	**$3,147,532**	**-**	**$106,809**	**$1,817**	**$3,500**	**$627,027**	**$2,026,454**	**$47,707,432**
Greens Creek	$653,790	$3,227,689	$19,364,777	$2,071,163	-	$80,020	-	$3,500	$320,210	-	$25,721,149
Lucky Friday	$31,315	$247,009	$10,028,432	$617,369	-	-	$1,817	-	$11,282	$30,760	$10,967,984
Nevada Operations	$126,310	-	$891,708	$459,000	-	$26,789	-	-	$295,535	$1,082,267	$2,881,609
Grouse Creek	-	-	$76,679	-	-	-	-	-	-	$39,908	$116,587
Hecla Silver Valley	-	-	$149,837	-	-	-	-	-	-	$92,135	$241,972
Montana Operations	-	-	$125,223	-	-	-	-	-	-	$240,096	$365,319
Hecla Corporate	-	-	$6,871,524	-	-	-	-	-	-	$541,288	$7,412,812
Mexico	**-**	**-**	**$557,908**	**$15,049**	**$953,625**	**$1,882**	**-**	**$59**	**$6,013**	**-**	**$1,534,536**
San Sebastian	-	-	$557,908	$15,049	$953,625	$1,882	-	$59	$6,013	-	$1,534,536
Total	**$39,768,364**	**$9,196,963**	**$44,941,119**	**$3,398,713**	**$953,625**	**$1,829,866**	**$2,677**	**$114,175**	**$1,230,910**	**$2,928,255**	**$104,364,667**

6 – Includes: Claims, Land Leases, Royalties, Permits and License Fees, Maintenance, and Filing Fees.

Economic Data Tables

Tailings Table [7]

Facility Name	Location	Ownership Status	Operational Status	Construction Method	Maximum Permitted Storage Capacity (metric tonnes)	Current Amount of Tailings Stored (metric tonnes)	Consequence Classification	Date of the most Recent Independent Technical Review	Material Findings	Mitigation measures	Site-specific EPRP
Keno Hill	Yukon, Canada	Owned and Operated	Operational	N/A - Filtered Tailings Stack	907,000	294,680	N/A	2023	None	N/A	Yes
Lucky Friday MTIS #4	Idaho, U.S.	Owned and Operated	Operational	Downstream	1,804,772	1,066,860	High	2021	None	N/A	Yes
Greens Creek	Alaska, U.S.	Owned and Operated	Operational	N/A- Filtered Tailings Stack	14,424,385	10,523,451	N/A	2023	None	N/A	Yes
Casa Berardi Cell 7	Quebec, Canada	Owned and Operated	Operational	Centerline	4,300,000	2,620,000	Very High	2023	Factor of Safety for 2021 construction did not meet Directive 019	Embankment rise designed with buttresses in 2022 to meet required Factor of Safety	Yes

7 - In 2023 we converted our tailing table disclosure to align with the Metals and Mining SASB Standard, EM-MM-540a.1

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