# MEASURING OUR **Progress**

**Lucky Friday**
Mullan, Idaho

# About this Report

## Tailored and Comprehensive

This Sustainability Report is published annually and covers our performance from January 1 to December 31, 2025, in alignment with our financial reporting. Unless otherwise noted, the report covers all operations and subsidiaries. In early 2026, Hecla announced the sale of its subsidiary that owns the Casa Berardi operation and the transaction closed in the first quarter of 2026. Unless otherwise noted, the Casa Berardi operation is included in this report.

The 2025 report is our ninth annual Sustainability Report. We use a blend of several leading sustainability frameworks to prepare the report each year, in consideration of our investors, employees, communities, and other stakeholders. Specifically:

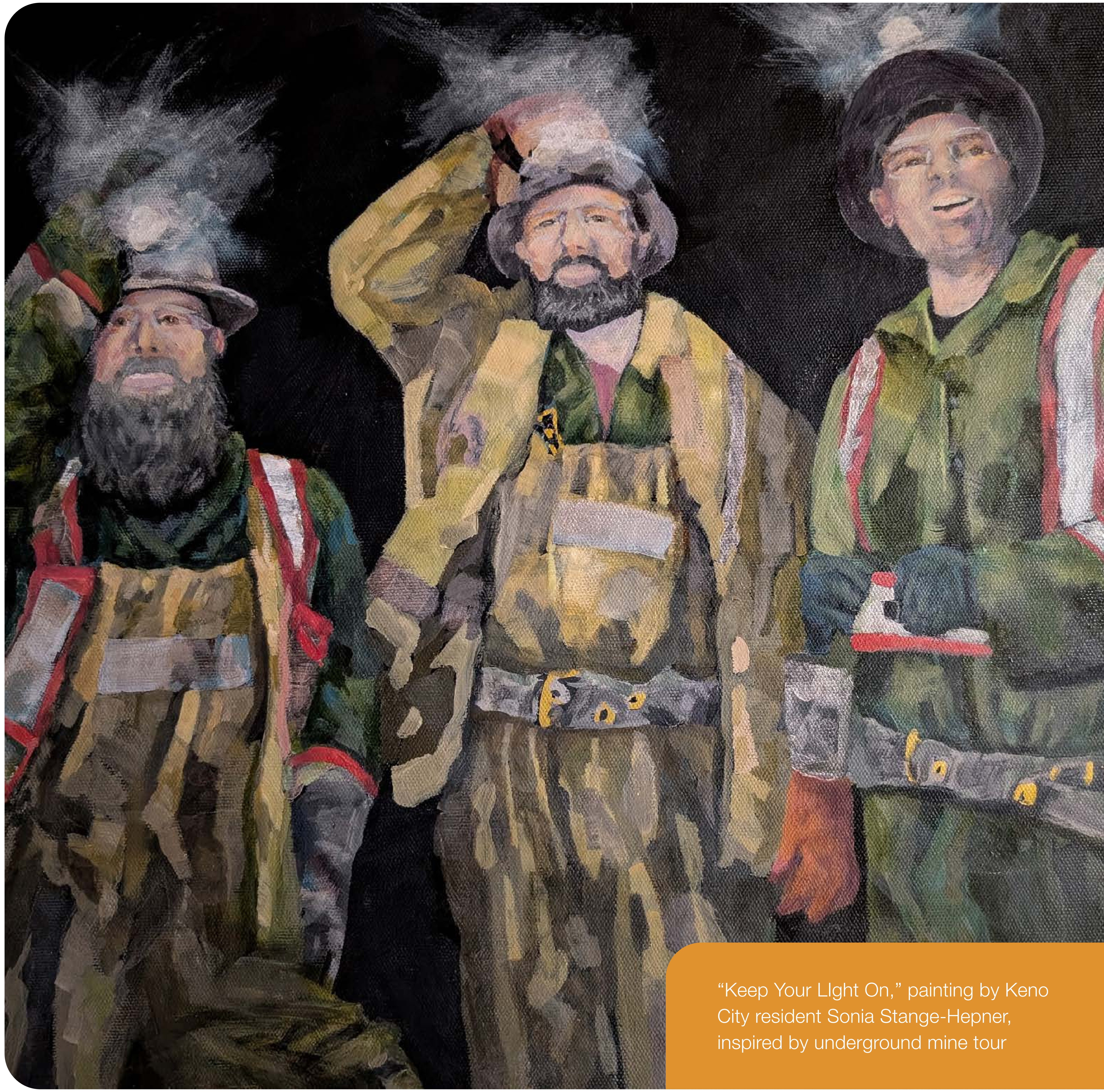
- We prepared this report with reference to the GRI 2021 Standards, as well as GRI's 2024 sector standard for mining, which took effect on January 1, 2026
- The report maps to the SASB 2023 Metals and Mining Standard
- We disclosed using the TCFD; future reports may transition to the International Sustainability Standards Board's (ISSB) S2 framework
- For discussion of our Canadian operations, we use applicable disclosure areas of the Mining Association of Canada's TSM initiative
- We strive to align our operations and impacts with the United Nations' Sustainable Development Goals, and we indicate these linkages in the report

Mappings are included on the following pages.

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.

Data may be rounded. All financial information is presented in U.S. dollars unless otherwise noted.

For more information or to send feedback, please email **hmc-info@hecla.com**.



"Keep Your LIght On," painting by Keno City resident Sonia Stange-Hepner, inspired by underground mine tour

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**Statement of use**

Hecla Mining Company has reported with reference to the GRI Standards for the period of January 1 to December 31, 2025

**GRI 1 used**

GRI 1: Foundation 2021

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| **General Disclosures** | | |
| GRI 2: General Disclosures 2021 | 2-1 Organizational details | Introduction: About Hecla |
| | 2-2 Entities included in the organization's sustainability reporting | Hecla Mining Company |
| | 2-3 Reporting period, frequency and contact point | Introduction: About This Report |
| | 2-4 Restatements of information | In 2025, Hecla transitioned from tracking the all-injury frequency rate (AIFR) to the total recordable injury frequency rate (TRIFR), and prior year data has been restated to maintain consistency of reporting. This change is also noted in the Social Data Tables later in the appendix. |
| | 2-5 External assurance | No external assurance at this time |
| | 2-6 Activities, value chain and other business relationships | Introduction: About Hecla<br>Hecla maintains a Supplier Code of Conduct that references the Hecla Code of Conduct and describes our expectations for all suppliers, vendors, and third-party contractors to act ethically when conducting business on Hecla's behalf. To the best of our knowledge, no forced or child labor takes place within our supply chain.<br>Hecla is building out a centralized procurement function to coordinate the activities at our mine sites. As an early example of the success of this function, in 2025 three sites signed a joint explosives procurement contract. |
| | 2-7 Employees | Data Tables: Workforce |
| | 2-8 Workers who are not employees | Data Tables: Workforce |

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| GRI 2: General Disclosures 2021 | 2-9 Governance structure and composition | Governance Policies and Structures: Putting Values into Practice<br><br>**Hecla's Corporate Governance Guidelines**<br><br>Our Board of Directors oversees the company's business strategy and management performance to ensure that the long-term interests of shareholders and other stakeholders are being served, and to monitor adherence to the company's standards and policies, including sustainability performance.<br><br>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 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.<br><br>**Board Demographics**<br><br>As of publication, three of our seven directors (43%) are women, including our Board Chair. At the committee level, two of the four chairs are women.<br><br>**Risk Management**<br><br>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. Several committees of the Board have specific risk oversight responsibility including, but not limited to:<br><br>• The Audit Committee oversees enterprise risks relating to financial statements, financial systems, financial reporting process, compliance and auditing, and data security and privacy<br>• The Compensation Committee oversees risk relating to executive compensation policies and practices, including if compensation programs create undesired or unintentional risk-taking<br>• The Governance and Social Responsibility Committee oversees risks relating to corporate governance, sustainability matters, public policy, and social trends<br>• The HSET Committee oversees operational risks, including environmental, health, and safety compliance<br><br>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 vendors on potentially material events. This system is designed to ensure that information reaches the appropriate levels of the company, including the Board of Directors.<br><br>In cases where a question of materiality, public disclosure or legal exposure is in question, our 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 to discuss issues facing the company.<br><br>In 2025, Hecla embarked on a formal review of its Enterprise Risk Management (ERM) program, including:<br><br>• Establishing a formalized strategic risk register of 45 risks organized across six key themes, with designated risk owners across functional areas of the business<br>• Creating an ERM Committee that presents risk ratings to Hecla's Executive Leadership Team and the Board on a quarterly basis<br><br>Risk ownership follows a Responsible-Accountable-Consulted-Informed (RACI) model, with accountability assigned at each level from site to the Executive Leadership Team members, and critical risks escalated to the Board. |

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| GRI 2: General Disclosures 2021 | 2-10 Nomination and selection of the highest governance body | **Hecla's Corporate Governance Guidelines**<br>**2026 Proxy Statement**, Identifying and Evaluating Nominees for Director |
| | 2-11 Chair of the highest governance body | Governance Policies and Structures: Putting Values into Practice<br>**Hecla's Corporate Governance Guidelines**<br>The roles of Chair of the Board and CEO are held by separate persons.<br>As of publication, six of our seven directors are independent, including the Chair of the Board. |
| | 2-12 Role of the highest governance body in overseeing the management of impacts | Governance Policies and Structures: Putting Values into Practice<br>The Board has oversight of the company's overall sustainability strategies and initiatives, including specific committees tasked with sustainability oversight responsibilities.<br>The Governance and Social Responsibility Committee is responsible for overseeing sustainability-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 sustainability matters, particularly policy and external matters.<br>The HSET Committee assists the Board in monitoring and reviewing sustainability matters, such as 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 sustainability technical requirements.<br>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.<br>At the executive level, several roles share primary responsibility for implementing our sustainability programs reporting directly to our CEO: the Senior Vice President-Chief Operating Officer, Vice President-Operations (COO), Vice President-Human Resources (CHRO), and our Vice President-Sustainability.<br>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 sustainability goals. |
| | 2-13 Delegation of responsibility for managing impacts | Governance Policies and Structures: Putting Values into Practice |
| | 2-14 Role of the highest governance body in sustainability reporting | See GRI 2-12 for more information |
| | 2-15 Conflicts of interest | 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. |

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| GRI 2: General Disclosures 2021 | 2-16 Communication of critical concerns | Hecla provides to employees and third parties a confidential, toll-free helpline and online portal available 24 hours a day, seven 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. The helpline is available in all three languages in which we operate: English, French, and Spanish. Any reports received are investigated by our General Counsel, who, as necessary, consults with outside counsel, conducts interviews, or takes other measures necessary to investigate and resolve the matter. The General Counsel provides a report to the Audit Committee and responds to submissions via the online portal. The General Counsel also updates 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. Our Code of Conduct and related Whistleblower Policy includes our strict non-retaliation policy to protect any whistleblowers who report wrongdoing in good faith or cooperate in an investigation. |
| | 2-17 Collective knowledge of the highest governance body | **2026 Proxy Statement**, Director Skills and Experience<br>As of publication, six of Hecla's seven directors possess demonstrated experience in environmental and social responsibility. |
| | 2-18 Evaluation of the performance of the highest governance body | **2026 Proxy Statement**, Board and Committee Self-Evaluation Process and Evaluation Process |
| | 2-19 Remuneration policies | **2026 Proxy Statement**, Compensation Committee Procedures<br>**2026 Proxy Statement**, Compensation of Non-management Directors<br>**2026 Proxy Statement**, Compensation Risk Analysis<br>**2026 Proxy Statement**, Compensation of Named Executive Officers |
| | 2-20 Process to determine remuneration | **2026 Proxy Statement**, Compensation Committee Procedures<br>**2026 Proxy Statement**, Compensation of Non-management Directors<br>**2026 Proxy Statement**, Compensation Risk Analysis<br>**2026 Proxy Statement**, Compensation of Named Executive Officers<br>Sustainability 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 sustainability goals. |
| | 2-21 Annual total compensation ratio | **2026 Proxy Statement**, CEO Pay Ratio |
| | 2-22 Statement on sustainable development strategy | Introduction: From our President and CEO, Rob Krcmarov |

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| GRI 2: General Disclosures 2021 | 2-23 Policy commitments | 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 & Ethics.” These include:<br>• Bylaws<br>• Restated Certificate of Incorporation<br>• Corporate Governance Guidelines<br>• Whistleblower Policy<br>• Code of Conduct<br>• Code of Ethics: CEO and Senior Financial Officers<br>• Supplier Code of Conduct<br>• Human Rights Statement<br>• Safety and Health Policy<br>• Bribery and Anti-Corruption Policy (included in the Code of Conduct)<br>• Charters of the Audit, Compensation, Governance and Social Responsibility, and Health, Safety, Environmental and Technical Committees of the Board |
| | 2-24 Embedding policy commitments | From our President and CEO, Rob Krcmarov<br>See GRI 3-3 from the Material Topics section for more information<br>In 2025, Hecla adopted a Sustainability Policy to ensure that our operations contribute positively to environmental and social wellbeing, as noted on page 10. As stated in the Policy, we recognize that our ability to operate depends on our demonstrated and continued commitment to safety, environmental excellence, and community partnership.<br>The Sustainability Policy applies to all Hecla operations, projects, and activities. All Hecla employees, contractors, suppliers, and representatives are expected to understand and abide by it. |
| | 2-25 Processes to remediate negative impacts | Local Communities: Sharing Benefits and Deepening Relationships |
| | 2-26 Mechanisms for seeking advice and raising concerns | See GRI 2-16 for more information |
| | 2-27 Compliance with laws and regulations | Introduction: From our President and CEO, Rob Krcmarov<br>Data Tables: Environmental Compliance |

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| GRI 2: General Disclosures 2021 | 2-28 Membership associations | Alaska Chamber<br>Alaska Metal Mines<br>Alaska Miners Association<br>Alaska Resource Development Council<br>American Exploration & Mining Association<br>Association for Mineral Exploration of British Columbia<br>Canadian Chamber of Commerce<br>Coeur d'Alene Regional Chamber<br>Greater Juneau Chamber of Commerce<br>The Historic Silver Valley Chamber of Commerce<br>Idaho Association of Commerce & Industry<br>Idaho Business for Education<br>Idaho Mining Association<br>International Lead Association<br>Mining Association of British Columbia<br>Mining Association of Canada<br>Montana Chamber of Commerce<br>Montana Mining Association<br>National Mining Association<br>Nevada Mining Association<br>Prospectors & Developers Association of Canada<br>Quebec Mining Association<br>The Silver Institute<br>Silver Valley Economic Development Council<br>Society for Mining, Metallurgy & Exploration<br>Treasure State Resources Association<br>Wallace Chamber of Commerce<br>Women in Mining USA<br>Women's Mining Coalition<br>Yukon Chamber of Mines |

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| GRI 2: General Disclosures 2021 | 2-29 Approach to stakeholder engagement | As expressed in Hecla's Sustainability Policy adopted in 2025, we are committed to community partnership and acceptance. This commitment is realized through regular community engagement and communication.<br>We maintain open, honest communication with local communities, stakeholders, and rightsholders throughout all phases of our operations. This includes providing transparent, accessible reporting on environmental, social, and economic performance and compliance, as well as ensuring that communities can provide feedback, to which we commit to responding promptly and effectively.<br>To align with this principle, we disclose the results of environmental, economic, and social impact assessments, and we partner with local stakeholders to foster open communication on environmental and social impacts. We communicate with stakeholders about our operations using a variety of methods, including community meetings, local print, social media, and flyers. We provide all materials in the local language and translate as necessary.<br>We also work with local stakeholders to identify opportunities for the Hecla Charitable Foundation to provide support for community initiatives.<br>At Keno Hill, Hecla has multiple mechanisms for stakeholder engagement. Hecla holds monthly meetings between Hecla's environment and permitting group, and the Yukon Government's enforcement and regulatory officials. Before expanding operations, we engage community members of Keno City through town hall meetings and advance information-sharing.<br>Every three years, we also prepare an update on environmental conditions at the Keno Hill site for First Nations and the Keno City community, as required for our mining license. This was most recently done in December 2025.<br>At our Greens Creek mine in Alaska, Hecla hosts the Greens Creek Community Advisory Group (CAG), a collaborative effort with local stakeholders to ensure we consider input from the community in environmental and social aspects of the mine's planning and operations. 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.<br>At our Lucky Friday site in Idaho, Hecla representatives contact neighbors to notify them of upcoming projects regarding any possible effect, and whether we will be hauling materials near their homes. Communication is either written or verbal.<br>Lucky Friday managers meet at least annually with the Shoshone County Public Works Department to discuss current and upcoming projects and address any concerns regarding road use or other aspects of our operations. Lucky Friday managers also meet at least biannually with Shoshone County leaders and other local representatives.<br>At Casa Berardi, we participate in the Mining Association of Canada's 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 TSM protocol also sets high standards for our engagement practices with First Nations communities and other local stakeholders. |
| | 2-30 Collective bargaining agreements | Approximately 325 of our employees at Lucky Friday are covered by a collective bargaining agreement, representing approximately 17% of our workforce. Employees at our other sites have chosen not to unionize. |

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| **Material Topics** | | |
| GRI 3: Material Topics 2021 | 3-1 Process to determine material topics | Hecla conducted an independent third-party assessment of priority sustainability topics, performed by the Governance & Accountability Institute (G&A), a respected advisor on sustainability issues.<br>The materiality assessment included:<br>• Consulting with investors, employees, and sustainability rating organizations to identify the most important topics to external stakeholders 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<br>• Considering the topics viewed as material by our peers in the mining industry<br>• Conducting a deeper analysis by reviewing factors such as how the leading sustainability raters and investors select material topics in their sustainability disclosure, rating methodologies, investment decision-making, goal setting, and strategy.<br>The research and analysis results were quantified, and a score assigned to each topic, allowing us to prioritize the 39 issues of greatest importance for the business.<br>We followed up on that materiality assessment with a leadership survey in 2024 to assess evolving priorities for the company. Compared to the initial materiality analysis, the following topics ranked as a relatively higher priority in the survey: occupational health and safety, environmental compliance, water and effluents, and ethics and integrity issues. |
| | 3-2 List of material topics | Occupational Health & Safety<br>Tailings & Waste<br>Community Engagement<br>Water & Effluents<br>Climate Change<br>Biodiversity<br>Rights of Indigenous Peoples<br>Diversity & Equal Opportunity<br>Human Rights Assess<br>Air Quality Emissions<br>Site Closure & Rehabilitation<br>Ethics & Integrity<br>Environmental Management System<br>Governance |

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| **Biodiversity** | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | We utilize an Environmental Management System (EMS) to encourage 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, such as the Mining Association of Canada's TSM initiative.<br>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. Where appropriate, rigorous environmental standards and protocols for many environmental issues 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.<br>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.<br>Hecla manages environmental impacts through the corporate environment department, which reports on environmental management to the Board of Directors on a quarterly basis, and coordinates closely with environmental managers at each Hecla site.<br>At closure, all site structures undergo comprehensive hazard assessments, with materials disposed of at approved facilities. Areas where soil analyses confirm no mine-related impacts are restored using locally sourced, ecologically appropriate seed mixes—often in partnership with regional seed banks. Soil amendments, stabilizers, and erosion control measures are applied as needed. |
| GRI 101: Biodiversity 2024 | 101-2 Management of biodiversity impacts | Biodiversity and Land: Protecting and Promoting Nature |
| | 101-4 Identification of biodiversity impacts | Biodiversity and Land: Protecting and Promoting Nature |
| | 101-5 Locations with biodiversity impacts | We have no reserves near conflict areas or within designated conservation areas or International Union for Conservation of Nature (IUCN) Red List designated endangered species habitat. In 2025, we protected or restored a total of 58 acres. |
| | 101-6 Direct drivers of biodiversity loss | Biodiversity and Land: Protecting and Promoting Nature |
| **Economic Performance** | | |
| GRI 201: Economic Performance 2016 | 201-1 Direct economic value generated and distributed | Local Communities: Sharing Benefits and Deepening Relationships<br>Data Tables: Economic Data Tables |

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| **Anti-corruption** | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Hecla's Code of Conduct embodies our commitment to meeting the highest standards of ethics and integrity in every aspect of our business, covering 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 also prohibits bribery and any other conduct that would violate the FCPA, and encourages employees to speak with their supervisor or manager about any questions about the Code or situations that are not addressed in the Code.<br>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, as well as 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).<br>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.<br>Our General Counsel is responsible for the administration of the Code, while the Board of Directors and the Audit Committee oversee compliance to the document. The Audit Committee also conducts a review of our Code on an annual basis, at minimum, and makes necessary updates.<br>Using a third-party service, Hecla routinely performs internal ethics audits. 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. Our most recent ethics audit took place in 2024, with strong participation rates and positive results reflecting employee confidence in Hecla's ethical culture. |
| GRI 205: Anti-corruption 2016 | 205-2 Communication and training about anti-corruption policies and procedures | The Code of Conduct is provided to all Hecla salaried employees in the appropriate language, and it is maintained online on our 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 2025, 100% of salaried employees signed the acknowledgement of the Code. We also provide periodic training on the Code. |
| | 205-3 Confirmed incidents of corruption and actions taken | In 2025, one report was made in the area of employee relations. It was reviewed in accordance with Hecla's policy. |
| **Tax** | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 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. |

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| GRI 207: Tax 2019 | 207-1 Approach to tax | Hecla supports the local communities through the payment of a variety of taxes including mineral, sales, property, and payroll taxes as well as various royalties and fees. |
| | 207-4 Country-by-country reporting | Data Tables: Total Government Contribution 2025 |
| **Energy** | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | See GRI 3-3 under the Biodiversity section for more information<br>Climate Action: Accounting for Change, Shrinking our Footprint<br>All of Hecla's production sites utilize renewable energy sources. One of our largest sources of electricity is renewable hydropower. We use as much hydroelectricity as our power suppliers can provide, resulting in most of our operations being run on hydropower. (See details on each operation's renewable energy use under the Climate Action chapter.) |
| GRI 302: Energy 2016 | 302-1 Energy consumption within the organization | Data Tables: Site Data |
| **Water and Effluents** | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | See GRI 3-3 under the Biodiversity section for more information<br>Our water stewardship practices entail a range of strategies designed to reduce freshwater use where possible, use water efficiently including recycling and reuse, maintain water quality, and manage water discharge. We also engage with our communities to collaboratively manage shared water resources.<br>We implement water quality monitoring programs including analysis of baseline water conditions and extensive sampling, quality analysis, and audits. In 2025, we completed required audits of water quality at Hecla mine sites. The monitoring programs help us meet or exceed 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.<br>Each site has a comprehensive water management plan to ensure we meet applicable laws and regulatory requirements related to water. The plans are tailored to account for the site's specific water sources, levels of precipitation, and operational details. Our site management teams, who have primary responsibility for water management, are responsible for implementing the plans. In 2025, we began developing Hecla-wide corporate standards on water management.<br>Mine water management remains a central focus at Hecla's closed sites. At locations such as Grouse Creek, active treatment systems manage more than 200 million gallons of mine water annually, ensuring safe discharge to surrounding waterways. Sites including Grouse Creek and the Troy Mine undergo extensive water quality monitoring—ranging from macroinvertebrate and fish assessments to frequent water chemistry sampling. These data are compiled into comprehensive annual reports shared with state and federal regulators, reflecting Hecla's commitment to transparency and environmental stewardship. |

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| GRI 303: Water and Effluents 2018 | 303-1 Interactions with water as a shared resource | Water: Caring for What Connects Us All<br>Hecla collaborates with federal and state agencies to fulfill our commitment to rigorous biomonitoring.<br>At the Greens Creek mine, we work with the Alaska Department of Fish and Game to complete annual freshwater surveys of salmonids, their feed, and their habitat. In addition, we continue our robust, decades-long program in water quality, sediment, and shellfish sampling, which monitors 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, indicating that the mine is not significantly affecting the Hawk Inlet ecosystem.<br>At the Keno Hill mine, a water management working group has been defined to ensure effective communication between departments. |
| | 303-2 Management of water discharge-related impacts | Water: Caring for What Connects Us All |
| | 303-3 Water withdrawal | Data Tables: Water |
| | 303-4 Water discharge | Data Tables: Water |
| | 303-5 Water consumption | Data Tables: Water |
| **Emissions** | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | See GRI 3-3 under the Biodiversity section for more information<br>Our efficiency tools include an Emissions-Based Maintenance (EBM) program that uses emissions data to determine whether equipment is running most efficiently or requires maintenance. This program has been fully implemented at Greens Creek. We also prioritize energy efficiency when purchasing new equipment and lighting, including using LED lighting for replacements. |
| GRI 305: Emissions 2016 | 305-1 Direct (Scope 1) GHG emissions | Data Tables: GHG Emissions |
| | 305-2 Energy indirect (Scope 2) GHG emissions | Data Tables: GHG Emissions |
| | 305-4 GHG emissions intensity | Data Tables: GHG Emissions |
| | 305-5 Reduction of GHG emissions | Climate Action: Accounting for Change, Shrinking our Footprint<br>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. |

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| **GRI 305: Emissions 2016** | 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | Data Tables: Non-GHG Air Emissions<br>Hecla's mining operations largely take place underground so mobile emissions and dust are typically lower than from large-scale surface operations. Nonetheless, 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 whenever diesel is called for at any of our sites. At Lucky Friday, we have primarily used biodiesel since 2011 in underground work areas.<br>Hecla employs a variety of dust control technologies to minimize dust from crushing and grinding, tailings management, and haulage. For instance, haul trucks leaving the dry stack tailings facility at Greens Creek are required to be washed down to minimize tracking from the facility. |
| **Waste** | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | See GRI 3-3 under the Biodiversity section for more information |
| **GRI 306: Waste 2020** | 306-1 Waste generation and significant waste-related impacts | Utilizing robust design and construction methods of our tailings storage facilities, Hecla strives to manage and store tailings properly to minimize potential risks. Hecla's management of tailings follows international standards and policies, while continually innovating to find feasible solutions. We maintain high standards independently of local requirements. Our Corporate Tailings Manager is responsible for centralizing and coordinating the company's governance and oversight of tailings management standards and implementing them in a coherent and consistent way at each operation. |
| | 306-2 Management of significant waste-related impacts | Hecla's Tailings Management Program is designed to ensure that all of our operations implement best practices and risk-based approaches to managing 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.<br>To support the program, we are drafting an internal tailings management standard to provide company-wide procedures and protocols governing the safe and environmentally responsible design, construction, operation, and closure of tailings storage facilities. |
| | 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 |

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| **Employment** | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 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.<br>At the executive level, the CHRO is responsible for implementing Hecla's human capital management (HCM) program. The CHRO reports directly to the CEO and provides reports to the Board of Directors on a quarterly basis. The CHRO is an executive-level position to reflect the priority we place on utilizing our human capital resources to meet our corporate responsibility goals.<br>Human resources team members at each Hecla operation manage the company's processes and programs at their respective locations. This "front-line" support for human resources is integral to ensuring a continuous feedback loop through the HCM function, and it enables good communication at all levels.<br>Hecla understands the importance of a fair wage and is committed to ensuring all employees receive the compensation required to cover and exceed their basic needs as well as those of their families. We offer comprehensive benefits for full-time employees including health insurance, vision and dental coverage, life insurance, long- and short-term disability, wellness programs, and retirement provisions. We provide an enhanced telehealth and mental health platform for our U.S. sites, allowing employees and their dependents extensive access to service providers and choice in how their care is delivered.<br>In 2025, we expanded our employee assistance benefits, including improved access to mental health resources. For U.S. employees, we introduced free, 24/7/365 access to live mental health specialists for in-the-moment support and crisis mitigation. These benefits are available to all employees as well as their dependents. Removing barriers to virtual care, telehealth, and mental health benefits directly supports the realities of a mobile, geographically dispersed workforce. Strengthening virtual care addresses provider shortages by opening an expanded network in regions where we operate and where our workforce resides.<br>For employees in western Canada, we introduced an employer funded Health Spending Account (HSA). Traditional health plans often include limitations, exclusions, or capped coverage, on services like dental, vision, and various therapies which can leave employees and their families with gaps in coverage. By adding an HSA, we're empowering employees to direct their benefits dollars towards the services that matter most to them.<br>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 (RRSP) with cash.<br>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.<br>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.<br>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. |
| GRI 401: Employment | 401-3 Parental Leave | Data Tables: Workforce |

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| **Occupational Health and Safety** | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Our President and CEO is ultimately responsible for safety and health at Hecla. Operational accountability for safety is also a core mandate of the COO, including setting the company's safety and health strategy, establishing standards, and monitoring safety culture and performance. Functional oversight for implementation of the strategy, systems, and standards resides with the Director of Safety, who reports to the COO.<br>At the site level, accountability for safety lies with the VP-General Manager of each operation, reporting to the VP-Operations and ultimately to the COO. Functional oversight at the site level is managed by safety and health professionals who report directly to each VP-General Manager. Sites report on safety performance on a weekly and monthly basis; recordable injuries and incidents with potential for significant consequences are reported as they occur. Key learnings from review of significant incidents are shared across all sites on an ongoing basis, and aggregated safety performance is summarized in a monthly report to sites and senior management.<br>The Board of Directors' HSET Committee provides oversight and governance of safety and health.<br>Management reports to the Board on safety performance and progress toward strategic objectives on a quarterly basis.<br>To ensure continuous improvement, our standards are tested, re-evaluated, and periodically 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, and Occupational Health and Safety legislation in Yukon.<br>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).<br>In 2025, we issued an updated Safety and Health Policy that addresses Hecla's commitments, legal and other requirements, risk management and planning process, organizational resources, accountabilities and responsabilities, training and communication, among others. The policy also reflects Hecla's Safety 365 values and associated commitments. The Policy emphasizes that at Hecla, nothing we do is worth harming the safety or health of anyone associated with our operations. It recognizes that each person must be competent in safety practices appropriate for their roles. It also promotes an environment in which speaking up about safety concerns is not just encouraged, it is expected.<br>In addition to our overall Policy, we also maintain specific standards for key safety and health topics, including: operational standards pertaining to workplace risks such as electrical safety, operation of vehicles and mobile equipment, working at heights, and ground control; occupational health standards related to potential exposures to respiratory hazards, hearing conservation, and exposure to hazardous substances; and guidance on other topics such as severe weather procedures, emergency preparedness, and personal protective equipment. Our standards provide for employee training as well as monitoring of health impacts for each worker exposed to the respective risk. |

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| GRI 403: Occupational Health and Safety 2018 | 403-1 Occupational health and safety management system | Hecla's Safety and Health Management System (SHMS) provides specific standards, procedures, and programs necessary to implement the principles in the Safety and Health Policy. The SHMS is subject to regular audits and review.<br><br>As a matter of policy, we regularly review the SHMS to identify potential areas of improvement. In 2025, updated the SHMS to incorporate the Safety 365 priorities that were added to the Safety and Health Policy. In 2026, Hecla's key objective is to complete a comprehensive review of the SHMS and to conduct internal audits against the updated SHMS.<br><br>In addition to internal audits, we engage an auditor accredited by the National Mining Association to conduct external audits every three years.<br><br>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.<br><br>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.<br><br>Hecla measures the effectiveness of our 10-element system through regular testing and monitoring techniques including the below items:<br>• Daily plant and equipment pre-shift checks<br>• Weekly site inspections<br>• Internal safety and health systems and performance compliance audits<br>• External safety and health systems and performance compliance audits |
| | 403-2 Hazard identification, risk assessment, and incident investigation | 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. |
| | 403-3 Occupational health services | Worker Safety and Health: The Foundation of Everything We Do |
| | 403-4 Worker participation, consultation, and communication on occupational health and safety | Worker Safety and Health: The Foundation of Everything We Do |

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| GRI 403: Occupational Health and Safety 2018 | 403-5 Worker training on occupational health and safety | Data Tables: Health and Safety<br>Hecla implements several programs designed to reinforce our safety culture and help employees develop skills that enable them to work in a safe and healthy way.<br>Initial training: All new workers receive extensive training on the safety and health aspects of mining, and also complete department-specific training related to their job function. Workers are trained according to the standard operating practices for each task they will perform, and trainers sign off on worker competency in the field. Where relevant, workers are also trained to safely execute tasks with elevated risk, such as working at height, energy isolation, and confined space entry.<br>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.<br>Contractors and visitors receive safety orientations; and contractors working on site are trained as necessary to site-specific standard operating procedures related to their scope of work, such as driving, evacuation, and operating cranes. While most of this training is in-person in classrooms and in the field, some topics are covered in online modules.<br>Ongoing reinforcement: In addition to the training, we conduct daily toolbox talks covering timely safety topics over the course of a year. Regular safety meetings for each crew also refresh and build on workers' training. Supervisors also reinforce safe work practices in the normal course of field work. At our mines in the U.S., all workers receive eight hours of annual refresher training on safety and health, as required by federal regulations enforced by the Mine Safety and Health Administration (MSHA).<br>Supervisor training: Mine supervisors receive Balmert training on managing safety behavior and incident investigation every two or three years.<br>Procedure updates: As standard operating procedures are updated over time, workers receive training on the updated procedures.<br>Fatality prevention: In 2025, Hecla introduced training on critical risk management, as part of an initiative to update our Fatality Prevention Program. The training is provided to frontline supervisors, general foremen, superintendents, and managers. After piloting the training at Casa Berardi in 2024, we have provided it at Greens Creek, Lucky Friday, and Keno Hill. We plan to build on the training with a systematic review of fatal risks in 2026. |
| | 403-6 Promotion of worker health | Worker Safety and Health: The Foundation of Everything We Do<br>Talent Management: Empowering and Engaging Hecla's People |
| | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Worker Safety and Health: The Foundation of Everything We Do |
| | 403-8 Workers covered by an occupational health and safety management system | See GRI 403-1 for more information |
| | 403-9 Work-related injuries | Data Tables: Health and Safety |
| | 403-10 Work-related ill health | Data Tables: Health and Safety |

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| **Diversity and Equal Opportunity** | | |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 Diversity of governance bodies and employees | Data Tables: Workforce |
| **Rights of Indigenous Peoples** | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Indigenous Relations: Operating in Parternship<br>Hecla's Director of Indigenous Affairs and Canadian Community Relations is responsible for working in a coordinated way across the company to foster positive relationships between Hecla sites and the neighboring First Nations or other Indigenous Peoples. She reports to the VP-Sustainability and updates Hecla executives through biweekly senior operations meetings.<br>We recognize and value the traditional knowledge, cultural values, and rights of Indigenous peoples and others, as expressed in the Sustainability Policy. |
| GRI 411: Rights of Indigenous Peoples 2016 | 411-1 Incidents of violations involving rights of indigenous peoples | No violations of rights with regard to Indigenous Peoples were identified in 2025. |
| **Local Communities** | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Local Communities: Sharing Benefits and Deepening Relationships<br>Our commitment to meaningful participation by local communities and Indigenous rightsholders regarding environmental, social, and economic matters is reflected in Hecla's Sustainability Policy adopted in 2025.<br>To better understand the needs of our communities, all Hecla sites have a designated community relations site contact.<br>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.<br>Since 2008, Hecla has funded a separate charitable foundation with the mission to enhance quality of life wherever we operate, specifically by promoting social, environmental, and economic sustainability and development in our communities, both in the U.S. and in Canada. In 2025, the Hecla Charitable Foundation donated almost $685,000 to 95 organizations. Since 2009, the Foundation has contributed $6.1 million toward our communities. |
| GRI 413: Local Communities 2016 | 413-1 Operations with local community engagement, impact assessments, and development programs | See GRI 2-29 for more information |

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| **Public Policy** | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Hecla complies 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.<br><br>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 affect the company such as tax and tariff policies, land use and access, permitting, and environmental, health, and safety standards.<br><br>In 2025, we successfully advocated for the U.S. Department of Interior to include silver on its List of Critical Minerals, with support from several U.S. Senators. Our Greens Creek mine hosted several site tours support informed decision making. We hosted tours for the Western Caucus U.S. Senate Chiefs of Staff retreat, alongside the executive director of the Alaska Mining Association. We also held a tour for ten members of the U.S. House Committee on Natural Resources and seven staffers.<br><br>During the Alaska State Legislative Session, we attended a welcome event for legislators, and presented on our history and production to the Alaska State House Resources Committee. We also provided speakers for the Alaska Miners Association's Juneau Mining Forum.<br><br>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. |
| GRI 415: Public Policy 2016 | 415-1 Political contributions | 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 2025, the Hecla PAC contributed $16,000 to federal candidates.<br><br>Hecla engages with government, regulators, public policy makers, and non-governmental organizations directly and indirectly and via Hecla's memberships in industry-related trade associations. Total trade association membership dues were approximately $529,000 in 2025. Hecla did not employ a federal lobbyist in the U.S. in 2025. We spent $60,000 on a state lobbyist in Montana and CAD $60,000 on a provincial lobbyist in Quebec. |

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| **Customer Privacy** | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | Hecla's management regularly 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.<br>Hecla's Vice President of Information Technology (VP-IT) reports to the Chief Financial Officer (CFO), who provides updates to the Audit Committee at least annually.<br>Hecla's cybersecurity program uses multiple security measures to protect our assets. It is designed so that if one line of defense is compromised, additional layers exist to stop threats 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 cybersecurity 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 U.S. 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.<br>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 General Counsel, and we would engage our monitoring process for managing potential crises.<br>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.<br>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, CFO, General Counsel, and VP-IT. These reviews can also provide topics for discussion at Board and/or Audit Committee meetings. |
| **GRI 418: Customer Privacy 2016** | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | No material cybersecurity incidents were identified in 2025. |

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| Greenhouse Gas Emissions | Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations | EM-MM-110a.1 | Data Tables: GHG Emissions<br>Zero percent of global Scope 1 emissions are covered under emissions-limiting regulations. |
| | 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 | Climate Action: Accounting for Change, Shrinking our Footprint |
| 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 | Data Tables: Non-GHG Air Emissions |
| Energy Management | (1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable | EM-MM-130a.1 | Climate Action: Accounting for Change, Shrinking our Footprint<br>Data Tables: Site Data |
| Water Management | (1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress | EM-MM-140a.1 | Data Tables: Water<br>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. Overall, 27% of Hecla offices and sites are located in areas with high or extremely high baseline water stress. |
| | Number of incidents of non-compliance associated with water quality permits, standards and regulations | EM-MM-140a.2 | Water: Caring for What Connects Us All |
| 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 | Hecla had three significant incidents associated with hazardous materials and waste management in 2025. |
| | Description of waste and hazardous materials management policies and procedures for active and inactive operations | EM-MM-150a.10 | Tailings and Waste: Innovation and Accountability<br>Data Tables: Tailings Table |
| Biodiversity Impacts | Description of environmental management policies and practices for active sites | EM-MM-160a.1 | Tailings and Waste: Innovation and Accountability |
| | 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 | Percentage not available |
| | Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat | EM-MM-160a.3 | Tailings and Waste: Innovation and Accountability |

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| 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 | None of our proven or probable reserves are located within five kilometers of Indigenous settlement lands or reservations. |
| | 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 | Indigenous Relations: Operating in Parternship<br>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.<br>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.<br>We regularly engage with our stakeholders, including 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.<br>On child and forced labor, an external auditor has verified the Casa Berardi mine as being compliant in accordance with the Towards Sustainable Mining (TSM) Protocol on the Prevention of Child and Forced Labor.<br>While risks related to child and forced labor are typically low in Canada, Hecla complies with the Fighting Against Forced Labour and Child Labour in Supply Chains Act and files an annual, public report. Our most recent report was filed on May 28, 2025. |
| Community Relations | Discussion of process to manage risks and opportunities associated with community rights and interests | EM-MM-210b.1 | Local Communities: Sharing Benefits and Deepening Relationships |
| | (1) Number and (2) duration of non-technical delays | EM-MM-210b.2 | Data Tables: Community Relations |
| Labor Relations | Percentage of active workforce employed under collective agreements | EM-MM-310a.1 | Approximately 325 of our employees at Lucky Friday are covered by a collective bargaining agreement, representing approximately 17% of our workforce. Employees at our other sites have chosen not to unionize. |
| | (1) Number and (2) duration of strikes and lockouts | EM-MM-310a.2 | There were no strikes or lockouts during the reporting period. |

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| **Workforce Health & Safety** | (1) 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) direct employees and (b) contract employees | EM-MM-320a.1 | 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 | See GRI 3-3 under the Anti-Corruption section for more information |
| | 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 | Tailings and Waste: Innovation and Accountability<br>Tailings storage facilities, waste rock dumps, and other mine-related materials are securely contained, capped, revegetated, and closely monitored for potential effects on surface and groundwater, as well as for long-term structural stability. |
| | Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities | EM-MM-540a.3 | Tailings and Waste: Innovation and Accountability |
| **Activity Metric** | 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

<table>
<tr><th>Disclosure</th><th>Accounting Metric</th><th>Section Reference</th></tr>
<tr><td rowspan="2">Governance</td><td>a) Describe the board's oversight of climate-related risks and opportunities.</td><td>See GRI 2-12 for more information</td></tr>
<tr><td>b) Describe management's role in assessing and managing climate-related risks and opportunities.</td><td>See GRI 2-12 for more information</td></tr>
<tr><td>Strategy</td><td>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.</td><td rowspan="3">Climate Action: Accounting for Change, Shrinking our Footprint<br>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. Some of our operational mine sites have considered potential impacts of climate change on our infrastructure for water management. At Greens Creek, we have projected a small increase in precipitation values based on current models of global climate change, to enable us to more accurately anticipate its impact on our planned tailings expansion.<br>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 Task Force on Climate-related Financial Disclosures (TCFD) framework. We periodically conduct structured high-level risk assessments (HLRAs). Our expanded approach includes a climate-related physical risk assessment which was conducted most recently 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. We aim to conduct internal HLRAs at each site annually, and to engage an external reviewer every three years.<br>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 HSET Committee of our Board of Directors to present project updates, including any results from HLRAs and any progress on material HLRA action plans.<br>Risk Mitigation Highlights from Our Sites<br>At Keno Hill, we performed a climate risk assessment in 2023 with a focus on water management. In 2024, we expanded the tailings facility in line with industry best practices. We aim to ensure the storage facility is sound from a seismic perspective and minimizes the environmental impacts of mine waste.<br>At Casa Berardi, we conducted preventive pruning of vegetation near flammable installations and other high-risk areas to reduce the potential impacts of future wildfires. We also took preventive action to adapt to more water and rain being processed through our facility.<br>At Greens Creek, during the process to prepare a supplemental environmental impact statement (SEIS) for expanding our tailings facility, Hecla assessed the potential of hydrological effects and changing storm frequency.<br>At Lucky Friday, we continue to evaluate and fine-tune a comprehensive assessment of our water management stewardship. We are implementing targeted initiatives to significantly reduce water discharges to the environment, with a long-term objective of achieving zero discharge.</td></tr>
<tr><td rowspan="2">Risk Management</td><td>a) Describe the organization's processes for identifying and assessing climate-related risks.</td></tr>
<tr><td>b) Describe the organization's processes for managing climate-related risks.</td></tr>
</table>

# TCFD Content Index

| Disclosure | Accounting Metric | Section Reference |
|---|---|---|
| **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 Action: Accounting for Change, Shrinking our Footprint |
| | b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks. | Data Table: GHG Emissions |

# 2025 Progress on UN Sustainable Development Goals

| SDG | Progress |
|---|---|
| 3 GOOD HEALTH AND WELL-BEING | In 2025, we achieved a 13% improvement in safety, driving our premium operational performance and underscoring our commitment to responsible mining. |
| | In 2025, Hecla held its second company-wide, tools-down Safety Day, pausing all operations to enable everyone to focus on their approaches to safety. |
| | Hecla developed updates to the Safety and Health Policy to reflect our new Safety 365 values and associated commitments. |
| 4 QUALITY EDUCATION | In 2025, 42 Hecla leaders participated in our company-wide Leadership Training program, reflecting our commitment to developing confident, values-aligned supervisors across all operations. |
| | Hecla provided a range of support for students and schools, such as hosting mine tours, collecting and donating school supplies to the Juneau School District, and contributing $10,000 for the Juneau Symphony Strings Camp. We organize career fairs and other educational opportunities such as sponsoring students in mining programs and offering internships. |
| 6 CLEAN WATER AND SANITATION | At Lucky Friday, Hecla engineers are undertaking an ambitious project to dramatically reduce the volume of water discharged into the South Fork of the Coeur d'Alene River. |
| | At Greens Creek, we began using dissolving flocculent blocks to remove additional sediments from water before discharging it into the environment. |
| | At ERDC, we advanced the design and construction of water treatment facilities to ensure proper treatment before discharging water into the environment or to municipal plants. |
| 7 AFFORDABLE AND CLEAN ENERGY | All operating mine sites get a majority of their electricity from renewable sources, predominantly hydropower. |
| | Hecla is continually looking for opportunities to improve our intake of renewable energy and reduce our intake of carbon-intensive energy sources. |

| SDG | Progress |
|---|---|
| 8 DECENT WORK AND ECONOMIC GROWTH | As part of our recruitment strategy, we have developed relationships with universities' 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. |
| | 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, 2025, 84% of our senior managers were local to their communities. |
| | In 2025, Hecla contributed more than $289 million to our local communities through wages, bonuses, and severance. |
| 13 CLIMATE ACTION | Our efficiency tools include an Emissions-Based Maintenance (EBM) program that uses emissions data to determine whether equipment is running most efficiently or requires maintenance. This program has been fully implemented at Greens Creek. |
| | 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. |
| 15 LIFE ON LAND | In 2025, Hecla secured 53 abandoned mine lands at our Aurora site with fencing, berms, and signage. This allows bats and other animals to still use the shafts as habitat while protecting humans and large wildlife. |
| | At our closed facility in Troy, Montana, we have had a more than 90% revegetation success rate, even on steep alpine slopes. |
| | Hecla maintains approximately $224 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. |

# Environmental Data Tables

1 - The chosen consolidation approach for emissions is facilities under operational control. We are in the process of establishing a new baseline year and GHG reduction goals following the changes in our operational footprint. Gases covered in GHG emissions calculations include $CO_2$, $CH_4$, and $N_2O$. 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 emissions are estimated employing U.S. Environmental Protection Agency (EPA) reporting standards, protocols, methodologies, and other related guidance. For vehicle combustion emissions, we use emission factors from the Greenhouse Gas Inventory Guidance, Direct Emissions from Mobile Combustion Sources, from the U.S. EPA Center for Corporate Climate Leadership. For non-vehicle combustion emissions (electricity generation, heating), stationary combustion emission factors from Greenhouse Gas Reporting Program (GHGRP), Subpart C – General Stationary Fuel Combustion Sources Tables C-1 & C-2 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. Greens Creek is an interruptible customer of AEL&P, required to purchase surplus hydroelectricity, and there are zero emissions associated with its purchases (per communication with Avista Utilities/AEL&P). Casa Beradi uses supplier-specific $CO_2$ equivalent emission factors from Hydro-Québec's fact sheet "Label for Electricity Supplies Feeding Hydro-Québec's Main Power Grid, 2024" (updated May 2025). Lucky Friday uses supplier-specific $CO_2$ equivalent emission factors from Avista Corporation's Electric Company 2024 ESG/Sustainability Report (December 2025). Nevada operations use a supplier-specific $CO_2$ equivalent emission factor from NV Energy's 2023 ESG/Sustainability Report (April 2024). San Sebastian uses $CO_2$ equivalent emission factors for Mexico's National Electric System, 2024 (February 2025). Keno Hill uses a $CO_2$ equivalent emission factor (Table 5.2) for the Yukon Territory (2025 value) from Canada's National Inventory Report (October 2025). Montana operations use a $CO_2$ equivalent emission factor from the U.S. EPA eGRID2023 database for subregion of NWPP (January 2025). Grouse Creek uses a $CO_2$ equivalent emission factor from the U.S. EPA eGRID2023 database for Idaho (January 2025).

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.

5- Adverse weather conditions in Juneau required Greens Creek to rely on backup generators, as the local power provider redirected electricity typically supplied to the site to meet the increased demand, resulting in an increase in both GHG and non-GHG emissions.

| Production | 2023 | 2024 | 2025 | GRI/SASB Standards |
|---|---|---|---|---|
| **Production** | | | | |
| Silver (ounces) | 14,342,863 | 16,169,930 | 17,026,785 | EM-MM-000.A |
| Gold (ounces) | 151,259 | 141,923 | 150,509 | EM-MM-000.A |
| Lead (metric tonnes) | 44,462 | 47,641 | 50,921 | EM-MM-000.A |
| Zinc (metric tonnes) | 66,758 | 60,154 | 62,195 | EM-MM-000.A |
| Copper (metric tonnes) | 1,636 | 1,700 | 1,654 | EM-MM-000.A |
| **GHG Emissions [1]** | | | | |
| GHG Scope 1 (metric tonnes $CO_2$e) [2] | 65,345 | 81,788 | 98,398 [5] | 305-1; EM-MM-110a.1 |
| GHG Scope 1 (metric tonnes biogenic $CO_2$e) | 1,352 | 1,980 | 2,151 | 305-1; EM-MM-110a.1 |
| GHG Scope 2 (metric tonnes $CO_2$e) [3] | 19,504 | 28,227 | 26,479 | 305-2 |
| GHG Scopes 1 & 2 (metric tonnes $CO_2$e) | 86,201 | 111,995 | 127,028 | 305-1, 305-2; EM-MM-110a.1 |
| GHG Emissions Intensity (Scopes 1 & 2 metric tonnes $CO_2$e / silver ounce) | 0.006 | 0.007 | 0.007 | 305-4 |
| **Non-GHG Air Emissions** | | | | |
| CO (metric tonnes) | 3.57 | 3.14 | 9.86 [5] | 305-7; EM-MM-120a.1 |
| NOx (metric tonnes) | 71.58 | 45.40 | 187.38 | 305-7; EM-MM-120a.1 |
| SOx (metric tonnes) | 0.02 | 0.01 | 0.09 | 305-7; EM-MM-120a.1 |
| **Water [4]** | | | | |
| Fresh Water Withdrawal From Surface Water (gallons) | 1,644,038,462 | 944,846,964 | 999,600,750 | 303-3; EM-MM-140a.1 |
| Fresh Water Withdrawal From Ground - Production Wells (gallons) | 65,516,374 | 71,770,822 | 49,844,669 | 303-3; EM-MM-140a.1 |
| Fresh Water Withdrawal From Ground - Mine Dewatering (gallons) | 714,455,717 | 1,195,691,604 | 1,353,362,858 | 303-3; EM-MM-140a.1 |
| Other Water Managed (gallons) | 0 | 0 | 0 | 303-3; EM-MM-140a.1 |
| Total Water Used in Mining or Process Operations (gallons) | 2,019,639,655 | 2,016,633,156 | 1,938,187,571 | |
| Water Recycled to Mining or Process Operations (gallons) | 1,343,769,882 | 1,448,203,740 | 1,292,480,921 | |
| Percentage of Process Water Recycled | 67% | 72% | 67% | |
| Water Discharged to Fresh Surface Water (gallons) | 1,374,105,217 | 1,636,811,235 | 1,437,464,749 | 303-4 |
| Water Discharged to Seawater (gallons) | 609,838,093 | 557,803,291 | 607,348,469 | 303-4 |
| Water Discharged to Ground Water (gallons) | 679,528,412 | 466,738,596 | 602,946,825 | 303-4 |
| Water Discharged to Third Parties (gallons) | 0 | 0 | 0 | 303-4 |
| Water Contained in Tailings (gallons) | 254,993,218 | 283,390,779 | 322,011,973 | 303-5; EM-MM-140a.1 |
| Water Contained in Concentrate (gallons) | 1,019,560 | 1,679,983 | 5,951,866 | 303-5; EM-MM-140a.1 |

# Environmental Data Tables

| Production | 2023 | 2024 | 2025 | GRI/SASB Standards |
|---|---|---|---|---|
| Percentage of Corporate Operations and Mine Sites in High Water Stress Areas [6] | - | - | 27% | |
| Percentage of Water Withdrawn in Regions with High or Extremely High Baseline Water Stress [6] | - | - | 5.8% | EM-MM-140a.1 |
| **Waste** | | | | |
| **Waste Rock** | | | | |
| Waste Rock Produced (metric tonnes) | 5,562,353 | 14,392,690 | 11,175,674 | 306-3; EM-MM-150a.6 |
| Waste Rock Deposited at Surface Facilities (metric tonnes) | 2,566,645 | 11,472,649 | 7,246,122 | |
| Waste Rock Used in Surface Construction (metric tonnes) | 2,524,715 | 3,834,299 | 4,448,137 | |
| Waste Rock Used as Backfill Underground (metric tonnes) | 236,018 | 216,786 | 217,383 | |
| **Tailings** | | | | |
| Tailings Produced (metric tonnes) | 2,276,204 | 2,524,231 | 2,311,925 | 306-3; EM-MM-150a.5 |
| Tailings Recycled (metric tonnes) | 508,399 | 627,008 | 609,865 | 306-4 |
| Tailings Deposited (metric tonnes) | 1,767,805 | 1,897,223 | 1,702,060 | 306-5 |
| **Non-mineral Waste** | | | | |
| Non-mineral Waste Produced (metric tonnes) | 1,599 | 2,178 | 2,886 | 306-3; EM-MM-150a.4 |
| Non-mineral Waste Recycled (metric tonnes) | 963 | 1,382 | 1,395 | 306-4 |
| Preparation for Reuse - On-site (metric tonnes) | 0 | 0 | 0 | 306-4 |
| Preparation for Reuse - Off-site (metric tonnes) | 0 | 0 | 0 | 306-4 |
| Recycling - On-site (metric tonnes) | 0 | 0 | 0 | 306-4 |
| Recycling - Off-site (metric tonnes) [7] | 963 | 1,382 | 1,395 | 306-4 |
| Other Recovery Operations - On-site (metric tonnes) | 0 | 0 | 0 | 306-4 |
| Other Recovery Operations - Off-site (metric tonnes) | 0 | 0 | 0 | 306-4 |
| Non-mineral Waste Directed to Disposal (metric tonnes) | 636 | 796 | 1,490 | 306-5 |
| Non-hazardous Waste - Off-site Landfill (metric tonnes) [8] | 533 | 782 | 1,398 | 306-5 |
| Non-hazardous Waste - On-site Landfill (metric tonnes) | 0 | 0 | 0 | 306-5 |
| Non-hazardous Waste - Off-site Incineration With Energy Recovery (metric tonnes) | 0 | 1 | 1 | 306-5 |
| Non-hazardous Waste - Off-site Incineration Without Energy Recovery (metric tonnes) | 1 | 0 | 6 | 306-5 |
| Non-Hazardous Waste - On-site Incineration With Energy Recovery (metric tonnes) | 0 | 0 | 0 | 306-5 |
| Non-Hazardous Waste - On-site Incineration Without Energy Recovery (metric tonnes) | 0 | 0 | 0 | 306-5 |
| Non-Hazardous Waste - Off-site Other Disposal (metric tonnes) | 102 | 13 | 84 | 306-5 |
| Non-Hazardous Waste - On-site Other Disposal (metric tonnes) | 0 | 0 | 0 | 306-5 |

6 - In 2025, Hecla updated this metric to include all company sites, including corporate offices and explorations properties. For this reason, data is not available for previous years.

7 - Unless otherwise specified, recycled material is assumed to be recycled offsite as opposed to other recovery options.

8 - Non-hazardous waste to landfill increases in 2025 are primarily due to excavation and construction work at Greens Creek.

# Environmental Data Tables

| Production | 2023 | 2024 | 2025 | GRI/SASB Standards |
|---|---|---|---|---|
| **Hazardous Waste** | | | | |
| Hazardous Waste Produced (metric tonnes) | 517 | 1,995 | 1,193 | 306-3; EM-MM-150a.7 |
| Hazardous Waste Recycled (metric tonnes) | 256 | 345 | 348 | 306-4; EM-MM-150a.8 |
| Preparation for Reuse - On-site (metric tonnes) | 0 | 0 | 0 | 306-4 |
| Preparation for Reuse - Off-site (metric tonnes) | 0 | 0 | 0 | 306-4 |
| Recycling - On-site (metric tonnes) | 0 | 0 | 0 | 306-4 |
| Recycling - Off-site (metric tonnes) | 0 | 0 | 0 | 306-4 |
| Other recovery operations - On-site (metric tonnes) | 0 | 0 | 0 | 306-4 |
| Other recovery operations - Off-site (metric tonnes) | 0 | 0 | 0 | 306-4 |
| Hazardous Waste Directed to Disposal (metric tonnes) | 261 | 1,650 | 845 | 306-5 |
| Hazardous Waste - Off-site Landfill (metric tonnes) | 70 | 407 | 155 | 306-5 |
| Hazardous Waste - On-site Landfill (metric tonnes) | 0 | 0 | 0 | 306-5 |
| Hazardous Waste - Off-site Incineration With Energy Recovery (metric tonnes) | 1 | 3 | 0 | 306-5 |
| Hazardous Waste - Off-site Incineration Without Energy Recovery (metric tonnes) | 2 | 1 | 2 | 306-5 |
| Hazardous Waste - On-site Incineration With Energy Recovery (metric tonnes) | 0 | 0 | 0 | 306-5 |
| Hazardous Waste - On-site Incineration Without Energy Recovery (metric tonnes) | 0 | 0 | 0 | 306-5 |
| Hazardous Waste - Off-site Other Disposal (metric tonnes) | 188 | 1,239 | 688 | 306-5 |
| Hazardous Waste - On-site Other Disposal (metric tonnes) | 0 | 0 | 0 | 306-5 |
| **Environmental Training** | | | | |
| Average Training for Full-time Employees | 0.71 | 2.49 | 1.79 | 404-1 |
| Average Training for Contract Employees | 0.30 | 4.05 | 5.29 | 404-1 |
| **Environmental Compliance** | | | | |
| Number of Reportable Spills | 335 | 294 | 214 | 2-27 |
| Number of NOVs Received | 24 | 20 | 21 | 2-27 |
| Number of Fines Levied | 0 | 3 | 2 | 2-27 |
| Fines Levied (USD) [9] | 39 | 188,679 | 6,154 | 2-27 |
| Number of Environmental Training Hours - Employees | 1,271 | 4,529 | 2,478 | EM-MM-320a.1 |
| Number of Environmental Training Hours - Contractors | 201 | 2,142 | 2,138 | EM-MM-320a.1 |
| Permit Exceedances - Water Related | 59 | 35 | 38 | EM-MM-140a.2 |
| Permit Exceedances - Non-water Related | 0 | 6 | 0 | EM-MM-140a.2 |

9 - Fines levied in 2024 reflected the regulatory review cycle at Lucky Friday.

# Environmental Data Tables

| 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 $CO_2e$) | 38,862 | 44,406 | 2,867 | 60 | 96 | 11,456 | 571 | 78 | 305-1; EM-MM-110a.1 |
| GHG Scope 1 (metric tonnes biogenic $CO_2e$) | 0 | 0 | 2,151 | 0 | 0 | 0 | 0 | 0 | 305-1; EM-MM-110a.1 |
| GHG Scope 2 (metric tonnes $CO_2e$) | 0 | 314 | 22,149 | 1,582 | 18 | 1,986 | 194 | 235 | 305-2; EM-MM-110a.1 |
| GHG Scopes 1 & 2 (metric tonnes $CO_2e$) | 38,862 | 44,720 | 27,167 | 1,642 | 114 | 13,442 | 765 | 313 | 305-1, 305-2; EM-MM-110a.1 |
| **Energy** | | | | | | | | | |
| Electricity Used (kWh) | 43,138,416 | 126,801,020 | 76,641,083 | 4,625,164 | 39,936 | 28,377,500 | 677,167 | 1,651,297 | 302-1; EM-MM-130a.1 |
| #2 Diesel for Mobile Equipment (gallons) | 12,866 | 39,540 | 283 | 15 | 55 | 6,682 | 25 | 37 | 302-1; EM-MM-130a.1 |
| Biodiesel (B70) for Mobile Equipment (gallons) | 0 | 0 | 3,174 | 0 | 0 | 0 | 0 | 0 | 302-1; EM-MM-130a.1 |
| #2 Diesel for Electricity Generation/Stationary (gallons) | 25,568 | 0 | 0 | 0 | 0 | 0 | 520 | 0 | 302-1; EM-MM-130a.1 |
| Gasoline for Mobile Equipment (gallons) | 174 | 961 | 83 | 25 | 41 | 795 | 11 | 41 | 302-1; EM-MM-130a.1 |
| Propane for Heating (gallons) | 21 | 2,857 | 0 | 20 | 0 | 3,926 | 16 | 0 | 302-1; EM-MM-130a.1 |
| Natural Gas for Heating (cubic feet) | 0 | 0 | 1,342 | 0 | 0 | 0 | 0 | 0 | 302-1; EM-MM-130a.1 |
| Surface/Underground Emulsion & ANFO (pounds) | 233 | 1,048 | 137 | 0 | 0 | 52 | 0 | 0 | 302-1; EM-MM-130a.1 |

# Social Data Tables

| Metric | 2023 | 2024 | 2025 | GRI/SASB Standards |
|---|---|---|---|---|
| **Workforce** | | | | |
| All Employees [10] | 2,455 | 2,348 | 1,865 | 2-7; EM-MM-000.B |
| Percentage of Which Are Contract Employees | 28% | 23% | 23% | 2-8; EM-MM-000.B |
| **Health and Safety [11]** | | | | |
| **Work-related Injuries** | | | | |
| **For All Full-time Employees:** | | | | |
| Fatalities as a Result of Ill Health | 0 | 0 | 0 | 403-10 |
| Cases of Recordable Ill Health | 7 | 3 | 3 | 403-10 |
| 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 | 0 | 0 | 0 | 403-9; EM-MM-320a.1 |
| Rate of High-consequence Work-related Injuries | 0.00 | 0.00 | 0.00 | 403-9; EM-MM-320a.1 |
| Number of Recordable Work-related Injuries | 26 | 29 | 27 | 403-9; EM-MM-320a.1 |
| Total Recordable Injury Frequency Rate (TRIFR) | 1.47 | 1.61 | 1.49 | 403-9; EM-MM-320a.1 |
| Reported Number of Near Misses (close calls) | 728 | 644 | 809 | 403-9; EM-MM-320a.1 |
| Reported Near Miss Frequency Rate (NMFR) | 41.10 | 35.70 | 44.80 | 403-9; EM-MM-320a.1 |
| Number of Hours Worked | 3,543,443 | 3,605,003 | 3,613,206 | 403-9 |
| **For All Contract Employees:** | | | | |
| Fatalities as a Result of Ill Health | 0 | 0 | 0 | 403-10 |
| Cases of Recordable Ill Health | 0 | 0 | 1 | 403-10 |
| 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 | 0 | 0 | 1 | 403-9; EM-MM-320a.1 |
| Rate of High-consequence Work-related Injuries | 0.00 | 0.00 | 0.13 | 403-9; EM-MM-320a.1 |
| Number of Recordable Work-related Injuries | 11 | 17 | 16 | 403-9; EM-MM-320a.1 |
| Total Recordable Injury Frequency Rate (TRIFR) | 1.70 | 2.52 | 2.16 | 403-9; EM-MM-320a.1 |
| Reported Number of Near Misses (close calls) | 95 | 326 | 732 | 403-9; EM-MM-320a.1 |
| Reported Near Miss Frequency Rate (NMFR) | 14.70 | 48.30 | 98.70 | 403-9; EM-MM-320a.1 |
| Number of Hours Worked | 1,296,640 | 1,350,888 | 1,483,442 | 403-9 |

10- Contractors are no longer included in the total employee headcount for 2025, and therefore the figures are not comparable to prior years.

11 - Rates have been calculated based on 200,000 hours worked. In 2025, Hecla transitioned from tracking the all-injury frequency rate (AIFR) to the total recordable injury frequency rate (TRIFR). Prior year data has been restated to maintain consistency of reporting.

# Social Data Tables

| Metric | 2023 | 2024 | 2025 | GRI/SASB Standards |
|---|---|---|---|---|
| Total Number of Hours Worked by All Employees (full-time and contract) | 4,840,083 | 4,955,891 | 5,096,648 | 403-9 |
| **Health and Safety Training** | | | | |
| Average Hours of Health, Safety, and Emergency Response Training for Full-time Employees | 17.4 | 18.2 | 22.9 | 404-1; EM-MM-320a.1 |
| Average Hours of Health, Safety, and Emergency Response Training for Contract Employees | 15.0 | 17.6 | 14.4 | 404-1; EM-MM-320a.1 |
| Average Hours of Health, Safety, and Emergency Response Training for All Employees | 16.7 | 18.1 | 20.4 | 404-1; EM-MM-320a.1 |
| **Community Relations** | | | | |
| Number of Non-technical Delays | 0 | 0 | 0 | EM-MM-210b.2 |
| Duration of Non-technical Delays (days) | 0 | 0 | 0 | EM-MM-210b.2 |
| **Workforce Demographics** | | | | |
| **Non-exempt** | | | | |
| **Demographics by Gender** | | | | |
| Number of Women | 66 | 69 | 69 | 405-1 |
| Percentage of Women | 5% | 5% | 5% | 405-1 |
| Number of Men | 1,208 | 1,287 | 1,262 | 405-1 |
| Percentage of Men | 95% | 95% | 95% | 405-1 |
| **Demographics by Age** | | | | |
| Number Ages 29 and Under | 289 | 281 | 263 | 405-1 |
| Percentage Ages 29 and Under | 23% | 21% | 20% | 405-1 |
| Number Ages 30-49 | 647 | 712 | 712 | 405-1 |
| Percentage Ages 30-49 | 51% | 52% | 53% | 405-1 |
| Number Ages 50 and Over | 336 | 363 | 356 | 405-1 |
| Percentage Ages 50 and Over | 26% | 27% | 27% | 405-1 |
| **Demographics by Race (Percentage, U.S. only)** | | | | |
| Hispanic or Latino | 2% | 2% | 3% | 405-1 |
| American Indian or Alaska Native | 4% | 4% | 4% | 405-1 |
| Asian | 0% | 0% | 0% | 405-1 |
| Black or African American | 2% | 1% | 1% | 405-1 |

# Social Data Tables

| Metric | 2023 | 2024 | 2025 | GRI/SASB Standards |
|---|---|---|---|---|
| Native Hawaiian or Other Pacific Islander | 2% | 2% | 2% | 405-1 |
| Two or More Races (not Hispanic or Latino) | 3% | 3% | 2% | 405-1 |
| White | 88% | 88% | 88% | 405-1 |
| **Exempt (non-executive)** | | | | |
| **Demographics by Gender** | | | | |
| Number of Women | 105 | 114 | 106 | 405-1 |
| Percentage of Women | 22% | 26% | 25% | 405-1 |
| Number of Men | 366 | 330 | 317 | 405-1 |
| Percentage of Men | 78% | 74% | 75% | 405-1 |
| **Demographics by Age** | | | | |
| Number Ages 29 and Under | 77 | 85 | 75 | 405-1 |
| Percentage Ages 29 and Under | 16% | 19% | 18% | 405-1 |
| Number Ages 30-49 | 246 | 229 | 227 | 405-1 |
| Percentage Ages 30-49 | 52% | 52% | 54% | 405-1 |
| Number Ages 50 and Over | 151 | 130 | 121 | 405-1 |
| Percentage Ages 50 and Over | 32% | 29% | 29% | 405-1 |
| **Demographics by Race (Percentage, U.S. only)** | | | | |
| Hispanic or Latino | 5% | 5% | 6% | 405-1 |
| American Indian or Alaska Native | 0% | 0% | 1% | 405-1 |
| Asian | 5% | 6% | 2% | 405-1 |
| Black or African American | 1% | 2% | 2% | 405-1 |
| Native Hawaiian or Other Pacific Islander | 0% | 0% | 0% | 405-1 |
| Two or More Races (not Hispanic or Latino) | 4% | 4% | 0% | 405-1 |
| White | 85% | 83% | 88% | 405-1 |
| **Executive** | | | | |
| **Demographics by Gender** | | | | |
| Number of Women | 1 | 2 | 2 | 405-1 |
| Percentage of Women | 7% | 12% | 11% | 405-1 |

# Social Data Tables

| Metric | 2023 | 2024 | 2025 | GRI/SASB Standards |
|---|---|---|---|---|
| Number of Men | 13 | 15 | 16 | 405-1 |
| Percentage of Men | 93% | 88% | 89% | 405-1 |
| **Demographics 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 | 4 | 5 | 405-1 |
| Percentage Ages 30-49 | 14% | 24% | 28% | 405-1 |
| Number Ages 50 and Over | 12 | 13 | 13 | 405-1 |
| Percentage Ages 50 and Over | 86% | 76% | 72% | 405-1 |
| **Demographics by Race (Percentage, U.S. only)** | | | | |
| Hispanic or Latino | 9% | 6% | 6% | 405-1 |
| American Indian or Alaska Native | 0% | 0% | 0% | 405-1 |
| Asian | 9% | 6% | 6% | 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 | 82% | 88% | 89% | 405-1 |
| **Total** | | | | |
| **Demographics by Gender** | | | | |
| Number of Women | 172 | 185 | 177 | 405-1 |
| Percentage of Women | 10% | 10% | 10% | 405-1 |
| Number of Men | 1,587 | 1,632 | 1,592 | 405-1 |
| Percentage of Men | 90% | 90% | 90% | 405-1 |
| **Demographics by Age** | | | | |
| Number Ages 29 and Under | 366 | 366 | 338 | 405-1 |
| Percentage Ages 29 and Under | 21% | 20% | 19% | 405-1 |
| Number Ages 30-49 | 895 | 945 | 944 | 405-1 |
| Percentage Ages 30-49 | 51% | 52% | 53% | 405-1 |
| Number Ages 50 and Over | 499 | 506 | 490 | 405-1 |

# Social Data Tables

| Metric | 2023 | 2024 | 2025 | GRI/SASB Standards |
|---|---|---|---|---|
| Percentage Ages 50 and Over | 28% | 28% | 28% | 405-1 |
| **Demographics by Race (Percentage, U.S. only)** | | | | |
| Hispanic or Latino | 2% | 3% | 4% | 405-1 |
| American Indian or Alaska Native | 3% | 3% | 3% | 405-1 |
| Asian | 1% | 1% | 1% | 405-1 |
| Black or African American | 2% | 1% | 1% | 405-1 |
| Native Hawaiian or Other Pacific Islander | 1% | 2% | 1% | 405-1 |
| Two or More Races (not Hispanic or Latino) | 3% | 3% | 2% | 405-1 |
| White | 87% | 87% | 88% | 405-1 |
| **Parental Leave [12]** | | | | |
| **Total Number of Employees Entitled to Parental Leave** | 1,441 | 1,755 | 1,751 | 401-3 |
| Male | 1,318 | 1,596 | 1,579 | 401-3 |
| Female | 123 | 159 | 172 | 401-3 |
| **Total Number of Employees Who Took Parental Leave** | 47 | 70 | 54 | 401-3 |
| Male | 38 | 58 | 44 | 401-3 |
| Female | 9 | 12 | 10 | 401-3 |
| **Total Number of Employees Returning to Work After Leave** | 48 | 69 | 40 | 401-3 |
| Male | 38 | 58 | 37 | 401-3 |
| Female | 10 | 11 | 3 | 401-3 |
| **Total Number of Employees Still Employed Post 12 Months** | 44 | 66 | 39 | 401-3 |
| Male | 38 | 58 | 37 | 401-3 |
| Female | 6 | 8 | 2 | 401-3 |
| **Return to Work Retention Rate [13]** | 94% | 94% | 72% | 401-3 |
| Male | 100% | 100% | 84% | 401-3 |
| Female | 67% | 67% | 20% | 401-3 |

12 - Includes data from Greens Creek, Keno Hill, Lucky Friday, Nevada, Casa Berardi, and Corporate Operations.

13 - The return-to-work retention rate is calculated by dividing the total number of employees who took parental leave against the total number of employees still employed at least 12 months later.

# Governance Data Tables

| Metric | 2023 | 2024 | 2025 | GRI/SASB Standards |
|---|---|---|---|---|
| **Board Composition** | | | | |
| **Gender Demographics** | | | | |
| Number of Men | 5 | 5 | 4 | 405-1 |
| Number of Women | 2 | 3 | 3 | 405-1 |
| Percentage of Women | 29% | 38% | 43% | 405-1 |
| **Racial Demographics** | | | | |
| Number of White Members | 6 | 7 | 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 | 14% | 13% | 14% | 405-1 |
| **Age Demographics** | | | | |
| Number Ages 29 and Under | 0 | 0 | 0 | 405-1 |
| Number Ages 30-49 | 0 | 1 | 1 | 405-1 |
| Number Ages 50 and Over | 7 | 7 | 6 | 405-1 |
| **Board Independence** | | | | |
| Number of Independent Directors | 6 | 7 | 6 | 2-9 |

# Our Economic Benefit [14]

## Economic Impact 2025

| Subsidiary | Region Impact Level | All Government Payments Including Taxes, Royalties, Fees, Etc. | Wages, Bonuses, and Severance [15] | Other Royalties | Sponsorships & Gifts Govt. and Non-Govt. | Scholarships and Donations | Payments to Vendors | Total |
|---|---|---|---|---|---|---|---|---|
| Hecla Corporate [16] | CDA, Vancouver B.C. | 367,398 | 34,972,100 | 70,500 | 3,161 | 94,357 | 80,931,966 | 116,439,482 |
| Greens Creek | Alaska | 12,195,341 | 97,396,266 | 1,118,747 | 57,962 | 255,295 | 181,253,171 | 292,276,782 |
| Casa Berardi | Val d'Or | 5,336,588 | 51,194,856 | - | 64,336 | 9,400 | 174,478,260 | 231,083,440 |
| Lucky Friday | Mullan, ID | 1,273,274 | 68,536,123 | 18,000 | - | 14,580 | 120,743,316 | 190,585,293 |
| Minera Hecla | Durango, MX | 937,767 | 658,836 | 75,000 | 505 | - | 381,097 | 2,053,205 |
| Nevada Operations | Nevada | 1,219,423 | 2,659,548 | 201,964 | - | 11,000 | 6,661,417 | 10,753,352 |
| Hecla Yukon | Yukon | 2,006,436 | 33,707,419 | - | 27,078 | - | 140,383,847 | 176,124,780 |
| Hecla Silver Valley | Silver Valley | 2,769 | 218,023 | 15,600 | - | - | 170,078 | 406,470 |
| Hecla Charitable Foundation | Idaho, Alaska, Colorado, Canada, Montana, Nevada | - | - | - | - | 684,745 | - | 684,745 |
| Montana | Montana | 359,764 | 415,946 | - | - | - | 1,759,108 | 2,534,818 |
| **Totals** | | **23,698,760** | **289,759,117** | **1,499,811** | **153,042** | **1,069,377** | **706,762,260** | **1,022,942,367** |

14 - Certain columns may not sum due to rounding. All data is in USD and is presented on a cash basis.

15 - Payroll taxes are now being reported under "Wages, Bonuses, and Severance" column, which also includes Pension/SERP benefits paid.

16 - Grouse Creek was consolidated into this category in 2025.

# Our Economic Benefit [17]

## Total Government Contributions 2025

| Location | General Sales and Use Taxes | Income and Mining Taxes | Property Taxes | Concession Fees | Fuel and Excise Taxes | Mobile Equipment / Auto License Fees | Customs / Import / Export Duties | Permits | Non-Tax Contributions [18] | Total Contributions |
|---|---|---|---|---|---|---|---|---|---|---|
| **Canada** | **-** | **2,244,804** | **376,765** | **-** | **2,044,833** | **20,046** | **21,341** | **579,047** | **2,056,188** | **7,343,024** |
| Casa Berardi | - | 2,244,804 | 211,174 | - | 1,374,807 | 20,046 | - | 579,047 | 906,711 | 5,336,588 |
| Hecla Yukon | - | - | 165,592 | - | 670,027 | - | 21,341 | - | 1,149,477 | 2,006,436 |
| **U.S.** | **2,752,862** | **6,479,943** | **3,403,540** | **-** | **145,980** | **1,759** | **172,772** | **1,467,081** | **994,032** | **15,417,968** |
| Greens Creek | 2,598,691 | 6,213,344 | 2,057,568 | - | 139,784 | - | 3,500 | 1,182,454 | - | 12,195,341 |
| Lucky Friday | 80,855 | 262,702 | 708,215 | - | - | 1,759 | 169,272 | 11,196 | 39,275 | 1,273,274 |
| Nevada Operations | 73,315 | - | 271,488 | - | 6,197 | - | - | 273,432 | 594,992 | 1,219,423 |
| Hecla Silver Valley | - | - | 2,769 | - | - | - | - | - | - | 2,769 |
| Montana Operations | - | - | - | - | - | - | - | - | 359,764 | 359,764 |
| Hecla Corporate [19] | - | 3,897 | 363,501 | - | - | - | - | - | - | 367,398 |
| **Mexico** | **-** | **-** | **2,942** | **929,949** | **755** | **-** | **-** | **4,121** | **-** | **937,767** |
| San Sebastian | - | - | 2,942 | 929,949 | 755 | - | - | 4,121 | - | 937,767 |
| **Total** | **2,752,862** | **8,724,746** | **3,783,247** | **929,949** | **2,191,569** | **21,806** | **194,113** | **2,050,249** | **3,050,220** | **23,698,759** |

17 - Certain columns may not sum due to rounding. All data is in USD and is presented on a cash basis.

18 - Grouse Creek was consolidated into this category in 2025.

19 - Includes: Claims, Land Leases, Royalties, Permits and License Fees, Maintenance, and Filing Fees.

# Tailings Table [20]

| 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 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 | 265,568 | N/A | July 2023 | None | N/A | Yes |
| Lucky Friday MTIS #4 | Idaho, U.S. | Owned and Operated | Operational | Downstream | 1,805,000 | 1,419,356 | High | May 2024 | None | N/A | Yes |
| Greens Creek | Alaska, U.S. | Owned and Operated | Operational | Filtered Tailings Stack | 24,065,349 | 11,407,159 | N/A | July 2024 | None | N/A | Yes |
| Casa Berardi Cell 7 | Quebec, Canada | Owned and Operated | Operational | Centerline | 7,850,000 | 4,801,448 | Very High | August 2024 | None | N/A | Yes |

20 - Hecla discloses tailings information in alignment with the requirements of the SASB 2023 Metals and Mining EM-MM-540a.1 disclosure metric.