

LEADERSHIP DEVELOPMENT AND COMPENSATION COMMITTEE CHARTER

HECLA MINING COMPANY
May 21, 2026

PURPOSE

The primary purposes of the Leadership Development and Compensation Committee (“Committee”) are (1) to discharge the responsibilities of the Board of Directors (“Board”) relating to compensation of the Company’s Chief Executive Officer (“CEO”) and other executive officers, (2) to develop and oversee the Company’s management compensation policies and programs designed to attract, retain, and motivate key talent while linking pay to performance and aligning the interests of the Company’s officers and employees with the long-term interests of the Company’s shareholders, (3) make recommendations to the Board regarding director compensation, and (4) oversee the Company’s human capital management strategies, culture and executive leadership development program, including diversity strategy, talent pipeline development, and succession readiness.

COMMITTEE MEMBERSHIP AND QUALIFICATIONS

The Committee shall be comprised of not less than three directors, each of whom satisfies the independence requirements of any applicable laws, regulations, and New York Stock Exchange (“NYSE”) listing requirements or in the event the Company is not listed on the NYSE, such other stock exchange listing requirements. Additionally, no director may serve on the Committee unless he or she is a “non-employee director” under the qualifications set forth in Rule 16b-3 of the Securities Exchange Act of 1934. To the extent required under any existing Company compensation plan, each member shall also satisfy the requirements of an outside director for purposes of Section 162(m) of the Internal Revenue Code, to the extent such requirements continue to apply.

The members of the Committee shall be recommended to the Board by the Corporate Governance, Nominating and Sustainability Committee and be appointed annually at the first meeting of the Board after a meeting of the shareholders at which directors are elected and each member shall serve until (i) the next annual meeting of shareholders; (ii) they resign; (iii) their successors are duly appointed; or (iv) such member is removed from the Committee by the Board with or without cause. The Board shall designate a chair (“Chair”) from among the members of the Committee and a Secretary and Assistant Secretary who may, but need not, be a member of the Committee or of the Board.

MEETINGS

The Committee shall meet at least twice a year and more frequently as it determines necessary. A meeting of the Committee may be held by means of such telephonic, electronic, or other communication as to permit all people participating in the

meeting to communicate adequately with each other during the meeting. The Chair of the Committee (or in his or her absence, a member designated by the Committee members present) will preside at each meeting and, in consultation with the other members of the Committee and management, will set the agenda for each meeting. The Committee may request that any directors, officers, or other employees of the Company or any of its subsidiaries, or other people whose advice and counsel are sought by the Committee, attend any meeting of the Committee to provide such pertinent information as the Committee requests. The Committee may exclude from its meetings anyone it deems appropriate in order for it to fulfill its responsibilities. The Committee reserves the right in its discretion to meet at any time in executive session.

The Committee shall report regularly to the Board (i) following meetings of the Committee, (ii) with respect to such other matters as are relevant to the Committee's discharge of its responsibilities, and (iii) with respect to such recommendations as the Committee may deem appropriate. The report to the Board may take the form of an oral report by the Committee's Chair or any other member of the Committee designated by the Committee to make such report. The Committee will keep written minutes of its meetings, which minutes will be available to every member of the Board. The Committee may also take action from time to time by unanimous written consent.

DUTIES AND RESPONSIBILITIES

The following shall be the common recurring duties and responsibilities of the Committee in carrying out its functions. These duties and responsibilities are set forth below as a guide to the Committee with the understanding that the Committee may alter or supplement them as appropriate under the circumstances to the extent permitted by the Company's bylaws and applicable law or listing standard.

To fulfill its duties and responsibilities, the Committee will:

1. Review and approve general compensation and benefit policies and programs of the Company.
2. Review with management the Company's human capital management strategies and execution, including matters such as talent acquisition, retention, development, culture, and diversity, and oversee associated risks.
3. Review and assess the adequacy of this Charter at least annually and, where necessary or desirable, recommend any proposed changes to the Board for approval.
4. Review, on an annual basis, the Committee's effectiveness, including its compliance with this Charter, and provide the Board with any recommendations for changes in procedures or policies governing the Committee. The Committee shall conduct such evaluations and reviews in such a manner as it deems appropriate.

5. Prepare an annual Compensation Committee report to be included in the Company's annual proxy statement in accordance with applicable Securities and Exchange Commission rules and regulations. In connection with such report, the Committee shall review and discuss with management the Compensation Discussion and Analysis (the "CD&A") to be included in the Company's annual proxy statement and based on such review and discussion, recommend to the Board that the CD&A section be included in the Company's annual proxy statement.
6. Review the adequacy and form of compensation of senior management, including the CEO, and ensure that the compensation realistically reflects the risks and responsibilities of such positions.
7. Annually review and approve the corporate goals and objectives relevant to CEO compensation, evaluate the CEO's performance in light of those goals and objectives, and approve the CEO's compensation level based on this evaluation. In determining the long-term incentive component of CEO compensation, the Committee will consider in addition to other relevant factors, the Company's performance, relative and absolute shareholder return, the value of similar incentive awards to CEOs at comparable companies, and the awards given to the CEO in past years. The CEO shall not be present when the Committee discusses or votes on his or her compensation.
8. Review the adequacy and form of compensation of the non-employee directors and ensure that the compensation realistically reflects the responsibilities and risks of such positions and recommend the amount and composition of compensation to be paid to members of the Board and the committees thereof, to the Board for approval.
9. Review and approve the goals and objectives relating to compensation of the Company's executive officers, evaluate the performance of the executive officers in light of those goals and objectives, and establish the compensation levels of the executive officers based on this evaluation.
10. Review and oversee the incorporation of environmental, health and safety, and other sustainability metrics into the Company's executive and employee compensation programs, consistent with the Company's environmental, social, and governance strategy and reporting commitments.
11. Review the CEO's evaluation of the performance of other executive officers and his or her recommendations with respect to the amount of compensation to be provided to the other executive officers and approve upon deliberation.
12. Review recommendations from the CEO and Senior Vice President and Chief Administrative Officer (or similar role) for plan participation and equity

compensation grants for employees who are not officers of the Company and approve upon deliberation.

13. Review the Company's compensation and other benefit plans, including any cash-based and equity-based incentive compensation plans in light of the goals and objectives with respect to such plans, and, if the Committee deems it appropriate, adopt new or amend existing plans, or to the extent such adoption or amendment requires Board approval under applicable law, regulations or listing requirements or otherwise determined appropriate by the Committee, recommend to the Board the adoption of new, or the amendment of existing plans (in all such cases subject to further approval by the Company's shareholders to the extent required by applicable laws, regulations or listing requirements).
14. Administer and exercise all powers allocated to it under the Company's compensation and other benefit plans, including any cash-based and equity-based incentive compensation plans, including the powers to (a) grant restricted stock units, stock options and other stock-based awards, (b) establish performance goals and determine whether such goals have been attained, (c) adopt policies under such plans, and (d) make other grants or awards of benefits or compensation under such plans.
15. Perform such duties and responsibilities as may be assigned to the Committee under the terms of any equity-based plan or other compensation plan.
16. Review, approve and when appropriate submit to the Board for its approval (a) any other proposed plan or arrangement offering or providing any incentive, retirement or other compensation, benefits or perquisites to one or more of the Company's executive officers (other than any plan or arrangement offering benefits that do not discriminate in scope, terms or operation in favor of executive officers and that are generally available to all salaried employees), and (b) any significant amendment or change to any such plan or arrangement.
17. Review and approve (a) any proposed employment, severance or change-in-control agreement between the Company and an executive officer or proposed executive officer, and (b) any proposed extension or significant amendment thereto.
18. Review, approve, and monitor compliance with the Company's stock ownership guidelines for executive officers and non-employee directors, and trading policies.
19. Oversee the Company's executive compensation recovery (clawback) policy as required by NYSE Section 303A.14 and Securities and Exchange Commission Rule 10D-1, including reviewing and approving any material amendments thereto. The Committee shall also have authority to review and approve any additional compensation recovery policies applicable to executive officers or other employees.

20. Review and make recommendations to the Board regarding matters to be presented to shareholders relating to executive compensation, including advisory votes on executive officer compensation and the frequency of such votes. The Committee shall review the results of any such advisory votes and, where appropriate, engage with shareholders and recommend responsive actions to the Board, including disclosure of how the Committee has considered such results in subsequent compensation decisions.
21. Oversee the risk of the Company's compensation programs and periodically review the incentives and any material risks arising or related to the Company's compensation programs applicable to officers and employees and recommend strategies to mitigate against such risks.
22. Ensure that identified risks arising from the Company's compensation policies and practices that are reasonably likely to have a material adverse effect on the Company are disclosed by management in the Company's proxy statement.
23. Establish a peer group of comparable companies and a target competitive positioning or range for the Company's executive compensation program and individual elements.
24. Periodically review the succession plans relating to senior executive officer positions and make recommendations to the Board with respect to succession planning. In connection with succession planning, the Committee will periodically review the Company's leadership development program, including goals and plans.
25. Review and assess reports from management and make reports and recommendations to the Board as appropriate on the Company's culture and strategies relating to human capital management, including talent development, performance against talent and diversity goals, significant conduct issues, and any related employee actions (including, but not limited to, compensation actions), in each case, at the highest management levels.
26. Report to the Board following each meeting of the Committee and at such other times as the Board may consider appropriate.
27. Perform such other activities as the Board of Directors may from time to time deem necessary or appropriate.

DELEGATION

The Committee shall have the ability to form and delegate authority to subcommittees, comprised of one or more members of the Committee as necessary or appropriate. Each subcommittee shall have the full power and authority of the Committee within the authority delegated to the subcommittee or member(s). Notwithstanding the foregoing, the Committee shall not delegate any power or authority required by applicable law, regulation, or listing standard to be exercised by the Committee as a whole.

OUTSIDE ADVISORS

The Committee may, in its sole discretion, retain, obtain the advice of, or terminate a compensation consultant, independent legal counsel or other advisor (“Advisors”). The Committee shall be solely responsible for the appointment, compensation, and oversight of the work of any such Advisors retained by the Committee. The Company shall provide appropriate funding, as determined by the Committee, for payment of reasonable compensation to any such Advisor retained by the Committee.

Prior to selecting any Advisor (other than in-house legal counsel or another Advisor excluded from this requirement under the NYSE listing standards), and on an annual basis for Advisors from whom the Committee obtains advice on a regular basis, the Committee shall take into consideration all factors relevant to the Advisor’s independence from management, including the independence factors listed below. The Committee is required to conduct this independence assessment with respect to any Advisor that provides advice to the Committee. The independence factors that the Committee must consider, in addition to any other factors the Committee deems relevant, are: (1) whether the Advisor’s firm provides other services to the Company; (2) the amount of fees from the Company received by the Advisor’s firm relative to other fees received by the Advisor’s firm; (3) conflict-of-interest policies of the Advisor’s firm; (4) any business or personal relationships between the Advisor and members of the Committee; (5) any stock of the Company owned by the Advisor; and (6) any relationships, business or personal, between the Advisor, Advisor’s firm, and the executive officers of the Company.

In addition to conducting the independence assessment discussed above, the Committee shall also determine whether the work of any compensation consultant has raised any conflict of interest and review the proposed disclosure in the Company’s proxy statement of the nature of the conflict and how the conflict is being addressed. The independence factors listed above are among the factors that shall be considered by the Committee in determining whether a conflict of interest exists.

AMENDMENT

The Board shall have the authority to amend or modify any provision of this Charter at any time consistent with the Committee's annual review obligation.

APPROVED: Board of Directors

DATE: May 21, 2026