

## **Hecla Mining Company**

### **Health, Safety, Environmental & Technical Committee Charter (As amended May 21, 2026)**

This charter (the “Charter”) sets forth the purpose, membership, duties, responsibilities, powers and authority of the Health, Safety, Environmental & Technical Committee (the “Committee”) of the Board of Directors (the “Board”) of Hecla Mining Company (the “Company”). The Board has granted the Committee the authority herein provided, as well as the authority to investigate any activity of the Company and its subsidiaries relating to health, safety, environmental and technical matters.

#### **PURPOSE**

The primary purpose of the Committee is to assist the Board of Directors in fulfilling its oversight responsibilities in relation to:

- Monitoring and reviewing health, safety, environmental and sustainability policies, and community impacts;
- Monitoring the implementation and effectiveness of health, safety, environmental and sustainability policies, and systems, including the oversight of tailings storage facilities and associated closure and environmental risks;
- Reviewing health, safety and environmental performance audit results and updates from management;
- Reviewing emerging health, safety and environmental trends in legislation and proposed regulations affecting the Company;
- Reviewing data and making recommendations to the Board on exploration, development, and acquisition or divestiture of mineral properties and/or operations;
- Reviewing special management reports of the Company and its subsidiaries related to the progress of development projects, particularly with major capital expenditures;
- Overseeing the Company’s strategies and efforts to protect and improve the quality of the environment, including, but not limited to, the Company’s climate change and sustainability policies and programs;
- Supporting the furtherance of the Company’s commitment to adoption of best practices in mining operations, promotion of a healthy and safe work environment, and environmentally sound and socially responsible resource development;
- Management of risks relating to any of the foregoing; and

- Any additional matters delegated to the Committee by the Board.

## **COMMITTEE MEMBERSHIP AND QUALIFICATIONS**

The Committee shall be comprised of at least three and not more than five members. 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 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 is necessary to carry out its duties effectively. 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 officer or employee 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 information as the Committee requests, but 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 oversight 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. To fulfill its duties and responsibilities, the Committee will:

- Review, monitor and report to the Board on actions and initiatives undertaken by the Company to (i) prevent, mitigate and manage risks related to health, safety, environmental and sustainability matters which may have the potential to adversely impact the Company's operations, activities, plans, strategies or reputation, and (ii) prevent loss or injury to the Company's employees, assets, and operations from malicious acts, natural disasters or other crisis situations.
- Periodically review with management the Company's major operational, environmental, health and safety risks, including a regular review of the top risks identified by management and the policies and procedures adopted by the Company to manage and mitigate those risks.
- Review and discuss the Company's health, safety, environmental and sustainability objectives, policies, and performance, including metrics relevant to assessing that performance.
- Monitor the Company's efforts in creating a culture of continuous improvement in the Company's health, safety, environmental and sustainability practices.
- Review, monitor and report to the Board on whether the Company's systems, programs and policies relating to health, safety, environmental and sustainability matters are being appropriately developed and effectively implemented.
- Review at least annually (i) the Company's health, safety, and environmental policies to ensure that they adequately reflect the Company's commitment to environmental stewardship and socially responsible development, and (ii) the safety practices of the Company's workers and contractors.
- Discuss annually with management, the scope, and plans for conducting audits of the Company's and its subsidiaries' performance in health, safety, environment, and sustainability, and review any such audits.
- Review and recommend to the Board health, safety, environmental, technical and sustainability related policies and/or policy improvements that will help the Company comply with all applicable laws and regulations during exploration, development, operation, and closure activities.
- Review and recommend to the Board the policies, strategies and systems that can be used to promote sustainability and corporate social responsibility (which includes but is not necessarily limited to matters relating to safety, environmental health and protection, human rights, ethics, regulatory compliance, and creation of a positive legacy in communities where the Company operates and matters affecting Aboriginal Communities).
- Facilitate or help to maintain a culture within the Company whereby employees are made aware of the risks of the Company, and steps are taken to mitigate such risks.
- Review and discuss with management, any material noncompliance with health, safety or environmental laws, and management's response to such noncompliance.

- Review and discuss with management, any pending or threatened administrative, regulatory, or judicial proceedings regarding health, safety or the environment that are material to the Company.
- Ensure that management monitors significant trends in health, safety, and environmental legislation.
- Review the Company's programs to minimize or prevent the harmful effects of the Company's operations on the environment and monitor their effectiveness.
- Monitor and review climate change-related risks and opportunities.
- Ensure the Company maintains a sustainability program.
- Review updates from management regarding health, safety and environmental performance of the Company and its subsidiaries.
- Annually review (or upon significant material change in) resources and reserves.
- Review data and make recommendations to the Board concerning the advisability of proceeding with the exploration, development, acquisition or divestiture of mineral properties and/or operations.
- Review management's philosophy and strategy for the implementation and securing of a positive relationship, driving economic development, and creating well-being within the communities impacted by the Company's operations, and report its conclusions to and make recommendations regarding implementation of these strategies to the Board.
- Periodically review operating activities in the context of health, safety, environmental and sustainability objectives.
- Annually review the Hecla Responsible Mining Report.
- Perform such other duties and responsibilities, consistent with this Charter and governing laws, as may be delegated to the Committee from time to time by the Board.

## **ADDITIONAL POWERS AND RESPONSIBILITIES**

In carrying out its responsibility to assist the Board in overseeing the potential development and operation of any projects or future expansion or development thereof from a technical, financial, and scheduling perspective, the Committee will meet regularly with management, in person or by telephone, and will review, monitor, and report to the Board on:

- Mine construction, operations, development, and production.

- Mine production plans, as proposed and revised from time to time and the implementation of such plans.
- Any preparation or restatements of any mineral reserves and resources in conjunction with the filing of any new or revised National Instrument 43-101 Technical Reports, and compliance with the rules of the SEC for reporting reserves and mineralized material.
- On an annual basis, review and reassess the adequacy of this Charter and recommend any proposed changes to the Board for approval.
- 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 Health, Safety, Environmental and Technical Committee within the authority delegated to the subcommittee or member(s).
- Undergo an annual performance evaluation of itself.

## **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).

## **OUTSIDE ADVISERS**

The Committee may, in its sole discretion, retain, obtain the advice of, or terminate any experts or consultants (“Advisers”) as it deems appropriate. The Committee shall be solely responsible for the appointment, compensation, and oversight of the work of any such Advisers retained by the Committee. The Company must provide appropriate funding, as determined by the Committee, for payment of reasonable compensation to any such Adviser retained by the Committee.

## **AMENDMENT**

The Board shall have the authority to amend or modify any provision of this Charter at any time.

APPROVED: Board of Directors

DATE: May 21, 2026