

SM

**Hedra**  
MINING COMPANY

LARGEST U.S. SILVER PRODUCER

# Sustainability Report

2022



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## Forward-looking Statements

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

These risks, uncertainties, and other factors include but are not limited to those set forth under Part I, Item 1A – Risk Factors in our annual report filed on Form 10-K for the year ended December 31, 2022, which is available on our website or at SEC.gov. Given these risks and uncertainties, readers are cautioned not to place undue reliance on our forward-looking statements. All subsequent written and oral forward-looking statements attributable to Hecla Mining Company or to persons acting on our behalf are expressly qualified in their entirety by these cautionary statements. We do not intend to update or revise any forward-looking statements, whether as a result of new information, future events, or otherwise.



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



**In 2022, Hecla expanded on the company's commitment to responsible mining. This means meeting the highest environmental and sustainability standards, minimizing the impact of our operations on the environment, and respecting and supporting the communities where we live and work.**

Our strong financial performance for the year shows that excelling on our ESG priorities goes hand in hand with revenues and benefits for our investors and other stakeholders. In 2022, we reinforced Hecla's position as the fastest growing established silver company as we achieved our largest-ever silver reserves. Our ESG priorities such as worker safety and wellbeing, emissions reduction, and biodiversity protection were bolstered while we produced our second-highest amount of silver ever: 14.2 million ounces, which is about 50% of U.S. silver production. We also achieved record lead production and reached record milestones in mill throughput at all three of our operations.

Our mines operate in the U.S. and Canada — the safest and most stable jurisdictions in the world — to produce the metals that are essential to the world's clean energy future. And we do it in a manner that's responsible, sustainable, and innovative.

This puts Hecla's stakeholders in a unique position to benefit as the transition to a decarbonized, renewable economy picks up speed and increases the need for silver to power clean energy. Silver plays a vital role in green technologies like solar panels, wind turbines, and electric vehicles, at a time when the main source of new electricity generation globally is expected to be renewables like solar and wind.

Apart from supporting the world's transition to a green economy, Hecla is also leading its industry in addressing the environmental footprint of its own operations. We achieved net zero carbon emissions in 2022 for the second year in a row, through reducing our company-wide Scope 1 and Scope 2 greenhouse gas (GHG) emissions and purchasing United Nations Framework Convention on Climate Change's Certified Emissions Reduction (CER) Credits to offset the remaining emissions. We have set a goal of maintaining this net zero footprint each year, and have reduced our company-wide Scope 1 and Scope 2 emissions by 33% since 2019, embracing our commitment set in 2019 to reach a 30% reduction in Scope 1 and Scope 2 emissions by 2030. We achieve this reduction primarily through a data-driven approach to maximizing operating efficiencies that reduce our use of energy. As a result, for every metric tonne of Scope 1 and Scope 2 emissions in 2022, we produced 465 silver-equivalent ounces.

Utilizing a similar approach has also enabled Hecla to be on track to achieve our goal of

reducing energy usage by five percent in 2023, using a baseline set in 2020. We also reduce our environmental impact by increasing the percentage of clean energy in our mix — particularly through our use of hydroelectricity.

**Reclaiming Mined Lands for Habitats and Communities:** Hecla is committed to responsible mining practices that anticipate and minimize our impacts on the environment. At each site we reclaim land to a high standard when production is complete. In this year's report, we highlight Hecla's focus on responsibility, innovation, and technical expertise through three reclamation projects.

At the Troy mine in Montana, Hecla's reclamation work led to originating the Grizzly Corridor Project to create travel routes for bears and stimulate the growth of nutritious forage in the understory. We also completed the planning for a long-term water management strategy to direct clean water from the mine site outside the facility.

Our reclamation work at San Sebastian — restoring the land to its prior setting and community use — is now recognized with an award from the American Exploration & Mining Association for its attention to the environment and surrounding communities.

In the Yukon, Hecla is continuing to advance a reclamation plan focused on returning the historic Keno Hill Mining District to a natural state, while incorporating feedback from Indigenous Peoples.

Other ESG priorities were at the core of our success in 2022 as well. In 2022, all Hecla employees were paid a living wage, and in this report Hecla publishes a commitment to ensuring all employees receive the compensation required to cover basic needs for themselves and their families.

Workforce safety has always been a core value of our company. Our safety performance was strong in 2022 as our All-Injury Frequency Rate (AIFR) remained at a historically low level (1.22) – matching our previous company record. This level is ten percent below our 2022 target, and is 42% below the U.S. average. The 2022 rate is the lowest we’ve seen since implementing the National Mining Association’s CORESafety initiative in 2012.

We also expanded our Zero Tolerance Standard to reflect the importance of seven high-risk safety rules. Hecla mines earned numerous safety awards in 2022, including the distinguished Sentinel of Safety from the National Mining Association, placing Fire Creek on a prestigious list of the safest mines in the U.S.

To further support worker health and wellbeing, in 2022 we developed a company-wide campaign and a set of resources for suicide prevention, including in-person training at every site.

Hecla is a strong community partner and has deep roots in many of the locations where we operate. Our contributions include economic impact through employment, tax payments, business relationships, and charitable donations to support education, youth activities, community programs, and health services. In 2022, we had a direct economic impact of more than \$833 million to our communities, including more than \$1 million in scholarships and donations.

We also invest in our workforce through programs to foster inclusion and diversity. The mining industry has traditionally had a predominantly male workforce, and Hecla is seeking ways to change that by creating more opportunities for women. We set a 2022 goal for increasing the proportion of women in professional roles, linked the goal to a financial incentive for all salaried employees, and exceeded

it – increasing the percentage of women in professional roles by 11% by the end of the year. We also launched a networking group to support women employees.

At the highest levels of the company, we are applying the same vision. In 2022, Hecla’s Board elected a woman to serve as Chair for the first time in its 132-year history. Hecla is striving for gender parity on our Board of Directors and, as of 2022, two of our six directors (33%) are women.

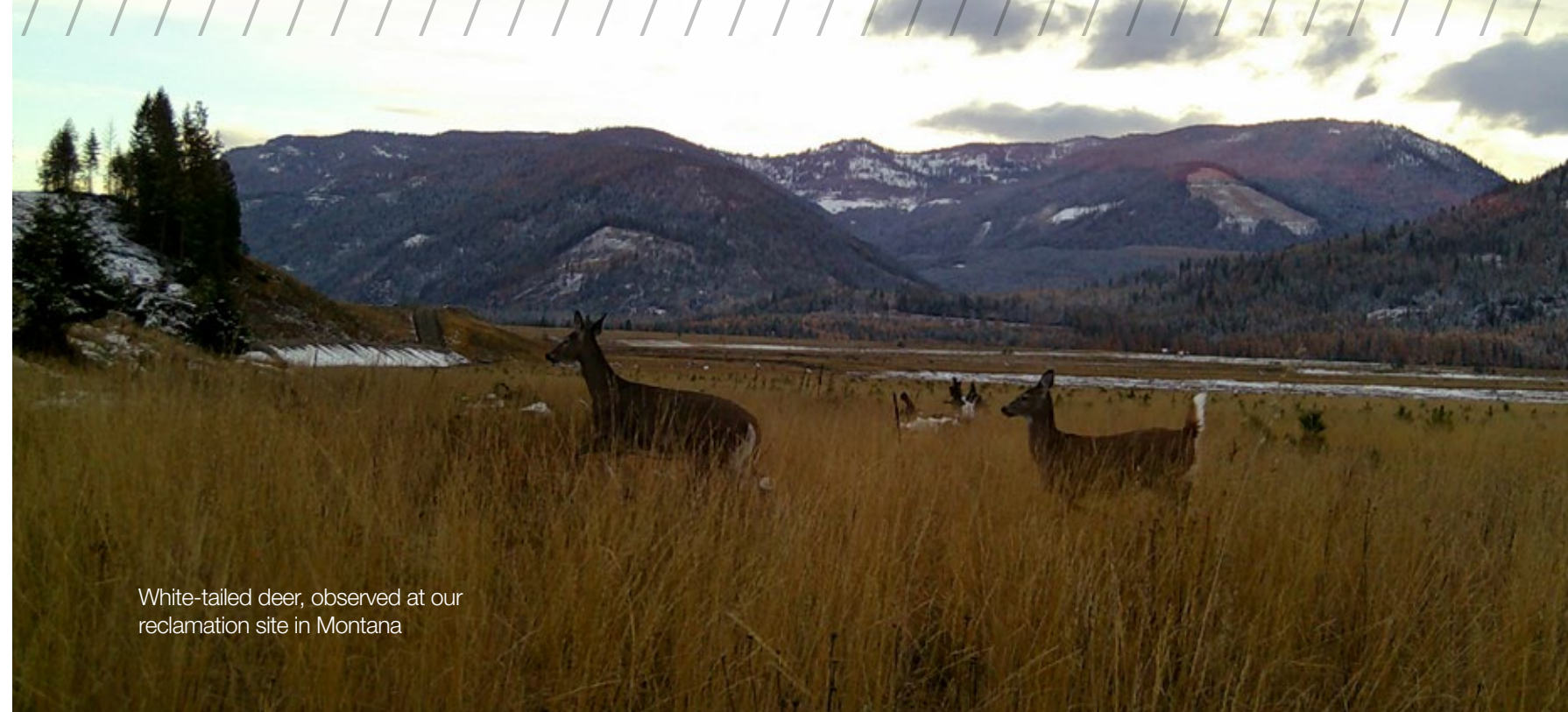
Also furthering our contributions to a sustainable future are environmental protection efforts at our sites. These include Lucky Friday’s 100% compliance with water effluent limits while achieving record production in 2022, Hecla Quebec’s partnership to study woodland caribou population dynamics and reinforce its local

biodiversity management plan, and voluntary habitat improvements being made at our Fire Creek site to avoid disturbance for greater sage grouse, a threatened species.

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

I want to thank our Board, employees, and all our stakeholders for your support of our ESG initiatives in 2022. I welcome your input as we continue on our sustainability journey.

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



White-tailed deer, observed at our reclamation site in Montana

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



**On behalf of Hecla's Board of Directors,  
I am proud to share Hecla's sixth annual  
Sustainability Report.**

As Chair of the Governance and Social Responsibility Committee, I have seen the commitment at all levels of the company to responsible mining and building strong communities wherever we operate.

Hecla is pleased to be at the forefront of the low-carbon transition, as the company continues to provide a stable supply of critical and essential metals for renewable energy and other technologies needed for a thriving society. For example, the expected tripling in the production of battery-powered electric vehicles (BEVs) has increased demand for silver-bearing components, and silver is crucial in solar panels, increasing the estimated

need for silver in the photovoltaic (PV) technology market by 85% in the next ten years.

The Board's Governance and Social Responsibility Committee makes recommendations to the Board regarding Hecla's ESG policies and programs, while the Health, Safety, Environmental and Technical Committee assists the Board in monitoring policies and performance audits governing health, safety, environmental, and community impact areas. The commitment to integrating sustainability into our business strategy is shared by all of our Board members, our executive management team, and employees throughout the company.

**How does Hecla report on its ESG performance?**

- Publish annual Sustainability Report based on 2021 assessment of priority ESG topics
- Benchmark performance against SASB Metals and Mining Standard
- Report against relevant aspects of TCFD
- Post regular updates on Hecla's website
- Report with reference to GRI standards

Our stakeholders are paying increased attention to ESG issues, and we are committed to regular reporting on Hecla's performance. We welcome opportunities to engage with stakeholders, understand their perspectives, and provide information on our commitments to local communities, our employees, and the natural environment.

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

**Alice Wong**

Hecla Board of Directors

Chair, Governance and Social Responsibility Committee

## About Hecla

Hecla Mining Company is the oldest U.S.-based precious metals mining company and largest primary silver producer in the country, responsible for nearly half of the United States' silver production. We also mine gold, lead, and zinc – which is listed as a critical mineral by the U.S. Geological Survey. We have deep roots in our communities and have been in business for over 130 years.

Hecla utilizes innovative mining practices, like the award-winning Underhand Closed Bench (UCB) mining method, to produce metals efficiently and in safe and responsible ways for its employees, communities, and the environment.

Hecla's operating mines are located in the U.S. and Canada, and it has additional exploration properties and pre-development projects in world-class silver and gold mining districts across North America.

The jurisdictions where we operate have stringent regulatory frameworks for health and safety protections, environmental compliance, community engagement, corporate governance, and adherence to human rights. Hecla is committed to responsible mining operations that meet and exceed these regulatory frameworks, ensuring that its workers and communities are protected, and its investors get exposure to silver and other metals – without taking on the political and currency risks of other countries. Domestic sources of these essential and critical metals also provide stability as global supply chains experience ongoing disruption from long-term effects of the pandemic as well as geopolitical crises.



# Hecla by the Numbers in 2022

\$833.7M

direct economic impact

45,132

hours of safety and health training

465

GHG scopes 1 & 2 emissions intensity  
(Ag-equivalent ounces/metric tonnes CO<sub>2</sub>e)

\$96M

total government contribution

11%

increase of women in professional roles

75

energy usage intensity  
(Ag-equivalent ounces/mWh)

3,568

environmental training hours

33%

of the Board of Directors are women

0.02

water usage intensity (Ag-equivalent ounces/  
gallons used in mining or process operations)

## Silver Supports the Low-carbon Future

Governments, businesses, and other institutions across the world are attracting attention for setting ambitious targets to reduce carbon emissions. Less well known is the fact that the drive to decarbonize relies increasingly on silver. Silver has the highest electrical and thermal conductivity of any metal, and it is vital in producing renewable energy and electrical vehicle components.

**Silver for Electric Vehicles (EVs):** Silver is already a vital metal in the automotive industry, with an estimated 371.5 million ounces used in 2022. One type of EV, battery-powered electric vehicles (BEVs), use twice as much silver as cars with a combustion engine, and production of BEVs is expected to triple from 2020 to 2025 – increasing the demand for silver-bearing components such as: electronic control units; battery packs; and connections for sensors and other subsystems.

**Silver for Solar Power:** Solar panels using photovoltaic (PV) cells used an estimated 140.3 million ounces of silver in 2022. Pastes made with silver play a crucial role in the manufacturing of crystalline silicon panels, which comprise 95% of the solar panel market. The overall need for silver in PVs is expected to increase by 85% over the next ten years as production dramatically ramps up to meet increasing electricity demand and renewable energy targets.

Our 2022 Annual Report highlights Hecla’s Clean Energy Future. It specifically focuses on growing opportunities for silver. Please click the image to learn more.



# Our ESG Approach

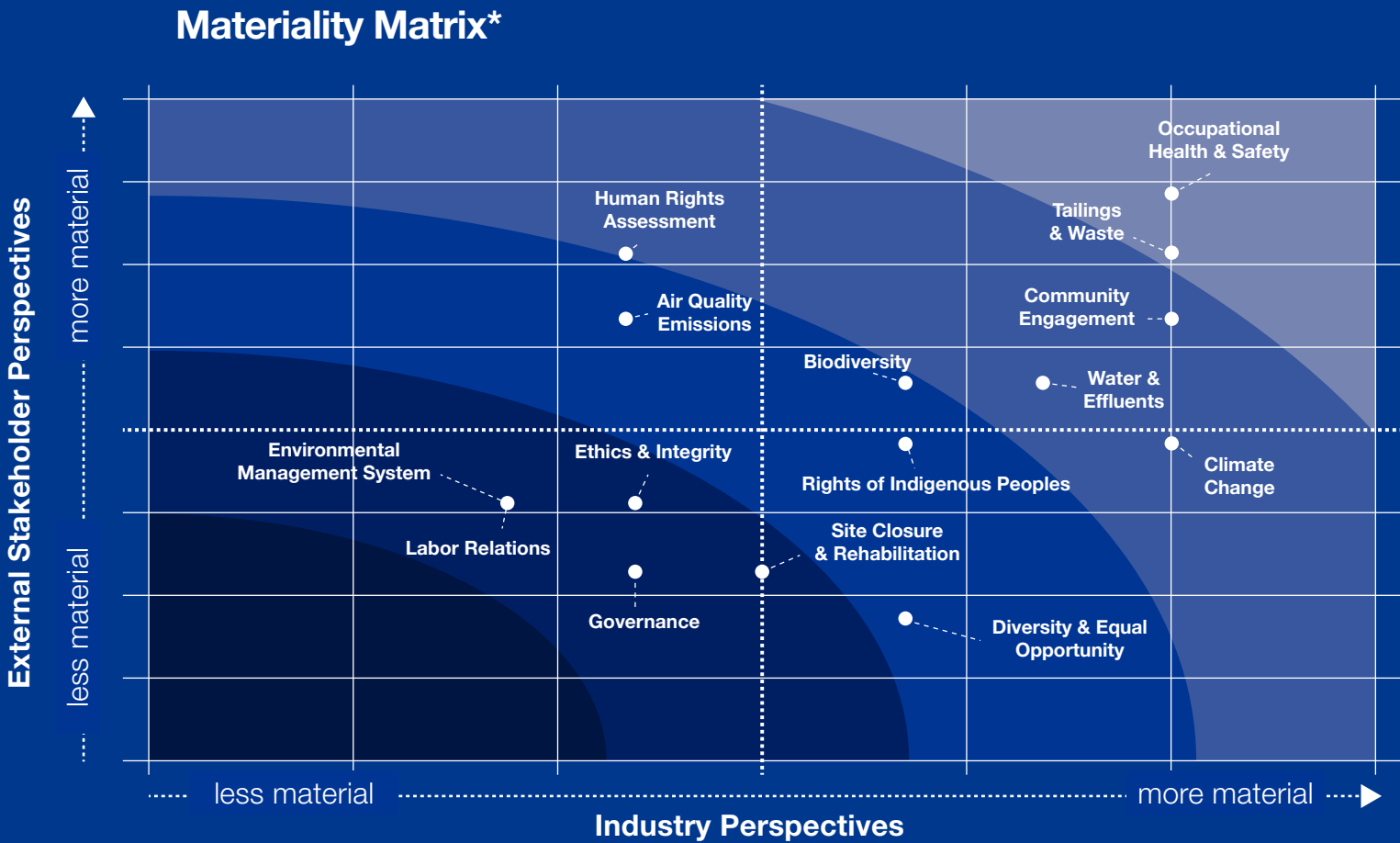
Hecla has integrated sustainability into its business strategy from the highest levels of leadership and planning. We focus on several environmental, social, and governance (ESG) topics that have been carefully selected as priorities for our company by a range of stakeholders, and regularly report on our progress. This year’s report uses Hecla’s award-winning reclamation work to underline how the company incorporates sustainability into each phase of mining, in every community where we operate.

**Assessment of ESG Priorities:** Hecla conducted an assessment of priority ESG topics in 2021. As part of this work, Hecla retained the Governance & Accountability Institute (G&A), a respected advisor on ESG issues, to perform an independent third-party assessment.

The first stage was a materiality assessment. To gather stakeholder perspectives, we consulted with investors, employees, and ESG rating organizations to identify the most important topics from among the Global Reporting Initiative (GRI) Standards Topics, the 17 United Nations Sustainable Development

Goals (SDGs), and the Sustainability Accounting Standards Board (SASB) Metal and Mining 2018 Standard. We also considered the topics viewed as material by our peers in the mining industry.

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



\* Materiality for the purposes of this report is different from how we address materiality for disclosure requirements under securities laws.

## Hecla then identified the highest-scoring topics as having the greatest importance for the business, listed below.

- Occupational Health & Safety
  - Tailings & Waste
  - Community Engagement
  - Water & Effluents
  - Climate Change
  - Human Rights Assessment
  - Biodiversity
  - Air Quality Emissions
- Rights of Indigenous Peoples
  - Diversity & Equal Opportunity
  - Ethics & Integrity
  - Site Closure & Rehabilitation
  - Environmental Management System
  - Labor Relations
  - Governance

**Stakeholder Engagement:** In 2022, we continued to evolve our ESG process by further incorporating the perspectives of external stakeholders regarding the economic, environmental, and social impacts of activities at our mines and local communities. We accounted for these perspectives during the execution of projects at the site-level and used them to inform our 2022 Sustainability Report during the Subject Matter Expert (SME) interview portion of our annual reporting process. We engage regularly with stakeholders in our communities to learn about and address local concerns and to develop partnerships that help maintain long-term relationships.

**ESG Reporting:** Hecla operations vary greatly from site to site, depending on the location. The environmental conditions, community and cultural

heritage factors, and economic setting all inform our activities. Therefore, we take a site-specific approach to reporting on our ESG impacts.

Hecla is committed to transparency and consistent communication of the company's ESG programs and performance. We communicate comprehensively each year in the form of our sustainability report, which is prepared with reference to the GRI Standards. Hecla also benchmarks its performance against the SASB Metals and Mining Standard, and reports against relevant aspects of the Task Force on Climate-Related Financial Disclosures (TCFD). The Mining Association of Canada's Towards Sustainable Mining (TSM) Protocols also guide reporting and communications for our Canadian operations.



**Oversight of ESG:** Hecla’s commitment to ESG starts at the top with Board oversight of the company’s overall ESG strategies and initiatives and two Board committees tasked with specific oversight responsibilities. The Governance and Social Responsibility Committee is responsible for overseeing ESG-related risks and opportunities, and for reviewing and making recommendations to the Board regarding the company’s policies, programs, practices, metrics, and performance indicators regarding ESG matters.

The Health, Safety, Environmental & Technical (HSET) Committee assists the Board in monitoring and reviewing ESG matters, supporting Hecla’s commitment to adopt best practices in mining operations, promoting a safe and healthy work environment, and advancing environmentally sound and socially responsible resource

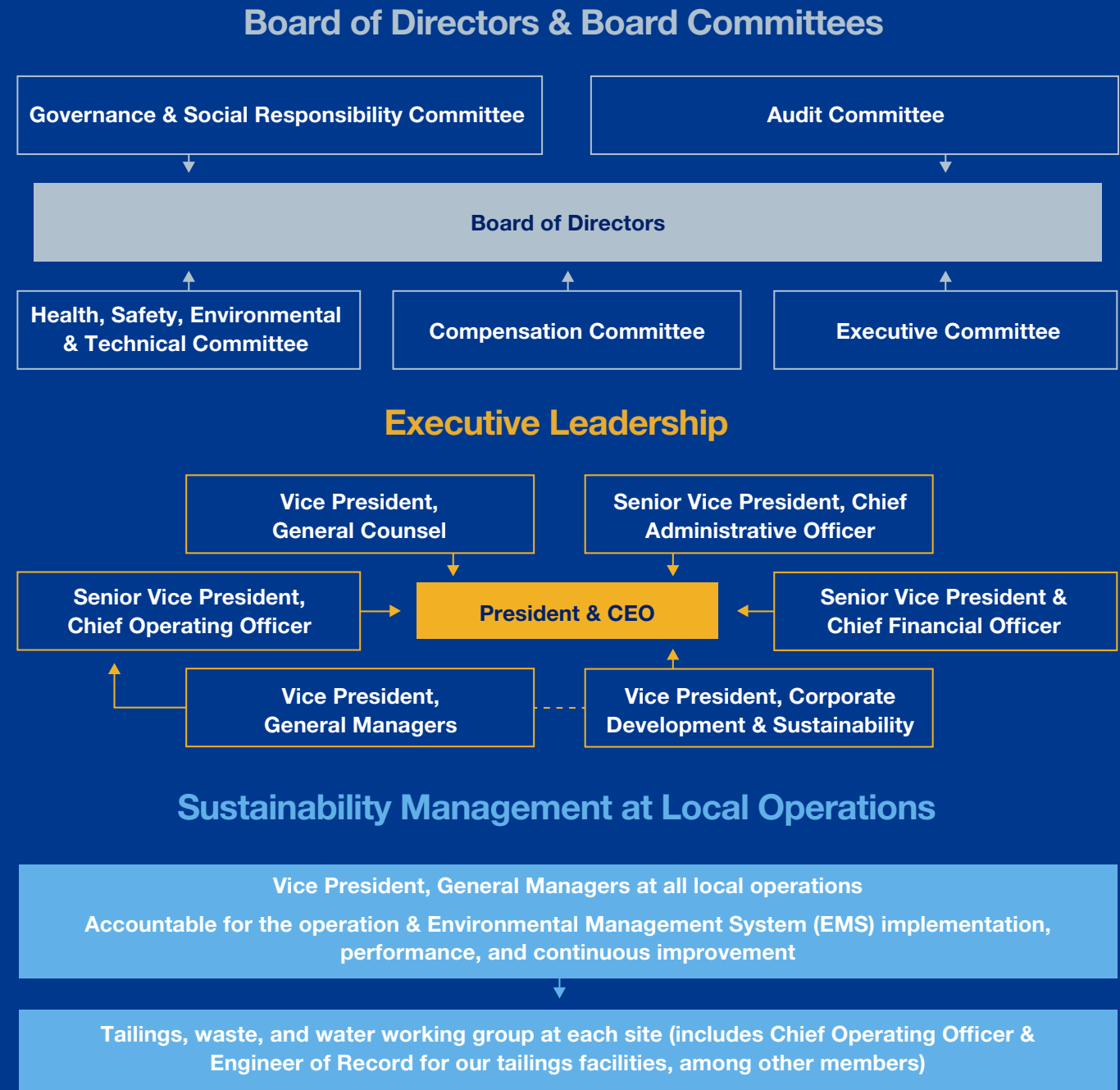
development. The HSET Committee assists the Board in monitoring and reviewing health, safety, environmental, and sustainability policies, community impacts, and reviewing performance audits and updates from management.

At the executive level, Hecla’s Vice President – Corporate Development and Sustainability reports directly to our Chief Executive Officer (CEO) and is responsible for implementing the company’s ESG programs.

At the local level, the company has risk assessment and mitigation measures in place at each operation, with general managers responsible for ensuring continuous improvement toward corporate and site-specific ESG goals.

Hecla’s [Sustainability Management Structure](#) organizational chart is included on our [website](#).

# Sustainability Management Structure



Reflecting the priority Hecla places on meeting our sustainability and corporate responsibility goals, the Board has linked several ESG goals to compensation for all Hecla executives and salaried employees. These goals have included: increasing employee diversity within management and professional staff; reducing our all-injury frequency rate (AIFR) by 2.5% from our three-year trailing average; achieving the lowest-quartile greenhouse gas (GHG) intensity score in our industry subgroup; and improving our total ESG score.

## 2022 Theme – Reclamation at Hecla: Past, Present, and Future

In this 2022 report, we use three Hecla mining sites to spotlight the different phases of a reclamation project. The [Troy mine](#) in Montana has completed most stages of closure and reclamation and is now focusing on habitat improvements. In Durango, Mexico, the [San Sebastian mine](#) has returned large areas of land to almost pre-mining condition. The future of Hecla’s reclamation work is exemplified at the [Keno Hill project](#) in Yukon Territory, where we are consulting with stakeholders and advancing a comprehensive plan to remediate environmental impacts that predate Hecla’s involvement.

### About This Report

This annual report covers our performance from January 1 to December 31, 2022. Unless otherwise noted, it covers all operations and subsidiaries.

This report was prepared with reference to the Global Reporting Initiative (GRI) Standards and maps to the Sustainability Accounting Standards Board (SASB) 2021 Metals and Mining Standard. We are reporting against relevant aspects of the Task Force on Climate-Related Financial Disclosures (TCFD). Mappings for these standards are included at the end of this report in the Appendix.

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

For more information please email [hmc-info@hecla-mining.com](mailto:hmc-info@hecla-mining.com).



Bermingham Mine at the  
Keno Hill Silver Project

### Key Canadian Silver Producer

The Keno Hill Silver District has the potential to become the largest Canadian silver producer. Under Hecla’s stewardship, with inclusion of the First Nations and other government partners, this operation will be paired with a thriving natural environment and social and economic opportunities for all stakeholders. This is the essence of a three-dimensional approach to sustainability, which recognizes that environmental and social responsibility is the foundation of long-term economic prosperity.

# Protecting the Environment

At the center of Hecla's approach to mining is a commitment to protecting the environment, both globally and at the local level of our operations. All of our sites implement programs to reduce freshwater and energy consumption, minimize our carbon footprint, maintain local water quality backed by rigorous testing and monitoring in line with applicable regulations, and restore the land once mining is complete.

In 2022, Hecla's reclamation work at San Sebastian was recognized by the American Exploration & Mining Association for its attention to the environment and surrounding communities. We will bring that award-winning, responsible approach to our newest project: at the Keno Hill mine in Yukon Territory, Canada, which Hecla acquired in 2022.

Environmental Policies,

Management System, and Training

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

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

We utilize an Environmental Management System (EMS) to provide company-wide consistency in our

environmental programs and promote a culture of environmental awareness, innovation, and accountability across all our operations. We track our environmental data to benchmark Hecla’s operations against industry standards and ensure accountability and transparency by reporting progress against our goals.

The EMS is a 13-element program that ensures continuous improvement around issues such as obligation registers, management of change, air quality, water and waste management, energy management, training, and reporting. The EMS program, which is benchmarked against ISO-14001 and complements Canada’s Towards Sustainable Mining (TSM) initiative, is reviewed annually through internal audits and third-party reviews. Hecla’s corporate Environmental Department oversees the EMS. The Department reports on environmental management to the Board of Directors on a quarterly basis.



EMS: Our 13-element Program



Looking forward, we anticipate updating the EMS to ensure congruency with evolving standards and stakeholder expectations.

Hecla is committed to rehabilitating land to minimize negative impacts and maximize benefits, and to setting aside sufficient funds to cover closure and rehabilitation. Hecla reviews closure plans on an annual basis, making updates as needed. Site managers are responsible for land closure and rehabilitation. Environmental management meets on a quarterly basis to review needs regarding closure and rehabilitation and plan measures to avoid and address environmental impacts. Such measures are discussed throughout the chapter below.

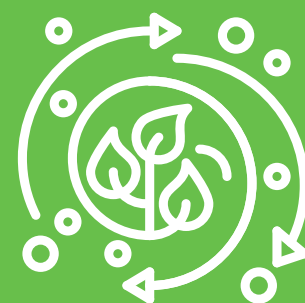
As part of our environmental management programs, we ensure that our employees receive training to increase their awareness of environmental issues and our processes for reducing environmental impact. In 2022, site workers company-wide completed more than 3,568 hours of environmental training, focusing on job-specific environmental awareness,

hazardous material management, spill response, and reporting. Hecla's environmental team also conducted consistent meetings. The meetings provide training and education to ensure our employees have regular exposure to our environmental practices and timely topics. Each monthly meeting features a presentation on a specific issue as well as open discussion.

In 2022, Casa Berardi commissioned a third party to conduct its first TSM external audit, which provided feedback on our protocols around eight environmental, social, and governance topics. During the audit, Casa Berardi achieved level A or higher on assessments related to Tailings Management, Safety and Health, and Indigenous Community Relationships. The results are being used to strengthen the setting of performance targets and communication on their progress. The site also reviews if practices are compliant with its four main environmental procedures on an annual basis.



Mine simulations are utilized as training exercises



**Company-wide Environmental Training**

**3,568 hours**

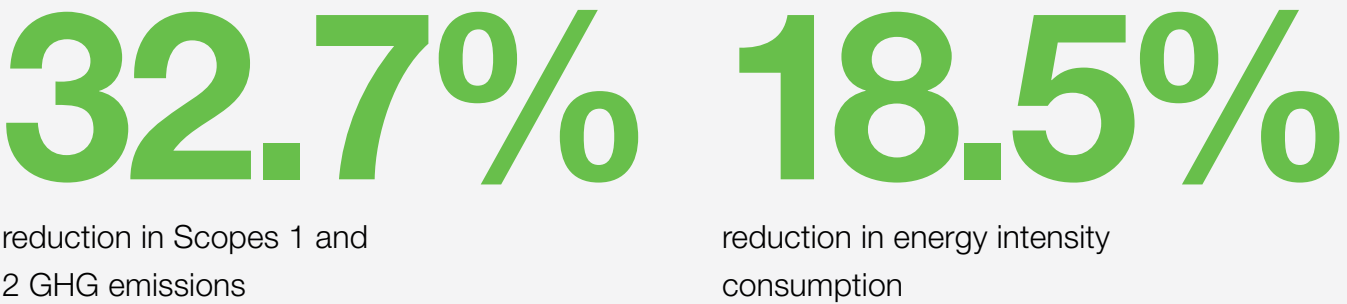
# Climate Change

## Sustainability Goals

As part of our commitment to minimizing the impact of our operations on the environment, Hecla has set goals for reducing greenhouse gas (GHG) emissions, lowering energy use, and improving our climate change disclosure. These goals include:

- **30% reduction in GHG emissions by 2030:** Reduce combined Scopes 1 and 2 emissions by 30% from our 2019 baseline emissions of 135,301 metric tonnes CO<sub>2</sub>e by 2030;
- **Net Zero carbon footprint:** Maintain a net zero carbon footprint (Scopes 1 and 2) through absolute reductions and the purchase of carbon emission reduction credits;
- **5% reduction in energy usage:** Reduce energy intensity consumption from 2020 baseline levels by 2023; and
- **Improve climate change disclosure:** Incorporate climate-related risks and opportunities into our risk management and strategic planning processes aligned with the TCFD (Task Force on Climate-Related Financial Disclosures) framework.

## Progress Toward our Goals



Hecla’s responsible mining practices have made it an industry leader in lowering our carbon footprint, as demonstrated by its industry-highest ratio of silver-equivalent ounces produced per metric tonne of GHG emissions. In 2022, we achieved a 32.7% reduction in Scopes 1 and 2 GHG emissions and a 18.5% reduction in energy intensity consumption company-wide compared to our 2019 levels. We are committed to maintaining a net zero carbon footprint through the use of offsets as needed. In 2022, we achieved net zero carbon emissions for the second year in a row as a result of our purchases of carbon credits in the form of certified emission reductions tied to four renewable power projects in Asia.

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

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

- Casa Berardi uses approximately 100% renewable hydropower to supply line power;
- At Greens Creek, 88% of our electricity is sourced from the grid, of which 100% is renewable hydropower;
- The energy provider at our Lucky Friday location uses a mix of both hydropower and natural gas, with 60% of electricity sourced being renewable; and
- 86% of Keno Hill’s power – our newest project – is hydropower.

Hecla is continually looking for opportunities to improve our intake of renewable energy and reduce our intake of carbon-intensive energy sources. We are currently working with the local utility provider to increase the amount of grid electricity we are permitted to use at our Greens Creek mine.

Production per GHG Emissions

	2019*	2020	2021	2022
Ag ounces	12,605,234	13,542,957	12,887,240	14,182,987
Ag-Equivalent ounces	47,200,000	40,700,000	37,573,889	42,307,434
Au-Equivalent ounces**	674,286	581,429	525,531	510,988
GHG Scope 1 (metric tonnes CO <sub>2</sub> e)	102,675	57,580	52,932	66,023
GHG Scope 2 (metric tonnes CO <sub>2</sub> e)	32,626	28,390	23,618	25,026
GHG Scopes 1 & 2 (metric tonnes CO <sub>2</sub> e)	135,301	85,970	76,550	91,049
Total Energy kWh	689,062,509	500,244,722	497,954,623	561,444,804
kWh Electricity	308,565,571	288,404,740	290,013,758	298,634,059
Metric Tonnes GHG/Ag ounce	0.010	0.006	0.006	0.006
Ag ounces/Metric Tonne GHG	93	157	168	156
Ag-Equivalent ounces/Metric Tonne GHG	349	473	491	465
Au-Equivalent ounces/Metric Tonne GHG	5.0	6.8	6.9	5.6

\* 2019 GHG Scope 1 and 2019 GHG Scope 2 CO2e values were used to set emission baseline.  
\*\* Au-equivalent ounces have been calculated using the long-term average ratio for each year: 70 Ag-ounces per Au-ounce in 2020; 71.50 Ag-ounces per Au-ounce in 2021; and 82.80 Ag-ounces per Au-ounce in 2022.

Lucky Friday Emissions Reduction

Hecla’s Lucky Friday mine has implemented several initiatives to lower GHG emissions through reduced use of diesel fuel. The development of the innovative Underhand Closed Bench (UCB) method for underground mining has improved the efficiency of our processes to operate in deep, high-stress, narrow-vein mining. Since the introduction of the UCB method our ratio of mining production per gallon of diesel used has improved. In addition, we have predominately used biodiesel for our underground equipment, and most of our underground drilling fleet minimizes diesel usage by running solely on electric power while drilling.

### Strategy and Risk Management:

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

Some of our mine locations face a risk of more intense rainfalls. This may lead to higher volumes of mine contact water requiring storage and treatment, and increased requirements for 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.

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 (Task Force on Climate-Related Financial Disclosures) framework. We periodically conduct structured high-level risk assessments (HLRAs). In 2022, we expanded this process by conducting a Climate-Related Physical Risk Assessment to identify and monitor potential exposure to material climate-related risks.

From these assessments, we develop site-specific management action plans that are assigned to the site management team. Each key risk identified in the HLRA response action plan is matched with an appropriate performance metric against which progress can be measured. Management meets quarterly with the Health, Safety, Environmental and Technical Committee of our Board of Directors to present project updates, including results from HLRAs and progress on material HLRA action plans.



Greens Creek Facility



Tree Planting at Casa Berardi

## Identifying Short, Medium, and Long-Term Changes

In 2022, Hecla conducted a Climate-Related Physical Risks Assessment which considered ten potentially relevant chronic and acute risks. Sites evaluated the potential physical risks of climate change, their level of vulnerability to these risks, and how these risks could affect operations on a short, medium, and long-term time frame. The assessment process also identified potential adaptation and mitigation measures for the relevant risks.

## Accounting for Short, Medium, and Long-term Changes

To design a tailings storage facility at Greens Creek, engineers accounted for a greater frequency of intense storms than have occurred in the past, based on changing climate trends. The review considered available site and regional precipitation and temperature data and applicable climate change models and developed estimated design storms that can be expected to occur within the lifespan of the facility.

In 2022, Casa Berardi conducted a climate and adaptation analysis. The findings identified risks for the next ten years, including: extreme weather patterns that can cause more frequent forest fires, sudden heavy rainfall and potential flooding, and drought. Such events can temporarily slow or halt operations due to physical damage to assets, reduce worker productivity for safety protocols related to such events and other impacts. Among our responses to these findings and challenges, Casa Berardi has adapted our emergency response plans as necessary.

**Climate-Related Opportunities:** The need for a domestic supply chain to support a low-carbon future presents substantial climate-related opportunities for Hecla. Global momentum for a green economy is increasing demand for the materials Hecla produces. Silver, zinc, and other metals are needed across the supply chain for the growing renewable energy sector.

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

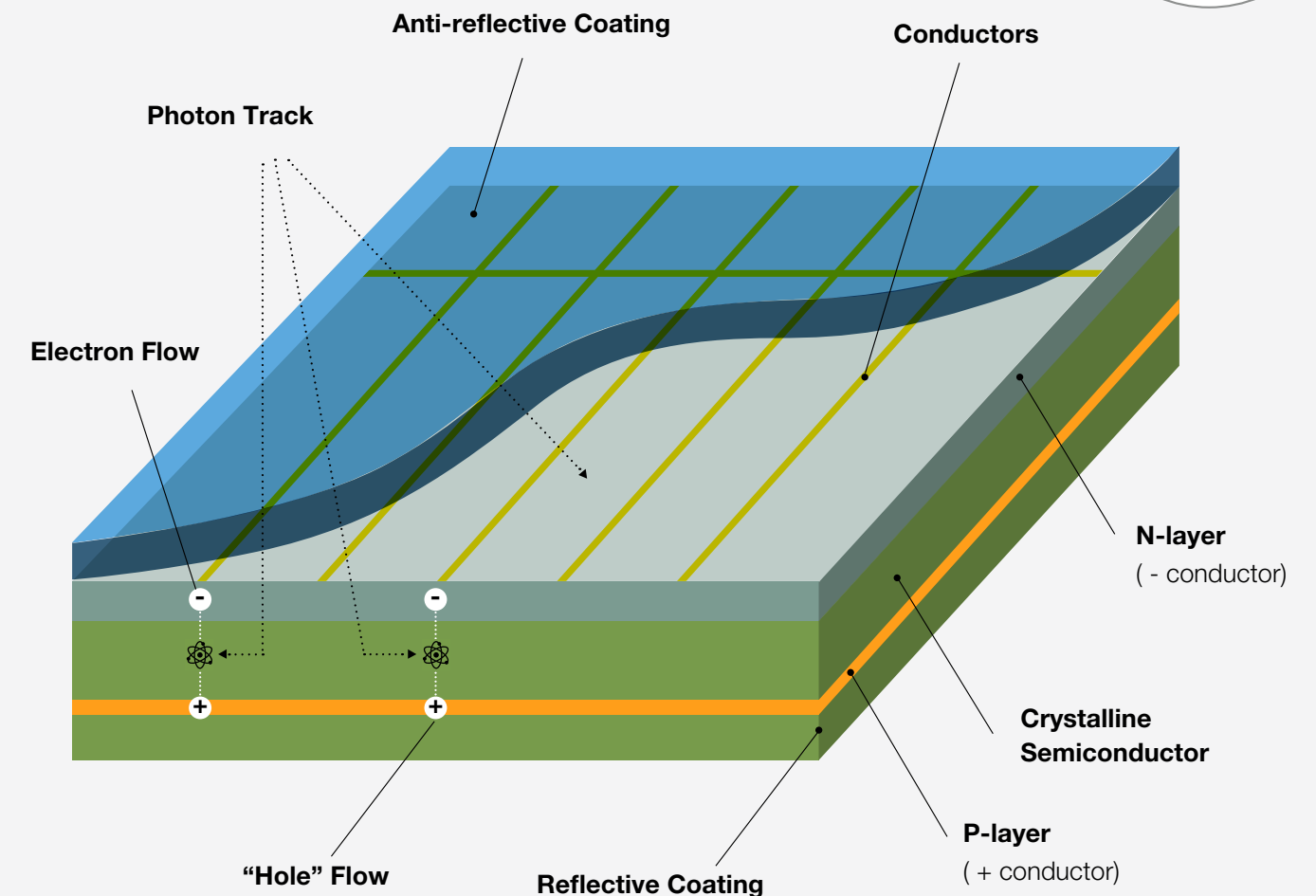
As governments around the world set ambitious targets for reducing carbon emissions, the drive to decarbonize our society relies increasingly on silver. Silver has the highest electrical and thermal conductivity of any metal, and it is vital in producing renewable energy and electrical vehicle components. The

shift toward building a domestic supply to support a low-carbon future presents substantial climate-related opportunities for Hecla.

Silver is already a vital metal in the automotive industry, with an estimated 371.5 million ounces used in 2022. This volume is expected to increase as silver becomes increasingly important in battery-powered electric vehicles (BEVs), which use twice as much silver as cars with a combustion engine. Production of BEVs is expected to triple from 2020 to 2025 and that trend has increased the demand for silver-bearing components. These include: electronic control units in the battery and energy management systems for electric vehicles; battery packs, where silver is the main electrical material; and connections for sensors and other subsystems in BEVs, as well as autonomous vehicles.

## Inside a Photovoltaic (PV) Cell

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



Solar panels using photovoltaic (PV) cells used an estimated 140.3 million ounces of silver in 2022. Pastes made with silver play a crucial role in the manufacturing of crystalline silicon panels, which comprise 95% of the solar panel market. The overall need for silver in PVs is expected to increase by 85% over the next ten years as production dramatically ramps up to meet increasing electricity demand and renewable energy targets.

## Non-GHG Air Emissions

In addition to reducing GHG emissions, Hecla is committed to limiting any non-GHG air emissions from our operations and we monitor non-GHG air emissions to comply with all applicable laws and regulations. We track non-GHG air emissions where applicable, and have identified CO, NOx, and SOx as non-GHG air emissions that are relevant to our operations.

In 2022, our total relevant non-GHG air emissions included: 4.85 tonnes of CO, 90.0 tonnes of NOx, and 0.02 tonnes of SOx. The source of these non-GHG air emissions was our Greens

Creek mine in Alaska, which is Hecla's only operation that is currently required to hold a Title V Operating Permit, of the U.S. Federal Clean Air Act. While Hecla's other sites do not require a permit that would solicit a Major Source Emissions Title, we continue to apply industry best practices. Internal combustion engines are equipped with pollution control devices, our fleet is kept up to date to ensure engines are modern, and ultra-low sulfur diesel is used at all of our sites, with biodiesel being primarily used at Lucky Friday in 2022.

We monitor non-GHG air emissions to comply with all application laws and regulations. While most of our sites are not major emitters of non-GHG air emissions, Hecla's commitment to air quality remains strong.



## Water Management

Hecla is committed to being a responsible steward of water in its operations, in order to safeguard this critical natural resource and reduce potential impacts on local communities. In 2022, while achieving record production at the Lucky Friday mine, we saw a marked improvement in water management, as we achieved 100% compliance.

In 2022, Hecla had zero incidents of non-compliance associated with water quality permits, standards, and regulations.

Our water stewardship practices include reducing freshwater use where possible, using water efficiently including recycling and reuse, maintaining water quality, managing water discharge, and engaging with our communities to collaboratively manage shared water resources.

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

We implement water quality monitoring programs including analysis of baseline water conditions and extensive sampling, quality analysis, and audits. The monitoring programs help us meet applicable federal, state, or provincial water quality permit conditions. They also identify opportunities to increase recycling and reuse of water to reduce associated discharges of treated water.



Water sampling near  
Greens Creek Site

## Water Reclamation at Troy

In 2022, Hecla completed the planning for a long-term water management strategy at the Troy mine, and we are now putting the strategy into practice through a technique called directional drilling. The objective is to direct clean water from the mine site to the groundwater infiltration site. In one of the more challenging aspects of a reclamation project, this requires detailed engineering work and precise execution. Once implemented, the system will be passive (relying on gravity) and able to handle seasonal variations in the amount of water flowing through the site.

**Water Recycling:** In 2022, we initiated a discharge reduction strategic planning effort at Lucky Friday, with a goal of reducing site-wide discharge by 35% in three years. This would be achieved by recycling more water on site to meet operational needs, with the ultimate goal of reducing the amount of water diverted, treated, and discharged. The Lucky Friday mine is engineering and testing a water recycling system that would replace a portion of the freshwater used to cool the underground with decant water, potentially reducing our freshwater usage by half.

At Greens Creek, we rehabilitated two bridges to control contact water and prevent discharge of debris from our trucks into the waterways below. The installation of a membrane underneath each bridge, upgrades to storm water channels, and sediment retention basins significantly minimize the risk of sediment loading to surface waters. At the same time, we made safety improvements, replacing the guard rail system with a new steel barrier capable of keeping haul trucks on the bridge. The upgrades are expected to extend the bridges' service life by at least 20 years.

62%

of process water is recycled



Membrane included in the bridge replacement at Greens Creek

*“We have been proactive in adapting our management strategies as we gather new information, and Greens Creek Mine has been more than willing to meet our expectations throughout the years. DEC has and will continue to take a strong role regulating Greens Creek Mine to protect the health of Alaskans and the environment.”*

- Randy Bates, Director of Water, Alaska Department of Environmental Conservation

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

## Tailings and Waste Management

**Tailings:** Hecla’s management of tailings follows international tailings standards and policies, while continually innovating to find feasible solutions. Tailings must be managed and stored carefully to minimize potential risks from a tailings storage facility failing to achieve its design objectives. Hecla had no incidents associated with hazardous materials and waste management in 2022.

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

Our internal Tailings Management Standard was informed by industry-leading tailings management

frameworks of the Canadian Dam Association, Mining Association of Canada’s TSM, and the Global Industry Standard on Tailings Management. These frameworks include robust site characterization, engineering and design requirements, development and communication of emergency response plans, and periodic third-party review.

Hecla was an early adopter of the dry stack method of tailings management at our Greens Creek operation; this method is used at our new Keno Hill site as well. In this method, tailings are filtered to a low moisture content and then trucked and placed into a “dry stack” that does not dam or impound water. This method minimizes the tailings surface footprint, lessening the impact on nearby wildlife habitat, while also eliminating the storage of free-standing water with tailings and significantly reducing the possibility of failures and any potential consequences.

The success of the dry stack method is especially notable because of wet climate conditions in southeast Alaska. Constructing a dry stack requires careful water management strategies both at the mill where tailings are produced and made as dry as practicable, and at the dry stack where the addition of environmental water (rain and snow) is minimized. These steps keep the tailings’ moisture content low enough that they can be compacted into a stable configuration.

We also seek to reuse a high percentage of tailings as underground backfill rather than store them on the surface, which increases stability, improves safety, and reduces surface storage requirements. In 2022, company-wide we returned to the mines as backfill 21% of the total tailings produced with 37% backfilled at our Lucky Friday mine, and 41% backfilled at our Greens Creek mine.



Dry stack tailings management at Greens Creek

**Waste:** Hecla strives to reduce waste generation at all stages of the mining process. All of our active and inactive sites follow environmentally responsible practices for use and storage of resources, products, and materials.

All sites have active programs for reuse, recycling, and recovery of hazardous and non-hazardous materials such as scrap metal, batteries, antifreeze, used oil, paints/solvents, and cardboard. In 2022, we generated approximately 3,269 metric tonnes of non-hazardous and hazardous waste, and recycled 1,825 metric tonnes of that which otherwise would have been disposed of as waste.

## 2022 Waste Data

**3,269**

metric tonnes of waste generated

**56%**

of which was recycled

## Preventing Acid Rock Drainage:

When constructing roads and other infrastructure, Hecla tests rock material to ensure it will not cause acid rock drainage (ARD). ARD can contaminate drinking water and damage aquatic plants and animals. In some areas where we operate the native rock type has potential for acid rock drainage, so we haul in an alternative rock identified through our testing. Despite the costs of this purchase and transport, we have prioritized the avoidance of ARD risks.



# Biodiversity and Land Management

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

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

## Preservation

6,400

acres are preserved by Hecla in northwest Montana with the goal of protecting the forest and associated watersheds as habitat for wildlife

### Protecting Community Resources:

At our Aurora exploration project in Nevada, our permitting process includes engagement with community members, environmental organizations, and the Bridgeport Indian Colony.

A consultation with the U.S. Forest Service led to an agreement to avoid removing mature trees and minimizing tree removal overall. In addition, we arranged to safely store downed pinion trees to be used as firewood by members of the Bridgeport Indian Colony at Sawtooth Ridge.

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

The Greens Creek facility in Alaska is the only operating mine in the U.S. allowed to operate inside a federally protected natural monument. We comply with

the Alaska National Interest Lands Conservation Act, and the facility’s safety and environmental record is among the best in the world. Virtually everything we do prioritizes the care and protection of this exceptional part of Alaska. We have conducted large-scale conservation studies on brown bears and bald eagles, going beyond what is required.

Hecla plans to also conduct raptor analysis testing and a birds of prey survey at our Aurora location.

**Reclaiming Land:** Restoration is a significant portion of our work at the Keno Hill site, and at Lucky Friday on the tailings ponds. Hecla plants vegetation in the areas we restore, using the seed mixes called for by the appropriate regulatory agency or landowner.

At Lucky Friday we use the hydroseeding method to revegetate disturbed areas, which - while more costly than other approaches, and not required - best stabilizes the soil to prevent erosion. In addition to reclaiming tailings facilities we also reclaim any drill pads or access roads that are built during mining operations.

**Sensitive Species:** Some Hecla operations are situated near species that require accommodations for migration or nesting. Greater sage-grouse and woodland caribou are among the neighbors we pay special attention to, along with bald eagles, other raptors, and other migratory birds.

In Nevada, some of our operations are located near the breeding areas (leks) of greater sage-grouse, a near threatened species that is in decline primarily due to habitat loss. We seek ways to improve the greater sage-grouse's habitat wherever possible.

Regular surveys are conducted by a qualified biologist with the results reported to Bureau of Land Management (BLM) and the Nevada Department of Wildlife.

If our operations include sumps or other small excavations that pose a hazard or nuisance to the public, wildlife, or livestock, they are adequately

fenced to preclude access by wildlife and livestock, and are backfilled or covered within 60 days of completing drilling. At our Fire Creek exploration site, Hecla developed a Greater Sage-Grouse Habitat Improvement Plan in collaboration with the BLM and the grazing permittee. The Plan includes onsite habitat improvements to offset mine and exploration disturbance. As a result, in 2022 Hecla installed an exclosure fence surrounding the Fire Creek Spring and Fire Creek drainage to limit grazing impacts and enhance habitat for this threatened species.

Where our sites include riparian land that attract cattle, we work with the local ranchers to protect surface water while providing drinking water for the cattle.

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



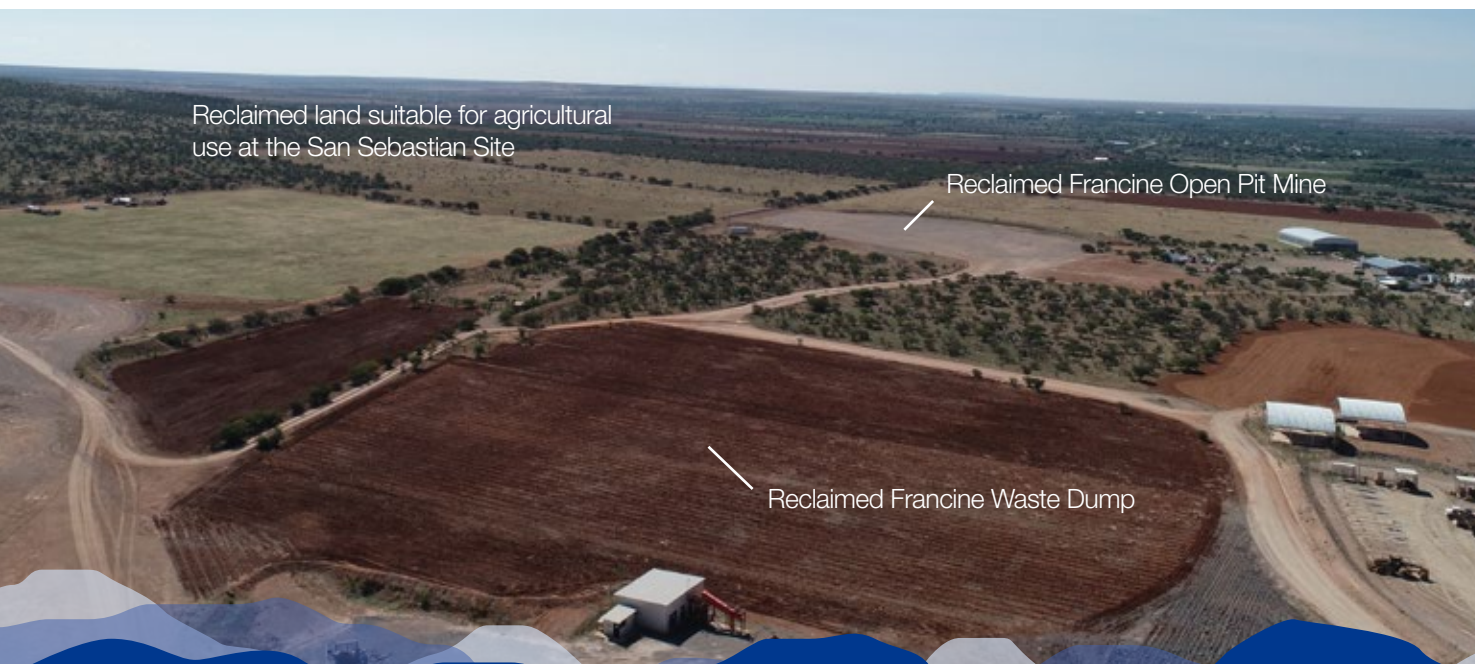
In 2022, after discussions with the Abitibiwinni First Nation, Hecla Quebec joined a partnership with the governments of two Canadian provinces (Quebec and Ontario), companies from the timber and mining industries, an environmental protection organization, two universities, and five First Nations communities. The partnership aims to collect and share data on the Detour Kesagami herd of woodland caribou, an at-risk species. The approach will integrate traditional knowledge in woodland caribou habitat management and mitigation of cumulative land impacts. Hecla contributes financially and participates in knowledge-sharing activities to support the Caribou Index, which will benefit its local biodiversity management plan.

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

## Overview of Hecla's Reclamation Activities

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

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



Our sites begin planning for reclamation and closure at the beginning stages of our projects and are required to maintain up-to-date plans as the project progresses. Hecla maintains approximately \$190 million in guaranteed outside bonds to ensure that closure and reclamation occur at all of our sites. We perform a structured review of company-wide assets and reclamation obligations on a quarterly basis to ensure appropriate plans and financial accruals are in place, and our Audit Committee provides a report on the review to our Board of Directors.

Hecla has experience with all phases and many different types of reclamation projects. The [Troy mine](#) in Montana has completed most stages of closure and reclamation, and is now focusing on habitat improvements. In Durango, Mexico, the [San Sebastian site](#) has returned large areas of land to a high-quality condition that is suitable for agricultural use. Finally, the future of Hecla's reclamation work is exemplified at the [Keno Hill project](#) in Yukon Territory, where the project is entering production, and we are consulting with stakeholders and advancing a comprehensive reclamation plan designed to remediate environmental impacts that predate Hecla's local operations.

## Overview of Hecla's Reclamation Activities



**Backfilling of Open Pits at San Sebastian**



**Group tour of re-vegetated tailings at Troy**



**Water monitoring by Hecla Employee**



**Herd of Elk at Troy**

## Troy: Technical Excellence to Restore Land, Water, and Forest

**While Hecla never produced at the Troy mine, the reclamation process as a responsible acquirer has thus far included:**

- Decommissioning and demolishing buildings related to the mining operation, and removing demolished materials;
- Closed, reclaimed, and revegetated the tailings storage facility, in cooperation with State regulatory agencies and local stakeholders;
- Closed, reclaimed, and revegetated the southern entrance to the underground mine, which entailed: regrading slopes to promote stormwater drainage, laying topsoil, and revegetating with a seed mix designed for the local area;
- Designed long-term water management strategy; and
- Completed the design for final grading, soil cover, and revegetation of the mine site and mill, which will take place over the next few years.

At Hecla’s Troy mine in Montana, reclamation has been underway for several years. After completing much of the closure and revegetation work on the tailings storage facility (TSF), Hecla is now executing more technical projects, including underground work to support reclamation activities. We are also looking towards the long-term future for the area and preparing to leave a thriving habitat for grizzly bears, bull trout, and other species.

In determining our forest management strategy to reduce wildfire risk, we realized that we could simultaneously enhance the area as grizzly bear habitat. Dense forest cover provides protection for bears and other species but lacks adequate nutritional species for bears, elk, and deer to forage.

Hecla originated the Grizzly Corridor Project in collaboration with biologists, the U.S. Forest Service, U.S. Fish and Wildlife, and local logging contractors. We tested the adaptive forest management approach on Hecla land by strategically thinning tree density to open the canopy. The resulting corridors create travel routes for bears while increased sunlight stimulates growth in the understory.

For the next five years Hecla will monitor the site to ensure regrowth of vegetation at reclaimed land.

*“Hecla being Hecla, they wanted to see if there was anything above and beyond they could do while treating their property for wildfire risk – if there was any way to create habitat that would help in grizzly bears’ recovery.”*

- Chas Vincent, former House and Senate member, Montana

**Troy: Technical Excellence to  
Restore Land, Water, and Forest**

**Reseeding and replanting  
of vegetation at the  
tailings facility**



**Re-vegetated tailings facility**



**Elk on the re-vegetated  
tailings facility**



**Re-vegetated berm  
and tailings pond**



## San Sebastian: Returning Land to the Community and Wildlife

Hecla's San Sebastian mine is a silver and gold project located in Durango State, Mexico, and was one of the highest-grade silver producers in Mexico. We recently completed reclamation on three open-pit sites and nearby piles of waste rock. The open pits have been filled, a pile of leftover rock has been sculpted to match the surrounding natural slopes, and we are monitoring conditions before returning the land to community agricultural use. To date, of the approximately 181 acres disturbed, more than 155 have been reclaimed.

In 2020, Hecla mined ore at San Sebastian using three open pits. We removed a total of 5.2 million cubic meters of rock and soil. Of this amount, we concurrently backfilled 1.4 million cubic meters of material into open pits while operating. Once production was completed in 2021 and 2022, we backfilled another 3.8 million cubic meters of rock and soil. The remaining pile has been graded so that its slope matches the natural surroundings.

The land is now being prepared to be used again as farmland by the local community.

Many of the stockpile and waste dump areas have been revegetated and will be ready for grazing and other agricultural uses in the coming years. Since our reclamation efforts finished, we have witnessed improvements in the biodiversity of the area, including the return of native species. The speed with which Hecla completed reclamation at this site – particularly given its scale – makes it a stand-out example of environmental and social responsibility and accountability to our commitments.

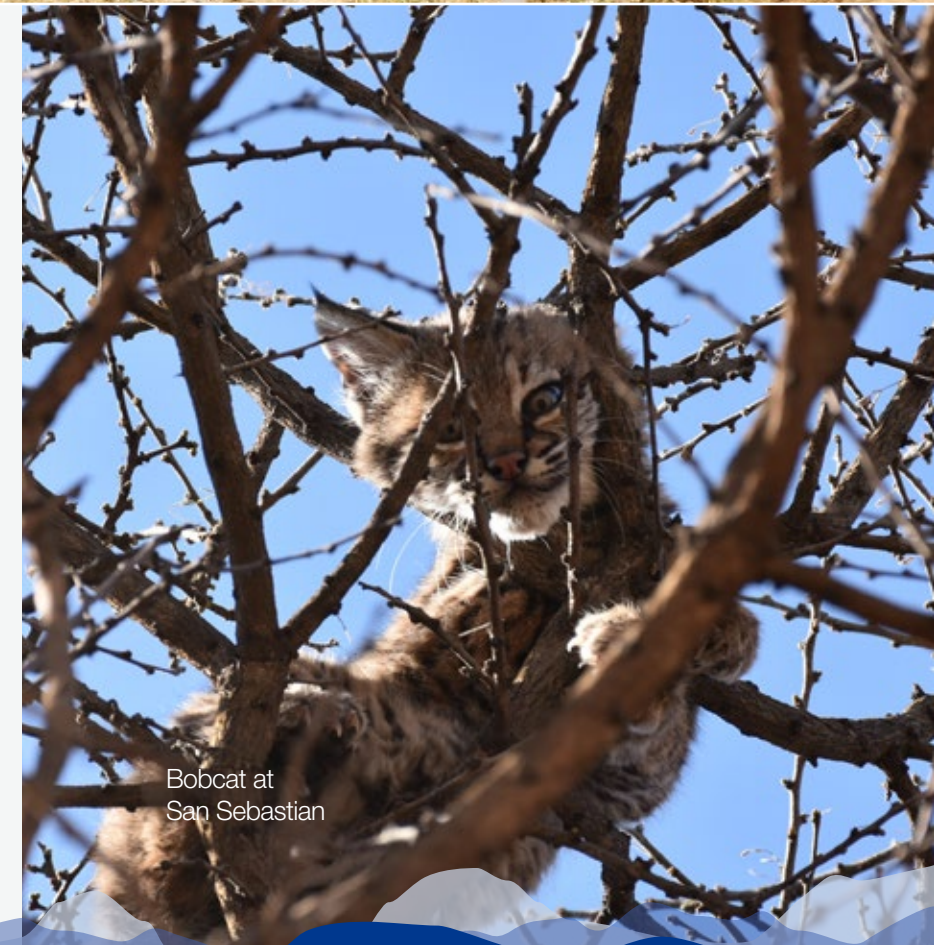
Hecla received the 2022 Environmental and Sustainability Excellence Award from the American Exploration & Mining Association (AEMA) for its reclamation work at San Sebastian.

Hecla continues to conduct exploration activities in the San Sebastian ore district, extending our role as a responsible partner to the government, lands, and nearby communities.



*“Hecla’s reclamation activities at San Sebastian ... are a shining example of Hecla’s commitment to a sound environment and fostering sustainability in the communities in which they operate.”*

- Mark Compton, Executive Director, AEMA



Bobcat at San Sebastian

San Sebastian: Returning land  
to the community and wildlife

Surveying at  
San Sebastian



Backfilled pit at  
San Sebastian



## Keno Hill: A Reclamation Partnership

The historic Keno Hill Silver Project is located in Canada’s Yukon Territory and within the traditional territory of the First Nation of Na-Cho Nyak Dun (FNNND). Mining took place between 1913 and 1989, when decreasing mineral prices brought mining activity to a standstill.

In 2022, Hecla took ownership of the Keno Hill project by acquiring Alexco Resource Corp (Alexco) and its subsidiary Elsa Reclamation and Development Company Ltd (ERDC). ERDC had entered into an agreement with the Federal and Yukon Governments by which it took responsibility for the environmental care and maintenance of the historic site. ERDC created a reclamation plan – known as the United Keno Hill Mine (UKHM) plan – to address the environmental liabilities associated with historical mining operations. Hecla now manages the reclamation projects. We expect to begin production at Keno Hill in the second half of 2023, in a way that is consistent with current mining standards and Hecla’s values.



**Multistakeholder Partnership for Planning:** Hecla is part of a partnership with the three governments – Canada, Yukon Territory, and FNNND – who hold a review, consultative, and permitting role as Hecla carries out the reclamation plan at the site.

### The UKHM plan has three aims:

- Remediate historical environmental liabilities;
- Consider First Nation, local, and Yukon socioeconomic benefits; and
- Protect aquatic and terrestrial environments in a way that benefits the Yukon, First Nations, and other local communities.

The FNNND’s participation in the UKHM plan included helping to prioritize areas for reclamation and treatment for specific materials in the water. FNNND community members have served as environmental monitors, conducted sampling, and participated in impact assessments and setting reclamation objectives.

**Comprehensive Preparations:** Hecla is preparing for water reclamation work ahead of restarting production at the mine. During the planning phase, experts and local stakeholders were consulted to establish objectives for water reclamation.

Water reclamation work will include conventional water treatment to remove contaminants, if present, in the water flowing out of the mine site. A second, innovative water treatment process will be applied in an underground system. A semi-passive microbiological treatment will remove heavy metals from mine-affected water. This method uses fewer resources than active water treatment processes.

This project is among the first to apply the on-site treatment process on a commercial scale.

## Keno Hill: A Reclamation Partnership

*“Silver is a critical element to decarbonize the economy and the need for domestic supply is growing. The Keno Hill Silver District creates the opportunity for a robust company like Hecla to further meet this need with a secure high-grade silver development and an exploration project that has a small environmental footprint.”*

- Ranj Pillai - Yukon Deputy Premier and Minister of Energy, Mines and Resources, and Economic Development, upon Hecla's acquisition of Keno Hill in 2022



**The Keno Hill Silver Project comprises 242 square kilometers**



**Historic Hector Mine Portal**



# Worker Safety & Health

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

Hecla is committed to ultimately achieving a sustained zero-incident workplace through active leadership and ongoing development of our safety and health culture, supported by efficient and effective systems.

## Safety and Health Management System

Hecla's extensive safety practices and standards are detailed in our [Safety and Health Management System](#) (SHMS), which is governed by the Hecla Safety and Health Policy.

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

To ensure continuous improvement, our standards are tested, re-evaluated, and continually reviewed. Our standards are designed to exceed industry best practices and comply with Mine Safety & Health Administration (MSHA)

regulations in the U.S., Occupational Health and Safety in Mines regulations in Quebec, Occupational Health and Safety legislation in Yukon, and federal regulations for Occupational Health, Safety and Work Environment in Mexico. In 2016, Hecla became the first hardrock mining company to be independently certified under the National Mining Association's CORESafety® system, and in 2018 Casa Berardi became the first international mine to receive CORESafety® certification.



Reception of the Sentinels of Safety Award in Washington, D.C.

### Hecla Mine Wins Sentinels of Safety Award from National Mining Association

In 2022, the Fire Creek mine in Nevada earned a distinguished Sentinel of Safety Award from the National Mining Association. These recognitions are given each year to mining operations in the U.S.

Sentinels of Safety are awarded annually to the nation's safest mines with a minimum of 4,000 injury-free hours. The awards were initiated in 1925 by then-Commerce Secretary Herbert Hoover and remain the nation's most prestigious awards recognizing mining safety.

The Fire Creek and Hollister sites were also recognized in the Small Underground Mine category at the Nevada Mining Association Safety Awards.

We continuously improve our safety practices and standards through our SHMS, which is designed to provide consistency across the company by specifying requirements and responsibilities. In 2022, Hecla introduced seven high-risk safety rules as zero-tolerance items, which lead to termination if violated. Our Zero Tolerance Standard now covers: unauthorized use of equipment; never removing/bypassing/tampering with safety devices; seatbelts; isolation of hazardous energy; restricted areas; unsupported ground and suspended loads; and working at heights.

As a matter of policy, we review the SHMS to identify potential areas of improvement. Every Hecla site receives

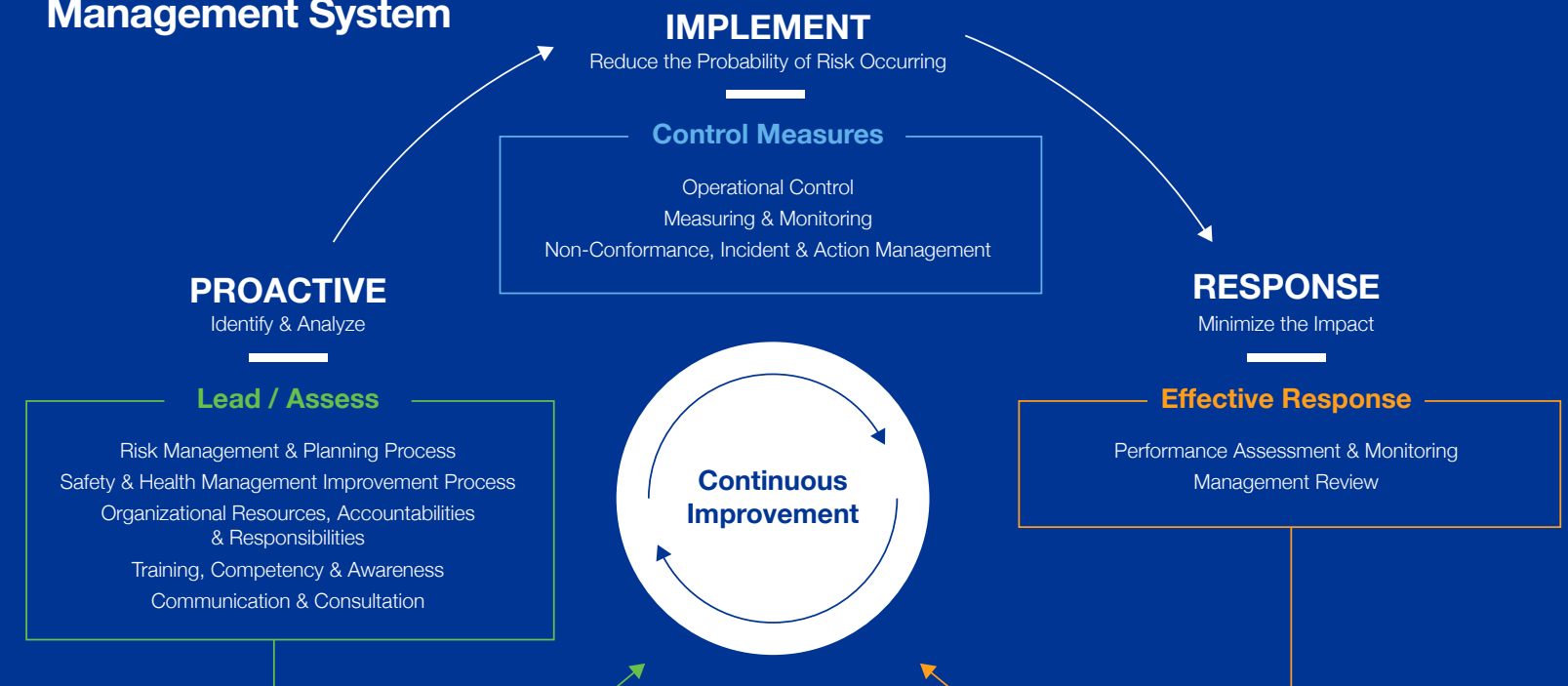
an annual internal audit of the Hecla SHMS and an external audit every three years by an auditor accredited by the National Mining Association.

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

Three Hecla sites – Fire Creek, Hollister, and Midas – received the Certificate of Achievement in Safety, a merit award from the U.S. Mine Safety and Health Administration (MSHA).



## Safety and Health Management System



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

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

# Safety and Health Performance

Tracking and reporting of Hecla’s safety and health data increases accountability and provides important insights into processes that need improvement or enhancement. For the highest-quality monitoring and follow-up action, we track injuries at the site level. Our focus on continuous improvement of our safety and health practices and training has resulted in steady improvement of our safety performance since the launch of the SHMS in 2012.

Our leading safety and health concerns for employees include hand injuries, which account for 67% of our injuries, and hearing preservation.

Hecla tracks safety performance and training indicators including its All-Injury

Frequency Rate (AIFR), near misses, observations, equipment damages, and training hours. Our goal is to reduce safety incidents and improve upon the previous year’s performance. In 2022, we had zero fatalities and continued to achieve substantial reductions in non-compliance violations and reportable incidents.

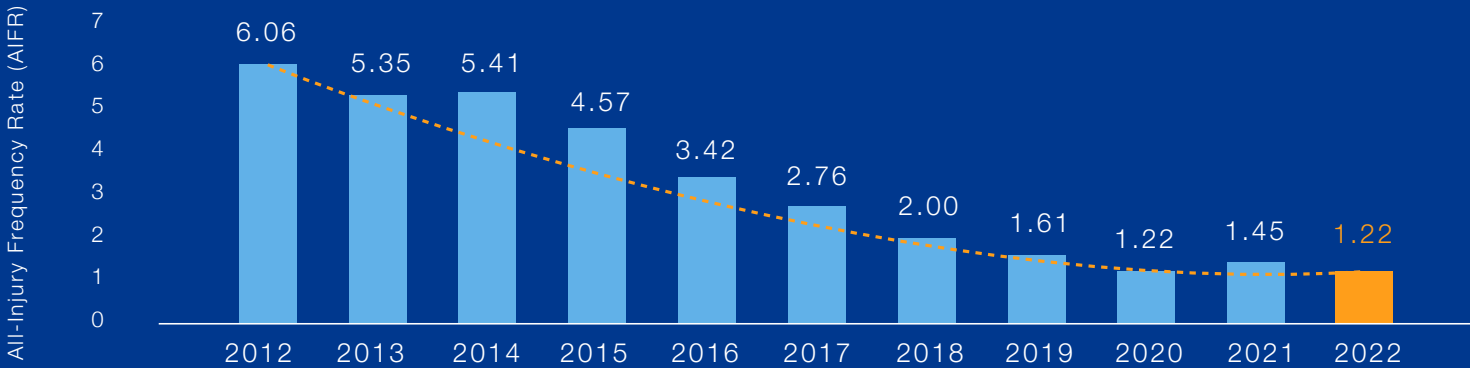
Our 2022 AIFR was 1.22, ten percent below our target of 1.36. Our AIFR has declined by 80% since 2012. We had over 26,600 safety observations and interactions to enhance our safety awareness culture, an increase of 15.7% year over year. Our employees and contractors received 45,132 hours of safety and health training in 2022.

## Employees and Contractors Received

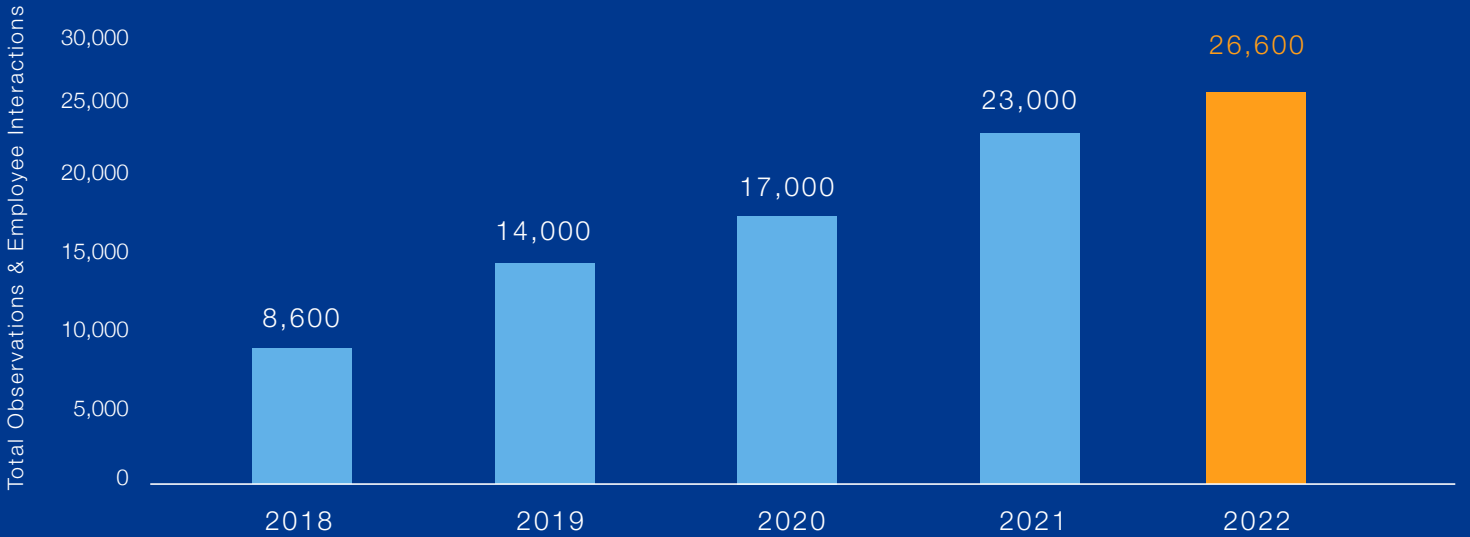
45,132

hours of safety and health training in 2022

## All-Injury Frequency Rate (AIFR)



## Safety Observations & Employee Interactions



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

## Safety and Health Policies

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

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

In addition to our overall policy we also maintain specific standards for key safety and health topics, including hearing conservation, lead hygiene, and exposure to chemicals and hazardous substances. All Hecla standards are commensurate with those prescribed by most governmental agencies.

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

The Casa Berardi mine in Quebec received the John T. Ryan Safety Award from the Canadian Institute of Mining, for the second year in a row.



## Safety Awareness Programs

Hecla implements several programs designed to embed its safety culture and help employees develop skills that enable them to perform their work in a safe and healthy way.

Our safety culture encourages open reporting of injuries and near misses. We emphasize the importance of near-miss reporting so that we can monitor trends and any emerging safety concerns. Disciplinary measures are in place for any attempt to conceal an injury or near miss. At Casa Berardi, our on-site physicians and nurses follow a strict protocol in terms of whether a worker must be on restricted status due to an injury.

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).

Mine workers complete extensive training, including on rescue operations. In 2022, these team members completed an average of eight hours per month. In addition to mine rescue training, Hecla requires: a 40-hour training on safety and health for all new hires, an annual eight-hour safety and health training for all employees, and task training on safety and health aspects of equipment operation, as required by job function.

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



Casa Berardi Team at the Quebec Preliminary Mine Rescue Competition

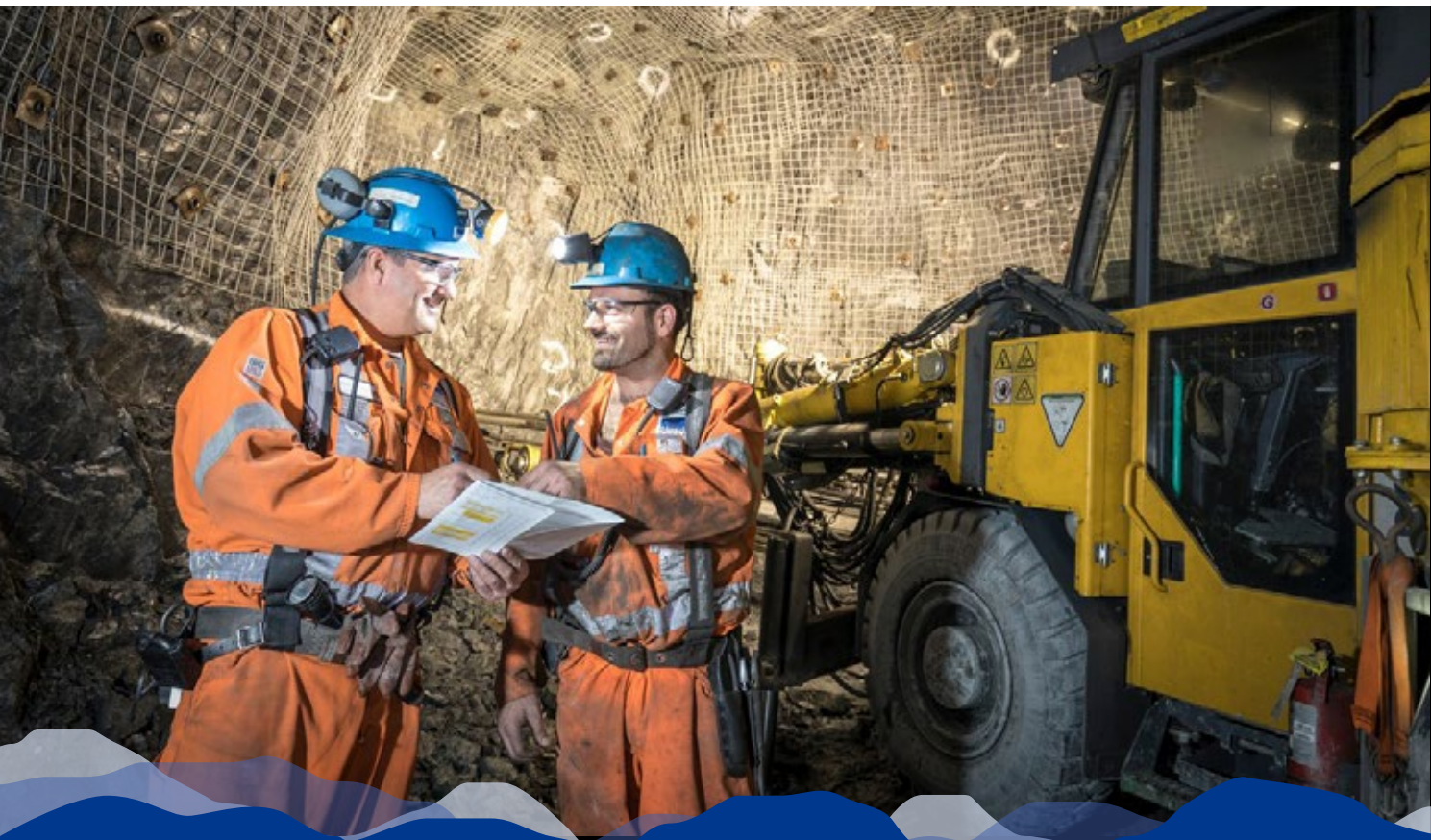
## Hecla Mines Earn Awards at Mine Rescue Competition

At the 2022 Central Mine Rescue Competition held by the U.S. Mine Safety and Health Administration, Hecla's Lucky Friday mine won the overall team trophy, and first place in three categories: Team Technician, Field Exercise, and First Aid. Our Greens Creek mine placed fifth overall and won third place for First Aid.

Casa Berardi placed third in the Quebec Preliminary Mine Rescue Competition, organized by CNESST, and has qualified for the "Provincial Elite tournament".

## Security Practices

All Hecla operations have security measures in place to secure access to the operation or underground. To access and leave the property, employees are required to pass through a security checkpoint and sign in and out. Access to underground operations is controlled by the underground superintendent who monitors sign-in and sign-out.



## Promoting Employee Wellness

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

Our wellness website provides a central location for employees to learn about mental health and access support resources. In 2022, we focused on providing resources for suicide prevention. The campaign included in-person trainings for employees at each Hecla operation, with the option to attend virtually. Experts were identified from local agencies. At some sites we invited families of employees to join the workshops.

The campaign allowed Hecla employees to share first-hand experiences with suicide and learn how to support the mental health of those around them. We brought more awareness to the global increase in stress, which may push some individuals to consider suicide. We provided information on signs to watch for, that may indicate a person is contemplating suicide, and resources and ways to help.

In 2022, all Hecla operations completed a third-party ergonomics review of their facility. The reviews are part of a continuous improvement safety initiative to improve ergonomics and reduce musculoskeletal injuries due to hand, ankle, and back sprains and strains.

## Innovation to Improve Safety

Hecla's strategy for operating mines safely includes applying innovative practices and at times developing these innovations ourselves. We aim for innovation in all of our operations in order to automate mining tasks that free up workers for other tasks, remove them from working in hazardous areas, and allow work to continue when personnel are not allowed in an area. These advances improve safety while increasing the productivity and efficiency of our operations.

**Underhand Closed Bench method for underground mining:** One example of innovation is the innovative Underhand Closed Bench (UCB) method for underground mining to achieve better control of fault-slip

seismic events that often occur in deep, high-stress, narrow-vein mining. We developed this method to provide new ways to operate mines safely and efficiently. The method is now patent pending.

In 2022, Lucky Friday continued to advance implementation of the UCB mining method. This method has been shown to successfully control the timing in which mine induced seismic energy is released. In comparison to the previous cut and fill technique, the UCB has eliminated prolonged seismic delays for miners to re-enter working places, reduced repair of areas damaged by seismic events, and improved productive mining time.



Robert E. Murray  
Innovation Award

### Award Winning Innovation

Hecla received the 2022 Robert E. Murray Innovation Award for pioneering the Underhand Closed Bench (UCB) mining method at Lucky Friday. The award, given by the Society for Mining, Metallurgy, & Exploration (SME), recognizes operations and organizations that implement cutting-edge technologies and innovative processes to advance the mining industry.

The innovative UCB method has dramatically increased both safety and productivity at the 80-year-old mine, achieving an AIFR of 1.57 (against the annual average of 2.10). In 2022, silver production increased by 24% using the UCB method to reach a record of 4.4 million ounces.

**Geologic Face Capture:** In 2022, the Lucky Friday and Casa Berardi mines worked to complete beta-testing of an advanced, mobile production scanning equipment called the Face Capture™ Mapping System by Mine Vision Systems. This equipment generates point cloud data to accurately model, measure, and georeference underground excavations with the additional ability to create 3D photographic images of any geologic feature. The equipment is expected to increase precision of mapping data while decreasing the time geologists are exposed at the mine face.

**Auto Bolter:** In 2022, the Lucky Friday mine introduced automated bolters in the underground development, replacing the need for jacklegs. The bolters substantially reduced the safety risk to employees, including the risk of injury from the use of the manual labor intense jacklegs.

**Fatigue Management:** Greens Creek tested the use of cameras to support fatigue management. The cameras are located in surface and underground haulage equipment.



Automated Bolter  
at Lucky Friday

# Local Communities

Hecla's responsibility as a company is to the safety and health of our people, the communities we call home, and the environment we operate in. As our mining operations continue to grow, we increase our contributions to the economic health and social development of our local communities. Our corporate foundation supports our communities through its donations, and each site leads its own volunteer and fundraising initiatives to respond to needs in their communities.

## Economic Impact

In 2022, we had a direct economic impact of more than \$833 million to our communities. This includes approximately \$93 million from payment of taxes, concession fees, and permits, more than \$1 million in royalties, and more than \$1 million in sponsorships, scholarships, gifts, and donations. The funds that go to local governments and community organizations support schools, hospitals, roads, and other essential infrastructure, along with vital economic development like job creation and skills training. More information about our tax and other contributions to government can be found in the [Governance and Transparency chapter](#).

### Economic Impact

\$833.7M

in economic impact in our communities in 2022

### Total Economic Impact Breakdown - Hecla 2022



### Greens Creek

Our Greens Creek mine in southeast Alaska, located near Juneau, began production in 1989 and under Hecla’s 100% ownership has become the largest silver producer in the U.S., accounting for almost a third of America’s silver. In 2022, Hecla was the largest private-sector employer and taxpayer in Juneau, with a direct economic impact in local communities of more than \$219 million, including approximately \$77 million in wages, \$29 million in taxes and fees, and \$112 million in purchases from vendors.

Our purchase of surplus hydropower has helped provide Juneau residents with over \$80 million in reduced electricity rates since 2009. Greens Creek is the largest provider of student aid at the University of Alaska Southeast (UAS).

\$219.4M

in direct economic impact at Greens Creek in 2022

\$278.6M

in direct economic impact at Casa Berardi in 2022



Casa Berardi Mine

### Casa Berardi

In 2022, Hecla Quebec was one of the largest private-sector employers and taxpayers in the communities near the mine, with a direct economic impact of more than \$278 million including over \$64 million in wages, \$40 million in taxes and fees, and \$174 million in purchases from vendors.

Our local economic impacts include the hiring of First Nation workers as employees and contractors. The number of First Nation members working at the Casa Berardi site has more than tripled since 2018. The mine invites First Nation contractors to bid on projects.

### Lucky Friday

Hecla has been operating mines in the region known as the Silver Valley for 132 years, including the 80-year-old Lucky Friday mine. We are the second-largest private employer in Shoshone County.

We had a direct economic impact in the communities of Mullan and Wallace of more than \$146 million, including over \$42 million in wages, \$12 million in taxes and fees, and \$90 million in purchases from vendors.

In 2022, 85% of new hires at Lucky Friday were from local communities.

The Hecla Charitable Foundation and employees at Lucky Friday have supported education, youth activities, community programs, and health services organizations through donations and volunteer efforts. Among our donations in 2022 were contributions of \$4,500 to local food banks, over \$6,000 to local programs supporting children in the Silver Valley, and over \$8,000 to local organizations and events including TaTa’s Auction breast cancer fundraiser and the Sixth Street Melodrama local theater.

**\$146.1M**

in direct economic impact at Lucky Friday in 2022



### San Sebastian

Our San Sebastian mine is located in Durango state in central Mexico and has been owned by Hecla since 1999. The gold and silver mine was in operation from 2015 to 2020. Hecla’s operations at San Sebastian include reclamation projects to return land to its owners for its previous agricultural use.

Hecla is one of the largest private-sector employers and taxpayers in the communities near the San Sebastian mine, with a direct economic impact of more than \$10 million in 2022, including \$1.7 million in wages, more than \$1.4 million in taxes and fees, and \$7.2 million in purchases from vendors.

We have supported community organizations focused on economic development and provided food donations and other support for schools, roads, health care, and business development programs. In 2022, Hecla began running a dental clinic for adults and children in nearby communities through a partnership with the Universidad Juárez del Estado de Durango (UJED), and we offered a bread making training program in coordination with the Cuencamé Multiple Attention Center, which trained 31 people from nearby communities with the intention of helping trainees formalize their business and start their own bakery.

### Creating Access to Lower Cost Energy

In Alaska, Hecla purchases hydroelectricity to power the Greens Creek mine. We have thus avoided the use of over 70 million gallons of fuel. Our hydropower purchases also result in a lower electricity cost to Juneau residents and businesses. Affordable electricity is becoming more important as Juneau increases its electric vehicle use – the city now ranks second in the rate of EV ownership in the U.S. – and electrically powered infrastructure. As of July 2022, Greens Creek had benefited customers in the community by over \$80 million since 2009.

**\$80M**

in reduced electricity costs for  
 Juneau residents and businesses



City of Juneau



Greens Creek

## Local Employment

Hecla is the largest private-sector employer and taxpayer in Juneau, Alaska, near our Greens Creek mine and the second-largest private employer in Shoshone County, Idaho, which is home to our 80-year-old Lucky Friday Mine. We are also significant employers and taxpayers at our other locations in La Sarre, Quebec, and the Yukon Territory. In 2022, Hecla contributed more than \$210 million to our local communities through wages, bonuses, and severance. We continually work to increase our rates of local employment through targeted recruitment and initiatives to build future mining talent in our local areas.

At the Lucky Friday mine, 85% of new hires in 2022 were from local communities. We recruited by attending job fairs, building relationships with a technical education center, and reaching out to colleges and vocational programs. For Lucky Friday mill operator Hayden Hogamier, Hecla has been a source of employment in his

family for five generations, going back to two great-grandfathers who worked in the mine beginning in 1918.

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

Hecla employees make presentations during a dual credit high school class offered each year at University of Alaska Southeast (UAS), Introduction to Mining Occupations and Operations. Hecla provides a student tour of the mines, aiming to spark interest in mining careers.

Hecla also created the Excel Program to offer experiences for recent graduates across each of our operating sites for one year, then providing a full-time position in our corporate offices.



*“I’ve always enjoyed industrial mechanics, working with my hands, and learning something new. There’s a need for millwrights, lots of job opportunities, and job satisfaction, too.”*

- Alain Stahey, PWCS graduate and Greens Creek millwright

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

- Greens Creek provides two full scholarships per year to students at Prince William Sound College with the expectation of becoming a full-time millwright at Hecla upon graduation. In 2022, two students participated in the program, and we have hired three employees through this program.
- Hecla provides \$105,000 each year to award two Diesel Technologies scholarships to UAS students.



## Local Procurement

Several of our mining operations prioritize using local vendors, which helps to build service partnerships, supports local businesses, strengthens the local economy, and minimizes lead time. For example, the company Northwest Mine Supply is an established vendor for Hecla’s mines in the Pacific Northwest and its business is growing along with the mines in the region. Hecla understands the importance of capacity building, and is continually looking for opportunities to provide training, employment, and economic benefits through contracts to businesses owned and operated by members of local communities and Indigenous Peoples, including the Abitibiwinni First Nation Community in Quebec.

## Partnerships and Memberships

We are an integral part of the business community where we have operations and participate in local chambers of commerce and economic development organizations. We also actively participate and hold leadership positions in national and regional organizations that advocate on behalf of our industry. For example, our Vice President – Corporate Development and Sustainability is on the ESG Task Force of the National Mining Association, and our Director – Governmental Affairs is the President of the American Exploration & Mining Association (AEMA).

### Examples of our Memberships Include:

 <b>Alaska Miners Association</b>	 <b>American Exploration &amp; Mining Association</b>	 <b>Association for Mineral Exploration</b>	 <b>Canadian Institute of Mining, Metallurgy and Petroleum</b>
 <b>Council of Alaska Producers</b>	 <b>Idaho Business for Education</b>	 <b>Idaho Mining Association</b>	 <b>Women's Mining Coalition</b>
 <b>The Mining Association of Canada</b>	 <b>National Mining Association</b>	 <b>Nevada Mining Association</b>	 <b>Prospectors &amp; Developers Association of Canada</b>
 <b>Quebec Mining Association</b>	 <b>The Silver Institute</b>	 <b>Society for Mining, Metallurgy &amp; Exploration</b>	 <b>Idaho Association of Commerce &amp; Industry</b>

## Engaging with Community Stakeholders

Our community relations program is based on open and frequent communication with the members of communities where we operate and a cooperative approach to undertaking community support activities that promote long-term economic and social benefits. By continually reaching out to the communities surrounding our projects, we can meet our operational goals while being a good corporate neighbor. Hecla's Code of Conduct calls on all employees to reflect this commitment in their work and respect the different cultures and the dignity and rights of individuals in all countries where we carry out our activities.

We engage with stakeholders at all our sites during the mining life cycle to be a constructive partner in the communities where we operate and deepen our

understanding of local concerns and issues. We communicate about our operations through a variety of methods including community meetings, local and social media, and flyers, providing all materials in the local language and translating when necessary. Our open communication policy allows neighbors to voice concerns, which we promptly follow up on.

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



Festival Día de Muertos put on by Hecla in San Sebastian, Mexico



At our Greens Creek mine, we established the Greens Creek Community Advisory Committee (CAG), a collaborative effort with our local stakeholders to ensure that input from the community is considered in the environmental and social aspects of the mine’s planning and operations. The group is comprised of representatives from stakeholder constituencies including the Alaska Native community, municipal government, private sector, educational and academic institutions, local environmental community, and humanitarian/charitable organizations. In 2022, the group included an Angoon community member, the President-CEO of United Way of Southeast Alaska, the Mayor of Juneau, an energy educator, the former head of the Greater Juneau Chamber of Commerce, and the Chancellor of the University of Alaska Southeast (UAS).

The Casa Berardi Mine Liaison Committee was created to facilitate communication with our local stakeholders and partners. The Committee seeks their input and participation in operational activities.

In 2022, the Committee included representatives of the Abitibiwinni First Nation, the local business chamber of Abitibi-Ouest, the James Bay Regional Administration, a watershed organization, a regional university, and two citizens.

At Casa Berardi, we participate in the Mining Association of Canada’s Towards Sustainable Mining (TSM) initiative, a globally recognized sustainability program that requires participants to demonstrate a commitment to identifying and engaging with communities of interest and facilitating meaningful dialogue regarding key environmental and social considerations related to mining.



**Hecla’s Blueprint  
for Community  
Engagement  
During the Mining  
Life Cycle**

 **Construction**

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

 **Exploration**

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

 **Development, Design & Permitting**

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

 **Operations**

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

 **Reclamation & Closure**

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



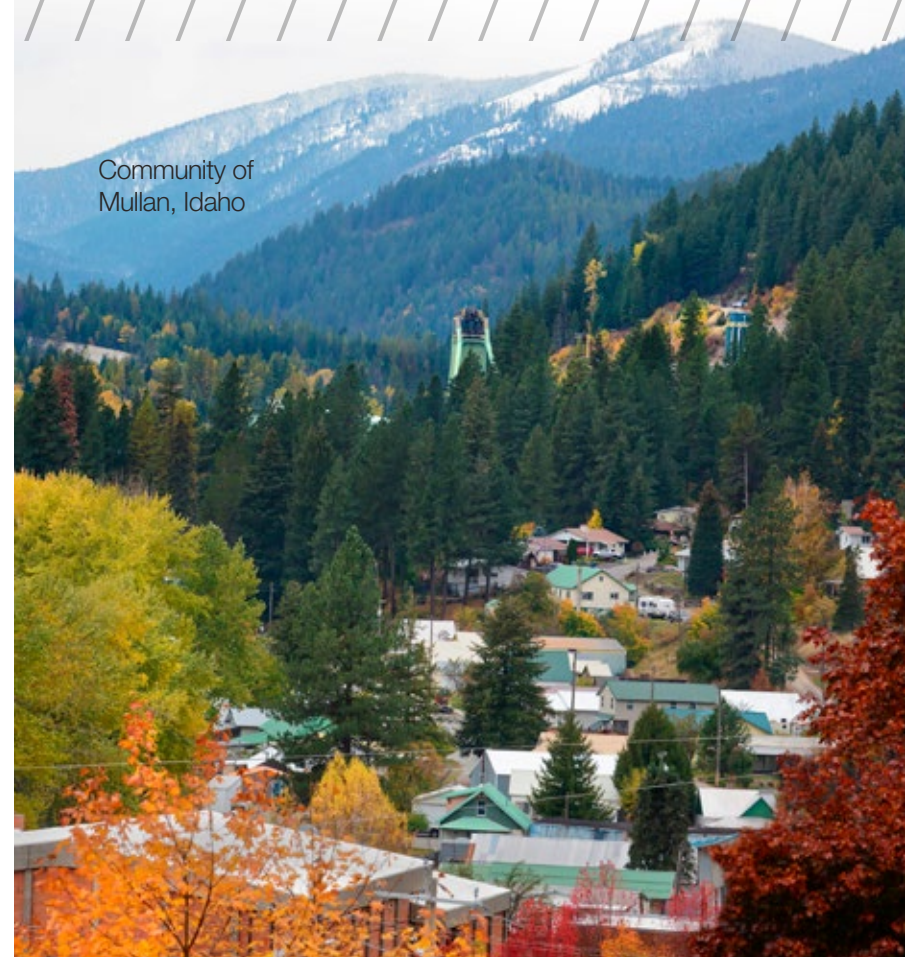
Casa Berardi Mine

In Nevada, Hecla contracts with a community member who lives in Midas adjacent to the mine to serve as a contact point for needs as they arise, such as road maintenance, snow clearing, and water sampling. In May 2022, Hecla Nevada participated in a cemetery clean-up in Midas. In July 2022, the Midas mine organized a community gathering to provide updates about operations at Midas and Hollister, and the status of requests from the community, such as road maintenance and the water system. Participants included Bureau of Land Management staff, fire rescue workers, and Hecla employees. At our exploration site in Aurora, we engaged with NGOs, such as the Sierra Club, and the Bridgeport Indian Colony during the permitting process.

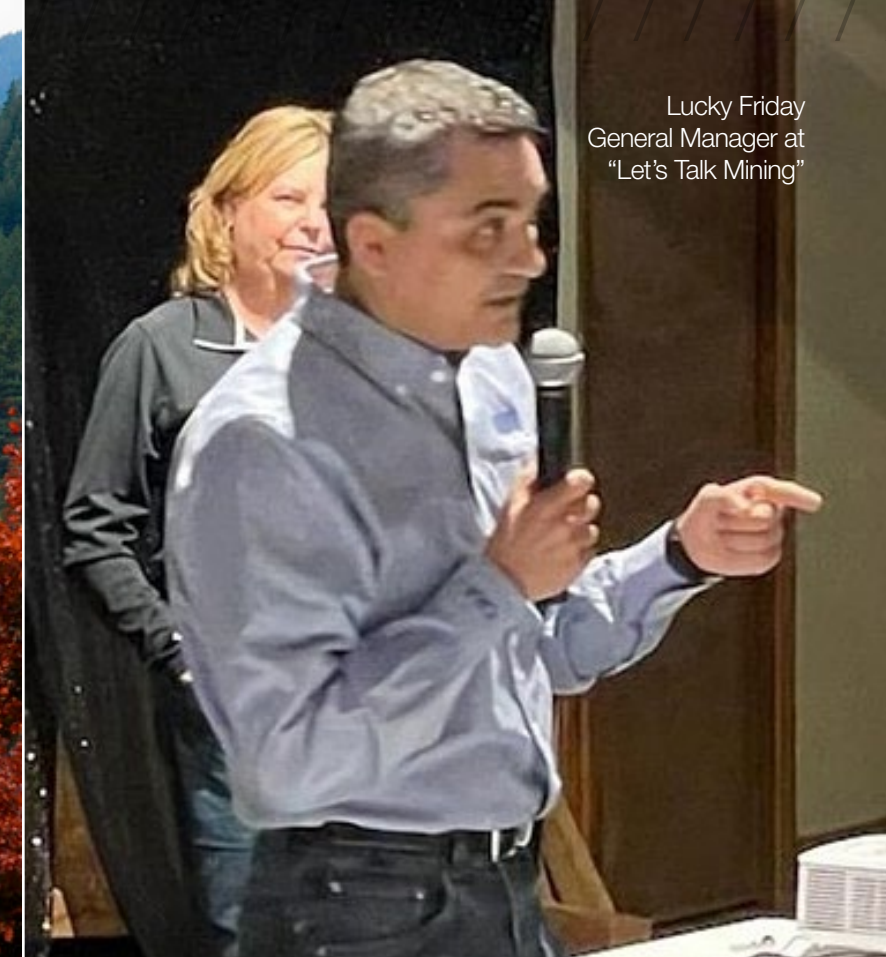
Lucky Friday has a draft formal Community Engagement Plan in progress. Currently, representatives of Lucky Friday make contact with neighbors who live near the mine to notify them of upcoming projects that may affect the area and to let them

know if we will be hauling materials near their homes. Communication is either written or verbal. In 2022, this mechanism was utilized to communicate, address, and resolve concerns regarding haul truck travel in a timely manner.

Lucky Friday managers met with members of the Shoshone County Public Works department to establish protocols and direct contacts for any issues that may arise with the road that runs through the mine property. Site management also met with the newly elected Shoshone County Commissioners to make introductions, discuss the operations, goals, and challenges of the Lucky Friday mine, and reflect on the mine's impact to the local community. This was an opportunity to open lines of communication for further discussions in the future.



Community of Mullan, Idaho



Lucky Friday General Manager at "Let's Talk Mining"



Cemetery clean-up in Midas, Nevada

# Local Donations and Volunteerism

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

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

Our activities in 2022 had a focus on school-age children, education for Afghan women, youth job creation, and improving basic infrastructure in our communities.

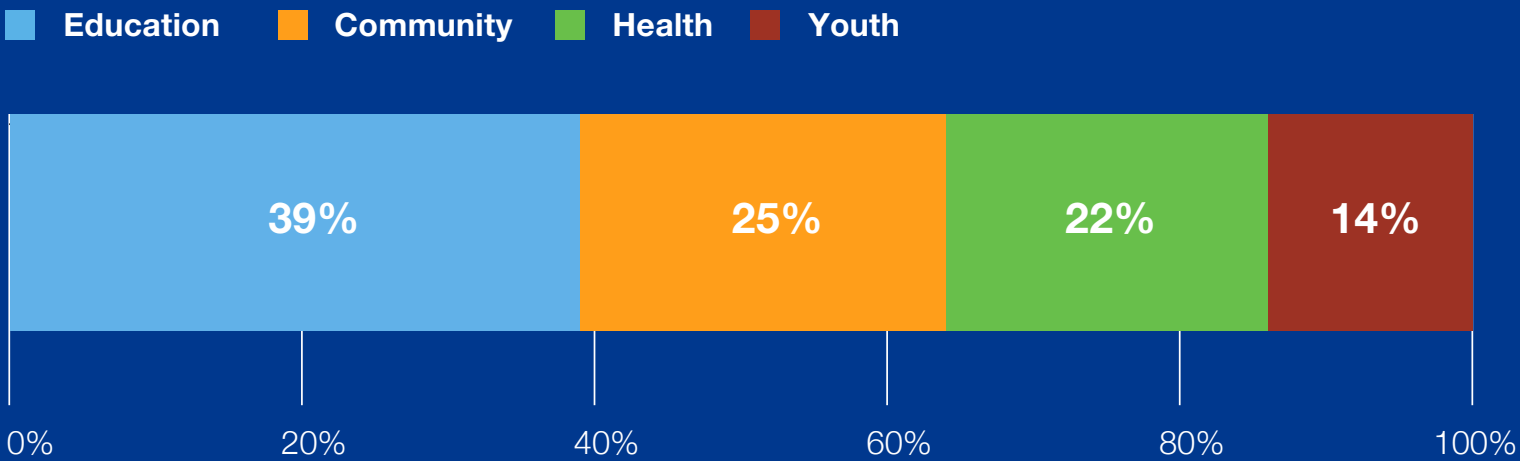
## Recipients of Hecla Donations



Laying Hens Project

Wallace Pool Project

## Breakdown of Hecla Charitable Foundation Contributions



**Hecla Charitable Foundation:** In 2022, the Hecla Charitable Foundation donated more than \$312,000 toward education, youth activities, community programs, and health services activities. Since 2009, the Foundation has contributed \$4.4 million toward our communities.

In 2022, the Foundation contributed \$50,000 CAD to an effort with other mining companies to enable women engineers from Afghanistan to attend the University of British Columbia. We also made an initial investment in MineralsEd – the Mineral Resources Education Program of British Columbia.

Other Foundation contributions in 2022 responded to requests from our mining sites. In the community surrounding Casa Berardi, for example, we donated \$50,000 CAD to the local business chamber, where 70% of our employees reside, to hire 35 nursing staff for the local hospital.

**Donations and Volunteering by Mining Sites:** In addition to grants from the Hecla Charitable Foundation, our sites made donations to organizations in their local communities and volunteered their time to make a difference. In some cases Hecla matches the donations that employees raise.



### Examples of Activities in 2022

#### Lucky Friday

- Lucky Friday supported food programs in the Silver Valley, including donating \$4,500 to local food banks, \$2,000 to Silver Valley Meals on Wheels for seniors, and \$2,500 to the Dave Smith Christmas Fund, an annual telethon that provided holiday meals for more than 1,000 families.
- Lucky Friday contributed over \$6,000 to local programs supporting children in the Silver Valley including the No Child Goes Hungry Hot Lunch Program, Wallace Mullan Baseball Club, Mullan School District activities, Silver Hoops 3 on 3 Tournament, the Silver Hills Elementary School carnival, the Silver Valley Volleyball Club, and the Wallace Christmas Fund.
- Lucky Friday also contributed over \$8,000 to local organizations and events including Central Mine Rescue, Coeur d’Alene District Mining Contest, TaTa’s Auction breast cancer fundraiser, and the Sixth Street Melodrama local theater.
- Several employees at Lucky Friday are involved in local boards and youth activities, including the Shoshone County Crisis and Resource Center, Women in Mining – Idaho Chapter, Wallace School Board, Wallace Public Library Board, Wallace Library Foundation Board, University of Idaho Mechanical Engineering Advisory Board, Wallace Youth Basketball League, Wallace Baseball League, Northwest Christian Teens, Mullan Community Library Foundation, and the Gyro Club.

### Casa Berardi

- For the sixth year in a row, the Casa Berardi management team raised funds for Maison St-André Abitibi-Ouest to provide food assistance to people in need.
- Employees at Casa Berardi raised over \$14,700 CAD in a fundraising campaign for Centraide, a non-profit in Quebec that helps people struggling with food insecurity, addiction, and mental health.
- Hecla Quebec partnered with the Marché public de la Vallée-de-l'Or, a non-profit organization promoting consumption of the region's agri-food and artisanal products, to commemorate the organization's 15th season.
- Hecla Quebec donated to local cultural and sports organizations including \$10,000 CAD to Open Heart Troupe theater, \$15,000 CAD to Student Sports Partner (Phoenix), and \$20,000 CAD to Loisirs et Sport Abitibi-Témiscamingue.



- Hecla provided a donation of \$1 CAD per ounce of gold produced to the local university foundation. In 2022, the total donation was \$135,000 CAD.
- We donated \$4,000 CAD to help establish a women's shelter.
- We supported UQAT Foundation (Fondation de l'Université du Québec en Abitibi-Témiscamingue) with a donation and participating in a relay race. FUCAT promotes and supports the accessibility, pursuit, and success of university studies for UQAT students.
- We launched an annual Christmas Parade for the City of La Sarre.
- We held the first Hecla Quebec Family Day, welcoming over 300 employees and their families to the mine to let Hecla employees share their work with loved ones. Kids dressed up in mining gear, we demonstrated equipment, and we provided a photo booth.
- We participated in Quebec Mining Week to familiarize local communities with the mining industry.

### Greens Creek

- Employees raised \$5,000 for Cancer Connection, a non-profit in Juneau, Alaska that assists people living with cancer and their families, and aims to raise awareness of cancer to increase early detection. Hecla matched the amount raised by employees, bringing the total donation to \$10,000.
- We endowed a science fund at the University of Alaska Southeast (UAS) with a \$250,000 donation over three years.
- Hecla donated an all-weather field book for every student in an elementary class at the Mendenhall River School. “These kids look forward to using them every Forest Friday while they are out learning about the natural environment.”  
- Principal of Mendenhall River Community School
- Hecla provided raincoats and other equipment for an adaptive ropes course team at Southeast Alaska Independent Living (SAIL), which empowers elders and people with disabilities by providing services and information.
- We sponsored Juneau Gold Rush Days, a free, action-packed celebration consisting of local fair food, booths of arts and crafts, and activities for children. Contestants competed in mining events such as jackleg drilling, spike driving, and hand mucking, and logging events, like axe throwing, speed climbing, hand bucking, and log rolling.
- Hecla donated approximately \$60,000 to local 501(c)3 organizations in Juneau, including the local school district, youth organizations, charitable fundraisers, and other nonprofit groups.



Trash pickup at Vantage office in Juneau, Alaska



## Nevada

- Hecla supported a program sponsored by the Chamber of Commerce in Humboldt County, Nevada by contributing over \$11,000 in Chamber Checks to Hecla employees to be spent locally on small businesses in the community.
- Hecla participated in a cemetery clean-up in Midas.
- Hecla continues to participate on the board of the Battle Mountain & Lowry Mining Industry Foundations. In 2022, we donated \$3000 towards scholarships and awards for Lowry High School students.
- Nevada employees volunteered for numerous organizations in 2022, including sponsoring soup kitchens and attending annual fundraising dinners for the Boys and Girls Club, Nevada Bighorns, and Ducks Unlimited.

Cemetery clean-up in Midas, Nevada



Community Engagement in San Sebastian

## San Sebastian

- Hecla ran a dental clinic for adults and children in nearby communities through a partnership with the Universidad Juárez del Estado de Durango (UJED). The free services include dental exams, cleanings, treatment for cavities, and education about dental hygiene. The Hecla team coordinates and provides funding to bring the mobile dental unit and donates the materials for cleanings.
- Hecla hired instructors to staff a two-week summer camp for children. Activities included soccer, tae kwon do, dancing, and piñata making.
- Our San Sebastian operation supported several community organizations including a bread-making training program carried out in coordination with the Cuencamé Multiple Attention Center, which trained 31 people from nearby communities with the intention of helping trainees formalize their business and start their own bakery.
- We regularly support nearby schools with painting, repairing electrical problems, planting donated trees, and making other upgrades.
- We also provided local road repairs using our equipment with support from our engineers.

# Indigenous Relations

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

Our Casa Berardi property is located on the traditional territory of the Abitibiwinni First Nation, from the Pikogan community, and we have prioritized building a strong connection with this community since Hecla’s acquisition of the mine in 2013. This led to the signing in 2018 of a Memorandum of

Understanding (MOU) between Hecla Quebec and the Abitibiwinni First Nation Band Council regarding exploration and mining activities.

In accordance with the MOU, we signed a Cooperation Agreement in 2020 setting out an objective of meaningful participation for community members in training programs, employment and advancement opportunities, business opportunities, and environmental protection measures. The agreement also creates a mechanism that allows the Abitibiwinni First Nation community to benefit financially from the long-term success of the projects.



Owner of Abitibiwinni First Nation  
Business at Casa Berardi

In 2022, around 100 First Nations workers were working at the Casa Berardi mine site. Hecla also encourages suppliers to hire Indigenous Peoples. Casa Berardi also remains committed to providing business opportunities to Abitibiwinni First Nation businesses. The collaboration established with the First Nation led to the granting of contracts to companies from this community, including for:

- Ore and waste rock transport;
- On-site road maintenance;
- Construction of a tailing pond’s dike upgrade; and
- Support in field environmental inventories.

The 2022 TSM external audit evaluated the Casa Berardi operation on eight protocols, including Indigenous and community relationships. The site performed well in this section, receiving a level AAA score for three of the five indicators.

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

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

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



Angoon Youth Conservation Corps

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

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

## Human Rights

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

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

and communities around our operations is embodied in our Code of Conduct.

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

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



In 2022, the Casa Berardi mine was verified as compliant in accordance with the TSM Protocol on the Prevention of Child and Forced Labor by an external auditor. While risks related to forced labor are typically low in Canada, Hecla has implemented the following preventative measures:

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

# Human Capital Management

Hecla's workforce has been the engine powering its success for over 130 years, which is why our policies and practices related to people have always been integrated into Hecla's overall business strategy and objectives. We invest in our people through training, systems, and programs to foster inclusion, support each employee's career progression, and develop talent.

# Board and Management Oversight of HCM

Our Board of Directors and its Compensation Committee have oversight responsibilities for the company’s compensation and other benefit plans to provide competitive compensation and benefits to attract, motivate, and retain talented employees.

At the executive level, the Senior Vice President – Chief Administrative Officer reports directly to the CEO and is responsible for implementing Hecla’s human capital management (HCM) program. The SVP-CAO is an executive-level position to reflect the priority we place on utilizing our human capital resources to meet our sustainability and corporate responsibility goals - such as increasing the diversity of our management and professional staff - to compensation for every Hecla executive as well as all salaried employees. These goals were met and exceeded in 2022, as discussed later in this chapter.

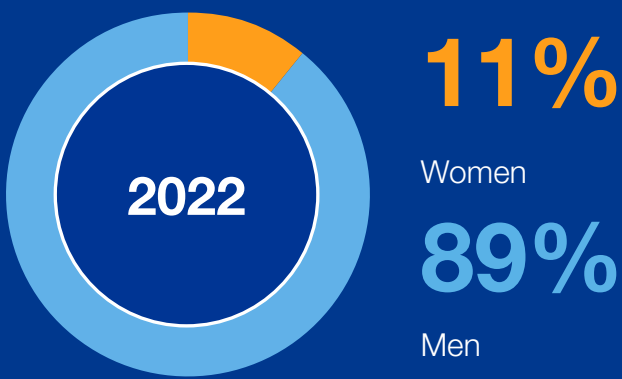
At the local level, Hecla’s human resources site professionals manage the company’s HCM programs at their respective locations.

## Workforce Diversity 2022

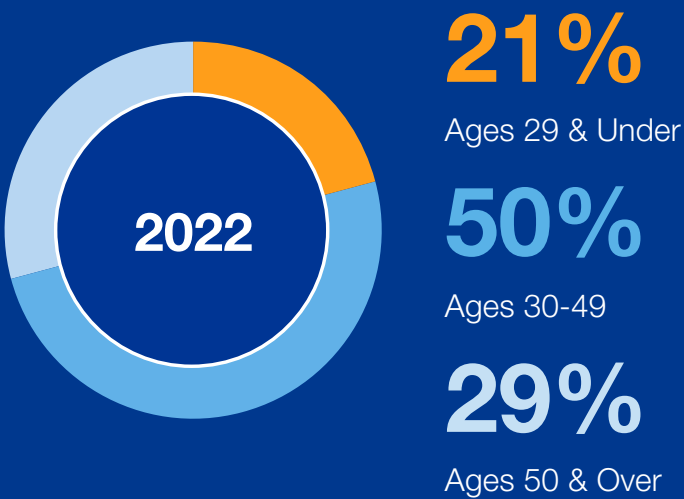


\* Contractor headcount was estimated by converting the total contractor hours worked to full-time equivalents (FTEs)

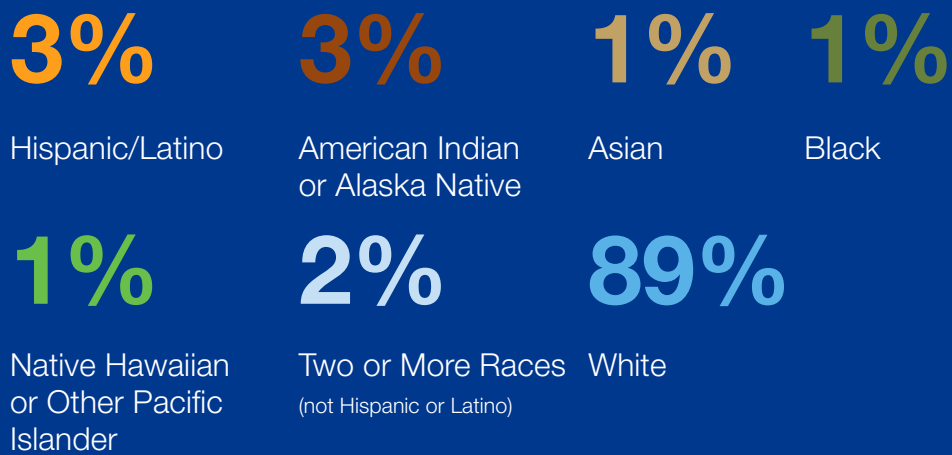
### Employee Gender



### Employee Ages



### Employee Ethnicity / Race (U.S. Only)



## Building a Skilled Workforce

Hecla is committed to developing a qualified and motivated workforce to underpin its continued innovation and growth. We offer competitive compensation and benefits packages for our full-time employees. Hecla understands the importance of a fair living wage and is committed to ensuring all employees at our operations receive the compensation required to cover their basic needs as well as those of their families. In 2022, all Hecla employees were paid a living wage, as confirmed through a review comparing our salaries to the public living wage data for each jurisdiction in which we operate\*. Our analysis also confirmed that the ratio of entry-level wage to minimum wage is the same by gender for salaried employees.

Benefits for full-time employees include health insurance, vision and dental coverage, life insurance, long- and short-term disability, wellness programs, and retirement provisions.

We are one of the few companies that still provide defined benefit pension benefits. We also offer a 401(k) plan to U.S. employees, which includes matching contributions of up to 6%. The match is made with Hecla stock, aligning employees’ interests with other shareholders’ interests. For Canadian employees, we match contributions to Registered Retirement Savings Plans (RRSP) with cash.

Hecla seeks to recruit talented employees and encourage them to develop their career paths at Hecla. As part of our recruitment strategy, we work with universities that have mining schools. We also work with other local universities to recruit candidates for other positions, such as accounting, human resources, and information technology. We participate in career fairs at campuses and work with schools to identify candidates for internships as well as full-time positions.

\*For salaries of employees in the U.S., we used MIT’s Living Wage Calculator. For sites in Canada (excluding Quebec) data was used from Living Wage Canada. We consulted the Global Living Wage Coalition for employees in Mexico. Living wage data is not available for the Province of Quebec, and Casa Berardi is therefore omitted from the living wage analysis.

## Ratio of Minimum Entry-Level Wage Vs Regional Minimum Wage in our Countries of Operation by Gender\*

2.55x

Male

2.55x

Female

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

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

We place a strong emphasis on training employees to manage and execute emerging technologies that make our workplace safer and more efficient. For example, for our Lucky Friday workforce we provide on-line training through Caterpillar and Epiroc to ensure our miners continually expand their skill sets. In addition, Hecla offers a tuition reimbursement program to assist with educational expenses for employees who are interested in furthering their education.

Hecla’s leadership program provides all supervisory employees with foundational training in key leadership attributes and Hecla’s core values. In 2022, training was provided to 124 employees at two-day workshops across our locations. Our program focuses on how positive energy and the philosophy of servant-based leadership can promote employee engagement, inspire trust, and improve decision making. Additional training in communication, coaching, emotional intelligence, and proper use of influence gives supervisors the tools they need to advance our mission and enable innovation.

Each quarter Hecla’s CEO and other executives hold a town hall meeting at every operating site, updating employees about quarterly results, company strategy, and more. They also address employee comments and questions and receive any feedback from the employees at each site.

# Developing Talent in our Local Communities

Hecla is the largest private employer and taxpayer in many places where we operate. As part of our corporate responsibility values, we take seriously our social obligations to the members of these communities, and we prioritize local hiring and procurement.

As of December 31, 2022, we have a total of 1,850 employees, with 72% of our total workforce being local to our operations. Our Greens Creek mine in Alaska has been an outlier because of its remote location on an otherwise uninhabited island. Historically this has made it challenging to fill all open positions through the local population.

To develop a talent pipeline in our communities, we partner with local organizations on programs specifically geared toward training students for a career in mining. We also promote local hires through active recruiting programs at local and regional educational institutes including high schools, colleges, and universities. In addition, we participated in on-site recruiting events or provided technical presentations at colleges and universities in Alaska, Idaho, Nevada, Montana, Washington, and Quebec.

## Employment

1,850

total number of employees at the end of 2022



**Pathway Program and UAS Center for Mining Training:** In 2022, Hecla’s Greens Creek mine continued its ongoing partnership with the University of Alaska Southeast (UAS) Center for Mine Training by committing a gift of \$105,000 to the Pathways to Mining Careers workforce development program. Hecla has partnered for 12 years with UAS and donated \$1.2 million as an investment in educating, recruiting, and training Alaskans for careers in the mining industry. Our partnership has resulted in a substantial number of Greens Creek employees being graduates of the program.

**UAS- Environmental Science Program:** In 2022, Greens Creek pledged \$300,000 to the endowment fund to provide support for the Environmental Science program at UAS.

**Hecla-Quebec Global Development Fund (UQAT Foundation):** The University of Quebec in Abitibi-Témiscamingue and Hecla Quebec have partnered for over 11 years to support students through the Hecla-Quebec Global Development Fund (UQAT Foundation). Since 2009, Hecla Quebec has donated over \$2 million to the Foundation in the form of a grant of \$1 per ounce produced at the Casa Berardi mine.

**Mineral Extraction Program in Quebec:** In 2022, Hecla Quebec hired 15 graduates from the Mineral Extraction program at the James Bay Vocational Training Center. The program allows students to perform the practical part of their training at the Casa Berardi mine.

**Mobile Mine Mechanics Training Program:** Hecla Quebec collaborated with the James Bay and Lac Abitibi professional training centers to develop a new mine mechanics training program that enrolled ten students in 2022.

## Fostering Diversity and Inclusion

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

To ensure our commitment to diversity and inclusion is demonstrated from the highest levels of our organization, our Board of Directors' Governance and Social Responsibility Committee is responsible for identifying and recommending qualified candidates for the Board. As discussed in the

[Governance and Transparency chapter](#), our Board recognizes the benefits of having directors who bring diversity of gender, age, race, ethnicity, and cultural background. As recently as 2017, we had no women on our Board. Currently 33% of our directors are women, including Board Chair Catherine Boggs, who was elected in 2022.

Hecla conducts an annual review of salaries across the company, to ensure internal pay equity from multiple perspectives, such as experience level and gender.

In general, our workforce reflects the demographics of the communities near our mine sites. Hecla analyzes this trend on a yearly basis in support of our goal to be a responsible employer in the communities where we operate. In 2022, our U.S. workforce was more racially diverse than the communities in which we work, with the exception of our Juneau, Alaska site.



For our Casa Berardi mine in Quebec, we provide annual cultural awareness training for all department heads. This training was developed specifically for Hecla in 2021.

Though the mining industry has traditionally had a predominantly male workforce, Hecla seeks to create more opportunities for women in the company. We set a goal to increase the proportion of women in professional roles by 5% in 2022. This goal was linked to a financial incentive for all salaried employees, including those involved in hiring. By the end of 2022 we exceeded this goal, increasing the percentage of women in professional roles by 11%. Hecla defines professional roles as leadership roles and technical roles that require a university education.

Women made up 11% of our total workforce in 2022 and 20% at the managerial level. We have implemented programs to foster the hiring and retention of women, and in 2022 we launched a networking group to support women employees that have been identified as potential future leaders within the company.

In 2022, we invited several women employees to a Board dinner to foster interaction with senior management and Hecla's Board of Directors. Board Chair Catherine Boggs held a private session to discuss finding a path to success as a woman in the mining world.

Hecla participates in the [Women in Mining](#) organization, and we continue to seek ways to create networking opportunities for women at Hecla.

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

11%

increase of women in professional roles in 2022



# Governance & Transparency

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

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

# Governance Structures

**Corporate Governance Structures:**

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

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

All 6

of Hecla’s directors had demonstrated experience in environmental and social responsibility in 2022



The roles of Chair of the Board and CEO are currently held by separate persons, and our Corporate Governance Guidelines provide that the Board shall designate a Lead Independent Director if the roles of Chair and CEO are ever held by one person. Our Corporate Governance Guidelines also include a mandatory retirement policy which provides that no director may be nominated for election after reaching the age of 75, with the goal of enhancing Board refreshment to provide new perspectives and ideas. Pursuant to this policy, three directors have retired from the Board since May 2021, including two at our May 2022 annual meeting of shareholders. These changes decreased average director tenure from twelve to ten years.

The Board’s Governance and Social Responsibility Committee is responsible for identifying and recommending qualified candidates to become directors, consistent with criteria approved by the Board. While reviewing Board composition, members’ knowledge, skills, and experience related to environmental and social responsibility are considered, including experience with sustainability, diversity, and inclusion initiatives. In 2022, all six of Hecla’s directors had demonstrated experience in environmental and social responsibility.

**Board Diversity:** Our Board benefits from the valuable experience of directors who bring a diversity of thought, skills, and industry backgrounds in finance, management, mining, and international business. We also seek to ensure varied perspectives through diversity of gender, age, race, ethnicity, and cultural backgrounds. Our Board currently has six directors, with four of the six directors having joined the Board since 2016.

As recently as 2017 we had no women on our Board, while today, two of our six directors (33%) are women. Hecla has set a goal of reaching gender parity on its Board of Directors, which informs its consideration of new candidates to join the Board. In May 2022, the Board elected Catherine Boggs to serve as Chair, the first time in Hecla’s 132-year history to have a woman chairing the Board. At the committee level, one chair is a woman: Alice Wong, who leads the Governance and Social Responsibility Committee.



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

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

The Board has also delegated specific risk oversight responsibility to several committees of the Board, resulting in a holistic view of risk.

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

## Policies for Transparency and Ethics

**Code of Conduct:** Hecla's [Code of Conduct](#) embodies our commitment to meeting the highest standards of ethics and integrity in every aspect of our business. The Code clarifies the behaviors we expect from each other as stewards to our communities, shareholders, and other stakeholders.

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

On bribery, Hecla's Code of Conduct prohibits bribery as follows: "no company funds or other property shall be used for any unlawful purpose, such as to special privileges or benefits through the payment of bribes or any other illegal payments." Further, no

individual may falsely report transactions or fail to report the existence of false documentation in the accounting records, for example by disguising an illegal bribe as a consulting fee.

To further strengthen our anti-corruption commitment, the Code states that our employees and directors are expected to comply with all applicable laws and regulations in each country where we conduct business with regard to dealings with government officials, including lobbying, political contributions to candidates, and meeting with government agencies. These laws include the Foreign Corrupt Practices Act, which sets forth requirements for the company's relationships with non-U.S. government representatives. The Code also reinforces our compliance with applicable laws and regulations governing our business practices and our governance and ethical practices as a publicly traded company listed on the New York Stock Exchange (NYSE).



Hecla's Code of Conduct prohibits bribery as follows:

*"No company funds or other property shall be used for any unlawful purpose, such as to special privileges or benefits through the payment of bribes or any other illegal payments."*

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

Our Vice President - General Counsel is responsible for the administration of the Code, and compliance is overseen by the Board of Directors and its Governance and Social Responsibility Committee. We conduct a review of our Code of Conduct on an annual basis, at minimum, and make necessary updates.

To ensure continuous employee awareness of the Code, it is provided to all Hecla salaried employees in the appropriate language, and it is maintained online on the Hecla Mining Company website. All salaried employees are required to acknowledge that they have read and understood the Code at the start of their employment or association with Hecla, and that they agree to abide by it. They are invited to

ask questions upon reviewing the Code. In 2022, 100% of salaried employees signed the Code.

Directors and employees are required to confirm compliance with the Code annually. We also ask each director and employee to review the Code periodically throughout the year and discuss with management any circumstances that may have arisen that could be an actual or potential violation of the standards of conduct described in the Code.

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

In 2022, Hecla had no material fines as defined by the U.S. Securities and Exchange Commission (SEC). Hecla did receive in 2022 two notices from the U.S. Environmental Protection Agency (EPA) that are expected to be resolved in 2023. Please see our SEC filings for more information.



All salaried employees are required to acknowledge that they have read and understood the Code at the start of their employment or association with Hecla, and that they agree to abide by it.

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

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

Although it was not required by law until 2023, since 2013 we have had a clawback policy that allows the company to recover from executive officers, under certain circumstances, compensation under any of our incentive plans. In 2023 we will amend the policy to ensure compliance with new SEC rules.

**Freedom of Association and Collective Bargaining:** We recognize

the rights of our employees including freedom of association and the ability to engage in collective bargaining. After negotiating in late 2022, Hecla ratified a six-year contract agreement with the union representing our hourly employees at the Lucky Friday Mine. Employees at our other sites have chosen not to unionize. Approximately 15% of our employees were covered by a collective bargaining agreement.

**Compliance Training:** Hecla provides training in the Code of Conduct for all employees to ensure a law-abiding workplace. Most recently, in 2022, the Vice President - General Counsel conducted an hour-long presentation of the Code. 100% of required employees completed the training.

**Responsible Supply Chain:** Hecla seeks to work with suppliers who share its values and ethical standards. Since 2021 Hecla has maintained a [Supplier Code of Conduct](#) that describes our expectations for all suppliers, vendors, and third-party contractors to act ethically when conducting business on Hecla's behalf. Suppliers are also expected to adhere to the Hecla Code of Conduct.

## Reporting Potential Ethics

**Violations:** To ensure that we can quickly identify potential violations of the Code of Conduct or other ethical issues, Hecla provides to employees and third parties a confidential, toll-free ConfidenceLine helpline and online portal available 24 hours a day, 7 days a week 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 Vice President - General Counsel and investigated as appropriate. The Vice President - General Counsel updates the Board's Governance and Social Responsibility Committee, or Audit Committee in the event of financial issues, on the outcome of any reports that are investigated along with corrective actions taken if a report is substantiated. Hecla's [Whistleblower Policy](#) includes our strict non-retaliation policy to protect any whistleblowers who report wrongdoing in good faith or cooperate in an investigation.

In 2022, there were three reports to the helpline, all related to an alleged conflict of interest at one of our operations (one caller also alleged a regulatory compliance issue). Using our structures in place to process these reports, the calls were investigated by our Vice President - General Counsel, who consulted with outside counsel, conducted interviews, gave a report to the Governance and Social Responsibility Committee, and responded to the anonymous submissions via the online portal. They were closed without requiring additional action, as all three were found to be without merit. In these instances, the Code of Conduct functioned as designed. As a result of these reports, the Code has been updated to provide additional clarity on the company's conflict of interest policy.

24/7

ConfidenceLine helpline and online portal available

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

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

**Tax Transparency:** Hecla is committed to transparency regarding taxation and welcomes the economic benefits our tax contributions bring to each community in which we operate and employ community members. Hecla pays many types of taxes in support of our communities beyond income tax, including mineral, sales, property, and payroll taxes as well as various royalties and fees. These types of taxes make up our total government contribution of more than \$96 million. For more discussion of our economic impacts, please refer to the [Local Communities](#) chapter and the [Appendix](#) of this report which indicates our our tax contributions by country and type of contribution.

# Public Policy

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

In the U.S., we maintain the Hecla Mining Company Political Action Committee (Hecla PAC), which is a forum for our employees and directors to voluntarily contribute to a fund that supports the election of candidates to federal office that support a regulatory and legislative environment conducive to the operation and development of our mines. In 2022, the Hecla PAC contributed \$36,500 to candidates. Additional policies related to our dealings with government officials are included in our Code of Conduct and are reported annually to the Board.

More than

**\$96.1M**

total government contribution

# Appendix

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- GRI Content Index
- SASB Content Index
- TCFD Content Index
- TSM Content Index
- UN Sustainable Development Goals
- Data Tables

# GRI Content Index

Statement of use	Hecla Mining Company has reported with reference to the GRI Standards for the period January 2022 - December 2022.
GRI 1 used	GRI 1: Foundation 2021

Disclosure	Location
General Disclosures	
Organizational profile	
GRI 2: General Disclosures 2021	
2-1 Organizational details	Introduction: About Hecla
2-2 Entities included in the organization’s sustainability reporting	Hecla Mining Company
2-3 Reporting period, frequency and contact point	Appendix: About the Report
2-4 Restatements of information	No restatements of information.
2-5 External assurance	No external assurance provided at this time.
2-6 Activities, value chain and other business relationships	Introduction: About Hecla
2-7 Employees	Social: Human Capital Management
2-8 Workers who are not employees	Social: Human Capital Management
2-9 Governance structure and composition	Governance: Governance & Transparency
2-10 Nomination and selection of the highest governance body	Governance: Governance & Transparency
2-11 Chair of the highest governance body	Governance: Governance & Transparency
2-12 Role of the highest governance body in overseeing the management of impacts	Governance: Governance & Transparency Introduction: Our ESG Approach
2-13 Delegation of responsibility for managing impacts	Governance: Governance & Transparency
2-14 Role of the highest governance body in sustainability reporting	Introduction: Our ESG Approach
2-15 Conflicts of interest	2023 Proxy Statement, Corporate Governance
2-16 Communication of critical concerns	Governance: Governance & Transparency
2-17 Collective knowledge of the highest governance body	Governance: Governance & Transparency 2022 Proxy Statement, Knowledge, Skills and Experience
2-18 Evaluation of the performance of the highest governance body	2022 Proxy Statement, Board and Committee Self-Evaluation Process and Evaluation Process
2-19 Remuneration policies	2023 Proxy Statement, Compensation Committee Procedures 2023 Proxy Statement, Compensation of Non-management Directors 2023 Compensation Risk Analysis 2023 Proxy Statement, Compensation of Named Executive Officers

# GRI Content Index

Disclosure	Location
2-20 Process to determine remuneration	2023 Proxy Statement, Compensation Committee Procedures 2023 Proxy Statement, Compensation of Non-management Directors 2023 Compensation Risk Analysis 2023 Proxy Statement, Compensation of Named Executive Officers
2-21 Annual total compensation ratio	2023 Proxy Statement, CEO Pay Ratio
2-22 Statement on sustainable development strategy	Introduction: CEO Letter
2-23 Policy commitments	Introduction: CEO Letter Environment: Protecting the Environment Social: Worker Safety & Health Social: Local Communities Social: Human Capital Management Governance: Governance & Transparency
2-24 Embedding policy commitments	
2-25 Processes to remediate negative impacts	Social: Local Communities
2-26 Mechanisms for seeking advice and raising concerns	Governance: Governance & Transparency
2-27 Compliance with laws and regulations	Introduction: CEO Letter Environment: Protecting the Environment Social: Worker Safety & Health Social: Local Communities Governance: Governance & Transparency
2-28 Membership associations	Social: Local Communities Governance: Governance & Transparency
2-29 Approach to stakeholder engagement	Introduction: CEO Letter Introduction: Our ESG Approach Environment: Protecting the Environment Social: Local Communities Governance: Governance & Transparency
2-30 Collective bargaining agreements	Governance: Governance & Transparency

# GRI Content Index

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

# GRI Content Index

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

# GRI Content Index

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

# SASB Content Index

Disclosure	Accounting Metric	Code	Section Reference
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	EM-MM-110a.1	Environment: Climate Change Data Tables: GHG Emissions
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	EM-MM-110a.2	Environment: Climate Change
Air Quality	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	EM-MM-120a.1	Environment: Non-GHG Air Emissions Data Tables: Non-GHG Air Emissions
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	EM-MM-130a.1	Environment: Climate Change Data Tables: Site Data
Water Management	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	EM-MM-140a.1	Environment: Water Management Data Tables: Water
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	EM-MM-140a.2	Environment: Water Management
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	Environment: Tailings and Waste Management
	Description of waste and hazardous materials management policies and procedures for active and inactive operations	EM-MM-150a.10	Environment: Tailings and Waste Management Data Tables: Tailings Tables

SASB Content Index

Disclosure	Accounting Metric	Code	Section Reference
Biodiversity Impacts	Description of environmental management policies and practices for active sites	EM-MM-160a.1	Environment: Biodiversity and Land Management
	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	Environment: Tailings and Waste Management
	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	EM-MM-160a.3	This information is not available.
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	This information is not available.
	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	EM-MM-210a.3	Social: Indigenous Relations Social: Human Rights
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	EM-MM-210b.1	Social: Local Communities
	Number and duration of non-technical delays	EM-MM-210b.2	Data Tables: Community Relations
Labor Relations	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	EM-MM-310a.1	Governance: Policies for Transparency and Ethics
	Number and duration of strikes and lockouts	EM-MM-310a.2	Over forty years we have only had one strike at one operation, which lasted 2 3/4 years, and ended in January 2020.
Workforce Health & Safety	(1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	EM-MM-320a.1	Social: Worker Safety & Health Data Tables: Health and Safety

# SASB Content Index

Disclosure	Accounting Metric	Code	Section Reference
Business Ethics & Transparency	Description of the management system for prevention of corruption and bribery throughout the value chain	EM-MM-510a.1	Governance: Policies for Transparency and Ethics
	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 Tables
	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	EM-MM-540a.2	Environment: Tailings and Waste Management
	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	EM-MM-540a.3	Environment: Tailings and Waste Management Environment: Strategy and Risk Management
Activity Metrics	Production of (1) metal ores and (2) finished metal products	EM-MM-000.A	Data Tables: Production
	Total number of employees, percentage contractors	EM-MM-000.B	Data Tables: Workforce

# TCFD Content Index

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

# TSM Content Index

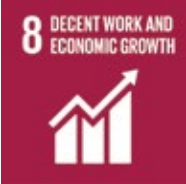


Topic	Sub Topic	Reference
Biodiversity	Corporate biodiversity conservation commitment, accountability, and communications	Environment: Biodiversity and Land Management
	Facility-level biodiversity conservation planning and implementation	Environment: Biodiversity and Land Management
	Biodiversity conservation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

# TSM Content Index

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

# UN Sustainable Development Goals

SDG	Progress
	We had zero fatalities and continued to achieve substantial reductions in noncompliance violations and reportable incidents.
	We launched a mental health program at each Hecla operation, focusing on suicide prevention for all our operating sites.
	Our 2022 AIFR (All-injury Frequency Rate) was 1.22, 10% below our target of 1.36.
	Our activities in 2022 had a focus on school-age children, education for Afghan women, youth job creation, and improving basic infrastructure in our communities.
	39% of Hecla's Charitable Foundation and Contributions was spent towards education.
	We partnered with local organizations on programs specifically geared toward training students for a career in mining.
	Our water stewardship practices include reducing freshwater use where possible, using water efficiently including recycling and reuse, maintaining water quality, managing water discharge, and engaging with our communities to collaboratively manage shared water resources.
	We recycled 62% of process water.
	We reduced our environmental impact by increasing the percentage of clean energy, specifically through increasing our use of hydroelectricity.
	Our hydropower purchases resulted in a lower electricity cost to Juneau residents and businesses. As of July 2022, Greens Creek had benefited customers in the community of Juneau by over \$80 million.

SDG	Progress
	In 2022, Hecla contributed more than \$210 million to our local communities through wages, bonuses, and severance.
	Hecla is continually looking for opportunities to provide training, employment, and economic benefits through contracts to businesses owned and operated by members of local communities and Indigenous Peoples, including the Abitibiwinni First Nation Community in Quebec.
	72% of our total workforce is local to our operations.
	We achieved a 32.7% reduction in Scopes 1 and 2 GHG emissions and an 18.5% reduction in energy intensity consumption company-wide compared to our 2019 baseline.
	We incorporate climate related risks and opportunities into our risk management and strategic planning processes aligned with the TCFD (Task Force on Climate-Related Financial Disclosures) framework.
	We achieved net zero carbon emissions for the second year in a row as a result of our purchases of carbon credits in the form of certified emission reductions tied to four renewable power projects in Asia.
	Hecla plants vegetation in the areas we restore, using the seed mixes called for by the appropriate regulatory agency or landowner.
	Over the past decade, a Hecla-owned subsidiary has donated approximately \$500,000 to Montana Fish, Wildlife and Parks to support a Grizzly Bear Management Specialist.
	6,400 acres were acquired in northwest Montana with the goal of preserving the forest and associated watersheds as habitat for wildlife.

# Environmental Data Tables

Metric	2021	2022	GRI/SASB Standards
Production			
Silver (ounces)	12,887,240	14,182,987	EM-MM-000.A
Gold (ounces)	201,327	175,807	EM-MM-000.A
Lead (metric tonnes)	39,018	44,192	EM-MM-000.A
Zinc (metric tonnes)	57,697	58,738	EM-MM-000.A
Ag-Equivalent ounces	37,573,889	42,307,434	EM-MM-000.A
Au-Equivalent ounces	525,531	510,988	EM-MM-000.A
GHG Emissions <sup>1</sup>			
GHG Scope 1 (metric tonnes CO <sub>2</sub> e)	51,389	64,203	305-1; EM-MM-110a.1
GHG Scope 1 (metric tonnes biogenic CO <sub>2</sub> e)	1,543	1,820	305-1; EM-MM-110a.1
GHG Scope 2 (metric tonnes CO <sub>2</sub> e)	23,618	25,026	305-2
GHG Scopes 1 & 2 (metric tonnes CO <sub>2</sub> e)	76,550	91,049	305-1, 305-2; EM-MM-110a.1
GHG Emissions Intensity (Scopes 1 & 2 metric tonnes CO <sub>2</sub> e / Ag ounce)	0.006	0.006	305-4
GHG Emissions Intensity (Scopes 1 & 2 metric tonnes CO <sub>2</sub> e / Ag-Equivalent ounces)	0.002	0.002	305-4
GHG Emissions Intensity (Scopes 1 & 2 metric tonnes CO <sub>2</sub> e / Au-Equivalent ounces)	0.146	0.178	305-4
Non-GHG Air Emissions <sup>2</sup>			
CO (metric tonnes)	NA	4.85	305-7; EM-MM-120a.1
NOx (metric tonnes)	NA	90.00	305-7; EM-MM-120a.1
SOx (metric tonnes)	NA	0.02	305-7; EM-MM-120a.1

1 - GHG Protocol Corporate Accounting and Reporting Standard was used in the calculation of GHG emissions. For vehicle combustion emissions, emission factors from the Greenhouse Gas Inventory Guidance, Direct Emissions from Mobile Combustion Sources from the EPA were used. For non-vehicle combustion emissions, stationary combustion emission factors from Subpart C – General Stationary Fuel Combustion Sources (Tables C-1 & C-2) of EPA's Mandatory Reporting of Greenhouse Gases Rule / Greenhouse Gas Reporting Program were utilized. The emission factor for explosives use was based on the Energy Use and GHG Emissions Inventory Worksheet, from The Mining Association of Canada. Gases covered in GHG emissions calculations include CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O. Global warming potentials are obtained from the Intergovernmental Panel on Climate Change Fourth Assessment Report. The chosen consolidation approach for emissions is facilities under operational control. Hecla continues to refine and improve its methodology to collect and report GHG emissions and our emissions numbers are subject to change in future years.

2 - This is our first year reporting this information and prior year data is not available.

# Environmental Data Tables

Metric	2021	2022	GRI/SASB Standards
Water <sup>3</sup>			
Fresh Water Withdrawal From Surface Water (gallons)	NA	799,425,064	303-3; EM-MM-140a.1
Fresh Water Withdrawal From Ground - Production Wells (gallons)	NA	54,299,818	303-3; EM-MM-140a.1
Fresh Water Withdrawal From Ground - Mine Dewatering (gallons)	NA	1,783,645,860	303-3; EM-MM-140a.1
Other Water Managed (gallons)	NA	757,156,685	303-3; EM-MM-140a.1
Total Water Used in Mining or Process Operations (gallons)	NA	2,091,417,477	
Water Recycled to Mining or Process Operations (gallons)	NA	1,299,638,697	
Percentage of Process Water Recycled	NA	62%	
Water Discharged to Fresh Surface Water (gallons)	NA	1,827,086,760	303-4
Water Discharged to Sea Water (gallons)	NA	656,661,900	303-4
Water Discharged to Ground Water (Injection, RIB) (gallons)	NA	821,106,536	303-4
Water Discharged to Third parties (gallons)	NA	6,564,467	303-4
Water Contained in Tailings (gallons)	NA	265,160,662	303-5
Water Contained in Concentrate (gallons)	NA	1,268,210	303-5
Waste			
Waste Rock			
Total Weight of Waste Rock Produced (metric tonnes)	2,065,674	4,276,343	306-3; EM-MM-150a.6
Tailings			
Total Weight of Tailings Produced (metric tonnes)	2,140,316	2,202,168	306-3; EM-MM-150a.5
Total Weight of Tailings Recycled (metric tonnes)	442,383	513,049	306-4
Total Weight of Tailings Deposited (metric tonnes)	1,697,933	1,689,119	306-5

3 - Water data is now disclosed by source to provide more detail. Prior year data was not updated for the improved methodology and has not been included in this report. Hecla has no water withdrawal from seawater or third-party sources.

# Environmental Data Tables

Metric	2021	2022	GRI/SASB Standards
Non-mineral Waste			
Total Weight of Non-mineral Waste Produced (metric tonnes)	10,390	2,316	306-3; EM-MM-150a.4
Total Weight of Non-mineral Waste Recycled (metric tonnes)	3,291	1,485	306-4
Total Weight of Non-mineral Waste Directed to Disposal (metric tonnes)	7,098	831	306-5
Non-Hazardous Waste Sent for Off-site Landfill Disposal (metric tonnes)	NA	639	306-5
Non-Hazardous Waste Sent for Off-site Incineration Disposal (metric tonnes)	NA	2	306-5
Non-Hazardous Waste Sent for Off-site Other Disposal (metric tonnes)	NA	191	306-5
Hazardous Waste			
Total Weight of Hazardous Waste Produced (metric tonnes)	670	953	306-3; EM-MM-150a.7
Total Weight of Hazardous Waste Recycled (metric tonnes)	169	340	306-4; EM-MM-150a.8
Total Weight of Hazardous Waste Directed to Disposal (metric tonnes)	500	613	306-5
Hazardous Waste Landfill Disposal (metric tonnes)	NA	20	306-5
Hazardous Waste Incineration Disposal (metric tonnes)	NA	2	306-5
Hazardous Waste Other Disposal (metric tonnes)	NA	591	306-5
Environmental Training			
Average Training for Full-time Employees	NA	1.75	404-1
Average Training for for Contract Employees	NA	0.53	404-1

# Environmental Data Tables

Site Data	Greens Creek	Casa Berardi	Lucky Friday	Nevada Operations	San Sebastian (Mexico)	Keno Hill	GRI/SASB Standards
GHG Emissions							
GHG Scope 1 (metric tonnes CO <sub>2</sub> e)	24,909	29,842	2,410	948	2,542	2,800	305-1; EM-MM-110a.1
GHG Scope 1 (metric tonnes Biogenic CO <sub>2</sub> e)	-	-	1,820	-	-	-	305-1; EM-MM-110a.1
GHG Scope 2 (metric tonnes CO <sub>2</sub> e)	-	88	17,879	5,450	610	509	305-2; EM-MM-110a.1
GHG Scopes 1 & 2 (metric tonnes CO <sub>2</sub> e)	24,909	29,930	22,109	6,398	3,152	3,309	305-1, 305-2; EM-MM-110a.1
Energy							
Electricity Used (kWh)	59,366,835	144,589,346	70,111,859	15,750,477	1,401,574	4,625,095	302-1; EM-MM-130a.1
Renewable Electricity (kWh)	59,366,835	144,589,346	42,067,115	-	-	3,977,582	302-1; EM-MM-130a.1
#2 Diesel for Mobile Equipment (gallons)	1,219,412	2,355,606	-	72,116	223,224	159,960	302-1; EM-MM-130a.1
Biodiesel (B70) for Mobile Equipment (gallons)	-	-	275,171	-	-	-	302-1; EM-MM-130a.1
#2 Diesel for Electricity Generation/Stationary (gallons)	1,167,410	-	-	-	-	-	302-1; EM-MM-130a.1
Gasoline for Mobile Equipment (gallons)	15,913	135,358	8,931	22,893	27,823	22,915	302-1; EM-MM-130a.1
Propane for Heating (gallons)	3,628	684,685	18	-	-	165,850	302-1; EM-MM-130a.1
Natural Gas for Heating (cubic feet)	-	-	26,300,525	-	-	-	302-1; EM-MM-130a.1
Surface/Underground Emulsion & ANFO (pounds)	2,801,447	5,492,008	369,120	58,410	-	-	302-1; EM-MM-130a.1

# Social Data Tables

Disclosure	2021	2022	GRI/SASB Standards
Workforce			
All Employees	2,165	2,534	2-7; EM-MM-000.B
Percentage of Which Are Contractors	24%	26.6%	2-8; EM-MM-000.B
Health and Safety			
Work-related Injuries			
For All Employees:			
Number of Fatalities as a Result of Work-related Injury	0	0	403-9; EM-MM-320a.1
Rate of Fatalities as a Result of Work-related Injury	0	0	403-9; EM-MM-320a.1
Number of High-consequence Work-related Injuries	5	2	403-9; EM-MM-320a.1
Rate of High-consequence Work-related Injuries	0.31	0.12	403-9; EM-MM-320a.1
Number of Recordable Work-related Injuries	18	22	403-9; EM-MM-320a.1
Rate of Recordable Work-related Injuries	1.12	1.31	403-9; EM-MM-320a.1
Number of Near Misses (Close Calls)	395	895	403-9; EM-MM-320a.1
Near Miss Frequency Rate (NMFR)	24.66	53.13	403-9; EM-MM-320a.1
The Number of Hours Worked	3,203,699	3,369,124	403-9
For All Contract Employees:			
Number of Fatalities as a Result of Work-related Injury	0	0	403-9; EM-MM-320a.1
Rate of Fatalities as a Result of Work-related Injury	0	0	403-9; EM-MM-320a.1
Number of High-consequence Work-related Injuries	3	0	403-9; EM-MM-320a.1
Rate of High-consequence Work-related Injuries	0.56	0.00	403-9; EM-MM-320a.1
Number of Recordable Work-related Injuries	13	6	403-9; EM-MM-320a.1
Rate of Recordable Work-related Injuries	2.43	0.99	403-9; EM-MM-320a.1
Number of Near Misses (Close Calls)	39	52	403-9; EM-MM-320a.1
Near Miss Frequency Rate (NMFR)	7.28	8.58	403-9; EM-MM-320a.1
The Number of Hours Worked	1,071,549	1,212,049	403-9

# Social Data Tables

Disclosure	2021	2022	GRI/SASB Standards
Total Number of Hours Worked by All Employees	4,275,248	4,581,173	403-9
Health & Safety Training			
Average Hours of Health, Safety, and Emergency Response Training for Full-time Employees	17.7	23.7	404-1; EM-MM-320a.1
Average Hours of Health, Safety, and Emergency Response Training for Contract Employees	38.3	19.7	404-1; EM-MM-320a.1
Average Hours of Health, Safety, and Emergency Response Training for All Employees	22.6	22.6	404-1; EM-MM-320a.1
Community Relations			
Number of non-technical delays	NA	0	EM-MM-210b.2
Duration of non-technical delays (days)	NA	0	EM-MM-210b.2
Workforce Diversity			
Non-exempt			
Diversity by Gender			
Number of Women	73	85	405-1
Percentage of Women	6%	6%	405-1
Number of Men	1,179	1,297	405-1
Percentage of Men	94%	94%	405-1
Diversity by Age			
Number Ages 29 and Under	299	328	405-1
Percentage Ages 29 and Under	24%	24%	405-1
Number Ages 30-49	609	695	405-1
Percentage Ages 30-49	48%	50%	405-1
Number Ages 50 and Over	359	359	405-1
Percentage Ages 50 and Over	28%	26%	405-1

# Social Data Tables

Disclosure	2021	2022	GRI/SASB Standards
Diversity by Race (% , USA only)			
Hispanic or Latino	4%	4%	405-1
American Indian or Alaska Native	3%	3%	405-1
Asian	0%	0%	405-1
Black or African American	2%	1%	405-1
Native Hawaiian or Other Pacific Islander	2%	2%	405-1
Two or More Races (not Hispanic or Latino)	1%	1%	405-1
White	88%	88%	405-1
Exempt (non-executive)			
Diversity by Gender			
Number of Women	90	112	405-1
Percentage of Women	22%	24%	405-1
Number of Men	313	359	405-1
Percentage of Men	78%	76%	405-1
Diversity by Age			
Number Ages 29 and Under	63	71	405-1
Percentage Ages 29 and Under	16%	15%	405-1
Number Ages 30-49	212	238	405-1
Percentage Ages 30-49	53%	51%	405-1
Number Ages 50 and Over	128	162	405-1
Percentage Ages 50 and Over	32%	34%	405-1

# Social Data Tables

Disclosure	2021	2022	GRI/SASB Standards
Diversity by Race (% , USA only)			
Hispanic or Latino	7%	5%	405-1
American Indian or Alaska Native	0%	0%	405-1
Asian	1%	2%	405-1
Black or African American	1%	1%	405-1
Native Hawaiian or Other Pacific Islander	0%	0%	405-1
Two or More Races (not Hispanic or Latino)	1%	1%	405-1
White	91%	95%	405-1
Executive			
Diversity by Gender			
Number of Women	1	1	405-1
Percentage of Women	7%	7%	405-1
Number of Men	14	13	405-1
Percentage of Men	93%	93%	405-1
Diversity by Age			
Number Ages 29 and Under	0	0	405-1
Percentage Ages 29 and Under	0%	0%	405-1
Number Ages 30-49	2	2	405-1
Percentage Ages 30-49	14%	13%	405-1
Number Ages 50 and Over	12	13	405-1
Percentage Ages 50 and Over	86%	87%	405-1

# Social Data Tables

Disclosure	2021	2022	GRI/SASB Standards
Diversity by Race (% , USA only)			
Hispanic or Latino	9%	9%	405-1
American Indian or Alaska Native	0%	0%	405-1
Asian	7%	7%	405-1
Black or African American	0%	0%	405-1
Native Hawaiian or Other Pacific Islander	0%	0%	405-1
Two or More Races (not Hispanic or Latino)	0%	0%	405-1
White	84%	84%	405-1
Total			
Diversity by Gender			
Number of Women	164	198	405-1
Percentage of Women	10%	11%	405-1
Number of Men	1,506	1,669	405-1
Percentage of Men	90%	89%	405-1
Diversity by Age			
Number Ages 29 and Under	362	399	405-1
Percentage Ages 29 and Under	22%	21%	405-1
Number Ages 30-49	823	935	405-1
Percentage Ages 30-49	49%	50%	405-1
Number Ages 50 and Over	499	534	405-1
Percentage Ages 50 and Over	29%	29%	405-1

# Social Data Tables

Disclosure	2021	2022	GRI/SASB Standards
Diversity by Race (% , USA only)			
Hispanic or Latino	4%	3%	405-1
American Indian or Alaska Native	3%	3%	405-1
Asian	0%	1%	405-1
Black or African American	1%	1%	405-1
Native Hawaiian or Other Pacific Islander	1%	1%	405-1
Two or More Races (not Hispanic or Latino)	1%	2%	405-1
White	88%	89%	405-1
Ratio of Minimum Entry Level Wage Vs Minimum Wage in Our Countries of Operation by Gender			
Male	NA	2.55	202-1
Female	NA	2.55	202-1

# Governance Data Tables

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

# Economic Data Tables

Economic Impact 2022							
Subsidiary	Region Impact Level	All Government Payments Including Taxes, Royalties, Fees, Etc.	Wages, Bonuses, & Severance	Other Royalties	Sponsorships, Scholarships, Donations & Gifts	Payments to Vendors*	Total
Hecla Corporate	Coeur d’Alene, Idaho, Vancouver B.C.	\$4,413,855	\$6,801,986	\$84,413	\$120,885	\$91,871,233	\$103,292,372
Greens Creek	Alaska	\$29,150,020	\$76,889,298	\$1,016,181	\$236,949	\$112,065,033	\$219,357,481
Casa Berardi	Val d’Or	\$40,032,642	\$64,045,501	-	\$260,197	\$174,298,604	\$278,636,944
Lucky Friday	Mullan, ID	\$12,386,594	\$42,748,513	\$18,000	\$12,398	\$90,975,201	\$146,140,706
Minera Hecla	Durango, MX	\$1,432,123	\$1,743,675	\$75,000	\$29,540	\$7,159,566	\$10,439,904
Nevada Operations	Nevada	\$5,041,873	\$7,918,349	\$136,252	\$8,000	\$24,756,576	\$37,861,050
Grouse Creek	Idaho	\$211,378	\$351,677	-	\$1,150	-	\$564,205
Alexco Resources Corp	Yukon	\$3,104,832	\$9,326,936	-	\$15,962	\$20,563,364	\$33,011,094
Hecla Silver Valley	Silver Valley	\$145,859	\$242,873	\$15,200	-	-	\$403,932
Hecla Charitable Foundation	Idaho, Alaska, Colorado, Canada, Montana, Nevada	-	-	-	\$312,950	-	\$312,950
Montana	Montana	\$222,178	\$212,973	-	\$2,790	\$3,266,790	\$3,704,731
Totals		\$96,141,354	\$210,281,781	\$1,345,046	\$1,000,821	\$524,956,367	\$833,725,369

\* Includes all cash spent in 2022 on capital purchases as provided by sites.

# Economic Data Tables

Total Government Contribution 2022											
Location	Goods and Services Tax (Canada) and Use Tax (U.S.)	Income Taxes and Mining Taxes	Payroll Taxes	Property Taxes	Concession Fees	Fuel & Excise Taxes	Mobile Equipment / Auto License Fees	Customs / Import / Export Duties	Permits	Non-Tax Contributions*	Total Contributions
Canada	\$25,902,609	\$5,713,364	\$8,177,443	\$280,269	\$35,556	\$1,161,020	\$13,837	\$892	\$506,827	\$1,345,657	\$43,137,474
Casa Berardi	\$25,902,609	\$5,713,364	\$5,244,512	\$280,269	-	\$1,048,140	\$8,507	-	\$500,604	\$1,334,637	\$40,032,642
Yukon	-	-	\$2,932,931	-	\$35,556	\$112,880	\$5,330	\$892	\$6,223	\$11,020	\$3,104,832
US	\$1,005,594	\$9,712,119	\$35,636,198	\$2,725,113	-	\$150,053	\$600	\$3,500	\$559,360	\$1,779,220	\$51,571,758
Greens Creek	\$556,276	\$8,483,767	\$17,867,512	\$1,887,533	-	\$92,689	-	\$3,500	\$258,743	-	\$29,150,020
Lucky Friday	\$21,244	\$194,509	\$11,578,250	\$542,672	-	-	\$600	-	\$10,990	\$38,328	\$12,386,594
Nevada Operations	\$428,074	\$1,033,843	\$1,713,476	\$294,908	-	\$57,364	-	-	\$289,627	\$1,224,581	\$5,041,873
Grouse Creek	-	-	\$207,365	-	-	-	-	-	-	\$4,013	\$211,378
Hecla Silver Valley	-	-	\$142,566	-	-	-	-	-	-	\$3,293	\$145,859
Montana Operations	-	-	\$122,075	-	-	-	-	-	-	\$100,103	\$222,178
Hecla Corporate	-	-	\$4,004,953	-	-	-	-	-	-	\$408,902	\$4,413,855
Mexico	\$872	-	\$672,293	\$68	\$746,339	\$1,653	-	\$779	\$10,119	-	\$1,432,123
San Sebastian	\$872	-	\$672,293	\$68	\$746,339	\$1,653	-	\$779	\$10,119	-	\$1,432,123
Total	\$26,909,075	\$15,425,483	\$44,485,934	\$3,005,450	\$781,895	\$1,312,726	\$14,437	\$5,171	\$1,076,306	\$3,124,877	\$96,141,354

\* Includes: Claims, Land Leases, Royalties, Permits and License Fees, Maintenance, and Filing Fees.

# Tailings Tables

Active - Hecla Operated Tailings Facilities							
1. Mine Name / Tailings Facility	Lucky Friday MTIS #4	Casa Berardi Cell 4	Casa Berardi Cell 7	Greens Creek	Midas	Midas Section 22	Keno Hill
2. Location	47°28'13.98"N 115°45'22.06"W	5 490 750 mN 627 250 mE	5 490 750 mN 627 250 mE	58.1174 N 134.7463 W	Lat: 41.232357 Long: -116.761919	Lat: 41.241017 Long: -116.762557	Lat: 63.909347 Long: -135.326338
3. Ownership	Owned and Operated	Owned and Operated	Owned and Operated	Owned and Operated	Owned and Operated	Owned and Operated	Owned and Operated
4. Status	Operational	Operational	Operational	Operational	Operational; emergency use only	Operational	Operational
5. Date of Initial Operation	2010	2010	2019	1989	1998	2019	2012
6. Is the Dam currently operated or closed as per currently approved design?	Yes	Yes	Yes	Yes	Yes	Yes	Yes
7. Raising Method	Downstream	Upstream	Downstream	Dry Stack	Downstream	Downstream	Dry Stack
11. Most Recent Independent Expert Review	2021	2018	2022	2018	2019	2019	NA
12. Do you have full and complete relevant engineering records including design, construction, operation, maintenance and/or closure?	Yes	Yes	Yes	Yes	Yes	Yes	Yes
13. What is your hazard categorization of this facility, based on consequence of failure?	High	High	Significant	Not considered a dam	Significant	Significant	Not considered a dam

# Tailings Tables

Active - Hecla Operated Tailings Facilities							
1. Mine Name / Tailings Facility	Lucky Friday MTIS #4	Casa Berardi Cell 4	Casa Berardi Cell 7	Greens Creek	Midas	Midas Section 22	Keno Hill
14. What guideline do you follow for the classification system?	Canadian Dam Association Consequence Classification	Canadian Dam Association Consequence Classification	Canadian Dam Association Consequence Classification	NA	Canadian Dam Association Consequence Classification	Canadian Dam Association Consequence Classification	NA
15. Has this facility, at any point in its history, failed to be confirmed or certified as stable, or experienced notable stability concerns, as identified by an independent engineer (even if later certified as stable by the same or different firm)?	No	No	No	No	No	No	No
16. Do you have internal/in house engineering specialist oversight of this facility? Or do you have external engineering support for this purpose?	External	External	External	External	External	External	External
18. Is there a) a closure plan in place for this dam, and b) does it include long-term monitoring?	a) Yes b) Yes	a) Yes b) Yes	a) Yes b) Yes	a) Yes b) Yes	a) Yes b) Yes	a) Yes b) Yes	a) Yes b) Yes
19. Have you, or do you plan to assess your tailings facilities against the impact of more regular extreme weather events as a result of climate change, e.g. over the next two years?	Yes	Yes	Yes	Yes	Yes	Yes	Yes.
20. Any other relevant information and supporting documentation. Please state if you have omitted any other exposure to tailings facilities through any joint ventures you may have.	see <a href="http://www.hecla-mining.com/responsibility">www.hecla-mining.com/responsibility</a>	see <a href="http://www.hecla-mining.com/responsibility">www.hecla-mining.com/responsibility</a>	see <a href="http://www.hecla-mining.com/responsibility">www.hecla-mining.com/responsibility</a>	see <a href="http://www.hecla-mining.com/responsibility">www.hecla-mining.com/responsibility</a>	see <a href="http://www.hecla-mining.com/responsibility">www.hecla-mining.com/responsibility</a>	see <a href="http://www.hecla-mining.com/responsibility">www.hecla-mining.com/responsibility</a>	see <a href="http://www.hecla-mining.com/responsibility">www.hecla-mining.com/responsibility</a>

Tailings Tables

Inactive or Closed Facilities - Hecla Operated Tailings Facilities										
1. Mine Name / Tailings Facility	Lucky Friday MTIS #1	Lucky Friday MTIS #2	Lucky Friday MTIS #3	Casa Berardi Cell #1	Casa Berardi Cell #2	Casa Berardi Cell #3	Grouse Creek	Aurora	Troy	Republic
2. Location	47°27'56.24"N 115°48'18.19"W	47°28'09.56"N 115°47'18.88"W	47°28'13.98"N 115°45'22.06"W	5 491 250 mN 627 825 mE	5 491 375 mN 628 500 mE	5 491 250 mN 627 600 mE	44 deg, 25 min N; 114 deg, 44 min W	Easting: 335002.60 Northing: 4240788.65 (UTM)	Latitude 48.317967° Longitude -115.858578	48 deg, 40 min N; 118 deg, 45 min W
3. Ownership	Owned and Operated	Owned and Operated	Owned and Operated	Owned and Operated	Owned and Operated	Owned and Operated	Owned and Operated	Owned and Operated	Owned and Operated	Owned and Operated
4. Status	Closed	Closed	In Closure	Non-Operational	In Closure	Non-Operational	Closed	In partial reclamation	Closed	In Closure
5. Date of Initial Operation	1967	1972	1979	1989	1993	1988	1994	1988	1981	1940's
6. Is the Dam currently operated or closed as per currently approved design?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
7. Raising Method	Upstream	Upstream	Upstream	Downstream	Upstream	Centerline	Downstream	Downstream	Updstream	Upstream
11. Most Recent Independent Expert Review	NA	NA	2016	2017	2017	2018	2012	2018	2019	2019
12. Do you have full and complete relevant engineering records including design, construction, operation, maintenance and/or closure?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
13. What is your hazard categorization of this facility, based on consequence of failure?	No longer a dam	No longer a dam	No longer a dam	High	Significant	Significant	No longer a dam	Significant	No longer a dam	Significant

Tailings Tables

Inactive or Closed Facilities - Hecla Operated Tailings Facilities										
1. Mine Name / Tailings Facility	Lucky Friday MTIS #1	Lucky Friday MTIS #2	Lucky Friday MTIS #3	Casa Berardi Cell #1	Casa Berardi Cell #2	Casa Berardi Cell #3	Grouse Creek	Aurora	Troy	Republic
14. What guideline do you follow for the classification system?	NA	NA	NA	Candian Dam Association Consequence Classification	Candian Dam Association Consequence Classification	Candian Dam Association Consequence Classification	NA	Candian Dam Association Consequence Classification	NA	Candian Dam Association Consequence Classification
15. Has this facility, at any point in its history, failed to be confirmed or certified as stable, or experienced notable stability concerns, as identified by an independent engineer (even if later certified as stable by the same or different firm)?	No	No	No	No	No	No	No	No	No	No
16. Do you have internal/in house engineering specialist oversight of this facility? Or do you have external engineering support for this purpose?	Both	Both	External	External	External	External	External	External	External	External
18. Is there a) a closure plan in place for this dam, and b) does it include long-term monitoring?	a) Yes. B) No as facilityis no longer jurisdicatonal dam	a) Yes. B) No as facilityis no longer jurisdicatonal dam	a) Yes b) Yes	a) Yes b) Yes	a) Yes b) Yes	a) Yes b) Yes	a) Yes b) Yes	a) Yes b) Yes	a) Yes b) Yes	a) Yes b) Yes
19. Have you, or do you plan to assess your tailings facilities against the impact of more regular extreme weather events as a result of climate change, e.g. over the next two years?	No. Facility is no longer jurisdictional dam and is closed	No. Facility is no longer jurisdictional dam and is closed	Yes	Yes	Yes	Yes	Yes	Yes	No. Facility is no longer jurisdictional dam and is closed	Yes
20. Any other relevant information and supporting documentation. Please state if you have omitted any other exposure to tailings facilities through any joint ventures you may have.	see <a href="http://www.hecla-mining.com/responsibility">www.hecla-mining.com/responsibility</a>	see <a href="http://www.hecla-mining.com/responsibility">www.hecla-mining.com/responsibility</a>	see <a href="http://www.hecla-mining.com/responsibility">www.hecla-mining.com/responsibility</a>	see <a href="http://www.hecla-mining.com/responsibility">www.hecla-mining.com/responsibility</a>	see <a href="http://www.hecla-mining.com/responsibility">www.hecla-mining.com/responsibility</a>	see <a href="http://www.hecla-mining.com/responsibility">www.hecla-mining.com/responsibility</a>	see <a href="http://www.hecla-mining.com/responsibility">www.hecla-mining.com/responsibility</a>	see <a href="http://www.hecla-mining.com/responsibility">www.hecla-mining.com/responsibility</a>	see <a href="http://www.hecla-mining.com/responsibility">www.hecla-mining.com/responsibility</a>	see <a href="http://www.hecla-mining.com/responsibility">www.hecla-mining.com/responsibility</a>

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