

Appendix

- 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
GRI 403: Occupational Health and Safety 2018	
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
Diversity and equal opportunity	
GRI 3: Material Topics 2021	
3-3 Management of material topics	Social: Board and Management Oversight of HCM
GRI 405: Diversity and Equal Opportunity 2016	
405-1 Diversity of governance bodies and employees	Data Table: Workforce Diversity Social: Fostering Diversity and Inclusion
Rights of Indigenous peoples	
GRI 3: Material Topics 2021	
3-3 Management of material topics	Social: Indigenous Relations
GRI 411: Rights of Indigenous Peoples 2016	
411-1 Incidents of violations involving rights of indigenous peoples	There were zero incidents of violations involving rights of indigenous peoples.
Local communities	
GRI 3: Material Topics 2021	
3-3 Management of material topics	Social: Local Communities
GRI 413: Local Communities 2016	
413-1 Operations with local community engagement, impact assessments, and development programs	Social: Local Communities

SASB Content Index

Disclosure	Accounting Metric	Code	Section Reference
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	EM-MM-110a.1	Environment: Climate Change Data Tables: GHG Emissions
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	EM-MM-110a.2	Environment: Climate Change
Air Quality	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	EM-MM-120a.1	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

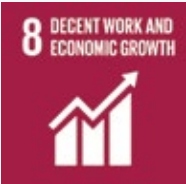


Topic	Sub Topic	Reference
Biodiversity	Corporate biodiversity conservation commitment, accountability, and communications	Environment: Biodiversity and Land Management
	Facility-level biodiversity conservation planning and implementation	Environment: Biodiversity and Land Management
	Biodiversity conservation 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 ¹			
GHG Scope 1 (metric tonnes CO ₂ e)	51,389	64,203	305-1; EM-MM-110a.1
GHG Scope 1 (metric tonnes biogenic CO ₂ e)	1,543	1,820	305-1; EM-MM-110a.1
GHG Scope 2 (metric tonnes CO ₂ e)	23,618	25,026	305-2
GHG Scopes 1 & 2 (metric tonnes CO ₂ e)	76,550	91,049	305-1, 305-2; EM-MM-110a.1
GHG Emissions Intensity (Scopes 1 & 2 metric tonnes CO ₂ e / Ag ounce)	0.006	0.006	305-4
GHG Emissions Intensity (Scopes 1 & 2 metric tonnes CO ₂ e / Ag-Equivalent ounces)	0.002	0.002	305-4
GHG Emissions Intensity (Scopes 1 & 2 metric tonnes CO ₂ e / Au-Equivalent ounces)	0.146	0.178	305-4
Non-GHG Air Emissions ²			
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 CO₂, CH₄, and N₂O. 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 ³			
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 ₂ 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 ₂ e)	-	-	1,820	-	-	-	305-1; EM-MM-110a.1
GHG Scope 2 (metric tonnes CO ₂ e)	-	88	17,879	5,450	610	509	305-2; EM-MM-110a.1
GHG Scopes 1 & 2 (metric tonnes CO ₂ 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 www.hecla-mining.com/responsibility	see www.hecla-mining.com/responsibility	see www.hecla-mining.com/responsibility	see www.hecla-mining.com/responsibility	see www.hecla-mining.com/responsibility	see www.hecla-mining.com/responsibility	see www.hecla-mining.com/responsibility

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 www.hecla-mining.com/responsibility	see www.hecla-mining.com/responsibility	see www.hecla-mining.com/responsibility	see www.hecla-mining.com/responsibility	see www.hecla-mining.com/responsibility	see www.hecla-mining.com/responsibility	see www.hecla-mining.com/responsibility	see www.hecla-mining.com/responsibility	see www.hecla-mining.com/responsibility	see www.hecla-mining.com/responsibility

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