

# SUSTAINABILITY REPORT

2024



# Introduction

Forward-looking Statements

CEO Letter

Chair of Goverance and Social Responsibility Committee Letter

About Hecla

Hecla by the Numbers 2024

Responsible Mining

Our ESG Approach

About this Report

# Environment

## Environmental Management

Environmental Policies, Management, and Training

Water

Tailings and Waste

Biodiversity and Land

Reclamation Update: The Keno Hill Heritage Project

Air: Non-GHG Emissions

## Climate Change

Climate Targets

Performance: Reducing GHG Emissions

Climate-related Opportunities

Strategy and Risk Management

# Social

## Worker Safety and Health

Safety and Health Oversight

Policies and Standards

Safety and Health Management System

Employee Training and Engagement

Safety and Health Performance

Promoting Employee Wellness

## Local Communities

Stakeholder Engagement Approach

Indigenous Relations

Economic Impact

Local Donations and Volunteerism

Business and Industry Partnerships

## Human Capital Management

Board and Management Oversight of HCM

Building a Skilled Workforce

Developing Talent in our Local Communities

Supporting All Members of our Workforce

# Governance

## Governance Policies and Structures

Corporate Governance Structures

Board Demographics

Risk Management

Policies for Transparency, Ethics, and Anti-Corruption

Human Rights

## Public Policy

Political Activities

Industry Associations

# Appendix

GRI Content Index

SASB Content Index

TCFD Content Index

TSM Content Index

UN Sustainable Development Goals

Data Tables



# 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, 2024, which is available on our website or at [www.sec.gov](http://www.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.



Sunset at Keno Hill



# From our President and CEO, Rob Krcmarov

Throughout its storied history, Hecla Mining Company has distinguished itself not only as a preeminent silver producer but as a pioneer in sustainable mining practices. As I step into the role of President and CEO, I am inspired by our legacy of innovation and our relentless pursuit of excellence in safety, environmental stewardship, and community engagement—values that deeply resonate with my own professional ethos.

We take pride in demonstrating that responsible mining goes hand-in-hand with financial success. In 2024, Hecla achieved the second highest silver production in the company’s history while maintaining high environmental standards. We also took responsibility for transitioning historically mined areas in the Yukon to a thriving environmental state and preserving local mining heritage according to the community’s wishes.

Our 2024 Sustainability Report illustrates our efforts and performance in numerous environmental, social, and governance areas that are of high priority for many of our stakeholders.

Among these:

- **Worker safety:** In 2024, we inaugurated our first-ever company-wide, tools-down Safety Day, temporarily halting all operations to focus exclusively on safety protocols and practices, and we rolled out our “SAFETY 365: Work Safe. Home Safe.” initiative.
- **Environmental management:** Our inaugural environmental summit brought together specialists from across our operations to share innovations and best practices, creating a powerful collaborative network that strengthens our environmental management systems company-wide.
- **Indigenous relations:** We provided training on First Nation history and culture to all senior leaders at Keno Hill and intend to extend this training to all senior management at Hecla.
- **Economic contribution:** In 2024, we had an economic impact of approximately \$1 billion in our communities, and prioritized local hiring and procurement.
- **Community support:** The Hecla Charitable Foundation donated almost \$620,000 to 68 organizations.
- **Opportunities for all employees:** We supported opportunities for women in our company and within the mining industry through our participation in Women in Mining.

- **Protecting wildlife:** We cared for our natural resources, biodiversity, and sensitive species. In Nevada, Hecla secured 29 abandoned mine sites to allow bats and other animals to continue using them as habitat while protecting humans and large wildlife. At the Casa Berardi mine in Quebec, we established a new working group on environmental monitoring and wildlife tracking.
- **Refreshed and representative Board:** We gained three new members on our Board of Directors, a 35% refreshment in one year. Our Board Chair and two other directors are women.

At Hecla we measure success by a culture of innovation, ethical leadership, empowered and supported employees, and healthy communities. Our commitment to sustainability will continue to bolster our successful business strategy by creating long-term value for all our stakeholders.

As the largest silver producer in Canada and the U.S., we recognize that demand is predicted to increase relative to silver production for the foreseeable future. Hecla is ready to produce the silver that the world needs to power our future. Our sustainability work, in turn, is essential to the future of Hecla.

With confidence in our purpose and pride in our people, I invite you to explore this report as a testament to what responsible mining can achieve when guided by vision, values, and an unwavering commitment to excellence.

**Rob Krcmarov**  
President & Chief Executive Officer





# Chair of Goverance and Social Responsibility Committee Letter

**I am proud to introduce Hecla’s 2024 Sustainability Report, marking eight years of comprehensive reporting on environmental, social, and governance issues. This report demonstrates that our commitment to responsibility continues to drive business success and strengthens our communities.**

Hecla experienced internal change over the past year. The Board of Directors guided the company through a CEO leadership transition culminating in the selection of Rob Krcmarov as our new CEO. The Board conducted a thorough, rigorous recruitment/selection process with the positive result of securing a CEO who is highly respected in the mining industry, with proven experience in managing complex operations and a deep commitment to sustainable mining practices. Our strong

internal leadership team provided valuable support during this transition, ensuring continuity in our operations and sustainability initiatives. As we move forward, we remain dedicated to responsible mining and building robust communities wherever we operate. Our Board continues to prioritize the integration of sustainability into our business strategy, recognizing that the world’s need for silver and other essential metals continues to grow.

In preparing this Sustainability Report, Hecla has drawn on multiple leading frameworks to enhance transparency and enable comparative evaluation of our ESG disclosures – priorities for many of our stakeholders and investors. These frameworks include the Global Reporting Initiative (GRI) 2021 Standards, the Sustainability Accounting Standards Board (SASB) 2023 Metals and Mining Standard, the Task Force on Climate-related Financial Disclosures (TCFD), and applicable areas of the Towards Sustainable Mining (TSM) protocols.

As we navigate the complexities of modern mining, we remain dedicated to providing transparent, high-quality information on our sustainability journey. Trust is one of our greatest assets and one that we must continue to earn every day at all of our operations. The achievements outlined in this report reflect the collective efforts of our exceptional team and the invaluable support of our employees, customers, suppliers, communities, and investors. Together, we are building a more sustainable future—one that honors our 134-year legacy while embracing the responsibilities of tomorrow.

**Alice Wong**  
Hecla Board of Directors  
Chairperson, Governance and  
Social Responsibility Committee



## How Hecla Reports on ESG Performance

- Publish annual Sustainability Report based on priority ESG topics
- Set quantitative greenhouse gas emissions reduction targets and update them as needed
- 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
- Some operations in Canada report using applicable areas of the TSM protocols



# About Hecla

**Hecla Mining Company (NYSE:HL) is the oldest U.S.-based precious metals mining company and the largest silver producer in the U.S. and Canada, responsible for 40% of all silver mined in the United States. We also mine gold, lead, copper, and zinc. Copper and zinc are listed as critical minerals by both the U.S. Department of Interior and Natural Resources Canada. Domestic sources of these metals provide stability amid disruption of global supply chains.**

We have deep roots in our communities and have been in business for over 130 years. Today, we are operating four mines in the U.S. and Canada. We own additional exploration properties and pre-development projects in world-class silver and gold mining districts across North America. We are also responsible stewards of our closed and inactive properties, where we conduct land reclamation and long-term environmental monitoring.

Hecla utilizes innovative mining practices to produce metals safely and efficiently. We also innovate to continually improve our environmental and community impacts. The jurisdictions where we operate have stringent regulatory frameworks for health and safety protection, environmental compliance, corporate governance, and adherence to human rights. Hecla is committed to responsible mining operations that meet and exceed these regulatory frameworks, providing a positive work environment for our workers and the communities where we operate.





Hecla by the Numbers in 2024

\$1B+

economic impact

44,736

safety and health training hours

335

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

\$109M

total government contribution

38%

reduction in Scopes 1 and 2 GHG  
emissions since 2019

60.89

energy use intensity  
(silver-equivalent ounces/mWH)

6,671

environmental training hours

38%

women on the Board of Directors

0.02

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



# Responsible Mining

**Hecla’s Ongoing Commitment to Safety:** At Hecla, safety is not just a priority—it’s a fundamental value in everything we do. Our 2024 company-wide safety survey confirmed what we have always known: safety is deeply ingrained in our culture and our people. This insight prompted us to articulate what truly defines safety at Hecla through our Safety 365 initiative, establishing core values that guide our approach every day of the year.

We recognize that **People** are our greatest asset, and we value everyone’s contribution to our collective safety. This human-centered approach creates a workplace where everyone looks out for one another, strengthening our safety culture.

Our emphasis on **Ownership & Accountability** empowers every team member to take personal responsibility for safety outcomes. At Hecla, we understand that safety performance ultimately rests in our hands—it is up to us to maintain vigilance and make sound decisions. Through **Transparency & Empowerment**, we have fostered an environment where safety concerns are openly discussed. This “on the table” approach ensures issues are addressed promptly rather than hidden away. We prioritize **Competence** by equipping our workforce with the knowledge, skills, and resources needed to perform safely. Safety is created

through methodical work approaches and thorough preparation. Finally, our commitment to **Continuous Improvement & Innovation** drives us to enhance safety measures constantly. We recognize that complacency leads to failure and persistently evaluate and refine our processes.

By living these Safety 365 values daily, Hecla continues to advance toward our ultimate goal: ensuring everyone returns home safely each day.

**Silver’s Contributions to a Green Future:** The need for a domestic supply of metal to support a low-carbon future presents substantial climate-related opportunities for Hecla. 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 domestic mines, which are increasingly important amid disruption to global supply chains.

Institutions around the world continue to pursue ambitious targets to reduce carbon emissions. Electrifying more aspects of our lives – which is essential to decarbonization – relies on silver for electric transport and renewable energy.

**Silver for Electric Vehicles (EVs):** Silver is already a vital metal in the automotive industry. Battery-powered electric vehicles (BEVs), which are becoming more prevalent each year, use twice as much silver as cars with an internal combustion engine. According to the International Energy Agency, from 2020 to 2024 the global share of BEVs to total car sales increased from 4% to approximately 20%, 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:** Silver plays a critical role in the energy transition, in particular in generating solar electricity. The photovoltaic (PV) industry continues to grow rapidly and will need more silver even as solar panels use less silver per unit. Driven largely by the solar industry, the world continues to experience one of the highest-ever deficits between silver supply and demand.

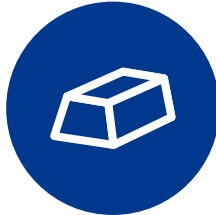
The overall need for silver is expected to increase as PV production ramps up to meet increasing electricity demand, respond to the trend towards higher-efficiency cells, and fulfill renewable energy targets. Silver continues to have a major deficit between supply and demand, now for the fourth year in a row. In 2024 this shortfall amounted to around 150 million ounces.

Hecla is at the forefront of this new era, ready to produce the silver that the world needs to power our future.

Hecla is executing a growth strategy and projects to deliver up to 17 million ounces of silver production in 2025 to meet this sharply rising demand.



Geologist reviewing drill core



**Hecla is ready to produce the silver that the world needs to power our future**



# 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 we have carefully selected as priorities for our company through consultations with a range of stakeholders.

**Periodic priority assessment:** 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.

We consulted with investors, employees, and ESG rating organizations to identify the most important topics to external stakeholders from among the Global Reporting Initiative (GRI) Standards topics, the 17 United Nations Sustainable Development Goals (SDGs), and the Sustainability Accounting Standards Board (SASB) Metal and Mining 2018 Standard. We also considered the topics viewed as material by our peers in the mining industry.

We then conducted a deeper analysis 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, allowing us to prioritize the 39 issues of greatest importance for the business. The results of that initial assessment are shown in the materiality matrix to the right.

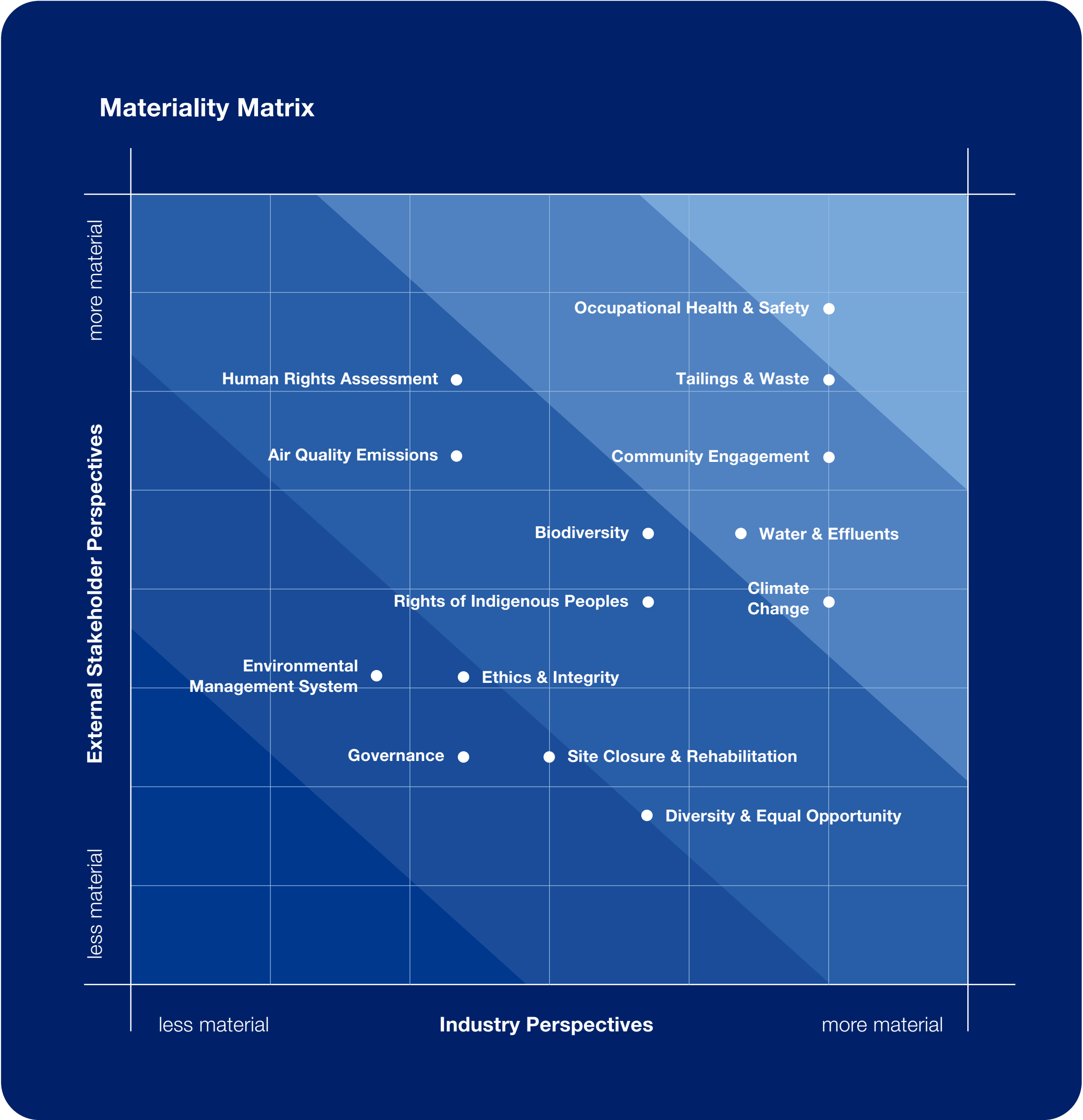
In early 2024, Hecla followed up on that materiality assessment by surveying 16 executives and board members to assess their priority ESG topics. The results indicate how internal priorities have evolved to reflect

our operational experience, stakeholder feedback, and industry practices. According to the leadership survey, occupational health and safety, environmental compliance, water and effluents, and ethics and integrity issues rank as a relatively higher priority than in the past.

**Oversight of ESG:** Hecla’s commitment to ESG starts at the top with Board oversight of the company’s overall ESG strategies and initiatives, including specific committees tasked with ESG 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, particularly policy and external matters.

The Health, Safety, Environmental and 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. It oversees ESG risks, strategic plans, and progress on issues that could adversely affect the company’s operations, strategies, or reputation, with a focus primarily on internal matters and ESG technical requirements. 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.





The Board’s Compensation Committee strives to design a fair and competitive compensation program for executive officers that will attract, motivate, and retain highly qualified and experienced executives, provide incentives based on our performance, and reward performance, with an overall emphasis on maximizing our long-term shareholder value. Our executive compensation program also seeks to avoid imprudent risk-taking that could have a material adverse effect on the company.

ESG performance indicators are included in the goals that comprise Hecla’s two primary incentive compensation plans (see “ESG Goals” table below). By determining the company’s performance for purposes of compensation awards under the two primary incentive plans, the Compensation Committee is directly involved in helping Hecla achieve its ESG goals.

At the executive level, the Senior Vice President-Chief Operating Officer, Vice President-Operations, Vice President-Corporate Development and Sustainability, and Senior Vice President-Chief Administrative Officer (CAO) are primarily responsible for implementing our ESG programs. They report directly to our Chief Executive Officer (CEO).

At our operating sites, our Vice Presidents-General Managers lead our efforts to achieve sustainability goals.

ESG Goals

Topic	Goal	2024 Compensation Target
Safety	Advance our long-term trend in reducing injuries	Match the prior best all-injury frequency rate (AIFR)
Environmental	Reduce reportable incidents at the operating sites	Reduce reportable incidents at each operating site by 10% relative to their two-year trailing average figures

Hecla has risk assessment and mitigation measures in place at each operation, with General Managers responsible for ensuring continuous improvement toward corporate and site-specific ESG goals.

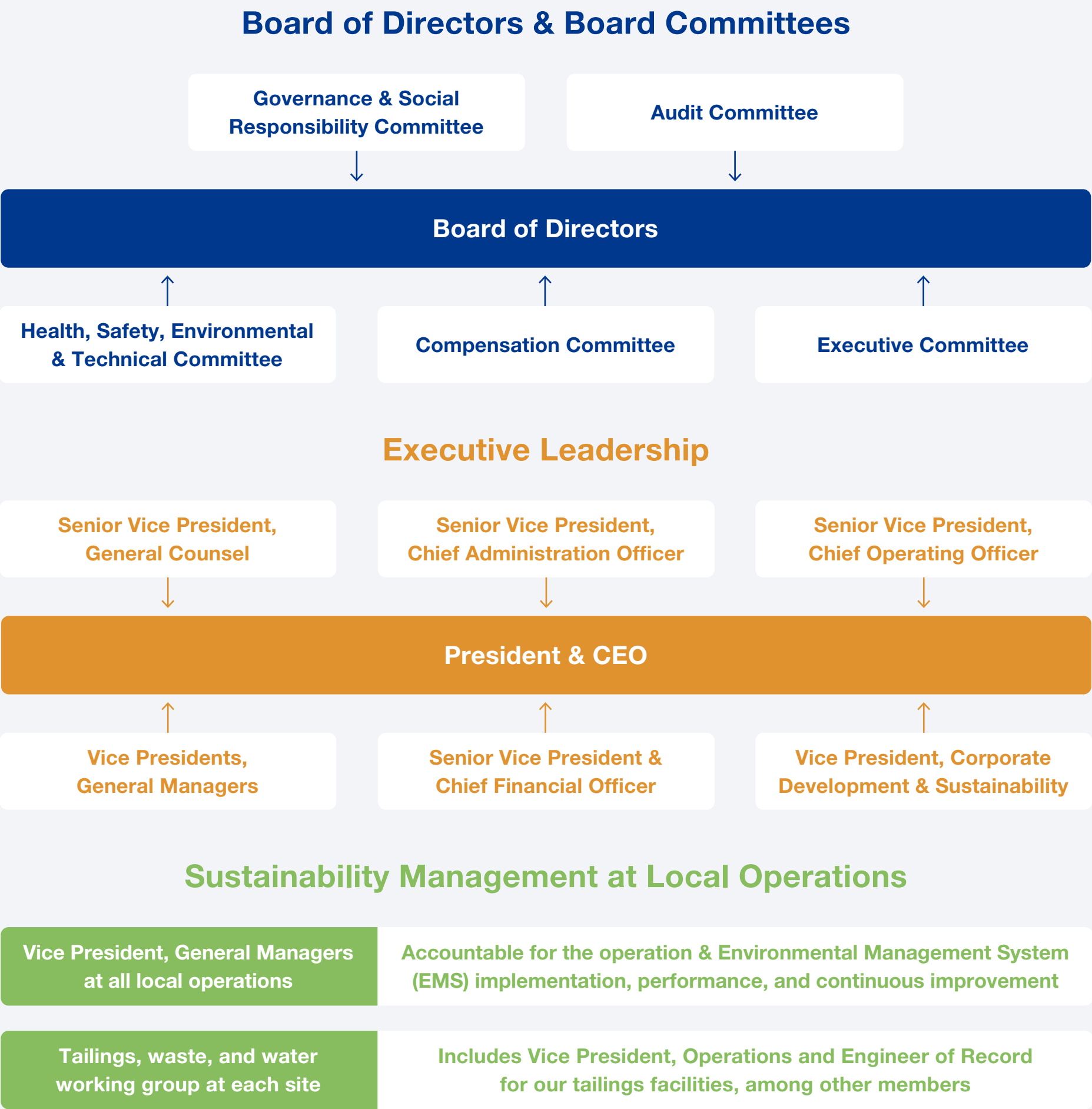
Hecla’s Sustainability Management Structure organizational chart is shown at right and on our [website](#).

**ESG Goals:** Reflecting the priority Hecla places on meeting our sustainability and corporate responsibility goals, the Board has established quantitative targets to guide our advancement on ESG topics. These goals are linked to compensation for all Hecla executives and salaried employees. Specific incentive pay for safety is further discussed in the [Worker Safety and Health chapter](#).

**Stakeholder Engagement:** In 2024, we continued our engagement with stakeholders in our communities to address local concerns and develop partnerships that maintain long-term relationships. These efforts are further discussed in the chapter on [Local Communities](#).

**ESG Reporting:** Hecla operations vary greatly from site to site, depending on the environmental conditions, community and cultural heritage factors, and economic setting of each location. Therefore, we take a site-specific approach to reporting on our ESG impacts, while centrally ensuring consistent standards and high-quality data.

Sustainability Management Structure in 2024





# About this Report

This Sustainability Report is published annually and covers our performance from January 1 to December 31, 2024, in alignment with our financial reporting. Unless otherwise noted, the report covers all operations and subsidiaries.

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

The 2024 report is our eighth annual Sustainability Report. It was prepared with reference to the Global Reporting Initiative (GRI) 2021 Standards and maps to the Sustainability Accounting Standards Board (SASB) 2023 Metals and Mining Standard. For 2024, we are also disclosing using the Task Force on Climate-related Financial Disclosures (TCFD) while future reports may transition to the International Sustainability Standards Board (ISSB) S2 framework. For discussion of our Canadian operations, we disclose using applicable areas of the Towards Sustainable Mining (TSM) protocols. Mappings 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 we use the terms “we,” “us,” “its,” and “our” to refer to Hecla Mining Company and its subsidiaries.

For more information or to send feedback, please email [hmc-info@hecla.com](mailto:hmc-info@hecla.com).



Information session on the Troy reclamation work



# Protecting the Environment

Sunset at Mount  
Haldane, Yukon



# Environmental Management

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, protect wildlife and habitats, reduce our carbon footprint, maintain local water quality, and rehabilitate the land once mining is complete.

In 2024, Hecla achieved the second-highest rate of silver production in the company's history while maintaining high environmental standards.



Mount Haldane, Yukon



# Environmental Policies, Management, and Training

Hecla aims to minimize our environmental footprint through continuous improvement of our processes.

**Policies:** Our Environmental Policy mandates compliance with all applicable federal, state, provincial, and local environmental laws and regulations that govern our facilities, and we try to go beyond these regulations when they do not meet Hecla's standards. Where appropriate, rigorous environmental standards and protocols for many environmental issues are applied at all of our operations, including those outside of the U.S. and Canada, to ensure a consistent, high standard of responsible mining.

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



**We strive to exceed site regulations when they do not meet Hecla's standards**



Environmental team at Lucky Friday mine

## Inaugural Environmental Summit

In March 2024, Hecla held our inaugural environmental summit to share knowledge and exchange best practices.

Senior environmental managers from each Hecla site and our corporate ESG leadership gathered at company headquarters in Coeur d'Alene, Idaho. The leaders toured the Lucky Friday mine, discussed how they implement the EMS and are progressing towards their environmental goals, and set collective expectations for the year.

We intend to hold the summit each year at a different Hecla site and to expand the group of participants.



View from Galena Hill towards Keno City



**Environmental Management System:** We utilize an Environmental Management System (EMS) to encourage company-wide consistency in our environmental programs and promote a culture of environmental awareness, innovation, and accountability across all our operations. We track our environmental data to benchmark Hecla's operations against industry standards, and we report on progress against our goals to ensure accountability and transparency.

The EMS program is benchmarked against ISO 14001:2015 and is complemented by Canada's Towards Sustainable Mining (TSM) initiative. We conduct an annual internal audit of the EMS at each site, as well as an external audit every three years. Hecla's corporate environmental department oversees the EMS and reports on environmental management to the Board of Directors on a quarterly basis.

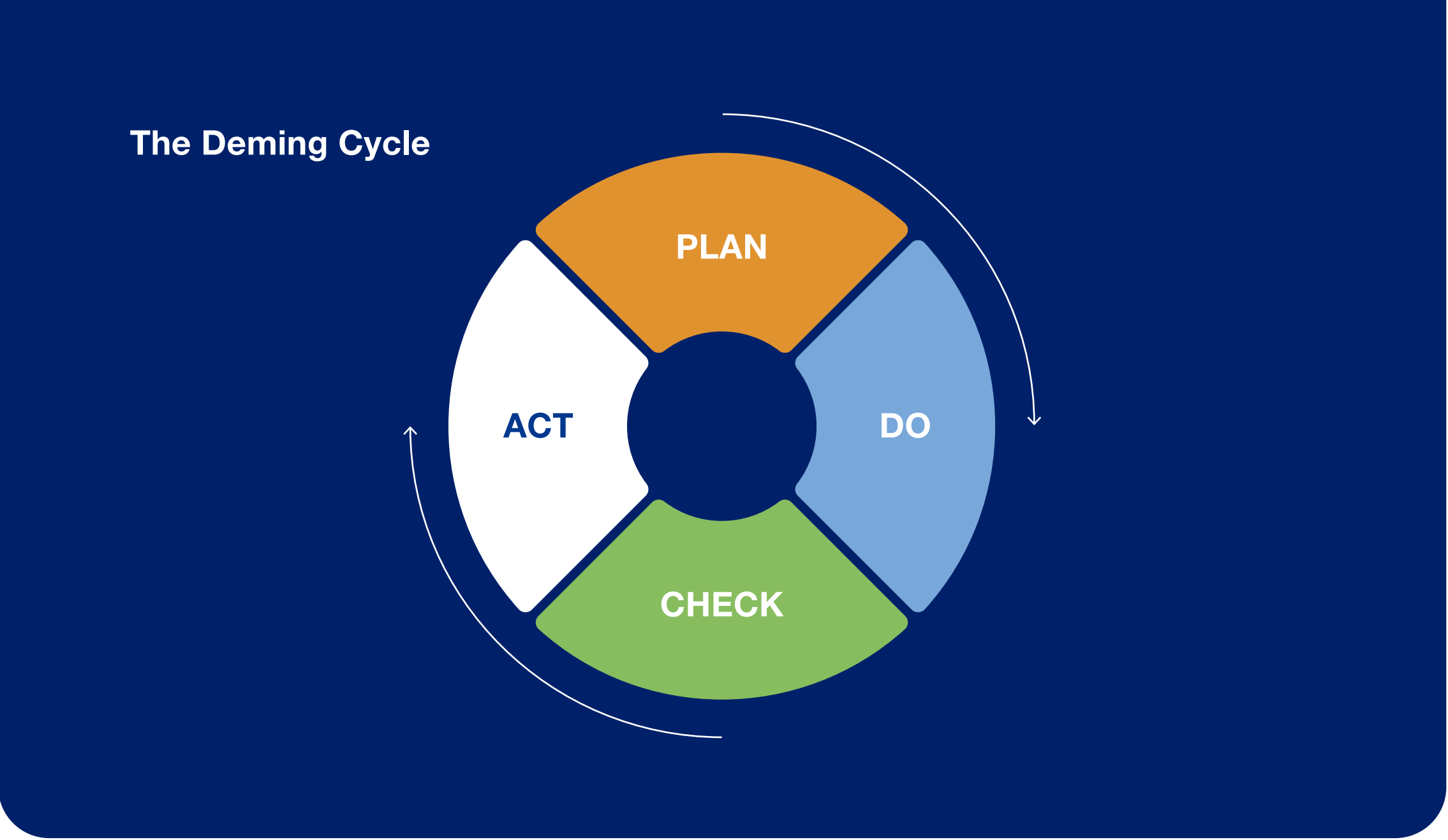
**Training:** Hecla provides training to increase employee awareness of environmental matters and our processes for reducing environmental impact. In 2024, Hecla employees company-wide completed more than 4,529 hours of environmental training, focusing on job-specific environmental awareness, hazardous material management, spill response, and reporting. Casa Berardi alone provided 2,449 hours of environmental training. It included Hecla's commitments on water and waste management, climate change, and biodiversity, and expectations of employees on managing spills and waste.

Hecla's environmental team also conducts regular meetings to provide training and education to ensure our employees have regular exposure to our environmental practices and timely topics. Each meeting features a presentation on a specific issue as well as open discussion.

**EMS Highlights from Our Sites**

**Casa Berardi** improved EMS implementation to support its ongoing commitment to conform to Canada's TSM standard. The improvements focused on clarifying roles and responsibilities, and added a management tool to make it easier to monitor legal compliance. Efforts have been made on employee awareness, training in best practices, and improvements to standard operating procedures. The facility continued to pursue its environmental performance targets and report progress through regular reports to the Mine Liaison Committee (discussed in the [Local Communities chapter](#)).

At **Keno Hill**, we developed a risk register, sorting environmental risks by severity of potential impact. We addressed many of those that could be resolved in the short term.





# Water

Hecla is committed to being a responsible steward of water in our operations to safeguard this critical natural resource and reduce potential impacts on local communities.

**Water Management:** 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 precipitation 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, provincial, or territorial water quality permit

conditions. They also identify opportunities to increase recycling and reuse of water to reduce associated discharges of treated water.

In 2024, we completed an audit of water quality at each of our sites. Moving forward, the results are being used to develop corporate policies on water management, which will set standards across our sites.

**Water Recycling:** At Lucky Friday, we made significant progress towards the goal of reducing site-wide discharge by 35% (from a 2022 baseline) by 2025, by recycling enough water on-site to meet the mine's operational needs. To reach this goal, Lucky Friday engineers are fine-tuning a system they have developed to replace freshwater used to cool the underground with decant water, potentially halving freshwater usage.

In 2024, Lucky Friday installed a new chiller in the mine, allowing the team greater flexibility to reuse water and thus reduce water discharge. The transition brings the facility closer to a “closed loop” system in which water never needs to be discharged into the environment. This lowers environmental risk, bolsters health and safety considerations, and improves mining operations.

At Casa Berardi, we have reduced water consumption by an estimated 20,000 cubic meters per year. This is due to reusing water from the processing facility water in the paste backfill plant.

## Water Management Highlights from Sites

At **Keno Hill**, we upgraded our water treatment plant with automated systems to minimize manual intervention and reduce the risk of human error. Standard operating procedures and a dedicated operator training program have been implemented. In 2025, upgraded underground water management infrastructure was commissioned, enhancing water flow consistency and improving treatment efficiency. Engineering and testing are ongoing to inform future system upgrades.

The Keno Hill team also:

- Audited the risk register and water management system
- Enhanced management technology and systems for handling and treating water so that as operations grow, we can handle more solids and metals (or to improve processes as operations grow)
- Engaged with mining teams to enhance mine-water management, improve water management-related communication, and eliminate exceedances
- Initiated weekly meetings focused on water treatment
- Created a water management working group to increase communication between departments

At **Casa Berardi**, we made changes that have improved the quality of our effluent water and reduced consumption of freshwater by moving pipes underground to avoid burst pipes in winter. We also established a temporary mobile treatment plant to improve the quality of our effluent water. This effort was successful, and we are now planning to make the treatment unit permanent.

At **Lucky Friday**, in a signal of the success of our water treatment program, the Idaho Department of Environmental Quality removed its restrictions on the copper content of our water discharge, as a result of a multi-year study to determine if water discharged from the Lucky Friday Mine has the potential to exceed Idaho Water Quality Standards. We continue to measure and monitor the presence of copper in our discharged water, while ensuring other monitored metals remain under permitted discharge limitations. Lucky Friday also created a water management working group to oversee water-related issues.



**Compliance:** In 2024, Hecla experienced 35 water-related permit exceedances associated with water quality permits, standards, and regulations, some of which led to notices of violation from regulators, and all of which resulted in corrective actions. The majority of the alleged violations occurred at Keno Hill, where significant efforts are being taken to address related concerns, such as investing significantly in training, personnel, and infrastructure improvements, with an emphasis on water management and treatment.

Our numerous corrective actions have included:

- Installed infrastructure, including sumps and automated tools to improve monitoring and control of water treatment processes
- Provided additional employee training on water quality constraints
- Conducted research on methods to achieve higher efficiency in treating water, such as using new reagents and ion exchange resins
- Held weekly meetings with senior management at relevant sites

<sup>1</sup> The supplemental environmental project (“SEP”) was undertaken in connection with the settlement of an enforcement action taken by the U.S. Environmental Protection Agency for alleged violations of the federal laws.

We have already seen improvements at Keno Hill, where the above steps have led to a decrease in notices of violation from five in the first quarter of 2024 to zero by the fourth quarter.

On May 29, 2024, our Keno Hill subsidiary settled two alleged permit violations brought by the Canadian government relating to storage of hazardous materials and water discharges in excess of permit limits for CAD \$100,000. Also, effective August 26, 2024, Hecla Limited and the U.S. Environmental Protection Agency (EPA) agreed to a final remediation plan to be implemented by Hecla at our former Johnny M mine site near San Mateo, New Mexico.

Finally, effective on October 16, 2024, our subsidiary Hecla Limited and the EPA entered into a Consent Agreement and Final Order (the “Settlement”) resolving certain alleged water discharge permit violations from 2018 to 2024 involving the Lucky Friday mine. Under the Settlement, Hecla Limited paid the EPA \$174,300 and agreed to a plan to restore river habitat on the South Fork of the Coeur d’Alene River estimated to cost \$300,000.<sup>1</sup> Please see our SEC filings for more information.



### Greens Creek’s Rigorous Approach to Biomonitoring

Hecla collaborates with federal and state agencies to fulfill our commitment to rigorous biomonitoring. At the Greens Creek mine, we work with the Alaska Department of Fish and Game to complete annual freshwater surveys of salmonids, their feed, and their habitat. In 2024, new monitoring points were established in accordance with the November 2024 Record of Decision discussed on the following page, reinforcing the commitment to maintaining rigorous and ongoing biomonitoring efforts.

In addition, we continue our robust, decades-long program in water quality, sediment, and shellfish sampling, which monitors for potential impacts from mining operations in the adjacent marine environment of Hawk Inlet. This monitoring is required for the mine’s permit from the State of Alaska. The data collected from Hawk Inlet monitoring – which is available to the public – shows that metal levels are similar to or below the pre-mining conditions, indicating that the mine is not significantly affecting the Hawk Inlet ecosystem.

In 2024, we observed positive changes in the receiving streams surrounding the mine. After reconstructing a salmon pass in a narrow canyon in Greens Creek in 2016, which had been a barrier to spawning in higher reaches, we now record coho salmon further upstream, meaning that a wider habitat has opened up for fish in the valley.



# Tailings and Waste

**Tailings:** Utilizing robust design and construction methods of our tailings storage facilities, Hecla strives to manage and store tailings properly to minimize potential risks. Hecla’s management of tailings follows international standards and policies, while continually innovating to find feasible solutions. We maintain high standards independently of local requirements. Our Corporate Tailings Manager is responsible for centralizing and coordinating the company’s governance and oversight of tailings management standards and implementing them in a coherent and consistent way at each operation.

In 2024, the U.S. Forest Service issued its Record of Decision authorizing an expansion of the tailings storage facility at Greens Creek. The Record of Decision included formalizing a Fugitive Dust Monitoring and Mitigation Plan for the facility that Hecla had developed and implemented with continuous improvements since 2017. Including the Plan in the Record of Decision ensures our operations will continue to monitor and mitigate lead and zinc dust emissions and implement controls that decrease impacts from fugitive tailings dust.

Also in 2024, we advanced our research project on using peat as a permanent cover for closed tailings facilities. Peat is a naturally occurring organic material that is recovered during construction, which has traditionally been considered waste in a mining operation.

We collected and evaluated environmental, geochemical, and geotechnical data, which indicated that peat could meet long-term seismic stability criteria and resist erosion to runoff, serving as tailings cover without causing acid rock drainage (ARD) while supporting the growth of native species.

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

To support the program, we continued work on our draft internal tailings management standard to provide company-wide procedures and protocols governing the safe and environmentally responsible design, construction, operation, and closure of tailings storage facilities.

Hecla was an early developer of the dry stack method of tailings management at our Greens Creek operation, and this method is utilized at our Keno Hill site as well. In this method, tailings are filter-pressed 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 consequences of failure.

## Managing the Potential Risks of Acid Rock Drainage

Some rock contains water-soluble minerals that can form acidic solutions when dissolved. Drainage from such rock can contaminate water and damage aquatic plants and animals.

At Hecla’s sites where ARD and mobilization of metals is at risk, we pay close attention to preventing impacts to the surrounding ecosystem by native rock. At **Greens Creek**, when we need rock for constructing roads or other infrastructure in those places where there is runoff, we procure alternative rock material that we have located, tested, and determined to be geochemically suitable – despite the significant cost of bringing in these rocks by barge to do so.

At **Keno Hill**, our strategy to prevent ARD is to classify each type of rock waste according to its potential for generating acid. We then handle each class of rock material according to the environmental safety requirements for our permits at each location.

In 2024, we improved our classification system for rock material to ensure more rigorous compliance with permit requirements.



Peat cover research



The success of the Greens Creek dry stack 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 at the dry stack to minimize the addition of moisture from rain and snow. 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 and surface disturbance. In 2024, Greens Creek reused 46% of tailings as backfill instead of going to the dry stack.

At Keno Hill, we expanded and improved our dry stack tailings facility and planned for its closure. This includes creating a monthly scorecard for communicating tailings management policies and procedures. In 2025, we will construct a batch plant at that will increase the volume of backfill being taken underground rather than to a dry stack tailings facility. We also constructed additional tailings storage capacity at Keno Hill and Casa Berardi in 2024.

**Waste:** Hecla strives to reduce waste generation at all stages of the mining process. 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 2024, we disposed of approximately 2,446 metric tonnes of non-hazardous and hazardous waste, and recycled 1,727 metric tonnes that otherwise would have been disposed of as waste.

In 2024, the Casa Berardi facility improved its storage facility for hazardous waste to ensure safety. The Keno Hill mine conducted a hazardous materials audit and implemented corrective actions in response to recommendations. We compacted and removed 20 truckloads of scrap metal for salvage or refurbishment. The material was left over from 2009 operations – preceding Hecla’s ownership of the mine – and created environmental risk by remaining on the site.

An important element of our waste program is employee training. All mines have dedicated trainers to ensure everyone is trained appropriately for their tasks. For example, at Greens Creek, all new hires complete training in hazard communication and material handling. In addition, because we transport diesel over a waterway at Hawk Inlet, we have a response plan for hazardous waste and hydrocarbon spills, and we train our employees on responding to such spills.

Hecla has developed a partnership with the University of Alaska-Fairbanks to study the economic potential of recovering and re-processing critical minerals from mine tailings. Minerals in our tailings at Greens Creek include silver, gold, zinc, lead, copper, nickel, arsenic, barium, bismuth, cadmium, chromium, gallium, germanium, manganese, and vanadium.

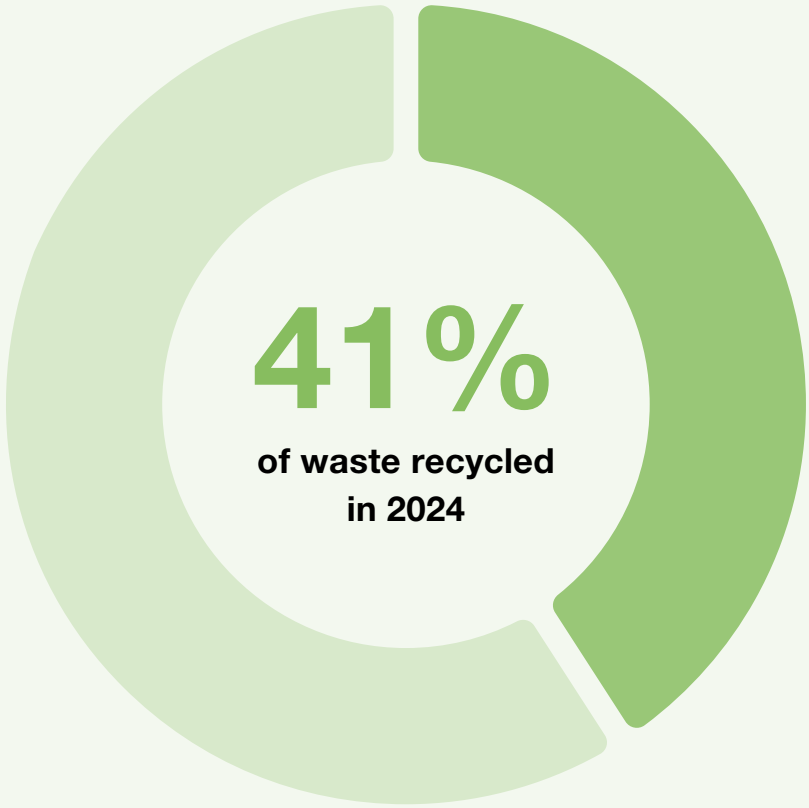
Hecla had four significant incidents associated with hazardous materials and waste management in 2024.

4,173

metric tonnes of waste generated in 2024

1,727

metric tonnes of waste recycled in 2024



Waste separation bins at Keno Hill



# Biodiversity and Land

Protecting biodiversity at our mine sites and in surrounding habitats is a critical part of our planning process and operations, which include comprehensive land and habitat management activities. As part of the permitting process, we conduct detailed studies to consider our potential impacts on biodiversity. We incorporate reduction, mitigation, and monitoring measures into project plans. 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.

We have no reserves near conflict areas or within designated conservation areas or International Union for Conservation of Nature (IUCN) Red List designated endangered species habitat. In 2024, we protected or restored a total of 68 acres.

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

Each year we conduct an internal audit of Casa Berardi’s adherence to TSM standards, except in the years when we commission a third party to conduct an external TSM audit. Our first external audit in 2022 provided feedback on our protocols around eight topics, and in 2023 we set new, long-range objectives for biodiversity, climate change, and water management. We validated the objectives with the Mine Liaison Committee and our First Nation community partners. We plan to report on our progress toward reaching them.

Every three years, we prepare an update on environmental conditions at the Keno Hill site for First Nations and the Keno City community, as required for our mining license.

**Sensitive Species:** Some Hecla operations are situated near species that require accommodation for migration or nesting.

The Aurora, Nevada site has habitats for golden eagles, hawks, and owls. We also survey as needed for migratory birds and relocate our drilling pad if we find a nest.

Hazardous abandoned mines are found throughout Nevada’s historic mining districts, posing a significant risk to human and animal life. These mining features can be shafts, adits (horizontal openings), open pits, or stopes. They can be very unstable due to their age and difficult to see.

In 2024, Hecla secured 29 abandoned mine sites at our Aurora site with fencing, berms, and signage. This allows bats and other animals to still use the sites as habitat while protecting humans and large wildlife.

At Aurora, we conducted an environmental assessment for the Polaris exploration site. Surveys covered:

- Old growth forest
- Pinion jay
- Raptor
- Bi-state sage grouse leks
- Seep and spring
- Migratory birds



Lynx at Keno Hill



68

acres of land protected or restored in 2024



Some of our Nevada sites are located near the breeding areas (leks) of greater sage grouse and bi-state sage grouse, two near-threatened species that are in decline primarily due to habitat loss. Annual surveys are conducted at leks for greater sage grouse at Midas, Hollister, and Fire Creek.

The surveys are conducted by a qualified biologist with results reported to the appropriate government entity (including the U.S. Forest Service for our Aurora site and the Bureau of Land Management (BLM) for Fire Creek, Midas, and Hollister). At Fire Creek, Hecla follows a Greater Sage-Grouse Habitat Improvement Plan that we developed in collaboration with the BLM and the grazing permittee. The Plan includes onsite habitat improvements to offset mine and exploration disturbance.

At Midas, we conduct several types of surveys prior to an exploration disturbance or new drill pads to minimize environmental disturbances. We conduct biological surveys to assess habitat impacts for pygmy rabbits, bats, raptors, sensitive plants, and migratory and nesting birds. In Alaska, we monitor the health of salmon waterways through regular sampling.

At Keno Hill, we maintain a wildlife tracking log, which employees can add to via a QR code to report wildlife sightings. We report on it within the weekly scorecard to raise awareness about species on the property. We also report sightings to First Nations and the Keno community.

In 2024, Casa Berardi continued to participate in 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. Partners collect and share data on the Detour-Kesagami herd of woodland caribou, an at-risk species. The approach aims to integrate traditional knowledge in woodland caribou habitat management and mitigate land impacts. Hecla participates in knowledge-sharing activities to support the Caribou Index, which will benefit its local biodiversity management plan. To support our commitment to responsibly managing caribou habitat, we have reduced the speed limit for vehicles at the facility. Results from the Caribou Index will be presented in 2025.

Casa Berardi continues to be a 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 environmental footprints over the mine life cycle and develop strategies to minimize impacts on biodiversity of plants and animal species in the northern Quebec region.

Also at Casa Berardi, we collaborated with our First Nation community partners to provide Hecla employees with a tool to help recognize species of interest and log

observations on Hecla property. The tool provides the names of each species in native languages and explains the species' importance to the First Nation community. We are gaining valuable data about species of interest at our site while raising employees' awareness of traditional knowledge.

This initiative also supports a TSM requirement of taking steps to mitigate impacts on species of interest, including raising employee awareness of vulnerable or endangered species on our site.

In 2024, Casa Berardi established a new working group on environmental monitoring, comprised equally of Hecla representatives and environmental partners from the Abitibiwinni First Nation. Meeting three times per year, the group aims to promote collaboration on environmental monitoring, traditional knowledge, reclamation and closure plans, and any unexpected events, among other topics.

The environment working group reports to the Implementation Committee for the Collaboration Agreement between Hecla and the Abitibiwinni First Nation Community Council.

In 2024, the working group crafted a protocol for archaeological resource protection, discussed land use after mine closure for future generations, and issued a biodiversity booklet to enhance awareness of endangered species.



Mother chocolate black bear with cubs at Keno Hill



**Preserving Habitats:** In northwest Montana, Hecla owns approximately 8,600 acres of land, of which approximately 6,400 acres have been 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, we have donated approximately \$700,000 to Montana Fish, Wildlife and Parks to support a Grizzly Bear Management Specialist. We continue to make annual contributions. In 2024, a grizzly bear was captured and released on Hecla land in Montana as part of ongoing U.S. Fish and Wildlife Service monitoring efforts in the area.

The Greens Creek facility in Alaska is allowed to operate inside a federally protected national 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. Among our other initiatives as a responsible steward of this precious and protected land, we have conducted large-scale conservation studies on brown bears and bald eagles.

In Nevada, Hecla makes a concerted effort to manage invasive weeds on our properties. Invasive plants can rapidly spread and dominate an area, crowding out native plants that are crucial for local wildlife habitats. They can outcompete native plants for resources like sunlight, water, and nutrients, leading to a decline in

native biodiversity, disrupt the food web by altering plant availability for wildlife, and even change soil conditions, causing damage to ecosystems.

Invasive weeds are identified at the Nevada sites and treated on an annual or semi-annual basis by a Nevada certified pesticide applicator. Only weed-free mulch and straw is used at the sites for stormwater control, and contractors are instructed to pressure-wash equipment to eliminate introducing seeds prior to accessing the sites. Employees are familiarized with the five most prevalent invasive weeds at the sites and encouraged to communicate any infestations to the environmental department.

If our exploration activities include sumps or other small excavations that pose a hazard or nuisance to the public, wildlife, or livestock, we construct adequate fencing to preclude access by wildlife and livestock, and are backfilled or covered within 60 days of completing drilling. When our sites include riparian land that attracts cattle, we work with the local ranchers to protect surface water while providing drinking water for the cattle.

**Reclaiming Land:** Reclamation of mined lands is an integral part of every Hecla project from the initial design process through the entire project lifecycle. 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.

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. We review closure plans annually and update them as needed. Site managers are responsible for land closure and rehabilitation. We employ a Manager of Closed Operations, who is responsible for proposing reclamation initiatives and overseeing the employees working on the day-to-day maintenance at our closed sites. Hecla's environmental management team meets on a quarterly basis to review needs regarding closure and land rehabilitation and to plan measures to avoid and address environmental impacts.

Hecla takes necessary steps to mitigate environmental impacts during the mine closure process and communicate with local stakeholders to align on reclamation goals. 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. When planting vegetation, we use seed mixes called for by the appropriate regulatory agency or landowner.

Hecla maintains approximately \$190 million in surety 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.



475-pound grizzly bear on Hecla property, tranquilized by the U.S. Fish and Wildlife Service for measurement and radio-collaring as part of a grizzly bear monitoring project



In 2024, Hecla managed reclamation projects at various phases.

- At **Casa Berardi**, we updated our official reclamation and closure plan, as required every five years, and we will adjust the financial guarantee to cover the latest cost estimates per provincial requirements. We conducted stakeholder engagement as part of the update to the plan and reflected stakeholders’ views on future use of the land.
- The **Troy mine in Montana** is a closed mine where we have completed most stages of reclamation. The work takes place under a closure plan that has been approved by the Montana Department of Environmental Quality (DEQ) and the U.S. Forest Service. We continue to meet and exceed the ongoing monitoring requirements of the plan, related to water quality, air, subsidence, and third-party engineering inspections of our tailings storage facility. Highlights of our work in 2024 include closing adits and implementing important steps in a long-term strategy for water management, including installing pipes and drains. We also hosted a tour for the Montana Environmental Quality Council, which oversees the DEQ, the Montana Department of Fish, Wildlife, and Parks (FWP), and the Montana Department of Natural Resources and Conservation (DNRC).
- In **Durango, Mexico, the San Sebastian site** has returned almost all of the affected land to a condition suitable for agricultural use. In 2024, we placed topsoil and surveyed to ensure we had restored the land to the same topography as before our mining operation.

- In the **Keno Hill Silver District in Yukon Territory**, we also began work on a comprehensive reclamation plan in other areas of the District to remediate environmental impacts that predate Hecla’s local operations, when mining took place between 1913 and 1989. Hecla took ownership of the project in 2022 by acquiring Alexco Resource Corporation (Alexco) and its subsidiary Elsa Reclamation and Development Company Ltd (ERDC) – which had taken responsibility for the environmental care and maintenance of the site. Hecla now manages the reclamation projects and is operating in a way consistent with current mining standards and Hecla’s values. In 2024, we completed planning for water reclamation work at the property, specifically management of drainage waters. Drainage from historic underground workings in the district represents upwards of 90% of the total metal loading to the receiving environment.
- Reclamation is an important part of our work at **Lucky Friday** on the tailings ponds. In 2024, we completed closure on a tailings pond, using the hydroseeding method after topsoiling the site. Hydroseeding is a cost-effective method of reclamation that stabilizes soil and prevents erosion.

In 2024, Hecla signed an agreement with the EPA on reclaiming the Johnny M site in New Mexico. We embarked on engineering studies and a cultural resource survey in preparation for reclamation work.



Reclamation at  
Troy mine in Montana



# Reclamation Update: The Keno Hill Heritage Project

At a historical mining district in Canada’s Yukon Territory, Hecla has taken responsibility for environmental remediation and protecting community heritage. We acquired Alexco Resource Corporation and the Keno Hill Project in 2022 and, with it, the responsibility for environmental reclamation from historical impacts in the area. We are following a five-year plan to stabilize former mine structures, protect public safety, improve environmental impact, and consider future land use.

In 2024, we made substantial progress against the plan. We initiated construction on portions of the plan and continued design and planning on other elements.

**Location:** The historic United Keno Hill Mines operated from 1913 to 1989 in the Keno Hill Silver District, one of the highest-grade silver districts in the world, located 350 kilometers north of Whitehorse and within the traditional territory of the First Nation of Na-Cho Nyäk Dun (FNNND). It comprises 242 square kilometers with numerous mineral deposits.

**Partners:** Hecla operates in close consultation with a steering committee made up of Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC), the Yukon government, and the FNNND government. The funding of the reclamation program is from the Canadian Government.

**Hecla’s role:** Since 2006, ERDC has worked in a public-private partnership with the governments of Canada, Yukon, and the FNNND. When Hecla acquired Alexco in 2022, we identified key areas for environmental improvement and conducted engineering and other studies to create a comprehensive reclamation plan. In keeping with the interests of local First Nation communities, the plan retains important heritage aspects of the historical district.

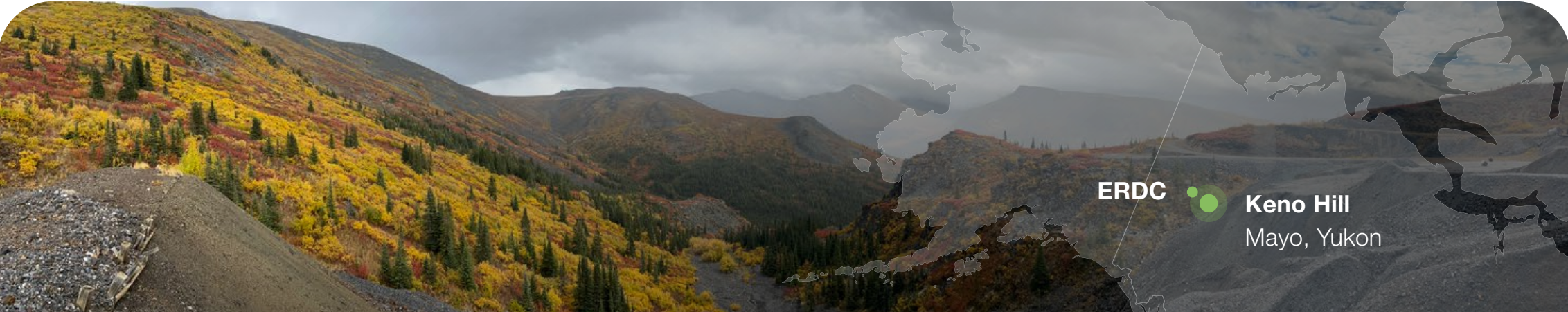
**5-year action plan:** The five-year plan began in mid-2023. The property was mined for 75 years using both underground and open pit methods, and minimal reclamation and closure took place. The reclamation plan addresses several liabilities resulting from those practices, shown in the table at right.

“It is unusual for a mining company to acquire a property where it assumes responsibility for managing the cleanup of historic environmental liabilities on behalf of the Federal Government. This effort reflects our commitment to responsible resource development and supports long-term ESG goals that deliver sustainable value to our stakeholders.”

– Robert Brown, Hecla Vice President – Corporate Development and Sustainability

“Canada has shown itself to be a leader here. Successful completion of this project will provide a great example of how mining companies can drive economies while being environmental stewards and preserving local heritage.”

– Lance Boylan, ERDC Project Director



Historical Challenge	Planned Action	Progress in 2024
Unprotected openings at the surface – presents a risk to both public safety and the environment	Cap/plug open shafts and adits with rock piles, polyurethane foam (PUF), or constructed bulkheads	Ongoing
Drainage of underground water into the environment, which represents over 90% of total metal loading to the receiving environment (Flat Creek)	Control drainage and route it to water management facilities	Ongoing
Poorly designed tailings deposits, which were originally created by a water pipe that stuck out over a valley from the Elsa mill. A dam was then built to protect Crystal Creek from the built-up tailings deposits	Move the tailings away from drainage, make the footprint smaller, and construct a temporary water treatment facility  Reclaim spots to be vacated by relocating tailings away from catchments and establish vegetation  Take historic tailings and add them to an appropriately engineered tailings structure, and restore native flow paths	Improved engineering for new water treatment plant  Built new dam and buttressed existing dam to prevent tails flowing downstream to receiving waters  Rehabilitated adits, which will feed water to the future central water treatment plant  Rehabilitated three existing portals in preparation for constructing water treatment plant
Unreclaimed waste rock pile	Reclaim land: regrade slopes, install bank protection (rip rap), diversions, and soil covers	Evaluated for physical and chemical stability to determine reclamation needs
Unreclaimed open pits	Create safety berms, diversions, and contouring	Ongoing
Retain heritage elements from the village of Elsa, which are important to the local community and FNNND		Submitted revised heritage management plan to the steering committee
Abandoned townsite	Removal of derelict buildings	Designing landfills to accommodate material from upcoming demolition



# Air: Non-GHG Emissions

Hecla monitors non-GHG emissions to comply with all applicable laws and regulations and is committed to limiting any non-GHG emissions from our operations. We track non-GHG emissions where applicable, and have identified CO, NOx, and SOx as non-GHG air emissions that are relevant to our operations. Our efforts to reduce GHG emissions are discussed in the [Climate Change](#) chapter of this report.

In 2024, our total relevant non-GHG air emissions included: 3.14 tonnes of CO, 45.4 tonnes of NOx, and 0.0134 tonnes of SOx. The source of these non-GHG air emissions was our Greens Creek mine in Alaska, which is Hecla’s only site that is currently required to hold a Title V Operating Permit, of the U.S. Federal Clean Air Act. None of our other sites are significant emitters of non-GHG air emissions.

While Hecla’s other sites do not operate in such a way that would solicit a Major Emissions Source Title V Permit, we continue to apply industry best practices. We equip internal combustion engines with pollution control devices, we keep our vehicle fleet up-to-date to ensure engines are modern, and we use ultra-low-sulfur diesel at all of our sites. At Lucky Friday, we have primarily used biodiesel since 2011 in underground work areas, and we use ultra-low-sulfur diesel on the surface.



**At Lucky Friday, we have primarily used biodiesel since 2011**



Underground rock bolter at Lucky Friday mine



# Climate Change

In addition to the larger risks around climate change, climate change presents a number of challenges for our operations. Changes to precipitation patterns and thaw cycles in particular may negatively impact certain site conditions. Hecla employs adaptive management strategies to mitigate risks from changing conditions and will continue to consider projected future conditions into our future plans.



Davidson Range  
at Keno Hill



# Climate Targets

As part of our commitment to minimizing the environmental impact of our operations, Hecla has set specific goals for reducing greenhouse gas (GHG) emissions, increasing our use of renewable energy, developing methods to sequester carbon, and improving our climate change disclosure. These goals include:

- **Reducing absolute GHG emissions:** We have achieved our goal of reducing our combined Scopes 1 and 2 emissions by 30% from our 2019 baseline. Our 2023 acquisition of Keno Hill and changes to our mining method at Casa Berardi have since changed our operational boundary, and we are in the process of establishing a new baseline year and GHG reduction target.
- **Increasing renewables in our energy mix:** We will continue to explore opportunities to increase renewable energy as a proportion of our energy consumption.
- **Sequestering carbon:** Hecla is monitoring research and development programs on carbon sequestration.
- **Improving climate change disclosure:** We incorporate climate-related risks and opportunities into our risk management and strategic planning processes aligned with the Task Force on Climate-related Financial Disclosures (TCFD) framework.

38%

reduction in Scopes 1 and 2  
GHG emissions since 2019

10.5%

reduction in energy  
consumption since 2019

100%

of Casa Berardi’s  
line power is from  
renewable hydropower



Davidson Range  
at Keno Hill



# Performance: Reducing GHG Emissions

Hecla's responsible mining practices have made it an industry leader in lowering our carbon footprint, as demonstrated by our industry-highest ratio of silver-equivalent ounces produced per metric tonne of GHG emissions (see table at right). In 2024, we achieved a 38% reduction in Scopes 1 and 2 GHG emissions and a 10.5% reduction in energy consumption company-wide compared to our 2019 baseline.

These emissions and energy consumption reductions were accomplished through operating efficiencies that lower the use of electricity, diesel fuel, gasoline, natural gas, and propane. Among our efficiency tools is an Emissions-Based Maintenance (EBM) program that uses emissions data to determine whether equipment is running most efficiently or requires maintenance. This program has been fully implemented at Greens Creek and is being introduced at other sites as well. 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, all of our production sites utilize renewable energy sources.

- **Casa Berardi:** Uses approximately 100% renewable hydropower to supply our line power.
- **Greens Creek:** Hecla has an agreement with the local utility to purchase surplus power from the grid when it is available. This surplus power is 100% renewable hydropower, and in 2024, 84% of our electricity was purchased from the grid. This has allowed us to avoid using over 70 million gallons of diesel fuel since 2009 due to the availability of surplus hydropower, while reducing electricity rates for Juneau residents.
- **Lucky Friday:** Our energy provider uses a mix of both hydropower and natural gas, with 60% of electricity sourced being renewable.
- **Keno Hill:** Generally, 82% of Keno Hill's power comes from renewable sources such as hydropower. In late 2024, we began curtailing our use of utility power and supplementing it with diesel on short run times and LPG, due to the local utility's loss of its hydroelectric facility. Throughout 2024, we installed energy-efficiency ballasts for LED lights at the mine.

Hecla is continually looking for opportunities to improve our intake of renewable energy and reduce our intake of carbon-intensive energy sources, including by seeking opportunities to construct solar generation systems.



70M+

gallons of diesel fuel avoided at Greens Creek since 2009 through use of surplus hydropower

Production Relative to GHG Emissions				
	2019*	2022	2023	2024
Silver ounces	12,605,234	14,182,987	14,342,863	16,169,930
Silver-equivalent ounces	47,200,000	42,307,434	36,468,610	37,555,068
Gold-equivalent ounces**	674,286	510,988	439,071	444,297
GHG-Scope 1 (metric tonnes CO <sub>2</sub> e)	102,675	66,023	66,697	83,768
GHG-Scope 2 (metric tonnes CO <sub>2</sub> e)	32,626	25,026	19,504	28,227
GHG-Scopes 1 & 2 (metric tonnes CO <sub>2</sub> e)	135,301	91,049	86,201	111,995
Total Energy (kWh)	689,062,509	561,444,804	523,469,349	616,716,767
Total Electricity (kWh)	308,565,571	298,634,059	298,798,400	310,068,242
GHG Emissions Intensity (scopes 1 & 2 metric tonnes CO <sub>2</sub> e / silver ounce)	0.010	0.006	0.006	0.007
GHG Emissions Intensity (scopes 1 & 2 metric tonnes CO <sub>2</sub> e / silver-equivalent ounces)	0.002	0.002	0.002	0.003
GHG Emissions Intensity (silver ounces / scopes 1 & 2 metric tonnes CO <sub>2</sub> e)	93	156	166	144
GHG Emissions Intensity (silver-equivalent ounces / scopes 1 & 2 metric tonnes CO <sub>2</sub> e)	349	465	423	335
GHG Emissions Intensity (gold-equivalent ounces / scopes 1 & 2 metric tonnes CO <sub>2</sub> e)	5.0	5.6	5.1	3.9
* 2019 is included as our baseline year.				
** Gold-equivalent ounces have been calculated using the long-term average ratio for each year: 70 silver-ounces per gold-ounce in 2019; silver-ounces per gold-ounce in 2022; 83 silver-ounces per gold-ounce in 2023; and 84 silver-ounces per gold-ounce in 2024.				



# 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 amid disruption to global supply chains.

Silver has the highest electrical and thermal conductivity of any metal, and it is vital in producing renewable energy and electric vehicle components.

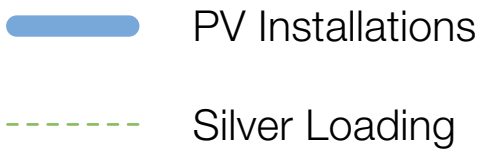
Amid the sustained global momentum towards a green economy, institutions around the world are setting ambitious targets to reduce carbon emissions. Electrifying more aspects of our lives – which is essential to decarbonization – relies on silver for renewable energy and electric transport. Battery-powered electric vehicles (BEVs), which are becoming more prevalent each year, use twice as much silver as cars with a combustion engine.

Silver also plays a critical role in generating solar electricity. The use of silver pastes in the photovoltaic (PV) industry has contributed to a significant growing demand for silver as PV installations increase worldwide. When combined with the increased use of silver in consumer electronics and artificial intelligence (AI) applications, the world is experiencing one of its highest-ever deficits between silver supply and demand.<sup>2</sup>

<sup>2</sup> Metals Focus World Silver Survey 2025

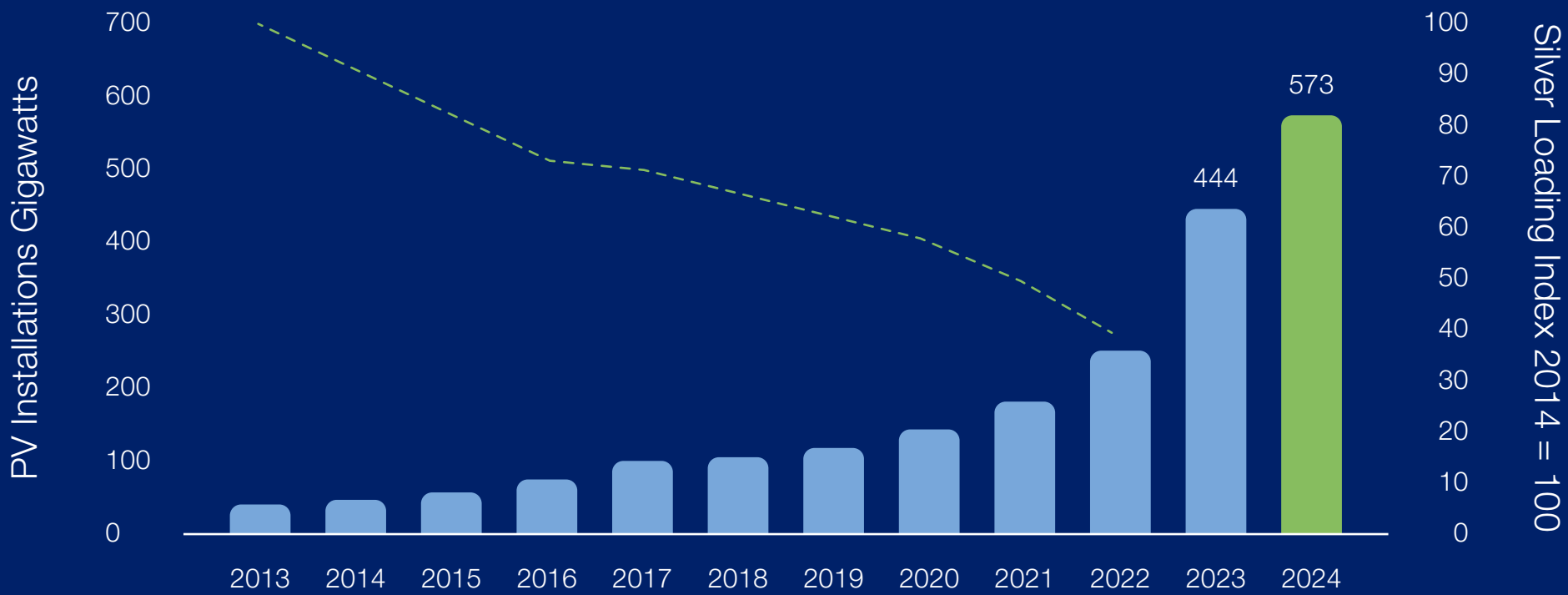
<sup>3</sup> Source: Metals Focus January 2022

<sup>4</sup> 2023 and 2024 data from Bloomberg estimates based on GW capacity installed (Assumes 1 GW capacity uses 0.45Moz of silver)

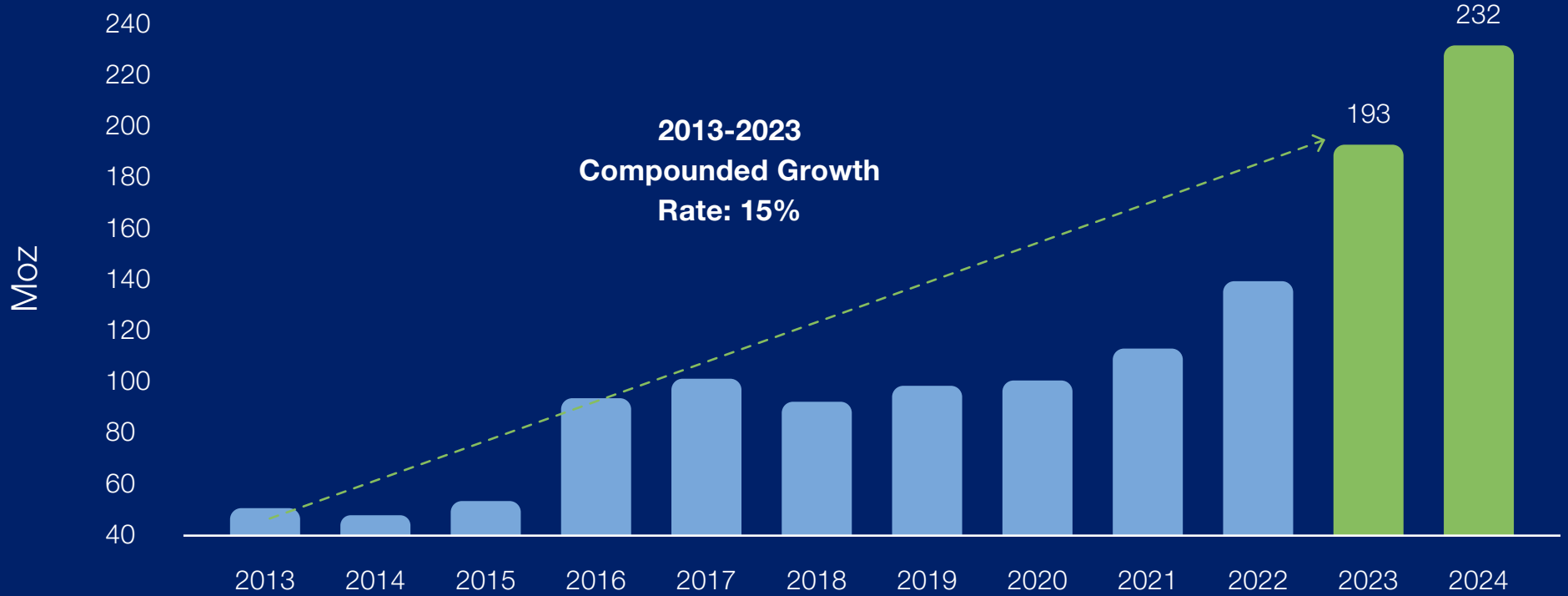


## Photovoltaic (PV) Demand for Silver is Growing

PV Installations (Gigawatts) and Silver Loadings<sup>3, 4</sup>



Silver Used in PVs, 2013-2024F<sup>4</sup>





# Strategy and Risk Management

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 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 our stormwater diversion and associated water management systems. Engineering plans for those sites account for the possible increased risk of climate-related weather events, rainfall volume, and drought. Some of our operational mine sites have considered potential impacts of climate change on our infrastructure for water management. At Greens Creek, we have projected a small increase in precipitation values based on current models of global climate change, to enable us to more accurately anticipate its impact on our planned tailings expansion.

As part of our enterprise risk management processes, we incorporate climate-related risks and opportunities into our risk management and strategic planning processes aligned with the Task Force on Climate-related Financial Disclosures (TCFD) framework. We periodically conduct structured high-level risk assessments (HLRAs). Our expanded approach includes a Climate-Related Physical Risk Assessment, which was conducted most recently in 2022 to identify and monitor potential exposure to material climate-related risks. We continue to conduct topic-specific HLRAs for each site as needed. We aim to conduct internal HLRAs at each site annually, and to engage an external reviewer every three years.

From our climate risk assessments, we develop site-specific action plans that are assigned to the site management team, which is responsible for managing the key risks identified. Management meets quarterly with the HSET Committee of our Board of Directors to present project updates, including any results from HLRAs and any progress on material HLRA action plans.



**We periodically conduct structured high-level risk assessments (HLRAs)**



Safety discussion  
at Lucky Friday

## Risk Mitigation Highlights from Our Sites

At **Keno Hill**, we performed a climate risk assessment in 2023 with a focus on water management. In 2024, we expanded the tailings facility in line with industry best practices. We aim to ensure the storage facility is sound from a seismic perspective and minimizes the environmental impacts of mine waste.

At **Casa Berardi**, we conducted preventive pruning of vegetation near flammable installations and other high-risk areas to reduce the potential impacts of future wildfires. We also took preventive action to adapt to more water and rain being processed through our facility.

At **Greens Creek**, during the process to prepare a supplemental environmental impact statement (SEIS) for expanding our tailings facility, Hecla assessed the potential of hydrological effects and changing storm frequency.

At **Lucky Friday**, we have completed a comprehensive assessment of our water management practices as part of our ongoing commitment to environmental stewardship. We are implementing targeted initiatives to significantly reduce water discharges to the environment, with a long-term objective of achieving zero discharge.



# Mining with Responsibility

View from Galena Hill towards  
Gustavus Range at Keno Hill



# Worker Safety and Health

At Hecla, safety and health for our workforce take top priority. 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 training, and continually improving safety through innovative new practices. Hecla is committed to achieving a sustained zero-incident workplace.

In 2024, Hecla conducted an employee survey on safety. The results led to a new, company-wide approach called “Safety 365” that revitalizes our focus on a culture of safety. It consists of five values that back up our commitment to worker safety.

We introduced Safety 365 with a unique, tools-down pause in operations across the company, during which the Hecla CEO and other senior leaders addressed our entire workforce about the importance of safety for all, at all of our operations.



Underground tour  
at Keno Hill



# Safety and Health Oversight

Active leadership from the top of the company supports the ongoing development of our safety and health practices and culture. We pair this with efficient systems to achieve continuous improvement in safety and health. Our leadership is engaged in the efforts we design each year to further improve safety and health for our people.

Our President and CEO is ultimately responsible for safety and health at Hecla. Operational accountability for safety is also a core mandate of the COO, including setting the company’s safety and health strategy, establishing standards, and monitoring safety culture and performance. Functional oversight for implementation of the strategy, systems, and standards resides with the Director of Safety, who reports to the COO.

At the site level, accountability for safety lies with the VP-General Manager of each operation, reporting to the VP-Operations and ultimately to the COO. Functional oversight at the site level is managed by safety and health professionals who report directly to each VP-General Manager. Sites report on safety performance on a weekly and monthly basis; recordable injuries and incidents with potential for significant consequences are reported as they occur. Key learnings from review of significant incidents are shared across all sites on an ongoing basis, and aggregated safety performance is summarized in a monthly report to sites and senior management.

The Board of Directors’ HSET Committee provides oversight and governance of safety and health. Management reports to the Board on safety performance and progress toward strategic objectives on a quarterly basis.



Our leadership is engaged in our continual efforts to further improve safety and health for our people

## Safety Awards for Our Mines

Hecla’s **Lucky Friday** mine had a very successful showing at the 2024 Central Mine Rescue Competition, taking first place overall as well as in the field competition, rope rescue competition, and team technician competition. The Lucky Friday team also came in second in the first aid competition.

Hecla’s **Greens Creek** mine took second place in the team technician category.



Lucky Friday takes overall first place at 2024 Central Mine Rescue Competition



# Policies and Standards

In 2024, we developed updates to our Safety and Health Policy to reflect our new Safety 365 values and associated commitments (see box at right). The Policy emphasizes that at Hecla, nothing we do is worth harming the safety or health of anyone associated with our operations. It recognizes that each person must be competent in safety practices appropriate for their roles. It also promotes an environment where speaking up about safety concerns is not just encouraged, it is expected.

**Our Policy calls for us to:**

- Integrate occupational health and safety considerations into the design and planning of all activities to ensure the use of appropriate safety technologies and enable safe operation
- Ensure those involved in our activities have the knowledge, skill, and tools to do their job safely, and provide ongoing training to build risk awareness and competence
- Systematically ensure safe work practices and appropriate risk controls are applied consistently and in compliance with applicable regulations
- Maintain emergency response plans and capabilities, appropriate for each site, and ensure medical treatment is available to support employees following workplace stress, illness, or injury
- Set safety performance objectives that promote proactive identification and resolution of safety issues, improved management of safety and health risks, and increased safety competency overall
- Create a working environment that motivates safe behavior through leadership and peer support

The Policy also addresses Hecla’s Safety and Health Management System (SHMS) described in the following pages. It notes that the System provides the specific standards, procedures, and programs necessary to implement the principles in the Policy, and that the SHMS is subject to regular audits and review.

In addition to our overall Policy, we also maintain specific standards for key safety and health topics, including: operational standards pertaining to workplace risks such as electrical safety, operation of vehicles and mobile equipment, working at heights, and ground control; occupational health standards related to potential exposures to respiratory hazards, hearing conservation, and exposure to hazardous substances; and guidance on other topics such as severe weather procedures, emergency preparedness, and personal protective equipment. Our standards provide for employee training as well as monitoring of health impacts for each worker exposed to the respective risk.



## Safety 365

We developed the Safety 365 values through a consultative process with safety leaders and employees company-wide. The purpose is to back up our widely-shared commitment to safety with a consistent definition and specific ways to live up to our commitment.

Safety 365 provides a set of priorities reflecting the successful approaches that drive safety at Hecla:

- **People:** We see value in each other
- **Ownership & Accountability:** Safety is up to us
- **Transparency & Empowerment:** It’s important to have things on the table
- **Competence:** Safety is created in how we approach our work
- **Continuous Improvement & Innovation:** Complacency leads to failure

We are incorporating the Safety 365 values into our safety training, incident response, and management reviews.



Hecla also has zero-tolerance safety rules for seven actions that pose a high risk by negating our safety controls and creating an immediate risk of serious or even fatal injury:

- Unauthorized use of equipment
- Never removing/bypassing/tampering with safety devices
- Seatbelts
- Isolation of hazardous energy
- Restricted areas
- Unsupported ground and suspended loads
- Working at heights

Knowing and willful violations of this standard can lead to termination of employment and permanent removal from the site.

To ensure continuous improvement, our standards are tested, re-evaluated, and periodically reviewed. All Hecla standards are commensurate with those prescribed by most governmental agencies. They are designed to exceed industry best practices and comply with the regulations in the relevant jurisdiction. These include Mine Safety & Health Administration (MSHA) regulations in the U.S., Occupational Health and Safety in Mines regulations in Quebec, and Occupational Health and Safety legislation in Yukon.

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).



**At Hecla, nothing we do is worth harming the safety or health of anyone associated with our operations**



Senior management and executive on a tour of the Keno Hill mill facility



# Safety and Health Management System

Hecla’s SHMS establishes the minimum implementation standards and requirements to meet the company’s objectives for safety and health. The SHMS is based on the belief that all injuries are avoidable, and a total commitment from all personnel is necessary to perform all tasks safely to achieve zero injuries.

As a matter of policy, we regularly review the SHMS to identify potential areas of improvement. In 2025, we intend to update the SHMS to incorporate the Safety 365 priorities that were added to the Safety and Health Policy.

We paused our annual internal audits of the Hecla SHMS in 2024 to roll out Safety 365, new leading indicators, and other process improvements. We plan to resume internal audits in 2025. In addition to internal audits, we engage an auditor accredited by the National Mining Association to conduct external audits every three years.

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



Underground tag in / tag out board



# Employee Training and Engagement

Hecla implements several programs designed to reinforce our safety culture and help employees develop skills that enable them to work in a safe and healthy way. In 2024, we provided training in safety and health for all safety/health teams and supervisory staff, as we have done each year since 2014. We also held a successful “tools-down” Safety Day company-wide where we introduced Safety 365 to our global workforce.

Our safety culture encourages open reporting of injuries and near misses to ensure continuous improvement. We emphasize the importance of near-miss reporting so that we can monitor trends and any emerging safety concerns.

**Training:** Hecla mine workers complete extensive training. At our mines in the U.S., workers receive 40 hours of training on safety and health, as required by job function. At our mines in Canada, workers receive similar training in accordance with the requirements of the province the mine is in. In addition to classroom training, trainers sign off on worker competency in the field.

Workers who are members of our mine rescue teams receive additional, extensive training that includes classroom learning and regular field practice to develop mine rescue skills. All of our mines hold safety shares at the beginning of each meeting to bring awareness to incidents, near misses, and potential hazards, as well as what can be done to address them to work safely.

Our training rates are tracked at the site level for the most accurate monitoring and follow-up. In 2024, employees and contractors completed 44,736 hours of safety and health training.

## Safety Training at our Active Mines

All miners complete required training courses on an annual basis. Building on this essential foundation, our sites provide specific safety training as needed.

At **Lucky Friday**, all employees complete the required annual safety training to refresh their knowledge. We also offer safety leadership training provided by Balmert Consulting. In 2024, 69 Lucky Friday employees participated in Balmert’s Managing Safety Performance training.

At **Keno Hill**, we provided a 12-module safety leadership training for all supervisors. Each year, frontline supervisors and other relevant employees complete ten hours of in-person classroom training. Supervisors are then evaluated in the field and receive mentoring on leadership skills. Prior to starting work, employees and contractors are thoroughly oriented and trained on critical risks to worker and public safety. In 2024, Keno Hill also provided the two-day Balmert workshop for all supervisors and managers.

At **Casa Berardi**, managers and superintendents completed training on risk awareness and assessment, which led to identification of several opportunities to reduce safety risks through design and operational changes.

At **Greens Creek**, each new employee completes 80 hours of new employee and department specific safety training. Each employee also attends required annual refresher safety training. Supervisors and leaders also attend Supervisor Rights and Responsibilities training. All new employees receive first aid/CPR/AED training during onboarding.





**Employee Engagement:** In 2024, we conducted our first-ever company-wide survey on safety. To benchmark our results, we used the third-party Global Safety Index (GSI) on safety culture. The survey included 56 questions. With an above-benchmark response rate of 50%, we received insightful feedback. The survey confirmed the importance of safety to everyone at Hecla across the board and at all levels of the company. It also showed the strong culture of transparency regarding safety within Hecla. While the results showed that overall, Hecla has a strong “Sustainable” safety culture, there were also some areas for improvement. These results and the subsequent discussions with safety leads at each site framed our development of the new set of safety values known as “Safety 365: Work Safe. Home Safe.”

In 2024, Hecla held our inaugural company-wide, tools-down Safety Day, with a pause of all operations to enable everyone to focus on our approaches to safety. This event served as the global launch of Safety 365.

For this first-ever global Safety Day, every corporate leader was present at a mine site to discuss safety and support incorporating the values in all of our operations. Hecla’s interim CEO and Board Chair gave a company-wide address outlining our safety strategy and commitments. Leaders expressed thanks for everyone’s daily commitment to working safely and emphasized our key message that no amount of production is worth the safety of Hecla people. They called on each employee to “do something for safety today, and every day.”

In addition, all corporate leaders participated in a Safety 365 values workshop the week before Safety Day, and we held a values workshop with the senior management teams at our four production sites. These company-wide initiatives demonstrate Hecla’s commitment to our people and to continuous improvement.

**“We have demonstrated that we have the ability to work safely and injury-free. Even more than our processes, it’s the safety culture that has the real impact.”**

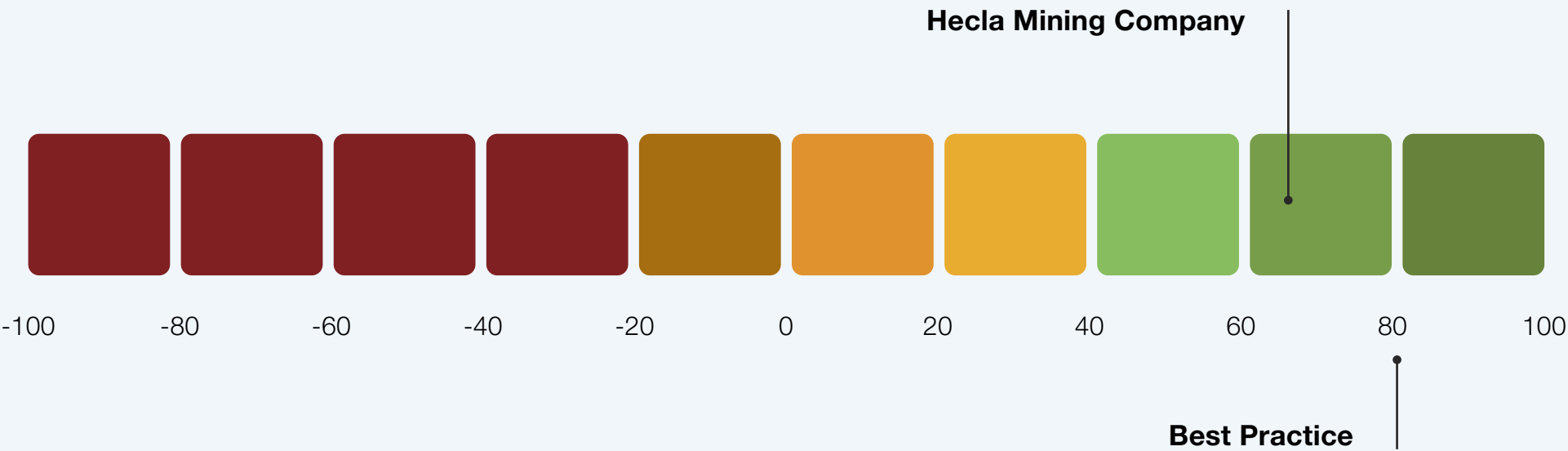
– Ed Opitz, Hecla Director of Safety



Safety Day at Keno Hill

**Global Safety Index (GSI) Results**

The Safety Culture Index result places Hecla Mining Company within a “Sustainable” Safety Culture Level.





# Safety and Health Performance

Hecla measures safety performance over a wide range of metrics and objectives. This includes lagging indicators of performance such as the number of injuries and the number of safety citations issued by mine safety agencies, as well as leading indicators of performance that capture efforts to improve safety performance through inspections, hazard identification and correction, risk reduction, and safety engagement. In addition, each site sets narrative objectives related to improving safety systems at the site level. Performance against these safety targets is a key component of our short-term incentive pay (STIP) program for salaried employees, including named executive officers. Safety is also part of hourly incentive programs at three of our four production sites, an initiative that has raised awareness and improved safety.

Prior to 2024, the STIP was based on advancing our long-term trend since 2012 of reducing our all-injury frequency rate (AIFR), including lost-time injuries, restricted workday cases, and medical treatment incidents. While Hecla’s AIFR had improved significantly since introducing our SHMS in 2012 (from over 6.0 per 200,000 hours in 2012 to 1.22 in 2020), injury frequency rates did not continue to fall after 2020.

In 2024, to drive focus on activities to further improve safety performance, we created our first targets for selected leading indicators in the STIP. These targets focused on: identifying and correcting hazards (including regular inspections and proactive reporting of hazards and near misses); risk reduction (such as risk assessment and implementation of hierarchy of controls); and safety engagement in the workplace (employee interactions and observations).

The performance against the leading indicators in the STIP improved over the course of the year, reaching 115% of target in December 2024, and averaging 107% of target for the full year. This includes: over 24,000 safety observations and interactions; 21,000 hazards reported and corrected; and over 64,000 risk assessments including “Take 5s,” job hazard analyses, and formal risk assessments.

Our mines experienced no fatalities or life-threatening injuries in 2024. However, the AIFR for employees and contractors increased from the three-year average of 1.37 to 1.86 per 200,000 hours. As in previous years, hand injuries accounted for over 60% of these injuries. Most of the hand/finger injuries were related to line-of-fire (hands in wrong position) and/or improper body positioning, with limited risk of more severe outcomes. Line-of-fire, body positioning/ergonomics, and slip/trip/fall incidents accounted for 78% of the injuries. Only two injuries were associated with incidents with significant potential for severe outcomes.

With this performance in mind, an area of focus for 2025 will focus on increasing situational awareness of line-of-fire, hand safety, and ergonomic risks. We will also continue to improve our systems to identify and address precursors of incidents with significant potential for severe outcomes.

## Keno Hill: Hecla Most Improved

At Keno Hill, we made numerous safety upgrades in 2024 that reduced the site’s AIFR by 30%. Among these, we:

- Implemented engineering controls such as improved guarding in our plant and crusher
- Developed critical risk control standards
- Significantly improved underground geotechnical communication and processes
- Dramatically improved housekeeping standards

## Lucky Friday: Bouncing Back Safely

A fire at the Lucky Friday mine in August 2023 led to suspending operations, but by January 2024 the mine had resumed full production. Not only did Lucky Friday proceed to achieve record-breaking production for the year, it did so with our second-lowest AIFR for a full production year.



CEO Rob Krcmarov presents the Hecla Safety Award to Jason Palin, VP-GM of Keno Hill, along with senior site and corporate leaders



# Promoting Employee Wellness

With our health and wellness programs, Hecla works to ensure our workforce is healthy both physically and mentally. This is 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.

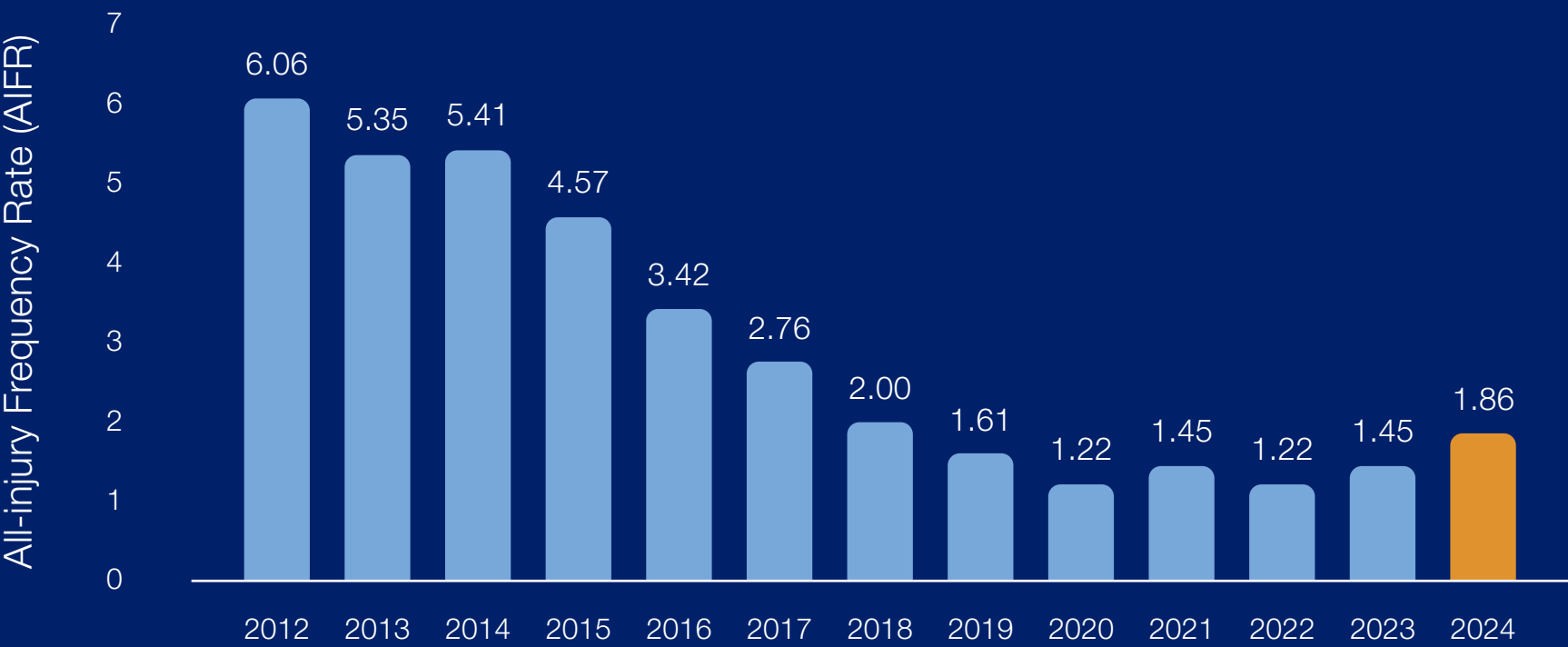
Our wellness website, provided through the company’s employee assistance program, provides a central location for employees to learn about mental health and access support resources. The website also provides information on diet and exercise, parenting, finances, dealing with stress, and more.

All Hecla operations periodically complete 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.

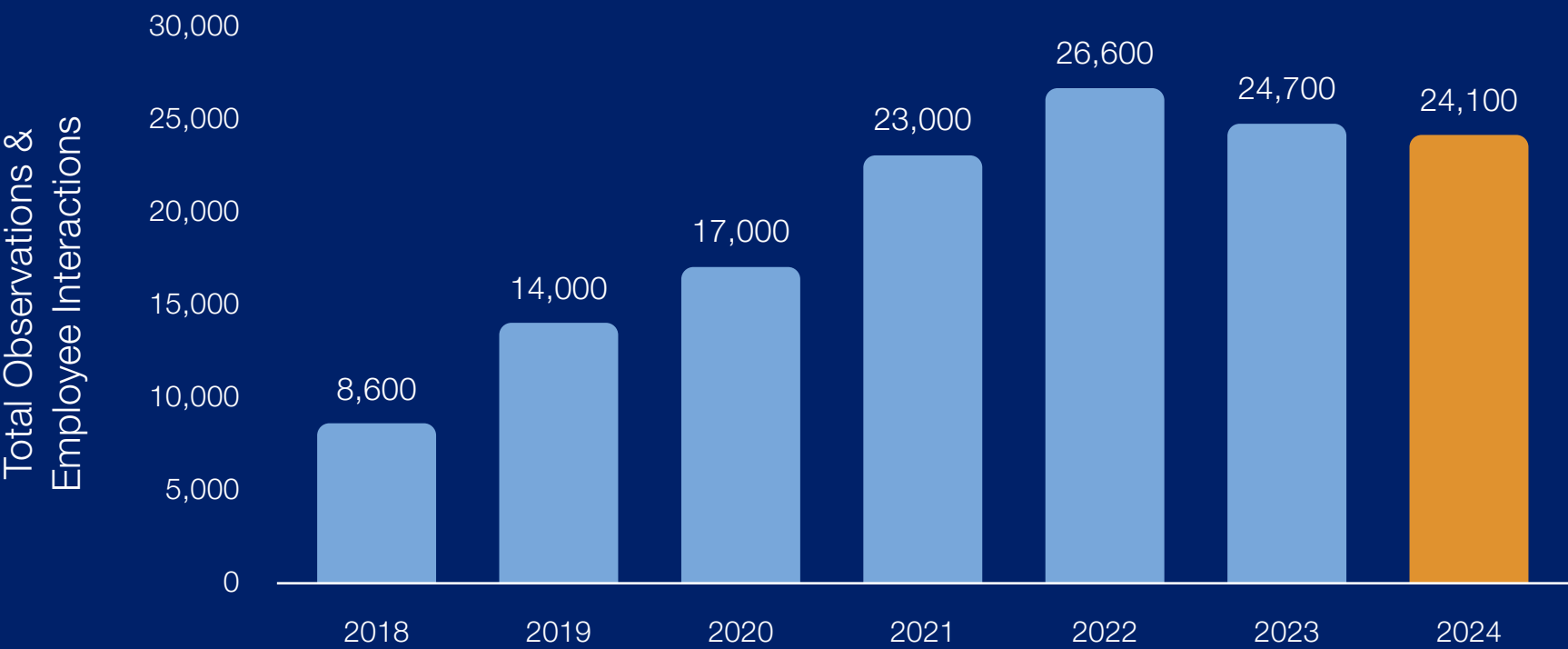


Hecla works to ensure our workforce is healthy both physically and mentally

All-injury Frequency Rate (AIFR)



Safety Observations & Employee Interactions





# Local Communities

Hecla's responsibilities as a company include contributing to the communities we call home, with particular attention to economic health and social development. We provide this support through donations from Hecla's corporate foundation, as well as volunteer initiatives, fundraising, and donations from each site to respond to local needs.

We also work to continually strengthen our relationships with Indigenous Peoples local to our operations. Each Hecla site maintains carefully designed engagement mechanisms to foster connection with Indigenous Peoples and other local stakeholders.





# Stakeholder Engagement Approach

Our community relations program is based on open and frequent communication. We cooperate on activities that support long-term economic and social benefits in each community. By continually reaching out to the communities surrounding our projects, we can meet our operational goals while deepening our understanding of local issues and being a constructive community partner. Our open communication policy also allows neighbors to voice concerns, which we promptly follow up on.

Hecla’s **Code of Conduct** expresses our commitment to conducting our business responsibly with regard to the communities in the areas in which we operate. It 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. Hecla’s core values, also conveyed to employees through our Code of Conduct, include respecting local and national cultures.

We communicate with stakeholders about our operations using a variety of methods, including community meetings, local print, social media, and flyers. We provide all materials in the local language and translate as necessary.

We disclose the results of environmental, economic, and social impact assessments, and we partner with local stakeholders to foster open communication on environmental and social impacts.

We also work with local stakeholders to identify opportunities for the Hecla Charitable Foundation to provide support for community initiatives.

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

Exploration	Development, Design, & Permitting		
<ul style="list-style-type: none"><li>• Designate a person within Hecla to be the point person on community relationships</li><li>• Conduct analysis of community social-economic landscape to identify population and community dynamics</li><li>• Identify and communicate with key stakeholders</li><li>• Spearhead initiatives to include local and Indigenous Peoples in community engagement and workforce development activities (e.g., agreement with Gitanyow Band in British Columbia)</li></ul>	<ul style="list-style-type: none"><li>• Hold public and community meetings about project permitting, including project scoping and public comment period</li><li>• Establish community advisory groups</li><li>• Conduct social-economic impact assessments</li><li>• Collaborate with local stakeholders</li><li>• Refine giving strategy for Hecla Charitable Foundation</li><li>• Negotiate development/operations agreements as appropriate with community and Indigenous Peoples</li></ul>		
Construction	Operations	Reclamation & Closure	
<ul style="list-style-type: none"><li>• Continue stakeholder collaboration</li><li>• Establish community-facing communications tools such as Facebook page for mine site</li><li>• Recruit employees from local geographic region whenever possible through local advertising and job fairs</li><li>• Implement training programs and partnerships with local community and government agencies</li></ul>	<ul style="list-style-type: none"><li>• Communicate and work with all local stakeholders</li><li>• Hold community information meetings which include reporting on environmental, social, and economic performance</li><li>• Implement operation agreements as appropriate with community and Indigenous Peoples (e.g., collaboration agreement with Pikogan First Nations in Quebec)</li></ul>	<ul style="list-style-type: none"><li>• Hold community informational meetings about closure plan</li><li>• 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)</li><li>• Implement closure plan and monitor impacts</li></ul>	



**Casa Berardi:** At Casa Berardi, we participate in the Mining Association of Canada’s TSM initiative, a globally recognized sustainability program that requires participants to demonstrate a commitment to identifying and engaging with communities of interest and facilitating meaningful dialogue regarding key environmental and social considerations related to mining. The TSM protocol also sets high standards for our engagement practices with First Nations communities and other local stakeholders.

Casa Berardi maintains an AAA performance level – the highest score possible – for three of five Indigenous and Community Relations indicators.

A Mine Liaison Committee facilitates communication with our local stakeholders and partners through regular meetings. The Committee shares any concerns that arise, contributes to finding solutions, and takes part in the continuous improvement of our activities.

In 2024, the Committee included representatives of:

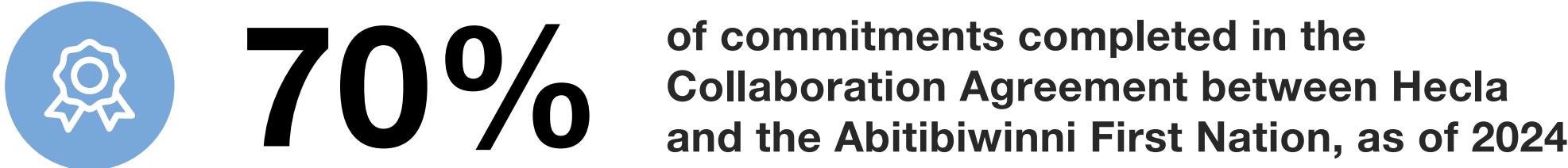
- The Abitibiwinni First Nation
- The local youth center
- The local township administration
- The Abitibi-Ouest chamber of commerce
- The James Bay Regional Government
- The local watershed organization
- The regional university
- The Abitibi-Ouest and Nord-du-Québec areas’ citizens

We also have an Implementation Committee with the Abitibiwinni First Nation, which is responsible for implementing the Collaboration Agreement between Hecla and the Abitibiwinni First Nation Community Council. The Committee meets three times per year.

Its composition is 50/50 Hecla and Abitibiwinni First Nation. The purpose of the Implementation Committee is to serve as the official and primary dialogue mechanism between the two parties, and ensure its commitments are implemented effectively. As of 2024, we have completed 70% of the commitments in the Agreement and 94% of the collaborative work regarding the Business Opportunity Implementation Plan.

This Committee includes two working groups with four members each: one on environmental issues, established in 2024, and one on employment and training for community members, established in 2022.

To keep community members informed about our operations, we also publish a newsletter twice each year that is focused on neighboring villages. In addition, in 2024 we held a community “coffee meeting” to provide community members with updates and respond to questions.





**Greens Creek:** At our Greens Creek mine in Alaska, Hecla has established the Greens Creek Community Advisory Group (CAG), a collaborative effort with local stakeholders to ensure we consider input from the community in environmental and social aspects of the mine’s planning and operations.

The group is comprised of representatives from stakeholder constituencies including the Alaska Native community, municipal government, private sector, educational and academic institutions, local environmental community, and humanitarian/charitable organizations.

In 2024, the group included:

- A representative of the Angoon community and the Tribal Liaison from the Alaska Broadband Office
- Juneau City Mayor
- Executive Director, Greater Juneau Chamber of Commerce
- Chancellor and Dean of Career Education, University of Alaska Southeast (UAS)
- Energy educator, Sustainable Southeast Partnership
- Executive Director, Juneau Economic Development Council
- U.S. Forest Service Partnership Liaison

Hecla often hosts a luncheon for the CAG as part of our quarterly meetings.

**Lucky Friday:** At our Lucky Friday site in Idaho, Hecla representatives contact neighbors to notify them of upcoming projects regarding any possible effect, and whether we will be hauling materials near their homes. Communication is either written or verbal.

Lucky Friday managers meet at least annually with the Shoshone County Public Works Department to discuss current and upcoming projects and address any concerns regarding road use or other aspects of our operations.

We worked with neighbors and other community members to promptly address tracking of development rock, due to hauling when we worked to close a tailings pond. As a result, we have paved the area approaching the mill to reduce tracking.

**Nevada:** In Nevada, Hecla operates exploration properties in Aurora, Fire Creek, Hollister, and Midas. In Hollister, we consult with Western Shoshone and the BLM to determine off-limit areas for installing exploration drill pads.

Hecla serves communities by providing for needs such as road maintenance, snow clearing, and water sampling – in addition to volunteer efforts and charitable donations discussed later in this chapter.



Greens Creek



**Keno Hill:** At Keno Hill, Hecla has multiple mechanisms for stakeholder engagement. Hecla holds monthly meetings between Hecla’s environment and permitting group, and the Yukon Government’s enforcement and regulatory officials. In 2024, Hecla hired a senior permitting coordinator.

To inform the community about our work, we held several “pop-up” events at coffee shops in the Village of Mayo. We provided updates about the company, our exploration interests, and news on our operations, reclamation, and closure. Hecla’s Board Chair and interim CEO attended a coffee shop event focused on economic opportunity for local communities.

Before expanding operations, we engage community members of Keno City through town hall meetings and advance information-sharing.

We have a Comprehensive Cooperation and Benefits Agreement with the First Nation of Na-Cho Nyäk Dun (FNNND) government, and in 2024, we held a planning session for the first five-year review of the Agreement since Hecla acquired the Keno Hill property.

Also with the FNNND, we launched a technical working group to engage in our mining operations. This is required for ongoing approvals related to our mining license and permitting. In addition, Hecla has periodic meetings with the FNNND executive director.

Hecla holds monthly meetings with the FNNND Development Corporation (NNDDC) to review planned and completed activities, upcoming opportunities, and

the workings of partnerships with member businesses. We have fostered a strong relationship with NNDDC through regular engagement on business opportunities and other engagements.

The mine site has created protocols and schedules to reduce travel-related noise. We have received no complaints on our practices.

In addition to the Keno Hill mining operation, Hecla runs a reclamation project for the larger historical mining district. For this project, Hecla’s subsidiary the ERDC functions as a contractor of the Government of Canada to return historically mined areas to their pre-mining state or otherwise reclaim the land in a way that benefits the community, while preserving mining heritage. We engage with Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC) to secure approval for each aspect of our reclamation work. A steering committee of CIRNAC, the Yukon Government, and the FNNND also review and approve each step of our work.

In 2024, Hecla created a tracking system for our community engagements in the Yukon. The tracker documents meetings, communications, and events with project stakeholders, including the FNNND and Government of Yukon. This tool helps ensure transparency, track commitments, and monitor ongoing engagement efforts to strengthen relationships with Indigenous communities and stakeholders. By maintaining a detailed record of interactions, Hecla can follow up on key discussions, address concerns, and support meaningful collaboration with stakeholders.





# 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. In 2024, we identified no violations of rights with regard to Indigenous Peoples. None of our proven or probable reserves are located within five kilometers of Indigenous settlement lands or reservations.

In 2023, the Government of Canada released an action plan for implementing the United Nations Declaration on the Rights of Indigenous Peoples Act. In 2024, we began reporting against it, in conformity with the action plan.

As a member of the Yukon Chamber of Mines, Hecla is a signatory to the Yukon Government’s strategy on missing and murdered Indigenous women, girls, and two-spirited-plus people.

**Management:** Hecla’s Director of Indigenous Affairs and Canadian Community Relations is responsible for working in a coordinated way across the company to foster positive relationships between Hecla sites and the neighboring First Nations or other Indigenous Peoples. She reports to the VP-Operations and updates Hecla executives through biweekly senior operations meetings.

**Training:** Our commitment to mutually beneficial relationships with Indigenous Peoples is reflected in Hecla’s policy on a respectful workplace. We provide training in sensitivity to Indigenous issues in our new-hire training.

At Casa Berardi, we provided intercultural training to every supervisor, superintendent, and other management-level employee – a total of 135 individuals in 2024. The training was conducted in partnership with a member of the Abitibiwinni First Nation. We will next provide the training to all hourly employees.

In 2024, the Keno Hill leadership team participated in a half-day training on the history of First Nations of Yukon, with a focus on the FNNND. IRP (Inspire Reconciliation Potential) Consulting, a Yukon First Nation-owned and operated business that provides training and education in First Nation history and governance, developed and conducted the training.

**Casa Berardi:** 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. We have a memorandum of understanding (MOU) between Hecla Quebec and the Abitibiwinni First Nation Community

Council regarding exploration and mining activities, as well as a cooperation agreement on meaningful participation for community members in training programs, employment and advancement opportunities, business opportunities, and environmental protection measures. The agreement creates a mechanism that allows the Abitibiwinni First Nation community to benefit from the long-term success of the Casa Berardi project.

In 2024, Hecla representatives met with the Abitibiwinni First Nation Community Council to provide an update on implementation of the agreement and continue our constructive relationship.

Casa Berardi is committed to providing employment and business opportunities to Abitibiwinni First Nation individuals and businesses. In 2024, approximately 112 First Nations employees worked at the Casa Berardi mine site. Hecla also encourages suppliers to hire Indigenous Peoples. Hecla has granted contracts to companies from this community for services such as:

- Ore and waste rock transport
- Heavy-duty equipment rental for construction work
- 20 operators, e.g. construction and underground operations
- Construction of a tailings facility berm upgrade



**Hecla engaged a First Nation-owned and operated consulting firm to provide training to our leaders on Yukon First Nation history and culture**





**Greens Creek:** In Alaska, the Hecla Charitable Foundation partnered with the Angoon Youth Conservation Corps for the ninth 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.

**Keno Hill:** At our newest mining operation, we work closely with the NNDDC in Mayo and Whitehorse, Yukon. In 2024, we held periodic meetings together. We maintain a policy on procurement from the NNDDC, and in 2024 we initiated review of the Comprehensive Cooperation and Benefits Agreement. In 2024, we developed a strategy specifying expectations and roles with regard to permitting, capital projects, reclamation, and other aspects of our engagement with the FNNND community.

In keeping with Hecla's overarching commitment to local hiring, we have an agreement to hire FNNND applicants first (and other First Nation applicants second) if their qualifications are equivalent to a non-First Nation applicant or they can be trained.

We are also working with the NNDDC to promote FNNND businesses and engage in business partnerships. We meet with NNDDC on a monthly basis. As part of our procurement policy for the Keno Hill and ERDC sites, we strive to use the NNDDC's business registry to identify suppliers. Details of our economic impact through this partnership in 2024 are provided below.

In 2024, Hecla received an award from the Yukon Chamber of Mines for our "collaborative and solution-oriented approach" to meaningful engagement with the FNNND and the NNDDC.

**Nevada:** Hecla respects the rights and culture of the Tribes around our exploration properties in Nevada, and we adhere to all laws related to Tribal districts and traditional lands. This includes providing Tribal representatives with information about our projects and engaging them in the permitting process.

For any road construction work on public land, as required by law, we consult an archeologist to ensure we do not pass through culturally significant sites. The archaeologist is selected from a list of those certified by the BLM or the U.S. Forest Service, depending on the jurisdiction.

The Tosawihi Quarries Archaeological District encompasses some of our Hollister mine in Nevada. This district is significant for its role 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 Tribe monitor must be invited to attend all ground-disturbing activities.

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

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

In 2024, the Forest Service conducted consultations with Indigenous communities on Hecla's behalf.



On behalf of Hecla, Brian Erickson, VP-Operations, accepts an award from the Yukon Chamber of Mines for stakeholder engagement



# Economic Impact

In 2024, we had an economic impact of more than \$1 billion to our communities. This includes more than \$109 million from payment of taxes, concession fees, and permits, more than \$1 million in non-government royalties, and over \$1 million in sponsorships, scholarships, gifts, and donations. The funds support schools, hospitals, roads, and other essential infrastructure, along with vital economic development like job creation and skills training.

**Casa Berardi:** Hecla Quebec continued to be one of the largest private employers and taxpayers in the local community in 2024, with an impact of more than \$259 million, including \$45 million in wages, \$36 million in taxes and fees, and \$177 million in purchases from vendors.

We remain committed to providing employment and business opportunities to First Nation individuals and businesses, further increasing our local economic impact.

**Greens Creek:** Our Greens Creek mine is located near Juneau in southeast Alaska and began production in 1989. As the largest private employer and taxpayer in Juneau in 2024, Hecla had a significant economic impact in the local community of more than \$266 million, including over \$86 million in wages, \$27 million in taxes and fees, and \$151 million in purchases from vendors. Our purchase of surplus hydropower has also helped provide Juneau residents with more than \$96 million in reduced electricity rates since 2009.

## Total Economic Impact – Hecla 2024

Hecla Corporate

\$128M

Lucky Friday

\$171M

Hecla Charitable Foundation

\$619K

Greens Creek

\$266M

Nevada Operations

\$9M

Montana Operations

\$2M

Casa Berardi

\$259M

Grouse Creek

\$1M

San Sebastian

\$4M

Hecla Yukon

\$179M

Hecla Silver Valley

\$863K

\$1B+

economic impact in our communities in 2024



North Cannery office at Hawk Inlet, Greens Creek mine



**Keno Hill:** Hecla's Keno Hill mine is located in Canada's Yukon Territory and within the territory of the FNNND. In 2024, Keno Hill had a local impact of more than \$179 million, including \$23 million in wages, \$18 million in taxes and fees, and \$137 million in purchases from vendors.

Our efforts to be a constructive partner to the NNDDC had several positive results in 2024, including:

- Approximately 25% of NNDDC's income came from Hecla
- A mine site tour for NNDDC staff
- Signing a new business agreement between NNDDC, Hy-Tech, and Hecla for drilling services
- Hecla introduced First Peoples Coffee, a Yukon First Nations company, as the primary coffee supplier for its main camps

We are committed to working with the FNNND to prioritize hiring qualified First Nation applicants and are developing training and recruitment programs to foster long-term partnerships and create a local talent pool.

**Lucky Friday:** Hecla's Lucky Friday mine is more than 80 years old, and Hecla has been operating mines in the Silver Valley region for 134 years. As one of the largest private employers in Shoshone County in 2024, we had an impact in neighboring communities (including Mullan, Wallace, and Kellogg) of \$171 million, including \$54 million in wages, \$12 million in taxes and fees, and \$104 million in purchases from vendors. We prioritize local hiring, and in 2024, 90% of new hires at Lucky Friday were from local communities.

**Local Employment and Talent Development:** Hecla prioritizes local hiring as both a business benefit and an important part of our relationships with the communities where we operate.

As of December 31, 2024, we had a total of 1,817 employees. Our Greens Creek mine in Alaska and our Keno Hill operation in Yukon are both camp jobs in remote locations, making it challenging to fill all open positions through the local population. When excluding these two sites, 79% of hiring was done locally in 2024. We continually work to increase our rates of local employment through targeted recruitment and initiatives

to build future mining talent in our local areas. Details of these programs and partnerships are provided in the [Human Capital Management chapter](#) of this report.

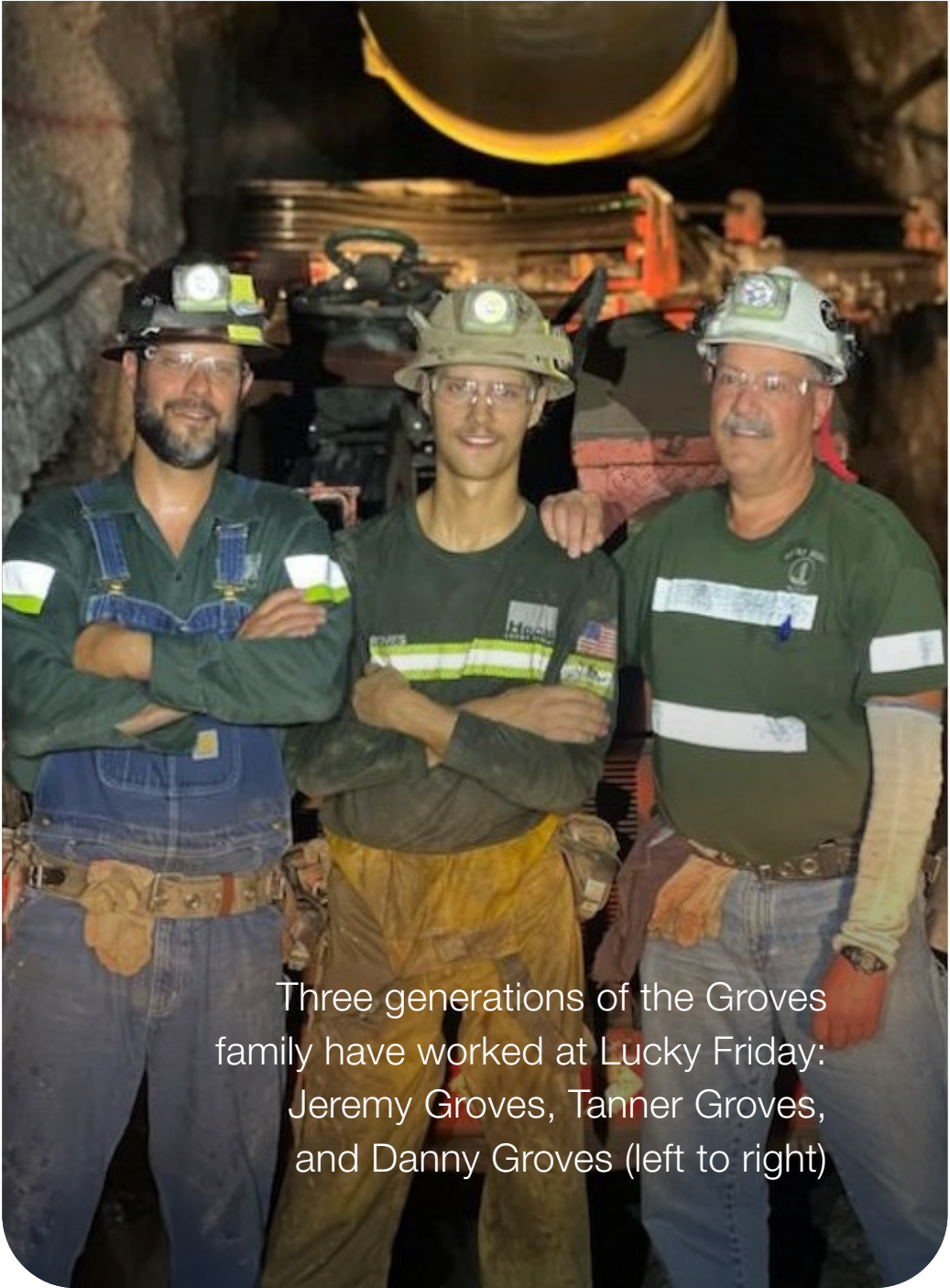
In 2024, the Casa Berardi site employed 112 First Nations individuals and awarded contracts to First Nations vendors for rock transport and construction.

**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.

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 local community and Indigenous Peoples, including the Abitibiwinni First Nation Community in Quebec. More details are provided in the **Indigenous Relations section**.

### Three Generations at Lucky Friday

At our Lucky Friday mine, Hecla has been an integral part of the community for generations. In some cases, Hecla has employed generations of the same families. One such family is the Groves family.



Three generations of the Groves family have worked at Lucky Friday: Jeremy Groves, Tanner Groves, and Danny Groves (left to right)

 **112** First Nation individuals employed at the Casa Berardi site in 2024



# Local Donations and Volunteerism

Hecla contributes to the social wellbeing 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 wellbeing 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 2024 had a focus on education, health, youth, and other community support.

**Hecla Charitable Foundation:** Since 2008, Hecla has funded a separate charitable foundation with the mission to enhance quality of life wherever we operate, specifically by promoting social, environmental, and economic sustainability and development in our communities, both in the U.S. and in Canada.

In 2024, the Hecla Charitable Foundation donated almost \$620,000 to 68 organizations. Since 2009, the Foundation has contributed \$5.4 million toward our communities.

## 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.

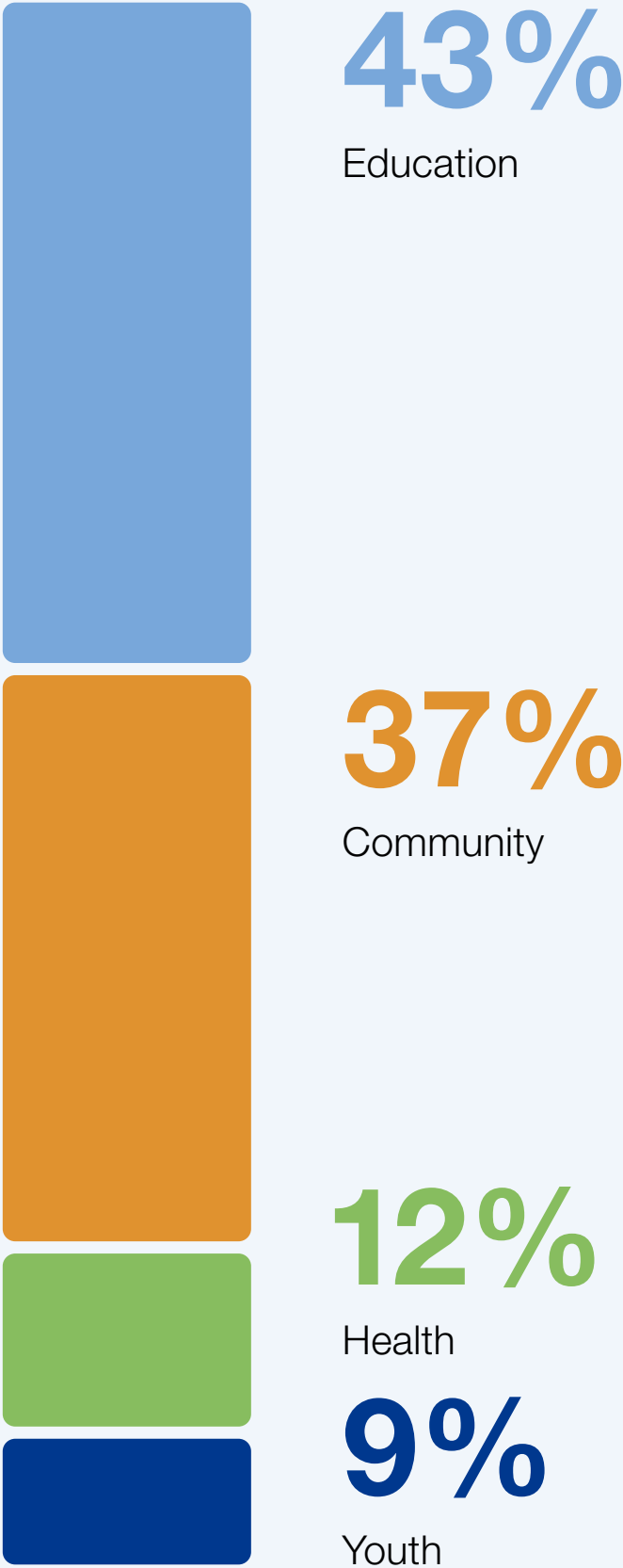
Examples of activities in 2024 include:

### Casa Berardi:

- Hecla provided a donation of \$1 CAD per ounce of gold produced to the Hecla-Quebec Global Development Fund (UQAT Foundation) (Fondation de l’Université du Québec en Abitibi-Témiscamingue), which supports students at the local university (UQAT). We are the leading partner of the Fund, which provides scholarships in support of work-life balance, return to school, perseverance, and success-training programs. Since 2009, Hecla Quebec has donated over \$2 million USD to the Foundation. In 2024, the total donation was \$66,000 USD. We also awarded scholarships to 69 students demonstrating perseverance in their studies.

- We held a gala to benefit the UQAT Foundation.
- We supported practical training in mineral extraction through a vocational training center. Out of the 14 students that completed the training in 2024, Hecla has hired 12.
- We sponsored the annual Abitibi-Ouest Christmas Parade and provided volunteers with high visibility vests to raise safety awareness in the community.
- Hecla helped establish a new daycare facility for the children of employees and other families in the community. We achieved this ambitious project in collaboration with La Mobilisation de la Grande Séduction – Abitibi-Ouest and the coordinating office CPE Les Petits Chatons Inc.
- Hecla supported a long-standing fundraising challenge at the Beattie golf club, which in 2024 focused on promoting youth and healthy lifestyle habits.
- Together with other mining companies and local suppliers, we raised \$60,000 for La Ressource Telethon for Persons with Disabilities ATNQ.
- Our employees and local partners raised over \$20,000 for Maison St-André Abitibi-Ouest to support Christmas Baskets and provide food assistance to low-income individuals in Abitibi-Ouest.
- We are a partner of Opération Nez Rouge, which provides safe rides home while supporting youth initiatives and promoting local sports.

## Hecla Charitable Foundation Contributions





\$5.4M

donated to communities  
by the Hecla Charitable  
Foundation since 2009



**Greens Creek:** At Greens Creek, many employees volunteered at company-organized community activities. They supported holiday food box delivery by Women of the Moose. We fulfilled a last-minute holiday request by ferrying a pallet of turkeys and hams to the community of Angoon. We also participated in a litter clean-up and sponsored a float in the local parade for the Fourth of July.

Hecla also provided a range of support for students and schools, such as hosting mine tours, collecting and donating school supplies to the Juneau School District, contributing \$10,000 for the Juneau Symphony Strings Camp, and participating in elementary school events on science, technology, engineering, arts, and math (STEAM). We organize career fairs and other educational opportunities upon request, and established two high school internships for Indigenous students from Angoon.

We continued our yearly campaign of employee giving with a company match to support Cancer Connection, a not-for-profit organization in Juneau that assists people living with cancer and their families and promotes early detection.

**“Corporate support like Hecla’s in a small community such as Mayo’s helps make small town events and the organizations that host them go the extra mile in terms of what we can do and offer our community residents. It is sincerely appreciated.”**

– Ian Spencer, Recreation Coordinator, Mayo

Hecla again sponsored the Juneau Gold Rush Days, a free, action-packed event highlighting the mining and logging industry. Employees and interns volunteered at the event, and one served as treasurer. Contestants competed in mining events such as jackleg drilling, spike driving, hand mucking, and logging events like axe throwing, speed climbing, hand bucking, and log rolling.

In addition, we participate in the governmental and events committees for the Greater Juneau Chamber of Commerce.

**Keno Hill:** Hecla offers support to residents of Keno City when public services are challenged or in cases of crisis or emergency. In 2024, we supported the FNNND and the Yukon Government in responding to a chemical spill. We established a call-in line for medical emergencies so we can provide medevac services to health facilities when the local health center is overwhelmed. We also conducted garbage pick-up.

In the community of Mayo, Yukon, we continuously partner with not-for-profit groups to help fund town events, purchase much-needed equipment, and support

sporting events. In 2024, we again helped fund the Mayo Volunteer Fire Department’s annual Christmas party, where every child receives a gift.

In 2024, other notable community contributions included:

- Supporting an ice water treatment plant for the Village of Mayo’s rink, which serves as a center of community support, health, and wellbeing
- Purchasing prizes for the annual Irene Hutton Memorial Bonspiel, a large curling tournament
- Sponsoring a canoe/paddle team for the annual Yukon River Quest
- Supporting the Yukon Imagination Library, which provides free books to all who sign up

Hecla also donated to the Yukon Hospital Foundation’s annual Christmas Festival of Trees to raise money for the hospital.

Hecla sponsored the 2024 Yukon Geoscience Forum held by the Yukon Chamber of Mines, as well as the Chamber’s “Yukon Night.” Each event was the largest and most successful edition to date.

Our Director of Indigenous Affairs and Canadian Community Relations served as the Chamber’s President for the third year in a row. She also became a member of the Yukon Mineral Advisory Board, which advises the minister of mines, and she is a member of the New Mining Legislative Review Table for Yukon, and Yukon University’s Canadian Northern Innovation in Mining (CNIM).



Greens Creek employees participated in a clean-up activity



**Lucky Friday:** Hecla supports nearby municipalities with essential services such as working with the County to maintain the roads we use, and we have open communication with the County to coordinate this support.

Lucky Friday employees volunteer as coaches for youth wrestling, basketball, and baseball leagues. Our employees are also active in local government, including serving in elected roles such as mayor and city councilmembers.

- In 2024, we donated \$70,000 to local clubs, activities, and charitable organizations including the City of Mullan, Silver Valley Cares Coalition, Silver Valley Baseball Club, Wallace Baseball Club, Wallace Gyro Club, Silver Valley Youth Sports, local high school sponsorships, Wallace Christmas Fund, Mullan Community Foundation, Shoshone County Crisis and Resource Center, Wallace Food Bank, and Silver Hills Elementary Parent-Teacher Organization.
- Through the Adopt A Highway program, employees removed garbage from alongside a two-mile stretch of highway near the town closest to our mine operations.
- Environmental staff of Lucky Friday are actively involved with the South Fork Coeur d’Alene watershed group.
- In outreach with the Idaho chapter of Women in Mining, Hecla employees brought interactive stations to several local schools to engage with students on environmental remediation, drilling, and other mining topics.

**Nevada:** Nevada employees volunteered for numerous organizations in 2024, including working in the Winnemucca Ministerial Association’s soup kitchen and attending the annual fundraising dinner for the Boys and Girls Club (Winnemucca chapter). We participated in a mining expo for 250 high school students, which featured a hands-on activity on environmental sampling. Hecla also participated in the “Gold Fever” event for 240 fourth-graders by making donations and hosting activities.

Our Nevada site also contributed to:

- The Nevada Chukar Foundation for restoring wildlife habitat
- The Winnemucca Ministerial Association Soup Kitchen
- The Boys & Girls Club of Winnemucca
- The Care Fair, which provides school supplies for students each year
- Outpatient mental health and wellness through Handbags for Hope
- Safe trick-or-treating at the Humboldt County Library



Donation to the City of Mullan



Lucky Friday employees removed roadside garbage in the town closest to our mine operations



# Business and Industry Partnerships

We are an integral part of the business community where we have operations and participate in local chambers of commerce and economic development organizations. At Lucky Friday, Hecla is a member of the Historic Silver Valley Chamber of Commerce, Wallace Chamber of Commerce, and Silver Valley Economic Development Corporation.

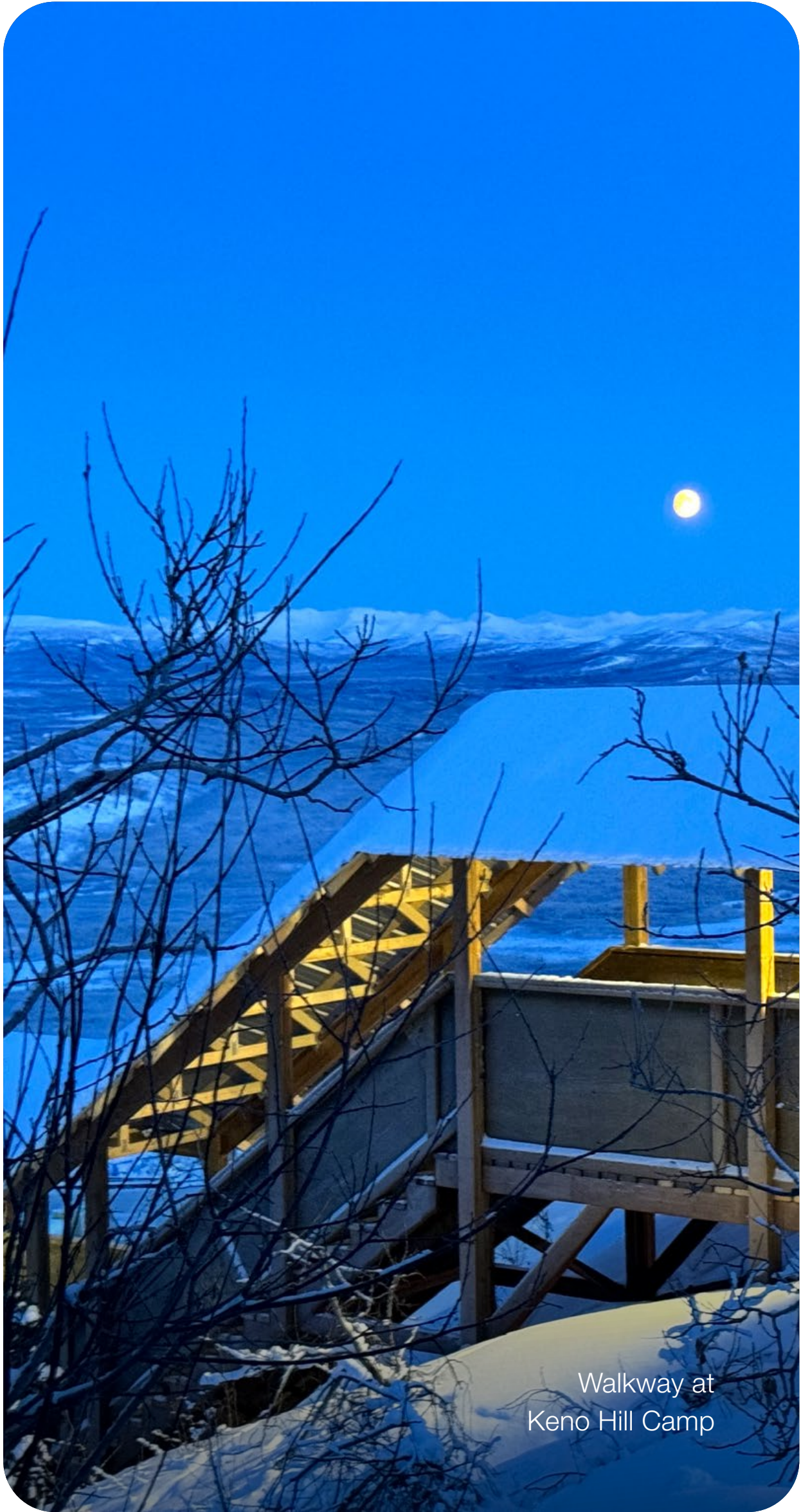
Our Greens Creek operation is active in numerous local and state trade associations (see box at right). In 2024, we also contributed volunteer time for the annual Juneau Chamber dinner, helping with planning, setting up, and cleaning.

## Trade Associations – Greens Creek Participation

- **Alaska Metals Mines (Council of Alaska Producers):** Attended Board and legislative meetings
- **Alaska Miners Association (AMA):** Sponsored and attended the Juneau Mining Forum, participated as panel speaker on workforce development, and actively participated in legislative session meetings
- **Alaska Resource Development Council Women in Resources:** Attended annual reception and networking event for women in the resource industry
- **Alaska State Chamber:** Attended annual forum and actively participate in legislative and board meetings
- **Women in Mining:** Helped co-host first Juneau chapter event with Couer Kensington, attended and assisted WIM dinner during an AMA convention with Senator Lisa Murkowski



Greens Creek team at  
AMA Annual Convention



Walkway at  
Keno Hill Camp



# Human Capital Management

Our workforce has driven our success for 134 years, and this is reflected in the relationship between Hecla’s overall business strategy and objectives and our policies and practices related to people. We invest in Hecla’s people by offering training, systems, and programs to support each employee’s career progression and foster a value-based organizational culture.



Employees at  
Greens Creek



# 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 CAO is responsible for implementing Hecla’s human capital management (HCM) program. He reports directly to the CEO and provides reports to the Board of Directors on a quarterly basis. The CAO is an executive-level position to reflect the priority we place on utilizing our human capital resources to meet our corporate responsibility goals.

Human resources team members at each Hecla operation manage the company’s processes and programs at their respective locations. This “front-line” support for human resources is integral to ensuring a continuous feedback loop through the HCM function, and it enables good communication at all levels.

In 2024, Hecla continued our annual employee survey covering satisfaction, ethics perceptions, and other topics. Our 2024 survey response rate was over 90%. An independent auditing firm summarized the results and provided them to Hecla without identifying details. In 2024, 100% of the respondents affirmed that they are aware of Hecla’s Code of Conduct, which includes our mission and values, and that they have the opportunity to request clarification on its terms.

## Workforce Demographics 2024

2,348

Total Workforce

1,817

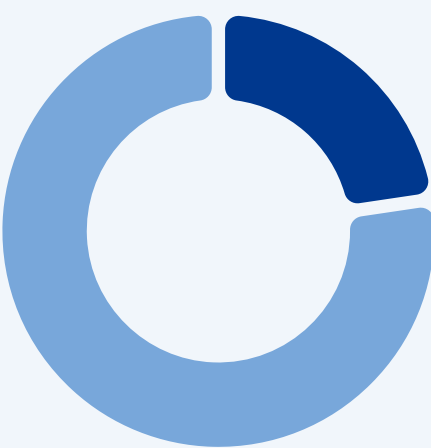
Employees

531

Contractors

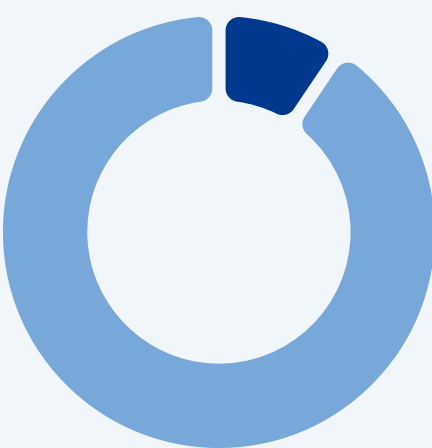
## Employee Gender

### Professional Roles



23% 77%  
Women Men

### Overall



10% 90%  
Women Men

## Employee Ages



20% 52% 28%  
Ages 29 & Under Ages 30-49 Ages 50 & Over

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



87% 3% 3% 3% 2% 1% 1%  
White American Indian or Alaska Native Two or More Races (not Hispanic or Latino) Hispanic/Latino Native Hawaiian or Other Pacific Islander Asian Black or African American



# Building a Skilled Workforce

Hecla is committed to developing a highly trained and motivated workforce to underpin its continued innovation and growth. Our workforce development plans focus on the key areas of compensation and benefits, recruiting and development, and employee engagement.

**Compensation and Benefits:** Hecla understands the importance of a fair wage and is committed to ensuring all employees receive the compensation required to cover and exceed their basic needs as well as those of their families.

To ensure gender pay equity, we annually review salaries across the company, including site and corporate level employees. Our analysis for 2024 confirmed that the ratio of entry-level wage to minimum wage was the same by gender for employees.

We offer comprehensive benefits for full-time employees including health insurance, vision and dental coverage, life insurance, long- and short-term disability, wellness programs, and retirement provisions. We encourage work-life balance through paid and unpaid time off. These may include, depending on eligibility, vacation, holidays, family medical leave, bereavement, and other leaves of absence. In 2024, we introduced an enhanced telehealth and mental health platform for our U.S. sites, allowing employees and their dependents greater access to service providers and choice in how their care is delivered.

We offer a 401(k) plan to U.S. employees, which includes matching contributions made with cash or Hecla stock to align employees’ interests with other shareholders’ interests. For Canadian employees, we match contributions to Registered Retirement Savings Plans (RRSP) with cash.



Casa Berardi  
employee on-site



**Recruitment and Development:** Hecla seeks to recruit talented employees and encourage them to develop their career paths at Hecla.

As part of our recruitment strategy, we have developed relationships with universities’ mining schools to engage with candidates for operational and technical roles. We also work with local universities to recruit candidates for positions in accounting, human resources, and information technology. We participate in career fairs at campuses and engage with schools to identify candidates for internships as well as full-time positions.

We place a strong emphasis on training employees to manage and execute emerging technologies that make our workplace safer and more efficient. We provide technical training for maintenance employees in both classroom settings and online. For technical employees, trainings take place through conferences and off-site trainings, as well as online. For example, for our Lucky Friday workforce, we provide online training in coordination with North Idaho College through TPC Training and hands-on training, such as those provided by equipment manufacturers, to ensure our maintenance employees 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. Our program focuses

on how positive energy and a people-first mindset 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.

At Lucky Friday, we have also developed a leadership training program for front-line supervisors and site managers, and each supervisor or manager is expected to complete two training sessions per year. In 2024, over 30 employees completed this training.

**Employee Engagement:** We believe providing regular feedback, aligning goals, and cultivating open communication is a critical component in fulfilling Hecla’s core value of “Empowerment and Engagement.” One way we foster this is through a quarterly performance review, which strengthens the supervisor-employee relationship and addresses employees’ needs in a timely way.

Our emphasis on innovation and continuous improvement also drives employee engagement. In 2024, we organized peer-to-peer, cross-site meetings across multiple disciplines within the company, such as environmental, safety, technical services, and human resources. These group meetings allow employees to learn from each other, develop relationships, and contribute to vision planning for our operations.



**Leadership Training Highlights**

At Lucky Friday, we provide a leadership development program that consists of in-person or online classes, with a goal of completing two or three courses per year. In 2024, Lucky Friday employees attended 73 of the following trainings.

**Topics included:**

- |   |  |
|---|--|
| • Supervisor training                   | • Management skills for new managers         |
| • Hecla leadership training             | • Employee engagement                        |
| • Safety leadership and risk management | • Social styles/interpersonal communications |
| • Conflict management                   | • Change management                          |
| • Emotional intelligence                | • 360 review/feedback                        |
| • Talent assessments                    | • Executive Leadership Program               |
| • Management skills for new supervisors |  |



# Developing Talent in our Local Communities

Hecla is the largest private employer and taxpayer in Juneau, Alaska, near our Greens Creek mine. We are one of the largest private employers in Shoshone County, Idaho, where our Lucky Friday mine is located. We are also a major employer and taxpayer at our locations in Quebec and the Yukon Territory.

When seeking to fill open positions, we prioritize local hiring as part of our corporate responsibility and social obligation to the communities where we operate. As of December 31, 2024, we had a total of 1,817 employees. When excluding our camp locations,<sup>5</sup> 79% of hiring was done locally in 2024. We continually work to increase our rates of local employment through targeted recruitment and initiatives to build future mining talent in our local areas. In 2024, 83% of our senior managers were local to their communities.

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, Montana, Nevada, South Dakota, Washington, and Quebec.

**Casa Berardi:** Casa Berardi partners with the James Bay and Lac Abitibi Vocational Training Centers on a training program for mine mechanics. Casa Berardi also hires graduates from the Mineral Extraction program at

the James Bay Vocational Training Center. In 2024, we hired 12 of the program's 14 graduates.

We work with partners from the Abitibiwinni First Nation in a working group on jobs and training. Active since 2022 and meeting twice per year, the group aims to collaborate on areas such as distribution of job and internship opportunities, pre-employment preparation and barriers to employment, recruitment and progression, and working conditions. The group has established a plan for making Hecla's job offers more accessible to members of the Abitibiwinni First Nation.

The jobs and training working group reports to the Implementation Committee for the Collaboration Agreement between Hecla and the Abitibiwinni First Nation Council.

**Lucky Friday:** In 2024, Lucky Friday hosted multiple college students for summer internships in the fields of geology, mine engineering, metallurgical engineering, geotechnical engineering, environmental engineering, mechanical engineering, and process control/ electrical engineering.

We also hosted leaders from local higher education institutions to tour our surface operations. In addition to the tour, representatives from the University of Idaho and North Idaho College presented information on a new joint program in geological engineering, and we held a discussion on curriculum to encourage and prepare students for careers in mining.

**Greens Creek:** The Greens Creek mine runs several local recruitment initiatives to attract talented people to Hecla. In 2024, we provided internships and scholarships, and partnered with educational institutions to both develop local talent and engage them in our work.

<sup>5</sup> Our Greens Creek mine in Alaska and our Keno Hill operation in Yukon are both camp jobs in remote locations, making it more challenging to fill all open positions through the local population.



Students touring  
Greens Creek



**Recruiting:** Greens Creek provides internships for students from mining and technical schools around the U.S., as well as local schools, to develop their skills and knowledge and enhance recruiting efforts. The 2024 interns included students from Ferris State University, Montana Technical University, University of Alaska Southeast, and others who worked in the areas of engineering, environmental, diesel mechanics, and electrical.

In 2024, we participated in career fairs at high schools in Juneau, Haines, Hoonah, and Angoon, Alaska. We made targeted outreach to Indigenous community members at the Angoon fair, leading to summer positions for two Angoon high school graduates.

**Scholarships:** Each year, Greens Creek provides \$105,000 to the Power Technologies program and six scholarships per semester for students. As a new initiative in 2024, we sponsor one student through the Electrical program at Great Basin College. We provide full-time employment upon successful graduation.

**Pathway Program and UAS Center for Mine Training:** Hecla has partnered for 14 years with the University of Alaska Southeast (UAS) [Center for Mine Training](#) in Juneau, donating over \$1.8 million to its Pathway to Mining Careers workforce development program as an investment in educating, recruiting, and training Alaskans for careers in the mining industry. We fund 20 seats in the introductory class to mining occupations and operations, which is aimed at high school students and enables them to earn college credits.

**UAS - Environmental Science Program:** Greens Creek is supporting the Environmental Science program at UAS with a contribution of \$300,000 to the endowment fund that occurred in 2022. In March 2024, eight upperclassmen in Environmental Studies conducted a unique field-study excursion to Hawaii, made possible by the Greens Creek endowment. Our funds also supported student work to install time-lapse cameras in Glacier Bay.

**University of Alaska Anchorage:** In 2024, Greens Creek provided scholarships for two students in the Geology major pathway.

**Mining and Petroleum Training Service (MAPTS):** Hecla supports this program at the University of Alaska-Fairbanks that introduces underground mining, a culture of safety, and camp-style work. The program leads to full-time employment. In 2024, we sponsored six graduates, who are now employed with Hecla as underground support miners. We have hired a total of 72 graduates since the program began in 2014.

**Prince William Sound (PWS) College:** Greens Creek provides full scholarships to students at PWS with the expectation of becoming full-time millwrights (maintenance mechanics) at Greens Creek upon graduation.

Pathway to Mining Careers at University of Alaska Southeast





# Supporting All Members of our Workforce

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.

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 Policies and Structures chapter**, our Board recognizes the benefits of having directors who bring a range of backgrounds and talents. Currently 38% of our directors are women, including the Board Chair.

In general, our workforce reflects the demographics of the communities near our mine sites, from which we recruit our labor force. For the U.S., Hecla analyzes this trend on a yearly basis in support of our goal to be a responsible employer in the communities where we operate.

Hecla seeks to create more opportunities for women in our company and within the mining industry, which historically has had a predominantly male workforce. Women made up 10% of our total workforce in 2024 and 23% at the professional/managerial level.

Hecla encourages participation in **Women in Mining (WIM)** through a corporate membership program. Our employees have taken active roles in local chapters, including serving as committee chairs and officers and participating in networking meetings and educational activities. The environmental manager at Greens Creek serves as vice president of the recently founded Alaska chapter of WIM, and our human resources manager at the Lucky Friday mine serves as the education chairperson of the Idaho chapter. In 2024, Hecla sponsored a meeting of the WIM Idaho chapter, and our VP-Investor Relations and Treasurer served as the speaker at another meeting. Several corporate Hecla employees attended mixers throughout the year.



of women employed at Hecla are at the professional/managerial level



Employee at Lucky Friday



# Operating with Transparency

Mount Haldane



# Governance Policies and Structures

We have implemented comprehensive corporate governance practices for transparent reporting and accountability for our Board of Directors and management. For more than 130 years Hecla has been committed to operating our business with the highest standards of ethics and integrity to earn the trust of our shareholders and other stakeholders, including employees, suppliers, investors, First Nation partners, 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.





# 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 embody key governance practices such as majority voting for directors, plurality voting in the case of contested elections, 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. The Corporate Governance Guidelines are reviewed on an annual basis by the Board’s Governance and Social Responsibility Committee and are revised as appropriate.

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 risk management and ESG, detailed on the next page. In addition, the Board has an Executive Committee which may act on behalf of the full Board on certain delegated matters between regularly scheduled meetings when time is of the essence.

Seven of our eight directors are independent, including the Chair of the Board. Further, as a matter of Hecla policy and in line with best practices in corporate governance, the roles of Chair of the Board and CEO are held by separate persons, and our Corporate

Governance Guidelines provide that the Board shall designate an Independent Lead Director if the roles of Chair and CEO are ever held by one person.

We remain committed to recruiting additional independent directors who will expand the Board’s skill sets, perspectives, and capabilities. This helps to meet our objective of having a Board of Directors with expansive and diverse experience, a deep understanding of the challenges and opportunities associated with our business, and a focus on value and sustainability for the benefit of all stakeholders.

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. Currently, our average director tenure is six years, and the average age of our directors is 66 years old. Six of our eight directors have joined the Board since 2016, three of whom are new as of 2024, representing a 35% refreshment rate in one year.

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, the knowledge, skills, and experience of directors related to ESG matters are considered, including experience with sustainability initiatives. Currently, seven of Hecla’s eight directors possess demonstrated experience in environmental and social responsibility.

- Hecla’s Board is responsible for succession planning for the CEO and other senior executives. The Corporate Governance Guidelines provide a plan for management succession, including that a CEO succession plan is maintained and reviewed each year.
- The succession plan identifies any internal candidates and their development plans, as well as external candidates.
- In the event of the sudden death, resignation, removal, or incapacitation of the CEO, the Chair of the Board shall act as CEO until his or her successor is duly elected. Such an event shall trigger the election of an Independent Lead Director. As noted below, this scenario occurred in 2024.
- The entire Board will work with the Governance and Social Responsibility Committee to nominate and evaluate potential successors to the Chair of the Board.
- The entire Board works with appropriate committees to nominate and evaluate potential CEO successors, and considers the CEO succession plan as well as external candidates

Upon the retirement of our CEO in May 2024, the Board activated its succession plan. Board Chair Catherine Boggs became interim President and CEO, and an independent director, Charles Stanley, took on the role of Independent Lead Director to maintain the separation of Chair and CEO. In November 2024, our new CEO, Rob Krcmarov, stepped in, at which time Ms. Boggs’ role as Board Chair resumed, and Mr. Stanley ceased to serve as the Independent Lead Director.

8

directors served on our board in 2024

88%

of our directors were independent in 2024

38%

of our directors were women in 2024



# Board Demographics

Our Board recognizes the benefits of having directors who bring a range of backgrounds and talents, and we benefit from the valuable experience in finance, management, mining, and international business. We also seek to ensure varied perspectives based on a range of demographic characteristics. Hecla is committed to maintaining or improving the level of diversity on our Board of Directors.

Currently, three of our eight directors (38%) are women, including our Board Chair. At the committee level, one of the four chairs is a woman.

# Risk Management

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

**Board Oversight of Risk:** 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 ESG goals.

## Committee Risk Oversight

The Board has delegated specific risk oversight responsibility to several committees of the Board, resulting in a holistic view of risk. Delegation of risks includes, but is not limited to:

- 1

**Audit Committee** oversees enterprise risks relating to financial statements, financial systems, financial reporting process, compliance and auditing, and data security and privacy
- 2

**Compensation Committee** oversees risk relating to executive compensation policies and practices, including if compensation programs create undesired or unintentional risk-taking
- 3

**Governance and Social Responsibility Committee** oversees risks relating to corporate governance, ESG matters, public policy, and social trends
- 4

**HSET Committee** oversees operational risks, including environmental, health, and safety compliance



**Executive Leadership on Risk:** Hecla’s risk management system follows a “chain of command” reporting system in which supervisors monitor their respective departments and seek continual feedback from employees and vendors on potentially material events. This system is designed to ensure that information reaches the appropriate levels of the company, including the Board of Directors.

In cases where a question of materiality, public disclosure or legal exposure is in question, our SVP-CAO or SVP-GC will direct the information to other members of management or the Board as appropriate. Additionally, at our standing weekly senior staff meetings, the CEO, his direct reports, and occasionally other employees meet to discuss issues facing the company.

**Management of Climate Risk:** Assessing risks to our company related to climate change is part of our overall risk assessment process.

**Management of Cybersecurity Risk:** Hecla’s management regularly provides risk assessments on cybersecurity to the Audit Committee. The updates include assessments of the overall threat landscape and related strategies and investments. The Audit Committee’s charter mandates a periodic review of the charter’s contents, including with respect to cybersecurity risks.

Hecla’s Vice President of Information Technology (VP-IT) reports to the CAO, who is well-positioned to escalate any cybersecurity incident or material development to senior management and the Board, and provides updates to the Audit Committee at least annually. Our IT department is fully staffed and includes dedicated resources to cybersecurity. On a daily basis the VP-IT monitors threat detection and response tools for any attempted or successful hacks or other incursions into our IT environment, both externally and internally. These are reviewed and mitigated when necessary, and relevant information is brought to the appropriate levels of the company via the processes noted above. The IT team regularly attends seminars, workshops, and other continuing education events to help keep abreast of trends and best practices.

In 2024, we had no material cybersecurity incidents.

**Cybersecurity Program:** Hecla’s cybersecurity program uses multiple security measures to protect our assets. It is designed so that if one line of defense is compromised, additional layers exist to stop threats along the way. This program actively identifies internal and external threats and protects computer systems from attack, detects known threats and suspicious activity within the network, and supports response and recovery should a cybersecurity incident occur. As part of this program, we engage third-party resources to augment monitoring capabilities, review and assess the security program, and advise on improvements. Additionally, we conduct a U.S.

National Institute of Security and Technology (NIST) self-assessment annually to determine overall health of our security program. Acceptable IT use policies are in place and communicated to employees and contract staff, and employees complete periodic training on the importance of cybersecurity and steps for avoiding incidents.

Any material cybersecurity incident that we become aware of follows our standard guidelines for crisis communications and response, engaging personnel, management, and the Board of Directors as appropriate. In cases where the materiality of a cybersecurity incident is not immediately apparent, our VP-IT would report the incident to the CAO and our General Counsel, and we would engage our monitoring process for managing potential crises.

When a cybersecurity incident is detected, we conduct an impact assessment, determine materiality, and take appropriate actions. This process is also followed when notified that a software/services supplier has a cybersecurity incident.

Management regularly reviews cybersecurity planning, including development and management of the program, budgeting, and participation in the incident response plan. The management team involved in this review includes our CEO, CAO, Chief Financial Officer (CFO), General Counsel, and VP-IT. These reviews can also provide topics for discussion at Board and/or Audit Committee meetings.



Employee at  
Greens Creek



**In 2024, we had no material cybersecurity incidents**



# Policies for Transparency, Ethics, and Anti-Corruption

**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 (FCPA) and anti-bribery, insider trading, communications with investors and media, community relations, safety and security, discrimination and harassment, and record retention. The Code of Conduct prohibits bribery and any other conduct that would violate the FCPA.

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 FCPA, 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).

In 2024, we updated and refreshed the Code, including with a letter from our new CEO, Rob Krcmarov.

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 General Counsel is responsible for the administration of the Code, and the Board of Directors and the Governance and Social Responsibility Committee oversee compliance to the Code. The Committee conducts a review of our Code on an annual basis, at minimum, and makes necessary updates.

To ensure continuous employee awareness of the Code and ensure a compliance-driven workplace, it is provided to all Hecla salaried employees in the appropriate language, and it is maintained online on our website. At the start of their employment or association with Hecla and annually thereafter, all salaried employees are required to acknowledge that they have read and understood the Code, and that they agree to abide by it. Employees are invited to ask questions upon reviewing the Code. In 2024, 100% of salaried employees signed the acknowledgement of the Code. We also provide periodic training on 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 CAO.

**Additional Ethics Policies:** Hecla maintains a separate policy on insider training 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 also with 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.

In 2024, Hecla adopted a policy on reimbursing expenses, which formalizes our existing practices. We provided training to employees in the accounts payable group on the policy and related internal controls.

**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. In early 2023, Hecla ratified a six-year contract agreement with the union representing our hourly employees at the Lucky Friday mine – approximately 15% of our employees. Employees at our other sites have chosen not to unionize. In 2024, no strikes or lockouts took place at any of our operations.

**Responsible Supply Chain:** Hecla seeks to work with suppliers who share the same values and ethical standards. Hecla maintains 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. The Supplier Code references the Hecla Code of Conduct, providing notice to our vendors that we expect them to be committed the same values outlined in our Code of Conduct. To the best of our knowledge, no forced or child labor takes place within our supply chain.



Keno Hill mill tour  
with Hecla executive



**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 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 General Counsel and investigated as appropriate. As of 2024, the helpline is available in all three languages in which we operate: English, French, and Spanish.

Any reports received are investigated by our General Counsel, who, as necessary, consults with outside counsel, conducts interviews, or takes other measures necessary to investigate and resolve the matter. The General Counsel provides a report to the Audit Committee or Governance and Social Responsibility Committee and responds to submissions via the online portal.

The General Counsel updates the Board’s Governance and Social Responsibility Committee, or the Audit Committee in the event of financial issues, on the outcome of any reports that are investigated along with corrective actions taken if a report is substantiated. Our Code of Conduct and related Whistleblower Policy (described below) includes our strict non-retaliation policy to protect any whistleblowers who report wrongdoing in good faith or cooperate in an investigation.

The processes described above as contained in our Code of Conduct are substantially similar to those set forth in our separate **Whistleblower Policy**, which addresses complaints regarding financial fraud and accounting and auditing matters.

In 2024, there was one report to the helpline as provided to employees through the Code of Conduct, which was investigated and resolved.

**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 plans for further action.

In 2024, 90% of Hecla employees completed the survey. The survey results affirm that Hecla fosters an ethical work environment.

**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. We pay many types of taxes in support of our communities beyond income tax, including mineral, sales, property, and payroll taxes as well as various royalties and fees. These types of taxes make up our total government contribution of more than \$109 million. For more discussion of our economic impacts, please refer to the **Local Communities chapter** and the **Appendix** of this report, which indicate our tax contributions by country and type of contribution.

24/7

confidential helpline  
and portal available to  
employees and third parties

90%

of Hecla employees  
completed the internal  
ethics survey in 2024

\$109M+

contributed in total taxes  
to our communities in 2024



Workers at  
Casa Berardi



# Human Rights

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

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. The Hecla Code of Conduct expresses our commitment to fair, ethical, and responsible business practices as we engage with our employees, vendors, and communities around our operations.

Hecla expects its contractors and suppliers to uphold these same standards; this includes third-party contract security providers. Our Supplier Code of Conduct states

that contractors and suppliers are expected to uphold the highest standards of human rights, and we ask them to commit to respecting fundamental human rights in their own companies and supply chains.

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.

On child and forced labor, an external auditor has verified the Casa Berardi mine as being compliant in accordance with the Towards Sustainable Mining (TSM) Protocol on the Prevention of Child and Forced Labor.

While risks related to child and forced labor are typically low in Canada, Hecla complies with the Fighting Against Forced Labour and Child Labour in Supply Chains Act and files an annual, public report. Our most recent report was filed on May 28, 2024.



Workers at Casa Berardi

**Our corporate governance and related documents are available on our website at [www.hecla.com](http://www.hecla.com) by selecting the tab titled “Company” and then selecting the tab titled “Governance and Ethics.” These include:**

- Bylaws
- Restated Certificate of Incorporation
- Corporate Governance Guidelines
- Whistleblower Policy
- Code of Conduct
- Code of Ethics: CEO and Senior Financial Officers
- Supplier Code of Conduct
- Human Rights Statement
- Safety and Health Policy
- Bribery and Anti-Corruption Policy (included in Code of Conduct)
- Charters of the Audit, Compensation, Governance and Social Responsibility, and Health, Safety, Environmental and Technical Committees of the Board



# Public Policy

Government policies are critical factors with impacts on Hecla and our stakeholders. We responsibly and constructively advocate on public policy issues that advance the company's goals. Our government affairs representatives meet with lawmakers and government officials on issues that directly impact the company such as tax and tariff policies, land use and access, permitting, and environmental, health, and safety standards. We are also members of trade associations that advocate on behalf of our industry.



Employees at  
Greens Creek



# Political Activities

Hecla strives to fully comply with all federal, state, local, and foreign laws governing lobbying and the contribution of funds or assets to candidates for political office or to political parties. Under U.S. federal law, we may not contribute corporate funds or make in-kind corporate contributions to candidates for federal office. The company may, from time to time, express an opinion about local and national issues affecting our business.

In the U.S., we maintain the Hecla Mining Company Political Action Committee (Hecla PAC), which is a forum for our employees and directors to voluntarily contribute to a fund that supports the election of candidates to federal office that support a regulatory and legislative environment conducive to the operation and development of our mines. The operation of the PAC complies with federal election law and regulations. In 2024, the Hecla PAC contributed \$12,000 to federal candidates.

Hecla engages with government, regulators, public policy makers, and non-governmental organizations directly and indirectly and via Hecla’s memberships in industry-related trade associations. Total trade association membership dues were approximately \$662,000 in 2024. Hecla did not employ a federal lobbyist in the U.S. in 2024. We spent \$60,000 on a state lobbyist in Montana.

Additional policies related to our dealings with government officials are included in our Code of Conduct and are reported annually to the Board.

Hecla supports employee and director participation in the political process, but it must occur in their private capacity and using their private time and property.

# Industry Associations

Hecla actively participates and holds leadership positions in national and regional organizations that advocate on behalf of our industry. Our Vice President–Corporate Development and Sustainability is on the ESG Task Force of the National Mining Association, and our Director–Governmental Affairs was on the Executive Committee of the American Exploration & Mining Association (AEMA) as immediate past-president.

## Hecla’s Industry Memberships in 2024

				
Alaska Miners Association	American Exploration & Mining Association	Association for Mineral Exploration	Canadian Institute of Mining, Metallurgy and Petroleum	
				
Alaska Metal Mines	Idaho Business for Education	Idaho Mining Association	Women's Mining Coalition	The Mining Association of Canada
				
National Mining Association	Nevada Mining Association	Prospectors & Developers Association of Canada	Quebec Mining Association	
				
The Silver Institute	Society for Mining, Metallurgy & Exploration	Idaho Association of Commerce & Industry	Yukon Chamber of Mines	



# Measuring our Progress

Concentrate loading  
facility at Greens Creek



# GRI Content Index

## Statement of use

Hecla Mining Company has reported with reference to the GRI Standards for the period of January 1 to December 31, 2024

## GRI 1 used

GRI 1: Foundation 2021

GRI Standard	Disclosure	Location
General Disclosures		
GRI 2: General Disclosures 2021	2-1 Organizational details	Introduction: About Hecla
	2-2 Entities included in the organization's sustainability reporting	Hecla Mining Company
	2-3 Reporting period, frequency and contact point	Introduction: About This Report
	2-4 Restatements of information	No restatements of information
	2-5 External assurance	No external assurance at this time
	2-6 Activities, value chain and other business relationships	Introduction: About Hecla
	2-7 Employees	Data Tables: Workforce
	2-8 Workers who are not employees	Data Tables: Workforce
	2-9 Governance structure and composition	Governance Policies & Structures: Corporate Governance Structures
	2-10 Nomination and selection of the highest governance body	Governance Policies & Structures: Corporate Governance Structures
	2-11 Chair of the highest governance body	Governance Policies & Structures: Corporate Governance Structures
	2-12 Role of the highest governance body in overseeing the management of impacts	Introduction: Our ESG Approach Governance Policies & Structures: Corporate Governance Structures
	2-13 Delegation of responsibility for managing impacts	Governance Policies & Structures: Corporate Governance Structures
	2-14 Role of the highest governance body in sustainability reporting	Governance Policies & Structures: Corporate Governance Structures
	2-15 Conflicts of interest	Governance Policies & Structures: Corporate Governance Structures
	2-16 Communication of critical concerns	Governance Policies & Structures: Corporate Governance Structures
	2-17 Collective knowledge of the highest governance body	Governance Policies & Structures: Corporate Governance Structures <b>2025 Proxy Statement</b> , Director Skills and Experience
	2-18 Evaluation of the performance of the highest governance body	<b>2025 Proxy Statement</b> , Board and Committee Self-Evaluation Process and Evaluation Process
	2-19 Remuneration policies	<b>2025 Proxy Statement</b> , Compensation Committee Procedures <b>2025 Proxy Statement</b> , Compensation of Non-management Directors <b>2025 Proxy Statement</b> , Compensation Risk Analysis <b>2025 Proxy Statement</b> , Compensation of Named Executive Officers
	2-20 Process to determine remuneration	<b>2025 Proxy Statement</b> , Compensation Committee Procedures <b>2025 Proxy Statement</b> , Compensation of Non-management Directors <b>2025 Proxy Statement</b> , Compensation Risk Analysis <b>2025 Proxy Statement</b> , Compensation of Named Executive Officers
	2-21 Annual total compensation ratio	<b>2025 Proxy Statement</b> , CEO Pay Ratio



GRI Content Index

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Introduction: From our President and CEO, Rob Krcmarov
	2-23 Policy commitments	Introduction: From our President and CEO, Rob Krcmarov Environment: Environmental Management Environment: Climate Change Social: Worker Safety & Health Social: Local Communities Social: Human Capital Management Governance: Governance Policies & Structures Governance: Public Policy
	2-24 Embedding policy commitments	Introduction: From our President and CEO, Rob Krcmarov Environment: Environmental Management Environment: Climate Change Social: Worker Safety & Health Social: Local Communities Social: Human Capital Management Governance: Governance Policies & Structures Governance: Public Policy
	2-25 Processes to remediate negative impacts	Social: Local Communities
	2-26 Mechanisms for seeking advice and raising concerns	Governance: Governance Policies & Structures
	2-27 Compliance with laws and regulations	Introduction: From our President and CEO, Rob Krcmarov Environment: Environmental Management Environment: Climate Change Social: Worker Safety & Health Social: Local Communities Governance: Governance Policies & Structures Data Tables: Environmental Compliance
	2-28 Membership associations	Social: Local Communities Governance: Public Policy
	2-29 Approach to stakeholder engagement	Introduction: From our President and CEO, Rob Krcmarov Introduction: Our ESG Approach Environment: Environmental Management Social: Local Communities Governance: Governance Policies & Structures
	2-30 Collective bargaining agreements	Governance Policies & Structures: Policies for Transparency, Ethics, and Anti-Corruption



# GRI Content Index

GRI Standard	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	Introduction: Our ESG Approach
Anti-corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	Governance Policies & Structures: Policies for Transparency, Ethics, and Anti-Corruption
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Governance Policies & Structures: Policies for Transparency, Ethics, and Anti-Corruption
Tax		
GRI 3: Material Topics 2021	3-3 Management of material topics	Environmental Management: Environmental Policies, Management, and Training
GRI 207: Tax 2019	207-1 Approach to tax	Governance Policies & Structures: Policies for Transparency, Ethics, and Anti-Corruption
	207-4 Country-by-country reporting	Data Tables: Total Government Contribution 2024
Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Environmental Management: Environmental Policies, Management, and Training
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Data Tables: Site Data
Water and Effluents		
GRI 3: Material Topics 2021	3-3 Management of material topics	Environmental Management: Environmental Policies, Management, and Training
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Environmental Management: Water
	303-2 Management of water discharge-related impacts	Environmental Management: Water
	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	Environmental Management: Environmental Policies, Management, and Training
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 Management: Biodiversity and Land
	304-2 Significant impacts of activities, products and services on biodiversity	Environment Management: Biodiversity and Land
	304-3 Habitats protected or restored	Environment Management: Biodiversity and Land
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Environment Management: Biodiversity and Land



GRI Content Index

GRI Standard	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
GRI 305: Emissions 2016	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	Environmental Management: Air: Non-GHG Air Emissions Data Tables: Non-GHG Air Emissions
Waste		
GRI 3: Material Topics 2021	3-3 Management of material topics	Environmental Management: Environmental Policies, Management, and Training
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Environmental Management: Tailings and Waste
	306-2 Management of significant waste-related impacts	Environmental Management: Tailings and Waste
	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 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Worker Safety & Health: Safety and Health Management System
	403-2 Hazard identification, risk assessment, and incident investigation	Worker Safety & Health: 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	Worker Safety & Health: Promoting Employee Wellness



# GRI Content Index

GRI Standard	Disclosure	Location
GRI 403: Occupational Health and Safety 2018	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	Worker Safety & Health: Safety and Health Management System
	403-9 Work-related injuries	Worker Safety & Health: Safety and Health Performance Data Tables: Health & Safety
	403-10 Work-related ill health	Data Tables: Health & Safety
Diversity and Equal Opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	Human Capital Management: Board and Management Oversight of HCM
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Data Tables: Workforce
Rights of Indigenous Peoples		
GRI 3: Material Topics 2021	3-3 Management of material topics	Local Communities: Indigenous Relations
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Local Communities: Indigenous Relations
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	Local Communities: Stakeholder Engagement Approach
Occupational Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Social: Worker Safety & Health
Public Policy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Governance: Public Policy
GRI 415: Public Policy 2016	415-1 Political contributions	Public Policy: Political Activities
Customer Privacy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Governance: Governance Policies & Structures
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Governance Policies & Structures: Risk Management



# 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	Climate Change: Performance: Reducing GHG Emissions 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	Climate Change: Climate Targets, Performance: Reducing GHG Emissions
Air Quality	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N <sub>2</sub> O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	EM-MM-120a.1	Environmental Management: Air: Non-GHG Air Emissions Data Tables: Non-GHG Air Emissions
Energy Management	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	EM-MM-130a.1	Climate Change: Performance: Reducing GHG Emissions Data Tables: Site Data
Water Management	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	EM-MM-140a.1	Environmental Management: Water Data Tables: Water
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	EM-MM-140a.2	Environmental Management: Water
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	Environmental Management: Tailings and Waste
	Description of waste and hazardous materials management policies and procedures for active and inactive operations	EM-MM-150a.10	Environmental Management: Tailings and Waste Data Tables: Tailings Table
Biodiversity Impacts	Description of environmental management policies and practices for active sites	EM-MM-160a.1	Environmental Management: Biodiversity and Land
	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	EM-MM-160a.2	Percentage not available
	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	EM-MM-160a.3	Environmental Management: Biodiversity and Land



SASB Content Index

Disclosure	Accounting Metric	Code	Section Reference
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	Local Communities: Indigenous Relations
	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	Local Communities: Indigenous Relations Governance Policies & Structures: 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
	(1) Number and (2) duration of non-technical delays	EM-MM-210b.2	Data Tables: Community Relations
Labor Relations	Percentage of active workforce employed under collective agreements	EM-MM-310a.1	Governance Policies & Structures: Policies for Transparency, Ethics, and Anti-Corruption
	(1) Number and (2) duration of strikes and lockouts	EM-MM-310a.2	There were no strikes or lockouts during the reporting period. Governance Policies & Structures: Policies for Transparency, Ethics, and Anti-Corruption
Workforce Health & Safety	(1) All-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) direct employees and (b) contract employees	EM-MM-320a.1	Worker Safety & Health: Safety and Health Performance Data Tables: Health and Safety
Business Ethics & Transparency	Description of the management system for prevention of corruption and bribery throughout the value chain	EM-MM-510a.1	Governance Policies & Structures: Policies for Transparency, Ethics, and Anti-Corruption
	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-MM-510a.2	No production came from the 20 lowest rated countries on the index.
Tailings Storage Facilities Management	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	EM-MM-540a.1	Data Tables: Tailings Table
	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	EM-MM-540a.2	Environmental Management: Tailings and Waste
	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	EM-MM-540a.3	Environmental Management: Tailings and Waste
Activity Metric	Production of (1) metal ores and (2) finished metal products	EM-MM-000.A	Data Tables: Production
	Total number of employees, percentage contractors	EM-MM-000.B	Data Tables: Workforce



TCFD Content Index

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



TSM Content Index

Protocol	Indicator	Reference
Biodiversity Conservation Management	Corporate biodiversity conservation commitment, accountability, and communications	Environmental Management: Biodiversity and Land
	Facility-level biodiversity conservation planning and implementation	Environmental Management: Biodiversity and Land
	Biodiversity conservation reporting	Environmental Management: Biodiversity and Land
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	Preparedness	Environment: Climate Change Social: Worker Safety & Health Governance: Governance Policies & Structures
	Review	Environment: Climate Change Social: Worker Safety & Health Governance: Governance Policies & Structures
	Training	Environment: Climate Change Social: Worker Safety & Health Governance: Governance Policies & Structures
Equitable, Diverse, and Inclusive Workplaces	Leadership and strategy	Human Capital Management: Board and Management Oversight of HCM Human Capital Management: Supporting All Members of our Workforce
	Advancing equity, diversity, and inclusion	Human Capital Management: Supporting All Members of our Workforce
	Monitoring, performance, and reporting	Human Capital Management: Board and Management Oversight of HCM
Prevention of Child and Forced Labour	Preventing forced labour	Governance Policies & Structures: Human Rights
	Preventing child labour	Governance Policies & Structures: Human Rights
Indigenous and Community Relationships	Community of Interest (COI) Identification	Social: Local Communities
	Effective COI Engagement and Dialogue	Local Communities: Stakeholder Engagement Approach
	Effective Indigenous Engagement and Dialogue	Local Communities: Indigenous Relations
	Community Impact and Benefit Management	Local Communities: Economic Impact Local Communities: Local Donations and Volunteerism
	COI Response Mechanism	Local Communities: Stakeholder Engagement Approach







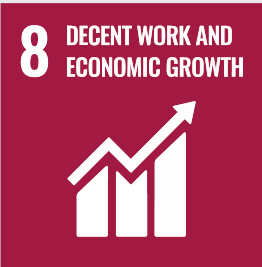


# TSM Content Index

Protocol	Indicator	Reference
Safe, Healthy, and Respectful Workplaces	Commitments and Accountability	Social: Worker Safety & Health
	Safety and Health Management Systems	Worker Safety & Health: Safety and Health Management System
	Psychological Safety and Respectful Behaviour	Worker Safety & Health: Policies and Standards Worker Safety & Health: Promoting Employee Wellness
	Training, Behaviour and Culture	Worker Safety & Health: Employee Training and Engagement Worker Safety & Health: Promoting Employee Wellness
	Monitoring and Reporting	Worker Safety & Health: Safety and Health Management System Worker Safety & Health: Safety and Health Performance
	Physical Safety and Health Performance	Worker Safety & Health: Safety and Health Performance
Tailings Management	Tailings management policy and commitment	Environmental Management: Tailings and Waste
	Assigned accountability and responsibility for tailings management	Environmental Management: Tailings and Waste
	Tailings management system and emergency preparedness	Environmental Management: Tailings and Waste
	Operation, maintenance, and surveillance (OMS) manual	Environmental Management: Tailings and Waste
	Annual tailings management review	Environmental Management: Tailings and Waste
Water Stewardship	Water Governance	Environmental Management: Water
	Operational Water Management	Environmental Management: Water
	Watershed-scale Planning	Environmental Management: Water
	Water Reporting and Performance	Environmental Management: Water



# 2024 Progress on UN Sustainable Development Goals

SDG	Progress
	In 2024, Hecla held an inaugural company-wide, tools-down Safety Day, with a pause of all operations to enable everyone to focus on their approaches to safety.
	Hecla developed updates to the Safety and Health Policy to reflect our new Safety 365 values and associated commitments.
	Hecla's Lucky Friday mine had a very successful showing at the 2024 Central Mine Rescue Competition, taking first place overall as well as in the field competition, rope rescue competition, and team technician competition. The Lucky Friday team also came second in the first aid competition.
	43% of Hecla's Charitable Foundation and Contributions were spent towards education.
	Hecla provided a range of support for students and schools, such as hosting mine tours, collecting and donating school supplies to the Juneau School District, and contributing \$10,000 for the Juneau Symphony Strings Camp. We organize career fairs and other educational opportunities and established two high school internships for Indigenous students from Angoon.
	At Lucky Friday, Hecla engineers are creating a system to recycle water from tailings ponds to use within the mine. We made significant progress towards the goal of reducing site-wide discharge by 35% (from a 2022 baseline) by 2025, by recycling enough water on-site to meet the mine's operational needs.
	In 2024, Lucky Friday installed a chiller for the underground, allowing the team to reuse water and thus reduce water discharge.
	At Casa Berardi, we have reduced water consumption by an estimated 20,000 cubic meters per year. This is due to reusing water from the processing facility water in the paste backfill plant.
	In 2024, we achieved a 10.5% reduction in energy consumption company-wide compared to our 2019 baseline.
	Hecla is continually looking for opportunities to improve our intake of renewable energy and reduce our intake of carbon-intensive energy sources, including by seeking opportunities to construct solar generation systems.

SDG	Progress
	As part of our recruitment strategy, we have developed relationships with universities' mining schools to engage with candidates for operational and technical roles. We also work with local universities to recruit candidates for positions in accounting, human resources, and information technology.
	When seeking to fill open positions, we prioritize local hiring as part of our corporate responsibility and social obligation to the communities where we operate. As of December 31, 2024, we had a total of 1,817 employees. When excluding our camp locations, 79% of hiring was done locally in 2024, and 83% of our senior managers were local to their communities.
	In 2024, Hecla contributed more than \$233 million to our local communities through wages, bonuses, and severance.
	In 2024, we achieved a 38% reduction in Scopes 1 and 2 GHG emissions and a 10.5% reduction in energy consumption company-wide compared to our 2019 baseline. Scopes 1 and 2 GHG emissions and energy consumption reductions were accomplished through operating efficiencies that lower the use of electricity, diesel fuel, gasoline, natural gas, and propane.
	As part of our enterprise risk management processes, we incorporate climate-related risks and opportunities into our risk management and strategic planning processes aligned with the TCFD framework. We periodically conduct structured high-level risk assessments (HLRAs). Our expanded approach includes a Climate-Related Physical Risk Assessment, which was conducted in 2022 to identify and monitor potential exposure to material climate-related risks.
	In 2024, Hecla secured 29 abandoned mine lands at our Aurora site with fencing, berms, and signage. This allows bats and other animals to still use the shafts as habitat while protecting humans and large wildlife.
	In northwest Montana, Hecla owns approximately 8,600 acres of land, of which approximately 6,400 acres have been 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, we have donated approximately \$700,000 to Montana Fish, Wildlife and Parks to support a Grizzly Bear Management Specialist.
	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.



Environmental  
Data Tables

1 – The baseline year for calculations is 2019. The chosen consolidation approach for emissions is facilities under operational control. Following our acquisition of Keno Hill and changes to our mining method at Casa Berardi, our operational boundary has changed, and we are in the process of establishing a new baseline year and GHG reduction target. 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 Fifth Assessment Report. Hecla continues to refine and improve its methodology to collect and report GHG emissions, and our emissions numbers are subject to change in future years.

2 – Scope 1 estimated employing U.S. Environmental Protection Agency (EPA) reporting standards, protocols, methodologies, and other related guidance. For vehicle combustion emissions, methods and emission factors from the Greenhouse Gas Inventory Guidance, Direct Emissions from Mobile Combustion Sources, from the U.S. EPA Center for Corporate Climate Leadership were employed. For non-vehicle combustion emissions (electricity generation, heating), 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 (40 CFR Part 98) / Greenhouse Gas Reporting Program (GHGRP) were utilized. The emission factor for explosives use was based on the Energy Use and GHG Emissions Inventory Worksheet, from The Mining Association of Canada.

3 – Scope 2 emissions are estimated from site-level sources. The Greens Creek Mine is an interruptible customer of Alaska Electric Light & Power Company (AEL&P), required to purchase surplus hydroelectricity, so purchased electricity GHG emissions are zero. The CO<sub>2</sub>e emission factor for Mexico's National Electric System (2023) was used for the San Sebastian Mine. Casa Berardi Mine and Lucky Friday Mine use supplier-specific CO<sub>2</sub>e emission factors (2023) for the power supplied by Hydro-Québec and Avista, respectively. Hecla's Nevada operations use a supplier-specific CO<sub>2</sub>e emission factor (2023) for the power supplied by NV Energy. The Yukon Territory CO<sub>2</sub>e emission factor (2023-2024 value) from Canada's National Inventory Report, May 2024, was used for the Keno Hill mine. For Hecla's Montana operations, the NWPP (WECC Northwest) subregion CO<sub>2</sub>e emission factor from the U.S. EPA Emissions & Generation Resource Integrated Database (eGRID2023) was employed. Finally, Grouse Creek used the Idaho CO<sub>2</sub>e emission factor from the eGRID2023 database.

Disclosure	2022	2023	2024	GRI/SASB Standards
Production				
Silver (ounces)	14,182,987	14,342,863	16,169,930	EM-MM-000.A
Gold (ounces)	175,807	151,259	141,923	EM-MM-000.A
Lead (metric tonnes)	44,192	44,462	47,641	EM-MM-000.A
Zinc (metric tonnes)	58,738	66,758	60,154	EM-MM-000.A
Silver Equivalent (ounces)	42,307,434	36,468,610	37,555,068	EM-MM-000.A
Gold Equivalent (ounces)	510,988	439,071	444,297	EM-MM-000.A
GHG Emissions <sup>1</sup>				
GHG Scope 1 (metric tonnes CO <sub>2</sub> e) <sup>2</sup>	64,203	65,345	81,788	305-1; EM-MM-110a.1
GHG Scope 1 (metric tonnes biogenic CO <sub>2</sub> e)	1,820	1,352	1,980	305-1; EM-MM-110a.1
GHG Scope 2 (metric tonnes CO <sub>2</sub> e) <sup>3</sup>	25,026	19,504	28,227	305-2
GHG Scopes 1 & 2 (metric tonnes CO <sub>2</sub> e)	91,049	86,201	111,995	305-1, 305-2; EM-MM-110a.1
GHG Emissions Intensity (scopes 1 & 2 metric tonnes CO <sub>2</sub> e / silver ounce)	0.006	0.006	0.007	305-4
GHG Emissions Intensity (scopes 1 & 2 metric tonnes CO <sub>2</sub> e / silver-equivalent ounces)	0.002	0.002	0.003	305-4
GHG Emissions Intensity (scopes 1 & 2 metric tonnes CO <sub>2</sub> e / gold-equivalent ounces)	0.178	0.196	0.252	305-4
Non-GHG Air Emissions				
CO (metric tonnes)	4.85	3.57	3.14	305-7; EM-MM-120a.1
NOx (metric tonnes)	90.00	71.58	45.40	305-7; EM-MM-120a.1
SOx (metric tonnes)	0.02	0.02	0.01	305-7; EM-MM-120a.1
Water <sup>4</sup>				
Fresh Water Withdrawal From Surface Water (gallons)	799,425,064	1,644,038,462	944,846,964	303-3; EM-MM-140a.1
Fresh Water Withdrawal From Ground - Production Wells (gallons)	54,299,818	65,516,374	71,770,822	303-3; EM-MM-140a.1
Fresh Water Withdrawal From Ground - Mine Dewatering (gallons)	1,783,645,860	714,455,717	1,195,691,604	303-3; EM-MM-140a.1
Other Water Managed (gallons)	757,156,685	0	0	303-3; EM-MM-140a.1
Total Water Used in Mining or Process Operations (gallons)	2,091,417,477	2,019,639,655	2,016,633,156	
Water Recycled to Mining or Process Operations (gallons)	1,299,638,697	1,343,769,882	1,448,203,740	
Percentage of Process Water Recycled	62%	67%	72%	
Water Discharged to Fresh Surface Water (gallons)	1,827,086,760	1,374,105,217	1,636,811,235	303-4



Environmental  
Data Tables

Disclosure	2022	2023	2024	GRI/SASB Standards
Water Discharged to Seawater (gallons)	656,661,900	609,838,093	557,803,291	303-4
Water Discharged to Ground Water (gallons)	821,106,536	679,528,412	466,738,596	303-4
Water Discharged to Third Parties (gallons)	6,564,467	0	0	303-4
Water Contained in Tailings (gallons)	265,160,662	254,993,218	283,390,779	303-5; EM-MM-140a.1
Water Contained in Concentrate (gallons)	1,268,210	1,019,560	1,679,983	303-5; EM-MM-140a.1
Waste				
Waste Rock				
Waste Rock Produced (metric tonnes)	4,276,343	5,562,353	14,392,690	306-3; EM-MM-150a.6
Waste Rock Deposited at Surface Facilities (metric tonnes)	3,694,130	2,566,645	11,472,649	
Waste Rock Used in Surface Construction (metric tonnes)	625,824	2,524,715	3,834,299	
Waste Rock Used as Backfill Underground (metric tonnes)	397,040	236,018	216,786	
Tailings				
Tailings Produced (metric tonnes)	2,448,516	2,276,204	2,524,231	306-3; EM-MM-150a.5
Tailings Recycled (metric tonnes)	564,931	508,399	627,008	306-4
Tailings Deposited (metric tonnes)	1,883,585	1,767,805	1,897,223	306-5
Non-Mineral Waste				
Non-mineral Waste Produced (metric tonnes)	2,316	1,599	2,178	306-3; EM-MM-150a.4
Non-mineral Waste Recycled (metric tonnes)	1,485	963	1,382	306-4
Preparation for Reuse - On-site (metric tonnes)	0	0	0	306-4
Preparation for Reuse - Off-site (metric tonnes)	0	0	0	306-4
Recycling - On-site (metric tonnes)	0	0	0	306-4
Recycling - Off-site (metric tonnes) <sup>5</sup>	1,485	963	1,382	306-4
Other Recovery Operations - On-site (metric tonnes)	0	0	0	306-4
Other Recovery Operations - Off-site (metric tonnes)	0	0	0	306-4
Non-mineral Waste Directed to Disposal (metric tonnes)	831	636	796	306-5
Non-hazardous Waste - Off-site Landfill (metric tonnes)	639	533	782	306-5
Non-hazardous Waste - On-site Landfill (metric tonnes)	0	0	0	306-5
Non-hazardous Waste - Off-site Incineration With Energy Recovery (metric tonnes)	0	0	1	306-5

4 - Hecla has no water withdrawal from seawater or third-party sources. Withdrawal and discharge figures do not align as Hecla does not currently track withdrawal from rainwater.

5 - Unless otherwise specified, recycled material is assumed to be recycled off site as opposed to other recovery options.



# Environmental Data Tables

Disclosure	2022	2023	2024	GRI/SASB Standards
Non-hazardous Waste - Off-site Incineration Without Energy Recovery (metric tonnes)	2	1	0	306-5
Non-Hazardous Waste - On-site Incineration With Energy Recovery (metric tonnes)	0	0	0	306-5
Non-Hazardous Waste - On-site Incineration Without Energy Recovery (metric tonnes)	0	0	0	306-5
Non-Hazardous Waste - Off-site Other Disposal (metric tonnes)	191	102	13	306-5
Non-Hazardous Waste - On-site Other Disposal (metric tonnes)	0	0	0	306-5
Hazardous Waste				
Hazardous Waste Produced (metric tonnes)	953	517	1,995	306-3; EM-MM-150a.7
Hazardous Waste Recycled (metric tonnes)	340	256	345	306-4; EM-MM-150a.8
Preparation for Reuse - On-site (metric tonnes)	0	0	0	306-4
Preparation for Reuse - Off-site (metric tonnes)	0	0	0	306-4
Recycling - On-site (metric tonnes)	0	0	0	306-4
Recycling - Off-site (metric tonnes) <sup>5</sup>	0	0	0	306-4
Other Recovery Operations - On-site (metric tonnes)	0	0	0	306-4
Other Recovery Operations - Off-site (metric tonnes)	0	0	0	306-4
Hazardous Waste Directed to Disposal (metric tonnes)	613	261	1,650	306-5
Hazardous Waste - Off-site Landfill (metric tonnes)	20	70	407	306-5
Hazardous Waste - On-site Landfill (metric tonnes)	0	0	0	306-5
Hazardous Waste - Off-site Incineration With Energy Recovery (metric tonnes)	0	1	3	306-5
Hazardous Waste - Off-site Incineration Without Energy Recovery (metric tonnes)	2	2	1	306-5
Hazardous Waste - On-site Incineration With Energy Recovery (metric tonnes)	0	0	0	306-5
Hazardous Waste - On-site Incineration Without Energy Recovery (metric tonnes)	0	0	0	306-5
Hazardous Waste - Off-site Other Disposal (metric tonnes)	591	188	1,239	306-5
Hazardous Waste - On-site Other Disposal (metric tonnes)	0	0	0	306-5
Environmental Training				
Average Training for Full-time Employees	1.75	0.71	2.49	404-1
Average Training for Contract Employees	0.53	0.30	4.05	404-1

5 - Unless otherwise specified, recycled material is assumed to be recycled off site as opposed to other recovery options.



# Environmental Data Tables

Disclosure	2022	2023	2024	GRI/SASB Standards
Environmental Compliance				
Number of NOVs Received	4	24	20	2-27
Number of Fines Levied	0	0	3	2-27
Fines Levied (US\$)	0	39	188,679	2-27
Number of Environmental Training Hours - Employees	3,227	1,271	4,529	EM-MM-320a.1
Number of Environmental Training Hours - Contractors	360	201	2,142	EM-MM-320a.1
Permit Exceedances - Water Related	20	59	35	EM-MM-140a.2
Permit Exceedances - Non-water Related	0	0	6	EM-MM-140a.2

Site Data	Greens Creek	Casa Berardi	Lucky Friday	Nevada Operations	San Sebastian (Mexico)	Keno Hill	Montana Operations	Grouse Creek	GRI/SASB Standards
GHG Emissions									
GHG Scope 1 (metric tonnes CO <sub>2</sub> e)	20,877	46,244	2,438	60	153	11,569	382	66	305-1; EM-MM-110a.1
GHG Scope 1 (metric tonnes biogenic CO <sub>2</sub> e)	0	0	1,980	0	0	0	0	0	305-1; EM-MM-110a.1
GHG Scope 2 (metric tonnes CO <sub>2</sub> e)	0	82	23,823	1,831	35	1,985	224	248	305-2; EM-MM-110a.1
GHG Scopes 1 & 2 (metric tonnes CO <sub>2</sub> e)	20,877	46,326	28,241	1,891	188	13,554	606	314	305-1, 305-2; EM-MM-110a.1
Energy									
Electricity Used (kWh)	64,155,950	131,741,045	75,388,365	5,357,638	80,719	24,811,291	781,656	1,739,678	302-1; EM-MM-130a.1
#2 Diesel for Mobile Equipment (gallons)	1,371,575	4,062,084	22,541	1,475	9,002	686,347	2,403	2,202	302-1; EM-MM-130a.1
Biodiesel (B70) for Mobile Equipment (gallons)	0	0	299,285	0	0	0	0	0	302-1; EM-MM-130a.1
#2 Diesel for Electricity Generation/Stationary (gallons)	621,101	0	0	0	0	0	0	0	302-1; EM-MM-130a.1
Gasoline for Mobile Equipment (gallons)	16,185	135,573	8,294	1,517	6,865	84,428	1,968	4,975	302-1; EM-MM-130a.1
Propane for Heating (gallons)	3,442	333,083	0	5,434	0	647,845	59,202	0	302-1; EM-MM-130a.1
Natural Gas for Heating (cubic feet)	0	0	20,681,898	0	0	0	2,890	0	302-1; EM-MM-130a.1
Surface/Underground Emulsion & ANFO (pounds)	2,737,225	15,421,120	740,770	0	0	477,028	0	0	302-1; EM-MM-130a.1



Social Data Tables

Disclosure	2022	2023	2024	GRI/SASB Standards
Workforce				
All Employees	2,534	2,455	2,348	2-7; EM-MM-000.B
Percentage of Which Are Contract Employees	27%	28%	23%	2-8; EM-MM-000.B
Health and Safety <sup>6</sup>				
Work-related Injuries				
For All Full-time Employees:				
Fatalities as a Result of Ill Health	0	0	0	403-10
Cases of Recordable Ill Health	3	7	3	403-10
Number of Fatalities as a Result of Work-related Injury	0	0	0	403-9; EM-MM-320a.1
Rate of Fatalities as a Result of Work-related Injury	0	0	0	403-9; EM-MM-320a.1
Number of High-consequence Work-related Injuries	2	0	0	403-9; EM-MM-320a.1
Rate of High-consequence Work-related Injuries	0.12	0.00	0.00	403-9; EM-MM-320a.1
Number of Recordable Work-related Injuries	22	24	29	403-9; EM-MM-320a.1
Rate of Recordable Work-related Injuries	1.31	1.35	1.61	403-9; EM-MM-320a.1
Number of Near Misses (close calls)	895	728	644	403-9; EM-MM-320a.1
Near Miss Frequency Rate (NMFR)	53.13	41.10	35.70	403-9; EM-MM-320a.1
Number of Hours Worked	3,369,124	3,543,443	3,605,003	403-9
For All Contract Employees:				
Fatalities as a Result of Ill Health	0	0	0	403-10
Cases of Recordable Ill Health	0	0	0	403-10
Number of Fatalities as a Result of Work-related Injury	0	0	0	403-9; EM-MM-320a.1
Rate of Fatalities as a Result of Work-related Injury	0	0	0	403-9; EM-MM-320a.1
Number of High-consequence Work-related Injuries	0	0	0	403-9; EM-MM-320a.1
Rate of High-consequence Work-related Injuries	0.00	0.00	0.00	403-9; EM-MM-320a.1
Number of Recordable Work-related Injuries	6	0	17	403-9; EM-MM-320a.1
Rate of Recordable Work-related Injuries	0.99	1.70	2.52	403-9; EM-MM-320a.1
Number of Near Misses (close calls)	52	95	326	403-9; EM-MM-320a.1
Near Miss Frequency Rate (NMFR)	8.58	14.70	48.30	403-9; EM-MM-320a.1

6 - Rates have been calculated based on 200,000 hours worked.



Social Data Tables

Disclosure	2022	2023	2024	GRI/SASB Standards
Number of Hours Worked	1,212,049	1,296,640	1,350,888	403-9
Total Number of Hours Worked by All Employees (full-time and contract)	4,581,173	4,840,083	4,955,891	403-9
Health & Safety Training				
Average Hours of Health, Safety, and Emergency Response Training for Full-time Employees	23.7	17.4	18.2	404-1; EM-MM-320a.1
Average Hours of Health, Safety, and Emergency Response Training for Contract Employees	19.7	15.0	17.6	404-1; EM-MM-320a.1
Average Hours of Health, Safety, and Emergency Response Training for All Employees	22.6	16.7	18.1	404-1; EM-MM-320a.1
Community Relations				
Number of Non-technical Delays	0	0	0	EM-MM-210b.2
Duration of Non-technical Delays (days)	0	0	0	EM-MM-210b.2
Workforce Demographics				
Non-exempt				
Demographics by Gender				
Number of Women	85	66	69	405-1
Percentage of Women	6%	5%	5%	405-1
Number of Men	1,297	1,208	1,287	405-1
Percentage of Men	94%	95%	95%	405-1
Demographics by Age				
Number Ages 29 and Under	328	289	281	405-1
Percentage Ages 29 and Under	24%	23%	21%	405-1
Number Ages 30-49	695	647	712	405-1
Percentage Ages 30-49	50%	51%	52%	405-1
Number Ages 50 and Over	359	336	363	405-1
Percentage Ages 50 and Over	26%	26%	27%	405-1
Demographics by Race (Percentage, U.S. only)				
Hispanic or Latino	4%	2%	2%	405-1
American Indian or Alaska Native	3%	4%	4%	405-1
Asian	0%	0%	0%	405-1
Black or African American	1%	2%	1%	405-1



Social Data Tables

Disclosure	2022	2023	2024	GRI/SASB Standards
Native Hawaiian or Other Pacific Islander	2%	2%	2%	405-1
Two or More Races (not Hispanic or Latino)	1%	3%	3%	405-1
White	88%	88%	88%	405-1
Exempt (non-executive)				
Demographics by Gender				
Number of Women	112	105	114	405-1
Percentage of Women	24%	22%	26%	405-1
Number of Men	359	366	330	405-1
Percentage of Men	76%	78%	74%	405-1
Demographics by Age				
Number Ages 29 and Under	71	77	85	405-1
Percentage Ages 29 and Under	15%	16%	19%	405-1
Number Ages 30-49	238	246	229	405-1
Percentage Ages 30-49	51%	52%	52%	405-1
Number Ages 50 and Over	162	151	130	405-1
Percentage Ages 50 and Over	34%	32%	29%	405-1
Demographics by Race (Percentage, U.S. only)				
Hispanic or Latino	5%	5%	5%	405-1
American Indian or Alaska Native	0%	0%	0%	405-1
Asian	2%	5%	6%	405-1
Black or African American	1%	1%	2%	405-1
Native Hawaiian or Other Pacific Islander	0%	0%	0%	405-1
Two or More Races (not Hispanic or Latino)	1%	4%	4%	405-1
White	95%	85%	83%	405-1
Executive				
Demographics by Gender				
Number of Women	1	1	2	405-1
Percentage of Women	7%	7%	12%	405-1



Social Data Tables

Disclosure	2022	2023	2024	GRI/SASB Standards
Number of Men	13	13	15	405-1
Percentage of Men	93%	93%	88%	405-1
Demographics by Age				
Number Ages 29 and Under	0	0	0	405-1
Percentage Ages 29 and Under	0%	0%	0%	405-1
Number Ages 30-49	2	2	4	405-1
Percentage Ages 30-49	13%	14%	24%	405-1
Number Ages 50 and Over	13	12	13	405-1
Percentage Ages 50 and Over	87%	86%	76%	405-1
Demographics by Race (Percentage, U.S. only)				
Hispanic or Latino	9%	9%	6%	405-1
American Indian or Alaska Native	0%	0%	0%	405-1
Asian	7%	9%	6%	405-1
Black or African American	0%	0%	0%	405-1
Native Hawaiian or Other Pacific Islander	0%	0%	0%	405-1
Two or More Races (not Hispanic or Latino)	0%	0%	0%	405-1
White	84%	82%	88%	405-1
Total				
Demographics by Gender				
Number of Women	198	172	185	405-1
Percentage of Women	11%	10%	10%	405-1
Number of Men	1,669	1,587	1,632	405-1
Percentage of Men	89%	90%	90%	405-1
Demographics by Age				
Number Ages 29 and Under	399	366	366	405-1
Percentage Ages 29 and Under	21%	21%	20%	405-1
Number Ages 30-49	935	895	945	405-1
Percentage Ages 30-49	50%	51%	52%	405-1



# Social Data Tables

Disclosure	2022	2023	2024	GRI/SASB Standards
Number Ages 50 and Over	534	499	506	405-1
Percentage Ages 50 and Over	29%	28%	28%	405-1
Demographics by Race (Percentage, U.S. only)				
Hispanic or Latino	3%	2%	3%	405-1
American Indian or Alaska Native	3%	3%	3%	405-1
Asian	1%	1%	1%	405-1
Black or African American	1%	2%	1%	405-1
Native Hawaiian or Other Pacific Islander	1%	1%	2%	405-1
Two or More Races (not Hispanic or Latino)	2%	3%	3%	405-1
White	89%	87%	87%	405-1



Governance Data Tables

Disclosure	2022	2023	2024	GRI/SASB Standards
Board Composition				
Gender Demographics				
Number of Men	4	5	5	405-1
Number of Women	2	2	3	405-1
Percentage of Women	33%	29%	38%	405-1
Racial Demographics				
Number of White Members	5	6	7	405-1
Number of Black Members	0	0	0	405-1
Number of Asian Members	1	1	1	405-1
Number of Hispanic/Latino Members	0	0	0	405-1
Number of American Indian or Alaska Native Members	0	0	0	405-1
Number of Native Hawaiian or Other Pacific Islander Members	0	0	0	405-1
Number of Two or More Races (not Hispanic or Latino) Members	0	0	0	405-1
Percentage of Non-white Members	17%	14%	13%	405-1
Age Demographics				
Number Ages 29 and Under	0	0	0	405-1
Number Ages 30-49	0	0	1	405-1
Number Ages 50 and Over	6	7	7	405-1
Board Independence				
Number of Independent Directors	5	6	7	2-9



Subsidiary	Region Impact Level	All Government Payments Including Taxes, Royalties, Fees, Etc.	Wages, Bonuses, & Severance	Other Royalties	Sponsorships & Gifts Govt. & Non-Govt.	Scholarships & Donations	Payments to Vendors	Total
Hecla Corporate	CDA, Vancouver B.C.	\$8,998,610	\$18,456,317	\$70,500	\$15,319	\$100,060	\$100,852,646	\$128,493,452
Greens Creek	Alaska	\$27,307,149	\$86,357,257	\$987,675	-	\$343,897	\$151,562,124	\$266,558,102
Casa Berardi	Val d'Or	\$36,605,867	\$45,753,434	-	\$42,414	\$14,567	\$177,473,822	\$259,890,104
Lucky Friday	Mullan, ID	\$12,795,983	\$54,179,556	\$18,000	-	\$18,347	\$104,233,946	\$171,245,833
Minera Hecla	Durango, MX	\$1,536,255	\$1,785,507	\$75,000	\$19,159	\$1,085	\$609,140	\$4,026,146
Nevada Operations	Nevada	\$2,687,523	\$2,827,219	\$22,414	-	\$5,600	\$3,459,012	\$9,001,768
Grouse Creek	Idaho	\$119,148	\$283,929	-	-	-	\$598,888	\$1,001,964
Hecla Yukon	Yukon	\$18,694,028	\$23,502,591	-	-	\$28,559	\$137,387,436	\$179,612,614
Hecla Silver Valley	Silver Valley	\$265,493	\$228,866	\$15,600	-	-	\$353,835	\$863,795
Hecla Charitable Foundation	Idaho, Alaska, Colorado, Canada, Montana, Nevada	-	-	-	-	\$619,549	-	\$619,549
Montana	Montana	\$415,426	\$319,205	-	-	\$3,825	\$1,349,092	\$2,087,548
Totals		\$109,425,483	\$233,693,882	\$1,189,189	\$76,893	\$1,135,488	\$677,879,942	\$1,023,400,877

7 - Certain columns may not sum due to rounding.



Economic Data Tables <sup>7</sup>

Total Government Contributions 2024

Location	Goods and Services Tax (Canada) and Use Tax (U.S.)	Income 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 <sup>8</sup>	Total Contributions
Canada	\$33,109,486	\$3,528,046	\$14,278,849	\$237,438	-	\$2,329,443	\$17,742	\$33,552	\$927,134	\$838,205	\$55,299,896
Casa Berardi	\$25,524,732	\$3,528,046	\$4,133,991	\$220,575	-	\$1,415,441	\$17,742	-	\$927,134	\$838,205	\$36,605,867
Hecla Yukon	\$7,584,754	-	\$10,144,858	\$16,863	-	\$914,002	-	\$33,552	-	-	\$18,694,028
U.S.	\$1,124,954	\$3,933,860	\$41,982,955	\$2,984,281	-	\$84,421	\$968	\$3,500	\$605,556	\$1,868,836	\$52,589,332
Greens Creek	\$1,030,645	\$3,925,006	\$19,866,495	\$2,076,066	-	\$77,404	-	\$3,500	\$328,034	-	\$27,307,149
Lucky Friday	\$53,786	\$8,854	\$12,121,323	\$565,329	-	-	\$968	-	\$11,144	\$34,578	\$12,795,983
Nevada Operations	\$40,524	-	\$644,788	\$342,886	-	\$7,018	-	-	\$266,378	\$1,385,929	\$2,687,523
Grouse Creek	-	-	\$76,679	-	-	-	-	-	-	\$42,469	\$119,148
Hecla Silver Valley	-	-	\$149,837	-	-	-	-	-	-	\$115,656	\$265,493
Montana Operations	-	-	\$125,223	-	-	-	-	-	-	\$290,203	415,426
Hecla Corporate	-	-	\$8,998,610	-	-	-	-	-	-	-	\$8,998,610
Mexico	-	-	\$597,073	\$7,328	\$928,784	\$1,267	-	-	\$1,802	-	\$1,536,255
San Sebastian	-	-	\$597,073	\$7,328	\$928,784	\$1,267	-	-	\$1,802	-	\$1,536,255
Total	\$34,234,440	\$7,461,907	\$56,858,877	\$3,229,047	\$928,784	\$2,415,132	\$18,710	\$37,052	\$1,534,493	\$2,707,041	\$109,425,483

7 - Certain columns may not sum due to rounding.

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



Economic Data Tables

Tailings Table <sup>9</sup>

Facility Name	Location	Ownership Status	Operational Status	Construction Method	Maximum Permitted Storage Capacity (metric tonnes)	Current Amount of Tailings Stored (metric tonnes)	Consequence Classification	Date of the Most Recent Independent Technical Review	Material Findings	Mitigation Measures	Site-specific EPRP
Keno Hill	Yukon, Canada	Owned and Operated	Operational	N/A - Filtered Tailings Stack	907,000	211,000	N/A	July 2023	None	N/A	Yes
Lucky Friday MTIS #4	Idaho, U.S.	Owned and Operated	Operational	Downstream	1,805,000	1,289,000	High	May 2024	None	N/A	Yes
Greens Creek	Alaska, U.S.	Owned and Operated	Operational	N/A - Filtered Tailings Stack	23,000,000	10,962,000	N/A	July 2024	None	N/A	Yes
Casa Berardi Cell 7	Quebec, Canada	Owned and Operated	Operational	Centerline	7,850,000	3,700,000	Very High	August 2024	None	N/A	Yes

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





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