

2025

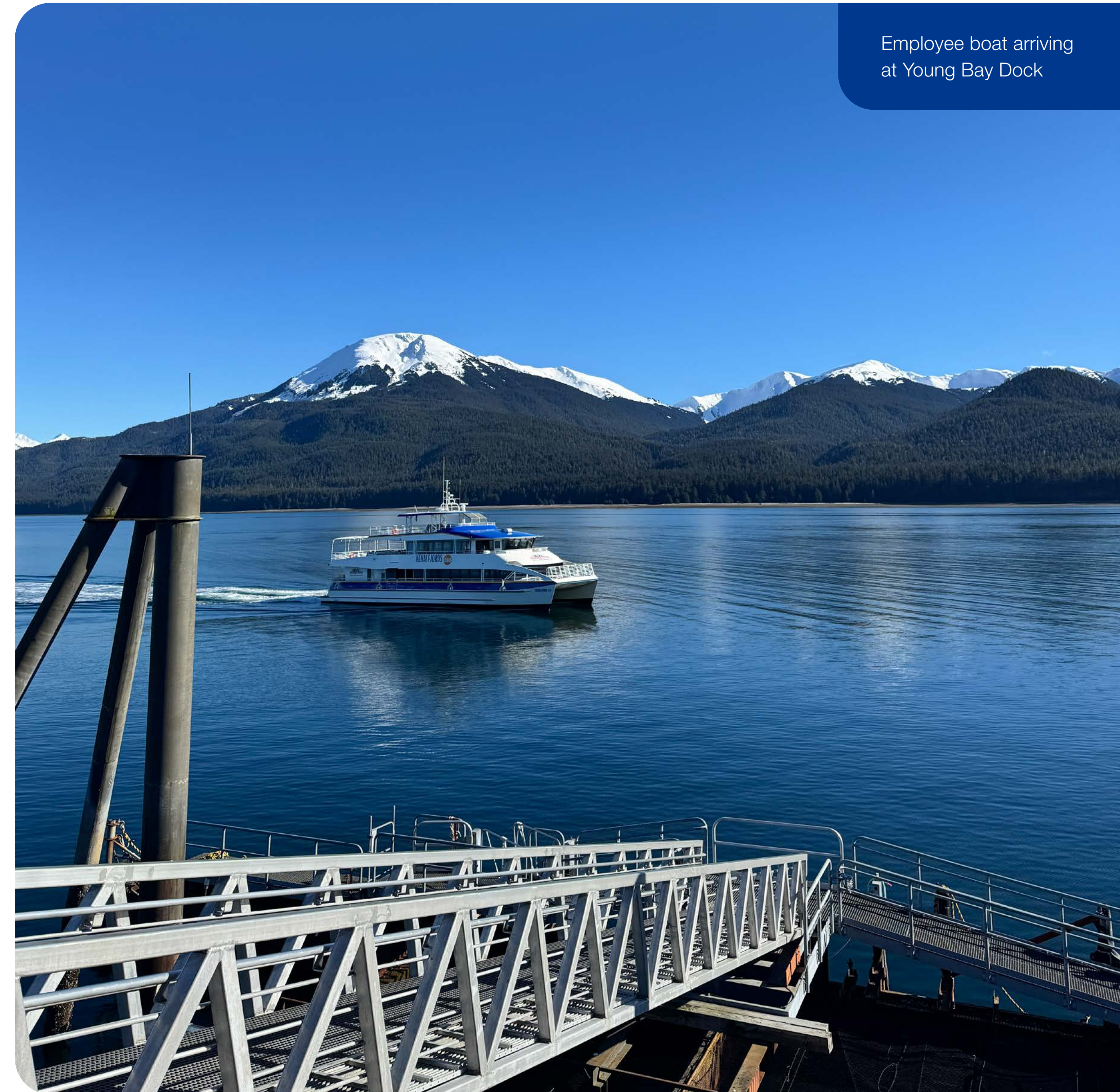
Sustainability Report

Cautionary Note Regarding 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, 2025, which is available on our website or at 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.

Employee boat arriving at Young Bay Dock



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2025 Highlights

Adopted Sustainability Policy



first formal, public-facing policy with an accompanying internal standard to guide our unwavering commitment to responsible and sustainable mining

Embedded Safety 365 framework



achieved a 13% TRIFR improvement and held the second annual company-wide Safety Day

Launched HeclaConnect



new company-wide intranet improves transparency by providing employees with better access to corporate resources and enables collaboration across sites and disciplines

Created Hecla Women's Advisory Committee



new initiative to attract, retain, and advance talented women across the organization

Expanded mental health benefits



free access to live mental health specialists for U.S. employees and their dependents for in-the-moment support and crisis mitigation

Accelerated ERDC reclamation project



designed, built, and commissioned a temporary water treatment facility and began relocating 1 million cubic meters of tailings to consolidation area

Secured 53 abandoned mine features in Nevada



installed fencing, berms, and signage to allow bats and other animals to still use the features as habitat while protecting humans and large wildlife

Delivered \$1B in economic benefits



including more than \$23 million from payment of taxes, concession fees, and permits and more than \$289 million in wages, bonuses, and severance

Rolled out Fatality Prevention Program



implemented training on critical risk management at Greens Creek, Lucky Friday, and Keno Hill; building on a successful pilot at Casa Berardi

Managed greenhouse gas emissions



achieved an intensity ratio of metric tonnes of GHG emissions per silver ounce produced of 0.007, one of the lowest in the industry

Letter from our President and CEO, Rob Krcmarov

Transforming from Strong Foundations

Hecla is a premier silver producer that has pioneered responsible mining practices that benefit our environment, people, and communities. I am inspired by our legacy of innovation and our relentless pursuit of excellence in safety, environmental stewardship, and community engagement. As we pivoted in 2025 to a stronger focus on silver production, we also worked tirelessly and as a team to bring our mining sites together with improved systems to ensure consistency and opportunity for everyone at Hecla.

“**Hecla stands on a foundation of five essential components: a culture of innovation, ethical leadership, empowered and supported employees, proactive care for our environment, and responsiveness to our communities.**”

Pairing Profit with Purpose

In 2025, Hecla produced 17.0 million ounces of silver, exceeding 2024 production by over 5% and at the top end of consolidated silver production guidance, while maintaining high environmental standards and improving our safety performance. I am pleased that our record again proves the possibilities for financial success alongside steadfast commitment to responsible mining.

In 2025, the U.S. government granted FAST-41 status to Hecla exploration sites in Alaska, Montana, and Nevada, enabling expedited federal review. The FAST-41 designation is made for infrastructure projects of national significance and acknowledges the strategic importance of developing domestic silver and copper resources.

The Year in Sustainability

This 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:** We achieved a 13% improvement in safety performance alongside embedding our Safety 365 Values into all employee trainings and company-wide policy, supported by a five-month education campaign that concluded with our second annual Safety Day
- **Environmental management:** We established a public-facing Sustainability Policy and an accompanying internal standard to ensure our environmental management system supports our environmental commitments
- **Indigenous relations:** We maintained our strong relationship with First Nations partners, including through standing monthly meetings with the First Nation of Na-Cho Nyäk Dun (FNNND) and meeting frequently with the FNNND Development Corporation to review business opportunities for community members

- **Economic contribution:** We had an economic impact of approximately \$1 billion, and prioritized local hiring and procurement
- **Community support:** We donated almost \$685,000 to 95 organizations through the Hecla Charitable Foundation
- **Support for all employees:** We increased opportunities for professional mobility within Hecla and enhanced access to mental health resources, both for our employees and their family members

Defining Success at Hecla

Hecla stands on a foundation of five essential components: a culture of innovation, ethical leadership, empowered and supported employees, proactive care for our environment, and responsiveness to our communities. These efforts bolster a successful business strategy by creating long-term value for all our stakeholders.

Hecla is ready to produce the critical minerals that the world will need – with demand already high – to power our future. Our sustainability work, in turn, is essential to the future of Hecla.

We appreciate the support of all our stakeholders on Hecla’s sustainability efforts, and we look forward to communicating with you about our continued progress.

Rob Krcmarov

President & Chief Executive Officer



Letter from the Board

2025 Was a Pivotal Year for Hecla

During 2025, we accelerated our transition toward becoming a more focused North American silver company at a time when secure, domestic supply of critical minerals has become increasingly important. This shift is not simply about portfolio composition – it underscores a broader commitment to disciplined capital allocation, operational consistency, and long-term value creation.

Our approach is straightforward: performance and responsibility must advance together. We continued to prioritize the integration of sustainability into our business strategy, governance and risk management processes. We have established measurable targets to guide our advancement on sustainability topics, and our executive compensation program has direct links to sustainability goals, reinforcing accountability at the leadership level.

In 2025, the company safely delivered strong production performance while strengthening environmental and sustainability governance across the organization. Key developments included formalizing our Sustainability Policy, strengthening internal standards, and maintaining consistent engagement with Indigenous partners and local communities.

Looking ahead, we continue to focus on ensuring our strategy is resilient, responsible, and aligned with stakeholder expectations. Priorities for 2026 include

further improvement in safety performance and operational efficiency, alongside continued investment in transparent stakeholder engagement and focused community development.

Silver plays an essential role in electrification, renewable energy systems, and modern technologies. With operations located in stable North American jurisdictions and guided by a clear strategic and governance framework, Hecla is well positioned to meet this demand responsibly.

Our objective is not simply to participate in this market - but to lead in how it is supplied.

The achievements outlined in this report reflect the collective efforts of our exceptional team and the invaluable support of our employees, customers, suppliers, communities, partners and investors. Together, we are building a more sustainable future—one that honors our historical legacy while embracing the responsibilities of tomorrow.

Alice Wong

Hecla Board of Directors
Chairperson, Governance and
Social Responsibility Committee



How Hecla Reports on Sustainability Performance

Publish annual Sustainability Report based on priority sustainability topics

Transparently discuss efforts to reduce our greenhouse gas emissions

Benchmark performance against the Sustainability Accounting Standards Board (SASB) Metals and Mining Standard

Report against relevant aspects of the Task Force on Climate-related Financial Disclosures (TCFD)

Post regular updates on Hecla's website

Report with reference to the Global Reporting Initiative (GRI) standards, including its 2024 sector standard for mining, which took effect on January 1, 2026

For some operations in Canada, report using applicable areas of the Towards Sustainable Mining (TSM) protocols

About Hecla

Responsible Producer of Critical Minerals

At Hecla Mining Company, we are dedicated to responsibly producing essential metals that power innovation and enrich lives. Founded in 1891, Hecla has built lasting value through operational excellence, environmental stewardship, and an unwavering commitment to the health and safety of our people and communities. Today we stand as a premier North American silver company.

Hecla Mining Company (NYSE:HL) is the oldest NYSE-listed precious metals mining company and the largest silver producer in the United States and Canada, with our operations at Greens Creek, Lucky Friday, and Keno Hill producing 37% of all the silver in the United States and 29% of all the silver in Canada, making it the biggest silver producer in both countries.

In 2025, Hecla advanced our transformation, begun a year ago under our new leadership, with the dramatic result of shifting from production-driven to value-driven planning and analytics-based decision making. With this foundation built, now we are delivering. We are more united than ever across our diverse locations, working together to fulfill the Hecla Values (see page 9).

In 2025, the U.S. Department of the Interior designated silver as a critical mineral. This inclusion will shepherd new innovation, investment, and uses of silver.

It is more important than ever for countries to secure their critical resources. The world is experiencing strong demand for silver and a high deficit. Silver is essential to a wide range of modern and emerging technologies, including semiconductors, energy systems, and defense applications, due to its unmatched electrical and thermal conductivity.

We operate in premier jurisdictions with predictable rule of law – primarily the U.S. and Canada. A reliable supply from such jurisdictions is essential to meet rising demand without relying on geopolitically sensitive refining regions. Hecla owns mines with long lives, great potential for further growth, and high-grade minerals.

We also mine gold, lead, copper, and zinc. Copper, lead, and zinc are listed as critical minerals by both the U.S. Department of Interior and Natural Resources Canada. Zinc and lead are elements of battery production, making them essential as the world transitions to lower-carbon sustainable energy systems. Domestic sources of these metals provide stability amid disruption of global supply chains.

In 2025, successful exploration activities in high-grade mining districts positioned Hecla to increase our contributions to a reliable domestic supply of silver. In early 2026, Hecla announced an agreement to sell its subsidiary that owns the Casa Berardi operation in Quebec, Canada, with the agreement closing in March 2026. The transaction advances Hecla's strategic transformation to focus on its premier silver assets.

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 by the Numbers in 2025

\$23M

total government contribution

51,990

safety and health training hours

0.007

GHG Scopes 1 & 2 emissions intensity

1,865

total employees

17M

silver production in ounces

67%

process water recycled

4,616

environmental training hours

43%

women on the Board of Directors

1.69

total recordable injury frequency rate (TRIFR)
for all employees (full-time and contract)

For our 135-year history, Hecla has been committed to operating 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 that guide our actions and decisions and reflect our commitment to excellence.

Our Values are:



People and safety first



Integrity and teamwork



Empowerment and engagement



Sustainability excellence



Accountability and results



Innovation and continuous improvement



Celebrating Hecla's 135th anniversary year and Investor Day at New York Stock Exchange

Our Approach

Hecla's Path to Sustainable Mining

Hecla has integrated sustainability into its business strategy from the highest levels of leadership and planning. We focus on several sustainability priorities that we carefully established through consultations with a range of stakeholders. All told, our goal is to ensure our mining operations yield low environmental impact and high social benefit.

For details on our materiality assessment and subsequent priority update, see page 66 of the Appendix to this report.

Sustainability commitment: Hecla is deeply committed to sustainable mining practices as an embodiment of our company's core values – environmental stewardship, transparency, community partnership, and operational excellence. All levels of our company stand by our commitment to sustainable and safe mining practices that respect the lands we work on, build lasting relationships with communities, and provide enduring benefits for current and future generations.

“ We stand by our commitment to sustainable and safe mining practices that respect the lands we work on, build lasting relationships with communities, and provide enduring benefits for current and future generations.

Sustainability policy: In 2025, Hecla adopted a Sustainability Policy to guide our unwavering commitment to responsible and sustainable mining. The principles and commitments outlined in the Policy aim to ensure that our operations contribute to environmental and social wellbeing.

To deliver on our commitments, Hecla outlines clear accountability for sustainability across the company's organizational levels. The Policy calls for setting specific, measurable, achievable, relevant and time-bound (SMART) sustainability goals and publicly reporting against progress. It also affirms our commitment to allocating adequate resources to meet our social and environmental commitments.

Sustainability goals: Hecla's Board has established quantitative targets to guide our advancement on sustainability topics. Our executive compensation program for 2025 had, and will continue to have, direct links to sustainability goals. Details regarding incentives for safety performance are further discussed in the **Worker Safety and Health** chapter.

Sustainability tracking and reporting: Hecla operations vary greatly from site to site, depending on the environmental conditions, community and cultural heritage factors, and economic setting. Therefore, we take a site-specific approach to reporting on our sustainability impacts while ensuring consistent standards and high-quality data with centralized leadership and governance from the corporate office.

Sustainability Goals Tied to Executive Compensation

Topic	Goal	2025 Compensation Target
Safety	Advance our long-term trend in reducing injuries	Total Reportable Injury Frequency Rate (TRIFR) reduction target set at 1.22, which is a 5% improvement on our 3-year average for the period 2020-2022 and our target since 2023
Environmental	Reduce reportable incidents at the operating sites	Reduce reportable incidents at each operating site by 10% relative to the two-year trailing average



Keno Hill, Yukon



Sustainability Excellence

A Hecla Value

PROTECTING THE Environment

Keno Hill
Yukon Territory, Canada

Lucky Friday, Idaho



Chapter 1

Water

Caring for What Connects Us All

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. Our 2025 Sustainability Policy establishes our commitment to:

- Pursuing opportunities to reduce both water usage and impacts to water
- Protecting and preserving water quality by proactive water management and management of sources of potential contamination



Greens Creek

Admiralty Island, Alaska

Water monitoring and treatment: We developed a successful solution for reducing sediment from water before it reaches the environment, using dissolving flocculent blocks that bind suspended particles together, causing sediment to settle out before water enters natural waterways, thereby reducing turbidity and protecting water quality.

Response and preparedness: Because we move oil and diesel over a waterway, Hawk Inlet, we are required to conduct regular tests of the facility response plan. Our spill response drills take place at least twice per year to demonstrate that we are able to respond within an hour to capture any spilled material.



Keno Hill

Yukon Territory, Canada

Water treatment: By capturing more solids underground, we have reduced the volume requiring treatment at the plant. We also improved our capture of stormwater in an expanded mill pond.

In addition, we have continued to build out our water management team and process, advancing our effort to drive down the number of water-related exceedances.

Risk assessment: We performed high-level risk assessments on all eight water treatment facilities at the Keno Hill and ERDC sites to confirm appropriate redundancies to minimize risk to workers, communities, and the environment.



ERDC

Yukon Territory, Canada

Water treatment: We advanced the design and construction of water treatment facilities to ensure proper treatment before discharging water into the environment. See [Chapter 4](#) for more information on water management at ERDC.



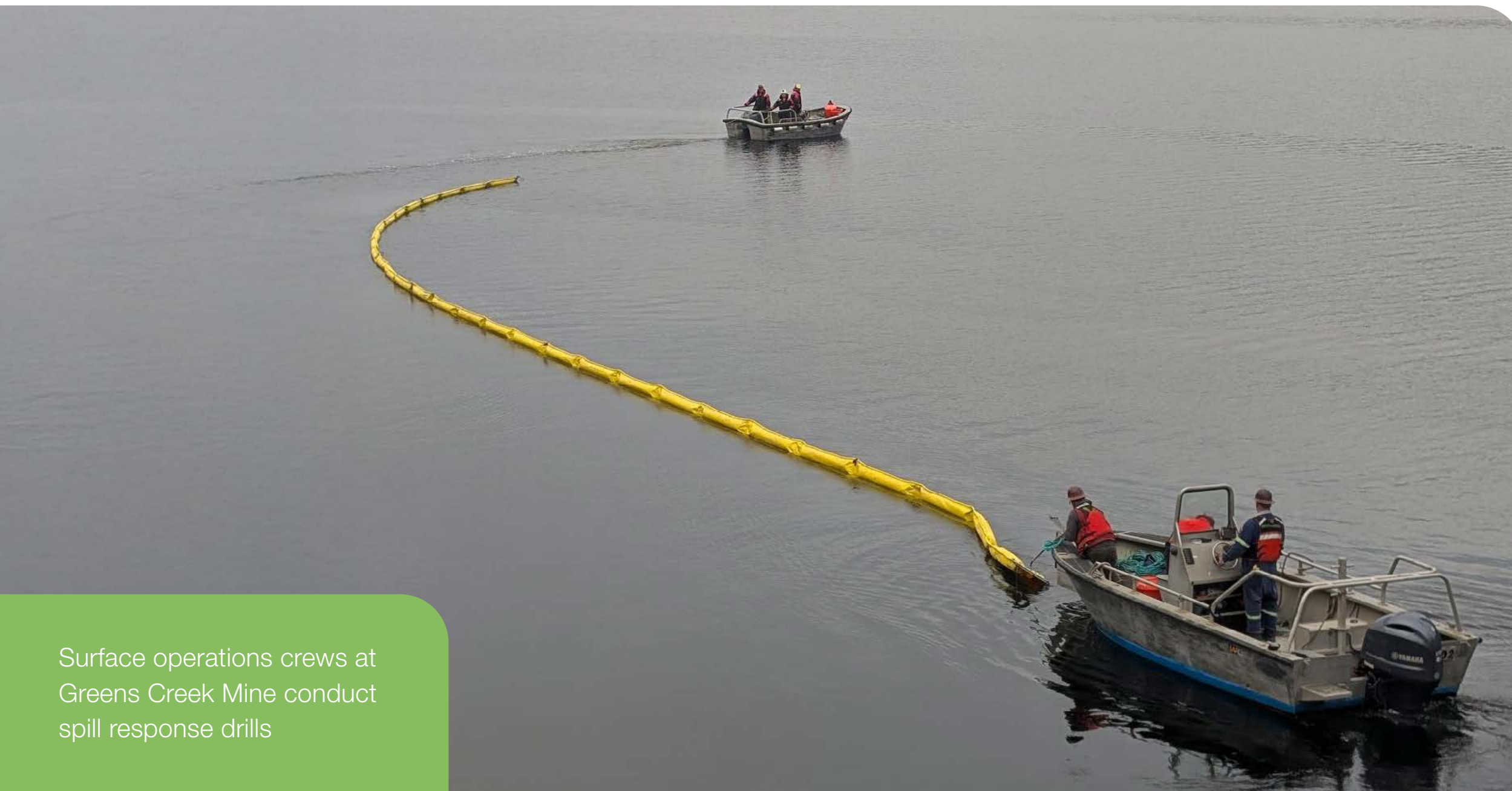
Lucky Friday

Mullan, Idaho

Water management: Lucky Friday has undertaken an ambitious project to dramatically reduce the volume of water usage and subsequently the volume of treated water discharged into the South Fork of the Coeur d'Alene River. To realize this goal, our engineers are implementing multiple projects to improve water management at the mine site and optimize operations.

Lucky Friday has a water management working group to oversee water-related issues with members from several departments. Members meet weekly to discuss water treatment performance, permit compliance needs, and water-related projects. The water management working group is also part of a wider working group, which meets quarterly regarding water usage at the mine site, tailings storage, development rock management, and long-term projects with environmental effects.

Environmental coordination: Lucky Friday's Environmental Department holds Environmental Committee meetings that are open to all employees to discuss aspects of the environmental program including permits, regulatory framework, and current environmental projects. Committee meetings address non-compliance issues such as recent spills, with a focus on incident response and learnings.



Surface operations crews at Greens Creek Mine conduct spill response drills

Lucky Friday, Idaho



Chapter 2

Tailings and Waste

Innovating for Responsible Management

Hecla strives to reduce waste generation at all stages of the mining process. This extends to tailings as well as both hazardous and non-hazardous waste. We adopt two strategies for excellence in tailings management:

1

Hecla was an early developer of the dry stack method of tailings management.

In this method, tailings are filter-pressed to a low moisture content and then placed into a “dry stack” that does not dam or impound water. This minimizes the surface footprint of storing our tailings, lessening the impact on nearby wildlife habitat and significantly reducing the consequences of failure, as discussed in our detailed [white paper](#) on the method.

We piloted the dry stack method at Greens Creek and now utilize it at Keno Hill as well. It also has potential for application at other operations.

2

We strive to maximize the use of tailings as backfill underground so we have less to store on the surface. Our remaining surface tailings have increased stability, improved safety, and reduced surface disturbance.



Greens Creek

Admiralty Island, Alaska

Reducing waste – tailings: In 2025, Greens Creek reused 54% of tailings as backfill instead of going to the dry stack.

Reducing waste – mineral recovery: Minerals in our tailings at Greens Creek include arsenic, barium, bismuth, cadmium, chromium, copper, gallium, germanium, gold, lead, manganese, nickel, silver, vanadium, and zinc. We are studying the economic potential of recovering and re-processing critical minerals from mine tailings, including through a partnership with the University of Alaska-Fairbanks. We have estimated that the tailings could hold approximately \$6.8 billion in gross value.* Reprocessing tailings would also reduce needs for storage and reclamation.

54% of tailings were reused by Greens Creek as backfill



Keno Hill

Yukon Territory, Canada

Reducing surface storage needs: We constructed a cemented tails backfill plant to reuse tailings as backfill instead of going to the dry stack tailings facility.

Independent reviews: Hecla has established an independent tailings review board. The board’s 2025 review identified no critical issues related to immediate threats for the stability of our tailings facility. The review board provided recommendations for reducing worker safety risk and identified technical considerations as our team develops options for in-pit disposal at the site. We are implementing the board’s recommendations on a number of topics.

We also completed a third-party waste audit focused on acid rock discharge and metal leaching. We are implementing recommendations in 2026, starting with an update to our waste rock management plan.

Waste management: We made our waste management program more systematic, with lockable, labelled containers for each type of waste, clear instructions for employees, and greater sensitivity to the presence of bears.



Lucky Friday

Mullan, Idaho

Concurrent reclamation: In 2025, we successfully managed concurrent projects related to several tailings storage facilities, each at a different stage, as described below.

We completed the successful reclamation of three legacy facilities and fulfilled all reclamation obligations, with the reclamation bond being released from the last such site by the State of Idaho in 2025.

We continue to operate in another tailings storage facility, while at the same time constructing a new storage facility that will be needed for future operation of the mine.

The creation of a new facility is a several-year project including conceptual planning, property procurement, design, and engineering, culminating with securing construction approval from the Idaho Department of Water Resources. Reclamation planning and final closure considerations are integrated into the design and construction process to ensure long-term environmental performance.

The successful management of Hecla’s tailings storage facilities highlights our commitment to both effective reclamation and responsible environmental stewardship. We routinely update our closure plans for tailings storage facilities in coordination with the State of Idaho, and we incorporate evolving best practices in structural and environmental engineering throughout each facility’s lifecycle.

* This estimate is highly preliminary and does not represent a mineral resource or reserve as defined under SEC Regulation S-K Subpart 1300 or NI 43-101.

Greens Creek, Alaska



Chapter 3

Biodiversity and Land

Protecting and Promoting Nature

Protecting biodiversity at Hecla's mine sites and in surrounding habitats is a critical element of our operations, especially when they are situated near species that require accommodation for nesting or migration. Once mining is complete, we ensure comprehensive and timely reclamation of the mined lands, which incorporates meaningful local community input, to transform sites for productive uses that benefit local ecosystems and communities.

Planning around habitats and species: Our planning process for new projects takes a comprehensive approach to land and habitat management activities, with adjustment for the specific conditions of each location. First, during permitting, we commission on-the-ground surveys that adhere to U.S. Endangered Species Act protocol for all federally listed and sensitive species likely to fall within the project area or indirect impacts area. We then incorporate reduction, mitigation, and monitoring measures into project plans. In doing so, 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.

Hecla is a strong supporter of species and habitat protection. For example, at Green's Creek, decades of mining activity have coexisted with thriving grizzly bear and wildlife populations. Hecla has also provided financial support for the restoration of historically logged regions of the Kootznoowoo Wilderness, in Alaska, and to grizzly bear projects in the area around Libby, Montana.

When Hecla creates plans to restore or improve habitat around its operations, the site often seeks approval and support from external parties. At Lucky Friday and other locations, we conduct or commission assessments of the environmental impacts of our work to establish goals for eventual restoration. Assessments could include studies of water treatability, ensuring we adhere to or outperform discharge standards of the U.S. Clean Water Act.

Comprehensive approach to land and habitat management activities

Phase 1 - Permitting



Commission on-the-ground surveys that adhere to Endangered Species Act protocol for all federally listed and sensitive species likely to fall within the project area or indirect impacts area

Phase 2 - Planning



Incorporate reduction, mitigation, and monitoring measures into project plans



Consult with local communities and members of Indigenous Peoples for guidance and input about local species of plants and wildlife

Phase 3 - Assessing Impact



Conduct or commission assessments of the environmental impacts of our work and establish goals for eventual restoration

Reclamation: As part of minimizing environmental impacts of our operations, reclamation of mined lands is an integral part of every Hecla project. Our operating sites are required to maintain reclamation and closure plans, which are reviewed annually to ensure that operations provide for successful closure and rehabilitation.

Hecla maintains approximately \$224 million in guaranteed outside bonds to ensure that closure and reclamation occur at all of our sites. We perform a structured corporate review of company-wide assets and reclamation obligations on a quarterly basis to ensure appropriate plans and financial accruals are in place, and a combined site- and corporate-level review on an annual basis. Our Audit Committee provides a report on the material elements of the annual review to our Board of Directors.

In 2025, Hecla managed reclamation projects at various phases. Our closed facility in Troy, Montana, saw significant reclamation progress this year. Our sites' tailored efforts to protect sensitive species and manage habitats are also highlighted in the following pages.

Site closure and revegetation



Conduct comprehensive hazard assessments



Dispose of materials at approved facilities



Where soil analysis confirm no mine-related impacts, restore area using locally sourced, ecologically appropriate seed mixes, often in partnership with regional seed banks



Apply soil amendments, stabilizers, and erosion control measures as needed



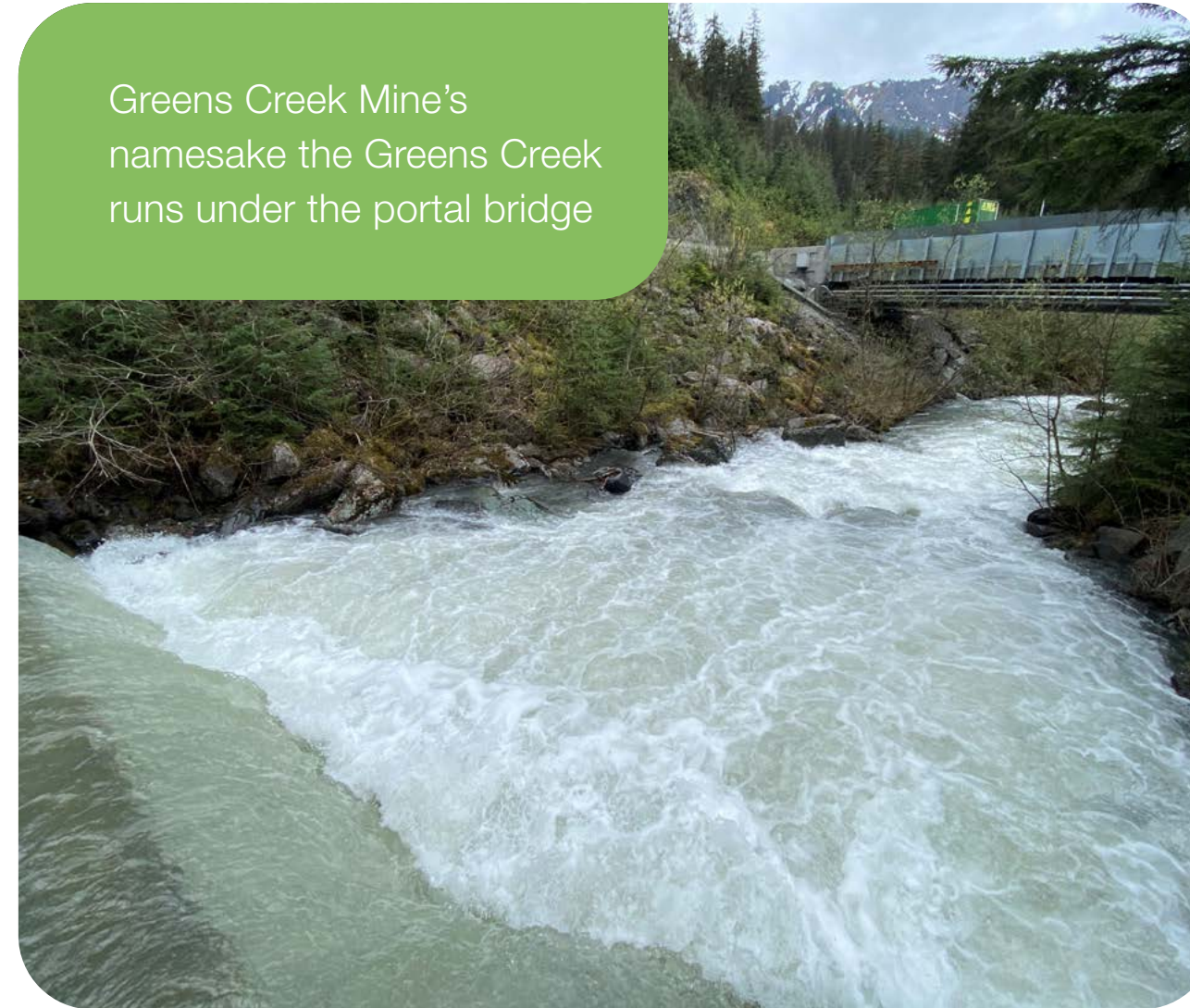
90%+

revegetation success rate at our closed facility in Troy, Montana, even on alpine slopes

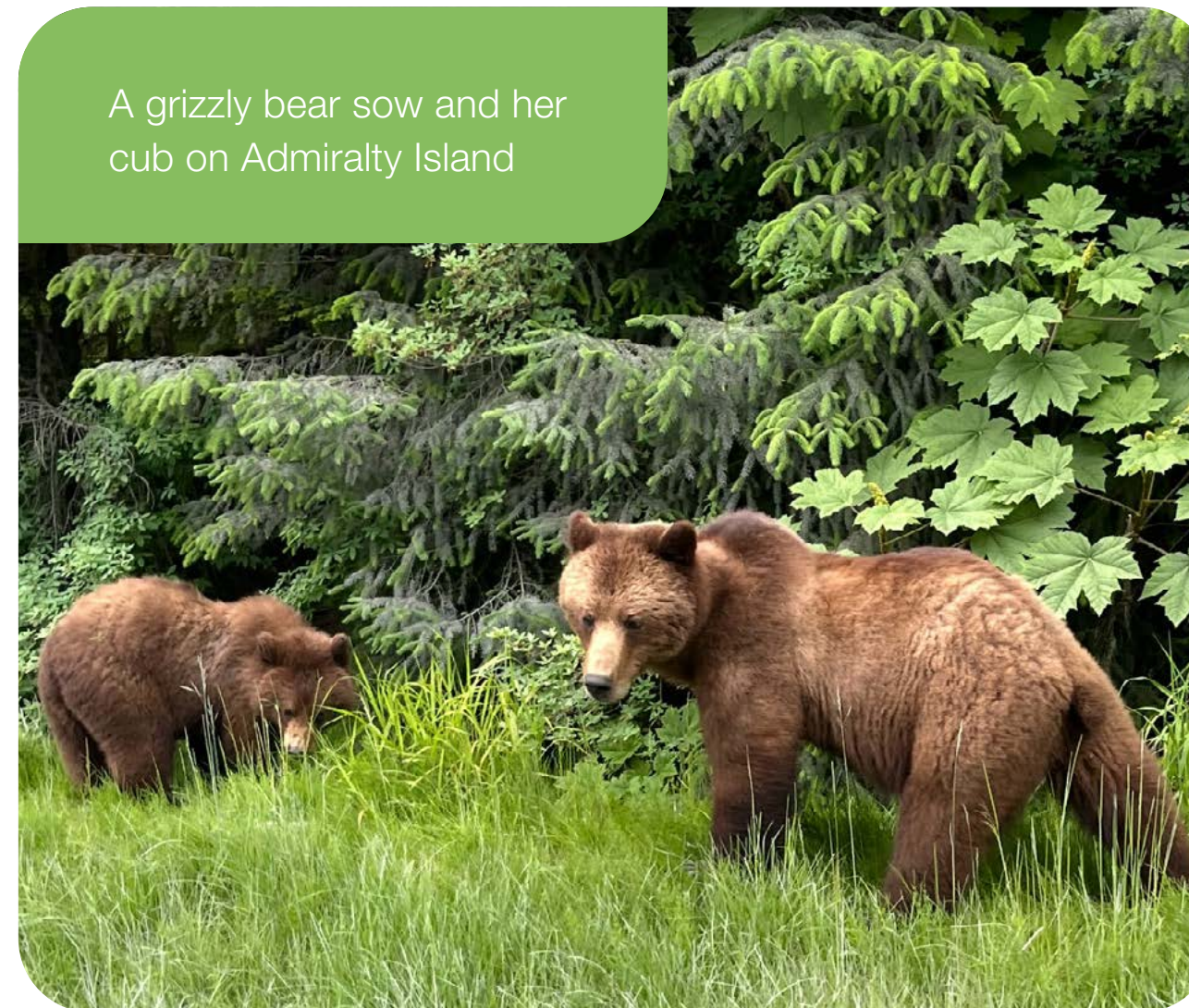
Bald eagles spotted at Greens Creek



Greens Creek Mine's namesake the Greens Creek runs under the portal bridge



A grizzly bear sow and her cub on Admiralty Island



Greens Creek

Admiralty Island, Alaska

The Greens Creek facility operates within Alaska's Admiralty Island National Monument, one of the world's most ecologically significant protected areas. Our privilege to work in this exceptional environment comes with profound responsibility. In compliance with the Alaska National Interest Lands Conservation Act, we have established one of the industry's strongest environmental records, with habitat protection central to every operational decision.

Our commitment extends well beyond regulatory compliance. We have invested in comprehensive conservation research, including large-scale studies on brown bear populations and bald eagle nesting patterns, contributing valuable scientific data that benefits the broader conservation community.

Invasive species management: In 2025, we developed and implemented a comprehensive invasive weed management plan. This initiative ensures our operations do not introduce invasive species and helps preserve the area's native plant communities.

Bald eagle protection: Prior to expanding our tailings facility, working with U.S. Fish and Wildlife we conducted a detailed bald eagle survey to identify active nesting sites and ensure our activities would not disturb these protected birds. This approach reflects our commitment to making decisions based on the most current ecological data.

Expanded fish habitat: For the second consecutive year, juvenile coho salmon have been documented above our intake weir. Our annual biomonitoring program has demonstrated that the weir does not impede fish passage. In fact, this discovery has opened an additional 1,600 feet of spawning habitat, directly expanding the habitat available to salmon populations in the watershed.

These achievements demonstrate that responsible resource development and habitat conservation are not mutually exclusive.



Keno Hill

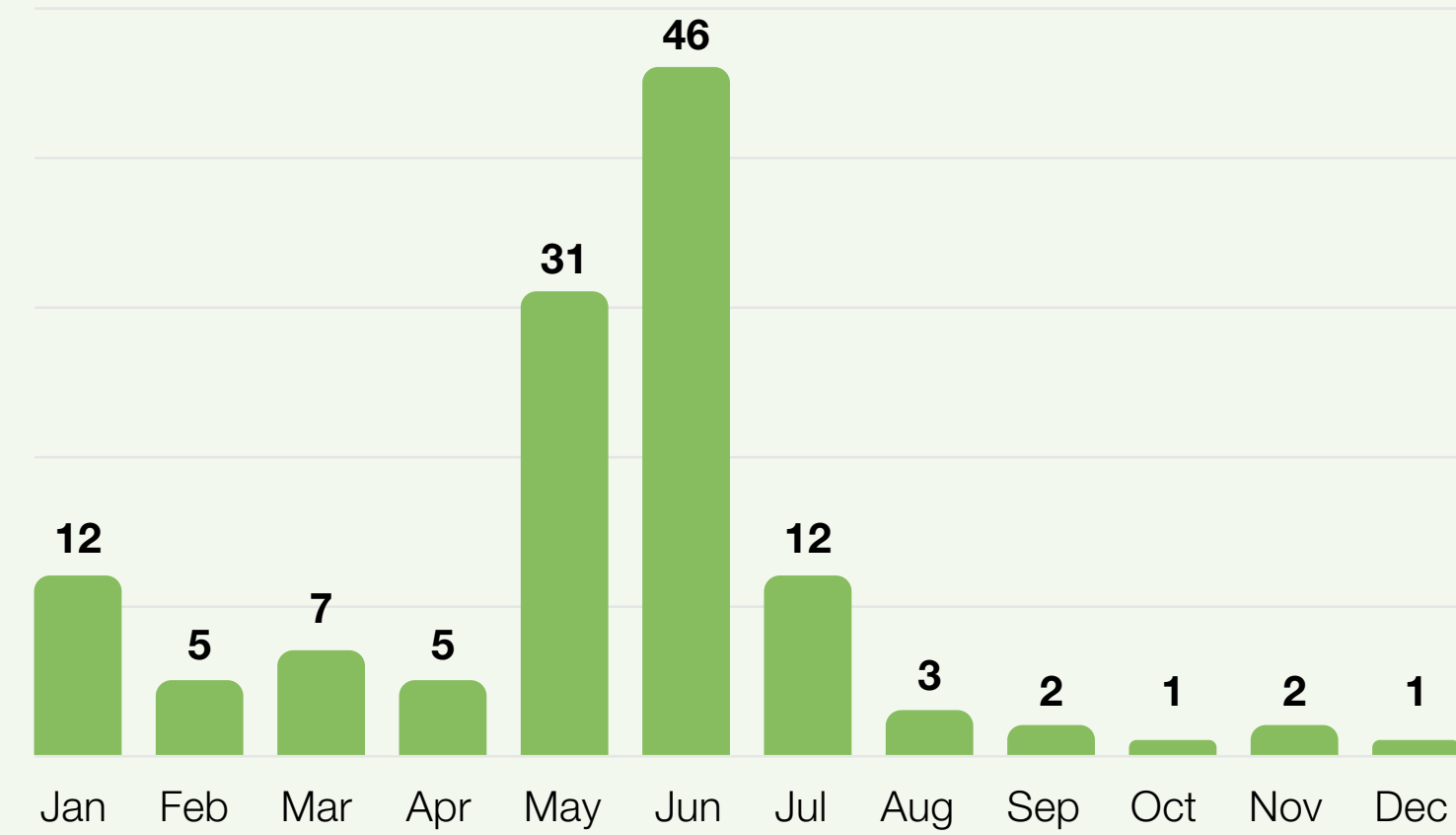
Yukon Territory, Canada

Sensitive species: At Keno Hill, we maintain a wildlife tracking log, allowing employees to track and report wildlife sightings with a QR code. We use the log to raise awareness about species on the property.

Reclamation: Keno Hill strives to implement progressive reclamation. In 2025, we initiated work to develop a cover system for the dry stack tailings.

Species surveys: As infrastructure advances for the mine, bird nest surveys are performed prior to any clearing and grubbing activities to avoid disturbance to nesting birds.

Wildlife Sighting, Past 12 Months



Date
08/19/2025

Location
Silver Trail Hwy

Time
17:30

Type of Animal
Black Bear

Number
1

Observations
Healthy cinnamon-colored juvenile black bear, possibly less than one year old, seen walking on the shoulder of the Silver Trail Hwy between Keno and Elsa



Troy

Northwest Montana

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.

2025 marked Troy Mine's 40th consecutive year of comprehensive water quality monitoring in the streams adjacent to the site. Since 1986, macroinvertebrate and water quality samples have been collected from the Fairway–Stanley Creek system and the Lake Creek system during the spring, summer, and fall seasons. Troy Mine has never had any point source discharges to nearby streams; the mine's water management system relies entirely on infiltration and evaporation. As a result, any potential influences on surface water would be indirect or nonpoint in nature.

Monitoring results continue to show no biologically significant changes in macroinvertebrate communities within either the Fairway–Stanley

Creek or Lake Creek systems. Both systems support key taxa known for their sensitivity to metal pollution, including mayflies and stoneflies, indicating stable and healthy aquatic conditions.

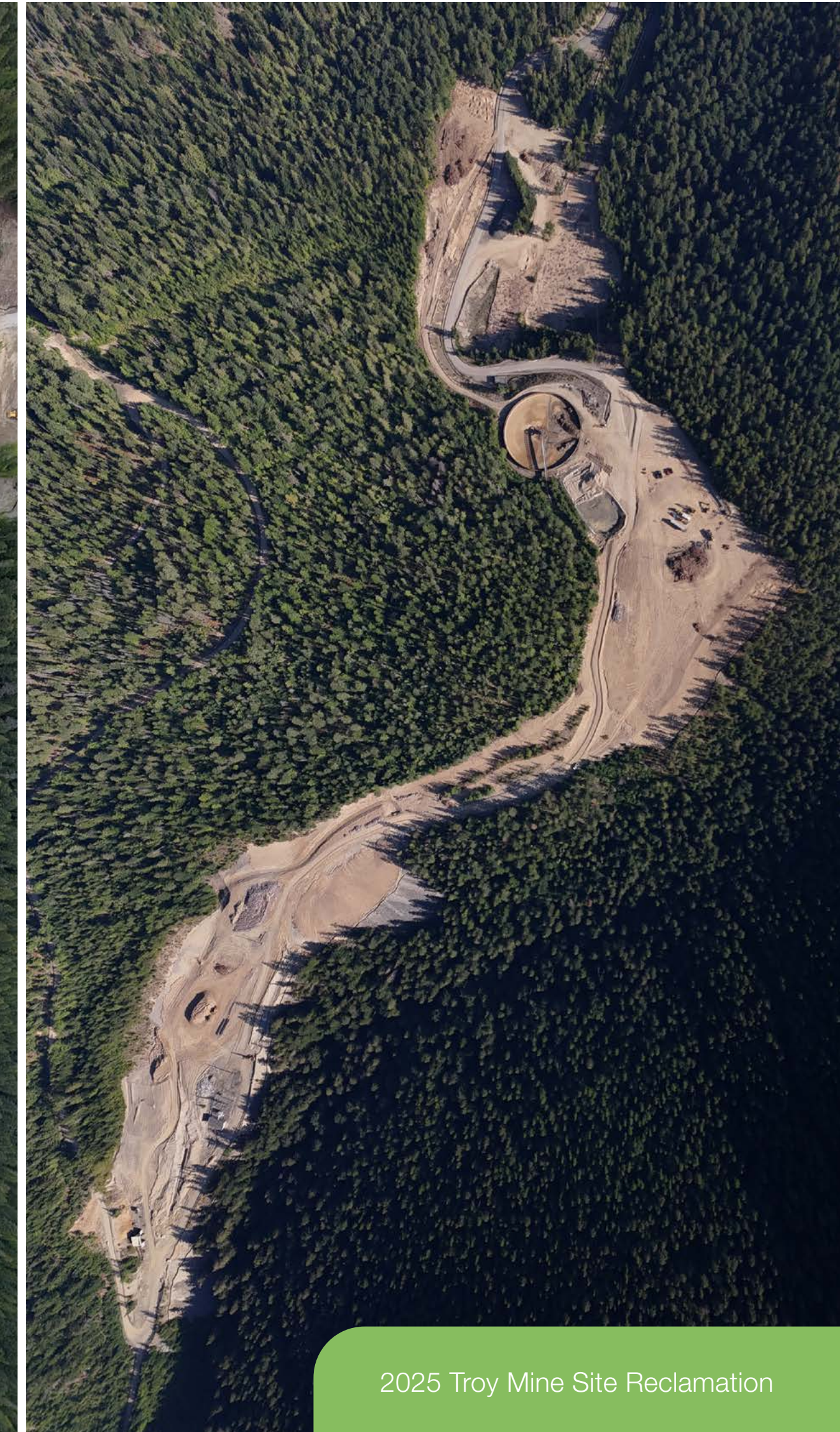
Reclaiming land: Troy is a closed mine where we have conducted most stages of reclamation. A tailings facility we revegetated has evolved so well that the Montana Department of Environmental Quality (DEQ) uses overhead footage and photos of the site as an example of successful reclamation.

We determined that a total of 480 acres had been disturbed before we began reclamation in 2022, following a closure plan that was approved by the DEQ and the U.S. Forest Service.

The vast majority of disturbed area has now been reclaimed, leaving only 53 acres at a tailings facility and in roads and dewatering sites. We expect to complete final construction and revegetation work in 2026. The ongoing monitoring requirements of the plan relate to water quality, air, subsidence, and third-party engineering inspections of our tailings storage facility.



2024 Troy Mine Site Reclamation



2025 Troy Mine Site Reclamation



2025 marked Troy Mine's 40th consecutive year of comprehensive water quality monitoring in the streams adjacent to the site.

Nevada

In Nevada, Hecla maintains closed mining areas and explores prospective new sites.

Hecla makes a concerted effort to manage invasive species on our properties and prevent them from disrupting ecosystems. We treat any invasive weeds on an annual or semi-annual basis by a state-certified pesticide applicator, and we monitor for their presence after the drilling season. Only weed-free mulch and straw are used 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 each site and encouraged to communicate any infestations to the environmental department. Species surveys are another important initiative at our Nevada sites.

Aurora

Hecla secured 53 abandoned mine features at our Aurora site in 2025 alone. Found throughout Nevada's historic mining districts, these shafts, adits, open pits, and stopes can be difficult to see and unstable due to age, posing a significant risk to human and animal life. We use fencing, berms, and signage to allow bats and other animals to still use the shafts as habitat while protecting humans and large wildlife.

With habitats for golden eagles, hawks, and owls at our Aurora site, we relocate drilling pads if we find a nest, and we survey as needed for migratory birds and pygmy rabbits.

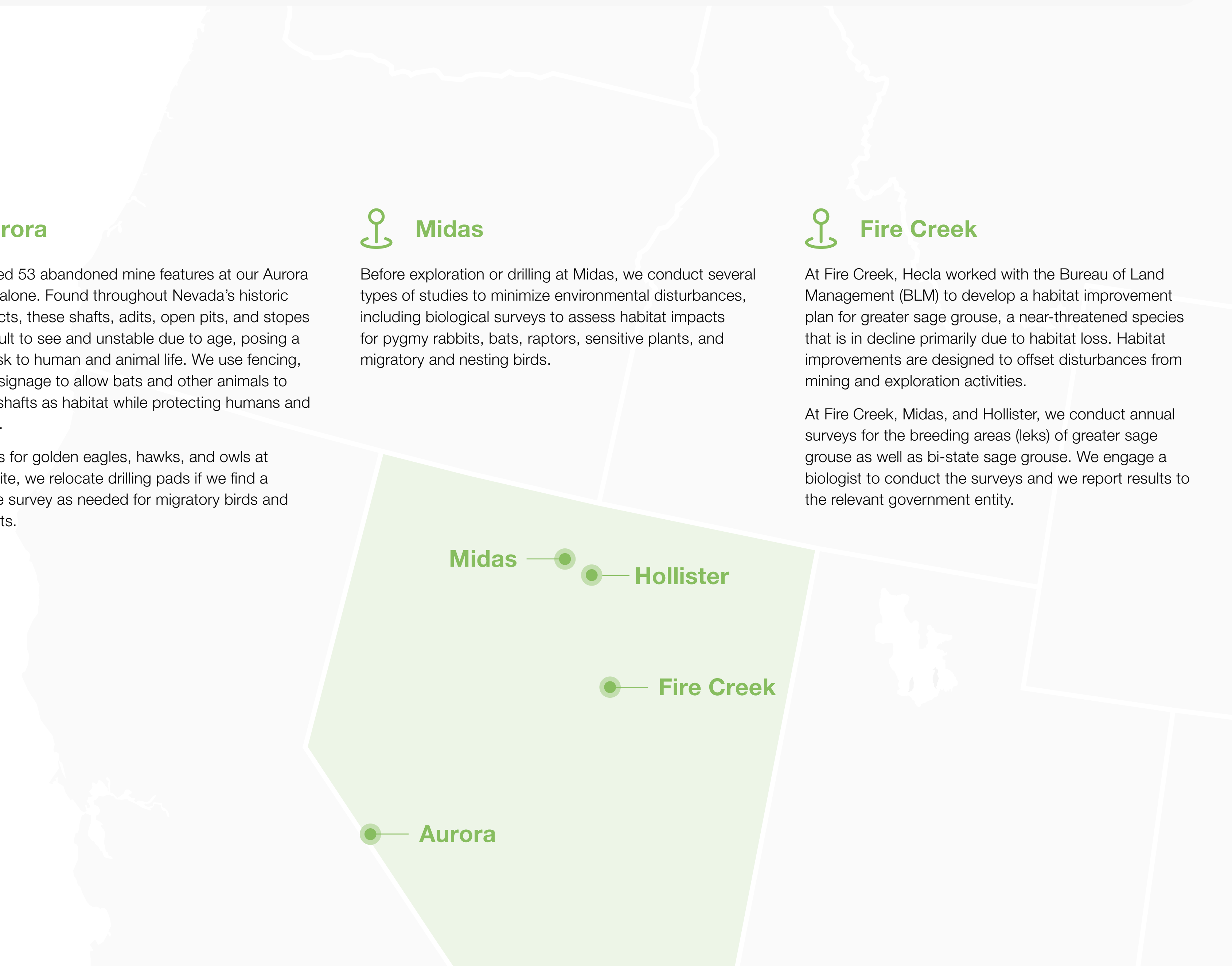
Midas

Before exploration or drilling at Midas, we conduct several types of studies to minimize environmental disturbances, including biological surveys to assess habitat impacts for pygmy rabbits, bats, raptors, sensitive plants, and migratory and nesting birds.

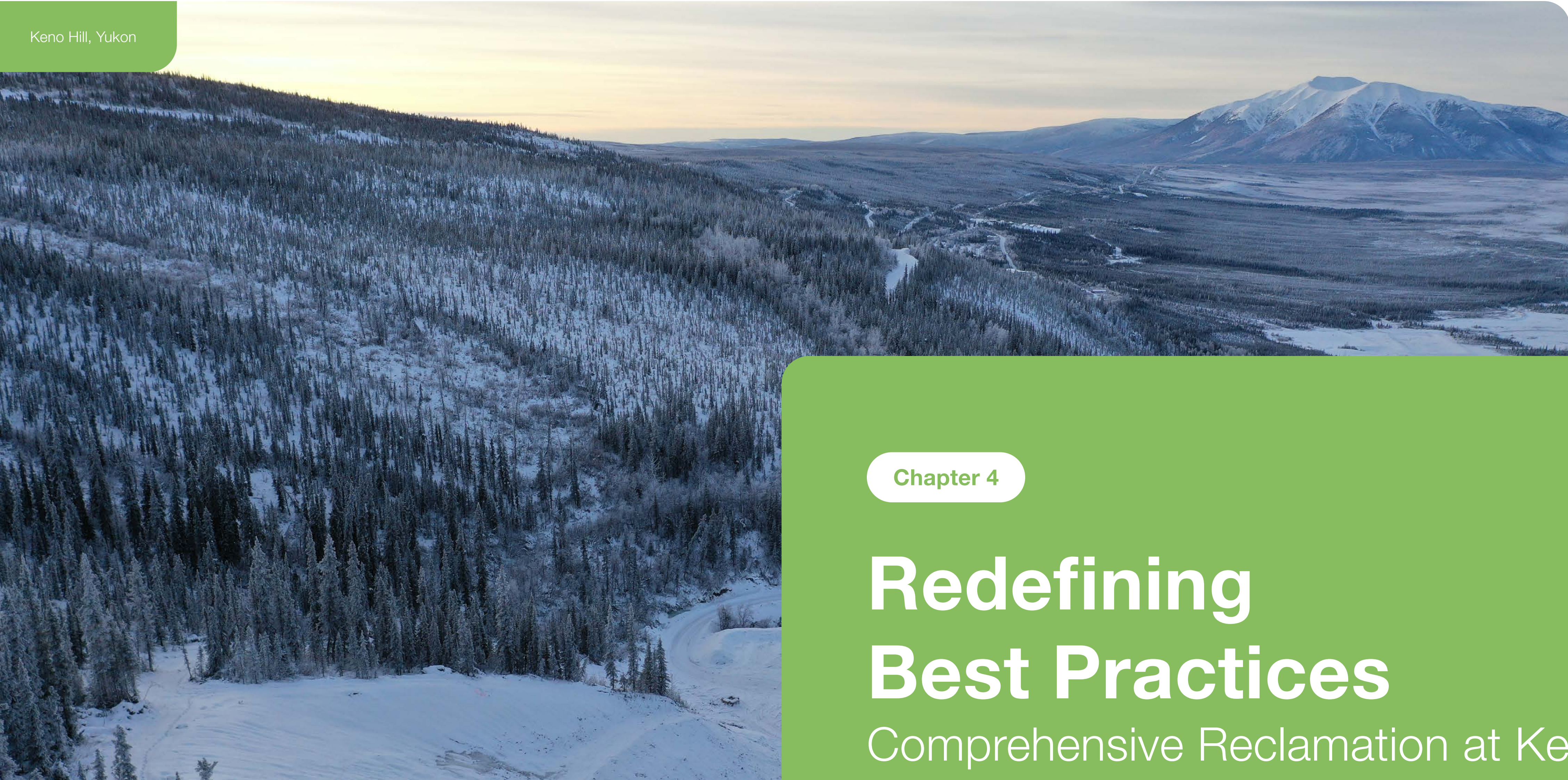
Fire Creek

At Fire Creek, Hecla worked with the Bureau of Land Management (BLM) to develop a habitat improvement plan for greater sage grouse, a near-threatened species that is in decline primarily due to habitat loss. Habitat improvements are designed to offset disturbances from mining and exploration activities.

At Fire Creek, Midas, and Hollister, we conduct annual surveys for the breeding areas (leks) of greater sage grouse as well as bi-state sage grouse. We engage a biologist to conduct the surveys and we report results to the relevant government entity.



Keno Hill, Yukon



Chapter 4

Redefining Best Practices

Comprehensive Reclamation at Keno Hill

At a historical mining district in Canada's Yukon Territory, Hecla has taken responsibility for environmental remediation from past impacts, while protecting valued community heritage. The project is led by the Elsa Reclamation and Development Corporation (ERDC), owned by Hecla.

Hecla is executing a comprehensive, multi-year reclamation plan that began with our acquisition of the Keno Hill project in 2022. Our vision is to remediate environmental impacts that predate Hecla's local operations, when mining took place between 1913 and 1989, and to manage reclamation and operate mines in a way consistent with current mining standards and Hecla's values.

The plan focuses on stabilizing former mine structures, protecting public safety, alleviating negative environmental impacts, and preparing for beneficial future land use. Updates on our progress in 2025 are found in the table on page 24.

Location: This project is located in the Keno Hill Silver District, a 242 km² area representing one of the highest-grade silver districts in the world and the site of the historic United Keno Hill Mines, which operated from 1913 to 1989. The district is located within the traditional territory of the First Nation of Na-Cho Nyäk Dun (FNNND).

Partners: Hecla operates in close consultation with Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC), the Yukon government, and the FNNND government. Funding for the reclamation work is provided by CIRNAC.

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 the project, we identified key areas for environmental improvement and conducted engineering and other studies to expand the existing reclamation plan. In keeping with the interests of local First Nation communities, the plan retains important heritage aspects of the historical district.

Award for Excellence in Environmental Stewardship

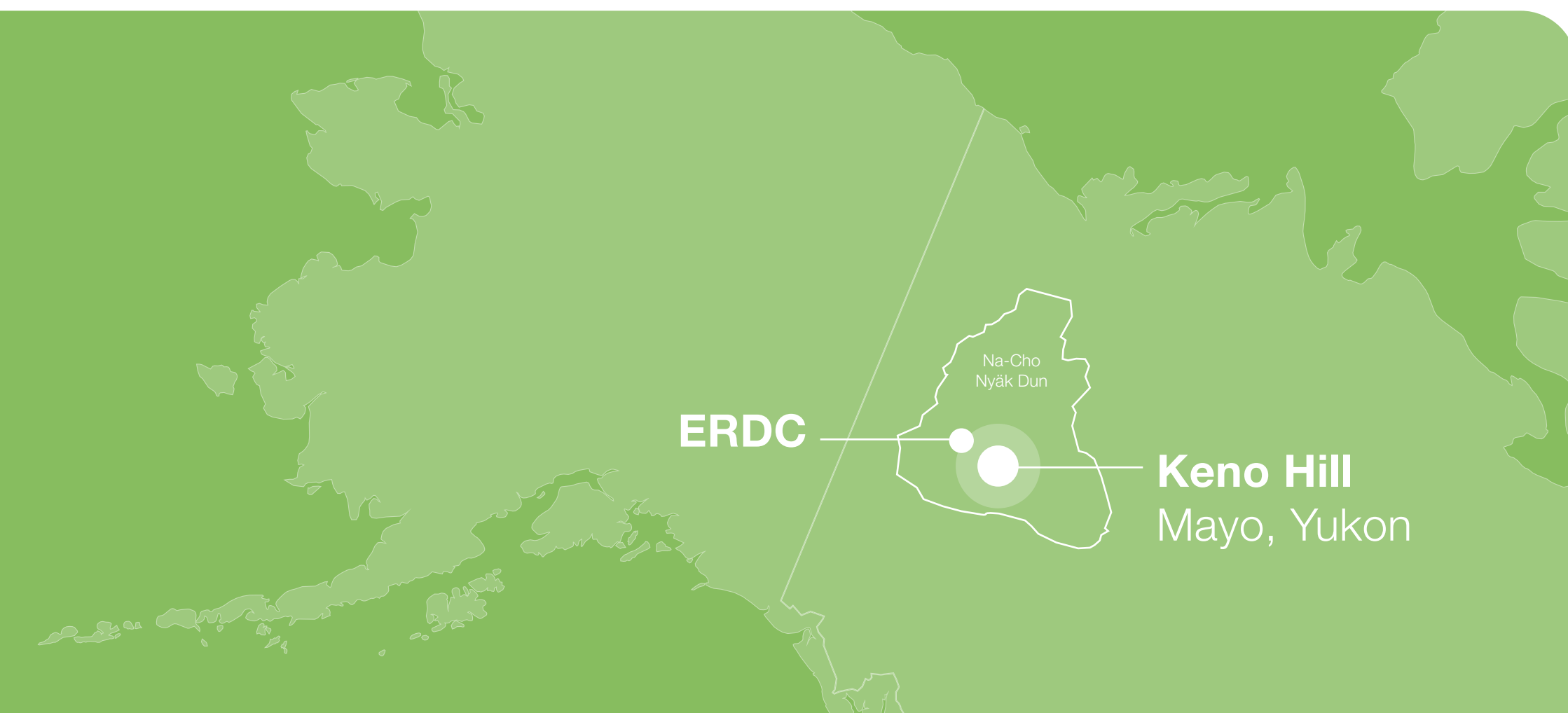
ERDC is proud to be the recipient of the 2025 Robert E. Leckie Award for Excellence in Environmental Stewardship. The Government of Yukon presents the award each year to recognize excellence in environmental stewardship within the mining sector in Yukon.

The award recognizes ERDC's outstanding remediation work at the Keno Hill Silver District and the team's commitment to community engagement and environmental responsibility.

ERDC was independently nominated by an industry group for its comprehensive approach to remediation, community engagement, and support for local and FNNND business participation.



Currie Dixon, Premier of Yukon Territory, presenting the 2025 Robert E. Leckie Award for Excellence in Environmental Stewardship. Lorelee Johnstone and Lance Boylan accepted on behalf of ERDC.



Action plan: The reclamation plan aims to address liabilities resulting from the 75 years of active mining operation at the property, using both underground and open pit methods, with minimal reclamation and closure.

In 2025, we made substantial progress on construction, design, and planning tasks.

The plan also includes reclaiming land where waste rock has been piled, reclaiming open pits including by creating safety berms, and managing the abandoned site of Elsa village with an emphasis on heritage preservation and safety.

Recent progress: We engaged a third party to perform an active bird nest survey at three locations as part of the reclamation process, prior to conducting additional clearing and grubbing activities. The survey was completed to ensure compliance with the Construction Environmental Management Plan for the reclamation program as well as compliance with federal and territorial legislation.

Our work in 2025 also yielded important economic contributions to Keno Hill communities.

- We developed procurement guidance, which effectively increases the involvement of FNNND-affiliated businesses
- Hecla spent approximately CAD \$31.7 million with FNNND-affiliated businesses for ERDC-related work, which represents over 85% of capital projects
- To maximize our communication with community members, we offered a site tour, hosted information events at coffee shops, provided written updates on the project, and held monthly meetings with the FNNND

Historical Challenge	Objective/Planned Action	Progress in 2025
<p>Unprotected openings at the surface, a hazard to both public safety and the environment</p>	<ul style="list-style-type: none"> • Cap/plug open shafts and adits with rock piles, foam, or constructed bulkheads 	<ul style="list-style-type: none"> • Rehabilitated multiple portals for collecting water before sending to water treatment plant • Rehabilitated adits
<p>Drainage of underground water into the environment, contributing over 90% of total metal loading to the receiving environment</p>	<ul style="list-style-type: none"> • Control drainage and route to water management facilities 	<ul style="list-style-type: none"> • Rehabilitated four adits and portals in preparation for the construction of hydraulic bulkheads and water collection features in 2026 • Began construction on longer-term plant
<p>Poorly designed tailings deposits and dam that disrupt natural environment</p>	<ul style="list-style-type: none"> • Reduce total footprint of tailings storage and revegetate vacated areas • Initiate treatment process for water from tailings reclamation • Add historic tailings to an appropriately engineered tailings structure, restore native flow paths 	<ul style="list-style-type: none"> • Began relocation of 1 million cubic meters of tailings to consolidation area • Designed, built, and commissioned temporary water treatment facility to treat water from tailings reclamation before discharging into the environment

Keno Hill, Yukon



Chapter 5

Climate Action

Accounting for Change,
Shrinking our Footprint

Performance

Because our mines run primarily on renewable energy, our Scope 2 GHG emissions are low relative to our peers. Over time, we expect further reductions in GHG intensity as we continue to improve operational efficiencies. In 2025, Hecla's responsible mining practices once again achieved an intensity ratio of metric tonnes of GHG emissions per silver ounce produced of 0.007, one of the lowest in the industry.

We have set specific goals related to climate action, including increasing our use of renewable energy and improving our climate change disclosure and risk response. Building on our existing progress toward these goals, Hecla is in the process of identifying achievable goals for GHG emissions that take into account our evolving business strategy and changing operational footprint.

Climate-related Opportunities

The global shift to a low-carbon economy means that silver, zinc, and other metals are in demand across the renewable energy supply chain. Electrifying transport, energy, and other aspects of our lives – essential to decarbonization – relies on silver due to its unmatched electrical and thermal conductivity. Hecla's responsible mining operations in North America provide a stable source of essential and critical metals from domestic mines.

We continually pursue opportunities to invest in clean technologies and sustainable mining practices that reduce our power usage and our carbon footprint, among other environmental impacts.

Renewable Energy at Hecla Operations



Greens Creek

Admiralty Island, Alaska

Hecla has an agreement with the local utility to purchase surplus renewable hydropower from the grid whenever it is available. The practice benefits both the mine and the broader Juneau community. Since 2009, this arrangement has allowed Greens Creek to avoid consuming more than 90 million gallons of diesel fuel, and because the mine draws from the same grid that serves local residents, its participation helps reduce energy costs for Juneau customers.

In 2025, lower-than-average precipitation reduced hydropower availability, resulting in 62% of the mine's electricity being purchased from the grid. Greens Creek also took its energy story to the Renewable Juneau fair as a Bright Business showcasing how the mine's grid connection both displaces diesel consumption and saves Juneau customers on their energy bills.

62% of electricity is renewable and grid-provided



Keno Hill

Yukon Territory, Canada

Generally, 82% of Keno Hill's power comes from renewable sources such as hydropower. Due to challenges for the local grid and extreme cold, our use of utility power has been curtailed and supplemented with diesel. To protect our people and environment, we installed filters on fleet equipment that uses diesel to reduce emissions of diesel particulate matter.

82% of power from renewable sources such as hydropower

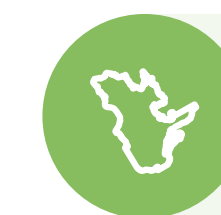


Lucky Friday

Mullan, Idaho

Our energy provider uses a mix of both hydropower and natural gas, with 60% of electricity sourced being renewable.*

60% of electricity sourced is renewable



Casa Berardi

La Sarre, Québec

The site uses approximately 100% renewable hydropower to supply our line power.

100% of power comes from renewable hydropower



Greens Creek booth at the Electrify Juneau! event

*Information about the energy mix can be found at <https://www.myavista.com/about-us/about-our-energy-mix>

MINING WITH **Responsibility**

Lucky Friday
Mullan, Idaho



Lucky Friday, Idaho



Chapter 6

Worker Safety and Health

Protecting the Foundation of Everything We Do



People and Safety First
A Hecla Value

Hecla's Ongoing Commitment to Safety

At Hecla, safety is not just a priority, it's a fundamental value that shapes everything we do.



People

We value People and care about each other's safety. We do not put production before the health or safety of anyone associated with our operations.

“ **The foundation of Safety 365 is seeing the value in each other.** ”



Ownership & Accountability

We value Ownership & Accountability and take personal responsibility for the safety of ourselves and those around us.

“ **We hold each other accountable to practice safe work habits.** ”



Transparency & Empowerment

We value Transparency & Empowerment and have the courage not only to speak openly and honestly about safety, but to do the right thing.

“ **By speaking up, you could save a life.** ”



Competence

We value Competence and hold each other to a high standard of doing things safely.

“ **Safety is created in how we approach our work.** ”



Improvement & Innovation

We value Continuous Improvement & Innovation and continuously seek new ways to improve our safety performance.

“ **What are you going to improve, today?** ”

Together, these values comprise our company-wide commitment “Safety 365: Work Safe. Home Safe.”

Safety 365: Work Safe. Home Safe.

Safety is the foundation of our success, and excellence in safety is our standard. Hecla strives to achieve a zero-harm workplace. In 2025, we achieved a 13% improvement in our total recordable injury rate (TRIFR), driving our premium operational performance and underscoring our commitment to responsible mining.

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

Senior leadership is directly involved in the ongoing development of our safety and health practices, including the specific improvement we design each year. This engagement, combined with efficient systems, drives continuous improvement.

In 2025, building on a year of recommitment to safety culture in values and the launch of Safety 365, we turned our focus to specific drivers of incidents. We worked to increase situational awareness of line-of-fire, hand safety, and ergonomic risks. We also continued to focus on improving our systems to identify and address precursors of incidents with significant potential for severe outcomes.



Hecla's Care & Maintenance Manager, Tim Felzien, receiving Nevada Mining Association safety award



Senior leadership at Keno Hill on Safety Day

Hecla's Second Annual Safety Day

In 2025, Hecla held our second annual tools-down company-wide Safety Day, engaging everyone in a company-wide focus on our approaches to safety. Hecla leaders attended Safety Day events at each site, where our usual operations paused for what's most important – ensuring everyone's safety now and into the future.

As part of Safety Day programming, CEO Rob Krcmarov gave an address on Safety 365 through a pre-recorded video, which was broadcast to the teams gathered at the other sites. At Lucky Friday, we presented awards to team members for safety milestones and held discussions of the Safety 365 Values. In conversations with Hecla leadership, employees explained how Hecla's safety approach affects them, offered feedback about challenges with daily operations, and shared motivations for maintaining a strong safety culture.

Greens Creek also carried out crew work on projects related to safety and operational improvements, such as applying safety paint to hazards, clearing vegetation to improve visibility for bear safety, and practicing rescue techniques like retrieving someone suspended in a harness.



Safety Day at Lucky Friday

Measuring Safety and Health Performance

Hecla measures safety performance using a wide range of metrics and objectives, including:

- Lagging indicators of performance such as the number of injuries and the number of safety citations issued by mine safety agencies
- Leading indicators that capture efforts to improve safety performance through inspections, hazard identification and correction, risk reduction, and safety engagement
- Each site's narrative objectives for improving their safety systems

Performance against 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.

In 2025, safety targets for STIP focused on TRIFR reduction through:

- 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)
- Safety engagement in the workplace (employee interactions and observations)

Promoting Employee Wellness

Hecla works to ensure our workforce is healthy both physically and mentally. On top of the comprehensive health insurance benefits discussed in the [Appendix](#), each Hecla 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.

Mine Rescue Competitions

Hecla teams were recognized for excellence in mine rescue at annual competitions in Idaho and Quebec.

To prepare for competition, employees spend extra time learning and honing rescue skills throughout the year. The competition gives the team a chance to compare themselves with peers from other mining companies and assess their preparedness for real-life mine rescue efforts.

The Lucky Friday team placed in every event at the 2025 competition in Idaho, and the team from Greens Creek placed in two events. The Casa Berardi Mine rescue team finished sixth overall in the Québec Mining Association (QMA) mine rescue competition.

These strong showings highlighted our teams' professionalism and emergency response skills – a reflection of Hecla's ongoing commitment to safety and training.



Lucky Friday Mine
Rescue Team



Greens Creek Mine
Rescue Team

Improving our Safety Measures at Hecla Operations



Greens Creek

Admiralty Island, Alaska

At Greens Creek, we made improvements in underground traffic management, including new strobe lights for vehicles. We also undertook ergonomic reviews in targeted areas where we had observed repeated strain injuries.

Greens Creek also runs a 12-month training program for early career engineers and metallurgists. Participants are immersed in hands-on learning across every operational aspect of their department, forming a strong professional foundation.



Safety Day in the plant



Keno Hill

Yukon Territory, Canada

At Keno Hill, we introduced new strobe lights for underground vehicles to improve safe traffic management.

We provide ongoing safety training to supervisors, workers, and contractors.

Select employees participated in or observed emergency response and mine rescue training. This training ensures emergency teams are prepared in the case of an emergency situation and is critical to doing business in the remote Yukon.

Field management of contractors was another focus for 2025. With multiple projects running simultaneously on-site, we managed a large contractor workforce and made certain all personnel received site-specific safety training before beginning work.



Safety Day discussions



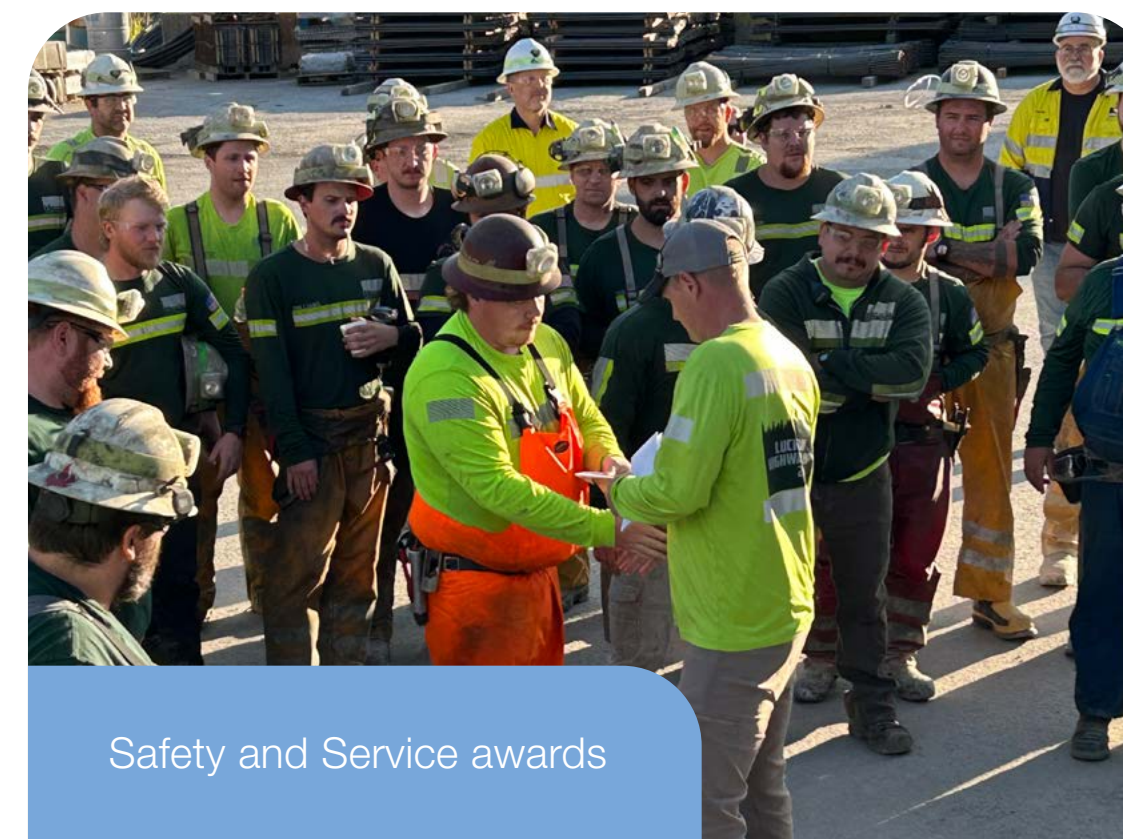
Lucky Friday

Mullan, Idaho

At Lucky Friday, we made improvements for operator safety in the paste plant and crusher control rooms. For reporting on hazards and near misses, we began including peer-to-peer interactions as key indicators to encourage engagement and transparency.

Lucky Friday was also active on safety training. We held two workshops on critical risk, with the participation of over 40 leaders. We also offered off-site training for supervisors and managers as part of our Leadership Training Program, covering safety leadership as well as supervisory skills, emotional intelligence, and change management.

40+ leaders participated in two workshops on critical risk



Safety and Service awards



Safety engagement discussion at mill



Casa Berardi

La Sarre, Québec

At Casa Berardi, we constructed a new access road to the East Mine area, eliminating an intersection where light-duty vehicles and passenger buses had to cross an active haul road for heavy mine equipment.

We also upgraded the mill's cyanide dosage system for safe handling.

Juneau, Alaska



Chapter 7

Indigenous Relations

Operating in Partnership

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

The Indigenous Peoples in the local communities around our operations are important partners to Hecla, and we work to continually strengthen these relationships. Recognizing the importance of open and respectful dialogue, we have worked diligently to create partnerships for regular communications and opportunities to develop and maintain long-term relationships.

Prior to divestiture of Casa Berardi in March 2026, Hecla's operations in Quebec reported in accordance with the Government of Canada's action plan for implementing the United Nations Declaration on the Rights of Indigenous Peoples Act.



Angoon Community Career Fair



Greens Creek

Admiralty Island, Alaska

In Alaska, the Hecla Charitable Foundation marked ten years of partnering with the Angoon branch of the Alaska Youth Stewards program to create jobs in environmental stewardship. The program focuses on opening opportunities for Native youth in the Admiralty Island National Monument, the Kootznoowoo Wilderness, and the village of Angoon.

Our 2025 activities also supported the restoration of the historically logged forest and watershed at Cube Cove, located in the Kootznoowoo Wilderness on Admiralty Island. Hecla donated \$65,000 to the National Forest Foundation to support restoring the area from historic logging activities. The restoration is a partnership between Southeast Alaska Watershed Coalition and the Kootznoowoo Corporation – which is the tribal corporation of Angoon. Hecla's donation enables the hiring of Angoon community members to help restore Cube Cove.

\$65,000

donated to the National Forest Foundation



Keno Hill

Yukon Territory, Canada

Our Keno Hill site sits in the traditional territory of the FNNND. Hecla strives to work in partnership with the FNNND and has a formal Comprehensive Cooperation and Benefits Agreement with the FNNND government. We meet monthly with FNNND representatives in a technical working group, allowing the company and FNNND to identify and resolve any concerns about our activities in the area.

We believe that this kind of transparent communication is how we earn trust and continue to operate.

Beyond the technical working group, Hecla engages with communities in Yukon through meetings, communications, and events with project stakeholders. We document our engagements to ensure transparency, track commitments, and monitor ongoing engagement efforts. In this way we can support meaningful collaboration with all stakeholders and, in particular, strengthen our relationships with Indigenous communities.



Nevada

Hecla respects the rights and culture of the Tribes around our exploration properties in Nevada. We provide Tribal representatives with information about our projects, engage them in the permitting process, and consult with certified archaeologists to avoid culturally significant sites, among other requirements related to Tribal districts and traditional lands.

In Hollister, the Tosawih Quarries Archaeological District encompasses most of our mine. The 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. We consult with Western Shoshone and the BLM to determine off-limit areas for installing exploration drill pads.

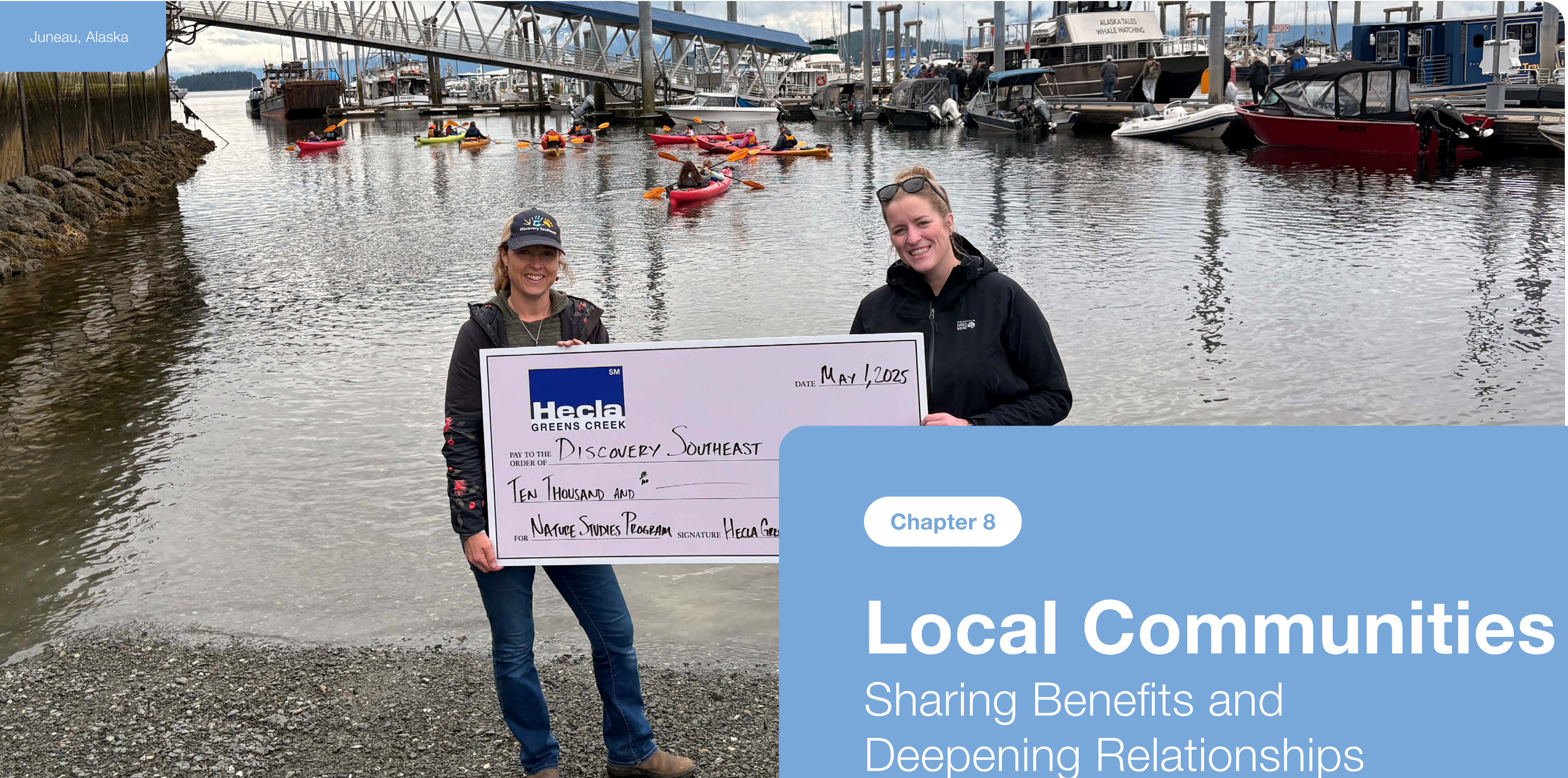
Employees and contractors who work at the Hollister mine complete additional training on the significance of the quarry, the laws associated with cultural resources, and the company's zero-tolerance policy regarding infractions.



Integrity and teamwork

A Hecla Value

Juneau, Alaska



Chapter 8

Local Communities

Sharing Benefits and Deepening Relationships

Economic Impact

There are two sides to responsible mining at Hecla: low environmental impacts and high social benefits. In contributing to our communities, we pay particular attention to economic health and social development. We provide support through donations from Hecla's corporate foundation as well as volunteer initiatives, fundraising, and donations from each site to respond to local needs. To better understand the needs of our communities, all Hecla sites have a designated community relations site contact.

In many of the communities where Hecla operates, we are the largest employer and taxpayer. Bearing this in mind, we strive to hire locally whenever possible and to utilize local businesses through our procurement process. Beyond those contributions we invest in specific efforts to meet community needs, and we support education and training opportunities that empower community members.

In 2025, we had a direct economic impact of more than \$1 billion. This includes more than \$23 million from payment of taxes, concession fees, and permits; more than \$289 million in wages, bonuses, and severance; and more than \$706 million in payments to vendors; among other impacts. The funds support schools, hospitals, roads, and other essential infrastructure, along with vital economic development like job creation and skills training.

Total Economic Impact – Hecla 2025

Greens Creek

\$292M

Hecla Yukon

\$176M

Montana Operations

\$2M

Casa Berardi

\$231M

Hecla Corporate

\$116M

San Sebastian

\$2M

Lucky Friday

\$190M

Nevada Operations

\$10M

Hecla Charitable Foundation

\$685K

Hecla Silver Valley

\$406K

\$1B+ economic impact in 2025

Recognition of Dedication

Hecla is tremendously proud that in 2025 our Director of Indigenous Affairs and Canadian Community Relations, Lorelee Johnstone, received the King Charles III Coronation Medal in recognition of her dedication to responsible and sustainable mining practices throughout the Yukon.

“ **Lorelee's achievements strengthen our commitment to being responsible stewards of both the environment and the communities where we operate.**

- Hecla CEO Rob Krcmarov



Lorelee Johnstone and Mathieya Alatini, Past Chief of Kluane First Nation and elected Grand Chief of Council of Yukon First Nations

Deep Community Roots

Hecla has always been an integral part of the communities where we operate. We can think of no better example than the families that have worked at Hecla for several generations. We are grateful to these families for their dedication and service, and we believe that their long tenure reflects our commitment to worker safety, close ties with our neighbors and communities, and our business strategy of investing in mines with a long life-span.

Achord family

The Achord family has been part of Hecla for five generations. Oscar Achord was a hoistman at the original Hecla mine beginning in the early 1920s. His son Ted Achord also became a hoistman and worked at Hecla's Star Mine until 1980. Ted's son Mike Achord worked at the Star Mine until its closure in 1982, and then worked at Lucky Friday until 2015. Ted's son Steve Achord held different positions at Hecla in his career. Steve's son Aaron Achord is currently a surveyor at Lucky Friday.

Hogamier family

The Hogamier family has also been employed at Hecla's mines in the Silver Valley for five generations. The family is currently

represented at Lucky Friday by mill operator Hayden Hogamier, following in the footsteps of two great-grandfathers, who worked in the mine beginning in 1918, and the generations in between.

Groves family

Also at Lucky Friday, three generations of the Groves family have been part of our team: Jeremy, Tanner, and Danny. The first member of the Groves family at Hecla was Danny, who retired in 2024 after 11 years as a health and safety specialist at Lucky Friday as well as corporate roles. His son Jeremy is a mine foreman with ten years of progressive responsibility since first becoming a miner at Lucky Friday. Third-generation Tanner Groves is a miner with over three years of experience already.

Neville family

The Nevilles are yet another well-known family in Lucky Friday's story. Chris Neville, featured in our employee spotlight on page 39, is our General Manager. His father was a miner and his son is now doing the same.

These families' stories each trace a vital aspect of local history and help tell the history of Hecla, and of the Silver Valley itself.





Employee Spotlight

What began as a college internship for Chris Neville at the Lucky Friday mine in 1992 has become a 30-year journey with Hecla. After graduating from the University of Idaho, Chris started as a Surveyor underground, at the mine near his family home. He steadily took on more responsibility in rock mechanics, as a Project Engineer, a Mine Operations Supervisor, and in Planning until he left for another opportunity in 1999. He returned to Lucky Friday in 2003 as Project Superintendent. This role allowed Chris to develop the 5900 Gold Hunter Vein at the mine. He moved into a Mine Foreman role in 2006.

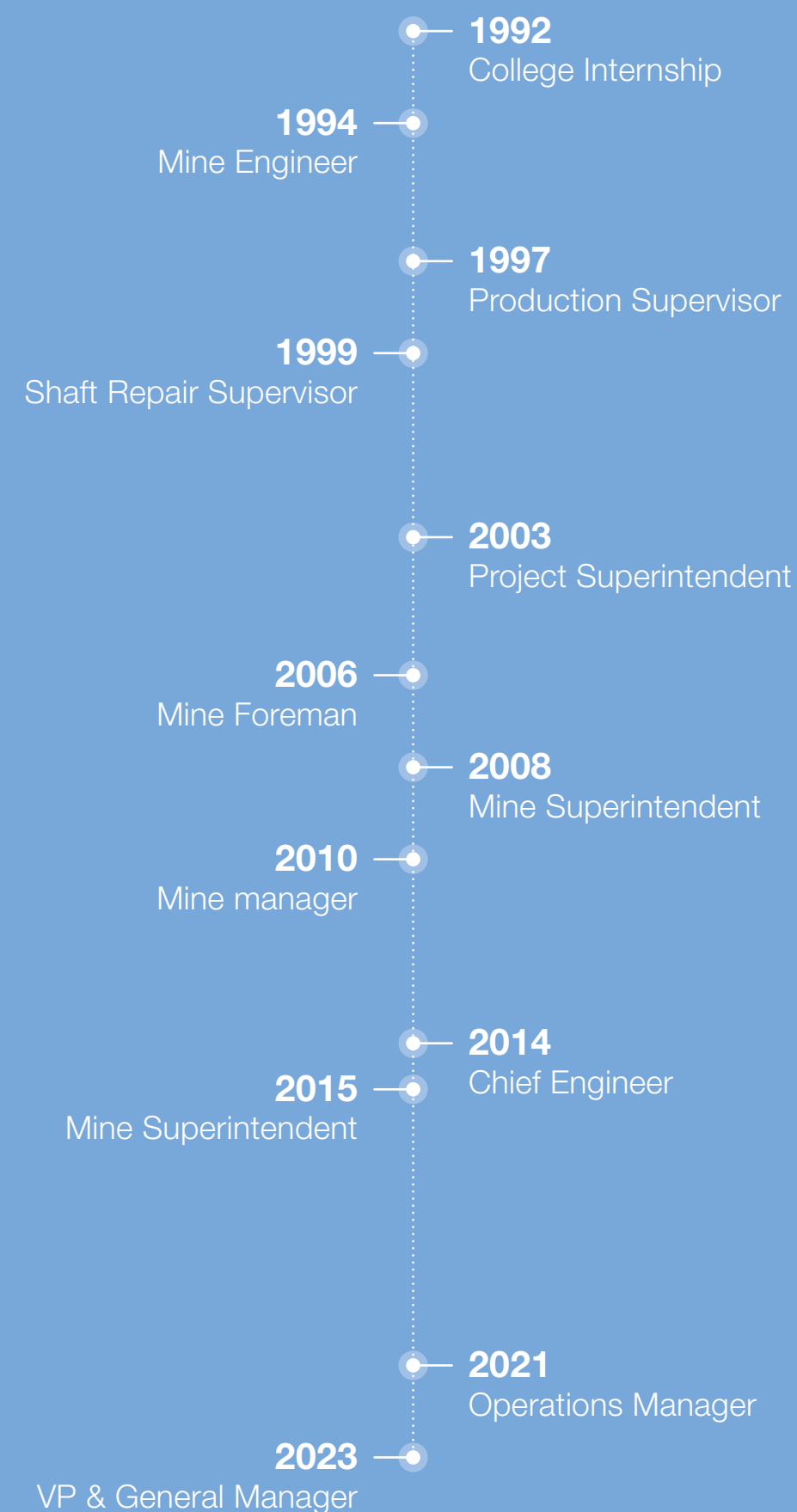
In addition to these and many other roles at Lucky Friday, Chris has spent time in leadership roles at the Greens Creek mine in Alaska, as Chief Engineer at the corporate office in Idaho, as Technical Services Manager in Nevada, and General Manager at Keno Hill.

Back at Lucky Friday, where he is now the Vice President and General Manager, Chris is coming full circle with three decades of underground experience at the mine where he grew up.

Chris credits Fred “Bear” Hunter, his early mentor at Lucky Friday, for shaping the leadership approach he still uses today: “establishing processes in conjunction with good people to create long-lasting success.”

Chris Neville shares advice from his 30-year journey from intern to General Manager

A 30-Year Journey



Chris running jackleg 1994



Chris building a sand wall at Lucky Friday around 2018



Chris in his current role as Lucky Friday Vice President and General Manager

Three Questions for Chris Neville

What has kept you at Hecla all these years?

Good people and the chance to work for a great underground mining company.

What advice would you give newcomers to Hecla?

Take time to understand the systems and people before drawing conclusions, and for those willing to put in the work, Hecla offers real opportunities to grow and be recognized.

Tell us about one of your proudest moments.

Helping to develop the underhand closed bench mining method. That innovation grew out of the need to improve safety. The 2017-2020 labor strike period caused a cultural shift that helped facilitate the development of the new method, and we had the first blast in April 2020.



Juneau Symphony Summer Strings Camp



Eighth-grade tour of Greens Creek mine



SAIL ORCA program



Greens Creek
Admiralty Island, Alaska

Hecla provided a range of support for students and schools, such as contributing to the Juneau Symphony Strings Camp and participating in elementary school events on science, technology, engineering, arts, and math (STEAM). We participate at career fairs and other opportunities to support teachers and academic planning, and provide guest speakers. Each year we host tours for around 80 eighth-grade students from the Juneau School District.

We also lent support to a senior center in Angoon, the state chapter of Big Brothers Big Sisters, the SAIL ORCA program, arts programs, and hunger relief through the Empty Bowls fundraiser run by the Juneau Housing First Coalition. Furthermore, we supported a range of sports programs, including initiatives to make sports more inclusive, like sponsoring travel for participants in the Gold Medal Basketball tournament in Juneau.



Keno Hill

Yukon Territory, Canada

Hecla offers support to residents of Keno City when public services are challenged or in cases of crisis or emergency.

In the community of Mayo, Yukon, we partner with not-for-profit groups to help fund events, purchase needed equipment, and support sporting events and annual Christmas events for children.

Through corporate donations we supported:

- Yukon First Nation Hockey Tournament, which promotes aboriginal hockey for all ages
- The Yukon Championship Horseshow, which had a large youth contingent
- Yukon University

Through Hecla's Charitable Foundation we supported:

- The Yukon Hospital Foundation to enhance the quality of healthcare
- Every Student Every Day supporting increased attendance and student success
- Imagination Library supporting early literacy development

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



Yukon First Nation Hockey Tournament



Employees volunteering to remove garbage from a two-mile stretch of highway near Lucky Friday



Our interactive station engaging students on environmental remediation and other topics, in outreach with Women in Mining's Idaho chapter



Lucky Friday

Mullan, Idaho

Lucky Friday employees are volunteer coaches for youth wrestling, basketball, and baseball leagues. We also attend career fairs at local high schools and host visits and tours for college students.

- In 2025, we donated \$20,000 to local clubs, activities, and charitable organizations
- We supported several organizations through annual memberships, including the Historic Wallace Chamber of Commerce, Historic Silver Valley Chamber of Commerce, and Silver Valley Economic Development Corporation



The Care Fair



Family Support Center



Nevada

Nevada employees volunteered for numerous organizations in 2025, including working in the Winnemucca Ministerial Association's soup kitchen and wrapping gifts that had been donated to Project Santa for children in need. We participated in a mining expo for 250 high school students, which featured a hands-on geology activity. Hecla also participated in the "Gold Fever" event for fourth-graders.

Our Nevada site also contributed to:

- **The Nevada Chukar Foundation:** Attended a fundraising dinner and contributed \$2,000 for restoring wildlife habitat
- **The Boys & Girls Club of Winnemucca:** Participated with a team in the golf tournament and attended a fundraising dinner, contributing \$2,500 overall
- **The Care Fair:** Donated school supplies
- **Handbags for Hope:** Attended fundraising dinner and contributed \$1,000 for outpatient mental health and wellness



Casa Berardi

La Sarre, Québec

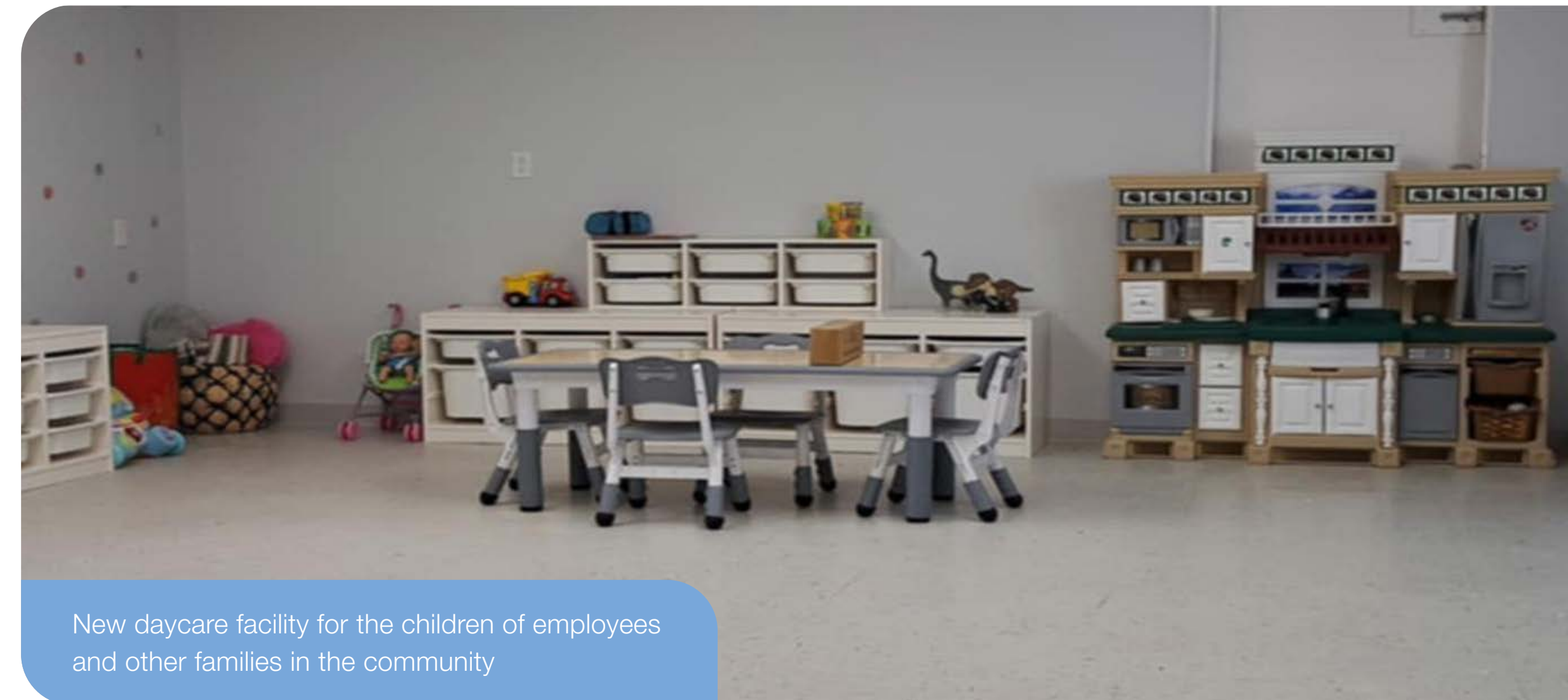
At Casa Berardi, volunteer hours are matched with a financial donation to the same organization.

- Hecla provided a donation of CAD \$1 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) with scholarships in support of work-life balance, return to school, perseverance, and success-training programs. Since 2009, Hecla Quebec - the leading partner in the Foundation - donated over \$2,067,000. In 2025, the total donation was \$67,000. We also awarded scholarships to 15 students demonstrating perseverance in their studies.

- We sponsored the annual Abitibi-Ouest Christmas Parade and participated with a specially decorated float. Four “little miners” rode the float and helped distribute stuffed toys along the route.
- Hecla helped establish a new daycare facility for the children of employees and other families in the community. The center, Les P'tits Berardi, is an innovative initiative aimed at supporting work-life balance through community-based childcare service. We achieved this ambitious project through exceptional collaboration with several partners in the community, including La Mobilisation de la Grande Séduction – Abitibi-Ouest, the coordinating office of CPE Les Petits Chatons Inc., and Fondation Docteur-Jacques-Paradis. The project earned Hecla a place on the list of finalists at the Québec Mining Association's Distinction Awards.



Community partnership to establish Les P'tits Berardi



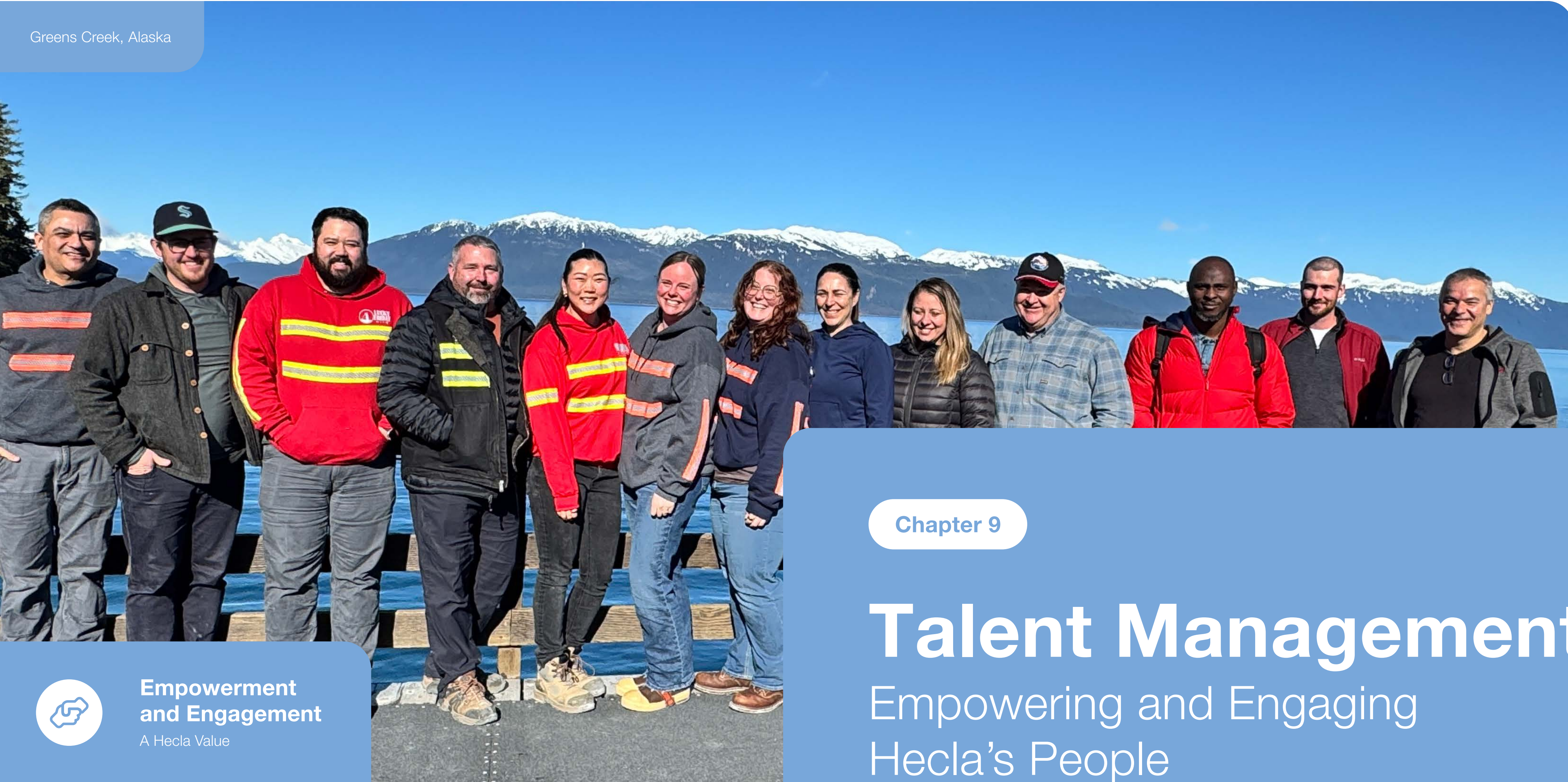
New daycare facility for the children of employees and other families in the community



\$2M+

donated to the
UQAT Foundation

Greens Creek, Alaska



Chapter 9

Talent Management

Empowering and Engaging Hecla's People



Empowerment and Engagement
A Hecla Value

Building a Skilled Workforce

Our workforce has driven our success for 135 years, and our policies and practices related to people have a central place in Hecla's business strategy. 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.

In 2025, we took meaningful steps to anchor our culture in the Hecla Values, ensuring they are part of employees' daily experience across all operations. This was reflected in our safety initiatives, updated policies, refreshed website and intranet content, the addition of key roles, and engagement activities that connected teams across sites and disciplines. As a result, every member of our workforce is increasingly recognized as an individual and supported in their growth, reinforcing a culture where our values guide how we work, lead, and collaborate.

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

Strengthening our workforce: We place a strong emphasis on training employees to manage and execute emerging technologies that make our workplace safer and more efficient. Our maintenance and technical employees receive comprehensive training through classroom instruction, online learning, conferences, and off-site programs. For example, maintenance employees

at Lucky Friday continually expand their skill sets via coordination with North Idaho College TPC Training, as well as hands-on-training provided by the manufacturers of the equipment they operate.

In addition, Hecla offers a tuition reimbursement program to assist with educational expenses for employees who are interested in furthering their education. This supports employee career development and strengthens internal talent across our operations. Hecla's Nevada and Greens Creek operations sponsored students in the two year Electrical and Instrumentation program at Great Basin College. Several employees across our operations used tuition assistance in 2025 to pursue formal education in fields that complement practical mining experience, including degree programs in health & safety management, operations management, accounting, and business management.

In 2025, 42 Hecla leaders participated in our company-wide Leadership Training program, reflecting our commitment to developing confident, values-aligned supervisors across all operations. The program builds foundational leadership capabilities rooted in positive energy and a people-first mindset, approaches that strengthen engagement, inspire trust, and support sound decision making. Through training in communication, coaching, emotional intelligence, and the effective use of influence, supervisors gain the tools to advance our mission, empower their teams, and foster a culture where innovation can thrive.



Greens Creek employees



24/7/365 access to live
mental health specialists
for U.S. employees

High school students in the Intro to Mining Operations & Occupations course get briefed before their underground tour at Greens Creek Mine



Attracting talent: As part of our talent acquisition strategy, we build relationships with leading university programs geared towards preparing students for careers in mining, to engage emerging technical and operational talent. We work with these universities to create opportunities in fields such as accounting, human resources, and information technology. Through campus career fairs, classroom engagement, and internship pathways, we strengthen our connection to the communities where we operate while providing early career professionals with meaningful opportunities across our operations.

In 2025, we participated in on-site recruiting events or provided technical presentations at programs including Montana Tech, University of Nevada Reno, South Dakota School of Mines and Technology, and the Colorado School of Mines.

Employee empowerment and engagement:

Transparent feedback and communication were in focus for our efforts in 2025. 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."

To enable this, we hold quarterly performance reviews. Quarterly reviews create a rhythm of timely, meaningful feedback that helps employees stay connected to their goals, understand how their work contributes to the organization, and feel supported in their development, while fostering constructive supervisor-employee relationships.

Our emphasis on innovation and continuous improvement also drives employee engagement. In 2025, 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.

Also in 2025, we launched HeclaConnect, our company-wide intranet. HeclaConnect improves transparency by providing employees with better access to corporate resources (policies, event details, organizational charts, and more). The platform also enables collaboration across sites and disciplines.

Developing Talent in our Local Communities

Local hiring: 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, 2025, we had a total of 1,865 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, 49% of hiring was done locally in 2025, with local in this context defined as the community surrounding operations. In 2025, 84%* of our senior managers were local to their communities. In line with the GRI, Hecla in this context defines local at the country level.

Local career and educational support: To develop local talent pipelines, we partner with local training and educational programs, and we have active recruiting programs at local and regional educational institutes. For example, in 2025 our Lucky Friday team participated in on-site recruiting events or provided technical presentations at the University of Idaho, North Idaho College, Kootenai Technical Education Campus, and the Silver Valley High School Career Fair.

*Senior management hired from the local community includes those individuals either born or who have the legal right to reside indefinitely (such as naturalized citizens or permanent visa holders) in the same country as the operation. Senior managers include senior executives and VPs as well as senior site-level management (defined as individuals reporting directly to the site general manager).

Advocacy for women

Hecla has a deep and long-standing commitment to advancing women in the mining industry. In 2025, we launched the Hecla Women's Advisory Committee, a new initiative designed to attract, retain, and advance talented women across Hecla. The Committee includes members from a cross-section of our workforce – including a range of roles, locations, levels, and backgrounds.

Hecla also encourages participation in Women in Mining (WIM) through a corporate membership program. We have committed to a three-year sponsorship of WIM's annual conference. Many Hecla employees take active roles in local chapters, including serving as committee chairs and officers and participating in networking meetings and educational activities. Two Greens Creek leaders hold roles in WIM-Alaska: the mine's environmental manager serves as President, and the community relations specialist is the chapter's Secretary. In the WIM-Idaho chapter, the Lucky Friday human resources specialist is co-chair of the education committee, and our corporate environmental engineer chairs the fundraising committee. Hecla sponsors monthly meetings and social events for WIM in Wallace and Coeur d'Alene.



Photo taken at 2025 WIM USA National Conference in San Antonio, TX

Paula Lillesve (right)
Greens Creek environmental manager
President, WIM-Alaska

Chelsea Flint (left)
Greens Creek community relations specialist
Secretary, WIM-Alaska



Greens Creek

Admiralty Island, Alaska

Internships: Greens Creek provides internships for students from mining and technical schools to develop their skills and knowledge. We provide internships each year relevant to the following disciplines: mine engineering, geotechnical engineering, civil engineering, environmental science, production geology, exploration geology, and metallurgical engineering.

In 2025, one of our interns from the University of Alaska Southeast transitioned to a full-time diesel mechanic upon graduation.

Recruiting: In 2025, we participated in career fairs at several colleges and universities, as well as the Alaska College and Career Fair in Juneau, Kenai Peninsula, Mat-Su, Anchorage, and Fairbanks.

We also attended the second annual Angoon Community Career Fairs, which led to hiring three employees in 2025.

We hosted a tour for students from Northwestern University and Montana Technical University. The tour was part of a trek featuring Alaska mines and their part in the national and international supply chain of critical minerals.

We also participated in the Sealaska Heritage Institute's 2025 College and Career Summit. Hecla hosted a session for 18 Indigenous high school students to learn about careers in the mining industry.

Employee engagement: Greens Creek held a family day for over 140 friends and family members, including a tour of the mine site.

Training in skilled trades: Greens Creek held two focused training programs to develop job-specific skills for our workforce, including a 12-month program for early career engineers and metallurgists. A co-op program for electricians and mobile equipment mechanics combines paid on-the-job training with formal education in electrical systems, instrumentation, and diesel technologies. Hecla provides full tuition, housing, and a living stipend. Participants undergo 30-day evaluations and, upon successful completion, commit to a two-year service period through a forgivable note agreement.



Intern Day



Career fair table

Pathway Program and UAS Center for Mine Training

Hecla has partnered for 15 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. Hecla's support makes an introductory mining operations course tuition-free for 18 students each year. The program targets high school students and enables them to earn dual credits in both high school and college by completing the course, which is taught by Hecla's Community Relations and Engagement Specialist at Greens Creek.

Pathway to Mining Careers at UAS

- 1 Complete Introduction to Mining Careers and Occupations course. Greens Creek staff served as faculty for the course
- 2 Apply to UAS Diesel/Mine Mechanic Program and apply for Hecla scholarship support
- 3 Interview for summer internship experience with Hecla
- 4 Interview for job opportunity with Hecla

\$1.8M+

donated to the University of Alaska Southeast (UAS) Pathway to Mining Careers program

Scholarships: From 2023 to 2025, Greens Creek provided \$105,000 each year to the Power Technologies program at University of Alaska Southeast and six scholarships per semester for students at University of Alaska Anchorage's Geology program. In addition, we sponsor one student through the Electrical and Instrumentation program at Great Basin College. We provide full-time employment upon successful graduation. We also provide multiple scholarships of \$1,000-\$1,500 to recipients who are related to Greens Creek employees to support their post-secondary education.

- **University of Alaska Anchorage:** In 2025, Greens Creek again provided scholarships for two Geology students

UAS - Environmental Science Program: Greens Creek is supporting the Environmental Science program at UAS with its 2022 contribution of \$300,000 to the endowment fund.

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. We sponsor funding for one mine-trainer each year.

Since the program began in 2014, we have placed 72 miners from the MAPTS program into roles at Greens Creek, with five joining our team in 2025.





Lucky Friday

Mullan, Idaho

Recruitment: In 2025, Lucky Friday hosted eight college students for summer internships in the fields of geology, mine engineering, metallurgical engineering, geotechnical engineering, environmental engineering, mechanical engineering, and process controls/electrical engineering. Lucky Friday also provided summer work opportunities for students to learn mining and process operations and in mobile maintenance.

Leadership training: Lucky Friday continued its Leadership Training Program in 2025. Our leadership training program is aimed at front-line supervisors and site managers, and each supervisor or manager is expected to complete two training sessions per year.

In 2025, supervisors and managers participated in off-site training on supervisory skills, emotional intelligence, change management, safety leadership, and 360 leadership evaluations. Additional development included site-specific supervisor training for 12 new leaders, company-wide Hecla Leadership Training for 20 participants, and completion of a year-long Gonzaga University leadership program by three employees.

Leadership trainings are complemented by a “foundations of mining” program for all employees. Ten participants completed the training in 2025, gaining a broad understanding of mine departments, operations, and interdependencies

In 2025, 19 Lucky Friday employees completed a 2.5 day course on investment evaluation, and four employees participated in communications training.

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 2025, we offered Lucky Friday employees 10 trainings related to leadership.

Topics included:

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





Operating with **Transparency**

Troy
Northwest Montana

Core shed at Keno Hill



Chapter 10

Governance Policies and Structures

Putting Values into Practice

Hecla's Corporate Governance

Our Board of Directors oversees the company's business strategy and management performance to ensure that the long-term interests of shareholders and other stakeholders are being served, and to monitor adherence to the company's standards and policies, including sustainability performance.

Hecla's Board has four primary standing committees:

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

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. As of publication, six of our seven directors are independent, including the Chair of the Board, and three of our seven directors (43%) are women, including our Board Chair. At the committee level, two of the four chairs are women.

Our corporate governance and related documents are available on our [website](#). These include our Bylaws, Restated Certificate of Incorporation, Corporate Governance Guidelines, Whistleblower Policy, Code of Conduct, Code of Ethics for our CEO and Senior Financial Officers, Supplier Code of Conduct, Human Rights Statement, Safety and Health Policy, and the Charters of the Audit, Compensation, Governance and Social Responsibility, and HSET Committees of the Board.

43%

women on Board of Directors

Roles of CEO and Board Chair are held by separate persons

6 of 7

Board members are independent



Greens Creek employee taking samples

Sustainability Oversight

Oversight of sustainability matters is shared between two committees of the Board of Directors: the HSET Committee and the Governance and Social Responsibility Committee. At the executive level, several leaders share responsibility for sustainability implementation, including:

- SVP Chief Operating Officer – health, safety, operational implementation, and physical integrity of facilities
- SVP General Counsel – corporate governance and government relations
- Vice President Sustainability – environmental, indigenous and human rights, and community relations
- Vice President Chief Human Resources Officer – talent management

These executive positions report directly to the President and CEO. Site-level managers and employees lead our efforts to achieve sustainability goals, providing alignment between corporate strategy and local operations.

Ethics and Integrity

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 covers topics including conflicts of interest, confidentiality, protection of company assets, dealings with government officials, the Foreign Corrupt Practices Act (FCPA) and anti-bribery, insider trading, community relations, safety and security, and discrimination and harassment, and prohibits bribery and any other conduct that would violate the FCPA. The Code applies to all directors and employees worldwide, and the company expects all agents, consultants, and service providers to act consistently with it.

Our General Counsel is responsible for the administration of the Code. The Board of Directors and the Audit Committee oversee compliance with the Code, and the Audit Committee conducts a review of the Code on an annual basis, at minimum. In 2025, 100% of salaried employees signed the annual acknowledgement of the Code. Hecla also routinely performs internal ethics audits using a third-party service; the most recent audit took place in 2024, with results reflecting strong employee confidence in Hecla's ethical culture.



Greens Creek
employee in mill

Enterprise Risk Management

Responsibly managing risk is inherent to mining and is critical to our continued growth, innovation, and achievement of our strategic 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. Hecla's Enterprise Risk Management (ERM) framework aligns with the company's strategic goals. The Board holds ultimate responsibility for risk oversight.

In 2025, Hecla embarked on a formal review of its ERM program, which included creating an ERM Committee of executive and senior leaders. The ERM Committee oversees the ERM framework and ensures that risk identification and mitigation strategies align with the company's capital allocation priorities and long-term value creation goals. The ERM Committee presents a formal ERM update to the Board at each quarterly meeting and, where warranted, in-depth briefings on specific risk topics to support substantive Board-level engagement. Furthermore, Hecla's ERM program is structured around identified risks organized across strategic themes, such as financial, commodity, regulatory, cybersecurity, and emerging risks and opportunities.

As a matter of policy, we also manage environmental risks, including risks related to climate change, as part of our overall risk management approach. Hecla has risk assessment and mitigation measures in place at each operation.

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.

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 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, 2025.

Government Relations

Hecla complies 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. 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 affect the company such as tax and tariff policies, land use and access, permitting, and environmental, health, and safety standards.

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.



Greens Creek employees

MEASURING OUR Progress

Lucky Friday
Mullan, Idaho



About this Report

Tailored and Comprehensive

This Sustainability Report is published annually and covers our performance from January 1 to December 31, 2025, in alignment with our financial reporting. Unless otherwise noted, the report covers all operations and subsidiaries. In early 2026, Hecla announced the sale of its subsidiary that owns the Casa Berardi operation and the transaction closed in the first quarter of 2026. Unless otherwise noted, the Casa Berardi operation is included in this report.

The 2025 report is our ninth annual Sustainability Report. We use a blend of several leading sustainability frameworks to prepare the report each year, in consideration of our investors, employees, communities, and other stakeholders. Specifically:

- We prepared this report with reference to the GRI 2021 Standards, as well as GRI's 2024 sector standard for mining, which took effect on January 1, 2026
- The report maps to the SASB 2023 Metals and Mining Standard

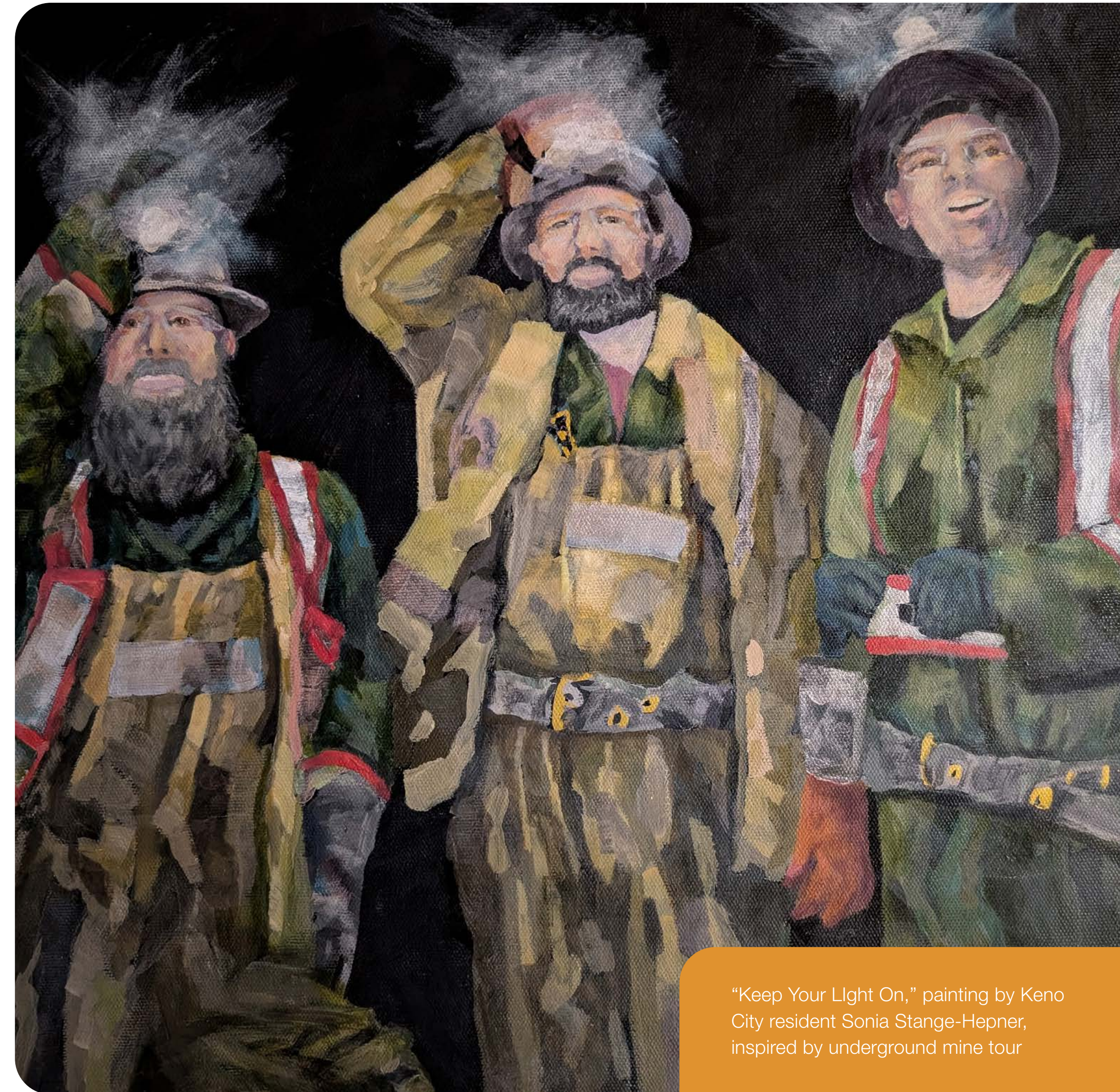
- We disclosed using the TCFD; future reports may transition to the International Sustainability Standards Board's (ISSB) S2 framework
- For discussion of our Canadian operations, we use applicable disclosure areas of the Mining Association of Canada's TSM initiative
- We strive to align our operations and impacts with the United Nations' Sustainable Development Goals, and we indicate these linkages in the report

Mappings are included on the following pages.

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.

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

For more information or to send feedback, please email hmc-info@hecla.com.



"Keep Your Light On," painting by Keno City resident Sonia Stange-Hepner, inspired by underground mine tour

GRI Content Index

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 Economic Performance
 Anti-corruption
 Tax
 Energy
 Water and Effluents
 Emissions
 Waste
 Employment
 Occupational Health and Safety
 Diversity and Equal Opportunity
 Rights of Indigenous Peoples
 Local Communities
 Public Policy
 Customer Privacy

Statement of use

Hecla Mining Company has reported with reference to the GRI Standards for the period of January 1 to December 31, 2025

GRI 1 used

GRI 1: Foundation 2021

GRI Standard	Metric	Disclosure
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	In 2025, Hecla transitioned from tracking the all-injury frequency rate (AIFR) to the total recordable injury frequency rate (TRIFR), and prior year data has been restated to maintain consistency of reporting. This change is also noted in the Social Data Tables later in the appendix.
	2-5 External assurance	No external assurance at this time
	2-6 Activities, value chain and other business relationships	<p>Introduction: About Hecla</p> <p>Hecla maintains a Supplier Code of Conduct that references the Hecla Code of Conduct and describes our expectations for all suppliers, vendors, and third-party contractors to act ethically when conducting business on Hecla's behalf. To the best of our knowledge, no forced or child labor takes place within our supply chain.</p> <p>Hecla is building out a centralized procurement function to coordinate the activities at our mine sites. As an early example of the success of this function, in 2025 three sites signed a joint explosives procurement contract.</p>
	2-7 Employees	Data Tables: Workforce
	2-8 Workers who are not employees	Data Tables: Workforce

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GRI Standard	Metric	Disclosure
<p>GRI 2: General Disclosures 2021</p>	<p>2-9 Governance structure and composition</p>	<p>Governance Policies and Structures: Putting Values into Practice</p> <p>Hecla's Corporate Governance Guidelines</p> <p>Our Board of Directors oversees the company's business strategy and management performance to ensure that the long-term interests of shareholders and other stakeholders are being served, and to monitor adherence to the company's standards and policies, including sustainability performance.</p> <p>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. 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.</p> <p>Board Demographics</p> <p>As of publication, three of our seven directors (43%) are women, including our Board Chair. At the committee level, two of the four chairs are women.</p> <p>Risk Management</p> <p>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. Several committees of the Board have specific risk oversight responsibility including, but not limited to:</p> <ul style="list-style-type: none"> • The Audit Committee oversees enterprise risks relating to financial statements, financial systems, financial reporting process, compliance and auditing, and data security and privacy • The Compensation Committee oversees risk relating to executive compensation policies and practices, including if compensation programs create undesired or unintentional risk-taking <ul style="list-style-type: none"> • The Governance and Social Responsibility Committee oversees risks relating to corporate governance, sustainability matters, public policy, and social trends • The HSET Committee oversees operational risks, including environmental, health, and safety compliance <p>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.</p> <p>In cases where a question of materiality, public disclosure or legal exposure is in question, our General Counsel 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.</p> <p>In 2025, Hecla embarked on a formal review of its Enterprise Risk Management (ERM) program, including:</p> <ul style="list-style-type: none"> • Establishing a formalized strategic risk register of 45 risks organized across six key themes, with designated risk owners across functional areas of the business • Creating an ERM Committee that presents risk ratings to Hecla's Executive Leadership Team and the Board on a quarterly basis <p>Risk ownership follows a Responsible-Accountable-Consulted-Informed (RACI) model, with accountability assigned at each level from site to the Executive Leadership Team members, and critical risks escalated to the Board.</p>

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Economic Performance

Anti-corruption

Tax

Energy

Water and Effluents

Emissions

Waste

Employment

Occupational Health and Safety

Diversity and Equal Opportunity

Rights of Indigenous Peoples

Local Communities

Public Policy

Customer Privacy

GRI Standard	Metric	Disclosure
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	<p><u>Hecla's Corporate Governance Guidelines</u></p> <p><u>2026 Proxy Statement</u>, Identifying and Evaluating Nominees for Director</p>
	2-11 Chair of the highest governance body	<p>Governance Policies and Structures: Putting Values into Practice</p> <p><u>Hecla's Corporate Governance Guidelines</u></p> <p>The roles of Chair of the Board and CEO are held by separate persons.</p> <p>As of publication, six of our seven directors are independent, including the Chair of the Board.</p>
	2-12 Role of the highest governance body in overseeing the management of impacts	<p>Governance Policies and Structures: Putting Values into Practice</p> <p>The Board has oversight of the company's overall sustainability strategies and initiatives, including specific committees tasked with sustainability oversight responsibilities.</p> <p>The Governance and Social Responsibility Committee is responsible for overseeing sustainability-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 sustainability matters, particularly policy and external matters.</p> <p>The HSET Committee assists the Board in monitoring and reviewing sustainability matters, such as 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 sustainability technical requirements.</p> <p>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.</p> <p>At the executive level, several roles share primary responsibility for implementing our sustainability programs reporting directly to our CEO: the Senior Vice President-Chief Operating Officer, Vice President-Operations (COO), Vice President-Human Resources (CHRO), and our Vice President-Sustainability.</p> <p>At our operating sites, our Vice Presidents-General Managers lead our efforts to achieve sustainability goals. 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 sustainability goals.</p>
	2-13 Delegation of responsibility for managing impacts	Governance Policies and Structures: Putting Values into Practice
	2-14 Role of the highest governance body in sustainability reporting	See GRI 2-12 for more information
	2-15 Conflicts of interest	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.

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GRI Standard	Metric	Disclosure
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	<p>Hecla provides to employees and third parties a confidential, toll-free helpline and online portal available 24 hours a day, seven 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. The helpline is available in all three languages in which we operate: English, French, and Spanish.</p> <p>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 and responds to submissions via the online portal. The General Counsel also updates 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 includes our strict non-retaliation policy to protect any whistleblowers who report wrongdoing in good faith or cooperate in an investigation.</p>
	2-17 Collective knowledge of the highest governance body	<p>2026 Proxy Statement, Director Skills and Experience</p> <p>As of publication, six of Hecla's seven directors possess demonstrated experience in environmental and social responsibility.</p>
	2-18 Evaluation of the performance of the highest governance body	<p>2026 Proxy Statement, Board and Committee Self-Evaluation Process and Evaluation Process</p>
	2-19 Remuneration policies	<p>2026 Proxy Statement, Compensation Committee Procedures</p> <p>2026 Proxy Statement, Compensation of Non-management Directors</p> <p>2026 Proxy Statement, Compensation Risk Analysis</p> <p>2026 Proxy Statement, Compensation of Named Executive Officers</p>
	2-20 Process to determine remuneration	<p>2026 Proxy Statement, Compensation Committee Procedures</p> <p>2026 Proxy Statement, Compensation of Non-management Directors</p> <p>2026 Proxy Statement, Compensation Risk Analysis</p> <p>2026 Proxy Statement, Compensation of Named Executive Officers</p> <p>Sustainability performance indicators are included in the goals that comprise Hecla's two primary incentive compensation plans. 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 sustainability goals.</p>
	2-21 Annual total compensation ratio	<p>2026 Proxy Statement, CEO Pay Ratio</p>
	2-22 Statement on sustainable development strategy	<p>Introduction: From our President and CEO, Rob Krcmarov</p>

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GRI Standard	Metric	Disclosure
GRI 2: General Disclosures 2021	2-23 Policy commitments	<p>Our corporate governance and related documents are available on our website at www.hecla.com by selecting the tab titled “Company” and then selecting the tab titled “Governance & Ethics.” These include:</p> <ul style="list-style-type: none"> • 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 the Code of Conduct) • Charters of the Audit, Compensation, Governance and Social Responsibility, and Health, Safety, Environmental and Technical Committees of the Board
	2-24 Embedding policy commitments	<p>From our President and CEO, Rob Krcmarov</p> <p>See GRI 3-3 from the Material Topics section for more information</p> <p>In 2025, Hecla adopted a Sustainability Policy to ensure that our operations contribute positively to environmental and social wellbeing, as noted on page 10. As stated in the Policy, we recognize that our ability to operate depends on our demonstrated and continued commitment to safety, environmental excellence, and community partnership.</p> <p>The Sustainability Policy applies to all Hecla operations, projects, and activities. All Hecla employees, contractors, suppliers, and representatives are expected to understand and abide by it.</p>
	2-25 Processes to remediate negative impacts	Local Communities: Sharing Benefits and Deepening Relationships
	2-26 Mechanisms for seeking advice and raising concerns	See GRI 2-16 for more information
	2-27 Compliance with laws and regulations	<p>Introduction: From our President and CEO, Rob Krcmarov</p> <p>Data Tables: Environmental Compliance</p>

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GRI Standard	Metric	Disclosure
GRI 2: General Disclosures 2021	2-28 Membership associations	<p>Alaska Chamber</p> <p>Alaska Metal Mines</p> <p>Alaska Miners Association</p> <p>Alaska Resource Development Council</p> <p>American Exploration & Mining Association</p> <p>Association for Mineral Exploration of British Columbia</p> <p>Canadian Chamber of Commerce</p> <p>Coeur d'Alene Regional Chamber</p> <p>Greater Juneau Chamber of Commerce</p> <p>The Historic Silver Valley Chamber of Commerce</p> <p>Idaho Association of Commerce & Industry</p> <p>Idaho Business for Education</p> <p>Idaho Mining Association</p> <p>International Lead Association</p> <p>Mining Association of British Columbia</p> <p>Mining Association of Canada</p> <p>Montana Chamber of Commerce</p> <p>Montana Mining Association</p> <p>National Mining Association</p> <p>Nevada Mining Association</p> <p>Prospectors & Developers Association of Canada</p> <p>Quebec Mining Association</p> <p>The Silver Institute</p> <p>Silver Valley Economic Development Council</p> <p>Society for Mining, Metallurgy & Exploration</p> <p>Treasure State Resources Association</p> <p>Wallace Chamber of Commerce</p> <p>Women in Mining USA</p> <p>Women's Mining Coalition</p> <p>Yukon Chamber of Mines</p>

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GRI Standard	Metric	Disclosure
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	<p>As expressed in Hecla's Sustainability Policy adopted in 2025, we are committed to community partnership and acceptance. This commitment is realized through regular community engagement and communication.</p> <p>We maintain open, honest communication with local communities, stakeholders, and rightsholders throughout all phases of our operations. This includes providing transparent, accessible reporting on environmental, social, and economic performance and compliance, as well as ensuring that communities can provide feedback, to which we commit to responding promptly and effectively.</p> <p>To align with this principle, 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 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.</p> <p>We also work with local stakeholders to identify opportunities for the Hecla Charitable Foundation to provide support for community initiatives.</p> <p>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. Before expanding operations, we engage community members of Keno City through town hall meetings and advance information-sharing.</p>
	2-30 Collective bargaining agreements	<p>Approximately 325 of our employees at Lucky Friday are covered by a collective bargaining agreement, representing approximately 17% of our workforce. Employees at our other sites have chosen not to unionize.</p> <p>Every three years, we also 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. This was most recently done in December 2025.</p> <p>At our Greens Creek mine in Alaska, Hecla hosts 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.</p> <p>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.</p> <p>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. Lucky Friday managers also meet at least biannually with Shoshone County leaders and other local representatives.</p> <p>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.</p>

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Material Topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	<p>Hecla conducted an independent third-party assessment of priority sustainability topics, performed by the Governance & Accountability Institute (G&A), a respected advisor on sustainability issues.</p> <p>The materiality assessment included:</p> <ul style="list-style-type: none"> Consulting with investors, employees, and sustainability 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 Considering the topics viewed as material by our peers in the mining industry 	<ul style="list-style-type: none"> Conducting a deeper analysis by reviewing factors such as how the leading sustainability raters and investors select material topics in their sustainability disclosure, rating methodologies, investment decision-making, goal setting, and strategy. <p>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.</p> <p>We followed up on that materiality assessment with a leadership survey in 2024 to assess evolving priorities for the company. Compared to the initial materiality analysis, the following topics ranked as a relatively higher priority in the survey: occupational health and safety, environmental compliance, water and effluents, and ethics and integrity issues.</p>
	3-2 List of material topics	<ul style="list-style-type: none"> Occupational Health & Safety Tailings & Waste Community Engagement Water & Effluents Climate Change Biodiversity Rights of Indigenous Peoples 	<ul style="list-style-type: none"> Diversity & Equal Opportunity Human Rights Assess Air Quality Emissions Site Closure & Rehabilitation Ethics & Integrity Environmental Management System Governance

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GRI Standard	Metric	Disclosure
Biodiversity		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>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, such as the Mining Association of Canada's TSM initiative.</p> <p>Our Environmental Policy mandates compliance with all applicable federal, state, provincial, and local environmental laws and regulations that govern our facilities, and we 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.</p> <p>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.</p>
		<p>Hecla manages environmental impacts through the corporate environment department, which reports on environmental management to the Board of Directors on a quarterly basis, and coordinates closely with environmental managers at each Hecla site.</p> <p>At closure, all site structures undergo comprehensive hazard assessments, with materials disposed of at approved facilities. Areas where soil analyses confirm no mine-related impacts are restored using locally sourced, ecologically appropriate seed mixes—often in partnership with regional seed banks. Soil amendments, stabilizers, and erosion control measures are applied as needed.</p>
GRI 101: Biodiversity 2024	101-2 Management of biodiversity impacts	Biodiversity and Land: Protecting and Promoting Nature
	101-4 Identification of biodiversity impacts	Biodiversity and Land: Protecting and Promoting Nature
	101-5 Locations with biodiversity impacts	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 2025, we protected or restored a total of 58 acres.
	101-6 Direct drivers of biodiversity loss	Biodiversity and Land: Protecting and Promoting Nature
Economic Performance		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Local Communities: Sharing Benefits and Deepening Relationships Data Tables: Economic Data Tables

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GRI Standard	Metric	Disclosure
Anti-corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Hecla's Code of Conduct embodies our commitment to meeting the highest standards of ethics and integrity in every aspect of our business, covering 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 also prohibits bribery and any other conduct that would violate the FCPA, and encourages employees to speak with their supervisor or manager about any questions about the Code or situations that are not addressed in the Code.</p> <p>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, as well as 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).</p> <p>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.</p> <p>Our General Counsel is responsible for the administration of the Code, while the Board of Directors and the Audit Committee oversee compliance to the document. The Audit Committee also conducts a review of our Code on an annual basis, at minimum, and makes necessary updates.</p> <p>Using a third-party service, Hecla routinely performs internal ethics audits. 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. Our most recent ethics audit took place in 2024, with strong participation rates and positive results reflecting employee confidence in Hecla's ethical culture.</p>
	205-2 Communication and training about anti-corruption policies and procedures	<p>The Code of Conduct 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 2025, 100% of salaried employees signed the acknowledgement of the Code. We also provide periodic training on the Code.</p>
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	<p>In 2025, one report was made in the area of employee relations. It was reviewed in accordance with Hecla's policy.</p>
Tax		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>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.</p>

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GRI Standard	Metric	Disclosure
GRI 207: Tax 2019	207-1 Approach to tax	Hecla supports the local communities through the payment of a variety of taxes including mineral, sales, property, and payroll taxes as well as various royalties and fees.
	207-4 Country-by-country reporting	Data Tables: Total Government Contribution 2025
Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>See GRI 3-3 under the Biodiversity section for more information</p> <p>Climate Action: Accounting for Change, Shrinking our Footprint</p> <p>All of Hecla's production sites utilize renewable energy sources. One of our largest sources of electricity is renewable hydropower. We use as much hydroelectricity as our power suppliers can provide, resulting in most of our operations being run on hydropower. (See details on each operation's renewable energy use under the Climate Action chapter.)</p>
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	<p>See GRI 3-3 under the Biodiversity section for more information</p> <p>Our water stewardship practices entail a range of strategies designed to reduce freshwater use where possible, use water efficiently including recycling and reuse, maintain water quality, and manage water discharge. We also engage with our communities to collaboratively manage shared water resources.</p> <p>We implement water quality monitoring programs including analysis of baseline water conditions and extensive sampling, quality analysis, and audits. In 2025, we completed required audits of water quality at Hecla mine sites. The monitoring programs help us meet or exceed 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.</p>

Each site has a comprehensive water management plan to ensure we meet applicable laws and regulatory requirements related to water. The plans are tailored to account for the site's specific water sources, levels of precipitation, and operational details. Our site management teams, who have primary responsibility for water management, are responsible for implementing the plans. In 2025, we began developing Hecla-wide corporate standards on water management.

Mine water management remains a central focus at Hecla's closed sites. At locations such as Grouse Creek, active treatment systems manage more than 200 million gallons of mine water annually, ensuring safe discharge to surrounding waterways. Sites including Grouse Creek and the Troy Mine undergo extensive water quality monitoring—ranging from macroinvertebrate and fish assessments to frequent water chemistry sampling. These data are compiled into comprehensive annual reports shared with state and federal regulators, reflecting Hecla's commitment to transparency and environmental stewardship.

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GRI Standard	Metric	Disclosure
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	<p>Water: Caring for What Connects Us All</p> <p>Hecla collaborates with federal and state agencies to fulfill our commitment to rigorous biomonitoring.</p> <p>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 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.</p> <p>At the Keno Hill mine, a water management working group has been defined to ensure effective communication between departments.</p>
	303-2 Management of water discharge-related impacts	Water: Caring for What Connects Us All
	303-3 Water withdrawal	Data Tables: Water
	303-4 Water discharge	Data Tables: Water
	303-5 Water consumption	Data Tables: Water
Emissions		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>See GRI 3-3 under the Biodiversity section for more information</p> <p>Our efficiency tools include 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. We also prioritize energy efficiency when purchasing new equipment and lighting, including using LED lighting for replacements.</p>
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Data Tables: GHG Emissions
	305-2 Energy indirect (Scope 2) GHG emissions	Data Tables: GHG Emissions
	305-4 GHG emissions intensity	Data Tables: GHG Emissions
	305-5 Reduction of GHG emissions	<p>Climate Action: Accounting for Change, Shrinking our Footprint</p> <p>Data Tables: GHG Emissions</p>
	305-6 Emissions of ozone-depleting substances (ODS)	Hecla produces a nominal amount of ODS emissions; therefore, this metric is not material.

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GRI Standard	Metric	Disclosure
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Data Tables: Non-GHG Air Emissions
		Hecla employs a variety of dust control technologies to minimize dust from crushing and grinding, tailings management, and haulage. For instance, haul trucks leaving the dry stack tailings facility at Greens Creek are required to be washed down to minimize tracking from the facility.
Waste		
GRI 3: Material Topics 2021	3-3 Management of material topics	See GRI 3-3 under the Biodiversity section for more information
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	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.
	306-2 Management of significant waste-related impacts	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 are drafting an 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.
	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

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GRI Standard	Metric	Disclosure
Employment		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>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.</p> <p>At the executive level, the CHRO is responsible for implementing Hecla's human capital management (HCM) program. The CHRO reports directly to the CEO and provides reports to the Board of Directors on a quarterly basis. The CHRO is an executive-level position to reflect the priority we place on utilizing our human capital resources to meet our corporate responsibility goals.</p> <p>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.</p> <p>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. 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 provide an enhanced telehealth and mental health platform for our U.S. sites, allowing employees and their dependents extensive access to service providers and choice in how their care is delivered.</p> <p>In 2025, we expanded our employee assistance benefits, including improved access to mental health resources. For U.S. employees, we introduced free, 24/7/365 access to live mental health specialists for in-the-moment support and crisis mitigation. These benefits are available to all employees as well as their dependents. Removing barriers to virtual care, telehealth, and mental health benefits directly supports the realities of a mobile, geographically dispersed workforce. Strengthening virtual care addresses provider shortages by opening an expanded network in regions where we operate and where our workforce resides.</p>
GRI 401: Employment	401-3 Parental Leave	Data Tables: Workforce

For employees in western Canada, we introduced an employer funded Health Spending Account (HSA). Traditional health plans often include limitations, exclusions, or capped coverage, on services like dental, vision, and various therapies which can leave employees and their families with gaps in coverage. By adding an HSA, we're empowering employees to direct their benefits dollars towards the services that matter most to them.

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.

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.

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.

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GRI Standard	Metric	Disclosure	
Occupational Health and Safety			
<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p>	<p>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.</p> <p>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.</p> <p>The Board of Directors' HSET Committee provides oversight and governance of safety and health.</p> <p>Management reports to the Board on safety performance and progress toward strategic objectives on a quarterly basis.</p> <p>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.</p>	<p>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).</p> <p>In 2025, we issued an updated Safety and Health Policy that addresses Hecla's commitments, legal and other requirements, risk management and planning process, organizational resources, accountabilities and responsibilities, training and communication, among others. The policy also reflects Hecla's Safety 365 values and associated commitments. 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 in which speaking up about safety concerns is not just encouraged, it is expected.</p> <p>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.</p>

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GRI Standard	Metric	Disclosure
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	<p>Hecla's Safety and Health Management System (SHMS) provides specific standards, procedures, and programs necessary to implement the principles in the Safety and Health Policy. The SHMS is subject to regular audits and review.</p> <p>As a matter of policy, we regularly review the SHMS to identify potential areas of improvement. In 2025, updated the SHMS to incorporate the Safety 365 priorities that were added to the Safety and Health Policy. In 2026, Hecla's key objective is to complete a comprehensive review of the SHMS and to conduct internal audits against the updated SHMS.</p> <p>In addition to internal audits, we engage an auditor accredited by the National Mining Association to conduct external audits every three years.</p> <p>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.</p>
	403-2 Hazard identification, risk assessment, and incident investigation	<p>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.</p>
	403-3 Occupational health services	Worker Safety and Health: The Foundation of Everything We Do
	403-4 Worker participation, consultation, and communication on occupational health and safety	Worker Safety and Health: The Foundation of Everything We Do

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.

Hecla measures the effectiveness of our 10-element system through regular testing and monitoring techniques including the below items:

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

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GRI Standard	Metric	Disclosure
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	<p>Data Tables: Health and Safety</p> <p>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.</p> <p>Initial training: All new workers receive extensive training on the safety and health aspects of mining, and also complete department-specific training related to their job function. Workers are trained according to the standard operating practices for each task they will perform, and trainers sign off on worker competency in the field. Where relevant, workers are also trained to safely execute tasks with elevated risk, such as working at height, energy isolation, and confined space entry.</p> <p>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.</p> <p>Contractors and visitors receive safety orientations; and contractors working on site are trained as necessary to site-specific standard operating procedures related to their scope of work, such as driving, evacuation, and operating cranes. While most of this training is in-person in classrooms and in the field, some topics are covered in online modules.</p> <p>Ongoing reinforcement: In addition to the training, we conduct daily toolbox talks covering timely safety topics over the course of a year. Regular safety meetings for each crew also refresh and build on workers' training. Supervisors also reinforce safe work practices in the normal course of field work. At our mines in the U.S., all workers receive eight hours of annual refresher training on safety and health, as required by federal regulations enforced by the Mine Safety and Health Administration (MSHA).</p> <p>Supervisor training: Mine supervisors receive Balmert training on managing safety behavior and incident investigation every two or three years.</p> <p>Procedure updates: As standard operating procedures are updated over time, workers receive training on the updated procedures.</p> <p>Fatality prevention: In 2025, Hecla introduced training on critical risk management, as part of an initiative to update our Fatality Prevention Program. The training is provided to frontline supervisors, general foremen, superintendents, and managers. After piloting the training at Casa Berardi in 2024, we have provided it at Greens Creek, Lucky Friday, and Keno Hill. We plan to build on the training with a systematic review of fatal risks in 2026.</p>
	403-6 Promotion of worker health	Worker Safety and Health: The Foundation of Everything We Do Talent Management: Empowering and Engaging Hecla's People
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Worker Safety and Health: The Foundation of Everything We Do
	403-8 Workers covered by an occupational health and safety management system	See GRI 403-1 for more information
	403-9 Work-related injuries	Data Tables: Health and Safety
	403-10 Work-related ill health	Data Tables: Health and Safety

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GRI Standard	Metric	Disclosure
Diversity and Equal Opportunity		
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	<p>Indigenous Relations: Operating in Partnership</p> <p>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-Sustainability and updates Hecla executives through biweekly senior operations meetings.</p> <p>We recognize and value the traditional knowledge, cultural values, and rights of Indigenous peoples and others, as expressed in the Sustainability Policy.</p>
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	No violations of rights with regard to Indigenous Peoples were identified in 2025.
Local Communities		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Local Communities: Sharing Benefits and Deepening Relationships</p> <p>Our commitment to meaningful participation by local communities and Indigenous rightsholders regarding environmental, social, and economic matters is reflected in Hecla's Sustainability Policy adopted in 2025.</p> <p>To better understand the needs of our communities, all Hecla sites have a designated community relations site contact.</p> <p>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.</p> <p>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 2025, the Hecla Charitable Foundation donated almost \$685,000 to 95 organizations. Since 2009, the Foundation has contributed \$6.1 million toward our communities.</p>
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	See GRI 2-29 for more information

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GRI Standard	Metric	Disclosure
Public Policy		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Hecla complies 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.</p> <p>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 affect the company such as tax and tariff policies, land use and access, permitting, and environmental, health, and safety standards.</p> <p>In 2025, we successfully advocated for the U.S. Department of Interior to include silver on its List of Critical Minerals, with support from several U.S. Senators. Our Greens Creek mine hosted several site tours support informed decision making. We hosted tours for the Western Caucus U.S. Senate Chiefs of Staff retreat, alongside the executive director of the Alaska Mining Association. We also held a tour for ten members of the U.S. House Committee on Natural Resources and seven staffers.</p> <p>During the Alaska State Legislative Session, we attended a welcome event for legislators, and presented on our history and production to the Alaska State House Resources Committee. We also provided speakers for the Alaska Miners Association's Juneau Mining Forum.</p> <p>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.</p>
GRI 415: Public Policy 2016	415-1 Political contributions	<p>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 2025, the Hecla PAC contributed \$16,000 to federal candidates.</p> <p>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 \$529,000 in 2025. Hecla did not employ a federal lobbyist in the U.S. in 2025. We spent \$60,000 on a state lobbyist in Montana and CAD \$60,000 on a provincial lobbyist in Quebec.</p>

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GRI Standard	Metric	Disclosure
Customer Privacy		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>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.</p> <p>Hecla’s Vice President of Information Technology (VP-IT) reports to the Chief Financial Officer (CFO), who provides updates to the Audit Committee at least annually.</p> <p>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.</p>
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No material cybersecurity incidents were identified in 2025.

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 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, CFO, General Counsel, and VP-IT. These reviews can also provide topics for discussion at Board and/or Audit Committee meetings.

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Disclosure	Accounting Metric	Code	Section Reference
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	EM-MM-110a.1	Data Tables: GHG Emissions Zero percent of global Scope 1 emissions are covered under emissions-limiting regulations.
	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 Action: Accounting for Change, Shrinking our Footprint
Air Quality	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	EM-MM-120a.1	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 Action: Accounting for Change, Shrinking our Footprint 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	Data Tables: Water All of our operating mines are located in net precipitation zones, with more rainfall than evaporation, so are not considered to have high or extremely high baseline water stress. Overall, 27% of Hecla offices and sites are located in areas with high or extremely high baseline water stress.
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	EM-MM-140a.2	Water: Caring for What Connects Us All
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	Hecla had three significant incidents associated with hazardous materials and waste management in 2025.
	Description of waste and hazardous materials management policies and procedures for active and inactive operations	EM-MM-150a.10	Tailings and Waste: Innovation and Accountability Data Tables: Tailings Table
Biodiversity Impacts	Description of environmental management policies and practices for active sites	EM-MM-160a.1	Tailings and Waste: Innovation and Accountability
	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	Tailings and Waste: Innovation and Accountability

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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	None of our proven or probable reserves are located within five kilometers of Indigenous settlement lands or reservations.
	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	<p>Indigenous Relations: Operating in Partnership</p> <p>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.</p> <p>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.</p> <p>We regularly engage with our stakeholders, including 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.</p> <p>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.</p> <p>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, 2025.</p>
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	EM-MM-210b.1	Local Communities: Sharing Benefits and Deepening Relationships
	(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	Approximately 325 of our employees at Lucky Friday are covered by a collective bargaining agreement, representing approximately 17% of our workforce. Employees at our other sites have chosen not to unionize.
	(1) Number and (2) duration of strikes and lockouts	EM-MM-310a.2	There were no strikes or lockouts during the reporting period.

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Disclosure	Accounting Metric	Code	Section Reference
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	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	See GRI 3-3 under the Anti-Corruption section for more information
	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	Tailings and Waste: Innovation and Accountability Tailings storage facilities, waste rock dumps, and other mine-related materials are securely contained, capped, revegetated, and closely monitored for potential effects on surface and groundwater, as well as for long-term structural stability.
	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	EM-MM-540a.3	Tailings and Waste: Innovation and Accountability
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

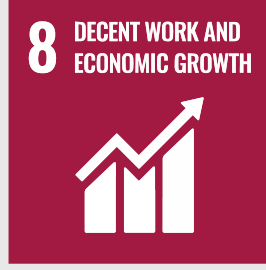


Disclosure	Accounting Metric	Section Reference
Governance	a) Describe the board's oversight of climate-related risks and opportunities.	See GRI 2-12 for more information
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	See GRI 2-12 for more information
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	<p>Climate Action: Accounting for Change, Shrinking our Footprint</p> <p>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.</p> <p>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.</p> <p>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 HSET Committee of our Board of Directors to present project updates, including any results from HLRAs and any progress on material HLRA action plans.</p>
Risk Management	a) Describe the organization's processes for identifying and assessing climate-related risks.	
	b) Describe the organization's processes for managing climate-related risks.	<p>Risk Mitigation Highlights from Our Sites</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>At Lucky Friday, we continue to evaluate and fine-tune a comprehensive assessment of our water management stewardship. We are implementing targeted initiatives to significantly reduce water discharges to the environment, with a long-term objective of achieving zero discharge.</p>

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Disclosure	Accounting Metric	Section Reference
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 Action: Accounting for Change, Shrinking our Footprint
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Data Table: GHG Emissions

2025 Progress on UN Sustainable Development Goals

SDG	Progress
	<p>In 2025, we achieved a 13% improvement in safety, driving our premium operational performance and underscoring our commitment to responsible mining.</p> <p>In 2025, Hecla held its second company-wide, tools-down Safety Day, pausing all operations to enable everyone to focus on their approaches to safety.</p> <p>Hecla developed updates to the Safety and Health Policy to reflect our new Safety 365 values and associated commitments.</p>
	<p>In 2025, 42 Hecla leaders participated in our company-wide Leadership Training program, reflecting our commitment to developing confident, values-aligned supervisors across all operations.</p> <p>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 such as sponsoring students in mining programs and offering internships.</p>
	<p>At Lucky Friday, Hecla engineers are undertaking an ambitious project to dramatically reduce the volume of water discharged into the South Fork of the Coeur d'Alene River.</p> <p>At Greens Creek, we began using dissolving flocculent blocks to remove additional sediments from water before discharging it into the environment.</p> <p>At ERDC, we advanced the design and construction of water treatment facilities to ensure proper treatment before discharging water into the environment or to municipal plants.</p>
	<p>All operating mine sites get a majority of their electricity from renewable sources, predominantly hydropower.</p> <p>Hecla is continually looking for opportunities to improve our intake of renewable energy and reduce our intake of carbon-intensive energy sources.</p>

SDG	Progress
	<p>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.</p> <p>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, 2025, 84% of our senior managers were local to their communities.</p> <p>In 2025, Hecla contributed more than \$289 million to our local communities through wages, bonuses, and severance.</p>
	<p>Our efficiency tools include 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.</p> <p>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.</p>
	<p>In 2025, Hecla secured 53 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.</p> <p>At our closed facility in Troy, Montana, we have had a more than 90% revegetation success rate, even on steep alpine slopes.</p> <p>Hecla maintains approximately \$224 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.</p>

Environmental Data Tables

1 - The chosen consolidation approach for emissions is facilities under operational control. We are in the process of establishing a new baseline year and GHG reduction goals following the changes in our operational footprint. Gases covered in GHG emissions calculations include CO₂, CH₄, and N₂O. 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 emissions are estimated employing U.S. Environmental Protection Agency (EPA) reporting standards, protocols, methodologies, and other related guidance. For vehicle combustion emissions, we use emission factors from the Greenhouse Gas Inventory Guidance, Direct Emissions from Mobile Combustion Sources, from the U.S. EPA Center for Corporate Climate Leadership. For non-vehicle combustion emissions (electricity generation, heating), stationary combustion emission factors from Greenhouse Gas Reporting Program (GHGRP), Subpart C – General Stationary Fuel Combustion Sources Tables C-1 & C-2 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 calculated from site-level sources. Greens Creek is an interruptible customer of AEL&P, required to purchase surplus hydroelectricity, and there are zero emissions associated with its purchases (per communication with Avista Utilities/AEL&P). Casa Beradi uses supplier-specific CO₂ equivalent emission factors from Hydro-Québec's fact sheet "Label for Electricity Supplies Feeding Hydro-Québec's Main Power Grid, 2024" (updated May 2025). Lucky Friday uses supplier-specific CO₂ equivalent emission factors from Avista Corporation's Electric Company 2024 ESG/Sustainability Report (December 2025). Nevada operations use a supplier-specific CO₂ equivalent emission factor from NV Energy's 2023 ESG/Sustainability Report (April 2024). San Sebastian uses CO₂ equivalent emission factors for Mexico's National Electric System, 2024 (February 2025). Keno Hill uses a CO₂ equivalent emission factor (Table 5.2) for the Yukon Territory (2025 value) from Canada's National Inventory Report (October 2025). Montana operations use a CO₂ equivalent emission factor from the U.S. EPA eGRID2023 database for subregion of NWPP (January 2025). Grouse Creek uses a CO₂ equivalent emission factor from the U.S. EPA eGRID2023 database for Idaho (January 2025).

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- Adverse weather conditions in Juneau required Greens Creek to rely on backup generators, as the local power provider redirected electricity typically supplied to the site to meet the increased demand, resulting in an increase in both GHG and non-GHG emissions.

Production	2023	2024	2025	GRI/SASB Standards
Production				
Silver (ounces)	14,342,863	16,169,930	17,026,785	EM-MM-000.A
Gold (ounces)	151,259	141,923	150,509	EM-MM-000.A
Lead (metric tonnes)	44,462	47,641	50,921	EM-MM-000.A
Zinc (metric tonnes)	66,758	60,154	62,195	EM-MM-000.A
Copper (metric tonnes)	1,636	1,700	1,654	EM-MM-000.A
GHG Emissions ¹				
GHG Scope 1 (metric tonnes CO ₂ e) ²	65,345	81,788	98,398 ⁵	305-1; EM-MM-110a.1
GHG Scope 1 (metric tonnes biogenic CO ₂ e)	1,352	1,980	2,151	305-1; EM-MM-110a.1
GHG Scope 2 (metric tonnes CO ₂ e) ³	19,504	28,227	26,479	305-2
GHG Scopes 1 & 2 (metric tonnes CO ₂ e)	86,201	111,995	127,028	305-1, 305-2; EM-MM-110a.1
GHG Emissions Intensity (Scopes 1 & 2 metric tonnes CO ₂ e / silver ounce)	0.006	0.007	0.007	305-4
Non-GHG Air Emissions				
CO (metric tonnes)	3.57	3.14	9.86 ⁵	305-7; EM-MM-120a.1
NOx (metric tonnes)	71.58	45.40	187.38	305-7; EM-MM-120a.1
SOx (metric tonnes)	0.02	0.01	0.09	305-7; EM-MM-120a.1
Water ⁴				
Fresh Water Withdrawal From Surface Water (gallons)	1,644,038,462	944,846,964	999,600,750	303-3; EM-MM-140a.1
Fresh Water Withdrawal From Ground - Production Wells (gallons)	65,516,374	71,770,822	49,844,669	303-3; EM-MM-140a.1
Fresh Water Withdrawal From Ground - Mine Dewatering (gallons)	714,455,717	1,195,691,604	1,353,362,858	303-3; EM-MM-140a.1
Other Water Managed (gallons)	0	0	0	303-3; EM-MM-140a.1
Total Water Used in Mining or Process Operations (gallons)	2,019,639,655	2,016,633,156	1,938,187,571	
Water Recycled to Mining or Process Operations (gallons)	1,343,769,882	1,448,203,740	1,292,480,921	
Percentage of Process Water Recycled	67%	72%	67%	
Water Discharged to Fresh Surface Water (gallons)	1,374,105,217	1,636,811,235	1,437,464,749	303-4
Water Discharged to Seawater (gallons)	609,838,093	557,803,291	607,348,469	303-4
Water Discharged to Ground Water (gallons)	679,528,412	466,738,596	602,946,825	303-4
Water Discharged to Third Parties (gallons)	0	0	0	303-4
Water Contained in Tailings (gallons)	254,993,218	283,390,779	322,011,973	303-5; EM-MM-140a.1
Water Contained in Concentrate (gallons)	1,019,560	1,679,983	5,951,866	303-5; EM-MM-140a.1

Environmental Data Tables

Production	2023	2024	2025	GRI/SASB Standards
Percentage of Corporate Operations and Mine Sites in High Water Stress Areas ⁶	-	-	27%	
Percentage of Water Withdrawn in Regions with High or Extremely High Baseline Water Stress ⁶	-	-	5.8%	EM-MM-140a.1
Waste				
Waste Rock				
Waste Rock Produced (metric tonnes)	5,562,353	14,392,690	11,175,674	306-3; EM-MM-150a.6
Waste Rock Deposited at Surface Facilities (metric tonnes)	2,566,645	11,472,649	7,246,122	
Waste Rock Used in Surface Construction (metric tonnes)	2,524,715	3,834,299	4,448,137	
Waste Rock Used as Backfill Underground (metric tonnes)	236,018	216,786	217,383	
Tailings				
Tailings Produced (metric tonnes)	2,276,204	2,524,231	2,311,925	306-3; EM-MM-150a.5
Tailings Recycled (metric tonnes)	508,399	627,008	609,865	306-4
Tailings Deposited (metric tonnes)	1,767,805	1,897,223	1,702,060	306-5
Non-mineral Waste				
Non-mineral Waste Produced (metric tonnes)	1,599	2,178	2,886	306-3; EM-MM-150a.4
Non-mineral Waste Recycled (metric tonnes)	963	1,382	1,395	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) ⁷	963	1,382	1,395	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)	636	796	1,490	306-5
Non-hazardous Waste - Off-site Landfill (metric tonnes) ⁸	533	782	1,398	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	1	1	306-5
Non-hazardous Waste - Off-site Incineration Without Energy Recovery (metric tonnes)	1	0	6	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)	102	13	84	306-5
Non-Hazardous Waste - On-site Other Disposal (metric tonnes)	0	0	0	306-5

⁶ - In 2025, Hecla updated this metric to include all company sites, including corporate offices and explorations properties. For this reason, data is not available for previous years.

⁷ - Unless otherwise specified, recycled material is assumed to be recycled offsite as opposed to other recovery options.

⁸ - Non-hazardous waste to landfill increases in 2025 are primarily due to excavation and construction work at Greens Creek.

Environmental Data Tables

Production	2023	2024	2025	GRI/SASB Standards
Hazardous Waste				
Hazardous Waste Produced (metric tonnes)	517	1,995	1,193	306-3; EM-MM-150a.7
Hazardous Waste Recycled (metric tonnes)	256	345	348	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)	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)	261	1,650	845	306-5
Hazardous Waste - Off-site Landfill (metric tonnes)	70	407	155	306-5
Hazardous Waste - On-site Landfill (metric tonnes)	0	0	0	306-5
Hazardous Waste - Off-site Incineration With Energy Recovery (metric tonnes)	1	3	0	306-5
Hazardous Waste - Off-site Incineration Without Energy Recovery (metric tonnes)	2	1	2	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)	188	1,239	688	306-5
Hazardous Waste - On-site Other Disposal (metric tonnes)	0	0	0	306-5
Environmental Training				
Average Training for Full-time Employees	0.71	2.49	1.79	404-1
Average Training for Contract Employees	0.30	4.05	5.29	404-1
Environmental Compliance				
Number of Reportable Spills	335	294	214	2-27
Number of NOVs Received	24	20	21	2-27
Number of Fines Levied	0	3	2	2-27
Fines Levied (USD) ⁹	39	188,679	6,154	2-27
Number of Environmental Training Hours - Employees	1,271	4,529	2,478	EM-MM-320a.1
Number of Environmental Training Hours - Contractors	201	2,142	2,138	EM-MM-320a.1
Permit Exceedances - Water Related	59	35	38	EM-MM-140a.2
Permit Exceedances - Non-water Related	0	6	0	EM-MM-140a.2

⁹ - Fines levied in 2024 reflected the regulatory review cycle at Lucky Friday.

Environmental Data Tables

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 ₂ e)	38,862	44,406	2,867	60	96	11,456	571	78	305-1; EM-MM-110a.1
GHG Scope 1 (metric tonnes biogenic CO ₂ e)	0	0	2,151	0	0	0	0	0	305-1; EM-MM-110a.1
GHG Scope 2 (metric tonnes CO ₂ e)	0	314	22,149	1,582	18	1,986	194	235	305-2; EM-MM-110a.1
GHG Scopes 1 & 2 (metric tonnes CO ₂ e)	38,862	44,720	27,167	1,642	114	13,442	765	313	305-1, 305-2; EM-MM-110a.1
Energy									
Electricity Used (kWh)	43,138,416	126,801,020	76,641,083	4,625,164	39,936	28,377,500	677,167	1,651,297	302-1; EM-MM-130a.1
#2 Diesel for Mobile Equipment (gallons)	12,866	39,540	283	15	55	6,682	25	37	302-1; EM-MM-130a.1
Biodiesel (B70) for Mobile Equipment (gallons)	0	0	3,174	0	0	0	0	0	302-1; EM-MM-130a.1
#2 Diesel for Electricity Generation/Stationary (gallons)	25,568	0	0	0	0	0	520	0	302-1; EM-MM-130a.1
Gasoline for Mobile Equipment (gallons)	174	961	83	25	41	795	11	41	302-1; EM-MM-130a.1
Propane for Heating (gallons)	21	2,857	0	20	0	3,926	16	0	302-1; EM-MM-130a.1
Natural Gas for Heating (cubic feet)	0	0	1,342	0	0	0	0	0	302-1; EM-MM-130a.1
Surface/Underground Emulsion & ANFO (pounds)	233	1,048	137	0	0	52	0	0	302-1; EM-MM-130a.1

Social Data Tables

Metric	2023	2024	2025	GRI/SASB Standards
Workforce				
All Employees ¹⁰	2,455	2,348	1,865	2-7; EM-MM-000.B
Percentage of Which Are Contract Employees	28%	23%	23%	2-8; EM-MM-000.B
Health and Safety ¹¹				
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	7	3	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	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	26	29	27	403-9; EM-MM-320a.1
Total Recordable Injury Frequency Rate (TRIFR)	1.47	1.61	1.49	403-9; EM-MM-320a.1
Reported Number of Near Misses (close calls)	728	644	809	403-9; EM-MM-320a.1
Reported Near Miss Frequency Rate (NMFR)	41.10	35.70	44.80	403-9; EM-MM-320a.1
Number of Hours Worked	3,543,443	3,605,003	3,613,206	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	1	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	1	403-9; EM-MM-320a.1
Rate of High-consequence Work-related Injuries	0.00	0.00	0.13	403-9; EM-MM-320a.1
Number of Recordable Work-related Injuries	11	17	16	403-9; EM-MM-320a.1
Total Recordable Injury Frequency Rate (TRIFR)	1.70	2.52	2.16	403-9; EM-MM-320a.1
Reported Number of Near Misses (close calls)	95	326	732	403-9; EM-MM-320a.1
Reported Near Miss Frequency Rate (NMFR)	14.70	48.30	98.70	403-9; EM-MM-320a.1
Number of Hours Worked	1,296,640	1,350,888	1,483,442	403-9

10- Contractors are no longer included in the total employee headcount for 2025, and therefore the figures are not comparable to prior years.

11 - Rates have been calculated based on 200,000 hours worked. In 2025, Hecla transitioned from tracking the all-injury frequency rate (AIFR) to the total recordable injury frequency rate (TRIFR). Prior year data has been restated to maintain consistency of reporting.

Social Data Tables

Metric	2023	2024	2025	GRI/SASB Standards
Total Number of Hours Worked by All Employees (full-time and contract)	4,840,083	4,955,891	5,096,648	403-9
Health and Safety Training				
Average Hours of Health, Safety, and Emergency Response Training for Full-time Employees	17.4	18.2	22.9	404-1; EM-MM-320a.1
Average Hours of Health, Safety, and Emergency Response Training for Contract Employees	15.0	17.6	14.4	404-1; EM-MM-320a.1
Average Hours of Health, Safety, and Emergency Response Training for All Employees	16.7	18.1	20.4	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	66	69	69	405-1
Percentage of Women	5%	5%	5%	405-1
Number of Men	1,208	1,287	1,262	405-1
Percentage of Men	95%	95%	95%	405-1
Demographics by Age				
Number Ages 29 and Under	289	281	263	405-1
Percentage Ages 29 and Under	23%	21%	20%	405-1
Number Ages 30-49	647	712	712	405-1
Percentage Ages 30-49	51%	52%	53%	405-1
Number Ages 50 and Over	336	363	356	405-1
Percentage Ages 50 and Over	26%	27%	27%	405-1
Demographics by Race (Percentage, U.S. only)				
Hispanic or Latino	2%	2%	3%	405-1
American Indian or Alaska Native	4%	4%	4%	405-1
Asian	0%	0%	0%	405-1
Black or African American	2%	1%	1%	405-1

Social Data Tables

Metric	2023	2024	2025	GRI/SASB Standards
Native Hawaiian or Other Pacific Islander	2%	2%	2%	405-1
Two or More Races (not Hispanic or Latino)	3%	3%	2%	405-1
White	88%	88%	88%	405-1
Exempt (non-executive)				
Demographics by Gender				
Number of Women	105	114	106	405-1
Percentage of Women	22%	26%	25%	405-1
Number of Men	366	330	317	405-1
Percentage of Men	78%	74%	75%	405-1
Demographics by Age				
Number Ages 29 and Under	77	85	75	405-1
Percentage Ages 29 and Under	16%	19%	18%	405-1
Number Ages 30-49	246	229	227	405-1
Percentage Ages 30-49	52%	52%	54%	405-1
Number Ages 50 and Over	151	130	121	405-1
Percentage Ages 50 and Over	32%	29%	29%	405-1
Demographics by Race (Percentage, U.S. only)				
Hispanic or Latino	5%	5%	6%	405-1
American Indian or Alaska Native	0%	0%	1%	405-1
Asian	5%	6%	2%	405-1
Black or African American	1%	2%	2%	405-1
Native Hawaiian or Other Pacific Islander	0%	0%	0%	405-1
Two or More Races (not Hispanic or Latino)	4%	4%	0%	405-1
White	85%	83%	88%	405-1
Executive				
Demographics by Gender				
Number of Women	1	2	2	405-1
Percentage of Women	7%	12%	11%	405-1

Social Data Tables

Metric	2023	2024	2025	GRI/SASB Standards
Number of Men	13	15	16	405-1
Percentage of Men	93%	88%	89%	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	4	5	405-1
Percentage Ages 30-49	14%	24%	28%	405-1
Number Ages 50 and Over	12	13	13	405-1
Percentage Ages 50 and Over	86%	76%	72%	405-1
Demographics by Race (Percentage, U.S. only)				
Hispanic or Latino	9%	6%	6%	405-1
American Indian or Alaska Native	0%	0%	0%	405-1
Asian	9%	6%	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	82%	88%	89%	405-1
Total				
Demographics by Gender				
Number of Women	172	185	177	405-1
Percentage of Women	10%	10%	10%	405-1
Number of Men	1,587	1,632	1,592	405-1
Percentage of Men	90%	90%	90%	405-1
Demographics by Age				
Number Ages 29 and Under	366	366	338	405-1
Percentage Ages 29 and Under	21%	20%	19%	405-1
Number Ages 30-49	895	945	944	405-1
Percentage Ages 30-49	51%	52%	53%	405-1
Number Ages 50 and Over	499	506	490	405-1

Social Data Tables

Metric	2023	2024	2025	GRI/SASB Standards
Percentage Ages 50 and Over	28%	28%	28%	405-1
Demographics by Race (Percentage, U.S. only)				
Hispanic or Latino	2%	3%	4%	405-1
American Indian or Alaska Native	3%	3%	3%	405-1
Asian	1%	1%	1%	405-1
Black or African American	2%	1%	1%	405-1
Native Hawaiian or Other Pacific Islander	1%	2%	1%	405-1
Two or More Races (not Hispanic or Latino)	3%	3%	2%	405-1
White	87%	87%	88%	405-1
Parental Leave ¹²				
Total Number of Employees Entitled to Parental Leave	1,441	1,755	1,751	401-3
Male	1,318	1,596	1,579	401-3
Female	123	159	172	401-3
Total Number of Employees Who Took Parental Leave	47	70	54	401-3
Male	38	58	44	401-3
Female	9	12	10	401-3
Total Number of Employees Returning to Work After Leave	48	69	40	401-3
Male	38	58	37	401-3
Female	10	11	3	401-3
Total Number of Employees Still Employed Post 12 Months	44	66	39	401-3
Male	38	58	37	401-3
Female	6	8	2	401-3
Return to Work Retention Rate ¹³	94%	94%	72%	401-3
Male	100%	100%	84%	401-3
Female	67%	67%	20%	401-3

¹² - Includes data from Greens Creek, Keno Hill, Lucky Friday, Nevada, Casa Berardi, and Corporate Operations.

¹³ - The return-to-work retention rate is calculated by dividing the total number of employees who took parental leave against the total number of employees still employed at least 12 months later.

Governance Data Tables

Metric	2023	2024	2025	GRI/SASB Standards
Board Composition				
Gender Demographics				
Number of Men	5	5	4	405-1
Number of Women	2	3	3	405-1
Percentage of Women	29%	38%	43%	405-1
Racial Demographics				
Number of White Members	6	7	6	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	14%	13%	14%	405-1
Age Demographics				
Number Ages 29 and Under	0	0	0	405-1
Number Ages 30-49	0	1	1	405-1
Number Ages 50 and Over	7	7	6	405-1
Board Independence				
Number of Independent Directors	6	7	6	2-9

Our Economic Benefit ¹⁴

Economic Impact 2025

Subsidiary	Region Impact Level	All Government Payments Including Taxes, Royalties, Fees, Etc.	Wages, Bonuses, and Severance ¹⁵	Other Royalties	Sponsorships & Gifts Govt. and Non-Govt.	Scholarships and Donations	Payments to Vendors	Total
Hecla Corporate ¹⁶	CDA, Vancouver B.C.	367,398	34,972,100	70,500	3,161	94,357	80,931,966	116,439,482
Greens Creek	Alaska	12,195,341	97,396,266	1,118,747	57,962	255,295	181,253,171	292,276,782
Casa Berardi	Val d'Or	5,336,588	51,194,856	-	64,336	9,400	174,478,260	231,083,440
Lucky Friday	Mullan, ID	1,273,274	68,536,123	18,000	-	14,580	120,743,316	190,585,293
Minera Hecla	Durango, MX	937,767	658,836	75,000	505	-	381,097	2,053,205
Nevada Operations	Nevada	1,219,423	2,659,548	201,964	-	11,000	6,661,417	10,753,352
Hecla Yukon	Yukon	2,006,436	33,707,419	-	27,078	-	140,383,847	176,124,780
Hecla Silver Valley	Silver Valley	2,769	218,023	15,600	-	-	170,078	406,470
Hecla Charitable Foundation	Idaho, Alaska, Colorado, Canada, Montana, Nevada	-	-	-	-	684,745	-	684,745
Montana	Montana	359,764	415,946	-	-	-	1,759,108	2,534,818
Totals		23,698,760	289,759,117	1,499,811	153,042	1,069,377	706,762,260	1,022,942,367

14 - Certain columns may not sum due to rounding. All data is in USD and is presented on a cash basis.

15 - Payroll taxes are now being reported under "Wages, Bonuses, and Severance" column, which also includes Pension/SERP benefits paid.

16 - Grouse Creek was consolidated into this category in 2025.

Our Economic Benefit ¹⁷

Total Government Contributions 2025

Location	General Sales and Use Taxes	Income and Mining Taxes	Property Taxes	Concession Fees	Fuel and Excise Taxes	Mobile Equipment / Auto License Fees	Customs / Import / Export Duties	Permits	Non-Tax Contributions ¹⁸	Total Contributions
Canada	-	2,244,804	376,765	-	2,044,833	20,046	21,341	579,047	2,056,188	7,343,024
Casa Berardi	-	2,244,804	211,174	-	1,374,807	20,046	-	579,047	906,711	5,336,588
Hecla Yukon	-	-	165,592	-	670,027	-	21,341	-	1,149,477	2,006,436
U.S.	2,752,862	6,479,943	3,403,540	-	145,980	1,759	172,772	1,467,081	994,032	15,417,968
Greens Creek	2,598,691	6,213,344	2,057,568	-	139,784	-	3,500	1,182,454	-	12,195,341
Lucky Friday	80,855	262,702	708,215	-	-	1,759	169,272	11,196	39,275	1,273,274
Nevada Operations	73,315	-	271,488	-	6,197	-	-	273,432	594,992	1,219,423
Hecla Silver Valley	-	-	2,769	-	-	-	-	-	-	2,769
Montana Operations	-	-	-	-	-	-	-	-	359,764	359,764
Hecla Corporate ¹⁹	-	3,897	363,501	-	-	-	-	-	-	367,398
Mexico	-	-	2,942	929,949	755	-	-	4,121	-	937,767
San Sebastian	-	-	2,942	929,949	755	-	-	4,121	-	937,767
Total	2,752,862	8,724,746	3,783,247	929,949	2,191,569	21,806	194,113	2,050,249	3,050,220	23,698,759

¹⁷ - Certain columns may not sum due to rounding. All data is in USD and is presented on a cash basis.

¹⁸ - Grouse Creek was consolidated into this category in 2025.

¹⁹ - Includes: Claims, Land Leases, Royalties, Permits and License Fees, Maintenance, and Filing Fees.

Tailings Table ²⁰

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 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	265,568	N/A	July 2023	None	N/A	Yes
Lucky Friday MTIS #4	Idaho, U.S.	Owned and Operated	Operational	Downstream	1,805,000	1,419,356	High	May 2024	None	N/A	Yes
Greens Creek	Alaska, U.S.	Owned and Operated	Operational	Filtered Tailings Stack	24,065,349	11,407,159	N/A	July 2024	None	N/A	Yes
Casa Berardi Cell 7	Quebec, Canada	Owned and Operated	Operational	Centerline	7,850,000	4,801,448	Very High	August 2024	None	N/A	Yes

20 - 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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