

## Sustainability Policy

At Hecla Mining Company, we are dedicated to responsibly producing essential metals that power innovation and enrich lives. Since 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. These principles guide everything we do, as described in both this Sustainability Policy and in Hecla's Safety and Health Policy.

### Our Commitment

We are committed 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.

This policy reflects our core values of environmental stewardship, transparency, community partnership, and operational excellence. This policy applies to all Hecla operations, projects, and activities. All Hecla employees, contractors, suppliers, and representatives are expected to understand and abide by this Policy.

### Guiding Principles

#### Environmental Stewardship

- **Environmental Excellence:** We build robust systems to meet the requirements of environmental regulations, permits, and standards. However, compliance is our baseline, not our goal.
- **Ecological Impact:** We seek to minimize our environmental footprint and safeguard ecological health through innovative technologies, best practices, and continuous improvement in all mining operations.

- **Land Restoration:** We ensure comprehensive and timely reclamation of mined lands with meaningful local community input, transforming sites for productive post-mining uses that benefit local ecosystems and communities.

## Community Partnership and Acceptance

- **Transparent Engagement:** We maintain open, honest communication with local communities, stakeholders, and rightsholders throughout all phases of our operations.
- **Collaboration and Respect:** We actively involve stakeholders in environmental planning, monitoring, land reclamation, and other decisions that affect their regions. We recognize and value the diversity of backgrounds and viewpoints in our communities, including the traditional knowledge, cultural values, and rights of Indigenous peoples and others.
- **Community Partnership:** We treat our communities with respect, honor their traditions and histories, support community-driven social, environmental, and economic programs, support local businesses and enterprises, and create meaningful local employment opportunities.

## Innovation and Operational Excellence

- **Risk Management:** We proactively identify, assess, and mitigate environmental risks to protect our workforce, communities, and natural environment.
- **Culture of Excellence:** We cultivate a culture of respect, trust, transparency, and continuous improvement that drives both environmental stewardship and operational success, recognizing that sustainable practices create long-term shareholder and stakeholder value.
- **Technology:** We leverage data analytics, automation, and novel technologies and approaches to optimize resource use, minimize

waste, and enhance proactive real-time environmental performance tracking.

- **Research and Development:** We invest in and pilot emerging technologies and practices that can transform mining practices toward greater sustainability and efficiency.

## Commitments

### Environmental Management

- Implement comprehensive environmental management systems with regular assessment, planning, execution, and review as part of our commitment to continuous improvement and operational excellence.
- Maintain robust emergency response and incident investigation programs.
- Conduct thorough environmental impact assessments and develop management, monitoring, and mitigation strategies for all operations.
- Protect and preserve water quality through deliberate, proactive water management, as well as robust management of tailings, waste rock, and other sources of potential contamination.
- Protect and promote biodiversity through habitat conservation and reclamation programs.

### Community Engagement

- Invest in the economic development of our communities.
- Support meaningful participation by local communities and indigenous rightsholders regarding environmental, social, and economic matters.
- Provide transparent, accessible reporting on environmental, social, and economic performance and compliance.
- Provide opportunities for communities to provide feedback and respond promptly and effectively to community concerns.

## **Continuous Improvement**

- Set specific, measurable, achievable, relevant and time-bound (SMART) sustainability goals and publicly report against progress.
- Invest in research and development of more sustainable mining technologies and practices.
- Pursue practical opportunities to invest in clean technologies and sustainable mining practices that reduce water and power usage, water and air emissions, carbon footprint, and waste generation.
- Incorporate closure and post-mining use planning into all aspects of our decision-making and assure adequate financial provisioning.
- Share best practices and lessons learned with industry peers and communities.
- Regularly review and update this Policy based on scientific advances, community input, regulatory changes, and operational experience.

## **Accountability and Governance**

- Assign clear accountability for sustainability performance at all organizational levels, including contractors and vendors as appropriate.
- Integrate sustainability principles into all business decisions and planning processes.
- Actively promote, recognize, and communicate our ownership culture for the lands we mine on and the communities we work in.
- Provide regular sustainability reporting to stakeholders and communities.
- Engage independent environmental auditors and assessments to catalyze improvement.
- Ensure adequate resources are allocated to meet our social and environmental commitments.

## **Our Promise**

This Sustainability Policy represents our unwavering commitment to responsible mining that honors the trust placed in us by communities and ensures that our operations contribute positively to environmental and social wellbeing. We recognize that our ability to operate depends on our demonstrated and continued commitment to safety, environmental excellence and community partnership.

## **Other Relevant Policies and Standards**

Hecla's commitments to the principles of sustainable mining are further set forth in our Code of Business Conduct, Human Rights Statement, Safety and Health Policy, Supplier Code of Conduct, and Bribery and Anti-Corruption Policies. Hecla also endeavors for alignment with industry best practice and international standards such as the GRI 14: Mining Sector 2024 and United Nations Sustainable Development Goals.

Approved by  
Hecla Board of Directors  
December 10, 2025

**Approved by**

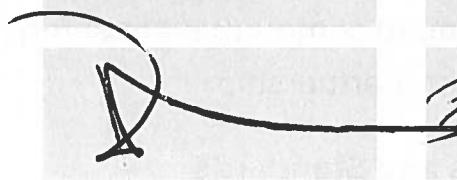
**HSET/Board:**

**December 10, 2025**

**Recommended By:**

**Patrick Malone**

**Vice President -  
Sustainability**



**Approved By:**

**Rob Krcmarov**

**President and CEO**

