| Disclosure | 2021 | 2022 | 2023 | GRI/SASB Standards |
|---|------------|------------|------------|----------------------------|
| Production | | | | |
| | 12,887,240 | 14,182,987 | 14,342,863 | EM-MM-000.A |
| Silver (ounces) | | | | |
| Gold (ounces) | 201,327 | 175,807 | 151,259 | EM-MM-000.A |
| Lead (metric tonnes) | 39,018 | 44,192 | 44,462 | EM-MM-000.A |
| Zinc (metric tonnes) | 57,697 | 58,738 | 66,758 | EM-MM-000.A |
| Ag-Equivalent ounces | 37,573,889 | 42,307,434 | 36,468,610 | EM-MM-000.A |
| Au-Equivalent ounces | 525,531 | 510,988 | 439,071 | EM-MM-000.A |
| GHG Emissions ¹ | | | | |
| GHG Scope 1 (metric tonnes CO ₂ e) ² | 51,389 | 64,203 | 65,345 | 305-1; EM-MM-110a.1 |
| GHG Scope 1 (metric tonnes biogenic CO ₂ e) | 1,543 | 1,820 | 1,352 | 305-1; EM-MM-110a.1 |
| GHG Scope 2 (metric tonnes CO ₂ e) ³ | 23,618 | 25,026 | 19,504 | 305-2 |
| GHG Scopes 1 & 2 (metric tonnes CO ₂ e) | 76,550 | 91,049 | 86,201 | 305-1, 305-2; EM-MM-110a.1 |
| GHG Emissions Intensity (Scopes 1 & 2 metric tonnes CO ₂ e / Ag ounce) | 0.006 | 0.006 | 0.006 | 305-4 |
| GHG Emissions Intensity (Scopes 1 & 2 metric tonnes CO ₂ e / Ag-Equivalent ounces) | 0.002 | 0.002 | 0.002 | 305-4 |
| GHG Emissions Intensity (Scopes 1 & 2 metric tonnes CO ₂ e / Au-Equivalent ounces) | 0.146 | 0.178 | 0.196 | 305-4 |
| Non-GHG Air Emissions | | | | |
| CO (metric tonnes) | NA | 4.85 | 3.57 | 305-7; EM-MM-120a.1 |
| NOx (metric tonnes) | NA | 90.00 | 71.58 | 305-7; EM-MM-120a.1 |
| SOx (metric tonnes) | NA | 0.02 | 0.02 | 305-7; EM-MM-120a.1 |

Hecla's Nevada operations use a supplier-specific CO2e emission factor (2022) for the power supplied by NV Energy. The Yukon Territory CO2e emission factor (2021 value) from Canada's National Inventory Report, April 2023, was used for the Keno Hill mine. For Hecla's Montana operations, the NWPP (WECC Northwest) subregion CO2e emission factor from the U.S. EPA Emissions & Generation Resource Integrated Database (eGRID2022) was employed. Finally, Grouse Creek used the Idaho CO2e emission factor from the eGRID2022 database.

^{1 –} The baseline year for calculations is 2019. The chosen consolidation approach for emissions is facilities under operational control. Following our acquisition of Keno Hill and changes to our mining method at Casa Berardi, our operational boundary has changed, and we are in the process of establishing a new baseline year and GHG reduction target. Gases covered in GHG emissions calculations include 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 estimated employing U.S. Environmental Protection Agency (EPA) reporting standards, protocols, methodologies, and other related guidance. For vehicle combustion since from the Greenhouse Gas Inventory Guidance, Direct Emissions from Mobile Combustion Sources, from the U.S. EPA Center for Corporate Climate Leadership were employed. For non-vehicle combustion emission factors from Subpart C - General Stationary Fuel Combustion Sources (Tables C-1 & C-2) of EPA's Mandatory Reporting of Greenhouse Gases Rule (40 CFR Part 98) / Greenhouse Gases Rule (40 CFR

^{3 -} Scope 2 emissions are calculated from site-level sources. The Greens Creek mine is an interruptible customer of Alaska Electric Light & Power Company (AEL&P), required to purchase surplus hydroelectricity, so purchased electricity GHG emissions are zero. The CO2e emission factor for Mexico's National Electric System (2023) was used for the San Sebastian mine. The Casa Berardi and Lucky Friday mines use supplier-specific CO2e emission factors (2022) for the power supplied by Hydro-Québec and Avista, respectively.

| isclosure | 2021 | 2022 | 2023 | GRI/SASB Standards |
|--|-----------|---------------|---------------|---------------------|
| nter ⁴ | | | | |
| Fresh Water Withdrawal From Surface Water (gallons) | NA | 799,425,064 | 1,644,038,462 | 303-3; EM-MM-140a.1 |
| Fresh Water Withdrawal From Ground - Production Wells (gallons) | NA | 54,299,818 | 65,516,374 | 303-3; EM-MM-140a.1 |
| Fresh Water Withdrawal From Ground - Mine Dewatering (gallons) | NA | 1,783,645,860 | 714,455,717 | 303-3; EM-MM-140a.1 |
| Other Water Managed (gallons) | NA | 757,156,685 | 0 | 303-3; EM-MM-140a.1 |
| Total Water Used in Mining or Process Operations (gallons) | NA | 2,091,417,477 | 2,019,639,655 | |
| Water Recycled to Mining or Process Operations (gallons) | NA | 1,299,638,697 | 1,343,769,882 | |
| Percentage of Process Water Recycled | NA | 62% | 67% | |
| Water Discharged to Fresh Surface Water (gallons) | NA | 1,827,086,760 | 1,374,105,217 | 303-4 |
| Water Discharged to Sea Water (gallons) | NA | 656,661,900 | 609,838,093 | 303-4 |
| Water Discharged to Ground Water (Injection, RIB) (gallons) | NA | 821,106,536 | 679,528,412 | 303-4 |
| Water Discharged to Third parties (gallons) | NA | 6,564,467 | 0 | 303-4 |
| Water Contained in Tailings (gallons) | NA | 265,160,662 | 254,993,218 | 303-5 |
| Water Contained in Concentrate (gallons) | NA | 1,268,210 | 1,019,560 | 303-5 |
| ste | | | | |
| Waste Rock | | | | |
| Total Weight of Waste Rock Produced (metric tonnes) | 2,065,674 | 4,276,343 | 5,562,353 | 306-3; EM-MM-150a.6 |
| Weight of Waste Rock Deposited at Surface Facilities (metric tonnes) | NA | 3,694,130 | 2,566,645 | |
| Weight of Waste Rock Used in Surface Construction (metric tonnes) | NA | 625,824 | 2,524,715 | |
| Weight of Waste Rock Used as Backfill UG (metric tonnes) | NA | 397,040 | 236,018 | |
| Tailings | | • | • | • |
| Total Weight of Tailings Produced (metric tonnes) | 2,140,316 | 2,202,168 | 2,083,146 | 306-3; EM-MM-150a.5 |
| Total Weight of Tailings Recycled (metric tonnes) | 442,383 | 513,049 | 454,517 | 306-4 |
| Total Weight of Tailings Deposited (metric tonnes) | 1,697,933 | 1,689,119 | 1,628,629 | 306-5 |
| Non-mineral Waste | | <u>.</u> | • | • |
| Total Weight of Non-mineral Waste Produced (metric tonnes) | 10,390 | 2,316 | 1,599 | 306-3; EM-MM-150a.4 |
| Total Weight of Non-mineral Waste Recycled (metric tonnes) | 3,291 | 1,485 | 963 | 306-4 |
| Preparation for reuse - on-site | NA | 0 | 0 | 306-4 |
| Preparation for reuse - off-site | NA | 0 | 0 | 306-4 |
| Recycling - on-site | NA | 0 | 0 | 306-4 |
| Recycling - off-site | NA | 0 | 0 | 306-4 |
| Other recovery operations - on-site | NA | 0 | 0 | 306-4 |
| Other recovery operations - off-site | NA | 0 | 0 | 306-4 |

^{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.

| Disclosure | 2021 | 2022 | 2023 | GRI/SASB Standards |
|---|-------|------|----------|---------------------|
| Total Weight of Non-mineral Waste Directed to Disposal (metric tonnes) | 7,098 | 831 | 636 | 306-5 |
| Non-Hazardous Waste Sent for Off-site Landfill Disposal (metric tonnes) | NA | 639 | 533 | 306-5 |
| Non-Hazardous Waste On-site Landfill Disposal (metric tonnes) | NA | 0 | 0 | 306-5 |
| Non-Hazardous Waste Sent for Off-site Incineration Disposal-Energy Recovery (metric tonnes) | NA | 0 | 0 | 306-5 |
| Non-Hazardous Waste Sent for Off-site Incineration Disposal-Without Energy Recovery (metric tonnes) | NA | 2 | 1 | 306-5 |
| Non-Hazardous Waste On-site Incineration Disposal-Energy Recovery (metric tonnes) | NA | 0 | 0 | 306-5 |
| Non-Hazardous Waste On-site Incineration Disposal-Without Energy Recovery (metric tonnes) | NA | 0 | 0 | 306-5 |
| Non-Hazardous Waste Sent for Off-site Other Disposal (metric tonnes) | NA | 191 | 102 | 306-5 |
| Non-Hazardous Waste On-site Other Disposal (metric tonnes) | NA | 0 | 0 | 306-5 |
| Hazardous Waste | | · | <u>.</u> | <u> </u> |
| Total Weight of Hazardous Waste Produced (metric tonnes) | 670 | 953 | 517 | 306-3; EM-MM-150a.7 |
| Total Weight of Hazardous Waste Recycled (metric tonnes) | 169 | 340 | 256 | 306-4; EM-MM-150a.8 |
| Preparation for reuse - on-site | NA | 0 | 0 | 306-4 |
| Preparation for reuse - off-site | NA | 0 | 0 | 306-4 |
| Recycling - on-site | NA | 0 | 0 | 306-4 |
| Recycling - off-site | NA | 0 | 0 | 306-4 |
| Other recovery operations - on-site | NA | 0 | 0 | 306-4 |
| Other recovery operations - off-site | NA | 0 | 0 | 306-4 |
| Total Weight of Hazardous Waste Directed to Disposal (metric tonnes) | 500 | 613 | 261 | 306-5 |
| Hazardous Waste Landfill Disposal (metric tonnes) | NA | 20 | 70 | 306-5 |
| Hazardous Waste On-site Landfill Disposal (metric tonnes) | NA | 0 | 0 | 306-5 |
| Hazardous Waste Sent for Off-site Incineration Disposal-Energy Recovery (metric tonnes) | NA | 0 | 1 | 306-5 |
| Hazardous Waste Sent for Off-site Incineration Disposal-Without Energy Recovery (metric tonnes) | NA | 2 | 2 | 306-5 |
| Hazardous Waste On-site Incineration Disposal-Energy Recovery (metric tonnes) | NA | 0 | 0 | 306-5 |
| Hazardous Waste On-site Incineration Disposal-Without Energy Recovery (metric tonnes) | NA | 0 | 0 | 306-5 |
| Hazardous Waste Other Disposal (metric tonnes) | NA | 591 | 188 | 306-5 |
| Hazardous Waste On-site Other Disposal (metric tonnes) | NA | 0 | 0 | 306-5 |
| nvironmental Training | | | | |
| Average Training for Full-time Employees | NA | 1.75 | 0.71 | 404-1 |
| Average Training for for Contract Employees | NA | 0.53 | 0.30 | 404-1 |

| Disclosure | 2021 | 2022 | 2023 | GRI/SASB Standards |
|---|------|---------|---------|--------------------|
| Environmental Compliance | | | | |
| # of Externally Reportable Spills | NA | 335 | 335 | 306-3 |
| Volume of Externally Reported Spills (gallons) | NA | 0 | 102,681 | 306-3 |
| # of NOV's Received | NA | 4 | 24 | 2-27 |
| # of Fines Levied | NA | 0 | 0 | 2-27 |
| Fines Levied (US\$) | NA | 0 | 39 | 2-27 |
| # of Environmental Training Hours (provided to employee) | NA | 3,226.5 | 1,271 | EM-MM-320a.1 |
| # of Environmental Training Hours (provided to contractors) | NA | 359.8 | 201 | EM-MM-320a.1 |
| Permit Exceedances - Water Related | NA | 20 | 59 | EM-MM-140a.2 |
| Permit Exceedances - Non-Water Related | NA | 0 | 0 | EM-MM-140a.2 |

| Site Data | Greens Creek | Casa Berardi | Lucky Friday | Nevada Operations | San Sebastian (Mexico) | Keno Hill | Montana Operations | Grouse Creek | GRI/ SASB Standards |
|---|-----------------|-----------------|-----------------|----------------------|------------------------------|------------|-----------------------|-----------------|----------------------------|
| GHG Emissions | | | | | | | | | |
| GHG Scope 1 (metric tonnes CO ₂ e) | 21,620 | 33,340 | 2,219 | 0 | 206 | 7,271 | 597 | 93 | 305-1; EM-MM-110a.1 |
| GHG Scope 1 (metric tonnes Biogenic CO ₂ e) | 0 | 0 | 1,352 | 0 | 0 | 0 | 0 | 0 | 305-1; EM-MM-110a.1 |
| GHG Scope 2 (metric tonnes CO ₂ e) | 0 | 179 | 15,681 | 1,721 | 55 | 1,408 | 258 | 203 | 305-2; EM-MM-110a.1 |
| GHG Scopes 1 & 2 (metric tonnes CO ₂ e) | 21,620 | 33,519 | 19,252 | 1,721 | 261 | 8,679 | 855 | 296 | 305-1, 305-2; EM-MM-110a.1 |
| Energy | | | | | | | | | |
| Electricity Used (kWh) | 64,196,908 | 137,676,647 | 59,397,931 | 4,916,327 | 124,692 | 17,595,388 | 937,576 | 1,803,659 | 302-1; EM-MM-130a.1 |
| #2 Diesel for Mobile Equipment (gallons) | 1,333,590 | 2,785,135 | 22,837 | 0 | 12,374 | 409,793 | 2,438 | 4,957 | 302-1; EM-MM-130a.1 |
| Biodiesel (B70) for Mobile Equipment (gallons) | 0 | 0 | 204,335 | 0 | 0 | 0 | 0 | 0 | 302-1; EM-MM-130a.1 |
| #2 Diesel for Electricity Generation/Stationary (gallons) | 730,893 | 0 | 0 | 0 | 0 | 0 | 52,875 | 0 | 302-1; EM-MM-130a.1 |
| Gasoline for Mobile Equipment (gallons) | 18,045 | 144,321 | 7,206 | 0 | 8,930 | 67,158 | 2,232 | 4,722 | 302-1; EM-MM-130a.1 |
| Propane for Heating (gallons) | 2,372 | 494,423 | 0 | 0 | 0 | 422,621 | 1,888 | 12 | 302-1; EM-MM-130a.1 |
| Natural Gas for Heating (cubic feet) | 0 | 0 | 23,094,941 | 0 | 0 | 0 | 0 | 0 | 302-1; EM-MM-130a.1 |
| Surface/Underground Emulsion & ANFO (pounds) | 2,729,547 | 6,543,598 | 216,518 | 0 | 0 | 411,210 | 0 | 0 | 302-1; EM-MM-130a.1 |

| isclosure | 2021 | 2022 | 2023 | GRI/SASB Standards |
|--|-----------|-----------|-----------|---------------------|
| orkforce | | | | |
| All Employees | 2,165 | 2,534 | 2,455 | 2-7; EM-MM-000.B |
| Percentage of Which Are Contractors | 24% | 27% | 27% | 2-8; EM-MM-000.B |
| alth and Safety ⁵ | | | | |
| Work-related Injuries | | | | |
| For All Employees: | | | | |
| 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 | 5 | 2 | 0 | 403-9; EM-MM-320a.1 |
| Rate of High-consequence Work-related Injuries | 0.31 | 0.12 | 0.00 | 403-9; EM-MM-320a.1 |
| Number of Recordable Work-related Injuries | 18 | 22 | 24 | 403-9; EM-MM-320a.1 |
| Rate of Recordable Work-related Injuries | 1.12 | 1.31 | 1.35 | 403-9; EM-MM-320a.1 |
| Number of Near Misses (Close Calls) | 395 | 895 | 728 | 403-9; EM-MM-320a.1 |
| Near Miss Frequency Rate (NMFR) | 24.66 | 53.13 | 41.10 | 403-9; EM-MM-320a.1 |
| The Number of Hours Worked | 3,203,699 | 3,369,124 | 3,543,443 | 403-9 |
| For All Contract Employees: | | · | · | <u> </u> |
| 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 | 3 | 0 | 0 | 403-9; EM-MM-320a.1 |
| Rate of High-consequence Work-related Injuries | 0.56 | 0.00 | 0.00 | 403-9; EM-MM-320a.1 |
| Number of Recordable Work-related Injuries | 13 | 6 | 0 | 403-9; EM-MM-320a.1 |
| Rate of Recordable Work-related Injuries | 2.43 | 0.99 | 1.70 | 403-9; EM-MM-320a.1 |
| Number of Near Misses (Close Calls) | 39 | 52 | 95 | 403-9; EM-MM-320a.1 |
| Near Miss Frequency Rate (NMFR) | 7.28 | 8.58 | 14.70 | 403-9; EM-MM-320a.1 |
| The Number of Hours Worked | 1,071,549 | 1,212,049 | 1,296,640 | 403-9 |
| Total Number of Hours Worked by All Employees | 4,275,248 | 4,581,173 | 4,840,083 | 403-9 |
| Health & Safety Training | | | | |
| Average Hours of Health, Safety, and Emergency Response Training for Full-time Employees | 17.7 | 23.7 | 17.4 | 404-1; EM-MM-320a.1 |
| Average Hours of Health, Safety, and Emergency Response Training for Contract Employees | 38.3 | 19.7 | 15.0 | 404-1; EM-MM-320a.1 |
| Average Hours of Health, Safety, and Emergency Response Training for All Employees | 22.6 | 22.6 | 16.7 | 404-1; EM-MM-320a.1 |
| Community Relations | | | | |
| Number of non-technical delays | NA | 0 | 0 | EM-MM-210b.2 |
| Duration of non-technical delays (days) | NA | 0 | 0 | EM-MM-210b.2 |

| Disclosure | 2021 | 2022 | 2023 | GRI/SASB Standards |
|--|-------|-------|-------|--------------------|
| orkforce Diversity | | | | |
| Non-exempt | | | | |
| Diversity by Gender | | | | |
| Number of Women | 73 | 85 | 66 | 405-1 |
| Percentage of Women | 6% | 6% | 5% | 405-1 |
| Number of Men | 1,179 | 1,297 | 1,208 | 405-1 |
| Percentage of Men | 94% | 94% | 95% | 405-1 |
| Diversity by Age | | | | |
| Number Ages 29 and Under | 299 | 328 | 289 | 405-1 |
| Percentage Ages 29 and Under | 24% | 24% | 23% | 405-1 |
| Number Ages 30-49 | 609 | 695 | 647 | 405-1 |
| Percentage Ages 30-49 | 48% | 50% | 51% | 405-1 |
| Number Ages 50 and Over | 359 | 359 | 336 | 405-1 |
| Percentage Ages 50 and Over | 28% | 26% | 26% | 405-1 |
| Diversity by Race (%, U.S. only) | | | | |
| Hispanic or Latino | 4% | 4% | 2% | 405-1 |
| American Indian or Alaska Native | 3% | 3% | 4% | 405-1 |
| Asian | 0% | 0% | 0% | 405-1 |
| Black or African American | 2% | 1% | 2% | 405-1 |
| Native Hawaiian or Other Pacific Islander | 2% | 2% | 2% | 405-1 |
| Two or More Races (not Hispanic or Latino) | 1% | 1% | 3% | 405-1 |
| White | 88% | 88% | 88% | 405-1 |
| Exempt (non-executive) | | | | |
| Diversity by Gender | | | | |
| Number of Women | 90 | 112 | 105 | 405-1 |
| Percentage of Women | 22% | 24% | 22% | 405-1 |
| Number of Men | 313 | 359 | 366 | 405-1 |
| Percentage of Men | 78% | 76% | 78% | 405-1 |
| Diversity by Age | | | | |
| Number Ages 29 and Under | 63 | 71 | 77 | 405-1 |
| Percentage Ages 29 and Under | 16% | 15% | 16% | 405-1 |
| Number Ages 30-49 | 212 | 238 | 246 | 405-1 |
| Percentage Ages 30-49 | 53% | 51% | 52% | 405-1 |
| Number Ages 50 and Over | 128 | 162 | 151 | 405-1 |
| Percentage Ages 50 and Over | 32% | 34% | 32% | 405-1 |

| isclosure | 2021 | 2022 | 2023 | GRI/SASB Standards |
|--|-------|-------|----------|--------------------|
| Diversity by Race (%, U.S. only) | | | | |
| Hispanic or Latino | 7% | 5% | 5% | 405-1 |
| American Indian or Alaska Native | 0% | 0% | 0% | 405-1 |
| Asian | 1% | 2% | 5% | 405-1 |
| Black or African American | 1% | 1% | 1% | 405-1 |
| Native Hawaiian or Other Pacific Islander | 0% | 0% | 0% | 405-1 |
| Two or More Races (not Hispanic or Latino) | 1% | 1% | 4% | 405-1 |
| White | 91% | 95% | 85% | 405-1 |
| Executive | | · | | |
| Diversity by Gender | | | | |
| Number of Women | 1 | 1 | 1 | 405-1 |
| Percentage of Women | 7% | 7% | 7% | 405-1 |
| Number of Men | 14 | 13 | 13 | 405-1 |
| Percentage of Men | 93% | 93% | 93% | 405-1 |
| Diversity by Age | | • | <u> </u> | <u> </u> |
| Number Ages 29 and Under | 0 | 0 | 0 | 405-1 |
| Percentage Ages 29 and Under | 0% | 0% | 0% | 405-1 |
| Number Ages 30-49 | 2 | 2 | 2 | 405-1 |
| Percentage Ages 30-49 | 14% | 13% | 14% | 405-1 |
| Number Ages 50 and Over | 12 | 13 | 12 | 405-1 |
| Percentage Ages 50 and Over | 86% | 87% | 86% | 405-1 |
| Diversity by Race (%, U.S. only) | | • | <u> </u> | · |
| Hispanic or Latino | 9% | 9% | 9% | 405-1 |
| American Indian or Alaska Native | 0% | 0% | 0% | 405-1 |
| Asian | 7% | 7% | 9% | 405-1 |
| Black or African American | 0% | 0% | 0% | 405-1 |
| Native Hawaiian or Other Pacific Islander | 0% | 0% | 0% | 405-1 |
| Two or More Races (not Hispanic or Latino) | 0% | 0% | 0% | 405-1 |
| White | 84% | 84% | 82% | 405-1 |
| Total | | | | |
| Diversity by Gender | | | | |
| Number of Women | 164 | 198 | 172 | 405-1 |
| Percentage of Women | 10% | 11% | 10% | 405-1 |
| Number of Men | 1,506 | 1,669 | 1,587 | 405-1 |
| Percentage of Men | 90% | 89% | 90% | 405-1 |

| Disclosure | 2021 | 2022 | 2023 | GRI/SASB Standards |
|---|-------------|------|------|--------------------|
| Diversity by Age | | | | |
| Number Ages 29 and Under | 362 | 399 | 366 | 405-1 |
| Percentage Ages 29 and Under | 22% | 21% | 21% | 405-1 |
| Number Ages 30-49 | 823 | 935 | 895 | 405-1 |
| Percentage Ages 30-49 | 49% | 50% | 51% | 405-1 |
| Number Ages 50 and Over | 499 | 534 | 499 | 405-1 |
| Percentage Ages 50 and Over | 29% | 29% | 28% | 405-1 |
| Diversity by Race (%, U.S. only) | | | | |
| Hispanic or Latino | 4% | 3% | 2% | 405-1 |
| American Indian or Alaska Native | 3% | 3% | 3% | 405-1 |
| Asian | 0% | 1% | 1% | 405-1 |
| Black or African American | 1% | 1% | 2% | 405-1 |
| Native Hawaiian or Other Pacific Islander | 1% | 1% | 1% | 405-1 |
| Two or More Races (not Hispanic or Latino) | 1% | 2% | 3% | 405-1 |
| White | 88% | 89% | 87% | 405-1 |
| Ratio of Minimum Entry Level Wage Vs Minimum Wage in Our Countries of Operation | n by Gender | | | |
| Male | NA | 2.55 | 2.45 | 202-1 |
| Female | NA | 2.55 | 2.45 | 202-1 |

Governance Data Tables

| Disclosure | 2021 | 2022 | 2023 | GRI/SASB Standards |
|--|------|------|------|--------------------|
| Board Composition | | | | |
| Diversity by Gender | | | | |
| Number of Men | 6 | 4 | 5 | 405-1 |
| Number of Women | 2 | 2 | 2 | 405-1 |
| Percentage of Women | 25% | 33% | 29% | 405-1 |
| Diversity by Race | | | | |
| Number of White Members | 7 | 5 | 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 | 13% | 16% | 14% | 405-1 |
| Diversity by Age | | | | |
| Number Ages 29 and Under | 0 | 0 | 0 | 405-1 |
| Number Ages 30-49 | 0 | 0 | 0 | 405-1 |
| Number Ages 50 and Over | 8 | 6 | 7 | 405-1 |
| Board Independence | | | | · |
| Number of Independent Directors | 7 | 5 | 6 | 2-9 |

Economic Data Tables

| Economic Impact 202 | 3 | | | | | | | |
|-----------------------------|---|--|--------------------------------|-----------------|--|-----------------------------|-------------------------|---------------|
| Subsidiary | Region Impact Level | All Government Payments Including Taxes, Royalties, Fees, Etc. | Wages, Bonuses, & Severance | Other Royalties | Sponsorships & Gifts Govt. & Non-Govt. | Scholarships & Donations | Payments to Vendors* | Total |
| Hecla Corporate | Coeur d'Alene, Idaho, Vancouver B.C. | \$7,412,812 | \$11,932,114 | \$70,500 | \$37,924 | \$117,686 | \$83,921,744 | \$103,492,780 |
| Greens Creek | Alaska | \$25,721,149 | \$82,643,769 | \$888,697 | - | \$207,688 | \$80,382,949 | \$189,844,252 |
| Casa Berardi | Val d'Or | \$48,010,911 | \$57,090,317 | - | \$115,715 | \$161,795 | \$169,033,213 | \$274,411,951 |
| Lucky Friday | Mullan, ID | \$10,967,984 | \$42,292,960 | \$18,000 | - | \$22,591 | \$97,988,285 | \$151,289,820 |
| Minera Hecla | Durango, MX | \$1,534,536 | \$1,441,216 | \$4,356 | \$25,429 | \$1,597 | \$2,016,522 | \$5,023,656 |
| Nevada Operations | Nevada | \$2,881,609 | \$3,915,252 | \$45,738 | - | \$12,809 | \$11,800,461 | \$18,655,869 |
| Grouse Creek | Idaho | \$116,587 | \$298,193 | - | - | \$1,150 | \$684,833 | \$1,100,763 |
| Hecla Yukon | | \$7,111,788 | \$26,241,490 | - | - | \$19,812 | \$74,145,606 | \$107,518,696 |
| Hecla Silver Valley | Silver Valley | \$241,972 | \$310,013 | \$15,600 | - | - | \$509,267 | \$1,076,852 |
| Hecla Charitable Foundation | Idaho, Alaska, Colorado, Canada, Montana, Nevada | - | - | - | - | \$377,206 | - | \$377,206 |
| Montana | Montana | \$365,319 | \$273,697 | - | - | \$3,249 | \$1,922,239 | \$2,564,504 |
| Totals | | \$104,364,667 | \$226,439,021 | \$1,042,891 | \$179,068 | \$925,583 | \$522,405,119 | \$855,356,349 |

Economic Data Tables

| Total Governme | ent Contributior | n 202 3 | | | | | | | | | |
|---------------------|---|----------------------------------|------------------|----------------|-----------------|---------------------------|--|-------------------------------------|-------------|---------------------------------------|------------------------|
| Location | Goods and Services Tax (Canada) and Use Tax (U.S.) | Income Taxes and Mining Taxes | Payroll Taxes | Property Taxes | Concession Fees | Fuel & Excise Taxes | Mobile Equipment / Auto License Fees | Customs / Import / Export Duties | Permits | Non-Tax Contributions ⁶ | Total Contributions |
| Canada | \$38,956,949 | \$5,722,265 | \$6,875,031 | \$236,132 | - | \$1,721,175 | \$860 | \$110,616 | \$597,870 | \$901,801 | \$55,122,699 |
| Casa Berardi | \$34,572,631 | \$5,634,452 | \$4,811,756 | \$224,514 | - | \$1,267,027 | \$860 | - | \$597,870 | \$901,801 | \$48,010,911 |
| Yukon | \$4,384,318 | \$87,813 | \$2,063,275 | \$11,618 | - | \$454,148 | - | \$110,616 | - | - | \$7,111,788 |
| U.S. | \$811,415 | \$3,474,698 | \$37,508,180 | \$3,147,532 | - | \$106,809 | \$1,817 | \$3,500 | \$627,027 | \$2,026,454 | \$47,707,432 |
| Greens Creek | \$653,790 | \$3,227,689 | \$19,364,777 | \$2,071,163 | - | \$80,020 | - | \$3,500 | \$320,210 | - | \$25,721,149 |
| Lucky Friday | \$31,315 | \$247,009 | \$10,028,432 | \$617,369 | - | - | \$1,817 | - | \$11,282 | \$30,760 | \$10,967,984 |
| Nevada Operations | \$126,310 | - | \$891,708 | \$459,000 | - | \$26,789 | - | - | \$295,535 | \$1,082,267 | \$2,881,609 |
| Grouse Creek | - | - | \$76,679 | - | - | - | - | - | - | \$39,908 | \$116,587 |
| Hecla Silver Valley | - | - | \$149,837 | - | - | - | - | - | - | \$92,135 | \$241,972 |
| Montana Operations | - | - | \$125,223 | - | - | - | - | - | - | \$240,096 | \$365,319 |
| Hecla Corporate | - | - | \$6,871,524 | - | - | - | - | - | - | \$541,288 | \$7,412,812 |
| Mexico | - | - | \$557,908 | \$15,049 | \$953,625 | \$1,882 | - | \$59 | \$6,013 | - | \$1,534,536 |
| San Sebastian | - | - | \$557,908 | \$15,049 | \$953,625 | \$1,882 | - | \$59 | \$6,013 | - | \$1,534,536 |
| Total | \$39,768,364 | \$9,196,963 | \$44,941,119 | \$3,398,713 | \$953,625 | \$1,829,866 | \$2,677 | \$114,175 | \$1,230,910 | \$2,928,255 | \$104,364,667 |

Economic Data Tables

| Tailings Table | 7 | | | | | | | | | | |
|-------------------------|----------------|-----------------------|--------------------|----------------------------------|--|---|-------------------------------|--|--|--|-----------------------|
| Facility Name | Location | Ownership Status | Operational Status | Construction Method | Maximum Permitted Storage Capacity (metric tonnes) | Current Amount of Tailings Stored (metric tonnes) | Consequence Classification | Date of the most Recent Independent Technical Review | Material Findings | Mitigation measures | Site-specific EPRP |
| Keno Hill | Yukon, Canada | Owned and Operated | Operational | N/A - Filtered Tailings Stack | 907,000 | 294,680 | N/A | 2023 | None | N/A | Yes |
| Lucky Friday MTIS #4 | Idaho, U.S. | Owned and Operated | Operational | Downstream | 1,804,772 | 1,066,860 | High | 2021 | None | N/A | Yes |
| Greens Creek | Alaska, U.S. | Owned and Operated | Operational | N/A- Filtered Tailings Stack | 14,424,385 | 10,523,451 | N/A | 2023 | None | N/A | Yes |
| Casa Berardi Cell 7 | Quebec, Canada | Owned and Operated | Operational | Centerline | 4,300,000 | 2,620,000 | Very High | 2023 | Factor of Safety for 2021 construction did not meet Directive 019 | Embankment rise designed with buttresses in 2022 to meet required Factor of Safety | Yes |