

Sustainability Accounting Standards Board (SASB) Metal and Mining Protocol



TABLE 1: Sustainability Disclosure Topics & Accounting Metrics (SASB)

TOPIC	METRIC	REPORT	SASB CODE
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Scope 1 was 55,418 Metric tons CO ₂ -e. The total of Scope 1 and Scope 2 was 85,970 Metric tons CO ₂ -e, a 36% decrease from 2019. Both Scope 1 and Scope 2 GHG emissions are covered under EPA and State reporting requirements but not otherwise covered under reference emission limiting regulations including Quebec Cap and Trade.	EM-MM-110a.1
	Description of long-term and short-term strategy to manage Scope 1 emissions, emission reduction targets, analysis of performance against those targets	CO ₂ -e emission reduction efforts tied closely to our targeted 5% direct energy intensity reduction over 3-year initiatives using Environmental Management System (EMS) to focus attention on energy savings, automated and semi-autonomous haulage, mucking, and drilling, along with on-demand ventilation. Goal is 5% direct energy reduction over 3 years using 2018 as baseline year. In 2020, we achieved more than our multi-year 5% energy reduction goal. Our energy intensity decreased from 244 kWh consumed per Ton Milled (kWh/ton) to 205 kWh/ton. Our target was 220 kWh/ton. We will set new 3-year targets in 2021.	EM-MM-110a.2
Air Quality	Air emissions of the following pollutants: 1) CO, 2) NO _x (excluding N ₂ O), 3) SO _x , 4) particulate matter (PM ₁₀), 5) mercury (Hg), 6) lead (Pb), and 7) volatile organic compounds (VOCs)	Hecla's predominately underground mines have very low air quantity emissions so this factor is not material to our environmental performance.	EM-MM120a.1
Energy Management	1) Total energy consumed, 2) percentage grid electricity, 3) percentage renewable	1) 508,886,777 kWh total energy consumed. 2) 54% was grid electricity. 3) Of that, 76% was from hydropower.	EM-MM-130a.1
Water Management	1) Total fresh water withdrawn, 2) Total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	1) Over 850 million gallons of fresh water was withdrawn and over 1.3 billion gallons recycled (includes mine waters recycled). 2) Hecla did not specifically measure total fresh water consumed in 2020. The percentage of our operations in regions with high or extremely high baseline water stress is 40% (2 of 5 operations—Nevada and Mexico). Fresh water use reduction target is 5% over 3 years with 2018 as baseline year. In 2020, freshwater use intensity (gallons/ton ore milled) increased slightly from 344 to 349 due to less tons milled. In terms of Gallons freshwater/silver ounces produced, freshwater use decreased from 77 to 63 gallons/silver ounces produced.	EM-MM-140a.1
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	In 2020, company-wide there were 36 permit exceedances. There were no formal enforcement actions during the year.	EM-MM-140a.2

TABLE 1: continued

TOPIC	METRIC	REPORT	SASB CODE
Waste & Hazardous Materials Management	Total weight of tailings waste, percentage recycled	Over 2.4 million tons of ore produced and 541,216 tons or 28% company-wide returned and recycled as backfill in the underground.	EM-MM-150a.1
	Total weight of mineral processing waste, percentage recycled	Company-wide, the total weight of waste was 3.2 tons. Of that, 1.6 tons or 50% of used batteries, antifreeze, oil, paint/solvents, metal, paper, and cardboard were recycled in 2020.	EM-MM-150a.2
	Number of tailings impoundments, broken down by MSHA hazard potential	One active tailings facility (Casa Berardi) would be rated in the high hazard category due to environmental considerations. Seven active or semi-active tailings facilities all rated in the significant hazard category due to lesser potential environmental effects. Greens Creek dry stack is not considered a dam.	EM-MM-150a.3
Biodiversity Impacts	Description of environmental management policies and practices for active sites	See page 17 and pages 24-27 of this report for more information.	EM-MM-160a.1
	Percentage of mine sites where acid rock drainage is: 1) predicted to occur, 2) actively mitigated, and 3) under treatment or remediation	1) One of ten actively managed sites (10%) (Greens Creek Mine) has long-term potential for acid generation (decades into the future) and these materials are being actively managed through selective handling and ultimate placement within lined containment with covers to minimize and control any potential seepage. 2) One of ten (10%) mine sites is being actively mitigated. The Hollister Mine's waste rock is being selectively handled and placed within lined containment with covers. 3) One of ten mine sites (10%) are under treatment or remediation. Grouse Creek, a closed property, is treating acid drainage from legacy underground mine workings under a water discharge permit.	EM-MM-160a.2
	Percentage of 1) proven and 2) probable reserves in or near sites with protected conservation status or endangered species habitat	Zero% of Hecla reserves are within designated conservation areas or IUCN Red List designated endangered species habitat. None of our reserves are located in areas designated under the World Conservation Union (IUCN) designation I-IV, UNESCO Natural World Heritage Sites, UNESCO Man and the Biosphere Reserves, and wetlands designated under the Convention on Wetlands of International Importance (the Ramsar Convention). Greens Creek Mine has nearly 111.4 Moz (Ag) of proven and probable ore reserves. The mine is located partially within the Admiralty Island National Monument.	EM-MM-160a.3

TABLE 1: continued

TOPIC	METRIC	REPORT	SASB CODE
Security, Human Rights & Rights of Indigenous Peoples	Percentage of 1) proven and 2) probable reserves in or near areas of conflict	Zero% of Hecla's current proven and probable ore reserves are within or near areas of conflict.	EM-MM-210a.1
	Percentage of 1) proven and 2) probable reserves in or near indigenous land	62% of our proven and probable gold reserves are at the Casa Berardi Mine. In 2020, Hecla Quebec and the Council of the Abitibiwinni First Nation signed a Cooperation Agreement for the exploration, development, and operation of the Casa Berardi Mine projects.	EM-MM.201a.2
	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	See page 47 for human rights and pages 42-43 for indigenous rights.	EM-MM.201a.3
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	See pages 33-37 and 39-44 of this report for more information.	EM-MM.210b.1
	Number and duration of non-technical delays	Hecla had no non-technical delays in 2020.	EM-MM.210b.2
Labor Relations	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	The Lucky Friday Mine in Idaho is covered by a collective bargaining agreement and represented approximately 13% of the 2020 workforce.	EM-MM.310a.1
	Number and duration of strikes and lockouts	Lucky Friday Mine strike was resolved, and a new collective bargaining agreement entered in January 2020. Mine ramped up to full production in the fourth quarter.	EM-MM-310a.2
Workforce Health & Safety	1) MSHA all incident rate, 2) fatality rate, 3) near miss frequency rate (NMFR) and 4) average hours of health, safety. and emergency response training for a) full-time employees and b) contract employees	1) AIFR=1.22, 24% decrease from 2019 and lowest in company history. 2) Fatality rate=0 3) Near miss incidents were 850 in 2020, but NMFR is not a useful comparison given the highly variable number of hours worked between sites and companies. 4) 42,241 total hours of health, safety and emergency response training for employees.	EM-MM.320a.1
Business Ethics & Transparency	Description of the management system for prevention of corruption and bribery throughout the value chain	Hecla complies with the Canadian Extractive Sector Transparency Act. Annually, Corporate legal provides training on corruption and bribery throughout the value chain. See our Code of Conduct for specific policies against bribery and anti-corruption.	EM-MM-510a.1
	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	No production came from the 20 lowest rated countries on the index. 96% of 2020 production came from Canada and the U.S. which are rated #11 and #25 respectively in the Transparency International's Corruption Perception Index.	EM-MM-5101.2

TABLE 1: Activity Metrics (SASB)

METRIC	REPORT	SASB CODE
Production of 1) metal ores and 2) finished metal products	1) 2.4M tons of ore 2) 13.5M silver ounces; 208,962K gold ounces; 34.12K tons of lead and 63.1K tons of zinc in 2020.	EM-MM-000.A
Total number of employees, percentage contractors	Average end of year number of employees and contractors was 2,257 of which 1,621 were employees and 636 were contractors. The percentage of contractors was 39%.	EM-MM-000.B