

HECLA MINING COMPANY  
ANNUAL MEETING OF SHAREHOLDERS  
Thursday, May 23, 2023 – 10:00 a.m. (PDT)

**RULES OF CONDUCT AND PROCEDURES FOR VIRTUAL MEETING**

Welcome to the 2023 Annual Meeting of Shareholders (the “Annual Meeting”) of Hecla Mining Company (the “Company”). It is our desire to conduct a fair and informative Annual Meeting. The business of the meeting will be presented as set forth on the Agenda, which is available in the “Meeting Materials” section of the virtual meeting platform. Only Agenda items may be transacted at this meeting.

Kindly observe the following Rules of Conduct and Procedures:

1. Our Company’s Bylaws describe requirements for meetings of our shareholders and the Board Chair (“Chair”) of the Annual Meeting will conduct the meeting consistent with those requirements. The Chair of the meeting shall have the authority necessary to preside over the meeting and may make any and all determinations with respect to the conduct of the meeting and procedures to be followed during the meeting. The only business matters to be conducted at the Annual Meeting are the matters set forth in the Notice of 2023 Annual Meeting of Shareholders and Proxy Statement dated April 11, 2023.
2. To vote or submit questions, please login as a shareholder by entering the 16-digit control number you received with your proxy materials. You do not need to vote at this meeting if you have already voted by proxy. However, if you have not yet voted and wish to vote, or if you wish to revoke a previously submitted proxy, you may do so at any time by clicking the “Vote Here” button on the screen before the polls are closed.
3. Because this is a meeting of our shareholders, only our shareholders are permitted to ask questions during the Annual Meeting. You need to have held stock as of the close of business on the record date of March 24, 2023, to vote or submit questions while participating in the virtual Annual Meeting. If you wish to submit a question, please do so in the field provided in the web portal at any time during the Annual Meeting. We will answer questions on any matters related to the Proposals to be voted on by the shareholders at the Annual Meeting before the voting is closed.
4. To allow us to answer questions from as many shareholders as possible, we will limit each shareholder to one question. Questions from multiple shareholders on the same topic or that are otherwise related may be grouped, summarized, and answered together.
5. Shareholders who would like to submit questions in writing in advance of the Annual Meeting may do so by visiting our pre-meeting forum at [www.proxyvote.com](http://www.proxyvote.com) by (i) using their 16-digit control number to login, (ii) clicking “Continue to Vote”, and (iii) clicking “Submit Questions” at the top of the screen. Questions or remarks must be relevant to the meeting, and pertinent to matters

before the meeting. The Company does not intend to address any questions that are, among other things:

- irrelevant to the business of the Company or to the business of the Annual Meeting;
  - related to material non-public information of the Company;
  - related to personal grievances;
  - derogatory references to individuals or that are otherwise in bad taste;
  - repetitious statements already made by another shareholder;
  - in furtherance of the shareholder's personal or business interests; or
  - out of order or not otherwise suitable for the conduct of the Annual Meeting as determined by the Chair or Corporate Secretary in their reasonable judgment.
6. Following the formal business of the Annual Meeting, the Company's management will give a presentation about the Company's business. At the conclusion of this presentation, the Company will address appropriate general questions from shareholders regarding the Company that were submitted in accordance with items 3, 4 and 5 above. Such questions may be submitted in the field provided in the web portal during the meeting.
  7. If any shareholders have any questions not relating to the meeting or not of concern to the shareholders generally, please contact our Investor Relations department at [hmc-info@hecla-mining.com](mailto:hmc-info@hecla-mining.com). A Company representative will be pleased to discuss the matter with them after the meeting or at another mutually convenient time.
  8. The use of recording equipment or any other similar equipment is prohibited without the written permission of the Company.

In the event of disorder, technical malfunction, or other significant problems that may disrupt the meeting, the Chair may adjourn, recess, or expedite the Annual Meeting or take such other action at the Chair or Corporate Secretary determines is appropriate considering the circumstances. Accordingly, if you are planning to vote by casting a ballot electronically during the meeting, be prepared to vote as soon as the polls open.

Thank you for your cooperation and for joining the Company at the Annual Meeting.