

Hecla Mining Company

Health, Safety, Environmental & Technical Committee Charter

(As amended February 21, 2018)

This charter (the “Charter”) sets forth the purpose, membership, duties, responsibilities, powers and authority of the Health, Safety, Environmental & Technical Committee (the “Committee”) of the Board of Directors (the “Board”) of Hecla Mining Company (the “Company”). The Board has granted the Committee the authority herein provided, as well as the authority to investigate any activity of the Company and its subsidiaries relating to health, safety and environmental matters.

PURPOSE

The primary purpose of the Committee is to assist the Board of Directors in fulfilling its oversight responsibilities in relation to:

- Reviewing health, safety, environmental and sustainability policies;
- Monitoring the implementation and effectiveness of health, safety, environmental and sustainability policies and systems;
- Reviewing health, safety and environmental performance audit results and updates from management;
- Reviewing emerging health, safety and environmental trends in legislation and proposed regulations affecting the Company;
- Reviewing data and making recommendations to the Board on exploration, development, and acquisition or divestiture of mineral properties and/or operations;
- Reviewing special management reports of the Company and its subsidiaries related to the progress of development projects, particularly with major capital expenditures; and
- Any additional matters delegated to the Committee by the Board.

The members of the Committee shall be appointed by the Board, and shall consist of at least three and not more than five members. Unless a Chairman of the Committee is appointed by the full Board, the members may designate a Chairman by majority vote of the full membership of the Committee.

MEETINGS

The Committee shall meet at least two times annually, and at such other times as required to carry out its duties effectively. The meetings shall, when practicable, be held in

conjunction with meetings of the Board. Notice of every meeting shall be given to each member of the Committee.

A majority of the members of the Committee shall constitute a quorum, and each member shall have one vote. Powers of the Committee may also be exercised by a written resolution signed by all members. The Committee may invite such officers, directors and employees of the Company and its subsidiaries and other persons as it may see fit, from time to time, to attend its meetings and assist in discussions and affairs of the Committee. The Committee will keep written minutes of its meetings, which minutes will be available to every member of the Board.

DUTIES AND RESPONSIBILITIES

- Review, monitor and report to the Board on actions and initiatives undertaken by the Company to (i) prevent, mitigate and manage risks related to health, safety, environmental and sustainability matters which may have the potential to adversely impact the Company's operations, activities, plans, strategies or reputation and (ii) prevent loss or injury to the Company's employees, assets, and operations from malicious acts, natural disasters or other crisis situations;
- Periodically review with management the Company's major operational, environmental, health and safety risks, including a regular review of the top risks identified by management and the policies and procedures adopted by the Company to manage and mitigate those risks;
- Review and discuss the Company's health, safety, environmental and sustainability objectives, policies and performance, including metrics relevant to assess that performance;
- Monitor the Company's efforts in creating a culture of continuous improvement in the Company's health, safety, environmental and sustainability practices;
- Review, monitor and report to the Board on whether the Company's systems, programs and policies relating to health, safety, environmental and sustainability matters are being appropriately developed and effectively implemented;
- Review at least annually (i) the Company's health, safety and environmental policies to ensure that they adequately reflect the Company's commitment to environmental stewardship and socially responsible development, and (ii) the safety practices of the Company's workers and contractors;
- Discuss annually with management, the scope and plans for conducting audits of the Company's and its subsidiaries' performance in health, safety, the environment and sustainability, and review any such audits;
- Review and recommend to the Board health, safety, environmental, technical and sustainability related policies and/or policy improvements that will help the Company

comply with all applicable laws and regulations during exploration, development, operation and closure activities;

- Review and recommend to the Board the policies, strategies and systems that can be used to promote sustainability and corporate social responsibility (which includes but is not necessarily limited to matters relating to safety, environmental health and protection, human rights, regulatory compliance, and creation of a positive legacy in communities where the Company operates and matters affecting Aboriginal Communities;
- Facilitate or help to maintain a culture within the Company whereby employees are made aware of the risks of the Company, and steps are taken to mitigate such risks;
- Review and discuss with management, any material noncompliance with health, safety or environmental laws, and management's response to such noncompliance;
- Review and discuss with management, any pending or threatened administrative, regulatory, or judicial proceedings regarding health, safety or the environment that are material to the Company;
- Ensure that management monitors significant trends in health, safety and environmental legislation;
- Review updates from management regarding health, safety and environmental performance of the Company and its subsidiaries;
- Annually review (or upon significant material change in) resources and reserves;
- Review data and make recommendations to the Board concerning the advisability of proceeding with the exploration, development, acquisition or divestiture of mineral properties and/or operations;
- Periodically review operating activities;
- Annually review the Hecla Responsible Mining Report; and
- Perform such other duties and responsibilities, consistent with this Charter and governing laws, as may be delegated to the Committee from time to time by the Board.

REPORTING

The Committee will report to the Board, as appropriate, on the following:

- Matters surrounding compliance or material non-compliance with health, safety and environmental policies; and
- All other significant matters it has addressed and which are within its responsibilities.

ADDITIONAL POWERS AND RESPONSIBILITIES

- In carrying out its responsibility to assist the Board in overseeing the potential development and operation of any projects or future expansion or development thereof from a technical, financial and scheduling perspective, the Committee will meet regularly with management, in person or by telephone, and will review, monitor and report to the Board on:
 - Mine construction, operations, development and production;
 - Mine production plans, as proposed and revised from time to time and the implementation of such plans; and
 - Any preparation or restatements of any mineral reserves and resources in conjunction with the filing of any new or revised National Instrument 43-101 Technical Reports, and compliance with the rules of the SEC for reporting reserves and mineralized material.
- Engage such independent legal and other advisors as it deems necessary or appropriate to carry out its responsibilities at the Company's expense. Such independent advisors may be the regular advisors to the Company. The Health, Safety, Environmental and Technical Committee is empowered, without further action by the Board, to cause the Company to pay the compensation of such advisors as established by the Health, Safety, Environmental and Technical Committee.
- On an annual basis, review and reassess the adequacy of this Charter and recommend any proposed changes to the Board for approval.
- The ability to form and delegate authority to subcommittees, comprised of one or more members of the Committee, as necessary or appropriate. Each subcommittee shall have the full power and authority of the Health, Safety, Environmental and Technical Committee within the authority delegated to the subcommittee or member(s).
- Undergo an annual performance evaluation of itself.

AMENDMENT

The Board shall have the authority to amend or modify any provision of this Charter at any time.