

# FORM 4

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**UNITED STATES SECURITIES AND EXCHANGE COMMISSION  
Washington, D.C. 20549**

Check this box to indicate that a transaction was made pursuant to a contract, instruction or written plan that is intended to satisfy the affirmative defense conditions of Rule 10b5-1(c). See Instruction 10.

**STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP OF  
SECURITIES**

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or  
Section 30(h) of the Investment Company Act of 1940

<b>1. Name and Address of Reporting Person *</b>  <b>Allen Kurt</b>  (Last) (First) (Middle)  <b>6500 N. MINERAL DR., SUITE 200</b>  (Street)  <b>COEUR D'ALENE, ID 83815</b>  (City) (State) (Zip)	<b>2. Issuer Name and Ticker or Trading Symbol</b>  <b>HECLA MINING CO/DE/ [ HL ]</b>	<b>5. Relationship of Reporting Person(s) to Issuer</b> (Check all applicable)  <input type="checkbox"/> Director <span style="margin-left: 100px;"><input type="checkbox"/> 10% Owner</span> <input checked="" type="checkbox"/> Officer (give title below) <span style="margin-left: 100px;"><input type="checkbox"/> Other (specify below)</span> <b>VP - Exploration</b>
<b>3. Date of Earliest Transaction (MM/DD/YYYY)</b>  <p align="center"><b>6/21/2024</b></p>		<b>6. Individual or Joint/Group Filing (Check Applicable Line)</b>  <input checked="" type="checkbox"/> Form filed by One Reporting Person <input type="checkbox"/> Form filed by More than One Reporting Person
<b>4. If Amendment, Date Original Filed (MM/DD/YYYY)</b>		

**Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned**

1. Title of Security (Instr. 3)	2. Trans. Date	2A. Deemed Execution Date, if any	3. Trans. Code (Instr. 8)		4. Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)			5. Amount of Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4)	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)
			Code	V	Amount	(A) or (D)	Price			
Common Stock	6/25/2024		S		7,910 <sup>(1)</sup>	D	\$4.905	282,269 <sup>(2)</sup>	D	
Common Stock	6/21/2024		A		30,638 <sup>(3)</sup>	A	\$5.17	282,269 <sup>(4)</sup>	D	
Common Stock	6/21/2024		J		20,149 <sup>(5)</sup>	A	\$0	20,149	I	<b>Held in 401(k) Plan Account</b>

**Table II - Derivative Securities Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)**

1. Title of Derivate Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Trans. Date	3A. Deemed Execution Date, if any	4. Trans. Code (Instr. 8)		5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)		6. Date Exercisable and Expiration Date		7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4)		8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)	10. Ownership Form of Derivative Security: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
				Code	V	(A)	(D)	Date Exercisable	Expiration Date	Title	Amount or Number of Shares				
Common Stock	\$0	6/21/2024		A		48,138 <sup>(6)</sup>		1/1/2027	1/1/2027	Common Stock	48,138	\$0	282,269 <sup>(7)</sup>	D	

**Explanation of Responses:**

- (1) Mr. Allen was awarded (i) 25,381 restricted stock units on June 21, 2021, (ii) 33,860 restricted stock units on June 21, 2022, and (iii) 32,673 restricted stock units on June 21, 2023. The restrictions lapsed on 1/3 of those vesting units (30,638 shares). To cover his tax liability, Hecla Mining Company sold 7,910 shares.
- (2) Consists of 108,569 shares held directly, 92,493 performance-based shares, and 81,207 unvested restricted stock units.
- (3) Award of restricted stock units that vest as follows: 10,212 shares on June 21, 2025; 10,213 shares on June 21, 2026; and 10,213 shares on June 21, 2027.
- (4) See footnote 2.
- (5) Held as 1.679.37 units in Mr. Allen's 401(k) account under the Hecla Mining Company Capital Accumulation Plan, and estimated to be 20,149 shares.
- (6) Mr. Allen was awarded performance rights representing the contingent right to receive between \$62,219 and \$497,750 worth of Hecla Mining Company common stock based on Hecla Mining Company's Total Shareholder Return performance over the 3-year period (January 1, 2024 to December 31, 2026) relative to our peers. Examples of the potential grant of shares to Mr. Allen under this plan are as follows: 100th percentile rank among peers = maximum award at 200% of target (\$497,750 in stock); 50th percentile rank among peers = target award at grant value (\$248,875 in stock); and 25th percentile rank among peers = threshold award at 25% of target (%62,219 in stock).

(7) See footnote 2.

**Reporting Owners**

Reporting Owner Name / Address	Relationships			
	Director	10% Owner	Officer	Other
<b>Allen Kurt</b> <b>6500 N. MINERAL DR., SUITE 200</b> <b>COEUR D'ALENE, ID 83815</b>			<b>VP - Exploration</b>	

**Signatures**

**Tami D. Whitman, Attorney-in-Fact for Kurt Allen**

**6/25/2024**

\*\*Signature of Reporting Person

Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

\* If the form is filed by more than one reporting person, *see* Instruction 4(b)(v).

\*\* Intentional misstatements or omissions of facts constitute Federal Criminal Violations. *See* 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, *see* Instruction 6 for procedure.

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