

THE SEALASKA SHAREHOLDER

FIRST QUARTER | 2022



LETTER FROM
BOARD CHAIR

Joe Nelson
Kaaxúxgu

DEAR SHAREHOLDERS,

As we enter the third year of this pandemic, Sealaska's family of for-profit businesses, along with our nonprofit partners at Sealaska Heritage Institute and Spruce Root, are working as hard as ever to ensure that our shareholders and communities continue to be resilient.

It may sound cliché, but now, more than ever, all of our organizations and governments need to be working together — in *Lingít*, we call this *Wooch.éen*. In *Sm'algyax*, *sagayt hakhatels* means "work together." In *Xaad Kil*, *gu dánhl aa iitl' iijang* means "we work together."

During 2020 and 2021, we needed to coordinate better to ensure food security and to mitigate the impact of the pandemic. For the next few years, we can build on this foundation to maximize the impact of an unprecedented amount of federal infrastructure dollars that will be available.

Over the last couple of years, we have also witnessed the lines blurring between economic justice, environmental justice and social justice movements. Our history and values put us in a great position to help. As the world shifts away from fossil fuels and extractive resource development, Indigenous thinking is resonating in the mainstream.

Our regional economic development partners at Spruce Root have been supporting the Sustainable Southeast Partnership and accessing federal and philanthropic

programs to support local economies and Indigenous leadership. In the last few months, Sealaska and partners like The Nature Conservancy launched the Seacoast Trust — a fund that will help shore up our local economies and support Indigenous stewardship of our lands and waters. The earnings from the fund will support this work indefinitely, providing true sovereignty in local decision-making through access to the kind of capital that is responsive to local needs (as opposed to fulfilling the vision of an outside donor or checking the box on a grant program evaluation).

The pace of change on the planet is incredible. One hundred years ago, very few of our grandparents and great-grandparents spoke English. Today, very few of us speak our own languages. Our ancient languages and way of life are inextricably connected to our communities. We have always understood that life is about respectfully stewarding relationships, as opposed to asserting dominion and marshaling transactions

Over the next few years we are going to see a proliferation of Indigenous Guardians programs as diverse interests align around the people who have always been here and will always be here.

Sealaska is proud to be bringing new training and development opportunities to our people wherever they may be, and we encourage you to watch your inbox, social media, our website, and publications like this one to stay up to date on the latest.

Gunalchéesh, Háw'aa, Toyaxsut 'nūūsm.



Joe Nelson | *Kaaxúxgu*
Sealaska Board Chair



LET'S CONNECT!

Let's Connect! Follow Sealaska on Facebook, Instagram, Twitter and LinkedIn for news, inspiration, laughs and calls to action. Point your phone's camera at the QR code below and click the link to be directed to each of Sealaska's social media accounts. See you online!

SHAREHOLDER AND WORKFORCE DEVELOPMENT OPPORTUNITIES IN SOUTHEAST ALASKA *AND BEYOND*

Sealaska Helps Young People Build Professional Networks and Knowledge

Exposure to the right person or opportunity can make all the difference in a young person's career, and the pandemic has made networking more challenging than usual. A new program at Sealaska will sponsor young shareholders and descendants to attend professional development and networking opportunities at no cost.

One example of what is anticipated to be several similar opportunities this year is the American Indian Science and Engineering Society annual conference in October. The conference is designed for high school through post-doctoral students interested in careers in STEM (science, technology, engineering and math) fields to help them connect with other Indigenous students and professionals, identify career paths, and meet sponsoring employers.

Additional opportunities for career development are expected in the coming months, and information will be shared through Sealaska's eNews, social media and on MySealaska.com/Opportunities. For more information, please contact Tesla Cox at tesla.cox@sealaska.com.



Next Steps Program Expanding Beyond Prince of Wales Communities

Sealaska's Next Steps program is expanding to serve more shareholders and descendants in Southeast Alaska.

The program pays cash incentives to new hires when they sign on to work at approved companies and continues to pay incentives quarterly throughout the first year of employment. It was designed in response to the challenges tribal and private employers on Prince of Wales Island were having last year hiring workers to fill important local jobs.

The expanded program will be available in communities throughout Southeast. Employers need only demonstrate that their business or organization benefits tribal members, Sealaska shareholders and/or descendants. The intent of the program is to help communities, shareholders and descendants find and keep employees during the pandemic and post-pandemic period. This program is expected to run for one year in response to the shifting economy and workforce needs from the pandemic.

It is also hoped that the incentives can help tribal entities respond to an influx of federal money headed to Southeast Alaska in 2022. The U.S. Department of Agriculture's Southeast Alaska Sustainability Strategy is providing

\$12.5 million to tribal organizations this year. The Build Back Better program, which is a U.S. Department of Commerce initiative, may inject up to \$100 million in the regional economy later in the year. These cash infusions will require a workforce ready to implement proposed programs for maximum impact, which Sealaska wants to support.

"We are excited about the role we can play to help get the most out of these opportunities," said Sealaska's Senior Director of Shareholder Development Tesla Cox.

For more information and to learn whether your business is eligible, contact Cox at tesla.cox@sealaska.com.



More Training and Development Opportunities!

In late January, Sealaska hosted two virtual events to share information about upcoming opportunities for shareholders and descendants on a wide range of opportunities, from Sealaska-sponsored training to become a Protected Species Observer, to our Board Youth Advisor program.

To watch either of the two recordings, please search for "Sealaska Kwaan" on YouTube or read more under the News & Media tab at Sealaska.com. For the latest shareholder development opportunities, please check MySealaska.com/Opportunities.



OPPORTUNITIES

CELEBRATING OUR ELDERS

We asked shareholders to tell us about an important Elder in their lives. Help us celebrate our treasured Elders on social media by sending in a photo and message about an Elder who has made an impact on your life. Scan the QR code at right to access the submission form online.



Elder Survey

"ELDER" IN TLINGIT | HAIDA | TSIMSHIAN

Lingít

AT WUSKÓOWU

Xaad Kíl

K'IIGÁAY

Sm'algyax

LIKLEEKST



"My sister Lou Ann Benson has been a respected family leader we look to and can count on. Both our parents are gone now, and Lou Ann is our North Star."

– Michael Benson



"Harriet Beale, former president of ANB Camp 1 of Sitka. She has endured so much for the betterment of all. At 88 years old, she is still very active in T&H, ANB and learning how to cedar weave. She shows by example rather than authoritative."

– Chad Titell



"My Auntie Isabell Chulik is my last living auntie. She is a beautiful Christian lady who has all her nieces' and nephews' greatest respect. I love just visiting with her to hear all about when she was younger growing up. She leads by example and we all want to please her and show her the respect she deserves."

– Pamela James



In Loving Memory

"My mom, Grace Larsen, is well known for her fry bread sales in Sitka on the 4th of July, Alaska Day and a few other holidays. My mom is the oldest out of her siblings. There are not enough words to express how she not only impacted me, but others as well. So cute — where she goes everyone still stops and talk to her. Her kids from back in the day when she worked at the dorm still call her 'mom.' Very proud of you, Mom."

– Becky Larsen

About Sealaska Elder Benefits

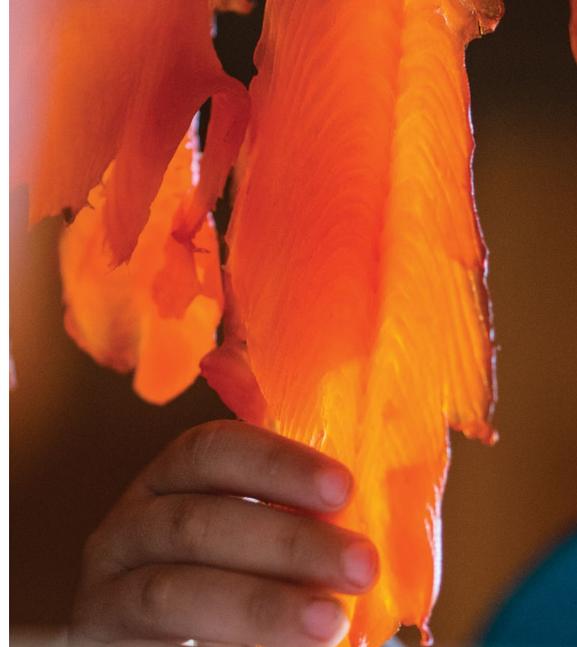
As Sealaska celebrates its first 50 years of history, we can look back with great pride in the knowledge that the early leaders of our company sought to ensure Elders are recognized and cared for through additional shareholder benefits. The Elders' Settlement Trust was established to provide a one-time payment to shareholders when they turn 65. (To qualify, you must have owned stock in Sealaska in 1991.) At the same time, Elders receive 100 shares of Class E–Elder stock, which pays dividends from Sealaska operations and investments.

In 2019, Sealaska automated the Elders' benefits process, making it easier for shareholders to receive their Elders' benefits. Between 2014–2021, Sealaska paid \$11 million in Elders' benefits. During that same period, Sealaska issued 226,100 shares of Class E stock.

For more information about Sealaska Elder benefits, contact Shareholder Relations:

- **MESSAGE US** — Use our MySealaska Messages feature by logging in to MySealaska.com and going to About Me > My Messages
- **SEND AN EMAIL** to records@Sealaska.com
- **CALL US** at 1.800.848.5921
- **VISIT** MySealaska.com/Services/ElderBenefits

WHAT IS *OCEAN* HEALTH?



Sealaska is intrinsically tied to the lands and waters of Southeast Alaska. The ocean feeds us, connects us and holds sacred significance — and always has. The health of the ocean is undeniably linked to the health of our people and our planet.

Human activity and climate change have increasingly endangered the integrity of our precious waters. Our choice to invest in ocean health is one inspired by the knowledge that we as a people are called to care for our land and waters, and to make decisions with future generations in mind.

When we talk about ocean health, we're talking about a lot of different things, including removing pollutants, ensuring biodiversity, monitoring salmon returns, enjoying recreational opportunities, and connecting spiritually through cold, clarifying waters. Our ocean health businesses include companies producing and marketing sustainably caught seafood, supporting development of offshore renewable energy, repairing and building coastal infrastructure, and removing pollutants that might otherwise contaminate fresh water or reach the ocean.





MARICULTURE

Mariculture is essentially “sea farming.” As a specialized branch of aquaculture, this innovative practice focuses on the cultivation of marine organisms like kelp, seaweed and shellfish. Mariculture is low impact and high yield, providing an increasingly profitable ocean-based business that is environmentally friendly and works well in our home region.

Sealaska partner Barnacle Foods is a prime example of a mariculture business. Barnacle’s kelp-based food products are now available nationwide and are sustainably grown and harvested from a thriving, low-impact mariculture operation right here in Southeast Alaska. Investing in mariculture has provided Sealaska with a unique opportunity to create jobs and industry in our own backyard.

OFFSHORE WIND ENERGY

A shift away from fossil fuels and toward renewable energy sources is under way, and Sealaska’s business focus on ocean health positions the company to participate in that transition.

We can play a role in the clean-energy revolution by using our technical and scientific proficiency to help support the development of offshore wind technology around the globe. This rapidly advancing technology currently has U.S. government support and is projected to grow exponentially,

addressing a significant amount of global energy demand in the near future.

Sealaska businesses are applying geotechnical, geophysical and marine construction expertise to contribute in this area. Offshore wind farms are built from the bottom up, and an understanding of soil nature and mechanics — as well as geotechnical and geophysical site characterization — are vital in the early stages of wind development. Our unique technology and experience are well suited to this work.

LOW-IMPACT FOODS

Proteins like beef, pork and chicken are typically sourced from large-scale, land-based farms, which account for 26% of global greenhouse gas emissions and 78% of global ocean and freshwater pollution. By contrast, sustainably produced seafood provides needed nutrition to a growing global population with a fraction of the environmental impact.

Shifting even one meal a week to low-impact foods, such as salmon from sustainable fisheries, can have a positive effect on the environment in addition to being great for human health. Sealaska’s low-impact food businesses draw on thousands of years of experience fishing and nourishing our people from the sea, while ensuring healthy, wild seafood populations are available for our people for generations to come.



NEWS FROM SPRUCE ROOT

Featured Programs

COMMUNITY FACILITATION

We amplify community priorities through strategic planning services, community facilitation training and community planning services to nonprofits, tribes and local governments across Southeast Alaska. Recent projects include development of a strategic plan for the Sitka Tribe of Alaska, a community plan for the City of Kake and a Tribal Economic Development Strategy for the Hoonah Indian Association.

SUSTAINABLE SOUTHEAST PARTNERSHIP

The Sustainable Southeast Partnership (SSP) is a program of Spruce Root. SSP is a collective impact network of individuals and organizations addressing complex social, environmental and economic challenges in Southeast Alaska through intentional collaboration across the region. As the backbone, Spruce Root's team works to administer and orchestrate the ongoing work and efforts of the partnership.



ABOUT SPRUCE ROOT

Spruce Root is a Native-led nonprofit Community Development Financial Institution (CDFI) founded in 2012 by Sealaska. We are celebrating our 10th anniversary in 2022!

In honor of 10 years of supporting community resilience in Southeast Alaska, we have updated our vision and mission statements.

VISION We amplify our Haida, Tlingit and Tsimshian ancestral imperative to ensure Southeast Alaska thrives for future generations.

MISSION Spruce Root is a driver of a regenerative economy across Southeast Alaska so communities can forge futures grounded in this uniquely Indigenous place.

Spruce Root is Hiring!

Interested in joining a dynamic team working to build strong localized economies and resilient communities in Southeast Alaska? Check out our open positions at spruceroot.org/careers, and join our team.



We want to support you in 2022! Visit our website at spruceroot.org or sign up for our email newsletter by scanning the QR code to learn about our upcoming programs and workshops.

Kasaan Arts, Museum, & Canoes Selected as one of the Winners of the 2021 Path to Prosperity Business Competition

Kasaan Arts, Museum, & Canoes has been selected as one of two winners of the 2021 Path to Prosperity competition. Each winner will be awarded \$25,000 to grow their business.

Managed by Sealaska shareholder Stormy Hamar and his wife, Bonnie Hamar, Kasaan Arts, Museum, & Canoes provides immersive cultural tours that give visitors a glimpse into the rich Haida culture of Kasaan. Visitors can watch Stormy Hamar, a Haida carver, craft a traditional cedar canoe, browse the gift shop for locally made art, and learn about Kasaan and Prince of Wales history in the museum.

"We want to be here forever and for our grandkids and great-grandkids to have the same opportunities we did," Stormy Hamar said. "We just can't stop, and these great people came along to help us keep doing it. If you aren't already a supporter of the Spruce Root team, be there to support them."



NEWS FROM SEALASKA HERITAGE INSTITUTE

Based on the guidance of our Elders, Sealaska humbly accepted the responsibility for protecting and strengthening Southeast Alaska Native culture — the “container of wisdom” left by our Elders. We established Sealaska Heritage Institute in 1980 to administer cultural and educational programs. Since inception, Sealaska has donated roughly \$30.6 million in cash donations and in-kind services to Sealaska Heritage Institute.

CELEBRATION INFORMATION AND APPLICATIONS

Sealaska Heritage Institute (SHI) will hold an in-person Celebration in Juneau from June 8–11 in 2022. The trustees also chose the theme, “Celebration 2022: Celebrating 10,000 Years of Cultural Survival.” Celebration 2022 will mark the 40th anniversary of the event, first held in 1982. To ensure the safety of Elders and participants, we will be following the Centers for Disease Control and Prevention (CDC) COVID-19 guidelines, including vaccine requirements and masking indoors.

For more information and application links, see sealaskaheritage.org/Celebration.

SHI ANNOUNCES WINNER OF CELEBRATION 2022 ART CONTEST

A Haida and Tlingit artist from Georgia has won SHI’s first-ever competition to visually represent Celebration, a huge, dance-and-culture festival held every even year in Juneau since 1982. Kimberly Fulton Orozco won with her piece, “The Energy That Moves Us,” which was inspired by the Celebration 2022 theme “Celebrating 10,000 Years of Cultural Survival.”

More: <https://bit.ly/Cele2022Design>

SHI SECURES FUNDING TO LAUNCH TOTEM POLE TRAIL

SHI has secured a grant to commission 10 totem poles that will comprise part of Kootéeyaa Deiyí (Totem Pole Trail), which eventually will feature 30 poles along the downtown Juneau waterfront. The \$2.9 million grant from The Andrew W. Mellon Foundation will allow SHI to hire Tlingit, Haida, and Tsimshian master artists in Juneau and villages across Southeast Alaska to carve the poles, which will be raised in 2023. The logs for the poles are being donated by Sealaska. The project is part of SHI’s vision to make Juneau the Northwest Coast art capital of the world.

More: <https://bit.ly/TotemTrail>



2022 TRADITIONAL GAMES PLANNED IN JUNEAU, REGISTRATION OPEN

The 2022 Traditional Games will be held in Juneau in April with teams from across Alaska. Registration for athletes ages 11 and older is now available online. The games will include a limited number of teams competing in 10 events over two days and will be live streamed on SHI’s YouTube and a website set up for the games. Athletes who have questions should contact Coach Kyle Worl at kworl@ccthita-nsn.gov or 907.227.4998. Other major sponsors include Sealaska, Central Council of the Tlingit and Haida Indian Tribes of Alaska, University of Alaska Southeast, GCI, Select Physical Therapy, Southeast Alaska Regional Health Consortium, Juneau School District and Trickster Company.

More: <https://bit.ly/2022NativeGames>



2022 ANNUAL MEETING OF SHAREHOLDERS



The 2022 virtual annual meeting of shareholders will be held Saturday, June 25, 2022. Sealaska will hold a webcast of the annual meeting, which will be available to shareholders through the MySealaska.com shareholder portal. In addition to the webcast, if circumstances allow, the meeting will be held in person at Centennial Hall in Juneau.

ABOUT THE ANNUAL MEETING

WHEN: Saturday, June 25, 2022,
at 1 p.m. ADT

LOCATION: Join the virtual annual meeting* via MySealaska.com

**In addition to the webcast, if circumstances allow, we will meet in person at Centennial Hall, 101 Egan Drive, Juneau, Alaska.*

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