



THE SEALASKA SHAREHOLDER

THIRD QUARTER | 2023

CREATING GENERATIONAL WEALTH

*Investing in current and future shareholders
and descendants along with our planet as
we build a strong future together.*



LETTER FROM
BOARD CHAIR

*Joe Kaaxúxgu
Nelson*

Dear Shareholders,

One of Sealaska’s most critical charges is to cultivate success, supporting shareholders through dividends as we invest in people, culture and communities. To this end, Sealaska aims to foster multigenerational wealth — not just financial wealth, but wealth of knowledge, culture and spirit as well.

One way we do this is through multigenerational funds — Sealaska has a number of these. The Marjorie V. Young Permanent Fund is the largest and one of the oldest. The scholarship fund, the Elders Settlement Trust, the Deishú Memorial Fund, the language fund and the Seacoast Trust are a few others.

If you are like me, you have been working from a young age. If you went to college, you very likely took out student loans. Higher education has never been cheap — and the costs have just continued to rise. Many of my peers had their bills paid by working parents or trust funds from their grandparents and could focus entirely on school without having to work. Meanwhile, many of us worked full-time while attending school full-time. We also stood in line at the financial aid office every

year to sign loan documents. Rather than sailing ahead, we burned the candle at both ends and still took on debt.

Although most of us did not have an allowance from our parents or a trust fund from our grandparents, we did receive Sealaska dividends and a decent Sealaska scholarship. As it turns out, we did benefit from a trust fund: one created by Sealaska’s founders. Much gratitude to the many generations of leaders who advocated, who led, and who gave so much to maintain our place in our homelands.

We have much to be thankful for as members of the Sealaska family. Our permanent fund dividend checks remain steady. In recent years, our scholarship fund has grown and new funds have been created as a result of our carbon program, supporting shareholder development efforts like internships, scholarships, trainings and more.

Sealaska was a gift created by the hard work of our grandparents. With 25,000 shareholders living in all 50 states and many different countries, it’s likely we’ll literally end up all over the map on any given issue. But there is no denying that we are the link between prior generations and future generations. It is up to us to be the best stewards we can be as we continue building toward our shared future, creating wealth for now and later, in all its many shapes and forms.

Gunalchéesh, Háw’aa, T’oyaxsut ‘nüüsm,

Joe Kaaxúxgu Nelson
Board Chair



BUSINESS UPDATE *FROM WOOCHEEN*

In early 2022, Sealaska streamlined our ocean-health businesses, integrating them into a single business called Woocheen. Sealaska's growing work in ocean health drives economic success while making a positive difference for the world. Wondering what Woocheen businesses are up to lately? Learn more below!

Sealaska company chosen for innovative, floating offshore wind park

Renexia, an Italian company active in the renewable-energy sector, has signed an agreement with Seas Geosciences (Seas), part of Sealaska's Woocheen ocean-health group of businesses, to study the most environmentally sustainable mooring and anchoring solutions for the turbines at Med Wind, a floating offshore wind project in the Mediterranean.

To support the project, Seas will use innovative sampling methods with its unique, remotely operated systems to investigate the underwater environment. Seas will deploy its robotic seafloor drill and cone penetration testing up to 40 meters below the seafloor, in water more than 900 meters deep, to acquire geotechnical information about geohazards at the project site in the Sicily Channel.

The work will enable Renexia to define and design the most appropriate seabed anchoring systems for the turbines and ensure maximum attention to the surrounding ecosystem.

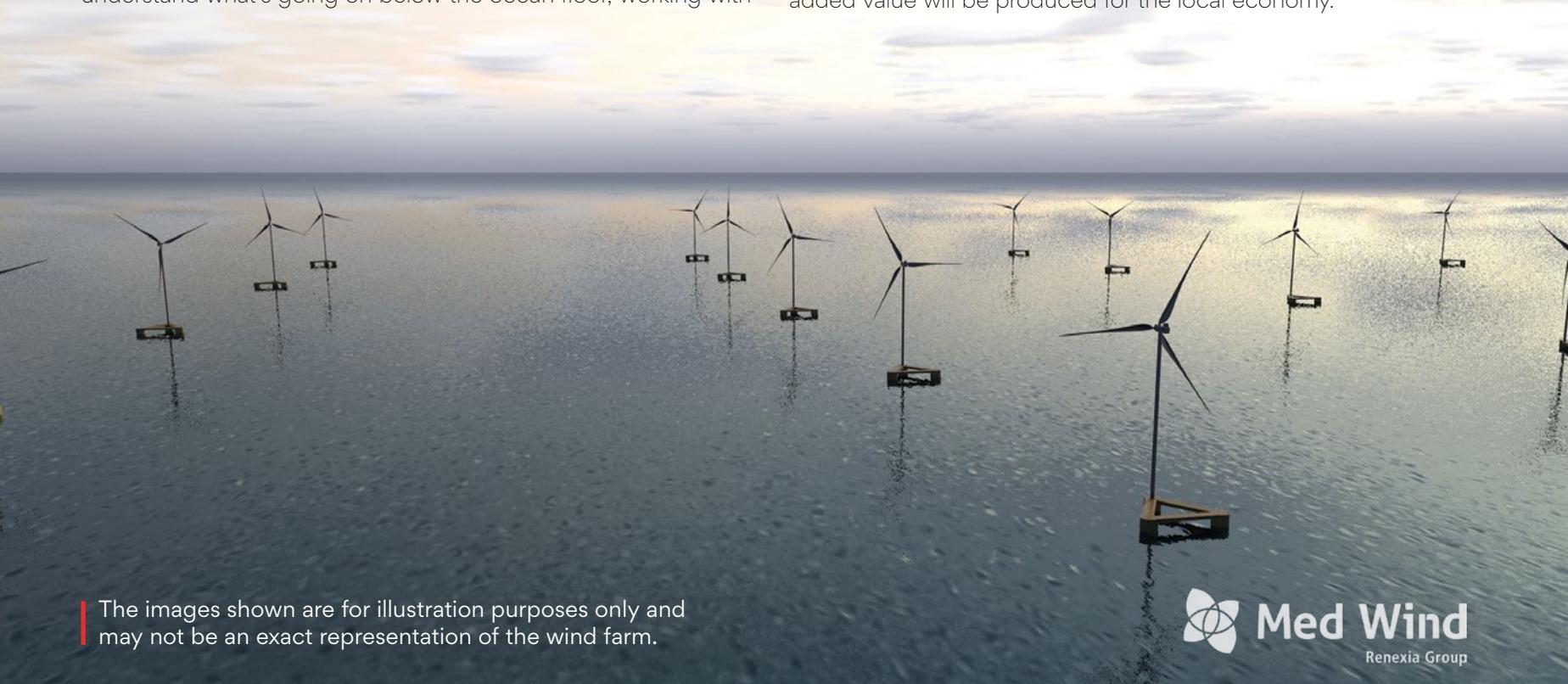
Seas has partnered with the Italian company Argo to supply the vessel it will use as a base for the seafloor work.

"Our goal is to use the latest technology, ideas and tools to understand what's going on below the ocean floor, working with

others of like minds to generate clean energy from our oceans in the least invasive way possible," said Paolo Casciotti, Seas Geosciences president. "We will make a complete map of what's happening beneath the seabed, and we'll do it with minimal environmental risks while keeping our people safe."

Med Wind will be built gradually in stages, reaching a full installation of up to 190 turbines capable of generating total clean energy of about 9 terawatt hours (TWh), equal to the energy needs of 3.4 million households. It will add local jobs over the six years of construction of the plant and for maintenance activities in the 25 years that follow. The project will also contribute to lowering the cost of energy for Sicilians.

"We are proud to be able to collaborate with an international company like Sealaska that shares with Renexia the values of environmental sustainability and care for the local community," said Riccardo Toto, Renexia general manager. "Renexia, with Med Wind, has the potential to become a point of reference in Italy for the promotion of renewables and encourage the path of energy transition needed for the country. Not only that, the project will create an important supply chain through which significant added value will be produced for the local economy."



The images shown are for illustration purposes only and may not be an exact representation of the wind farm.



'INTERN'-GENERATIONAL INTERN BUDDY PROGRAM SEES PRICELESS IMPACTS FROM PROGRAM ALUMNI

by Shareholder Development Intern Evan Roberts

Sealaska's intern program is structured to provide support to every intern as they begin their new positions – for many, this is their first full-time job experience. This summer, through the intern "buddy" program, a number of interns had the opportunity to pair up with Sealaska intern alumni as their buddies, a full-circle experience that left both sides feeling fulfilled.

"We strive to create an enriching experience for our interns through career development and cultural events as well as through our intern 'buddy' program," said Senior Shareholder Development Manager Kayla Roberts, who oversees the intern program. "Every intern is paired with a buddy who can provide more informal support and answer day-to-day questions, someone who isn't their direct manager but instead more of an approachable co-worker, a friend. We were really excited that, this year, some of our buddies were former interns themselves."

Heidi Perkins was a Human Resources intern for Sealaska in the summer of 2019. This summer, she served as an intern buddy for Vanessa Auth, Sealaska's Finance and Investment intern.

"Heidi has made sure my workplace experience is positive and welcoming," said Auth. "She has helped immensely to answer my questions and make sure I have access to information I need. She has been a wonderful resource this summer to get me through my internship."

For some, like Perkins, the path from intern to employee is seamless, as she received a full-time offer to work with Sealaska directly following her internship. "I was intrigued by working for a company with ties to my cultural background and had a yearning to continue to grow my knowledge of Southeast Alaska and its peoples," said Perkins. Values alignment is another benefit Perkins saw at Sealaska: "I also strongly align my personal values with those of the company...[especially] when it comes to ocean health and sustainable seafoods."

On the other hand, Joshua Quinto, a former intern and summer 2023 intern buddy to Applications Development intern Taylor Natkong, had a path back to Sealaska that was "a little roundabout". For Quinto, exploring different jobs in Alaska and beyond following graduation helped him figure out his calling. Quinto was working at another Alaska Native

corporation when Sealaska came knocking. "I actually met [my current manager] during my internship," said Quinto. "I guess I had left a big enough impression that when my current position opened up, they decided to offer it to me."

Kaylah Duncan is a former Sealaska intern now employed by Sealaska partner organization the Sustainable Southeast Partnership (SSP). This past summer, Duncan served as an intern buddy for three interns working for Spruce Root and Barnacle Foods. She provided valuable insight and support as a recent alumna of the Sealaska internship program. From Duncan's perspective, her path to her current position was built upon the valuable experience she gained from her time spent with Sealaska internships.

"It has been wonderful to continue learning and growing," said Duncan. "As an intern you get a taste of what the work is like. As a full-time employee, you get to apply what you learned from the internship and put it into action. It feels great to take on big projects and build relationships within your organization and across Southeast."

Chet Russell, Kelp Management Plan intern for Barnacle Foods, was one of Duncan's intern buddies over the summer. "[Kaylah] is most definitely the reason I did the Sealaska internship last summer," he shared. "I probably wouldn't even have considered the Sealaska internship without hearing from Kaylah about what it was all about. The mentorship value that previous interns bring to the program is tremendous." Russell hopes to see mentorship through the buddy program expand in future years, emphasizing the benefit that interns can find with buddies who are recent alumni like Duncan.

As Sealaska continues to support and expand internships both at Sealaska and partner organizations, the powerful, connection-building work of this part of the program will continue to help interns find even greater meaning in their summer experience. Intern alumni provide invaluable support to the "buddy" interns they mentor, says program manager Roberts, who is optimistic about the future of the buddy program: "As more and more interns return to Sealaska as full-time employees, we are thrilled to continue growing this incredible generation-to-generation mentorship cycle with different generations of interns working together."



Pictured left to right: Interns Shaelene Moler and Muriel Reid along with Bethany Goodrich and Kaylah Duncan of the Sustainable Southeast Partnership. Duncan served as an "intern buddy" for both Moler and Reid, along with Chet Russell (not pictured).

SEALASKA SUPPORTS *LANDLESS LEGISLATION* RECENTLY INTRODUCED IN *118TH CONGRESS*

Over the summer, Alaska's congressional delegation introduced new landless bills in the 118th Congress: S. 1889 (introduced by Sens. Lisa Murkowski and Dan Sullivan) and H.R. 4748 (introduced by Reps. Mary Sattler Peltola and Pete Stauber [R-MN-08]). Sealaska continues to support the effort, providing support to Alaska Natives Without Land and advocating for progress with both Alaska and Lower 48 representatives.

"We are closer than ever to legislation being approved in Congress," said Sealaska director Nicole Hallingstad, who hails from the landless community of Petersburg. "It takes persistent energy, constant effort, and rising support to pass a bill. Our shareholders offer all of that, and more. These five shareholder communities deserve to have this recognition."

For the past 50 years, Sealaska has worked with community representatives, most recently with the Alaska Natives Without Land campaign, in advocating for the correction of a huge oversight in the Alaska Native Claims Settlement Act (ANCSA): the inexplicable exclusion of five Southeast communities from the bill. ANCSA created regional, urban and village corporations for communities with historical populations of Alaska Native people, but did not include Ketchikan, Wrangell, Tenakee, Petersburg and Haines, — leaving these communities without urban corporations to represent them. Since the passage of ANCSA in 1971, Indigenous people from these communities have been fighting for the rights and land ownership of their traditional homelands and have not been eligible for ANCSA urban corporation benefits such as dividends, scholarships and support for local priorities. While most landless Alaska Natives were able to successfully enroll with Sealaska as their regional corporation, their exclusion from ANCSA at the urban corporation level represents a tremendous loss — one that must be righted.

Previous legislation and lobbying efforts have fallen short due to lack of support in Congress and because of historic conflict over the land that would be given to the new ANCSA urban corporations when they are established. However, the current bills include maps and specific land selections by each community.

"This has been a long time coming," said Jaeleen Kookesh, vice president of Policy and Legal Affairs, who leads Sealaska's advocacy on the issue. "The progress made over the past two years is encouraging, and the engagement of shareholders has really kept that momentum going."



Leadership from Alaska Natives Without Land, along with Sealaska representatives, spent time in Washington D.C. this July advocating for the legislation

"We are hopeful that both bills will see hearings and committee markups this fall, following the August recess," Kookesh continued. "I am optimistic that we can see this through to the finish line during this session, one way or another. On behalf of all of us at Sealaska, I'm deeply appreciative of the action and support of Senators Murkowski and Sullivan along with our newest representative, Congresswoman Peltola."

Although advocates have been lobbying for recognition and inclusion since ANCSA's initial passage, legislation has not received enough congressional support to ensure passage. However, last session's legislation, Senate bill 3269 (the Unrecognized Southeast Alaska Native Communities Recognition and Compensation Act sponsored by Sen. Murkowski) advanced further in the legislative process than any other attempt in the last 50 years.

"Our representatives have worked for years within our 5 communities to gain support," said Hallingstad. "We've listened. We've made adjustments to our land selections. We've assured ongoing public recreation access to those lands. It is now far past time to get these bills through Congress."

"The wind is at our back," Hallingstad said. "After so long at this process, the now have impressive community, regional, national and congressional support. We are more hopeful than ever that legislation will pass in this 118th session before the end of 2024."



Alaska Natives Without Land provides regular updates on [Facebook](#), [X \(formerly known as Twitter\)](#) and [Instagram](#) as well as on its [website](#), highlighting updates in real-time along with opportunities for shareholders, descendants and other allies to advocate for landless communities.

Find more information at www.withoutland.org.



SEALASKA GRADUATES TWO STUDENTS THROUGH *INAUGURAL CODEFY PROGRAM*, ENROLLS FOUR IN SECOND COHORT

In a dynamic new collaboration aimed at providing opportunities, Sealaska and Codefy have joined to empower young adults from Native American and Alaska Native communities. Codefy's innovative approach, offering comprehensive workforce training in software development, paves the way for entry-level software jobs.

by Corporate Communications Intern Alana Walkush



Driven by a shared commitment to diversity and inclusion, Sealaska and Codefy are united by a common vision: to unlock the potential of our communities. The first Sealaska/Codefy cohort completed the 12-week training course in May and went on to Sealaska internships, graduating from the program at the end of August.

"By offering a remote program, we support the decisions of our students to stay in their communities," said Codefy founder and CEO Sabina Rajasundaram. "It's important to support students who want to be culturally and socially involved in their community."

This paradigm is not just about coding, it's about cultivating community and supporting students who hope to work remotely in order to give back to the special places they call home. Catering to the needs of young adults aged 18–29, Codefy recognizes the nurturing environment needed for those embarking on their first steps into this industry.

Alegando Aguirre, a graduate of the 2023 Sealaska/Codefy cohort and a Sealaska cybersecurity intern, shared how the

Codefy program set him on a path to explore the possibilities of pursuing cybersecurity with an Alaska Native corporation, while also providing opportunities to engage with major companies like Google and Intel. Reflecting on his Codefy experience, Aguirre said what he learned created impact far beyond just technical training. Through his participation in the program, he had the opportunity to attend the AISES National Conference, a three-day event focused on educational, professional, and workforce development for Indigenous peoples. According to Aguirre, attending AISES helped him conquer social anxiety as he learned about networking and connected with other young people with similar backgrounds and interests. Taking advantage of that opportunity is something he will never regret, Aguirre said.

"My advice to students participating in Codefy is don't be afraid to ask for help," Aguirre continued. Reach out to your fellow classmates, feel comfortable evaluating each other's code, and take advantage of any opportunity that is given to you."

Aguirre's dedication is reflective of the work ethic insisted upon by Rajasundaram for all students engaged in the Codefy program — pushing boundaries, challenging norms, and embracing self-motivation. Rajasundaram has described Aguirre as someone who was willing to apply himself beyond expectations, constantly challenging and pushing himself further. The program encourages students to take initiative and be self-motivated — both traits they foster through constant support.

"There are tons of resources available online for someone who might be older and wants to get into this industry," Rajasundaram explained. "Most adults likely have the discipline, motivation and the tools to go and do it on their own. With someone who is younger, they might not have those tools. They need more of that nurturing environment, and that's what we focus our training around."



After a successful initial cohort, from which both Aguirre and fellow participant Taylor Natkong graduated, Sealaska and Codefy's joint efforts continue, welcoming four new students to the second cohort, which started August 28. Plans for a spring 2024 cohort are underway — keep an eye out for the application announcement later this fall!

NEWS FROM THE #ONESEALASKA FAMILY



Black seaweed concerns prompt Native groups, scientists to meet, map out action plan

PANEL TO LOOK INTO PHENOMENA PLAGUING
LAAK'ÁSK (PYROPIA ABBOTTIAE)



SHI convened an unprecedented meeting in July with tribes and tribal members, regional organizations and scientists from Alaska, Canada and the Lower 48 to delve into credible reports of variability in the health and abundance of black seaweed, a vital traditional food and cultural cornerstone for Southeast tribes. SHI organized the meeting after lifelong Tlingit seaweed harvester Irene Dundas reported an alarming and ongoing change in black seaweed in the Ketchikan area. Dundas said she first noticed the anomaly in 2021 while her seaweed harvest was drying in the sun at her home. The seaweed was oddly shaped and exhibited green discoloration and dimpling, she said, noting it also tasted off. She saw the same damage in the algae in 2022 and in 2023 while harvesting seaweed in May and June during its near three-week life cycle. Others at the meeting said they shared her concerns. SHI will identify tribal members and scientists to serve on a committee. The panel will develop a research design and grant proposal to establish a record of Indigenous knowledge and practices and to determine the cause and extent of the damage and whether it poses a long-term threat to seaweed populations.

SHI to expand library programming for children

MOVE STEMS FROM SUCCESSFUL DEMONSTRATION
PROJECT PIONEERED IN 2022

SHI, in partnership with a consortium of libraries, associations and educators, is launching a new program to develop culturally-relevant programming for children for use by interested public and tribal libraries across Alaska and the nation. The two-year program, "Raven Reads at the Library," stems from a successful demonstration project SHI pioneered in 2022 with partner libraries in Juneau, Sitka and Petersburg. Going forward, partners will also include the

Alaska Library Association, Haines Borough School District Library, Alaska State Library, Montana State University's Tribal College Librarians Professional Development Institute and the national Association for Rural and Small Libraries.

SHI interns get hands-on experiences

SHI hosted almost 20 high school students and recent graduates this summer through its program STEAM, which offers hands-on experiences in science, technology, engineering, arts, and mathematics.



Students from across the region and Washington state interned at 14 organizations in Southeast Alaska and Seattle including museums, libraries, fisheries labs, a raptor center, and scientific governmental agencies, to name a few. SHI is now recruiting high school students for the STEAM mentorship this fall! Students will be paid a stipend of \$500 at the end of their mentorship, contingent on finishing required tasks relating to their mentoring experience.

Apply: bit.ly/SHI-STEAM-Mentee

Online coach training: Native Youth Olympics

Do you have an interest in supporting Native Youth Olympics (NYO) in your school or community? Become an NYO coach and start a team in your community! No experience is necessary to sign up for this free online coach training.

Register: tinyurl.com/2023NYOCoach



Stanford student wins 2023 Judson Brown scholarship

PROGRAM HONORS
STUDENTS WITH
ACADEMIC ACHIEVEMENT,
LEADERSHIP SKILLS

SHI has chosen a Stanford student who aims to become a tribal lawyer as this year's recipient of its Judson L. Brown Leadership Award. The honor was given to Tlingit, Athabascan and Aquinnah Wampanoag student Jade Araujo, who has held numerous leadership roles during her tenure at the California university. The \$5,000 award goes to students who have demonstrated academic achievement and leadership skills. After graduation, she intends to pursue a law degree with a goal of becoming a tribal lawyer.



Help Advance Healing in Southeast Alaska!

The Sustainable Southeast Partnership's Healing Committee is assessing the healing resources and needs in the region to determine what is working for our communities and what we can do to better support healing.

We want to make sure that we'll be asking the right questions, listening in the right ways, and hearing from all those who have knowledge to share.

YOU can help us understand:

- What healing is needed?
- What does healing look like?
- What is a healing resource?
- Who else should we be discussing healing resources and needs with?
- What do YOU want to know about your region's healing resources and needs?

Join the virtual gathering to support this project:

Wednesday, Sept. 20th
9:30 am - 11:00 am

Join Zoom Meeting:

<https://agnewbeck.zoom.us/j/84786674424?pwd=bnF3bXp0ZzZUVoNIWFZWcG82TW1KUT09>

Meeting ID: 847 8667 4424

Passcode: 198058

Email crystal.nelson@tnc.org if you would like a calendar invite forwarded to you.

Shareholder Participation Committees add three youth members

Sealaska is proud to announce the selection of three youth members of the Shareholder Participation Committees (SPC). The goal of the committees is to increase collaboration between the board of directors and shareholders. The three committees are made up of shareholders representing the interests of shareholders in three different regions — Southeast Alaska, Other Alaska, and Outside Alaska. Members of the SPC have diverse heritage, backgrounds and voices, but share one common thread: supporting the communities their corporation serves.

Join us in celebrating the newly selected youth SPC members: **Sabena Allen**, Southeast Alaska; **Layla Pavlik**, Other Alaska; and **Alyssa Guthrie**, Outside Alaska. Congratulations!

We look forward to seeing where your leadership will take us.

COMPLETE YOUR SHAREHOLDER STOCK WILL!

Sealaska is offering a chance to win cash prizes for shareholders who complete a stock will. Stock Will enrollment allows us to best carry out shareholder wishes. There will be four prizes of \$250 each in 2023 and winners will be selected quarterly. To be eligible to win in the fourth quarter, fill out your stock will by the end of December.

Already completed a stock will? Yéi áwé! All shareholders who have a stock will on file at the time of the drawings will be entered automatically. Need help? Get in touch with us by using the "Send Us a Message" feature on MySealaska under "About Me" or email records@sealaska.com for assistance.

Learn more: <https://bit.ly/3DxBH3h>.

3RD QUARTER STOCK WILL WINNERS:

\$250 — Edward C. Nielsen

\$250 — Sheila J. Klosterman

\$250 — Katherine F. Johnson

\$250 — David H. Meader

SEALASKA SUPPORTS 'WEAVING OUR PRIDE' COMMUNITY PROJECT

The project enlists youth to help weave two rainbow robes in honor of LGBTQTS+ youth

by Corporate Communications Intern Tara Moreno-Goodwin

The finished Chilkat robe will resemble this illustrated iteration.



Sealaska celebrates diversity in all its colors, emphasized by a recent donation in support of the “Weaving Our Pride” community project led by master weaver *Wooshkindein Da.áat* Lily Hope. “Weaving Our Pride” creates a space of acceptance for all young people, encouraging an interest in traditional art forms while connecting youth to supportive mentors in the arts community as they weave side by side. The two robes — one Chilkat, one Ravenstail, created by participating students with the assistance of six mentor weavers — will support and celebrate the LGBTQ2S+ community. Weaving creates a community of safety, strength and healing, and the project’s mentors strive to create a space where everyone feels included and supported.

A space of understanding and inspiration will be cultivated not only by the creation of the robes themselves, but also the representation and diversity seen in the mentors. Three of the six weavers identify as queer and one weaver has queer children.

“Weaving Our Pride” has received widespread support far beyond Sealaska’s donation, with more than 50 individual donations so far.

The project is seeking additional support — scan the QR code inset here to make a tax-deductible donation via the Juneau Community Foundation.



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