



THE SEALASKA SHAREHOLDER

FOURTH QUARTER | 2023

STABILITY AND GROWTH ROOTED IN VALUES

Working together to build strong, adaptable individuals, communities and businesses centered around our four core cultural values.

OUR LAND



OUR STRENGTH, LEADERSHIP



OUR PAST, PRESENT, FUTURE



BALANCE, RECIPROCITY, RESPECT



LETTER FROM OUTGOING PRESIDENT AND CEO

Anthony Mallott

Dear Shareholders,

Serving Sealaska has been one of my life's great honors, and I am filled with gratitude for the years we have spent together, through my nine years of service as president and CEO and the eight years prior as your chief investment officer. In the weeks since my departure was announced, I have been humbled by your kindness and resolve to keep working together toward our collective future. Sealaska has been an important part of my life as far back as I remember, as I was fortunate to be inspired by so many of our strong leaders who set the responsibility to care for our shareholders and communities. Through countless generations, our Elders and ancestors forged a path toward a hopeful future we walk each day — I have always been, and will continue to be, inspired by their wisdom and guidance.

Since Sealaska's incorporation in 1972, Sealaska leadership endeavors to honor our ancestors' legacy, working together to strengthen Native people and our cultures and homelands. This work is older than living memory, as our people have called Southeast Alaska home for more than 10,000 years. Our ancestors' ownership of *Haa Aaní* — our land — is foundational to Sealaska's continued existence.

In 2010, esteemed Elders from across the region bestowed four core cultural values upon Sealaska, offering definition and examples of use that provided a pathway for us to live into the values. These values act as pillars that have informed strategy and helped articulate decisions and actions moving forward: *Haa Aaní* | *Íitl' Tlagáa* | *Na Yuubm*, Our Land; *Haa Shuká* | *Íitl' Kuníisii* | *Na Hlagigyadm*, Our Past, Present and Future; *Haa Latseen* | *Íitl' Dagwiigáay* | *Na Yugyetga'nm*, Our Strength and Leadership; *Wooch.Yax* | *Gu dlúu* | *Ama Mackshm*, Balance, Reciprocity and Respect. These are timeless values that will offer teachings and cultural understanding and — most importantly — beneficial use for us forever.

This deep, unwavering commitment to our cultural values contributes to our resiliency, our ability to adapt, informs our intimate and symbiotic relationship with the environment, drives our work toward sustainable cultural ecosystems, and our commitment to protect our institutions and lands for future generations. Sealaska translates and applies these values in all that we do, emulating them in decision-making and with employees and shareholders at all levels.

Shareholders, communities and partners work with Sealaska to deliver on commitments rooted in our values. It is up to all of us to assure we follow the path our values guide us on, and stay resolved to:

- **Informed, values-based decision making**, which ensures progress and stability across all of our corporate and community initiatives.
- **Commitment to carry this knowledge** and values system forward, broadening its use across our shareholder base,

Continued on page 2.

communities and society as a whole. The great work of Sealaska Heritage exemplifies this commitment as they endeavor to revitalize our languages, cultures and arts, creating a myriad of benefits for our shareholders among many others.

- **Our commitment to place**, led by our 10,000-year history in Southeast Alaska, remains a profound anchor. Utilizing our values is a commitment to creating sustainability within our traditional communities and the entire environment, land and water, that encompasses our homelands.
- **Our strategic pathway**, where the growth of aspirational visions including ocean health and the health and well-being of our people and communities, inspire us to utilize our values in everyday work. The vision and values grow as our shareholders' voice and priorities are included in our work.
- **Working together**, throughout Sealaska and beyond. Our growing partnerships, with institutions and their leaders who share our vision of thriving people and communities, have created momentum not previously realized.
- **Continual learning and growth**, exploring knowledge, capacity and opportunity across the world provides greater benefit back home in Southeast Alaska. Continual learning is a historical cornerstone of our culture and offers all of us the chance to become experts and knowledge holders within all our activities and livelihoods.

To these and more, Sealaska pledges our commitment.

Our values and purpose set us apart, helping Sealaska attract talented employees and business partners who believe in the same things we do. From this place of strength comes unique expertise, enhanced knowledge and competitive advantages, that drive advancement toward our vision.

As your corporation, Sealaska strives to live up to these values, led by the guidance of our Elders. I am personally moved by every engagement with our Elders, as they have shared their wisdom so generously, with thought and care toward building upon our past. In particular, I am grateful for the counsel of Paul

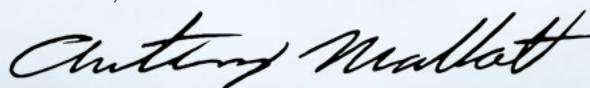
Marks and the late David Katzeek, for their unwavering support of Sealaska and willingness to work with us to operationalize our precious values. Their wish was that Sealaska's success would drive recognition of the power of our values, catalyzing all our people and beyond to set forth on their own values journey.

I hold deep appreciation and respect for the dedicated employees across Sealaska and its operating companies, whose work honors our ancestors and predecessors, contributing to progress toward Ocean Health and Community Health. And I know their powerful work will continue. My confidence in our shared future is strong because:

- Our shareholders will light our way forward;
- Our board remains hardworking, strategic and reflective;
- Our Elders will always guide us with their wisdom and love;
- Our youth continue to prepare for their work toward a brighter tomorrow;
- Our partners remind us we do not walk this path alone;
- And our inspired employees work tirelessly to serve our businesses, shareholders and communities.

I look forward to seeing Sealaska grow this work within our communities to foster collaboration and sustainability. Working together in trust amongst partners will create the greatest progress toward the vision of success that our communities are painting for themselves. I treasure all the relationships I have been privileged to create in my time at Sealaska, as they have provided me with inspiration, growth and care. I have great trust in our current and future leaders, who leave me with no doubt that Sealaska's best days are still before us.

Sincerely,



Anthony Gunnuk' Mallott
President & CEO
2014 – 2023

SEALASKA: OUR VALUES JOURNEY

Together, we strive to understand the ways in which cultural values helped our people thrive for over 10,000 years, creating resiliency, adaptability, understanding of our environment, and a sustainable cultural ecosystem that increased opportunity for following generations. Sealaska has learned many important lessons as we have grown on our values journey:

IN PERPETUITY

Our people have lived in Southeast Alaska for over 10,000 years. Sealaska owes its existence to our ancestors' ownership of *Haa Aaní*, our land.

VIBRANCY THROUGH VALUES

Our culture and people thrived by following a system of values that they perpetuated, building a vibrant, sustainable society, operating as one with their environment.

HONORING OUR LEGACY

To honor this legacy, Sealaska put forth one unifying goal: to be forever known and identified as a Native organization.

VALUES IN ACTION

Sealaska adopted four core cultural values, gifted in 1982 by the SHI Traditional Scholars. Putting these values into action was intended to be a key strategy to perpetuate Sealaska as a Native organization first and foremost, no matter what the next centuries bring our way.

SYSTEMS AND UNDERSTANDING

To be able to operationalize these values, we have to understand how they were utilized and gain a depth of understanding of the actions and behaviors required and the attributes gained by following these values. These core cultural values created a social and environmental system that helped our people and culture grow and strengthen for 10,000 years. They fostered resiliency, adaptability, understanding of our environment and perpetuation that increased opportunity for following generations.

VALUES AS A STRATEGIC FRAMEWORK

As Sealaska has created and followed our strategic plan, we've utilized the values in action framework to guide our strategic direction.

- The industries we've chosen follow the path of our values, allowing our value system to be enhanced in their application

and providing motivation for our business efforts, tying them to our history.

- Sealaska has continually translated elements of these core values into operational decision-making tools and workplace behaviors that are leaned upon on a day-to-day basis across our operations. For example, working together; leading with curiosity; fixing what hurts us; decision-making derived from experience; and understanding guided by data and information.

EVOLUTION ROOTED IN ANCESTRAL SUCCESS

These operational values have evolved through translation and greater understanding of the depth of our core cultural values. We believe it is critically important for Sealaska to follow them in order to recreate the positive, sustainable attributes of our ancestors.

LED BY OUR ANCESTORS, BEING GOOD ANCESTORS

Leading with our values and following the behaviors derived from those values will drive the attributes necessary to create the sustainable, growing organization we aim for — today, and deep into the future. Sealaska will honor our ancestors by utilizing their strength and value system to perpetuate our success, empowering generations yet to come.

Today, Sealaska aims to translate these values in all that we do, emulating them in decision-making and with employees at all levels.

AISES CONFERENCE BRINGS STUDENTS TOGETHER AROUND STEM CAREER PATHS

On a sunny day in Spokane, Washington, over 2,500 Indigenous students were gathered to attend the 2023 American Indian Science and Engineering Society (AISES) National Conference – including over 100 Sealaska shareholders and descendants. Over 100 Sealaska-sponsored college and high school students, Alaska Youth Stewards crew members and Southeast Alaska educators participated, representing the many shareholders and descendants pursuing careers paths in science, technology, engineering and math.

Sealaska first began sponsoring students to attend the AISES National Conference in 2019. The unique, three-day event focuses on career growth and exploration for Indigenous students interested in STEM, providing mentorship and networking opportunities while meaningfully incorporating culture and tradition.

“In the past few years, attendance (at AISES) by Southeast Alaska students and participants has skyrocketed,” said Bob Girt, Sealaska’s Rural Community Liaison. “Sealaska, and its Shareholder Development and Heritage Institute Teams in particular, are among those to be thanked for the tremendous increase in participation.”

Rural school participation has also increased, said Girt. Among those in attendance were AYS students from multiple rural communities: Angoon, Hoonah, Kake and Klawock. Sealaska’s teams also had the opportunity to recruit for internships, Codefy and scholarships through SHI and the AYS program.

This year, Girt prepared a presentation highlighting the AYS program on POW Island interfacing with Sealaska’s Natural Resource interns as well as a community forestry partnership on



POW Island; the Klawock Indigenous Forest Stewards Partnership. “The purpose of doing so was to broaden the exposure of the AYS Program during the AISES venue, as well as showcase its ongoing success,” said Girt.

Senior Shareholder Development Manager Kayla Roberts remembers when Sealaska’s presence at AISES began just four years ago. She only met a few other attendees with ties to Southeast Alaska, she said.

“There has been huge growth,” said Roberts. “And not only that – we have created a community of students, teachers, and professionals who feel like they belong in an Indigenous space and know that there is a community of support alongside them.”

Students interested in participating in next year’s AISES events should keep an eye out for communications next summer.

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. Find out what Woocheen businesses are up to at Woocheen.com.

Scantech brings global geophysics expertise to Sealaska's ocean-health businesses

In October, a geophysics consulting firm called Scantech joined Sealaska's Woocheen family of businesses. Scantech, which is based in Mullingar, Ireland, was founded in 2002 by husband-and-wife team Dr. Orla Dardis and Tom Davitt to help builders of infrastructure better understand the nature of the ground beneath their projects.

"Ours is a quirky little company, with great people who want to achieve excellence but in an environment that's not aggressive or over-the-top corporate," Davitt said. "That's what we see in Woocheen as well, and in the other companies that are part of it. There's drive and passion to do well – not just because it's a business but because we're truly passionate about what we want to achieve."

Joining Woocheen will create collaboration and scale that enable Scantech to do even more to support critical infrastructure projects for renewable development, energy infrastructure, transportation and water. In addition to offshore wind energy work, such projects could include building and repair of airports, runways and bridges.

One of Scantech's specialties is the ground penetrating radar (GPR) survey technique. This method uses high-frequency-pulsed electromagnetic (EM) waves to take images of entities below ground level without digging up the soil. It's a safe, non-

invasive way to understand the nature of soils and whether objects underground could present a health and safety hazard. Such surveys can locate tree roots, pipes, archeological items and even unmarked graves.

"We're all about delivering really high-quality data to our clients and the people we work with," said Dardis. "Being part of something bigger will give us more opportunity to do that. We have a lot to offer with our expertise and experience, both onshore and offshore. We're excited about that."

Geophysics encompasses many major sciences, including physics, astronomy, planetary science, geology, environmental science, oceanography, and meteorology. Geophysicists focus on the physical properties and processes of the Earth, such as the flow of liquid through rocks, earthquakes and volcanic eruptions. It's a way to apply science and be outdoors – sometimes in remote places people don't normally visit.

"This is a specialized field, and there aren't a huge number of players," said Woocheen CEO Terry Downes. "Scantech is the best in Ireland and the UK. You really do need to know what you're doing to operate the equipment properly and get the most out of surveys and interpret the data. Most importantly, Tom and Orla are just great people who care deeply about their employees, their customers and their work. We're thrilled to be joining forces with them."

CS Marine helps ensure Sacramento Delta Chinook salmon smolt reach the ocean

In September, CS Marine embarked on the first round of a yearly project to install a "fish fence" in the Sacramento River near Walnut Grove, California. The project was initiated by the California Department of Water Resources (DWR) and contracted to Cal Neva, who hired CS Marine for the over-water construction.

DWR originally held a research and testing competition in 2011 to identify the best method to guide salmon smolt away from dead-end sloughs and keep them swimming in the main river channel towards the San Francisco Bay. Fish Guidance Systems out of Southampton, UK, was chosen as the winner and selected to install their experimental, proprietary equipment known as a Bio-Acoustic Fish Fence (BAFF) system. Their system was found to reduce entrapment of the salmon smolt in the Georgiana Slough by 90 percent in the initial trial. California plans to install the BAFF system each fall –

and remove it each spring – from 2023 to 2030.

CS Marine's work to support that effort this year included over-water pile driving at 40-foot intervals to anchor each end of the BAFF system's deployment frames. The

frames were then lowered via crane to about 11ft (3.4m) above the riverbed. Hired marine divers welded the frames to custom-designed pile collars and connected the system to electrical and air supply systems along the riverbed. Those systems then connect to an onshore control station.

The system was installed without issue thanks to the initial problem solving and ingenuity of CS Marine's project managers, who recognized the need for the custom-built pile collars to align the frames with each pile and hold them in place until marine welders made the final connection. This eliminated issues that could have taken additional time and caused delays.



CS Marine cranes and barges work at the junction of Georgiana slough (to left) and the Sacramento River.

LANDLESS LEGISLATION ADVANCES IN THE U.S. SENATE, MAKING HISTORY AND *INCHING CLOSER TO JUSTICE FOR ALASKA'S FIVE LANDLESS COMMUNITIES*

For over 50 years, Alaska Native advocates including Sealaska have endeavored to right the decades-old injustice in the Alaska Native Claims Settlement Act (ANCSA): the inexplicable exclusion of five historically Alaska Native communities: Ketchikan, Wrangell, Tenakee, Petersburg and Haines. Now, thanks to the tireless work of Alaska Natives Without Land, a bill that would correct this injustice has received markup and approval from the Senate Energy and Natural Resources Committee for the first time ever.

"I am so proud of this progress for 4,400 of our Landless relatives, getting them closer and closer to recognition under the Alaska Native Claims Settlement Act," said Todd Antioquia, the campaign and volunteer coordinator for Alaska Natives Without Land. "While there is still a long road ahead of us, we are grateful for Senator Murkowski's leadership and the support of the rest of Alaska's Congressional delegation. Gunalchéesh to Sealaska for your continued support for recognition and resolution of the Landless injustice, and to all of the Landless shareholders and supporters who have taken time to sign the petition, write letters of support, and stand beside us. Without you, we wouldn't have reached this landmark milestone. We look forward to working with all of our brothers and sisters across the region toward this important bill becoming law."

Sealaska is a proud supporter of Alaska Natives Without Land, a nonprofit advocacy organization formed with the goal of "amending ANCSA to reunite our five Southeast Alaska Native communities with their lands and grant them the opportunity to grow and succeed as their neighbors have", according to the organization's website. If passed by Congress, the Unrecognized Southeast Alaska Native Communities Recognition and Compensation Act (S. 1889) will amend ANCSA and restore these five Landless communities the same rights and recognition under ANCSA as their peers: equitable land ownership and

the ability to create Urban Corporations. This will also include ownership of culturally relevant lands.

Passing through the Committee on Energy and Natural Resources was a critically important step toward consideration by the full Senate. S. 1889 has advanced further than any other Landless bill in history and will be heard on the Senate floor in 2024. The bill has the full support of Alaska's Congressional Delegation, as it is sponsored by Senator Lisa Murkowski and cosponsored by Senator Dan Sullivan with companion legislation introduced by Representative Mary Peltola in the House of Representatives.

"Five southeast Alaska Native communities were left out of ANCSA, hampering their ability to support development and opportunity while protecting their traditional ways of life. Alaskans have been trying to right this wrong for 51 years, and I'm so pleased to have worked with so many over the years to right this wrong," said Senator Murkowski in a press release dated Dec. 15. "I also thank my colleagues for supporting our Landless legislation, allowing for this critical legislation to head to the full Senate for consideration. [The passage of S. 1889 through this committee] was a critical step, and I will do everything I can to see this through."



Your voice is needed to keep this exciting positive momentum going. We urge you to demonstrate your support for S. 1889 by calling or writing to your Senators — especially important if you live outside of Alaska! Shareholders can also sign the petition available online now at www.congressweb.com/CC/4 — scan the inset QR code to quickly sign.



For more information, please visit withoutland.org.

NEWS FROM THE #ONESEALASKA FAMILY



Sealaska Heritage Institute Summer Camps, travel scholarships available

In 2024, Sealaska Heritage Institute (SHI) is set to offer an inspiring array of summer camps, designed to enrich students from elementary age through to high school. These programs, spanning various dates across the summer months, are uniquely tailored to foster skills in STEAM (Science, Technology, Engineering, Arts, and Mathematics), traditional ecological knowledge, cultural arts, and educational leadership. Emphasizing hands-on learning and cultural immersion, the camps aim to develop students' artistic talents, athletic abilities, and academic interests, particularly highlighting the rich heritage and practices of Alaska Native cultures. Catering to a broad range of interests and age groups, these camps are not only educational but also aim to strengthen community ties and encourage personal growth. SHI will provide travel scholarships for students outside of Juneau for its Atnané Arts Academy (grades 9-12) and middle and high school STEAM academies. SHI's Voices virtual camp is also intended for students living outside of Juneau.

For more information on camps, visit:
bit.ly/SummerCamps2024

For more informaton on SFAC scholarships:
bit.ly/SFAC-SHI-scholarship

Celebration 2024 Applications Out Now!

SHI will sponsor an in-person Celebration from June 5-8, 2024, which will mark the 42nd anniversary of the event, first held in 1982. The theme for Celebration 2024 is "Together We Live in Balance."



The application period is now open for dance groups, the Juried Art Show and Competition, Juried Youth Exhibit, Native Artist Market, Juried Film Festival, and SHI's Celebration art contest. Celebration will also include a Toddler Regalia Review, food contests, storytelling, and a parade through downtown Juneau.

Sealaska Heritage will livestream the event, and it will be broadcast on public television.

For more information: bit.ly/Celebration24Home

Museum, Art Internships in Alaska and New Mexico

SHI is recruiting undergraduate and graduate students for its 2024 paid museum and art internships held in partnership with the University of Alaska Southeast (UAS) and the Institute of American Indian Arts (IAIA) in New Mexico. For museum internships, students may apply for either a position at SHI in Juneau, Alaska, or for an opportunity at IAIA's Museum of Contemporary Native Arts (MoCNA) in Santa Fe, New Mexico.

The SHI museum internship will start May 27 and last for six weeks. Museum interns can expect to work with SHI's collection of Northwest Coast objects and assist with museum exhibit preparation. The SHI-based art internships, based in Juneau, will start May 27 and last for nine weeks. Art interns will gain a broader understanding of what is expected from an artist when engaging in a variety of income-generating activities.

Apply for Museum Internship: bit.ly/MuseumInterns24

Apply for Arts Internship: bit.ly/ArtIntern24

Our Ancestors' Echoes – Language Scholarships

SHI, in partnership with the University of Alaska Southeast, aims to create more heritage language educators. Our Ancestors' Echoes: Xaad Kíl, Sm'algyax, and Lingít language programs are for college students seeking credit in Alaska Native languages. The spring 2024 language course scholarship application is open with a deadline of January 1, 2024.

Scholarship application for course credit: bit.ly/SHIEchoes23

Unveiling of "Heritage Way" at Heritage Square

In November, Seward Street took on a new identity, aligned with our vision for Juneau to become the Northwest Coast arts capital of the world. The street name change to Heritage Way was celebrated with traditional dancing and the official sign replacement by the city of Juneau.

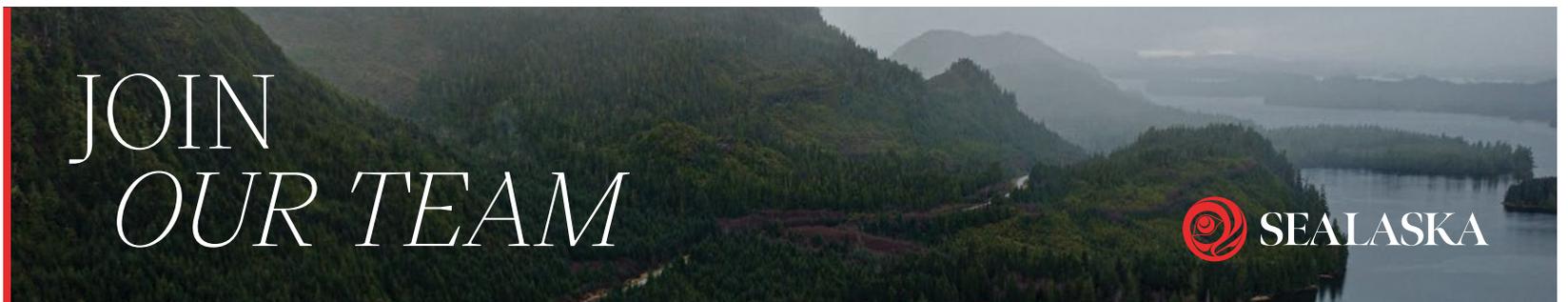
Sealaska Scholarship Applications Open

The enrollment period for Sealaska scholarship applications is open for the 2024-2025 school year. The deadline to apply is March 1, 2024. Awards will be made to Alaska Native Sealaska shareholders and descendants enrolled full- or part- time in accredited colleges, universities and voc-tech schools. Applications must be filled out and submitted online at scholarship.sealaskaheritage.org.



Calling all last-minute holiday shoppers – or those hoping for something special for themselves that they haven’t yet received.

Sealaska, Spruce Root, Sealaska Heritage Institute and the Sustainable Southeast Partnership have partnered again this year to create a Shop Native-Owned, Shop Local Gift Guide. This comprehensive guide highlights Native-owned and local businesses and artists across Southeast Alaska that contribute positively to our communities, environment and economy. From salmon skin earrings to spruce tip skincare, the guide is sure to give you great gift ideas that give back, no matter if you’re finishing up your holiday shopping or simply looking to support Native-owned and local businesses all year round.



Director of Administration

Sealaska is seeking a Director of Administration to provide leadership to the Juneau headquarters, shaping office culture to align with our values. The ideal candidate is passionate about customer service and will provide administrative support to collaboratively and effectively serve shareholder needs, answer questions and process transactions. Relocation is available for this position. The Director will also oversee the One Sealaska art collection and facilities, making certain that the building and its tenants are well-cared for, and helping to coordinate events that represent Sealaska internally and to the community.

requires exceptional organizational abilities and the ability to manage a wide range of administrative and executive support tasks. A background in the Alaska Native Claims Settlement Act (ANCSA) is important, as it forms the foundation of Sealaska Corporation's operations.

Administrative Assistant – Shareholder Relations

Sealaska is seeking a Juneau-based Administrative Assistant that will provide comprehensive support to the management team within the Shareholder Relations Department. This position

Administrative Assistant and Event Coordinator – Corporate Secretary

Sealaska is seeking a Juneau-based Administrative Assistant that will provide comprehensive support to the management team within the Shareholder Relations Department. This position requires exceptional organizational abilities and the ability to manage a wide range of administrative and executive support tasks. A background in the Alaska Native Claims Settlement Act (ANCSA) is important, as it forms the foundation of Sealaska Corporation's operations.

Are you or someone you know a good fit for these opportunities?

Learn more and apply at Sealaska.com/careers.
Or sign up for job alerts at MySealaska.com/Opportunities/Jobs.

APPLICATIONS ARE NOW OPEN FOR SUMMER 2023 INTERNSHIPS!

Are you a college student seeking meaningful professional experience along with an opportunity to connect with our region, your peers and the thriving cultures of Southeast Alaska?

A Sealaska internship might be the perfect fit! Find internships and externships at Sealaska and partner organizations like Sealaska Heritage Institute, Spruce Root, Barnacle Foods, McKinley Capital Management, and Central Council of the Tlingit and Haida Indian Tribes of Alaska. Or, venture overseas with Sealaska Abroad — a new opportunity to immerse yourself in our global businesses.

Sealaska internships are in a class of their own — they are whole-person experiences designed to provide cultural, social and professional development; are full-time, paid positions; include cohort and team-building activities with fellow interns; and are available in a wide range of functions, from construction to anthropology, along with all core business functions like operations, human resources, accounting, communications and more.



To learn more and apply, visit
[Sealaska.com/careers/summer-internships/](https://sealaska.com/careers/summer-internships/).

Applications are accepted through late January, and some remote options are available.



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