

THE SEALASKA SHAREHOLDER

APRIL | 2025

ONE SEALASKA: MISSION AND IMPACT



LEADERSHIP
STATEMENT FROM

Desiree Jackson

This April marks one full year since I stepped into my leadership role at Sealaska — and what a year it's been. I've learned so much from all of you, and I'm grateful for every conversation, question, and suggestion you've shared. Your voices have truly guided the changes we're making.

A lot of what we've recently improved started with things you said at last year's community meetings. One comment that stuck with me was, "Why don't you answer your phone?" That simple question sparked a big change. We've rolled out a new phone system that keeps better track of calls and helps cut down on long wait times — whether someone's available at that moment or not. We're also holding ourselves more accountable across the board because being accessible to you isn't just important — it's essential.

Another thing I heard loud and clear early on was, "Why do you only come around during election season?" Fair point. That's why we've created a new engagement calendar that ensures we're showing up year-round — not just when votes are at stake, but when relationships and

real conversations matter most. And when we do visit, we're coming prepared — aligning with community leaders and tribal partners to bring meaningful programming that reflects your priorities.

It's clear we have a strong, passionate base of shareholders who care deeply about Sealaska's future. Thanks to your feedback, we're fine-tuning our programs to be more efficient, more aligned with your needs, and more impactful. That means more scholarships, more internships, and more fellowships every year. And we're rethinking how we welcome new shareholders so they understand from the start — this isn't just about owning shares. It's about voting, participating, understanding our work, and using our collective strength to make change together.

Like many of you, my life is full — I'm raising five kids, staying active in my community, and juggling the day-to-day. So I know how valuable your time is. That's why I'm especially thankful to everyone who's taken a moment to fill out this year's shareholder survey. Every response matters. We're listening, and we're excited to keep learning from all 27,000 of you.

Gunalchéesh — thank you for being part of this journey with me. I look forward to what we'll build together.

Sincerely,
Desiree Anax x'aséigu yé Jackson

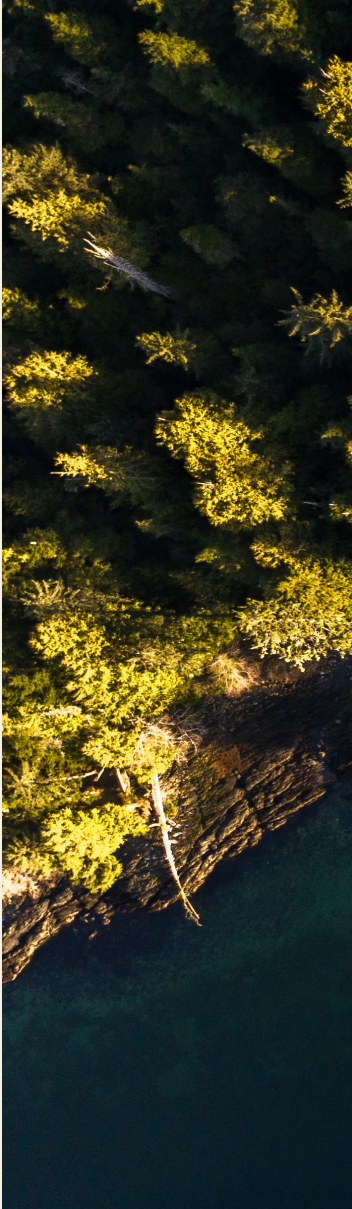
SCHOLARSHIPS

Shareholders deserve every opportunity to succeed. We are proud to support their success by offering financial assistance to those pursuing higher education and vocational training. In the 2024–2025 academic year, Sealaska awarded scholarships to 453 students, amounting to \$1,024,748. Since starting the program, Sealaska has awarded approximately 12,000 scholarships, totaling \$23 million.

We are proud to collaborate with Sealaska Heritage Institute (SHI) in the administration of our scholarship program. Each year, one candidate is chosen from among Sealaska scholarship applications to receive the Judson L. Brown Scholarship, a \$5,000 grant for a student who has shown exceptional academic achievement and leadership skills. SHI also administers the Ruth Demmert Language Scholarship, a \$5,000 scholarship for a student who is studying Southeast Alaska languages.

We are dedicated to advancing the opportunities of Tlingit, Haida and Tsimshian people in both academic settings and hands-on, job-specific settings. Higher education comes in many forms, and we are proud to support our people wherever their learning takes them.

The scholarship opens in December of each year, with awardees being notified the following May. To learn more, scan the QR code!



2025 SHAREHOLDER SURVEY

Shareholders, please fill out this year’s shareholder survey if you have not already! The more we understand your needs and your priorities, the better we can make informed decisions to support you.

If you fill out the survey, you’ll be entered to win one of 27 valuable prizes:

\$2,500

GRAND
PRIZE

\$1,000

SECOND
PRIZE

\$100 each

25 THIRD
PRIZE
WINNERS

All prizes will be delivered using the MySealaska portal. To be eligible, you must be a Sealaska shareholder and complete the full survey.

This survey is being conducted by an independent third party, ensuring that your responses remain confidential and will be reported to Sealaska in summary form only.





DIVIDENDS

Sealaska balances operations, shareholder benefits and contributions to our nonprofits to offer healthy, sustainable dividends to our shareholders twice a year. We understand the value that these dividends provide in bolstering our communities, and by continuing to invest in our operations and strengthen our business portfolio, we are building a foundation for increased profitability and robust benefits for our shareholders as we make positive change in our region.

As always, we are a growing corporation. Recently, our number of total enrolled shareholders passed 27,000 and we welcome each new shareholder with pride. As your regional corporation, we bear a responsibility to plan long-term for continued growth from secure, value-aligned investments. Currently, we are more profitable than we have ever been, and together we will build upon that success to meet the needs of our growing shareholder base in Southeast Alaska and beyond.

It is important to note that Sealaska dividends do not directly reflect the current financial performance of Sealaska’s businesses, but are influenced by many different factors. One such factor is the significant contributions Sealaska makes to our OneSealaska nonprofits, engaging in important land management, community outreach and educational initiatives, as well as internships, scholarships and other shareholder benefits. In 2016, we invested \$4 million dollars into

shareholder benefits, but as of 2023 that investment had grown to more than \$11 million.

Another important factor to note is how Sealaska dividends are calculated. They’re not based exclusively on the past year, but on our average business results over the past five years. From 2018–2022, we received a large amount of revenue from our investments in carbon forestry. Moving from that period into our present, our revenue has leveled out and returned to a stable, incremental rise compared to where we were before that carbon credit revenue took effect. We want all our shareholders to know that we are a more profitable business than we have ever been, and the way forward is clear to continue building upon our investments in ocean health, clean energy and more.

We are devoted to utilizing our resources to support our communities and strengthen our people, culture and homelands. Whether through shareholder dividends , benefits or nonprofit investments, we are building a future rooted in shared success.

Gunalchéesh, háw’aa, n’toyaxsn to each and everyone of our shareholders for entrusting us with this responsibility.



SHARE YOUR STORY!

We want to uplift our shareholders and bring our communities together by sharing your stories. Is there an influential person in your life that you want to celebrate? Is there a family story that you feel is particularly relevant today?

We’ll work with you to ensure your story is told in a way that feels right to you. Scan the QR code, fill out the form, and we’ll be in touch.



INTERNSHIPS

Sealaska internships offer shareholders the opportunity to explore career interests, grow professional skills and form connections with Tlingit, Haida and Tsimshian peers. Whether our interns are moving into Land Stewardship and Environmental Science, Engineering and Technology, Cultural Preservation, Social Work or Business, they have the chance to build community as they develop valuable career experience.

Through our International Fellowship Program, shareholders even have the chance to travel abroad! If students are accepted into the fellowship program and are willing to commit to the timeline and international travel, they will receive leadership development and engage in career mentorship and inclusion training so they can successfully navigate in diverse business environments.

Our young leaders are the future of our organizations. Leadership throughout OneSealaska and other important regional organizations are full of former Sealaska interns. We are proud to provide this opportunity for young people to learn, grow and connect with our people as well as each other.



The application period is from early December to late January and the internship and fellowship programs usually run from June to August. To find out more information about this exciting opportunity please scan the QR code.



ELDER BENEFITS AND THE DEISHÚ MEMORIAL FUND

Sealaska offers two distinct benefits to Sealaska shareholders when they turn 65. First, we provide a one-time payment from the Elders' Settlement Trust, intended to support shareholders of that age as they move into what is often a new phase of life. This trust was approved by a shareholder vote in 1991, and the one-time payment amounts to \$20 per share for original shares owned on November 2, 1991.

Second, Sealaska issues 100 Class E shares, or Elder Stock, to original shareholders when they turn 65 or older. These are non-voting shares, and they cease to exist when the shareholder passes. There are several details and regulations related to the issuance of Class E shares which can be found on MySealaska.com. While shareholders can opt out of these benefits if

they wish, both are provided automatically when a shareholder turns 65 to make it as easy as possible for elders to receive them.

We also provide financial support to shareholders after the loss of a loved one through the Deishú Memorial Fund. In Tlingit, Deishú translates roughly to "the beginning and the end of the road, eternal journey." Sealaska worked with traditional scholars Paul Marks and David Katzeek during conversations with Deishú Hít, and we are honored and grateful to the people of Deishú Hít for allowing us to carry the name as we provide this service. Through this fund, shareholders who pass away can receive up to \$1,000 to their estate in order to support their loved ones during those difficult times.

COMMUNITY PARTNERS

SPRUCE ROOT



We are looking for a dynamic and strategic communicator to join our team as the Communications Manager at Spruce Root. You can find the position description and more information at the Spruce Root careers page by scanning this QR code.

The 2025 cycle of our Path to Prosperity business development competition will be kicking off on April 1, when our first-round applications open. This year there will be a special change to the program format, and we're pretty excited about it. Keep an eye out for more information and the application to be up on our website on April 1.



SEALASKA HERITAGE INSTITUTE

Kootéeyaa Deiyí (Totem Pole Trail): Master Carvers Selected



SHI selected Nicholas Galanin and Gordon Greenwald as master carvers for the next phase of the Kootéeyaa Deiyí (Totem Pole Trail) project. These totem poles will be created in Sitka and Hoonah, with apprentices working alongside the masters. Community meetings were held in March to discuss apprenticeship opportunities.

Historical Tlingit Collection Now on View in Bremen, Germany



SHI has collaborated with the Übersee-Museum Bremen to present “Living Things — The Tlingit Collection from Alaska.” This exhibition showcases historical Tlingit artifacts, including woven Chilkat robes, carved dance headdresses and meteorite daggers. The exhibit highlights the importance of these items, which were once thought to represent a dying culture.

Black Seaweed and Herring of Change Project Update

The National Endowment for the Humanities projects Feeding the Ancestors: Black Seaweed Ethnography and Herring of Change have been terminated under new federal mandates. These projects, which affected the communities of Sitka, Metlakatla, Angoon, Kake, Ketchikan, Klawock and Hydaburg, provided

stipends and contracts for local partners. We thank the communities involved and are looking for funds to continue the projects.

Summer Camps



SHI is offering several summer camp opportunities for elementary, middle and high school students this year for Alaska Native students. SHI is also hosting its Atnané Day Camp for all students entering grades 9-12 and recent graduates, where students in Juneau will learn Northwest Coast formline design and silver and copper jewelry making.

Eighth Annual Traditional Games in Juneau

Over 330 athletes from across Alaska, the U.S. and Canada gathered for the eighth annual Traditional Games, held April 4–6, 2025. The games, featuring 12 events based on ancient survival skills, were livestreamed to over 2,100 viewers.



Livestream



Press Release



Dayna Olemaun of Utqiagvik competes in the one-hand reach event at Traditional Games in Juneau. Photo by Brian Wallace.



STAY UP TO DATE WITH SEALASKA



Work with Sealaska! Looking for a place to grow professionally and culturally, explore new ideas and make a positive impact? Learn more about career opportunities with Sealaska.
<https://sealaska.com/careers>



Scan the QR code to hear from Desiree Jackson and Richard Rinehart regarding this year's Spring Distribution!
<https://qrco.de/bfuz4F>

IMPORTANT DATES FOR SHAREHOLDERS:

MAY

- 9. Wasilla Community Meeting
- 10. Anchorage Community Meeting
- 12. Craig Community Meeting
- 17. Hoonah Community Meeting
- 19. Juneau Community Meeting
- 30. North Seattle Community Meeting
- 31. South Seattle Community Meeting

JUNE

- 19. Kake — Annual Meeting Leadership Reception
- 20. Kake — Board Meeting
Community Business Meeting
- 21. Kake — **Annual Meeting of Shareholders**
Board Meeting

Stay Connected! Sealaska.com MySealaska.com @sealaska @sealaska @sealaska @sealaska-corporation



Sealaska
One Sealaska Plaza, Suite 400
Juneau, AK 99801-1276
800.848.5921 toll-free

Presorted
First Class Mail
US Postage
PAID
Juneau, AK
Permit No. 98