

**WORKING TOGETHER**

Celebrating ANCSA at 50 | Pages 5-8

THE SEALASKA
SHAREHOLDER

FOURTH QUARTER | 2021

LETTER FROM
PRESIDENT AND CEO*Anthony Mallott
Gunnuk'***Dear Shareholders,**

For more than five years, Sealaska has intentionally built our business portfolio to more closely align with our Tlingit, Haida and Tsimshian values. As we have allowed these values to inspire us, we have evolved into what we call an “ocean health business”: Our businesses are all, in one way or another, supporting the health of our oceans and responding to climate challenges. Our work focuses on using our technical and scientific expertise to understand our oceans, clean them up and support the rapid deployment of offshore wind farm technology around the world; and supplying healthy, low-impact protein to a growing global population.

Contributing our best energy and ingenuity to these challenges is producing strong financial results. The earnings from our businesses have been on a steady growth trajectory for years now, and we expect that to continue. Our recent seafood investments in New England Seafood International, Ltd. (NESI) in 2020 and two Icelandic companies, IceMar and AG Seafood, in 2021 put us on a path to building a consumer-driven business that enhances people’s lives with delicious, low-impact food from our oceans. Our carbon income will taper off—the majority

of profits from carbon deals come in the first few years—but the transition toward preservation of our resources will continue to serve us as we hone our abilities, attract like-minded partners and improve our grounding in the latest scientific and engineering solutions to global climate issues.

We don’t do any of this for the sake of profit alone. As we observe the 50th anniversaries of Sealaska, which will take place in June 2022, and the Alaska Native Claims Settlement Act, which was on December 18, we are more mindful than ever of our special purpose as an Alaska Native corporation. We are not focused on easy wins or fast cash, but on building a sustainable business that provides a dependable level of benefits to meet the needs of current shareholders and their children and grandchildren as far into the future as any of us can imagine. We’re making investments in that future now, through our \$10 million language-preservation fund and the establishment of the Seacoast Trust (learn more on page 2), which will Indigenize community economic development in Southeast Alaska by supporting the priorities, dreams and capabilities of each community rather than providing top-down solutions.

As we close out the year, I’m excited about our opportunities in 2022 and incredibly proud of the work of our employees, who have continued to power our success throughout the pandemic.

Wishing you all a healthy and safe holiday season,

Anthony Mallott | *Gunnuk'*
Sealaska President and CEO**CARES Act Update**

Sealaska would like to extend its thanks and appreciation to our partners at Central Council of the Tlingit and Haida Indian Tribes of Alaska, who helped distribute \$6 million to Sealaska shareholders through our joint Coronavirus Aid, Relief and Economic Security (CARES) Act program.

The funding was provided by the U.S. Treasury Department to tribes and Alaska Native corporations to help Native communities disproportionately impacted by COVID-19. Sealaska was allocated \$4.2 million under Treasury’s funding formula, and Tlingit & Haida added another \$1.8 million, allowing us to provide \$500 payments to 12,000 shareholders.

ADVOCATING FOR NATIVE RIGHTS AND ISSUES

Every two years, Sealaska conducts a shareholder survey to identify your priorities. Those priorities are the roadmap to our public policy work and help guide the shareholder benefits we are grateful to be able to provide through the success of our businesses.

Seacoast Trust: A New Vision for Regional Economic Development

In September, Sealaska announced a bold, Indigenous-led vision to transform the economy of Southeast Alaska and center Native values in regional land-management decisions through establishment of the Seacoast Trust.

The Seacoast Trust will one day be a \$100 million dollar trust whose earnings will support community priorities, which was met in September with \$7 million from The Nature Conservancy and \$1 million each from Rasmuson Foundation and the Edgerton Foundation in December.

Collaboration between an Alaska Native corporation and one of the world's largest conservation groups may seem surprising to some, but it's nothing new to us. Sealaska, The Nature Conservancy, the U.S. Forest Service, state agencies, local and tribal governments, nonprofits, and private industry have been working together in Southeast Alaska for more than 10 years through a network called Sustainable Southeast Partnership. Projects like recently completed affordable housing in Yakutat, a salmon predation

study of Klawock Lake and the distribution of 49,000 pounds of salmon to traditional communities in the summer of 2020 are just a few of the projects that have been made possible through this network, and we can't wait to do more of it.

The earnings from the trust will begin generating around \$1 million in unrestricted funds to support the work of SSP in the region. That means regional philanthropy will be guided by local and Native values, not the interests of foundations and donors outside Southeast.

People often ask, how can my community benefit? It's simple. This network is powered by people who want to work together on shared priorities. The door (or more accurately, the Zoom meeting) is open to all. To learn how your community can get involved, email Ralph Wolfe at ralph@spruceroot.org.

LEARN MORE: SeacoastTrust.org | SustainableSoutheast.net



New Employment Incentive Program Helps POW Shareholders Take Their 'Next Steps'

As Sealaska's timber operations wound down on Prince of Wales Island this summer, Sealaska executives made several trips to the island to talk to local leaders about its economic future and how Sealaska can support the transition from timber.

What they heard from locals wasn't a desire for a brand-new industry to take the place of logging. It was much simpler and more immediate.

"They told us there were local jobs going unfilled – important local jobs were getting few to no applicants," said Tesla Cox, Sealaska's shareholder development program manager. "Rather than trying to start something new, they wanted our help attracting and retaining qualified applicants for local jobs that were already sitting unfilled."

Sealaska responded with the "Next Steps" program, which provides financial incentives for new hires to accept and keep jobs with Prince of Wales employers like the City of Hydaburg, Haida Corporation, Hydaburg Cooperative Association, Craig Tribal Association, Craig Child Care Center, Organized Village of

Take, and Tlingit-Haida Regional Housing Authority (THRHA).

HERE'S HOW IT WORKS: for any new job with a participating employer started between the program's inception in July and the end of 2021, new hires will receive a \$500 signing bonus and progressively increasing payments the longer they stay in the job through the first year. After a year on the job, the participant receives a final \$2,000 payment. If all current participants stay in their positions for a year, Sealaska will have contributed over \$100,000 in incentive payments, helping to boost the economy on the island.

"We wanted to not only do a signing bonus, but encourage and incentivize long-term employment," Cox said. "Once you've got a year under your belt there's more of a feeling of commitment. You know the ropes at that point and hopefully have built the confidence to continue."

Eligibility is simple. Any shareholder who has been impacted by the closure of Sealaska's timber operations can apply, and that can include the loss of a spouse's income. Positions must be started by the end of 2021 under current program guidelines,



but there is a good chance the program will be extended on Prince of Wales and potentially to other communities in the region if it continues to be successful.

Things look promising so far. "We've been getting a lot of positive feedback from employers," Cox said. "The Hála Café in Hydaburg was able to reopen, providing a place for locals to meet and employment in the community."

There are a wide range of positions covered under the program, from carpenter, labor operator, janitor, harbormaster, transport director, elder outreach coordinator and more.

New Hope for Landless Communities

The 50th anniversary of the Alaska Native Claims Settlement Act was December 18, and for five landless communities in Southeast, the fight continues to be included in the land legislation.

Over the years, Sealaska, the Southeast Alaska Landless Corporation (SALC), and many others have worked with Alaska's congressional delegation to advance proposal after proposal to resolve the inexplicable injustice that left Haines, Petersburg, Wrangell, Tenakee and Ketchikan out of ANCSA. Their exclusion — which historians and ANCSA scholars have never been able to explain — left Alaska Natives in the five communities without the opportunity to form urban corporations and make land selections in their communities.

With more than a decade of personal experience pushing legislation at the federal level, meeting with community advocates and pouring over maps, Jaeleen Kookesh, Sealaska's vice president of policy and legal affairs, is more optimistic now than she ever has been.

LATEST LEGISLATION INCLUDES SPECIFIC LAND SELECTIONS

In May, Rep. Don Young introduced H.R. 3231, the Unrecognized Southeast Alaska Native Communities Recognition and Compensation Act, and Sen. Lisa Murkowski followed with a Senate version of the bill in mid-November. It's definitely not the first time bills have been introduced, so why is Kookesh optimistic?

First, the legislation was introduced early enough in the current two-year session of Congress for committee meetings and hearings to be held and support generated.

Second, staffers from Murkowski's office spent a lot of time in the five communities this summer, meeting with locals and pouring over maps to identify specific land selections for each community. Maps were included with the proposed legislation for the first time in 2020, but that bill was introduced too late in the session to receive a hearing.

The Next Steps program is one piece of Sealaska's efforts to support the transition from timber. Sealaska is working with local tribes and the Prince of Wales VocTec Center to bring in training opportunities to re-skill people for new industries on the island, creating a firewood distribution plan to support energy costs, partnering with THRHA on a heat pump incentive program in Spring 2022, and more.

To apply for the Next Steps program or to learn more about Sealaska's efforts in the transition from timber, get in touch with Cox at tesla.cox@sealaska.com.

"This is the first time there will be real discussions around the map," Kookesh explained. "Conservation interests have told us, 'We don't disagree there's inequity but we can't support you because we don't know where you're going.'"

The 23,040 acres owed to each of the five communities will come from adjacent federal lands. Kookesh described the process as "squeezing the Jell-O" because when a selection is made in one area, it impacts other interest groups. The amount of discussion and negotiation can be overwhelming at times.

However, the grassroots work done in Alaska with a broad range of stakeholders to identify land selections gives hearings in Congress significantly more substance because the land selections are no longer theoretical.

For the most current information on the status of the legislation, please visit withoutland.org and sign up for the Alaska Natives Without Land newsletter.

YOU CAN HELP

Alaska's congressional delegation is well informed and uniformly supportive of resolving this injustice in ANCSA.

Shareholders and descendants can help push the legislation forward by contacting representatives and senators outside Alaska. Support from lawmakers in Washington state, Oregon, California, Arizona, Nevada and elsewhere could help generate the momentum needed to finally see the five communities receive the urban corporations they have deserved since ANCSA's passage on Dec. 18, 1971.

PLEASE CONTACT YOUR MEMBERS OF CONGRESS AND LET THEM KNOW YOU SUPPORT THIS BILL.

If you need help connecting with your members of Congress, visit Congress.gov's "Find Your Member" tool and enter your city and state, or even just your ZIP code, and a list of your representatives along with their contact information will pop up.



SHOP NATIVE-OWNED, SHOP LOCAL!



This December, Sealaska teamed up with our partners at Spruce Root to help Native-owned and Southeast-based businesses promote their goods and boost our local economy. Your holiday shopping may be (officially) done, but you can support these hard-working business owners, artists and service providers all year.

BLOOD QUANTUM, SEALASKA *ELIGIBILITY* AND WHAT IT MEANS TO BE *#NATIVEENOUGH*

Beginning in September, Sealaska sought input from shareholders and descendants on the issue of blood quantum and its role in determining who is eligible to become a shareholder of Sealaska. Currently, shareholders must prove they have at least

one-quarter Alaska Native blood quantum. Through a variety of events, conversations on social media, surveys and other communications, Sealaska is gathering valuable input on whether shareholders would support a change to this requirement.

Your feedback has been overwhelming, and we thank you. We have received thousands of responses to our various solicitations for input. We continue to seek opportunities to provide information and respond to your questions and concerns.

To read more about the issue including history, blood quantum's role in ANCSA, and to access research and information from outside sources on the issue, please visit the #NativeEnough tab on MySealaska.com.

“

My life would have taken a very different path if, after returning to Alaska from college on the East Coast, my maternal relatives had not received me, shared with me, taught me, and instilled in me a love for them and a duty to them.

“

I believe that blood quantum is used to discriminate against Indigenous people with a lower quantum. As long as those with a lower quantum can prove their lineage, the amount shouldn't matter.

“

I believe removing quantum accelerates erosion of native culture. I don't plan on having children but I still think blood quantum matters. I think native shares should remain with natives. I know it's an imperfect method of continuing the body of Sealaska membership but it remains the best option!

“

When I learned I was ¼ Tlingit, I questioned who I am. I felt less than. During my most formative years I was lost and unsure of my position in the world. I no longer understood myself to be fully Native. When I was 15, an Elder said to me, 'What ¼ of you is Tlingit? Your leg? Your arm? Maybe your head. No! You are Tlingit. You cannot be broken into parts.' I feel so grateful for that reminder.

“

If you put a percentage on what it means to be Native, does that mean my pride should be a percentage too? Should my culture and my way of life be a percentage? Native is Native.

“

I believe we should leave the blood quantum requirement as it is now. We can pass on our shares to our family members regardless of blood quantum.

“

It's not just the amount of Native blood but always being asked to show proof.”

CELEBRATING ANCSA AT 50

THE 50TH ANNIVERSARY OF ANCSA AND SEALASKA

This year marks the 50th anniversary of the Alaska Native Claims Settlement Act (ANCSA), which was signed into law on December 18, 1971. ANCSA is the largest land settlement in U.S. history between aboriginal people and the federal government. But it was only a culminating effort.

Six months after ANCSA was signed into law, Sealaska was incorporated on June 16, 1972. Sealaska founding directors signed the articles of incorporation in 1972 with then-Assistant U.S. Interior Secretary Harrison Loesch. Founding directors included Clarence Jackson, John Borbridge Jr., Marlene Johnson, Dick Kito and Leonard Kato.

Like their predecessors, Sealaska leaders today are guided by core Native values. The first annual report to shareholders included the words, “We stand for vigilance and watchfulness. For the joining of peoples and the joining of our yesterdays with the new history of our tomorrow. We stand for the new which was born of the old, which we will keep as the child wears the mark of the parent. We stand for strength and bright spirit, for need of the earth and longing for the sky. We stand for common purpose and mutual concern. We stand together.”

Sealaska directors and management today are also looking ahead to the future. Sealaska wants to leave behind a world that is better for our grandchildren, ensure that Sealaska will be thriving 50 years from now, and support thriving communities on the traditional homelands of Tlingit, Haida and Tsimshian.

Sealaska is carefully carrying the responsibility through a commitment values around working together: in *Lingít*, *Wooch.éen*; in *Xaad Kil*, *Gu dánhl aa íitl' iijang*; and in *Sm'algyax*, *Sagayt Hakhatels*.



WORKING TOGETHER

Read more about the logo above and the icons embedded in it at MySealaska.com/news.

Over the last 50 years, Sealaska grew from its humble beginnings into a Native institution creating more than \$28 million in shareholder benefits in 2020.

The growth and success over the last 50 years could not have been done by one entity alone. It was done by working together, as our predecessors intended.

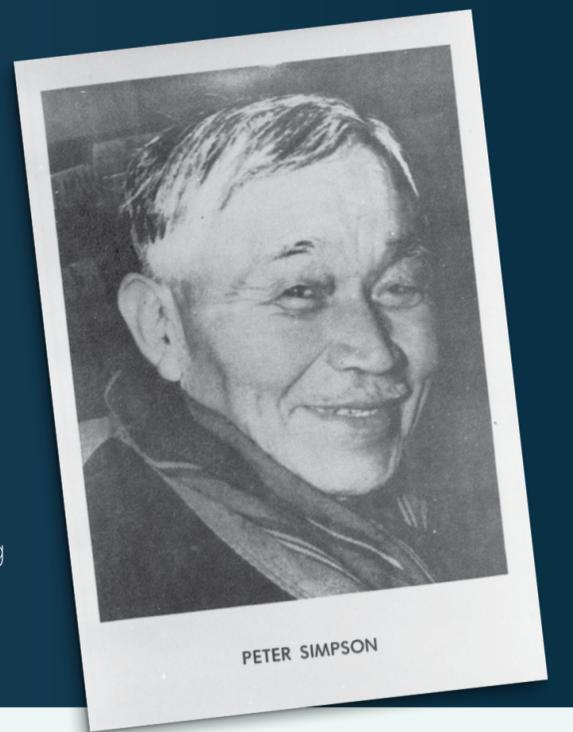


Sealaska directors sign the Sealaska articles of incorporation in 1972 with Assistant Secretary of the Interior Harrison Loesch. Pictured L to R: Clarence Jackson, John Borbridge Jr., Marlene Johnson, Harrison Loesch, Dick Kito, Leonard Kato.

THEN FIGHT FOR IT!

Founders of the Alaska Native Brotherhood (ANB) and Alaska Native Sisterhood (ANS) are held up as leading the charge for the right for Alaska Natives to own land in Southeast Alaska. The land claims movement was endorsed by delegates attending the 1929 ANB convention in Haines. Just a few years earlier, in 1925, Tsimshian leader Peter Simpson is remembered for his words, “Then fight for it!” when Native leaders were dealing with fox farmers squatting on Tlingit land.

Image courtesy of the Alaska State Library and Alaska State Archives



LARGEST LAND SETTLEMENT BETWEEN ABORIGINAL PEOPLE AND THE FEDERAL GOVERNMENT

The Alaska Native Claims Settlement Act of 1971 (ANCSA) was a new approach by Congress to federal Indian policy. With reservations in the Lower 48 largely viewed as an undesirable solution to Native land claims, ANCSA's answer was to enroll Alaska Native people as shareholders in corporations that held title to a portion of our traditional homelands. It divided the state into 12 distinct geographic regions.

It mandated the creation of 12 private, for-profit Alaska Native regional corporations and more than 200 private, for-profit Alaska Native village and urban corporations. ANCSA also mandated that regional, village and urban corporations be owned by enrolled Alaska Native shareholders. All Alaska Natives with one-quarter or more Alaska Native blood quantum who were alive at the time were eligible to enroll.

LAND SETTLEMENT

Through ANCSA, the federal government transferred 44 million acres of land to Alaska Native regional, village and urban corporations. Of the 44 million acres, Sealaska was conveyed 365,000 acres, which equates to approximately 1.6% of the traditional homelands of the Tlingit, Haida and Tsimshian people of Southeast Alaska.

MONETARY SETTLEMENT

With the passage of ANCSA, the federal government also compensated the newly formed Alaska Native corporations with a total of \$962.5 million for land lost in the settlement agreement.

WHY DID ANCSA HAPPEN?

The discovery of oil on Alaska's North Slope, along with other natural resources the government sought to develop, led to an urgency on the part of state and federal lawmakers to secure land ownership in Alaska. But aboriginal land claims had to be resolved first. Pressure for access to resources resulted in quick

legislative solution. The negotiations around the Alaska Native Claims Settlement Act started in 1968 and legislation was signed into law in December 1971.

WHY THE REGIONAL CORPORATION MODEL?

Based on some negative results from the reservation policies, Congress and Alaska Natives sought a different model. Unlike some arrangements with Lower 48 tribes in the past, Alaska Native corporations owned the land and everything on it outright. Lands were not held in trust by the federal government, a patriarchal approach applied to some tribal lands in the Lower 48. The goal was for more economic purpose and self-sufficiency — “to meet the economic and social needs of Alaska Natives.” Corporations governed by and for Alaska Natives was thought to be a better alternative.

THERE IS STILL WORK TO DO!

Not all Southeast Native communities were included in the monumental act approved 50 years ago.

The Native communities of Haines, Ketchikan, Petersburg, Tenakee and Wrangell were left out of ANCSA and consequently stripped of land claims and the economic opportunity and support that came with inclusion in the Alaska Native Claims Settlement Act.

The most frustrating part about this exclusion is that there was seemingly no reason for it. A study commissioned by Congress found there was no identifiable reason or explanation for the exclusion of Haines, Ketchikan, Petersburg, Tenakee or Wrangell from ANCSA. A 1993 report by the University of Alaska's Institute of Social and Economic Research devoted seven chapters to exploring the history and available records and could not identify any explanation.

Finalizing ANCSA with the recognition of the five landless communities is Sealaska's top policy priority. We stand with the five communities to gain equality for all.

TIMELINE OF ALASKA LAND CLAIMS

- 1867** | U.S. buys Alaska from Russia
- 1884** | The Organic Act provides the first civil government for Alaska and promises protection for lands used and occupied by Natives
- 1906** | Alaska Native Allotment Act provides first opportunity for Natives to obtain land
- 1912** | Alaska becomes a territory with two-house Legislature
- 1912** | Alaska Native Brotherhood (ANB) is formed for the purposes of land claims
- 1924** | Citizenship Act extends citizenship to most Alaska Natives
- 1924** | First Native, William L. Paul, elected to territorial Legislature
- 1928** | Native Townsite Act provides opportunity for Natives to obtain restricted deeds to village lots.
- 1934** | Provisions of Indian Reorganization Act extended to Alaska, permitting establishment of reservations for Native groups
- 1946** | Indian Claims Act provides for Court of Claims jurisdiction in land disputes
- 1958** | Congress approves Alaska Statehood Act; right to Native lands disclaimed; state to choose 103 million acres
- 1959** | Tlingit and Haida Indians win land settlement worth \$7.5 million for Southeast lands taken from them by federal government
- 1963** | Alaska Task Force calls upon Congress to define Native land rights
- 1966** | Alaska Federation of Natives is formed
- 1966** | Interior Secretary Stewart Udall imposes a land “freeze” to protect Native use and occupancy
- 1967** | First bills introduced in Congress to address Native land claims
- Late 1960s** | Oil discovered in Prudhoe Bay
- 1971** | December 18 – ANCSA signed into law
- 1972** | June 16 – Articles of incorporation for Sealaska signed

SEALASKA AT 50 ECONOMIC IMPACTS

Business focused on land, food and water, aligned with Native values — sustainable, responsible, close to home

- 2020 operating EBITDA (earnings before interest, tax, depreciation and amortization): **\$78 million**

- 2020 net income: **\$56 million** (2019 net income \$78 million)

- 2020 shareholder benefits: **\$28.5 million**

Key highlights:

- › \$2.8 million for art and culture
- › \$1.4 million in COVID-19 relief
- › \$1.2 million in scholarships
- › \$18.3 million in dividends

SEALASKA AT 50 KEY INVESTMENTS

Sealaska is collaborating with tribes, other landowners, networks and partners to create the biggest impact with our investments.

EDUCATION

- Scholarship endowment: **\$20 million**
- Vocational, part-time and job training scholarship opportunities
- Available to full- and part-time students

LANGUAGE REVITALIZATION

- \$10 million endowment fund for language preservation programs
- Supplements other programs at Sealaska Heritage Institute and tribes by focusing on assisting advanced language learners

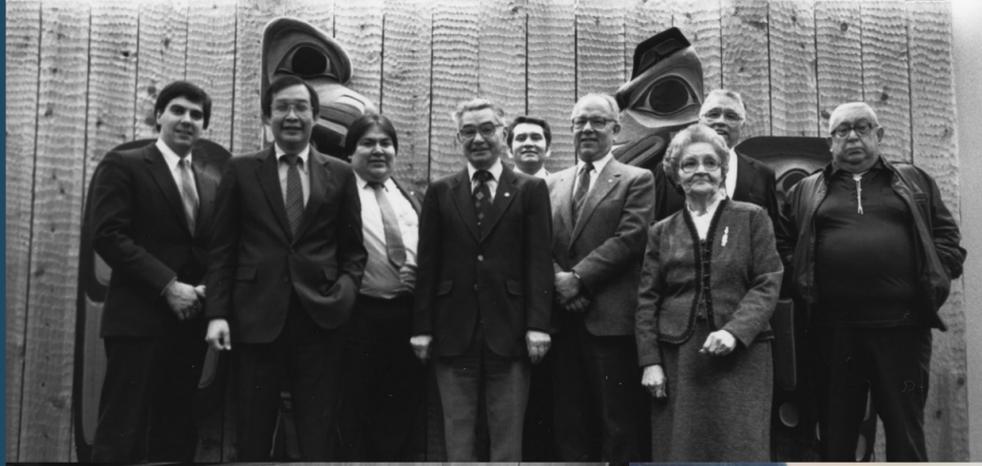
SHAREHOLDER DEVELOPMENT

- Workforce development
- Supporting increased educational attainment of youth
- Training opportunities – STEM, Alaskan Youth Stewards, partnerships, internships



Sealaska honors those who have served on the board of directors over the decades since incorporation and recognizes those still in service.

We also recognize our past president/CEOs, who guided Sealaska with their leadership. The individuals listed below have distinguished careers, deep service to the Native community, awards and accolades, and extensive families that could not be fully captured in the space available. We thank them all for their dedication and commitment to Sealaska and to our people.



SEALASKA DIRECTORS FORMER AND CURRENT

Patrick M. Anderson | 1989 – 2016
Michael "Mick" Beasley | 2016 – PRES
Barbara Blake | 2019 – PRES
John Borbridge Jr. | 1972 – 1978
Judson L. Brown | 1974 – 1987
Barbara Cadiente-Nelson | 2009 – PRES
Bertrand C. Campbell Jr. | 1972 – 1974
Charles Carlson | 1981 – 1993
Niles Cesar | 1987 – 1990
Lawrence W. Dalton Sr. | 1974 – 1978
Robert "Jeff" David Sr. | 1974 – 1979
Joseph Demmert Jr. | 1983 – 2005
L. Embert Demmert Sr. | 1985 – 1994
Raymond Q. Demmert | 1978 – 1992
Sam L. Demmert | 1972 – 1981
Sidney C. Edenshaw | 2005 – 2020
Jim Edenso | 1981 – 1998
Murlin "Mike" G. Everson | 1978 – 1981
Nelson D. Frank | 1974 – 1975
Cyril W. George Sr. | 1972 – 1974
Louis J. Gloria | 1979 – 1988
Gilbert Gunderson | 1972 – 1987

Nicole Hallingstad | 2018 – PRES
Andrew John Hope Jr. | 1974 – 1991
Morgan Howard | 2017 – PRES
Aaron T. Isaacs Jr. | 1972 – 1976
Clarence M. Jackson Sr. | 1972 – 2013
Mark Jacobs Jr. | 1972 – 1979
Gordon James Sr. | 1988 – 2004
Marlene A. Johnson | 1972 – 1995
Joseph E. Kahklen | 1977 – 1987
Leonard Kato | 1972 – 1976
David G. Katzeek | 1979 – 1981
Richard "Dick" Kito | 1972 – 1983
Albert M. Kookesh | 1976 – 2021
Roger J. Lang | 1972 – 1987
Lisa Lang | 2020 – PRES
D. Kenneth Leask | 1974 – 1978
Daniel M. Leston | 1994 – 2003
J. Tate London | 2005 – 2021
Ethel M. Lund | 1988 – 2009
Byron I. Mallott | 1972 – 1989 and 1999 – 2014
Chris E. McNeil Jr. | 1998 – 2000
Liz Medicine Crow | 2021 – PRES

Dr. Angela Michaud | 2020 – PRES
Johanna "Jodi" M. Mitchell | 2006 – PRES
Charles Nelson Sr. | 1972 – 1974
Joseph G. Nelson | 2003 – PRES
Jacqueline Johnson Pata | 1999 – 2019
Richard Rinehart Jr. | 2013 – PRES
William C. Ross | 1974 – 1977
Robert Sanderson Sr. | 1974 – 1985
Carlton Smith | 1988 – 1998
Ross Soboleff | 2014 – 2018
Dr. Walter A. Soboleff | 1980 – 1988
Vicki Soboleff | 2021 – PRES
Richard Stitt Sr. | 1988 – 2004
Ralph Strong | 1989 – 1992
Karen Taug | 2020 – PRES
Edward K. Thomas | 1993 – 2020
William A. Thomas Jr. | 2009 – 2018
Dr. Alfred E. Widmark Sr. | 1985 – 1988
Alan L. Williams | 1985 – 1999
Joseph G. Wilson | 1976 – 1985
Rosita F. Worl | 1987 – 2017
Marjorie V. Young | 1979 – 2009

SEALASKA PRESIDENT/CEOS

John Borbridge Jr.
Sam Demmert
Michael Chittick

Bill Howe
Byron Mallott
Leo Barlow

Robert Loescher
Chris McNeil Jr.
Anthony Mallott

SEALASKA CONTINUES ITS COMMITMENT TO GLOBAL OCEAN HEALTH

In early October, Sealaska announced its plans to acquire equity in two leading Icelandic seafood companies as part of its work to foster ocean health by growing demand for delicious, sustainably sourced seafood.

Sealaska's investment in Iceland's IceMar and AG Seafood builds on its acquisition of New England Seafood International Limited (NESI) in October 2020 to further strengthen its focus on consumer-centric, premium chilled fish and seafood. The move grows its capacity to provide globally integrated, world-class processing and food from the world's best-managed fisheries.

"We're in seafood because it's a powerful way to care for the oceans," said Terry Downes, Sealaska's chief operating officer. "Ocean-based foods have a fraction of the carbon footprint of land-based proteins. And the rapid growth of the chilled category proves it is a key path to consumers' tables."

IceMar, established in 2003 by majority owner Gunnar Örylgsson, is a sales and marketing business that sells premium seafood from Iceland all over the world. AG Seafood was established in 2008 by Örylgsson and majority owner Arthur Galvez as a highly efficient processor of wild cod, haddock, and various species of flatfish. The two companies will continue to be run by Örylgsson and Galvez, respectively. Led by CEO Dan Aherne, NESI will play an active role in the development of the businesses.

"We're thrilled to turn NESI's nearly 20-year relationship with these two companies into a more formal partnership," Aherne

said. "Iceland has a rich heritage as a fishing and fish-processing nation with some of the best products anywhere. We are eager to help bring more of them to the rest of the world."

Örylgsson said the partnership is an exciting opportunity for the Icelandic companies to strengthen their services and access new markets in Europe and North America.

"We're proud of our world-class fisheries and seafood processing capabilities," he said. "Contributing to healthy oceans is vitally important to us, and our premium Icelandic offerings are certain to do that. It's also wonderful to team up with our friends to combine our passion for seafood."



Since spring 2003, IceMar has connected the wealth of Iceland's sustainable marine resources to exciting markets all around the globe. The firm has grown from being a simple trading company to an international seafood supplier. AG Seafood is a highly efficient seafood processor with assets based in Iceland. Thanks to both companies' knowledge and experience in the industry, they have been able to bring wild-caught and high-quality Icelandic seafood to people who have never tried it before. Learn more at Icemar.is and agseafood.is.

INSIDE LOOK: EBITDA AT SEALASKA

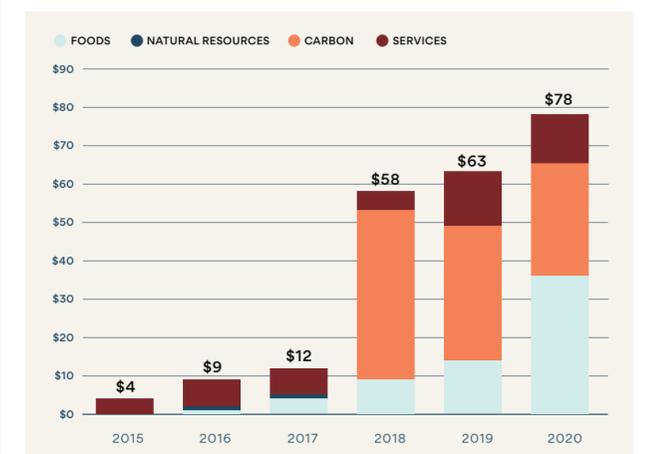
Sealaska measures the success of our businesses through operating EBITDA growth. EBITDA — earnings before interest, taxes, depreciation and amortization — gives us insight into how our businesses are performing financially before accounting adjustments or expenses that are unrelated to the running of those operations.

As shown in the chart above, EBITDA from our business operations has grown steadily since 2015. New England Seafood International Ltd. and CS Marine Constructors, Inc. joined Sealaska last year, as we continue to double-down on our investment in businesses that most strongly reflect our vision and values.

Just a few years ago, ANCSA Section 7(i) revenue-sharing made up a significant portion of Sealaska's overall profit. The success of our businesses has changed that mix — we're no longer reliant on other regional corporations for a significant portion of our cash flow. Continuing that independence into the future is a key tenet for us, one that is critical to building sustainable profits that reliably support ongoing investment in shareholder benefits and programs.

Operating EBITDA

Earnings Before Interest, Taxes, Depreciation and Amortization (EBITDA) from Continuing Operations, Including Equity Investments in Subsidiaries. In millions.



Want to Learn More About Sealaska's Financial Results?

Our "How to Read Financials" guide provides a walk-through of the various financial measures found in Sealaska's annual report. You can read and download the document at MySealaska.com/FAQs/ReadingFinancials.



NEWS FROM THE #ONESEALASKA FAMILY



Spruce Root is a Native-led nonprofit Community Development Financial Institution (CDFI) founded in February 2012 by Sealaska. Our mission is to assist Southeast Alaska's people and businesses to reach their full potential through loan capital and support services to promote economic, social, cultural and environmental resiliency.

Featured Programs

OUR SERVICES FOR ENTREPRENEURS:

We provide services for entrepreneurs at all stages, including one-on-one coaching and group workshops such as Business Basics, Master Class and the Path to Prosperity Business Development Competition.

OUR BUSINESS LOAN PROGRAM:

We work with our clients to prepare a loan application including developing and refining their business plan and financial model. We find that businesses that go through this process have the strongest likelihood of success. Loans range from \$20,000-\$250,000. We will consider any business loan opportunity that will promote the economic development of Southeast Alaska.

SERVICES FOR INDIVIDUALS:

We offer a free coaching program for individuals interested in developing their career pathway. If you are interested in developing a plan for gaining employability skills, getting a new job or working toward a career goal, reach out today. We also offer financial wellness workshops and work readiness and soft skills training.

Workshops are open to Sealaska shareholders located anywhere. Stay tuned for more information on our programs in future newsletters!

Featured Client: Edith Johnson, Our Town Catering, Sitka

"I never really intended to be a business owner. I can cook, that was the part I was comfortable with and then the business side and the financials, that's what I was really uncomfortable with. Spruce Root's Master Class really helped me take control of the financial responsibility of my business."



Edith Johnson (Tlingit and Navajo) is a chef and the owner of Our Town Catering in Sitka. She participated in both Path to Prosperity Master Class and the Financial Wellness workshop. As a result of these two workshops, she has pivoted her business in response to COVID-19, gained control over her finances, improved her credit score and purchased her first home. We congratulate Johnson as her hard work and dedication are paying off.

Learn More

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.



Sealaska Heritage is expanding, come join our team!

Sealaska Heritage is going through a significant expansion, so we have a lot of new job openings. If you have ever thought about working at SHI, now is the time to apply! See descriptions at www.sealaskaheritage.org/careers.



Sealaska scholarship period opens

Sealaska Heritage Institute will open the application period for Sealaska scholarships on **Wednesday, Dec. 15** for the 2022-2023 academic year.

APPLY: <https://bit.ly/SealaskaScholarship2022>

APPLICATION DEADLINE: March 1, 2022

Students can access the scholarship application by creating an account at MySealaska.com. Awards will be made to Alaska Native Sealaska shareholders and descendants enrolled full- or part- time in accredited colleges and vocational schools. Students must also have at least a 2.0 cumulative GPA.



Sealaska shareholder Karen Lauth Elliott completed her master's degree in education policy this June at the University of Washington.

Celebration 2022 scheduled June 8-11

Sealaska Heritage Institute is accepting applications for dance groups, its biennial Northwest Coast Juried Art Show and Competition and Juried Youth Art Competition, and its Native Artist Market for Celebration 2022. We are planning for an in-person event, and 2022 will mark the 40th anniversary of Celebration! Safety is our top priority; SHI will abide by all local COVID-19 restrictions during the event. SHI currently requires proof of vaccination at events.

Applications: sealaskaheritage.org/celebration #RoadToCele2022 #Cele2022



Sealaska Heritage Arts Campus

Thank you to the 1,700-plus donors and grantors who have built the Sealaska Heritage Arts Campus.

Even during unprecedented times, you made the campus a reality. Whether you are honoring your family and loved ones or including your name as a contributor, thank you. Whether you gave \$25 or \$10,000, thank you. We can't wait to unveil the campus and the donor wall to you!



SUMMER 2022 INTERNSHIP APPLICATIONS *NOW OPEN*



Truman Stephenson (L) and Floyd Clark (R), 2021 and 2020 Natural Resources interns

Sealaska teams and partner organizations are looking for interns to join us this summer. Our interns have opportunities to explore their career interests with impactful and practical projects and grow their skills. Interns can meet mentors, build a community with peers who share an Alaska Native heritage, and connect with the vibrant cultures of the Tlingit, Haida and Tsimshian people.

Are you a post-secondary or college student eager to learn and contribute? Consider applying to our intern program. We have opportunities for students interested in land stewardship, engineering, environmental sciences, technology, cultural preservation, marketing, legal, finance and business. Applications are open now until Monday, January 24, 2022. Learn more and apply at [Sealaska.com/careers/summer-internships](https://sealaska.com/careers/summer-internships). Reach out to intern@sealaska.com with any questions!

Stay Connected! [Sealaska.com](https://sealaska.com) [MySealaska.com](https://mysealaska.com)  [@sealaska](https://facebook.com/sealaska)  [@sealaska](https://twitter.com/sealaska)  [@sealaska](https://instagram.com/sealaska)  [@sealaska-corporation](https://linkedin.com/company/sealaska-corporation)



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