

# THE SEALASKA SHAREHOLDER

MAY | 2025

## ELECTION SEASON: *ALL YOU NEED TO KNOW*



LEADERSHIP  
STATEMENT FROM

Nicole  
Anderson

Dear shareholder,

Gunalchéesh for taking the time to read our newsletter.

It is election season, and shareholder participation in the election process is needed to shape the future of Sealaska Corporation. Your vote plays an important role in strengthening our communities, preserving our heritage and supporting our future generations.

Last year, 14,036 of our shareholders voted. This year, let's beat that number! We want to make sure our shareholders have all the information and access they need to make voting as easy as possible. Below are some things to know when casting your votes.

Shareholders holding voting stock as of 5 p.m. Alaska Time, on April 14, 2025, are able to vote at the annual meeting. All proxies must be received by the Independent Inspectors of Election and Voting in Juneau before 5 p.m. Alaska Time on June 19, 2025.

Each shareholder who returns a valid proxy before the deadline, whether online, in the mail, delivered in

person, by fax, or by voting in person at the annual meeting, will receive a one-time payment of \$50. If you receive this payment, you can choose to donate it directly to Sealaska Heritage Institute (SHI) Native Language Programs by marking that box on your proxy. You may also make this contribution in the memory of someone by writing their name(s) in the blank space.

Proxies received after that date and time will not be voted at the annual meeting and will not receive the \$50 incentive. You may vote in person at the annual meeting in Kake, Alaska on Saturday, June 21, 2025 and still be eligible for the \$50 incentive.

We are looking forward to seeing and meeting our shareholders Saturday, June 21, 2025, in K'éex' Kwáan for our 52nd Annual Meeting. We will be starting at 11:00 a.m. at Kake Community Hall (246 Keku Drive, Kake, Alaska). There will also be an option to attend online if you are unable to join us in person. Shareholders are encouraged to attend the annual meeting, either in person or virtually, to receive updates and be a part of the conversation.

We are always grateful to be in community with you all. Gunalchéesh for your time.

**Nicole Chooshdatláa Anderson**

**Corporate Secretary**

# 2024 BUSINESS & FINANCE INFORMATION



By now, you have received your annual report in the mail. If you have gone green and are not receiving a paper version, you can find it online by scanning the QR code.

We hope you like the new format and the easy-to-understand ways we highlight how our business, Woocheen, contributes to our benefits programs and works to bring balance to people and planet.

We are so proud of the work Woocheen is doing globally to create opportunities at home. With our traditional values of caring for the land and its people at the heart of their operations, Woocheen is driving change in several different industries. We want to highlight the ways they are bringing this vision to life.

## OPERATIONS HAVE GROWN YEAR OVER YEAR, AND 2024 IS NO EXCEPTION!

Woocheen has three different business sectors: Foods, Government Services and Geosciences.

### FOODS

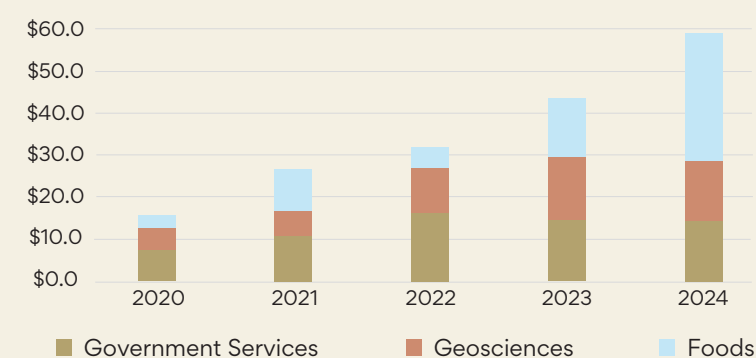
One of Woocheen's major focuses is driving the world's demand for wild Alaskan seafood. Since 2023, this sector has increased revenue by more than \$10 million! We are proud to highlight that these facilities send zero waste to the landfill. They are driving demand while protecting the environment.

### GOVERNMENT SERVICES

This is our oldest business sector, comprised of construction and environmental work.

#### EBITDA from Operating Companies (not consolidated)

*in millions*  
EBITDA from Continuing Operations including Equity Investments in Subsidiaries excludes ANCSA Section 7(i), investments, and discontinued operations

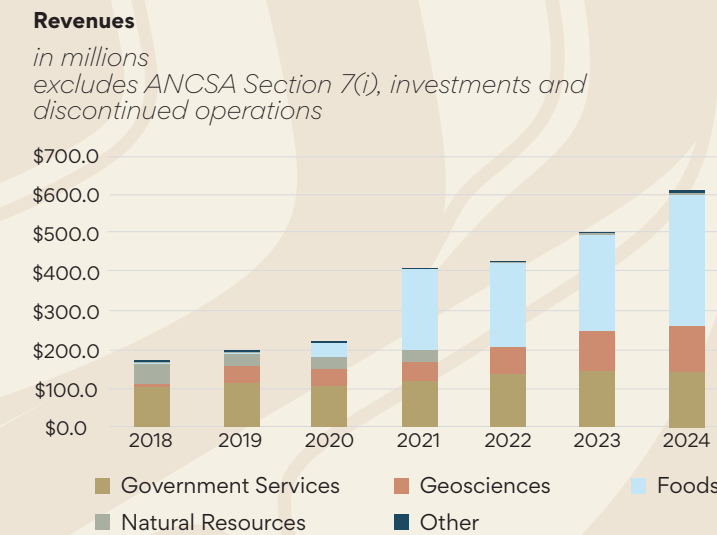


With projects all over the United States, we use our extensive experience in this sector to create healthier environments. Much of our Government Services work in 2024 focused on remediating Bureau of Indian Affairs buildings to improve air quality and energy efficiency.

### GEOSCIENCES

In 2024, Woocheen's geosciences teams took part in a variety of large-scale, climate-friendly projects around the world that contributed to over 3.4 million families having access to green energy. As leaders in this sector, our engineering teams develop and patent new technologies to better increase our understanding of the earth and drive green energy initiatives.

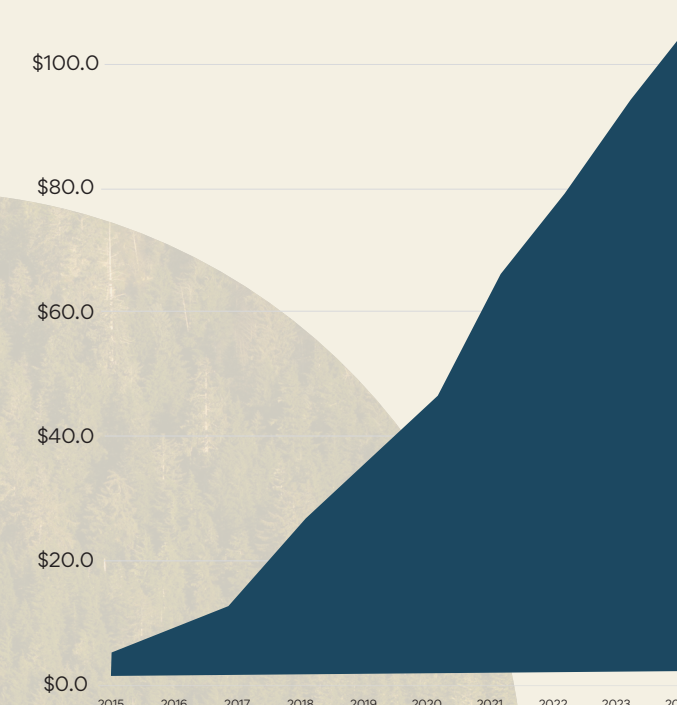
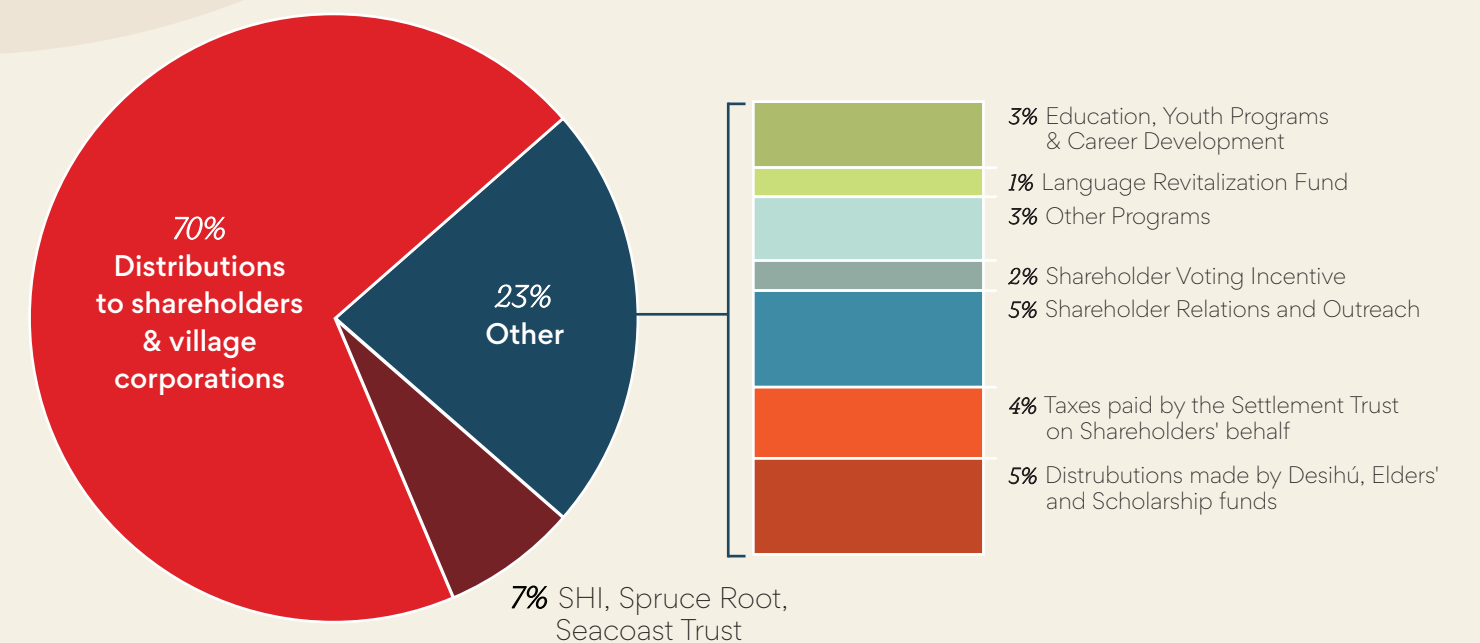
Scan the QR code to go to the Woocheen website and learn more about their business operations!



## OUR MEASURES OF SUCCESS

Woocheen revenue reached over \$600 million in 2024. This is \$100 million more than 2023! Our steady revenue growth allows us to continue making vital investments in our communities and providing distributions to village corporations and shareholders.

## 43.29 MILLION IN SHAREHOLDER BENEFITS & DIVIDENDS IN 2024



We have over 27,000 shareholders — growing by over 100 shareholders a month! Backed by a successful business shaped by our traditional values, we are sharing more of our profits and benefits programs with more shareholders than ever.

**In 2024 alone, we allocated \$43.29 million to dividends and benefits programs. We work intentionally in sectors that reflect our values and allow us to continue making these sustainable allocations.**

Another reason we invest in benefit programs is to leverage additional funding and opportunities for our shareholders. For example, in 2024, SHI multiplied the value of the funding we provided, converting each dollar of that investment into over 20 dollars' worth in the form of job opportunities and cultural education for our people. Over the past 10 years, Sealaska has made a cumulative investment of \$107 million into shareholder benefits and programs.



# CANDIDATE OVERVIEW

## BOARD-ENDORSED CANDIDATES

Barbara Jane Blake



I am running for reelection to the Sealaska Board of Directors because this is a critical moment for our people. As we navigate political, environmental and economic challenges, we need bold leadership to advocate for our lands, waters, and ways of life. Sealaska has the responsibility to be a powerful voice in tribal, local, state, federal, and international spaces, and I am committed to ensuring we show up and speak out in the best interest of our people and homelands.

We have worked hard to overcome financial instability, positioning Sealaska for a future that prioritizes job creation, education, and long-term investments in our communities. Success is not just measured in profit, but in how we uplift our shareholders, protect our homelands, and create opportunities for future generations. Now is the time to reflect on our responsibilities—

not just as shareholders, but as Indigenous people—and recommit to a corporation that strengthens the people it was built to serve.

I bring a lifelong dedication to our people, cultures, and future. Whether in leadership roles at Sealaska, or advocating for Indigenous rights on national and international stages, I lead with the teachings of my ancestors. As a proud Haida, Tlingit, and Ahtna woman carrying the name 'Wáahlal Gíidáak, I believe our knowledge and strength belong at every table where decisions about our future are made.

I ask for your vote so I can continue this work with accountability, transparency, and deep love for our people.

Gunalchéesh, Háw'aa, Tsin'aen, 'Wáahlal Gíidáak Barbara Blake

Jodi Mitchell



Sealaska continues to grow, strengthen and position itself for the benefit of both current and future generations of shareholders. Our financial health and strategic direction ensure we are on the path to sustained success.

After more than 31 years of dedicated service to Southeast Alaska Native communities, including my tenure as CEO and CFO of Inside Passage Electric Cooperative, I retired this year.

My extensive experience in leadership and financial management now informs my work with Sealaska, helping guide our corporation toward continued growth and long-term profitability.

In 2023, I was blessed with the birth of my first grandchild. This profound personal milestone has reinforced my sense of purpose in building a thriving Native community. The Sealaska board remains committed to the corporation's success for centuries to come, ensuring that our people continue to

benefit from Sealaska's success for generations. Our youth represent the future, and we must invest in their leadership development and cultural vitality. Achieving a profitable Sealaska is essential to making this vision a reality.

I have a deep and unwavering commitment to our people. As Sealaska's designated representative on the AFN board, I have gained a comprehensive, statewide perspective on the future of Alaska Natives. This broader view fuels my advocacy for the best interests of all shareholders. I will continue to work tirelessly for greater profitability, increased dividends and enhanced benefits for our people.

I humbly ask for your vote as we advance Sealaska's mission to deliver lasting prosperity to our communities. Gunalchéesh, Háw'aa, T'oyaxsut 'nuusm.

## INDEPENDENT CANDIDATES

Richard J. Rinehart Jr.



Serving as Chair of the Sealaska Board is an honor. My first priority is to hire a President who shares our values, emphasizing community engagement and indigenous sovereignty. Through collaboration, we are strengthening our corporation to invest in our shareholders, communities, and future generations.

To achieve this, I am working to unite Alaska Native leadership through transparent communication and collaboration and calling for a SE Alaska Native summit so we may address critical issues like housing and economic opportunity together.

Let's envision a future where our people thrive — healthy, successful, and connected to our land and culture. Our business plan will strengthen our

financial position, aiming for a \$1 billion balance sheet with sustained \$100 million annual profits. However, we must enhance shareholder career opportunities and create economic initiatives in Southeast Alaska.

We must dream bigger — let's take charge managing our forests and fishing grounds reclaiming Hao Aani through repatriation and restoration. I will continue to advocate for Landless Communities and fight for our veterans' Native allotments.

I humbly ask for your vote to continue this work - to strengthen our communities, protect our lands, and build a legacy for future generations.

Michael “Mick” Beasley



It is a privilege serving you for 3 terms. Thank you for letting me represent you. As a director, my obligation to you is treating shareholders fairly. I believe discretionary voting forms board monopolies that are not fair to all shareholders. As the eldest male director, I say directorships are owned by everyone, and not to be coveted by anyone. There are better ways to approach elections, such as,

1. Limit discretionary votes until an outside proxy uses discretionary voting,
2. Use term limits on directors using discretionary votes,
3. Announce each candidate's direct vote totals, before certifying elections.

These improvements provide hope for Sealaska and shareholders to evolve and move forward. Dividends need to be ramped up, Board focus is short of Your expectations.

We need to remain a strong for-profit C-corporation, not a disguised Benefits-corporation. Benefits do not affect all shareholders equally. We need to use your profits differently.

We need footprints on our homelands, which bring jobs and business success to Southeast Alaska. My goals remain, supporting increased profits and dividends, reducing debt, and election reforms. I have respect, and interests for shareholders. I love standing up for You and Sealaska Corporation.

Vote Beasley for the Win.

Raymond Austin



For decades, I have passionately advocated for meaningful change on behalf of shareholders.

Unfortunately, Sealaska has consistently dismissed the concerns of those calling for an end to discretionary voting, the implementation of term limits, and fair election practices.

I won't overwhelm you with long campaign speeches. My dedication stems from my love for Native people and our culture, and I am committed to creating opportunities that promote the well-being of Native communities. With over 40 years of experience in technology, I aim to leverage my skills to enhance our people's capabilities and drive our advancement.

As a board member, I will proactively collaborate with regional, urban, and tribal entities to expand employment opportunities for shareholders. I am committed to facilitating pathways for shareholders to gain certification for 8(a) jobs nationwide.

With a Bachelor of Science in Management Information Systems, I possess the technical and analytical expertise necessary to effectively benefit our shareholders.

Who would you instead support: board members who mislead you about ending discretionary voting and then vanish after taking office or a dedicated advocate who will tirelessly fight for our collective best interests?

Vikki Mata



Sealaska owners,

I am *Sagoot* Vikki Mata, my family is proudly from the beautiful community of Klawock. Born in Petersburg and raised in Ketchikan, I have dedicated my career to serving our people and Sealaska shareholders, including as Vice President of Communications & Shareholder Affairs. My mother is Virginia Mata, and my grandmother was the late Alice Charles Olson. We are Raven Dog Salmon.

Learn more about me here, facebook.com/vikki.mata. As an admin of the Shareholders of Sealaska Facebook group, I have actively worked to highlight key operational, financial and election issues.

- I stand for:**
- Getting back to the business of making money instead of spending precious dollars on things like saving oceans in other parts of the world.
  - Protecting our dividend stream to ensure long-term financial stability by moving money to a Settlement Trust where it can be protected from creditors.
  - Holding executives accountable for profits.

# HOW TO VOTE

Every year, your votes shape the leadership of Sealaska and, as a result, our future. This year, there are four open seats for the board of directors. We want all of our shareholders to be able to vote easily, whether they vote by paper proxy or online, and understand how our voting system works.

There are three ways you can vote:

- 1

**Discretionary Vote:** Your votes will be voted for nominees endorsed by the board of directors. The board distributes your votes among their nominees at the discretion of the representatives. If you don't want to vote for a candidate, you can scratch their name out to ensure your votes don't go towards them.
- 2

**Directed Vote:** You allocate a specific number of votes to selected nominees, including write-ins, based on your shares. Votes apply only to chosen nominees, even if they withdraw. If you vote directed, you can only disperse your votes to four candidates.
- 3

**Quorum Only:** Counts your votes solely for meeting quorum, with no votes allocated to any candidate.



The easiest, most efficient way to vote is online at [MySealaska.com/Election](https://MySealaska.com/Election). There, you can validate your identity and cast your vote via Election Connection. [Scan the QR code to vote easily on your phone!]

As always, you can vote with your paper proxy by filling it out and mailing it in, and specific mailing instructions are available on your proxy. When voting with your paper proxy, please be sure to fill out all the necessary information so that your votes can be properly counted.

If you are looking for additional help in voting, you can always reach out to our Shareholder Relations team by calling 907-586-1512. Thank you so much for taking part in these elections and using your voice to guide the future of Sealaska.



# SEALASKA COMMUNITY UPDATES



## *X'AAKÁ HÍT — POINT HOUSE*

Earlier this year, Sealaska's board of directors approved funding for the reconstruction of the traditional clan house for the Kiks.ádi people of the X'aaká Hít (Point House) on their recently repatriated land in the Sitka Indian Village. This will be the first clan house to be rebuilt in Southeast Alaska in the 21st century.

Katlían Collective Inc. is a newly formed nonprofit, whose mission is to restore and sustain the cultural heritage of the Lingít people in Alaska. Katlían Collective Project Lead Jerrick Hope-Lang, whose Lingít name is Lduteen, underscored the potential of lost history if the village isn't restored: "Our clan houses and cultural heritage are critically endangered, and we have a narrowing window of time to work with our remaining elders to preserve the invaluable knowledge they hold for future generations."

Where there were once 43 active clan houses in the Sitka Indian Village, only eight remain, with just one currently active. In 2024, it was nominated on National Trust's "11 most endangered historic places" as well as the Alaska Association of Historic Places' "10 Most endangered Alaskan Places."

Please scan the QR code to enjoy a video about this important project.



## *WELCOME 2025 SEALASKA INTERNS AND FELLOWS!*

We are excited to welcome our incoming 2025 Sealaska interns and fellows, and will be kicking off orientation with our new cohort in a couple of weeks. By spending the summer with peers who share Alaska Native heritage, interns will be able to learn from each other and build community as they explore potential new career paths. Meanwhile, our international fellows will have an opportunity to explore career interests with a focus on leadership development. Sealaska and other business partners invested \$551,000 last year to provide support for our past interns and fellows, who are vital to the future success of our communities.

## *SEALASKA CAREER OPPORTUNITIES*

### **SHI - STEAM PROGRAM MANAGER - INDIGENOUS SCIENCE PATHWAYS**

The Program Manager oversees a large federal grant supporting Indigenous Science education and research. This role is responsible for managing program staff, ensuring fiscal accountability, and meeting all grant-related reporting and compliance requirements.

To learn more about this position and apply, scan the QR code:



## *EXPLORE CAREER OPPORTUNITIES WITH SEALASKA!*

Scan the QR code to review open positions throughout OneSealaska.





# IMPORTANT DATES FOR SHAREHOLDERS:

We have been enjoying visiting you all in your communities for board meetings and community gatherings in recent months. As we look forward to additional community meetings throughout this election cycle, we are providing the schedule here in the hopes that our shareholders will be able to mark these dates on their calendars and attend. For meetings that have already occurred, we want to share our sincere thanks for your attendance, participation and passion.

## MAY

- 30— North Seattle | Community Business Meeting
- 31— South Seattle | Community Business Meeting

## JUNE

- 21— Kake | **Annual Meeting of Shareholders**

## SEPTEMBER

- 13— Haines | Community Business Meeting

## DECEMBER

- 6— Bellingham | Community Business 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

*The Sealaska Shareholder is published for shareholders free of charge by Sealaska. Subscription information for non-shareholders is available by writing to Sealaska Communications. To find previous editions, visit <https://mysealaska.com/Services/Newsletters>*

Printed on 30% post-consumer recycled paper.