

Message from the Chair

Dear Shareholders,

As we reflect on 2025, I am proud of the progress we have made together as a community— through investments in place, people, and opportunity that strengthen Shee Atiká now and into the future.

Last year marked the long-anticipated opening of Sheet'ká Rainforest Park, a community asset that brings visitors and shareholders alike into the beauty of Alaska and promotes cultural connection, education, and economic activity. The park's success is a testament to thoughtful planning, collaboration, and a shared vision for year-round community engagement.

Our commitment to our communities extended beyond recreation. Through the Fish to Schools program, Shee Atiká donated more than \$40,000 in fish to local schools, supporting nutrition and cultural food traditions in classrooms across our region. These efforts reflect our ongoing dedication to strengthening both well being and our connection to ocean and tradition.

The Shee Atiká Family of Companies also continued to invest in people and opportunity. We announced a robust internship program, starting in summer 2026, welcoming five interns across Alaska Northstar Resources, Shee Atiká Federal, Shee Atiká Government Services, and Shee Atiká, Inc., with opportunities spanning marketing, administration, cybersecurity, cloud operations, and human resources. We also expanded educational support by increasing scholarships for 2025, while continuing funeral benefits that honor our shared values of care and responsibility.

In the broader business landscape, we are pleased to acknowledge strategic growth across our family of enterprises, including the Huntsville building

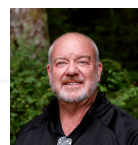
acquisition by Shee Atiká, Inc., which strengthens operational capacity and positions the company for continued success.

Looking ahead, I would like to share important information regarding Board leadership opportunities. Our next Annual Meeting of Shareholders will be held on Saturday, June 20, 2026, at the Anchorage Marriott Downtown, with both in-person and livestream options available. At that meeting, three director positions will be elected. Shareholders interested in appearing on Shee Atiká's corporate proxy must submit a completed application packet so that it is received by 4:00 pm Alaska time on Friday, January 23, 2026. This year, the Board will recommend up to three candidates from among qualified applicants, and discretionary voting will not be used. We encourage every interested shareholder to consider applying and helping shape the future of Shee Atiká.

We will also host two Shareholder Information Meetings this spring in Sitka, and Seattle to share updates, answer questions, and connect in person.

It has been a year of meaningful accomplishments and strong connections. I remain grateful for the dedication of our Board, staff, shareholders, and community partners. Together, we are building a resilient, vibrant future for Shee Atiká and the generations to come.

Thank you, Qāgaasakung, Gunalchéesh,



Steve Karpstein
Board Chair

Important Upcoming Dates

- January 23 - Candidate Application Packets Due
 - February 16 - Elizabeth Peratrovich Day
 - March 13 - Academic Scholarship Deadline
 - 4 pm, Alaska Time
- 2026 Shareholder Information Meetings
 - May 16 – Sitka (livestream available)
 - May 30 – Seattle
 - June 20 – Anchorage Annual Meeting
 - (livestream available)

In Memoriam - Norma Perkins

It is with deep sadness that Shee Atiká announces the passing of Norma J. Perkins, our senior-most Board Director, in November 2025. Norma served on the Board since 2019 and leaves a legacy of integrity, thoughtful leadership, and commitment to Shee Atiká's shareholders.

During her tenure, she helped strengthen corporate governance and was deeply dedicated to creating opportunities for youth and honoring elders. Board Chair Steve Karpstein remembered Norma as "a woman of humor, wisdom, love, and faith" who cared deeply for Shee Atiká and its people.

Born in Sitka and later residing in Wasilla, Alaska, Norma was a proud shareholder who followed in the footsteps of her father, longtime Board Director Raymond C. Perkins. She will be remembered for her generosity, mentorship, and devotion to family and community.



Shee Atiká Internship Program

The Shee Atiká Family of Companies will offer a paid summer internship program in 2026 for students and recent graduates. Internships will be available across several Shee Atiká companies, with opportunities in areas including marketing, cybersecurity, cloud operations, human resources, finance, and administrative support. The program provides hands-on experience, professional mentorship, and insight into mission-driven organizations rooted in Alaska Native values. Shareholders and other qualified students are encouraged to apply.



Scan the code for open positions:



Eikon Updates

Huntsville Building Acquisition

Shee Atiká has acquired a building in Huntsville, Alabama, currently occupied in part by subsidiary Eikon Research, as part of its commitment to sustainable growth and long-term shareholder value. The property was contributed to SAFE before December 31, 2025, increasing SAFE's total assets to more than \$61 million.

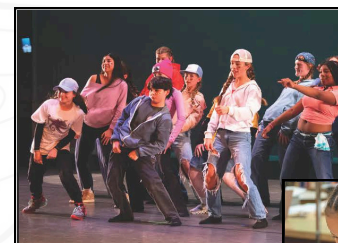
New General Manager Ben Hogan

Eikon Research welcomed Ben Hogan as General Manager of Operations on January 12, 2026. Ben brings 28 years of defense contracting experience in performance, innovation, and customer engagement and holds a Bachelor of Science in Business Administration from Auburn University.

Sitka Fine Arts Camp Scholarships

Shee Atiká is pleased to support scholarships for Sitka Fine Arts Camp, helping local youth participate in immersive summer programs in music, dance, theater, visual arts, writing, and more. Scholarships are need-based and cover tuition, room, and board, expanding access to this enriching opportunity. Registration for 2026 opens January 1, with a winter scholarship deadline of January 15; applications will be reviewed on a rolling basis as funds allow.

For more information scan the QR code:



In Our Communities

Fish to Schools Program

The Fish to Schools program in Sitka brings locally caught seafood into school lunchrooms, helping students better understand the local ecosystem, economy, and fishing culture while improving access to healthy, culturally relevant meals. In 2025, Shee Atiká donated 4,000 pounds of sockeye salmon—the first time sockeye has been served through the program—expanding the use of local fish in lunches across the Sitka School District and Mt. Edgecumbe High School. Fish to Schools is a community partnership that supports local fishermen, honors traditional foodways, and nourishes students with foods connected to the place they call home.



2025 Community Donations

In 2025, Shee Atiká donated more than \$70,000 to local and regional organizations working to strengthen our communities. These contributions supported a wide range of initiatives focused on education, cultural preservation, health and wellness, youth programs, and community services. We are proud to invest in organizations that make a meaningful impact and reflect our shared commitment to community, stewardship, and long-term well-being.



Movers and Shakers

Angie Ketah - Indigenous Programs Manager



“I am honored to step into the role of Indigenous Programs Manager and to support Shee Atiká’s commitment to cultural revitalization, community connection, and integrating Indigenous values across our family of companies. My work will include partnering with Elders, culture bearers, and community organizations to connect shareholders with cultural opportunities, while continuing to co-manage tourism operations at Sheet’ká Rainforest Park and expand culturally grounded programming and training. Through strong partnerships and heritage-based initiatives, we aim to deepen cultural engagement, expand economic opportunities, and support educational pathways for shareholders and the broader community. Gunalchéesh!”

Charlie Joseph, Sr. Award Nominations

The Charlie Joseph, Sr. (Kaal.átk’) Award honors an individual or group dedicated to preserving the Tlingit way of life through lived experience or teaching. The award recognizes the legacy of Charlie Joseph, Sr., who shared traditional knowledge through a subsistence lifestyle and by teaching Tlingit traditions in the Sitka Native Education Program from 1974 until his passing in 1986, influencing cultural education programs across Southeast Alaska.

Nominations are due by March 13, 2026. For nomination information, scan the QR code:



Scholarship Program Updates

At its August 2025 meeting, the Shee Atiká Board approved Scholarship Program updates effective January 1, 2026, with scholarships now paid through the Shee Atiká Benefits Trust (SABT). Changes include eliminating the lifetime maximum, expanding eligibility to all Class A and Class B shareholders, increasing award amounts, and adding three annual deadlines in March, June, and October. Details and 2026 deadlines are available through Shareholder Relations.

For more information, visit sheeatika.com or use this QR code:



Share Your Story

Have you or a family member recently graduated from college, vocational school, a certificate program, or a cultural & heritage study program? We'd love to hear from you so we can include your story as a future shareholder spotlight!

Email info@sheeatika.com with a brief overview of your accomplishment(s) and attach a photo. Our team will follow up with you if further information is needed.



Shareholder Portal Registration

Instructions

1. Go to www.mysheetatika.com
2. Click "Click here to register"
3. Enter the required information
4. Click the "Register" button

Check your inbox for an email confirming your registration.

Be sure to check your spam or junk folders as well. If you didn't receive a confirmation email or for other questions about the MySheeAtiká Shareholder Portal, please contact Shareholder Relations at info@sheeatika.com.

Update Your Stock Will

Your stock will (testamentary disposition) lets us know how you wish to pass down your Shee Atiká shares in the future. Shareholders with just one share are eligible to receive academic, cultural, and vocational scholarships and receive distributions.