



SHAREHOLDER HANDBOOK

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This handbook was written by Aleut staff. Any questions or comments should be addressed to:

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TABLE OF CONTENTS

Welcome from the President & CEO	2
About Your Corporation	
History of ANCSA Regional Corporations.....	3
Alaska Native Corporations.....	5
Corporate Governance.....	5
Shareholders.....	5
Directors.....	5
Management.....	6
Enrollment in a Native Corporation.....	6
Stock Class Types and Certificates.....	6
Shareholders Responsibilities	
Types of Shareholders.....	7
Voting Shareholders.....	7
Non-Voting Shareholders.....	7
Custodian.....	8
Casting Votes for the Board of Directors.....	8
How to Vote Electronically.....	9
Shareholder Meetings.....	9
Shareholder Stock Records.....	12
Stock Wills.....	12
Gifting Shares.....	12
Estate Settlement.....	13
<i>With and Without a Valid Will Chart</i>	15
<i>Transfer by Intestate Succession Chart</i>	16
Shareholder Benefits	
7(j) Distributions, Dividends, and Elder Benefits.....	17
<i>Managing your Benefits</i>	
<i>How to Request a Stop Payment</i>	17
<i>How to Apply for Direct Deposit</i>	18
Shareholder Preference Program.....	19
Shareholder Communications.....	19
The Aleut Foundation.....	19
<i>Scholarships, Career Development, Burial Assistance</i>	
Information Sharing for the Shareholder Department.....	20



AANG & GREETINGS

The purpose of the Aleut Shareholder Handbook is to provide information about the business of being a shareholder of an Alaska Native regional corporation. It will help you to become more familiar with Aleut and your responsibilities as a shareholder. Aleut Shareholder Department is your point of contact. By managing and maintaining your records and communications, it strives to provide the highest quality service to all shareholders.

You are part of the Aleut (Unangaᖃ) family of shareholders. I invite you to read this Shareholder Handbook and learn more about what it means to be an important member of Aleut.

Sincerely,

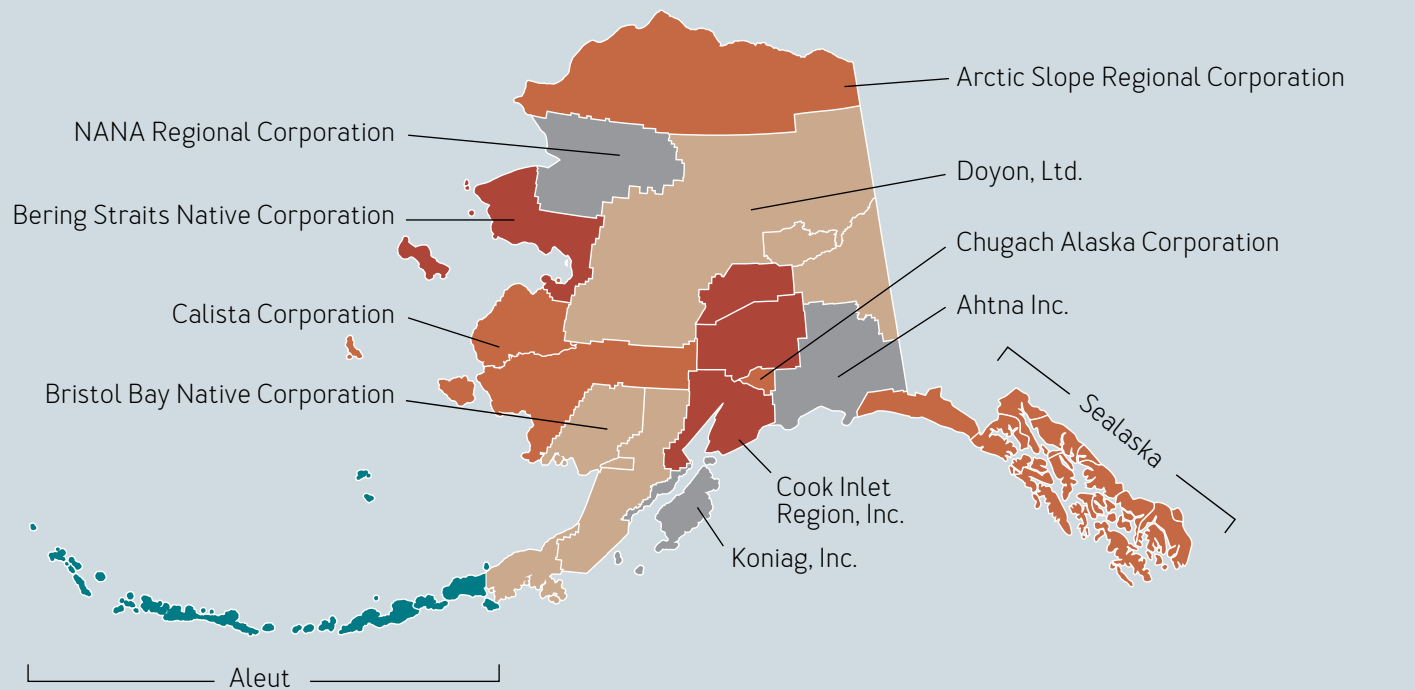
Skoey Vergen

President & CEO

MISSION STATEMENT:

To maximize dividends & opportunities for our shareholders.

ANCSA REGIONAL CORPORATIONS



HISTORY

HOW AND WHY ALASKA NATIVE CORPORATIONS GOT THEIR START

In 1971, Congress enacted the Alaska Native Claims Settlement Act (ANCSA), which aimed to resolve the long-standing issues surrounding Native claims to land in Alaska. ANCSA was also intended to stimulate economic development throughout the state.

The primary focus of the settlement was restoration of land to the Alaska Native people. The Alaska Native Claims Settlement Act conveyed approximately 44 million acres

back to Alaska Natives. This was allocated to more than 200 village corporations in Alaska and divided among the 12 cultural regions (see map above) whose boundaries were defined by ANCSA.

In consideration of the lands they had lost, Alaska Natives received \$962.5 million, of which \$500 million came from the State of Alaska. These monies were paid out over an 11-year period.

Most of Aleut's ANCSA subsurface land selections are on the Alaska Peninsula, Aleutian, Shumagin, and Pribilof Islands, situated between Port Moller on the Alaska Peninsula to the western tip of Atka Island. The Corporation owns historical and cemetery sites throughout the Aleutians, including the village site on Attu.

ALEUT REGION



THROUGH ANCSA, ALEUT RECEIVED:

- 66,000 acres of surface lands
- 1.572 million acres of subsurface estate

QUESTION & ANSWER

Q: What is the difference between the Regional Corporation and the Village Corporations?

A: Within each of the twelve regions there are also village corporations. The Aleut Region has thirteen village corporations. These are separate for-profit entities.



ALASKA NATIVE CORPORATION

Alaska Native corporations were organized to:

1. Promote the economic and social development of the Alaska Native people and the villages;
2. Invest, loan or make grants of its funds for any lawful purpose;
3. Engage in any lawful business other than banking and insurance.

CORPORATE GOVERNANCE

Under ANCSA, Alaska Natives were required to form corporations. As a result, Aleut is bound by a body of law that evolved for private, for-profit, business entities. Its governance structure is different than that of a city or tribal government. Under State of Alaska corporate code, the business of a corporation is dependent on three groups. Each group has separate roles and responsibilities.



SHAREHOLDERS

When the Alaska Native Claims Settlement Act passed in 1971 each enrolled Alaska Native received 100 shares of stock in their Regional Corporation and some in a Village Corporation. These shares of stock represent ownership of the Corporation. The law gives corporate shareholders two main rights:

1. The right to decide who will serve on the Corporation's Board of Directors;
2. The right to receive dividends when the corporation makes a profit and the Board decides to make a distribution.

An individual shareholder cannot make decisions about how the Corporation is run, but they elect the members of the Board of Directors who do make those decisions and represent them.

DIRECTORS

Aleut is managed by a Board of Directors consisting of nine (9) members, all of whom are holders of voting shares of stock of the Corporation and over the age of 18 (as defined in the Bylaws.) The term of office of each Director is three (3) years, and staggered so that the terms of three (3) Directors expire each calendar year. Each Director holds office until his or her successor is elected.

The Directors approve most major business decisions and must be well-informed about the risks and benefits their decisions will have on the Corporation. Some of their most important duties are:

- Defining the overall vision and mission of the Corporation
- Selecting the President and Chief Executive Officer of the Corporation and determine their remuneration
- Approving and monitoring the Corporation's strategic plan to maximize business opportunities
- Reviewing and approving annual budgets and the Corporation's financial statements
- Advising management on major business issues
- Declaring shareholder dividends
- Developing a management succession plan with a pool of leadership talent management

MANAGEMENT

Management's corporate responsibility is to make all of the decisions needed to run the business of the Corporation on a day-to-day basis:

- Operating the Corporation in an honest, law abiding, and profitable manner
- Understanding every aspect of the Corporation's business and profitability
- Preparing and implementing the strategic and operating plans for the Corporation that are approved by the Directors
- Preparing detailed operating budgets to cover the cost of doing business

ENROLLMENT IN A NATIVE CORPORATION

Alaska Natives - Eskimos, Indians and Aleuts - who wanted to receive benefits from ANCSA were required to enroll with the Bureau of Indian Affairs (BIA) between 1971 and September 1974. The original enrollment totaled nearly 80,000 Alaska Natives. Original eligibility, as defined in ANCSA, required that a Native be at least one-quarter (1/4) or more blood quantum Alaska Native, a United States citizen, and alive on or before December 18, 1971. Aleut enrolled 3,249 original shareholders.

QUESTION & ANSWER

Q: How can I enroll my child in Aleut?

A: Aleut does not have open enrollment. Descendants can become shareholders by being gifted shares or inheriting shares.

QUESTION & ANSWER

Q: What is the difference between Voting and Non-Voting Shareholders?

A: VOTING SHAREHOLDERS are those who were either originally enrolled or are lineal descendants from an original enrollee.

NON-VOTING SHAREHOLDERS are those who have inherited shares but are not of Alaska Native ancestry.

STOCK CLASS TYPE AND CLASS CERTIFICATES

Originally, 3,249 Aleuts registered to become shareholders in Aleut. Original shareholders each received 100 shares, creating 324,900 shares within the Corporation, a number that has not changed since inception. Shareholders may designate who will receive their shares upon their death via a formal Will or a Stock Will. Gifting is also an option for shareholders and will be discussed later.

At enrollment, each shareholder received either 100 Class A shares or 100 Class B shares. Those who received 100 Class A shares also received 100 shares in one of the 13 village corporations in the Aleut Region. Those who received 100 Class B shares originally, did not become holders of stock in a village corporation. See page 17 for a discussion on 7(i) and 7(j) payments to village corporations and Class B shareholders.

QUESTION & ANSWER

Q: How can I become a Class B shareholder?

A: The only way to receive Class B shares is through gifting or inheritance. You cannot change your Class A shares to Class B.

TYPES OF SHAREHOLDERS

Aleut Corporation shareholders are responsible for ensuring the long-term strength of the Corporation by participating in all elections. Shareholders fall into 3 types of voting status:

1. Voting Shareholder
2. Non-Voting Shareholder
3. Custodian (representing a minor shareholder)

Only Shareholders with voting rights may participate in conducting the business of the Corporation such as electing Directors.

VOTING SHAREHOLDERS' RIGHTS AND RESPONSIBILITIES

Originally, Aleut had 3,249 shareholders and 324,900 voting shares. Changes have occurred in the number of voting shares as shareholders have passed and new shareholders have inherited their shares (a process discussed later in this handbook).

Today, Aleut has over 4,000 shareholders who own 324,900 shares, some of which are now non-voting. With stock ownership comes important shareholder responsibilities including voting in corporate elections, responding to surveys and other activities, as well as keeping your records current with Aleut's Shareholder Records Department so that we may help ensure your voice is always heard.

Shareholder participation is essential to the success of the Corporation and may include a variety of tasks. Voting and responding to surveys is just part of that responsibility. Shareholders should also ask questions, read annual reports and proxy statements, and participate in the annual meeting process.

Shareholders may vote in person at the election judge location, by ballot at the Annual Meeting, or by mail, fax or online proxy. Proxies are typically mailed to each shareholder about 60 days prior to the Annual Meeting. Shareholders also have the option to vote online. Shareholders or custodians are eligible to vote as noted on your proxy or ballot.

NON-VOTING SHAREHOLDERS' RIGHTS AND RESPONSIBILITIES

Non-voting shareholders are eligible for dividend distributions but are unable to vote in corporate elections. This is a population of shareholders created strictly through the inheritance process. As of 2024, Aleut had approximately 162 non-voting shareholders.



CUSTODIAN RIGHTS AND RESPONSIBILITIES

Custodian for a minor:

A minor shareholder is anyone who owns shares in Aleut who has not yet reached his or her 18th birthday. The stock of Aleut, and any cash payments belonging to a minor, must be issued to a qualified adult as custodian for the minor.

Minor shareholders must be represented by an adult custodian who will be responsible for voting a minor's shares, if applicable, or receiving dividends for that minor.

The Custodian may be:

1. the legal guardian,
2. the parents, or
3. an adult member of the minor's family.

Aleut Shareholder Records Department can help in defining the minor legal guardian.

The Custodian's obligations are to:

1. keep and protect the stock certificates,
2. vote the stock on behalf of the minor, and
3. receive and administer monies distributed to the minor.

CASTING YOUR VOTES FOR THE BOARD OF DIRECTORS

Cumulative voting:

Aleut is required by Alaska statutes to utilize cumulative voting when electing Board of Directors (BOD). As shown in the table below, there is a difference between the number of shares that you own and the number of votes you may cast in the election.

In an election where there are 3 Board vacancies, a shareholder who owns 100 shares would have 300 votes (number of shares X the number of Board vacancies).

NUMBER OF BOD VACANCIES		NUMBER OF SHARES OWNED		NUMBER OF VOTES
3	X	100	=	300
3	X	50	=	150
3	X	10	=	30

Splitting your votes:

Even though there are three vacancies, you do not have to split your votes. You may cast them however you want.

For example, you may choose one candidate and vote all 300 of your shares for that one candidate or you may split the 300 votes as many ways as there are candidates. It is up to you as a shareholder.

It is important to make sure you vote the number of shares you are eligible to vote as noted on your proxy or ballot. If you were to vote more shares than you are eligible to vote, your proxy would become invalid for voting.

Voting in the election of Directors is a very important shareholder responsibility. Aleut works hard to provide you with information on all candidates so that you may make an informed vote. How you choose to place those votes is up to you. Aleut encourages you to exercise the right to vote in this important process.

QUESTION & ANSWER

Q: May I revoke my proxy and cast a new one?

A: You may override your existing proxy by voting a new proxy either by mail or online at www.aleutvote.com. You will be asked if you want to override your existing proxy. You may also cancel your proxy in person at the Annual Meeting and vote by ballot.

*Note – ballots voted at the Annual Meeting are not eligible for proxy prize drawings.

HOW TO VOTE ELECTRONICALLY VIA THE INTERNET

1. Locate your shareholder PIN number from your printed proxy. Have your shareholder ID number, and the last 4 digits of your social security number available. The PIN is unique and randomly generated by an outside firm. Aleut personnel do not have access to any shareholder PIN numbers. If you need help obtaining your PIN or shareholder ID number, you should contact the election judge as shown on the login page.
2. Connect to the Internet and go to www.aleutvote.com



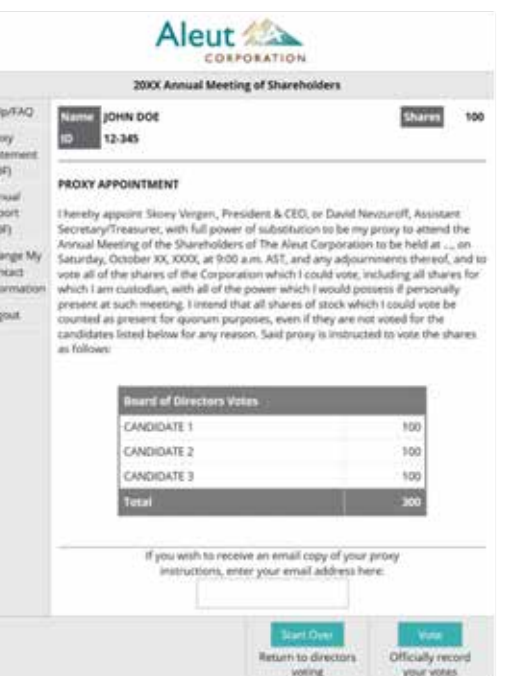
3. To open your proxy form, enter your shareholder ID, PIN, and the last 4 digits of your social security number in the fields where they are requested.

QUESTION & ANSWER

Q: Who do I need to contact if I lost my PIN number or have questions about how to fill out my proxy?

A: Contact our current election judge. The current contact information is on all proxy materials.

4. Carefully read the instructions and then distribute your votes among the Board candidate(s) however you choose to vote.



5. Enter your email address to receive confirmation that you voted through the Internet.
6. Click "Vote" and exit the system.

If you would like to change your electronic vote at a later date, you may do so by following the same method as described above. If you would like to change your mail in proxy vote, see Q & A on page 8.

SHAREHOLDER MEETINGS

The date, time, and location of the Annual Meeting is defined in the Annual Meeting Rules. The Board of Directors adopts these rules every Spring, usually at their March meeting. The rules provide the guidelines to the election process and are administered by the election judge. The President shall preside at all shareholder meetings.

Annual Meeting of Shareholders:

Unless otherwise designated by the Board of Directors, the Annual Meeting of Shareholders will be held in October of each year. In the event that it is not held during the month of October, the Board of Directors shall permit the Annual Meeting of Shareholders to be held as soon as the meeting may conveniently be convened. A notice will be sent to shareholders with the meeting specifics. The notice will be mailed:

- To each shareholder of record entitled to vote at the meeting
- To the address that is on file with the Corporation
- Not less than twenty (20) or more than sixty (60) days prior to the date of the meeting

Record date:

For purpose of determining those shareholders entitled to vote at the Annual Meeting of Shareholders, a record date will be established not more than sixty (60) days before, and not less than twenty (20) days before the date of the Annual Meeting.

Order of business:

The following order of business shall be observed at all Annual Meetings:

Roll Call	Election of Directors
Reading of Minutes of the Previous Meeting	Unfinished Business
Reports of Officers and Agents	New Business
Reports of Committees	

INFORMATIONAL MEETINGS

The President and staff organize shareholder informational meetings to be held throughout the Aleut Region and Pacific Northwest. Shareholder informational meetings provide updates to shareholders on corporate business.

This is a time for shareholders to ask questions and discuss items of importance. Often other people of interest travel along, such as Aleut Region legislative representatives, the Alaska congressional delegation from Washington, D.C., and other entities such as The Aleut Foundation, Aleutian Pribilof Islands Association, and the Aleutian Housing Authority.

PACIFIC NORTHWEST ALEUT COUNCIL (PNAC)

PNAC is a non-profit organization made up of Aleut shareholders living in the Pacific Northwest who get together for cultural gatherings and celebrations. They sponsor an annual picnic, a Christmas potluck and a culture camp.

Periodically, Aleut holds an informational meeting in the Seattle area so that shareholders and their families may meet with the Management Team and the Board of Directors.



ALEUT PICNIC

Aleut shareholders, descendants and their families are invited to attend the Aleut Picnic hosted by TAF and Aleut.

Held at the Aleut Plaza, hundreds of shareholders and their families attend the barbecue, listen to music and take part in Aleut dancing and activities.

For more information, call The Aleut Foundation at 907-646-1929 or go to their website at www.thealeutfoundation.org.





SHAREHOLDER'S STOCK RECORDS AND RESPONSIBILITY

Aleut maintains stock records for each shareholder. Aleut stock records are used to determine:

- Who is entitled to receive dividends
- Who is entitled to vote at meetings of shareholders

It is each shareholder's responsibility to maintain complete and accurate records by promptly advising the Shareholder Department of:

- Name changes
- Address changes
- Deceased shareholder(s)

Due to the U.S. Postal Service's automated mail system, if the address on your shareholder records does not match the address you have on file with the Postal Service you might not receive dividends, tax reporting forms, annual reports, newsletters or voting materials.

Shareholders should use the shareholder portal to update their address or notify the Shareholder Department any time their address changes, and should also update their address with the United States Postal Service.

Missing shareholders:

If Aleut receives 3 pieces of returned mail for a shareholder, their account is placed on hold and the shareholder is added to the Missing/Incorrect Address List. We publish this list on our website at www.aleutcorp.com. If you, or someone you know is on the Lost Shareholder list, please contact the Shareholder Department immediately.

STOCK WILLS

A Stock Will is a legal document ensuring that in the event of death, shares are transferred according to the shareholder's wishes. All shareholders should complete this important document.

A shareholder may will Alaska Native corporate shares to anyone, including non-Natives, corporations, partnerships, associations, firms, churches, and trusts. In such cases however, these shares would not have voting rights.

If a Stock Will or formal Will is not on file with Aleut, a deceased shareholder's shares will be distributed according to the laws of the State of Alaska and not necessarily as the shareholder may have desired.

The Stock Will form may be found on Aleut's website at www.aleutcorp.com.

GIFTING SHARES

Aleut shareholders may gift stock to a child, grandchild, great-grandchild, niece, nephew, brother, or sister. This includes children legally adopted into your family. The adoption had to occur before the adopted individual was 18 years of age and you must furnish the required substantiating documents.

Not included in this option are stepchildren (and the stepchildren of your children or grandchildren), and stepbrothers or stepsisters who have not been legally adopted into your family.

By law, the individual receiving the gifted stock must be Alaska Native or a descendant of an Alaska Native and related to the shareholder gifting the stock.

- **Alaska Native** – A citizen of the United States who is a person of one-fourth or more Alaska Indian, Eskimo, or Aleut blood, or a combination thereof.
- **Descendant of an Alaska Native** – A lineal descendant of a Native or of an individual who would have been a Native if such individual were alive on December 18, 1971; or an adoptee of a Native or of a descendant of a Native.

The transfer of stock is irrevocable:

Once you have gifted stock, you cannot change your mind. You lose all rights to the stock that you gift, and you cannot get the stock back. Once the stock is transferred, dividends and distributions associated with the transferred Stock Will belong to the person who received the shares. In order to document that the persons to whom you wish to gift stock are such relatives, you must provide Aleut certified copies of the appropriate birth certificate(s) to establish the relationship between you and the recipient(s) of the gift. The Gifting Stock packet is found on the Aleut website at <https://www.aleutcorp.com>.

Gifting to a minor:

If you gift to a minor (someone under 18 years of age), a custodian must be named to manage the stock until that minor is of legal age. Refer to page 8 for details on custodian rights and responsibilities.

ESTATE SETTLEMENT

Aleut has established policies and procedures that adhere to State of Alaska corporate code in the transfer of ownership of Aleut shares upon the death of a shareholder:

1. Aleut receives notification of shareholder's death.
2. Aleut sends a request for a copy of the death certificate and copies of any Wills executed by the shareholder. We also send a family history questionnaire (Relatives of Deceased form) to relatives that must be filled out and signed by a person familiar with the shareholder's family.
3. Aleut conducts an independent search to identify the most recent will of the deceased shareholder. If the most recent will is a formal Will, and refers to Aleut stock, that Will should be used. If the formal Will does not specifically address Aleut shares, a Aleut Stock Will may be used.
4. If a valid Will or Stock Will is not located, Aleut investigates and documents family relationships and follows Alaska State laws of intestate succession for transferring the shares.
5. If a valid Will or Stock Will are located, Aleut determines the governing Will and obtains the original Will or a certified copy.
6. Aleut researches Alaska State law to determine if there are any legal issues that need to be resolved. Any identified legal issues must be resolved before moving forward to the next step.



7. Aleut formally requests required documentation from each heir including some or all of the following: an Affidavit of Entitlement, Social Security Verification form, Certificate Degree of Indian Blood and other relevant documents and/or records.
8. The stock is transferred and stock certificates and information about the Corporation are mailed to each heir.
9. Monetary settlements from any undistributed dividends are made after the stock is transferred.

IF LEGAL ACTION IS REQUIRED

If legal action has commenced, the estate file is submitted to legal counsel and settlement is delayed pending further investigation.

A letter is sent to all involved parties informing them of the proposed stock distribution and transfer date. The letter gives individuals a minimum of 30 days to notify Aleut in writing that legal action will be taken to dispute the proposed distribution.

After receipt of all required documentation, the estate file is submitted to legal counsel for review and approval of the proposed distribution.

DISPOSITION OF ALEUT SHARES CONTINUED

What the Alaska Statutes require:

Alaska Statutes govern all ANCSA stock transfers regardless of where the shareholder resides at the time of his or her death. Aleut is required to determine the proper heirs of the Aleut stock:

- In accordance with a valid Will, Stock Will, or
- Under Alaska State laws of intestate succession if no valid Will exists.

Intestate succession:

When a shareholder dies “intestate” (without a valid Will disposing of his or her Aleut shares), state law governs which relatives inherit the shares and Aleut must distribute the shares accordingly.

QUESTION & ANSWER

Q: I've sent in all the required forms. Why is it taking so long to settle my father's stock transfer?

A: Before Aleut transfers stock, the law requires us to obtain certain legal documentation. Aleut is working on numerous transfers at any given time. Estates are processed in the order in which this documentation is received. Even though you may have responded promptly to our requests, others mentioned in the estate may not have. When this occurs, the settlement process is delayed.

Q: My grandfather left a Will dividing his 100.333 shares equally among eight grandchildren but some received more shares than others. Why?

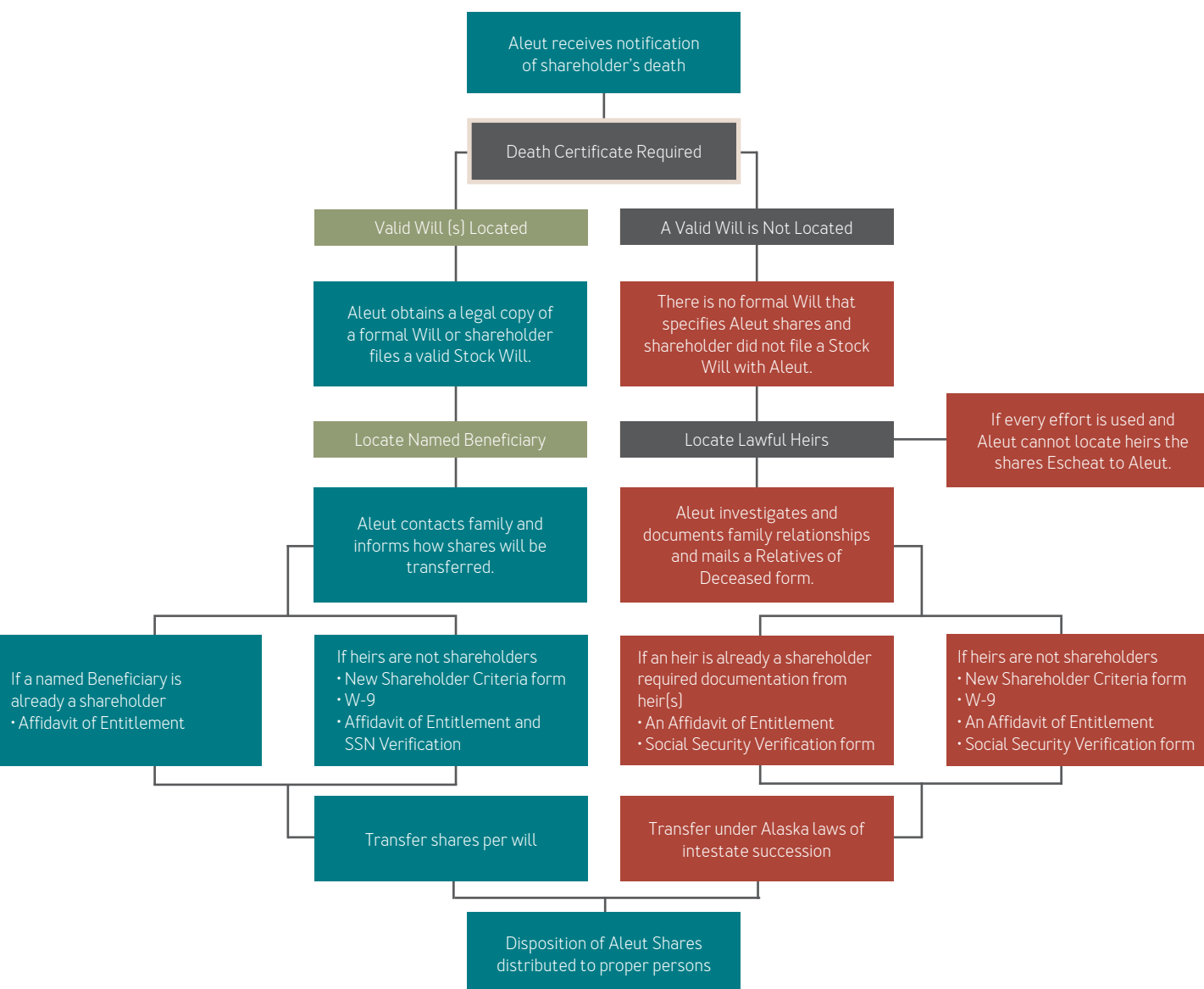
A: Under Aleut Policy, we can no longer create fractional shares in a stock transfer. Dividing 100.333 shares among 8 individuals has the issue of fractional shares. To address this, Aleut Policy has incorporated changes eliminating those fractions. In this case, the shares would be divided as follows among the 8 heirs: Oldest to youngest: 13.333, 13, 13, 13, 12, 12, 12 and 12

ESCHEATMENT OF SHARES

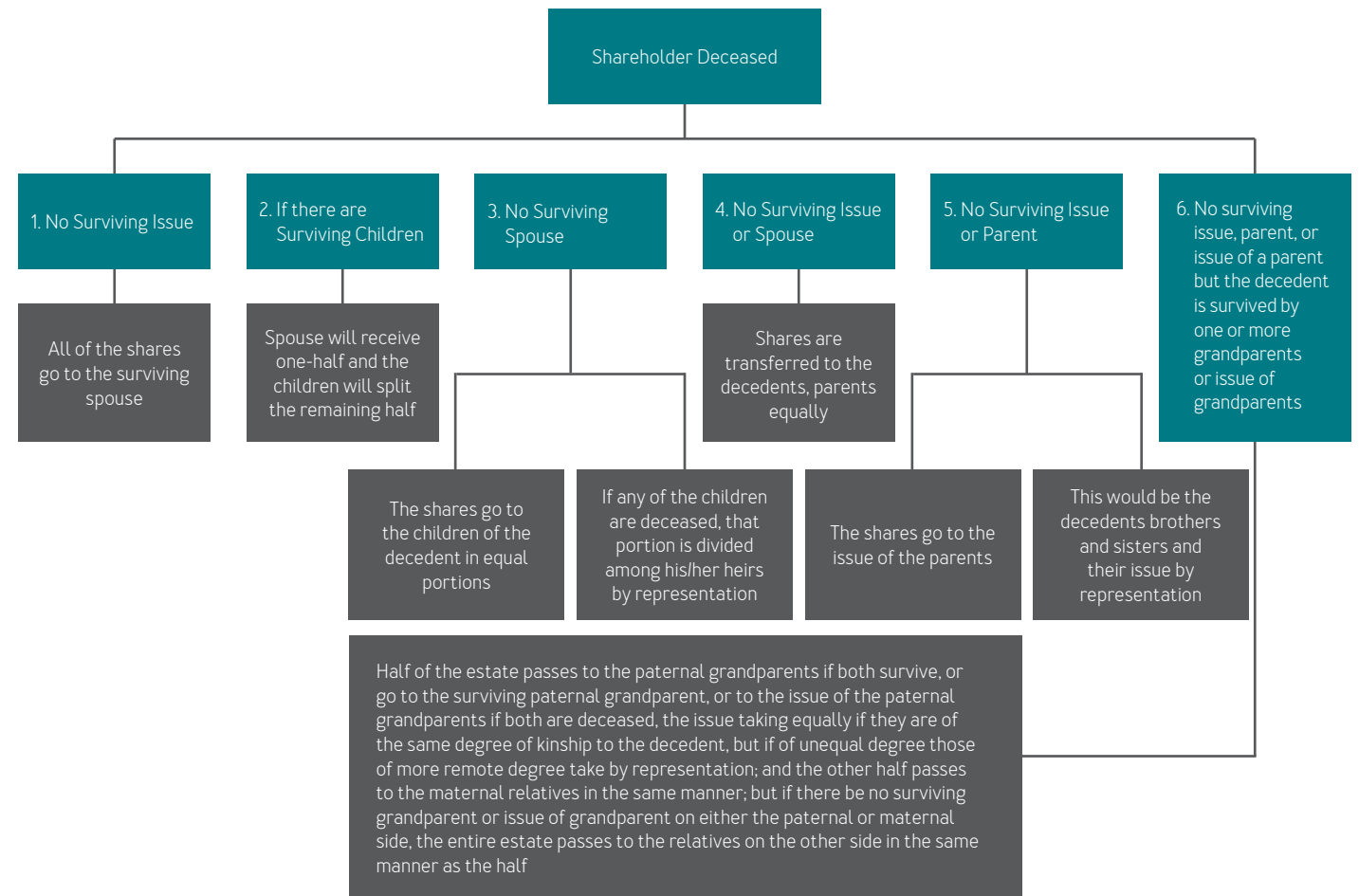
The Alaska Native Claims Settlement Act of 1971 provides for the “escheatment” of shares to a corporation in the event that a shareholder dies without a Will and without heirs under the intestacy laws. The decision to escheat shares to Aleut will result in the cancellation of those shares and reduce the number of outstanding shares.

Aleut has yet to escheat any corporation shares.

ESTATE SETTLEMENT WITH AND WITHOUT A VALID WILL



TRANSFER BY INTESTATE SUCCESSION



SHAREHOLDER BENEFITS: 7(J), DIVIDENDS, ELDER BENEFITS

7(j) payments:

Every year Aleut receives payments from other regional corporations under the ANCSA 7(i) provision. When one of the twelve regional corporations earn revenue from the sale of natural resources on ANCSA selected land such as timber, oil, zinc and other subsurface resources, that revenue is then shared among the other regional corporations. As guided by ANCSA, Aleut shares the 7(j) revenue with the village corporations within the Aleut Region and the Class B At-Large shareholders directly. The funds distributed to the village corporations and Class B At-Large shareholders are defined under section 7(j) of ANCSA.

These 7(j) distributions are not considered operating dividends because they are based on the resource revenues of the Native regional corporations shared under Section 7(i) of ANCSA.

Dividends:

The Board of Directors establishes the amount to be paid per share of which each shareholder receives an amount dependent on the number of shares he or she owns. Aleut cannot make any advances to shareholders on future dividends or distributions.

Elder benefits:

The Corporation provides benefits to its elder shareholders (age 60 and over). It is the wish of the Board of Directors to provide its elder shareholders with an elder distribution when the Board determines a distribution would be appropriate. That distribution amount, like dividends, is established by the Board of Directors.

Elder benefits eligibility requirements:

1. Must be a voting shareholder or original enrollee of the Corporation on the record date March 31st of any given year.
2. Must be sixty (60) years of age or older on or before March 31.
3. If an eligible person dies before they receive a declared distribution, that payment will be paid to their estate.

QUESTION & ANSWER

Q: I lost my dividend check or it was not delivered to my address. How can I get a new one?

A: The Stop Payment form may be found on Aleut website or by contacting the Shareholder Records Department. A new check will then be reissued, after 30 days. It is the shareholder responsibility to keep the Shareholder Department updated with your current address at all times. See Signing Up for Direct Deposit in this booklet.

HOW TO REQUEST A STOP-PAYMENT ON A DIVIDEND CHECK

Shareholders may request a stop-payment be placed on an outstanding dividend check issued to them after a minimum of 30 days have elapsed from the date the check was issued.

- To initiate the stop payment, shareholders must complete and submit the Stop Payment form. The Stop Payment form may be found online at: www.aleutcorp.com or by contacting the Shareholder Records Department for a form to be mailed or emailed to you.



Stop payment process:

- The Shareholder Records Department will verify with the bank that your check has not been cashed. If the check has not been cashed, the stop-payment is placed.
- Aleut will issue you a replacement check (with a \$25 service charge deducted from the total) within seven to ten business days after the stop-payment request has been placed.
- The reissued check will be mailed to the address that appears on your shareholder records.
- If you receive or find the original check after having received a reissued one, we ask that you return the check to Aleut.

We want to make sure we are sending your dividend or distribution to the correct address. Contact the Shareholder Department immediately if there are issues with your dividend or distribution.

QUESTION & ANSWER

Q: Can I get an advance on my future dividend payment?

A: No, Aleut cannot advance dividends or provide loans to shareholders.

Q: Can the IRS or the Child Support Division garnish my Aleut dividend?

A: Yes. All Alaska Native Corporations must withhold your dividend when notified by the IRS and must also honor child support court orders.

Q: I borrowed money and signed a letter relinquishing my dividend. Can you send the check to the entity that gave me the loan?

A: No. Dividend checks cannot be issued to, or mailed to another person or entity. This is a security issue and staff must adhere to this policy with no exception.

SIGNING UP FOR DIRECT DEPOSIT

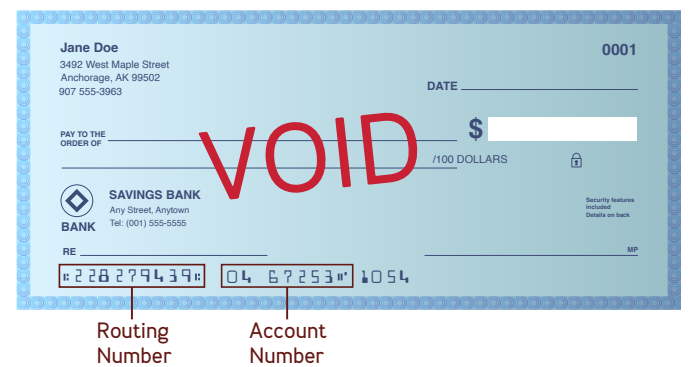
Aleut Shareholder Department encourages shareholders to apply for direct deposit for faster access to your dividend funds.

The advantages to direct deposit:

- Direct deposit safeguards against misplaced, lost, or stolen dividend checks, and you will receive your dividend faster since you will avoid issues related to mail deliveries.
- No waiting in lines at the bank.

HOW TO APPLY FOR DIRECT DEPOSIT

- The Direct Deposit form is found on the Aleut website at <https://www.aleutcorp.com>.
- A voided check from your account must be included with the application to verify address and contact information.
- The name on your bank account must match the name on record with Aleut.
- If you change your bank or your account, a new application must be sent to the Shareholder Records Department.



- Canceling your direct deposit requires a written notice. Cancellation notices may be faxed, mailed, or emailed.

SHAREHOLDER PREFERENCE PROGRAM

Aleut's goal is to increase shareholder hire, and has adopted a Shareholder Preference Policy.

Pursuant to the Alaska Native Claims Settlement Act, 43 U.S.C. § 1601 et seq, Aleut may grant preference to eligible and qualified Aleut shareholders and their descendants, when two applicants or employees have equal or similar qualifications and/or experience, which include, without limitation: filling vacancies through initial hiring, promotion, lateral transfer, and reassignment; training; and other similar employment opportunities.

Aleut shall give preference to Corporation shareholders and their descendants in the award of contracts and grants. Where allowable by law, grantees, sub grantees, contracts, and subcontracts of Aleut shall include the requirements of similar Corporation shareholder and descendant preference statements.

Definitions:

A. Shareholder - a person who is a current holder of shares of Aleut stock

B. Descendant – a lineal relative of a shareholder

Jobs:

Aleut has a talent bank through the shareholder portal and posts jobs on our website: <https://www.aleutcorp.com>.

SHAREHOLDER COMMUNICATION

We are always looking for new ways to keep shareholders and descendants informed on what is happening in the Corporation. Shareholders and descendants can access current information through any of the following:

- MyAleutConnection - Shareholder Portal <https://portal.aleutcorp.com>
- Printed and electronic newsletters
- Social Media - Facebook, Instagram, Youtube
- TAC Talks - informational videos
- Aleut Website: www.aleutcorp.com

THE ALEUT FOUNDATION (TAF)

Aleut funds TAF, which provides many benefits to our shareholders and descendants including education and burial assistance. To view all that TAF has to offer visit their website.

Scholarships:

The Aleut Foundation's educational scholarships have evolved over the years to better serve our students' continuing education needs. There are three scholarship application periods: Fall, Spring, and Summer.

TAF scholarships include:

- Academic
- Part-Time
- Graduate
- Working/Full-Time
- Advanced College Credits
- Vocational/Technical

Community Training

Career Development

- *Career Fair/Trade Show* linking shareholders and descendants to subsidiaries and local employers during the Annual Meeting of Shareholders.

- *TAF programs* which include education units, attendance at professional conferences, or classes such as a commercial drivers license course.

- *Vocational-Technical funding.*

- *Leadership Development Assistance* for high school students.

- *Future Leaders* – w/ Afognak & Kodiak Island School District.

Travel Scholarships – Culture Camps & AFN

Student Resource Handbook

Burial Assistance

Visit their website at: www.thealeutfoundation.org

INFORMATION SHARING FROM THE SHAREHOLDER DEPARTMENT

It is the policy of Aleut to maintain the privacy of all shareholders. We do not provide a relative's contact information or allow changes without the shareholder's written permission.

Aleut also works in partnership with all village corporations and other regional entities on issues of importance to our people.

Why we may share information:

The more complete information the Corporation has, the better we can meet your shareholder business needs. Sharing information and data with our village corporations and other Aleut region entities leads to better coordination of services and helps us identify those who are eligible for benefits and services from organizations that serve our shareholders.

What we may share:

Name, addresses (email & mailing), or death certificates. Any other information will require a release of information unless required to do so by court order or law.



BENTWOOD VISOR

Connection to Land & Tradition

The bentwood visor represents an unwavering connection to our lands and preserving ancestral traditions. Still handcrafted today, the bentwood visor is made using elements from nature and decorated with traditional designs personalized to the maker.



MOUNTAIN

Enduring Strength

The mountain rises from the sea to stand as an enduring symbol of strength, reflecting the resilience and steadfast nature of the UnangaꝻ people. The mountain has shaped the landscape of the Aleutians and the UnangaꝻ way of life, standing as a testament to our unyielding determination in the face of oppression and adversity.



ARROWHEAD

Precision & Purpose

The arrowhead embodies the values of precision and purpose that defines Aleut's approach to business. Crafted with meticulous care and expertly attuned to the surrounding environment, the arrowhead symbolizes our commitment to excellence and strategic focus. Like the arrowhead, we are driven by purpose — our mission to our shareholders.

QUESTION & ANSWER

Q: Does Aleut make donations?

A: We focus our attention on those entities that provide benefits to the greatest number of Aleut shareholders and to those efforts that enhance our UnangaꝻ way of life. Donations are generally made to non-profit organizations.



WE ARE UNANGA[^]X

You are part of the Aleut [Unanga[^]] family of shareholders.
Learn more about what it means to be an important member of Aleut.

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