

Ahtna

SHAREHOLDER BENEFITS



Miriam Billum of Chitina using a spruce root basket to dip net salmon from the Copper River. Photo courtesy the Ahtna Heritage Foundation.

As an Alaska Native corporation, Ahtna, Inc. (Ahtna) enriches the lives of our shareholders through employment, educational opportunities, monetary dividends, and other benefits. Ahtna is people-driven and approaches profitability as a way to support the provision of vital shareholder services and programs aimed at preserving our cultural identity, developing our resources, protecting our land, and enhancing the lives of our people.

OUR PEOPLE ARE PROSPEROUS

Ahtna has spent over \$107 million in the last 5 years to provide a great myriad of benefits to our shareholders and their families.

In 2021, Ahtna provided over \$37.4 million in benefits to over 2,100 shareholders.

Shareholder Dividends

As part of our commitment to providing for the economic well-being of our shareholders, Ahtna has distributed an annual shareholder dividend since 2009. Two regular dividends were declared in 2021 to assist shareholders experiencing economic distress as a result of the COVID-19 pandemic. A total of \$8.8 million in distributions were made in 2021.

Elders Benefit Program

The Elders Benefit Program was created to further foster our Elders' health and welfare. Two Elder dividends were declared in 2021 in the amount of \$1,000 per Elder. For those living on a fixed income in a region where the cost of living continues to rise, the Elder dividend comes when it's needed most, in the dead of a cold, harsh winter. The total distribution in 2021 was \$521,000.

Since 2013, Ahtna has distributed over \$30.8 million in dividends.

Shareholder Hire

Ahtna promotes shareholder hire through a preference for hiring shareholders, shareholder descendants and spouses. In 2021, Ahtna paid out shareholder wages and benefits of \$9.8 million.

COVID Reimbursement Program

All eligible Ahtna shareholders financially harmed by the pandemic had the opportunity to apply online in 2021 for assistance through the Ahtna COVID Reimbursement Program. Nearly 100% of the CARES Act funds Ahtna received was made available to shareholders through the program.

HOPE Shareholder Program

Wishing to instill hope within our people who choose to remain living in their villages and the region, Ahtna created the HOPE (Helping Our People Excel) Program in 2019. The program helps shareholders to be prepared and qualified for career opportunities. In 2021, the Board continued to generously allocate \$1 million to the program.

Scholarship Programs

The Walter Charley Memorial Scholarship Program provides scholarships to shareholder students attending colleges and universities. Walter Charley was a beloved Ahtna leader who spoke to youth and Elders about the importance of heritage and wisdom. The scholarship program funded \$458,000 in scholarships in 2021 with an average of 60 student recipients per semester.

The Ahtna Vocational Scholarship provides scholarships to shareholders seeking vocational and trade programs. Approximately \$168,000 in total scholarships were funded in 2021.

Graduate Recognition

Ahtna recognizes the importance of supporting our youth not only through sponsorship of functions and activities, but also encouragement of their educational pursuits. Ahtna awards a gift to students graduating from high school, college, vocational school and graduate programs. In 2021, Ahtna awarded a total of \$8,750 to qualifying graduates.

Ahtna Special Forces

Ahtna's Special Forces Program assists shareholders in pursuing higher education by providing work experience within the Ahtna family of companies.

Mentorship

This program gives shareholder employees the opportunity to grow into careers while being paid to learn and gain experience. The Mentorship Program provides on-the-job training for shareholders with a mentor that offers career and personal development guidance.

For additional information on Ahtna Shareholder Benefits, please visit our website at www.ahtna.com

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Career Assistance Program

The Career Assistance Program was established to support shareholders in their career advancement. Funding is available for areas such as trainings necessary to apply for an apprentice program, clothing and gear needed to go back to work, meals and lodging, certification and licensing fees. Through the program, we are able to help pre-apprentices receive their hours needed to apply to apprentice programs and provide field work experience. A total of \$45,000 was funded in 2021 for this program.

Village Based Shareholder Hire

Ahtna funds village employment programs which Tribes can apply for. The purpose of the funding is to assist villages in the region with project needs and in turn increase beneficial work experience for shareholders. The \$99,000 in funding in 2021 went directly to shareholder wages.

Professional Development

Ahtna Son' University (ASU), Ahtna's corporate university, strives to cultivate shareholder's business skills and professional expertise. ASU's programs provide paths for professional development and opportunities for career advancement. Courses are offered through a variety of venues, from self-paced eLearning training to in-person workshops.

Resume & Interview Coaching

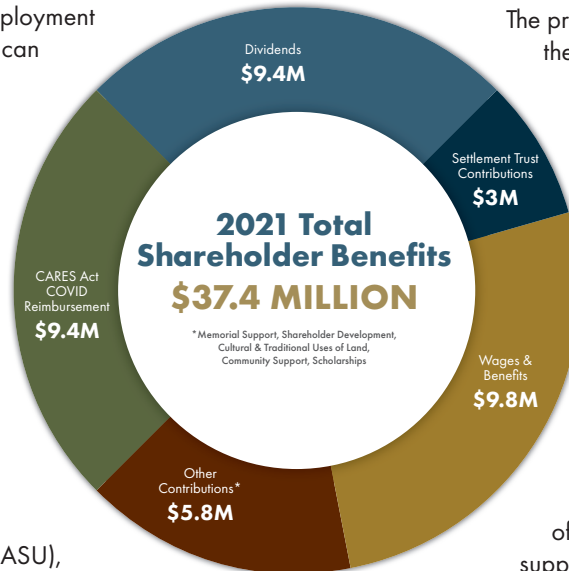
Ahtna assists shareholders with their employment search by providing interview coaching and professional resume assistance.

Memorial Fund

Ahtna maintains a Memorial Fund, providing shareholders with much-needed funds to assist with expenses following the death of a loved one. A total of \$304,000 in financial support was provided as a tax-free benefit to shareholder families in 2021.

Community Support

Ahtna provides an annual minimum contribution of \$15,000 to each of the seven Tribes in the region whose village corporations merged with Ahtna, Inc. In 2021, an additional \$50,000 contribution was made to each village.



Ahtna also supports the non-profits in the region, such as the Copper River Native Association (CRNA) which provides health and social services to the Native people living in the Ahtna Region. Donations are made to churches in the region and community activities that bring people together, such as basketball tournaments, community carnivals and parades, dances, shareholder open houses and holiday receptions.

OUR LAND SUSTAINS US

Ahtna, Inc. owns in fee title, approximately 1.58 million acres conveyed since 1972 from an entitlement of 1.76 million acres.

The priority is to manage these lands and resources for future generations in accordance with cultural and traditional uses and values, conservative development strategies, and principles of culturally appropriate stewardship.

Ahtna supports the Tribes in the region by offering free technical support and advocacy assistance as requested. Ahtna offers free permits to shareholders for firewood cutting, house logs and gravel.

The Special Land Projects Program gives local shareholders valuable experience by allowing Ahtna villages to bid on projects that need completed on Ahtna lands such as trail improvements and cabin construction. Ahtna allocated \$1.8 million toward protecting our lands and enhancing customary and traditional uses in 2021.

OUR CULTURE UNITES US

Ahtna published an Ahtna History Book and provided complimentary copies to shareholders so they could learn from the stories and teachings of their ancestors. Ahtna supports Ahtna Culture Camps, where Elders share precious time and knowledge with youth and others in the region. These are opportunities to share historical stories, traditional ways of subsistence and the Athabaskan language. Ahtna also contributes to the First Alaskans Institute Youth and Elders Conference, providing another opportunity for Elders to share their wisdom and traditions with the younger generation. Investing in our culture is an intangible asset that is priceless.