



Kake
Tribal
Corporation

**2026 PROXY STATEMENT
& NOTICE OF ANNUAL
MEETING**

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Kake
Tribal
Corporation



NOTICE OF ANNUAL MEETING OF SHAREHOLDERS

SEPTEMBER 4, 2026

Notice is hereby given that the Annual Meeting of Shareholders of Kake Tribal Corporation (“KTC” or the “Corporation”) will be held at the Community Hall in Kake, Alaska, on **Saturday, October 24, 2026**, at 10:00 a.m., Alaska Time.

The Annual Meeting is being held for the following purposes:

1. To elect three (3) directors to the Board of Directors to serve three-year terms expiring in 2029, or until their successors have been duly elected and qualified; and
2. To transact such other business as may properly come before the meeting or any adjournment thereof.

Management does not presently know of any other matters that will be presented for action at the Annual Meeting. However, should any other matters properly come before the meeting, the persons named as proxies will have the authority to vote the shares represented by valid proxies in accordance with their best judgment.

The record date for the Annual Meeting was **August 24, 2026**. As of the record date, there were 56,000 shares of common stock outstanding, of which 50,710 were entitled to vote at the Annual Meeting. Pursuant to Section 7(h) of the Alaska Native Claims Settlement Act (ANCSA), as amended, the remaining shares, which are not held by Alaska Natives or descendants of Alaska Natives, are not entitled to be voted. The voting list will be available for inspection at the Annual Meeting.

VOTING INCENTIVES & ANNUAL MEETING PRIZES

To help ensure a quorum for the Annual Meeting is reached, all shareholders who submit a valid proxy prior to the proxy voting deadline will be eligible to receive a **\$50 voting incentive**.

In addition, shareholders who attend the Annual Meeting, either in person or virtually, will be eligible for attendance door prizes, which may include:

- Cash prizes (for local and non-local shareholders who have voted)
- Round-trip tickets on Alaska Seaplanes (local shareholders only)
- Additional prizes and giveaways

Please note that attendance, either in person or virtually, is required to be eligible for attendance door prizes.

LETTER TO SHAREHOLDERS

Dear Shareholders,

On behalf of the Board of Directors, it is my privilege as the Board's Corporate Secretary to present the 2026 proxy statement and election materials for the upcoming Annual Meeting of Shareholders of Kake Tribal Corporation (KTC). These materials include important information about the election process, the business scheduled for the meeting, and background on this year's board candidates and continuing directors.

The Annual Meeting is a meaningful moment for KTC shareholders. It is your opportunity to take part in guiding the direction of our corporation through your vote. Active participation in the election process strengthens KTC's long-term stability, governance, and future growth. Your engagement is an essential part of building a strong and sustainable corporation for the next generation.

We encourage you to review this proxy statement carefully. Inside, you will find details about the meeting, instructions on how to vote your proxy, and information about each candidate. All proxy materials have been prepared in accordance with applicable regulations and with the goal of providing clear, transparent information to our shareholders.

The paper proxy ballot and online voting option allow you to vote even if you are unable to attend the meeting in person. Whether you choose to vote by paper proxy, online, or at the Annual Meeting, your vote matters. Shareholders may update or revoke their proxy at any time before the proxy deadline. Those who attend the meeting in person may also cast or change their vote before the close of voting.

The 2026 Annual Meeting of Shareholders will be held on Saturday, October 24, 2026, at the Kake Community Hall. We hope you will join us as we continue working together to strengthen the future of Kake Tribal Corporation.

Thank you for your continued support and for the role you play in the life of our corporation. Your participation is vital to KTC's success and to the generations who will follow.

Sincerely,

Heather Davis

Corporate Secretary

Proxy Information

PROXY SOLICITATION

The Kake Tribal Corporation (KTC) Board of Directors is soliciting proxies in connection with KTC's 2026 Annual Meeting of Shareholders. Shareholders may submit their proxies electronically through the online voting system or by completing and returning a paper proxy. KTC may also communicate with shareholders regarding the election and proxy process through various communication methods that include telephone, text, email, social media, mail, and other electronic or printed communications.

Shareholders are not required to attend the Annual Meeting in person to cast their votes. The enclosed proxy materials and online voting system provide eligible shareholders with the opportunity to vote in advance of the meeting. Only shareholders of record as of August 24, 2026, the record date of this meeting, who are eligible to vote may vote in the election and at the Annual Meeting.

NOMINATING PROCEDURE

Any owner of voting shares who is eighteen (18) years of age or older, desires to run for the Board of Directors, and submits a completed candidate packet by the stated deadline, is included in the Corporation's proxy and proxy statement.

KTC Bylaws require any candidate or current Board member of KTC or its subsidiaries to be of good standing. The applicable KTC Bylaw requirement is listed below and is available for review at KTC's office by shareholders.

Good Standing. No person may be a candidate for, or serve on, the Board of Directors of the

Corporation or its subsidiaries who, at the time of his or her candidacy, is/was not of good standing while employed by KTC and its subsidiaries or as a board member at the time of his or her service.

A person of good standing is regarded by KTC as having complied with all their explicit employment or Board obligations, while not being subject to any form of adverse action, sanction, suspension, or disciplinary censure or involved in any litigation deemed by the Board as detrimental to shareholder interests.

ELECTION OF DIRECTORS

The election of directors will be conducted using cumulative voting. The three candidates receiving the highest number of votes will each be elected to a three-year term that will expire at the Annual Meeting of Shareholders in 2029.

BOARD OF DIRECTORS' SLATE AND INDEPENDENT CANDIDATES

For each annual meeting of shareholders, the Board of Directors may endorse a slate of nominees to the Board, and may include the names of the Board's slate on the Corporation's proxy.

VOTING YOUR PROXY

All shareholders who own voting shares are entitled to vote a proxy ballot.

Each shareholder is entitled to a number of votes equal to the number of eligible voting shares they own multiplied by the number of directors to be elected. For example, if you hold 100 eligible voting shares, you would have 300 votes because three directors are

being elected.

You may cast your votes for one candidate or distribute them as you wish among any number of candidates.

Shareholders may vote in any of the following ways:

Online: Vote electronically through KTC's online election portal at <https://kakevote.com>, or access the voting link through the KTC website at <https://kaketribalcorporation.com>.

Paper Proxy: Vote and return a paper proxy in accordance with the instructions provided with the proxy materials. Shareholders who need a blank paper proxy may contact Shareholder Services at (907) 785-3221 or email info@kaketribalcorp.com.

In Person: Eligible shareholders may vote in person at the 2026 Annual Meeting of Shareholders after completing the required meeting registration process.

PROXY VOTING DEADLINE

To be counted, proxies must be received by the Inspector of Elections or voted electronically on the KTC Voting Portal no later than Thursday, October 22, 2026, at 4:00 p.m. (Alaska Time). Proxies received after this deadline will not be counted.

To ensure timely receipt and processing of your proxy, shareholders are encouraged to submit proxy materials well in advance of the proxy deadline. Shareholders may mail, fax, or hand-deliver their completed proxy to the Corporation's office for forwarding to the

Inspector of Elections.

Shareholders choosing to mail their proxy are encouraged to allow sufficient time for postal delivery.

CHANGING OR REVOKING YOUR PROXY

Shareholders may change their vote or revoke a previously submitted proxy at any time before the proxy voting deadline. A shareholder may do so by submitting a new proxy electronically or by submitting a new paper proxy. There is no limit on the number of times a shareholder may change or revoke a proxy before the deadline. When more than one proxy has been submitted by the same shareholder, only the most recently dated valid proxy will be counted.

VOTING AT THE ANNUAL MEETING

Shareholders may vote a ballot at the Annual Meeting of Shareholders. Registration and voting will begin at 10:00 a.m. (Alaska Time). Voting will close promptly at 12:00 p.m. No shareholder registration or voting will be permitted after that time.

HOW YOUR PROXY WILL BE COUNTED

Each properly completed and valid proxy will be voted according to the shareholder's instructions.

KTC utilizes cumulative voting for the election of directors. Shareholders may allocate their available votes among the candidates in any manner they choose, including casting all available votes for one candidate or dividing their votes among two or more candidates.

If a valid proxy is submitted with votes left unallocated, the Inspector of Elections will review the proxy and make a reasonable effort to determine the shareholder's intended allocation of votes. If the shareholder's intent cannot reasonably be determined, the unallocated votes will be counted for quorum purposes only and will not be allocated to any candidate.

If a shareholder allocates more votes than the shareholder is entitled to cast, the votes will be reduced proportionately so that the total number of votes cast does not exceed the shareholder's available voting power.

Unless otherwise limited by the shareholder's instructions or applicable law, the designated proxy holders may also vote the proxy on other matters that properly come before the Annual Meeting.

INSPECTOR OF ELECTIONS

KTC has retained an independent Inspector of Elections to oversee the proxy voting process and help ensure the election is conducted fairly, accurately, and in accordance with KTC's governing documents and election procedures. The Inspector acts independently of the Board of Directors, management, and the candidates.

The Inspector's responsibilities include receiving and validating proxies, determining shareholder voting eligibility, reviewing proxies to determine voter intent when necessary, tabulating votes, addressing questions regarding the validity or treatment of proxies, and certifying the final election results.

Shareholders who have questions about the status of their proxy, how their proxy will be counted, or who need assistance with the voting process should contact the independent Inspector of Elections:

Hutchings & Associates has been appointed Inspector of Elections for the Kake Tribal Corporation annual meeting. Proxies may be voted by paper or online. Voting will also be available at the annual meeting of shareholders.

Prior to the voting deadline, proxies may be scanned and emailed, faxed, or mailed as follows:

Hutchings & Associates
PO Box 241167
Anchorage, Alaska 99524-1167
Phone: (907) 563-2727 ext. 1
Fax: (907) 290-5737
Email: info@ha-ak.cpa

BOARD RECOMMENDED CANDIDATE

HEATHER DAVIS

Age: 48

Residence: Bellevue, Washington

Principal Employment or Occupation: Human Resource Director

Current Employer: Chief Seattle Club

Employment History for the Past 5 years: Human Resource Director, Chief Seattle Club; Human Resource Business Partner, Trident Seafoods; Human Resource Manager, Ballantine Communications, Inc.

KTC Employment History: None

KTC Board Experience: Kake Tribal Corporation Board (2023-present); Kwaan RB Board (2025-present)

2025 Board Meeting Attendance: 100%

Other Directorships Held in the Past 5 years: None

Education: Fort Lewis College, Bachelor of Business Administration



CANDIDATE STATEMENT:

For those who may not know me, my name is Heather Davis. I am originally from Kake and come from the Tsaagweidi clan, and my father was from the T'akdeintaan clan. While I have been living in the greater Seattle area for a while, I feel that my insight to business in the lower 48 and my roots to Kake allow me to share a unique perspective within our organization. If given the opportunity, I would be honored to continue serving on the KTC board. If elected, I would bring a thoughtful, service-oriented perspective grounded in my experience in human resources, compliance, organizational growth, workforce planning, and leadership development.

My career has focused on strengthening policies, building scalable systems, managing change, and aligning people-centered practices with business goals. My work with Native organizations and corporations has strengthened my commitment to responsible leadership, strong governance, and sustainable growth.

As a board member, I would listen respectfully, work collaboratively, and support sound business practices that protect KTC's future while creating lasting shareholder opportunities.

BOARD RECOMMENDED CANDIDATE

JEFFREY JACKSON

Age: 61

Residence: Juneau, Alaska

Principal Employment or Occupation: President & CEO

Current Employer: Kake Tribal Corporation

Employment History for the Past 5 years: President & CEO, Kake Tribal Corporation; F/V Lady Louise, Skipper; Kwaan Wireless, Chief Executive Officer; Captain, Goldbelt Transportation

KTC Employment History: President & CEO, Kake Tribal Corporation; Kwaan Wireless, Chief Executive Officer; Kwaan Wireless, Information Tech; Kake Tribal Logging, Heavy Equipment Operator

KTC Board Experience: Kake Tribal Corporation Board (1998-2004, 2023-present); Kwaan Construction Board (2023-2024); Kwaan Cyber Tech (2023-2024)

2025 Board Meeting Attendance: 92%

Other Directorships Held in the Past 5 years: None

Education: Kake High School



CANDIDATE STATEMENT:

My name is Jeff Jackson. I grew up in Kake with my parents, Clarence and Gertrude “Lidda” Jackson. They raised our family on hard work and example.

Our job at KTC is to help create jobs, year-round and seasonal. We are expanding tourism on our terms, telling our own story. Our story carries what our ancestors went through, and who we are, a people proud of our heritage, still healing, and still here. We take tourism head on as stewards of our land and water, with our community’s privacy front and center. Our 8(a) companies in construction and technology continue to secure new contracts, and we have brought them under Kake Federal Holdings, because we own these companies, so we have to run them like it. That keeps us within the rules of the programs we depend on, and in a stronger position to compete.

The work isn’t finished. To our past leadership, our present Board, and the young people who will one day be in these positions, thank you. Our time in these seats is short, and the work is bigger than any one of us. I am asking for your vote to keep doing my part. Gunalchéesh.

BOARD RECOMMENDED CANDIDATE

WILLIAM BEAN JR.

Age: 56

Residence: Kake, Alaska

Principal Employment or Occupation: Paraprofessional

Current Employer: Kake City School District

Employment History for the Past 5 years: Paraprofessional, Kake City School District

KTC Employment History: None

KTC Board Experience: Kake Tribal Corporation Board (2021-present); Gunnuck Construction Board (2025-present); Kake Tribal Fuel Board (2025-present); Kake Tribal Tourism Board (2025-present)

2025 Board Meeting Attendance: 92%

Other Directorships Held in the Past 5 years: None

Education: University of Alaska Southeast, Bachelor of Business Administration



CANDIDATE STATEMENT:

Where would you like to see our corporation in ten years?

In ten years, I would like to see Kake Tribal Corporation as a financially strong, diversified, and forward-thinking corporation that creates meaningful opportunities for shareholders while preserving the values and traditions that define us.

I envision a Corporation with thriving 8(a) companies, sustainable revenue streams, and investments that provide stable employment and increased benefits for shareholders. I would like to see major infrastructure improvements completed, including transportation and community projects that strengthen Kake's economy and improve quality of life.

I also hope to see Kake recognized as a destination for cultural and nature-based tourism, where visitors come to experience our unique Tlingit heritage, world-class wildlife, and the beauty of our island. Equally important, I want to see our lands and fisheries protected and restored so future generations can continue to enjoy and depend on these resources.

Most importantly, I want KTC to be known as an organization that invests in its people, supports education and cultural preservation, and makes decisions with future generations in mind. Success in ten years will be measured not only by financial strength, but by the opportunities we create and the legacy we leave behind.

INDEPENDENT CANDIDATE

BRITTANY N. BOOTH

Age: 28

Residence: Burns, Oregon

Principal Employment or Occupation: Peer Support Certified Recovery Mentor; Qualified Mental Health Associate

Current Employer: Symmetry Care, Inc.

Employment History for the Past 5 years: Peer Support Certified Recovery Mentor, Qualified Mental Health Associate, Symmetry Care, Inc.; Life Skills Coach, Independence Place Residential Facility; Closing Manager, Subway; Front of Store Manager, Grocery Outlet; Housekeeping/Laundry, Crystal Crane Hot Springs

KTC Employment History: None

KTC Board Experience: None

Other Directorships Held in the Past 5 years: None



CANDIDATE STATEMENT:

I believe it is time for our younger generation to step-up, learn from our current leaders, and gain a stronger understanding of how to help lead our Tribal Corporation. My background in the mental health field as a Peer Support Specialist, Certified Recovery Mentor, and Qualified Mental Health Associate has taught me the importance of listening, confidentiality, advocacy, accountability, and meeting people where they are.

If elected, I will give my full effort, attention, commitment to learning more about Kake Tribal Corporation, our shareholders, and the responsibilities of serving on the Board of Directors. My goal is to work together with fellow board members and shareholders to help keep our corporation strong for future generations.

I believe transparency, communication, and respect are important parts of leadership. I will work to keep an open line of communication so shareholders feel heard & valued when sharing their thoughts, ideas, and concerns. I look forward to learning, building connections, and working toward solutions that are in the best interest of our corporation,, while honoring the leaders & elders who came before us.

INDEPENDENT CANDIDATE

SIMON HENRY FRIDAY

Age: 26

Residence: Juneau, Alaska

Principal Employment or Occupation: Financial Professional

Current Employer: New York Life Insurance Company

Employment History for the Past 5 years: Financial Professional, New York Life Insurance Company; Behavioral Health Aide, Alaska Native Tribal Health Consortium; Shellfish Gardens Expansion Supervisor, Organized Village of Kake

KTC Employment History: None

KTC Board Experience: None

Other Directorships Held in the Past 5 years: National Congress of American Indians, Youth Commission

Education: University of Alaska Fairbanks, Bachelor of Arts



CANDIDATE STATEMENT:

I am a first-generation college student, and I received my BA in Psychology in 2022. I have been in the workforce for almost ten years and throughout that time I have worked in a variety of fields: tourism, customer service, behavioral health, natural resources, grant management, and most recently finance. Each role has refined my communication and problem-solving skills which I believe are cornerstones to being effective. My current role in finance is what I think will provide the most benefit to KTC. I am learning about how the financial world works more broadly as well as specific areas like institutional investing that I can engage in, enabling me to share my expertise to help generate funds for KTC. For my vision or what I would like to achieve, that is centered around creating opportunities for our shareholders and inspiring change. Job creation is important and will always be a goal, but I would like to focus on our youth by developing a career preparedness program that can give them insight into what different professions would require of them and the skills they need to develop. By giving them a vision of the future it makes the future more inspiring.

INDEPENDENT CANDIDATE

KELLY ANN KADAKE

Age: 40

Residence: Kake, Alaska

Principal Employment or Occupation: Tribal Court Administrator

Current Employer: Organized Village of Kake

Employment History for the Past 5 years: Tribal Court Administrator, Organized Village of Kake; Executive Assistant, BOSS Inc.

KTC Employment History: None

KTC Board Experience: None

Other Directorships Held in the Past 5 years: None

Education: University of Alaska Fairbanks, Emergency Medical Technician I Certification



CANDIDATE STATEMENT:

If elected, my primary goals will be to: 1) Review and maintain current programs and divisions to ensure stability and efficiency. 2) Identify opportunities for growth within each department to better serve our shareholders. 3) Pursue strategic investments that have been thoroughly researched and critically evaluated to ensure long-term fiscal responsibility. My experience as an Airport Manager in Prudhoe Bay has provided me with a wealth of experience in operating, maintaining, and growing an organization in a highly competitive market. A vital responsibility of my previous role was ensuring strict compliance with Company, State, and Federal rules and regulations. This required managing physical and structural changes, passing onsite inspections, and maintaining regular communication with regulatory offices. I helped secure lucrative project contracts; through rigorous research and persistence, I was able to significantly reduce my operating budget. I was the youngest Airport Manager within my company, serving in the most sought-after location. I earned that position through hard work, integrity, dedication, and versatility. I have strengthened those skills throughout the years and will bring them to this board position. I would like to achieve ongoing transparent communication and updates with KTC members, and to show a measurable growth within KTC projects.

CONTINUING BOARD DIRECTORS

TERMS EXPIRING IN 2027



HENRICH KADAKE, SR.

Age: 82

Residence: Kake, Alaska

Principal Employment or Occupation: Retired

Current Employer: None

Employment History for the Past 5 years: None

KTC Employment History: None

KTC Board Experience: Kake Tribal Corporation Board (1983-present); Kake Tribal Tourism Board (2020-2025)

2025 Board Meeting Attendance: 92%

Other Directorships Held in the Past 5 years: Kake Tribal Heritage Foundation (2025-present); Northern Southeast Regional Aquaculture Association, Board of Directors (2018-2026)



SHANE PADGETT

Age: 40

Residence: Kake, Alaska

Principal Employment or Occupation: Trust/Realty and Tribal Historic Preservation Officer

Current Employer: Organized Village of Kake

Employment History for the Past 5 years: Trust/Realty and Tribal Historic Preservation Officer, Organized Village of Kake; Maintenance, Kake City Schools

KTC Employment History: None

KTC Board Experience: Kake Tribal Corporation Board (2021-present); Kwaan RB Construction Board (2021-present); Kuiu Construction Board (2025-2026); Kake Tribal Tourism Board (2022-2026); Kake Tribal Fuel Board (2022-2026);

2025 Board Meeting Attendance: 100%

Other Directorships Held in the Past 5 years: None



MICHAEL NANNAUCK

Age: 60

Residence: Bothell, Washington

Principal Employment or Occupation: Union Ironworker

Current Employer: Local 86

Employment History for the Past 5 years: General Foreman, The Erection Company; General Foreman, Skanska Construction Co.; General Foreman, Apex Steel

KTC Employment History: Various Positions (Choker, Setter, Rigging Slinger, Hook Tender), Kake Tribal Logging (1984-1989)

KTC Board Experience: Kake Tribal Corporation Board (2024-present); Gunnuck Construction Board (2025-present); Kuiu Construction Board (2025-present)

2025 Board Meeting Attendance: 100%

Other Directorships Held in the Past 5 years: One Step at a Time Board of Trusted Servants (2024-present)

CONTINUING BOARD DIRECTORS

TERMS EXPIRING IN 2028



KAREN KADAKE

Age: 51

Residence: Kake, Alaska

Principal Employment or Occupation: None

Current Employer: None

Employment History for the Past 5 years: GED Coordinator Assistant, Organized Village of Kake; Kitchen Aide, Custodian/Maintenance, Teacher Aide, Kake Head Start; Manager, Kake Tribal Fuel.

KTC Employment History: Assistant Manager, Fuel Manager, Kake Tribal Fuel

KTC Board Experience: Kake Tribal Corporation Board (2022-present); Kake Tribal Tourism Board (2025-present); Kake Tribal Fuel Board (2023-2025); Kwaan Construction Board (2023-2025); Kwaan Bear IT Solutions Board (2023-2025)

2025 Board Meeting Attendance: 100%

Other Directorships Held in the Past 5 years: Kake Tribal Heritage Foundation (2025-present)



ROBERT D. MILLS

Age: 69

Residence: Kake, Alaska

Principal Employment or Occupation: Retired

Current Employer: None

Employment History for the Past 5 years: President & CEO, Kake Tribal Corporation

KTC Employment History: President & CEO, Kake Tribal Corporation (2013-2024)

KTC Board Experience: Kake Tribal Corporation Board (2001-present); Gunnuck Construction Board (2025-present); Kuiu Construction Board (2025-present)

2025 Board Meeting Attendance: 100%

Other Directorships Held in the Past 5 years: None



LORRAINE JACKSON

Age: 65

Residence: Kake, Alaska

Principal Employment or Occupation: Retired

Current Employer: None

Employment History for the Past 5 years: Senior Accountant, Goldbelt Heritage Foundation; Business Manager, Kake Tribal Corporation

KTC Employment History: Business Manager, Kake Tribal Corporation; Accountant, Kwaan Construction

KTC Board Experience: Board of Directors (2025-present; 2015-2016); Kwaan Consulting, LLC. (2017-2021); Kake Tribal Heritage Foundation (2016-2021)

2025 Board Meeting Attendance: 100%

Other Directorships Held in the Past 5 years: Kake Tribal Heritage Foundation (2025-present)

SUMMARY OF COMPENSATION

BOARD LEADERSHIP STRUCTURE

The Kake Tribal Corporation Board of Directors consists of nine members, including four board officers and two corporate officers. The KTC Board of Directors provides leadership and oversight for the corporation's operations and shareholder priorities. The current officers are: Henrich Kadake Sr., Chairman; Karen Kadake, Co-Chairman; Lorraine Jackson, Treasurer; Heather Davis, Secretary; Jeff Jackson, President; Michael Nannauck, Vice President.

BOARD COMPENSATION

During 2025, the Board periodically reviewed and adjusted director compensation, with the monthly stipend reaching \$3,000 by year-end. As a result, compensation rates varied during the year and were applied in accordance with the compensation structure in effect at the applicable time. Certain individual amounts may also reflect administrative adjustments related to the processing of director compensation during the year.

The monthly stipend covers participation in all regular and special board meetings, committee meetings, subsidiary board meetings, and other meetings attended as part of board service. The stipend is not based on attendance and is paid in lieu of individual meeting fees or hourly compensation for board-related activities.

Jeff Jackson* received additional compensation in connection with his service as a Board Director and KTC President. Total Board compensation paid in 2025 was \$335,233.

William Bean Jr.	Heather Davis	Jeff Jackson*	Lorraine Jackson	Henrich Kadake Sr.	Karen Kadake	Jacqueline Martin	Robert Mills	Michael Nannauck	Shane Padgett
\$27,539	\$27,539	\$115,000	\$6,000	\$28,000	\$27,077	\$21,462	\$27,077	\$27,539	\$28,000

SUMMARY OF COMPENSATION OF TOP FIVE WAGE EARNERS

Name	Position	Compensation
Alexander Marfo	Data Scientist, Kwaan Bear IT Solutions	\$246,750
Cecil Rotan	President, Kwaan Bear IT Solutions	\$246,431
Aaron Tilock	Chief Growth Officer, Kwaan Bear IT Solutions	\$243,506
Joseph Long	Senior Program Analyst, Kwaan Bear IT Solutions	\$242,050
Antonio Moreno	Operations Research Analyst, Kwaan Bear IT Solutions	\$232,965

TOTAL COMPENSATION

Total compensation paid to the top five wage earners, directors, and officers as a group for the year ended December 31, 2025, was \$1,546,935.

2025 COMMITTEES & ATTENDANCE

ATTENDANCE Policy

All Directors are expected to attend every special and regular meeting of the Board in person or by telephone. A Director may be excused from attending a special or regular meeting of the Board only with the permission of the Chairman of the Board or, in the case of the Chairman, the Co-Chairman of the Board. In 2025, the Board held twelve (12) regular board meetings.

BOARD COMMITTEES

The Kake Tribal Corporation Board of Directors had four (4) standing committees in 2025. The committees were as follows:

Annual Meeting: Plans and coordinates the organization's annual meeting, including agenda development and logistics. The committee held one (1) meeting in 2025.

Bylaws & Personnel: Ensures that the bylaws and corporate policies are in compliance with state and federal law. The committee held two (2) meetings in 2025.

Finance: Serves as an audit committee for the purpose of reviewing financial statements prepared by the independent auditors. The committee held twelve (12) meetings in 2025.

Land Use/Fisheries: Reviews and advises on land use and fisheries matters to support sustainable management and community interests. The committee held five (5) meetings in 2025.

Director	Percent of Board Meeting Attendance	Board Meetings Attended	Percent of Committee Meetings Attendance	Annual Meeting	Bylaws & Personnel	Finance	Land Use/Fisheries
William Bean Jr.	92%	11/12	88%	1/1	1/2		5/5
Heather Davis	100%	12/12	100%		2/2		
Jeff Jackson	92%	11/12	100%	1/1			
Lorraine Jackson ¹	100%	3/3	100%			3/3	
Henrich Kadake Sr. ²	92%	11/12	100%	1/1			1/1
Karen Kadake	100%	12/12	94%			12/12	4/5
Jacqueline Martin ³	100%	9/9	100%		2/2	9/9	
Robert Mills	100%	12/12	100%				5/5
Michael Nannauck	100%	12/12	100%			12/12	
Shane Padgett	100%	12/12	N/A				

¹Lorraine Jackson's board term began at the Annual Meeting of Shareholders held on November 1, 2025.

²As board chair, Henrich Kadake Sr. serves as the alternate committee member for each committee.

³Jacqueline Martin's board service ended at the Annual Meeting of Shareholders held on November 1, 2025.

OTHER BUSINESS

Proxy Solicitation

This solicitation is made on behalf of the Kake Tribal Corporation Board of Directors for use at the 53rd Annual Meeting of Shareholders. Proxy holders for this annual meeting are Robert Mills, Karen Kadake, and Michael Nannauck.

The proxy deadline for this Annual Meeting is Thursday, October 22, 2026, at 4:00 p.m. (Alaska Time). All paper proxies must be signed, dated, and delivered to the Inspector of Elections by this deadline. The online voting portal will close at the proxy deadline, and online voting will no longer be available.

Proxy Expenses

The expenses of this solicitation of proxies, including the cost of preparing, printing, and mailing this Notice of Meeting and Proxy Statement, will be paid by the Corporation. Candidates may also solicit proxies at their own expense. The Corporation may conduct, for the purpose of acquiring a quorum, supplemental solicitations by other forms of advertising, and direct solicitation by members of the Board of Directors, and/or volunteers unknown at this time.

The total amount estimated to be spent by the Corporation on the solicitation of proxies will be less than \$7,000. This estimate does not include salaries and wages of regular employees and officers of the Corporation or amounts the Corporation would normally spend on a solicitation for an election of directors.

Relationship with Independent Auditors

Altman & Rogers serves as Kake Tribal Corporation's independent certified public accounting firm. Professional services performed for 2025 by Altman & Rogers consisted of the annual audit of the Corporation's financial statements, preparation of the Corporation's income tax returns and consulting services related to accounting systems.

Altman & Rogers fees for auditing and consulting services constituted 100% of the total fees. Total fees for 2025 were approximately \$60,481. Management knows of no disagreement with the independent accountants in connection with the audit conducted in 2025.

Financial Statements

In addition to this proxy statement, this proxy packet includes the company's audited financial statements for the year ended December 31, 2025.

ONLINE VOTING INSTRUCTIONS

Voting Online

To access your online proxy, visit <https://kakevote.com>.

You will need your Personal Identification Number (PIN), which is uniquely assigned to you and can be found on your proxy materials.

If you need assistance with your online voting PIN, please contact the Inspector of Elections, Hutchings & Associates, at (907) 563-2727 ext. 1 or info@ha-ak.cpa.

Once you reach the online voting site:

- Enter your PIN and select “Login” to access your proxy.
- Follow the onscreen instructions to complete and submit your proxy.
- Review your selections carefully before submitting.

You may return to the online proxy system and change your proxy as often as you wish before the proxy deadline of **Thursday, October 22, 2026**, at 4:00 p.m. (Alaska Time).

If you previously submitted an online proxy, the system will display your most recent voting selections and provide you with the option to keep your existing proxy or revoke it and submit a new one.





Kake
Tribal
Corporation