



CAPE FOX CORPORATION

CARES & BENEFITS

R E P O R T

2025



GROW | ADVANCE | ACHIEVE | INNOVATE

The background features a large, faint watermark of the Cape Fox logo, which consists of two stylized fox heads facing each other within a circular border containing the text "CAPE FOX".

Our **CORE** principle is fostering growth through **LEARNING**, driving company **SUCCESS**.

Team Cape Fox exemplifies this shared mission, with every member contributing to our achievements through **UNITY, SUPPORT, and DEDICATION**.

*Chris Luchtefeld
Chief Executive Officer
Cape Fox Corporation*



Dear Team,

The past year was extraordinary for everyone, filled with challenges but also many moments of joy. Our strong culture and sense of community were the constants that helped us achieve numerous successes throughout the year. CFC, built on tradition, culture, community, and family, remains committed to these values while also welcoming innovation, creativity, and strategic foresight.

The year 2025 brought numerous highlights for CFC, including business accolades, increased community investments, and more employment opportunities. New federal contract opportunities emerged, and our tourism sector continued to grow, expanding into digital space with new websites and online services. For instance, the Cape Fox Cultural Foundation launched a new website that allows online donations, added a QR code feature, and implemented a Round-Up campaign at the Lodge and our restaurants.

CFC was established on the foundational principles of tradition, culture, community, and family. Last year, the company strategically expanded these pillars to include innovation, creativity, and strategy as part of its mission and approach toward CFC's future. While our culture remains the core of our organization and our relationship with shareholders, we aim to continue educating about our culture and traditions, while also broadening our services and capabilities. CFC is acknowledged as an industry leader in healthcare, technology, hospitality and tourism, construction services, facilities management, and event management and marketing. In 2025, we further developed and expanded our community through collaborative efforts.

CFC's mission is to provide employment opportunities, financial support, and land management for our shareholders. The Corporation continued to successfully meet its mission and goals. CFC works hard to provide for our shareholders, employees, customers, and communities. Throughout our years in business, what sets CFC apart most is Cape Fox Cares.

Gunalcheesh!

Clifford Blair
President
Board of Directors
Cape Fox Corporation

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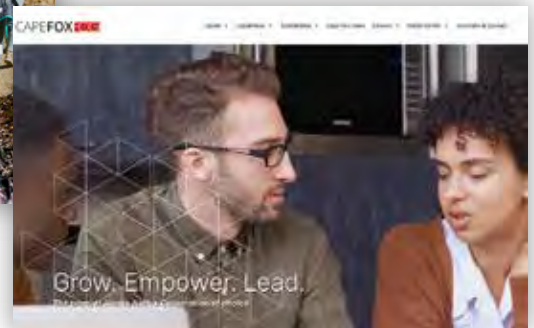
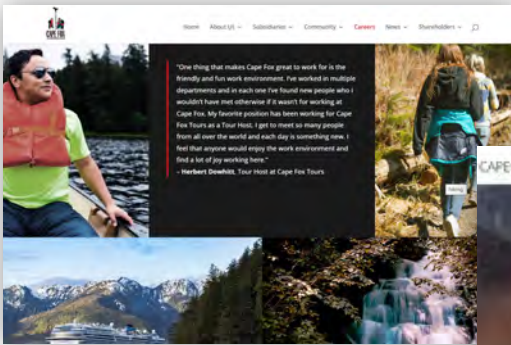
Employment

Working at Cape Fox Corporation (CFC) means joining a team passionate about making a difference. CFC has established itself as an industry leader in federal contracting, hospitality, and tourism. As a top employer in Southeast Alaska and with U.S. federal agencies, CFC offers numerous roles and opportunities. In addition to full-time and part-time positions, CFC hires seasonal workers who help make our tourism season award-winning every year. Our goal is to provide tourists and visitors with exceptional experiences when they visit Ketchikan, Alaska, and that begins with having an outstanding team. CFC also continues to staff positions for federal government contracts. Both our commercial and federal sectors have helped us expand employment opportunities, increase expertise, enhance capabilities, and strengthen the CFC brand. We remain committed to providing jobs for our shareholders and implementing additional recruitment initiatives.

EMPLOYMENT	2025 EMPLOYEE NUMBERS	2024 EMPLOYEE NUMBERS
Commercial Employees in Alaska Total	420	396
Federal Employees in Alaska Total	2	25
Shared Services Alaska Employees Total	12	13
Alaska Natives Employed	126	139
Shareholders Employed	41	44

CAPE FOX WEBSITES
 CapeFoxCORP.com
 CapeFoxFCG.com

CAPE FOX WEBSITE CAREER PAGES
 CapeFoxCORP.com/careers/
 CapeFoxFCG.com/careers.shtml



126

Cape Fox Commercial Group employed 126 Alaska Natives during the 2025 tourist season to help in the operation of six local CFC companies.



GROW | ADVANCE | ACHIEVE | INNOVATE



Cape Fox Corporation strives to **SUPPORT** our **SHAREHOLDERS** and their families by looking for current and future leaders. providing full-time and seasonal **EMPLOYMENT** opportunities.



CAPE FOX
SHAREHOLDER

TINÁA TRUST



Since 2019

EUGENE TROUT SCHOLARSHIP

Nine recipients were granted scholarships from the Eugene Trout Scholarship program totaling \$33,958 during the 2025-2026 academic year to help further their education.

Education


Fostering our youth has been a long-standing mission of CFC. We do this through educational opportunities that help future generations. CFC looks for ways to mentor, inspire, and connect future generations to greater success through education. One way we encourage our youth is through the Cape Fox Shareholder Tináa Trust (“Trust”) Eugene Trout Scholarship (ETS) Program, which awards scholarships to students for higher education. The ETS Program is open to Trust beneficiaries and their lineal descendants. The ETS Program awards academic scholarships for undergraduate, graduate, and vocational studies at accredited colleges or universities.

EUGENE TROUT SCHOLARSHIP RECIPIENTS	STUDY PROGRAMS / SCHOOLS
Sean Guthrie	Associate of Arts Degree School: University of Alaska Southeast
Karen Elliott	Leadership for Leadership School: University of Washington
Randy Estrin	Master of Business Admin. and Financial Analytics School: Bentley University
Meta Mulder	Wildlife Conservation of Biology School: University of Alaska Fairbanks
Elissa Nieshe	Nursing School: University of Alaska Anchorage
Savannah Nieshe	Master of Social Work School: WA Univ. in St. Louis Brown School
Elizabeth Maixner	Voc-Tech: Real Estate Helena Association of Realtors
Bryan Perez	Voc-Tech: Diesel + Heavy Equipment School: Bates Technical College
Stephanie Selerup	Speech-Language Pathology Assistant School: University of Alaska Anchorage



The Eugene Trout Scholarship Program, which is administered by the Cape Fox Shareholder Tináa Trust, awards academic scholarships for undergraduate, graduate, and vocational studies at accredited institutions. Each academic year the Eugene Trout Scholarship application is made available to any eligible Cape Fox shareholder and lineal descendants.





Helping our youth learn from **HISTORY** and **CULTURE** gives them a deeper understanding of themselves within the Tlingit way of life. Encouraging them to pursue a wide range of educational opportunities lays a **FOUNDATION** for their **SUCCESS** and that of the **COMMUNITY**.

Community

The Tlingit people deeply value family and community. As a Tlingit-owned organization, we believe that helping others within the community makes everyone stronger. Cape Fox Corporation (CFC) has embraced these core beliefs in its business practices. As CFC grows and succeeds, it has found more ways to give back through the Cape Fox Cares Program, established in 2019 to more effectively organize fundraising efforts. CFC is committed to supporting and strengthening local communities nationwide, wherever they operate; preserving Tlingit and CFC culture; educating youth; and supporting the military because **CAPE FOX CARES**. In 2025, CFC donated over \$18,406 to help friends, neighbors, and the broader community.

\$18.4k

In 2025, Cape Fox Corporation donated over \$18,406 to support our friends, neighbors, and community.

ORGANIZED EVENT FEATURES

YOUTH SPONSORSHIP

Ketchikan Traveling Scholars	Donation
Ketchikan Dribblers League	Donation - supported fees for four players and refs
Coats for Kids 2025	Community Support
Ketchikan High School	Class of 2026 Senior Carnival Bingo

COMMUNITY SUPPORT

Salvation Army Gateway	Community support for Easter 2025
Totem Restoration	Community support
Cape Fox Tours Community Meal Donation	Community support
City of Saxman/Salvation Army	Care packages for the homeless through the City of Saxman - rain jackets
Salvation Army Gateway	Donation for event sponsorship
Ketchikan Visitors Bureau	2 tickets for the Lumberjack Show & Crab Feast
Ketchikan Indian Community	Bedding and mattresses for KIC Warming Center
Ketchikan Area Arts and Humanities	Gift card to Ketchikan Area Arts & Humanities Council

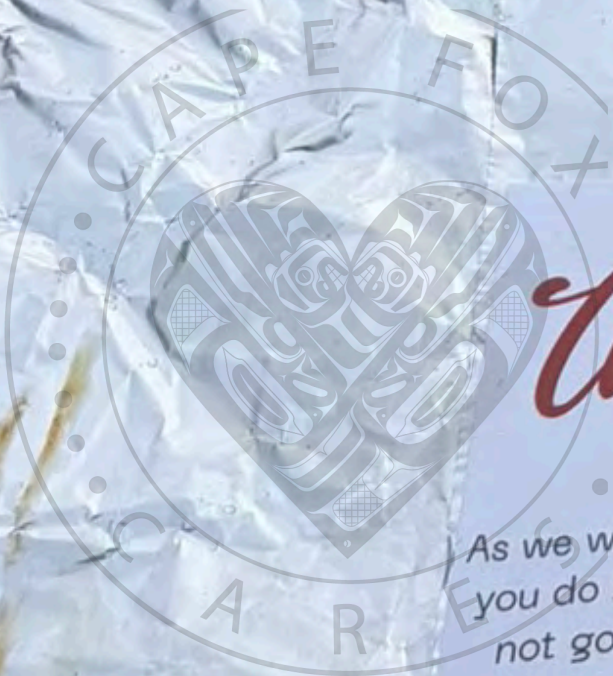
COMMUNITY EVENTS

Eagle Health Back-to-School Fundraiser	Eagle Health and Cape Fox Cares held a successful Back-to-School fundraiser. for local students at West Gate Elementary School in Manassas, Virginia
Cape Fox Cultural Foundation (CFCF) Open Workshops	CFCF hosted Open Workshops for the community to advance and learn cultural crafts and traditional Tlingit techniques
CFCF Preschool Paddle Workshop	Children's workshop at Houghtaling Elementary School
Maker's Market	March 2025, May 2025, and November 2025 – Cape Fox Lodge vendor event
Toys for Tots	Cape Fox FCG and Eagle Health sponsored their annual Toys for Tots Christmas drive



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Thank you

As we welcome the New Year, we want to thank you for all that you do for the community. Your dedication and hard work do not go unnoticed. We hope you enjoy this pasta made with Foraged & Found marinara sauce as a small token of our appreciation.

Wishing you a happy New Year.

Cape Fox Corporation (CFC) has always been mindful of our social responsibility. We strive to build a **STRONGER** community through our values, generosity, and the spirit of **CARING** and **GIVING**.



Economic Development

In 2025, Cape Fox Corporation (CFC) further enhanced its investment in tourism and commercial enterprises. We implemented new digital systems to advance the Cape Fox Commercial Group's operations by more effectively tracking costs and systematically accepting donations.

Renovations/Enhancements

Cape Fox Lodge (CFL) Tram reopened. On June 18, 2025, the tram was certified by Alaska State Inspectors as ready for operational use.

Updated menus offered lower prices and brought back more local favorites for Heen Kahidi and Eagles Nest.

CFL and its restaurants transitioned to Toast for its point-of-sale (POS) functions, enabling guests to pay at the table. The Village Store also switched its POS system from Clover to Toast.

Food delivery is now offered at Eagles Nest.

Cape Fox Tours (CFT) earned an Adventure Green Alaska certification for demonstrating compliance with its sustainable tourism practices. Adventure Green Alaska is the only sustainable tourism certification in the state of Alaska.

CFCF can now accept donations online through its new website or by scanning a QR code.

A mutual road use easement is being negotiated with AK Mental Health Trust (AMHT) to ensure access from the State Highway, Shelter Cove Road, to the Coon Cove Log Transfer Facility (LTF).

The AK State Historical Preservation Office (SHPO) required that CFC perform a "Grey Literature Study" of the George Inlet cannery history as part of the U.S. Corps. of Engineers Permit.

The 6- Big R bridges (a division of Contech Corporation) have arrived in Ketchikan and will be staged at Coon Cove and White River LTFs. One 16' x 70' bridge will be installed on Rainbow Creek. The other five bridges will be stored at the White River LTF and are awaiting funding for installation.

The NRCS has been working with CFC to bring all timber lands current with Pre-Commercial Thinning.

CFCF was delighted to announce a \$187K grant award from the American Indigenous Tourism Association (AITA) in partnership with the U.S. Forest Service. The grant award has allowed CFCF to work toward restoring Saxman Native Park, in particular, recreating the frog wall at Saxman Totem Park.



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Cape Fox Tours created a new website in 2025. This website promotes the tours offered, allowing people to sign up for a tour, and it showcases jobs and the sustainability program.

Digital Development

New CFT website created, www.capefoxtours.com.

New CFCF website created, www.capefox-cf.org.

Redesign of the CFL website, www.capefoxlodge.com.

A new "Round Up" campaign has been created to accept donations for the CFCF at Cape Fox Commercial Services gift shops, restaurants, and the CFL.

Several new CFC cultural videos were posted, including ones on fishing and sinew bead work.

The Career Paths video for the fifth episode has been posted.





Cape Fox Corporation was able to provide road improvement with the addition of two bridges through grants acquired in 2024.



Cape Fox Tours received the 2025 Adventure Green Alaska certificate from Travel Alaska, for practicing careful stewardship and working to sustain Alaska's natural and cultural resources.

Economic Development - Sustainability and Benefits

OUR FOUR PILLARS OF SUSTAINABILITY



ECONOMIC



CULTURAL



ENVIRONMENTAL



SOCIAL

For fifty years, CFC has been committed to advancing our Tlingit culture and supporting our shareholders from the Village of Saxman, Alaska. Our ancestors lived off the land and resources provided. As a company, we are committed to focusing your Alaska adventures on cultural tourism and sustainability with our Cape Fox Green Alaska (CFGA) Program. Through the CFGA Program, we have dedicated our tourism business to keeping Alaska true to its beauty, the culture and history of the land, the businesses that support our economy, and the natural environment around us, giving our tourists a true Alaska journey.

Sustainability Efforts

Utilizing propane vehicles more frequently to reduce emissions from diesel-run vehicles.

Encouraging employees to bike or walk to work. CFT offers one shuttle service in the morning and one in the afternoon when the local bus is not running, to help employees get to work.

CFT put a water dispenser in the village store to encourage guests and staff to use reusable water bottles. CFT also encouraged people to purchase a reusable water bottle.

Economic Benefits

The Cape Fox Corporation (CFC) established the Cape Fox Shareholder Tináa Trust ("Trust") in July 2019. The Trust offers significant tax-related benefits to shareholders and the Corporation. In 2025, in addition to educational benefits for our shareholders, the Trust also offered Bereavement Assistance and Dividend Distributions.

Cape Fox Shareholder Tináa Trust Benefits	Beneficiaries
Bereavement Assistance - \$18,000 Total	12 individuals received bereavement assistance
Spring 2025 Trust Dividend Distributions of \$10/Trust Unit	Trust Beneficiaries
Winter 2025 Trust Dividend Distributions of \$10/Trust Unit	Trust Beneficiaries
Corporate Benefits	Beneficiaries
Coverage of Principal Life Insurance Premiums	CFC Shareholders

CFC provided \$396,000 in Cape Fox Shareholder Tináa Trust distributions in 2025.



A close-up photograph of a person's hands carving a wooden handle. The person is using a carving knife with a wooden handle and a metal blade. The knife is positioned over a wooden block, and the person's fingers are carefully guiding the blade. Wood shavings are visible on the surface below the block. In the background, there is a circular logo with the text 'CAPE FOX' and 'CARRIES' around a central emblem.

Ensuring that our Tlingit **HERITAGE**
and **CUSTOMS** are passed down to
future generations is essential to the
sustained preservation of our history
while supporting the development
and **SERVICE** of our **COMMUNITIES**.

Health

At Cape Fox Corporation (CFC), health and wellness remain paramount. In the past year, we have continued to prioritize the well-being of our shareholders, employees, and customers through monthly health and wellness webinars accessible to all employees. This dedication has established CFC as a leader in healthcare services, providing comprehensive solutions. Our primary focus is on patient care within our medical services. We leverage our extensive network of medical service providers to offer innovative staffing solutions for medical support, program coordination, clinical research, behavioral health, occupational health, and other related services. Our healthcare support capabilities are highly valued by our federal government clients.



Cape Fox provided thousands of US Military Forces and their families with comprehensive medical, emergency room, and occupational health services.

Cape Fox Subsidiary and Contract	Services Provided
Cape Fox Federal Integrators – U.S. Air Force	Providing medical support and research
Concentric Methods (CM) – Defense Health Agency (DHA), the Medical Q-coded Series (MQS)	Providing medical support services
CM – National Institutes of Health (NIH) Scientific, Operations, and Administrative Resources (SOAR) (Subcontractor)	Providing medical support and research
CM – U.S. Citizenship and Immigration Services	Providing occupational health services
CM – NIH Professional, Scientific and Technical Support Services (Subcontractor)	Providing medical support services
CM – U.S. Postal Inspection Service	Providing occupational health services and physical fitness examinations
Cape Fox Endeavor – Environmental Protection Agency	Providing occupational health services
Cape Fox Facilities Services – U.S. Army Intelligence and Security Command	Mental health services
Eagle Health – U.S. Army (Ft. Stewart)	Providing emergency medicine and physical therapy services
Eagle Health – U.S. Air Force (Robins)	Providing medical administrative support
Eagle Health – NIH	Providing occupational health services
Eagle Health – U.S. Army	Providing ancillary support services
Eagle Health - Federal Deposit Insurance Corporation	Providing occupational health services
Eagle Health – U.S. Army	Providing emergency room nursing support services
Eagle Health: Department of Transportation Office of the Inspector General – Medical Service Physical Examinations	Providing medical services for conducting physical examinations.
Wolf Lake Services – Nuclear Regulatory Commission	Providing occupational health services

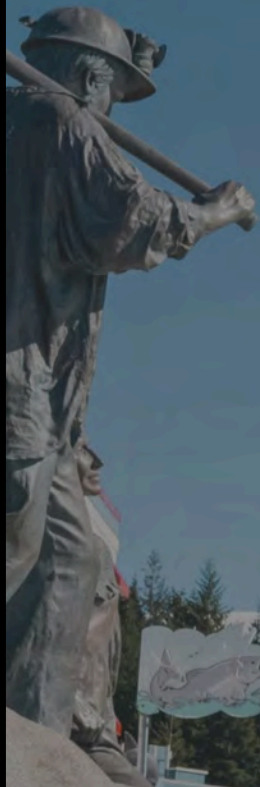




Cape Fox prioritizes **HEALTH** and **WELL-BEING**, recognizing them as essential elements for reaching our full **POTENTIAL** and making positive contributions to the **COMMUNITY**.



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