



Wîtaskêwin

Sharing Success - Shareholder Update
Winter 2025

President's Message



Zane Hansen
President & CEO

Financial Performance

The first three quarters of the 2024-2025 fiscal year marked an exceptionally successful period for gaming operations, thanks to the strong support of our players at our land-based casinos and PlayNow.

New Players Loyalty Club launched

SIGA revitalized and rebranded its loyalty program with the launch of SIGA Rewards in November 2024. This represents an evolution of SIGA's commitment to exceptional guest experiences and takes the familiar hospitality of SIGA Casinos to the next level for our loyal members.

A new SIGA Rewards app is also being developed and is another major project for us to further enhance our player experience and loyalty program.

2025 Saskatchewan Top Employer

The Saskatchewan Indian Gaming Authority (SIGA) is proud, **for a second consecutive year**, to be named a Saskatchewan Top Employer by Canada's Top 100 Employers. Now in its 20th year, Saskatchewan's Top Employers is a special designation that recognizes employers that lead their industries in offering exceptional places to work.

At SIGA, we're not just providing a job but meaningful careers our employees can take pride in. To be named as a Saskatchewan Top Employer shows we're being true to our guiding principles and providing an environment where employees feel supported in their career and personal goals.

We invest in our employees through robust learning and development and health and wellbeing programming and through advancement opportunities that enable our people to build careers.

SIGA continues to be a top First Nation employer, as 65% of employees are First Nation.

Casino Expansions

In the past year, we announced plans for two multimillion-dollar expansion projects at Northern Lights Casino and Dakota Dunes Casino. The projects will see significant enhancements to both properties. Northern Lights Casino will see a major interior and exterior refresh, with square footage of our gaming floor nearly doubling to 31,000 square feet, and enhanced food and beverage areas. Dakota Dunes Casino will see major expansion to its Smoking Room area, adding 12,000 square feet to our gaming floor, improved HVAC systems, a new high limit table game area, and new food and beverage spaces. These capital investments will ensure that SIGA Casinos remain top entertainment destinations in Saskatchewan.

In closing, I would like to thank the Board, Management, and our employees for their commitment to the strong performance and growth of SIGA over the past year. Together, we are working towards a bright future for our people.

Regards,

Zane Hansen
President and CEO, SIGA



SASKATCHEWAN'S
TOP EMPLOYERS



Northern Lights Casino 31,000 square foot expansion



NORTHERN LIGHTS CASINO
Prince Albert

(An expansion to Northern Lights Casino in Prince Albert was announced in August, which will add 31,000 square feet to the existing property.)

SIGA unveiled plans on August 28, 2024, for a multimillion-dollar expansion project of Northern Lights Casino in Prince Albert, increasing the current gaming floor square footage and making major changes to the interior and exterior of the casino.

Construction for the expansion began in September and will take up to two years, with the completion date set in 2026. The expansion is a partnership with Peter Ballantyne Cree Nation.

The expansion will add 31,000 square feet to Northern Lights Casino. A rendering of what the completed project is expected to look like is above, provided by aodbt.



Expansion plans focus on adding square footage in high traffic areas of the casino including an enhanced front entrance to the casino, increasing the square footage of the main gaming floor areas including a high limits slots space, expanded Smoking Room and enhancement to the food and beverage areas including the kitchen, sports bar and restaurant areas, and a new combined deli and floor bar area.

“Northern Lights Casino, in terms of number of visitors to the casino, is one of our busiest, out of seven casinos in the province,” said President and CEO Zane Hansen. “We realize that the casino has outgrown its current operational footprint, and the time has come for an expansion. This expansion will increase the casino’s capacity to better serve our customers and the City of Prince Albert, the region, and entire province will enjoy this enhanced tourism destination and benefit from the increased economic activity the expanded casino will bring.”

Dakota Dunes Casino will see new smoking room, more gaming space



(The 12,000 square foot expansion at Dakota Dunes Casino will include more space on the gaming floor, new food and beverage spaces and a new high limit table game area. It was announced in October, 2024. A rendering of the expected finished product is provided by aodbt.)

The Saskatchewan Indian Gaming Authority unveiled plans for an expansion to its existing Dakota Dunes Casino property on October 18, 2024. The expansion is adding 12,000 square feet to gaming floor footage, with plans to also build new food and beverage spaces and a new high limit table game area.

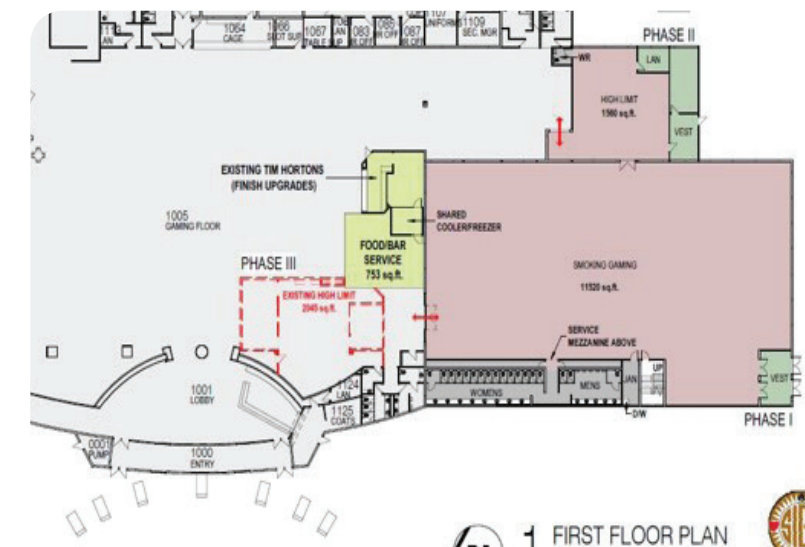
The Smoking Room at DDC will be bigger and have more than 300 slot machines for SIGA patrons to enjoy. It’ll have a state-of-the-art ventilation system to keep the room flush with fresh air. The construction of the DDC expansion is expected to last about 14 months.

“This expansion of the Dakota Dunes Casino will be timely as we construct the Dakota Dunes Thermal Spa on the resort side of the property,” said Whitecap Dakota Nation Chief Darcy Bear at the expansion announcement held at Dakota Dunes Casino. The spa was announced by Whitecap in July 2024. “All of these enhancements will only further increase the number of visitors and position the property as the premier destination resort in the province.”

SIGA Casinos revitalized

Keeping SIGA Casinos updated and refreshed is an integral part to remaining premier entertainment destinations.

All SIGA Casinos are receiving upgrades and refreshments, such as new carpeting throughout the properties.



(Dakota Dunes Casino will see an expansion on the southeast side.)

Human Resources



- ◇ 1597 Employees
- ◇ 65% First Nation
- ◇ 50% Gender Parity
- ◇ Workforce Planning
- ◇ Sask Top Employer



- ◇ Competitive Total Rewards
- ◇ Learning & Development Investment
- ◇ Recognition Program
- ◇ New HR & Finance system



- ◇ Focus on health, safety and wellbeing
- ◇ Return of FN Cultural Events
- ◇ High Employee Engagement

***As of Dec. 31, 2024.**

SIGA Careers & Summer Student Program

SIGA provides great career and summer student opportunities at our Central Office and seven casinos. We attend several career fairs annually to engage with potential candidates and increase awareness about SIGA careers and student programming. In Q3, over 1900 applications were received to the 90 roles posted. SIGA continues to showcase employee testimonials.

View these inspiring stories on SIGA's social media pages. Apply to join our team at [SIGA.CA/CAREERS](https://www.sigacareers.com).

SIGA Christmas Gift

In the spirit of Pimâcihowin and being an Employer of Choice, eligible full-time employees received \$300 from SIGA as a Christmas Gift on December 6, 2024.

SIGA Health, Safety & Wellbeing Updates

In 2024, WorkSafe Saskatchewan recognized SIGA for the Safe Employer Award. SIGA continues to raise the bar with various health, safety, and wellbeing programs and provides training options to employees such as: First Aid/CPR-C, Naloxone training, De-Escalation/Handcuff, safeTalk and ASIST training.

Health Fairs including Flu Shot clinics which were organized in the fall. Ongoing Health & Wellbeing support is being provided with the return of 4 H&W Coordinator positions.

Project Ohpikiwin

SIGA is close to launching their new Enterprise Resource Planning (ERP) system, Oracle Fusion.



Oracle Fusion will have two phases:

- Phase 1 (Human Resources & Finance) is expected to launch in Q4.
- Phase 2 (Finance & Procurement) is launching on April 1, 2025.

This transformative system will support SIGA's future growth through upgraded Human Resources and Finance Systems which will help employees with day-to-day work tasks.

It will also simplify and streamline current processes to give SIGA easier ways of working and better information about our business.



[Above: Jarvis Pelletier, VP IT & Gaming Systems and Shauna Fourhorns, Talent Acquisition Specialist, attend the USask Computer Science Career Fair on January 15, 2025]

[Below: Janelle McGillis, Casino Shift Manager at Gold Horse Casino, pictured during testimonial video campaign.]



SIGA Rewards launches



Loyalty Marketing: A Quarter to Celebrate!

As SIGA wraps up 2024, we celebrate the remarkable achievements of Loyalty Marketing from October to December. The launch of SIGA Rewards on October 1 transformed guest engagement, with 36,593 members exchanging their cards and 2,449 merchandise items awarded.

Our new Tier Credit System, where every \$5 wagered earns 1 tier credit, is already driving consistent play and increased visits. To celebrate the launch, we hosted 14 live gaming floor entertainment acts and offered 50% off SIGA Burgers from October 1 to 6, selling 2,354 burgers — Dakota Dunes led with 487 sold, and Living Sky followed closely with 452.

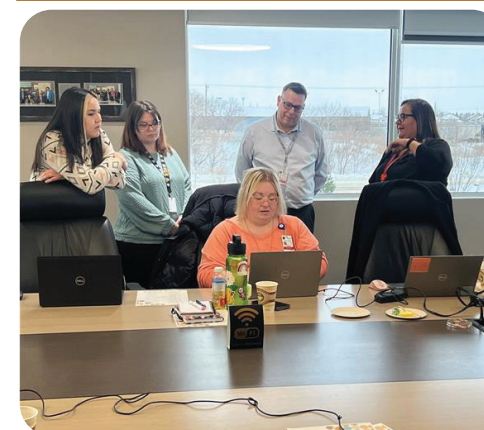
The \$250K Level Up promotion, our largest cash event to date, saw over 30,441 guests swipe more than 67,000 times to enter between October 1 and November 19.

October and November delivered incredible results, with 6 out of 10 top Gross Gaming Revenue (GGR) days, 8 out of 10 top Carded Coin-in days, and 7 out of 10 top visit days year-to-date fiscal 2024–2025.

Santa Rewards brought holiday cheer in December, awarding over \$175,000 in prizes across all SIGA Casinos. Additionally, we transitioned our loyalty mailout to digital due to the postal strike, successfully delivering offers like 2x points from December 25 to 30—a shift that will define our future communications. New Year's Eve ended the year with quick draws, entertainment, and vibrant celebrations at all sites.

This quarter also included key anniversaries: Bear Claw and Painted Hand turned 28, Gold Horse celebrated six years, and Living Sky marked its Sweet 16. Seven VIP Christmas Suppers were hosted, delighting members with exclusive dining experiences, and our partnership with Norwegian Cruise Lines added a special touch with cruise vouchers.

With SIGA Rewards off to a strong start, record-breaking promotions, and unforgettable events, Q4 showcased the incredible dedication and creativity of our team. Thank you for making this quarter one to remember. Here's to a rewarding 2025!



The first phase of the **Customer Experience Enhancement Program (CEEP)** training marked an exciting and collaborative kickoff at SIGA's Central Office. Representatives from all casino sites came together to officially launch this initiative, setting the stage for a transformative approach to enhancing customer experiences. The official launch date for CEEP is set for April 1.

During the meeting, we worked together to identify and share best practices, focusing on how to provide exceptional customer service that creates lasting memories for our valued guests. This collaboration sparked innovative ideas and strategies tailored to the unique needs of each site, reinforcing our commitment to delivering high-quality, memorable experiences.

As a key takeaway, all sites received the CEEP Annual Planning Template, a vital tool to guide their preparation for the next phase of training. This template provides a framework for fiscal year planning, emphasizing core initiatives such as gaming floor entertainment, decor, promotional merchandise, and special enhancements. Phase Two of CEEP training is scheduled for early February, where we will build on the foundation established in this session. Together, we are setting the course for a successful rollout of the CEEP program in the coming fiscal year, ensuring alignment, innovation, and guest satisfaction across all SIGA properties.

Corporate Social Responsibility

Responsible Gambling Awareness Week was held November 21 - 30, 2024. During the week, SIGA's Responsible Gaming (RG) team conducted player surveys about their knowledge of SIGA's RG Program and had a total of 411 responses. It was the second RG Awareness Week held in 2024, the first being held in May.



(Responsible Gaming Specialist Chantilly Lace Dillon during a RG Week visit to Dakota Dunes Casino.)

All SIGA Casinos were visited during the November RG Awareness Week. This additional RG Awareness Week provided more feedback and responses from our patrons for use for future RG Program developments.

The SIGA RG Team continues to promote Responsible Gaming to our players and staff through regular site visits. During these visits, the team reviews RG collaterals, connects with players and our employees through educational activities (Player Events) and maintaining RG Check accreditation standards.



(A \$100K cheque is presented to Ronald McDonald House by NLC for the Miles to Go Campaign.)



(A \$50K contribution from SIGA for the 'VIDO and SIGA One Health Fellowship for Aspiring Indigenous Students.')



(SIGA was a proud sponsor of the 2024 Tony Cote First Nations Summer Games.)



(Living Sky Casino contributes \$1000 to the Swift Current SPCA Radiothon.)

SIGA.CA/SPONSORSHIP

\$1.89M reinvested to communities in 2024-2025. We're game-changers.

Long Service Awards



2024 Employee Long-Service Awards

5 YEARS

Irfan Ajmal
Whitney Allison
Nancy An
Kelly Arcand
Anel Botonjic
Cody Dyck
Shelby Falloon
Nathan Fowler
Akhirul Islam
Lindsay RedGun
Jason Smith
Joelle Sparvier

Central Office
Central Office
Central Office
Central Office
Central Office
Central Office
Central Office
Central Office
Central Office
Central Office
Central Office
Central Office

Jackson Albert
Stephanie Chakita
Shannon Paddy
Derek Scribe
Lesley Brooks
Anita Cross
Kimberley Davis
Galyn Delorme
Rochil Hifarva
Kevin Kahpeaysewat
Kelsey Kennedy
Nicholas Kenyon
Merek Lewis
Dennise Parke
Darryl Quinney

Gold Eagle Casino
Gold Eagle Casino
Gold Eagle Casino
Gold Eagle Casino
Gold Horse Casino
Gold Horse Casino
Gold Horse Casino
Gold Horse Casino
Gold Horse Casino
Gold Horse Casino
Gold Horse Casino
Gold Horse Casino
Gold Horse Casino
Gold Horse Casino
Gold Horse Casino

Ornan Rivera
Amy Santos
Juanita Semaganis
Richard Wainman
Ashley Beatty
Tanis Buffalo
Kevin Ledoux
Sheyenne Nelson
Darnell Sutherland
Denise McKay
Angel Littlechief
Margaret Marion
Shaye Dube-Ironstand

Gold Horse Casino
Gold Horse Casino
Gold Horse Casino
Living Sky Casino
Northern Lights Casino
Northern Lights Casino
Northern Lights Casino
Northern Lights Casino
Northern Lights Casino
Painted Hand Casino
Painted Hand Casino
Painted Hand Casino
Painted Hand Casino
Painted Hand Casino

10 YEARS

Darrell Cote
Shane Fluney
Daniel Morin
Maxim Okemaysim
Jarvis Pelletier
Jay Smith
Shannon Spence
Joey Fourhorns
Rodney Checkosis

Bear Claw Casino
Central Office
Central Office
Central Office
Central Office
Central Office
Central Office
Dakota Dunes Casino
Gold Eagle Casino

Leroy Fox
Brittany Scherman
Shelby Villeneuve
Dawn Weenie
Tyson Deranger
Melissa Moosomin
Leonard Astadan
Alex Cabatit
Nanette Estabrooks
Cheryl Johnson
Tammy Kraus

Gold Eagle Casino
Gold Eagle Casino
Gold Eagle Casino
Gold Eagle Casino
Gold Horse Casino
Gold Horse Casino
Living Sky Casino
Living Sky Casino
Living Sky Casino
Living Sky Casino
Living Sky Casino

Joselito Munsayac
Rayleen Baldhead
Jennifer Bear
Philip Little
Branden Renkas
Jerome Exner
Lindsey Witzko
Michael Delowski

Living Sky Casino
Northern Lights Casino
Northern Lights Casino
Northern Lights Casino
Northern Lights Casino
Painted Hand Casino
Painted Hand Casino
Painted Hand Casino

15 YEARS

Danielle Dennis
Eldon Wharran
Kevin Doucette
Crystal Gibson
Brandy Holmstrom
Thy Prak
Timothy Prosser

Bear Claw Casino
Bear Claw Casino
Central Office
Central Office
Central Office
Central Office
Central Office

Lyndon Scott
Wesley Schedlosky
Tyrone Gardypie
Dana Martell
Jeffery Porter
Galen Thompson
Julie Funk
Jordan Langen
Roberto Lantican
Bradley Paul

Central Office
Dakota Dunes Casino
Dakota Dunes Casino
Dakota Dunes Casino
Gold Eagle Casino
Gold Horse Casino
Living Sky Casino
Living Sky Casino
Living Sky Casino
Living Sky Casino

Ashley Peterson
Glenna Switzer
Melissa Burns
Alicia Desbiens
Devon St.Denis
Megan Whitehead
Christopher Popoff
Wilfred Pachal

Living Sky Casino
Living Sky Casino
Northern Lights Casino
Northern Lights Casino
Northern Lights Casino
Northern Lights Casino
Painted Hand Casino
Painted Hand Casino

20 YEARS

Geoff Cole
Tricia Brass

Central Office
Dakota Dunes Casino

Susan Daigneault
Dolly Hounsell

Northern Lights Casino
Northern Lights Casino

25 YEARS

Cyril Bone
Lillian Denton
James Thunder
Tracy Blacksioux Arcand
David Head

Bear Claw Casino
Central Office
Central Office
Northern Lights Casino
Northern Lights Casino

Beverly McKay
Sheila Preston
Norma Hanson
Sonny Houle
Roberta Cote

Northern Lights Casino
Northern Lights Casino
Painted Hand Casino
Painted Hand Casino
Painted Hand Casino

SIGA in Your Community



[Bear Claw Casino & Hotel volunteers help out at the White Bear Education Complex for SIGA Day of Sharing.]



[Northern Lights Casino kitchen staff pose for a photo on Orange Shirt Day.]



[Painted Hand Casino volunteers pose for a pic at the PHC Community BBQ.]



[Volunteers provide the Gold Eagle Casino Community BBQ with good food and company.]



[Volunteers from Dakota Dunes Casino at Saskatoon Food Bank.]



[Volunteers at Living Sky Casino's Community BBQ.]



[Gold Horse Casino volunteers outside of Residents in Recover pose for a photo.]



[Central Office staff wear ribbon skirts and shirts for Ribbon Skirt Day 2025.]