



Wîtaskêwin

Sharing Success - Shareholder Update

Winter 2026

President's Message

Financial Performance

The opening three quarters of the 2025-26 fiscal year delivered exceptional gaming operations performance, fueled by sustained player activity at our land-based casinos and PlayNow.

Marketing and Digital Strategy

SIGA revitalized and rebranded its loyalty program with the launch of SIGA Rewards in November 2024.

Back in May 2025, members of the SIGA Rewards Loyalty team attended the Loyalty360 Awards. Despite being less than seven months old at the time of nominations, our program was recognized alongside global brands such as American Eagle Outfitters, Bank of America, and Lowe's. SIGA Rewards proudly took home Silver in Employee Engagement & Impact, earned an Honourable Mention for New Loyalty Program Launch, and was awarded Best in Class for Program Vision 2025.

As of December 2025, SIGA is No. 1 when it comes to loyalty in Canada.

2026 Saskatchewan Top Employer

The Saskatchewan Indian Gaming Authority (SIGA) is proud, for a third consecutive year, to be named a Saskatchewan Top Employer by Canada's Top 100 Employers. Now in its 21st 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.

As a leading First Nations employer, SIGA continues to create jobs and provide opportunities for First Nations people.

Casino Expansions

In 2024, we announced two multimillion-dollar expansion projects at Northern Lights Casino and Dakota Dunes Casino. In December 2025, we held a ribbon cutting ceremony and officially completed Phase 1 of the Dakota Dunes Casino expansion, which included a major expansion to the Smoking Room area, adding 11,500 square feet to our gaming floor. Phase 1 for Northern Lights Casino will be complete in Spring 2026, featuring a new gaming floor, a new main entrance, new warehouse and a new smoking room. 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



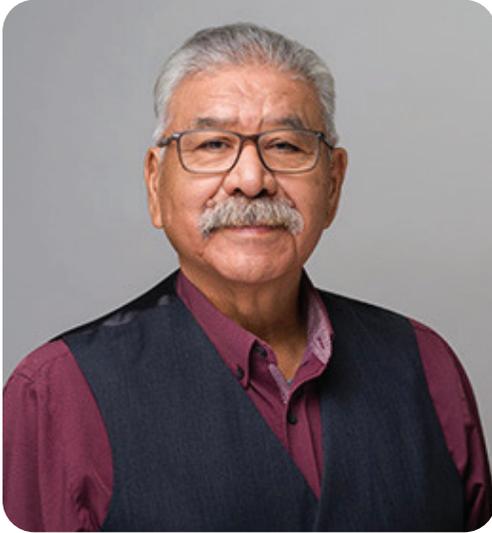
Zane Hansen
President & CEO



**SASKATCHEWAN'S
TOP EMPLOYERS**



New SIGA Board Elder Harry Francis



In October 2025, SIGA was proud to welcome Elder Harry Francis as SIGA's new Board Elder. Francis is a respected Elder and member of the Piapot First Nation and Knowledge Keeper for the File Hills Qu'Appelle Tribal Council area. A fluent Plains Cree speaker who also speaks Michif fluently and communicates effectively in the Saulteaux language, Francis has been working with Leading Thunderbird Lodge Youth Treatment Centre for nearly 13 years, as an Elder, cultural advisor, and in supporting the Lodge's equine therapy program.

Through traditional teachings of his grandparents (the last of the free-roaming people), Francis provides foundational cultural and historical knowledge to treatment centre programming, as well as facilitating pipe, sweat lodge, rain dance, and many other ceremonial practices and traditional teachings.

A Certified Addictions Counsellor with extensive training in trauma and grief counselling, Francis bridges Indigenous and Western therapeutic approaches through his specialized workshops on navigating alongside modern health science perspectives. He specializes in crisis management, residential school trauma, suicide prevention, and more in both Western and Indigenous therapeutic methodologies.

SIGA is honoured to have Elder Francis join the board, where his wisdom and expertise will help guide the organization forward.

SIGA Casinos Mark 29 Years of Success

Three SIGA casinos marked a significant milestone in 2025, celebrating 29 years of bringing entertainment and economic opportunities to communities across the province.

The anniversary celebrations honour a remarkable journey that began in Fall 1996. Gold Eagle Casino in North Battleford opened its doors first in September, followed by Bear Claw Casino near Carlyle, which reopened under SIGA management in November. Painted Hand Casino in Yorkton completed the trio when it opened in December that same year.



[Painted Hand Casino group photo.]

Over nearly three decades, these three casinos have become cornerstones of their respective communities, providing not only entertainment but also employment opportunities and economic benefits to the region. The casinos have grown alongside Saskatchewan's gaming industry, adapting to changing times while maintaining their commitment to exceptional customer service.

As these pioneering locations approach their 30th anniversary in 2026, they continue to serve as a testament to SIGA's success and its positive impact on Saskatchewan communities.

Phase 1 of the Dakota Dunes Casino Expansion Completed



[Photo: Ribbon cutting ceremony for phase 1 completion held at Dakota Dunes Casino. From left to right: Saskatoon Tribal Council Chief Mark Arcand, Whitecap Dakota Nation Chief Darcy Bear, Whitecap Dakota Nation Knowledge Keeper Sheldon Buffalo, SIGA President and CEO Zane Hansen, and DDC General Manager Charles Ryder.]

On December 18, 2025, SIGA held a ribbon-cutting ceremony at Dakota Dunes Casino to celebrate the Phase 1 expansion completion of the casino. Phase 1 included a newly expanded smoking room with a state-of-the-art HVAC system, additional slot machines and 11,500 square feet of added gaming floor space.

The ribbon-cutting ceremony was attended by dignitaries and key stakeholders, who officially opened the space and toured the expansion. Later that afternoon, Diamond SIGA Rewards members were given exclusive access for the first two hours through a VIP preview organized by the Marketing team. Following this, the expansion opened to the general public. Excitement was clear, with long lineups forming as guests eagerly waited to experience the new space.

In Spring 2026, the next phase is expected to be completed expanding the High Limit Room table game area at the casino, and in Summer 2026, plans for a new food and beverage area, with a newly refreshed Tim Hortons, Deli and Bar and Teppanyaki-style noodle bar.

“This expansion of the Dakota Dunes Casino is timely as we construct the Dakota Dunes Thermal Spa on the resort side of the property,” said Whitecap Dakota Nation Chief Darcy Bear. “All of these enhancements will only further increase the number of visitors and position the property as the premier destination resort in the province.”

Northern Lights Casino Expansion

In August 2024, SIGA announced that Northern Lights Casino would also receive a refresh. Phase 1 of the 31,000 square foot expansion includes a new gaming floor, a new main entrance, new warehouse and a new Smoking Room. Phase 1 is scheduled to be completed by Spring 2026. The overall project completion date is Spring 2027.



[Conceptual building drawing of the new Northern Lights Casino exterior provided by aodbt.]

Human Resources



- 1,717 Employees
- 64% 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
- Health Fairs & Flu Clinics at All Locations
- Safe Employer Award

SIGA Careers and Student Programming

SIGA offers diverse career opportunities alongside robust student programming designed to develop future talent. Through co-op placements, summer student roles and work placements, SIGA provides hands-on learning that supports career growth and skill development. To maintain strong employer branding and attract top candidates, SIGA actively participates in recruitment events across Saskatchewan, engaging with communities and educational institutions to showcase our commitment to workforce development and inclusion. These initiatives ensure SIGA remains a top employer while building sustainable talent pipelines for the future.

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, eligible full-time employees received \$300 and eligible part-time employees received \$150 from SIGA as a Christmas gift on Dec. 5, 2025.

Employee Testimonials

We're excited to share that our first round of the 2026 Employee Testimonial Campaign will be released in February. These stories showcase the experiences and perspectives of our team members, highlighting what makes our culture and values unique.

Testimonials provide authentic insights into the employee experience, strengthen our employer brand, and demonstrate our commitment to transparency and engagement.

SIGA's Project Ohpikiwin (New ERP System) reaches major milestone!

SIGA successfully processed its first employee payroll using Oracle Fusion on Jan. 2, 2026, marking a significant milestone in Project Ohpikiwin, the organization's new Enterprise Resource Planning system, Oracle Fusion. The achievement represents a major step in modernizing operations and supporting future growth through upgraded Human Resources and Finance systems.

With several modules remaining, SIGA plans continued rollout in the coming months. Automated integration for pension and benefits will improve accuracy and reduce manual processes. A new performance management application, available mid-2026, will help employees set goals and enable check-ins with managers for SIGA's 2027 merit adjustment cycle. A learning application will support talent management, compliance tracking and career paths. An HR helpdesk application will provide AI-driven support to analyze inquiries and propose solutions, improving employee satisfaction.

***As of Dec. 31, 2025.**



(Andrew Straightnose-Hanson attending a recruitment event in 2025.)

“ My favourite part about working with SIGA is that we are one big, huge family. We all get along great, and we make a great team.

—Farrah Stevenson
Food and Beverage Supervisor, Painted Hand Casino

Marketing



[Marketing staff at Dakota Dunes Casino.]

Player Boutique is an exciting new promotional tool that SIGA will be leveraging through the Elite Bonusing Suite Engine provided by Light & Wonder. This innovative solution gives patrons the opportunity to earn and claim prizes directly from their slot machines, without having to leave their seat, with prizes delivered straight to their doorstep within days.

What This Means for Guests:

- Claim eligible prizes without leaving their slot machine
- No lineups or visits to Guest Services for prize redemption
- Prizes delivered directly to their home within days

Planning and initiation for Player Boutique began as early as August, when Marketing Cloud Technologists and leadership had preliminary discussions focused on rollout strategy and technical readiness. This early work was critical in ensuring a smooth and successful implementation.

From there, the Loyalty Team worked diligently to understand and configure the back-end requirements needed to set up promotions, while the Market Insights Team focused on lab testing and gaining a deep understanding of the tool. At the same time, Marketing Operations managed internal communication and coordinated training to ensure alignment across teams and sites.

The first phase of training took place on Nov. 27, 2025 with an online alignment session involving Marketing, site leadership and each site's elected Subject Matter Experts. On-site training and testing officially launched on Dec. 15, 2025 at Gold Eagle Casino. The team is looking forward to continuing testing at all SIGA casino sites in the new year and further leveraging Player Boutique to enhance the guest experience across our properties.

Player Development Program – SIGA Roadshow

In Fall 2025, SIGA's Central Office Marketing Team travelled more than 2,100 kilometres to meet with teams across our casino properties and introduce the new Player Development Program. Crystal Thibodeau and Nolan Trach met directly with site leadership and front-line employees to share the vision behind the program and reinforce SIGA's commitment to investing in our people and the exceptional guest experience we are known for.

The roadshow focused on open, honest conversations about how the Player Development Program supports casino teams by strengthening player relationships, onboarding new employees and building new skill sets, all without changing the culture of service that already sets SIGA apart. These discussions clarified how the program fits within existing operations while enhancing consistency, confidence and long-term player engagement.

The visits generated strong engagement and valuable feedback from teams at every location. Staff members appreciated the opportunity to learn about the program directly and contribute their insights. The enthusiasm and collaboration seen throughout the roadshow highlighted the importance of listening, involving teams early and building programs together.

The Player Development Program Roadshow marked an important step forward as SIGA continues to evolve its approach to loyalty and guest experience across all properties.

Corporate Social Responsibility

SIGA's Responsible Gambling Awareness Week was held Nov. 17-27, 2025. 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 642 responses, which is a 35 per cent increase compared to last year. This was the second year SIGA held its fall RG Awareness Week in addition to the Spring RG Awareness Week held every May.



[Responsible Gaming Specialist Chantilly Lace Dillon during a RG Week visit to Painted Hand Casino.]

The RG team also had a successful run for RG Check accreditation in 2025. RG Check accreditation is a responsible gaming program developed by the Responsible Gaming Council, an independent non-profit organization that is recognized internationally for advancing responsible gambling standards. RG Check serves as a gold standard, ensuring that operators have the highest degree of player safeguards in place. In 2025, Painted Hand Casino, Gold Horse Casino, Living Sky Casino and Bear Claw Casino went through RG Check, with each site receiving excellent scores of over 80 per cent. In 2026, Northern Lights Casino, Dakota Dunes Casino and Gold Eagle Casino will go through RG Check. The RG Check accreditation process takes place every three years.

Community Relations

Between Nov. 10, 2025, and Dec. 5, 2025, SIGA held its annual **SIGA-Wide Food Drive**.

With 36 food banks in Saskatchewan and an average of 55,000 visits per month in 2025, the need has never been greater. During the food drive, SIGA employees donated thousands of pounds of much-needed food items that went to assist families in our communities.

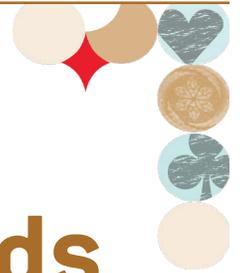


SIGA.CA/SPONSORSHIP

\$1.89M reinvested to communities in 2025-2026 through our **Community Investment Program**.



2025 Employee Long-Service Awards



5 YEARS

Russ Lonethunder
Edward McArthur
Alanna Adamko

Bear Claw Casino
Bear Claw Casino
Central Office

Cecilia Royal
Brooke Wehrhahn
Alvin Tourangeau

Dakota Dunes Casino
Gold Horse Casino
Painted Hand Casino

10 YEARS

Kristle McArthur
Mary Bone
James Denton
Lynda Flett
Leanne Martin
Carlylse Shkabara
Callia Stoyka
Gregory Tootoosis
Amanda Walker
Ariel Lathlin
Kyu Byung Chae
Charlene Eagleshield
Leslie Gallivan

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

Whitney Whitecalf
Donna Holt
Janice Ermine
Anthony Keewatin
Mercedes Lacerte
Breanne Little
Mary Naytowhow
Heather Sanderson
Eunice Wuttunee
Susan Allary
Reghu Puthuparambil
-Anirudhan

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

15 YEARS

Teresa Haupstein
Shelly Gail Knelsen
Adam Laliberte
Devon Anderson
Norman Arcand
Virginia Jobb
Michelle Atcheynum
Phyllis Blackmur

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

Nicole Thompson
Mary Gonzales-Loveranes
Joevy Orola-Perrera
Caleb Ahenakew
Mona Burridge
Daniel Key
Aaron Wilson

Gold Horse Casino
Living Sky Casino
Living Sky Casino
Northern Lights Casino

20 YEARS

David Poitras
Zane Hansen
Dawn Maier
Bettie Paley
Effrem Okemow

Bear Claw Casino
Central Office
Central Office
Central Office
Gold Eagle Casino

Harris Sutherland
Garth Burns
Courtney Cook
Millicent Linklater
Travis Whitehead

Gold Eagle Casino
Northern Lights Casino
Northern Lights Casino
Northern Lights Casino
Northern Lights Casino

25 YEARS

Dion Louison
Peggy Slykhuis
Shane Adams

Bear Claw Casino
Bear Claw Casino
Gold Eagle Casino

Kim Foulds
Jonathan Creeley
Shirley Kohut

Gold Eagle Casino
Painted Hand Casino
Painted Hand Casino

SIGA in Your Community



(Northern Lights Casino volunteers donate presents at the Herb Bassett Home in Prince Albert.)



(Bear Claw Casino & Hotel volunteers drop off turkeys to the Carlyle & District Food Bank.)



(Central Office Directors volunteer at the Friendship Inn in Saskatoon.)



(Living Sky Casino volunteers at Community BBQ.)



(Volunteers from Dakota Dunes Casino at Charles Red Hawk Elementary Schools Community BBQ.)



(Gold Horse Casino volunteers at the SPARK Foundation Youth Centre on SIGA Day of Sharing.)



(Painted Hand Casino volunteers at 4 Directions/YTCCFS on SIGA Day of Sharing.)



(Gold Eagle Casino volunteers at the Battlefords District Food and Resource Centre on SIGA Day of Sharing.)