ᒪᓕᒐᓕᕆᔨᒃᑯᑦ ᓄᓇᕗᑦ ᒐᕙᒪᖓ

ᐊᑭᑮᒪᒥᑦ ᐊᑭᓕᖅᑕᐅᕙᒃᑐᑦ

ᐊᑭᖓ ᐊᑦᖑᒨᖅᓯᐅᑎ

ᐅᓂᒃᑳᓕᐊᖅ

2025

ᐱᓕᕆᐊᖑᓯᒪᔪᓄᑦ ᑐᓴᖅᑕᐅᔪᒃᓴᑦ

ᓄᓇᕗᒻᒥ ᐃᖅᑲᓇᐃᔭᖅᑐᓕᕆᔨᒃᑯᑦ ᒪᓕᒃᑕᐅᕙᒃᑐᓂ ᐱᖁᔭᖏᑦ ("ᐱᖁᔭᖅ") ᐊᑐᐊᒐᖓᑦ ᐃᖅᑲᓇᐃᔭᖅᑐᓕᕆᓂᐅᕗᖅ ᑕᐃᑲᓂ ᐅᑭᐅᖅᑕᖅᑐᒥᑦ ᒪᓕᒐᕐᓂᑦ ᐊᐅᓚᑕᐅᕙᒃᑐᓂ. ᐱᖁᔭᖏᑦ ᐃᓕᓴᖅᓯᓯᒪᕗᖅ ᐊᑭᑭᓛᒥᑦ ᒪᓕᒃᑕᐅᖃᑦᑕᖅᑐᓂ ᐃᑲᔫᑎᓂ ᖃᓄᐃᑦᑑᓂᖏᓪᓗ ᐃᖅᑲᓇᐃᔮᖑᔪᑦ ᐃᖅᑲᓇᐃᔭᕐᕕᒋᔭᐅᒐᔪᒃᑐᓂ ᓄᓇᕗᒻᒥ, ᐃᓚᓕᐅᔾᔭᐅᓪᓗᑎᒃ ᐋᖅᑭᒃᑕᐅᓯᒪᔪᑦ ᑖᒃᑯᓇᓂ ᐊᑭᑭᓛᓂᒃ ᓄᓇᕗᒻᒥ. ᓄᓇᕗᒻᒥ ᐊᑭᑭᓛᒥ ᑮᓇᐅᔾᔭᒃᓴᖅᑐᑦ ᐱᓇᔪᖃᑕᐅᔪᓐᓇᕐᒥᔪᑦ ᑲᓇᑕᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᓴᓇᔪᓂᒃ ᓄᓇᕘᒥ, *ᑲᓇᑕᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ* ᓇᓗᓇᐃᒃᑯᑕᖅ ᐅᖃᖅᓯᒪᖕᒪᑦ ᑲᓇᑕᒥ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐊᑭᓕᖅᑕᐅᕆᐊᖃᕐᓂᖏᓐᓂᒃ ᐊᑭᑐᓂᖅᓴᒥᒃ ᑲᓇᑕᒥ ᐊᑭᑭᓛᖓᑦ ᐊᑭᓕᖅᓱᖅᑕᐅᔪᑦ ᐅᕝᕙᓘᓐᓃᑦ ᐊᑭᖓ ᑲᓇᑕᒥ ᐅᕝᕙᓘᓐᓃᑦ ᓄᓇᕘᒥ ᓴᓇᕝᕕᐅᕙᒃᑐᓂᒃ.

ᐊᑭᑭᓛᖓᑦ ᐊᑭᓕᖅᓲᔾᔭᐅᔪᕐᓕ ᐊᑦᑎᓛᑦᑎᐊᖑᓲᖅ ᐃᖅᑲᓇᐃᔭᕐᕕᐅᔫᑉ ᑮᓐᓇᐅᔾᔭᒃᓵᖑᑎᑕᖓ ᐃᑲᕐᕋᖅ ᐊᑕᐅᓯᕐᒧᑦ ᐊᑭᓕᖅᓲᑕᐅᓪᓗᓂ. ᐱᔾᔪᑎᓪᓚᕆᖓ ᐊᑭᖓ ᓴᐳᔾᔭᐅᑎᓪᓗᒋᑦ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᑲᑐᔾᔨᖃᑎᒌᖑᙱᑦᑐᑦ ᐃᓕᓐᓂᐊᖅᓯᒪᙱᑎᓪᓗᒋᑦ ᐃᖅᑲᓇᐃᔮᒥᓂᒃ. ᐊᑭᑭᓛᒥᑦ ᐊᑭᓕᖅᑕᐅᖃᑦᑕᖅᑐᑦ ᐊᑭᖓ ᕿᒥᕐᕈᔭᐅᔭᕆᐊᖃᖅᑐᖅ ᐊᓯᔾᔨᓚᐅᑲᕆᐊᖃᖃᑦᑕᖅᑎᓪᓗᒋᑦ ᐱᕙᓪᓕᐊᓂᕐᒧᑦ ᐊᒻᒪ/ᐅᕝᕙᓘᓐᓃᑦ ᐃᓄᐃᑦ ᖃᓄᐃᓕᖓᑎᓪᓗᒋᑦ. ᐊᑭᑭᓛᒥ ᐊᑭᓕᖅᓱᖅᑕᐅᔪᑦ ᓄᓇᕗᒻᒥ ᓇᓗᓇᐃᖅᑕᐅᓯᒪᔪᑦ ᐊᒡᒍᖅᓯᒪᓂᓕᒃ 12-ᒥ ᐱᖁᔭᕐᒥ ᑭᓯᐊᓂ ᖃᑯᒍᙳᕌᖓᑦ ᐋᖅᑭᒋᐊᖅᑕᐅᓲᖅ ᐱᖁᔭᖅ *ᑮᓇᐅᔭᓕᐊᑦ ᒪᓕᒋᐊᓕᒃᑯᑦ.*

2002-ᒥ, ᐱᖁᔭᖅ ᐋᖅᑭᒋᐊᖅᑕᐅᓚᐅᖅᓯᒪᕗᖅ ᐱᖁᓪᓗᒋᑦ ᒪᓕᒐᓕᕆᔨᒃᑯᓐᓄᑦ ᒥᓂᔅᑕ ᕿᒥᕐᕈᖁᓪᓗᒍ ᐊᑭᑭᓛᒥ ᑮᓇᐅᔾᔮᒥ ᐊᕐᖀᒍᓕᒫᒧᑦ ᐅᓂᒃᑲᐅᓯᕆᓗᒋᓪᓗ ᖃᓄᐃᓕᖓᓕᕐᓂᖏᑦ ᒪᓕᒐᓕᐅᕐᕕᖕᒧᑦ (ᐊᒡᒍᖅᓯᒪᓂᓕᒃ 12.1 ᐱᖁᔭᕐᒥ). ᑖᓐᓇ ᐅᓂᒃᑳᓕᐊᖅ ᐱᕙᒌᔭᖅᓯᒪᕗᖅ ᒪᓕᒃᑕᐅᓪᓗᑎᒃ ᐱᖁᔭᐅᓂᖏᑦ.

<u>ᓄᓇᕗᒻᒥᑦ ᐊᑭᑭᓖᒥᑦ ᐊᑭᓕᖅᑕᐅᖃᑦᑕᖅᑐᑦ ᐊᑭᖏᑦ</u>

ᐱᒋᐊᖅᓱᒍ ᑎᓯᐱᓇ 31, 2025, ᐊᑭᑭᓖᒥᑦ ᐊᑭᓕᖅᑕᐅᖃᑦᑕᖅᑐᑦ ᐊᑭᖓ ᓄᓇᕗᒻᒥ **$19.75-ᖑᓚᐅᖅᐳᖅ ᐃᑲᕐᕋᖅ ᐊᑕᐅᓯᕐᒧᑦ**.

<u>ᕿᒥᕐᕈᔭᐅᓂᖓ ᐊᑭᑭᓖᒥᑦ ᐊᑭᓕᖅᑕᐅᖃᑦᑕᖅᑐᑦ ᐊᑭᖏᑦ</u>

ᖃᐅᔨᓴᖅᑕᐅᔪᑦ ᐊᒻᒪ ᐅᓄᖅᓯᒋᐊᖅᑐᑦ 2025−ᒥ

ᓄᓇᕘᑉ ᐊᑭᑭᓖᒥᑦ ᐊᑭᓕᖅᑕᐅᖃᑦᑕᖅᑐᑦ ᐊᑭᖏᑦ ᐋᖅᑭᒋᐊᖅᑕᐅᓚᐅᖅᐳᑦ ᐱᒋᐊᖅᓱᓂ **ᓯᑎᐱᓇ 1, 2025**, ᐊᑭᑦᑐᓇᐊᖅᑎᓪᓗᒍ $19.00-ᒥᑦ $19.75-ᒧᑦ ᐃᑲᕐᕋᒧᑦ.

ᐅᓄᖅᓯᒋᐊᖅᑕᐅᓂᖓ ᓯᕗᓪᓕᖅᐹᖑᓚᐅᖅᐳᖅ ᐋᖅᑭᒋᐊᖅᑕᐅᓚᐅᖅᑎᓪᓗᒍ *ᑮᓇᐅᔾᔭᒃᓴᓄᑦ ᐊᑐᐊᒐᑦ* ᐄᐳᓗ 2025−ᒥ ᐊᑐᓕᖅᑎᑦᑎᓗᑎᒃ ᐊᕐᕌᒍᓕᒫᒧᑦ ᐋᖅᑭᒋᐊᖅᑕᐅᓯᒪᔪᒥᒃ ᐋᖅᑭᒃᑕᐅᓯᒪᔪᒥᒃ ᐋᖅᑭᒋᐊᖅᑕᐅᖁᓪᓗᒍ ᐊᑭᑭᓖᒥᒃ ᐊᑭᓕᖅᑕᐅᕙᒃᑐᑦ ᐊᑭᖏᑦ ᐊᕐᕌᒍᑕᒫᑦ ᓯᑎᐱᓇ 1−ᖑᓕᕌᖓᑦ. ᐊᑐᖅᑕᐅᕙᒃᑐᖅ ᐋᖅᑭᒃᓯᒪᓕᖅᑎᑦᑎᕗᖅ ᓄᑖᒥᒃ ᐊᑭᑭᓖᒥᒃ ᐊᑭᓕᖅᑕᐅᕙᖕᓂᕐᒧᑦ ᖃᔅᓯᐅᓂᓇᔭᖕᖓᓂᒃ ᐊᑐᖅᑐᖃᖅᓱᓂ ᐊᓯᔾᔨᕐᓂᓇᔭᐅᔪᓂᒃ ᖃᐅᑕᒫᑦ ᐃᓚᒌᖕᓄᑦ ᐊᑭᒋᓇᔭᙳᐊᖅᑕᖏᓐᓂ ᐃᖅᑲᓗᖕᓂ ᐊᖏᖑᓕᒫᒧᓪᓗ ᐃᑲᕐᕋᒧᑦ ᐊᑭᓕᖅᑕᐅᕙᒃᑐᓂ (ᐃᓚᐅᙱᖅᓱᓂ ᐃᖅᑲᓇᐃᔭᕐᓇᐅᙱᑦᑐᒃᑯᑦ ᐃᖅᑲᓇᐃᔭᕐᓂᖅ) ᓄᓇᕗᒻᒥ ᐊᕐᕌᒎᓚᐅᖅᑐᒥᑦ. ᑕᒪᕐᒥᒃ ᑎᑎᕋᖅᓯᒪᔪᑦ ᖃᐅᔨᓴᖅᑕᐅᓂᑯᐃᑦ ᓴᖅᑭᑕᐅᔫᑦ ᐊᕐᕌᒍᑕᒫᑦ ᑲᓇᑕᒥ ᑭᒡᓕᓯᓂᐊᖅᑎᒃᑯᓐᓄᑦ:

<u>ᓈᓴᐅᑏᑦ ᓈᓴᐅᓯᓇᔾᔪᑎᑦ ᐊᑭᑭᓖᒥᑦ ᐊᑭᓕᖅᑕᐅᖃᑦᑕᖅᑐᑦ ᐊᑭᖏᓐᓂᑦ:</u>

- ᐊᕐᕌᒍᓕᒫᒧᑦ ᐃᑲᕐᕋᒧᑦ ᑮᓇᐅᔭᓕᐊᑦ 2024−ᒧᑦ = $39.66
- ᐊᕐᕌᒍᓕᒫᒧᑦ ᐃᑲᕐᕋᒧᑦ ᑮᓇᐅᔭᓕᐊᑦ 2023−ᒧᑦ = $37.30
- ᐃᖅᑲᓗᖕᓂᑦ ᓂᐅᕕᖃᑦᑕᖅᑐᑦ ᐊᑭᖏᑦ ᓇᓗᓇᐃᖅᓯᒪᔪᑦ, 2024−ᒥ 144.1-ᒧ.
- ᐃᖅᑲᓗᖕᓂᑦ ᓂᐅᕕᖃᑦᑕᖅᑐᑦ ᐊᑭᖏᑦ ᓇᓗᓇᐃᖅᓯᒪᔪᑦ, 2023−ᒥ 141.9-ᒧ.
- ᐊᑭᑭᓖᒥᑦ ᐊᑭᓕᖅᑕᐅᖃᑦᑕᖅᑐᑦ ᐱᒋᐊᓚᐅᖅᑐᑦ ᐋᒡᒌᓯ 31, 2025−ᒥᑦ = $19.00

ᐊᑭᑭᓖᒥᑦ ᐊᑭᓕᖅᑕᐅᖃᑦᑕᖅᑐᑦ ᐊᑭᖏᑦ ᐱᒋᐊᓚᐅᖅᑐᑦ ᓯᑎᐱᓇ 1, 2025−ᒥᑦ = $19.75

ᐋᖅᑭᒃᓯᒪᓂᖓ ᐅᑯᑎᒎᓇᖅ *ᑮᓇᐅᔾᔭᒃᓴᓄᑦ ᐊᑐᐊᒐᑦ ᐃᒪᐃᑦᑑᕗᖅ*:

$$AMW = \left[\left(\frac{AHW1}{2 \times AHW2}\right) + \left(\frac{CPI1}{2 \times CPI2}\right)\right] \times PMW$$

"AMW" ᐋᖅᑭᒋᐊᖅᓯᒪᔪᖅ ᐊᑭᑭᓛᖅ ᐊᑭᓕᖅᑕᐅᕙᒃᑐᖅ, ᖃᓂᓛᖑᓄᑦ ᓴᕕᕋᔭᖕᒧᑦ;

"AHW1" ᐊᕐᕌᒍᑕᓖᑦ ᐃᑲᕐᕋᒧᑦ ᑮᓇᐅᔭᓕᐊᖑᕙᒃᑐᖅ ᐊᕐᕌᒎᓴᖅᑐᒥ;

"AHW2" ᐊᕐᕌᒍᑕᓖᑦ ᐃᑲᕐᕋᒧᑦ ᑮᓇᐅᔭᓕᐊᖑᕙᒃᑐᖅ ᐅᓪᓗᖅᓯᐅᑎᒧᑦ ᐊᕐᕌᒍᒧᑦ ᓯᕗᓂᐊᒍᑦ ᐅᓪᓗᖅᓯᐅᑎᐅᑉ ᐊᕐᕌᒍᖓᓂ AHW1-ᒥ;

"CPI1" ᓂᐅᕕᖃᑦᑕᕐᑐᑦ ᐊᑭᖏᑦ ᐊᕐᕌᓂᐅᓚᐅᕐᑐᒥᑦ;

"CPI2" ᓂᐅᕕᖃᑦᑕᕐᑐᑦ ᐊᑭᖏᑦ ᐊᕐᕌᒍᒧᑦ ᑭᖑᓂᐊᒍᑦ ᐊᕐᕌᒍᒧᑦ CPI1;

"PMW" ᐊᑭᑭᓛᖑᔪᖅ ᑮᓇᐅᔾᔭᒃᓴᖅᑕᐅᕙᒃᑐᓂ ᐊᑐᓕᖅᑯᓂ ᐊᐅᒍᔅᑎ 31–ᒥ.

ᐊᑐᓕᖅᑎᑕᐅᓂᖓ ᐊᕐᕌᒍᑕᓖᑦ ᐋᖅᑭᒋᐊᖅᑕᐅᕙᒃᑐᖅ:

- ᐱᕕᖃᖅᑎᓪᓗᒋᑦ ᓄᓇᕗᒻᒥ ᐊᑭᑭᓛᒥᑦ ᐊᑭᓕᖅᑕᐅᖃᑦᑕᖅᑐᑦ ᐊᑭᖏᑦ ᐊᕐᕌᒍᑕᓖᖅ ᐊᓯᔾᔨᖃᑦᑕᖅᑐᓂ ᓄᓇᕗᒻᒥᑦ ᑮᓇᐅᔭᓕᐅᕋᓯᐊᕐᓂᕐᒧᑦ ᐊᒻᒪᓗ ᐃᖅᑲᓇᐃᔭᕐᓂᕐᒧᑦ;
- ᐊᑐᐃᓐᓇᐅᑎᑦᓯᓂᕐᒧᑦ ᒪᑭᑕᑎᑦᓯᐊᕐᓂᖓᓂ ᐊᒻᒪᓗ ᓇᓗᓇᙱᑦᓯᐊᖅᑐᒥᒃ ᓄᓇᕗᒻᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᑦᓯᔩᓄᑦ, ᐱᐅᓯᒋᐊᖅᑎᓪᓗᒋᑦ ᓇᒻᒥᓂᖃᖅᑎᑦ ᐱᔪᓐᓇᕐᓂᖃᔭᖏᑦ ᐸᕐᓇᐃᑎᓪᓗᒋᑦ ᐊᑭᑭᓛᒥ ᑮᓇᐅᔾᔭᒃᓵᖃᓯᐅᔪᑦ ᐋᖅᑭᒋᐊᖅᑕᐅᓗᑎᒃ ᐊᒻᒪᓗ ᐋᖅᑭᒋᐊᕐᓗᒋᑦ ᐊᑦᑐᐃᔾᔪᑕᐅᔪᑦ ᐊᑭᑭᓛᒥ ᑮᓇᐅᔾᔭᒃᓵᖃᓯᐅᔪᑦ ᐊᑭᑦᑐᓇᐊᖅᑎᓪᓗᒋᑦ, ᐊᕐᕌᒍᓕᓖᒧᑦ ᐊᑭᑦᑐᓇᐊᖅᑐᑦ ᒥᑭᓐᓂᖅᓴᐅᓂᐊᕐᒪᑕ ᑕᑯᓪᓗᒋᑦ ᐊᑐᓕᖅᑎᑕᐅᓚᐅᖅᑐᑦ ᖃᐅᔨᓴᖅᑕᐅᕐᔪᐊᓚᐅᖅᑎᓪᓗᒋᑦ;
- ᖃᐅᔨᓴᑦᓯᐊᕐᓂᖅ ᐃᖅᑲᓇᐃᔭᖅᐲᑦ ᑮᓇᐅᔭᓕᐅᖅᑐᑦ ᐊᑭᑭᓂᖅᐹᒥᒃ ᐃᑲᕐᕋᖅᓯᐅᖅᑐᑦ ᐱᖃᑦᑕᕋᓗᐊᕐᒪᖔᑕ, ᓂᕆᐅᒋᔭᐅᔪᓂᒃ ᐊᑭᓕᖅᑐᖅᑕᐅᓂᕐᒧᑦ ᐊᑭᑦᑐᓇᐊᕐᓂᐊᕆᐊᖏᑦ; ᐊᒻᒪᓗ
- ᐱᐅᓂᖅᓴᒃᑯᑦ ᐃᑲᔪᕐᓗᒋᑦ ᓄᓇᕗᒻᒥᐅᑦ ᐊᐅᓚᑦᑎᓯᓪᓗᒋᑦ ᐊᑭᑦᑐᓇᐊᖅᑐᓂᒃ ᐃᓅᓇᓯᐊᕐᓂᕐᒧᑦ ᐊᑭᖏᓐᓂᒃ ᓄᓇᕗᒻᒥ.

ᐋᖅᑭᒋᐊᖅᑕᐅᓚᐅᖅᑳᕋᑎᒃ, ᒪᓕᒐᓕᕆᔨᒃᑯᑦ ᕿᒥᕐᕈᖃᑦᑕᓚᐅᖅᐳᑦ ᐊᑭᑭᓛᒥᑦ ᑮᓇᐅᔾᔭᒃᓴᖅᑕᐅᕙᒃᑐᒥᑦ, ᐃᓚᖃᖅᖢᓂ ᖃᐅᔨᓴᕐᓂᕐᓂᑦ ᑎᑎᖅᑲᓂᑦ, ᖃᐅᔨᒋᐊᖅᐸᒃᖢᑎᒃ ᓇᕐᒥᓂᓕᕐᓂᑦ ᖃᐅᔨᓴᖅᐸᒃᖢᑎᓪᓗ, ᑭᖑᓂᐊᒍᓪᓗ ᐊᑭᑦᑐᓇᐊᖅᑕᐅᔪᒪᔪᓂᑦ ᒪᓕᒃᖢᑎᒃ ᖃᐅᔨᓴᐅᔪᓂᑦ. ᐱᔾᔪᑎᒃᓴᖅᑕᖃᑦᑎᐊᕐᓂᖓᓄᑦ ᕿᒥᕐᕈᓂᐊᕐᑐᓂ, ᐱᐊᓂᒃᑕᐅᖃᑦᑕᓚᐅᖅᐳᑦ ᐊᕐᕌᒍᑦ 3–ᓂᑦ 5–ᓄᑦ ᐊᓂᒍᕌᖕᒐᑕ (ᑕᑯᓗᒍ **ᑎᑎᖅᑲᖅᓯᒪᔪᑦ 2**). ᑕᒪᓐᓇ ᐱᓕᕆᓂᐅᔪᖅ ᓴᖅᑭᑎᑦᑎᓚᐅᖅᐳᖅ ᐊᖏᔪᒃᑲᓪᓚᖕᒥᒃ ᐅᓄᖅᓯᒋᐊᕐᓂᕐᓂᒃ ᓯᐊᒻᒪᒃᑎᖅᓯᒪᓪᓗᑎᒃ ᐊᑯᓂᐊᒍᒃ ᐊᓯᔾᔨᖅᑐᖃᙱᓐᖓᓂ ᐊᒻᒪᓗᑦᑕᐅᖅ ᐊᔾᔨᒌᙱᑦᑑᑎᓂᒃ ᐊᑐᖅᑕᐅᕙᒃᑐᓂᒃ ᐆᒃᑐᕋᐅᑎᓂᓪᓗ ᐊᑐᖅᑕᐅᕙᒃᑐᓂᒃ ᖃᓪᓚᙳᖅᐸᓕᐊᑎᓪᓗᒍ ᒐᕙᒪᓕᒫᓄᓪᓗ. ᑕᒪᓐᓇ ᑲᒪᒋᓂᐊᕐᓗᒍ, ᓄᓇᕗᑦ ᒐᕙᒪᖓ ᐊᑐᓕᓚᐅᖅᐳᖅ ᐊᑐᖅᑕᐅᕙᒃᑐᒥᒃ ᐃᓚᒋᐊᕈᑎᓄᑦ ᐊᓯᔾᔨᖅᓯᓂᕐᒧᑦ ᖃᔅᓯᑐᖅᑎᑕᐅᔪᓄᑦ ᐊᕐᕌᒍᑕᓖᑦ ᑐᙵᕕᖃᖅᑎᑕᐅᓪᓗᓂ ᐱᐅᓯᒋᐊᖅᑎᑦᑎᔪᒪᓂᕐᒧᑦ ᓇᓚᐅᑦᑖᖅᑕᐅᔪᓐᓇᕐᓂᕐᒥᒃ, ᐊᑯᓚᐃᑦᑕᕐᓂᓇᕙᒃᑕᖕᖓᓂᒃ, ᑕᑯᒃᓴᐅᑎᐊᕐᓂᖏᓐᓂᓪᓗ ᐋᖅᑭᒋᐊᖅᑕᐅᕙᒃᑐᑦ.

ᓂᐅᕕᖅᑕᖅᑐᑦ ᐊᑭᖏᑦ ᓇᓗᓇᐃᖅᓯᒪᔪᑦ: ᓂᐅᕕᖅᐸᒃᑐᓄᑦ ᐊᑭᖏᑦ ᓇᓗᓇᐃᖅᓯᒪᔪᑦ (“CPI”) ᐊᑐᖅᑕᖅᐳᑦ ᑭᓱᑐᐃᓐᓇᐃᑦ ᐊᑭᑐᖅᐸᓪᓕᐊᓂᖏᓐᓄᑦ. ᐊᓯᔾᔨᖅᑕᐅᖅᑕᕐᓂᖏᑦ ᒪᓕᒃᐳᑦ ᓂᐅᕕᖅᑕᖅᑐᑦ ᐊᑭᖏᑦ ᐃᓛᓐᓂᒃᑯᑦ. ᖃᐅᔨᓴᖅᑕᐅᔪᓄᑦ ᒪᓕᖅᑕᖅᐳᑦ ᑎᑎᖅᑲᖏᓐᓂᑦ ᐱᔾᐅᔾᔪᓇᐊᖅᑐᓂ ᐊᑭᖏᑦ ᐋᖅᑭᒃᑕᐅᖅᑕᖅᐳᑦ ᓂᐅᕕᖅᑕᖅᑐᑦ ᐊᑭᖏᑦ ᓇᓗᓇᐃᖅᑕᐅᓯᒪᔪᓂᑦ ᖃᐅᔨᓴᕐᓂᒃᑯᑦ. ᑲᓇᑕᒥ ᑮᓕᓯᓂᐊᖅᑎᒃᑯᑦ ᑲᑎᖅᓱᐃᓘᔾᔪᑦ ᐊᒻᒪ ᑎᑎᕋᖅᐸᓪᓕᐊᓘᔾᔪᑦ ᐊᑭᖏᓐᓂᒃ ᑎᑎᕋᖅᑕᐅᓯᒪᔪᓂᒃ ᑕᖅᑭᑕᒦᑦ. ᐳᓴᑎᖏᑦ ᐊᓯᔾᔨᖅᑕᐅᖅᑕᖅᐳᑦ ᐃᓛᓂᒃᑯᑦ ᑭᖑᓪᓕᕐᒥᑦ ᖃᐅᔨᒪᔭᐅᑎᓪᓗᒋᑦ ‘ᐊᑭᖏᑦ ᑭᓱᑐᐃᓐᓇᑦ ᐊᑭᑐᖅᐸᓪᓕᐊᓂᖏᑦ’ (ᐅᕝᕙᓘᓐᓃᑦ ‘ᐊᑭᖏᑦ ᑭᓱᑐᐃᓐᓇᑦ ᐊᑭᑭᓐᓂᖅᓴᐅᓕᖅᑎᓪᓗᒋᑦ’ ᐅᓄᖏᓐᓂᖅᓴᐅᓕᖅᑎᓪᓗᒋᑦ).

CPI ᖃᕆᑕᐅᔭᒃᑯᑦ ᑎᑎᕋᖅᓯᒪᔪᑦ ᓄᓇᕗᒻᒧᑦ ᐃᖃᓗᖕᓄᑐᐊᖅ ᑐᕌᖓᖕᒪᑦ, ᓄᓇᕘᓕᒫᒥ ᐆᒃᑐᕋᐅᑎᑕᖅᖏᓐᓂᖓᓄᑦ. ᐃᖃᓗᖕᓂ ᖃᕆᑕᐅᔭᒃᑯᑦ ᑎᑎᕋᖅᓯᒪᔪᑦ CPI–ᑯᓐᓄᑦ ᑕᑯᒃᓴᐅᑎᑦᑎᖅᒋᑐᐃᓐᓇᕆᐊᓕᒃ ᐊᑭᑐᖅᐸᓪᓕᐊᔪᓂᒃ ᐊᒻᒪ ᐃᓅᓇᓱᐊᕐᓂᕐᒧᑦ ᐊᓯᔾᔨᖅᑐᓄᑦ ᑕᒪᐃᓐᓂᒃ 25-ᖑᔪᓂᒃ ᓄᓇᓕᖕᓂ ᓄᓇᕗᒻᒥ. ᒪᓕᒡᓗᒍ ᑮᓕᓯᓂᐊᖅᑎᒃᑯᑦ ᑲᓇᑕᒥᑦ, ᓂᐅᕕᖅᐸᒃᑐᓄᑦ ᐊᑭᖏᑦ ᓇᓗᓇᐃᖅᓯᒪᔪᑦ ᐃᖃᓗᖕᓂᑦ ᐊᑭᑐᕆᐊᓚᐅᖅᓯᒪᕗᖅ 1.6%–ᒥ 2023–ᒥ 2024–ᒧᓄ. ᑖᓐᓇ ᐊᔾᔨᒋᙱᑉᐹ 2.4%–ᒥ ᐊᑭᑐᕆᐊᖅᓯᒪᓂᖓ ᑲᓇᑕᒥ ᓂᐅᕕᖅᐸᑦᑐᓄᑦ ᐊᑭᖏᑦ ᓇᓗᓇᐃᖅᓯᒪᔪᑦ ᑲᓇᑕᒥ ᑕᐃᑏᑦᓯᐊᖅ. **ᑎᑎᕋᖅᓯᒪᔪᑦ 3** ᐊᑖᓂ ᑕᑯᒃᓴᐅᑎᑦᑎᕗᖅ ᐊᕿᒍᓕᒫᒧᑦ ᓂᐅᕕᖅᐸᒃᑐᓄᑦ ᐊᑭᒋᓇᔭᙳᐊᖅᑕᖏᓐᓂ ᐃᖃᓗᖕᓂ 2005-ᒥ 2025-ᒧᑦ.

ᐃᑲᕋᒧᑦ ᑮᓇᐅᔭᓕᐊᖑᒐᔮᒃᑐᑦ: ᐃᑲᕋᒧᑦ ᑮᓇᐅᔾᔭᒃᔮᖑᒐᔮᒃᑐᑦ ("AHW") ᐆᒃᑐᕋᐅᑕᐅᕗᖅ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑭᐅᔪᓄᑦ, ᐃᓚᒋᔭᐅᓪᓗᐊᑕᖅᓱᓂ ᐆᒃᑐᕋᕐᓂᕐᒧᑦ ᑭᓱᑐᐃᓐᓇᐃᑦ ᐊᑭᑐᖅᐸᓪᓕᐊᓂᖏᓐᓄᑦ, ᐊᒻᒪᓗ ᐃᑲᔪᖅᑐᓂ ᖃᐅᔨᑎᑦᓯᓂᕐᒥᑦ ᐊᑭᐅᔪᓂᑦ ᐊᒻᒪᓗ ᒪᓕᒃᑕᐅᒋᐊᖅᑐᖅ ᐃᓅᓇᓱᐊᕐᓂᕐᒧᑦ. ᓈᓴᖅᑕᐅᕙᒃᐳᖅ ᐊᑭᓕᖅᓱᖅᑕᐅᓂᖏᓐᓄᑦ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐊᑭᓕᖅᓱᖅᑕᐅᕙᒃᑐᑦ ᐃᑲᕋᒧᑦ (ᓲᕐᓗ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐊᑭᓕᖅᓱᖅᑕᐅᙱᓪᓗᑎᒃ) ᐊᔾᔩᙱᑦᑐᓂ ᐱᓕᕆᕝᕕᒋᔭᐅᔪᓂ. ᑲᓇᑕᒥ ᑮᓕᓯᓂᐊᖅᑎᒃᑯᑦ ᑲᑎᖅᓱᐃᓘᔾᔪᑦ ᐊᒻᒪᓗ ᑎᑎᕋᖅᐸᓪᓕᐊᓘᔾᔪᑦ ᐃᑲᕋᒧᑦ ᑎᑎᕋᖅᑕᐅᓯᒪᔪᓂᒃ ᑕᖅᑭᑕᒦᑦ.

ᒪᓕᒐᓕᕆᔨᒃᑯᑦ ᐱᐊᓂᒃᓯᓂᐊᖅᐳᑦ ᓈᓴᐅᓯᕆᓂᕐᒥᒃ ᑭᖑᓪᓕᕐᒥ ᐊᑭᑐᕆᐊᖅᑕᐅᓲᖅᑐᒧᑦ ᐱᒋᐊᕐᓗᓂ ᓯᑎᐱᕆ 1, 2026–ᒥ, ᑐᙳᕕᖅᑎᑕᐅᓗᑎᒃ ᑎᑎᕋᖅᓯᒪᔪᑦ ᖃᐅᔨᓴᖅᑕᐅᓂᑯᐃᑦ ᓴᖅᑭᑕᐅᓂᑯᑦ ᑲᓇᑕᒥ ᑮᓕᓯᓂᐊᖅᑎᒃᑯᓐᓄᑦ 2026 ᐱᒋᐊᓕᕐᓵᖅᑎᓪᓗᒍ. ᑮᓇᐅᔾᔭᒃᓵᓄᑦ ᒪᓕᒡ ᒪᓕᒃᓱᒋᑦ, ᒥᓂᔅᑕ ᑐᓴᖅᑎᑦᑎᔭᕆᐊᖃᖅᐳᖅ ᐊᑐᕈᓐᓇᖅᑐᒥᒃ ᐊᑭᑮᒥᒃ ᐊᑭᓕᖅᑕᐅᖅᑕᖅᑐᑦ ᐊᑭᖏᓐᓂᒃ ᔪᓚᐃ 31 ᑐᖔᓂ.

ᑲᓇᑕᓂᒫᒥ ᖃᓄᐃᓕᕙᓪᓕᐊᓂᕆᔭᐅᔪᑦ 2025−ᒧᑦ

<u>ᐊᑭᑭᖅᑲᓐᖓᑦ ᐊᑭᓕᒃᑕᐅᖃᑦᑕᕐᑐᑦ ᐊᑭᖏᑦ:</u>

ᑲᓇᑕᒥᐅᓂᒫᓄᑦ ᐱᔪᓐᓇᐅᑎᖃᕐᕕᒋᔭᐅᔪᑦ ᑭᓯᐊᓂ ᐋᓪᐹᑕ ᐊᒻᒪᓗ ᐸᓇᓐᓯ ᐃᐊᑦᓱᑦ ᐊᐃᓚᖕ ᐊᑐᕐᐹᒃ ᐊᕐᕌᒍᑕᒫᑦ ᐋᖅᑭᒋᐊᖅᑕᐅᓯᒪᔪᒥᒃ ᐊᑐᖅᑕᐅᕙᒃᑐᒥᒃ ᐊᑭᑭᖅᑲᒥᒃ ᑮᓇᐅᔾᔭᒃᓴᕐᓂᕐᒧᑦ ᐊᑭᖏᑦ. 2025 ᓄᖕᒍᐊᓂ, ᓄᓇᕗᑦ ᖁᑦᑎᖅᑲᒥᑦ ᐊᑭᓕᒃᑕᐅᖃᑦᑕᕐᑐᑦ ᑲᓇᑕᒥᑦ, $19.75−ᒥᑦ ᐃᑲᕐᕿᒧᑦ (ᑕᑯᓗᒍ **ᑎᑎᕋᖅᓯᒪᔪᑦ 1**). ᐊᓯᓕᒫᖏᑦ ᐱᔪᓐᓇᕐᓂᖃᕐᕕᒋᔭᐅᔪᑦ ᑭᓯᐊᓂ ᐊᐅᓪᐹᑕ ᐊᑭᑦᑐᓇᐊᖅᑎᑦᓯᓚᐅᖅᐳᑦ ᐊᑭᑭᖅᑲᒥᑦ ᐊᑭᓕᒃᑕᐅᖃᑦᑕᕐᑐᑦ 2025−ᒥ, ᔫᑳᓐᒥᑦ ᐊᐃᑉᐸᕆᓕᖅᑕᖓᓂ ᐊᑭᑐᖅᑲᒥᑦ ($17.94) ᐋᐳᓗ 1, 2025−ᒥ. ᐊᔾᔨᒋᖕᒋᕐᒍᓂᐅᒃ, ᐋᓪᐹᑕ ($15) ᐊᒻᒪ ᓴᔅᑳᑦᓯᐊᓐ ($15.35) ᐊᑭᑭᖅᑲᒥᒃ ᐊᑭᓕᒃᑕᐅᖃᑦᑕᕐᑐᑦ ᑲᓇᑕᒥ 2025−ᒥ. 2025−ᒥ ᐊᑭᑭᖅᑲᒥᑦ ᐊᑭᓕᒃᑕᐅᖃᑦᑕᕐᑐᑦ ᑲᓇᑕᓂᒫᒥᑦ (ᓄᓇᕗᑦ ᓚᕙᒪᑐᖃᕐᓗ ᐱᖃᑕᐅᕗᑦ) $16.75−ᖑᓚᐅᖅᐳᖅ.

<u>ᓂᐅᕕᖃᑦᑕᕐᑐᑦ ᐊᑭᖏᑦ ᓇᓗᓇᐃᖅᓯᒪᔪᑦ:</u>

ᒪᓕᒡᓗᒋᑦ ᑭᒡᓕᓯᓂᐊᖅᑎᒃᑯᑦ ᑲᓇᑕᒥ *ᓂᐅᕕᖃᑦᑕᕐᑐᑦ ᐊᑭᖏᑦ ᓇᓗᓇᐃᖅᓯᒪᔪᑦ: ᐊᕐᕌᒍᑕᒫᖅᓯᐅᑦ ᕿᒥᕐᕈᔭᐅᓂᖓ, 2025* (ᓴᖅᑭᑕᐅᓂᑯ ᔭᓄᐊᕆ 19, 2026-ᒥ) ᐊᑭᖏᑦ ᐊᑭᑦᑐᕆᐊᓚᐅᖅᐳᑦ +2.1%-ᒥ ᐊᕐᕌᒍᑕᒫᑦ ᑕᐃᒪᐃᓚᔪᓐᓂᖓᓂ 2025-ᒥ, ᓴᓂᐊᓂ +2.4%-ᒥ 2024-ᒥ. ᐊᑦᑎᖕᓂᖅᓴᒥ ᐊᑭᑦᑐᕆᐊᖅᓯᒪᓚᐅᓗᐊᖅᑎᓪᓗᒍ, ᐊᑭᖏᑦ ᖁᕝᕙᓯᖕᓂᖃᐃᓐᓇᓚᐅᖅᐳᑦ 2025−ᒥ, ᐅᓄᖅᓯᒋᐊᖅᐳᑎᒃ 19.9%−ᒥ ᐊᕐᕌᒍᓵᖅᑐᓂ ᑕᓪᓕᒪᓂ. 2025−ᒧᑦ, ᑎᒥᐅᔪᖅ ᓇᓗᓇᐃᖅᓯᓚᐅᖅᐳᖅ ᐊᑭᑭᓐᓂᖅᓴᓂᒃ ᐆᒻᒪᖅᑯᑎᑦ ᐊᑭᖏᓐᓂᒃ (-5.7%), 2024−ᒥ ᐊᑭᒃᑮᒋᐊᕌᕐᔪᓚᐅᖅᑎᓪᓗᒍ (-0.6%) ᐊᒻᒪ ᐊᑭᑐᓂᖅᓴᓂᒃ ᓂᕿᓂᒃ (+3.5%) 2024−ᒥ (+2.2%).

<u>ᐃᑲᕐᕿᒧᑦ ᑮᓇᐅᔭᓕᐊᖑᐸᔪᒃᑐᑦ:</u>

ᑲᓇᑕᒥ ᑭᒡᓕᓯᓂᐊᖅᑎᒃᑯᑦ ᖃᐅᔨᓴᕓᖑᕗᑦ ᐃᑲᕐᕿᒧᑦ ᑮᓇᐅᔾᔭᒃᓵᖑᐸᔪᒃᑐᑦ ᑎᑎᕋᖅᓯᒪᔪᓂᒃ ᐊᔾᔨᒌᖕᒋᑦᑐᓂᒃ ᖃᐅᔨᓴᖅᑕᐅᔪᓂᒃ ᓇᑭᖕᓚᕈᓘᔭᖅᑐᓂᒃ ᐃᓱᒪᒋᒡᓗᒋᒡᓗ ᖃᑦᓯᐅᓂᖏᑦ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐊᑭᓕᒃᑕᐅᔪᑦ ᐃᑲᕐᕿᒧᑦ, ᐱᓇᓱᐊᕈᓯᑕᒫᑦ ᐃᑲᕐᕿᓕᐊᖏᑦ ᑎᑎᕋᖅᓯᒪᔪᑦ, ᐊᒻᒪᓗ ᑮᓇᐅᔾᔭᒃᑦ ᐲᖅᓯᕖᐅᓚᐅᖅᑎᓐᓇᒋᑦ ᑮᓇᐅᔭᓕᐊᑦ ᑖᒃᓲᔭᕈᑕᐅᔭᕆᐊᖏᑦ ᐲᔭᖅᑕᐅᓚᐅᙱᓐᓂᖏᓐᓂᒃ. ᑲᓇᑕᐅᑉ ᐊᕐᕌᒍᑕᒫᖅ ᓂᐅᕕᖅᐸᒃᑐᓄᑦ ᐊᑭᖏᑦ ᓇᓗᓇᐃᖅᓯᒪᔪᑦ ᐅᓄᖅᓯᒋᐊᓚᐅᖅᐳᑦ 3.1%−ᒥ 2025−ᒥ ($30.30−ᒥ 2024−ᒥ $31.24−ᒧᓄ 2025−ᒥ). ᓄᓇᕗᑦ ᐅᓄᖅᓯᕚᓪᓕᕚᕐᔪᓚᐅᖅᐳᖅ ᑲᓇᑕᓂᒫᒥ ᑕᐃᒪᐃᓚᔪᓐᓂᖓᓂ +3.4%−ᒥ 2025−ᒥ.

ᑕᑯᓪᓗᒍ ᐊᑭᑭᓀᒥᑦ ᐊᑭᓕᖅᓱᖅᑕᐅᔪᑦ ᐃᑲᔫᓯᐊᖅᑎᓄᑦ

ᐊᑐᐊᒐᖅ ᐱᒻᒪᕆᐅᔪᖅ ᐱᔾᔪᑎᖓ ᐋᖅᑭᒃᓯᒪᑎᓪᓗᒍ ᑕᑉᐱᓂ ᑮᓇᐅᔭᖃᖅᑎᑕᐅᓇᓱᖃᑦᑕᖅᑐᑦ ᐃᓄᖕᓄᑦ ᐃᖅᑲᓇᐃᔭᕈᓐᓇᖅᓯᖅᑯᓪᓗᒋᑦ ᐃᑲᔫᓯᐊᖕᒥᙳᓛᕐᓗᑎᒃ ᓂᖃᐃᓖᑎᓂᒃ. ᑕᐃᒪᐃᓕᐅᕐᓂᐊᖅᐸᑕ, ᑮᓇᐅᔭᓕᐊᑦ ᐊᑭᑭᓀᒥᒃ ᑮᓇᐅᔾᔭᒃᓴᔪᓂᒃ ᐊᑭᑐᒋᐊᖃᖅᐳᖅ ᒥᒃᓴᐅᓪᓗᒋᑦ ᐊᑭᖕᒋᑦ ᐱᔭᐅᖃᑦᑕᖅᑐᑦ ᓂᖃᐃᓱᖅᑐᖅᓯᐅᑎᒃᑯᑦ ᑎᓕᐅᕐᓗᒋᓪᓗ ᑕᐃᒃᑯᐊ ᐃᖅᑲᓇᐃᔭᕈᓐᓇᖅᑐᑦ ᐃᖅᑲᓇᐃᔮᒃᓴᖅᓯᐅᖅᐸᒃᑐᓄᑦ.

ᐊᑭᑭᓀᒥᑦ ᐊᑭᓕᖅᓱᖅᑕᐅᖃᑦᑕᖅᑐᑦ $19.75–ᒥ ᐃᑲᕐᕋᒧᑦ, ᓄᓇᕗᒻᒥᐅᑦ ᑮᓇᐅᔾᔭᒃᓴᕈᓐᓇᖅᓯᕗᑦ ᐲᔭᐃᖁᔭᐅᓚᐅᖅᑎᓐᓇᒋᑦ ᑕᖅᑭᒧᑦ ᑮᓇᐅᔾᔭᒃᓴᖅᑕᖕᒋᑦ (ᒪᓕᓪᓗᒍ 40–ᒥ ᐃᑲᕋᒧᑦ ᐱᓇᓱᐊᕈᓯᕐᒥᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓪᓗᒍ):

- ᐃᓄᑐᐊᖅ ᐃᓚᒌᓄᑦ ᐃᖅᑲᓇᐃᔭᖅᑐᖅ ᐊᑭᑭᓀᒥᑦ ᐊᑭᓕᖅᑕᐅᖃᑦᑕᖅᑐᑦ $3,423
- ᒪᕐᕉᒃ ᖃᑕᙳᑎᒌᒃ ᐃᖅᑲᓇᐃᔭᖅᑑᒃ ᐊᑭᑭᓀᒥᑦ ᐊᑭᓕᖅᑕᐅᖃᑦᑕᖅᑐᑦ $6,847

ᐊᔾᔨᒋᙱᑦᑐᓂᐅᒃ ᑮᓇᐅᔾᔭᒃᓴᓂᕐᒧᑦ ᑮᓇᐅᔭᓕᐊᕆᔭᐅᔪᑦ, ᖃᔅᓯᐅᓂᕆᔭᖓ ᓂᖃᐃᓱᖅᑐᖅᓯᐅᑎᑦ ᓱᒃᑯᐊᖅᑭᔪᖅᓯᐅᑎᑦ ᓂᖃᐃᓱᖅᑎᐅᑉ ᐱᓇᔭᖅᑕᖓ ᑐᙵᕕᖃᖅᑎᑕᐅᕙᒃᐳᖅ ᖃᔅᓯᐅᓂᖏᓐᓄᑦ ᐃᓚᒋᔭᐅᔪᑦ ᓄᓇᓕᖕᓂᓗ ᓄᓇᒋᔭᒥᓂ. ᐊᑖᓃᑦᑐᑦ ᓈᓴᐅᑎᑦ ᑕᖅᑭᑕᒫᑦ ᐃᑲᔫᓯᐊᙳᒐᔪᒃᑐᑦ ᐊᑦᑎᒃᑐᒥᑦ ᖁᑦᑎᒃᑐᒧᑦ, ᐊᔾᔩᙱᑦᑐᑎᒃ ᓄᓇᓕᖕᓂᑦ:

- ᐊᑕᐅᓯᕐᒥᑦ ᐃᓚᒌᓂᓄᑦ — 914–ᒥ 1,048–ᒧᑦ
- ᒪᕐᕉᒃ ᐃᓚᒌᓂᑦ — $1,024–ᒥ $1,160–ᒧᓄ
- ᐱᖓᓱᐃᑦ ᐃᓚᒌᓂᑦ — $1,446–ᒥ $1,637–ᒧᓄ
- ᓯᑕᒪᐃᑦ ᐃᓚᒌᓂᑦ — $1,840–ᒥ $2,081–ᒧᓄ
- ᖁᓕᐅᑉᐸᑕ ᐃᓚᒌᓂᑦ — $3,589–ᒥ $4,037–ᒧᓄ

ᑐᓴᒐᒃᓴᑦ ᑭᒡᓕᓯᓂᐊᖅᑕᐅᔪᑦ

ᑎᑎᕋᖅᓯᒪᔪᑦ 1	ᑲᓇᑕᒥ ᐊᑭᑭᓛᒥ ᐊᑭᓕᖅᑕᐅᖃᑦᑕᖅᑐᑦ ᐊᑭᖏᑦ ᑕᐃᑲᙵᓂ ᑏᓯᒻᕙ 31, 2025–ᖑᓚᐅᖅᑎᓪᓗᒍ
ᑎᑎᕋᖅᓯᒪᔪᑦ 2	ᓅᓇᕗᒻᒥ ᑕᐃᑲᙵᓂ 1999-ᒥ ᐊᑭᑭᓛᒥᑦ ᐊᑭᓕᖅᑕᐅᖃᑦᑕᖅᑐᑦ ᐊᓯᔾᔨᖅᑕᐅᓯᒪᔪᑦ
ᑎᑎᕋᖅᓯᒪᔪᑦ 3	ᐊᑯᓐᓂᖅᓱᖅᑐᑦ ᐊᑦᕌᒍᓕᒫᒧᑦ ᓂᐅᕕᖃᑦᑕᖅᑐᑦ ᐊᑭᖏᑦ ᓇᓗᓇᐃᖅᓯᒪᔪᑦ ᐃᖃᓗᓐᓂ, 2005–ᒥ 2025-ᒧᓄ
ᑎᑎᕋᖅᓯᒪᔪᑦ 4	ᐊᑦᕌᒍᓕᒫᒧᑦ ᐃᑲᑦᕋᒧᑦ ᑮᓇᐅᔾᓕᐊᖑᕙᒃᑐᖅ ᓅᓇᕗᒻᒥ, 2005-ᒥᑦ 2025-ᒧᑦ

<u>ᑎᑎᕋᕐᓯᒪᔪᑦ 1</u>: ᑲᓇᑕᒥ ᐊᑭᑭᓰᒥ ᐊᑭᓕᖅᑕᐅᖃᑦᑕᖅᑐᑦ ᐊᑭᖏᑦ ᑕᐃᑲᙵᓂ ᐲᓯᒻᕙ 31, 2025–ᖑᓚᐅᖅᑎᓪᓗᒍ

ᐱᔪᓇᕐᓂᖃᕐᕕᐅᔪᑦ*	ᐃᑲᕐᕋᓕᐊᖏᑕ ᐊᑭᖏᑦ	ᐅᓪᓗᖅ ᐱᒋᐊᕐᕕᒃᓴᖅ
ᑲᓇᑕᒥ	$17.75 (ᐅᖓᑖᓄᓪᓘᓐᓂᑦ ᐋᔩᓕᖅᑎᓪᓗᒋᑦ ᑲᓇᑕᒥ ᓄᓇᕗᒻᒥᓗ ᐊᑭᒋᑎᑕᓄᑦ)	ᐊᐃᐱᓕ 1, 2025
ᐋᓪᐸᑕ	$15.00	ᐅᑐᐱᕆ 1, 2018
ᐳᕆᑎᔅ ᑲᓚᒻᐱᐊ	$17.85	ᔫᓂ 1, 2025
ᒫᓂᑑᐸ	$16.00	ᐅᑐᐱᕆ 1, 2025
ᓂᐅ ᐳᕋᓐᓯᐃᒃ	$15.65	ᐊᐃᐱᓕ 1, 2025
ᓂᐅᕗᐅᓐᓛᓐ ᐊᒻᒪ ᓛᐸᑐᐊ	$16.00	ᐊᐃᐱᓕ 1, 2025
ᓄᓇᑦᓯᐊᖅ	$16.95	ᓯᑎᐱᕆ 1, 2025
ᓅᕙ ᓯᑰᓯᐊ	$16.50	ᐅᑐᐱᕆ 1, 2025
ᓄᓇᕗᑦ	**$19.75**	ᓯᑎᐱᕆ 1, 2025
ᐋᓐᑎᐅᕆᐅ	$17.60	ᐅᑐᐱᕆ 1, 2025
ᐳᕆᓐᔅ ᐃᐟᑐᐊᖅ ᐊᐃᓚᓐ	$16.00	ᐅᑐᐱᕆ 1, 2025
ᑯᐸᐃᒃ	$16.10	ᒪᐃ 1, 2025
ᓴᔅᑳᑦᓱᐊᓐ	$15.35	ᐅᑐᐱᕆ 1, 2025
ᔫᑳᓐ	$17.94	ᐊᐃᐱᓕ 1, 2025

*<u>ᖃᐅᔨᒪᔭᐅᓚᐊᓕᒃ</u>: ᕿᓛᓂᑦᑐᑦ ᐊᑭᑭᓰᒥᑦ ᐊᑭᓕᖅᑕᐅᖃᑦᑕᑦᑐᑦ ᐊᑭᖏᑦ ᒪᓕᒐᕐᓂᑦ ᑕᒪᐃᓐᓂᒃ ᑭᒡᒐᖅᑐᐃᕕᖕᓂᒃ. ᐃᓚᖏᑦ ᒪᓕᒐᑦ ᐊᐅᓚᑕᐅᔪᑦ ᐊᑭᖏᑦ ᐋᔩᓖᙱᓚᑦ ᒪᓕᒃᓗᒋᑦ ᐊᕕᒃᑐᖅᓯᒪᔪᓂ ᐊᒻᒪ ᐃᖅᑲᐃᔫᑦ ᐃᓱᒪᕆᔭᐅᓂᖏᑦ ᐃᓚᖏᓪᓗ ᐊᑭᑮᓂᖅᓴᐅᕗᑦ ᐃᓕᓐᓂᐊᖅᑎᓄᑦ, ᐃᖅᑲᓇᐃᔭᓕᒫᖏᑦᑐᓄᑦ, ᐊᒻᒪ/ᐅᕝᕙᓘᓐᓃᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᑐᓂᐅᖃᖅᑕᐅᖃᑦᑕᖅᑐᑦ.

ᑎᑎᕋᖅᓯᒪᔪᑦ 2: ᓄᓇᕗᒻᒥ ᑕᐃᑲᙵᓂ 1999-ᒥ ᐊᑭᑮᓚᒥᑦ ᐊᑭᓕᖅᑕᐅᖃᑦᑕᖅᑐᑦ ᐊᓯᔾᔨᖅᑕᐅᓯᒪᔪᑦ

ᐃᑲᕐᕿᓕᐊᖏᑕ ᐊᑭᖏᑦ	ᐅᓪᓗᖅ ᐱᒋᐊᕐᕕᒃᓴᖅ	ᐊᑭᑦᑐᕆᐊᖅᓯᒪᔪᑦ	% ᐊᓯᔾᔨᖅᑐᑦ
$7.00/$6.50*	ᐊᐃᕆᓕ 1, 1999	ᐊᑐᙱᑦᑐᖅ	ᐊᑐᙱᑦᑐᖅ
$8.50	ᒫᑦᓯ 3, 2003	$1.50/$2.00	21.4%/30.8%
$10.00	ᓯᑦᑎᒻᕙ, 5, 2008	$1.50	17.7%
$11.00	ᔭᓄᐊᕆ 1, 2011	$1.00	10.0%
$13.00	ᐊᐃᕆᓕ 1, 2016	$2.00	18.2%
$16.00	ᐊᐃᕆᓕ 1, 2020	$3.00	23.0%
$19.00	ᔭᓐᓄᐊᓕ 1, 2024	$3.00	18.8%
$19.75	ᓯᑎᐱᕆ 1, 2025**	$0.75	3.9%

*ᖃᐅᔨᒪᔭᕆᐊᓕᒃ: 1999-ᒥᑦ 2003–ᒧᑦ, ᑐᙵᕕᐅᓗᑎᒃ ᒪᓕᒐᓕᐊᕆᔭᐅᓚᐅᖅᓯᒪᔪᑦ ᓄᓇᑦᑎᐊᕐᒥᑦ, ᓄᓇᕗᑦ ᒪᕐᕉᖕᓂᑦ ᐊᑭᑮᓚᒥᑦ ᐊᑭᓕᖅᑕᐅᔾᔪᑎᖃᓚᐅᖅᓯᒪᕗᑦ ᐃᓐᓇᕐᓄᑦ $7.00–ᒥᑦ ᐃᑲᕐᕿᒧᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓂ ᒪᒃᑯᒃᑐᓄᑦ 16–ᓂᑦ ᐅᑭᐅᓖᑦ ᐅᖓᑖᓂᒃᓘᓐᓃᑦ ᐊᒻᒪ $6.50–ᒥᑦ ᐃᑲᕐᕿᒧᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ 16–ᓂᒃ ᐅᑭᐅᓖᑦ ᐅᖓᑖᓄᕐᓘᓐᓃᑦ "ᐅᖓᓯᖕᓂᖃᖅᑐᑦ ᐊᖅᑯᑎᖃᕐᕕᐅᔪᓂ".

**ᖃᐅᔨᒪᔭᕆᐊᓕᒃ: ᓯᑎᐱᕆ 2025–ᒥ ᓯᕗᓪᓕᖅᐹᖑᓪᓗᓂ ᐅᓄᖅᓯᒋᐊᖅᑕᐅᓚᐅᖅᐳᖅ ᐊᑐᖅᑐᖃᕐᓂ ᐋᖅᑭᒃᑕᐅᓯᒪᕖᖅᑐᒥᒃ ᐊᑐᖅᑕᐅᕙᒃᑐᒥᒃ ᒪᓕᒃᑐᖃᕐᓂ ᐄᐳᕈ 2025–ᒥ ᐊᓯᔾᔨᕆᐊᖅᑕᐅᔪᓂᒃ ᐅᑯᓄᖓ ᑮᓇᐅᔾᔭᒃᓵᓄᑦ ᐊᑐᐊᒐᕐ.

<u>ᑎᑎᕋᖅᓯᒪᔪᑦ 3</u>: ᐊᕐᕌᒍᓕᒫᒧᑦ ᓂᐅᕕᖅᑕᐅᕝᕙᑦ ᐊᑭᖏᓇᔭᙱᒍᐊᖅᑕᕐᕆᓐᓂ ᐃᖃᓗᖕᓂ, 2005-ᒥ 2025-ᒧᑦ

ᐊᕐᕌᒍ	ᐊᕐᕌᒍᒧᑦ	% ᐊᓯᔾᔨᖅᑎᓪᓗᒍ ᐊᕐᕌᒎᓚᐅᖅᑐᒥᒃ
2005	102.9	+1.7%
2006	104.6	+1.7%
2007	107.9	+3.2%
2008	110.4	+2.3%
2009	112.6	+2%
2010	111.8	-0.7%
2011	113.4	+1.4%
2012	115.3	+1.7%
2013	116.6	+1.1%
2014	118.1	+1.3%
2015	120.4	+1.9%
2016	123.4	+2.5%
2017	125.4	+1.6%
2018	129.2	+3.0%
2019	131.4	+1.7%
2020	132.4	+0.8%
2021	133.2	+0.6%
2022	138.4	+3.9%
2023	141.9	+2.5%
2024	144.1	+1.6%
2025	145.3	+0.8%

(ᓇᑭᙵᕐᓂᖏᑦ: ᑭᒡᓕᓯᓂᐊᖅᑎᒃᑯᑦ ᑲᓇᑕᒥ, ᑎᑎᕋᖅᓯᒪᓂᓕᒃ 18-10-0005-01 *ᓂᐅᕕᖃᑦᑕᖅᑐᑦ ᐊᑭᖏᑦ ᓇᓗᓇᐃᖅᓯᒪᔪᕐ, ᐊᕐᕌᒍᓕᒫᒧᑦ ᒥᒃᓴᐅᑦᑎᓯᒪᔪᕐ, ᐊᕐᕌᒍᓕᒫᒧᑦ ᐋᖅᑭᓯᐊᖅᑕᐅᕙᙱᑦᑐᑦ*

ᑎᑎᕋᖅᓯᒪᔪᑦ 4: ᐊᕐᕌᒍᓂᒫᒧᑦ ᐃᑲᕐᕋᒧᑦ ᑮᓇᐅᔾᓂᐊᖑᒐᔪᒃᑐᑦ ᓄᓇᕗᒻᒥ, 2005-ᒥ 2025-ᒧᓄ

ᐊᕐᕌᒍ	ᐊᕐᕌᒍᒧᑦ	% ᐊᓯᔾᔨᖅᑎᓪᓗᒍ ᐊᕐᕌᒎᓚᐅᖅᑐᒥᒃ
2005	20.16	+2.3
2006	21.95	+8.9
2007	23.49	+7.0
2008	23.26	-1.0
2009	24.57	+5.6
2010	24.60	+0.1
2011	25.56	+0.39
2012	29.19	+14.2
2013	28.85	-1.2
2014	28.46	-1.4
2015	28.70	+0.8
2016	29.96	+4.4
2017	30.20	+0.8
2018	30.82	+2.1
2019	33.14	+7.5
2020	36.11	+9.0
2021	34.83	-3.5
2022	35.83	+2.9
2023	37.30	+4.1
2024	39.66	+6.3
2025	41.00	+3.4

ᓇᒃᒫᕐᓂᖓᑦ: ᑲᓇᑕᒥ ᑭᒡᓕᓯᓂᐊᖅᑎᒃᑯᑦ, ᑎᑎᕋᖅᓯᒪᔪᑦ 14-10-0206-01 *ᐃᑲᕐᕋᑕᒫᑦ ᑮᓇᐅᔾᓂᐊᖑᔪᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑭᓕᖅᑕᐅᔪᑦ ᐃᑲᕐᕋᑎᒍᑦ, ᐱᓕᕆᕝᕕᓯᔭᑎᒍᑦ, ᐊᕐᕌᒍᑕᒫᑦ*