



EnCana Corporation

Interim Supplemental Information  
*(unaudited)*

For the period ended December 31, 2009

U.S. Dollars / U.S. Protocol

## Supplemental Financial Information

The following Supplemental Information presents selected historical pro forma financial and operating information related to the ongoing operations of EnCana Corporation ("EnCana"). The information excludes the results of operations from assets distributed to Cenovus Energy Inc. as part of the Split Transaction; See Note 4 to the December 31, 2009 Interim Consolidated Financial Statements.

For background on the pro forma information please refer to Note 1 - Basis of Presentation in the Notes to EnCana Pro Forma Consolidated Statements of Earnings and Cash from Operating Activities.

### Pro Forma Consolidated Statement of Earnings *(unaudited)*

For the Year Ended December 31,					2009	2008
	EnCana Consolidated	Deduct Cenovus Carve-out	Add/(Deduct) Pro Forma Adjustments	Note 2	EnCana Pro Forma	EnCana Pro Forma
<i>(\$ millions, except per share amounts)</i>						
<b>Revenues, Net of Royalties</b>	\$ 11,114	\$ 4,382	\$		\$ 6,732	\$ 13,505
<b>Expenses</b>						
Production and mineral taxes	171	39			132	403
Transportation and selling	1,280	596			684	741
Operating	1,627	619			1,008	1,252
Purchased product	1,460	640			820	1,476
Depreciation, depletion and amortization	3,704	1,052	118	(A)	2,770	3,096
Administrative	477	108	41	(B)	359	329
			(51)	(C)		
Interest, net	405	34			371	368
Accretion of asset retirement obligation	71	34			37	40
Foreign exchange (gain) loss, net	(22)	290			(312)	673
(Gain) loss on divestitures	2	-			2	(143)
<b>Net Earnings Before Income Tax</b>	1,939	970	(108)		861	5,270
Income tax expense	109	393	396	(D i,ii,iii,iv)	112	1,865
<b>Net Earnings from Continuing Operations</b>	1,830	577	(504)		749	3,405
<b>Net Earnings from Discontinued Operations</b>	32	32	-		-	-
<b>Net Earnings</b>	\$ 1,862	\$ 609	\$ (504)		\$ 749	\$ 3,405
<b>Net Earnings from Continuing Operations per Common Share</b>				(E)		
Basic	\$ 2.44				\$ 1.00	\$ 4.54
Diluted	\$ 2.44				\$ 1.00	\$ 4.53
<b>Net Earnings per Common Share</b>				(E)		
Basic	\$ 2.48				\$ 1.00	\$ 4.54
Diluted	\$ 2.48				\$ 1.00	\$ 4.53

### Pro Forma Consolidated Statement of Cash from Operating Activities *(unaudited)*

For the Year Ended December 31,					2009	2008
	EnCana Consolidated	Deduct Cenovus Carve-out	Add/(Deduct) Pro Forma Adjustments	Note 2	EnCana Pro Forma	EnCana Pro Forma
<i>(\$ millions)</i>						
<b>Operating Activities</b>						
Net earnings from continuing operations	\$ 1,830	\$ 577	\$ (504)		\$ 749	\$ 3,405
Depreciation, depletion and amortization	3,704	1,052	118	(A)	2,770	3,096
Future income taxes	(1,799)	(501)	860	(D i,ii,iii,iv)	(438)	1,297
Cash tax on sale of assets	-	-			-	25
Unrealized (gain) loss on risk management	2,680	614			2,066	(1,995)
Unrealized foreign exchange (gain) loss	(231)	277			(508)	676
Accretion of asset retirement obligation	71	34			37	40
(Gain) loss on divestitures	2	-			2	(143)
Other	373	30			343	(47)
Cash flow from discontinued operations	149	149			-	-
Net change in other assets and liabilities	23	(15)			38	(173)
Net change in non-cash working capital from continuing operations	(29)	(11)			(18)	43
Net change in non-cash working capital from discontinued operations	1,100	1,100			-	-
<b>Cash From Operating Activities</b>	\$ 7,873	\$ 3,306	\$ 474		\$ 5,041	\$ 6,224

## Notes to Pro Forma Consolidated Statements of Earnings and Cash from Operating Activities *(unaudited)*

### 1. Basis of Presentation

On November 30, 2009, EnCana completed a corporate reorganization (the "Split Transaction") involving the division of EnCana into two independent publicly traded energy companies – EnCana and Cenovus Energy Inc. The unaudited Pro Forma Consolidated Statement of Earnings and Pro Forma Consolidated Statement of Cash from Operating Activities have been prepared for information purposes and assumes the Split Transaction occurred on January 1, 2008. Pro forma adjustments are detailed in Note 2.

The unaudited Pro Forma Consolidated Statement of Earnings and Pro Forma Consolidated Statement of Cash from Operating Activities are expressed in United States dollars and have been prepared for information purposes using information contained in the following:

- a) EnCana's audited Consolidated Financial Statements for the years ended December 31, 2009 and 2008.
- b) Cenovus Energy unaudited Carve-out Consolidated Financial Statements for the 11 months ended November 30, 2009 and the Cenovus Energy unaudited Carve-out Consolidated Financial Statements for the year ended December 31, 2008. The Cenovus unaudited Carve-out Consolidated Financial Statements were derived from the accounting records of EnCana on a carve-out basis.
- c) EnCana's unaudited Pro Forma Consolidated Financial Statements for the year ended December 31, 2008.

In the opinion of Management of EnCana, the unaudited Pro Forma Consolidated Financial Statements include all the adjustments necessary for fair presentation in accordance with Canadian generally accepted accounting principles.

The unaudited Pro Forma Statement of Earnings and Pro Forma Consolidated Statement of Cash from Operating Activities are for illustrative purposes only and may not be indicative of the results that actually would have occurred if the Split Transaction had been in effect on the dates indicated or of the results that may be obtained in the future. In addition to the pro forma adjustments to the historical carve-out financial statements, various other factors will have an effect on the results of operations.

### 2. Pro Forma Assumptions and Adjustments

The following adjustments reflect expected changes to EnCana's historical results which would arise from the Split Transaction.

- A. Reflects the expected difference in depreciation, depletion and amortization expense arising from a change in the depletion rate calculated for EnCana's Canadian cost centre.
- B. Increases administrative expense for additional compensation costs arising from the separation of compensation plans and the estimated increase in the number of employees required to operate EnCana as a separate entity, after removing those costs associated with Cenovus's employees.
- C. Reduces administrative expense to remove EnCana's share of the transaction costs incurred related to the Split Transaction.
- D. Pro forma adjustments to income tax expense,
  - i. adjustments for the tax effect of items A, B and C above;
  - ii. adjustments for the effect of the loss of tax deferrals resulting from the wind up of EnCana's Canadian upstream oil and gas partnership;
  - iii. acceleration of the intangible drilling costs deduction in the U.S. as a result of a change in the status of EnCana being considered an independent producer; and
  - iv. remove tax benefits solely resulting from the Split Transaction.
- E. The Pro Forma Net Earnings per Common Share is calculated using the same weighted average number of pre-Arrangement EnCana Corporation Common Shares outstanding as at December 31, 2009.

<i>(millions)</i>	For the year ended December 31,	
	2009	2008
Weighted Average Common Shares Outstanding - Basic	751.0	750.1
Effects of Stock Options and Other Dilutive Securities	0.4	1.7
Weighted Average Common Shares Outstanding - Diluted	751.4	751.8

## Supplemental Financial Information *(unaudited)*

### Pro Forma Financial Statistics

*(\$ millions, except per share amounts)*

	2009					2008				
	Year	Q4	Q3	Q2	Q1	Year	Q4	Q3	Q2	Q1
<b>EnCana Pro Forma</b>										
Cash Flow <sup>(1)</sup>	<b>5,021</b>	<b>930</b>	1,274	1,430	1,387	6,354	1,502	1,734	1,661	1,457
Per share - Diluted	<b>6.68</b>	<b>1.24</b>	1.70	1.90	1.85	8.45	2.00	2.31	2.21	1.93
Net Earnings	<b>749</b>	<b>233</b>	(53)	92	477	3,405	671	2,228	643	(137)
Per share - Diluted	<b>1.00</b>	<b>0.31</b>	(0.07)	0.12	0.63	4.53	0.89	2.97	0.86	(0.18)
Operating Earnings <sup>(2)</sup>	<b>1,767</b>	<b>373</b>	378	472	544	2,605	546	805	703	551
Per share - Diluted	<b>2.35</b>	<b>0.50</b>	0.50	0.63	0.72	3.47	0.73	1.07	0.94	0.73
Effective Tax Rates using										
Net Earnings	<b>13.0%</b>					35.4%				
Operating Earnings, excluding divestitures	<b>28.7%</b>					31.5%				
Canadian Statutory Rate	<b>29.2%</b>					29.7%				
Foreign Exchange Rates ( <i>US\$ per C\$1</i> )										
Average	<b>0.876</b>	<b>0.947</b>	0.911	0.857	0.803	0.938	0.825	0.961	0.990	0.996
Period end	<b>0.956</b>	<b>0.956</b>	0.933	0.860	0.794	0.817	0.817	0.944	0.982	0.973
<b>Cash Flow Information</b>										
Cash from Operating Activities	<b>5,041</b>	<b>1,061</b>	1,415	1,121	1,444	6,224	2,042	2,222	1,003	957
Deduct (Add back):										
Net change in other assets and liabilities	<b>38</b>	<b>(5)</b>	13	13	17	(173)	20	(10)	(124)	(59)
Net change in non-cash working capital from continuing operations	<b>(18)</b>	<b>136</b>	128	(322)	40	43	520	498	(534)	(441)
Cash Flow <sup>(1)</sup>	<b>5,021</b>	<b>930</b>	1,274	1,430	1,387	6,354	1,502	1,734	1,661	1,457

<sup>(1)</sup> Cash Flow is a non-GAAP measure defined as Cash from Operating Activities excluding net change in other assets and liabilities and net change in non-cash working capital from continuing operations, both of which are defined on the Pro Forma Consolidated Statement of Cash from Operating Activities.

<sup>(2)</sup> Operating Earnings is a non-GAAP measure defined as Net Earnings excluding the after-tax gain/loss on discontinuance, after-tax effect of unrealized mark-to-market accounting gains/losses on derivative instruments, after-tax gains/losses on translation of U.S. dollar denominated debt issued from Canada, after-tax foreign exchange gains/losses on settlement of intercompany transactions, future income tax on foreign exchange recognized for tax purposes only related to U.S. dollar intercompany debt and the effect of changes in statutory income tax rates.

### 2009

<b>Financial Metrics</b>	
Debt to Capitalization <sup>(1)</sup>	<b>32%</b>
Debt to Adjusted EBITDA <sup>(1,2)</sup>	<b>2.1x</b>
Return on Capital Employed <sup>(1,2)</sup>	<b>4%</b>
Return on Common Equity <sup>(2)</sup>	<b>5%</b>

<sup>(1)</sup> Calculated using Debt defined as the current and long-term portions of Long-Term Debt.

<sup>(2)</sup> Calculated on a trailing twelve-month basis.

## Supplemental Financial Information *(unaudited)*

Pro Forma Net Capital Investment (\$ millions)	2009					2008				
	Year	Q4	Q3	Q2	Q1	Year	Q4	Q3	Q2	Q1
Capital Investment										
Canadian Division	1,869	575	432	325	537	2,459	504	571	630	754
USA Division	1,821	515	358	374	574	2,682	854	645	669	514
	3,690	1,090	790	699	1,111	5,141	1,358	1,216	1,299	1,268
Market Optimization	-	-	-	1	(1)	1	-	-	1	-
Corporate & Other	65	37	4	13	11	113	30	28	33	22
Capital Investment	3,755	1,127	794	713	1,121	5,255	1,388	1,244	1,333	1,290
<b>Acquisitions</b>										
Property										
Canadian Division	190	108	8	1	73	151	31	28	20	72
USA Division	46	25	7	8	6	1,023	(71)	850	258	(14)
Corporate										
Canadian Division <sup>(1)</sup>	24	-	-	24	-	-	-	-	-	-
<b>Divestitures</b>										
Property										
Canadian Division	(1,000)	(43)	(913)	(11)	(33)	(400)	(182)	(148)	(9)	(61)
USA Division	(73)	(3)	(66)	(4)	-	(251)	(128)	(28)	(91)	(4)
Corporate & Other	(2)	-	-	(2)	-	(41)	-	(94)	29	24
Corporate										
Corporate & Other <sup>(2)</sup>	-	-	-	-	-	(165)	(1)	(164)	-	-
Net Acquisition and Divestiture Activity	(815)	87	(964)	16	46	317	(351)	444	207	17
Net Capital Investment	2,940	1,214	(170)	729	1,167	5,572	1,037	1,688	1,540	1,307

<sup>(1)</sup> Acquisition of Kerogen Resources Canada, ULC on May 5, 2009.

<sup>(2)</sup> In 2008, the sale of interests in Brazil was completed on September 18, 2008.

Pro Forma Production Volumes	2009					2008				
	Year	Q4	Q3	Q2	Q1	Year	Q4	Q3	Q2	Q1
Produced Gas (MMcf/d)										
Canadian Division <sup>(1)</sup>	1,224	1,071	1,201	1,343	1,281	1,300	1,302	1,351	1,289	1,256
USA Division	1,616	1,616	1,524	1,581	1,746	1,633	1,677	1,674	1,629	1,552
Total Produced Gas	2,840	2,687	2,725	2,924	3,027	2,933	2,979	3,025	2,918	2,808
Liquids (bbls/d)										
Canadian Division <sup>(1)</sup>	15,880	12,477	15,909	17,624	17,567	19,980	19,702	19,947	20,155	20,123
USA Division	11,317	11,586	10,325	11,699	11,671	13,350	12,831	13,853	13,482	13,232
Total Oil and Natural Gas Liquids	27,197	24,063	26,234	29,323	29,238	33,330	32,533	33,800	33,637	33,355
Total (MMcfe/d)	3,003	2,831	2,883	3,100	3,203	3,132	3,174	3,227	3,120	3,008

<sup>(1)</sup> Formerly known as the Canadian Foothills Division.

## Supplemental Oil and Gas Operating Statistics *(unaudited)*

### Operating Statistics - After Royalties (continued)

#### Pro Forma Per-unit Results <sup>(1)</sup>

*(excluding impact of realized financial hedging)*

	2009					2008				
	Year	Q4	Q3	Q2	Q1	Year	Q4	Q3	Q2	Q1
<b>Produced Gas - Canadian Division (\$/Mcf)</b>										
Price	3.71	4.21	2.92	3.19	4.58	8.12	5.87	9.03	9.94	7.61
Production and mineral taxes	0.03	-	0.02	0.04	0.03	0.06	0.03	0.09	0.09	0.03
Transportation and selling	0.33	0.40	0.35	0.30	0.30	0.42	0.37	0.43	0.43	0.47
Operating	1.13	1.43	1.09	1.02	1.04	1.15	0.98	0.87	1.39	1.41
Netback	2.22	2.38	1.46	1.83	3.21	6.49	4.49	7.64	8.03	5.70
<b>Produced Gas - USA Division (\$/Mcf)</b>										
Price	3.75	4.64	3.41	3.01	3.88	7.89	5.01	8.54	9.93	8.19
Production and mineral taxes	0.17	0.23	0.08	0.08	0.27	0.56	0.35	0.56	0.72	0.62
Transportation and selling	0.90	0.96	0.99	0.87	0.78	0.84	0.87	0.86	0.81	0.81
Operating	0.55	0.61	0.56	0.54	0.51	0.59	0.56	0.38	0.71	0.71
Netback	2.13	2.84	1.78	1.52	2.32	5.90	3.23	6.74	7.69	6.05
<b>Produced Gas - Total (\$/Mcf)</b>										
Price	3.73	4.47	3.19	3.09	4.18	7.99	5.39	8.76	9.93	7.93
Production and mineral taxes	0.11	0.14	0.06	0.06	0.17	0.34	0.21	0.35	0.44	0.36
Transportation and selling	0.66	0.74	0.71	0.61	0.58	0.66	0.65	0.67	0.64	0.66
Operating	0.80	0.93	0.79	0.76	0.74	0.84	0.74	0.60	1.01	1.02
Netback	2.16	2.66	1.63	1.66	2.69	6.15	3.79	7.14	7.84	5.89
<b>Liquids - Canadian Division (\$/bbl)</b>										
Price	47.86	60.37	52.48	45.86	36.51	85.12	44.37	102.60	106.65	86.37
Production and mineral taxes	0.45	0.34	0.48	0.47	0.47	0.63	0.48	0.68	0.85	0.51
Transportation and selling	1.06	0.49	1.41	0.62	1.61	1.64	1.42	1.58	2.13	1.43
Operating	3.62	3.25	3.04	4.09	3.94	5.41	5.00	4.13	6.39	6.11
Netback	42.73	56.29	47.55	40.68	30.49	77.44	37.47	96.21	97.28	78.32
<b>Liquids - USA Division (\$/bbl)</b>										
Price	48.56	64.39	55.60	47.27	27.43	83.18	45.39	97.63	105.73	82.22
Production and mineral taxes	4.39	5.84	5.12	4.18	2.48	7.25	3.79	8.19	9.75	7.13
Transportation and selling	-	-	-	-	-	-	-	-	-	-
Netback	44.17	58.55	50.48	43.09	24.95	75.93	41.60	89.44	95.98	75.09
<b>Total Liquids (\$/bbl)</b>										
Price	48.15	62.31	53.71	46.42	32.88	84.38	44.78	100.56	106.23	84.79
Production and mineral taxes	2.09	2.99	2.31	1.95	1.27	3.27	1.78	3.76	4.39	3.11
Transportation and selling	0.62	0.26	0.85	0.38	0.96	0.98	0.86	0.93	1.28	0.86
Operating	2.11	1.68	1.84	2.46	2.37	3.40	3.03	2.44	4.06	4.08
Netback	43.33	57.38	48.71	41.63	28.28	76.73	39.11	93.43	96.50	76.74
<b>Total Netback - Canadian Division (\$/Mcf)</b>										
Price	4.02	4.59	3.36	3.51	4.70	8.63	6.00	9.69	10.61	8.21
Production and mineral taxes	0.03	0.01	0.02	0.04	0.04	0.06	0.03	0.09	0.09	0.04
Transportation and selling	0.32	0.38	0.34	0.28	0.30	0.41	0.36	0.42	0.42	0.45
Operating	1.09	1.37	1.05	0.99	1.01	1.13	0.97	0.86	1.36	1.37
Netback	2.58	2.83	1.95	2.20	3.35	7.03	4.64	8.32	8.74	6.35
<b>Total Netback - USA Division (\$/Mcf)</b>										
Price	3.92	4.89	3.64	3.21	3.91	8.17	5.12	8.91	10.29	8.46
Production and mineral taxes	0.19	0.26	0.11	0.10	0.28	0.59	0.36	0.60	0.76	0.65
Transportation and selling	0.86	0.92	0.95	0.83	0.75	0.80	0.83	0.82	0.78	0.77
Operating	0.53	0.58	0.54	0.52	0.49	0.56	0.53	0.37	0.68	0.68
Netback	2.34	3.13	2.04	1.76	2.39	6.22	3.40	7.12	8.07	6.36
<b>Total Netback (\$/Mcf)</b>										
Price	3.96	4.77	3.51	3.35	4.25	8.38	5.51	9.26	10.44	8.35
Production and mineral taxes	0.12	0.16	0.07	0.08	0.17	0.35	0.21	0.37	0.46	0.37
Transportation and selling	0.63	0.70	0.68	0.58	0.56	0.62	0.62	0.64	0.62	0.62
Operating <sup>(2)</sup>	0.78	0.90	0.76	0.74	0.72	0.82	0.73	0.59	0.99	1.00
Netback	2.43	3.01	2.00	1.95	2.80	6.59	3.95	7.66	8.37	6.36

<sup>(1)</sup> EnCana consolidated per-unit results excluding Cenovus carve-out per-unit results.

<sup>(2)</sup> 2009 operating costs include costs related to long-term incentives of \$0.03/Mcfe (2008 - recovery of costs of \$0.01/Mcfe).

#### Pro Forma Impact of Realized Financial Hedging <sup>(1)</sup>

Natural Gas (\$/Mcf)	3.30	1.97	4.25	3.93	3.04	0.07	1.94	(0.69)	(1.25)	0.25
Liquids (\$/bbl)	(0.01)	-	-	-	(0.03)	(3.65)	1.14	(5.43)	(6.70)	(3.45)
Total (\$/Mcfe)	3.12	1.87	4.02	3.70	2.87	0.03	1.84	(0.71)	(1.24)	0.20

<sup>(1)</sup> EnCana consolidated impact of realized hedging excluding Cenovus carve-out impact of realized financial hedging.

## Supplemental Financial Information *(unaudited)*

### Financial Statistics

(\$ millions, except per share amounts)

	2009					2008				
	Year	Q4	Q3	Q2	Q1	Year	Q4	Q3	Q2	Q1
<b>Pro Forma Reconciliation</b>										
<b>Cash Flow <sup>(1)</sup></b>										
EnCana Corporation, Consolidated	6,779	603	2,079	2,153	1,944	9,386	1,299	2,809	2,889	2,389
Less: Cenovus Carve-out <sup>(2)</sup>	2,232	(15)	841	811	595	3,088	(174)	1,123	1,228	911
Add/(Deduct) Pro Forma adjustments	474	312	36	88	38	56	29	48	-	(21)
EnCana Pro Forma	5,021	930	1,274	1,430	1,387	6,354	1,502	1,734	1,661	1,457
Per share amounts										
EnCana Corporation, Consolidated - Basic	9.03	0.80	2.77	2.87	2.59	12.51	1.73	3.74	3.85	3.19
- Diluted	9.02	0.80	2.77	2.87	2.59	12.48	1.73	3.74	3.85	3.17
EnCana Pro Forma - Basic	6.69	1.24	1.70	1.90	1.85	8.47	2.00	2.31	2.21	1.94
- Diluted	6.68	1.24	1.70	1.90	1.85	8.45	2.00	2.31	2.21	1.93
<b>Net Earnings</b>										
EnCana Corporation, Consolidated	1,862	636	25	239	962	5,944	1,077	3,553	1,221	93
Less: Cenovus Carve-out <sup>(2)</sup>	609	(15)	63	149	412	2,368	380	1,299	522	167
Add/(Deduct) Pro Forma adjustments	(504)	(418)	(15)	2	(73)	(171)	(26)	(26)	(56)	(63)
EnCana Pro Forma	749	233	(53)	92	477	3,405	671	2,228	643	(137)
Per share amounts										
EnCana Corporation, Consolidated - Basic	2.48	0.85	0.03	0.32	1.28	7.92	1.44	4.74	1.63	0.12
- Diluted	2.48	0.85	0.03	0.32	1.28	7.91	1.43	4.73	1.63	0.12
EnCana Pro Forma - Basic	1.00	0.31	(0.07)	0.12	0.64	4.54	0.89	2.97	0.86	(0.18)
- Diluted	1.00	0.31	(0.07)	0.12	0.63	4.53	0.89	2.97	0.86	(0.18)
<b>Operating Earnings <sup>(3)</sup></b>										
EnCana Corporation, Consolidated	3,495	855	775	917	948	4,405	449	1,442	1,469	1,045
Less: Cenovus Carve-out <sup>(2)</sup>	1,224	64	382	447	331	1,629	(123)	611	710	431
Add/(Deduct) Pro Forma adjustments	(504)	(418)	(15)	2	(73)	(171)	(26)	(26)	(56)	(63)
EnCana Pro Forma	1,767	373	378	472	544	2,605	546	805	703	551
Per share amounts										
EnCana Corporation, Consolidated - Diluted	4.65	1.14	1.03	1.22	1.26	5.86	0.60	1.92	1.96	1.39
EnCana Pro Forma - Diluted	2.35	0.50	0.50	0.63	0.72	3.47	0.73	1.07	0.94	0.73

<sup>(1)</sup> Cash Flow is a non-GAAP measure defined as Cash from Operating Activities excluding net change in other assets and liabilities, net change in non-cash working capital and net change in non-cash working capital from discontinued operations, which are defined on the Consolidated Statement of Cash Flows.

<sup>(2)</sup> Cenovus Energy was spun-off on November 30, 2009. As a result, carve-out information for the fourth quarter is for the two months ended November 30, 2009 and the Year-to-date information is for the 11 months ended November 30, 2009.

<sup>(3)</sup> Operating Earnings is a non-GAAP measure defined as Net Earnings excluding the after-tax gain/loss on discontinuance, after-tax effect of unrealized mark-to-market accounting gains/losses on derivative instruments, after-tax gains/losses on translation of U.S. dollar denominated debt issued from Canada, after-tax foreign exchange gains/losses on settlement of intercompany transactions, future income tax on foreign exchange recognized for tax purposes only related to U.S. dollar intercompany debt and the effect of changes in statutory income tax rates.