

**Pre-determined tiered table under
the “Profitability-Linked Arrangement”**

Underlying Business Profit in the Previous Year	Amount to be Shared
Below \$5 billion	\$0
\$5 billion to < \$6 billion	\$75 million
\$6 billion to < \$7 billion	\$100 million
\$7 billion to < \$8 billion	\$125 million
\$8 billion to < \$9 billion	\$150 million
\$9 billion to < \$10 billion	\$175 million
\$10 billion to < \$11 billion	\$200 million
\$11 billion to < \$12 billion	\$225 million
\$12 billion to < \$13 billion	\$250 million
\$13 billion to < \$14 billion	\$275 million
\$14 billion to < \$15 billion	\$300 million
≥ \$15 billion	\$325 million