

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

2024

This Form is Open to Public Inspection

Department of the Treasury Internal Revenue Service

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

Complete all entries in accordance with the instructions to the Form 5500.

Part I Annual Report Identification Information

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

- A This return/report is for: [] a multiemployer plan [] a multiple-employer plan... [X] a single-employer plan [] a DFE... B This return/report is: [] the first return/report [] the final return/report... C If the plan is a collectively-bargained plan, check here... [X] D Check box if filing under: [X] Form 5558 [] automatic extension... E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here... []

Part II Basic Plan Information—enter all requested information

1a Name of plan: AUTOALLIANCE INTERNATIONAL, INC. RETIREMENT PLAN FOR EMPLOYEES REPRESENTED BY THE UAW
1b Three-digit plan number (PN): 007
1c Effective date of plan: 01/01/1986
2a Plan sponsor's name (employer, if for a single-employer plan): FORD MOTOR COMPANY
2b Employer Identification Number (EIN): 38-0549190
2c Plan Sponsor's telephone number: 313-322-3000
2d Business code (see instructions): 336100

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

Table with 4 columns: SIGN HERE, Signature of plan administrator, Date, Enter name of individual signing as plan administrator. Includes rows for employer/plan sponsor and DFE.

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2024) v. 240311

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN	
	4d PN	
5 Total number of participants at the beginning of the plan year	5	2120
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1)	782
	6a(2)	541
	6b	1102
	6c	252
	6d	1895
	6e	81
	6f	1976
	6g(1)	
6g(2)		
6h		0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
1A 1B 1C 3F 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply)	9b Plan benefit arrangement (check all that apply)
(1) <input type="checkbox"/> Insurance	(1) <input type="checkbox"/> Insurance
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts
(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust
(4) <input type="checkbox"/> General assets of the sponsor	(4) <input type="checkbox"/> General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules	b General Schedules
(1) <input checked="" type="checkbox"/> R (Retirement Plan Information)	(1) <input checked="" type="checkbox"/> H (Financial Information)
(2) <input type="checkbox"/> MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary	(2) <input type="checkbox"/> I (Financial Information – Small Plan)
(3) <input checked="" type="checkbox"/> SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	(3) <input type="checkbox"/> A (Insurance Information) – Number Attached <u>0</u>
(4) <input type="checkbox"/> DCG (Individual Plan Information) – Number Attached _____	(4) <input checked="" type="checkbox"/> C (Service Provider Information)
(5) <input type="checkbox"/> MEP (Multiple-Employer Retirement Plan Information)	(5) <input checked="" type="checkbox"/> D (DFE/Participating Plan Information)
	(6) <input type="checkbox"/> G (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) Yes No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) Yes No

11c Enter the Receipt Confirmation Code for the 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

▶ **Round off amounts to nearest dollar.**
 ▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan <u>AUTOALLIANCE INTERNATIONAL, INC. RETIREMENT PLAN FOR EMPLOYEES REPRESENTED BY THE UAW</u>	B Three-digit plan number (PN) ▶	<u>007</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>FORD MOTOR COMPANY</u>	D Employer Identification Number (EIN) <u>38-0549190</u>	
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

Part I Basic Information

1	Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>		
2	Assets:		
	a Market value	2a	<u>98242120</u>
	b Actuarial value	2b	<u>98242120</u>
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment	<u>1062</u>	<u>58276433</u>
	b For terminated vested participants	<u>292</u>	<u>11895913</u>
	c For active participants	<u>782</u>	<u>44069489</u>
	d Total	<u>2136</u>	<u>114241835</u>
4	If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>		
	a Funding target disregarding prescribed at-risk assumptions	4a	
	b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b	
5	Effective interest rate	5	<u>5.16 %</u>
6	Target normal cost		
	a Present value of current plan year accruals	6a	<u>9982</u>
	b Expected plan-related expenses	6b	<u>1460114</u>
	c Target normal cost	6c	<u>1470096</u>

Statement by Enrolled Actuary
 To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE		<u>09/19/2025</u>
	Signature of actuary	Date
	<u>MEGAN M. FOSTER</u>	<u>23-07582</u>
	Type or print name of actuary	Most recent enrollment number
	<u>WILLIS TOWERS WATSON US LLC</u>	<u>248-936-7700</u>
	Firm name	Telephone number (including area code)
	<u>TRAVELERS TOWER 26555 EVERGREEN ROAD, SUITE 1600 SOUTHFIELD, MI 48076</u>	
	Address of the firm	

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

Part II Beginning of Year Carryover and Prefunding Balances		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	262643	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	262643	0
9	Amount remaining (line 7 minus line 8)	0	0
10	Interest on line 9 using prior year's actual return of <u>7.51</u> %	0	0
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		2348
b(1)	Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.24</u> %		0
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		176
c	Total available at beginning of current plan year to add to prefunding balance		2524
d	Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	0

Part III Funding Percentages			
14	Funding target attainment percentage	14	85.18 %
15	Adjusted funding target attainment percentage	15	85.18 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	83.73 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls		18 Contributions made to the plan for the plan year by employer(s) and employees:					
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees		
03/26/2024	779000	0					
07/15/2024	779000	0					
10/11/2024	779000	0					
01/13/2025	779000	0					
03/28/2025	4000000	0					
			Totals ▶	18(b)	7116000	18(c)	0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a	Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
b	Contributions made to avoid restrictions adjusted to valuation date	19b	0
c	Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	6774362

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? Yes No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? Yes No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost			
21 Discount rate:			
a Segment rates:	1st segment: 4.75 %	2nd segment: 4.96 %	<input type="checkbox"/> N/A, full yield curve used
b Applicable month (enter code)			21b 0
22 Weighted average retirement age			22 61
23 Mortality table(s) (see instructions) <input type="checkbox"/> Prescribed - combined <input checked="" type="checkbox"/> Prescribed - separate <input type="checkbox"/> Substitute			

Part VI Miscellaneous Items			
24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment..... <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment..... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
26 Demographic and benefit information			
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ... <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....			27

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years			
28 Unpaid minimum required contributions for all prior years			28 0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....			29 0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29).....			30 0

Part VIII Minimum Required Contribution For Current Year			
31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c)			31a 1470096
b Excess assets, if applicable, but not greater than line 31a			31b 0
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	17081940	1643174	
b Waiver amortization installment.....	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount			33
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....			34 3113270
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0
36 Additional cash requirement (line 34 minus line 35)			36 3113270
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)			37 6774362
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)			38a 3661092
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances			38b 0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)			39 0
40 Unpaid minimum required contributions for all years			40 0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)			
41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input type="checkbox"/> 2021			

SCHEDULE C (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

A Name of plan AUTOALLIANCE INTERNATIONAL, INC. RETIREMENT PLAN FOR EMPLOYEES REPRESENTED BY THE UAW	B Three-digit plan number (PN) ▶	007
C Plan sponsor's name as shown on line 2a of Form 5500 FORD MOTOR COMPANY	D Employer Identification Number (EIN) 38-0549190	

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... Yes No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

ALIGHT SOLUTIONS, LLC

82-1061233

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 50	RECORD KEEPER	63376	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

BDO USA, P.C.

13-5381590

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	ACCOUNTANT	34772	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

STATE STREET BANK & TRUST COMPANY

04-1867445

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
49 50 62	NONE KNOWN	11349	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 <hr/> 2024 <hr/> This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>AUTOALLIANCE INTERNATIONAL, INC. RETIREMENT PLAN FOR EMPLOYEES REPRESENTED BY THE UAW</u>	B Three-digit plan number (PN)	<u>007</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>FORD MOTOR COMPANY</u>	D Employer Identification Number (EIN) <u>38-0549190</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
---------------	--

a Name of MTIA, CCT, PSA, or 103-12 IE: <u>FORD MOTOR COMPANY TRUST FUND EQUIT</u>				
b Name of sponsor of entity listed in (a): <u>FORD MOTOR COMPANY</u>				
c EIN-PN <u>36-7324188-103</u>	d Entity code <u>M</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	<u>3153434</u>	
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>FORD MOTOR COMPANY TRUST FUND FIXED</u>				
b Name of sponsor of entity listed in (a): <u>FORD MOTOR COMPANY</u>				
c EIN-PN <u>36-7324188-104</u>	d Entity code <u>M</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	<u>26395985</u>	
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>FORD MOTOR COMPANY TRUST FUND FIXED</u>				
b Name of sponsor of entity listed in (a): <u>FORD MOTOR COMPANY</u>				
c EIN-PN <u>36-7324188-105</u>	d Entity code <u>M</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	<u>38123644</u>	
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>FORD MOTOR COMPANY TRUST FUND CASH</u>				
b Name of sponsor of entity listed in (a): <u>FORD MOTOR COMPANY</u>				
c EIN-PN <u>36-7324188-107</u>	d Entity code <u>M</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	<u>1606841</u>	
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>FORD MOTOR COMPANY TRUST FUND PRIVA</u>				
b Name of sponsor of entity listed in (a): <u>FORD MOTOR COMPANY</u>				
c EIN-PN <u>36-7324188-108</u>	d Entity code <u>M</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	<u>1655342</u>	
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>FORD MOTOR COMPANY TRUST FUND REAL</u>				
b Name of sponsor of entity listed in (a): <u>FORD MOTOR COMPANY</u>				
c EIN-PN <u>36-7324188-109</u>	d Entity code <u>M</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	<u>3930418</u>	
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>FORD MOTOR COMPANY TRUST FUND HEDGE</u>				
b Name of sponsor of entity listed in (a): <u>FORD MOTOR COMPANY</u>				
c EIN-PN <u>36-7324188-110</u>	d Entity code <u>M</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	<u>9674184</u>	

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning <u>01/01/2024</u> and ending <u>12/31/2024</u>			
A Name of plan AUTOALLIANCE INTERNATIONAL, INC. RETIREMENT PLAN FOR EMPLOYEES REPRESENTED BY THE UAW	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width:70%;">B Three-digit plan number (PN) ►</td> <td style="width:30%; text-align: center;">007</td> </tr> </table>	B Three-digit plan number (PN) ►	007
B Three-digit plan number (PN) ►	007		
C Plan sponsor's name as shown on line 2a of Form 5500 FORD MOTOR COMPANY	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td>D Employer Identification Number (EIN) 38-0549190</td> </tr> </table>	D Employer Identification Number (EIN) 38-0549190	
D Employer Identification Number (EIN) 38-0549190			

Part I	Asset and Liability Statement
---------------	--------------------------------------

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

		(a) Beginning of Year	(b) End of Year
Assets			
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	3040000	4779000
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	95238559	84539848
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)		
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation.....	1e		
f Total assets (add all amounts in lines 1a through 1e).....	1f	98278559	89318848
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h	59036	53531
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j		
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	59036	53531
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	98219523	89265317

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers.....	2a(1)(A)	7116000	
(B) Participants.....	2a(1)(B)		
(C) Others (including rollovers).....	2a(1)(C)		
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		7116000
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)		
(B) U.S. Government securities.....	2b(1)(B)		
(C) Corporate debt instruments.....	2b(1)(C)		
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)		
(F) Other.....	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		0
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)		
(B) Common stock.....	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		0
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)		
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		67802
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total.....	2d		7183802

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	14732381	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other.....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		14732381
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions).....	2g		
h Interest expense.....	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)	63377	
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)	34772	
(5) Investment advisory and investment management fees	2i(5)	213656	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses.....	2i(11)	1093822	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		1405627
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		16138008

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d.....	2k		-8954206
l Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) Unmodified (2) Qualified (3) Disclaimer (4) Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) DOL Regulation 2520.103-8 (2) DOL Regulation 2520.103-12(d) (3) neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **BDO USA, P.C.**

(2) EIN: **13-5381590**

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) This form is filed for a CCT, PSA, DCG or MTIA. (2) It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		10000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)		X	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? Yes No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) Yes No Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 556453.

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>AUTOALLIANCE INTERNATIONAL, INC. RETIREMENT PLAN FOR EMPLOYEES REPRESENTED BY THE UAW</u>	B Three-digit plan number (PN) ▶	<u>007</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>FORD MOTOR COMPANY</u>	D Employer Identification Number (EIN) <u>38-0549190</u>	

Part I	Distributions
---------------	----------------------

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....

1		0
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2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):
 EIN(s): 04-3581074 04-1867445

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year.....

3		113
---	--	-----

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
----------------	---

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?..... Yes No N/A
If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a	
b Enter the amount contributed by the employer to the plan for this plan year	6b	
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....	6c	

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline?..... Yes No N/A

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?..... Yes No N/A

Part III	Amendments
-----------------	-------------------

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... Increase Decrease Both No

Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
----------------	---

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? Yes No

11 a Does the ESOP hold any preferred stock?..... Yes No

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)..... Yes No

12 Does the ESOP hold any stock that is not readily tradable on an established securities market?..... Yes No

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. Complete as many entries as needed to report all applicable employers.

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment).....	14a	
b The plan year immediately preceding the current plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14b	
c The second preceding plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14c	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	16a	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....	16b	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment

19 If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:
 Public Equity: 4.0 % Private Equity: 2.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 73.0 %
 High-Yield Debt: 2.0 % Real Assets: 5.0 % Cash or Cash Equivalents: 3.0 % Other: 11.0 %

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
 0-5 years 5-10 years 10-15 years 15 years or more

20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? Yes No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:
 Yes.
 No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.
 No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.
 No. Other. Provide explanation: _____

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? Yes No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).
 Design-based safe harbor method
 "Prior year" ADP test
 "Current year" ADP test
 N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ___/___/____ (MM/DD/YYYY) and the Opinion Letter serial number _____.

**Ford Motor Company
Defined Benefit Plans**
(Ford Motor Company General Retirement Plan,
Ford Motor Company UAW Retirement Plan,
and UAW-AAI Retirement Plan)

Combining Financial Statements
Years Ended December 31, 2024 and 2023

The report accompanying these financial statements was issued by BDO USA, P.C., a Virginia professional corporation, and the U.S. member of BDO International Limited, a UK company limited by guarantee.



Ford Motor Company Defined Benefit Plans
(Ford Motor Company General Retirement Plan,
Ford Motor Company UAW Retirement Plan, and UAW-AAI Retirement Plan)

Combining Financial Statements
Years Ended December 31, 2024 and 2023

Ford Motor Company Defined Benefit Plans
(Ford Motor Company General Retirement Plan,
Ford Motor Company UAW Retirement Plan, and UAW-AAI Retirement Plan)

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Independent Auditor's Report

The Plan Administrator
Ford Motor Company Defined Benefit Plans
Dearborn, Michigan

Opinion

We have audited the financial statements of Ford Motor Company General Retirement Plan, Ford Motor Company UAW Retirement Plan, and UAW-AAI Retirement Plan (collectively, the Plans), employee benefit plans subject to the Employee Retirement Income Security Act of 1974 (ERISA). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plans as of December 31, 2024 and 2023, and the changes in their net assets available for benefits for the years then ended in accordance with accounting principles generally accepted in the United States of America (GAAP).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of the Plans and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with GAAP, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plans' ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Management is responsible for maintaining a current plan instruments, including all plan amendments. Management is also responsible for administering the Plans and determining that the Plans' transactions that are presented and disclosed in the financial statements are in conformity with the Plans' provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

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Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plans' internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plans' abilities to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

BDO USA, P.C.

October 3, 2025

Combining Financial Statements

Ford Motor Company Defined Benefit Plans
(Ford Motor Company General Retirement Plan,
Ford Motor Company UAW Retirement Plan, and UAW-AAI Retirement Plan)

Combining Statements of Net Assets Available for Benefits
(in millions)

December 31, 2024

	Ford Motor Company General Retirement Plan	Ford Motor Company UAW Retirement Plan	UAW-AAI Retirement Plan	Total (Memorandum Only)
Assets				
Investments:				
Interest in Ford Motor Company Master Trust Fund	\$ 11,575	\$ 17,842	\$ 85	\$ 29,502
Receivables:				
Employer contributions	541	-	5	546
Total Assets	12,116	17,842	90	30,048
Liabilities				
Accrued liabilities	6	10	-	16
Net Assets Available for Benefits	\$ 12,110	\$ 17,832	\$ 90	\$ 30,032

See accompanying notes to combining financial statements.

Ford Motor Company Defined Benefit Plans
(Ford Motor Company General Retirement Plan,
Ford Motor Company UAW Retirement Plan, and UAW-AAI Retirement Plan)

Combining Statements of Net Assets Available for Benefits
(in millions)

December 31, 2023

	Ford Motor Company General Retirement Plan	Ford Motor Company UAW Retirement Plan	UAW-AAI Retirement Plan	Total (Memorandum Only)
Assets				
Investments:				
Interest in Ford Motor Company Master Trust Fund	\$ 12,059	\$ 19,269	\$ 95	\$ 31,423
Receivables:				
Employer contributions	647	-	3	650
Total Assets	12,706	19,269	98	32,073
Liabilities				
Accrued liabilities	7	10	-	17
Net Assets Available for Benefits	\$ 12,699	\$ 19,259	\$ 98	\$ 32,056

See accompanying notes to combining financial statements.

Ford Motor Company Defined Benefit Plans
(Ford Motor Company General Retirement Plan,
Ford Motor Company UAW Retirement Plan, and UAW-AAI Retirement Plan)

Combining Statements of Changes in Net Assets Available for Benefits
(in millions)

Year ended December 31, 2024

	Ford Motor Company General Retirement Plan	Ford Motor Company UAW Retirement Plan	UAW-AAI Retirement Plan	Total (Memorandum Only)
Additions				
Employee contributions	\$ 15	\$ -	\$ -	\$ 15
Employer contributions	544	-	7	551
Plan's share of Ford Motor Company Master Trust Fund's investment income (loss)	(115)	184	-	69
Total Additions	444	184	7	635
Deductions				
Benefits paid directly to participants or beneficiaries	999	1,547	15	2,561
Administrative expenses	34	64	-	98
Total Deductions	1,033	1,611	15	2,659
Net Decrease	(589)	(1,427)	(8)	(2,024)
Net Assets Available for Plan Benefits, beginning of year	12,699	19,259	98	32,056
Net Assets Available for Benefits, end of year	\$ 12,110	\$ 17,832	\$ 90	\$ 30,032

See accompanying notes to combining financial statements.

Ford Motor Company Defined Benefit Plans
(Ford Motor Company General Retirement Plan,
Ford Motor Company UAW Retirement Plan, and UAW-AAI Retirement Plan)

Combining Statements of Changes in Net Assets Available for Benefits
(in millions)

Year ended December 31, 2023

	Ford Motor Company General Retirement Plan	Ford Motor Company UAW Retirement Plan	UAW-AAI Retirement Plan	Total (Memorandum Only)
Additions				
Employee contributions	\$ 16	\$ -	\$ -	\$ 16
Employer contributions	732	-	3	735
Plan's share of Ford Motor Company Master Trust Fund's investment income	897	1,450	7	2,354
Total Additions	1,645	1,450	10	3,105
Deductions				
Benefits paid directly to participants or beneficiaries	2,334	1,401	8	3,743
Administrative expenses	34	60	2	96
Total Deductions	2,368	1,461	10	3,839
Net Decrease	(723)	(11)	-	(734)
Net Assets Available for Plan Benefits, beginning of year	13,422	19,270	98	32,790
Net Assets Available for Benefits, end of year	\$ 12,699	\$ 19,259	\$ 98	\$ 32,056

See accompanying notes to combining financial statements.

Ford Motor Company Defined Benefit Plans
(Ford Motor Company General Retirement Plan,
Ford Motor Company UAW Retirement Plan, and UAW-AAI Retirement Plan)

Notes to Combining Financial Statements

1. Description of the Plans

The following brief description of Ford Motor Company General Retirement Plan (GRP), Ford Motor Company UAW Retirement Plan (UAW Plan), and UAW-AAI Retirement Plan (UAW-AAI Plan) (collectively, the Plans) is provided for general information purposes. The provisions of the Plans are governed in all respects by the detailed terms and conditions contained in the respective Plan documents. Participants should refer to the Plan documents for the complete information. The Plans are subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA). The Plans are administered by Ford Motor Company.

General

The GRP is a defined benefit plan of the unit-benefit type and pay-related type that provides noncontributory and contributory retirement income to member employees. The GRP covers all salaried employees and hourly employees of Ford Motor Company and participating subsidiaries (collectively, the Company or Ford) who are not represented under the collective bargaining agreement between Ford and the International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW). Noncontributory membership in the GRP commences after three months of continuous service; contributory membership commences at the employee's election after attaining noncontributory membership.

Effective January 1, 2004, the Company's board of directors approved the introduction of a defined contribution plan as the primary retirement program for new salaried employees, replacing the GRP. All Ford (including participating subsidiaries) salaried employees hired or rehired on or after January 1, 2004 will participate in the new defined contribution plan. All salaried employees hired or rehired prior to January 1, 2004 will continue to participate in the GRP.

The GRP is supported by Company and employee contributions. Neither the Company's contributions nor the Plan assets are allocated for the accounts of individuals; however, records of individual employee contributions are maintained. A contributing member's monthly contribution is equal to 1.5% of total monthly base salary (up to the legally required annual compensation limit) and is fully and immediately vested. A contributing member may suspend the making of contributions at any time. If the member suspends contributions, the member may not again commence making contributions until at least one year after the effective date of such suspension.

The UAW Plan is a defined benefit plan of the unit-benefit type that provides noncontributory retirement income to member employees. The UAW Plan covers all hourly employees represented under the Ford-UAW agreement and hired or rehired by Ford prior to November 19, 2007, and all direct-hire skilled trade employees hired prior to October 24, 2011. Membership in the UAW Plan commences on the date of hire.

The UAW Plan is supported by Company contributions. Neither the Company's contributions nor the Plan assets of the UAW Plan are allocated for the accounts of individuals.

AutoAlliance International, Inc. (AAI) adopted the UAW-AAI Plan, a defined benefit cash balance pension plan, to provide pension benefits to substantially all hourly AAI employees hired prior to March 24, 1997.

Ford Motor Company Defined Benefit Plans
(Ford Motor Company General Retirement Plan,
Ford Motor Company UAW Retirement Plan, and UAW-AAI Retirement Plan)

Notes to Combining Financial Statements

On February 28, 1997, AAI entered into an agreement with Ford under which AAI agreed to transfer its employees represented by the UAW (AAI Services participants) to AAI Employee Services Company L.L.C. (AAI Services), a wholly owned subsidiary of Ford. As part of the agreement, effective March 24, 1997, AAI Services participants stopped accruing service under the UAW-AAI Plan and commenced accruing service under the UAW Plan for purposes of determining benefits; however, AAI Services participants continued to accrue service under the UAW-AAI Plan after March 24, 1997 for purposes of determining eligibility, including eligibility for additional supplements. Additionally, AAI Services participants became fully vested in their UAW-AAI Plan benefits effective March 24, 1997 and continued to accrue interest thereafter on their UAW-AAI Plan account balances. Funding of the UAW-AAI Plan has continued as required.

The Company contributes such amounts as are necessary on an actuarial basis to provide the Plans with assets sufficient to meet the benefits to be paid to the Plans' members (see Note 4). The UAW Plan and the UAW-AAI Plan provide that participants are not allowed to make contributions.

Pension Benefits

Under the GRP, noncontributory and contributory life income benefits are payable upon normal retirement at age 65 or upon early or disability retirement. Spouse survivorship benefits are included as part of the GRP. Early retirement supplements and temporary benefits are generally payable to age 62 and one month. Qualification to receive a benefit is dependent upon meeting certain eligibility requirements. If a nonvested employee who has made contributions to the GRP terminates employment, the participant will receive a payment equal to the employee's accumulated contributions plus interest of 120% of the federal midterm rate (5.25% and 4.62% for 2024 and 2023, respectively) compounded annually.

Under the UAW Plan, life income benefits are payable upon normal retirement at age 65 or upon early or disability retirement. Spouse survivorship benefits are included as part of the UAW Plan. Early retirement supplements and temporary benefits are generally payable to age 62 and one month. Qualification to receive a benefit is dependent upon meeting certain eligibility requirements.

Under the GRP and the UAW Plan, life income benefits vest after five years of credited service or ERISA service, or when the members become eligible for normal retirement. Early retirement supplements are dependent upon meeting certain eligibility requirements in addition to vesting. Although entitlement to these supplements is uncertain for nonretired employees, the value of these benefits was included, for reporting purposes, in the vested benefits section of the accumulated plan benefits in Note 5.

Under the UAW-AAI Plan, Plan participants with five or more years of service are entitled to monthly pension benefits based on the greater of the value of their account balance or the minimum monthly benefit as set forth in the UAW-AAI Plan, beginning at normal retirement age (65) or upon early retirement. The account balance is the accumulation of annual credits based on average salary and the Social Security taxable wage base, adjusted for the greater of the 30-year Treasury bond yield or 4%. Early retirement supplements are generally payable to age 62 and one month.

Participants under the UAW-AAI Plan and the GRP may elect to receive their pension benefits in the form of an annuity, a joint and survivor annuity, or a lump sum. Participants of the UAW Plan can elect to receive their pension benefit in the form of an annuity or a joint and survivor annuity.

Ford Motor Company Defined Benefit Plans
(Ford Motor Company General Retirement Plan,
Ford Motor Company UAW Retirement Plan, and UAW-AAI Retirement Plan)

Notes to Combining Financial Statements

2. Summary of Significant Accounting Policies

Basis of Accounting

The accompanying combining financial statements are prepared on the accrual basis of accounting.

Investment in Master Trust

The Plans participate in the Ford Motor Company Master Trust Fund (the Master Trust), whose trustee is The Northern Trust Company (Northern Trust). The Master Trust investment accounts are valued at the end of the month based on the fair value of underlying assets. Purchases and sales of the Master Trust investment account securities are reflected on a trade-date basis. Gains and losses on sales of securities are based on average costs. Net appreciation (depreciation) includes the Plans' gains and losses on investments bought and sold as well as held during the year.

Dividend income of the investment accounts is recorded on the ex-dividend date. Income from other investments of the Master Trust investment accounts is recorded as earned on an accrual basis.

The total (memorandum only) columns in the accompanying combining statements of net assets available for benefits and combining statements of changes in net assets available for benefits represent the total balances and activity for the Plans currently participating in the Master Trust and are provided for information purposes only.

Investment Valuation

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Investments in the Master Trust are stated at fair value. If available, quoted market prices are used to value investments. When quoted market prices are not available, various valuation techniques are utilized and observable inputs are prioritized to determine fair value. The use of different market assumptions and/or different valuation techniques may have a material effect on the estimated fair value amounts. See Note 6 for additional information.

Payment of Benefits

Benefit payments are recognized as a reduction to net assets of the Plans when paid. Benefits to participants, which have been approved but not processed, were \$8,025,913 and \$269,991 as of December 31, 2024 and 2023, respectively, for the GRP; \$338,697 and \$799,322 as of December 31, 2024 and 2023, respectively, for the UAW Plan; and \$0 and \$1,153 as of December 31, 2024 and 2023, respectively, for the UAW-AAI Plan.

Plan Expenses

Costs of administering the Plans are paid by the Plans. Certain other costs are paid by the Company. Pension Benefit Guaranty Corporation (PBGC) insurance premiums and disability retirement medical examination fees are also paid by the Plans. Certain expenses, such as investment manager and trustee fees, are paid by the Master Trust and charged to the Plans based upon the Plans' proportionate interest in the net assets of the Master Trust. Total expenses paid by the Master Trust were approximately \$100 million and \$95 million for the years ended December 31, 2024 and 2023, respectively.

Ford Motor Company Defined Benefit Plans
(Ford Motor Company General Retirement Plan,
Ford Motor Company UAW Retirement Plan, and UAW-AAI Retirement Plan)

Notes to Combining Financial Statements

The Company is reimbursed by the Plans for certain administrative expenses it directly incurs in the operation of the Plans. For the years ended December 31, 2024 and 2023, these expenses were approximately \$0.8 million and \$0.7 million, respectively, each year for the GRP and approximately \$2.0 million and \$1.7 million, respectively, for the UAW Plan. The Company did not require reimbursement from the UAW-AAI Plan for any administrative expenses for the years ended December 31, 2024 and 2023. Certain expenses related to the Plans are paid by the Company and not reimbursed by the Plans.

Use of Estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amount of assets, liabilities, and changes therein; disclosure of contingent assets and liabilities; and the actuarial present value of accumulated plan benefits at the date of the financial statements and changes therein. Actual results could differ from these estimates.

Subsequent Events

The combining financial statements and related disclosures include evaluation of events up through and including October 3, 2025, which is the date the combining financial statements were available to be issued. There were no subsequent events requiring adjustments to or disclosure in the combining financial statements.

3. Risks and Uncertainties

Plan contributions are made and the actuarial present value of accumulated plan benefits are reported based on certain economic and demographic assumptions, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements.

Investment securities within the Master Trust are exposed to various risks, such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities and the level of uncertainty related to changes in the value of investment securities, it is at least reasonably possible that changes in these risks, estimates, and assumptions in the near term could materially affect the amounts reported in the combining financial statements.

4. Funding Policies

Employer contributions are determined by an independent actuary, Willis Towers Watson, and represent the annual amount required by ERISA to meet the minimum funding standards. These contributions are funded on or before the required dates as set forth by ERISA. The Plans met the ERISA minimum funding requirements for 2024 and 2023. The Company at its option can contribute more than the minimum required. Subsequent to December 31, 2024 and 2023, the Company contributed \$541 million and \$647 million to the GRP, respectively. Subsequent to December 31, 2024 and 2023, the Company contributed \$5 million and \$3 million to the UAW-AAI Plan, respectively. The contributions were recognized during the December 31, 2024 and 2023 Plan years, respectively, and are reflected as employer contributions receivable in the combining statements of net assets available for benefits.

Ford Motor Company Defined Benefit Plans
(Ford Motor Company General Retirement Plan,
Ford Motor Company UAW Retirement Plan, and UAW-AAI Retirement Plan)

Notes to Combining Financial Statements

Current and prior service is funded as required and funding amounts are subject to tax deductibility and full funding limitations. Prior service installments represent the amortization of funding liability shortfalls over periods of not more than seven years from the date such shortfalls are established.

Employee contributions are not permitted under the UAW Plan and the UAW-AAI Plan.

Under the GRP, employee contributions are recorded in the same period the Company withholds payroll deductions from GRP participants. Accumulated contributions of current employees at January 1, 2024 and 2023 were approximately \$288 million and \$278 million, respectively, including interest credited at an interest rate, compounded annually, equal to 120% of the federal mid-term rate in effect the first month of each calendar year.

5. Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits are those future periodic and lump-sum payments that are attributable under the Plans' provisions and the current collective bargaining agreement, if applicable, to the service employees have rendered to the valuation date. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries. The accumulated plan benefits for active employees will equal the accumulation, with interest, of the annual benefit accruals as of the benefit information date. Benefits payable under all circumstances—retirement, death, disability, and termination of employment—are included to the extent they are deemed attributable to employee service rendered to the valuation date.

The actuarial present value of accumulated plan benefits is determined by an independent actuary by applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment.

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Ford Motor Company Defined Benefit Plans
(Ford Motor Company General Retirement Plan,
Ford Motor Company UAW Retirement Plan, and UAW-AAI Retirement Plan)

Notes to Combining Financial Statements

The more significant assumptions underlying the actuarial computations at January 1, 2024 are as follows:

	Ford Motor Company General Retirement Plan	Ford Motor Company UAW Retirement Plan	UAW-AAI Retirement Plan
Actuarial cost method	Unit credit cost method	Unit credit cost method	Unit credit cost method
Interest rate (%)	5.20	5.15	5.13
Cash balance crediting rate (%)	N/A	N/A	4.00
Mortality basis	Preretirement: Pri-2012 White Collar, non-annuitant mortality table, reduced by 3.8%, and projected on a generational basis with modified Scale MP-2021 adjusted to reflect only 75% of each improvement factor. Postretirement: Pri-2012 White Collar, annuitant mortality table, reduced by 4.3% and projected on a generational basis with modified Scale MP-2021 adjusted to reflect only 75% of each improvement factor.	Preretirement: Pri-2012 Blue Collar, non-annuitant mortality table, increased by 34%, and projected on a generational basis with modified Scale MP-2021 adjusted to reflect only 37.5% of each improvement factor. Postretirement: Pri-2012 Blue Collar, annuitant mortality table, increased by 11.1% and projected on a generational basis with modified Scale MP-2021 adjusted to reflect only 37.5% of each improvement factor.	Preretirement: Pri-2012 Blue Collar, non-annuitant mortality table, increased by 34%, and projected on a generational basis with modified Scale MP-2021 adjusted to reflect only 37.5% of each improvement factor. Postretirement: Pri-2012 Blue Collar, annuitant mortality table, increased by 11.1% and projected on a generational basis with modified Scale MP-2021 adjusted to reflect only 37.5% of each improvement factor.
Retirement age (average of rates at individual ages)	Average age was 62	Average age was 61	Average age was 61

Ford Motor Company Defined Benefit Plans
(Ford Motor Company General Retirement Plan,
Ford Motor Company UAW Retirement Plan, and UAW-AAI Retirement Plan)

Notes to Combining Financial Statements

The foregoing actuarial assumptions are based on the Plans continuing indefinitely. If any of the Plans were terminated, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits of the respective terminated plan. The computations of the actuarial present value of accumulated plan benefits were made as of January 1, 2024. Had the valuation been performed as of December 31, there would be no material differences.

Actuarial assumptions used are based generally on the Plans' experience, and the reasonableness of such assumptions is evaluated on a continuing basis.

The actuarial present value of accumulated plan benefits as of January 1, 2024 was as follows (in millions):

	Ford Motor Company General Retirement Plan	Ford Motor Company UAW Retirement Plan	UAW AAI Retirement Plan	Total (Memorandum Only)
Actuarial Present Value of Accumulated Plan Benefits				
Vested benefits:				
Participants currently receiving payments	\$ 8,149	\$ 12,519	\$ 55	\$ 20,723
Other participants	3,815	4,746	55	8,616
Total Vested Benefits	11,964	17,265	110	29,339
Non-Vested Benefits	327	741	1	1,069
Total Actuarial Present Value of Accumulated Plan Benefits	\$ 12,291	\$ 18,006	\$ 111	\$ 30,408

The following schedule summarizes the components of the change in the actuarial present value of accumulated plan benefits for the year ended January 1, 2024 (in millions):

	Ford Motor Company General Retirement Plan	Ford Motor Company UAW Retirement Plan	UAW AAI Retirement Plan	Total (Memorandum Only)
Actuarial Present Value of Accumulated Plan Benefits, beginning of year	\$ 12,721	\$ 17,260	\$ 108	\$ 30,089
Increase (decrease) during the period attributable to:				
Benefits accumulated and actuarial losses and gains	842	84	(1)	925
Decrease in the discount period	654	919	6	1,579
Benefits paid	(2,334)	(1,401)	(8)	(3,743)
Change in actuarial assumptions	408	556	3	967
Plan amendments	-	588	3	591
Net Increase (Decrease)	(430)	746	3	319
Actuarial Present Value of Accumulated Plan Benefits, end of year	\$ 12,291	\$ 18,006	\$ 111	\$ 30,408

Ford Motor Company Defined Benefit Plans
(Ford Motor Company General Retirement Plan,
Ford Motor Company UAW Retirement Plan, and UAW-AAI Retirement Plan)

Notes to Combining Financial Statements

GRP

For the year ended January 1, 2024, the net decrease in the actuarial present value of accumulated plan benefits is primarily from higher benefit payments as the result of an increase in Plan members selecting a lump-sum settlement upon retirement. In addition, the change in actuarial assumption is due primarily to the decrease in interest rate from 5.54% to 5.20%.

UAW Plan

For the year ended January 1, 2024, the net increase in the actuarial present value of accumulated plan benefits related to a change in actuarial assumptions is due primarily to the decrease of the interest rate from 5.50% to 5.15%.

UAW-AAI Plan

For the year ended January 1, 2024, the net increase in the actuarial present value of accumulated plan benefits related to a change in actuarial assumptions is due primarily to the decrease of the interest rate from 5.48% to 5.13%.

6. Investments in Master Trust

The assets in the Master Trust are held in separate investment accounts. The investment accounts are combined into investment pools according to the asset class(es) in which they invest. The Plans each hold ownership interests in the various investment pools that are described below. Investment income and expenses relating to the investment accounts are allocated to the individual Plans based upon the Plan's individual ownership of that associated investment pool. Administrative expenses relating to the Master Trust are allocated to the individual Plans based upon a Plan's total ownership in the Master Trust. See Note 2, *Plan Expenses*, for additional information.

Investment Pools

Equity

Equity investment pools invest in the public stock of U.S. and international companies including those held in commingled funds. The equity investment pools may also contain a limited amount of hedging instruments such as cash and short-term investments, foreign currency swaps and futures, and bonds. The investment objective of the Equity - Passive investment pools is to provide risk-adjusted returns in excess of, or equal to, certain equity index benchmarks.

Fixed Income

Fixed-income investment pools invest in fixed and variable rate bonds of U.S. government and government-sponsored enterprises, bonds of foreign governments, corporate bonds, municipal securities, bank notes, mortgages, and other asset-backed securities including those held in commingled funds. Fixed-income investment pools may also contain derivative holdings such as interest rate futures, options, and swaps (including credit default swaps).

The investment objective of the Fixed Income - Broad investment pool is to provide a risk-adjusted return in excess of a broad government/credit long duration fixed-income benchmark. The investment objectives of the Fixed Income - Credit and Fixed Income - Intermediate Credit

Ford Motor Company Defined Benefit Plans
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Notes to Combining Financial Statements

investment pools are to provide a risk-adjusted returns in excess of credit-only, long-duration, and intermediate-duration fixed-income benchmarks, respectively. The investment objective of the Fixed Income - GRP Completion and the Fixed Income - UAW Completion investment pools is to provide an interest rate hedge that decreases funded status sensitivity to changes in interest rates.

Private Equity

The investment objective of the Private Equity investment pool is to provide a long-term return in excess of a global public equity index benchmark. The Private Equity investment pool invests in buyout funds, venture capital funds, distressed/turnaround funds, secondaries, and special situation funds. The Private Equity investment pool may also temporarily hold public equities due to portfolio companies that have recently been taken public. In addition, the portfolio may contain various private credit investments. These illiquid investments are primarily held in commingled fund-of-fund vehicles or separate accounts. The securities in this investment pool include cash and short-term investments that can be used to facilitate investment redemptions and subscriptions.

Hedge Fund

The investment objective of the Hedge Fund investment pool is to generate long-term returns comparable to the return on public equities but with lower volatility of monthly returns. The Hedge Fund investment pool invests in a diversified portfolio of hedge funds that employ various strategies including event driven, equity long/short, macro/CTA, multi-strategy, and relative value.

Hedge funds generally hold liquid securities such as public equities, exchange-traded derivatives, and fixed-income securities. The securities in this investment pool include cash and short-term investments that can be used to facilitate investment redemptions and subscriptions.

Real Estate

The investment objective of the Real Estate investment pool is to provide a long-term return above public equities with low correlation to other asset classes. The Real Estate investment pool includes core investments (to provide current income returns), opportunistic investments (less liquid funds to provide higher expected returns but with additional risks), and special situation investments. The investment vehicles held by the Real Estate investment pool consist primarily of limited partnerships and private real estate investment trusts. The securities in this investment pool include cash and short-term investments that can be used to facilitate investment redemptions and subscriptions.

Cash

The Cash investment pool contains centralized cash reserves for the operation of the Master Trust including the need to fund participant monthly benefit payments and various Plan expenses. It may also contain a limited amount of securities from recently terminated investment manager accounts.

Derivative Instruments

The Master Trust is party to certain agreements, which are designed to manage exposures to foreign exchange and interest rate risks. The interest rate and foreign currency instruments are used for the purpose of hedging changes in the fair value of assets and the actuarial present value of accumulated plan benefits that result from interest rate changes and currency fluctuations, or as an efficient substitute for traditional securities. Interest rate instruments are also used to adjust

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portfolio duration. Derivatives may not be used to leverage or to alter the economic exposure to an asset class outside the scope of the mandate an investment manager has been given. Alternative investment managers are permitted to employ leverage (including through the use of derivatives or other tools) that may alter economic exposure.

The tables below present the fair value of derivative instruments by major type on a gross basis (in millions). The derivatives instruments table reflects all derivative instruments on a gross basis even if the instruments are subject to enforceable master netting arrangements. Gross amounts exclude the effects of counterparty netting and collateral and are not representative of the Master Trust's credit exposure. The tables also present the amounts of counterparty netting and collateral that have the right of offset but have not been offset in the derivatives instruments table (in millions).

Derivatives that are not subject to a master netting or similar arrangement, or derivatives for which an ultimate determination has not been made regarding whether enforceable arrangements exist, are included below as not being subject to a master netting or similar arrangement.

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The tables below also present information for repurchase and reverse repurchase agreements held by the Master Trust (in millions). These agreements are treated as financing arrangements and are reflected in the tables presenting information about the Master Trust net assets as part of cash and short-term investments at December 31, 2024 and 2023. Given the short-term nature of these agreements, they are carried at contract amounts reflective of the amounts at which the securities will be subsequently resold or repurchased, as specified in the respective agreements. These agreements are collateralized by high-quality, fixed-income securities.

December 31, 2024

	Gross Amounts Not Offset in Derivative Instruments Table				Net Amount
	Gross Amounts Presented in Derivative Instruments Table	Financial Instrument	Cash and Securities Collateral Received/ Pledged		
Assets					
Over-the-counter financial instruments (subject to a master netting arrangement):					
Foreign currency	\$ 12	\$ 1	\$ 5	\$ 6	-
Interest rate	4	3	1	-	-
Total Derivatives Subject to a Master Netting Arrangement	16	\$ 4	\$ 6	\$ 6	6
Exchange-traded/cleared financial instruments (not subject to a master netting arrangement):					
Interest rate	69				
Total Derivatives Not Subject to a Master Netting Arrangement	69				
Total Derivatives - Assets	\$ 85				
Repurchase Agreements	\$ 4	\$ -	\$ 4	\$ -	-
TBA Securities	\$ 191				
Liabilities					
Over-the-counter financial instruments (subject to a master netting arrangement):					
Equity	\$ 98	\$ -	\$ 98	\$ -	-
Foreign currency	2	1	1	-	-
Interest rate	6	3	3	-	-
Total Derivatives Subject to a Master Netting Arrangement	106	\$ 4	\$ 102	\$ -	-
Exchange-traded/cleared financial instruments (not subject to a master netting arrangement):					
Interest rate	42				
Total Derivatives Not Subject to a Master Netting Arrangement	42				
Total Derivatives - Liabilities	\$ 148				
Repurchase Agreements	\$ 2,530	\$ -	\$ 2,530	\$ -	-

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December 31, 2023

	Gross Amounts Not Offset in Derivative Instruments Table				Net Amount
	Gross Amounts Presented in Derivative Instruments Table	Financial Instrument	Cash and Securities Collateral Received/ Pledged		
Assets					
Over-the-counter financial instruments (subject to a master netting arrangement):					
Equity	\$ 145	\$ -	\$ 145	\$ -	
Foreign currency	2	1	1	-	
Total Derivatives Subject to a Master Netting Arrangement	147	\$ 1	\$ 146	\$ -	
Exchange-traded/cleared financial instruments (not subject to a master netting arrangement):					
Interest rate	83				
Total Derivatives Not Subject to a Master Netting Arrangement	83				
Total Derivatives - Assets	\$ 230				
Liabilities					
Over-the-counter financial instruments (subject to a master netting arrangement):					
Foreign currency	\$ 8	\$ 1	\$ 2	\$ 5	
Interest rate	3	-	3	-	
Total Derivatives Subject to a Master Netting Arrangement	11	\$ 1	\$ 5	\$ 5	
Exchange-traded/cleared financial instruments (not subject to a master netting arrangement):					
Interest rate	61				
Total Derivatives Not Subject to a Master Netting Arrangement	61				
Total Derivatives - Liabilities	\$ 72				
Repurchase Agreements	\$ 2,638	\$ -	\$ 2,638	\$ -	

To mitigate the risk of counterparties not meeting their obligations under the terms of agreements, the Master Trust enters into master netting or similar agreements, and receives both cash and noncash collateral as security for certain derivative instruments and repurchase agreements. The investment managers, on behalf of the Master Trust, manage its foreign currency and interest rate counterparty credit risks by limiting exposure to and by monitoring the financial condition of each counterparty. In the unlikely event that a counterparty fails to meet the terms of a particular instrument, the Master Trust's risk is limited to the fair value of the instrument, offset by any amounts subject to master netting or similar agreements and the value of any collateral held.

The cash and noncash collateral disclosed in the tables above includes only amounts received and pledged that are associated with instruments that have a master netting or similar arrangement. The collateral amounts discussed below include cash and noncash collateral received and pledged

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for all instruments, including those that are subject to a master netting or similar arrangement and those that are not.

Cash collateral received, which approximated \$226 million and \$582 million at December 31, 2024 and 2023, respectively, is invested in a segregated account managed by Northern Trust that consists of high-quality, short-term, fixed-income investments. The net assets of the Master Trust reflect a corresponding obligation to return this cash collateral to the counterparties. The noncash collateral received, for which amounts are disclosed in the tables above, if applicable, is not reflected in the net assets of the Master Trust as the Master Trust does not sell or pledge the noncash collateral.

The Master Trust also pledges both cash and non-cash collateral to counterparties as security to mitigate the risk of the Master Trust not meeting obligations under the terms of the derivative instrument agreements. The net assets of the Master Trust reflect, as an asset, collateral pledged by the Master Trust to counterparties.

Cash collateral pledged approximated \$258 million and \$322 million at December 31, 2024 and 2023, respectively. The noncash collateral pledged, which approximated \$2.9 billion and \$3.4 billion at December 31, 2024 and 2023, respectively, remains in the net assets of the Master Trust and is generally invested in short-term investments and fixed-income securities.

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Derivative Instruments Table

Following are gross assets and liabilities, gross notional amounts, and the related income (loss) of derivative instruments held within the net assets of the Master Trust as of and for the years ended December 31, 2024 and 2023 (in millions). The notional amounts represent the contract amounts, not the amounts at risk.

<i>December 31,</i>	2024	2023
Derivatives - Assets		
Fixed income - Broad investment pool	\$ 65	\$ 77
Fixed income - GRP Completion investment pool	-	145
Fixed income - Credit investment pool	13	3
Equity - Passive investment pool	5	-
Fixed income - Intermediate Credit investment pool	-	1
Fixed income - UAW Completion investment pool	2	4
Total Derivatives - Assets	85	230
Derivatives - Liabilities		
Fixed income - Broad investment pool	34	61
Fixed income - GRP Completion investment pool	98	1
Fixed income - Credit investment pool	12	4
Equity - Passive investment pool	-	4
Fixed income - Intermediate Credit investment pool	1	1
Fixed income - UAW Completion investment pool	3	1
Total Derivatives - Liabilities	148	72
Total Derivatives - Net	\$ (63)	\$ 158
Foreign Currency Instruments		
Notional amount - assets	\$ 375	\$ 75
Notional amount - liabilities	230	433
Income (loss)	9	(6)
Interest Rate Instruments		
Notional amount - assets	7,635	6,761
Notional amount - liabilities	8,018	9,080
Income (loss)	(88)	151
Other Instruments		
Notional amount - assets	5	1,843
Notional amount - liabilities	2,529	13

Income (loss) is included within net realized and unrealized gains and within other income (loss) in the Master Trust.

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Fair Value

Accounting standards require certain assets and liabilities be reported at fair value in the combining financial statements and provide a framework for establishing that fair value. The framework for determining fair value is based on a hierarchy that prioritizes the inputs and valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described as follows:

Level 1 - In general, fair values determined by Level 1 inputs use quoted prices in active markets for identical assets that the Master Trust has the ability to access.

Level 2 - Fair values determined by Level 2 inputs use other inputs that are observable, either directly or indirectly. These Level 2 inputs include quoted prices for similar assets and liabilities in active markets, and other inputs such as interest rates and yield curves that are observable at commonly quoted intervals. If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs are unobservable inputs, including inputs that are available in situations where there is little, if any, market activity for the related asset. These Level 3 fair value measurements are based primarily on management's own estimates using pricing models, discounted cash flow methodologies, or similar techniques taking into account the characteristics of the asset. See below for significant inputs related to Level 3 investments.

Any investments discussed below as being valued using the net asset value (NAV) per share as a practical expedient have not been classified in the fair value hierarchy.

In instances where inputs used to measure fair value fall into different levels in the above fair value hierarchy, fair value measurements in their entirety are categorized based on the lowest level input that is significant to the valuation. The Master Trust's assessment of the significance of particular inputs to these fair value measurements requires judgment and considers factors specific to each asset.

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The following tables present information about the net assets of the Master Trust investment accounts and disclosures concerning the assets measure at fair value on a recurring basis (in millions):

December 31, 2024

	Total by Level Measurement					Assets Measured at NAV (not leveled)	Total by Plan		
	Master Trust Total	Level 1	Level 2	Level 3	GRP		UAW	UAW-AAI	
Assets (investments measured at fair value on a recurring basis)									
Equity Investments									
U.S. companies	\$ 1,039	\$ 1,035	\$ 2	\$ 2	\$ -	\$ 645	\$ 392	\$ 2	
International companies	534	490	38	6	-	334	199	1	
Total Equity Investments	1,573	1,525	40	8	-	979	591	3	
Fixed-Income Securities									
Corporate bonds	15,100	-	15,079	21	-	5,277	9,777	46	
U.S. government and agencies	8,185	7,106	1,079	-	-	3,140	5,028	17	
Non-U.S. government	608	1	607	-	-	221	385	2	
Mortgage-backed and other asset-backed securities	433	-	433	-	-	76	356	1	
Derivatives, net	(63)	(6)	(57)	-	-	(85)	22	-	
Total Fixed-Income Securities	24,263	7,101	17,141	21	-	8,629	15,568	66	
Alternative Investments									
Hedge Fund investment pools	3,732	-	-	-	3,732	1,815	1,908	9	
Private Equity investment pool	845	-	-	-	845	412	431	2	
Real Estate investment pool	1,298	-	-	-	1,298	637	658	3	
Total Alternative Investments	5,875	-	-	-	5,875	2,864	2,997	14	
Cash and Short-Term Investments, Net	(1,656)	(1,656)	-	-	-	(738)	(922)	4	
Other Investments	4	4	-	-	-	3	1	-	
Total Assets, at fair value	30,059	\$ 6,974	\$ 17,181	\$ 29	\$ 5,875	11,737	18,235	87	
Payables and Unsettled Trades	(557)					(162)	(393)	(2)	
Net Assets of Master Trust	\$ 29,502					\$ 11,575	\$ 17,842	\$ 85	

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December 31, 2023

	Total by Level Measurement					Assets Measured at NAV (not leveled)	Total by Plan		
	Master Trust Total	Level 1	Level 2	Level 3	GRP		UAW	UAW-AAI	
Assets (investments measured at fair value on a recurring basis)									
Equity Investments									
U.S. companies	\$ 858	\$ 855	\$ 1	\$ 2	\$ -	\$ 545	\$ 312	\$ 1	
International companies	528	493	29	6	-	335	192	1	
Total Equity Investments	1,386	1,348	30	8	-	880	504	2	
Fixed-Income Securities									
Corporate bonds	16,481	-	16,470	11	-	5,592	10,835	54	
U.S. government and agencies	8,729	7,236	1,493	-	-	3,044	5,665	20	
Non-U.S. government	486	2	482	2	-	169	316	1	
Mortgage-backed and other asset-backed securities	444	-	444	-	-	53	390	1	
Commingled funds	65	-	65	-	-	19	46	-	
Derivatives, net	158	(3)	161	-	-	145	13	-	
Total Fixed-Income Securities	26,363	7,235	19,115	13	-	9,022	17,265	76	
Alternative Investments									
Hedge Fund investment pools	3,603	-	-	-	3,603	1,752	1,842	9	
Private Equity investment pool	1,093	-	-	-	1,093	533	558	2	
Real Estate investment pool	1,406	-	-	-	1,406	690	712	4	
Total Alternative Investments	6,102	-	-	-	6,102	2,975	3,112	15	
Cash and Short-Term Investments, Net									
	(1,779)	(1,779)	-	-	-	(622)	(1,161)	4	
Other Investments									
	5	5	-	-	-	3	2	-	
Total Assets, at fair value	32,077	\$ 6,809	\$ 19,145	\$ 21	\$ 6,102	12,258	19,722	97	
Payables and Unsettled Trades	(654)					(199)	(453)	(2)	
Net Assets of Master Trust	\$ 31,423					\$ 12,059	\$ 19,269	\$ 95	

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Valuation Techniques and Inputs

Equity Investments

Equity investments are generally valued based on quoted market prices and are primarily exchange traded. Securities for which official close or last trade pricing on an active exchange is available are classified as Level 1 in the fair value hierarchy. If closing prices are not available, securities are valued at the last quoted bid price or may be valued using the last available price and typically are categorized as Level 2. Level 3 investments, if any, are often thinly traded or delisted, with unobservable pricing data.

Equity investments are comprised primarily of common and preferred stocks totaling approximately \$1,481 billion and \$1,320 billion at December 31, 2024 and 2023, respectively. The remaining securities are comprised of registered investment companies, publicly traded partnerships, and commingled funds.

Fixed-Income Securities

Fixed-income securities are first valued using quoted market prices if available. If quoted market prices are not available, prices are determined as described below:

Corporate Bonds and Government Securities - Corporate bonds and government securities are valued based on quotes received from independent pricing services or from dealers who make markets in such securities. Pricing services utilize matrix pricing, which considers readily available inputs such as the yield or price of bonds of comparable quality, coupon, maturity, and type, as well as dealer-supplied prices, and generally are categorized as Level 2 inputs in the fair value hierarchy. Government securities include index-linked government bonds that offer a return equal to the original real yield at issuance plus the rate of inflation. Inputs used to value these bonds include the movement in real interest rates and changes in inflation indices. Securities categorized as Level 3, if any, are typically priced by dealers and pricing services that use proprietary pricing models which incorporate unobservable inputs. These inputs primarily consist of yield and credit spread assumptions.

Mortgage-Backed and Other Asset-Backed Securities - Mortgage-backed and other asset-backed securities are also valued based on quotes received from independent pricing services or from dealers who make markets in such securities. Pricing services utilize matrix pricing, which considers prepayment speed assumptions, attributes of the collateral, yield or price of bonds of comparable quality, coupon, maturity, and type, as well as dealer-supplied prices, and generally are categorized as Level 2 inputs in the fair value hierarchy. Securities categorized as Level 3, if any, are typically priced by dealers and pricing services that use proprietary pricing models that incorporate unobservable inputs. These inputs primarily consist of prepayment curves, discount rates, default assumptions, and recovery rates.

Commingled Funds - Fixed-income securities and equity investments may each be combined into commingled fund investments. Commingled equity funds, if any, include investments in common and preferred stock and are valued at the NAV per share multiplied by the number of shares held as of the measurement date. Commingled fixed-income securities primarily include investments in government and corporate bonds and are valued at the NAV per share multiplied by the number of shares held as of the measurement date. The NAV per share is based on the fair value of the underlying net assets. The NAV is corroborated by observable market data, including prices of the

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underlying securities and recent transactions in the fund and therefore are categorized as Level 2. Commingled equity and fixed-income securities held by the Master Trust may require redemptions on certain days of the week or month and with prior notice, as stipulated in the underlying investment agreements.

Derivatives - Exchange-traded derivatives for which market quotations are readily available are valued at the last reported sale price or official closing price and are categorized as Level 1. Over-the-counter derivatives typically are valued by independent pricing services and categorized as Level 2. In some cases, Level 2 derivatives are valued utilizing publicly available pricing data of contracts with similar terms. In other cases, the derivatives are valued using current spot market data adjusted for the appropriate current forward curves provided by external financial institutions. Level 3 derivatives, if any, are typically priced by dealers and pricing services that use proprietary pricing models that incorporate unobservable inputs, including extrapolated or model-derived assumptions such as volatilities and yield and credit spread assumptions.

Alternative Investments

Hedge Fund - Hedge funds are valued at the NAV per share (or its equivalent) based on audited financial statements of the funds, where available, with adjustments to account for fund activity and other applicable valuation adjustments. There are inherent restrictions on redemptions that may affect the ability to sell the investment at its NAV in the near term.

Private Equity and Real Estate - Private equity and real estate investments are less liquid. These investments are valued at the NAV per share (or its equivalent) based on audited financial statements of the investments, where available, with adjustments to account for partnership activity and other applicable valuation adjustments. There are inherent restrictions on redemptions that may affect the ability to sell the investment at its NAV in the near term.

Cash and Short-Term Investments

Cash and short-term investments are valued at fair value based on their outstanding balances. Outstanding balances are valued at \$1.00/unit, which approximates fair value. As part of their respective investment strategies, multiple investment pools hold cash and short-term investments.

Other

Other investments include funds held as collateral or in escrow for pending trades, and recoverable taxes. The other investments are valued at the daily closing price as reported by the fund.

The Company has processes in place to select the appropriate valuation techniques and unobservable inputs to perform Level 3 fair value measurements. Processes include meetings with investment managers and reconciliations of manager and trustee records to ensure that techniques and inputs produce valuations within tolerance.

Changes in Fair Value of Level 3 Assets

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another.

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For the year ended December 31, 2024, there were no transfers in or out for equity investments. There was \$4 million in transfers out for non-U.S. government securities and no transfers in. There was \$5 million in transfers in for corporate debt securities and no transfers out. There were no purchases, sales, or issuances for equity investments. There was \$4 million in corporate bond purchases, \$2 million in non-U.S. government security sales, and \$1 million in corporate debt security sales.

For the year ended December 31, 2023, there were no transfers in or out for equity investments and no transfers in or out for government securities. There was \$9 million in transfers in for corporate debt securities and no transfers out. There were no purchases, sales, or issuances for equity investments. There was \$1 million in purchases in corporate bonds, \$8 million in issuances for government securities, and no sales.

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Alternative Investments in Entities That Calculate NAV per Share

At year-end, the fair value, unfunded commitments, and redemption rules of alternative investments are as follows (in millions):

December 31,

	Fair Value		Unfunded Commitments		Redemption Frequency	Redemption Notice Period (Days)
	2024	2023	2024	2023		
Hedge Funds						
CTA/GTAA/Global macro funds ^(a)	\$ 323	\$ 237	\$ -	\$ -	Daily, monthly, quarterly	1-95
Cash/pending trades ^(b)	87	(32)	-	-	N/A	N/A
Equity long/short funds ^(c)	506	425	-	-	Daily, monthly, quarterly, annual, illiquid	5-95
Multi-strategy hedge funds ^(d)	2,006	2,125	562	672	Quarterly, semi-annual, illiquid	60-90
Event-driven hedge funds ^(e)	370	384	38	70	Monthly, quarterly, semi-annual, annual, illiquid	30-365
Relative value funds ^(f)	440	464	-	3	Monthly, quarterly, semi-annual, annual, illiquid	50-180
Total Hedge Funds	3,732	3,603	600	745		
Real estate funds ^(g)	1,298	1,406	286	330	N/A	N/A
Private equity funds ^(h)	845	1,093	172	145	N/A	N/A
Total Alternative Investments	\$ 5,875	\$ 6,102	\$ 1,058	\$ 1,220		

At December 31, 2024 and 2023, the fair value for the various funds classes disclosed above includes pending transactions, cash, and other short-term investments that are categorized as Level 1 or Level 2 assets in the fair value hierarchy.

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As of December 31, 2024 and 2023:

- (a) This class represents funds investing primarily in strategies whose focus is the impact of macroeconomic influences on global fixed income, equity, currency, and commodities markets. Positions are often established with derivatives, primarily in the futures market.
- (b) This class represents cash and pending trades. Small amounts of cash are typically held at Fund Trustee due to the timing of hedge fund redemptions and subscriptions.
- (c) This class represents funds investing primarily in long and short positions in publicly traded equity securities or related derivatives. They can be long, short, or neutral-biased with varying amounts of leverage. The investment processes may be fundamental or quantitative. Approximately 7% and 4% in 2024 and 2023, respectively, of the value of the investments in this category are distribution-style funds and considered illiquid.
- (d) This class represents funds investing in two or more of the hedge fund classes. Approximately 4% and 5% in 2024 and 2023, respectively, of the value of investments in this category are distribution-style funds and considered illiquid.
- (e) This class represents funds investing primarily in the securities or related derivatives of companies involved in corporate transactions such as mergers, acquisitions, restructurings, and capital structure changes. Strategies are primarily fundamental. Approximately 24% and 34% in 2024 and 2023, respectively, of the value of investments in this category are distribution-style funds and considered illiquid.
- (f) This class represents funds investing primarily in strategies designed to benefit from changes in pricing discrepancies between related securities. These strategies include but are not limited to capital structure arbitrage, convertible arbitrage, fixed-income arbitrage, statistical arbitrage, and volatility/options arbitrage. Approximately 2% and 7% in 2024 and 2023, respectively, of the value of the investments in this category are distribution-style funds and considered illiquid.
- (g) This class represents investments in core and tactical property funds. Core funds primarily consist of operating and substantially leased institutional quality properties in developed markets. Tactical funds can be value-added or opportunistic and may invest in non-traditional property types, distressed assets, renovation, and development.
- (h) This class represents diversified investments in private equity funds with the following strategies: Buyout (29%), Venture Capital (68%), Mezzanine/Distressed (2%), and Other (1%) for 2024 and Buyout (31%), Venture Capital (65%), Mezzanine/Distressed (3%), and Other (1%) for 2023. Allocations are estimated based on latest available data for managers reflecting December 31, 2024 and 2023 holdings.

Private equity and real estate funds have original terms averaging ten to 13 years and beyond and cannot be redeemed within the fund without the consent of the applicable General Partner. Although it is not probable that such investments will be sold, it is possible to sell the private equity and real estate fund units in the secondary market.

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Investment income for the Master Trust is as follows (in millions):

<i>Year ended December 31,</i>	2024	2023
Investment Income		
Interest	\$ 938	\$ 1,016
Dividends	28	21
Net realized and unrealized gain (loss) on investments	(968)	1,214
Other income	71	103
Total Investment Income	\$ 69	\$ 2,354

7. Tax Status

GRP

The Internal Revenue Service (IRS) has determined and informed the Company by a letter dated April 24, 2017 that the GRP is designed in accordance with applicable sections of the Internal Revenue Code of 1986, as amended (Code).

UAW Plan

The IRS has determined and informed the Company by a letter dated April 17, 2017 that the UAW Plan is designed in accordance with applicable sections of the Code.

UAW-AAI Plan

The IRS has determined and informed the Company by a letter dated February 16, 2017 that the UAW-AAI Plan was designed in accordance with applicable sections of the Code.

Although the Plans have been amended since receiving their determination letter, the Plan Administrator and the Plans' counsel believe that the Plans are designed, and are currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believe that the Plan is qualified, and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require the Plans' management to evaluate tax positions taken by the Plans and recognize a tax liability if the Plans have taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plans are subject to routine audits by taxing jurisdictions.

8. Related Party and Party-in-Interest Transactions

Northern Trust serves as the trustee and custodian of the Plans. Certain Plan investments are managed by Northern Trust. Alight serves as the Benefit Administrators for the Plan.

State Street Bank and Trust Company is the paying agent on behalf of the Plans. Certain investments of the Plans are managed by State Street Global Advisors, an affiliate of State Street Bank and Trust Company.

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As described in Note 2, the Plans paid certain expenses related to Plan operations and investment activity to various service providers. In addition, the Company pays certain administrative expenses related to the Plans. These transactions are party-in-interest transactions under ERISA.

The Master Trust has investments in Ford's common stock and corporate debt. At December 31, 2024 and 2023, the Master Trust owned 76,058 shares of Ford's common stock with a fair value of approximately \$0.8 million and \$0.9 million, respectively. At December 31, 2024 and 2023, the Master Trust owned various Ford and Ford affiliate corporate bonds with a face value of approximately \$52.7 million and \$40.0 million and a fair value approximately of \$49.0 million and \$35.7 million, respectively.

9. Plan Termination

Although it has not expressed any intention to do so, except as otherwise provided below, the Company has the right under the Plans to discontinue contributions and to terminate each of the Plans subject to the requirements of ERISA and subject to the terms of the present Ford-UAW agreement (as applicable). In the event the GRP, UAW Plan, or UAW-AAI Plan are terminated, the net assets available to provide retirement benefits would be distributed first to provide that portion of each member's accrued benefit derived from employee contributions in excess of any contributory benefits received (GRP only) and then allocated by benefit category in the following order of precedence:

- Life income benefits being paid to former employees (or their beneficiaries) as of three years prior to the termination date and life income benefits that would have been payable to employees (or their beneficiaries) who were eligible to retire as of three years prior to the termination date. This category is limited to the lowest benefit that would have been payable during the five years prior to the termination date.
- Other benefits that are nonforfeitable and are insured by the PBGC determined without regard to the dollar limitation. This category includes a five-year phase-in of benefit increases, which would have been excluded under the prior category.
- All other nonforfeitable benefits, including benefit increases, which would have been excluded from the prior categories.
- All other benefits payable under the terminated Plan.

After satisfaction of all plan liabilities, any residual assets may be distributed to the Company.

Generally, the PBGC guarantees most vested normal retirement benefits, early retirement benefits (up to the amount accrued for normal retirement), and certain disability and survivor's benefits; however, the PBGC does not guarantee all types of benefits under the Plans, and the amount of benefit protection is subject to phase-in and dollar limitations. If benefits have been increased within five years prior to plan termination, the benefit increases may not be guaranteed.

Whether all participants receive their benefits should either Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated benefit obligations, and may also depend on the financial condition of the Company and the level of benefits guaranteed by the PBGC.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a Schedule of Active Participant Data as of January 1, 2024

Attained Age	Attained Years of Credited Service ¹												
	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over
Under 25	0	0	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0	0	0	0
40-44	0	0	0	0	0	0	0	0	0	0	0	0	0
45-49	0	0	0	0	0	0	0	0	0	0	0	0	0
50-54	0	0	0	0	0	0	0	0	1	6	38	1	0
55-59	0	1	0	0	2	4	0	2	1	12	93	186	0
60-64	0	0	0	3	0	2	0	0	0	9	80	205	2
65-69	0	0	0	0	0	0	0	0	0	3	25	83	5
70 & over	0	0	0	0	0	0	0	0	0	0	7	11	0

¹ Age and service for purposes of determining category are based on exact (not rounded) values.
 Plan Name: AutoAlliance International, Inc. Retirement Plan for UAW Employees
 EIN / PN: 38-0549190 / 007
 Plan Sponsor: Ford Motor Company
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis

- Applicable month January
- Interest rate basis Segment Rates

Interest rates	Reflecting Stabilization	Not Reflecting Stabilization
----------------	--------------------------	------------------------------

As permitted by law, rates reflecting stabilization are used to determine the funding target and target normal cost, and thus the minimum required contribution under IRC §430 for the plan. Because these assumptions are subject to a corridor based on average interest rates over a 25-year period, they may differ from current market interest rates, and may be inconsistent with other economic assumptions used in the valuation.

Rates not reflecting stabilization are used to determine PBGC variable rate premiums if the alternative method is used, and are used to determine the PBGC FTAP and the PBGC 4010 FS.

Lump sum conversion rate Valuation interest rates

Annual rates of increase

- Compensation N/A
- Future Social Security wage bases N/A
- Statutory limits on compensation N/A
- Cash balance interest crediting rate 4.13%

Administrative expenses \$1,460,114

Plan Name: AutoAlliance International, Inc. Retirement Plan for UAW Employees
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SCHEDULE SB ATTACHMENTS

Demographic Assumptions

Inclusion date The valuation date coincident with or next following the date on which the employee becomes a participant.

New or rehired employees It was assumed there will be no new or rehired employees.

Mortality

- **Healthy** Separate rates for non-annuitants and annuitants based on Pri-2012 "Employees" and "Healthy Annuitants" (participants and beneficiaries combined) tables, respectively, without collar or amount adjustments and then projected forward with a generational projection as specified in the regulations under §1.430(h)(3)-1 using the IRS adjusted Scale MP-2021 (i.e., MP-2021 with no mortality improvement for 2020-2023 and future mortality improvement capped at 0.78% for years after 2024).
- **Disabled** Same as described above for Healthy Mortality.

Termination Rates vary by age.

Representative Rates

Age	Rate
25	0.02800
30	0.02300
35	0.01800
40	0.01300
45	0.01000
50	0.01000
55	0.00000
60	0.00000
65	0.00000
70	0.00000

Disability Age based rates after 10 years of service.

Representative Rates

Age	Rate
35	0.00100
40	0.00200
45	0.00400
50	0.00525
55	0.00650
60	0.00775

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SCHEDULE SB ATTACHMENTS

64

0.00800

65

0.00000

Plan Name: AutoAlliance International, Inc. Retirement Plan for UAW Employees
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SCHEDULE SB ATTACHMENTS

Retirement (in years after collective bargaining negotiations¹) Rates below include special early rate of 0.1% from ages 50 through 61. For purposes of determining the Funding Target and Target Normal Cost (both disregarding at-risk assumptions), the rates at which participants retire by age are shown below.

Representative rates		
Age	Less than 30 Years	Greater than or Equal to 30 Years
47	0.0000	0.2500
48	0.0000	0.2500
49	0.0000	0.2500
50	0.0000	0.2500
51	0.0000	0.2500
52	0.0000	0.2500
53	0.0000	0.2500
54	0.0000	0.2500
55	0.0600	0.2500
56	0.0600	0.2500
57	0.0600	0.2500
58	0.0600	0.2500
59	0.1000	0.2500
60	0.1500	0.3000
61	0.1500	0.3000
62	0.3000	0.3000
63	0.3000	0.3000
64	0.3000	0.3000
65	0.4000	0.4000
66	0.4000	0.4000
67	0.4000	0.4000
68	0.4000	0.4000
69	0.4000	0.4000
70	0.4000	0.4000
71	0.4000	0.4000
72	0.4000	0.4000
73	0.4000	0.4000
74	0.4000	0.4000
75	1.0000	1.0000

¹ Collective bargaining negotiations are assumed to occur every 4 years.

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 Plan Sponsor: Ford Motor Company
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Retirement (in years other than those after a year with collective bargaining negotiations) Rates below include special early rate of 0.1% from ages 50 through 61. For purposes of determining the Funding Target and Target Normal Cost (both disregarding at-risk assumptions), the rates at which participants retire by age are shown below.

Representative rates		
Age	Less than 30 Years	Greater than or Equal to 30 Years
47	0.0000	0.0400
48	0.0000	0.0400
49	0.0000	0.0400
50	0.0000	0.0400
51	0.0000	0.0400
52	0.0000	0.0400
53	0.0000	0.0400
54	0.0000	0.0400
55	0.0200	0.0400
56	0.0200	0.0400
57	0.0200	0.0400
58	0.0200	0.0400
59	0.0200	0.0400
60	0.0250	0.0400
61	0.0250	0.0400
62	0.0500	0.0500
63	0.0500	0.0500
64	0.0500	0.0500
65	0.1000	0.1000
66	0.1000	0.1000
67	0.1000	0.1000
68	0.1000	0.1000
69	0.1000	0.1000
70	0.1000	0.1000
71	0.1000	0.1000
72	0.1000	0.1000
73	0.1000	0.1000
74	0.1000	0.1000
75	1.0000	1.0000

Plan Name: AutoAlliance International, Inc. Retirement Plan for UAW Employees
 EIN / PN: 38-0549190 / 007
 Plan Sponsor: Ford Motor Company
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Benefit commencement date

- Preretirement death benefit The later of the death of the active participant or the date the participant would have attained age 55
- Deferred vested benefit The later of age 61 or termination of employment
- Disability benefit Upon disablement
- Retirement benefit Upon retirement

Form of payment

50% of participants elect a lump sum, 30% elect 65% a joint and survivor annuity, 20% elect a single life annuity, 0% are assumed to elect a 50%, 75%, or 100% joint and survivor annuity.

Percent married

81% of males; 44% of females.

Spouse age

Wife three years younger than husband participant; husband two years older than wife participant.

Covered pay

N/A

Administrative expenses

Target normal cost increased by the prior year's administrative expenses. At the direction of the sponsor, no loading for investment expenses is included.

Loads

None

Additional assumptions

Benefit class code D is assumed for active participants with missing data

Plan Name: AutoAlliance International, Inc. Retirement Plan for UAW Employees
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Plan Sponsor: Ford Motor Company
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SCHEDULE SB ATTACHMENTS

At-risk assumptions

For at-risk calculations, all employed and terminated vested participants eligible to elect benefits during the current and subsequent ten plan years are assumed to commence benefits at the earliest possible date under the plan, but not before the end of the current plan year. In addition, these participants are assumed to elect the most valuable form of benefit available in the plan. For the current plan year, the plan's at-risk transition percentage is 0% for minimum funding purposes and 100% for maximum deductible purposes.

At-risk funding target loaded 4% of ongoing funding target plus \$700 per participant. At-risk target normal cost loaded 4% of ongoing target normal cost. For the current plan year, the plan's at-risk load transition percentage is 0% for minimum funding purposes and 100% for maximum deductible purposes

Timing of benefit payments

Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.

Methods

Valuation date

First day of plan year

Funding target

Present value of accrued benefits as required by regulations under IRC §430.

- Disabled participants Fully projected age 65 benefit deemed to be fully accrued as of the valuation date.
- Supplements Gross amount allocated over the ratio of combined AAI and UAW service at the valuation date to combined AAI and UAW service at decrement. The target normal cost is constrained to not be less than \$0.
- Other benefits Benefit function as applied to accrued benefit

Target normal cost

Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.

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SCHEDULE SB ATTACHMENTS

Decrement timing	The approach used is called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.
Actuarial value of assets for determining minimum required contributions	The actuarial value of assets is equal to the market value of assets as of the valuation date plus the discounted present value of contributions made after the valuation date for the prior plan year, discounted using the effective interest rate for the prior plan year.
Benefits not valued	All benefits described in the Plan Provisions section of this report were valued based on discussions with Ford Motor Company regarding the likelihood that these benefits will be paid. WTW has reviewed the plan provisions with Ford Motor Company and, based on that review, is not aware of any significant benefits required to be valued that were not.

Sources of Data and Other Information

Ford Motor Company, through its third party administrator, furnished participant data as of January 1, 2024. Information on assets, contributions, and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date. In consultation with Ford Motor Company, assumptions were made for missing or apparently inconsistent data elements.

We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

Plan Name: AutoAlliance International, Inc. Retirement Plan for UAW Employees
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Plan Sponsor: Ford Motor Company
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Assumptions Rationale - Significant Economic Assumptions

Discount rate	The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.
Cash balance interest crediting rate	<p>The plan credits interest to cash balance accounts using the 30-year Treasury rate, but with a minimum interest credit rate of 4.00%. Our long-term estimate of the interest crediting rate is based on a combination of current conditions and past conditions, including the relationship between the 30-year Treasury rate and high-quality corporate bond yields.</p> <p>Based on analysis of historical relationships between 30-year Treasury rates and the discount rate used for corporate accounting purposes (based on high-quality corporate bond yields), we have set the assumed interest crediting rate to be the discount rate used for corporate accounting purposes less 100 basis points (subject to the plan's minimum interest crediting rate of 4.00%); however, the result of this process is reviewed each year for reasonableness given current and expected future conditions.</p>
Lump sum conversion rate	As required by IRC §430, lump sum benefits for are valued using "annuity substitution", so that the interest rates assumed are effectively the same as described above for the discount rate.
Plan-related expenses	As required by regulations, plan-related expenses are calculated by estimating the expenses to be paid from the trust during the coming year (including, for example, expected PBGC premiums and actuarial, accounting, legal, administration, and trustee fees to be paid from the trust).

Plan Name: AutoAlliance International, Inc. Retirement Plan for UAW Employees
EIN / PN: 38-0549190 / 007
Plan Sponsor: Ford Motor Company
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Assumptions Rationale – Significant Demographic Assumptions

Healthy Mortality	Assumptions used for funding purposes are prescribed by IRC §430(h).
Disabled Mortality	Assumptions used for funding purposes are prescribed by IRC §430(h).
Termination	Termination rates were based on an experience study conducted in 2022 based on experience from 2016 through 2020, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.
Disability	Disability rates were based on an experience study conducted in 2022 based on experience from 2016 through 2020, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.
Retirement	<p>Retirement rates were based on an experience study conducted in 2022 based on experience from 2016 through 2020, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.</p> <p>Assumed retirement rates differ by years of benefit service because of observed differences in retirement rates before, at, and after 30 years of benefit service (due to 30-year eligibility requirement for increased plan subsidies). It was also observed that incidence of retirement increased in the year after a collective bargaining agreement.</p>

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Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Benefit commencement date for deferred benefits

- Preretirement death benefit Surviving spouses are assumed to begin benefits at the earliest permitted commencement date because ERISA requires benefits to start then unless the spouse elects to defer. Because the benefits include a subsidy for early commencement it is assumed that spouses will not elect to defer which is the plan's sponsor's best estimate of future experience.
- Deferred vested benefit Deferred vested participants' assumed commencement age is a single age based on the results of an experience study conducted in 2012 based on observed experience from 2006 through 2011. This is the plan sponsor's best estimate of future experience. A second study was conducted in 2017 based on experience from 2011 through 2016 and this second study did not support a change in the assumption.

Form of payment

The percentage of retiring participants assumed to take lump sums and joint and survivor annuities, and the assumed survivor percentages, are based on observed experience over the period 2006 through 2011. A second study was conducted in 2017 based on experience from 2011 through 2016 and this second study did not support a change in the assumption.

Percent married

The assumed percentage married is based on the percentage married observed among retired participants in 2012 and is the plan sponsor's best estimate of future experience. A second study was conducted in 2017 based on experience from 2011 through 2016 and this second study did not support a change in the assumption.

Spouse age

The assumed spouse age is based on the difference in ages among retired participants receiving joint & survivor annuities and their beneficiaries for 2016 through 2020 and is the plan sponsor's best estimate of future experience.

Plan Name: AutoAlliance International, Inc. Retirement Plan for UAW Employees
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SCHEDULE SB ATTACHMENTS

Source of Prescribed Methods

Funding methods

The methods used for funding purposes as described in Appendix A, including the method of determining plan assets, are “prescribed methods set by law”, as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC §430, or were selected by the plan sponsor from a range of methods permitted by IRC §430.

Changes in Assumptions and Methods

Change in assumptions since prior valuation

The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC §430.

The mortality tables used to calculate the funding target and target normal cost were updated as required by IRC §430, including the change from using a static projection of mortality improvement to a generational projection.

The assumed plan-related expenses added to the target normal cost were changed from \$1,328,481 for the prior valuation to \$1,460,114 for the current valuation to account for higher expected expenses to be paid from the trust.

The assumed cash balance interest crediting rate was updated from 5.00% to 4.13%.

Change in methods since prior valuation

None.

Plan Name: AutoAlliance International, Inc. Retirement Plan for UAW Employees
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Plan Sponsor: Ford Motor Company
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SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Ford Motor Company
EIN/PN	38-0549190 / 007
Plan Name	AutoAlliance International, Inc. Retirement Plan for UAW Employees
Valuation Date	January 1, 2024
Enrolled Actuary	Megan M. Foster
Enrollment Number	23-07582

The actuarial assumptions that are not mandated by IRC § 430 and regulations, represent the enrolled actuary's best estimate of anticipated experience under the plan, subject to the following conditions:

The actuarial valuation, on which the information in this Schedule SB is based, has been prepared in reliance upon the employee and financial data furnished by the plan administrator and the trustee. The enrolled actuary has not made a rigorous check of the accuracy of this information but has accepted it after reviewing it and concluding it is reasonable in relation to similar information furnished in previous years. The amounts of contributions and dates paid shown in Item 18 of Schedule SB were listed in reliance on information provided by the plan administrator and/or trustee.

SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

▶ **Round off amounts to nearest dollar.**
 ▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan AutoAlliance International, Inc. Retirement Plan for Employees Represented by the UAW	B Three-digit plan number (PN) ▶	007
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF Ford Motor Company	D Employer Identification Number (EIN) 38-0549190	
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

Part I Basic Information

1	Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>		
2	Assets:		
	a Market value	2a	98,242,120
	b Actuarial value	2b	98,242,120
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment	1,062	58,276,433
	b For terminated vested participants	292	11,895,913
	c For active participants	782	44,069,489
	d Total	2,136	114,241,835
4	If the plan is in at-risk status, check the box and complete lines (a) and (b)		
	a Funding target disregarding prescribed at-risk assumptions	4a	
	b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b	
5	Effective interest rate	5	5.16%
6	Target normal cost		
	a Present value of current plan year accruals	6a	9,982
	b Expected plan-related expenses	6b	1,460,114
	c Target normal cost	6c	1,470,096

Statement by Enrolled Actuary
 To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE	Megan M. Foster Signature of actuary	<u>9/19/2025</u> Date <u>2307582</u> Most recent enrollment number <u>248-936-7700</u> Telephone number (including area code)
	<u>Megan M. Foster</u> Type or print name of actuary <u>Willis Towers Watson US LLC</u> Firm name <u>Travelers Tower 26555 Evergreen Road, Suite 1600 Southfield MI 48076</u> Address of the firm	

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

a Segment rates:	1st segment: 4.75 %	2nd segment: 4.96 %	3rd segment: 5.59%	<input type="checkbox"/> N/A, full yield curve used
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b Applicable month (enter code)..... **21b** 0

22 Weighted average retirement age **22** 61

23 Mortality table(s) (see instructions) Prescribed - combined Prescribed - separate Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment..... Yes No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. Yes No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. Yes No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ... Yes No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment..... **27**

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years **28** 0

29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)..... **29** 0

30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29) **30** 0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c).....	31a	1,470,096
b Excess assets, if applicable, but not greater than line 31a	31b	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	17,081,940	1,643,174
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount **33**

34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)..... **34** 3,113,270

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0
36 Additional cash requirement (line 34 minus line 35).....			3,113,270
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....			6,774,362

38 Present value of excess contributions for current year (see instructions)

a Total (excess, if any, of line 37 over line 36)	38a	3,661,092
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	0

39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) **39** 0

40 Unpaid minimum required contributions for all years **40** 0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. 2019 2020 2021

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22 Description of Weighted Average Retirement Age as of January 1, 2024

The retirement assumption varies by age, service, and year of retirement. Illustrated below is the expected retirement age calculation for an active participant assumed to join the plan at age 25 and reach age 55 in 2024.

Age	Retirement Rates	Lx	Number of Retirements	Number of Retirements times Age
55	0.250	1.000	0.250	13.750
56	0.040	0.750	0.030	1.680
57	0.040	0.720	0.029	1.642
58	0.040	0.691	0.028	1.604
59	0.250	0.664	0.166	9.787
60	0.040	0.498	0.020	1.194
61	0.040	0.478	0.019	1.166
62	0.050	0.459	0.023	1.422
63	0.300	0.436	0.131	8.235
64	0.050	0.305	0.015	0.976
65	0.100	0.290	0.029	1.883
66	0.100	0.261	0.026	1.721
67	0.400	0.235	0.094	6.290
68	0.100	0.141	0.014	0.958
69	0.100	0.127	0.013	0.874
70	0.100	0.114	0.011	0.798
71	0.400	0.103	0.041	2.915
72	0.100	0.062	0.006	0.443
73	0.100	0.055	0.006	0.405
74	0.100	0.050	0.005	0.369
75	1.000	0.045	0.045	3.368
	0.250			
Total			1.000	61.48
Average				61

Plan Name: AutoAlliance International, Inc. Retirement Plan for UAW Employees
EIN / PN: 38-0549190 / 007
Plan Sponsor: Ford Motor Company
Valuation Date: January 1, 2024

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Schedule SB, Line 26b Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	678,216	312,976	5,493,413	6,484,605
2025	1,453,512	672,579	5,227,852	7,353,943
2026	1,653,428	765,937	4,985,834	7,405,199
2027	1,856,020	842,202	4,760,958	7,459,180
2028	2,377,678	894,754	4,527,720	7,800,152
2029	2,865,839	927,885	4,323,350	8,117,074
2030	3,001,187	936,216	4,160,158	8,097,561
2031	3,127,202	929,973	4,047,368	8,104,543
2032	3,394,507	923,623	3,961,364	8,279,494
2033	3,625,805	914,444	3,872,754	8,413,003
2034	3,666,380	901,828	3,777,319	8,345,527
2035	3,697,014	886,907	3,674,886	8,258,807
2036	3,771,404	869,629	3,565,347	8,206,380
2037	3,820,019	851,065	3,448,660	8,119,744
2038	3,790,381	831,155	3,324,864	7,946,400
2039	3,746,272	809,834	3,194,096	7,750,202
2040	3,703,496	790,326	3,056,598	7,550,420
2041	3,640,048	769,251	2,912,733	7,322,032
2042	3,541,664	743,281	2,763,007	7,047,952
2043	3,428,328	715,680	2,608,069	6,752,077
2044	3,300,792	686,430	2,448,706	6,435,928
2045	3,160,232	655,540	2,285,848	6,101,620
2046	3,009,358	623,051	2,120,577	5,752,986
2047	2,850,189	589,041	1,954,130	5,393,360
2048	2,683,055	553,631	1,787,894	5,024,580
2049	2,508,852	516,981	1,623,367	4,649,200
2050	2,329,164	479,306	1,462,118	4,270,588

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Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2051	2,145,613	440,891	1,305,731	3,892,235
2052	1,959,933	403,620	1,155,722	3,519,275
2053	1,774,085	366,346	1,013,483	3,153,914
2054	1,590,206	329,558	880,218	2,799,982
2055	1,410,537	293,700	756,900	2,461,137
2056	1,237,326	257,693	644,226	2,139,245
2057	1,072,730	223,570	542,612	1,838,912
2058	918,682	191,743	452,184	1,562,609
2059	776,770	162,541	372,788	1,312,099
2060	648,155	136,199	304,025	1,088,379
2061	533,514	112,841	245,280	891,635
2062	433,041	92,484	195,777	721,302
2063	346,476	75,045	154,629	576,150
2064	273,171	60,358	120,883	454,412
2065	212,167	48,195	93,573	353,935
2066	162,287	38,285	71,756	272,328
2067	122,222	30,335	54,545	207,102
2068	90,612	24,049	41,134	155,795
2069	66,116	19,140	30,806	116,062
2070	47,472	15,349	22,937	85,758
2071	33,534	12,445	17,002	62,981
2072	23,300	10,231	12,566	46,097
2073	15,922	8,542	9,277	33,741

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Schedule SB, Part V Summary of Plan Provisions

Plan Participants

Covered employees	Employees who were represented by the participating union and became members after the completion of one year of service. No employees can become members on or after March 24, 1997.
Participation date	First day of the plan year after completion of at least 1,000 hours of service during a calendar year.

Definitions

Vesting service	One year of service for each 1,000-hour calendar year of employment.
Pension service	One year of service for each calendar year with at least 1,000 hours. Frozen as of March 24, 1997. Years and months of service as a covered employee.
Pensionable pay	Earnings including bonuses but excluding, fees, commissions, shift differential and overtime pay.
Average earnings	N/A
Social Security wage base	The Social Security wage base for a year, multiplied by (in the first and last years of membership) the ratio of a Member's full calendar months of employment in the year divided by 12.
Normal retirement date (NRD)	Age 65.

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Cash balance account Prior to March 24, 1997, credits were made to the member's cash balance account at the end of each year equal to the present value of an annual benefit based on:

- i. 0.9375% of pensionable earnings for the year, plus
- ii. 0.9375% of pensionable earnings above ½ of the year's Social Security Wage Base

This present value equals the annuity value at age 65 of the above formula, using the UP 84 mortality table and an interest rate of 8% discounted back to the applicable year-end at an interest rate of 4%. The credit was made for each year in which the Member completed a year of pension service and in the year of death, disability or retirement.

Interest credits are also allocated to each Member's cash balance account each plan year who either completed a year of vesting service in the plan year or who has completed a total of five years of vesting service. The interest credit is applied at the end of the plan year and is determined by multiplying the greater of 4% and the average yield on 30-year Treasury constant maturities for the plan year. Partial year interest credits are granted in the year distributions commence.

Accrued benefit The accrued benefit is determined by projecting the cash balance account to age 65, if necessary, at an interest rate of 4%, and dividing the projected balance by an annuity factor based on the UP84 mortality table and an interest rate of 8%.

The accrued benefit is subject to a monthly minimum of \$47.45 times pension service as of March 24, 1997, increased as follows based on date of retirement:

Class	Retirement Date				
	10/1/07 through 9/30/2008	10/1/08 through 9/30/2009	10/1/09 through 9/30/2010	10/1/2010 through 9/30/2023	On or after 10/1/2023
A	52.90	53.10	53.30	53.55	58.55
B	53.15	53.35	53.55	53.80	58.80
C	53.40	53.60	53.80	54.05	59.05
D	53.65	53.85	54.05	54.30	59.30

Benefit rate increases during the term of the collective bargaining agreement apply to all normal and early retirements during the term of the agreement.

Participants who retired after the 2003 agreement (and had not elected lump sums) will have their life income benefits adjusted to the rates

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shown in the first column above. All other retirees (who did not elect lump sums) will receive an increase in their benefit of \$2/month for each year of pension service.

Eligibility for Benefits

Normal retirement	Retirement on NRD.
Early retirement	Retirement before NRD and on or after both attaining age 55 and completing five years of vesting service, or completion of 30 years of pension service (including credited service under the UAW Retirement Plan).
Postponed retirement	Retirement after NRD.
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service. All Members actively employed on March 23, 1997 were fully vested as of March 24, 1997.
Disability	<p>For disabilities prior to March 24, 1997, permanent and total disability prior to NRD, and approved by the Company.</p> <p>There is no special disability benefit for members who become disabled after March 24, 1997.</p>
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse and/or dependent children.

Benefits Paid Upon the Following Events

Normal retirement	Accrued benefit determined as of NRD.
Early retirement	<p>Accrued benefit determined as of early retirement date, reduced 5.0% for each year of payment before age 62 until age 55, with UAW retirement plan reduction factors applying prior to age 55.</p> <p>The early retirement percentage is increased to 100% when age 62 and one month is reached, if retired with either 30 years of total AAI and Ford-UAW pension service or with age plus total AAI and Ford-UAW pension service of 85 or more. The early retirement benefit is not reduced below the level that would cause the early retirement supplement to exceed the employee's unreduced Social Security benefit.</p>

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Early retirement supplement Temporary supplemental allowance of \$645.00 per month, effective for commencements after October 1, 1999, payable from the participant's early retirement date to age 62 and one month.

For participants born prior to September 14, 1949, the benefit is payable from the participant's early retirement date to age 63 and one month.

For Members who accrue service under the Ford-UAW plan after March 23, 1997, the supplement is adjusted as follows:

If total AAI and Ford-UAW pension service is less than 30 years, the supplement is calculated based on combined AAI and Ford-UAW pension service and then multiplied by the ratio of AAI service up to March 24, 1997 to the total pension service under AAI and Ford-UAW.

If total pension service is greater than or equal to 30 and Ford-UAW pension service is less than 30, the supplement is calculated based on combined service and multiplied by the ratio of 30 minus Ford-UAW pension service divided by 30.

Early retirement supplement (30 and out)

- **Eligibility** At least 30 years of service.
- **Benefit** \$3,465, payable monthly to age 62 and one month, reduced by the amount of the regular early retirement benefit. Certain retirees will continue to receive a supplement until the age at which 80% of the unreduced Social Security benefit is payable.

A maximum on the amount of the early retirement benefit plus the supplement may be applied which would limit the amount of the supplement. The maximum is equal to 80% of final monthly base pay subject to coordination with supplements paid from the UAW Retirement Plan.

If total pension service is greater than or equal to 30 and Ford-UAW pension service is less than 30, the supplement is calculated based on combined service and multiplied by the ratio of 30 minus Ford-UAW pension service divided by 30.

If Ford-UAW pension service is greater than 30, no supplement is paid from this plan.

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Postponed retirement	Accrued benefit determined as of actual retirement date. Actuarial increases provided after 70.5.
Vested termination	Accrued benefit determined as of date of termination, reduced 5.0% for each year of payment before age 62.
Disablement	Continued accrual as if the participant was active at the annual rate of earnings at the onset of disability until the commencement date beginning as early as the early retirement date.
Preretirement death	<p>Spouse benefits – The accrued normal retirement benefit multiplied by the applicable extended early retirement factor and age differential factor, payable for life. The spouse can elect to receive this benefit in the form of a lump sum.</p> <p>Nonspouse benefits – Actuarial equivalent of the normal retirement benefit multiplied by the extended early retirement factor, if applicable, payable in one lump sum.</p>

Other Plan Provisions

Forms of payment	<p>The normal annuity form for a single participant is a life annuity.</p> <p>The normal annuity form for a married participant is a 65% joint and survivor annuity, reduced by 5% (with additional adjustment of 0.5% per year if spouse age difference is greater than +/- 5 years).</p> <p>A participant may elect any of the below optional forms, subject to spousal consent requirements:</p> <ul style="list-style-type: none">• Straight life annuity• 50%, 75% and 100% Joint and Survivor Annuity• Lump Sum <p>The 100% J&S is converted from the Single Life Annuity using the following reduction factors:</p> <p>Step 1:</p> <table><thead><tr><th><u>Member's Attained Age When Benefits Begin</u></th><th><u>Percent Reduction in Benefit Payable to Member</u></th></tr></thead><tbody><tr><td>Under 56</td><td>-8.5%</td></tr><tr><td>At least 56 but less than 61</td><td>-9.5%</td></tr><tr><td>At least 61 but less than 65</td><td>-10.5%</td></tr></tbody></table>	<u>Member's Attained Age When Benefits Begin</u>	<u>Percent Reduction in Benefit Payable to Member</u>	Under 56	-8.5%	At least 56 but less than 61	-9.5%	At least 61 but less than 65	-10.5%
<u>Member's Attained Age When Benefits Begin</u>	<u>Percent Reduction in Benefit Payable to Member</u>								
Under 56	-8.5%								
At least 56 but less than 61	-9.5%								
At least 61 but less than 65	-10.5%								

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65 and over -11.5%

Step 2:

There is a further percent reduction (increase) for each year that the spouse's age is more than 5 years younger (older) than the Member.

The 75% joint & survivor benefit is converted from a single life annuity on an actuarially equivalent basis using the 1984 Unisex Pension Mortality Table and an interest rate of 8.0%.

Pension increases

None.

Plan participants' contributions

None.

Maximum on benefits and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in this actuarial valuation other than already agreed to increases in benefits according to collective bargaining agreements. WTW is not aware of any future plan changes which are required to be reflected that are not.

Changes in Benefits Valued Since Prior Year

This valuation reflects automatic increases due to changes in the IRC maximum limits on compensation and benefits. In addition, the following changes were included since the prior valuation:

- \$5 dollar increase in the Life Income benefit multipliers, effective October 1, 2023.
- The 30-and-out Supplemental benefit increased from \$3,170 per month to \$3,465 per month, effective October 1, 2023.

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Schedule SB, Line 32 Schedule of Amortization Bases as of January 1, 2024

Type of Base	Date Established	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
Shortfall	01/01/2024	15.00000	(1,343,099)	(122,754)
Shortfall	01/01/2023	14.00000	18,425,039	1,765,928
Total			17,081,940	1,643,174

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Schedule SB, Line 24 Change in Actuarial Assumptions

The assumed plan-related expenses added to the target normal cost were changed from \$1,328,481 for the prior valuation to \$1,460,114 for the current valuation to account for higher expected expenses to be paid from the trust.

The assumed cash balance interest crediting rate was updated from 5.00% to 4.13%.

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