Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

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.**

OMB Nos. 1210-0110
1210-0089

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- [X] a single-employer plan
- [ ] a DFE (specify) _____

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [ ] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ [X]

D Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

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)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)

FORD MOTOR COMPANY

TAX DEPARTMENT

1 AMERICAN ROAD
FORD WHQ, ROOM 612
DEARBORN, MI 48126

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.

SIGN HERE	Filed with authorized/valid electronic signature.	10/08/2026	MATTHEW DUPUIS
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a	Plan administrator's name and address [X] 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:	**4b**	EIN
a	Sponsor's name	**4d**	PN
c	Plan Name		

5	Total number of participants at the beginning of the plan year	**5**	1976
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	**6a(1)**	541
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	502
b	Retired or separated participants receiving benefits	**6b**	1073
c	Other retired or separated participants entitled to future benefits	**6c**	225
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	1800
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	91
f	Total. Add lines **6d** and **6e**.	**6f**	1891
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	
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 Characteristic 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 Characteristic Codes in the instructions:

9a Plan funding arrangement (check all that apply)		**9b** Plan benefit arrangement (check all that apply)	
(1) [ ]	Insurance	**(1)** [ ]	Insurance
(2) [ ]	Code section 412(e)(3) insurance contracts	**(2)** [ ]	Code section 412(e)(3) insurance contracts
(3) [X]	Trust	**(3)** [X]	Trust
(4) [ ]	General assets of the sponsor	**(4)** [ ]	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

- **(1)** [X] **R** (Retirement Plan Information)
- **(2)** [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** [X] **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- **(4)** [ ] **DCG** (Individual Plan Information) – Number Attached _____
- **(5)** [ ] **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- **(1)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [ ] **A** (Insurance Information) – Number Attached 0
- **(4)** [X] **C** (Service Provider Information)
- **(5)** [X] **D** (DFE/Participating Plan Information)
- **(6)** [ ] **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 2025 Form M-1 annual report. If the plan was not required to file the 2025 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)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

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.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **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: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	89916274
b Actuarial value	**2b**	89916274

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	1190	64761953	64761953
b For terminated vested participants	260	10855058	10855058
c For active participants	541	28268083	28276897
d Total	1991	103885094	103893908

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**	5.33 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	164
b Expected plan-related expenses	**6b**	1100000
c Target normal cost	**6c**	1100164

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

Signature of actuary

09/17/2026
Date

MEGAN M. FOSTER
Type or print name of actuary

26-07582
Most recent enrollment number

WILLIS TOWERS WATSON US LLC
Firm name

248-936-7700
Telephone number (including area code)

TRAVELERS TOWER
26555 EVERGREEN ROAD, SUITE 1600
SOUTHFIELD, MI 48076
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)	0	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	0
10	Interest on line 9 using prior year's actual return of -0.07 %	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)		3661092
	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 5.16 %		188912
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		3850004
	d Portion of (c) to be added to prefunding balance		3850004
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	3850004

Part III Funding Percentages

14	Funding target attainment percentage	14	82.84 %
15	Adjusted funding target attainment percentage	15	82.84 %
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	85.18 %
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
03/28/2025	779000	0			
07/10/2025	779000	0			
10/10/2025	779000	0			
01/12/2026	779000	0			
03/30/2026	3872000	0			
			Totals ► 18(b)	6988000	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	6643190

20 Quarterly contributions and liquidity shortfalls:

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

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] 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: 5.00 %	2nd segment: 5.27 %	3rd segment: 5.50 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	0
22 Weighted average retirement age	**22**	63

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**	1100164
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	17827638	1816765
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**	2916929

	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**	2916929
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	6643190
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	3726261
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 C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.**	**2025** **This Form is Open to Public Inspection.**

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

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	66281	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

(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	34708	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(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	17330	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

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(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

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
AUTOALLIANCE INTERNATIONAL, INC. RETIREMENT PLAN FOR EMPLOYEES REPRESENTED BY THE UAW

B Three-digit plan number (PN) ▶ 007

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
FORD MOTOR COMPANY

D Employer Identification Number (EIN)
38-0549190

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: FORD MOTOR COMPANY TRUST FUND EQUIT			
b Name of sponsor of entity listed in (a): FORD MOTOR COMPANY			
c EIN-PN 36-7324188-103	**d** Entity code M	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	3832424
a Name of MTIA, CCT, PSA, or 103-12 IE: FORD MOTOR COMPANY TRUST FUND FIXED			
b Name of sponsor of entity listed in (a): FORD MOTOR COMPANY			
c EIN-PN 36-7324188-104	**d** Entity code M	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	28422938
a Name of MTIA, CCT, PSA, or 103-12 IE: FORD MOTOR COMPANY TRUST FUND FIXED			
b Name of sponsor of entity listed in (a): FORD MOTOR COMPANY			
c EIN-PN 36-7324188-105	**d** Entity code M	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	40076759
a Name of MTIA, CCT, PSA, or 103-12 IE: FORD MOTOR COMPANY TRUST FUND CASH			
b Name of sponsor of entity listed in (a): FORD MOTOR COMPANY			
c EIN-PN 36-7324188-107	**d** Entity code M	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	2532473
a Name of MTIA, CCT, PSA, or 103-12 IE: FORD MOTOR COMPANY TRUST FUND PRIVA			
b Name of sponsor of entity listed in (a): FORD MOTOR COMPANY			
c EIN-PN 36-7324188-108	**d** Entity code M	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	1607062
a Name of MTIA, CCT, PSA, or 103-12 IE: FORD MOTOR COMPANY TRUST FUND REAL			
b Name of sponsor of entity listed in (a): FORD MOTOR COMPANY			
c EIN-PN 36-7324188-109	**d** Entity code M	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	3478805
a Name of MTIA, CCT, PSA, or 103-12 IE: FORD MOTOR COMPANY TRUST FUND HEDGE			
b Name of sponsor of entity listed in (a): FORD MOTOR COMPANY			
c EIN-PN 36-7324188-110	**d** Entity code M	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	7469096

a Name of MTIA, CCT, PSA, or 103-12 IE: FORD MOTOR COMPANY TRUST FUND PRIVA

b Name of sponsor of entity listed in (a): FORD MOTOR COMPANY

c EIN-PN 36-7324188-119	**d** Entity code M	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1583617

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)

Part II **Information on Participating Plans (to be completed by DFEs, other than DCGs)**
(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

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.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

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 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.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	4779000	4651000
(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)	84539848	89003174
(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)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	89318848	93654174
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h	53531	63451
1i Acquisition indebtedness	1i		
1j Other liabilities	1j		
1k Total liabilities (add all amounts in lines 1g through1j)	1k	53531	63451
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	89265317	93590723

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)	6988000	
(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)		6988000
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)		0
(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)		0

		(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)		7267231
(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		14255231
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	8635314	
(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)		8635314
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)	66281	
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)	34708	
(5) Investment advisory and investment management fees	2i(5)	253104	
(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)	940418	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		1294511
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		9929825
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		4325406
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) [X] 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)** [X] 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.)	4a		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.)	4b		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.)	4c		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.)	4d		X	
e Was this plan covered by a fidelity bond?	4e	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?	4f		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?	4g		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?	4h		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.)	4i		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.)	4j		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?	4k		X	
l Has the plan failed to provide any benefit when due under the plan?	4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	4m			
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.	4n			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] 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.) ..... [X] Yes [ ] No [ ] Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 580475.

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

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.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

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 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

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** 36

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: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	**14a**	
b The plan year immediately preceding the current plan year. ☐ 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. ☐ 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: 72.0 %

High-Yield Debt: 5.0 % Real Assets: 4.0 % Cash or Cash Equivalents: 3.0 % Other: 10.0 %

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, 2025 and 2024

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, 2025 and 2024

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, 2025 and 2024, 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, 2025 and 2024, 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 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

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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.

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 7, 2026

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, 2025

	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	$ 12,048	$ 17,868	$ 89	$ 30,005
Receivables:				
Employer contributions	310	-	5	315
Total Assets	12,358	17,868	94	30,320
Liabilities				
Accrued liabilities	7	11	-	18
Net Assets Available for Benefits	$ 12,351	$ 17,857	$ 94	$ 30,302

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, 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 Changes in Net Assets Available for Benefits
(in millions)

Year ended December 31, 2025

	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	310	-	7	317
Plan's share of Ford Motor Company Master Trust Fund's investment income	1,135	1,589	7	2,731
Total Additions	1,461	1,589	14	3,064
Deductions				
Benefits paid directly to participants or beneficiaries	1,184	1,504	9	2,697
Administrative expenses	36	60	1	97
Total Deductions	1,220	1,564	10	2,794
Net Increase	241	25	4	270
Net Assets Available for Benefits, beginning of year	12,110	17,832	90	30,032
Net Assets Available for Benefits, end of year	$ 12,351	$ 17,857	$ 94	$ 30,302

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 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.

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.

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 (5.10% and 5.25% for 2025 and 2024, 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.

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 $85,387,281 and $8,025,913 as of December 31, 2025 and 2024, respectively, for the GRP; $502,527 and $338,697 as of December 31, 2025 and 2024, respectively, for the UAW Plan; and $80,863 and $0 as of December 31, 2025 and 2024, 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 $97 million and $100 million for the years ended December 31, 2025 and 2024, respectively.

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, 2025 and 2024, these expenses were approximately $0.8 million each year for the GRP and approximately $2.0 million 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, 2025 and 2024. 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 7, 2026, 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 2025 and 2024. The Company at its option can contribute more than the minimum required. Subsequent to December 31, 2025 and 2024, the Company contributed $310 million and $541 million to the GRP, respectively. Subsequent to December 31, 2025 and 2024, the Company contributed $5 million to the UAW-AAI Plan each year. The contributions were recognized during the December 31, 2025 and 2024 Plan years, respectively, and are reflected as employer contributions receivable in the combining statements of net assets available for benefits.

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, 2025 and 2024 were approximately $283 million and $288 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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The more significant assumptions underlying the actuarial computations at January 1, 2025 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 (%)	5.69%	5.62%	5.62%
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.	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.	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 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.	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.	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 63	Average age was 63

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, 2025. 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, 2025 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	$ 7,549	$ 12,966	$ 59	$ 20,574
Other participants	3,732	3,504	37	7,273
Total Vested Benefits	11,281	16,470	96	27,847
Non-Vested Benefits	272	494	-	766
Total Actuarial Present Value of Accumulated Plan Benefits	$ 11,553	$ 16,964	$ 96	$ 28,613

The following schedule summarizes the components of the change in the actuarial present value of accumulated plan benefits for the year ended January 1, 2025 (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	$ 12,291	$ 18,006	$ 111	$ 30,408
Increase (decrease) during the period attributable to:				
Benefits accumulated and actuarial losses and gains	237	322	(1)	558
Decrease in the discount period	625	895	5	1,525
Benefits paid	(999)	(1,547)	(15)	(2,561)
Change in actuarial assumptions	(601)	(712)	(4)	(1,317)
Plan amendments	-	-	-	-
Net Increase (Decrease)	(738)	(1,042)	(15)	(1,795)
Actuarial Present Value of Accumulated Plan Benefits, end of year	$ 11,553	$ 16,964	$ 96	$ 28,613

GRP

For the year ended January 1, 2025, the net decrease in the actuarial present value of accumulated plan benefits is primarily from benefit payments and the change in actuarial assumptions, primarily the increase in the interest rate from 5.20% to 5.69%.

UAW Plan

For the year ended January 1, 2025, the net decrease in the actuarial present value of accumulated plan benefits is primarily from benefit payments and the change in actuarial assumptions, primarily the increase of the interest rate from 5.15% to 5.62%.

UAW-AAI Plan

For the year ended January 1, 2025, the net decrease in the actuarial present value of accumulated plan benefits is primarily from benefit payments and the change in actuarial assumptions, primarily the increase of the interest rate from 5.13% to 5.62%.

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 investment pools are to provide 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. The investment objective of the Private Credit investment pool is to provide a risk-adjusted return in excess of a broadly syndicated leveraged loan or high-yield benchmark, compensating for reduced liquidity through incremental yield.

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 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, 2025 and 2024. 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, 2025

		Gross Amounts Not Offset in Derivative Instruments Table		
	Gross Amounts Presented in Derivative Instruments Table	Financial Instrument	Cash and Securities Collateral Received/ Pledged	Net Amount
Assets				
Over-the-counter financial instruments (subject to a master netting arrangement):				
Equity	$ 1	$ 1	$ -	$ -
Foreign currency	1	1	-	-
Interest rate	9	5	2	2
Total Derivatives Subject to a Master Netting Arrangement	11	$ 7	$ 2	$ 2
Exchange-traded/cleared financial instruments (not subject to a master netting arrangement):				
Interest rate	76			
Total Derivatives Not Subject to a Master Netting Arrangement	76			
Total Derivatives - Assets	$ 87			
Repurchase Agreements	$ 5	$ -	$ 5	$ -
Unsettled Asset-Backed Securities (Primarily Mortgage-Backed Securities)	$ 69			
Liabilities				
Over-the-counter financial instruments (subject to a master netting arrangement):				
Equity	$ 14	$ 1	$ 13	$ -
Foreign currency	4	1	-	3
Interest rate	11	5	2	4
Total Derivatives Subject to a Master Netting Arrangement	29	$ 7	$ 15	$ 7
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	$ 71			
Repurchase Agreements	$ 2,225	$ -	$ 2,225	$ -

December 31, 2024

	Gross Amounts Presented in Derivative Instruments Table	Gross Amounts Not Offset in Derivative Instruments Table: Financial Instrument	Gross Amounts Not Offset in Derivative Instruments Table: Cash and Securities Collateral Received/ Pledged	Net Amount
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
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	$ -
Unsettled Asset-Backed Securities (Primarily Mortgage-Backed 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	$ -

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 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 $225 million and $226 million at December 31, 2025 and 2024, 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 $239 million and $258 million at December 31, 2025 and 2024, respectively. The noncash collateral pledged, which approximated $2.5 billion and $2.9 billion at December 31, 2025 and 2024, 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, 2025 and 2024 (in millions). The notional amounts represent the contract amounts, not the amounts at risk.

December 31,	**2025**	2024
Derivatives - Assets		
Fixed income – Broad investment pool	**$ 67**	$ 65
Fixed income – GRP Completion investment pool	**2**	-
Fixed income – Credit investment pool	**16**	13
Equity – Passive investment pool	**-**	5
Fixed income – Intermediate Credit investment pool	**-**	-
Fixed income – UAW Completion investment pool	**2**	2
Total Derivatives - Assets	**87**	85
Derivatives - Liabilities		
Fixed income – Broad investment pool	**40**	34
Fixed income – GRP Completion investment pool	**14**	98
Fixed income – Credit investment pool	**13**	12
Equity – Passive investment pool	**2**	-
Fixed income – Intermediate Credit investment pool	**-**	1
Fixed income – UAW Completion investment pool	**2**	3
Total Derivatives - Liabilities	**71**	148
Total Derivatives - Net	**$ 16**	$ (63)
Foreign Currency Instruments		
Notional amount – assets	**$ 172**	$ 375
Notional amount – liabilities	**478**	230
Income (loss)	**(4)**	9
Interest Rate Instruments		
Notional amount – assets	**7,924**	7,635
Notional amount – liabilities	**9,437**	8,018
Income (loss)	**7**	(88)
Other Instruments		
Notional amount – assets	**998**	5
Notional amount – liabilities	**1,347**	2,529

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

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 measured at fair value on a recurring basis (in millions):

December 31, 2025

	Total by Level Measurement					Total by Plan		
	Master Trust Total	Level 1	Level 2	Level 3	Assets Measured at NAV (not Leveled)	GRP	UAW	UAW-AAI
Assets (investments measured at fair value on a recurring basis)								
Equity Investments								
U.S. companies	$ 873	$ 842	$ 29	$ 2	$ -	$ 398	$ 472	$ 3
International companies	469	452	10	7	-	216	252	1
Total Equity Investments	1,342	1,294	39	9	-	614	724	4
Fixed-Income Securities								
Corporate bonds	15,378	-	15,355	23	-	5,737	9,594	47
U.S. government and agencies	8,329	7,388	941	-	-	3,248	5,063	18
Non-U.S. government	689	1	688	-	-	287	399	3
Mortgage-backed and other asset-backed securities	456	-	453	3	-	92	363	1
Commingled Funds	611	-	-	-	611	304	306	1
Derivatives, net	16	(4)	20	-	-	(2)	18	-
Total Fixed-Income Securities	25,479	7,385	17,457	26	611	9,666	15,743	70
Alternative Investments								
Hedge Fund investment pools	2,908	-	-	-	2,908	1,157	1,744	7
Private Equity investment pool	820	-	-	-	820	400	419	1
Real Estate investment pool	1,175	-	-	-	1,175	532	640	3
Total Alternative Investments	4,903	-	-	-	4,903	2,089	2,803	11
Cash and Short-Term Investments, Net	(1,460)	(1,460)	-	-	-	(233)	(1,231)	4
Other Investments	6	6	-	-	-	3	3	-
Total Assets, at fair value	30,270	$ 7,225	$ 17,496	$ 35	$ 5,514	12,139	18,042	89
Payables and Unsettled Trades	(265)					(91)	(174)	-
Net Assets of Master Trust	$ 30,005					$ 12,048	$ 17,868	$ 89

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

December 31, 2024

	Total by Level Measurement					Total by Plan		
	Master Trust Total	Level 1	Level 2	Level 3	Assets Measured at NAV (not Leveled)	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

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 $1,251 million and $1,481 million at December 31, 2025 and 2024, 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 – Commingled funds may include fixed-income securities, equity investments, and private credit funds. Prices are determined as described below:

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 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.

Private Credit 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.

During 2025, certain fixed income private credit funds previously categorized as hedge funds were reclassified as fixed income. This reclassification did not affect the investments' classification within the fair value hierarchy, the Plans' net assets available for benefits, or changes in net assets available for benefits.

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.

For the year ended December 31, 2025, there were no transfers in or out for equity investments and non-U.S. government securities. There was $9 million in transfers out for corporate debt securities and no transfers in. There were no purchases, sales, or issuances for equity investments and non-U.S. government security sales. There was $6 million in corporate bond purchases and $3 million in mortgage/other asset-backed securities purchases.

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.

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Fair Value Investments That Calculate NAV per Share

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

December 31,

	Fair Value		Unfunded Commitments		Redemption Frequency	Redemption Notice Period (Days)
	2025	2024	**2025**	2024		
Hedge Funds						
CTA/GTAA/Global macro funds[a]	**$ 343**	$ 323	**$ -**	$ -	Daily, monthly, quarterly, annual	1-95
Cash/pending trades[b]	**(1)**	87	**-**	-	N/A	N/A
Equity long/short funds[c]	**582**	506	**-**	-	Daily, monthly, quarterly, annual, illiquid	5–180
Multi-strategy hedge funds[d]	**1,031**	2,006	**273**	562	Daily, quarterly, semi-annual, illiquid	1–90
Event-driven hedge funds[e]	**446**	370	**33**	38	Monthly, quarterly, semi-annual, annual, illiquid	30–365
Relative value funds[f]	**507**	440	**-**	-	Monthly, quarterly, semi-annual, annual, illiquid	30-180
Total Hedge Funds	**2,908**	3,732	**306**	600		
Real estate funds[g]	**1,175**	1,298	**248**	286	N/A	N/A
Private equity funds[h]	**820**	845	**152**	172	N/A	N/A
Commingled funds[i]	**611**	-	**144**	-	N/A	N/A
Total Fair Value Investments	**$ 5,514**	$ 5,875	**$ 850**	$ 1,058		

At December 31, 2025 and 2024, 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.

As of December 31, 2025 and 2024:

(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 16% and 7% in 2025 and 2024, 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 9% and 4% in 2025 and 2024, 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 33% and 24% in 2025 and 2024, 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 1% and 2% in 2025 and 2024, 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 (25%), Venture Capital (73%), Mezzanine/Distressed (0%), and Other (2%) for 2025 and Buyout (29%), Venture Capital (68%), Mezzanine/Distressed (2%), and Other (1%) for 2024. Allocations are estimated based on latest available data for managers reflecting December 31, 2025 and 2024 holdings.

(i) This class represents investments in commingled private credit funds with diverse strategies. The funds contain direct and fund-of-fund exposures to corporate loans to large and middle-market businesses, pools of residential and commercial real estate and consumer loans, and structured credit.

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.

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

Year ended December 31,	**2025**	2024
Investment Income		
Interest	**$ 972**	$ 938
Dividends	**27**	28
Net realized and unrealized gain (loss) on investments	**1,625**	(968)
Other income	**107**	71
Total Investment Income	**$ 2,731**	$ 69

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 Plans are 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 administrator for the Plans.

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.

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, 2025 and 2024, the Master Trust owned 48,809 shares and 76,058 shares of Ford's common stock with a fair value of approximately $0.6 million and $0.8 million, respectively. At December 31, 2025 and 2024, the Master Trust owned various Ford and Ford affiliate corporate bonds with a face value of approximately $52.2 million and $52.7 million, respectively, and a fair value of approximately $49.9 million and $49.0 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 any 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, 2025

Attained Years of Credited Service[1]														
Attained Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	Total
Under 25	0	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	0
30-34	0	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	0
40-44	0	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	0
50-54	0	0	0	0	0	0	0	0	2	5	24	0	0	31
55-59	0	1	0	0	2	3	0	1	1	6	49	128	0	191
60-64	0	0	0	2	0	2	0	1	0	5	49	173	0	232
65-69	0	0	0	0	0	0	0	0	0	3	8	51	6	68
70 & over	0	0	0	0	0	0	0	0	0	0	5	14	0	19
Total	0	1	0	2	2	5	0	2	3	19	135	366	6	541

[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, 2025

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
• First segment rate	5.00%	5.00%
• Second segment rate	5.27%	5.27%
• Third segment rate	5.50%	5.40%
• Effective interest rate	5.33%	5.30%

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

- Statutory limits on benefits: 2.00%
- Cash balance interest crediting rate: 4.62%

Plan-related expenses: $1,100,000

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

SCHEDULE SB ATTACHMENTS

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
64	0.00800
65	0.00000

SCHEDULE SB ATTACHMENTS

Retirement (in years after collective bargaining negotiations[1])

Rates below include special early rate of 0.1% from ages 50 through 61. Otherwise, rates varying by age and service as follows (disregarding at-risk assumptions):

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, with the next negotiations assumed to occur in 2027.

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. Otherwise, rates varying by age and service as follows (disregarding at-risk assumptions):

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

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.

Additional assumptions

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

At-risk assumptions

For at-risk calculations, all 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, except in accordance with the regular valuation assumptions. In addition, all participants (not just those eligible to begin benefits within the next 11 years) are assumed to elect the most valuable form of benefit under the plan.

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.

SCHEDULE SB ATTACHMENTS

Methods

Valuation date	First day of plan year
Funding target	Present value of accrued benefits, as required by regulations under IRC §430.
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.
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	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.

SCHEDULE SB ATTACHMENTS

Sources of Data and Other Information

Ford Motor Company, through its third party administrator, furnished participant data as of the valuation date. 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.

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	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. 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.
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

SCHEDULE SB ATTACHMENTS

and actuarial, accounting, legal, administration, and trustee fees to be paid from the trust).

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	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. Assumed retirement rates differ by years of benefit service because of observed differences in retirement rates before 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 new collective bargaining agreement.

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 the plan allows 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 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.
Form of payment	The percentage of retiring participants assumed to take lump sums, single and joint and survivor annuities, and the assumed survivor percentages, are based on observed experience over the period 2016 through 2020. This is the plan sponsor's best estimate of future experience.
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.
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.

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. As required under IRC §430, the mortality table used to convert annuity benefits to lump sums was updated to the IRS-prescribed table under IRC §417(e) for stability periods beginning in 2026. The assumed plan-related expenses added to the target normal cost were changed from $1,460,114 for the prior valuation to $1,100,000 for the current valuation to account for lower expected expenses to be paid from the trust. The assumed cash balance interest crediting rate was updated from 4.13% to 4.62%.
Change in methods since prior valuation	None.

SCHEDULE SB ATTACHMENTS

Model Descriptions and Disclosures (in accordance with ASOP No. 56)

Quantify

Quantify is the WTW centrally developed, tested and maintained Global actuarial valuation system. It is used to perform valuations of clients' benefit plans.

Quantify provides the ability to process data, calculate benefits and value benefit liabilities, develop results using applicable standards, and generate client reports.

Quantify parameters provide significant flexibility to model populations and plan designs. Various demographic, economic and benefit related assumptions exist for users to model multiple demographic and economic situations.

Plan liabilities are calculated based on standard actuarial techniques, developing actuarially reasonable results using the population and parameters entered. The calculation and presentation of liabilities in Quantify relies on the assumptions used and the reasonability of the assumptions selected.

Quantify incorporates standard liability methodologies that are intended to reasonably reflect a variety of economic or demographic conditions. The model itself does not evaluate any assumptions entered for reasonableness, consistency or probability of occurrence.

Quantify is designed specifically for these purposes, and we know of no material limitations that would prevent the system from being suitable for these intended purposes. The actuaries signing this report have relied on the actuaries who develop, test and maintain this system, and have also performed a limited review of results to ensure that system parameters have been set appropriately and plan provisions coded correctly.

Quantify FR

Quantify Financial Reporting (FR) is intended to calculate funding results, accounting results and produce the associated client reports under selected accounting standards. The calculations and reports are based on various user specified inputs including liability results and asset values.

Quantify FR develops valuation results for various accounting and funding purposes using standard actuarial techniques.

SCHEDULE SB ATTACHMENTS

RATE:Link	RATE:Link is a methodology to develop spot rates to be used for liability and cost measurements related to employee benefit plans. The same core methodology is used to develop all RATE:Link curves. The RATE:Link process develops term structures of interest rates from corporate bond data for each covered geography (e.g., the U.S. for this valuation). The construction of RATE:Link yield curves relies on bond data collected as of the measurement date. Information regarding quoted bond prices, yields and other bond related data is from Bloomberg Finance L.P.
Published Demographic Tables	Certain demographic tables described above are standard published tables or are based on standard published tables from models developed by organizations with the requisite expertise.

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, 2025
Enrolled Actuary	Megan M. Foster
Enrollment Number	26-07582

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)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

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.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **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: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	89,916,274
b Actuarial value	**2b**	89,916,274

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	1,190	64,761,953	64,761,953
b For terminated vested participants	260	10,855,058	10,855,058
c For active participants	541	28,268,083	28,276,897
d Total	1,991	103,885,094	103,893,908

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**	5.33%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	164
b Expected plan-related expenses	**6b**	1,100,000
c Target normal cost	**6c**	1,100,164

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

09/17/2026

Date

Megan M. Foster

Type or print name of actuary

2607582

Most recent enrollment number

Willis Towers Watson US LLC

Firm name

248-936-7700

Telephone number (including area code)

Travelers Tower
26555 Evergreen Road, Suite 1600
Southfield MI 48076

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)	0	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	0
10	Interest on line 9 using prior year's actual return of -0.07 %	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)		3,661,092
	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 5.16 %		188,912
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		3,850,004
	d Portion of (c) to be added to prefunding balance		3,850,004
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	3,850,004

Part III Funding Percentages

14	Funding target attainment percentage	14	82.84 %
15	Adjusted funding target attainment percentage	15	82.84 %
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	85.18 %
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
03/28/2025	779,000				
07/10/2025	779,000				
10/10/2025	779,000				
01/12/2026	779,000				
03/30/2026	3,872,000				
			Totals ► 18(b)	6,988,000	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	
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	6,643,190

20 Quarterly contributions and liquidity shortfalls:

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

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] 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:	2nd segment:	3rd segment:	
5.00 %	5.27 %	5.50%	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	0
22 Weighted average retirement age	**22**	63

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**	
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**	1,100,164
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	17,827,638	1,816,765
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**	2,916,929

	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**	2,916,929
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	6,643,190

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

a Total (excess, if any, of line 37 over line 36)	**38a**	3,726,261
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, 2025

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 2025.

Age	Retirement Rates	Lx	Number of Retirements	Number of Retirements times Age
55	0.040	1.000	0.040	2.200
56	0.040	0.960	0.038	2.150
57	0.040	0.922	0.037	2.101
58	0.250	0.885	0.221	12.829
59	0.040	0.664	0.027	1.566
60	0.040	0.637	0.025	1.529
61	0.040	0.612	0.024	1.492
62	0.300	0.587	0.176	10.919
63	0.050	0.411	0.021	1.294
64	0.050	0.390	0.020	1.249
65	0.100	0.371	0.037	2.411
66	0.400	0.334	0.134	8.812
67	0.100	0.200	0.020	1.342
68	0.100	0.180	0.018	1.226
69	0.100	0.162	0.016	1.119
70	0.400	0.146	0.058	4.088
71	0.100	0.088	0.009	0.622
72	0.100	0.079	0.008	0.568
73	0.100	0.071	0.007	0.518
74	0.400	0.064	0.026	1.890
75	1.000	0.038	0.038	2.874
Total			1.000	62.80
Average				63

Plan Name: AutoAlliance International, Inc. Retirement Plan for UAW Employees
EIN / PN: 38-0549190 / 007
Plan Sponsor: Ford Motor Company
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

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
2025	116,525	313,455	6,005,364	6,435,344
2026	334,123	670,894	5,745,750	6,750,767
2027	536,197	747,898	5,514,211	6,798,306
2028	1,056,722	798,612	5,274,084	7,129,418
2029	1,549,894	829,137	5,063,002	7,442,033
2030	1,694,030	837,877	4,893,036	7,424,943
2031	1,827,799	833,052	4,770,110	7,430,961
2032	2,110,991	829,731	4,673,926	7,614,648
2033	2,365,588	825,303	4,577,138	7,768,029
2034	2,429,403	818,715	4,472,646	7,720,764
2035	2,486,618	808,340	4,360,332	7,655,290
2036	2,594,035	794,248	4,239,856	7,628,139
2037	2,677,195	778,976	4,111,274	7,567,445
2038	2,677,997	762,450	3,974,339	7,414,786
2039	2,668,819	744,594	3,829,092	7,242,505
2040	2,667,845	728,886	3,675,690	7,072,421
2041	2,645,054	711,674	3,514,423	6,871,151
2042	2,586,160	689,363	3,345,733	6,621,256
2043	2,513,465	665,475	3,170,236	6,349,176
2044	2,427,930	639,984	2,988,705	6,056,619
2045	2,331,777	612,888	2,802,089	5,746,754
2046	2,227,526	584,216	2,611,522	5,423,264
2047	2,116,977	554,023	2,418,338	5,089,338
2048	2,000,156	522,398	2,224,070	4,746,624
2049	1,877,580	489,463	2,030,415	4,397,458
2050	1,750,326	455,384	1,839,193	4,044,903
2051	1,619,503	420,394	1,652,279	3,692,176

Plan Name: AutoAlliance International, Inc. Retirement Plan for UAW Employees
EIN / PN: 38-0549190/007
Plan Sponsor: Ford Motor Company
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2052	1,486,232	389,437	1,471,520	3,347,189
2053	1,351,829	358,191	1,298,664	3,008,684
2054	1,217,780	327,515	1,135,286	2,680,581
2055	1,085,710	297,440	982,732	2,365,882
2056	957,311	263,411	842,058	2,062,780
2057	834,271	230,964	714,006	1,779,241
2058	718,163	200,526	598,985	1,517,674
2059	610,342	172,447	497,065	1,279,854
2060	511,865	146,982	407,994	1,066,841
2061	423,434	124,279	331,227	878,940
2062	345,376	104,379	265,984	715,739
2063	277,664	87,225	211,305	576,194
2064	219,947	72,676	166,112	458,735
2065	171,615	60,529	129,272	361,416
2066	131,859	50,533	99,639	282,031
2067	99,745	42,415	76,114	218,274
2068	74,270	35,895	57,676	167,841
2069	54,424	30,699	43,398	128,521
2070	39,241	26,578	32,465	98,284
2071	27,836	23,309	24,176	75,321
2072	19,421	20,700	17,949	58,070
2073	13,325	18,592	13,304	45,221
2074	8,989	16,856	9,864	35,709

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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:

	Retirement Date				
Class	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

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	For disabilities prior to March 24, 1997, permanent and total disability prior to NRD, and approved by the Company. There is no special disability benefit for members who become disabled after March 24, 1997.
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	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. 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.

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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	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. Non-spouse benefits – Actuarial equivalent of the normal retirement benefit multiplied by the extended early retirement factor, if applicable, payable in one lump sum.

Other Plan Provisions

Forms of payment

The normal annuity form for a single participant is a life annuity.

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).

A participant may elect any of the below optional forms, subject to spousal consent requirements:

- Straight life annuity
- 50%, 75% and 100% Joint and Survivor Annuity
- Lump Sum

The 100% J&S is converted from the Single Life Annuity using the following reduction factors:

Step 1:

Member's Attained Age When Benefits Begin	Percent Reduction in Benefit Payable to Member
Under 56	-8.5%
At least 56 but less than 61	-9.5%
At least 61 but less than 65	-10.5%
65 and over	-11.5%

Step 2:

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	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. There have been no other changes in the benefits valued since the prior year.

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Schedule SB, Line 32
Schedule of Amortization Bases
as of January 1, 2025

Type of Base	Date Established	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
Shortfall	01/01/2025	15.00000	1,866,465	173,591
Shortfall	01/01/2024	14.00000	(1,260,051)	(122,754)
Shortfall	01/01/2023	13.00000	17,221,224	1,765,928
Total			17,827,638	1,816,765

Plan Name: AutoAlliance International, Inc. Retirement Plan for UAW Employees
EIN / PN: 38-0549190 / 007
Plan Sponsor: Ford Motor Company
Valuation Date: January 1, 2025

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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 $1,460,114 for the prior valuation to $1,100,000 for the current valuation to account for lower expected expenses to be paid from the trust.

The assumed cash balance interest crediting rate was updated from 4.13% to 4.62%.

Plan Name:	AutoAlliance International, Inc. Retirement Plan for UAW Employees
EIN / PN:	38-0549190 / 007
Plan Sponsor:	Ford Motor Company
Valuation Date:	January 1, 2025