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
FORD MOTOR COMPANY GENERAL RETIREMENT PLAN

1b Three-digit plan number (PN) ▶ 002

1c Effective date of plan 03/01/1950

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**	54619
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)**	8223
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	7438
b	Retired or separated participants receiving benefits	**6b**	26576
c	Other retired or separated participants entitled to future benefits	**6c**	8897
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	42911
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	9960
f	Total. Add lines **6d** and **6e**.	**6f**	52871
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**	0
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:

1A 1B 3F 3H 3J

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
FORD MOTOR COMPANY GENERAL RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 002

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**	12108349129
b Actuarial value	**2b**	12108349129

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	37715	7833071519	7833071519
b For terminated vested participants	9583	726906202	726906202
c For active participants	8223	3139051829	3424061581
d Total	55521	11699029550	11984039302

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**	5.36 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	212640454
b Expected plan-related expenses	**6b**	11900000
c Target normal cost	**6c**	224540454

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)	1957317550	1100322734
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	195552275	0
9	Amount remaining (line 7 minus line 8)	1761765275	1100322734
10	Interest on line 9 using prior year's actual return of -1.14 %	-20084124	-12543679
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		490302318
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 5.08 %		14973302
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		-2229296
c	Total available at beginning of current plan year to add to prefunding balance		503046324
d	Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	608218	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	1741072933	1087779055

Part III Funding Percentages

14	Funding target attainment percentage	14	77.43 %
15	Adjusted funding target attainment percentage	15	101.03 %
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	93.42 %
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
01/30/2026	44285000	0	07/31/2026	44290000	0
02/27/2026	44285000	0	07/15/2025	0	15698661
03/31/2026	44285000	0			
04/30/2026	44285000	0			
05/29/2026	44285000	0			
06/30/2026	44285000	0			
			Totals ► 18(b)	310000000	18(c) 15698661

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	289229694

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: 5.07 %	2nd segment: 5.31 %	3rd segment: 5.50 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	62

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**	224540454
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	0	0
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**	224540454

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	208672732	0	208672732

36 Additional cash requirement (line 34 minus line 35)	**36**	15867722
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	289229694

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

a Total (excess, if any, of line 37 over line 36)	**38a**	273361972
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	208672732
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
FORD MOTOR COMPANY GENERAL RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 002

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	2601053	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

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

BUCK GLOBAL, LLC

13-3954297

(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 17 50	NONE KNOWN	1336857	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	335080	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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)

FORD MOTOR COMPANY

38-0549190

(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?
14 49 50	PLAN SPONSOR	249291	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(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	169649	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

COMERICA BANK

47-1741646

(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	NONE KNOWN	7500	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
FORD MOTOR COMPANY GENERAL RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 002

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	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
36-7324188-103	M	617639342

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	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
36-7324188-104	M	2353185971

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	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
36-7324188-105	M	5558041022

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	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
36-7324188-107	M	204750036

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	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
36-7324188-108	M	400073121

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	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
36-7324188-109	M	531483059

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	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
36-7324188-110	M	1179586596

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 36-7324188-116	**d** Entity code M	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 885128866

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

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) 317909756

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
FORD MOTOR COMPANY GENERAL RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 002

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)	541107000	310000000
(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)	11575018366	12047797769
(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	12116125366	12357797769
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h	6090856	6943157
1i Acquisition indebtedness	1i		
1j Other liabilities	1j		
1k Total liabilities (add all amounts in lines 1g through1j)	1k	6090856	6943157
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	12110034510	12350854612

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)	310000000	
(B) Participants	2a(1)(B)	15698661	
(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)		325698661
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)		1135198533
(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		1460897194
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	1183707063	
(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)		1183707063
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)	2857844	
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)	169649	
(5) Investment advisory and investment management fees	2i(5)	24866635	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)	1336857	
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	7139044	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		36370029
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		1220077092
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		240820102
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 580472.

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
FORD MOTOR COMPANY GENERAL RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 002

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** 529

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: 5.0 % Private Equity: 3.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 69.0 %
High-Yield Debt: 4.0 % Real Assets: 4.0 % Cash or Cash Equivalents: 2.0 % Other: 13.0 %

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
(Alternative B – Scatter 1)

Attained Age		Attained Years of Credited Service													
		0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	Total
Under 25	Count	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Average Earnings	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25-29	Count	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Average Earnings	0	0	0	0	0	0	0	0	0	0	0	0	0	0
30-34	Count	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Average Earnings	0	0	0	0	0	0	0	0	0	0	0	0	0	0
35-39	Count	2	0	0	0	0	0	0	0	0	0	0	0	0	2
	Average Earnings	0	0	0	0	0	0	0	0	0	0	0	0	0	0
40-44	Count	36	6	3	5	0	2	1	0	63	2	0	0	0	118
	Average Earnings	166,048	0	0	0	0	0	0	0	138,826	0	0	0	0	0
45-49	Count	39	9	7	5	7	35	10	10	630	269	2	0	0	1,023
	Average Earnings	140,398	0	0	0	0	167,665	0	0	153,805	167,924	0	0	0	0
50-54	Count	36	6	10	13	18	61	46	15	718	1,101	343	3	0	2,370
	Average Earnings	125,029	0	0	0	0	179,634	166,009	0	152,933	170,294	177,549	0	0	0
55-59	Count	30	16	16	9	12	75	53	21	635	911	910	137	0	2,825
	Average Earnings	104,616	0	0	0	0	157,908	151,876	175,831	152,538	155,114	177,084	172,133	0	0
60-64	Count	15	10	8	10	11	40	32	17	332	367	391	205	1	1,439
	Average Earnings	0	0	0	0	0	136,339	144,823	0	147,961	148,081	165,695	175,991	0	0
65-69	Count	5	5	4	0	2	11	12	3	70	87	105	45	17	366
	Average Earnings	0	0	0	0	0	0	0	0	138,407	148,429	155,181	162,324	0	0
70 & Over	Count	6	3	0	1	1	3	2	1	11	13	11	7	21	80
	Average Earnings	0	0	0	0	0	0	0	0	0	0	0	0	127,721	0

Plan Name: General Retirement Plan
EIN / PN: 38-0549190/002
Plan Sponsor: Ford Motor Company
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a
Schedule of Active Participant Data as of January 1, 2025
(Alternative B – Scatter 2)

Attained Age		Attained Years of Credited Service									
		0	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over
Under 25	Count	0	0	0	0	0	0	0	0	0	0
	Average Cash Balance										
25-29	Count	0	0	0	0	0	0	0	0	0	0
	Average Cash Balance										
30-34	Count	0	0	0	0	0	0	0	0	0	0
	Average Cash Balance										
35-39	Count	0	0	0	0	0	0	0	0	0	0
	Average Cash Balance										
40-44	Count	0	0	0	0	0	0	0	0	0	0
	Average Cash Balance										
45-49	Count	0	0	0	0	0	1	1	0	0	0
	Average Cash Balance										
50-54	Count	0	0	1	0	0	0	6	0	0	0
	Average Cash Balance										
55-59	Count	0	2	1	0	0	2	12	0	0	0
	Average Cash Balance										
60-64	Count	1	2	1	0	0	2	11	0	0	0
	Average Cash Balance										
65-69	Count	2	0	0	0	0	2	2	0	0	0
	Average Cash Balance										
70 & over	Count	0	0	0	0	0	0	0	0	0	0
	Average Cash Balance										

Plan Name: General Retirement Plan
EIN / PN: 38-0549190/002
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: September
- Interest rate basis: Segment Rates

Interest rates	**Reflecting Stabilization**	**Not Reflecting Stabilization**
• First segment rate	5.07%	5.07%
• Second segment rate	5.31%	5.33%
• Third segment rate	5.50%	5.36%
• Effective interest rate	5.36%	5.32%

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

SCHEDULE SB ATTACHMENTS

Annual rates of increase

- Compensation:
  - Representative rates

Rates varying by age

Age	Rate
25	7.70 %
30	6.20 %
35	4.70 %
40	4.50 %
45	4.20 %
50	3.70 %
55	3.50 %
60	3.10 %

- Future Social Security wage bases 3.30%
- Statutory limits on compensation and benefits 2.00%
- Cash balance interest crediting rate 4.62%
- Interest on employee contributions 5.00%

Plan-related expenses $11,900,000

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.

SCHEDULE SB ATTACHMENTS

Mortality

- Healthy

Single blended table of rates based on plan-specific mortality for annuitants and non-annuitants with generational projection 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). Sample mortality rates for 2018:

Age	Males	Females
25	0.000484	0.000197
30	0.000496	0.000248
35	0.000586	0.000338
40	0.000656	0.000441
45	0.000900	0.000632
50	0.001531	0.001072
55	0.002878	0.001990
60	0.005639	0.003918
65	0.009433	0.007227
70	0.014264	0.011800
75	0.022896	0.019613
80	0.038839	0.033959
85	0.068099	0.060748
90	0.119978	0.108460

- Disabled

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).

Alternative disabled life mortality tables as defined under Revenue Ruling 96-7 are used for pre-1995 disabled participants.

SCHEDULE SB ATTACHMENTS

Termination

See Additional assumptions section concerning layoffs. Otherwise, rates varying by age.

Representative rates	
Age	**Rate**
25	0.05000
30	0.05000
35	0.03500
40	0.02000
45	0.02000
50	0.02000
55	0.00000
60	0.00000

Disability

Age based rates after ten years of service.

Representative rates	
Age	**Rate**
35	0.000075
40	0.000150
45	0.000325
50	0.000550
55	0.000775
60	0.001000
65	0.000000

SCHEDULE SB ATTACHMENTS

Retirement

See Additional assumptions section concerning layoffs. Rates below include special early rate of 0.1% from ages 50 through 61. Otherwise, rates varying by age and service as follows:

Representative Rates		
Age	Less than 30 Years	Greater than 30 Years
47	0.0000	0.0700
48	0.0000	0.0700
49	0.0000	0.0700
50	0.0000	0.0700
51	0.0000	0.0700
52	0.0000	0.0700
53	0.0000	0.0700
54	0.0000	0.0700
55	0.0300	0.0900
56	0.0400	0.0900
57	0.0400	0.0900
58	0.0400	0.0900
59	0.0600	0.0900
60	0.0600	0.1200
61	0.0700	0.1200
62	0.1300	0.1200
63	0.1300	0.1500
64	0.1300	0.1500
65	0.1500	0.1500
66	0.2500	0.2500
67	0.2000	0.2000
68	0.2000	0.2000
69	0.2000	0.2000
70	0.2000	0.2000
71	0.2000	0.2000
72	0.2000	0.2000
73	0.2000	0.2000
74	0.3300	0.3300
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 the earlier of age 55 with 10 years of service, 30 years of service or normal retirement date, assuming separation on the date of death.
• Deferred vested benefit	The later of age 62 or termination of employment.
• Disability benefit	Upon disablement.
• Retirement benefit	Upon retirement. Participants that are eligible for an ESAP benefit are assumed to defer commencement of their GRP benefit until age 65.

Form of payment

50% of single males and 60% of single females elect life annuity, and 50% of single males and 40% of single females elect a lump sum.

50% of married males and 40% of married females elect the lump sum, 45% of married male and 55% of married female participants elect the 65% surviving spouse benefit; otherwise, life annuity

Percent married

91% of males; 50% of females.

Spouse age

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

Covered pay

The annualized base salary as of December 31, 2024.

Additional assumptions

- Suspended participants are assumed to not return to work. If service bridging enables retirement eligibility, benefits are assumed to begin at earliest possible commencement.
- Benefit class code D is assumed for active participants with missing data.

SCHEDULE SB ATTACHMENTS

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, which is generally the QJSA for married participants and the single life annuity for single participants.
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.

Methods

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

SCHEDULE SB ATTACHMENTS

Benefits not valued

All benefits described in the Plan Provisions section of this report were valued. 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.

The plan pays small benefits (with a present value up to $7,000) in a single lump sum payment. Such lump sums are not explicitly valued; rather such participants' benefits are valued using the benefit choice assumptions described above.

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. The documentation for these assumptions can be found in the folders labeled "2025 Ford Pension Data Questions" and "2025 Ford Pension Data Summaries" within the Files From Towers Watson path on Ford's sharepoint site.

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

SCHEDULE SB ATTACHMENTS

Assumptions Rationale - Significant Economic Assumptions

Discount rate	The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.
Cash balance interest crediting rate	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 UAW-AAI Retirement Plan's 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.
Rates of increase in:	
• Compensation	Assumed increases were chosen by the plan sponsor and they represent an estimate of future experience.
• Rates of increase in Social Security wage base and statutory limits	Assumed increases were chosen by the plan sponsor and they represent an estimate of future experience.
• Participant contributions	Only participants that have contributed to the pension plan in the past are expected to contribute in future years. The level of contributions is expected to increase at the same rate as the assumed rate of increase in compensation.

SCHEDULE SB ATTACHMENTS

Plan-related expenses	As required by regulations, plan-related expenses are calculated by estimating the expenses to be paid from the trust during the coming year (including, for example, expected PBGC premiums and actuarial, accounting, legal, administration, and trustee fees to be paid from the trust).

Assumptions Rationale - Significant Demographic Assumptions

Healthy mortality	The substitute mortality rates were developed based on actual plan experience and were approved by the IRS to be used for funding purposes.
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).
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 and 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 join & survivor annuities and their beneficiaries for 2016 through 2020 and is the plan sponsor's best estimate of future experience.

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 2025.

SCHEDULE SB ATTACHMENTS

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

The compensation increase assumption was decreased by 25 basis points at each age.

The assumed increases in Social Security wage bases was updated from 3.80% to 3.30%.

The 7% load applied to liabilities for deferred vested participants as an estimate of the value of the contingent annuitant pop-up provision was updated to value the contingent annuitant pop-up explicitly.

The assumed plan-related expenses added to the target normal cost were changed from $11,344,350 for the prior valuation to $11,900,000 for the current valuation to account for higher expected expenses to be paid from the trust.

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	38-0549190/002
Plan Name	General Retirement Plan
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
Ford Motor Company General Retirement Plan

B Three-digit plan number (PN) ▶ 002

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**	12,108,349,129
b Actuarial value	**2b**	12,108,349,129

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	37,715	7,833,071,519	7,833,071,519
b For terminated vested participants	9,583	726,906,202	726,906,202
c For active participants	8,223	3,139,051,829	3,424,061,581
d Total	55,521	11,699,029,550	11,984,039,302

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**	5.36%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	212,640,454
b Expected plan-related expenses	**6b**	11,900,000
c Target normal cost	**6c**	224,540,454

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)	1,957,317,550	1,100,322,734
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	195,552,275	0
9	Amount remaining (line 7 minus line 8)	1,761,765,275	1,100,322,734
10	Interest on line 9 using prior year's actual return of -1.14 %	-20,084,124	-12,543,679
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		490,302,318
	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 5.08 %		14,973,302
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		-2,229,296
	c Total available at beginning of current plan year to add to prefunding balance		503,046,324
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	608,218	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	1,741,072,933	1,087,779,055

Part III Funding Percentages

14	Funding target attainment percentage	14	77.43 %
15	Adjusted funding target attainment percentage	15	101.03 %
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	93.42 %
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
01/30/2026	44,285,000				
02/27/2026	44,285,000				
03/31/2026	44,285,000				
04/30/2026	44,285,000				
05/29/2026	44,285,000				
06/30/2026	44,285,000				
07/31/2026	44,290,000				
07/15/2025		15,698,661			
			Totals ► 18(b)	310,000,000	18(c) 15,698,661

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	289,229,694

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:	
5.07 %	5.31 %	5.50%	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	62

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**	
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**	224,540,454
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	0	0
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**	224,540,454

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	208,672,732	0	208,672,732

36 Additional cash requirement (line 34 minus line 35)	**36**	15,867,722
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	289,229,694

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

a Total (excess, if any, of line 37 over line 36)	**38a**	273,361,972
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	208,672,732
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 and service. Illustrated below is the expected retirement age calculation for an active participant assumed to join the plan at age 25.

Age	Retirement Rates	Lx	Number of Retirements	Number of Retirements times Age
55	0.089	1.000	0.089	4.895
56	0.089	0.911	0.081	4.536
57	0.089	0.830	0.074	4.218
58	0.089	0.756	0.067	3.886
59	0.089	0.689	0.061	3.599
60	0.119	0.628	0.075	4.500
61	0.119	0.553	0.066	4.026
62	0.120	0.487	0.058	3.596
63	0.150	0.429	0.064	4.032
64	0.150	0.365	0.055	3.520
65	0.150	0.310	0.047	3.055
66	0.250	0.263	0.066	4.356
67	0.200	0.197	0.039	2.613
68	0.200	0.158	0.032	2.176
69	0.200	0.126	0.025	1.725
70	0.200	0.101	0.020	1.400
71	0.200	0.081	0.016	1.136
72	0.200	0.065	0.013	0.936
73	0.200	0.052	0.010	0.730
74	0.330	0.042	0.014	1.036
75	1.000	0.028	0.028	2.100
Total			1.000	62.071
Average				62

Plan Name: General Retirement Plan
EIN / PN: 38-0549190/002
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	15,016,238	22,342,321	819,413,490	856,772,049
2026	44,379,383	25,747,261	791,642,500	861,769,144
2027	73,592,148	29,882,229	763,731,132	867,205,509
2028	102,144,116	34,017,428	735,498,050	871,659,594
2029	129,735,632	37,811,323	706,779,916	874,326,871
2030	156,701,778	40,887,609	677,492,092	875,081,479
2031	182,301,410	43,979,437	647,591,634	873,872,481
2032	205,285,870	47,281,575	617,316,214	869,883,659
2033	225,737,512	49,969,661	586,686,952	862,394,125
2034	243,872,897	52,011,103	555,728,210	851,612,210
2035	259,968,988	53,462,038	524,518,301	837,949,327
2036	274,184,599	54,584,267	493,161,998	821,930,864
2037	285,831,837	55,357,513	461,843,083	803,032,433
2038	294,992,928	55,859,356	430,711,587	781,563,871
2039	302,099,104	56,243,374	399,916,237	758,258,715
2040	307,067,597	56,458,924	369,619,317	733,145,838
2041	310,390,461	56,325,578	339,993,393	706,709,432
2042	312,451,013	55,919,170	311,200,359	679,570,542
2043	312,908,616	55,304,532	283,388,726	651,601,874
2044	311,702,886	54,494,058	256,699,885	622,896,829
2045	309,034,547	53,529,526	231,246,053	593,810,126
2046	304,936,629	52,446,695	207,132,424	564,515,748
2047	299,494,222	51,256,414	184,449,594	535,200,230
2048	292,836,632	49,956,560	163,257,815	506,051,007
2049	285,145,006	48,540,414	143,599,852	477,285,272
2050	276,516,640	47,001,301	125,502,610	449,020,551
2051	267,004,589	45,334,259	108,970,095	421,308,943

SCHEDULE SB ATTACHMENTS

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2052	256,682,553	43,537,126	93,979,929	394,199,608
2053	245,596,964	41,611,441	80,494,255	367,702,660
2054	233,800,759	39,564,498	68,459,782	341,825,039
2055	221,384,747	37,405,277	57,809,204	316,599,228
2056	208,445,870	35,147,140	48,463,447	292,056,457
2057	195,084,435	32,810,197	40,333,940	268,228,572
2058	181,404,143	30,416,537	33,324,892	245,145,572
2059	167,525,400	27,991,459	27,335,659	222,852,518
2060	153,576,971	25,562,576	22,263,184	201,402,731
2061	139,696,552	23,158,485	18,004,963	180,860,000
2062	126,027,259	20,807,535	14,461,750	161,296,544
2063	112,712,009	18,536,593	11,539,419	142,788,021
2064	99,887,667	16,369,932	9,150,408	125,408,007
2065	87,679,536	14,328,076	7,214,573	109,222,185
2066	76,196,527	12,426,947	5,659,717	94,283,191
2067	65,527,758	10,677,700	4,421,785	80,627,243
2068	55,740,821	9,086,951	3,444,683	68,272,455
2069	46,880,182	7,657,095	2,679,782	57,217,059
2070	38,966,062	6,386,694	2,085,616	47,438,372
2071	31,994,880	5,271,016	1,627,281	38,893,177
2072	25,941,090	4,302,707	1,275,792	31,519,589
2073	20,759,729	3,472,286	1,007,434	25,239,449
2074	16,390,079	2,768,771	803,113	19,961,963

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Summary of Plan Provisions

1. Plan provisions excluding APMSI benefits, Environ benefits, PRIMUS benefits, AAI benefits, and benefits for participants represented by the IAM and IBEW

The following is an outline of the principal provisions applicable in the current plan year, which formed the basis for this actuarial valuation.

Plan Participation	
Covered employees	The plan applies to employees not covered by any other private retirement plan to which the Company contributes. Employees covered by a collective bargaining agreement are only covered by this plan if specifically negotiated. Employees hired after December 31, 1975 must have completed three months of service to be participants in the Plan (pre-participation service is credited for non-contributory benefit eligibility and accrual). All participants participate in the non-contributory segment of the Plan. A participant may elect to be a contributory participant by making monthly contributions. Participation is frozen effective December 31, 2003 except for collectively bargained units. Employment of an Hourly-rated employee represented by the IAM or IBEW hired or rehired by the Company on or after October 24, 2011, shall not be eligible to participate in the Plan with respect to service after such date.
Participation Date	For Hourly employees, date of hire, if hired prior to October 24, 2011. For all other employees, participation was frozen as of December 31, 2003.

Definitions	
Vesting service	One year of service for each plan year with more than 750 hours.
Freeze Date	The freeze date is the date on which a participant attains their 35th year of Credited Service (including Credited Service from a prior plan) but not before December 31, 2019. This freeze date will apply to the pay and service used to calculate a participant's accrued benefit.

SCHEDULE SB ATTACHMENTS

Credited service	For regular, full-time salaried employees, one year of service for each plan year with more than 10 months of employment. Fractional credit is provided if less than 10 months of employment, at a rate of 1/10th of a year per month. For supplemental and hourly employees, one year of service for each plan year with more than 1,615 hours. Fractional credit is provided if less than 1,615 hours of service, based on the number of hours of service divided by 1,700, rounded to the nearest 1/10th of a year. Foundry service - For every year of service between 10.1 and 25, an additional service amount is added equal to 33.3% of the regular service added. For every year of service above 25, an additional service amount is added equal to 20% of the regular service added. A participant's Credited Service will not increase after the participant reaches their Freeze Date.
Contributory service	The sum of credited service while making contributions and past service credits in excess of two years for members who contributed at any time prior to January 1, 1981.
Waiting period service	If a member makes contributions at all times eligible to do so prior to becoming eligible for a vested benefit, the period between employment and membership. Different rules apply prior to 1996.
Pensionable pay	Base salary paid on December 31. A participant's Pensionable Pay after their Freeze Date will not be reflected.
Final average monthly salary	The highest average monthly base salary paid to an employee as of any five consecutive December 31 dates that occur when the employee is making contributions during the 120 consecutive months ending with the last month that the employee makes contributions.
Covered compensation	Average of the Social Security Wage Base for the preceding 35 years rounded to the nearest multiple of $600.
Breakpoint	150% of covered compensation for an individual attaining age 65 during the plan year.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.

SCHEDULE SB ATTACHMENTS

Non-contributory pension benefit for salaried participants

For salaried participants, monthly life benefit per year of non-contributory service based on benefit class code and date of retirement:

Class	Flat-dollar rate
A	46.70
B	46.95
C	47.20
D	47.45

Non-contributory pension benefit for hourly union participants

For hourly unions participating in the non-contributory portion of the GRP (not including the IAM and IBEW participants whose benefits are described further below), monthly life benefit per year of credited service based on benefit class code and date of retirement:

	Retirement Date			
Class	10/1/03 through 9/1/04	10/1/04 through 9/1/05	10/1/05 through 9/1/06	On or after 10/1/06
A	47.75	48.80	49.85	50.90
B	48.00	49.05	50.10	51.15
C	48.25	49.30	50.35	51.40
D	48.50	49.55	50.60	51.65

Contributory pension benefit

The greater of the all-service formula, the add-on formula, or the minimum contributory benefit:

(a) All-service formula: 1.5% of final average monthly salary times years of contributory and waiting period service (Part A), plus 0.4% of final average monthly salary in excess of the breakpoint times contributory service with a maximum of 35 years (Part B).

(b) Add-on formula: the sum of the all-service formula applied to contributory service after 1988 (with an adjusted 35-year maximum applied to the Part B benefit) plus the accrued benefit as 12/31/1988 determined as the sum of (i) the applicable flat-dollar rate times credited service before 1989, (ii) an additional benefit equal to 0.9% of final average monthly salary less the applicable flat-dollar rate times

contributory and waiting period service up to 1989, and (iii) the accrued contributory benefit as of 12/31/1988.

(c) Minimum contributory benefit: the applicable flat-dollar rate times credited service plus 0.25% of final average monthly salary times contributory and waiting period service.

Eligibility for Benefits

Normal retirement	Retirement on NRD.
Regular early retirement	Retirement before NRD and on or after both attaining age 55 and completing ten years of credited service or completing at least 30 years of credited service.
Special early retirement	Age 55 with 10 years of credited service under mutually satisfactory conditions or upon reaching age 55 if age 50 with 10 years of credited service under mutually satisfactory conditions.
Postponed retirement	Retirement after NRD.
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service or five years of credited service.
Disability	Permanent and total disability prior to NRD after attaining ten years of credited service.
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse.

Benefits Paid Upon the Following Events

Normal retirement — Monthly pension benefit determined as of NRD.

Regular early retirement — A percentage of the normal retirement benefit based on the age at benefit commencement. Percentages for selected ages are:

Age	Non-Contributory	Contributory except Part B	Contributory Part B
45	0.261	0.433	0.175
50	0.383	0.600	0.312
55	0.579	0.767	0.486

60	0.867	0.933	0.692
62	1.000	1.000	0.769
65	1.000	1.000	1.000

The non-contributory percentage is increased to 100% when age 62 and one month is reached, if retired with either 30 years of credited service or with age plus credited service of 85 or more.

The non-contributory 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.

Special early retirement

Non-contributory: Life benefit same as normal retirement benefit plus temporary benefit to age 62 and one month if unreduced Social Security is not payable. Certain retirees will continue to receive the temporary benefit until the age that 80% of the unreduced Social Security benefit is payable.

Retirement Date	Temporary Monthly Benefit Per Year of Credited Service	Temporary Maximum Monthly Benefit
10/1/06 – 9/30/07	49.80	1,494
10/1/07 – 9/30/08	50.80	1,524
10/1/08 – 9/30/09	51.00	1,530
10/1/09 – 9/30/10	51.20	1,536
On or after 10/1/10	51.40	1,542

Contributory: Life benefit same as normal retirement benefit except that Part B contributory benefit is reduced as for regular early retirement.

Postponed retirement

Monthly pension benefit determined as of actual retirement date.

Vested termination

Normal retirement benefit payable at age 65 based on accrued contributory benefit and non-contributory rate in effect at time of service break or a reduced benefit payable as early as age 55 using the following reduction factors:

Age	Non-Contributory Flat Rate	Contributory except Part B	Contributory Part B

55	0.425	0.425	0.425
60	0.667	0.667	0.667
65	1.000	1.000	1.000

Disability

Same as special early retirement, unless participant qualifies for Social Security disability benefit, in which case the Part B benefit is unreduced and the Supplement is not payable.

Preretirement death

- Before early retirement eligibility

50% of the life benefit that would have been payable to the participant had he terminated on the date of death, and commenced with reductions for early commencement.

- After early retirement eligibility

65% of the life benefit that would have been payable to the participant without reduction for early retirement, but with reduction for the form of benefit (5% reduction plus additional adjustments for age difference between the participant and spouse).

Supplemental Retirement Benefits

Early retirement supplement

- Eligibility

At least 30 years of credited service.

- Benefit

For retirement on or after October 1, 2003, the amount below, payable monthly to age 62 and one month, reduced by the amount of the regular early retirement benefit (assuming the participant's service is all non-contributory). Certain retirees will continue to receive a supplement until the age at which 80% of the unreduced Social Security benefit is payable.

Retirement Date	Floor
10/1/06 through 9/30/07	3,020
10/1/07 through 9/30/08	3,140
10/1/08 through 9/30/09	3,150
10/1/09 through 9/30/10	3,160
On or after 10/1/10	3,170

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A maximum on the amount of the non-contributory 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.

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Interim supplement

- Eligibility

Regular early retirement with less than 30 years of credited service.

- Benefit

Monthly payment to age 62 and one month per year of credited service based on the following table. Certain retirees will continue to receive the interim supplement until the age at which 80% of the unreduced Social Security benefit is payable.

Age	10/1/06 through 9/30/07	10/1/07 through 9/30/08	10/1/08 through 9/30/09	10/1/09 through 9/30/10	On or after 10/1/10
55	21.90	22.35	22.45	22.55	22.60
56	25.85	26.35	26.50	26.60	26.70
57	31.25	31.90	32.00	32.15	32.25
58	36.60	37.35	37.50	37.65	37.80
59	40.85	41.65	41.85	42.00	42.20
60	47.30	48.25	48.45	48.65	48.85
61	47.30	48.25	48.45	48.65	48.85

Amount is prorated for intermediate ages based on number of complete calendar months by which the participant's age is less than age at next birthday.

A maximum on the amount of the non-contributory 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.

Medicare Part B

- Eligibility

Retired prior to October 1, 1979 and enrolled in Medicare Part B.

- Benefit

The lesser of the Medicare Part B premium or $76.20 per month.

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Other Plan Provisions

Forms of payment

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

The normal annuity form for a retirement eligible, married participant is a 65% joint and survivor annuity, reduced by 5% (with additional adjustment if spouse age difference is greater than +/- 5 years). The benefit payable to the surviving spouse is based on the accrued benefit, unreduced for early retirement. The benefit includes a pop-up to restore the 5% reduction if the spouse pre-deceases the retiree. The benefit payable to the participant upon the spouse's death is the normal single life annuity.

The normal annuity form for a non-retirement eligible, married participant is a 50% joint and survivor annuity, reduced by 5% (with additional adjustment if spouse age difference is greater than +/- 5 years). The benefit includes a pop-up to restore the 5% reduction if the spouse pre-deceases the retiree.

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

- Lifetime only
- 50% joint and survivor annuity
- 75% joint and survivor annuity
- 100% joint and survivor annuity
- Lump sum
- Benefits with present values at or under $7,000 are cashed out at termination of employment.

The lump sum is the present value of retirement benefits, including supplements, based on 417(e) mortality and interest assumptions.

The normal form of payment for a disability retirement at or over age 55 is the same as for a retirement-eligible participant. For a disability retirement not yet age 55, the normal annuity form is the same as a vested termination, changing to that for a retirement-eligible participant at age 55.

During 2012 and 2013, inactive participants were offered a one-time voluntary election to receive the present value of their retirement benefits in the form of a lump sum.

SCHEDULE SB ATTACHMENTS

Refund of participant contributions	Accumulated contributions with interest at death before retirement if no other contributory death benefit payable under the Plan. Modified cash refund on death after retirement or after survivor's death. Upon withdrawal of accumulated contributions with interest, a non-vested participant forfeits his accrued contributory benefit and a vested participant forfeits only that part of the benefit attributable to his contributions. A non-vested participant has limited opportunity to pay back amounts withdrawn including interest to restore forfeited benefits.
Pension increases	None.
Plan participants' contributions	Contributory participants make contributions equal to 1.5% of monthly base salary. All other costs of the plan are met by the Company.
Bulk lump sum offering	In 2012 and 2013, all terminated vested and in-pay participants were offered the opportunity to elect a lump sum payment equal to the present value of benefits earned. Participants also had the option to elect an annuity form of payment. Similar to the lump sum opportunity described above, Ford made a similar offer in 2020 which was limited to only terminated vested participants.
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.

Future Plan Changes

No future plan changes were recognized in this actuarial valuation. WTW is not aware of any future plan changes which are required to be reflected.

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.

SCHEDULE SB ATTACHMENTS

2. Plan provisions for APMSI benefits

The following is an outline of the principal provisions applicable in the current plan year, which formed the basis for this actuarial valuation.

Plan Participation	
Covered employees	An employee who is covered under the Collective Bargaining Agreement related to APMSI. Effective May 25, 2001 and August 3, 2001, the Chicago and Atlanta facilities, respectively, were closed. There are no active participants in the plan.
Participation date	Date of hire.

Definitions	
Vesting service	One year in which an employee completed at least 1,000 hours of service. No vesting service is granted before December 18, 1986, and no vesting service is granted before January 1, 1991 prior to a break in seniority.
Pension service	One year in which an employee completed at least 1,750 hours of service. Partial years of service are granted and calculated by multiplying one year of credited service by actual hours worked divided by 1,750. No pension service is granted before December 18, 1986, and no pension service before January 1, 1991 is granted prior to a break in seniority.
Pensionable pay	N/A
Average earnings	N/A
Social Security benefit	N/A
Normal retirement date (NRD)	Age 65 with one year of vesting service.

SCHEDULE SB ATTACHMENTS

Monthly pension benefit	A monthly life benefit per year of pension service. For employees who retired or terminated on or after January 1, 2000 the monthly life benefit equals twelve dollars times the years of pension service. For employees who (i) terminated employment on the date the facility is permanently closed and (ii) who did not immediately transfer to a related employer, the monthly life benefit equals fourteen dollars times the years of pension service.

SCHEDULE SB ATTACHMENTS

Eligibility for Benefits

Normal retirement	Retirement on NRD.
Early retirement	Retirement before NRD and on or after both attaining age 62 and completing ten years of pension service.
Postponed retirement	Retirement after NRD.
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service.
Disability	None.
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse.

Benefits Paid Upon the Following Events

Normal retirement

Monthly pension benefit determined as of NRD.

Early retirement

A percentage of the normal retirement benefit based on the age at benefit commencement. Percentages for selected ages are:

Age	Factor
62	0.722
63	0.803
64	0.895
65	1.000

Postponed retirement

Monthly pension benefit determined as of actual retirement date.

Vested termination

Monthly pension benefit commencing on the participant's normal retirement date or, if having completed 10 years of pension service, as early as age 62, reduced for early retirement.

Disability

None.

Preretirement death

A monthly life benefit equal to 60% (50% for termination retirement before October 1, 1996) of the participant's accrued benefit commencing on the participant's earliest retirement date. The benefit is reduced for early retirement and by 10% plus an additional +/- 0.5% for each year in excess of 10 by which the employee's age exceeds (or less than) the spouse's age.

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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 60% joint and survivor annuity (50% if benefit commencement occurred prior to October 1, 1996), reduced by 10% (with additional adjustment of +/- 0.5% per year if spouse age difference is greater than +/- 10 years). Married participants can elect the normal annuity form for single participants with spousal consent. During 2012 and 2013, inactive participants were offered a one-time voluntary election to receive the present value of their retirement benefits in the form of a lump sum.
Pension increases	None.
Plan participants' contributions	None.
Bulk lump sum offering	In 2012 and 2013, all terminated vested and in-pay participants were offered the opportunity to elect a lump sum payment equal to the present value of benefits earned. Participants also had the option to elect an annuity form of payment. Similar to the lump sum opportunity described above, Ford made a similar offer in 2020 which was limited to only terminated vested participants.
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.

Future Plan Changes

No future plan changes were recognized in this actuarial valuation. WTW is not aware of any future plan changes which are required to be reflected.

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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3. Plan provisions for Environ benefits

The following is an outline of the principal provisions applicable in the current plan year, which formed the basis for this actuarial valuation.

Plan Participation

Covered employees

Effective November 30, 2000 the facility was closed. There are no active participants in the plan.

Participation date

Prior to November 30, 2000, employees of Environ, Incorporated and subsidiaries or affiliated companies were eligible for participation on the January 1 nearest the later of attainment of age 21 or the completion of one year of eligibility service.

Definitions

Vesting service

One year in which an employee completed at least 750 hours of service, excluding years before age 18.

Pension service

Hourly employees: One year in which an hourly employee completed at least 1,700 hours of service. For each calendar year in which the hourly employee worked less than 1,700 hours, service is credited according to the following schedule:

Hours of Service	Annual Credit
1,615 or more	1.0
1,445 through 1,614	0.9
1,275 through 1,444	0.8
1,105 through 1,274	0.7
935 through 1,104	0.6
765 through 934	0.5
595 through 764	0.4
425 through 594	0.3
255 through 424	0.2
85 through 254	0.1
Less than 85	None

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Salaried employees:

Months of Service	Annual Credit
10 or more	1.0
9 or more but less than 10	0.9
8 or more but less than 9	0.8
7 or more but less than 8	0.7
6 or more but less than 7	0.6
5 or more but less than 6	0.5
4 or more but less than 5	0.4
3 or more but less than 4	0.3
2 or more but less than 3	0.2
1 or more but less than 2	0.1
Less than 1	None

Normal retirement date (NRD) First of month coinciding with or next following the attainment of age 65 with one year of vesting service.

Monthly pension benefit Monthly benefit is equal to the amount below multiplied by the years of pension service.

Termination Date	Monthly Benefit Rate
Prior to 1979	$3.25
1/1/79 – 12/31/81	$5.25
1/1/82 – 12/31/82	$6.25
1/1/83 – 12/31/83	$6.50
1/1/84 – 12/31/84	$7.00
1/1/85 – 12/31/86	$8.00
1/1/87 – 12/31/87	$9.00
1/1/88 – 12/31/88	$10.00
1/1/89 – 12/31/89	$11.00
1/1/90 – 12/31/90	$12.00
1/1/91 – 12/31/91	$14.00
1/1/92 – 12/31/92	$20.00
1/1/93 – 12/31/93	$27.00
1/1/94 – 12/31/94	$28.00
1/1/95 – 9/30/99	$29.00

Beginning October 1, 1999 a two tier structure was introduced. Tier 1 applies to employees hired on or before October 1, 1999 and Tier 2 applies to employees hired after October 1, 1999. Monthly benefit rates effective through the facility closure continued as follows:

Termination Date	Tier 1 Monthly Benefit Rate	Tier 2 Monthly Benefit Rate
10/1/99-9/30/00	$32.55	$17.95
10/1/00-9/30/01	$33.05	$21.90

Monthly preretirement death benefit

60% (50% for deaths prior to 10/1/99 and for participants not eligible to retire) of the monthly pension benefit as of the date of death, reduced for the joint and survivor election and reduced for payment as early as the participant's 55th birthday.

Eligibility for Benefits

Normal retirement

Retirement on NRD.

Early retirement

Retirement before NRD and on or after attaining age 55 with 10 years of vesting service.

For participants with 15 years of vesting service, early retirement eligibility is as early as when the sum of the participant's age and vesting service total at least 85.

The early retirement date shall also be age 55 for participants who meet the following requirements:

- At least age 45 on November 30, 2000;
- If an hourly employee, actively employed on November 30, 2000;
- If a salaried employee, either actively employed on November 9, 2000, or on approved leave of absence from employment on November 30, 2000;
- At least 10 years of vesting service on November 30, 2000;
- If a salaried employee, eligible to participate in the Environ Separation Program and completes all the required forms in timely fashion;

	• If an hourly employee, covered by the Plant Closing Agreement and makes a timely election to receive benefits.
Postponed retirement	Retirement after NRD.
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service. All participants employed at any time during 2000 are vested in their pension benefit.
Disability	Participant must provide proof of disability, been disabled for a period of at least six months, and completed ten years of pension service. Determination of the six month waiting period may include periods after November 30, 2000.
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse.

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD.
Early retirement	Monthly pension benefit determined as of early retirement date, reduced 5/9 of 1% for each month of payment before age 65 (62 if at least 15 years of pension service). For participants with at least 15 years of pension service and the sum of age and pension service totaling at least 85, unreduced benefits begin at age 62 and are reduced 5/9 of 1% for each month before age 62. Benefit becomes unreduced at age 62.
Postponed retirement	Monthly pension benefit determined as of actual retirement date.
Vested termination	Monthly pension benefit determined as of termination date, reduced 5/9 of 1% for each month that payment precedes the participant's NRD.
Disablement	Monthly pension benefit determined as of the date of disablement, payable immediately without reduction for early commencement continuing until the earliest of date of death, ERD, NRD or recovery date.
Preretirement death	60% (50% for deaths prior to 10/1/99 and for participants not eligible to retire at death) of the monthly pension benefit as of the date of death, reduced 5% for spouse age difference (plus/minus

	0.5% for each year the spouse age difference is greater than 5) and reduced further for early commencement, if applicable.

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 60% joint and survivor annuity (50% if benefit commencement occurred prior to October 1, 1999), reduced by 5% (with additional adjustment of +/- 0.5% per year if spouse age difference is greater than +/- 5 years). Married participants can elect the normal annuity form for single participants with spousal consent. During 2012 and 2013, inactive participants were offered a one-time voluntary election to receive the present value of their retirement benefits in the form of a lump sum.
Pension increases	None.
Plan participants' contributions	None.
Bulk lump sum offering	In 2012 and 2013, all terminated vested and in-pay participants were offered the opportunity to elect a lump sum payment equal to the present value of benefits earned. Participants also had the option to elect an annuity form of payment. Similar to the lump sum opportunity described above, Ford made a similar offer in 2020 which was limited to only terminated vested participants.
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.

Future Plan Changes

No future plan changes were recognized in this actuarial valuation. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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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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4. Plan provisions for PRIMUS benefits

The following is an outline of the principal provisions applicable in the current plan year, which formed the basis for this actuarial valuation.

Plan Participation	
Covered employees	Salaried employees who have been employed by PRIMUS Automotive Financial Services, Inc. for a period of at least one year, measured from date of hire, become participants on the first of the month following the attainment of age 21 with at least one year of Eligibility Service. Employees who do not meet these requirements on or before December 31, 1999 are not eligible to participate in the plan.
Participation date	Date of becoming a covered employee.

Definition	
Vesting Service / Eligibility Service	An employee receives one year of vesting service and eligibility service for each calendar year during which he or she completes at least 750 Hours of Service. A year of eligibility service is also earned during the first 12 months of employment if the employee completed 750 Hours of Service during that period. Hours of service earned while employed by Marine Midland Bank, Primus Automotive Financial Services, Ford Motor Company or any subsidiary thereof are counted for purposes of determining vesting service and eligibility service.
Credited Service	Credited service is calculated on an elapsed time basis from date of hire to date of separation from service, rounded to the nearest 1/12th of a year. Credited service is earned while employed by PRIMUS Automotive Financial Services or by Marine Midland Bank, provided that the employee was actively employed by Marine Midland Bank immediately prior to the sale and by PRIMUS immediately following the sale. However, the employee does not receive Credited Service for periods of employment with Ford Motor Company or any of its subsidiaries (other than PRIMUS). No credited service is earned on or after January 1, 2000.

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Compensation

Compensation with respect to periods of employment prior to January 1, 2000 equals the sum of base pay, overtime, sales incentive pay (SIP) and 50% of management incentive pay.

Compensation with respect to periods of employment after January 1, 2000 equals the base pay determined at the end of each calendar year, adjusted based on a participant's classification, grade and leadership level (as determined as of December 31, 1999) as described in the following table:

Classification	Grade	Leadership Level	Additional Percentage of Base Pay
PSR	13-15	4	15.0%
SCR	11-12	5	7.5%
MR	9-10	6	5.0%
MR (Branch Manager)	9-10	6	7.5%
GSR	1-8	N/A	3.0%

Final average compensation

Average of the highest five consecutive calendar years of Compensation within the ten calendar years immediately preceding termination of employment.

Social Security covered compensation

The average of the Social Security taxable wage bases in effect for each calendar year during the 35-year period ending with the last day of the calendar year in which the participant attains his Social Security retirement age.

Normal retirement date

First of month coinciding with or next following the attainment of age 65 with one year of vesting service.

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Accrued benefit	A benefit payable in the form of a single life annuity and calculated as follows: (a) + (b) – (c), where (a) Base Piece = 1.1% x final average compensation x credited service up to a maximum of 35 years (b) Excess Piece = 0.5% x (final average compensation minus covered compensation, but not less than zero) x credited service up to a maximum of 35 years (c) Offset = accrued benefit earned under the Marine Midland Plan as of December 15, 1990 In the event that the offset exceeds the sum of the base piece and the excess piece for a former Marine Midland employee, the accrued benefit under this plan will be zero.

Eligibility for Benefits

Normal retirement	Retirement on NRD.
Early retirement	Retirement before NRD and on or after both attaining age 55 and completing ten years of vesting service.
Postponed retirement	Retirement after NRD.
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service.
Disability	Total disability prior to NRD after completing at least 10 years of vesting service.
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse.

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD.
Early retirement	The accrued benefit reduced as follows: For participants with less than 20 years of vesting service, the accrued benefit is reduced by 0.5% for each month that the early retirement date precedes the normal retirement date.

For participants with 20 years or more of vesting service, the accrued benefit is reduced by 0.5% for each complete or partial month by which the early retirement date precedes age 62.

The reduction to the Marine Midland offset portion of the accrued benefit is based on the following table:

Age	Factor
55	40.63%
56	44.18
57	48.11
58	52.44
59	57.24
60	62.56
61	68.47
62	75.07
63	82.45
64	90.71

Postponed retirement

Monthly pension benefit determined as of actual retirement date.

Vested termination

The accrued benefit payable on the first of the month following the Normal Retirement Date. Benefits can begin as early as age 55 reduced for early commencement by 0.5% for each month of early commencement.

Disability

The accrued benefit calculated as of the disability retirement date and offset by the following:

- Workers' Compensation benefits,
- Long-term disability benefits or retirement benefits received from another plan sponsored by PRIMUS during the same period that disability retirement benefits are payable from this plan, and
- Disability benefits received under Social Security or any other government program to which PRIMUS, Ford Motor Company or any of its subsidiaries has contributed.

Preretirement death

- Before early retirement eligibility

The spouse of a married participant who dies after becoming vested and prior to becoming eligible for early retirement is entitled to a death benefit equal to the accrued benefit calculated as if the participant had terminated employment on the day before his or her death, survived to age 55 and elected commencement of benefits in the form of a 50%

	joint and survivor annuity form and died the next day. The accrued benefit is reduced to age 55 in accordance with the vested termination provisions for early commencement and is further reduced to reflect the 50% joint and survivor form of payment. Payment of the surviving spouse's retirement benefit is made during the life of the deceased married participant's spouse.
• After early retirement eligibility	The spouse of a married participant who dies after his or her earliest retirement date is entitled to a death benefit equal to the accrued benefit calculated as if the participant had elected early retirement on the day before his or her death, with benefits payable in the form of a 66 2/3% joint and survivor annuity form and died the next day. The accrued benefit is reduced in accordance with the early retirement benefit provisions and is further reduced to reflect the 66 2/3% joint and survivor form of payment. Payment of the surviving spouse's retirement benefit is made during the life of the deceased married participant's spouse.

Other Plan Provisions

Forms of payment	Each unmarried participant receives a monthly retirement pension payable for life. Unless he elects otherwise, each married participant receives an actuarially equivalent benefit providing him with a reduced retirement benefit commencing on his retirement date with 66 2/3% of such reduced retirement benefit to be continued during the lifetime of his spouse upon his death, terminating with the last monthly payment due prior to his spouse's death. Participants may elect the following additional optional forms of payment: • 10-year certain and life annuity. • 50%, 75% and 100% joint and survivor annuity (married participants only). • Lump sum. During 2012 and 2013, inactive participants were offered a one-time voluntary election to receive the present value of their retirement benefits in the form of a lump sum.
Pension increases	None.
Plan participants' contributions	None.

Plan Name:	General Retirement Plan
EIN / PN:	38-0549190/002
Plan Sponsor:	Ford Motor Company
Valuation Date:	January 1, 2025

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Bulk lump sum offering	In 2012 and 2013, all terminated vested and in-pay participants were offered the opportunity to elect a lump sum payment equal to the present value of benefits earned. Participants also had the option to elect an annuity form of payment. Similar to the lump sum opportunity described above, Ford made a similar offer in 2020 which was limited to only terminated vested participants.
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.
Special Early Retirement	Certain participants of window programs in 2001 and 2002 have either (depending on their election between two programs): (a) Grow-in rights to early retirement or normal retirement benefits, or (b) Unreduced early retirement benefits as early as age 50, with the Marine Midland offset applying at age 55

Future Plan Changes

No future plan changes were recognized in this actuarial valuation. WTW is not aware of any future plan changes which are required to be reflected.

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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5. Plan provisions for AAI benefits

The following is an outline of the principal provisions applicable in the current plan year, which formed the basis for this actuarial valuation.

Plan Participation	
Covered employees	AAI Services salaried employees who became members before January 1, 1998.
Participation date	First day of the plan year in which a covered employee completed at least 1,000 hours of service during the earlier of a Plan Year (calendar year) or the 12 consecutive month period following date of hire.

Definition	
Vesting service	One year of service for each calendar year with at least 1,000 hours. Vesting service continues while actively employed under the General Retirement Plan (GRP).
Pension service	One year of service for each calendar year with at least 1,000 hours. Pension service is frozen as of January 1, 1998.
Pensionable earnings	Base pay plus bonus paid for the plan year.
Average earnings	N/A
Social Security benefit	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)	First of month coinciding with or next following the attainment of age 65.
Cash balance account	Prior to January 1, 1998, 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. 1.2765% of pensionable earnings for the year, plus ii. 0.4706% of pensionable earnings above ½ of the year's Social Security wage base This present value equaled the annuity value at age 65 of the above formula, using the UP84 mortality table and an interest rate

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of 8% discounted back to the applicable year-end at an interest rate of 4%

	Interest credits are also allocated to each member's cash balance account each plan year. The interest credit is made at the end of the plan year and is determined by multiplying the member's account balance at the end of the prior plan year by the greater of 4% and the average yield on 30-year Treasury constant maturities for the plan year. The interest credit rate for the portion of the cash balance account attributable to the additional percentage of earnings in excess of ½ of the Social Security wage base is 4%. 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 UP 84 mortality and an interest factor of 8%.

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.
Postponed retirement	Retirement after NRD.
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service. All actively employed participants were vested on December 31, 1997.
Disability	For disabilities prior to January 1, 1998, permanent and total disability prior to NRD, and approved by the Company. There is no special disability benefit for members who become disabled after December 31, 1997.
Preretirement death benefit	Death while eligible for normal, early, postponed retirement benefits or while eligible for deferred vested benefits if married or with dependent children at time of death.

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Benefits Paid Upon the Following Events

Normal retirement

Monthly pension 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 65.

Early retirement supplement

Temporary supplemental allowance according to the following table. The supplement amounts shown are effective for payments on or after October 1, 2002 for retirements on or after October 1, 1999:

Vesting Service	Monthly Supplement
5 through 9 years	$240.00
10 through 14 years	$480.00
15 or more years	$715.00

Payable from the participant's early retirement date to age 62 and one month. Payments were extended for certain participants who retired prior to January 1, 2002 until such time that the participant was eligible for 80% of the primary insurance amount under the Social Security Act.

For Members who accrue service under the Ford-GRP plan after December 31, 1997, the supplement is adjusted as follows:

- If total AAI and Ford-GRP pension service is less than 30 years, the supplement is calculated based on combined AAI and Ford-GRP pension service and then multiplied by the ratio of AAI service up to 12/31/1997 to the total pension service under AAI and Ford-GRP.
- If total pension service is greater than or equal to 30 and Ford-GRP pension service is less than 30, the supplement is calculated based on combined service and multiplied by the ratio of 30 minus Ford-GRP pension service divided by 30.
- If Ford-GRP pension service is greater than 30, no supplement is paid from this plan.

Postponed retirement

Monthly pension benefit determined as of actual retirement date.

Vested termination

Accrued benefit determined as of early retirement date, reduced 5.0% for each year of payment before age 65.

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Disability	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.

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Preretirement death	Spouse and dependent children benefits – The accrued normal retirement benefit multiplied by the applicable extended early retirement factor and age differential factor. The benefit to dependent children is paid in a lump sum. The benefit to a spouse is paid as a life annuity unless the spouse elects to receive a lump sum. Non-spouse benefits – Actuarial equivalent of the accrued benefit paid as a 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 retirement eligible, married participant is a 55% joint and survivor annuity, actuarially equivalent to a life annuity. The normal annuity form for a non-retirement eligible, married participant is a 55% joint and survivor annuity, actuarially equivalent to a life annuity. A participant may elect any of the below optional forms, subject to spousal consent requirements: • Single annuity. • 50%, 75% and 100% Joint and Survivor Annuity. • Lump sum. • Except for lump sum distributions, the optional forms of payment are 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%. Lump sum distributions are calculated using the applicable interest rate and applicable mortality table as defined under Code Section 417(e).
Bulk Lump Sum Offering	During 2012 and 2013, inactive participants were offered a one-time voluntary election to receive the present value of their retirement benefits in the form of a lump sum. Similar to the lump sum opportunity described above, Ford made a similar offer in 2020 which was limited to only terminated vested participants.
Pension increases	None.

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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.

Future Plan Changes

No future plan changes were recognized in this actuarial valuation. WTW is not aware of any future plan changes which are required to be reflected.

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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6. Plan Provisions for Participants Represented by the IAM and IBEW

The following is an outline of the principal provisions applicable in the current plan year, which formed the basis for this actuarial valuation.

Plan Participants	
Covered employees	Hourly-rated employees covered by the Collective Bargaining Agreement (CBA) between the Company and the IAM or IBEW and included in the Contract Unit described in that agreement. The plan was closed to new entrants as of October 24, 2011.
Participation date	Date of hire, if hired prior to October 24, 2011.

Definitions	
Vesting service	One year of service for each plan year with more than 750 hours of service. Fractional credit is provided if less than 750 hours of service.
Credited service	One year of service for each plan year with more than 1,615 hours. Fractional credit is provided if less than 1,615 hours of service, based on the number of hours of service divided by 1,700, rounded to the nearest 1/10th of a year. Foundry service - For every year of service between 10.1 and 25, an additional service amount is added equal to 33.3% of the regular service added. For every year of service above 25, an additional service amount is added equal to 20% of the regular service added.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.

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Pension benefit Monthly life benefit per year of service based on benefit class code and date of retirement:

	Retirement Date				
Class	10/1/06 through 9/30/07	10/1/07 through 9/30/08	10/1/08 through 9/30/09	10/1/09 through 9/30/10	On or after 10/1/10
A	50.90	52.90	53.10	53.30	53.55
B	51.15	53.15	53.35	53.55	53.80
C	51.40	53.40	53.60	53.80	54.05
D	51.65	53.65	53.85	54.05	54.30

Benefit rate increases during the term of a CBA apply to all normal and early retirements during the term of the CBA.

Eligibility for Benefits

Normal retirement Retirement on NRD.

Early retirement

- Regular early retirement: At least 30 years of credited service or age 55 with 10 years of credited service.
- Special early retirement: Age 55 with 10 years of credited service under mutually satisfactory conditions or age 50 with 10 years of credited service and lay off due to certain plant closings.

Postponed retirement Retirement after NRD.

Vested termination Termination for reasons other than death or retirement after completing five years of vesting service or five years of credited service.

Disability Permanent and total disability prior to NRD, after attaining ten years of credited service.

Preretirement death benefit Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse.

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Benefits Paid Upon the Following Events

Normal retirement

Pension benefit determined as of NRD.

Early retirement

A percentage of the normal retirement benefit based on the age at benefit commencement. Percentages for selected ages are:

Age	Factor
42	0.210
45	0.261
50	0.383
55	0.579
60	0.867
62	1.000

The percentage is increased to 100% when age 62 and one month is reached, if retired with either 30 years of credited service or with age plus credited 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.

Special early retirement

Life benefit same as normal retirement benefit plus temporary benefit to age 62 and one month if unreduced Social Security is not payable. Certain retirees will continue to receive the temporary benefit until the age that 80% of the unreduced Social Security benefit is payable.

Retirement Date	Monthly Temporary Benefit Per Year of Credited Service	Maximum Monthly Benefit
10/1/06 – 9/30/07	49.80	1,494
10/1/07 – 9/30/08	50.80	1,524
10/1/08 – 9/30/09	51.00	1,530
10/1/09 – 9/30/10	51.20	1,536
On or after 10/1/10	51.40	1,542

Postponed retirement

Pension benefit determined as of actual retirement date.

Vested termination

Normal benefit payable at age 65 based on rate in effect at time of seniority break or a reduced benefit payable as early as age 55 using the following reduction factors:

Age	Factor
55	0.425

60	0.667
65	1.000

Disablement Same as early retirement.

Preretirement death

- Before early retirement eligibility: 50% of the life benefit that would have been payable to the participant had he terminated on the date of death and commenced with reductions for early commencement and age differences between the participant and the spouse.
- After early retirement eligibility: 65% of the life benefit that would have been payable to the participant with the appropriate reduction for early retirement, assuming early retirement would have occurred at the later of age 62 and age at death and for the form of benefit (5% reduction plus additional adjustments for age difference between the participant and spouse).
- Special disability death benefit: 50% of the reduced life income benefit payable for the lifetime of the spouse. The participant's life income benefit is reduced prior to age 55 for this coverage. After age 55, the unreduced life income benefit is restored. This benefit is not explicitly valued in the valuation.

Supplemental Retirement Benefits

Early retirement supplement (30 and out)

- Eligibility: At least 30 years of service.
- Benefit: The amount below, 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.

Retirement Date	Floor
10/1/06 through 9/30/07	3,020
10/1/07 through 9/30/08	3,140
10/1/08 through 9/30/09	3,150
10/1/09 through 9/30/10	3,160
On or after 10/1/10	3,170

Increases during the term of a CBA apply to all retirements during the term of the CBA.

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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.

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Interim supplement

- Eligibility — Regular early retirement with less than 30 years of credited service.

- Benefit — Monthly payment to age 62 and one month per year of service based on the following table. Certain retirees will continue to receive the interim supplement until the age at which 80% of the unreduced Social Security benefit is payable.

Age	10/1/06 through 9/30/07	10/1/07 through 9/30/08	10/1/08 through 9/30/09	10/1/09 through 9/30/10	On or after 10/1/10
55	21.90	22.35	22.45	22.55	22.60
56	25.85	26.35	26.50	26.60	26.70
57	31.25	31.90	32.00	32.15	32.25
58	36.60	37.35	37.50	37.65	37.80
59	40.85	41.65	41.85	42.00	42.20
60	47.30	48.25	48.45	48.65	48.85
61	47.30	48.25	48.45	48.65	48.85

Amount is prorated for intermediate ages based on number of complete calendar months by which the participant's age is less than age at next birthday.

Increases during the term of a CBA apply to all retirements during the term of the CBA.

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.

Medicare Part B

- Eligibility — Retired prior to October 1, 1979 and enrolled in Medicare Part B.

- Benefit — The lesser of the Medicare Part B premium or $76.20 per month.

Special survivorship option — Retired prior to 10/25/1967; effective October 1, 2007, $14.10 per month per each year of credited service.

SCHEDULE SB ATTACHMENTS

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 not to exceed 100%).

The spouse's income benefit is based on the life income benefit at the later of the participant's age 62 or retirement.

The reduction in a benefit is eliminated if the spouse predeceases the participant.

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

- 50% joint and survivor annuity
- 75% joint and survivor annuity
- 100% joint and survivor annuity

These optional forms are converted from the single life annuity using a 6% interest rate and UP-94 mortality.

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.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 24
Change in Actuarial Assumptions

The assumed plan-related expenses added to the target normal cost were changed from $11,344,350 for the prior valuation to $11,900,000 for the current valuation to account for higher expected expenses to be paid from the trust.

The compensation increase assumption was decreased by 25 basis points at each age.

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

The assumed increases in Social Security wage bases was updated from 3.80% to 3.30%.

The 7% load applied to liabilities for deferred vested participants as an estimate of the value of the contingent annuitant pop-up provision was updated to value the contingent annuitant pop-up explicitly.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 23
Information on Use of Multiple Sets of Mortality Tables

Different mortality tables were used for different populations. Item 23 reflects the largest population.

Population description	Population size at valuation date	Mortality table
Non-disabled annuitants and non-annuitants	54,891	Single blended table of rates (gender specific) based on plan-specific mortality for annuitants and non-annuitants with generational projection 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).
Post-1994 disabled participants	490	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).
Pre-1995 disabled annuitants	140	Alternative disabled life mortality tables as defined under Rev. Rul 96-7 for pre-1995 disabled participants.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 23
Information on Use of Substitute Mortality Tables

Substitute mortality tables are used for the following plan populations:

Population description	Population size at valuation date	Mortality table
Non-disabled annuitants and non-annuitants	54,891	Single blended table of rates (gender specific) based on plan-specific mortality for annuitants and non-annuitants with generational projection 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).

Prescribed tables are used for the following plan populations:

Population description	Population size at valuation date	Mortality table
Post-1994 disabled participants	490	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).
Pre-1995 disabled annuitants	140	Alternative disabled life mortality tables as defined under Rev. Rul 96-7 for pre-1995 disabled participants.

The last plan year for which the IRS approval for the substitute mortality tables applies is:

Approval for use of the current substitute mortality table applies for up to 5 years beginning with the plan year beginning January 1, 2024.

Plan Name: General Retirement Plan
EIN / PN: 38-0549190/002
Plan Sponsor: Ford Motor Company
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Mortality ratio used to develop the table:

The substitute mortality table for the Ford Motor Company General Retirement Plan was developed pursuant to Revenue Procedure 2017-55 and §1.430(h)(3)-2 of the Treasury Regulations. The male mortality ratio was 0.818909 and the female mortality ratio was 0.910636.

Credibility for construction of the table:

Full credibility under Revenue Procedure 2017-55 - The substitute mortality table for the Ford Motor Company GRP Retirement Plan was developed pursuant to Revenue Procedure 2017-55 and §1.430(h)(3)-2 of the Treasury Regulations.