



## Annual Participant Disclosure as of January 2022 — Important Information About Your Investment Options, Fees, and Other Expenses for the Savings and Stock Investment Plan (SSIP) and Tax-Efficient Savings Plan for Hourly Employees (TESPHE), each a “Plan” collectively referred to as the “Plans”

The Plans are a great way to build savings for your future. Through the Plans you get:

- The convenience of **automatic savings** through payroll deductions and the opportunity for **tax advantages** through pre-tax and Roth 401(k) contributions
- A **flexible, comprehensive investment lineup** that is monitored by the Plans’ Investment Process Committee and Investment Process Oversight Committee

You’ll want to make sure you are taking full advantage of the Plans by choosing a savings rate and investments to meet your long-term retirement needs. Use the tools available on the Plans’ website to explore how your savings and investment decisions impact your long-term savings goals.

Review this disclosure to learn more about fees and expenses, the plan’s investment options, and where to go for more information or to take action.

To learn more about the Plans, please see the Summary Plan Descriptions available on the Plans’ website, [myfordbenefits.com](http://myfordbenefits.com).

### What’s Inside

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## 1. About Fees and Expenses

As with other investments, many fees and expenses for the Plans are paid by investors; in this case, participants in the Plans. There are several types of fees:

- Some fees are **asset-based fees**. You won’t see these fees directly because they are charged directly to the Plans’ investment options and reduce your investment earnings. These fees are shown in Section 3 of this disclosure. Asset-based fees pay for investment management services.
- You may have **administrative fees** that result in a separate fee charged to your account and **individual fees** due to activity you have requested. (See the next page to learn more about administrative and individual fees.)
- There are no upfront sales loads on any of the funds in the Plans.

Fees and expenses are important to understand because they can substantially reduce the growth of your account over the long term. (You can find an example that illustrates this concept on the Department of Labor’s website, <https://www.dol.gov/sites/default/files/ebsa/about-ebsa/our-activities/resource-center/publications/a-look-at-401k-plan-fees.pdf>). However, fees are only one of several factors to consider when making investment decisions. You should carefully consider other key factors, including asset class and investment risk, investment objectives, principal investment strategies, and historical performance when selecting investment options.

### Administrative and Individual Fees in the Plans

▪ **Administrative Fees:** The Plans are charged fees for trustee, legal, recordkeeping, audit, and accounting services. At this time, these expenses are paid by Ford Motor Company or plan assets. If any administrative and recordkeeping fees or expenses are deducted from your account, they will be reflected on your account statement.

▪ **Professional Management program fees:** If you sign up for the Professional Management Program offered by Edelman Financial Engines, you will be charged an annual fee rate that is based on the size of your account:

– The first \$100,000	0.34% of assets
– The next \$150,000	0.30% of assets
– Above \$250,000	0.20% of assets

The fee is calculated based on the average amount of assets under management for the calendar quarter, and is deducted from your account at the start of the following quarter.

▪ **Personal Advisor program fees:** If you sign up for the Personal Advisor program offered by Edelman Financial Engines, you will be charged an annual fee rate that is based on the size of your account:

– The first \$100,000	0.95% of assets
– The next \$150,000	0.90% of assets
– Above \$250,000	0.80% of assets

There is a minimum Personal Advisor annual fee of \$900.00 (\$225.00 per quarter). Personal Advisor fees are billed quarterly in arrears to asset accounts sequentially, beginning with any taxable assets, with the remaining fees deducted pro-rata from the 401(k) and IRA assets.

▪ **Expedited Mail Fee:** You will pay an \$15 fee per request.

Learn more about applicable plan fees on the plan's website.

## 2. The Plan's Investment Options

As a participant in one of the Plans, you are responsible for investing your account in one or a combination of the Plan's investment options. Section 3 of this disclosure provides more information about the investment options.

### Choosing Your Investment Strategy

Ultimately, how you invest should depend on your age, lifestyle, accumulated wealth, years to retirement, and comfort level around risk. This disclosure only provides some information about your investment choices like fees, expenses, and historical returns. Your decisions should be based on the full picture, taking into account your individual situation, not just the information in this disclosure.

▪ **To Learn More About the Investment Options.** Visit the Plan's website to find fund expenses, historical performance, and other information such as holdings and portfolio data. You can also receive more information about the funds, including paper copies of the information that is provided online, by calling the Ford National Employee Services Center (NESC) at **1-800-248-4444**. Representatives are available from 9:00 a.m. to 9:00 p.m., Eastern Time, Monday through Friday.

Some of the information you can find on the website or request copies of includes:

- A statement of the value of a share or unit of each fund as well as the date of the valuation.
- A list of the assets comprising the portfolio of each fund

- **To Enroll or Make Changes to Your Investments.** You can enroll in the Plan in which you are eligible to participate, or make changes to your investments at any time, by logging on to the Plans' website. Once you have logged on you can:
  - **Enroll**—go to Build Your Savings & Retirement > Savings Plan > Start Saving
  - **Change your current investment mix or your investment elections for future contributions**—go to Build Your Savings & Retirement > Savings Plan > Investments > Change Investments

To help you create an investment strategy, Ford Motor Company has designated Edelman Financial Engines, an independent Registered Investment Advisor, to provide fiduciary investment services to participants in the Plans. An **Online Advice** tool can help you fine-tune your investing strategy, and the **Professional Management** and **Personal Advisor** programs offer personalized portfolio management from professional investment advisors. Fees apply for the Professional Management and Personal Advisor programs; see the **Administrative and Individual Fees in the Plans box** in Section 1 of this disclosure.

#### **Voting Rights for Certain Investments**

As a participant in one of the Plans, you can direct the manner in which the Trustee will vote the Ford Stock shares credited to your Ford Stock Fund account. The Trustee votes your shares in accordance with the voting instructions received from you. If you fail to vote all or a portion of your shares, those not voted shares are voted in proportion to the shares voted by all voting participants in the Plan.

If you are unable to log on to the website, you may also enroll or change investment options by calling the Ford National Employee Services Center (NESC) at 1-800-248-4444. Representatives are available from 9 a.m. to 9 p.m., Eastern Time, Monday through Friday.

### **3. Investment-Related Information**

The following table provides you with information on the investment options that have a variable rate of return. You'll find three things:

1. General information about the type of investment option.
2. Fee information including asset-based fees (often called the expense ratio) plus other shareholder-type fees or investment restrictions.
3. Historical performance for the fund and an appropriate benchmark for the same period of time.

Keep in mind, however, that past performance does not guarantee how the investment option will perform in the future. Your investments in these options could lose money. Information about an option's principal risks is available on the Plans' website.

For more information about this statement, you may contact the Ford National Employee Services Center (NESC) at **1-800-248-4444** or the plan administrator:

Ford Motor Company,  
Compensation and Benefits Office  
World Headquarters  
One American Road,  
Dearborn, MI 48126-2748

Federal regulations require plan sponsors to provide this statement. It includes important information to help you understand your retirement plans and compare the investment options offered to you. Most or all of the fund information available in this statement is available to you by other means and is provided by third parties. We have not independently verified the third-party information we are relaying in this statement.

← General Information →

← Fee Information →

← Historical Performance →

Fund Name/ Benchmark	Asset Class	Total Asset- Based Fees <sup>2</sup>	Annual Cost Per \$1,000 of Investment	Shareholder- Type Fees and Investment Restrictions <sup>3</sup>	Average Annual Total Return as of 12/31/2021 <sup>1</sup> (Fund and Benchmark)				
					1 yr.	5 yr.	10 yr.	Incept. to date <sup>4</sup>	
<b>Tier 1: Passive Target Date Funds</b>									
BlackRock LifePath® Index 2065 Fund <i>Benchmark: BlackRock LifePath® NL 2065<sup>5</sup></i> <i>Benchmark: Russell 1000® Index<sup>5</sup></i>	Target Date	0.083%	\$0.83	N/A	N/A	N/A	N/A	N/A	11.68%
					N/A	N/A	N/A	N/A	11.83%
					N/A	N/A	N/A	N/A	N/A
BlackRock LifePath® Index 2060 Fund <i>Benchmark: BlackRock LifePath® NL 2060<sup>5</sup></i> <i>Benchmark: Russell 1000® Index<sup>5</sup></i>	Target Date	0.083%	\$0.83	N/A	18.83%	N/A	N/A	N/A	14.21%
					18.80%	N/A	N/A	N/A	14.03%
					26.45%	N/A	N/A	N/A	19.40%
BlackRock LifePath® Index 2055 Fund <i>Benchmark: BlackRock LifePath® NL 2055<sup>5</sup></i> <i>Benchmark: Russell 1000® Index<sup>5</sup></i>	Target Date	0.083%	\$0.83	N/A	18.85%	14.01%	N/A	N/A	10.84%
					18.81%	13.95%	N/A	N/A	10.82%
					26.45%	18.43%	N/A	N/A	15.48%
BlackRock LifePath® Index 2050 Fund <i>Benchmark: BlackRock LifePath® NL 2050<sup>5</sup></i> <i>Benchmark: Russell 1000® Index<sup>5</sup></i>	Target Date	0.083%	\$0.83	N/A	18.69%	13.96%	11.84%	11.84%	13.17%
					18.60%	13.88%	11.80%	11.80%	13.17%
					26.45%	18.43%	16.54%	16.54%	16.23%
BlackRock LifePath® Index 2045 Fund <i>Benchmark: BlackRock LifePath® NL 2045<sup>5</sup></i> <i>Benchmark: Russell 1000® Index<sup>5</sup></i>	Target Date	0.083%	\$0.83	N/A	17.73%	13.59%	11.43%	11.43%	12.74%
					17.69%	13.51%	11.40%	11.40%	12.75%
					26.45%	18.43%	16.54%	16.54%	16.23%
BlackRock LifePath® Index 2040 Fund <i>Benchmark: BlackRock LifePath® NL 2040<sup>5</sup></i> <i>Benchmark: Russell 1000® Index<sup>5</sup></i>	Target Date	0.083%	\$0.83	N/A	15.99%	12.81%	10.81%	10.81%	12.13%
					15.98%	12.78%	10.81%	10.81%	12.18%
					26.45%	18.43%	16.54%	16.54%	16.23%
BlackRock LifePath® Index 2035 Fund <i>Benchmark: BlackRock LifePath® NL 2035<sup>5</sup></i> <i>Benchmark: Russell 1000® Index<sup>5</sup></i>	Target Date	0.083%	\$0.83	N/A	13.82%	11.79%	10.04%	10.04%	11.40%
					13.85%	11.77%	10.05%	10.05%	11.46%
					26.45%	18.43%	16.54%	16.54%	16.23%
BlackRock LifePath® Index 2030 Fund <i>Benchmark: BlackRock LifePath® NL 2030<sup>5</sup></i> <i>Benchmark: Russell 1000® Index<sup>5</sup></i>	Target Date	0.083%	\$0.83	N/A	11.46%	10.64%	9.18%	9.18%	10.58%
					11.51%	10.64%	9.19%	9.19%	10.65%
					26.45%	18.43%	16.54%	16.54%	16.23%

Fund Name/ Benchmark	Asset Class	Total Asset- Based Fees <sup>2</sup>	Annual Cost Per \$1,000 of Investment	Shareholder- Type Fees and Investment Restrictions <sup>3</sup>	Average Annual Total Return as of 12/31/2021 <sup>1</sup> (Fund and Benchmark)			
					1 yr.	5 yr.	10 yr.	Incept. to date <sup>4</sup>
BlackRock LifePath® Index 2025 Fund <i>Benchmark: BlackRock LifePath® NL 2025<sup>5</sup> Benchmark: Russell 1000® Index<sup>6</sup></i>	Target Date	0.083%	\$0.83	N/A	9.00%	9.43%	8.24%	9.71%
					9.05%	9.45%	8.27%	9.78%
					26.56%	18.43%	16.54%	16.23%
BlackRock LifePath® Index Retirement Fund <i>Benchmark: BlackRock LifePath® NL Retirement<sup>6</sup> Benchmark: BC Aggregate Bond Index</i>	Target Date	0.083%	\$0.83	N/A	6.94%	8.00%	6.49%	7.61%
					7.03%	8.05%	6.54%	7.73%
					-1.54%	3.57%	2.90%	N/A%
<b>Tier 2: Passive Stock Funds</b>								
Vanguard U.S. Large Cap Index <i>Benchmark: S&amp;P 500® Index</i>	Passive Stock	0.011%	\$0.11	30-day purchase block <sup>6</sup>	28.70%	18.47%	16.55%	15.29%
					28.71%	18.47%	16.55%	15.29%
Vanguard U.S. Small/Mid Cap Index <i>Benchmark: S&amp;P Completion Index</i>	Passive Stock	0.021%	\$0.21	30-day purchase block <sup>6</sup>	12.48%	15.34%	15.02%	12.91%
					12.35%	15.20%	14.88%	12.77%
BlackRock Int'l All Cap Equity Index <i>Benchmark: MSCI® ACWI ex- US IMI Index</i>	Passive Stock	0.070%	\$0.70	N/A	8.63%	10.06%	N/A	7.16%
					8.53%	9.83%	N/A	6.87%
State Street Global All Cap Equity Index NL Series – Class A <i>Benchmark: MSCI® ACWI IMI Index</i>	Passive Stock	0.056%	\$0.56	N/A	18.57%	14.53%	N/A	11.26%
					18.22%	14.12%	N/A	10.81%
<b>Tier 2: Passive Bond Funds</b>								
BlackRock Bond Index Fund <i>Benchmark: BC Aggregate Bond Index</i>	Passive Bond	0.033%	\$0.33	N/A	-1.64%	3.54%	N/A	2.84%
					-1.54%	3.57%	N/A	2.86%
<b>Tier 2: Active Stable Value Fund</b>								
Interest Income Fund <i>Benchmark: Interest Income Fund<sup>6</sup> Benchmark: Bank of America Merrill Lynch 3-Month T-Bill Index<sup>6</sup></i>	Stable Value	0.273%	\$2.73	N/A	1.38%	1.95%	1.89%	3.67%
					-0.89%	2.05%	1.58%	3.66%
					-0.80%	-0.06%	2.82%	1.88%
<b>Tier 2: Passive Real Asset Fund</b>								
State Street Real Asset Fund – Class A <i>Benchmark: State Street Real Asset Fund</i>	Passive	0.121%	\$1.21	N/A	21.13%	7.52%	N/A	5.05%
					21.10%	7.24%	N/A	4.87%
<b>Tier 3: Active Stock Funds</b>								
Fidelity Growth Company Fund <i>Benchmark: Russell 3000® Growth Index</i>	Stock	0.350%	\$3.50	N/A <sup>7</sup>	22.99%	30.74%	23.37%	15.01%
					25.85%	24.56%	19.39%	11.76%

Fund Name/ Benchmark	Asset Class	Total Asset- Based Fees <sup>2</sup>	Annual Cost Per \$1,000 of Investment	Shareholder- Type Fees and Investment Restrictions <sup>3</sup>	Average Annual Total Return as of 12/31/2021 <sup>1</sup> (Fund and Benchmark)			
					1 yr.	5 yr.	10 yr.	Incept. to date <sup>4</sup>
Neuberger Berman Genesis <i>Benchmark: Russell 2000® Index</i>	Stock	0.560%	\$5.60	N/A	18.66%	15.99%	N/A	13.72%
					14.82%	12.02%	N/A	11.70%
T. Rowe Price International Small-Cap Equity Trust <i>Benchmark: S&amp;P® Global ex- US Small Cap Index</i>	Stock	0.825%	\$8.25	N/A	7.35%	16.18%	N/A	12.41%
					11.22%	11.09%	N/A	8.35%
<b>Tier 3: Company Stock Fund</b>								
Ford Stock Fund  <i>Benchmark: S&amp;P 500® Index</i>	Company Stock	0.050%	\$0.50	Yes <sup>8</sup>	134.51%	15.97%	10.89%	9.05%
					28.71%	18.47%	16.55%	N/A <sup>9</sup>

<sup>1</sup>Total returns are historical and include changes in share or unit prices and reinvestment of dividends and capital gains, if any.

<sup>2</sup>Total asset-based fees are investment management company fees for services for portfolio management services, trading of securities and other fund management activities.

<sup>3</sup> Shareholder-Type Fees and Investment Restrictions outlines any fees paid directly from your investment in this option (e.g., redemption fees) and any restrictions (e.g., purchase block provisions) on trading that might exist for a specific investment option. None of the investments in the Plan impose redemption fees currently.

<sup>4</sup> "Since Inception" returns cover the nearest full month period from the fund's inception to the date shown. To provide a more relevant comparison of the investment option returns to the corresponding benchmark returns, the "Since Inception" returns for the corresponding benchmark(s) cover the same period as the investment option returns.

<sup>5</sup> The DOL requires that Plan sponsors provide a broad-based securities market index that is widely recognized and used for each investment option for comparison of returns. The broad-based securities market indices provided for the BlackRock LifePath® NL Funds, the Interest Income Fund, and the State Street Real Asset Fund may not precisely mirror the asset allocation and investment strategy of those funds. Therefore, in addition to the broad-based securities market indices, a blended benchmark (a custom benchmark provided by either the Company or the fund manager) that more closely matches the underlying portfolio and strategy is included for those funds.

<sup>6</sup> There is a 30-day purchase block restriction when any amount of money is transferred out of the fund. No money can be moved back into the fund for 30 calendar days.

<sup>7</sup> Fidelity will periodically review participant instructed movement into and out of the fund and reserves the right to restrict participants from transacting on the fund if they deem historical activity is excessive or disruptive to the fund.

<sup>8</sup> FRP Contributions under SSIP, Retirement Contributions under TESPHE, and Pension Rollover balances are restricted from investing in the Ford Stock Fund.

<sup>9</sup> Because the Ford Stock Fund inception date predates the benchmark inception date, an "Inception to date" return comparison is not possible.

## 4. Terms You Should Know

Here are a few key terms and concepts to help you understand the information described in this statement.

**Administrative fees:** Fees paid to the recordkeeper to cover expense for items such as maintaining data on participants, providing communication materials, internet services, and assisting participants with transactions; fees paid to a trustee to manage some operations of the plan including trading and holding assets; fees paid for legal and accounting services.

**Asset-based fees:** Fees that are charged as a percent of holdings in an investment to cover investment management fees plus any asset-based administrative service fees. Asset-based fees are also referred to as the expense ratio, or, more technically, the fund's total annual operating expenses.

**Asset class:** A specific category of assets or investments (such as stocks, bonds, or cash) as well as certain types of stocks (such as international stocks, large-cap stocks, etc.). Assets within the same class generally exhibit similar characteristics.

**Benchmark:** A standard against which the performance of a security, fund or investment manager can be measured. Generally, broad market and market –segment stock and bond indexes are used to evaluate the performance of an investment.

**Core Funds:** Each of these funds represents a single asset class. A combination of Core Funds is needed to have a diversified portfolio that will provide the most optimal long-term investment experience.

**Designated Investment Advisor:** This is the individual or organization that manages investments for individuals who choose to participate in the Professional Management program. In this case, it's Edelman Financial Engines.

**Individual fees:** These fees apply to your account and generally depend on transactions in your account, like taking a loan from the plan. Other individual fees may be charged to each participant to pay for services available to all participants, such as investment advice.

**Investment management fees:** The fee paid to the advisory firm or investment company for the day-to-day investment management of the securities in the fund's portfolio. These fees may also include costs such as advertising and promotion, administration, and other related services.

**Personal Advisor program:** You have the option to sign up for personal advisor services where the designated investment advisor will manage your investment mix for you for this Plan and your other non-Ford accounts (e.g., outside IRAs, taxable brokerage accounts) as part of your overall financial plan. If you choose this service, the fees described in the **Administrative and Individual Fees in the 401(k) Savings Plan** box in Section 1 will apply.

**Professional Management program:** You have the option to sign up for managed account services where the designated investment advisor will manage your investment mix for you in this Plan. If you choose this service, the fees described in the **Administrative and Individual Fees in the 401(k) Savings Plan** box in Section 1 will apply.

**Purchase Block:** This transfer restriction applies when money is moved out of a fund and then cannot be moved back into the fund for a specific period of time (usually 30 to 90 days).

**Target date funds:** These funds are premixed, diversified investment strategies that are designed to be a single investment solution. They have a mix of underlying investments that are generally appropriate for a given retirement date.