

Benefit Equalization Plan (BEP)
Summary Plan Description
January 1, 2022

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Section 1. Plan Overview

This summary describes the Benefit Equalization Plan (“BEP”) as it applies to certain employees of Ford Motor Company. The BEP is an unfunded non-qualified excess retirement plan that preserves certain benefits that cannot be paid under the tax-qualified General Retirement Plan (“GRP”) or the Savings and Stock Investment Plan (“SSIP”). In general, the BEP benefit is formulated when the participant’s benefit under a tax-qualified plan is subject to the limitations imposed by Section 401(a)(17) and /or Section 415 of the Internal Revenue Code of 1986 (“IRC Limits”), as amended.

There are **three** types of BEP benefits as described in the following sections of this document:

1. BEP/GRP (for employees hired before January 1, 2004)
2. BEP/SSIP
 - a. Company Match (for all employees)
 - b. Ford Retirement Plan (“FRP”) Contribution (for employees hired on or after January 1, 2004)

It is important that you read this summary carefully to understand how the plan works and the eligibility requirements necessary for each type of benefit to be distributed. The main provisions of the BEP are described, but this is not the official plan document. In the case of any conflict between this summary and the plan document, the terms of the official plan document will govern.

Section 2. BEP/GRP

2.1 Plan Participation and Benefit Eligibility

BEP/GRP is available to employees who were **hired or rehired before January 1, 2004**. To be eligible for BEP/GRP benefit, you must:

- A. Be vested in the GRP (have at least five years of credited service under the GRP; or, if age 65 or older, have earned at least 1 year of credited service under the GRP), AND meet either condition of the IRC Limits described in (B) or (C) below;
- B. Have base salaries in excess of the limits provided by Section 401(a)(17)¹ of the Internal Revenue Code of 1986 (“Salary Limit”);
- C. Have a total benefit payable be in excess of the limits provided by Section 415² of the Internal Revenue code of 1986 (“Benefit Payable Limit”).

2.2 How Benefits are Determined

Your monthly BEP/GRP benefit is the difference between (A) and (B) below.

- A. Your GRP benefit calculated without regards to IRC Limits;
- B. Your GRP benefit calculated based on the appropriate IRC Limits.

If (A) is greater than (B), then you will have a BEP/GRP benefit; otherwise, you will not be entitled to a BEP/GRP benefit.

Your BEP/GRP is determined based on several factors, including your years of service, age, and final five year’s average salary, similar to the GRP.

¹ Updated yearly limits can be found on www.irs.gov.

² Updated yearly limits can be found on www.irs.gov.

BEP/GRP Example

GRP Calculation Assumptions	
Date of Birth	12/25/1955
Benefit Commencement Date	01/01/2021
Age at Retirement	65 years, 0 months
Total Credited Service	25.0 years
Total Contributory Service	25.0 years
Your Monthly Final Average Salary (without Salary Limit)	\$25,000.00
Your Monthly Final Average Salary (limited by appropriate Salary Limit)	\$24,166.67
Breakpoint (for 2021)	\$11,100.00

(A) Your GRP benefit calculated without regards to IRC Limits						
	Static Factor		Final Average Salary		Service	Monthly Benefit
(a)	0.015	x	\$25,000.00	x	25	= \$9,375.00
(b)	0.004	x	(\$25,000.00 - \$11,100.00)	x	25	= \$1,390.00
Total A						\$10,765.00

(B) Your GRP benefit calculated based on the appropriate IRC Limits						
	Static Factor		Final Average Salary		Service	Monthly Benefit
(a)	0.015	x	\$24,166.67	x	25	= \$9,062.50
(b)	0.004	x	(\$24,166.67 - \$11,100.00)	x	25	= \$1,306.67
Total B						\$10,369.17

BEP/GRP Monthly Benefit	
A	\$10,765.00
-	-
B	\$10,369.17
\$395.83	

2.3 How Benefits are Paid

If you are at least age 55 or have at least 30 years of service when you separate from the Company, the BEP/GRP annuity is required to commence on the first of the month following your separation date. Otherwise, it will commence the first of the month following your 55th birthday.

Note: If the present value of your BEP/GRP benefit at the time of your required commencement date is less than or equal to \$5,000, you will receive a one-time lump sum payment in full settlement of the benefit.

If you are identified as a "Specified Employee", payment of your BEP/GRP benefit will be delayed for 6 months upon separation. You will receive the aggregate amount of any deferred payments on, or as soon as reasonably practicable after, the first day of the seventh month following your separation, without interest. This payment delay is required under the Internal Revenue Code Section 409A and protects Company officers from significant tax consequences affecting their executive non-qualified deferred compensation payments. The Company will notify any participant who is identified as a "Specified Employee."

2.4 How To Commence Your Benefit

If you are at least age 55 or have at least 30 years of service when you separate from the Company, your commencement date is the first of the month after your separation date:

- Please visit www.myfordbenefits.com or contact the NESC to verify your marital status and learn about your benefit. This may be done at the same time you are applying for benefit commencement under the GRP.
- If you do not confirm your information timely, your BEP/GRP benefit will automatically be disbursed to your last known direct deposit account or address of record, and you will be responsible for any tax consequences and/or overpayment if the information on record is incorrect.

If you separate from the Company under any other circumstances:

- The National Employee Service Center ("NESC") will contact you by mail shortly before your 55th birthday to confirm your marital status and your preferred delivery method.
- You may also reach out to the NESC up to six months before your 55th birthday to initiate the payment process.
- If you do not confirm your information timely, your BEP/GRP benefit will automatically be disbursed to your last known direct deposit account or address of record, and you will be responsible for any tax consequences and/or overpayment if the information on record is incorrect.

2.5 Survivorship Coverage

The form of payment for BEP/GRP is automatically determined based on your marital status at the time of your required benefit commencement:

- If you are single at the time of your required benefit commencement, BEP/GRP will be paid as a Single Life Annuity, payable to you over your lifetime and payments will stop at your death.
- If you are married at the time of your required benefit commencement, BEP/GRP will be paid as a 65% Joint & Survivor Annuity. The benefit payable to you will be reduced by a cost associated with your spouse's survivorship. If you pre-decease your spouse, and you have been married for at least a year in the month of your death, your spouse will receive 65% of the BEP/GRP benefit that was payable to you for the rest of their life.

Once you commence your BEP/GRP benefit, the form of payment cannot be changed even if your marital status changes.

Section 3. BEP/SSIP

3.1 Plan Participation and Benefit Eligibility

There are two types of benefits payable under the BEP/SSIP:

- 1. Company Match**
 - This is available to **all employees, regardless of hire date.**
- 2. FRP Contributions**
 - This is available to **employees hired on or after January 1, 2004.**

To be eligible for BEP/SSIP contributions, you must:

- A. Have a base salary in excess of the limits provided by Section 401(a)(17)³ of the Internal Revenue Code of 1986 (“**Salary Limit**”);
AND/OR
- B. Have total contributions, combined between yours and Company contributions in all plans, in excess of the annual contribution limits provided by Section 415⁴ of the Internal Revenue code of 1986 (“**Contribution Limit**”).

³ Updated yearly limits can be found on www.irs.gov.

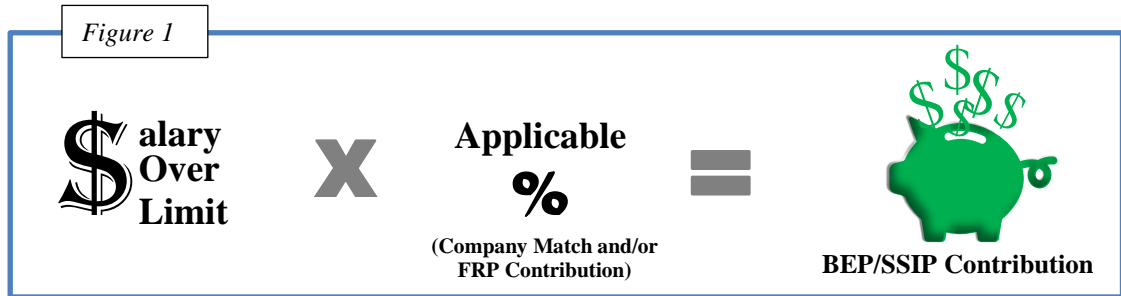
⁴ Updated yearly limits can be found on www.irs.gov.

3.2 How Benefits are Determined

Your BEP/SSIP account is established when your SSIP Company Match and/or FRP Contribution are limited due to the IRC Limits. Each pay period, the Company credits your BEP/SSIP account with the applicable contribution(s).

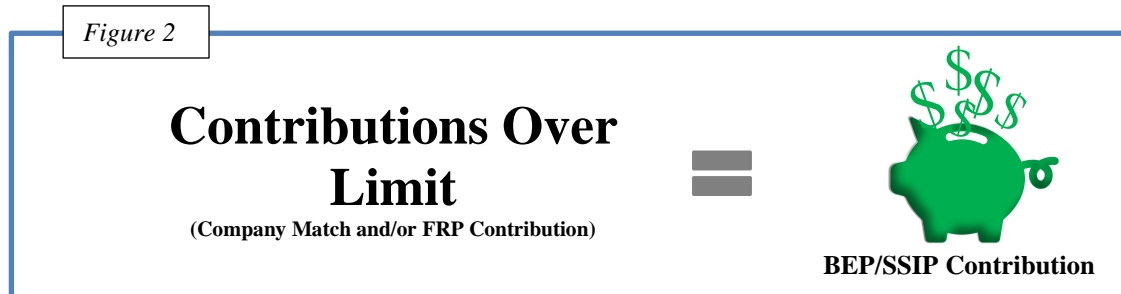
A. For Salary Limit:

The amount of the BEP/SSIP Contribution is determined as illustrated below in Figure 1.



B. For Contribution Limit:

The amount of the BEP/SSIP Contribution is determined as illustrated below in Figure 2.



The benefit distributable from your BEP/SSIP account is determined after you separate from the Company. The BEP/SSIP benefit is the value of the account, at the time of distribution, as if the BEP/SSIP Contributions had been invested in the options selected by you, or a default target-date fund in absence of your investment selection. You are responsible for selecting investment options for your BEP/SSIP account. You may choose from the same lineup of options as in the SSIP. The default investment if you make no investment election is a BlackRock LifePath fund with a date closest to when you reach age 65.

It is important to understand that the investments made in the BEP/SSIP account are hypothetical and are used only to value your BEP/SSIP account. No voting rights or any other ownership rights with respect to any investment options selected are associated with your BEP/SSIP benefits.

BEP/SSIP Example

Take Jim, who is:

- an LL2 executive,
- 48 years old at the end of 2021,
- eligible for the SSIP Company Match and FRP Contribution,
 - He contributes 5% pre-tax
 - SSIP Company Match is 4.5% total (90% up to 5% of his contribution)
 - FRP Contribution is 4.5%
- actively employed with the Company from January through December of 2021,
- earns a monthly base salary of \$25,000, and
- is subject to 2021's Salary Limit of \$24,166.67.

Jim's BEP/SSIP account will be credited with the following amounts (in blue) each month in 2021:

Employee Contribution	(24,166.67 * 5%)	\$1,208.33
SSIP Employer Match	(24,166.67 * 4.5%)	\$1,087.50
BEP/SSIP Company Match	(((\$25,000 - \$24,166.67) * 4.5%)	\$ 37.50
FRP Contribution	(24,166.67 * 4.5%)	\$1,087.50
BEP/SSIP FRP Contribution	(((\$25,000 - \$24,166.67) * 4.5%)	\$ 37.50

The Salary Limit of \$24,166.67 in 2021 limits the amount of the SSIP Company Match and FRP Contributions to Jim's SSIP account. The excess above the limit is contributed to BEP/SSIP.

Jim may elect investment options once his account is credited. Jim will not have any voting rights or any other ownership rights with respect to any investment options selected because his investments are hypothetical, made for purposes of valuing the BEP/SSIP benefit.

3.3 How Benefits are Paid

You must be vested in the SSIP (have more than 3 years of service with the Company) to receive a payment under BEP/SSIP. The distribution of your BEP/SSIP account will be made in a single lump sum payment by Ford Payroll as soon as practicable in the month following your separation date. You cannot roll over this amount.

If you are identified as a "Specified Employee", payment of your BEP/SSIP benefit will be delayed for 6 months upon separation. You will be permitted to continue to manage the investment elections as you wish. You will receive the aggregate amount of any deferred payments on, or as soon as practicable after, the first day of the seventh month following your separation. This payment delay is required under the Internal Revenue Code Section 409A and protects Company officers from significant tax consequences affecting their executive non-qualified deferred compensation payments. The Company will notify any participant who is identified as a "Specified Employee."

3.4 How to Commence Your Benefit

No action is needed from you. Your BEP/SSIP account balance will automatically be distributed by Ford Payroll as soon as practicable in the month following your separation, or as soon as practicable after the first day of the seventh month following your separation if you are a "Specified Employee".

3.5 Survivorship Coverage

Upon death, if distribution has not been made to you, your BEP/SSIP account balance will automatically be distributed by Ford Payroll as soon as practicable to your beneficiary designated under the SSIP.

Section 4. FICA/Medicare Tax Liability on Non-qualified Benefits

4.1 FICA/Medicare Tax Liability on BEP/GRP

The FICA/Medicare tax is a **one-time** tax that you will owe on your BEP/GRP benefits. The tax is calculated by multiplying the applicable FICA/Medicare rate times the present value of the BEP/GRP benefits at the time of your separation. The present value, which reflects the estimated lifetime benefits, is calculated using the applicable interest rate and mortality table (Life Expectancy). FICA tax is due the year of your separation. Fifty percent (50%) of your non-qualified benefit each month will be withheld until the entire amount of the tax is recovered.

If you are identified as a "Specified Employee", the tax liability will be recovered by withholding up to one hundred percent (100%) of your non-qualified benefit each distribution until the entire amount of the tax is recovered. The Company will notify any participant who is identified as a "Specified Employee."

4.2 FICA/Medicare Tax Liability on BEP/SSIP

Applicable FICA/Medicare tax will be withheld from your BEP/SSIP distribution.

Section 5. Taxes on Retirement Benefits

When payable, your BEP benefits are subject to Federal (and possibly state and local) income taxes.

Section 6. Claims & Appeals

If you disagree with a determination of eligibility or believe that your benefit has been calculated incorrectly, you should first contact the NESC at 1-800-248-4444 to discuss your concerns with a representative. If you are a Company officer (LL1), you should contact the Executive Personnel Office at (313) 688-7856.

If you are not satisfied with the explanation received, you may submit your concern(s) in writing, along with any additional documentation supporting your position, to the Plan Administrator who will conduct a thorough review of your benefit eligibility and calculation determination. You may expect a written reply within a reasonable period of time (generally 60 to 90 days). The reply will describe any applicable change in benefit, reasons for continuing your benefit at the current level or the justification of the decision of eligibility supported by the Plan Administrator's review.

If, following the Plan Administrator's decision you still disagree, you may submit a written appeal. Your appeal will be reviewed by:

1. The Compensation Committee if you are an active LL1, a Named Executive Officer or any individual who has been a member of the Board of Directors; or
2. The Group Vice President–Human Resources and Corporate Services and the Executive Vice President and Chief Financial Officer for any other individual's appeal.

The appropriate reviewers of the appeal will render a final determination. The decision made by such reviewers will be considered final and conclusive and will be communicated to you in writing by the Plan Administrator.

Written claims and appeals may be sent to the following address:

Claims and Appeals Management

Ford Motor Company

Dept 01700

PO Box 1407

Lincolnshire, IL 60069-1407

Attention: Non-Qualified Retirement Plan Administrator

Section 7. General Information

This description summarizes the BEP as in effect on or after January 1, 2018. The BEP is administered to comply with all laws and regulations in effect at any time and this description may be modified accordingly. The BEP is not a part of any contract of employment and no eligible executive, retired executive, or any other person shall have any legal right to a BEP benefit. The BEP is funded through Company assets; no assets have been set aside in a trust fund to support the benefit, and no government agency insures the benefit.

Benefits under the BEP are provided solely at the discretion of the Company. The Company may deny or discontinue payment of the BEP benefit to employees who act inimically against the Company or who become directly employed with a competitor. The Company maintains the right to modify, amend or terminate the BEP at any time without notice.

Section 8. Contacts for Additional Help

For more information about the Plan:

- All employees may visit www.myfordbenefits.com to view their benefit information, ask questions via online chat, and/or request to commence their benefits. If you need to talk to a representative, you may contact the NESC at 1-800-248-4444.
- LL1 employees may also contact the Executive Personnel Office at (313) 688-7856.