2026 New Hire Benefits Summary

Welcome to Ford!

Retirement Savings

You are eligible to participate in Ford's 401(k) plan, the Ford Motor Company Savings and Stock Investment Plan (SSIP), as of your first day of employment. Ford offers matching contributions as well as additional company contributions to the SSIP through the Ford Retirement Plan. Click on the header link for more information.

Compensation

Allow at least 10 to 12 working days after hire/rehire to receive your first paycheck. Direct deposit is available.

Flexible Family Care

Flexible Family Care is paid time off to manage your own short-term illness, to care for a loved one, or for personal business. Supplemental employees are eligible for 10 days (80 hours) of Flexible Family Care each year.

Mental Health Benefits

Ford has established a partnership with Lyra, to provide short-term professional coaching, counseling and referral services. These services are voluntary, confidential and personalized to you. You and your eligible dependents receive up to a total of 10 coaching or counseling sessions per year at no cost. In addition, Lyra also provides Work-Life services such as legal, financial, childcare, eldercare and pet care referrals.

Vehicle Plans

The best thing about building great products is driving them! The second-best thing: sharing your discount with family and friends so they can drive them, too.

- **A Plan** – This vehicle discount purchase program covers purchases and leases on most new Company vehicles. You can sponsor four A Plan discount purchases (or leases) per calendar year for yourself or an eligible family member.
- **X Plan** – This vehicle discount purchase program is designed to introduce Company products to potential customers who are considering the purchase of competitive products. You can sponsor up to four X Plan purchases per calendar year.

Employee Resource Groups

Employee Resource Groups (ERGs) have been part of Ford for decades. All global ERGs are open to all employees and serve as places for employee learning, collaboration, and development.

ERGs also support our culture of respect and inclusion by focusing on three strategic pillars:

- People: offer all employees opportunities to connect, collaborate, and access resources for development
- Community: promote and participate in the company's commitment to philanthropy and to building a better world
- Business: act as brand advocates

Commitment to Communicating with Our Team

Ford's communication efforts are based on the premise that employees should hear news about the company from the company first. Team members are provided with access to and knowledge of company news and products in a timely and credible manner, with an emphasis on fostering two-way communication channels for engagement.

The main sources of mass communications between Ford and its employees and retirees include the following:

- **@FordOnline**, the company's online portal, is a one-stop shop featuring company news and links to resources making it easy to access helpful resources. @FordOnline can be accessed inside and outside the firewall.
- **@BlueOvalNow**, is a mobile app that provides easy access to Ford and industry news. You can turn on push notifications for vehicle reveals, breaking news and more, and share news with your friends and family through your social media apps, text or email. Text Ford to 45411 to download.
- **Global Town Halls** are live monthly virtual gatherings. Global Town Halls are a must-see for employees where the company's key objectives, mission critical topics and spotlight moments are highlighted with the global team.

This document is intended to be a general overview of Ford's benefit plans and policies; these plans and policies are subject to specific rules and limitations not described here. The policies, plans and programs described are not contracts and do not alter any at-will relationship the Company has with its employees. The Company may modify or terminate these policies, plans and programs at any time. Employees can request a printed copy of any benefits Summary Plan Description or Summary of Material Modification, at no charge, by contacting the National Employee Services Center at 1-800-248-4444.