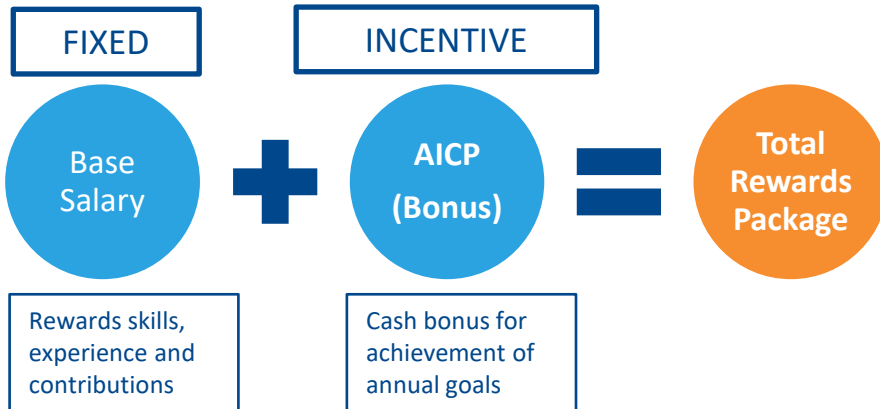


# Annual Incentive Compensation Plan (AICP) Overview (LL6/GSR)

## Your Compensation at Ford:



AICP is one element of our total rewards package, and is meant to incentivize and reward short-term Company and individual performance. This overview focuses on the AICP element of your compensation. The information in this communication is governed by the plan document which can be found on Life@Ford.



## Eligibility

LL6 and GSR employees are eligible for an AICP bonus payment. Annual AICP Target amounts are based on leadership level or salary grade. The target is adjusted by both the business performance factor (BPF) and individual performance.

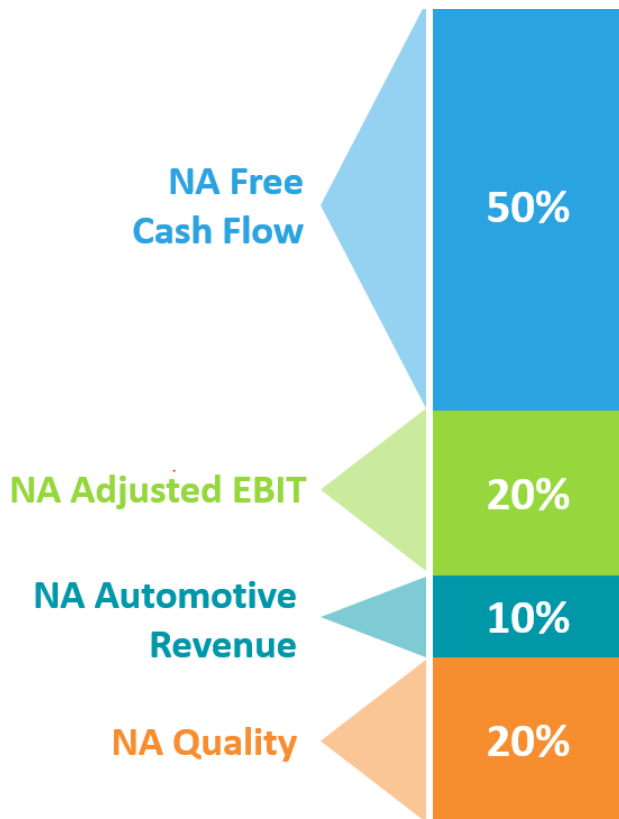


Early in the performance year you are notified of your AICP Target. In Q1 of the following year, the final BPF is communicated. Payment is typically made in March. Payments are pro-rated based on the number of months worked in the performance year.

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## AICP Metrics



**NA Free Cash Flow** primarily reflects Adjusted Earnings Before Interest & Taxes (EBIT) (excluding special items) for the Automotive segment, plus net capital spending, changes in working capital, and interest on debt.

**NA Adjusted EBIT** (excluding special items) is the NA Automotive adjusted earnings before interest and taxes, and Ford Credit NA EBT.

**NA Automotive Revenue** is the inflow of economic benefits received from providing goods and services. Automotive is primarily the sales of vehicles, parts, and accessories (excl. revenue from vehicles produced and distributed by unconsolidated subsidiaries).

**NA Quality** includes components that measure the complete ownership experience and customer perception of quality, each weighted equally. The elements are:

- **Net Promoter Score** – A numeric score at 3 Months-In-Service (MIS) which indicates customer likelihood to strongly advocate the Ford/Lincoln brands based on their overall quality and experience with their vehicle
- **Lead Time** – Percentage of quality concerns contained within 30 days
- **Repairs/1,000** – The number of warranty repairs per 1,000 (R/1000) vehicles at 3 MIS

Payout percentage or Business Performance Factor (BPF) is determined based on the North America Business Unit performance to objective on each metric and the metric weighting. The BPF can range from 0% to 200%.