



Ford Motor Company of Canada, Limited
Ford du Canada Limitée

The Canadian Road
P.O. Box 2000
Oakville, Ontario
L6J 5E4

July 25, 2024

To: Retirees and Surviving Spouses Currently in Receipt of a Monthly Pension from Ford of Canada

Dear Plan Member,

We are pleased to inform you that Ford Motor Company of Canada, Limited will be launching a new pension system effective September 1, 2024. With the launch of this new system, there are some changes that you need to be aware of. Please note that there will be no interruption to your pension payment. Your pension will continue to be paid on the first of each month.

• **Group Life Insurance Taxable Benefit**

This is applicable only to retirees (does not apply to surviving spouses) who currently have Company-paid group life insurance in retirement. Company-paid group life insurance is a taxable benefit and is reported on your annual tax slip.

Currently, the tax payable for the Company-paid group life insurance taxable benefit is deducted from your monthly pension payment. Effective September 1, 2024, the Company will no longer deduct taxes from your monthly pension for your group life insurance taxable benefit. This change may result in your monthly net pension payment being higher since the taxable benefit is no longer being deducted each month. The full year taxable benefit will continue to be reported on your annual T4A. You may still owe this tax as part of your annual tax return depending on your personal tax situation.

• **Quebec Healthcare Taxable Benefit**

~~This is applicable only to retirees (does not apply to surviving spouses) who reside in the province of Quebec and are currently enrolled under the Company healthcare program.~~ Company-paid healthcare is a taxable benefit in Quebec and is reported on your annual tax slip.

Currently, the tax payable for this benefit is deducted from your monthly pension payment. Effective September 1, 2024, the Company will no longer deduct taxes from your monthly pension for your healthcare taxable benefit. This change may result in your monthly net pension payment being higher since the taxable benefit is no longer being deducted each month. Your full year taxable benefit will continue to be reported on your annual T4A. You may still owe this tax as part of your annual tax return depending on your personal tax situation.

Should you wish to have additional income tax withheld from your pension each month to minimize taxes owing at tax return time due to any of the changes noted above, please complete a TD1 form and forward it your local Benefit Representative. TD1 forms are available on the Canada Revenue Agency (CRA) website (www.canada.ca).

Notification of Change in Pension Amount

Previously, you would receive a 'Statement of Benefits Paid' notification in the mail if there is a change to your monthly pension amount (i.e., due to changes in source tax deductions, OLIP/DLIP premiums, garnishments, etc.). Effective September 1, 2024, you will no longer receive this notification automatically in the mail. If you have questions about any changes to your pension amount, you may contact your local Benefit Representative.

Questions

If you have any questions related to these changes, please contact your local Ford Benefit Representative at the location where you last worked.

For your ease of reference, below is the contact information for Ford's Benefit Representatives.

Location	Phone	Mailing Address
WINDSOR PLANTS	519-944-9356	1 Quality Way Windsor, ON, N9A 6X3
OAKVILLE PLANT	905-845-2511 ext.3630	Oakville Assembly Complex 1 The Canadian Road Oakville, ON, L6J 5C9
FORD OF CANADA CORPORATE OFFICES (including Oakville Canadian Headquarters, Ottawa, Waterloo, Eastern, Pacific & Western regions) FORD CREDIT CANADA PARTS DISTRIBUTION CENTRES (PDCs) Ontario – Bramalea, Casselman & Paris PDCs Alberta – Edmonton PDC ALL OTHER LOCATIONS (not specified above)	905-845-2511 ext.1127	Canadian Headquarters 1 The Canadian Road Oakville, ON, L6J 5E4

Thank you,

*Ford of Canada
Total Rewards Office*