



November 17, 2023

To: All Oakville Electric Vehicle Complex (OEVC) Employees

From: The Office of the Plant Manager

Subject: Updated Preliminary Information – OEVC Transformation

As the end of the calendar year approaches, we wanted to share an updated tentative timeline of Oakville's transformation to Ford's new electric vehicle manufacturing site.

Our transition to the Oakville Electric Vehicle Complex (OEVC) remains on schedule to begin retooling in the second quarter of 2024 to prepare for production of Ford's next-generation electric vehicles beginning in 2025. Ford Edge production will continue to late April.

The plant will undergo demolition, facility upgrades, and equipment retooling transforming our plant into a modern, high-efficiency and high-volume facility building Ford's next-generation electric vehicles. Salaried, skilled trades, and some production employees will continue working during construction while employees who are not initially required to work will be placed on layoff. We'll share further developments and updates when possible, including open positions for bidding and details and photos of OEVC progress.

The EV market is dynamic. While the customer adoption curve isn't happening as fast as the global auto industry anticipated, Ford continues to make product investments to lead the EV revolution and meet the needs of our customers. While we're not in a position to share product details at this time, we were excited to hear our CEO Jim Farley refer to Oakville's future product as a "personalized bullet train." This is an exciting time for all of us here at Oakville.

Thank you for your commitment to our success and we hope you have a great week.

A handwritten signature in cursive script that reads "Tony Savoni".

Tony Savoni

A handwritten signature in cursive script that reads "Kyle Cruji".

Kyle Cruji