For eligible Hourly active and inactive employees who performed work for the Company in 2026

2026 December Bonus - $2,000

Unifor/Ford Savings plan with Canada Life Assurance Company

RRSP Election Option

The 2026 December Bonus payment of $2,000.00 is scheduled to be paid in Pay Period 50 this year and therefore will be on the paystubs delivered to employees on December 17, 2026.

For eligible active and inactive employees who meet required qualifications and wish to have the full amount of their 2026 December Bonus payment transferred directly into an RRSP:

- **Already have a Unifor/Ford Personal RRSP or Spousal RSP with Canada Life?**
  - Simply complete and sign the RRSP Election form (attached to this notice) and return to the Human Resources Department (Labour Relations) no later than **December 2, 2026,** to facilitate the RRSP transfer.
- **Need to open a Unifor/Ford Personal RRSP or Spousal RSP?**
  - **Existing members with a Canada Life account** may enrol online in a personal RRSP using your logon to www.mycanadalifeatwork.com. Simply click Tools & Resources > Enrolment Express and follow the prompts to join.
  - **Non-Canada Life account members** may open a personal RRSP online. Visit www.mycanadalifeatwork.com using Guest Access Id. **8992246** & Password **Unifor1**.
  - Spousal RRSPs cannot be set up using online access. A paper application must be completed. To print an application, use your access information and click on Forms.
  - You may also call Canada Life at 1-800-724-3402 to have an enrolment package mailed to you.

Once you have completed the necessary registration package, complete and sign the RRSP Election form (available in Labour Relations) and return to the Human Resources Department (Labour Relations) no later than midnight **December 2, 2026,** to facilitate the RRSP transfer.

***Note**

- For those who elect to transfer the 2026 December Bonus into an RRSP with the UNIFOR/FORD Savings plan, no tax will be taken from the payment, however all other statutory deductions (i.e., Canada Pension Plan Contributions/Employment Insurance Premiums /Family Responsibility Office support payments etc.) will be taken *if applicable*. The net amount available after any of these other statutory deductions will be deposited into the employee directed account at Canada Life Assurance Company.
- Those who elect to transfer the 2026 December Bonus into an RRSP with the UNIFOR/FORD Savings plan must transfer the entire bonus amount (partial transfers are not allowed).
- Any employee who qualifies for the 2026 December Bonus not submitting an RRSP election form will receive their payment by direct deposit on December 17, 2026, less withholding taxes, and any other applicable deductions.

Labour Affairs/Total Rewards November 25, 2026

Ford Motor Company of Canada, Limited

2026 December Bonus Payment - $2,000
RRSP Election Form - Hourly

Employee Name: _____ Global ID: _____

Seniority Date: _____

Notice of Application:

I, _____ have a registered UNIFOR-FORD Savings Plan account with Canada Life Assurance Company (Canada Life) and elect to have my 2026 December Bonus Payment, scheduled to be paid on December 17, 2026, deposited directly into my RRSP account or Spousal RSP account.

I wish to have my 2026 December Bonus Payment deposited into:
(Select One Option only)

My Canada Life RRSP account ☐ My Canada Life Spousal RSP account ☐

I further acknowledge that it is my sole responsibility to ensure that I have sufficient RRSP contribution room and that I am solely responsible for any CRA penalties that may be incurred due to any over contribution to my 2026 RRSP limit.

Employee Signature: _____ **Date:** _____

HR Signature: _____ **Date:** _____

This form must be returned to Human Resources (Labour Relations) no later than midnight December 2, 2026.