



FORD IN INDIA 2021 LOCAL BONUS PLAN 3+9 Forecast

Metric Weighting	Metrics	2021 3+9 forecast
50%	Company Adjusted Free Cash Flow*	Below Plan
20%	Company-Adjusted EBIT*	Below Plan
20%	Quality	Above Plan
10%	Company Revenue	<u>Below Plan</u>
	Total	Below Plan

\* Excludes Special Items