



Ford Motor Company Fund 2022 Impact Report



FORD MOTOR COMPANY FUND

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COMMUNITY INVESTMENT

\$64.3 million

in charitable contributions in 2022
by Ford Motor Company and
Ford Motor Company Fund



Partnered with
590 nonprofits
and community organizations
around the world in 2022



>50,000

Ford employee volunteer hours in
30 countries in 2022

>1.7 million

Ford employee volunteer
hours since 2005

Letter from our President

At Ford Fund, we believe that everyone has the right to pursue their dreams. This is what drives us every day as we partner with community leaders and nonprofits to help meet the unique needs of under-resourced and underrepresented communities.

Throughout the past year, we continued to reimagine the way we drive impact in communities. We worked closely with our community partners to understand how people's needs are changing and began to explore how we can uniquely leverage Ford resources and expertise to support the work they are doing to help move people forward. We were thrilled to return to in-person community programs and were heartened by so many of our Ford employees who were back in communities volunteering.

The world is changing rapidly and so must our work in the community. This has led us to reassess our priorities, narrow our focus and concentrate on three areas of impact: expanding access to essential services, education for the future of work and entrepreneurship.

We recognize that essentials such as food, healthcare and transportation are interconnected; and that losing access to just one of these can have a cascading and devastating impact on a person, a family and a community.

We are also acutely aware of the need to develop highly-skilled workers for our industry, which is driving our commitment to provide access to new educational and career pathways in advanced manufacturing, skilled trades and emerging technology – particularly for younger generations from communities that have been historically and systemically marginalized.

And we know that connecting entrepreneurs to capital, mentorship, and training is key to diversifying the pipeline of start-ups and small businesses. And that communities thrive and grow by creating mobile businesses that expand access to essential goods and services.

As we work across all of these areas, we continue to focus our efforts in communities where Ford has roots. We are doubling down on our investments in plant cities and exploring how our Resource and Engagement Center model can be adapted and deployed to support communities in new strategic locations around the world.

As the company's philanthropic arm, we are at the heart of Ford's commitment to building a better world. We work fiercely to leverage the company's scale, resources and expertise to drive meaningful impact in communities and move people forward. And we lead in partnership in everything we do because we understand that our collective impact is far more powerful than anything we can do alone.

Thank you for your interest in Ford Fund. We hope you enjoy reading about how we are working to build a more accessible and equitable future.



We lead in partnership in everything we do because we understand that our collective impact is far more powerful than anything we can do alone.”



Mary Culler

A handwritten signature in black ink that reads "Mary E. Culler".

President,
Ford Motor Company Fund

About Us

As the global philanthropic arm of Ford, Ford Motor Company Fund is at the heart of the company's commitment to building a better world.



OUR MISSION:

To partner with communities to move people forward and upward.

IMPACT AREAS:



Essential Services



Education for the Future of Work



Entrepreneurship

HOW WE DELIVER IMPACT:

Working across Ford, we leverage the company's scale, resources and mobility expertise to drive meaningful impact in under-resourced and underrepresented communities through:

- Grantmaking
- Ford Fund programs
- Ford Resource and Engagement Centers
- Employee volunteerism

WHO WE WORK WITH:

We partner with communities where Ford has roots — spanning more than 40 countries around the globe. Within each community, we work with local leaders and organizations to build new pathways to education, create work opportunities, and make essential services more accessible for under-resourced and underrepresented groups.



WHERE WE DELIVER IMPACT:



■ Partnered with nonprofits and community organizations in 41 countries in 2022

Essential Services

Expanding access to critical services that allow communities to thrive

For a community to thrive, basic needs must be met. Limited access to food, transportation, healthcare, and other critical services are barriers to community wellbeing and development. We work on the ground with our nonprofit partners, dealers and Ford employees, using technology and transportation to expand access to essentials when and where needed.



>\$20 million

invested in Ford Resource and Engagement Centers in Detroit since 2013

\$4.2 million

invested in Ford Resource and Engagement Centers in Romania, South Africa and Thailand since 2016

>\$2.3 million

donated to support worldwide disaster relief efforts in 2022

FORD RESOURCE AND ENGAGEMENT CENTERS

Ford Resource and Engagement Centers bring nonprofits, residents and community leaders together to expand access to food, essential services and job training in under-resourced neighborhoods. Since 2013, we have developed a global network of Ford Resource Centers, with locations in Southwest Detroit and on the city's east side, as well as in Craiova, Romania; Pretoria, South Africa; and Bangkok, Thailand – each unique in how it reflects the needs and culture of the community it serves.



I've been here since day one, when many of our residents were struggling to get basic services. We found out from the community what their needs were, and now all the services they need are in one location, making their challenges less extreme."

—Carmen Mattia, senior managing director of the Ford Resource and Engagement Center in Southwest Detroit



MOTOR CITY KARES

Through our partnership with Delta Dental of Michigan and mobile dentistry provider Kare Mobile, we are leveraging the power of mobility in new ways to increase access to dental care and entrepreneurship. We converted two Ford Transit vans into mobile dental units and handed over the keys to two Black-led businesses – My Community Dental Centers and Hygiene on Wheels – and in June, both businesses began seeing patients and providing critically-needed dental care in under-resourced communities in Southwest Detroit and Corktown. We also awarded additional grants to Kare Mobile to provide mentoring and financial support to dental professionals as they validate and build viable, mobility-focused dental businesses. This funding will continue to support the expansion of this program beyond Detroit in 2023.



There are only 200,000 dentists in the country, and only 60,000 or so accept Medicaid insurance. There are 63 million people that live in areas considered dental deserts and 25 percent of individuals don't go to the dentist because they don't have transportation. We're trying to eliminate some of those barriers."

—Dr. Kwane Watson, founder and CEO of Kare Mobile

DISASTER RELIEF

In the wake of a natural disaster, it is often the most vulnerable communities that are the hardest hit. An organized and well-resourced response is vital to unlocking access to goods and services that are essential for health and safety. Working with local nonprofits, dealers, aid organizations and our employee volunteer network, Ford Fund coordinates the company's efforts to donate funds, equipment and essential items to help meet urgent needs and support relief and recovery efforts when disasters strike.

In 2022, we donated more than \$2.3 million to worldwide disaster relief efforts, helping unlock access to critical resources for communities impacted by a mass shooting in Buffalo, New York and devastating floods in eastern Kentucky, Australia, Africa and more. When Hurricane Ian struck



Florida in the fall, we activated a multi-pronged response that included a \$1 million donation to the American Red Cross, Team Rubicon, ToolBank USA, the World Central Kitchen and local food banks, as well as assistance transporting people to Salvation Army pop-up shelters. We also deployed and loaned F-150 PowerBoost Hybrid and F-150 Lightning trucks and Transit and E-Transit vans to help nonprofits power their relief efforts.

We also donated \$200,000 to provide much-needed humanitarian assistance to Ukraine, while Ford of Europe donated a fleet of 50 Ford Rangers and loaned another 25 vehicles to organizations supporting Ukrainian refugees.

Additionally, employee volunteers from across Europe provided a hotline and translation services for refugees, distributed food and care packages and supported nonprofits helping refugees in their local markets. And we coordinated a massive humanitarian drive in the U.K. that resulted in more than 19.5 tons of in-kind donations for refugees, including clothing, toiletries, batteries, sleeping bags, food and water, first-aid kits and more.



The Ford Fund has been an essential partner in Team Rubicon's mission to help people on their worst days. Immediately after Hurricane Ian, our volunteer chainsaw teams deployed across Florida to clear roadways, allowing access for first responders and residents. The Ford Fund further fueled our missions in other parts of the country, including Eastern Kentucky after devastating flooding. We are thankful for the longtime support."

—Art delaCruz, CEO of Team Rubicon

Education for the Future of Work

Building pathways to education and career training

We are living through a period of historic technological change where the skills and competencies needed to obtain and retain jobs are evolving rapidly, leaving many individuals behind and resulting in income disparity that impacts health, education, housing, food security and more. Our on-the-ground partnerships and programming reach the next generation of leaders from under-resourced communities to provide access to training, financial resources and the pathways to education needed for career advancement in the new economy.



>\$19 million

invested in educational initiatives by Ford and Ford Fund in 2022

Ford and Ford Fund granted

>\$1.2 million

in U.S. scholarships in partnership with Ford dealers in 2022

>350,000

high school students gaining career experience in a “learning by doing” environment in 30 communities across the U.S. through Ford Next Generation Learning – a community-driven approach to strengthening the talent pipeline and preparing young people for college or careers

Education for the Future of Work

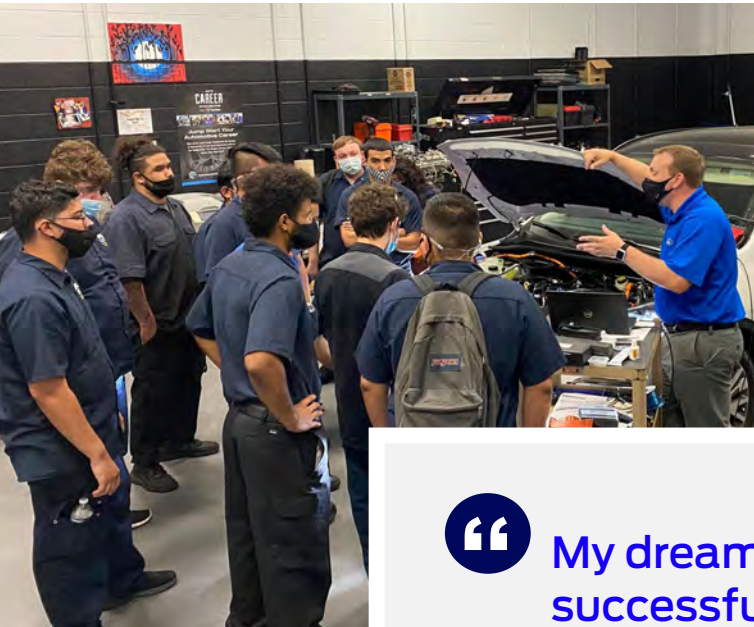
FORD DRIVING DREAMS

Since 2012, we have been providing scholarships to graduating high school seniors through our Ford Driving Dreams initiative. Over the past decade, we delivered nearly \$13 million in scholarships and educational resources and impacted more than 200,000 students across the U.S., Puerto Rico and Latin America. Beginning in 2023, we are transitioning to a new scholarship program that will support students interested in pursuing careers as professional automotive technicians.



This scholarship helped me alleviate financial stress as I started my education during the pandemic. My parents were not working, and this scholarship helped me buy books and my first laptop for college!”

—Molly Cabrera, Texas A&M University College Station student and Ford Driving Dreams scholarship recipient



AUTO TECH SCHOLARSHIPS

In partnership with North Texas Ford Dealers, we piloted a new Auto Tech Scholarship program that funds scholarships for students to attend accredited institutions and achieve automotive technician certifications. Designed to support students from under-resourced communities with career readiness for the new economy, the pilot also addresses a key need for our industry by helping create a more robust automotive technician workforce.



My dream is to have a successful life that contains a successful career and a beautiful family to call my own.

—Angel Gonzalez auto tech scholarship recipient from Garland, Texas



Education for the Future of Work

FORD ENTER

Ford Enter is an IT training and certification program launched in Sao Paulo, Brazil that helps remove barriers to education while addressing the growing demand for trained IT professionals. Ford Enter includes 440 hours of free, in-person behavioral and technical training, as well as a financial allowance for food and transportation to classes. Developed by Ford Fund, Ford Brazil, Global Giving and educational nonprofit SENSAI-SP, Ford Enter launched in Brazil in late 2022 and will expand to Argentina, Chile, Peru and Colombia beginning in 2023.

“ I’m 44 years old and a mother of nine children. Life has never been easy. I’ve always wanted to overcome digital illiteracy, but distance learning courses require a computer, and at home I don’t have one. The Ford Enter program is giving me that opportunity!”

—Rozilda Alves Oliveira, Ford Enter program participant



FORD FIRST GEN

Ford First Gen is a unique program for first-generation college students at Spelman College that includes 1:1 mentorship by Ford employees, peer-to-peer mentorship between first-gen juniors and first-gen freshmen, monthly professional and personal development activities, internships and scholarships—all designed to help improve graduation rates for first-generation students. In May 2022, we graduated our second cohort of students and launched our third cohort of freshmen/junior mentorships in the fall, which run from 2022-2024.

“ The value that I’ve gotten out of the mentorship is really just guidance. I think that’s the biggest thing that the mentorship can provide, and I really appreciate how available she is. Whenever I call her, she’ll be there.”

—Alyssa Cabezas, Ford First Gen participant and Spelman College graduate



WATCH ALYSSA'S VIDEO HERE 

Entrepreneurship

Diversifying the pipeline of entrepreneurs

Due to systemic barriers to financial resources and investments, people from under-resourced and underrepresented communities have difficulty starting and growing small businesses that result in economic growth. Our partnerships and programs expand the entrepreneurial ecosystem by connecting young people and innovators from marginalized communities with access to capital, mentorship, and training – building pathways for business development and ownership and creating mobile businesses that expand access to essential goods and services.



Awarded
\$400,000
in grants to 27 women-led conscientious enterprises and provided business development resources to more than 600 women entrepreneurs in Detroit, Miami, Washington, D.C. and Kansas City, Missouri since 2018

\$3.6 million
invested in Ford College Community Challenge— a social enterprise competition that empowers college students to use entrepreneurial action to envision and lead change in their communities – since 2013

FORD IMPULSANDO SUEÑOS

More than 300 high school students from 12 schools across Spain participated in Ford Impulsando Sueños – an intensive training hackathon that inspires young people between 14 and 18 years old to identify social challenges and design innovative projects to address them. Forty-three teams of students competed for a chance to receive mentoring and seed capital to implement their ideas and participate in a program on youth leadership, entrepreneurship and social innovation. The three winning teams included Apple Mind, which sets out to improve the mental health of young people by training teachers in psychology, creating a safe space for students to relax and socialize, while providing support via talks, outings and mentoring. Other winning projects included Doce, which aims to minimize loneliness among older people by organizing annual trips and monthly activities involving younger and senior citizens, and Adaptanos, which aims to reshape the educational system for students with conditions such as ADHD, dyslexia and autism.



I have managed to unleash my own will and the potential I have. I have learned to empathize. I have discovered abilities in myself. And as a team, we gained the ability to develop and implement an idea.”

—Wissal El Bennay, member of Ford Impulsando Sueños winning team Apple Mind



SMART MOBILITY CHALLENGE

Through our Smart Mobility Challenge, 25 teams of student entrepreneurs from leading European universities pitched their ideas for urban mobility solutions that would help people move around more easily and independently. Twelve projects received funding to help support implementation of their ideas. The top four proposals were focused on: refurbishing and reusing electric scooters (University of Valencia in Spain); deterring bike thieves to get more commuters cycling (Loughborough University in the U.K.); using pedal power to teach young people the value of energy as a resource (TH Köln in Germany); and encouraging safer travel to school on foot for children using specially designated routes marked by easy-to-follow signs (Polytechnic University of Madrid in Spain).



Mobility is often what makes participation in social life possible in the first place.”

—Smart Mobility Challenge winning team from TH Köln – Cologne University of Applied Science in Germany



FORD COLLEGE COMMUNITY CHALLENGE

Twenty-nine teams of university student entrepreneurs across Brazil, Germany, Ghana, Kenya, Mexico, Nigeria, Puerto Rico, South Africa and the United Kingdom were provided funding through the Ford College Community Challenge – a social enterprise competition run in collaboration with international nonprofit Enactus that empowers college students to use entrepreneurial action to design and implement projects that address social challenges and move people and communities forward. Since 2013, we’ve invested more than \$3.6 million in the program, which has supported more than 4,200 students in launching over 300 student-led projects that have had positive social impact on over 385,000 people around the world.



The Maria Bonita project came as a turning point in my life. It taught me how to sew, and I love it. It came at a time when I was unemployed, and today I have a source of income.”

—Danielle, project beneficiary of the Maria Bonita project in Brazil, which teaches women how to produce sustainable personal hygiene products as a source of income while also reducing the amount of plastic waste discarded in the environment

How We Deliver Impact:

Ford Resource and Engagement Centers

DETROIT

At our Ford Resource and Engagement Centers in Detroit, we partner with nonprofits to expand access to food, legal and financial services, job training and youth programming for residents. Our location on Detroit's east side celebrated its fifth anniversary in the fall of 2022, and our facility in Southwest Detroit turns 10 in early 2023.

Since 2013, we have invested more than \$20 million in our Detroit Resource Centers and the nonprofits onsite that we partner with to support residents and meet community needs.



By the Numbers:

DETROIT RESOURCE CENTERS IMPACT IN 2022

2.2 million

pounds of food
delivered to more than
6,000 households and
96,000 people

3,825

tax returns filed,
resulting in \$7.2 million
in refunds received

2,623

people served through
legal and immigration
services

664

job placements

Ford Resource And Engagement Centers

Southwest Detroit

COMMUNITY SPOTLIGHT

Honduras native Edwad S. Urbina moved to Michigan with his family in 2014. He was first introduced to SER Metro–Detroit, a nonprofit that provides employment training and placement services, when he registered to obtain his high school diploma during a hiring event at our Ford Resource and Engagement Center in Southwest Detroit. At that event, he was hired instantly for a production position at a manufacturing company with a starting wage of \$18 an hour.

Edwad dedicated time and effort to learning his new position, and after just two months he received a \$1.50 per hour raise and was promoted to a team leader position. As part of Edwad's new role as team lead, he returns to hiring events at the Resource Center as a recruiter for his own production team at the factory.



Detroit's east side

COMMUNITY SPOTLIGHT

When a school opened in the rural district where Bibi Ahmadzai* lived in Afghanistan, she made sure all her children – including her daughters – were enrolled. Upon graduation, two of Mrs. Ahmadzai's children went to work for the U.S. government in Afghanistan, however, Taliban insurgents threatened them – sending them messages that if they did not stop, the Taliban would burn their house and kill their family. When the Afghan government collapsed in August 2021, the Ahmadzai family was in grave danger and fled to the United States to seek political asylum.

At our Resource and Engagement Center on Detroit's east side, Mrs. Ahmadzai and her children met the legal team from the Southwest Detroit Immigrant and Refugee Center, who provided assistance completing their asylum applications and prepared them for their asylum interview. Mrs. Ahmadzai and her children were the first family from the East side Resource Center to be awarded asylum by the U.S. government.

**Names have been changed to protect privacy*

Ford Resource And Engagement Centers

BANGKOK:

Our Bangkok center is located in the center of the Nang Leong community – a neighborhood with the highest density of elderly, low-income households of any subdistrict in Bangkok, where many social and educational services are lacking. Eight of Thailand’s most innovative and entrepreneurial nongovernmental organizations operate out of the center, and in 2022, they hosted more than 350 community events and activities focused on food rescue and distribution, education, environmental conservation, art and technology.

Scholars of Sustenance Foundation (SOS Thailand), our anchor partner at the center, collected surplus food from more than 700 restaurants, supermarkets and hotels and redistributed 14.5 million meals or 3.6 million kilograms of food to vulnerable communities across Bangkok. SOS Thailand operates a rescue kitchen at the center, which over the past three years has served more than 500 thousand meals with the help of community volunteers.



Ford Resource And Engagement Centers

CRAIOVA, ROMANIA:

Our Ford Resource and Engagement Center in Craiova celebrated its fifth anniversary in 2022 and welcomed eight new social enterprises. A collaboration between Ford Fund, the nonprofit Educoul and the City Hall of Craiova, the center serves as an entrepreneurship hub where students and recent graduates from the University of Craiova design businesses that drive social and economic progress. A total of 28 social enterprises are now being supported by the center, and through those businesses nearly 340 students worked with 122 community organizations to impact more than 12,000 beneficiaries in 2022.



Working with the MARCO team at the Resource Center, I have learned about marketing and communications and how to make an impact on the community. Now I am proud to own my own business, Media 10, and I am still committed to promote the Resource Center projects in the community. For instance, together with GoBike, we have managed to convince people to take a bike ride in the park to keep fit and healthy.”



—Ana-Maria Predila, owner of Media 10



Ford Resource And Engagement Centers

PRETORIA, SOUTH AFRICA:

Located near Ford's Silverton Assembly Plant, our Resource and Engagement Center in Pretoria, South Africa runs an Entrepreneurship Mentoring Program that provides opportunities for residents from the nearby Mamelodi community to develop and grow their own businesses. To date, 15 businesses have completed the program, collectively generating more than \$220,000 USD in profits and creating 84 jobs. The center is supporting an additional 55 entrepreneurs, helping stabilize and increase the impact and sustainability of their businesses.



I am a proud beneficiary of the Ford Resource and Engagement Center. Through the mentoring and support I received, I better understand how to operate my business and have been able to expand the offerings in my business without having to outsource any resources. I am so grateful for this program as it is different from many incubators I have been part of. Thank you, Ford!”

—Maropeng Madumo, owner of Dado Foodies and entrepreneur supported by the mentoring program

How We Deliver Impact:

Employee Volunteerism

Every year, our employees demonstrate their commitment to building a better world by participating in the Ford Volunteer Corps — a global network of employees and retirees who volunteer their time in support of humanitarian efforts in Ford communities around the world. In 2022, nearly 5,400 Ford employees spent over 50,000 hours volunteering in community service projects throughout the year.



>50,000

Ford employee volunteer hours in 30 countries in 2022

>\$1.7 million

employee volunteer hours since 2005

\$895,000

donated to 126 community organizations in 30 countries during Global Caring Month

Employee Volunteerism

During Global Caring Month in September, our annual month-long focus on community service, we awarded \$895,000 in grants to 126 employee-nominated organizations in 30 countries. Employees planned and participated in numerous community service projects throughout the month as well.

For example, in the U.K., volunteers worked with The Bike Project, a charity that takes in second-hand bikes, refurbishes them and donates them to those who need them. In Romania, volunteers worked with an organization called Rotary Probitas Club to improve

local school playgrounds. And In South Africa, more than 200 volunteers lent their time and talent to 15 different projects. In one of the projects, employees at Ford's Struandale Plant worked with the Association for the Physically Disabled to create a sewing skills development center to teach women how to sew and help them start their own businesses.

Since 2005, Ford employees have logged more than 1.7 million volunteer hours in total — bringing unique skills, passion and teamwork to grassroots organizations and nonprofits across six continents.



BlueOval City



Ford is leading the electric revolution by developing an automotive manufacturing ecosystem in Tennessee and building two battery plants in Kentucky, creating 11,000 new American jobs. These facilities will reimagine how electric vehicles and batteries are designed, built and recycled.

At Ford Fund, we have been on the ground in both regions meeting with community leaders and residents to assess need and opportunity since the company first announced the new worksites in September 2021.

In November 2022, we launched a new **\$1 million capital grants program** to strengthen and improve local organizations' capacity and impact in the counties surrounding BlueOval City in West Tennessee. The grants are designed to support capital improvements in the region, including physical infrastructure such as playgrounds and construction of new or renovated spaces like community centers. Grantees will be announced in spring 2023.

Through a partnership with Heartland Forward, the CO and Epicenter Memphis, we launched the **Idea Accelerator Program** for aspiring entrepreneurs located in the West Tennessee region. Under the program, 20 residents receive \$5,000, training and other resources to start new business ventures and help drive economic growth around the worksite. They began a two-month virtual training program in January 2023.

With these programs, and with expanded support for our longtime partners and legacy civil rights organizations such as the National Civil Rights Museum and Memphis Urban League, we are **investing over \$2 million in communities in West Tennessee.**

Ford has called Kentucky home for more than 100 years. As we've begun to build the BlueOval SK Battery Park, we are exploring ways to further our community investments and engagement. We have met with leading local organizations delivering essential services and creating economic opportunity in the region and are exploring opportunities for partnership as we learn about the innovative programs the organizations are developing.



fordfund.org

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