FORD HOURLY PAID CONTRIBUTORY PENSION FUND

Implementation Statement

This Statement has been prepared by the Trustee for the year ended 31 March 2025, covering:
• Any changes made to the Statement of Investment Principles (SIP) during the year,
• How the Trustee has followed the objectives and policies included in the SIP; and
• How voting has been carried out on behalf of the Trustee including the use of any proxy voting services.

The Statement has been produced in accordance with the Occupational Pension Schemes (Investment and Disclosure) (Amendment and Modification) Regulations 2018 (as amended) and the guidance published by the Pensions Regulator.
Changes to the SIP and how the Trustee has followed the objectives and policies include in the SIP are included in the Wheels Common Investment Fund (WCIF) Implementation Statement (included within the WCIF trustee's report), to which reference should be made.

The Trustee's policy as regards investment rights (including voting) and engagement is set out in its SIP. The WCIF report attached describes the arrangements in place during the Fund year to implement the Trustee's policy. The Trustee is satisfied that its policy was duly followed by the investment managers.

The WCIF report also provides details of voting (including the use of proxy voters) on behalf of the Trustee during the Fund year. Below are the Vote Instructions for the Fund.

Hourly	Vote Instruction					
Management Recommendation	For	Against	Abstain	Withhold	Do Not Vote	Total
For	36,437	4,727	64	305	117	41,650
Against	54	502	-	-	6	562
None	180	168	525	-	97	970
Total	36,671	5,397	589	305	220	43,182

October 2025