



Inclusion: Together,
We Will Bring the Future



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Noriya Kaihara

President & CEO, American Honda Motor Co., Inc.
Chief Officer, Regional Operations (North America), Honda Motor Co., Ltd.

"We remain committed to improving inclusion, diversity and equality throughout our U.S. operations and in the communities where we live and work. Ultimately, we seek to live our values and strive to be a company that society wants to exist."

Earlier this year, I traveled to Alabama to attend Honda Battle of the Bands for the first time. We have a long history with Historically Black Colleges and Universities (HBCUs), and this was a special experience for me. It allowed me to spend time with talented students and school leaders to understand our relationship with the HBCU community and experience different perspectives.

Honda’s support for HBCUs, and more broadly our commitment to inclusion and diversity, aligns with the values of our company’s founders who believed that we should actively seek out and include diverse points of views and experiences. By doing so, they believed we would make our company stronger.

As we celebrate our 75th anniversary this year, we are focused on what we are calling the “second founding” of Honda and the transformation of our business. This is not an evolution or incremental change, but instead a dramatic shift to fulfill the goals we have established for 2050 and to pursue new business areas that will be critical to our future success. We believe that in order to change, we must find ways to think differently. Inevitably, it means infusing new ideas and new thinking. For example, hiring someone who doesn’t look like you, has a different background or doesn’t think like you. These are actions that will make Honda stronger and create stronger engagement inside our company and with society.

In our second annual Honda Inclusion and Diversity Report titled “Inclusion: Together We Will Bring The Future,” we continue to hold ourselves accountable for putting our values in action. We are sharing the progress we’re making in many areas and reflecting on areas where we have more work to do to meet our goals.

We remain committed to improving inclusion, diversity and equality throughout our U.S. operations and in the communities where we live and work. Ultimately, we seek to live our values and strive to be a company that society wants to exist.

Thank you for your interest in this report, and in our progress toward becoming a more inclusive and diverse company.

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Mitsugu Matsukawa

President, Honda Development and Manufacturing of America

"Our values are grounded in human respect, and we believe that diverse points of view are the key to innovation. Innovation requires new ways of thinking about the world."

The Honda brand has long been associated with quality products that make our customers’ lives better. In my role as president of development and manufacturing in the U.S., I know firsthand that building quality products requires high levels of teamwork, collaboration and problem solving. Every day we bring together a diverse group of associates to create the innovative products that our customers depend on.

I firmly believe that a diverse and inclusive team of associates gives us an advantage in designing and building great products. Each Honda associate brings their own unique skills and talents, and together they ensure the success of our company and the satisfaction of our customers.

It is therefore fitting that the theme of our second annual diversity report is titled “Inclusion: Together We Will Bring the Future.” Each of us has a role to play in promoting a culture of inclusivity that is critical to our continued success.

Our values are grounded in human respect, and we believe that diverse points of view are the key to innovation. Innovation requires new ways of thinking about the world. We rely on our associates to propose new ideas and solutions that haven’t been thought of before. We know that innovation comes from the creative process of bringing together diverse points of view.

It’s the diversity of our associates that allows us to bring forward new perspectives that spark creative solutions.

I’m proud of our associates and their ability to come together to take on new challenges and solve difficult problems. I believe the diversity of our team will continue to be the foundation for creating innovative and quality products that go beyond our customers’ expectations. Together, we will bring the future.

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Yvette Hunsicker

Vice President, Corporate Social Responsibility and Inclusion & Diversity
American Honda Motor Co., Inc.

"Honda was founded with a strong respect for people and the idea that every person should be afforded the opportunity to fulfill their life’s potential. The richness of different ideas, backgrounds and perspectives is what enables Honda to create value for our customers and the communities where we live and do business."

Honda was founded with a strong respect for people and the idea that every person should be afforded the opportunity to fulfill their life’s potential. The richness of different ideas, backgrounds and perspectives is what enables Honda to create value for our customers and the communities where we live and do business.

That said, I am pleased to share our second annual diversity report, “Inclusion: Together We Will Bring The Future.”

We developed this report to communicate our progress toward becoming a more diverse and inclusive company, share key inclusion and diversity initiatives, and highlight new actions to advance our efforts to positively impact society.

As I hope you’ll find in our report, we are committed to living our values through actions that strengthen our commitment to fairness, justice and equality in our own workplace and in our relationship with society.

We need to vigilantly support this direction to foster an inclusive environment embracing people of different backgrounds, gender, race, ethnicity, sexual orientation, and ability. Together with our associates, suppliers, dealers and community partners, we must continue to work toward the inclusion and equity that will make us stronger as a company, and as a nation.

This report documents our efforts toward these ambitious goals. We are highlighting data on the diversity of our U.S. operations, including workforce, dealers, suppliers and corporate and foundation giving, as well as information about our partnerships with organizations supporting diverse communities where we work and live.

While we know we have more work to do, Honda continues to take deliberate action to advance diversity and inclusion within our company and in society. The future that we envision starts with the actions we take today.

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Introduction



At Honda, inclusion and diversity are more than buzzwords. They are part of our strategy for amplifying change both in our company and within the communities we serve.

In our second-annual report, you will find data on the diversity of our U.S. operations, including workforce, dealers, suppliers and corporate giving. The report also includes information about our partnerships with organizations supporting diverse communities and our special relationship with Historically Black Colleges and Universities.

Use the toolbar in this report to navigate to your areas of interest and be sure to follow our journey on <https://csr.honda.com>. If you would like to see additional facts and figures, visit the appendix portion at the end of the report.

We recognize we have more to do, and we remain committed to reporting our progress with honesty and integrity to hold ourselves accountable to results. Together with our associates, dealers, suppliers and community partners, we will bring the future.

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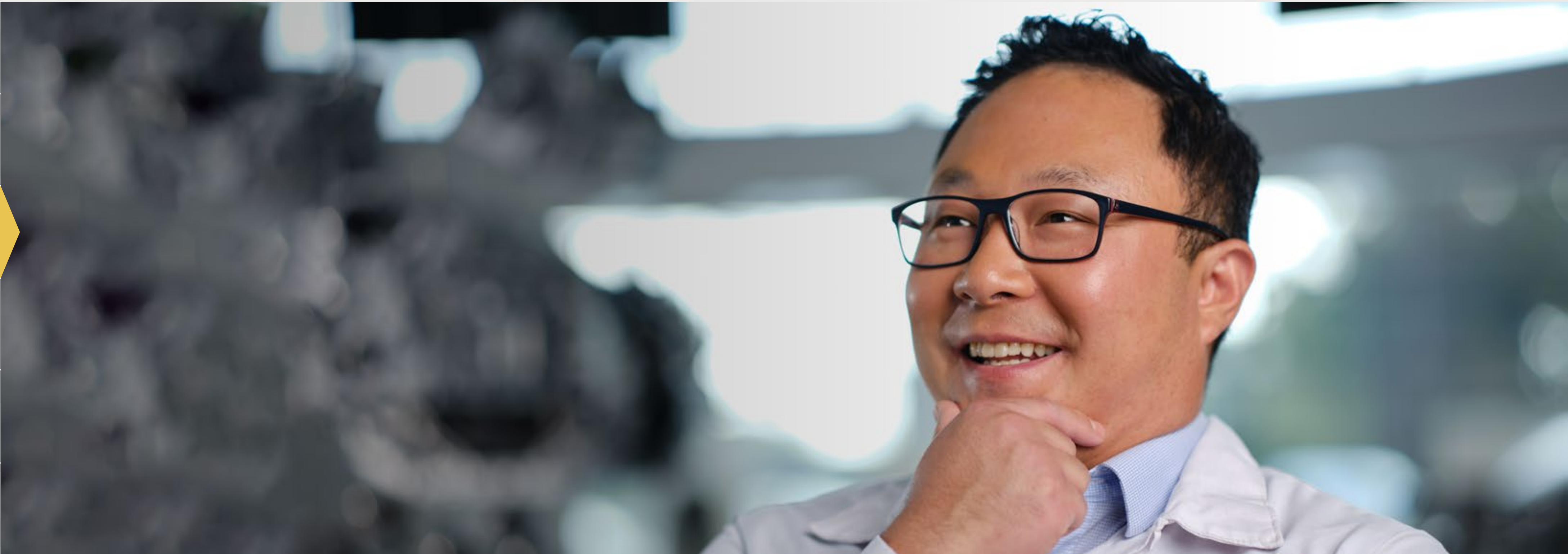
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Commitment

Inclusion and Diversity

Technology changes, however our company values and mission and our commitment to Inclusion and Diversity do not.

Life’s Potential for All

We seek to reflect the rich diversity of society, welcome and leverage different perspectives, and remove barriers to human potential, in pursuit of life without limits and a cleaner, safer, better world for all of us.

Our Core Values



Challenging Spirit



Joy



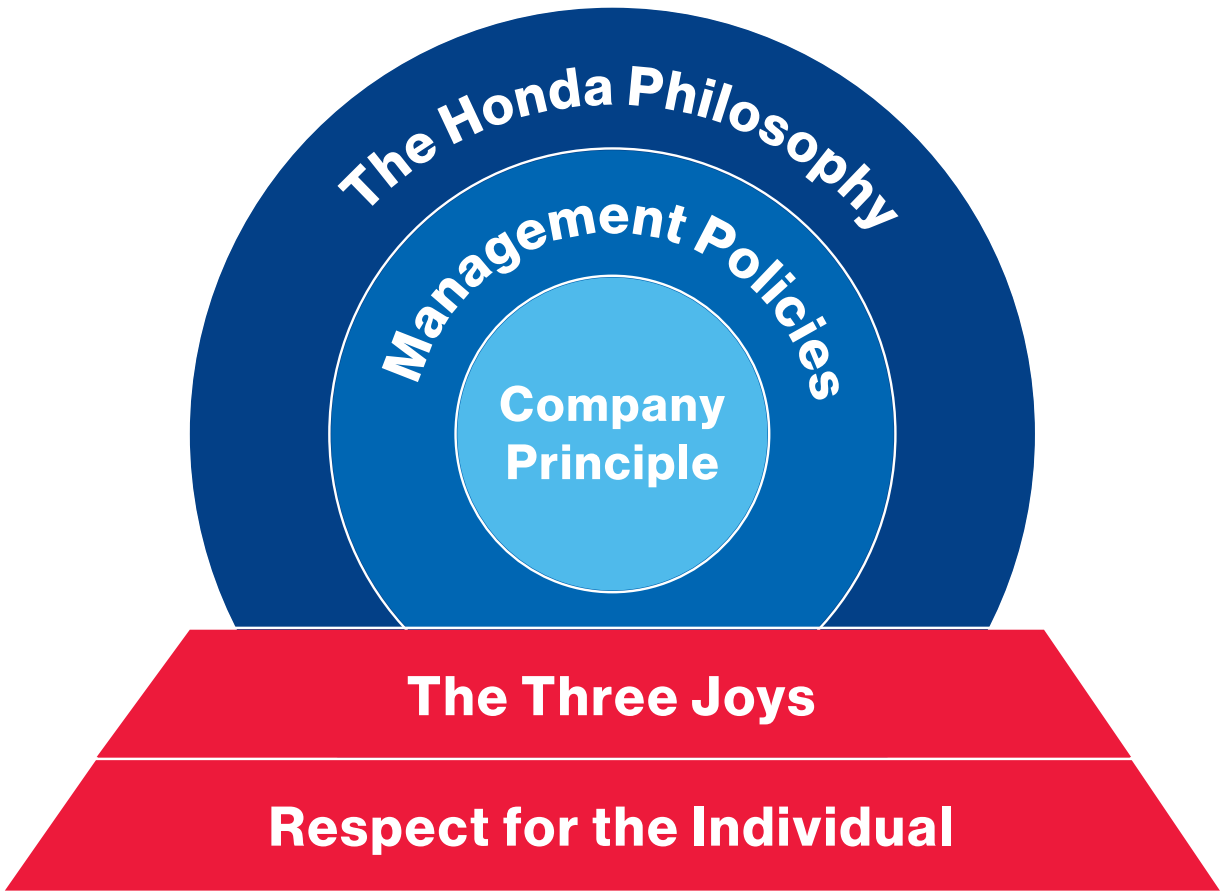
Respect



Dreams



Passion



Honda Philosophy is comprised of our Fundamental Beliefs of Respect for the Individual and the Three Joys, our Company Principle, and Management Policies.

Respect for the Individual:
The Human Being is born as a free and unique individual with the capacity to think, reason and create - and the ability to dream. "Respect for the Individual" calls on Honda to nurture and promote these characteristics in our company by respecting individual differences and trusting each other as equal partners.

The Three Joys:
The Joy of Buying, The Joy of Selling, and the Joy of Creating.

The Honda Company Principle:
Maintaining a global viewpoint, we are dedicated to supplying products of the highest quality yet at a reasonable price for worldwide customer satisfaction.

- Management Policies:**
- Proceed always with ambition and youthfulness.
 - Respect sound theory, develop fresh ideas and make the most effective use of time.
 - Enjoy your work and encourage open communication.
 - Strive constantly for a harmonious flow of work.
 - Be ever mindful of the value of research and endeavor.



//
If I had to describe Honda’s culture in three words I would say: Growing, changing and equality.”

- Amy Ellis
Quality Operations Department,
Honda Development and Manufacturing of America, LLC Chair, Women Powering Honda Business Resource Group (BRG) - Ohio ChapterMember of ENABLE and Honda Military & Veterans Supporters BRG



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Our Associates

It's imperative that our workforce represents the rich diversity of the communities in which we operate, so that we can be our most innovative and deliver quality products.

We strive to increase diverse representation in all facets of our hiring process including the implementation of diverse interview panels.

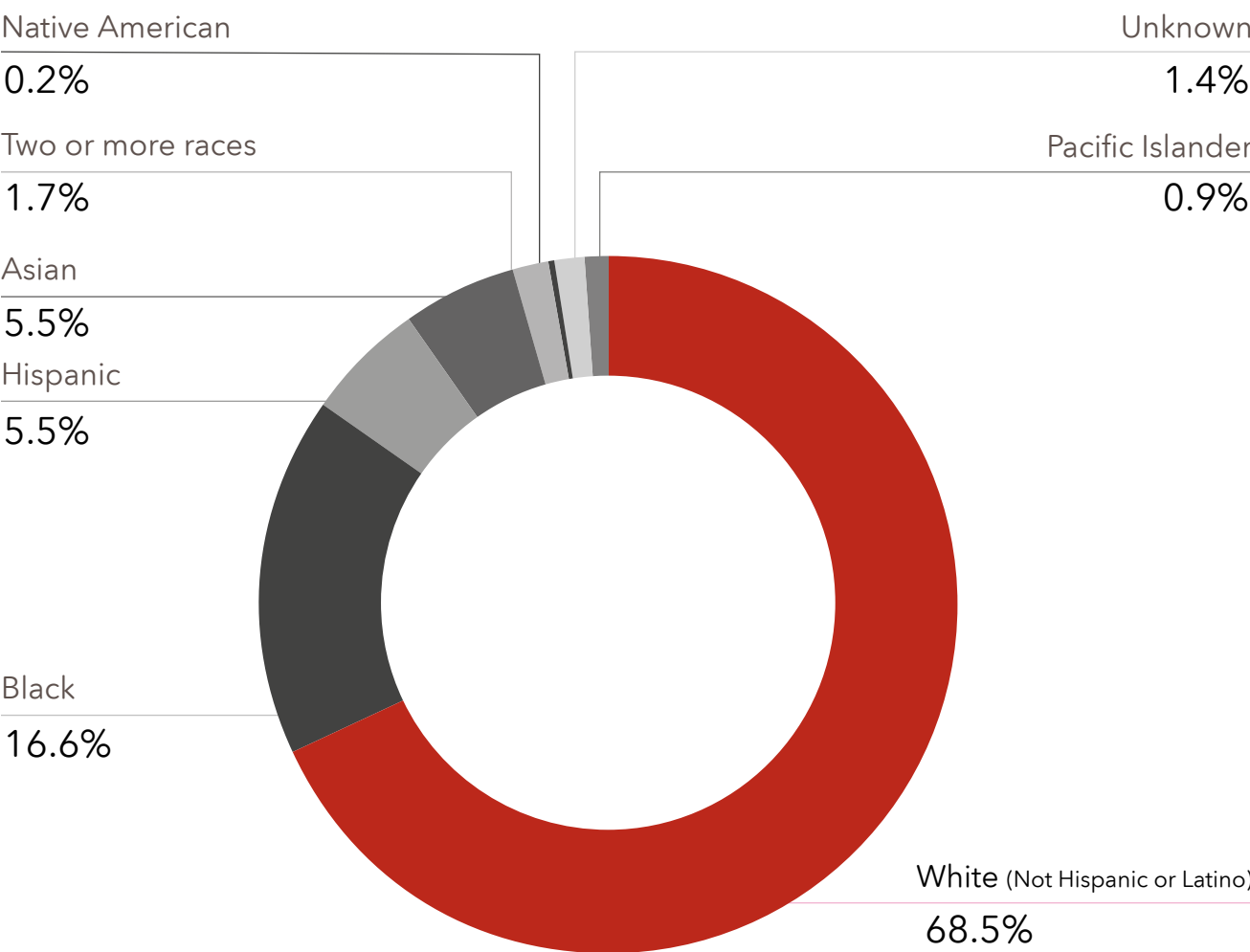
Our progress shows we are driving positive change. Overall our diverse representation increased but remains well below society at all levels of the organization. Our Black population remains the largest diverse population and continues to increase at the entry level of the organization. Our Hispanic population has grown and is currently the second largest diverse population.

Women and ethnic minority representation in management roles and total workforce is trending toward our 2030 target of 33% and 35% respectively. We recognize we have room for improvement and are proud of the growth in Management in the ethnic minority populations.

↑ Increase in ethnic minorities (below) in aggregate across Honda between 2021 and 2022, specifically.

28% up to 30%
in total workforce

18% up to 21%
in management levels



"We often think that if we implement activity to improve diversity, we are done. The point is that just getting everyone on the start line is not enough. Inclusion for me is the recognition, involvement, and development of everyone so that they all can perform in the race."

- Bob Schwyn
Senior Vice President and Center Lead,
Honda Development and Manufacturing
of America

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Our Associates

We are also leading by example and proud to introduce the leaders of our four largest manufacturing facilities who represent diversity of backgrounds, experiences and perspectives.



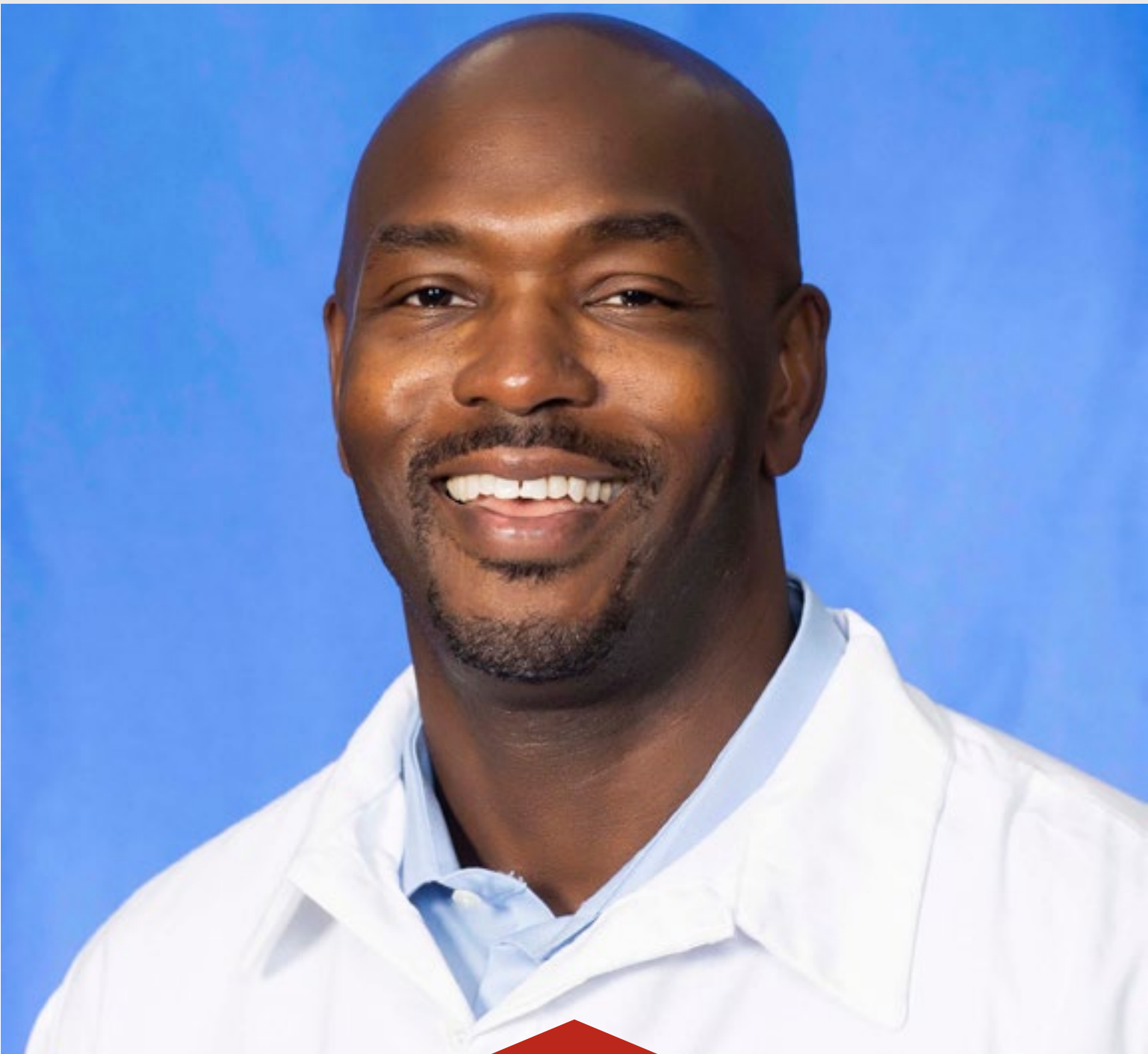
Arjun Jayaraman
Marysville Auto Plant



Gail May
Performance Manufacturing Center



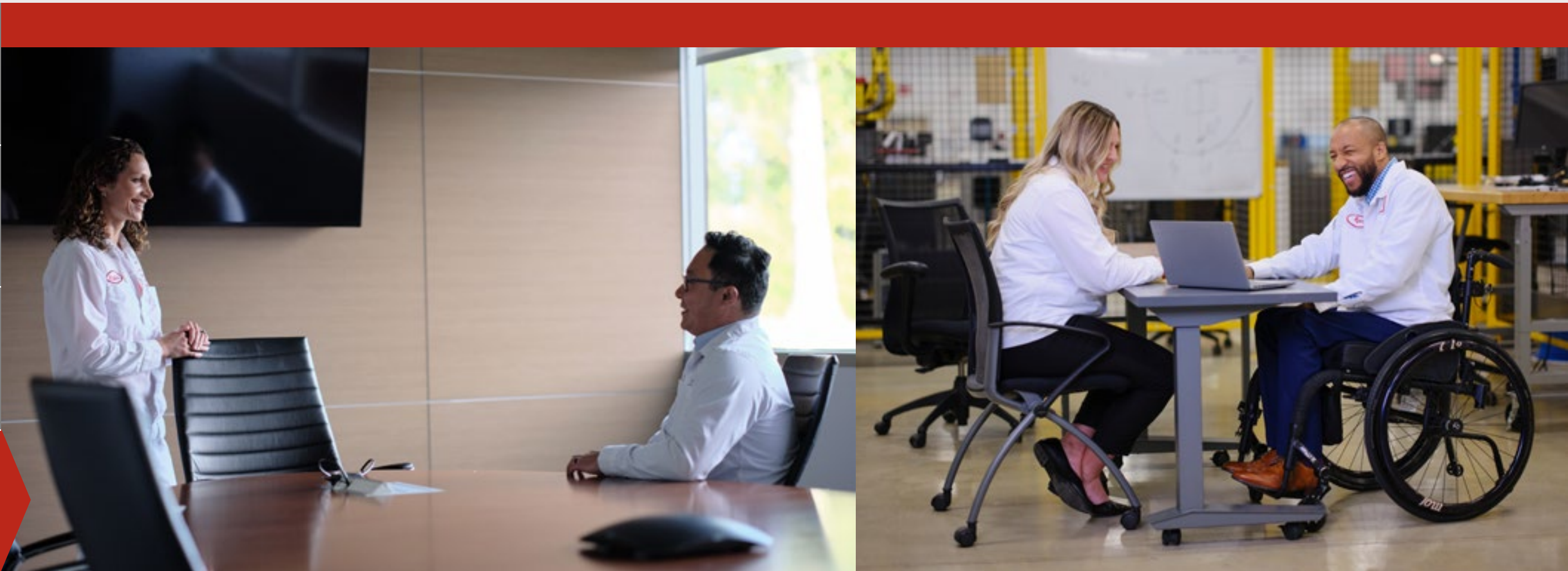
Roxanna Metz
Indiana Auto Plant



" I have met and engaged with associates from different regions and areas of the business as a coach for our Leading Inclusion class. All memorable, all impactful, and most importantly... from those experiences of engaging and leaning in, I've been able to learn, deepen my understanding, and develop different viewpoints. In having the privilege to lead at Honda, those insights gained have supported me in my quest towards aiding in establishing a welcoming and inclusive work environment."

- Lamar Whitaker
Alabama Auto Plant

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Our Associates

The Mentoring Matters program highlights high potential diverse candidates to provide career opportunities and grow their talents. The focus is on opportunities to prepare for advancement (project work, lateral moves, promotions, expanded scope, leadership programs, etc.).

For the mentees, they discover and identify career interests. They target development areas and actively seek to improve these skillsets. Mentees also learn about company structure, functions, and typical career paths to management. Mentors support the mentees by becoming a champion to support the mentees' development and to help them pursue career opportunities.

Our mentors promote inclusion and diversity and are leaders with the ability to support associates in talent discussions and influence decision-making. Our mentees understand that mentorship spurs learning and development. They are encouraged to take on new challenges, take the initiative and be proactive. But the true value is the teamwork that mentoring provides and understanding how to achieve goals together.



// *Inclusion, regardless of race or ethnicity, is including everyone in the overall goal, making sure everyone has a voice and everyone is heard. That is inclusion."*

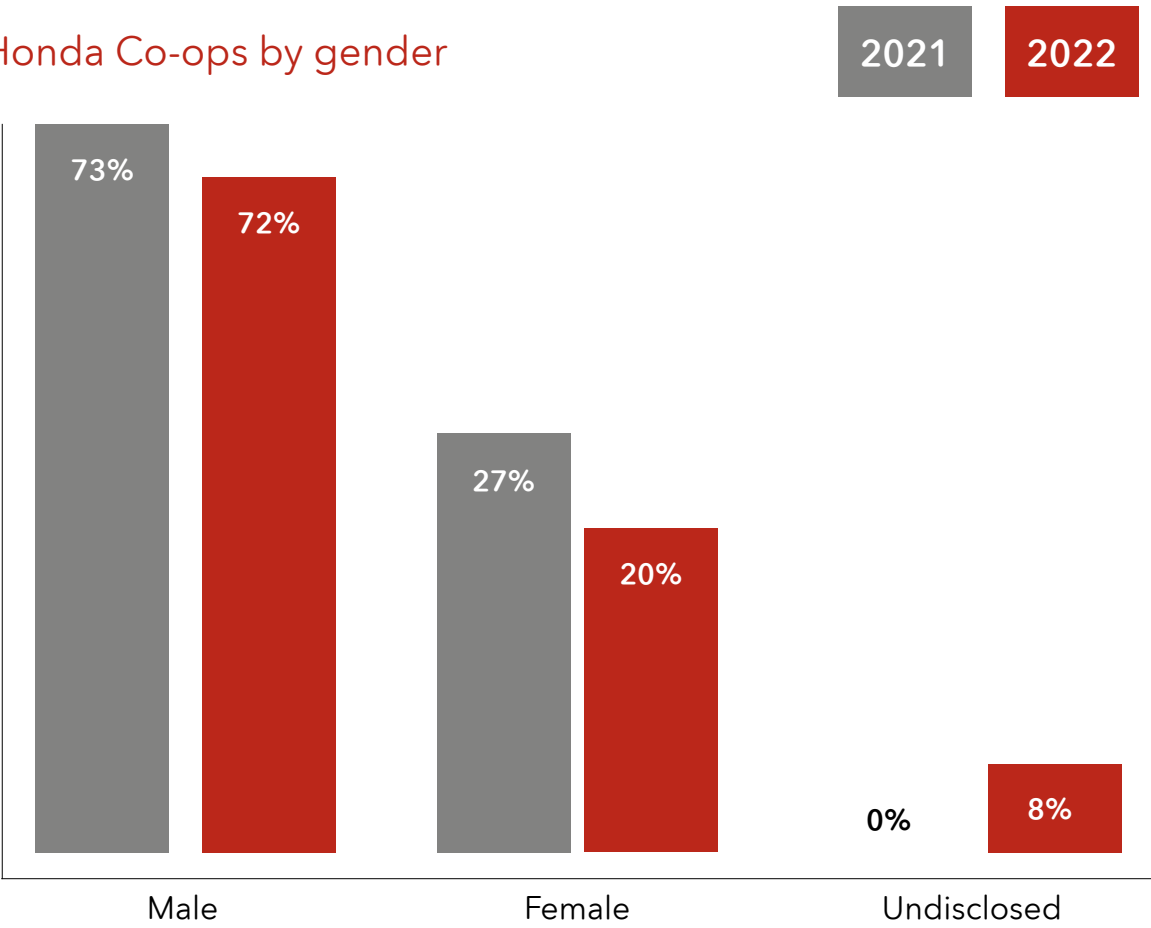
- LaTanya Stockdale-Dates
Morale Lead, Paint Department,
Honda Development and Manufacturing
of America, LLC.

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Co-op Program

We grew the Co-op program to offer positions beyond our traditional manufacturing locations and now include corporate support functions. We are continuously increasing the quality of the programs and expanding opportunities to network with leaders, providing interns with valuable real world, hands-on experience.

Honda Co-ops by gender



Mai Kurita joined Honda as a contingent associate at the East Liberty Auto Plant Paint Department in 2015 and eventually became a Honda engineer for the Interior group in North American Market Quality. Kurita has taken advantage of many opportunities offered by Honda including Co-op terms, tuition reimbursement and the Engineering Development Program. Kurita has spent time in several departments and recently settled in Market Quality.

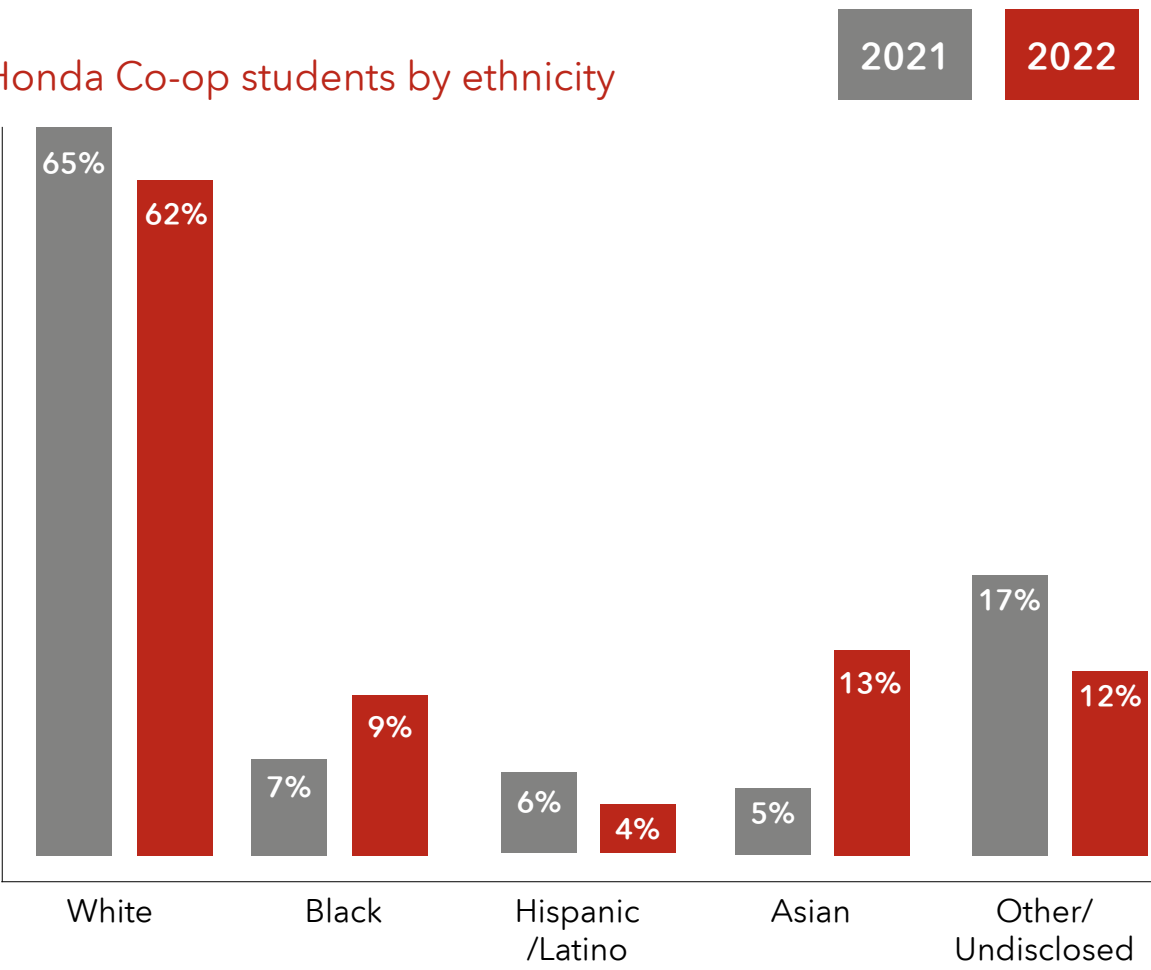
// We need more diversity to be able to make different products for our customers," she said. "I would like to encourage women interested in becoming engineers to go for it. Honda will support you. We need thought diversity to be creative and have a product before the customer asks for it."

- Mai Kurita
Market Quality, Honda Development and Manufacturing of America

Increase in Asian-American participation



Honda Co-op students by ethnicity



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Business Resource Groups

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Business Resource Groups

Business Resource Groups (BRGs) are part of the fabric of our company and are fundamental to our progress in inclusion and diversity.

BRGs are voluntary associate groups based on shared experiences that raise diversity awareness and promote positive change in our company and our society. We are making sure associates feel seen, supported and empowered to participate fully.

BRG Name and Mission Statement		CA	OH	IN	AL	GA	NC
	African American Resource Collaborative of Honda (AARCH) The mission of AARCH is to leverage the African-American experience to provide insightful and innovative business solutions.		●	●	●		
	Asians in Motion (AIM) To cultivate an atmosphere of fellowship and understanding by exercising the Honda philosophy through professional development, community outreach and expanding cultural awareness.		●				
	Breaking Barriers Energize a diverse, multi-generation cross-functional team to generate new, innovative business solutions that will increase our effectiveness within our business strategy mix (marketing, advertising service, product planning, customer relations) while maintaining an open viewpoint on our changing generational customer.					●	
	Tech Tribes Global Tech Tribes Global's mission is to shift the culture at Honda to that of a data-driven organization.		●				
	Environmental Actions Rewarding to Honda (EARTH) To engage Honda employees in improving company, community, and resource sustainability.		●				
	Engender and Nurture Abilities through Business Leading Empowerment (ENABLE) Engender an inclusive environment at Honda by promoting disability awareness and empowering people with disabilities.	●					
	Honda Military & Veteran Supporters (HMVS) Our mission is to provide a network for service members, veterans, and supporters which embraces our diverse viewpoints, and creates opportunities to connect to our communities.		●	●	●		
	Honda Young Professionals (HYP) To enhance and develop the careers of Honda's Young Professionals by inclusion and encouragement, through professional and social networking.	●	●	●			
	Latino Dreams in Action (LDIA) To accelerate the realization of Latino(a) dreams by empowering future generations through STEM awareness, access, support, and development while at the same time providing professional development and networking opportunities to HMIN Associates. L-DIA will also enlighten the perception of Latinos by proactively including and sharing different Latino customs and traditions.		●	●	●		
	PRISM To elevate LGBTQ+ voices and visibility within Honda's Southern region operations, to support community partners through outreach and service, and equip our leaders and organizations to best realize inclusion of LGBTQ+ associates.	●	●		●	●	
	Women Powering Honda (WPH) An inclusive environment that empowers women, embraces their voices, and provides opportunities for women to reach their personal potential.	●	●	●	●	●	●

Each BRG has a mission statement which promotes the value of the demographic to the associates and to the business.

Honda BRGs in the U.S.

As of September 2022, Honda has 11 BRG demographics with 29 chapters.



"You can see the change as it's happening. Honda seems to be on a good path, and I think as long as we continue down that path, we can be considered one of the top companies when it comes to inclusion and diversity. We've just got to continue to live inclusion and make sure that everybody can be their authentic selves and feel like they have a seat at the table and a voice."

- Lionell Ausmer
Team Manager, New Model Development,
Honda Development and Manufacturing
of America, LLC

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Business Resource Groups

Our associates are driving inclusion, removing barriers, and creating better experiences for fellow associates. And, the diversity of our associates makes us the innovation-driven company that we are today. Here are some activities.

- **Women Powering Honda (WPH) BRG** celebrated Women’s History Month with a national “Together, We Rise” donation challenge and invited Honda associates to donate to their favorite non-profit organization supporting women and girls.
- **Honda Military and Veteran Supporters (HMVS) BRG** chapters hosted multiple activities throughout November including: military flag displays, Veterans Day parades, associate military photo collages and community engagement with veteran-serving non-profit groups.



- In celebration of Pride Month, more than 300 Honda associates participated in Pride parades in Columbus, Dallas, Indianapolis and Los Angeles. Parades were among a variety of activities organized by Honda and the **PRISM BRG** to support the LGBTQ+ community.
- **The African-American Resource Collaborative of Honda (AARCH)** BRG worked across its chapters at Honda facilities in Alabama, Indiana, and Ohio to host a virtual speaker series and create a weekly newsletter for associates in celebration of Black History Month in February.
- For Hispanic Heritage Month, **Latino Dreams in Action (LDIA) BRG** hosted a virtual, “Inclusivity for a Stronger Company,”. The event featured panelists Ed Zamora, Human Resources, Honda Development and Manufacturing of America (HDMA); Tania Terry, senior staff engineer, HDMA; Hugo Beltran, associate chief engineer, Honda de Mexico; Albert Newball, chief engineer, HDMA-Auto Development Center; and Silhi Diaz, customer care manager, American Honda.



“BRGs are having an impact on the company. While they are developing and increasing the level of engagement in community, commerce, culture and career and having that side of the experiences, Honda is gaining more well-developed associates and gaining the influence of their opinions, thoughts and ideas.”

- Bob Nelson
Executive Vice President, Corporate Services,
American Honda Motor Co., Inc.

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Our Customers

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Our Customers

Our Marketing and Advertising campaigns need to reflect our customers and communities. We track our sales to ensure our customers and business strategies are aligned.

Multicultural Advertising

Explore our recent campaigns which reflect our associates, customers and communities.

The “Through the Window” campaign explores the imaginations of each member of a family on the road in their CR-V Hybrid as they gaze out the window. Ranging from the practical to the extraordinary, the viewer gets to see what each family member finds exciting about their journey. The video was created in English, Mandarin, Korean and Vietnamese.



“We have significantly increased our investments in this area. When you look at U.S. demographics trends, it's great because it's not only important from a value perspective, it's also important because that's where we're seeing customer growth. So having a multicultural message within Hispanic, Asian and African American communities is essential to our overall business plans.”

- Ed Beadle
Vice President, Digital Services & Marketing,
American Honda Motor Co., Inc.

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Unlock the Next Level

To launch the all-new 2023 Honda HR-V, Honda produced a new campaign called “Unlock the Next Level” with longtime Hispanic agency partner, Orci. This campaign aimed to connect with Gen Z and young millennial Hispanic individuals by showing how they go through a series of milestones while trying to deliver on high expectations set by their parents, family and friends. They are about setting goals and having the determination within to accomplish them- not just for themselves, but the pride it will also bring to their family as well. This concept brings those milestones to life as we see our lead character navigate a gamified world where he achieves milestones in his HR-V. The campaign was created in both English and Spanish.

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Honda DreamLab

Honda DreamLab is home to diverse best-in-culture creators, showcasing their talent across various lifestyles from upcycling fashion to racing cars to HBCU culture. Honda collaborated with more than 20 emerging, talented artists on the livestreaming platform, Twitch, to deliver new experiences and cultural relevance with the next-gen youth.



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Our Business Partners

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Supplier Diversity



photo: Woman-owned Tottser-Iroquois Industries - Metal Stamping, Welded Assembly

Supplier diversity is a vital aspect to our inclusion and diversity efforts. By embracing supplier diversity, companies can increase their economic impact and contribute to the growth of underrepresented communities.

Supplier diversity programs also generate innovative ideas and new perspectives as suppliers from diverse backgrounds bring unique skills and expertise to the table. It is with this knowledge that together with our Diverse Business Enterprises, we will bring the future. We will continue to strengthen our relationships with diverse organizations such as National Minority Supplier Development Council, National Gay & Lesbian Chamber of Commerce and Women’s Business

Enterprise National Council to increase efforts to onboard diverse suppliers.

We also recognize that supplier diversity programs help us attract diverse talent by signaling our commitment to our inclusion and diversity values.

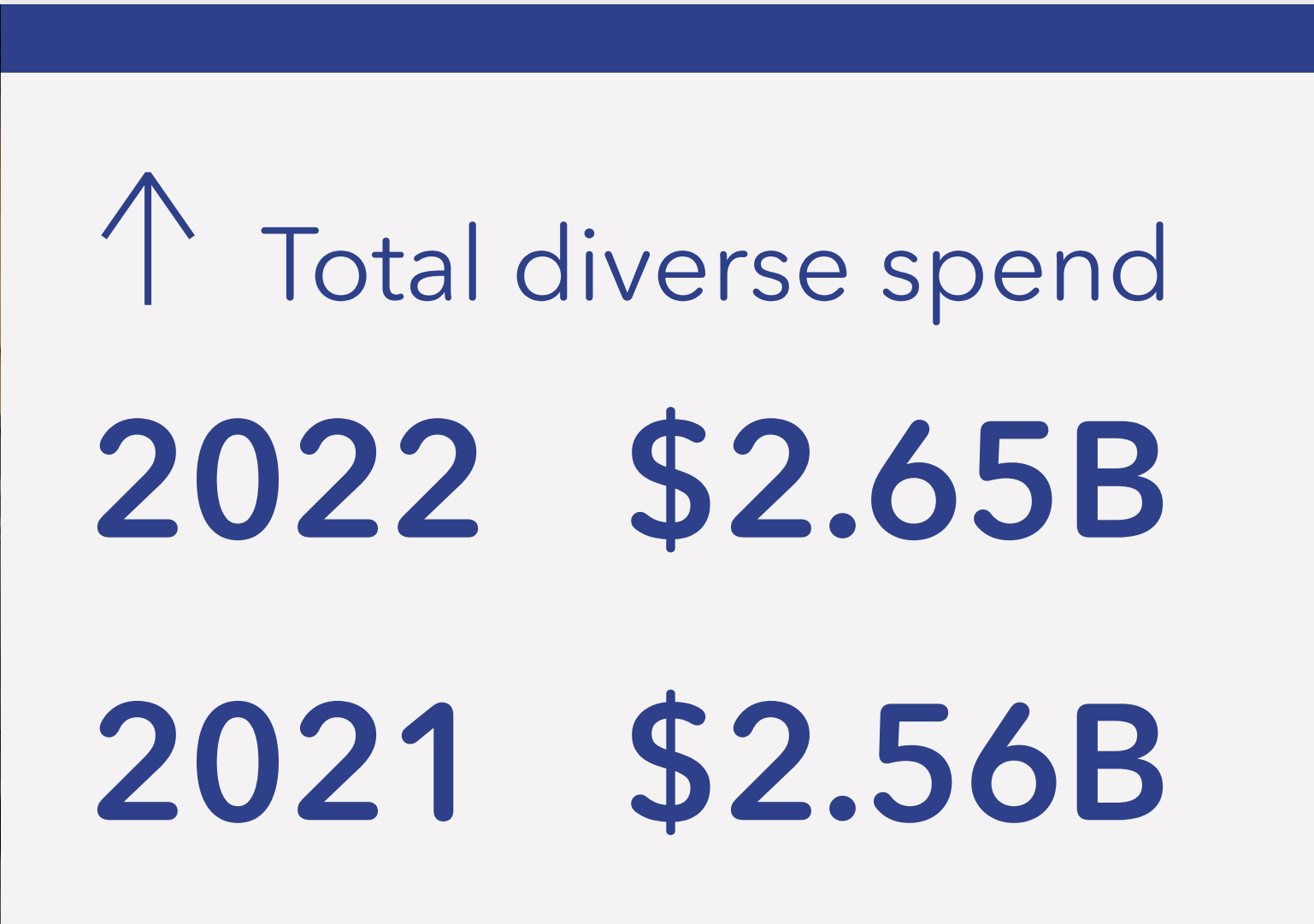
Tottser-Iroquois supplied parts for the previous generation Honda Passport, and the all new 2023 Honda Pilot.



// *The more diverse your team, the better your results are. I'm always looking for diversity, not for any statistics, but for getting a better team together."*

- Linda Macht
President, Tottser Iroquois Industries

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Supplier Diversity

Honda associates receive national recognition for their work in supplier diversity.



Minority and Multicultural Business News USA named three Honda Development and Manufacturing of America associates Corporate Buyers of the Year for their contributions to boost minority business enterprises at Honda while engaging them in meaningful contracts and opportunities for growth. North American Automotive Purchasing associates Chris Richardson and Brett Crawford were instrumental in selecting, launching, and maturing Honda’s relationship with the Gemini Group, a Women’s Business Enterprise and supplier of engineered plastic components and metal tooling solutions.

After years of pursuing business with Honda and working hard to understand the company’s processes

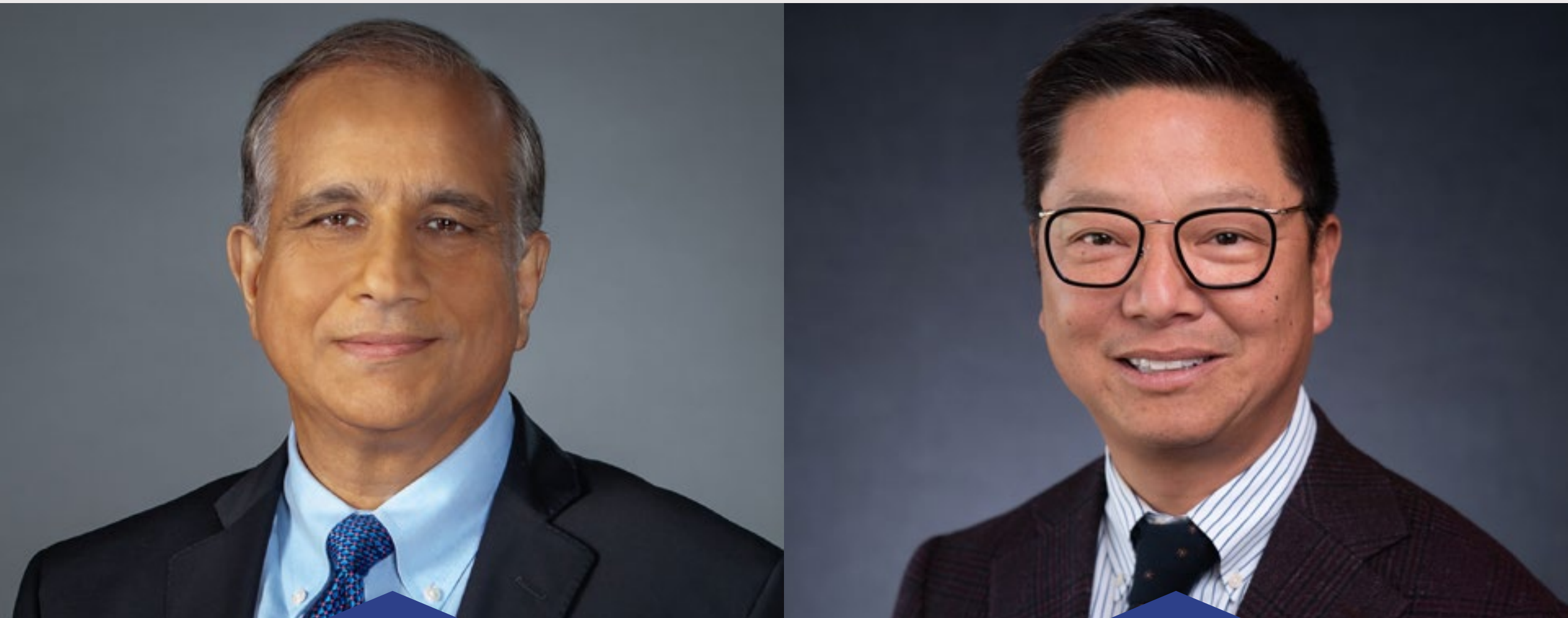
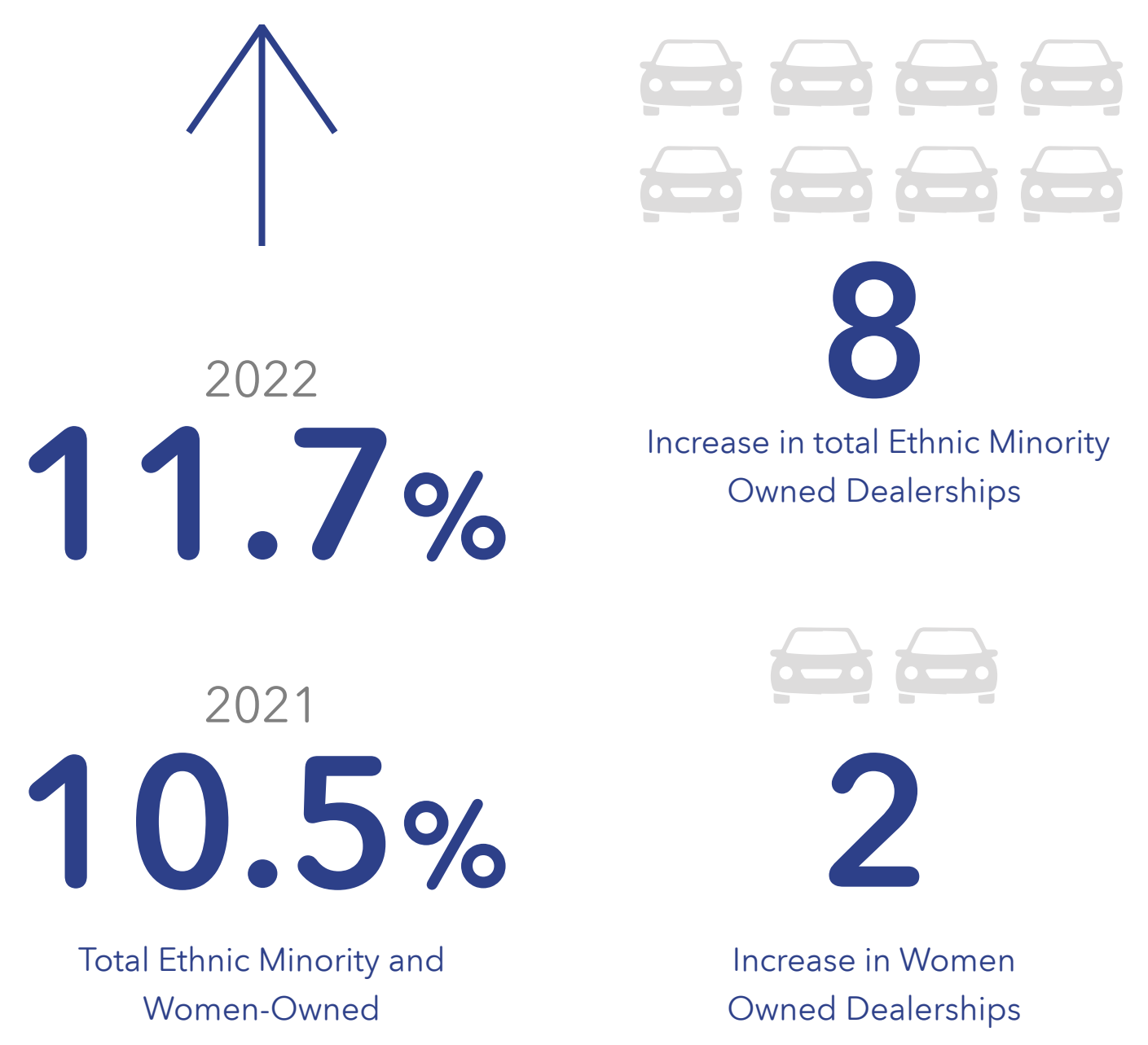
and culture, Gemini was added as a Tier I supplier while being championed by Richardson and Crawford. “They [Gemini] were very thorough and responsive and exhibited the values that Honda embraces,” said Richardson. “They put their people first and were giving us design improvement ideas before they even won the business.”

Ben Soltisz was recognized for selecting Hightowers Petroleum Co., an Ohio-based Minority Business Enterprise, to supplement Honda’s existing supply base for “factory fill” or filling the gas tanks of new vehicles as they roll off assembly lines.

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Dealer Diversity

An increase of eight ethnic minority-owned dealerships and two women-owned dealerships is the highest net increase in the past twenty one years. This year-over-year increase takes us from 10.5% to 11.7%. Additionally, our Women & Ethnic Minority dealer sales continue to outperform non-diverse counterparts.



// *Honda is a company that values inclusion and diversity in thought, ideas and people. This philosophy has helped shape our company and create our class leading products. Diversity in our dealer partners strengthens our dealer network and provides the customer with the outstanding sales and service experience they expect from Honda and Acura. It makes business sense, it's socially responsible and is the right thing to do."*

- Kariem Hasnain
National Manager, Dealer Development
American Honda Motor Co.

// *I think something that is very important is that as minority dealers, we tend to hire diverse employees. Probably one of the best compliments is when a customer walks in our store, they say 'Wow, I feel like I'm in the rest of the world!'"*

- Joey Huang
Owner and President, Great Lakes Honda



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Developing Top Talent

Students are taking advantage of opportunities in the automotive technician field through our joint partnership with local community colleges and Honda and Acura dealers. The Honda Professional Automotive Career Training (PACT) program provides state-of-the-art technician training to help students become certified technicians who are in high demand at independent Honda and Acura dealerships.



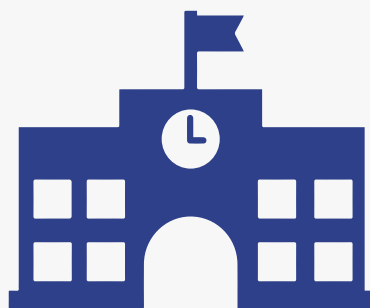
The PACT program provides students the opportunity to:

- Work at local dealerships to gain real-world experience
- Train with specialized tools to supplement their own tool sets
- Earn wages while going to school

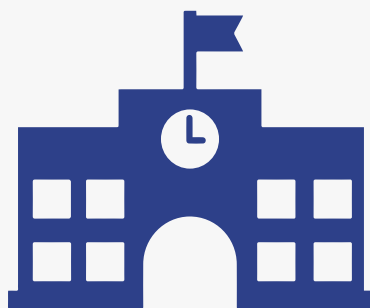
Learn more about the Honda PACT program here:

[Honda PACT - Professional Automotive Career Training](#)

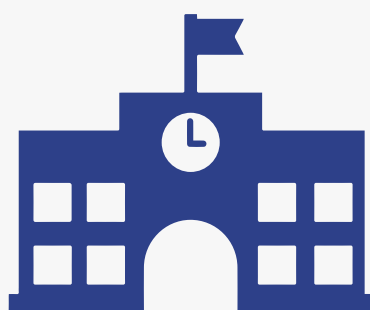
Four new community colleges have been added



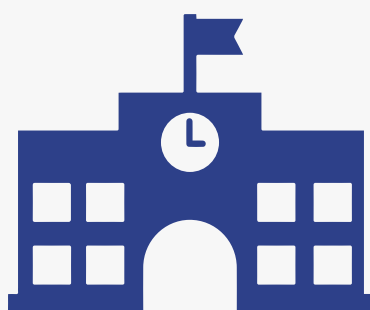
Collin College
Dallas, TX



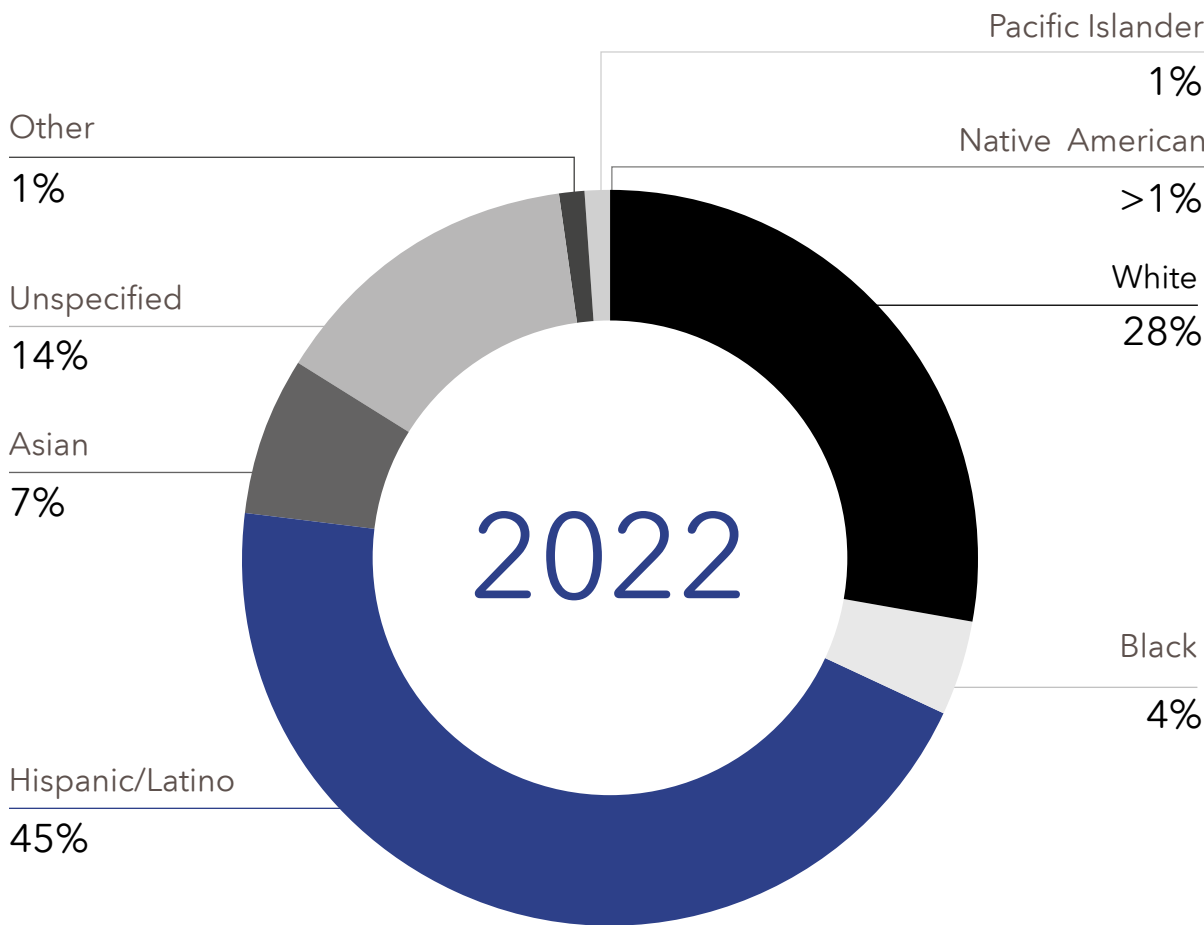
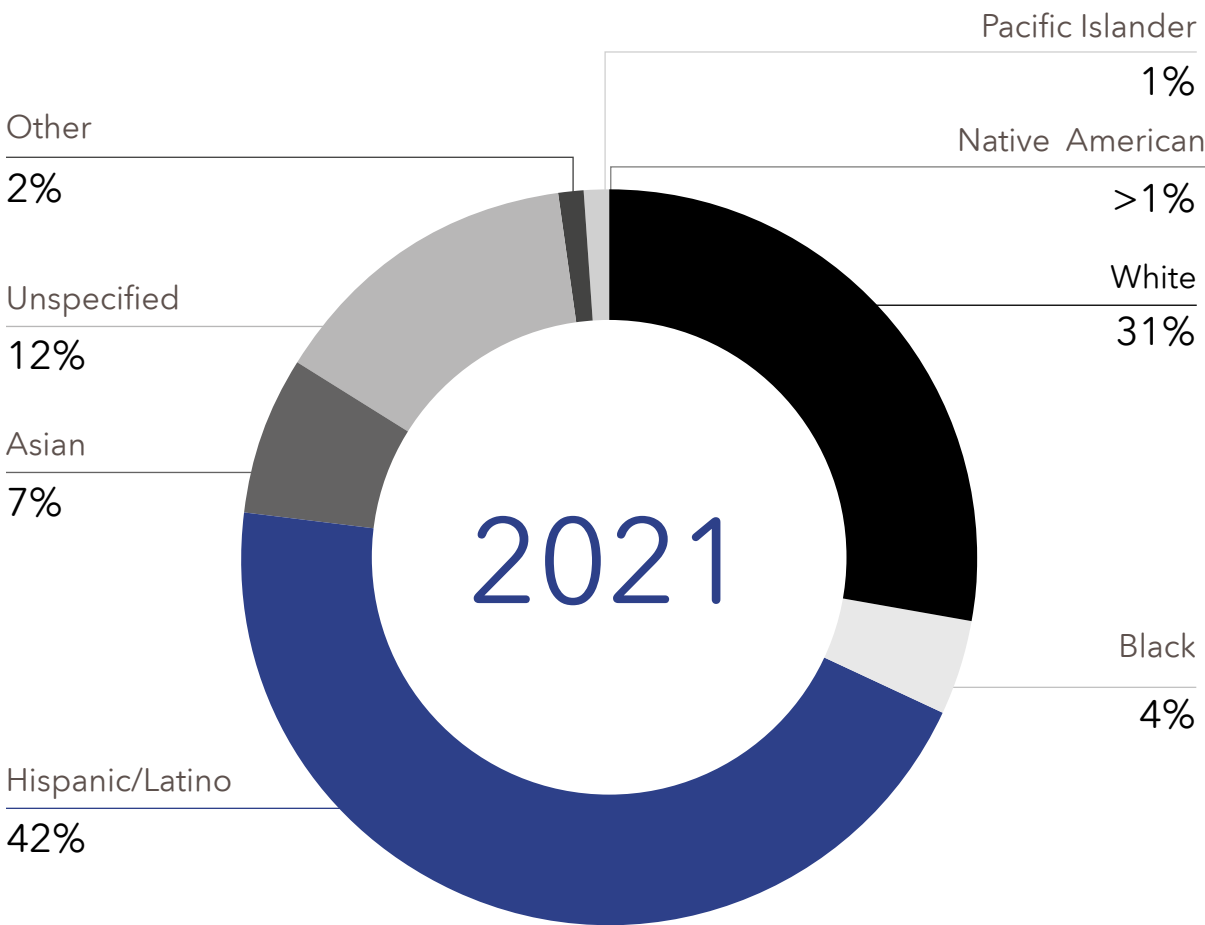
Columbus State Community College
Columbus, OH



Dutchess Community College
Poughkeepsie, NY



Pasadena City College
Pasadena, CA



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Our Communities

Through our corporate and foundation funding opportunities from Honda and the Honda USA Foundation, we focus on five strategic CSR pillars to drive change within our communities: Education, Environment, Mobility, Traffic Safety and Community.



[View our sustainability report here](#)



Education

Inspiring the Next Generation

Honda believes in embracing the dreams of young people and creating opportunities for them to succeed. We know educating today's youth will inspire creativity and spark innovation to help solve tomorrow's challenges. That's why Honda has made STEAM education and career readiness top priorities.



Environment

Building a Sustainable Future

Honda does more than create sustainable products and processes. Our dedication to reducing our environmental footprint leads to our goal to achieve carbon neutrality by 2050. We're on a mission to protect the Earth for future generations and ensure Blue Skies for Our Children.



Mobility

The Joy and Freedom of Mobility

Whether it's creating products that provide mobility on land, in the water or in the skies, enhancing the joy and freedom of mobility in our communities will always be our driving inspiration.



Traffic Safety

Safety for Everyone

Striving for a collision-free society is one of our most monumental dreams yet—that's why Honda believes in Safety for Everyone. We are committed to helping people safely and confidently enjoy the freedom of mobility both on and off the road.



Community

Empowering Our Communities

We may be a global company, but, at our core, we are people—people who care about our families, our neighbors and local communities across America. Honda is committed to inspiring and empowering our associates to get involved in the communities where we live and work.

To learn more, visit www.csr.honda.com

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Investing in the Future



The 2022 HCASC national champions from Morehouse College pictured from left to right: Kendall Wood, Stephen Agyepong, Andre Brown, Coach Robert Myrick and Isaiah Thompson.

Honda’s commitment to education and empowering our communities where we live and work is reflected in our long-standing relationship with Historically Black Colleges and Universities.

Honda believes that encouraging education and leadership for everyone strengthens our associates, their families, and their communities. For example, Honda has sponsored the Honda Campus All-Star Challenge--America's premier academic competition for HBCU students--for over 30 years, providing nearly \$400,000 in institutional grants to

participating HBCUs in 2022. Honda is proud of each of these students and of its relationship with HBCUs.

Honda also provides institutional grants to HBCU music and education programs to schools that participate in the Honda Battle of the Bands (HBOB), the premiere marching band invitational. In 2022, Honda released its four-part docuseries, "Driving the Legacy of HBCU's", which explored various aspects of the HBCU experience using performances, interviews, and notable alumni to tell the HBCU story, leading up to the 2023 HBOB showcase.



//
I am proud of the special relationship Honda has with HBCUs," said Yvette Hunsicker, division lead and Vice President Corporate Social Responsibility and Inclusion & Diversity at American Honda. "Born out of more than three decades of collaboration on programs that support and celebrate the dreams of HBCU students as the next generation of Black leaders, we continue to build on our relationship with HBCUs in new and meaningful ways."

- Yvette Hunsicker
Vice President Corporate Social Responsibility and Inclusion & Diversity

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Investing in the Future



Associates support the Hispanic Scholarship Fund Foundation Leadership Conference.

For over twenty years, Honda has partnered with the **Hispanic Scholarship Fund (HSF)** to help undergraduate Latino students achieve their dreams of attaining and completing a college education. To further that commitment, Honda signed an agreement with HSF to donate \$1 million over the next three years to continue supporting the organization’s scholarships and the National Leadership Conference.

Honda's Talent Acquisition Operations group participated in the **Thurgood Marshall College Fund (TMCf)** 21st Annual Leadership Institute, an event that brings together 400 students from publicly supported Historically Black College and Universities (HBCUs) and Predominantly Black Institutions



Associates and HBCU alumni Dymon Atkinson (left) and Sterling Gilmore (right) along with associate Karen Tarver (center) engaged with top HBCU students at the Thurgood Marshall College Fund (TMCf) Leadership Institute

from across the country for leadership and professional development. The four-day conference boasted the theme “Level Up” to empower students to pursue their careers and grow their professional development. Students attended interview prep sessions, personal branding workshops and micro-learning sessions.

Additionally, Honda has sought to enrich the lives of Black Americans through its commitment and contributions to Historically Black Colleges and Universities (HBCUs) and supporting programs that celebrate the academic excellence of HBCU students.



Cathy McEvilly (center), American Honda business unit lead and senior vice president of Legal & Regulatory Affairs, was presented with the Charles B. Collins Distinguished Trustee Award at the National Urban League (NUL) Equal Opportunity Dinner in New York City. The award recognizes selfless commitment, extraordinary leadership and generosity to the NUL and its Board of Trustees.

//
I am truly humbled to receive this award,” said McEvilly. “I have found great alignment between the National Urban League and the core values of Honda, as well as with my own life history. And my relationship with the National Urban League has become truly a personal passion”

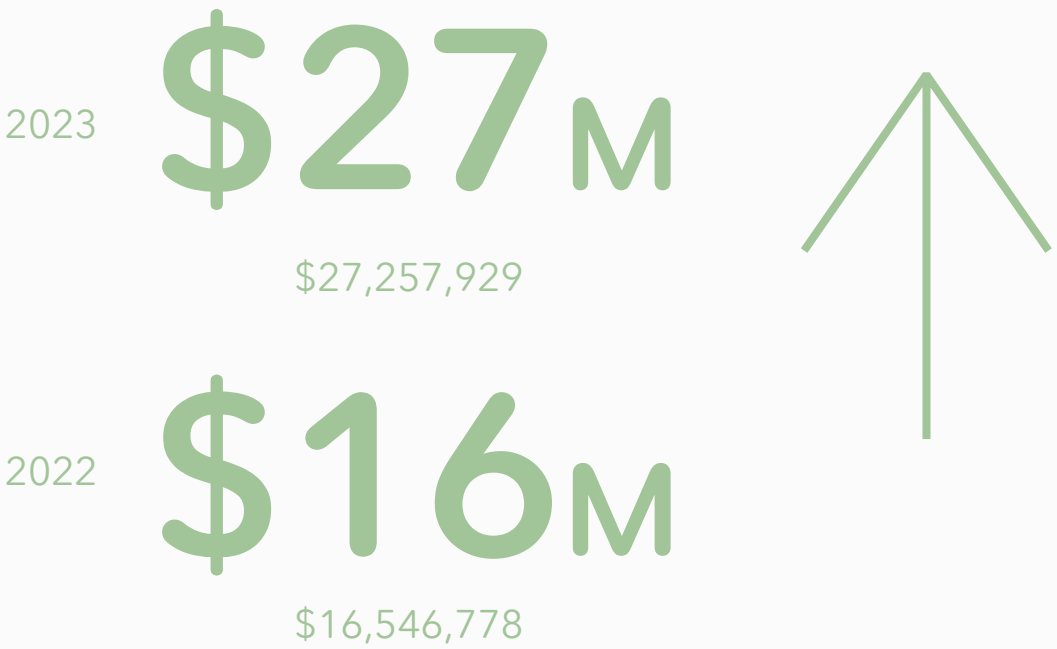
- **Cathy McEvilly**
Retiree, Senior Vice President of
Legal & Regulatory Affairs

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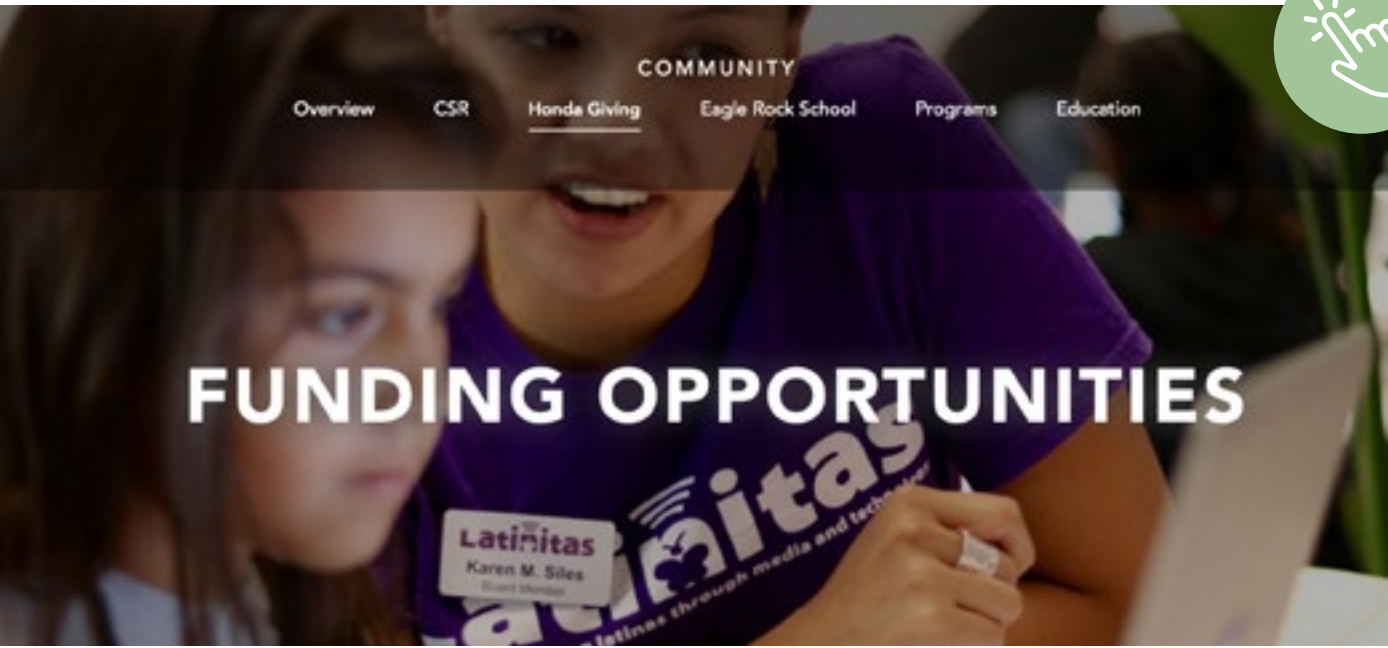
Investing in the Community



Total U.S. Honda Giving



*total corporate and Foundation giving



Honda is committed to being a strong partner in the communities in which we live and work. We are eager to partner with different organizations to strengthen and advance causes that amplify the needs of the community.



YWCA Columbus is on a Mission
www.ywcacolumbus.org



Hispanic Scholarship Fund (HSF)
www.hsf.net



National Action Network
www.nationalactionnetwork.net



National Association For The Advancement Of Coloured People
www.naACP.org



National Urban League
www.nul.org



Rainbow PUSH Coalition
www.rainbowpush.org



UNCF
www.uncf.org

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Community Highlights



We’re dedicated to giving back to the places where we work and live. Honda actively supports worthy causes and communities to bring people together, nurturing tomorrow’s dreamers along the way.

Driving change in our community

Honda is providing more than \$2 million in financial support for 25 organizations across the United States that are focused on teen driver safety. The grants support a wide variety of initiatives aimed at young drivers in the areas of education, training and resources that supplement or go beyond traditional driver’s training courses or mandated state driver’s programs.



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Community Highlights



Several Honda associates attended the Dovetail Landing groundbreaking ceremony

Alabama Veteran, a non-profit organization, presented Honda with a special award for supporting Dovetail Landing. This new program will support veterans transitioning back to civilian life by providing the necessary support in one centralized location. The Dovetail Landing facility will be located about three miles from the Alabama Auto Plant facility.



The Alabama Institute for Deaf and Blind (AIDB) has the vision “to be the recognized leader of diverse residential and community-based education, rehabilitation, and employment programs that prepare individuals who are deaf, blind, deafblind, and multidisabled to reach their potential in education, independence, and career.”



Honda partners with philanthropically, and is a client of, AIDB. Becky Watson, Executive Director for Institutional Advancement, shared how Honda contributed to a transportation project that allowed AIDB to provide transportation to the deaf, blind, and deafblind.



// *That is going to be a huge win-win for the community to be able to provide a transportation system across the state. That all happened because Honda believed in the community. For us, that is a true partnership...not just teaching independence, but how to go to the next step and making sure they have everything they need to get to their jobs, their doctors, that to us demonstrates Honda's belief in us. We just cannot say enough things about what a great partner Honda has been for us."*

- Becky Watson
Executive Director, Office of Institutional Advancement

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Social Advocacy and Empowerment of Associates

Honda's values are grounded in human respect and we stand with people everywhere, united in the pursuit of equality and justice for all.



- Honda publicly condemned Ohio House Bill 616, which would restrict certain teachings on race, gender, diversity, equity and inclusion in Ohio’s K-12 schools, including limiting school curriculum related to LGBTQ issues.



- Honda joined nearly 200 major companies in signing a letter from the Human Rights Campaign urging U.S. senators to pass the Respect for Marriage Act. The legislation protects marriage equality for same-sex couples and interracial couples by guaranteeing rights, benefits and obligations of marriages in the federal code.
- On February 1, 2022, the first day of Black History Month, a number of Historically Black Colleges & Universities (HBCUs) received bomb threats. Honda strongly condemned these threats. Yvette Hunsicker, business unit lead and vice president of Diversity & Inclusion and Corporate Social Responsibility, released a statement stating, "We are once again reminded there is no place for hate in our society. Honda stands strong for the HBCU community and condemns the repeated threats of violence."

For a full report of Human Rights Issues and Honda’s response, please visit <https://csr.honda.com/diversity/social-justice/>

Honda Human Rights Policy

Honda proactively addresses human rights issues, in order to respect the human rights of all people with whom we engage through our business activities. We encourage you to review our Human Rights Policy. (Honda Human Rights Policy_June 1.2022 6-2-22.pdf) or [Honda Human Rights Policy | Sustainability | Honda Global](#)

By putting the policy into practice, we will cooperate with our stakeholders to undertake business activities in a sustainable manner in order to continue to be a company that society wants to exist.

By reporting on these issues, we remain transparent and accountable.

// Any legislation that seeks to shame or penalize groups of Ohioans based on gender, sexual orientation, race or ethnicity is contrary to our company values of inclusion and diversity and undermines the positive business climate the state has sought to cultivate”

- Honda Statement

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We proudly share this report and the hard work and the combined effort from our associates, customers, business partners and our communities that has resulted in these inclusion and diversity efforts.

We're proud of our commitments and our progress toward diversity, equity, and inclusion. It's additionally rewarding when industry peers, media organizations, and others recognize our efforts as well. We are honored to be designated for the second year in a row as a top 50 company by DiversityInc.

Honda was founded on a strong respect for people, and the company is committed to living our values through actions that strengthen equality in our own workplace and in communities where our associates live and work. Honda participates in annual third-party surveys to assess our progress toward our inclusion and diversity goals. Since 2001, the Diversity Inc Top 50 survey has been the leading assessment tool for large U.S. employers to measure the effectiveness of their DEI strategy, policies and practices in talent strategy, workplace, and supplier diversity practices and philanthropic engagement.

Additional external benchmarking survey engagement



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U.S. Workforce by Ethnicity			
Ethnicity	2021	2022	Trend
White	70%	68%	↓
Black	15%	17%	↑
Hispanic/Latino	5%	6%	↑
Asian	5%	5%	↔
Unspecified	2%	2%	↔
Two or More Races	1%	2%	↑
Pacific Islander	<1%	<1%	↔
Native American	<1%	<1%	↔

Honda and Acura Sales by Ethnicity			
Ethnicity	2021	2022	Trend
White	56.3%	53.9%	↓
Black	8.8%	8.3%	↓
Hispanic/Latino	21.5%	20.8%	↓
Asian	8.8%	9.5%	↑
Other	4.6%	4.4%	↓

*Source: S&P Global Mobility

Honda and Acura Sales by Ethnicity vs % of Auto Sales					
Ethnicity	2021		2022		Trend
	Honda/Acura	Industry	Honda/Acura	Industry	
White	56.3%	63.4%	55.6%	63.4%	↓
Black	8.8%	8.4%	8.6%	7.9%	↓
Hispanic/Latino	21.5%	17.7%	21.4%	16.5%	↔
Asian	8.8%	6.2%	9.8%	7.6%	↑
Other	4.6%	4.4%	4.5%	4.7%	↔

*Source: S&P Global Mobility

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Supplier Diversity - Total Indirect + Direct Diverse Spend by Classification (%)			
Classification	2021	2022	Trend
Black	80.4%	78.6%	↓
Hispanic/Latino	2.5%	2.2%	↓
Asian	<1%	<1%	↔
Native Hawaiian/Other Pacific Islander	<1%	2.1%	↑
Native American/Alaskan Native	<1%	<1%	↔
Women	12.2%	12.4%	↑
LGBTQ+	<1%	<1%	↔
People with Disabilities	<1%	<1%	↔
Veterans	2.49%	1.64%	↓

Dealer Diversity			
Demographic	2021	2022	Trend
Black	1.0%	1.2%	↑
Hispanic/Latino	3.4%	3.5%	↑
Asian	1.2%	1.3%	↑
Native American	0.5%	0.5%	↔
Total Ethnic Minority Owned	6.1%	6.7%	↑
Total Women Owned	4.9%	5.3%	↑
Total Ethnic Minority and Women Owned	10.5%	11.4%	↑

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PACT Student Demographics by Ethnicity			
Ethnicity	2021	2022	Trend
White	31%	28%	↓
Black	4%	4%	↔
Hispanic/Latino	42%	45%	↑
Asian	7%	7%	↔
Unspecified	12%	14%	↑
Other	2%	1%	↓
Pacific Islander	1%	1%	↔
Native American	<1%	<1%	↔

Honda U.S. Giving by Donation Type			
Donation Type	2021	2022	Trend
Corporate Donations	\$13,321,562	\$24,000,113	↑
Foundation Donations	\$2,607,222	\$2,658,438	↔
In-Kind	\$368,496	\$288,075	↓
Associate Driven	\$249,498	\$311,302	↑