

Honda Careers

BRING THE FUTURE



Honda Total Rewards



January 2022

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Total Rewards for Associates in Production Roles

Introduction

Honda is proud to offer a variety of benefits to support you and your family. Your individual skills and experience bring value to Honda. Therefore, we provide a unique set of offerings to recognize and reward your contributions.

This document provides brief descriptions of some of the principal benefit programs and services Honda provides to associates. It does not contain all available plans or details and is only intended to be used as a guide to highlight Honda’s comprehensive benefits offerings.

For additional information, you can always contact your local Human Resources team.

Compensation Philosophy

Honda’s compensation philosophy is designed to attract and retain the passionate, innovative, and diverse associates who will help us drive the world forward.

Your compensation at Honda is determined by your career level.

- Your **career level** is defined by your level of responsibility within the organization, and what is expected of you within your role.

The following chart outlines career levels for non-exempt Production roles as follows:

Career Levels	Level 1	Level 2	Level 3
Production Roles (Non Exempt)	PA EST/ESA	PS LSS ESTL	PMA

*Roles listed are examples and do not reflect all non-exempt roles within production

Production Associate Pay Progression

Honda’s Production Associate wages are designed to reward hard work and ongoing commitment to quality while ensuring competitiveness in our industry and local communities Following their hire date, Production Associates can look forward to wage increases at regular intervals for a period of six years. Hourly wages vary by location; please contact Human Resources for more information.

Equipment Service Technician Pay Progression

We’re proud to provide Equipment Service Technicians with competitive wages, and annual increases every year following their hire date in the first three (3) years. Hourly wages vary by location; please contact Human Resources for more information.

Regional Bonus

We're all motivated by our shared vision for the future at Honda and one way associates are rewarded for their contributions is through the annual bonus.

Honda's regional bonus plan includes:

- Top wage in associate's pay progression
- Bonus factor
- Associate's attendance (i.e., attendance percentage and leaves of absence)
- Honda's annual global financial results (i.e., achievement of return-on-sales targets set at the start of each fiscal year)



When you succeed, Honda succeeds. Our regional bonus plan is designed to motivate and reward you for your continued pursuit in helping to expand life's potential.

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Compensation Bonus Factor

Production Roles (Non-Exempt CL1-3)	Target Bonus Factor (% of base wage ¹)
PA, LSS, PS, EST / ESA, PMA	9%

¹ Top wage within wage or step progression used in all calculations

The Regional Bonus is paid solely at Honda's discretion and its payment or amount is not guaranteed. With the exception of retirees, associates must be employed with Honda on the date of payment to be eligible to receive the Regional Bonus.

Honda Earnings Payment

In addition to Honda's Regional Bonus, non-exempt associates are eligible to receive the Honda Earnings Payment as a reward for their shared commitment and contributions. This lump sum bonus payment considers individual attendance, base wage and overtime hours worked and is paid annually in June.

Attendance Bonuses

Honda rewards non-exempt associates in production roles who demonstrate a commitment to perfect attendance. For each consecutive four-week period of perfect attendance, non-exempt associates in production roles are eligible to receive an attendance bonus. Absences that do not impact your perfect attendance record include approved time off for bereavement, paid holidays, and paid time off (i.e., vacation).

Attendance bonus amounts vary by location, so please contact Human Resources for more information.

Non-Exempt Overtime

Non-exempt associates will receive overtime pay for time worked that exceeds eight (8) hours per day. Additionally, any required weekend work on Saturdays will be paid at time and one-half. Sundays will be paid at double time.

Shift Premiums

To recognize associates working non-traditional shifts, Honda provides special premiums in addition to base wages for associates who work regularly scheduled second and third shifts.

- Non-exempt associates receive an additional \$1.10 per hour as a shift premium

Payroll Practices (Beginning June 2022)

All associates will receive regular paychecks on a bi-weekly basis beginning in June 2022. Pay periods begin on a Monday, end on a Sunday, and all regular wages and overtime are paid on the following Friday.



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Honda Federal Credit Union

The Honda Federal Credit Union is another way you can invest in your future. Honda associates and their families are eligible to join the Honda Federal Credit Union (HFCU).

This is a federally chartered and insured credit union with over 55,000 members. The credit union provides banking services to members including checking, savings, ATMs, installment loans, mortgages, IRAs, traveler's checks, online and interactive voice response (IVR) banking, and Visa credit cards. To contact the HFCU, call 1-800-634-6632, or visit the website at www.hondafcu.org to view the great services the credit union offers.

Healthcare Benefits (Medical, Prescription, Dental, & Vision)

Honda is committed to providing you with a comprehensive benefits package that supports the physical, emotional, and financial wellbeing of you and your family. Even more, Honda pays the majority of the cost. For more information, current associates can access www.myhondaconnect.com for additional benefits resources.

Medical Coverage Options

- **The Health Savings Account (HSA) Plan:** The HSA Plan offers a network of healthcare providers and a higher level of coverage when you see an in-network provider. It also gives you the opportunity to open a tax-advantaged Health Savings Account (HSA), which offers more control over how you spend and save your healthcare dollars. Honda makes a contribution to your Health Savings Account. You also have the option to contribute. You own your HSA and the funds roll over year to year.
- **The Preferred Provider Organization (PPO) Plan:** While you can go to any healthcare professional you want without a referral – in-network or out-of-network, staying in-network means smaller copays and full coverage.
- Associates also have the option to waive medical coverage.

Dental Coverage

Honda offers two comprehensive dental plans. Both plans cover preventive and diagnostic services at 100%. Plus, preventive care does not count toward your annual benefit maximum. You can choose the amount of coverage that best meets your needs and the needs of your dependents.

Vision Coverage

Vision coverage helps you care for your vision by helping you pay for eye exams, glasses, and contact lenses.

Prescription Coverage

When you enroll in a Honda medical plan, you automatically receive prescription drug benefits.

- Retail pharmacy for short-term prescriptions
- Mail order for long-term medications, or 90-day Maintenance Choice supply from your local CVS Pharmacy
- Specialty medications for chronic or genetic conditions

Income Protection

Honda provides at no cost to associates the following benefits

- Company Paid Short Term Disability
- Company Paid Long Term Disability
- Basic Life and Accident Insurance
- Business Travel Life Insurance

Healthcare Navigation & Coordination by Quantum Health

No one should have to navigate the cost and complexity of healthcare alone. Honda provides support from **MyQHealth** Care Coordinators and medical professionals.

Care Coordinators help you and your dependents navigate the health benefits program. They'll guide you through selecting in-network providers, point out solutions within the plan, and assist you with claims.

In addition to healthcare navigation, you have access to dedicated nurses who can guide you at each step of your health journey, from explaining complicated diagnoses to checking on the emotional well-being of your families. Their nurses are trained to see and understand the big picture. They provide decision support, needs assessment, care plans, and relief so you can stay focused on your future.



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Telemedicine

Honda associates and their participating family members have 24/7 access to TELADOC, a virtual network of licensed and trained medical professionals that can diagnose, treat, and prescribe medication for a wide range of conditions so you can get well sooner without having to visit a doctor's office or hospital.

Connect To Your Wellbeing Program

Honda's Connect to Your Wellbeing program offers every associate an opportunity to create and reach your wellbeing goals through small, everyday changes focused on areas you want to improve the most. Through your participation in this program, you can build or maintain healthy habits that will have a lasting positive impact to your overall wellbeing. There is no cost to you, and you can earn financial incentives along your journey to better wellbeing.

Supplemental & Voluntary Benefits

In addition to Honda's healthcare plans, associates have access to supplemental and voluntary benefits including but not limited to:

- Flexible Spending Accounts (FSAs)
- Group Auto and Homeowners Insurance
- Associate Assistance Program
- Adoption Assistance
- The Group Legal Plan
- Associate Stock Purchase Plan
- Long-term Disability Insurance
- Supplemental Life Insurance
- Survivor Medical Insurance
- Voluntary Death and Dismemberment Insurance



Retirement Savings (401k)

While you're focused on helping us reach our goals as a company, Honda is setting you up for your financial future. Associates become eligible to participate in the Retirement Savings Plan (401k) the first day of the month following three months of service. Associates are automatically enrolled in the plan at a pretax rate of 6% that includes Honda's Annual Increase Program, a service that helps you keep pace on your journey towards your retirement goals.

In addition to the company match, up to 6% on your contributions, Honda provides you with the Company Service Contribution. This contribution is based on your completed years of service at Honda. Each pay period, Honda will contribute to your Honda (401k) Savings Plan equal to a percentage of your eligible pay.

Years of Service	Honda's Contribution
0-4 Years	2%
5-9 Years	3%
10-14 Years	4.5%
15-19 Years	6.5%
20+ Years	8%

Associates are gradually vested in the Company Service Contribution; once you are with Honda for 5 years you receive 100% of these contributions should you leave Honda for any reason.

Short & Long-Term Disability

Short-Term Disability (STD) benefits will provide 60% of base wage replacement for associates who are on a continuous leave of absence, under the care of a qualified healthcare provider, and are actively seeking medical treatment.

Long-Term Disability (LTD) benefits are also available to all associates in the event they become disabled while covered under the plan, and the disability continues for more than 180 days (210 days in California). Associates can receive up to 50% of their base monthly earnings, with a maximum benefit of \$18,000 per month. Associates can also elect to increase the LTD benefit by an additional 10%.

Paid Time Off (PTO) / Vacation

As a continuous reward for your dedication in helping us reach our future-focused goals, you'll earn additional paid time off (PTO) / vacation as you grow your career with Honda.

Associate Service	Amount Earned
1-4 years	10 Days (80 hours)
5-14 years	15 Days (120 hours)
15 years or more	20 Days (160 hours)

PTO / vacation balances are made available once a year on the first day of your anniversary month. A maximum of two times (2x) your PTO / vacation can be carried over in addition to your available annual PTO / Vacation. PTO / vacation that exceeds the carry-over limit will be paid out automatically.

You can also request to cash in available PTO / vacation at any time to be paid out at your base rate of pay.

Emergency Use of Paid Time Off / Late Occurrence Coverage

While Honda’s journey requires our shared commitment to work, we understand that unforeseen absences can occasionally happen. To support associates in non-exempt production roles, Honda provides Emergency Paid Time Off (EPT) and Late Occurrence Coverage (LOC) that allows you to use available Paid Time Off (PTO) with little or no advanced notice.

Associates will have access to four individual uses of EPT and three individual uses of LOC each year, granted on the first day of your work anniversary month. LOC can be used in increments of 30 minutes up to a maximum of 90 minutes using available PTO/Vacation. EPT can be used in two-hour increments using available PTO/Vacation for a full day absence, partial day absence, late arrival, or early departure.

Honda will give you a lump sum bonus for each unused EPT at the end of your anniversary year. Please contact Human Resources for site specific amounts.

Paid Holidays & Shutdowns

Honda associates are proud of the role they play in bringing joy to our customers and share a tireless commitment to quality year-round. While we admire a disciplined work ethic, it’s important to us that you have time each year to rest and recharge. These paid holidays and shutdowns include:

Paid Holidays / Shutdown
New Year’s Day
Martin Luther King, Jr. Day
Memorial Day
Independence Day
Summer Shutdown Week*
Labor Day
Thanksgiving Day
Day After Thanksgiving Day
Christmas Day
Winter Shutdown Week
New Year’s Eve

*American Honda (AHM) associates will receive four (4) Paid Personal Days as equivalent to Summer Shutdown as previously communicated.



Paid Bereavement

In the event of the death of a family member, Honda supports associates by providing up to five (5) paid days off. Please contact Human Resources for more information.

Education Reimbursement

We believe furthering your education will help you learn from diverse perspectives, develop your skillset, and continue to provide unique value to you and to Honda. Honda encourages and supports associates to focus on their future. If you wish to pursue continued learning through accredited institutions, colleges, and universities, Honda will reimburse qualifying expenses.

- Associates in a bachelor's, GED, or other equivalent certificate program = Up to \$5,250 annually
- Associates in a master's level or equivalent certificate program = Up to \$7,000 annually

Education assistance is provided as a tax-free fringe benefit up to the maximum of \$5,250 annually.

Referral Bonus

We encourage you to invite friends, family, and others in your professional network to apply and help us Bring the Future. You could earn up to \$1,000 for each of your referrals who is hired into a full-time position at Honda.

Upon an employment offer, candidates are asked to provide their referral source and your referral bonus is automatically paid in an upcoming paycheck.

HondaGo: Volunteer Grants & Matching Gifts

At Honda, we're proud of our commitment to society and the planet. The HondaGO Volunteer Program supports volunteer efforts and amplifies the company's ongoing commitment to empowering associates in the communities where we live and work. HondaGO includes two programs:

- **Volunteer Grant Program:** For Honda associates who donate at least five hours of their personal time to their eligible charity of choice, Honda will donate a monetary grant to the organization.
- **Matching Gift Program:** Honda associates who make a monetary donation to an eligible organization can have their donation matched dollar-for-dollar by Honda up to \$1,000.

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Team Honda Purchase Program (Autos) & Power Equipment, Powersports, and Marine Product Discounts

Ready to own your next Honda or Acura product? We want you to experience, first-hand, why we are so proud of our quality products. Honda's associate discounts can help you purchase the Honda or Acura products that bring you joy, including automobiles and power equipment, powersports and marine products. These programs are an exclusive benefit for associates, both current and retired, and their extended families.

Eligible participants include:

- Current and retired associates
- Spouses and domestic partners
- Parents
- Spouses'/ and domestic partners' parents
- Children (includes sons-in-laws and daughters-in-law, and stepchildren)
- Siblings (includes brothers-in-laws and sisters-in-law, half-siblings, and stepsiblings)

Eligible participants can access special pricing on select models and purchase directly from participating Honda and Acura dealerships.



Used Auto Sales

Looking for a pre-owned Honda or Acura? Associates can also purchase pre-owned company vehicles from Honda at select locations and receive a 10% discount on the Black Book wholesale price. Associates can purchase up to two used vehicles per calendar year.

Honda Associate Lease Opportunity

The goal of the Honda Associate Lease Opportunity is to provide every associate the opportunity to lease Honda and Acura automobiles at exclusive associate-only lease pricing.

The program leverages American Honda Finance Corporation (AHFC) for credit qualification and allows associates to take advantage of qualified incentive offers and/or terms to secure an attractive monthly payment. An outline of the Honda Associate Lease Opportunity is shown below:

Eligible Associates	All Honda Associates
Total Vehicles	Up to 2 vehicles may be leased at a time
Eligible Vehicles ¹ (see notation below)	Honda & Acura Automobile lineup - Vehicles leased from dealer inventory
Lease Vehicle Pricing	Exclusive associate lease pricing <ul style="list-style-type: none">• Lease Vehicle Price = THPP Price minus an Exclusive Lease Discount % ²• Additional qualified lease discounts may apply
Lease Term Options	Choose available AHFC lease terms and mileage options
Accessories	Accessories can be purchased from the dealer and included in the lease payment
Insurance	Honda company-provided insurance through a payroll deduction or associate has the option to secure other qualified insurance
Maintenance	Associate responsible for maintenance. AHM maintenance program can be purchased and included in lease payment.
Destination and Handling	Destination and handling included
Other Fees	Taxes, license and registration, dealer documentation fees, dealer installed accessories with labor and installation and maintenance plans are not included.

¹ Lease options exclude NSX, Type R/S, and select models/trim based upon availability.

² THPP - Team Honda Purchase Program. See HondaWeb for THPP information.





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Disclaimer

Nothing in this brochure should be viewed as a contract or guarantee of employment, and all associates remain at will. Honda reserves the right to modify, suspend, or discontinue the policies, programs, and plans described within at any time, for any reason, and with no notice.