

**HONDA**  
The Power of Dreams



Inclusion: Together,  
We Will Bring the Future





Leadership

Introduction

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Recognition



# 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."***

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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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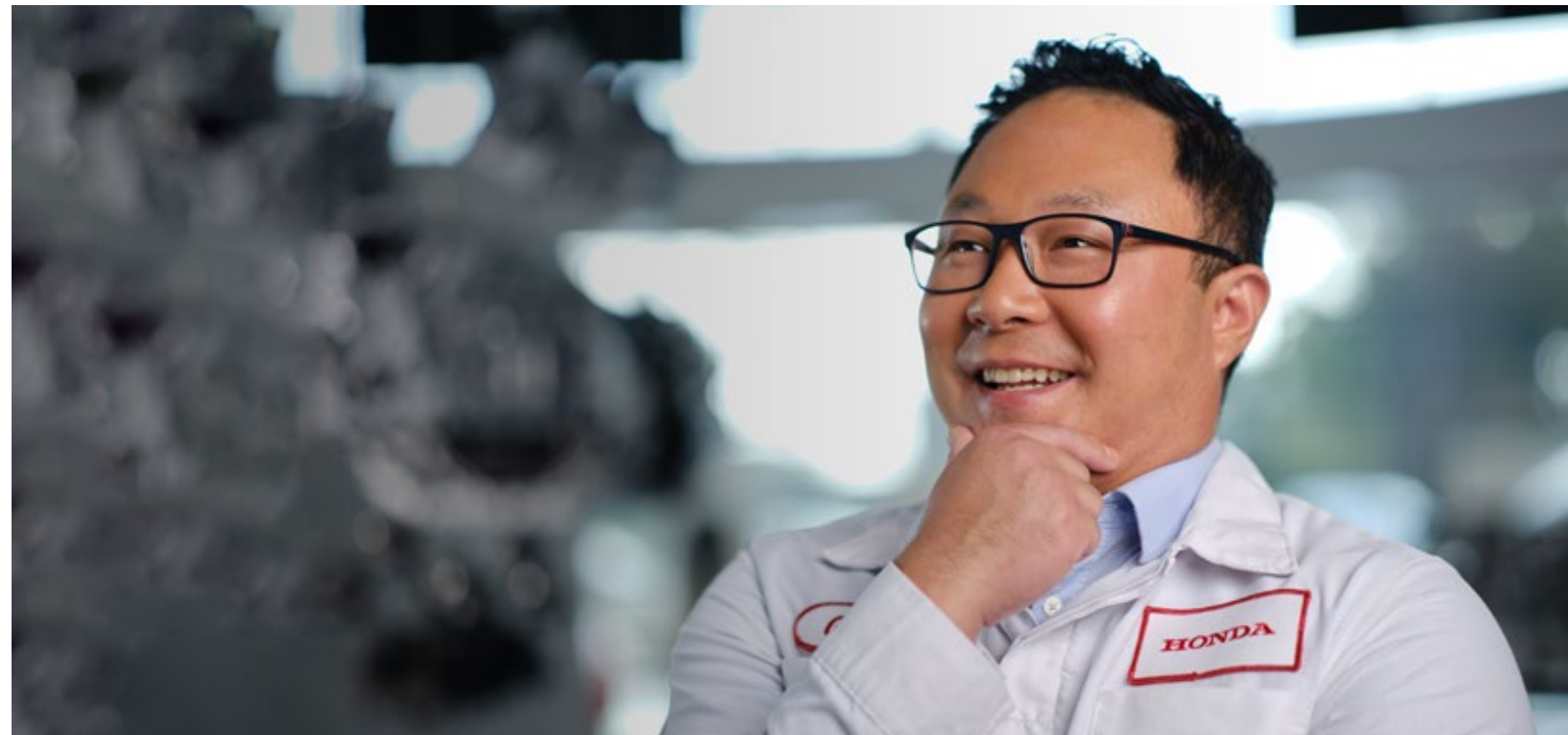
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# Inclusion: Together We Will Bring the Future



## Specific themes shared in the 2023 report:

- **Commitment:** From interviews and a review of Honda's 2022 activities, there is strong evidence that there is company-wide commitment to Inclusion and Diversity, from Business Resource Group (BRG) restructuring to trending toward our 2030 workforce targets.
- **Authentic:** Conducted interviews "In My Words" to help tell the story and shared the voice of the associate.
- **Honest + Transparent:** Provide statistical data to show Honda's commitment to accountability and action.
- **Impact Oriented:** Feature events and actions that demonstrate Honda's year-long I&D efforts.



Part of understanding the path to progress is clearly identifying your current status. Graphs and statistical data only describe one part of the story.

The North American Corporate Communications (NACC) team in conjunction with outside industry experts conducted one-on-one interviews with stakeholders representing associates, customers, suppliers, and dealers to obtain first-hand perspectives on, and experience with, Honda's commitment to Inclusion and Diversity. These sentiments were shared throughout in the "In My Words" portions of the report.



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# Our Associates

We believe representation is an important element of inclusion. To increase representation at all levels of the company, we've further grown our diverse leadership and talent.

## Key findings:

- Women and Ethnic Minority representation in management and total workforce is trending towards our 2030 Target.
- We strive to increase diverse representation in all facets of our hiring process including the implementation of diverse interview panels.



Management Level				
Demographic	2021	2022	Trend	2030 Target
Management - Women	15%	16%	↑	32%
Management - Ethnic Minority	18%	21%	↑	30%

\*Management Level = Career Level 6 and above

Total Workforce				
Demographic	2021	2022	Trend	2030 Target
Total Workforce - Women	27%	28%	↑	33%
Total Workforce - Ethnic Minority	28%	30%	↑	35%

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# Developing Talent



Because inclusion and diversity are about a culture of belonging, we remain focused on developing future leaders and bridging educational gaps through robust

development programs—ultimately investing in our people. Our Mentoring Matters program and Co-op programs are two examples of these efforts.

Honda U.S. Total Co-ops			
	2021	2022	Trend
Total	190	465	↑



## Co-op Program

We are excited to see our Co-op program regaining momentum lost due to the pandemic impact and our Co-op opportunities continuing to grow beyond our traditional manufacturing locations to now include corporate support functions.

### Key finding:

Nearly 145% growth in this area.



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# Business Resource Groups (BRGs)



## Snapshot:

As of September 2022, Honda has 11 BRG demographics with 29 chapters, and each BRG has a mission statement which promotes the value of the demographic to the associates and to the business. Each BRG participates in events and aligns its efforts with organizations and causes directly tied to the BRG's mission statement.



Our BRGs are associate-led groups rooted in protected class identifiers, or similar categories, whose core mission is to enhance Honda's competitive positioning through the 4 impact areas of Commerce, Culture, Community, and Career.

Our BRGs provide opportunities for associate engagement for all. Our BRGs strive to bring diverse perspectives to all areas of our business.



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# Our Customers

Our Marketing and Advertising campaigns reflect our customers and communities. Our inclusion and diversity annual report shares highlights of recent campaigns focused on specific demographics and the different approaches taken with each campaign. The goal of these features is to show how our campaigns are highlighting diversity and our continued focus on inclusion and diversity combined with innovation in all facets of the company.



## "Through the Window"

Honda worked with multicultural agency Quantasy to launch the all-new CR-V Hybrid to connect with Asian American consumers. "Through the Window" explores the imaginations of each member of a family on the road in their CR-V Hybrid, as they gaze out of the window. Ranging from the practical to the extraordinary, we get to see what each family member finds exciting about their journey. The spot was created in English, Mandarin, Korean & Vietnamese.



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# Supplier Diversity

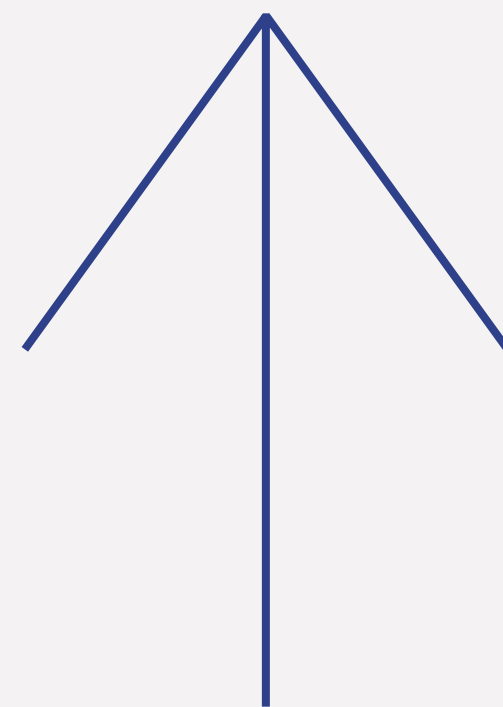


photo: Woman-owned supplier Tottser-Iroquois Industries - Metal Stamping, Welded Assembly



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.



## Total diverse spend

**2022**    **\$2.65B**

**2021**    **\$2.56B**



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# Dealer Diversity



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%	↑

## Key Finding:

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 (WEM) dealer sales continue to outperform non-diverse counterparts.



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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.



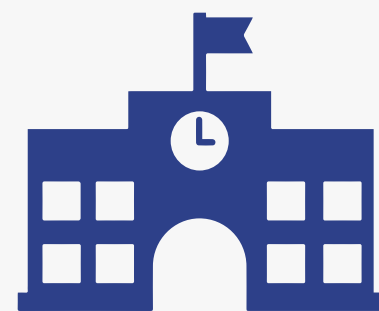
The PACT program provides students the opportunity to:

- 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

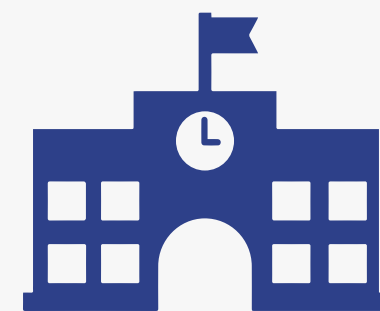
Learn more about the Honda PACT program here:

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

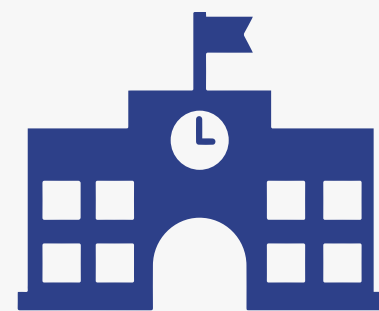
Four new community colleges have been added



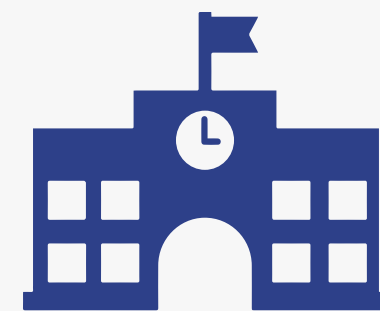
Collin College  
Dallas, TX



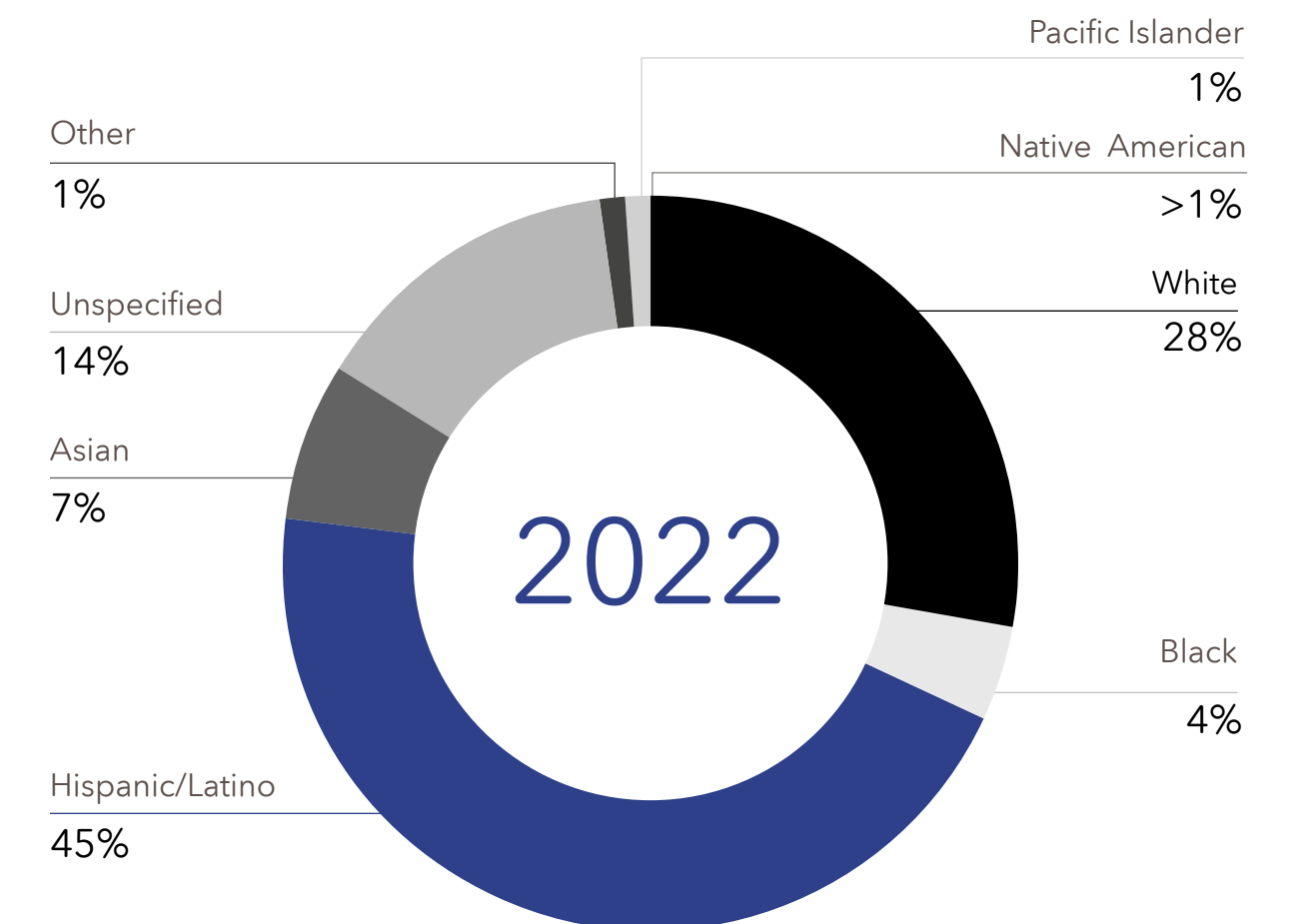
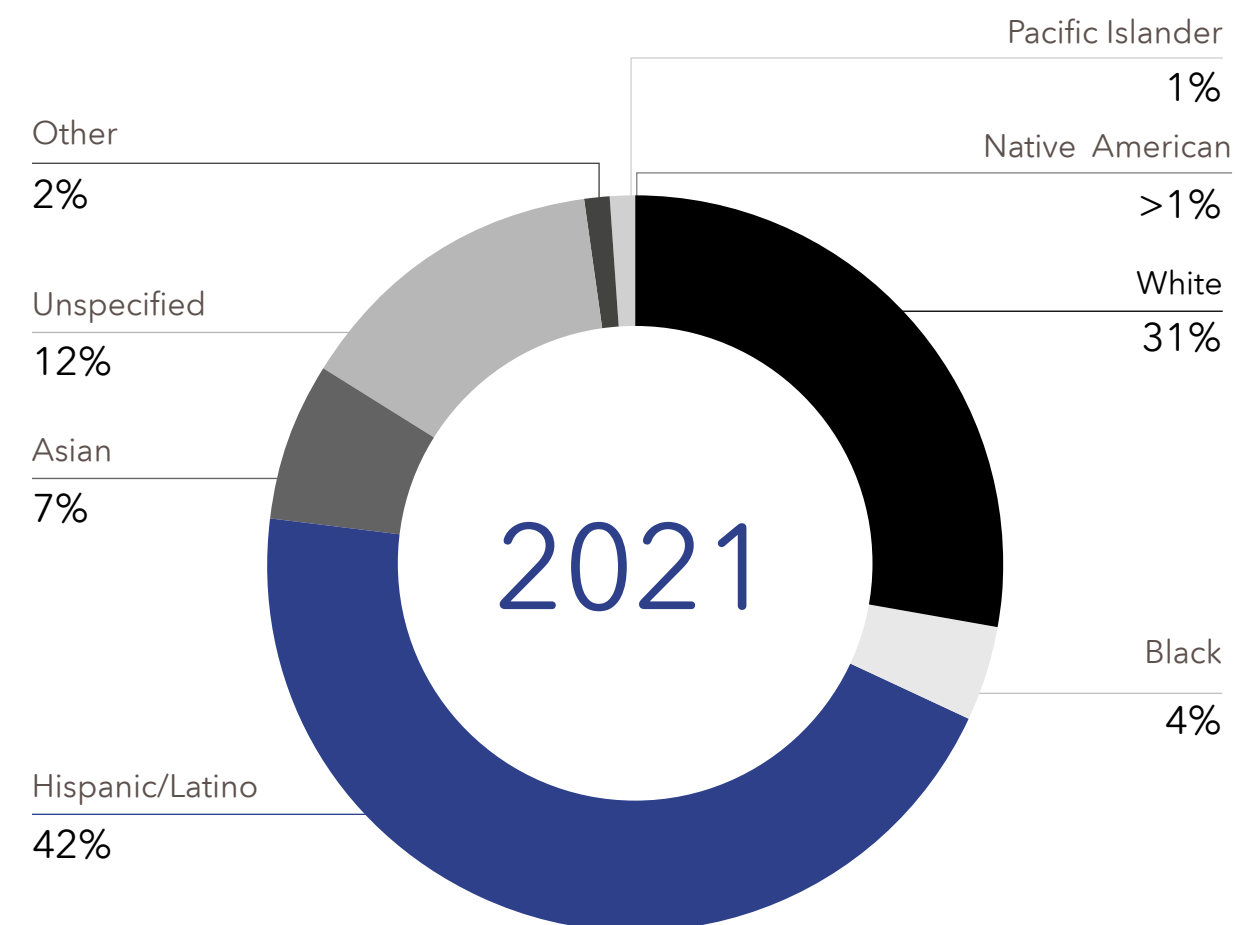
Columbus State Community College  
Columbus, OH



Dutchess Community College  
Poughkeepsie, NY



Pasadena City College  
Pasadena, CA





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# 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.



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*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 Community

Our corporate and foundation giving has seen a significant year-over-year increase.



Total U.S. Honda Giving		
2021	2022	Trend
\$16,546,778	\$27,257,929	↑

Total US Honda Giving			
Demographic	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	↑



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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.

Honda's commitment to inclusion and diversity is demonstrated through these authentic and impact-oriented efforts. We will continue to be honest and transparent about our efforts. Together, we will bring the future.

Additional external benchmarking survey engagement



[csr.honda.com](http://csr.honda.com)