



We're All In: Let's Bring the Future Together

2024 Inclusion & Diversity Report

HONDA
The Power of Dreams

How we move you.
CREATE ► TRANSCEND, AUGMENT

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The new H mark will be applied on future Honda EV models, including the Honda 0 Series. This new design expression, which symbolizes two outstretched hands, represents Honda's commitment to expand the possibilities of mobility and continue to meet the needs of its customers.

Introduction

As we bring the future, we are focused on Honda's "Second Founding" and the transformation of our business for the electrified future. To create change, we must find ways to think differently. This means inviting and inspiring new ideas and embracing diverse perspectives.

At Honda, one of our foundational beliefs is Respect for the Individual, and we value each person's unique abilities and contributions. This is why we encourage all Honda associates, customers, dealers, suppliers, and community partners to read this report. It provides deeper insight into Honda's values as they relate to our vision to be a company that society wants to exist.

We hope this report sparks meaningful dialogue about inclusion and diversity. Together, we must be willing to engage in respectful conversations, which begin with listening to one another. By inviting and encouraging diversity of thought, we can achieve a more successful company and society.

Throughout this report you will see buttons like this one; click on them to unlock more information!



Honda is committed to being transparent and accountable for making progress in inclusion and diversity through our company's actions, and in collaboration with our business partners and the communities where we work and live. This annual report is an important part of honoring those commitments.

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Over the last two years, we've spoken frequently about our Second Founding - the idea of re-starting Honda as a company all over again and going back to zero as the basis of Honda's transition to our electrified future. As we consider the Second Founding, there is no question that inclusion and diversity will be a powerful part of this transformation.

Honda's success, from our very first day in America, has been due to the challenging spirit of our associates. Our company culture has always embraced the notion that our associates' voices and opinions should be respected, regardless of their career level within the company. The goal of inclusion and diversity at Honda is to encourage innovation by ensuring that diverse points of view are included in business decisions.

We rely on diverse teams of associates to generate fresh ideas and create solutions that help us quickly identify and solve complex challenges. By encouraging teamwork, open communication, and respect for the individual, we have been able to steadily grow our company in America over the past six decades. We call this the Honda Way.

So, diversity will continue to be one of the greatest strengths for our future success. With our values grounded in human respect and an inclusive culture, our associates - representing diverse backgrounds, experiences, perspectives, and talents - will power us toward our electrified future.”



Kazuhiro Takizawa
President & CEO and Director of American Honda Motor Co., Inc.

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Kensuke Oe
President and Director of
Honda Development & Manufacturing
of America, LLC

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Auto manufacturing is currently experiencing the single greatest change since the industry first began over 100 years ago. The transition from internal combustion engines to electric vehicles will fundamentally change how we manufacture our products. However, regardless of this major transformation, one thing is not changing: our future success will continue to revolve around the dedication and skill of the people who develop and build our products.

I'm proud to say that I oversee an incredibly diverse team of associates who build our vehicles. Each associate's unique talents contribute to the final product, and their individual skill sets come together each day as they tackle new challenges.

When you look at diversity from a manufacturing standpoint, it becomes very clear how critical it is to our business.

Creating products for a diverse society requires a workforce that reflects that diversity. We recognize and value the many distinct experiences and perspectives that our associates bring to work each day. The quality and value of our products is a direct result of these unique perspectives.

Honda believes in the Power of Dreams. We know that working together as one team can make our dreams come true. We will continue to focus on creating an inclusive and welcoming workplace where our associates' perspectives are honored and respected, and where we can work together to deliver the innovative and quality products that will enrich our customers' lives.”

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Introspective

Life's Potential for All

We're **all in** to serve people worldwide with the joy of expanding their life's potential. And, our inclusion and diversity commitment—**Life's Potential for All**—is key to realizing this vision.

This commitment means we actively seek to reflect the diversity of society, welcome differing perspectives, and remove barriers to achieving human potential. It means we pursue life without limits and a cleaner, safer, better world for all.

This year's report reflects on where we've been and inspires us to keep moving forward. It's also an invitation. As you read through it, we hope you will join the pursuit of helping to expand life's potential. We hope you'll say, "Yes, I'm **all in!**"

Through our commitment, we will strengthen and enable our future.

Together, we will prioritize inclusion, diversity and equity. →



“

My journey at Honda has always been guided by our core philosophy of Respect for the Individual, and I support efforts to diversify our workforce, our business partnerships and our social responsibility initiatives. I aim to nurture an inclusive culture where everyone can contribute their best to Honda's success.”

Monica Oliverio

Chief Diversity Officer and Vice President of General Administration, American Honda Motor, Co., and named to Diversity Woman Media's "The 2023 Power 100" list

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Interviews

INCLUSION It's in all of us.

True inclusion is achieved when every associate actively participates in nurturing a diverse and welcoming environment. We believe progress happens when we are **all in**, working together to ensure every voice is valued.



“

I'm grateful to have colleagues and management who respect and empower me, and I do the same for them. I experience "respect for the individual" in being encouraged to show up as my authentic self every day."

Erin Clepper

Research Engineer, Honda Research Institute, PRISM-OH BRG Chair



“

Honda is a company that values and respects opinions and ideas from diverse sources. This is key to us succeeding in the electrified era."

Jessica Fini

Assistant Vice President - Communications, American Honda Motor Co., Inc.



“

Inclusion is not just an initiative at Honda; it is integral to how we interact with others. Inclusion gives rise to understanding, respect, and empathy to each of us no matter our differences or similarities."

Shawn Patrick Miles

Assistant Manager, Manufacturing System Operations, Information Technology, American Honda Motor Co., Inc.

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“Respect for the Individual is the best way to define inclusion. The ultimate showing of respect is to make others feel welcome and included.”

Marilyn McGrone-Conley
Interim Department Manager,
Inclusion & Diversity,
American Honda Motor Co., Inc.



“Honda provides me with a fulfilling career with daily opportunities to learn and grow. Through Business Resource Groups specifically, Honda offers me the opportunity to connect with like-minded associates all over the country and affords us resources to advance quality of life both inside and outside of Honda.”

Zach Simpson
Purchasing Sr. Specialist,
Honda Development & Manufacturing of America, LLC



“Everyone is equally important—we all have unique skills, and all have our own strengths and weaknesses, but we all have the same opportunity to expand and grow within Honda.”

Sarah Weidner
Financial Principal Specialist,
American Honda Motor Co., Inc.



“Honda fosters an environment where different experiences and perspectives are acknowledged and valued. During my career at Honda, I have had many opportunities to share my knowledge with other associates and also participate in leadership activities that encourage removing biases and broaden understanding of differences.”

Teresa Cadet
Manager of Power Equipment Logistics,
American Honda Motor Co., Inc.

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Inside Honda

Stronger Together

Honda's values are grounded in human respect, with a philosophy built on the belief that diversity and inclusion make us stronger. Our workforce is stronger when we are inclusive of all people and support different experiences that can drive innovation. One way we achieve this is through our Business Resource Group (BRG) Program.

Honda's BRGs

BRG Membership

2024 BRG Summit



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Word Wednesday

Honda advocates for access and equity for all associates. At the Marysville Auto Plant, the Bumper Paint Department established Word Wednesday to encourage more inclusive communication among its associates.



Anne Dobrowski
Production Associate
Marysville Auto Plant

At the start of every workday, production teams gather for daily meetings to hear details about safety and quality items from the previous day, as well as the current production schedule and other key communication items.

But every Wednesday in the Bumper Paint department at the Marysville Auto Plant (MAP), associates take an extra moment to watch and learn.

*"When Anne Dobrowski first arrived to our area, she needed an ASL (American Sign Language) translator due to a hearing impairment," said **Jessica Murphy**, MAP Bumper Paint A-shift Line Support Staff. "I wanted to do my best to make sure Anne knew that she was an important part of the team, so I came up with Word Wednesday."*

Each week, **Anne Dobrowski** teaches the team how to sign a word or two in American Sign Language (ASL).

"I was happy to know that others are willing to learn ASL and communicate with me," said Dobrowski.

Inside this rather loud area, associates now sign, even when Dobrowski isn't around, to let others know about a change in color or inspection needs.

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Industry Highlights

Passionate Pursuits

Our efforts to improve workforce diversity, multicultural advertising, marketing, dealer networks, direct and indirect supplier diversity, and corporate social responsibility are integral to Honda’s long-term sustainability goals. Together, we continue to make progress toward these objectives in all aspects of our critical business areas. These highlights show how we hold ourselves and the business accountable.



2024 Top 50 Companies

Honda moved up 13 spots to earn the No. 35 ranking by Fair360, formerly known as DiversityInc. The company’s “Second Founding” positioned long-term sustainability as a top priority, with workforce diversity comprising an essential component of that strategy.

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Invest in the Future

Forward Focused

Honda focuses on the future through giving back to the communities where its associates live and work and partnering with organizations that share the same values. Overall giving to communities through Honda and the Honda USA Foundation has increased year over year.

Through **#TeamHondaCares**, associates are forging a path forward that invests in our collective future. Explore each category to learn more.

Overall
philanthropic giving



\$31.4M

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Invest in the Future

Drive the Legacy of HBCUs

In January 2024, Honda launched a new initiative called "Drive the Legacy" to advance the company's longstanding commitment to Historically Black Colleges and Universities (HBCUs) and attract top talent to Honda. The initiative focuses on four key pillars: educational and career opportunities, program and infrastructure support, outreach and advocacy, and unique experiences that celebrate HBCU culture.

Honda has impacted the lives of more than 300,000 students and awarded over



\$14M

in grants to HBCUs.

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Insights

Impactful Journey

Committing to inclusion and diversity is a journey and this report is a point along the way. Honda aims to expand opportunities for associates, distinguish itself as an inclusive brand, and accelerate gender and ethnic diversity among its associates. To bring this future—we must be **all in**.

All data is from the calendar year 2023*

29,528

Associates employed

28%

Identify as women*

17%

Women at the management level*

(1% year-over-year increase)

33%

Identify as people of color*

24%

People of color at the management level*

(3% year-over-year increase)

“

Each leader has the responsibility to think about how they promote diversity. It's not about checking a box and moving on. It's about appreciating the value of diversity and understanding each leader's important role in building an inclusive culture where all Honda associates feel a sense of belonging.”

Tanya Alloway

Vice President of Human Resources,
Honda Development & Manufacturing of America, LLC
and co-chair of the North American Diversity Steering Committee



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Inspiration

A New Beginning

As we move toward our “Second Founding,” Honda must continue our relentless pursuit to help others reach their full life’s potential. There is no question that inclusion and diversity will play a powerful role in this transformation. Honda’s strength lies in the dreams of our associates and the belief that new value is created through the deep discussion of ideas that will lead to improvements to our products, workplace, and society.

The world around us is changing—we must embrace this journey to be a company that society and our associates want to exist, now and in the future.

We must be **all in**.

Honda has a clear vision for the future, and it’s a joyful one.



“

I’m very encouraged by the progress we’ve made over the past 25 years to advance inclusion and diversity across all Honda business operations in North America. We have a lot more to do to truly live our values in this area. As we continue on this long and important journey, all Honda associates must understand our inclusion and diversity direction, the company values behind it, and the benefits this will bring for our future success.”

Bob Nelson

Executive Vice President of American Honda Motor Co., Inc. and co-chair of the North American Diversity Steering Committee

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Invitation

We're all in to bring the future together.
Join us.

CAREERS



COMMUNITY



CONNECT



Talk to us!



Please complete this **short, anonymous** survey to share your thoughts.

COMPLETE SURVEY



Email us with comments and/or questions about this report.

EMAIL US

