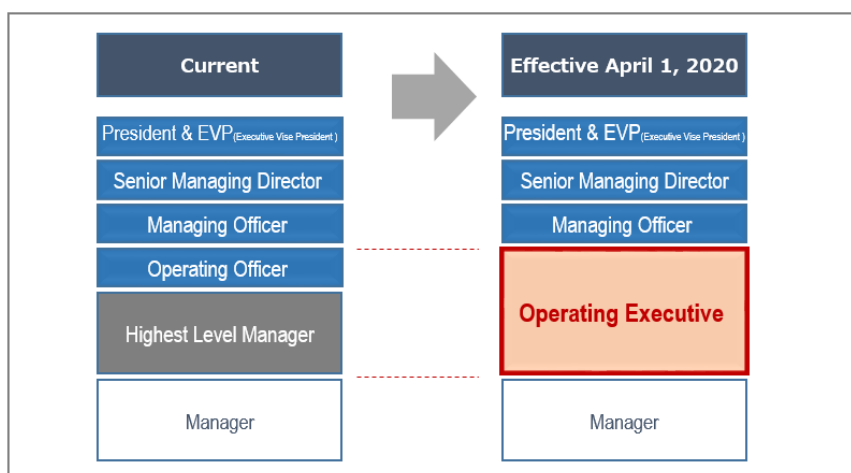


## Honda to Make Changes to its Corporate Executive Structure

TOKYO, Japan, February 18, 2020 -- Honda Motor Co., Ltd. today announced the introduction of a new Operating Executive position effective April 1, 2020, to advance its corporate executive structure and enable the company to address changes in the business environment with greater speed and flexibility.

Honda has always achieved growth by taking on challenges toward high goals while being at the forefront of the times by placing the most appropriate people in key positions. Returning to these basics, Honda reviewed its corporate executive structure and decided to create the Operating Executive position by combining the existing positions of Operating Officer and the highest level manager positions. The addition of the Operating Executive position will provide more flexibility for the company to assign the right people to the right positions and accelerate promotions when appropriate.

### 【Changes in corporate executive structure】



### 【Notice Concerning Management Changes】

The Board of Directors of Honda Motor Co., Ltd. (the “Company”), at its meeting held on February 18, 2020, hereby announces that it has decided on changes in its Operating Officers effective as of April 1, 2020, and that it has made an internal decision regarding candidates for Directors to be elected at the Ordinary General Meeting of Shareholders to be held in June 2020.

The changes in Directors effective as of the date of the Ordinary General Meeting of Shareholders to be held in June 2020 shall be formally determined at such Ordinary General Meeting of Shareholders and at a meeting of the Board of Directors to be held immediately thereafter.

## Particulars

### 1. Planned Personnel Changes in Directors

<As of the date of the Ordinary General Meeting of Shareholders to be held in June 2020>

Candidates for Directors to be newly appointed  
(Excluding Directors who are Audit and Supervisory Committee Members)

<b>Name</b>	<b>Current Title</b>	<b>New Title</b>
Toshihiro Mibe	Managing Officer	Senior Managing Director
Fumiya Kokubu	Chairman of the Board, Marubeni Corporation Outside Director, Taisei Corporation	Director

Mr. Toshihiro Mibe's current title, Managing Officer, is to be changed to Senior Managing Officer effective as of April 1, 2020.

Mr. Fumiya Kokubu is a candidate for Outside Director as defined under the provisions of the Enforcement Regulations of the Companies Act of Japan.

Directors to retire

<b>Name</b>	<b>Current Title</b>
Yoshi Yamane	Senior Managing Director
Motoki Ozaki	Director

Mr. Motoki Ozaki is Outside Director as defined under the provisions of the Companies Act of Japan.

### 2. Planned Personnel Changes in Operating Officers

<As of April 1, 2020>

Operating Officers to change titles

<b>Name</b>	<b>Current Title</b>	<b>New Title</b>
Toshihiro Mibe	Managing Officer	Senior Managing Officer
Katsushi Inoue	Operating Officer	Managing Officer

Operating Officer to be newly appointed

<b>Name</b>	<b>Current Title</b>	<b>New Title</b>
Hisao Takahashi	Senior Managing Director, Honda R&D Co., Ltd. Chief Officer of Automobile Center	Managing Officer

## Operating Officers to retire

Operating Officers to retire except Mr. Takashi Sekiguchi and Mr. Kazuhiro Odaka are to be appointed to Operating Executives which are newly established positions. Mr. Kazuhiro Odaka has been appointed as President and Representative Director of Honda Trading Corporation since November 8, 2019.

<b>Name</b>	<b>Current Title</b>
Takashi Sekiguchi	Managing Officer
Issao Mizoguchi	Operating Officer
Yusuke Hori	Operating Officer
Tomomi Kosaka	Operating Officer
Toshiyuki Shimabara	Operating Officer
Kazuhiro Odaka	Operating Officer
Masayuki Igarashi	Operating Officer
Hiroyuki Kachi	Operating Officer
Soichi Yamamoto	Operating Officer
Kimiyoshi Teratani	Operating Officer
Asako Suzuki	Operating Officer
Katsuhisa Okuda	Operating Officer
Katsuhide Moriyama	Operating Officer
Keiji Ohtsu	Operating Officer
Yoshishige Nomura	Operating Officer
Yoshikado Nakao	Operating Officer
Hiroshi Tokutake	Operating Officer
Taro Kobayashi	Operating Officer
Jiro Morisawa	Operating Officer

## <For Reference>

Composition of Directors and Operating Officers as of April 1, 2020 and as of the date of the Ordinary General Meeting of Shareholders to be held in June 2020

### 1. Directors

<b>Name</b>	<b>As of April 1, 2020</b>	<b>As of date of Ordinary General Meeting of Shareholders to be held in June 2020</b>
Toshiaki Mikoshiba	Chairman and Director	Chairman and Director
Takahiro Hachigo	President and Representative Director	President and Representative Director
Seiji Kuraishi	Executive Vice President and Representative Director	Executive Vice President and Representative Director
Yoshi Yamane	Senior Managing Director	-
Kohei Takeuchi	Senior Managing Director	Senior Managing Director
Toshihiro Mibe	Senior Managing Officer* <sup>1</sup>	Senior Managing Director* <sup>2</sup>

Motoki Ozaki	Director* <sup>3</sup>	-
Hiroko Koide	Director* <sup>3</sup>	Director* <sup>3</sup>
Fumiya Kokubu	-	Director* <sup>2,3</sup>
Takanobu Ito	Director and Advisor	Director and Advisor
Masahiro Yoshida	Director, Audit and Supervisory Committee Member	Director, Audit and Supervisory Committee Member
Masafumi Suzuki	Director, Audit and Supervisory Committee Member	Director, Audit and Supervisory Committee Member
Hideo Takaura	Director,* <sup>3</sup> Audit and Supervisory Committee Member	Director,* <sup>3</sup> Audit and Supervisory Committee Member
Mayumi Tamura	Director,* <sup>3</sup> Audit and Supervisory Committee Member	Director,* <sup>3</sup> Audit and Supervisory Committee Member
Kunihiko Sakai	Director,* <sup>3</sup> Audit and Supervisory Committee Member	Director,* <sup>3</sup> Audit and Supervisory Committee Member

\*<sup>1</sup> To change title

\*<sup>2</sup> To be newly appointed

\*<sup>3</sup> Outside Directors

## 2. Operating Officers

Name	As of April 1, 2020	As of date of Ordinary General Meeting of Shareholders to be held in June 2020
Michimasa Fujino	Managing Officer	Managing Officer
Shinji Aoyama	Managing Officer	Managing Officer
Noriya Kaihara	Managing Officer	Managing Officer
Mitsugu Matsukawa	Managing Officer	Managing Officer
Noriaki Abe	Managing Officer	Managing Officer
Yasuhide Mizuno	Managing Officer	Managing Officer
Katsushi Inoue	Managing Officer* <sup>1</sup>	Managing Officer
Hisao Takahashi	Managing Officer* <sup>2</sup>	Managing Officer

\*<sup>1</sup> To change title

\*<sup>2</sup> To be newly appointed