

January 22, 2024

### Notice Concerning Changes in Representative Executive Officers, Directors and Officers

Honda Motor Co., Ltd. (the “Company”) hereby announces that its Nominating Committee today made an internal decision on the following personnel changes in its Directors to become effective as of the date of the Ordinary General Meeting of Shareholders of the Company scheduled to be held in June 2024, and that its Board of Directors today decided on personnel changes in its Representative Executive Officers, Executive Officers and Operating Officers to become effective as of April 1, 2024.

The personnel changes in Directors to become effective as of the date of the Ordinary General Meeting of Shareholders scheduled to be held in June 2024 shall be formally determined at that Ordinary General Meeting of Shareholders, and the personnel changes in Executive Officers to become effective as of such date shall be formally determined at a meeting of the Board of Directors scheduled to be held on that same day.

#### Particulars

##### 1. Planned Personnel Changes in Representative Executive Officers

<As of April 1, 2024>

Persons to be Representative Executive Officers

Name	Current Title	New Title
Noriya Kaihara	Director, Senior Managing Executive Officer	Director, Executive Vice President and Representative Executive Officer

Reason for personnel change:

To further accelerate our transformation into a company that can achieve new growth and new value creation under the new management structure.

## 2. Planned Personnel Changes in Directors

<As of the date of the Ordinary General Meeting of Shareholders to be held in June 2024>

Candidate for Director to be newly appointed

Name	Current Title	New Title
Eiji Fujimura	Executive Officer	Director, Managing Executive Officer
Jiro Morisawa	Operating Executive	Director
Mika Agatsuma	Managing Partner of IBM Japan, Ltd.	Director

Eiji Fujimura is scheduled to be promoted from Executive Officer to Managing Executive Officer as of April 1, 2024.

Mika Agatsuma is candidate for Outside Director as defined under the provisions of the Enforcement Regulations of the Companies Act of Japan.

Director to retire

Name	Current Title
Seiji Kuraishi	Chairperson and Director
Masafumi Suzuki	Director

## 3. Planned Personnel Changes in Executive Officers

<As of April 1, 2024>

Executive Officers to be promoted

Name	Current Title	New Title
Noriya Kaihara	Senior Managing Executive Officer	Executive Vice President and Representative Executive Officer
Eiji Fujimura	Executive Officer	Managing Executive Officer

Executive Officers to be newly appointed

Name	Current Title	New Title
Ayumu Matsuo	Operating Executive	Executive Officer
Minoru Kato	Operating Executive	Executive Officer
Yutaka Tamagawa	Operating Executive	Executive Officer
Kazuhiro Takizawa	Operating Executive	Executive Officer
Katsuto Hayashi	Operating Executive	Executive Officer
Takashi Onuma	Operating Executive	Executive Officer

Executive Officers to retire

Name	Current Title
Mitsugu Matsukawa	Managing Executive Officer
Noriaki Abe	Managing Executive Officer
Taro Kobayashi	Managing Executive Officer

<For Reference>

Compositions of Directors and Officers as of April 1, 2024 and as of the date of the Ordinary General Meeting of Shareholders to be held in June 2024

Name	As of April 1, 2024	As of the date of the Ordinary General Meeting of Shareholders
Toshihiro Mibe	Director, President and Representative Executive Officer	Director, President and Representative Executive Officer
Shinji Aoyama	Director, Executive Vice President and Representative Executive Officer	Director, Executive Vice President and Representative Executive Officer
Noriya Kaihara	Director, Senior Managing Executive Officer *1	Director, Executive Vice President and Representative Executive Officer
Eiji Fujimura	Managing Executive Officer*1	Director, Managing Executive Officer*2
Seiji Kuraishi	Director	—
Asako Suzuki	Director	Director
Masafumi Suzuki	Director	—
Jiro Morisawa	Operating Executive	Director*2
Kunihiko Sakai	Director*3	Director*3
Fumiya Kokubu	Director*3	Director*3
Yoichiro Ogawa	Director*3	Director*3
Kazuhiro Higashi	Director*3	Director*3
Ryoko Nagata	Director*3	Director*3
Mika Agatsuma	—	Director*2,3
Katsushi Inoue	Senior Managing Executive Officer	Senior Managing Executive Officer
Keiji Otsu	Managing Executive Officer	Managing Executive Officer
Masayuki Igarashi	Managing Executive Officer	Managing Executive Officer
Kensuke Oe	Managing Executive Officer	Managing Executive Officer
Manabu Ozawa	Managing Executive Officer	Managing Executive Officer
Hironao Ito	Managing Executive Officer	Managing Executive Officer
Ayumu Matsuo	Executive Officer*2	Executive Officer
Minoru Kato	Executive Officer*2	Executive Officer
Yutaka Tamagawa	Executive Officer*2	Executive Officer
Kazuhiro Takizawa	Executive Officer*2	Executive Officer
Katsuto Hayashi	Executive Officer*2	Executive Officer
Takashi Onuma	Executive Officer*2	Executive Officer

\*1 To be promoted

\*2 To be newly appointed

\*3 Outside Directors