

[Translation]

February 19, 2021

To: Shareholders of Honda Motor Co., Ltd.  
From: Honda Motor Co., Ltd.  
1-1, Minami-Aoyama 2-chome,  
Minato-ku, Tokyo, 107-8556  
Takahiro Hachigo  
President and Representative Director

## Notice Concerning Changes in Representatives, Directors and Officers

Honda Motor Co., Ltd. (the “Company”) hereby announces that its Board of Directors today decided on the following personnel changes in its Directors and Operating Officers effective as of April 1, 2021, and made an internal decision regarding personnel changes in its Directors and Executive Officers to become effective after the transition of the Company to a company with three committees as of the date of the Ordinary General Meeting of Shareholders of the Company scheduled to be held in June 2021.

The personnel changes in Directors to become effective as of the date of the Ordinary General Meeting of Shareholders of the Company scheduled to be held in June 2021 shall be formally determined at such Ordinary General Meeting of Shareholders and the personnel changes in Executive Officers to become effective as of the date of such Ordinary General Meeting of Shareholders shall be formally determined at a meeting of the Board of Directors to be held immediately thereafter.

The particulars of the transition to a company with three committees have been disclosed separately in the announcement dated today titled “Notice Concerning Transition to a Company with Three Committees”

### Particulars

#### 1. Planned Personnel Changes in Directors

<As of April 1, 2021>

Persons to be or to retire Representative Directors

Name	Current Title	New Title
Toshihiro Mibe	Senior Managing Director	President and Representative Director
Takahiro Hachigo	President and Representative Director	Director

Reason for personnel change:

In order that the Company, having achieved milestones in securing a business foundation geared for the future, can evolve towards creating new value under a new management team going forward.

<As of the date of the Ordinary General Meeting of Shareholders to be held in June 2021>

Persons to be Representatives

<b>Name</b>	<b>Current Title</b>	<b>New Title</b>
Toshihiro Mibe	Senior Managing Director	Director, President and Representative Executive Officer
Seiji Kuraishi	Executive Vice President and Representative Director	Director, Executive Vice President and Representative Executive Officer

Toshihiro Mibe is scheduled to be promoted from Senior Managing Director to President and Representative Director as of April 1, 2021.

Reason:

Due to the transition of the Company to a company with three committees.

Candidates for Directors to be newly appointed

<b>Name</b>	<b>Current Title</b>	<b>New Title</b>
Asako Suzuki	Operating Executive	Director
Yoichiro Ogawa	Certified Public Accountant Founder of Yoichiro Ogawa CPA Office Outside Audit & Supervisory Board Member, Recruit Holdings Co., Ltd.	Director
Kazuhiro Higashi	Chairman and Director, Resona Holdings, Inc. Chairman and Director, Resona Bank, Limited. Outside Director, Sompo Holdings, Inc.	Director
Ryoko Nagata	Standing Audit & Supervisory Board Member, Japan Tobacco Inc.	Director

Mr. Yoichiro Ogawa, Mr. Kazuhiro Higashi and Ms. Ryoko Nagata are candidates for Outside Directors 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>
Takahiro Hachigo	President and Representative Director
Hiroko Koide	Director
Takanobu Ito	Director and Advisor
Masahiro Yoshida	Director, Audit and Supervisory Committee Member
Hideo Takaura	Director, Audit and Supervisory Committee Member
Mayumi Tamura	Director, Audit and Supervisory Committee Member

Ms. Hiroko Koide, Mr. Hideo Takaura, Ms. Mayumi Tamura are Outside Directors as defined under the provisions of the Companies Act of Japan.

## 2. Planned Personnel Changes in Executive Officers

<As of the date of Ordinary General Meeting of Shareholders to be held in June 2021>

Executive Officers to be newly appointed

<b>Name</b>	<b>Current Title</b>	<b>New Title</b>
Toshihiro Mibe	Senior Managing Director	Director, President and Representative Executive Officer
Seiji Kuraishi	Executive Vice President and Representative Director	Director, Executive Vice President and Representative Executive Officer
Kohei Takeuchi	Senior Managing Director	Director, Senior Managing Executive Officer
Noriya Kaihara	Managing Officer	Managing Executive Officer
Noriaki Abe	Managing Officer	Managing Executive Officer
Yasuhide Mizuno	Managing Officer	Managing Executive Officer
Keiji Ohtsu	Operating Executive	Managing Executive Officer

Toshihiro Mibe is scheduled to be promoted from Senior Managing Director to President and Representative Director as of April 1, 2021.

Keiji Ohtsu is scheduled to be appointed as Managing Officer from Operating Executive as of April 1, 2021.

### 3. Planned Personnel Changes in Operating Officers

<As of April 1, 2021>

Operating Officers to be newly appointed

<b>Name</b>	<b>Current Title</b>	<b>New Title</b>
Keiji Ohtsu	Operating Executive	Managing Officer
Yoshishige Nomura	Operating Executive	Managing Officer

### <For Reference>

Composition of Directors and Officers as of April 1, 2021 and as of the date of the Ordinary General Meeting of Shareholders to be held in June 2021

<As of April 1, 2021>

<b>Name</b>	<b>As of April 1, 2021</b>
Toshiaki Mikoshiba	Chairman and Director
Toshihiro Mibe	President and Representative Director* <sup>1</sup>
Seiji Kuraishi	Executive Vice President and Representative Director
Kohei Takeuchi	Senior Managing Director
Takahiro Hachigo	Director
Hiroko Koide	Director* <sup>2</sup>
Fumiya Kokubu	Director* <sup>2</sup>
Takanobu Ito	Director and Advisor
Masahiro Yoshida	Director, Audit and Supervisory Committee Member

Masafumi Suzuki	Director, Audit and Supervisory Committee Member
Hideo Takaura	Director,* <sup>2</sup> Audit and Supervisory Committee Member
Mayumi Tamura	Director,* <sup>2</sup> Audit and Supervisory Committee Member
Kunihiko Sakai	Director,* <sup>2</sup> Audit and Supervisory Committee Member
Michimasa Fujino	Managing Officer
Shinji Aoyama	Managing Officer
Noriya Kaihara	Managing Officer
Mitsugu Matsukawa	Managing Officer
Noriaki Abe	Managing Officer
Yasuhide Mizuno	Managing Officer
Katsushi Inoue	Managing Officer
Hisao Takahashi	Managing Officer
Keiji Ohtsu	Managing Officer* <sup>1</sup>
Yoshishige Nomura	Managing Officer* <sup>1</sup>

\*<sup>1</sup> To be newly appointed

\*<sup>2</sup> Outside Directors

<As of the date of the Ordinary General Meeting of Shareholders to be held in June 2021>

<b>Name</b>	<b>As of date of Ordinary General Meeting of Shareholders to be held in June 2021</b>
Toshiaki Mikoshiba	Chairman and Director
Toshihiro Mibe	Director, President and Representative Executive Officer* <sup>1</sup>
Seiji Kuraishi	Director, Executive Vice President and Representative Executive Officer* <sup>1</sup>
Kohei Takeuchi	Director, Senior Managing Executive Officer* <sup>1</sup>
Asako Suzuki	Director* <sup>1</sup>
Masafumi Suzuki	Director
Kunihiko Sakai	Director* <sup>2</sup>
Fumiya Kokubu	Director* <sup>2</sup>
Yoichiro Ogawa	Director* <sup>1,2</sup>
Kazuhiro Higashi	Director* <sup>1,2</sup>
Ryoko Nagata	Director* <sup>1,2</sup>
Noriya Kaihara	Managing Executive Officer* <sup>1</sup>
Noriaki Abe	Managing Executive Officer* <sup>1</sup>
Yasuhide Mizuno	Managing Executive Officer* <sup>1</sup>
Keiji Ohtsu	Managing Executive Officer* <sup>1</sup>
Michimasa Fujino	Managing Officer
Shinji Aoyama	Managing Officer
Mitsugu Matsukawa	Managing Officer
Katsushi Inoue	Managing Officer

Hisao Takahashi	Managing Officer
Yoshishige Nomura	Managing Officer

\*1 To be newly appointed

\*2 Outside Directors

## Toshihiro MIBE

Date of Birth: July 1, 1961 (59 years old)

### Professional Experience:

April	1987	Joined Honda Motor Co., Ltd.
April	2012	Managing Officer, Honda R&D Co., Ltd.
April	2014	Operating Officer, Honda Motor Co., Ltd. Executive in Charge of Powertrain Business, Automobile Operations, Honda Motor Co., Ltd. Head of Powertrain Production Supervisory Unit, Automobile Production, Automobile Operations, Honda Motor Co., Ltd.
April	2015	Executive in Charge of Powertrain and Drivetrain Business, Automobile Operations, Honda Motor Co., Ltd. Head of Drivetrain Business Unit, Automobile Production, Automobile Operations, Honda Motor Co., Ltd.
April	2016	Senior Managing Officer and Director, Honda R&D Co., Ltd.
April	2018	Managing Officer, Honda Motor Co., Ltd. Executive Vice President and Director, Honda R&D Co., Ltd.
April	2019	Executive in Charge of Intellectual Property and Standardization, Honda Motor Co., Ltd. <b>President and Representative Director, Honda R&amp;D Co., Ltd.</b>
April	2020	Senior Managing Officer, Honda Motor Co., Ltd. Executive in Charge of Monozukuri, Honda Motor Co., Ltd. (Research & Development, Production, Purchasing, Quality, Parts, Service, Intellectual Property, Standardization and IT) <b>Risk Management Officer, Honda Motor Co., Ltd.</b>
June	2020	<b>Senior Managing Director, Honda Motor Co., Ltd.</b> <b>Director in Charge of Monozukuri, Honda Motor Co., Ltd.</b> <b>(Research &amp; Development, Production, Purchasing, Quality, Parts, Service, Intellectual Property, Standardization and IT)</b>

Number of shares held : 19,400 shares

\*Current responsibilities in boldface