

## Assurance (Social)

To disclose social data in a more transparent and reliable manner to our diverse stakeholders, Honda obtained the independent practitioner's assurance of the social data indicated with  for the year ended March 31, 2022 in the Japanese version of this report by Deloitte Tohmatsu Sustainability Co., Ltd., a subsidiary of Deloitte Touche Tohmatsu LLC, which is a member firm of Deloitte Touche Tohmatsu Limited.

### Scope of Assurance

#### Social data assured:

- Lost time injury frequency rate (LTIFR) in Japan

**Deloitte.**

デロイト トーマツ

(TRANSLATION)

Independent Practitioner's Assurance Report

June 20, 2022

Mr. Toshihiro Mibe,  
Director, President and Representative Executive Officer,  
Chief Executive Officer  
Honda Motor Co., Ltd.

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We have undertaken a limited assurance engagement of the lost time injury frequency rate (LTIFR) indicated with  for the year ended March 31, 2022 (the "Social Data") included in the "Honda Sustainability Report 2022" (the "Report") of Honda Motor Co., Ltd. (the "Company").

**The Company's Responsibility**

The Company is responsible for the preparation of the Social Data in accordance with the calculation and reporting standard adopted by the Company (indicated with the Social Data included in the Report).

**Our Independence and Quality Control**

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior. We apply International Standard on Quality Control 1, *Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements*, and accordingly maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

**Our Responsibility**

Our responsibility is to express a limited assurance conclusion on the Social Data based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with the International Standard on Assurance Engagements ("ISAE") 3000, *Assurance Engagements Other than Audits or Reviews of Historical Financial Information*, issued by the International Auditing and Assurance Standards Board ("IAASB") and the *Practical Guideline for the Assurance of Sustainability Information*, issued by the Japanese Association of Assurance Organizations for Sustainability Information.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records. These procedures also included the following:

- Performing interviews of responsible persons and inspecting documentary evidence to assess the completeness of the data, data collection methods, source data and relevant assumptions applicable to the sites.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement.

**Limited Assurance Conclusion**

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Social Data is not prepared, in all material respects, in accordance with the calculation and reporting standard adopted by the Company.

The above represents a translation, for convenience only, of the original Independent Practitioner's Assurance report issued in the Japanese language.

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Human Resources Data

Total working hours per associate and average paid vacation days taken in Japan

	FY2018	FY2019	FY2020	FY2021	FY2022
Total working hours per associate	1,932	1,909	1,997	1,953	1,955
Average paid vacation days taken	18.7	19.3	18.8	17.2	19.5

Percentage of associates going through the evaluation programs

Region	Percentage of associates to be targeted for the evaluation programs
North America	99.8
South America	96.3
Europe/Africa/Middle East	100.0
Asia & Oceania	96.3
China	98.6

Percentage of performance-based remuneration in Japan

Level	Proportion of performance-based remuneration in entire compensation
Director, Operating Officer positions	50*
Management positions	37

\*A certain level of stock options is included in remuneration for Director and Operating Officer positions.

Starting salary in Japan

	Monthly salary (yen)	Compared to minimum wage (%)
High school	182,900	111
Technical college and junior college	204,300	124
Undergraduate	228,000	139
Graduate school (Master's degree)	254,900	155

\*Minimum wage is calculated using 20.3 eight hour days as one month based on the minimum wage for the Tokyo metropolitan area (1,013 yen/hour). This is a graded salary system and there is no difference in salary for males and females with the same qualification level.

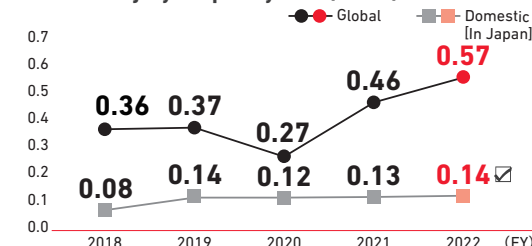


Associate engagement in Japan (Total of 24 questions in six categories; average on a scale of 1 to 5) Target: 3.50 points or more (Status of "very good" engagement levels\* working at Honda)

	FY2021	FY2022
All associates	3.55	3.48
Percentage of respondents for all associates	97.0%	94.5%

\*Honda assesses the status of "very good" engagement levels in six categories: an open-minded workplace; rewarding tasks; an environment that makes hard work worthwhile; being proud to work at Honda; trustworthy management; and a pleasant work environment.

Lost time injury frequency rate (LTIFR)



\*Global (Lost time injury frequency rate (LTIFR)): The number of lost time injuries per one million work hours at Honda's 5 production bases in Japan and 64 overseas production bases

\*In Japan (Lost time injury frequency rate (LTIFR)): The number of lost time injuries per one million work hours at companies to which Honda's labor agreement applies

\*Scope of target for lost time injury frequency rate in Japan:

- Honda's labor agreement applies
- Honda Motor Co., Ltd.
- Honda R&D Co., Ltd.
- Honda Racing Corporation
- Honda Technical College
- Honda Access Corporation

Data indicated with  received the independent practitioner's assurance.