

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

Department of the Treasury Internal Revenue Service

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

2024

Department of Labor Employee Benefits Security Administration

Complete all entries in accordance with the instructions to the Form 5500.

Pension Benefit Guaranty Corporation

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2024 or fiscal plan year beginning 04/01/2024 and ending 03/31/2025

- A This return/report is for: a multiemployer plan, a multiple-employer plan, a single-employer plan, a DFE, etc.
B This return/report is: the first return/report, the final return/report, an amended return/report, a short plan year return/report, etc.
C If the plan is a collectively-bargained plan, check here.
D Check box if filing under: Form 5558, automatic extension, the DFVC program, special extension, etc.
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here.

Part II Basic Plan Information—enter all requested information

1a Name of plan: HONDA RETIREMENT PLAN
1b Three-digit plan number (PN): 334
1c Effective date of plan: 07/01/1962
2a Plan sponsor's name (employer, if for a single-employer plan): AMERICAN HONDA MOTOR COMPANY, INC.
2b Employer Identification Number (EIN): 95-2041006
2c Plan Sponsor's telephone number: 310-783-2000
2d Business code (see instructions): 336100

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

Table with 4 columns: SIGN HERE, Signature of plan administrator, Date, Enter name of individual signing as plan administrator. Includes rows for plan administrator, employer/plan sponsor, and DFE.

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2024) v. 240311

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN	
	4d PN	
5 Total number of participants at the beginning of the plan year	5	18707
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1)	8401
	6a(2)	8093
	6b	5999
	6c	3396
	6d	17488
	6e	917
	6f	18405
	6g(1)	
6g(2)		
6h		0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
1A 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply)	9b Plan benefit arrangement (check all that apply)
(1) <input type="checkbox"/> Insurance	(1) <input type="checkbox"/> Insurance
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts
(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust
(4) <input type="checkbox"/> General assets of the sponsor	(4) <input type="checkbox"/> General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules	b General Schedules
(1) <input checked="" type="checkbox"/> R (Retirement Plan Information)	(1) <input checked="" type="checkbox"/> H (Financial Information)
(2) <input type="checkbox"/> MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary	(2) <input type="checkbox"/> I (Financial Information – Small Plan)
(3) <input checked="" type="checkbox"/> SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	(3) <input type="checkbox"/> A (Insurance Information) – Number Attached <u>0</u>
(4) <input type="checkbox"/> DCG (Individual Plan Information) – Number Attached _____	(4) <input checked="" type="checkbox"/> C (Service Provider Information)
(5) <input checked="" type="checkbox"/> MEP (Multiple-Employer Retirement Plan Information)	(5) <input checked="" type="checkbox"/> D (DFE/Participating Plan Information)
	(6) <input type="checkbox"/> G (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) Yes No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) Yes No

11c Enter the Receipt Confirmation Code for the 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 04/01/2024 and ending 03/31/2025

▶ **Round off amounts to nearest dollar.**
 ▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan <u>HONDA RETIREMENT PLAN</u>	B Three-digit plan number (PN) ▶	<u>334</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>AMERICAN HONDA MOTOR COMPANY, INC.</u>	D Employer Identification Number (EIN) <u>95-2041006</u>	
E Type of plan: <input type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input checked="" type="checkbox"/> Multiple-B	F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

Part I Basic Information

1	Enter the valuation date: Month <u>04</u> Day <u>01</u> Year <u>2024</u>		
2	Assets:		
	a Market value	2a	<u>3342580960</u>
	b Actuarial value	2b	<u>3529044089</u>
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment	<u>6779</u>	<u>1563807418</u>
	b For terminated vested participants	<u>3648</u>	<u>245665588</u>
	c For active participants	<u>8401</u>	<u>1071139891</u>
	d Total	<u>18828</u>	<u>2880612897</u>
4	If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>		
	a Funding target disregarding prescribed at-risk assumptions	4a	
	b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b	
5	Effective interest rate	5	<u>5.18 %</u>
6	Target normal cost		
	a Present value of current plan year accruals	6a	<u>38601823</u>
	b Expected plan-related expenses	6b	<u>5570000</u>
	c Target normal cost	6c	<u>44171823</u>

Statement by Enrolled Actuary
 To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE		
	Signature of actuary	<u>11/18/2025</u> Date
	<u>RACHEL BATTAH</u> Type or print name of actuary	<u>23-06672</u> Most recent enrollment number
	<u>MERCER</u> Firm name	<u>614-227-5542</u> Telephone number (including area code)
	<u>325 JOHN H MCCONNELL BLVD SUITE 350 COLUMBUS, OH 43215</u> Address of the firm	

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

Part V Assumptions Used to Determine Funding Target and Target Normal Cost			
21 Discount rate:			
a Segment rates:	1st segment: 4.75 %	2nd segment: 4.87 %	<input type="checkbox"/> N/A, full yield curve used
b Applicable month (enter code)			21b 4
22 Weighted average retirement age			22 60
23 Mortality table(s) (see instructions) <input type="checkbox"/> Prescribed - combined <input checked="" type="checkbox"/> Prescribed - separate <input type="checkbox"/> Substitute			

Part VI Miscellaneous Items			
24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment..... <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment..... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
26 Demographic and benefit information			
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ... <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....			27

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years			
28 Unpaid minimum required contributions for all prior years			28 0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....			29 0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29).....			30 0

Part VIII Minimum Required Contribution For Current Year			
31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c)			31a 44171823
b Excess assets, if applicable, but not greater than line 31a			31b 44171823
32 Amortization installments:	Outstanding Balance		Installment
a Net shortfall amortization installment	0		0
b Waiver amortization installment.....	0		0
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount			33
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....			34 0
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0
36 Additional cash requirement (line 34 minus line 35)			36 0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)			37 38210171
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)			38a 38210171
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances.....			38b 0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)			39 0
40 Unpaid minimum required contributions for all years			40 0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)			
41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input checked="" type="checkbox"/> 2021			

SCHEDULE C (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning **04/01/2024** and ending **03/31/2025**

A Name of plan HONDA RETIREMENT PLAN	B Three-digit plan number (PN) ▶	334
C Plan sponsor's name as shown on line 2a of Form 5500 AMERICAN HONDA MOTOR COMPANY, INC.	D Employer Identification Number (EIN) 95-2041006	

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)... Yes No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

ALIGHT SOLUTIONS LLC

82-1061233

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 50 99	NONE	1273164	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	1184	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

MERCER

13-2834414

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 50	NONE	313799	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

NORTHERN TRUST COMPANY

36-1561860

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 19 21 50	NONE	115288	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

MOSS ADAMS

91-0189318

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	70000	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
 (complete as many entries as needed)

a Name:	MOSS ADAMS LLP	b EIN:	91-0189318
c Position:	AUDITOR		
d Address:	300 SANTANA ROW SUITE 300 SAN JOSE, CA 95128	e Telephone:	408-558-7500

Explanation: MOSS ADAMS LLP MERGED WITH BAKER TILLY US, LLP ON JUNE 3, 2025.

a Name:		b EIN:	
c Position:			
d Address:		e Telephone:	

Explanation:

a Name:		b EIN:	
c Position:			
d Address:		e Telephone:	

Explanation:

a Name:		b EIN:	
c Position:			
d Address:		e Telephone:	

Explanation:

a Name:		b EIN:	
c Position:			
d Address:		e Telephone:	

Explanation:

SCHEDULE D (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning **04/01/2024** and ending **03/31/2025**

A Name of plan HONDA RETIREMENT PLAN	B Three-digit plan number (PN) ▶	334
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 AMERICAN HONDA MOTOR COMPANY, INC.	D Employer Identification Number (EIN) 95-2041006	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: AMERICAN HONDA MASTER TRUST		
b Name of sponsor of entity listed in (a): AMERICAN HONDA MOTOR COMPANY, INC.		
c EIN-PN 61-1439871-001	d Entity code M	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 3259647564
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 04/01/2024 and ending 03/31/2025	
A Name of plan HONDA RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 334
C Plan sponsor's name as shown on line 2a of Form 5500 AMERICAN HONDA MOTOR COMPANY, INC.	D Employer Identification Number (EIN) 95-2041006

Part I	Asset and Liability Statement
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1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

		(a) Beginning of Year	(b) End of Year
Assets			
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	50000000	41300000
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	3381421333	3259647564
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)		
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation.....	1e		
f Total assets (add all amounts in lines 1a through 1e).....	1f	3431421333	3300947564
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h		
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j		
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	3431421333	3300947564

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers.....	2a(1)(A)	41300000	
(B) Participants.....	2a(1)(B)		
(C) Others (including rollovers).....	2a(1)(C)		
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A), (B), (C), and line 2a(2).....	2a(3)		41300000
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)		
(B) U.S. Government securities.....	2b(1)(B)		
(C) Corporate debt instruments.....	2b(1)(C)		
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)		
(F) Other.....	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F).....	2b(1)(G)		0
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)		
(B) Common stock.....	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A), (B), and (C).....	2b(2)(D)		0
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)		
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B).....	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		113781763
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total.....	2d		155081763

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	276739024	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other.....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		276739024
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions).....	2g		
h Interest expense.....	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses.....	2i(11)	8816508	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		8816508
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		28555532

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-130473769
l Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) Unmodified (2) Qualified (3) Disclaimer (4) Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) DOL Regulation 2520.103-8 (2) DOL Regulation 2520.103-12(d) (3) neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **BAKER TILLY US, LLP**

(2) EIN: **30-1413443**

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) This form is filed for a CCT, PSA, DCG or MTIA. (2) It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		20000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)		X	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?	X		890637
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? Yes No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) Yes No Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 565413.

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 04/01/2024 and ending 03/31/2025

A Name of plan <u>HONDA RETIREMENT PLAN</u>	B Three-digit plan number (PN) ▶	<u>334</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>AMERICAN HONDA MOTOR COMPANY, INC.</u>	D Employer Identification Number (EIN) <u>95-2041006</u>	

Part I	Distributions
---------------	----------------------

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	0
---	---	---

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 06-6033492 36-1561860

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3	300
--	---	-----

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
----------------	---

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? Yes No N/A

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a	
b Enter the amount contributed by the employer to the plan for this plan year	6b	
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....	6c	

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? Yes No N/A

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? Yes No N/A

Part III	Amendments
-----------------	-------------------

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... Increase Decrease Both No

Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
----------------	---

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? Yes No

11 a Does the ESOP hold any preferred stock? Yes No

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) Yes No

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? Yes No

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. Complete as many entries as needed to report all applicable employers.

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment).....	14a	
b The plan year immediately preceding the current plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14b	
c The second preceding plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14c	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	16a	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....	16b	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment

19 If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:
 Public Equity: 13.3 % Private Equity: 22.6 % Investment-Grade Debt and Interest Rate Hedging Assets: 39.7 %
 High-Yield Debt: 1.0 % Real Assets: 11.4 % Cash or Cash Equivalents: 2.0 % Other: 10.0 %

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
 0-5 years 5-10 years 10-15 years 15 years or more

20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? Yes No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:
 Yes.
 No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.
 No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.
 No. Other. Provide explanation.....

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? Yes No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).
 Design-based safe harbor method
 "Prior year" ADP test
 "Current year" ADP test
 N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ___/___/___ (MM/DD/YYYY) and the Opinion Letter serial number _____.

SCHEDULE MEP (Form 5500) <small>Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration</small>	MULTIPLE-EMPLOYER RETIREMENT PLAN INFORMATION This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and Section 6058(a) of the Internal Revenue Code (the Code) ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning **04/01/2024** and ending **03/31/2025**

A Name of plan HONDA RETIREMENT PLAN	B Three-digit Plan number (PN)..... ▶	334
C Plan administrator's name as shown on line 3a of Form 5500/Form 5500-SF AMERICAN HONDA MOTOR COMPANY, INC.	D Administrator's EIN 95-2041006	

Part I Type of Multiple-Employer Pension Plan. All multiple-employer pension plans must complete.

1 Check the appropriate box to indicate type of multiple-employer pension plan. (Only defined contribution plans may check lines 1a, 1b, and 1c. Defined benefit plans and defined contribution plans not checking lines 1a, 1b, or 1c should check line 1d. See Instructions).

- a association retirement plan (See 29 CFR 2510.3-55) (Complete Part II)
- b professional employer organization plan (PEO Plan) (See 29 CFR 29 CFR 2510.3-55) (Complete Part II)
- c pooled employer plan (PEP) (See 29 CFR 2510.3-44) (Complete Parts II and III)
- d other multiple-employer pension plan (Describe) DEFINED BENEFIT MEP (Complete Part II)

Part II Participating Employer Information.

2 All multiple-employer pension plans that are subject to section 210(a) of ERISA (see instructions for filing the Form 5500) must complete Part II, in addition to Part I, in accordance with the instructions, to report the information for each employer participating in the multiple-employer pension plan. **Defined contribution plans must complete lines 2a-2d. All other multiple-employer pension plans complete lines 2a-2c only. Complete as many entries as needed to list the required information for each participating employer that is not an individual person (see instructions).**

2a Name of Participating Employer HONDA FEDERAL CREDIT UNION	2b EIN 95-3036119	2c Percentage of Total Contributions for the Plan Year 0.54	2d Aggregate Account Balances Attributable to Participating Employer
2a Name of Participating Employer AMERICAN HONDA MOTOR COMPANY	2b EIN 95-2041006	2c Percentage of Total Contributions for the Plan Year 99.46	2d Aggregate Account Balances Attributable to Participating Employer

CAUTION Do not individually list information for working owners (see instructions and 29 CFR 2510.3-55(d)(2)) or other individuals who are participants or beneficiaries in the plan or arrangement that are no longer associated with a particular participating employer or participating employer plan (see instructions). Providing identifying information for individuals may result in rejection of this filing. If there are any such individuals in the plan, answer "Yes" to line 2e and provide the total information for all such individuals, without providing names or other identifying information.

2e Does the plan include any individuals not participating through an employer or who are individual working owners?	2e	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
2f If you answer "Yes" in line 2e, enter a good faith estimate of the percentage of total contributions made by all such individuals that are not listed on line 2a during the plan year.	2f	
2g If you answer "Yes" in Line 2e, enter the aggregate account balances for all such individuals that are not listed on line 2a.	2g	

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

**Schedule MEP (2024)
v. 240311**

Part III	Pooled Employer Plan Information
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Line 3. All Pooled employer plans must answer all of the questions in Part III, in addition to completing all of Parts I and II.

3a Is the pooled plan provider (identified as the plan sponsor and administrator in Part II of the Form 5500) currently in compliance with the Form PR (Pooled Plan Provider Registration Statement) requirements? (See instructions and 29 CFR 2510.3-44)..... Yes No

3b If line 3a is "Yes", enter the ACK ID for the most recent Form PR that was required to be filed under the Form PR filing requirements. (Failure to enter a valid ACK ID will subject the Form 5500 filing to rejection as incomplete.)

ACK ID _____

A large, abstract teal graphic on the right side of the page, consisting of several overlapping, curved shapes that resemble a stylized 'H' or a series of concentric, curved lines.

Report of Independent Auditors and
Financial Statements

Honda Retirement Plan

March 31, 2025 and 2024

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Report of Independent Auditors

The Participants and Honda Retirement Plan Committee of
Honda Retirement Plan

Report on the Audit of the Financial Statements

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of Honda Retirement Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of March 31, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Honda Retirement Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of March 31, 2025 and 2024, and for the years then ended, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the Financial Statements section:

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America (GAAP).
- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Honda Retirement Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with GAAP, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Honda Retirement Plan's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Honda Retirement Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Honda Retirement Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certifications, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of GAAP.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with GAAP.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Baker Tilly US, LLP

San Jose, California
January 9, 2026

Financial Statements

Honda Retirement Plan
Statements of Net Assets Available for Benefits
March 31, 2025 and 2024

	2025	2024
ASSETS		
Plan interest in the American Honda Motor Co. Master Trust, at fair value (Notes 1, 2, and 6)	\$ 3,259,647,564	\$ 3,293,912,004
Net assets held in 401(h) account (Note 1)	-	87,509,329
Assets held for investment purposes	3,259,647,564	3,381,421,333
Employer's contribution receivable	41,300,000	50,000,000
Total assets	3,300,947,564	3,431,421,333
LIABILITIES		
Amounts related to obligation of 401(h) account (Note 1)	-	87,509,329
NET ASSETS AVAILABLE FOR BENEFITS	\$ 3,300,947,564	\$ 3,343,912,004

See accompanying notes.

Honda Retirement Plan
Statements of Changes in Net Assets Available for Benefits
Years Ended March 31, 2025 and 2024

	2025	2024
ADDITIONS TO NET ASSETS ATTRIBUTED TO		
Net investment income from interest in the American Honda Motor Co. Master Trust (Notes 1, 2, and 6)	\$ 106,619,109	\$ 130,255,001
Employer's contributions	41,300,000	50,000,000
Total additions	147,919,109	180,255,001
DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO		
Benefits paid directly to participants	187,327,865	226,824,125
Administrative expenses	3,555,684	13,855,704
Total deductions	190,883,549	240,679,829
CHANGE IN NET ASSETS	(42,964,440)	(60,424,828)
NET ASSETS AVAILABLE FOR BENEFITS		
Beginning of year	3,343,912,004	3,404,336,832
End of year	\$ 3,300,947,564	\$ 3,343,912,004

See accompanying notes.

Honda Retirement Plan Notes to Financial Statements

Note 1 – The Plan and its significant accounting policies

General – The following description of Honda Retirement Plan (the Plan) provides only general information. Participants should refer to the plan document for a more complete description of plan provisions.

The Plan was established in 1962 and is a noncontributory defined benefit pension plan sponsored by American Honda Motor Company, Inc., and its subsidiaries (the Company). The Company is a member of American Honda Motor Co., Inc., and its subsidiaries' controlled group. The Plan provides benefits to eligible employees of the Company and other companies, affiliates, and subsidiaries which adopt the Plan with the consent of the Board of Directors of the Company.

The Plan is currently designed to be qualified under the applicable requirements of the Internal Revenue Code (the Code) and the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Effective July 1, 2009, the following plans merged into the American Honda Retirement Plan, which was subsequently renamed the Honda Retirement Plan:

1. American Honda Retirement Plan (the AHM Plan)
2. Honda South Carolina Retirement Plan (the HSC Plan)
3. Honda of America Mfg., Inc. Pension Plan (the HAM Plan)
4. Honda Mfg. of Alabama, LLC Pension Plan (the HMA Plan)
5. Honda Transmission Mfg. of America, Inc. Pension Plan (the HTM Plan)

Master Trust – The investments of the Plan, including assets held in a 401(h) account, are a combination of the AHM, HSC, HAM, HMA, and HTM Plans. The American Honda Motor Co. Master Trust (the Master Trust) was established in October 2010 to hold substantially all of the Plan's assets, including the assets of the 401(h) account, with those of the Midwest Express Inc. Retirement Pension Plan (Midwest Express) and the Celina Aluminum Precision Technology, Inc. Defined Benefit Plan (Celina). Each participating retirement plan has an undivided interest in the Master Trust. The investments included in the statements of net assets available for benefits represent the Plan's share of the investment in the Master Trust.

The value of the Plan's interest in the Master Trust is based on the beginning of year value of the Plan's interest in the trust, plus actual contributions and allocated investment income (loss) less actual distributions and allocated administrative expenses. Net investment income (loss) and administrative expenses relating to the Master Trust are allocated to the individual plans based upon the interest in the commingled funds of the Master Trust or the plan-specific identified funds held in the Master Trust.

Honda Retirement Plan Notes to Financial Statements

Administration – The Company has appointed the Honda Retirement Plan Committee (the Committee) to oversee the Plan’s investments and has delegated the responsibility for operation and administration of the Plan to a named administrator. The Company has outsourced administrative processes and maintenance of participant records to Alight Solutions LLC and The Northern Trust Company (Northern Trust) acts as the Plan custodian and trustee. The Company has also contracted with Mercer (US) LLC (Mercer) to act as the actuary of the Plan. For the years ended March 31, 2025 and 2024, substantially all expenses incurred for administering the Plan were paid by the Plan.

Basis of accounting – The financial statements of the Plan are prepared on the accrual method of accounting in accordance with accounting principles generally accepted in the United States of America (GAAP).

Estimates – The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, and changes therein; disclosure of contingent assets and liabilities; and the actuarial present value of accumulated plan benefits at the date of the financial statements, and changes therein. Actual results could differ from those estimates.

Funding policy – The Plan’s funding policy is for the Company to contribute an amount that will meet or exceed the annual ERISA minimum funding requirement. For the years ended March 31, 2025 and 2024, the Company made contributions of \$41,300,000 and \$50,000,000, respectively. The Company’s contributions for 2025 and 2024 exceeded the minimum funding requirements of ERISA.

Death and disability benefits – If an active vested employee dies prior to commencement of benefits, a death benefit is payable to the employee’s beneficiary. The benefit is a monthly survivor pension equal to 50% of the benefit that would have been paid if the vested deceased employee had retired on the date of death and elected to receive a 50% joint and survivor annuity. A participant who becomes disabled and terminates employment may receive a lump-sum payment of the accrued benefit in lieu of receiving any other benefits under the Plan.

Payment of benefits – Benefit payments to participants are recorded upon distribution.

Vesting – The Plan provides that benefits vest to participants based on the earlier of the completion of 5 years of credited service or reaching age 65 while in service with the Company.

Pension benefits – Effective January 1, 2014, all new hires or rehires on or after September 4, 2013, were not allowed to participate in the Plan. Participants already in the Plan could accept a decrease in the benefit accrual rate from 2.5% to 1.0% or receive an enhanced service-based contribution into the Honda 401(k) Savings Plan.

Early retirement, social security supplement change, and the lump-sum option have been changed to offer lump-sums to all participants.

Honda Retirement Plan Notes to Financial Statements

Following are the pension benefits relating to the five affiliated plans:

1. AHM Plan

Effective January 1, 2014

Employees with 5 or more years of service are entitled to annual pension benefits beginning at the normal retirement age, 65, based upon the sum of:

- A. 1.0% of compensation earned on or after January 1, 2014, provided that the participant did not elect, or was deemed to have elected by default, to discontinue accruals under the Plan on and after January 1, 2014, with the understanding that such person will be eligible to receive "Company Service Based Contributions" through and as described in the Honda 401(k) Savings Plan.
- B. 2.5% of compensation earned after June 30, 2009, and prior to January 1, 2014, except as follows: the benefit will be 2.0% of compensation during the same period from Honda Aero, Inc., or Honda Aircraft Company, Inc., unless the participant was accruing benefits under the AHM Plan or its predecessor at the 2.5% of compensation rate at the time of transfer, in which case benefits shall continue to accrue at 2.5% of compensation rate.
- C. The annual benefit in the normal retirement benefit form commencing at the normal retirement date accrued under the AHM Plan's predecessor through June 30, 2009.

The AHM Plan permits early retirement, with reduced benefits, to participants who are at least 55 years old and have completed 10 years of service.

Employees electing early retirement are entitled to accrued pension benefits earned to the actual early retirement date with a reduction for each month prior to age 62 as follows:

Employees who terminated employment prior to January 1, 2014:

<u>Years of Vesting Service at Early Retirement Date</u>	<u>Reduction if Under Age 62 at Early Retirement Date</u>
At least 10, but less than 20	1/3% per month
At least 20, but less than 25	1/4% per month
25 or more	1/6% per month

Employees who terminate employment on or after January 1, 2014:

<u>Years of Vesting Service at Early Retirement Date</u>	<u>Reduction at Early Retirement Date</u>
At least 10	1/6% per month from age 62
Less than 10	1/2% per month from normal retirement date

In addition to the early retirement benefit, participants will receive a supplemental benefit of either \$300 or \$600 each month depending on retirement prior to January 1, 2014, with at least 30 years of service at the actual early retirement date, or retiring on or after January 1, 2014, with at least 20 years of service, respectively. This supplemental benefit will continue from the date of early retirement until the earlier of: (a) the month in which the participant reaches age 62 or (b) the month in which the participant dies.

Honda Retirement Plan Notes to Financial Statements

Employees who terminate with 10 years of service prior to age 55 may elect to commence receiving retirement benefits as early as age 55. Such benefits will be reduced by 1/2% for each month prior to age 65.

For participants who do not elect otherwise, retirement income will be paid on the basis of a qualified joint and survivor annuity for married participants and a straight-line annuity for unmarried participants.

Prior to January 1, 2014

Employees with 5 or more years of service are entitled to annual pension benefits beginning at the normal retirement age, 65, based upon the sum of:

- A. The greater of:
 - i. 1.5% of the first \$12,000 of earnings paid during 1983, plus 2.0% of earnings paid in 1983 in excess of \$12,000, multiplied by years of continuous service prior to January 1, 1984, or
 - ii. The sum of:
 - a. 1.75% of the first \$6,600 of earnings for each year of AHM Plan participation after June 30, 1970, but prior to January 1, 1984, plus 2.50% of such earnings in excess of \$6,600, plus
 - b. 1.75% of the first \$6,600 of earnings prior to July 1, 1970, plus 2.36% of such earnings in excess of \$6,600, multiplied by whole years of continuous service completed prior to July 1, 1970, and after completing one year of continuous service.
- B. 2.5% of the annual compensation for each year of service after December 31, 1983.

The AHM Plan permits early retirement, with reduced benefits, to participants who are at least 55 years old and have completed 10 years of service.

Employees electing early retirement prior to December 31, 1999, were entitled to accrue pension benefits earned to the actual early retirement date, with a reduction of 5/12% for each month prior to age 62. However, for those employees electing early retirement subsequent to December 31, 1999, except those employed by Honda Power Equipment Mfg., Inc. (with actual early retirement date), the reduction for each month prior to age 62 was changed and is based on the following:

Years of Vesting Service at Early Retirement Date	Reduction if under age 62 at Early Retirement Date
At least 10, but less than 20	1/3% per month
At least 20, but less than 25	1/4% per month
25 or more	1/6% per month

In addition to the early retirement benefit, participants with at least 30 years of service at the actual early retirement date will receive a supplemental benefit of \$300 each month from the date of early retirement until they reach age 62.

Employees who terminate with 10 years of service prior to age 55 may elect to commence receiving retirement benefits as early as age 55. Such benefits will be reduced by 1/2% for each month prior to age 65.

Honda Retirement Plan Notes to Financial Statements

For participants who do not elect otherwise, retirement income will be paid on the basis of a qualified joint and survivor annuity for married participants and a straight-line annuity for unmarried participants.

2. HSC Plan

Effective January 1, 2014

Employees with 5 or more years of service are entitled to annual pension benefits beginning at the normal retirement age of 65, equal to 1.5% of compensation earned prior to January 1, 2014, plus 1.0% of compensation earned on or after January 1, 2014.

The HSC Plan permits early retirement, with reduced benefits, to participants who are at least 55 years old and have completed 10 years of service.

Employees electing early retirement are entitled to accrued pension benefits earned to the actual early retirement date with a reduction for each month prior to age 62 as follows:

Employees who terminated employment prior to January 1, 2014:

<u>Years of Vesting Service at Early Retirement Date</u>	<u>Reduction if under age 62 at Early Retirement Date</u>
At least 10, but less than 20	1/3% per month
At least 20, but less than 25	1/4% per month
25 or more	1/6% per month

Employees who terminate employment on or after January 1, 2014:

<u>Years of Vesting Service at Early Retirement Date</u>	<u>Reduction at Early Retirement Date</u>
At least 10	1/6% per month from age 62
Less than 10	1/2% per month from normal retirement date

In addition to the early retirement benefit, participants will receive a supplemental benefit of either \$300 or \$600 each month depending on retirement prior to January 1, 2014, with at least 30 years of service at the actual early retirement date, or retiring on or after January 1, 2014, with at least 20 years of service, respectively. This supplemental benefit will continue from the date of early retirement until the earlier of: (a) the month in which the participant reaches age 62 or (b) the month in which the participant dies.

Employees who terminate with 10 years of service prior to age 55 may elect to commence receiving retirement benefits as early as age 55. Such benefits will be reduced by 1/2% for each month prior to age 65.

For participants who do not elect otherwise, retirement income will be paid on the basis of a qualified joint and survivor annuity for married participants and a straight-line annuity for unmarried participants.

Honda Retirement Plan Notes to Financial Statements

Prior to January 1, 2014

Employees with 5 or more years of service were entitled to annual pension benefits beginning at the normal retirement age of 65, equal to 1.5% of annual compensation for each year of service.

The HSC Plan permits early retirement, with reduced benefits, to participants who are at least 55 years old and have completed 10 years of service.

Employees electing early retirement are entitled to accrued pension benefits earned to the actual early retirement date with a reduction for each month prior to age 62 as follows:

<u>Years of Vesting Service at Early Retirement Date</u>	<u>Reduction if under age 62 at Early Retirement Date</u>
At least 10, but less than 20	1/3% per month
At least 20, but less than 25	1/4% per month
25 or more	1/6% per month

In addition to their early retirement benefit, participants with at least 30 years of service at the actual early retirement date will receive a supplemental benefit of \$300 for each month from the date of early retirement until they reach age 62.

Employees who terminate with 10 years of service prior to age 55 may elect to commence receiving retirement benefits as early as age 55. Such benefits will be reduced by 1/2% for each month prior to age 65.

For participants who do not elect otherwise, retirement income will be paid on the basis of a qualified joint and survivor annuity for married participants and a straight-line annuity for unmarried participants.

3. HAM Plan

Effective January 1, 2014

Employees with 5 or more years of service are entitled to annual pension benefits beginning at the normal retirement age of 65, based upon the sum of:

- A. 1.0% of compensation earned on or after January 1, 2014, provided that the participant did not elect, or was deemed to have elected by default, to discontinue accruals under the Plan on and after January 1, 2014, with the understanding that such person will be eligible to receive "Company Service Based Contributions" through and as described in the Honda 401(k) Savings Plan.
- B. 2.0% of annual compensation earned on or after January 31, 2009, and prior to January 1, 2014.
- C. 2.5% of annual compensation for each year of service through December 31, 2008.

The HAM Plan permits early retirement, with reduced benefits, to participants who are at least 55 years old and have completed 10 years of service.

Honda Retirement Plan Notes to Financial Statements

Employees electing early retirement are entitled to accrued pension benefits earned to the actual early retirement date with a reduction for each month prior to age 65 (or prior to age 62 if the participant has at least 20 years of service) as follows:

Employees who terminated employment prior to January 1, 2014:

Participants with accrued benefits earned before January 1, 2009:

<u>Years of Vesting Service at Early Retirement Date</u>	<u>Reduction at Early Retirement Date</u>
At least 10, but less than 20	1/3% per month
At least 20, but less than 25	1/4% per month
25 or more	1/6% per month

Participants with accrued benefits earned after December 31, 2008:

<u>Years of Vesting Service at Early Retirement Date</u>	<u>Reduction at Early Retirement Date</u>
At least 10, but less than 20	1/3% per month
At least 20, but less than 30	1/6% per month
30 or more	0% per month

Employees who terminate employment on or after January 1, 2014:

The greater of: (a) the participant's vested accrued benefit determined as of the early retirement date reduced for each month by which that date precedes reaching age 62 by 1/6% per month or (b) the participant's vested accrued benefit based on the early retirement reduction factors in effect prior to January 1, 2014, as described above.

In addition to the early retirement benefit, participants will receive a supplemental benefit of either \$300 or \$600 each month depending on retirement prior to January 1, 2014, with at least 30 years of service at the actual early retirement date, or retiring on or after January 1, 2014, with at least 20 years of service, respectively. This supplemental benefit will continue from the date of early retirement until the earlier of: (a) the month in which the participant reaches age 62 or (b) the month in which the participant dies.

Employees who terminate with 10 years of service prior to age 55 may elect to commence receiving retirement benefits as early as age 55. Accrued benefits earned before 2009 are reduced based on the same reduction as those eligible for early retirement. Accrued benefits earned after 2008 will be reduced by 1/2% for each month prior to age 65.

For participants who do not elect otherwise, retirement income will be paid on the basis of a qualified joint and survivor annuity for married participants and a straight-line annuity for unmarried participants.

Honda Retirement Plan Notes to Financial Statements

Prior to January 1, 2014

Employees with 5 or more years of service were entitled to annual pension benefits beginning at the normal retirement age of 65, based upon the sum of:

- A. 2.5% of annual compensation for each year of service through December 31, 2008.
- B. 2.0% of annual compensation for each year of service commencing January 1, 2009.

The HAM Plan permits early retirement, with reduced benefits, to participants who are at least 55 years old and have completed 10 years of service.

Employees electing early retirement are entitled to accrued pension benefits earned to the actual early retirement date with a reduction for each month prior to age 65 (or prior to age 62 if the participant has at least 20 years of service) as follows:

Participants with accrued benefits earned before January 1, 2009:

<u>Years of Vesting Service at Early Retirement Date</u>	<u>Reduction at Early Retirement Date</u>
At least 10, but less than 20	1/3% per month
At least 20, but less than 25	1/4% per month
25 or more	1/6% per month

Participants with accrued benefits earned after December 31, 2008:

<u>Years of Vesting Service at Early Retirement Date</u>	<u>Reduction at Early Retirement Date</u>
At least 10, but less than 20	1/3% per month
At least 20, but less than 30	1/4% per month
30 or more	0% per month

In addition to the early retirement benefit, participants between age 55 and 62 with at least 30 years of service at the actual early retirement date will receive a supplemental benefit of \$300 each month that begins on or after the participant's early retirement date and until the earlier of: (a) the month in which the participant reaches age 62 or (b) the month in which the participant dies.

Employees who terminate with 10 years of service prior to age 55 may elect to commence receiving retirement benefits as early as age 55. Accrued benefits earned before 2009 are reduced based on the same reduction as those eligible for early retirement. Accrued benefits earned after 2008 will be reduced by 1/2% for each month prior to age 65.

For participants who do not elect otherwise, retirement income will be paid on the basis of a qualified joint and survivor annuity for married participants and a straight-line annuity for unmarried participants.

Honda Retirement Plan Notes to Financial Statements

4. HMA Plan

Effective January 1, 2014

Employees with five or more years of service are entitled to annual pension benefits beginning at the normal retirement age of 65, equal to 2.5% of compensation prior to January 1, 2014, plus 1.0% of annual compensation earned on or after January 1, 2014, provided the employee did not elect, or was deemed to have elected by default, to discontinue accruals under the Plan effective on and after January 1, 2014, with the understanding that such person will be eligible to receive "Company Service Contributions" through, and as described, in the Honda 401(k) Retirement Services Plan.

The HMA Plan permits early retirement, with reduced benefits, to participants who are at least 55 years old and have completed ten years of service.

Employees electing early retirement are entitled to accrued pension benefits earned to the actual early retirement date with a reduction for each month prior to age 65 as follows:

Employees who terminated employment prior to January 1, 2014:

1/3% for each month by which benefit commencement precedes: (a) age 65 if the employee does not have at least 20 years of service or (b) age 62 if the employee has at least 20 years of service.

Employees who terminate employment after January 1, 2014:

The greater of: (a) the participant's vested accrued benefit determined as of the early retirement date reduced for each month by which that date precedes reaching age 62 by 1/6% per month or (b) the participant's vested accrued benefit based on the early retirement reduction in effect prior to January 1, 2014, as described above.

Employees who terminate with ten years of service prior to age 55 may elect to commence receiving retirement benefits as early as age 55. Such benefits will be reduced by 1/3% for each month prior to age 65 for benefits earned before 2014, and with respect to benefits earned after 2013, by 1/2% for each month by which the early retirement date precedes age 65.

For participants who do not elect otherwise, retirement income will be paid on the basis of a qualified joint and survivor annuity for married participants and a straight-line annuity for unmarried participants.

Prior to January 1, 2014

Employees with five or more years of service were entitled to annual pension benefits beginning at the normal retirement age of 65, equal to 2.5% of annual compensation for each year of service.

The HMA Plan permits early retirement, with reduced benefits, to participants who are at least 55 years old and have completed ten years of service.

Employees electing early retirement are entitled to accrued pension benefits earned to the actual early retirement date with a reduction of 1/3% for each month prior to age 65 if the participant does not have at least 20 years of service or by age 62 if the participant has at least 20 years of service.

Honda Retirement Plan Notes to Financial Statements

Employees who terminate with ten years of service prior to age 55 may elect to commence receiving retirement benefits as early as age 55. Such benefits will be reduced by 1/3% for each month prior to age 65.

For participants who do not elect otherwise, retirement income will be paid on the basis of a qualified joint and survivor annuity for married participants and a straight-line annuity for unmarried participants.

5. HTM Plan

Effective January 1, 2014

Employees with 5 or more years of service are entitled to annual pension benefits beginning at the normal retirement age of 65, based upon the sum of:

- A. 1.0% of compensation earned on or after January 1, 2014, provided that the participant did not elect, or was deemed to have elected by default, to discontinue accruals under the Plan on and after January 1, 2014, with the understanding that such person will be eligible to receive "Company Service Based Contributions" through and as described in the Honda 401(k) Retirement Plan.
- B. 2.0% of compensation earned on or after January 1, 2009, and prior to January 1, 2014.
- C. 2.5% of annual compensation for each year of service through December 31, 2008.

The HTM Plan permits early retirement, with reduced benefits, to participants who are at least 55 years old and have completed 10 years of service.

Employees electing early retirement are entitled to accrued pension benefits earned to the actual early retirement date with a reduction for each month prior to age 65 (or to the age 62 if the participant has at least 20 years of service) as follows:

Employees who terminated employment prior to January 1, 2014:

Participants with accrued benefits earned before January 1, 2009:

Years of Vesting Service at Early Retirement Date	Reduction at Early Retirement Date
At least 10, but less than 20	1/3% per month
At least 20, but less than 25	1/4% per month
25 or more	1/6% per month

Participants with accrued benefits earned after December 31, 2008:

Years of Vesting Service at Early Retirement Date	Reduction at Early Retirement Date
At least 10, but less than 20	1/3% per month
At least 20, but less than 30	1/6% per month
30 or more	0% per month

Honda Retirement Plan Notes to Financial Statements

Employees who terminate employment after January 1, 2014:

The greater of: (a) the participant's vested accrued benefit determined as of early retirement date reduced for each month by which that date precedes reaching age 62 by 1/6% per month or (b) the participant's vested accrued benefit based on the early retirement reduction in effect prior to January 1, 2014, as described above.

In addition to the early retirement benefit, participants will receive a supplemental benefit of either \$300 or \$600 each month depending on retirement prior to January 1, 2014, with at least 30 years of service at the actual early retirement date, or retiring on or after January 1, 2014, with at least 20 years of service, respectively. This supplemental benefit will continue from the date of early retirement until the earlier of: (a) the month in which the participant reaches age 62 or (b) the month in which the participant dies.

Employees who terminate with 10 years of service prior to age 55 may elect to commence receiving retirement benefits as early as age 55. Accrued benefits earned before 2009 are reduced based on the same reduction as those eligible for early retirement. Benefits are reduced with actuarial equivalence for payments before age 55. For participants with less than 10 years of service, benefits are reduced with actuarial equivalence from age 65. Accrued benefits earned after 2008 will be reduced by 1/2% for each month prior to age 65.

For participants who do not elect otherwise, retirement income will be paid on the basis of a qualified joint and survivor annuity for married participants and a straight-line annuity for unmarried participants.

Prior to January 1, 2014

Employees with 5 or more years of service were entitled to annual pension benefits beginning at the normal retirement age of 65, based upon the sum of:

- A. 2.5% of annual compensation for each year of service through December 31, 2008.
- B. 2.0% of annual compensation for each year of service after January 1, 2009.
- C. For participants terminated or retired prior to July 1, 2002, each participant earned a monthly benefit equal to the sum of:
 - i. Prior to January 1, 1988, the greater of \$168 or 1.5% of base compensation for each year of service.
 - ii. After December 31, 1987, and prior to January 1, 1997, 1.5% of base compensation for each year of service.
 - iii. After December 31, 1996, 2.0% of base compensation for each year of service. Effective January 1, 1999, the rate was increased to 2.5% of base compensation for each year of service after December 31, 1996.

The HTM Plan permits early retirement, with reduced benefits, to participants who are at least 55 years old and have completed 10 years of service.

Honda Retirement Plan Notes to Financial Statements

Employees electing early retirement are entitled to accrued pension benefits earned to the actual early retirement date with a reduction for each month prior to age 65 (or to age 62 if the participant has at least 20 years of service) as follows:

Participants with accrued benefits earned before January 1, 2009:

Years of Vesting Service at Early Retirement Date	Reduction at Early Retirement Date
At least 10, but less than 20	1/3% per month
At least 20, but less than 25	1/4% per month
25 or more	1/6% per month

Participants with accrued benefits earned after December 31, 2008:

Years of Vesting Service at Early Retirement Date	Reduction at Early Retirement Date
At least 10, but less than 20	1/3% per month
At least 20, but less than 30	1/6% per month
30 or more	0% per month

In addition to the early retirement benefit, participants between age 55 and 62 and with at least 30 years of service at the actual early retirement date will receive a supplemental benefit of \$300 each month that begins on or after the participant's early retirement date and until the earlier of: (a) the month in which the participant reaches age 62 or (b) the month in which the participant dies.

Employees who terminate with 10 years of service prior to age 55 may elect to commence receiving retirement benefits as early as age 55. Accrued benefits earned before 2009 are reduced based on the same reduction as those eligible for early retirement. Benefits are reduced with actuarial equivalence for payments before age 55. For participants with less than 10 years of service, benefits are reduced with actuarial equivalence from age 65. Accrued benefits earned after 2008 will be reduced by 1/2% for each month prior to age 65.

For participants who do not elect otherwise, retirement income will be paid on the basis of a qualified joint and survivor annuity for married participants and a straight-line annuity for unmarried participants.

Investment valuation and income recognition – The Plan's investments are held in the Master Trust by Northern Trust and are reported at fair value. The Plan's trustee, Northern Trust, certifies the fair value of all investments. If available, quoted market prices are used to value investments.

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 2 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes the Plan's gains and losses on investments bought or sold as well as those held during the year.

Honda Retirement Plan Notes to Financial Statements

Income taxes – The Internal Revenue Service has determined and informed the Company by a letter dated May 28, 2013, that the Plan is designed in accordance with applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the determination letter, the Plan administrator believes that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believes that the Plan is qualified, and the related trust is tax-exempt.

In accordance with guidance on accounting for uncertainty in income taxes, management evaluated the Plan's tax positions and does not believe the Plan has any uncertain tax positions that require disclosure or adjustment to the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Risks and uncertainties – The Plan invest in various investment securities. Investment securities are exposed to various risks, such as interest rate, market fluctuations, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the value of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for benefits.

Additionally, the Master Trust has investments in foreign companies, which involve special risks and considerations not typically associated with investing in U.S. companies. These risks include devaluation of currencies, less reliable information about issuers, different securities transaction clearance, and settlement practices, and possible adverse political and economic developments. Moreover, securities of many foreign companies and their markets may be less liquid and their prices more volatile than similar types of securities of comparable U.S. companies.

The actuarial present value of accumulated plan benefits is reported based on certain assumptions pertaining to interest rates, inflation rates, and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements.

401(h) Account – The HAM and HTM Plans have established a separate account (the 401(h) Account) within the Master Trust to help fund certain defined medical benefits for eligible retired associates and their dependents (Medical Benefits) in accordance with Section 401(h) of the Code. Assets accumulated for Medical Benefits may not be used for any purpose other than payment of those defined medical retiree benefits. The Company's funding policy for Medical Benefits is discretionary as approved by the Company's management but is limited to the maximum deductible contribution. Medical Benefits are provided through the Honda Manufacturing Post-Retirement Medical Program (the Retiree Health and Welfare Plan). Any assets transferred to the 401(h) Account from the defined benefit pension plan in a qualified transfer of excess pension plan assets (and any income allocable thereto) that are not used during the plan year must be transferred out of the account to the pension plan. Accordingly, the net assets, contributions, investment income, and benefit obligation information related to Medical Benefits are reflected in the Retiree Health and Welfare Plan's financial statements. In March 2025, the 401(h) Account balance of approximately \$11,364,000 was transferred in its entirety to the Retiree Health and Welfare Plan. The 401(h) Account was zero at March 31, 2025, and the Plan does not anticipate the 401(h) Account to be used in the future. The 401(h) Account accounted for approximately 3% of the total assets in the Master Trust at March 31, 2024.

Honda Retirement Plan Notes to Financial Statements

Subsequent events – The Plan has evaluated subsequent events through January 9, 2026, which is the date the financial statements were available to be issued.

Note 2 – Fair Value Measurements

The framework for measuring fair value provides a hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3).

The three levels of the fair value hierarchy are described as follows:

Level 1 – Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the plan has the ability to access.

Level 2 – Inputs to the valuation methodology include quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; and inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 – Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The assets or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

The tables below represent assets of the Master Trust. Plan assets are pooled for investment purposes only, and employer contributions and distributions are separately allocable and designated to a particular defined benefit plan.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no significant changes in the methodologies used at March 31, 2025 and 2024.

- (a) *Short-term investments* – Level 2 assets are valued based on inputs other than unadjusted quoted prices in active markets of exchange that are observable for the asset, either directly or indirectly. Level 3 assets are valued based on unobservable inputs. Valuation techniques are provided by outside vendors such as Interactive Data or Standard & Poor's (S&P). Included in this amount is the cash collateral received as a result of securities lending activities detailed in Note 6.
- (b) *Equity securities: U.S. companies* – This category consists primarily of common stock. Level 1 assets represent unadjusted quoted prices in an active market or exchange.

Honda Retirement Plan Notes to Financial Statements

- (c) *Equity securities: Foreign* – This category includes common stock and preferred stock. Level 1 assets are priced using the last trade, which are unadjusted and quoted in an active market or exchange.
- (d) *Pooled funds equity* – This category consists of units of commingled funds valued using the net asset value (NAV) practical expedient of the underlying funds minus liabilities, then divided by the number of the units outstanding. The NAV practical expedient is accessible to the Plan and to all holders without limit.
- (e) *Government and agency bonds: U.S.* – The Level 2 assets are comprised of government, agency, and index linked bonds, and are valued using observable bid evaluation prices using observable market-based inputs.
- (f) *Government and agency bonds: Foreign* – This category includes bonds issued by foreign governments and agencies. Their purpose is the same as their U.S. counterpart. Assets are classified as Level 2 because corroborated, indicative quotes and observable market data are available.
- (g) *U.S. state and local bonds* – U.S. state and local bonds are issued by state, city, and other local governments, or their agencies to finance their operating or capital expenditures. A bid evaluation is used for Level 2. The sources used are the same as those under U.S. government and agencies.
- (h) *Corporate bonds* – This category includes both U.S. and foreign corporate bonds. The Level 2 assets are various debt investments in U.S. funds and U.S. and foreign companies, and are valued using observable bid evaluation prices using observable market-based inputs. Any Level 3 assets are composed of corporate bonds for which there are no observable inputs and, where extrapolated, proprietary models and indicative quotes are used.
- (i) *Pooled fund debt* – This category consists of units of commingled funds valued using the NAV practical expedient of the underlying funds minus liabilities, then divided by the number of the units outstanding. The NAV practical expedient is accessible to the Plan and to all holders without limit.
- (j) *Asset-backed securities* – Level 2 assets are bonds or notes backed by financial assets. Institutional observable inputs are used with an income valuation technique provided by outside vendors. Level 3 assets are composed of collateralized debt obligations of which there are no significant unobservable inputs.
- (k) *Real estate* – Real estate plan assets are invested in a U.S. commingled fund and are valued at NAV practical expedient using proprietary models from the investment managers that are used to arrive at estimated prices.
- (l) *Private equity funds* – Private equity funds are valued at NAV practical expedient using proprietary models and uncorroborated data from the limited partnerships.

Honda Retirement Plan Notes to Financial Statements

- (m) *Hedge funds* – Hedge funds generally hold liquid and readily priceable securities, such as public entities in long-short funds, exchange-traded derivatives in macro/commodity trading funds, and corporate bonds in credit-relative value funds. Hedge funds do not have readily available market quotations and are therefore valued using NAV practical expedient per share provided by the investment advisor or third-party administrator.

- (n) *Derivatives* – This category includes equity contracts, interest rate forward and future contracts, interest rate option contracts, interest rate swap contracts, U.S. and foreign credit swap contracts, cash collateral, and other option contracts. Level 1 liabilities may be priced by the settlement price disseminated by future exchanges or the last trade price in an OTC market or exchange. Level 2 assets are priced using binding or corroborated, indicative quotes or evaluated prices using observable, market-based data. Level 3 liabilities are priced using uncorroborated indicative quotes provided by brokers, investment managers, or independent pricing providers.

- (o) *Interest-bearing cash* – Valued at the daily closing price as reported by the fund. These Level 1 funds are required to publish their daily NAV and to transact at that price. The funds held by the Plan are deemed to be actively traded. The funds held by the Plan are open-end funds that are registered with the U.S. Securities and Exchange Commission.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

Honda Retirement Plan Notes to Financial Statements

The following table sets forth by level, within the fair value hierarchy, the Master Trust's assets at fair value as of March 31, 2025:

	Level 1	Level 2	Level 3	Total
Assets:				
Short-term investments (a)	\$ -	\$ 82,026,470	\$ -	\$ 82,026,470
Equity securities:				
U.S. companies (b)	72,858,679	-	-	72,858,679
Foreign (c)	35,663,495	-	13,964,961	49,628,456
Total equity securities	108,522,174	-	13,964,961	122,487,135
Government and agency bonds:				
U.S. (e)	-	737,039,544	-	737,039,544
Foreign (f)	-	50,532,844	-	50,532,844
Total government and agency bonds	-	787,572,388	-	787,572,388
U.S. state and local bonds (g)	-	8,752,732	-	8,752,732
Corporate bonds				
U.S. (h)	-	368,372,522	-	368,372,522
Foreign (h)	-	55,812,179	-	55,812,179
Total corporate bonds	-	424,184,701	-	424,184,701
Asset-backed securities (j)	-	168,544,624	-	168,544,624
Derivatives (n)	-	2,971,615	5,633,000	8,604,615
Interest-bearing cash (o)	162,294,454	-	-	162,294,454
Investments at fair value	<u>\$ 270,816,628</u>	<u>\$ 1,474,052,530</u>	<u>\$ 19,597,961</u>	1,764,467,119
Investments measured at NAV practical expedient:				
Pooled funds equity (d)				307,376,425
Pooled fund debt (i)				411,430,640
Real estate (k)				227,519,664
Private equity funds (l)				1,055,533,575
Hedge funds (m)				179,982,490
Total investments measured at NAV practical expedient				<u>2,181,842,794</u>
Total investments				<u>\$ 3,946,309,913</u>
Liabilities:				
Payable under securities lending agreements	<u>\$ 1,442,309</u>	<u>\$ 159,036,080</u>	<u>\$ -</u>	<u>\$ 160,478,389</u>

Honda Retirement Plan Notes to Financial Statements

The following table sets forth by level, within the fair value hierarchy, the Master Trust's assets at fair value as of March 31, 2024:

	Level 1	Level 2	Level 3	Total
Assets:				
Short-term investments (a)	\$ -	\$ 94,555,052	\$ -	\$ 94,555,052
Equity securities:				
U.S. companies (b)	82,812,431	-	-	82,812,431
Foreign (c)	48,220,975	-	-	48,220,975
Total equity securities	131,033,406	-	-	131,033,406
Government and agency bonds:				
U.S. (e)	-	715,248,111	-	715,248,111
Foreign (f)	-	33,980,691	-	33,980,691
Total government and agency bonds	-	749,228,802	-	749,228,802
U.S. state and local bonds (g)	-	11,112,759	-	11,112,759
Corporate bonds				
U.S. (h)	-	359,012,131	-	359,012,131
Foreign (h)	-	53,910,283	-	53,910,283
Total corporate bonds	-	412,922,414	-	412,922,414
Asset-backed securities (j)	-	172,365,636	2,100,000	174,465,636
Derivatives (n)	-	1,700,636	8,750,000	10,450,636
Interest-bearing cash (o)	182,443,679	-	-	182,443,679
Investments at fair value	<u>\$ 313,477,085</u>	<u>\$ 1,441,885,299</u>	<u>\$ 10,850,000</u>	1,766,212,384
Investments measured at NAV practical expedient:				
Pooled funds equity (d)				291,015,879
Pooled fund debt (i)				374,864,022
Real estate (k)				257,120,151
Private equity funds (l)				1,154,955,133
Hedge funds (m)				211,901,719
Total investments measured at NAV practical expedient				<u>2,289,856,904</u>
Total investments				<u>\$ 4,056,069,288</u>
Liabilities:				
Payable under securities lending agreements	<u>\$ 4,674,470</u>	<u>\$ 160,443,117</u>	<u>\$ -</u>	<u>\$ 165,117,587</u>

Honda Retirement Plan Notes to Financial Statements

The following table includes the purchases for investments classified in the fair value of the Master Trust's Level 3 assets for the years ended March 31, 2025 and 2024:

	Asset Backed Securities	Derivatives	Total
2025:			
Purchases	\$ -	\$ 135,324,670	\$ 135,324,670
	Asset Backed Securities	Derivatives	Total
2024:			
Purchases	\$ 2,100,000	\$ 78,149,660	\$ 80,249,660

Note 3 – Related-Party Transactions

Certain Master Trust investments are managed by Northern Trust, the trustee, and Aetna, the insurer. Any purchases and sales of these investments are open market transactions at fair value. Such transactions, while considered party-in-interest transactions under ERISA regulations, are permitted under the provisions of the Plan and are specifically exempt from the prohibition of party-in-interest transactions under ERISA. Fees for investment management services provided by the trustee were paid by the Company.

In addition, Northern Trust facilitates securities lending activities with the Master Trust, which qualify as party-in-interest transactions under ERISA (Note 6).

Note 4 – Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits represent the estimated future periodic payments, including lump-sum distributions, under the plan's provisions that are attributable to services rendered by employees through the valuation date. Accumulated Plan benefits include benefits expected to be paid to: a) retired or terminated employees or their beneficiaries, b) beneficiaries of employees who have died, and c) present employees or their beneficiaries. Benefits under the Plan are based on employees' annual compensation. The accumulated plan benefits for active employees are based on their plan compensation for all years of plan participation ending on the date at which the benefit information is presented (valuation date). The accumulated plan benefits are calculated based on benefit information as of April 1, 2025 and 2024 (the end of the respective plan year). Had the valuations been performed as of March 31, 2025 and 2024, there would be no material differences. Benefits payable under all circumstances (retirement, death, disability, and termination of employment) are included, to the extent they are deemed attributable to employee service rendered to the valuation date.

The actuarial present value of accumulated plan benefits is determined by the Plan's actuary and is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements, such as for death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment.

Honda Retirement Plan Notes to Financial Statements

Significant actuarial assumptions used in the valuations as of April 1 are as follows:

	2025	2024
Rate of return	7.00%	6.50%
Mortality table	Pri-2012/MMP-2021	Pri-2012/MMP-2021

The benefit commencement age assumptions for annuities applied to deferred vested participants are as follows:

Manufacturing	Non-Manufacturing
Age 60	Age 64

The retirement age assumptions applied to active participants are as follows:

Age	Manufacturing	Non-Manufacturing
55	20.00%	10.00%
56-61	15.00%	10.00%
62-64	25.00%	15.00%
65-69	35.00%	22.00%
70+	100.00%	100.00%

The following table reflects the approximate actuarially determined present values of accumulated plan benefits as of March 31:

	2025	2024
Actuarial present value of accumulated plan benefits:		
Vested benefits:		
Participants currently receiving payments	\$ 1,318,864,000	\$ 1,397,055,000
Other participants	1,137,280,000	1,185,433,000
Total vested benefits	2,456,144,000	2,582,488,000
Nonvested benefits	145,323,000	167,080,000
Total actuarial present value of accumulated plan benefits	\$ 2,601,467,000	\$ 2,749,568,000

Honda Retirement Plan Notes to Financial Statements

Changes in the approximate actuarially determined present value of accumulated plan benefits are as follows for the years ended March 31:

	2025	2024
Actuarial present value of accumulated plan benefits at beginning of year	\$ 2,749,568,000	\$ 2,856,090,000
Increase (decrease) during the year:		
Benefits accumulated, net	14,801,000	37,326,000
Interest due to decrease in discount period	172,127,000	172,193,000
Change in assumptions	(147,701,000)	(89,217,000)
Benefits paid	(187,328,000)	(226,824,000)
Actuarial present value of accumulated plan benefits at end of year	\$ 2,601,467,000	\$ 2,749,568,000

The decrease in accumulated plan benefits resulting from changes in actuarial assumptions of approximately \$147,701,000 for 2025 occurred as a result of changes in the following:

- The discount rate increased from 6.5% to 7.0% to reflect the long-term expected return on plan assets as of March 31, 2025.
- The lump-sum conversion interest rate assumptions were updated based on implied future spot rates using the March 31, 2025 Mercer Yield Curve and actual Internal Revenue Service 417(e) mortality tables through 2025.

The decrease in accumulated plan benefits resulting from changes in actuarial assumptions of approximately \$89,217,000 for 2024 occurred as a result of changes in the following:

- The discount rate increased from 6.3% to 6.5% to reflect the long-term expected return on plan assets as of March 31, 2024.
- The lump-sum conversion interest rate assumptions were updated based on implied future spot rates using the March 31, 2024 Mercer Yield Curve and actual Internal Revenue Service 417(e) mortality tables through 2024.

There were no changes in plan provisions for the years ended March 31, 2025 and 2024.

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

Honda Retirement Plan Notes to Financial Statements

Note 5 – Certified Investment Information

The following information related to investments was obtained by management and agreed to or derived from information certified as complete and accurate by Northern Trust, a qualified institution:

- Plan interest in the American Honda Motor Co. Master Trust, as reflected in the statements of net assets available for benefits as of March 31, 2025 and 2024.
- Net investment income from interest in the American Honda Motor Co. Master Trust, as reflected in the statements of changes in net assets available for benefits for the years ended March 31, 2025 and 2024.
- Investment information disclosed in Note 6 to the financial statements.

Note 6 – Interest in the Master Trust

Investment income and administrative expenses relating to the Master Trust are allocated to the individual plans based upon the interest in the commingled funds of the Master Trust or the Plan's specific identified funds held in the Master Trust.

At March 31, 2025 and 2024, the Plan's interest in the net assets of the Master Trust was approximately 98% and 95%, respectively. The Celina and Midwest Express benefit plans accounted for approximately 2.0% of the total assets in the Master Trust at March 31, 2025 and 2024.

Honda Retirement Plan Notes to Financial Statements

The following table presents net assets of the Master Trust as of March 31:

	2025		2024	
	Master Trust Balance	Plan's Interest in Master Trust Balances	Master Trust Balance	Plan's Interest in Master Trust Balances
Assets:				
Investments at fair value:				
Money market funds *	\$ 83,842,535	\$ 79,477,557	\$ 111,881,144	\$ 99,950,203
Equity securities	122,487,135	120,159,098	131,033,406	125,298,047
Pooled funds equity	307,376,425	301,534,309	291,015,879	278,278,056
Government and agency bonds	787,572,388	772,603,482	749,228,802	716,434,910
U.S. state and local bonds	8,752,732	8,586,374	11,112,759	10,626,351
Corporate bonds	424,184,701	416,122,482	412,922,414	394,848,719
Pooled funds debt	411,430,640	403,610,829	374,864,022	358,456,150
Asset-backed securities	168,544,624	165,341,200	174,465,636	166,829,241
Real estate	227,519,664	223,195,337	257,120,151	245,865,952
Private equity funds	1,055,533,575	1,035,471,694	1,154,955,133	1,104,402,519
Hedge funds	179,982,490	176,561,673	211,901,719	202,626,739
Derivatives	8,604,615	8,441,072	10,450,636	9,993,209
Collateral received for securities loaned	160,478,389	160,199,708	165,117,587	164,924,239
Assets held for investment purposes	3,946,309,913	3,871,304,815	4,056,069,288	3,878,534,335
Receivables				
Accrued income receivable, net	17,562,576	17,228,775	16,946,684	16,204,925
Total assets	3,963,872,489	3,888,533,590	4,073,015,972	3,894,739,260
Liabilities:				
Payable under securities lending agreements	160,478,389	160,199,708	165,117,587	164,924,239
Pending investment transaction and other liabilities	480,592,072	468,686,318	463,211,768	435,903,017
Total liabilities	641,070,461	628,886,026	628,329,355	600,827,256
Net assets	\$ 3,322,802,028	\$ 3,259,647,564	\$ 3,444,686,617	\$ 3,293,912,004

* Net of collateral received for securities loaned

The investment income of the Master Trust is as follows for the years ended March 31:

	2025	2024
Investment income:		
Net appreciation in fair value of investments	\$ 22,804,216	\$ 48,841,832
Interest	95,197,365	89,278,644
Dividends	2,189,200	5,056,253
Investment expense	(9,585,113)	(7,370,665)
Total investment income	\$ 110,605,668	\$ 135,806,064
Plan interest in investment income of the Master Trust	\$ 106,619,109	\$ 130,255,001

Honda Retirement Plan Notes to Financial Statements

The Master Trust participated in the trustee's Securities Lending Program for its U.S. Securities held in custody at the trustee to provide incremental income for the years ended March 31, 2025 and 2024. These securities are loaned by the trustee to third-party broker-dealers in exchange for collateral (cash and noncash), in compliance with Department of Labor collateral requirements. For U.S. securities, the collateral is at least 102% of the fair value of the borrowed securities. The collateral received (both cash and noncash) is invested in the trustee's Core U.S.A. Collateral Section Fund.

The fair value of the securities loaned that were collateralized by cash was approximately \$157,938,000 and \$161,810,000 at March 31, 2025 and 2024, respectively. Cash collateral of approximately \$160,478,000 and \$165,118,000 was held at March 31, 2025 and 2024, respectively, with offsetting liabilities. The fair value of the securities loaned collateralized by noncash collateral was approximately \$11,072,000 and \$5,529,000 at March 31, 2025 and 2024, respectively. Noncash collateral of approximately \$11,477,000 and \$5,657,000 was held at March 31, 2025 and 2024, respectively, with offsetting liabilities.

The Master Trust and the trustee each receive a percentage of net income derived from securities lending activities based on the types of securities. Income earned during the years ended March 31, 2025 and 2024, was approximately \$454,000 and \$333,000, respectively, which is included in interest and dividends, net of bank fees of approximately \$114,000 and \$83,000 for the years ended March 31, 2025 and 2024, respectively.

Note 7 – Plan Termination or Modification

In the event the Plan terminates, the net assets of the Plan will be allocated as prescribed by ERISA and its related regulations, generally to provide the following benefits in the order indicated:

- Benefits attributable to employee contributions, taking into account those paid out before termination.
- Annuity benefits that former employees or their beneficiaries have been receiving for at least three years, or that employees eligible to retire for that three-year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plan. The priority amount is limited to the lowest benefit that was payable (or would have been payable) during those three years. The amount is further limited to the lowest benefit that would be payable under plan provisions in effect at any time during the five years preceding plan termination.
- Other vested benefits insured by the Pension Benefit Guaranty Corporation (the PBGC) (a U.S. Government agency) up to the applicable limitations.
- All other vested benefits (that is, vested benefits not insured by the PBGC).
- All nonvested benefits.

Honda Retirement Plan

Notes to Financial Statements

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor's benefits. However, the PBGC does not guarantee all types of benefits under the Plan and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of termination.

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the Plan's sponsor and the level of benefits guaranteed by the PBGC.

Note 8 – Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements to the Form 5500 at March 31:

	2025	2024
Net assets available for benefits per the financial statements	\$ 3,300,947,564	\$ 3,343,912,004
Net assets held in 401(h) account included as assets included in the Form 5500	-	87,509,329
Net assets available for benefits per the Form 5500	<u>\$ 3,300,947,564</u>	<u>\$ 3,431,421,333</u>

The net assets of the 401(h) account included in the Form 5500 are not available to pay pension benefits and can be used only to pay retiree health benefits.

The following is a reconciliation of the affected components of the changes in net assets available for benefits per the financial statements to the Form 5500 for the year ended March 31, 2025:

	Amounts per the Financial Statements	Differences relating to 401(h) account	Amounts per the Form 5500
Net investment gain	\$ 106,619,109	\$ 7,162,654	\$ 113,781,763
Administrative expenses	\$ (3,555,684)	\$ (5,260,824)	\$ (8,816,508)
Distributions	\$ (187,327,865)	\$ (89,411,159)	\$ (276,739,024)

Baker Tilly Advisory Group, LP and Baker Tilly US, LLP, trading as Baker Tilly, are members of the global network of Baker Tilly International Ltd., the members of which are separate and independent legal entities. Baker Tilly US, LLP is a licensed CPA firm that provides assurance services to its clients. Baker Tilly Advisory Group, LP and its subsidiary entities provide tax and consulting services to their clients and are not licensed CPA firms.

Schedule SB, line 26a – Schedule of Active Participant Data

Distribution of active participants (Elected DB) as of April 1, 2024

Attained age	Years of credited service										Total
	Under 1	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40 & up	
Under 25											
25–29											
30–34				52 78,074							52
35–39				136 79,936	64 84,326	1 					201
40–44				144 88,514	275 93,527	119 92,893					538
45–49			1	140 85,534	254 88,946	387 99,168	170 91,776				952
50–54			1	160 86,332	281 90,459	536 89,373	511 102,990	176 92,388	31 81,504		1,696
55–59				121 94,335	198 90,647	313 92,051	211 110,103	121 123,320	57 113,979	4	1,025
60–64				79 83,610	78 94,522	97 92,984	76 112,648	24 126,238	25 119,017	6	385
65–69				25 86,063	17	16	5	3	4	3	73
70 & up				2	2	3			1		8
Total			2	859	1,169	1,472	973	324	118	13	4,930
											94,793

In each cell, the top number is the count of active participants for each age/service combination and the bottom number is average compensation (i.e. not average valuation payroll) for the plan year ending March 31, 2024 limited to \$330,000. Average compensation is not shown for cells with fewer than 20 participants.

Schedule SB, line 26a – Schedule of Active Participant Data

Distribution of active participants (Elected 401(k)) as of April 1, 2024

Attained age	Years of credited service										Total
	Under 1	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40 & up	
Under 25											
25–29											
30–34	60	82	3								145
	595	1,209									
35–39	49	300	107	1							457
	644	2,383	6,693								
40–44	54	165	344	142	3						708
	717	1,969	8,613	12,522							
45–49	30	82	185	352	175	1					825
	723	2,563	9,236	15,406	19,453						
50–54	27	75	126	193	324	65	12				822
	611	2,193	8,992	15,138	22,942	25,686					
55–59	9	45	58	92	83	56	35	1			379
		2,274	8,951	16,363	21,748	31,667	29,773				
60–64	5	19	22	21	19	14	9	2			111
			9,644	14,764							
65–69	3	7		3	3	3	4				23
70 & up		1									1
Total	237	776	845	804	607	139	60	3			3,471
											11,593

In each cell, the top number is the count of active participants for each age/service combination and the bottom number is average accrued annual benefit as of April 1, 2024. Average accrued annual benefit is not shown for cells with fewer than 20 participants.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Actuarial assumptions for April 1, 2024 funding valuation**

Discount rate sponsor elections			
Segment rates or full yield curve	Segment		
Look-back months	4		
	Stabilized	Nonstabilized	PBGC ¹
First 5 years	4.75%	4.21%	4.21%
Next 15 years	4.87%	4.86%	4.86%
Over 20 years	5.59%	4.87%	4.87%
Mortality sponsor elections			
• Healthy participants	Section 430(h)(3) prescribed separate generational annuitant and non-annuitant mortality tables for 2024 plan year valuations. These tables are based on the Pri-2012 mortality tables projected with IRS-modified MP-2021 mortality improvement scale, in accordance with IRS regulations 1.430(h)(3)-1. Participants or beneficiaries reported with gender other than male or female are valued using female mortality.		
• Disabled Participants			
AHM & HSC	Same as healthy mortality		
HTM, HAM & HMA			
– Pre-1995 disabilities	Revenue Ruling 96-7 table for participants who became disabled before 1995		
– Post-1994 disabilities	Revenue Ruling 96-7 table for participants who became disabled after 1994		
417(e) lump sums	Liabilities are determined based on the underlying annuity used by the plan to determine the lump sum amount, rather than valuing the lump sum payment. This annuity is valued based on funding interest rates rather than 417(e) rates and current year 417(e) unisex mortality.		
Other economic assumptions			
• Salary increases	See Table I for sample rates		
• Inflation	2.20% per year		
• Expected investment return	6.30% per year for year 2022, 6.80% per year for year 2023 and 6.70% for year 2024		
• Expenses	\$5,570,000 added to current year normal cost (prior year actual administrative expenses adjusted for known or expected changes in PBGC premium rounded to the nearest \$10,000)		
Demographic assumptions			
• Withdrawal	See Table II for sample rates		
• Disability incidence	For Manufacturing participants: 25% of 1985 Pension Disability Table Class 3. See Table III for sample rates. For Non-Manufacturing participants: None.		
• Retirement age	See Table IV		
• Benefit commencement age for deferred vested	35% of future deferred vested participants elect an immediate lump sum. All other future deferred vested and current deferred vested are assumed to commence annuities at: <ul style="list-style-type: none"> • Manufacturing 60 • Non-Manufacturing 64 		

¹ The PBGC alternative method was elected starting with the April 1, 2020 plan year.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

• Spouse assumptions	Male participants	Female participants	Unknown gender
— Percentage married	100%	100%	100%
— Spouse age difference	1 year younger	2 years older	0 years
Form of payment	See Table V		
Unpredictable contingent event assumptions	Not applicable		

Table of sample rates

Table I		
Salary scale increase		
Attained age	Manufacturing²	Non-Manufacturing
30	2.95%	5.28%
35	2.70%	4.83%
40	2.45%	4.38%
45	2.20%	3.93%
50	1.95%	3.48%
55	1.75%	3.11%
60	1.75%	2.86%
65	1.50%	2.61%

Table II						
Sample withdrawal rates						
Attained age	HAM		Manufacturing		Non-Manufacturing	
	Male	Female	Male	Female	Male	Female
25	7.20%	9.00%	12.60%	14.40%	18.00%	25.20%
30	4.88%	6.10%	8.54%	9.76%	10.00%	10.37%
35	3.48%	4.35%	6.09%	7.88%	6.09%	6.79%
40	2.72%	3.45%	4.83%	6.90%	4.83%	5.38%
45	2.12%	3.05%	4.27%	6.10%	3.36%	4.76%
50	1.57%	2.80%	3.92%	5.60%	3.08%	3.36%
55	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

² For non-exempt direct manufacturing associates, a one-time 11% wage increase effective January 1, 2024 has also been reflected, as well as an additional 6% per year plus the age-graded scale for the next three years only.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Table III		
Sample disability incidence rates (Manufacturing)		
Attained age	Male	Female
20	0.04%	0.02%
25	0.05%	0.04%
30	0.08%	0.06%
35	0.11%	0.10%
40	0.15%	0.14%
45	0.21%	0.19%
50	0.31%	0.30%
55	0.53%	0.49%

Table IV		
Retirement rates		
Attained age	Manufacturing (Includes HAM)	Non-Manufacturing
55	20.00%	10.00%
56	15.00%	10.00%
57	15.00%	10.00%
58	15.00%	10.00%
59	15.00%	10.00%
60	15.00%	10.00%
61	15.00%	10.00%
62	25.00%	15.00%
63	25.00%	15.00%
64	25.00%	15.00%
65	35.00%	22.00%
66	35.00%	22.00%
67	35.00%	22.00%
68	35.00%	22.00%
69	35.00%	22.00%
70+	100.00%	100.00%

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Table V – Form of payment election**

Active Retirements:	
• Life Annuity	10.00%
• Lump Sum	70.00%
• 50% Joint and Survivor Annuity	5.00%
• 100% Joint and Survivor Annuity	15.00%
Future Vested Terms:	
• Life Annuity	7.00%
• Immediate Lump Sum	35.00%
• Deferred Lump Sum	52.00%
• 50% Joint and Survivor Annuity	3.00%
• 100% Joint and Survivor Annuity	3.00%
Current Vested Terms:	
• Life Annuity	10.00%
• Lump Sum	80.00%
• 50% Joint and Survivor Annuity	5.00%
• 100% Joint and Survivor Annuity	5.00%
Current and Future Disabilities:	
• Same as Active Retirement	
Future Deaths	
• Life Annuity	30.00%
• Lump Sum	70.00%

Rationale for significant economic assumptions

- **Interest discounts and 417(e) lump sums for funding:** Prescribed by the IRS.
- **Long-term rate of return on assets:** The expected rate of return on plan assets is based on the median simulated arithmetic investment return using Capital Market Assumptions within 3 months of the measurement date (January) by Mercer Investment LLC for the plan's target asset mix, net of an adjustment for investment expenses (dependent upon asset size and allocation) assumed to be paid from plan assets.
- **Salary increases:** Based on 2015 through 2019 plan year experience as reflected in the Honda Retirement Program Experience Study dated February 2021. For non-exempt direct manufacturing associates, a one-time 11% wage increase effective January 1, 2024 has also been reflected, as well as an additional 6% per year plus the age-graded scale for the next three years only.
- **Inflation:** Based on the inflation assumption published by Mercer's Asset Class Return Assumptions document within 3 months of the measurement date (January).
- **Expenses:** Based on prior year's actual administrative expenses adjusted for known or expected changes in PBGC premiums or any other significant events rounded to the nearest \$10,000.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Rationale for significant demographic assumptions**

- **Mortality for funding:** Prescribed by the IRS.
- **Withdrawal:** Based on 2015 through 2019 plan year experience as reflected in the Honda Retirement Program Experience Study dated February 2021.
- **Disability incidence:** As Honda's population was not large enough for a credible experience study of disability incidence, this assumption is based on a reduced percentage of the Conference of Consulting Actuaries' 1985 Pension Disability Study Class 3 rates for Manufacturing participants based on discussions with Honda. No disability incidence assumption is used for Non-Manufacturing participants since they are not expected to be at risk in their job environment.
- **Retirement age:** Based on 2015 through 2019 plan year experience as reflected in the Honda Retirement Program Experience Study dated February 2021.
- **Benefit commencement age:** Based on 2015 through 2019 plan year experience as reflected in the Honda Retirement Program Experience Study dated February 2021.
- **Spouse age difference:** Based on 2015 through 2019 plan year experience as reflected in the Honda Retirement Program Experience Study dated February 2021.
- **Spouse marriage assumption:** The plan pays a death benefit under all circumstances. Therefore, as assumption of 100% was selected.
- **Form of payment:** Based on 2015 through 2019 plan year experience as reflected in the Honda Retirement Program Experience Study dated February 2021.

Actuarial methods for funding**Asset methods**

The asset valuation method is an average of the adjusted market value for each year during the last 24 months preceding the valuation date. The adjusted market value is the market value at each determination date adjusted to the valuation date based on actual cash flows and expected interest at the lesser of the expected rate of return and the third segment rate. This amount is adjusted to be no greater than 110% and no less than 90% of the fair market value, as defined in IRC Section 430.

A characteristic of this asset method is that, over time, it is slightly more likely to produce an actuarial value of assets that is less than the market value of assets than an actuarial value that is greater than the market value.

Participant methods

Participants or former participants are included or excluded from the valuation as described below:

- **Participants included: All**
The Honda Federal Credit Union (HCU) is not in American Honda's controlled group. However, these employees participate in the HRP. As a result, their liability is included in the HRP valuation results. Further the HRP is categorized as a Multiple-B multiple employer plan (i.e., it is funded as if all participants were employed by a single employer).
- **Participants excluded:** No actuarial liability is included for nonvested participants who terminated prior to the valuation date. For this purpose, participants with a break in service on the valuation date are treated as terminated participants.
- **Insurance contracts:** The plan does have insurance contracts which are included in the value of plan assets.

Schedule SB, Part V— Statement of Actuarial Assumptions/Methods**Minimum funding methods**

The funding target for minimum funding calculations is computed using the traditional unit credit method of funding. The objective under this method is to fund each participant's benefits under the plan as they accrue. Thus, the total pension to which each participant is expected to become entitled at retirement is broken down into units, each associated with a year of past or future credited service.

A detailed description of the calculation follows:

- The plan's valuation date is the beginning of the plan year.
- An individual's **funding target** is the present value of future benefits based on credited service and average pay as of the beginning of the plan year, and an individual's **target normal cost** is the present value of the benefit expected to accrue in the plan year. If multiple decrements are used, the funding target and the target normal cost for an individual are the sum of the component funding targets and target normal costs associated with the various anticipated separation dates.
- This plan provides disability benefits that are only partially based on a participant's accrued benefit or years of service. This benefit is allocated to funding target based on the accrued benefit on the valuation date plus a portion of the excess of the benefit over the accrued benefit multiplied by the ratio of the participant's service at the beginning of the plan year to their service at each decrement age. This benefit is allocated to target normal cost based on the proportionate benefit attributable to the increase in the participant's service and compensation during the plan year.
- The plan's **target normal cost** is the sum of the individual target normal costs, and the plan's **funding target** is the sum of the individual funding targets for all participants under the plan.

SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 04/01/2024 and ending 03/31/2025

▶ Round off amounts to nearest dollar.
 ▶ Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan HONDA RETIREMENT PLAN	B Three-digit plan number (PN) ▶	334
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF AMERICAN HONDA MOTOR COMPANY, INC.	D Employer Identification Number (EIN) 95-2041006	
E Type of plan: <input type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input checked="" type="checkbox"/> Multiple-B	F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

Part I Basic Information			
1 Enter the valuation date: Month <u>04</u> Day <u>01</u> Year <u>2024</u>			
2 Assets:			
a Market value	2a		3,342,580,960
b Actuarial value	2b		3,529,044,089
3 Funding target/participant count breakdown			
	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	6,779	1,563,807,418	1,563,807,418
b For terminated vested participants	3,648	245,665,588	245,665,588
c For active participants	8,401	1,071,139,891	1,267,491,693
d Total	18,828	2,880,612,897	3,076,964,699
4 If the plan is in at-risk status, check the box and complete lines (a) and (b) <input type="checkbox"/>			
a Funding target disregarding prescribed at-risk assumptions	4a		
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5 Effective interest rate	5		5.18%
6 Target normal cost			
a Present value of current plan year accruals	6a		38,601,823
b Expected plan-related expenses	6b		5,570,000
c Target normal cost	6c		44,171,823

Statement by Enrolled Actuary
 To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE		<u>11/18/2025</u>
	Signature of actuary	Date
	RACHEL BATTAH	2306672
	Type or print name of actuary	Most recent enrollment number
	MERCER	614-227-5542
	Firm name	Telephone number (including area code)
325 JOHN H MCCONNELL BLVD SUITE 350 COLUMBUS OH 43215		
Address of the firm		

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:				
a Segment rates:	1st segment 4.75 %	2nd segment 4.87 %	3rd segment 5.59 %	<input type="checkbox"/> N/A, full yield curve used
b Applicable month (enter code).....				21b 4
22 Weighted average retirement age				22 60
23 Mortality table(s) (see instructions)	<input type="checkbox"/> Prescribed - combined	<input checked="" type="checkbox"/> Prescribed - separate	<input type="checkbox"/> Substitute	

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.....	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.....	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
26 Demographic and benefit information		
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.....	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment.....	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....	27	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29).....	30	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c).....	31a	44,171,823	
b Excess assets, if applicable, but not greater than line 31a	31b	44,171,823	
32 Amortization installments:	Outstanding Balance		Installment
a Net shortfall amortization installment	0		0
b Waiver amortization installment.....	0		0
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....	34	0	
		Carryover balance	Prefunding balance
35 Balances elected for use to offset funding requirement		0	0
36 Additional cash requirement (line 34 minus line 35).....	36	0	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....	37	38,210,171	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	38,210,171	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	0	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37).....	39	0	
40 Unpaid minimum required contributions for all years	40	0	

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input checked="" type="checkbox"/> 2021
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Schedule SB, line 22 — Description of Weighted Average Retirement Age

Manufacturing (includes HAM): Each employee is assumed to retire in accordance with the table of retirement rates. The proportion of employees expected to retire at each potential retirement age is shown below. The average retirement age is 59.

(A) Retirement age	(B) Retirement percent	(C) LX	(D) Number of employees expected to retire (b) x (c)	(E) (A) X (D)
55	20.00%	10,000	2,000	110,000
56	15.00%	8,000	1,200	67,200
57	15.00%	6,800	1,020	58,140
58	15.00%	5,780	867	50,286
59	15.00%	4,913	737	43,480
60	15.00%	4,176	626	37,584
61	15.00%	3,550	532	32,479
62	25.00%	3,017	754	46,767
63	25.00%	2,263	566	35,641
64	25.00%	1,697	424	27,155
65	35.00%	1,273	446	28,958
66	35.00%	827	290	19,112
67	35.00%	538	188	12,611
68	35.00%	350	122	8,320
69	35.00%	227	80	5,487
70	100.00%	148	148	10,338
Total			10,000	593,558
			Average Weighted Retirement Age	59.36

It should be noted that while rounded numbers are shown in the table, the full content of each cell is used in the calculations.

Schedule SB, line 22 — Description of Weighted Average Retirement Age

Non-Manufacturing: Each employee is assumed to retire in accordance with the table of retirement rates. The proportion of employees expected to retire at each potential retirement age is shown below. The average retirement age is 61.

(A) Retirement age	(B) Retirement percent	(C) LX	(D) Number of employees expected to retire (B) X (C)	(E) (A) X (D)
55	10.00%	10,000	1,000	55,000
56	10.00%	9,000	900	50,400
57	10.00%	8,100	810	46,170
58	10.00%	7,290	729	42,282
59	10.00%	6,561	656	38,710
60	10.00%	5,905	590	35,429
61	10.00%	5,314	531	32,418
62	15.00%	4,783	717	44,482
63	15.00%	4,066	610	38,419
64	15.00%	3,456	518	33,175
65	22.00%	2,937	646	42,004
66	22.00%	2,291	504	33,267
67	22.00%	1,787	393	26,342
68	22.00%	1,394	307	20,853
69	22.00%	1,087	239	16,505
70	100.00%	848	848	59,364
Total			10,000	614,819
Average Weighted Retirement Age				61.48

It should be noted that while rounded numbers are shown in the table, the full content of each cell is used in the calculations.

Overall weighted average retirement age for active participants:

	(A) Number of active participants	(B) Weighted average retirement age	(C) [(A)/Total(A)]*(B)
Manufacturing	6,277	59.36	44.35
Non-Manufacturing	2,124	61.48	15.54
Total	8,401		59.89

The resulting overall weighted average retirement age using these counts as weighting factors is approximately 60.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Actuarial assumptions for April 1, 2024 funding valuation**

Discount rate sponsor elections			
Segment rates or full yield curve	Segment		
Look-back months	4		
	Stabilized	Nonstabilized	PBGC ¹
First 5 years	4.75%	4.21%	4.21%
Next 15 years	4.87%	4.86%	4.86%
Over 20 years	5.59%	4.87%	4.87%
Mortality sponsor elections			
• Healthy participants	Section 430(h)(3) prescribed separate generational annuitant and non-annuitant mortality tables for 2024 plan year valuations. These tables are based on the Pri-2012 mortality tables projected with IRS-modified MP-2021 mortality improvement scale, in accordance with IRS regulations 1.430(h)(3)-1. Participants or beneficiaries reported with gender other than male or female are valued using female mortality.		
• Disabled Participants			
AHM & HSC	Same as healthy mortality		
HTM, HAM & HMA			
– Pre-1995 disabilities	Revenue Ruling 96-7 table for participants who became disabled before 1995		
– Post-1994 disabilities	Revenue Ruling 96-7 table for participants who became disabled after 1994		
417(e) lump sums	Liabilities are determined based on the underlying annuity used by the plan to determine the lump sum amount, rather than valuing the lump sum payment. This annuity is valued based on funding interest rates rather than 417(e) rates and current year 417(e) unisex mortality.		
Other economic assumptions			
• Salary increases	See Table I for sample rates		
• Inflation	2.20% per year		
• Expected investment return	6.30% per year for year 2022, 6.80% per year for year 2023 and 6.70% for year 2024		
• Expenses	\$5,570,000 added to current year normal cost (prior year actual administrative expenses adjusted for known or expected changes in PBGC premium rounded to the nearest \$10,000)		
Demographic assumptions			
• Withdrawal	See Table II for sample rates		
• Disability incidence	For Manufacturing participants: 25% of 1985 Pension Disability Table Class 3. See Table III for sample rates. For Non-Manufacturing participants: None.		
• Retirement age	See Table IV		

¹ The PBGC alternative method was elected starting with the April 1, 2020 plan year.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

• Benefit commencement age for deferred vested	35% of future deferred vested participants elect an immediate lump sum. All other future deferred vested and current deferred vested are assumed to commence annuities at:		
	<ul style="list-style-type: none"> • Manufacturing 60 • Non-Manufacturing 64 		
• Spouse assumptions	Male participants	Female participants	Unknown gender
– Percentage married	100%	100%	100%
– Spouse age difference	1 year younger	2 years older	0 years
Form of payment	See Table V		
Unpredictable contingent event assumptions	Not applicable		

Table of sample rates

Table I Salary scale increase		
Attained age	Manufacturing ²	Non-Manufacturing
30	2.95%	5.28%
35	2.70%	4.83%
40	2.45%	4.38%
45	2.20%	3.93%
50	1.95%	3.48%
55	1.75%	3.11%
60	1.75%	2.86%
65	1.50%	2.61%

Table II Sample withdrawal rates						
Attained age	HAM		Manufacturing		Non-Manufacturing	
	Male	Female	Male	Female	Male	Female
25	7.20%	9.00%	12.60%	14.40%	18.00%	25.20%
30	4.88%	6.10%	8.54%	9.76%	10.00%	10.37%
35	3.48%	4.35%	6.09%	7.88%	6.09%	6.79%
40	2.72%	3.45%	4.83%	6.90%	4.83%	5.38%
45	2.12%	3.05%	4.27%	6.10%	3.36%	4.76%
50	1.57%	2.80%	3.92%	5.60%	3.08%	3.36%
55	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

² For non-exempt direct manufacturing associates, a one-time 11% wage increase effective January 1, 2024 has also been reflected, as well as an additional 6% per year plus the age-graded scale for the next three years only.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Table III Sample disability incidence rates (Manufacturing)		
Attained age	Male	Female
20	0.04%	0.02%
25	0.05%	0.04%
30	0.08%	0.06%
35	0.11%	0.10%
40	0.15%	0.14%
45	0.21%	0.19%
50	0.31%	0.30%
55	0.53%	0.49%

Table IV Retirement rates		
Attained age	Manufacturing (Includes HAM)	Non- Manufacturing
55	20.00%	10.00%
56	15.00%	10.00%
57	15.00%	10.00%
58	15.00%	10.00%
59	15.00%	10.00%
60	15.00%	10.00%
61	15.00%	10.00%
62	25.00%	15.00%
63	25.00%	15.00%
64	25.00%	15.00%
65	35.00%	22.00%
66	35.00%	22.00%
67	35.00%	22.00%
68	35.00%	22.00%
69	35.00%	22.00%
70+	100.00%	100.00%

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Table V – Form of payment election**

Active Retirements:	
• Life Annuity	10.00%
• Lump Sum	70.00%
• 50% Joint and Survivor Annuity	5.00%
• 100% Joint and Survivor Annuity	15.00%
Future Vested Terms:	
• Life Annuity	7.00%
• Immediate Lump Sum	35.00%
• Deferred Lump Sum	52.00%
• 50% Joint and Survivor Annuity	3.00%
• 100% Joint and Survivor Annuity	3.00%
Current Vested Terms:	
• Life Annuity	10.00%
• Lump Sum	80.00%
• 50% Joint and Survivor Annuity	5.00%
• 100% Joint and Survivor Annuity	5.00%
Current and Future Disabilities:	
• Same as Active Retirement	
Future Deaths	
• Life Annuity	30.00%
• Lump Sum	70.00%

Rationale for significant economic assumptions

- **Interest discounts and 417(e) lump sums for funding:** Prescribed by the IRS.
- **Long-term rate of return on assets:** The expected rate of return on plan assets is based on the median simulated arithmetic investment return using Capital Market Assumptions within 3 months of the measurement date (January) by Mercer Investment LLC for the plan's target asset mix, net of an adjustment for investment expenses (dependent upon asset size and allocation) assumed to be paid from plan assets.
- **Salary increases:** Based on 2015 through 2019 plan year experience as reflected in the Honda Retirement Program Experience Study dated February 2021. For non-exempt direct manufacturing associates, a one-time 11% wage increase effective January 1, 2024 has also been reflected, as well as an additional 6% per year plus the age-graded scale for the next three years only.
- **Inflation:** Based on the inflation assumption published by Mercer's Asset Class Return Assumptions document within 3 months of the measurement date (January).

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

- **Expenses:** Based on prior year's actual administrative expenses adjusted for known or expected changes in PBGC premiums or any other significant events rounded to the nearest \$10,000.

Rationale for significant demographic assumptions

- **Mortality for funding:** Prescribed by the IRS.
- **Withdrawal:** Based on 2015 through 2019 plan year experience as reflected in the Honda Retirement Program Experience Study dated February 2021.
- **Disability incidence:** As Honda's population was not large enough for a credible experience study of disability incidence, this assumption is based on a reduced percentage of the Conference of Consulting Actuaries' 1985 Pension Disability Study Class 3 rates for Manufacturing participants based on discussions with Honda. No disability incidence assumption is used for Non-Manufacturing participants since they are not expected to be at risk in their job environment.
- **Retirement age:** Based on 2015 through 2019 plan year experience as reflected in the Honda Retirement Program Experience Study dated February 2021.
- **Benefit commencement age:** Based on 2015 through 2019 plan year experience as reflected in the Honda Retirement Program Experience Study dated February 2021.
- **Spouse age difference:** Based on 2015 through 2019 plan year experience as reflected in the Honda Retirement Program Experience Study dated February 2021.
- **Spouse marriage assumption:** The plan pays a death benefit under all circumstances. Therefore, as assumption of 100% was selected.
- **Form of payment:** Based on 2015 through 2019 plan year experience as reflected in the Honda Retirement Program Experience Study dated February 2021.

Actuarial methods for funding**Asset methods**

The asset valuation method is an average of the adjusted market value for each year during the last 24 months preceding the valuation date. The adjusted market value is the market value at each determination date adjusted to the valuation date based on actual cash flows and expected interest at the lesser of the expected rate of return and the third segment rate. This amount is adjusted to be no greater than 110% and no less than 90% of the fair market value, as defined in IRC Section 430.

A characteristic of this asset method is that, over time, it is slightly more likely to produce an actuarial value of assets that is less than the market value of assets than an actuarial value that is greater than the market value.

Participant methods

Participants or former participants are included or excluded from the valuation as described below:

- **Participants included:** All
The Honda Federal Credit Union (HCU) is not in American Honda's controlled group. However, these employees participate in the HRP. As a result, their liability is included in the HRP valuation results. Further the HRP is categorized as a Multiple-B multiple employer plan (i.e., it is funded as if all participants were employed by a single employer).

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

- **Participants excluded:** No actuarial liability is included for nonvested participants who terminated prior to the valuation date. For this purpose, participants with a break in service on the valuation date are treated as terminated participants.
- **Insurance contracts:** The plan does have insurance contracts which are included in the value of plan assets.

Minimum funding methods

The funding target for minimum funding calculations is computed using the traditional unit credit method of funding. The objective under this method is to fund each participant's benefits under the plan as they accrue. Thus, the total pension to which each participant is expected to become entitled at retirement is broken down into units, each associated with a year of past or future credited service.

A detailed description of the calculation follows:

- The plan's valuation date is the beginning of the plan year.
- An individual's **funding target** is the present value of future benefits based on credited service and average pay as of the beginning of the plan year, and an individual's **target normal cost** is the present value of the benefit expected to accrue in the plan year. If multiple decrements are used, the funding target and the target normal cost for an individual are the sum of the component funding targets and target normal costs associated with the various anticipated separation dates.
- This plan provides disability benefits that are only partially based on a participant's accrued benefit or years of service. This benefit is allocated to funding target based on the accrued benefit on the valuation date plus a portion of the excess of the benefit over the accrued benefit multiplied by the ratio of the participant's service at the beginning of the plan year to their service at each decrement age. This benefit is allocated to target normal cost based on the proportionate benefit attributable to the increase in the participant's service and compensation during the plan year.
- The plan's **target normal cost** is the sum of the individual target normal costs, and the plan's **funding target** is the sum of the individual funding targets for all participants under the plan.

Schedule SB, Part V — Summary of Plan Provisions**Summary of major plan provisions**

Effective date and plan year	Original plan: July 1, 1962 (AHM) Restated plan: January 1, 2018 Plan year: April 1 through March 31
Status of the plan	The plan has been closed to new entrants. However, employees employed prior to September 2013 and who elected to continue accruing benefits in the plan continue to participate in the plan. Employees employed prior to September 2013 and who elected to receive enhanced contributions in the Honda Savings Plan stopped accruing pension benefits on January 1, 2014.
Significant events that occurred during the year	None.
Definitions	
• Eligibility	One year of continuous service and not a member of a unit covered by a collective bargaining agreement unless such agreement explicitly provides for coverage under this plan. Participation is restricted to employees of employers who have adopted the plan. Ineligible employees include student associates or associates from an Affiliated Company working on a temporary basis.
• Employee contributions	None required or permitted.
• Vesting service	Measured in days while employed. Employee credited with one year of service for each 365 day period of employment.
• Pensionable earnings	Salary paid during a plan year for services rendered excluding gifts and awards, bonuses, expense allowances, commissions, severance pay, pay for unused sick, vacation (AHM and HSC only), or other paid time off, overtime pay, shift premiums (HAM, HMA and HTM only), attendance pay, temporary assignment allowances and tax-free Code Section 132(f) transportation benefits or cash in lieu of such benefits.
	Earnings prior to participation are disregarded for AHM and HSC.
Normal retirement	
• Eligibility	Attainment of age 65.

Schedule SB, Part V — Summary of Plan Provisions

- **Benefit**

The participant’s benefit accrued as of June 30, 2009 plus for service after June 30, 2009 through December 31, 2013:

 - AHM – 2.5% of earnings each year while a participant (2% of earnings each year for participants employed by Honda Aero, Inc. or Honda Aircraft Company, unless participant transfers to one of these two divisions, in which case it should remain at 2.5% of earnings).
 - HSC – 1.5% of earnings each year while an active plan participant
 - HAM/HTM – 2.0% of earnings from date of hire
 - HMA – 2.5% of earnings from date of hire.

plus for service after December 31, 2013:

 - AHM, HSC, HAM, HTM, HMA – 1.0% of earnings each year while a participant.

Early retirement

- **Eligibility**

Age 55 and 10 years of service.
- **Benefit**

The accrued benefit earned to the actual Early Retirement Date, with a reduction as specified below:

For terminations after December 31, 2013:

Age and Years of Vesting Svc.	Reduction
Leave Honda after 55 and 10	0.1667% / mo. from 62

However, for HAM and HTM participants who terminate after December 31, 2013, the early retirement benefit can’t be less their accrued benefit as of December 31, 2013 based early retirement factors in effect of December 31, 2013.

Schedule SB, Part V — Summary of Plan Provisions

For terminations before January 1, 2014:

- For AHM/HSC and for HAM/HTM benefits accrued before 2009, the reduction below is from age 62 for AHM/HSC and for HAM/HTM participants with 20 years of service. Otherwise, the reduction is from age 65.

Years of Vesting Service.	Reduction
At least 10 but less than 20	0.3333% per month
At least 20 but less than 25	0.2500% per month
25 or more	0.1667% per month

- For HAM/HTM benefits accrued after 2008, the reduction below is from age 62 for participants with 20 years of service. Otherwise, the reduction is from age 65.

Years of Vesting Service.	Reduction
At least 10 but less than 20	0.3333% per month
At least 20 but less than 30	0.1667% per month
30 or more	0% per month

- For HMA, the reduction is 0.3333% per month from age 62 for participants with 20 years of service. Otherwise, the reduction is 0.3333% per month from age 65.

- Social Security Supplement**

Terminate before January 1, 2014:

- For all early retirements with at least 30 years of vesting service, a \$300 supplemental benefit shall be paid for each month prior to age 62.

Terminate on or after January 1, 2014:

- For all early retirements with at least 20 years of vesting service, a \$600 supplemental benefit shall be paid for each month prior to age 62.

Late retirement

- | | |
|---------------|---|
| • Eligibility | Termination after Normal Retirement Date. |
| • Benefit | Accrued benefit based on service and compensation through termination date. |

Actuarial increases are provided on HTM benefits payable after normal retirement age attributable to service prior to July 1, 2009.

Schedule SB, Part V — Summary of Plan Provisions**Deferred vested**

- | | |
|---------------|---|
| • Eligibility | 100% after 5 years of vesting service |
| • Benefit | Accrued Normal Retirement Benefit:
Benefit payable as an immediate lump sum or equivalent annuity. |

Early retirement reductions as specified below:
For terminations after December 31, 2013:

Age and Years of Vesting Svc.	Reduction
Leave Honda before 55 and 10	0.5% / mo. from NRD

Different early retirement reductions apply for participants who terminate under prior plan provisions.

Disability Prior to January 1, 2014

- | | |
|---------------|--|
| • Eligibility | <i>AHM/HSC</i> – A participant is disabled while he or she is disabled under the terms of the Employer's long-term disability plan by reason of a medically determinable physical or mental impairment and is contemporaneously receiving benefits under such plan.
<i>HAM/HMA</i> – A participant needs to be receiving Social Security disability benefits and receiving benefits under the Employer's long-term disability plan to be eligible for benefits. |
| • Benefit | <i>AHM/HSC/HAM/HMA</i> – Benefits continue to accrue during periods of disability based on earnings at time of disability. |

Disability

- | | |
|---------------|---|
| • Eligibility | <i>HTM</i> – A participant needs to be receiving Social Security disability benefits and receiving benefits under the Employer's long-term disability plan to be eligible for benefits. |
| • Benefit | <i>HTM</i> – Participants may elect to receive their vested accrued benefit any time before age 65. No additional benefits accrue. |

Death benefits

- | | |
|--------------------------|---|
| • Pre-retirement benefit | The Joint and 50% benefit to the beneficiary of an employee with a vested accrued benefit at date of death. |
| • Post-retirement | According to option elected. |

Voluntary retirement opportunity

- | | |
|---------------|---|
| • Eligibility | Age 55 with 10 year of service or age 65 with 5 years of service as of June 1, 2020 |
| • Benefit | Additional 4 years of age
Additional 4 years of vesting service
Additional 4 years of base compensation as of March 31, 2021 or date of termination, whichever is greater
Current 20 year service eligibility requirement waived for the monthly pension supplement up to age 62 |

Form of benefits

Schedule SB, Part V — Summary of Plan Provisions

• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	Joint and 50% Survivor Annuity
• Optional forms	<ul style="list-style-type: none"> • Joint and Survivor Option -- provides a reduced amount of income during the employee's lifetime; 50%, 75% or 100% continues after employee's death to the spouse for the remainder of spouse's lifetime. • Certain and Life Option -- provides a reduced amount payable for life, with a guarantee of 60 or 120 monthly payments (or other period of months for HTM participants that will not violate the incidental death benefit rule under Code Section 401(a)(9)). • Social Security Adjustment Option – provides an actuarially computed retirement income, which takes into account the employee's primary insurance amount under the Federal Social Security Act payable as of age 62, in effect on the date of his retirement. • Lump Sum Option – provides a one-time payment of the present value of the participant's vested accrued benefit and, if applicable, their Social Security Supplemental. The lump sum includes the value of early retirement subsidies, if applicable.
• Optional form conversion factors	<p>Amount of an optional form of benefit (other than a lump sum or Social Security Adjustment Option) which has a value equivalent to the benefit or benefits otherwise payable under the plan, computed on the basis of a 7.0% annual interest rate and the RP-2000 combined employee and healthy annuitant mortality table projected to 2015 (restated as a unisex table by applying 70/30 male/female weighting)</p> <p>For lump sum and Social Security Adjustment Option, PPA interest rates equal to the 3-tiered minimum present value segment rates for the fifth full month preceding the first day of the Plan Year during which the lump sum payment occurs or level income annuity payments commence, and mortality applicable to the plan year of payment.</p>
Miscellaneous	
• Maximum compensation	Compensation for any 12-month period used to determine accrued benefits may not exceed the limits in IRC Section 401(a)(17) for the calendar year in which the 12-month period begins. The limit is indexed annually. For 2024, the limit is \$345,000.
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2024, the limit is \$275,000.

Benefits included or excluded

Unless noted below, all benefits provided by the plan, as restated effective January 1, 2018 are included in this valuation:

- **Most recent plan amendments included:** Amendment #2 to the plan document as amended and restated effective January 1, 2018, dated December 10, 2020.
- **Plan amendments excluded:** None.

Schedule SB, Part V — Summary of Plan Provisions

- **Late retirement increases:**

- *Active participants:* The plan provides benefit suspension notices to participants who work beyond normal retirement; therefore, late retirement actuarial increases only apply to participants who defer retirement beyond age 70½. Current active participants over age 70½ are valued excluding the late retirement actuarial increase. Benefits include compensation and service through expected retirement date. Due to the minimal number of participants past normal retirement age that have not yet commenced benefits, exclusion of late retirement adjustments prior to actual retirement is not material.
- *Deferred vested participants:* Current deferred vested participants over normal retirement age are valued including the late retirement actuarial increase.

- **Internal Revenue Code limitations:** The limitations of Internal Revenue Code Section 415(b) and 401(a)(17) have been incorporated into our calculations.
- **IRC Section 416 rules for top-heavy plans:** We did not test whether this plan is top-heavy (when the present value of benefits for key employees equals or exceeds 60% of the present value for all participants). However, we expect that the plan is not top-heavy due to the large number of rank-and-file participants; therefore, the funding target and target normal cost do not reflect any liability for top-heavy benefit accruals.

Plan provisions specific to funding

Additional benefits included or excluded

- **IRC Section 436 benefit restrictions:**

- *Plan amendments:* See above.
- *Prohibited payments:* Limitations on prohibited benefits (if any) are reflected for annuity starting dates before the valuation date but are ignored for annuity starting dates on or after the valuation date.
- *Benefit accruals:* The plan's funding target does not reflect any limitation on benefit accruals. The target normal cost does not reflect any limitation on benefit accruals.

- **Unpredictable contingent event benefits:** The plan does not have any unpredictable contingent event benefits.

Plan provision changes since prior valuation

Maximum compensation and maximum benefit amounts under IRS rules were updated from 2023 to 2024.

Schedule SB, line 24 — Change in Actuarial Assumptions**Actuarial assumption changes since prior valuation**

- Interest discounts and mortality rates (including lump sum mortality) were updated from 2023 to 2024 in accordance with PPA.
- The expense component of normal cost decreased from \$18,670,000 to \$5,570,000 to reflect expectations for the current plan year. The expected change in the PBGC variable premium is the primary driver for the change in the expense assumption.
- The expected investment return decreased from 6.80% in 2023 to 6.70% in 2024 to reflect expectations for the current plan year.
- For non-exempt direct manufacturing associates, a one-time 11% wage increase effective January 1, 2024 has also been reflected, as well as an additional 6% per year plus the age-graded scale for the next three years only.
- Mortality rates and spouse age difference assumption were updated for participants reported with gender other than male or female.

Schedule SB, line 26a – Schedule of Active Participant Data

Distribution of active participants (Elected DB) as of April 1, 2024

Attained age	Years of credited service										Total
	Under 1	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40 & up	
Under 25											
25–29											
30–34				52							52
				78,074							
35–39				136	64	1					201
				79,936	84,326						
40–44				144	275	119					538
				88,514	93,527	92,893					
45–49			1	140	254	387	170				952
				85,534	88,946	99,168	91,776				
50–54			1	160	281	536	511	176	31		1,696
				86,332	90,459	89,373	102,990	92,388	81,504		
55–59				121	198	313	211	121	57	4	1,025
				94,335	90,647	92,051	110,103	123,320	113,979		
60–64				79	78	97	76	24	25	6	385
				83,610	94,522	92,984	112,648	126,238	119,017		
65–69				25	17	16	5	3	4	3	73
				86,063							
70 & up				2	2	3			1		8
Total			2	859	1,169	1,472	973	324	118	13	4,930
											94,793

In each cell, the top number is the count of active participants for each age/service combination and the bottom number is average compensation (i.e. not average valuation payroll) for the plan year ending March 31, 2024 limited to \$330,000. Average compensation is not shown for cells with fewer than 20 participants.

Schedule SB, line 26a – Schedule of Active Participant Data

Distribution of active participants (Elected 401(k)) as of April 1, 2024

Attained age	Years of credited service										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & up	
Under 25											
25-29											
30-34	60	82	3								145
	595	1,209									
35-39	49	300	107	1							457
	644	2,383	6,693								
40-44	54	165	344	142	3						708
	717	1,969	8,613	12,522							
45-49	30	82	185	352	175	1					825
	723	2,563	9,236	15,406	19,453						
50-54	27	75	126	193	324	65	12				822
	611	2,193	8,992	15,138	22,942	25,686					
55-59	9	45	58	92	83	56	35	1			379
		2,274	8,951	16,363	21,748	31,667	29,773				
60-64	5	19	22	21	19	14	9	2			111
			9,644	14,764							
65-69	3	7		3	3	3	4				23
70 & up		1									1
Total	237	776	845	804	607	139	60	3			3,471
											11,593

In each cell, the top number is the count of active participants for each age/service combination and the bottom number is average accrued annual benefit as of April 1, 2024. Average accrued annual benefit is not shown for cells with fewer than 20 participants.

Schedule SB, line 26b -- Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	9,097,366	5,181,611	139,940,229	154,219,206
2025	18,624,755	6,130,113	136,817,204	161,572,072
2026	28,582,205	7,277,647	133,825,173	169,685,025
2027	38,276,031	8,312,289	130,600,818	177,189,138
2028	47,438,911	9,519,336	127,519,949	184,478,196
2029	56,072,077	10,674,357	124,458,486	191,204,920
2030	63,830,903	12,069,747	121,193,612	197,094,262
2031	70,394,318	13,274,417	117,726,247	201,394,982
2032	76,513,090	14,377,842	114,133,502	205,024,434
2033	81,987,631	15,375,438	110,315,416	207,678,485
2034	87,394,257	16,347,870	106,288,738	210,030,865
2035	92,326,633	17,227,914	102,055,993	211,610,540
2036	96,854,107	17,835,132	97,625,095	212,314,334
2037	100,686,730	18,517,033	93,011,199	212,214,962
2038	103,980,588	19,294,837	88,234,130	211,509,555
2039	106,659,231	19,790,895	83,318,542	209,768,668
2040	108,683,580	20,147,701	78,293,827	207,125,108
2041	110,107,876	20,542,556	73,193,588	203,844,020
2042	110,978,362	20,717,181	68,054,877	199,750,420
2043	111,410,014	20,881,180	62,916,992	195,208,186
2044	111,312,500	20,886,120	57,820,580	190,019,200
2045	110,783,688	20,777,537	52,806,919	184,368,144
2046	109,709,277	20,616,047	47,916,809	178,242,133
2047	108,167,015	20,333,940	43,189,236	171,690,191
2048	106,169,420	19,933,695	38,660,272	164,763,387
2049	103,752,358	19,413,856	34,361,808	157,528,022
2050	100,998,643	18,809,894	30,320,431	150,128,968
2051	97,811,511	18,148,408	26,556,867	142,516,786
2052	94,296,045	17,403,702	23,085,638	134,785,385
2053	90,488,474	16,632,223	19,915,095	127,035,792
2054	86,403,011	15,787,040	17,047,593	119,237,644
2055	82,093,597	14,945,685	14,479,971	111,519,253
2056	77,550,642	14,059,436	12,204,192	103,814,270
2057	72,830,631	13,162,351	10,207,892	96,200,874
2058	67,977,069	12,270,979	8,475,120	88,723,168
2059	63,030,387	11,373,518	6,987,099	81,391,004
2060	58,042,090	10,492,117	5,722,995	74,257,202
2061	53,063,269	9,621,918	4,660,719	67,345,906
2062	48,147,831	8,775,246	3,777,679	60,700,756
2063	43,349,471	7,957,997	3,051,423	54,358,891
2064	38,718,837	7,175,361	2,460,296	48,354,494
2065	34,301,648	6,431,705	1,983,898	42,717,251
2066	30,136,564	5,730,478	1,603,464	37,470,506
2067	26,254,101	5,074,203	1,302,110	32,630,414
2068	22,676,080	4,464,569	1,064,988	28,205,637
2069	19,415,692	3,902,484	879,315	24,197,491
2070	16,477,796	3,388,145	734,286	20,600,227
2071	13,859,757	2,921,128	620,967	17,401,852
2072	11,552,392	2,500,437	532,093	14,584,922
2073	9,540,960	2,124,576	461,854	12,127,390

Schedule SB, line 22 — Description of Weighted Average Retirement Age

Manufacturing (includes HAM): Each employee is assumed to retire in accordance with the table of retirement rates. The proportion of employees expected to retire at each potential retirement age is shown below. The average retirement age is 59.

(A) Retirement age	(B) Retirement percent	(C) LX	(D) Number of employees expected to retire (b) x (c)	(E) (A) X (D)
55	20.00%	10,000	2,000	110,000
56	15.00%	8,000	1,200	67,200
57	15.00%	6,800	1,020	58,140
58	15.00%	5,780	867	50,286
59	15.00%	4,913	737	43,480
60	15.00%	4,176	626	37,584
61	15.00%	3,550	532	32,479
62	25.00%	3,017	754	46,767
63	25.00%	2,263	566	35,641
64	25.00%	1,697	424	27,155
65	35.00%	1,273	446	28,958
66	35.00%	827	290	19,112
67	35.00%	538	188	12,611
68	35.00%	350	122	8,320
69	35.00%	227	80	5,487
70	100.00%	148	148	10,338
Total			10,000	593,558
			Average Weighted Retirement Age	59.36

It should be noted that while rounded numbers are shown in the table, the full content of each cell is used in the calculations.

Schedule SB, line 22 — Description of Weighted Average Retirement Age

Non-Manufacturing: Each employee is assumed to retire in accordance with the table of retirement rates. The proportion of employees expected to retire at each potential retirement age is shown below. The average retirement age is 61.

(A) Retirement age	(B) Retirement percent	(C) LX	(D) Number of employees expected to retire (B) X (C)	(E) (A) X (D)
55	10.00%	10,000	1,000	55,000
56	10.00%	9,000	900	50,400
57	10.00%	8,100	810	46,170
58	10.00%	7,290	729	42,282
59	10.00%	6,561	656	38,710
60	10.00%	5,905	590	35,429
61	10.00%	5,314	531	32,418
62	15.00%	4,783	717	44,482
63	15.00%	4,066	610	38,419
64	15.00%	3,456	518	33,175
65	22.00%	2,937	646	42,004
66	22.00%	2,291	504	33,267
67	22.00%	1,787	393	26,342
68	22.00%	1,394	307	20,853
69	22.00%	1,087	239	16,505
70	100.00%	848	848	59,364
Total			10,000	614,819
Average Weighted Retirement Age				61.48

It should be noted that while rounded numbers are shown in the table, the full content of each cell is used in the calculations.

Overall weighted average retirement age for active participants:

	(A) Number of active participants	(B) Weighted average retirement age	(C) [(A)/Total(A)]*(B)
Manufacturing	6,277	59.36	44.35
Non-Manufacturing	2,124	61.48	15.54
Total	8,401		59.89

The resulting overall weighted average retirement age using these counts as weighting factors is approximately 60.

Schedule SB, line 26b – Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	9,097,366	5,181,611	139,940,229	154,219,206
2025	18,624,755	6,130,113	136,817,204	161,572,072
2026	28,582,205	7,277,647	133,825,173	169,685,025
2027	38,276,031	8,312,289	130,600,818	177,189,138
2028	47,438,911	9,519,336	127,519,949	184,478,196
2029	56,072,077	10,674,357	124,458,486	191,204,920
2030	63,830,903	12,069,747	121,193,612	197,094,262
2031	70,394,318	13,274,417	117,726,247	201,394,982
2032	76,513,090	14,377,842	114,133,502	205,024,434
2033	81,987,631	15,375,438	110,315,416	207,678,485
2034	87,394,257	16,347,870	106,288,738	210,030,865
2035	92,326,633	17,227,914	102,055,993	211,610,540
2036	96,854,107	17,835,132	97,625,095	212,314,334
2037	100,686,730	18,517,033	93,011,199	212,214,962
2038	103,980,588	19,294,837	88,234,130	211,509,555
2039	106,659,231	19,790,895	83,318,542	209,768,668
2040	108,683,580	20,147,701	78,293,827	207,125,108
2041	110,107,876	20,542,556	73,193,588	203,844,020
2042	110,978,362	20,717,181	68,054,877	199,750,420
2043	111,410,014	20,881,180	62,916,992	195,208,186
2044	111,312,500	20,886,120	57,820,580	190,019,200
2045	110,783,688	20,777,537	52,806,919	184,368,144
2046	109,709,277	20,616,047	47,916,809	178,242,133
2047	108,167,015	20,333,940	43,189,236	171,690,191
2048	106,169,420	19,933,695	38,660,272	164,763,387
2049	103,752,358	19,413,856	34,361,808	157,528,022
2050	100,998,643	18,809,894	30,320,431	150,128,968
2051	97,811,511	18,148,408	26,556,867	142,516,786
2052	94,296,045	17,403,702	23,085,638	134,785,385
2053	90,488,474	16,632,223	19,915,095	127,035,792
2054	86,403,011	15,787,040	17,047,593	119,237,644
2055	82,093,597	14,945,685	14,479,971	111,519,253
2056	77,550,642	14,059,436	12,204,192	103,814,270
2057	72,830,631	13,162,351	10,207,892	96,200,874
2058	67,977,069	12,270,979	8,475,120	88,723,168
2059	63,030,387	11,373,518	6,987,099	81,391,004
2060	58,042,090	10,492,117	5,722,995	74,257,202
2061	53,063,269	9,621,918	4,660,719	67,345,906
2062	48,147,831	8,775,246	3,777,679	60,700,756
2063	43,349,471	7,957,997	3,051,423	54,358,891
2064	38,718,837	7,175,361	2,460,296	48,354,494
2065	34,301,648	6,431,705	1,983,898	42,717,251
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2071	13,859,757	2,921,128	620,967	17,401,852
2072	11,552,392	2,500,437	532,093	14,584,922
2073	9,540,960	2,124,576	461,854	12,127,390

Schedule SB, Part V — Summary of Plan Provisions**Summary of major plan provisions**

Effective date and plan year	Original plan: July 1, 1962 (AHM) Restated plan: January 1, 2018 Plan year: April 1 through March 31
Status of the plan	The plan has been closed to new entrants. However, employees employed prior to September 2013 and who elected to continue accruing benefits in the plan continue to participate in the plan. Employees employed prior to September 2013 and who elected to receive enhanced contributions in the Honda Savings Plan stopped accruing pension benefits on January 1, 2014.
Significant events that occurred during the year	None.
Definitions	
• Eligibility	One year of continuous service and not a member of a unit covered by a collective bargaining agreement unless such agreement explicitly provides for coverage under this plan. Participation is restricted to employees of employers who have adopted the plan. Ineligible employees include student associates or associates from an Affiliated Company working on a temporary basis.
• Employee contributions	None required or permitted.
• Vesting service	Measured in days while employed. Employee credited with one year of service for each 365 day period of employment.
• Pensionable earnings	Salary paid during a plan year for services rendered excluding gifts and awards, bonuses, expense allowances, commissions, severance pay, pay for unused sick, vacation (AHM and HSC only), or other paid time off, overtime pay, shift premiums (HAM, HMA and HTM only), attendance pay, temporary assignment allowances and tax-free Code Section 132(f) transportation benefits or cash in lieu of such benefits. Earnings prior to participation are disregarded for AHM and HSC.
Normal retirement	
• Eligibility	Attainment of age 65.
• Benefit	The participant's benefit accrued as of June 30, 2009 plus for service after June 30, 2009 through December 31, 2013: <ul style="list-style-type: none"> • AHM – 2.5% of earnings each year while a participant (2% of earnings each year for participants employed by Honda Aero, Inc. or Honda Aircraft Company, unless participant transfers to one of these two divisions, in which case it should remain at 2.5% of earnings). • HSC – 1.5% of earnings each year while an active plan participant • HAM/HTM – 2.0% of earnings from date of hire • HMA – 2.5% of earnings from date of hire. <p>plus for service after December 31, 2013:</p> <ul style="list-style-type: none"> • AHM, HSC, HAM, HTM, HMA – 1.0% of earnings each year while a participant.

Schedule SB, Part V — Summary of Plan Provisions

Early retirement

- **Eligibility** Age 55 and 10 years of service.
- **Benefit** The accrued benefit earned to the actual Early Retirement Date, with a reduction as specified below:

For terminations after December 31, 2013:

Age and Years of Vesting Svc.	Reduction
Leave Honda after 55 and 10	0.1667% / mo. from 62

However, for HAM and HTM participants who terminate after December 31, 2013, the early retirement benefit can't be less their accrued benefit as of December 31, 2013 based early retirement factors in effect of December 31, 2013.

For terminations before January 1, 2014:

- For AHM/HSC and for HAM/HTM benefits accrued before 2009, the reduction below is from age 62 for AHM/HSC and for HAM/HTM participants with 20 years of service. Otherwise, the reduction is from age 65.

Years of Vesting Service.	Reduction
At least 10 but less than 20	0.3333% per month
At least 20 but less than 25	0.2500% per month
25 or more	0.1667% per month

- For HAM/HTM benefits accrued after 2008, the reduction below is from age 62 for participants with 20 years of service. Otherwise, the reduction is from age 65.

Years of Vesting Service.	Reduction
At least 10 but less than 20	0.3333% per month
At least 20 but less than 30	0.1667% per month
30 or more	0% per month

- For HMA, the reduction is 0.3333% per month from age 62 for participants with 20 years of service. Otherwise, the reduction is 0.3333% per month from age 65.

Schedule SB, Part V – Summary of Plan Provisions

- **Social Security Supplement**
 - Terminate before January 1, 2014:
 - For all early retirements with at least 30 years of vesting service, a \$300 supplemental benefit shall be paid for each month prior to age 62.
 - Terminate on or after January 1, 2014:
 - For all early retirements with at least 20 years of vesting service, a \$600 supplemental benefit shall be paid for each month prior to age 62.

Late retirement

- **Eligibility** Termination after Normal Retirement Date.
- **Benefit** Accrued benefit based on service and compensation through termination date.

Actuarial increases are provided on HTM benefits payable after normal retirement age attributable to service prior to July 1, 2009.

Deferred vested

- **Eligibility** 100% after 5 years of vesting service
- **Benefit** Accrued Normal Retirement Benefit:
Benefit payable as an immediate lump sum or equivalent annuity.

Early retirement reductions as specified below:
 For terminations after December 31, 2013:

Age and Years of Vesting Svc.	Reduction
Leave Honda before 55 and 10	0.5% / mo. from NRD

Different early retirement reductions apply for participants who terminate under prior plan provisions.

Disability Prior to January 1, 2014

- **Eligibility**

AHM/HSC – A participant is disabled while he or she is disabled under the terms of the Employer’s long-term disability plan by reason of a medically determinable physical or mental impairment and is contemporaneously receiving benefits under such plan.

HAM/HMA – A participant needs to be receiving Social Security disability benefits and receiving benefits under the Employer’s long-term disability plan to be eligible for benefits.
- **Benefit** *AHM/HSC/HAM/HMA* – Benefits continue to accrue during periods of disability based on earnings at time of disability.

Disability

- **Eligibility** *HTM* – A participant needs to be receiving Social Security disability benefits and receiving benefits under the Employer’s long-term disability plan to be eligible for benefits.

Schedule SB, Part V — Summary of Plan Provisions

• Benefit	HTM – Participants may elect to receive their vested accrued benefit any time before age 65. No additional benefits accrue.
Death benefits	
• Pre-retirement benefit	The Joint and 50% benefit to the beneficiary of an employee with a vested accrued benefit at date of death.
• Post-retirement	According to option elected.
Voluntary retirement opportunity	
• Eligibility	Age 55 with 10 year of service or age 65 with 5 years of service as of June 1, 2020
• Benefit	Additional 4 years of age Additional 4 years of vesting service Additional 4 years of base compensation as of March 31, 2021 or date of termination, whichever is greater Current 20 year service eligibility requirement waived for the monthly pension supplement up to age 62
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	Joint and 50% Survivor Annuity
• Optional forms	<ul style="list-style-type: none"> • Joint and Survivor Option -- provides a reduced amount of income during the employee's lifetime; 50%, 75% or 100% continues after employee's death to the spouse for the remainder of spouse's lifetime. • Certain and Life Option -- provides a reduced amount payable for life, with a guarantee of 60 or 120 monthly payments (or other period of months for HTM participants that will not violate the incidental death benefit rule under Code Section 401(a)(9)). • Social Security Adjustment Option – provides an actuarially computed retirement income, which takes into account the employee's primary insurance amount under the Federal Social Security Act payable as of age 62, in effect on the date of his retirement. • Lump Sum Option – provides a one-time payment of the present value of the participant's vested accrued benefit and, if applicable, their Social Security Supplemental. The lump sum includes the value of early retirement subsidies, if applicable.
• Optional form conversion factors	<p>Amount of an optional form of benefit (other than a lump sum or Social Security Adjustment Option) which has a value equivalent to the benefit or benefits otherwise payable under the plan, computed on the basis of a 7.0% annual interest rate and the RP-2000 combined employee and healthy annuitant mortality table projected to 2015 (restated as a unisex table by applying 70/30 male/female weighting)</p> <p>For lump sum and Social Security Adjustment Option, PPA interest rates equal to the 3-tiered minimum present value segment rates for the fifth full month preceding the first day of the Plan Year during which the lump sum payment occurs or level income annuity payments commence, and mortality applicable to the plan year of payment.</p>

Schedule SB, Part V — Summary of Plan Provisions**Miscellaneous**

• Maximum compensation	Compensation for any 12-month period used to determine accrued benefits may not exceed the limits in IRC Section 401(a)(17) for the calendar year in which the 12-month period begins. The limit is indexed annually. For 2024, the limit is \$345,000.
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2024, the limit is \$275,000.

Benefits included or excluded

Unless noted below, all benefits provided by the plan, as restated effective January 1, 2018 are included in this valuation:

- **Most recent plan amendments included:** Amendment #2 to the plan document as amended and restated effective January 1, 2018, dated December 10, 2020.
- **Plan amendments excluded:** None.
- **Late retirement increases:**
 - *Active participants:* The plan provides benefit suspension notices to participants who work beyond normal retirement; therefore, late retirement actuarial increases only apply to participants who defer retirement beyond age 70½. Current active participants over age 70½ are valued excluding the late retirement actuarial increase. Benefits include compensation and service through expected retirement date. Due to the minimal number of participants past normal retirement age that have not yet commenced benefits, exclusion of late retirement adjustments prior to actual retirement is not material.
 - *Deferred vested participants:* Current deferred vested participants over normal retirement age are valued including the late retirement actuarial increase.
- **Internal Revenue Code limitations:** The limitations of Internal Revenue Code Section 415(b) and 401(a)(17) have been incorporated into our calculations.
- **IRC Section 416 rules for top-heavy plans:** We did not test whether this plan is top-heavy (when the present value of benefits for key employees equals or exceeds 60% of the present value for all participants). However, we expect that the plan is not top-heavy due to the large number of rank-and-file participants; therefore, the funding target and target normal cost do not reflect any liability for top-heavy benefit accruals.

Plan provisions specific to funding**Additional benefits included or excluded**

- **IRC Section 436 benefit restrictions:**
 - *Plan amendments:* See above.
 - *Prohibited payments:* Limitations on prohibited benefits (if any) are reflected for annuity starting dates before the valuation date but are ignored for annuity starting dates on or after the valuation date.

Schedule SB, Part V— Summary of Plan Provisions

- *Benefit accruals:* The plan's funding target does not reflect any limitation on benefit accruals. The target normal cost does not reflect any limitation on benefit accruals.
- **Unpredictable contingent event benefits:** The plan does not have any unpredictable contingent event benefits.

Plan provision changes since prior valuation

Maximum compensation and maximum benefit amounts under IRS rules were updated from 2023 to 2024.

Schedule SB, line 24 — Change in Actuarial Assumptions**Actuarial assumption changes since prior valuation**

- Interest discounts and mortality rates (including lump sum mortality) were updated from 2023 to 2024 in accordance with PPA.
- The expense component of normal cost decreased from \$18,670,000 to \$5,570,000 to reflect expectations for the current plan year. The expected change in the PBGC variable premium is the primary driver for the change in the expense assumption.
- The expected investment return decreased from 6.80% in 2023 to 6.70% in 2024 to reflect expectations for the current plan year.
- For non-exempt direct manufacturing associates, a one-time 11% wage increase effective January 1, 2024 has also been reflected, as well as an additional 6% per year plus the age-graded scale for the next three years only.
- Mortality rates and spouse age difference assumption were updated for participants reported with gender other than male or female.