

HONDA AUSTRALIA PTY. LTD. AND HONDA AUSTRALIA MOTORCYCLE AND POWER EQUIPMENT PTY. LTD.

MODERN SLAVERY STATEMENT 2025

Honda Australia Modern Slavery Statement 2025

This is the joint modern slavery statement (**Statement**) of Honda Australia Pty. Ltd. ACN 004 759 611 (**Honda AUH**) and Honda Australia Motorcycle and Power Equipment Pty. Ltd. ACN 006 662 862 (**Honda MPE**) (collectively referred to as **Honda Australia**) and is given to the Minister under section 14 of the *Modern Slavery Act* 2018 (Cth) (the **Act**).

This Statement summarises the structure, operations, supply chains, modern slavery risks and controls during the period from 1 April 2024 to 31 March 2025 (the **Reporting Period**) across both Honda AUH and Honda MPE as required under the Act. It also contains an update on the initiatives committed to in the previous modern slavery statement.

This statement was approved by the principal governing body for Honda Australia Pty Ltd and the principal governing body for Honda Australia Motorcycle and Power Equipment Pty Ltd.

Peter Singleton

Peter Singleton
Director
Honda Australia Pty Ltd
23 September 2025

Peter Singleton

Peter Singleton
Vice President and Director
Honda Australia Motorcycle and Power Equipment Pty Ltd
23 September 2025



Honda Australia Structure and Operations

Honda AUH - Cars

Honda AUH is 100% owned by Honda Motor Co., Limited (**HM**), which is based in Japan. Honda AUH is located in Moonee Ponds, Victoria and during the Reporting Period, employed approximately 156 people across its business operating areas. Honda AUH also operates offices in Sydney and Brisbane to manage the network operations outside of Victoria. Honda AUH owns 100% of Honda MPE and Honda Australia (Sales) Pty. Ltd. ACN 004 759 915 (**Honda Sales**).

Honda Australia MPE - Motorcycle & Power Equipment

Honda MPE is a wholly owned subsidiary of Honda AUH. During the Reporting Period, Honda MPE employed approximately 217 people across its business operating areas and operated from several locations across Victoria and New South Wales.

Honda Sales is not a trading entity.

Honda AUH

- o Importing and selling cars.
- o Importing and distributing car parts and accessories.

Honda MPE

- o Importing and distributing motorcycles and side-by-side vehicles.
- o Importing and distributing marine products and power products.
- Local assembly of lawnmowers, brushcutters utilising local and imported components.
- o Importation and distribution of spare parts for complete built products.
- o Importation and distribution of merchandise and accessories.
- o Rider and driver training services.

Locations AUH & MPE

- Moonee Ponds, Somerton, Kilsyth and Melbourne Airport in Victoria.
- Sydney and St Ives in New South Wales.
- · Brisbane in Queensland.

Honda Australia Supply Chains

Honda AUH - Cars

Honda AUH has suppliers of goods and services based in Australia and overseas. The Honda vehicles sold in Australia are all purchased by Honda AUH from HM and manufactured in plants overseas, including in Thailand and Japan.

Because Honda AUH itself does not manufacture Honda vehicles, it is not involved in the sourcing of these components and relies on the systems and controls that apply to all of HM's manufacturing operations globally.

The bulk of goods that Honda AUH purchased during the Reporting Period (by financial expenditure) were Honda vehicles parts and accessories. Spare parts and vehicle accessories were purchased from affiliated companies located in Thailand, Japan, USA and Europe. Outside of purchasing from the affiliated company, some vehicle accessories were sourced from an Australian supplier.

Honda AUH also acquired a range of services to support its local operations during the Reporting Period. Some of the major categories of services include advertising and media buying services, vehicle and parts processing and delivery services, warehousing services, IT services, and professional services such as accounting, corporate advisory and legal services.



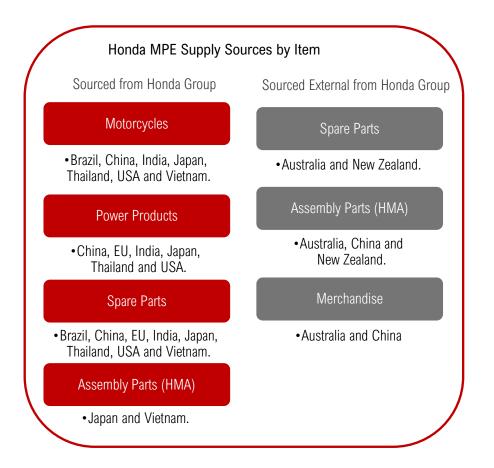
These services were predominantly sourced from suppliers based in Australia, although some of these suppliers are part of multinational organisations headquartered overseas. For example, Honda Australia currently sources IT services from information technology suppliers based in India who employ ethical practices as described within the supplier's corporate governance policies.

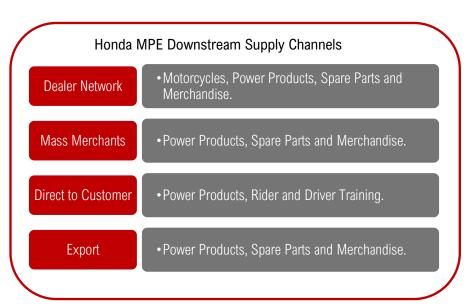
Honda AUH uses third party suppliers engaged under various service agreements to support some of its operations that might otherwise be performed internally, including its parts warehousing and customer call centre functions.



Honda MPE – Motorcycle & Power Equipment

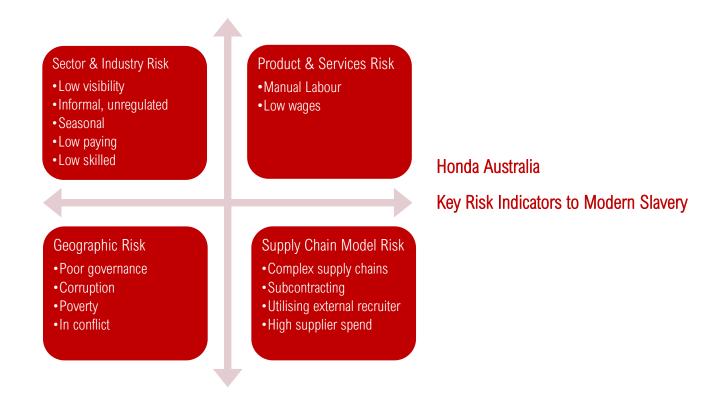
Honda MPE's supply chains source products from the Honda group affiliated companies (**Honda Group**) in all continental regions, except Africa and the Middle East. Outside of Honda Group products, Honda MPE sources component parts from the Asia and Oceania region.





Honda Australia Modern Slavery Risks

Because a large part of Honda Australia's supply chain is based overseas and is managed by Honda Group affiliates in those countries, Honda Australia is not directly involved in those parts of its supply chain. Where we have sourced within the Honda Group we rely on our affiliate's modern slavery controls. Accordingly, we have assessed the modern slavery risks in our local operations and supply chains by evaluating the internal operations and our suppliers' sector and industry, the geographic location, the type of product and services provided and supply chain model risks. Below are the key risks indicators we have used to assess the level of modern slavery risks.



Honda Australia Corporate Operations

The risk of modern slavery in Honda Australia's corporate internal operations is low. There is no particular vulnerability to modern slavery in our core business activities (including the distribution, sales and marketing activities), and these sectors are highly regulated in Australia. Honda Australia has assessed its outsourced corporate office operations risk of modern slavery as low to medium for the below reasons.

Internal Corporate Office Operations

Risk Classification - Low

• Our internal corporate office operations located in Australia is assessed as low risk of modern slavery. We continuously monitor our casual, part-time and full time associates' working conditions to ensure we are compliant to Australian legislation. Honda also maintains a human rights and working hours policy.

Outsourced Corporate Office Operations Risk Classification - Low to Medium

• We have outsourced certain corporate office operations such as cleaning and ICT services. We have assessed that there is an elevated level of modern slavery risk due to the nature of the industry and the geographic location of our outsourced ICT services. Honda includes modern slavery clauses in its corporate office cleaning contracts and have reviewed its ICT suppliers' practices from its corporate governance policies to mitigate modern slavery risks.

AUH Supply Chain - Cars

Supply Chains

The risk of modern slavery in Honda AUH's local suppliers in Australia has been assessed as being low for the reasons above, together with the fact that the bulk of its local procurement is to acquire corporate services from large and reputable Australian businesses.

Honda AUH does outsource some of its activities to Australian-based suppliers, including its parts warehousing, customer call centre and roadside assistance functions, whose workers are not under the day-to-day control of Honda AUH. However, Honda AUH has a close working relationship with these suppliers, and has observed their operations, policies and practices.



Importing Vehicles, Parts and Accessories

Some of the overseas countries from which we import Honda vehicles, parts and accessories, such as Thailand, have been assessed by the Global Slavery Index¹ as having a medium to high vulnerability of modern slavery. While this inherent slavery risk is significant, Honda AUH sources its vehicles from Honda-owned manufacturers overseas who are subject to HM's strong global Codes and policies regarding human rights and relationships with business partners and workers (as described in the Honda ESG Report 2025²). Honda AUH relies on HM to oversee and manage the supply chain for those products, including any identified modern slavery risks associated with those suppliers. Where we have sourced from a supplier outside the Honda Group, such as car accessories, these items have been sourced from an Australian supplier that we have assessed as having a low risk of modern slavery.

Merchandise Procurement

Honda AUH procures a range of merchandise from Australian based suppliers. Our suppliers source from certain manufacturers including from China. China has been assessed by the Global Slavery Index² as medium vulnerability of modern slavery. We have assessed the risks of modern slavery as elevated for the following reasons; the complex nature of the supply chain of sourcing raw material, the overall sector of the textiles industry and the location of the manufacturer. To mitigate the elevated risks, Honda AUH extensively reviews its suppliers' governance practices including adding modern slavery clauses in supplier contracts and requesting its suppliers to complete ongoing modern slavery questionnaires.

Honda AUH has identified an elevated risk in the following activities for the reasons above

| No. | Activity | Sector & Industry Risk | Product & Services Risk | Geographic Risk | Supply Chain Model Risk |
|-----|-------------------------------|------------------------|-------------------------|-----------------|-------------------------|
| 1 | Importing Cars | ~ | ✓ | ~ | ~ |
| 2 | Importing Parts & Accessories | ✓ | ✓ | ✓ | ✓ |
| 3 | Merchandise Procurement | ✓ | ✓ | ✓ | ✓ |

¹ See https://www.walkfree.org/global-slaveryindex/map/#mode=map:country=AUS:region=1:map=prevalence:year=2023:view=recommendations

² See https://global.honda/en/sustainability/report.html?from=navi header drawer global en

² See https://www.walkfree.org/global-slavery-index/country-studies/china/

MPE Supply Chain – Motorcycle and Power Equipment

The following table provides a heatmap of risks of modern slavery practices in the supply chains of Honda MPE:

| No. | Activity | Sector & Industry Risk | Product & Services Risk | Geographic Risk | Supply Chain Model Risk |
|-----|---------------------------------------|------------------------|-------------------------|-----------------|-------------------------|
| 1 | Product Procurement | ✓ | ✓ | ✓ | ✓ |
| 2 | Spare Parts Procurement | ✓ | ✓ | ✓ | ✓ |
| 3 | Assembly Parts Procurement | ✓ | ✓ | ~ | ✓ |
| 4 | Merchandise & Accessories Procurement | ✓ | ✓ | ✓ | ✓ |
| 5 | Outbound Logistics | | | | |
| 6 | Dealer Operations | ✓ | ✓ | | |
| 7 | Technical Operations | | | | |
| 8 | Rider & Driver Training | | | | |

Honda MPE has identified elevated risks in No. 3 and 4 in the above table. No. 1 and 2 are subject to HM's global controls, as they are procured within the Honda Group, which has well established and managed systems to address modern slavery.

Merchandise

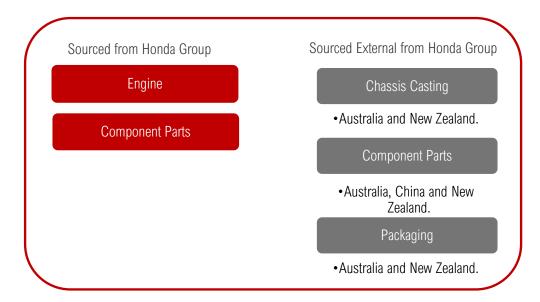
Honda MPE procures ranges of merchandise, which include clothing. For these ranges of merchandise, Honda MPE uses an Australian-based intermediary not connected to the Honda Group. The intermediary sources most items from the Asian region. The nature of the products and geographical source may lead to an elevated risk. Where there is elevated risks, MPE reviews its supplier's governance practices which includes reviewing its ethical audit reports and ensuring modern slavery clauses have been included in certain supplier contracts.



Assembly Parts Procurement

Honda MPE operates a small assembly facility in Melbourne. This assembly facility produces lawnmowers and brushcutters, predominately for the Australian domestic market. Where we have sourced the components externally from Australia and New Zealand we have assessed the risks as low. Where the component parts were sourced outside of the Honda Group in China, we have assessed that there is an elevated risk due to the geographic location and the complex nature of the supply chain. Honda MPE continue to uphold its ethical standards by ensuring its overseas suppliers complete modern slavery questionnaires. In addition to ongoing modern slavery questionnaire, Honda MPE have attended its suppliers manufacturing facility in China and observed no indication of modern slavery practices during their audit walkthrough.

The following table describes the sources of the components:





Controls to Address Honda Australia's Modern Slavery Risks

Honda Australia had the following controls in place to assess and address modern slavery risk during the Reporting Period.

Supplier Contracts

Certain Honda Australia's service agreements for the procurement of goods and services contain specific provisions requiring its suppliers to:

- take all reasonable steps to ensure there is no modern slavery in their businesses or supply chains;
- conduct their business in a manner that is consistent with the principles of the Act;
- implement a system of training to ensure relevant supplier personnel understand and comply with the Act; and
- implement due diligence procedures for their suppliers to ensure there is no modern slavery in its supply chains.

Honda Code of Conduct

All Honda Australia associates, contractors and temporary staff (Honda Associates) are required to comply with the Honda Code of Conduct (Code of Conduct). The Code of Conduct is a global document issued by HM that applies to Honda Associates around the world, including Honda Australia. Behaviour that violates the Code of Conduct may be subject to disciplinary action, including termination of employment. Honda Australia's leadership team demonstrate strong commitment to the Code of Conduct. From time to time, they present materials on this subject during weekly meetings and in a more tangible sense the leadership team ensure that staff (including themselves) have undertaken internal online compliance training courses covering Honda's Code of Conduct and modern slavery legislative requirements, with all courses having minimum pass mark criteria associated. This way, Honda Australia Associates knowledge, understanding and engagement concerning these matters is monitored annually.

Honda Australia Purchasing Manual

Honda Australia's Purchasing Manual defines the processes Honda Associates must follow in the procurement of goods and services. The Purchasing Manual also requires supplier contracts to be thoroughly reviewed to ensure full compliance with all laws, regulations, Honda Australia policies and the Honda Code of Conduct. The Purchasing Manual also provides that prior to supplier selection, Honda Australia's evaluation criteria will include the supplier's ethics, and for overseas sourcing, human rights standards will be considered.



Honda Australia Practice Policy

Honda Australia's Practice Policy provides a set of guidelines and rules to Honda Associates for ethical behaviour. It forms part of Honda Associates' employment terms, and a breach of the Policy can lead to disciplinary procedures, including dismissal. Key sections of the Practice Policy include the "dignity principle" and the "citizenship principle", which require Honda Associates to respect the dignity of all people, adopt practices that enhance human development in the workplace and the community and act as responsible citizens in the community.

Honda Australia Corporate Governance and Business Ethics Committee

This Committee is accountable for maintaining good governance of Honda Australia and directing corporate governance activities to be completed. The members of this committee consist of the board of directors of Honda Australia and senior leadership team. It is chaired by the Chief Compliance Officer of Honda Australia.

Honda Australias Risk Management Committee

This Committee is responsible for the identification, management and mitigation of key risks to Honda Australia. The members of this committee consist of the board of directors of Honda Australia and senior leadership team. The committee is chaired by the Chief Risk Officer of Honda Australia.

Honda Australias Whistleblower Policy and Service

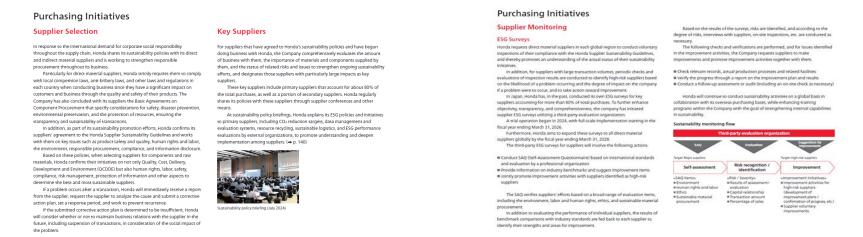
Honda Australia has established a 1300 alert line and online portal, managed by an independent third party for Honda Associates and suppliers of Honda Australia to report any "Reportable Conduct" under the Honda Australia Whistleblower Policy with the option of remaining anonymous. Reportable Conduct includes fraudulent activity, corrupt activity and illegal activity involving Honda Australia, which would include any modern slavery concerns in Honda Australia's operations and supply chains.

Modern Slavery Training

Honda Australia maintains an online compliance training system that includes modules in relation to compliance with the Modern Slavery Act 2018.

Honda ESG Report 2025

The Honda ESG Report 2025³ was issued by Honda Motor Co, Japan in June 2025 and remains a go-to reference for all Honda global subsidiaries. Amongst the many sustainability driven and global governance related themes and topics found in the document, it also explains the broad initiatives HM is progressing in relation to its purchasing, sustainability, logistics and human rights considerations, concerning its current and future global procurement activities.



Honda Globally

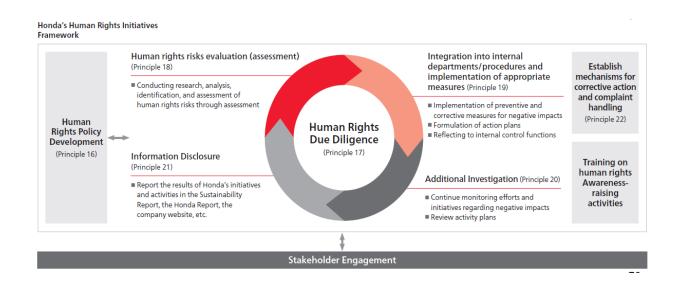
As explained within this statement, a large component of the products imported by Honda Australia are sourced from Honda entities overseas. The Honda ESG Report 2025 sets out a range of global initiatives established to keep associates and suppliers accountable for mitigating against and managing risks to human rights and modern slavery. Some relevant initiatives are discussed below.



³ See https://global.honda/en/sustainability/report.html?from=navi_header_drawer_global_en

Honda Human Rights Policy

The Honda Human Rights Policy highlights specific risks relating to modern slavery. The policy encourages respect for each individual's fundamental human rights and prohibits any form of forced labour, child labour and human trafficking within the Honda Group at a global scale. In addition to the policy, HM completes annual risk assessments for suppliers with large transaction volumes (with an aim to expand to all direct material suppliers in the future) as part of their Human Rights Initiatives Framework⁴ to identify and assess any potential human rights impacts on their corporate activities and transactions.



⁴ See https://global.honda/en/sustainability/report.html

Honda Supplier Sustainability Guidelines

HM published the Honda Supplier Sustainability Guidelines, which sets out Honda Group's basic approach to human rights and labour matters, including prohibitions to forced labour and child labour. Honda Group has asked its suppliers to implement these guidelines in practice.

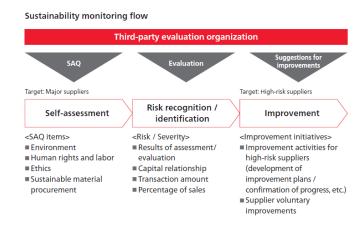
Sustainability Initiatives Inspections (Environmental, Social and Governance)

Honda in Japan has an inspection process for high purchasing value suppliers to fulfil worldwide expectations of social corporate responsibility, including in the supply chain. The Sustainability Monitoring Flow is carried out globally. A flow diagram of the overall Sustainability Monitoring Flow⁵ shown.

Part of the inspection involves a survey, through which Honda carries out the following three activities:

- Distribute a check sheet based on international standards;
- o Confirm the compliance status of the guidelines;
- Promote improvement.

The check sheet verifies supplier activity in all aspects of human rights and labour matters, including banning child labour, forced labour and human trafficking. Moving forward, Honda will work with purchasing sites worldwide to promote global implementation of the Sustainability Initiatives inspection.



Conflict Minerals

As previously mentioned, Honda Australia primarily procures products from Honda Group affiliates. The Honda Group has implemented several global systems in response to problems associated with the purchase and use of conflict minerals, such as Tin, Tantalum, Tungsten and Gold which have led to human rights infringements concerning child labour. Honda has determined that Tin, Tantalum, Tungsten and Gold are necessary to the functionality or production of the majority of motorcycle, automobile and power products manufactured by Honda or contracted by Honda to be manufactured.

⁵ See https://global.honda/en/sustainability/report.html

16

HM follows the rules for disclosure on conflict minerals adopted by the U.S. Securities and Exchange Commission (SEC) and mandated by the Dodd-Frank Wall Street Reform and the Consumer Protection Act (Dodd-Frank Act). Accordingly, Honda has conducted in good faith a reasonable country of origin inquiry (**RCOI**) regarding such conflict minerals that is reasonably designed to determine whether any of the conflict minerals originated in the Democratic Republic of the Congo (**DRC**) or its adjoining countries or are from recycled or scrap sources. For the RCOI, Honda conducted a supply chain survey using the Conflict Minerals Reporting Template published by the Responsible Minerals Initiative.

In FY2025, Honda received survey responses from more than 7,000 suppliers, the results of which are published on its website⁶. Based on the RCOI, Honda has exercised due diligence on the source and chain of custody of such conflict minerals that conforms to the Organization for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Third Edition, an internationally recognised due diligence framework. However, Honda was unable to obtain sufficient information to determine which of the smelters and refiners processed the necessary conflict minerals in Honda products, whether those conflict minerals benefited or financed any armed groups, or that its necessary conflict minerals did not originate in the DRC or its adjoining countries or did come from recycled or scrap sources. Accordingly, Honda prepared a Conflict Minerals Report, which has been filed in its U.S. Securities and Exchange Commission Specialized Disclosure Report and is available on Honda's website³.

⁶ See https://global.honda/en/investors/library.html

³ https://global.honda/en/investors/library/cmr.html

Honda Australia - Progress on Actions since the last Modern Slavery Statement

In our 2024 Modern Slavery Statement, we said we would continue to deliver on the following actions to improve our practices to identify and address the risks of modern slavery in our operations and supply chain.

| Actions identified in 2024 statement | Progress during 2025 reporting period |
|---|---|
| Continue to create staff awareness of modern slavery by ensuring that all new Honda Australia Associates receive modern slavery training and that existing Honda Australia Associates attend regular modern slavery awareness training updates. | In 2025, all new Honda Australia Associates received online modern slavery compliance training and existing Associates received online refresher training. The training content covers modern slavery risks in Australia and is designed to assist Associates to recognise the signs of modern slavery and to report any concerns. |
| Ongoing implementation of modern slavery questionnaires as part of the on boarding process for new suppliers and for existing suppliers. | During the reporting period, our major merchandise supplier was asked to complete modern slavery questionnaires (to assess their modern slavery risks). In addition to these questionnaires, Honda also obtained copies of Ethical Trade Audit Report provided by its major merchandise supplier which sets out compliance to Labour Standards, Health & Safety, Environment and Business Ethics. In addition to ongoing modern slavery questionnaire, Honda MPE have attended its suppliers manufacturing facility in China and observed no indication of modern slavery practices during their audit walkthrough. |
| Continue to conduct risk assessments of Honda Australia's operations and supply chain to better understand where modern slavery vulnerabilities may exist. | In 2025, Honda Australia has conducted risk assessments in relation to direct service providers and suppliers who operate in the cleaning, and merchandise industries. |

How Honda Australia Assesses the Effectiveness of its Modern Slavery Controls

- During this Reporting Period, our focus was to reinforce our understanding of our modern slavery risks and how they may appear in our operations and supply chains.
- We continued to implement processes to assess and mitigate modern slavery risks in our procurement process and ongoing supplier review systems. Training was also delivered to all Honda Australia Associates to raise awareness and increase knowledge of risks associated with modern slavery.
- We monitored the effectiveness of its modern slavery controls under the stewardship of its HCG Committee and the Chief Compliance Officer. An annual report in relation to the effectiveness of Honda Australia's modern slavery program is shared to the HCG Committee. The Chief Compliance Officer is also a member of the HCG Committee and has a direct reporting line to the Board of Honda Australia.
- Honda AUH and Honda MPE are satisfied with the progress that has been made during the current Reporting Period. However, we will continue to evolve our processes to assess and address modern slavery risks in our operations and supply chains.

Honda Australia's process of consultation in the development of this Statement

• Honda AUH and Honda MPE have consulted together to create a single statement that reflects both entities' plans and developments to work in a unified and consistent way to mitigate the modern slavery risks in their operations and supply chains.