

# Biodiversity

## Our Approach

With the automotive and aerospace businesses as the pillars of SUBARU's operations, our fields of business are the earth, the sky and nature. We promote biodiversity preservation through our business activities, aiming to achieve coexistence with nature.

We support the Declaration of Biodiversity by Keidanren (Japan Business Federation) and participate in the Japan Business and Biodiversity Partnership as part of our active commitment to biodiversity. We also ensure ongoing, biodiversity-friendly business activities by establishing the Guidelines on Biodiversity, while also committing ourselves to the Subaru Forest Project for biodiversity conservation and organizing various events in and outside our business locations aimed at raising people's awareness of biodiversity.

### Guidelines on Biodiversity

The Subaru Group instituted the Subaru Guidelines on Biodiversity in April 2019, which serve as the basis for its approach to biodiversity. The guidelines were formulated with reference to the government's Guidelines for Private Sector Engagement in Biodiversity (Ministry of the Environment) and the Declaration of Biodiversity by Keidanren: Guide to Action Policy, as well as by taking into account international trends in biodiversity management. They are consistent with the Six Priority Areas for CSR and the Subaru Environmental Policies and are designed to ensure that their effectiveness and continuity can be guaranteed.

## Subaru Guidelines on Biodiversity

Our society is supported by biodiversity, which is the source of various blessings from nature.

On the other hand, "biodiversity" is rapidly being lost on a global scale.

We promote biodiversity preservation through our business activities and contribute to the environmental protection of our planet while aiming to coexist with the earth, the sky and nature.

1. We grasp the impact of business activities on biodiversity and reduce their impact. We also promote initiatives leading to further recovery.
2. We strive to raise awareness of biodiversity.
3. We respect international rules concerning biodiversity.
4. We cooperate with stakeholders and strive for preservation of biodiversity.
5. We proactively disclose information on activities regarding biodiversity.

Established in April 2019

## Management System

SUBARU launched a working group in FYE March 2015 to implement biodiversity initiatives. People in charge of environmental activities at SUBARU's production bases and in the procurement and development stages participate in the working group, which regularly develops roadmaps for biodiversity initiatives in all business activities. The working group regularly shares its goals and issues, along with research and surveys related to its plans. The procurement department of the Aerospace Company and the person in charge of social contribution activities have also been participating in the working group since FYE March 2021 and have shared the status of initiatives.

## Initiatives

### Japan

#### ■ Subaru Forest Project

Since FYE March 2018, SUBARU has been working on the Subaru Forest Project, an initiative that is directly linked to biodiversity conservation and embodies the idea of coexistence with nature included in the Subaru Environmental Policies.

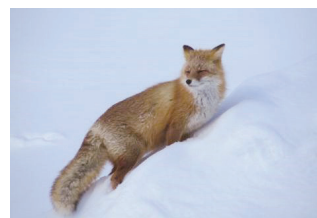
#### • Subaru Forest Bifuka in Hokkaido

In a forest of approximately 100 hectares located on the premises of Subaru Test & Development Center Bifuka Proving Ground, SUBARU started forest management and conservation activities in FYE March 2018, including tree-planting, thinning, and nature conservation. We aim to carry out these activities in collaboration with local communities such as Bifuka Town with a long-term plan to create a forest through artificial afforestation in 50 years.

Furthermore, as a measure against climate change, we have completed the certification and registration process required for the issuance of J-Credit, which we expect to purchase in or after FYE March 2022. In addition, wood from thinning during forest maintenance projects is used as biomass fuel. Wild animals such as ezo red foxes and brown bears that live in the surrounding area have been spotted on the premises, and we are considering measures aimed at coexistence with these animals in cooperation with local governments.



Subaru Test & Development Center Bifuka Proving Ground and its surrounding forests



Ezo red foxes have been spotted on the premises

#### • Sponsorship of a tree-planting ceremony at Bifuka Town

A tree spirit ceremony and a tree-planting ceremony, which had been organized by Bifuka Town annually, were held in October 2020. A total of about 30 administrative staff and people from local forestry associations attended. Although the event was scaled back to prevent the spread of COVID-19, the participants planted 150 Todo fir trees, a variety chosen for its suitability to the local climate, on the 0.7-hectare site in the hope of passing on healthy and abundant forests to the next generation. These Todo firs planted will be ready for felling in 50 years' time.



About 30 people participated in the tree-planting

#### • Donations to fund environmental conservation activities at Matsuyama Marsh

SUBARU, Bifuka Town, and the Hokkaido Government Kamikawa General Subprefectural Bureau signed an agreement to promote conservation of the forest environment in Bifuka Town in 2019. SUBARU has been utilizing the corporate version of a hometown tax donation program – the government's tax incentive scheme to encourage companies to support regional revitalization – to donate three million yen to the Hokkaido Government's Matsuyama Marsh\* Forest Project over three years starting from FYE March 2020. The donations are used, among others, for boardwalk improvements in Matsuyama Marsh. The initial donation was made and used to replace the old signpost and maintain trails so that the trekking route is properly demarcated to preserve valuable vegetation and ensure safety of visitors.

\* Matsuyama Marsh (Bifuka Town): Japan's northernmost high-altitude wetland situated 797 meters above sea level. As the marsh is home to around 200 distinctive plant species, including ferns and mosses, the Ministry of the Environment has selected it as one of Japan's 500 most important wetlands.



A beautiful Matsuyama Marsh landscape



A renewed signpost

#### • Subaru Friendship Forest Akagi (Gunma Prefectural Forest Park)

In April 2018, SUBARU obtained the naming rights to a prefectural forest park in Gunma Prefecture, where its automotive plants are located. The park's name, "Subaru Friendship Forest Akagi," will be used for the five years through 2023. Donations in FYE March 2020 and FYE March 2021 are part of the 9.8 million yen we will donate over the five-year period to the prefectural government to support forest park conservation and management.

Environmental  
ManagementEnvironmentally  
Friendly AutomobilesClimate  
ChangeResource  
RecyclingWater  
Resources

Biodiversity

Prevention  
of PollutionFYE March 2021 Environmental  
Performance Data for Plants and Offices

### • Subaru Forest Utsunomiya (Utsunomiya City Forest Park in Tochigi Prefecture)

Utsunomiya City, Tochigi Prefecture, is where our Aerospace Business is located. We support the conservation and management of a part of a city-owned forest named "Subaru Forest Utsunomiya" in collaboration with the city. We support thinning and the use of thinned wood for benches and bike racks.



A bike rack made of thinned wood



A bench made of thinned wood

→ Social Contribution: Subaru Forest Project

### ■ Greenery Conservation and Creation

Since the Subaru Group's business locations are closely linked to the neighboring natural environments and ecosystems, we make a variety of contributions to the conservation of biodiversity in each area.

#### • Saitama Logistics Center

The Saitama Logistics Center in Kitamoto City has been nurturing and taking care of cherry trees growing on the site since they were received from the city in 2003. The trees are descendants of the Ishito Kabazakura cherry tree, estimated to be 800 years old, at Tokoji Temple in the city. Ishito Kabazakura was designated as a natural monument of Japan in 1922 and is classified as one of Japan's five great cherry trees.



A cherry tree at Saitama Logistics Center



#### • Tokyo Office

Located in Musashino, the Tokyo Office has been planting bamboo-leaf oak, East Asian beautyberry and other species native to the area to enhance the landscape and biodiversity. We also participate in activities to protect the natural features of the region and share opinions with industry, government, academia and the private sector.



Bamboo-leaf oak

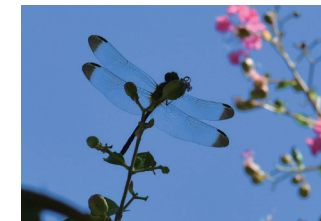
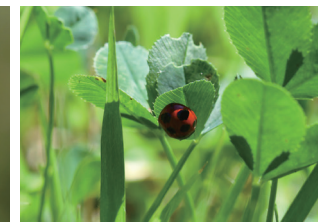


East Asian beautyberry

### • Utsunomiya Plant

At Utsunomiya Plant, based on our recognition that natural vegetation is an important habitat for various living creatures, we deliberately left an area in the site unmowed on a trial basis to monitor its biodiversity. As a result of the monitoring study conducted in cooperation with experts, we found 20 species of insects in the monitoring area, compared to only 11 species found in a mowed area of lawn. Based on this study, we will create an environment suitable for promoting biodiversity in the monitoring area.

#### Insects found in the monitoring area

Noshime-tombo dragonfly  
(*Sympetrum infuscatum*)Migratory locust  
(*Locusta migratoria*)Asian swallowtail (*Papilio xuthus*)Asian lady beetle (*Harmonia axyridis*)

## • Gunma Plant

### Flower distribution

We distribute flower seedlings to member companies of the Subaru Community Exchange Association on request basis three times a year. We chose varieties that contribute to biodiversity in 2015. With these seedlings, each company promotes greenery conservation. This competition was canceled in FYE March 2021 due to COVID-19, but we are considering resuming it after FYE March 2022, depending on the pandemic situation.

 [Subaru Community Exchange Association \(Japanese version only\)](#)

### Elementary school flowerbed contest

This contest provides children in the community with an opportunity to realize the importance of life through the experience of planting flower seedlings donated by SUBARU and creating flowerbeds. We have been holding this flowerbed contest for elementary schools in Ota City and Oizumi since 2015. The event was canceled in FYE March 2021 because of the COVID-19 pandemic, but we will consider resuming it in FYE March 2022, depending on the pandemic situation.

## Participation in Ota City Environmental Creation Council

SUBARU is a sponsor of the Ota City Environmental Creation Council and takes part in a wide range of environmental activities through interaction with the local community. All FYE March 2021 events were canceled due to the COVID-19 pandemic, but we plan to resume participation in FYE March 2022, depending on the pandemic situation.

Activity	Timing	Outline
Volunteer clean-up (removal of invasive species and plants)	June 2021	Collaborate with local residents and businesses to clean up areas where invasive species such as parrotfeather and veronica undulata are taking over.
Next-generation automobile test drive event and making candles from used cooking oil	September 2021	Participate in exhibition booths at test drive events to make the public aware of the Cool Choice campaign. Raise awareness and introduce activities with signage and make candles from used cooking oil to build interest in the environment among residents.
Ishida River Rediscovery Project	October 2021	Survey the water quality of the Ishida River, which flows through the Ota City area, from its headwaters to its mouth, explain what is necessary to maintain good water quality, and be environmentally proactive.
Ota City Environmental Fair	November 2021	We participated in the Ota City Environmental Fair to inform people about the activities of the Ota City Environmental Creation Council through signage, and distributed candles made from used cooking oil at the next-generation automobile test drive event.

## ■ Procurement with Consideration for Biodiversity

SUBARU surveys the use of biological resources, including cowhide and plant-derived materials, to ensure no negative impact on the ecosystem during procurement of raw materials. SUBARU also uses copy paper made from 100% recycled paper pulp that is not from new trees. In addition, SUBARU provides suppliers with Internet-based payment guides, and during FYE March 2022 switched to FSC-certified paper for envelopes used to mail paper payment guides.



Environmental  
ManagementEnvironmentally  
Friendly AutomobilesClimate  
ChangeResource  
RecyclingWater  
Resources

Biodiversity

Prevention  
of PollutionFYE March 2021 Environmental  
Performance Data for Plants and Offices

## Overseas

■ Initiatives Aiming at Coexistence with Nature  
(Subaru of Indiana Automotive, Inc.)

Subaru of Indiana Automotive, Inc. (SIA) worked on ecosystem protection by improving the water retention area and the surrounding greenery on the plant's premises to make them suitable habitats for local wildlife. Thanks to these efforts, the area was certified by the National Wildlife Foundation in 2003 as a wildlife habitat, making SIA the first U.S. automobile production plant to receive the certificate. SIA maintains its surrounding natural environment, where wild Canadian geese and herons feed and rest, and many wild deer live in the native wildlife area behind the recreation center.



Wild Canadian geese



SIA is surrounded by a wealth of nature

■ Support for Wildlife and Nature Conservation  
(Subaru of Indiana Automotive, Inc.)

Subaru of Indiana Automotive has been supporting Wolf Park since 2020. This organization is engaged in wildlife education, conservation and research into protecting wolves and foxes.

Subaru of Indiana Automotive is also working to preserve the environment of nearby streams by sponsoring a cleanup program by a nature conservation organization called Niches Land Trust.

■ Afforestation in Wildfire-burned Areas  
(Subaru of America, Inc.)

In collaboration with the National Forest Foundation, Subaru of America, Inc. (SOA) has been involved in reforestation in areas severely damaged by record forest fires since 2019. The project planted 125,000 trees in 2020 and plans to plant 500,000 trees by 2022.

■ Participating in Postal Service-run Nature Conservation  
Programs (Subaru of America, Inc.)

Starting 2019, SOA, together with printing companies, is involved in a program to donate one cent per postal mail to plant one seedling in each of the areas affected by natural disasters and faced by the challenge of protecting local species. Through this activity, a total of 1,591,900 seedlings were planted in 2019.

■ New Facilities That Conserve Nearby Wetlands  
(Subaru Research & Development, Inc.)

Established in 2020, the technical center is set up to avoid encroaching on wetlands and the many organisms that live there.