



Social & Environmental Report

2008

Supplementary Volume for Data related to
the 2008 Social & Environmental Report





Contents of the "Supplementary Volume for Data related to the 2008 Social & Environmental Report"

Data	Details	Page
Contents		1
Chronology of FHI's Social & Environmental Activities	Chronology of FHI's Social & Environmental Activities -1 (1993 - 2002)	2
	Chronology of FHI's Social & Environmental Activities -2 (2003 - 2008)	3
Corporate Overview	FHI Overview, Locations of Major Facilities / Affiliated Companies, etc.	4-5
	Financial Data	6
	Data related to Employment	7
Environmental Management Data (Achievement in FY2007)	FHI's CSR and Environmental Management System (EMS) Organization	8
	FHI's Environmental Performance Data	9-10
	The FHI Environmental Conservation Program (FY2007 results, FY2008 plans)	11-12
	Environmental Accounting Data Collection Result	
	(1) FHI (non-consolidated) Results of the Aggregated Environmental Costs and Effects	13
	(2) Domestic Affiliated Companies (5 companies) ^{*1} Results of the Aggregated Environmental Costs and Effects	14
	(3) Overseas Affiliated Companies (4 companies) ^{*2} Results of the Aggregated Environmental Costs and Effects	15
	Environmental Measurement Data (1) Gunma Manufacturing Division	16-17
	(2) Utsunomiya Manufacturing Division	18-19
	(3) Saitama Manufacturing Division	20
(4) Tokyo Office	21	
(5) Domestic Affiliated Companies(5 companies)	22-23	
Social & Environmental Activities within Local Communities	Gunma Manufacturing Division	24-25
	Utsunomiya Manufacturing Division	26-28
	Saitama Manufacturing Division	29-30
	Tokyo Office	31
	Head Office	32
	Domestic Affiliated Companies(5 companies)	33-34
	Overseas Affiliated Companies(5 companies) ^{*3}	35-36

*1 Domestic Affiliated Companies (5 companies) are Yusoki Kogyo K.K., Fuji Machinery Co., Ltd., Ichitan Co., Ltd., Kiryu Industrial Co., Ltd. and Subaru Logistics Co., Ltd., which participate in Domestic Affiliated Company Subcommittee.

Fuji Robin Industries Ltd. Had been a member of the committee until FY2006; however, we divested all the share of the company (7,525,00 which we had owned, to Makita Corporation on May 15, 2007. Fuji Robin Industries Ltd. is now excluded from the FY2007 results.

*2 Overseas Affiliated Companies (4 companies) are SIA, SOA, SCI and SRD, which participate in North American Environmental Committee and conduct environmental accounting and data collection.

SIA: Subaru of Indiana Automotive, Inc. SOA: Subaru of America, Inc.

SCI: Subaru Canada, Inc. SRD: Subaru Research & Development, Inc.

*3 Overseas Affiliated Companies (5 companies) are 4 companies of *2 and RMI. RMI: Robin Manufacturing U.S.A., Inc

Chronology of FHI's Social & Environmental Activities - 1 (1993 - 2002)

	Management Division	Automotive Business Unit	Other Companies
Mar. 1993	<ul style="list-style-type: none"> Established the Voluntary Environmental Protection Plan Set up the Corporate Environment Committee Set up the Engineering Environment Committee and the Plant Environment Committee developed from the SEF Committee 		
Apr. 1994		Completed replacement of air conditioner refrigerants from CFC12 to HFC134a	
Jan. 1995			Began manufacturing multipurpose engines that met the California Air Resources Board (CARB) emission regulations
Apr.		Began sales of the electric vehicle, Sambar EV	
Jun.		Developed a new environment-friendly protective coating film and applied to Legacy and Impreza	
Aug.			Began delivering a low-pollution CNG refuse collection vehicle
Sep.			Delivered a transportation container and a container transport vehicle to Kawasaki City for Japan's first refuse railroad transportation.
Oct.		Displayed a direct gasoline injection engine and a hybrid electric vehicle at the Tokyo Motor Show	
Feb. 1996		Developed and implemented the Roller Press method, a new technique for removing the coating film, and began bumper-to-bumper recycling	
Apr.	Established the Environment Plan for 2000		
Oct.			Developed and began sales of the container collection and measurement system for refuse collected for a fee
Jul.	Set up the Environmental Affairs Promotion Office		Developed a solid waste ash melting furnace
Sep.			Delivered the first Fuswton, high-rise building waste management system
Feb. 1998	Established the Recycling Initiative for End-of-Life Vehicle Voluntary Action Plan for Automobile Recycling		
Apr.	Established Environmental Policy		
Jun.	Published the environmental pamphlet "For Harmony between People, Society, and the Earth"		
Oct.		Completed nationwide extension of JAMA's CFC-12 collection and destruction system	Announced the four-stroke OHV engine (EH09D) used in rammers, an alternative to the two-cycle engine
Nov.	SIA in the U.S.A. acquired ISO 14001 certification		
Mar. 1999	Gunma Manufacturing Division acquired ISO 14001 certification		
May	Saitama Manufacturing Division acquired ISO 14001 certification		
Jun.		Began recycling PET bottles for use in interior parts	
Jul.	<ul style="list-style-type: none"> Transportation and Ecology Systems Division in the Utsunomiya Manufacturing Division acquired ISO 14001 certification Hosted first Affiliated Companies Environmental Problems meeting 		
Oct.	Started the General Managers' Meeting on the Environment at the Gunma Manufacturing Division		
Jan. 2000		Began reuse of painted bumper scrap from production process for the Pleo's mass-produced bumpers	
Mar.	Eliminated the incinerator at the Tokyo Office	Expanded the scrap bumper collection system to the Tohoku area and built a nationwide system in Japan	Fuswton won the Resource Recycling Technology System Award for fiscal 1999 from the Ministry of International Trade and Industry's Environment and Industrial Location Bureau
Aug.		Began sales of the new Impreza, and all models met authorized low emission standards	
Sep.	Published the 2000 Environmental Report, aggregating results of all environmental activities for fiscal 1999		
Oct.		Began recycling of auto window glass recovered from ELVs as glass wool soundproofing material	
Nov.			<ul style="list-style-type: none"> Unveiled the Subaru Small Wing Turbine Generator System Began sales of the new LP0 low-noise refuse collection vehicle
Dec.	Eliminated the incinerator at the Yajima Plant of the Gunma Manufacturing Division.		
Mar. 2001	Achieved zero emissions at the Gunma Manufacturing Division		
May			Began sales of the multipurpose Robin EX series engine in order to lower exhaust emissions, the level of noise, and the level of vibration
Jun.	Published the 2001 Environmental Report, aggregating results of all environmental activities for fiscal 2000		
Sep.	Eliminated the incinerators at the Utsunomiya Manufacturing Division and the Saitama Manufacturing Division		
Oct.		Exhibited the next generation hybrid minicar, the HM-01, at the Tokyo Motor Show	
Jan. 2002			The Subaru Small Wind-Power Generation System won the NEF Prize of fiscal 2001 (the Agency of Natural Resources and Energy Director-General Prize)
Feb.		Began sales of the new Forester. All models met the fiscal 2010 fuel economy standards and were accepted as good low emissions vehicles (G-LEV)	
Mar.	Utsunomiya Manufacturing Division and Saitama Manufacturing Division achieved zero emissions		
May	Established the Environmental Conservation Program (fiscal 2002 through fiscal 2006)	The company for the development of automobile batteries was jointly established by NEC Corp. and FHI	
Jun.	Published the 2002 Environmental Report		
Jul.		Consigned matters involving the collection and destruction of CFCs to the Japan Automobile Recycling Promotion Center	
Oct.		Limited marketing of the Legacy B4, CNG (Compressed Natural Gas) Vehicle	
Nov.			Switching to Pollution-Free Paint Remover for Regular Servicing of Airplanes won an award from Defense Procurement and Infrastructure Association

(Note) For chronology in 1993 or earlier, please see p.2 of "Supplementary Volume for Data related to the 2007 Social & Environmental Report".

Chronology of FHI's Social & Environmental Activities - 2 (2003 - 2008)

	Management Division	Automotive Business Unit	Other Companies
Apr. 2003	Saitama Manufacturing Division received a regular assessment for ISO 14001		Developed ASR Pre-Processing Separating System
May		<ul style="list-style-type: none"> Full model change of Legacy to launch the New Legacy All models met the fiscal 2010 fuel economy standards except for 2.0 GT spec.B 2.0L SOHC engine equipped cars achieved a 75% reduction in emissions compared to 2000 standards 	Development of the Pollution-Free Paint Remover for Regular Servicing of Airplanes won a special award from the Japan Aeronautical Engineer's Association
Jun.	<ul style="list-style-type: none"> Published 2003 Environmental Report Utsunomiya Manufacturing Division received a regular assessment for ISO 14001 		
Jul.	<ul style="list-style-type: none"> Set up the six star mitsuraboshi corporate symbol Established Subaru Visitor Center at the Yajima Plant of the Gunma Manufacturing Division. 		Solid waste ash melting furnace developed jointly with Oghihara Co., Ltd. acquired technology authorization from the Japan Waste Research Foundation
Aug.		<ul style="list-style-type: none"> Legacy B4 CNG challenged to complete a full circuit of Japan Conducted the presentation of Subaru Mobility techniques 	
Sep.	Achieved zero emissions at the Tokyo Office		
Oct.	The Gunma Manufacturing Division won the fiscal 2003 3Rs Promotion Association Chairman's Award	<ul style="list-style-type: none"> Disclosed the system of sequential hybrid series Set up the Subaru brand message "Think. Feel. Drive." 	
Nov.		The Legacy won the 2003 - 2004 Japan Car of the Year Award	
Dec.		<ul style="list-style-type: none"> Developed a new processing technology for automotive parts, the "hard broaching method" Launched a new minicar, the Subaru R2. Achieved fuel economy of 24.0 km/l(10/15 mode) (R) and a 75% reduction in emissions compared to 2000 standards. (R and i) 	
Jan. 2004	The Head Office and the Tokyo Office acquired ISO 14001 certification		
May			The Industrial Products Company (V model two cylinder engine) received the "Supplier of the Year" award from Cummins Inc.
Jun.	Published the 2004 Environmental & Social Report		
Sep.		Subaru won the WRC championship "Rally Japan 2004" held in Japan for the first time	
Nov.	Received public recognition of office excellence for the hiring of disabled people	<ul style="list-style-type: none"> Gunma factory paint sludge recycling plant received the "Resource Recycling Technology System Commendation" 	
Dec.		The R1 and the Impreza were newly adapted to Subaru Transcare series for the Disabled. New functions were added to the R2 and the Sambar	
Jan. 2005	Opened "Subaru Academy" in Hachioji, Tokyo	In response to the Japanese End-of-Life Vehicles Recycling Law, the Automotive Recycling System of SUBARU(ARSS) was implemented	
Feb.			The Natural Gas Engine Cogeneration system started operations at the Utsunomiya Manufacturing Division
Mar.	<ul style="list-style-type: none"> The Subaru Parts Distribution Center (Ota City) acquired ISO 14001 certification (extending the scope of Gunma Manufacturing Division's certification) The Subaru Parts & Accessories Division (Saitama City) acquired ISO 14001 certification (extending the scope of head office's certification) 	<ul style="list-style-type: none"> Accumulated sales units of Subaru in domestic market achieved 10 million Hit the three million mark for worldwide Legacy production 	
May	Views on corporate social responsibility were clarified in "CSR Policy"		Began sales for the new model refuse collection vehicle, the "Fuji Mighty LP71 model series"
Jun.	<ul style="list-style-type: none"> FHI Group unveiled its "Environmental Logo" Published the 2005 Environmental & Social Report 		
Jul.	FHI joined the "Team minus 6%"		
Oct.		Subaru R1 received "Good Design Award 2005" from Japan Industrial Design Promotion Organization	
Nov.		Released partially-improved Subaru R2(Refi) and R1 (S), with NA engines of 75% reduction beyond 2005 emission standards	
Dec.			Eco Technologies Company erected the prototype "SUBARU 80/2.0", a 2,000-kW class large-scale wind turbine system and began demonstration testing in Kamisu City, Ibaraki Prefecture
Feb. 2006	Environmental Affairs Promotion Office renamed to CSR & Environmental Affairs Promotion Office		
Mar.		Subaru Environmental Exchange Circle (Eco Class Delivery Service) received the 15th Energy Publicity Activities and Facilities Award	
May			Aerospace Company delivered the main wings for the Eclipse 500 mass production for the first time
Jun.		<ul style="list-style-type: none"> The prototype of SUBARU "R1e", a next generation electric vehicle jointly developed with TEPCO, was completed and delivered for business use at TEPCO 	
Aug.	Published the 2006 Environmental & Social Report and together unveiled the Fourth Voluntary Plan for the Environment (fiscal 2007 thru 2011)	<ul style="list-style-type: none"> Released a new mini-car, the Stella (L, LX, and R), which provides a user-friendly and comfortable interior in the car and realized fuel economy of 22.5km/l and met green tax plan 	
Sep.		Announced the development of horizontally-opposed diesel engine was put into shape at Paris Motor Show	
Nov.		Published and released the Legacy SI-Radar Cruise Control (SUBARU Intelligent Radar Cruise Control)	
Dec.	The Head Office underwent renewal assessment for ISO 14001 certification	Electric vehicle, the Subaru R1e, received The Minister of the Environment Prize for global warming prevention activity	<ul style="list-style-type: none"> Eco Technologies Company: The large-scale Wind Turbine System won the Agency of Natural Resources and Energy Director-General Prize Robot Department: received the 2006 Robot Awards established by the Ministry of the Economy, Trade and Industry. Industrial Products Company: released Subaru KX21, the engine for sport karts
Jan. 2007	The Tokyo Office underwent renewal assessment for ISO 14001 certification		Aerospace Company: made first shipment of Center Wing for Boeing 787
Feb.		Started operation of natural gas cogeneration systems at the Oizumi Plant of the Gunma Manufacturing Division	Industrial Products Company: released rechargeable lawn mowers
May.			Eco Technologies Company: Published and released "Fuji Mighty LP81 model series"
Jun.		Full model change of Impreza to launch the New Impreza	
Jul.		Started operation of 2nd natural gas cogeneration systems at the Yajima Plant of the Gunma Manufacturing Division	
Sep.	Issued FY2007 Social & Environmental Report		Eco Technology Company: delivered the 1st large-scale wind turbine system for mass production
Dec.		Full model change of Forester to launch the New Forester	Industrial Products Company: EX40 and EX35 added to Robin general-purpose engine EX series
Apr. 2008		Impreza received "New Car Assessment Grand Prix"	
Jun.		Released Exiga, the new 7 seater panorama touring model	

Corporate Overview (As of March 31, 2008)

Name	Fuji Heavy Industries Ltd.
Established	July 15, 1953
Paid-in capital	153.7 billion yen
Employees	26, 404 (Consolidated) 12,801 (Non-consolidated)
Head Office	Subaru Building, 7-2 Nishi-shinjuku 1-chome, Shinjuku-ku, Tokyo 160-8316 Japan Phone: 03-3347-No.of each division (Domestic), +81-3-3347-No.of each division (International) (dial information: 03-3347-2111 (Domestic), +81-3-3347-2111 (International))
Sales	1572.3 billion yen (Consolidated) 1018.8 billion yen(Non-consolidated) (for the FY ending March 2008)
Ordinary Income	45.4 billion yen (Consolidated) 24.8 billion yen (Non-consolidated) (for the FY ending March 2008)
Number of Consolidated Subsidiary	44(Domestic), 18(Overseas) Number of equity method subsidiary 16(Domestic), 5 (Overseas)

Fuji Heavy Industries Ltd. (Main manufacturing facilities)

Subaru Automotive Business [Gunma Manufacturing Division (Gunma Prefecture), Tokyo office (Mitaka City)]

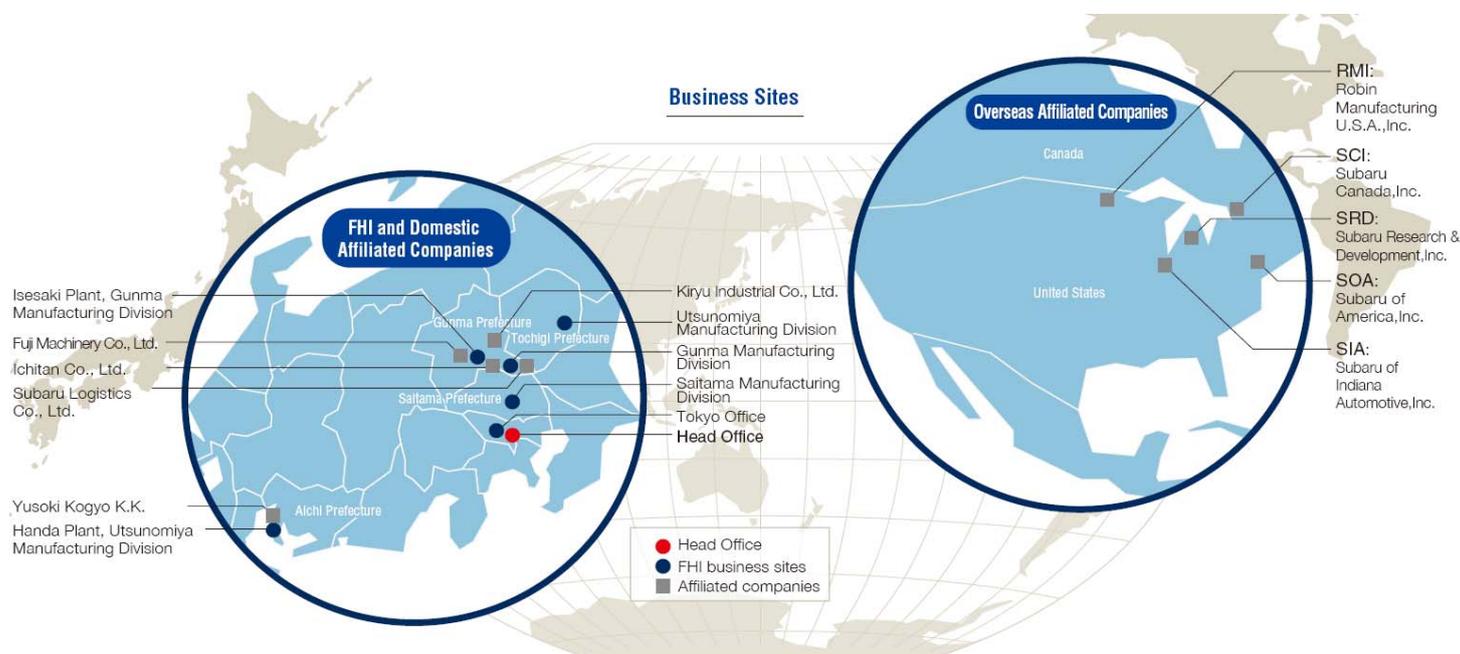
Aerospace Company [Utsunomiya Manufacturing Division* (Utsunomiya City, Tochigi Prefecture; Handa City, Aichi Prefecture)]

Industrial Products Company [Saitama Manufacturing Division* (Kitamoto City, Saitama Prefecture)]

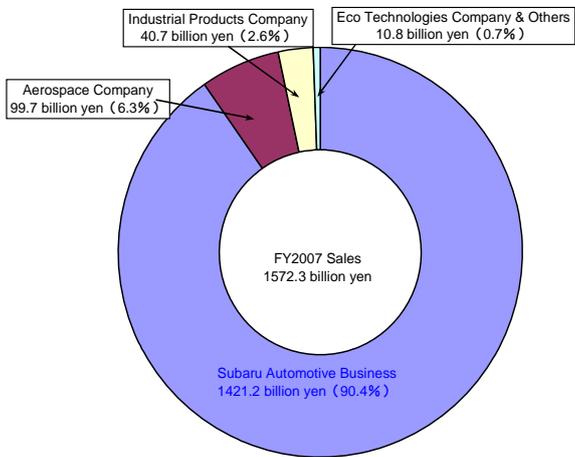
Eco Technologies Company [Utsunomiya Manufacturing Division* (Utsunomiya City, Tochigi Prefecture)]

* For the sake of convenience, in this report, the production sites of the Aerospace Company and Eco Technologies Company may be referred to as the Utsunomiya Manufacturing Division and the Industrial Products Company as the Saitama Manufacturing Division.

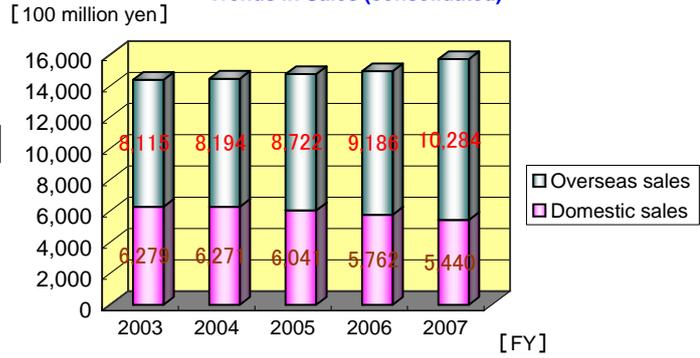
Locations of FHI's Major Facilities and Affiliated Companies (FHI's main manufacturing facilities and affiliated companies in the range of the report)



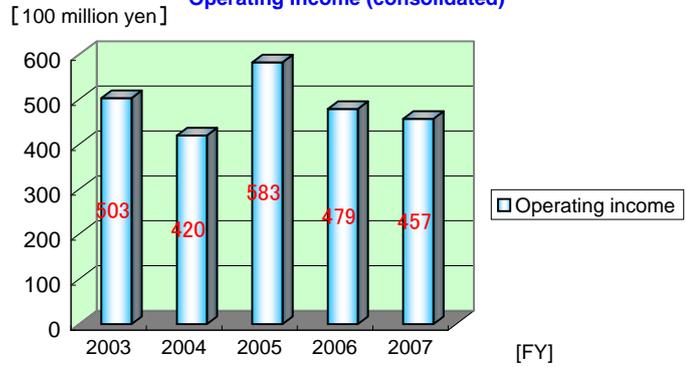
FY2007 Sales Ratio by Division (consolidated)



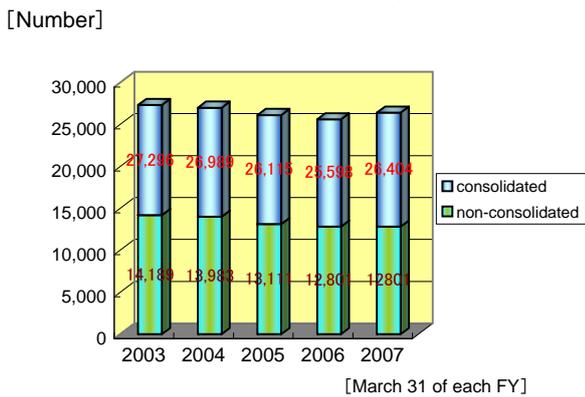
Trends in Sales (consolidated)



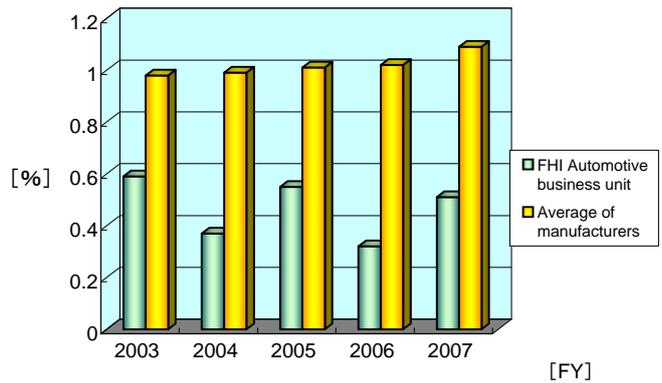
Operating Income (consolidated)



Trends in the Number of Employees



Ratio of Occupational Accidents Occurred



Financial Data

Trends in sales and ordinary income (consolidated)

	Unit: 100 million yen				
	2003	2004	2005	2006	2007
Domestic sales	6,279	6,271	6,041	5,762	5,440
Overseas sales	8,115	8,194	8,722	9,186	10,284
Total sales	14,394	14,465	14,764	14,948	15,723
Operating income	503	420	583	479	457
Ordinary income	566	436	468	422	454

Trends in sales volume (consolidated)

	Unit: 1000 units				
	2003	2004	2005	2006	2007
Domestic sales volume	246	254	230	227	209
Overseas sales volume	306	328	341	351	388
Total sales volume	552	582	571	578	597

Net sales breakdown by divisions (consolidated)

	Unit: million yen				
	2003	2004	2005	2006	2007
Subaru Automotive Business	1,316,951	1,319,603	1,329,161	1,339,291	1,421,179
Aerospace Company	56,632	59,434	81,787	94,012	99,673
Industrial Products Company	42,257	46,814	52,436	49,699	40,678
Eco Technologies Company & Others	23,611	20,640	12,984	11,815	10,816
Total sales	1,439,451	1,446,491	1,476,368	1,494,817	1,572,346

Net sales breakdown by divisions (non-consolidated)

	Unit: 100 million yen				
	2003	2004	2005	2006	2007
Subaru Automotive Business	835,541	844,687	843,369	823,225	873,791
Aerospace Company	56,788	59,434	81,787	94,012	98,778
Industrial Products Company	34,210	38,899	43,750	40,040	39,187
Eco Technologies Company & Others	10,370	6,490	7,236	7,147	7,065
Total sales	936,911	949,511	976,143	964,424	1,018,821

Trends in paid-in capital

	Unit: 100 million yen				
	Mar. 31, 2004	Mar. 31, 2005	Mar. 31, 2006	Mar. 31, 2007	Mar. 31, 2008
Paid-in capital	1,537	1,537	1,537	1,537	1,537

Trends in the number of employees

	Unit: employees				
	Mar. 31, 2004	Mar. 31, 2005	Mar. 31, 2006	Mar. 31, 2007	Mar. 31, 2008
Number of employees (consolidated)	27,296	26,989	26,115	25,598	26,404
Number of employees (non-consolidated)	14,189	13,983	13,111	12,801	12,801

Trends in capital investment and test/research cost

	Unit: 100 million yen				
	2003	2004	2005	2006	2007
Capital investment (consolidated)	745	853	562	596	563
Depreciation (consolidated)	532	511	575	589	655
Capital investment (non-consolidated)	327	256	239	330	369
Test/research cost (non-consolidated)	573	528	467	505	519

Data related to Employment**Trends in the number of employees (consolidated)**

Unit: employees

	Mar. 31, 2004	Mar. 31, 2005	Mar. 31, 2006	Mar. 31, 2007	Mar. 31, 2008
Number of regular employees (consolidated)	27,296	26,989	26,115	25,598	26,404

Trends in the number of employees (non-consolidated)

Unit: employees

	Mar. 31, 2004	Mar. 31, 2005	Mar. 31, 2006	Mar. 31, 2007	Mar. 31, 2008
Number of regular employees	14,189	13,983	13,111	12,801	12,801
Male	13,242	13,060	12,215	11,914	11,929
Female	947	923	896	887	872
Average age (years old)	38.4	38.6	38.5	38.3	38.7
Average length of service (years)	17.9	18.1	17.5	17.8	18.0
Trends in the number of employees hired by periodic recruitment	321	349	219	298	393
Number of female of those employees	45	45	23	33	38
Trends in the number of mid-career recruitment* ¹	74	36	29	54	175
Number of female of those recruitments	8	3	3	3	11

Trends in the male/female composition ratio of regular employees (non-consolidated)

Unit: %

	Mar. 31, 2004	Mar. 31, 2005	Mar. 31, 2006	Mar. 31, 2007	Mar. 31, 2008
Male	93.3	93.4	93.2	93.1	93.2
Female	6.7	6.6	6.8	6.9	6.8

Trends in the proportion of employees with disabilities (non-consolidated)

Unit: %

	Mar. 31, 2004	Mar. 31, 2005	Mar. 31, 2006	Mar. 31, 2007	Mar. 31, 2008
Proportion of employees with disabilities	2.00	1.89	1.80	1.95	2.00

Number of occupational accidents (non-consolidated)

Unit: cases

	2003	2004	2005	2006	2007
Number of occupational accidents	48	45	34	37	34

Number of occupational accidents in the automotive business unit

Unit: %

	2003	2004	2005	2006	2007
Frequency rate (FHI Automotive business unit)	0.59	0.37	0.55	0.32	0.51
Frequency rate (Average of manufacturers)	0.98	0.99	1.01	1.02	1.09

Trends in the number of FHI Workers' Union members

Unit: employees

	July 1, 2003	July 1, 2004	July 1, 2005	July 1, 2006	July 1, 2007
Number of the union members	13,224	13,111	12,987	11,998	11,778

【Labor-Management Relations at FHI】

FHI and the FHI Workers' Union established a labor-management council for the promotion of smooth business operations and mutual communication, and the subsequent close communication built a platform of mutual understanding and trust. In recent years, labor and management have maintained good relations, and no disputes between labor and management have arisen.

*1: the number of mid career employment is a sum of regular employment and employment on a short-time contract.