



Gratitude for the Local Communities

FHI Group has focused on CSR activities with environmental, traffic safety and social contribution activities. We have established the Social Contribution Policy to promote social contribution activities more actively.

Social Contribution Policy

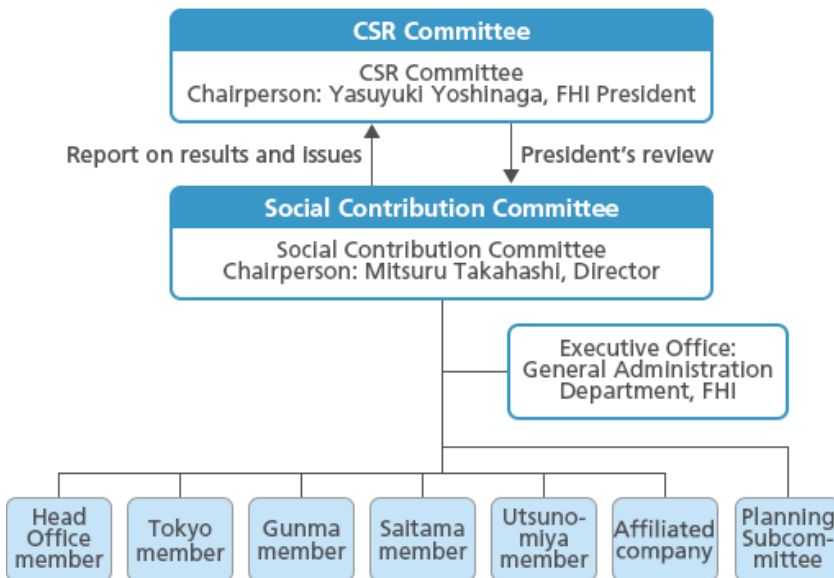
- We contribute to the development of science and technology and automobile culture and to the promotion of road safety.
- We contribute to the fostering of human resources who understand the pleasure, importance and preciousness of creative manufacturing.
- We contribute to the development of the communities in which we operate.
- We support each other in contributing to society as good citizens.

System for Promoting Social Contribution Activities

The FHI Group has established the Social Contribution Committee as a body to actively promote and maintain social contribution activities leveraging our technology and expertise.

The Social Contribution Committee is composed of the managers of each site and the executive in charge of FHI's General Administration Department serves as the chairperson. The committee meets every six months to compile activity results and issues and report to the CSR Committee. FHI's President, who also serves as chairperson of the CSR Committee, evaluates the reports, and the Social Contribution Committee strives to make further improvements accordingly.

Social Contribution Committee Organization Chart



Social Contribution Committee



Efforts in Japan

Development of Automobile Culture and Road Safety

Traffic Safety Campaign

Each of our business sites cooperates with the police and the Safe Driving Supervisor Association and hosts driving training sessions, such as a safe motorbike driving demonstration by police motorcyclists for employees and the general public.

We raise awareness of traffic safety and road accident prevention through activities that include sticking reflective materials that help prevent nighttime traffic accidents to utility poles and events such as offering traffic safety guidance services in the school zones around the business sites.



Left: Activity to stick reflective materials that help prevent nighttime traffic accidents to utility poles



Right: Traffic safety support near schools

Traffic Safety Awareness Campaign

FHI has begun operating our "SUBARU Kids" to promote awareness of traffic safety among young people.

As a member of the traffic society we actively promote awareness among employees at each of our offices and plants by providing accident prevention meetings before long holiday seasons and other occasions.



"SUBARU Kids" site for children (Available only in Japanese)

<http://www.fhi.co.jp/kids/>

SUBARU Visitor Center

First open to the public on July 15, 2003, the Subaru Visitor Center welcomes people who visit the Yajima Plant for tours of the facility and other reasons. Inside, visitors can view historic SUBARU models and cars that set world records, as well as learn more about SUBARU's unique technologies and environmental initiatives. In FY2015, 97,617 people came to see the facilities, and the cumulative number of visitors since the center opened exceeded one million.



SUBARU Visitor Center



For a Plant Tour application (10 to 200 people) and detailed information on the Visitor Center, please refer to the link below. (Available only in Japanese)

<http://www.subaru.co.jp/about/showroom/vc/>

Holding a Charity Auction at a Fan Meeting

In March 2015, we held the 2015 SUBARU Motor Sports Fan Meeting to deepen interaction with SUBARU fans as a project immediately prior to the opening of the motor sports season. Two hundred forty-five people attended the meeting, and we also provided a live webcast. We ran a variety of events including displays of the vehicles competing in 2015 Japanese Rally Championship, team introductions and Q&A session with the drivers and coaches.



Scene at the charity auction



Suits on show at the auction

We also auctioned items such as the suits worn by drivers, wheels and steering gear for charity. We plan to combine the money raised with proceeds from the FY2016 charity events scheduled for later and donate it to social welfare groups.

Donating to the Foundation for Orphans from Automobile Accident

In March 2015, we donated approximately ¥460,000 to the Foundation for Orphans from Automobile Accident. Our donation will be mainly used to support the healthy development and education of children orphaned by automobile accidents.

Making Things, Fostering Human Resources

Visiting Environmental Classes

Utsunomiya Manufacturing Division offers visiting environmental classes to local elementary schools to deepen pupils' understanding of the environment. The classes target grade 5 pupils in the elementary school, and our employees visit the class as teachers to raise awareness about global warming and other environmental issues through experiments and talks. In FY2015, classes for 834 pupils were held at 13 schools.

In addition, starting in FY2014, we have widened the activities to elementary schools in Handa, Aichi Prefecture, where the Handa Plant is located. We held classes at nine schools for 455 pupils in FY2015 that included environmental workshops, lectures on how aircraft fly, FHI's aircraft manufacturing history, introductions to products, and hands-on experience of aircraft materials.

Since commencing in 2006, the activities have been held at a cumulative total of 147 schools in the Utsunomiya and Handa areas for 10,286 pupils, becoming firmly established in the regions.



A class on the environment at an elementary school in Utsunomiya

Special “Let's Learn from the Way We Live” Classes for Children

Since 2006, students at elementary, junior high and high schools have been hearing about the hands-on experience of SUBARU developers and rally drivers whose messages convey the importance of looking to the future and striving to realize their own dreams.

In June 2014, rally driver Toshihiro Arai was invited as guest speaker to Ota Municipal Ikushina Junior High School in Gunma prefecture, where he delivered a special class on the theme, “Let's learn from the way we live, the things we can do.” After his speech, he offered rally car inspections and demonstration drives.



Toshihiro Arai (left) and FHI employee (right) giving presentations



The children were also excited about the powerful rally car driving

SUBARU's Contribution in the Local Area

SUBARU Community Exchange Association

SUBARU Community Exchange Association is an organization which consists of our Gunma Manufacturing Division and its business associates with the purpose of promoting communication with Ota City and local residents to make the community a better place to live through local development.



Scene at the commemoration ceremony

In August 2014, SUBARU Community Exchange Association celebrated the 20th anniversary of its inauguration, and a commemoration ceremony and concert were held at Ota City's Nitta Bunka Kaikan AIRYS Hall.

Charity Concert

At the “Friendship Concert” sponsored by the SUBARU Community Exchange Association, customers bring in their unneeded towels, soaps and other daily necessities for donations to the Welfare Council in the region.



Charity concert

FY2015 Major Activities

- At “Flower-full Activity,” flower saplings were distributed (June, September, December)
- Charity Concert (August, December)
- Charity and Friendship Golf Competition (November)
- Elementary school flowerbed contest (January)

For details, please access the website of the SUBARU Community Exchange Association. Ichitan Co., Ltd., Kiryu Industrial Co., Ltd. and Subaru Logistics Co., Ltd. are the member of the Association. (Available only in Japanese)

<http://www.chiiki-kouryuukai.com/>

Local Area Cleaning

FHI is conducting clean-and-beautify your neighborhood activities by employees in the vicinity of each of our offices and plants. We plan to continue these clean-and-beautify activities from now on.

In FY2015, a cumulative total of approximately 4,000 employees took part.



Left: Utsunomiya Manufacturing Division "Clean Campaign"
Right: Saitama Manufacturing Division "Fresh-clean Kitamoto, Leave It to Us" program

Holding Youth Baseball Workshops

FHI's hardball baseball club holds baseball workshops at baseball grounds in Gunma Prefecture and Musashino City, Tokyo. With elementary school and junior high school students taking part, these workshops provide opportunities for the youngsters to learn the enjoyment and basics of sport from active players.



Scene at a baseball workshop

Supporting Activities to Maintain the Environment

TOPICS

Cooperating in environmental maintenance activities around the Fuji Subaru Line

FHI presented the Mt. Fuji Toll Road Management Office of the Yamanashi Prefecture Public Roads Authority (in Fujikawaguchiko-machi, Minamitsurugun, Yamanashi Prefecture), which operates the Fuji Subaru Line, with a SUBARU XV Hybrid. The vehicle will be used as a patrol car for the Subaru Line. We also donated ¥500,000 to the Mt. Fuji Beautification Foundation (in Kofu City, Yamanashi Prefecture), which works to clean up the Mt. Fuji and Fuji Hokuroku area and to raise awareness about beautification. A presentation ceremony was held in front of the Fuji Subaru Line tollgate in September 2014.



The presented SUBARU XV Hybrid



Scene at the presentation ceremony

Support of Volunteer Activities

The social contribution policy sets forth clearly the participation of each employee in social action programs as a citizen. The policy is intended to make employees conscious of the need for their proactive social contributions so that a culture to do something for society remains firmly rooted in the entire company.

As a specific example, an award system to honor employees who contribute to the community and society by actively volunteering was established in 2006. The 10th award ceremony was held in June 2015 and three employees were honored with the volunteer award.



The three employees who received the award (front row) and FHI executives (back row)



Efforts Outside of Japan

Efforts by Subaru of America Inc. (SOA)

Supporting student spaceflight experiments

SOA is a national sponsor of the Student Spaceflight Experiment Program, hosted through the National Center for Earth and Space Science Education. This STEM (science, technology, engineering and math) initiative allows students in communities across the U.S. to design and propose science experiments in each of these fields using professional research processes. Selected experiments then go to the International Space Station where they are conducted by astronauts according to the students' design. Subaru has helped to support more than 3,500 young people in this unique educational initiative.



Efforts by Subaru of Indiana Automotive, Inc. (SIA)

Refurbishing a local playground into a park

SIA, which has a site in Lafayette, Indiana, in conjunction with Lafayette Parks & Recreation Department and the Lafayette Parks Foundation celebrated the ribbon cutting of Subaru South Tipp Park in October 2014. With the support of local businesses, SIA converted the previously deteriorating playground into a safe, welcoming and accessible community park.



Efforts by Subaru Canada, Inc. (SCI)

Supporting breast cancer patients through golf events

Golf Fore the Cure, sponsored by SCI and supported by Golf Canada and the Canadian Cancer Society, is a program to get more women playing golf. The September 2014 national event was held with more than 100 participants. Approximately \$300,000 raised during the 2014 campaign is helping to support breast cancer patients. The program, which is run by volunteer, has held approximately 200 events across Canada to date, introducing over 100,000 women to the game of golf and raising over \$5.3 million.



Donating to Ronald McDonald House

In June 2014, the Ontario Subaru Dealers Association held its Charity Golf Tournament for the second year with participation from 76 dealers and vendors. The \$21,000 raised through the event was used to support the Toronto Ronald McDonald House, which provides accommodation for family members accompanying children who are hospitalized due to illness. In August 2014, the Quebec Subaru Dealers Association also held a charity golf tournament with participation from more than 80 people. The \$50,000 raised by the event was donated to the Quebec Ronald McDonald House and is helping with activities to enrich the lives of people with intellectual disabilities through sport.



Shiro Ohta, SCI Chairman & President, and Don Durst, Senior Vice-President, presenting a check to the Toronto Ronald McDonald House



Various Quebec dealers presenting a check to the Quebec Ronald McDonald House