



# SUSTAINABILITY REPORT 2021



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## Editorial Policy

The Subaru Group (SUBARU CORPORATION and all its subsidiaries) seeks to become a company that is trusted by society by fulfilling its social responsibility as a corporate group, aiming for sustainable growth and contributing to the creation of an enjoyable, sustainable society.

With this in mind, SUBARU has renamed this report from the CSR Report to the Sustainability Report, taking effect in 2021.

This report, in line with the SUBARU Global Sustainability Policy, outlines the Subaru Group's approach, targets, and initiatives for sustainability. It aims to promote communication with our stakeholders, including customers, shareholders, business partners, local communities, and employees, and to further enhance our sustainability-related initiatives. The descriptions contained in this report regarding SUBARU's product specifications and equipment refer to Japanese specifications, unless otherwise stated.

### Scope of Reporting

In principle, the report covers the Subaru Group (SUBARU CORPORATION and all its subsidiaries). In this report, the "Subaru Group" or "the Group" refers to the Subaru Group; "SUBARU" refers to SUBARU CORPORATION; "affiliated companies (affiliates)" refers to SUBARU's subsidiaries in Japan and overseas, including dealerships in the Automotive Business; and "Group companies" refers to SUBARU's subsidiaries in Japan, excluding dealerships in the Automotive Business.

### Reporting Period

- In principle, this report covers FYE March 2021 (April 1, 2020 to March 31, 2021); however, some information listed is from outside this reporting period.

\* The departments, titles, etc. of the people introduced in this report are as of the time of writing.

### Guidelines Referenced

- GRI Sustainability Reporting Standards
- Environmental Reporting Guidelines 2018 by the Ministry of the Environment, Japan
- Task Force on Climate-related Financial Disclosures (TCFD) Recommended Disclosure Items

### Period Issued

- Previous issue: August 2020
- Current issue: October 2021
- Next scheduled issue: August 2022

### Special Notice on Prospects

This report includes a variety of statements regarding the prospects, plans, forecasts, etc. for the future of SUBARU and the Subaru Group member companies. Since the statements contained here are based on past events and available information at the time of this report's drafting, please note that outcomes may differ from forecasts depending on future economic trends, the Group's business environment, and other factors.

## Contact Us

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## SUBARU's Vision - Delivering happiness to all -

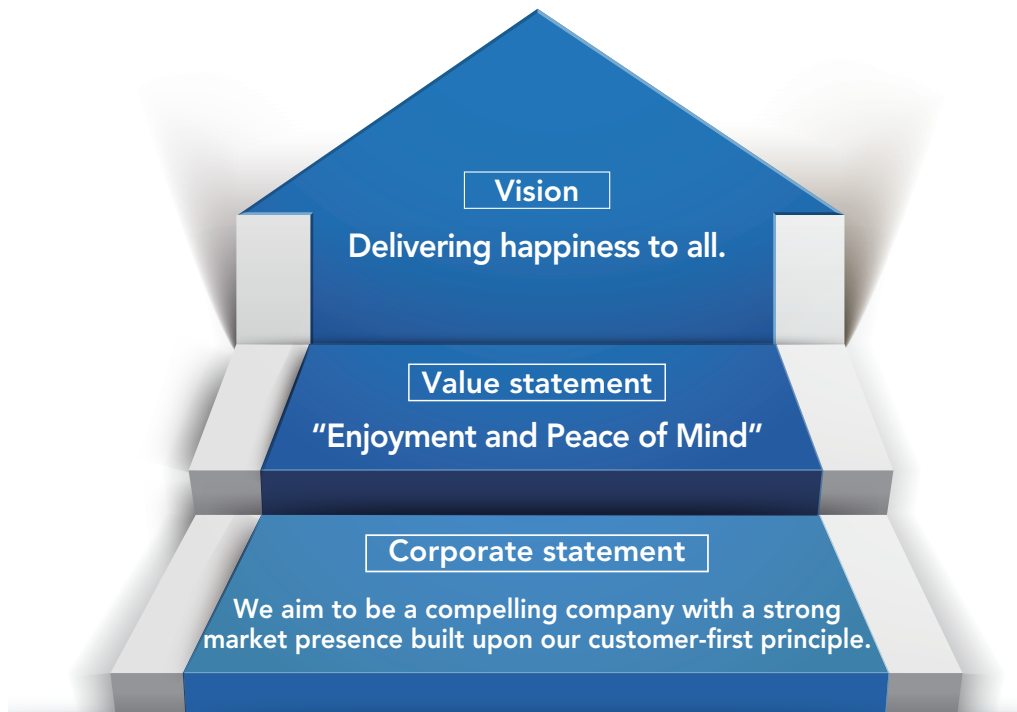
In the mid-term management vision progress briefing announced in May 2021, we integrated our principles into three key pillars.

Our corporate statement is "We aim to be a compelling company with a strong market presence built upon our customer-first principle."

The value we deliver to our customers is "Enjoyment and Peace of Mind." This is a value we must deliver to our customers in order to evolve the SUBARU Difference that is unwavering amid changing times and changing external environments, and in order to heighten our brand.

Our vision is "Delivering happiness to all." We established this vision when we changed our company name to SUBARU CORPORATION. This vision has come to us from watching what our customers do: we learned what SUBARU should do from our customers.

We will continue to pursue our goal of delivering happiness to people, society, and even Earth.



## SUBARU Global Sustainability Policy

Until recently, the Subaru Group promoted various initiatives in line with its CSR Policy, revised in June 2009. However, to cope with changes in the social environment and in relationships with our stakeholders, we established the "SUBARU Global Sustainability Policy" in April 2020 as a guideline to be shared by all Group employees on a global basis.

This policy is applied to SUBARU CORPORATION and all its subsidiaries.

### SUBARU Global Sustainability Policy

We, the Subaru Group, are committed to sustainable business practices designed to promote harmony between people, society and the environment in the following ways:

1. Through our business activities, we will contribute to the resolution of various social issues, including the protection of the global environment, and to the creation of a sustainable society.
2. Respecting the quality and originality of our products, we will continue to provide Subaru's unique value using advanced technologies, and enrich the lives of all those involved with the Subaru Group.
3. As a good corporate citizen in the international community, we respect human rights, diverse values and individuality, and treat all stakeholders with sincerity in every interaction.
4. We strive to maintain and advance the workplace environment so that employees can work safely in peace, and with a sense of satisfaction.
5. We respect international rules and the laws and regulations of each country and region, as well as local culture and customs, and pursue fair and transparent corporate governance.
6. We make use of dialogue with stakeholders to make management decisions, and disclose corporate information in a timely and proper manner.