

FHI Announces Organizational and Management Changes (Effective March 31, 2016 and April 1, 2016)

Tokyo, March 3, 2016 - Fuji Heavy Industries Ltd. (FHI), the manufacturer of Subaru automobiles, today announced the following organizational and management changes.

1. Organizational Change (Effective April 1, 2016)

To address an increase in engineering and product development workloads in recent years, FHI divides Subaru Engineering Division into two divisions, Subaru Engineering Division 1 and Subaru Engineering Division 2, so that the team can work more effectively.

< Subaru Engineering Division 1 >

Responsible for body engineering of automobiles.

< Subaru Engineering Division 2 >

Responsible for powerunit engineering of automobiles.

2. Promoted Corporate Vice Presidents (Effective April 1, 2016)

- Tomomi Nakamura, Corporate Executive Vice President

(Current title: Corporate Senior Vice President, Chief General Manager of Subaru Overseas Sales & Marketing Div. 1 and Chairman of Subaru of America, Inc.)

- Kazuo Hosoya, Corporate Executive Vice President

(Current title: Corporate Senior Vice President, Chief General Manager of Subaru Japan Sales & Marketing Div.)

- Masaki Okawara, Corporate Executive Vice President

(Current title: Corporate Senior Vice President, Chief General Manager of Subaru Manufacturing Div. and Gunma Plant)

- Tetsuo Onuki, Corporate Senior Vice President

(Current title: Corporate Vice President, Senior General Manager of Subaru Engineering Div.)

- Yoichi Kato, Corporate Senior Vice President

(Current title: Corporate Vice President, General Manager of External Relations Dept.)

3. Newly-appointed Corporate Vice Presidents (Effective April 1, 2016)

- Katsuyuki Mizuma, Corporate Senior Vice President

(Current title: Managing Executive Officer, Mizuho Financial Group, Inc. / Managing Executive Officer, Mizuho Bank, Ltd.)

- Atsushi Osaki, Corporate Vice President

(Current title: Senior General Manager of Subaru Quality Assurance Div. and General Manager of Quality Assurance Administration Dept.)

- Tatsuro Kobayashi, Corporate Vice President

(Current title: Senior General Manager of Subaru Purchasing Div., General Manager of Purchasing Planning Dept., and General Manager of Subaru Cost Planning & Management Div.)

4. Retiring Corporate Vice President (Effective March 31, 2016)

- Masashi Takahashi

(Current title: Corporate Vice President, Chief General Manager of Subaru Quality Assurance Div.)

* Appointed as Technical Advisor of FHI and Chairman of Fuji Heavy Industries U.S.A., Inc., effective April 1, 2016.

5. Responsibility Changes: Directors (Effective April 1, 2016)

Name	New	Current
Jun Kondo Representative Director Deputy President	-Corporate Planning Dept. -External Relations Dept. -China Project Office -Subaru Customer Center -Subaru Parts & Accessories Div. -Subaru Cost Planning & Management Div. -Subaru Quality Assurance Div. -Subaru Next Story Promotion Office -Aerospace Company	-Corporate Planning Dept. -External Relations Dept. -China Project Office -Subaru Customer Center -Subaru Parts & Accessories Div. -Subaru Cost Planning & Management Div. -Subaru Next Story Promotion Office -Aerospace Company -Industrial Products Company
Naoto Muto Director Corporate Executive Vice President	-Affiliated Companies Dept. -Intellectual Property Dept. -Subaru Product & Portfolio Planning Div. -Subaru Engineering Div. 1 -Subaru Engineering Div. 2 -Subaru Technical Research Center	-Intellectual Property Dept. -Subaru Product & Portfolio Planning Div. -Subaru Engineering Div. -Subaru Technical Research Center
Mitsuru Takahashi Director Corporate Executive Vice President	-CFO -Business Planning Dept. -Secretarial Office -Finance & Accounting Dept. -Corporate Communications Dept. -Human Resources Dept. -General Administration Dept. -Legal Dept. -Internal Audit Dept. -Subaru Finance Co., Ltd.	-CFO -Business Planning Dept. -Affiliated Companies Dept. -Secretarial Office -Finance & Accounting Dept. -Corporate Communications Dept. -Human Resources Dept. -Business Process & Information System Management Dept. -General Administration Dept. -Legal Dept. -Internal Audit Dept. -Subaru Finance Co., Ltd.
Takeshi Tachimori Director Corporate Executive Vice President	-Business Process & Information System Management Dept. -Subaru Global Marketing Div. -Subaru Japan Sales & Marketing Div. -Subaru Overseas Sales & Marketing Div. 1 -Subaru Overseas Sales & Marketing Div. 2 -Subaru Connect Business Dept. -Subaru of America, Inc. (SOA)	-Subaru Global Marketing Div. -Subaru Japan Sales & Marketing Div. -Subaru Overseas Sales & Marketing Div. 1 -Subaru Overseas Sales & Marketing Div. 2 -Subaru Quality Assurance Div. -Subaru Connect Business Dept. -Subaru of America, Inc. (SOA)
Masahiro Kasai Director Corporate Executive Vice President	-Subaru Manufacturing Div. -Subaru Purchasing Div. -Subaru of Indiana Automotive, Inc. (SIA) -Industrial Products Company	-Subaru Manufacturing Div. -Subaru Purchasing Div. -Subaru of Indiana Automotive, Inc. (SIA)

6. Responsibility Changes: Corporate Vice Presidents (Effective April 1, 2016)

Name	New	Current
Shuzo Haimoto Corporate Executive Vice President	-----	-Industrial Products Company President of Industrial Products Company
Masaki Okawara Corporate Executive Vice President	-Subaru Manufacturing Div. - Affiliated Companies Dept. Chief General Manager of Subaru Manufacturing Div. and Gunma Plant	-Subaru Manufacturing Div. Chief General Manager of Subaru Manufacturing Div. and Gunma Plant
Yasuo Kosakai Corporate Senior Vice President	-Subaru Quality Assurance Div. Chief General Manager of Subaru Quality Assurance Div.	-Subaru Parts & Accessories Div. Chief General Manager of Subaru Parts & Accessories Div.
Satoshi Maeda Corporate Senior Vice President	-Intellectual Property Dept. -Subaru Engineering Div. 2 Chief General Manager of Subaru Engineering Div. 2	-Intellectual Property Dept. -Subaru Engineering Div. Senior General Manager of Subaru Engineering Div.
Tetsuo Onuki Corporate Senior Vice President	-Subaru Engineering Div. 1 -Subaru Technical Research Center Chief General Manager of Subaru Engineering Div. 1 and Subaru Technical Research Center	-Subaru Engineering Div. Senior General Manager of Subaru Engineering Div.
Yoichi Kato Corporate Senior Vice President	-External Relations Dept. -Business Process & Information System Management Dept. -Legal Dept. -Internal Audit Dept. General Manager of External Relations Dept.	-External Relations Dept. General Manager of External Relations Dept.
Hiroki Kurihara Corporate Vice President	-Subaru Customer Center -Subaru Parts & Accessories Div. Chief General Manager of Subaru Customer Center, General Manager of Customer Center Planning Dept., and Chief General Manager of Subaru Parts & Accessories Div.	-Subaru Customer Center -Subaru Japan Sales & Marketing Div. Chief General Manager of Subaru Customer Center, General Manager of Customer Center Planning Dept., and Senior General Manager of Subaru Japan Sales & Marketing Div.
Masayuki Uchida Corporate Vice President	-Subaru Engineering Div. 1 -Subaru Engineering Div. 2 Senior General Manager of Subaru Engineering Div. 1 and Subaru Engineering Div. 2	-Subaru Engineering Div. Senior General Manager of Subaru Engineering Div.

7. Responsibilities of New Corporate Vice Presidents (Effective April 1, 2016)

Katsuyuki Mizuma Corporate Senior Vice President	-Subaru Overseas Sales & Marketing Div. 2 Senior General Manager of Subaru Overseas Sales & Marketing Div. 2	-----
Atsushi Osaki Corporate Vice President	- Subaru Quality Assurance Div. Senior General Manager of Subaru Quality Assurance Div. and General Manager of Quality Assurance Administration Dept.	Senior General Manager of Subaru Quality Assurance Div. and General Manager of Quality Assurance Administration Dept.
Tatsuro Kobayashi Corporate Vice President	-Subaru Purchasing Div. Chief General Manager of Subaru Purchasing Div., General Manager of Purchasing Planning Dept., and General Manager of Subaru Cost Planning & Management Div.	Senior General Manager of Subaru Purchasing Div., General Manager of Purchasing Planning Dept., and General Manager of Subaru Cost Planning & Management Div.