

## FHI Announces Organizational and Management Changes (Effective March 31, 2017 and April 1, 2017)

Tokyo, February 28, 2017 - Fuji Heavy Industries Ltd. (FHI), the manufacturer of Subaru automobiles, today announced the following organizational and management changes.

### 1. Organizational Changes (Effective April 1, 2017)

#### < Establishment of Corporate Administration Division >

As the scale of corporate management expands, the importance of global business management and supervision relating to all aspects of the Company's operations is growing.

To address this need, FHI will establish Corporate Administration Division to strengthen ties among related departments and reinforce management functions.

#### Departments under Corporate Administration Division:

General Administration Dept., CSR & Environment Dept. \*, Affiliated Companies Dept., Legal Dept., Intellectual Property Dept., and Internal Audit Dept.

\* To be newly established

#### < Establishment of IT Strategy Division >

As advancement and applications of information technology are accelerating and expanding, FHI will establish IT Strategy Division in the aim to innovate / improve IT-based business processes and put greater focus on digital development in the automotive business.

#### Departments under IT Strategy Division:

Business Process & Information System Management Dept. and Connect Business Dept.

#### < Establishment of CSR & Environment Department >

Corporate social responsibility and environmental issues are drawing growing social expectations and becoming vital aspects of management.

To address these needs, FHI will split off the CSR and environmental functions from the General Administration Dept. to form CSR & Environment Dept., which will belong to the Corporate Management Division.

#### < Changes to Division/Department Names >

Names of the following divisions and department will be changed due to the company name change.

New Name	Current Name
Global Marketing Div.	Subaru Global Marketing Div.
Japan Sales & Marketing Div.	Subaru Japan Sales & Marketing Div.
Overseas Sales & Marketing Div. 1	Subaru Overseas Sales & Marketing Div. 1
Overseas Sales & Marketing Div. 2	Subaru Overseas Sales & Marketing Div. 2
Customer Service Div	Subaru Customer Center
Parts & Accessories Div.	Subaru Parts & Accessories Div.
Cost Planning & Management Div.	Subaru Cost Planning & Management Div.
Product & Portfolio Planning Div.	Subaru Product & Portfolio Planning Div.
Engineering Div. 1	Subaru Engineering Div. 1
Engineering Div. 2	Subaru Engineering Div. 2
Manufacturing Div.	Subaru Manufacturing Div.
Purchasing Div.	Subaru Purchasing Div.
Quality Assurance Div.	Subaru Quality Assurance Div.
Technical Research Center	Subaru Technical Research Center
Connect Business Dept.	Subaru Connect Business Dept.

## 2. Promoted Corporate Vice Presidents (Effective April 1, 2017)

– **Toshiaki Okada, Corporate Executive Vice President**

(Current title: Corporate Senior Vice President, General Manager of Corporate Planning Dept.)

– **Hiromi Tsutsumi, Corporate Senior Vice President**

(Current title: Corporate Vice President, General Manager of Human Resources Dept.)

– **Shoichiro Tozuka, Corporate Senior Vice President**

(Current title: Corporate Vice President, Company Vice President of Aerospace Company)

– **Toshiaki Tamegai, Corporate Senior Vice President**

(Current title: Corporate Vice President, President of Subaru of Indiana Automotive, Inc.)

– **Takuji Dai, Corporate Senior Vice President**

(Current title: Corporate Vice President, Chief General Manager of Subaru Product & Portfolio Planning Div.)

– **Fumiaki Hayata, Corporate Senior Vice President**

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

## 3. Newly-appointed Corporate Vice Presidents (Effective April 1, 2017)

– **Hideaki Matsuki, Corporate Senior Vice President**

(Current title: Executive Director, Denso Corporation / President of Denso International Asia Pte., Ltd.)

– **Katsuo Saito, Corporate Vice President**

(Current title: General Manager of General Administration Dept. and Business Planning Dept.)

– **Yasuhiro Hamanaka, Corporate Vice President**

(Current title: Company Vice President of Aerospace Company and General Manager of Material Dept.)

– **Eiji Ogino, Corporate Vice President**

(Current title: Executive Vice President of Subaru of Indiana Automotive, Inc.)

– **Yasushi Nagae, Corporate Vice President**

(Current title: Senior General Manager of Corporate Planning Dept. and General Manager of China Project Office)

– **Jinya Shoji, Corporate Vice President**

(Current title: Senior General Manager of Subaru Global Marketing Div. )

## 4. Retiring Corporate Vice Presidents (Effective March 31, 2017)

– **Hisashi Nagano**

(Current title: Corporate Executive Vice President, Company President of Aerospace Company)

\* Appointed as Senior Advisor of Aerospace Company effective April 1, 2017.

– **Nobuhiko Murakami**

(Current title: Corporate Executive Vice President, Chief General Manager of Subaru Overseas Sales & Marketing Div. 2)

– **Yasuo Kosakai**

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

\* Appointed as President of Subaru Kohsan Co., Ltd. effective April 1, 2017.

– **Masami Iida**

(Current title: Corporate Vice President, Senior General Manager of Subaru Overseas Sales & Marketing Div. 2 and President of Subaru of China, Ltd.)

\* Appointed as President of Subaru Living Service Co., Ltd. effective April 1, 2017.

**5. Areas of Responsibility for  
President, Deputy President and Corporate Executive Vice Presidents (Effective April 1, 2017)**

<b>Name</b>	<b>Effective April 1, 2017</b>	<b>Current</b>
<b>Yasuyuki Yoshinaga</b> Representative Director President	Chief Executive Officer (CEO)	Chief Executive Officer (CEO)
<b>Jun Kondo</b> Representative Director Deputy President	-Chief Quality Officer (CQO) -China Project 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 Quality Assurance Div. -Subaru Next Story Promotion Office -Aerospace Company
<b>Naoto Muto</b> 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
<b>Mitsuru Takahashi</b> Director Corporate Executive Vice President	President of Subaru Finance Co., Ltd.	-Chief Financial Officer (CFO) -Business Planning Dept. -Secretarial Office -Finance & Accounting Dept. -Corporate Communications Dept. -Human Resources Dept. -General Administration Dept. -Legal Dept. -Internal Audit Dept. ----- -General Manager of Finance & Accounting Dept. -President of Subaru Finance Co., Ltd.
<b>Takeshi Tachimori</b> Director Corporate Executive Vice President	-Chief Technology Officer (CTO) -In charge of Marketing	-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. ----- Chief General Manager of Subaru Global Marketing Div.
<b>Masahiro Kasai</b> Director Corporate Executive Vice President	-In charge of Manufacturing and Purchasing ----- Chief General Manager of Industrial Products Div.	-Subaru Manufacturing Div. -Subaru Purchasing Div. -Industrial Products Div. -Subaru of Indiana Automotive, Inc. ----- Chief General Manager of Industrial Products Div.
<b>Tomomi Nakamura</b> Corporate Executive Vice President	-North America Business ----- Chief General Manager of Overseas Sales & Marketing Div 1 and Chairman of Subaru of America, Inc.	-Subaru Overseas Sales & Marketing Div 1 -Subaru of America, Inc. ----- Chief General Manager of Subaru Overseas Sales & Marketing Div 1 and Chairman of Subaru of America, Inc.
<b>Kazuo Hosoya</b> Corporate Executive Vice President	In charge of Japan Sales & Marketing ----- Chief General Manager of Japan Sales & Marketing Div.	-Subaru Japan Sales & Marketing Div. ----- Chief General Manager of Subaru Japan Sales & Marketing Div.

<b>Masaki Okawara</b> Corporate Executive Vice President	-Chief Information Officer (CIO) -IT Strategy Div.	-Subaru Manufacturing Div. -Affiliated Companies Dept.
	Chief General Manager of IT Strategy Div.	Chief General Manager of Subaru Manufacturing Div. and Gunma Plant
<b>Toshiaki Okada</b> Corporate Executive Vice President	-Chief Financial Officer (CFO) -Corporate Planning Dept. -Secretarial Office -Finance & Accounting Dept. -Human Resources Dept. -Subaru Next Story Promotion Office	-Corporate Planning Dept. -Subaru Next Story Promotion Office
		General Manager of Corporate Planning Dept.

## 6. Changes to Areas of Responsibility for Corporate Senior Vice Presidents and Corporate Vice Presidents (Effective April 1, 2017)

Name	Effective April 1, 2017	Current
<b>Yoichi Kato</b> Corporate Senior Vice President	-External Relations Dept. -Corporate Administration Div.	-External Relations Dept. -Business Process & Information System Management Dept. -Legal Dept. -Internal Audit Dept.
	General Manager of External Relations Dept. and Chief General Manager of Corporate Administration Div.	General Manager of External Relations Dept.
<b>Katsuyuki Mizuma</b> Corporate Senior Vice President	-Overseas Sales & Marketing Div. 2	-Subaru Overseas Sales & Marketing Div. 2
	Chief General Manager of Overseas Sales & Marketing Div. 2	Senior General Manager of Subaru Overseas Sales & Marketing Div. 2
<b>Hiroshi Tsutsumi</b> Corporate Senior Vice President	-Corporate Communications Dept. -Human Resources Dept.	-Human Resources Dept.
	General Manager of Human Resources Dept.	General Manager of Human Resources Dept.
<b>Shoichiro Tozuka</b> Corporate Senior Vice President	-Aerospace Company	-Aerospace Company
	Company President of Aerospace Company	Company Vice President of Aerospace Company
<b>Toshiaki Tamagai</b> Corporate Senior Vice President	-Manufacturing Div.	-Subaru of Indiana Automotive, Inc.
	Chief General Manager of Manufacturing Div. and Gunma Plant	President of Subaru of Indiana Automotive, Inc.
<b>Takuji Dai</b> Corporate Senior Vice President	-Product & Portfolio Planning Div.	-Subaru Product & Portfolio Planning Div. -Subaru Connect Business Dept.
	Chief General Manager of Product & Portfolio Planning Div.	Chief General Manager of Subaru Product & Portfolio Planning Div.
<b>Fumiaki Hayata</b> Corporate Senior Vice President	-Corporate Planning Dept.	-Subaru Overseas Sales & Marketing Div. 1
	General Manager of Corporate Planning Dept.	Senior General Manager of Subaru Overseas Sales & Marketing Div. 1 and General Manager of North America Sales & Marketing Dept.
<b>Atsushi Osaki</b> Corporate Vice President	-Subaru Quality Assurance Div.	-Subaru Quality Assurance Div.
	Chief General Manager of Quality Assurance Div.	Senior General Manager of Subaru Quality Assurance Div.

## 7. Responsibilities of New Corporate Vice Presidents (Effective April 1, 2017)

Name	Effective April 1, 2017	Current
<b>Hideaki Matsuki</b> Corporate Senior Vice President	-Global Marketing Div.	----
<b>Katsuo Saito</b> Corporate Vice President	-Corporate Administration Div. ----- Senior General Manager of Corporate Administration Div. General Manager of Business Planning Dept., General Administration Dept., CSR & Environment Dept., and Affiliated Companies Dept.	General Manager of General Administration Dept. and Business Planning Dept.
<b>Yasuhiro Hamanaka</b> Corporate Vice President	-Aerospace Company ----- Company Vice President of Aerospace Company and General manager of Material Dept.	Company Vice President of Aerospace Company and General Manager of Material Dept.
<b>Eiji Ogino</b> Corporate Vice President	-Subaru of Indiana Automotive, Inc. ----- President of Subaru of Indiana Automotive, Inc.	Executive Vice President of Subaru of Indiana Automotive, Inc.
<b>Yasushi Nagae</b> Corporate Vice President	-Overseas Sales & Marketing Div. 2 -China Project Office ----- Senior General Manager of Overseas Sales & Marketing Div. 2, President of Subaru of China, Ltd. and General Manager of China Project Office	Senior General Manager of Corporate Planning Dept. and General Manager of China Project Office
<b>Jinya Shoji</b> Corporate Vice President	-Global Marketing Div. ----- Chief General Manager of Global Marketing Div.	Senior General Manager of Subaru Global Marketing Div.

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