



Drive for Impact



Contents

Introduction 03

Message from our CEO	03
The Subaru Love Promise	04

Our Subaru Family 05

Six Stars to Guide Us	06
Diversity, Equity, & Inclusion	07
Volunteerism	09

Our Planet 11

Green Initiatives	12
Building Our Camden Headquarters	16

Our Community 17

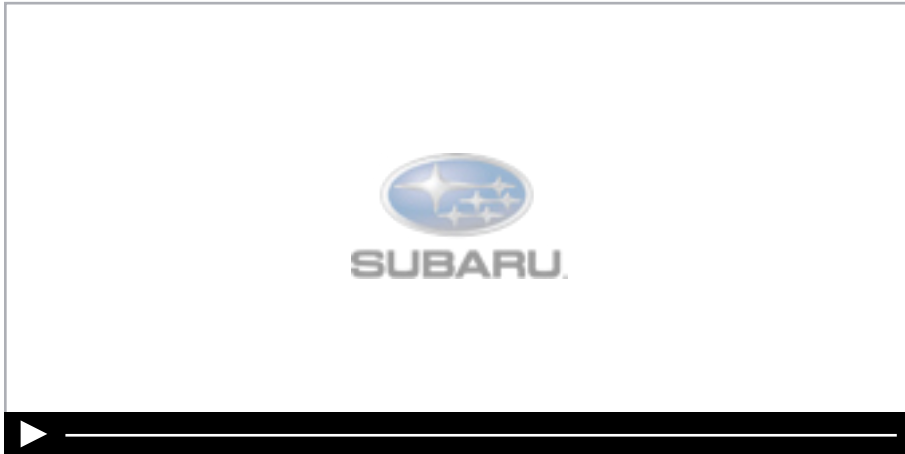
Camden, New Jersey	18
Camden Partners	19
National Partners	21
Local Partners	22

Measuring Our Impact 25

United Nations' Sustainable Development Goals	26
---	----



More Than a Car Company



A message from Subaru of America President and CEO, Tom Doll

Thank you for being a part of our Subaru Family and for joining us on this corporate impact journey.

At Subaru, it is our responsibility to show love and respect to all who interact with us. We strive to empower all members of our family – employees, retailers, owners, the communities we serve, and our industry at large – to grow and share their own positive impact. We do this by living our Love Promise, through our annual Share the Love® Event, by partnering with organizations who are building up our communities, by holding ourselves to the absolute highest quality and safety standards as a car manufacturer, and by reflecting regularly on our practices to identify ways we can grow and improve the lives of everyone we come into contact with. We believe impact starts at home, which is why we have heavily invested in our community of Camden, New Jersey, where our headquarters campus is located. We continue to expand how we support our neighbors through nonprofit partnerships, employee volunteer opportunities, job training, and more.

Throughout this report you will see that Subaru corporate responsibility (CR) is far more than bringing about social good. It is our commitment to protecting those you love through our industry-leading safety innovations, as well as the design and technology found in every Subaru vehicle. It can be seen through examples such as when, ahead of our move to Camden, NJ, our employees spent two days volunteering in our new community, or how we chose to construct our new corporate HQ campus with LEED-certified practices. Our owners have rewarded our efforts with 11 consecutive years of record sales, and we do not take that lightly. At Subaru, we believe our success comes with the responsibility to continue being more than a car company.

This is our inaugural report which contains just a sampling of our CR stories and reflects benchmark data through the end of the 2018 calendar year. On an annual basis, we will take time to reflect on how we have upheld our commitment to live out the Subaru Love Promise and be the best version of Subaru throughout the previous year. It will also be a place where we will set CR goals and invite stakeholders, like yourself, to hold us accountable for continually growing how we positively impact the communities in which we live, work, and serve.

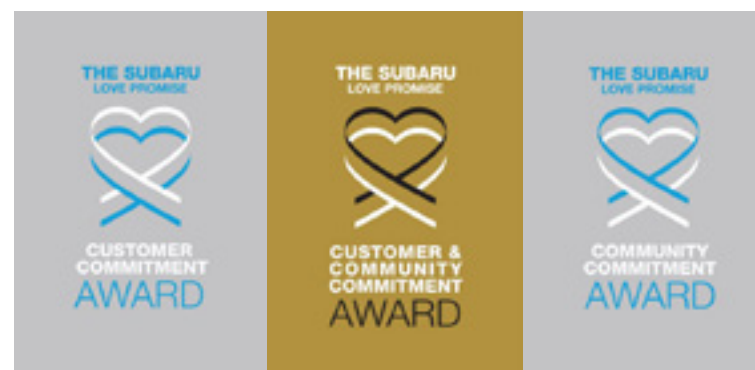
The Subaru Love Promise

At Subaru of America (SOA), our Love Promise is how we live out CR through all of our actions — actions that we hope inspire and motivate others to join us on this CR journey. Subaru and our retailers believe in making the world a better place, and the Subaru Love Promise is our vision for delivering on that promise. Our Six Stars to Guide Us, which we will share more about in the section on Our Subaru Family, is the set of values from which we practice this on a daily basis. Our five Love Promise Pillars — Subaru Loves the Earth, Subaru Loves to Care, Subaru Loves to Help, Subaru Loves Learning, and Subaru Loves Pets — are how we identify our many community partners. We are actively investing in programs and partnering with organizations who share our values of stewarding the environment, providing opportunities for healthy and hunger-free lives for all, keeping animals safe and healthy, and making access to education available to as many as possible.



Subaru Love Promise Retailer Awards

We look to our retailers to have that same level of dedication to our customers. We recognize those efforts through our Love Promise Customer and Community Awards that nationally recognize a retailer's commitment to exceptional service for their customers and extraordinary work in their communities. See all the recognized retailers [here](#).



The Subaru **Love Promise** is our vision to show love and respect to all people at every interaction with Subaru. It is part of our corporate responsibility and demonstrates our commitment to being more than a car company.



Our Subaru Family



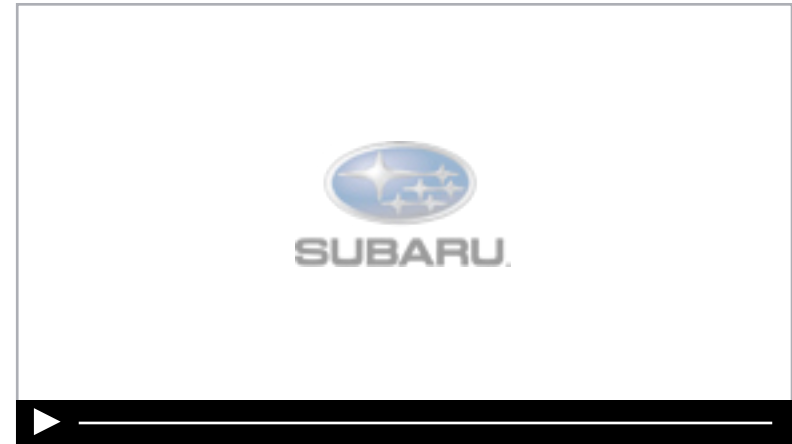
The Subaru Family, by our definition, goes far beyond our family of products. It includes one of our greatest assets – our employees – as well as our Subaru family of owners, retailers, and business and community partners. We treat each other like family because we are family. Since the early days of the company, we have worked to create a culture where employees are encouraged to be themselves and are supported by everyone around them.

Six Stars to Guide Us

We approach all interactions with members of our Subaru family through the values and behaviors laid out by the Six Stars to Guide Us. These include:

- 1 Make “yes” be your north star.**
Look for ways to serve our customers and our communities.
- 2 Be a shining example for others.**
Demonstrate the highest integrity.
- 3 Provide light in darkness to lead the way.**
Provide solutions to problems.
- 4 “Be the star” of someone’s day.**
Be compassionate and empathetic.
- 5 Celebrate the entire constellation.**
Embrace diversity in people and ideas.
- 6 Shine brighter, every day.**
Strive for continuous improvement.

Every employee believes in our Love Promise culture and appreciates just how special it is. Hear what Subaru employees across the country have to say:



SAFETY

All tested 2019 Subaru models with EyeSight and Steering Responsive Headlights are an IIHS Top Safety Pick+.



TRUST

Subaru is Kelley Blue Book's Most Trusted Brand for 5 years running.



OVERALL VALUE

Subaru. The Best Overall Value – Popular Brand.



BRAND LOYALTY

Subaru. #1 Brand Loyalty among mainstream auto brands.

For more information, please visit www.subaru.com/awards

Diversity, Equity, & Inclusion

At Subaru, we believe that promoting different perspectives and amplifying our voices makes us a stronger family and company. Diversity, Equity, and Inclusion (DEI) principles are woven into the fabric of our company and are the reason Subaru has received one-hundred percent on the Human Rights Campaign Equality Index year over year.



18+

**Years of partnerships
with National Association
of Minority Auto Dealers
(NAMAD) and Rainbow Push
Automotive initiatives.**



100%

**We continue to receive
100 percent on the
Human Rights Campaign
Equality Index
year over year.**

Employee Resource Groups

We have established five Employee Resource Groups with the mission to celebrate our employees' unique backgrounds and perspectives while creating opportunities for future business goals.



Women's Network

The Subaru Women's Network is built on the idea that programs and initiatives in direct support of women will improve the workplace for all employees. That is why the Women's Network is a place for all Subaru employees to find career growth support, education and networking opportunities, and mentoring resources – regardless of gender.



BLEND S

Black & Latino Employee Network for Diversity at Subaru (BLEND S) is dedicated to supporting cultural diversity at Subaru. We embrace the Subaru Love Promise and strive to make Subaru a place where all voices can be heard, and aspirations realized. We celebrate cultural milestones and local events as a way of enlightening Subaru employees and our broader community.



SARGE

Subaru Armed Forces Resource Group (SARGE) provides support for veterans, loved ones of veterans, or supporters who want to thank our veterans for their service. The group shares resources for how to manage the transition from active duty into civilian life and provides networking, collaboration, and communication within the Subaru veteran community about important issues affecting our veterans.



Out + Ally

Out + Ally creates a network of support, resources, and trainings, meant to provide a meaningful cultural impact for our LGBTQ+ employees, straight allies, retailers, and a diverse customer base. We strive to establish a community that results in a stronger workplace, as well as creates more intentional interactions with our Subaru family at large.



EVOLVE

EVOLVE encourages and supports fellow Subaru co-workers in their own physical, financial, mental, and nutrition wellness journeys while having fun. Our goal is to inform about and encourage the use of wellness resources to help Subaru employees become the best versions of themselves.



Volunteerism

Volunteerism at Subaru is an integral part of our brand Love Promise. We recognize our employees want to give back in a meaningful way, but other commitments such as family life and degree completion eat into available time. To support our employees, we offer a dynamic volunteer program with an average of 160-plus events each year, and since a majority of them take place during the workday, we offer paid time off to volunteer.



7,300+

Volunteer hours donated
by employees in 2018.

In 2018, **all U.S. employees** volunteered
with hunger relief organizations in
a Share the Love kick-off event.



48,000

Lbs. of food sorted and distributed.



62,000

Meals delivered.



170+

2018 volunteer events
employees participated in.

26%
benefited
children

37%
supported
hunger
relief

22%
benefited
the
homeless





“It’s important to give back in the communities in which we live, work, and play... Subaru is a company that has made giving back and helping communities a key element of its mission. I’m honored be employed at an organization that leads this way by example.”

— Shawn M., Denver Zone
Retailer Development Manager

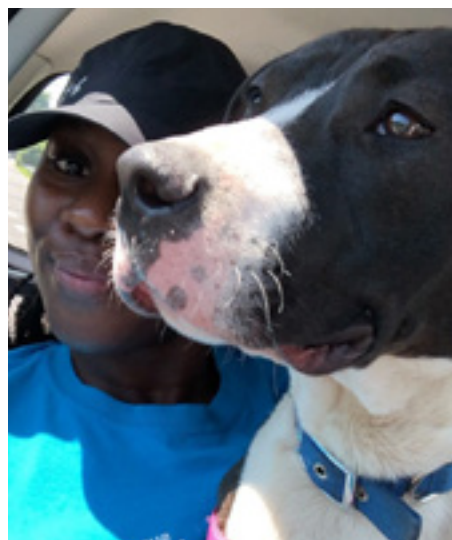


“My favorite Subaru volunteer event was Habitat for Humanity. We experienced wonderful interaction with the families, giving them a hand up not a hand out. We had the opportunity to change families’ lives in a positive way giving them stability, pride, and community.”

— Lois P., DCA & Philadelphia
Eastern Regional Distribution Analyst

“Subaru is a family. In a family you support, love, and uplift each other. Subaru does not just do that for its employees, but also for its community. With offices in every region of the United States, our family impacts lives in communities across the country by spreading love!”

— Kiya M., District of Columbia
Zone Ops Specialist



“Subaru is more than a car company because Subaru believes in investing not only in our local customers but also in our local community. Subaru is always giving back and assisting the community whenever possible.”

— Karen W., Camden
Headquarters Retailer
Web Administrator



Our Planet



At Subaru, we believe loving the environment means more than loving the great outdoors. It means working to preserve it, which is why we are constantly striving to reduce our environmental footprint through innovative sustainability practices, sharing our innovations with others who can benefit from our best practices, and supporting conservation and environmental education.

Green Initiatives

Our work with the National Park Foundation has demonstrated our best practices in action. While we have committed to sharing our learnings at industry events such as Boston College's International Corporate Citizenship Conference, we do so much more to bring innovation to sustainable projects. At Subaru, we believe who we are is what we leave behind, which is why we continue to build upon our existing environmental programs and to establish new and innovative ways to reduce our footprint and give back to our planet. Some of these initiatives include:

National Park Foundation

Subaru has been a longtime, dedicated partner of the National Park Foundation, the official charity of America's national parks and nonprofit partner to the National Park Service. Through the Subaru Share the Love® Event, our support has helped preserve more than 100 national parks. Subaru is also a premier partner of Find Your Park, a public awareness and education movement to inspire people from all backgrounds to connect with and support America's national parks. As a part of our #DontFeedTheLandfills movement, Subaru has provided funding to place Zero Waste Boxes® with universal Recycle Across America® labels throughout Denali, Grand Teton, and Yosemite national parks. Subaru has also supported development of the "Zero-Landfill Ambassador Program" which engages kids in grades K-12 in learning how to reduce landfill waste in their area (i.e. composting programs, reduction of single-use plastics through canned water, etc.).



LEED-Certified Facilities

Subaru currently operates four LEED Silver buildings in the U.S., including our new headquarters building, our National Service Training Center, and two parts distribution centers in Florence, NJ, and Portland, OR. Our headquarters building is zero landfill, thanks in part to its composting program and partnership with TerraCycle® to recycle difficult-to-recycle waste. The building utilizes 100% green power and has a Pennsylvania Horticultural Society-designed, drought-tolerant landscape that includes the use of bird-friendly native plants. The Subaru headquarters buildings' Environmental Management Systems – both past and present – have been ISO 14001-certified since 2004, demonstrating a 15-year track record of solid environmental performance. In addition to our LEED-certified buildings, Subaru has two additional zero-landfill facilities – our distribution center in Lebanon, IN, and our 7041 building in Pennsauken, NJ.



180

Retailers pledged to Eco-Friendly Retailer Program.



3,900,000

Quart bottles saved from the waste stream by the Bulk Oil and Coolant Programs.



1MW

Solar at Florence, NJ parts distribution center – enough energy to power 113 homes.



70,000

Lbs. of food compost diverted from waste stream at Subaru HQ since 2014.



1,938

Tons of cardboard recycled in 2018.

Bulk Oil and Bulk Coolant Programs

In the auto manufacturing industry, quart oil and coolant bottles pose a recycling challenge and often end up in landfills. The oil and coolant residue remaining in the bottles can contaminate ground water aquifers if not emptied completely. To manage this, we created a program to reduce the use of quart oil bottles. In 2012, we launched our Bulk Oil and Bulk Coolant Programs, which allows retailers to order their oil in tank truck deliveries and coolant in large drums, rather than having it delivered in thousands of plastic quart bottles.

TerraCycle®

Since April 2018, Subaru has partnered with TerraCycle®, an innovative recycling company that is currently working with Subaru retailers in 589 markets across the U.S. to collect selected, hard-to-recycle items and transform them into useful products.

In addition, Subaru and select partners ship approximately two tons of recyclable waste every month for TerraCycle to recycle into usable items. To date, through this initiative, 2.7 million pieces of hard-to-recycle waste have been collected, equaling more than 18 tons of waste. The recycled waste will be transformed into items like picnic tables for the city of Camden, Adirondack chairs, picnic tables and benches for NatureBridge in Yosemite National Park, and other items for Subaru retailers' community partners. (Subaru and its retailers purchase and donate these useful items.)



~2 tons

Hard-to-recycle waste removed from the local landfills monthly through Subaru retailers' and partners' efforts.



1,000,000+

Pieces of hard-to-recycle waste collected by TerraCycle from Subaru retailers, partners, and SOA, in 2018.



4,500,000 lbs.

Waste diverted from landfill through partnership with the National Park Foundation.

Subaru Corporation

Strong corporate responsibility principles and convictions run in our family. Subaru Corporation, the parent company of Subaru of America, aims to be a company that does the right thing in the right way and is trusted by employees, customers, and society. [Visit here](#) to read their 2019 Global CSR Report.



30%

2031 target to reduce Direct CO2 emissions.

Subaru of Indiana Automotive, Inc.

Subaru of Indiana Automotive is the U.S.-based Subaru manufacturing plant and has been a leader in environmental management since 1998, when it was the first U.S. auto plant to earn ISO 140001 Certification. [Visit their website](#) to learn more.



1998

1st U.S. auto plant to earn ISO 14001 Certification for Environmental Management.



2004

1st U.S. auto plant to achieve zero landfill.



2012

1st U.S. auto plant to earn ISO 50001 Certification for Energy Management.

Returnable Shipping Container Initiatives

In 2016, Subaru launched its accessories distribution program at our Indiana port facility. The goal was to reduce cardboard packaging materials used in shipments from accessories providers through the use of returnable crates and bulk packaging for Legacy and Outback model carpeted floor mats. In three years, the program has expanded to include 24 high-volume accessories for Ascent, Legacy, Outback, and Impreza models, including owner's manuals, all-weather liners, rear seatback protectors, cargo trays, and carpeted floor mats. SOA has 3,000 returnable crates in our fleet. SOA has been able to increase our storage capacity by 75% while reducing the need of cardboard crates and wooden pallets.



1,000 tons

Dunnage waste reduced annually through returnable crate program.



26,600

Reduced cardboard crate usage annually.

Eco-Friendly Retailer Program

The Subaru Eco-Friendly Retailer Program sources green building materials for new retailer facilities including acoustical ceiling tiles, carpet, wallcoverings, paint, and more. Visit subarugreenretailer.com to learn more about this program.

Leave No Trace

The Subaru/Leave No Trace Teams are a mobile education arm of the Leave No Trace Center for Outdoor Ethics. With wildlife at risk, forest fires on the rise, waterways being polluted, and other increasing challenges, the future of our natural world has never been in such jeopardy.

As part of the solution, The Subaru/Leave No Trace Teams provide hands-on, positive, solutions-oriented educational trainings, outreach programs, and service projects for people of all ages and backgrounds. In 2018 alone, we held 650 events where we gathered over more than 1,000 pledges against single-use plastics. Together we promoted #DontFeedTheLandfills to encourage people to take a stand against creating waste in our nation's parks and in their daily lives.

Accessory program annual savings:



6,800
trees



782,000
KW/H of energy



3,100
cu/yd of solid waste



1,336,000
gallons of
fresh water



88,000
gallons of oil



4,500
gallons of gasoline

Reman Program

Subaru of America's "Reman" program reuses and rebuilds engines and transmissions to remanufactured status. Any parts that cannot be reused get recycled, keeping them out of the landfill. Custom containers are used to ship the reman transmissions and engines out, and retailers ship the cores back in the same containers, reducing packaging waste. The Subaru Reman manufacturer is located in Oklahoma, reducing travel time for the parts (they do not need to be sourced new from Japan). The overall program also reduces the load on plant production capacity, allowing for more production of engines and transmissions for new models.



The Subaru Share the Love Garden

Now in its 11th year, the Subaru Share the Love Garden is located on the grounds of our corporate headquarters. It is managed and maintained by a group of dedicated employees, and yields 600 lbs. of produce annually, on average, which is donated to help feed neighbors in need in Camden, NJ. Over the garden's 10-year lifespan, we have donated about 6,500 pounds of produce.

National Business Conference

At this year's Subaru National Business Conference, we partnered with One10 and Mandalay Bay Resort and Casino to commit to a zero-waste event. Together, we were able to reach 99.7% material diversion from landfill.



85,000 sq. ft.
Carpet and padding
donated to Habitat for
Humanity Las Vegas.



\$179,000
Wayfair furniture
donated to Veteran's
Village.



100%
of unused food
donated to Feeding
America Affiliate,
Three Square.



Signage Program

All of the exterior signage for Subaru of America and Subaru retailers nationwide are made by a local vendor who strictly uses solar power to create them.

Building Our Camden Headquarters

Throughout the process of moving the Subaru headquarters to Camden, NJ, we made intentional choices about sourcing, building materials, and programs that would reduce the new building's impact on the environment and help achieve USGBC LEED Silver certification. Some of those efforts included:

- Energy-efficient LED lighting throughout the building.
- Planting drought-resistant, bird-friendly, native plants throughout campus landscaping.
- Collecting over 28,200 pounds of organic materials since the Camden HQ opening in May 2018.
- Carpeting and employee workstations manufactured with partially recycled content.
- Eliminating the use of plastic “clamshell” take-out containers and single-serve condiments with new, reusable dishware and silverware, and bulk condiment dispensers.
- Salvaging patio planters and a threadleaf Japanese maple tree from the grounds of our Cherry Hill campus and installing reclaimed wood wall décor in our new lobby and café.



This new facility represents a significant strategic investment in environmental stewardship and reaffirms our commitment to being a world-class leader in environmental performance.

Part of the HQ move involved a major renovation to the Subaru 7041 Building located in Pennsauken, NJ. This sustainability-focused project included the installation of LED lighting, low-flow plumbing devices, seventy percent recycled-content carpeting, and more. The previous carpet was recycled and over 17 tons of furniture were donated and diverted from landfill disposal.



62

Car chargers installed on HQ campus.



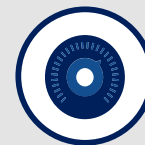
18,000

Sheets of paper saved with Inspyrus Invoice System in 2018 alone.



71%

Reduction per square foot of energy consumption at SOA facilities over past 15 years.



4

Rooftop HVAC units replaced at 7041 Building to reduce CO2 emissions.



R-40

White replacement for black R-12 roof insulation to decrease heat island effect.

Our Community



Subaru of America, along with our retailers, partners, and employees, is committed to serving the communities where we live, work, and serve across the U.S. We do this by developing partnerships that align with our values and go well beyond writing a check. We work with our partners and community leaders to identify the needs where our support can have the biggest impact. Our Love Promise commitment is woven throughout everything we do at Subaru, especially in our approach to how we build up our communities.

Camden, New Jersey

Subaru is deeply committed to the empowerment of its headquarters' hometown – Camden, New Jersey. We have actively invested in the Camden area for over 30 years and have worked to impact the sectors of education, health and wellness, and financial stability. When Subaru officially committed to moving its headquarters in 2016, we wanted to enhance our relationship with the Camden community through increased support of areas such as education, job readiness training, and housing. Today, we continue to work with our partners to stay actively involved in the city's revitalization and to [Empower Camden](#).

Subaru is proud to have partnered with two community organizations in 2018 to bring their critical resources to Camden for the first time – Girls Inc. and The Barnes Foundation. Girls Inc. is a comprehensive organization focused on empowering girls ages 6-18 to be strong, smart, and bold. Thanks to Subaru, the nonprofit is now able to provide access to its leadership, community service, and other educational programs to girls at one elementary and one middle school in Camden. The Barnes Foundation was also able to expand its outreach programs from Philadelphia to Camden and reach over 12,000 students, thanks to the support of Subaru. Barnes is now able to carry out its mission, which is to promote the advancement of education and the appreciation of the fine arts and horticulture in the Camden community.



Courtesy of Cooper's Ferry Partnership

SUBARU
EMPOWER
CAMDEN



\$4,000,000

**Philanthropic support
for Camden
since 2016.**



40+

**Community-based
partners and area
nonprofits supported.**



\$840,325

**In grants donated
to the community
in 2018.**

Camden Partners



Habitat for Humanity

Habitat for Humanity is a global nonprofit housing organization working in local communities across all 50 states, fostering stability and self-reliance among families in need of decent and affordable housing. Subaru employees have actively partnered with Habitat in its communities across the country, and in Camden, built a partnership spanning about 20 years. During the Subaru renovation of our 7041 Building, we donated over 17 tons of furniture to Habitat's ReStore, a home improvement store and donation center that sells a variety of new and gently used household items at a fraction of the retail cost. Since 2016, Subaru has helped build five Habitat homes in Camden and has committed to building three more through 2021. Habitat also continues to be a Subaru nonprofit partner for its annual Share the Love Event.

The Pathways to Hope Community Center

The Pathways to Hope Community Center is being founded by Joseph's House to address the increasing needs of the homeless population in Camden. Subaru provided a multi-year grant to support the construction of The Pathways to Hope Community Center and ongoing general operations. Subaru also provided funds for Joseph's House to hire a seasoned social worker whose role will be dedicated to helping clients committed to breaking the cycle of homelessness. The Center is being created to fill a void for day services in Camden, like providing a safe place for clients to shower, do laundry, grab a bite to eat, use computers, access education opportunities, and more. It will share the building with the Joseph's House shelter and will have licensed professionals on site to help people with whatever social services are needed.

Center for Family Services

Center for Family Services (CFS) is a nonprofit dedicated to providing healing, education, and protection for children and families through services such as addiction recovery support, counseling and behavioral health expertise, early childhood education, safe housing, victim and trauma resources, and work-force development. The more than 32-year-partnership between Subaru and CFS has helped connect young adults with career coaches and training options that provide job readiness skills necessary for employment. Most recently, Subaru has led support of a public/private partnership to launch the Subaru Pathways to Success Program. This multi-year investment in CFS has provided job and career counseling, along with appropriate education and on-the-job training, to 50 Camden youth.

Covenant House

Covenant House provides sanctuary and free support to more than 4,500 New Jersey youth – ages 18-21 – facing homelessness or human trafficking. In the past year, Covenant House identified the need to reach more youth in the city of Camden. Subaru provided the funds for Covenant House to hire an additional outreach coordinator, which enabled them to nearly double their youth outreach in Camden. Subaru was also the title sponsor for the organization's first Camden "Sleep Out" in early 2019 to raise funds and awareness for homeless youth in Camden and beyond.

Food Bank of South New Jersey

Food Bank of South New Jersey works with more than 150 local food pantries to ensure seniors, families, and children in need have access to healthy meals. In 2018, Subaru partnered with the Food Bank on the Camden City Hope Mobile to provide monthly visits at three separate Camden sites and two sites dedicated to providing kids with summertime meals. The Camden City Hope Mobile distributed over 109,000 pounds of food — totaling more than 91,000 meals — which helped feed approximately 100 families at risk of hunger each month in 2018.

Cathedral Kitchen

Cathedral Kitchen holds a mission of changing lives through food. They provide three main services for the Camden area: nourishment, training, and employment. Through these services, the organization feeds an average of 300-plus people per day and holds culinary and baking arts training programs, which have prepared over 365 individuals for jobs in the culinary industry to date. In addition, Cathedral Kitchen provides job opportunities for training program graduates and Camden residents through its meal preparation and delivery service with Volunteers of America, the Cathedral Kitchen Café and catering business, and the organization's food truck. With its Subaru investment, Cathedral Kitchen was able to build a rooftop garden for its Café — which helps fund about 20% of the nonprofit's mission — and to hire a full-time nutritionist and educator. Subaru employees also volunteer monthly serving meals, some of which include vegetables that Subaru grows in its own Share the Love Garden.

Guadalupe Family Center

Guadalupe Family Center is a social services agency based in Camden, NJ. The purpose of the center is to provide a safe space for Camden-area youth to experience community and culture. Through the financial support of Subaru, the center has developed programs that offer cultural experiences to local teens, who otherwise wouldn't have the opportunity to access them.

The Camden County Women's Center

The Camden County Women's Center focuses on three key areas: corrections and reentry services, housing services for those living with HIV, domestic violence and sexual assault. Subaru provided funds to help with the renovation costs of a recently acquired Camden shelter and the printing of materials to inform locals about the services and support that the center provides to the Camden Community. Through this grant, the center was able to leverage the funds in order to receive an additional \$100,000 from the city to renovate the entire building, modifying unused space into a reception area and creating a safe daycare for the women to use while they utilize the center's services. The Camden County Women's Center credits the Subaru vision and a "willingness to take a chance" on them for creating a pathway to receive the larger grant that ultimately allowed them to begin remodeling the entire building and better serve the women and families of Camden.



The Institute for the Development of Education in the Arts (IDEA)

The Institute for the Development of Education in the Arts (IDEA) is a skills-based training program for youth in Camden focused on graphic design, video production, editing, and more. Students are trained by professional engineers and artists, and they have the opportunity to be exposed to numerous industry professionals throughout the year. In partnership with Subaru, IDEA established the Subaru Media Lab at its new IDEA Performing Arts Center, now under construction in Camden, which has created 20 paid positions for students to learn on-the-job skills. In 2018, IDEA students created a video about the Subaru Share the Love Garden during its first season at the Camden campus.

National Partners

Subaru Share the Love® Event

Every year, we aim to demonstrate how we are more than a car company through the launch of our annual Subaru Share the Love® Event. For each new Subaru vehicle purchased or leased at more than 628 participating retailers during the Event, we donate \$250 to the customer's choice of one of our participating national charities or one of our over 1,170 hometown charities.



PFLAG

PFLAG is the nation's largest organization uniting people who are LGBTQ with families, friends, and allies. With funding from long-time partner Subaru, PFLAG expanded the "Cultivating Respect: Safe Schools for All" program – a toolkit of resources on how to advocate for fair and equal access to education and teachings, and how to identify and respond to mistreatment – as a way to make schools safer for ALL students. Subaru was attracted to this because of our commitment to educate all students about inclusivity, mutual respect, and biases. Subaru is also currently funding the translation of various PFLAG brochures into Spanish, in order to help organization expand its reach.

Share the Love® Stats, Through 2018:



57,000

Animals rescued, transported, adopted, and supported through ASPCA partnership to date.



\$153,700,000

Donated through Share the Love, corporate, and Foundation giving over past 11 years.



2,300+

Annual nonprofit partners and retailer hometown charity Share the Love partners.



1,800+

Wishes granted through our partnership with Make-A-Wish.



2,000,000

Meals delivered to America's seniors through our partnership with Meals on Wheels.



100+

National parks that received funding through our partnership with the National Park Foundation.

Local Partners



Techbridge Girls

Techbridge Girls (TBG) aims to level the playing field and empower girls from low-income communities to achieve upward mobility and financial stability. Subaru helps TBG support girls in Washington, D.C., San Francisco, and Seattle to break into STEM fields.

Waterside Workshops

Waterside Workshops provides vocational training to homeless/incarcerated youth in the San Francisco Bay Area with job training programs designed to help teens develop vocational and general life skills, such as motivation and the feeling of being rewarded for a day's work. Waterside Workshops runs three local enterprises – a bike shop/repair center, wooden boat design and rental, and a café – each built to provide individualized work and servicing experience for the kids involved in the programs. With the support of Subaru, Waterside Workshops has been able to further build out these programs, while also providing payment to the program youths and support staff who are working in these enterprises day to day. In 2018, Waterside Workshops was able to support 64 youth with the help of partners like Subaru.

Just in Time for Foster Youth

Just in Time for Foster Youth's (JIT) Pathways program addresses the inequalities that foster youth in San Diego face regarding financial literacy, employment skills, and supportive relationships, through budgetary workshops, interactive simulations, and a career exploration fair. Through the support of Subaru, JIT's Pathways to Financial Power conference fills in the gaps that many foster youth experience on the road to employment, by providing resources, training, knowledge, and a community to help connect them with entry-level job opportunities in fields where they show interest.

Participant Story

Isaac Gunn came to Just in Time for Foster Youth's Pathways program directly out of the judicial system. He was hired directly out of the conference's career exploration fair and touts JIT as the first place that he's ever truly felt that he belonged.

“It was the first time, perhaps in my entire life, that I felt like I actually belonged — like this is the place I should be.”

— Isaac Gunn



City Year Columbus

With nearly a quarter of students in Columbus, OH, dropping out of school annually, City Year Columbus places AmeriCorps members into schools that need the most help, providing students with one-on-one support. Thanks to their partnership with the Subaru of America Foundation, City Year Columbus is able to serve 4,000 students every year across seven high-need Columbus schools, providing them with the academic and social-emotional support they need to stay in school and on track to graduate from high school. Due in part to the continued support of Subaru, City Year Columbus AmeriCorps members provided over 11,900 hours of individualized intervention to 665 students, with over fifty percent of students who received City Year's support meeting or exceeding their growth goals in math, English, and behavior during the 2018-2019 school year.

Friends of Children and Families Inc.

Friends of Children and Families Inc.'s mission is to provide a safe and nurturing environment for at-risk children and their families, while giving them the opportunity to develop into well-adjusted and productive members of society. Funding from Subaru has gone towards improving the organization's life skills program in Orlando, FL – Fostering Futures – which provides meaningful mentoring and hands-on experiences to foster children. This program provides opportunities for local youth such as a cross-state, college visit road trip. Prior to the trip, many of the young women felt college was not an option for them, but afterward, all of them are looking forward to applying.



Living Classrooms of the National Capital Region

Subaru helped expand and sustain Living Classrooms' Job Readiness Training Program which works to disrupt the cycle of poverty through developing hands-on education, workforce development, health and wellness, and violence prevention programming.

Colorado Association of Black Professional Engineers and Scientists

Colorado Association of Black Professional Engineers and Scientists (CABPES) partnered with Subaru of America to offer students the Junior Engineers Tomorrow's Scientists (JETS) program. This year's theme – "Building A Green Future" – allowed students to learn how engineers from various disciplines work together to design and build a "green" city. Eighty percent of the students from 2018-2019 participated in this program over five months, and one hundred percent of CABPES's graduating seniors for 2019 enrolled in college and will study a STEM major in college.



Portland Youth Builders

Portland Youth Builders' mission is to support young people who are committed to changing their lives by becoming self-sufficient, contributing members of the workforce and their community in Portland, Oregon. They do this through education, vocational training in construction and technology, leadership development, and long-term support of low-income youth. With support from the Subaru of America Foundation, Portland Youth Builders has been able to financially support their Construction Training Program over the past two years, resulting in the building of three affordable housing units – in partnership with Habitat for Humanity – and the completion of one remodel of a home that will go to a family currently experiencing homelessness.



34,000

Volunteer hours
donated by Subaru
employees over the
past 11 years.



277,000+

Science books donated
to schools across the
U.S. through partnership
with AAAS.



Chicago Botanic Garden

The Chicago Botanic Garden offers a training program for those formerly incarcerated, veterans, and others to demonstrate the significant potential of citizens who face barriers to employment. The financial support of Subaru has allowed students to gain work experience and for the Garden to expand training to its new food aggregation center, The Farm on Ogden.

Participant Story

Shanquell London became an Apprentice through the WCH Corps transitional jobs program for non-violent ex-offenders. His goal is to use what he learns about farming basics to spread awareness of sustainable agriculture.

I want to set an example for anyone who may be intimidated... I also want to be proactive in setting up farm stands in food deserts.

— *Shanquell London*

Measuring Our Impact



At Subaru, we know that as a corporation we have a responsibility to continue creating positive change. At the same time, the international community is working to elevate the ways in which companies can track their progress towards addressing some of the world's most pressing challenges, and we looked to six of the United Nations' 17 Sustainable Development Goals (UN SDGs) to inform how we focus our efforts.

United Nations' Sustainable Development Goals

Over the past year, we have worked to align our corporate impact based on the “UN’s Sustainable Development Goals,” and while we are proud of the impact efforts shared in this inaugural report, we know there are opportunities to improve. It is with this in mind that we ask ourselves the question: “Where can we expand our activities in the future?”



The following are a few examples of goals that will help us continue to address these global challenges in the coming year:

- Grow existing partnerships to increase the number of individuals reached with job readiness, resources, and opportunities for sustainable employment.
- Increase Subaru retailer participation and support in all Love Promise areas by 10%.
- Expand the returnable shipping container initiatives at the Subaru parts distribution centers by 133%.
- Increase recycling rates at three focus national parks – Yosemite, Grand Teton, and Denali – by fifteen percent.
- Plant 500,000 trees in California regions impacted by wildfires over the next four years, as part of the Forester Reforesting program.
- Partner with REI to place a TerraCycle container in each of its 154 stores in 2019.

As we look to the year ahead, we are excited to continue listening, helping, and growing. Thank you for being a part of our Subaru family.

About the UN's Sustainable Development Goals

The 2030 Agenda for Sustainable Development was adopted by all United Nations Member States in 2015. Its 17 Sustainable Development Goals (SDGs) provide a shared blueprint for peace and prosperity for people and the planet, now and into the future. They recognize that ending poverty must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.

Source: <https://sustainabledevelopment.un.org/?menu=1300>



www.subaru.com

Subaru of America Inc.®

