

Targets and KPIs

No	Materiality		Long-term		Short-term		Coverage			
	Important Themes	Important Issues	Targets (Vision for 2030)	KPI	FY2023 Goals	KPI				
1		Provision of broadcasting and communications infrastructure to any areas and in any environment	To provide highly reliable connectivity to everything and everywhere on earth at all times, thereby helping to bridge the digital divide and improve the communications environment in disadvantaged and developing areas in particular and enabling people to access information more freely.	Bandwidth used by the satellites we own (including non-geostationary satellites and HAPS)	<ul style="list-style-type: none"> <li>Expanding the bandwidth used by our geostationary satellite fleet starting from the end of the previous fiscal year</li> <li>Expanding our satellite communications services to include satellites other than those in our fleet</li> </ul>	<ul style="list-style-type: none"> <li>Bandwidth of our satellite fleet</li> <li>Number of satellite service contracts with business partners</li> </ul>	Group			
				-				<ul style="list-style-type: none"> <li>Increasing the cumulative number of subscriptions to retransmission services via optical fiber, which is an important source of information during a disaster, to 2.73 million by 2024 (the end of FY2023)</li> </ul>	Cumulative number of contracts for retransmission services	Group
2	Building resilient broadcasting and communications infrastructure, eliminating information gaps	BCP and relief/recovery support through provision of disaster-resilient broadcasting and communications infrastructure	Helping to enhance disaster resilience by providing a robust communications network to protect life, the economy, and livelihoods from various disasters	Bandwidth used by the satellites we own (including non-geostationary satellites and HAPS)	<ul style="list-style-type: none"> <li>Expanding the bandwidth used by our geostationary satellite fleet starting from the end of the previous fiscal year</li> <li>Developing and expanding effective services for disaster countermeasures, including those other than satellites owned by the Group</li> <li>Expanding disaster resilience partnerships with disaster prevention support organizations, companies, etc.</li> </ul>	<ul style="list-style-type: none"> <li>Bandwidth of our satellite fleet</li> <li>Number of satellite service contracts with business partners</li> </ul>	Group			
				-				<ul style="list-style-type: none"> <li>Improving the conditions under which broadcasting and distribution services can be provided safely and consistently</li> <li>Protecting human life from a disaster by informing viewers of a disaster as soon as possible through broadcasts</li> </ul>	<ul style="list-style-type: none"> <li>Making large-scale renovations 15 years after building completion</li> <li>Implementing a disaster preparedness plan for a Japan Trench and Kuril Islands Trench Earthquake</li> </ul>	Group
3		Initiatives to enhance reliability and sustainability of satellite communication services through technological innovation	In addition to developing and adopting new technologies to facilitate consistent service, we will actively work in partnership with other entities to achieve redundancy in our satellite and control facilities to provide more advanced services and to improve reliability	Serious service interruptions(*)	No serious service interruptions* every year to zero each year *serious service interruption: in accordance with Article 58 of the Telecommunications Business Act	Serious service interruptions(*)	SKY Perfect JSAT Corporation			
4	Improving the richness of life through a diversity of content	Provision of a wide range of content via broadcasting, distribution, and various subscriber interfaces	<ul style="list-style-type: none"> <li>Realize an integrated media platform that expands people's values with various contents and services</li> </ul>	-	<ul style="list-style-type: none"> <li>Increase opportunities for people to enjoy content not only through satellite broadcasting, but also through greater use of distribution services and interactive features</li> <li>To that end, we will increase the amount of content for our distribution services, the number of subscribers to broadcasting and distribution services, and the number of events held</li> </ul>	<ul style="list-style-type: none"> <li>Amount of content for distribution services</li> <li>Number of broadcast and distribution service subscribers</li> <li>Number of events held</li> </ul>	Group			
Promotion of content distribution by supporting entry of diverse content holders		<ul style="list-style-type: none"> <li>Promote encounters between people and content, and create world where you can easily see the content you want to see</li> </ul>		-				<ul style="list-style-type: none"> <li>Develop a mechanism to provide content providers with studio functions, content transmission, distribution functions, etc., in an integrated manner</li> <li>Launch a content database service by the end of FY2023</li> </ul>	Number of customers for our media solutions business	Group
Appropriate action for content involving violence, human rights, discrimination, etc.		-		Conducting appropriate operations in accordance with guidelines on the content provided and revising them as needed to keep pace with the changing times				-	Group	

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7	Contributing to the environment to make a decarbonized society and recycling-based economy a reality	Reduction of CO2 emissions by promoting use of renewables and improving energy efficiency of satellites and terrestrial facilities	Aiming for 100% renewable energy use	Percentage of renewable energy use	<ul style="list-style-type: none"> <li>Increasing the percentage of renewable energy use from the percentage in the previous fiscal year</li> <li>Reducing GHG emissions by 70% from the previous fiscal year</li> </ul>	<ul style="list-style-type: none"> <li>Percentage of renewable energy use</li> <li>GHG emissions</li> </ul>	Group
8		Support reduction of CO2 emissions via satellite services	Increasing the extent to which renewable energy sources contribute to power generation and supply and helping to spread and increase the use of infrastructure for a decarbonized society	Our contributions to renewable energy projects/number of projects	<ul style="list-style-type: none"> <li>Launching a solar radiation forecasting and solar power output forecasting system service and providing it to users to improve the efficiency of renewable energy use and operation by corporate users</li> <li>Expanding decarbonized emergency communication solutions that combine Challengery's wind turbines and our satellite communications services</li> </ul>	<ul style="list-style-type: none"> <li>Total output of solar power plants owned by corporate users of our solar radiation forecasting and solar power output forecasting system</li> <li>Number of Challengery wind power generation projects</li> </ul>	SKY Perfect JSAT and its domestic consolidated subsidiaries
9		Appropriate disposal of industrial waste and promotion of 3Rs (reduce, reuse, recycle)	Reducing the amount of waste by promoting its proper disposal, reuse, and recycling	Total amount of waste generated	<ul style="list-style-type: none"> <li>Tallying the total amount of waste generated and disclosing the results</li> <li>Investigating the breakdown of types of waste to promote recycling</li> <li>Expanding recycling efforts related to service-related products</li> </ul>	Total amount of waste generated	SKY Perfect JSAT and its domestic consolidated subsidiaries
10		Environmentally-friendly procurement	Increase prevalence of green procurement among suppliers as a whole	-	<ul style="list-style-type: none"> <li>Starting the green purchasing of stationery and other consumables</li> <li>Considering the introduction of green procurement in our business operations</li> </ul>	-	SKY Perfect JSAT Corporation
11	Improving the environment in space	Initiatives to remove space debris	Establishing a space debris removal service as a business and helping to make and keep space clean for sustainable space development	-	Promoting technological research and development	Status of business development	Group
12	Promoting innovation which contributes to the environment and society	Development and promotion of remote sensing	Helping to improve the global environment and helping to create a safe and secure society by promoting our remote sensing business	Number of specific uses of remote sensing	<ul style="list-style-type: none"> <li>Expanding uses of remote sensing</li> <li>Expanding partnerships with Earth Observation (EO) providers, data analysis platform providers, and data users</li> </ul>	<ul style="list-style-type: none"> <li>Number of specific uses of remote sensing</li> <li>Status of partnering</li> </ul>	Group
13		Development and promotion of our non-terrestrial network (NTN) business	Constructing an innovative communication network for every setting and helping to create a super-smart society as espoused in Society 5.0	-	<ul style="list-style-type: none"> <li>Promoting partnerships with business development partners</li> <li>Formulating a business plan (including its review) and implementing an action plan</li> <li>Promoting standardization efforts through participation in standards organizations such as 3GPP</li> </ul>	Status of business development	Group
14		Provision of new value through upgrades of broadcasting and communication and technological development	Contribute to the growth of society by continuing to provide new video services and new customer services	-	Our media business will continue to introduce new services each year that increase customer value	Specific examples of new services	Group
15	Promoting partnerships*	Exchanging human resources/technology and participating in collaborative projects, initiatives, etc., with partner corporations	-	-	-	-	-

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16	Developing a strong base for management	Enhancement of corporate governance	Strengthen the management function and supervisory function of the Board of Directors, and constantly pursue systems with a high degree of diversity and effectiveness	-	<ul style="list-style-type: none"> <li>Comply with the Corporate Governance Code</li> <li>Reduce the number of major compliance violations to zero annually (continue from the previous fiscal year)</li> </ul>	Number of major violations	Group
17		Proactive and responsible corporate communications and dialogues with stakeholders	Become a company that continues to be properly valued by stakeholders by enhancing its disclosure content	-	Enhance the content of disclosure and disclose the results of dialogues and details of dialogues by stakeholder each year (continue from the previous fiscal year)	-	Group
18		Information security and protection of personal information	Maintain zero serious violations and information leaks	Number of serious violations and information leaks	<ul style="list-style-type: none"> <li>Renew ISMS and Privacy Mark certification every year</li> <li>Strengthen cybersecurity</li> </ul>	-	Group
19		Respect for human rights	The concept of respect for human rights is widespread, and the efforts described in the policy are being implemented	-	Formulating a policy in support of human rights	-	Group
20	Activities by a diverse array of people	Acquiring and training personnel who can respond to changes in conditions and who can promote change	A state in which conditions are created to improve the capabilities of each person, human capital is expanded as the sum of individual capabilities, change is promoted, and labor productivity is improved	Labor productivity (profit per capita) *Improve labor productivity compared to fiscal 2022	<ul style="list-style-type: none"> <li>Increase the number of voluntary training programs to promote career autonomy and increase the participation rate</li> <li>Promote the creation of a skills map to identify skills gaps</li> </ul>	-	SKY Perfect JSAT Corporation
21		Achieving DE&I that encourages diverse personnel to play an active role	A state of active innovation as a result of the creation of a diverse environment	Rate of Female Managers *The target for ratio of female managers is a ratio equivalent to the composition of male and female employees	<ul style="list-style-type: none"> <li>Advance a change in employee awareness through measures and encouragement aimed at heightening intrinsic motivation</li> <li>Promote understanding for diverse work styles by developing a comfortable working environment and accelerating communication</li> <li>Maintain a 100% rate of return to work from childcare leave</li> <li>Increase the rate of male employees taking childcare leave from the previous year</li> </ul>	<ul style="list-style-type: none"> <li>Rate of return to work from childcare leave</li> <li>Rate of male employees taking childcare leave</li> </ul>	SKY Perfect JSAT Corporation
22		Creating a comfortable and safe organization where employees mutually respect one another	A state of psychological safety with working conditions and a system that allows each person to display his or her ability	Engagement indicators *For realizing continuous improvement	<ul style="list-style-type: none"> <li>Improve engagement indicators from the previous year</li> <li>Seek 100% rate of employees taking legally mandated health checkup</li> <li>Seek 100% rate of employees taking stress checks</li> </ul>	<ul style="list-style-type: none"> <li>Engagement indicators</li> <li>Rate of employees taking legally mandated health checkup</li> <li>Rate of employees taking stress checks</li> </ul>	SKY Perfect JSAT Corporation
23	Regional and community development	Social contribution activities such as next-generation education and coexistence with the community	Social contribution activities such as next-generation education and coexistence with the community	-	Planning and promoting further social contributions using our assets	Number of measures to encourage social contributions and invigoration of the local community	Group
					Enhancing collaboration between the SKY Perfect Tokyo Media Center and local governments to contribute to the local community in the event of a disaster	Status of our agreement with Koto Ward	Group

\*No.15: "Promoting partnerships" is a common means of achieving the targets and the goals of each theme, so we do not set individual ones.