

Targets and KPIs

No	Materiality Themes	Materialities	Long-term		Short-term		Coverage
			Targets (Vision for 2030)	KPI	Goals for FY2024	KPI	
1	Building resilient broadcasting and communications infrastructure, eliminating the digital divide	Provision of broadcasting and communications infrastructure to all areas and environments	By providing highly reliable connectivity to everything and everywhere on earth at all times, we bridge the digital divide and improve the communications environment, especially in disadvantaged and developing areas, enabling people to access information more freely.	Bandwidth used by the satellites we own (including non-geostationary satellites and HAPS)	▪ Expand the bandwidth used by our geostationary satellite fleet starting from the end of the previous fiscal year ▪ Expand our satellite communications services to include satellites other than those in our fleet	▪ Bandwidth of our satellite fleet ▪ Number of satellite service (for maritime) contracts with business partners	Group
				-	Increase the cumulative number of subscriptions to re-transmission services via optical fiber, which is an important source of information during a disaster, to 2.82 million by the end of FY2024	Cumulative number of contracts for re-transmission services	Group
Supporting BCP and relief recovery through the provision of disaster-resilient broadcasting and communications infrastructure		Contribute 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)	▪ Expand the bandwidth used by our geostationary satellite fleet starting from the end of the previous fiscal year ▪ Develop and expand effective services for disaster countermeasures, including those other than satellites owned by the Group ▪ Expand disaster resilience partnerships with disaster prevention support organizations, companies, etc.	Bandwidth of our satellite fleet	Group	
			-	Improve the conditions under which broadcasting and distribution services can be provided safely and consistently	▪ Making large-scale renovations 15 years after building completion ▪ Implementing a disaster preparedness plan for a Japan Trench and Kuril Islands Trench Earthquake	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 work actively 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(*)	Group
4	Enriching life through a diversity of content	Providing diverse content via broadcasting, distribution, and various customer touchpoints.		-	Enhance the content of satellite broadcasting and distribution services, and increase opportunities for people to enjoy content through organization of experimental events coordinated with broadcasting and distribution	Number of experimental events held	Group
5		Promotion of content distribution by supporting entry of diverse content holders	▪ Realize an integrated media platform that expands people's values with various contents and services  ▪ Promote encounters between people and content, and create world where you can easily see the content you want to see	-	▪ Provide content providers with services such as studio functions, content transmission, distribution functions, etc., within TMC to promote diverse content distribution ▪ Achieve operational efficiency in program information management for broadcast operators and promote the ecosystemization of program information distribution by Content Database (LYNKS)	▪ Number of new customers for our Media Solutions Business ▪ Development of additional features for LYNKS to enhance operational efficiency.	Group
6		Appropriate action for content involving violence, human rights, discrimination, etc.		-	Conduct 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 realize a decarbonized society and circular economy	Addressing climate change, including reducing CO2 emissions in our group's operations	Continue to achieve carbon neutrality for Scope 1 and 2, reduce Scope 3 emissions, and advance mitigation and adaptation to climate change	GHG emissions	• Reduce GHG emissions and addressing challenges toward achieving carbon neutrality for Scope 1 and 2 in FY2025 • Initiate examination on specific initiatives to reduce GHG emissions in Scope 3 at our core business company, SKY Perfect JSAT Corporation	• Percentage of renewable energy use • GHG emissions	Group
8		Support reduction of CO2 emissions via satellite services	Provide businesses and services that contribute to reduction of CO2 emissions to contribute to the decarbonized society	-	Promote the development of businesses and services that contribute to reduction of CO2 emission	Status of the development of businesses and services that contribute to reduction of CO2 emission	Group
9		Appropriate disposal of industrial waste and promotion of 3Rs (reduce, reuse, recycle)	Reduce the amount of waste by promoting its proper disposal, reuse, and recycling	Total amount of waste generated	• Tally the total amount of waste generated and disclosing the results • Further improve the recycling rates	Total amount of waste generated	SKY Perfect JSAT Holdings Inc. and its domestic consolidated subsidiaries
10		Environmentally-friendly procurement	Increase prevalence of green procurement among suppliers as a whole	-	Reduce paper usage and promote digital shift		Group
11	Improving the Space environment	Initiatives to remove space debris	Establish a space debris removal service as a business and helping to make and keep space clean for sustainable space development	-	Expand the green purchasing of stationery and other consumables to group companies. Consider the introduction of green procurement in our business operations	-	Group
12	Promoting innovation which contributes to the environment and society	Development and promotion of remote sensing	Contribute to improving the global environment, creating a safe and secure society, by promoting our remote sensing business	Number of specific uses of remote sensing	• Expand uses of remote sensing • Expand partnerships with Earth Observation (EO) providers, data analysis platform providers, and data users	• Number of specific uses of remote sensing • Status of partnering	Group
13		Development and promotion of our non-terrestrial network (NTN) business	Construct an innovative communication network for every setting and contribute to creating a super-smart society as espoused in Society 5.0	-	• Promote partnerships with business development partners • Formulate a business plan (including its review) and implementing an action plan • Promote standardization efforts through participation in standards organizations such as 3GPP	Status of business development	Group
14		Creating new value through upgrades in broadcasting and communication, technological development, and other initiatives	Contribute to the growth of society by continuing to provide new businesses and services	-	• Proceed with the consideration of the creation and collaboration of new businesses in our space business • Continue to introduce new services each year that increase customer value in our media business	Specific examples of new businesses and services	Group
15	Promoting partnertships*	Facilitating the exchange of human resources and technology, transferring knowledge with partner companies, and participating in collaborative projects and initiatives	-	-	-	-	-



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16	Building a robust foundation 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	-	• Comply with the Corporate Governance Code • Reduce the number of major compliance violations to zero annually (continue from the previous fiscal year)	Number of major violations	Group
17		Proactive and responsible dialogue and disclosure to stakeholders	Conduct appropriate dialogue and disclosure, and continue to build relations of trust with stakeholders	-	• Enhance the content of disclosure and disclose dialogue records on each stakeholder • Strengthen communication with suppliers for sustainable procurement	• Number of investor meetings • Number of assessment implementations	Group
18		Information security and protection of personal information	Maintain zero serious violations and information leaks	Number of serious violations and information leaks	• Renew ISMS and Privacy Mark certification every year • Strengthen cybersecurity	-	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	-	Initiate human rights due diligence, identify human rights risks, and consider necessary measures as needed	-	Group
20	Active participation of diverse human resources	Acquiring and training personnel capable of responding to environmental changes and promoting transformation	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	• Increase the number of voluntary training programs and participants to promote career autonomy • Promote the creation of a skills map to identify skills gaps	-	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	• Advance a change in employee awareness through measures and encouragement aimed at heightening intrinsic motivation • Promote understanding for diverse work styles by developing a comfortable working environment and accelerating communication • Maintain a 100% rate of return to work from childcare leave • Increase the rate of male employees taking childcare leave from the previous year	• Rate of return to work from childcare leave • Rate of male employees taking childcare leave	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	• Improve engagement indicators from the previous year • Seek 100% rate of employees taking legally mandated health checkup • Improve the rate of employees experiencing high stress compared to the previous year	• Engagement indicators • Rate of employees taking legally mandated health checkup • Rate of employees experiencing high stress	SKY Perfect JSAT Corporation
23	Development of Local Areas and Communities	Social contribution activities such as next-generation education and coexistence with the community	Contribute to society through the use of assets to realize "Space for your Smile"	-	Plan and promote further social contributions using our assets	Number of measures to encourage social contributions and invigoration of the local community	Group
					Enhance 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.