Contributing to the Environment to Make a Decarbonized Society and Recycling-based

Provision of Safe and Secure Living Spaces through a Combination of Next-generation Wind Turbines and Satellite Communication Services

In a partnership with Challenergy Inc., a company known for typhoon power generation, SKY Perfect JSAT is conducting collaborative activities aimed at operationalizing services that combine stable wind power generation with satellite communications in digitally divided areas of the world, such as Southeast Asia and Pacific island countries, where both power generation and communications infrastructure are underdeveloped.

The Magnus Vertical Axis Wind Turbine that Challenergy is currently developing has excellent environmental flexibility, with fewer environmental concerns in terms of noise pollution and bird strikes than conventional propeller-type wind turbines, and the capacity to achieve stable power generation both during favorable weather conditions and when there are typhoon-level winds or turbulence.

Satellite communication offers the advantage of providing high-level communications service to digitally divided regions, such as remote islands and mountainous regions, and disaster recovery communication platforms for use after a large-scale disaster. This is expected to be the first technology in the world to succeed in harnessing electric power and communication to help the people living in these areas achieve a more modern way of life, instead of using unstable diesel power generation infrastructure, which is expensive and places a greater burden on the environment.

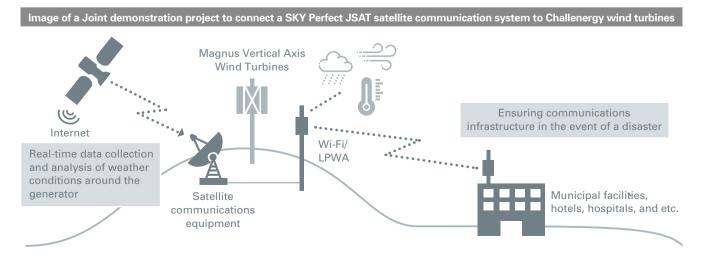
In summer 2021, we completed construction of the first wind turbine in the province of Batanes, an archipelago province in the northern Philippines, and we will start service that simultaneously provides wind power generation and satellite broadband communications. Batanes is an area that sustains



damage from typhoons nearly every year, making it difficult to install propeller-type wind turbines and solar panels that cannot withstand strong winds. Batanes also has inadequate communications infrastructure due to the remote location of the islands, raising issues specific to COVID-19, such as lack of bandwidth for school online classes.

This wind turbine is the first model to combine Challenergy's typhoon power generation and SKY Perfect JSAT's satellite communications as a solution to the social issues faced on remote islands. We will continue to provide services that live up to the high expectations of the local community. Following on from the first wind turbine, we are considering building two or more units in the Philippines after the next fiscal year.

In the future, we will use power and communications to collect, accumulate, and analyze operating and meteorological data from the wind turbines and integrate this information with satellite imagery and data from other applications. Accordingly, we will expand our business into new domains, including meteorological businesses, measures for adapting to climate change, and microgrids for local production and local consumption of energy, while actively working toward the achievement of the SDGs.



Creating Methods for Forecasting Solar Power Generation Output

SKY Perfect JSAT and the Central Research Institute of Electric Power Industry (CRIEPI) are conducting joint research on a Hybrid Solar Power Generation Output Prediction System utilizing AI, satellite images, and the whole-sky images retrieved by integrated ground sensors.

Looking ahead to a decarbonized society, renewable energy is expected to become a major power source. The adoption of solar power generation has been rapidly increasing, and future expansion of its use is attracting attention. Because the output of solar power generation greatly fluctuates with changes in the weather and cloud coverage, the need for high-precision prediction is one of the important issues concerning stable supply of electricity.

SKY Perfect JSAT has been developing the KMOMY AI system for analyzing clouds since 2017, which has a cloud recognition precision of 85% or higher. Moreover, SKY Perfect JSAT developed the system for short-term solar radiation prediction by applying the technology of KMOMY. Tracking cloud movement from cloud images retrieved from both space (via satellite) and the ground (via integrated ground sensors) will improve the precision of solar power generation output prediction from several minutes to one hour in the future, which was technically difficult to achieve previously. By combining the technologies of the SoRaFAS system developed by CRIEPI to predict/analyze solar radiation via satellite images, and the short-term prediction system developed by SKY Perfect JSAT that consists of integrated ground sensors, whole-sky image analysis and AI. CRIEPI and SKY Perfect JSAT plan to systemize this technology and start a solar power generation output prediction service with enhanced short-term prediction in 2022.



Soratamago, IoT device

Soratamago sends cloud images and meteorological data to short-term solar radiation prediction Al. It is equipped with a celestial camera, thermometer, hygrometer, barometer, and communication devices. Designed with home solar power generation in mind, it is attractive but also simple enough for attaching to the pole of the parabolic antenna of SKY PerfecTV!



Members: (from left) Kazuya Nemoto, Sanae Takenoshita, Hiroki Obuchi (project leader), Yasuhiko Kano, Yukiya Hanada

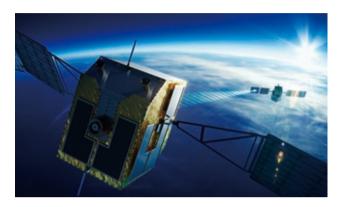
Designing and Developing the World's First Satellite for Removing Space Debris with a Laser

SKY Perfect JSAT has partnered with the RIKEN, JAXA, Nagoya University and Kyushu University to start the design and development of the world's first satellite that uses a laser to remove space debris.

This project aiming to maintain a sustainable space environment was implemented under an internal start-up program and preliminary study of potential next-generation businesses started in 2018. Through industry-academia collaboration, the feasibility of the project has been researched and examined.

Satellites have been contributing to a safe society and a comfortable life by means of information from space in diverse forms such as weather forecasts, satellite communications, and GPS position information. On the other hand, the number of satellites that are no longer used or no longer functional, rocket parts that were used for launches, and fragments have continued to increase at an accelerating rate. If such debris collides with a satellite in use, the collision may cause trouble or damage the satellite.

This approach involves the application of laser irradiation



to space debris, such as nonfunctional satellites, from a distance, which gradually "nudges" the debris toward the atmosphere. When those debris enter the atmosphere, most will burn up while descending, and that enables removal of space debris. The laser method is safe because there is no physical contact. It is not necessary for the laser satellite to carry fuel for moving the space debris, making this method highly economical. Services are scheduled to begin in 2026.

Environmental data

Energy consumption (SKY Perfect JSAT Corporation on					ct JSAT Corporation only)
	FY2016	FY2017	FY2018	FY2019	FY2020
Energy consumption (GJ)	251,354	246,317	268,740	266,375	245,915
GHG emissions (Scope 1) (t-CO ₂)	10	8	10	10	8
GHG emissions (Scope 2) (t-CO ₂)	12,665	12,200	12,974	12,672	11,415

Scope 1: Greenhouse gas (GHG) emissions released directly to the atmosphere at the GHG emissions source

Scope 2: CO2 emissions from electricity purchased from a third party, electricity generated from heat, and the heat generation stage

(Basic Guidelines on Accounting for Greenhouse Gas Emissions throughout the Supply Chain (Ministry of the Environment/Ministry of Economy, Trade and Industry))

GJ (gigajoule: unit of energy), t-CO₂ (tonne weight: weight indication for the amount of energy used converted on a CO₂ basis)

Total waste and other emissions (tonnes) (SKY Perfect JSAT Corporation o					ect JSAT Corporation only)	
	Akasaka Head Office*	TMC	YSCC	SPE	SPW	Total
FY2020	28.653	13.7	11.10	0.98	0.02	54.453

*Waste emissions from head office activities

SKY PerfecTV! Tokyo Media Center : TMC / Yokohama Satellite Control Center : YSCC / Space Port East : SPE / Space Port West : SPW

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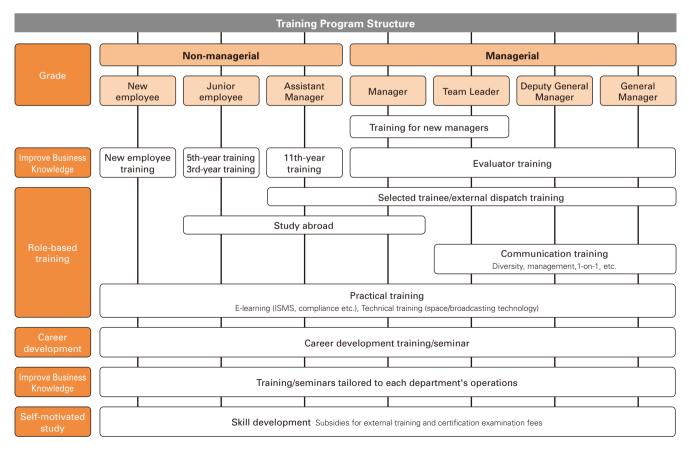
Human Resources Development: Program Concept

SKY Perfect JSAT is a one-of-a-kind business that fuses space and media and employs people with diverse cultures and personalities. In this environment, we have established a policy on the development of human resources to "unleash and maximize the capabilities of each employee that will contribute to our services." Under this policy, we make various efforts to help each employee achieve their full potential so that all our employees have successful careers in the company.

On joining the company, new recruits receive training for new employees. Subsequently, they receive training according to their positions and seniority in their third, fifth, and eleventh years and routine skills enhancement opportunities. We have been enhancing our technical training programs, which cover the latest technological developments as well as specialized knowledge in satellite operations and communications systems to help deepen their understanding of our businesses. We also have in place a personal development support system to cover 50 percent of the expense an employee needs for their personal development efforts.

On the other hand, our career development system is designed for each employee's independent career formation. Through talent development interviews with their supervisors, employees form a clear picture of how to develop their skills and what careers they hope to have in the future. We also have a career counseling system in which certified career consultants offer career advice for individual employees.

As next-generation leadership training, we send selected employees to external training programs, and prospective managers gain work experience as a team leader before they assume their managerial positions. We provide career training for mid- and senior-level employees who have been driving the businesses forward at the forefront. As we head into the 100-year life era, this training will encourage employees to reevaluate their strengths and leverage their capabilities to give back to their work and society regardless of their age.



S Activities by a Diverse Array of People

Launch of Talent Management System

SKY Perfect JSAT believes that people-to-people dialogue is a key component of talent cultivation. This is because improving organizational productivity and delivering results are founded on taking interest in others and building relationships based on mutual respect, and maintaining psychological safety in the organization. Since fiscal 2019, we have been offering communication training and the lecture on "1-on-1" to draw out the individual strengths of managers and build up their management skills. In addition, we have been conducting career development programs and career development interviews that create opportunities for employees to reflect on their own careers. In fiscal 2021, we introduced the talent management system designed to manage information about employees' capabilities, qualifications, talents, skills, and experiences in one place.

By leveraging technology to visualize what our human resources have and using our management skills to unlock individuals' abilities, we promote strategic allocation of human resources as well as talent management for the development of human resources in order to become a company where its employees work with enthusiasm.

Employee data		(SKY Perfe	ect JSAT Corp	ooration only)
		End-March 2019	End-March 2020	End-March 2021
Number of employees*1	Female	148	151	155
	Male	500	516	513
	Total	648	667	668
Average Age of Employees	Female	41.3	41.4	41.5
	Male	44.9	44.9	45.2
	Total	44.1	44.2	44.3
Average Years of Employment	Female	14.2	14.5	15.0
	Male	16.8	16.9	17.2
	Total	16.2	16.4	16.6
Rate of Mid-career Recruitment (%)		21.1	37.4	24.0
Rate of Return to Work from Parental Leave (%)		100.0	100.0	100.0
Employee Turnover Rate (%)*2	Including Retirements	3.7	2.8	3.7
	Excluding Retirements	2.4	2.3	2.7
Rate of Disabled in the Workforce (%)*3		2.4	2.7	2.5
Number of Female Managers ^{*4}		28	26	30
Percentage of Female Managers (%)*5		9.7	8.9	10.2
Percentage of Annual Leave Taken by Employees (%)*6		72.2	67.7	46.7
Average number of hours worked overtime*7		36.9	35.4	40.6

*1 Regular employees (Based on total employment including temporarily transferred employees)

*2 Regular employees (Based on total employment) Number of resignations from the end of the previous fiscal year until the day before the end of current fiscal year - total employment as of the end of the previous fiscal year.

*3 In accordance with legal calculation (Based on total direct employment)

*4 Regular employees in managerial positions (Based on total employment)

*5 Female employees in managerial positions ÷ Total employees in managerial positions (Based on total employment of regular employees)
*6 Number of paid leave days taken per annum ÷ number of paid leave days granted at the beginning of the

6 Number of path leave days taken per annum - number of path leave days granted at the beginning of the fiscal year (maximum 24 days) (Annual paid leave of maximum 48 days including unclaimed paid leave carried forward from the previous fiscal year)

*7 Regular working hours = 7 hours, Overtime working hours = a total of overtime working hours in weekdays and working hours in holidays – (Days of compensatory leave taken x 7 hours)

Promotion of Diversity Management

SKY Perfect JSAT promotes organizational administration that takes advantage of diverse human resources and values. As part of this endeavor, diversity management training for managers was held online in fiscal 2020.

We have also partnered with an indoor farm that provides employment assistance for people with disabilities in Kumamoto since 2021 to create job opportunities as part of our efforts toward diversity and inclusion/diverse ways of working as well as regional revitalization. Harvested vegetables are regularly sent to the head office, creating new opportunities for new communication with head office employees.

Promoting Health and Creating a Safe and Secure Workplace

We promote activities to enhance employees' health and create safe and secure workplaces so that each employee maintains good physical and mental health and delivers the best possible performance. These activities are designed around the three themes shown below.

Improving employees' health literacy

Since 2018, we have regularly held in-house seminars called Smile Seminars that deal with topics selected in light of physical and mental health according to our employees' health issues and needs. We also offer workshop opportunities concerning self-care, coupled with care that should be provided by supervisors, by providing information about occupational health and health education, along with group training for employees.

Promoting actions for health management and maintenance

Our Health Management Office administers health management activities led by the occupational health and health management staff. We have been increasing the number of healthcare facilities available to our employees for health checkups since fiscal 2021, thereby making it easier for employees to receive checkups and health screening, and maintaining the high percentage of employees who receive these health exams. We also actively encourage employees who need re-checkup to receive necessary examinations (a system that covers part of the expense is available). To help employees maintain good mental health, we promote the creation of workplaces based on the results of organizational diagnosis after stress level tests. Furthermore, we have the Employee Assistance Program (EAP) run by an external specialist body, in addition to our in-house counseling services. The EAP is available to our employees and their families 24 hours a day. Our in-house massage room "Healing Space," which opened in



2018 as part of our welfare program, donated its proceeds consisting of fees paid by our employees to Japan Braille Library.

Identifying an accurate picture of employees' work

The Health and Safety Committee receives reports regarding long working hours and the number of counseling sessions by occupational health physicians in order to discuss urgent issues, such as problems in remote work.

Diverse Work Styles

In response to the Council for the Realization of Work Style Reform proposed by the Cabinet Office, SKY Perfect JSAT has positioned improvement of productivity of each employee as an important theme and is facilitating a flexible work style as means to realize this. Specifically, the Company reviewed its operational system based on the business continuity plan (BCP) prior to the Japanese government's declaration of a state of emergency in April 2020 due to the spread of COVID-19 and introduced telework (working from home) for all its officers and employees, in principle. As a result, our initiatives for diversification and improvement of work styles were recognized, and SKY Perfect JSAT Corporation was included among the 100 Telework Pioneers for fiscal 2020 commended by the Ministry of Internal Affairs and Communications. While new lifestyles are becoming the norm amid the COVID-19 pandemic, we are continuously reviewing our personnel system, including abolition of residential restrictions and easing of the conditions for side business so as to enable diverse work styles unconstrained by time and location and further improve productivity.

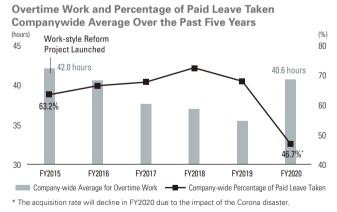
In addition, SKY Perfect JSAT is implementing its General Business Operator Action Plan formulated in accordance with the Act on Advancement of Measures to Support Raising Next-Generation Children. Our efforts to encourage male employees to take child care leave, along with career training for all officers and employees with children, earned recognition. In 2013, we received the Kurumin certification for the first time from Tokyo Labor Bureau, and have continued to be certified since.

Moreover, SKY Perfect JSAT has established a General Employer Action Plan based on the Act on Promotion of Women's Participation and Advancement in the Workplace, which came into force in April 2016. Additionally, in response to the revisions of the Child Care and Family Care Leave Law in 2017, we amended the Child Care Leave Regulation and Family Care Leave Regulation. We are creating an environment in which employees can fully demonstrate their abilities, balancing work and family while raising children and providing nursing care. The return rate from childcare leave is 100%. In order to create an environment that makes it easier for employees returning to work to overcome time constraints, we expanded measures such as shortened working hours for childcare and subsidizing babysitting usage fees. In 2020, we also held training for managers who are supervising employees with young children. The training increased managers' understanding of how to engage with and support their team members who are on childcare leave or who are balancing work and child raising.



At the same time, as part of our operational reforms, we are enhancing RPA and promoting non-paper meeting materials, as well as encouraging employees to take paid leave on certain days to enhance their work-life balance.





SKY Perfect JSAT's Action Plan Based on the Act on Advancement of Measures to Support Raising Next-Generation Children and the Act on Promotion of Women's Participation and Advancement in the Workplace

Period	Goal	Description
2020/4/1– 2025/3/31	 Increase ratio of teleworking and remote working from the current 42% to 80% and establish flexible work styles. Maintain a 100% return-to-work rate after maternity or childcare leave. Provide education and training to support women's career development at least three times within the Action Plan period. 	 Develop and provide an environment and system that facilitate teleworking and remote working. Have career consultants hold career consultations with employees returning to work after childcare leave. Conduct diversity and career development support education for top and middle management.

Building Resilient Broadcasting and Communications Infrastructure, Eliminating Digital

Elimination of the Digital Divide, Taking Advantage of Characteristics of Satellite Communication, and Utilization of Satellite Communication in the Event of Disaster

Through wide coverage, multi-destination distribution, and mobility, satellite communication makes it possible to secure means of communication, including the internet, in areas such as mountainous regions and remote islands where terrestrial lines cannot be installed, with electric power and antenna that are capable of receiving electric waves. Through this system, what was once inconvenient becomes comfortable, and this helps to reduce digital divide among regions. Such merits are not limited in Japan. This expansion of the communication environment contributes to the elimination of disparities in areas such as education, the economy, and technologies in the least developed countries.

Moreover, as satellite communication is not much affected by natural disasters like earthquake on the Earth and its high-mobility nature, the use of VSAT (Very Small Aperture Terminal), vehicles with Satellite News Gathering Systems, makes mobile phone services and internet communication available even in disaster-affected areas. Furthermore, satellite communication is useful in the provision of relief and medical care in disaster-affected areas in the recovery phase.



Training in utilizing emergency telecommunications provided by DCOME in November 2017



Installing satellite communication antennas in the disaster-affected areas

Establishment of the Satellite Fleet for Enhancing the Core Profitability

We successfully launched JCSAT-17 in 2020, and along with Horizons 3e and JCSAT-1C launched from 2018 to 2019, we have completed the introduction of 3 new satellites that will contribute to improving our core profitability.

Of these, Horizons 3e and JCSAT-1C are high-throughput satellites with a communication capacity 10 times or more that of conventional satellites.

In FY 2024, we plan to launch a Superbird-9 that will become our first flexible satellite.

Going forward, we will continue to enhance our competitiveness in the market by building a fleet system that can respond flexibly to various needs through using new technologies and other means proactively.



The image of Superbird-9 satellite

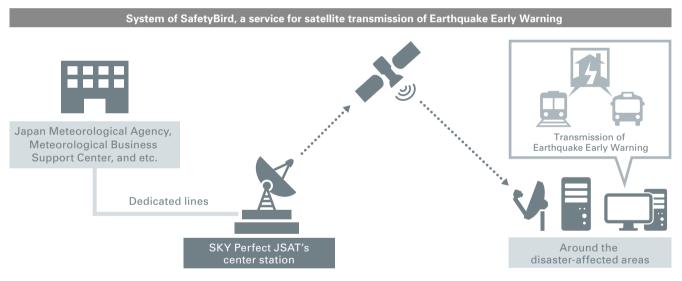
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Distribution of Earthquake Early Warning (Alert and Forecast) of the Japan Meteorological Agency via Satellite

SafetyBird, a service for satellite transmission of Earthquake Early Warning, enables warnings issued by the Japan Meteorological Agency to be received even in areas where terrestrial lines are not installed. For example, railway companies have put in place a system that receives Earthquake Early Warning via satellite and automatically notifies train drivers via the train radio system so that the drivers control the train based on their judgment in accordance with the train control standards according to the seismic intensity. Greater application of SafetyBird is expected, such as linkage with facilities inside train stations, such as the issuing of announcements and elevator control, in addition to train control. Fully recognizing the roles and responsibilities that we are expected to fulfill during a disaster or emergency, in 2016 we acquired resilience certification*. With the safety and security of our employees and officers and their families as our first priority, we have established the policies of working to prevent secondary disasters, minimizing effects on our stakeholders, and quickly restoring and continuing operations so as to minimize the effect on management. Under this policy, we have predetermined the operations that we will continue to perform during an emergency for each of our business areas, and we are working to develop measures while maintaining a strong awareness of business continuity plan (BCP).

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*Resilience certification (Certification for Organizations That Contribute to Strengthening National Resilience) is based on the notion that "Japan will overcome disasters," which was developed by the National Resilience Promotion Office in the Cabinet Secretariat. Organizations are certified as "Organizations That Contribute to Strengthening National Resilience" after their business continuity initiatives have been screened and evaluated by the Resilience Certification Office.

Emphasis on Expansion of FTTH Retransmission Service

We provide optical fiber-based retransmission service (FTTH: Fiber To The Home) as well as satellite TV broadcast service. The optical fiber-based retransmission service enables subscribers to view terrestrial TV broadcasts, broadcasting satellite (BS) broadcasts, and SKY PerfecTV! without installing an antenna. Since September 2019, it has become possible to view all channels of new 4K/8K satellite broadcasting, including NHK's BS8K channel, via our retransmission service. By installing a dedicated adapter, superior picture quality is available without refurbishment of the facilities at home. Our fiber-based retransmission service can cover approximately 32 million households and over 2.5 million households are already subscribing to the service (as of July 31, 2021). We will expand the FTTH retransmission service area to increase the number of subscribing households and also aim to increase the number of subscribers of SKY PerfecTV! via optical fiber.



Multi-channel Broadcasting Contributes to Creation of a Society Embracing Diversity

Our multi-channel satellite broadcasting TV platform, SKY PerfecTV!, offers more than 100 channels. Through diverse channels, including anime, sports, Japanese and foreign movies and drama, hobbies, and news channels, SKY PerfecTV! offers viewers opportunities to get to know diverse cultures and values. In line with the diversification of lifestyles, we offer SKY PerfecTV! via various means, such as satellite, optical fiber, and internet, and for various devices, such as PCs, smartphones, and IPTVs. Subscribers can enjoy SKY PerfecTV! anywhere anytime without device constraints.



Parental Lock for Viewer Age Restriction

We implement reviews of programs and viewer age restriction to offer a safe viewing experience of our content. In addition to in-house program review, we periodically hold meetings of the Broadcast Program Council for which experts from outside the Group are invited and disclose the minutes. Viewer age restriction is set on certain programs in addition to adult content. Parental lock is available for these programs so that subscribers can choose not to show them to children who are at a certain age or below so that the whole family can enjoy our content while according due consideration to sound development of children.



Contribution to Distribution Services in Japan and Overseas by Media Hub Cloud

We have launched an initiative with PLAY, inc., Japan's largest solution provider of video distribution for media, to realize a business supporting distribution services in Japan and overseas.

Amid the spread of over-the-top (OTT) video streaming services, needs are diversifying. There are content holders wishing to provide their content to service providers, companies wishing to distribute their events via the internet, and stores or other businesses wishing to provide distribution services to their customers. By utilizing SKY Perfect JSAT's broadcasting facilities and technologies and PLAY's media cloud, hub functions for video distribution will be provided.

This will make it possible to have a wealth of Japanese and foreign live content, channels, and accompanying metadata in the internet cloud while reducing the workload of both content providers and content distributors, allowing them to handle content without expending time and effort.

Our Contribution to Improvement of the Educational Environment in Southeast Asia (Provision of Environments for Communications and Education)

On April 1, 2021, we opened the first SKY Perfect JSAT School in Snuol Commune, Kralanh District, Siem Reap Province, Cambodia. The school aims to provide a place of learning for all local children using our satellite connections and other means, with help from the National Federation of UNESCO Associations in Japan. Going forward, we will be operating the school as a hub of support only SKY Perfect JSAT can provide, including the creation of an environment for communications and the provision of video teaching materials using satellite connections.

Our aim is to "provide educational opportunities for children in Southeast Asia by leveraging SKY Perfect JSAT's resources." To achieve this, we set up the Education Support Project for Southeast Asia in 2014 and have launched various initiatives to date.

Southeast Asia has considerable income gaps between countries and regions. It is not unusual that children drop out of elementary or middle school unless they are from wealthy families. Children who have left school will have limited job opportunities in the future. Hence, we decided to establish SKY Perfect JSAT School in cooperation with the National Federation of UNESCO Associations in Japan so that those children will have more learning and career choices. In this new initiative, we support the school throughout the process from the launch to autonomous operation by local residents.

SKY Perfect JSAT School is an initiative that aims to

provide steady and sustainable education through the World TERAKOYA Movement, a project launched by the National Federation of UNESCO Associations in Japan, using local networks. We have worked with the Federation since 2015 and developed a strong relationship of trust with them. We will be supporting the operation of SKY Perfect JSAT School, making regular visits to the school and doing other activities, through the local office of the Federation, so that the school will operate autonomously by fiscal 2031.

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For our future action, we are exploring the possibility of supporting not only SKY Perfect JSAT School, but other terakoyas (temple schools) administered and operated by the National Federation of UNESCO Associations in Japan. We are determined to help create an environment wherever possible for children from any backgrounds so that they will all be able to work toward the futures they dream of, thereby developing a more enriching society.



Shiohama Terrace Opened in the Toyo and Shinsuna Districts of Koto Ward, Tokyo — Collaboration between the Local Town Assemblies, Administrative Agencies, and Local Businesses to Create a Vibrant Public Space along the Canal

Shiohama Terrace is a wooden deck that serves as a public space overlooking the water flowing through Shiohama Canal. The waterfront along the canal, which is right in front of the SKY PerfecTV! Tokyo Media Center, lacked a space where people can rest and relax, enjoying the view of the water. To create such a space, we converted part of a park by the canal into Shiohama Terrace.

IHI, SKY Perfect JSAT, and Takenaka Corporation as members of the Toyo-Shinsuna Canal Renaissance Council led the project to build the terrace. We cooperated with the local town assemblies, local businesses in different councils, administrative agencies, and other relevant bodies in unleashing the canal's potential to create a vibrant public space on the waterfront that will contribute to disaster prevention and people's good health. The Terrace opened in July 2020. The waterfront in Koto spans as long as 30 km, which is longest of all its counterparts across the wards in Tokyo. We will continue our contributions to local community development that fully harnesses the rich water and greenery as local resources in order to create areas where people comfortably live and work.

