

Environment

The SKY Perfect JSAT Group has positioned “Contributing to the environment to make a decarbonized society and recycling-based economy a reality” as one of its material themes. To this end, in addition to carrying out environmentally friendly initiatives, through our existing services and through the development of new businesses we seek to help improve the global environment and contribute to the resolution of social issues.

Key issue themes	Key issues (materiality)	Long term		Short term		KPIs/Results	
		Long-term goals (ideal state for 2030)	Short-term goals to achieve	Short-term goals to achieve	Fiscal 2021 Results		
Contributing to the environment to make a decarbonized society and recycling-based economy a reality	Reduction of CO ₂ emissions by promoting use of renewables and improving energy efficiency of satellites and terrestrial facilities	Aim for 100% renewable energy use by the Group	Aim for 80% or more renewable energy use by the Group	Group energy consumption: disclosed in July 2022			
	Appropriate disposal of industrial waste and promotion of 3Rs (reduce, reuse, recycle)	Reduce the volumes of waste generated by the Group by promoting appropriate disposal, reuse, and recycling of industrial waste	<ul style="list-style-type: none"> Calculate the Group's waste volume and disclose it from FY2021 results Continue to reduce the Group's total waste volume from FY2022 onward compared to the previous year 	Group renewable energy rate <ul style="list-style-type: none"> Approx. 30% of the Group's total Switching to renewable energy for electric power used at Yokohama Satellite Control Center and Space Port East in Ibaraki from January 2022 			
	Environmentally friendly procurement	Promote green procurement (CSR procurement) to all suppliers	<ul style="list-style-type: none"> Formulate the Green Procurement Policy (CSR Procurement Policy) in 2022 From FY2023 onward, set targets for the ratio of suppliers' consent to the Green Procurement Policy (CSR Procurement Policy) 	Group's waste volume <ul style="list-style-type: none"> Not completed calculating the actual waste volume generated by the Group Studying a scheme for recycling antennas, etc. Present campaign of calendar that was to be disposed for subscribers was carried out 			
				Researching advanced company case studies to formulate the Green Procurement Policy for FY2022			

Launching of New Businesses to Improve the Global Environment and Resolve Social Issues

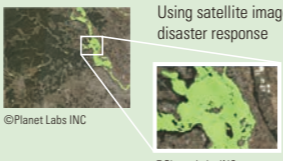
Over the course of more than 30 years, the Company has used space-based solar power generation to develop its business. Our satellite communications systems are able to deliver communications services with just one-third the energy consumption of terrestrial lines, by generating clean energy in space and by ensuring our on-the-ground equipment uses electricity efficiently. Through the creation of new businesses, we are also working to improve the global environment and resolve social issues.

For example, our LEO satellites provide earth observation data for which there is growing demand—for tracking climate change, for example, grasping natural disasters, or understanding marine pollution. The Asian market for such data is predicted to be worth approximately 1.6 billion U.S. dollars by 2029. Having secured a 4–5% share of the market, we are therefore seeking both to contribute to the environment and to increase our profits.

Environmental initiatives

- Proper deorbiting of satellites, in line with international rules (improving the environment in space)
- Increasing the lifespan of satellites through careful use (reducing life cycle CO₂)

Social initiatives: Providing safe and secure lifestyles



Using satellite images for disaster response

Two Control Centers Shift to Renewable Electricity

Seeking to achieve 100% renewable energy at all service operation sites by 2030

Following a review of the power purchasing agreements in place at the “Yokohama Satellite Control Center” and the “Space Port East” located in Ibaraki, in January 2022, we shifted to 100% use of renewably sourced electricity at both sites. As a result, approximately 30% of our entire Group's electricity is now renewably sourced*1, and we expect this shift to reduce our annual CO₂ emissions by more than 3,000 tons*2.

The primary satellite control center “Yokohama Satellite Control Center” and the back-up station “Space Port East” are both important ground facilities that support the basis of our group's satellite communications business and provides the satellite control, spectrum monitoring, and teleport operation functions, all operating 24/7. Going forward, SKY Perfect JSAT Group will continue to work to accelerate our efforts towards realization of decarbonized society by converting electric powers for the remaining facilities to renewable energy and

achieve renewable energy consumption ratio of over 80% by the end of fiscal year 2022 and 100% by the year 2030.



Primary Satellite Control Center – Yokohama Satellite Control Center:
Numerous parabolic antennas pointing to satellites from 85E to 169E longitude. Large antennas over 4m in diameter total to 29*3



Back-up Station – Space Port East:
Located in Hitachi-Omiya City of Ibaraki Prefecture, it has a total of 64 antennas*3

*1 SKY Perfect JSAT Group's renewable energy consumption ratio is calculated based on the 2020 fiscal year's power usage.
*2 The total CO₂ emissions (t-CO₂/year) over the latest 12-month period (January to December 2021) of both facilities was 3,434 tons.
*3 Number of antennas for each site as of January 2022.



For further information about our Group's sustainability initiatives, please follow this QR code link

Disclosing Information Based on TCFD Recommendations

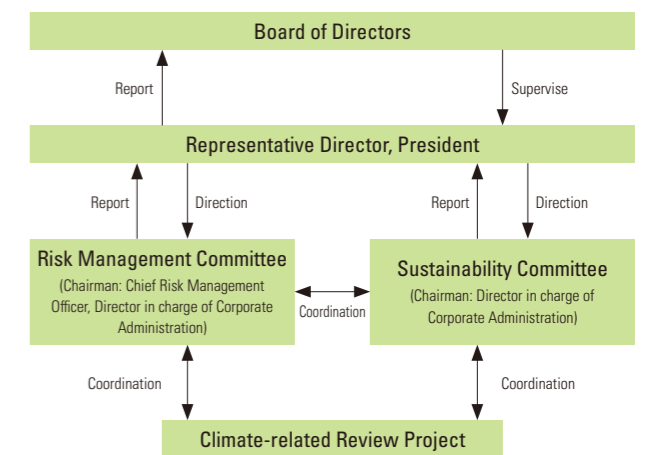
As part of our efforts to “limit global warming to well below 2 degrees Celsius compared to pre-industrial levels” as stipulated in the 2015 Paris Agreement, we have declared our support for the Recommendations of the Task Force on Climate-related Financial Disclosure (TCFD), which were announced in June 2017. We will evaluate risks and opportunities based on scenario analyses of the

impact of climate change on our business, recognize the importance of impacts, and reflect them in our management measures. In addition, we will work to strengthen the resilience of our strategies, strengthen our relationships of trust with stakeholders, and endeavor to disclose information appropriately.

Governance

The Company has established the “Climate-related Review Project,” a cross-functional organization headed by the General Manager of the Corporate Planning Division, to identify, assess, and discuss climate-related risks and opportunities in detail. The results of these deliberations are reported to and discussed by the Risk Management Committee, which is chaired by the Chief Risk Management Officer (Director in charge of Corporate Administration) appointed at the Board of Directors meeting. In addition, the Sustainability Committee, chaired by the Director in charge of Corporate Administration, also discusses initiatives related to climate-related issues. The Climate-related Review Project works with these two committees to raise issues related to climate-related issues, discuss strategies, and assess and manage climate-related risks, as necessary.

Moreover, the Director in charge of Corporate Administration, who is chaired by the two committees, regularly raises and reports on issues at meetings of the Board



of Directors, and supervision by the Board of Directors is appropriately implemented in the content examined in the Climate-related Review Project.

Risk Management

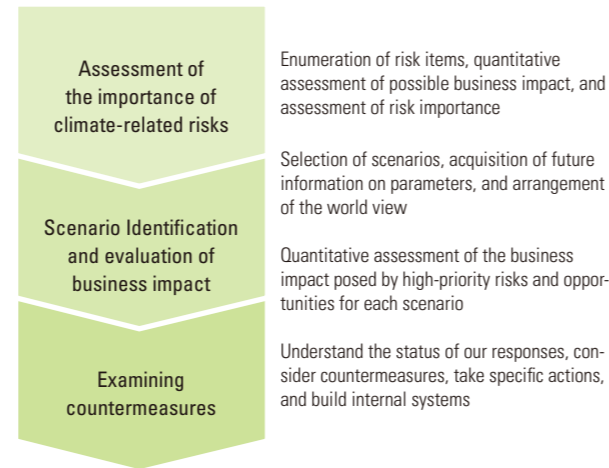
To identify and evaluate climate-related risks and opportunities, we conduct scenario analyses, etc. in the Climate-related Review Project, and consider countermeasures for each risk and opportunity. In assessing the importance

of risks and opportunities, members of Climate-related Review Projects discuss and evaluate them. The results of these reviews are reported to and discussed by the Risk Management Committee and the Sustainability Committee.

Environment

Strategies

We recognize the enormous impact of a 4°C rise in the global average temperature caused by climate change on society, and believe it is important to contribute together with moves aimed at curbing temperature increases to below 2°C. To meet our targets, less than 2°C, we assessed the impact of climate-related risks and opportunities on our operations, as well as our strategy. To this end, we conducted climate change scenario analyses, selected climate-related risks and opportunities, and assessed financial impacts for us, as recommended by TCFD. Our analyses cover the period until 2030.



Implementing Scenario Analyses

For the results of our evaluations of the climate-related risks and opportunities under 2°C/ 4°C scenarios, please see the Company website:

<https://www.skyperfectjsat.space/sustainability/tcfd/>

As a result of quantitative and qualitative evaluations of the likelihood and timing of the materialization of risks, the

impact if they materialize, and the status of current countermeasures, none of these items were materially affected. Going forward, we will continue to conduct risk assessments to appropriately manage risks and consider business opportunities and other factors that can be obtained through the development of new businesses, which will lead to an increase in corporate value.

Indicators and Targets

(a) Indicators and Targets of Climate Change

Indicators	Targets
GHG emissions (Scope 1, 2)	Short-term target: 1% reduction compared to the previous year * Major subsidiary, SKY Perfect JSAT Corporation (non-consolidated)
Renewable energy use ratio	100% by 2030 * SKY Perfect JSAT Group

(b) Trend of GHG Emissions (Unit: t-CO₂)

Indicators	FY2019	FY2020	FY2021
Scope1	10	8	10
Scope2	12,672	11,415	10,218
Total	12,682	11,423	10,228

* Major subsidiary, SKY Perfect JSAT Corporation (non-consolidated)

(c) Trend of Renewable Energy Use Ratio (Unit: %)

Indicators	FY2019	FY2020	FY2021
Renewable energy use ratio	—	—	Approx. 30%

* SKY Perfect JSAT Group

Society and human resources

Successful careers of diverse human resources

The Company is advancing work style reform so that employees can raise children and provide nursing care, while maximally demonstrate their abilities at work. Furthermore, with the aim of achieving growth in Asia, we are also focusing our efforts on the development of globally competent human resources.

Returning to work after more than four years of childcare leave. Fostering team power as a leader

I joined the company in 2000 and have been involved in both marketing, which includes advertising and public relations, product composition, and customer relationship management, as well as business strategy and corporate planning in the Media Business. In the midst of my tenure, I stepped away from work for more than four years to take care of my two children after their births. While this was a long absence and I was nervous about reintegrating into the workplace, there were already many mothers actively working at SKY Perfect JSAT, and I felt comfortable working thanks to the understanding and cooperation of those around me. With regard to how I was involved in my work, I began to become more team-focused in comparison to the past, and my role gradually shifted towards that of a conductor. As a general manager, I began to think even more deeply about how to accentuate each employee's individual tone while still maintaining harmony with the whole to ensure that the result sounded beautiful to the audience. Even difficult issues can be overcome if your team is strong enough. Based on this conviction, I want to continue creating services that make customers go from "liking" them to "loving" them.



Atsuko Chiba
General Manager,
Customer Relations Division,
Communication Group,
Media Business Unit
SKY Perfect JSAT Corporation

Aiming to streamline operations and balancing work and childcare

I joined the company in 2018 and have been working in a technical department where I design and develop services for users, as well as handle their operation. I took childcare leave for two months in 2022. During my childcare leave, I was able to handle everything but breastfeeding, which allowed my wife to go out for extended periods of time. I returned to my previous post after my leave of absence, and while I have to manage my time more than ever to balance work and childcare, I am also trying to improve my work efficiency by applying the experience I gained during my childcare leave.

Taking childcare leave would not have been possible without the understanding of my workplace and the support of my boss and coworkers. My boss was also kind enough to say that "Nemoto's leave of absence helped raise the level of the team, which was ultimately a plus." Someone who joined the company the same year I did also took about two months of childcare leave around the same time. I am truly grateful that I work in an environment that facilitates childcare leave. I am also currently involved in activities to promote sustainability throughout the company, and since returning from my childcare leave, I have changed my mindset toward this activity and believe it should be pursued for future generations. I will strive to ensure that the Company continues to be essential to society and grows in a sustainable manner going forward.



Kazuya Nemoto
Network Solution Division*,
Space Engineering Group,
Space Business Unit
SKY Perfect JSAT Corporation
* From October,
Engineering Strategy Div.,
Space Engineering Group

Contributing to the elimination of the digital divide in Indonesia

After joining the company in 2014 as a local hire in Jakarta, I underwent one year of sales training at the head office. During my training, through visiting government clients and preparing for bids on government projects, I came to feel that we should focus more on sales for government projects in Indonesia as well. After returning to Jakarta, I worked for domestic sales in Indonesia. Afterwards, we made a sales pitch for JCSAT-1C to Teleglobal, a company that has extensive experience in providing telecommunications services to governments, which we met through a bid held by the Indonesian government. The company indicated strong interest in using JCSAT-1C in anticipation of robust demand, and it eventually became our anchor customer and gateway partner in Indonesia. The newly constructed gateway was completed last April and has started providing services to end users. As the majority of the demand in Indonesia is for mobile backhaul lines in remote areas, I realize that JCSAT-1C plays an important role in bridging digital divides in Indonesia. Through collaboration with Teleglobal and other efforts, I look forward to enhancing SKY Perfect JSAT's presence in Indonesia along with my colleagues at the Jakarta Representative Office.



Doni Januar
Jakarta Representative Office,
Asia Regional Headquarters,
Global Business Unit,
Space Business Unit
SKY Perfect JSAT Corporation

Society and human resources

Please view here for the details of the sustainability of the Group.



Key issue themes	Key issues (materiality)	Long term		Short term		
		Long-term goals (ideal state for 2030)		Short-term goals to achieve	KPI	Fiscal 2021 Results
Successful careers of diverse human resources	Human resources development	Aim to become a company in which all employees are active by making the most of their strengths	Target ratio of female employees in managerial positions as to the proportion of male and female employees	Improve engagement indicators from the previous year	Engagement indicators score	<ul style="list-style-type: none"> Training for human resource development, work style, and career development Communication enhancement among executives and employees through 1-on-1, etc. Engagement survey started. Positive response rate: 64%
	Diversity & inclusion			<ul style="list-style-type: none"> Advance a comfortable work environment, training for intrinsic motivation, and change in employee awareness to proactively promote the empowerment of women Accelerate communication to provide information and promote understanding of diverse work styles 	Proportion of female managers (%)	<ul style="list-style-type: none"> Training to promote diversity Discussions between female directors and female line managers
					Employment rate of persons with disabilities (%) Rate of mid-career hires (%) Rate of reinstatement to work after female employees taking childcare leave of absence (%) Rate of male employees taking childcare leave of absence (%) Paid leave utilization (%)	<ul style="list-style-type: none"> Personnel-related data (Disclosed in July 2022) For details go to the website https://www.skyperfectjsat.space/en/sustainability/esg/social/
Employee health promotion, creation of safe and secure working environment	Aim for 100% of employees to get statutory medical checkup in FY2022	Percentage of employees getting statutory medical checkup (%)	<ul style="list-style-type: none"> Actions to identify and optimize the working conditions of employees Various health promotion programs 			
Development of regions and communities	Social contribution, such as next-generation education and development of local communities	Realize "Space for your Smile" through social contribution utilizing our own infrastructure	<ul style="list-style-type: none"> Disclose examples of carrying out social contribution programs every year Drive new social contribution activities that support the development of local communities suitable for the Company, in addition to the Education Support Project for Southeast Asia, Classes regarding Space, and the Satellite Crayon Project 	<ul style="list-style-type: none"> Education Support Project for Southeast Asia (in Cambodia, continuation of operating and giving donations to the SKY Perfect JSAT School) SDGs Newsletter <Vol.1> For details go to the website https://www.skyperfectjsat.space/news/detail/sdgsnewslettervol1.html Satellite Crayon Project SDGs Newsletter <Vol.2> For details go to the website https://www.skyperfectjsat.space/news/detail/post_158.html 	<ul style="list-style-type: none"> Studying local disaster response at SKY PerfectTV/Tokyo Media Center (Koto-ku, Tokyo) 	
						<ul style="list-style-type: none"> Establish a system to contribute to local communities in the event of a disaster at SKY PerfectTV/Tokyo Media Center and incorporation into BCP procedures

Ensuring diversity and promoting the empowerment of women

In order to ensure diversity, we are aiming to build an organizational climate in which a variety of lifestyles and work styles are mutually respected regardless of nationality, gender, age. In addition to hiring new graduates, we are also implementing mid-career hiring to gain employees who can hit the ground running, and we are deploying and handling both of these types of employees in accordance with their aptitudes. When promoting managers, we fairly evaluate the abilities of individual

employees and handle them regardless of external differences such as gender and nationality, etc. and internal differences such as values, etc. Our goal is for the proportion of female managers to be equivalent to the overall proportion of female employees, and we are encouraging the intrinsic motivation of female employees to aim to become managers themselves, and working to change awareness among all of our executives and employees, particularly the men.

Work-life balance

In order to enhance the productivity of each and every employee and promote the successful careers of human resources, SKY Perfect JSAT Corporation is expanding the telework working system to introduce it to all employees. In conjunction with the enhancement of work-life balance, we are encouraging the autonomy and self-motivation of employees and developing a workplace environment which can meet the needs of diverse work styles. In addition, we believe that running an organization utilizing diverse attributes and values leads to innovation creation and competitive advantages, so we are incorporating flexible workstyles, such as full flex systems, the relaxation of residential restrictions, and the introduction of a seat booking system needed due to the introduction of a free address approach in the head office, etc.

Furthermore, SKY Perfect JSAT Corporation has been creating an environment in which employees can fully demonstrate their abilities, balancing work and family while raising children and providing nursing care for some time, by expanding measures such as shortened working hours for childcare, subsidizing babysitting usage fees, and the holding of childcare seminars. In addition, we have been formulating General Business Operator Action Plans since 2011 in accordance with the Act on

Advancement of Measures to Support Raising Next-Generation Children, and have executed each of the measures. As a result, the first plan from 2011, the second plan from 2014, and the third plan from 2017 have all received the Kurumin certification. Currently, we have stipulated an action plan in a form which is integrated with the Act on Promotion of Women's Participation and Advancement in the Workplace and we are executing the measures. Due to these initiatives, the return rate from childcare leave is 100%. In addition, we are supporting a balance with participating in housework and childcare and nursing care regardless of gender, including men.



Human resources development to unleash the strengths of individuals

SKY Perfect JSAT Corporation has established a policy on the development of human resources to "unleash and maximize the capabilities of each employee that will contribute to our services" and in order to draw out the individual strengths of managers and build up their management skills, we are continuously implementing training in diversity management and

communication for managers and measures to enhance their feedback and dialogue abilities. We are supporting individual employees by establishing opportunities for career development and a personal development support system, so that they can autonomously carry out their career development through sustained abilities development.

Promotion of health-focused management

For our health-focused management policy formulated in September, SKY Perfect JSAT Corporation set the goals of "maintaining the physical and mental health of our employees, maximizing performance, and improving productivity" and established an occupational safety and health management structure, and we are promoting health maintenance activities by the Human Resource

Department and industrial health (industrial physicians and health nurses), strengthening line care (support from immediate managers and supervisors) by ascertaining and improving actual labor conditions, and advancing measures to enhance the health literacy of each individual employee. We are also endeavoring to maintain and enhance their mental health and physical health.

Environmental education leading to the next generation

Crayon of the Sea won the Grand Prize at Stationery General Election 2022

SKY Perfect JSAT Corporation has started the Satellite Crayon Project utilizing digital images, and Crayon of the Sea, which we commenced selling as the first phase of the project, has been attracting attention. For example, it won the Grand Prize from among a total of 100 products nominated in the Stationery General Election 2022 and it also won First Place in the SDGs Stationery category. Furthermore, it won the Award for Excellence in the Design category of the Stationery of the Year 2022.

Based on satellite images taken from space, color was extracted from actual seas at 12 locations around the world to produce Crayon of the Sea. We did not give names to the respective colors; we state the latitudes and longitudes

showing the places where the seas are. We want to convey the richness of the Earth's "colors" to more children. We want children to enjoy the "colors" of the actual Earth on their own terms. We want them to be interested in and like the Earth. The "Crayon of the Sea" was born with this thought in mind. Our policy is to donate a portion of the sales to the Republic of Kiribati, which is facing a crisis of rising sea levels, into be used as a natural disaster fund to respond to damage caused by climate change.



"Crayon of the Sea" official site