Materiality Targets and KPIs (FY2025)

No	Materiality Themes	Materialities	Long-term		Short-term		Coverage (*)	FY2025 Performance
			Targets (Vision for 2030)	KPI	Goals for FY2025	KPI		
1	① Building resilient broadcasting and communications infrastructure, eliminating the digital divide	①-1 Provision of broadcasting and communications infrastructure to all areas and environments	By providing highly reliable connectivity anytime, anywhere, we create an environment where people can access information more freely.	·Usage bandwidth of geostationary orbit satellites ·Number of critical service interruptions (*) *Critical service interruptions: as defined in Article 58 of the Enforcement Regulations of the Telecommunications Business Act	·Expand usage bandwidth of the geostationary orbit satellite fleet from the end of the previous fiscal year ·Expand satellite communication services, including services using non-owned satellites ·Reduce critical service interruptions (*) to zero every year *Critical service interruptions: as defined in Article 58 of the Enforcement Regulations of the Telecommunications Business Act	·Usage bandwidth of satellite fleet ·Number of satellite service contracts for vessels with business partners ·Number of critical service interruptions	Group	·Satellite fleet usage bandwidth: 111% of the previous fiscal year-end level ·Maintained the number of satellite service contracts for vessels with business partners at the previous fiscal year's level ·Number of critical service interruptions: none
				-	·Expand the cumulative number of retransmission service subscriptions via optical fiber to 2.956 million by 2026 (end of FY2025) ·Promote CATV pass-through services	·Cumulative number of retransmission service subscriptions ·Number of CATV pass-through registrations (*not disclosed externally)	Group	Cumulative number of retransmission service subscriptions: 2.965 million
2		①-2 Supporting BCP and relief/recovery through the provision of disaster-resilient broadcasting and communications infrastructure	Contribute to enhancing disaster resilience by providing robust communications networks that protect and support lives, the economy, and livelihoods from various disasters.	Usage bandwidth of geostationary orbit satellites	·Expand usage bandwidth of the geostationary orbit satellite fleet from the end of the previous fiscal year ·Develop and expand services effective for disaster countermeasures, including services using non-owned satellites ·Expand disaster-resilience partnerships with disaster-prevention support organizations, companies, and others	Usage bandwidth of satellite fleet	Group	·Satellite fleet usage bandwidth: 111% of the previous fiscal year-end level ·Completed the construction of the next-generation EsBird and began phased customer migration
3		①-3 Initiatives toward building a Universal NTN (Non-Terrestrial Network)	Build a multi-layered communications network to realize a world that is connected anytime, anywhere.	-	·Promote partnerships with business development partners	Progress of business development	SKY Perfect JSAT	·Together with partner companies, undertook commissioned R&D aimed at the practical implementation of high-speed communications for mobile devices using HAPS ·Successfully conducted the world's first cross-border 5G non-terrestrial network (NTN) communication demonstration between Singapore and Japan using a geostationary orbit satellite (GEO), and presented a demonstration at Expo 2025 Osaka, Kansai, Japan ·Continued considering the promotion of standardization activities toward NTN realization, with a view to partnership-based collaboration with domestic and overseas vendors and operators
4	② Enriching life through a diversity of content	②-1 Providing diverse content via broadcasting, streaming, and various customer touchpoints	Provide a variety of content and services to create a platform that broadens people's values.	-	Enhance content for satellite broadcasting and streaming services and provide opportunities for people to enjoy content.	Cumulative number of broadcasting and streaming contracts	Group	Cumulative number of broadcasting service contracts: 1.937 million (three services)
5		②-2 Promoting content distribution by supporting entry by diverse content holders	Support content distribution by diverse content holders and promote encounters between people and content.	·Number of new customers in the media solutions business ·Realization of utilization of program information and value-added metadata inside and outside broadcasting areas	·Provide content providers with services such as studio functions, content transmission, and distribution functions at TMC, thereby promoting diverse content distribution ·Use the content database (LYNKS) to improve operational efficiency in broadcasters' program information operations and promote an ecosystem for program information distribution	·Increase in new customers in the media solutions business ·Number of channels covered by improved operational efficiency in program information operations	Group	·In the media solutions business, annual and long-term use of location-related external sales services increased, and progress remained steady ·Conducted performance verification of broadcasting equipment to improve operational efficiency in program information operations. Identified issues and organized countermeasures from the perspectives of performance, operations, and service provision for implementing efficiency improvements
6	③ Contributing to the environment to realize a decarbonized society and circular economy	③-1 Addressing climate change, including reducing CO2 emissions in our Group's operations	Continue achieving carbon neutrality in Scope 1 and 2 and reducing Scope 3 emissions, while advancing mitigation of and adaptation to climate change.	GHG emissions	·Achieve Scope 1 and 2 carbon neutrality in FY2025* *Results will be disclosed from May 2026 onward, after the figures are finalized ·Continue calculating Scope 3 emissions at major SJH Group companies and set reduction targets for Scope 3 as a whole	·GHG emissions ·Ratio of renewable energy use	Group	·At the end of FY2025, achieved carbon neutrality for Scope 1 and 2 across the Group by using credits and other measures for emissions that could not be reduced ·Continued calculating Scope 3 emissions and began work toward obtaining SBT certification
7		③-2 Supporting reduction of CO2 emissions through satellite services	Contribute to a decarbonized society by providing businesses and services that help reduce CO2 emissions.	-	Promote the development of businesses and services that contribute to CO2 reduction.	Progress in the development of businesses and services that contribute to CO2 reduction	Our company and domestic consolidated subsidiaries	·Solar irradiance forecasting / solar power output forecasting system: one new case ·Challenergy wind power project: Completed a demonstration experiment in Kanazawa City under cold and snowy conditions for a disaster countermeasure solution combining a small wind turbine and satellite communications, and confirmed its effectiveness
8		③-3 Appropriate disposal of waste and promotion of reuse and recycling	Reduce waste volume by promoting appropriate disposal, reuse, and recycling of waste.	Total waste emissions	·Aggregate waste emissions and disclose results ·Promote Group-wide recycling activities and initiatives	·Total waste emissions	Our company and domestic consolidated subsidiaries	Waste emissions are disclosed at the following link https://www.skyperfectjsat.space/sustainability/library/data_e/
9	④ Improving the space environment	④-1 Initiatives to reduce space debris	Contribute to maintaining and improving a clean space environment.	-	·Promote technology research and development ·Promote space situational awareness (SSA)	Progress of technology research	Group	·Orbital Lasers Co., Ltd. is advancing R&D related to altimeter lidar satellites commissioned by JAXA ·Preparations are underway with JAXA and others to promote the space situational awareness (SSA) business
10	⑤ Promoting innovation that contributes to the environment and society	⑤-1 Development and promotion of remote sensing	Contribute to improving the global environment and developing a safe and secure society by promoting the remote sensing business.	Number of specific use cases of remote sensing	·Expand use cases of remote sensing ·Expand partnerships with Earth observation (EO) operators, data analysis platform operators, and data users	·Specific use cases of remote sensing ·Partnering status	Group	·The number of contracts for LIANA, a low-price flat-rate service launched in 2024, has grown steadily ·Collaboration is progressing toward building a low Earth orbit satellite constellation using "Pelican," the next-generation optical observation satellite developed by Planet Labs PBC
11		⑤-2 Creating new value through advancement of broadcasting and communications, technological development, and other initiatives	Continue providing new businesses and services and contribute to the development of society.	-	·Promote consideration of the creation and co-creation of new businesses in the space business ·Continue to introduce new services every year that enhance customer value in the media business	Specific examples of new businesses/services	Group	·Promoted collaboration with space-related startups and decided to invest in two companies ·The PoC for commercialization of the CTV business ended at the end of November, and commercialization efforts were concluded ·Collaborated and partnered with IP holders to develop products and services, including Web3, from multiple angles and provide sales support ·Provided content for 10 works through SKY PerfecTV! S Ticket
12	⑥ Promoting partnerships	⑥-1 Facilitating exchange of human resources and technology	-	-	-	-	Group	-
13	⑦ Building a robust foundation for management	⑦-1 Enhancement of corporate governance structure	Strengthen the Board of Directors' management and supervisory functions, and continually pursue a diverse and effective structure.	-	·Comply with the Corporate Governance Code ·Reduce the number of serious compliance violations to zero (continued from the previous fiscal year)	Number of serious compliance violations	Group	Complied with the Corporate Governance Code, and no serious issues occurred, such as legal violations that would have a material impact on management. ·Reported sustainability-related initiatives to the Board of Directors (April and October) ·Provided prior explanations to outside directors and shared internal discussions as needed (*when important matters are submitted, etc.) ·Conducted evaluation of the effectiveness of the Board of Directors (February–March) (*report to the Board of Directors in April) ·Risk Management Committee (September and March) ·Compliance Committee (July, November, and March) ·J-SOX Committee (June) ·Internal Control Committee (October, January, and March)

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14		⑦-2 Proactive and responsible dialogue and disclosure to stakeholders	Continue building strong relationships of trust with stakeholders.	-	·Enhance disclosure content and disclose dialogue results and other information for each stakeholder ·Conduct assessments of a cumulative 60% of SJC's primary suppliers	Number of assessments conducted	Group	·Starting with the FY2025 financial results briefing materials, began disclosing stakeholder dialogue policies and dialogue results in the reference materials ·Conducted assessments of 25 companies, including overseas business partners, and achieved cumulative coverage of 60% of transaction value with primary suppliers. *Based on FY2024 payment amounts
15		⑦-3 Information security and protection of personal information	Maintain zero serious incidents and information leaks.	Number of serious incidents	·Maintain ISMS and P-Mark certification every year ·Strengthen cybersecurity	-	Group	·Maintained ISMS and P-Mark certification ·Conducted ISMS/P-Mark training for all officers and employees; attendance rate: 100% ·Conducted education and awareness activities, including incident response tabletop exercises and cybersecurity seminars for CSIRT members ·Applied cybersecurity management regulations to Group companies and strengthened cybersecurity measures across the Group ·Established a secretariat for web application diagnostics and standardized the quality of diagnostics
16		⑦-4 Respect for human rights	Respect for human rights is widely understood, and initiatives set out in the policy are being implemented.	-	·Continue operating human rights due diligence and expand implementation of measures ·Continue employee training	Human rights training attendance rate	Group	As part of the continued operation of human rights due diligence, implemented the following measures: ·Informed broadcasters about the Group's human rights initiatives and identified salient human rights risks ·Conducted human rights surveys of business partners to understand the status of human rights initiatives in the supply chain ·Conducted FY2025 human rights training for all officers and employees (implemented in January 2026); attendance rate: 100%
17	⑧ Active participation of diverse human resources	⑧-1 Acquiring and developing human resources capable of responding to environmental changes and driving transformation	We have created an environment in which each individual can independently develop their capabilities, and we are producing human resources who serve as the driving force for transformation, growth, and improvement supporting our management strategy.	·Labor productivity (profit per person)	·Proactive capability development using skill maps is progressing, and skill scores (basic and management) are improving ·Measures and efforts to increase intrinsic motivation are driving changes in employee awareness and increasing pool human resources	·Basic skill and management skill scores ·Number of pool human resources	SKY Perfect JSAT	·Conducted skill checks to visualize human capital (skill checks: confirmation of employees' possession of work-related skills). Skill check completion rate: 95% (including updates) ·Talent pool members selected and developed in preparation for future key positions and new businesses increased to 86 (as of January 2026) ·Conducted training for next-generation executive candidates
18		⑧-2 Creating a comfortable and safe organization that empowers each employee by advancing DE&I	·Realize a diverse environment (targeting a ratio of female managers equivalent to the gender composition of employees) ·A workplace environment and systems are in place with high psychological safety, where each individual can demonstrate their abilities while recognizing diversity	·Ratio of female managers ·Engagement indicators	·Through development of an environment where everyone can work comfortably and revitalization of communication, understanding of diverse values and work styles is widespread, and engagement has improved ·Maintain a 100% childcare leave return-to-work rate ·Increase the male childcare leave acquisition rate compared with the previous fiscal year	·Engagement indicators ·Childcare leave return-to-work rate ·Male childcare leave acquisition rate	SKY Perfect JSAT	·Conducted a DE&I program for newly appointed department heads ·Childcare leave return-to-work rate: 89.4% (down 10.6 percentage points year on year) ·Male childcare leave uptake rate: 77.7% (up 14.1 percentage points year on year) Detailed human resources data is disclosed at the following link https://www.skyperfectjsat.space/sustainability/library/data_s
19		⑧-3 Promoting health and productivity management	Each officer and employee is able to demonstrate high performance by working in good health and with vitality.	·Certification as a Health & Productivity Management Outstanding Organization (White 500) in the Health and Productivity Management Survey ·Labor productivity (profit per person)	·Achieve a 100% statutory health checkup rate ·Improve the percentage of high-stress employees from the previous fiscal year ·Consider and implement measures to optimize working hours	·Statutory health checkup rate ·Percentage of high-stress employees ·Improvement in the score deviation value in the health and productivity management survey *From the FY2025 stress check, obtain presenteeism figures	SKY Perfect JSAT	·Conducted an engagement survey - Positive response rate: 68.6% (up 0.2 percentage points year on year) ·Statutory health checkup rate: 100% (up 0.4 percentage points year on year) ·Percentage of high-stress employees: 5.3% (up 0.6 percentage points year on year) ·Health and productivity management survey deviation score: up 0.7 points from the previous survey
20	⑨ Development of local areas and communities	⑨-1 Social contribution, including next-generation education and community coexistence	Contribute to next-generation education and regional revitalization by utilizing our assets.	-	Continue, plan, and promote social contribution activities utilizing our assets.	Number of initiatives promoting social contribution and regional revitalization	Group	■Southeast Asia Education Project ·As a domestic initiative, in collaboration with the National Federation of UNESCO Associations in Japan, provided satellite communications demonstrations and other activities during a SoftBank Hawks baseball game viewing event and an Okinawa experience trip for 20 children from single-parent households in Ube City, Yamaguchi Prefecture. ·Held an internal walking event and donated an amount based on participants' step counts to the National Federation of UNESCO Associations in Japan ■Next-generation education ·Gave a lecture to Kyushu Institute of Technology students on space utilization in the communications and broadcasting fields ·Exhibited at the United Nations Ocean Conference as part of the Satellite Crayon Project, supporting educational activities that deepen understanding of the ocean ·Conducted facility tours for junior and senior high school students (13 schools, 96 students) ·Held a workshop for high school students as part of a project commemorating the 80th anniversary of the end of World War II in collaboration with broadcasters ·Contributed to the development of science and technology talent by sponsoring "Science Koshien," held for junior and senior high school students
							Group	·To promote regional revitalization and encourage sports among younger generations, collaborated with the Fukuoka SoftBank Hawks to broadcast and stream live coverage of a junior high school baseball tournament and the first game of the All Hiroshima Girls team in the All Japan Junior High School Girls Rubber Baseball Tournament free of charge