

March 25, 2024
SKY Perfect JSAT Holdings Inc.

Revision of personnel system and implementation of base pay increases

SKY Perfect JSAT Holdings Inc. (Head Office: Minato-ku, Tokyo; Representative Director, President: Eiichi Yonekura) announces that SKY Perfect JSAT Corporation (Head Office: Minato-ku, Tokyo; Representative Director, President & Chief Executive Officer; Eiichi Yonekura), a 100% owned subsidiary, has decided to revise the personnel system and to implement base pay increases. Amidst the continuing global inflation affecting economic and price conditions, we will provide ongoing support for employees' livelihoods while simultaneously encouraging the autonomous growth of each individual employee as part of our investment strategy in human capital. With the aim of further enhancing productivity, we will strengthen base pay increases, raise starting salary and educational training programs as outlined below.

1. Implementation of base pay increases and strengthening of education and training programs

Our group has set a target to achieve a net profit of over 250 billion yen by 2030, and to attain this goal, it is essential to increase productivity beyond previous levels and foster growth through new business ventures. Therefore, we are currently focusing on expanding the foundational revenue streams from existing businesses while simultaneously dedicating efforts to the development and promotion of new business initiatives.

At SKY Perfect JSAT Corporation, last year we implemented a 5% wage increase for non-management positions, and this year we will expand the scope to include management positions, contract employees, and others. Additionally, regarding our education and training programs, we will establish and enhance an environment where employees can autonomously select curriculums based on their interests and abilities, while also increasing the company subsidy for education and training expenses to support individual autonomous skill development. Furthermore, we are actively recruiting specialists who can contribute immediately.

Continuing under our group mission and sustainability policy, "Space for your Smile", we aim to realize the materiality of "Activities by a Diverse Array of People", ensuring that each employee can fully unleash their potential and contribute actively, striving to create a company where everyone can thrive.

2. Overview of base pay increase

1. Revision date
April 1, 2024
2. Target
Full-time employees, contract employees, and retiree rehired on a contract-basis
3. Base pay increase amount rate
 - Management Position: A flat increase of ¥100,000 annually
Additional monthly managerial allowance of ¥30,000 (excluding Group President)
 - Non-Management Position: An increase of ¥10,000 to ¥20,000 (graded based on rank)
4. Starting salary (Base salary)
 - University graduate: ¥300,000 (+¥20,000)
 - Graduate school: ¥320,000 (+¥20,000)

3. Overview of the revision of the education and training system

- Adoption of a cafeteria-style approach to designated training programs
- Doubling the company subsidy for self-development initiatives

*2-year consecutive increase in education and training expenses (130% compared to the previous year)