



May 18, 2026

Company name : Weathernews Inc.
Representative : Tomohiro Ishibashi,
President and Representative Director
Stock code : 4825
Stock exchange : Tokyo (Prime Market)
Contact : Director and Executive Officer
Masanori Yoshitake
Phone : 043-274-5536

Notice Regarding New Management Structure
(Including the resignation of the representative director)

Weathernews Inc. (the "Company") hereby announces that its Board of Directors, at a meeting held on May 18, 2026, has informally selected candidates for Directors. In addition, the Board has resolved on the appointment of Executive Officers as follows.

The appointments of Directors and Audit & Supervisory Board Members are subject to official approval at the 40th Ordinary General Meeting of Shareholders scheduled for August 29, 2026, and the subsequent Board of Directors meeting.

Since the change of President in 2024, the current Chairman has served as the Chairperson of the Board of Directors, supervising management and supporting the new structure while overseeing the steady execution of the Mid-term Management Plan. As the plan is progressing smoothly and a solid foundation for the next leap forward has been established, the Chairman intends to fully hand over the management baton to the next generation.

This renewal aims to non-linearly accelerate further business expansion based on the growth foundation built to date. By appointing a new Internal Director, the Company will further strengthen its business execution and oversight systems. Furthermore, by actively incorporating global expertise and insights into the latest technologies from new Outside Directors and Outside Audit & Supervisory Board Members, the Company will build a structure capable of discussing and developing management strategies from diverse perspectives.

The new management plan under this new leadership structure will be announced during the year-end financial results on July 9.

1. Directors

The Company sets the term of office for Directors at one year; therefore, the terms of all six current Directors will expire at the conclusion of the 40th Ordinary General Meeting of Shareholders on August 29. Accordingly, the Company will propose the election of the following Director candidates.

Name	Position
Tomohiro Ishibashi [Reappointment]	President and Representative Director
Masanori Yoshitake [Reappointment]	Director
Daisuke Abe [New Appointment]	Director
Izumi Hayashi [Reappointment]	Outside Director
Ken Tamagawa [New Appointment]	Outside Director
John Lagerlin [New Appointment]	Outside Director

(Note) Mr. Chihito Kusakai(Current position: Representative Director and Chairman), Mr. Shigeru Muraki, and Mr. Masahiro Akimoto are scheduled to retire upon the conclusion of the

1-2. Brief Biographies of New Director Candidates

Name (Date of Birth)	Brief Biography, Positions, and Responsibilities
Daisuke Abe (Dec 29, 1970)	Mar 1995: Completed Master's program, Graduate School of Science, Hokkaido University Apr 1995: Joined the Company Oct 2008: Group Leader, Forecast Center of the Company Sep 2011: Executive Officer (General Manager of Operations) of the Company Aug 2012: Director (General Manager of Operations) of the Company Aug 2015: Executive Officer (General Manager of Operations) of the Company Jul 2016: Same as above (Chief Operations Officer) Aug 2016: Director (Chief Operations Officer) of the Company Aug 2019: Resigned as Director (Chief Operations Officer) of the Company Aug 2019: Appointed as Executive Officer (Head of Service Division) of the Company (Current)

Name (Date of Birth)	Brief Biography, Positions, and Responsibilities
Ken Tamagawa (Jan 10, 1976)	Apr 2000: Joined IBM Research - Tokyo, IBM Japan, Ltd. Sep 2010: Joined Amazon Data Services Japan (now Amazon Web Services Japan) Nov 2014: Founded SORACOM, INC.; Appointed as Representative Director (Current) (Significant Concurrent Positions) President & CEO, SORACOM, INC. Director, SORACOM CORPORATION, LTD. Director, SORACOM GLOBAL, INC.

Name (Date of Birth)	Brief Biography, Positions, and Responsibilities
John Lagerlin (July 19, 1976)	May 2002: Joined NTT DOCOMO, INC. May 2010: Google, Inc. (now Alphabet Inc.) Senior Director, Android Global Partnerships May 2014: Facebook, Inc. (now Meta Platforms, Inc.) VP Business Development, Mobile and Product Partnerships Jun 2017: Executive Officer, CBO of Mercari, Inc. Jul 2017: Non-Executive Director of Digital Domain 3.0 Sep 2017: Director, CBO of Mercari, Inc. Sep 2017: CEO of Mercari, Inc. (US) Sep 2020: Senior Executive Officer of Mercari, Inc. Sep 2023: Executive Officer, SVP of Global Strategy and CEO of Mercari, Inc. (US) (Current) (Significant Concurrent Positions) Co-Founder & CEO, Vanka Inc. (Vanka.ai)

	President & Representative Director, Contrail Co., Ltd. Managing Member, Los Altos Investment and Aviation Co., LLC
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(Note) Ken Tamagawa and John Lagerlin are candidates for Outside Director; there are no special interests between them and the Company.

2. Auditor

The term of office for our corporate auditors is four years, and one of our currently appointed corporate auditors will reach the end of their term at the 40th Ordinary General Meeting of Shareholders scheduled for August 29th. Accordingly, we will submit a request for the appointment of the following candidate at the 40th Ordinary General Meeting of Shareholders.

Name	Position
Zenichiro Ishibashi [New Appointment]	Outside Auditor

(Note) Mr. Fumiyuki Koyama is scheduled to retire upon the conclusion of the 40th Ordinary General Meeting of Shareholders.

2-2. Brief Biography of New Auditor

Name (Date of Birth)	Brief Biography, Positions, and Responsibilities
Zenichiro Ishibashi (Oct 11, 1959)	Apr 1982: Joined Fujitsu Limited Mar 1990: Joined Corporate Directions, Inc. Aug 1991: Joined Intel K.K. May 2000: Controller, Product Business Division, Intel Corporation (US Headquarters) Oct 2002: CFO, Intel K.K. (Japan) Dec 2005: Executive Officer and CFO, D&M Holdings Inc. Nov 2007: Representative Director, Vice President and CFO, Toys"R"Us Japan, Ltd. Oct 2016: Senior Executive Officer and Acting CFO, McDonald's Holdings Company (Japan), Ltd. Apr 2025: Professor, Graduate School of Accounting and Finance, Chiba University of Commerce (Current) (Significant Concurrent Positions) Professor, Graduate School of Accounting and Finance, Chiba University of Commerce

(Note) Mr. Zenichiro Ishibashi is a candidate for Outside Auditor; there are no special interests between them and the Company.

3. Executive Officers (Effective June 1, 2026)

The names and responsibilities of Executive Officers resolved at today's Board meeting are as follows:

Title	Name	Responsibilities
President and Executive Officer	Tomohiro Ishibashi	CEO; Head of Mobile/Internet Weather; Head of Land Weather
Executive Officer	Masanori Yoshitake	CFO
Executive Officer	Daisuke Abe	Chief Service Officer; Risk Management Officer

Executive Officer	Takayoshi Kawahata	Road/Railway Weather
Executive Officer	Yasuaki Takeda	Energy/Distribution Weather
Executive Officer	Yuji Oki	Broadcast Weather
Executive Officer	Kwon Keemoon	Marine Weather
Executive Officer	Ryoichi Unten	Aviation Weather
Executive Officer	Kazuo Asada [New]	Advertising Business
Executive Officer	Mie Takamori	Head of Service Operations
Executive Officer	Hideaki Dewa	Head of Technology/Products

(Note) Takamune Suzuki will retire as Executive Officer on May 31, 2026.

(Reference) Executive Officer Treatment

Title	Name	Responsibilities
Executive Officer Treatment	Yuichiro Nishi	Technical Director
Executive Officer Treatment	Hiroaki Murata	Creative Director

4. (Reference) Post-General Meeting Structure

If the candidates for directors and auditors are approved at the 40th Ordinary General Meeting of Shareholders scheduled for August 29, and formally decided at the subsequent Board of Directors meeting, the directors and auditors of the company after the 40th Ordinary General Meeting of Shareholders will be as follows:

	Name	Position
Directors	Tomohiro Ishibashi	President and Representative Director
	Masanori Yoshitake	Director
	Daisuke Abe	Director
	Izumi Hayashi	Outside Director
	Ken Tamagawa	Outside Director
	John Lagerlin	Outside Director
Audit & Supervisory Board Members	Yasushi Sugino	Full-time Audit & Supervisory Board Member
	Ayami Toda	Outside Audit & Supervisory Board Member
	Zenichiro Ishibashi	Outside Audit & Supervisory Board Member