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July 9, 2026


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


# Notice Regarding the Disposal of Treasury Stock as an Employee Incentive Plan

Weathernews Inc. (the "Company") hereby announces that, at a meeting of its Board of Directors held on July 9, 2026, it resolved to dispose of its treasury stock as a stock incentive (the "Disposal of Treasury Stock"). Details are as follows.

## 1. Outline of the Disposal

| Item | Details |
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| **(1) Disposal Date** | July 29, 2026 |
| **(2) Class and Number of Shares to be Disposed of** | 398,000 shares of common stock |
| **(3) Disposal Price** | JPY 2,089 |
| **(4) Total Amount of Disposal** | JPY 831,422,000 |
| **(5) Planned Allottee** | The Master Trust Bank of Japan, Ltd. (Stock Grant ESOP Trust Account) |
| **(6) Other** | The Company has submitted an Extraordinary Report regarding the Disposal of Treasury Stock in accordance with the Financial Instruments and Exchange Act. |

## 2. Purpose and Reason for the Disposal

The Company resolved at the meeting of its Board of Directors held today to introduce a "Stock Grant ESOP Trust" (the "ESOP Trust") for employees of the Company (the "Eligible Employees") to further enhance their motivation to contribute to the achievement of performance targets and the enhancement of corporate value, as well as to share value with shareholders.
For an overview of the ESOP Trust, please refer to the "Notice Regarding the Introduction of a 'Stock Grant ESOP Trust'" announced today.
The Disposal of Treasury Stock is to be conducted through a third-party allotment to The Master Trust Bank of Japan, Ltd. (Stock Grant ESOP Trust Account), which acts as the co-trustee of the Stock Grant ESOP Trust Agreement (the "Trust Agreement," and the trust established based on the Trust Agreement is referred to as the "Trust") to be executed between the Company and Mitsubishi UFJ Trust and Banking Corporation upon the introduction of the ESOP Trust.
The number of shares to be disposed of corresponds to the number of shares expected to be delivered to Eligible Employees during the trust period in accordance with the Stock Delivery Regulations. The scale of dilution will be 0.84% of the total number of issued shares of 47,376,000 shares (rounded to the second decimal place; 0.90% against 443,466

total voting rights as of May 31, 2026).
The Company's shares allotted through the Disposal of Treasury Stock will be delivered to Eligible Employees in accordance with the Stock Delivery Regulations, and it is not anticipated that the shares from the Disposal of Treasury Stock will be released into the stock market all at once. Therefore, the Company believes that the impact on the secondary market will be minor, and that the number of shares to be disposed of and the scale of dilution are reasonable.

[Overview of the Trust Agreement]

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| Type of Trust | Trust of money other than a distinct individually operated trust of money (Third-party benefit trust) |
| Purpose of Trust | Provision of incentives to Eligible Employees |
| Trustor | The Company |
| Trustee | Mitsubishi UFJ Trust and Banking Corporation<br>(Co-trustee: The Master Trust Bank of Japan, Ltd.) |
| Beneficiaries | Persons who satisfy the beneficiary requirements among the Eligible Employees |
| Trust Administrator | A third party with no conflict of interest with the Company |
| Trust Agreement Date | July 24, 2026 (Planned) |
| Trust Period | From July 24, 2026 to the end of July 2031 (Planned) |
| System Start Date | July 24, 2026 (Planned) |
| Exercise of Voting Rights | The Trustee will exercise the voting rights of the Company's shares in accordance with the instructions of the Trust Administrator, which reflect the voting status of the beneficiary candidates. |

**3. Basis for Calculation of the Disposal Price and Specific Details**

In consideration of recent share price trends and to eliminate arbitrariness, the disposal price has been set at JPY 2,089 which was the closing price of the Company's shares on the Tokyo Stock Exchange, Inc. (the "Tokyo Stock Exchange") on the business day immediately preceding the date of the Board of Directors' resolution regarding the Disposal of Treasury Stock (July 8, 2026). The Company decided to adopt the closing price of the Company's shares on the business day immediately preceding the date of the Board of Directors' resolution because it represents the market price immediately prior to the resolution, and is therefore deemed highly objective and reasonable as a calculation basis.