Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

July 9, 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 the Introduction of a "Stock Grant ESOP Trust"

Weathernews Inc. (the "Company") hereby announces that, at a meeting of its Board of Directors held on July 9, 2026, it resolved to introduce an employee stock incentive plan, the "Stock Grant ESOP Trust" (the "System"), for employees of the Company (the "Eligible Employees") to increase their motivation to contribute to the achievement of performance targets and the enhancement of corporate value. Details are as follows.

## 1. Introduction of the System

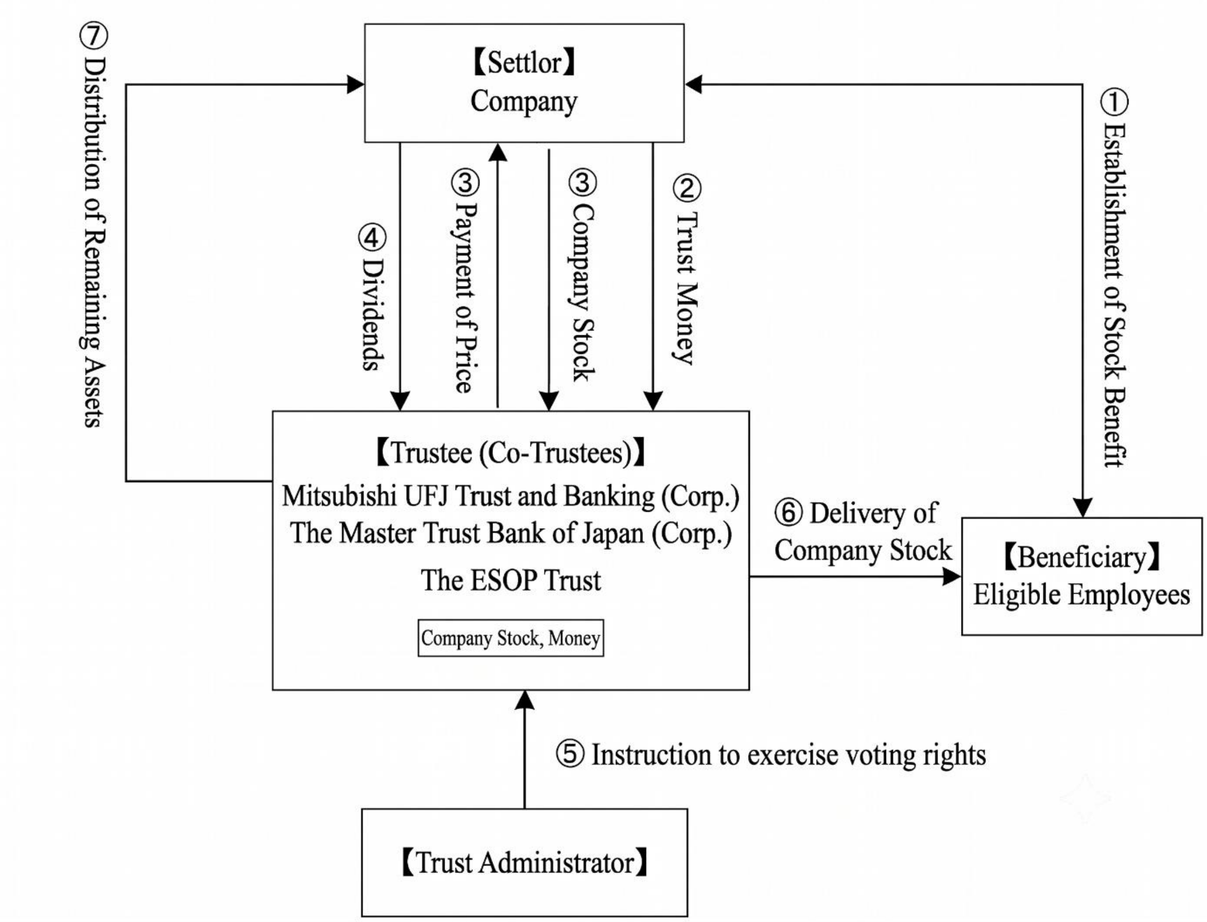
(1) The Company has established the corporate philosophy: "We want to protect the lives of mariners. We also want to protect the future of the Earth." We believe that the individual "Dreams" of our employees, which resonate with this philosophy, are the driving force and human capital of the Company. In today's acceleratingly diverse society, the Company views it as a natural state for both people and organizations to continue to change. Based on this, we are promoting human capital management under the concept of "Weather HR," where people and organizations constantly change and grow flexibly and autonomously, just as they adapt to changes in the weather. In order to support the Company's future autonomous growth, the System will be introduced to further enhance the motivation of Eligible Employees to contribute to the achievement of performance targets and the enhancement of corporate value, as well as to share value with shareholders.

(2) The Stock Grant ESOP (Employee Stock Ownership Plan) Trust (the "ESOP Trust") is an employee incentive plan modeled after the U.S. ESOP system. Under the ESOP Trust, the Company's shares acquired by the ESOP Trust and cash equivalent to the liquidation value of such shares (the "Company Shares, etc.") will be granted or paid (the "Grants, etc.") to Eligible Employees who meet certain requirements in accordance with the predefined Stock Delivery Regulations. The Company will fully contribute the funds for the ESOP Trust to acquire the Company's shares, meaning there will be no financial burden on the Eligible Employees.

(3) Through the introduction of the System, Eligible Employees will be able to receive economic benefits from the appreciation of the Company's share price. This is expected to encourage them to perform their duties with an awareness of the share price and to increase their motivation to work. Furthermore, the voting rights attached to the Company's shares held in the ESOP Trust will be exercised in a manner that reflects the intentions of the Eligible Employees who are candidates for beneficiaries. This makes it an effective corporate value enhancement plan that encourages employees to participate in management.

(*) In connection with the introduction of the System, the Board of Directors also resolved today to allocate 398,000 shares of treasury stock ([JPY] 831,422,000) to the ESOP Trust. For details, please refer to the "Notice Regarding Disposal of Treasury Stock as an Employee Incentive Plan" announced today.

**2. Structure of the System**




①The Company establishes the Stock Delivery Regulations upon the introduction of the System.
②The Company, as the trustor, contributes cash to the trustee and establishes the ESOP Trust, designating Eligible Employees who meet the beneficiary requirements as beneficiaries.
③The ESOP Trust, in accordance with the instructions of the Trust Administrator, uses the cash contributed in step ② as funds to acquire from the Company (via disposal of treasury stock) the number of shares expected to be delivered to beneficiaries during the trust period.
④The ESOP Trust, as a shareholder of the Company, receives dividends distributed by the Company.
⑤Throughout the trust period, the Trust Administrator gives instructions regarding the exercise of voting rights and other shareholder rights for the Company's shares held within the ESOP Trust, and the ESOP Trust exercises its shareholder rights accordingly.
⑥In accordance with the Stock Delivery Regulations, the Grants, etc. of the Company Shares, etc. are made to Eligible Employees who satisfy certain requirements.
⑦Residual assets remaining upon the expiration of the ESOP Trust after distribution to beneficiaries will belong to the Company, to the extent of the trust expense reserve, which is calculated by deducting the stock acquisition funds from the trust cash.

(Note) During the trust period, if there is a possibility of a shortage in the number of shares held in the ESOP Trust, or if the cash within the trust assets falls short of the amount required to pay trust fees and expenses, additional cash may be contributed to the ESOP Trust.

(Reference)

[Details of the Trust Contract]
**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 (Co-trustee: The Master Trust Bank of Japan, Ltd.) (Planned)
**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 (Planned) 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 intentions of the beneficiary candidates.
**Type of Shares to be Acquired:** Common stock of the Company
**Total Amount of Shares to be Acquired:** JPY 831,422,000
**Method of Share Acquisition:** Acquired from the Company (via disposal of treasury stock)
**Vested Rights Holder:** The Company
**Residual Assets:** Residual assets that the Company, as the vested rights holder, may receive shall be limited to the amount of the trust reserve.