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August 31, 2026

Company name:	Weathernews Inc.
Representative:	Tomohiro Ishibashi, President and Representative Director
Stock code:	4825
Stock exchange:	Tokyo (Prime Market)
Contact:	Masanori Yoshitake, Director and Executive Officer
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Notice Regarding Determination of the Calculation Method, etc. for Performance-Linked Compensation for the 41st Fiscal Year

Weathernews Inc. (the "Company") hereby announces that, with respect to the Directors whose appointment was resolved at the Annual General Meeting of Shareholders held on August 29, 2026, the Company determined, at the meeting of the Board of Directors held the same day, the details of the calculation method, etc. for the performance-linked compensation for the 41st fiscal year (from June 1, 2026 to May 31, 2027), as described below.

This disclosure relates to the matters described as "planned" in the Company's Annual Securities Report for the 40th fiscal year, filed on August 20, 2026, and is made without delay following the formal resolutions of the Annual General Meeting of Shareholders and the meeting of the Board of Directors held thereafter.

1. Purpose and Overview of the Compensation

The Company has introduced performance-linked compensation with the aim of providing incentives toward the achievement of the goals set forth in Medium-Term Vision 2026 and enhancing officers' motivation to contribute to the improvement of corporate value.

Payment of this compensation will be made after the performance evaluation for the 41st fiscal year. One half of the total payment amount, as determined based on performance, will be paid in the Company's common stock (the "Company Shares"), and the remaining one half will be paid in cash.

2. Scope of Eligible Officers (Positions)

The Company's Executive Directors (President and Representative Director, Executive Officer; and Directors, Executive Officers)

3. Performance-Linked Indicators

As the performance evaluation indicators for the 41st fiscal year (fiscal year ending May 2027), the Company will adopt the financial targets and non-financial indicators (climate-related indicators) set forth in Medium-Term Vision 2026.

(i) Financial indicators: Consolidated net sales growth rate, consolidated operating margin

(ii) Non-financial indicators: Reduction rate of CO_2 emissions per unit of consolidated net sales, CDP Climate Change score

4. Objective Calculation Method (Formula)

The total payment amount of performance-linked compensation for each eligible officer will be determined by multiplying the "Base Level," set according to the officer's position, by the "Payment Ratio," calculated from the performance evaluation indicators.

[Formula for Total Payment Amount]

Total payment amount of this compensation (yen) = Base Level (yen) × Payment Ratio (%)

[Base Level by Position]

・ President and Representative Director, Executive Officer: JPY 9,792 thousand

・ Director, Executive Officer: JPY 5,373 thousand

[Formula for Payment Ratio]

Payment Ratio (%) = 20 × (Consolidated net sales growth rate (%) + Consolidated operating margin (%)) − 400 (%)

× Achievement ratio determined based on climate-related indicators (0.9 to 1.1)

* The consolidated net sales growth rate and the consolidated operating margin are calculated by truncating figures after the second decimal place. The Payment Ratio shall be no less than 0%, with an upper limit of 200%. In addition, if the consolidated operating margin is less than 10%, the Payment Ratio shall be 0%.

5. Method of Delivery

(1) Delivery of Company Shares

The Company Shares will be delivered through an issuance of new shares (including disposal of treasury shares). The number of shares to be delivered will be calculated by dividing the amount equivalent to one half of the total payment amount by the reference share price (the subscription price that is not particularly favorable to the subscribers of the shares) determined at the time of the resolution for the relevant share issuance, with any fraction of less than 100 shares rounded up to the nearest 100 shares. To receive the Company Shares, an eligible Director must, among other requirements set by the Company’s Board of Directors, continuously hold the position of eligible Director for the period from the date of the Annual General Meeting of Shareholders held on August 29, 2026 to May 31, 2027.

(2) Payment in Cash

The remaining one half of the total payment amount will be paid in cash.

Further details of the Company’s officer compensation system are disclosed in the Company's Annual Securities Report.