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September 10, 2026

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Stock code : 4825
Stock exchange : Tokyo (Prime Market)
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Notice Regarding Disposal of Treasury Stock as Performance-Based Equity Compensation

Weathernews Inc. hereby announces that at its Board of Directors meeting held on September 10, 2026, it resolved to dispose of treasury stock as performance-based equity compensation (hereinafter referred to as the "Treasury Stock Disposal") as detailed below.

1. Overview of the Disposal

(1) Payment Date	September 28, 2026
(2) Type and Number of Shares to be Disposed	24,600 shares of the Company's common stock
(3) Disposal Price	1,997 yen per share
(4) Total Disposal Amount	49,126,200 yen
(5) Planned Disposal Recipient	3 Directors of the Company (limited to executive directors who are not outside directors) 6,700 shares 11 Executive Officers of the Company (including those with executive officer status) 8,800 shares 22 Employees of the Company 9,100 shares *Includes 2 retirees and resigning individuals.

2. Purpose and Reason for Disposal

At the Company's 32nd Ordinary General Meeting of Shareholders held on August 11, 2018, the Company's directors (limited to executive directors who are not outside directors; hereinafter referred to as the "Eligible Directors"), for the purpose of further enhancing the motivation of such directors to contribute to increases in the Company's share price and enhancement of its corporate value over the medium to long term, and of enabling them to share with shareholders the benefits and risks of share price fluctuations based on improved governance, obtained shareholder approval for the introduction of a performance-linked stock compensation system (hereinafter referred to as the "System") whereby numerical targets for the Company's business performance, etc. during a one-year period (hereinafter referred to as the "Target Period"; the initial Target Period being the one-year period from June 1, 2018 to May 31, 2019, and, after the initial Target Period ends, each one-year period commencing immediately after the end of the preceding Target Period being treated as a new Target Period, within the scope approved at the Company's 32nd Ordinary General Meeting of Shareholders) are set in advance by the Board of Directors, and a number of shares of the Company's common stock corresponding to the achievement rate of such numerical targets is granted as compensation, etc. for the Target Period, as well as for (a) the aggregate amount of monetary compensation claims payable as compensation, etc. for restricted stock for the period from the date of the Company's ordinary general meeting of shareholders held during the fiscal year in which the transfer restriction period begins through the date of the next ordinary general meeting of shareholders, and the aggregate amount of monetary compensation claims payable as compensation, etc. under the System for each Target Period (collectively, the "Aggregate Compensation Amount under the Restricted Stock Compensation System and the System"; for details of the Restricted Stock Compensation System, the transfer restriction period and restricted shares, please refer to the Company's press release dated July 12, 2018, "Notice Regarding the Introduction of a Restricted Stock Compensation System and a Performance-Linked Stock Compensation System"), to be set at not more than ¥200 million per year in total, and (b) the maximum aggregate number of shares of the Company's common stock to be granted to Eligible Directors under the System, to be set at 200,000 shares for each Target Period.

At its Board of Directors meeting held on September 10, 2026, the Company resolved to grant performance-based stock compensation for the fiscal year from June 1, 2025 to May 31, 2026 to a total of 36 individuals (hereinafter referred to as the "Allottees"), consisting of the Company's directors (limited to executive directors who are not outside directors), executive officers and employees scheduled to receive the allotment, by paying the Allottees an aggregate of ¥49,126,200 in monetary compensation claims and allotting 24,600 shares of the Company's common stock to the Allottees in exchange for their contribution in kind of the entirety of such monetary compensation claims. The amount of the monetary compensation claim for each Allottee is determined in accordance with the calculation method described in 3.(2) below.

(Note) The Company implemented a stock split at a ratio of two shares for every one share of common stock, effective March 1, 2026. The total number of shares allocated for each period reflects adjustments made for the stock split.

3. Outline of the System

(1) Mechanism of the System

① The Company's Board of Directors shall determine the specific indicators, formulas, etc. necessary to calculate the number of shares of the Company's common stock to be granted to each Allottee, including the numerical targets for the Company's business performance, etc. used under the System (the growth rate of consolidated net sales, the consolidated operating margin, the rate of reduction in CO_2 emissions per unit of net sales, and the CDP climate change score) and the method for calculating the payment rate corresponding to the achievement rate of such targets.

② After the end of the Target Period, the Company shall determine the number of shares of its common stock to be granted to each Allottee based on the payment rate calculated according to the achievement rate of each numerical target for the Company's business performance, etc. during that Target Period.

③ The Company shall grant to each Allottee a monetary compensation claim for the purpose of contribution in kind, corresponding to the number of shares of the Company's common stock to be granted to such Allottee as determined in ② above, and each Allottee shall receive the allotment of shares of the Company's common stock by contributing the entirety of such monetary compensation claim to the Company in kind. The payment amount for the shares of the Company's common stock shall be determined by the Company's Board of Directors based on the closing price of the Company's common stock on the Tokyo Stock Exchange on the business day immediately preceding the date of the Board of Directors' resolution regarding the relevant issuance or disposal (or, if no trading was executed on that day, the closing price on the most recent preceding trading day), within a range that is not particularly advantageous to the Allottees subscribing for the Company's common stock.

(2) Method for Calculating the Number of Shares of the Company's Common Stock to be Granted to Each Allottee under the System

The Company shall calculate the number of shares of its common stock to be granted to each Allottee based on the following formula, provided that any fraction of less than 100 shares resulting from the calculation shall be rounded up.

[Calculation Formula] Base Number of Shares to be Granted (*1) × Payment Rate (*2)

*1 Determined by the Company's Board of Directors, taking into account each Allottee's position, etc.

*2 Calculated within a range of 0% to 200% by a method determined by the Company's Board of Directors, based on the achievement rate of each numerical target for the Company's business performance, etc. during the Target Period.

The aggregate amount of the monetary compensation claims referred to in (1)③ above shall not exceed the Aggregate Compensation Amount under the Restricted Stock Compensation System and the System. In addition, the maximum aggregate number of shares of the Company's common stock to be granted by the Company to Eligible Directors under the System shall be 200,000 shares for each Target Period; provided that if the total number of the Company's issued shares increases or decreases due to a share consolidation, share split, free allotment of shares or similar event after the date of the Company's 32nd Ordinary General Meeting of Shareholders, such maximum number of shares (200,000 shares) and the number of shares to be granted to each

Allottee shall be adjusted proportionately.

Furthermore, if granting the above number of shares of the Company's common stock would cause the Aggregate Compensation Amount under the Restricted Stock Compensation System and the System (¥200 million) or the above maximum number of shares of the Company's common stock to be exceeded, the number of shares to be granted to each Allottee shall be reduced, within a range that does not exceed such amount or maximum number of shares, by a reasonable method determined by the Company's Board of Directors, such as pro rata reduction.

(3) Requirements for Delivery of Shares of the Company's Common Stock to Allottees

Under the System, upon completion of the Target Period and satisfaction of the following share delivery requirements, the Company shall deliver shares of its common stock to each Allottee. Where the Company delivers its common stock, such delivery shall be made by way of a new issuance of shares or a disposal of treasury stock, and the Allottees eligible to receive such shares and the terms of the relevant issuance or disposal shall be determined by the Company's Board of Directors after the end of the Target Period, in accordance with requirements ① through ③ below and the calculation method described in (2) above.

① Continuous service as a director of the Company throughout the Target Period

② No material misconduct as determined by the Company's Board of Directors

③ Satisfaction of such other requirements as the Company's Board of Directors determines to be necessary to achieve the purpose of the stock compensation system

*If an Allottee retires during the Target Period, the Company shall deliver a number of shares of its common stock prorated, by a reasonable method determined by the Board of Directors, based on the period of service up to the time of retirement during the Target Period. In addition, for an Allottee newly appointed during the Target Period, the Company shall deliver a number of shares of its common stock prorated, by a reasonable method determined by the Board of Directors, based on the period of service. Furthermore, if, during the Target Period, a proposal relating to a merger agreement under which the Company would become the dissolved company, a share exchange agreement or share transfer plan under which the Company would become a wholly owned subsidiary, or any other reorganization is approved at a general meeting of shareholders of the Company (or, if such approval is not required at a general meeting of shareholders, by the Company's Board of Directors), the Company shall deliver a number of shares of its common stock prorated, by a reasonable method determined by the Company's Board of Directors, based on the period from the start of the Target Period to the date of approval of such reorganization.

4. Basis for Calculating the Payment Amount and Specific Details

The disposal price for the Treasury Stock Disposal has been set, in order to eliminate arbitrariness, at ¥1,997 the closing price of the Company's common stock on the Tokyo Stock Exchange on the business day immediately preceding the date of the Board of Directors' resolution (September 9, 2026). This is the market price immediately preceding the date of the Board of Directors' resolution and is considered to be a reasonable price that is not particularly advantageous.