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September 8, 2025

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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 our Board of Directors meeting held on September 8, 2025, we 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 29, 2025
(2) Type and Number of Shares to be Disposed	12,000 shares of the Company's common stock
(3) Disposal Price	4,700 yen per share
(4) Total Disposal Amount	56,400,000yen
(5) Planned Disposal Recipient	3 Directors of the Company(Limited to executive directors who are not outside directors) 2,800 shares 12 Executive Officers of the Company (including those with executive officer status) 4,800 shares 22 Employees of the Company 4,400 shares *Includes 7 retirees and resigning individuals.
(6) Other	Regarding this disposal of treasury stock, a securities notification has been submitted in accordance with the Financial Instruments and Exchange Act. notification has been submitted.

### 2. Purpose and Reason for Disposal

At the Company's 32nd Ordinary General Meeting of Shareholders held on August 11, 2018, the Company established a stock option plan (hereinafter referred to as the "Stock Option Plan") for its directors (limited to executive directors who are not outside directors; hereinafter referred to as "Eligible Directors"). The purpose of this plan is to further enhance the motivation of Eligible Directors to contribute to stock price increases and corporate value enhancement, and to share the benefits and risks of stock price fluctuations with shareholders, taking into account improved governance. The Stock Option Plan grants stock options to Eligible Directors for one fiscal year (hereinafter referred to as the "Covered Period"). The initial Target Period shall be one fiscal year from June 1, 2018, to May 31, 2019. After the initial Target Period ends, the Company may implement this system (defined below) for each subsequent fiscal year starting immediately after the end of each Target Period, within the scope approved at the Company's 32nd Ordinary General Meeting of Shareholders. The Company shall introduce a performance-based equity compensation system (hereinafter referred to as the "System") whereby numerical targets for the Company's performance, etc., during the Target Period are set in advance by the Board of Directors, and a number of the Company's common shares corresponding to the achievement rate of such numerical targets, etc., is granted as compensation, etc., for the Target Period. The Company shall introduce the Performance-Linked Stock Compensation Plan (hereinafter referred to as the "Plan"), which is a performance-linked stock compensation system. Under this Plan, numerical targets for the Company's performance, etc., are set in advance by the Board of Directors.

The number of shares of the Company's common stock granted as compensation, etc., for the applicable period is determined based on the achievement rate of these numerical targets. The total amount of monetary compensation claims paid 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 start date of the restriction period falls, up to and including the date of the first subsequent ordinary general meeting of shareholders of the Company, and the total amount of monetary compensation claims. The total amount of monetary compensation rights (hereinafter referred to as the "total amount of compensation, etc. related to the restricted stock compensation system and this system"). (For details on the Restricted Stock Compensation Program, the restriction period, and restricted shares, please refer to the Company's July 12, 2018 press release titled "Notice Regarding the Introduction of a Restricted Stock Compensation Program and a Performance-Linked Stock Compensation Program.")

The Board of Directors approved the following matters:

At the Board of Directors meeting held on September 8, 2025, it was resolved to grant performance-based stock compensation for the fiscal year from June 1, 2024, to May 31, 2025, to a total of 37 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 for allocation. The total monetary compensation claim granted is 56,400,000 yen in monetary compensation claims. The Allottees shall contribute the entirety of these monetary compensation claims as in-kind contributions, and in exchange, the Company shall allocate 12,000 shares of its common stock to the Allottees. The amount of monetary compensation claims for each Allottee is determined according to the calculation method described in Section 3.(2) below.

### 3. Outline of the System

#### (1) Mechanism of the Plan

① The Company shall determine, at its Board of Directors meeting, the specific indicators and formulas necessary for calculating the number of the Company's common shares to be delivered to the Allocation Recipients. This includes the numerical targets for the Company's performance and other metrics used under this system (consolidated sales, consolidated operating profit margin, etc.) 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 delivered to each Allocation Recipient based on the payment rate calculated according to the achievement rate of each numerical target for the Company's performance, etc., during that target period.

③ The Company shall issue monetary compensation claims to each Allotment Recipient in accordance with the number of shares of the Company's common stock to be delivered to such Allotment Recipient as determined in ② above, for the purpose of contributing in kind. Each Allotment Recipient shall receive the allotment of the Company's common stock by delivering the entirety of such monetary compensation claims to the Company by way of contribution in kind.

#### (2) Method for Calculating the Number of Company Common Shares to be Issued to Each Allocation Recipient Under This System

The Company shall calculate the number of its common shares to be issued to each Allocation Recipient based on the following calculation formula. However, any fractional shares resulting from the calculation shall be rounded up.

[Calculation Formula] Base Number of Shares to be Issued (\*1) × Allocation Ratio (\*2)

※1 Determined by the Company's Board of Directors, considering each Allocation Recipient's position, etc.

※2 Calculated within the 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, such as the Company's performance during the target period. The total amount of monetary compensation claims under (1)(iii) above shall be capped at the total amount of compensation, etc., under the restricted stock compensation plan and this plan. Furthermore, the total number of shares of the Company's common stock to be delivered to the Target Directors under this plan shall be capped at 100,000 shares for each Target Period. However, if the total number of issued shares of the Company increases or decreases due to a reverse stock split, stock split, or free allotment of shares, etc., after the date of the Company's 32nd Ordinary General Meeting of Shareholders, the maximum number of shares of the Company's common stock to be delivered to the Target Directors (100,000 shares) and the number of shares of the Company's common stock to be delivered to each allottee shall be adjusted proportionally.

Furthermore, if the issuance of the number of shares of the Company's common stock specified above would exceed the total amount of compensation, etc. (¥200 million) related to the above restricted stock compensation plan and this plan, or the maximum number of shares of the Company's common stock to be issued by the Company to the Target Directors, the number of shares of the Company's common stock to be issued to each Target Director shall be reduced by a reasonable method determined by the Company's Board of Directors, such

as pro rata reduction, within the scope that does not exceed the aforementioned amount or the maximum number of shares of the Company's common stock to be issued by the Company to the Target Directors.

### (3) Requirements for Issuance of Common Stock to Allottees

Under this program, upon completion of the target period and fulfillment of the following share delivery requirements, the Company will deliver its common stock to each allottee. The Company shall issue its common stock either through a new share issuance or the disposal of treasury stock. The Allottees eligible to receive the Company's common stock and the offering details pertaining to such share issuance or treasury stock disposal shall be determined by the Company's Board of Directors after the end of the Target Period, in accordance with the requirements set forth in items ① through ③ below and the calculation method described in (2) above.

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

② The recipient has not committed any misconduct as defined by the Company's Board of Directors

③ Satisfaction of other requirements determined by the Company's Board of Directors as necessary to achieve the purpose of the equity compensation system.

※In the event an Allocation Recipient resigns during the Target Period, the Company shall deliver a number of its common shares prorated based on a reasonable method determined by the Board of Directors, corresponding to the period of service up to the time of resignation during the Target Period. Furthermore, for Allocation Recipients newly appointed during the Target Period, the Company shall deliver a number of its common shares prorated based on a reasonable method determined by the Board of Directors, corresponding to the period of service. Furthermore, if, during the Target Period, a merger agreement in which the Company becomes the dissolving company, a share exchange agreement or share transfer plan in which the Company becomes a wholly-owned subsidiary, or other reorganization proposals are approved by the Company's shareholders' meeting (or, if such reorganization does not require approval by the Company's shareholders' meeting, by the Company's board of directors), the Company shall deliver a number of its common shares prorated based on a reasonable method determined by the Company's board of directors, corresponding to 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 this treasury stock disposal is set at the closing price of the Company's common stock on the Tokyo Stock Exchange on the business day immediately preceding the date of the resolution by the Company's Board of Directors (September 5, 2025), which was 4,700 yen. This represents the market share price immediately prior to the Board resolution date and is considered a reasonable price that is not particularly advantageous.