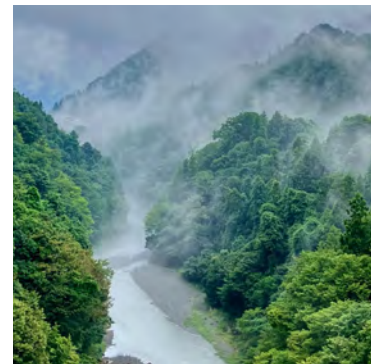
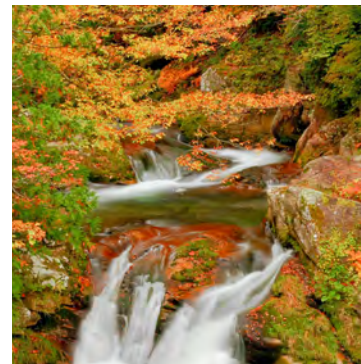
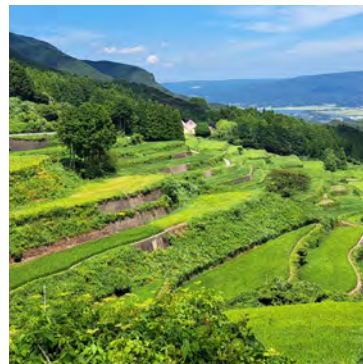
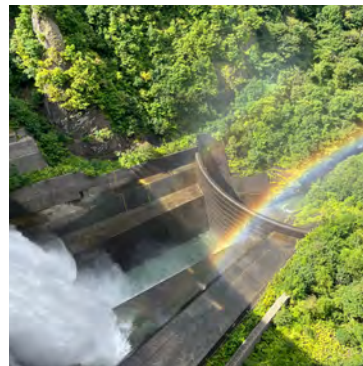
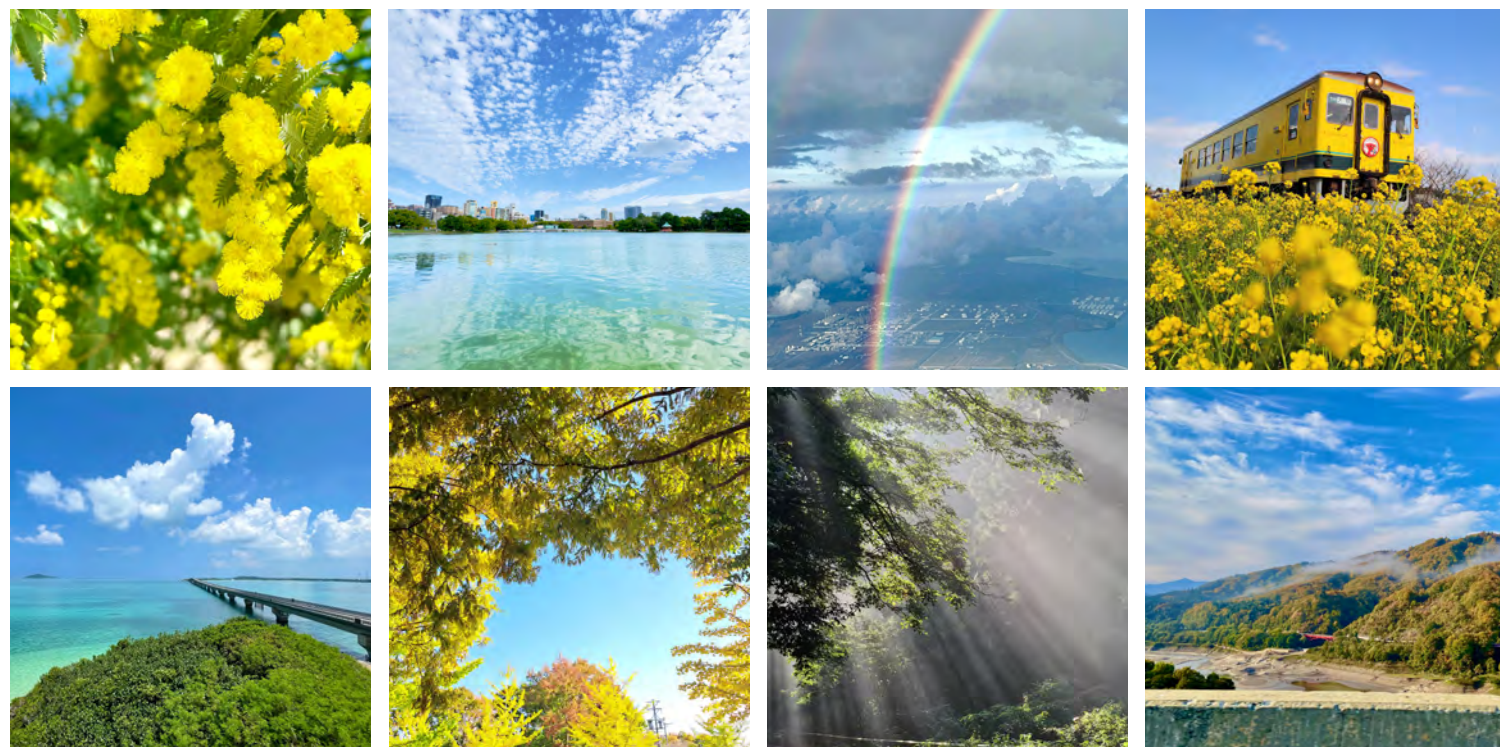


Sustainability Report 2024



Sustainability Report 2024



Contents

Strengthening ESG, the foundation of the Group's management **02**

Material issues **03**

Environment

Contributing to a sustainable global environment **04**

Reduction of environmental impact in business activities **06**

Social

Human resource strategy to accelerate business development **08**

Governance

Corporate governance for ESG management **11**

Board members **13**

Officer compensation **15**

Compliance, integrity, and risk management **16**

Financial data **19**

Non-financial data **20**

Policies and endorsed initiatives **22**

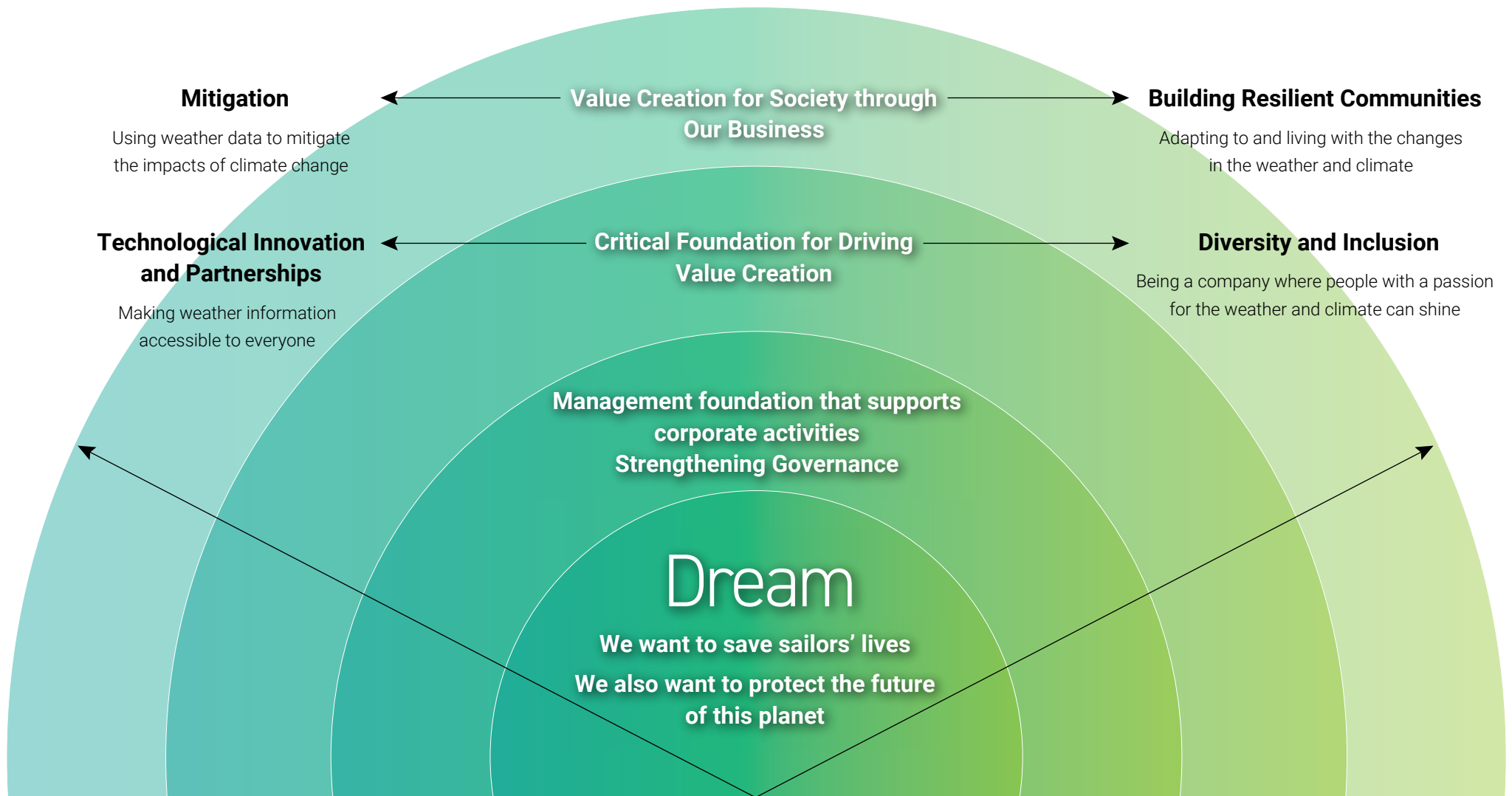
Corporate outline / Stock information **23**



The landscape photographs on the cover, table of contents, and pages were provided by our supporters (users).

Strengthening ESG, the foundation of the Group's management

The Weathernews Group believes that human society, corporate activities, and the global environment must all be sustainable. That is why we are strengthening our governance as the foundation that supports all of our business activities. Moreover, we are working on technological innovation and partnerships as well as diversity and inclusion as a foundation for the creation of the kind of unique value we, as a company whose business domains are those of the weather and climate, can provide. And through our business activities, we are creating and providing the values of climate change mitigation and building resilient communities. These same themes are also material (materiality) to the Weathernews Group. This report presents our material issues and introduces the essence of our ESG initiatives.



Aiming for the realization of a sustainable society, in April 2021, the Weathernews Group compared the seriousness of various social issues with its own business operations and corporate philosophy to identify four material issues (materiality) that it would focus on.

In identifying these material issues, we enlisted the help of outside experts, made use of the United Nations Sustainable Development Goals (SDGs), and referred to the Global

Reporting Initiative (GRI), the UN Global Compact, and the SDG Compass published by the World Business Council for Sustainable Development (WBCSD).

We plan to revise these material issues as appropriate in accordance with changes in the perspectives of our various stakeholders, international frameworks, and our own policies.

Material issues	Reason for selection	Outline of initiatives
Mitigation	With weather-related disasters caused by climate change intensifying, we believe that as a private weather company it is our mission to promote mitigation measures that reduce the emission of climate change inducing greenhouse gasses. Using concrete examples, we will demonstrate that our services can function as mitigation measures. At the same time, having identified this as a material issue, we will further enhance our services in this area.	<ul style="list-style-type: none"> ■ Using the latest forecasting technology leveraging AI and other techniques as well as big data analysis, support corporate customers in reducing their environmental impact, such as reducing CO₂ emissions, one of the most important weather and climate-related issues they face. ■ Contribute to corporate clients' sustainable business growth by promoting global partnerships and by improving technologies and solutions that enable them to both maximize business profits and reduce environmental impact. ■ Create mechanisms that enable the sustainable growth of industry and society as a whole, including the visualization of CO₂ emissions reduced through the provision of our services.
Building Resilient Communities	Weather information is as much public infrastructure as water, energy, transportation, and communications. We believe that creating an environment in which weather information can be provided to businesses and individuals in a timely and appropriate manner will not only protect lives and property, but will also help create robust communities that support the growth of the economy and society.	<ul style="list-style-type: none"> ■ By identifying natural disaster risks through weather and climate forecasts and promptly communicating this information to transportation systems and consumers, protect people's lives, property, and corporate economic activities, and, together with corporate clients and individual supporters (users), contribute to the building of a society that is resilient to natural disasters. ■ Support the enhancement of safety related to weather and climate risks faced by corporate clients in transportation infrastructure markets such as maritime, aviation, road, and rail with the goal of improving resilience to weather-related disasters. ■ Support people's lives by providing individual supporters with highly accurate weather information for localized and sudden phenomena, and by creating a forum enabling supporters to share information on weather risks such as tornado sightings and road flooding reports. ■ Engage in ongoing efforts to improve forecast accuracy in light of the fact that climate change will cause weather phenomena that break historic records.
Technological Innovation and Partnerships	In order to provide high-quality weather information that contributes to the lives of people around the world, it is essential that we develop observation infrastructure and analytical methods leveraging the latest technologies to enhance weather forecasting even further. We also recognize the importance of building partnerships with industry, government, and academia around the world to acquire new data through the installation of infrastructure in emerging countries and to educate about the use of weather information.	<ul style="list-style-type: none"> ■ Engage in strategic management utilizing weather big data and new analytical technologies and build observation infrastructure to support it. ■ Promote international partnerships by presenting the usefulness and potential of weather information at G20, APEC, and other international conferences.
Diversity and Inclusion	A diverse workforce is essential for a company's sustainable growth. The Weathernews Group attracts people from all over the world who have a passion for the weather and climate. We believe it is important to provide fair and equitable employment and growth opportunities for these human resources, and to create an environment in which each individual can maximize his or her abilities.	<ul style="list-style-type: none"> ■ Respect for the diversity of people from all over the world with a desire to work in meteorology who have different genders, languages, religions, cultures, etc. ■ Provide fair employment and growth opportunities for each individual, develop their skills to maximize their potential, and create a comfortable work environment. ■ Provide opportunities to learn about weather and nature to raise awareness of disaster prevention and disaster mitigation throughout local communities and to produce the next generation of weather professionals who will contribute to society.

Contributing to a sustainable global environment

Promoting climate change adaptation and mitigation through our services

Contributing to climate change mitigation by leveraging the weather

In response to the growing seriousness of climate change, we provide solutions that leverage the weather and enable companies to both maximize their business profits and reduce their environmental impact through our core weather forecasting technology and big data analysis. We contribute to the global environment by supporting the sustainable growth of companies confronting the weather and climate.

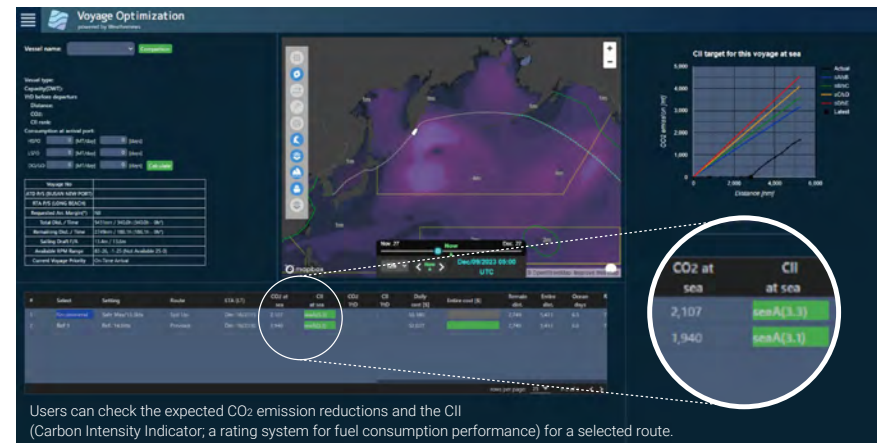
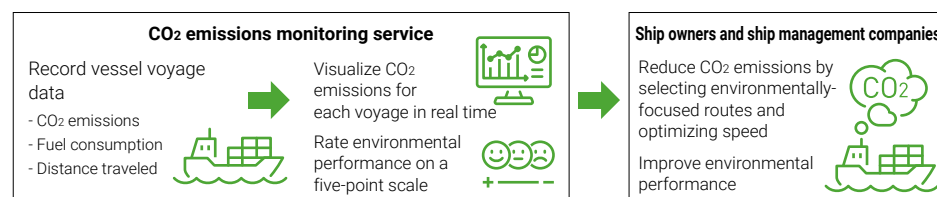
■ Optimum Ship Routing (OSR), our optimal ship route recommendation service

Our Optimum Ship Routing (OSR) service analyzes the fuel and speed performance characteristics of individual vessels and suggests the optimum route and engine speeds while leveraging the wind and waves. By providing the routes that are the safest and shortest in terms of voyage days, OSR assists in the 24-hour-a-day, 365-day-a-year management of vessel operations.

OSR not only makes it possible to avoid stormy weather risks, but also to plot voyages that minimize CO₂ emissions by optimizing fuel consumption as well as voyages that will arrive on time and on schedule as required by the contract of carriage. OSR meets the diversifying needs of the maritime transport industry, including safety, economy, environmental friendliness, and punctuality, and more and more companies around the world are adopting its use. The use of OSR has contributed to an annual reduction of approximately 2.80 million tons of CO₂ (results from June 2023 to May 2024).

We also offer Carbon Intensity Monitoring (CIM), a service that converts fuel consumption reductions achieved through OSR into CO₂ reductions which are then recorded and visualized. We anticipate that through objective data, these services will promote industry-wide reductions in CO₂ emissions and help combat global warming.

● How CIM works



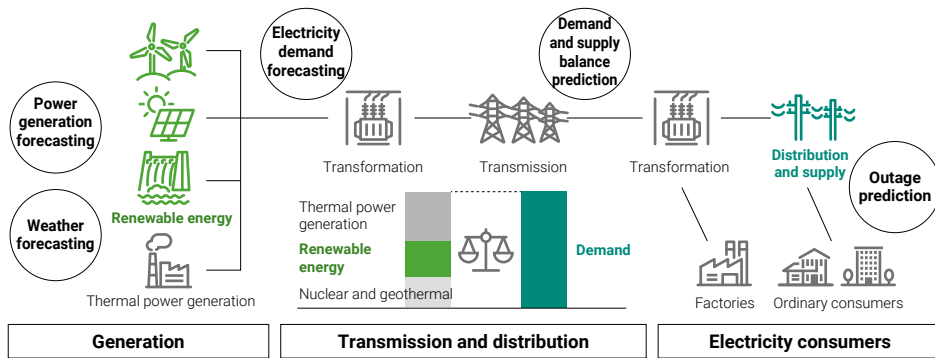
The management screen for our services for oceangoing vessels, including the OSR optimal route recommendation service.

■ Our electrical power supply/demand and electricity generation forecasting services

Being able to predict electricity demand based on correlation analysis of the air and apparent temperatures, and the amount of solar power that will be supplied based on solar radiation forecasts, can lead to greater energy efficiency and the curtailment of greenhouse gasses.

We provide a service that supports power supply and demand planning utilizing an electrical power demand forecasting model we developed with proprietary AI technology. Based on weather data obtained from some 27,000 locations across Japan as well as approximately 200,000 daily weather data and firsthand reports received from supporters nationwide, we forecast localized electricity demand with a high degree of accuracy, supporting electricity and gas companies in Japan and overseas in providing a stable supply of energy and also aiding the efficient management of energy resources, energy conservation, and cost optimization.

We also provide a service that supports the estimation and management of renewable energy generation. The greatest disadvantage of solar, wind, hydropower, and other forms of renewable energy is their lack of stability, because their supply fluctuates depending on weather conditions. By formulating more precise power generation forecasts, we support the overall optimization of energy as well as power sales planning, and promote the use of renewable energies.

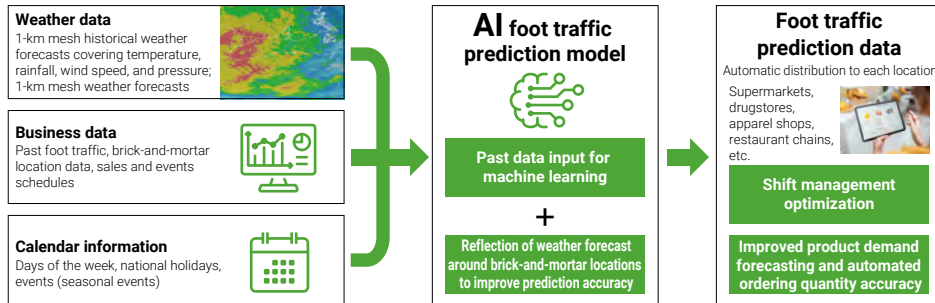


An overview of our services for power companies. Weathernews provides comprehensive services that support the stabilization and optimization of electricity supply and demand.

Our services also support the prevention of food waste

We also offer a product supply and demand planning support service for the retail market. Distribution, including the distribution of goods to retail stores, is deeply affected by weather conditions. Extreme weather events can lead to increased waste and opportunity losses, and economic losses due to supply chain disruptions are a concern in the retail market. In addition, in Japan, the Act on Food Loss Reduction Promotion, which came into force in 2019, requires distributors to take more measures to prevent food waste.

We provide year-round, round-the-clock support in this area by predicting future risks based on our proprietary inventory optimization engine, PASCAL, which forecasts how consumers will act in response to the weather. This service is currently being used by more than 60,000 retail establishments worldwide, as well as a wide variety of businesses with supply chain concerns, including apparel companies, manufacturers, and food service companies.



Three types of data are used in AI machine learning to build a foot traffic prediction model. 1-km mesh weather forecast based on brick-and-mortar latitude and longitude are reflected in predictions to increase accuracy.

Climate tech services

To meet the diverse needs of companies regarding climate change countermeasures, we launched our climate tech business in June 2022 and began providing the following services.

Climate change risk analysis service (Climate Impact)

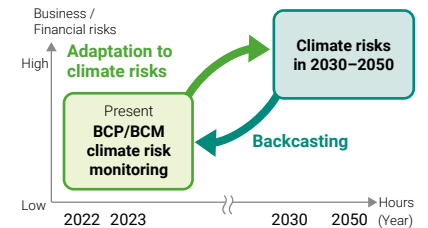
This service provides quantitative analysis of the risks associated with the growingly severe and more frequent natural disasters caused by climate change and calculates the financial impacts as concerns corporate production bases and other locations. It can also be used when incorporating climate change impact measures into business continuity planning and management, and when engaging in the consideration of capital investments that take climate risks into account.

Climate pattern analysis	Climate risk analysis	Financial impact analysis
Analysis of changes in the frequency of occurrence and expected recurrence of weather elements such as rain and wind by climate change scenario for individual locations over time up to the year 2100.	Analysis of changes in the risks of flooding, storm surges, and other events caused by the effects of climate change for each climate change scenario for individual locations over time up to the year 2100.	Analysis of the financial impact of physical risks on individual locations as climate patterns and climate risks change over time up to the year 2100.
Analysis components Rain, Wind, Temperature, Solar radiation, Etc.	Analysis components Flooding, Storm surges, Water stress, Droughts, Heat waves, Yields, Etc.	Analysis components Flooding, Storm surges, Etc.

Climate risk monitoring service

This service provides measures for adapting to climate change according to the impact climate change will have on a target location, contributing to business continuity and enhanced corporate resilience. Operations using weather forecasts support the mitigation and avoidance of damage from such events as storm surges, lightning strikes, and heat stroke. This service is also used when considering conceptual measures to address climate risks.

Our strength is in our two-tier total support, which involves analyzing climate risks decades into the future and backcasting from there to monitor current risks.



This service supports the mitigation and avoidance of damage with climate risk analysis and monitoring.

Web > Weathernews receives Minister of the Environment Award for Climate Action (December 21, 2023)

Reduction of environmental impact in business activities

Reduction of greenhouse gas emissions

In order to contribute to the realization of a decarbonized society, we have set a target for reducing the greenhouse gas emissions from our business activities and achieving net zero Scope 1 and 2 emissions by 2030. Our Sustainability Committee, established in June 2021, is analyzing our current situation and making improvements to reduce our greenhouse gas emissions.

Reduction of Scope 1 and 2 emissions

Most of the greenhouse gas emissions from our business activities are associated with the use of electricity in our offices and other locations. To this end, we measure and calculate the greenhouse gas emissions of our offices in Japan and overseas, as well as those of our emergency power generation facilities, and we are working to switch to renewable energy sources as well as to optimize and conserve energy at our data centers.

Reduction of Scope 3 emissions

With our sights fixed on the goal of achieving carbon neutrality by 2050, we are aiming to reduce our Scope 3 emissions by 25% compared to 2022 levels.

For data on Scope 1, 2, and 3 emissions, see Non-financial Data (p. 20).

Considerations for a recycling-oriented society

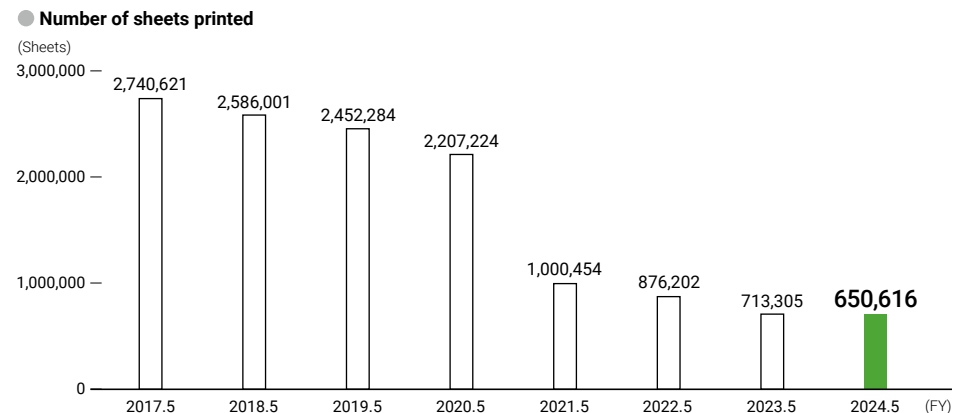
In order to make appropriate and efficient use of energy and resources, the Weathernews Group is working to reduce its environmental impact with a focus on the following items.

Promotion of renewable energy use

We are promoting the use of green energy to reduce the environmental impact of our business activities, and since April 2023, the Global Center, our headquarters located in Makuhari, Chiba City, has been effectively powered by renewable energy. As a result, from April 2023 to March 2024, the percentage of the Group's electricity consumption that came from renewable energy sources reached 82.8%.

Reduction of paper usage

We have reduced the amount of paper we use thanks to such factors as the digitization of internal application documents (introduced in FY05/2016) and contracts (FY05/2023), as well as the introduction of remote work (expanded from FY05/2021) due to the COVID-19 pandemic. In the fiscal year ended May 31, 2024, paper consumption at domestic sites, particularly at our headquarters, had decreased by 76.3% compared to the fiscal year ended May 31, 2017.



Contributions to biodiversity conservation

Weathernews supports the international community's goal of realizing a nature-positive world, and is promoting initiatives in line with items from the National Biodiversity Strategy and Action Plan of Japan 2023–2030 such as visualizing the status of biodiversity and recognizing the value of and actions for biodiversity. We are also engaging in analysis based on the TNFD Recommendations.

Visualizing the status of biodiversity

In November 2005, we launched Weather Report, which allows individual supporters to post photos and videos of weather, nature, and animals, and today, our users continue to share an abundance of weather as well as seasonal nature and animal images and videos. We have also implemented seasonal projects to identify changes in biodiversity and ecosystems over the years that make use of the contributions of individual supporters, such as the Sakura Project cherry tree blossom front tracker, and a survey of the black cicada's habitat.

Through activities such as these, we contribute to the recognition of the value of and actions for biodiversity (changing individual behavior)¹ and, by conducting them on an ongoing annual basis, we also contribute to the improvement of basic surveys and monitoring of biodiversity.²

1 The National Biodiversity Strategy and Action Plan of Japan 2023–2030, Targets toward 2030, Basic Strategy 4.

2 The National Biodiversity Strategy and Action Plan of Japan 2023–2030, Targets toward 2030, Basic Strategy 5.



The Sakura Project is a co-creative project with our supporters to track the cherry blossom front.



The results of our survey of the black cicada's habitat, in which approximately 7,600 people participated.

Donations made through Charity Weather Report

Charity Weather Report is a charity project in which individual supporters can post photos of the sky on the Weathernews app, answer questionnaires, and “Like” reports to receive

points which can then be converted to one yen per point that we donate to organizations supporting forest conservation and disaster relief.

During the period from November 1 to 7, 2023, points worth 1,450,637 yen were collected and donated to the Japanese Red Cross Society as disaster relief aid.

Supporting Challenging SHIRASE, a global environmental event on biodiversity

Since May 2010, we have been utilizing SHIRASE as a symbol of our concern for the global environment. Moored at Funabashi Port, SHIRASE is Japan's third Antarctic research vessel and was active from 1983 to 2008.

Since September 2013, SHIRASE has been managed and operated by the WNI WxBunka Foundation (Weather Culture Creation Center), a general incorporated foundation established by Weathernews' founder. In addition to cooperating in the display of materials on the global environment and biodiversity onboard SHIRASE, we also dispatch lecturers and assist in the operation of hands-on lectures on weather phenomena, titled “Sorayomi Kyoshitsu,” held as part of the interactive Challenging SHIRASE event organized by the foundation.



The Challenging SHIRASE event attracts large numbers of attendees each year.



A hands-on course on weather, climate, and the global environment given by one of our employees.

Collaboration with external organizations

■ Endorsement of the Keidanren Initiative for Biodiversity Conservation

In addition to participating in the Keidanren Nature Conservation Council, we endorse the aims of the Keidanren Declaration for Biodiversity formulated by Keidanren, and have participated in the Keidanren Initiative for Biodiversity Conservation since July 2023.

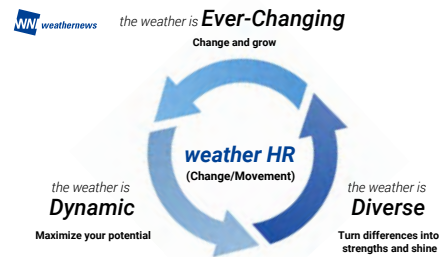
■ Participation in the Biodiversity Chiba Company Network

The Biodiversity Chiba Company Network is an initiative that aims to contribute to the mainstreaming of biodiversity through corporate initiatives on biodiversity in collaboration with Chiba Prefecture, educational institutions, and other supporting members. Weathernews has participated since May 2023.

Human resource strategy to accelerate business development

To save sailors' lives and also to protect the future of this planet—that is Weathernews Group's dream, and we have many employees who share in this dream and who have a variety of dreams of their own as well. The dreams that our employees want to achieve at Weathernews are a driver of our growth, and we place great importance on creating an environment which enables every employee to dare to take on new challenges.

Our human resources strategy, "weather HR," is based on the idea that it is the natural state of people and organizations, like the atmosphere, to be constantly moving and changing.



1 The weather is ever-changing—Change and grow

We value the spirit of being the "first penguin," the one who takes the initiative and jumps in before anyone else. To confront the ever-changing weather, climate, and business environment without fear of failure, we support our employees in developing the basic and specialized skills needed to transform our management strategies and business models. We also aid our employees in designing their own careers through such means as the creation of objective evaluation systems and the enhancement of reskilling programs.

Human resource circulation and support

We proactively adopt systems to encourage the growth of individuals and organizations. The 360-degree feedback system introduced in the fiscal year ended May 31, 2024 reviews and provides feedback on the management skills, leadership, and expertise of managers and supervisors from multiple perspectives, including those of their superiors and team members, to promote their own growth as well as team-wide changes. In addition, an internal recruitment system encourages employees to take the initiative in their own career planning and apply to open internal roles and positions. We have also introduced a system that allows employees who have reached a certain age to choose early retirement or retirement from managerial positions to promote the sustainable growth of organizations as well as the incorporation of new blood.

Evaluation system operation

To support the growth of every employee, we emphasize transparency and objectivity in our evaluation systems. In the fiscal year ended in May 31, 2024, we made preparations for the introduction of a job description system to clarify roles and responsibilities. This system will first be implemented for managers and supervisors. Job descriptions will be made available to all employees, aiding future prospective managers and supervisors in making their career plans. In addition, departmental business plans, based on group-wide business plans, as well as sales-plan-based departmental structures and quarterly results are cross checked between departments, with matrix management evaluation used to ensure evaluation transparency. We also have a system in place to encourage the growth of employees hired as new graduates by intensively monitoring their performance during their first three years of employment.

Enhancement of training and reskilling programs

The Group actively invests in training to help employees improve their skills and develop their careers, in turn improving our own competitiveness. Our level-specific training fosters specialized knowledge and leadership skills appropriate to each position, while our company-wide training includes education on the Code of Conduct, compliance, risk management, and mental health. Through these means, we have established a system to ensure compliance with laws and regulations as well as to appropriately prevent and manage risks.

New employee training covers a wide range of topics, from basic knowledge of our corporate culture and businesses to practical business operations, helping recent hires to quickly get up to speed and become effective workers. In addition to this, in recent years we have been focusing on reskilling programs for English and IT literacy to encourage employees to learn on their own. For the fiscal year ended May 31, 2024, we optimized the content of company-wide training programs, converting them into level-specific training and individual reskilling programs.



A group photo taken during new employee training by the sea in Kujukuri in Chiba Prefecture where our headquarters is located.

2 The weather is dynamic—Maximize your potential

The Group aims to maximize each employee's potential for success by taking a broad view of the range of employee individuality and abilities. We flexibly update working styles in line with the changes our employees experience in their lives as well as their growth so that they can maximize their output. We also invest in creating an environment which enables employees to focus more on their work, and in supporting the physical and mental health they need to be productive.

Updating working styles

As part of our efforts to create systems that enable every employee to better demonstrate his or her abilities, we reviewed our job category definitions and defined two types of positions: general positions, in which employees take the initiative in adapting to changes in the business environment and organizational roles, and expert positions, in which an employee's role changes in accordance with changes in their employment contract. In addition, we updated our remote work rules to allow full remote work and remote work from distant locations, depending on conditions, so that employees can continue to contribute and be productive in a greater variety of circumstances. Turning to our leave system, we started allowing leave for volunteer purposes on a trial basis in response to the Noto Peninsula Earthquake. Employee feedback provided confirmation that there was demand for programs that supported volunteering, and in turn we made the system permanent to increase opportunities for employees to exercise their desire to help others in times of need.

Investments in improving the working environment

In the fiscal year ended May 31, 2024, we introduced an AI chatbot to handle internal human resources inquiries. Through this, we have created an environment which enables the employees who operate our services during nights and holidays to ask questions 24 hours a day, 365 days a year. It has also streamlined administrative procedures, allowing employees to focus more on their work. In addition, in order to improve ease of working both in real and remote locations, we are building a system that makes it easier to catch up on the latest information by sharing recordings of company-wide meetings and sharing information via chat tools. We are also investing in the creation of additional small meeting rooms and private booths in our headquarters office to create an environment that makes it easier to concentrate.

Mental and physical health support

The Weathernews Group believes that creativity is the sum result of first-rate employees making the most of their strengths, and that their physical and mental health is one of the most important foundational factors for this. Our "Pit in Spot" health committee provides a mechanism for cross-team consultation, supports self-management, and promotes internal community activities. In addition, two occupational physicians are available to provide support for both physical and mental health. Of particular note is the WNI Health Office, a counseling service which offers a wide range of support for work and private concerns in order to prevent mental health issues before they occur. The office also provides help to returning workers and handles questions and concerns regarding management from those in leadership positions. The results of stress checks and medical examinations are monitored and analyzed over time in cooperation with occupational physicians, with relevant feedback being provided to individuals and teams.



Weathernews introduces volunteer leave system

On June 1, 2024, Weathernews introduced a volunteer leave system. This system, based on our own corporate philosophy of seeking to help people in times of crisis, aims to expand opportunities for every employee to give back to local communities and society. When this system was first introduced on a trial basis in February 2024, more than 10% of the employees working at our headquarters took part in volunteer activities in areas affected by the 2024 Noto Peninsula Earthquake. Based on these results, we officially introduced a system that allows employees to take up to five days of volunteer leave per year in order to make it easier to engage in volunteer activities. Since the establishment of the Weathernews Group, we have contributed to disaster prevention and mitigation through our businesses in the domains of weather and climate, and this system will expand the Group's contributions to local communities.



Dismantling and removing the concrete block wall of a home damaged in the Noto Peninsula Earthquake



Food distribution and a disaster relief vehicle dispatched by Weathernews

3 The weather is diverse—Turn differences into strengths and shine

The Weathernews Group attracts people from all over the world with a passion for meteorology and a desire to help others in times of need. Although highly diverse in terms of gender, language, religion, culture, and more, our employees share the same goals, and we believe that enabling them to fully demonstrate their capabilities and succeed makes us better able to promote solutions to global social issues brought about by the natural environment. We are focused on providing fair, equitable employment and opportunities for growth, as well as on creating a climate which allows diverse perspectives to give rise to innovation.

Updating our global human resources system

In the fiscal year ended May 2024, we fundamentally revised the personnel systems at our overseas offices, including optimizing compensation, in order to ensure competitiveness in local markets. We developed systems that are compatible with our businesses and with the labor markets in each country. In particular, in Europe, a key location for our Group, we created mechanisms that enable rapid decision-making. In line with this, we restructured how our headquarters serves as a hub with our overseas offices to strengthen governance, thereby maintaining consistency and transparency throughout the Group while also ensuring operations that are flexible and in line with local customs and rules.

Promotion of diversity

The Group has established a Diversity Committee to support the activities of diverse human resources regardless of factors such as gender and nationality. This committee has six subcommittees dedicated to themes such as the success of women and international employees in the workplace, and childcare and nursing care. The activities of the Diversity Committee include considering measures to better facilitate preparations prior to maternity and childcare leave as well as reintegration into the workplace afterward, and the creation of a portal site to make it easier to gather relevant information. In addition, the committee has fostered an atmosphere which makes employees feel comfortable taking their leave through such means as a consultation desk that provides information on childcare. Thanks to these efforts, the number of male employees taking childcare leave has exceeded 50%.



Creating an inclusive environment that facilitates communication.

We also take measures to respect differences in employee language and religion, providing simultaneous English interpretation for international employees during company-wide meetings and training sessions, and setting up a prayer room where employees can pray during the workday.

Making our community even better

The Weathernews Group emphasizes communication that leads to co-creative innovation. Our corporate culture is one of flat communication between individuals regardless of team, job title, or rank. In addition, we operate a system that encourages informal events on a team basis as well as “Hydepark,” a space in which all employees can freely participate either physically or online. Weekly Hydepark events are organized by employees on their own initiative, providing opportunities to share ideas and knowledge, and gain new expertise from invited instructors. Further, we hold award ceremonies twice a year to not only recognize employee contributions to our bottom line and society but also create chances for employees themselves to express their appreciation for each other’s efforts.



Driven by employees ideas: The Initiatives of our Diversity Committee

Weathernews promotes the creation of a comfortable work environment primarily through its Diversity Committee, in which a diverse range of employees proactively participate. This committee was formed in 2023 and takes a bottom-up approach to its activities, drawing on the experience and skills of each employee.

The committee consists of employees from diverse backgrounds, including employees currently raising children, foreign nationals, young employees, and those who have experienced providing nursing care for family members, with each member sharing their opinions based on their individual perspectives. One example of a committee idea that was implemented is a system proposed by a female employee raising a child that allows employees to continue working in leadership positions while making use of shortened hours and remote work. This system is now in place company-wide and is being utilized by many employees. Another example is cross-cultural understanding workshops, regularly held to facilitate communication within the workplace, which began as an idea of an international employee. Meanwhile, an in-house community established by people who have experienced providing nursing care for family members shares knowledge and experiences to support employees in balancing work and nursing care.

The desire of each member of the Diversity Committee to create a workplace in which all can participate and flourish has become a force that is making Weathernews even better.

President Ishibashi and members of the Diversity Committee engaged in a dialogue



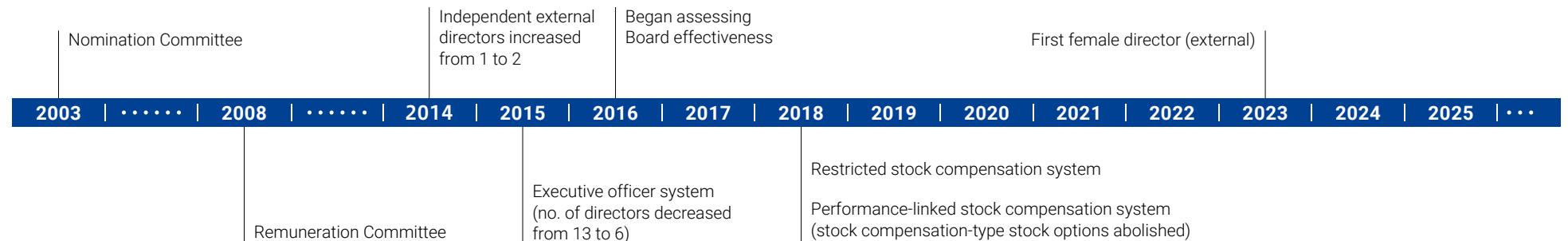
Corporate governance for ESG management

Basic approach to corporate governance

The Weathernews Group strives to adapt with alacrity to changes in the business environment, and to engage in socially fair corporate activities. To promote such corporate activities, we believe it is important to have a clear decision-making process based on our corporate culture, an organizational structure with functioning checks and balances, meeting bodies for the execution of business, and highly transparent performance evaluation and internal control systems. We also believe it is key to involve external individuals in our corporate management who possess outstanding expertise and deep insight.

In formulating our corporate governance system, we emphasize the effectiveness, fairness, and transparency of management. Weathernews is a company with an Audit and Supervisory Board structure. Its Board of Directors consists of directors who are well-versed in the Weathernews Group’s businesses, and independent external directors. The Board makes important business decisions with precision and speed, and supervises the execution of duties by directors. The members of the Audit and Supervisory Board possess the legal right to engage in audits and audit the execution of duties by directors from a fair and independent standpoint with the aim of enhancing our management supervisory function.

History of efforts to strengthen corporate governance



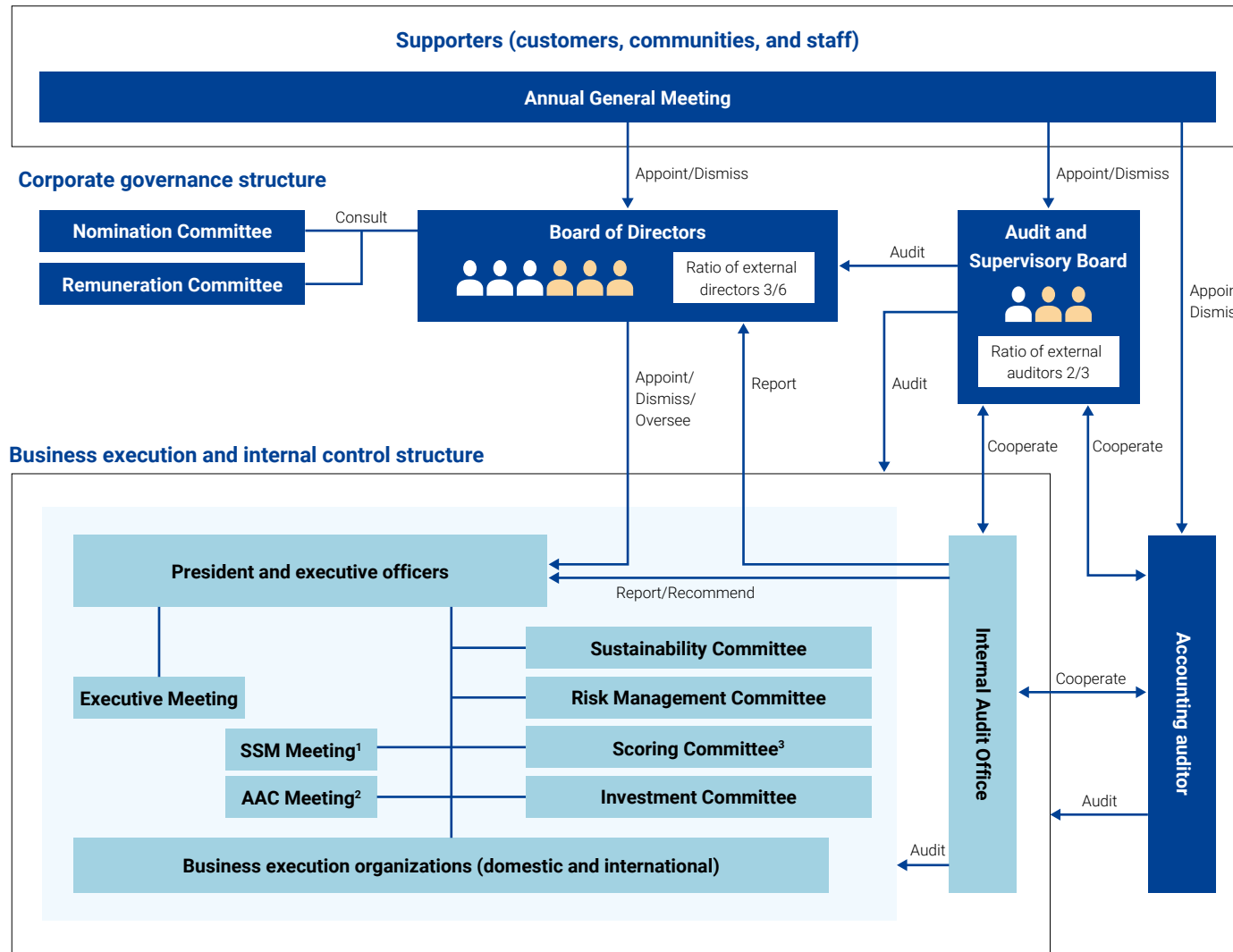
Brief overview of corporate governance

Governance system	Company with an Audit and Supervisory Board
Chairman of the Board of Directors	President and Representative Director (external director for some proposals only ¹)
Number of directors²	6
Of which, external directors	3
Number of external directors designated as independent directors	3
Number of Audit and Supervisory Board members²	3
Of which, external auditors	2
Number of external auditors designated as independent auditors	2
Term of office of directors	1 year
Executive officer system	Yes
Performance-linked compensation system	Yes

¹ External directors only chair business investment and marketing investment proposals.

² As of August 31, 2024.

 Internal directors and auditors  External directors and auditors



(as of August 31, 2024)

1 Speed & Scope Merit Meeting: A meeting body to confirm business progress and discuss proposals to adapt businesses to the changes in the market.
 2 Aggressively Adaptable Company Meeting: A meeting body to confirm the progress of business plans each month and to identify proactive measures to respond to changes in each market environment.
 3 Scoring Committee: A meeting body to quantitatively and qualitatively assess the execution and progress of business plans, and to mutually evaluate compliance with the law and internal rules in light of internal controls.

Assessing the effectiveness of the Board of Directors

To further improve the effectiveness of the Board of Directors, Weathernews conducted a survey of all directors and auditors regarding the formulation of management strategies and management targets, the effective supervision of business executors, and the operation of Board of Directors meetings. Based on the results of the review of the survey by a third party, the Board of Directors discussed the analysis and evaluation of the overall effectiveness of the Board.

The analysis of the survey responses and the Board of Directors' discussion confirmed that the effectiveness of the Board has been secured. We also received recommendations regarding the development of a progress management and reporting mechanism for achieving the Medium-Term Management Plan, and on the future evaluation of Board effectiveness. Going forward, we will continue to improve the effectiveness of the Board of Directors in order to further enhance our corporate value.

Board members (as of August 31, 2024)

	Directors			Director (External)		
Name	Chihito Kusabiraki	Tomohiro Ishibashi	Masanori Yoshitake	Shigeru Muraki	Yukihiro Akimoto	Izumi Hayashi
Position	Representative Director, Chairman	Representative Director	Director	Director (External)	Director (External)	Director (External)
Past experience, positions and responsibilities	<p>April 1987 Joined the Company</p> <p>April 1993 General Manager, CSS Business Department, Marketing Division</p> <p>June 1993 General Manager, Aviation Business Department, Marketing Headquarters</p> <p>June 1996 General Manager, Disaster Prevention/Aviation Business Division</p> <p>August 1996 Director</p> <p>August 1997 Managing Director</p> <p>August 1999 Executive Vice President and Representative Director</p> <p>September 2006 President and Representative Director (in charge of overall management and sales in Asia, Europe, and the United States)</p> <p>August 2016 President and Representative Director (Chief Executive Officer)</p> <p>July 2021 President and Representative Director, and President and Executive Officer (Chief Executive Officer)</p> <p>June 2024 Representative Director, Chairman (to present)</p> <p>Significant concurrent position Council Member of Administrative Council, Chiba University</p>	<p>April 1998 Joined Hewlett-Packard Japan, Ltd.</p> <p>October 2000 Joined the Company</p> <p>August 2003 MOBILE Service Group Leader</p> <p>December 2006 Director, WITH STATION Inc.</p> <p>November 2007 Representative Director, WITH STATION Inc.</p> <p>August 2008 Director of the Company (in charge of overall BtoS business)</p> <p>May 2012 Director (in charge of sales in the United States)</p> <p>May 2014 Director (in charge of BtoS business sales)</p> <p>August 2016 Executive Officer (in charge of Mobile/Internet Planning)</p> <p>June 2020 Executive Officer (in charge of Public Relations)</p> <p>August 2020 Managing Director</p> <p>July 2021 Director and Managing Officer</p> <p>July 2022 Director and Senior Managing Officer</p> <p>June 2023 Director and Executive Vice President</p> <p>June 2024 President and Representative Director, and President and Executive Officer (Chief Executive Officer) (to present)</p>	<p>July 1996 Joined the Company</p> <p>June 2004 General Manager, Fukuoka Branch</p> <p>December 2006 Leader, Station Sales Division of WITH STATION Inc.</p> <p>June 2011 Group Leader, General Affairs Department of the Company</p> <p>August 2014 Director (in charge of general affairs)</p> <p>August 2015 Director (in charge of overall accounting, financial, and general affairs)</p> <p>August 2016 Managing Director (Chief Financial Officer)</p> <p>August 2017 Director and Managing Officer (Chief Financial Officer)</p> <p>June 2019 Director and Managing Officer</p> <p>August 2019 Managing Director</p> <p>June 2024 Director and Executive Officer (to present)</p>	<p>July 1972 Joined Tokyo Gas Co., Ltd.</p> <p>June 1996 Manager of Resource Research and Development Group, Gas Resources Dept., Tokyo Gas Co., Ltd.</p> <p>June 2000 General Manager of Gas Resources Dept., Tokyo Gas Co., Ltd.</p> <p>June 2002 Executive Officer and General Manager of Gas Resources Dept. of Strategic Planning Div., Tokyo Gas Co., Ltd.</p> <p>April 2004 Senior Executive Officer and Chief Executive of R&D Div., Tokyo Gas Co., Ltd.</p> <p>April 2007 Senior Executive Officer, Chief Executive of Energy Solution Div., Tokyo Gas Co., Ltd.</p> <p>June 2007 Director, Senior Executive Officer, Chief Executive of Energy Solution Div., Tokyo Gas Co., Ltd.</p> <p>April 2010 Representative Director and Executive Vice President, Tokyo Gas Co., Ltd.</p> <p>April 2014 Director and Vice Chairman, Tokyo Gas Co., Ltd.</p> <p>June 2015 Executive Adviser, Tokyo Gas Co., Ltd.</p> <p>August 2018 Director (External) of the Company (to present)</p> <p>July 2023 Senior Adviser (Shayuu), Tokyo Gas Co., Ltd. (to present)</p> <p>Significant concurrent position President (part-time), Clean Fuel Ammonia Association Outside Director, WORLD TRADE CENTER BUILDING, INC. Trustee (part-time), Planning and Design Center for Greener Ships</p>	<p>April 1970 Joined NSK Ltd.</p> <p>January 1980 Joined Kentucky Fried Chicken Japan, Ltd.</p> <p>February 1987 Director and Vice President, Japan</p> <p>December 1988 Pepsi-Cola Company Managing Director, Kentucky Fried Chicken Japan, Ltd.</p> <p>October 1993 Representative Director and President, Nike Japan, Inc.</p> <p>September 1995 Representative Director and President, Guerlain, Inc.</p> <p>May 2006 Representative Director, YA Partners, Inc. (to present)</p> <p>August 2021 Director (External) of the Company (to present)</p> <p>Significant concurrent position Representative Director, YA Partners, Inc. Outside Director, LENA JAPON Institute, Inc. Outside Director, e-LogiT co., Ltd.</p>	<p>April 1986 Prosecutor, Nagoya District Public Prosecutors Office</p> <p>March 1987 Registered as an attorney-at-law (Tokyo Bar Association)</p> <p>March 1987 Joined Logan, Takashima & Nemoto Law Offices</p> <p>March 1993 Partner, Eitai Sogo Law Offices</p> <p>January 2015 Partner, Sakurazaka Law Offices (to present)</p> <p>August 2019 Audit & Supervisory Board Member (External) of the Company</p> <p>August 2023 Director (External) of the Company (to present)</p> <p>Significant concurrent position Lawyer / Partner, Sakurazaka Law Offices Director (outside), NOF CORPORATION Board Member of Hitotsubashi University Director (External), Audit & Supervisory Committee Member of Nifco Inc.</p>
Number of Board of Directors meetings attended	13/13	13/13	13/13	13/13	13/13	13/13
Term of office (years)	28	12 years in total	10	6	3	1
Number of Company shares owned	82,891	169,801	19,586	1,000	0	0

Board members (as of August 31, 2024)

Audit & Supervisory Board Members			
Name	Yasushi Sugino	Fumitaka Koyama	Ayami Toda
Position	Audit & Supervisory Board Member	Audit & Supervisory Board Member (External)	Audit & Supervisory Board Member (External)
Past experience, positions and responsibilities	<p>April 1987 Joined The Mitsubishi Bank, Limited</p> <p>February 1998 Deputy Director, Document Group, Corporate Administration Division, The Bank of Tokyo-Mitsubishi, Ltd.</p> <p>August 2003 Chief Manager, Shinjuku Chuo Commercial Banking Office, The Bank of Tokyo-Mitsubishi, Ltd.</p> <p>October 2006 Chief Manager (in charge of Business Planning Group), Business Loan Office, Small and Medium Business Division, The Bank of Tokyo-Mitsubishi UFJ, Ltd.</p> <p>February 2010 Senior Director, Corporate Business Risk Management Division, The Bank of Tokyo-Mitsubishi UFJ, Ltd.</p> <p>October 2013 General Manager, Kan-Etsu Loan Promotion Division, The Bank of Tokyo-Mitsubishi UFJ, Ltd.</p> <p>March 2016 Joined the Company as General Manager, Auditors' Office</p> <p>August 2019 Audit & Supervisory Board Member (to present)</p>	<p>April 1975 Joined Mitsui & Co., Ltd. General Manager of HR Planning Office, Human Resources Division of Head Office, Mitsui & Co., Ltd.</p> <p>April 2002</p> <p>March 2005 Director & Executive Managing Officer, Vice General Manager of Burberry Business Department, Business Headquarters, and General Manager of Burberry Business Management Office, SANYO SHOKAI LTD.</p> <p>January 2006 Managing Director & Executive Managing Officer, Vice Director-General of Business Headquarters, Burberry Business Management Office Control, Corporate Management Headquarters Control, SANYO SHOKAI LTD.</p> <p>March 2007 Representative Director, Vice President & Chief Operating Officer, Director-General of Corporate Management Headquarters, and Vice Director-General of Business Headquarters, SANYO SHOKAI LTD., and President of Shanghai Sanyo Fashion Trading Co., Ltd.</p> <p>July 2013 Representative Director, Vice President & Chief Operating Officer, and Vice Director-General of Business Headquarters, SANYO SHOKAI LTD.</p> <p>March 2015 Senior Counsellor, SANYO SHOKAI LTD.</p> <p>March 2018 Retired as Senior Counsellor, SANYO SHOKAI LTD.</p> <p>August 2018 Audit & Supervisory Board Member (External) of the Company (to present)</p>	<p>April 1991 Registered as an attorney-at-law (Daini Tokyo Bar Association)</p> <p>Joined Tokyo Kyodo Law Office Partner, Tokyo Kyodo Law Office Partner, Tokyo-Kamiyacho Law Office (to present)</p> <p>April 1992</p> <p>January 2012 Partner, Tokyo-Kamiyacho Law Office (to present)</p> <p>April 2021 Professor, Faculty of Law, Hakuoh University (to present)</p> <p>April 2023 Vice President, Japan Federation of Bar Associations (to present)</p> <p>August 2023 Audit & Supervisory Board Member (External) of the Company (to present)</p> <p>Significant concurrent position Lawyer / Partner, Tokyo-Kamiyacho Law Office Associations</p>
Number of Board of Directors meetings attended	13/13	13/13	11/11
Term of office (years)	5	6	1
Number of Company shares owned	0	0	0

Executive officers (as of August 31, 2024)

Representative Director	Tomohiro Ishibashi	President Chief Executive Officer Mobile/Internet Business Division Head of Land Business Domain
Executive Officers	Masanori Yoshitake	Chief Financial Officer
Executive Officers	Daisuke Abe	Service Operation and Development Risk Management
Executive Officers	Kwon Keemooon	Sea Business Division
Executive Officers	Ryoichi Unten	SKY Business Division
Executive Officers	Takayoshi Kawahata	Road & Railway Business Division
Executive Officers	Mitsuhiro Ogata	Energy & Retail Business Division
Executive Officers	Takamune Suzuki	Climate Tech Business Division
Executive Officers	Yuji Oki	Broadcast Business Division
Executive Officers	Mie Takamori	Service Operations
Executive Officers	Hideaki Dewa	IT System Development
Executive Officers	Masaya Yamamoto	Innovation and Development
Executive Officers	Koki Kato	Finance and Accounting
Executive Officers	Hajime Harada	Internal Audit

Skill matrix (as of August 31, 2024)

	Corporate management	Finance/ Accounting	Legal affairs / Risk management	Business strategy / Marketing	Innovation/ DX	Personnel/ Organization	Global business	Sustainability
Chihito Kusabiraki	✓			✓		✓		✓
Tomohiro Ishibashi	✓			✓	✓		✓	✓
Masanori Yoshitake		✓	✓			✓		
Shigeru Muraki	✓			✓		✓	✓	✓
Yukihiko Akimoto	✓			✓	✓	✓	✓	
Izumi Hayashi			✓		✓	✓		✓

The information shown above is not intended to represent all of the expertise and knowledge of the candidates for the position of Directors.

Officer compensation

Compensation system for directors

In order to ensure sufficient incentive for the continuous enhancement of corporate value, Weathernews' employs a compensation system for its directors that is linked to shareholder returns. In determining the compensation of individual directors, it is our basic policy to set compensation at an appropriate level based on a director's respective responsibilities, and director compensation consists of fixed compensation (a fixed regular salary) and performance-linked compensation.

■ Fixed compensation

A standard amount is set for each position in consideration of the level commensurate with the required abilities and responsibilities, and this is provided as monetary compensation.

■ Performance-linked compensation

For directors and executive officers, Weathernews provides short-term performance-linked compensation consisting of cash bonuses and performance-linked stock compensation, both of which are paid in the range of 0% to 200% based on the growth rate of our performance as appropriately determined by the Board of Directors in accordance with the Medium-Term Management Plan. Weathernews also provides executive directors with medium- to long-term performance-linked compensation consisting of restricted stock compensation.

■ Maximum amount

The maximum amount of monetary compensation (fixed compensation and performance-linked compensation) for Weathernews directors is 500 million yen. In addition, the maximum amount of compensation in the form of monetary compensation claims under the performance-linked stock compensation plan and the restricted stock compensation plan is 200 million yen.

Compensation system for auditors and external directors

The amount of fixed compensation for Weathernews' auditors is limited to 100 million yen per year, taking into consideration the nature of their duties according to whether they are full-time or part-time. Note that as their positions are independent of the execution of business, external directors and auditors are paid only fixed compensation.

Compensation determination process

Weathernews has voluntarily established a Remuneration Committee consisting of three external directors, one auditor, and two external auditors, for a total of six members. The policy and calculation method for determining compensation, as well as the compensation system and amount of compensation for each director, are determined by the Board of Directors after consulting with the Remuneration Committee in advance, based on an objective evaluation of each director's performance and achievements and in accordance with his or her position and responsibilities.

● Compensation amounts for directors and auditors

Position	Number	Monetary compensation		Stock-based compensation		Total compensation
		Fixed compensation	Performance-linked compensation	Performance-linked stock compensation	Restricted stock compensation	
	People	Thousands of yen	Thousands of yen	Thousands of yen	Thousands of yen	Thousands of yen
Director (excluding external director)	4	97,200	—	—	10,880	108,080
External director	3	26,400	—	—	—	26,400
Auditor (excluding external auditor)	2	27,519	—	—	—	27,519
External auditor	3	19,200	—	—	—	19,200
Total	12	170,319	—	—	10,880	181,199

Note: The amount of compensation, etc. for auditors includes the amount of compensation, etc. during the term of office of one auditor who retired at the conclusion of the 37th Annual General Meeting of Shareholders held on August 19, 2023. The amount of compensation, etc. for directors includes the amount of compensation, etc. during the term of office of one director who resigned on April 30, 2024. Because External Director Izumi Hayashi assumed the position of external director after retiring from the position of external auditor at the conclusion of the 37th Annual General Meeting of Shareholders held on August 19, 2023, she is included in the amounts and number of persons paid for external directors for the period she served as an external director and for external auditors for the period she served as an external auditor.

As of the end of the current fiscal year, the number of corporate officers is six directors (including three external directors) and three auditors (including two external auditors).

Compliance, integrity, and risk management

Ensuring compliance and integrity, and our whistle-blowing system

The Weathernews Group views its mission as the reduction of risks to companies around the world, individual lives, and property, as well as the expansion of opportunities, through the provision of weather information. To fulfill this mission, we must contribute to the realization of a sustainable society and continue to be a company that society trusts. To this end, it is important for all members of the Weathernews Group to recognize the importance of compliance with rules, norms, and laws, as well as integrity in thinking and acting on one's own initiative based on social norms and ethics. We have established the Weathernews Group Code of Conduct as a guideline for employee action, and we strive to ensure that all are fully aware of and follow it through such means as annual training for all Group employees.

Whenever a significant compliance issue occurs or is discovered, measures to address the issue are determined by the Risk Management Committee or the Disciplinary Commission Regulations. The Scoring Committee confirms the measures taken or the results of the response to the issue, as well as the status of compliance with other internal rules, laws, and regulations, before disseminating and sharing this information throughout the Group.

In addition, the Group has established the WNI Helpline, a reporting system independent of the normal chain of command. The Management Department, auditors, and outside auditors serve as internal contact points for reporting, and a contact point has also been established at an external organization. Measures concerning the handling of personal information and the protection of reporters are clearly stated in the regulations for whistle-blowing.

[Web](#) > [Weathernews Group Code of Conduct](#)

Basic policy on risk management

The Weathernews Group aims to provide weather services that reduce the risks weather poses to companies around the world, individual lives, and property, and which also expand the opportunities weather can provide. Because we provide ongoing services to the entire world, we recognize that ensuring business continuity contributes not only to our Group but also to society and the economy.

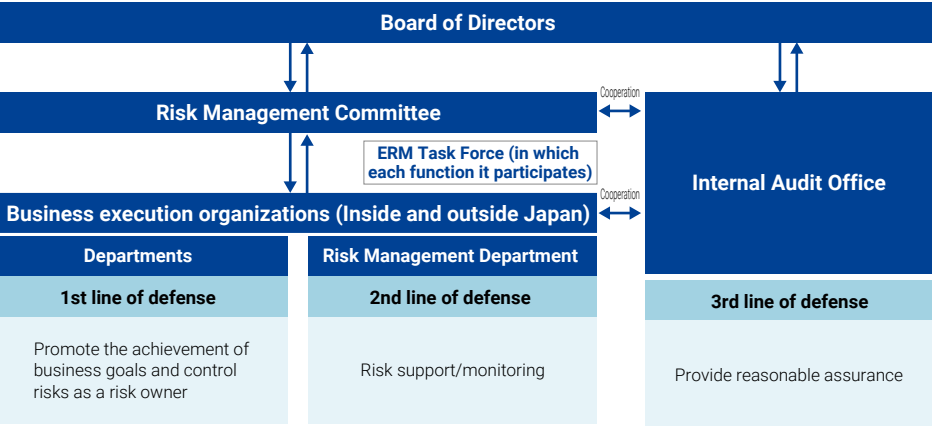
In recent years, the business environment has become increasingly unpredictable due to factors such as climate change, resource depletion, large-scale disasters, and other environmental challenges, as well as complex global political and economic changes. Responding adequately to these changes significantly impacts the achievement of our management goals and business continuity. To this end, the Group defines risks as uncertainties that could significantly affect the achievement of management goals and business continuity, and seeks to understand and analyze the business environment from both quantitative and qualitative perspectives. By controlling risks from the perspectives of both preparing for them and seeing them as business opportunities, we will create profit-earning opportunities.

Risk management system, process for determining material risks, and monitoring

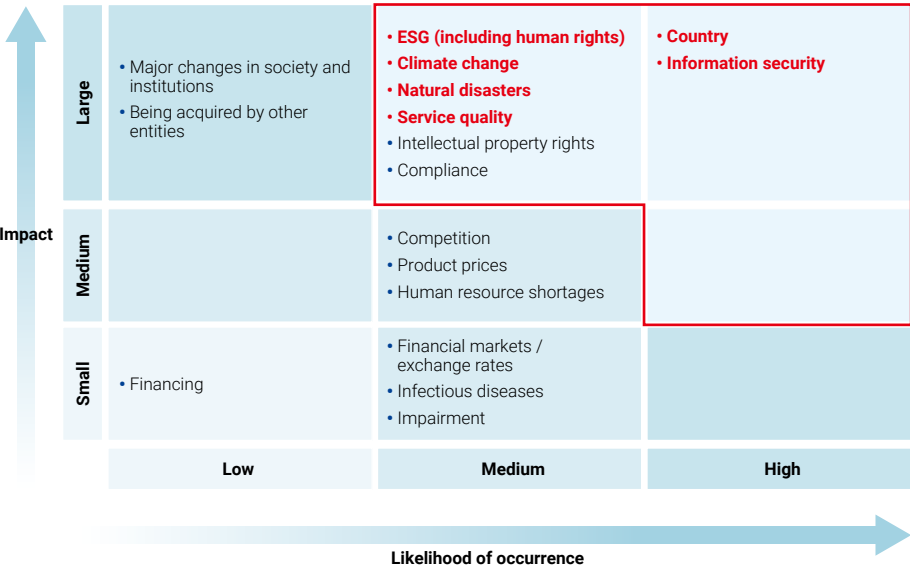
We have established a Group-wide risk management system by referencing, among other sources, the COSO ERM international framework for risk management. Each year, we update a risk inventory by comprehensively identifying possible risks based on changes in external and internal factors. We evaluate the potential business impact and likelihood of occurrence for all risks in the inventory. The Board of Directors then discusses these to determine which should be designated as material risks. The Board of Directors also regularly looks at these material risks to evaluate changes in the situation and review countermeasures.

The Group and each department (the first line of defense) formulates and implements various countermeasures according to the nature of the relevant risks, while the Risk Management Department (the second line of defense) provides necessary support and monitoring, thereby promoting risk management through mutual cooperation. In addition, the Group engages in monitoring of both strategies and risks on a quarterly basis in order to prevent the materialization of risks. Through this system, the Group engages in the appropriate control of risks.

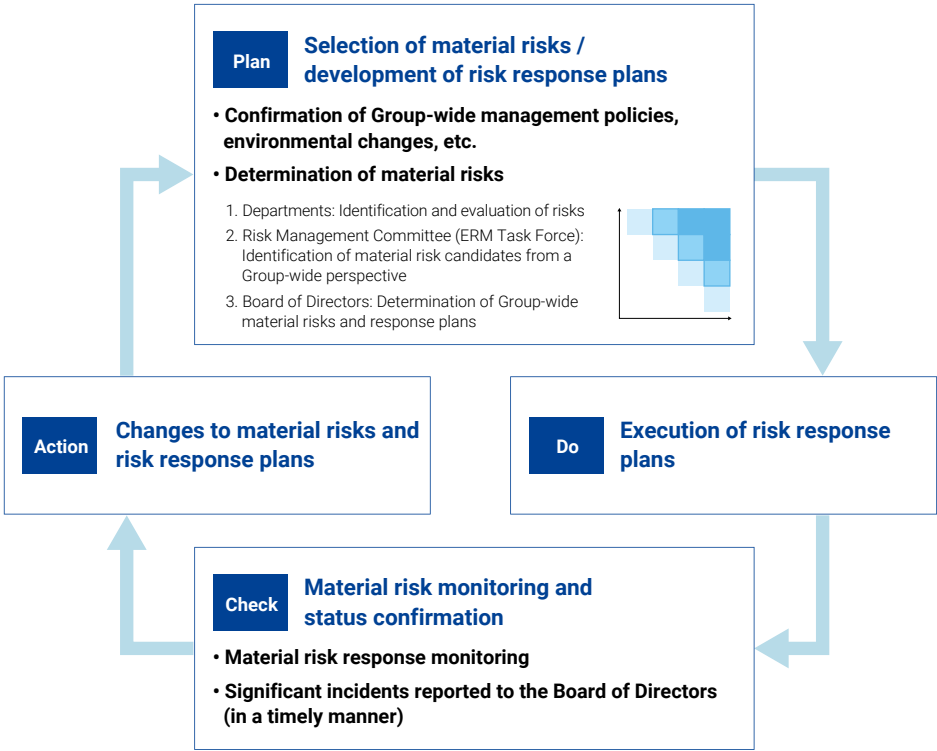
● Risk management system



● Risk map (Red text: material risks)



● Material risk determination process and monitoring



Approach to information security risks

The Weathernews Group has established its Information Security Management Regulations and Personal Information Protection Regulations for the purpose of protecting confidential and personal information held by the Group, and for appropriately managing confidential and personal information entrusted to us by business partners.

To improve information security literacy, we conduct annual information security training for all employees, as well as training on personal information protection. Given the fact that employees use their computers and smartphones outside company grounds,

we have introduced the use of mobile device management software that makes it possible to remotely delete data. We have also implemented hard drive encryption and endpoint detection and response in accordance with our own regulations for Information materials. Further, we have established a system to minimize damage in the event of an incident such as device loss by establishing methods of response in advance. In addition, we conduct an inventory of information devices every six months.

To further strengthen information security, the Executive Officer, Information Security* discusses and coordinates measures with relevant departments and deploys them throughout the Group. The Information Security Department plays a central role in the implementation of these measures.

In July 2023, we took radical and sophisticated measures to protect the information assets of our Group and supporters (users) from data breaches, and also formulated our Basic Policy on Information Security to promote value co-creation based on trust with our supporters.

* From the fiscal year ended May 31, 2023, the Executive Officer, Risk Management, appointed from among the executive officers, has served as the Executive Officer, Information Security.

[Web](#) > Weathernews Basic Policy on Information Security

■ Defense against cyber attacks

In response to increasingly sophisticated and advanced cyber-attacks, the Weathernews Group has thoroughly standardized and strengthened its endpoint protection. We have installed endpoint detection and response software on the computers used for business purposes by its officers and employees. In addition, the Group trains all employees in dealing with targeted email attacks.

Risk management of environmental issues (climate change, natural capital, etc.)

The Group considers the risks that climate change, the loss of biodiversity, and other environmental changes pose to its business activities to be material risks. We therefore collect and analyze relevant information and conduct a business risk assessment.

For risks that may occur in daily business operations, each department agrees on specific countermeasures and evaluation indicators, and reports its progress to the Risk Management Committee on a regular basis. For risks that may occur in the medium to long term, countermeasures are formulated and risks with a significant impact on business are reported to the Board of Directors to discuss countermeasures.

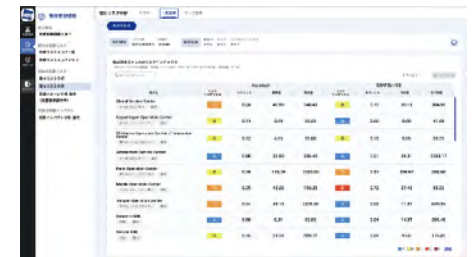
● Acute risk analysis (flood risk)

Scenario: RCP8.5 / simulation period: 1,000 years



● Chronic risk analysis (water stress)

Scenario: SSP5-RCP8.5 / target year: 2030

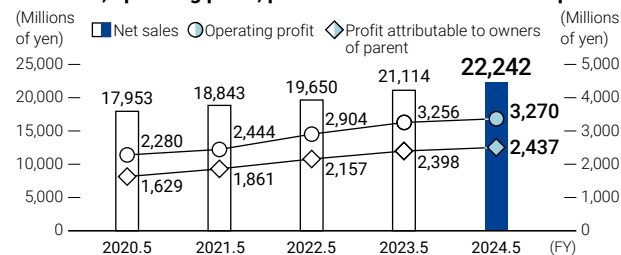


Financial data

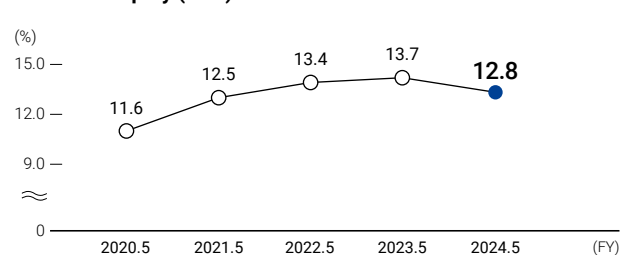
		Fiscal year ended May 31,										
Indicators	Unit	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Performance												
Net sales	Millions of yen	13,306	14,064	14,511	14,542	15,874	17,052	17,953	18,843	19,650	21,114	22,242
Operating profit	Millions of yen	3,268	3,304	3,387	2,824	2,490	2,045	2,280	2,444	2,904	3,256	3,270
Ordinary profit	Millions of yen	3,293	3,504	3,208	2,825	2,495	1,930	2,188	2,554	3,063	3,284	3,341
Profit attributable to owners of parent	Millions of yen	1,873	2,252	2,195	1,965	1,138	1,370	1,629	1,861	2,157	2,398	2,437
Basic earnings per share (EPS)*	Yen	86.28	103.59	100.78	90.19	52.24	62.81	74.50	84.90	98.12	108.83	110.42
Return on equity (ROE)	%	19.9	20.6	17.9	15.0	8.4	10.0	11.6	12.5	13.4	13.7	12.8
Financial position												
Total assets	Millions of yen	11,891	13,583	14,204	15,311	15,106	15,746	16,894	17,692	19,127	20,979	23,058
Net assets	Millions of yen	10,090	11,868	12,889	13,557	13,618	13,860	14,468	15,439	16,843	18,400	19,788
Shareholders' equity	Millions of yen	10,037	11,602	12,668	13,384	13,439	13,786	14,411	15,340	16,629	18,106	19,356
Retained earnings	Millions of yen	8,448	9,994	11,046	11,759	11,808	12,085	12,621	13,400	14,527	15,824	16,937
Book value per share (BPS)*	Yen	464.31	540.96	586.89	617.66	620.69	630.58	657.32	699.59	761.64	830.63	891.80
Equity-to-asset ratio*	%	84.9	86.7	90.0	87.9	89.6	87.5	85.1	86.8	87.6	87.3	85.4
Cash flows												
Cash flows from operating activities	Millions of yen	3,085	2,846	2,835	2,717	1,873	2,525	2,670	2,479	3,573	2,384	3,385
Cash flows from investing activities	Millions of yen	-344	-953	-721	-1,869	-450	-983	-714	-615	-395	-254	-408
Cash flows from financing activities	Millions of yen	-645	-686	-1,142	-1,256	-1,132	-1,090	-1,091	-1,094	-1,098	-1,100	-1,313
Cash and cash equivalents at end of period	Millions of yen	5,170	6,529	7,418	6,896	7,186	7,595	8,433	9,249	11,422	12,519	14,311
Dividends												
Annual dividends per share*	Yen	30	50	50	50	50	50	50	50	50	55	60
Total dividends	Millions of yen	651	1,089	1,089	1,089	1,089	1,092	1,094	1,097	1,100	1,212	1,325
Dividend payout ratio Millions	%	34.8	48.3	49.6	55.4	95.7	79.6	67.1	58.9	51.0	50.5	54.4

* Effective December 1, 2024, the company will execute a 2-for-1 stock split of common shares. Per share data has been adjusted using the post-split number.

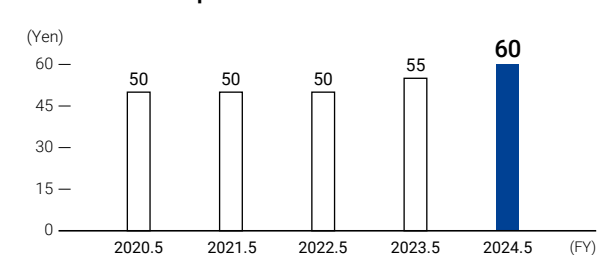
Net sales, operating profit, profit attributable to owners of parent



Return on equity (ROE)



Annual dividends per share

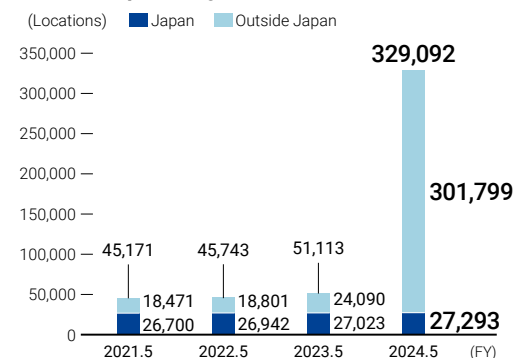


Non-financial data

Environment Please note that the data below is provisional. We will disclose the final data by early March 2025, after third-party verification.

Indicators			Unit	Scope of aggregation	Fiscal year ended May 31, 2021 ¹	Fiscal year ended May 31, 2022	Fiscal year ended May 31, 2023	Fiscal year ended May 31, 2024 ²	
CO₂ emissions									
CO ₂ emissions ³			tCO ₂	Headquarters, branches, branch offices	—	3,178	18,414	16,106	
Scope 1 ^{3,4}	Private power generation facilities for emergencies		tCO ₂	Headquarters, consolidated subsidiaries, branches, branch offices, etc.	—	8	7	7	
	Company vehicles		tCO ₂	Headquarters, branch offices	—	21	22	22	
Scope 2 ^{3,4}	Offices	Japan	tCO ₂	Headquarters	—	3,075	3,028	296	
		Other		Branch offices, etc.	—	33	27	31	
	Overseas		tCO ₂	Consolidated subsidiaries, branches	—	27	37	66	
	Weather observation equipment ⁵		tCO ₂	Headquarters	—	14	7	6	
Category 1	Purchased Goods and Services		tCO ₂	Headquarters, branches, branch offices, etc.	—	—	13,198	13,962	
Category 2	Capital Goods		tCO ₂	Headquarters, consolidated subsidiaries, branches, branch offices	—	—	391	98	
Scope 3 ^{3,4}	Category 3	Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2		tCO ₂	Headquarters, consolidated subsidiaries, branches, branch offices, etc.	—	—	485	17
	Category 4	Upstream Transportation and Distribution		tCO ₂	Headquarters, branches, branch offices	—	—	108	126
	Category 5	Waste Generated in Operations		tCO ₂	Headquarters, branches, branch offices	—	—	26	40
	Category 6	Business Travel		tCO ₂	Headquarters, branches, branch offices	—	—	951	1,317
	Category 7	Employee Commuting		tCO ₂	Headquarters, consolidated subsidiaries, branches, branch offices	—	—	127	118
Other									
Electricity usage ³			kWh	Headquarters, branches, branch offices	—	5,501,162	6,173,539	6,152,199	
Ratio of renewable energy use			%	Headquarters, branches, branch offices	—	0.5	0.3	82.8	
Sheets of paper resources printed ³			Sheets	Japan	1,000,454	876,202	713,305	650,616	
Amount of support renewable energy generation ⁶			kWh	Global	—	—	—	816	
SeaDomain's contribution to CO ₂ reduction in our OSR Service			Million t	Global	—	—	280	280	
Locations providing observation data ⁷			Locations		Japan	26,700	26,942	27,023	27,293
			Locations		Outside Japan	18,471	18,801	24,090	301,799
Countries where our extreme weather adaptation service is active ⁸			Countries		0	0	3	40	

Locations providing observation data



1 CO₂ emissions and electricity consumption for the fiscal year ended May 31, 2021 have not been calculated.

2 Third-party assurance: In order to improve the reliability of our CO₂ emissions results, we plan on obtaining third-party verification from the Japan Management Association regarding direct CO₂ emissions (Scope 1), indirect energy-derived CO₂ emissions (Scope 2), and other indirect CO₂ emissions (Scope 3) for the fiscal year ended May 31, 2024 calculation.

3 The calculation period covered is April to March for the fiscal years ended May 31.

4 Scope 1: Direct greenhouse gas (GHG) emissions (fuel combustion) caused by our business

Scope 2: Indirect GHG emissions from the use of electricity, etc., supplied by other companies

Scope 3: Indirect GHG emissions other than Scope 1 and Scope 2 (emissions by other companies related to the activities of our business)

5 Weather observation equipment is listed separately as the company operates these outside its offices and in both Japan and outside of Japan.

6 Amount of power operator renewable energy generation supported based on our power generation forecasts (or power generation forecasting service).

7 Data collected from national meteorological observatories and other national agencies, local governments, customers, private companies, and WNI-installed instruments (not including observations by Pollen Robo, SORATENA Pro, and EAGLE radar).

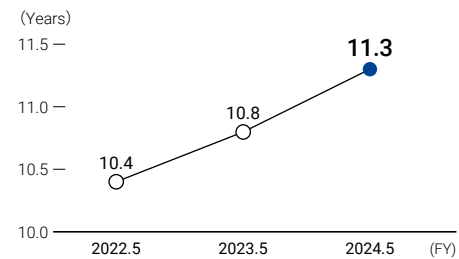
8 The figure for the fiscal year ended May 31, 2024 is the number of countries served by alerts on the Weathernews global website. The figure for the fiscal year ended May 31, 2023 is the number of countries where our Weathernews Early Warning service had been introduced.

Non-financial data

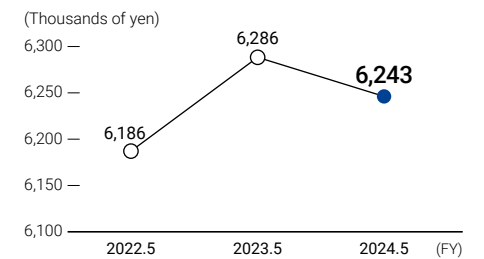
Social

Indicators		Unit	Scope of aggregation	Fiscal year ended May 31, 2022	Fiscal year ended May 31, 2023	Fiscal year ended May 31, 2024
Consolidated employees		Persons	Consolidated	1,120	1,138	1,152
Employees	Male	Persons	Consolidated	752	767	773
	Female	Persons	Consolidated	368	371	379
Ratio of female employees		%	Consolidated	32.9	32.6	32.9
Ratio of non-Japanese employees		%	Consolidated	28.6	27.6	27.5
Ratio of mid-career hires among new hires (Mid-career hires divided by all new hires, including new graduates)		%	Consolidated	55.4	58.0	57.7
Ratio of female new hires		%	Consolidated	42.6	28.8	37.2
Ratio of employees with disabilities		%	Non-consolidated	2.3	2.5	2.6
Average monthly overtime hours		Hours	Non-consolidated	22.1	18.7	18.6
Rate of annual paid leave utilization		%	Non-consolidated	49.0	51.1	56.2
Rate of childcare leave utilization	Male	%	Non-consolidated	68.4	68.7	63.1
	Female	%	Non-consolidated	100	100	100
Return-to-work rate after childcare leave	Male	%	Non-consolidated	100	100	100
	Female	%	Non-consolidated	100	100	100
Skills development training (Reskilling)	Time	Hours	Non-consolidated	—	2,727	5,169
	Participants (cumulative)	Persons	Non-consolidated	—	69	176
Company-wide training (Compliance, etc.)	Time	Hours	Non-consolidated	—	3,455	1,665
	Participants (cumulative)	Persons	Non-consolidated	—	3,561	1,925
Rank-based training (Leadership, etc.)	Time	Hours	Non-consolidated	—	2,003	2,617
	Participants (cumulative)	Persons	Non-consolidated	—	1,142	526
New employee training	Time	Hours	Non-consolidated	—	6,528	6,336
	Participants	Persons	Non-consolidated	—	34	33
Mid-career employee training	Time	Hours	Non-consolidated	—	46	69
	Participants	Persons	Non-consolidated	—	23	23
Training hours per employee		Hours	Non-consolidated	—	12.5	11.1
Average continuous years of service		Years	Non-consolidated	10.4	10.8	11.3
Continuous years of service	Male	Years	Non-consolidated	11.5	11.7	12.2
	Female	Years	Non-consolidated	8.1	8.9	9.3
Rate of voluntary retirement		%	Non-consolidated	4.1	4.5	5.0
Average annual salary		Thousands of yen	Non-consolidated	6,186	6,286	6,243
Ratio of women in managerial positions		%	Consolidated	12.4	10.9	13.2
Employee engagement ratio		%	Consolidated	—	62.4	63.7

Average continuous years of service



Average annual salary



Governance

Members of the Board and Audit & Supervisory Board members

Items	Unit	Scope of aggregation	Fiscal year ended May 31, 2021	Fiscal year ended May 31, 2022	Fiscal year ended May 31, 2023	Fiscal year ended May 31, 2024
Directors	Persons	Non-consolidated	5	5	7	6
External directors	Persons (%)	Non-consolidated	2 (40.0)	2 (40.0)	3 (42.9)	3 (50.0)
Female directors	Persons (%)	Non-consolidated	0	0	1 (14.3)	1 (12.7)
Audit & Supervisory Board members	Persons	Non-consolidated	4	4	3	3
Outside Audit & Supervisory Board members	Persons (%)	Non-consolidated	2 (50.0)	2 (50.0)	2 (66.7)	2 (66.7)

Attendance rate at meetings of the Board of Directors






Items	Unit	Scope of aggregation	Fiscal year ended May 31, 2021	Fiscal year ended May 31, 2022	Fiscal year ended May 31, 2023	Fiscal year ended May 31, 2024
Director attendance rate	%	Non-consolidated	100	100	100	100
Overall officer attendance rate	%	Non-consolidated	100	100	100	100
Internal officer attendance rate	%	Non-consolidated	100	100	100	100
External officer attendance rate	%	Non-consolidated	100	100	100	100

Policies and endorsed initiatives (as of January 31, 2025)

Policies

Category	Title
Environment	Web > Initiatives, Transition and Adaptation Plans for Climate Change (in Japanese)
Environment	Web > Basic Environmental Policy
Social	Web > Weathernews Group Code of Conduct
Social	Web > Human Rights Basic Policy
Governance	Web > Basic Approach to Corporate Governance
Governance	Web > Weathernews Basic Policy on Information Security

Endorsed initiatives

Category	Title	
Environment and Social	United Nations Global Compact (UNGC) Web > Support the United Nations Global Compact (UNGC)	
Environment	Task Force on Climate-related Financial Disclosures (TCFD) Web > Disclosure based on TCFD Recommendations	
Environment	Web > Japan Partnership for Circular Economy	
Environment	Web > Keidanren Nature Conservation Council	
Environment	Web > Keidanren Initiative for Biodiversity Conservation	
Environment	Web > Biodiversity Chiba and Business Network	
Environment	Web > Japan Business Initiative for Biodiversity (JBIB)	

Corporate outline / Stock information

Corporate outline (as of June 1, 2024)

Corporate name	Weathernews Inc.
Founded	June 11, 1986
Representative	Tomohiro Ishibashi, President and Representative Director
Headquarters	Makuhari Techno Garden, Nakase 1-3 Mihama-ku, Chiba-shi, Chiba, 261-0023 JAPAN
Number of offices and centers	30 offices in 21 countries (Service & Operation Centers : 8 centers)
Capital stock	1,706 million yen
Consolidated sales	22,242 million yen (as of May 31, 2024)
Consolidated number of employees	1,152 (as of May 31, 2024)
Registration number	T6010401003504
URL	https://global.weathernews.com/



Stock information (as of November 30, 2024)

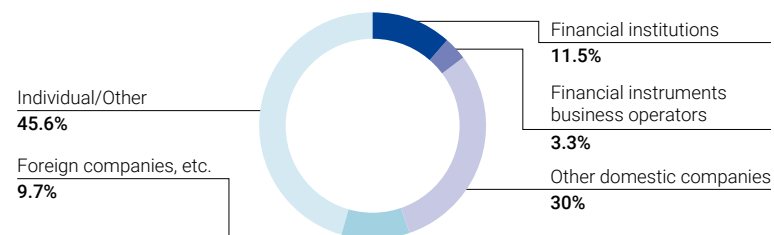
Total number of shares authorized to be issued	47,000,000 shares
Total number of shares outstanding	11,844,000 shares
Number of shareholders	18,403 (includes 15,606 shareholders of shares constituting one unit)
Stock trading unit	100 shares
Listing date	December 25, 2000
Market listing	Prime market of the Tokyo Stock Exchange
Securities code	4825
Fiscal year	From June 1 to May 31
Annual general meeting of shareholders	August
Shareholder record date	May 31
Dividend record date	November 30, May 31
Shareholder registry administrator	Mitsubishi UFJ Trust and Banking Corporation
Accounting auditor	PricewaterhouseCoopers Japan LLC

Major shareholders (as of November 30, 2024)

Shareholder name	Number of shares	Shareholding ratio (%)*
WNI WxBunka Foundation	1,700,000	15.36
WNI Institute Inc.	1,700,000	15.36
The Master Trust Bank of Japan, Ltd. (trust account)	636,700	5.75
Weathernews Employee Supporter Shareholding Association	467,310	4.22
Custody Bank of Japan, Ltd. (trust account)	401,600	3.63
Taeko Ishibashi	353,800	3.20
Nippon Life Insurance Company	200,000	1.81
Tomohiro Ishibashi	171,900	1.55
SMBC Nikko Securities Inc.	145,700	1.32
Shinichi Ishibashi	129,700	1.17

* Shareholding ratio: Ratio of shares held to total number of shares issued (excluding treasury shares)
Besides the shares described above, Weathernews Inc. holds 772,876 shares.

Distribution by shareholder (as of November 30, 2024)



Scope of reporting

Reporting period: June 1, 2023 to May 31, 2024 (Some content outside this period is also included.)

Reporting organization: Weathernews Inc. and consolidated subsidiaries

Inquiries

Investor Relations Department
<https://global.weathernews.com/contact/>

