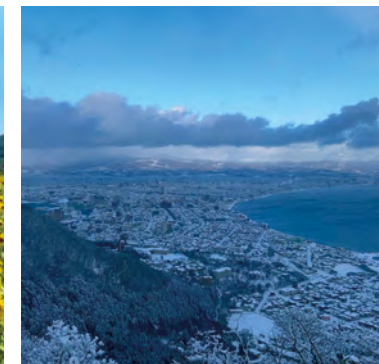
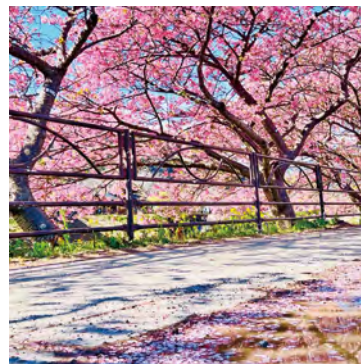
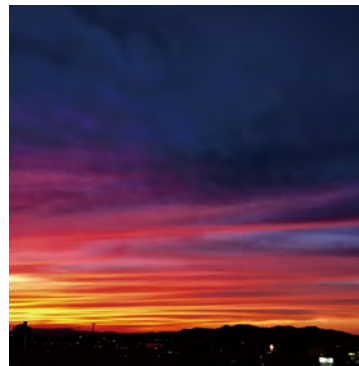


ESG

data book

2023



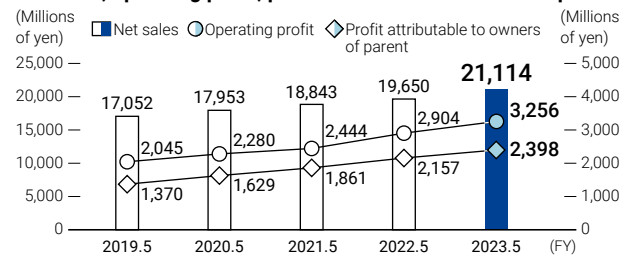
The landscape photographs
have been provided by our
supporters (users).

Financial Data

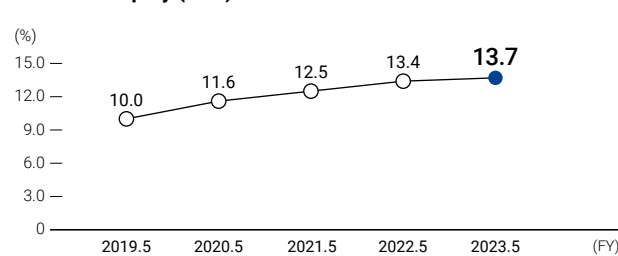
		Fiscal year ended May 31,										
Indicators	Unit	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Performance												
Net sales	Millions of yen	13,007	13,306	14,064	14,511	14,542	15,874	17,052	17,953	18,843	19,650	21,114
Operating profit	Millions of yen	2,696	3,268	3,304	3,387	2,824	2,490	2,045	2,280	2,444	2,904	3,256
Ordinary profit	Millions of yen	2,760	3,293	3,504	3,208	2,825	2,495	1,930	2,188	2,554	3,063	3,284
Profit attributable to owners of parent	Millions of yen	1,724	1,873	2,252	2,195	1,965	1,138	1,370	1,629	1,861	2,157	2,398
Basic earnings per share (EPS)	Yen	159.16	172.56	207.19	201.57	180.39	104.49	125.63	149.01	169.81	196.25	217.67
Return on equity (ROE)	%	21.5	19.9	20.6	17.9	15.0	8.4	10.0	11.6	12.5	13.4	13.7
Financial position												
Total assets	Millions of yen	9,889	11,891	13,583	14,204	15,311	15,106	15,746	16,894	17,692	19,127	20,979
Net assets	Millions of yen	8,699	10,090	11,868	12,889	13,557	13,618	13,860	14,468	15,439	16,843	18,400
Shareholders' equity	Millions of yen	8,751	10,037	11,602	12,668	13,384	13,439	13,786	14,411	15,340	16,629	18,106
Retained earnings	Millions of yen	7,172	8,448	9,994	11,046	11,759	11,808	12,085	12,621	13,400	14,527	15,824
Book value per share (BPS)	Yen	801.57	928.63	1,081.93	1,173.78	1,235.32	1,241.38	1,261.16	1,314.65	1,399.19	1,523.28	1,661.26
Equity-to-asset ratio*	%	88.0	84.9	86.7	90.0	87.9	89.6	87.5	85.1	86.8	87.6	87.3
Cash flows												
Cash flows from operating activities	Millions of yen	2,085	3,085	2,846	2,835	2,717	1,873	2,525	2,670	2,479	3,573	2,384
Cash flows from investing activities	Millions of yen	-605	-344	-953	-721	-1,869	-450	-983	-714	-615	-395	-254
Cash flows from financing activities	Millions of yen	-664	-645	-686	-1,142	-1,256	-1,132	-1,090	-1,091	-1,094	-1,098	-1,100
Cash and cash equivalents at end of period	Millions of yen	2,913	5,170	6,529	7,418	6,896	7,186	7,595	8,433	9,249	11,422	12,519
Dividends												
Annual dividends per share	Yen	50	60	100	100	100	100	100	100	100	100	110
Total dividends	Millions of yen	542	651	1,089	1,089	1,089	1,089	1,092	1,094	1,097	1,100	1,212
Dividend payout ratio	%	31.4	34.8	48.3	49.6	55.4	95.7	79.6	67.1	58.9	51.0	50.5

* Equity = Net assets - Share acquisition rights - Minority interests

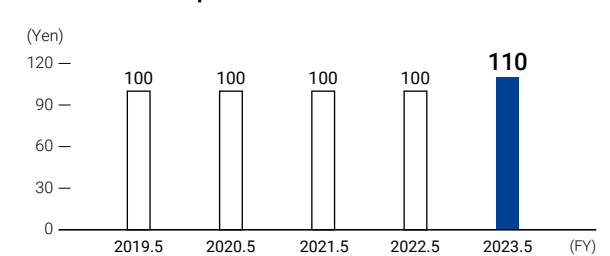
Net sales, operating profit, profit attributable to owners of parent



Return on equity (ROE)



Annual dividends per share

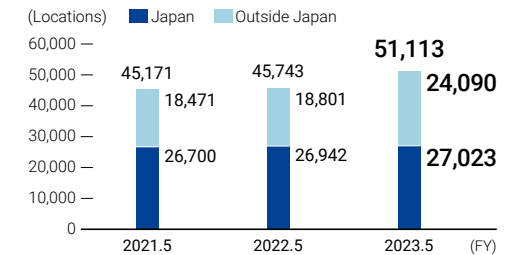


Non-financial Data

Environment

Indicators		Unit	Scope of aggregation	Fiscal year ended May 31, 2021	Fiscal year ended May 31, 2022	Fiscal year ended May 31, 2023*1
CO2 emissions						
CO2 emissions*2,3		tCO2	Headquarters, branches, branch offices	—	3,178	26,683
Scope1*2,4	Private power generation facilities for emergencies	tCO2	Headquarters, consolidated subsidiaries, branches, branch offices, etc.	—	8	7
	Company vehicles*5	tCO2	Headquarters, branch offices	—	21	23
Scope2*2,4	Offices	Japan	Headquarters	—	3,075	3,325
		Other	Branch offices, etc.	—	33	28
	Overseas	Consolidated subsidiaries, branches	—	27	28	
	Weather observation equipment*6	tCO2	Headquarters	—	14	8
Category 1	Purchased Goods and Services	tCO2	Headquarters, branches, branch offices, etc.	—	—	20,797
Category 2	Capital Goods	tCO2	Headquarters, consolidated subsidiaries, branches, branch offices	—	—	392
Category 3	Fuel- and Energy-Related Activities Not Included in Scope1 or Scope2	tCO2	Headquarters, consolidated subsidiaries, branches, branch offices, etc.	—	—	762
Category 4	Upstream Transportation and Distribution	tCO2	Headquarters, branches, branch offices	—	—	111
Category 5	Waste Generated in Operations	tCO2	Headquarters, branches, branch offices	—	—	25
Category 6	Business Travel	tCO2	Headquarters, branches, branch offices	—	—	1,050
Category 7	Employee Commuting	tCO2	Headquarters, consolidated subsidiaries, branches, branch offices	—	—	127
Other						
Electricity usage*2		kWh	Headquarters, branches, branch offices	—	5,501,162	5,367,779
	Ratio of renewable energy use	%	Headquarters, branches, branch offices	—	0.5	0.4
Sheets of paper resources printed*2		Sheets	Japan	1,000,454	876,202	713,305
Amount of support renewable energy generation*7		kWh	Global	—	—	68,657,529,766
Locations providing observation data*8		Locations	Japan	26,700	26,942	27,023
		Locations	Outside Japan	18,471	18,801	24,090
Countries where our extreme weather adaptation service is active*9		Countries		0	0	3

Locations providing observation data



*1 Third-party assurance: In order to improve the reliability of our CO2 emissions results, we obtained third-party assurance from the Japan Management Association regarding direct CO2 emissions (Scope1), indirect energy-derived CO2 emissions (Scope2), and other indirect CO2 emissions (Scope3) for the fiscal 2022 (ended May 31, 2023) calculation.

*2 Aggregation period: April to March

*3 CO2 emissions shown for the fiscal year ended May 31, 2023 have received third-party assurance.

No third party assurance is provided for CO2 emissions for the fiscal year ended May 31, 2022.

No calculation is provided for CO2 emissions or electricity usage for the fiscal year ended May 31, 2021.

*4 Scope1: Direct greenhouse gas (GHG) emissions (fuel combustion) caused by our business

Scope2: Indirect GHG emissions from the use of electricity, etc., supplied by other companies

Scope3: Indirect GHG emissions other than Scope1 and Scope2 (emissions by other companies related to the activities of our business)

*5 Due to considerations relating to the calculation of Scope3 emissions, fuel consumption for company vehicles was added to Scope1.

*6 Weather observation equipment are listed separately as the company operates these outside its offices and in both Japan and outside of Japan.

*7 Total amount of renewable energy generation or transmission by business operators based on factors such as WNI's power generation forecast and weather forecast data provision services.

*8 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).

*9 Number of countries where the company's Weathernews Early Warning service is implemented.

Greenhouse gas emissions
Verification Statement

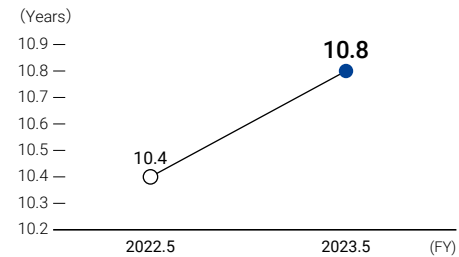


Non-financial Data

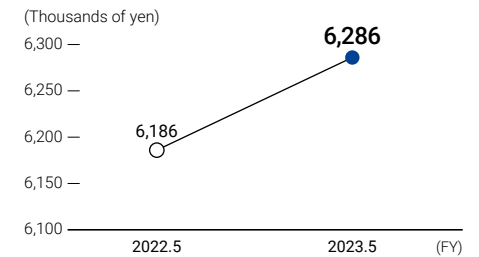
Social

Indicators		Unit	Scope of aggregation	Fiscal year ended May 31, 2022	Fiscal year ended May 31, 2023
Consolidated employees		Persons	Consolidated	1,120	1,138
Employees	Male	Persons	Consolidated	752	767
	Female	Persons	Consolidated	368	371
Ratio of female employees		%	Consolidated	32.9	32.6
Ratio of non-Japanese employees		%	Consolidated	28.6	27.6
Ratio of mid-career hires among new hires (Mid-career hires divided by all new hires, including new graduates)		%	Consolidated	55.4	58.0
Ratio of female new hires		%	Consolidated	42.6	28.8
Ratio of employees with disabilities		%	Non-consolidated	2.3	2.5
Average monthly overtime hours		Hours	Non-consolidated	22.1	18.7
Rate of annual paid leave utilization		%	Non-consolidated	49.0	51.1
Rate of childcare leave utilization	Male	%	Non-consolidated	68.4	68.7
	Female	%	Non-consolidated	100	100
Return-to-work rate after childcare leave	Male	%	Non-consolidated	100	100
	Female	%	Non-consolidated	100	100
Skills development training (Reskilling)	Time	Hours	Non-consolidated	—	2,727
	Participants (cumulative)	Persons	Non-consolidated	—	69
Company-wide training (Compliance, etc.)	Time	Hours	Non-consolidated	—	3,455
	Participants (cumulative)	Persons	Non-consolidated	—	3,561
Rank-based training (Leadership, etc.)	Time	Hours	Non-consolidated	—	2,003
	Participants (cumulative)	Persons	Non-consolidated	—	1,142
New employee training	Time	Hours	Non-consolidated	—	6,528
	Participants (cumulative)	Persons	Non-consolidated	—	34
Training hours per employee		Hours	Non-consolidated	—	3.1
Average continuous years of service		Years	Non-consolidated	10.4	10.8
Continuous years of service	Male	Years	Non-consolidated	11.5	11.7
	Female	Years	Non-consolidated	8.1	8.9
Rate of voluntary retirement		%	Non-consolidated	4.1	4.5
Average annual salary		Thousands of yen	Non-consolidated	6,186	6,286
Ratio of women in managerial positions		%	Consolidated	12.4	10.9
Employee engagement ratio		%	Consolidated	—	62.4

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
Directors	Persons	Non-consolidated	5	5	7
Outside directors	Persons (%)	Non-consolidated	2 (40.0)	2 (40.0)	3 (42.9)
Female directors	Persons (%)	Non-consolidated	0	0	1 (14.3)
Audit & Supervisory Board members	Persons	Non-consolidated	4	4	3
Outside Audit & Supervisory Board members	Persons (%)	Non-consolidated	2 (50.0)	2 (50.0)	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
Director attendance rate	%	Non-consolidated	100	100	100
Overall officer attendance rate	%	Non-consolidated	100	100	100
Inside officer attendance rate	%	Non-consolidated	100	100	100
Outside officer attendance rate	%	Non-consolidated	100	100	100

Corporate outline

Corporate name	Weathernews Inc.
Founded	June 11, 1986
Representative	Chihito Kusabiraki, President and Representative Director
Headquarters	Makuhari Techno Garden, Nakase 1-3 Mihama-ku, Chiba-shi, 261-0023 Chiba, JAPAN
Number of offices and centers	30 offices in 21 countries (Service & Operation Centers : 8 centers)
Capital stock	1,706 million yen
Consolidated sales	21,140 million yen
Consolidated number of employees	1,138
Registration number	T6010401003504
URL	https://global.weathernews.com/



Stock information

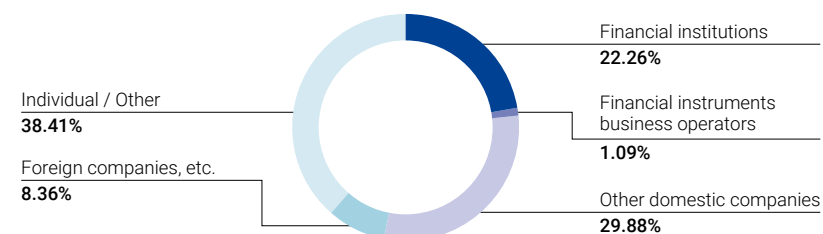
Total number of shares authorized to be issued	47,000,000 shares
Total number of shares outstanding	11,844,000 shares
Number of shareholders	12,394 (includes 10,765 shareholders of shares constituting one unit)
Stock trading unit	100 shares
Listing date	December 25, 2000
Market listing	Prime market of 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 Aarata LLC

Major shareholders (Top 10)

Shareholder name	Number of shares	Shareholding ratio (%)*
WNI WxBunka Foundation	1,700,000	15.42
WNI Institute Inc.	1,700,000	15.42
The Master Trust Bank of Japan, Ltd. (trust account)	985,000	8.93
Weathernews Employee Supporter Shareholding Association	452,141	4.10
The Chiba Bank, Ltd.	360,000	3.27
MUFG Bank, Ltd.	360,000	3.27
Custody Bank of Japan, Ltd. (trust account)	355,200	3.22
Taeko Ishibashi	353,800	3.21
Nippon Life Insurance Company	200,000	1.81
Sumitomo Mitsui Banking Corporation	180,000	1.63

* Shareholding ratio: Ratio of shares held to total number of shares issued (excluding treasury shares)

Distribution by shareholder



Scope of reporting

Reporting period: June 1, 2022 to May 31, 2023 *Some content outside this period is also included.

Reporting organization: Weathernews Inc. and consolidated subsidiaries

Inquiries

Finance and Investor Relations Department

<https://global.weathernews.com/contact/>

