



November 12, 2025

For Immediate Release

Company name: Career Design Center Co., Ltd.
Representative: Hiromi Tada, Chairman and CEO
(Securities code: 2410, TSE Prime Market)
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Notice of Change of Dividend Policy (Increase of Dividend Payout Ratio)

Career Design Center Co., Ltd. (the "Company") announces that, at a meeting held on November 12, 2025, its Board of Directors passed a resolution to revise the Company's dividend policy. Details are as follows.

1. Change in dividend policy and reason

As announced on August 20, 2024, recognizing that shareholder return is an important issue in corporate management, the Company has established a basic policy of continuously paying dividends, taking into account business trends, financial conditions, and other factors. The Company uses as a basis a standard payout ratio of 40% or more for ordinary dividends alone, after comprehensively considering the sufficiency of internal reserves and its financial condition.

In the fiscal year ended September 30, 2025, both net sales and profit reached new record highs as described in the summary of financial results published on November 12, 2025, amid the Company's efforts to grow businesses based on the Medium-Term Management Plan "Beyond 200," effective until the fiscal year ending September 30, 2026, which was announced in November 2021. While the fiscal year ending September 30, 2026, will be final fiscal year in the Medium-Term Management Plan, the Company will meet the expectations of its shareholders and investors by continuing to implement growth strategies for each business. Net sales are expected to reach 20 billion yen as initially planned and to reach a new record high after the record in the previous term. Meanwhile, profit will likely fall slightly below the initial target due in part to an upfront investment in indefinite-term employment as a new business. In addition, the Company has been ensuring the security of its financial base by raising cash and deposit levels in preparation for various business risks such as economic conditions and infectious diseases.

Taking these conditions into account, the Company has decided to raise its standard payout ratio from the conventional 40% or more to 50% or more for ordinary dividends alone from the fiscal year ending September 30, 2026, in order to more clearly show and enhance its shareholder return policy. The Company will continuously pay dividends. Following the above change in the dividend policy, the Company will revise its dividend forecast for the fiscal year ending September 30, 2026, to 125 yen per share (an ordinary dividend of 125 yen).

Under the new dividend policy, the entire Company working as one team will strive to achieve higher financial results and increase dividends in every fiscal year so as to realize high growth. The continued support of the Company's stakeholders is appreciated.

(Reference)

	Dividend per share				
	1st quarter-end	2nd quarter-end	3rd quarter-end	Year-end	Total
Dividend paid for year ended Sep. 2025	-	-	-	Yen 100.00 (Ordinary dividend 100 yen)	Yen 100.00 (Ordinary dividend 100 yen)
Dividend forecast for year ending Sep. 2026	Yen -	Yen -	Yen -	Yen 125.00 (Ordinary dividend 125 yen)	Yen 125.00 (Ordinary dividend 125 yen)