

Translation

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**Non-consolidated Financial Results
for the Three Months Ended December 31, 2025
(Under Japanese GAAP)**

January 30, 2026

Company name CAREER DESIGN CENTER CO.,LTD. Stock exchange listings: Tokyo Prime
 Securities code 2410 URL <https://cdc.type.jp/ir/>
 Representative (Title) Chairman and CEO (Name)Hiromi Tada
 Inquiries (Title) Senior Managing Director in charge of corporate planning (Name)Yutaka Nishiyama Tel 03-3560-1601
 Dividend payable date (as planned)—
 Supplemental material of results : Yes
 Convening briefing of results : None

(Yen amounts are rounded down to millions, unless otherwise noted.)

1. Non-consolidated financial results for the three months ended December 31, 2025 (from October 1, 2025 to December 31, 2025)

(1) Non-consolidated operating results (cumulative) (Percentages indicate year-on-year changes.)

	Net sales		Operating profit			Ordinary profit		Profit	
	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%	
Three months ended December 31, 2025	4,687	1.9	379	0.5	384	0.7	263	1.0	
December 31, 2024	4,601	4.7	377	(10.0)	382	(8.9)	260	(9.5)	

	Basic earnings per share	Diluted earnings per share
Three months ended December 31, 2025	Yen 50.06	Yen —
December 31, 2024	49.89	—

(2) Non-consolidated financial position

	Total assets	Net assets	Capital adequacy ratio	Net assets per share
	Millions of yen	Millions of yen	%	Yen
As of December 31, 2025	7,189	4,365	60.7	829.73
September 30, 2025	7,733	4,628	59.8	879.66

Reference:Owner's equity As of December 31, 2025 4,365Millions of yen As of September 30, 2025 4,628Millions of yen

2. Cash dividends

	Annual dividend				
	First quarter	Second quarter	Third quarter	Year end	Annual
Fiscal year ended September 30, 2025	Yen —	Yen 0.00	Yen —	Yen 100.00	Yen 100.00
Fiscal year ending September 30, 2026	—				
Fiscal year ending September 30, 2026 (Forecast)		0.00	—	125.00	125.00

Note:Revisions to the forecast of cash dividends most recently announced : None

3. Non-consolidated financial forecast for the fiscal year ending September 30, 2026 (from October 1, 2025 to September 30, 2026)
 (Percentages indicate year-on-year changes.)

	Net sales		Operating profit		Ordinary profit		Profit		Basic earnings per share
	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%	Yen
Six months ending March 31, 2026	9,530	5.3	665	5.5	670	4.7	433	(0.7)	82.67
Fiscal year ending September 30, 2026	20,000	7.3	1,890	19.4	1,900	18.4	1,272	15.6	242.32

Note:Revisions to the earnings forecasts most recently announced : None

* Notes

(1) Adoption of accounting treatment specific to the preparation of quarterly non-consolidated financial statements : None

(2) Changes in accounting policies, changes in accounting estimates, and restatement

- (i) Changes in accounting policies due to revisions to accounting standards and other regulations : None
- (ii) Changes in accounting policies due to other reasons : None
- (iii) Changes in accounting estimates : None
- (iv) Restatement : None

(3) Number of issued shares (common shares)

- ① Number of issued and outstanding shares at the period end (including treasury stock)
- ② Number of treasury stock at the period end
- ③ Average number of shares (quarterly period-YTD)

As of December 31, 2025	5,497,921shares	As of September 30, 2025	5,497,921shares
As of December 31, 2025	236,336shares	As of September 30, 2025	236,336shares
Three months ended December 31, 2025	5,261,585shares	Three months ended December 31, 2024	5,227,921shares

* Review of the Japanese-language originals of the attached non-consolidated quarterly financial statements by certified public accountants or an audit firm : None

Quarterly Non-consolidated Financial Statements and Primary Notes

Quarterly Non-consolidated balance sheet

(Thousands of yen)

	As of September 30, 2025	As of December 31, 2025
Assets		
Current assets		
Cash and deposits	3,935,123	3,602,065
Accounts receivable - trade	1,528,766	1,405,290
Work in process	6,726	—
Other	188,434	249,654
Allowance for doubtful accounts	(6,115)	(5,480)
Total current assets	5,652,935	5,251,530
Non-current assets		
Property, plant and equipment		
Buildings, net	230,227	222,539
Other, net	23,755	21,729
Total property, plant and equipment	253,983	244,268
Intangible assets		
Software	1,127,875	1,094,713
Other	11,198	11,198
Total intangible assets	1,139,074	1,105,912
Investments and other assets		
Deferred tax assets	268,159	178,186
Leasehold and guarantee deposits	326,918	325,467
Other	92,548	84,849
Allowance for doubtful accounts	(98)	(343)
Total investments and other assets	687,527	588,161
Total non-current assets	2,080,585	1,938,342
Total assets	7,733,520	7,189,873

(Thousands of yen)

	As of September 30, 2025	As of December 31, 2025
Liabilities		
Current liabilities		
Accounts payable - trade	2,999	2,528
Accounts payable - other	529,339	468,118
Accrued expenses	886,022	1,006,526
Contract liabilities	404,116	405,043
Accrued consumption taxes	369,884	354,547
Income taxes payable	340,311	46,404
Provision for bonuses	236,093	60,426
Other	50,853	188,069
Total current liabilities	2,819,622	2,531,666
Non-current liabilities		
Provision for retirement benefits	261,284	266,518
Other provisions	4,071	5,877
Asset retirement obligations	20,124	20,140
Total non-current liabilities	285,480	292,536
Total liabilities	3,105,102	2,824,203
Net assets		
Shareholders' equity		
Share capital	558,663	558,663
Capital surplus		
Legal capital surplus	211,310	211,310
Other capital surplus	16,865	16,865
Total capital surplus	228,176	228,176

Retained earnings		
Other retained earnings		
Retained earnings brought forward	4,135,344	3,872,596
Total retained earnings	4,135,344	3,872,596
Treasury shares	(293,765)	(293,765)
Total shareholders' equity	4,628,417	4,365,669
Total net assets	4,628,417	4,365,669
Total liabilities and net assets	7,733,520	7,189,873

Quarterly Non-consolidated statements of income

(Thousands of yen)

	Three months ended December 31, 2024	Three months ended December 31, 2025
Net sales	4,601,298	4,687,677
Cost of sales	2,197,520	2,325,749
Gross profit	2,403,777	2,361,928
Selling, general and administrative expenses	2,025,939	1,982,330
Operating profit	377,838	379,598
Non-operating income		
Cancellation Fee	2,289	3,004
Compensation income	1,716	1,716
Other	699	925
Total non-operating income	4,705	5,646
Non-operating expenses		
Interest expenses	—	—
Other	346	254
Total non-operating expenses	346	254
Ordinary profit	382,197	384,990
Extraordinary losses		
Loss on retirement of non-current assets	171	1,258
Total extraordinary losses	171	1,258
Profit before income taxes	382,026	383,731
Income taxes - current	39,380	30,348
Income taxes - deferred	81,846	89,973
Total income taxes	121,226	120,321
Profit	260,799	263,410