Translation

Notice: This document is an excerpt translation of the original Japanese document and is only for reference purposes. In the event of any discrepancy between this translated document and the original Japanese document, the latter shall prevail.

Non-consolidated Financial Results for the Fiscal Year Ended September 30, 2026 (Under Japanese GAAP)

November 11, 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)	Executive Vice President in charge of corporate planning	(Name)Yutaka Nishiyama	Tel 03-3560-1601
Date of general shareholders' meeting (as planned)		December 18, 2026	Dividend payable date (as planned)	December 21, 2026
Annual securities report filing date (as planned)		December 17, 2026		

Supplemental material of annual results : Yes
Convening briefing of annual results : Yes

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

1. Non-consolidated financial results for the fiscal year ended September 30, 2026 (from October 1, 2025 to September 30, 2026)

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

	Net sales		Operating profit		Ordinary profit		Profit	
Fiscal year ended	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%
September 30, 2026	18,744	0.5	1,586	0.2	1,606	0.2	1,134	3.1
September 30, 2025	18,646	5.1	1,582	10.5	1,604	11.6	1,100	11.8

	Basic earnings per share	Diluted earnings per share	Rate of return on equity	Ordinary profit to total assets ratio	Operating profit to net sales ratio
Fiscal year ended	Yen	Yen	%	%	%
September 30, 2026	215.00	—	22.9	20.3	8.5
September 30, 2025	209.67	—	25.7	22.5	8.5

Reference:Investment profit (loss) on equity method For the fiscal year ended September 30, 2026 —Millions of yen For the fiscal year ended September 30, 2025 —Millions of yen

(2) Non-consolidated financial position

	Total assets	Net assets	Capital adequacy ratio	Net assets per share
As of	Millions of yen	Millions of yen	%	Yen
September 30, 2026	8,080	5,299	65.6	1,002.43
September 30, 2025	7,733	4,628	59.8	879.66

Reference:Owner's equity As of September 30, 2026 5,299Millions of yen As of September 30, 2025 4,628Millions of yen

(3) Non-consolidated cash flows

	Cash flows from operating activities	Cash flows from investing activities	Cash flows from financing activities	Cash and equivalents, end of period
Fiscal year ended	Millions of yen	Millions of yen	Millions of yen	Millions of yen
September 30, 2026	1,413	(352)	(525)	4,370
September 30, 2025	2,031	(338)	(470)	3,835

2. Cash dividends

	Dividend per share					Total dividend paid	Payout ratio	Ratio of total amount of dividends to net assets
	First quarter	Second quarter	Third quarter	Year end	Annual			
	Yen	Yen	Yen	Yen	Yen	Millions of yen	%	%
Fiscal year ended September 30, 2025	—	0.00	—	100.00	100.00	526	47.7	12.2
Fiscal year ended September 30, 2026	—	0.00	—	160.00	160.00	845	74.4	17.0

	Dividend per share					Total dividend paid	Payout ratio	Ratio of total amount of dividends to net assets
	First quarter	Second quarter	Third quarter	Year end	Annual			
Fiscal year ending September 30, 2027 (Forecast)	—	0.00	—	160.00	160.00		86.1	

3. Non-consolidated financial forecast for the fiscal year ending September 30, 2027 (from October 1, 2026 to September 30, 2027)

(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, 2027	9,235	(0.9)	455	(35.7)	460	(35.9)	311	(36.5)	58.64
Fiscal year ending September 30, 2027	19,150	2.2	1,440	(9.2)	1,450	(9.8)	986	(13.1)	185.92

* Notes

(1) 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

(2) Number of issued shares (common shares)

① Number of issued and outstanding shares at the end of fiscal year (including treasury stock)	As of September 30, 2026	5,497,921shares	As of September 30, 2025	5,497,921shares
② Number of treasury stock at the end of fiscal year	As of September 30, 2026	211,294shares	As of September 30, 2025	236,336shares
③ Average number of shares	Fiscal year ended September 30, 2026	5,278,325shares	Fiscal year ended September 30, 2025	5,250,056shares

* Financial results reports are exempt from audit conducted by certified public accountants or an audit firm.

Non-consolidated Financial Statements and Primary Notes

Non-consolidated balance sheet

(Thousands of yen)

	As of September 30, 2025	As of September 30, 2026
Assets		
Current assets		
Cash and deposits	3,935,123	4,470,349
Accounts receivable - trade	1,528,766	1,394,068
Work in process	6,726	9,207
Other	188,434	198,010
Allowance for doubtful accounts	(6,115)	(7,527)
Total current assets	5,652,935	6,064,109
Non-current assets		
Property, plant and equipment		
Buildings, net	230,227	204,745
Other, net	23,755	17,090
Total property, plant and equipment	253,983	221,835
Intangible assets		
Software	1,127,875	1,042,225
Other	11,198	10,648
Total intangible assets	1,139,074	1,052,873
Investments and other assets		
Deferred tax assets	268,159	317,806
Leasehold and guarantee deposits	326,918	321,117
Other	92,548	105,121
Allowance for doubtful accounts	(98)	(2,562)
Total investments and other assets	687,527	741,482
Total non-current assets	2,080,585	2,016,191
Total assets	7,733,520	8,080,301

(Thousands of yen)

	As of September 30, 2025	As of September 30, 2026
Liabilities		
Current liabilities		
Accounts payable - trade	2,999	2,211
Accounts payable - other	529,339	408,210
Accrued expenses	886,022	873,303
Contract liabilities	404,116	364,368
Accrued consumption taxes	369,884	257,339
Income taxes payable	340,311	286,513
Provision for bonuses	236,093	240,492
Other	50,853	49,458
Total current liabilities	2,819,622	2,481,898
Non-current liabilities		
Provision for retirement benefits	261,284	276,928
Other provisions	4,071	1,806
Asset retirement obligations	20,124	20,189
Total non-current liabilities	285,480	298,924
Total liabilities	3,105,102	2,780,822
Net assets		
Shareholders' equity		
Share capital	558,663	558,663
Capital surplus		
Legal capital surplus	211,310	211,310
Other capital surplus	16,865	48,093
Total capital surplus	228,176	259,403

Retained earnings		
Other retained earnings		
Retained earnings brought forward	4,135,344	4,744,050
Total retained earnings	4,135,344	4,744,050
Treasury shares	(293,765)	(262,638)
Total shareholders' equity	4,628,417	5,299,478
Total net assets	4,628,417	5,299,478
Total liabilities and net assets	7,733,520	8,080,301

Non-consolidated statements of income

(Thousands of yen)

	Fiscal year ended September 30, 2025	Fiscal year ended September 30, 2026
Net sales	18,646,255	18,744,342
Cost of sales	8,968,065	9,367,728
Gross profit	9,678,190	9,376,614
Selling, general and administrative expenses	8,095,384	7,790,038
Operating profit	1,582,805	1,586,576
Non-operating income		
Interest income	3,549	8,792
Cancellation fee	9,906	5,724
Compensation income	6,864	6,864
Insurance claim income	—	4,510
Other	2,053	831
Total non-operating income	22,374	26,721
Non-operating expenses		
Commission expenses	—	4,100
Other	858	2,218
Total non-operating expenses	858	6,318
Ordinary profit	1,604,321	1,606,979
Extraordinary losses		
Loss on retirement of non-current assets	171	4,172
Total extraordinary losses	171	4,172
Profit before income taxes	1,604,150	1,602,806
Income taxes - current	532,629	517,588
Income taxes - deferred	(29,248)	(49,646)
Total income taxes	503,381	467,941
Profit	1,100,768	1,134,864

Non-consolidated statements of changes in equity

For the fiscal year ended September 30, 2025

(Thousands of yen)

	Shareholders' equity						
	Share capital	Capital surplus			Retained earnings		Treasury shares
		Legal capital surplus	Other capital surplus	Total capital surplus	Other retained earnings Retained earnings brought forward	Total retained earnings	
Balance at beginning of period	558,663	211,310	—	211,310	3,505,088	3,505,088	(335,610)
Changes during period							
Dividends of surplus					(470,512)	(470,512)	
Profit (loss)					1,100,768	1,100,768	
Purchase of treasury shares							—
Disposal of treasury shares			16,865	16,865			41,844
Total changes during period	—	—	16,865	16,865	630,255	630,255	41,844
Balance at end of period	558,663	211,310	16,865	228,176	4,135,344	4,135,344	(293,765)

	Shareholders' equity Total shareholders' equity	Total net assets
Balance at beginning of period	3,939,452	3,939,452
Changes during period		
Dividends of surplus	(470,512)	(470,512)
Profit (loss)	1,100,768	1,100,768
Purchase of treasury shares	—	—
Disposal of treasury shares	58,710	58,710
Total changes during period	688,965	688,965
Balance at end of period	4,628,417	4,628,417

For the fiscal year ended September 30, 2026

(Thousands of yen)

	Shareholders' equity						
	Share capital	Capital surplus			Retained earnings		Treasury shares
		Legal capital surplus	Other capital surplus	Total capital surplus	Other retained earnings Retained earnings brought forward	Total retained earnings	
Balance at beginning of period	558,663	211,310	16,865	228,176	4,135,344	4,135,344	(293,765)
Changes during period							
Dividends of surplus					(526,158)	(526,158)	
Profit (loss)					1,134,864	1,134,864	
Purchase of treasury shares							—

Disposal of treasury shares			31,227	31,227			31,127
Total changes during period	—	—	31,227	31,227	608,706	608,706	31,127
Balance at end of period	558,663	211,310	48,093	259,403	4,744,050	4,744,050	(262,638)

	Shareholders' equity	Total net assets
	Total shareholders' equity	
Balance at beginning of period	4,628,417	4,628,417
Changes during period		
Dividends of surplus	(526,158)	(526,158)
Profit (loss)	1,134,864	1,134,864
Purchase of treasury shares	—	—
Disposal of treasury shares	62,354	62,354
Total changes during period	671,060	671,060
Balance at end of period	5,299,478	5,299,478

Non-consolidated cash flow statement

(Thousands of yen)

	Fiscal year ended September 30, 2025	Fiscal year ended September 30, 2026
Cash flows from operating activities		
Profit before income taxes	1,604,150	1,602,806
Depreciation	511,558	471,767
Increase (decrease) in allowance for doubtful accounts	4,460	13,610
Increase (decrease) in provision for bonuses	12,813	4,399
Increase (decrease) in provision for retirement benefits	9,897	15,644
Interest income	(3,549)	(8,792)
Loss on retirement of non-current assets	171	4,172
Decrease (increase) in trade receivables	(169,733)	120,035
Decrease (increase) in inventories	1,323	(1,647)
Increase (decrease) in trade payables	(3,556)	(787)
Increase (decrease) in accounts payable - other	23,624	(126,096)
Increase (decrease) in accrued expenses	101,502	(12,719)
Increase (decrease) in contract liabilities	53,703	(39,748)
Increase (decrease) in accrued consumption taxes	267,134	(112,545)
Other, net	87,456	41,764
Subtotal	2,500,957	1,971,862
Interest and dividends received	3,549	8,792
Income taxes paid	(473,156)	(567,277)
Net cash provided by (used in) operating activities	2,031,350	1,413,377
Cash flows from investing activities		
Payments into time deposits	(100,000)	(100,000)
Proceeds from withdrawal of time deposits	100,000	100,000
Purchase of property, plant and equipment	(3,431)	(11,505)
Purchase of intangible assets	(334,953)	(341,118)
Net cash provided by (used in) investing activities	(338,384)	(352,624)
Cash flows from financing activities		
Dividends paid	(470,151)	(525,526)
Net cash provided by (used in) financing activities	(470,151)	(525,526)
Net increase (decrease) in cash and cash equivalents	1,222,815	535,226
Cash and cash equivalents at beginning of period	2,612,308	3,835,123
Cash and cash equivalents at end of period	3,835,123	4,370,349