



November 28, 2025

For Immediate Release

**Company name:** Career Design Center Co., Ltd.  
**Representative:** Hiromi Tada, Chairman and CEO  
 (Securities code: 2410, TSE Prime Market)  
**Contact:** Yutaka Nishiyama, Senior Managing Director  
 in charge of Corporate Planning  
 (TEL: 03-3560-1601)

## Status of Progress in Plan to Meet the Criteria for Maintaining Listing

On December 10, 2021, Career Design Center Co., Ltd. (the “Company”) submitted and disclosed a plan to meet the criteria for maintaining listing on the Prime Market. The Company hereby announces that it has prepared a report on the progress of the plan as of September 30, 2025. Details are as follows.

### 1. Changes in the status of compliance with the criteria for maintaining listing and plan period

The status of the Company's compliance with the criteria for maintaining listing on the Prime Market as of September 30, 2025, including the changes thereof, is as in the table below. The Company does not meet the criteria for tradable share market capitalization. Regarding tradable share market capitalization, the Company will implement various initiatives to meet the criteria for maintaining listing by September 30, 2026, which is the end of final fiscal year of Beyond 200, the Medium-term Management Plan.

		Number of tradable shares (unit)	Tradable share market capitalizationz (billion yen)	Tradable share ratio (%)
The status of and trends in our compliance	As of the end of June 2021 (transition record date)	47,031	50.25	66.6
	As of the end of September 2022	34,865	49.32	49.4
	As of the end of September 2023	35,437	68.16	50.2
	As of the end of September 2024	36,186	65.81	65.8
	As of the end of September 2025	35,846	76.44	65.1
Continued listing criteria		20,000	100	35
Compliance status		○	×	○
Plan period			End of September 2026	

- ※ 1 The Company's status of compliance as of June 30, 2021 is calculated based on the distribution of the Company's share certificates, etc. as understood by the Tokyo Stock Exchange as of the base date of transition (June 30, 2021).
- ※ 2 The Company's status of compliance from the fiscal year ended September 30, 2022 onwards is calculated based on the distribution of the Company's share certificates, etc. as understood by the Tokyo Stock Exchange as of the base date.

2 . Implementation status and evaluation of initiatives for compliance with the criteria for maintaining listing

The Company announced its Medium-term Management Plan Beyond 200 (fiscal year ended September 30, 2022 to fiscal year ending September 30, 2026) on November 10, 2021. Targets for the fiscal year ending September 30, 2026, which is the final fiscal year of the plan, are net sales of 20.0 billion yen and ordinary profit of 2.4 billion yen. With regard to the financial results for the fiscal year ended September 30, 2025, which is the fourth year of the Medium-term Management Plan, net sales and profit both reached record highs for the Company overall.

The fiscal year ending September 30, 2026 will be the final year of the Medium-term Management Plan. Although profit is expected to fall short of the initial plan due to slower-than-anticipated growth in the personnel placement business and the new graduate placement business and upfront investment for indefinite-term employment in the IT worker dispatch business, net sales are expected to be in line with the initial plan.

Furthermore, ROE continues to show an improving trend, and we recognize that the plan to meet the criteria for maintaining listing on the Prime Market is generally progressing as planned. Going forward, we will continue to work on the following measures to increase corporate value, centering on achieving the Medium-term Management Plan, in order to meet the criteria for maintaining listing.

3 . Details of issues to be addressed in future and initiatives in light of progress on matters that failed to meet the listing criteria

( 1 ) Issues to be addressed in future in light of progress

Tradable share market capitalization, which is the criterion the Company has not met, is market capitalization multiplied by the tradable share ratio, and the Company believes that the key to meeting this criterion is to increase the share price, which is a key component of market capitalization. The Company aims to achieve a share price of 3,000 yen in the fiscal year ending September 30, 2026. The Company expects to achieve its earnings forecast for the current fiscal year and applies a minimum P/E ratio of 13x, which is the average P/E ratio for the three fiscal years immediately preceding the pandemic, the share price will be around 3,000 yen. Based on this, the Company expects its tradable share market capitalization to exceed 10.0 billion yen, thereby fulfilling the Prime Market listing maintenance criteria.

To address this issue, the Company will implement the following initiatives to improve its financial results and corporate value, focused on driving the Medium-term Management Plan Beyond 200.

( 2 ) Details of initiatives

① Improvement of financial results through implementation of the Medium-term Management Plan

Improvement of financial results through implementation of the Medium-term Management Plan

The Company aims to achieve the Medium-term Management Plan Beyond 200 by continuing to grow its existing businesses in accordance with the plan and by accelerating new measures such as strengthening the Direct type and expanding it in the Kansai region, and launching indefinite term employment dispatch services in the IT dispatch business in a new initiative from the fiscal year ended September 30, 2023. In the previous fiscal year, we recognize that an issue was a slowdown in the growth of ordinary profit for the personnel placement business and the new graduate placement business, although the recruitment environment was changing. For this reason, in the current fiscal year, the Company will seek growth in successful contracts by stepping up the development of job offers among new customers and the acquisition of membership registrations among jobseekers, especially IT engineers, and strengthening contact points such as interviews, in anticipation of recovery in hiring appetite among employers. In the new graduate placement business, the Company will aim for growth in successful contracts by stepping up the development of job offers and student membership registrations. Meanwhile in the media information business, the Company will focus on increasing and maintaining profitability and continue to improve discounts, while also promoting sales in the Kansai region and enhancing the product appeal of the Direct type brand. In the new graduate media business, the Company will enhance products other than individual promising job openings for students expected to graduate in 2027. In the fixed-term employment field of the IT worker dispatch business, the Company will strengthen investment in human resources and efficient advertising investment, while in the indefinite-term employment field, it will step up mid-career recruitment in order to move into the black as soon as possible.

Additionally, the Company will achieve more profitable business expansion by drastically cutting costs companywide, and will aim to set new record highs for both net sales and profit.

[Progress and financial targets of Medium-Term Management Plan]

(Amounts are rounded down to the nearest million yen)

	2021/9 Results	2022/9 Results	2023/9 Results	2024/9 Results	2025/9 Results Forecast	2026/9 Medium-Term Management Plan
Net sales	Million yen 12,091	Million yen 15,507	Million yen 17,388	Million yen 17,734	Million yen 19,000	Million yen 20,000
Ordinary profit	362	1,101	1,577	1,438	1,750	1,900
Ratio of Ordinary Profit to Sales (%)	(3.0)	(7.1)	(9.0)	(8.1)	(9.2)	(9.5)
ROE (%)	(2.2)	(23.0)	(33.7)	(25.0)	(25.7)	(25 or higher)

\*Figures for the fiscal year ended September 30, 2021 include the first-half results of a wholly owned subsidiary absorption-type merger in the third quarter.

② Strengthening of corporate governance

The Company will seek further enhancement of corporate governance to achieve sustainable growth and medium- to long-term corporate value improvement in line with the overarching aim of the Prime Market. In particular, the Company will actively consider and engage with those principles of Japan's Corporate Governance Code, as revised in June 2021, that apply specifically to companies listed on the Prime Market.

[Initiatives in the fiscal year ended September 30, 2025]

■ Supplementary principle 3-1 (2): Requirement for companies listed on the Prime Market to disclose and provide material information in English

The Company has been providing financial results summaries, financial results briefing supplemental materials and timely disclosures in English but began providing the Japanese and English versions simultaneously. Through this, the Company sought to speed up and enhance the provision of information to stakeholders including overseas investors.

■ Supplementary Principle 3-1(3): Requirement to appropriately disclose initiatives on sustainability when disclosing management strategies and to disclose and provide clear and specific information on investments in human capital and intellectual property. Especially, requirement for companies listed on the Prime Market to enhance the quality and quantity of disclosures based on TCFD recommendations or equivalent international framework

The Company reflected the latest data in the sustainability page of its corporate website, its financial results presentation materials and supplementary materials, and increased transparency in relation to investors and stakeholders. In addition, the Company began simultaneous disclosure in English.

Furthermore, disclosure of information based on the TCFD recommendations was previously limited to information about Scope 1 and Scope 2 emissions; however, the Company began disclosure of Scope 3 data in November 2024.

[Initiatives from the fiscal year ending September 30, 2026 (including those already implemented)]

■ Principle 4-8: Requirement for companies listed on the Prime Market to appoint at least one-third (majority where necessary) of directors as independent directors to their Board of Directors

If the appointment of Outside Directors and Audit and Supervisory Committee Members is approved at the

34th Annual General Meeting of Shareholders, the ratio of independent directors on the Board of Directors will be 42.9%.

■ Supplementary Principle 4-11: Requirement for the Board of Directors to balance diversity (gender, nationality, career history and age) and appropriate size

If the appointment of Outside Directors and Audit and Supervisory Committee Members is approved at the 34th Annual General Meeting of Shareholders, the ratio of women on the Board of Directors will be 14.3%. In addition, the Company appointed a new female Executive Officer in October 2025, further strengthening the diversity of the Board of Directors and Management Meeting. This will enable management from a more multi-faceted management approach, widening the perspective of management decision-making. Going forward, the Company will continue promoting the appointment of human resources with diverse viewpoints due to their gender, career background, age, etc., with the aim of building a more multifaceted management structure.

③ Promotion and strengthening of IR activities

The Company sought to enhance the quality and quantity of information disclosures and also continuously held dialogue with investors, including financial results briefings and one-on-one meetings to coincide with financial results announcements, in an effort to improve recognition and increase understanding of its business. In the fiscal year ended September 30, 2025, the disclosure of financial results summaries, financial results briefing supplemental materials and timely disclosure materials in English, which was already being done, was done at the same time as disclosure of the Japanese materials, strengthening the prompt and fair provision of information to stakeholders including overseas investors. Going forward, the Company will continue further strengthening IR activities that will help improve its recognition and lead to a fair evaluation of its corporate value through efforts to enhance IR information, including simultaneous disclosure in Japanese and English, and active engagement in dialogue with investors.

④ Stable Growth of Shareholder Returns

The Company recognizes that returning profits to shareholders is an important management issue, and has adopted the basic policy of distributing profits based on operating results, while comprehensively taking into account the need to enhance retained earnings and the financial position of the company. In August 2024, the Company made revisions to its dividend policy to clarify its approach to returning profits to shareholders and to further enhance shareholder returns. The Company decided to set a target dividend payout ratio based solely on ordinary dividends of 40% or higher and to pay continuous dividends while taking factors such as its performance trend and financial position into consideration.

The Company had planned to pay a year-end dividend for the fiscal year ended September 30, 2025 of 95 yen per share; however, in view of its strong performance and as an expression of appreciation to shareholders for their continued generous support, the Company revised its forecast for the year-end dividend per share to 100 yen, increasing the annual dividend forecast by 5 yen per share from the previous forecast.

Looking ahead to the fiscal year ending September 30, 2026, in November 2025, the Company adopted a new dividend policy, saying that to further clarify its commitment to returning profits to shareholders and enhance shareholder returns, it will raise the target dividend payout ratio of 40% or higher based on ordinary dividends alone to 50% or higher based on ordinary dividends alone, and will continue to provide stable dividends in the future. For the fiscal year ending September 30, 2026, the Company plans to pay annual dividend of 125 yen per share.

Moving forward, the Company will continue realizing further improvement in its performance and will make a concerted effort to ensure that high growth is achieved, with the aim of increasing dividends every year.

⑤ Strengthening of sustainability initiatives

Through the employment of human resources, the Company aims to create a "society in which working people have good jobs and lead good lives." We will provide working people with necessary assistance including career selection assistance to ensure that they lead prosperous lives, and, under proper corporate governance, we, as a company trusted by society, will create both social value and economic value through businesses, thereby seeking to contribute to a sustainable society and improve corporate value. Aiming to help build a sustainable society through its business activities, in December 2022, the Company disclosed its Basic Policy on Sustainability and Material Issues (Materialities) and stepped up its sustainability initiatives. The Company also indicated its support for the recommendations of the Task Force on Climate Change-Related Financial Disclosures (TCFD) in October 2023 and joined the TCFD Consortium at the same time.

In the fiscal year ended September 30, 2024, the Company increased ESG (environmental, social and governance)-related information disclosures to promote more transparent information disclosure. Furthermore, in the fiscal year ended September 30, 2025, in its disclosures of greenhouse gas emissions based on the TCFD recommendations, the Company began disclosing Scope 3 data for its entire supply chain in addition to Scope 1 and Scope 2 data, and has enhanced its understanding of and response to climate-related risks and opportunities.

Looking ahead, the Company is considering publishing its first Integrated Report in the fiscal year ending September 30, 2026, and plans to put in place a framework for systematically communicating its corporate value creation story through both financial and non-financial information.

By continuing to address social issues and contributing to the realization of a sustainable society, the Company will work to improve its corporate value.

The Company aims to meet the criteria for maintaining listing on the Prime Market and will continue implementing the above measures. Going forward, through continued implementation of the above measures based on the plan, the Company will strive for sustainable growth and medium-to-long-term improvement in its corporate value and seek to meet the criteria for maintaining listing on the Prime Market as our top priority.

Even if satisfaction of the criteria within the plan period is deemed difficult because of the impact of changes in the economic environment or market conditions, etc., the Company will consider changing its listing to the Standard Market, among other measures to ensure that investors and shareholders have a stable trading environment for the Company's shares.