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[Translation]



April 22, 2026

To whom it may concern:

Company Name: North Pacific Bank, Ltd.
Name of Representative: Hironobu Tsuyama, President
(Securities code: 8524, Tokyo Stock Exchange Prime Market / Sapporo Securities Exchange)
Contact: Takuji Nogiwa, Managing Executive Officer of Management Planning Department

**Announcement of Results of Tender Offer for Shares
in CAREER BANK CO., LTD. (Securities Code: 4834) and Change in Subsidiary**

North Pacific Bank, Ltd. (the “Tender Offeror”) resolved, as of March 3, 2026, to commence the tender offer under the Financial Instruments and Exchange Act (Act No. 25 of 1948, as amended; the “Act”) (the “Tender Offer”), as part of a set of transactions to acquire all of the common shares of CAREER BANK CO., LTD. (the “Target Company Shares”) (listed on the Main Board of the Securities Membership Corporation Sapporo Securities Exchange (the “Sapporo Securities Exchange”), Securities Code: 4834; the “Target Company”) (excluding the Target Company Shares owned by the Tender Offeror; the same applies hereinafter) and make the Target Company a wholly-owned subsidiary of the Tender Offeror, and the Tender Offeror had been conducting the Tender Offer since March 4, 2026. As the Tender Offer completed on April 21, 2026, the Tender Offeror hereby announces the results thereof as described below:

As a result of the Tender Offer, the Target Company will become a consolidated subsidiary of the Tender Offeror as of April 28, 2026 (the commencement date of settlement of the Tender Offer).

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I. Results of the Tender Offer

1. Outline of the Tender Offer

(1) Name and location of the Tender Offeror

North Pacific Bank, Ltd.
(7, Odori Nishi 3-chome, Chuo-ku, Sapporo, Hokkaido)

(2) Name of the Target Company

CAREER BANK CO., LTD.

(3) Class of shares to be purchased

Common Shares

(4) Number of Share Certificates, Etc. to be Purchased

Number of Shares to Be Purchased	Minimum Number of Shares to Be Purchased	Maximum Number of Shares to Be Purchased
969,000 shares	638,000 shares	- shares

(Note 1) If the total number of the shares tendered in the Tender Offer (the “Tendered Share Certificates, Etc.”) is less than the minimum number of shares to be purchased (638,000 shares), the Tender Offeror will not purchase any of the Tendered Share Certificates, Etc. If the total number of the Tendered Share Certificates, Etc. meets or exceeds the minimum number of shares to be purchased (638,000 shares), the Tender Offeror will purchase all of the Tendered Share Certificates, Etc.

(Note 2) As the maximum number of shares to be purchased has not been set for the Tender Offer, for “Number of Shares to be Purchased”, the maximum number of the Target Company Shares that the Tender Offeror may acquire through the Tender Offer (969,000 shares) is stated. Such maximum number is calculated by subtracting (i) the number of the Target Company Shares held by the Tender Offeror as of March 3, 2026 (24,000 shares) from (ii) the number of outstanding shares of the Target Company as of November 30, 2025 stated in the Semi-Annual Securities Report for the 39th Fiscal Year filed by the Target Company on January 14, 2026 (the “Target Company’s Semi-Annual Securities Report”) (993,000 shares). The Target Company does not own any treasury shares as of March 3, 2026.

(Note 3) Shares less than one unit are also subject to the Tender Offer. If a right to demand purchase of shares less than one unit is exercised by any shareholder of the Target Company in accordance with the Companies Act (Act No. 86 of 2005, as amended), the Target Company may purchase its own shares during the tender offer period in accordance with procedures provided in laws and regulations.

(Note 4) The Tender Offeror does not intend to acquire the treasury shares held by the Target Company through the Tender Offer.

(5) Tender Offer Period

(i) Tender Offer Period

From March 4, 2026 (Wednesday) to April 21, 2026 (Tuesday) (34 business days)

(ii) Possibility of Extension at Request of the Target Company

Not applicable.

(6) Price of the Tender Offer

1,755 yen per common share

2. Results of the Tender Offer

(1) Outcome of the Tender Offer

In the Tender Offer, the Tender Offeror sets a condition that, if the total number of the Tendered Share Certificates, Etc. is less than the minimum number to be purchased (638,000 shares), the Tender Offeror will not purchase any of the Tendered Share Certificates, Etc. As the total number of the

Tendered Share Certificates, Etc. (852,487 shares) was not less than the minimum number to be purchased (638,000 shares), the Tender Offeror will purchase all of the Tendered Share Certificates, Etc. as described in the public notice of the commencement of the Tender Offer and the tender offer registration statement (including the matters amended by the amendment to the tender offer registration statement filed thereafter).

(2) Date of Public Notice of Results of the Tender Offer, and Name of Newspaper for Public Notice

Pursuant to the provisions of Article 27-13, Paragraph 1 of the Act, on April 22, 2026, at the Tokyo Stock Exchange, the Tender Offeror announced to the press the results of the Tender Offer, by the method prescribed in Article 9-4 of the Order for Enforcement of the Financial Instruments and Exchange Act (Cabinet Order No. 321 of 1965, as amended) and Article 30-2 of the Cabinet Office Ordinance on Disclosure Required for Tender Offer for Share Certificates, Etc. by Person other than Issuer (Ministry of Finance Ordinance No. 38 of 1990, as amended, the “Cabinet Ordinance”).

(3) Number of Purchased Shares

Type of share certificates, etc.	a. Number of tendered shares	b. Number of purchased shares
Shares	852,487 (shares)	852,487 (shares)
Stock Acquisition Rights	—	—
Bonds with Stock Acquisition Rights	—	—
Trust Beneficiary Certificate for Shares ()	—	—
Depository Receipts for Shares ()	—	—
Total	852,487 (shares)	852,487 (shares)
(Total Number of Shares (diluted))	(—) (shares)	(—) (shares)

(4) Change in Ownership Ratio of Shares through Tender Offer

Number of Voting Rights Represented by Shares Held by Tender Offeror Before Tender Offer	240 voting rights	(Ownership Ratio of Shares Before Tender Offer: 2.42%)
Number of Voting Rights Represented by Shares Held by Special Related Parties Before Tender Offer	60 voting rights	(Ownership Ratio of Shares Before Tender Offer: 0.60%)
Number of Voting Rights Represented by Shares Held by Tender Offeror After Tender Offer	8,764 voting rights	(Ownership Ratio of Shares After Tender Offer: 88.26 %)

Number of Voting Rights Represented by Shares Held by Special Related Parties After Tender Offer	0 voting rights	(Ownership Ratio of Shares After Tender Offer: 0.00 %)
Number of Voting Rights of All Shareholders of the Target Company	9,928 voting rights	

(Note 1) “Number of Voting Rights Represented by Shares Held by Special Related Parties Before Tender Offer” indicates the total number of voting rights represented by the shares held by each special related party except for those excluded from the special related parties in relation to the calculation of the ownership ratio in each item of Article 27-2, Paragraph 1 of the Act in accordance with Article 3, Paragraph 2, Item 1 of the Cabinet Ordinance. Since the Tender Offer targeted the shares held by special related parties, “Number of Voting Rights Represented by Shares Held by Special Related Parties After Tender Offer” is stated as 0.

(Note 2) “Number of Voting Rights of All Shareholders of the Target Company” is the number of voting rights of all shareholders of the Target Company as of November 30, 2025, as set forth in the Target Company’s Semi-Annual Securities Report (with the number of shares of one unit being 100). However, since the Tender Offer targeted the shares less than one unit, in order to calculate “Ownership Ratio of Shares Before Tender Offer” and “Ownership Ratio of Shares After Tender Offer”, the number of voting rights (i.e., 9,930) represented by the number of outstanding shares of the Target Company as of February 28, 2026 stated in “Consolidated Financial Results for the Fiscal Year Ending May 31, 2026, Third Quarter (Based on Japanese GAAP)” reported by the Target Company on April 7, 2026(the “Target Company’s Financial Results”) (i.e., 993,000 shares) is used as the denominator.

(Note 3) “Ownership Ratio of Shares Before Tender Offer” and “Ownership Ratio of Shares After Tender Offer” are rounded to the nearest hundredth.

(5) Calculation in the Case Where the Purchase under the Tender Offer will be Conducted by the Proportional Distribution Method

Not applicable.

(6) Method of Settlement

(i) Name and Address of Head Office of Financial Instruments Business Operators and Banks in Charge of Settlement

Daiwa Securities Co. Ltd.
9-1, Marunouchi 1-chome, Chiyoda-ku, Tokyo

(ii) Commencement Date of Settlement

April 28, 2026 (Tuesday)

(iii) Method of Settlement

After the expiration of the tender offer period, the tender offer agent will promptly mail a notification concerning the purchase of shares through the Tender Offer to addresses of the tendering shareholders (or the standing proxy in the case of the non-resident shareholder).

Purchases will be settled promptly in cash. Following the instructions of the tendering shareholders, the proceeds from the sale of the shares will be remitted by the tender offer agent (remittance fees may apply) promptly after the commencement date of settlement to the place

designated by the tendering shareholders (or the standing proxy in the case of the non-resident shareholder), or will be paid into the accounts of the tendering shareholders who have submitted their applications through the tender offer agent.

3. Policies after Tender Offer and Future Prospects

With respect to the policies after the Tender Offer and future prospects, there is no change from those described in the “Announcement of Commencement of Tender Offer for Shares in CAREER BANK CO., LTD. (Securities Code: 4834)” released on March 3, 2026 by the Tender Offeror (including the amendments in the “(Amendment) Notice regarding Amendment to “Announcement of Commencement of Tender Offer for Shares in CAREER BANK CO., LTD. (Securities Code: 4834)”” dated March 11, 2026 and the “(Re-Amendment) Notice regarding Amendment to “Announcement of Commencement of Tender Offer for Shares in CAREER BANK CO., LTD. (Securities Code: 4834)”” dated April 7, 2026).

In addition, following the results of the Tender Offer, the Tender Offeror plans to implement a series of procedures to make the Tender Offeror the sole shareholder of the Target Company and to take the Target Company Shares private (the “Squeeze-Out Procedures”). As of today, the Target Company Shares are listed on the Main Board of the Sapporo Securities Exchange. However, in the case where the Squeeze-Out Procedures have been implemented, the Sapporo Stock Exchange’s delisting criteria have been met, and the Target Company Shares will be delisted through the prescribed procedures. Following the delisting of the Target Company Shares, the Target Company Shares will no longer be traded on the Main Board of the Sapporo Securities Exchange. The Target Company will promptly announce future procedures as soon as they are determined upon consultation between the Tender Offeror and the Target Company.

4. Location at which Copy of Tender Offer Report is Available to Public

North Pacific Bank, Ltd., Tokyo Branch

(7-2, Otemachi 1-chome, Chiyoda-ku, Tokyo, Japan)

Tokyo Stock Exchange, Inc

(2-1, Nihonbashi, Kabuto-cho, Chuo-ku, Tokyo, Japan)

The Securities Membership Corporation Sapporo Securities Exchange

(14-1, Minami 1-jo Nishi 5-chome, Chuo-ku, Sapporo-shi, Hokkaido, Japan)

II. Changes in Subsidiaries

1. Reason for Change

As a result of the Tender Offer, the Target Company will become a consolidated subsidiary of the Tender Offeror on April 28, 2026 (the commencement date of settlement of the Tender Offer).

2 Outline of the Subsidiary Subject to the Change (the Target Company)

(I) Name	CAREER BANK CO., LTD		
(II) Address	7, Kita 5-jo Nishi 5-chome, Chuo-ku, Sapporo-shi, Hokkaido		
(III) Title and Name of Representative	Kenichi Masuyama, President and Representative Director		
(IV) Description of Business	Recruitment and staffing services, outsourced employment support services, and educational and training services		
(V) Capital	256 million yen (as of November 30, 2025)		
(VI) Date of Establishment	November 17, 1987		
(VII) Major Shareholders and Shareholding Ratios (as of November 30, 2025) (Note)	Yoshio Sato		38.94%
	SGC Corporation.		10.46%
	TKS Co., Ltd.		4.02%
	SATO-INVESTMENT Co., Ltd.		3.70%
	Yoshimasa Saito		2.43%
	North Pacific Bank, Ltd.		2.41%
	Shun Yamazaki		1.50%
	Career Bank Employee Stock Ownership Association		1.11%
	Yuki Hakamada		1.10%
Seizaburo Wakasugi		1.00%	
(VIII) Relationship Between the Tender Offeror and the Target Company			
Capital Relationship	As of today, the Tender Offeror holds 24,000 shares of the Target Company Shares (ownership ratio: 2.42%).		
Personnel Relationship	Not applicable.		
Business Relationship	The Tender Offeror has provided long-term and short-term loans to the Target Company. In addition, the Target Company has provided staffing services to the Tender Offeror.		
Status as Related Party	Not applicable.		
(IX) Target Company's Consolidated Results of Operations and Consolidated Financial Position over the Last 3 Years (thousands of yen; excluding the items separately specified below)			
Fiscal Year End	Fiscal Year Ended May, 2023	Fiscal Year Ended May, 2024	Fiscal Year Ended May, 2025
Consolidated Net Assets	1,940,963	1,327,208	1,399,983
Consolidated Total Assets	4,171,890	2,713,284	2,799,124
Consolidated Net Assets per Share (yen)	1,195.81	1,323.27	1,396.30
Consolidated Net Sales	7,964,824	7,127,248	5,126,057
Consolidated Operating Income	394,092	263,110	109,515
Consolidated Ordinary Income	409,541	274,958	124,606
Net Income Attributable to Parent Company	207,337	125,101	89,609

Consolidated Net Income per Share (yen)	208.80	125.98	90.24
Dividend per Share (yen)	14.00	14.00	14.00

(Note) The information in “(VII) Major Shareholders and Shareholding Ratios (as of November 30, 2025)” is based on the “Status of Major Shareholders” stated in the Target Company’s Semi-Annual Securities Report. Furthermore, although Mr. Yoshio Sato, a major shareholder, passed away on October 16, 2025, the inheritance procedures had not been completed as of November 30, 2025; therefore, this information is based on the shareholder register as of that date.

3. Number of Shares Acquired, Acquisition Price and Status of Shares Held Before and After Acquisition

(I) Number of shares held before the change	24,000 shares (Number of Voting Rights: 240 units) (Ownership Ratio of Voting Rights: 2.42%)
(II) Number of shares acquired	852,487 shares (Number of Voting Rights: 8,524 units) (Ownership Ratio of Voting Rights: 85.84%)
(III) Acquisition price	1,496 million yen
(IV) Number of shares held after the change	876,487 shares (Number of Voting Rights: 8,764 units) (Ownership Ratio of Voting Rights: 88.26%)

(Note 1) For the calculation of “Ownership Ratio of Voting Rights”, the denominator is the total number of outstanding shares of the Target Company as of February 28, 2026 stated in the Target Company’s Financial Results (9,930 shares).

(Note 2) “Ownership Ratio of Voting Rights” is rounded to the nearest hundredth.

(Note 3) “Acquisition price” is rounded down to the nearest million yen. Advisory fees and other expenses are not included.

4. Date of Change (Scheduled)

April 28, 2026 (Tuesday) (Commencement date of settlement of the Tender Offer)

5. Future Outlook

The impact of the changes in subsidiaries resulting from the Tender Offer on the Tender Offeror’s consolidated business performance is currently under review. Should any facts requiring disclosure arise in the future, the Tender Offeror will promptly disclose them.

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