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(Securities Code: 2410)
November 27, 2026

To our shareholders:

Hiromi Tada,
Chairman and CEO
Career Design Center Co., Ltd.
21-20 Akasaka 3-chome, Minato-ku, Tokyo

Notice of the 35th Annual General Meeting of Shareholders

We are pleased to announce the 35th Annual General Meeting of Shareholders of Career Design Center Co., Ltd. (the "Company"), which will be held as indicated below.
In convening this meeting, the Company has taken measures for providing information in electronic format, and items for which measures for electronic provision are taken have been posted on the Company's website as "Notice of the 35th Annual General Meeting of Shareholders."

The Company's website:
https://cdc.type.jp/en/ir/annual/

In addition to posting items subject to measures for electronic provision on the Company's website, the Company also posts this information on the website of Tokyo Stock Exchange (TSE). Please access the TSE website shown below, enter "Career Design Center" in "Issue name (company name)" or the Company's securities code "2410" in "Code," and click "Search." Then, click "Basic information" and select "Documents for public inspection/PR information." Under "Filed information available for public inspection," click "Click here for access" under "[Notice of General Shareholders Meeting /Informational Materials for a General Shareholders Meeting]."

Tokyo Stock Exchange website (Listed Company Search):
https://www2.jpx.co.jp/tseHpFront/JJK020010Action.do?Show=Show

If you are unable to attend the meeting on the day of the meeting, you can exercise your voting rights in advance in writing or via the internet, etc. Please review the Reference Documents for General Meeting of Shareholders mentioned below and exercise your voting rights by 5:45 p.m. on Thursday, December 17, 2026 (JST), following the instructions provided below.

1. **Date and Time:** Friday, December 18, 2026, at 11:00 a.m. (Reception starts at 10:30 a.m.) (JST)
2. **Venue:** Banquet Room Orizuru Sho, The Main Bldg. Arcade Floor/B1 Floor, Hotel New Otani
4-1 Kioi-cho, Chiyoda-ku, Tokyo

No gifts will be provided to attendees at the Annual General Meeting of Shareholders for this fiscal year.
Thank you for your understanding.

3. Purpose of the Meeting

Matters to be reported

1. The Business Report for the 35th fiscal year (from October 1, 2025 to September 30, 2026)
2. The Non-consolidated Financial Statements for the 35th fiscal year (from October 1, 2025 to September 30, 2026)

Matters to be resolved

Proposal No. 1 Appropriation of Surplus

Proposal No. 2 Election of Three Directors (Excluding Directors Who Are Audit and Supervisory Committee Members)

4. Matters to be Determined at the Convocation of the Meeting

(1) If you exercise your voting rights in writing (by mail) and do not indicate your approval or disapproval of the proposals on the voting form, it will be treated as an indication of approval.

(2) If you exercise your voting rights by proxy, one other shareholder who holds voting rights may attend the meeting as your proxy. However, please note that it will be necessary to submit a document proving your authority of representation.

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1. When you attend the meeting, you are kindly requested to present the voting form enclosed with this Notice at the reception. The reception desk opens at 10:30 a.m. on the day.
2. If revisions to the items subject to measures for electronic provision arise, a notice of the revisions and the details of the items before and after the revisions will be posted on the Company's aforementioned website and the TSE website.
3. At this Shareholders' Meeting, regardless of whether or not a request for delivery of the paper-based documents has been made, the Company uniformly delivers the documents stating the items subject to electronic provision. Among the items subject to measures for electronic provision, in accordance with the provisions of laws and regulations and Article 14 of the Articles of Incorporation of the Company, the following items are not provided in the delivered paper-based documents.
   (i) "Systems to Ensure the Appropriateness of Operations and the Status of Operation of Such Systems" in the Business Report
   (ii) "Non-consolidated Statement of Changes in Equity" and "Notes to Non-consolidated Financial Statements" in the Non-consolidated Financial Statements

   Accordingly, the Business Report and Non-consolidated Financial Statements included in this document are a part of the target documents audited by the Financial Auditor in preparing the Accounting Audit Report and by the Audit and Supervisory Committee in preparing its Audit Report.
4. Please be aware that there will be no gifts at the Annual General Meeting of Shareholders for this fiscal year.

Reference Documents for General Meeting of Shareholders

Proposal No. 1 Appropriation of Surplus

The Company recognizes the return of profit to its shareholders as an important issue, and it maintains a basic policy of distributing profits in line with the operating results, while comprehensively considering the enhancement of internal reserves, the Company's financial position and other factors. Furthermore, the Company sets a target dividend payout ratio of 50% or higher based on ordinary dividends alone, and continues to issue dividends while considering trends in business performance, its financial position and other factors.
Based on the above policy, for the fiscal year under review, the Company proposes to pay a year-end dividend as follows:

(1) Type of dividend property
To be paid in cash.

(2) Allotment of dividend property and aggregate amount thereof
The Company proposes to pay a dividend of ¥160 per common share of the Company (of which, ¥140 is an ordinary dividend and ¥20 is a special dividend).
In this event, the total dividends will be ¥845,860,320.

(3) Effective date of dividends of surplus
The effective date of dividends will be December 21, 2026.

Proposal No. 2 Election of Three Directors (Excluding Directors Who Are Audit and Supervisory Committee Members)

The terms of office of all three Directors (excluding, however, Directors who are Audit and Supervisory Committee Members; applicable to the rest of this proposal) will expire at the conclusion of this meeting.
Therefore, the Company proposes the election of three Directors.
This proposal has passed through deliberation and reporting by the Nomination and Remuneration Committee whose majority is comprised of independent outside Directors. The Company's Audit and Supervisory Committee has no matters of special note to report.
The candidates for Director are as follows:

Candidate No.	Name	Position and responsibility in the Company	
1	Hiromi Tada	Chairman and CEO	Reelection
2	Yusuke Kayama	Executive Vice President in charge of Media Information Business Unit	Reelection
3	Yutaka Nishiyama	Executive Vice President in charge of Corporate Planning	Reelection

Reelection : Candidate for Director to be reelected

Candidate No. 1
Hiromi Tada

Reelection

Member of Nomination and Remuneration Committee
Date of birth
July 2, 1947
Number of the Company's shares owned
1,281,630
Attendance at Board of Directors meetings
14/14

Career summary, position and responsibility in the Company, and significant concurrent positions outside the Company	
January 1977	Joined Japan Recruit Center Co., Ltd. (currently Recruit Holdings Co., Ltd.)
August 1986	Director of Japan Recruit Center Co., Ltd.
July 1993	CEO upon establishment of the Company
October 2006	Chairman and CEO of the Company (current position)
October 2013	Director of Career Design IT Partners Co., Ltd.
March 2018	Chairman of Career Design IT Partners Co., Ltd.

Reasons for nomination as candidate for Director

He is the founder of the Company and has extensive knowledge of corporate management, and based on his performance as the Company's CEO, the Company renominates him as a candidate for Director.

Candidate No. 2
Yusuke Kayama

Reelection

Date of birth
April 28, 1978
Number of the Company's shares owned
13,476
Attendance at Board of Directors meetings
14/14

Career summary, position and responsibility in the Company, and significant concurrent positions outside the Company	
April 2001	Joined Kinki Nippon Tourist Co., Ltd.
October 2002	Joined the Company
October 2008	General Manager of Career Sales Department of the Company
October 2012	General Manager of Career Sales Bureau of the Company
July 2013	General Manager of Career Sales Administration Bureau of the Company
October 2013	General Manager of Career Sales Division of the Company
December 2014	Director, General Manager of Career Sales Division of the Company
October 2015	Director, General Manager of Media Sales Division of the Company
October 2020	Managing Director in charge of Media Information Business Unit of the Company
October 2023	Senior Managing Director in charge of Media Information Business Unit of the Company
December 2023	Senior Managing Director and Senior Managing Executive Officer in charge of Media Information Business Unit of the Company
October 2024	Executive Vice President in charge of Media Information Business Unit of the Company (current position)

Reasons for nomination as candidate for Director

As a Director of the Company, he contributes to the Company's performance in the Company's Media Information Business Unit. Therefore, the Company renominates him as a candidate for Director.

Candidate No. 3

Yutaka Nishiyama

Reelection

Date of birth
December 24, 1982
Number of the Company's shares owned
29,677
Attendance at Board of Directors meetings
14/14

Career summary, position and responsibility in the Company, and significant concurrent positions outside the Company	
April 2005	Joined the Company
October 2011	General Manager of Corporate Planning Department of the Company
October 2012	General Manager of Corporate Planning Division of the Company
December 2012	Director, General Manager of Corporate Planning Bureau of the Company
December 2016	Director of Career Design IT Partners Co., Ltd.
October 2020	Director in charge of Corporate Planning of the Company
October 2021	Managing Director in charge of Corporate Planning of the Company
October 2023	Senior Managing Director in charge of Corporate Planning of the Company
December 2023	Senior Managing Director and Senior Managing Executive Officer in charge of Corporate Planning of the Company
October 2026	Executive Vice President in charge of Corporate Planning of the Company (current position)

Reasons for nomination as candidate for Director

As a Director of the Company, he is involved in the administration of the Company and contributes to the Company's performance. Therefore, the Company renominates him as a candidate for Director.

Notes:
1. The number of the Company's shares owned by each candidate indicates the number of shares owned as of the end of the fiscal year under review (September 30, 2026). Moreover, the number includes their shareholdings in the Career Design Center Officers' Shareholding Association.
2. There is no special interest between any of the candidates and the Company.
3. The Company has entered into a directors and officers liability insurance policy with an insurance company, and if each candidate is elected and assumes office as a Director, he/she will be insured under the policy. In addition, the Company plans to renew the policy with the same terms when the policy is renewed.

(Reference) Skills Matrix of the Board of Directors (at the conclusion of this General Meeting of Shareholders)
The following is a list of the abilities and experience possessed by the Company's Directors.

Name	Position in the Company		Independent officer	Nomination and Remuneration Committee	Skills (knowledge, experience and abilities)						
					Corporate management	Industry knowledge	Business	Human resources	Financial accounting	Risk management	ESG
Hiromi Tada	Chairman and CEO			●	●	●	●	●	●	●	●
Yusuke Kayama	Executive Vice President				●	●	●				
Yutaka Nishiyama	Executive Vice President				●	●			●	●	●
Ryohei Kikuchi	Director	Full-Time Audit and Supervisory Committee Member				●				●	●
Yoshiyuki Wada	Outside Director	Audit and Supervisory Committee Member	●	● (Chairman)					●	●	●
Tetsuo Saitou	Outside Director	Audit and Supervisory Committee Member	●	●						●	●
Yukiko Miyaji	Outside Director	Audit and Supervisory Committee Member	●					●		●	●

Skills	Corporate management	Knowledge, experience and abilities in corporate management
	Industry knowledge	Knowledge, experience and abilities related to human resources business
	Business	Knowledge, experience and abilities related to business operations
	Human resources	Knowledge, experience and abilities related to human resources and human resource development
	Financial accounting	Knowledge, experience and abilities related to finance, accounting and taxation
	Risk management	Knowledge, experience and abilities related to risk management and compliance
	ESG	Knowledge, experience and abilities related to ESG and sustainability