



33rd term (FY9/2024)

1Q Financial Results Supplemental Material

CAREER DESIGN CENTER CO., LTD. (2410)

February 1, 2024

- 1. 33rd term (FY9/2024) Overview of Financial Results for 1Q**
33rd term 1Q Overview by Business
2. 33rd term Forecasts

33rd term 1Q Financial Results

(Million yen)

	1Q Results	Results in the previous fiscal year	YoY
Net sales	4,393	4,284	103%
Operating profit	419	476	88%
Ordinary profit	419	470	89%
Profit	288	322	89%

33rd term 1Q Costs

(Million yen)

	1Q Results	Results in the previous fiscal year	YoY
Total expenses	3,892	3,731	104%
Personnel expenses	1,251	1,158	108%
Advertising expenses	565	503	112%
Dispatched worker salaries	1,484	1,488	100%
Other	592	582	102%

33rd term 1Q Overview by Business (Media business/registrations)

(Million yen)

	Net sales (YoY)	Ordinary profit (YoY)	Ordinary profit ratio	Overview
Media Business	1,466 (108%)	200 (133%)	13.6%	<p>(1) Net sales increased due to the recruitment of female engineers and sales expansion for the Kansai area.</p> <p>(2) Profit margins improved significantly due to improvements in various costs and discount rates.</p> <p>(3) The number of registered users and applications increased thanks to promotional activities featuring the Japanese comedy duo Audrey as the faces of the company.</p>

	1Q Results	Results in the previous fiscal year	YoY
Engineers	495	437	113%
Sales	89	74	120%
type total	692	594	116%
Onna no Tenshoku type	738	731	101%
Fair Total	43	39	110%

33rd term 1Q Overview by Business (Media business/registrations)

type	New membership registrations	YoY change 102 %	New membership registrations increased as a result of focusing on our own channels to attract registrants rather than external channels.
	Number of applications	YoY change 127 %	The use of an email newsletter service and IT tools played a crucial role in driving a significant year-on-year increase in the number of applications received, especially in December.
Onna no Tenshoku type	New membership registrations	YoY change 115 %	New membership registrations increased due to investments in advertising expenses.
	Number of applications	YoY change 112 %	Applications for engineering job offers increased significantly.

Direct type site registered users and site power enhancement

It has been steadily attracting registrants for IT engineer positions, and the number of successful placements with client companies is increasing. We will continue to implement measures to attract more registered users, while aiming to expand as a service to support the recruitment of IT engineers.



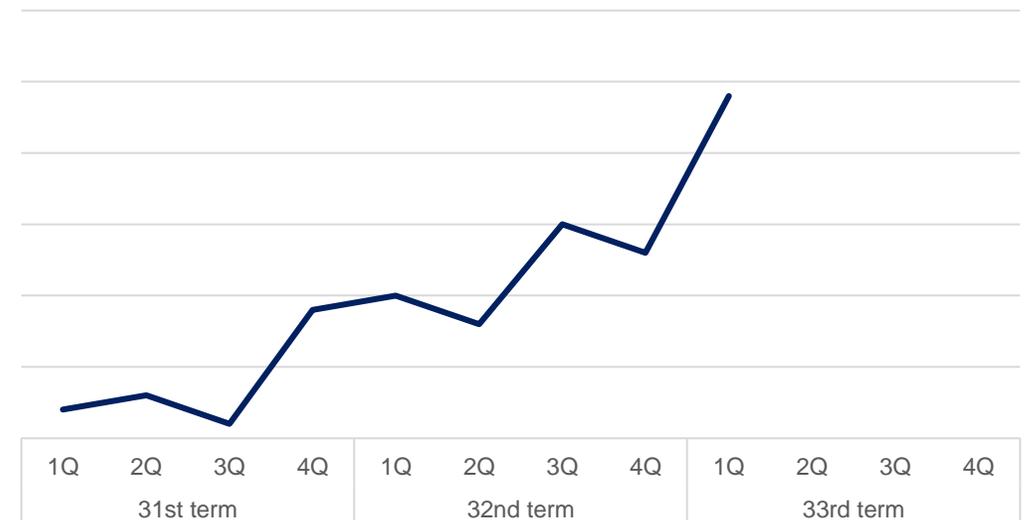
ITエンジニアのための
スカウト転職サービス

A scout-based job search service for IT engineers.

今すぐ試してみる(無料)



Number of hires via Dtype (quarterly trends)



Strengthening promotions to expand recognition in the Osaka area and develop new job openings

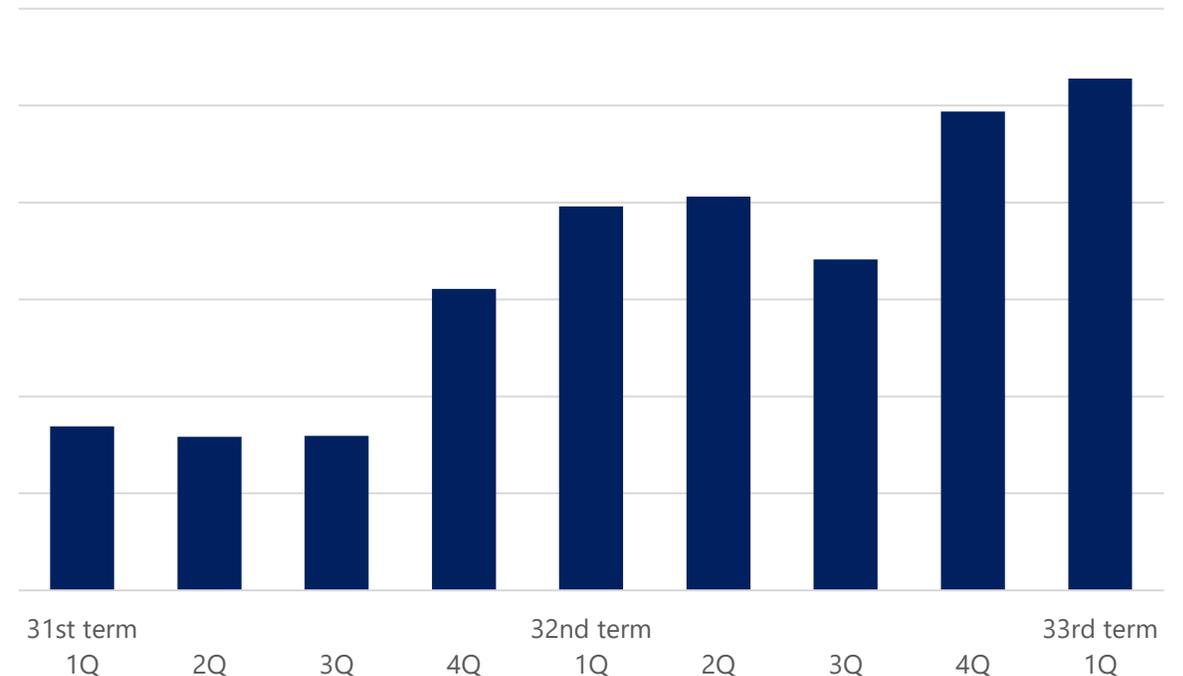
As part of our efforts to attract more registered users, we ran branding advertisements to raise awareness in the Kansai area. Net sales grew steadily as we strengthened our sales structure and stepped up efforts to attract new clients, particularly in the women's sectors.



©Moomin Characters™

Digital signage and posters inside the Osaka Metro Midosuji Line Umeda Station building

Osaka Area sales trends



33rd term 1Q Overview by Business (Personnel Placement Business)

(Million yen)

	Net sales (YoY)	Ordinary profit (YoY)	Ordinary profit ratio
General Field	728 (100%)	53 (77%)	7.3%
Mid-Career Field	70 (80%)	0 (1%)	0.3%
Personnel Placement Business	798 (98%)	53 (49%)	6.7%

Overview
<p>(1) Following a rapid increase in demand for hiring, the sales, retail, and service sectors experienced a period of stabilization, resulting in a slight, temporary decline in the number of successful contracts. Profit decreased because the costs for hiring and other expenses were not fully offset.</p> <p>(2) The retention rate improved through the review of a range of systems by career advisers. In addition, an employee capability improvement system was introduced.</p> <p>(3) The number of registered users increased due to the strengthening of customer attraction through CDC's website, as well as friend referral initiatives.</p>
<p>(1) Despite a steady increase in the number of successful contracts, the delay in starting employment led to lower sales and profits in the first quarter, as sales were not posted until the second quarter.</p> <p>(2) Efforts were made to strengthen training programs and study groups with a view toward improving employees' capabilities.</p> <p>(3) The number of registered users increased steadily due to the strengthening of customer attraction through CDC's website, as well as friend referral initiatives.</p>

33rd term 1Q Overview by Business (New Graduate Business)

(Million yen)

	Net sales (YoY)	Ordinary profit (YoY)	Ordinary profit ratio
New Graduate Recruitment Fair	248 (118%)	112 (110%)	45.4%
New Graduate Placement	36 (101%)	-20 (-)	—
New Graduate Business	284 (116%)	91 (104%)	32.3%

Overview
<p>(1) Net sales increased thanks to our intensified efforts in project development for the IT industry and prospective graduates in FY2025, as well as the successful expansion of our recruiting information magazine, "type Shukatsu."</p> <p>(2) The number of clients increased due to the holding of individual seminars tailored to the needs of individual companies.</p> <p>(3) Events were held online multiple times. The events attracted students from around Japan and led to strong performance.</p>
<p>(1) Sales rose due to the strengthened efforts to hire new employees and tap into job openings.</p> <p>(2) Job seeking activities of students expecting to graduate in FY2025 have kicked off early, resulting in strong results in attracting customers</p>

33rd 1Q term Overview by Business (IT Worker Dispatch Business)

(Million yen)

	Net sales (YoY)	Ordinary profit (YoY)	Ordinary profit ratio
Fixed-term Employment	1,841 (99%)	103 (84%)	5.6%
Indefinite- term Employment	2 (-)	-29 (-)	—
IT Worker Dispatch Business	1,843 (99%)	74 (60%)	4.0%

Overview
<p>(1) The decrease in the number of active workers towards the end of the previous fiscal year resulted in reduced sales and profits in the first quarter. We have seen a positive trend in the number of active workers, which can be attributed to our work in revitalizing the sales structure and developing our job listings.</p> <p>(2) In advertising, we revised the efficiency of external channels for attracting customers, and strengthened channels for acquiring customers directly through CDC.</p>
<p>(1) (New graduate recruitment) A sufficient number of new graduates who are expected to graduate in FY2024 have been hired according to the plan. (Mid-career recruitment) Progress in hiring has been made according to the plan through the use of in-house media and external recruitment media.</p> <p>(2) Engineers hired at the end of the previous fiscal year began their assignments.</p>

33rd term 1Q Overview by Business (IT Worker Dispatch Business and Indefinite-Term Employment)

Aiming to expand our market share, we have entered the indefinite-term employment sector.

Unlike the conventional fixed-term employment business, the indefinite-term employment field involves a permanent employment contract between the company and a dispatched staff.

In response to the rising number of indefinite-term dispatch workers in the IT engineering field every year, we have entered this sector with the goal of achieving future revenue growth.

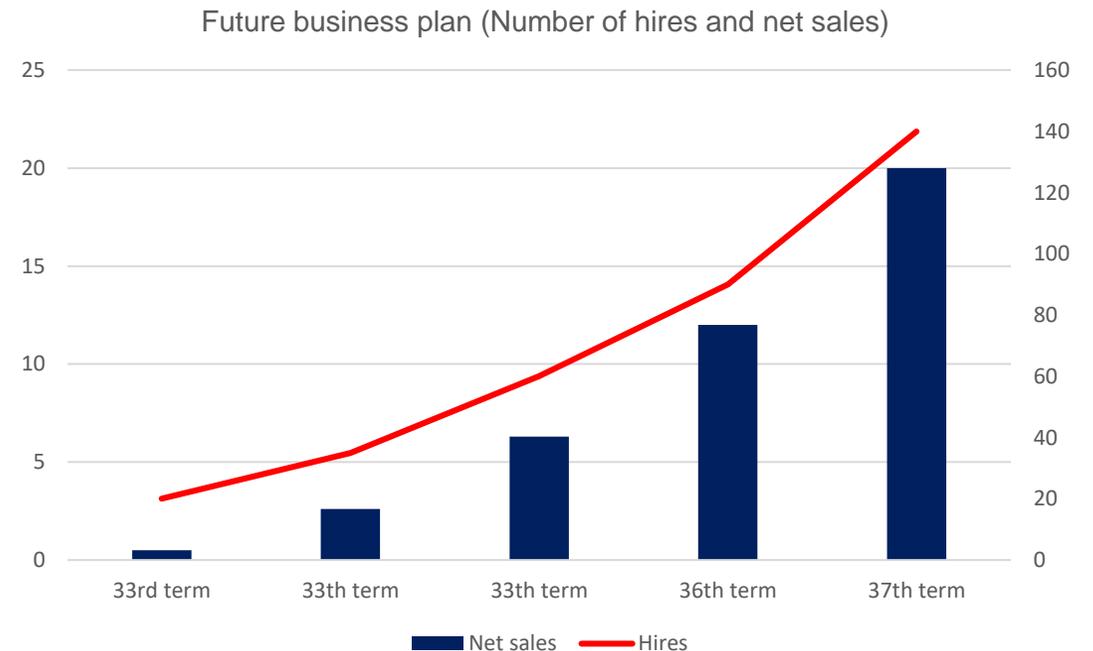
● 33rd term Measures

Although we anticipate operating at a loss for the first five years after starting the business, our goal is to rapidly establish a sturdy foundation by stabilizing hiring for both new graduates and mid-career workers. In addition, we aim to improve the job listings for indefinite-term dispatch staff.

● 33rd term Recruitment Plan

New graduate recruitment: 10

Mid-career recruitment: 15



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2. 33rd term Forecasts

33rd term Full-year Forecast and 1Q Rate of Progress

(Million yen)

	2024/9 Results Forecast	YoY	1Q Rate of progress
Net sales	18,370	106%	24%
Operating profit	1,764	111%	24%
Ordinary profit	1,750	111%	24%
Profit	1,203	103%	24%

References

Company name	CAREER DESIGN CENTER CO., LTD.
Establishment	July 8, 1993
Representative	Hiromi Tada, Chairman and CEO
Address	Akasaka Long Beach Building, 3-21-20, Akasaka, Minato-ku, Tokyo
Capital	558,660,000
Listing	Tokyo Stock Exchange Prime Market (stock code: 2410)

Sustainability Management Pursued by CDC

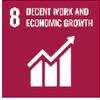
We will provide working people with necessary assistance including career selection assistance to ensure that they lead prosperous lives, and, under proper corporate governance, we, as a company trusted by society, will create both social value and economic value through businesses, thereby seeking to contribute to a sustainable society and improve corporate value.

Corporate Philosophy

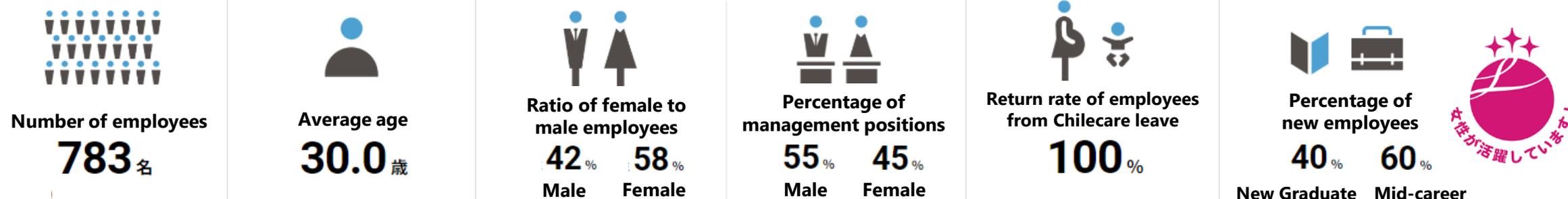


Vision **Creation of a "society in which working people have good jobs and lead good lives"**

Material issues

- 1 Respecting diversity and creating an environment that values engagement**
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- 2 Energizing companies and facilitating economic growth**
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- 3 Realizing diverse workstyles that match the sense of value and workstyle requests of each individual**
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- 4 Strengthening corporate governance**
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- 5 Providing job seekers with opportunities for career development while also working to improve their standard of living**
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● Respecting diversity



● Environmental management



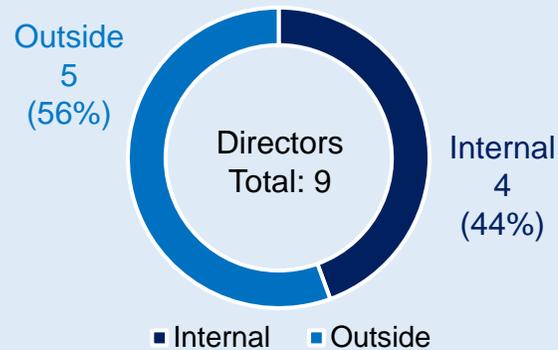
We believe that dialog with stakeholders, including shareholders and investors, is important for the Earth and the sustainable growth of companies. Therefore, we expressed our support for the Task Force on Climate-related Financial Disclosures (TCFD) in October 2023 while joining the TCFD Consortium at the same time.

Item	Separate item	2021.9	2022.9	2023.9
Greenhouse gas emissions (Unit: t-CO ₂)	Scope 1 (Utility gas consumption)	—	—	—
	Scope 2 (Power consumption)	326.6	334.9	290.7
Amount of paper actually consumed (Index with the amount used in the fiscal year ended September 30, 2020 set as 100)		45.1	40.5	34.8

Governance initiatives

Working appropriately and cooperatively with stakeholders is essential for achieving sustainable corporate growth and creating corporate value on a medium- to long-term basis. With this in mind, our basic policy on corporate governance is to respect each person's position, increase management transparency, expedite decision-making processes and strengthen supervisory functions while also maximizing corporate value with proper corporate governance.

Composition of the Board of Directors

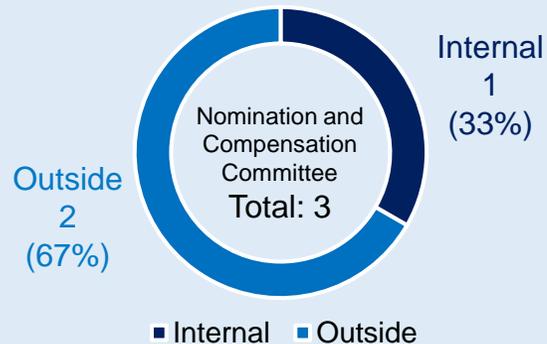


The Board of Directors comprises 9 members, specifically, four Internal Directors and five Outside Directors.

In addition, to increase management transparency and further expedite a decision-making process, we transitioned to being a company with an Audit and Supervisory Committee according to a resolution passed at the Annual General Meeting of Shareholders held on December 27, 2021.

The Audit and Supervisory Committee consists of three Directors (one full-time Audit and Supervisory Committee Member and two Outside Directors who are Audit and Supervisory Committee Members).

Composition of the Nomination and Compensation Committee



The Company has a Nomination and Compensation Committee, which is a non-statutory advisory committee chaired by an independent Outside Director and composed of one Internal Director (Chairman and President and Representative Director) and two Outside Directors.

Two committee meetings were held in the fiscal year ended September 30, 2023.

Disclaimer

The industry trends, analyses, future outlook, strategies and other information presented today are determinations made by Company management based on currently available information, but various factors may cause significant changes to the environment surrounding business in the future. Therefore, please note that future strategies and business performance may vary significantly from the information presented today.