



# Performance for the First Quarter Ended June 30, 2025 — Supplementary Documents —

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**August 7, 2025**

**COMSYS Holdings Corporation**

**Cautionary Statement with Respect to Forward-Looking Statements**

*Some of the information in this presentation contains forward-looking statements, which are subject to various risks and uncertainties. Therefore, the Company's actual activities and business results could differ significantly.*

*Important factors bearing on the Company's actual business results include, but are not limited to, changes in the economic environment in the Company's business fields, social trends, trends in demand for the services that the Company offers, or downward pressure on prices and fees due to intensifying competition. Factors that may have an effect on the company's performance are not limited to the above.*

# 1. Consolidated Statements of Income (COMSYS.HD Consolidated)

For the Three Months Ended June 30, 2025



(Unit: ¥100 million)

	FY March 2025	FY March 2026					(Reference) FY March 2025	
	1Q Results	1Q Results	Difference (c)	Percentage Difference	Full Year Targets	Progress Rate	Full Year Results	Progress Rate
	(a)	(b)	(b)-(a)	(c)/(a)	(d)	(b)/(d)	(e)	(a)/(e)
<b>Orders Received</b>	1,779	1,714	-65	-3.7%	6,500	26.4%	6,388	27.9%
<b>Net Sales</b>	1,251	1,282	31	2.5%	6,200	20.7%	6,146	20.4%
<b>Gross Profits</b>	164	173	8	5.1%	850	20.4%	842	19.6%
<b>(Gross Profit Margin)</b>	(13.2%)	(13.5%)	0.3p.p.		(13.7%)		(13.7%)	
<b>SG&amp;A Expenses</b>	93	96	3	3.2%	400	24.2%	382	24.6%
<b>Operating Profit</b>	71	76	5	7.6%	450	17.0%	459	15.4%
<b>(Operating Margin)</b>	(5.7%)	(6.0%)	0.3 p.p.		(7.3%)		(7.5%)	
<b>Ordinary Profit</b>	77	83	5	7.4%	460	18.0%	466	16.6%
<b>(Ordinary Profit Margin)</b>	(6.2%)	(6.5%)	0.3 p.p.		(7.4%)		(7.6%)	
<b>Profit Attributable to Owners of Parent</b>	45	57	12	26.5%	310	18.7%	300	15.2%
<b>(Net Profit Margin)</b>	(3.7%)	(4.5%)	0.8 p.p.		(5.0%)		(4.9%)	

Notes: 1. Figures are rounded down to the nearest whole unit. Profit margin, percentages of increase and decrease and progress percentage data are calculated using a base unit of yen, and figures are rounded to the nearest first decimal place.

2. p.p. = percentage points

## 2-1. Statements of Income for Each Principal Operating Company's Group

For the Three Months Ended June 30, 2025

(Unit: ¥100 million)

◆ Comparisons with the Previous Term	Nippon COMSYS-G			SANCOM-G			TOSYS-G			TSUKEN-G		
	Mar. 2025	Mar. 2026	Difference	Mar. 2025	Mar. 2026	Difference	Mar. 2025	Mar. 2026	Difference	Mar. 2025	Mar. 2026	Difference
	1Q Results	1Q Results		1Q Results	1Q Results		1Q Results	1Q Results		1Q Results	1Q Results	
Orders Received	883	939	56	122	82	-40	87	104	16	257	210	-47
Net Sales	621	651	29	107	62	-45	78	81	2	141	149	8
Gross Profits	86.2	85.7	-0.4	8.9	4.2	-4.7	6.6	5.9	-0.6	20.7	21.8	1.0
(Gross Profit Margin)	(13.9%)	(13.2%)	-0.7 p.p.	(8.3%)	(6.8%)	-1.5 p.p.	(8.4%)	(7.4%)	-1.0 p.p.	(14.7%)	(14.6%)	-0.1 p.p.
SG&A Expenses	44.5	45.9	1.4	7.4	4.5	-2.8	5.1	5.6	0.4	9.6	10.3	0.6
Operating Profit	41.6	39.8	-1.8	1.5	-0.3	-1.8	1.4	0.3	-1.1	11.0	11.5	0.4
(Operating Margin)	(6.7%)	(6.1%)	-0.6 p.p.	(1.4%)	(-0.5%)	-1.9 p.p.	(1.9%)	(0.4%)	-1.5 p.p.	(7.9%)	(7.7%)	-0.2 p.p.
Ordinary Profit	44.1	41.9	-2.2	1.6	-0.1	-1.8	2.4	1.3	-1.1	11.3	11.8	0.4
(Ordinary Profit Margin)	(7.1%)	(6.4%)	-0.7 p.p.	(1.6%)	(-0.2%)	-1.8 p.p.	(3.2%)	(1.7%)	-1.5 p.p.	(8.0%)	(7.9%)	-0.1 p.p.
Profit Attributable to Owners of Parent	25.2	28.0	2.8	1.1	-0.1	-1.3	1.8	1.0	-0.8	7.3	8.5	1.1
(Net Profit Margin)	(4.1%)	(4.3%)	0.2p	(1.1%)	(-0.3%)	-1.4 p.p.	(2.3%)	(1.2%)	-1.1 p.p.	(5.2%)	(5.7%)	0.5 p.p.

◆ Comparisons with Targets for the Fiscal Year	Nippon COMSYS-G			SANCOM-G			TOSYS-G			TSUKEN-G		
	Mar. 2025	Mar. 2026	Progress Rate	Mar. 2025	Mar. 2026	Progress Rate	Mar. 2025	Mar. 2026	Progress Rate	Mar. 2025	Mar. 2026	Progress Rate
	Full Year Targets	1Q Results		Full Year Targets	1Q Results		Full Year Targets	1Q Results		Full Year Targets	1Q Results	
Orders Received	3,450	939	27.2%	375	82	21.9%	390	104	26.7%	785	210	26.8%
Net Sales	3,200	651	20.4%	365	62	17.0%	385	81	21.1%	755	149	19.9%
Gross Profits	404	85.7	21.2%	29	4.2	14.1%	49	5.9	12.1%	118	21.8	18.4%
(Gross Profit Margin)	(12.6%)	(13.2%)		(8.2%)	(6.8%)		(12.9%)	(7.4%)		(15.7%)	(14.6%)	
SG&A Expenses	184	45.9	25.0%	18	4.5	24.8%	21	5.6	26.2%	44	10.3	23.4%
Operating Profit	220	39.8	18.1%	11	-0.3	-2.9%	28	0.3	1.2%	74	11.5	15.4%
(Operating Margin)	(6.9%)	(6.1%)		(3.2%)	(-0.5%)		(7.3%)	(0.4%)		(9.9%)	(7.7%)	

Notes: 1. Business transactions between operating groups have not been eliminated.

2. p.p. = percentage points

## 2-2. Statements of Income for Each Principal Operating Company's Group

For the Three Months Ended June 30, 2025

(Unit: ¥100 million)

◆ Comparisons with the Previous Term	NDS-G			SYSKEN-G			Hokuriku Denwa Kouji-G			COMSYS JOHO SYSTEM-G		
	Mar. 2025 1Q Results	Mar. 2026 1Q Results	Difference	Mar. 2025 1Q Results	Mar. 2026 1Q Results	Difference	Mar. 2025 1Q Results	Mar. 2026 1Q Results	Difference	Mar. 2025 1Q Results	Mar. 2026 1Q Results	Difference
Orders Received	281	240	-41	86	75	-10	61	48	-13	41	57	15
Net Sales	187	209	21	69	68	-1	38	38	-0	37	55	18
Gross Profits	25.6	32.0	6.4	7.7	8.2	0.5	3.7	7.0	3.2	5.9	8.8	2.9
(Gross Profit Margin)	(13.6%)	(15.3%)	1.7 p.p.	(11.0%)	(12.2%)	1.2 p.p.	(9.8%)	(18.3%)	8.5 p.p.	(15.7%)	(15.9%)	0.2 p.p.
SG&A Expenses	17.7	18.2	0.4	5.5	6.8	1.2	3.1	3.5	0.3	2.6	3.8	1.2
Operating Profit	7.8	13.7	5.9	2.1	1.4	-0.6	0.6	3.5	2.8	3.3	4.9	1.6
(Operating Margin)	(4.2%)	(6.6%)	2.4 p.p.	(3.0%)	(2.1%)	-0.9 p.p.	(1.6%)	(9.1%)	7.5 p.p.	(8.8%)	(8.9%)	0.1 p.p.
Ordinary Profit	9.7	16.0	6.2	2.9	2.1	-0.7	0.7	3.6	2.8	3.3	5.0	1.7
(Ordinary Profit Margin)	(5.2%)	(7.7%)	2.5 p.p.	(4.2%)	(3.2%)	-1.0 p.p.	(2.0%)	(9.5%)	7.5 p.p.	(8.9%)	(9.1%)	0.2 p.p.
Profit Attributable to Owners of Parent	5.7	12.4	6.6	1.7	1.6	-0.0	0.4	2.7	2.2	1.8	3.1	1.3
(Net Profit Margin)	(3.1%)	(5.9%)	2.8 p.p.	(2.5%)	(2.5%)	0.0 p.p.	(1.3%)	(7.2%)	5.9 p.p.	(4.9%)	(5.7%)	0.8 p.p.

◆ Comparisons with Targets for the Fiscal Year	NDS-G			SYSKEN-G			Hokuriku Denwa Kouji-G			COMSYS JOHO SYSTEM-G		
	Mar. 2025 Full Year Targets	Mar. 2026 1Q Results	Progress Rate	Mar. 2025 Full Year Targets	Mar. 2026 1Q Results	Progress Rate	Mar. 2025 Full Year Targets	Mar. 2026 1Q Results	Progress Rate	Mar. 2025 Full Year Targets	Mar. 2026 1Q Results	Progress Rate
Orders Received	890	240	27.0%	360	75	21.0%	195	48	24.8%	225	57	25.4%
Net Sales	890	209	23.5%	355	68	19.2%	195	38	19.7%	220	55	25.4%
Gross Profits	132	32.0	24.2%	46	8.2	18.0%	29	7.0	23.7%	34	8.8	25.7%
(Gross Profit Margin)	(14.9%)	(15.3%)		(13.0%)	(12.2%)		(15.2%)	(18.3%)		(15.7%)	(15.9%)	
SG&A Expenses	73	18.2	24.8%	27	6.8	24.9%	14	3.5	25.0%	15	3.8	25.5%
Operating Profit	58	13.7	23.4%	18	1.4	7.8%	15	3.5	22.5%	19	4.9	25.8%
(Operating Margin)	(6.6%)	(6.6%)		(5.3%)	(2.1%)		(8.0%)	(9.1%)		(8.8%)	(8.9%)	

Notes: 1. Business transactions between operating groups have not been eliminated.

2. p.p. = percentage points

### 3. Orders Received, Net Sales, and Contract Backlogs by Business (COMSYS.HD Consolidated)

(Unit: ¥100 million)

◆ Orders Received (Three months ended June 30)		FY March 2025	FY March 2026					(Reference) FY March 2025	
		1Q Results	1Q Results	Difference (c)	Percentage Difference	Full Year	Progress Rate	Full Year Results	Progress Rate
Business Area		(a)	(b)	(b)-(a)	(c)/(a)	(d)	(b)/(d)	(e)	(a)/(e)
NTT Engineering	Access	481	412	▲68	▲14.2%	1,680	24.6%	1,665	28.9%
	Network	54	57	3	5.7%	290	19.9%	284	19.2%
	Mobile	108	131	22	21.1%	470	28.0%	453	24.0%
	Subtotal	644	602	▲42	▲6.6%	2,440	24.7%	2,403	26.8%
NCC Engineering		114	119	5	4.8%	450	26.6%	451	25.4%
IT Solutions		313	415	102	32.6%	1,350	30.8%	1,323	23.7%
Social System-Related and Other		707	576	▲130	▲18.5%	2,260	25.5%	2,209	32.0%
Total		1,779	1,714	▲65	▲3.7%	6,500	26.4%	6,388	27.9%

◆ Net Sales <i>(Three months ended June 30)</i>		FY March 2025	FY March 2026					(Reference) FY March 2025	
		1Q Results	1Q Results	Difference (c)	Percentage Difference	Full Year	Progress Rate	Full Year Results	Progress Rate
Business Area		(a)	(b)	(b)-(a)	(c)/(a)	(d)	(b)/(d)	(e)	(a)/(e)
NTT Engineering	Access	380	377	▲3	▲0.9%	1,620	23.3%	1,612	23.6%
	Network	50	48	▲2	▲5.7%	270	17.8%	266	19.1%
	Mobile	70	80	9	13.9%	490	16.3%	418	16.8%
	Subtotal	502	505	3	0.7%	2,380	21.2%	2,296	21.9%
NCC Engineering		95	76	▲19	▲20.5%	450	16.9%	490	19.5%
IT Solutions		200	280	79	39.7%	1,300	21.6%	1,245	16.1%
Social System-Related and Other		452	420	▲31	▲7.0%	2,070	20.3%	2,113	21.4%
Total		1,251	1,282	31	2.5%	6,200	20.7%	6,146	20.4%

◆ Contract Backlogs		FY March 2025	FY March 2026		
		1Q Results	1Q Results	Difference (c)	Percentage Difference
Business Area		(a)	(b)	(b)-(a)	(c)/(a)
NTT Engineering	Access	373	361	▲ 11	▲ 3.1%
	Network	130	155	24	18.7%
	Mobile	293	342	48	16.6%
	Subtotal	797	859	61	7.7%
NCC Engineering		242	228	▲ 14	▲ 6.0%
IT Solutions		489	590	100	20.6%
Social System-Related and Other		1,406	1,403	▲ 3	▲ 0.2%
Total		2,936	3,080	144	4.9%

Notes: The orders received, net sales, and contract backlogs from infra-sharing solutions operators have been reclassified from the NTT Engineering business to the NCC Engineering business. In this table, for the purpose of comparison with the previous fiscal year, the figures for the previous fiscal year have been adjusted to reflect the new classification.

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