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February 6, 2026

## Consolidated Financial Results for the Third Quarter Ended December 31, 2025 Under Japanese GAAP

Company name: COMSYS Holdings Corporation  
 Stock Exchange Listings: Prime Market of Tokyo Stock Exchange (Securities code: 1721)  
 URL: <https://www.comsys-hd.co.jp/english/>  
 Representative: Hiroshi Tanabe, President, Representative Director  
 For Inquiry: Toru Mashimo, Director and General Manager of Finance and Accounting  
 Department (Telephone: 81-3-3448-7000)  
 Scheduled Commencement of Dividend Payment: —  
 Supplementary Materials on Financial Results: Attached  
 IR Presentation on Financial Results: Not scheduled

Amounts less than one million yen have been omitted.

### 1. Consolidated Financial Results (for the nine months ended December 31, 2025)

#### (1) Consolidated Operating Results (Millions of yen, except per share data and percentages)

	Net Sales		Operating Profit		Ordinary Profit		Profit Attributable to Owners of Parent	
	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%
Nine months ended December 31, 2025	424,747	1.7	32,160	9.8	33,440	9.8	22,455	15.8
December 31, 2024	417,749	8.9	29,279	20.5	30,464	19.8	19,383	10.7

Note: Comprehensive income: Nine months ended December 31, 2025 ¥27,936 million [42.9%]  
 Nine months ended December 31, 2024 ¥19,554 million [(7.5)%]

	Primary Earnings per Share	Diluted Earnings per Share
	Yen	Yen
Nine months ended December 31, 2025	192.32	191.51
December 31, 2024	163.06	162.72

#### (2) Consolidated Financial Position

	Total Assets	Net Assets	Equity Ratio
As of	Millions of yen	Millions of yen	%
December 31, 2025	549,829	388,114	69.2
March 31, 2025	539,730	380,983	69.3

(Reference) Shareholders' equity:  
 As of December 31, 2025 ¥380,645 million  
 As of March 31, 2025 ¥373,993 million

## 2. Cash Dividends for Shareholders of Common Shares

	Cash Dividends per Share over the Fiscal Year				
	End of 1st Quarter	End of 2nd Quarter	End of 3rd Quarter	Year-End	Annual
Year ended March 31, 2025	Yen —	Yen 55.00	Yen —	Yen 60.00	Yen 115.00
Year ending March 31, 2026	—	60.00	—		
Year ending March 31, 2026 (Forecast)				60.00	120.00

Note: Most recently announced revisions to dividend forecast: No

## 3. Consolidated Earnings Forecast (for the fiscal year ending March 31, 2026)

(Millions of yen, except per share data and percentages)

	Net Sales		Operating Profit		Ordinary Profit		Profit Attributable to Owners of Parent		Primary Earnings per Share
	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%	Yen
Year ending March 31, 2026	620,000	0.9	45,000	(2.2)	46,000	(1.4)	31,000	3.1	263.39

Note: Most recently announced revisions to consolidated earnings forecast: No

\* **Notes:**

- (1) Significant changes in scope of consolidation during the period under review: No
- (2) Adoption of accounting methods specific to quarterly consolidated financial statements: Yes
- (3) Changes in accounting policies, changes in accounting estimates and restatements of prior period financial statements due to error correction
  - (i) Changes in accounting policies due to revisions of accounting standards: No
  - (ii) Changes in accounting policies due to other reasons: No
  - (iii) Changes in accounting estimates: No
  - (iv) Restatements of prior period financial statements due to error correction: No

(4) Number of shares issued (common shares)

- (i) Number of shares issued (including treasury shares)

As of December 31, 2025	133,000,000 shares
As of March 31, 2025	133,000,000 shares

- (ii) Number of treasury shares

As of December 31, 2025	17,116,871 shares
As of March 31, 2025	15,301,840 shares

- (iii) Average number of shares issued in the period

Nine months ended December 31, 2025	116,762,763 shares
Nine months ended December 31, 2024	118,871,944 shares

\* Review of attached quarterly consolidated financial statements by certified public accountants or an audit corporation: No

\* Disclaimer concerning the Proper Use of Business Results Forecasts and Other Relevant Specific Items (Caution regarding forward-looking statements and others)

Forward-looking statements including earnings forecasts contained in this document are based on certain reasonable assumptions and beliefs in light of information currently available to management. Readers are advised that actual results may differ materially from forecasts due to a variety of factors. With respect to the conditions that underpin earnings forecasts as well as cautionary statements regarding the proper use of earnings forecasts, please refer to “(3) Discussion of Forward-Looking Information, including Consolidated Earnings Forecasts” under “1. Business Review” of this Consolidated Financial Results report in the Accompanying Materials section on page 3.

(Regarding the review of attached quarterly consolidated financial statements by certified public accountants or an audit corporation)

The Company intends to disclose the quarterly financial results report with the interim review report attached after the review is completed.

Scheduled disclosure date: February 13, 2026

***Accompanying Materials***

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## 1. Business Review

### (1) Overview of Operating Results for the Period under Review

The consolidated financial results for the nine months ended December 31, 2025 is as follows.

(Millions of yen)	Nine months ended December 31, 2025	Year-on-year amount change	Year-on-year percentage change
Orders Received	503,643	+20,696	+4.3%
Net Sales	424,747	+6,998	+1.7%
Operating Profit	32,160	+2,881	+9.8%
Ordinary Profit	33,440	+2,975	+9.8%
Profit Attributable to Owners of Parent	22,455	+3,071	+15.8%

The main factors contributing to the increase or decrease in each item compared to the same period of the previous fiscal year are as follows.

#### Orders Received

In the telecom-carrier field, orders increased as the NTT Engineering business showed strong performance continuing from the previous fiscal year for its work to improve communication quality (mobile-related business). In the IT solutions field, orders increased due to the acquisition of large-scale system construction projects for major private-sector companies and others. In the social system-related field, orders increased due to the continued acquisition of large-scale data center projects, as well as the acquisition of local 5G communication infrastructure projects for highways and others. As a result, orders received increased by ¥20,696 million or 4.3% year on year to ¥503,643 million. In the social system-related field, large-scale project orders are expected to continue in the current fiscal year, and orders are progressing smoothly.

#### Net Sales

In the telecom-carrier field, although the NCC engineering business is sluggish, reflecting decreased capital investment, net sales increased as the NTT engineering business showed strong performance continuing from the previous fiscal year for its work to improve communication quality (mobile-related business), and installation work to meet the demand for 10G Internet fiber-optic lines remained strong. In the IT solutions field, net sales increased due to the steady progress of construction for procurement and maintenance projects for information terminals. In the social system-related field, net sales increased due to the steady progress of construction for large-scale data center projects and electrical facilities projects for buildings. As a result, net sales increased by ¥6,998 million or 1.7% year on year to ¥424,747 million.

#### Profit

As a result of strong performance in all fields, operating profit increased by ¥2,881 million or 9.8% year on year to ¥32,160 million, ordinary profit increased by ¥2,975 million or 9.8% year on year to ¥33,440 million, and profit attributable to owners of parent increased by ¥3,071 million or 15.8% year on year to ¥22,455 million.

Other

As part of the COMSYS Group's initiatives during the nine months ended December 31, 2025, in order to accelerate business development in the Indonesian market, we established the Indonesia Representative Office of Nippon COMSYS Corporation and built a system to respond immediately to customer needs.

As part of sustainability measures, our strategy, goal setting, and transparency of information disclosure in the climate change field were highly evaluated, and we were selected for the first time as one of the "A List" companies, the highest rating in the "climate change" field, by CDP, an international environmental non-profit organization. Furthermore, in recognition of our proactive initiatives for shareholder returns, we were selected as a component of the "Nikkei 225 Shareholder Return Stock 40 Index," which takes into account the financial soundness.

In addition, as part of initiatives to improve engagement for employees, we aim to enhance the vitality of the organization overall by motivating each employee through the strengthening of the management foundation of "Foster Organizational Culture," "Pursue Workplace Comfort," and "Optimize Talent Management."

**(2) Overview of Financial Position for the Period under Review**

Total assets as of December 31, 2025 amounted to ¥549,829 million, up ¥10,098 million compared with the end of the previous fiscal year. This was mainly attributable to an increase in costs on construction contracts in progress. Liabilities increased by ¥2,968 million compared with the end of the previous fiscal year, to ¥161,715 million. This was largely attributable to an increase in short-term borrowings, etc.

Net assets increased by ¥7,130 million compared with the end of the previous fiscal year, to ¥388,114 million. This was primarily attributable to an increase in retained earnings due to profit attributable to owners of parent.

**(3) Discussion of Forward-Looking Information, Including Consolidated Earnings Forecasts**

There are no changes in the consolidated earnings forecast for the full fiscal year ending March 31, 2026 published in "COMSYS Holdings Announces Revision to Earnings Forecast" dated May 9, 2025.

## 2. Quarterly Consolidated Financial Statements and Notes

### (1) Quarterly Consolidated Balance Sheets

(Millions of yen)

	As of March 31, 2025	As of December 31, 2025
<b>ASSETS</b>		
<b>Current assets:</b>		
Cash and deposits	38,788	44,134
Notes receivable, accounts receivable from completed construction contracts and other	207,770	173,756
Costs on construction contracts in progress	48,307	74,717
Other inventories	6,135	7,372
Other	26,881	26,387
Allowance for doubtful accounts	(135)	(122)
<b>Total current assets</b>	<b>327,747</b>	<b>326,246</b>
<b>Non-current assets:</b>		
Property, plant and equipment		
Buildings and structures, net	45,394	44,655
Land	76,917	77,131
Other, net	24,746	26,757
<b>Total property, plant and equipment</b>	<b>147,059</b>	<b>148,545</b>
Intangible assets		
Goodwill	216	121
Other	4,896	5,676
<b>Total intangible assets</b>	<b>5,112</b>	<b>5,797</b>
Investments and other assets		
Investment securities	31,261	39,850
Other	32,439	32,536
Allowance for doubtful accounts	(3,889)	(3,146)
<b>Total investments and other assets</b>	<b>59,811</b>	<b>69,240</b>
<b>Total non-current assets</b>	<b>211,983</b>	<b>223,583</b>
<b>Total assets</b>	<b>539,730</b>	<b>549,829</b>

COMSYS Holdings Corporation (1721)  
Consolidated Financial Results for the Third Quarter Ended December 31, 2025

(Millions of yen)

	As of March 31, 2025	As of December 31, 2025
<b>LIABILITIES</b>		
<b>Current liabilities:</b>		
Notes payable, accounts payable for construction contracts and other	88,475	60,882
Short-term borrowings	2,996	30,438
Income taxes payable	10,650	4,102
Advances received on construction contracts in progress	6,961	12,630
Provisions	286	341
Other	28,562	29,658
<b>Total current liabilities</b>	<b>137,932</b>	<b>138,054</b>
<b>Non-current liabilities:</b>		
Long-term borrowings	13	-
Deferred tax liabilities for land revaluation	1,248	1,248
Retirement benefit liability	12,671	13,142
Provision for retirement benefits for directors (and other officers)	595	613
Provision for environmental measures	400	400
Other	5,885	8,256
<b>Total non-current liabilities</b>	<b>20,815</b>	<b>23,660</b>
<b>Total liabilities</b>	<b>158,747</b>	<b>161,715</b>
<b>NET ASSETS</b>		
<b>Shareholders' equity:</b>		
Share capital	10,000	10,000
Capital surplus	75,487	75,791
Retained earnings	317,908	326,315
Treasury shares	(37,347)	(44,325)
<b>Total shareholders' equity</b>	<b>366,048</b>	<b>367,781</b>
<b>Accumulated other comprehensive income:</b>		
Valuation difference on available-for-sale securities	8,198	13,092
Deferred gains or losses on hedges	(0)	2
Revaluation reserve for land	(7,339)	(7,339)
Remeasurements of defined benefit plans	7,087	7,107
<b>Total accumulated other comprehensive income</b>	<b>7,945</b>	<b>12,863</b>
<b>Share acquisition rights</b>	<b>1,106</b>	<b>1,096</b>
<b>Non-controlling interests</b>	<b>5,883</b>	<b>6,371</b>
<b>Total net assets</b>	<b>380,983</b>	<b>388,114</b>
<b>Total liabilities and net assets</b>	<b>539,730</b>	<b>549,829</b>

**(2) Quarterly Consolidated Statements of Income and Consolidated Statements of Comprehensive Income**

**(Quarterly Consolidated Statements of Income)**

(Millions of yen)

	Nine months ended December 31, 2024	Nine months ended December 31, 2025
<b>Net sales</b>	417,749	424,747
<b>Cost of sales</b>	361,121	363,604
<b>Gross profit</b>	56,627	61,142
<b>Selling, general and administrative expenses</b>	27,347	28,982
<b>Operating profit</b>	29,279	32,160
<b>Non-operating income:</b>		
Interest income	16	45
Dividend income	849	975
Other	564	562
Total non-operating income	1,430	1,583
<b>Non-operating expenses:</b>		
Interest expenses	19	31
Rental expenses	104	110
Depreciation of idle assets	36	69
Other	83	92
Total non-operating expenses	245	303
<b>Ordinary profit</b>	30,464	33,440
<b>Extraordinary income:</b>		
Gain on sale of investment securities	265	682
Other	56	205
Total extraordinary income	321	887
<b>Extraordinary losses:</b>		
Loss on retirement of non-current assets	346	141
Loss on valuation of investment securities	34	191
Other	616	67
Total extraordinary losses	996	400
<b>Profit before income taxes</b>	29,789	33,927
<b>Income taxes</b>	9,734	10,965
<b>Profit</b>	20,054	22,962
<b>Profit attributable to non-controlling interests</b>	670	506
<b>Profit attributable to owners of parent</b>	19,383	22,455

**(Quarterly Consolidated Statements of Comprehensive Income)**

(Millions of yen)

	Nine months ended December 31, 2024	Nine months ended December 31, 2025
<b>Profit</b>	20,054	22,962
<b>Other comprehensive income:</b>		
Valuation difference on available-for-sale securities	(79)	4,951
Deferred gains or losses on hedges	(1)	3
Remeasurements of defined benefit plans, net of tax	(418)	19
Total other comprehensive income	(499)	4,974
<b>Comprehensive income</b>	<b>19,554</b>	<b>27,936</b>
<b>(Breakdown)</b>		
Comprehensive income attributable to owners of parent	18,866	27,373
Comprehensive income attributable to non-controlling interests	688	562

**(3) Notes on Quarterly Consolidated Financial Statements**

**(Accounting Methods Specific to the Preparation of Quarterly Consolidated Financial Statements)**

**Calculation of Tax Expenses**

The Company calculates tax expenses by reasonably estimating the effective tax rate after applying tax effect accounting to profit before income taxes for the consolidated fiscal year, including the cumulative third quarter period under review, and multiplying profit before income taxes by the estimated effective tax rate.

**(Segment Information, etc.)**

[Segment Information]

I. For the Cumulative Third Quarter Ended December 31, 2024 (From April 1, 2024 to December 31, 2024)

1. Net Sales and Profit (Loss) by Reportable Segment and Breakdown of Revenue

(Millions of yen)

	Reportable Segments								
	Nippon COMSYS Group	SANWA COMSYS Engineering Group	TOSYS Group	TSUKEN Group	NDS Group	SYSKEN Group	Hokuriku Denwa Kouji Group	COMSYS JOHO SYSTEM Group	Sub-total
Net sales:									
Carrier-Related	68,484	24,593	17,906	26,410	29,634	15,168	9,277	—	191,476
IT Solutions	34,672	2,398	2,157	12,109	13,577	1,818	1,110	12,687	80,532
Social System-Related	102,482	2,007	5,615	8,936	18,048	5,108	2,131	—	144,330
External customers	205,640	28,999	25,680	47,455	61,260	22,095	12,520	12,687	416,339
Inter-segment	4,865	644	754	2,964	408	637	264	1,551	12,091
Sub-total	210,505	29,643	26,435	50,419	61,669	22,732	12,785	14,239	428,431
Segment profit (loss)	14,042	1,044	1,618	4,987	4,125	850	1,037	1,280	28,986

	Other Business (Note 1)	Total	Adjustment (Note 2)	Amount Stated on the Quarterly Consolidated Statements of Income (Note 3)
Net sales:				
Carrier-Related	—	191,476	—	191,476
IT Solutions	—	80,532	—	80,532
Social System-Related	1,409	145,739	—	145,739
External customers	1,409	417,749	—	417,749
Inter-segment	16,342	28,433	(28,433)	—
Sub-total	17,751	446,182	(28,433)	417,749
Segment profit (loss)	13,152	42,139	(12,859)	29,279

Notes:

1. The “Other Business” category consists of the staffing business, the shared services business, and COMSYS Holdings Corporation (a pure holding company), which is not attributable to any business segment.
2. Segment profit (loss) adjustment is the result of elimination of intercompany transactions between the Company and business segments and inter-segment transactions.
3. Segment profit (loss) was reconciled to operating profit in the quarterly consolidated statements of income.

2. Information Regarding Impairment Loss on Non-Current Assets and Goodwill by Reportable Segment

*Significant Impairment Loss Related to Non-Current Assets*

In the Nippon COMSYS Group segment, the book value of non-current assets designated for disposal was reduced to the memorandum value, and the reduction was recorded as impairment loss.

The impairment loss recorded in the cumulative third quarter period under review is ¥72 million.

In the TOSYS Group segment, the book value of non-current assets designated for disposal was reduced to the memorandum value, and the reduction was recorded as impairment loss.

The impairment loss recorded in the cumulative third quarter period under review is ¥4 million.

II. For the Cumulative Third Quarter Ended December 31, 2025 (From April 1, 2025 to December 31, 2025)

1. Net Sales and Profit (Loss) by Reportable Segment and Breakdown of Revenue

(Millions of yen)

	Reportable Segments								
	Nippon COMSYS Group	SANWA COMSYS Engineering Group	TOSYS Group	TSUKEN Group	NDS Group	SYSKEN Group	Hokuriku Denwa Kouji Group	COMSYS JOHO SYSTEM Group	Sub-total
Net sales:									
Carrier-Related	72,046	19,995	18,148	25,510	32,784	16,456	9,575	—	194,516
IT Solutions	37,035	—	2,222	6,861	13,779	1,808	1,137	20,836	83,682
Social System-Related	100,537	969	6,371	9,892	20,258	4,732	2,409	—	145,170
External customers	209,619	20,964	26,742	42,264	66,822	22,997	13,121	20,836	423,369
Inter-segment	4,550	967	894	3,052	405	549	263	3,329	14,013
Sub-total	214,170	21,931	27,637	45,317	67,227	23,547	13,385	24,165	437,383
Segment profit (loss)	14,915	290	1,934	4,214	5,450	1,407	1,400	2,267	31,882

	Other Business (Note 1)	Total	Adjustment (Note 2)	Amount Stated on the Quarterly Consolidated Statements of Income (Note 3)
Net sales:				
Carrier-Related	—	194,516	—	194,516
IT Solutions	—	83,682	—	83,682
Social System-Related	1,377	146,548	—	146,548
External customers	1,377	424,747	—	424,747
Inter-segment	17,548	31,561	(31,561)	—
Sub-total	18,926	456,309	(31,561)	424,747
Segment profit (loss)	14,063	45,945	(13,785)	32,160

Notes:

1. The “Other Business” category consists of the staffing business, the shared services business, and COMSYS Holdings Corporation (a pure holding company), which is not attributable to any business segment.
2. Segment profit (loss) adjustment is the result of elimination of intercompany transactions between the Company and business segments and inter-segment transactions.
3. Segment profit (loss) was reconciled to operating profit in the quarterly consolidated statements of income.

**(Significant Changes in Shareholders' Equity)**

The balance of treasury shares at the end of the cumulative third quarter period under review increased by ¥6,977 million from the end of the previous fiscal year to ¥44,325 million. The main factors are as follows.

**Purchase of Treasury Shares**

In accordance with the resolution of the Board of Directors' meeting held on May 9, 2025 and November 7, 2025, the Company purchased 2,221,000 treasury shares between May 12 and December 31, 2025. As a result, treasury shares increased by ¥7,999 million in the cumulative third quarter period under review.

**(Going Concern Assumption)**

Not applicable

**(Quarterly Consolidated Statements of Cash Flows)**

The Company has not prepared a quarterly statement of cash flows for the cumulative third quarter period under review. Depreciation and amortization (including amortization related to intangible assets, excluding goodwill) and amortization of goodwill in the cumulative third quarter period are as follows.

	Nine months ended December 31, 2024	Nine months ended December 31, 2025	(Millions of yen)
Depreciation and amortization	7,919	8,099	
Amortization of goodwill	317	94	