



Performance for the Third Quarter Ended December 31, 2025 — Supplementary Documents —

February 6, 2026

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 Nine Months Ended December 31, 2025

(Unit: ¥100 million)

	FY March 2025		FY March 2026			(Reference) FY March 2025		
	3Q Results	3Q Results	Difference (c)	Percentage Difference	Full Year Targets	Progress Rate	Full Year Results	
	(a)	(b)	(b)-(a)	(c)/(a)	(d)	(b)/(d)	(e)	
Orders Received	4,829	5,036	206	4.3%	6,500	77.5%	6,388	75.6%
Net Sales	4,177	4,247	69	1.7%	6,200	68.5%	6,146	68.0%
Gross Profits	566	611	45	8.0%	850	71.9%	842	67.2%
(Gross Profit Margin)	(13.6%)	(14.4%)	0.8p		(13.7%)		(13.7%)	
SG&A Expenses	273	289	16	6.0%	400	72.5%	382	71.5%
Operating Profit	292	321	28	9.8%	450	71.5%	459	63.7%
(Operating Margin)	(7.0%)	(7.6%)	0.6p		(7.3%)		(7.5%)	
Ordinary Profit	304	334	29	9.8%	460	72.7%	466	65.3%
(Ordinary Profit Margin)	(7.3%)	(7.9%)	0.6p		(7.4%)		(7.6%)	
Profit Attributable to Owners of Parent	193	224	30	15.8%	310	72.4%	300	64.4%
(Net Profit Margin)	(4.6%)	(5.3%)	0.7p		(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 Nine Months Ended December 31, 2025

(Unit: ¥100 million)

◆ Comparisons with the Previous Term	Nippon COMSYS-G			SANCOM-G			TOSYS-G			TSUKEN-G		
	Mar. 2025 3Q Results	Mar. 2026 3Q Results	Difference	Mar. 2025 3Q Results	Mar. 2026 3Q Results	Difference	Mar. 2025 3Q Results	Mar. 2026 3Q Results	Difference	Mar. 2025 3Q Results	Mar. 2026 3Q Results	Difference
Orders Received	2,544	2,659	115	211	238	27	271	309	38	637	514	-122
Net Sales	2,105	2,141	36	296	219	-77	264	276	12	504	453	-51
Gross Profits	270.9	287.2	16.2	26.7	15.7	-10.9	29.8	35.1	5.2	79.6	70.8	-8.7
(Gross Profit Margin)	(12.9%)	(13.4%)	0.5 p.p.	(9.0%)	(7.2%)	-1.8 p.p.	(11.3%)	(12.7%)	1.4 p.p.	(15.8%)	(15.6%)	-0.2 p.p.
SG&A Expenses	130.5	138.0	7.5	16.2	12.8	-3.3	13.6	15.7	2.0	29.7	28.7	-0.9
Operating Profit	140.4	149.1	8.7	10.4	2.9	-7.5	16.1	19.3	3.1	49.8	42.1	-7.7
(Operating Margin)	(6.7%)	(7.0%)	0.3 p.p.	(3.5%)	(1.3%)	-2.2 p.p.	(6.1%)	(7.0%)	0.9 p.p.	(9.9%)	(9.3%)	-0.6 p.p.
Ordinary Profit	145.9	154.1	8.1	10.7	3.4	-7.3	17.3	20.4	3.0	50.2	42.5	-7.6
(Ordinary Profit Margin)	(6.9%)	(7.2%)	0.3 p.p.	(3.6%)	(1.6%)	-2.0 p.p.	(6.6%)	(7.4%)	0.8 p.p.	(10.0%)	(9.4%)	-0.6 p.p.
Profit Attributable to Owners of Parent	91.3	103.2	11.8	17.9	2.1	-15.7	11.3	13.2	1.8	33.8	62.5	28.6
(Net Profit Margin)	(4.3%)	(4.8%)	0.5 p.p.	(6.0%)	(1.0%)	-5.0 p.p.	(4.3%)	(4.8%)	0.5 p.p.	(6.7%)	(13.8%)	7.1 p.p.

◆ Comparisons with Targets for the Fiscal Year	Nippon COMSYS-G			SANCOM-G			TOSYS-G			TSUKEN-G		
	Mar. 2025 Full Year Targets	Mar. 2026 3Q Results	Progress Rate	Mar. 2025 Full Year Targets	Mar. 2026 3Q Results	Progress Rate	Mar. 2025 Full Year Targets	Mar. 2026 3Q Results	Progress Rate	Mar. 2025 Full Year Targets	Mar. 2026 3Q Results	Progress Rate
Orders Received	3,450	2,659	77.1%	375	238	63.7%	390	309	79.4%	651	514	79.0%
Net Sales	3,200	2,141	66.9%	365	219	60.1%	385	276	71.8%	639	453	70.9%
Gross Profits	404	287.2	71.1%	29	15.7	52.8%	49	35.1	70.8%	98	70.8	72.1%
(Gross Profit Margin)	(12.6%)	(13.4%)		(8.2%)	(7.2%)		(12.9%)	(12.7%)		(15.4%)	(15.6%)	
SG&A Expenses	184	138.0	75.0%	18	12.8	70.4%	21	15.7	73.4%	39	28.7	73.7%
Operating Profit	220	149.1	67.8%	11	2.9	25.1%	28	19.3	68.9%	59	42.1	71.1%
(Operating Margin)	(6.9%)	(7.0%)		(3.2%)	(1.3%)		(7.3%)	(7.0%)		(9.3%)	(9.3%)	

Notes: 1. Business transactions between operating groups have not been eliminated. 2. p.p. = percentage points

3. In conjunction with the business reorganization among subsidiaries conducted in July 2025, some of the full-year target figures for TSUKEN-G have been transferred to the full-year target figures for COMSYS JOHO SYSTEM-G.

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

For the Nine Months Ended December 31, 2025

(Unit: ¥100 million)

◆ Comparisons with the Previous Term	NDS-G			SYSKEN-G			Hokuriku Denwa Kouji-G			COMSYS JOHO SYSTEM-G		
	Mar. 2025 3Q Results	Mar. 2026 3Q Results	Difference	Mar. 2025 3Q Results	Mar. 2026 3Q Results	Difference	Mar. 2025 3Q Results	Mar. 2026 3Q Results	Difference	Mar. 2025 3Q Results	Mar. 2026 3Q Results	Difference
Orders Received	718	739	21	258	290	32	159	152	-7	160	276	115
Net Sales	616	672	55	227	235	8	127	133	6	142	241	99
Gross Profits	92.9	109.7	16.8	24.1	34.2	10.0	19.6	24.2	4.5	21.6	37.1	15.4
(Gross Profit Margin)	(15.1%)	(16.3%)	1.2 p.p.	(10.6%)	(14.5%)	3.9 p.p.	(15.4%)	(18.1%)	2.7 p.p.	(15.2%)	(15.4%)	0.2 p.p.
SG&A Expenses	51.7	55.2	3.5	15.6	20.1	4.4	9.2	10.2	0.9	8.8	14.4	5.6
Operating Profit	41.2	54.5	13.2	8.5	14.0	5.5	10.3	14.0	3.6	12.8	22.6	9.8
(Operating Margin)	(6.7%)	(8.1%)	1.4 p.p.	(3.7%)	(6.0%)	2.3 p.p.	(8.1%)	(10.5%)	2.4 p.p.	(9.0%)	(9.4%)	0.4 p.p.
Ordinary Profit	45.1	58.6	13.4	10.0	15.7	5.6	10.7	14.3	3.6	12.8	23.0	10.1
(Ordinary Profit Margin)	(7.3%)	(8.7%)	1.4 p.p.	(4.4%)	(6.7%)	2.3 p.p.	(8.4%)	(10.7%)	2.3 p.p.	(9.0%)	(9.5%)	0.5 p.p.
Profit Attributable to Owners of Parent	28.5	40.2	11.7	6.3	11.1	4.7	7.2	10.2	3.0	7.5	12.9	5.4
(Net Profit Margin)	(4.6%)	(6.0%)	1.4 p.p.	(2.8%)	(4.7%)	1.9 p.p.	(5.6%)	(7.6%)	2.0 p.p.	(5.3%)	(5.4%)	0.1 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 3Q Results	Progress Rate	Mar. 2025 Full Year Targets	Mar. 2026 3Q Results	Progress Rate	Mar. 2025 Full Year Targets	Mar. 2026 3Q Results	Progress Rate	Mar. 2025 Full Year Targets	Mar. 2026 3Q Results	Progress Rate
Orders Received	890	739	83.1%	360	290	80.7%	195	152	78.0%	356	276	77.6%
Net Sales	890	672	75.5%	355	235	66.3%	195	133	68.6%	333	241	72.6%
Gross Profits	132	109.7	83.0%	46	34.2	74.0%	29	24.2	81.6%	54	37.1	67.7%
(Gross Profit Margin)	(14.9%)	(16.3%)		(13.0%)	(14.5%)		(15.2%)	(18.1%)		(16.5%)	(15.4%)	
SG&A Expenses	73	55.2	75.2%	27	20.1	73.2%	14	10.2	72.6%	20	14.4	71.7%
Operating Profit	58	54.5	92.7%	18	14.0	75.3%	15	14.0	89.8%	34	22.6	65.3%
(Operating Margin)	(6.6%)	(8.1%)		(5.3%)	(6.0%)		(8.0%)	(10.5%)		(10.4%)	(9.4%)	

Notes: 1. Business transactions between operating groups have not been eliminated. 2. p.p. = percentage points

3. In conjunction with the business reorganization among subsidiaries conducted in July 2025, some of the full-year target figures for TSUKEN-G have been transferred to the full-year target figures for COMSYS JOHO SYSTEM-G.

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

(Unit: ¥100 million)

◆ Orders Received (Nine months ended December 31)		FY March 2025		FY March 2026				(Reference) FY March 2025	
		3Q Results (a)	3Q Results (b)	Difference (c) (b)-(a)	Percentage Difference (c)/(a)	Full Year Targets (d)	Progress Rate (b)/(d)		
Business Area									
NTT Engineering	Access	1,301	1,246	-55	-4.2%	1,680	74.2%	1,665	78.2%
	Network	206	203	-3	-1.5%	290	70.0%	284	72.5%
	Mobile	338	484	145	43.0%	470	103.0%	453	74.6%
	Subtotal	1,846	1,933	87	4.7%	2,440	79.3%	2,403	76.8%
NCC Engineering		349	317	-32	-9.3%	450	70.4%	451	77.5%
IT Solutions		998	1,069	70	7.1%	1,350	79.2%	1,323	75.5%
Social System-Related		1,634	1,716	81	5.0%	2,260	75.9%	2,209	74.0%
Total		4,829	5,036	206	4.3%	6,500	77.5%	6,388	75.6%

◆ Net Sales (Nine months ended December 31)		FY March 2025		FY March 2026				(Reference) FY March 2025	
		3Q Results (a)	3Q Results (b)	Difference (c) (b)-(a)	Percentage Difference (c)/(a)	Full Year Target (d)	Progress Rate (b)/(d)		
Business Area									
NTT Engineering	Access	1,153	1,187	34	3.0%	1,620	73.3%	1,612	71.5%
	Network	168	177	8	5.2%	270	65.6%	266	63.3%
	Mobile	265	299	34	12.9%	490	61.2%	418	63.5%
	Subtotal	1,587	1,664	77	4.9%	2,380	69.9%	2,296	69.1%
NCC Engineering		327	280	-47	-14.4%	450	62.4%	490	66.8%
IT Solutions		805	836	31	3.9%	1,300	64.4%	1,245	64.7%
Social System-Related		1,457	1,465	8	0.6%	2,070	70.8%	2,113	68.9%
Total		4,177	4,247	69	1.7%	6,200	68.5%	6,146	68.0%

◆ Contract Backlogs		FY March 2025		FY March 2026			
		3Q Results (a)	3Q Results (b)	Difference (c) (b)-(a)	Percentage Difference (c)/(a)		
Business Area							
NTT Engineering	Access	421	385	-36	-8.6%		
	Network	164	171	6	3.9%		
	Mobile	328	475	147	44.8%		
	Subtotal	914	1,031	117	12.8%		
NCC Engineering		246	221	-24	-10.2%		
IT Solutions		569	687	117	20.5%		
Social System-Related		1,329	1,498	169	12.8%		
Total		3,059	3,438	378	12.4%		

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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