



Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

May 12, 2026

To whom it may concern

Company name: COMSYS Holdings Corporation
Name of representative: Hiroshi Tanabe,
President, Representative Director
(Securities code: 1721; Prime Market
of the Tokyo Stock Exchange)
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Notice Concerning Changes in Officers and Appointment of Chairperson of the Board of Directors and Chairperson of the Nomination and Remuneration Advisory Committee

As announced in the “Notice Concerning the Status of Dialogue with Institutional Investor Shareholders” dated April 21, 2026, COMSYS Holdings Corporation (the “Company”) has been examining the optimal approach to enhancing its medium- to long-term corporate value and the effectiveness of its corporate governance, based on requests from institutional investor shareholders.

Taking into account the opinions of shareholders, the Company has continuously discussed the ideal composition ratio of Independent Outside Directors and the revision of the management system of the Board of Directors from the viewpoint of improving the effectiveness of the supervisory function of the Board of Directors and ensuring management transparency. As a result of these considerations, the Company decided to revise the composition and operation of the Board of Directors with a view to further enhancing the corporate governance system. Specifically, by increasing the number of Outside Directors by one (1) and decreasing the number of Internal Directors by one (1), the Board of Directors will be composed of eleven (11) members, six (6) Outside Directors and five (5) Internal Directors. By revising the composition of the Board of Directors to consist of a majority of Outside Directors, the Company will shift to a system to further promote fair decision-making and supervision. As for change in the system, the Company hereby announces that the Board of Directors meeting held today resolved the appointment of new Director candidates and the retirement of Directors to be submitted to the 23rd General Meeting of Shareholders to be held on June 26, 2026. The candidates for new Directors are scheduled to be officially appointed following a resolution at the 23rd General Meeting of Shareholders.

1.Details of Change

(1)Reason for change

The Company has decided on the new management system to enhance its ability to adapt to future changes in the business environment and to contribute to further strengthening the management foundation for the Group’s sustainable growth and medium- to long-term enhancement of its corporate value.

[Composition of the Board of Directors]

	Directors	Of which, Internal Directors	Of which, Outside Directors	Ratio of Outside Directors	Ratio of Independent Outside Directors
After change	11 persons	5 persons	6 persons	54.5%	54.5%
Before change	11 persons	6 persons	5 persons	45.5%	45.5%

(2)Change and reappointment of Directors

[List of Candidates for Directors]

Name	Category	Current positions
Hiroshi Tanabe	Reelection	President, Representative Director
Hideyuki Noike	Reelection	Director
Tamaki Endo	New candidate	Administrative Officer, General Manager of Corporate Planning Department
Toru Mashimo	Reelection	Director, General Manager of Finance and Accounting Department, General Manager of Business Expansion Office
Koichi Kawana	New candidate	-
Atsushi Yasunaga	-	Director (Full-Time Audit and Supervisory Committee Member)
Hiroyuki Asai	-	Outside Director (Audit and Supervisory Committee Member)
Kyoko Ichikawa	-	Outside Director (Audit and Supervisory Committee Member)
Masaya Hirano	-	Outside Director (Audit and Supervisory Committee Member)
Kenzo Moriyama	-	Outside Director (Audit and Supervisory Committee Member)
Ritsue Miyashita	-	Outside Director (Audit and Supervisory Committee Member)

- (Note 1) Mr. Koichi Kawana is a candidate for Outside Director as stipulated in Article 2, Item 15 of the Companies Act. In addition, the Company plans to register him with the Tokyo Stock Exchange as an independent officer pursuant to the provisions of the said exchange.
- (Note 2) Six (6) Directors who are Audit and Supervisory Committee Members are in the middle of their terms of office and are not up for election.
- (Note 3) Mr. Hiroyuki Asai, Ms. Kyoko Ichikawa, Mr. Masaya Hirano, Mr. Kenzo Moriyama, and Ms. Ritsue Miyashita are Outside Directors as stipulated in Article 2, Item 15 of the Companies Act. The Company has registered them with the Tokyo Stock Exchange as independent officers in accordance with the provisions of the said exchange.

(Reference) Career summary of new candidates for Directors

I. New Candidate for Director

New job title	Director																						
Name	Tamaki Endo																						
Date of birth	November 22, 1963																						
Career summary	<table><tr><td>July 2012</td><td>General Manager, Equipment Department, Tokyo Branch, NIPPON TELEGRAPH AND TELEPHONE EAST CORPORATION (currently NTT EAST, Inc.)</td></tr><tr><td>July 2015</td><td>General Manager of Network Solution Department, Business & Office Sales Promotion Division, NIPPON TELEGRAPH AND TELEPHONE EAST CORPORATION (currently NTT EAST, Inc.)</td></tr><tr><td>June 2019</td><td>Director, Deputy General Manager of Business Innovation Division, NIPPON TELEGRAPH AND TELEPHONE EAST CORPORATION (currently NTT EAST, Inc.)</td></tr><tr><td>June 2019</td><td>Director, NTT EAST Minami Kanto Inc.</td></tr><tr><td>July 2020</td><td>Director, Nextmode, Inc.</td></tr><tr><td>June 2021</td><td>Executive Officer, Deputy General Manager of Business Innovation Division, NIPPON TELEGRAPH AND TELEPHONE EAST CORPORATION (currently NTT EAST, Inc.)</td></tr><tr><td>June 2022</td><td>Managing Executive Officer, General Manager of Business Innovation Division, NIPPON TELEGRAPH AND TELEPHONE EAST CORPORATION (currently NTT EAST, Inc.)</td></tr><tr><td>June 2022</td><td>President and Representative Director, NTT DX Partner, Inc.</td></tr><tr><td>June 2024</td><td>Director, Managing Executive Officer, General Manager of Corporate Planning Department, Nippon COMSYS Corporation (present position)</td></tr><tr><td>June 2024</td><td>General Manager, Corporate Planning Department, the Company</td></tr><tr><td>July 2024</td><td>Administrative Officer, General Manager of Corporate Planning Department, the Company (present position)</td></tr></table>	July 2012	General Manager, Equipment Department, Tokyo Branch, NIPPON TELEGRAPH AND TELEPHONE EAST CORPORATION (currently NTT EAST, Inc.)	July 2015	General Manager of Network Solution Department, Business & Office Sales Promotion Division, NIPPON TELEGRAPH AND TELEPHONE EAST CORPORATION (currently NTT EAST, Inc.)	June 2019	Director, Deputy General Manager of Business Innovation Division, NIPPON TELEGRAPH AND TELEPHONE EAST CORPORATION (currently NTT EAST, Inc.)	June 2019	Director, NTT EAST Minami Kanto Inc.	July 2020	Director, Nextmode, Inc.	June 2021	Executive Officer, Deputy General Manager of Business Innovation Division, NIPPON TELEGRAPH AND TELEPHONE EAST CORPORATION (currently NTT EAST, Inc.)	June 2022	Managing Executive Officer, General Manager of Business Innovation Division, NIPPON TELEGRAPH AND TELEPHONE EAST CORPORATION (currently NTT EAST, Inc.)	June 2022	President and Representative Director, NTT DX Partner, Inc.	June 2024	Director, Managing Executive Officer, General Manager of Corporate Planning Department, Nippon COMSYS Corporation (present position)	June 2024	General Manager, Corporate Planning Department, the Company	July 2024	Administrative Officer, General Manager of Corporate Planning Department, the Company (present position)
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(1) Significant concurrent positions

Director, Managing Executive Officer, General Manager of Corporate Planning Department, Nippon COMSYS Corporation

(2) Reason for election

Mr. Endo has been involved in the management of COMSYS Group companies as a Director, and has deep knowledge through his many years of business experience in overall business operations and abundant experience in corporate management. Furthermore, he has excellent personality and insight. For the reasons stated above, the Company has nominated him as a candidate for Director.

II. New Candidate for Outside Director

New job title	Outside Director	
Name	Koichi Kawana	
Date of birth	April 23, 1958	
Career summary	April 1982	Joined JGC CORPORATION (currently JGC HOLDINGS CORPORATION)
	June 2010	Executive Vice President, Representative Director, JGC CORPORATION
	July 2011	President and Chief Operating Officer (COO), Representative Director, JGC CORPORATION
	June 2017	Director, Vice Chairman of JGC CORPORATION
	June 2019	Outside Director, TOKYO ELECTRON DEVICE LIMITED
	June 2019	Outside Director, Bandai Namco Holdings Inc. (present position)
	June 2019	Outside Director (Audit and Supervisory Committee Member), the Company
	June 2020	Outside Director, RENOVA, Inc.
	December 2020	Outside Director, ispace, inc. (present position)
	March 2023	Outside Director, Kubota Corporation (present position)
	June 2023	Executive Chairman and Director, RENOVA, Inc. (part-time/non-executive) (present position)
	April 2026	Visiting Professor, Hitotsubashi University (present position)

(1) Significant concurrent positions

Outside Director of Bandai Namco Holdings Inc., Outside Director of ispace, inc., Outside Director of Kubota Corporation, Executive Chairman and Director of RENOVA, Inc. (part-time/non-executive)

(2) Reason for election

As Mr. Kawana has abundant experience and a high level of insight as a corporate manager, the Company has determined that he will be able to contribute to the development of the Group. In addition, he served for four years, from June 2019 to June 2023, as an Outside Director (Audit and Supervisory Committee Member) of the Company, during which time he worked diligently, from an independent standpoint, to supervise management and ensure appropriate decision-making, and contributed to strengthening the Company's governance system and improving management transparency. If he is appointed, we expect that, drawing on his professional knowledge and insights based on his management track record at other companies, he will lead further advancement of discussions at the Board of Directors and, from an independent standpoint, provide highly effective supervision of management as well as useful advice and recommendations. For the reasons stated above, the Company has nominated him as a candidate for Outside Director.

(3) Retirement of Directors

[Retiring Directors]

Name	Current position	Job title after retirement
Takashi Kagaya	Chairman of the Board, the Company	Senior Advisor, the Company
Kunihiko Uchide	Director, the Company	Senior Advisor, TSUKEN ADVANCED SYSTEMS CORPORATION

*The terms of office of Directors Mr. Takashi Kagaya and Mr. Kunihiko Uchide will expire at the conclusion of the General Meeting of Shareholders to be held on June 26, 2026.

2. Election of Chairperson of the Board of Directors and Chairperson of the Nomination and Remuneration Advisory Committee

(1) Background and purpose of election

The Company has been reviewing the management of the Board of Directors in order to improve the effectiveness of the supervisory function of the Board of Directors. In light of the fact that the Board of Directors will consist of a majority of Outside Directors with diverse experience and knowledge from June 2026, the Chairperson of the Board of Directors and the Chairperson of the Nomination and Remuneration Advisory Committee will be changed in order to further ensure the effectiveness of the supervisory function of the Board of Directors. The transition to this system will further enhance the independence and objectivity of the operations of the Board of Directors and strengthen the supervisory function from a standpoint independent of the executive team. In addition, the Nomination and Remuneration Advisory Committee will be chaired by an Independent Outside Director to further enhance the transparency and fairness of the process of nominating officers and determining remuneration.

[Chairperson of the Board of Directors and Chairperson of the Nomination and Remuneration Advisory Committee]

Name	Current position
Hiroyuki Asai	Outside Director (Audit and Supervisory Committee Member)

(Note1) Please refer to (Note 3) of the [List of Candidates for Directors] for the requirements for Mr. Hiroyuki Asai as an Outside Director and independent officer.

(2) Reason for election

Mr. Asai has provided advice and recommendations from a multifaceted perspective as a Director who is also an Audit and Supervisory Committee Member based on his abundant experience and insight in corporate management. In addition, as a member of the Nomination and Remuneration Advisory Committee, he has been making efforts to ensure transparency concerning the appointment of and remuneration for Directors (and other officers). The Company has decided to appoint him as Chairperson of the Board of Directors and Chairperson of the Nomination and Remuneration Advisory Committee, judging that he will continue to contribute to further strengthening of the Company's corporate governance in the future.

3.Scheduled Date of Implementation: June 26, 2026

(Reference) Board of Directors after the 23rd General Meeting of Shareholders (scheduled to be held on June 26, 2026)

Job title	Name	Commissioned duties and responsibilities
President, Representative Director	Hiroshi Tanabe	
Director	Hideyuki Noike	In charge of Business Strategy (Carrier-Related Business)
Director	Tamaki Endo	In charge of Business Strategy (IT Solutions Business, Social Systems-Related Business)
Director	Toru Mashimo	General Manager of Finance and Accounting Department, General Manager of Business Expansion Office In charge of Company Operations
Outside Director	Koichi Kawana	
Director (Full-Time Audit and Supervisory Committee Member)	Atsushi Yasunaga	
Outside Director (Audit and Supervisory Committee Member)	Hiroyuki Asai	Chairperson of the Board of Directors Chairperson of the Nomination and Remuneration Advisory Committee
Outside Director (Audit and Supervisory Committee Member)	Kyoko Ichikawa	
Outside Director (Audit and Supervisory Committee Member)	Masaya Hirano	
Outside Director (Audit and Supervisory Committee Member)	Kenzo Moriyama	
Outside Director (Audit and Supervisory Committee Member)	Ritsue Miyashita	