August 7, 2026

Consolidated Financial Results for the First Quarter Ended June 30, 2026 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 three months ended June 30, 2026)

(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	
Three months ended	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%
June 30, 2026	139,329	8.6	9,905	29.6	10,587	27.5	8,538	47.4
June 30, 2025	128,268	2.5	7,639	7.6	8,301	7.4	5,793	26.5

Note: Comprehensive income: Three months ended June 30, 2026: ¥7,578 million [17.6%]
Three months ended June 30, 2025: ¥6,442 million [63.3%]

	Primary Earnings per Share	Diluted Earnings per Share
Three months ended	Yen	Yen
June 30, 2026	73.89	73.14
June 30, 2025	49.32	49.22

(2) Consolidated Financial Position

	Total Assets	Net Assets	Equity Ratio
As of	Millions of yen	Millions of yen	%
June 30, 2026	551,582	403,896	71.8
March 31, 2026	565,709	407,451	70.7

(Reference) Shareholders' equity:
As of June 30, 2026: ¥395,870 million
As of March 31, 2026: ¥399,893 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
	Yen	Yen	Yen	Yen	Yen
Year ended March 31, 2026	–	60.00	–	70.00	130.00
Year ending March 31, 2027	–				
Year ending March 31, 2027 (Forecast)		65.00	–	70.00	135.00

Note: Most recently announced revisions to dividend forecast: No

3. Consolidated Earnings Forecast (for the fiscal year ending March 31, 2027)

(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, 2027	670,000	6.2	54,000	6.1	55,000	5.4	37,860	4.3	327.22

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

*** Notes:**

(1) Significant changes in scope of consolidation during the period under review: Yes

Newly consolidated:	Four companies (Company name) World-Eco Co., Ltd. Sun-Takizawa Co., Ltd. Daiei-Kaihatsu Co., Ltd. SANWA E-TECH Inc.
Excluded from consolidation:	Two companies (Company name) Toyohashi NDS Co., Ltd. Kawasaki Reinetsu Denki Co., Ltd.

(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 June 30, 2026	118,000,000 shares
As of March 31, 2026	118,000,000 shares

(ii) Number of treasury shares

As of June 30, 2026	2,859,056 shares
As of March 31, 2026	2,297,943 shares

(iii) Average number of shares issued in the period

Three months ended June 30, 2026	115,556,960 shares
Three months ended June 30, 2025	117,474,446 shares

Note: The Company has introduced the ESOP trust account for share grant, and shares of the Company held by this trust are included in the number of treasury shares at the end of period and treasury shares deducted from the calculation of the average number of shares issued during the period.

* 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: August 14, 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 three months ended June 30, 2026 is as follows.

(Millions of yen)	Three months ended June 30, 2026	Year-on-year amount change	Year-on-year percentage change
Orders Received	194,116	+22,708	+13.2%
Net Sales	139,329	+11,060	+8.6%
Operating Profit	9,905	+2,265	+29.6%
Ordinary Profit	10,587	+2,285	+27.5%
Profit Attributable to Owners of Parent	8,538	+2,745	+47.4%

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, although the NCC engineering business is sluggish due to a decrease in capital investment, orders increased due to strong performance continuing from the previous fiscal year for its work to improve communication quality (mobile-related business) in the NTT engineering business. In the IT solutions field, orders decreased due to the absence of large-scale projects in the previous fiscal year. In the social system-related field, orders increased due to the winning of large-scale data center projects and the addition of the order volume from companies that became consolidated subsidiaries in April. As a result, orders received increased by ¥22,708 million or 13.2% year on year to ¥194,116 million.

Net Sales

In the telecom-carrier field, net sales increased due to strong performance continuing from the previous fiscal year for its work to improve communication quality (mobile-related business) in the NTT Engineering business. In the IT solutions field, net sales were flat year on year as the absence of large-scale projects in the previous fiscal year was offset by other projects. In the social system-related field, net sales increased due to the steady progress of construction for large-scale data center and other projects as well as the increase in consolidated subsidiaries. As a result, net sales increased by ¥11,060 million or 8.6% year on year to ¥139,329 million.

Profit

In the telecom-carrier field, its work to improve communication quality (mobile-related business) showed strong performance, in addition to the increase in net sales, leading to an increase in profit. In the IT solutions field, there was an absence of large-scale projects in the previous fiscal year, but it was offset by other projects. In the social system-related field, profits have increased due to a favorable performance from increased net sales and initiatives aimed at improving productivity. As a result, operating profit increased by ¥2,265 million or 29.6% year on year to ¥9,905 million and ordinary profit increased by ¥2,285 million or 27.5% year on year to ¥10,587 million. Profit attributable to owners of parent increased by ¥2,745 million or 47.4% year on year to ¥8,538 million due to the sale of investment securities and other factors.

Initiatives and results

We introduced a Group-wide engagement measurement tool as an initiative to improve employee engagement. Through this initiative, the Group as a whole will strive to align perspectives with employees and improve engagement.

In addition, as a result of our initiatives for sustainability management, following our selection last fiscal year as one of the “A List” companies in the “climate change” field by CDP, we have also been selected as one of the “A List” companies in the supplier engagement assessment in the same field. Furthermore, we were selected as a component of the Sompo Sustainability Index for the second consecutive year, receiving a comprehensive evaluation for its ongoing business activities addressing climate change.

(2) Overview of Financial Position for the Period Under Review

Total assets as of June 30, 2026 amounted to ¥551,582 million, down ¥14,126 million compared with the end of the previous fiscal year. This was mainly attributable to a decrease in notes receivable, accounts receivable from completed construction contracts and other. Liabilities decreased by ¥10,571 million compared with the end of the previous fiscal year, to ¥147,686 million. This was largely attributable to a decrease in notes payable, accounts payable for construction contracts and other.

Net assets decreased by ¥3,555 million compared with the end of the previous fiscal year, to ¥403,896 million. This was primarily attributable to payment of dividends from retained earnings.

(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, 2027, from the earnings forecast announced on May 12, 2026.

2. Quarterly Consolidated Financial Statements and Notes

(1) Quarterly Consolidated Balance Sheets

(Millions of yen)

	As of March 31, 2026	As of June 30, 2026
ASSETS		
Current assets:		
Cash and deposits	42,033	71,262
Notes receivable, accounts receivable from completed construction contracts and other	209,870	151,145
Costs on construction contracts in progress	45,580	54,318
Other inventories	8,525	9,222
Other	25,018	33,674
Allowance for doubtful accounts	(145)	(114)
Total current assets	330,883	319,508
Non-current assets:		
Property, plant and equipment		
Buildings and structures, net	44,837	45,896
Land	77,046	77,285
Other, net	27,397	28,722
Total property, plant and equipment	149,281	151,905
Intangible assets		
Goodwill	96	1,210
Other	6,316	6,976
Total intangible assets	6,413	8,186
Investments and other assets		
Investment securities	41,577	34,339
Other	40,617	40,707
Allowance for doubtful accounts	(3,063)	(3,063)
Total investments and other assets	79,131	71,982
Total non-current assets	234,826	232,074
Total assets	565,709	551,582

(Millions of yen)

	As of March 31, 2026	As of June 30, 2026
LIABILITIES		
Current liabilities:		
Notes payable, accounts payable for construction contracts and other	78,494	62,245
Short-term borrowings	2,413	2,628
Income taxes payable	9,900	4,933
Advances received on construction contracts in progress	11,564	21,034
Provisions	484	520
Other	30,188	32,183
Total current liabilities	133,046	123,545
Non-current liabilities:		
Long-term borrowings	-	148
Deferred tax liabilities for land revaluation	1,248	1,248
Retirement benefit liability	11,991	11,593
Provision for retirement benefits for directors (and other officers)	637	606
Provision for environmental measures	400	400
Provision for share awards	289	350
Other	10,644	9,792
Total non-current liabilities	25,211	24,141
Total liabilities	158,257	147,686
NET ASSETS		
Shareholders’ equity:		
Share capital	10,000	10,000
Capital surplus	36,903	37,205
Retained earnings	340,162	340,251
Treasury shares	(6,710)	(9,977)
Total shareholders’ equity	380,354	377,478
Accumulated other comprehensive income:		
Valuation difference on available-for-sale securities	14,234	13,406
Deferred gains or losses on hedges	(2)	0
Revaluation reserve for land	(7,334)	(7,334)
Remeasurements of defined benefit plans	12,641	12,318
Total accumulated other comprehensive income	19,539	18,391
Share acquisition rights	1,037	1,024
Non-controlling interests	6,520	7,001
Total net assets	407,451	403,896
Total liabilities and net assets	565,709	551,582

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

(Quarterly Consolidated Statements of Income)

(Millions of yen)

	Three months ended June 30, 2025	Three months ended June 30, 2026
Net sales	128,268	139,329
Cost of sales	110,933	118,319
Gross profit	17,335	21,010
Selling, general and administrative expenses	9,695	11,104
Operating profit	7,639	9,905
Non-operating income:		
Interest income	2	3
Dividend income	537	550
Other	243	217
Total non-operating income	783	772
Non-operating expenses:		
Interest expenses	6	8
Rental expenses	59	41
Foreign exchange losses	0	21
Depreciation of idle assets	36	6
Other	18	12
Total non-operating expenses	121	90
Ordinary profit	8,301	10,587
Extraordinary income:		
Gain on sale of investment securities	513	2,510
Other	16	207
Total extraordinary income	530	2,718
Extraordinary losses:		
Loss on retirement of non-current assets	5	60
Provision for loss compensation	–	103
Extra retirement payments	6	5
Loss on sale of investment securities	3	–
Other	1	99
Total extraordinary losses	15	269
Profit before income taxes	8,816	13,036
Income taxes	2,901	4,328
Profit	5,914	8,708
Profit attributable to non-controlling interests	120	169
Profit attributable to owners of parent	5,793	8,538

(Quarterly Consolidated Statements of Comprehensive Income)

(Millions of yen)

	Three months ended June 30, 2025	Three months ended June 30, 2026
Profit	5,914	8,708
Other comprehensive income:		
Valuation difference on available-for-sale securities	724	(810)
Deferred gains or losses on hedges	(25)	2
Remeasurements of defined benefit plans, net of tax	(171)	(322)
Total other comprehensive income	527	(1,129)
Comprehensive income	6,442	7,578
(Breakdown)		
Comprehensive income attributable to owners of parent	6,310	7,390
Comprehensive income attributable to non-controlling interests	131	187

(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 first 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 First Quarter Ended June 30, 2025 (From April 1, 2025 to June 30, 2025)

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

(Millions of yen)

	Reportable Segments								
	Nippon COMSYS Group	SANWA COMSYS Engineer-ing Group	TOSYS Group	TSUKEN Group	NDS Group	SYSKEN Group	Hokuriku Denwa Kouji Group	COMSYS JOHO SYSTEM Group	Sub-total
Net sales:									
Carrier-Related	21,231	5,681	5,282	8,072	10,214	4,804	2,893	–	58,179
IT Solutions	13,709	–	562	3,759	4,350	572	269	4,799	28,024
Social System-Related	29,042	265	2,072	2,112	6,216	1,271	618	–	41,599
External customers	63,983	5,946	7,917	13,944	20,781	6,648	3,781	4,799	127,803
Inter-segment	1,194	258	210	1,045	140	166	63	783	3,861
Sub-total	65,178	6,204	8,127	14,989	20,921	6,814	3,844	5,583	131,664
Segment profit (loss)	3,981	(33)	35	1,151	1,376	145	350	497	7,504

	Other Business (Note 1)	Total	Adjust-ment (Note 2)	Amount Stated on the Quarterly Consoli-dated Statements of Income (Note 3)
Net sales:				
Carrier-Related	–	58,179	–	58,179
IT Solutions	–	28,024	–	28,024
Social System-Related	465	42,065	–	42,065
External customers	465	128,268	–	128,268
Inter-segment	8,142	12,004	(12,004)	–
Sub-total	8,608	140,273	(12,004)	128,268
Segment profit (loss)	7,001	14,506	(6,866)	7,639

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.

II. For the Cumulative First Quarter Ended June 30, 2026 (From April 1, 2026 to June 30, 2026)

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	23,775	4,716	6,032	8,286	10,275	5,398	3,438	–	61,923
IT Solutions	12,754	–	859	1,449	4,771	468	243	7,353	27,900
Social System-Related	33,982	600	2,799	2,035	7,061	1,769	806	–	49,054
External customers	70,512	5,316	9,692	11,771	22,107	7,636	4,487	7,353	138,878
Inter-segment	1,504	281	203	559	176	75	123	1,476	4,400
Sub-total	72,017	5,597	9,895	12,330	22,284	7,711	4,611	8,829	143,278
Segment profit (loss)	5,385	(52)	504	870	1,588	276	580	738	9,892

	Other Business (Note 1)	Total	Adjustment (Note 2)	Amount Stated on the Quarterly Consolidated Statements of Income (Note 3)
Net sales:				
Carrier-Related	–	61,923	–	61,923
IT Solutions	–	27,900	–	27,900
Social System-Related	450	49,505	–	49,505
External customers	450	139,329	–	139,329
Inter-segment	8,940	13,340	(13,340)	–
Sub-total	9,390	152,669	(13,340)	139,329
Segment profit (loss)	7,690	17,582	(7,677)	9,905

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 changes in the amount of goodwill

In the TOSYS Group segment, World-Eco Co., Ltd., Sun-Takizawa Co., Ltd., and Daiei-Kaihatsu Co., Ltd. are included in the scope of consolidation as their significance have increased.

The increase in the amount of goodwill caused by this event was ¥244 million for the cumulative first quarter period under review.

In the SYSKEN Group segment, SANWA E-TECH Inc. is included in the scope of consolidation as its significance has increased.

The increase in the amount of goodwill caused by this event was ¥994 million for the cumulative first quarter period under review.

(Significant Changes in Shareholders' Equity)

The balance of treasury shares at the end of the cumulative first quarter period under review increased by ¥3,266 million from the end of the previous fiscal year to ¥9,977 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 12, 2026, the Company purchased 655,000 treasury shares between May 13 and June 30, 2026. As a result, treasury shares increased by ¥3,548 million in the cumulative first 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 first quarter period under review. Depreciation and amortization (including amortization related to intangible assets, excluding goodwill) and amortization of goodwill in the cumulative first quarter period are as follows.

(Millions of yen)

	Three months ended June 30, 2025	Three months ended June 30, 2026
Depreciation and amortization	2,617	2,783
Amortization of goodwill	34	125