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.

COMSYS.HD

Performance for the First Quarter Ended June 30, 2026
－ Supplementary Documents －

August 7, 2026

COMSYS Holdings Corporation
（Securities code 1721）

Consolidated Statements of Income (COMSYS.HD Consolidated)
- For the Three Months Ended June 30, 2026 -

COMSYS.HD

(Unit: ¥100 million)

	FY March 2026	FY March 2027					(Reference) FY March 2026	
	1Q Results (a)	1Q Results (b)	Difference (c) (b)-(a)	Percentage Difference (c)/(a)	Full Year Targets (d)	Progress Rate (b)/(d)	Full Year Results (e)	Progress Rate (a)/(e)
Orders Received	1,714	1,941	227	13.2%	7,200	27.0%	6,856	25.0%
Net Sales	1,282	1,393	110	8.6%	6,700	20.8%	6,306	20.3%
Gross Profits	173	210	36	21.2%	992	21.2%	919	18.9%
(Gross Profit Margin)	(13.5%)	(15.1%)	1.6p.p.		(14.8%)		(14.6%)	
SG&A Expenses	96	111	14	14.5%	452	24.6%	410	23.6%
Operating Profit	76	99	22	29.6%	540	18.3%	509	15.0%
(Operating Margin)	(6.0%)	(7.1%)	1.1p.p.		(8.1%)		(8.1%)	
Ordinary Profit	83	105	22	27.5%	550	19.2%	521	15.9%
(Ordinary Profit Margin)	(6.5%)	(7.6%)	1.1p.p.		(8.2%)		(8.3%)	
Profit Attributable to Owners of Parent	57	85	27	47.4%	378	22.6%	363	16.0%
(Net Profit Margin)	(4.5%)	(6.1%)	1.6p.p.		(5.7%)		(5.8%)	

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

Consolidated Statements of Income (COMSYS.HD Consolidated)
- For the Three Months Ended June 30, 2026 -

COMSYS.HD

(Unit: ¥100 million)

◆ Comparisons with the Previous Term	Nippon COMSYS-G			SANCOM-G			TOSYS-G			TSUKEN-G		
	Mar. 2026 1Q Results	Mar. 2027 1Q Results	Difference	Mar. 2026 1Q Results	Mar. 2027 1Q Results	Difference	Mar. 2026 1Q Results	Mar. 2027 1Q Results	Difference	Mar. 2026 1Q Results	Mar. 2027 1Q Results	Difference
Orders Received	939	1,026	86	82	79	-2	104	162	58	210	173	-36
Net Sales	651	720	68	62	55	-6	81	98	17	149	123	-26
Gross Profits	85.7	104.9	19.1	4.2	4.3	0.1	5.9	12.7	6.8	21.8	18.0	-3.7
(Gross Profit Margin)	(13.2%)	(14.6%)	1.4p.p.	(6.8%)	(7.8%)	1.0p.p.	(7.4%)	(12.9%)	5.5.p.p	(14.6%)	(14.6%)	0.0p.p.
SG&A Expenses	45.9	51.0	5.1	4.5	4.9	0.3	5.6	7.7	2.1	10.3	9.3	-0.9
Operating Profit	39.8	53.8	14.0	-0.3	-0.5	-0.1	0.3	5.0	4.6	11.5	8.7	-2.8
(Operating Margin)	(6.1%)	(7.5%)	1.4p.p.	(-0.5%)	(-0.9%)	-0.4p.p.	(0.4%)	(5.1%)	4.7p.p.	(7.7%)	(7.1%)	-0.6p.p.
Ordinary Profit	41.9	57.0	15.1	-0.1	-0.3	-0.2	1.3	5.3	4.0	11.8	10.0	-1.7
(Ordinary Profit Margin)	(6.4%)	(7.9%)	1.5p.p.	(-0.2%)	(-0.7%)	-0.5p.p.	(1.7%)	(5.4%)	3.7p.p.	(7.9%)	(8.1%)	0.2p.p.
Profit Attributable to Owners of Parent	28.0	37.0	8.9	-0.1	-0.2	-0.0	1.0	2.7	1.7	8.5	6.9	-1.5
(Net Profit Margin)	(4.3%)	(5.1%)	0.8p.p.	(-0.3%)	(-0.5%)	-0.2p.p.	(1.2%)	(2.8%)	1.6p.p.	(5.7%)	(5.7%)	0.0p.p.

◆ Comparisons with Targets for the Fiscal Year	Nippon COMSYS-G			SANCOM-G			TOSYS-G			TSUKEN-G		
	Mar. 2027 Full Year Targets	Mar. 2027 1Q Results	Progress Rate	Mar. 2027 Full Year Targets	Mar. 2027 1Q Results	Progress Rate	Mar. 2027 Full Year Targets	Mar. 2027 1Q Results	Progress Rate	Mar. 2027 Full Year Targets	Mar. 2027 1Q Results	Progress Rate
Orders Received	3,895	1,026	26.3%	380	79	20.9%	480	162	33.9%	655	173	26.5%
Net Sales	3,560	720	20.2%	355	55	15.8%	460	98	21.5%	620	123	19.9%
Gross Profits	488	104.9	21.5%	28	4.3	15.4%	64	12.7	19.8%	102	18.0	17.6%
(Gross Profit Margin)	(13.7%)	(14.6%)		(8.0%)	(7.8%)		(14.0%)	(12.9%)		(16.6%)	(14.6%)	
SG&A Expenses	206	51.0	24.8%	18	4.9	26.2%	32	7.7	24.1%	40	9.3	23.2%
Operating Profit	282	53.8	19.1%	9	-0.5	-5.4%	32	5.0	15.5%	62	8.7	14.0%
(Operating Margin)	(7.9%)	(7.5%)		(2.7%)	(-0.9%)		(7.1%)	(5.1%)		(10.1%)	(7.1%)	

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

Consolidated Statements of Income (COMSYS.HD Consolidated)
- For the Three Months Ended June 30, 2026 -

COMSYS.HD

(Unit: ¥100 million)

◆ Comparisons with the Previous Term

	NDS-G			SYSKEN-G			Hokuriku Denwa Kouji-G			COMSYS JOHO SYSTEM-G		
	Mar. 2026 1Q Results	Mar. 2027 1Q Results	Difference	Mar. 2026 1Q Results	Mar. 2027 1Q Results	Difference	Mar. 2026 1Q Results	Mar. 2027 1Q Results	Difference	Mar. 2026 1Q Results	Mar. 2027 1Q Results	Difference
Orders Received	240	265	24	75	114	39	48	57	9	57	115	58
Net Sales	209	222	13	68	77	8	38	46	7	55	88	32
Gross Profits	32.0	35.9	3.9	8.2	10.2	1.9	7.0	9.7	2.6	8.8	13.2	4.3
(Gross Profit Margin)	(15.3%)	(16.1%)	0.8p.p.	(12.2%)	(13.2%)	1.0p.p.	(18.3%)	(21.1%)	2.8p.p.	(15.9%)	(15.0%)	-0.9p.p.
SG&A Expenses	18.2	20.0	1.8	6.8	7.4	0.5	3.5	3.9	0.3	3.8	5.8	1.9
Operating Profit	13.7	15.8	2.1	1.4	2.7	1.3	3.5	5.8	2.3	4.9	7.3	2.4
(Operating Margin)	(6.6%)	(7.1%)	0.5p.p.	(2.1%)	(3.6%)	1.5p.p.	(9.1%)	(12.6%)	3.5p.p.	(8.9%)	(8.4%)	-0.5p.p.
Ordinary Profit	16.0	18.4	2.3	2.1	3.5	1.3	3.6	5.9	2.3	5.0	7.4	2.3
(Ordinary Profit Margin)	(7.7%)	(8.3%)	0.6p.p.	(3.2%)	(4.6%)	1.4p.p.	(9.5%)	(12.9%)	3.4p.p.	(9.1%)	(8.4%)	-0.7p.p.
Profit Attributable to Owners of Parent	12.4	22.7	10.3	1.6	9.0	7.3	2.7	4.0	1.3	3.1	4.2	1.0
(Net Profit Margin)	(5.9%)	(10.2%)	4.3p.p.	(2.5%)	(11.8%)	9.3p.p.	(7.2%)	(8.8%)	1.6p.p.	(5.7%)	(4.9%)	-0.8p.p.

◆ Comparisons with Targets for the Fiscal Year

	NDS-G			SYSKEN-G			Hokuriku Denwa Kouji-G			COMSYS JOHO SYSTEM-G		
	Mar. 2027 Full Year Targets	Mar. 2027 1Q Results	Progress Rate	Mar. 2027 Full Year Targets	Mar. 2027 1Q Results	Progress Rate	Mar. 2027 Full Year Targets	Mar. 2027 1Q Results	Progress Rate	Mar. 2027 Full Year Targets	Mar. 2027 1Q Results	Progress Rate
Orders Received	970	265	27.4%	435	114	26.4%	190	57	30.4%	395	115	29.2%
Net Sales	975	222	22.9%	400	77	19.3%	185	46	24.9%	380	88	23.2%
Gross Profits	153	35.9	23.4%	58	10.2	17.4%	30	9.7	32.2%	58	13.2	22.5%
(Gross Profit Margin)	(15.8%)	(16.1%)		(14.7%)	(13.2%)		(16.3%)	(21.1%)		(15.4%)	(15.0%)	
SG&A Expenses	80	20.0	24.9%	31	7.4	23.8%	16	3.9	23.4%	23	5.8	24.7%
Operating Profit	73	15.8	21.7%	27	2.7	10.1%	13	5.8	43.0%	35	7.3	21.1%
(Operating Margin)	(7.5%)	(7.1%)		(6.9%)	(3.6%)		(7.3%)	(12.6%)		(9.2%)	(8.4%)	

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

Orders Received and Net Sales by Business (COMSYS.HD Consolidated)
- For the Three Months Ended June 30, 2026 -

(Unit: ¥100 million)

◆ Orders Received

Business Area			FY March 2026 1Q Results (a)	FY March 2027 1Q Results (b)	FY March 2027 Difference (c) (b)-(a)	FY March 2027 Percentage Difference (c)/(a)	FY March 2027 Full Year (d)	FY March 2027 Progress Rate (b)/(d)	(Reference) FY March 2026 Full Year Results (e)	(Reference) FY March 2026 Progress Rate (a)/(e)
Carrier-Related	NTT Engineering	Access	412	417	4	1.0%	1,690	24.7%	1,684	24.5%
		Network	68	88 (71)	20 (3)	30.2% (5.3%)	345 (328)	25.8% (21.9%)	325	21.0%
		Mobile	121	141 (158)	20 (37)	17.0% (31.0%)	635 (652)	22.3% (24.4%)	603	20.1%
		Subtotal	602	647	45	7.6%	2,670	24.3%	2,614	23.0%
	NCC Engineering		119	93	-26	-22.4%	450	20.7%	444	27.0%
		Subtotal	722	740	18	2.6%	3,120	23.7%	3,058	23.6%
IT Solutions			415	335	-80	-19.3%	1,430	23.5%	1,390	29.9%
Social System-Related			576	864	288	50.1%	2,650	32.6%	2,407	23.9%
Total			1,714	1,941	227	13.2%	7,200	27.0%	6,856	25.0%

◆ Net Sales

Business Area			FY March 2026 1Q Results (a)	FY March 2027 1Q Results (b)	FY March 2027 Difference (c) (b)-(a)	FY March 2027 Percentage Difference (c)/(a)	FY March 2027 Full Year (d)	FY March 2027 Progress Rate (b)/(d)	(Reference) FY March 2026 Full Year Results (e)	(Reference) FY March 2026 Progress Rate (a)/(e)
Carrier-Related	NTT Engineering	Access	377	390	12	3.4%	1,670	23.4%	1,650	22.9%
		Network	58	68	9	16.3%	335	20.4%	324	18.1%
		Mobile	69	94	24	35.8%	555	17.0%	418	16.6%
		Subtotal	505	552	47	9.3%	2,560	21.6%	2,393	21.1%
	NCC Engineering		76	66	-9	-12.8%	440	15.1%	434	17.5%
		Subtotal	581	619	37	6.4%	3,000	20.6%	2,828	20.6%
IT Solutions			280	279	-1	-0.4%	1,390	20.1%	1,386	20.2%
Social System-Related			420	495	74	17.7%	2,310	21.4%	2,092	20.1%
Total			1,282	1,393	110	8.6%	6,700	20.8%	6,306	20.3%

Note: *Starting from the fiscal year ending March 2027, the aggregation category for network construction orders from NTT DOCOMO, Inc. has been changed from "Mobile" to "Network." In this table, to enable comparison with the previous fiscal year, the actual results for the previous fiscal year have been adjusted and displayed according to the new aggregation category. Furthermore, the amount of change in the same category in the backlog from the previous fiscal year (±1.7 billion yen) is included in the orders received for the current fiscal year's first quarter results and full-year forecast. The figures in parentheses are the amounts excluding the impact of this change.*

Operating Profit and Contract Backlogs by Business (COMSYS.HD Consolidated)
- For the Three Months Ended June 30, 2026 -

(Unit: ¥100 million)

◆ Operating Profit (Operating Margin) Business Area	FY March 2026 1Q Results (a)	FY March 2027 1Q Results (b)	Difference (c) (b)-(a)	Percentage Difference (c)/(a)	Full Year (d)	Progress Rate (b)/(d)	(Reference) FY March 2026 Full Year Results (e)	Progress Rate (a)/(e)
Carrier-Related	37 (6.4%)	49 (8.0%)	12	32.8%	303 (10.1%)	16.3%	271 (9.6%)	13.7%
IT Solutions	15 (5.4%)	12 (4.6%)	-2	-15.7%	97 (7.0%)	13.3%	105 (7.6%)	14.5%
Social System-Related	23 (5.7%)	36 (7.4%)	12	53.7%	140 (6.1%)	26.2%	132 (6.3%)	18.1%
Total	76 (6.0%)	99 (7.1%)	22	29.6%	540 (8.1%)	18.3%	509 (8.1%)	15.0%

(Unit: ¥100 million)

◆ Contract Backlogs Business Area			FY March 2026 1Q Results (a)	FY March 2027 1Q Results (b)	Difference (c) (b)-(a)	Percentage Difference (c)/(a)
Carrier-Related	NTT Engineering	Access	361	387	25	7.1%
		Network	155	167	12	8.0%
		Mobile	342	523	180	52.7%
		Subtotal	859	1,078	218	25.5%
	NCC Engineering		228	220	-7	-3.4%
		Subtotal	1,087	1,298	211	19.4%
IT Solutions			590	515	-74	-12.6%
Social System-Related			1,403	1,932	529	37.7%
Total			3,080	3,747	666	21.6%

Notes: Starting from the fiscal year ending March 2027, the aggregation category for network construction orders from NTT DOCOMO, Inc. has been changed from "Mobile" to "Network."

Cautionary Statement with Respect to Forward-Looking Statements

Forecast figures contained in these presentation materials are forward-looking statements that assume underlying risks and uncertain factors.

Accordingly, it should be recognized that actual results may differ from such forward-looking statements due to a variety of factors. Important factors that could affect results include, but are not limited to, changes in economic conditions and social trends relevant to the Group’s business areas, and downward pressure on prices for the services provided by the Group owing to fluctuations in demand and intensified competition.

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