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Performance for the Second Quarter (the First Half) Ended September 30, 2026

− Supplementary Documents −

November 6, 2026

COMSYS Holdings Corporation

(Securities code 1721)

1H Consolidated Statements of Income (COMSYS.HD Consolidated)

(Unit: ¥100 million)

	FY 03/2026	FY 03/2027			FY 03/2026	FY 03/2027			(Reference) FY 03/2027		
	1H Results (a)	1H Results (b)	Change(c) (b)-(a)	Percentage Change (c)/(a)	Full-year Results (d)	Full-year Target (Announced on Nov 6, 2026) (e)	Change(f) (e)-(d)	Percentage Change (f)/(d)	Initial Full-year Target (Announced on May 12, 2026) (g)	Full-year Target (Announced on Nov 6, 2026) (e)	Change(h) (e)-(g)
Orders Received	3,215	3,569	354	11.0%	6,856	7,200	343	5.0%	7,200	7,200	0
Net Sales	2,703	2,947	244	9.0%	6,306	6,800	493	7.8%	6,700	6,800	100
Gross Profits	372	449	76	20.5%	919	1,018	98	10.8%	992	1,018	25
(Gross Profit Margin)	(13.8%)	(15.2%)	1.4p.p.		(14.6%)	(15.0%)	0.4p.p.		(14.8%)	(15.0%)	0.2p.p.
SG&A Expenses	192	219	26	13.9%	410	458	47	11.7%	452	458	5
Operating Profit	180	230	49	27.5%	509	560	50	10.0%	540	560	20
(Operating Margin)	(6.7%)	(7.8%)	1.1p.p.		(8.1%)	(8.2%)	0.1p.p.		(8.1%)	(8.2%)	0.1p.p.
Ordinary Profit	188	238	50	26.9%	521	570	48	9.3%	550	570	20
(Ordinary Profit Margin)	(7.0%)	(8.1%)	1.1p.p.		(8.3%)	(8.4%)	0.1p.p.		(8.2%)	(8.4%)	0.2p.p.
Profit Attributable to Owners of Parent	126	173	46	37.1%	363	400	36	10.2%	378	400	21
(Net Profit Margin)	(4.7%)	(5.9%)	1.2p.p.		(5.8%)	(5.9%)	0.1p.p.		(5.7%)	(5.9%)	0.2p.p.

Notes: 1. Figures are rounded down to the nearest whole unit. Profit margin and percentages of increase and decrease are calculated using a base unit of yen, and figures are rounded to one decimal place.
2. p.p. = percentage points

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1H Income Statements [by operating company]

(Unit: ¥100 million)

◆ YoY

	Nippon COMSYS-G			SANCOM-G			TOSYS-G			TSUKEN-G		
	FY 03/2026 1H Results	FY 03/2027 1H Results	Change	FY 03/2026 1H Results	FY 03/2027 1H Results	Change	FY 03/2026 1H Results	FY 03/2027 1H Results	Change	FY 03/2026 1H Results	FY 03/2027 1H Results	Change
Orders Received	1,688	1,765	76	160	178	17	214	281	66	338	374	35
Net Sales	1,365	1,507	141	132	132	-0	175	210	34	293	269	-24
Gross Profits	174.6	209.4	34.8	8.1	10.9	2.7	19.0	30.7	11.6	44.9	43.4	-1.5
(Gross Profit Margin)	(12.8%)	(13.9%)	1.1p.p.	(6.1%)	(8.3%)	2.2p.p.	(10.9%)	(14.6%)	3.7p.p.	(15.3%)	(16.1%)	0.8p.p.
SG&A Expenses	91.8	100.7	8.8	8.7	9.3	0.6	10.9	15.9	5.0	19.4	18.9	-0.4
Operating Profit	82.7	108.7	26.0	-0.5	1.6	2.1	8.1	14.7	6.6	25.5	24.4	-1.0
(Operating Margin)	(6.1%)	(7.2%)	1.1p.p.	(-0.4%)	(1.2%)	1.6p.p.	(4.6%)	(7.0%)	2.4p.p.	(8.7%)	(9.1%)	0.4p.p.
Ordinary Profit	85.4	113.3	27.8	-0.1	1.9	2.1	9.1	15.1	6.0	25.8	25.8	0.0
(Ordinary Profit Margin)	(6.3%)	(7.5%)	1.2p.p.	(-0.1%)	(1.5%)	1.6p.p.	(5.2%)	(7.2%)	2.0p.p.	(8.8%)	(9.6%)	0.8p.p.
Profit Attributable to Owners of Parent	56.0	72.6	16.6	-0.2	1.2	1.5	5.8	8.7	2.9	51.1	17.5	-33.5
(Net Profit Margin)	(4.1%)	(4.8%)	0.7p.p.	(-0.2%)	(1.0%)	1.2p.p.	(3.3%)	(4.2%)	0.9p.p.	(17.4%)	(6.5%)	-10.9p.p.

◆ Full-year Targets

(Announced on Nov 6, 2026)

	Nippon COMSYS-G			SANCOM-G			TOSYS-G			TSUKEN-G		
	FY 03/2026 Results	FY 03/2027 Target	Change	FY 03/2026 Results	FY 03/2027 Target	Change	FY 03/2026 Results	FY 03/2027 Target	Change	FY 03/2026 Results	FY 03/2027 Target	Change
Orders Received	3,681	3,895	213	333	380	46	420	480	59	675	655	-20
Net Sales	3,268	3,620	351	343	355	11	396	470	73	647	620	-27
Gross Profits	456	512	55	26	28	2	52	64	11	102	103	0
(Gross Profit Margin)	(14.0%)	(14.1%)	0.1p.p.	(7.6%)	(8.1%)	0.5p.p.	(13.3%)	(13.7%)	0.4p.p.	(15.9%)	(16.7%)	0.8p.p.
SG&A Expenses	195	210	14	17	19	1	21	32	10	40	41	0
Operating Profit	260	302	41	8	9	1	31	32	1	62	62	0
(Operating Margin)	(8.0%)	(8.3%)	0.3p.p.	(2.5%)	(2.7%)	0.2p.p.	(7.9%)	(6.9%)	-1.0p.p.	(9.6%)	(10.1%)	0.5p.p.

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

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1H Income Statements [by operating company]

(Unit: ¥100 million)

◆ YoY

	NDS-G			SYSKEN-G			HOKUWANEX-G			COMSYS JOHO SYSTEM-G		
	FY 03/2026 1H Results	FY 03/2027 1H Results	Change	FY 03/2026 1H Results	FY 03/2027 1H Results	Change	FY 03/2026 1H Results	FY 03/2027 1H Results	Change	FY 03/2026 1H Results	FY 03/2027 1H Results	Change
Orders Received	465	519	53	173	230	56	96	116	19	178	210	31
Net Sales	433	471	37	148	165	17	83	95	11	147	188	40
Gross Profits	70.1	84.1	14.0	20.9	22.9	1.9	15.3	18.7	3.3	22.7	30.2	7.5
(Gross Profit Margin)	(16.2%)	(17.9%)	1.7p.p.	(14.1%)	(13.9%)	-0.2p.p.	(18.3%)	(19.8%)	1.5p.p.	(15.4%)	(16.1%)	0.7p.p.
SG&A Expenses	36.9	39.4	2.4	13.4	14.3	0.9	6.8	7.7	0.9	9.1	11.7	2.6
Operating Profit	33.1	44.7	11.5	7.5	8.5	1.0	8.5	11.0	2.4	13.6	18.5	4.9
(Operating Margin)	(7.6%)	(9.5%)	1.9p.p.	(5.1%)	(5.2%)	0.1p.p.	(10.2%)	(11.6%)	1.4p.p.	(9.2%)	(9.9%)	0.7p.p.
Ordinary Profit	35.6	47.4	11.7	8.5	9.5	0.9	8.7	11.2	2.4	13.7	18.6	4.8
(Ordinary Profit Margin)	(8.2%)	(10.1%)	1.9p.p.	(5.8%)	(5.8%)	0.0p.p.	(10.4%)	(11.8%)	1.4p.p.	(9.4%)	(9.9%)	0.5p.p.
Profit Attributable to Owners of Parent	25.0	41.8	16.8	6.0	15.8	9.8	6.3	7.6	1.3	8.5	10.4	1.8
(Net Profit Margin)	(5.8%)	(8.9%)	3.1p.p.	(4.1%)	(9.6%)	5.5p.p.	(7.5%)	(8.0%)	0.5p.p.	(5.8%)	(5.6%)	-0.2p.p.

◆ Full-year Targets

(Announced on Nov 6, 2026)

	NDS-G			SYSKEN-G			HOKUWANEX-G			COMSYS JOHO SYSTEM-G		
	FY 03/2026 Results	FY 03/2027 Target	Change	FY 03/2026 Results	FY 03/2027 Target	Change	FY 03/2026 Results	FY 03/2027 Target	Change	FY 03/2026 Results	FY 03/2027 Target	Change
Orders Received	994	970	-24	383	435	51	197	190	-7	359	395	35
Net Sales	953	995	41	339	400	60	194	195	0	355	380	24
Gross Profits	152	154	1	47	58	10	31	30	-0	53	58	5
(Gross Profit Margin)	(16.0%)	(15.5%)	-0.5p.p.	(14.1%)	(14.7%)	0.6p.p.	(16.2%)	(15.6%)	-0.6p.p.	(15.1%)	(15.4%)	0.3p.p.
SG&A Expenses	79	81	1	27	31	4	14	17	2	21	23	2
Operating Profit	72	73	0	20	27	6	16	13	-3	32	35	2
(Operating Margin)	(7.6%)	(7.3%)	-0.3p.p.	(6.1%)	(6.9%)	0.8p.p.	(8.6%)	(6.9%)	-1.7p.p.	(9.0%)	(9.2%)	0.2p.p.

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

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1H Orders Received and Net Sales by Business [COMSYS.HD Consolidated]

(Unit: ¥100 million)

◆ Orders Received

Business Area			FY 03/2026 1H Results (a)	FY 03/2027 1H Results (b)	Change(c) (b)-(a)	Percentage Change (c)/(a)	FY 03/2026 Full-year Results (d)	FY 03/2027 Full-year Target (Announced on Nov 6, 2026) (e)	Change(f) (e)-(d)	Percentage Change (f)/(d)	(Reference) FY 03/2027 Initial Full-year Target (Announced on May 12, 2026) (g)	Full-year Target (Announced on Nov 6, 2026) (e)	Change(h) (e)-(g)
Carrier-Related Business	NTT Engineering	Access	818	844	26	3.2%	1,684	1,690	5	0.3%	1,690	1,690	0
		Network	149	186	36	24.5%	325	345	19	6.0%	345	345	0
				(169)	(19)	(13.1%)		(328)	(2)	(0.8%)	(328)	(328)	(0)
		Mobile	277	320	43	15.5%	603	635	31	5.1%	635	635	0
				(337)	(60)	(21.7%)		(652)	(48)	(8.0%)	(652)	(652)	(0)
		Sub-total	1,245	1,351	106	8.5%	2,614	2,670	55	2.1%	2,670	2,670	0
	NCC Engineering		223	210	-13	-5.9%	444	450	5	1.3%	450	450	0
	Sub-total		1,468	1,562	93	6.3%	3,058	3,120	61	2.0%	3,120	3,120	0
IT Solutions Business			704	625	-78	-11.2%	1,390	1,430	39	2.8%	1,430	1,430	0
Social Systems-Related Business			1,041	1,381	339	32.6%	2,407	2,650	242	10.1%	2,650	2,650	0
Total			3,215	3,569	354	11.0%	6,856	7,200	343	5.0%	7,200	7,200	0

◆ Net Sales

Business Area			FY 03/2026 1H Results (a)	FY 03/2027 1H Results (b)	Change(c) (b)-(a)	Percentage Change (c)/(a)	FY 03/2026 Full-year Results (d)	FY 03/2027 Full-year Target (Announced on Nov 6, 2026) (e)	Change(f) (e)-(d)	Percentage Change (f)/(d)	(Reference) FY 03/2027 Initial Full-year Target (Announced on May 12, 2026) (g)	Full-year Target (Announced on Nov 6, 2026) (e)	Change(h) (e)-(g)
Carrier-Related Business	NTT Engineering	Access	774	801	27	3.5%	1,650	1,670	19	1.2%	1,670	1,670	0
		Network	129	136	7	5.5%	324	335	10	3.1%	335	335	0
		Mobile	158	219	60	38.4%	418	565	146	35.1%	555	565	10
		Sub-total	1,063	1,158	95	8.9%	2,393	2,570	176	7.4%	2,560	2,570	10
	NCC Engineering		170	161	-8	-5.2%	434	440	5	1.2%	440	440	0
	Sub-total		1,233	1,320	86	7.0%	2,828	3,010	181	6.4%	3,000	3,010	10
IT Solutions Business			556	581	25	4.5%	1,386	1,390	3	0.3%	1,390	1,390	0
Social Systems-Related Business			913	1,046	132	14.5%	2,092	2,400	307	14.7%	2,310	2,400	90
Total			2,703	2,947	244	9.0%	6,306	6,800	493	7.8%	6,700	6,800	100

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-half results and full-year target. The figures in parentheses are the amounts excluding the impact of this change.

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1H Operating Profit and Contract Backlogs by Business [COMSYS.HD Consolidated]

(Unit: ¥100 million)

◆ Operating Profit
(Operating Profit Margin)

Business Area	FY 03/2026 1H Results (a)	FY 03/2027 1H Results (b)	Change(c) (b)-(a)	Percentage Change (c)/(a)	FY 03/2026 Full-year Results (d)	FY 03/2027 Full-year Target (Announced on Nov 6, 2026) (e)	Change(f) (e)-(d)	Percentage Change (f)/(d)	(Reference) FY 03/2027 Initial Full-year Target (Announced on May 12, 2026) (g)	Full-year Target (Announced on Nov 6, 2026) (e)	Change(h) (e)-(g)
Carrier-Related Business	100 (8.2%)	123 (9.4%)	23 1.2p.p.	22.9%	271 (9.6%)	308 (10.2%)	36 0.6p.p.	13.6%	303 (10.1%)	308 (10.2%)	5 0.1p.p.
IT Solutions Business	33 (6.0%)	23 (4.1%)	-9 -1.9p.p.	-29.0%	105 (7.6%)	97 (7.0%)	-8 -0.6p.p.	-8.1%	97 (7.0%)	97 (7.0%)	0 0.0p.p.
Social Systems-Related Business	46 (5.1%)	82 (7.9%)	36 2.8p.p.	78.6%	132 (6.3%)	155 (6.5%)	22 0.2p.p.	17.2%	140 (6.1%)	155 (6.5%)	15 0.4p.p.
Total	180 (6.7%)	230 (7.8%)	49 1.1p.p.	27.5%	509 (8.1%)	560 (8.2%)	50 0.1p.p.	10.0%	540 (8.1%)	560 (8.2%)	20 0.1p.p.

(Unit: ¥100 million)

◆ Contract Backlogs

Business Area			FY 03/2026 1H Results (a)	FY 03/2027 1H Results (b)	Change(c) (b)-(a)	Percentage Change (c)/(a)
Carrier-Related Business	NTT Engineering	Access	369	403	33	9.1%
		Network	162	196	33	20.5%
		Mobile	411	576	164	39.9%
		Sub-total	944	1,176	231	24.5%
	NCC Engineering		237	242	5	2.1%
	Sub-total		1,182	1,419	236	20.0%
IT Solutions Business			602	503	-99	-16.4%
Social Systems-Related Business			1,376	1,898	522	37.9%
Total			3,161	3,820	659	20.9%

Notes: 1. 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."
2. p.p. = percentage points

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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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