



Performance for the Second Quarter (the First Half) Ended September 30, 2025 — Supplementary Documents —

November 7, 2025
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 Six Months Ended September 30, 2025



(Unit: ¥100 million)

	FY March 2025	FY March 2026					(Reference) FY March 2025	
	1st Half Year Results (a)	1st Half Year 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	3,257	3,215	-42	-1.3%	6,500	49.5%	6,388	51.0%
Net Sales	2,641	2,703	61	2.3%	6,200	43.6%	6,146	43.0%
Gross Profits	348	372	24	6.9%	850	43.9%	842	41.4%
(Gross Profit Margin)	(13.2%)	(13.8%)	0.6 p.p.		(13.7%)		(13.7%)	
SG&A Expenses	184	192	8	4.4%	400	48.1%	382	48.2%
Operating Profit	164	180	15	9.7%	450	40.1%	459	35.7%
(Operating Margin)	(6.2%)	(6.7%)	0.5 p.p.		(7.3%)		(7.5%)	
Ordinary Profit	171	188	16	9.5%	460	40.9%	466	36.9%
(Ordinary Profit Margin)	(6.5%)	(7.0%)	0.5 p.p.		(7.4%)		(7.6%)	
Profit Attributable to Owners of Parent	108	126	18	16.7%	310	40.8%	300	36.1%
(Net Profit Margin)	(4.1%)	(4.7%)	0.6 p.p.		(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 Six Months Ended September 30, 2025

(Unit: ¥100 million)

◆ Comparisons with the Previous Term	Nippon COMSYS-G			SANCOM-G			TOSYS-G			TSUKEN-G		
	Mar. 2025	Mar. 2026	Difference	Mar. 2025	Mar. 2026	Difference	Mar. 2025	Mar. 2026	Difference	Mar. 2025	Mar. 2026	Difference
	1H Results	1H Results		1H Results	1H Results		1H Results	1H Results		1H Results	1H Results	
Orders Received	1,716	1,688	-27	105	160	55	192	214	22	440	338	-101
Net Sales	1,314	1,365	50	195	132	-62	165	175	9	312	293	-18
Gross Profits	167.3	174.6	7.2	18.3	8.1	-10.1	15.8	19.0	3.1	48.2	44.9	-3.2
(Gross Profit Margin)	(12.7%)	(12.8%)	0.1 p.p.	(9.4%)	(6.1%)	-3.3 p.p.	(9.6%)	(10.9%)	1.3 p.p.	(15.5%)	(15.3%)	-0.2 p.p.
SG&A Expenses	88.6	91.8	3.2	11.8	8.7	-3.1	9.2	10.9	1.6	19.3	19.4	0.0
Operating Profit	78.7	82.7	4.0	6.5	-0.5	-7.0	6.6	8.1	1.4	28.8	25.5	-3.3
(Operating Margin)	(6.0%)	(6.1%)	0.1 p.p.	(3.4%)	(-0.4%)	-3.8 p.p.	(4.0%)	(4.6%)	0.6 p.p.	(9.2%)	(8.7%)	-0.5 p.p.
Ordinary Profit	82.2	85.4	3.2	6.7	-0.1	-6.9	7.8	9.1	1.3	29.1	25.8	-3.3
(Ordinary Profit Margin)	(6.3%)	(6.3%)	0.0 p.p.	(3.5%)	(-0.1%)	-3.6 p.p.	(4.7%)	(5.2%)	0.5 p.p.	(9.3%)	(8.8%)	-0.5 p.p.
Profit Attributable to Owners of Parent	50.7	56.0	5.3	15.3	-0.2	-15.5	5.2	5.8	0.5	20.0	51.1	31.0
(Net Profit Margin)	(3.9%)	(4.1%)	0.2 p.p.	(7.8%)	(-0.2%)	-8.0 p.p.	(3.2%)	(3.3%)	0.1 p.p.	(6.4%)	(17.4%)	11.0 p.p.

◆ Comparisons with Targets for the Fiscal Year	Nippon COMSYS-G			SANCOM-G			TOSYS-G			TSUKEN-G		
	Mar. 2025	Mar. 2026	Progress Rate	Mar. 2025	Mar. 2026	Progress Rate	Mar. 2025	Mar. 2026	Progress Rate	Mar. 2025	Mar. 2026	Progress Rate
	Full Year Targets	1H Results		Full Year Targets	1H Results		Full Year Targets	1H Results		Full Year Targets	1H Results	
Orders Received	3,450	1,688	49.0%	375	160	42.9%	390	214	55.0%	785	338	51.9%
Net Sales	3,200	1,365	42.7%	365	132	36.4%	385	175	45.5%	755	293	45.9%
Gross Profits	404	174.6	43.2%	29	8.1	27.3%	49	19.0	38.4%	118	44.9	45.8%
(Gross Profit Margin)	(12.6%)	(12.8%)		(8.2%)	(6.1%)		(12.9%)	(10.9%)		(15.7%)	(15.3%)	
SG&A Expenses	184	91.8	49.9%	18	8.7	47.5%	21	10.9	50.8%	44	19.4	49.9%
Operating Profit	220	82.7	37.6%	11	-0.5	-4.6%	28	8.1	28.9%	74	25.5	43.0%
(Operating Margin)	(6.9%)	(6.1%)		(3.2%)	(-0.4%)		(7.3%)	(4.6%)		(9.9%)	(8.7%)	

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 Six Months Ended September 30, 2025

(Unit: ¥100 million)

◆ Comparisons with the Previous Term	NDS-G			SYSKEN-G			Hokuriku Denwa Kouji-G			COMSYS JOHO SYSTEM-G		
	Mar. 2025 1H Results	Mar. 2026 1H Results	Difference	Mar. 2025 1H Results	Mar. 2026 1H Results	Difference	Mar. 2025 1H Results	Mar. 2026 1H Results	Difference	Mar. 2025 1H Results	Mar. 2026 1H Results	Difference
Orders Received	504	465	-38	171	173	2	113	96	-16	103	178	75
Net Sales	404	433	29	145	148	2	79	83	4	89	147	57
Gross Profits	59.1	70.1	10.9	16.6	20.9	4.3	9.6	15.3	5.7	13.4	22.7	9.2
(Gross Profit Margin)	(14.6%)	(16.2%)	1.6 p.p.	(11.4%)	(14.1%)	2.7 p.p.	(12.1%)	(18.3%)	6.2 p.p.	(15.1%)	(15.4%)	0.3 p.p.
SG&A Expenses	34.8	36.9	2.0	10.6	13.4	2.7	6.1	6.8	0.6	5.6	9.1	3.4
Operating Profit	24.2	33.1	8.8	6.0	7.5	1.5	3.5	8.5	5.0	7.8	13.6	5.7
(Operating Margin)	(6.0%)	(7.6%)	1.6 p.p.	(4.1%)	(5.1%)	1.0 p.p.	(4.4%)	(10.2%)	5.8 p.p.	(8.8%)	(9.2%)	0.4 p.p.
Ordinary Profit	26.2	35.6	9.4	7.1	8.5	1.4	3.7	8.7	5.0	7.8	13.7	5.9
(Ordinary Profit Margin)	(6.5%)	(8.2%)	1.7 p.p.	(4.9%)	(5.8%)	0.9 p.p.	(4.7%)	(10.4%)	5.7 p.p.	(8.8%)	(9.4%)	0.6 p.p.
Profit Attributable to Owners of Parent	16.0	25.0	8.9	4.3	6.0	1.7	2.4	6.3	3.8	4.7	8.5	3.8
(Net Profit Margin)	(4.0%)	(5.8%)	1.8 p.p.	(3.0%)	(4.1%)	1.1 p.p.	(3.1%)	(7.5%)	4.4 p.p.	(5.3%)	(5.8%)	0.5 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 1H Results	Progress Rate	Mar. 2025 Full Year Targets	Mar. 2026 1H Results	Progress Rate	Mar. 2025 Full Year Targets	Mar. 2026 1H Results	Progress Rate	Mar. 2025 Full Year Targets	Mar. 2026 1H Results	Progress Rate
Orders Received	890	465	52.4%	360	173	48.3%	195	96	49.7%	356	178	50.3%
Net Sales	890	433	48.7%	355	148	41.7%	195	83	43.1%	333	147	44.2%
Gross Profits	132	70.1	53.0%	46	20.9	45.4%	29	15.3	51.9%	54	22.7	41.4%
(Gross Profit Margin)	(14.9%)	(16.2%)		(13.0%)	(14.1%)		(15.2%)	(18.3%)		(16.5%)	(15.4%)	
SG&A Expenses	73	36.9	50.3%	27	13.4	48.7%	14	6.8	48.3%	20	9.1	45.2%
Operating Profit	58	33.1	56.4%	18	7.5	40.4%	15	8.5	55.0%	34	13.6	39.2%
(Operating Margin)	(6.6%)	(7.6%)		(5.3%)	(5.1%)		(8.0%)	(10.2%)		(10.4%)	(9.2%)	

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 <i>(Six months ended September 30)</i>		FY March 2025	FY March 2026					(Reference) FY March 2025	
		1H Results	1H Results	Difference (c)	Percentage Difference	Full Year Targets	Progress Rate	Full Year Results	Progress Rate
Business Area		(a)	(b)	(b)-(a)	(c)/(a)	(d)	(b)/(d)	(e)	(a)/(e)
NTT Engineering	Access	883	818	-65	-7.4%	1,680	48.7%	1,665	53.0%
	Network	136	125	-11	-8.2%	290	43.2%	284	48.0%
	Mobile	216	301	85	39.5%	470	64.2%	453	47.7%
Subtotal		1,236	1,245	9	0.7%	2,440	51.0%	2,403	51.4%
NCC Engineering		215	223	7	3.5%	450	49.7%	451	47.9%
IT Solutions		567	704	137	24.2%	1,350	52.2%	1,323	42.8%
Social System-Related		1,238	1,041	-196	-15.9%	2,260	46.1%	2,209	56.0%
Total		3,257	3,215	-42	-1.3%	6,500	49.5%	6,388	51.0%

◆ Net Sales <i>(Six months ended September 30)</i>		FY March 2025	FY March 2026					(Reference) FY March 2025	
		1H Results	1H Results	Difference (c)	Percentage Difference	Full Year Target	Progress Rate	Full Year Results	Progress Rate
Business Area		(a)	(b)	(b)-(a)	(c)/(a)	(d)	(b)/(d)	(e)	(a)/(e)
NTT Engineering	Access	752	774	22	3.0%	1,620	47.8%	1,612	46.6%
	Network	107	107	0	0.5%	270	39.9%	266	40.3%
	Mobile	157	180	22	14.6%	490	36.9%	418	37.7%
	Subtotal	1,017	1,063	46	4.5%	2,380	44.7%	2,296	44.3%
NCC Engineering		210	170	-39	-18.8%	450	37.9%	490	42.8%
IT Solutions		490	556	65	13.4%	1,300	42.8%	1,245	39.4%
Social System-Related		924	913	-10	-1.1%	2,070	44.1%	2,113	43.7%
Total		2,641	2,703	61	2.3%	6,200	43.6%	6,146	43.0%

◆ Contract Backlogs		FY March 2025	FY March 2026		
		1H Results	1H Results	Difference (c)	Percentage Difference
Business Area		(a)	(b)	(b)-(a)	(c)/(a)
NTT Engineering	Access	404	369	-34	-8.5%
	Network	156	162	6	4.3%
	Mobile	313	411	97	31.2%
	Subtotal	874	944	70	8.0%
NCC Engineering		229	237	7	3.3%
IT Solutions		453	602	149	33.1%
Social System-Related		1,466	1,376	-89	-6.1%
Total		3,023	3,161	137	4.6%

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.

(Reference) FY March 2025 Orders Received, Net Sales, and Contract Backlogs by Business Area (COMSYS.HD Consolidated)

◆ Orders Received		FY March 2025			
Business Area		1Q Results	1H Results	Cumulative 3Q Results	Full Year Results
NTT Engineering	Access	481	883	1,301	1,665
	Network	54	136	206	284
	Mobile	108	216	338	453
	Subtotal	644	1,236	1,846	2,403
NCC Engineering		114	215	349	451
IT Solutions		313	567	998	1,323
Social System-Related		707	1,238	1,634	2,209
Total		1,779	3,257	4,829	6,388

◆ Net Sales		FY March 2025			
Business Area		1Q Results	1H Results	Cumulative 3Q Results	Full Year Results
NTT Engineering	Access	380	752	1,153	1,612
	Network	50	107	168	266
	Mobile	70	157	265	418
	Subtotal	502	1,017	1,587	2,296
NCC Engineering		95	210	327	490
IT Solutions		200	490	805	1,245
Social System-Related		452	924	1,457	2,113
Total		1,251	2,641	4,177	6,146

◆ Contract Backlogs		FY March 2025			
Business Area		1Q Results	1H Results	Cumulative 3Q Results	Full Year Results
NTT Engineering	Access	373	404	421	326
	Network	130	156	164	145
	Mobile	293	313	328	238
	Subtotal	797	874	914	709
NCC Engineering		242	229	246	237
IT Solutions		489	453	569	454
Social System-Related		1,406	1,466	1,329	1,247
Total		2,936	3,023	3,059	2,649

◆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, the figures have been adjusted to reflect the new classification.

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