

Highlights of Financial Statements

Fiscal Year Ended March 31, 2008

May 27, 2008

COMSYS Holdings Corporation



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1. Consolidated Statements of Income (Comparisons with the Previous Term)

(Unit: ¥100 million)

Item	Performance in previous term	Performance this term	Difference	Percentage difference	Main reasons for increase/decrease
Net Sales	3,365	3,275	-90	-2.7%	• NTT-related (-181), NCC (+79), IT solutions (+35), Construction (-23)
Cost of Sales	2,950	2,891	-59	-2.0%	• Cost of sales ratio (From 87.7% to 88.3%; up 0.6 percentage point, Slight reduction of fixed costs)
Gross Profits	414	383	-31	-7.5%	• Gross profit margin (From 12.3% to 11.7%; down 0.6 percentage point)
Selling, General and Administrative Expenses	222	220	-2	-0.9%	• New internal systems (+3.5), Reductions in advertising expenses and other costs (-5.4)
Operating Income	192	162	-30	-15.6%	• Operating margin (From 5.7% to 5.0%; down 0.7 percentage point)
Other Income	19	21	2	10.5%	<ul style="list-style-type: none"> • Amortization of negative goodwill +3.2: Previous term 12 This term 15.2 • Foreign exchange gains -1.7: Previous term 1.7 This term 0.0
Other Expenses	0	2	2	—	• Foreign exchange losses +1.6: Previous term 0.0 This term 1.6
Recurring Profit	211	182	-29	-13.7%	• Recurring profit margin (From 6.3% to 5.6%; down 0.7 percentage point)
Extraordinary Profit	20	9	-11	-55.0%	<ul style="list-style-type: none"> • Gain on sales of fixed assets -3.5: Previous term 7.9 (Sale of land in Shibuya) This term 4.4 (Sale of former employee dormitory site) • Gain on sale of investment in securities -5.4: Previous term 6.0 This term 0.6
Extraordinary Loss	36	7	-29	-80.6%	<ul style="list-style-type: none"> • Write-down of investments in securities -3.6: Previous term 5.5 This term 1.9 • Loss on disposal of fixed assets -2.4: Previous term 2.8 (Demolition of the Koenji Building) This term 0.4 • Loss on impairment of fixed assets -3.3: Previous term 4.2 (Real-estate for sale) This term 0.9 • Special payments on employees' retirement benefits -0.7: Previous term 3.4 This term 2.7 • Effects of factors that occurred only in the previous fiscal year -18.2: <ul style="list-style-type: none"> Payment on disengagement of funded pension plan of a subsidiary 7.9, Valuation loss on investments 4.5 Allowance for doubtful receivables 3.3, Valuation loss on inventory 2.5
Net Income	123	116	-7	-5.7%	• Net profit margin (From 3.7% to 3.6%; down 0.1 percentage point)

2. Consolidated Statements of Income (Comparisons with Forecasts)

(Unit: ¥100 million)

Item	Revised Targets (November 2, 2007)	Performance this term	Difference	Percentage difference	Main reasons for increase/decrease
Net Sales	3,200	3,275	75	2.3%	• NTT-related (+35), NCC (+26), IT solutions (+8), Construction (+4)
Cost of Sales	2,830	2,891	61	2.2%	• Cost of sales ratio (From 88.4% to 88.3%; down 0.1 percentage point)
Gross Profits	370	383	13	3.5%	• Gross profit margin (From 11.6% to 11.7%; up 0.1 percentage point)
Selling, General and Administrative Expenses	220	220	0	—	—
Operating Income	150	162	12	8.0%	• Operating margin (From 4.7% to 5.0%; up 0.3 percentage point)
Other Income	23	21	-2	—	—
Other Expenses	3	2	-1	—	—
Recurring Profit	170	182	12	7.1%	• Recurring profit margin (From 5.3% to 5.6%; up 0.3 percentage point)
Extraordinary Profit	6	9	3	50.0%	• Gain on sales of fixed assets (Sale of former employee dormitory site)
Extraordinary Loss	6	7	1	16.7%	• Write-down of investments in securities
Net Income	105	116	11	10.5%	• Net profit margin (From 3.3% to 3.6%; up 0.3 percentage point)

3. Consolidated Balance Sheets

ASSETS

(Unit: ¥100 million)

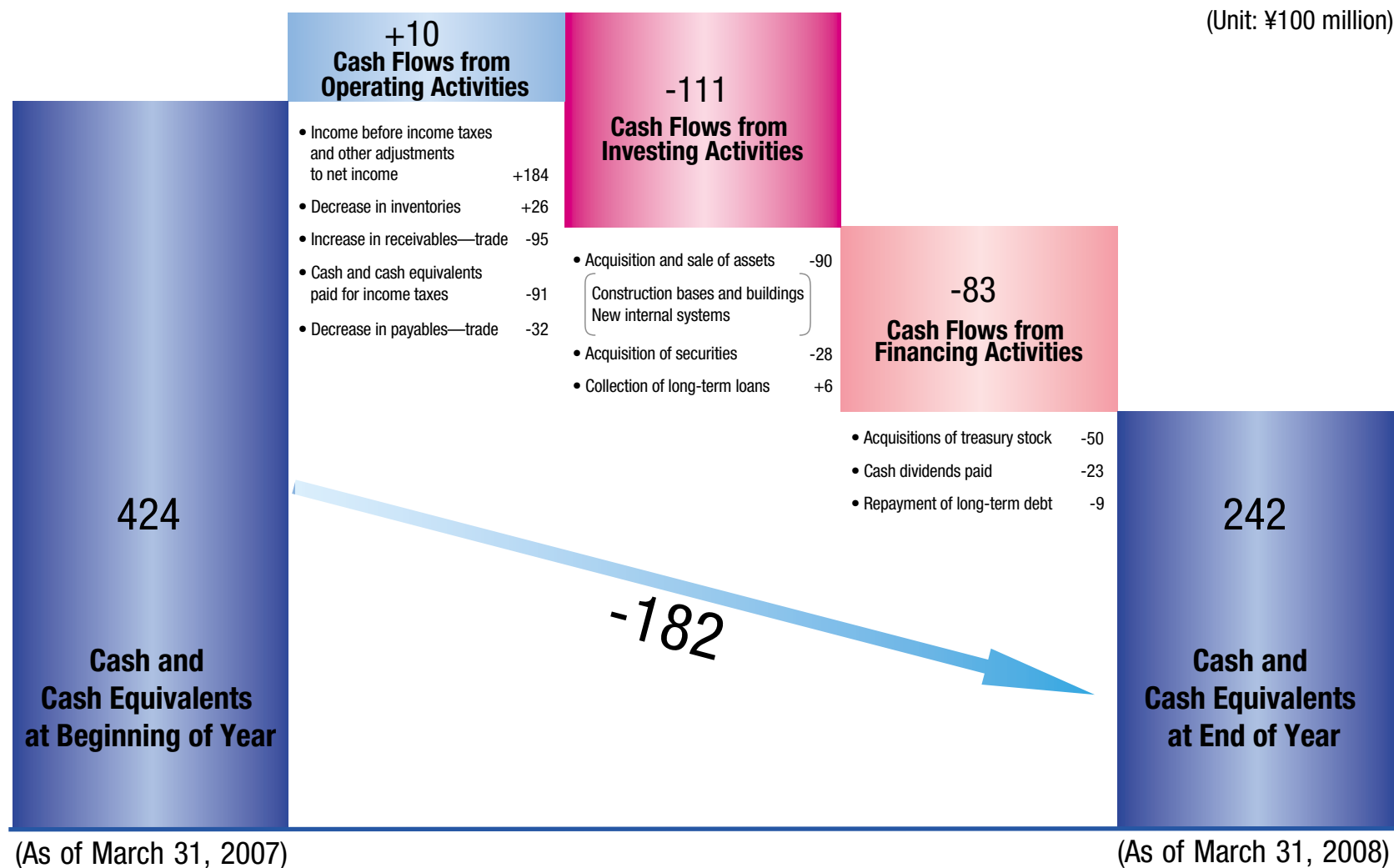
	-58	
2,299		2,241
Current Assets 1,598	(-125)	1,473
	<ul style="list-style-type: none"> • Accounts receivable—trade +99 • Cash and cash equivalents -181 • Accumulated cost of construction in progress -25 	
Fixed Assets 701	(+67)	768
	<ul style="list-style-type: none"> • Tangible fixed assets +32 (Construction bases and buildings) • Intangible fixed assets +21 (New internal systems, etc.) • Investment securities +6 	
As of March 31, 2007		As of March 31, 2008

LIABILITIES AND NET ASSETS

(Unit: ¥100 million)

	-58	
2,299		2,241
Current Liabilities 717	(-70)	647
	<ul style="list-style-type: none"> • Salaries and other accounts payable -32 • Income taxes payable -29 	
Long-Term Liabilities 111	(-22)	89
	<ul style="list-style-type: none"> • Negative goodwill -15 • Accrued severance indemnities -4 	
Net Assets 1,470	(+34)	1,504
	<ul style="list-style-type: none"> • Retained earnings +92 • Treasury stock, at cost -50 	
	*Equity ratio From 63.4% to 66.5%	
As of March 31, 2007		As of March 31, 2008

4. Consolidated Cash Flows



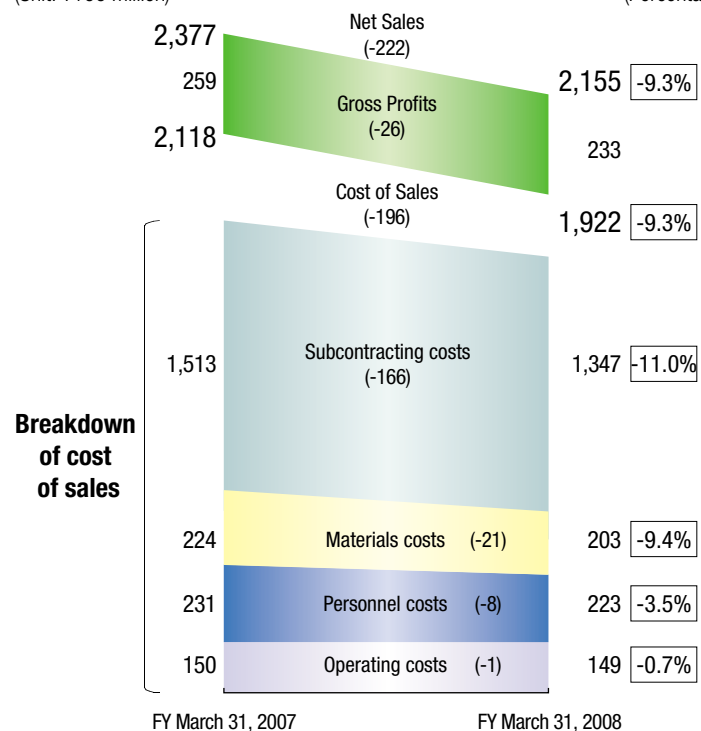
***Interest-Bearing Debt ¥400 million → ¥70 million**

5. Trends in Important Financial Indicators

RISE IN NET SALES AND COST OF SALES

(Nippon COMSYS Non-Consolidated)

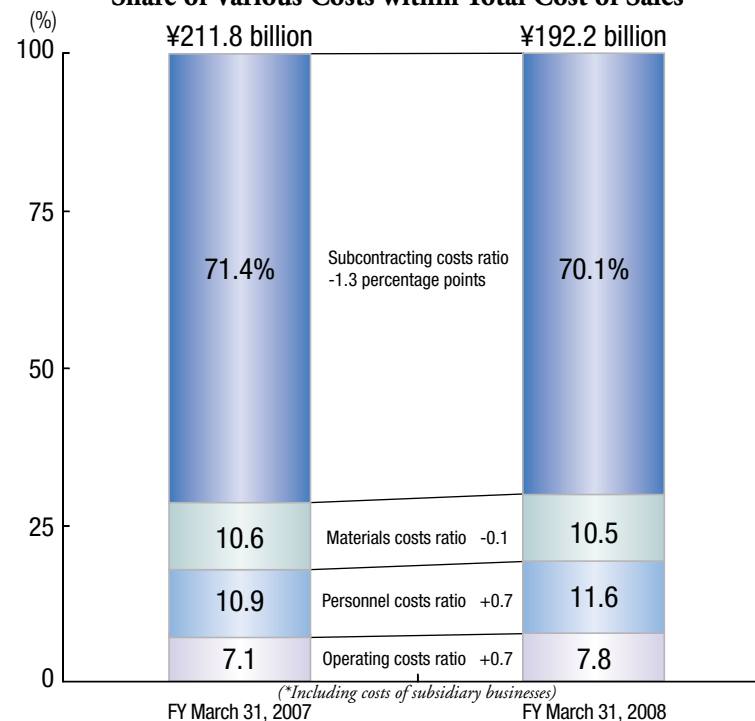
(Unit: ¥100 million) (Percentage difference)



COST EFFICIENCY

(Nippon COMSYS Non-Consolidated)

Share of Various Costs within Total Cost of Sales



STOCK-RELATED INDICATORS

(COMSYS Holdings)

PER ↓

(Price/Earnings Ratio)

X

ESP ↓

(Primary Earnings per Share)

=

PBR ↓

(Price/Book Value Ratio)

X

BSP ↑

(Book Value per Share)

Common Stock Price

(March 31)

Ratio of Foreign Shareholders

(March 31)

[FY March 31, 2008]

10.4 times

¥83

0.8 times

¥1,091

¥864

25.4%

[FY March 31, 2007]

14.5 times

¥87

1.2 times

¥1,033

¥1,265

28.6%

6. Target Values and Highlights of the Business Plan for the Fiscal Year Ending March 31, 2009



(Unit: ¥100 million)

Item	Performance this term (FY March 2008)	Forecasts for the next year (FY March 2009)	Difference	Highlights
Net Sales	3,275	3,300	25	• NTT-related (-60), NCC (+29), IT solutions (+37), Construction (+20)
Gross Profits (Gross Profit Margin)	383 (11.7%)	383 (11.6%)	— (-0.1 percentage points)	• Virtually flat
Operating Income (Operating Margin)	162 (5.0%)	140 (4.2%)	-22 (-0.8 percentage points)	• Although COMSYS worked to reduce all expenses, strategic anticipatory investments in enhancing operational efficiency and increasing productivity (new internal systems, training of IP engineers, etc.) resulted in a significant rise in selling, general and administrative expenses.
Recurring Profit (Recurring Profit Margin)	182 (5.6%)	150 (4.5%)	-32 (-1.1 percentage points)	• Reduction in amortization of negative goodwill (-¥0.6 billion), reduction in interest received (-¥0.2 billion, a significant decline in funds), etc.
Net Income (Net Profit Margin)	116 (3.6%)	85 (2.6%)	-31 (-1.0 percentage points)	• In addition to the above, last fiscal year's tax effect of subsidiaries will not emerge this term (-¥0.7 billion)

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