



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.

May 9, 2025

To whom it may concern

Company name: COMSYS Holdings Corporation  
 Name of representative: Hiroshi Tanabe,  
 President, Representative Director  
 (Securities code: 1721; Prime Market  
 of the Tokyo Stock Exchange)  
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## Notice Concerning Dividends of Surplus (Increase in Dividends)

COMSYS Holdings Corporation (the "Company") hereby announces that it has resolved, at the meeting of the Board of Directors held on May 9, 2025, to pay dividends of surplus (increase in dividends) with the record date of March 31, 2025. The details are described below.

This matter will be discussed at the General Meeting of Shareholders to be held on June 27, 2025.

### 1. Details of dividend

	Determined amount	Most recent dividend forecasts (Announced on May 10, 2024)	Actual results for the previous fiscal year (Fiscal year ended March 2024)
Record date	March 31, 2025	Same as on the left	March 31, 2024
Dividend per share	60.00 (Yen)	55.00 (Yen)	55.00 (Yen)
Total amount of dividends	7,061 million (Yen)	-	6,565 million (Yen)
Effective date	June 30, 2025	-	June 28, 2024
Source of dividends	Retained earnings	-	Retained earnings

### 2. Reason

Fiscal-year end dividend for the fiscal year ended March 2025 increases from 55 yen to 60 yen, representing a 5 yen increase from the most recent dividend forecast, in light of business results for the current fiscal year. As a result, the annual dividend per share for the fiscal year ended March 2025, including the interim dividend of 55 yen, is 115 yen, representing a 10 yen increase per share from the previous fiscal year.

The Company has recognized the return of profits to shareholders as one of its most important management issues. Based on the principle of stable and continuous dividends, we have paid dividends considering comprehensively its business performance and dividend payout ratio.

Under the "COMSYS Group 2030 Vision", we will maintain its business foundation and implement sustainable investment for growth, including venturing into new fields. In addition, from the perspective of continuing to provide substantial shareholder returns, we will continue to increase its dividend by at least 5 yen per year as its basic dividend policy, and will pay stable dividends in light of business performance trends.

In addition to dividends, we will also flexibly purchase treasury shares to further return profits to shareholders while simultaneously improving capital efficiency and maintaining a sound financial position. We will continue to return profits to shareholders with a total return ratio of 70% as a guideline.

### (Reference) Breakdown of annual dividends

	Dividend per share (yen)		
Record date	Second quarter-end	Fiscal year-end	Total
Dividend forecasts		60.00 (Yen)	115.00 (Yen)
Actual results for the current fiscal year	55.00 (Yen)		
Actual results for the previous fiscal year (Fiscal year ended March 2024)	50.00 (Yen)	55.00 (Yen)	105.00 (Yen)