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To whom it may concern

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(Securities code: 1721; Prime Market of the Tokyo Stock Exchange)
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Notice Concerning Introduction of the Share Delivery System for Employees of COMSYS Holdings Corporation and Its Subsidiaries

COMSYS Holdings Corporation (the "Company") hereby announces that its Board of Directors resolved at a meeting held today to introduce a share delivery plan utilizing a share delivery trust (the Plan) for employees of the Company and its subsidiaries (the "Eligible Employees"). Details are as follows.

The Plan is scheduled to be introduced by March 2026. However, details such as the date of establishment of the share delivery trust, the period, the date of acquisition of shares, and the total amount of shares to be acquired will be announced once determined.

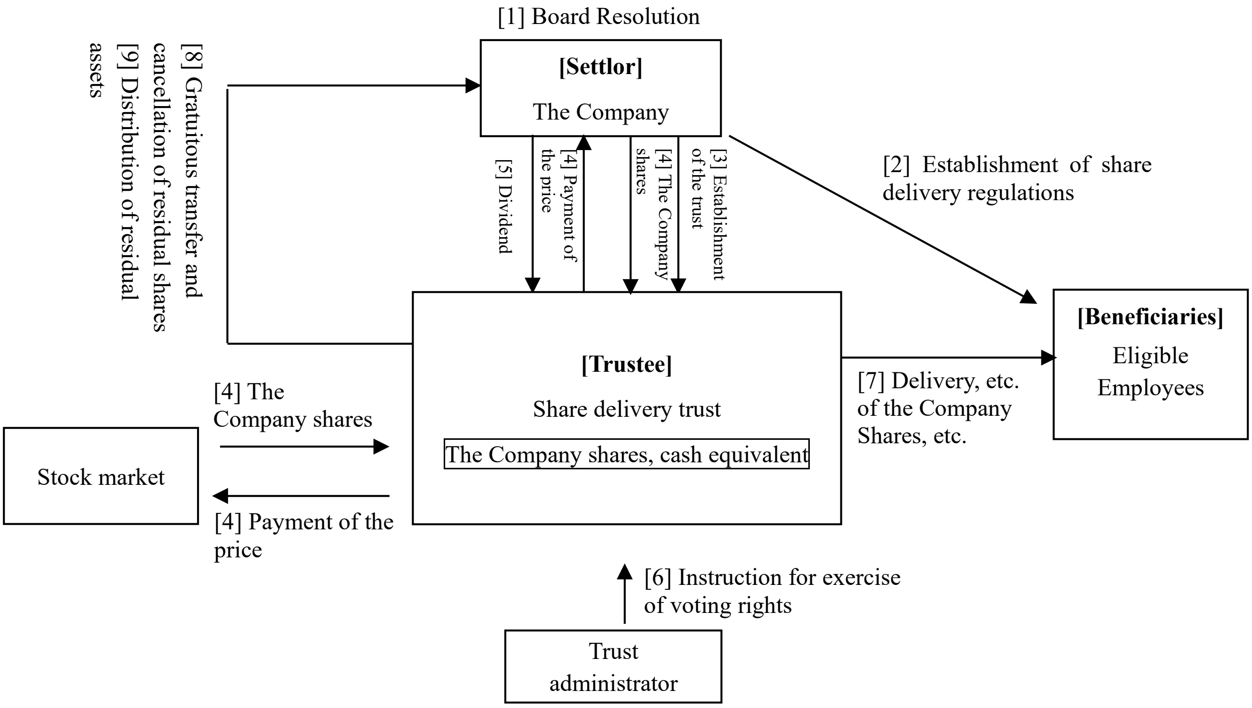
1. Purpose of introducing the Plan

The Group formulated the COMSYS Group 2030 Vision with the idea that making "Building telecommunications infrastructure x building IT systems x building social systems = endless possibilities," aiming to become a leading company delivering new value. The COMSYS Group will continue to be a group that contributes to solutions to various social issues and social development by combining (x: multiplying) businesses while valuing each of our individual businesses.

The improvement of employee engagement is considered to be one of the key themes in realizing the Vision. At the Board of Directors meeting held today, the Company decided to introduce the Plan for Eligible Employees with the aim of raising the awareness of Eligible Employees to contribute to the Company's business performance and improving employee engagement.

The Plan adopts the mechanism of a share delivery trust, and in accordance with the share delivery regulations prescribed in advance, the Plan delivers and provides, in principle, the Company shares and cash equivalent to the proceeds from the realization of the Company's shares (the "Company Shares, Etc.") to Eligible Employees after their retirement (the "Delivery, Etc.").

2. Structure of the Plan



[1] Regarding the introduction of the Plan, the Company and its subsidiaries will fulfill the necessary procedural requirements, including resolutions of the Board of Directors.

[2] Each eligible company is to establish share delivery regulations as internal regulations concerning the Plan for each eligible company.

[3] The Company will contribute money and establish a share delivery trust with Eligible Employees who meet beneficiary requirements as beneficiaries.

[4] The share delivery trust is to acquire the Company shares from the market or the Company (disposition of treasury shares) funded by the money entrusted in [3] in accordance with the instructions of the trust administrator.

[5] Dividends for the Company shares in the share delivery trust will be paid in the same manner as for other Company shares.

[6] Throughout the trust period, the trust administrator gives instructions regarding the exercise of shareholder rights, including voting rights, and the share delivery trust exercises rights as a shareholder in accordance with the instructions.

[7] During the trust period, prescribed points are granted to Eligible Employees and accumulated in accordance with the share delivery regulations. Eligible Employees who meet the beneficiary requirements will, in principle, be issued the Company shares in an amount corresponding to the accumulated number of points after retirement. In accordance with the provisions of the trust agreement, the Company shares may be realized within the share delivery trust and cash equivalent to the realization proceeds may be issued.

[8] If there are residual shares at the expiration of the trust period, the use of the share delivery trust may be continued as a share delivery system similar to the Plan by amending the trust agreement and implementing an additional trust. If the share delivery trust is terminated without continuing, as a shareholder return measure, the Company plans to transfer the said residual shares from the share delivery trust to the Company without compensation and the Company will cancel such Company shares it has acquired.

[9] The remainder of dividends on the Company shares in the share delivery trust generated at the expiration of the trust period will be utilized as funds for share acquisition if the use of the share delivery trust continues. However, if the share delivery trust is to be terminated upon the expiration of the trust period, the portion in excess of the trust expense reserve will be donated to a disinterested organization.

(Note) In the share delivery trust, if there are no the Company shares in the trust due to the Delivery, etc. of the Company Shares, etc. to Eligible Employees, the trust will be terminated before the trust period expires. The Company may acquire additional shares of the Company by entrusting additional money to the share delivery trust to fund the acquisition of the Company shares.