



Performance in the Third Quarter of the Fiscal Year Ending March 31, 2016
— *Supplementary Documents* —

February 5, 2016
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

For the Nine Months Ended December 31, 2015



(Unit: ¥100 million)

	FY March 2015	FY March 2016				(Reference) FY March 2015		
	3Q Results (a)	3Q 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	2,500	2,469	-30	-1.2%	3,320	74.4%	3,369	74.2%
Net Sales	2,203	2,014	-188	-8.6%	3,310	60.9%	3,286	67.0%
Gross Profits	322	259	-62	-19.5%	480	54.0%	479	67.2%
(Gross Profit Margin)	(14.6%)	(12.9%)	-1.7 p.p.		(14.5%)		(14.6%)	
Selling, General and Administrative Expenses	152	145	-6	-4.5%	200	72.9%	202	75.3%
Operating Income	169	113	-56	-33.1%	280	40.5%	276	61.3%
(Operating Margin)	(7.7%)	(5.6%)	-2.1 p.p.		(8.5%)		(8.4%)	
Recurring Profit	173	116	-56	-32.7%	285	41.0%	281	61.7%
(Recurring Profit Margin)	(7.9%)	(5.8%)	-2.1 p.p.		(8.6%)		(8.6%)	
Net Income Attributable to Owners of Parent	104	72	-31	-30.4%	170	42.9%	167	62.5%
(Net Profit Margin)	(4.8%)	(3.6%)	-1.2 p.p.		(5.1%)		(5.1%)	

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. Figures are rounded to the nearest first decimal place.
2. p.p. = percentage points

2. Statements of Income for Each Principal Operating Company's Group

For the Nine Months Ended December 31, 2015



(Unit: ¥100 million)

◆ Comparisons with the Previous Term	Nippon COMSYS-G			SANCOM-G			TOSYS-G			TSUKEN-G		
	Mar. 2015 3Q Results	Mar. 2016 3Q Results	Difference	Mar. 2015 3Q Results	Mar. 2016 3Q Results	Difference	Mar. 2015 3Q Results	Mar. 2016 3Q Results	Difference	Mar. 2015 3Q Results	Mar. 2016 3Q Results	Difference
Orders Received	1,587	1,652	65	435	320	-115	223	213	-10	300	314	13
Net Sales	1,398	1,310	-88	396	272	-123	185	177	-7	267	278	10
Gross Profits	222	179	-42	44	19	-25	11	13	1	33	35	1
(Gross Profit Margin)	(15.9%)	(13.7%)	-2.2 p.p.	(11.3%)	(7.1%)	-4.2 p.p.	(6.4%)	(7.7%)	1.3 p.p.	(12.4%)	(12.6%)	0.2 p.p.
Selling, General and Administrative Expenses	100	92	-8	18	16	-1	9	10	0	18	20	2
Operating Income	122	87	-34	26	2	-23	2	3	0	14	14	-0
(Operating Margin)	(8.7%)	(6.7%)	-2.0 p.p.	(6.6%)	(0.9%)	-5.7 p.p.	(1.2%)	(1.7%)	0.5 p.p.	(5.6%)	(5.2%)	-0.4 p.p.
Recurring Profit	125	90	-34	26	2	-23	2	3	0	15	15	-0
(Recurring Profit Margin)	(8.9%)	(6.9%)	-2.0 p.p.	(6.7%)	(1.0%)	-5.7 p.p.	(1.6%)	(1.9%)	0.3 p.p.	(5.8%)	(5.4%)	-0.4 p.p.
Net Income Attributable to Owners of Parent	76	53	-23	16	1	-15	1	1	0	9	13	3
(Net Profit Margin)	(5.5%)	(4.1%)	-1.4 p.p.	(4.2%)	(0.5%)	-3.7 p.p.	(0.9%)	(1.0%)	0.1 p.p.	(3.6%)	(4.7%)	1.1 p.p.

◆ Comparisons with Forecasts for the Fiscal Year	Nippon COMSYS-G			SANCOM-G			TOSYS-G			TSUKEN-G		
	Mar. 2016 Full Year Targets	Mar. 2016 3Q Results	Progress Rate	Mar. 2016 Full Year Targets	Mar. 2016 3Q Results	Progress Rate	Mar. 2016 Full Year Targets	Mar. 2016 3Q Results	Progress Rate	Mar. 2016 Full Year Targets	Mar. 2016 3Q Results	Progress Rate
Orders Received	2,090	1,652	79.1%	587	320	54.6%	290	213	73.7%	414	314	75.9%
Net Sales	2,090	1,310	62.7%	577	272	47.2%	285	177	62.3%	424	278	65.7%
Gross Profits	324	179	55.4%	63	19	30.6%	25	13	54.4%	50	35	69.3%
(Gross Profit Margin)	(15.5%)	(13.7%)		(10.9%)	(7.1%)		(8.8%)	(7.7%)		(11.9%)	(12.6%)	
Selling, General and Administrative Expenses	121	92	76.2%	25	16	67.1%	14	10	71.6%	27	20	75.7%
Operating Income	203	87	43.0%	38	2	6.6%	10	3	29.6%	23	14	61.9%
(Operating Margin)	(9.7%)	(6.7%)		(6.6%)	(0.9%)		(3.6%)	(1.7%)		(5.6%)	(5.2%)	

Notes: 1. Figures are rounded down to the nearest whole unit. Profit margin and progress percentage data are calculated using a base unit of yen. Figures are rounded to the nearest first decimal place.

2. Business transactions between operating groups have not been eliminated.

3. p.p. = percentage points

3. Orders Received, Net Sales, and Contract Backlogs by Business Area (COMSYS.HD Consolidated)



(Unit: ¥100 million)

◆ <i>Orders Received</i> (Nine months ended December 31)	FY March 2015	FY March 2016				(Reference) FY March 2015		
	3Q Results (a)	3Q 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)
Business Area								
NTT Engineering	1,333	1,396	62	4.7%	1,655	84.4%	1,790	74.5%
NCC Engineering	272	192	-80	-29.6%	350	54.9%	337	80.8%
IT Solutions	410	365	-44	-10.9%	590	62.0%	551	74.4%
Social System-Related and Other	483	515	32	6.6%	725	71.1%	689	70.1%
Total	2,500	2,469	-30	-1.2%	3,320	74.4%	3,369	74.2%

◆ <i>Net Sales</i> (Nine months ended December 31)	FY March 2015	FY March 2016				(Reference) FY March 2015		
	3Q Results (a)	3Q 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)
Business Area								
NTT Engineering	1,256	1,128	-127	-10.2%	1,730	65.2%	1,836	68.4%
NCC Engineering	262	183	-79	-30.1%	355	51.7%	356	73.7%
IT Solutions	326	323	-2	-0.7%	575	56.3%	537	60.7%
Social System-Related and Other	357	378	20	5.8%	650	58.2%	554	64.4%
Total	2,203	2,014	-188	-8.6%	3,310	60.9%	3,286	67.0%

◆ <i>Contract Backlogs</i> (Nine months ended December 31)	FY March 2015	FY March 2016				
	3Q Results (a)	3Q Results (b)	Difference (c) (b) - (a)	Percentage Difference (c)/(a)		
Business Area						
NTT Engineering	624	768	144	23.1%		
NCC Engineering	71	50	-20	-29.1%		
IT Solutions	189	161	-28	-15.1%		
Social System-Related and Other	310	456	146	47.1%		
Total	1,195	1,436	241	20.2%		

Note: Figures are rounded down to the nearest whole unit. Increase and decrease as well as progress percentage data are calculated using a base unit of yen. Figures are rounded to the nearest first decimal place.

4. Orders Received and Net Sales by Detailed Business Area for Five Companies on a Non-Consolidated Simple Sum Basis



(Unit: ¥100 million)

◆ <i>Orders Received</i> (Nine months ended December 31)		FY March 2015		FY March 2016			(Reference) FY March 2015		
		3Q Results (a)	3Q 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)
NTT Engineering	Access	680	723	42	6.2%	880	82.2%	932	73.0%
	Network	152	174	21	14.3%	185	94.4%	218	70.1%
	Mobile	487	489	1	0.3%	570	85.9%	622	78.3%
	Subtotal	1,321	1,387	65	5.0%	1,635	84.9%	1,773	74.5%
NCC Engineering		275	190	-84	-30.6%	350	54.6%	340	80.8%
IT Solutions		320	281	-38	-12.0%	470	60.0%	440	72.7%
Social System-Related and Other		235	328	92	39.2%	425	77.2%	359	65.6%
Total		2,152	2,188	35	1.7%	2,880	76.0%	2,914	73.9%

◆ <i>Net Sales</i> (Nine months ended December 31)		FY March 2015		FY March 2016			(Reference) FY March 2015		
		3Q Results (a)	3Q 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)
NTT Engineering	Access	609	596	-12	-2.1%	900	66.3%	924	65.9%
	Network	148	126	-22	-15.0%	190	66.6%	221	67.2%
	Mobile	482	396	-85	-17.7%	615	64.5%	665	72.4%
	Subtotal	1,240	1,120	-120	-9.7%	1,705	65.7%	1,812	68.5%
NCC Engineering		266	183	-82	-31.1%	355	51.6%	360	73.8%
IT Solutions		246	243	-2	-1.2%	455	53.6%	427	57.8%
Social System-Related and Other		137	173	36	26.2%	365	47.6%	263	52.3%
Total		1,891	1,721	-170	-9.0%	2,880	59.8%	2,863	66.0%

Notes: 1. The non-consolidated simple sum data are for the following five companies: Nippon COMSYS Corporation; SANWA COMSYS Engineering Corporation; TOSYS CORPORATION; TSUKEN Corporation; and COMSYS JOHO SYSTEM Corporation.

2. Figures are rounded down to the nearest whole unit. Increase and decrease as well as progress percentage data are calculated using a base unit of yen. Figures are rounded to the nearest first decimal place.

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