



# Performance in the Third Quarter of the Fiscal Year Ending March 31, 2022 — Supplementary Documents —

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February 9, 2022

## 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 Nine Months Ended December 31, 2021

(Unit: ¥100 million)

	FY March 2021		FY March 2022				(Reference) FY March 2021	
	Cumulative 3Q Results	Cumulative 3Q Results	Difference (c)	Percentage Difference	Full Year Targets	Progress Rate	Full Year Results	Progress Rate
	(a)	(b)	(b)-(a)	(c)/(a)	(d)	(b)/(d)	(e)	(a)/(e)
<b>Orders Received</b>	4,295	4,034	-260	-6.1%	5,700	70.8%	5,865	73.2%
<b>Net Sales</b>	3,708	3,898	190	5.1%	5,800	67.2%	5,632	65.8%
<b>Gross Profits</b>	474	537	62	13.2%	780	68.9%	759	62.5%
<b>(Gross Profit Margin)</b>	(12.8%)	(13.8%)	1.0 p.p.		(13.4%)		(13.5%)	
<b>SG&amp;A Expenses</b>	248	258	10	4.1%	350	73.9%	344	72.2%
<b>Operating Profit</b>	226	278	52	23.2%	430	64.8%	415	54.4%
<b>(Operating Margin)</b>	(6.1%)	(7.1%)	1.0 p.p.		(7.4%)		(7.4%)	
<b>Ordinary Profit</b>	238	288	50	21.1%	435	66.4%	429	55.5%
<b>(Ordinary Profit Margin)</b>	(6.4%)	(7.4%)	1.0 p.p.		(7.5%)		(7.6%)	
<b>Profit Attributable to Owners of Parent</b>	167	190	22	13.5%	290	65.7%	293	57.2%
<b>(Net Profit Margin)</b>	(4.5%)	(4.9%)	0.4 p.p.		(5.0%)		(5.2%)	

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 Nine Months Ended December 31, 2021



(Unit: ¥100 million)

◆ Comparisons with the Previous Term	Nippon COMSYS-G			SANCOM-G			TOSYS-G			TSUKEN-G		
	Mar. 2021 Cumulative 3Q Results	Mar. 2022 Cumulative 3Q Results	Difference	Mar. 2021 Cumulative 3Q Results	Mar. 2022 Cumulative 3Q Results	Difference	Mar. 2021 Cumulative 3Q Results	Mar. 2022 Cumulative 3Q Results	Difference	Mar. 2021 Cumulative 3Q Results	Mar. 2022 Cumulative 3Q Results	Difference
<b>Orders Received</b>	2,161	1,922	-238	443	449	6	261	229	-32	432	432	-0
<b>Net Sales</b>	1,851	1,903	51	385	428	43	213	212	-1	362	418	55
<b>Gross Profits</b>	224	246	22	54	61	6	20	21	0	47	64	16
<b>(Gross Profit Margin)</b>	(12.1%)	(12.9%)	0.8 p.p.	(14.1%)	(14.2%)	0.1 p.p.	(9.5%)	(9.9%)	0.4 p.p.	(13.2%)	(15.3%)	2.1 p.p.
<b>SG&amp;A Expenses</b>	114	123	8	18	19	0	11	12	0	24	25	0
<b>Operating Profit</b>	109	122	13	35	41	6	8	8	0	23	38	15
<b>(Operating Margin)</b>	(5.9%)	(6.5%)	0.6 p.p.	(9.2%)	(9.7%)	0.5 p.p.	(3.9%)	(4.2%)	0.3 p.p.	(6.4%)	(9.2%)	2.8 p.p.
<b>Ordinary Profit</b>	111	125	14	35	41	6	8	9	1	23	38	15
<b>(Ordinary Profit Margin)</b>	(6.0%)	(6.6%)	0.6 p.p.	(9.3%)	(9.8%)	0.5 p.p.	(4.0%)	(4.6%)	0.6 p.p.	(6.4%)	(9.3%)	2.9 p.p.
<b>Profit Attributable to Owners of Parent</b>	81	82	1	19	27	8	5	5	-0	17	25	7
<b>(Net Profit Margin)</b>	(4.4%)	(4.3%)	-0.1 p.p.	(5.1%)	(6.5%)	1.4 p.p.	(2.5%)	(2.4%)	-0.1 p.p.	(4.9%)	(6.0%)	1.1 p.p.

◆ Comparisons with Targets for the Fiscal Year	Nippon COMSYS-G			SANCOM-G			TOSYS-G			TSUKEN-G		
	Mar. 2022 Full Year Targets	Mar. 2022 Cumulative 3Q Results	Progress Rate	Mar. 2022 Full Year Targets	Mar. 2022 Cumulative 3Q Results	Progress Rate	Mar. 2022 Full Year Targets	Mar. 2022 Cumulative 3Q Results	Progress Rate	Mar. 2022 Full Year Targets	Mar. 2022 Cumulative 3Q Results	Progress Rate
<b>Orders Received</b>	2,895	1,922	66.4%	690	449	65.2%	295	229	77.7%	565	432	76.5%
<b>Net Sales</b>	2,975	1,903	64.0%	660	428	65.0%	320	212	66.3%	590	418	70.9%
<b>Gross Profits</b>	380	246	64.8%	87	61	70.1%	32	21	64.4%	84	64	76.4%
<b>(Gross Profit Margin)</b>	(12.8%)	(12.9%)		(13.2%)	(14.2%)		(10.2%)	(9.9%)		(14.2%)	(15.3%)	
<b>SG&amp;A Expenses</b>	161	123	76.5%	26	19	74.1%	16	12	73.8%	36	25	70.9%
<b>Operating Profit</b>	219	122	56.2%	61	41	68.4%	16	8	54.8%	48	38	80.6%
<b>(Operating Margin)</b>	(7.4%)	(6.5%)		(9.2%)	(9.7%)		(5.1%)	(4.2%)		(8.1%)	(9.2%)	

Notes: 1. Business transactions between operating groups have not been eliminated.

2. p.p. = percentage points

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

For the Nine Months Ended December 31, 2021



(Unit: ¥100 million)

◆ Comparisons with the Previous Term	NDS-G			SYSKEN-G			Hokuriku Denwa Kouji-G			COMSYS JOHO SYSTEM-G		
	Mar. 2021 Cumulative 3Q Results	Mar. 2022 Cumulative 3Q Results	Difference	Mar. 2021 Cumulative 3Q Results	Mar. 2022 Cumulative 3Q Results	Difference	Mar. 2021 Cumulative 3Q Results	Mar. 2022 Cumulative 3Q Results	Difference	Mar. 2021 Cumulative 3Q Results	Mar. 2022 Cumulative 3Q Results	Difference
<b>Orders Received</b>	603	648	44	247	227	-19	130	130	0	120	117	-3
<b>Net Sales</b>	570	591	21	218	250	32	121	121	-0	102	111	9
<b>Gross Profits</b>	69	79	10	22	28	6	16	15	-0	15	19	4
<b>(Gross Profit Margin)</b>	(12.2%)	(13.5%)	1.3 p.p.	(10.1%)	(11.2%)	1.1 p.p.	(13.2%)	(12.4%)	-0.8 p.p.	(15.4%)	(17.8%)	2.4 p.p.
<b>SG&amp;A Expenses</b>	45	46	1	14	16	1	12	10	-1	6	6	0
<b>Operating Profit</b>	24	32	8	8	12	4	3	4	0	9	13	4
<b>(Operating Margin)</b>	(4.2%)	(5.6%)	1.4 p.p.	(3.7%)	(4.8%)	1.1 p.p.	(3.1%)	(3.6%)	0.5 p.p.	(9.2%)	(12.0%)	2.8 p.p.
<b>Ordinary Profit</b>	28	36	8	13	14	1	4	4	0	9	13	3
<b>(Ordinary Profit Margin)</b>	(5.0%)	(6.2%)	1.2 p.p.	(6.0%)	(5.8%)	-0.2 p.p.	(3.3%)	(3.9%)	0.6 p.p.	(9.2%)	(12.0%)	2.8 p.p.
<b>Profit Attributable to Owners of Parent</b>	20	25	4	11	9	-1	2	3	0	6	8	2
<b>(Net Profit Margin)</b>	(3.7%)	(4.4%)	0.7 p.p.	(5.3%)	(4.0%)	-1.3 p.p.	(2.0%)	(2.6%)	0.6 p.p.	(6.2%)	(8.1%)	1.9 p.p.

◆ Comparisons with Targets for the Fiscal Year	NDS-G			SYSKEN-G			Hokuriku Denwa Kouji-G			COMSYS JOHO SYSTEM-G		
	Mar. 2022 Full Year Targets	Mar. 2022 Cumulative 3Q Results	Progress Rate	Mar. 2022 Full Year Targets	Mar. 2022 Cumulative 3Q Results	Progress Rate	Mar. 2022 Full Year Targets	Mar. 2022 Cumulative 3Q Results	Progress Rate	Mar. 2022 Full Year Targets	Mar. 2022 Cumulative 3Q Results	Progress Rate
<b>Orders Received</b>	775	648	83.6%	310	227	73.5%	170	130	77.0%	150	117	78.1%
<b>Net Sales</b>	805	591	73.4%	330	250	75.9%	170	121	71.5%	150	111	74.3%
<b>Gross Profits</b>	106	79	75.4%	39	28	72.1%	19	15	76.0%	24	19	80.7%
<b>(Gross Profit Margin)</b>	(13.2%)	(13.5%)		(11.8%)	(11.2%)		(11.6%)	(12.4%)		(16.3%)	(17.8%)	
<b>SG&amp;A Expenses</b>	65	46	72.2%	20	16	78.3%	14	10	75.1%	9	6	71.5%
<b>Operating Profit</b>	41	32	80.4%	18	12	65.3%	5	4	78.3%	15	13	86.1%
<b>(Operating Margin)</b>	(5.1%)	(5.6%)		(5.6%)	(4.8%)		(3.3%)	(3.6%)		(10.3%)	(12.0%)	

Notes: 1. Business transactions between operating groups have not been eliminated.

2. p.p. = percentage points

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



(Unit: ¥100 million)

◆ Orders Received (Nine Months Ended December 31)	FY March 2021		FY March 2022				(Reference) FY March 2021	
	Cumulative 3Q Results (a)	Cumulative 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)
<b>Business Area</b>								
NTT Engineering	1,882	1,764	-117	-6.3%	2,230	79.1%	2,582	72.9%
NCC Engineering	362	392	30	8.3%	530	74.0%	504	71.7%
IT Solutions	840	733	-106	-12.7%	1,070	68.6%	1,053	79.8%
Social System-Related and Other	1,210	1,144	-66	-5.5%	1,870	61.2%	1,723	70.2%
<b>Total</b>	<b>4,295</b>	<b>4,034</b>	<b>-260</b>	<b>-6.1%</b>	<b>5,700</b>	<b>70.8%</b>	<b>5,865</b>	<b>73.2%</b>

◆ Net Sales (Nine Months Ended December 31)	FY March 2021		FY March 2022				(Reference) FY March 2021	
	Cumulative 3Q Results (a)	Cumulative 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)
<b>Business Area</b>								
NTT Engineering	1,623	1,679	55	3.4%	2,460	68.3%	2,421	67.0%
NCC Engineering	303	354	50	16.7%	500	70.9%	472	64.3%
IT Solutions	630	626	-4	-0.7%	1,070	58.5%	1,055	59.8%
Social System-Related and Other	1,150	1,238	88	7.7%	1,770	70.0%	1,682	68.3%
<b>Total</b>	<b>3,708</b>	<b>3,898</b>	<b>190</b>	<b>5.1%</b>	<b>5,800</b>	<b>67.2%</b>	<b>5,632</b>	<b>65.8%</b>

◆ Contract Backlogs	FY March 2021		FY March 2022	
	Cumulative 3Q Results (a)	Cumulative 3Q Results (b)	Difference (c) (b)-(a)	Percentage Difference (c)/(a)
<b>Business Area</b>				
NTT Engineering	1,004	991	-12	-1.3%
NCC Engineering	169	180	11	6.7%
IT Solutions	446	342	-104	-23.3%
Social System-Related and Other	1,097	983	-113	-10.3%
<b>Total</b>	<b>2,716</b>	<b>2,498</b>	<b>-218</b>	<b>-8.0%</b>

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

(Unit: ¥100 million)

◆ Orders Received (Nine Months Ended December 31)		FY March 2021	FY March 2022				(Reference) FY March 2021		
		Cumulative 3Q Results (a)	Cumulative 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	1,206	1,124	-82	-6.8%	1,430	78.6%	1,679	71.8%
	Network	152	144	-7	-4.9%	200	72.5%	207	73.4%
	Mobile	498	458	-40	-8.1%	560	81.8%	659	75.6%
	Subtotal	1,857	1,727	-129	-7.0%	2,190	78.9%	2,546	72.9%
NCC Engineering		357	405	47	13.3%	530	76.5%	499	71.6%
IT Solutions		649	505	-144	-22.2%	805	62.8%	797	81.5%
Social System-Related and Other		524	412	-111	-21.3%	880	46.9%	721	72.7%
Total		3,388	3,051	-337	-10.0%	4,405	69.3%	4,565	74.2%

◆ Net Sales (Nine Months Ended December 31)		FY March 2021	FY March 2022				(Reference) FY March 2021		
		Cumulative 3Q Results (a)	Cumulative 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	1,075	1,139	64	6.0%	1,570	72.6%	1,561	68.9%
	Network	143	122	-21	-15.1%	220	55.5%	224	64.1%
	Mobile	377	384	7	1.9%	630	61.0%	597	63.1%
	Subtotal	1,596	1,645	49	3.1%	2,420	68.0%	2,383	67.0%
NCC Engineering		301	359	57	19.2%	500	71.9%	469	64.2%
IT Solutions		459	426	-32	-7.0%	810	52.7%	802	57.2%
Social System-Related and Other		499	615	115	23.1%	840	73.2%	778	64.2%
Total		2,856	3,047	190	6.7%	4,570	66.7%	4,434	64.4%

Notes: The non-consolidated simple sum data are for the following eight companies: Nippon COMSYS Corporation; SANWA COMSYS Engineering Corporation; TOSYS Corporation; TSUKEN Corporation; NDS Co., Ltd.; SYSKEN Corporation; Hokuriku Denwa Kouji Co., Ltd.; and COMSYS JOHO SYSTEM Corporation.

*For further information, please contact:*

**COMSYS Holdings Corporation**

IR Department

Telephone: +81-3-3448-7000 (direct)

Facsimile: +81-3-3448-7001

E-Mail: [chd-ir@comsys.co.jp](mailto:chd-ir@comsys.co.jp)

URL: <https://www.comsys-hd.co.jp/>