

COMSYS Group Human Capital Management Policy

Introduction

As fundamental principles underlying human capital management of the COMSYS Group (hereinafter referred to as “we”), we recognize that corporate value enhancement, the realization of a prosperous society, and employee engagement improvement are all indispensable and mutually dependent critical management themes.

To aim for the growth and development of all of our employees, our companies, and society, and to continuously work toward improving employee engagement, we hereby establish this "Human Capital Management Policy" as our guiding principle.

Organizational Culture Development

We will promote activities that generate solidarity within organizations and workplaces toward our shared future vision, where each employee empathizes with our philosophy and vision, and we will advance systems and initiatives that enable employees to experience job satisfaction.

Creating a Comfortable Work Environment

Through business reform and ICT transformation, we will realize flexible working styles and work-life balance, promote health management, and build an environment where employees can work comfortably.

Creating Opportunities for Diverse Talent to Excel

We will create opportunities for all employees to excel regardless of gender, nationality, disability, career background, or other factors.

Talent Acquisition

We will clarify the necessary human resource requirements according to each business domain and strive to secure the required talent.

Employee Growth Support

We will continuously develop highly specialized talent capable of responding to business domain expansion and new business environments, while supporting employees' autonomous career development and challenges.

Established August 7, 2025

COMSYS Holdings Corporation

President, Representative Director: Hiroshi Tanabe