

Independent Assurance Statement

September 30, 2024

Mr. Hiroshi Tanabe
President and Representative Director
COMSYS Holdings Corporation

1. Purpose

We, Sustainability Accounting Co., Ltd., have been engaged by COMSYS Holdings Corporation ("the Company") to provide limited assurance on the Greenhouse Gas emissions data of COMSYS Group (the Company and its subsidiaries), during the FY2023, 65.0kt-CO₂ for Scope 1, 13.9kt-CO₂ for Scope 2, 1.53Mt-CO₂ for Scope3 Categories 1,2,3,5,6,7,11,12,13. The purpose of this process is to express our conclusion on whether the Greenhouse Gas emissions data were calculated in accordance with the Company's standards. The Company's management is responsible for calculating the Greenhouse Gas emissions data. Our responsibility is to independently carry out a limited assurance engagement and to express our assurance conclusion.

2. Procedures Performed

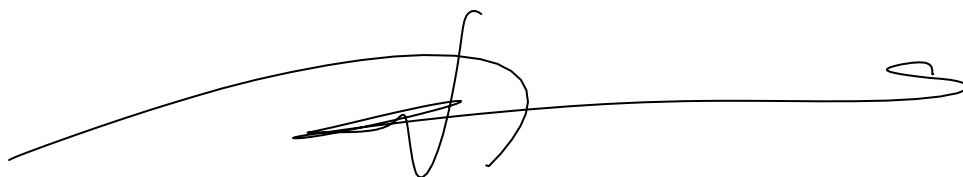
We conducted our assurance engagement in accordance with International Standard on Assurance Engagement 3000 (ISAE 3000) and International Standard on Assurance Engagement 3410 (ISAE 3410). The key procedures we carried out includes:

- Interviewing the Company's responsible personnel to understand and review the Company's standards.
- Performing cross-checks on a sample basis and a recalculation to determine whether the Greenhouse Gas emissions data was calculated in accordance with the Company's standards.

3. Conclusion

Based on the procedures performed, nothing has come to our attention that causes us to believe that the Greenhouse Gas emissions data have not been calculated in all material respects in accordance with the Company's standards.

We have no conflict of interest relationships with the Company.



Takashi Fukushima
Representative Director
Sustainability Accounting Co., Ltd.