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To whom it may concern

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Notice Concerning the Status of Dialogue with Institutional Investor Shareholders

COMSYS Holdings Corporation (the “Company”), in line with the intent of the Corporate Governance Code, engages in proactive dialogue with institutional investor shareholders on an ongoing basis. By appropriately disclosing the status of such dialogue as well as the Company’s considerations, we aim to enhance corporate value through constructive engagement. Accordingly, we hereby provide an update on the recent status of such dialogue.

1. Status of dialogue (number of IR meetings)

	Total (annual)	of which, Buy-side	of which, Sell-side	Financial Results Presentation, etc.
Fiscal year ended March 2026	248	213	35	8
Fiscal year ended March 2025	204	168	36	3
Fiscal year ended March 2024	168	132	36	3

* “Financial Results Presentation, etc.” include conferences hosted by securities companies (from the fiscal year ended March 2025) and small meetings held by the Company (from the fiscal year ended March 2026).

2. Summary of dialogue and the Company’s considerations

In dialogues with institutional investor shareholders during the most recent fiscal year, particularly with major shareholders, the Company has received the following key feedback:

(Main feedback from institutional investor shareholders)

- Requests to transition the Company’s Board of Directors to a monitoring board structure (the current governance structure of the Company is that of a company with an Audit and Supervisory Committee, with 5 out of 11 directors being independent outside directors).
- Specifically: (i) increasing the proportion of independent outside directors on the Board of Directors to a majority; (ii) enhancing governance effectiveness, including appointing independent outside directors with management experience; (iii) appointing an independent outside director as Chairperson of the Board of Directors; and (iv) appointing an independent outside director as Chairperson of the Nomination and Remuneration Advisory Committee.

The Company has, to date, taken measures to enhance the effectiveness of the supervisory function of the Board of Directors, including reducing the number of directors and increasing the proportion of independent outside directors on the Board of Directors. In addition, in formulating the new medium-term management plan, “COMSYS Group 2030 Vision,” announced in May 2025, the Company has incorporated feedback from institutional investor shareholders and investors by clarifying key initiatives and numerical targets, thereby sincerely reflecting shareholder dialogue in management decision-making. In light of the recent requests received from multiple institutional investor shareholders as described above, the Company will further examine the optimal approach to enhancing its medium- to long-term corporate value and the effectiveness of its corporate governance.