



2025年3月期第2四半期決算ファクトブック

Factbook for the Six Months of the Fiscal Year Ending March 31, 2025

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株式会社コプロ・ホールディングス

COPRO-HOLDINGS. Co., Ltd

1. 連結決算概況 Consolidated Financial Results

(1) 連結決算ハイライト Consolidated Financial Highlights

(百万円/million of yen)

	23/3期/FYE2023		24/3期/FYE2024		24/3期/FYE2024		25/3期/FYE2025	
	通期/Full year		上期/1H		通期/Full year		上期/1H	
		前期比 YoY		前期比 YoY		前期比 YoY		前期比 YoY
売上高 Net sales	18,791	+20.5%	11,137	+28.5%	24,098	+28.2%	14,227	+27.7%
売上原価 Cost of sales	13,216	+23.0%	8,072	+32.6%	17,323	+31.1%	10,390	+28.7%
売上原価率 Cost of sales ratio	70.3%	+1.4pt	72.5%	+2.2pt	71.9%	+1.6pt	73.0%	+0.5pt
売上総利益 Gross profit	5,575	+15.1%	3,065	+18.7%	6,774	+21.5%	3,837	+25.2%
販売費及び一般管理費 Selling, general and administrative expenses	4,253	+32.0%	2,328	+10.2%	4,632	+8.9%	2,599	+11.7%
営業利益 Operating profit	1,321	-18.5%	737	+56.9%	2,141	+62.0%	1,237	+67.9%
減価償却費 Depreciation	145	+22.3%	86	+18.9%	186	+28.3%	138	+60.3%
のれん償却費 Amortization of goodwill	105	+61.9%	52	-	109	+3.6%	60	+14.7%
株式報酬費用 Share-based remuneration expenses	34	-6.3%	-13	-	0	-	3	-
Non-GAAP営業利益 Non-GAAP operating profit	1,606	-12.8%	862	+40.6%	2,437	+51.7%	1,439	+67.0%
営業外収益 Non-operating income	4	+196.6%	74	-	73	-	20	-72.1%
営業外費用 Non-operating expenses	1	-48.5%	0	-6.0%	3	+92.4%	0	+38.6%
経常利益 Ordinary profit	1,324	-18.2%	810	+71.8%	2,211	+67.0%	1,257	+55.1%
特別利益 Extraordinary income	0	-99.6%	0	-	1	+432.4%	0	-93.3%
特別損失 Extraordinary losses	5	-95.7%	-	-	0	-100.0%	0	-
税金等調整前当期純利益 Profit before income taxes	1,319	-15.2%	811	+71.9%	2,213	+67.8%	1,257	+55.0%
親会社株主に帰属する当期純利益 Profit attributable to owners of parent	864	-10.2%	510	+81.9%	1,463	+69.3%	797	+56.4%
1株当たり当期純利益(円) Earnings per share (yen)	46.54	-8.9%	27.27	+80.6%	77.68	+66.9%	41.70	+52.9%
連結技術者数 Number of technicians and engineers on consolidated basis	3,036	+37.9%	3,515	+36.5%	3,929	+29.4%	4,482	+27.5%

(注)1株当たり当期純利益は2021年4月1日および2023年10月1日付で実施した1対2の株式分割に伴う影響を加味して遡及修正をしています。

Note: Earnings per share have been retroactively adjusted to take into account the effect of the 1-for-2 stock split implemented on April 1, 2021 and October 1, 2023.

(2) 四半期連結業績 Quarterly Consolidated Financial Results

(百万円/million of yen)

	25/3期/FYE2025							
	1Q		2Q		3Q		4Q	
		前期比 YoY		前期比 YoY		前期比 YoY		前期比 YoY
売上高 Net sales	6,870	+27.1%	7,356	+28.4%	-	-	-	-
売上原価 Cost of sales	5,071	+27.9%	5,318	+29.5%	-	-	-	-
売上原価率 Cost of sales ratio	73.8%	+0.5pt	72.3%	+0.6pt	-	-	-	-
売上総利益 Gross profit	1,799	+24.8%	2,037	+25.5%	-	-	-	-
販売費及び一般管理費 Selling, general and administrative expenses	1,380	+14.6%	1,218	+8.5%	-	-	-	-
営業利益 Operating profit	418	+77.2%	819	+63.5%	-	-	-	-
減価償却費 Depreciation	64	+59.5%	74	+61.0%	-	-	-	-
のれん償却費 Amortization of goodwill	30	+16.3%	29	+13.1%	-	-	-	-
株式報酬費用 Share-based remuneration expenses	3	-	0	+13.1%	-	-	-	-
Non-GAAP営業利益 Non-GAAP operating profit	516	+79.5%	922	+60.7%	-	-	-	-
連結技術者数 Number of technicians and engineers on consolidated basis	4,350	+31.3%	4,482	+27.5%	-	-	-	-

	24/3期/FYE2024							
	1Q		2Q		3Q		4Q	
		前期比 YoY		前期比 YoY		前期比 YoY		前期比 YoY
売上高 Net sales	5,406	+27.2%	5,731	+29.6%	6,359	+29.4%	6,601	+26.8%
売上原価 Cost of sales	3,964	+33.4%	4,107	+31.9%	4,544	+32.0%	4,707	+27.7%
売上原価率 Cost of sales ratio	73.3%	+3.3pt	71.7%	+1.2pt	71.5%	+1.4pt	71.3%	+0.5pt
売上総利益 Gross profit	1,441	+13.0%	1,623	+24.2%	1,815	+23.4%	1,893	+24.5%
販売費及び一般管理費 Selling, general and administrative expenses	1,205	+15.3%	1,122	+5.1%	1,145	+6.3%	1,158	+9.1%
営業利益 Operating profit	236	+2.5%	501	+109.2%	669	+70.3%	735	+60.3%
減価償却費 Depreciation	40	+20.4%	45	+17.7%	47	+25.0%	53	+51.1%
のれん償却費 Amortization of goodwill	26	+0.0%	26	-	27	+3.6%	29	+10.7%
株式報酬費用 Share-based remuneration expenses	-14	-	0	-89.0%	5	-5.6%	8	-17.4%
Non-GAAP営業利益 Non-GAAP operating profit	288	-4.0%	574	+83.2%	748	+61.9%	826	+55.7%
連結技術者数 Number of technicians and engineers on consolidated basis	3,314	+38.3%	3,515	+36.5%	3,709	+31.2%	3,929	+29.4%

(3) 連結業績予想 Consolidated Financial Forecast

(百万円/million of yen)

	24/3期/FYE2024		25/3期/FYE2025			25/3期/FYE2025	
	上期/1H	通期 /Full year	上期/1H		通期/Full year (予想/Forecast)		
			前期比 YoY	予想比 Versus forecast	前期比 YoY		
売上高 Net sales	11,137	24,098	14,227	+27.7%	+2.0%	30,000	+24.5%
売上原価 Cost of sales	8,072	17,323	10,390	+28.7%	+3.6%	21,551	+24.4%
売上原価率 Cost of sales ratio	72.5%	71.9%	73.0%	+0.5pt	+1.1pt	71.8%	-0.1pt
売上総利益 Gross profit	3,065	6,774	3,837	+25.2%	-2.1%	8,449	+24.7%
販売費及び一般管理費 Selling, general and administrative expenses	2,328	4,632	2,599	+11.7%	-10.0%	5,749	+24.1%
営業利益 Operating profit	737	2,141	1,237	+67.9%	+19.9%	2,700	+26.1%
減価償却費 Depreciation	86	186					
のれん償却 Amortization of goodwill	52	109					
株式報酬費用 Share-based remuneration expenses	-13	0					
Non-GAAP営業利益 Non-GAAP operating profit	862	2,437	1,439	+67.0%	+16.7%	3,162	+29.7%
営業外収益 Non-operating income	74	73					
営業外費用 Non-operating expenses	0	3					
経常利益 Ordinary profit	810	2,211	1,257	+55.1%	+20.2%	2,714	+22.7%
特別利益 Extraordinary income	0	1					
特別損失 Extraordinary losses	-	0					
税金等調整前当期純利益 Profit before income taxes	811	2,213					
親会社株主に帰属する当期純利益 Profit attributable to owners of parent	510	1,463	797	+18.2%	+56.4%	1,755	+19.9%
1株当たり当期純利益(株式分割考慮後)/円 Earnings per share(after stock split)/yen	27.27	77.68	41.70	+52.9%	+18.8%	91.97	+18.4%
連結技術者数 Number of technicians and engineers on consolidated basis	3,515	3,929	4,482	+27.5%		5,168	+31.5%

(注) 2023年10月1日(日曜日)を効力発生日として、1株につき2株の割合で株式分割を実施いたしました。

Note: On October 1, 2023, the Company conducted a stock split at a ratio of two shares per common stock.

(4) 連結貸借対照表 Consolidated Balance Sheets

(百万円/million of yen)

	23/3期/FYE2023		24/3期/FYE2024		25/3期/FYE2025		
	4Q		4Q		2Q		
		前期末差 Inc./dec.		前期末差 Inc./dec.		前期末差 Inc./dec.	前期末比 Inc./dec.
資産合計 Total assets	9,995	+1,153	12,150	+2,155	11,443	-707	-5.8%
流動資産 Current assets	7,751	+1,003	9,890	+2,138	9,158	-731	-7.4%
現預金 Cash and deposits	4,406	+348	5,949	+1,542	4,801	-1,148	-19.3%
売上債権 Accounts receivable - trade	2,899	+673	3,524	+625	3,823	+298	+8.5%
その他 Others	445	-18	415	-29	528	+112	+27.0%
固定資産 Non-current assets	2,243	+150	2,260	+17	2,285	+24	+1.1%
有形固定資産 Property, plant and equipment	583	+176	586	+2	540	-45	-7.7%
無形固定資産 Intangible assets	987	-11	1,074	+86	994	-79	-7.4%
のれん Goodwill	674	-105	656	-18	615	-40	-6.2%
その他 Others	312	+94	418	+105	379	-38	-9.3%
投資その他の資産計 Investments and other assets	672	-14	599	-72	749	+149	+24.9%
負債合計 Total liabilities	2,883	+616	4,034	+1,151	3,825	-208	-5.2%
流動負債 Current liabilities	2,716	+551	3,849	+1,132	3,634	-215	-5.6%
固定負債 Non-current liabilities	166	+65	185	+19	191	+6	+3.3%
純資産 Net assets	7,112	+537	8,116	+1,004	7,618	-498	-6.1%
自己資本 Shareholders' equity	7,041	+502	8,059	+1,017	7,565	-494	-6.1%
その他 Others	70	+34	57	-13	53	-3	-7.0%
有利子負債 Interest-bearing liabilities	1	-2	-	-1	-	-	-

(5) 子会社別業績 Financial Results by Subsidiary

※子会社の数値はグループ内取引を消去した連結修正後の金額を記載しています。

※The figures for subsidiaries are the amounts after consolidation adjustment, which eliminates intra-group transactions.

① 株式会社コプロコンストラクション COPRO CONSTRUCTION. Co., Ltd.

(百万円/million of yen)

	23/3期/FYE2023		24/3期/FYE2024		24/3期/FYE2024		25/3期/FYE2025	
	通期/Full year		上期/1H		通期/Full year		上期/1H	
		前期比 YoY		前期比 YoY		前期比 YoY		前期比 YoY
売上高 Net sales	17,550	+18.3%	10,299	+26.4%	21,883	+24.7%	12,718	+23.5%
売上原価 Cost of sales	12,413	+21.9%	7,500	+30.6%	15,679	+26.3%	9,187	+22.5%
売上原価率 Cost of sales ratio	70.7%	+2.1pt	72.8%	+2.4pt	71.6%	+0.9pt	72.2%	-0.6pt
売上総利益 Gross profit	5,136	+10.5%	2,799	+16.3%	6,204	+20.8%	3,531	+26.2%
販売費及び一般管理費 Selling, general and administrative expenses	2,584	+43.9%	1,506	+17.4%	2,906	+12.4%	1,689	+12.2%
営業利益 Operating profit	2,551	-10.6%	1,293	+15.1%	3,298	+29.3%	1,842	+42.5%

② 株式会社コプロテクノロジー COPRO TECHNOLOGY. Co., Ltd.

(百万円/million of yen)

	23/3期/FYE2023		24/3期/FYE2024		24/3期/FYE2024		25/3期/FYE2025	
	通期/Full year		上期/1H		通期/Full year		上期/1H	
		前期比 YoY		前期比 YoY		前期比 YoY		前期比 YoY
売上高 Net sales	1,241	+63.8%	837	+61.0%	2,214	+78.4%	1,508	+80.1%
売上原価 Cost of sales	802	+42.7%	572	+66.5%	1,644	+104.9%	1,203	+110.3%
売上原価率 Cost of sales ratio	64.7%	+9.5pt	68.3%	+2.3pt	74.3%	+9.6pt	79.7%	+11.5pt
売上総利益 Gross profit	438	+124.5%	265	+50.2%	569	+29.9%	305	+15.0%
販売費及び一般管理費 Selling, general and administrative expenses	414	+61.5%	276	+40.6%	580	+40.1%	344	+24.6%
営業利益 Operating profit	24	-	-10	-	-10	-	-38	-

(注) 1.株式会社アトモスとバリューアークコンサルティング株式会社は、2023年10月1日をもって統合し、商号を株式会社コプロテクノロジーに変更しております。

2.株式会社コプロテクノロジーは旧バリューアークコンサルティング株式会社の過去実績との合算値を参考として記載しております。

Note:1.ATMOS Co., Ltd. and VALUE ARK CONSULTING Co., Ltd. merged on October 1, 2023, and the corporate name changed to

COPRO TECHNOLOGY. Co., Ltd.

2.COPRO TECHNOLOGY. Co., Ltd. is listed based on the combined total with the past performance of the former VALUE ARC CONSULTING Co., Ltd. for reference.

2. 主要子会社の状況 Business Performance by Subsidiary

建設技術者派遣 Dispatching Business of Construction Technicians

(1) 技術社員の状況 Data on Technicians

① 技術社員数・稼働率等 Number of Technicians, Utilization Rate and Other

	23/3期/FYE2023		24/3期/FYE2024		25/3期/FYE2025		25/3期/FYE2025 (予想/Forecast)	
		前期差 Inc./dec.		前期差 Inc./dec.		前期差 Inc./dec.		前期差 Inc./dec.
採用人数計 / Hired total	1,472	+638	2,024	+552	1,348	-	2,299	+275
新卒/New graduates	56	-	154	+98	117	-37	117	-37
1Q中途採用 / Mid-carrier: 1Q	239	+65	460	+221	726	+266		
2Q中途採用 / Mid-carrier: 2Q	315	+107	458	+143	505	+47		
3Q中途採用 / Mid-carrier: 3Q	415	+202	467	+52	-	-		
4Q中途採用 / Mid-carrier: 4Q	447	+264	485	+38	-	-		
退職人数計 / Turnover total	812	-47	1,233	+421	845	-	1,438	+205
無期雇用社員 / Permanent employees	200	+106	396	+196	504	-		
有期雇用社員 / Fixed-term employees	612	-153	837	+225	341	-		
1Q退職 / Turnover: 1Q	223	-70	361	+138	450	+89		
2Q退職 / Turnover: 2Q	158	-29	283	+125	395	+112		
3Q退職 / Turnover: 3Q	191	+10	299	+108	-	-		
4Q退職 / Turnover: 4Q	240	+42	290	+50	-	-		
純増減 / Net change	+660	-	+791	-	+503	-	+861	-
M&A等による増加 / Increase due to M&A, etc.	+122	-	-	-	-	-		
期末在籍人数計 / Number of technicians	2,777	+782	3,568	+791	4,071	+503	4,429	+861
無期雇用社員 / Permanent employees	1,165	+750	1,840	+675	2,762	+922		
有期雇用社員 / Fixed-term employees	1,612	+32	1,728	+116	1,309	-419		
期中平均稼働率 / Utilization rate (period average)	96.3%	-0.6pt	94.6%	-1.7pt	92.5%	-		

② 定着率・契約継続率等 Retention Rate, Contract Renewal Rate and Other

	24/3期/FYE2024				25/3期/FYE2025		
	1Q	2Q	3Q	4Q	1Q	2Q	前期差 Inc./dec.
定着率 retention rate	89.4%	91.9%	91.9%	92.5%	89.8%	91.2%	-0.7pt
定着率(今期累計) Year-to-date retention rate	89.2%	82.3%	76.2%	72.1%	89.4%	82.8%	+0.5pt
定着率(LTM) Last-twelve-months retention rate	75.0%	73.2%	71.6%	72.1%	72.7%	73.1%	-0.1pt
契約継続率 Contract renewal rate	82.6%	83.6%	84.2%	82.5%	80.3%	82.9%	-0.7pt
ターゲット企業配属率 Target company assignment rate	88.8%	91.3%	93.0%	93.4%	92.0%	90.6%	-0.7pt

- (注) 1. 定着率: 当期(当四半期)末在籍技術者数 ÷ (前期(前四半期)末在籍技術者数 + 当期(当四半期)採用数) × 100
2. 定着率(今期累計): 前4Q末に在籍していた技術者のうち、当該四半期末に在籍している人数の割合。
3. 定着率(LTM): 1年前の四半期末に在籍していた技術者の内、1年後の当該四半期末に在籍している人数の割合。
4. ターゲット企業配属率: 当社が設定するターゲット顧客企業に配属している人数の割合。

- Notes: 1. Retention rate = Number of technicians at the end of the current fiscal year (current quarter) ÷ (Number of technicians at the end of the previous fiscal year (previous quarter) + Number of hired technicians during the current fiscal year (current quarter)) × 100
2. Year-to-date retention rate: Among the technicians who were registered at the end of the previous fourth quarter, the percentage who were still registered at the end of the relevant quarter.
3. Last-twelve-months retention rate: Among the technicians who were registered at the end of the quarter one year ago, the percentage who were still registered at the end of the same quarter one year later.
4. Target company assignment rate: percentage of technicians assigned to target client companies set by the company.

(2) エリア別売上高・業種別売上高 Sales by Area and Industry

(百万円/million of yen)

	23/3期/FYE2023		24/3期/FYE2024		24/3期/FYE2024		25/3期/FYE2025	
	通期/Full year		上期/1H		通期/Full year		上期/1H	
		前期比 YoY		前期比 YoY		前期比 YoY		前期比 YoY
売上高 / Net sales	17,550	+18.3%	10,299	+26.4%	21,883	+24.7%	12,718	+23.5%
北海道 / Hokkaido	744	+16.3%	430	+22.7%	845	+13.5%	492	+14.4%
東北 / Tohoku	1,306	+14.4%	643	+2.8%	1,289	-1.3%	640	-0.6%
関東 / Kanto	6,909	+24.4%	4,315	+36.5%	9,356	+35.4%	5,670	+31.4%
東海・北陸 / Tokai and Hokuriku	3,306	+5.6%	1,755	+11.0%	3,743	+13.2%	2,189	+24.7%
関西 / Kansai	2,763	+30.9%	1,765	+41.3%	3,790	+37.2%	2,229	+26.3%
中国・四国 / Chugoku and Shikoku	1,051	+14.5%	563	+13.2%	1,176	+11.9%	613	+8.9%
九州 / Kyushu	1,469	+9.9%	826	+21.2%	1,681	+14.5%	885	+7.1%
建築 / Construction	5,510	+15.5%	3,297	+30.2%	7,091	+28.7%	3,907	+18.5%
土木 / Civil engineering	2,483	-4.5%	1,397	+21.2%	2,971	+19.7%	1,793	+28.3%
設備 / Facilities	4,914	+41.9%	3,071	+38.9%	6,477	+31.8%	3,973	+29.4%
CAD	1,378	+11.8%	1,167	+80.0%	1,959	+42.2%	820	-29.7%
プラント / Plant	2,455	+13.2%	780	-35.6%	2,052	-16.4%	1,313	+68.2%
その他 / Others	807	+35.9%	583	+49.2%	1,330	+64.8%	909	+55.7%
建設事務 / Construction administration	730	+39.1%	542	+58.0%	1,260	+72.5%	839	+54.9%
人材紹介 / Staffing agency	76	+11.7%	41	-14.7%	68	-10.7%	68	+66.6%
売上PH (期中平均) Sales per head (average for the period)	644	+0.2%	613	-5.0%	611	-5.3%	583	-4.9%

(注) 売上PHは、技術者1人当たりの月次平均売上単価を記載しています。

Note: Sales per head: Average monthly sales per technician

(3) 契約単価の状況 Data on Contact Pricing

(千円/thousand yen)

	23/3期/FYE2023		24/3期/FYE2024		24/3期/FYE2024		25/3期/FYE2025	
	第4四半期/4Q		第2四半期/2Q		第4四半期/4Q		第2四半期/2Q	
		前期差 Inc./dec.		前期差 Inc./dec.		前期差 Inc./dec.		前期差 Inc./dec.
経験年数別契約単価 (四半期末) Monthly contract unit price by years of experience (end of quarter)	537	-23	523	-28	530	-6	523	+0
1年目 / 1st year	427	-17	428	+0	449	+22	434	+6
2年目 / 2nd year	464	+0	460	+0	455	-8	463	+3
3~5年目 / 3rd-5th year	522	+15	522	+0	522	+0	519	-3
6~10年目 / 6th-10th year	580	-1	587	+9	595	+15	594	+7
11年目以上 / 11th year or more	654	+7	664	+15	677	+22	689	+25

(4) 取得案件数 Job Posting Requests

	23/3期/FYE2023		24/3期/FYE2024		24/3期/FYE2024		25/3期/FYE2025	
	通期/Full year		上期/1H		通期/Full year		上期/1H	
		前期比 YoY		前期比 YoY		前期比 YoY		前期比 YoY
取得案件数 Number of job posting requests	35,978	+89.4%	20,441	+41.2%	39,823	+10.7%	23,727	+16.1%

(注) 取得案件数は、顧客企業から依頼を受けた求人募集の件数を集計しています。

Note: The number of job posting requests is calculated based on the number of job offers requested by client companies.

機電・半導体技術者派遣・請負

Dispatching and Contracting Business of Mechanical & Electrical and Semiconductor Engineers

(1) 技術社員の状況 Data on Engineers

① 技術社員数・稼働率 Number of Engineers and Utilization Rate

	23/3期/FYE2023		24/3期/FYE2024		25/3期/FYE2025		25/3期/FYE2025 (予想/Forecast)	
		前期差 Inc./dec.		前期差 Inc./dec.		前期差 Inc./dec.		前期差 Inc./dec.
採用人数 / Hired total	85	+65	118	+33	95	-	207	+89
新卒 / New graduates	1	-	5	+4	15	+10	14	+9
1Q中途採用 / Mid-carrier: 1Q	13	-	24	+11	21	-3		
2Q中途採用 / Mid-carrier: 2Q	23	+21	27	+4	59	+32		
3Q中途採用 / Mid-carrier: 3Q	25	+22	28	+3	-	-		
4Q中途採用 / Mid-carrier: 4Q	23	+8	34	+11	-	-		
退職人数計 / Turnover total	42	+27	54	+12	45	-	49	-5
無期雇用社員 / Permanent employees	26	+14	28	+2	30	-		
有期雇用社員 / Fixed-term employees	16	+13	26	+10	15	-		
1Q退職 / Turnover: 1Q	8	-	13	+5	18	+5		
2Q退職 / Turnover: 2Q	11	+6	9	-2	27	+18		
3Q退職 / Turnover: 3Q	11	+6	17	+6	-	-		
4Q退職 / Turnover: 4Q	12	+7	15	+3	-	-		
純増減 / Net change	+43	-	+64	-	+50	-	+158	-
期末在籍人数計 / Number of engineers	159	+43	223	+64	273	+50	381	+158
期中平均稼働率 / Utilization rate (period average)	97.5%	-1.1pt	97.0%	-0.5pt	91.2%	-		

② 定着率・契約継続率 Retention Rate and Contract Renewal Rate

	24/3期/FYE2024				25/3期/FYE2025		
	1Q	2Q	3Q	4Q	1Q	2Q	前期差 Inc./dec.
定着率 retention rate	93.1%	95.5%	92.3%	93.7%	93.1%	91.0%	-4.5pt
定着率(今期累計) Year-to-date retention rate	93.7%	89.9%	85.4%	82.3%	85.1%	87.6%	-2.3pt
定着率(LTM) Last-twelve-months retention rate	82.8%	84.2%	90.2%	82.3%	92.9%	81.3%	-2.9pt
契約継続率 Contract renewal rate	90.2%	84.7%	82.1%	88.9%	85.6%	80.6%	-4.1pt

- (注) 1. 定着率: 当期(当四半期)末在籍技術者数 ÷ (前期(前四半期)末在籍技術者数 + 当期(当四半期)採用数) × 100
 2. 定着率(今期累計): 前4Q末に在籍していた技術者のうち、当該四半期末に在籍している人数の割合。
 3. 定着率(LTM): 1年前の四半期末に在籍していた技術者の内、1年後の当該四半期末に在籍している人数の割合。

- Notes: 1. Retention rate = Number of technicians at the end of the current fiscal year (current quarter) ÷ (Number of technicians at the end of the previous fiscal year (previous quarter) + Number of hired technicians during the current fiscal year (current quarter)) × 100
 2. Year-to-date retention rate: Among the technicians who were registered at the end of the previous fourth quarter, the percentage who were still registered at the end of the relevant quarter.
 3. Last-twelve-months retention rate: Among the technicians who were registered at the end of the quarter one year ago, the percentage who were still registered at the end of the same quarter one year later.

(2) 業種別売上高 Sales by Industry

(百万円/million of yen)

	24/3期/FYE2024		24/3期/FYE2024		25/3期/FYE2025	
	上期/1H		通期/Full year		上期/1H	
		前期比 YoY		前期比 YoY		前期比 YoY
売上高 / Net sales	664	+55.1%	1,435	+40.5%	839	+26.4%
派遣 / Dispatch business	419	+116.7%	934	+82.6%	546	+30.2%
請負 / Contract business	244	+4.3%	500	-1.7%	293	+19.7%
派遣売上PH(期中平均)(千円) Dispatch business sales per head(thousand of yen)	612	+8.7%	618	+3.2%	598	-2.3%

(3) 契約単価の状況 Data on Contact Pricing

(円/yen)

	24/3期/FYE2024		24/3期/FYE2024		25/3期/FYE2025	
	第2四半期/2Q		通期/Full year		第2四半期/2Q	
		前期差 YoY		前期差 YoY		前期差 YoY
派遣契約時給単価(四半期末) Hourly contract unit price of dispatch business (end of quarter)	3,616	+160	3,612	-59	3,427	-189

IT技術者派遣

Dispatching Business of IT Engineers

(1) 技術社員の状況 Data on Engineers

① 技術社員数・稼働率 Number of Engineers and Utilization Rate

	23/3期/FYE2023		24/3期/FYE2024		25/3期/FYE2025		25/3期/FYE2025 (予想/Forecast)	
		前期差 Inc./dec.		前期差 Inc./dec.		前期差 Inc./dec.		前期差 Inc./dec.
採用人数 / Hired total	68	+52	72	+4	59	-	270	+198
1Q中途採用 / Mid-carrier: 1Q	14	-	21	+7	32	+11		
2Q中途採用 / Mid-carrier: 2Q	22	-	17	-5	27	+10		
3Q中途採用 / Mid-carrier: 3Q	17	+11	17	-	-	-		
4Q中途採用 / Mid-carrier: 4Q	15	+5	17	+2	-	-		
退職人数計 / Turnover total	58	+42	42	-16	59	-	50	+8
1Q退職 / Turnover: 1Q	17	-	12	-5	22	+10		
2Q退職 / Turnover: 2Q	12	-	9	-3	37	+28		
3Q退職 / Turnover: 3Q	6	-3	6	-	-	-		
4Q退職 / Turnover: 4Q	23	+16	15	-8	-	-		
純増減 / Net change	+10	-	+30	-	+0	-	+220	-
M&A等による増加 / Increase due to M&A, etc.	-	-	+8	-	-	-		
期末在籍人数計 / Number of engineers	100	+10	138	+38	138	+0	358	+220
期末稼働率 / Utilization rate (end of quarter)	100.0%	+0.0pt	100.0%	+0.0pt	99.3%	-		

(注)IT技術者派遣の技術者数はフリーランスのエンジニアを含んでおります。

Note: The number of engineers in SES (System Engineering Services) includes freelance engineers.

② 定着率 Retention Rate

	24/3期/FYE2024				25/3期/FYE2025		
	1Q	2Q	3Q	4Q	1Q	2Q	前期差 Inc./dec.
定着率 retention rate	89.3%	100.0%	87.0%	87.7%	89.1%	92.1%	-7.9pt

(注)ITフリーランスを除く派遣技術者のみの数値です。

Note: The retention rate is for dispatched technical employees only, excluding IT freelancers.

3. 株式の状況 Stock Information

(1) 配当金の推移 Dividends per Share

(円/Yen)

	22/3期/FYE2022		23/3期/FYE2023		24/3期/FYE2024		25/3期/FYE2025	
	通期/Full year		通期/Full year		通期/Full year		通期/Full year (予想/Forecast)	
		前期差 Inc./dec.		前期差 Inc./dec.		前期差 Inc./dec.		前期差 Inc./dec.
配当 Dividend	20.0	+1.25	25.0	+5.0	50.0	+25.0	60.0	+10.0
普通配当(中間) Ordinary dividend (interim)	5.0	-	5.0	-	15.0	+10.0	20.0	+5.0
普通配当(期末) Ordinary dividend (year-end)	15.0	+2.5	20.0	+5.0	30.0	+10.0	40.0	+10.0
記念配当(期末) Commemorative dividend (year-end)	-	-1.25	-	-	5.0	+5.0	-	-
配当性向 Dividend payout ratio	39.2%	+4.1pt	53.7%	+14.5pt	64.4%	+10.7pt	65.4%	+1.0pt

(注)1株当たり配当金は2021年4月1日付および2023年10月1日付で実施した1対2の株式分割に伴う影響を加味して遡及修正をしております。

Note: Dividends per share have been retroactively adjusted to reflect the impact of the 2-for-1 share split, which was effected on April 1, 2021 and October 1, 2023.

(2) 大株主の状況 Major Shareholders

2024年9月30日現在 / As of September 30, 2024

氏名又は名称 Name	所有株式数(千株) Number of shares held (1,000 shares)	所有株式数の割合 Ratio of shareholding
株式会社リタメコ RITAMEKO, Co., Ltd.	8,400	44.26%
清川 甲介(代表取締役社長) Kosuke Kiyokawa, Representative director and President, the Company	2,630	13.86%
蔭山 恭一 Individual investor	1,000	5.27%
株式会社日本カストディ銀行(信託口) Custody Bank of Japan, Ltd. (trust account)	569	3.00%
森實 厚裕 Individual investor	330	1.74%
藤巻 正司(社外取締役) Masashi Fujimaki, Outside Director, the Company	200	1.05%
日本マスタートラスト信託銀行株式会社(信託口) The Master Trust Bank of Japan, Ltd. (trust account)	177	0.94%
NOMURA PB NOMINEES LIMITED OMNIBUS - MARGIN (CASHPB)	167	0.88%
モルガン・スタンレーMUFJ証券 MITSUBISHI UFJ MORGAN STANLEY SECURITIES CO., LTD.	149	0.79%
JP JPMSE LUX RE UBS AG LONDON BRANCH EQ CO	128	0.68%

(注)1. 当社は自己株式を1,021,105株保有しておりますが、上記大株主からは除外しております。

2. 所有株式数の割合は、発行済株式数から自己株式数を除いた総数に対する保有割合です。

Notes: 1. The Company holds 1,021,105 shares as treasury stock, but it is not included in the above list.

2. Ratio of shareholding is calculated excluding treasury stock.

(3) 所有者分布 Distribution of Shareholders

2024年9月30日現在 / As of September 30, 2024

	単元 / 100 shares	割合 / ratio
金融機関 / Financial institutions	9,377	4.7%
金融商品取引業者 / Financial instrument business operators	4,730	2.4%
その他法人・自己株式 / Other companies and treasury stock	95,565	47.8%
外国法人等 / Foreign institutions and others	11,650	5.8%
個人その他 / Individuals and others	78,554	39.3%

免責事項及び将来見通しに関する注意事項

この資料は投資の参考に資するため、株式会社コプロ・ホールディングス(以下、当社)の現状をご理解いただくことを目的として、当社が作成したものです。

当資料に記載された内容は、公表日現在において一般的に認識されている経済・社会等の情勢および当社が合理的と判断した一定の前提に基づいて作成されておりますが、経営環境の変化等の事由により、予告なしに変更される可能性があります。

本発表において提供される資料ならびに情報は、いわゆる「見通し情報」(forward-looking statements)を含みます。これらは、現在における見込み、予測およびリスクを伴う想定に基づくものであり、実質的にこれらの記述とは異なる結果を招き得る不確実性を含んでおります。

それらリスクや不確実性には、一般的な業界ならびに市場の状況、金利、通貨為替変動といった一般的な国内および国際的な経済状況が含まれます。

今後、新しい情報・将来の出来事等があった場合であっても、当社は、本発表に含まれる「見通し情報」の更新・修正をおこなう義務を負うものではありません。

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This document has been prepared by COPRO-HOLDINGS Co., Ltd. (the “Company”) to assist investors in understanding the current status of Company.

The information contained in this document is based on economic, social, and other conditions generally recognized as of the date of publication and on certain assumptions deemed reasonable by Company. However, the information may be modified without notice due to changes in the business environment or other factors.

Materials and information provided in this document include so-called “forward-looking statements”. These forward-looking statements are based on current expectations, forecasts and assumptions that involve risks and uncertainties that could cause actual results to differ materially from these statements.

These risks and uncertainties include general industry, market conditions, general domestic and international economic conditions such as interest rate and currency exchange rate fluctuations.

Company undertakes no obligation to update or revise any forward-looking statements contained in this document, whether as a result of new information or future events.