



## 2026年3月期通期決算ファクトブック

Factbook for the Fiscal Year Ended March 31, 2026

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# 1. 連結決算概況 Consolidated Financial Overview

## (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		25/3期/FYE2025		26/3期/FYE2026	
	通期/Full year		通期/Full year		通期/Full year		通期/Full year	
		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%	24,098	+28.2%	30,015	+24.6%	36,661	+22.1%
売上原価 Cost of Sales	13,216	+23.0%	17,323	+31.1%	21,706	+25.3%	26,300	+21.2%
売上原価率 Cost of Sales Ratio	70.3%	+1.4pt	71.9%	+1.6pt	72.3%	+0.4pt	71.7%	-0.6pt
売上総利益 Gross Profit	5,575	+15.1%	6,774	+21.5%	8,308	+22.6%	10,361	+24.7%
販売費及び一般管理費 Selling, General and Administrative Expenses	4,253	+32.0%	4,632	+8.9%	5,544	+19.7%	6,728	+21.4%
営業利益 Operating Profit	1,321	-18.5%	2,141	+62.0%	2,763	+29.1%	3,632	+31.4%
減価償却費 Depreciation Expenses	145	+22.3%	186	+28.3%	340	+82.3%	363	+7.0%
のれん償却費 Amortization of Goodwill	105	+61.9%	109	+3.6%	120	+10.0%	298	+147.6%
株式報酬費用 Share-Based Compensation Expenses	34	-6.3%	0	-100.7%	104	-	-89	-186.5%
償却前営業利益 Operating profit before amortization	1,606	-12.8%	2,437	+51.7%	3,328	+36.5%	4,204	+26.3%
営業外収益 Non-Operating Income	4	+196.6%	73	-	22	-68.6%	99	+333.8%
営業外費用 Non-Operating Expenses	1	-48.5%	3	+92.4%	2	-15.9%	66	-
経常利益 Ordinary Profit	1,324	-18.2%	2,211	+67.0%	2,784	+25.9%	3,665	+31.6%
特別利益 Special Income	0	-99.6%	1	+432.4%	0	-92.8%	239	-
特別損失 Special Expenses	5	-95.7%	0	-100.0%	0	-	2	-
税金等調整前当期純利益 Profit before Income Taxes	1,319	-15.2%	2,213	+67.8%	2,784	+25.8%	3,902	+40.2%
親会社株主に帰属する当期純利益 Profit Attributable to Owners of Parent	864	-10.2%	1,463	+69.3%	1,820	+24.4%	2,880	+58.2%
のれん償却前当期純利益 Profit before Amortization of Goodwill	1,004	-5.7%	1,572	+56.6%	2,045	+30.0%	3,088	+51.0%
1株当たり当期純利益 / 円 Earnings per Share / yen	23.27	-8.8%	38.84	+66.9%	47.73	+22.9%	75.35	+57.9%
のれん償却前1株当たり当期純利益 / 円 Earnings per Share before Amortization of Goodwill / yen	27.03	-4.2%	41.74	+54.4%	53.61	+28.4%	80.80	+50.7%
連結技術者数 Consolidated Number of Technical Staff	2,936	+39.1%	3,791	+29.1%	4,684	+23.6%	7,629	+62.9%

- (注) 1. 償却前営業利益 = 連結営業利益 + のれん償却費 + 減価償却費 + 株式報酬費用  
2. のれん償却前当期純利益 = 連結当期純利益 + のれん償却費 + 株式報酬費用  
3. EPS及びのれん償却前EPSは、2025年10月1日付で実施の1対2の株式分割に伴う影響を遡及修正をしています。  
4. 2026年3月27日付けで事業譲渡したIT技術者派遣事業の技術者数は、グループ在籍技術者数から除外しております。

- Notes: 1. Operating profit before amortization = Consolidated operating profit + Goodwill amortization + Depreciation + Stock award expenses  
2. Profit before goodwill amortization = Consolidated profit + Goodwill amortization + Stock award expenses  
3. EPS and EPS before goodwill amortization have been retroactively revised to take into account the impact of the two-for-one stock split implemented on October 1, 2025.  
4. The number of engineers in the IT engineers dispatching business, which was transferred as of March 27, 2026, is excluded from the number of group technical employees.

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

(百万円/million of yen)

	26/3期/FYE2026							
	第1四半期/1Q		第2四半期/2Q		第3四半期/3Q		第4四半期/4Q	
		前期比 YoY		前期比 YoY		前期比 YoY		前期比 YoY
売上高 Net Sales	8,297	+20.8%	8,683	+18.0%	9,018	+15.7%	10,662	+33.5%
売上原価 Cost of Sales	6,067	+19.6%	6,269	+17.9%	6,445	+15.6%	7,517	+30.9%
売上原価率 Cost of Sales Ratio	73.1%	-0.7pt	72.2%	-0.1pt	71.5%	+0.0pt	70.5%	-1.4pt
売上総利益 Gross Profit	2,230	+23.9%	2,413	+18.4%	2,572	+15.7%	3,145	+39.9%
販売費及び一般管理費 Selling, General and Administrative Expenses	1,611	+16.7%	1,551	+27.3%	1,604	+22.1%	1,961	+20.2%
営業利益 Operating Profit	619	+48.0%	861	+5.2%	968	+6.3%	1,183	+92.2%
減価償却費 Depreciation Expenses	101	+58.9%	71	-3.3%	81	-17.1%	108	+5.1%
のれん償却費 Amortization of Goodwill	29	-2.7%	29	+0.0%	29	+0.0%	208	+597.5%
株式報酬費用 Share-Based Compensation Expenses	27	+625.6%	-1	-	0	-58.1%	-116	-217.9%
償却前営業利益 Operating profit before amortization	778	+50.5%	961	+4.2%	1,080	+3.8%	1,384	+63.3%
連結技術者数 Consolidated Number of Technical Staff	5,024	+19.6%	5,248	+20.8%	5,275	+16.7%	7,629	+62.9%

	25/3期/FYE2025							
	第1四半期/1Q		第2四半期/2Q		第3四半期/3Q		第4四半期/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%	7,797	+22.6%	7,989	+21.0%
売上原価 Cost of Sales	5,071	+27.9%	5,318	+29.5%	5,573	+22.7%	5,742	+22.0%
売上原価率 Cost of Sales Ratio	73.8%	+0.5pt	72.3%	+0.6pt	71.5%	+0.0pt	71.9%	+0.6pt
売上総利益 Gross Profit	1,799	+24.8%	2,037	+25.5%	2,224	+22.5%	2,247	+18.7%
販売費及び一般管理費 Selling, General and Administrative Expenses	1,380	+14.6%	1,218	+8.5%	1,313	+14.6%	1,631	+40.8%
営業利益 Operating Profit	418	+77.2%	819	+63.5%	910	+36.1%	615	-16.3%
減価償却費 Depreciation Expenses	64	+59.5%	74	+61.0%	98	+109.1%	103	+94.3%
のれん償却費 Amortization of Goodwill	30	+16.3%	29	+13.1%	29	+9.2%	29	+2.2%
株式報酬費用 Share-Based Compensation Expenses	3	-	0	-	1	-60.9%	98	-
償却前営業利益 Operating profit before amortization	516	+79.5%	922	+60.7%	1,041	+39.0%	847	+2.6%
連結技術者数 Consolidated Number of Technical Staff	4,202	+31.1%	4,344	+27.8%	4,522	+26.4%	4,684	+23.6%

(注) 1. 償却前営業利益 = 連結営業利益 + のれん償却費 + 減価償却費 + 株式報酬費用

2. 2026年3月27日付けで事業譲渡したIT技術者派遣事業の技術者数は、グループ在籍技術者数から除外しております。

Notes: 1. Operating profit before amortization = Consolidated operating profit + Goodwill amortization + Depreciation + Stock award expenses

2. The number of engineers in the IT engineers dispatching business, which was transferred as of March 27, 2026, is excluded from the number of group technical employees.

## (3) 連結業績予想 Consolidated Financial Forecast

(百万円/million of yen) (百万円/million of yen)

	26/3期/FYE2026		27/3期/FYE2027		27/3期/FYE2027	
	上期/1H	通期 /Full year	上期/1H (予想/Forecast)		通期/Full year (予想/Forecast)	
				前期比 YoY		前期比 YoY
売上高 Net Sales	16,980	36,661	27,500	+61.9%	57,000	+55.5%
売上原価 Cost of Sales	12,336	26,300	19,500	+58.1%	39,000	+48.3%
売上原価率 Cost of Sales Ratio	72.7%	71.7%	70.9%	-1.7pt	68.4%	-3.3pt
売上総利益 Gross Profit	4,643	10,361	8,000	+72.3%	18,000	+73.7%
販売費及び一般管理費 Selling, General and Administrative Expenses	3,162	6,728	7,100	+124.5%	15,000	+122.9%
営業利益 Operating Profit	1,481	3,632	900	-39.2%	3,000	-17.4%
減価償却費 Depreciation Expenses	173	363				
のれん償却費 Amortization of Goodwill	59	298				
株式報酬費用 Share-Based Compensation Expenses	25	-89				
償却前営業利益 Operating profit before amortization	1,739	4,204	2,150	+23.6%	5,500	+30.8%
経常利益 Ordinary Profit	1,480	3,665	670	-54.7%	2,550	-30.4%
税金等調整前当期純利益 Profit before Income Taxes	1,480	3,902				
親会社株主に帰属する当期純利益 Profit Attributable to Owners of Parent	935	2,880	436	-53.5%	1,658	-42.5%
のれん償却前当期純利益 Profit before Amortization of Goodwill	1,021	3,088	1,552	+51.9%	3,942	+27.6%
1株当たり当期純利益 / 円 Earnings per Share / yen	24.52	75.35	11.36	-53.6%	43.25	-42.6%
のれん償却前1株当たり当期純利益 / 円 Earnings per Share before Amortization of Goodwill / yen	26.76	80.80	40.49	+51.3%	102.86	+27.3%
連結技術者数 Consolidated Number of Technical Staff	5,248	7,629	-	-	8,389	+10.0%

(注) 1. 償却前営業利益 = 連結営業利益 + のれん償却費 + 減価償却費 + 株式報酬費用

2. のれん償却前当期純利益 = 連結当期純利益 + のれん償却費 + 株式報酬費用

3. EPS及びのれん償却前EPSは、2025年10月1日付で実施の1対2の株式分割に伴う影響を遡及修正をしています。

4. 2026年3月27日付けで事業譲渡したIT技術者派遣事業の技術者数は、グループ在籍技術者数から除外しております。

Notes: 1. Operating profit before amortization = Consolidated operating profit + Goodwill amortization + Depreciation + Stock award expenses

2. Profit before goodwill amortization = Consolidated profit + Goodwill amortization + Stock award expenses

3. EPS and EPS before goodwill amortization have been retroactively revised to take into account the impact of the two-for-one stock split implemented on October 1, 2025.

4. The number of engineers in the IT engineers dispatching business, which was transferred as of March 27, 2026, is excluded from the number of group technical employees.

## (4) 連結貸借対照表 Consolidated Balance Sheet

(百万円/million of yen)

	24/3期/FYE2024		25/3期/FYE2025		26/3期/FYE2026		
	第4四半期/4Q		第4四半期/4Q		第4四半期/4Q		
		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	12,150	+2,155	13,057	+906	47,471	+34,413	+263.6%
流動資産 Current Assets	9,890	+2,138	10,778	+888	16,819	+6,041	+56.0%
現預金 Cash and Deposits	5,949	+1,542	6,190	+241	8,864	+2,674	+43.2%
売上債権 Notes and Accounts Receivable	3,524	+625	4,140	+615	6,675	+2,534	+61.2%
その他 Others	415	-29	447	+31	1,281	+834	+186.6%
固定資産 Non-Current Assets	2,260	+17	2,279	+18	30,651	+28,372	-
有形固定資産 Property, Plant and Equipment	586	+2	598	+12	1,162	+564	+94.3%
無形固定資産 Intangible Assets	1,074	+86	869	-204	28,202	+27,332	-
のれん Goodwill	656	-18	555	-100	27,809	+27,253	-
その他 Others	418	+105	314	-104	392	+78	+25.1%
投資その他の資産計 Investments and Other Assets	599	-72	811	+211	1,286	+475	+58.7%
負債合計 Total Liabilities	4,034	+1,151	4,657	+623	37,545	+32,888	+706.1%
流動負債 Current Liabilities	3,849	+1,132	4,427	+577	36,897	+32,470	+733.5%
固定負債 Non-Current Liabilities	185	+19	230	+45	647	+417	+181.2%
純資産 Net Assets	8,116	+1,004	8,399	+283	9,925	+1,525	+18.2%
自己資本 Shareholders' Equity	8,059	+1,017	8,252	+193	9,891	+1,639	+19.9%
その他 Others	57	-13	147	+90	33	-114	-77.6%
有利子負債 Interest-Bearing Liabilities	-	-1	-	-	29,277	+29,277	-

## (5) 子会社別業績 Financial Results by Subsidiaries

※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 shown after consolidation adjustments, which eliminate 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		25/3期/FYE2025		26/3期/FYE2026	
	通期/Full year		通期/Full year		通期/Full year		通期/Full year	
		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%	21,883	+24.7%	26,739	+22.2%	31,396	+17.4%
売上原価 Cost of Sales	12,413	+21.9%	15,679	+26.3%	19,059	+21.6%	22,248	+16.7%
売上原価率 Cost of Sales Ratio	70.7%	+2.1pt	71.6%	+0.9pt	71.3%	-0.4pt	70.9%	-0.4pt
売上総利益 Gross Profit	5,136	+10.5%	6,204	+20.8%	7,679	+23.8%	9,148	+19.1%
販売費及び一般管理費 Selling, General and Administrative Expenses	2,584	+43.9%	2,906	+12.4%	3,625	+24.7%	4,222	+16.5%
営業利益 Operating Profit	2,551	-10.6%	3,298	+29.3%	4,054	+22.9%	4,926	+21.5%

### 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		25/3期/FYE2025		26/3期/FYE2026	
	通期/Full year		通期/Full year		通期/Full year		通期/Full year	
		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%	2,214	+78.4%	3,275	+47.9%	3,668	+12.0%
売上原価 Cost of Sales	802	+42.7%	1,644	+104.9%	2,646	+60.9%	2,927	+10.6%
売上原価率 Cost of Sales Ratio	64.7%	-9.5pt	74.3%	+9.6pt	80.8%	+6.5pt	79.8%	-1.0pt
売上総利益 Gross Profit	438	+124.5%	569	+29.9%	628	+10.4%	741	+17.8%
販売費及び一般管理費 Selling, General and Administrative Expenses	414	+61.5%	580	+40.1%	676	+16.5%	748	+10.7%
営業利益 Operating Profit	24	-	-10	-	-47	-	-7	-

(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。

Notes:1. ATMOS Co., Ltd. and VALUE ARK CONSULTING Co., Ltd. merged on October 1, 2023, and the company name was changed to COPRO TECHNOLOGY. Co., Ltd.

2. COPRO TECHNOLOGY. Co., Ltd. presents combined figures including the historical performance of the former VALUE ARK CONSULTING Co., Ltd. for reference purposes.

## 2. 主要子会社の状況 Business Performance of Major Subsidiaries

### 建設技術者派遣 Dispatching Business for Construction Technicians

#### (1) 技術社員の状況 Technicians Employment Data

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

	24/3期/FYE2024		25/3期/FYE2025		26/3期/FYE2026		27/3期/FYE2027 (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 / Total Number of Hires	2,024	+552	2,379	+355	2,500	+121	3,792	+1,292
新卒 / New Graduates	154	+98	117	-37	130	+13	170	+40
1Q中途採用 / Mid-carrier Recruitment: 1Q	460	+221	726	+266	699	-27		
2Q中途採用 / Mid-carrier Recruitment: 2Q	458	+143	505	+47	717	+212		
3Q中途採用 / Mid-carrier Recruitment: 3Q	467	+52	506	+39	530	+24		
4Q中途採用 / Mid-carrier Recruitment: 4Q	485	+38	525	+40	424	-101		
退職人数計 / Total Number of Employee Turnover	1,233	+421	1,595	+362	1,996	+401	3,172	+1,176
無期雇用社員 / Permanent Employees	396	+196	1,095	+699	1,681	+586		
有期雇用社員 / Fixed-term Employees	837	+225	500	-337	315	-185		
1Q退職 / Employee Turnover: 1Q	361	+138	450	+89	517	+67		
2Q退職 / Employee Turnover: 2Q	283	+125	395	+112	496	+101		
3Q退職 / Employee Turnover: 3Q	299	+108	365	+66	511	+146		
4Q退職 / Employee Turnover: 4Q	290	+50	385	+95	472	+87		
純増減 / Net Change	+791	-	+784	-	+504	-	+620	-
M&A等による増加 / Increase due to M&A, etc.	-	-	-	-	+2,364	-		
期末在籍人数計 Total Number of Technicians at the Fiscal Year End	3,568	+791	4,352	+784	7,220	+2,868	7,840	+620
無期雇用社員 / Permanent Employees	1,840	+675	3,498	+1,658	4,542	+1,044		
有期雇用社員 / Fixed-term Employees	1,728	+116	854	-874	2,678	+1,824		
期中平均稼働率 / Average Utilization Rate	94.6%	-1.7pt	93.8%	-0.8pt	92.3%	-1.5pt	92.4%	+0.1pt

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

	25/3期/FYE2025				26/3期/FYE2026				前期差 Inc./dec.
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	
定着率 Retention Rate	89.8%	91.2%	92.0%	91.9%	90.0%	90.8%	90.6%	91.1%	-0.7pt
契約継続率 Contract Renewal Rate	80.3%	82.9%	83.1%	80.6%	81.9%	83.0%	82.2%	78.4%	-2.2pt
ターゲット企業配属率 Target Company Assignment Rate	92.0%	90.6%	89.5%	89.4%	89.1%	87.1%	89.8%	90.4%	+1.0pt

(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. 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. Target company assignment rate: The percentage of technicians assigned to client companies designated as targets by the Company.

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

(百万円/million of yen)

	23/3期/FYE2023		24/3期/FYE2024		25/3期/FYE2025		26/3期/FYE2026	
	通期/Full year		通期/Full year		通期/Full year		通期/Full year	
		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%	21,883	+24.7%	26,739	+22.2%	31,396	+17.4%
北海道 / Hokkaido	744	+16.3%	845	+13.5%	1,022	+21.0%	1,193	+16.7%
東北 / Tohoku	1,306	+14.4%	1,289	-1.3%	1,303	+1.1%	1,452	+11.4%
関東 / Kanto	6,909	+24.4%	9,356	+35.4%	12,053	+28.8%	15,007	+24.5%
東海・北陸 / Tokai and Hokuriku	3,306	+5.6%	3,743	+13.2%	4,507	+20.4%	5,068	+12.4%
関西 / Kansai	2,763	+30.9%	3,790	+37.2%	4,670	+23.2%	5,298	+13.4%
中国・四国 / Chugoku and Shikoku	1,051	+14.5%	1,176	+11.9%	1,297	+10.3%	1,389	+7.1%
九州 / Kyushu	1,469	+9.9%	1,681	+14.5%	1,884	+12.1%	1,987	+5.5%
建築 / Building Construction	5,510	+15.5%	7,091	+28.7%	8,182	+15.4%	9,362	+14.4%
土木 / Civil Engineering	2,483	-4.5%	2,971	+19.7%	3,737	+25.8%	4,167	+11.5%
設備 / Facilities	4,914	+41.9%	6,477	+31.8%	8,536	+31.8%	10,297	+20.6%
CAD	1,378	+11.8%	1,959	+42.2%	1,678	-14.3%	1,877	+11.8%
プラント / Plant	2,455	+13.2%	2,052	-16.4%	2,659	+29.6%	2,853	+7.3%
その他 / Others	807	+35.9%	1,330	+64.8%	1,944	+46.1%	2,837	+45.9%
建設事務 / Construction Office Work	730	+39.1%	1,260	+72.5%	1,810	+43.6%	2,609	+44.1%
人材紹介 / Recruitment Services	76	+11.7%	68	-10.7%	131	+91.3%	225	+71.2%
売上PH (期中平均) Average Sales per Technician for the Period	644	+0.2%	611	-5.3%	582	-4.6%	591	+1.4%

(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: Average Sales per Technician for the Period represents the average monthly sales per technician.

## (3) 契約単価の状況 Contract Unit Pricing Status

(千円/thousand yen)

	23/3期/FYE2023		24/3期/FYE2024		25/3期/FYE2025		26/3期/FYE2026	
	第4四半期/4Q		第4四半期/4Q		第4四半期/4Q		第4四半期/4Q	
		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	530	-6	529	-1	547	+18
1年目 / 1st year	427	-17	449	+22	444	-5	467	+23
2年目 / 2nd year	464	+0	455	-8	469	+14	483	+13
3年目 / 3rd year	498	+2	498	+0	485	-12	506	+21
4~5年目 / 4th-5th year	536	+10	538	+2	530	-8	533	+3
6~10年目 / 6th-10th year	577	+7	594	+17	600	+5	613	+12
11年目以上 / 11th year or more	654	+11	675	+21	700	+24	719	+19

## (4) 取得案件数 Number of Client Requests for Technicians

	23/3期/FYE2023		24/3期/FYE2024		25/3期/FYE2025		26/3期/FYE2026	
	第4四半期/4Q		第4四半期/4Q		第4四半期/4Q		第4四半期/4Q	
		前期比 YoY		前期比 YoY		前期比 YoY		前期比 YoY
取得案件数 Number of Client Requests for Technicians	35,978	+89.4%	39,823	+10.7%	63,431	+59.3%	70,635	+11.4%

(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 client requests for technicians is calculated based on the number of job postings requested by client companies.

## 機電・半導体技術者派遣

### Dispatching Business for Electrical, Mechanical, and Semiconductor Engineers

#### (1) 技術社員の状態 Engineers Employment Data

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

	24/3期/FYE2024		25/3期/FYE2025		26/3期/FYE2026		27/3期/FYE2027 (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 / Total Number of Hires	118	+33	192	+74	184	-8	235	+51
新卒 / New Graduates	5	+4	15	+10	17	+2	35	+18
1Q中途採用 / Mid-carrier Recruitment: 1Q	24	+11	21	-3	32	+11		
2Q中途採用 / Mid-carrier Recruitment: 2Q	27	+4	59	+32	37	-22		
3Q中途採用 / Mid-carrier Recruitment: 3Q	28	+3	52	+24	38	-14		
4Q中途採用 / Mid-carrier Recruitment: 4Q	34	+11	45	+11	60	+15		
退職人数計 / Total Number of Employee Turnover	54	+12	83	+29	107	+24	95	-12
無期雇用社員 / Permanent Employees	28	+2	61	+33	102	+41		
有期雇用社員 / Fixed-term Employees	26	+10	22	-4	5	-17		
1Q退職 / Employee Turnover: 1Q	13	+5	18	+5	21	+3		
2Q退職 / Employee Turnover: 2Q	9	-2	27	+18	34	+7		
3Q退職 / Employee Turnover: 3Q	17	+6	15	-2	30	+15		
4Q退職 / Employee Turnover: 4Q	15	+3	23	+8	22	-1		
純増減 / Net Change	+64	-	+109	-	+77	-	+140	-
期末在籍人数計 Total Number of Engineers at the Fiscal Year End	223	+64	332	+109	409	+77	549	+140
期中平均稼働率 Average Utilization Rate for the Period	97.0%	-0.5pt	90.8%	-6.2pt	91.8%	+1.0pt	96.5%	+4.7pt

##### ② 機電・半導体技術者の内訳 Breakdown of Engineers by Specialty (Electrical, Mechanical, and Semiconductor)

	25/3期/FYE2025				26/3期/FYE2026				前期差 Inc./dec.
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	
期末在籍人数計 Total Number of Engineers at the Fiscal Year End	241	273	310	332	360	363	371	409	+77
機電技術社員数 Number of Electrical and Mechanical Engineers	203	193	189	192	202	216	215	222	+30
半導体技術社員数 Number of Semiconductor Engineers	38	80	121	140	158	147	156	187	+47

##### ③ 定着率・契約継続率 Retention Rate and Contract Renewal Rate

	25/3期/FYE2025				26/3期/FYE2026				前期差 Inc./dec.
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	
定着率 Retention Rate	93.1%	91.0%	95.4%	93.5%	94.7%	91.4%	92.5%	94.9%	+1.4pt
契約継続率 Contract Renewal Rate	85.6%	80.6%	89.3%	85.5%	88.0%	87.8%	90.0%	89.6%	+4.1pt

(注) 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

Note: 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) 業種別売上高 Sales by Industry

(百万円/million of yen)

	24/3期/FYE2024		25/3期/FYE2025		26/3期/FYE2026	
	通期/Full year		通期/Full year		通期/Full year	
		前期比 YoY		前期比 YoY		前期比 YoY
売上高 / Net Sales	1,435	+40.5%	1,842	+28.4%	2,444	+32.7%
内、機電 / Electrical and Mechanical equipment	1,372	+43.4%	1,463	+6.7%	1,501	+2.5%
内、半導体 / Semiconductor equipment	62	-2.4%	378	+502.1%	943	+149.5%
売上PH (期中平均)(千円) Average Sales per Engineer for the Period (thousand yen)	632	-0.6%	601	-4.8%	596	-1.0%

## (3) 契約単価の状況 Contract Unit Pricing Status

(円/yen)

	24/3期/FYE2024		25/3期/FYE2025		26/3期/FYE2026	
	第4四半期/4Q		第4四半期/4Q		第4四半期/4Q	
		前期差 YoY		前期差 YoY		前期差 YoY
派遣契約時給単価(四半期末) Dispatch Contract Hourly Rate at the End of the Quarter	3,612	-59	3,388	-224	3,348	-39

### 3. 株式の状況 Stock Information

#### (1) 配当金の推移 Dividend per Share

(円/円)

	24/3期/FYE2024		25/3期/FYE2025		26/3期/FYE2026		27/3期/FYE2027	
	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 Dividends	25.0	+12.5	30.0	+5.0	40.0	+10.0	45.0	+5.0
普通配当(中間) Interim Ordinary Dividend	7.5	+5.0	10.0	+2.5	15.0	+5.0	15.0	+0.0
普通配当(期末) Year-end Ordinary Dividend	15.0	+5.0	20.0	+5.0	25.0	+5.0	30.0	+5.0
記念配当(期末) Year-end Special Dividend	2.5	-	-	-	-	-	-	-
配当性向 Dividend Payout Ratio	64.4%	+10.7pt	62.9%	-1.5pt	53.1%	-9.8pt	104.0%	+50.9pt

(注)1株当たり配当金は2025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: Dividends Per Share has been retroactively adjusted to reflect the impact of the 2-for-1 stock split effective October 1, 2025.

#### (2) 大株主の状況 Major Shareholders

2026年3月31日現在 / As of March 31, 2026

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 Shareholding Ratio
株式会社リタメコ RITAMEKO Co., Ltd.	16,800	43.84%
清川 甲介(当社代表取締役社長) Kosuke Kiyokawa, Representative Director and President, the Company	5,260	13.73%
蔭山 恭一 Individual Investor	2,000	5.22%
森實 厚裕 Individual Investor	800	2.09%
株式会社日本カストディ銀行(信託口) Custody Bank of Japan, Ltd. (Trust Account)	606	1.58%
藤巻 正司 Individual Investor	360	0.94%
NOMURA PB NOMINEES LIMITED OMNIBUS-MARGIN (CASH PB)	300	0.78%
越川 裕介(当社常務取締役) Yusuke Koshikawa, Managing Director, the Company	244	0.64%
登倉 義博 Individual Investor	240	0.63%
楽天証券株式会社共有口 Rakuten Securities, Inc. (Joint Account)	237	0.62%

(注)1. 当社は自己株式を1,675,922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 1,675,922 shares as treasury stock; however, these shares are excluded from the above list of major shareholders.

2. The shareholding ratio is calculated based on the total number of outstanding shares, excluding treasury stock.

#### (3) 所有者分布 Shareholding Distribution

2026年3月31日現在 / As of March 31, 2026

	単元 / 100 shares	割合 / ratio
金融機関 / Financial Institutions	6,150	1.5%
金融商品取引業者 / Securities Firms	9,654	2.4%
その他法人・自己株式 / Other Companies and Treasury Stock	190,442	47.7%
外国法人等 / Foreign Institutions and Others	14,470	3.6%
個人その他 / Individuals and Others	178,927	44.8%

## 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。

## Disclaimer and Forward-Looking Statements

This document has been prepared by COPRO-HOLDINGS Co., Ltd. (the “Company”) for the purpose of providing investors with a better understanding of the Company’s current situation.

The information contained herein is based on economic, social, and other conditions generally recognized as of the date of publication, as well as on certain assumptions deemed reasonable by the Company. Please be advised that this information may be subject to change without prior notice due to changes in the business environment or other relevant factors.

This document also contains forward-looking statements. These statements are based on the Company’s current expectations, projections, and assumptions, and inherently involve risks and uncertainties. Actual results may differ materially from those expressed or implied in such statements.

These risks and uncertainties may include, but are not limited to, general industry and market trends, interest rate and currency exchange fluctuations, and broader domestic and global economic conditions.

Please note that even if new information or future events arise, the Company assumes no obligation to update or revise any forward-looking statements contained in this document.