



## 2027年3月期第1四半期決算ファクトブック

Factbook for the 1st Quarter of the Fiscal Year Ending March 31, 2027

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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 Overview

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

(百万円/million of yen)

|                                                                                  | 25/3期/FYE2025 |            | 26/3期/FYE2026 |            | 26/3期/FYE2026 |            | 27/3期/FYE2027 |            |
|----------------------------------------------------------------------------------|---------------|------------|---------------|------------|---------------|------------|---------------|------------|
|                                                                                  | 通期/Full year  |            | 第1四半期/1Q      |            | 通期/Full year  |            | 第1四半期/1Q      |            |
|                                                                                  |               | 前期比<br>YoY |               | 前期比<br>YoY |               | 前期比<br>YoY |               | 前期比<br>YoY |
| 売上高<br>Net Sales                                                                 | 30,015        | +24.6%     | 8,297         | +20.8%     | 36,661        | +22.1%     | 13,939        | +68.0%     |
| 売上原価<br>Cost of Sales                                                            | 21,706        | +25.3%     | 6,067         | +19.6%     | 26,300        | +21.2%     | 9,789         | +61.3%     |
| 売上原価率<br>Cost of Sales Ratio                                                     | 72.3%         | +0.4pt     | 73.1%         | -0.7pt     | 71.7%         | -0.6pt     | 70.2%         | -2.9pt     |
| 売上総利益<br>Gross Profit                                                            | 8,308         | +22.6%     | 2,230         | +23.9%     | 10,361        | +24.7%     | 4,150         | +86.1%     |
| 販売費及び一般管理費<br>Selling, General and Administrative Expenses                       | 5,544         | +19.7%     | 1,611         | +16.7%     | 6,728         | +21.4%     | 3,190         | +98.0%     |
| 営業利益<br>Operating Profit                                                         | 2,763         | +29.1%     | 619           | +48.0%     | 3,632         | +31.4%     | 960           | +55.1%     |
| 減価償却費<br>Depreciation Expenses                                                   | 340           | +82.3%     | 101           | +58.9%     | 363           | +7.0%      | 67            | -33.5%     |
| のれん償却費<br>Amortization of Goodwill                                               | 120           | +10.0%     | 29            | -2.7%      | 298           | +147.6%    | 541           | -          |
| 株式報酬費用<br>Share-Based Compensation Expenses                                      | 104           | -          | 27            | +625.6%    | -89           | -186.5%    | 1             | -95.7%     |
| 償却前営業利益<br>Operating profit before amortization                                  | 3,328         | +36.5%     | 778           | +50.5%     | 4,204         | +26.3%     | 1,570         | +101.9%    |
| 営業外収益<br>Non-Operating Income                                                    | 22            | -68.6%     | 2             | -85.7%     | 99            | +333.8%    | 7             | +241.7%    |
| 営業外費用<br>Non-Operating Expenses                                                  | 2             | -15.9%     | 7             | -          | 66            | -          | 127           | -          |
| 経常利益<br>Ordinary Profit                                                          | 2,784         | +25.9%     | 614           | +42.0%     | 3,665         | +31.6%     | 840           | +36.8%     |
| 特別利益<br>Special Income                                                           | 0             | -92.8%     | -             | -          | 239           | -          | 0             | -          |
| 特別損失<br>Special Expenses                                                         | 0             | -          | -             | -          | 2             | -          | -             | -          |
| 税金等調整前当期純利益<br>Profit before Income Taxes                                        | 2,784         | +25.8%     | 614           | +42.0%     | 3,902         | +40.2%     | 840           | +36.8%     |
| 親会社株主に帰属する当期純利益<br>Profit Attributable to Owners of Parent                       | 1,820         | +24.4%     | 379           | +42.9%     | 2,880         | +58.2%     | 362           | -4.7%      |
| のれん償却前当期純利益<br>Profit before Amortization of Goodwill                            | 2,045         | +30.0%     | 436           | +45.5%     | 3,088         | +51.0%     | 904           | +107.0%    |
| 1株当たり当期純利益 / 円<br>Earnings per Share / yen                                       | 47.73         | +22.9%     | 9.97          | +44.2%     | 75.35         | +57.9%     | 9.45          | -5.2%      |
| のれん償却前1株当たり当期純利益 / 円<br>Earnings per Share before Amortization of Goodwill / yen | 53.61         | +28.4%     | 11.46         | +46.8%     | 80.80         | +50.7%     | 23.60         | +105.9%    |
| 連結技術者数<br>Consolidated Number of Technical Staff                                 | 4,684         | +23.6%     | 5,024         | +19.6%     | 7,629         | +62.9%     | 7,839         | +56.0%     |

(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

4. EPS and EPS before goodwill amortization have been retroactively revised to take into account the impact of the two-for-one stock split

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)

|                                                            | 27/3期/FYE2027 |            |          |            |          |            |          |            |
|------------------------------------------------------------|---------------|------------|----------|------------|----------|------------|----------|------------|
|                                                            | 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<br>YoY |          | 前期比<br>YoY |          | 前期比<br>YoY |          | 前期比<br>YoY |
| 売上高<br>Net Sales                                           | 13,939        | +68.0%     | -        | -          | -        | -          | -        | -          |
| 売上原価<br>Cost of Sales                                      | 9,789         | +61.3%     | -        | -          | -        | -          | -        | -          |
| 売上原価率<br>Cost of Sales Ratio                               | 70.2%         | -2.9pt     | -        | -          | -        | -          | -        | -          |
| 売上総利益<br>Gross Profit                                      | 4,150         | +86.1%     | -        | -          | -        | -          | -        | -          |
| 販売費及び一般管理費<br>Selling, General and Administrative Expenses | 3,190         | +98.0%     | -        | -          | -        | -          | -        | -          |
| 営業利益<br>Operating Profit                                   | 960           | +55.1%     | -        | -          | -        | -          | -        | -          |
| 減価償却費<br>Depreciation Expenses                             | 67            | -33.5%     | -        | -          | -        | -          | -        | -          |
| のれん償却費<br>Amortization of Goodwill                         | 541           | -          | -        | -          | -        | -          | -        | -          |
| 株式報酬費用<br>Share-Based Compensation Expenses                | 1             | -95.7%     | -        | -          | -        | -          | -        | -          |
| 償却前営業利益<br>Operating profit before amortization            | 1,570         | +101.9%    | -        | -          | -        | -          | -        | -          |
| 連結技術者数<br>Consolidated Number of Technical Staff           | 7,839         | +56.0%     | -        | -          | -        | -          | -        | -          |

|                                                            | 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<br>YoY |          | 前期比<br>YoY |          | 前期比<br>YoY |          | 前期比<br>YoY |
| 売上高<br>Net Sales                                           | 8,297         | +20.8%     | 8,683    | +18.0%     | 9,018    | +15.7%     | 10,662   | +33.5%     |
| 売上原価<br>Cost of Sales                                      | 6,067         | +19.6%     | 6,269    | +17.9%     | 6,445    | +15.6%     | 7,517    | +30.9%     |
| 売上原価率<br>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<br>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<br>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<br>Operating Profit                                   | 619           | +48.0%     | 861      | +5.2%      | 968      | +6.3%      | 1,183    | +92.2%     |
| 減価償却費<br>Depreciation Expenses                             | 101           | +58.9%     | 71       | -3.3%      | 81       | -17.1%     | 108      | +5.1%      |
| のれん償却費<br>Amortization of Goodwill                         | 29            | -2.7%      | 29       | +0.0%      | 29       | +0.0%      | 208      | +597.5%    |
| 株式報酬費用<br>Share-Based Compensation Expenses                | 27            | +625.6%    | -1       | -          | 0        | -58.1%     | -116     | -217.9%    |
| 償却前営業利益<br>Operating profit before amortization            | 778           | +50.5%     | 961      | +4.2%      | 1,080    | +3.8%      | 1,384    | +63.3%     |
| 連結技術者数<br>Consolidated Number of Technical Staff           | 5,024         | +19.6%     | 5,248    | +20.8%     | 5,275    | +16.7%     | 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

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

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)

|                                                                                  | 26/3期/FYE2026 |                  | 27/3期/FYE2027            |            | 27/3期/FYE2027                   |            |
|----------------------------------------------------------------------------------|---------------|------------------|--------------------------|------------|---------------------------------|------------|
|                                                                                  | 上期/1H         | 通期<br>/Full year | 上期/1H<br>(修正予想/Forecast) | 前期比<br>YoY | 通期/Full year<br>(修正予想/Forecast) | 前期比<br>YoY |
| 売上高<br>Net Sales                                                                 | 16,980        | 36,661           | 28,150                   | +65.8%     | 57,650                          | +57.2%     |
| 売上原価<br>Cost of Sales                                                            | 12,336        | 26,300           | 19,750                   | +60.1%     | 40,000                          | +52.1%     |
| 売上原価率<br>Cost of Sales Ratio                                                     | 72.7%         | 71.7%            | 70.2%                    | -2.5pt     | 69.4%                           | -2.3pt     |
| 売上総利益<br>Gross Profit                                                            | 4,643         | 10,361           | 8,400                    | +80.9%     | 17,650                          | +70.3%     |
| 販売費及び一般管理費<br>Selling, General and Administrative Expenses                       | 3,162         | 6,728            | 6,630                    | +109.6%    | 13,775                          | +104.7%    |
| 営業利益<br>Operating Profit                                                         | 1,481         | 3,632            | 1,770                    | +19.5%     | 3,875                           | +6.7%      |
| 減価償却費<br>Depreciation Expenses                                                   | 173           | 363              |                          |            |                                 |            |
| のれん償却費<br>Amortization of Goodwill                                               | 59            | 298              |                          |            |                                 |            |
| 株式報酬費用<br>Share-Based Compensation Expenses                                      | 25            | -89              |                          |            |                                 |            |
| 償却前営業利益<br>Operating profit before amortization                                  | 1,739         | 4,204            | 2,990                    | +71.8%     | 6,340                           | +50.8%     |
| 経常利益<br>Ordinary Profit                                                          | 1,480         | 3,665            | 1,536                    | +3.8%      | 3,426                           | -6.5%      |
| 税金等調整前当期純利益<br>Profit before Income Taxes                                        | 1,480         | 3,902            |                          |            |                                 |            |
| 親会社株主に帰属する当期純利益<br>Profit Attributable to Owners of Parent                       | 935           | 2,880            | 710                      | -24.1%     | 1,660                           | -42.4%     |
| のれん償却前当期純利益<br>Profit before Amortization of Goodwill                            | 1,021         | 3,088            | 1,790                    | +75.3%     | 3,829                           | +24.0%     |
| 1株当たり当期純利益 / 円<br>Earnings per Share / yen                                       | 24.52         | 75.35            | 18.52                    | -24.5%     | 43.31                           | -42.5%     |
| のれん償却前1株当たり当期純利益 / 円<br>Earnings per Share before Amortization of Goodwill / yen | 26.76         | 80.80            | 46.70                    | +74.5%     | 99.89                           | +23.6%     |
| 連結技術者数<br>Consolidated Number of Technical Staff                                 | 5,248         | 7,629            | -                        | -          | 7,845                           | +2.8%      |

(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)

|                                           | 25/3期/FYE2025 |                   | 26/3期/FYE2026 |                   | 27/3期/FYE2027 |                   |                   |
|-------------------------------------------|---------------|-------------------|---------------|-------------------|---------------|-------------------|-------------------|
|                                           | 第4四半期/4Q      |                   | 第4四半期/4Q      |                   | 第1四半期/1Q      |                   |                   |
|                                           |               | 前期末差<br>Inc./dec. |               | 前期末差<br>Inc./dec. |               | 前期末差<br>Inc./dec. | 前期末比<br>Inc./dec. |
| 資産合計<br>Total Assets                      | 13,057        | +906              | 47,471        | +34,413           | 46,259        | -1,211            | -2.6%             |
| 流動資産<br>Current Assets                    | 10,778        | +888              | 16,819        | +6,041            | 16,288        | -531              | -3.2%             |
| 現預金<br>Cash and Deposits                  | 6,190         | +241              | 8,864         | +2,674            | 8,012         | -852              | -9.6%             |
| 売上債権<br>Notes and Accounts Receivable     | 4,140         | +615              | 6,675         | +2,534            | 7,097         | +422              | +6.3%             |
| その他<br>Others                             | 447           | +31               | 1,281         | +834              | 1,178         | -102              | -8.0%             |
| 固定資産<br>Non-Current Assets                | 2,279         | +18               | 30,651        | +28,372           | 29,971        | -679              | -2.2%             |
| 有形固定資産<br>Property, Plant and Equipment   | 598           | +12               | 1,162         | +564              | 1,299         | +137              | +11.8%            |
| 無形固定資産<br>Intangible Assets               | 869           | -204              | 28,202        | +27,332           | 27,582        | -619              | -2.2%             |
| のれん<br>Goodwill                           | 555           | -100              | 27,809        | +27,253           | 27,108        | -700              | -2.5%             |
| その他<br>Others                             | 314           | -104              | 392           | +78               | 473           | +81               | +20.6%            |
| 投資その他の資産計<br>Investments and Other Assets | 811           | +211              | 1,286         | +475              | 1,088         | -197              | -15.4%            |
| 負債合計<br>Total Liabilities                 | 4,657         | +623              | 37,545        | +32,888           | 36,928        | -617              | -1.6%             |
| 流動負債<br>Current Liabilities               | 4,427         | +577              | 36,897        | +32,470           | 36,466        | -431              | -1.2%             |
| 固定負債<br>Non-Current Liabilities           | 230           | +45               | 647           | +417              | 462           | -185              | -28.7%            |
| 純資産<br>Net Assets                         | 8,399         | +283              | 9,925         | +1,525            | 9,331         | -593              | -6.0%             |
| 自己資本<br>Shareholders' Equity              | 8,252         | +193              | 9,891         | +1,639            | 9,298         | -593              | -6.0%             |
| その他<br>Others                             | 147           | +90               | 33            | -114              | 33            | +0                | +0.4%             |
| 有利子負債<br>Interest-Bearing Liabilities     | -             | -                 | 29,277        | +29,277           | 29,278        | +1                | +0.0%             |

## (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)

|                                                            | 25/3期/FYE2025 |            | 26/3期/FYE2026 |            | 26/3期/FYE2026 |            | 27/3期/FYE2027 |            |
|------------------------------------------------------------|---------------|------------|---------------|------------|---------------|------------|---------------|------------|
|                                                            | 通期/Full year  |            | 第1四半期/1Q      |            | 通期/Full year  |            | 第1四半期/1Q      |            |
|                                                            |               | 前期比<br>YoY |               | 前期比<br>YoY |               | 前期比<br>YoY |               | 前期比<br>YoY |
| 売上高<br>Net Sales                                           | 26,739        | +22.2%     | 7,393         | +20.7%     | 31,396        | +17.4%     | 8,346         | +12.9%     |
| 売上原価<br>Cost of Sales                                      | 19,059        | +21.6%     | 5,335         | +19.0%     | 22,248        | +16.7%     | 5,941         | +11.4%     |
| 売上原価率<br>Cost of Sales Ratio                               | 71.3%         | -0.4pt     | 72.2%         | -1.0pt     | 70.9%         | -0.4pt     | 71.2%         | -1.0pt     |
| 売上総利益<br>Gross Profit                                      | 7,679         | +23.8%     | 2,057         | +25.1%     | 9,148         | +19.1%     | 2,405         | +16.9%     |
| 販売費及び一般管理費<br>Selling, General and Administrative Expenses | 3,625         | +24.7%     | 1,098         | +21.1%     | 4,222         | +16.5%     | 1,313         | +19.6%     |
| 営業利益<br>Operating Profit                                   | 4,054         | +22.9%     | 959           | +30.1%     | 4,926         | +21.5%     | 1,091         | +13.8%     |

### ② 株式会社トライトエンジニアリング TRYT Engineering Inc.

(百万円/million of yen)

|                                                            | 25/3期/FYE2025 |            | 26/3期/FYE2026 |            | 26/3期/FYE2026 |            | 27/3期/FYE2027 |            |
|------------------------------------------------------------|---------------|------------|---------------|------------|---------------|------------|---------------|------------|
|                                                            | 通期/Full year  |            | 第1四半期/1Q      |            | 通期/Full year  |            | 第1四半期/1Q      |            |
|                                                            |               | 前期比<br>YoY |               | 前期比<br>YoY |               | 前期比<br>YoY |               | 前期比<br>YoY |
| 売上高<br>Net Sales                                           | -             | -          | -             | -          | 1,596         | -          | 4,892         | -          |
| 売上原価<br>Cost of Sales                                      | -             | -          | -             | -          | 1,124         | -          | 3,302         | -          |
| 売上原価率<br>Cost of Sales Ratio                               | -             | -          | -             | -          | 70.4%         | -          | 67.5%         | -          |
| 売上総利益<br>Gross Profit                                      | -             | -          | -             | -          | 471           | -          | 1,590         | -          |
| 販売費及び一般管理費<br>Selling, General and Administrative Expenses | -             | -          | -             | -          | 458           | -          | 1,351         | -          |
| 営業利益<br>Operating Profit                                   | -             | -          | -             | -          | 13            | -          | 239           | -          |

(注) 1. 株式会社トライトエンジニアリングの2026年3月期につきましては、2026年3月1日から2026年3月31日までの1か月間の実績となっております。

Notes:1. The operating results of TRYT Engineering Inc. for the fiscal year ended March 31, 2026 cover the one-month period from March 1, 2026 to March 31, 2026.

### ③ 株式会社コプロテクノロジー COPRO TECHNOLOGY, Co., Ltd.

(百万円/million of yen)

|                                                                                                                                             | 25/3期/FYE2025 |            | 26/3期/FYE2026 |            | 26/3期/FYE2026 |            | 27/3期/FYE2027 |            |
|---------------------------------------------------------------------------------------------------------------------------------------------|---------------|------------|---------------|------------|---------------|------------|---------------|------------|
|                                                                                                                                             | 通期/Full year  |            | 第1四半期/1Q      |            | 通期/Full year  |            | 第1四半期/1Q      |            |
|                                                                                                                                             |               | 前期比<br>YoY |               | 前期比<br>YoY |               | 前期比<br>YoY |               | 前期比<br>YoY |
| 売上高<br>Net Sales                                                                                                                            | 3,275         | +47.9%     | 904           | +21.6%     | 3,668         | +12.0%     | 700           | -22.6%     |
| 注: EPS and EPS before goodwill amortization have been retroactively revised to take into account the impact of the two-for-one stock split. | 2,646         | +60.9%     | 731           | +24.2%     | 2,927         | +10.6%     | 544           | -25.5%     |
| 売上原価率<br>Cost of Sales Ratio                                                                                                                | 80.8%         | +6.5pt     | 80.9%         | +1.7pt     | 79.8%         | -1.0pt     | 77.8%         | -3.1pt     |
| 売上総利益<br>Gross Profit                                                                                                                       | 628           | +10.4%     | 172           | +11.6%     | 741           | +17.8%     | 155           | -10.0%     |
| 販売費及び一般管理費<br>Selling, General and Administrative Expenses                                                                                  | 676           | +16.5%     | 176           | -1.0%      | 748           | +10.7%     | 163           | -7.0%      |
| 営業利益<br>Operating Profit                                                                                                                    | -47           | -          | -3            | -          | -7            | -          | -8            | +140.8%    |

## 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

※ 2025年3月期及び2026年3月期の数値は、2026年3月期のM&A等による増加のみトライトエンジニアリングの実績を含み、その他の項目は同社を除くコプロコンストラクションのみの数値となっております。

尚、2027年3月期の実績及び修正予想は、コプロコンストラクションとトライトエンジニアリングの合算数値となります。

※Figures for FYE2025 and FYE2026 include TRYT Engineering only for the portion of growth driven by M&A in FYE2026, with all other items reflecting COPRO CONSTRUCTION on a standalone basis. For FYE2027, actual results and revised forecasts represent the combined totals for both companies.

#### (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

|                                                               | 25/3期/FYE2025 |                  | 26/3期/FYE2026 |                  | 27/3期/FYE2027 |                  | 27/3期/FYE2027<br>(修正予想/Forecast) |                  |
|---------------------------------------------------------------|---------------|------------------|---------------|------------------|---------------|------------------|----------------------------------|------------------|
|                                                               |               | 前期差<br>Inc./dec. |               | 前期差<br>Inc./dec. |               | 前期差<br>Inc./dec. |                                  | 前期差<br>Inc./dec. |
| 採用人数計 / Total Number of Hires                                 | 2,379         | +355             | 2,500         | +121             | 1,041         | -                | 2,981                            | +481             |
| 新卒 / New Graduates                                            | 117           | -37              | 130           | +13              | 170           | +40              | 170                              | +40              |
| 1Q中途採用 / Mid-carrier Recruitment: 1Q                          | 726           | +266             | 699           | -27              | 871           | +172             |                                  |                  |
| 2Q中途採用 / Mid-carrier Recruitment: 2Q                          | 505           | +47              | 717           | +212             | -             | -                |                                  |                  |
| 3Q中途採用 / Mid-carrier Recruitment: 3Q                          | 506           | +39              | 530           | +24              | -             | -                |                                  |                  |
| 4Q中途採用 / Mid-carrier Recruitment: 4Q                          | 525           | +40              | 424           | -101             | -             | -                |                                  |                  |
| 退職人数計 / Total Number of Employee Turnover                     | 1,595         | +362             | 1,996         | +401             | 884           | -                | 2,858                            | +862             |
| 無期雇用社員 / Permanent Employees                                  | 1,095         | +699             | 1,681         | +586             | 509           | -                |                                  |                  |
| 有期雇用社員 / Fixed-term Employees                                 | 500           | -337             | 315           | -185             | 375           | -                |                                  |                  |
| 1Q退職 / Employee Turnover: 1Q                                  | 450           | +89              | 517           | +67              | 884           | +367             |                                  |                  |
| 2Q退職 / Employee Turnover: 2Q                                  | 395           | +112             | 496           | +101             | -             | -                |                                  |                  |
| 3Q退職 / Employee Turnover: 3Q                                  | 365           | +66              | 511           | +146             | -             | -                |                                  |                  |
| 4Q退職 / Employee Turnover: 4Q                                  | 385           | +95              | 472           | +87              | -             | -                |                                  |                  |
| 紹介予定派遣人数 / Number of temp-to-perm workers                     | 91            | +43              | 146           | +55              | 154           | +8               |                                  |                  |
| 純増減 / Net Change                                              | +784          | -                | +504          | -                | +157          | -                | +123                             | -                |
| M&A等による増加 / Increase due to M&A, etc.                         | -             | -                | +2,364        | -                | -             | -                |                                  |                  |
| 期末在籍人数計<br>Total Number of Technicians at the Fiscal Year End | 4,352         | +784             | 7,220         | +2,868           | 7,377         | +157             | 7,343                            | +123             |
| 無期雇用社員 / Permanent Employees                                  | 3,498         | +1,658           | 4,542         | +1,044           | 4,721         | +179             |                                  |                  |
| 有期雇用社員 / Fixed-term Employees                                 | 854           | -874             | 2,678         | +1,824           | 2,656         | -22              |                                  |                  |
| 期中平均稼働率 / Average Utilization Rate                            | 93.8%         | -0.8pt           | 92.3%         | -1.5pt           | 93.9%         | -                | 93.9%                            | +1.6pt           |

##### ② 売上PHの状況 Sales per Hour Status

(千円/thousand yen)

|                                                            | 25/3期/FYE2025  |                  | 26/3期/FYE2026 |                  | 26/3期/FYE2026  |                  | 27/3期/FYE2027 |                  |
|------------------------------------------------------------|----------------|------------------|---------------|------------------|----------------|------------------|---------------|------------------|
|                                                            | 通期 / Full year |                  | 第1四半期/1Q      |                  | 通期 / Full year |                  | 第1四半期/1Q      |                  |
|                                                            |                | 前期差<br>Inc./dec. |               | 前期差<br>Inc./dec. |                | 前期差<br>Inc./dec. |               | 前期差<br>Inc./dec. |
| 売上PH (期中平均)<br>Average Sales per Technician for the Period | 582            | -4.6%            | 578           | -1.1%            | 591            | +1.4%            | 647           | +10.9%           |

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

##### ③ 定着率 Retention Rate

|                       | 26/3期/FYE2026 |       |       |       | 27/3期/FYE2027 |    |    |    |                  |
|-----------------------|---------------|-------|-------|-------|---------------|----|----|----|------------------|
|                       | 1Q            | 2Q    | 3Q    | 4Q    | 1Q            | 2Q | 3Q | 4Q | 前期差<br>Inc./dec. |
| 定着率<br>Retention Rate | 90.0%         | 90.8% | 90.6% | 91.1% | 89.3%         | -  | -  | -  | -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

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) コプロコンストラクションの状況 Data of COPRO-CONSTRUCTION

### ① エリア別売上高・業種別売上高 Sales by Region and Industry

(百万円/million of yen)

|                                 | 25/3期/FYE2025 |            | 26/3期/FYE2026 |            | 26/3期/FYE2026 |            | 27/3期/FYE2027 |            |
|---------------------------------|---------------|------------|---------------|------------|---------------|------------|---------------|------------|
|                                 | 通期/Full year  |            | 第1四半期/1Q      |            | 通期/Full year  |            | 第1四半期/1Q      |            |
|                                 |               | 前期比<br>YoY |               | 前期比<br>YoY |               | 前期比<br>YoY |               | 前期比<br>YoY |
| 売上高 / Net sales                 | 26,739        | +22.2%     | 7,393         | +20.7%     | 31,396        | +17.4%     | 8,346         | +12.9%     |
| 北海道 / Hokkaido                  | 1,022         | +21.0%     | 286           | +24.6%     | 1,193         | +16.7%     | 344           | +20.1%     |
| 東北 / Tohoku                     | 1,303         | +1.1%      | 345           | +9.6%      | 1,452         | +11.4%     | 368           | +6.6%      |
| 関東 / Kanto                      | 12,053        | +28.8%     | 3,410         | +25.8%     | 15,007        | +24.5%     | 4,073         | +19.4%     |
| 東海・北陸 / Tokai and Hokuriku      | 4,507         | +20.4%     | 1,228         | +15.7%     | 5,068         | +12.4%     | 1,291         | +5.1%      |
| 関西 / Kansai                     | 4,670         | +23.2%     | 1,280         | +17.6%     | 5,298         | +13.4%     | 1,391         | +8.7%      |
| 中国・四国 / Chugoku and Shikoku     | 1,297         | +10.3%     | 334           | +13.7%     | 1,389         | +7.1%      | 373           | +11.6%     |
| 九州 / Kyushu                     | 1,884         | +12.1%     | 505           | +18.8%     | 1,987         | +5.5%      | 504           | -0.3%      |
| 建築 / Building Construction      | 8,182         | +15.4%     | 2,106         | +11.9%     | 9,362         | +14.4%     | 2,229         | +5.8%      |
| 土木 / Civil Engineering          | 3,737         | +25.8%     | 937           | +8.8%      | 4,167         | +11.5%     | 1,021         | +8.9%      |
| 設備 / Facilities                 | 8,536         | +31.8%     | 2,244         | +18.4%     | 10,297        | +20.6%     | 2,511         | +11.9%     |
| CAD                             | 1,678         | -14.3%     | 423           | +5.1%      | 1,877         | +11.8%     | 473           | +11.7%     |
| プラント / Plant                    | 2,659         | +29.6%     | 704           | +7.7%      | 2,853         | +7.3%      | 731           | +3.9%      |
| その他 / Others                    | 1,944         | +46.1%     | 975           | +126.7%    | 2,837         | +45.9%     | 1,378         | +41.3%     |
| 建設事務 / Construction Office Work | 1,810         | +43.6%     | 905           | +129.9%    | 2,609         | +44.1%     | 1,241         | +37.1%     |
| 人材紹介 / Recruitment Services     | 131           | +91.3%     | 69            | +93.8%     | 225           | +71.2%     | 131           | +89.5%     |

### ② 契約単価の状況 Contract Unit Pricing Status

(千円/thousand yen)

|                                                                                        | 25/3期/FYE2025 |                  | 26/3期/FYE2026 |                  | 26/3期/FYE2026 |                  | 27/3期/FYE2027 |                  |
|----------------------------------------------------------------------------------------|---------------|------------------|---------------|------------------|---------------|------------------|---------------|------------------|
|                                                                                        | 第4四半期/4Q      |                  | 第1四半期/1Q      |                  | 第4四半期/4Q      |                  | 第1四半期/1Q      |                  |
|                                                                                        |               | 前期差<br>Inc./dec. |               | 前期差<br>Inc./dec. |               | 前期差<br>Inc./dec. |               | 前期差<br>Inc./dec. |
| 経験年数別契約単価(四半期末)<br>Monthly contract unit price by years of experience (end of quarter) | 529           | -1               | 536           | +8               | 547           | +18              | 551           | +14              |
| 1年目 / 1st year                                                                         | 444           | -5               | 445           | +5               | 467           | +23              | 467           | +22              |
| 2年目 / 2nd year                                                                         | 469           | +14              | 472           | +15              | 483           | +13              | 486           | +14              |
| 3年目 / 3rd year                                                                         | 485           | -12              | 492           | -3               | 506           | +21              | 509           | +17              |
| 4～5年目 / 4th-5th year                                                                   | 530           | -8               | 536           | -6               | 533           | +3               | 536           | +0               |
| 6～10年目 / 6th-10th year                                                                 | 600           | +5               | 609           | +10              | 613           | +12              | 619           | +9               |
| 11年目以上 / 11th year or more                                                             | 700           | +24              | 710           | +24              | 719           | +19              | 730           | +19              |

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

|                                              | 26/3期/FYE2026 |       |       |       | 27/3期/FYE2027 |    |    |    | 前期差<br>Inc./dec. |
|----------------------------------------------|---------------|-------|-------|-------|---------------|----|----|----|------------------|
|                                              | 1Q            | 2Q    | 3Q    | 4Q    | 1Q            | 2Q | 3Q | 4Q |                  |
| 契約継続率<br>Contract Renewal Rate               | 81.9%         | 83.0% | 82.2% | 78.4% | 80.9%         | -  | -  | -  | -1.0pt           |
| ターゲット企業配属率<br>Target Company Assignment Rate | 89.1%         | 87.1% | 89.8% | 90.4% | 92.3%         | -  | -  | -  | +3.2pt           |

(注) 1. 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. Target company assignment rate: The percentage of technicians assigned to client companies designated as targets by the Company.

## 機電・半導体技術者派遣

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

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

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

|                                                             | 25/3期/FYE2025 |                  | 26/3期/FYE2026 |                  | 27/3期/FYE2027 |                  | 27/3期/FYE2027<br>(修正予想/Forecast) |                  |
|-------------------------------------------------------------|---------------|------------------|---------------|------------------|---------------|------------------|----------------------------------|------------------|
|                                                             |               | 前期差<br>Inc./dec. |               | 前期差<br>Inc./dec. |               | 前期差<br>Inc./dec. |                                  | 前期差<br>Inc./dec. |
| 採用人数 / Total Number of Hires                                | 192           | +74              | 184           | -8               | 92            | -                | 239                              | +55              |
| 新卒 / New Graduates                                          | 15            | +10              | 17            | +2               | 34            | +17              | 34                               | +17              |
| 1Q中途採用 / Mid-carrier Recruitment: 1Q                        | 21            | -3               | 32            | +11              | 58            | +26              |                                  |                  |
| 2Q中途採用 / Mid-carrier Recruitment: 2Q                        | 59            | +32              | 37            | -22              | -             | -                |                                  |                  |
| 3Q中途採用 / Mid-carrier Recruitment: 3Q                        | 52            | +24              | 38            | -14              | -             | -                |                                  |                  |
| 4Q中途採用 / Mid-carrier Recruitment: 4Q                        | 45            | +11              | 60            | +15              | -             | -                |                                  |                  |
| 退職人数計 / Total Number of Employee Turnover                   | 83            | +29              | 107           | +24              | 39            | -                | 146                              | +39              |
| 無期雇用社員 / Permanent Employees                                | 61            | +33              | 102           | +41              | 37            | -                |                                  |                  |
| 有期雇用社員 / Fixed-term Employees                               | 22            | -4               | 5             | -17              | 2             | -                |                                  |                  |
| 1Q退職 / Employee Turnover: 1Q                                | 18            | +5               | 21            | +3               | 39            | +18              |                                  |                  |
| 2Q退職 / Employee Turnover: 2Q                                | 27            | +18              | 34            | +7               | -             | -                |                                  |                  |
| 3Q退職 / Employee Turnover: 3Q                                | 15            | -2               | 30            | +15              | -             | -                |                                  |                  |
| 4Q退職 / Employee Turnover: 4Q                                | 23            | +8               | 22            | -1               | -             | -                |                                  |                  |
| 純増減 / Net Change                                            | +109          | -                | +77           | -                | +53           | -                | +93                              | -                |
| 期末在籍人数計<br>Total Number of Engineers at the Fiscal Year End | 332           | +109             | 409           | +77              | 462           | +53              | 502                              | +93              |
| 期中平均稼働率<br>Average Utilization Rate for the Period          | 90.8%         | -6.2pt           | 91.8%         | +1.0pt           | 87.5%         | -                | 91.8%                            | +0.1%            |

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

|                                                             | 26/3期/FYE2026 |     |     |     | 27/3期/FYE2027 |    |    |    | 前期差<br>Inc./dec. |
|-------------------------------------------------------------|---------------|-----|-----|-----|---------------|----|----|----|------------------|
|                                                             | 1Q            | 2Q  | 3Q  | 4Q  | 1Q            | 2Q | 3Q | 4Q |                  |
| 期末在籍人数計<br>Total Number of Engineers at the Fiscal Year End | 360           | 363 | 371 | 409 | 462           | -  | -  | -  | +102             |
| 機電技術社員数<br>Number of Electrical and Mechanical Engineers    | 198           | 210 | 213 | 220 | 233           | -  | -  | -  | +35              |
| 半導体技術社員数<br>Number of Semiconductor Engineers               | 152           | 140 | 152 | 172 | 207           | -  | -  | -  | +55              |
| その他(研修等)<br>Others (Training, etc.)                         | 10            | 13  | 6   | 17  | 22            | -  | -  | -  | +12              |

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

|                                | 26/3期/FYE2026 |       |       |       | 27/3期/FYE2027 |    |    |    | 前期差<br>Inc./dec. |
|--------------------------------|---------------|-------|-------|-------|---------------|----|----|----|------------------|
|                                | 1Q            | 2Q    | 3Q    | 4Q    | 1Q            | 2Q | 3Q | 4Q |                  |
| 定着率<br>Retention Rate          | 94.7%         | 91.4% | 92.5% | 94.9% | 92.2%         | -  | -  | -  | -2.5pt           |
| 契約継続率<br>Contract Renewal Rate | 88.0%         | 87.8% | 90.0% | 89.6% | 88.0%         | -  | -  | -  | +0.0pt           |

(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)

|                                                                             | 25/3期/FYE2025 |            | 26/3期/FYE2026 |            | 26/3期/FYE2026 |            | 27/3期/FYE2027 |            |
|-----------------------------------------------------------------------------|---------------|------------|---------------|------------|---------------|------------|---------------|------------|
|                                                                             | 通期/Full year  |            | 第1四半期/1Q      |            | 通期/Full year  |            | 第1四半期/1Q      |            |
|                                                                             |               | 前期比<br>YoY |               | 前期比<br>YoY |               | 前期比<br>YoY |               | 前期比<br>YoY |
| 売上高 / Net Sales                                                             | 1,842         | +28.4%     | 570           | +40.9%     | 2,444         | +32.7%     | 700           | +22.5%     |
| 内、機電 / Electrical and Mechanical equipment                                  | 1,463         | +6.7%      | 362           | -4.1%      | 1,501         | +2.5%      | 381           | +5.2%      |
| 内、半導体 / Semiconductor equipment                                             | 378           | +502.1%    | 209           | +672.4%    | 943           | +149.5%    | 318           | +52.5%     |
| 売上PH (期中平均)(千円)<br>Average Sales per Engineer for the Period (thousand yen) | 601           | -4.8%      | 594           | -4.7%      | 596           | -1.0%      | 596           | +0.4%      |

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

(円/yen)

|                                                                              | 25/3期/FYE2025 |            | 26/3期/FYE2026 |            | 26/3期/FYE2026 |            | 27/3期/FYE2027 |            |
|------------------------------------------------------------------------------|---------------|------------|---------------|------------|---------------|------------|---------------|------------|
|                                                                              | 第4四半期/4Q      |            | 第1四半期/1Q      |            | 第4四半期/4Q      |            | 第1四半期/1Q      |            |
|                                                                              |               | 前期差<br>YoY |               | 前期差<br>YoY |               | 前期差<br>YoY |               | 前期差<br>YoY |
| 派遣契約時給単価(四半期末)<br>Dispatch Contract Hourly Rate<br>at the End of the Quarter | 3,388         | -224       | 3,571         | +26        | 3,348         | -39        | 3,465         | -106       |

## 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.