



2026年3月期第2四半期決算ファクトブック

Factbook for the 1st Half of the Fiscal Year Ending March 31, 2026

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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)

	24/3期/FYE2024		25/3期/FYE2025		25/3期/FYE2025		26/3期/FYE2026	
	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	24,098	+28.2%	14,227	+27.7%	30,015	+24.6%	16,980	+19.3%
売上原価 Cost of Sales	17,323	+31.1%	10,390	+28.7%	21,706	+25.3%	12,336	+18.7%
売上原価率 Cost of Sales Ratio	71.9%	+1.6pt	73.0%	+0.5pt	72.3%	+0.4pt	72.7%	-0.4pt
売上総利益 Gross Profit	6,774	+21.5%	3,837	+25.2%	8,308	+22.6%	4,643	+21.0%
販売費及び一般管理費 Selling, General and Administrative Expenses	4,632	+8.9%	2,599	+11.7%	5,544	+19.7%	3,162	+21.7%
営業利益 Operating Profit	2,141	+62.0%	1,237	+67.9%	2,763	+29.1%	1,481	+19.7%
減価償却費 Depreciation Expenses	186	+28.3%	138	+60.3%	340	+82.3%	173	+25.6%
のれん償却費 Amortization of Goodwill	109	+3.6%	60	+14.7%	120	+10.0%	59	-1.4%
株式報酬費用 Share-Based Compensation Expenses	0	-100.7%	3	-	104	-	25	+649.1%
Non-GAAP営業利益 Non-GAAP Operating Profit	2,437	+51.7%	1,439	+67.0%	3,328	+36.5%	1,739	+20.8%
営業外収益 Non-Operating Income	73	-	20	-72.1%	22	-68.6%	10	-50.0%
営業外費用 Non-Operating Expenses	3	+92.4%	0	+38.6%	2	-15.9%	11	-
経常利益 Ordinary Profit	2,211	+67.0%	1,257	+55.1%	2,784	+25.9%	1,480	+17.7%
特別利益 Special Income	1	+432.4%	0	-93.3%	0	-92.8%	0	-50.0%
特別損失 Special Expenses	0	-100.0%	0	-	0	-	-	-
税金等調整前当期純利益 Profit before Income Taxes	2,213	+67.8%	1,257	+55.0%	2,784	+25.8%	1,480	+17.7%
親会社株主に帰属する当期純利益 Profit Attributable to Owners of Parent	1,463	+69.3%	797	+56.4%	1,820	+24.4%	935	+17.3%
1株当たり当期純利益 / 円 Earnings per Share / yen	38.84	+66.9%	20.85	+52.9%	47.73	+22.9%	24.52	+17.6%
連結技術者数 Consolidated Number of Technical Staff	3,929	+29.4%	4,482	+27.5%	4,861	+23.7%	5,402	+20.5%

(注)1株当たり当期純利益は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: Earnings Per Share has been retroactively adjusted to reflect the impact of the 2-for-1 stock split effective October 1, 2025.

(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%	—	—	—	—
売上原価 Cost of Sales	6,067	+19.6%	6,269	+17.9%	—	—	—	—
売上原価率 Cost of Sales Ratio	73.1%	-0.7pt	72.2%	-0.1pt	—	—	—	—
売上総利益 Gross Profit	2,230	+23.9%	2,413	+18.4%	—	—	—	—
販売費及び一般管理費 Selling, General and Administrative Expenses	1,611	+16.7%	1,551	+27.3%	—	—	—	—
営業利益 Operating Profit	619	+48.0%	861	+5.2%	—	—	—	—
減価償却費 Depreciation Expenses	101	+58.9%	71	-3.3%	—	—	—	—
のれん償却費 Amortization of Goodwill	29	-2.7%	29	+0.0%	—	—	—	—
株式報酬費用 Share-Based Compensation Expenses	27	+625.6%	-1	—	—	—	—	—
Non-GAAP営業利益 Non-GAAP Operating Profit	778	+50.5%	961	+4.2%	—	—	—	—
連結技術者数 Consolidated Number of Technical Staff	5,184	+19.2%	5,402	+20.5%	—	—	—	—

	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	—
Non-GAAP営業利益 Non-GAAP Operating Profit	516	+79.5%	922	+60.7%	1,041	+39.0%	847	+2.6%
連結技術者数 Consolidated Number of Technical Staff	4,350	+31.3%	4,482	+27.5%	4,684	+26.3%	4,861	+23.7%

(3) 連結業績予想 Consolidated Financial Forecast

(百万円/million of yen)

	25/3期/FYE2025		26/3期/FYE2026			26/3期/FYE2026	
	上期/1H	通期 /Full year	上期/1H		予想比 vs. Forecast	通期/Full year (予想/Forecast)	
			前期比 YoY				前期比 YoY
売上高 Net Sales	14,227	30,015	16,980	+19.3%	-2.7%	38,000	+26.6%
売上原価 Cost of Sales	10,390	21,706	12,336	+18.7%	-1.4%	27,079	+24.8%
売上原価率 Cost of Sales Ratio	73.0%	72.3%	72.7%	-0.4pt	-	71.3%	-1.0pt
売上総利益 Gross Profit	3,837	8,308	4,643	+21.0%	-5.8%	10,921	+31.4%
販売費及び一般管理費 Selling, General and Administrative Expenses	2,599	5,544	3,162	+21.7%	-6.7%	7,121	+28.4%
営業利益 Operating Profit	1,237	2,763	1,481	+19.7%	-3.7%	3,800	+37.5%
減価償却費 Depreciation Expenses	138	340					
のれん償却費 Amortization of Goodwill	60	120					
株式報酬費用 Share-Based Compensation Expenses	3	104					
Non-GAAP営業利益 Non-GAAP Operating Profit	1,439	3,328	1,739	+20.8%	-2.7%	4,425	+32.9%
営業外収益 Non-Operating Income	20	22					
営業外費用 Non-Operating Expenses	0	2					
経常利益 Ordinary Profit	1,257	2,784	1,480	+17.7%	-3.8%	3,800	+36.5%
特別利益 Special Income	0	0					
特別損失 Special Expenses	0	0					
税金等調整前当期純利益 Profit before Income Taxes	1,257	2,784					
親会社株主に帰属する当期純利益 Profit Attributable to Owners of Parent	797	1,820	935	+17.3%	-6.5%	2,470	+35.7%
1株当たり当期純利益 / 円 Earnings per Share / yen	20.85	47.73	24.52	+17.6%	-6.6%	64.71	+35.6%
連結技術者数 Consolidated Number of Technical Staff	4,482	4,861	5,402	+20.5%		6,271	+29.0%

(注)1株当たり当期純利益は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: Earnings Per Share has been retroactively adjusted to reflect the impact of the 2-for-1 stock split effective October 1, 2025.

(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2四半期/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	12,150	+2,155	13,057	+906	13,235	+177	+1.4%
流動資産 Current Assets	9,890	+2,138	10,778	+888	10,935	+157	+1.5%
現預金 Cash and Deposits	5,949	+1,542	6,190	+241	5,902	-288	-4.7%
売上債権 Notes and Accounts Receivable	3,524	+625	4,140	+615	4,438	+297	+7.2%
その他 Others	415	-29	447	+31	595	+148	+33.1%
固定資産 Non-Current Assets	2,260	+17	2,279	+18	2,299	+20	+0.9%
有形固定資産 Property, Plant and Equipment	586	+2	598	+12	546	-51	-8.7%
無形固定資産 Intangible Assets	1,074	+86	869	-204	928	+58	+6.8%
のれん Goodwill	656	-18	555	-100	496	-59	-10.8%
その他 Others	418	+105	314	-104	432	+118	+37.8%
投資その他の資産計 Investments and Other Assets	599	-72	811	+211	824	+13	+1.7%
負債合計 Total Liabilities	4,034	+1,151	4,657	+623	4,585	-72	-1.6%
流動負債 Current Liabilities	3,849	+1,132	4,427	+577	4,429	+2	+0.1%
固定負債 Non-Current Liabilities	185	+19	230	+45	155	-74	-32.5%
純資産 Net Assets	8,116	+1,004	8,399	+283	8,649	+250	+3.0%
自己資本 Shareholders' Equity	8,059	+1,017	8,252	+193	8,495	+242	+2.9%
その他 Others	57	-13	147	+90	154	+7	+5.0%
有利子負債 Interest-Bearing Liabilities	-	-1	-	-	-	-	-

(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)

	24/3期/FYE2024		25/3期/FYE2025		25/3期/FYE2025		26/3期/FYE2026	
	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	21,883	+24.7%	12,718	+23.5%	26,739	+22.2%	15,170	+19.3%
売上原価 Cost of Sales	15,679	+26.3%	9,187	+22.5%	19,059	+21.6%	10,872	+18.3%
売上原価率 Cost of Sales Ratio	71.6%	+0.9pt	72.2%	-0.6pt	71.3%	-0.4pt	71.7%	-0.6pt
売上総利益 Gross Profit	6,204	+20.8%	3,531	+26.2%	7,679	+23.8%	4,297	+21.7%
販売費及び一般管理費 Selling, General and Administrative Expenses	2,906	+12.4%	1,689	+12.2%	3,625	+24.7%	2,191	+29.8%
営業利益 Operating Profit	3,298	+29.3%	1,842	+42.5%	4,054	+22.9%	2,105	+14.3%

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

(百万円/million of yen)

	24/3期/FYE2024		25/3期/FYE2025		25/3期/FYE2025		26/3期/FYE2026	
	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	2,214	+78.4%	1,508	+80.1%	3,275	+47.9%	1,810	+20.0%
売上原価 Cost of Sales	1,644	+104.9%	1,203	+110.3%	2,646	+60.9%	1,464	+21.7%
売上原価率 Cost of Sales Ratio	74.3%	+9.6pt	79.7%	+11.5pt	80.8%	+6.5pt	80.9%	+1.1pt
売上総利益 Gross Profit	569	+29.9%	305	+15.0%	628	+10.4%	346	+13.3%
販売費及び一般管理費 Selling, General and Administrative Expenses	580	+40.1%	344	+24.6%	676	+16.5%	355	+3.2%
営業利益 Operating Profit	-10	-	-38	-	-47	-	-9	-

(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		26/3期/FYE2026 (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	1,546	-	3,000	+621
新卒 / New Graduates	154	+98	117	-37	130	+13	130	+13
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	-	-		
4Q中途採用 / Mid-carrier Recruitment: 4Q	485	+38	525	+40	-	-		
退職人数計 / Total Number of Employee Turnover	1,233	+421	1,595	+362	1,013	-	1,928	+333
無期雇用社員 / Permanent Employees	396	+196	1,095	+699	843	-		
有期雇用社員 / Fixed-term Employees	837	+225	500	-337	170	-		
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	-	-		
4Q退職 / Employee Turnover: 4Q	290	+50	385	+95	-	-		
純増減 / Net Change	+791	-	+784	-	+533	-	+1,072	-
期末在籍人数計 Total Number of Technicians at the Fiscal Year End	3,568	+791	4,352	+784	4,885	+533	5,424	+1,072
無期雇用社員 / Permanent Employees	1,840	+675	3,498	+1,658	4,135	+637		
有期雇用社員 / Fixed-term Employees	1,728	+116	854	-874	750	-104		
期中平均稼働率 / Average Utilization Rate	94.6%	-1.7pt	93.8%	-0.8pt	91.9%	-	94.6%	+0.8pt

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%	-	-	-0.4pt
契約継続率 Contract Renewal Rate	80.3%	82.9%	83.1%	80.6%	81.9%	83.0%	-	-	+0.1pt
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%	-	-	-3.5pt

(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)

	24/3期/FYE2024		25/3期/FYE2025		25/3期/FYE2025		26/3期/FYE2026	
	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	21,883	+24.7%	12,718	+23.5%	26,739	+22.2%	15,170	+19.3%
北海道 / Hokkaido	845	+13.5%	492	+14.4%	1,022	+21.0%	582	+18.3%
東北 / Tohoku	1,289	-1.3%	640	-0.6%	1,303	+1.1%	707	+10.5%
関東 / Kanto	9,356	+35.4%	5,670	+31.4%	12,053	+28.8%	7,088	+25.0%
東海・北陸 / Tokai and Hokuriku	3,743	+13.2%	2,189	+24.7%	4,507	+20.4%	2,503	+14.4%
関西 / Kansai	3,790	+37.2%	2,229	+26.3%	4,670	+23.2%	2,599	+16.6%
中国・四国 / Chugoku and Shikoku	1,176	+11.9%	613	+8.9%	1,297	+10.3%	678	+10.6%
九州 / Kyushu	1,681	+14.5%	885	+7.1%	1,884	+12.1%	1,010	+14.2%
建築 / Building Construction	7,091	+28.7%	3,907	+18.5%	8,182	+15.4%	4,478	+14.6%
土木 / Civil Engineering	2,971	+19.7%	1,793	+28.3%	3,737	+25.8%	1,970	+9.8%
設備 / Facilities	6,477	+31.8%	3,973	+29.4%	8,536	+31.8%	4,853	+22.1%
CAD	1,959	+42.2%	820	-29.7%	1,678	-14.3%	896	+9.3%
プラント / Plant	2,052	-16.4%	1,313	+68.2%	2,659	+29.6%	1,390	+5.8%
その他 / Others	1,330	+64.8%	909	+55.7%	1,944	+46.1%	1,580	+73.9%
建設事務 / Construction Office Work	1260	+72.5%	839	+54.9%	1,810	+43.6%	1,462	+74.2%
人材紹介 / Recruitment Services	68	-10.7%	68	+66.6%	131	+91.3%	117	+70.9%
売上PH (期中平均) Average Sales per Technician for the Period	611	-5.3%	583	-4.9%	582	-4.7%	586	+0.5%

(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)

	24/3期/FYE2024		25/3期/FYE2025		25/3期/FYE2025		26/3期/FYE2026	
	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)	530	-6	523	+0	529	-1	539	+15
1年目 / 1st year	449	+22	434	+6	444	-5	454	+19
2年目 / 2nd year	455	-8	463	+3	469	+14	476	+12
3年目 / 3rd year	498	+0	490	+0	485	-12	497	+7
4～5年目 / 4th-5th year	538	+2	541	+2	530	-8	539	-2
6～10年目 / 6th-10th year	595	+15	594	+7	600	+4	610	+16
11年目以上 / 11th year or more	677	+22	689	+25	700	+23	713	+23

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

	24/3期/FYE2024		25/3期/FYE2025		25/3期/FYE2025		26/3期/FYE2026	
	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 Client Requests for Technicians	39,823	+10.7%	23,727	+16.1%	63,431	+59.3%	37,462	+57.9%

(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) 技術社員の状況 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		26/3期/FYE2026 (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	86	-	297	+105
新卒 / New Graduates	5	+4	15	+10	17	+2	21	+6
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	-	-		
4Q中途採用 / Mid-carrier Recruitment: 4Q	34	+11	45	+11	-	-		
退職人数計 / Total Number of Employee Turnover	54	+12	83	+29	55	-	104	+21
無期雇用社員 / Permanent Employees	28	+2	61	+33	53	-		
有期雇用社員 / Fixed-term Employees	26	+10	22	-4	2	-		
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	-	-		
4Q退職 / Employee Turnover: 4Q	15	+3	23	+8	-	-		
純増減 / Net Change	+64	-	+109	-	+31	-	+193	-
期末在籍人数計 Total Number of Engineers at the Fiscal Year End	223	+64	332	+109	363	+31	525	+193
期中平均稼働率 Average Utilization Rate for the Period	97.0%	-0.5pt	90.8%	-6.2pt	91.7%	-	92.9%	+2.1pt

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	-	-	+90
機電技術社員数 Number of Electrical and Mechanical Engineers	203	193	189	192	202	216	-	-	+23
半導体技術社員数 Number of Semiconductor Engineers	38	80	121	140	158	147	-	-	+67

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%	-	-	+0.4pt
契約継続率 Contract Renewal Rate	85.6%	80.6%	89.3%	85.5%	88.0%	87.8%	-	-	+7.2pt

(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		25/3期/FYE2025		26/3期/FYE2026	
	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	1,435	+40.5%	839	+26.4%	1,842	+28.4%	1,164	+38.7%
内、機電 / Electrical and Mechanical equipment	1,372	+43.4%	751	+18.5%	1,463	+6.7%	746	-0.7%
内、半導体 / Semiconductor equipment	62	-2.4%	87	+194.6%	378	+502.1%	417	+377.4%
派遣売上PH(期中平均)(千円) Average Dispatch Sales per Engineer for the Period (thousand yen)	618	+3.2%	598	-2.3%	561	-9.2%	573	-4.1%

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

(円/yen)

	24/3期/FYE2024		25/3期/FYE2025		25/3期/FYE2025		26/3期/FYE2026	
	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 YoY		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	3,427	-189	3,388	-224	3,568	+141

IT技術者派遣

Dispatching Business for IT 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

	24/3期/FYE2024		25/3期/FYE2025		26/3期/FYE2026		26/3期/FYE2026 (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	72	+4	140	+68	55	-	247	+107
1Q中途採用 / Mid-carrier Recruitment: 1Q	21	+7	32	+11	22	-10		
2Q中途採用 / Mid-carrier Recruitment: 2Q	17	-5	27	+10	33	+6		
3Q中途採用 / Mid-carrier Recruitment: 3Q	17	-	44	+27	-	-		
4Q中途採用 / Mid-carrier Recruitment: 4Q	17	+2	37	+20	-	-		
退職人数計 / Total Number of Employee Turnover	42	-16	101	+59	78	-	102	+1
1Q退職 / Employee Turnover: 1Q	12	-5	22	+10	39	+17		
2Q退職 / Employee Turnover: 2Q	9	-3	37	+28	39	+2		
3Q退職 / Employee Turnover: 3Q	6	-	20	+14	-	-		
4Q退職 / Employee Turnover: 4Q	15	-8	22	+7	-	-		
純増減 / Net Change	+30	-	+39	-	-23	-	+145	-
M&A等による増加 / Increase due to M&A, etc.	+8	-	-	-	-	-		
期末在籍人数計 Total Number of Engineers at the Fiscal Year End	138	+38	177	+39	154	-23	322	+145
期中平均稼働率 Average Utilization Rate for the Period	100.0%	+0.0pt	98.6%	-1.4pt	94.8%	-	98.7%	+0.1pt

(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 IT staffing includes freelance engineers.

② 定着率 Retention Rate

	25/3期/FYE2025				26/3期/FYE2026				
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	前期差 Inc./dec.
定着率 Retention Rate	89.1%	92.1%	94.6%	91.0%	93.4%	84.5%	-	-	-7.6pt

(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 figures represent the number of dispatched technicians excluding IT freelancers.

3. 株式の状況 Stock Information

(1) 配当金の推移 Dividend per Share

(円/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 (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	12.5	+2.5	25.0	+12.5	30.0	+5.0	40.0	+10.0
普通配当(中間) Interim Ordinary Dividend	2.5	—	7.5	+5.0	10.0	+2.5	15.0	+5.0
普通配当(期末) Year-end Ordinary Dividend	10.0	+2.5	15.0	+5.0	20.0	+5.0	25.0	+5.0
記念配当(期末) Year-end Special Dividend	—	—	2.5	—	—	—	—	—
配当性向 Dividend Payout Ratio	53.7%	+14.5pt	64.4%	+10.7pt	62.9%	-1.5pt	61.8%	-1.0pt

(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

2025年9月30日現在 / As of September 30, 2025

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.	8,400	43.92%
清川 甲介(代表取締役社長) Kosuke Kiyokawa, Representative Director and President, the Company	2,630	13.75%
蔭山 恭一 Individual Investor	1,000	5.23%
森實 厚裕 Individual Investor	375	1.96%
株式会社日本カストディ銀行(信託口) Custody Bank of Japan, Ltd. (Trust Account)	350	1.83%
藤巻 正司 Individual Investor	180	0.94%
NOMURA PB NOMINEES LIMITED OMNIBUS-MARGIN (CASH PB)	179	0.94%
JPモルガン証券株式会社 JPMorgan Securities Japan Co., Ltd.	157	0.82%
越川 裕介(常務取締役) Yusuke Koshikawa, Managing Director, the Company	122	0.64%
登倉 義博 Individual Investor	120	0.63%

(注)1. 当社は自己株式を873,781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 873,781 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

2025年9月30日現在 / As of September 30, 2025

	単元 / 100 shares	割合 / ratio
金融機関 / Financial Institutions	4,187	2.1%
金融商品取引業者 / Securities Firms	6,200	3.1%
その他法人・自己株式 / Other Companies and Treasury Stock	94,375	47.2%
外国法人等 / Foreign Institutions and Others	11,800	5.9%
個人その他 / Individuals and Others	83,240	41.7%

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.