



2026年3月期第3四半期決算ファクトブック

Factbook for the Nine Months 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		3Q累計/9M		通期/Full year		3Q累計/9M	
		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%	22,025	+25.9%	30,015	+24.6%	25,998	+18.0%
売上原価 Cost of Sales	17,323	+31.1%	15,964	+26.5%	21,706	+25.3%	18,782	+17.7%
売上原価率 Cost of Sales Ratio	71.9%	+1.6pt	72.5%	+0.4pt	72.3%	+0.4pt	72.2%	-0.2pt
売上総利益 Gross Profit	6,774	+21.5%	6,061	+24.2%	8,308	+22.6%	7,216	+19.1%
販売費及び一般管理費 Selling, General and Administrative Expenses	4,632	+8.9%	3,913	+12.6%	5,544	+19.7%	4,767	+21.8%
営業利益 Operating Profit	2,141	+62.0%	2,148	+52.8%	2,763	+29.1%	2,449	+14.0%
減価償却費 Depreciation Expenses	186	+28.3%	236	+77.6%	340	+82.3%	255	+7.8%
のれん償却費 Amortization of Goodwill	109	+3.6%	90	+12.8%	120	+10.0%	89	-0.9%
株式報酬費用 Share-Based Compensation Expenses	0	-100.7%	5	-	104	-	26	+390.4%
Non-GAAP営業利益 Non-GAAP Operating Profit	2,437	+51.7%	2,481	+54.0%	3,328	+36.5%	2,820	+13.7%
営業外収益 Non-Operating Income	73	-	15	-79.0%	22	-68.6%	18	+16.3%
営業外費用 Non-Operating Expenses	3	+92.4%	2	+188.3%	2	-15.9%	14	+576.8%
経常利益 Ordinary Profit	2,211	+67.0%	2,162	+46.0%	2,784	+25.9%	2,453	+13.5%
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%	2,162	+46.0%	2,784	+25.8%	2,453	+13.5%
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%	1,374	+46.7%	1,820	+24.4%	1,538	+11.9%
1株当たり当期純利益 / 円 Earnings per Share / yen	38.84	+66.9%	36.01	+44.4%	47.73	+22.9%	40.27	+11.8%
連結技術者数 Consolidated Number of Technical Staff	3,929	+29.4%	4,684	+26.3%	4,861	+23.7%	5,422	+15.8%

(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%	9,018	+15.7%	—	—
売上原価 Cost of Sales	6,067	+19.6%	6,269	+17.9%	6,445	+15.6%	—	—
売上原価率 Cost of Sales Ratio	73.1%	-0.7pt	72.2%	-0.1pt	71.5%	+0.0pt	—	—
売上総利益 Gross Profit	2,230	+23.9%	2,413	+18.4%	2,572	+15.7%	—	—
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%	—	—
営業利益 Operating Profit	619	+48.0%	861	+5.2%	968	+6.3%	—	—
減価償却費 Depreciation Expenses	101	+58.9%	71	-3.3%	81	-17.1%	—	—
のれん償却費 Amortization of Goodwill	29	-2.7%	29	+0.0%	29	+0.0%	—	—
株式報酬費用 Share-Based Compensation Expenses	27	+625.6%	-1	—	0	-58.1%	—	—
Non-GAAP営業利益 Non-GAAP Operating Profit	778	+50.5%	961	+4.2%	1,080	+3.8%	—	—
連結技術者数 Consolidated Number of Technical Staff	5,184	+19.2%	5,402	+20.5%	5,422	+15.8%	—	—

	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)

(百万円/million of yen)

	25/3期/FYE2025		26/3期/FYE2026			26/3期/FYE2026	
	3Q累計 /9M	通期 /Full year	3Q累計/9M			通期/Full year (予想/Forecast)	
				前期比 YoY	通期進捗率 Full year progress ratio		前期比 YoY
売上高 Net Sales	22,025	30,015	25,998	+18.0%	68.4%	38,000	+26.6%
売上原価 Cost of Sales	15,964	21,706	18,782	+17.7%	69.4%	27,079	+24.8%
<div>売上原価率 Cost of Sales Ratio</div>	72.5%	72.3%	72.2%	-0.2pt	-	71.3%	-1.0pt
売上総利益 Gross Profit	6,061	8,308	7,216	+19.1%	66.1%	10,921	+31.4%
販売費及び一般管理費 Selling, General and Administrative Expenses	3,913	5,544	4,767	+21.8%	66.9%	7,121	+28.4%
営業利益 Operating Profit	2,148	2,763	2,449	+14.0%	64.5%	3,800	+37.5%
減価償却費 Depreciation Expenses	236	340	255	+7.8%	-		
のれん償却費 Amortization of Goodwill	90	120	89	-0.9%	-		
株式報酬費用 Share-Based Compensation Expenses	5	104	26	+390.4%	-		
Non-GAAP営業利益 Non-GAAP Operating Profit	2,481	3,328	2,820	+13.7%	63.7%	4,425	+32.9%
営業外収益 Non-Operating Income	15	22	18	+16.3%	-		
営業外費用 Non-Operating Expenses	2	2	14	+576.8%	-		
経常利益 Ordinary Profit	2,162	2,784	2,453	+13.5%	64.6%	3,800	+36.5%
特別利益 Special Income	0	0	0	-50.0%	-		
特別損失 Special Expenses	0	0	-	-	-		
税金等調整前当期純利益 Profit before Income Taxes	2,162	2,784	2,453	+13.5%	-		
親会社株主に帰属する当期純利益 Profit Attributable to Owners of Parent	1,374	1,820	1,538	+11.9%	62.3%	2,470	+35.7%
1株当たり当期純利益 / 円 Earnings per Share / yen	36.01	47.73	40.27	+11.8%	-	64.71	+35.6%
連結技術者数 Consolidated Number of Technical Staff	4,684	4,861	5,422	+15.8%	86.5%	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3四半期/3Q		
		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	16,605	+3,547	+27.2%
流動資産 Current Assets	9,890	+2,138	10,778	+888	8,993	-1,784	-16.6%
現預金 Cash and Deposits	5,949	+1,542	6,190	+241	4,230	-1,960	-31.7%
売上債権 Notes and Accounts Receivable	3,524	+625	4,140	+615	4,262	+121	+2.9%
その他 Others	415	-29	447	+31	501	+54	+12.1%
固定資産 Non-Current Assets	2,260	+17	2,279	+18	7,611	+5,332	+234.0%
有形固定資産 Property, Plant and Equipment	586	+2	598	+12	917	+319	+53.5%
無形固定資産 Intangible Assets	1,074	+86	869	-204	902	+32	+3.8%
のれん Goodwill	656	-18	555	-100	466	-89	-16.1%
その他 Others	418	+105	314	-104	436	+122	+39.1%
投資その他の資産計 Investments and Other Assets	599	-72	811	+211	5,790	+4,979	+614.0%
負債合計 Total Liabilities	4,034	+1,151	4,657	+623	7,919	+3,261	+70.0%
流動負債 Current Liabilities	3,849	+1,132	4,427	+577	7,767	+3,340	+75.5%
固定負債 Non-Current Liabilities	185	+19	230	+45	151	-78	-34.2%
純資産 Net Assets	8,116	+1,004	8,399	+283	8,685	+286	+3.4%
自己資本 Shareholders' Equity	8,059	+1,017	8,252	+193	8,531	+279	+3.4%
その他 Others	57	-13	147	+90	154	+6	+4.5%
有利子負債 Interest-Bearing Liabilities	-	-1	-	-	2,500	+2,500	-

(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		3Q累計/9M		通期/Full year		3Q累計/9M	
		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%	19,653	+22.9%	26,739	+22.2%	23,258	+18.3%
売上原価 Cost of Sales	15,679	+26.3%	14,056	+21.9%	19,059	+21.6%	16,589	+18.0%
売上原価率 Cost of Sales Ratio	71.6%	+0.9pt	71.5%	-0.6pt	71.3%	-0.4pt	71.3%	-0.2pt
売上総利益 Gross Profit	6,204	+20.8%	5,596	+25.5%	7,679	+23.8%	6,668	+19.2%
販売費及び一般管理費 Selling, General and Administrative Expenses	2,906	+12.4%	2,563	+14.4%	3,625	+24.7%	3,250	+26.8%
営業利益 Operating Profit	3,298	+29.3%	3,032	+36.7%	4,054	+22.9%	3,418	+12.7%

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		3Q累計/9M		通期/Full year		3Q累計/9M	
		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%	2,372	+57.6%	3,275	+47.9%	2,740	+15.5%
売上原価 Cost of Sales	1,644	+104.9%	1,907	+75.8%	2,646	+60.9%	2,193	+15.0%
売上原価率 Cost of Sales Ratio	74.3%	+9.6pt	80.4%	+8.3pt	80.8%	+6.5pt	80.0%	-0.4pt
売上総利益 Gross Profit	569	+29.9%	464	+10.6%	628	+10.4%	547	+17.8%
販売費及び一般管理費 Selling, General and Administrative Expenses	580	+40.1%	516	+17.1%	676	+16.5%	528	+2.2%
営業利益 Operating Profit	-10	-	-51	-	-47	-	19	-

(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	2,076	-	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	530	+24		
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	1,524	-	1,928	+333
無期雇用社員 / Permanent Employees	396	+196	1,095	+699	1,231	-		
有期雇用社員 / Fixed-term Employees	837	+225	500	-337	293	-		
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	-	-		
純増減 / Net Change	+791	-	+784	-	+552	-	+1,072	-
期末在籍人数計 Total Number of Technicians at the Fiscal Year End	3,568	+791	4,352	+784	4,904	+552	5,424	+1,072
無期雇用社員 / Permanent Employees	1,840	+675	3,498	+1,658	4,173	+675		
有期雇用社員 / Fixed-term Employees	1,728	+116	854	-874	731	-123		
期中平均稼働率 / Average Utilization Rate	94.6%	-1.7pt	93.8%	-0.8pt	92.0%	-	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%	90.6%	-	-1.4pt
契約継続率 Contract Renewal Rate	80.3%	82.9%	83.1%	80.6%	81.9%	83.0%	82.2%	-	-0.9pt
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%	-	+0.3pt

(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		3Q累計/9M		通期/Full year		3Q累計/9M	
		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%	19,653	+22.9%	26,739	+22.2%	23,258	+18.3%
北海道 / Hokkaido	845	+13.5%	760	+18.3%	1,022	+21.0%	885	+16.5%
東北 / Tohoku	1,289	-1.3%	972	-0.4%	1,303	+1.1%	1,079	+11.0%
関東 / Kanto	9,356	+35.4%	8,813	+30.2%	12,053	+28.8%	11,005	+24.9%
東海・北陸 / Tokai and Hokuriku	3,743	+13.2%	3,335	+22.4%	4,507	+20.4%	3,802	+14.0%
関西 / Kansai	3,790	+37.2%	3,435	+24.5%	4,670	+23.2%	3,945	+14.8%
中国・四国 / Chugoku and Shikoku	1,176	+11.9%	957	+10.4%	1,297	+10.3%	1,030	+7.6%
九州 / Kyushu	1,681	+14.5%	1,377	+10.3%	1,884	+12.1%	1,509	+9.5%
建築 / Building Construction	7,091	+28.7%	6,016	+16.5%	8,182	+15.4%	6,944	+15.4%
土木 / Civil Engineering	2,971	+19.7%	2,767	+27.2%	3,737	+25.8%	3,066	+10.8%
設備 / Facilities	6,477	+31.8%	6,228	+31.5%	8,536	+31.8%	7,559	+21.4%
CAD	1,959	+42.2%	1,249	-19.9%	1,678	-14.3%	1,385	+10.9%
プラント / Plant	2,052	-16.4%	1,975	+40.6%	2,659	+29.6%	2,116	+7.1%
その他 / Others	1,330	+64.8%	1,415	+49.1%	1,944	+46.1%	2,184	+54.4%
建設事務 / Construction Office Work	1,260	+72.5%	1,310	+47.7%	1,810	+43.6%	2,029	+54.8%
人材紹介 / Recruitment Services	68	-10.7%	101	+67.4%	131	+91.3%	153	+50.2%
売上PH (期中平均) Average Sales per Technician for the Period	611	-5.3%	583	-4.8%	582	-4.7%	589	+1.0%

(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3四半期/3Q		第4四半期/4Q		第3四半期/3Q	
		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	526	+0	529	-1	543	+17
1年目 / 1st year	449	+22	441	+8	444	-5	458	+17
2年目 / 2nd year	455	-8	467	+9	469	+14	480	+12
3年目 / 3rd year	498	+0	493	+0	485	-12	500	+7
4～5年目 / 4th-5th year	538	+2	535	-3	530	-8	538	+2
6～10年目 / 6th-10th year	595	+15	596	+1	600	+4	613	+17
11年目以上 / 11th year or more	677	+22	693	+19	700	+23	719	+25

(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		3Q累計/9M		通期/Full year		3Q累計/9M	
		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%	37,463	+22.6%	63,431	+59.3%	55,639	+48.5%

(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	124	-	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	38	-14		
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	85	-	104	+21
無期雇用社員 / Permanent Employees	28	+2	61	+33	80	-		
有期雇用社員 / Fixed-term Employees	26	+10	22	-4	5	-		
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	-	-		
純増減 / Net Change	+64	-	+109	-	+39	-	+193	-
期末在籍人数計 Total Number of Engineers at the Fiscal Year End	223	+64	332	+109	371	+39	525	+193
期中平均稼働率 Average Utilization Rate for the Period	97.0%	-0.5pt	90.8%	-6.2pt	92.3%	-	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	371	-	+61
機電技術社員数 Number of Electrical and Mechanical Engineers	203	193	189	192	202	216	215	-	+26
半導体技術社員数 Number of Semiconductor Engineers	38	80	121	140	158	147	156	-	+35

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%	-	-2.9pt
契約継続率 Contract Renewal Rate	85.6%	80.6%	89.3%	85.5%	88.0%	87.8%	90.0%	-	+0.7pt

(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		3Q累計/9M		通期/Full year		3Q累計/9M	
		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%	1,312	+26.3%	1,842	+28.4%	1,796	+36.8%
内、機電 / Electrical and Mechanical equipment	1,372	+43.4%	1,102	+10.9%	1,463	+6.7%	1,149	+4.3%
内、半導体 / Semiconductor equipment	62	-2.4%	209	+365.4%	378	+502.1%	646	+207.8%
売上PH (期中平均)(千円) Average Sales per Engineer for the Period (thousand yen)	632	-0.6%	605	-5.2%	601	-4.8%	595	-1.6%

(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3四半期/3Q		第4四半期/4Q		第3四半期/3Q	
		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	3,360	-278	3,388	-224	3,570	+210

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	76	-	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	21	-23		
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	106	-	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	28	+8		
4Q退職 / Employee Turnover: 4Q	15	-8	22	+7	-	-		
純増減 / Net Change	+30	-	+39	-	-30	-	+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	147	-30	322	+145
期中平均稼働率 Average Utilization Rate for the Period	100.0%	+0.0pt	98.6%	-1.4pt	95.4%	-	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%	89.0%	-	-5.6pt

(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.

免責事項及び将来見通しに関する注意事項

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