



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 YoY		前期比 YoY		前期比 YoY		前期比 YoY
売上高 Net Sales	30,015	+24.6%	8,297	+20.8%	36,661	+22.1%	13,939	+68.0%
売上原価 Cost of Sales	21,706	+25.3%	6,067	+19.6%	26,300	+21.2%	9,789	+61.3%
売上原価率 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 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 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 Operating Profit	2,763	+29.1%	619	+48.0%	3,632	+31.4%	960	+55.1%
減価償却費 Depreciation Expenses	340	+82.3%	101	+58.9%	363	+7.0%	67	-33.5%
のれん償却費 Amortization of Goodwill	120	+10.0%	29	-2.7%	298	+147.6%	541	-
株式報酬費用 Share-Based Compensation Expenses	104	-	27	+625.6%	-89	-186.5%	1	-95.7%
償却前営業利益 Operating profit before amortization	3,328	+36.5%	778	+50.5%	4,204	+26.3%	1,570	+101.9%
営業外収益 Non-Operating Income	22	-68.6%	2	-85.7%	99	+333.8%	7	+241.7%
営業外費用 Non-Operating Expenses	2	-15.9%	7	-	66	-	127	-
経常利益 Ordinary Profit	2,784	+25.9%	614	+42.0%	3,665	+31.6%	840	+36.8%
特別利益 Special Income	0	-92.8%	-	-	239	-	0	-
特別損失 Special Expenses	0	-	-	-	2	-	-	-
税金等調整前当期純利益 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 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 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 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 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 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 YoY		前期比 YoY		前期比 YoY		前期比 YoY
売上高 Net Sales	13,939	+68.0%	-	-	-	-	-	-
売上原価 Cost of Sales	9,789	+61.3%	-	-	-	-	-	-
売上原価率 Cost of Sales Ratio	70.2%	-2.9pt	-	-	-	-	-	-
売上総利益 Gross Profit	4,150	+86.1%	-	-	-	-	-	-
販売費及び一般管理費 Selling, General and Administrative Expenses	3,190	+98.0%	-	-	-	-	-	-
営業利益 Operating Profit	960	+55.1%	-	-	-	-	-	-
減価償却費 Depreciation Expenses	67	-33.5%	-	-	-	-	-	-
のれん償却費 Amortization of Goodwill	541	-	-	-	-	-	-	-
株式報酬費用 Share-Based Compensation Expenses	1	-95.7%	-	-	-	-	-	-
償却前営業利益 Operating profit before amortization	1,570	+101.9%	-	-	-	-	-	-
連結技術者数 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 YoY		前期比 YoY		前期比 YoY		前期比 YoY
売上高 Net Sales	8,297	+20.8%	8,683	+18.0%	9,018	+15.7%	10,662	+33.5%
売上原価 Cost of Sales	6,067	+19.6%	6,269	+17.9%	6,445	+15.6%	7,517	+30.9%
売上原価率 Cost of Sales Ratio	73.1%	-0.7pt	72.2%	-0.1pt	71.5%	+0.0pt	70.5%	-1.4pt
売上総利益 Gross Profit	2,230	+23.9%	2,413	+18.4%	2,572	+15.7%	3,145	+39.9%
販売費及び一般管理費 Selling, General and Administrative Expenses	1,611	+16.7%	1,551	+27.3%	1,604	+22.1%	1,961	+20.2%
営業利益 Operating Profit	619	+48.0%	861	+5.2%	968	+6.3%	1,183	+92.2%
減価償却費 Depreciation Expenses	101	+58.9%	71	-3.3%	81	-17.1%	108	+5.1%
のれん償却費 Amortization of Goodwill	29	-2.7%	29	+0.0%	29	+0.0%	208	+597.5%
株式報酬費用 Share-Based Compensation Expenses	27	+625.6%	-1	-	0	-58.1%	-116	-217.9%
償却前営業利益 Operating profit before amortization	778	+50.5%	961	+4.2%	1,080	+3.8%	1,384	+63.3%
連結技術者数 Consolidated Number of Technical Staff	5,024	+19.6%	5,248	+20.8%	5,275	+16.7%	7,629	+62.9%

(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 /Full year	上期/1H (修正予想/Forecast)	前期比 YoY	通期/Full year (修正予想/Forecast)	前期比 YoY
売上高 Net Sales	16,980	36,661	28,150	+65.8%	57,650	+57.2%
売上原価 Cost of Sales	12,336	26,300	19,750	+60.1%	40,000	+52.1%
売上原価率 Cost of Sales Ratio	72.7%	71.7%	70.2%	-2.5pt	69.4%	-2.3pt
売上総利益 Gross Profit	4,643	10,361	8,400	+80.9%	17,650	+70.3%
販売費及び一般管理費 Selling, General and Administrative Expenses	3,162	6,728	6,630	+109.6%	13,775	+104.7%
営業利益 Operating Profit	1,481	3,632	1,770	+19.5%	3,875	+6.7%
減価償却費 Depreciation Expenses	173	363				
のれん償却費 Amortization of Goodwill	59	298				
株式報酬費用 Share-Based Compensation Expenses	25	-89				
償却前営業利益 Operating profit before amortization	1,739	4,204	2,990	+71.8%	6,340	+50.8%
経常利益 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 Profit before Income Taxes	1,480	3,902				
親会社株主に帰属する当期純利益 Profit Attributable to Owners of Parent	935	2,880	710	-24.1%	1,660	-42.4%
のれん償却前当期純利益 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 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 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 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 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	13,057	+906	47,471	+34,413	46,259	-1,211	-2.6%
流動資産 Current Assets	10,778	+888	16,819	+6,041	16,288	-531	-3.2%
現預金 Cash and Deposits	6,190	+241	8,864	+2,674	8,012	-852	-9.6%
売上債権 Notes and Accounts Receivable	4,140	+615	6,675	+2,534	7,097	+422	+6.3%
その他 Others	447	+31	1,281	+834	1,178	-102	-8.0%
固定資産 Non-Current Assets	2,279	+18	30,651	+28,372	29,971	-679	-2.2%
有形固定資産 Property, Plant and Equipment	598	+12	1,162	+564	1,299	+137	+11.8%
無形固定資産 Intangible Assets	869	-204	28,202	+27,332	27,582	-619	-2.2%
のれん Goodwill	555	-100	27,809	+27,253	27,108	-700	-2.5%
その他 Others	314	-104	392	+78	473	+81	+20.6%
投資その他の資産計 Investments and Other Assets	811	+211	1,286	+475	1,088	-197	-15.4%
負債合計 Total Liabilities	4,657	+623	37,545	+32,888	36,928	-617	-1.6%
流動負債 Current Liabilities	4,427	+577	36,897	+32,470	36,466	-431	-1.2%
固定負債 Non-Current Liabilities	230	+45	647	+417	462	-185	-28.7%
純資産 Net Assets	8,399	+283	9,925	+1,525	9,331	-593	-6.0%
自己資本 Shareholders' Equity	8,252	+193	9,891	+1,639	9,298	-593	-6.0%
その他 Others	147	+90	33	-114	33	+0	+0.4%
有利子負債 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 YoY		前期比 YoY		前期比 YoY		前期比 YoY
売上高 Net Sales	26,739	+22.2%	7,393	+20.7%	31,396	+17.4%	8,346	+12.9%
売上原価 Cost of Sales	19,059	+21.6%	5,335	+19.0%	22,248	+16.7%	5,941	+11.4%
売上原価率 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 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 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 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 YoY		前期比 YoY		前期比 YoY		前期比 YoY
売上高 Net Sales	-	-	-	-	1,596	-	4,892	-
売上原価 Cost of Sales	-	-	-	-	1,124	-	3,302	-
売上原価率 Cost of Sales Ratio	-	-	-	-	70.4%	-	67.5%	-
売上総利益 Gross Profit	-	-	-	-	471	-	1,590	-
販売費及び一般管理費 Selling, General and Administrative Expenses	-	-	-	-	458	-	1,351	-
営業利益 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 YoY		前期比 YoY		前期比 YoY		前期比 YoY
売上高 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 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 Gross Profit	628	+10.4%	172	+11.6%	741	+17.8%	155	-10.0%
販売費及び一般管理費 Selling, General and Administrative Expenses	676	+16.5%	176	-1.0%	748	+10.7%	163	-7.0%
営業利益 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 (修正予想/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	2,379	+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 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 Inc./dec.		前期差 Inc./dec.		前期差 Inc./dec.		前期差 Inc./dec.
売上PH (期中平均) 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 Inc./dec.
定着率 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 YoY		前期比 YoY		前期比 YoY		前期比 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 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)	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 Inc./dec.
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	
契約継続率 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 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 (修正予想/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	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 Total Number of Engineers at the Fiscal Year End	332	+109	409	+77	462	+53	502	+93
期中平均稼働率 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 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	360	363	371	409	462	-	-	-	+102
機電技術社員数 Number of Electrical and Mechanical Engineers	198	210	213	220	233	-	-	-	+35
半導体技術社員数 Number of Semiconductor Engineers	152	140	152	172	207	-	-	-	+55
その他(研修等) 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 Inc./dec.
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	
定着率 Retention Rate	94.7%	91.4%	92.5%	94.9%	92.2%	-	-	-	-2.5pt
契約継続率 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 YoY		前期比 YoY		前期比 YoY		前期比 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) 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 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	3,388	-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。

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

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

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

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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.

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