



## 2023年3月期第3四半期決算ファクトブック

Factbook for 9 Months of the Fiscal Year Ending March 31, 2023

### 【目次/Contents】

1. 連結決算概況 Consolidated Financial Results		2. 主要子会社の状況 Business Performance by Subsidiary	
(1) 連結決算ハイライト Consolidated Financial Highlights	P.1	<b>建設技術者派遣 Dispatching Business of Construction Technicians</b>	
(2) 四半期連結業績 Quarterly Consolidated Financial Results	P.2	(1) 技術社員の状況 Data on Technicians	P.6
(3) 連結業績予想 Consolidated Financial Forecast	P.3	(2) エリア別売上高・業種別売上高 Sales by Area and Industry	P.7
(4) 連結貸借対照表 Consolidated Balance Sheets	P.4	(3) 契約単価の状況 Data on Contact Pricing	P.7
(5) 子会社別業績 Financial Results by Subsidiary	P.5	(4) 取得案件数 Job Posting Requests	P.7
		<b>機械設計開発技術者派遣・請負 Dispatching and Contracting Business of Machinery Design and Development Engineers</b>	
		(1) 技術社員の状況 Data on Engineers	P.8
		(2) エリア別売上高・業種別売上高 Sales by Area and Industry	P.9
		(3) 契約単価の状況 Data on Contact Pricing	P.9

# 1. 連結決算概況 Consolidated Financial Results

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

(百万円/million of yen)

	21/3期/FYE2021		22/3期/FYE2022		22/3期/FYE2022		23/3期/FYE2023	
	通期/Full year		3Q累計/3Q cumulative		通期/Full year		3Q累計/3Q cumulative	
		前期比 YoY		前期比 YoY		前期比 YoY		前期比 YoY
売上高 Net sales	14,836	+13.1%	11,440	+3.4%	15,589	+5.1%	13,584	+18.7%
売上原価 Cost of sales	10,539	+20.5%	7,909	-0.1%	10,744	+1.9%	9,530	+20.5%
売上原価率 Cost of sales ratio	71.0%	+4.3pt	69.1%	-2.4pt	68.9%	-2.1pt	70.2%	+1.1pt
売上総利益 Gross profit	4,297	-1.8%	3,530	+12.0%	4,844	+12.7%	4,054	+14.8%
販売費及び一般管理費 Selling, general and administrative expenses	2,859	+2.7%	2,408	+9.8%	3,223	+12.7%	3,191	+32.5%
営業利益 Operating profit	1,437	-9.7%	1,121	+17.1%	1,621	+12.8%	862	-23.1%
減価償却費 Depreciation	92	+9.2%	88	+29.3%	118	+28.2%	110	+24.2%
のれん償却費 Amortization of goodwill	-	-	37	-	65	-	79	+112.7%
株式報酬費用 Share-based remuneration expenses	-	-	35	-	36	-	23	-34.3%
Non-GAAP営業利益 Non-GAAP operating profit	1,530	-8.8%	1,283	+25.0%	1,841	+20.4%	1,076	-16.2%
営業外収益 Non-operating income	5	+229.7%	1	-77.3%	1	-72.6%	4	+343.1%
営業外費用 Non-operating expenses	3	-66.8%	2	+13.5%	3	+1.1%	0	-72.5%
経常利益 Ordinary profit	1,439	-9.2%	1,119	+16.6%	1,619	+12.5%	866	-22.6%
特別利益 Extraordinary income	90	+409.4%	61	-31.7%	61	-31.7%	0	-99.6%
特別損失 Extraordinary losses	91	+156.8%	125	-	125	+37.3%	3	-97.0%
税金等調整前当期純利益 Profit before income taxes	1,438	-8.2%	1,055	+0.9%	1,556	+8.1%	863	-18.2%
親会社株主に帰属する当期純利益 Profit attributable to owners of parent	1,009	-6.9%	619	-10.2%	962	-4.6%	521	-15.9%
1株当たり当期純利益(円) Earnings per share (yen)	106.74	-7.2%	65.38	-10.6%	102.12	-4.3%	56.13	-14.1%
連結技術者数 Number of technicians and engineers on consolidated basis	2,020	+1.8%	2,203	+7.3%	2,201	+9.0%	2,826	+28.3%

(注) 1株当たり当期純利益は2021年4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 have been retroactively adjusted to take into account the effect of the 1-for-2 stock split implemented on April 1, 2021.

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

(百万円/million of yen)

	23/3期/FYE2023							
	1Q		2Q		3Q		4Q	
		前期比 YoY		前期比 YoY		前期比 YoY		前期比 YoY
売上高 Net sales	4,249	+19.5%	4,421	+14.9%	4,914	+21.7%	-	-
売上原価 Cost of sales	2,972	+19.3%	3,113	+16.3%	3,443	+25.6%	-	-
売上原価率 Cost of sales ratio	70.0%	-0.1pt	70.4%	+0.8pt	70.1%	+2.2pt	-	-
売上総利益 Gross profit	1,276	+20.0%	1,307	+11.7%	1,470	+13.5%	-	-
販売費及び一般管理費 Selling, general and administrative expenses	1,045	+33.0%	1,067	+31.0%	1,077	+33.5%	-	-
営業利益 Operating profit	230	-17.0%	239	-32.5%	392	-19.6%	-	-
減価償却費 Depreciation	33	+18.4%	39	+25.3%	37	+28.7%	-	-
のれん償却費 Amortization of goodwill	26	-	26	+183.2%	26	-5.4%	-	-
株式報酬費用 Share-based remuneration expenses	9	+85.9%	8	-44.5%	5	-65.5%	-	-
Non-GAAP営業利益 Non-GAAP operating profit	300	-3.5%	313	-23.7%	462	-17.7%	-	-
連結技術者数 Number of technicians and engineers on consolidated basis	2,394	+22.3%	2,574	+23.4%	2,826	+28.3%	-	-
	22/3期/FYE2022							
	1Q		2Q		3Q		4Q	
		前期比 YoY		前期比 YoY		前期比 YoY		前期比 YoY
売上高 Net sales	3,555	-1.4%	3,846	+5.0%	4,038	+6.3%	4,148	+10.1%
売上原価 Cost of sales	2,491	-5.8%	2,676	+2.5%	2,741	+3.1%	2,834	+8.0%
売上原価率 Cost of sales ratio	70.1%	-3.3pt	69.6%	-1.6pt	67.9%	-2.1pt	68.3%	-1.3pt
売上総利益 Gross profit	1,063	+10.7%	1,170	+11.0%	1,296	+14.0%	1,314	+14.8%
販売費及び一般管理費 Selling, general and administrative expenses	786	+3.0%	815	+13.1%	807	+13.6%	814	+22.5%
営業利益 Operating profit	277	+40.0%	354	+6.4%	488	+14.7%	500	+4.2%
減価償却費 Depreciation	28	+36.0%	31	+29.8%	29	+23.2%	30	+24.9%
のれん償却費 Amortization of goodwill	-	-	9	-	27	-	28	-
株式報酬費用 Share-based remuneration expenses	5	-	15	-	15	-	0	-
Non-GAAP営業利益 Non-GAAP operating profit	311	+42.1%	410	+14.9%	561	+24.8%	558	+10.9%
連結技術者数 Number of technicians and engineers on consolidated basis	1,957	-4.3%	2,086	+4.2%	2,203	+7.3%	2,201	+9.0%

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

(百万円/million of yen)

	22/3期/FYE2022		23/3期/FYE2023		23/3期/FYE2023	
	3Q累計/3Q cumulative	通期/Full year	3Q累計/3Q cumulative	前期比 YoY	通期/Full year (予想/forecast)	
						前期比 YoY
売上高 Net sales	11,440	15,589	13,584	+18.7%	18,380	+17.9%
売上原価 Cost of sales	7,909	10,744	9,530	+20.5%	12,779	+18.9%
売上原価率 Cost of sales ratio	69.1%	68.9%	70.2%	+1.1pt	69.5%	+0.6pt
売上総利益 Gross profit	3,530	4,844	4,054	+14.8%	5,601	+15.6%
販売費及び一般管理費 Selling, general and administrative expenses	2,408	3,223	3,191	+32.5%	4,397	+36.4%
営業利益 Operating profit	1,121	1,621	862	-23.1%	1,204	-25.7%
減価償却費 Depreciation	88	118	110	+24.2%		
のれん償却 Amortization of goodwill	37	65	79	+112.7%		
株式報酬費用 Share-based remuneration expenses	35	36	23	-34.3%		
Non-GAAP営業利益 Non-GAAP operating profit	1,283	1,841	1,076	-16.2%	1,521	-17.4%
営業外収益 Non-operating income	1	1	4	+343.1%		
営業外費用 Non-operating expenses	2	3	0	-72.5%		
経常利益 Ordinary profit	1,119	1,619	866	-22.6%	1,206	-25.5%
特別利益 Extraordinary income	61	61	0	-99.6%		
特別損失 Extraordinary losses	125	125	3	-97.0%		
税金等調整前当期純利益 Profit before income taxes	1,055	1,556	863	-18.2%		
親会社株主に帰属する当期純利益 Profit attributable to owners of parent	619	962	521	-15.9%	727	-24.5%
1株当たり当期純利益(円) Earnings per share (yen)	65.38	102.12	56.13	-14.1%	78.29	-23.3%
連結技術者数 Number of technicians and engineers on consolidated basis	2,203	2,201	2,826	+28.2%	3,024	+37.4%

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

(百万円/million of yen)

	21/3期/FYE2021		22/3期/FYE2022		23/3期/FYE2023		
	4Q		4Q		3Q		
		前期末差 Inc./dec.		前期末差 Inc./dec.		前期末差 Inc./dec.	前期末比 YoY
資産合計 Total assets	8,514	+483	8,841	+326	9,613	+771	+8.7%
流動資産 Current assets	7,407	+509	6,748	-659	7,457	+708	+10.5%
現預金 Cash and deposits	5,320	+488	4,058	-1,262	4,409	+351	+8.7%
売上債権 Accounts receivable - trade	1,880	+23	2,226	+346	2,506	+279	+12.6%
その他 Others	207	-2	463	+256	540	+76	+16.6%
貸倒引当金 Allowance for doubtful accounts	-0	+0	-0	-0	-	-	-
固定資産 Non-current assets	1,106	-26	2,092	+986	2,155	+62	+3.0%
有形固定資産 Property, plant and equipment	357	-14	407	+49	559	+152	+37.5%
無形固定資産 Intangible assets	160	+47	998	+838	955	-43	-4.4%
のれん Goodwill	-	-	780	+780	701	-79	-10.2%
その他 Others	160	-	218	+57	253	+35	+16.4%
投資その他の資産計 Investments and other assets	588	-59	686	+98	640	-46	-6.7%
負債合計 Total liabilities	2,241	-300	2,266	+24	2,855	+589	+26.0%
流動負債 Current liabilities	2,162	-216	2,165	+2	2,708	+543	+25.1%
固定負債 Non-current liabilities	78	-83	100	+21	146	+46	+46.0%
純資産 Net assets	6,272	+784	6,575	+302	6,757	+182	+2.8%
自己資本 Shareholders' equity	6,272	+784	6,538	+266	6,697	+158	+2.4%
その他 Others	0	-	36	+35	60	+24	+66.4%
有利子負債 Interest-bearing liabilities	89	-183	4	-84	1	-2	-56.4%

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

### ① 株式会社コプロ・エンジニアード COPRO-ENGINEERED. Co., Ltd.

(百万円/million of yen)

	21/3期/FYE2021		22/3期/FYE2022		22/3期/FYE2022		23/3期/FYE2023	
	通期/Full year		3Q累計/3Q cumulative		通期/Full year		3Q累計/3Q cumulative	
		前期比 YoY		前期比 YoY		前期比 YoY		前期比 YoY
売上高 Net sales	14,836	+13.1%	11,032	-0.3%	14,831	-0.0%	12,732	+15.4%
売上原価 Cost of sales	10,539	+20.5%	7,585	-4.2%	10,181	-3.4%	8,977	+18.4%
売上原価率 Cost of sales ratio	71.0%	+4.4pt	68.8%	-2.8pt	68.7%	-2.4pt	70.5%	+1.7pt
売上総利益 Gross profit	4,297	-1.8%	3,447	+9.3%	4,649	+8.2%	3,754	+8.9%
販売費及び一般管理費 Selling, general and administrative expenses	3,350	+6.4%	2,464	-3.3%	3,279	-2.1%	3,223	+30.8%
営業利益 Operating profit	946	-22.8%	982	+62.7%	1,369	+44.7%	531	-45.9%

### ② 株式会社アトモス ATMOS CO., LTD.

(百万円/million of yen)

	21/3期/FYE2021		22/3期/FYE2022		22/3期/FYE2022		23/3期/FYE2023	
	通期/Full year		3Q累計/3Q cumulative		通期/Full year		3Q累計/3Q cumulative	
		前期比 YoY		前期比 YoY		前期比 YoY		前期比 YoY
売上高 Net sales			358	-	662	-	700	+95.6%
売上原価 Cost of sales			317	-	550	-	533	+67.9%
売上原価率 Cost of sales ratio			88.7%	-	83.0%	-	76.2%	-12.5pt
売上総利益 Gross profit			40	-	112	-	166	+312.2%
販売費及び一般管理費 Selling, general and administrative expenses			59	-	102	-	167	+182.5%
営業利益 Operating profit			-18	-	9	-	-0	-

(注) アトモスは22/3期の第2四半期から新たに連結に加わったほか、決算期を2月から3月に変更しています。従って、22/3期実績は2021年6月から2022年3月までの10カ月の期間損益を記載しています。

Note: ATMOS was newly consolidated from the 2nd quarter of FYE2022, and its fiscal year-end has been changed from February to March. Accordingly, FYE2022 results are for the 10-month period from June 2021 to March 2022.

### ③ バリューアークコンサルティング株式会社 VALUE ARK CONSULTING CO., LTD.

(百万円/million of yen)

	21/3期/FYE2021		22/3期/FYE2022		22/3期/FYE2022		23/3期/FYE2023	
	通期/Full year		3Q累計/3Q cumulative		通期/Full year		3Q累計/3Q cumulative	
		前期比 YoY		前期比 YoY		前期比 YoY		前期比 YoY
売上高 Net sales			49	-	95	-	153	+211.4%
売上原価 Cost of sales			8	-	14	-	19	+128.3%
売上原価率 Cost of sales ratio			17.1%	-	15.5%	-	12.5%	-4.6pt
売上総利益 Gross profit			40	-	80	-	134	+228.5%
販売費及び一般管理費 Selling, general and administrative expenses			12	-	30	-	77	+513.2%
営業利益 Operating profit			28	-	49	-	57	+101.6%

(注) バリューアークコンサルティングは22/3期の第3四半期から新たに連結に加わりました。従って、22/3期実績は2021年10月から2022年3月までの6カ月の期間損益を記載しています。

Note: VALUE ARK CONSULTING was newly consolidated from the 3rd quarter of FYE2022. Accordingly, FYE2022 results are for the 6-month period from October 2021 to March 2022.

## 2. 主要子会社の状況 Business Performance by Subsidiary

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

#### (1) 技術社員の状況 Data on Technicians

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

	21/3期/FYE2021		22/3期/FYE2022		23/3期/FYE2023		23/3期/FYE2023 (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 / Hired total	865	-198	834	-31	1,025	-	1,501	+667
新卒・第二新卒 New graduates and second new graduates	89	+33	56	-33	68	-		
1Q中途採用 / Mid-carrier: 1Q	192	-39	174	-18	239	+65		
2Q中途採用 / Mid-carrier: 2Q	181	-59	208	+27	313	+105		
3Q中途採用 / Mid-carrier: 3Q	231	-26	213	-18	405	+192		
4Q中途採用 / Mid-carrier: 4Q	172	-107	183	+11	-	-		
退職人数計 / Turnover total	829	+147	859	+30	572	-	885	+26
無期雇用社員 / Permanent employees	68	+16	94	+26	147	-		
有期雇用社員 / Fixed-term employees	761	+131	765	+4	425	-		
1Q退職 / Turnover: 1Q	221	+50	293	+72	223	-70		
2Q退職 / Turnover: 2Q	223	+62	187	-36	158	-29		
3Q退職 / Turnover: 3Q	179	+30	181	+2	191	+10		
4Q退職 / Turnover: 4Q	206	+5	198	-8	-	-		
純増減 / Net change	+36	-	-25	-	+453	-	+616	-
M&A等による増加 / Increase due to M&A, etc.	-	-	-	-	+122	-	+122	-
期末在籍人数計 / Number of technicians	2,020	+36	1,995	-25	2,570	+575	2,733	+738
無期雇用社員 / Permanent employees	414	+157	415	+1	1,156	+741		
有期雇用社員 / Fixed-term employees	1,606	-121	1,580	-26	1,414	-166		
期末稼働率 / Utilization rate (end of quarter)	95.8%	-2.3pt	96.7%	+0.9pt	96.3%	-		

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

	22/3期/FYE2022				23/3期/FYE2023			
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	前期差 Inc./dec.
定着率(今期累計) Year-to-date retention rate	84.8%	79.3%	74.6%	69.4%	89.7%	84.2%	79.0%	+4.4pt
定着率(LTM) Last-twelve-months retention rate	68.0%	69.5%	69.2%	69.4%	71.8%	72.3%	72.7%	+3.5pt
契約継続率 Contract renewal rate	73.9%	83.0%	71.2%	78.6%	80.9%	84.8%	82.8%	+11.6pt
ターゲット企業配属率 Target company assignment rate	83.9%	84.4%	85.8%	87.4%	89.2%	87.8%	88.1%	+2.3pt

(注) 1. 定着率(今期累計): 前4Q末に在籍していた技術者のうち、当該四半期末に在籍している人数の割合。

2. 定着率(LTM): 1年前の四半期末に在籍していた技術者の内、1年後の当該四半期末に在籍している人数の割合。

3. 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. Year-to-date retention rate: Among the technicians who were registered at the end of the previous fourth quarter, the percentage who were still registered at the end of the relevant quarter.

2. Last-twelve-months retention rate: Among the technicians who were registered at the end of the quarter one year ago, the percentage who were still registered at the end of the same quarter one year later.

3. Target company assignment rate: percentage of technicians assigned to target client companies set by the company.

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

(百万円/million of yen)

	21/3期/FYE2021		22/3期/FYE2022		22/3期/FYE2022		23/3期/FYE2023	
	通期/Full year		3Q累計/3Q cumulative		通期/Full year		3Q累計/3Q cumulative	
		前期比 YoY		前期比 YoY		前期比 YoY		前期比 YoY
売上高 / Net sales	14,836	+13.1%	11,032	-0.3%	14,831	-0.0%	12,732	+15.4%
北海道 / Hokkaido	712	+8.0%	492	-8.5%	640	-10.2%	547	+11.2%
東北 / Tohoku	1,075	+22.6%	843	+4.9%	1,142	+6.2%	966	+14.6%
関東 / Kanto	5,665	+3.3%	4,093	-3.7%	5,552	-2.0%	4,956	+21.1%
東海・北陸 / Tokai and Hokuriku	2,978	+22.2%	2,342	+5.3%	3,129	+5.1%	2,439	+4.1%
関西 / Kansai	2,175	+17.3%	1,564	-2.9%	2,111	-2.9%	1,980	+26.6%
中国・四国 / Chugoku and Shikoku	1,083	+28.4%	698	-13.7%	918	-15.2%	773	+10.8%
九州 / Kyushu	1,144	+18.4%	997	+20.4%	1,336	+16.8%	1,068	+7.1%
建築 / Construction	4,496	+7.4%	3,473	+2.2%	4,771	+6.1%	3,994	+15.0%
土木 / Civil engineering	2,745	+20.0%	1,941	-4.7%	2,600	-5.3%	1,812	-6.7%
設備 / Facilities	3,698	+13.3%	2,511	-9.5%	3,462	-6.4%	3,509	+39.7%
CAD	1,208	+6.5%	933	+6.5%	1,232	+2.0%	999	+7.0%
プラント / Plant	2,202	+16.9%	1,732	+5.1%	2,169	-1.5%	1,824	+5.3%
その他 / Others	485	+33.1%	439	+33.0%	594	+22.3%	592	+34.8%
建設事務 / Construction administration			380	-	525	-	525	+38.1%
人材紹介 / Staffing agency			58	-	68	-	66	+13.0%

売上PH (期中平均) Sales per head (average for the period)	630	+1	640	+10	643	+12	647	+3
--	-----	----	-----	-----	-----	-----	-----	----

(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: Sales per head: Average monthly sales per technician

## (3) 契約単価の状況 Data on Contact Pricing

(千円/thousand yen)

	21/3期/FYE2021		22/3期/FYE2022		22/3期/FYE2022		23/3期/FYE2023	
	4Q		3Q		4Q		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)	546	+3	554	+11	560	+13	542	-12
1年目 / 1st year	444	-2	432	-7	444	+0	427	-4
2年目 / 2nd year	469	+17	472	+7	464	-5	460	-11
3~5年目 / 3rd-5th year	498	-1	506	+12	507	+9	520	+13
6~10年目 / 6th-10th year	550	+1	573	+37	582	+31	583	+9
11年目以上 / 11th year or more	628	+6	639	+15	646	+17	649	+10

## (4) 取得案件数 Job Posting Requests

	21/3期/FYE2021		22/3期/FYE2022		22/3期/FYE2022		23/3期/FYE2023	
	通期/Full year		3Q累計/3Q cumulative		通期/Full year		3Q累計/3Q cumulative	
		前期比 YoY		前期比 YoY		前期比 YoY		前期比 YoY
取得案件数 Number of job posting requests	-	-	13,888	-	18,994	-	24,049	+73.2%

(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 job posting requests is calculated based on the number of job offers requested by client companies.



## 機械設計開発技術者派遣・請負

### Dispatching and Contracting Business of Machinery Design and Development Engineers

#### (1) 技術社員の状況 Data on Engineers

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

	22/3期/FYE2022		23/3期/FYE2023		23/3期/FYE2023 (予想/Forecast)	
		前期差 Inc./dec.		前期差 Inc./dec.		前期差 Inc./dec.
採用人数 / Hired total	20	-	62	-	85	+65
新卒・第二新卒 New graduates and second new graduates			1	-		
1Q中途採用 / Mid-carrier: 1Q			13	-		
2Q中途採用 / Mid-carrier: 2Q	2	-	23	+21		
3Q中途採用 / Mid-carrier: 3Q	3	-	25	+22		
4Q中途採用 / Mid-carrier: 4Q	15	-	-	-		
退職人数計 / Turnover total	15	-	30	-	23	+8
無期雇用社員 / Permanent employees	12	-	19	-		
有期雇用社員 / Fixed-term employees	3	-	11	-		
1Q退職 / Turnover: 1Q			8	-		
2Q退職 / Turnover: 2Q	5	-	11	+6		
3Q退職 / Turnover: 3Q	5	-	11	+6		
4Q退職 / Turnover: 4Q	5	-	-	-		
純増減 / Net change	+5	-	+32	-	+62	-
期末在籍人数計 / Number of engineers	116	-	148	-	178	+62
期末稼働率 / Utilization rate (end of quarter)	98.3%	-	98.6%	-		

(注)2022/3期4Qは決算期の変更により、2021年12月から2022年3月の4か月間の実績を記載しています。

Note: For the 4Q of FYE2022, due to the change in the month that the fiscal year ends, the results for the four months from December 2021 to March 2022 are included.

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

	22/3期/FYE2022			23/3期/FYE2023			
	2Q	3Q	4Q	1Q	2Q	3Q	前期差 Inc./dec.
定着率(今期累計) Year-to-date retention rate	95.4%	91.7%	88.9%	93.1%	89.7%	85.3%	-6.4pt
定着率(LTM) Last-twelve-months retention rate	92.7%	90.8%	88.9%	84.7%	85.2%	84.9%	-5.9pt
契約継続率 Contract renewal rate	93.8%	92.9%	87.9%	88.9%	91.1%	90.1%	-2.8pt

(注)1. 定着率(今期累計): 前4Q末に在籍していた技術者のうち、当該四半期末に在籍している人数の割合。

2. 定着率(LTM): 1年前の四半期末に在籍していた技術者の内、1年後の当該四半期末に在籍している人数の割合。

Notes: 1. Year-to-date retention rate: Among the engineers who were registered at the end of the previous fourth quarter, the percentage who were still registered at the end of the relevant quarter.

2. Last-twelve-months retention rate: Among the engineers who were registered at the end of the quarter one year ago, the percentage who were still registered at the end of the same quarter one year later.

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

(百万円/million of yen)

	22/3期/FYE2022		22/3期/FYE2022		23/3期/FYE2023	
	3Q累計/3Q cumulative		通期/Full year		3Q累計/3Q cumulative	
		前期比 YoY		前期比 YoY		前期比 YoY
売上高 / Net sales	358	-	662	-	700	+95.6%
関東・東北 / Kanto and Tohoku	-	-	3	-	55	-
北陸 / Hokuriku	44	-	75	-	105	+139.8%
東海 / Tokai	158	-	329	-	311	+96.5%
関西 / Kansai	65	-	107	-	122	+88.3%
中国・四国 / Chugoku and Shikoku	61	-	102	-	69	+11.7%
九州 / Kyushu	28	-	44	-	34	+24.5%
派遣 / Dispatch business	115	-	215	-	332	+187.7%
輸送用機器 / Transportation machinery	-	-	5	-	14	-
産業用機械 / Industrial machinery	48	-	92	-	177	+266.4%
内、半導体 / Semiconductor equipment	-	-	2	-	41	-
家電 / Home appliances	62	-	110	-	109	+76.9%
農業機械 / Agricultural machinery	5	-	7	-	22	+345.3%
その他 / Others	-	-	-	-	8	-
請負 / Contract business	242	-	446	-	367	+51.7%
輸送用機器 / Transportation machinery	115	-	203	-	176	+53.2%
産業用機械 / Industrial machinery	33	-	85	-	17	-45.8%
農業機械 / Agricultural machinery	48	-	81	-	85	+75.5%
航空・宇宙 / Aerospace	44	-	75	-	87	+99.3%
その他 / Others	1	-	1	-	-	-
売上PH(期中平均)(千円) Sales per head(thousand of yen)	566	-	628	-	597	+5.6%

(注)2022/3期4Qは決算期の変更により、2021年12月から2022年3月の4か月間の実績を記載しています。

Note:For the 4Q of FYE2022, due to the change in the month that the fiscal year ends, the results for the four months from December 2021 to March 2022 are included.

## (3) 契約単価の状況 Data on Contact Pricing

(円/yen)

	22/3期/FYE2022		22/3期/FYE2022		23/3期/FYE2023	
	3Q		4Q		3Q	
		前期差 Inc./dec.		前期差 Inc./dec.		前期差 Inc./dec.
経験年数別契約時給単価(四半期末) Hourly contract unit price by years of experience (end of quarter)	3,342	-	3,481	-	3,600	+258
1~5年目 / 1st-5th year	2,827	-	2,871	-	3,125	+299
6~10年目 / 6th-10th year	3,266	-	3,160	-	3,147	-119
11年目以上 / 11th year or more	3,748	-	3,836	-	3,939	+191

## 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”) to assist investors in understanding the current status of Company.

The information contained in this document is based on economic, social, and other conditions generally recognized as of the date of publication and on certain assumptions deemed reasonable by Company. However, the information may be modified without notice due to changes in the business environment or other factors.

Materials and information provided in this document include so-called “forward-looking statements”. These forward-looking statements are based on current expectations, forecasts and assumptions that involve risks and uncertainties that could cause actual results to differ materially from these statements.

These risks and uncertainties include general industry, market conditions, general domestic and international economic conditions such as interest rate and currency exchange rate fluctuations.

Company undertakes no obligation to update or revise any forward-looking statements contained in this document, whether as a result of new information or future events.