



## 2025年3月期通期決算ファクトブック

Factbook for the Fiscal Year Ended March 31, 2025

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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)

	22/3期/FYE2022		23/3期/FYE2023		24/3期/FYE2024		25/3期/FYE2025	
	通期/Full year		通期/Full year		通期/Full year		通期/Full year	
		前期比 YoY		前期比 YoY		前期比 YoY		前期比 YoY
売上高 Net Sales	15,589	+5.1%	18,791	+20.5%	24,098	+28.2%	30,015	+24.6%
売上原価 Cost of Sales	10,744	+1.9%	13,216	+23.0%	17,323	+31.1%	21,706	+25.3%
売上原価率 Cost of Sales Ratio	68.9%	-2.1pt	70.3%	+1.4pt	71.9%	+1.6pt	72.3%	+0.4pt
売上総利益 Gross Profit	4,844	+12.7%	5,575	+15.1%	6,774	+21.5%	8,308	+22.6%
販売費及び一般管理費 Selling, General and Administrative Expenses	3,223	+12.7%	4,253	+32.0%	4,632	+8.9%	5,544	+19.7%
営業利益 Operating Profit	1,621	+12.8%	1,321	-18.5%	2,141	+62.0%	2,763	+29.1%
減価償却費 Depreciation Expenses	118	+28.2%	145	+22.3%	186	+28.3%	340	+82.3%
のれん償却費 Amortization of Goodwill	65	-	105	+61.9%	109	+3.6%	120	+10.0%
株式報酬費用 Share-Based Compensation Expenses	36	-	34	-6.3%	0	-100.7%	104	-
Non-GAAP営業利益 Non-GAAP Operating Profit	1,841	+20.4%	1,606	-12.8%	2,437	+51.7%	3,328	+36.6%
営業外収益 Non-Operating Income	1	-72.6%	4	+196.6%	73	-	22	-68.6%
営業外費用 Non-Operating Expenses	3	+1.1%	1	-48.5%	3	+92.4%	2	-15.9%
経常利益 Ordinary Profit	1,619	+12.5%	1,324	-18.2%	2,211	+67.0%	2,784	+25.9%
特別利益 Special Income	61	-31.7%	0	-99.6%	1	+432.4%	0	-92.8%
特別損失 Special Expenses	125	+37.3%	5	-95.7%	0	-100.0%	0	-
税金等調整前当期純利益 Profit before Income Taxes	1,556	+8.1%	1,319	-15.2%	2,213	+67.8%	2,784	+25.8%
親会社株主に帰属する当期純利益 Profit Attributable to Owners of Parent	962	-4.6%	864	-10.2%	1,463	+69.3%	1,820	+24.4%
1株当たり当期純利益 / 円 Earnings per Share / yen	51.06	-4.3%	46.54	-8.9%	77.68	+66.9%	95.45	+22.9%
連結技術者数 Consolidated Number of Technical Staff	2,201	+9.0%	3,036	+37.9%	3,929	+29.4%	4,861	+23.7%

(注)1株当たり当期純利益は2021年4月1日付および2023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 have been retroactively adjusted to reflect the impact of the 2-for-1 stock splits implemented on April 1, 2021 and October 1, 2023.

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

(百万円/million of yen)

	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%

	24/3期/FYE2024							
	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	5,406	+27.2%	5,731	+29.6%	6,359	+29.4%	6,601	+26.8%
売上原価 Cost of Sales	3,964	+33.4%	4,107	+31.9%	4,544	+32.0%	4,707	+27.7%
売上原価率 Cost of Sales Ratio	73.3%	+3.3pt	71.7%	+1.2pt	71.5%	+1.4pt	71.3%	+0.5pt
売上総利益 Gross Profit	1,441	+13.0%	1,623	+24.2%	1,815	+23.4%	1,893	+24.5%
販売費及び一般管理費 Selling, General and Administrative Expenses	1,205	+15.3%	1,122	+5.1%	1,145	+6.3%	1,158	+9.1%
営業利益 Operating Profit	236	+2.5%	501	+109.2%	669	+70.3%	735	+60.3%
減価償却費 Depreciation Expenses	40	+20.4%	45	+17.7%	47	+25.0%	53	+51.1%
のれん償却費 Amortization of Goodwill	26	+0.0%	26	-	27	+3.6%	29	+10.7%
株式報酬費用 Share-Based Compensation Expenses	-14	-	0	-89.0%	5	-5.6%	8	-17.4%
Non-GAAP営業利益 Non-GAAP Operating Profit	288	-4.0%	574	+83.2%	748	+61.9%	826	+55.7%
連結技術者数 Consolidated Number of Technical Staff	3,314	+38.3%	3,515	+36.5%	3,709	+31.2%	3,929	+29.4%

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

(百万円/million of yen)

	25/3期/FYE2025		26/3期/FYE2026			
	上期/1H	通期 /Full year	上期/1H (予想/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	17,444	+22.6%	38,000	+26.6%
売上原価 Cost of Sales	10,390	21,706	12,517	+20.5%	27,079	+24.8%
売上原価率 Cost of Sales Ratio	73.0%	72.3%	71.8%	-1.2pt	71.3%	-1.0pt
売上総利益 Gross Profit	3,837	8,308	4,928	+28.4%	10,921	+31.4%
販売費及び一般管理費 Selling, General and Administrative Expenses	2,599	5,544	3,389	+30.4%	7,121	+28.4%
営業利益 Operating Profit	1,237	2,763	1,539	+24.3%	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	1,789	+24.2%	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	1,539	+22.4%	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	1,001	+25.4%	2,470	+35.7%
1株当たり当期純利益 / 円 Earnings per Share / yen	41.70	95.45	52.54	+26.0%	129.70	+35.9%
連結技術者数 Consolidated Number of Technical Staff	4,482	4,861	-	-	6,271	+29.0%

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

(百万円/million of yen)

	23/3期/FYE2023		24/3期/FYE2024		25/3期/FYE2025		
	第4四半期/4Q		第4四半期/4Q		第4四半期/4Q		
		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	9,995	+1,153	12,150	+2,155	13,057	+906	+7.5%
流動資産 Current Assets	7,751	+1,003	9,890	+2,138	10,778	+888	+9.0%
現預金 Cash and Deposits	4,406	+348	5,949	+1,542	6,190	+241	+4.1%
売上債権 Notes and Accounts Receivable	2,899	+673	3,524	+625	4,140	+615	+17.5%
その他 Others	445	-18	415	-29	447	+31	+7.7%
固定資産 Non-Current Assets	2,243	+150	2,260	+17	2,279	+18	+0.8%
有形固定資産 Property, Plant and Equipment	583	+176	586	+2	598	+12	+2.0%
無形固定資産 Intangible Assets	987	-11	1,074	+86	869	-204	-19.0%
のれん Goodwill	674	-105	656	-18	555	-100	-15.4%
その他 Others	312	+94	418	+105	314	-104	-24.9%
投資その他の資産計 Investments and Other Assets	672	-14	599	-72	811	+211	+35.4%
負債合計 Total Liabilities	2,883	+616	4,034	+1,151	4,657	+623	+15.4%
流動負債 Current Liabilities	2,716	+551	3,849	+1,132	4,427	+577	+15.0%
固定負債 Non-Current Liabilities	166	+65	185	+19	230	+45	+24.3%
純資産 Net Assets	7,112	+537	8,116	+1,004	8,399	+283	+3.5%
自己資本 Shareholders' Equity	7,041	+502	8,059	+1,017	8,252	+193	+2.4%
その他 Others	70	+34	57	-13	147	+90	+157.9%
有利子負債 Interest-Bearing Liabilities	1	-2	-	-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)

	22/3期/FYE2022		23/3期/FYE2023		24/3期/FYE2024		25/3期/FYE2025	
	通期/Full year		通期/Full year		通期/Full year		通期/Full year	
		前期比 YoY		前期比 YoY		前期比 YoY		前期比 YoY
売上高 Net Sales	14,831	-0.0%	17,550	+18.3%	21,883	+24.7%	26,739	+22.2%
売上原価 Cost of Sales	10,181	-3.4%	12,413	+21.9%	15,679	+26.3%	19,059	+21.6%
売上原価率 Cost of Sales Ratio	68.7%	-2.3pt	70.7%	+2.0pt	71.6%	+0.9pt	71.3%	-0.4pt
売上総利益 Gross Profit	4,649	+8.2%	5,136	+10.5%	6,204	+20.8%	7,679	+23.8%
販売費及び一般管理費 Selling, General and Administrative Expenses	1,796	-3.8%	2,584	+43.9%	2,906	+12.4%	3,625	+24.7%
営業利益 Operating Profit	2,852	+17.4%	2,551	-10.6%	3,298	+29.3%	4,054	+22.9%

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

(百万円/million of yen)

	22/3期/FYE2022		23/3期/FYE2023		24/3期/FYE2024		25/3期/FYE2025	
	通期/Full year		通期/Full year		通期/Full year		通期/Full year	
		前期比 YoY		前期比 YoY		前期比 YoY		前期比 YoY
売上高 Net Sales	757	-	1,241	+63.8%	2,214	+78.4%	3,275	+47.9%
売上原価 Cost of Sales	562	-	802	+42.7%	1,644	+104.9%	2,646	+60.9%
売上原価率 Cost of Sales Ratio	74.2%	-	64.7%	-9.5pt	74.3%	+9.6pt	80.8%	+6.5pt
売上総利益 Gross Profit	195	-	438	+124.5%	569	+29.9%	628	+10.4%
販売費及び一般管理費 Selling, General and Administrative Expenses	256	-	414	+61.5%	580	+40.1%	676	+16.5%
営業利益 Operating Profit	-61	-	24	-	-10	-	-47	-

(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

	23/3期/FYE2023		24/3期/FYE2024		25/3期/FYE2025		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	1,472	+638	2,024	+552	2,379	+355	3,000	+621
新卒 / New Graduates	56	–	154	+98	117	–37	130	+13
1Q中途採用 / Mid-carrier Recruitment: 1Q	239	+65	460	+221	726	+266		
2Q中途採用 / Mid-carrier Recruitment: 2Q	315	+107	458	+143	505	+47		
3Q中途採用 / Mid-carrier Recruitment: 3Q	415	+202	467	+52	506	+39		
4Q中途採用 / Mid-carrier Recruitment: 4Q	447	+264	485	+38	525	+40		
退職人数計 / Total Number of Employee Turnover	812	–47	1,233	+421	1,595	+362	1,928	+333
無期雇用社員 / Permanent Employees	200	+106	396	+196	1,095	+699		
有期雇用社員 / Fixed-term Employees	612	–153	837	+225	500	–337		
1Q退職 / Employee Turnover: 1Q	223	–70	361	+138	450	+89		
2Q退職 / Employee Turnover: 2Q	158	–29	283	+125	395	+112		
3Q退職 / Employee Turnover: 3Q	191	+10	299	+108	365	+66		
4Q退職 / Employee Turnover: 4Q	240	+42	290	+50	385	+95		
純増減 / Net Change	+660	–	+791	–	+784	–	+1,072	–
M&A等による増加 / Increase due to M&A, etc.	+122	–	–	–	–	–		
期末在籍人数計 Total Number of Technicians at the Fiscal Year End	2,777	+782	3,568	+791	4,352	+784	5,424	+1,072
無期雇用社員 / Permanent Employees	1,165	+750	1,840	+675	3,498	+1,658		
有期雇用社員 / Fixed-term Employees	1,612	+32	1,728	+116	854	–874		
期中平均稼働率 / Average Utilization Rate	96.3%	–0.6pt	94.6%	–1.7pt	93.8%	–0.8pt	94.6%	+0.8pt

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

	24/3期/FYE2024				25/3期/FYE2025				前期差 Inc./dec.
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	
定着率 Retention Rate	89.4%	91.9%	91.9%	92.5%	89.8%	91.2%	92.0%	91.9%	–0.6pt
定着率(今期累計) Current Cumulative Retention Rate	89.2%	82.3%	76.2%	72.1%	89.4%	82.8%	77.3%	72.7%	+0.6pt
定着率(LTM) Last-twelve-months Retention Rate	75.0%	73.2%	71.6%	72.1%	72.7%	73.1%	72.7%	72.7%	+0.6pt
契約継続率 Contract Renewal Rate	82.6%	83.6%	84.2%	82.5%	80.3%	82.9%	83.1%	80.6%	–1.9pt
ターゲット企業配属率 Target Company Assignment Rate	88.8%	91.3%	93.0%	93.4%	92.0%	90.6%	89.5%	89.4%	–4.0pt

- (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. 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。  
3. 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。  
4. 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. Current Cumulative Retention Rate: The percentage of technicians who were employed at the end of the previous four quarters and are still employed at the end of the relevant quarter.  
3. Last-twelve-months retention rate: The percentage of technicians who were employed at the end of the same quarter in the previous year and are still employed at the end of that same quarter in the current year.  
4. 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)

	22/3期/FYE2022		23/3期/FYE2023		24/3期/FYE2024		25/3期/FYE2025	
	通期/Full year		通期/Full year		通期/Full year		通期/Full year	
		前期比 YoY		前期比 YoY		前期比 YoY		前期比 YoY
売上高 / Net sales	14,831	-0.0%	17,550	+18.3%	21,883	+24.7%	26,739	+22.2%
北海道 / Hokkaido	640	-10.2%	744	+16.3%	845	+13.5%	1,022	+21.0%
東北 / Tohoku	1,142	+6.2%	1,306	+14.4%	1,289	-1.3%	1,303	+1.1%
関東 / Kanto	5,552	-2.0%	6,909	+24.4%	9,356	+35.4%	12,053	+28.8%
東海・北陸 / Tokai and Hokuriku	3,129	+5.1%	3,306	+5.6%	3,743	+13.2%	4,507	+20.4%
関西 / Kansai	2,111	-2.9%	2,763	+30.9%	3,790	+37.2%	4,670	+23.2%
中国・四国 / Chugoku and Shikoku	918	-15.2%	1,051	+14.5%	1,176	+11.9%	1,297	+10.3%
九州 / Kyushu	1,336	+16.8%	1,469	+9.9%	1,681	+14.5%	1,884	+12.1%
建築 / Building Construction	4,771	+6.1%	5,510	+15.5%	7,091	+28.7%	8,182	+15.4%
土木 / Civil Engineering	2,600	-5.3%	2,483	-4.5%	2,971	+19.7%	3,737	+25.8%
設備 / Facilities	3,462	-6.4%	4,914	+41.9%	6,477	+31.8%	8,536	+31.8%
CAD	1,232	+2.0%	1,378	+11.8%	1,959	+42.2%	1,678	-14.3%
プラント / Plant	2,169	-1.5%	2,455	+13.2%	2,052	-16.4%	2,659	+29.6%
その他 / Others	594	+22.3%	807	+35.9%	1,330	+64.8%	1,944	+46.1%
建設事務 / Construction Office Work	525	+148.6%	730	+39.1%	1,260	+72.5%	1,810	+43.6%
人材紹介 / Recruitment Services	68	-74.9%	76	+11.7%	68	-10.7%	131	+91.3%
売上PH (期中平均) Average Sales per Technician for the Period	643	+2.0%	644	+0.2%	611	-5.3%	582	-4.7%

(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)

	22/3期/FYE2022		23/3期/FYE2023		24/3期/FYE2024		25/3期/FYE2025	
	第4四半期/4Q		第4四半期/4Q		第4四半期/4Q		第4四半期/4Q	
		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)	560	+13	537	-23	530	-6	529	-1
1年目 / 1st year	444	+0	427	-17	449	+22	444	-5
2年目 / 2nd year	464	-5	464	+0	455	-8	469	+14
3～5年目 / 3rd-5th year	507	+9	522	+15	522	+0	504	-18
6～10年目 / 6th-10th year	582	+31	580	-1	595	+15	600	+4
11年目以上 / 11th year or more	646	+17	654	+7	677	+22	700	+23

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

	22/3期/FYE2022		23/3期/FYE2023		24/3期/FYE2024		25/3期/FYE2025	
	通期/Full year		通期/Full year		通期/Full year		通期/Full year	
		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	18,994	-	35,978	+89.4%	39,823	+10.7%	63,431	+59.3%

(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・請負

## Dispatching and Contracting 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

	23/3期/FYE2023		24/3期/FYE2024		25/3期/FYE2025		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	85	+65	118	+33	192	+74	297	+105
新卒 / New Graduates	1	-	5	+4	15	+10	21	+6
1Q中途採用 / Mid-carrier Recruitment: 1Q	13	-	24	+11	21	-3		
2Q中途採用 / Mid-carrier Recruitment: 2Q	23	+21	27	+4	59	+32		
3Q中途採用 / Mid-carrier Recruitment: 3Q	25	+22	28	+3	52	+24		
4Q中途採用 / Mid-carrier Recruitment: 4Q	23	+8	34	+11	45	+11		
退職人数計 / Total Number of Employee Turnover	42	+27	54	+12	83	+29	104	+21
無期雇用社員 / Permanent Employees	26	+14	28	+2	61	+33		
有期雇用社員 / Fixed-term Employees	16	+13	26	+10	22	-4		
1Q退職 / Employee Turnover: 1Q	8	-	13	+5	18	+5		
2Q退職 / Employee Turnover: 2Q	11	+6	9	-2	27	+18		
3Q退職 / Employee Turnover: 3Q	11	+6	17	+6	15	-2		
4Q退職 / Employee Turnover: 4Q	12	+7	15	+3	23	+8		
純増減 / Net Change	+43	-	+64	-	+109	-	+193	-
期末在籍人数計 Total Number of Engineers at the Fiscal Year End	159	+43	223	+64	332	+109	525	+193
期中平均稼働率 Average Utilization Rate for the Period	97.5%	-1.1pt	97.0%	-0.5pt	90.8%	-6.2pt	92.9%	+2.1pt

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

	24/3期/FYE2024				25/3期/FYE2025				前期差 Inc./dec.
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	
定着率 Retention Rate	93.1%	95.5%	92.3%	93.7%	93.1%	91.0%	95.4%	93.5%	-0.2pt
定着率(今期累計) Current Cumulative Retention Rate	93.7%	89.9%	85.4%	82.3%	92.9%	87.6%	82.7%	79.1%	-3.2pt
定着率(LTM) Last-twelve-months Retention Rate	82.8%	84.2%	90.2%	82.3%	85.1%	81.3%	80.9%	79.1%	-3.2pt
契約継続率 Contract Renewal Rate	90.2%	84.7%	82.1%	88.9%	85.6%	80.6%	89.3%	85.5%	-3.4pt

(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. 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。

3. 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. 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. Current Cumulative Retention Rate: The percentage of technicians who were employed at the end of the previous four quarters and are still employed at the end of the relevant quarter.

3. Last-twelve-months retention rate: The percentage of technicians who were employed at the end of the same quarter in the previous year and are still employed at the end of that same quarter in the current year.

## (2) 業種別売上高 Sales by Industry

(百万円/million of yen)

	23/3期/FYE2023		24/3期/FYE2024		25/3期/FYE2025	
	通期/Full year		通期/Full year		通期/Full year	
		前期比 YoY		前期比 YoY		前期比 YoY
売上高 / Net Sales	1,021	+54.1%	1,435	+40.5%	1,842	+28.4%
派遣 / Dispatch Business	511	+137.0%	934	+82.6%	1,230	+31.7%
請負 / Contract Business	509	+14.0%	500	-1.7%	611	+22.1%
派遣売上PH (期中平均)(千円) Average Dispatch Sales per Engineer for the Period (thousand yen)	599	-4.6%	618	+3.2%	561	-9.2%

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

(円/yen)

	23/3期/FYE2023		24/3期/FYE2024		25/3期/FYE2025	
	第4四半期/4Q		第4四半期/4Q		第4四半期/4Q	
		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	3,671	+190	3,612	-59	3,388	-224

## 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

	23/3期/FYE2023		24/3期/FYE2024		25/3期/FYE2025		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	68	+52	72	+4	140	-	247	+107
1Q中途採用 / Mid-carrier Recruitment: 1Q	14	-	21	+7	32	+11		
2Q中途採用 / Mid-carrier Recruitment: 2Q	22	-	17	-5	27	+10		
3Q中途採用 / Mid-carrier Recruitment: 3Q	17	+11	17	-	44	+27		
4Q中途採用 / Mid-carrier Recruitment: 4Q	15	+5	17	+2	37	+20		
退職人数計 / Total Number of Employee Turnover	58	+42	42	-16	101	+59	102	+1
1Q退職 / Employee Turnover: 1Q	17	-	12	-5	22	+10		
2Q退職 / Employee Turnover: 2Q	12	-	9	-3	37	+28		
3Q退職 / Employee Turnover: 3Q	6	-3	6	-	20	+14		
4Q退職 / Employee Turnover: 4Q	23	+16	15	-8	22	+7		
純増減 / Net Change	+10	-	+30	-	+39	-	+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	100	+10	138	+38	177	+39	322	+145
期末稼働率 Utilization Rate at the End of the Period	100.0%	+0.0pt	100.0%	+0.0pt	98.6%	-1.4pt	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

	24/3期/FYE2024				25/3期/FYE2025				
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	前期差 Inc./dec.
定着率 Retention Rate	89.3%	100.0%	87.0%	87.7%	89.1%	92.1%	94.6%	91.0%	+3.3pt

(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	25.0	+5.0	50.0	+25.0	60.0	+10.0	80.0	+20.0
普通配当(中間) Interim Ordinary Dividend	5.0	—	15.0	+10.0	20.0	+5.0	30.0	+10.0
普通配当(期末) Year-end Ordinary Dividend	20.0	+5.0	30.0	+10.0	40.0	+10.0	50.0	+10.0
記念配当(期末) Year-end Special Dividend	—	—	5.0	—	—	—	—	—
配当性向 Dividend Payout Ratio	53.7%	+14.5pt	64.4%	+10.7pt	62.9%	−1.5pt	61.7%	−1.2pt

(注) 1株当たり配当金は2021年4月1日付および2023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おります。

Note: Dividends per share have been retroactively adjusted to reflect the impact of the 2-for-1 stock splits implemented on April 1, 2021, and October 1, 2023.

#### (2) 大株主の状況 Major Shareholders

2025年3月31日現在 / As of March 31, 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	44.11%
清川 甲介 (代表取締役社長) Kosuke Kiyokawa, Representative Director and President, the Company	2,630	13.81%
蔭山 恭一 Individual Investor	1,000	5.25%
株式会社日本カストディ銀行(信託口) Custody Bank of Japan, Ltd. (Trust Account)	456	2.39%
森實 厚裕 Individual Investor	350	1.84%
NOMURA PB NOMINEES LIMITED OMNIBUS-MARGIN (CASH PB)	248	1.31%
藤巻 正司 Individual Investor	200	1.05%
野村信託銀行株式会社(投信口) The Nomura Trust and Banking Co., Ltd. (Investment Trust Account)	154	0.81%
モルガン・スタンレーMUFG証券 MITSUBISHI UFJ MORGAN STANLEY SECURITIES CO., LTD.	143	0.75%
JPモルガン証券株式会社 JPMorgan Securities Japan Co., Ltd.	138	0.72%

(注) 1. 当社は自己株式を955,761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 955,761 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3月31日現在 / As of March 31, 2025

	単元 / 100 shares	割合 / ratio
金融機関 / Financial Institutions	6,710	3.4%
金融商品取引業者 / Securities Firms	4,473	2.2%
その他法人・自己株式 / Other Companies and Treasury Stock	96,115	48.1%
外国法人等 / Foreign Institutions and Others	12,944	6.5%
個人その他 / Individuals and Others	79,626	39.8%

## 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.