



2024年3月期第3四半期決算ファクトブック

Factbook for the 9 Months of the Fiscal Year Ending March 31, 2024

【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	建設技術者派遣 Dispatching Business of Construction Technicians	
(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
		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	P.8
		(2) 業種別売上高 Sales by Industry	P.9
		(3) 契約単価の状況 Data on Contact Pricing	P.9
		SES(システムエンジニアリングサービス) System Engineering Services	
		(1) 技術社員の状況 Data on Engineers	P.10

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 Results

(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		23/3期/FYE2023		24/3期/FYE2024	
	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	15,589	+5.1%	13,584	+18.7%	18,791	+20.5%	17,496	+28.8%
売上原価 Cost of sales	10,744	+1.9%	9,530	+20.5%	13,216	+23.0%	12,616	+32.4%
売上原価率 Cost of sales ratio	68.9%	-2.1pt	70.2%	+1.1pt	70.3%	+1.4pt	72.1%	+1.9pt
売上総利益 Gross profit	4,844	+12.7%	4,054	+14.8%	5,575	+15.1%	4,880	+20.4%
販売費及び一般管理費 Selling, general and administrative expenses	3,223	+12.7%	3,191	+32.5%	4,253	+32.0%	3,474	+8.9%
営業利益 Operating profit	1,621	+12.8%	862	-23.1%	1,321	-18.5%	1,406	+63.0%
減価償却費 Depreciation	118	+28.2%	110	+24.2%	145	+22.3%	133	+21.0%
のれん償却費 Amortization of goodwill	65	-	79	+112.7%	105	+61.9%	80	+1.2%
株式報酬費用 Share-based remuneration expenses	36	-	23	-34.3%	34	-6.3%	-8	-
Non-GAAP営業利益 Non-GAAP operating profit	1,841	+20.4%	1,076	-16.2%	1,606	-12.8%	1,611	+49.7%
営業外収益 Non-operating income	1	-72.6%	4	+343.1%	4	+196.6%	75	-
営業外費用 Non-operating expenses	3	+1.1%	0	-72.5%	1	-48.5%	0	-4.7%
経常利益 Ordinary profit	1,619	+12.5%	866	-22.6%	1,324	-18.2%	1,480	+70.8%
特別利益 Extraordinary income	61	-31.7%	0	-99.6%	0	-99.6%	0	+38.7%
特別損失 Extraordinary losses	125	+37.3%	3	-97.0%	5	-95.7%	-	-
税金等調整前当期純利益 Profit before income taxes	1,556	+8.1%	863	-18.2%	1,319	-15.2%	1,481	+71.6%
親会社株主に帰属する当期純利益 Profit attributable to owners of parent	962	-4.6%	521	-15.9%	864	-10.2%	936	+79.7%
1株当たり当期純利益(円) Earnings per share (yen)	51.06	-4.3%	28.07	-14.1%	46.55	-8.8%	49.87	+77.7%
連結技術者数 Number of technicians and engineers on consolidated basis	2,201	+9.0%	2,826	+28.3%	3,036	+37.9%	3,709	+31.2%

(注)1株当たり当期純利益は2021年4月1日および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 take into account the effect of the 1-for-2 stock split implemented on April 1, 2021 and October 1, 2023.

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

(百万円/million of yen)

	24/3期/FYE2024							
	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	5,406	+27.2%	5,731	+29.6%	6,359	+29.4%	-	-
売上原価 Cost of sales	3,964	+33.4%	4,107	+31.9%	4,544	+32.0%	-	-
売上原価率 Cost of sales ratio	73.3%	+3.3pt	71.7%	+1.2pt	71.5%	+1.4pt	-	-
売上総利益 Gross profit	1,441	+13.0%	1,623	+24.2%	1,815	+23.4%	-	-
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%	-	-
営業利益 Operating profit	236	+2.5%	501	+109.2%	669	+70.3%	-	-
減価償却費 Depreciation	40	+20.4%	45	+17.7%	47	+25.0%	-	-
のれん償却費 Amortization of goodwill	26	+0.0%	26	-	27	+3.6%	-	-
株式報酬費用 Share-based remuneration expenses	-14	-249.4%	0	-	5	-5.6%	-	-
Non-GAAP営業利益 Non-GAAP operating profit	288	-4.0%	574	+83.2%	748	+61.9%	-	-
連結技術者数 Number of technicians and engineers on consolidated basis	3,314	+38.3%	3,515	+36.5%	3,709	+31.2%	-	-

	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%	5,206	+25.5%
売上原価 Cost of sales	2,972	+19.3%	3,113	+16.3%	3,443	+25.6%	3,685	+30.0%
売上原価率 Cost of sales ratio	70.0%	-0.1pt	70.4%	+0.8pt	70.1%	+2.2pt	70.8%	+2.5pt
売上総利益 Gross profit	1,276	+20.0%	1,307	+11.7%	1,470	+13.5%	1,520	+15.7%
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%	1,062	+30.4%
営業利益 Operating profit	230	-17.0%	239	-32.5%	392	-19.6%	458	-8.2%
減価償却費 Depreciation	33	+18.4%	39	+25.3%	37	+28.7%	35	+16.8%
のれん償却費 Amortization of goodwill	26	-	26	+183.2%	26	-5.4%	26	-5.7%
株式報酬費用 Share-based remuneration expenses	9	+85.9%	8	-44.5%	5	-65.5%	10	-
Non-GAAP営業利益 Non-GAAP operating profit	300	-3.5%	313	-23.7%	462	-17.7%	530	-5.0%
連結技術者数 Number of technicians and engineers on consolidated basis	2,396	+22.4%	2,575	+23.4%	2,826	+28.3%	3,036	+37.9%

(3) 連結業績予想 Consolidated Financial Forecast

(百万円/million of yen)

	23/3期/FYE2023		24/3期/FYE2024			24/3期/FYE2024	
	3Q累計/ 3Q cumulative	通期 /Full year	3Q累計/3Q cumulative			通期/Full year (修正予想/Revised forecast)	
				進捗率 Progress	前期比 YoY		前期比 YoY
売上高 Net sales	13,584	18,791	17,496	72.0%	+28.8%	24,298	+29.3%
売上原価 Cost of sales	9,530	13,216	12,616	73.2%	+32.4%	17,233	+30.4%
売上原価率 Cost of sales ratio	70.2%	70.3%	72.1%	-	+1.9pt	70.9%	+0.6pt
売上総利益 Gross profit	4,054	5,575	4,880	69.1%	+20.4%	7,065	+26.7%
販売費及び一般管理費 Selling, general and administrative expenses	3,191	4,253	3,474	69.2%	+8.9%	5,023	+18.1%
営業利益 Operating profit	862	1,321	1,406	68.9%	+63.0%	2,042	+54.5%
減価償却費 Depreciation	110	145	133		+21.0%		
のれん償却 Amortization of goodwill	79	105	80		+1.2%		
株式報酬費用 Share-based remuneration expenses	23	34	-8		-		
Non-GAAP営業利益 Non-GAAP operating profit	1,076	1,606	1,611	68.8%	+49.7%	2,342	+45.7%
営業外収益 Non-operating income	4	4	75		-		
営業外費用 Non-operating expenses	0	1	0		-4.7%		
経常利益 Ordinary profit	866	1,324	1,480	70.0%	+70.8%	2,115	+59.7%
特別利益 Extraordinary income	0	0	0		+38.7%		
特別損失 Extraordinary losses	3	5	-		-		
税金等調整前当期純利益 Profit before income taxes	863	1,319	1,481		+71.6%		
親会社株主に帰属する当期純利益 Profit attributable to owners of parent	521	864	936	68.8%	+79.7%	1,361	+57.4%
1株当たり当期純利益(株式分割考慮後)/円 Earnings per share(after stock split)/yen	28.07	46.55	49.87	-	+77.7%	72.26	+55.2%
連結技術者数 Number of technicians and engineers on consolidated basis	2,826	3,036	3,709	86.8%	+31.2%	4,271	+40.7%

(注) 2023年10月1日(日曜日)を効力発生日として、1株につき2株の割合で株式分割を実施いたしました。

Note: On October 1, 2023, the Company conducted a stock split at a ratio of two shares per common stock.

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

(百万円/million of yen)

	22/3期/FYE2022		23/3期/FYE2023		24/3期/FYE2024		
	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 Inc./dec.
資産合計 Total assets	8,841	+326	9,995	+1,153	11,027	+1,032	+10.3%
流動資産 Current assets	6,748	-659	7,751	+1,003	8,751	+999	+12.9%
現預金 Cash and deposits	4,058	-1,262	4,406	+348	5,231	+824	+18.7%
売上債権 Accounts receivable - trade	2,226	+346	2,899	+673	3,084	+184	+6.3%
その他 Others	463	+256	445	-18	436	-9	-2.1%
固定資産 Non-current assets	2,092	+986	2,243	+150	2,275	+32	+1.4%
有形固定資産 Property, plant and equipment	407	+49	583	+176	572	-11	-2.0%
無形固定資産 Intangible assets	998	+838	987	-11	1,121	+133	+13.6%
のれん Goodwill	780	+780	674	-105	686	+11	+1.7%
その他 Others	218	+57	312	+94	435	+122	+39.2%
投資その他の資産計 Investments and other assets	686	+98	672	-14	582	-90	-13.4%
負債合計 Total liabilities	2,266	+24	2,883	+616	3,499	+616	+21.4%
流動負債 Current liabilities	2,165	+2	2,716	+551	3,339	+622	+22.9%
固定負債 Non-current liabilities	100	+21	166	+65	159	-6	-3.7%
純資産 Net assets	6,575	+302	7,112	+537	7,527	+415	+5.8%
自己資本 Shareholders' equity	6,538	+266	7,041	+502	7,474	+433	+6.2%
その他 Others	36	+35	70	+34	52	-18	-25.8%
有利子負債 Interest-bearing liabilities	4	-84	1	-2	-	-1	-

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

※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 the amounts after consolidation adjustment, which eliminates 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		23/3期/FYE2023		24/3期/FYE2024	
	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	14,831	-0.0%	12,732	+15.4%	17,550	+18.3%	15,991	+25.6%
売上原価 Cost of sales	10,181	-3.4%	8,977	+18.4%	12,413	+21.9%	11,531	+28.4%
売上原価率 Cost of sales ratio	68.7%	-2.4pt	70.5%	+1.7pt	70.7%	+2.0pt	72.1%	+1.6pt
売上総利益 Gross profit	4,649	+8.2%	3,754	+8.9%	5,136	+10.5%	4,459	+18.8%
販売費及び一般管理費 Selling, general and administrative expenses	1,796	-3.8%	1,940	+42.6%	2,584	+43.9%	2,240	+15.5%
営業利益 Operating profit	2,852	+17.4%	1,814	-13.0%	2,551	-10.6%	2,219	+22.3%

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

(百万円/million of yen)

	22/3期/FYE2022		23/3期/FYE2023		23/3期/FYE2023		24/3期/FYE2024	
	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	757	/	852	+109.1%	1,241	+63.8%	1,505	+76.7%
売上原価 Cost of sales	562	/	552	+70.3%	802	+42.7%	1,084	+96.3%
売上原価率 Cost of sales ratio	74.2%	/	64.9%	-14.8pt	64.7%	-9.6pt	72.1%	+7.2pt
売上総利益 Gross profit	195	/	299	261.0%	438	+124.5%	420	+40.4%
販売費及び一般管理費 Selling, general and administrative expenses	256	/	303	+71.7%	414	+61.5%	441	+45.5%
営業利益 Operating profit	-61	/	-3	-	24	-	-20	-

(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。

Note:1.ATMOS Co., Ltd. and VALUE ARK CONSULTING Co., Ltd. merged on October 1, 2023, and the corporate name changed to

COPRO TECHNOLOGY. Co., Ltd.

2.COPRO TECHNOLOGY. Co., Ltd. is listed based on the combined total with the past performance of the former VALUE ARC CONSULTING Co., Ltd. for reference.

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

	22/3期/FYE2022		23/3期/FYE2023		24/3期/FYE2024		24/3期/FYE2024 (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	834	-31	1,472	+638	1,539	-	2,120	+648
新卒/New graduates	56	-33	56	-	154	+98	154	+98
1Q中途採用 / Mid-carrier: 1Q	174	-18	239	+65	460	+221		
2Q中途採用 / Mid-carrier: 2Q	208	+27	315	+107	458	+143		
3Q中途採用 / Mid-carrier: 3Q	213	-18	415	+202	467	+52		
4Q中途採用 / Mid-carrier: 4Q	183	+11	447	+264	-	-		
退職人数計 / Turnover total	859	+30	812	-47	943	-	1,008	+196
無期雇用社員 / Permanent employees	94	+26	200	+106	295	-		
有期雇用社員 / Fixed-term employees	765	+4	612	-153	648	-		
1Q退職 / Turnover: 1Q	293	+72	223	-70	361	+138		
2Q退職 / Turnover: 2Q	187	-36	158	-29	283	+125		
3Q退職 / Turnover: 3Q	181	+2	191	+10	299	+108		
4Q退職 / Turnover: 4Q	198	-8	240	+42	-	-		
純増減 / Net change	-25	-	+660	-	+596	-	+1,112	-
M&A等による増加 / Increase due to M&A, etc.	-	-	+122	-	-	-		
期末在籍人数計 / Number of technicians	1,995	-25	2,777	+782	3,373	+596	3,889	+1,112
無期雇用社員 / Permanent employees	415	+1	1,165	+750	1,604	+439		
有期雇用社員 / Fixed-term employees	1,580	-26	1,612	+32	1,769	+157		
期中平均稼働率 / Utilization rate (period average)	96.9%	-	96.3%	-0.6pt	94.5%	-		

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

	23/3期/FYE2023				24/3期/FYE2024			
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	前期差 Inc./dec.
定着率 retention rate	90.7%	93.7%	93.1%	92.0%	89.4%	91.9%	91.9%	-1.2pt
定着率(今期累計) Year-to-date retention rate	89.7%	84.2%	79.0%	74.4%	89.2%	82.3%	76.2%	-2.8pt
定着率(LTM) Last-twelve-months retention rate	71.8%	72.3%	72.7%	74.4%	75.0%	73.2%	71.6%	-1.1pt
契約継続率 Contract renewal rate	80.9%	84.8%	82.8%	82.4%	82.6%	83.6%	84.2%	+1.4pt
ターゲット企業配属率 Target company assignment rate	89.2%	87.8%	88.1%	89.0%	88.8%	91.3%	93.0%	+4.9pt

- (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. 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.
3. 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.
4. 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)

	22/3期/FYE2022		23/3期/FYE2023		23/3期/FYE2023		24/3期/FYE2024	
	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	14,831	-0.0%	12,732	+15.4%	17,550	+18.3%	15,991	+25.6%
北海道 / Hokkaido	640	-10.2%	547	+11.2%	744	+16.3%	642	+17.4%
東北 / Tohoku	1,142	+6.2%	966	+14.6%	1,306	+14.4%	976	+1.0%
関東 / Kanto	5,552	-2.0%	4,956	+21.1%	6,909	+24.4%	6,770	+36.6%
東海・北陸 / Tokai and Hokuriku	3,129	+5.1%	2,439	+4.1%	3,306	+5.6%	2,726	+11.8%
関西 / Kansai	2,111	-2.9%	1,980	+26.6%	2,763	+30.9%	2,758	+39.3%
中国・四国 / Chugoku and Shikoku	918	-15.2%	773	+10.8%	1,051	+14.5%	867	+12.1%
九州 / Kyushu	1,336	+16.8%	1,068	+7.1%	1,469	+9.9%	1,249	+17.0%
建築 / Construction	4,771	+6.1%	3,994	+15.0%	5,510	+15.5%	5,162	+29.2%
土木 / Civil engineering	2,600	-5.3%	1,812	-6.7%	2,483	-4.5%	2,175	+20.0%
設備 / Facilities	3,462	-6.4%	3,509	+39.7%	4,914	+41.9%	4,737	+35.0%
CAD	1,232	+2.0%	999	+7.0%	1,378	+11.8%	1,560	+56.2%
プラント / Plant	2,169	-1.5%	1,824	+5.3%	2,455	+13.2%	1,405	-23.0%
その他 / Others	594	+22.3%	592	+34.8%	807	+35.9%	949	+60.3%
建設事務 / Construction administration	525	+148.6%	525	+38.1%	730	+39.1%	887	+68.8%
人材紹介 / Staffing agency	68	-74.9%	66	+13.0%	76	+11.7%	60	-8.0%
売上PH (期中平均) Sales per head (average for the period)	643	+2.0%	647	+1.1%	644	+0.2%	612	-5.3%

(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)

	22/3期/FYE2022		23/3期/FYE2023		23/3期/FYE2023		24/3期/FYE2024	
	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)	560	+13	542	-12	537	-23	525	-16
1年目 / 1st year	444	+0	427	-4	427	-17	433	+5
2年目 / 2nd year	464	-5	460	-11	464	+0	458	-2
3~5年目 / 3rd-5th year	507	+9	520	+13	522	+15	522	+2
6~10年目 / 6th-10th year	582	+31	583	+9	580	-1	594	+11
11年目以上 / 11th year or more	646	+17	649	+10	654	+7	673	+24

(4) 取得案件数 Job Posting Requests

	22/3期/FYE2022		23/3期/FYE2023		23/3期/FYE2023		24/3期/FYE2024	
	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	18,994	-	24,049	+73.2%	35,978	+89.4%	30,552	+27.0%

(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		24/3期/FYE2024		24/3期/FYE2024 (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 / Hired total	20	-	85	+65	84	-	123	+38
新卒 / New graduates			1	-	5	+4		
1Q中途採用 / Mid-carrier: 1Q			13	-	24	+11		
2Q中途採用 / Mid-carrier: 2Q	2	-	23	+21	27	+4		
3Q中途採用 / Mid-carrier: 3Q	3	-	25	+22	28	+3		
4Q中途採用 / Mid-carrier: 4Q	15	-	23	+8	-	-		
退職人数計 / Turnover total	15	-	42	+27	39	-	30	-12
無期雇用社員 / Permanent employees	12	-	26	+14	23	-		
有期雇用社員 / Fixed-term employees	3	-	16	+13	16	-		
1Q退職 / Turnover: 1Q			8	-	13	+5		
2Q退職 / Turnover: 2Q	5	-	11	+6	9	-2		
3Q退職 / Turnover: 3Q	5	-	11	+6	17	+6		
4Q退職 / Turnover: 4Q	5	-	12	+7	-	-		
純増減 / Net change	+5	-	+43	-	+45	-	+93	-
期末在籍人数計 / Number of engineers	116	-	159	+43	204	+45	252	+93
期中平均稼働率 / Utilization rate (period average)	98.6%	-	97.5%	-1.1pt	96.9%	-		

(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ヵ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

	23/3期/FYE2023				24/3期/FYE2024			
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	前期差 Inc./dec.
定着率 retention rate	93.8%	92.4%	93.1%	93.0%	93.1%	95.5%	92.3%	-0.8pt
定着率(今期累計) Year-to-date retention rate	93.1%	89.7%	85.3%	81.0%	93.7%	89.9%	85.4%	+0.1pt
定着率(LTM) Last-twelve-months retention rate	84.7%	85.2%	84.9%	81.0%	82.8%	84.2%	90.2%	+5.3pt
契約継続率 Contract renewal rate	88.9%	91.1%	90.1%	82.5%	90.2%	84.7%	82.1%	-8.0pt

(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。

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. 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.

3. 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.

(2) 業種別売上高 Sales by Industry

(百万円/million of yen)

	23/3期/FYE2023		23/3期/FYE2023		24/3期/FYE2024	
	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	700	+95.6%	1,021	+54.1%	1,039	+48.4%
派遣 / Dispatch business	332	+187.7%	511	+137.0%	666	+100.7%
輸送用機器 / Transportation machinery	14	-	25	+404.0%	62	+332.8%
産業用機械 / Industrial machinery	177	+266.4%	279	+201.6%	365	+106.2%
内、半導体 / Semiconductor equipment	41	-	64	-	45	+9.1%
家電 / Home appliances	109	+76.9%	154	+40.6%	120	+10.1%
農業機械 / Agricultural machinery	22	+345.3%	28	+261.3%	19	-11.7%
その他 / Others	8	-	22	-	97	-
請負 / Contract business	367	+51.7%	509	+14.0%	372	+1.2%
輸送用機器 / Transportation machinery	176	+53.2%	240	+18.2%	166	-6.1%
産業用機械 / Industrial machinery	17	-45.8%	26	-69.3%	24	+34.6%
農業機械 / Agricultural machinery	85	+75.5%	121	+48.7%	91	+7.8%
航空・宇宙 / Aerospace	87	+99.3%	121	+61.8%	90	+2.8%
その他 / Others	-	-	-	-	-	-
派遣売上PH (期中平均)(千円) Dispatch business sales per head (thousand of yen)	597	+5.6%	599	-4.6%	643	+7.6%

(3) 契約単価の状況 Data on Contact Pricing

(円/yen)

	23/3期/FYE2023		23/3期/FYE2023		24/3期/FYE2024	
	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
派遣契約時給単価(四半期末) Hourly contract unit price of dispatch business (end of quarter)	3,600	+258	3,671	+190	3,638	+38

SES(システムエンジニアリングサービス)

System Engineering Services

(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		24/3期/FYE2024		24/3期/FYE2024 (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 / Hired total	16	-	68	+52	55	-	88	+20
1Q中途採用 / Mid-carrier: 1Q			14	-	21	+7		
2Q中途採用 / Mid-carrier: 2Q			22	-	17	-5		
3Q中途採用 / Mid-carrier: 3Q	6	-	17	+11	17	+0		
4Q中途採用 / Mid-carrier: 4Q	10	-	15	+5	-	-		
退職人数計 / Turnover total	16	-	58	+42	27	-	58	+0
1Q退職 / Turnover: 1Q			17	-	12	-5		
2Q退職 / Turnover: 2Q			12	-	9	-3		
3Q退職 / Turnover: 3Q	9	-	6	-3	6	+0		
4Q退職 / Turnover: 4Q	7	-	23	+16	-	-		
純増減 / Net change	+0	-	+10	-	+28	-	+30	-
M&A等による増加 / Increase due to M&A, etc.	-	-	-	-	+4	-		
期末在籍人数計 / Number of engineers	90	-	100	+10	132	+32	130	+30
期中平均稼働率 / Utilization rate (period average)	100.0%	-	100.0%	+0.0pt	100.0%	+0.0pt		

(注) SES(システムエンジニアリングサービス)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 SES (System Engineering Services) includes freelance engineers.

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

	23/3期/FYE2023				24/3期/FYE2024			
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	前期差 Inc./dec.
定着率 retention rate	83.7%	89.0%	94.7%	81.3%	90.1%	92.9%	95.7%	+1.0pt

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.