



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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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 |
| | | | | 前期比 YoY | 通期進捗率 Full year progress ratio | | |
| 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 | | | | |
|--|---------------|-------|-------|-------|---------------|-------|-------|----|------------------|
| | 1Q | 2Q | 3Q | 4Q | 1Q | 2Q | 3Q | 4Q | 前期差 Inc./dec. |
| 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 | | | | |
|---|---------------|-----|-----|-----|---------------|-----|-----|----|------------------|
| | 1Q | 2Q | 3Q | 4Q | 1Q | 2Q | 3Q | 4Q | 前期差 Inc./dec. |
| 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 | | | | |
|--------------------------------|---------------|-------|-------|-------|---------------|-------|-------|----|------------------|
| | 1Q | 2Q | 3Q | 4Q | 1Q | 2Q | 3Q | 4Q | 前期差 Inc./dec. |
| 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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