



2025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, 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 Results

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

(百万円/million of yen)

	23/3期/FYE2023		24/3期/FYE2024		24/3期/FYE2024		25/3期/FYE2025	
	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	18,791	+20.5%	17,496	+28.8%	24,098	+28.2%	22,025	+25.9%
売上原価 Cost of sales	13,216	+23.0%	12,616	+32.4%	17,323	+31.1%	15,964	+26.5%
売上原価率 Cost of sales ratio	70.3%	+1.4pt	72.1%	+1.9pt	71.9%	+1.6pt	72.5%	+0.4pt
売上総利益 Gross profit	5,575	+15.1%	4,880	+20.4%	6,774	+21.5%	6,061	+24.2%
販売費及び一般管理費 Selling, general and administrative expenses	4,253	+32.0%	3,474	+8.9%	4,632	+8.9%	3,913	+12.6%
営業利益 Operating profit	1,321	-18.5%	1,406	+63.0%	2,141	+62.0%	2,148	+52.8%
減価償却費 Depreciation	145	+22.3%	133	+21.0%	186	+28.3%	236	+77.6%
のれん償却費 Amortization of goodwill	105	+61.9%	80	+1.2%	109	+3.6%	90	+12.8%
株式報酬費用 Share-based remuneration expenses	34	-6.3%	-8	-	0	-	5	-
Non-GAAP営業利益 Non-GAAP operating profit	1,606	-12.8%	1,611	+49.7%	2,437	+51.7%	2,481	+54.0%
営業外収益 Non-operating income	4	+196.6%	75	-	73	-	15	-79.0%
営業外費用 Non-operating expenses	1	-48.5%	0	-4.7%	3	+92.4%	2	+188.3%
経常利益 Ordinary profit	1,324	-18.2%	1,480	+70.8%	2,211	+67.0%	2,162	+46.0%
特別利益 Extraordinary income	0	-99.6%	0	+38.7%	1	+432.4%	0	-93.3%
特別損失 Extraordinary losses	5	-95.7%	-	-	0	-100.0%	0	-
税金等調整前当期純利益 Profit before income taxes	1,319	-15.2%	1,481	+71.6%	2,213	+67.8%	2,162	+46.0%
親会社株主に帰属する当期純利益 Profit attributable to owners of parent	864	-10.2%	936	+79.7%	1,463	+69.3%	1,374	+46.7%
1株当たり当期純利益(円) Earnings per share (yen)	46.54	-8.9%	49.87	+77.7%	77.68	+66.9%	72.02	+44.4%
連結技術者数 Number of technicians and engineers on consolidated basis	3,036	+37.9%	3,709	+31.2%	3,929	+29.4%	4,684	+26.3%

(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 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)

	25/3期/FYE2025							
	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	6,870	+27.1%	7,356	+28.4%	7,797	+22.6%	-	-
売上原価 Cost of sales	5,071	+27.9%	5,318	+29.5%	5,573	+22.7%	-	-
売上原価率 Cost of sales ratio	73.8%	+0.5pt	72.3%	+0.6pt	71.5%	+0.0pt	-	-
売上総利益 Gross profit	1,799	+24.8%	2,037	+25.5%	2,224	+22.5%	-	-
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%	-	-
営業利益 Operating profit	418	+77.2%	819	+63.5%	910	+36.1%	-	-
減価償却費 Depreciation	64	+59.5%	74	+61.0%	98	+109.1%	-	-
のれん償却費 Amortization of goodwill	30	+16.3%	29	+13.1%	29	+9.2%	-	-
株式報酬費用 Share-based remuneration expenses	3	-	0	+13.1%	1	-60.9%	-	-
Non-GAAP営業利益 Non-GAAP operating profit	516	+79.5%	922	+60.7%	1,041	+39.0%	-	-
連結技術者数 Number of technicians and engineers on consolidated basis	4,350	+31.3%	4,482	+27.5%	4,684	+0.0%	-	-

	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%	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	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 remuneration 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 Number of technicians and engineers on consolidated basis	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)

	24/3期/FYE2024		25/3期/FYE2025			25/3期/FYE2025	
	3Q累計/ 3Q cumulative	通期 /Full year	3Q累計/3Q cumulative			通期/Full year (予想/Forecast)	
			前期比 YoY	通期進捗率 Full year progress ratio		前期比 YoY	
売上高 Net sales	17,496	24,098	22,025	+25.9%	73.4%	30,000	+24.5%
売上原価 Cost of sales	12,616	17,323	15,964	+26.5%	74.1%	21,551	+24.4%
売上原価率 Cost of sales ratio	72.1%	71.9%	72.5%	+0.4pt	-	71.8%	-0.1pt
売上総利益 Gross profit	4,880	6,774	6,061	+24.2%	71.7%	8,449	+24.7%
販売費及び一般管理費 Selling, general and administrative expenses	3,474	4,632	3,913	+12.6%	68.1%	5,749	+24.1%
営業利益 Operating profit	1,406	2,141	2,148	+52.8%	79.6%	2,700	+26.1%
減価償却費 Depreciation	133	186	236	+77.6%	-		
のれん償却 Amortization of goodwill	80	109	90	+12.8%	-		
株式報酬費用 Share-based remuneration expenses	-8	0	5	-	-		
Non-GAAP営業利益 Non-GAAP operating profit	1,611	2,437	2,481	+54.0%	78.5%	3,162	+29.7%
営業外収益 Non-operating income	75	73	15	-79.0%	-		
営業外費用 Non-operating expenses	0	3	2	+188.3%	-		
経常利益 Ordinary profit	1,480	2,211	2,162	+46.0%	79.7%	2,714	+22.7%
特別利益 Extraordinary income	0	1	0	-93.3%	-		
特別損失 Extraordinary losses	-	0	0	-	-		
税金等調整前当期純利益 Profit before income taxes	1,481	2,213	2,162	+46.0%	-		
親会社株主に帰属する当期純利益 Profit attributable to owners of parent	936	1,463	1,374	+46.7%	78.3%	1,755	+19.9%
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	49.87	77.68	72.02	+44.4%	-	91.96	+18.4%
連結技術者数 Number of technicians and engineers on consolidated basis	3,709	3,929	4,684	+26.3%	90.6%	5,168	+31.5%

(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)

	23/3期/FYE2023		24/3期/FYE2024		25/3期/FYE2025		
	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	9,995	+1,153	12,150	+2,155	12,327	+176	+1.5%
流動資産 Current assets	7,751	+1,003	9,890	+2,138	10,120	+230	+2.3%
現預金 Cash and deposits	4,406	+348	5,949	+1,542	5,922	-26	-0.4%
売上債権 Accounts receivable - trade	2,899	+673	3,524	+625	3,688	+163	+4.7%
その他 Others	445	-18	415	-29	508	+93	+22.4%
固定資産 Non-current assets	2,243	+150	2,260	+17	2,206	-53	-2.4%
有形固定資産 Property, plant and equipment	583	+176	586	+2	532	-53	-9.1%
無形固定資産 Intangible assets	987	-11	1,074	+86	932	-141	-13.2%
のれん Goodwill	674	-105	656	-18	585	-70	-10.7%
その他 Others	312	+94	418	+105	346	-71	-17.1%
投資その他の資産計 Investments and other assets	672	-14	599	-72	741	+141	+23.6%
負債合計 Total liabilities	2,883	+616	4,034	+1,151	4,473	+438	+10.9%
流動負債 Current liabilities	2,716	+551	3,849	+1,132	4,273	+424	+11.0%
固定負債 Non-current liabilities	166	+65	185	+19	200	+14	+8.0%
純資産 Net assets	7,112	+537	8,116	+1,004	7,854	-262	-3.2%
自己資本 Shareholders' equity	7,041	+502	8,059	+1,017	7,804	-254	-3.2%
その他 Others	70	+34	57	-13	49	-7	-13.9%
有利子負債 Interest-bearing liabilities	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)

	23/3期/FYE2023		24/3期/FYE2024		24/3期/FYE2024		25/3期/FYE2025	
	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	17,550	+18.3%	15,991	+25.6%	21,883	+24.7%	19,653	+22.9%
売上原価 Cost of sales	12,413	+21.9%	11,531	+28.4%	15,679	+26.3%	14,056	+21.9%
売上原価率 Cost of sales ratio	70.7%	+2.0pt	72.1%	+1.6pt	71.6%	+0.9pt	71.5%	-0.6pt
売上総利益 Gross profit	5,136	+10.5%	4,459	+18.8%	6,204	+20.8%	5,596	+25.5%
販売費及び一般管理費 Selling, general and administrative expenses	2,584	+43.9%	2,240	+15.5%	2,906	+12.4%	2,563	+14.4%
営業利益 Operating profit	2,551	-10.6%	2,219	+22.3%	3,298	+29.3%	3,032	+36.7%

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

(百万円/million of yen)

	23/3期/FYE2023		24/3期/FYE2024		24/3期/FYE2024		25/3期/FYE2025	
	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	1,241	+63.8%	1,505	+76.7%	2,214	+78.4%	2,372	+57.6%
売上原価 Cost of sales	802	+42.7%	1,084	+96.3%	1,644	+104.9%	1,907	+75.8%
売上原価率 Cost of sales ratio	64.7%	-9.6pt	72.1%	+7.2pt	74.3%	+9.6pt	80.4%	+8.3pt
売上総利益 Gross profit	438	+124.5%	420	+40.4%	569	+29.9%	464	+10.6%
販売費及び一般管理費 Selling, general and administrative expenses	414	+61.5%	441	+45.5%	580	+40.1%	516	+17.1%
営業利益 Operating profit	24	-	-20	-	-10	-	-51	-

(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 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 ARK 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

	23/3期/FYE2023		24/3期/FYE2024		25/3期/FYE2025		25/3期/FYE2025 (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	1,472	+638	2,024	+552	1,854	-	2,299	+275
新卒/New graduates	56	-	154	+98	117	-37	117	-37
1Q中途採用 / Mid-carrier: 1Q	239	+65	460	+221	726	+266		
2Q中途採用 / Mid-carrier: 2Q	315	+107	458	+143	505	+47		
3Q中途採用 / Mid-carrier: 3Q	415	+202	467	+52	506	+39		
4Q中途採用 / Mid-carrier: 4Q	447	+264	485	+38	-	-		
退職人数計 / Turnover total	812	-47	1,233	+421	1,210	-	1,438	+205
無期雇用社員 / Permanent employees	200	+106	396	+196	783	-		
有期雇用社員 / Fixed-term employees	612	-153	837	+225	427	-		
1Q退職 / Turnover: 1Q	223	-70	361	+138	450	+89		
2Q退職 / Turnover: 2Q	158	-29	283	+125	395	+112		
3Q退職 / Turnover: 3Q	191	+10	299	+108	365	+66		
4Q退職 / Turnover: 4Q	240	+42	290	+50	-	-		
純増減 / Net change	+660	-	+791	-	+644	-	+861	-
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	2,777	+782	3,568	+791	4,212	+644	4,429	+861
無期雇用社員 / Permanent employees	1,165	+750	1,840	+675	3,309	+1,469		
有期雇用社員 / Fixed-term employees	1,612	+32	1,728	+116	903	-825		
期中平均稼働率 / Utilization rate (period average)	96.3%	-0.6pt	94.6%	-1.7pt	93.4%	-		

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			
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	前期差 Inc./dec.
定着率 retention rate	89.4%	91.9%	91.9%	92.5%	89.8%	91.2%	92.0%	+0.1pt
定着率(今期累計) Year-to-date retention rate	89.2%	82.3%	76.2%	72.1%	89.4%	82.8%	77.3%	+1.1pt
定着率(LTM) Last-twelve-months retention rate	75.0%	73.2%	71.6%	72.1%	72.7%	73.1%	72.7%	+1.1pt
契約継続率 Contract renewal rate	82.6%	83.6%	84.2%	82.5%	80.3%	82.9%	83.1%	-1.1pt
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%	-3.5pt

- (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)

	23/3期/FYE2023		24/3期/FYE2024		24/3期/FYE2024		25/3期/FYE2025	
	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	17,550	+18.3%	15,991	+25.6%	21,883	+24.7%	19,653	+22.9%
北海道 / Hokkaido	744	+16.3%	642	+17.4%	845	+13.5%	760	+18.3%
東北 / Tohoku	1,306	+14.4%	976	+1.0%	1,289	-1.3%	972	-0.4%
関東 / Kanto	6,909	+24.4%	6,770	+36.6%	9,356	+35.4%	8,813	+30.2%
東海・北陸 / Tokai and Hokuriku	3,306	+5.6%	2,726	+11.8%	3,743	+13.2%	3,335	+22.4%
関西 / Kansai	2,763	+30.9%	2,758	+39.3%	3,790	+37.2%	3,435	+24.5%
中国・四国 / Chugoku and Shikoku	1,051	+14.5%	867	+12.1%	1,176	+11.9%	957	+10.4%
九州 / Kyushu	1,469	+9.9%	1,249	+17.0%	1,681	+14.5%	1,377	+10.3%
建築 / Construction	5,510	+15.5%	5,162	+29.2%	7,091	+28.7%	6,016	+16.5%
土木 / Civil engineering	2,483	-4.5%	2,175	+20.0%	2,971	+19.7%	2,767	+27.2%
設備 / Facilities	4,914	+41.9%	4,737	+35.0%	6,477	+31.8%	6,228	+31.5%
CAD	1,378	+11.8%	1,560	+56.2%	1,959	+42.2%	1,249	-19.9%
プラント / Plant	2,455	+13.2%	1,405	-23.0%	2,052	-16.4%	1,975	+40.6%
その他 / Others	807	+35.9%	949	+60.3%	1,330	+64.8%	1,415	+49.1%
建設事務 / Construction administration	730	+39.1%	887	+68.8%	1,260	+72.5%	1,310	+47.7%
人材紹介 / Staffing agency	76	+11.7%	60	-8.0%	68	-10.7%	101	+67.4%
売上PH (期中平均) Sales per head (average for the period)	644	+0.2%	612	-5.3%	611	-5.3%	583	-4.8%

(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)

	23/3期/FYE2023		24/3期/FYE2024		24/3期/FYE2024		25/3期/FYE2025	
	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)	537	-23	525	-16	530	-6	526	+0
1年目 / 1st year	427	-17	433	+5	449	+22	441	+8
2年目 / 2nd year	464	+0	458	-2	455	-8	467	+9
3~5年目 / 3rd-5th year	522	+15	522	+2	522	+0	514	-8
6~10年目 / 6th-10th year	580	-1	594	+11	595	+15	596	+1
11年目以上 / 11th year or more	654	+7	673	+24	677	+22	693	+19

(4) 取得案件数 Job Posting Requests

	23/3期/FYE2023		24/3期/FYE2024		24/3期/FYE2024		25/3期/FYE2025	
	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	35,978	+89.4%	30,552	+27.0%	39,823	+10.7%	37,463	+22.6%

(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.

機電・半導体技術者派遣・請負

Dispatching and Contracting Business of Mechanical & Electrical and Semiconductor 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

	23/3期/FYE2023		24/3期/FYE2024		25/3期/FYE2025		25/3期/FYE2025 (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	85	+65	118	+33	147	-	207	+89
新卒 / New graduates	1	-	5	+4	15	+10	14	+9
1Q中途採用 / Mid-carrier: 1Q	13	-	24	+11	21	-3		
2Q中途採用 / Mid-carrier: 2Q	23	+21	27	+4	59	+32		
3Q中途採用 / Mid-carrier: 3Q	25	+22	28	+3	52	+24		
4Q中途採用 / Mid-carrier: 4Q	23	+8	34	+11	-	-		
退職人数計 / Turnover total	42	+27	54	+12	60	-	49	-5
無期雇用社員 / Permanent employees	26	+14	28	+2	41	-		
有期雇用社員 / Fixed-term employees	16	+13	26	+10	19	-		
1Q退職 / Turnover: 1Q	8	-	13	+5	18	+5		
2Q退職 / Turnover: 2Q	11	+6	9	-2	27	+18		
3Q退職 / Turnover: 3Q	11	+6	17	+6	15	-2		
4Q退職 / Turnover: 4Q	12	+7	15	+3	-	-		
純増減 / Net change	+43	-	+64	-	+87	-	+158	-
期末在籍人数計 / Number of engineers	159	+43	223	+64	310	+87	381	+158
期中平均稼働率 / Utilization rate (period average)	97.5%	-1.1pt	97.0%	-0.5pt	90.7%	-		

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

	24/3期/FYE2024				25/3期/FYE2025			
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	前期差 Inc./dec.
定着率 retention rate	93.1%	95.5%	92.3%	93.7%	93.1%	91.0%	95.4%	+3.1pt
定着率(今期累計) Year-to-date retention rate	93.7%	89.9%	85.4%	82.3%	85.1%	87.6%	82.7%	-2.7pt
定着率(LTM) Last-twelve-months retention rate	82.8%	84.2%	90.2%	82.3%	92.9%	81.3%	80.9%	-9.3pt
契約継続率 Contract renewal rate	90.2%	84.7%	82.1%	88.9%	85.6%	80.6%	89.3%	+7.2pt

(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		24/3期/FYE2024		24/3期/FYE2024		25/3期/FYE2025	
	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	1,021	+54.1%	1,039	+48.4%	1,435	+40.5%	1,312	+26.3%
派遣 / Dispatch business	511	+137.0%	666	+100.7%	934	+82.6%	855	+28.3%
請負 / Contract business	509	+14.0%	372	+1.2%	500	-1.7%	457	+22.7%
派遣売上PH(期中平均)(千円) Dispatch business sales per head(thousand of yen)	599	-4.6%	621	+3.9%	618	+3.2%	565	-9.1%

(3) 契約単価の状況 Data on Contract Pricing

(円/yen)

	23/3期/FYE2023		24/3期/FYE2024		24/3期/FYE2024		25/3期/FYE2025	
	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) Hourly contract unit price of dispatch business (end of quarter)	3,671	+190	3,638	+38	3,612	-59	3,360	-278

IT技術者派遣

Dispatching Business of IT 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

	23/3期/FYE2023		24/3期/FYE2024		25/3期/FYE2025		25/3期/FYE2025 (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	68	+52	72	+4	103	-	270	+198
1Q中途採用 / Mid-carrier: 1Q	14	-	21	+7	32	+11		
2Q中途採用 / Mid-carrier: 2Q	22	-	17	-5	27	+10		
3Q中途採用 / Mid-carrier: 3Q	17	+11	17	-	44	+27		
4Q中途採用 / Mid-carrier: 4Q	15	+5	17	+2	-	-		
退職人数計 / Turnover total	58	+42	42	-16	79	-	50	+8
1Q退職 / Turnover: 1Q	17	-	12	-5	22	+10		
2Q退職 / Turnover: 2Q	12	-	9	-3	37	+28		
3Q退職 / Turnover: 3Q	6	-3	6	-	20	+14		
4Q退職 / Turnover: 4Q	23	+16	15	-8	-	-		
純増減 / Net change	+10	-	+30	-	+24	-	+220	-
M&A等による増加 / Increase due to M&A, etc.	-	-	+8	-	-	-		
期末在籍人数計 / Number of engineers	100	+10	138	+38	162	+24	358	+220
期末稼働率 / Utilization rate (end of quarter)	100.0%	+0.0pt	100.0%	+0.0pt	98.4%	-		

(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 SES (System Engineering Services) includes freelance engineers.

② 定着率 Retention Rate

	24/3期/FYE2024				25/3期/FYE2025			
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	前期差 Inc./dec.
定着率 retention rate	89.3%	100.0%	87.0%	87.7%	89.1%	92.1%	94.6%	+7.6pt

(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 retention rate is for dispatched technical employees only, 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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