2nd Quarter of FYE3/2027

Financial Results

COPRO-HOLDINGS. Co., Ltd.

Tokyo Stock Exchange-Prime, Nagoya Stock Exchange-Premier (Ticker Symbol: 7059)

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October 2, 2026
20 Years Since Our Founding

Since our founding in 2006, we have reached this major 20-year milestone thanks to the trust of our clients, the dedication of our engineers on sites nationwide, and the warm support of our shareholders and investors who believe in our long-term growth.
We extend our deepest gratitude to all of you.

Building upon the strengths cultivated throughout our history, the Copro Group will continue taking on new challenges, striving to enhance corporate value and aiming for an “Overwhelming No. 1 Position" in the industry.

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SECTION 01

Summary of Financial Results for 1H FYE 3/2027



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Consolidated Financial Highlights

Point 1 Net sales, operating profit, and all subsequent profit lines exceeded the 1H forecasts revised upward in 1Q.

Point 2 SG&A expenses decreased due to controls on personnel and office-related costs. Furthermore, with recruitment expenses and refinancing fees shifted to 2H, operating profit exceeded the 1H forecast by +18.6%.

Point 3 Due to the tax impact of adding back goodwill amortization to pre-tax profit, net profit decreased slightly YoY. Meanwhile, profit before goodwill amortization, which will serve as an indicator following the transition to IFRS in FYE3/2028, increased significantly by 94.7% YoY.

No. of group technical employees

7,994 people

up 52.3% YoY



Net sales

¥ 28,180mn

up 66.0% YoY

vs. 1H forecast +0.1%



Operating profit

¥ 2,098mn

up 41.7% YoY

vs. 1H forecast +18.6%

(% to net sales 7.4%)



Operating profit before amortization*

¥ 3,307mn

up 90.1% YoY

vs. 1H forecast +10.6%

(% to net sales 11.7%)



Profit

¥ 904mn

down 3.4% YoY

vs. 1H forecast +27.4%

(% to net sales 3.2%)

Profit before goodwill amortization *

¥ 1,988mn

up 94.7% YoY

vs. 1H forecast +11.1%

(% to net sales 7.1%)



* Operating profit before amortization = Consolidated operating profit＋Goodwill amortization＋Depreciation＋Stock award expenses
* Profit before goodwill amortization = Consolidated profit＋Goodwill amortization＋Stock award expenses
* The number of engineers in the IT engineers dispatching business, which was transferred as of March 27, 2026, is excluded from the number of group technical employees.

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Consolidated Financial Results

(Millions of yen)

	FYE3/2026		FYE3/2027							
	1H results	Composition ratio	1H results	Composition ratio	YoY % change	YoY change	1H forecast	Composition ratio	vs. forecast	Difference
Net sales	**16,980**	-	**28,180**	-	+66.0%	+11,199	**28,150**	-	+0.1%	+30
Cost of sales	**12,336**	72.7%	**19,784**	70.2%	+60.4%	+7,447	**19,750**	70.2%	+0.2%	+34
Gross profit	**4,643**	27.3%	**8,395**	29.8%	+80.8%	+3,751	**8,400**	29.8%	-0.1%	-4
SG&A expenses	**3,162**	18.6%	**6,296**	22.3%	+99.1%	+3,133	**6,630**	23.6%	-5.0%	-333
o/w, goodwill amortization	**59**	-	**1,083**	-	-	+1,023	**1,083**	-	-	-
Operating profit	**1,481**	8.7%	**2,098**	7.4%	+41.7%	+617	**1,770**	6.3%	+18.6%	+328
Operating profit before amortization*	**1,739**	10.2%	**3,307**	11.7%	+90.1%	+1,568	**2,990**	10.6%	+10.6%	+317
Ordinary profit	**1,480**	8.7%	**1,852**	6.6%	+25.1%	+372	**1,536**	5.5%	+20.6%	+316
Profit	**935**	5.5%	**904**	3.2%	-3.4%	-31	**710**	2.5%	+27.4%	+194
Profit before goodwill amortization*	**1,021**	6.0%	**1,988**	7.1%	+94.7%	+967	**1,790**	6.4%	+11.1%	+198

* Operating profit before amortization = Consolidated operating profit + Goodwill amortization + Depreciation + Stock award expenses
* Profit before goodwill amortization = Consolidated profit + Goodwill amortization + Stock award expenses

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Results by Subsidiary

Point 1 **CN: Net sales grew +11.7% YoY, driven by a steady increase in the number of active technicians. In addition, operating profit rose +20.3% YoY, supported by a 1.1pt improvement in gross profit margin.**

Point 2 **SK: Secured operating profit of 383 million yen after absorbing 1,064 million yen in goodwill amortization.**

Point 3 **TC: Excluding the impact of the IT engineer dispatching business sale in March 2026, net sales surged +26.8% YoY.**

(Millions of yen)

	FYE3/2026				FYE3/2027			
	1H results	Composition ratio	YoY % change	YoY change	1H results	Composition ratio	YoY % change	YoY change
Net sales	**16,980**	**-**	**+19.3%**	**+2,752**	**28,180**	**-**	**+66.0%**	**+11,199**
COPRO CONSTRUCTION	15,170	-	+19.3%	+2,451	**16,943**	-	+11.7%	+1,773
SK Fields	-	-	-	-	**9,760**	-	-	+9,760
COPRO TECHNOLOGY	1,810	-	+20.0%	+301	**1,476**	-	-18.5%	-334
Gross profit	**4,643**	**27.3%**	**+21.0%**	**+806**	**8,395**	**29.8%**	**+80.8%**	**+3,751**
COPRO CONSTRUCTION	4,297	28.3%	+21.7%	+766	**4,980**	29.4%	+15.9%	+683
SK Fields	-	-	-	-	**3,095**	31.7%	-	+3,095
COPRO TECHNOLOGY	346	19.1%	+13.3%	+40	**319**	21.6%	-7.8%	-27
SG&A expenses	**3,162**	**18.6%**	**+21.7%**	**+563**	**6,296**	**22.3%**	**+99.1%**	**+3,133**
COPRO CONSTRUCTION	2,191	14.4%	+29.8%	+502	**2,446**	14.4%	+11.6%	+254
SK Fields	-	-	-	-	**2,712**	27.8%	-	+2,712
COPRO TECHNOLOGY	355	19.6%	+3.2%	+11	**323**	21.9%	-8.8%	-31
COPRO HD and others	615	-	+8.7%	+49	**813**	-	+32.2%	+197
Consolidated operating profit	**1,481**	**8.7%**	**+19.7%**	**+243**	**2,098**	**7.4%**	**+41.7%**	**+617**
COPRO CONSTRUCTION	2,105	13.9%	+14.3%	+263	**2,533**	15.0%	+20.3%	+428
SK Fields	-	-	-	-	**383**	3.9%	-	+383
COPRO TECHNOLOGY	-9	-0.5%	-	+29	**-4**	-0.3%	-	+4
COPRO HD and others	-615	-	-	-49	**-813**	-	-	-198

* The figures for subsidiaries are the amounts after consolidation adjustment, which eliminates intra-group transactions.
* CN: COPRO CONSTRUCTION / SK: SK Fields / TC: COPRO TECHNOLOGY

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SECTION 02

Earnings and Dividend Forecast for FYE 3/2027



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FYE3/2027 Earnings Forecast

Point 1 **The full-year earnings forecast remains unchanged from the August announcement, with only underlying KPIs revised based on 1H results.**

Point 2 **While KPI forecasts for construction technician and mechanical, electrical, and semiconductor engineer dispatch were raised on steady performance, the forecast for construction technician recruitment was lowered.**

(Millions of yen)

	FYE3/2026				FYE3/2027						
	1H results	Composition ratio	Full year results	Composition ratio	1H results	Composition ratio	YoY % change	vs. forecast	Full year forecast	Composition ratio	YoY % change
Net sales	**16,980**	-	**36,661**	-	**28,180**	-	+66.0%	+0.1%	**57,650**	-	+57.2%
Cost of sales	**12,336**	72.7%	**26,300**	71.7%	**19,784**	70.2%	+60.4%	+0.2%	**40,000**	69.4%	+52.1%
Gross profit	**4,643**	27.3%	**10,361**	28.3%	**8,395**	29.8%	+80.8%	-0.1%	**17,650**	30.6%	+70.3%
SG&A expenses	**3,162**	18.6%	**6,728**	18.4%	**6,296**	22.3%	+99.1%	-5.0%	**13,775**	23.9%	+104.7%
o/w, goodwill amortization	**59**	-	**298**	-	**1,083**	-	-	-	**2,167**	-	+626.8%
Operating profit	**1,481**	8.7%	**3,632**	9.9%	**2,098**	7.4%	+41.7%	+18.6%	**3,875**	6.7%	+6.7%
Operating profit before amortization*	**1,739**	10.2%	**4,204**	11.5%	**3,307**	11.7%	+90.1%	+10.6%	**6,340**	11.0%	+50.8%
Profit	**935**	5.5%	**2,880**	7.9%	**904**	3.2%	-3.4%	+27.4%	**1,660**	2.9%	-42.4%
Profit before goodwill amortization*	**1,021**	6.0%	**3,088**	8.4%	**1,988**	7.1%	+94.7%	+11.1%	**3,829**	6.6%	+24.0%
EPS (yen)*	**24.52**	-	**75.35**	-	**23.57**	-	-3.9%	+27.3%	**43.27**	-	-42.6%
EPS before goodwill amortization (yen)*	**26.76**	-	**80.80**	-	**51.85**	-	+93.8%	+11.0%	**99.81**	-	+23.5%

* Operating profit before amortization = Consolidated operating profit + Goodwill amortization + Depreciation + Stock award expenses
* Profit before goodwill amortization = Consolidated profit + Goodwill amortization + Stock award expenses
* EPS and EPS before goodwill amortization have been retroactively revised to take into account the impact of the two-for-one stock split implemented on October 1, 2025.

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KPI Trends by Business Segment

(People, Thousands of yen)

	FYE3/2026			FYE3/2027						
	1H results	2H results	Full year results	1H results	YoY % change	YoY change	Full year forecast	YoY % change	YoY change	Previous forecast change
No. of recruits	**1,632**	**1,052**	**2,684**	**2,009**	**+23.1%**	**+377**	**3,688**	**+37.4%**	**+1,004**	**+468**
Construction technician dispatch	1,546	954	2,500	1,832	+18.5%	+286	3,366	+34.6%	+866	+385
Mechanical & electrical and semiconductor engineer dispatch	86	98	184	177	+105.8%	+91	322	+75.0%	+138	+83
No. of resignations	**1,068**	**1,035**	**2,103**	**1,644**	**+53.9%**	**+576**	**2,909**	**+38.3%**	**+806**	**-95**
Construction technician dispatch	1,013	983	1,996	1,566	+54.6%	+553	2,778	+39.2%	+782	-80
Mechanical & electrical and semiconductor engineer dispatch	55	52	107	78	+41.8%	+23	131	+22.4%	+24	-15
Changes due to M&A, etc.	**-**	**+2,364**	**+2,364**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Construction technician dispatch	-	+2,364	+2,364	-	-	-	-	-	-	-
No. of technical employees (period end)	**5,248**	**7,629**	**7,629**	**7,994**	**+52.3%**	**+2,746**	**8,408**	**+10.2%**	**+779**	**+563**
Construction technician dispatch	4,885	7,220	7,220	7,486	+53.2%	+2,601	7,808	+8.1%	+588	+465
Mechanical & electrical and semiconductor engineer dispatch	363	409	409	508	+39.9%	+145	600	+46.7%	+191	+98
Retention rate*	**83.1%**	**83.6%**	**71.5%**	**82.9%**	**-**	**-0.1pt**	**74.3%**	**-**	**+2.8pt**	**+2.0pt**
Construction technician dispatch	82.8%	83.2%	70.9%	82.7%	-	-0.1pt	73.8%	-	+2.9pt	+1.8pt
Mechanical & electrical and semiconductor engineer dispatch	86.8%	88.7%	79.3%	86.7%	-	-0.2pt	82.1%	-	+2.8pt	+4.6pt
Operating ratio (Incl. trainees)	**91.9%**	**92.6%**	**92.3%**	**94.1%**	**-**	**+2.2pt**	**93.0%**	**-**	**+0.7pt**	**-0.8pt**
Construction technician dispatch	91.9%	92.9%	92.5%	94.4%	-	+2.5pt	94.4%	-	+1.9pt	+0.5pt
Mechanical & electrical and semiconductor engineer dispatch	91.7%	91.8%	91.8%	89.6%	-	-2.1pt	90.3%	-	-1.5pt	-1.5pt
Sales per technician/engineer (period average)	**587**	**597**	**592**	**627**	**+6.9%**	**+41**	**628**	**+6.1%**	**+36**	**-10**
Construction technician dispatch	586	596	591	630	+7.4%	+43	632	+6.9%	+41	-10
Mechanical & electrical and semiconductor engineer dispatch	590	602	596	588	-0.2%	-1	574	-3.6%	-21	-5
Recruitment services (No. of placements)	**-**	**-**	**267**	**182**	**-**	**-**	**363**	**+36.0%**	**+96**	**-200**

* The results of the IT engineers dispatching business, which was transferred on March 27, 2026, have been excluded.

* For FYE3/2026, no. of recruits, no. of resignations, retention rate, operating ratio, and sales per technician/engineer for the construction technician dispatching business exclude the results of SK Fields.

* Retention rate = Number of technical employees at the end of the current period (current quarter) ÷ (Number of technical employees at the end of the previous period (previous quarter) + Number of recruits in the current period (current quarter)) × 100

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FYE3/2027 Dividend Forecast

Dividend Policy

Dividends are the basis for shareholder returns, which we consider to be one of the key management priorities, and our basic policy is to pay stable dividends. We will not reduce dividends but rather maintain a consolidated dividend payout ratio of 50% or more, during the period covered by the Medium-Term Management Plan "COPRO Group Build the Future 2027" (from FYE3/2023 to FYE3/2027), depending on the profit growth achieved through aggressive investment.

Point 1

EPS before goodwill amortization, which excludes non-cash goodwill amortization and other such items, will be used as the benchmark for the dividend metric. Taking into account the need to secure funds for growth investments, the stabilization of the financial base through steady repayment of interest-bearing liabilities, and other factors, the Company implements shareholder returns.

Point 2

For the interim dividend of the current fiscal year, we forecast 20.0 yen per share, which includes a 5.0 yen commemorative dividend for our 20th anniversary. Combined with the year-end dividend forecast of 30.0 yen, the annual dividend is expected to be 50.0 yen, an increase of 10.0 yen from the previous fiscal year.

Dividend Per Share

		Interim	Year-end	Total
FYE3/2025	Before stock split	¥20.0	¥40.0	¥60.0
	After stock split	**¥10.0**	**¥20.0**	**¥30.0**
FYE3/2026	Before stock split	¥30.0	¥50.0	¥80.0
	After stock split	**¥15.0**	**¥25.0**	**¥40.0**
FYE3/2027 (Forecast)	**After stock split**	**¥20.0** Incl. Commemorative dividend of 5.0 yen	**¥30.0**	**¥50.0**

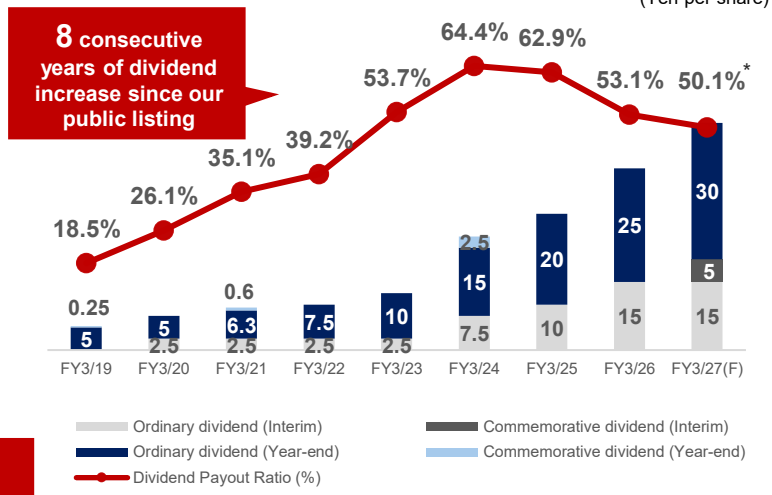
Post-stock-split basis
Up ¥10.0 YoY

*The dividend per share after stock split is the amount that has been retroactively revised to take into account the impact of the two-for-one stock splits implemented on October 1, 2023 and October 1, 2025.

Development of Dividend & Dividend Payout Ratio

(Yen per share)

8 consecutive years of dividend increase since our public listing



*The dividend payout ratio for FYE3/2027 (forecast) is calculated based on EPS before goodwill amortization.
The dividend payout ratio based on EPS is projected to be 115.6%.

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SECTION 03

Analysis of KPIs by Business Segment



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Construction Technician Dispatching and Recruitment Services

Point 1 Due to steady progress in recruitment and improved retention rates, primarily at COPRO CONSTRUCTION, the number of technicians at the end of 1H exceeded the August forecast. The full-year forecast for the number of technicians at fiscal year-end has been revised upward to 7,808.

Point 2 Although the full-year forecast for recruitment services was conservatively revised downward based on 1H productivity, underlying momentum remains solid. Excluding the seasonal impact in 1Q, 2H is expected to exceed 1H and achieve significant growth compared to 2H of the previous fiscal year.

■ KPI for dispatching services

(People, Thousands of yen)

	FYE3/2025	FYE3/2026						FYE3/2027			
	Full year	1Q	2Q	1H	3Q	4Q	Full year	1Q	2Q	1H	Full year (Revised forecast)
No. of recruits	**2,379**	829	717	**1,546**	530	424	**2,500**	1,041	791	**1,832**	**3,366**
New graduates	**117**	130	0	**130**	0	0	**130**	170	0	**170**	**170**
Mid-career	**2,262**	699	717	**1,416**	530	424	**2,370**	871	791	**1,662**	**3,196**
No. of resignations	**1,595**	517	496	**1,013**	511	472	**1,996**	884	682	**1,566**	**2,778**
o/w turnover due to temp-to-perm placements	**91**	-	-	**-**	-	-	**146**	154	94	**248**	**-**
Net change	**+784**	+312	+221	**+533**	+19	-48	**+504**	+157	+109	**+266**	**+588**
Increase due to M&A	**0**	0	0	**0**	0	+2,364	**+2,364**	-	-	**-**	**-**
No. of technicians (quarter end)	**4,352**	4,664	4,885	**4,885**	4,904	7,220	**7,220**	7,377	7,486	**7,486**	**7,808**
Operating ratio (period average)	**93.8%**	92.0%	91.9%	**91.9%**	92.1%	93.1%	**92.5%**	93.9%	94.9%	**94.4%**	**94.4%**
Retention rate*	**73.2%**	90.0%	90.8%	**82.8%**	90.6%	91.1%	**70.9%**	89.3%	91.7%	**82.7%**	**73.8%**
Sales per technician*	**582**	584	589	**586**	595	598	**591**	632	627	**630**	**632**

■ KPI for recruitment service

(People)

	FYE3/2025	FYE3/2026						FYE3/2027			
	Full year	1Q	2Q	1H	3Q	4Q	Full year	1Q	2Q	1H	Full year (Revised forecast)
No. of placements	-	-	-	-	-	-	**267**	113	69	**182**	**363**

* Retention rate = Number of technical employees at the end of the current period (current quarter) ÷ (Number of technical employees at the end of the previous period (previous quarter) + Number of recruits in the current period (current quarter)) × 100

* For FYE3/2027, sales per technician excludes the recruitment sales of SK Fields.

* For FYE3/2025 and FYE3/2026, the number of recruits, number of resignations, operating ratio, retention rate, and sales per technician/engineer for construction technician dispatch exclude the results of SK Fields.

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Mechanical & Electrical and Semiconductor Engineer Dispatching and Contracting Business

Point 1 No. of recruits surged +105.8% YoY to 177. In addition to expanding new graduate recruitment, mid-career hiring initiatives focused on key clients and regions proved successful, facilitating smooth assignments to priority accounts.

Point 2 Sales per engineer trended downward due to changes in engineer composition driven by the proactive recruitment and assignment of inexperienced talent.

■ No. of recruits and resignations / operating ratio / retention rate

(People)

	FYE3/2025	FYE3/2026						FYE3/2027			
	Full year	1Q	2Q	1H	3Q	4Q	Full year	1Q	2Q	1H	Full year (Revised forecast)
No. of recruits	192	49	37	**86**	38	60	**184**	92	85	**177**	**322**
New graduates	15	17	0	**17**	0	0	**17**	34	0	**34**	**34**
Mid-career	177	32	37	**69**	38	60	**167**	58	85	**143**	**288**
No. of resignations	83	21	34	**55**	30	22	**107**	39	39	**78**	**131**
Net change	+109	+28	+3	**+31**	+8	+38	**+77**	+53	+46	**+99**	**+191**
No. of engineers (quarter end)	332	360	363	**363**	371	409	**409**	462	508	**508**	**600**
Operating ratio (period average)	90.8%	90.9%	92.5%	**91.7%**	93.4%	90.4%	**91.8%**	87.5%	91.5%	**89.6%**	**90.3%**
Retention rate*	80.0%	94.7%	91.4%	**86.8%**	92.5%	94.9%	**79.3%**	92.2%	92.9%	**86.7%**	**82.1%**

■ Sales per technician/engineer (period average)

(Thousands of yen)

	FYE3/2025	FYE3/2026						FYE3/2027			
	Full year	1Q	2Q	1H	3Q	4Q	Full year	1Q	2Q	1H	Full year (Revised forecast)
Sales per engineer	602	594	586	**590**	607	597	**596**	596	582	**588**	**574**

* Retention rate = Number of technical employees at the end of the current period (current quarter) ÷ (Number of technical employees at the end of the previous period (previous quarter) + Number of recruits in the current period (current quarter)) × 100

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SECTION 04

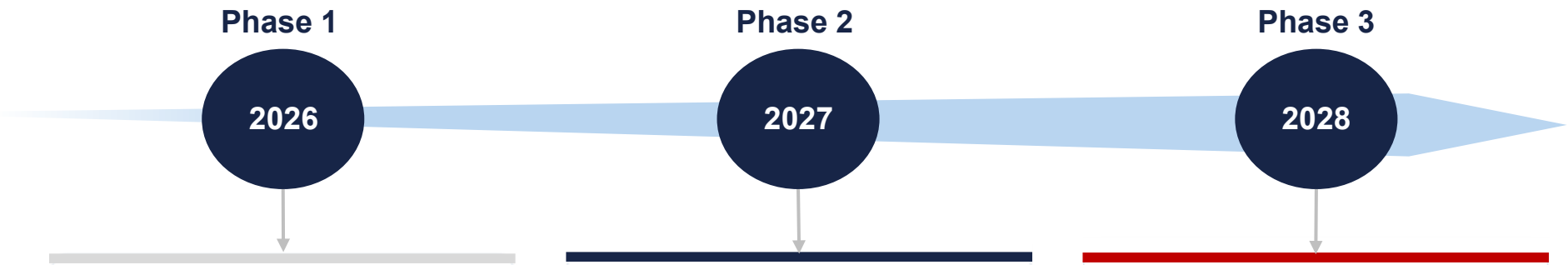
Aiming for an Overwhelming No.1 Position in the Industry



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Post-Acquisition PMI Roadmap for SK Fields

FYE3/2027 is positioned as Phase 2 for "Integration and Foundation Building," initiating preparations to maximize synergies under the next medium-term management plan.



FYE3/2026

Expanded to the No.2 scale in the construction technician dispatching industry through integration

- Completed the acquisition of all shares of SK Fields (formerly TRYT Engineering) on March 1, 2026, making it a wholly owned subsidiary
- Start of new consolidation from March 2026
- Start of the integration process (PMI)

FYE3/2027

Integrating organizations and platforms, and building the foundation for full-scale synergy creation from next fiscal year

- Integration of the recruitment teams of COPRO CONSTRUCTION and SK Fields
- Consolidated SK Fields' head office functions into COPRO-HOLDINGS
- Started trial information sharing on prospective hires and unassigned personnel
- Started sharing COPRO CONSTRUCTION's training program for inexperienced personnel
- Started operating the new core system at COPRO CONSTRUCTION

FYE3/2028 onward

Promoting PMI toward full-scale synergy creation

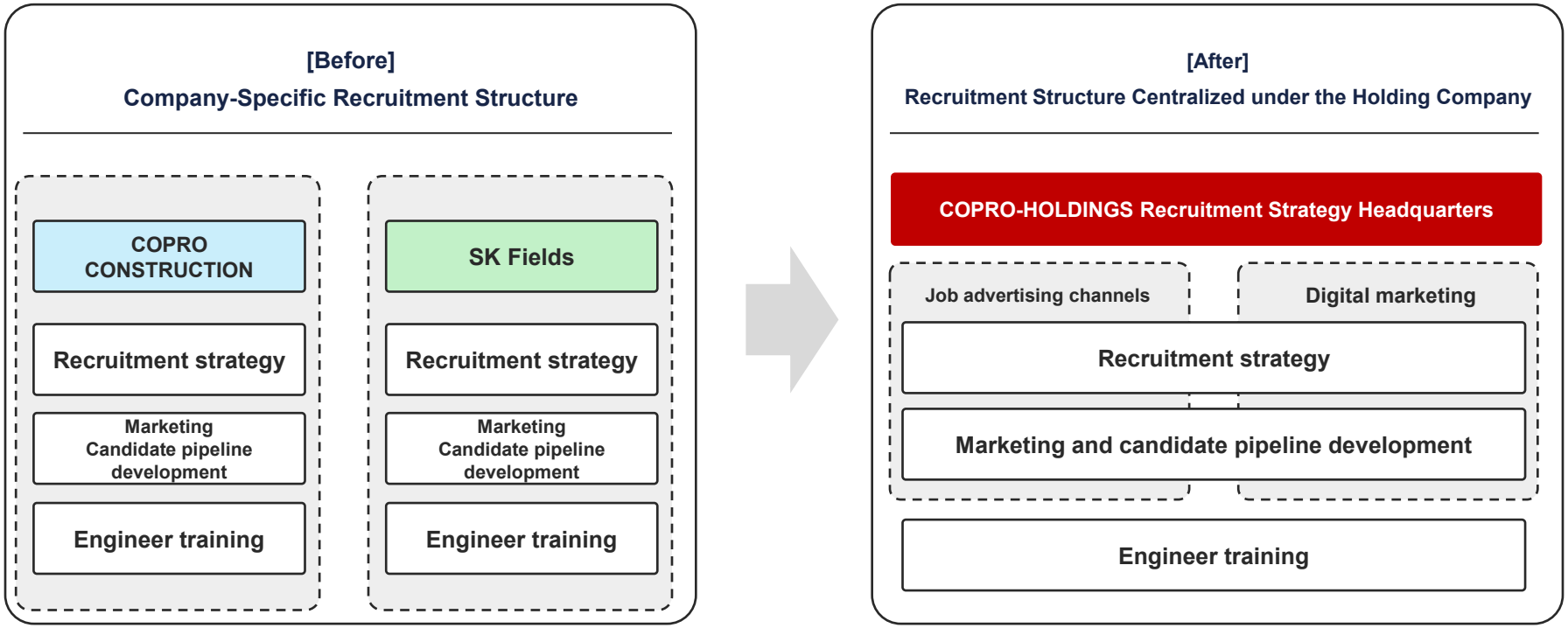
- Further pursuit of sales and recruitment synergies
- Start of efforts to share the new core system with COPRO TECHNOLOGY and SK Fields
- Planned announcement of the next medium-term management plan beginning with FYE3/2028
- Aiming for business expansion to realize an "Overwhelming No.1 Position in the Industry"

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Integration of Recruitment Functions

Point 1 Effective July 1, 2026, the recruitment functions of COPRO CONSTRUCTION and SK Fields were integrated, establishing the Recruitment Strategy Headquarters within the holding company to promote recruitment across the Group.

Point 2 Consolidating the recruitment know-how and marketing methods cultivated by each company into the Recruitment Strategy Headquarters will build an efficient recruitment foundation for the entire Group.



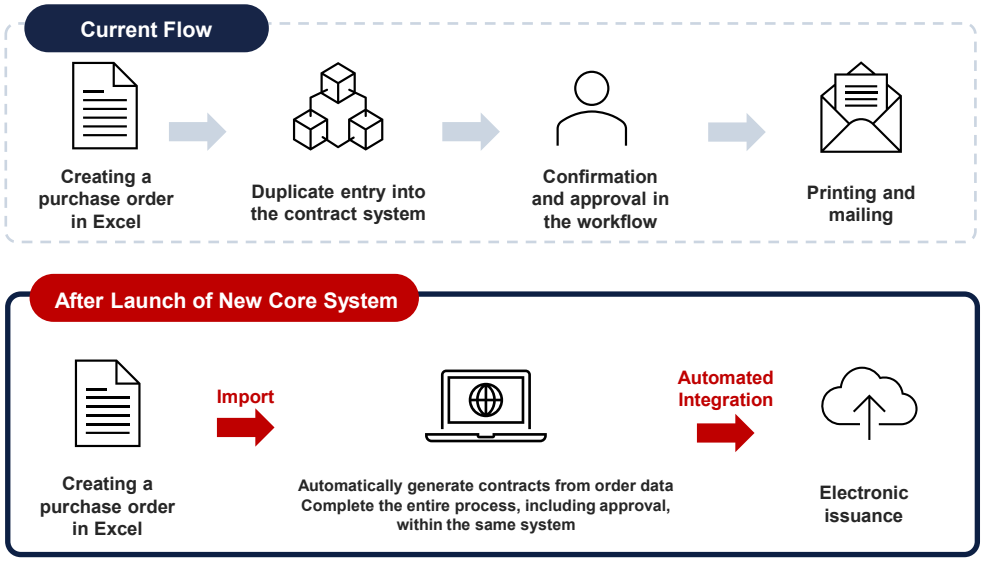
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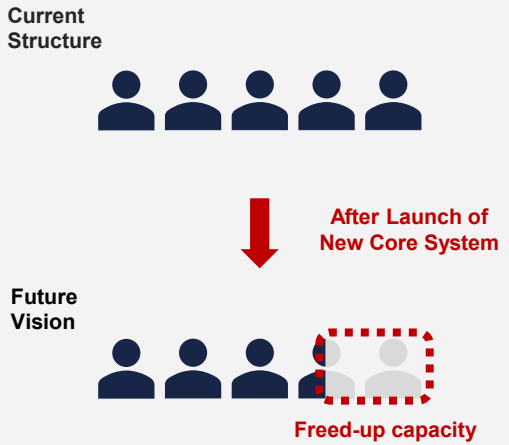
Launch of New Core System

Point 1 A new core system went live at COPRO CONSTRUCTION in November 2026. By simplifying and automating technician management operations handled by approximately 100 staff, productivity is expected to improve 1.5 times.

Point 2 Implementation at COPRO TECHNOLOGY and SK Fields is scheduled to begin next fiscal year. We aim to enhance profitability by curbing fixed costs, such as personnel expenses, that typically rise with business expansion.

Fundamental Review of Business Processes (e.g., Contract Creation Flow)





- Generate approx. 30% in freed-up capacity through a significant reduction in routine administrative hours.
- Curb the increase in back-office personnel accompanying business scale expansion.

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Refinancing of Interest-Bearing Liabilities

Point 1 Provisional goodwill of approximately 28.0 billion yen was recognized in connection with the business integration with SK Fields. PPA (purchase price allocation) procedures are currently underway, with completion scheduled for 3Q.

Point 2 On October 31, 2026, the 29.2 billion yen bridge loan raised to fund the acquisition was refinanced into long-term borrowings with a 10-year repayment term, securing a stable medium- to long-term financial foundation.

Consolidated balance sheets (as of September 2026)

(Millions of yen)

Current assets	17,172	Current liabilities	36,364
o/w, cash and deposits	9,054	o/w, short-term borrowings	29,243
Non-current assets	29,568	Non-current liabilities	465
Property, plant and equipment	1,268		
Intangible assets	27,082	Net assets	9,909
o/w, goodwill	26,566		
Investments, etc.	1,217		
Total assets	46,740	Total liabilities and net assets	46,740

Breakdown of goodwill (as of September 2026)

(Millions of yen)

Name of company	Amount
TEHD/SK Fields (formerly TRYT Engineering)	26,466
COPRO TECHNOLOGY	99

- ✓ Fully completed the refinancing into long-term borrowings.

- ✓ A 13-year amortization period under Japanese GAAP is applied to goodwill related to SK Fields.
- ✓ The Company plans to voluntarily adopt IFRS starting from the Annual Securities Report for FYE3/2027. Following the adoption, goodwill will no longer be amortized.

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(Repost) Impact of Voluntary Adoption of International Financial Reporting Standards (IFRS)

Point 1 The Company plans to voluntarily adopt IFRS from FYE3/2028. Since goodwill is not amortized under IFRS, the elimination of goodwill amortization expense is expected to boost EPS.

Point 2 The FYE3/2027 earnings forecast (announced in May 2026) was prepared under Japanese GAAP and includes goodwill amortization. In contrast, the FYE3/2028 forecast to be announced in May 2027 will be disclosed under IFRS, where no goodwill amortization will be recognized.

Reporting period		Disclosure materials	Accounting standards applied
FYE3/2027	1Q and 3Q	Quarterly Earnings Report	Japanese GAAP
	2Q	Quarterly Earnings Report Semi-annual Securities Report	Japanese GAAP
	Year-end	Earnings Report Consolidated Financial Statements	Japanese GAAP
		Annual Securities Report	IFRS
FYE3/2028	1Q and 3Q	Quarterly Earnings Report	IFRS
	2Q	Quarterly Earnings Report Semi-annual Securities Report	IFRS
	Year-end	Earnings Report Consolidated Financial Statements Annual Securities Report	IFRS

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Next Medium-Term Management Plan
(from FYE3/2028)
Scheduled for Announcement in Spring 2027

Aiming for an "Overwhelming No.1 Position in the Industry" in both scale and quality.

Building on our 20-year journey, we are formulating a new growth strategy that leverages the collective strength of the Group.

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SECTION 05

(Reference) Company Profile and Business Overview



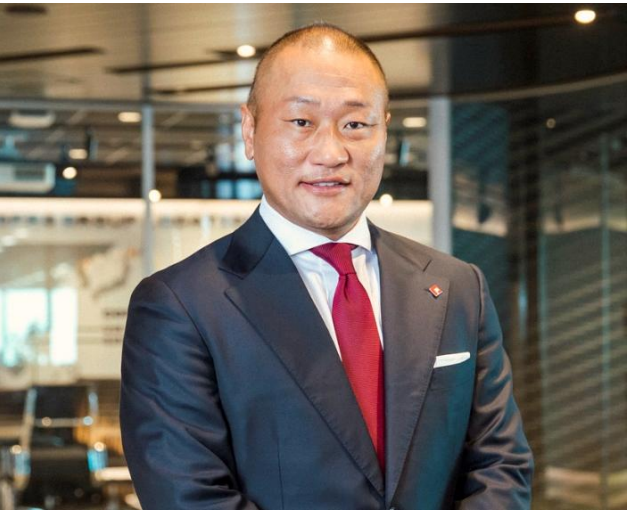
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Company Profile

Company name	COPRO-HOLDINGS. Co., Ltd.
Representative	Kosuke Kiyokawa, CEO
Head office	The Landmark Nagoya Sakae 30F 25-1 Nishiki 3-chome, Naka-ku, Nagoya, Aichi
Established	October 2006
Reporting period	March 31
Listing markets	• Tokyo Stock Exchange, Prime Market • Nagoya Stock Exchange, Premier Market
Ticker symbol	7059
Listing date	• Mar. 2019: Listed for the public trading on the Mothers section of the Tokyo Stock Exchange and the Centrex section of the Nagoya Stock Exchange • Sep. 2020: Changed to First Section of the Tokyo Stock Exchange / First Section of the Nagoya Stock Exchange
Domestic subsidiaries	• COPRO CONSTRUCTION. Co., Ltd. • SK Fields Co., Ltd. • COPRO TECHNOLOGY. Co., Ltd.
Business description	• Construction and Plant Technician Dispatching and Recruitment Business • Mechanical & Electrical and Semiconductor Engineer Dispatching and Contracting Business
Number of employees	8,842 (as of September 30, 2026, consolidated basis)
Number of sites	COPRO CONSTRUCTION: 12 sites SK Fields: 16 sites COPRO TECHNOLOGY: 2 sites

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Introduction of the Management Team



COPRO-HOLDINGS. Co., Ltd.
SK Fields Co., Ltd.
President and CEO

COPRO CONSTRUCTION. Co., Ltd.
COPRO TECHNOLOGY. Co., Ltd.
Director

Kosuke Kiyokawa

Born October 16, 1977 in Aichi Prefecture.

After graduating from Nagoya Technical College, he worked as a site foreman at a local construction company for two years. After five years of experience in sales at a major construction-related worker dispatching company and then serving as the company's president, he founded our company in 2006.



COPRO-HOLDINGS. Co., Ltd.
Managing Director

COPRO CONSTRUCTION. Co., Ltd.
President and CEO

Director, COPRO TECHNOLOGY. Co., Ltd.

Yusuke Koshikawa

Born October 15, 1985 in Shizuoka Prefecture.

2008: Started working at Trusty Crew Co., Ltd. (currently our Company). After working as the Nagoya branch manager, recruitment strategy head and general manager of sales, he became the president and chief executive officer of COPRO CONSTRUCTION Co., Ltd. in June 2024.



COPRO TECHNOLOGY. Co., Ltd.
President and CEO

Hideki Nishioka

Born September 17, 1971 in Aichi Prefecture.

Started working at ATMOS Co., Ltd in 2006. (currently, COPRO TECHNOLOGY Co., Ltd.) After joining the company, and following 14 years of experience as the manager of the corporate planning office, he was appointed as a director of the company in May 2020. In April 2021, he was appointed as the president and chief executive officer of the company.

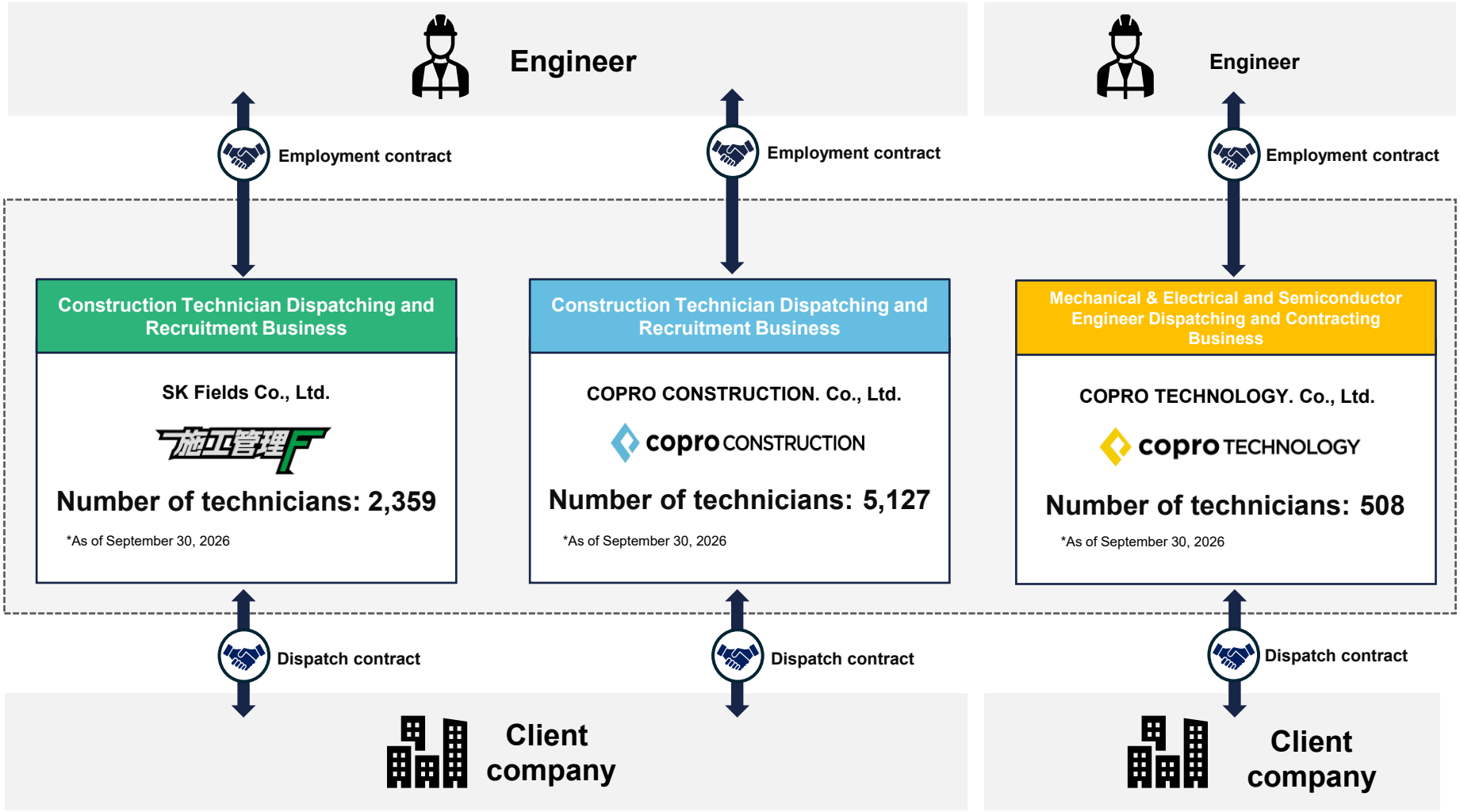
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Company History

2006	Oct. Trusty Crew Co., Ltd. established
2008	Mar. The Company name changed to COPRO-ENGINEERD Co., Ltd.
2015	May Shifted to a holdings (holding company) system with COPRO-HOLDINGS. Co., Ltd. as pure holding company
2019	Mar. Listed on the Mothers market of the Tokyo Stock Exchange and the Centrex market of the Nagoya Stock Exchange
2020	Sep. Moved the market to the First Section of the Tokyo Stock Exchange and the First Section of the Nagoya Stock Exchange
2021	Apr. ATMOS Co., Ltd acquired as a wholly-owned subsidiary
	Sep. VALUE ARK CONSULTING Co., Ltd acquired as a wholly-owned subsidiary
2022	Apr. Temporary staffing and fee-charging employment business of Hucoss. Co., Ltd taken over through an absorption-type demerger
	Moved the market to the Prime section of the Tokyo Stock Exchange and the Premier section of the Nagoya Stock Exchange
2023	Oct. Changed the name of COPRO-ENGINEERD. Co., Ltd. to COPRO CONSTRUCTION. Co., Ltd.
	ATMOS Co., Ltd. absorbed and merged VALUE ARK CONSULTING Co., Ltd. and changed the corporate name to COPRO TECHNOLOGY. Co., Ltd.
2024	Feb. Opened Semicon Techno Lab, a semiconductor engineer training center
2025	Apr. Opened the "Kantoku no Tane" (Training Center for Future Supervisors) in Tokyo.
2026	Mar. Acquired all of the shares of TRYT Engineering, Inc.
	Transferred the IT engineers dispatching business of COPRO TECHNOLOGY Co., Ltd.
	May. Relocated Head office to 30F, The Landmark Nagoya Sakae, 3-25-1, Nishiki, Naka-ku, Nagoya-shi, Aichi
	Oct. TRYT Engineering, Inc. absorbed and merged TE Holdings, Inc. and changed the corporate name to SK Fields Co., Ltd.

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Business Overview



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Corporate Philosophy

MISSION
Role in society

Driven by people
Creating a "human driven" society

VISION
Vision

Igniting the hearts of each individual
Becoming a "human resource development" company

VALUE
Philosophy

Working with a sense of purpose

Issues of the Construction Industry



Resolve the Construction Industry Issues

Realization of Our Purpose — The best “work style” and the best “workers.”





Expanding the recruiting of inexperienced people → Promoting retention through careful follow-up → Career support tailored to the level of technical employees

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Dispatch Area: Construction Technician Dispatching

Area of Technician Dispatching

Ordering party (Country, local governments, developers, etc.)

Ordering

Construction Company (general contractors, etc.)

Site agent

Responsible for negotiations with the ordering party, etc., and oversight of the construction site.

copro CONSTRUCTION

Construction manager

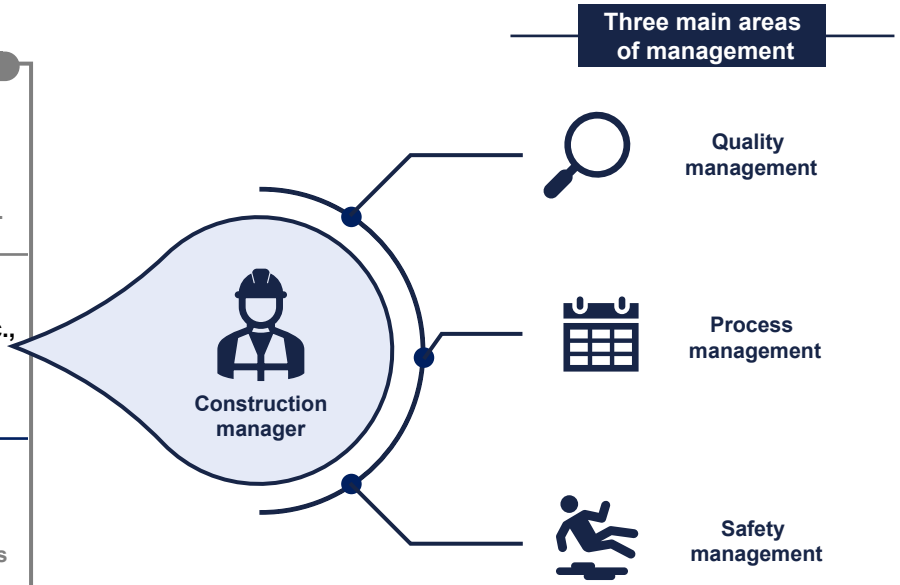
Responsible for managing processes, quality, safety, etc., to ensure that construction progresses smoothly.

Workers

Doing the work at the construction site, such as carpenters, construction workers and electricians.

Role of Construction Management

The main duties are coordination and preparation such as adjusting construction progress, ordering materials and ensuring safe work.

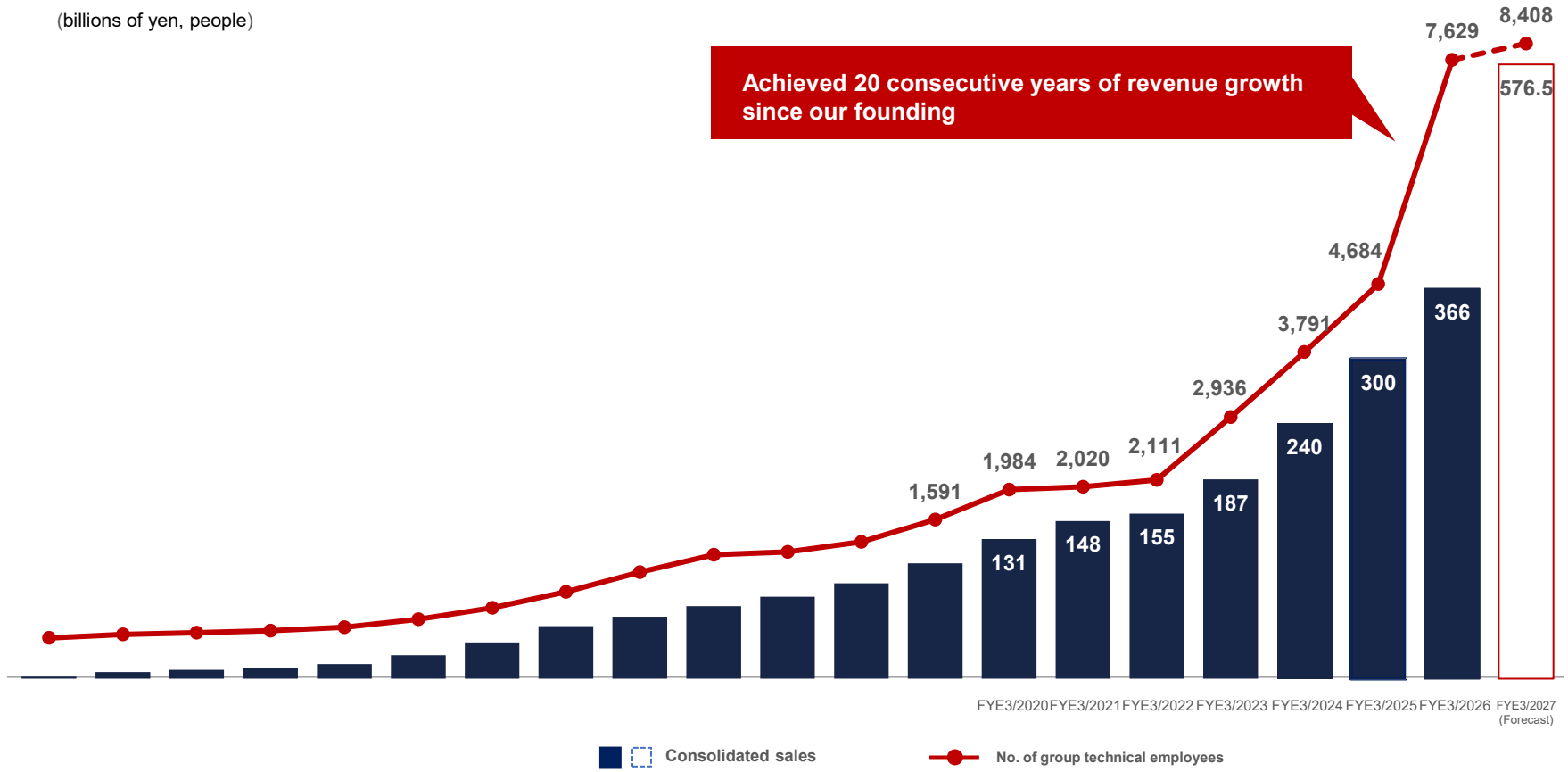


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Business Characteristics

A “subscription-type business” with high growth potential

⇒ By increasing sales in proportion to the number of dispatched technical employees, stable earnings growth can be expected



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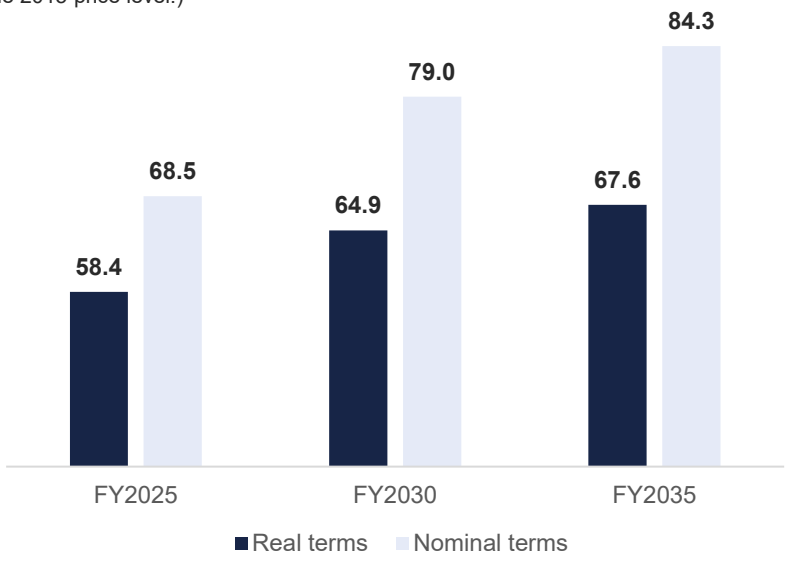
Growth Potential of the Construction Technician Dispatch Industry

- **Demand for social infrastructure development and maintenance—driven by urban redevelopment, the increasing severity of natural disasters, and aging infrastructure—is expected to continue rising, supporting further expansion of the domestic construction market.**
- **Labor shortages facing the construction industry are a structural issue driven by demographic trends and are expected to persist over the very long term. As a result, human resource services for the construction industry are expected to see sustained growth in demand going forward.**

Forecast of Construction Market Size *1

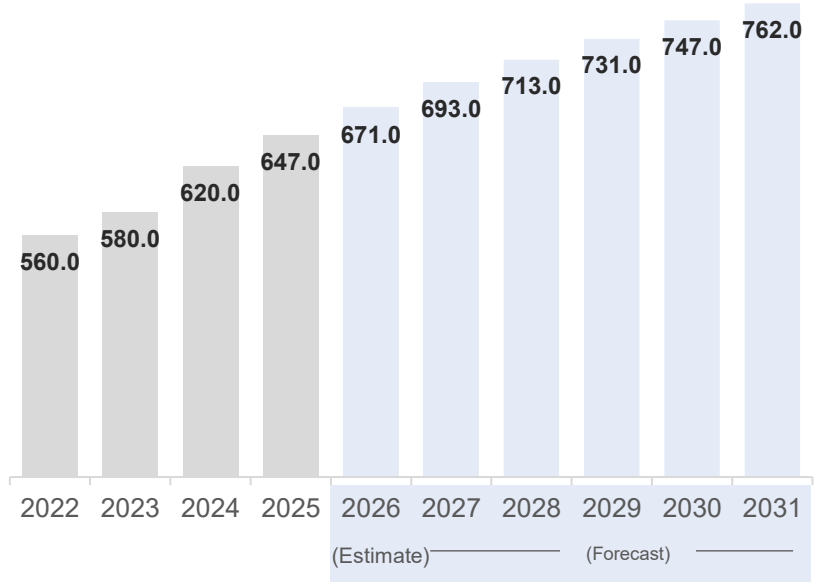
(Trillions of yen)

(Real figures are calculated on a 2015-based real terms basis by adjusting values to the 2015 price level.)



Forecast of Market Size: Human Resource Services for the Construction Industry *2

(Billions of yen)



*1. Japan Federation of Construction Contractors, "Construction Industry Long-Term Vision 2.0"

*2. Yano Research Institute Ltd., "2026 Human Resources Business: Current Status and Outlook, PART2: Human Resource Services by Industry/Job Category"

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SECTION 06

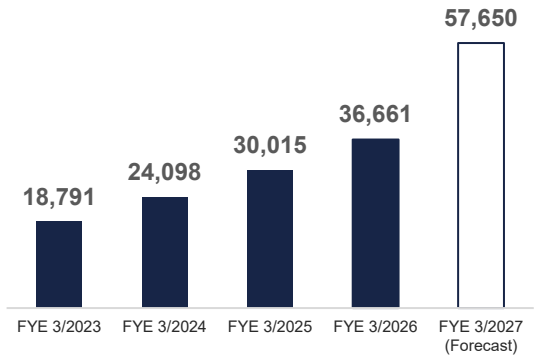
(Reference) Historical Data



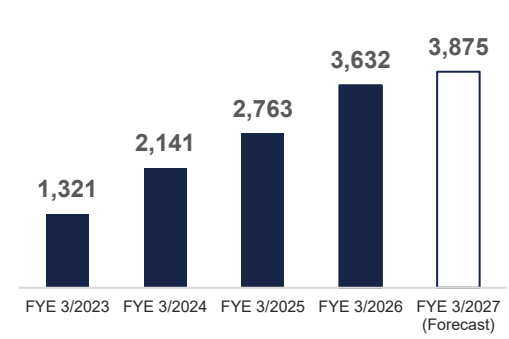
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Consolidated Financial Results

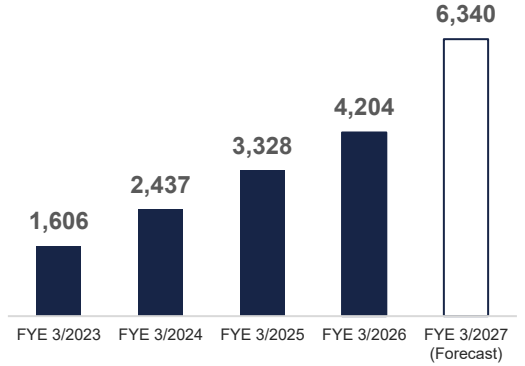
Net sales



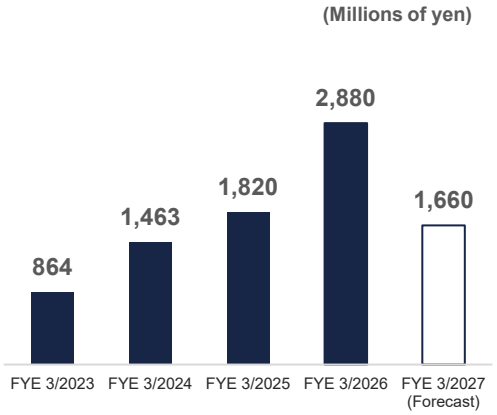
Operating profit



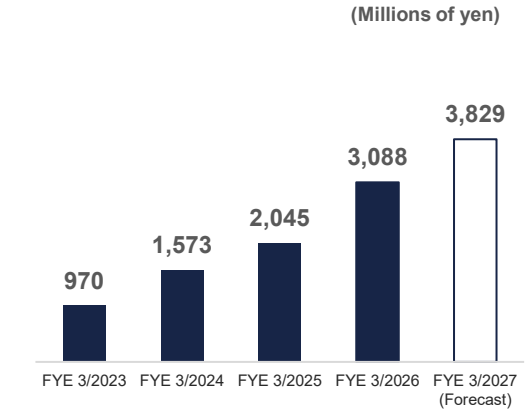
Operating profit before amortization



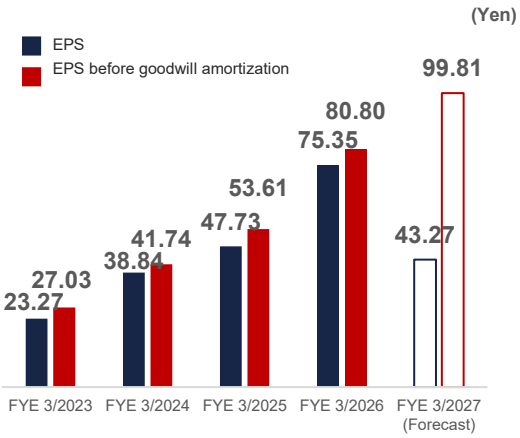
Profit attributable to owners of parent



Profit before goodwill amortization



EPS & EPS before goodwill amortization

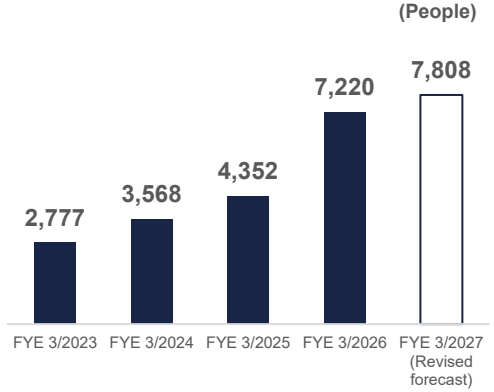


* Operating profit before amortization = Consolidated operating profit ＋ Goodwill amortization ＋ Depreciation ＋ Stock award expenses
* Profit before goodwill amortization = Consolidated profit + Goodwill amortization + Stock award expenses
* EPS before goodwill amortization has been retroactively revised to take into account the impact of the two-for-one stock split implemented on October 1, 2023 and October 1, 2025.

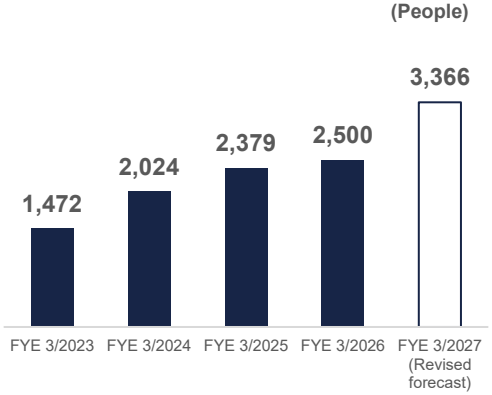
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KPI Trends: Construction Technician Dispatch

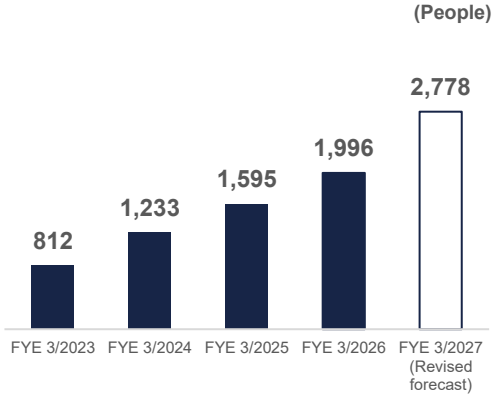
No. of technical employees



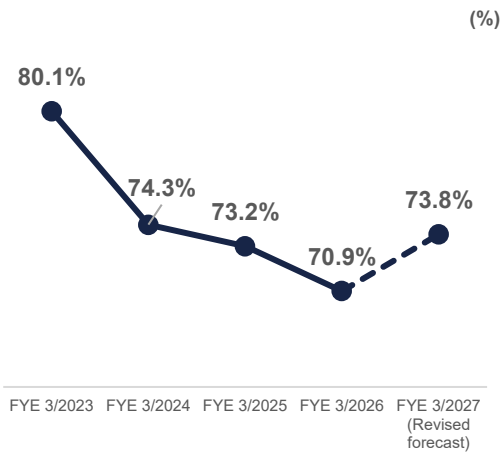
No. of recruits (including new graduates)



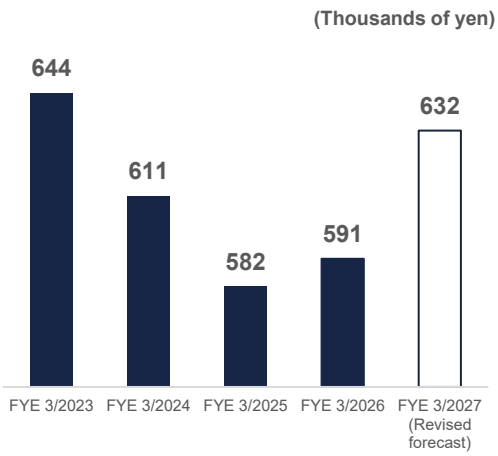
No. of resignations



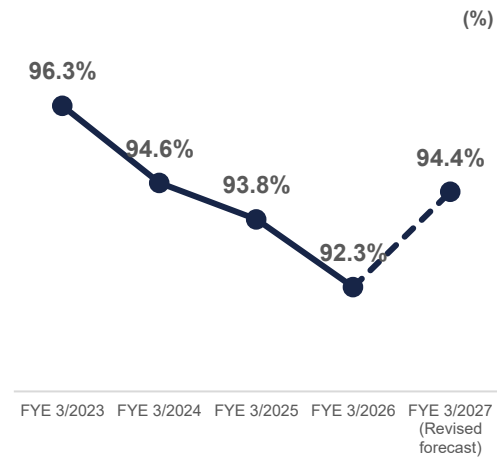
Retention rate



Sales per technician/engineer



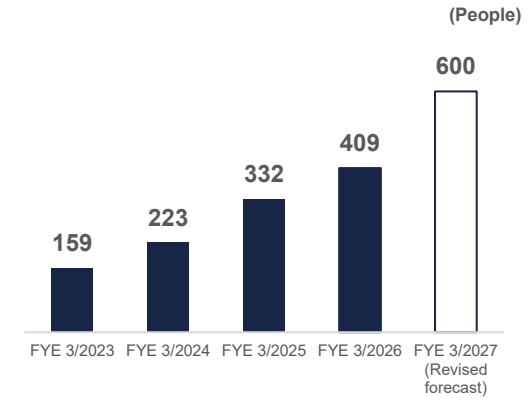
Operating ratio



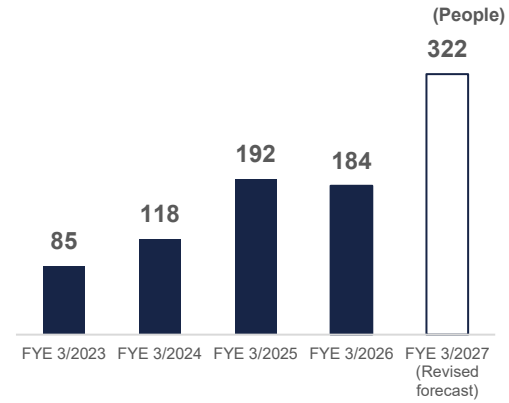
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KPI Trends: Mechanical & Electrical and Semiconductor Engineer Dispatch/Contracting

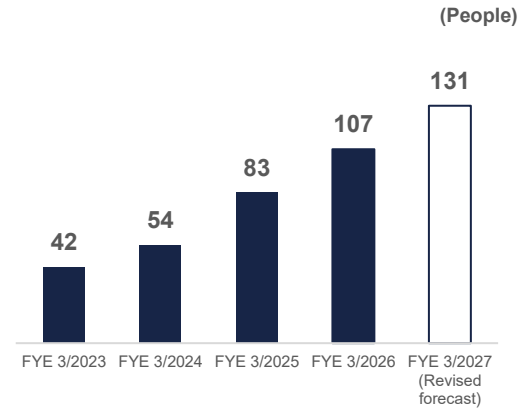
No. of technical employees



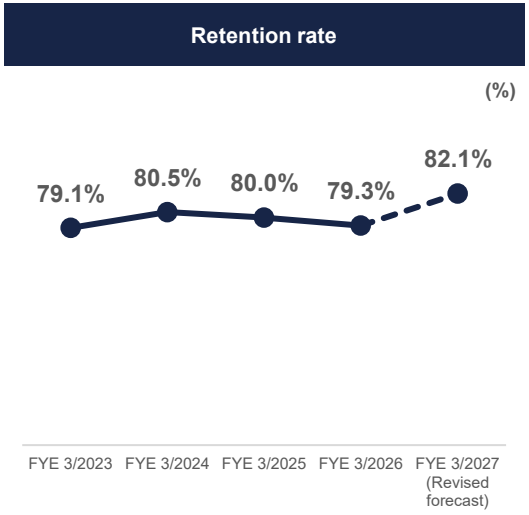
No. of recruits (including new graduates)



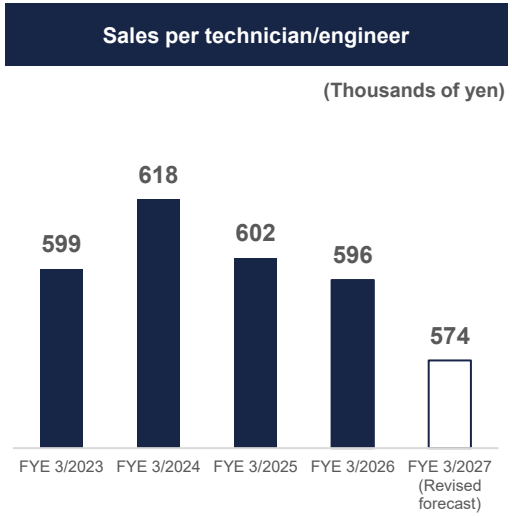
No. of resignations



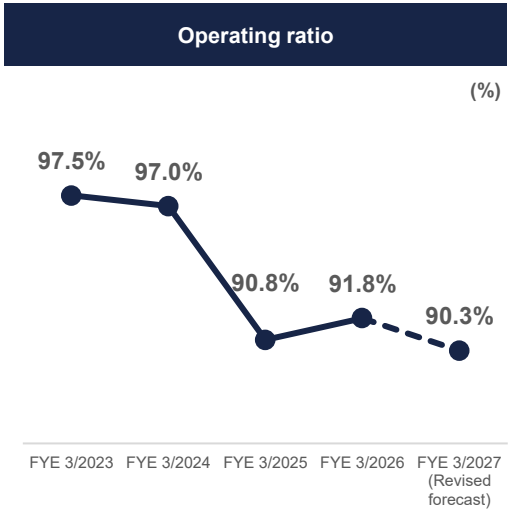
Retention rate



Sales per technician/engineer



Operating ratio



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- 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 the 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.
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Toll-free: 0120-253-066

Message us via IR website

https://www.copro-h.co.jp/contact/

IR Newsletter Registration

https://www.daiwair.co.jp/mm/sb/input?id=34957059

Sponsored report

- Shared Research

https://sharedresearch.jp/ja/companies/7059

- SESSA Partners

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