

## Aiming for overwhelming growth in the construction technician dispatching, a two-for-one stock split of common shares is announced

**Q1 FY2026/3 Results summary:** COPRO-HOLDINGS. Co., Ltd., (hereafter, the Company) announced Q1 results for FY2026/3 on August 12, 2025. Key consolidated figures are net sales of JPY 8,297 mn (+20.8% YoY), operating profit of JPY 619 mn (+48.0% YoY), Non-GAAP operating profit of JPY 778 mn (+50.5% YoY), ordinary profit of JPY 614 mn (+42.0% YoY), and profit attributable to owners of parent (hereafter, net profit) of JPY 379 mn (+42.9% YoY), achieving substantial YoY growth in both revenue and profit. In addition, all figures set a record high for Q1. The main driver of earnings growth, following from Q1 and Q4 of FY2025/3, was consolidated subsidiary COPRO Construction.

**FY2026/3 Earnings Forecast:** For FY2026/3, the Company forecasts consolidated key financial figures: net sales of JPY 38,000 mn (+26.6% YoY), gross profit of JPY 10,921 mn (+31.4% YoY), operating profit of JPY 3,800 mn (+37.5% YoY), Non-GAAP operating profit of JPY 4,425 mn (+32.9% YoY), ordinary profit of JPY 3,800 mn (+36.5% YoY), and net profit of JPY 2,470 mn (+35.7% YoY). The Company projects net sales and all key profit lines to reach new record highs. The forecast remains unchanged from the initial forecast. Focusing on its core business of dispatching construction technicians, the Company plans to continue bolstering recruitment costs and other growth investments with the aim of surpassing the industry average growth rate.

**Stock split:** The Company plans to conduct a two-for-one stock split of its common shares with September 30, 2025 (Tuesday) as the record date. The effective date will be October 1, 2025 (Wednesday). Following the split, the number of issued shares will increase to 40 million from the current 20 million, and the number of authorized shares will increase to 160 million from the current 80 million. The stock split will not affect the amount of paid-in capital. On a retroactively adjusted basis, the annual dividend per share for FY2026/3 comes to JPY 40.0. (The key indicators on the right are based on pre-split figures)

**Share price insights:** The Company's shares JPY 2,261 (August 15 closing price) currently trade at a forward P/E ratio of 17.5x based on its FY2026/3 EPS forecast\*. This is higher than the average P/E of 11.3x of its four peer companies. Other valuation metrics—including the P/B, P/S, and EV/EBITDA ratio—are also above peer average. This is fully supported by the Company's stronger ROE, projected dividend payout ratio, and its expected operating profit growth this fiscal year. The Company's ROE of 22.1% substantially exceeds its cost of equity in the 7% range, which likely underpins its high P/B valuation.

\*EPS before retrospective adjustment for the stock split

FY	JPY mn,%	Net Sales	YoY	Oper. profit	YoY	Ordin. Profit	YoY	Net profit	YoY	EPS <sup>*2</sup> JPY	DPS <sup>*2</sup> JPY
2023/3		18,791	20.5	1,321	(18.5)	1,324	(18.2)	864	(10.2)	23.03	12.5
2024/3		24,098	28.2	2,141	62.0	2,211	67.0	1,463	69.3	37.20	25.0
2025/3		30,015	24.6	2,763	29.1	2,784	25.9	1,820	24.4	47.09	30.0
2026/3 (CE)		38,000	26.6	3,800	37.5	3,800	36.5	2,470	35.7	64.78	40.0
2025/3 Q1		6,870	27.1	418	77.2	432	40.2	265	39.0	6.69	-
2026/3 Q1		8,297	20.8	619	48.0	614	42.0	379	42.9	9.86	-
2026/3 H1 (CE)		17,444	22.6	1,539	24.3	1,539	22.4	1,001	25.4	26.25	15.0

Source: Compiled by SIR from TANSBIN financial statements. Note: Figures may differ from the Company's materials due to differences in SIR's financial data processing and the Company's reporting standards. 1) EPS and DPS are retroactively adjusted to reflect a 2-for-1 stock split conducted on October 1, 2023. EPS – diluted shares adjusted.

### Q1 Follow-up



#### Focus Point

Its strength lies in the construction technician dispatching business has extremely strong. Financial position and an active shareholder return policy, having increased its dividend in every financial year since listing. The client construction industry continues to have a strong and important use of temporary staffing due to structural labor shortages.

#### Key Indicators

Share price (8/20 CP)	2,231
YH (8/12)	2,400
YL (4/7)	1,309
10YH (25/8/12)	2,400
10YL (20/4/22)	365
Shrs out. (mn shrs)	20.00
Mkt cap (JPY bn)	44.62
CAP ratio (2025/3)	64.3%
26/03 P/E (CE)	17.2
26/03 Q1 P/B (act)	5.28
25/03 ROE (act)	22.1%
26/03 DY (CE)	3.6%

#### 1Y Share price



Source: TradingView

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## Q1 FY2026/3 Earnings Results

*Net sales and key profit  
lines hit record highs for Q1*

\*Non-GAAP operating profit is calculated by adding back depreciation, amortization of goodwill, and stock-based compensation expense to operating income as a profit measure of essential performance.

### Summary

Key consolidated figures are net sales of JPY 8,297 mn (+20.8% YoY), operating profit of JPY 619 mn (+48.0% YoY), Non-GAAP operating profit of JPY 778 mn (+50.5% YoY), ordinary profit of JPY 614 mn (+42.0% YoY), and profit attributable to owners of parent (hereafter, net profit) of JPY 379 mn (+42.9% YoY), achieving substantial YoY growth in both revenue and profit. In addition, all figures set a record high for Q1 FY2026/3. As in the previous Q1 and Q4, COPRO Construction was the main driver behind this growth.

### Financial Results by Subsidiaries (JPY mn)

(Millions of yen)

	FYE3/2025			FYE3/2026		
	1Q results	YoY % change	YoY change	1Q results	YoY % change	YoY change
<b>Consolidated sales</b>	<b>6,870</b>	<b>+27.1%</b>	<b>+1,464</b>	<b>8,297</b>	<b>+20.8%</b>	<b>+1,426</b>
COPRO CONSTRUCTION	6,127	+22.3%	+1,116	7,393	+20.7%	+1,266
COPRO TECHNOLOGY	743	+88.0%	+348	904	+21.6%	+160
<b>Gross profit</b>	<b>1,799</b>	<b>+24.8%</b>	<b>+357</b>	<b>2,230</b>	<b>+23.9%</b>	<b>+430</b>
COPRO CONSTRUCTION	1,644	+25.1%	+329	2,057	+25.1%	+412
COPRO TECHNOLOGY	154	+22.5%	+28	172	+11.6%	+17
<b>SG&amp;A expenses</b>	<b>1,380</b>	<b>+14.6%</b>	<b>+175</b>	<b>1,611</b>	<b>+16.7%</b>	<b>+230</b>
COPRO CONSTRUCTION	907	+11.1%	+90	1,098	+21.1%	+191
COPRO TECHNOLOGY	177	+31.0%	+42	176	-1.0%	-1
HD and others	295	+16.9%	+42	336	+14.0%	+41
<b>Consolidated operating profit</b>	<b>418</b>	<b>+77.2%</b>	<b>+182</b>	<b>619</b>	<b>+48.0%</b>	<b>+200</b>
COPRO CONSTRUCTION	737	+47.9%	+238	959	+30.1%	+221
COPRO TECHNOLOGY	-23	-	-13	-3	-	+19
HD and others	-295	-	-42	-336	-	-41

\*Figures for subsidiaries are adjusted for consolidation after eliminating intra-group transactions  
Source : the Company earnings presentation material.

Note: COPRO CN=COPRO CONSTRUCTION , COPRO TC=COPRO TECHNOLOGY

*Carried out in-depth sales  
activities and leveraged  
strengths in low-cost recruitment*

### Construction technician dispatching business

**COPRO Construction** (hereafter, COPRO CN), which operates the Company's core construction technician dispatching business, has prioritized building a structure to secure technicians—its key growth driver—in response to the increase in demand following the enforcement of overtime regulations in April 2024. To this end, it has continued to strengthen its recruitment efforts.

In its recruitment efforts, the Company has prioritized enhancing its human resource supply capabilities—its fundamental role as a personnel dispatch provider—in order to deliver a steady and ample supply of talented personnel to client companies. To this end, it has strengthened and implemented its low-cost recruitment program based on in-house screening, a key strength that allows it to avoid reliance on external recruitment agencies. In creating a candidate pool, which is a key part of the recruitment process, the Company has focused on expanding its recruitment channels to increase the number of applicants—its starting point—by using paid recruitment media, launching its in-house recruitment site “Bscareer Construction” in March 2024, and actively seeking referrals from technicians. In April 2025, the Company relocated its Sales Headquarters from Nagoya to Tokyo to expand its share in the Kanto market, which accounts for one-third of domestic construction investment and is the largest in Japan. In addition, by carrying out in-depth sales activities targeting major general contractors and subcontractors, the Company worked on securing a wide range of orders, including those for inexperienced candidates and female construction managers.

*Aiming to expand number of hires by redirecting recruitment budget from regional cities to the Kanto area from Q2 onward*

Although the Company proactively strengthened recruitment, the number of hires in Q1 FY2026/3 came to 829, down 14 YoY (-1.7% YoY), falling slightly short of the full-year target pace. While hiring in the Kanto area was in line with Q1 FY2025/3, recruitment in regional cities came in below initial expectations, as external conditions made it more difficult to attract candidates. Accordingly, from Q2 onward, the Company plans to redirect the recruitment budget initially allocated to regional cities toward the Kanto area, and to carry out proactive hiring activities, including making up for the shortfall in planned hires in Q1.

Resignations totaled 517, an increase of 67 YoY (+14.9%). As a result, the construction technician headcount at end-Q1 FY2026/3 rose by 703 YoY (+17.7%) to 4,664, compared with 3,961 at end-Q1 FY2025/3 and 4,352 at end-Q4 FY2025/3.

The retention rate was 90.0%, slightly improving from 89.8% in Q1 FY2025/3. The average utilization rate during the period, including technicians in training, was 92.0%, improving from 91.2% in Q1 FY2025/3. The Company is deepening sales with target companies—mainly major general and sub-contractors—while promoting team and bundle dispatching of multiple technicians to the same job site and reinforcing post-dispatch support. These efforts contributed to maintaining stable utilization rates and improving the retention rate.

The average sales per head during the period stood at JPY 578 thousand, down 1.1% YoY from JPY 585 thousand. In the construction technician dispatching business, the Company operates under a scheme of providing thorough training and education to inexperienced workers before dispatching them to clients. Although contract rates for inexperienced workers are lower than those for experienced ones, the Company believes that with this limited decline in sales per head, it can still achieve sales growth by increasing the number of dispatched technicians.

As a result, the number of technicians at fiscal year-end rose by 703 YoY (+17.7%) to 4,664. Record hiring and a high utilization rate in Q1 drove sales at COPRO CN up to JPY 7,393 mn (+20.7% YoY), with gross profit rising 25.1% YoY to JPY 2,057 mn. This absorbed higher recruiting and personnel expenses, resulting in operating profit of JPY 959 mn (+30.1% YoY).

*Offset slight decline in sales per head and achieved higher sales by expanding number of technicians dispatched*

## Construction technician dispatching business - Recruitment, turnover, and number of technicians

### ■ Recruitment, turnover and operating ratio

	FYE3/2024	FYE3/2025					FYE3/2026	
	Full year	1Q	2Q	3Q	4Q	Full year	1Q	Full year (Forecast)
<b>No. of recruits</b>	2,024	843	505	506	525	2,379	829	3,000
New graduates	154	117	0	0	0	117	130	130
Mid-career	1,870	726	505	506	525	2,262	699	2,870
<b>No. of resignations</b>	1,233	450	395	365	385	1,595	517	1,928
<b>Net change</b>	+791	+393	+110	+141	+140	+784	+312	+1,072
<b>Number of technicians (quarter end)</b>	3,568	3,961	4,071	4,212	4,352	4,352	4,664	5,424
<b>Operating ratio (period average)</b>	94.6%	91.2%	93.7%	95.3%	94.7%	93.8%	92.0%	94.6%

### ■ Retention rate

	FYE3/2024	FYE3/2025					FYE3/2026	
	Full year	1Q	2Q	3Q	4Q	Full year	1Q	Full year (Forecast)
<b>Retention rate</b>	74.3%	89.8%	91.2%	92.0%	91.9%	73.2%	90.0%	73.8%

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 technicians at the end of the current fiscal year (current quarter)) × 100

Source: the Company earnings presentation material.

### Mechanical & electrical and semiconductor engineer, and IT engineers dispatching business

At **COPRO TECHNOLOGY. Co., Ltd.**, which operates a mechanical & electrical and semiconductor engineer, and IT engineers dispatching business, the Company enhanced its in-house recruitment sites, allocating recruitment expenses toward its IT engineer project introduction site Bscareer IT and mechanical and electrical engineering recruitment site Bscareer Mechanical and Electrical in Q1.

In the mechanical & electrical and semiconductor engineer dispatching business and contracting business, the Company is focusing on dispatching engineers to semiconductor-related companies to perform maintenance and inspection work. In addition, the Company proceeded to accept people with no experience at the Semicon Techno Lab, which opened in Shin-Yokohama in February 2024 and specializes in training engineers responsible for semiconductor manufacturing equipment maintenance and inspections.

In the mechanical & electrical and semiconductor engineer dispatching business and contracting business, active recruitment spending lifted Q1 FY2026/3 hires to 49, up by 13 YoY (+36.1%). As a result, the headcount in this business at the end of Q1 increased by 119 YoY (+49.4% YoY) to 360. Of these, semiconductor engineers totaled 158, representing a significant increase of 120 YoY. In contrast, mechanical design engineers stood at 202, down by 1 YoY.

In the mechanical & electrical and semiconductor engineer dispatching business, the average sales per head during the period came to JPY 577 thousand, down 4.7% YoY from JPY 606 thousand. This decline was attributable to a higher proportion of inexperienced workers being dispatched, whose sales per head are comparatively lower. The Company plans to continue actively recruiting and training inexperienced workers and dispatching a large number of engineers, including these workers, to semiconductor-related companies, with no major changes expected in the business model for expanding this segment.

### Mechanical & Electrical and Semiconductor Engineer Dispatching and Constructing Business - Recruitment, turnover, and number of technicians

#### ■ Recruitment, turnover and operating ratio

(people)

	FYE3/2024	FYE3/2025					FYE3/2026	
	Full year	1Q	2Q	3Q	4Q	Full year	1Q	Full year (Forecast)
<b>No. of recruits</b>	118	36	59	52	45	192	49	297
New graduates	5	15	0	0	0	15	17	21
Mid-career	113	21	59	52	45	177	32	276
<b>No. of resignations</b>	54	18	27	15	23	83	21	104
<b>Net change</b>	+64	+18	+32	+37	+22	+109	+28	+193
<b>Number of technicians (quarter end)</b>	223	241	273	310	332	332	360	525
<b>Operating ratio (period average)</b>	97.0%	92.4%	90.2%	89.8%	90.9%	90.8%	90.9%	92.9%

#### ■ Retention rate

	FYE3/2024	FYE3/2025					FYE3/2026	
	Full year	1Q	2Q	3Q	4Q	Full year	1Q	Full year (Forecast)
<b>Retention rate</b>	80.5%	93.1%	91.0%	95.4%	93.5%	80.0%	94.7%	83.5%

\* 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 technicians at the end of the current fiscal year (current quarter)) × 100

Source: the Company earnings presentation material.

### The challenge of expanding secured client projects

The IT engineer project introduction site Bscareer IT has gained traction, resulting in a high number of applicants for the IT engineer dispatching business. However, The year-end IT technical employee count was 160, up 12 from the same period last year but down 17 from 177 at the end of FY2025/3, as the Company was not able to secure enough client projects. The Company plans to work on expanding its client base and securing more projects in the IT engineers dispatching business going forward.

## IT Engineers Dispatching Business - Recruitment, turnover, and number of technicians

	FYE3/2024	FYE3/2025					FYE3/2026	
	Full year	1Q	2Q	3Q	4Q	Full year	1Q	Full year (Forecast)
<b>Number of applicants</b>	2,630	1,064	998	830	937	3,829	3,665	-
No. of recruits	72	32	27	44	37	140	22	247
No. of resignations	42	22	37	20	22	101	39	102
<b>Net change</b>	+30	+10	△10	+24	+15	+39	-17	+145
<b>Increase due to M&amp;A, etc.</b>	8	0	0	0	0	0	0	-
<b>Number of technicians (quarter end)</b>	138	148	138	162	177	177	160	322
<b>Operating ratio (period average)</b>	100.0%	97.8%	98.6%	98.9%	99.0%	98.6%	94.1%	98.7%

\*The above figures include IT freelance engineers.

	FYE3/2024	FYE3/2025					FYE3/2026	
	Full year	1Q	2Q	3Q	4Q	Full year	1Q	Full year (Forecast)
<b>Retention rate</b>	75.8%	89.1%	92.1%	94.6%	91.0%	75.5%	93.4%	78.3%

\* The above figures are for dispatched technical employees only, excluding IT freelancers.

\* 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)) x 100

Source: the Company earnings presentation material.

## KPIs by Business

(People, 1,000 yen)

	FYE3/2025				FYE3/2026		
	1Q	1H	2H	Full year	1Q	YoY % change	YoY change
<b>No. of recruits</b>	911	1,502	1,209	2,711	900	-1.2%	-11
Construction technician dispatch	843	1,348	1,031	2,379	829	-1.7%	-14
Mechanical & electrical and semiconductor engineer dispatch	36	95	97	192	49	+36.1%	+13
IT engineers dispatch	32	59	81	140	22	-31.3%	-10
<b>No. of resignations</b>	490	949	830	1,779	577	+17.8%	+87
Construction technician dispatch	450	845	750	1,595	517	+14.9%	+67
Mechanical & electrical and semiconductor engineer dispatch	18	45	38	83	21	+16.7%	+3
IT engineers dispatch	22	59	42	101	39	+77.3%	+17
<b>No. of technical employees (period end)</b>	4,350	4,482	4,861	4,861	5,184	+19.2%	+834
Construction technician dispatch	3,961	4,071	4,352	4,352	4,664	+17.7%	+703
Mechanical & electrical and semiconductor engineer dispatch	241	273	332	332	360	+49.4%	+119
IT engineers dispatch	148	138	177	177	160	+8.1%	+12
<b>Retention rate</b>	90.0%	83.0%	85.6%	73.7%	90.4%	-	+0.4pt
Construction technician dispatch	89.8%	82.8%	85.3%	73.2%	90.0%	-	+0.2pt
Mechanical & electrical and semiconductor engineer dispatch	93.1%	85.8%	89.7%	80.0%	94.7%	-	+1.6pt
IT engineers dispatch	89.1%	82.9%	86.6%	75.5%	93.4%	-	+4.3pt
<b>Operating ratio (Inc. trainees)</b>	91.5%	92.6%	94.8%	93.7%	92.0%	-	+0.5pt
Construction technician dispatch	91.2%	92.5%	95.0%	93.8%	92.0%	-	+0.8pt
Mechanical & electrical and semiconductor engineer dispatch	92.4%	91.2%	90.4%	90.8%	90.9%	-	-1.5pt
IT engineers dispatch	97.8%	98.2%	99.0%	98.6%	94.1%	-	-3.7pt
<b>Sales per technician/engineer (period average)</b>	587	591	588	589	584	-0.5%	-3
Construction technician dispatch	585	583	582	582	578	-1.1%	-6
Mechanical & electrical and semiconductor engineer dispatch	606	598	534	561	577	-4.7%	-28
IT engineers dispatch	696	785	821	804	755	+8.5%	+59

\* The figures above, excluding the retention rate for the IT Engineer Dispatching business, include freelance IT engineers. The retention rate is calculated based on dispatched engineers only, excluding freelancers.

\* The sales per mechanical & electrical and semiconductor engineer are only for dispatched engineers, excluding contract work.

\* 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 recruits in the current period (current quarter)) x 100

Source: the earnings presentation material.



## FY2026/3 Earnings Forecasts

*Record highs expected, no  
change from initial forecast*

### Full-year Earnings Forecasts

For FY2026/3, the Company forecasts consolidated key financial figures: net sales of JPY 38,000 mn (+26.6% YoY), gross profit of JPY 10,921 mn (+31.4% YoY), operating profit of JPY 3,800 mn (+37.5% YoY), non-GAAP operating profit of JPY 4,425 mn (+32.9% YoY), ordinary profit of JPY 3,800 mn (+36.5% YoY), and net income attributable to owners of the parent of JPY 2,470 mn (+35.7% YoY). The Company projects net sales and all key profit lines to reach new record highs. The forecast remains unchanged from the initial forecast.

Centered on its core construction technician dispatching business, the Company plans to continue ramping up growth investments—particularly recruitment spending—with the aim of achieving growth that outpaces the industry average. The Company expects operating profit margin to rise 0.8 ppts YoY to 10.0%, reflecting better cost of sales as well as an improvement in SG&A ratio despite recording of share-based payment expenses.

COPRO-HOLDINGS expects demand in its key customer sector—the construction industry—to remain robust from urban-development projects, renewal of aging infrastructure, and the build-out of new semiconductor plants. It also sees the structural issues of an aging workforce and a shortage of young workers—issues more acute than in other sectors—spurring additional demand for construction dispatching services. Moreover, penalties for breaching overtime caps and the resulting task segmentation under the Labor Standards Act amended in line with the Supplementary Provisions of the Act on the Arrangement of Related Acts to Promote Work Style Reform are likely to deepen labor shortages. SIR therefore believes that companies will increasingly rely on dispatched personnel.

### FY2026/3 KPIs by Business (Forecast)

(People, 1,000 yen)

	FYE3/2025			FYE3/2026		
	1H	2H	Full Year	Full Year (Forecast)	YoY	YoY Change
<b>No. of recruits</b>	<b>1,502</b>	<b>1,209</b>	<b>2,711</b>	<b>3,544</b>	<b>+30.7%</b>	<b>+833</b>
Construction technician dispatch	1,348	1,031	2,379	3,000	+26.1%	+621
Mechanical & electrical and semiconductor engineer dispatch	95	97	192	297	+54.7%	+105
IT engineers dispatch	59	81	140	247	+76.4%	+107
<b>No. of resignations</b>	<b>949</b>	<b>830</b>	<b>1,779</b>	<b>2,134</b>	<b>+20.0%</b>	<b>+355</b>
Construction technician dispatch	845	750	1,595	1,928	+20.9%	+333
Mechanical & electrical and semiconductor engineer dispatch	45	38	83	104	+25.3%	+21
IT engineers dispatch	59	42	101	102	+1.0%	+1
<b>No. of technical employees (period end)</b>	<b>4,482</b>	<b>4,861</b>	<b>4,861</b>	<b>6,271</b>	<b>+29.0%</b>	<b>+1,410</b>
Construction technician dispatch	4,071	4,352	4,352	5,424	+24.6%	+1,072
Mechanical & electrical and semiconductor engineer dispatch	273	332	332	525	+58.1%	+193
IT engineers dispatch	138	177	177	322	+81.9%	+145
<b>Retention rate</b>	<b>83.0%</b>	<b>85.6%</b>	<b>73.7%</b>	<b>74.6%</b>	<b>-</b>	<b>+1.0pt</b>
Construction technician dispatch	82.8%	85.3%	73.2%	73.8%	-	+0.6pt
Mechanical & electrical and semiconductor engineer dispatch	85.8%	89.7%	80.0%	83.5%	-	+3.5pt
IT engineers dispatch	82.9%	86.6%	75.5%	78.3%	-	+2.7pt
<b>Operating ratio (incl. trainees)</b>	<b>92.6%</b>	<b>94.8%</b>	<b>93.7%</b>	<b>94.6%</b>	<b>-</b>	<b>+0.9pt</b>
Construction technician dispatch	92.5%	95.0%	93.8%	94.6%	-	+0.8pt
Mechanical & electrical and semiconductor engineer dispatch	91.2%	90.4%	90.8%	92.9%	-	+2.1pt
IT engineers dispatch	98.2%	99.0%	98.6%	98.7%	-	+0.1pt

\* The above figures, excluding IT engineers dispatch retention rate, include IT freelance engineers. The numerical values of retention rate are for dispatched technical employees only, excluding IT freelancers.

\* 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

Source: the Company earnings presentation material.

A two-for-one stock split of common shares was implemented

FY2026/3 dividend forecast and stock split

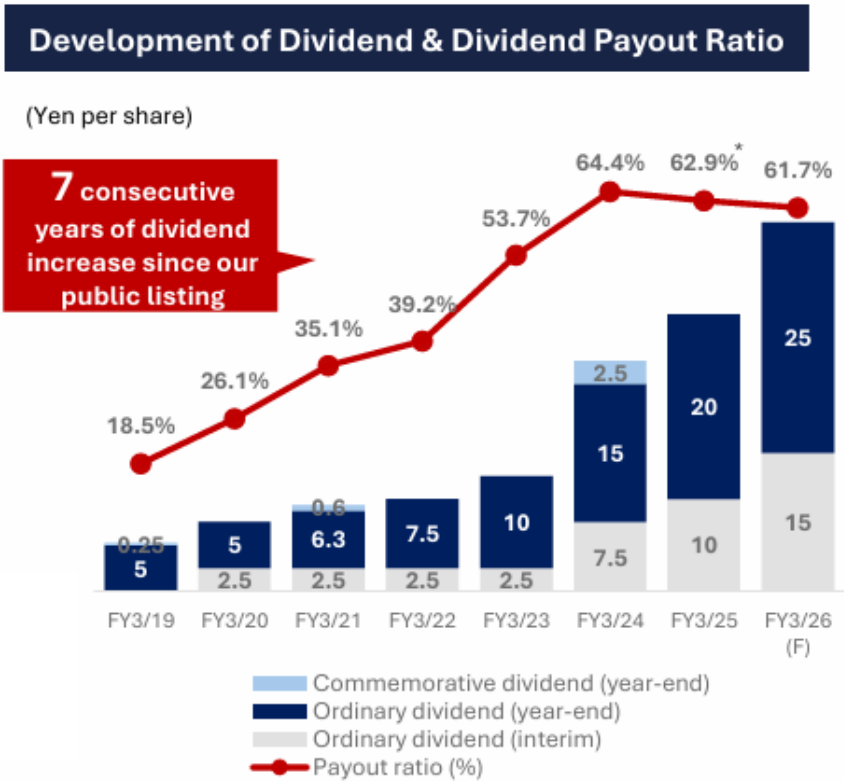
COPRO-HOLDINGS positions shareholder returns as one of its key management priorities and bases its policy on dividends. Under the current medium-term management plan (FY2023/3–FY2027/3), the Company’s basic policy is to provide stable dividends in line with profit growth achieved through active investments, without reducing dividends, while targeting a consolidated dividend payout ratio of at least 50%.

For FY2026/3, the Company initially forecast an annual dividend per share of JPY 80.0, consisting of an interim dividend (end of Q2) of JPY 30.0 and a year-end dividend (end of Q4) of JPY 50.0. This represents an increase of JPY 20.0 from the FY2025/3 annual dividend of JPY 60.0.

On July 14, 2025, the Company announced a stock split. It plans to conduct a 2-for-1 split of its common shares with September 30, 2025 (Tuesday) as the record date and October 1, 2025 (Wednesday) as the effective date. Following the split, the number of issued shares will increase to 40 million from the current 20 million, and the number of authorized shares will increase to 160 million from the current 80 million. The stock split will not affect the amount of paid-in capital.

On a retroactively adjusted basis reflecting the stock split, the annual dividend per share for FY2026/3 will be JPY 40.0.

Dividend on a retrospectively adjusted basis



\* In FYE 2025, the total return ratio including share repurchase (¥799,991 thousand) is 106.6%.  
\* Total return ratio = (Total dividends + Total share repurchase) ÷ Profit attributable to owners of parent

Source: the Company earnings presentation material.

## Share Price Insights

ROE significantly exceeds  
cost of equity

COPRO HOLDINGS' shares currently trade at JPY 2,261 (August 15 closing price), which is 5.8% below the 52-week high of JPY 2,400 (August 12, 2025) and 72.7% above the 52-week low of JPY 1,309 (April 7, 2025). This equates to a forward P/E ratio of 17.5x based on the Company's FY2026/3 EPS forecast\*, exceeding the average of 11.3x for four peer companies. Other valuation indicators such as P/B, P/S, and EV/EBITDA also remain above the industry average. This is fully supported by the Company's stronger ROE, projected dividend payout ratio, and its expected operating profit growth this fiscal year.

Moreover, the Company's revenue exposure to the construction sector—an industry hit hardest by structural labor shortages and the amended Labor Standards Act's overtime-cap penalties—is far higher than that of its six peers. SIR also believes the market's clear understanding of the Company's growth narrative underpins its premium valuation relative to competitors.

Based on a risk-free rate of 1.605% (reflecting the latest 10-year JGB yield), a risk premium of 6.0%, and beta values from the SPEEDA database, SIR estimates the Company's cost of equity at approximately 7.10% to 7.55%. With an ROE of 22.1%, the Company has a significant equity spread, generating excess returns above the investor-expected cost of equity. SIR believes this explains the Company's high P/B valuation.

\*EPS before retrospectively adjusted for the stock split on October 1, 2025

## Valuation Comparison with peers

Valuation Comparison	PER (X)	PER, CE <sup>*2</sup> (X)	PBR (X)	PSR, CE <sup>*3</sup> (X)	EV/EBITDA (X)	ROE (%)	Payout ratio, CE (%) <sup>*4</sup>	DY, CE (%) <sup>*5</sup>	Operating profit growth rate(%) <sup>*6</sup>
COPRO <sup>*1</sup>	23.7	17.5	5.14	1.14	11.5	22.1	61.7	3.5	37.5
Four manufacturing and IT dispatching companies, including construction and plant technician dispatching	12.5	11.3	1.40	0.51	5.5	12.3	51.5	4.6	5.0

Source: Compiled by SIR from SPEEDA data

Four peer companies: Open Up Group (2154), WILL GROUP (6089), WILLTEC (7087), and Nareru Group (9163).

TechnoPro (6028) was excluded from the valuation comparison due to the consideration of its delisting through TOB.

Note: (1) COPRO has planned a 2-for-1 stock split conducted on October 1, 2025. Since the share price has not yet been adjusted for the ex-dividend, EPS and dividends are based on pre-adjustment figures. (2) Latest share price ÷ The Company's forecast EPS for the current fiscal year, (3) Latest market capitalization ÷ Company's forecast net sales for the current fiscal year, (4) The Company's forecast annual dividend for the current fiscal year ÷ The Company's forecast EPS for the current fiscal year, (5) Forecast dividend ÷ Latest share price, (6) YoY increase in operating profit based on each company's current fiscal year forecast.



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