1st Quarter of FYE3/2027

Financial Results

COPRO-HOLDING. Co., Ltd.

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

SECTION

SECTION 01

Summary of Financial Results for 1Q FYE3/2027

1Q FYE3/2027 Consolidated Financial Highlights

Point 1 Achieved record-high 1Q results. Although profit declined due to the temporary early recognition of income tax expense, this impact is expected to reverse in 2Q, and progress toward the 1H forecast remains solid.

Point 2 In addition to net sales exceeding the forecast, the timing of certain SG&A expenses, including recruitment expenses, shifted to 2H, while personnel and office-related expenses came in below the forecast. As a result, operating profit already exceeded the 1H forecast as of the end of 1Q.

No. of group technical employees

7,839 people

up 56.0% YoY

Consolidated sales

¥13,939mn

up +68.0% YoY

vs. H1 forecast 50.7%

Operating profit

¥960mn

up 55.1% YoY

vs. H1 forecast +106.7%

(% to net sales 6.9%)

Operating profit before amortization

¥1,570mn

up 101.9% YoY

vs. H1 forecast 73.1%

(% to net sales 11.3%)

Profit

¥362mn

down 4.7% YoY

vs. H1 forecast 83.1%

(% to net sales 2.6%)

Profit before goodwill amortization

¥904mn

up 107.0% YoY

vs. H1 forecast 58.3%

(% to net sales 6.5%)

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

Consolidated Financial Results

(millions of yen)

	FYE3/2026	FYE3/2027				
	1Q	1Q	YoY		Forecast	
			%	Amount	1H Forecast	Progress Rate
Net sales	**8,297**	**13,939**	+68.0%	+5,642	27,500	50.7%
Cost of sales	**6,067**	**9,789**	+61.3%	+3,721	19,500	50.2%
Gross profit	**2,230**	**4,150**	+86.1%	+1,920	8,000	51.9%
Gross profit margin	**26.9%**	**29.8%**	–	+2.9pt	29.1%	–
SG&A expenses	**1,611**	**3,190**	+98.0%	+1,579	7,100	44.9%
o/w, goodwill amortization	**29**	**541**	–	+511	–	–
SG&A ratio	**19.4%**	**22.9%**	–	+3.5pt	25.8%	–
Operating profit	**619**	**960**	+55.1%	+341	900	106.7%
Operating profit margin	**7.5%**	**6.9%**	–	-0.6pt	3.3%	–
Operating profit before amortization*	**778**	**1,570**	+101.9%	+792	2,150	73.1%
Ordinary profit	**614**	**840**	+36.8%	+226	670	125.4%
Profit	**379**	**362**	-4.7%	-17	436	83.1%
Profit before goodwill amortization	**436**	**904**	+107.0%	+467	1,552	58.3%

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

Results by Subsidiary

Point 1 COPRO CONSTRUCTION: Sales increased due to growth in the number of active technicians and sales per technician/engineer, helping to absorb the rise in SG&A expenses. As a result, operating profit increased by 13.8% YoY.

Point 2 TRYT Engineering: Recorded operating profit of ¥239mn after absorbing ¥531mn in goodwill amortization.

Point 3 COPRO TECHNOLOGY: Sales declined, reflecting the sale of the IT engineers dispatching business in March 2026.

(millions of yen)

	FYE3/2026			FYE3/2027		
	1Q results	YoY % change	YoY change	1Q results	YoY % change	YoY change
Consolidated sales	**8,297**	**+20.8%**	**+1,426**	**13,939**	**+68.0%**	**+5,642**
COPRO CONSTRUCTION	7,393	+20.7%	+1,266	**8,346**	+12.9%	+953
TRYT Engineering	–	–	–	**4,892**	–	+4,892
COPRO TECHNOLOGY	904	+21.6%	+160	**700**	-22.6%	-204
Gross profit	**2,230**	**+23.9%**	**+430**	**4,150**	**+86.1%**	**+1,920**
COPRO CONSTRUCTION	2,057	+25.1%	+412	**2,405**	+16.9%	+347
TRYT Engineering	–	–	–	**1,590**	–	+1,590
COPRO TECHNOLOGY	172	+11.6%	+17	**155**	-10.0%	-17
SG&A expenses	**1,611**	**+16.7%**	**+230**	**3,190**	**+98.0%**	**+1,579**
COPRO CONSTRUCTION	1,098	+21.1%	+191	**1,313**	+19.6%	+215
TRYT Engineering	–	–	–	**1,351**	–	+1,351
COPRO TECHNOLOGY	176	-1.0%	-1	**163**	-7.0%	-12
HD and others	336	+13.7%	+40	**362**	+7.6%	+25
Consolidated operating profit	**619**	**+48.0%**	**+200**	**960**	**+55.1%**	**+341**
COPRO CONSTRUCTION	959	+30.1%	+221	**1,091**	+13.8%	+132
TRYT Engineering	–	–	–	**239**	–	+239
COPRO TECHNOLOGY	-3	–	+19	**-8**	–	-4
HD and others	-336	–	-41	**-362**	–	-25

* The figures for subsidiaries are the amounts after consolidation adjustments, which eliminate intra-group transactions.

SECTION 02

Upward Revision to Earnings Forecast for FYE3/2027

Upward Revision to 1H and Full-Year Earnings Forecasts for FYE3/2027

Point 1 The Company revised upward its 1H and full-year earnings forecasts in light of strong recent performance.

Point 2 The initial forecast for 2H net sales remains unchanged, while gross profit is projected to fall below the initial forecast following a revision to the cost of sales ratio. However, full-year forecasts for operating profit and all subsequent profit measures were revised upward, as the impact of the timing shift in SG&A expenses is expected to be absorbed and SG&A expenses are expected to be kept under control.

Revised 1H Forecast

Net sales	¥28,150mn	vs. initial forecast	102.4%
Operating profit	¥1,770mn	vs. initial forecast	196.7%
Operating profit before amortization	¥2,990mn	vs. initial forecast	139.1%
EPS	¥18.52	vs. initial forecast	163.0%

Revised Full-Year Forecast

Net sales	¥57,650mn	vs. initial forecast	101.1%
Operating profit	¥3,875mn	vs. initial forecast	129.2%
Operating profit before amortization	¥6,340mn	vs. initial forecast	115.3%
EPS	¥43.31	vs. initial forecast	100.1%

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

Revised Earnings Forecast for FYE3/2027

(millions of yen)

	FYE3/2026 (Results)		FYE3/2027 (Revised forecast)					
	1H	Full year	1H	YoY % change	vs. initial forecast	Full year	YoY % change	vs. initial forecast
Net sales	16,980	36,661	**28,150**	+65.8%	+2.4%	**57,650**	+57.2%	+1.1%
Cost of sales	12,336	26,300	**19,750**	+60.1%	+1.3%	**40,000**	+52.1%	+2.6%
Gross profit	4,643	10,361	**8,400**	+80.9%	+5.0%	**17,650**	+70.3%	-1.9%
SG&A expenses	3,162	6,728	**6,630**	+109.6%	-6.6%	**13,775**	+104.7%	-8.2%
o/w, goodwill amortization	59	298	**1,083**	-	-	**2,167**	+626.8%	-
Operating profit	1,481	3,632	**1,770**	+19.5%	+96.7%	**3,875**	+6.7%	+29.2%
Operating profit before amortization*	1,739	4,204	**2,990**	+71.8%	+39.1%	**6,340**	+50.8%	+15.3%
Profit	935	2,880	**710**	-24.1%	+63.0%	**1,660**	-42.4%	+0.2%
Profit before goodwill amortization*	1,021	3,088	**1,790**	+75.3%	+15.3%	**3,829**	+24.0%	-2.9%
EPS (yen) *	24.52	75.35	**18.52**	-24.5%	+63.0%	**43.31**	-42.5%	+0.1%
EPS before goodwill amortization (yen) *	26.76	80.80	**46.70**	+74.5%	+15.3%	**99.89**	+23.6%	-2.9%

* 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.

FYE3/2027 Dividend Forecast

Point 1 The dividend forecast for FYE3/2027 remains unchanged from the initial forecast.

Point 2 EPS before goodwill amortization, which excludes non-cash goodwill amortization, will be used as the benchmark for the FYE3/2027 dividend forecast. Taking into account the need to secure funds for growth investments, the stabilization of the financial base through steady repayment of interest-bearing debt, and other factors, the Company forecasts an annual dividend of ¥45.0 for FYE3/2027, an increase of ¥5.0 YoY.

[Dividend Policy]

Dividends are the basis for shareholder returns, which we consider to be one of the important management issues, 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.

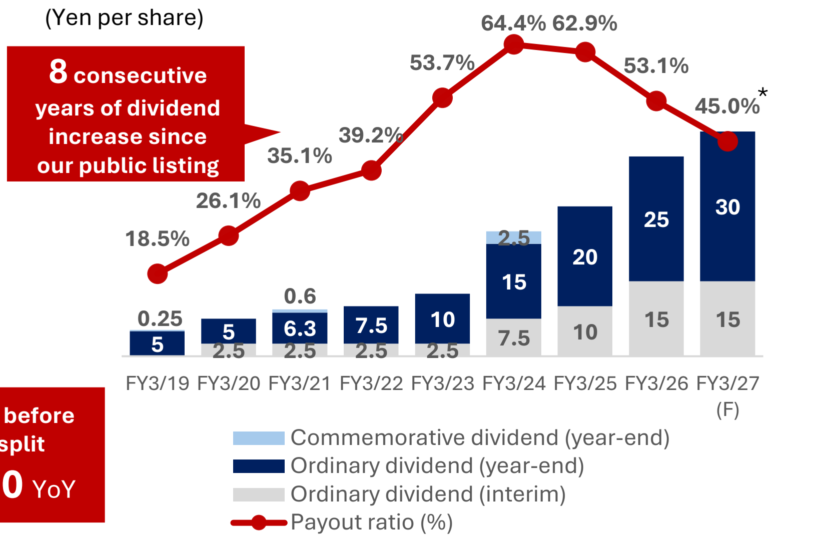
Dividend Per Share

		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**	**¥15.0**	**¥30.0**	**¥45.0**

Dividend before stock split
Up ¥5.0 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



* Dividend payout ratio for FY3/2027 (forecast) is calculated based on EPS before goodwill amortization
The dividend payout ratio based on EPS is projected to be 103.9%.

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

- For the fiscal year ending March 31, 2028, the Company plans to voluntarily adopt IFRS. As goodwill will no longer be amortized under IFRS, expenses will decrease by the amount of goodwill amortization, which is expected to boost EPS.
- The earnings forecast for the fiscal year ending March 31, 2027, scheduled to be announced in May 2026, will be prepared under Japanese GAAP and will therefore include goodwill amortization. In contrast, the earnings forecast for the fiscal year ending March 31, 2028, scheduled to be announced in May 2027, will be disclosed under IFRS, under which no goodwill amortization will be recognized.

Reporting period		Disclosure materials	Accounting standards applied
FYE3/2026	3Q	Quarterly Earnings Report	Japanese GAAP
	Full year	Earnings Report Consolidated Financial Statements Annual Securities Report	Japanese GAAP
FYE3/2027	1Q and 3Q	Quarterly Earnings Report	Japanese GAAP
	2Q	Quarterly Earnings Report Semi-annual Securities Report	Japanese GAAP
	Full year	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
	Full year	Earnings Report Consolidated Financial Statements Annual Securities Report	IFRS

SECTION 03

Analysis of KPIs by Business Segment

KPI Trends by Business Segment

(people, thousands of yen)

	FYE3/2026				FYE3/2027			FYE3/2027(Forecast)		
	1Q	1H	2H	Full year	1Q	YoY % change	YoY change	Full year	YoY % change	YoY change
No. of recruits	**878**	**1,632**	**1,052**	**2,684**	**1,133**	**+29.0%**	**+255**	**3,220**	**+20.0%**	**+536**
Construction technician dispatch	829	1,546	954	2,500	1,041	+25.6%	+212	2,981	+19.2%	+481
Mechanical & electrical and semiconductor engineer dispatch	49	86	98	184	92	+87.8%	+43	239	+29.9%	+55
Total turnover	**538**	**1,068**	**1,035**	**2,103**	**923**	**+71.6%**	**+385**	**3,004**	**+42.8%**	**+901**
Construction technician dispatch	517	1,013	983	1,996	884	+71.0%	+367	2,858	+43.2%	+862
Mechanical & electrical and semiconductor engineer dispatch	21	55	52	107	39	+85.7%	+18	146	+36.4%	+39
Changes due to M&A, etc.	**–**	**–**	**+2,364**	**+2,364**	**–**	**–**	**–**	**-**	**-**	**-**
Construction technician dispatch	–	–	+2,364	+2,364	–	–	–	-	-	-
No. of technical employees (period end)	**5,024**	**5,248**	**7,629**	**7,629**	**7,839**	**+56.0%**	**+2,815**	**7,845**	**+2.8%**	**+216**
Construction technician dispatch	4,664	4,885	7,220	7,220	7,377	+58.2%	+2,713	7,343	+1.7%	+123
Mechanical & electrical and semiconductor engineer dispatch	360	363	409	409	462	+28.3%	+102	502	+22.7%	+93
Retention rate	**90.3%**	**83.1%**	**83.6%**	**71.5%**	**89.5%**	**–**	**-0.9pt**	**72.3%**	**-**	**+0.8pt**
Construction technician dispatch	90.0%	82.8%	83.2%	70.9%	89.3%	–	-0.7pt	72.0%	-	+1.1pt
Mechanical & electrical and semiconductor engineer dispatch	94.7%	86.8%	88.7%	79.3%	92.2%	–	-2.5pt	77.5%	-	-1.8pt
Utilization rate (Inc. trainees)	**91.9%**	**91.9%**	**92.6%**	**92.3%**	**92.3%**	**–**	**+0.4pt**	**93.8%**	**-**	**+1.5pt**
Construction technician dispatch	92.0%	91.9%	92.6%	92.3%	93.9%	–	+1.9pt	93.9%	-	+1.6pt
Mechanical & electrical and semiconductor engineer dispatch	90.9%	91.7%	91.8%	91.8%	87.5%	–	-3.4pt	91.8%	-	-
Sales per technician/engineer (period average)	**584**	**587**	**597**	**592**	**644**	**+10.3%**	**+60**	**639**	**+7.9%**	**+47**
Construction technician dispatch	584	586	596	591	647	+10.9%	+64	642	+8.6%	+51
Mechanical & electrical and semiconductor engineer dispatch	594	590	602	596	596	+0.4%	+3	579	-2.8%	-17

* The results of the IT engineers dispatching business, which was transferred on March 27, 2026, have been excluded.
* In the 2H and full-year results for the fiscal year ended March 31, 2026, no. of recruits, total turnover, retention rate, operating ratio, and sales per technician/engineer for the construction technician dispatching business exclude the results of TRYT Engineering.
* Retention rate = No. of technical employees at the end of the current period (current quarter) ÷ (No. of technical employees at the end of the previous period (previous quarter) + No. of recruits in the current period (current quarter)) × 100

Construction Technician Dispatching Business

Point 1 Although the number of recruits fell short of the plan, total turnover remained subdued. Operating ratio and sales per technician/engineer remained high at 93.9% and ¥647k, respectively, driving earnings.

Point 2 TRYT Engineering's recruitment services performed strongly, recording 113 placements in 1Q. By capturing direct-hiring needs and job seeker segments distinct from those served by dispatching services, these services contributed to the Group's revenue.

■ KPI for dispatching services

(people, thousands of yen)

	FYE3/2025	FYE3/2026					FYE3/2027	
	Full year	1Q	2Q	3Q	4Q	Full year	1Q	Full year (Forecast)
No. of recruits	2,379	**829**	717	530	424	**2,500**	**1,041**	**2,981**
New graduates	117	**130**	0	0	0	**130**	**170**	**170**
Mid-career	2,262	**699**	717	530	424	**2,370**	**871**	**2,811**
Total turnover	1,595	**517**	496	511	472	**1,996**	**884**	**2,858**
o/w, turnover due to temp-to-perm placements	91	**–**	–	–	–	**146**	**154**	**–**
Net change	+784	**+312**	+221	+19	-48	**+504**	**+157**	**+123**
Increase due to M&A	0	**0**	0	0	+2,364	**+2,364**	**–**	**–**
Number of technicians (quarter end)	4,352	**4,664**	4,885	4,904	7,220	**7,220**	**7,377**	**7,343**
Utilization rate (period average)	93.8%	**92.0%**	91.9%	92.1%	93.1%	**92.3%**	**93.9%**	**93.9%**
Retention rate	73.2%	**90.0%**	90.8%	90.6%	91.1%	**70.9%**	**89.3%**	**72.0%**
Sales per technician/engineer	582	**584**	589	595	598	**591**	**647**	**642**

■ KPI for recruitment service

(people)

	FYE3/2025	FYE3/2026					FYE3/2027	
	Full year	1Q	2Q	3Q	4Q	Full year	1Q	Full year (Forecast)
No. of placements	–	–	–	–	–	**267**	**113**	**563**

* In the 4Q and full-year results for the fiscal year ended March 31, 2026, no. of recruits, total turnover, operating ratio, retention rate, and sales per technician/engineer for the construction technician dispatching business exclude the results of TRYT Engineering.

* 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

Mechanical & Electrical and Semiconductor Engineer Dispatching and Contracting Business

Point 1 No. of recruits increased 87.8% YoY to 92. In addition to expanded recruitment of new graduates, mid-career recruitment increased. Assignments to key clients also increased.

Point 2 The steady increase in no. of recruits resulted in some new-graduate engineers awaiting assignment, temporarily lowering the operating ratio to 87.5%. However, these engineers have recently been assigned to clients at a steady pace, and the operating ratio is recovering.

■ No. of recruits and total turnover / operating ratio / retention rate

(people)

	FYE3/2025	FYE3/2026					FYE3/2027	
	Full year	1Q	2Q	3Q	4Q	Full year	1Q	Full year (Forecast)
No. of recruits	192	**49**	37	38	60	**184**	**92**	**239**
New graduates	15	**17**	0	0	0	**17**	**34**	**34**
Mid-career	177	**32**	37	38	60	**167**	**58**	**205**
Total turnover	83	**21**	34	30	22	**107**	**39**	**146**
Net change	+109	**+28**	+3	+8	+38	**+77**	**+53**	**+93**
Number of technicians (quarter end)	332	**360**	363	371	409	**409**	**462**	**502**
Utilization rate (period average)	90.8%	**90.9%**	92.5%	93.4%	90.4%	**91.8%**	**87.5%**	**91.8%**
Retention rate	80.0%	**94.7%**	91.4%	92.5%	94.9%	**79.3%**	**92.2%**	**77.5%**

■ Sales per technician/engineer (period average)

(thousands of yen)

	FYE3/2025	FYE3/2026					FYE3/2027	
	Full year	1Q	2Q	3Q	4Q	Full year	1Q	Full year (Forecast)
Sales per technician/engineer	602	**594**	586	607	597	**596**	**596**	**579**

* 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

SECTION 04

Aiming for an ***Overwhelming No.1 Position in the Industry***

Aiming for an ***Overwhelming No.1 in construction technician dispatch***

COPRO's Strengths and Key Characteristics		TRYT Engineering's Strengths and Key Characteristics
Low-cost recruitment system centered on paid job advertisement platforms (enabling in-house selection without relying on external recruitment agencies)	×	**Digital marketing via its proprietary recruitment website, "Sekoukanri Job,"** a recruitment website specializing in construction management positions
Recruitment and training system for candidates with no prior experience	×	**Recruitment placement business focused on experienced professionals**
Business focus on major urban areas, including Tokyo, Nagoya, and Osaka.	×	**Nationwide office network coverage**

Combining the two companies' highly complementary strengths

- **Securing technicians and engineers**
- **Cross-selling through two brands**
- **Expanding sales opportunities nationwide**
- **Improving sales efficiency**
- **Reducing administrative costs**

TRYT Engineering × COPRO CONSTRUCTION: Six Synergies

Centralized management through integration of recruitment strategy functions

■ Establishment of a group-wide recruitment structure

The holding company will centralize the recruitment functions and activities of each subsidiary to build a group-wide recruitment infrastructure.

Broader market coverage through two brands

■ Maximization of the candidate pool

By optimizing branding strategies, the Group will broaden its reach among job seekers and maximize the candidate pool.

Group-wide optimization of recruitment costs

■ Improvement of unit price for recruitment

Based on data analysis, the Group will flexibly allocate budgets to channels with high ROI across the Group, reducing overall unit price for recruitment.

Improvement in operating ratio through sharing of idle personnel

■ Real-time sharing across the Group

The Group will share idle technicians across the two companies to raise the Group-wide operating ratio and accelerate profitability improvement.

Minimization of opportunity losses and expansion of gross profit through enhanced recruitment services

■ Maximization of revenue through coordination with recruitment services

Candidates who do not lead to dispatch contracts will be referred to TRYT Engineering's recruitment services. By leveraging its broad regional network to connect them with regional clients' direct-hiring needs, the Group will monetize resources without leaving opportunities untapped.

Sharing of training infrastructure and knowledge

■ Development of demand for inexperienced talent

COPRO will make the curricula of its training facility, "Kantoku no Tane," and other training programs available to TRYT Engineering. The Group will also step up proposals for inexperienced talent to TRYT Engineering's client base.

Post-Acquisition PMI Roadmap for TRYT Engineering

FYE3/2027 will be positioned as Phase 2 for integration and foundation building, marking the start of efforts to build momentum toward maximizing synergies under the next medium-term management plan.

Phase 1 — 2026

FYE3/2026

Expansion to the No. 2 position in the construction technician dispatching industry through the integration

- Completion of the acquisition of all shares of TRYT Engineering on March 1, 2026, making it a wholly owned consolidated subsidiary
- Start of new consolidation from FYE3/2026
- Start of the integration process (PMI)

Phase 2 — 2027

FYE3/2027

Organizational and platform integration, and foundation building in preparation for full-scale synergy creation from FYE3/2028

- Integration of the recruitment teams of COPRO CONSTRUCTION and TRYT Engineering
- Consolidation of TRYT Engineering's head office functions into COPRO-HOLDINGS
- Change of TRYT Engineering's corporate name to SK Fields Co., Ltd.
- Trial launch of information sharing on prospective hires and unassigned personnel
- Launch of shared utilization of COPRO CONSTRUCTION's training program for inexperienced personnel

Phase 3 — 2028

FYE3/2028 onward

Promotion of PMI toward full-scale synergy creation

- Further pursuit of sales and recruitment synergies
- Start of efforts to share the new core system scheduled to be introduced at COPRO CONSTRUCTION in November 2026
- Planned announcement of the next medium-term management plan beginning with FYE3/2028
- Business expansion to achieve an "Overwhelming No. 1 Position in the Industry"

Progress of PMI at TRYT Engineering (1)

Point 1 Effective July 1, 2026, the recruitment functions of COPRO CONSTRUCTION and TRYT Engineering were integrated. The Recruitment Strategy Headquarters was established within COPRO-HOLDINGS to promote recruitment across the Group.

Point 2 An end-to-end structure was established to centrally oversee and advance recruitment strategy, marketing and candidate pipeline development, and engineer training across both companies, with the aim of strengthening recruitment competitiveness across the Group and maximizing synergies.

[Before]
Company-Specific Recruitment Structure

COPRO CONSTRUCTION
- Recruitment strategy
- Candidate pipeline development
- Engineer training

TRYT Engineering
- Recruitment strategy
- Candidate pipeline development
- Engineer training

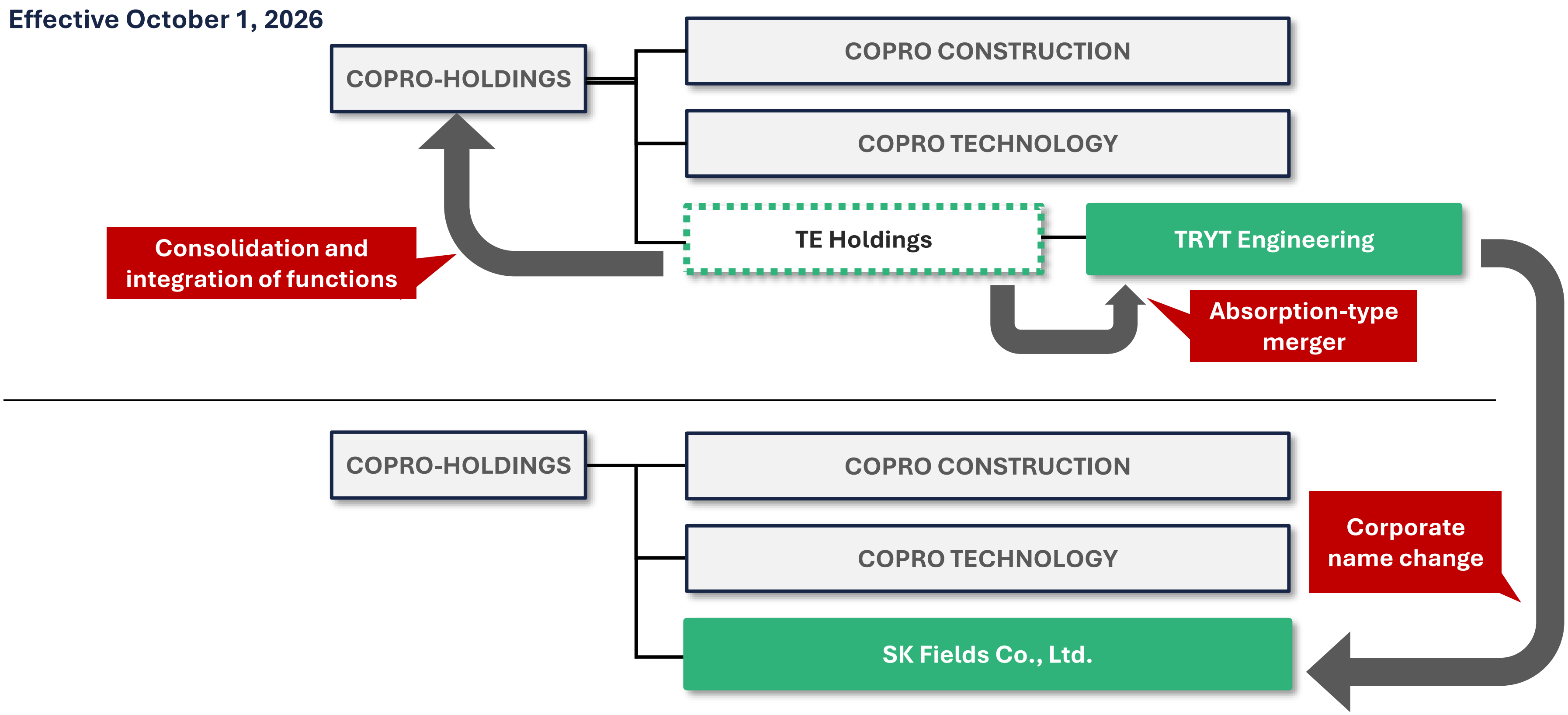
[After]
Recruitment Structure Centralized under the Holding Company

Recruitment Strategy Headquarters, COPRO-HOLDINGS
- Job advertising channels
- Digital marketing
- Recruitment strategy
- Marketing and candidate pipeline development
- Engineer training

Progress of PMI at TRYT Engineering (2)

Point 1 Effective October 1, 2026, TRYT Engineering will conduct an absorption-type merger with TE Holdings, the intermediate holding company, with TRYT Engineering as the surviving company. TE Holdings' head office functions will be consolidated and integrated into COPRO-HOLDINGS.

Point 2 On the same date, TRYT Engineering will change its corporate name to SK Fields Co., Ltd. In the area of construction technician dispatching, the company will continue to pursue a two-brand strategy with COPRO CONSTRUCTION.



Refinancing Policy for Interest-Bearing Debt

Point 1 Goodwill of approximately ¥28.0bn was recorded due to the business integration with TRYT Engineering. In connection with the transition to IFRS, the Company plans to revalue assets at the end of FYE3/2027.

Point 2 The ¥29.2bn bridge loan raised to fund the acquisition is scheduled to be refinanced in full into long-term borrowings by October 2026.

■ Consolidated balance sheets (FYE3/26)

(millions of yen)

Current assets	**16,288**	**Current liabilities**	**36,466**
o/w, cash and deposits	8,012	o/w, interest-bearing liabilities	29,243
Non-current assets	**29,971**	**Non-current liabilities**	**462**
Property, plant and equipment	1,299		
Intangible assets	27,582	**Net assets**	**9,331**
o/w, goodwill	27,108		
Investments, etc.	1,088		
Total assets	**46,259**	**Total liabilities and net assets**	**46,259**

■ Breakdown of goodwill (FYE3/26)

(millions of yen)

Name of company	Amount
TE Holdings/TRYT Engineering	26,999
COPRO TECHNOLOGY	108

✓ Plan to refinance to long-term borrowings.

✓ Under Japanese GAAP, goodwill is amortized over 13 years.

✓ Following the adoption of IFRS, goodwill will no longer be amortized from FYE3/2028.

SECTION 05

Company Profile and Business Overview

Company Outline

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
Fiscal Year-End	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 listed in the First Section of the Tokyo Stock Exchange and the First Section of the Nagoya Stock Exchange
Domestic Subsidiaries	• COPRO CONSTRUCTION. Co., Ltd. • TE Holdings, Inc. • TRYT Engineering, Inc. • COPRO TECHNOLOGY. Co., Ltd.
Business Description	• Construction Technician Dispatching Business • Mechanical Design and Development Engineer Dispatching and Contracting Business
Number of Employees	8,402 (as of March 31, 2026, consolidated basis)
Number of Sites	COPRO CONSTRUCTION: 11 sites TE Holdings/TRYT Engineering: 16 sites COPRO TECHNOLOGY: 2 sites

Introduction of the Management Team

copro

Kosuke Kiyokawa
President and CEO
COPRO-HOLDINGS Co., Ltd.

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 the Company in 2006.

copro CONSTRUCTION

Yusuke Koshikawa
Managing Director
COPRO-HOLDINGS Co., Ltd.
President and CEO
COPRO CONSTRUCTION Co., Ltd.
Director
COPRO TECHNOLOGY Co., Ltd.

Born October 15, 1985 in Shizuoka Prefecture.
Started working at Trusty Crew Co., Ltd. (currently the Company) in 2008. 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

Hideki Nishioka
President and CEO
COPRO TECHNOLOGY Co., Ltd.

Born September 17, 1971 in Aichi Prefecture.
Started working at ATMOS Co., Ltd. (currently COPRO TECHNOLOGY Co., Ltd.) in 2006. 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.

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 change the corporate name to COPRO TECHNOLOGY. Co., Ltd.
2024	Nov.	Acquired the system engineering service business (SES) from Pacific Information Consultants
2025	Feb.	Opened Semicon Techno Lab, a semiconductor engineer training center
	Apr.	Opened the “Kantoku No Tane” Tokyo training center
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 Sake, 25-1, Nishiki 3-chome, Naka-ku, Nagoya-shi, Aichi

Business Outline

Engineer

Employment contract

Employment contract

Engineer

Employment contract

Construction Technician Dispatching and Recruitment Business

TRYT Engineering Inc.

TRYT エンジニアリング

Number of Engineer：2,340

*as of June 30, 2026

Construction Technician Dispatching and Recruitment Business

COPRO CONSTRUCTION. Co., Ltd.

copro CONSTRUCTION

Number of Engineer：5,037

*as of June 30, 2026

Mechanical & Electrical and Semiconductor Engineer Dispatching/Contracting Business

COPRO TECHNOLOGY. Co., Ltd.

copro TECHNOLOGY

Number of Engineer ：462

*as of June 30, 2026

Dispatch contract

Dispatch contract

Dispatch contract

Client company

Client company

Corporate Philosophy

MISSION

Creating a dynamic “human driven” society

VISION

Becoming a human resource development company that ignites people’s hearts

VALUE

Working with a sense of purpose

Issues of the Construction Industry

Aging of engineers

Chronic labor shortage

Delay of Digital Transformation

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 the technical employee

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

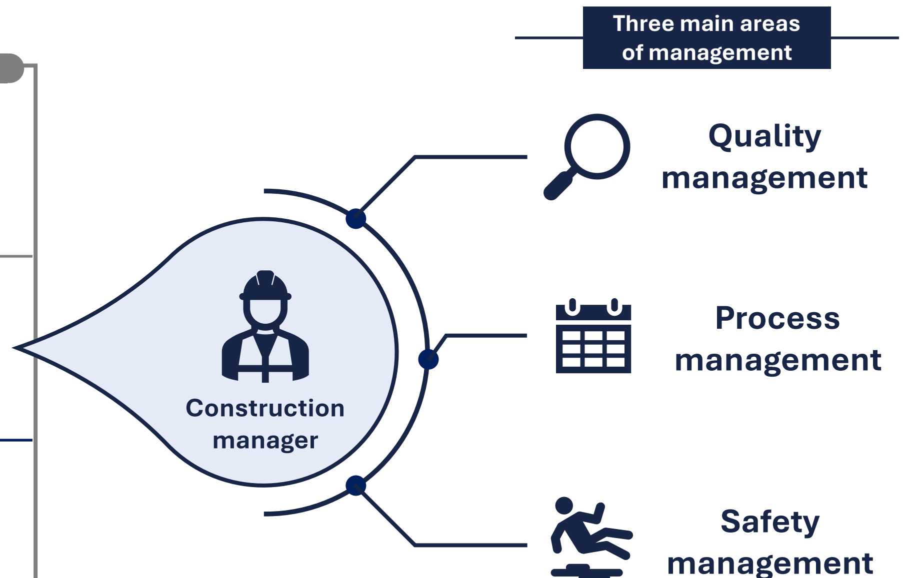
Responsible for managing processes, quality and safety, etc., to ensure that construction progresses smoothly.

Workers

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

Role of Construction Management

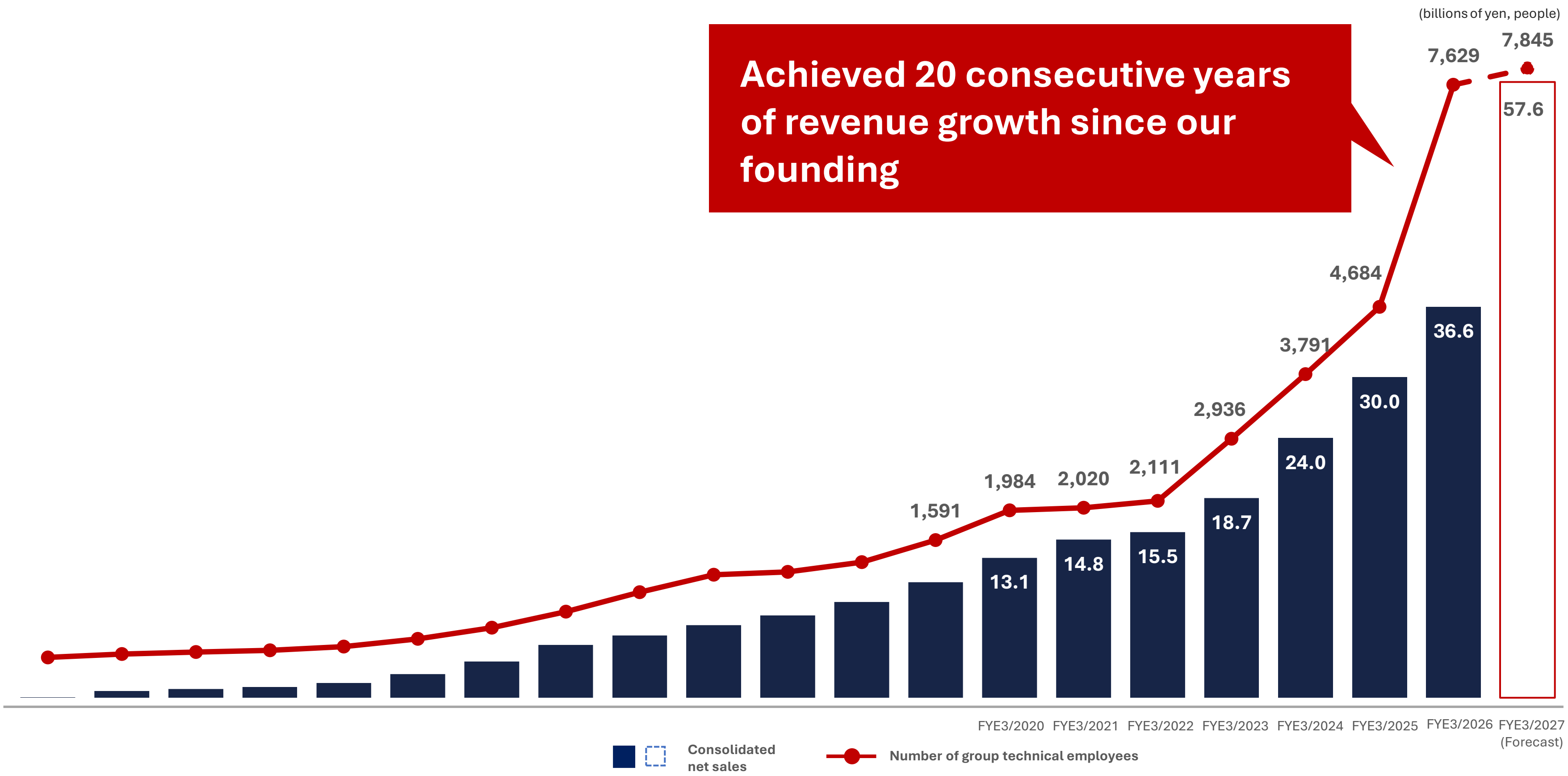
The main duties are coordination and preparation such as adjusting construction progress, ordering materials and ensuring safe work.



Business Characteristics

A “subscription-type business” with high growth potential

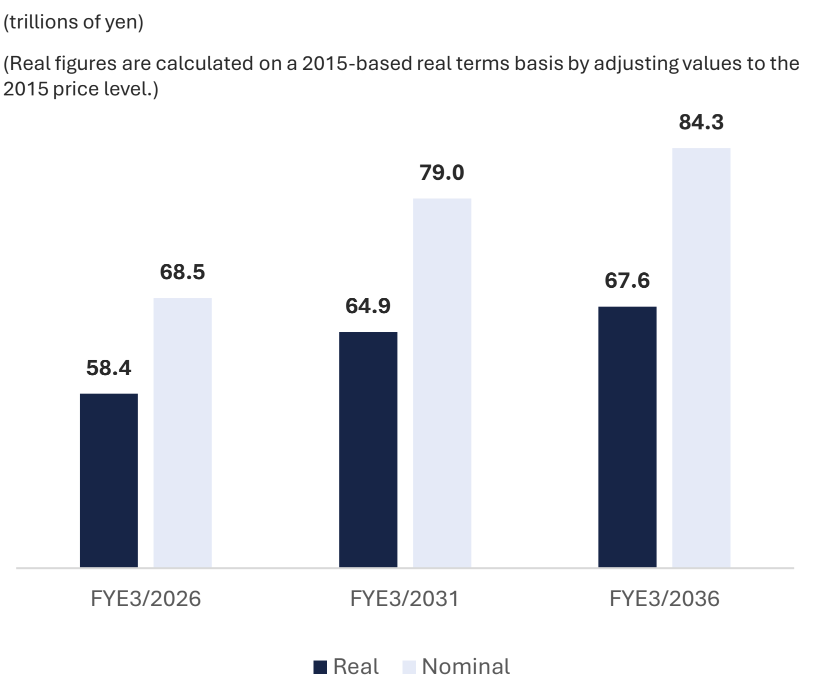
⇒ By increasing sales in proportion to the number of dispatched technical employees, stable earnings growth can be expected



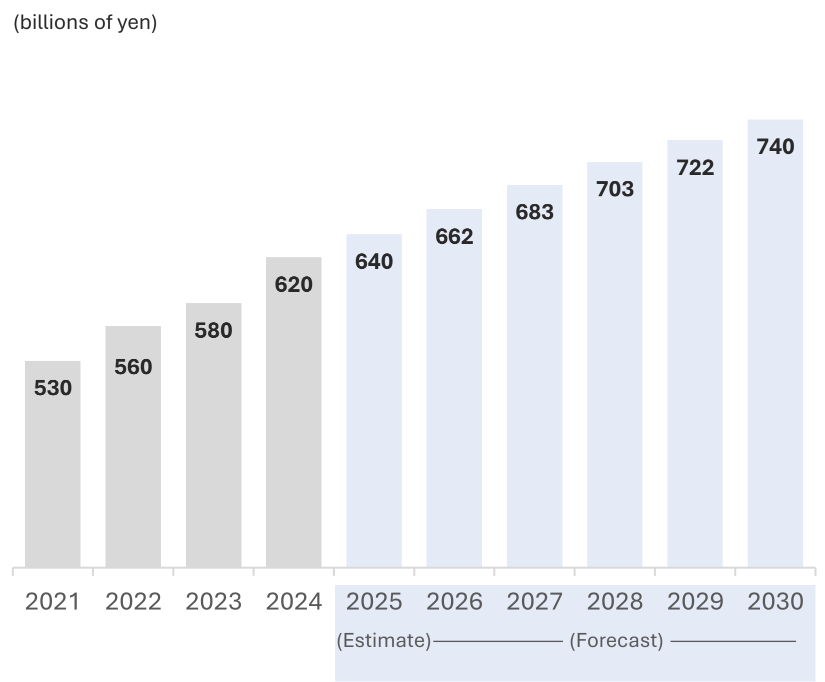
Growth Potential of the Construction Technician Dispatching Industry

- 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



Forecast of Market Size: Dispatch Services in the Construction Industry*2

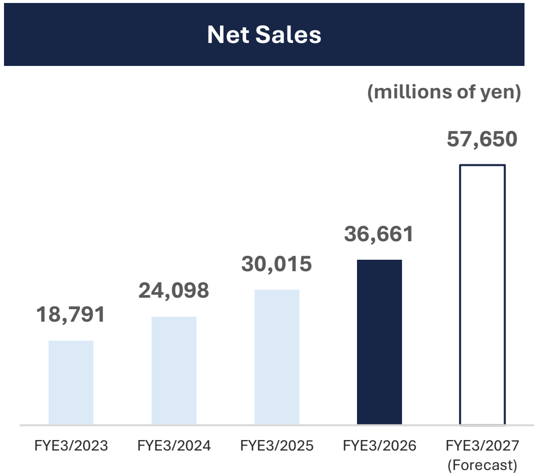


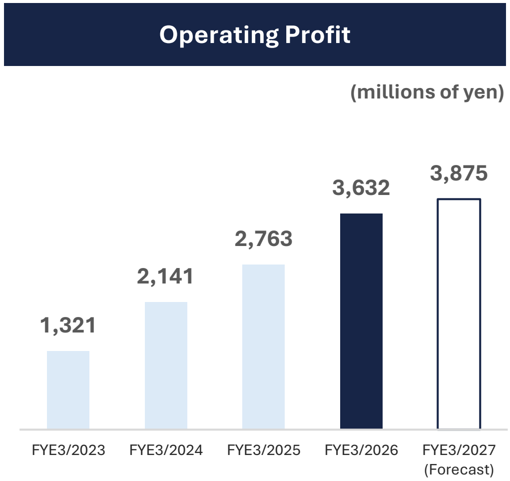
*1 Japan Federation of Construction Contractors, *Construction Industry Long-Term Vision 2.0*
*2 Yano Research Institute, *Human Resources Business 2025 Part 2: Dispatch Services by Industry/Job Category*

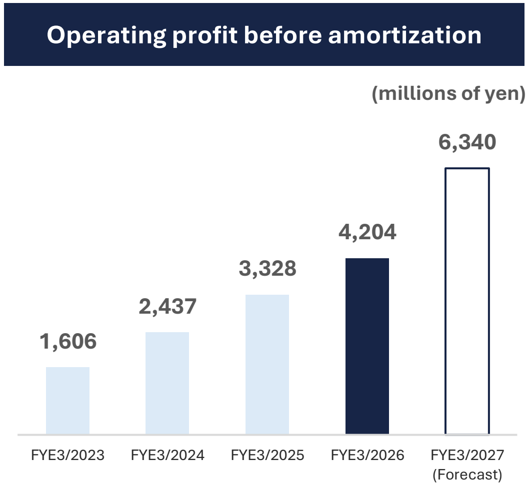
SECTION 06

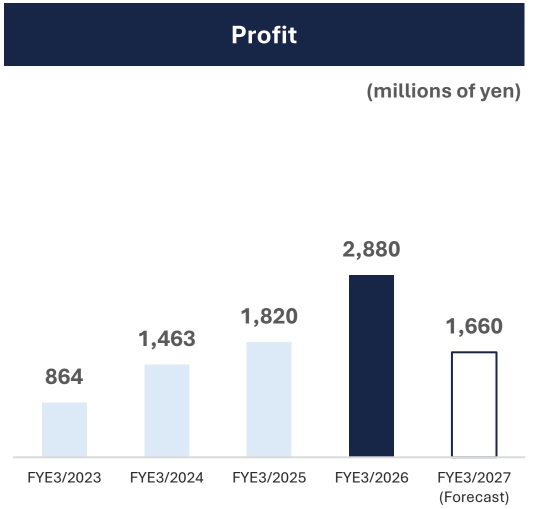
(Reference) Historical Data

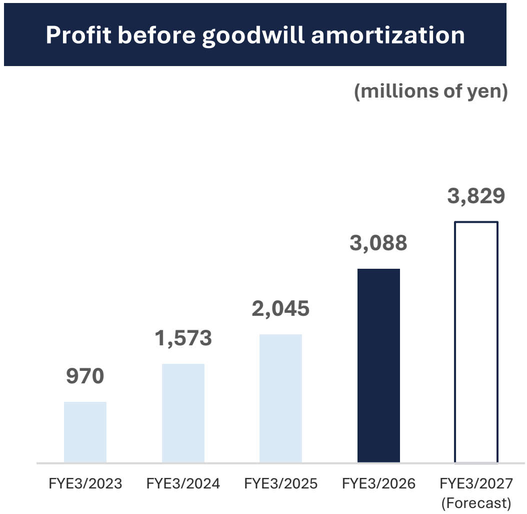
Consolidated Financial Results

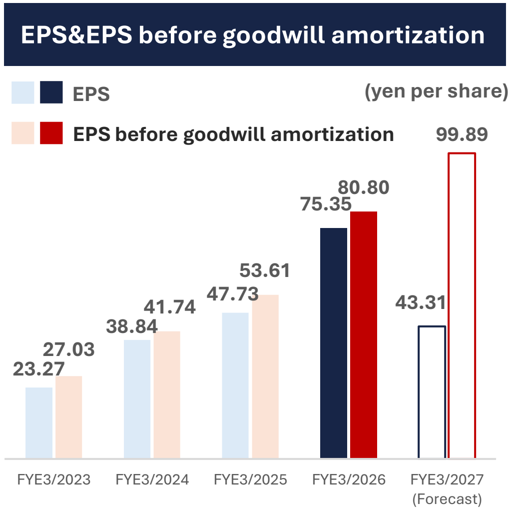








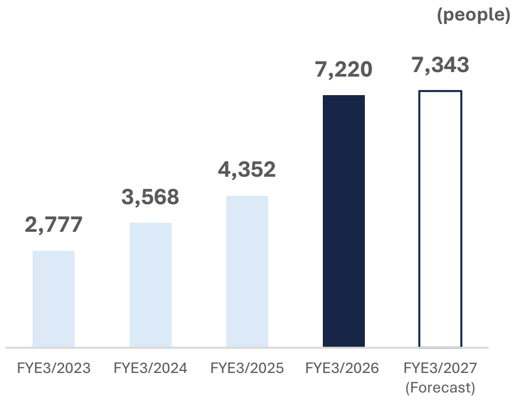




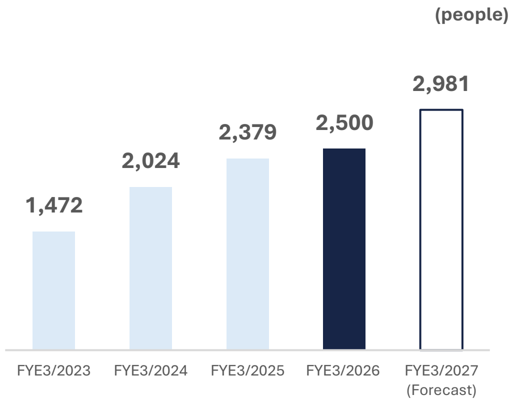
* Operating profit before amortization = Consolidated operating profit + Goodwill amortization + Depreciation + Stock award expenses
* Profit before goodwill amortization = Consolidated profit + Goodwill amortization + Stock award expenses
* EPS and EPS before goodwill amortization have been retroactively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

KPI Trends: Construction Technician Dispatch

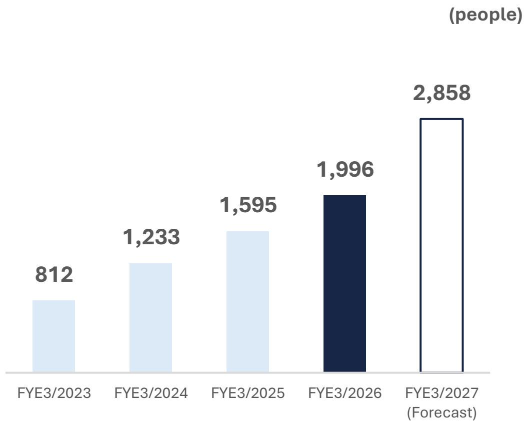
No. of technical employees



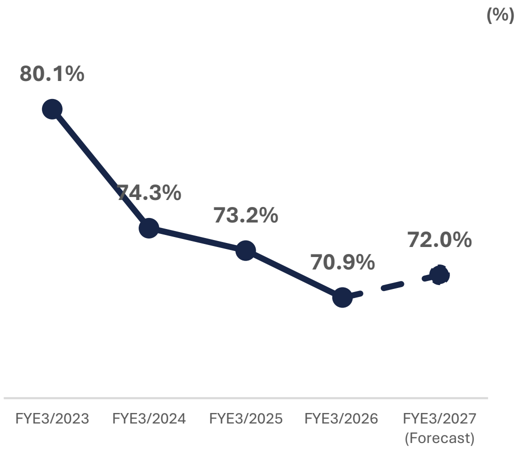
No. of recruits (including new graduates)



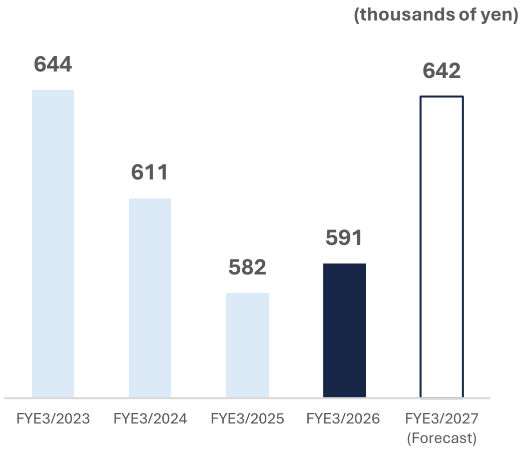
Total turnover



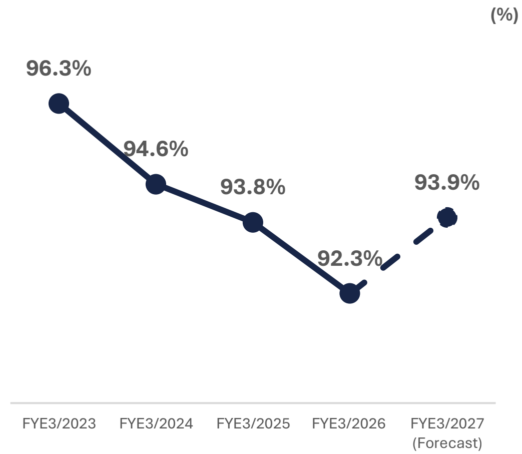
Retention rate



Sales per technician/engineer

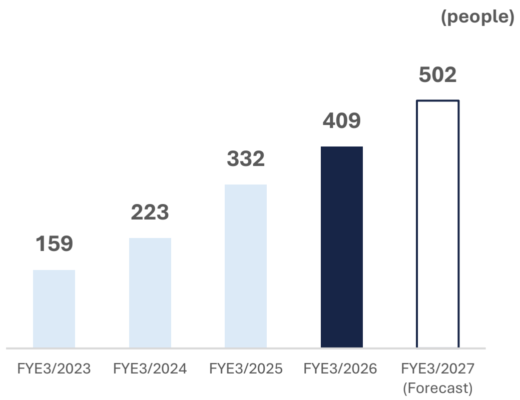


Utilization rate

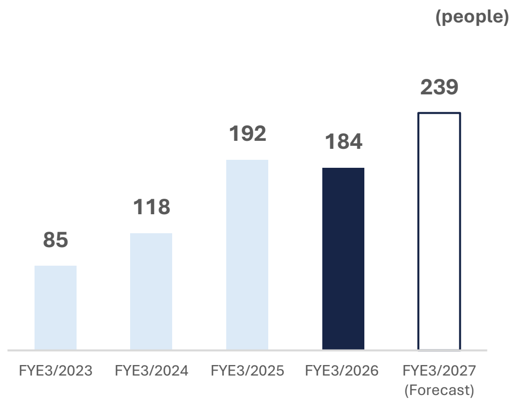


KPI Trends: Mechanical & Electrical and Semiconductor Engineer Dispatch/Contracting

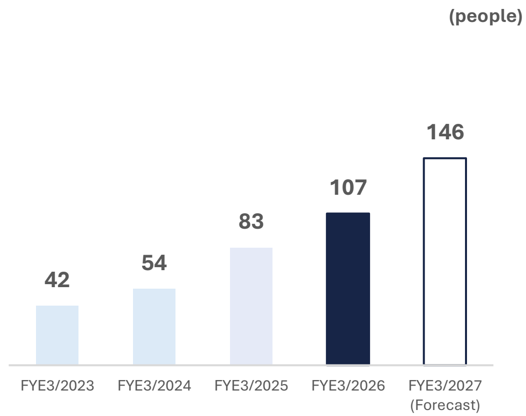
No. of technical employees



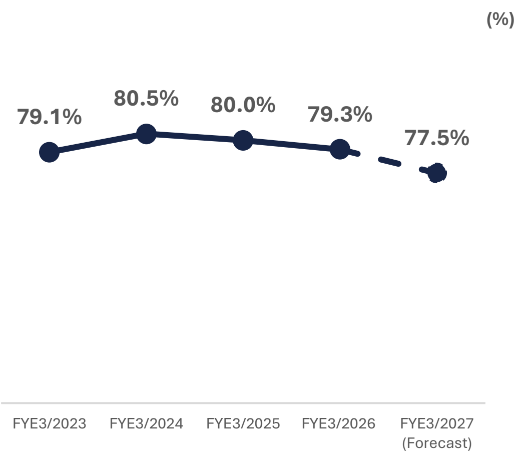
No. of recruits (including new graduates)



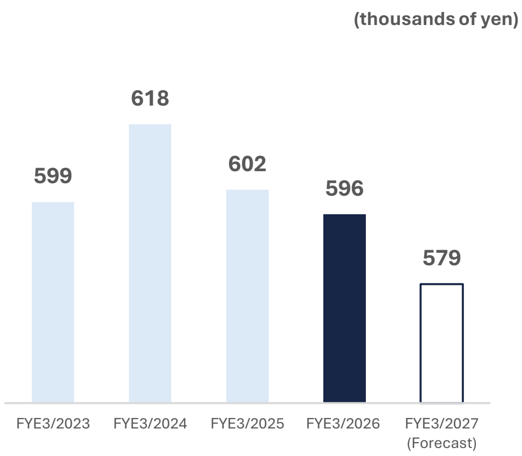
Total turnover



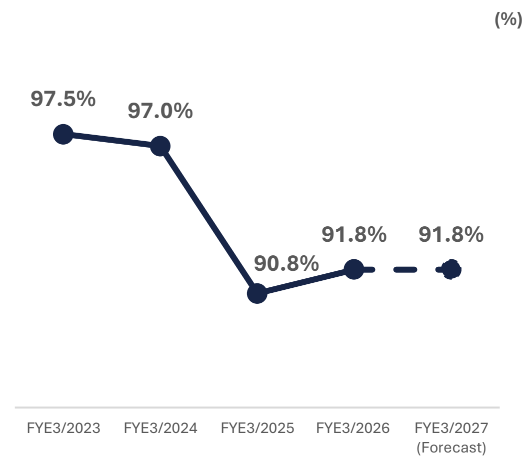
Retention rate



Sales per technician/engineer



Utilization rate



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- **This document has been prepared by COPRO-HOLDINGS. Co., Ltd. (the "Company") to assist investors in understanding the current status of the Company.**
- **The information contained in this document is based on economic, social, and other conditions generally recognized as of the date of publication and on certain assumptions deemed reasonable by 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.**
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Corporate Planning Office,
IR Section

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Message us via IR website

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