May 15, 2025

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(Stock code: 7059, TSE Prime, NSE Premier)
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Notice of Upward Revision of Final Year Targets of Medium-Term Management Plan

On May 13, 2022, we announced our Medium-Term Management Plan "COPRO Group Build the Future 2027" (FYE2023 – FYE2027), which ends on March 31, 2027, and we have been promoting efforts to achieve the plan. Based on the progress of the plan through the fiscal year ended March 31, 2025, we have revised upward our financial performance targets for the final year of the plan as follows.

1. Upward Revision of Financial Performance Targets

・ Financial Performance Targets for the Final Year (FYE2027) of the Medium-Term Management Plan

(Millions of yen)

	Before revision	After revision	Change
Consolidated sales	40,000	47,000	+7,000
Operating profit*1	—	5,600	—
Non-GAAP operating profit*2	5,000	6,200	+1,200
Earnings per share (EPS)*1	—	185.000	—
Number of technical employees in the Group (as of fiscal year-end)	6,200	8,000	+1,800

*1. We have announced the addition of operating profit and earnings per share (EPS) as financial performance target items for the final year of the plan.

*2. Non-GAAP operating profit is calculated by adding back depreciation, amortization of goodwill, and share-based payment expenses to operating profit as a profit measure that reflects underlying performance.

2. Reason for the Revision

In May 2022, we announced our basic policies and numerical targets in our Medium-Term Management Plan "COPRO Group Build the Future 2027" (FYE2023 – FYE2027).

As we proceed with our businesses based on the Medium-Term Management Plan, our business performance has been strong, mainly due to a significant increase in the hiring of inexperienced workers in the industry in the Construction Technician Dispatching Business as a result of strengthening our business processes. We have exceeded our initial targets in each of the first fiscal years, from the fiscal year ended March 31, 2023 to the fiscal year ended March 31, 2025. In addition, as announced today, we expect to significantly exceed our initial targets in the forecast for the fiscal year ending March 31, 2026.

Based on these results, we have revised upward our final year targets for consolidated sales, Non-GAAP operating profit, and the number of technical employees in our Medium-Term Management Plan for further business expansion and growth in the future.

In addition, we have announced the addition of operating profit and earnings per share (EPS) as financial performance target items for the final year of the plan.

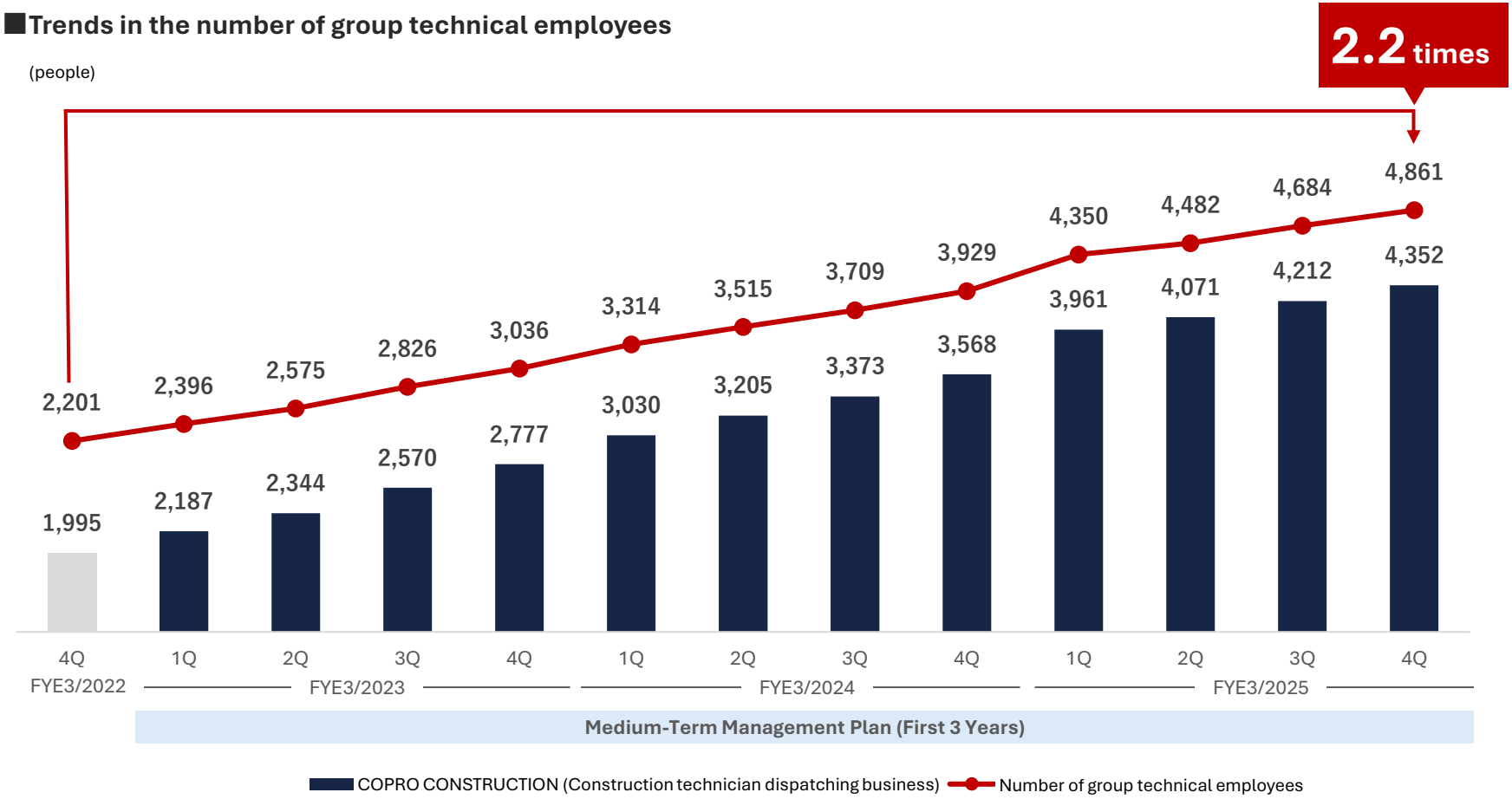
End

Results of the Medium-Term Management Plan (First 3 Years)

Point **The group total number of recruits expanded to 2,711 (FYE3/2025 results), 3.1 times from 870 (FYE3/2022 results).**

As a result, the number of group technical employees increased 2.2 times to 4,861.

■Trends in the number of group technical employees



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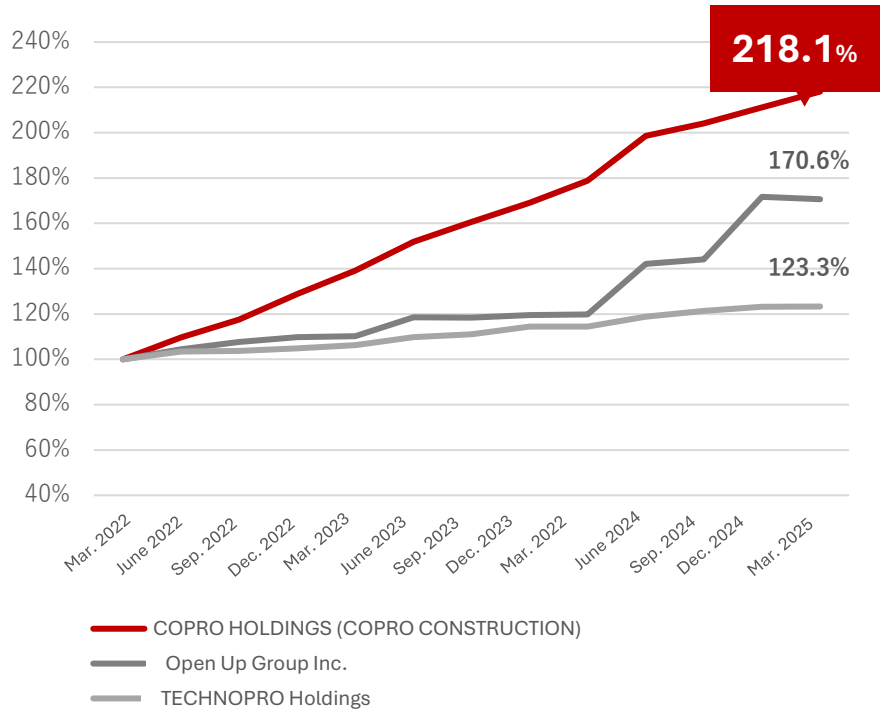
Results of the Medium-Term Management Plan (First 3 Years)

Point **Our main business, construction technician dispatching, achieved growth exceeding the industry average.**

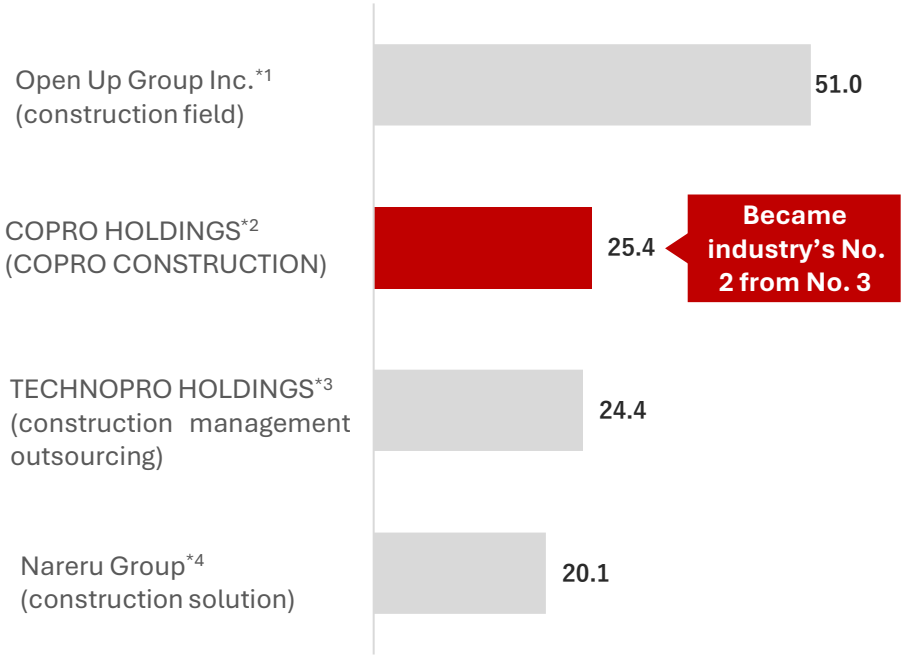
As a results, the Company rose from third to second place in the industry based on net sales for the last 12 months (LTM).

■Trends in the number of construction technicians



■ Sales ranking of construction technician dispatch (four listed companies)

(Billions of yen)



* Complied by the Company from publicly available company documents.

*1. Open Up Group Inc. (construction sector), net sales: FYE6/2025 2Q LTM

*2. COPRO CONSTRUCTION, net sales: FYE3/2025 3Q LTM

*3. TECHNOPRO Holdings (construction management outsourcing), net sales: FYE6/2025 2Q LTM

*4. Nareru Group Inc. (construction solution), net sales: FYE10/2025 1Q LTM

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Results Progress of the Medium-Term Management Plan (First 3 Years)

Point 1 The first three years of the Medium-Term Plan saw rapid growth exceeding expectations. Each fiscal year, net sales and non-GAAP operating profit exceeded the targets set in the Medium-Term Plan announced in May 2022.

Point 2 In the first half of the Medium-Term Plan period, consolidated sales grew 1.9 times, non-GAAP operating profit 1.8 times, and EPS 1.9 times.

(Millions of yen)	FYE3/22	Medium-Term Management Plan (First 3 Years)									
		FYE3/2023			FYE3/2024			FYE3/2025			
	Results	MTP target	Results	% change	MTP target	Results	% change	MTP target	Results	% change	vs. FYE3/22
Consolidated sales	15,589	17,800	18,791	+5.6%	21,800	24,098	+10.5%	26,800	30,015	+12.0%	1.9 times
Operating profit	1,621	—	1,321	—	—	2,141	—	—	2,763	—	1.7 times
Non-GAAP operating profit	1,841	1,300	1,606	+23.5%	1,900	2,437	+28.3%	2,700	3,328	+23.3%	1.8 times
Earnings per share (EPS) (yen)	51.06	—	46.54	—	—	77.68	—	—	95.45	—	1.9 times
No. of group technical employees	2,201	—	3,036	—	—	3,929	—	—	4,861	—	2.2 times

* To measure essential performance in profit, non-GAAP operating profit is calculated by adding depreciation costs, goodwill amortization and stock-based compensation expenses back to operating profit.

* The number of consolidated technical employees is the number of employees at the end of the fiscal year including IT freelancers in the IT engineers dispatch business.

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Upward Revised the Financial Performance Targets for the final fiscal year (FYE3/2027)

Point 1 We have upward revised the performance targets for the final year of the Medium-Term Management Plan (FYE3/2027) to consolidated sales of ¥47.0 billion (up ¥7.0 billion from the initial target), non-GAAP operating profit of ¥6.2 billion (up ¥1.2 billion), and the number of group technical employees of 8,000 (up 1,800).

Point 2 We set a target EPS of ¥185.00, aiming to improve capital market expectations for sustainable EPS increase.

		Medium-Term Management Plan (Last 2 Years)								
	FYE3/25	FYE3/2026 (Forecast)				FYE3/2027 (Targets)				
(Millions of yen)	Results	MTP target	Revised target	% change	Amount change	MTP target	Revised target	% change	Amount change	vs. FYE3/22
Consolidated sales	30,015	33,,000	38,000	+15.2%	+5,000	40,000	47,000	+17.5%	+7,000	3.0 times
Operating profit	2,763	—	3,800	—	—	—	5,600	—	—	3.5 times
Non-GAAP operating profit	3,328	3,900	4,425	+13.5%	+525	5,000	6,200	+24.0%	+1,200	3.4 times
Earnings per share (EPS) (yen)	95.45	—	129.70	—	—	—	185.00	—	—	3.6 times
No. of group technical employees	4,861	—	6,271	—	—	6,200	8,000	+29.0%	+1,800	3.6 times

* To measure essential performance in profit, non-GAAP operating profit is calculated by adding depreciation costs, goodwill amortization and stock-based compensation expenses back to operating profit.

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(Reference) Trends in Performance Results and Summary of Targets

(Millions of yen)

		Medium-Term Management Plan Period									
	FYE3/22	FYE3/2023		FYE3/2024		FYE3/2025		FYE3/2026		FYE3/2027	
	Full year results	Full year results	YoY	Full year results	YoY	Full year results	YoY	Full year (Forecasts)	YoY	Full year (targets)	YoY
Net sales	**15,589**	**18,791**	+20.5%	**24,098**	+28.2%	**30,015**	+24.6%	**38,000**	+26.6%	**47,000**	+23.7%
Operating profit	**1,621**	**1,321**	-18.5%	**2,141**	+62.0%	**2,763**	+29.1%	**3,800**	+37.5%	**5,600**	+47.4%
Non-GAAP operating profit *	**1,841**	**1,606**	-12.8%	**2,437**	+51.7%	**3,328**	+36.5%	**4,425**	+32.9%	**6,200**	+40.1%
Profit	**962**	**864**	-10.2%	**1,463**	+69.3%	**1,820**	+24.4%	**2,470**	+35.7%	**3,600**	+45.7%
Earnings per share (EPS)	**51.06**	**46.54**	-8.9%	**77.68**	+66.9%	**95.45**	+22.9%	**129.70**	+35.9%	**185.00**	+42.6%
Number of group technical employees*	**2,201**	**3,036**	+37.9%	**3,929**	+29.4%	**4,861**	+23.7%	**6,271**	+29.0%	**8,000**	+27.6%

* To measure essential performance in profit, non-GAAP operating profit is calculated by adding depreciation costs, goodwill amortization and stock-based compensation expenses back to operating profit.

* The number of consolidated technical employees is the number of employees at the end of the fiscal year including IT freelancers in the IT engineers dispatch business.

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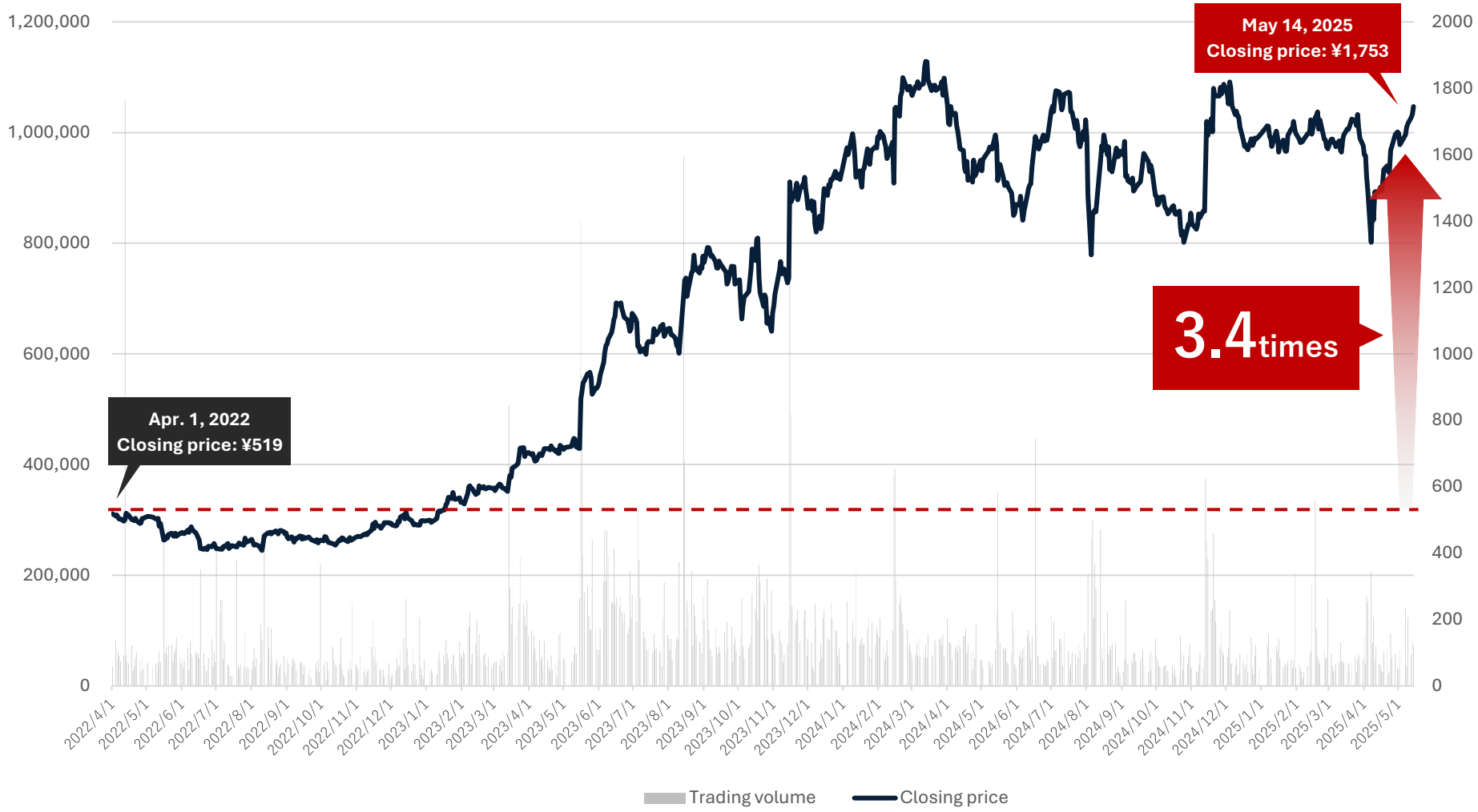
(Reference) Trends in Our Stock Price



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