

Company name	Open Up Group Inc.
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	Chairman and President and Representative Director, CEO
	(Code: 2154 Prime Market of TSE)
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Notice of Monthly Disclosure of Utilization Rates and Number of Domestic Engineers as of the end of December 2025

■ Total number and utilization rate of engineers

- ✓ The number of employees: MoM ▲5, Utilization rate: MoM +0.3pt
- ✓ The number of employees: YoY +93, Utilization rate: YoY +1.0pt

	Number of engineers	Utilization rate
As of the end of December 2025	24,441	94.9%
As of the end of November 2025	24,446	94.6%
As of the end of October 2025	24,364	93.5%
As of the end of September 2025	24,238	93.7%
As of the end of August 2025	24,171	94.0%
As of the end of July 2025	24,304	93.9%
Reference for the end of June 2025	24,466	93.5%
Reference for the end of December 2024	24,348	93.9%

■ Number and utilization rate of Machinery and Electric and IT Engineers

- ✓ The number of employees: MoM +47, Utilization rate: MoM +0.1pt
- ✓ The number of employees: YoY +375, Utilization rate: YoY +1.8pt

	Number of engineers			Utilization rate		
	Total	M&E	IT	Total	M&E	IT
As of the end of December 2025	15,736	9,341	6,395	95.5%	96.7%	93.9%
As of the end of November 2025	15,689	9,309	6,380	95.4%	96.9%	93.3%
As of the end of October 2025	15,658	9,262	6,396	93.4%	94.1%	92.5%
As of the end of September 2025	15,423	8,950	6,473	94.4%	95.4%	93.0%
As of the end of August 2025	15,352	8,909	6,443	94.5%	95.2%	93.7%
As of the end of July 2025	15,406	8,902	6,504	94.5%	95.4%	93.3%
Reference for the end of June 2025	15,559	8,911	6,648	93.9%	95.4%	92.1%
Reference for the end of December 2024	15,361	8,454	6,907	93.9%	96.6%	90.5%

■ Number and Utilization rate of Construction Engineers

- ✓ The number of employees: MoM ▲52, Utilization rate: MoM +0.4pt
- ✓ The number of employees: MoM ▲282, Utilization rate: MoM ▲0.3pt

	Number of engineers	Utilization rate
As of the end of December 2025	8,705	93.7%
As of the end of November 2025	8,757	93.3%
As of the end of October 2025	8,706	93.6%
As of the end of September 2025	8,815	92.5%
As of the end of August 2025	8,819	93.0%
As of the end of July 2025	8,898	92.8%
Reference for the end of June 2025	8,907	92.8%
Reference for the end of December 2024	8,987	94.0%

- ※ Utilization rate = (number of active employees at the end of the month + number of BP)/(number of employees at the end of the month + number of BP-number of leave)
- ※ BP: Abbreviation of business partner
- ※ The number of employees and utilization rates are published on our website. The release date is scheduled for the 4th Friday of each month.
- ※ Number of Employees and Utilization Rate

URL: <https://www.openupgroup.co.jp/en/ir/result-employees/>