



October 24, 2025

Company name	Open Up Group Inc.
Name of Representative	Yutaka Nishida Chairman and President and Representative Director, CEO (Code: 2154 Prime Market of TSE)
Contact	Hiroshi Sato Board Director, CFO
Telephone Number	+81-3-3539-1330

Notice of Monthly Disclosure of Utilization Rates and Number of Domestic Engineers as of the end of September 2025

■ Total number and utilization rate of engineers

- ✓ The number of employees: MoM +66, Utilization rate: MoM ▲0.3pt
- ✓ The number of employees: YoY +1,560, Utilization rate: YoY +0.6pt

	Number of engineers	Utilization rate
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 September 2024	22,678	93.1%

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

- ✓ The number of employees: MoM +71, Utilization rate: MoM ▲0.1pt
- ✓ The number of employees: YoY +284, Utilization rate: YoY +0.8pt

	Number of engineers			Utilization rate		
	Total	M&E	IT	Total	M&E	IT
As of the end of September 2025	15,423	7,518	7,905	94.4%	96.1%	92.8%
As of the end of August 2025	15,352	7,468	7,884	94.5%	96.0%	93.2%
As of the end of July 2025	15,406	7,454	7,952	94.5%	96.5%	92.7%
Reference for the end of June 2025	15,559	7,454	8,105	93.9%	96.3%	91.8%
Reference for the end of September 2024	15,139	6,998	8,141	93.6%	97.3%	90.6%

■ Number and Utilization rate of Construction Engineers

- ✓ The number of employees: MoM ▲4, Utilization rate: MoM ▲0.5pt
- ✓ The number of employees: MoM +1,276, Utilization rate: MoM ▲1.1pt

	Number of engineers	Utilization rate
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 September 2024	7,539	93.6%

- ※ 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/>