



December 26, 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)
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## Notice of Monthly Disclosure of Utilization Rates and Number of Domestic Engineers as of the end of November 2025

### ■ Total number and utilization rate of engineers

- ✓ The number of employees: MoM +82, Utilization rate: MoM +1.1pt
- ✓ The number of employees: YoY +295, Utilization rate: YoY +0.6pt

	Number of engineers	Utilization rate
<b>As of the end of November 2025</b>	<b>24,446</b>	<b>94.6%</b>
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 November 2024	24,151	94.0%

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

- ✓ The number of employees: MoM +31, Utilization rate: MoM +1.0pt
- ✓ The number of employees: YoY +486, Utilization rate: YoY +1.7pt

	Number of engineers			Utilization rate		
	Total	M&E	IT	Total	M&E	IT
<b>As of the end of November 2025</b>	<b>15,689</b>	<b>9,309</b>	<b>6,380</b>	<b>95.4%</b>	<b>96.9%</b>	<b>93.3%</b>
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 November 2024	15,203	8,384	6,819	93.7%	96.5%	90.3%

■ **Number and Utilization rate of Construction Engineers**

- ✓ The number of employees: MoM +51, Utilization rate: MoM ▲0.3pt
- ✓ The number of employees: MoM ▲191, Utilization rate: MoM ▲1.2pt

	Number of engineers	Utilization rate
<b>As of the end of November 2025</b>	<b>8,757</b>	<b>93.3%</b>
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 November 2024	8,948	94.5%

- ※ 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/>