



September 2, 2026

Just translation

Company name	Open Up Group Inc.
Name of Representative	Yutaka Nishida Chairman & President and Representative Director, CEO (Code: 2154 Prime Market of TSE)
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Capital and Business Alliance with PeopleX, an HR Services Company Leveraging AI

— Advancing from recruitment through onboarding and post-employment success support through the use of AI interviews and AI meetings, etc. —

We have begun a capital and business alliance with PeopleX Inc. which develops and provides HR-oriented services leveraging AI (Head office: Shinjuku-ku, Tokyo, Representative Director and CEO: Daichi Tachibana; hereinafter “PeopleX”). The Company is pleased to announce this development.

Through this alliance, both companies will cooperate in the areas of AI-enabled recruitment, talent development, and support for post-onboarding performance, with the aim of further enhancing HR service capabilities and creating new services.

Please note that the equity ownership ratio and the amount of investment are not disclosed. The impact of this alliance on the Company’s results for the current fiscal year is immaterial.

1. Background of the Alliance

The Open Up Group positions “Open up individual potential through rewarding works” as its Purpose (the Company’s *raison d’être*) and provides HR services primarily focused on the Mechanical & Electrical (M&E), IT, and Construction fields.

In recent years, advances in AI technology have significantly changed the way companies handle talent acquisition, development, and talent management, making the use of AI an important management theme even for HR services companies.

Since 2025, the Company has been evaluating the adoption of multiple AI services across its business. Among them, the Company highly valued the effectiveness of PeopleX’s dialogue-based AI services, including AI interviews, AI meetings, and AI role-play (a service that allows interviews and sales practice with an AI counterpart), and began using them across the Group from February 2026.

PeopleX develops and offers a comprehensive platform, the “PeopleX Platform,” integrating these dialogue-based AI services. As a pioneering company in AI product development in the HR domain, PeopleX has been growing rapidly. Given PeopleX’s technical capabilities and growth potential, as well as the strong alignment with the Company’s business, the Company has decided to initiate this capital and business alliance.

2. Overview of the Alliance

Both companies will jointly promote the following initiatives:

- Collaboration in the areas of AI-enabled recruitment, talent development, and support for post-onboarding success
- Feedback on service improvement and function development based on actual usage within the Open Up Group
- Joint verification and measurement of the impact of adoption to further enhance the services
- Regular information exchange between management and heads of business units
- Joint consideration of new services in the HR services domain
- Promotion of business transformation of the Open Up Group utilizing AI technology

Through these initiatives, the Company aims to improve the quality of HR services and enhance operational efficiency, while also striving to provide new value to client companies and job seekers.

3. Outlook

The Open Up Group is actively driving business transformation using AI technology to enhance corporate value over the medium to long term.

Through its alliance with PeopleX, the Company will further enhance recruitment, talent development, and post-onboarding performance support, and realize further evolution of the Company’s “Career Partner model” (the Company’s unique initiative in which it continues to stay close to each individual’s career development to support their growth). The Company will create new value through the power of people and technology.

4. Comments from Both Companies

■ Open Up Group Inc. Yutaka Nishida, Chairman & President & CEO

The Company has high expectations for the potential of AI adoption in the HR services industry. Through our alliance with PeopleX, we will promote improvements in productivity across the Group and enhance service quality, while providing new value to client companies and people who work with us.

■ PeopleX Inc. Daichi Tachibana, Representative Director and CEO

Open Up Group has long been operating its business in the HR services industry, and I deeply respect the way it has tackled hiring of personnel, talent development, and success after joining across each industry. I was fortunate to gain an opportunity to learn from their expertise. I believe that, by leveraging our AI technology, we can contribute to further advanced quality improvement and, through collaborative efforts under a capital and business alliance, enhance and further refine our AI products. We look forward to creating new value by aligning

with Open Up Group's "accompanying/side-by-side model" and leveraging both people and technology.

5. Terms Used in This Release

- AI interview: An interview in which applicants have a conversation with AI. It is available 24 hours a day, improving applicant convenience and reducing the burden on interviewers.
- AI meeting: A system in which employees hold conversations with AI to surface daily concerns and workplace issues and visualize the status of the organization.
- AI role-play: A setup in which AI serves as the practice partner for sales or customer service, and returns evaluations and suggestions for improvement in that moment (role-play = role playing / practical practice).

6. Company Profiles

■ Open Up Group Inc.

Address: 16F, Tokyo Toranomon Global Square, 1-3-1 Toranomon, Minato-ku, Tokyo, Japan

Representative: Yutaka Nishida, Chairman & President and Representative Director, CEO

Established: August 1997

Business: HR services in the M&E, IT, and Construction fields (dispatch, introductions, and contracted services)

Listed Market: Prime Market of the Tokyo Stock Exchange (Securities Code: 2154)

URL: <https://openupgroup.co.jp/en/>

■ PeopleX Inc.

Address: 24F, Shinjuku Sumitomo Building, 2-6-1 Nishi-Shinjuku, Shinjuku-ku, Tokyo, Japan

Representative: Daichi Tachibana, Representative Director and CEO

Established: September 2023

Business: Development and provision of AI products in the HR domain, such as AI interviews, AI meetings, and AI role-play, as well as in the sales domain

URL: <https://corp.peoplex.jp/>