

Financial Results for the First Quarter Fiscal Year Ending December 31, 2026



Openwork inc.

2026.5.14

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01 Executive Summary



Executive Summary

- ✓ **Consolidated operating revenue started strong, with a 31.5% increase year-on-year and a full-year progress rate of 24.2%.** Quarterly operating revenue reached a record high of 1.37 billion yen.
- ✓ OpenWork Recruiting continues its strong performance with a 43.5% year-on-year increase. **Quarterly operating revenue is approaching the 1 billion yen mark for the first time,** driving the company's overall performance.
- ✓ In March, we resolved to acquire all shares of BNG Partners, Inc., which subsequently joined our group in April. **This marks our second M&A transaction. We will develop a highly differentiated recruitment service by leveraging our proprietary working data.**
- ✓ **We resolved to issue our first-ever dividend to strengthen our shareholder returns.** We defined our cash allocation towards our mid-term management goals, advancing both growth investments and shareholder returns.

(*)The full-year progress rate is the progress against the earnings forecast for the current fiscal year on a non-consolidated basis for OpenWork. (The same applies hereafter).

Financial Results Summary

FYE Dec. 31,
2026 1Q
results

Operating revenue

¥ **1,376** mn

YoY **+31.5%**

Full-year forecast
progress rate

+24.2%

Operating profit

¥ **504** mn

YoY **+55.4%**

Full-year forecast
progress rate

+34.8%

Operating Profit

¥ **335** mn

YoY **+8.3%**

KPIs

User numbers

7.96 mn

YoY **+11.0%**

Review numbers

21.2 mn

YoY **+12.2%**

OpenWork
Recruiting

¥ **995** mn

YoY **+43.5%**

Number of registered
web resumes

1.75 mn

YoY **+21.4%**

Cumulative number of
client companies

6,385

YoY **+10.2%**

Number of
job listings

134,000

YoY **+58.5%**

02 Company Profile



Company Profile

Company name	OpenWork Inc.
Location	39F, Shibuya Scramble Square, 2-24-12 Shibuya, Shibuya-ku, Tokyo 150-6139 Japan
Business	Working data platform business, including development and operation of "OpenWork," company review platform for changing jobs and finding employment
Establishment	June 2007
Capital stock	1,649 million yen (as of December 31, 2025)
Parent company	Link and Motivation Inc.
Representative	Haruki Ohsawa Chief Executive Officer
Number of employees	158 (as of March 31, 2026)

CORPORATE

The world we seek to create

SLOGAN

Your life, your career, your way.

MISSION

The mission we will fulfill to achieve it

Creating a job market that unleashes the potential of each individual

The World OpenWork Seeks to Create

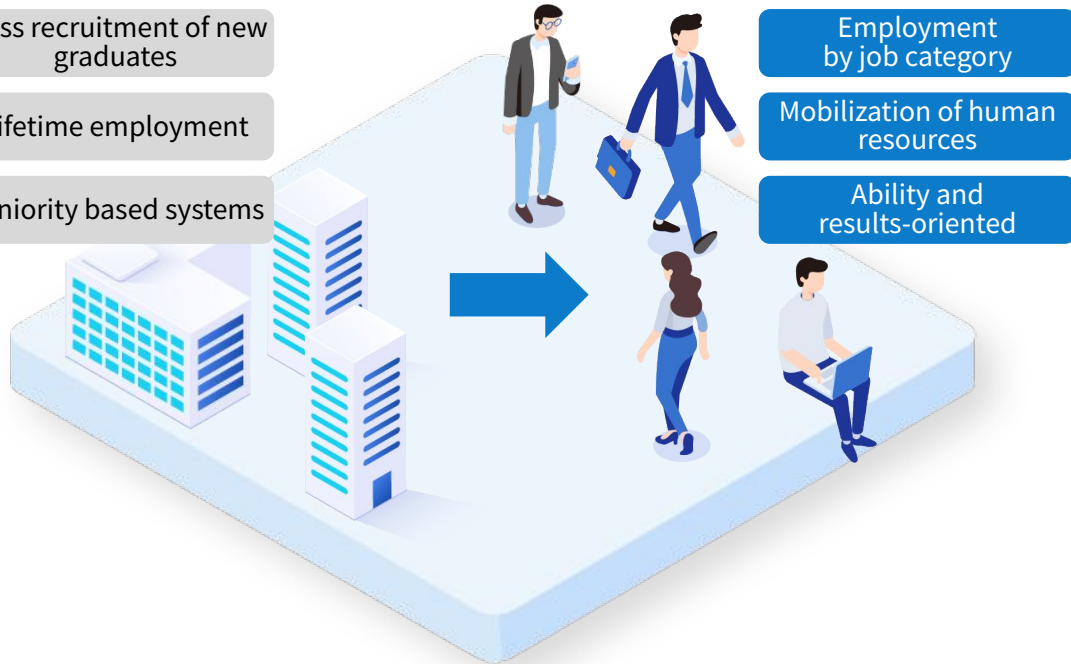
Situation

As society changes, the leading role of working is changing from company to individual.

Mass recruitment of new graduates

Lifetime employment

Seniority based systems



Issue

There is an inadequate framework for individual decision-making about work.

Advertising portrays images that are out of touch with the reality.

The actual conditions after joining the company are hidden from view.



Because transparency of information is important for the future of the job market, we started OpenWork.

OpenWork and OpenWork Recruiting

openwork



One of the largest company review services in Japan



Number of Users
7.96million

Number of Registered Web Resumes
1.75mil

Job Seeker Information

Company Information

Job Openings
134,000

openwork Recruiting



Recruitment service that allows you to meet a diverse range of talented people



Cumulative number of client companies
6,385

*As of March 31, 2026

OpenWork, One of the Largest Company Review Services in Japan

You can browse company data based on company reviews posted by employees and former employees.



Evaluation Score



Company Review

代表取締役、在籍10~15年、現職(回答時)、中途入社、男性、オープンワーク

良いサービス、良いプロダクトを作ろうとする想いが共有され、一人一人が責任感を持ち、主体的に仕事に取り組んでいる。

まだ正社員で30名程度の規模のため、ほとんど階層がなくフラット、自分のやり方で仕事ができる環境。逆に言うと、きっちり仕事が管理され、フィードバックが綿密に行われるようなこともあまりない。現状は、全員が中途入社で、大手人材会社、コンサル、ネット大手、Sierなどからメンバーが集まり、それぞれが特性を持ち合いながら仕事を進めている。

ジョブマーケットで新しい価値を生み出そうとしているベンチャー企業としては、マイペースで温厚なメンバーも多く、じっくり落ち着いて働ける社風。今後はもっとアグレッシブなメンバーが入るとを期待。

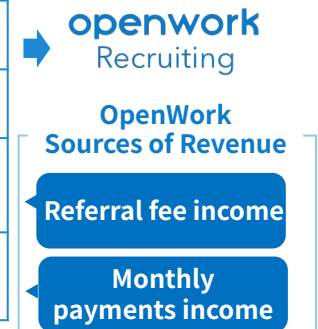
Monthly Overtime Hours / Percentage of Paid Vacation Taken



How to Browse Company Reviews

You can browse company reviews for a certain period of time by doing the following.

Register a web resume	Enables job seeking using OpenWork
Post a review	500 Japanese characters or more
Register with a partner service	Register with a HR service, etc. introduced by OpenWork
Register as a paid member	¥1,800/month (excluding tax)



Total Company Reviews and Evaluation Scores:
21.2 million

Total Registered Users:
7.96 million

*As of March 31, 2026

OpenWork Recruiting, a Direct Recruiting Service for Companies

OpenWork Recruiting allows you to meet a diverse range of talented people. It is the recruitment medium for an era of human resource management which converts job satisfaction into hiring power.

Job Listings

List jobs on your company's page



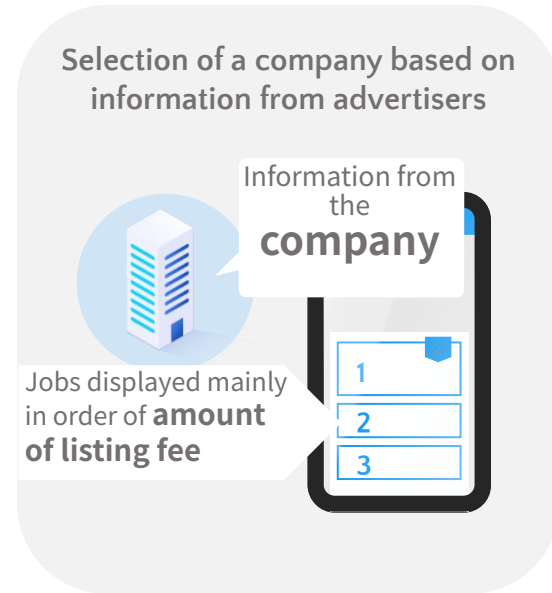
Send Scout Mails

Directly approach users



Conventional Model

Selection of a company based on information from advertisers



openwork Recruiting

Selection of a company based on company reviews



Job Openings

134,000

Registered Web Resumes

1.75mil

Cumulative number of client companies

6,385

*As of March 31, 2026

Service Usage Costs

Initial fee/basic usage fee

¥1,200,000/year *1 *2

Recruitment performance-based fee

¥700,000/person (mid-career recruitment)
¥300,000/person (new graduate recruitment) *3

*1 For direct recruitment of working professionals by companies. Different plans are available for students and recruitment via recruiting agencies. *2 There are multiple plans available depending on the contract duration and usage frequency.

*3 The fee for signing a contract for both mid-career and new graduate recruitment is as follows: 800,000 yen per person for mid-career recruitment and 350,000 yen per person for new graduate recruitment if only one of them is selected.

「Alternative data service」 using company review data to solve new social issues

We are providing a new service in which our company review data is used to solve the sustainability issues of forecasting capital markets and visibility of organizational problems.

Alternative data* service

Service name

FIS
(Financial Indicator Service)

DAP
(Data Analytics Platform)

Service details

OpenWork's company review data is supplied for **uses such as company share price forecasting**

AI is used to analyze each company review and **compile a report on organizational problems** such as company culture and job satisfaction

Target clients

Domestic/overseas asset management companies

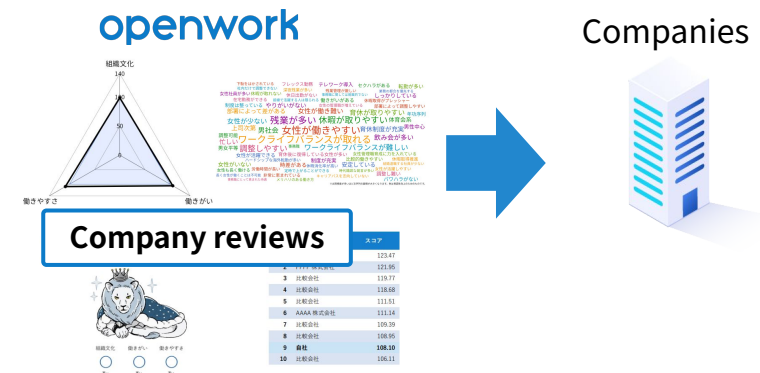
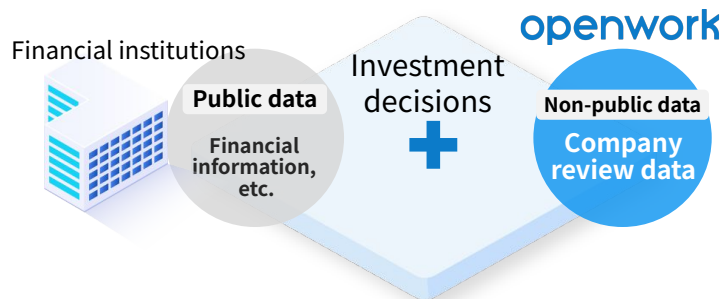
All companies

*Currently provided to major domestic/overseas hedge funds and asset management companies

Employee evaluations are analyzed and used in ESG investing

Supply of reports that visualize organizational problems for use in human capital disclosure, improving HR systems, etc.

Service image



*New data where use cases had so far not developed

「OpenWork Career」 a Community Service to Exchange and Collect Career Data

A community service that enables exchange of career data between users.

「OpenWork Career」 website image

The screenshot displays the OpenWork Career website interface. It features a navigation menu on the left with options like 'ホーム', '注目のコメント', and '新着の質問'. The main content area includes a '質問' (Questions) section with a question about career trends, a '質問ランキング' (Question Ranking) section, and a 'キャリア事例・年収推移' (Career Examples and Salary Trends) section. This section shows a line graph of average annual income from 2024 to 2029, with values ranging from 421万円 to 992万円. Below the graph is a bar chart showing the distribution of annual income for corporate employees, with a peak at 600万円. A user profile is also visible, showing a 30-year-old male with 1,000万円 in annual income, working in a management role. A text box contains a user's question about career changes and salary expectations.

Services

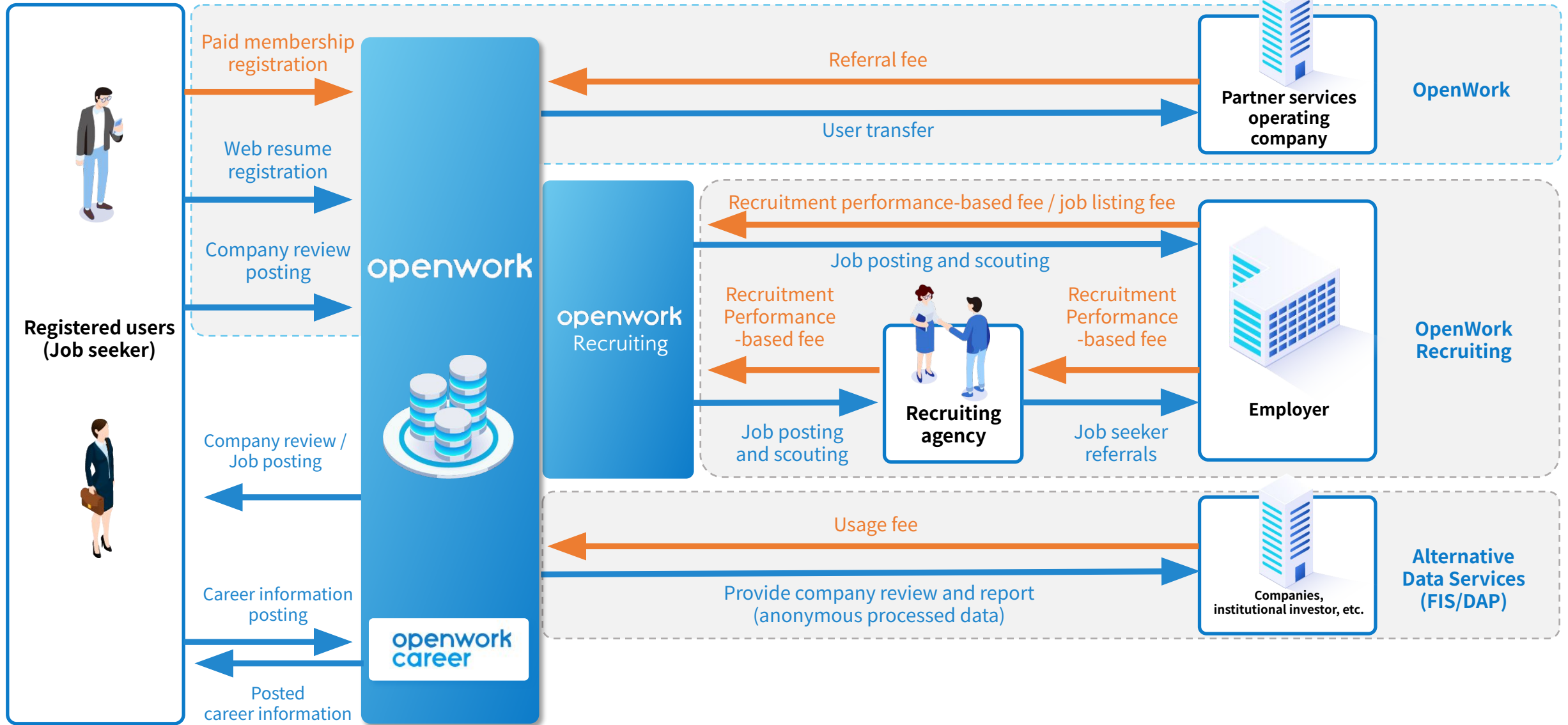
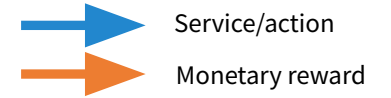
- ✓ Recording of data such as age, salary, and career summary
- ✓ Collection and exchange of career data such as by following other users and asking each other questions
- ✓ Enables career investigation based on satisfaction for each job type as well as salary

Key indicators and Future

- ✓ 45,000 users, and 5,500 monthly active users (as of December 31, 2025)
- ✓ Strengthening user flow from the OpenWork website
- ✓ Adding features such as career path analysis

Business Structure

We have developed services based on OpenWork's data and users.



03

Summary of the Financial Results for the First Quarter Fiscal Year Ended December 31, 2026, and Business Topics



Highlights

Consolidated operating revenue increased by 31.5% YoY, driven by OpenWork Recruiting, whose operating revenue reached a record high with a 43.5% YoY increase. Operating profit is currently above plan due to a delay in the timing of advertising investments; however, it is expected to be in line with the full-year forecast.

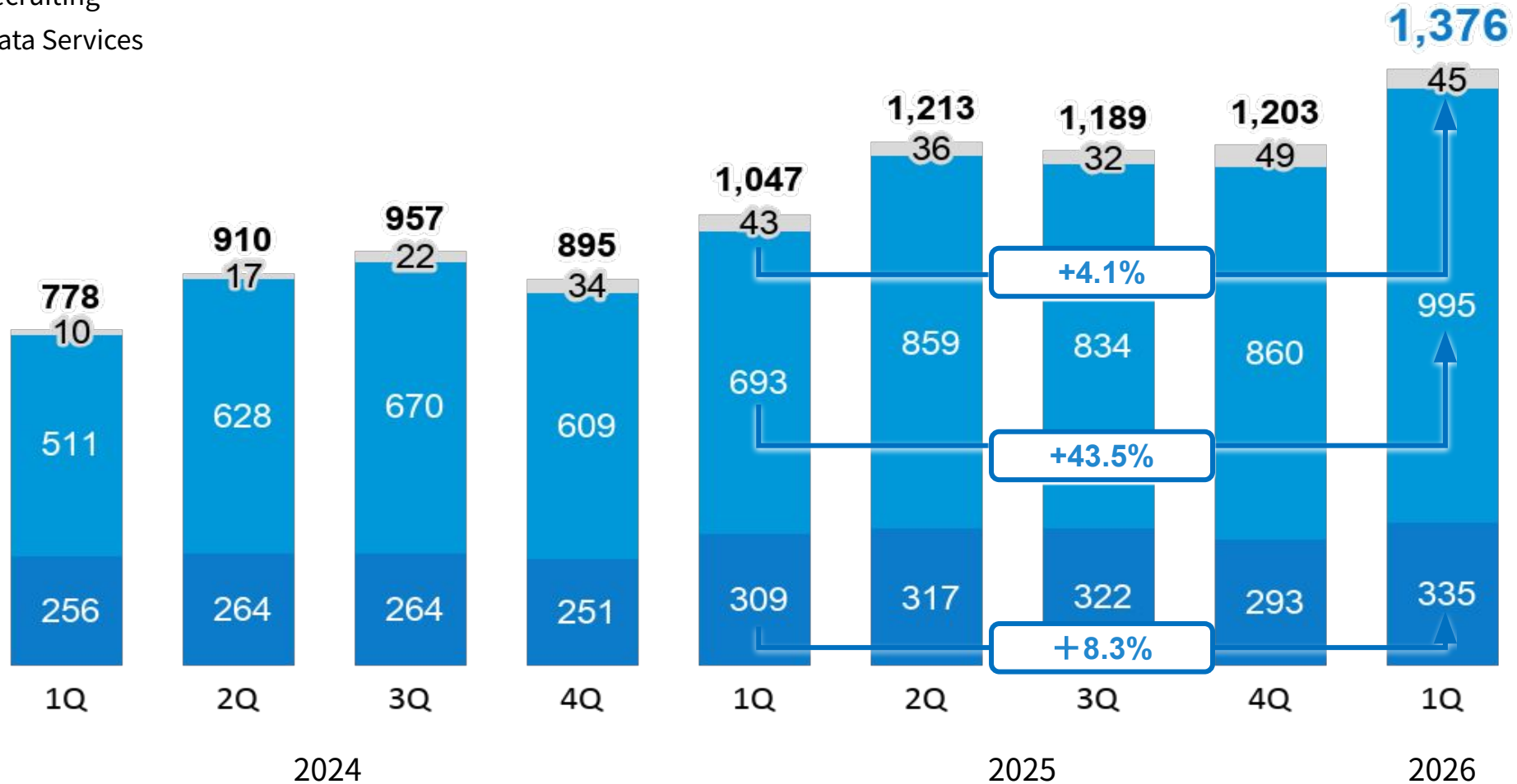
	FY2025 1Q	FY2026 1Q	YoY	Full-year forecast progress rate	(millions of yen)
Operating revenue	1,047	1,376	+31.5%	24.2%	
OpenWork	309	335	+8.3%	27.0%	
OpenWork Recruiting	693	995	+43.5%	23.5%	
Alternative Data Services	43	45	+4.1%	20.8%	
Operating expenses	722	871	+20.7%	20.2%	
Operating profit	324	504	+55.4%	34.8%	
Operating profit margin	31.0%	36.7%	+5.7pt	-	
Ordinary profit	326	511	+56.6%	35.3%	
Net profit	223	352	+57.8%	36.5%	

Change in Earnings (change in quarterly operating revenue by service)

OpenWork is expected to continue generating quarterly operating revenue of approximately 300 million yen, driven by the price increase implemented in the first quarter of the previous fiscal year. OpenWork Recruiting achieved significant growth, as the pace of increase in the number of successful hires further accelerated compared to the fourth quarter of the previous fiscal year.

- OpenWork
- OpenWork Recruiting
- Alternative Data Services

(millions of yen)

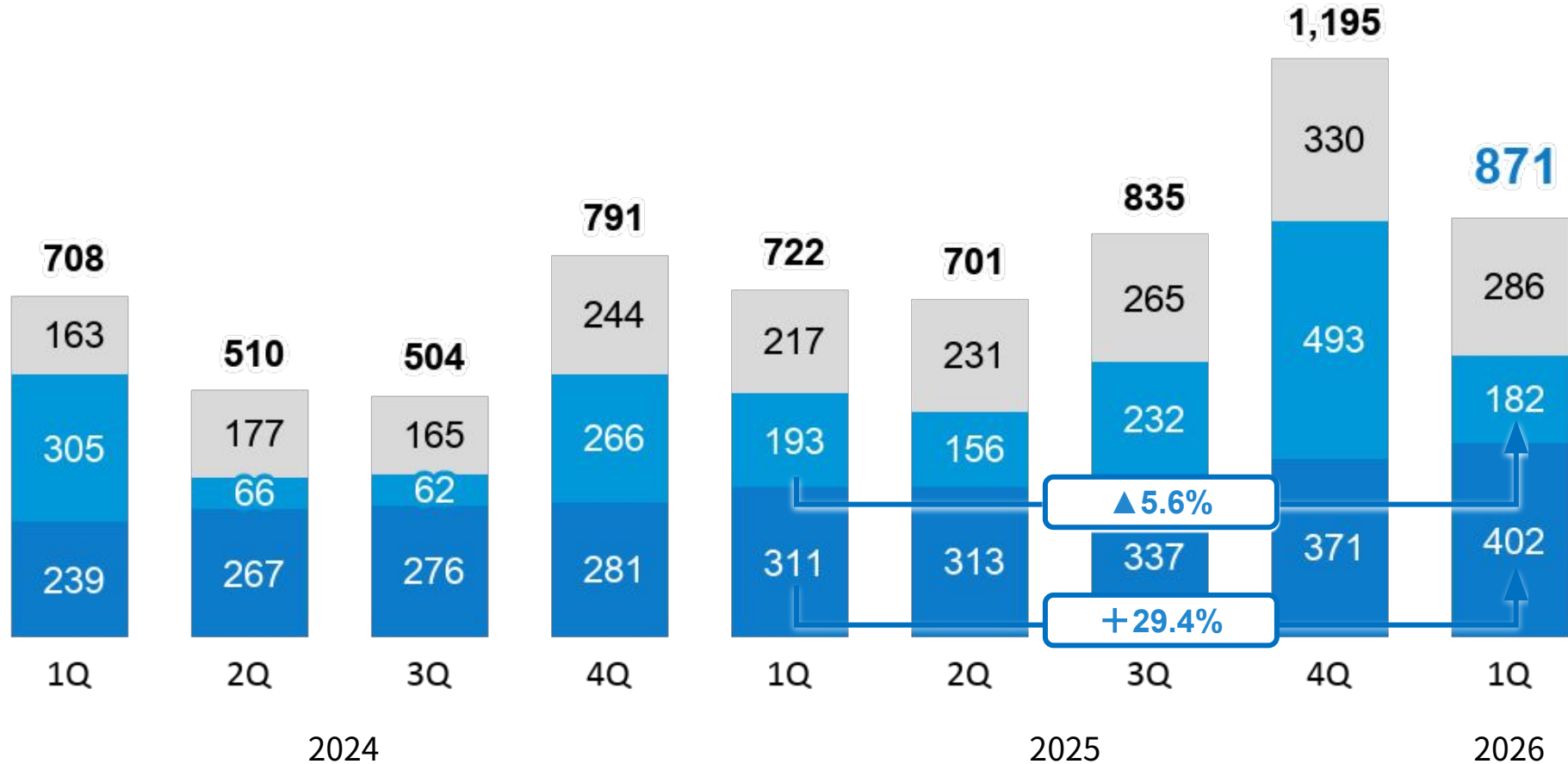


Change in Operating Expenses

Advertising expenses decreased significantly quarter-on-quarter as some advertising investments were postponed to the second half of the fiscal year. Other expenses are also expected to increase again in the second half. Personnel expenses increased by approximately 30% as planned, reflecting smooth progress in hiring, and the number of employees is expected to reach approximately 200 within the fiscal year.

(millions of yen)

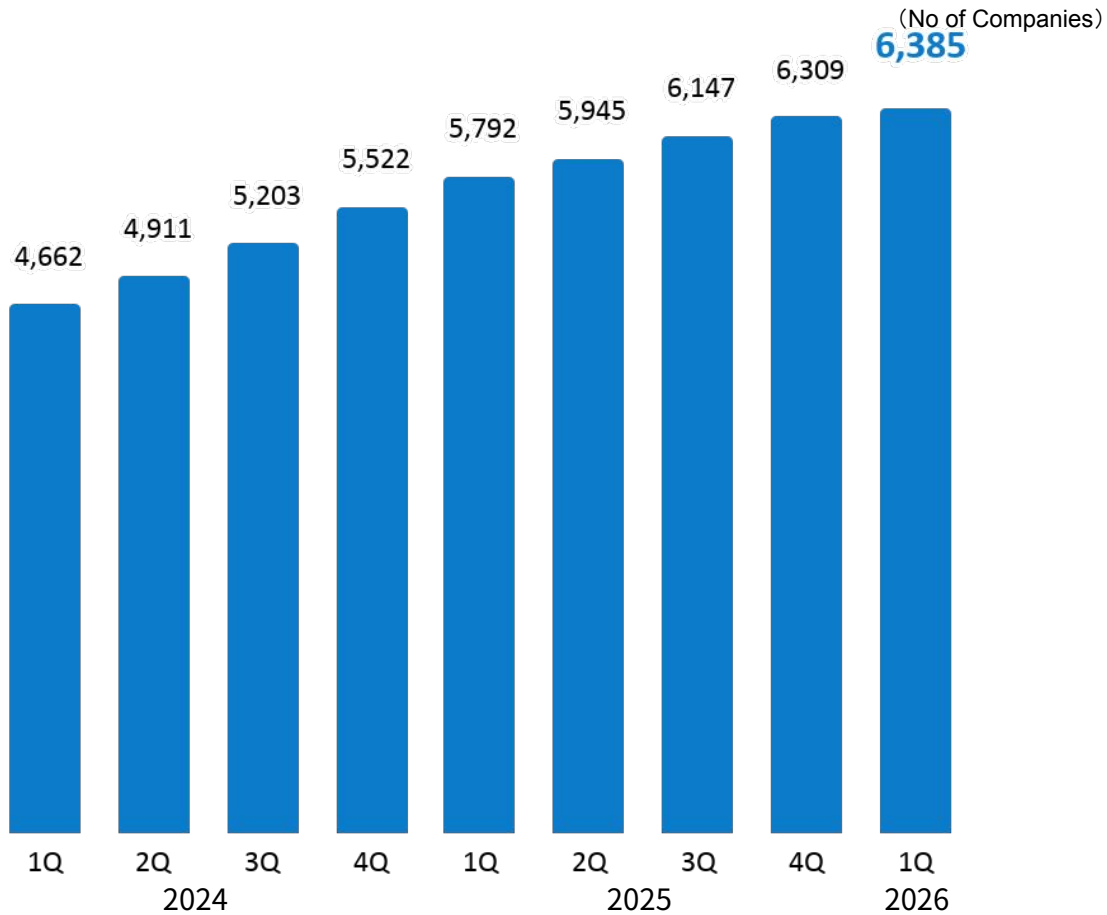
- Personnel Expenses
- Advertising expenses
- Others



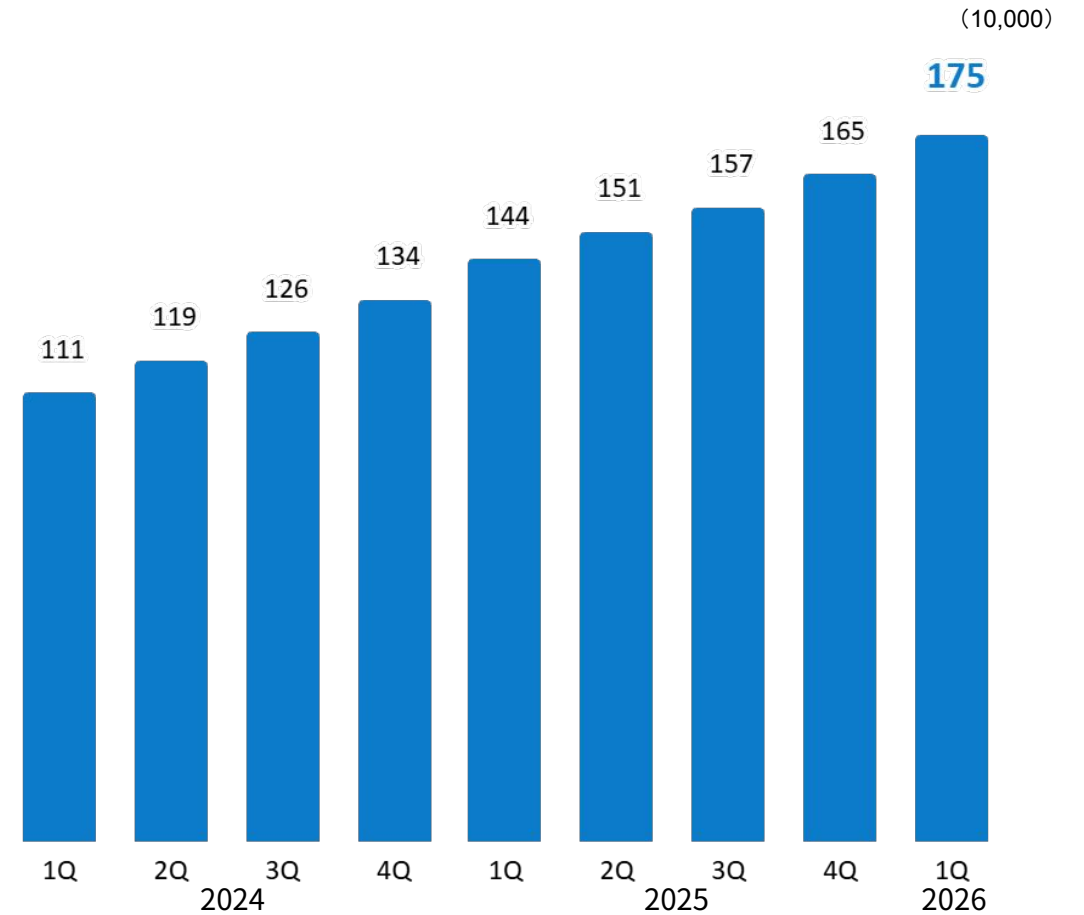
KPIs for OpenWork Recruiting

Starting this fiscal year, we will disclose the cumulative number of client companies, which now exceeds 6,300. Although the pace of new client acquisition has slowed due to the monetization of our basic usage fee, profitability has improved as all new clients are on paid contracts. The number of web resumes continues to show steady growth.

Cumulative number of contracted companies



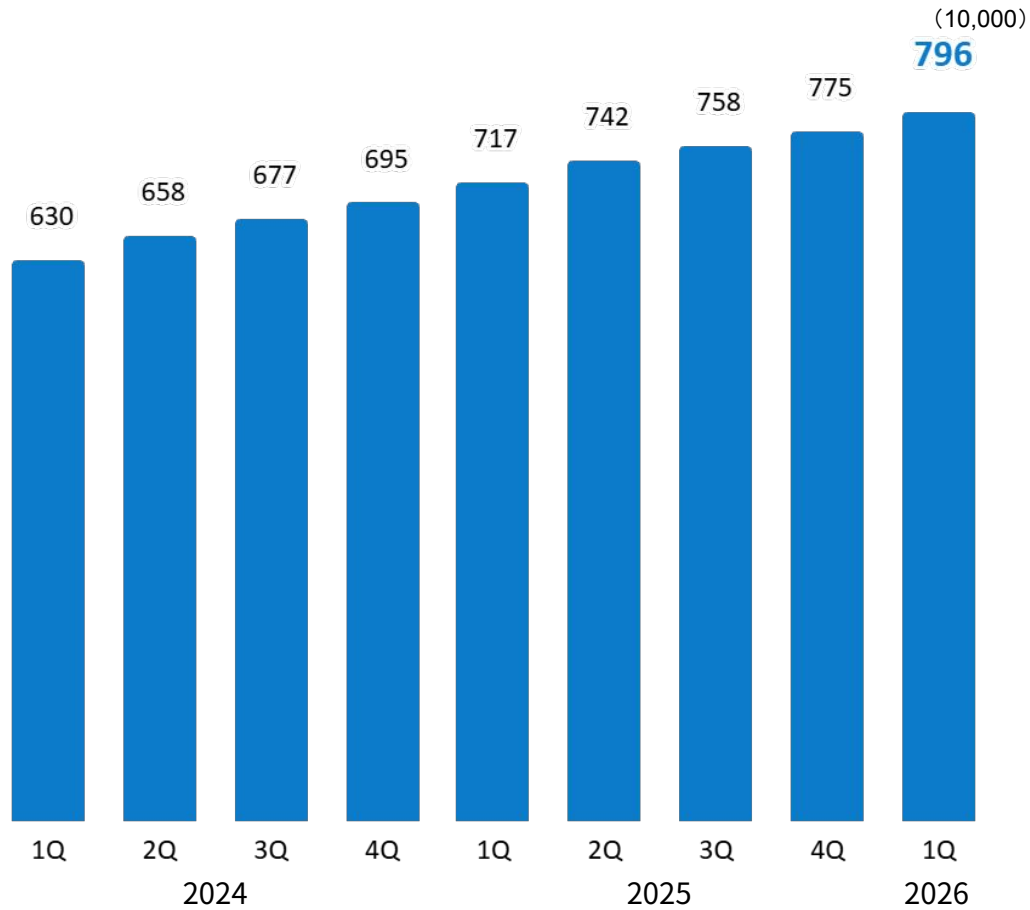
Cumulative number of registered web resumes



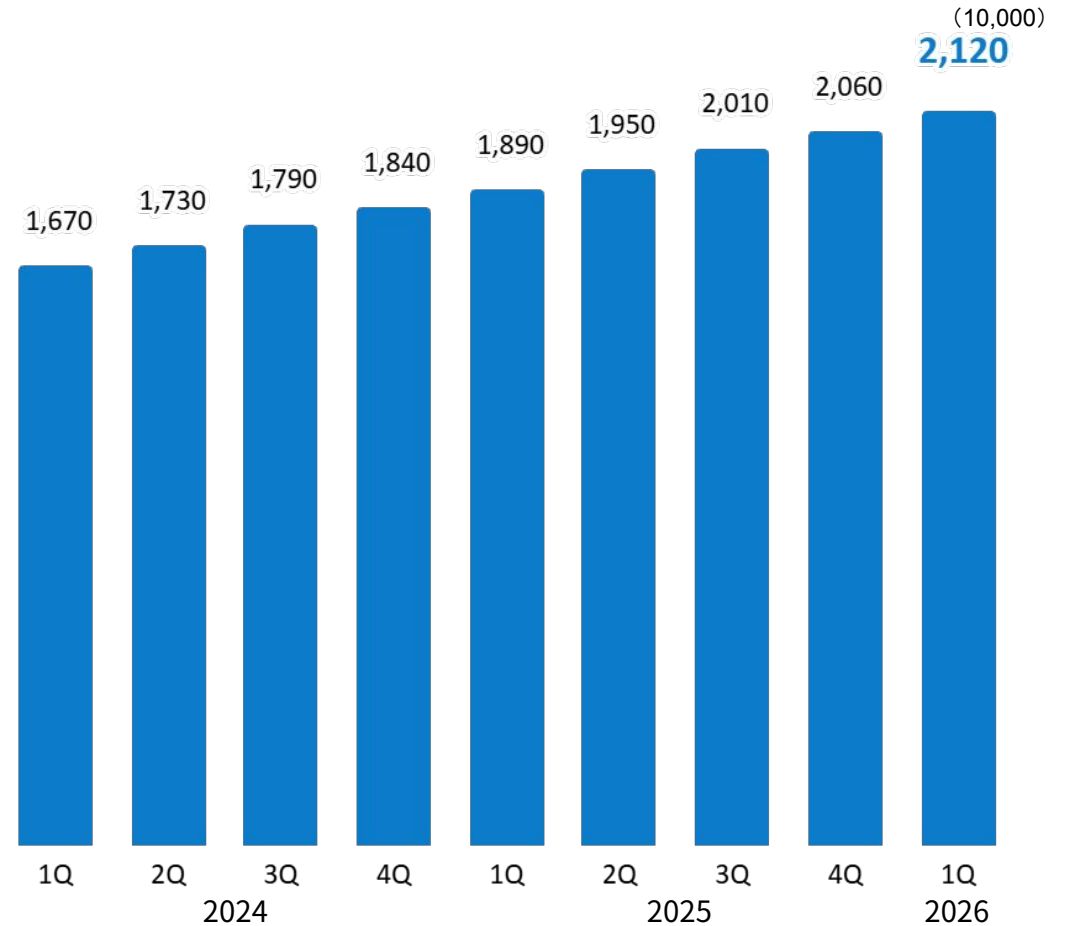
KPIs for OpenWork

Cumulative number of registered users surpasses 7.96mn, cumulative number of employee reviews and evaluation scores surpasses 21.2mn. Steady increase in platform value.

Cumulative number of registered users at OpenWork



Cumulative number of employee reviews and evaluation scores at OpenWork



Balance Sheet

Equity ratio around 84% and financial position is solid and holding abundant cash. Contract liabilities increased due to strong sales of our new recruiting plan and optional services.

Assets

(millions of yen)	End-FY2025	FY2026 1Q
Current assets	8,183	8,286
Cash and deposits	7,633	7,483
Accounts receivables	437	633
Others *1	112	170
Fixed assets	223	344
Tangible fixed assets	26	37
Investments and other assets	196	307
Total assets	8,406	8,630

*1 Advance payment of expenses + others

*2 Expenses payable + provision for directors' bonuses + others

Liabilities and net assets

(millions of yen)	End-FY2025	FY2026 1Q
Current liabilities	1,538	1,369
Accounts payable	427	167
Income taxes payable	295	179
Contract liabilities	610	808
Provision for bonuses	68	65
Others *2	137	147
Total liabilities	1,538	1,369
Total net assets	6,868	7,261
Total liabilities and net assets	8,406	8,630

The Integration of BNG Partners, Inc. into Our Group through M&A.

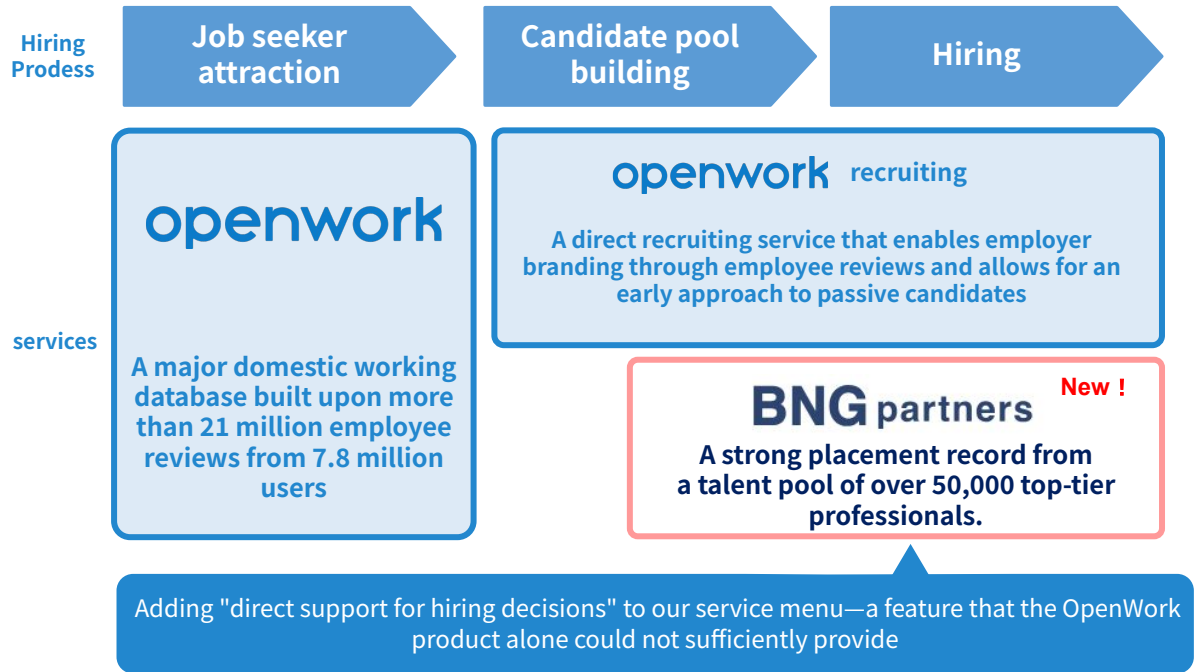
A stock purchase agreement with BNG Partners, Inc. was concluded in March 2026, integrating them into our group as of April. From Q2, we will start a proprietary recruitment service by combining our data with the insights of BNG.

Company Profile

BNG partners

Name	BNG Partners, Inc.
President	September 2009
Business	Recruitment services focusing on startups and venture companies and providing high-caliber professionals for contract-based work.
Capital stock	11million yen
Chairman	Jiro Kuramoto
Num of employees	34 (as of Jan 1, 2026)
Operating Revenue	791M yen (FY ended Aug 2025)
Operating Profit	2M yen (FY ended Aug 2025)

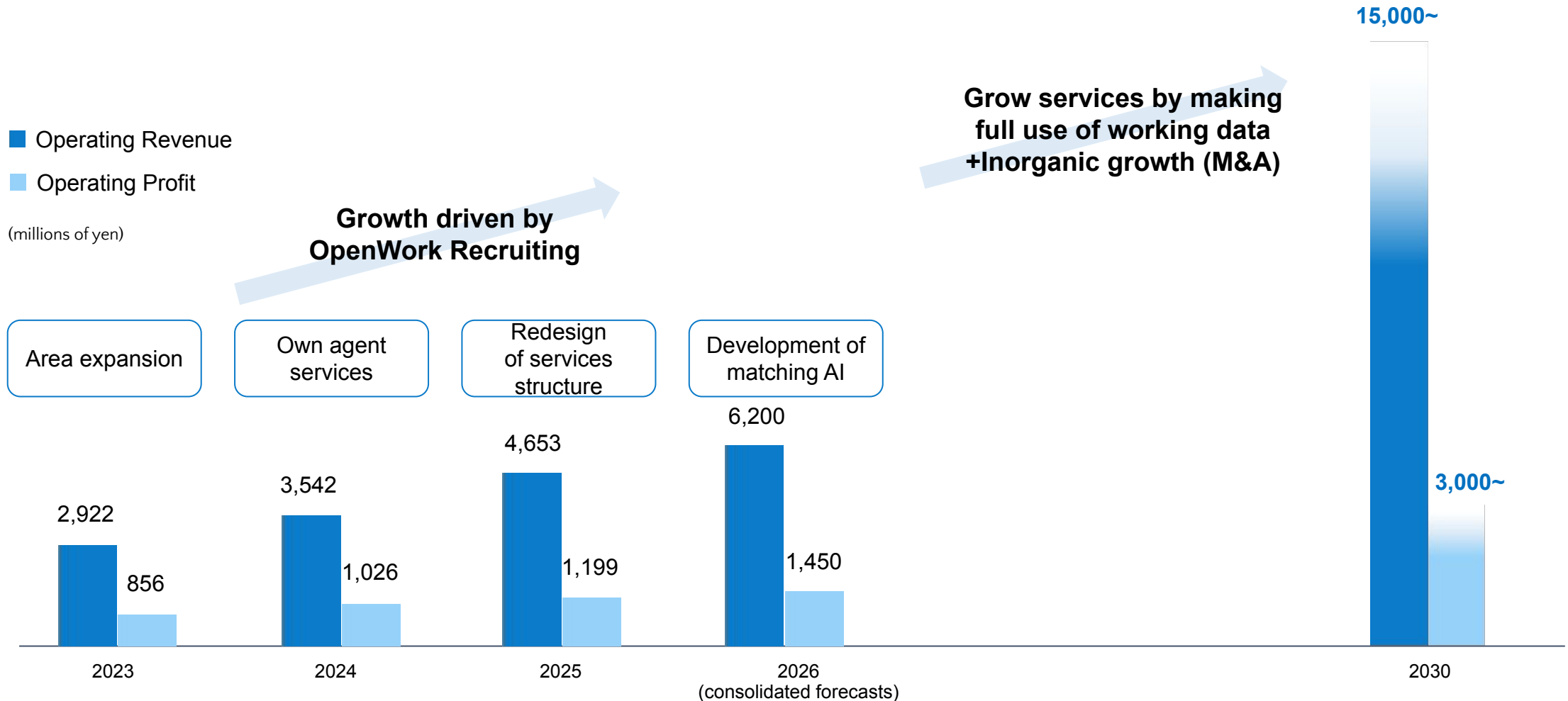
Expected Synergy



- ✓ This will not only boost revenue through placement fees from more successful hires, but also create a foundation for higher LTV by enhancing client engagement and retention.
- ✓ It enhances the user experience by providing a path for career consultations, while also contributing to the improved precision of our AI matching engine through feedback data from the interview and selection process

Growth Strategy through 2030

We target operating revenue and operating profit over ¥15 billion and ¥3 billion, respectively, by 2030. This will be achieved by leveraging OpenWork Recruiting to expand our data-driven business, combined with strategic M&A to drive non-linear growth.



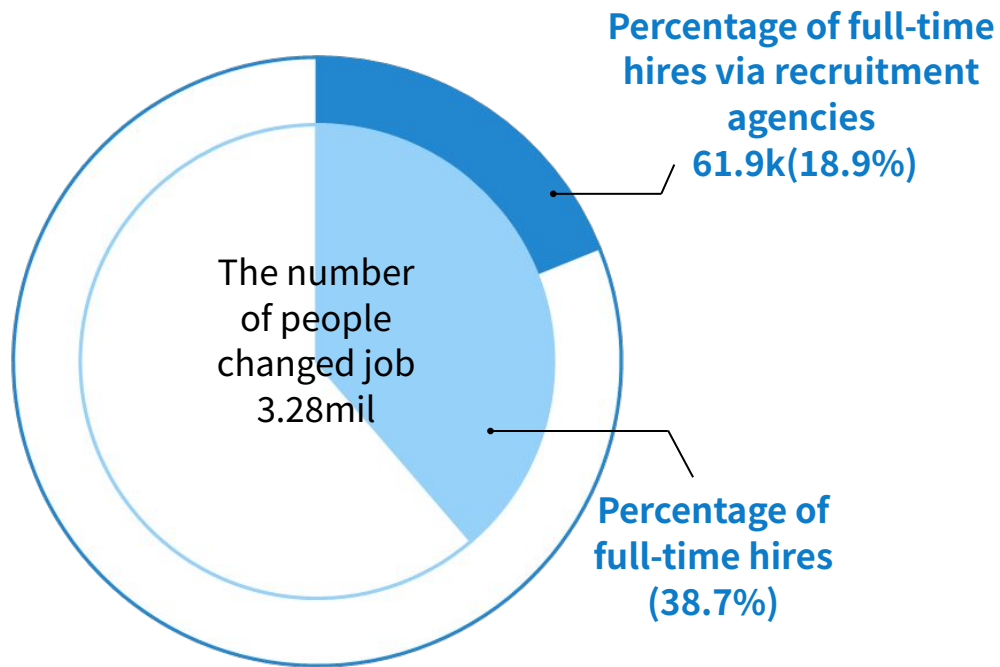
M&A Strategy – Expansion of TAM

Our specific target is the recruitment agency sector, where we will establish our own agency capabilities via roll-up M&A. This expands our TAM to the whole recruitment agency market, valued at 600 billion JPY.



Our Reasons for Pursuing Roll-Up M&A in the Recruitment Agency Sector

Recruitment agency services have a significant impact on the job market

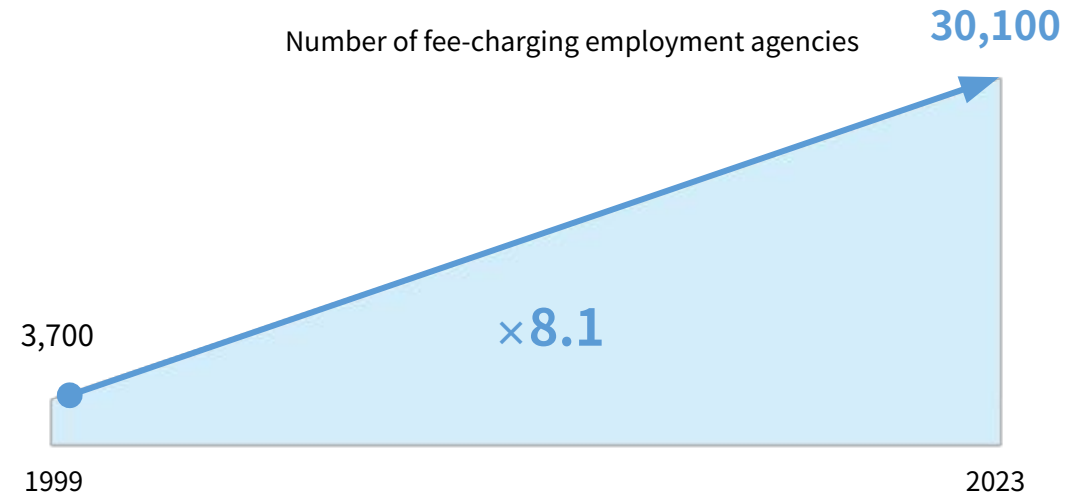


Source 1: Ministry of Health, Labour and Welfare, "FY2023 Summary Results of Reports from Private Job Placement Agencies (Preliminary Report)" <https://www.mhlw.go.jp/content/11600000/001461972.pdf>

Source 2: Ministry of Internal Affairs and Communications, "Recent Trends of Job Changers and Persons Wishing to Change Jobs" (2023) <https://www.stat.go.jp/info/kenkyu/roudou/r5/pdf/21siryou4.pdf>

Note: Partially estimated based on the data from the sources above.

The competitive landscape is extremely intense, making it imperative for each company to deliver a unique value proposition



Challenges to be Solved Under Intensifying Competition

Intensifying Competition for Job Seekers

Limitations of Efficiency Due to a Labor-Intensive Business Model

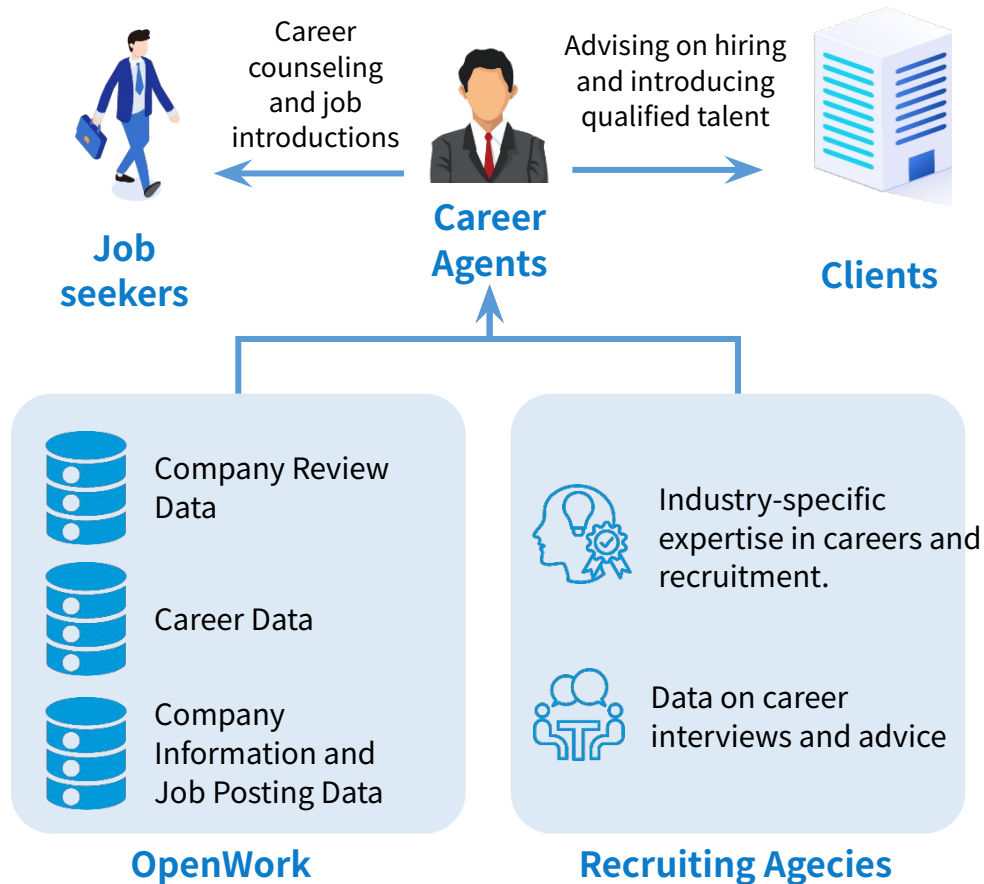
Responding to increasingly sophisticated job requirements and diversifying job seeker needs

Source: Ministry of Health, Labour and Welfare, "Demand-Supply Adjustment Division Tax Business Statistics - Trends in the Number of Private Job Placement Agencies" https://www.mhlw.go.jp/stf/seisakunitsuite/bunya/koyou_roudou/koyou/haken-shoukai/otheritaku_00002.html

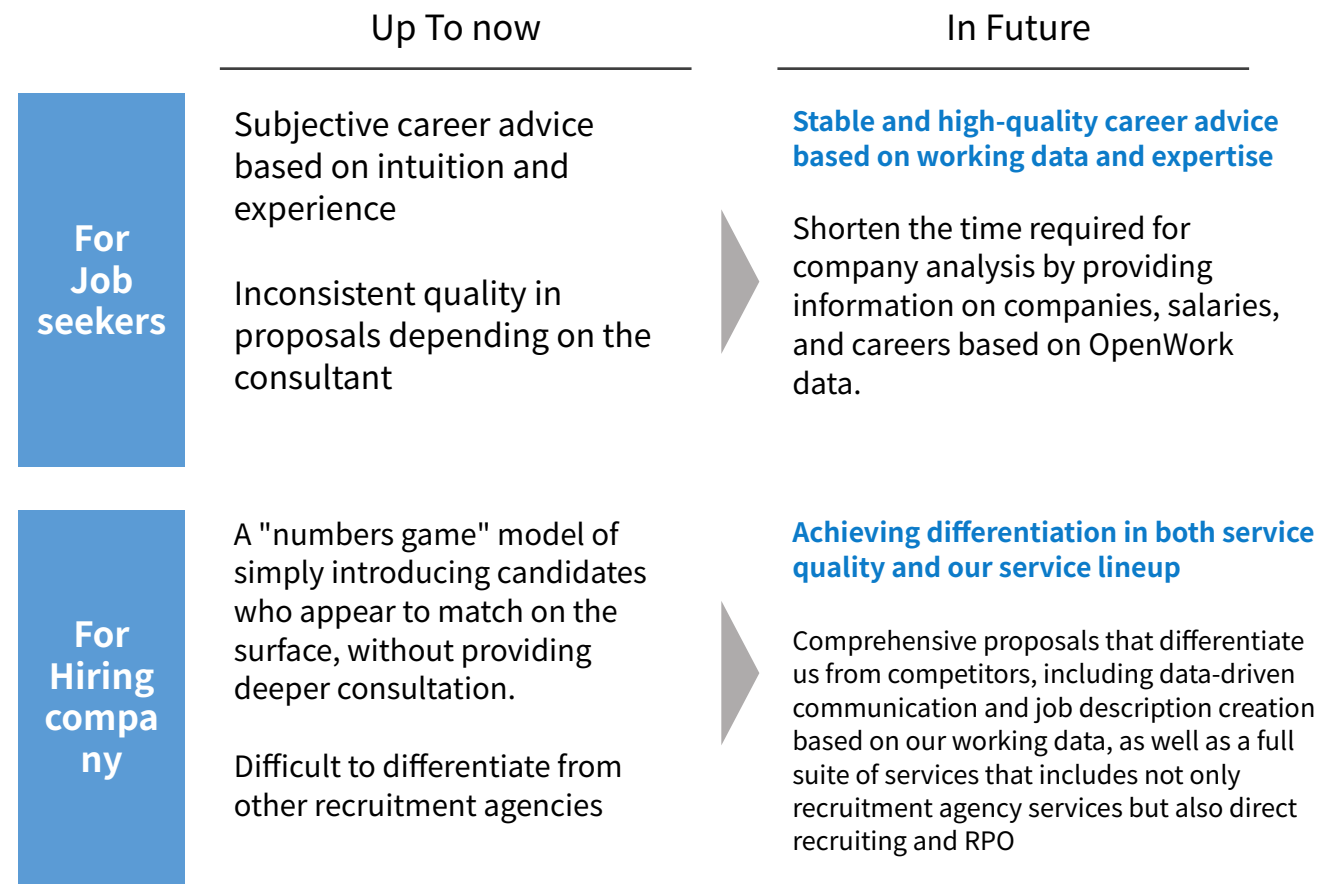
Our Reasons for Pursuing Roll-Up M&A in the Recruitment Agency Sector

The future competitive advantage in the recruitment industry will be driven by "data" and "efficiency." By combining our company's working data and technology with the recruitment agency that has joined our group, we will upgrade the recruitment process to be data-driven and highly efficient.

To-Be



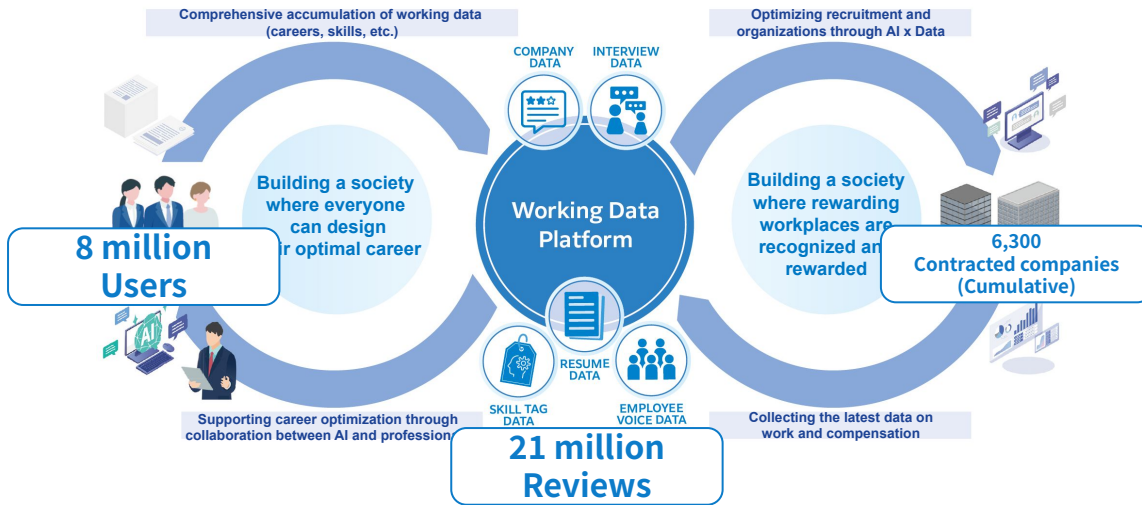
Enhancement of Services



M&A Policy

Going forward, we will aim for non-linear growth by fully leveraging our large-scale user base, data, and cash reserves. To achieve this, we will actively pursue M&A. We have established a dedicated M&A execution framework and will commence full-scale activities starting this fiscal year.

Our Assets



Primary M&A Target Areas

Recruiting & Matching Services

- ✓ Companies with potential to provide more sophisticated and higher-value recruitment support by integrating our proprietary “Working Data.”

Data Assets / AI Development & Data Science

- ✓ Companies with superior data analytics and AI development capabilities that can further unlock the value of our working data.

Our execution structure is now in place, and we will begin full-scale implementation from this fiscal year.

A dedicated M&A team centered on seasoned professionals with a proven track record in sourcing and execution, along with professional management talent to lead Post-Merger Integration (PMI).

An administrative support team comprised of in-house lawyers, CPAs, and other professionals.

A business support team that assesses service and product synergies with existing business divisions.

Financing capacity based on a highly secure financial foundation, with over 7 billion yen in cash on hand.

Change in Dividend Policy (Inaugural Dividend)

As a result of re-examining our capital allocation based on our mid-term growth targets, we have concluded that it is possible to balance both growth investments, including M&A, and shareholder returns. Accordingly, we have decided to implement a policy to pay dividends from surplus. We are targeting a consolidated dividend payout ratio of approximately 20%.

(yen)

	Annual Dividend		
	End of 1H	End of year	Total
Previous Forecast (Announced on February 12, 2026)	0.00	0.00	0.00
Revised Forecast (Announced on March 17, 2026)	4.50	4.50	9.00
Previous Year's Result (Fiscal Year Ended December 2025)	0.00	0.00	0.00

Q&A

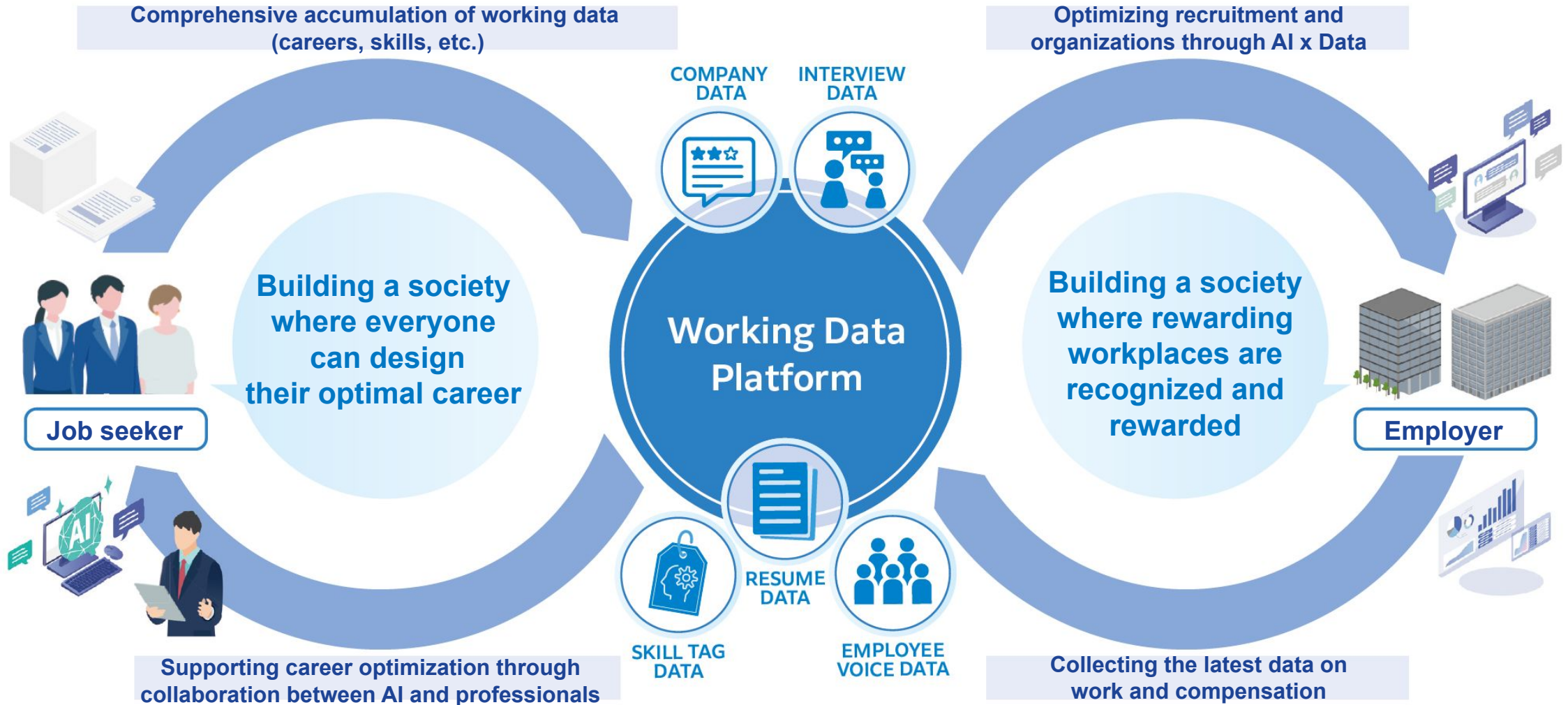
#	Questions	Answers
1	Are there any potential impacts on our business performance from the situation in the Middle East?	Currently, we see no impact on recruiter numbers or new contract sign-ups. However, some Openwork Recruiting clients have reduced recruitment or shifted to different industries. We continue to maintain close communication through our sales department and monitor the situation carefully.
2	From when will BNG Partners' financial results be consolidated?	BNG Partners' financial results will be consolidated starting from April 2026. Therefore, we will disclose their consolidated performance from the upcoming second-quarter financial results. The second-quarter financial results are scheduled to be announced on August 10, 2026.
3	Operating income has increased significantly due to a decrease in advertising expenses. Are you planning to make an upward revision to your operating income forecast?	While operating income is temporarily above plan due to the postponement of some advertising investments to the second half of the fiscal year, we expect to make these investments as planned for the full year. Therefore, we anticipate that operating income will be in line with our original forecast.
4	What is the reason for the significant increase in contract liabilities to 800 million yen this quarter, compared to approximately 150 million yen in Q1 of the previous fiscal year?	This is due to the growth in sales of the new Openwork Recruiting plan, which was launched in March 2025, and our optional services. For both of these, revenue is recognized proportionally over the service period. Therefore, the increase in contract liabilities represents the unrecognized portion of this revenue.
5	Will you be disclosing the specific services and KPIs for achieving the mid-term management goal of 15 billion yen in operating revenue by 2030?	We are currently formalizing these details internally and are considering disclosure at an appropriate time.
6	What is your concrete strategy for using AI to establish a competitive edge?	The majority of our review data is protected behind a paywall. We are the only company capable of analyzing this proprietary data with AI to visualize aspects of each company's work environment and culture—details that cannot be understood from job history or compensation alone—and to achieve unique, high-precision matching. This capability constitutes our competitive advantage. We will disclose specific services related to this at an appropriate time.

Appendix



2030 Overall Product Strategy : WDP (Working Data Platform)

We aim to establish a unique positioning as a "Working Data Platform," delivering value to both job seekers and employer by leveraging various data related to "work," with company reviews at its core.



New Value Proposition Strategy for Job Seekers

Leveraging our extensive user base as a foundation, we aim to enhance the sophistication of our proposals through the co-creation of value across data, AI, and human expertise, thereby driving user engagement and expanding revenue opportunities.

Future Growth Opportunities

Our extensive user base serves as a foundation where increased **user activation** directly translates into greater revenue potential.

Number of Users
7.96 million

Number of registered web resumes
1.75 million

Key Focus Areas



1. Enhancing Recommendation Accuracy via Data Expansion

By expanding beyond traditional profiles (salary/work history) to incorporate proprietary "Working Data" such as skills, culture fit, and aspirations, **we aim to drive superior matching accuracy and higher-quality proposals.**



2. Driving Career Success through AI

We use AI to systematize complex user profiles (experiences, values, and concerns), verbalizing key priorities and compelling options. **This approach contributes to enhancing the quality and speed of user decision-making.**



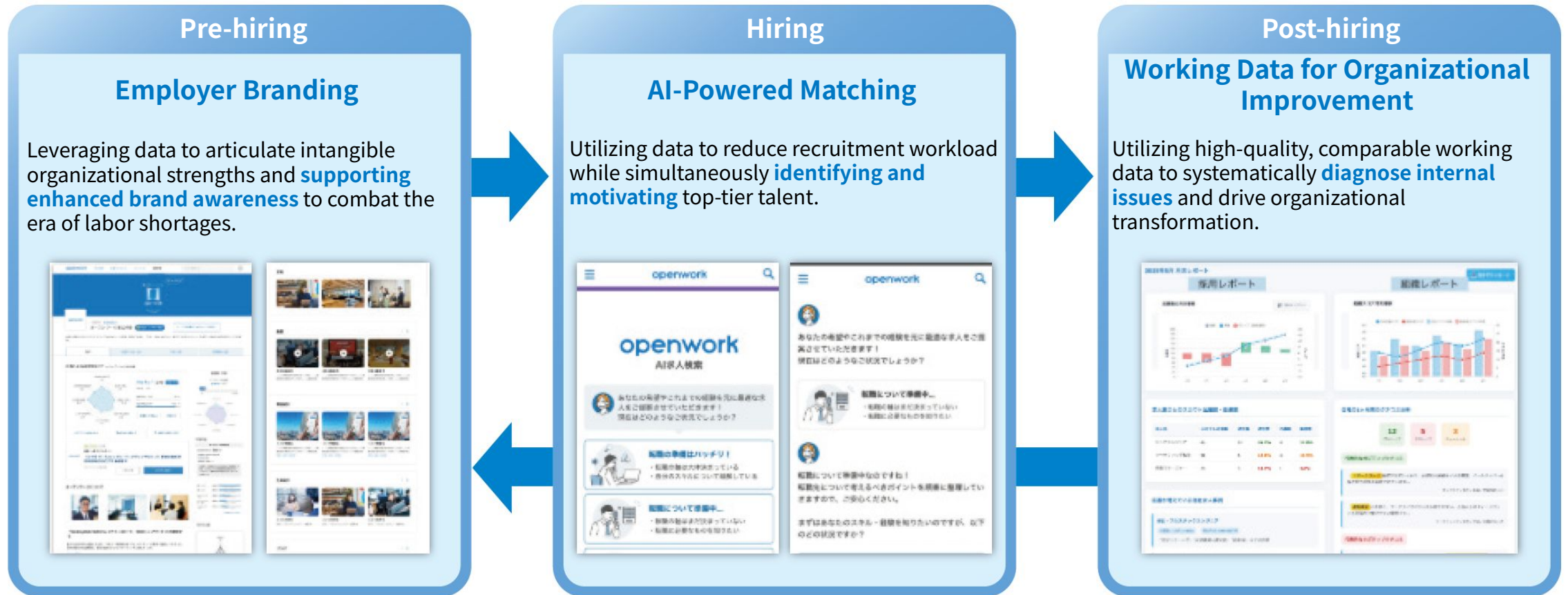
3. Strengthening Recruitment Agency Business

We complement AI capabilities with human insight to understand complex personal situations. Through continuous, hands-on guidance leading to the final decision, **we deliver the highest level of conviction and ensure long-term success for our users.**

New Value Proposition Strategy for Corporate Clients

Centered on our core recruitment matching support, we have integrated new functionalities for employer branding and organizational improvement. By leveraging OpenWork's unique strengths—our massive user base and rich review data—we provide comprehensive support to help companies thrive in an increasingly overheated recruitment market.

A Comprehensive Recruitment Platform for the Labor-Shortage Era: One-Stop Solutions for Employer Branding, Hiring, and Organizational Improvement.



M&A Track Record: Acquisition of PM Club Co., Ltd.

In December 2025, we resolved to acquire all shares of PM Club Co., Ltd., marking our first M&A transaction. By leveraging their "skill tag data," we aim to realize a new matching experience that integrates specific "skill sets" alongside traditional career history and requirements.

Company Profile



- Representative : Shin Sasaki
- Capital stock : 5 million yen
- Location : Shibuya Dogenzaka Tokyu Bldg. 2F-C,
1-10-8 Dogenzaka, Shibuya-ku, Tokyo, Japan
- Establishment : April 2022
- Business :
 - Planning, operation, and sales of "PM Career," a recruitment and career support platform for product development professionals.
 - Planning, operation, and sales of "PM School," an online learning platform.

Objectives of the Acquisition

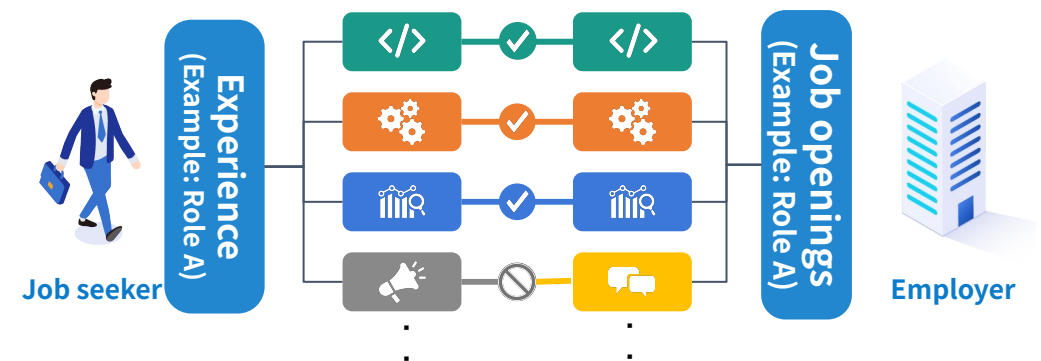
1. Enhancing Value Proposition of PM Club Recruitment Business

- Leveraging OpenWork's extensive user and client base to scale operations.

2. Product Development Tailored for Skill-Based Hiring

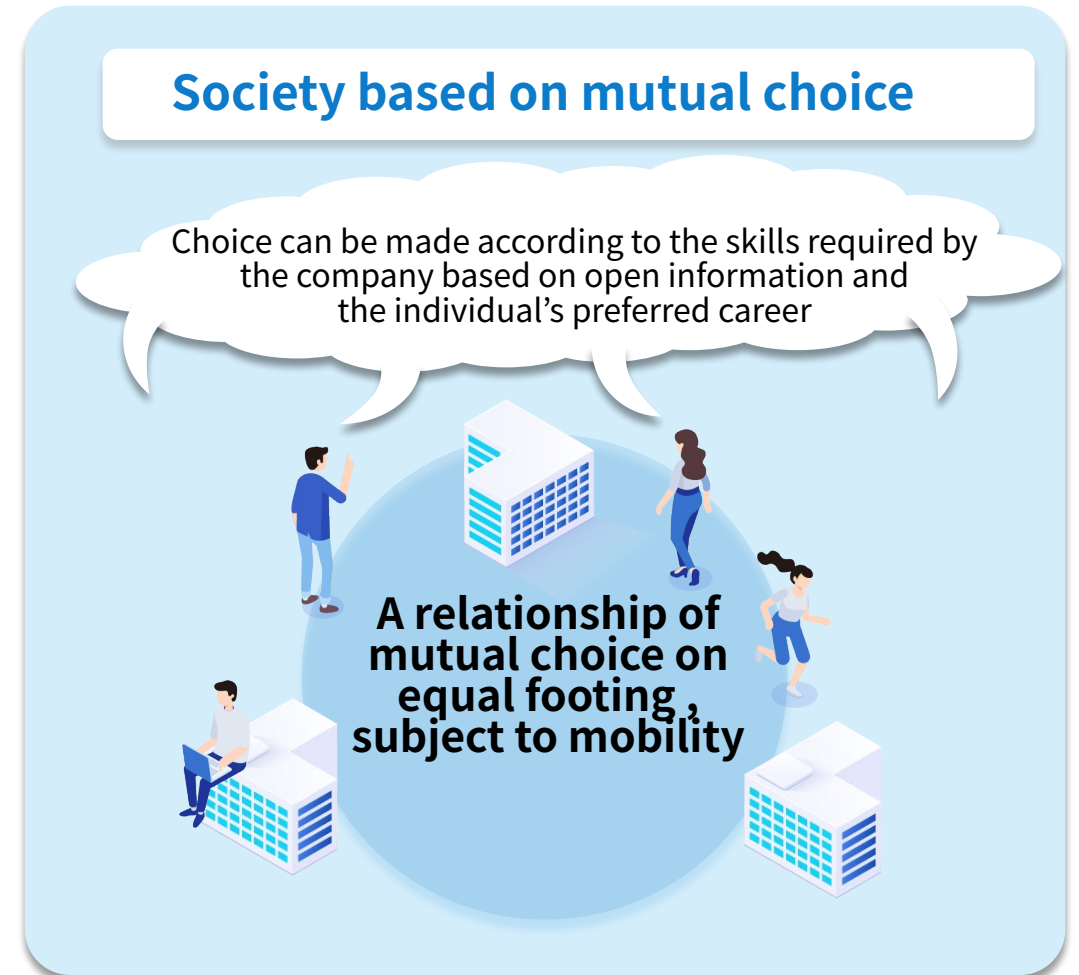
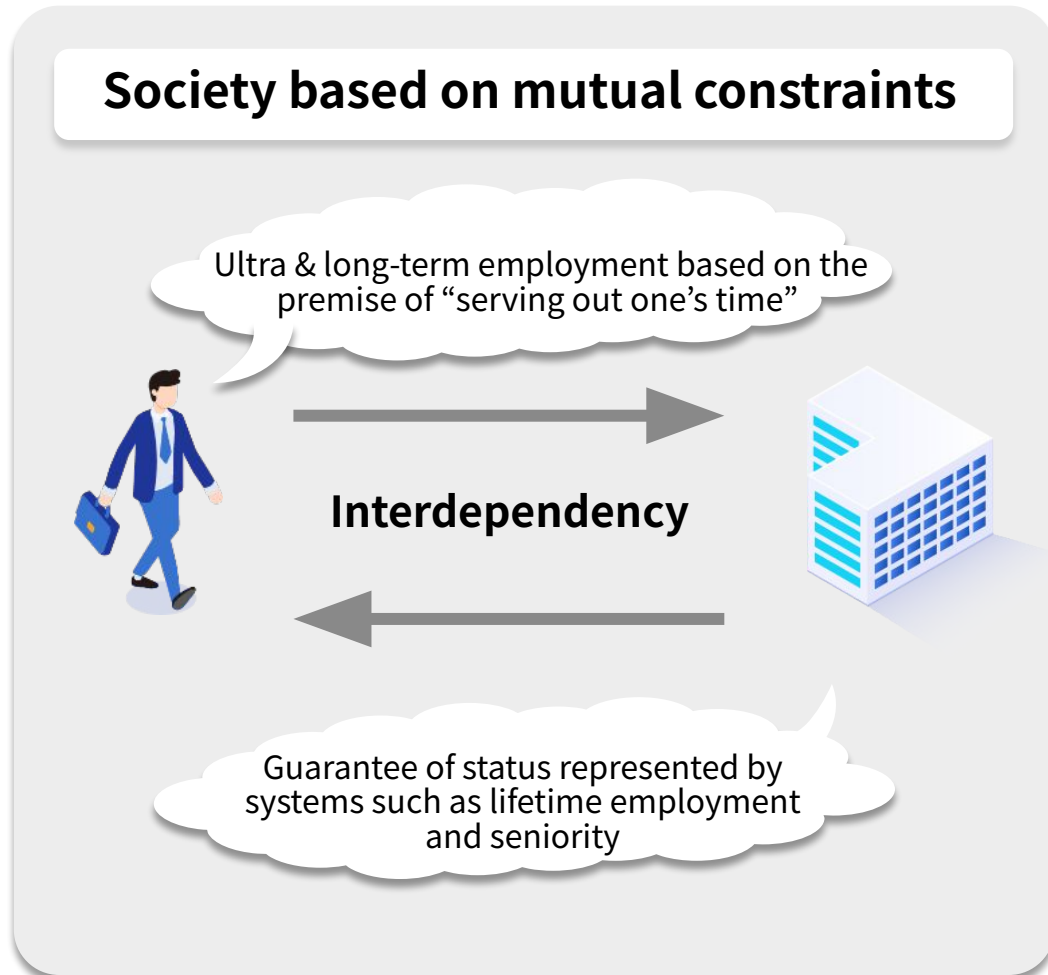
- PM Club : Expertise in visualizing and implementing job seekers' skills and capabilities within the product.
- OpenWork : Robust product development capabilities and proprietary "Working Data."

Overview: Skill-Based Hiring



Facilitation of Labor Mobility : Transition to a Society Based on Mutual Choice

We anticipate progress in the transition from the conventional era, in which individuals and companies are “bound” to each other and changing jobs is prone to risk , to the era of “choosing” each other with a mutually open attitude.



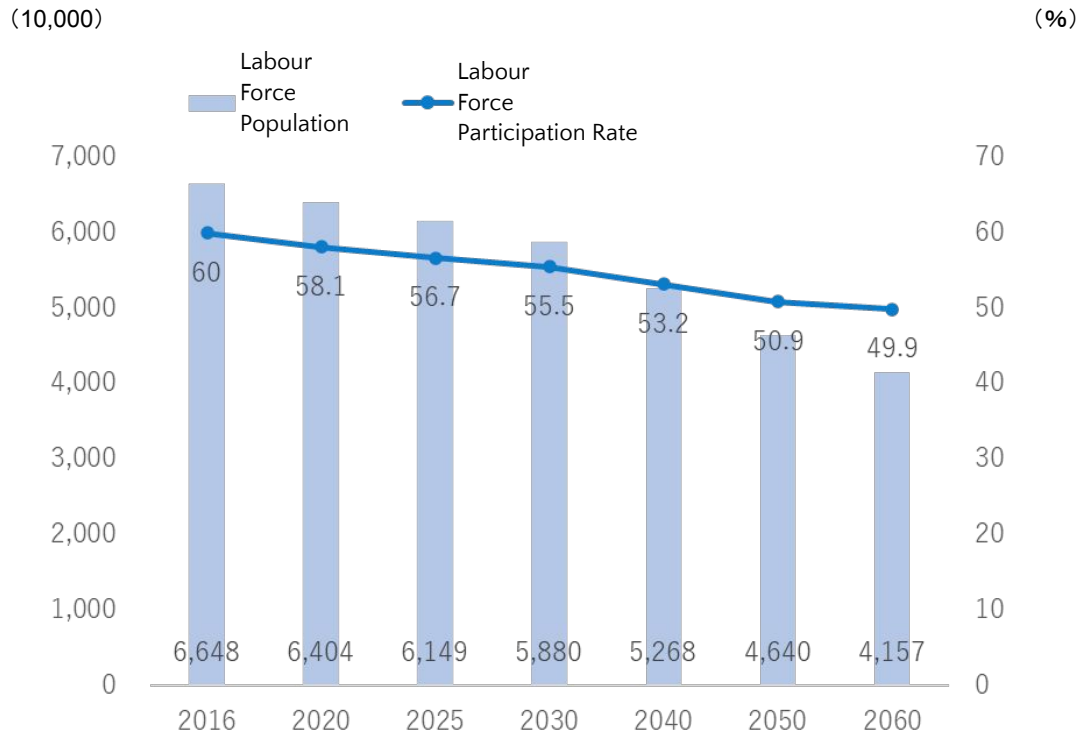
(Supplement) Macro Environment Promotes a Society Based on Mutual Choice

Macro environmental factors such as the declining domestic labor force and sluggish wage growth also drive the transition to a society based on mutual choice.

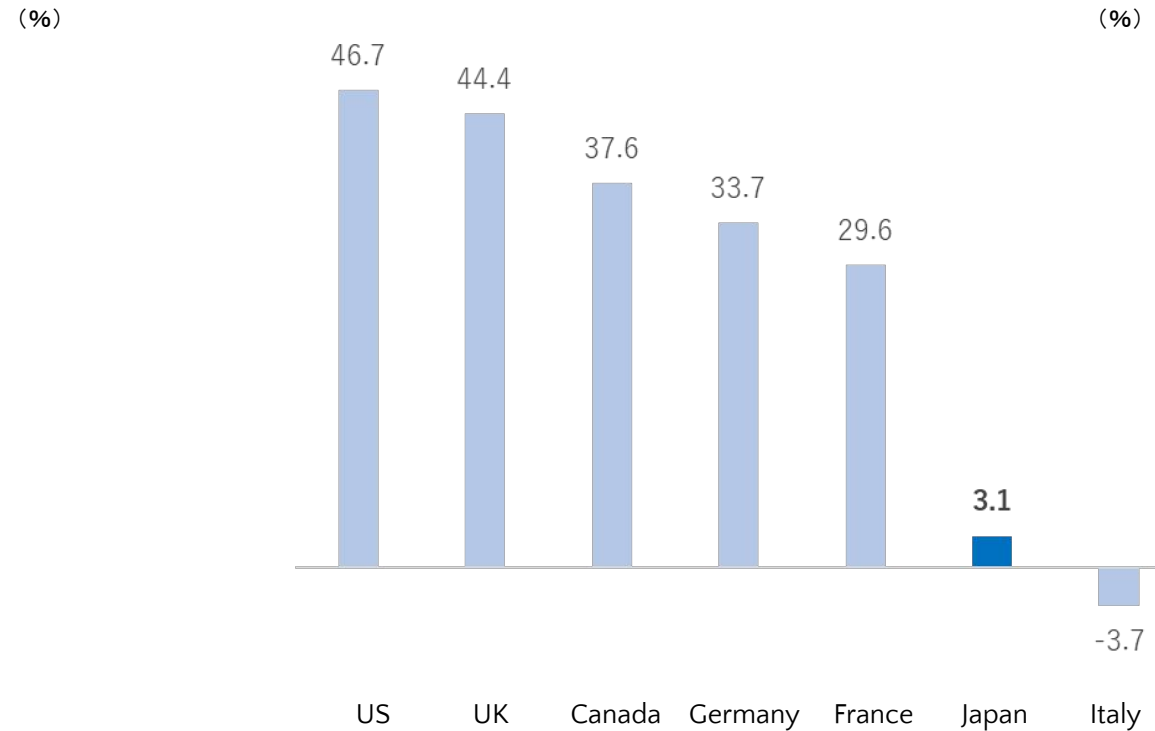
Declining labor force

Sluggish wage growth

Domestic labor force



Wage growth rates in G7 countries 1991~ 2020



Source: Compiled by the Company based on the Ministry of Internal Affairs and Communications' "Labor Force Survey Annual Report" (2016) and the National Institute of Population and Social Security Research's "Population Projections for Japan" (2017).

Source: Compiled by the Company based on the Ministry of Health, Labour and Welfare's "Labour Economic Analysis, 2022 Edition . 1991 - 2020, with 1991 as 0.

Information of the shareholder benefit program

Summary of the shareholder benefit program

Points	Details
Complimentary gift	Digital Gifts (The exchangeable items are as follows)
Vesting dates	The last day of June and the last day of December of each year
Eligibility	Shareholders noted and recorded in the shareholder registry as holding at least one unit (100 shares) of the Company's stock as of the vesting dates
Benefits based on the number of shares owned and continuous shareholding period	Details as next page

Main exchangeable items for digital gifts

QUO card Pay	Privileges to browse company reviews on OpenWork (*)	Amazon Gift Card	d point
Uber Eats gift card	JAL Mileage Bank	au PAY	Visa e gift vanilla
Tosho Card NEXT	Google Play Gift Code	PlayStation Store Ticket	DMM Prepaid Card
PayPay Money Lite	Uber Taxi Gift Card	Skylark Group Coupon	

(*) Privileges to browse company reviews on OpenWork. The name was changed from "OpenWork Paid Program," as disclosed on May 14, 2025.

Information of the shareholder benefit program

Benefits based on the number of shares owned and continuous shareholding period

Number of shares held	Continuous holding period (*)		
	More than 6 month Less than 24 month	More than 24 month Less than 48 month	More than 49 month
100 shares – 999 shares	Worth 500 yen per time (Worth 1,000 yen per year)	Worth 1,000 yen per time (Worth 2,000 yen per year)	Worth 2,000 yen per time (Worth 4,000 yen per year)
1000 shares - 4999 shares	Worth 5,000 yen per time (Worth 10,000 yen per year)	Worth 10,000 yen per time (Worth 20,000 yen per year)	Worth 20,000 yen per time (Worth 40,000 yen per year)
5000 shares or more	Worth 25,000 yen per time (Worth 50,000 yen per year)	Worth 50,000 yen per time (Worth 100,000 yen per year)	Worth 100,000 yen per time (Worth 200,000 yen per year)

(*) Continuous holding period: Based on the number of consecutive times the same shareholder number is recorded in the shareholder registry as of the last day of June and the last day of December of each year. (In the case of a 6-month holding period, twice consecutively)

Message from the CEO

We would like to accelerate transformation in the Japanese labor market through OpenWork.



Haruki Ohsawa
Chief Executive Officer

I feel that Japan's biggest social issue is a job market that is not evolving.

There have been reports that individual labor productivity and engagement are low even in comparison with other countries. One cause of this is the mutually binding relationships between companies and individuals as symbolized by seniority based systems, mass recruitment of new graduates, and lifelong employment.

Through the ever-evolving power of technology, we hope to create a highly transparent job market that enables individuals to set themselves challenges with peace of mind.

We want to contribute to solving this problem which is unique to Japan.

OpenWork will accelerate transformation in the Japanese jobs market.

Haruki Ohsawa joined Link and Motivation, Inc. after graduating from The University of Tokyo Graduate School. After serving as manager of the organizational HR consulting business for small- and medium-sized venture companies, he was appointed as General Manager of the Planning Department. He was responsible for new business establishment, business management, and human resources. He assumed the position of Director and Vice President of OpenWork Inc. in November 2019 and the position of Representative Director and President in April 2020.

Authored work : Excellent companies based on 13 million company reviews, Toyo Keizai Inc.

「働く」のすべてを、オープンに。



The information in this document includes forward-looking statements. These forward-looking statements are based on information available to the Company at the time of publication and certain assumptions judged to be reasonable, and involve risk and uncertainty. The Company does not guarantee the realization of these statements or future performance, and actual results may differ materially from forward-looking statements.

The factors affecting the aforementioned actual performance include general industry and market conditions, as well as general conditions in the domestic and international economies, such as interest rate and foreign exchange fluctuations.

As stated above, the forward-looking statements in this document are current as of when the document was prepared, and the Company has no obligation or policy to update the content to the latest information at any time.

