December 27, 2024

Company name	Open Up Group Inc.
Name of Representative	Yutaka Nishida Chairman 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 2024

In the IT Segment, where we are enhancing internal operations, we have moderated hiring activities and are prioritizing utilization.

■ **Total number and utilization rate of engineers**

- ✓ The number of employees: MoM ＋218, Utilization rate: MoM ▲0.2pt
- ✓ The number of employees: YoY +4,176, Utilization rate: YoY ▲0.2pt

	Number of engineers	Utilization rate
As of the end of November 2024	**24,151**	**94.0%**
As of the end of October 2024	23,933	94.2%
As of the end of September 2024	22,678	93.6%
As of the end of August 2024	22,629	93.5%
As of the end of July 2024	22,659	93.3%
Reference as of the end of June 2024	22,690	93.6%
Reference as of the end of October 2023	19,744	94.3%

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

- ✓ The number of employees: MoM +194, Utilization rate: MoM ▲0.5pt
- ✓ The number of employees: YoY +1,559, Utilization rate: YoY ▲0.4pt

	Number of engineers			Utilization rate		
	Sum	M&E	IT	Sum	M&E	IT
As of the end of November 2024	**15,203**	**7,002**	**8,201**	**93.7%**	**97.0%**	**91.0%**
As of the end of October 2024	15,009	6,922	8,087	94.2%	97.8%	91.2%
As of the end of September 2024	15,139	6,998	8,141	93.6%	97.3%	90.7%
As of the end of August 2024	15,131	6,973	8,158	93.7%	97.8%	90.3%
As of the end of July 2024	15,155	7,024	8,131	93.7%	97.5%	90.5%
Reference as of the end of June 2024	15,254	6,941	8,313	93.5%	96.9%	90.9%
Reference as of the end of October2023	13,519	6,453	7,066	93.8%	97.0%	91.0%

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

✓ The number of employees: MoM ＋24, Utilization rate: MoM +0.3pt

✓ The number of employees: MoM +2,617, Utilization rate: MoM +0.1pt (Including Open Up Construction Inc. and IR Inc. as of October of this year)

	Number of engineers	Utilization rate
As of the end of November 2024	**8,948**	**94.5%**
As of the end of October 2024	8,924	94.2%
As of the end of September 2024	7,539	93.6%
As of the end of August 2024	7,498	92.9%
As of the end of July 2024	7,504	92.8%
Reference as of the end of June 2024	7,436	93.2%
Reference as of the end of October 2023	6,225	95.3%

※ 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/