

[Translation for Reference Purpose Only]

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Securities code: 3288, TSE
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Announcement of Certification as a 2025 KENKO Investment for Health Outstanding Organization (Larger Enterprise Category)

Open House Group Co., Ltd. (the Company) announces that it has been certified as a “2025 KENKO Investment for Health Outstanding Organization (Large Enterprise Category)” under the KENKO Investment for Health Outstanding Organizations Recognition Program established by the Ministry of Economy, Trade and Industry and the Japan Health Council.



1. About the “KENKO Investment for Health Recognition Program”
The KENKO Investment for Health Recognition Program is a system that certifies excellent companies and organizations. It recognizes those that strategically implement “health management” practices, approaching employee well-being from a business perspective. This program is led by the Ministry of Economy, Trade and Industry, with certification carried out by the Japan Health Council.
2. Open House Group “Health Management Declaration”
In July 2022, the Group formulated a “Health Management Declaration.” Additionally, it identified “Realization of Healthy and Safe Living” as efforts towards health management.

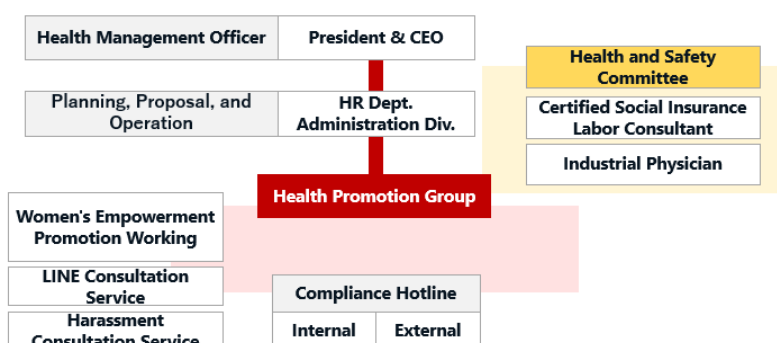
“Health Management Declaration”

The Group upholds in its “Corporate Philosophy” the creation of an organization that widely accepts motivated people and rewards results.

Based on this philosophy, the Company regards the physical and mental health of employees who support the Company’s growth as one of its important management resources, and promotes active support and organizational development. The Company aims to balance sustainable business growth with the healthy prosperous lives of its employees.

3. Health Management Promotion System

The Group is actively working not only to comply with labor-related laws and regulations, but also to ensure the safety, health maintenance, and health promotion of all employees. The Health Promotion Group, under the direct control of the Human Resources Department, leads the Company's efforts in planning and proposing improvements. These initiatives aim to enable employees to maintain optimal physical and mental health, thereby maximizing their ability to demonstrate their full potential.



4. Main Health Management Initiatives

- Establishment of health promotion consultation services
- Regular health check-ups, gynecological examinations, brain check-ups
- Stress check-ups, condition check-ups
- influenza vaccinations

5. Health Management Related Data

	FY 2022	FY 2023	FY 2024	Target
Health Check-ups Participation Rate	99.9%	100.0%	100.0%	100.0%
Stress Check-ups Participation Rate	91.1%	98.9%	100.0%	100.0%

Note) Target companies: The Company, Open House Co., Ltd., Open House Development Co., Ltd.