



Table of Contents

1. Consolidated Business Forecast for FY 2026	p. 4
2. FY2026 1Q Consolidated Financial Summary	p. 9
3. Business Performance Supplement	p.22
4. Three-Year Policy and Management Structure for Financial, Investment, and Returns Policy	p.25
5. Sustainability	p.27
6. DX (Digital Transformation)	p.32

Consolidated Financial Highlights for the First Quarter of FY2026 (2025/10 – 2025/12)

FY2026 1Q Financial Results Topics

◆ Achieved record-high 1Q net sales and operating profits.

Business Performance 1Q FY 2026

	<u>Actual</u>	<u>Year on Year</u>
Net sales	¥ 329.8 billion	104.3%
Operating profit	¥ 40.2 billion	117.3%
Profit attributable to owners of parents	¥ 27.4 billion	119.6%

◆ Upward revision of Interim and Annual earnings and dividend forecasts.

FY 2026 Interim Business Forecast <Upward Revision>

	<u>Revised Interim Forecast</u>	<u>Amount of Change</u>	<u>Year on Year</u>
Net sales	¥ 691.6 billion	—	107.5%
Operating profit	¥ 84.3 billion	4.5 billion	114.3%
Profit attributable to owners of parents	¥ 56.9 billion	3.5 billion	122.1%
Interim Dividend per Share	100 Yen	6 Yen	16 Yen

FY 2026 Annual Business Forecast <Upward Revision>

	<u>Revised Annual Forecast</u>	<u>Amount of Change</u>	<u>Year on Year</u>
Net sales	¥ 1,485.0 billion	—	111.1%
Operating profit	¥ 174.5 billion	4.5 billion	119.6%
Profit attributable to owners of parents	¥ 115.5 billion	3.5 billion	114.7%
Annual Dividend per Share	200 Yen	12 Yen	22 Yen

Financial Results for FY 2026 1Q

Single-family Home Related

Sales contract volume in 1Q remained at a high level, continuing the trend from the previous 4Q. While 1Q net sales decreased by YoY due to the time lag until delivery, 2Q net sales are projected to increase by 15% YoY.

Condominiums

Steady sales with a 90% contract progress rate; handovers concentrated in 4Q FY2026.

Property Resale

Net sales increased 64.4% YoY, driven by strong demand for investment properties.

U.S. Real Estate

Robust demand from high-net-worth individuals for portfolio diversification into U.S. real estate. Property portfolio: 6,200 units; Total AUM surpasses ¥350.0 billion.

Financial Position

Maintained a sound financial position, with an equity ratio of 38.7% and a net D/E ratio of 0.7x.

Shareholder Returns

In accordance with our shareholder return policy of “Total return ratio of 40% or more,” the annual dividend per share forecast has been revised upward to ¥200.00 (+¥22.00 YoY).
Share buyback: Approx ¥25.0 billion

1. Consolidated Business Forecast for FY 2026



OPEN HOUSE GROUP

Consolidated Business Forecast for FY2026 (Interim Upward Revision)

■ Upward revision of interim business and dividend forecasts.

(¥ Million)

	FY2025 2Q (2024/10-2025/3)		FY2026 2Q Original Forecast (2025/10-2026/3)		Revised Amount	FY2026 2Q Revised Forecast (2025/10-2026/3)	
	Actual	YoY	Forecast	YoY		Forecast	YoY
Net sales	643,433	106.7%	691,600	107.5%	—	691,600	107.5%
Operating profit	73,776	132.4%	79,800	108.2%	4,500	84,300	114.3%
Ordinary profit	71,586	122.7%	76,200	106.4%	5,000	81,200	113.4%
Interim profit attributable to owners of parent	46,595	89.8%	53,400	114.6%	3,500	56,900	122.1%
Interim Dividend per Share (yen)	84.00	1.00	94.00	10.00	6.00	100.00	16.00

Consolidated Business Forecast for FY2026 (Annual Upward Revision)

■ Revised annual forecasts are limited to reflecting the interim upside.

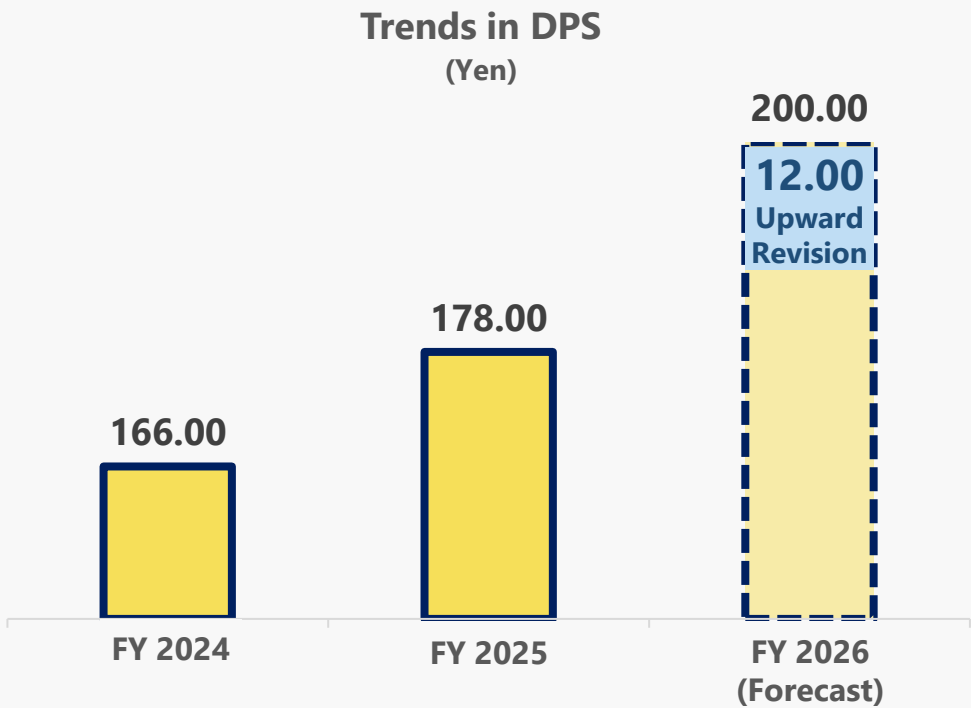
(¥ Million)

	FY2025 (2024/10-2025/9)		FY2026 Original Forecast (2025/10-2026/9)		Revised Amount	FY2026 Revised Forecast (2025/10-2026/9)	
	Actual	YoY	Forecast	YoY		Forecast	YoY
Net sales	1,336,468	103.1%	1,485,000	111.1%	-	1,485,000	111.1%
Operating profit	145,933	122.5%	170,000	116.5%	4,500	174,500	119.6%
Ordinary profit	139,491	116.0%	160,000	114.7%	5,000	165,000	118.3%
Annual profit attributable to owners of parent	100,670	108.3%	112,000	111.3%	3,500	115,500	114.7%
Annual dividend per Share (yen)	178.00	12.00	188.00	10.00	12.00	200.00	22.00
Total value of share buybacks	24,999	5,121	25,000	0	-	25,000	0

Shareholder Returns

- Upgraded our shareholder return policy from “Dividend payout ratio of 20% or more” to “Total return ratio of 40% or more.”
- Will continue to increase dividends this fiscal year and implement share buybacks and cancellations.

Dividend per Share



Acquisition of Treasury Stock

FY2025 Actuals	Total	Shares (000)	Ratio *1
	About ¥25.0 billion	4,002 shares	3.44%
FY2026 Plan	¥25.0 billion	5,000 shares	4.44%

*1 Ratio to total issued shares (exclude treasury stock)

Cancellation of Treasury Stock

FY2025 Actuals	Shares (000)	Ratio *2
	4,002 shares	3.32%
FY2026 Plan	All shares of treasury stock acquired during FY 2026	

*2 Ratio to total issued shares

Consolidated Business Forecasts (by Segment/ Revised)

(¥ Million)

	FY2025 (2024/10-2025/9)		FY2026 Original Forecast (2025/10-2026/9)		Revised Amount	FY2026 Revised Forecast (2025/10-2026/9)	
	Sales	Operating profit	Sales	Operating profit	Operating profit	Sales	Operating profit
Total	1,336,468	145,933	1,485,000	170,000	4,500	1,485,000	174,500
Single-family home related business	676,371	69,507	741,900	74,000	3,000	741,900	77,000
Condominium business	73,222	8,047	100,000	24,600	500	100,000	25,100
Property resale business	218,630	23,196	235,300	23,500	–	235,300	23,500
Other (including U.S. real estate business)	151,261	15,743	165,700	17,700	–	165,700	17,700
Pressance Corporation	227,316	28,720	245,300	29,500	1,000	245,300	30,500
Adjustments	(10,334)	719	(3,200)	700	–	(3,200)	700

2. FY2026 1Q Consolidated Financial Summary



OPEN HOUSE GROUP

Consolidated Statements of Income (Summary)

■ Achieved Record-high Net Sales, Operating Profit and Ordinary Profit for 1Q

(¥ Million)

	FY2025 1Q (2024/10-2024/12)		FY2026 1Q (2025/10-2025/12)		YoY
	Actual	% of net sales	Actual	% of net sales	
Net sales	316,131	-	329,850	-	104.3%
Operating profit	34,352	10.9%	40,292	12.2%	117.3%
Ordinary profit	34,653	11.0%	39,246	11.9%	113.3%
Profit attributable to owners of parent	22,920	7.3%	27,407	8.3%	119.6%

Performance by Segment (Net Sales / Operating Profit)

- Operating margin in the Single-family home related business improved by 0.2 pts.
- Driven by the Property resale business, consolidated operating margin reached 12.2% (+1.3 pts).

	Net sales				
	FY2025 1Q (2024/10-2024/12)		FY2026 1Q (2025/10-2025/12)		YoY
	Actual	Ratio	Actual	Ratio	
Total	316,131	100.0%	329,850	100.0%	104.3%
Single-family home related business	203,816	64.5%	199,297	60.4%	97.8%
Condominium business	3,615	1.1%	8,265	2.5%	228.6%
Property resale business	30,839	9.8%	50,711	15.4%	164.4%
Others (including U.S. real estate business)	36,561	11.6%	34,572	10.5%	94.6%
Pressance Corporation	42,989	13.6%	37,644	11.4%	87.6%
Adjustments	(1,690)	-	(641)	-	-

	Operating profit (¥ Million)				
	FY2025 1Q (2024/10-2024/12)		FY2026 1Q (2025/10-2025/12)		YoY
	Actual	% of Net sales	Actual	% of Net sales	
	34,352	10.9%	40,292	12.2%	117.3%
	23,201	11.4%	23,040	11.6%	99.3%
	(965)	-	572	6.9%	-
	3,557	11.5%	7,133	14.1%	200.5%
	4,006	11.0%	3,842	11.1%	95.9%
	4,155	9.7%	5,231	13.9%	125.9%
	396	-	471	-	-

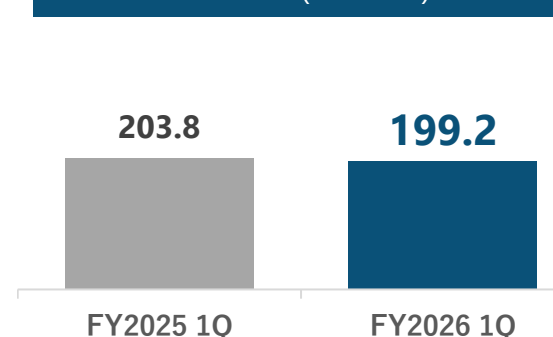
Single-family Home Related Business (Overall)

- Gross profit margin improved by 1.0pt to 18.0%.
- Demand for affordable single-family homes is robust in urban areas.

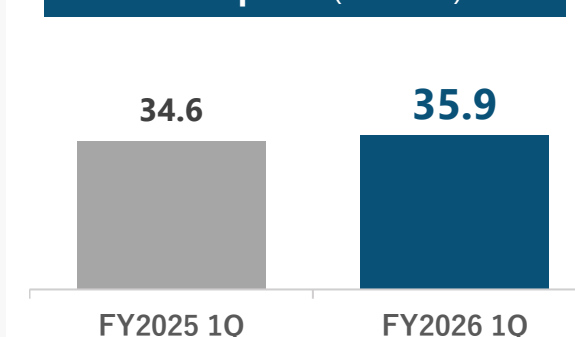
(¥ Million)

	FY2025 1Q (2024/10-2024/12)	FY2026 1Q (2025/10-2025/12)	YoY
Net sales	203,816	199,297	97.8%
Gross profit	34,663	35,924	103.6%
Gross profit margin	17.0%	18.0%	1.0pt
Operating profit	23,201	23,040	99.3%
Operating profit margin	11.4%	11.6%	0.2pt

Net sales (¥ Billion)



Gross profit (¥ Billion)



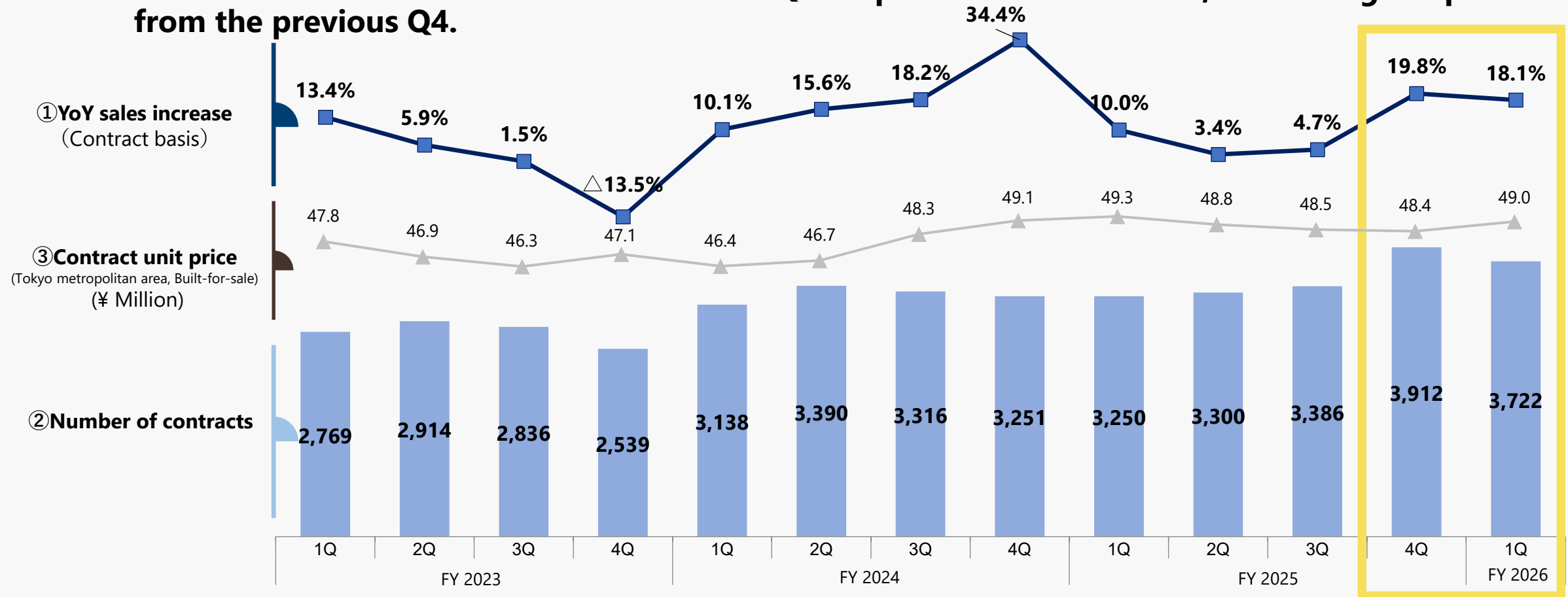
Trends in Average Price of New Condos in the Tokyo Metropolitan Area And Wooden Single-Family Homes



Source: Real Estate Economic Institute "Trends in the Greater Tokyo Condominium Market"
Tokyo Kantei "Average Price of Newly Built (Small-Scale) Single-Family Homes", both on a calendar year basis.

Single-family Home Related Business (Trends in Sales Contracts)

- Strong demand in major urban areas sustains high-volume sales contracts.
- Both number of units sales and net sales in Q1 outperformed YoY results, continuing the positive trend from the previous Q4.



Scope: Open House Development, Hawk One, Meldia (From FY2024 1Q), and EIDAI (From FY2025 3Q)

Target: ①Year on year sales comparison and ②Number of contracts: Subdivisions (built-for-sale + land excluding contract work)

③Contract unit price: Built-for sale homes in the Tokyo metropolitan area only

Single-family Home Related Business (Evolution of Design)



About MELDIA Homes (Video)

<https://meldia.jp/about/#about-movie>



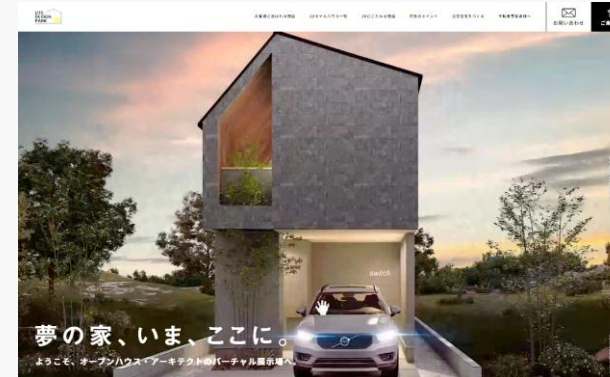
Architectural Examples - Open House Architect

<https://oha.openhouse-group.com/works/>



Room Gallery | MELDIA Homes

<https://meldia.jp/gallery/>



LIFE DESIGN PARK 3D – A new showroom focusing on the "now" of home building.

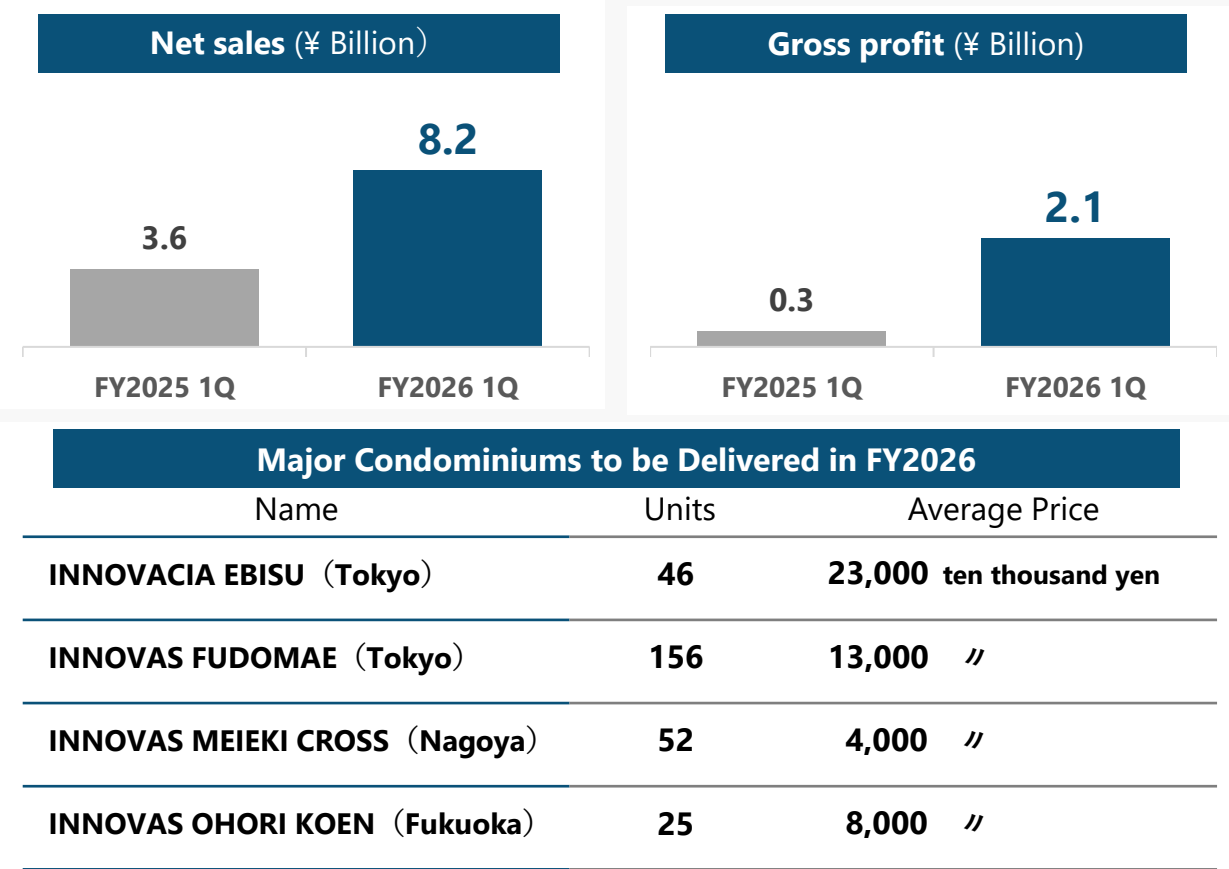
<https://oha.openhouse-group.com/design/vr/>

Condominium Business

- Demand for new condominiums in urban areas remains strong, with sales progressing steadily.
- For FY2026, we project growth in both net sales and profits.

(¥ Million)

	FY2025 1Q (2024/10-2024/12)	FY2026 1Q (2025/10-2025/12)	YoY
Net sales	3,615	8,265	228.6%
Gross profit	376	2,119	563.2%
Gross profit margin	10.4%	25.6%	15.2pt
Operating profit	(965)	572	-
Operating profit margin	-	6.9%	-
Number delivered	66	160	94
Unit price	53.6	50.8	(2.8)



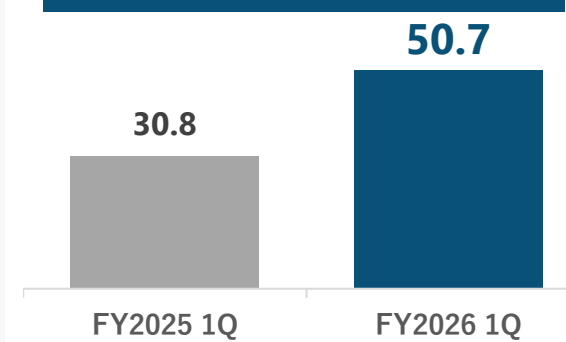
Property Resale Business

- Domestic and international demand for investment properties under ¥1 billion remains strong.

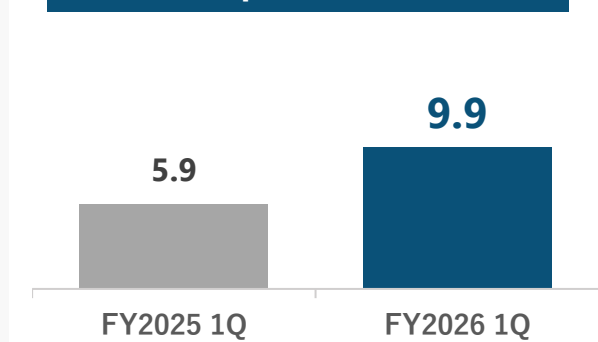
(¥ Million)

	FY2025 1Q (2024/10-2024/12)	FY2026 1Q (2025/10-2025/12)	YoY
Net sales	30,839	50,711	164.4%
Gross profit	5,924	9,919	167.4%
Gross profit margin	19.2%	19.6%	0.3pt
Operating profit	3,557	7,133	200.5%
Operating profit margin	11.5%	14.1%	2.5pt
Number delivered	117	110	(7)
Unit price	259	452	193

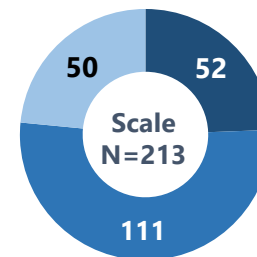
Net sales (¥ Billion)



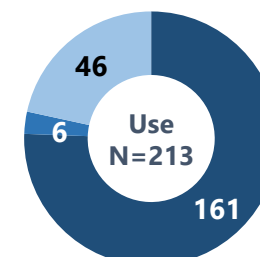
Gross profit (¥ Billion)



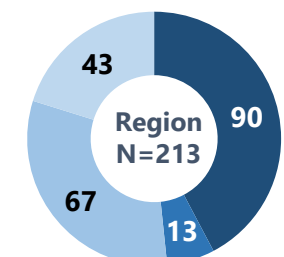
Breakdown of properties owned (Number of properties as of the end of December 2025)



■ ≤ ¥ 100MIL
 ■ > ¥ 100 MIL ≤ ¥ 500 MIL
 ■ > ¥ 500 MIL



■ Condominiums
 ■ Office buildings
 ■ Complex buildings



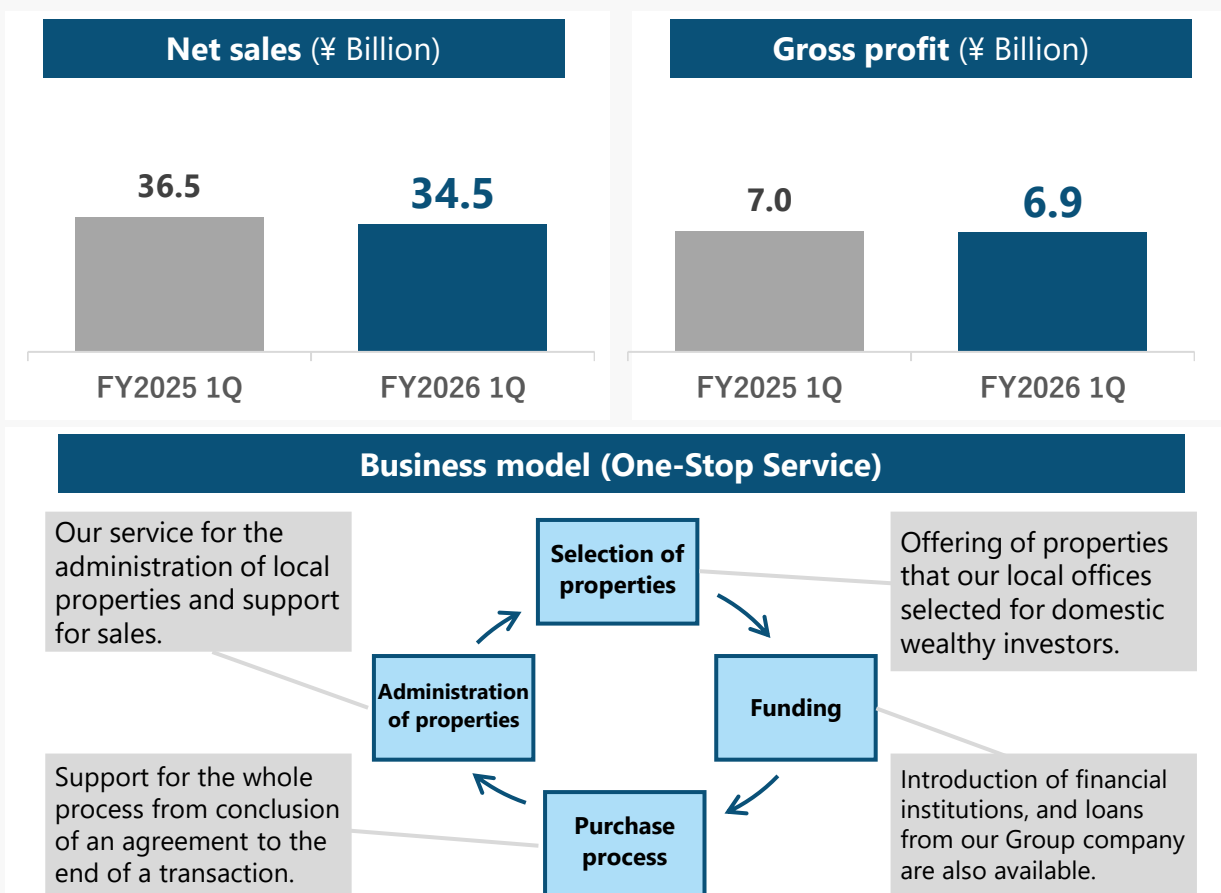
■ Tokyo
 ■ Kanagawa
 ■ Kansai, Chubu
 ■ Other

Other (U.S. Real Estate Business etc.)

- Robust demand from high-net-worth individuals for portfolio diversification into U.S. real estate.
- Property portfolio: 6,200 units; Total AUM surpasses ¥350.0 billion.

	FY2025 1Q (2024/10-2024/12)	FY2026 1Q (2025/10-2025/12)	YoY
Net sales	36,561	34,572	94.6%
Gross profit	7,034	6,931	98.5%
Gross profit margin	19.2%	20.0%	0.8pt
Operating profit	4,006	3,842	95.9%
Operating profit margin	11.0%	11.1%	0.2pt
Number delivered*	346	311	(35)
No. of buildings managed*	5,459	6,277	818

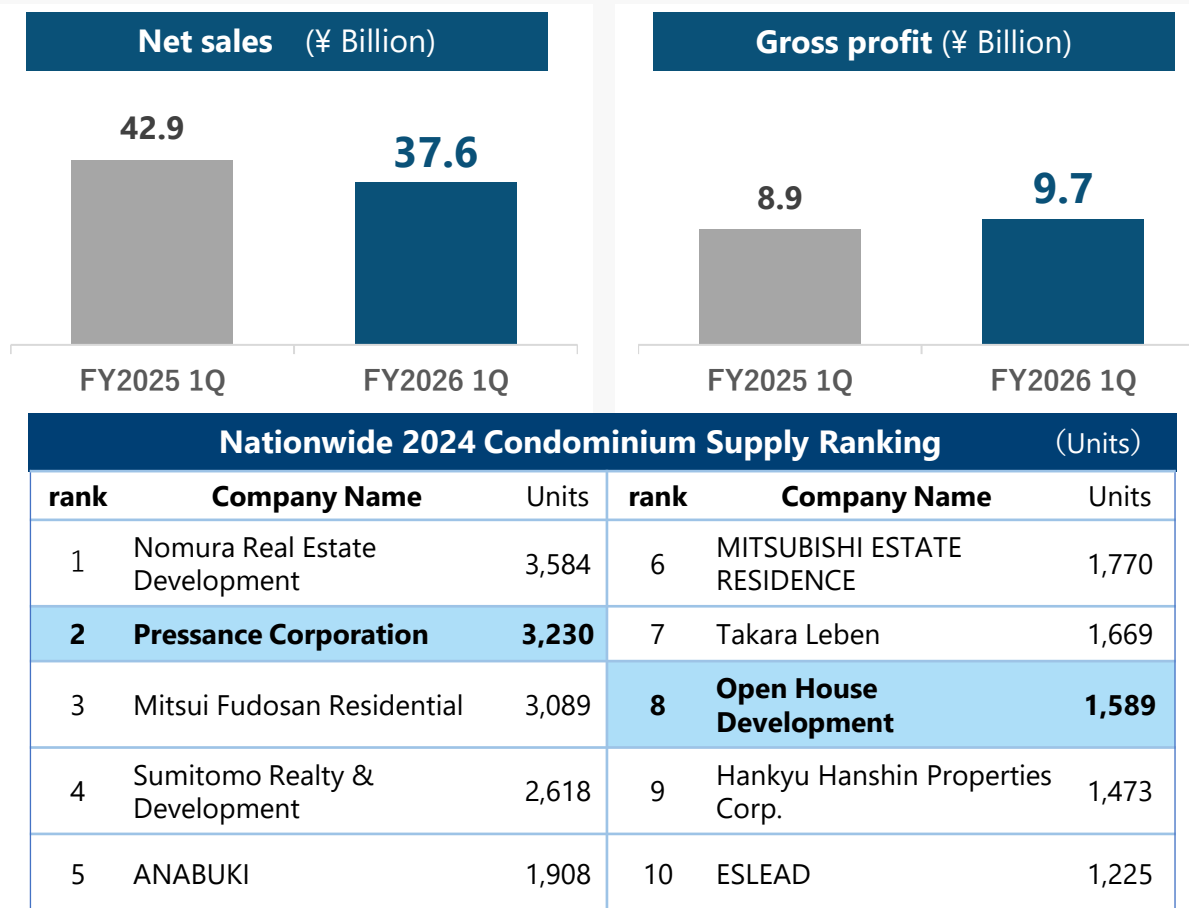
* Figures for U.S. Real Estate Business are shown.



Pressance Corporation

- Condominium sales remain steady in the Kansai region as well.
- Despite the impact of rising construction costs, operating profit increased year-on-year.

	FY2025 1Q (2024/10-2024/12)	FY2026 1Q (2025/10-2025/12)	YoY
(¥ Million)			
Net sales	42,989	37,644	87.6%
Gross profit	8,930	9,716	108.8%
Gross profit margin	20.8%	25.8%	5.0pt
Operating profit	4,155	5,231	125.9%
Operating profit margin	9.7%	13.9%	4.2pt
Delivered by products	948	1,054	106
Studio-type condominiums	786	930	144
Family-type condominiums	162	124	(38)



Source: Real Estate Economic Institute, Number of Units Sold by Seller/Developer

Breakdown of SG&A Expenses, Non-Operating Profit / Expenses

(¥ Million)

SG&A Expenses					
	FY2025 1Q (2024/10-2024/12)		FY2026 1Q (2025/10-2025/12)		Inc. (Dec.)
	Result	% of net sales	Actual	% of net sales	
SG&A expenses	22,679	7.2%	24,459	7.4%	1,780
Personnel expenses	8,560	2.7%	8,719	2.6%	159
Sales commissions	2,216	0.7%	2,671	0.8%	454
Office maintenance cost	2,156	0.7%	2,144	0.7%	(11)
Advertising expenses	1,438	0.5%	2,118	0.6%	*679
Promotion expenses	427	0.1%	460	0.1%	33
Others	7,879	2.5%	8,345	2.5%	466

Non-Operating Income / Expenses					
	FY2025 1Q (2024/10-2024/12)		FY2026 1Q (2025/10-2025/12)		Inc. (Dec.)
	Result	% of net sales	Actual	% of net sales	
Non-Operating income	2,239	0.7%	1,448	0.4%	(791)
Interest income	518	0.2%	693	0.2%	174
Dividend income	32	0.0%	1	0.0%	(30)
Foreign exchange gains	1,065	0.3%	367	0.1%	(698)
Other	622	0.2%	385	0.1%	(236)
Non-operating expenses	1,937	0.6%	2,493	0.8%	556
Interest expenses	1,542	0.5%	2,245	0.7%	703
Commission expenses	164	0.1%	27	0.0%	(136)
Other	231	0.1%	220	0.1%	(10)

* Effective from FY2025 4Q, a review of the allocation method for advertising expenses led to a reclassification of the relevant costs from Cost of Sales to SG&A.

Consolidated Balance Sheet

- Maintained a sound financial position, with an equity ratio of 38.7% and a net D/E ratio of 0.7x.
- Building up inventory to drive future growth.

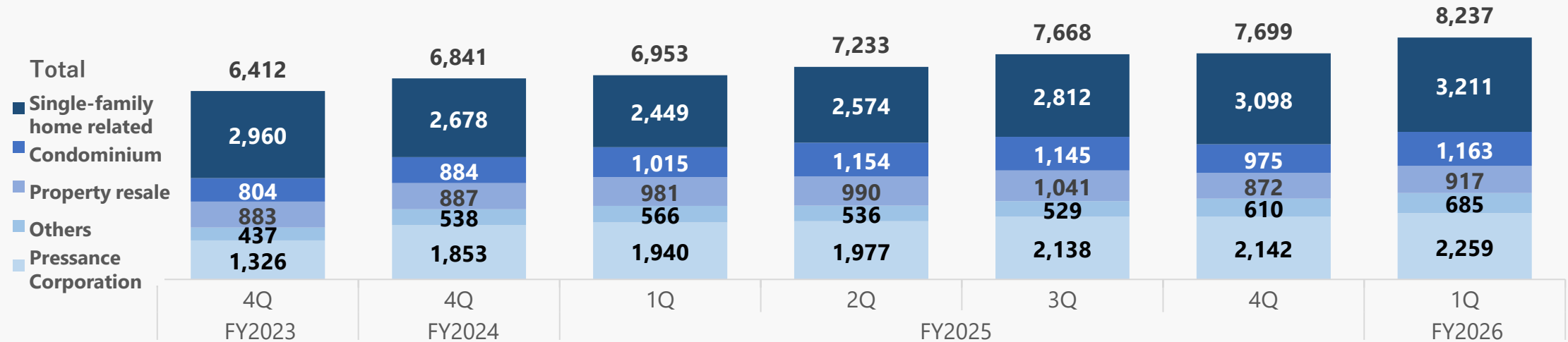
(¥ Million)

Consolidated balance sheet		FY2025	FY2026 1Q	Inc. (Dec.)		FY2025	FY2026 1Q	Inc. (Dec.)
	Current assets	1,312,814	1,334,382	21,568	Liabilities	873,167	878,168	5,000
	Cash and deposits	421,898	373,174	(48,724)	Current liabilities	412,916	405,719	(7,197)
	Inventories	769,996	823,700	53,703	Non-current liabilities	460,250	472,448	12,197
	Others	120,919	137,508	16,588	Net assets	538,834	557,348	18,513
	Non-current assets	99,186	101,133	1,946	Shareholders' equity	523,033	536,347	13,314
	Property, plant and equipment	30,617	30,931	313	Valuation and translation adjustments	15,591	20,804	5,213
	Intangible assets	2,277	2,300	23	Non-controlling interests	209	195	(14)
Safety index	Investments and other assets	66,291	67,901	1,609	Total liabilities and net assets	1,412,001	1,435,516	23,514
	Total asset	1,412,001	1,435,516	23,514				
		FY2025 1Q	FY2026 1Q	Inc. (Dec.)		FY2025	FY2026 1Q	Inc. (Dec.)
	*Interest coverage ratio	22.6	18.3	(4.4)	Equity ratio	38.1%	38.7%	0.6pt
	* Business profit ÷ Financial expenses = (Operating profit + Interest received + Dividend income) ÷ Interest expenses				Net D/E ratio	0.6	0.7	0.1

Inventory Details

	FY2023	FY2024	FY2025	FY2026 1Q	Ratio	(¥ Million) vs. FY2025
Inventory	641,256	684,179	769,996	823,700	100.0%	53,703
Single-family home related	296,015	267,819	309,847	321,119	39.0%	11,271
Condominium	80,443	88,411	97,587	116,316	14.1%	18,729
Property resale	88,326	88,759	87,290	91,769	11.1%	4,479
Other (US real estate business)	43,798	53,887	61,019	68,509	8.3%	7,490
Pressance Corporation	132,672	185,300	214,252	225,985	27.4%	11,732

(¥100 Million)



Note: Change in segment classification

From FY2025, the "Meldia" segment will be abolished and consolidated into the "Single-family homes related," "Property resale," and "Other" segments.

FY2024 will also be prepared according to the new classification method.

3. Business Performance Supplement



OPEN HOUSE GROUP

Consolidated Financial Results Trend

*Following a review of the allocation method for advertising expenses, the relevant portion was reclassified from the Cost of Sales of the Brokerage business (Open House Co., Ltd., not shown in the table below) to the SG&A of OHD and others. As a result, while this led to an increase in both Gross Profit and SG&A for the Single-family Homes Related Business, the operating profit margin for FY2025 was 10.3%.

		*				(¥ Million)		
		1Q	FY2025		4Q	FY2026	FY2025	FY2026
			2Q	3Q		1Q	Actual	Plan
Single-family homes related	Net sales	203,816	159,212	157,816	155,526	199,297	676,371	741,900
	Gross profit	34,663	27,809	26,926	26,592	35,924	115,992	128,300
	Gross Profit margin	17.0%	17.5%	17.1%	17.1%	18.0%	17.1%	17.3%
	Operating Profit	23,201	17,758	15,024	13,522	23,040	69,507	77,000
	Operating Profit margin	11.4%	11.2%	9.5%	8.7%	11.6%	10.3%	10.4%
Open House Development	Net sales	112,793	84,903	84,993	84,867	106,088	367,558	405,000
	Gross profit	19,033	15,670	14,823	12,867	18,950	62,395	69,800
	Gross Profit margin	16.9%	18.5%	17.4%	15.2%	17.9%	17.0%	17.2%
	Number delivered	Built-for-sale houses	1,637	849	876	1,054	4,416	5,019
		Lands *1	1,170	970	988	754	3,882	4,167
		Built-to order houses	304	335	307	324	1,270	1,382
	Unit price	Built-for-sale houses	39.5	41.7	42.8	43.7	41.6	41.7
		Lands *1	40.0	40.1	42.0	43.0	41.1	40.9
Hawk One	Net sales	52,171	41,472	36,988	33,350	48,725	163,982	167,000
	Gross profit	7,948	6,396	6,246	5,432	8,172	26,024	26,400
	Gross Profit margin	15.2%	15.4%	16.9%	16.3%	16.8%	15.9%	15.8%
	Number delivered	Built-for-sale houses	796	617	503	477	2,393	2,244
		Lands	179	187	232	175	773	939
		Built-to order houses	27	88	53	71	239	327
	Unit price Sales	52.4	50.3	49.0	49.3	49.6	50.4	52.3
Meldia *2	Net sales	25,214	18,866	22,500	20,996	33,034	87,577	106,100
	Gross profit	3,666	3,224	3,751	3,178	5,391	13,821	17,000
	Gross Profit margin	14.5%	17.1%	16.7%	15.1%	16.3%	15.8%	16.0%
	Number buildings etc.	505	378	393	405	713	1,681	2,188
Open House Architect	Net sales	16,141	16,136	15,152	21,192	12,807	68,623	81,000
	Gross profit	2,327	2,292	2,116	2,809	1,651	9,545	10,900
	Gross Profit margin	14.4%	14.2%	14.0%	13.3%	12.9%	13.9%	13.5%
	Number delivered	to outside customers	524	604	551	694	2,373	2,610
		to OHD	488	408	377	661	1,934	2,400

*1 For OHD's land sales, the method of aggregating the number of units and unit price has been changed from a contract basis to a lot basis. FY2024 is also prepared using the revised method.

*2 Due to the abolition of the "Meldia" segment in FY2025, the above only shows the single-family homes business portion.

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Consolidated Financial Results Trend

(¥ Million)

			FY2025				FY2026	FY2025	FY2026
			1Q	2Q	3Q	4Q	1Q	Actual	Plan
Condominiums	Net sales		3,615	2,446	12,958	54,202	8,265	73,222	100,000
	Gross profit		376	598	3,478	10,601	2,119	15,055	32,200
	Gross Profit margin		10.4%	24.5%	26.8%	19.6%	25.6%	20.6%	32.2%
	Operating Profit		-965	-842	1,527	8,328	572	8,047	25,100
	Operating Profit margin		-	-	11.8%	15.4%	6.9%	11.0%	25.1%
	Number delivered		66	68	249	1,067	160	1,450	1,435
	Unit price		53.6	34.7	51.6	50.6	50.8	50.1	69.1
Property resales	Net sales		30,839	65,145	46,010	76,634	50,711	218,630	235,300
	Gross profit		5,924	10,197	6,240	11,028	9,919	33,391	35,000
	Gross Profit margin		19.2%	15.7%	13.6%	14.4%	19.6%	15.3%	14.9%
	Operating Profit		3,557	7,388	3,652	8,596	7,133	23,196	23,500
	Operating Profit margin		11.5%	11.3%	7.9%	11.2%	14.1%	10.6%	10.0%
	Number delivered		117	134	136	202	110	589	597
	Unit price		259	474	331	371	452	363	386
U.S. real estate business	Net sales		27,819	23,413	26,361	27,803	24,980	105,398	115,900
	Gross profit		5,662	5,188	5,669	4,193	5,430	20,713	23,300
	Gross Profit margin		20.4%	22.2%	21.5%	15.1%	21.7%	19.7%	20.1%
	Operating Profit		3,338	2,727	3,416	1,755	3,048	11,237	12,300
	Operating Profit margin		12.0%	11.6%	13.0%	6.3%	12.2%	10.7%	10.6%
	Number delivered		346	309	362	394	311	1,411	1,565
	Note: Changed from "Other" segment to standalone reporting of U.S. real estate business								
Pressance Corporation	Net sales		42,989	64,237	43,272	76,816	37,644	227,316	245,300
	Gross profit		8,930	15,367	9,955	16,690	9,716	50,944	55,500
	Gross Profit margin		20.8%	23.9%	23.0%	21.7%	25.8%	22.4%	22.6%
	Operating Profit		4,155	10,023	4,069	10,471	5,231	28,720	30,500
	Operating Profit margin		9.7%	15.6%	9.4%	13.6%	13.9%	12.6%	12.4%
	Number delivered	Studio-type condominiums	786	918	845	1,695	930	4,244	4,400
		Family-type condominiums	162	678	244	541	124	1,625	1,649
		Total	948	1,596	1,089	2,236	1,054	5,869	6,049

4. Three-Year Policy and Management Structure for Financials, Investment, and Shareholder Returns (Sep. 2024 - Sep. 2026)



OPEN HOUSE GROUP

Profit Assumptions and Policies for Three Years (Sep. 2024 – Sep. 2026)

Profit Assumptions

**Cumulative Net Profit
(3-year cumulative total)**

**Upward revision
from initial 250 billion to**

¥ 309 billion

Policies

(1) Financial Policy

Equity Ratio: 35%

Net D/E Ratio: Within 1.0 times

(2) Growth Investment Policy

Total Investment Amount:
(Cumulative for Three Years)

¥500 billion

Actuals as of Dec 31, 2025:
¥285.8 billion

(3) Shareholder Return Policy

■ **Total Shareholder Return Ratio of 40% or more***

**Shareholder return amount (3-year cumulative total)
Upward revision from initial 100 billion to**

¥130 billion

*For more details, please see the release dated March 31, 2025.

https://openhouse-group.co.jp/ir/en/upload_file/m000/20250331_returnpolicy_dividend_treasuryshare_e.pdf

5. Sustainability

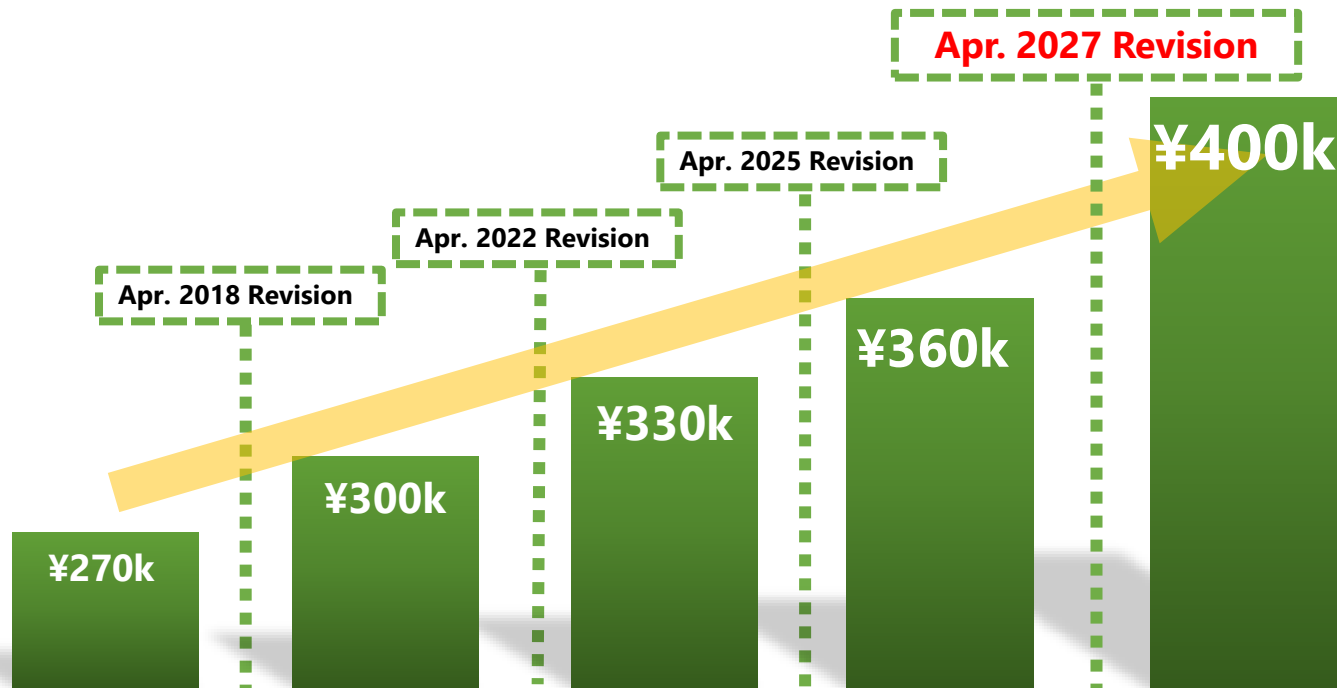


OPEN HOUSE GROUP

Strengthening Talent Acquisition: Increased Starting Salaries

- Starting monthly salary for new sales recruits to be raised to ¥400,000 (Effective April 1, 2027).
- Proactively and stably securing the talent that drives the Group's growth.

Trend in Starting Salaries for New Sales Recruits



< Popular Employee Benefits for Young Employees >

Signing Bonus	¥300,000 provided to new graduates starting to live on their own
Single Employee Dormitories	For new graduates moving into dormitories, initial costs are waived, utilities are fully covered, and rent is free until the end of September
Childbirth Bonus	Upon childbirth by an employee or their partner, the group provides a bonus of ¥200k for the first child, ¥300k for the second, and ¥1,000k for the third and each subsequent child

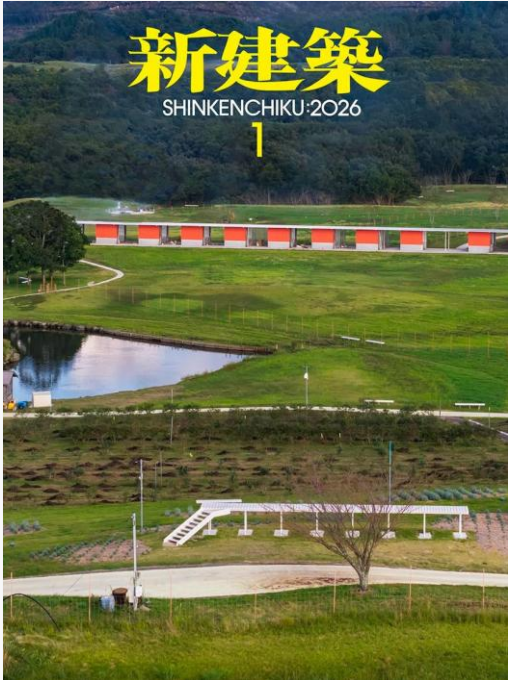
*Terms and conditions apply.

< Work-style Initiatives for Sales Personnel >

Utilization of DX and AI	By specializing administrative tasks and thoroughly utilizing DX and AI, we are driving operational efficiency, including automated sales processes and an annual reduction of approximately 110,000 work hours
Evaluation System	7 times a year personnel evaluation system (Quarterly performance and promotion reviews, semi-annual bonus appraisals, and an annual full-year evaluation)
Clear Evaluation Criteria	Ensuring financial stability through high base salaries while rewarding performance through bonuses and incentives

Regional Co-Creation

- Minakami Hot Spring Resort Revitalization Project featured in *Shinkenchiku**, a Japanese architectural journal.
- Highly acclaimed for revitalizing ruins through building reduction design.



Featured in "*Shinkenchiku*",
January 2026



Site of the former "Ichiyotei Ryokan",
Minakami Hot Spring District



Minakami Hot Spring District,
Gunma Prefecture

In this project, Open House Group, Minakami Town, Gunma Bank, and the University of Tokyo have formed a four-party partnership to revitalize the entire Minakami hot spring district. Its innovative "Reduction & Revitalization" design approach—a move away from traditional "Scrap & Build"—earned high praise from the magazine.

*"Shinkenchiku": Japan's leading architectural magazine, first published in August 1925, by Shinkenchiku-Sha Co., Ltd.

Women's Empowerment

- Our CFO presented the Joint Declaration at the "Tokyo Women's Future Forum 2026."
- Fully supporting career development for female employees and further strengthening initiatives to promote women's advancement.



Tokyo Women's Future Forum 2026 Joint Declaration

女性活躍の輪〜Women in Action〜
東京女性未来フォーラム2026共同宣言



私たちは、経営戦略として
以下の取り組みを進めることを宣言します！

- ◆ 私のトップマネジメントにより組織の文化を変革します。
- ◆ 女性の管理職を育成し、意思決定の場における女性を増やし、より一層多様な声が反映されるようにします。
- ◆ 誰もがチャレンジできる働きやすい職場づくりを行います。

挑戦する女性に、無限の機会を

株式会社オープンハウスグループ 専務取締役CFO 若旅 孝太郎

OPEN HOUSE GROUP

Sports Initiatives

- Newly certified as a "Tokyo Sports Promotion Company" for Reiwa 7 (2025) by the Tokyo Metropolitan Government.
- Junta Kosuda selected as Flag Bearer for the Japan National Team at the Milano Cortina 2026 Winter Paralympics.



The Tokyo Sports Promotion Company Certification is a program that recognizes organizations for promoting sports among employees and contributing to society through sports. We were certified in the "Sports Support Category" in recognition of our initiatives, including the employment of athlete-employees, organizing sports clinics for local children, and broader social contributions through sports.



World Championships Awards Ceremony
(March 2025)

Junta Kosuda, an athlete-employee of our company, has been selected for the Japan national team in two snowboard events (Snowboard Cross and Banked Slalom) at the Milano Cortina 2026 Winter Paralympic Games in March 2026, and was also chosen as the Flag Bearer for the Japan National Team.
Junta Kosuda Official Website : <https://openhouse-group.co.jp/kosuda-junta/>

6. DX (Digital Transformation)



OPEN HOUSE GROUP

Received the "IT Award" for the 3rd Time Overall and 2nd Consecutive Year

- Recognized by the Japan Institute of Information Technology (JIIT) in the "Management & Operational Transformation" category for FY2025.
- Insourcing everything from SE training to system construction and operations, without relying on external IT outsourcing.



Key Characteristics of Our IT Department

- ✓ **Talent:** Focus on business-centric SE development
- ✓ **Environment:** Close collaboration between the front lines and the IT department
- ✓ **Track Record:** Developed and currently operating 300+ proprietary in-house systems

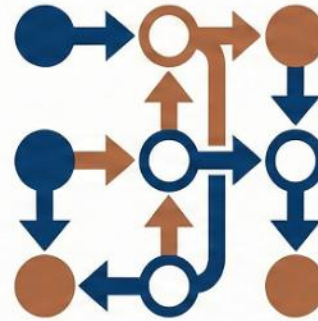
< 2nd Consecutive Year (3rd Time Overall) IT Award Winner >
FY2020: IT Award (Management Category)
FY2024: IT Encouragement Award (Transformation Category)

Strategic Initiatives by Open House Architect ①

- With 5,000 annual construction projects, operations relied heavily on the "experience and intuition" of individual supervisors.



5,000 units
Annual construction volume



Approx. **130** steps
Number of steps per unit

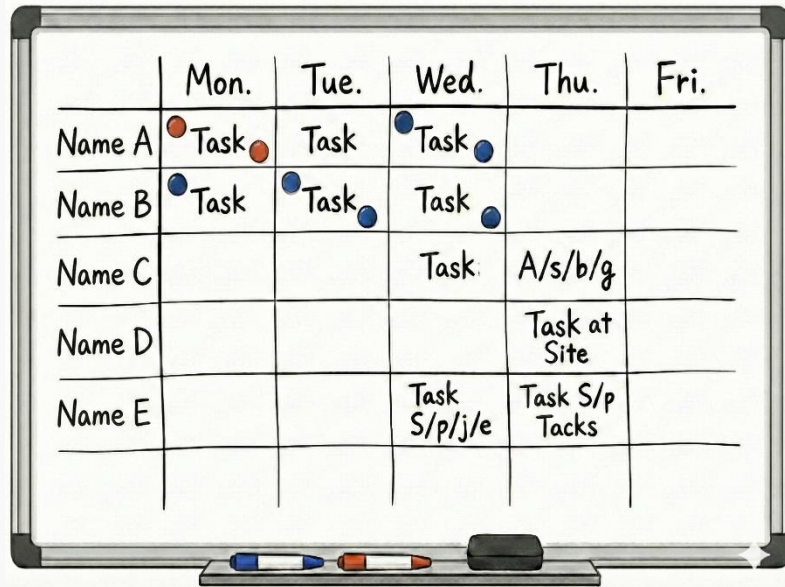


10 units
Caseload per supervisor

Each supervisor had to simultaneously manage a vast number of construction steps across multiple projects, resulting in an extremely high information management burden.

Strategic Initiatives by Open House Architect ②

- Visualizing "Daily TO-Dos" to enable high-precision management, even for less experienced supervisors.
- Digitalizing Task Management: Replacing whiteboards with automated, standardized project workflows.



	Mon.	Tue.	Wed.	Thu.	Fri.
Name A	Task	Task	Task		
Name B	Task	Task	Task		
Name C			Task	A/s/b/g	
Name D				Task at Site	
Name E			Task S/p/j/e	Task S/p Tacks	



Before : Handwritten whiteboards

After : Real-time status monitoring on optimized devices

Strategic Initiatives by Open House Architect ③

- Sharing information to enable all stakeholders to track progress in real time.
- Results: Achieved an 80% cut in rework costs and shortened construction periods by 13%.

Rework costs due to insufficient coordination of construction steps

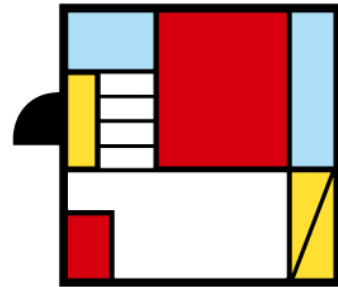
80% reduction

Accelerated information sharing and process optimization

13% shorter construction period

Providing five types of apps and web systems,
designed for maximum usability for on-site workers





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HOUSE
GROUP**

<https://openhouse-group.co.jp/ir/en/>

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