

September 1, 2025

To Whom It May Concern,

Insource Co., Ltd.

Takayuki Funahashi

Representative Director, President and CEO

 (Code number: 6200, Prime Market of the
Tokyo Stock Exchange)

KPI (Key Performance Indicators) Progress Report for August 2025

- No. of On-Site Training conducted (113.2% YoY), No. of DX-related On-Site Training conducted (113.4% YoY)
No. of DX-related Open Seminars attendees (124.5% YoY), No. of "Leaf" active users (124.1% YoY) -

Insource Co., Ltd. today announced KPI (Key Performance Indicators) Progress Report for August 2025.

1. On-Site Training Business

The number of On-Site Training conducted was 1,775 times (113.2% YoY). Of this, the number of training conducted for private sectors increased to 1,016 (105.6% YoY), and those for DX-related was 169 times (113.4% YoY). In August, follow-up training for new graduates and training to improve operations through the use of AI were strong. We are also making proposals and preparations to conduct training in the autumn.

■ Monthly no. of On-Site Training conducted

(Unit: time)

	FY24					
	March	April	May	June	July	August
No. of conducted trainings	1,271	2,905	1,774	2,049	2,413	1,775
(YoY)	(112.9%)	(115.9%)	(119.5%)	(123.9%)	(117.6%)	(113.2%)
Private sector*	975	2,122	1,047	1,298	1,476	1,016
(YoY)	(113.1%)	(113.5%)	(116.7%)	(121.4%)	(115.7%)	(105.6%)
Public sector and government agencies*	296	783	727	751	937	759
(YoY)	(112.1%)	(122.9%)	(123.9%)	(128.4%)	(120.9%)	(125.2%)
DX-related trainings*	110	237	176	185	230	169
(YoY)	(115.8%)	(117.3%)	(134.4%)	(131.2%)	(125.7%)	(113.4%)
Conducted online	225	181	258	328	464	339
(Composition ratio)	(17.7%)	(6.2%)	(14.5%)	(16.0%)	(19.2%)	(19.1%)

* Consolidated subsidiaries are included.

* From January 2025, the method for calculating the number of times DX-related training conducted was changed. In order to disclose accurate year-on-year comparisons, the number of conducted trainings from October 2023 onwards has also been changed.

2. Open Seminars Business

The number of attendees at Open Seminars was 13,196 (105.0% YoY) and the number of attendees for DX-related training was 1,918 (124.5% YoY). In August, the number of attendees at training related to Excel, macro-creation, business documents, and such trainings that contributes to the streamlining of operations increased. The half-day training, which is easy to balance with daily operations, is also in high demand.

■ Monthly no. of attendees at Open Seminars

(Unit: attendee)

	FY24					
	March	April	May	June	July	August
No. of attendees	11,291	16,800	10,361	15,380	16,413	13,196
(YoY)	(112.2%)	(113.0%)	(116.9%)	(126.0%)	(118.9%)	(105.0%)
DX-related trainings*	1,888	2,048	1,321	2,086	2,510	1,918
(YoY)	(144.0%)	(113.2%)	(108.1%)	(117.9%)	(147.6%)	(124.5%)
Conducted online	7,994	5,638	6,355	10,446	10,433	8,349
(Composition ratio)	(70.8%)	(33.6%)	(61.3%)	(67.9%)	(63.6%)	(63.3%)

*Consolidated subsidiaries are included.

3. Client Base

The number of WEBinsource acquisitions in August was 188. The number of new WEBinsource registrations directly contributes to sales growth in Open Seminars. The acquisition of one WEBinsource registration in FY23 had the effect of increasing revenue by 147 thousand yen in the Open Seminars Business.

■ WEBinsource: Total no. of subscribers (organizations)

(Unit: organization)

	FY24					
	March	April	May	June	July	August
No. of new subscribers*	248	195	235	237	238	188
No. of accumulated subscribers	25,701	25,896	26,131	26,368	26,606	26,794
(YoY * No. of new subscribers)	(82.9%)	(79.6%)	(100.4%)	(94.8%)	(90.5%)	(91.3%)
(Progress rate: %)	(52.8%)	(60.9%)	(70.7%)	(80.6%)	(90.5%)	(98.3%)

*Calculation takes place at the end of every month.

4. IT Services Business

The number of paid subscribers for Leaf (HR support system) reached 845 organizations (115.8% YoY) and the number of its active users increased to 4,991,973 (124.1% YoY). The total number of orders delivered for Stress Check Support Service was 4 (FYTD 112.5% YoY). In August, we were strengthening our proposals to private sectors for replacing services currently they use from the next fiscal year onward.

(1) “Leaf (HR support system)”: No. of paid subscribers (organizations), no. of active users, no. of customization (Unit: organization)

	FY24					
	End of Mar.	End of Apr.	End of May	End of Jun.	End of Jul.	End of Aug.
No. of paid subscribers (organizations)	796	818	828	834	834	845
(YoY)	(117.8%)	(118.6%)	(118.6%)	(117.5%)	(115.7%)	(115.8%)
No. of active users	4,442,410	4,490,005	4,539,530	4,585,502	4,827,106	4,991,973
(YoY)	(138.1%)	(121.1%)	(120.9%)	(119.8%)	(122.0%)	(124.1%)
No. of customizations* (since the beginning of FY)	75	83	85	88	100	106
(YoY)	(138.9%)	(110.7%)	(100.0%)	(95.7%)	(99.0%)	(98.1%)

*The number of customizations shows the number of organizations that add their own functions when implementing Leaf.

(2) Stress Check Support Service: No. of orders delivered (organizations)

(Unit: organization)

	FY24					
	March	April	May	June	July	August
No. of orders delivered* (by month)	170	2	5	2	8	4
No. of orders delivered* (since the beginning of FY)	545	547	552	554	562	566
(YoY)	(114.0%)	(113.5%)	(113.6%)	(112.6%)	(113.8%)	(112.5%)

*Note that the actual sales will be recorded after clients' inspection.

*This service has the highest number of deliveries in March every year.

5. e-Learning/video Business

The number of contents sold (outright purchases) was 129 (127.7% YoY), and the number of video production and customization projects was 44 (118.9% YoY). The number of viewers in the video rental plan was 1,905 (104.6% YoY). In August, the number of orders from organizations addressing harassment prevention increased, and particularly video purchases related to customer harassment stood out. In video production and customization projects, orders for high-priced services such as live-action video and animation production are increasing.

■ e-Learning/videos: No. of video contents sold, no. of video productions, no. of rental viewers, no. of STUDIO subscription users (IDs) (Unit: ID) (Unit: Content)

	FY24					
	March	April	May	June	July	August
No. of video contents sold (Outright purchase)* by month (YoY)	911 (120.0%)	104 (52.0%)	125 (130.2%)	99 (62.7%)	143 (105.9%)	129 (127.7%)
No. of video production and customization projects* by month (YoY)	140 (538.5%)	21 (161.5%)	25 (192.3%)	25 (71.4%)	37 (194.7%)	44 (118.9%)
No. of rental viewers* by month (YoY)	2,636 (151.3%)	2,127 (154.7%)	1,370 (87.9%)	2,213 (153.1%)	2,164 (123.3%)	1,905 (104.6%)
STUDIO (e-Learning) users* by month (MoM)	108,716 (+3,424)	109,860 (+1,144)	110,607 (+747)	111,027 (+420)	110,593 (-434)	105,093 (-5,500)

*Calculation takes place at the end of every month.

6. Inquiries

In August, we received 466 inquiries. In FY23, each acquisition of one inquiry had the effect of increasing revenue by 329 thousand yen. We are continuing to make improvements to the website and implement campaign measures in order to meet the monthly target.

■ No. of Inquiries

	FY24					
	March	April	May	June	July	August
No. of inquiries YoY	471 (92.9%)	502 (93.5%)	557 (102.4%)	545 (113.5%)	549 (107.1%)	466 (90.1%)
Since the beginning of FY	3,052	3,554	4,111	4,656	5,205	5,670

*Inquiries refer to those that lead to increased sales, such as business negotiations, visits, proposals, quotations, sending materials, and system demonstrations, which are received via Web inquiry forms, e-mails, and telephone calls. The calculation method has been changed since t1Q FY23.

7. Contents Development

The number of contents developed totaled 30 for training (On-Site Training). With 21 videos and e-Learnings, we achieved our target of 250 videos for the current fiscal year. This month, we developed OJT trainings for management with the aim of strengthening organizational capabilities and training for subordinates to ensure appropriate and strict management while eliminating power harassment risks. We also added a line-up of communication training and developed training to enable diverse members of age and nationality to understand each other's gaps and work together.

■No. of new contents developed

(Unit: titles)

	FY24					
	March	April	May	June	July	August
No. of new contents for On-Site Training	30	30	30	30	30	30
since the beginning of FY	181	211	241	271	301	331
(Progress rate: %)	(50.3%)	(58.6%)	(66.9%)	(75.3%)	(83.6%)	(91.9%)
Of which, no. of Digital skills	13	17	17	11	11	7
since the beginning of FY	53	70	87	98	109	116
No. of new contents for e-Learning	26	24	20	26	26	21
since the beginning of FY	140	164	184	210	236	257
(Progress rate: %)	(56.0%)	(65.6%)	(73.6%)	(84.0%)	(94.4%)	(102.8%)

*Figures above are calculated at the end of each month.

(For reference) KPI (Key Performance Indicators) and Performance Correspondence Chart

Performance	Related KPIs
Monthly performance	<ul style="list-style-type: none"> Number of On-Site Training conducted (Composition ratio of sales in FY23: 47.2%) Number of Attendees at Open Seminars (Same as above: 24.5%) Number of Organizations and Users of Leaf (Same as above: 14.6%)
1 month to 3months	<ul style="list-style-type: none"> Number of inquiries <p>Negotiations, visits, proposals, quotes, sending materials, confirming prices, purchasing or adding Smart Packs, and requests for system demonstrations are all factors in the client's decision to use our services. This is a leading performance indicator for three months from the current month.</p>
In several months to 6 months	<ul style="list-style-type: none"> Number of registered WEBinsource clients <p>WEBinsource is our entry level product for new customers, who have the potential to purchase a variety of our services. The number of new registrations is an indicator of sales activity and a leading performance indicator for SMBs for the next few months to six months.</p>
In 6 months to 2 or 3 years	<ul style="list-style-type: none"> Number of new contents developed <p>An increase in the number of content developments, such as training, e-Learning, and videos, will contribute to long-term growth of the company. It does not realize significant sales immediately, but rather contributes to business performance six months to two or three years afterwards.</p>

Based on our classification of private-sector client segments by the size of their employees, we conduct sales activities.

- Large Enterprise (LE): Large and Second-tier companies (2,000 or more employees)
- Medium Market Business (MM): Medium-sized companies (300-1,999 employees)
- Small Medium Business (SMB): Medium-sized companies and Small and growing companies (Less than 299 employees)

We will keep expanding our businesses in order to adapt to changes in the social environment by offering a wide variety of services such as online training, IT and e-Learning and videos.

◇For Excel data of latest KPI, download from <https://www.insource.co.jp/en/ir/insmthdata.html>

※ Available from September 1, 2025 at 20:00 JST

*Microsoft, Excel, Word, Windows, Teams is a trademark or registered trademark of Microsoft Corporation in the United States and other countries.

The preliminary figures above may differ from the upcoming financial statements. This information is created with the utmost caution, but we do not fully guarantee its accuracy.

【Inquiries】 Insource Co., Ltd. <https://www.insource.co.jp/en/ir/index.html>

Press Contact

Group Corporate Management and Accounting Department
(Mr. Shin Kebukawa & Ms. Satoko Shimoji)

Email: info_ir@insource.co.jp