

June 2, 2025

To Whom It May Concern,

Insource Co., Ltd.

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Representative Director, President and CEO

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

KPI (Key Performance Indicators) Progress Report for May 2025

- No. of On-Site Training conducted (119.5% YoY), No. of DX-related On-Site Training conducted (134.4% YoY)
No. of Open Seminars attendees (116.9% YoY), No. of 'Leaf' active users (120.9% YoY) -

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

1. On-Site Training Business

The number of On-Site Training conducted was 1,774 times (119.5% YoY). Of this, the number of training conducted for private sectors increased to 1,047 (116.7% YoY), and those for DX-related was 176 times (134.4% YoY). In May, sales of level-based training were strong, with particularly notable growth in sales to the mid-career and younger employees.

■ Monthly no. of On-Site Training conducted

(Unit: time)

	FY24					
	December	January	February	March	April	May
No. of trainings conducted	1,812	1,593	1,713	1,271	2,905	1,774
(YoY)	(126.3%)	(133.9%)	(112.4%)	(112.9%)	(115.9%)	(119.5%)
Private sector*	1,198	1,020	1,182	975	2,122	1,047
(YoY)	(124.8%)	(133.5%)	(113.9%)	(113.1%)	(113.5%)	(116.7%)
Public sector and government agencies*	614	573	531	296	783	727
(YoY)	(129.3%)	(134.5%)	(109.3%)	(112.1%)	(122.9%)	(123.9%)
DX-related trainings*	143	137	177	110	237	176
(YoY)	(114.4%)	(108.7%)	(125.5%)	(115.8%)	(117.3%)	(134.4%)
Conducted online	338	341	291	225	181	258
(Composition ratio)	(18.7%)	(21.4%)	(17.0%)	(17.7%)	(6.2%)	(14.5%)

* 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 times training conducted from October 2023 onwards has also been changed.

2. Open Seminars Business

The number of attendees at Open Seminars was 10,361 (116.9% YoY) and the number of attendees for DX-related training was 1,321 (108.1% YoY). In May, the number of attendees for management and subordinate development training increased. Continuing from last year, in May and June, we will implement a special campaign for managers who want to upgrade their skills, and will work to encourage more managerial-level attendees to participate.

■ Monthly no. of attendees at Open Seminars

(Unit: attendee)

	FY24					
	December	January	February	March	April	May
No. of attendees	12,537	9,624	11,064	11,291	16,800	10,361
(YoY)	(119.8%)	(107.7%)	(106.7%)	(112.2%)	(113.0%)	(116.9%)
DX-related trainings*	1,732	1,466	1,639	1,888	2,048	1,321
(YoY)	(114.4%)	(110.4%)	(121.8%)	(144.0%)	(113.2%)	(108.1%)
Conducted online	8,558	6,496	7,557	7,994	5,638	6,355
(Composition ratio)	(68.3%)	(67.5%)	(68.3%)	(70.8%)	(33.6%)	(61.3%)

*Consolidated subsidiaries are included.

3. Client Base

The number of WEBinsource acquisitions in May was 235, having achieved a monthly target of 200. 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					
	December	January	February	March	April	May
No. of new subscribers*	184	209	227	248	195	235
No. of accumulated subscribers	25,017	25,226	25,453	25,701	25,896	26,131
(YoY * No. of new subscribers)	(86.0%)	(90.9%)	(90.8%)	(82.9%)	(79.6%)	(100.4%)
(Progress rate: %)	(24.3%)	(33.0%)	(42.5%)	(52.8%)	(60.9%)	(70.7%)

*Calculation takes place at the end of every month.

4. IT Services Business

The number of paid subscribers for Leaf (HR support system) reached 828 organizations (118.6% YoY) and the number of its active users increased to 4,539,530 (120.9% YoY). The total number of orders delivered for Stress Check Support Service was 2 (FYTD 113.0% YoY). In May, we supported organizations that introduced Leaf in this new fiscal year.

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

(Unit: organization)

	FY24					
	December	January	February	March	April	May
No. of paid subscribers (organizations)	778	788	793	796	818	828
(YoY)	(117.5%)	(118.3%)	(118.4%)	(117.8%)	(118.6%)	(118.6%)
No. of active users	4,342,426	4,387,595	4,408,232	4,442,410	4,490,005	4,539,530
(YoY)	(141.9%)	(142.3%)	(140.8%)	(138.1%)	(121.1%)	(120.9%)
No. of customizations* (since the beginning of FY)	17	20	31	75	83	85
(YoY)	(113.3%)	(111.1%)	(155.0%)	(138.9%)	(110.7%)	(100.0%)

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

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

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

(Unit: organization)

	FY24					
	December	January	February	March	April	May
No. of orders delivered* (by month)	101	101	111	170	2	2
No. of orders delivered* (since the beginning of FY)	163	264	375	545	547	549
(YoY)	(119.0%)	(109.5%)	(110.6%)	(114.0%)	(113.5%)	(113.0%)

*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 125, and the that of video production and customization projects was 25 (192.3% YoY). The number of viewers in the video rental plan was 1,370 (87.9% YoY). In May, sales of videos and e-Learning training related to health management, such as sleep and exercise, increased. We also received orders for fully customized, high-unit-price animation production projects, and are actively making proposals to expand our range of services for the future.

■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					
	December	January	February	March	April	May
No. of video contents sold (Outright purchase)* by month (YoY)	190 (84.4%)	148 (95.5%)	230 (135.3%)	911 (120.0%)	104 (52.0%)	125 (130.2%)
No. of video production and customization projects* by month (YoY)	13 (59.1%)	37 (462.5%)	24 (184.6%)	140 (538.5%)	21 (161.5%)	25 (192.3%)
No. of rental viewers* by month (YoY)	1,514 (127.8%)	936 (129.1%)	1,743 (116.4%)	2,636 (151.3%)	2,127 (154.7%)	1,370 (87.9%)
STUDIO (e-Learning) users* by month (MoM)	108,138 (+321)	105,100 (−3,038)	105,292 (+192)	108,716 (+3,424)	109,860 (+1,144)	110,607 (+747)

*Calculation takes place at the end of every month.

6. Inquiries

In May we received 557 inquiries, having achieved a monthly target of 500. 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					
	December	January	February	March	April	May
No. of inquiries YoY	432 (93.0%)	561 (111.4%)	543 (92.3%)	471 (92.9%)	502 (93.5%)	557 (102.4%)
Since the beginning of FY	1,479	2,040	2,583	3,052	3,554	4,111

*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 the first quarter of FY23.

7. Contents Development

The number of contents developed totaled 30 for training (On-Site Training) and 20 for videos and e-Learning. This month, we developed practical communication series for leaders based on scenarios that could actually occur in the actual workplace, as well as new training such as “Guidance for Those Returning to Work.” We also created 17 training related to DX literacy standards.

■No. of new contents developed

(Unit: titles)

	FY24					
	December	January	February	March	April	May
No. of new contents for On-Site Training	30	30	31	30	30	30
since the beginning of FY	90	120	151	181	211	241
(Progress rate: %)	(25.0%)	(33.3%)	(41.9%)	(50.3%)	(58.6%)	(66.9%)
Of which, no. of Digital skills	6	12	10	13	17	17
since the beginning of FY	18	30	40	53	70	87
No. of new contents for e-Learning	27	23	19	26	24	20
since the beginning of FY	72	95	114	140	164	184
(Progress rate: %)	(28.8%)	(38.0%)	(45.6%)	(56.0%)	(65.6%)	(73.6%)

*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 June 2, 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.

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