

To Whom It May Concern,

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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 November 2025

- No. of On-Site Training conducted (103.4% YoY), No. of DX-related Open Seminars attendees (130.8% YoY)
No. of “Leaf” active users (120.3% YoY), No. of video and customization projects (239.1% YoY) -

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

1. On-Site Training Business

The number of On-Site Training conducted was 2,588 times (103.4% YoY). Of this, the number of trainings conducted for private sectors increased to 1,235 (109.1% YoY), and those for DX-related was 248 times (101.6% YoY). In November, the level-specific training for younger employees and leaders performed well.

■ Monthly no. of On-Site Training conducted

(Unit: time)

	FY24				FY25	
	June	July	August	September	October	November
No. of conducted trainings	2,049	2,413	1,775	2,437	2,721	2,588
(YoY)	(123.9%)	(117.6%)	(113.2%)	(126.6%)	(112.9%)	(103.4%)
Private sector*	1,298	1,476	1,016	1,540	1,255	1,235
(YoY)	(121.4%)	(115.7%)	(105.6%)	(127.7%)	(112.7%)	(109.1%)
Public sector and government agencies*	751	937	759	897	1,034	881
(YoY)	(128.4%)	(120.9%)	(125.2%)	(124.8%)	(124.0%)	(103.5%)
DX-related trainings*	185	230	169	204	227	248
(YoY)	(131.2%)	(125.7%)	(113.4%)	(125.9%)	(106.1%)	(101.6%)
Conducted online	328	464	339	427	432	472
(Composition ratio)	(16.0%)	(19.2%)	(19.1%)	(17.5%)	(15.9%)	(18.2%)

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

2. Open Seminars Business

The number of attendees at Open Seminars was 13,495 (95.5% YoY) and the number of attendees for DX-related training was 2,013 (130.8% YoY). In November, as a new product, AIO/LLMO related training was held for the first time, and we have been strengthening the number of DX training. We will continue to expand new training and strengthen sales promotions, which will lead to improved attendee numbers.

■ Monthly no. of attendees at Open Seminars

(Unit: attendee)

	FY24				FY25	
	June	July	August	September	October	November
No. of attendees	15,380	16,413	13,196	14,922	14,016	13,495
(YoY)	(126.0%)	(118.9%)	(105.0%)	(115.3%)	(103.0%)	(95.5%)
DX-related trainings*	2,086	2,510	1,918	2,031	1,904	2,013
(YoY)	(117.9%)	(147.6%)	(124.5%)	(141.8%)	(134.2%)	(130.8%)
Conducted online	10,446	10,433	8,349	9,162	7,718	7,946
(Composition ratio)	(67.9%)	(63.6%)	(63.3%)	(61.4%)	(55.1%)	(58.9%)

*Consolidated subsidiaries are included.

3. Client Base

The number of WEBinsource acquisitions in November was 175. The number of new WEBinsource registrations directly contributes to sales growth in Open Seminars. The acquisition of one WEBinsource registration in FY24 had the effect of increasing revenue by 192 thousand yen in the Open Seminars Business.

■ WEBinsource: Total no. of subscribers (organizations)

(Unit: organization)

	FY24				FY25	
	June	July	August	September	October	November
No. of new subscribers*	237	238	188	199	201	175
No. of accumulated subscribers	26,368	26,606	26,794	26,993	27,194	27,369
(YoY * No. of new subscribers)	(94.8%)	(90.5%)	(91.3%)	(103.1%)	(99.0%)	(89.3%)
(Progress rate: %)	(80.6%)	(90.5%)	(98.3%)	(106.6%)	(8.4%)	(15.7%)

*Calculation takes place at the end of every month.

4. IT Services Business

The number of paid subscribers for Leaf (HR support system) reached 869 organizations (113.4% YoY) and the number of its active users increased to 5,150,908 (120.3% YoY). The total number of orders delivered for Stress Check Support Service was 43. In November, we implemented AI functions and developed optional functions.

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

(Unit: organization)

	FY24				FY25	
	End of Jun.	End of Jul.	End of Aug.	End of Sep.	End of Oct.	End of Nov.
No. of paid subscribers (organizations)	834	834	845	860	865	869
(YoY)	(117.5%)	(115.7%)	(115.8%)	(116.1%)	(114.6%)	(113.4%)
No. of active users	4,585,502	4,827,106	4,991,973	5,018,374	5,137,677	5,150,908
(YoY)	(119.8%)	(122.0%)	(124.1%)	(123.3%)	(122.2%)	(120.3%)
No. of customizations* (since the beginning of FY)	88	100	106	133	2	8
(YoY)	(95.7%)	(99.0%)	(98.1%)	(100.0%)	(40.0%)	(72.7%)

*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				FY25	
	June	July	August	September	October	November
No. of orders delivered* (by month)	2	8	4	69	20	43
No. of orders delivered* (since the beginning of FY)	554	562	566	708	20	63
(YoY)	(112.6%)	(113.8%)	(112.5%)	(122.1%)	(83.3%)	(101.6%)

*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 154 (83.7% YoY), and the number of video production and customization projects was 55 (239.1% YoY). The number of viewers in the video rental plan was 1,776 (139.2% YoY). Orders for video simple customization of training materials “Easy Orders” continued to rise. We added case studies to video content related to harassment and diversity, and changed the name of the position in line with client’s organization. Our flexible approach to customization were well received.

■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				FY25	
	June	July	August	September	October	November
No. of video contents sold (Outright purchase)* by month (YoY)	99 (62.7%)	143 (105.9%)	129 (127.7%)	273 (140.0%)	166 (105.7%)	154 (83.7%)
No. of video production and customization projects* by month (YoY)	25 (71.4%)	37 (194.7%)	44 (118.9%)	39 (169.6%)	45 (642.9%)	55 (239.1%)
No. of rental viewers* by month (YoY)	2,213 (153.1%)	2,164 (123.3%)	1,905 (104.6%)	2,075 (143.3%)	1,970 (147.3%)	1,776 (139.2%)
STUDIO (e-Learning) users* by month (MoM)	111,027 (+420)	110,593 (-434)	105,093 (-5,500)	111,133 (+6,040)	111,347 (+214)	111,682 (+335)

*Calculation takes place at the end of every month.

6. Inquiries

In November, we received 438 inquiries. In FY24, each acquisition of one inquiry had the effect of increasing revenue by 364 thousand yen. We are continuing to make improvements to the website and implement campaign measures.

■No. of Inquiries

	FY24				FY25	
	June	July	August	September	October	November
No. of inquiries YoY	544 (113.3%)	548 (107.0%)	466 (90.1%)	519 (114.1%)	545 (100.2%)	438 (87.1%)
Since the beginning of FY	4,653	5,201	5,667	6,186	545	983

*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 1Q FY23.

7. Contents Development

The number of contents developed totaled 30 for training (On-Site Training). 20 videos and e-Learnings were also released. As for training, we developed a multi-day program that combines structured lectures with practical workshops, enabling attendees to systematically acquire and apply the complex skill sets required of top talent and senior executives. Regarding video and e-Learning, we developed a DX promotion training using Generative AI for government /public administrations.

■No. of new contents developed

(Unit: titles)

	FY24				FY25	
	June	July	August	September	October	November
No. of new contents for On-Site Training	30	30	30	30	30	30
since the beginning of FY	271	301	331	361	30	60
(Progress rate: %)	(75.3%)	(83.6%)	(91.9%)	(100.3%)	(8.3%)	(16.7%)
Of which, no. of Digital skills	11	11	7	6	8	8
since the beginning of FY	98	109	116	122	8	16
No. of new contents for e-Learning	26	26	21	19	20	20
since the beginning of FY	210	236	257	276	20	40
(Progress rate: %)	(84.0%)	(94.4%)	(102.8%)	(110.4%)	(8.0%)	(16.0%)

*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 FY24: 47.7%) Number of Attendees at Open Seminars (Same as above: 24.7%) Number of Organizations and Users of Leaf (Same as above: 13.3%)
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 December 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.

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