

To Whom It May Concern,

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Insource Co., Ltd.

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

KPI (Key Performance Indicators) Progress Report for December 2025

- No. of On-Site Training conducted (105.2% YoY), No. of DX-related Open Seminars attendees (132.9% YoY)
- No. of “Leaf” active users (119.9% YoY), No. of video and customization projects (669.2% YoY) -

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

1. On-Site Training Business

The number of On-Site Training conducted was 1,906 times (105.2% YoY). Of this, the number of trainings conducted for private sectors increased to 1,299 (108.4% YoY), and those for DX-related was 204 times (142.7% YoY). In December, our level-specific training, which forms the foundation of our sales, particularly for mid-level to management-level employees, performed well. The genre of business improvement by generative AI continues to grow.

■Monthly no. of On-Site Training conducted

(Unit: time)

	FY24			FY25		
	July	August	September	October	November	December
No. of conducted trainings (YoY)	2,413 (117.6%)	1,775 (113.2%)	2,437 (126.6%)	2,721 (112.9%)	2,588 (103.4%)	1,906 (105.2%)
Private sector* (YoY)	1,476 (115.7%)	1,016 (105.6%)	1,540 (127.7%)	1,621 (106.7%)	1,635 (103.9%)	1,299 (108.4%)
Public sector and government agencies* (YoY)	937 (120.9%)	759 (125.2%)	897 (124.8%)	1,100 (123.5%)	953 (102.6%)	607 (98.9%)
DX-related trainings* (YoY)	230 (125.7%)	169 (113.4%)	204 (125.9%)	227 (106.1%)	248 (101.6%)	204 (142.7%)
Conducted online (Composition ratio)	464 (19.2%)	339 (19.1%)	427 (17.5%)	432 (15.9%)	472 (18.2%)	411 (21.6%)

* 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 13,066 (104.2% YoY) and the number of attendees for DX-related training was 2,301 (132.9% YoY). In December, 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 increased attendee numbers.

■ Monthly no. of attendees at Open Seminars

(Unit: attendee)

	FY24			FY25		
	July	August	September	October	November	December
No. of attendees (YoY)	16,413 (118.9%)	13,196 (105.0%)	14,922 (115.3%)	14,016 (103.0%)	13,495 (95.5%)	13,066 (104.2%)
DX-related trainings* (YoY)	2,510 (147.6%)	1,918 (124.5%)	2,031 (141.8%)	1,904 (134.2%)	2,013 (130.8%)	2,301 (132.9%)
Conducted online (Composition ratio)	10,433 (63.6%)	8,349 (63.3%)	9,162 (61.4%)	7,718 (55.1%)	7,946 (58.9%)	8,425 (64.5%)

*Consolidated subsidiaries are included.

3. Client Base

The number of WEBinsource acquisitions in December was 258. 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		
	July	August	September	October	November	December
No. of new subscribers*	238	188	199	201	175	258
No. of accumulated subscribers (YoY * No. of new subscribers)	26,606 (90.5%)	26,794 (91.3%)	26,993 (103.1%)	27,194 (99.0%)	27,369 (89.3%)	27,627 (140.2%)
(Progress rate: %)	(90.5%)	(98.3%)	(106.6%)	(8.4%)	(15.7%)	(26.4%)

*Calculation takes place at the end of every month.

4. IT Services Business

The number of paid subscribers for Leaf (HR support system) reached 873 organizations (112.2% YoY) and the number of its active users increased to 5,206,421 (119.9% YoY). The total number of orders delivered for Stress Check Support Service was 90. In December, we enhanced functionality of “Leaf lightning” to integrate with evaluation sheet features and various questionnaires.

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

(Unit: organization)

	FY24			FY25		
	End of Jul.	End of Aug.	End of Sep.	End of Oct.	End of Nov.	End of Dec.
No. of paid subscribers (organizations)	834	845	860	865	869	873
(YoY)	(115.7%)	(115.8%)	(116.1%)	(114.6%)	(113.4%)	(112.2%)
No. of active users	4,827,106	4,991,973	5,018,374	5,137,677	5,150,908	5,206,421
(YoY)	(122.0%)	(124.1%)	(123.3%)	(122.2%)	(120.3%)	(119.9%)
No. of customizations* (since the beginning of FY)	100	106	133	2	8	17
(YoY)	(99.0%)	(98.1%)	(100.0%)	(40.0%)	(72.7%)	(100.0%)

*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		
	July	August	September	October	November	December
No. of orders delivered* (by month)	8	4	69	20	37	90
No. of orders delivered* (since the beginning of FY)	562	566	708	20	57	147
(YoY)	(113.8%)	(112.5%)	(122.1%)	(83.3%)	(91.9%)	(90.2%)

*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 188 (98.9% YoY), and the number of video production and customization projects was 87 (669.2% YoY). The number of viewers in the video rental plan was 2,753 (181.8% YoY). December saw an increase in customized production projects as the year-end had approached. We provided a variety of solutions, including “Re-design Services” for creating bid documents for government agencies and manuals and system materials for various departments of private companies. Topics such as harassment and diversity response were highlighted.

■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		
	July	August	September	October	November	December
No. of video contents sold (Outright purchase)* by month (YoY)	143 (105.9%)	129 (127.7%)	273 (140.0%)	166 (105.7%)	154 (83.7%)	188 (98.9%)
No. of video production and customization projects* by month (YoY)	37 (194.7%)	44 (118.9%)	39 (169.6%)	45 (642.9%)	55 (239.1%)	87 (669.2%)
No. of rental viewers* by month (YoY)	2,164 (123.3%)	1,905 (104.6%)	2,075 (143.3%)	1,970 (147.3%)	1,776 (139.2%)	2,753 (181.8%)
STUDIO (e-Learning) users* by month (MoM)	110,593 (-434)	105,093 (-5,500)	111,133 (+6,040)	111,347 (+214)	111,682 (+335)	111,633 (-49)

*Calculation takes place at the end of every month.

6. Inquiries

In November, we received 526 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		
	July	August	September	October	November	December
No. of inquiries YoY Since the beginning of FY	548 (107.0%) 5,201	466 (90.1%) 5,667	519 (114.1%) 6,186	545 (100.2%) 545	438 (87.1%) 983	526 (122.0%) 1,509

*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). 19 videos and e-Learnings were also released. As for training, we developed programs for nurturing DX leaders and improving questioning skills in the AI era. In videos and e-Learning, we developed six pieces with essential worker content.

■No. of new contents developed

(Unit: titles)

	FY24			FY25		
	July	August	September	October	November	December
No. of new contents for On-Site Training	30	30	30	30	30	30
since the beginning of FY	301	331	361	30	60	90
(Progress rate: %)	(83.6%)	(91.9%)	(100.3%)	(8.3%)	(16.7%)	(25.0%)
Of which, no. of Digital skills	11	7	6	8	8	8
since the beginning of FY	109	116	122	8	16	24
No. of new contents for e-Learning	26	21	19	20	20	19
since the beginning of FY	236	257	276	20	40	59
(Progress rate: %)	(94.4%)	(102.8%)	(110.4%)	(8.0%)	(16.0%)	(23.6%)

*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 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 January 5, 2026 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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