

March 2, 2026

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 February 2026

- No. of On-Site Training conducted (106.2% YoY), No. of Open Seminars attendees (108.3% YoY)

No. of DX-related Open Seminars attendees (149.8% YoY), No. of “Leaf” active users (119.6% YoY)

Insource Co., Ltd. today announced KPI (Key Performance Indicators) Progress Report for February 2026.

1. On-Site Training Business

The number of On-Site Training conducted was 1,819 times (106.2% YoY). Of this, the number of trainings conducted for private sectors increased to 1,281 (108.4% YoY), and those for DX-related was 201 times (113.6% YoY). In February, themes such as personnel evaluation for managers and OJT training performed well. In the generative AI field, which continues to expand steadily, integrated themes combining business skills and mindset training for the generative AI era have become new growth drivers.

■ Monthly no. of On-Site Training conducted

(Unit: time)

	FY24	FY25				
	September	October	November	December	January	February
No. of conducted trainings	2,437	2,721	2,588	1,906	1,501	1,819
(YoY)	(126.6%)	(112.9%)	(103.4%)	(105.2%)	(94.2%)	(106.2%)
Private sector*	1,540	1,621	1,635	1,299	1,002	1,281
(YoY)	(127.7%)	(106.7%)	(103.9%)	(108.4%)	(98.2%)	(108.4%)
Public sector and government agencies*	897	1,100	953	607	449	538
(YoY)	(124.8%)	(123.5%)	(102.6%)	(98.9%)	(87.7%)	(101.3%)
DX-related trainings*	204	227	248	204	173	201
(YoY)	(125.9%)	(106.1%)	(101.6%)	(142.7%)	(126.3%)	(113.6%)
Conducted online	427	432	472	411	313	321
(Composition ratio)	(17.5%)	(15.9%)	(18.2%)	(21.6%)	(20.9%)	(17.6%)

* Consolidated subsidiaries are included.

2. Open Seminars Business

The number of attendees at Open Seminars was 11,982 (108.3% YoY) and the number of attendees for DX-related training was 2,456 (149.8% YoY). With the aim of further expanding the number of attendees, while we are working on enhancing new training program, also building a website that is easier for clients to use. In February, we created “Lineup/How to Choose” web pages for all themes and job levels, not only improving convenience for existing clients, also providing easy-to-understand information for first-time clients. We will work to acquire new attendees and maximize training opportunities.

■Monthly no. of attendees at Open Seminars

(Unit: attendee)

	FY24	FY25				
	September	October	November	December	January	February
No. of attendees	14,922	14,016	13,495	13,066	10,701	11,982
(YoY)	(115.3%)	(103.0%)	(95.5%)	(104.2%)	(111.2%)	(108.3%)
DX-related trainings*	2,031	1,904	2,013	2,301	1,849	2,456
(YoY)	(141.8%)	(134.2%)	(130.8%)	(132.9%)	(126.1%)	(149.8%)
Conducted online	9,162	7,718	7,946	8,425	6,723	7,723
(Composition ratio)	(61.4%)	(55.1%)	(58.9%)	(64.5%)	(62.8%)	(64.5%)

*Consolidated subsidiaries are included.

3. Client Base

The number of WEBinsource acquisitions in February was 265, 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 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				
	September	October	November	December	January	February
No. of new subscribers*	199	201	175	258	224	265
No. of accumulated subscribers	26,993	27,194	27,369	27,627	27,851	28,116
(YoY * No. of new subscribers)	(103.1%)	(99.0%)	(89.3%)	(140.2%)	(107.2%)	(116.7%)
(Progress rate: %)	(106.6%)	(8.4%)	(15.7%)	(26.4%)	(35.8%)	(46.8%)

*Calculation takes place at the end of every month.

4. IT Services Business

The number of paid subscribers for Leaf (HR support system) reached 882 organizations (111.2% YoY) and the number of its active users increased to 5,270,800 (119.6% YoY). The total number of orders delivered for Stress Check Support Service was 103. In February, we added Generative AI to “Leaf,” advancing its evolution as an “AI platform that supports the entire human resource development process.”

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

	FY24	FY25				
	End of Sep.	End of Oct.	End of Nov.	End of Dec.	End of Jan.	End of Feb.
No. of paid subscribers (organizations)	860	865	869	873	877	882
(YoY)	(116.1%)	(114.6%)	(113.4%)	(112.2%)	(111.3%)	(111.2%)
No. of active users	5,018,374	5,137,677	5,150,908	5,206,421	5,239,292	5,270,800
(YoY)	(123.3%)	(122.2%)	(120.3%)	(119.9%)	(119.4%)	(119.6%)
No. of customizations* (since the beginning of FY)	133	2	8	17	23	35
(YoY)	(100.0%)	(40.0%)	(72.7%)	(100.0%)	(115.0%)	(112.9%)

*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				
	September	October	November	December	January	February
No. of orders delivered* (by month)	69	20	37	132	105	103
No. of orders delivered* (since the beginning of FY)	708	20	57	189	294	397
(YoY)	(122.1%)	(83.3%)	(91.9%)	(116.0%)	(111.4%)	(105.9%)

*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 274 (119.1% YoY), and the number of video production and customization projects was 27 (112.5% YoY). The number of viewers in the video rental plan was 2,666 (153.0% YoY). In February, driven by budget utilization demand, bulk purchase deals accompanied by outright purchase plans and simple customization “Easy Orders” performed well. In terms of themes, in addition to standard risk management topics, we received applications from a wide range of job levels, including the Triple Thinking and presentation training for younger employees.

■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				
	September	October	November	December	January	February
No. of video contents sold (Outright purchase)* by month (YoY)	273 (140.0%)	166 (105.7%)	154 (83.7%)	188 (98.9%)	211 (142.6%)	274 (119.1%)
No. of video production and customization projects* by month (YoY)	39 (169.6%)	45 (642.9%)	55 (239.1%)	87 (669.2%)	45 (121.6%)	27 (112.5%)
No. of rental viewers* by month (YoY)	2,075 (143.3%)	1,970 (147.3%)	1,776 (139.2%)	2,753 (181.8%)	1,635 (174.7%)	2,666 (153.0%)
STUDIO (e-Learning) users* by month (MoM)	111,133 (+6,040)	111,347 (+214)	111,682 (+335)	111,633 (-49)	105,435 (-6,198)	112,701 (+7,266)

*Calculation takes place at the end of every month.

6. Proposed Amount

The proposed amount is 3,749 million yen. With an annual target of 50 billion yen, we will continue our sales activities.

■Proposed Amount (unit: million yen)

	FY25		
	1Q	January	February
Proposed amount (Target progress rate) Since the beginning of FY	8,019 (16.0%) 8,019	3,078 (22.2%) 11,097	3,749 (29.7%) 14,846

*Currently disclosed proposed amounts do not include some products, such as “Leaf.”

7. Inquiries

In February, we received 570 inquiries, having achieved a monthly target of 500. In FY24, each acquisition of one inquiry had the effect of increasing revenue by 364 thousand yen. In February, we added “Referred to by generative AI” to the “Reason for Inquiry” field in the inquiry form that clients fill out. We will continue to implement LLMO countermeasures through website improvements and direct marketing initiatives.

■No. of Inquiries

	FY24	FY25				
	September	October	November	December	January	February
No. of inquiries	519	545	438	526	539	570
YoY	(114.1%)	(100.2%)	(87.1%)	(122.0%)	(96.3%)	(105.4%)
Since the beginning of FY	6,186	545	983	1,509	2,048	2,618

*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.

8. Contents Development

The number of contents developed totaled 30 for training (On-Site Training). 20 videos and e-Learnings were also released. This month, we focused on developing skills training to achieve results in the modern era where Generative AI has become widespread. To fully utilize Generative AI, not only digital literacy but also business literacy is essential - the ability to determine what instructions to give and how to select and filter the output results. To enhance the quality of Generative AI utilization and boost the performance of individuals and organizations, we developed four business skills training programs adapted to the era in which generative AI is widely adopted.

■No. of new contents developed

(Unit: titles)

	FY24	FY25				
	September	October	November	December	January	February
No. of new contents for On-Site Training	30	30	30	30	30	30
since the beginning of FY	361	30	60	90	120	150
(Progress rate: %)	(100.3%)	(8.3%)	(16.7%)	(25.0%)	(33.3%)	(41.7%)
Of which, no. of Digital skills	6	8	8	8	2	6
since the beginning of FY	122	8	16	24	26	32
No. of new contents for e-Learning	19	20	20	19	19	20
since the beginning of FY	276	20	40	59	78	98
(Progress rate: %)	(110.4%)	(8.0%)	(16.0%)	(23.6%)	(31.2%)	(39.2%)

*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"> Proposed amount <p>The proposed amount serves as an indicator of sales activity to generate future revenue and a leading performance indicator for three to six months or more ahead.</p> <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 March 2, 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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