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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 March 2026

- No. of On-Site Training conducted (97.2% YoY), No. of Open Seminars attendees (116.6% YoY)

No. of DX-related Open Seminars attendees (116.2% YoY), No. of “Leaf” active users (119.6% YoY)

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

#### 1. On-Site Training Business

The number of On-Site Training conducted was 1,235 times (97.2% YoY). Of this, the number of trainings conducted for private sectors increased to 947 (97.1% YoY), and those for DX-related was 107 times (97.3% YoY). In March, demand for personnel evaluation-related training increased as the fiscal year-end approached. Additionally, training themes such as business utilization of Generative AI and operational efficiency improvement continued to perform well.

#### ■ Monthly no. of On-Site Training conducted

(Unit: time)

	FY25					
	October	November	December	January	February	March
No. of conducted trainings	2,721	2,588	1,906	1,501	1,819	1,235
(YoY)	(112.9%)	(103.4%)	(105.2%)	(94.2%)	(106.2%)	(97.2%)
Private sector*	1,621	1,635	1,299	1,002	1,281	947
(YoY)	(106.7%)	(103.9%)	(108.4%)	(98.2%)	(108.4%)	(97.1%)
Public sector and government agencies*	1,100	953	607	499	538	288
(YoY)	(123.5%)	(102.6%)	(98.9%)	(87.1%)	(101.3%)	(97.3%)
DX-related trainings*	227	248	204	173	201	107
(YoY)	(106.1%)	(101.6%)	(142.7%)	(126.3%)	(113.6%)	(97.3%)
Conducted online	432	472	411	313	321	210
(Composition ratio)	(15.9%)	(18.2%)	(21.6%)	(20.9%)	(17.6%)	(17.0%)

\* Consolidated subsidiaries are included.

## 2. Open Seminars Business

The number of attendees at Open Seminars was 13,165 (116.6% YoY) and the number of attendees for DX related training was 2,193 (116.2% YoY). Amid organizational changes at the fiscal year-end, we are seeing an increase in applications, mainly for evaluator training, business manners training for mid-career hires and employees changing to new roles, as well as harassment prevention training for managers. Also, the “Guaranteed Seminar” service, which began in December 2025, became established as a service offering. Going forward, we will continue to expand the number of attendees by developing new services and providing easy-to-understand information.

### ■ Monthly no. of attendees at Open Seminars

(Unit: attendee)

	FY25					
	October	November	December	January	February	March
No. of attendees	14,016	13,495	13,066	10,701	11,982	13,165
(YoY)	(103.0%)	(95.5%)	(104.2%)	(111.2%)	(108.3%)	(116.6%)
DX-related trainings*	1,904	2,013	2,301	1,849	2,456	2,193
(YoY)	(134.2%)	(130.8%)	(132.9%)	(126.1%)	(149.8%)	(116.2%)
Conducted online	7,718	7,946	8,425	6,723	7,723	8,826
(Composition ratio)	(55.1%)	(58.9%)	(64.5%)	(62.8%)	(64.5%)	(67.0%)

\*Consolidated subsidiaries are included.

## 3. Client Base

The number of WEBinsource acquisitions in March was 286, 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)

	FY25					
	October	November	December	January	February	March
No. of new subscribers*	201	175	258	224	265	286
No. of accumulated subscribers	27,194	27,369	27,627	27,851	28,116	28,402
(YoY * No. of new subscribers)	(99.0%)	(89.3%)	(140.2%)	(107.2%)	(116.7%)	(115.3%)
(Progress rate: %)	(8.4%)	(15.7%)	(26.4%)	(35.8%)	(46.8%)	(58.7%)

\*Calculation takes place at the end of every month.

#### 4. IT Services Business

The number of paid subscribers for Leaf (HR support system) reached 887 organizations (111.4% YoY) and the number of its active users increased to 5,311,650 (119.6% YoY). The total number of orders delivered for Stress Check Support Service was 196 (FYTD 109.0%). Customization projects increased in line with the start of Leaf usage in April.

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

	FY25					
	End of Oct.	End of Nov.	End of Dec.	End of Jan.	End of Feb.	End of Mar.
No. of paid subscribers (organizations)	865	869	873	877	882	887
(YoY)	(114.6%)	(113.4%)	(112.2%)	(111.3%)	(111.2%)	(111.4%)
No. of active users	5,137,677	5,150,908	5,206,421	5,239,292	5,270,800	5,311,650
(YoY)	(122.2%)	(120.3%)	(119.9%)	(119.4%)	(119.6%)	(119.6%)
No. of customizations* (since the beginning of FY)	2	8	17	23	35	98
(YoY)	(40.0%)	(72.7%)	(100.0%)	(115.0%)	(112.9%)	(130.7%)

\*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)

	FY25					
	October	November	December	January	February	March
No. of orders delivered* (by month)	20	37	132	105	104	196
No. of orders delivered* (since the beginning of FY)	20	57	189	294	398	594
(YoY)	(83.3%)	(91.9%)	(116.0%)	(111.4%)	(106.1%)	(109.0%)

\*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 800 (87.8% YoY), and the number of video production and customization projects was 171 (122.1% YoY). The number of viewers in the video rental plan was 3,249 (123.3% YoY). March is the end of the fiscal year for many organizations, and in addition to standard DX-related and compliance-related content, there was an increase in purchases aimed at systematically developing overall business skills aligned with level-specific training. Furthermore, the adoption of low-cost, company-optimized education systems utilizing e-Learning, including video production and content customization, expanded.

### ■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)

	FY25					
	October	November	December	January	February	March
No. of video contents sold (Outright purchase)* by month (YoY)	166 (105.7%)	154 (83.7%)	188 (98.9%)	211 (142.6%)	274 (119.1%)	800 (87.8%)
No. of video production and customization projects* by month (YoY)	45 (642.9%)	55 (239.1%)	87 (669.2%)	45 (121.6%)	27 (112.5%)	171 (122.1%)
No. of rental viewers* by month (YoY)	1,970 (147.3%)	1,776 (139.2%)	2,753 (181.8%)	1,635 (174.7%)	2,666 (153.0%)	3,249 (123.3%)
STUDIO (e-Learning) users* by month (MoM)	111,347 (+214)	111,682 (+335)	111,633 (-49)	105,435 (-6,198)	112,701 (+7,266)	112,701 (0)

\*Calculation takes place at the end of every month.

## 6. Proposed Amount

The proposed amount is 3,750 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	March
Proposed amount (Target progress rate)	8,019 (16.0%)	3,078 (22.2%)	3,749 (29.7%)	3,750 (37.2%)
Since the beginning of FY	8,019	11,097	14,846	18,596

\*Currently disclosed proposed amounts do not include some products, such as "Leaf."

## 7. Inquiries

In March, we received 525 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 March, 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

	FY25					
	October	November	December	January	February	March
No. of inquiries	545	438	526	539	570	525
YoY	(100.2%)	(87.1%)	(122.0%)	(96.3%)	(105.4%)	(111.5%)
Since the beginning of FY	545	983	1,509	2,048	2,618	3,143

\*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.

## 8. Contents Development

The number of contents developed totaled 30 for training (On-Site Training). 19 videos and e-Learnings were also released. As specialized knowledge has become commoditized due to the spread of Generative AI, we have developed training programs to strengthen conceptualization skills and consensus-building abilities, with the aim of cultivating "neo-generalists" who can create value by combining knowledge from different fields.

Additionally, we produced four videos on safety, hygiene, and harassment for essential workers, as well as a hands-on “AI Agent Basic Training” course for those who had mastered the basics of Generative AI to learn business process automation.

### ■No. of new contents developed

(Unit: titles)

	FY25					
	October	November	December	January	February	March
No. of new contents for On-Site Training	30	30	30	30	30	30
since the beginning of FY	30	60	90	120	150	180
(Progress rate: %)	(8.3%)	(16.7%)	(25.0%)	(33.3%)	(41.7%)	(50.0%)
Of which, no. of Digital skills	8	8	8	2	6	7
since the beginning of FY	8	16	24	26	32	39
No. of new contents for e-Learning	20	20	19	19	20	19
since the beginning of FY	20	40	59	78	98	117
(Progress rate: %)	(8.0%)	(16.0%)	(23.6%)	(31.2%)	(39.2%)	(46.8%)

\*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"> <li>▪ Number of On-Site Training conducted (Composition ratio of sales in FY24: 47.7%)</li> <li>▪ Number of Attendees at Open Seminars (Same as above: 24.7%)</li> <li>▪ Number of Organizations and Users of Leaf (Same as above: 13.3%)</li> </ul>
1 month to 3months	<ul style="list-style-type: none"> <li>▪ Number of inquiries</li> </ul> <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"> <li>▪ Proposed amount</li> </ul> <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"> <li>▪ Number of registered WEBinsource clients</li> </ul> <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"> <li>▪ Number of new contents developed</li> </ul> <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 April 1, 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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