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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 April 2026

- No. of On-Site Training conducted (109.0% YoY), No. of Open Seminars attendees (109.3% YoY)

No. of DX-related Open Seminars attendees (128.1% YoY), No. of "Leaf" active users (119.0% YoY) -

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

1. On-Site Training Business

The number of On-Site Training conducted was 3,166 times (109.0% YoY). Of this, the number of trainings conducted for private sectors increased to 2,197 (103.5% YoY), and those for government agencies and administrative organizations was 969 (123.8% YoY). In April, in addition to basic business training for new employees, peripheral themes such as document writing skills, critical thinking enhancement, and OJT instructor training showed growth.

The number of DX-related trainings conducted was 233 times (98.3% YoY). This was mainly due to a decrease in projects where a single company conducts multiple training sessions. The number of client companies applying exceeded the previous year, and the client base continues to expand.

■ Monthly no. of On-Site Training conducted

(Unit: time)

	FY25					
	November	December	January	February	March	April
No. of conducted trainings	2,588	1,906	1,501	1,819	1,235	3,166
(YoY)	(103.4%)	(105.2%)	(94.2%)	(106.2%)	(97.2%)	(109.0%)
Private sector*	1,635	1,299	1,002	1,281	947	2,197
(YoY)	(103.9%)	(108.4%)	(98.2%)	(108.4%)	(97.1%)	(103.5%)
Public sector and government agencies*	953	607	499	538	288	969
(YoY)	(102.6%)	(98.9%)	(87.1%)	(101.3%)	(97.3%)	(123.8%)
DX-related trainings*	248	204	173	201	107	233
(YoY)	(101.6%)	(142.7%)	(126.3%)	(113.6%)	(97.3%)	(98.3%)
Conducted online	472	411	313	321	210	169
(Composition ratio)	(18.2%)	(21.6%)	(20.9%)	(17.6%)	(17.0%)	(5.3%)

* Consolidated subsidiaries are included.

2. Open Seminars Business

The number of attendees at Open Seminars was 18,362 (109.3% YoY) and the number of attendees for DX related training was 2,624 (128.1% YoY). In April, new employee training was held in 20 cities around the country. In addition, as various training programs other than new employee training were systematically expanded, the number of attendees showed steady transition. For new employee training, in addition to basic programs, there were also applications for new offerings such as the “Ho-Ren-So Experiential Workshop (Ho: reporting, Ren: informing, So: consulting)” and Generative AI utilization. Furthermore, among various training programs other than new employee training, training for first-year mid-career hires showed growth.

■ Monthly no. of attendees at Open Seminars

(Unit: attendee)

	FY25					
	November	December	January	February	March	April
No. of attendees	13,495	13,066	10,701	11,982	13,165	18,362
(YoY)	(95.5%)	(104.2%)	(111.2%)	(108.3%)	(116.6%)	(109.3%)
DX-related trainings*	2,013	2,301	1,849	2,456	2,193	2,624
(YoY)	(130.8%)	(132.9%)	(126.1%)	(149.8%)	(116.2%)	(128.1%)
Conducted online	7,946	8,425	6,723	7,723	8,826	5,378
(Composition ratio)	(58.9%)	(64.5%)	(62.8%)	(64.5%)	(67.0%)	(29.3%)

*Consolidated subsidiaries are included.

3. Client Base

The number of WEBinsource acquisitions in April was 202, 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					
	November	December	January	February	March	April
No. of new subscribers*	175	258	224	265	286	202
No. of accumulated subscribers	27,369	27,627	27,851	28,116	28,402	28,604
(YoY * No. of new subscribers)	(89.3%)	(140.2%)	(107.2%)	(116.7%)	(115.3%)	(103.6%)
(Progress rate: %)	(15.7%)	(26.4%)	(35.8%)	(46.8%)	(58.7%)	(67.1%)

*Calculation takes place at the end of every month.

4. IT Services Business

The number of paid subscribers for Leaf (HR support system) reached 905 organizations (110.6% YoY) and the number of its active users increased to 5,342,416 (119.0% YoY). In April, the number of organizations newly adopting “Leaf” steadily increased.

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

	FY25					
	End of Nov.	End of Dec.	End of Jan.	End of Feb.	End of Mar.	End of Apr.
No. of paid subscribers (organizations)	869	873	877	882	887	905
(YoY)	(113.4%)	(112.2%)	(111.3%)	(111.2%)	(111.4%)	(110.6%)
No. of active users	5,150,908	5,206,421	5,239,292	5,270,800	5,311,650	5,342,416
(YoY)	(120.3%)	(119.9%)	(119.4%)	(119.6%)	(119.6%)	(119.0%)
No. of customizations* (since the beginning of FY)	8	17	23	35	98	101
(YoY)	(72.7%)	(100.0%)	(115.0%)	(112.9%)	(130.7%)	(121.7%)

*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					
	November	December	January	February	March	April
No. of orders delivered* (by month)	37	132	105	104	219	2
No. of orders delivered* (since the beginning of FY)	57	189	294	398	617	619
(YoY)	(91.9%)	(116.0%)	(111.4%)	(106.1%)	(113.2%)	(113.2%)

*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 89 (85.6% YoY), due to the impact of timing differences in purchases from the previous year; however, purchases of newly developed high-priced digital products increased.

Although the number of video production and customization projects was 20 (95.2% YoY), high-priced and large-scale orders increased.

The number of viewers in the video rental plan was 3,205 (150.7% YoY), which continued to transition strongly.

■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					
	November	December	January	February	March	April
No. of video contents sold (Outright purchase)* by month (YoY)	154 (83.7%)	188 (98.9%)	211 (142.6%)	274 (119.1%)	800 (87.8%)	89 (85.6%)
No. of video production and customization projects* by month (YoY)	55 (239.1%)	87 (669.2%)	45 (121.6%)	27 (112.5%)	171 (122.1%)	20 (95.2%)
No. of rental viewers* by month (YoY)	1,776 (139.2%)	2,753 (181.8%)	1,635 (174.7%)	2,666 (153.0%)	3,249 (123.3%)	3,205 (150.7%)
STUDIO (e-Learning) users* by month (MoM)	111,682 (+335)	111,633 (-49)	105,435 (-6,198)	112,701 (+7,266)	112,701 (0)	105,251 (-7,450)

*Calculation takes place at the end of every month.

6. Proposed Amount

The proposed amount is 2,639 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	April
Proposed amount (Target progress rate)	8,019 (16.0%)	3,078 (22.2%)	3,749 (29.7%)	3,750 (37.2%)	2,639 (42.5%)
Since the beginning of FY	8,019	11,097	14,846	18,596	21,235

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

7. Inquiries

In April, we received 502 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. We will continue to implement LLMO countermeasures through website improvements and direct marketing initiatives.

■No. of Inquiries

	FY25					
	November	December	January	February	March	April
No. of inquiries	438	526	539	570	525	502
YoY	(87.1%)	(122.0%)	(96.3%)	(105.4%)	(111.5%)	(100.0%)
Since the beginning of FY	983	1,509	2,048	2,618	3,143	3,645

*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 31 for training (On-Site Training). 22 videos and e-Learnings were also released. Many companies are transitioning from the introduction stage to practical application of Generative AI. At the same time, there is also a growing demand for human skills such as communication and consensus-building abilities that are difficult to replace with technology, and we have been developing content that addresses both of these needs.

In the Video and e-Learning, we developed 8 customer harassment prevention trainings tailored to specific industry characteristics, among the harassment-related content that continued to be in high demand.

■No. of new contents developed

(Unit: titles)

	FY25					
	November	December	January	February	March	April
No. of new contents for On-Site Training	30	30	30	30	30	31
since the beginning of FY	60	90	120	150	180	211
(Progress rate: %)	(16.7%)	(25.0%)	(33.3%)	(41.7%)	(50.0%)	(58.6%)
Of which, no. of Digital skills	8	8	2	6	7	10
since the beginning of FY	16	24	26	32	39	49
No. of new contents for e-Learning	20	19	19	20	19	22
since the beginning of FY	40	59	78	98	117	138
(Progress rate: %)	(16.0%)	(23.6%)	(31.2%)	(39.2%)	(46.8%)	(55.6%)

*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"> 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 May 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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