

June 1, 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 May 2026

- No. of On-Site Training conducted (100.7% YoY), No. of Open Seminars attendees (96.5% YoY)

No. of DX-related Open Seminars attendees (109.5% YoY), No. of "Leaf" active users (118.5% YoY) -

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

1. On-Site Training Business

The number of On-Site Training conducted was 1,786 times (100.7% YoY). Of this, the number of trainings conducted for private sectors was 1,068 (102.0% YoY), and that of DX-related trainings conducted was 203 times (115.3% YoY). In May, our level-specific training for managers and mid-level employees, as well as communication training, which form the foundation of our sales, performed well. Additionally, we were updating our existing training programs to support further growth and align with the DX and generative AI era.

■ Monthly no. of On-Site Training conducted

(Unit: time)

	FY25					
	December	January	February	March	April	May
No. of conducted trainings	1,906	1,501	1,819	1,235	3,166	1,786
(YoY)	(105.2%)	(94.2%)	(106.2%)	(97.2%)	(109.0%)	(100.7%)
Private sector*	1,299	1,002	1,281	947	2,197	1,068
(YoY)	(108.4%)	(98.2%)	(108.4%)	(97.1%)	(103.5%)	(102.0%)
Public sector and government agencies*	607	499	538	288	969	718
(YoY)	(98.9%)	(87.1%)	(101.3%)	(97.3%)	(123.8%)	(98.8%)
DX-related trainings*	204	173	201	107	233	203
(YoY)	(142.7%)	(126.3%)	(113.6%)	(97.3%)	(98.3%)	(115.3%)
Conducted online	411	313	321	210	169	228
(Composition ratio)	(21.6%)	(20.9%)	(17.6%)	(17.0%)	(5.3%)	(12.8%)

* Consolidated subsidiaries are included.

2. Open Seminars Business

The number of attendees at Open Seminars was 9,997 (96.5% YoY) and the number of attendees for DX related training was 1,446 (109.5% YoY). In May, there was an increase in applications for training programs focused on improving operational efficiency through generative AI. As generative AI enters the practical implementation phase, demand for related training is expanding. In particular, regarding the “Introduction to AI Agents Training” which Insource is encouraging all employees to take, it is anticipated that the number of attendees will increase going forward, as the training provides practical learning on the use of generative AI.

■Monthly no. of attendees at Open Seminars

(Unit: attendee)

	FY25					
	December	January	February	March	April	May
No. of attendees	13,066	10,701	11,982	13,165	18,362	9,997
(YoY)	(104.2%)	(111.2%)	(108.3%)	(116.6%)	(109.3%)	(96.5%)
DX-related trainings*	2,301	1,849	2,456	2,193	2,624	1,446
(YoY)	(132.9%)	(126.1%)	(149.8%)	(116.2%)	(128.1%)	(109.5%)
Conducted online	8,425	6,723	7,723	8,826	5,378	5,658
(Composition ratio)	(64.5%)	(62.8%)	(64.5%)	(67.0%)	(29.3%)	(56.6%)

*Consolidated subsidiaries are included.

3. Client Base

The number of WEBInsource acquisitions in May was 201. 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					
	December	January	February	March	April	May
No. of new subscribers*	258	224	265	286	202	201
No. of accumulated subscribers	27,627	27,851	28,116	28,402	28,604	28,805
(YoY * No. of new subscribers)	(140.2%)	(107.2%)	(116.7%)	(115.3%)	(103.6%)	(85.5%)
(Progress rate: %)	(26.4%)	(35.8%)	(46.8%)	(58.7%)	(67.1%)	(75.5%)

*Calculation takes place at the end of every month.

4. IT Services Business

The number of paid subscribers for Leaf (HR support system) reached 912 organizations (110.1% YoY) and the number of its active users increased to 5,381,140 (118.5% YoY). In May, 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 Dec.	End of Jan.	End of Feb.	End of Mar.	End of Apr.	End of May
No. of paid subscribers (organizations)	873	877	882	887	905	912
(YoY)	(112.2%)	(111.3%)	(111.2%)	(111.4%)	(110.6%)	(110.1%)
No. of active users	5,206,421	5,239,292	5,270,800	5,311,650	5,342,416	5,381,140
(YoY)	(119.9%)	(119.4%)	(119.6%)	(119.6%)	(119.0%)	(118.5%)
No. of customizations* (since the beginning of FY)	17	23	35	98	101	105
(YoY)	(100.0%)	(115.0%)	(112.9%)	(130.7%)	(121.7%)	(123.5%)

*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					
	December	January	February	March	April	May
No. of orders delivered* (by month)	132	105	104	219	6	3
No. of orders delivered* (since the beginning of FY)	189	294	398	617	623	626
(YoY)	(116.0%)	(111.4%)	(106.1%)	(113.2%)	(113.9%)	(113.4%)

*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

In May, the number of video rental viewers increased significantly to 2,900 (211.7% YoY), while the number of video content sold (outright purchases) was 74 (59.2% YoY), and the number of video production and customization projects was 18 (72.0% YoY).

In video-related services, demand shifted from purchasing individual content to rental services that allow flexible access to multiple courses. Against this backdrop of changing demand, large-scale attendance utilizing the free benefits of our partnership program “Insource ENERGY Partner” and expanded use of “Bundled Plan” that allow bundled enrollment in multiple courses led to an increase in the number of video rental viewers.

Additionally, demand in healthcare areas such as heat stroke prevention has grown. We will continue to expand sales by providing services that capture these changing demands.

■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					
	December	January	February	March	April	May
No. of video contents sold (Outright purchase)* by month (YoY)	188 (98.9%)	211 (142.6%)	274 (119.1%)	800 (87.8%)	89 (85.6%)	74 (59.2%)
No. of video production and customization projects* by month (YoY)	87 (669.2%)	45 (121.6%)	27 (112.5%)	171 (122.1%)	20 (95.2%)	18 (72.0%)
No. of rental viewers* by month (YoY)	2,753 (181.8%)	1,635 (174.7%)	2,666 (153.0%)	3,249 (123.3%)	3,205 (150.7%)	2,900 (211.7%)
STUDIO (e-Learning) users* by month (MoM)	111,633 (-49)	105,435 (-6,198)	112,701 (+7,266)	112,701 (0)	105,251 (-7,450)	105,834 (+583)

*Calculation takes place at the end of every month.

6. Proposed Amount

The proposed amount in May is 2,630 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	May
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%)	2,630 (47.7%)
Since the beginning of FY	8,019	11,097	14,846	18,596	21,235	23,865

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

7. Inquiries

In May, we received 517 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					
	December	January	February	March	April	May
No. of inquiries	526	539	570	525	502	517
YoY	(122.0%)	(96.3%)	(105.4%)	(111.5%)	(100.0%)	(92.8%)
Since the beginning of FY	1,509	2,048	2,618	3,143	3,645	4,162

*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 29 for training (On-Site Training). 18 videos and e-Learnings were also released.

With the rise of workforce mobility and the expanding use of generative AI as a backdrop, in the training field, Insource newly developed an onboarding training series to support mid-career professionals in becoming productive quickly and adapting to the workplace, and expanded our training lineup to support both the practical application and risk management of generative AI.

Additionally, regarding video content, based on client requests, we converted “Aggressive Mind Training” to e-Learning format and newly developed three titles for essential workers.

■No. of new contents developed

(Unit: titles)

	FY25					
	December	January	February	March	April	May
No. of new contents for On-Site Training	30	30	30	30	31	29
since the beginning of FY	90	120	150	180	211	240
(Progress rate: %)	(25.0%)	(33.3%)	(41.7%)	(50.0%)	(58.6%)	(66.7%)
Of which, no. of Digital skills	8	2	6	7	10	8
since the beginning of FY	24	26	32	39	49	57
No. of new contents for e-Learning	19	19	20	19	22	18
since the beginning of FY	59	78	98	117	138	157
(Progress rate: %)	(23.6%)	(31.2%)	(39.2%)	(46.8%)	(55.6%)	(62.8%)

*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"> ▪ 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 June 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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