

July 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 June 2026

- No. of On-Site Training conducted (108.9% YoY), No. of DX-related On-Site Training conducted (161.1% YoY)
No. of “Leaf” active users (119.3% YoY), No. of inquiries (120.2% YoY) -

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

1. On-Site Training Business

The number of On-Site Training conducted was 2,232 times (108.9% YoY). Of this, the number of training conducted for private sectors was 1,427 (109.9% YoY), and that of DX-related training conducted was 298 times (161.1% YoY).

In June, advanced training topics such as communication training and presentation training for new employees performed well. This was supported by cross-selling from the new employee training conducted in April. Additionally, continuing from May, level-specific training, which forms the foundation of our sales, also showed a steady transition for younger and mid-career employees.

Furthermore, driven by the expansion of orders for generative AI utilization training, the number of DX-related training conducted reached a record high for a single month, and we anticipate further expansion going forward.

■ Monthly no. of On-Site Training conducted

(Unit: time)

| | FY25 | | | | | |
|--|----------|----------|---------|----------|----------|----------|
| | January | February | March | April | May | June |
| No. of conducted training | 1,501 | 1,819 | 1,235 | 3,166 | 1,786 | 2,232 |
| (YoY) | (94.2%) | (106.2%) | (97.2%) | (109.0%) | (100.7%) | (108.9%) |
| Private sector* | 1,002 | 1,281 | 947 | 2,197 | 1,068 | 1,427 |
| (YoY) | (98.2%) | (108.4%) | (97.1%) | (103.5%) | (102.0%) | (109.9%) |
| Public sector and government agencies* | 499 | 538 | 288 | 969 | 718 | 805 |
| (YoY) | (87.1%) | (101.3%) | (97.3%) | (123.8%) | (98.8%) | (107.2%) |
| DX-related training* | 173 | 201 | 107 | 233 | 203 | 298 |
| (YoY) | (126.3%) | (113.6%) | (97.3%) | (98.3%) | (115.3%) | (161.1%) |
| Conducted online | 313 | 321 | 210 | 169 | 228 | 393 |
| (Composition ratio) | (20.9%) | (17.6%) | (17.0%) | (5.3%) | (12.8%) | (17.6%) |

* Consolidated subsidiaries are included.

2. Open Seminars Business

The number of attendees at Open Seminars was 14,519 (94.4% YoY) and the number of attendees for DX-related training was 2,257 (108.2% YoY). In June, training themes related to OA/IT skills and sales skills showed growth. Going forward, we will work on expanding our training schedules to meet demand for both online and classroom-based styles as well as strengthening promotional activities through a special task force, in order to increase the number of attendees.

■ Monthly no. of attendees at Open Seminars

(Unit: attendee)

| | FY25 | | | | | |
|----------------------|----------|----------|----------|----------|----------|----------|
| | January | February | March | April | May | June |
| No. of attendees | 10,701 | 11,982 | 13,165 | 18,362 | 9,997 | 14,519 |
| (YoY) | (111.2%) | (108.3%) | (116.6%) | (109.3%) | (96.5%) | (94.4%) |
| DX-related training* | 1,849 | 2,456 | 2,193 | 2,624 | 1,446 | 2,257 |
| (YoY) | (126.1%) | (149.8%) | (116.2%) | (128.1%) | (109.5%) | (108.2%) |
| Conducted online | 6,723 | 7,723 | 8,826 | 5,378 | 5,658 | 8,885 |
| (Composition ratio) | (62.8%) | (64.5%) | (67.0%) | (29.3%) | (56.6%) | (61.2%) |

*Consolidated subsidiaries are included.

3. Client Base

The number of WEBinsource acquisitions in June was 279. 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 | | | | | |
|--------------------------------|----------|----------|----------|----------|---------|----------|
| | January | February | March | April | May | June |
| No. of new subscribers* | 224 | 265 | 286 | 202 | 201 | 279 |
| No. of accumulated subscribers | 27,851 | 28,116 | 28,402 | 28,604 | 28,805 | 29,084 |
| (YoY * No. of new subscribers) | (107.2%) | (116.7%) | (115.3%) | (103.6%) | (85.5%) | (117.7%) |
| (Progress rate: %) | (35.8%) | (46.8%) | (58.7%) | (67.1%) | (75.5%) | (87.1%) |

*Calculation takes place at the end of every month.

4. IT Services Business

The number of paid subscribers for Leaf (HR support system) reached 919 organizations (110.2% YoY) and the number of its active users increased to 5,469,891 (119.3% YoY). In June, we prepared a proposal for submission to a government agency.

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

| | FY25 | | | | | |
|--|-------------|-------------|-------------|-------------|------------|-------------|
| | End of Jan. | End of Feb. | End of Mar. | End of Apr. | End of May | End of June |
| No. of paid subscribers (organizations) | 877 | 882 | 887 | 905 | 912 | 919 |
| (YoY) | (111.3%) | (111.2%) | (111.4%) | (110.6%) | (110.1%) | (110.2%) |
| No. of active users | 5,239,292 | 5,270,800 | 5,311,650 | 5,342,416 | 5,381,140 | 5,469,891 |
| (YoY) | (119.4%) | (119.6%) | (119.6%) | (119.0%) | (118.5%) | (119.3%) |
| No. of customizations* (since the beginning of FY) | 23 | 35 | 98 | 101 | 105 | 110 |
| (YoY) | (115.0%) | (112.9%) | (130.7%) | (121.7%) | (123.5%) | (125.0%) |

*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)

| | FY25 | | | | | |
|--|----------|----------|----------|----------|----------|----------|
| | January | February | March | April | May | June |
| No. of orders delivered* (by month) | 105 | 104 | 219 | 6 | 7 | 6 |
| No. of orders delivered* (since the beginning of FY) | 294 | 398 | 617 | 623 | 630 | 636 |
| (YoY) | (111.4%) | (106.1%) | (113.2%) | (113.9%) | (114.1%) | (114.8%) |

*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 video content sales (outright purchases) was 114 (115.2% YoY), and that of video production and customization projects was 38 (152.0% YoY). The number of video rental viewers increased to 2,347 (106.1% YoY).

In addition to growth in digital skills areas including generative AI, interest in information security risks also increased, with expanding demand aimed at improving information security literacy. We will continue to expand related content.

As efforts to address mental health measures and improve engagement progress, inquiries for management-related content targeting managers and leaders also increased.

■e-Learning/videos: No. of video content sales, no. of video productions, no. of rental viewers, no. of STUDIO subscription users (IDs)

| | FY25 | | | | | |
|--|---------------------|---------------------|-------------------|---------------------|-------------------|-------------------|
| | January | February | March | April | May | June |
| No. of video content sales (Outright purchase)* by month (YoY) | 211 (142.6%) | 274 (119.1%) | 800 (87.8%) | 89 (85.6%) | 74 (59.2%) | 114 (115.2%) |
| No. of video production and customization projects* by month (YoY) | 45 (121.6%) | 27 (112.5%) | 171 (122.1%) | 20 (95.2%) | 18 (72.0%) | 38 (152.0%) |
| No. of rental viewers* by month (YoY) | 1,635 (174.7%) | 2,666 (153.0%) | 3,249 (123.3%) | 3,205 (150.7%) | 2,900 (211.7%) | 2,347 (106.1%) |
| STUDIO (e-Learning) users* by month (MoM) | 105,435 (-6,198) | 112,701 (+7,266) | 112,701 (0) | 105,251 (-7,450) | 105,834 (+583) | 105,770 (-64) |

*Calculation takes place at the end of every month.

6. Proposed Amount

The proposed amount in June is 3,226 million yen. With an annual target of 50 billion yen, we will continue our sales activities.

■Proposed Amount

(unit: million yen)

| | FY25 | | | | | |
|---|------------------|------------------|------------------|------------------|------------------|------------------|
| | January | February | March | April | May | June |
| Proposed amount (Target progress rate) | 3,078 (22.2%) | 3,749 (29.7%) | 3,750 (37.2%) | 2,639 (42.5%) | 2,630 (47.7%) | 3,226 (54.2%) |
| Since the beginning of FY | 11,097 | 14,846 | 18,596 | 21,235 | 23,865 | 27,091 |

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

7. Inquiries

In June, the number of inquiries reached a record high of 654. We believe that, in addition to daily sales activities, the transportation advertising that had been ongoing since October 2025 and the promotion of generative AI contributed to this result. The most common inquiry themes were harassment, AI/DX promotion, and management-related training for managers. In FY24, each acquisition of one inquiry had the effect of increasing revenue by 364 thousand yen. We will continue to strengthen our approach from both sales and promotional perspectives.

■No. of Inquiries

| | FY25 | | | | | |
|---------------------------|---------|----------|----------|----------|---------|----------|
| | January | February | March | April | May | June |
| No. of inquiries | 539 | 570 | 525 | 502 | 517 | 654 |
| YoY | (96.3%) | (105.4%) | (111.5%) | (100.0%) | (92.8%) | (120.2%) |
| Since the beginning of FY | 2,048 | 2,618 | 3,143 | 3,645 | 4,162 | 4,816 |

*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

We developed 26 new training programs for On-Site Training and released 24 video/e-Learning titles.

We expanded our new training programs with the aim of practical application of AI in business and strengthening capabilities that only humans possess. In addition to Forward Deployed consultant training programs and training for supervisors and subordinates on building organizations that encourage error reporting, we newly developed practical AI training utilizing Copilot Studio and Claude. Furthermore, in video content, we released 7 DX-related titles and 5 titles for essential workers, advancing content expansion to meet a wide range of needs.

■No. of new content developed

(Unit: titles)

| | FY25 | | | | | |
|---|---------|----------|---------|---------|---------|---------|
| | January | February | March | April | May | June |
| No. of new content developed for On-Site Training | 30 | 30 | 30 | 31 | 29 | 26 |
| since the beginning of FY | 120 | 150 | 180 | 211 | 240 | 266 |
| (Progress rate: %) | (33.3%) | (41.7%) | (50.0%) | (58.6%) | (66.7%) | (73.9%) |
| Of which, no. of digital skills | 2 | 6 | 7 | 10 | 8 | 7 |
| since the beginning of FY | 26 | 32 | 39 | 49 | 57 | 64 |
| No. of new content developed for e-Learning | 19 | 20 | 19 | 22 | 18 | 24 |
| since the beginning of FY | 78 | 98 | 117 | 138 | 157 | 181 |
| (Progress rate: %) | (31.2%) | (39.2%) | (46.8%) | (55.6%) | (62.8%) | (72.4%) |

*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 content 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 (299 or fewer 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 July 1, 2026 at 20:00 JST

*Microsoft, Excel, Word, Windows, Teams are 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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