

To Whom It May Concern,

July 1, 2025

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 2025

- No. of On-Site Training conducted (123.9% YoY), No. of DX-related On-Site Training conducted (131.2% YoY)  
No. of Open Seminars attendees (126.0% YoY), No. of viewers in the video rental plan (153.1% YoY) -

Insource Co., Ltd. today announced KPI (Key Performance Indicators) Progress Report for June 2025.

## 1. On-Site Training Business

The number of On-Site Training conducted was 2,049 times (123.9% YoY). Of this, the number of training conducted for private sectors increased to 1,298 (121.4% YoY), and those for DX-related was 185 times (131.2% YoY). In June, in particular, there was significant growth in mid-level training and AI/DX-related training for private sectors.

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

(Unit: time)

	FY24					
	January	February	March	April	May	June
No. of trainings conducted	1,593	1,713	1,271	2,905	1,774	2,049
(YoY)	(133.9%)	(112.4%)	(112.9%)	(115.9%)	(119.5%)	(123.9%)
Private sector*	1,020	1,182	975	2,122	1,047	1,298
(YoY)	(133.5%)	(113.9%)	(113.1%)	(113.5%)	(116.7%)	(121.4%)
Public sector and government agencies*	573	531	296	783	727	751
(YoY)	(134.5%)	(109.3%)	(112.1%)	(122.9%)	(123.9%)	(128.4%)
DX-related trainings*	137	177	110	237	176	185
(YoY)	(108.7%)	(125.5%)	(115.8%)	(117.3%)	(134.4%)	(131.2%)
Conducted online	341	291	225	181	258	328
(Composition ratio)	(21.4%)	(17.0%)	(17.7%)	(6.2%)	(14.5%)	(16.0%)

\* Consolidated subsidiaries are included.

\* From January 2025, the method for calculating the number of times DX-related training conducted was changed. In order to disclose accurate year-on-year comparisons, the number of times training conducted from October 2023 onwards has also been changed.

## 2. Open Seminars Business

The number of attendees at Open Seminars was 15,380 (126.0% YoY) and the number of attendees for DX-related training was 2,086 (117.9% YoY). In June, the number of attendees for face-to-face training increased, particularly for topics such as ownership and taking initiative, which intend to shift employees' mindset by job level. In addition, applications for online training increased from clients who purchased large packages, and the number of attendees reached 120% YoY for the first time in six months since last November.

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

(Unit: attendee)

	FY24					
	January	February	March	April	May	June
No. of attendees	9,624	11,064	11,291	16,800	10,361	15,380
(YoY)	(107.7%)	(106.7%)	(112.2%)	(113.0%)	(116.9%)	(126.0%)
DX-related trainings*	1,466	1,639	1,888	2,048	1,321	2,086
(YoY)	(110.4%)	(121.8%)	(144.0%)	(113.2%)	(108.1%)	(117.9%)
Conducted online	6,496	7,557	7,994	5,638	6,355	10,446
(Composition ratio)	(67.5%)	(68.3%)	(70.8%)	(33.6%)	(61.3%)	(67.9%)

\*Consolidated subsidiaries are included.

## 3. Client Base

The number of WEBinsource acquisitions in June was 237, 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 FY23 had the effect of increasing revenue by 147 thousand yen in the Open Seminars Business.

### ■ WEBinsource: Total no. of subscribers (organizations)

(Unit: organization)

	FY24					
	January	February	March	April	May	June
No. of new subscribers*	209	227	248	195	235	237
No. of accumulated subscribers	25,226	25,453	25,701	25,896	26,131	26,368
(YoY * No. of new subscribers)	(90.9%)	(90.8%)	(82.9%)	(79.6%)	(100.4%)	(94.8%)
(Progress rate: %)	(33.0%)	(42.5%)	(52.8%)	(60.9%)	(70.7%)	(80.6%)

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

#### 4. IT Services Business

The number of paid subscribers for Leaf (HR support system) reached 834 organizations (117.5% YoY) and the number of its active users increased to 4,585,502(119.8% YoY). The total number of orders delivered for Stress Check Support Service was 1 (FYTD 112.4% YoY). In June, we were preparing proposals for government organizations.

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

(Unit: organization)

	FY24					
	January	February	March	April	May	June
No. of paid subscribers (organizations)	788	793	796	818	828	834
(YoY)	(118.3%)	(118.4%)	(117.8%)	(118.6%)	(118.6%)	(117.5%)
No. of active users	4,387,595	4,408,232	4,442,410	4,490,005	4,539,530	4,585,502
(YoY)	(142.3%)	(140.8%)	(138.1%)	(121.1%)	(120.9%)	(119.8%)
No. of customizations* (since the beginning of FY)	20	31	75	83	85	88
(YoY)	(111.1%)	(155.0%)	(138.9%)	(110.7%)	(100.0%)	(95.7%)

\*The number of customizations shows the number of organizations that add their own functions when implementing Leaf.

\*Figures above are calculated at the end of each month.

##### (2) Stress Check Support Service: No. of orders delivered (organizations)

(Unit: organization)

	FY24					
	January	February	March	April	May	June
No. of orders delivered* (by month)	101	111	170	2	5	1
No. of orders delivered* (since the beginning of FY)	264	375	545	547	552	553
(YoY)	(109.5%)	(110.6%)	(114.0%)	(113.5%)	(113.6%)	(112.4%)

\*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

The number of contents sold (outright purchases) was 99, and the number of viewers in the video rental plan was 2,213 (153.1% YoY). The number of video production and customization projects was 25. In June, our video rental service for multiple training that allows flexible selection of a viewing period from one to four weeks has gained popularity, and our service operations tailored to our clients' situations have been well received. In addition, we have seen an increase in requests for Re-design services to revamp manuals and other materials.

### ■ 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					
	January	February	March	April	May	June
No. of video contents sold (Outright purchase)* by month (YoY)	148 (95.5%)	230 (135.3%)	911 (120.0%)	104 (52.0%)	125 (130.2%)	99 (62.7%)
No. of video production and customization projects* by month (YoY)	37 (462.5%)	24 (184.6%)	140 (538.5%)	21 (161.5%)	25 (192.3%)	25 (71.4%)
No. of rental viewers* by month (YoY)	936 (129.1%)	1,743 (116.4%)	2,636 (151.3%)	2,127 (154.7%)	1,370 (87.9%)	2,213 (153.1%)
STUDIO (e-Learning) users* by month (MoM)	105,100 (-3,038)	105,292 (+192)	108,716 (+3,424)	109,860 (+1,144)	110,607 (+747)	111,027 (+420)

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

## 6. Inquiries

In June, we received 545 inquiries, having achieved a monthly target of 500. In FY23, each acquisition of one inquiry had the effect of increasing revenue by 329 thousand yen. We are continuing to make improvements to the website and implement campaign measures in order to meet the monthly target.

### ■ No. of Inquiries

	FY24					
	January	February	March	April	May	June
No. of inquiries YoY	561 (111.4%)	543 (92.3%)	471 (92.9%)	502 (93.5%)	557 (102.4%)	545 (113.4%)
Since the beginning of FY	2,040	2,583	3,052	3,554	4,111	4,655

\*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 the first quarter of FY23.

## 7. Contents Development

The number of contents developed totaled 30 for training (On-Site Training) and 26 for videos and e-Learning. This month, we developed problem-solving workshops for employees in their fourth to fifth year of employment, based on scenarios that could actually occur in the workplace. We also focused on creating industry-specific training, such as DX mindset training for government officials and data scientist training for the construction industry.

### ■No. of new contents developed

(Unit: titles)

	FY24					
	January	February	March	April	May	June
No. of new contents for On-Site Training	30	31	30	30	30	30
since the beginning of FY	120	151	181	211	241	271
(Progress rate: %)	(33.3%)	(41.9%)	(50.3%)	(58.6%)	(66.9%)	(75.3%)
Of which, no. of Digital skills	12	10	13	17	17	11
since the beginning of FY	30	40	53	70	87	98
No. of new contents for e-Learning	23	19	26	24	20	26
since the beginning of FY	95	114	140	164	184	210
(Progress rate: %)	(38.0%)	(45.6%)	(56.0%)	(65.6%)	(73.6%)	(84.0%)

\*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 FY23: 47.2%)</li> <li>Number of Attendees at Open Seminars (Same as above: 24.5%)</li> <li>Number of Organizations and Users of Leaf (Same as above: 14.6%)</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>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 July 1, 2025 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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