

To Whom It May Concern,

September 1, 2026

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 August 2026

- No. of On-Site Training conducted (100.4% YoY), No. of DX-related On-Site Training conducted (116.0% YoY)
No. of “Leaf” active users (110.1% YoY), No. of inquiries (127.7% YoY) -

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

1. On-Site Training Business

The number of On-Site Training sessions conducted was 1,782 times (100.4% YoY). Of this, the number of training sessions conducted for private sectors was 1,020 (100.4% YoY), and that of DX-related training sessions conducted was 196 times (116.0% YoY).

In August, level-specific education, our core business area, continued its steady transition from July. Education for mid-level employees performed particularly well, driving overall results. Additionally, the business improvement and problem-solving segment have shown further growth since July, reflecting the increasing demand for operational efficiency and improvement driven by the widespread adoption of generative AI.

■ Monthly no. of On-Site Training conducted

(Unit: time)

	FY25					
	March	April	May	June	July	August
No. of conducted training	1,235	3,166	1,786	2,232	2,498	1,782
(YoY)	(97.2%)	(109.0%)	(100.7%)	(108.9%)	(103.5%)	(100.4%)
Private sector*	947	2,197	1,068	1,427	1,556	1,020
(YoY)	(97.1%)	(103.5%)	(102.0%)	(109.9%)	(105.4%)	(100.4%)
Public sector and government agencies*	288	969	718	805	942	762
(YoY)	(97.3%)	(123.8%)	(98.8%)	(107.2%)	(100.5%)	(100.4%)
DX-related training*	107	233	203	298	277	196
(YoY)	(97.3%)	(98.3%)	(115.3%)	(161.1%)	(120.4%)	(116.0%)
Conducted online	210	169	228	393	452	286
(Composition ratio)	(17.0%)	(5.3%)	(12.8%)	(17.6%)	(18.1%)	(16.0%)

* Consolidated subsidiaries are included.

2. Open Seminars Business

The number of attendees at Open Seminars was 12,886 (97.7% YoY) and the number of attendees for DX-related training was 2,011 (104.8% YoY). In August, the number of applications increased for training on business process improvement using generative AI and mental health training. The “Summer Self-Improvement Campaign,” which launched that month and offered a 3-day intensive short-term training program (6 courses in total) for practical application of generative AI at a special price, also contributed to the increase in applications.

In September, we will continue this campaign while implementing initiatives in anticipation of autumn demand, striving to create training opportunities and expand the number of attendees.

■Monthly no. of attendees at Open Seminars

(Unit: attendee)

	FY25					
	March	April	May	June	July	August
No. of attendees	13,165	18,362	9,997	14,519	15,486	12,886
(YoY)	(116.6%)	(109.3%)	(96.5%)	(94.4%)	(94.4%)	(97.7%)
DX-related training*	2,193	2,624	1,446	2,257	2,453	2,011
(YoY)	(116.2%)	(128.1%)	(109.5%)	(108.2%)	(97.7%)	(104.8%)
Conducted online	8,826	5,378	5,658	8,885	9,448	8,027
(Composition ratio)	(67.0%)	(29.3%)	(56.6%)	(61.2%)	(61.0%)	(62.3%)

*Consolidated subsidiaries are included.

3. Client Base

The number of WEBinsource acquisitions in August was 225. 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					
	March	April	May	June	July	August
No. of new subscribers*	286	202	201	279	236	225
No. of accumulated subscribers	28,402	28,604	28,805	29,084	29,320	29,545
(YoY * No. of new subscribers)	(115.3%)	(103.6%)	(85.5%)	(117.7%)	(99.2%)	(119.7%)
(Progress rate: %)	(58.7%)	(67.1%)	(75.5%)	(87.1%)	(97.0%)	(106.3%)

*Calculation takes place at the end of every month.

4. IT Services Business

The number of paid users for Leaf (HR support system) reached 928 organizations (109.8% YoY) and the number of its active users increased to 5,494,543 (110.1% YoY). The cumulative number of organizations to which our Stress Check Support Service has been delivered since the beginning of the fiscal year reached 652 (115.2% YoY).

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

	FY25					
	End of Mar.	End of Apr.	End of May	End of Jun.	End of Jul.	End of Aug.
No. of paid Leaf users (organizations)	887	905	912	919	923	928
(YoY)	(111.4%)	(110.6%)	(110.1%)	(110.2%)	(110.7%)	(109.8%)
No. of active users	5,311,650	5,342,416	5,381,140	5,469,891	5,484,835	5,494,543
(YoY)	(119.6%)	(119.0%)	(118.5%)	(119.3%)	(113.6%)	(110.1%)
No. of customizations* (since the beginning of FY)	98	101	105	110	116	124
(YoY)	(130.7%)	(121.7%)	(123.5%)	(125.0%)	(116.0%)	(117.0%)

*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					
	March	April	May	June	July	August
No. of orders delivered* (by month)	219	6	4	5	10	10
No. of orders delivered* (since the beginning of FY)	617	623	627	632	642	652
(YoY)	(113.2%)	(113.9%)	(113.6%)	(114.1%)	(114.2%)	(115.2%)

*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 video content sales (outright purchases) was 137 (106.2% YoY), and that of video production and customization projects was 41 (93.2% YoY). The number of video rental viewers increased to 2,527 (132.7% YoY).

In August, purchases of harassment-related content increased significantly. In anticipation of the legal amendments taking effect in October, adoption of e-Learning programs on topics such as sexual harassment during job hunting and customer harassment prevention advanced steadily. This included industry-specific customer harassment training content that was developed last month.

Additionally, communication and thinking-related content also showed steady transition, indicating growing corporate interest in improving interpersonal skills and problem-solving abilities in the workplace.

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

	FY25					
	March	April	May	June	July	August
No. of video content sales (Outright purchase)* by month (YoY)	800 (87.8%)	89 (85.6%)	74 (59.2%)	114 (115.2%)	177 (123.8%)	137 (106.2%)
No. of video production and customization projects* by month (YoY)	171 (122.1%)	21 (100.0%)	18 (72.0%)	38 (152.0%)	38 (102.7%)	41 (93.2%)
No. of rental viewers* by month (YoY)	3,249 (123.3%)	3,205 (150.7%)	2,900 (211.7%)	2,347 (106.1%)	2,759 (127.5%)	2,527 (132.7%)
STUDIO (e-Learning) users* by month (MoM)	112,701 (0)	105,251 (-7,450)	105,834 (+583)	105,770 (-64)	105,215 (-555)	108,177 (+2,962)

*Calculation takes place at the end of every month.

6. Proposed Amount

The proposed amount in August is 2,705 million yen. With an annual target of 50 billion yen, we will continue our sales activities.

■Proposed Amount

(unit: million yen)

	FY25					
	March	April	May	June	July	August
Proposed amount (Target progress rate)	3,750 (37.2%)	2,639 (42.5%)	2,630 (47.7%)	3,226 (54.2%)	3,653 (61.5%)	2,705 (66.9%)
Since the beginning of FY	18,596	21,235	23,865	27,091	30,744	33,449

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

7. Inquiries

In August, the number of inquiries was 595 (127.7% YoY).

Our main themes are generative AI/DX, harassment/customer harassment, and management/leadership development. Inquiries regarding customer harassment in particular were increasing against the backdrop of legal reforms. Generative AI training has been expanding from basic courses to operational efficiency and practical application, while management-level training was broadening to address more specific development needs such as newly appointed managers and next-generation leaders.

Additionally, our promotional initiatives led to an increase in inquiries generated through free seminars and textbook fairs.

■No. of Inquiries

	FY25					
	March	April	May	June	July	August
No. of inquiries	525	502	517	654	692	595
YoY	(111.5%)	(100.0%)	(92.8%)	(120.2%)	(126.3%)	(127.7%)
Since the beginning of FY	3,143	3,645	4,162	4,816	5,508	6,103

*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 31 new training programs for On-Site Training and released 38 video/e-Learning titles.

With the widespread adoption of generative AI, there is growing demand among companies and local governments for training on how to effectively utilize AI in their operations. In August, in addition to training on improving operational efficiency using Copilot Studio and Word/Excel, we developed training courses under the “Working with AI” series, focusing on delegating tasks to AI and utilizing AI for mentoring and coaching in human resource development. Additionally, for video content, we expanded content related to the “Local Autonomy Act” for local government officials.

■No. of new content developed

(Unit: titles)

	FY25					
	March	April	May	June	July	August
No. of new content developed for On-Site Training	30	31	29	26	34	31
since the beginning of FY	180	211	240	266	300	331
(Progress rate: %)	(50.0%)	(58.6%)	(66.7%)	(73.9%)	(83.3%)	(91.9%)
Of which, no. of digital skills	7	10	8	6	8	14
since the beginning of FY	39	49	57	63	71	85
No. of new content developed for e-Learning	19	22	18	24	21	38
since the beginning of FY	117	139	157	181	202	240
(Progress rate: %)	(46.8%)	(55.6%)	(62.8%)	(72.4%)	(80.8%)	(96.0%)

*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	▪ 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	▪ Number of inquiries 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.
In several months to 6 months	▪ Proposed amount 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. ▪ Number of registered WEBinsource clients 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.
In 6 months to 2 or 3 years	▪ Number of new content developed 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.

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 September 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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