

October 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 September 2026

- No. of On-Site Training sessions conducted (92.4% YoY), No. of attendees at Open Seminars (99.3% YoY)
No. of attendees at DX-related Open Seminars (120.8% YoY), No. of “Leaf” active users (110.1% YoY) -

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

1. On-Site Training Business

The number of On-Site Training sessions conducted was 2,251 times (92.4% YoY). Of this, the number of training sessions conducted for private sectors was 1,443 (93.7% YoY), and that of DX-related training sessions conducted was 189 times (92.6% YoY).

In September, although there were fewer business days than in the same month of the previous year and some impact from natural disasters, DX-related training continued to perform steadily. Against the backdrop of growing use of generative AI, the number of training sessions on data analysis and AI utilization reached a record high. Demand also increased for sales training and planning skills training, reflecting continued growth in human resource development needs aimed at improving productivity and expanding business performance.

■Monthly no. of On-Site Training conducted

(Unit: time)

	FY25					
	April	May	June	July	August	September
No. of conducted training	3,166	1,786	2,232	2,498	1,782	2,251
(YoY)	(109.0%)	(100.7%)	(108.9%)	(103.5%)	(100.4%)	(92.4%)
Private sector*	2,197	1,068	1,427	1,556	1,020	1,443
(YoY)	(103.5%)	(102.0%)	(109.9%)	(105.4%)	(100.4%)	(93.7%)
Public sector and government agencies*	969	718	805	942	762	808
(YoY)	(123.8%)	(98.8%)	(107.2%)	(100.5%)	(100.4%)	(90.1%)
DX-related training*	233	203	298	277	196	189
(YoY)	(98.3%)	(115.3%)	(161.1%)	(120.4%)	(116.0%)	(92.6%)
Conducted online	169	228	393	452	286	387
(Composition ratio)	(5.3%)	(12.8%)	(17.6%)	(18.1%)	(16.0%)	(17.2%)

* Consolidated subsidiaries are included.

2. Open Seminars Business

The number of attendees at Open Seminars was 14,824 (99.3% YoY) and the number of attendees for DX-related training was 2,454 (120.8% YoY). In September, the number of participants in generative AI-related training increased, partly due to the effects of our “Summer Self-Improvement Campaign.” Applications also increased for training programs taken at career and life-stage milestones, such as career design training and training for newly appointed managers.

In October, we will implement various initiatives, including the “Skill Enhancement Campaign for Newly Promoted Employees,” to further increase the number of attendees.

■Monthly no. of attendees at Open Seminars

(Unit: attendee)

	FY25					
	April	May	June	July	August	September
No. of attendees	18,362	9,997	14,519	15,486	12,886	14,824
(YoY)	(109.3%)	(96.5%)	(94.4%)	(94.4%)	(97.7%)	(99.3%)
DX-related training*	2,624	1,446	2,257	2,453	2,011	2,454
(YoY)	(128.1%)	(109.5%)	(108.2%)	(97.7%)	(104.8%)	(120.8%)
Conducted online	5,378	5,658	8,885	9,448	8,027	9,270
(Composition ratio)	(29.3%)	(56.6%)	(61.2%)	(61.0%)	(62.3%)	(62.5%)

*Consolidated subsidiaries are included.

3. Client Base

The number of WEBinsource acquisitions in September was 169. 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					
	April	May	June	July	August	September
No. of new subscribers*	202	201	279	236	225	169
No. of accumulated subscribers	28,604	28,805	29,084	29,320	29,545	29,714
(YoY * No. of new subscribers)	(103.6%)	(85.5%)	(117.7%)	(99.2%)	(119.7%)	(110.1%)
(Progress rate: %)	(67.1%)	(75.5%)	(87.1%)	(97.0%)	(106.3%)	(113.4%)

*Calculation takes place at the end of every month.

4. IT Services Business

The number of paid users for Leaf (HR support system) reached 936 organizations (108.8% YoY) and the number of its active users increased to 5,523,098 (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 707 (111.3% 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 Apr.	End of May	End of Jun.	End of Jul.	End of Aug.	End of Sep.
No. of paid Leaf users (organizations)	905	912	919	923	928	936
(YoY)	(110.6%)	(110.1%)	(110.2%)	(110.7%)	(109.8%)	(108.8%)
No. of active users	5,342,416	5,381,140	5,469,891	5,484,835	5,494,543	5,523,098
(YoY)	(119.0%)	(118.5%)	(119.3%)	(113.6%)	(110.1%)	(110.1%)
No. of customizations* (since the beginning of FY)	101	105	110	116	124	144
(YoY)	(121.7%)	(123.5%)	(125.0%)	(116.0%)	(117.0%)	(108.3%)

*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					
	April	May	June	July	August	September
No. of orders delivered* (by month)	6	4	5	10	13	52
No. of orders delivered* (since the beginning of FY)	623	627	632	642	655	707
(YoY)	(113.9%)	(113.6%)	(114.1%)	(114.2%)	(115.7%)	(111.3%)

*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) (preliminary) was 271 (99.3% YoY), and that of video production and customization projects was 44 (112.8% YoY). The number of video rental viewers was 2,574 (124.0% YoY).

In September, demand for outright purchases of content related to sexual harassment in recruitment activities and customer harassment remained solid, driven by the need to respond to legal amendments taking effect in October. With the start of the performance evaluation season, interest also increased in courses for evaluators and managers, as well as skill development videos for employees being evaluated or developed. In addition, particularly among organizations approaching the end of their fiscal year, there was a growing trend toward using e-Learning to improve literacy across the entire organization.

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

	FY25					
	April	May	June	July	August	September
No. of video content sales (Outright purchase)* by month (YoY)	89 (85.6%)	74 (59.2%)	114 (115.2%)	177 (123.8%)	137 (106.2%)	271 (99.3%)
No. of video production and customization projects* by month (YoY)	21 (100.0%)	18 (72.0%)	38 (152.0%)	38 (102.7%)	41 (93.2%)	44 (112.8%)
No. of rental viewers* by month (YoY)	3,205 (150.7%)	2,900 (211.7%)	2,347 (106.1%)	2,759 (127.5%)	2,527 (132.7%)	2,574 (124.0%)
STUDIO (e-Learning) users* by month (MoM)	105,251 (-7,450)	105,834 (+583)	105,770 (-64)	105,215 (-555)	108,177 (+2,962)	108,226 (+49)

*Calculation takes place at the end of every month.

6. Proposed Amount

The proposed amount in September is 2,551 million yen, while the cumulative amount since the beginning of the fiscal year was 36.0 billion yen.

■Proposed Amount

(unit: million yen)

	FY25					
	April	May	June	July	August	September
Proposed amount (Target progress rate)	2,639 (42.5%)	2,630 (47.7%)	3,226 (54.2%)	3,653 (61.5%)	2,705 (66.9%)	2,551 (72.0%)
Since the beginning of FY	21,235	23,865	27,091	30,744	33,449	36,000

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

7. Inquiries

The number of inquiries remained strong at 593 (114.3% YoY).

In September, inquiries increased particularly in the areas of harassment prevention, management and managerial development, and generative AI/DX. Interest in generative AI was especially strong, with growing attention to its practical application and use in improving operational efficiency.

Demand also remained solid for digital training solutions such as Leaf, e-Learning, and video-based training materials, leading to proposals for related services.

■No. of Inquiries

	FY25					
	April	May	June	July	August	September
No. of inquiries	502	517	654	692	595	593
YoY	(100.0%)	(92.8%)	(120.2%)	(126.3%)	(127.7%)	(114.3%)
Since the beginning of FY	3,645	4,162	4,816	5,508	6,103	6,696

*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 32 new training programs for On-Site Training and released 20 video/e-Learning titles.

In response to growing demand for generative AI utilization, we developed training on business process automation using Copilot Studio, as well as the “Working with AI” series. In video and e-Learning content, we also developed courses on topics including data analysis using ChatGPT and vision development, along with four titles for essential workers.

■No. of new content developed

(Unit: titles)

	FY25					
	April	May	June	July	August	September
No. of new content developed for On-Site Training	31	29	26	34	31	32
since the beginning of FY	211	240	266	300	331	363
(Progress rate: %)	(58.6%)	(66.7%)	(73.9%)	(83.3%)	(91.9%)	(100.8%)
Of which, no. of digital skills	10	8	6	8	14	9
since the beginning of FY	49	57	63	71	85	94
No. of new content developed for e-Learning	22	18	24	21	38	20
since the beginning of FY	139	157	181	202	240	260
(Progress rate: %)	(55.6%)	(62.8%)	(72.4%)	(80.8%)	(96.0%)	(104.0%)

*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 October 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.

【Inquiries】 Insource Co., Ltd. <https://www.insource.co.jp/en/ir/index.html>

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