

To Whom It May Concern,

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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 October 2025

- No. of On-Site Training conducted (112.9% YoY), No. of DX-related Open Seminars attendees (134.2% YoY)
No. of ‘Leaf’ active users (122.2% YoY), No. of video and customization projects (642.9% YoY) -

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

1. On-Site Training Business

The number of On-Site Training conducted was 2,721 times (112.9% YoY). Of this, the number of trainings conducted for private sectors increased to 1,255 (112.7% YoY), and those for DX-related was 227 times (106.1% YoY). In October, the level-specific training for managers and leaders remained strong. In addition, we have been offering proposals for comprehensive training throughout the year with the development plan for the next fiscal year.

■ Monthly no. of On-Site Training conducted

(Unit: time)

	FY24					FY25
	May	June	July	August	September	October
No. of conducted trainings	1,774	2,049	2,413	1,775	2,437	2,721
(YoY)	(119.5%)	(123.9%)	(117.6%)	(113.2%)	(126.6%)	(112.9%)
Private sector*	1,047	1,298	1,476	1,016	1,540	1,255
(YoY)	(116.7%)	(121.4%)	(115.7%)	(105.6%)	(127.7%)	(112.7%)
Public sector and government agencies*	727	751	937	759	897	1,034
(YoY)	(123.9%)	(128.4%)	(120.9%)	(125.2%)	(124.8%)	(124.0%)
DX-related trainings*	176	185	230	169	204	227
(YoY)	(134.4%)	(131.2%)	(125.7%)	(113.4%)	(125.9%)	(106.1%)
Conducted online	258	328	464	339	427	432
(Composition ratio)	(14.5%)	(16.0%)	(19.2%)	(19.1%)	(17.5%)	(15.9%)

* 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 training conducted from October 2023 onwards has also been changed.

2. Open Seminars Business

The number of attendees at Open Seminars was 14,016 (103.0% YoY) and the number of attendees for DX-related training was 1,904 (134.2% YoY). In October, themes such as interpersonal skills and risk management grew. As the number of attendees at online training has been declining, we are introducing new training and strengthening sales promotions, mainly in DX field, and are working to improve the situation.

■ Monthly no. of attendees at Open Seminars

(Unit: attendee)

	FY24					FY25
	May	June	July	August	September	October
No. of attendees	10,361	15,380	16,413	13,196	14,922	14,016
(YoY)	(116.9%)	(126.0%)	(118.9%)	(105.0%)	(115.3%)	(103.0%)
DX-related trainings*	1,321	2,086	2,510	1,918	2,031	1,904
(YoY)	(108.1%)	(117.9%)	(147.6%)	(124.5%)	(141.8%)	(134.2%)
Conducted online	6,355	10,446	10,433	8,349	9,162	7,718
(Composition ratio)	(61.3%)	(67.9%)	(63.6%)	(63.3%)	(61.4%)	(55.1%)

*Consolidated subsidiaries are included.

3. Client Base

The number of WEBinsource acquisitions in October was 201, 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					FY25
	May	June	July	August	September	October
No. of new subscribers*	235	237	238	188	199	201
No. of accumulated subscribers	26,131	26,368	26,606	26,794	26,993	27,194
(YoY * No. of new subscribers)	(100.4%)	(94.8%)	(90.5%)	(91.3%)	(103.1%)	(99.0%)
(Progress rate: %)	(70.7%)	(80.6%)	(90.5%)	(98.3%)	(106.6%)	(8.4%)

*Calculation takes place at the end of every month.

4. IT Services Business

The number of paid subscribers for Leaf (HR support system) reached 865 organizations (114.6% YoY) and the number of its active users increased to 5,137,677 (122.2% YoY). The total number of orders delivered for Stress Check Support Service was 23. In October, we actively developed options and worked to expand our services.

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

(Unit: organization)

	FY24					FY25
	End of May	End of Jun.	End of Jul.	End of Aug.	End of Sep.	End of Oct.
No. of paid subscribers (organizations)	828	834	834	845	860	865
(YoY)	(118.6%)	(117.5%)	(115.7%)	(115.8%)	(116.1%)	(114.6%)
No. of active users	4,539,530	4,585,502	4,827,106	4,991,973	5,018,374	5,137,677
(YoY)	(120.9%)	(119.8%)	(122.0%)	(124.1%)	(123.3%)	(122.2%)
No. of customizations* (since the beginning of FY)	85	88	100	106	133	2
(YoY)	(100.0%)	(95.7%)	(99.0%)	(98.1%)	(100.0%)	(40.0%)

*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)

	FY24					FY25
	May	June	July	August	September	October
No. of orders delivered* (by month)	5	2	8	4	69	23
No. of orders delivered* (since the beginning of FY)	552	554	562	566	708	23
(YoY)	(113.6%)	(112.6%)	(113.8%)	(112.5%)	(122.1%)	(95.8%)

*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 contents sold (outright purchases) was 166 (105.7% YoY), and the number of video production and customization projects was 45 (642.9% YoY). The number of viewers in the video rental plan was 1,970 (147.3% YoY). In October, the number of orders for laws and regulation related themes including compliance, as well as video rental plan featuring DX and IT-related themes with frequent updates, increased. In addition, an increasing number of orders have been placed for “Training video recording and viewing plan,” which recorded online training and delivered its data.

■ 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					FY25
	May	June	July	August	September	October
No. of video contents sold (Outright purchase)* by month (YoY)	125 (130.2%)	99 (62.7%)	143 (105.9%)	129 (127.7%)	273 (140.0%)	166 (105.7%)
No. of video production and customization projects* by month (YoY)	25 (192.3%)	25 (71.4%)	37 (194.7%)	44 (118.9%)	39 (169.6%)	45 (642.9%)
No. of rental viewers* by month (YoY)	1,370 (87.9%)	2,213 (153.1%)	2,164 (123.3%)	1,905 (104.6%)	2,075 (143.3%)	1,970 (147.3%)
STUDIO (e-Learning) users* by month (MoM)	110,607 (+747)	111,027 (+420)	110,593 (-434)	105,093 (-5,500)	111,133 (+6,040)	111,347 (+214)

*Calculation takes place at the end of every month.

6. Inquiries

In October, 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.

■ No. of Inquiries

	FY24					FY25
	May	June	July	August	September	October
No. of inquiries YoY	557 (102.4%)	545 (113.5%)	549 (107.1%)	466 (90.1%)	519 (114.1%)	545 (100.2%)
Since the beginning of FY	4,111	4,656	5,205	5,670	6,189	545

*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 1Q FY23.

7. Contents Development

The number of contents developed totaled 30 for training (On-Site Training). 20 videos and e-Learnings were also released. This month, we developed a level-specific training series for junior and senior managers to enhance the ability of the organization to implement business improvements. In addition, we developed training to prevent the incivilities (words and actions without courtesy or respect) that reduce the sense of belonging and motivation of subordinates, and training to learn how to create a system that fosters a sense of security in the workplace.

■No. of new contents developed

(Unit: titles)

	FY24					FY25
	May	June	July	August	September	October
No. of new contents for On-Site Training	30	30	30	30	30	30
since the beginning of FY	241	271	301	331	361	30
(Progress rate: %)	(66.9%)	(75.3%)	(83.6%)	(91.9%)	(100.3%)	(8.3%)
Of which, no. of Digital skills	17	11	11	7	6	8
since the beginning of FY	87	98	109	116	122	8
No. of new contents for e-Learning	20	26	26	21	19	20
since the beginning of FY	184	210	236	257	276	20
(Progress rate: %)	(73.6%)	(84.0%)	(94.4%)	(102.8%)	(110.4%)	(8.0%)

*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 FY23: 47.2%) - Number of Attendees at Open Seminars (Same as above: 24.5%) - Number of Organizations and Users of Leaf (Same as above: 14.6%)
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	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 contents 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 (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 November 4, 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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