

March 1, 2023

To Whom It May Concern,

Disclaimer: This document is a translation of the Japanese original for reference purposes only.

 Insource Co., Ltd.  
 Takayuki Funahashi  
 Representative Director, President and CEO  
 (Code number: 6200, Prime Market of the Tokyo Stock Exchange)

**KPI (Key Performance Indicators) Progress Report for February, 2023**

 -No. of On-Site Training conducted (132.4% YoY) and attendees at Open Seminars (121.4% YoY) remained steady,  
 No. of new WEBinsource subscribers increased significantly (122.1% MoM)

Insource Co., Ltd. today announced KPI (Key Performance Indicators) Progress Report for February, 2023. For the KPI (Key Performance Indicators) impact on business performance, please refer to the “KPI (Key Performance Indicators) and Performance Correspondence Chart.”

### 1. Training Business

In February, 2023, the number of On-Site Training conducted was 1,433 times (132.4% YoY), of which online training was 488 times (Composition ratio: 34.1%). The number of attendees at Open Seminars was 9,105 (121.4% YoY), of which online attendees were 7,486 (Composition ratio: 82.2%). As for DX-related trainings, the number of On-Site Training conducted was 140.6% YoY, and the number of attendees at Open Seminars was 119.3% YoY.

#### (1) Monthly number of On-Site Training conducted

(Unit: time)

	2022				2023	
	September	October	November	December	January	February
Number of trainings conducted	1,630	1,808	1,901	1,394	1,076	1,433
(YoY)	(138.7%)	(108.2%)	(105.9%)	(104.0%)	(104.1%)	(132.4%)
Conducted online	671	627	646	518	399	488
(Composition ratio)	(41.2%)	(34.7%)	(34.0%)	(37.2%)	(37.1%)	(34.1%)
DX-related trainings*	100	100	121	105	69	97
(YoY)	(169.5%)	(151.5%)	(149.4%)	(172.1%)	(103.0%)	(140.6%)

\*Consolidated subsidiaries are included.

\*DX-related trainings: IT and computer skills trainings. The figures before July 2022 have been changed due to a change in the counting method.

#### (2) Monthly number of attendees at Open Seminars

(Unit: attendee)

	2022				2023	
	September	October	November	December	January	February
Number of attendees	10,555	9,972	10,701	9,281	7,590	9,105
(YoY)	(139.8%)	(129.3%)	(125.1%)	(113.6%)	(116.1%)	(121.4%)
Conducted online	8,740	8,104	8,649	7,665	6,448	7,486
(Composition ratio)	(82.8%)	(81.3%)	(80.8%)	(82.6%)	(85.0%)	(82.2%)
DX-related trainings	1,293	1,039	1,210	964	837	1,090
(YoY)	(158.5%)	(128.9%)	(144.6%)	(95.7%)	(94.2%)	(119.3%)

\*Consolidated subsidiaries are included.

## 2. IT Services Business

The number of paid subscribers for Leaf (HR support system) reached 568 organizations (+8 MoM) and the number of its users increased to 2,518,791 (+50,127 MoM). The cumulative number of orders delivered for Stress Check Support Service was 225 since the beginning of the fiscal year (-4 YoY).

### (1) “Leaf (HR support system)”: Total number of paid subscribers (organizations)

(Unit: organization)

	2022				2023	
	September	October	November	December	January	February
No. of paid subscribers (organizations)	522	535	545	551	560	568
(MoM)	(+12)	(+13)	(+10)	(+6)	(+9)	(+8)
(Changes from end of previous FY)	(+110)	(+13)	(+23)	(+29)	(+38)	(+46)
No. of users	2,112,301	2,149,629	2,385,545	2,438,626	2,468,664	2,518,791
No. of customization	162	2	5	11	20	27
Total no. since the beginning of FY						
Web conversion service for appraisal forms	165	166	167	168	172	174
(MoM)	(+8)	(+1)	(+1)	(+1)	(+4)	(+2)

\*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: Number of orders delivered and orders to be delivered

(Unit: organization)

	2022				2023	
	September	October	November	December	January	February
No. of orders delivered (by month)	59	9	23	59	69	65
Cumulative no. of orders delivered * since the beginning of FY	468	9	32	91	160	225
(YoY)	(+125)	(±0)	(-3)	(-11)	(+5)	(-4)
No. of orders to be delivered (at the end of month)	187	209	262	257	227	178
(YoY)	(-8)	(-26)	(-18)	(+22)	(+20)	(+29)

\*Note that after clients’ inspection, the actual sales will be counted.

\*This service has the highest number of deliveries in March every year.

### **3. e-Learning/video Business**

The number of contents sold (outright purchases) was 188 (88.7% YoY). In preparation for the acceptance of new and mid-career employees from April onward, contents related to subordinate training for supervisors and information security and compliance training for new employees increased.

#### **(1) e-Learning/videos: Total numbers of subscription IDs per month and the number of contents sold**

(Unit: ID) (Unit: Content)

	2022				2023	
	September	October	November	December	January	February
No. of video contents sold (Outright purchase)* by month (YoY)	152 (104.1%)	157 (218.1%)	139 (147.9%)	242 (230.5%)	116 (110.5%)	188 (88.7%)
No. of rental viewers* by month (YoY)	1,037 (158.1%)	1,514 (122.3%)	900 (57.7%)	1,614 (120.4%)	620 (54.6%)	1,257 (86.7%)
STUDIO (e-Learning) users (MoM)	70,258 (+1,182)	71,228 (+970)	71,790 (+562)	73,172 (+1,382)	74,513 (+1,341)	74,699 (+186)

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

### **4. Client Base**

The total number of registered WEBinsource clients increased significantly to 19,779 organizations (+276 MoM). We are steadily gaining subscribers toward our target of 2,400 for this fiscal year.

#### **(1) WEBinsource: Total number of subscribers (organizations)**

(Unit: organization)

	2022				2023	
	September	October	November	December	January	February
No. of new subscribers	204	192	205	211	226	276
No. of accumulated subscribers (MoM * No. of new subscribers) (Progress rate: %)	18,669 (82.3%) (119.6%)	18,861 (94.1%) (8.0%)	19,066 (106.8%) (16.5%)	19,277 (102.9%) (25.3%)	19,503 (107.1%) (34.8%)	19,779 (122.1%) (46.3%)

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

### **5. Contents Development**

The number of new contents developed was 30 for training (On-Site Training) and 15 for e-Learning. We have set a FY22 target of 350 for training and 210 for e-Learning, and we are taking steady steps toward the target.

#### **(1) Number of new contents developed**

(Unit: pieces)

	2022				2023	
	September	October	November	December	January	February
No. of new contents for On-Site training since the beginning of FY (Progress rate: %)	27 333 (111.0%)	30 30 (8.6%)	30 60 (17.1%)	30 90 (25.7%)	30 120 (34.3%)	30 150 (42.9%)
No. of new contents for e-learning since the beginning of FY (Progress rate: %)	16 210 (100.0%)	19 19 (9.0%)	21 40 (19.0%)	17 57 (27.1%)	14 71 (33.8%)	15 86 (41.0%)

(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 FY21: 49.5%)</li><li>▪ Attendees at Open Seminars (Same as above: 23.6%)</li><li>▪ Organizations and users of Leaf (Same as above: 12.7%)</li><li>▪ Number of e-Learning and videos sold (Same as above: 14.2%)</li></ul>
In several months to 6 months	<ul style="list-style-type: none"><li>▪ Number of registered WEBinsource clients</li></ul> WEBinsource is our entry level product for new customers, who are 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 the next few months to six months.
In 6 months to 2 or 3 years	<ul style="list-style-type: none"><li>▪ Number of new contents developed</li></ul> The increase in the number of trainings, e-Learning and videos and other contents developed 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.

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 March 1, 2023 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.

---

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

Press Contact

CEO Office (Mr. Kenta Asai & Ms. Sumie Ishiwata)

Email: [info\\_ir@insource.co.jp](mailto:info_ir@insource.co.jp)