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Insource Co., Ltd.  
 Representative director and CEO  
 Takayuki Funahashi  
 (Code number: 6200, The First Section of the  
 Tokyo Stock Exchange)

**KPI(key Performance Indicators)Progress Report in December 2019**  
**“ Monthly number of attendees at Open Seminars increased by 153.7% YOY.**  
**Monthly number of On-Site Training increased by 115.8% YOY**

Insource today announced that the monthly number of On-Site Training was 1,114 (115.8% YOY) and the monthly number of attendees at Open Seminars was 7,017 (153.7% YOY). In addition, the total number of WEBinsource subscribers (organizations) reached 11,974 and the monthly number of Leaf paid subscribers (organizations) has reached 175.

### 1. Monthly number of On-Site Training conducted

(Unit: times)

	FY2018			FY2019		
	July	August	September	October	November	December
Monthly number of trainings conducted (YOY)	1,548 (113.1%)	1,133 (111.5%)	1,393 (111.5%)	1,594 (101.5%)	1,763 (114.3%)	1,114 (115.8%)

\*Consolidated subsidiaries are included.

<FYI> Total number of trainings conducted in FY2018: 14,873

### 2. Monthly number of attendees at Open Seminars

(Unit: attendees)

	FY2018			FY2019		
	July	August	September	October	November	December
Monthly number of attendees (YOY)	7,473 (133.3%)	6,772 (129.4%)	7,527 (135.8%)	6,684 (121.5%)	7,431 (120.9%)	7,017 (153.7%)

<FYI> Total number of attendees in FY2018: 72,107

### 3. WEBinsource: Total number of subscribers (organizations)

(Unit: Organizations)

	FY2018		FY2019		
	August	September	October	November	December
Total	11,113	11,335	11,549	11,773	11,974
(changes from FY17)	(+2,549)	(+2,771)	(+214)	(+438)	(+639)
(rate of change: %)	(+129.8%)	(+132.4%)	(+101.9%)	(+103.9%)	(+105.6%)

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

#### 4. “Leaf (HR support system)”\*: Total number of paid subscribers (organizations)

(Unit: Organizations)

	FY2018		FY2019		
	August	September	October	November	December
HR support system, “Leaf” (Full-service)	156	162	164	170	175
(MOM)	(+8)	(+6)	(+2)	(+6)	(+5)
(changes from FY17)	(+64)	(+70)	(+2)	(+8)	(+13)
Web conversion service for appraisal forms	46	50	52	55	58
(MOM)	(+4)	(+4)	(+2)	(+3)	(+3)

#### 5. “STUDIO (e-learning)”\*: Total numbers of subscription IDs per month

(Unit: IDs)

	FY2018		FY2019		
	August	September	October	November	December
STUDIO (e-Learning)	14,566	16,623	15,569	16,481	16,400

#### 5. Stress Check Support Service: Number of orders and status of progress

(Unit: Organizations)

	FY2018			FY2019		
	August	September	October	November	December	January (Estimate)
No. of orders received	36	42	35	23	17	-
(MOM)	(+10)	(+17)	(+15)	(+9)	(+3)	-
No. of orders delivered (by month)	2	25	5	6	13	3
No. of orders delivered	191	216	5	11	24	27
(YOY)	(+42)	(+59)	(+1)	(-10)	(-13)	(-30)
No. of orders to be delivered (end of month)	106	123	153	170	174	-

\*From January 2019, we have disclosed the number of orders and status of progress for Stress Check Support Service.

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

#### ■ **WEBinsource**

With WEBinsource, clients can sign up online for Open Seminars at discounted prices, and apply for HRD SmartPack (discounted package deal), our affiliated companies’ training programs and books, etc. More and more clients are implementing WEBinsource as an employee training infrastructure, which has increased the number of attendees at Open Seminars.

- WEBinsource: <https://www.insource.co.jp/webins/index.html>
- HRD SmartPack: [https://www.insource.co.jp/bup/bup\\_smartpack.html](https://www.insource.co.jp/bup/bup_smartpack.html)

#### ■ **Leaf (HR support system)**

Leaf is our in-house platform to assist clients to improve business productivity and streamline HR-related operations (e.g.: training management, operation to personnel appraisal, skill management, conducting stress check).

- Leaf: [https://www.insource.co.jp/it-tool/kenkanrisys\\_top.html](https://www.insource.co.jp/it-tool/kenkanrisys_top.html)

#### ■ **STUDIO**

STUDIO: A user-friendly e-learning courseware. Upon registration, users can always access over 307 contents(90 subjects) on STUDIO. \* \*As of September 30, 2019

- STUDIO: <https://www.mitemo.co.jp/studio/>

**■Web appraisal form service**

Web conversion service for appraisal forms assists clients to realize streamlined operations by converting paper-/Excel-based performance appraisal forms into digital formats available online. For example, members can easily input their self-evaluation onto the digital appraisal forms. Also, Leaf allows administrators to easily contact and remind members to submit their forms.

- Web conversion service for appraisal forms: [https://www.insource.co.jp/it-tool/service-each/value\\_web.html](https://www.insource.co.jp/it-tool/service-each/value_web.html)

**■Stress Check Support Service**

Stress Check Support Service (outsourcing service) powered by Leaf is available at a very reasonable price (220 yen per person, including tax)\*. Upon clients' requests, we also provide the service coupled with paper-based appraisal sheets. \*Initial costs are excluded

- Stress Check Support Service: [https://www.insource.co.jp/it-tool/leaf\\_other\\_usage\\_stresscheck.html](https://www.insource.co.jp/it-tool/leaf_other_usage_stresscheck.html)

We will further expand business by assisting clients to improve work productivity and offering clients reasonable training programs, IT solutions and various services.

The preliminary figures above may differ from the upcoming financial statements. This information is created with utmost caution, but we do not fully guarantee the accuracy.

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