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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 January 2020

“Monthly number of attendees at Open Seminars increased by 135.3% YOY.

Total number of subscribers to WEBinsource increased by 107.5% changes from FY18.

Insource today announced that the monthly number of On-Site Training was 1,043 (109.7% YOY) and the monthly number of attendees at Open Seminars was 5,642 (135.3% YOY). In addition, the total number of WEBinsource subscribers (organizations) reached 12,185 and the monthly number of Leaf paid subscribers (organizations) has reached 177.

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

(Unit: times)

	FY2018		FY2019			
	August	September	October	November	December	January
Monthly number of trainings conducted (YOY)	1,133 (111.5%)	1,393 (111.5%)	1,594 (101.5%)	1,763 (114.3%)	1,114 (115.8%)	1,043 (109.7%)

\*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			
	August	September	October	November	December	January
Monthly number of attendees (YOY)	6,772 (129.4%)	7,527 (135.8%)	6,684 (121.5%)	7,431 (120.9%)	7,017 (153.7%)	5,642 (135.3%)

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

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

(Unit: Organizations)

	FY2018	FY2019			
	September	October	November	December	January
Total	11,335	11,549	11,773	11,974	12,185
(changes from FY17)	(+2,771)	(+214)	(+438)	(+639)	(+850)
(rate of change: %)	(+132.4%)	(+101.9%)	(+103.9%)	(+105.6%)	(+107.5%)

\*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			
	September	October	November	December	January
HR support system, “Leaf” (Full-service)	162	164	170	175	177
(MOM)	(+6)	(+2)	(+6)	(+5)	(+2)
(changes from FY18)	(+70)	(+2)	(+8)	(+13)	(+15)
Web conversion service for appraisal forms	50	52	55	58	59
(MOM)	(+4)	(+2)	(+3)	(+3)	(+1)

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

(Unit: IDs)

	FY2018	FY2019			
	September	October	November	December	January
STUDIO (e-Learning)	16,623	15,569	16,481	16,400	17,285

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

(Unit: Organizations)

	FY2018	FY2019				
	September	October	November	December	January	February (Estimate)
No. of orders received	42	35	23	17	20	-
(MOM)	(+17)	(+15)	(+9)	(+3)	(+0)	-
No. of orders delivered (by month)	25	5	6	13	43	9
No. of orders delivered	216	5	11	24	67	76
(YOY)	(+59)	(+1)	(-10)	(-13)	(+10)	(-25)
No. of orders to be delivered (end of month)	123	153	170	174	151	-

\*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/kenkanrissys\\_top.html](https://www.insource.co.jp/it-tool/kenkanrissys_top.html)

#### ■STUDIO

STUDIO: A user-friendly e-learning courseware. Upon registration, users can always access over 321 contents(87 subjects) on STUDIO. \* \*As of December 31, 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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