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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 February 2020

“ Monthly number of attendees at Open Seminars increased by 113.6% YOY.

Total number of subscribers to WEBinsource increased by 109.6% changes from FY18.

<Notice>

KPI Progress Report in March 2020 will be released on April 6, earlier than scheduled.

Insource today announced that the monthly number of On-Site Training was 1,135 (103.9% YOY) and the monthly number of attendees at Open Seminars was 6,096 (113.6% YOY). In addition, the total number of WEBinsource subscribers (organizations) reached 12,419 and the monthly number of Leaf paid subscribers (organizations) has reached 179. Due to the outbreak of Coronavirus disease (COVID-19), numbers of On-Site Trainings and Open Seminar have decreased than estimated. The details are as follows.

1. Monthly number of On-Site Training conducted

(Unit: times)

	FY2018	FY2019				
	September	October	November	December	January	February
Monthly number of trainings conducted (YOY)	1,393 (111.5%)	1,594 (101.5%)	1,763 (114.3%)	1,114 (115.8%)	1,043 (109.7%)	1,135 (103.9%)

*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				
	September	October	November	December	January	February
Monthly number of attendees (YOY)	7,527 (135.8%)	6,684 (121.5%)	7,431 (120.9%)	7,017 (153.7%)	5,642 (135.3%)	6,096 (113.6%)

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

3. WEBinsource: Total number of subscribers (organizations)

(Unit: Organizations)

	FY2019				
	October	November	December	January	February
Total	11,549	11,773	11,974	12,185	12,419
(changes from FY17)	(+214)	(+438)	(+639)	(+850)	(+1,084)
(rate of change: %)	(+101.9%)	(+103.9%)	(+105.6%)	(+107.5%)	(+109.6%)

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

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

(Unit: Organizations)

	FY2019				
	October	November	December	January	February
HR support system, “Leaf” (Full-service)	164	170	175	177	179
(MOM)	(+2)	(+6)	(+5)	(+2)	(+2)
(changes from FY18)	(+2)	(+8)	(+13)	(+15)	(+17)
Web conversion service for appraisal forms	52	55	58	59	60
(MOM)	(+2)	(+3)	(+3)	(+1)	(+1)

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

(Unit: IDs)

	FY2019				
	October	November	December	January	February
STUDIO (e-Learning)	15,569	16,481	16,400	17,285	19,289

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

(Unit: Organizations)

	FY2019					
	October	November	December	January	February	March (Estimate)
No. of orders received	35	23	17	20	14	-
(MOM)	(+15)	(+9)	(+3)	(+0)	(+4)	-
No. of orders delivered (by month)	5	6	13	43	39	122
No. of orders delivered	5	11	24	67	106	228
(YOY)	(+1)	(-10)	(-13)	(+10)	(+5)	(+56)
No. of orders to be delivered (end of month)	153	170	174	151	126	-

*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

■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

■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

■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

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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