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To Whom It May Concern,

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Insource Co., Ltd.

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(Code number: 6200, Prime Market of the Tokyo Stock Exchange)

KPI (Key Performance Indicators) Progress Report for October, 2022

 -No. of On-Site Training conducted (108.2% YoY), Attendees at Open Seminars (129.3% YoY),
 No. of videos sold (218.1% YoY)

Insource today announced KPI (Key Performance Indicators) Progress Report for October, 2022.

1. Training Business

In October 2022, the number of On-Site Training conducted was 1,808 times (108.2% YoY), of which online training was 627 times (composition ratio: 34.7%). The number of attendees at Open Seminars was 9,972 (129.3% YoY), of which online attendees were 8,104 (composition ratio: 81.3%). As for DX-related trainings, with the DX education needs on the rise, the number of On-Site Training conducted was 151.5% YoY, and Open Seminars was 128.9%.

(1) Monthly number of On-Site Training conducted

(Unit: time)

	2022					
	May	June	July	August	September	October
Number of trainings conducted	1,155	1,525	1,612	1,286	1,630	1,808
(YoY)	(133.5%)	(126.7%)	(118.2%)	(130.4%)	(138.7%)	(108.2%)
Conducted online	385	467	609	549	671	627
(Composition ratio)	(33.3%)	(30.6%)	(37.8%)	(42.7%)	(41.2%)	(34.7%)
DX-related trainings※	68	91	113	85	100	100
(YoY)	(154.5%)	(149.2%)	(185.2%)	(160.4%)	(169.5%)	(151.5%)

*Consolidated subsidiaries are included.

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

(2) Monthly number of attendees at Open Seminars

(Unit: attendee)

	2022					
	May	June	July	August	September	October
Number of attendees	6,864	8,887	8,828	9,330	10,555	9,972
(YoY)	(134.9%)	(124.8%)	(124.6%)	(129.4%)	(139.8%)	(129.3%)
Conducted online	5,760	7,113	7,188	7,635	8,740	8,104
(Composition ratio)	(83.9%)	(80.0%)	(81.4%)	(81.8%)	(82.8%)	(81.3%)
DX-related trainings	706	914	859	1,422	1,293	1,039
(YoY)	(145.9%)	(131.1%)	(167.4%)	(162.5%)	(158.5%)	(128.9%)

*Consolidated subsidiaries are included.

2. IT Services Business

The number of paid subscribers for Leaf (HR support system) reached 535 (+13 MoM) organizations and the number of its users increased to 2,149,629 (+37,328 MoM). The cumulative number of orders delivered for Stress Check Support Service was 7 since the beginning of the fiscal year (- 2 YoY).

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

(Unit: organization)

	2022					
	May	June	July	August	September	October
No. of paid subscribers (organizations)	488	498	504	510	522	535
(MoM)	(+6)	(+10)	(+6)	(+6)	(+12)	(+13)
(Changes from end of previous FY)	(+76)	(+86)	(+92)	(+98)	(+110)	(+13)
No. of users	1,993,127	2,040,239	2,079,369	2,098,230	2,112,301	2,149,629
No. of customization	107	110	118	126	162	2
Total no. since the beginning of FY						
Web conversion service for appraisal forms	154	155	156	157	165	166
(MoM)	(+2)	(+1)	(+1)	(+1)	(+8)	(+1)

*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					
	May	June	July	August	September	October
No. of orders delivered (by month)	9	2	4	7	59	7
Cumulative no. of orders delivered * since the beginning of FY	396	398	402	409	468	7
(YoY)	(+98)	(+98)	(+100)	(+102)	(+125)	(-2)
No. of orders to be delivered (at the end of month)	43	98	154	204	187	209
(YoY)	(+3)	(+13)	(+14)	(+17)	(-8)	(-26)

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

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

*The number of new orders received is difficult to correlate with sales, so it has been changed to only the number of orders delivered and the number of orders remaining from October, 2021.

3. e-Learning/video Business

The number of contents (outright purchases) sold for e-Learning and videos increased to 157 (218.1 YoY), mainly for those related to mental health and compliance with the revised law, regardless of the corporate size. Rental users increased largely for contents related to harassment prevention.

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

(Unit: ID) (Unit: Content)

	2022					
	May	June	July	August	September	October
No. of video contents sold (Outright purchase) *By month (YoY)	68 (87.2%)	96 (139.1%)	104 (182.5%)	108 (127.1%)	152 (104.1%)	157 (218.1%)
No. of rental viewers *by month (YoY)	543 (62.9%)	1,904 (661.1%)	1,246 (449.8%)	611 (106.4%)	1,037 (158.1%)	1,514 (122.3%)
STUDIO (e-Learning) users (MoM)	64,370 (+1,547)	66,652 (+2,282)	68,162 (+1,510)	69,076 (+914)	70,258 (+1,182)	71,228 (+970)

*Calculation takes place at the end of every month.

*The number of outright purchases is calculated from October 2021.

4. Client Base

The total number of registered WEBinsource clients increased to 18,861 organizations (+192 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					
	May	June	July	August	September	October
No. of new subscribers	230	296	246	248	204	192
No. of accumulated subscribers (Progression rate : %)	17,675 (78.2%)	17,971 (90.5%)	18,217 (100.8%)	18,465 (111.1%)	18,669 (119.6%)	18,861 (8.0%)

*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 19 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					
	May	June	July	August	September	October
No. of new contents for On-Site training	28	37	28	20	27	30
since the beginning of FY (Progression rate : %)	221 (73.7%)	258 (86.0%)	286 (95.3%)	306 (102.0%)	333 (111.0%)	30 (8.6%)
No. of new contents for e-learning	16	16	16	16	16	19
since the beginning of FY (Progression rate : %)	146 (69.5%)	162 (77.1%)	178 (84.8%)	194 (92.4%)	210 (100.0%)	19 (9.0%)

(For reference) KPI (Key Performance Indicators) and Performance Correspondence Chart

Performance	Related KPIs
Monthly performance	<ul style="list-style-type: none">▪ Number of On-Site Training conducted (Composition ratio of sales in FY21: 50.6%)▪ Attendees at Open Seminars (24.4%)▪ Organizations and users of Leaf (13.6%)▪ Number of e-learning and videos sold (11.4%)
In several months to 6 months	<ul style="list-style-type: none">▪ Number of registered WEBinsource clients 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">▪ Number of new contents developed 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 November 1 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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