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To Whom It May Concern,

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Insource Co., Ltd.

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(Code number: 6200, The First Section of the Tokyo Stock Exchange)

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

 -E-learning content sales (220% YoY) / Paid subscribers of Leaf (+ 20 organizations MoM)/
 Times of On-Site training conducted (97.2% YoY)/ Attendees at Open Seminars (121.6% YoY)

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

1. Training Business

In March 2022, both On-Site training and Open Seminars for private companies performed well due to the growing needs for DX training. On the other hand, trainings for public sector remained affected by the 6th wave of COVID-19, resulting in 30 cases of postponement or cancellation of On-Site training. The number of On-Site Training conducted was 97.2% YoY to 868 times, of which online training were 473 times (composition ratio was 54.5%). The number of attendees at Open Seminars increased to 121.6% YoY to 8,170, of which online attendees were 7,442 (composition ratio was 91.1%).

(1) Monthly number of On-Site Training conducted

(Unit: time)

	FY2021					
	October	November	December	January	February	March
Number of trainings conducted (YoY)	1,671 (110.2%)	1,795 (116.9%)	1,341 (109.7%)	1,034 (139.4%)	1,082 (110.6%)	868 (97.2%)
Conducted online (YoY)	834 (49.9%)	858 (47.8%)	629 (46.9%)	565 (54.6%)	760 (70.2%)	473 (54.5%)
DX related training※	62	48	42	44	48	34

*Consolidated subsidiaries are included *DX-related trainings: IT and computer skills trainings

(2) Monthly number of attendees at Open Seminars

(Unit: attendee)

	FY2021					
	October	November	December	January	February	March
Number of attendees (YoY)	7,713 (107.0%)	8,555 (114.0%)	8,172 (110.4%)	6,537 (124.5%)	7,498 (115.7%)	8,170 (121.6%)
Conducted online (Composition ratio)	6,647 (86.2%)	7,378 (86.2%)	7,096 (86.8%)	5,709 (87.3%)	6,896 (92.0%)	7,442 (91.1%)
DX-related trainings	806	837	1,007	889	914	1,065

*Consolidated subsidiaries are included.

2. IT Services Business

The number of paid subscribers for Leaf (HR support system) reached 470 (+20 MoM) organizations and the number of its users increased to 1,932,964 (+18,714 MoM). The cumulative number of orders delivered for Stress Check Support Service significantly increased to 379 since the beginning of the fiscal year (+92 YoY).

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

(Unit: organization)

	FY2021					
	October	November	December	January	February	March
No. of paid subscribers (organizations)	420	426	432	442	450	470
(MoM)	(+8)	(+6)	(+6)	(+10)	(+8)	(+20)
(Changes from end of previous FY)	(+8)	(+14)	(+20)	(+30)	(+38)	(+58)
No. of users	1,800,591	1,826,620	1,848,770	1,873,705	1,914,250	1,932,964
No. of customization	2	5	15	24	41	90
* Total no. since the beginning of FY						
Web conversion service for appraisal forms	129	130	134	135	136	151
(MoM)	(+1)	(+1)	(+4)	(+1)	(+1)	(+15)

*The number of customizations shows the number of organizations which 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)

	FY2021					
	October	November	December	January	February	March
No. of orders delivered (by month)	9	26	67	53	74	150
Cumulative no. of orders delivered since the beginning of FY	9	35	102	155	229	379
(YoY)	(+1)	(+21)	(+46)	(+55)	(+75)	(+92)
No. of orders to be delivered (By month)	235	280	235	207	149	15

*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 will be changed to only the number of orders delivered and the number of orders remaining from October 2021.

3. e-Learning/video Business

Regarding profitable contents (outright purchases) of e-learning and video, sales to both private and public sectors significantly increased due to the demand of fiscal year-end. Especially contents related to the Comprehensive Labor Policy Promotion Law, the Child Care and Family Care Leave Law, and the Comprehensive Promotion of Women's Activity law are very popular because they are updated according to the latest law revisions in April.

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

(Unit: ID) (Unit: Content)

	FY2021					
	October	November	December	January	February	March
No. of video contents sold (Outright purchase) *By month	72	94	105	105	212	552
Cumulative no. since the beginning of FY	(38.1%)	(276.5%)	(169.4%)	(131.3%)	(198.1%)	(227.2%)
No. of rental viewers *by month	1,238	1,560	1,340	1,136	1,450	1,177
Cumulative no. of rental viewers since the beginning of FY	(529.1%)	(292.1%)	(416.1%)	(422.3%)	(232.4%)	(119.5%)
STUDIO (e-Learning) (MoM)	57,112 (+2,438)	57,557 (+445)	58,085 (+528)	58,584 (+499)	60,791 (+2,207)	61,115 (+324)

*Calculation takes place at the end of every month.

*The number of outright purchases is that of e-learning and video sales, which differs from the number of video sales until March 2021.

4. Client base

The total number of registered WEBinsource clients increased to 17,221 (+276 organizations compared to the previous month). We are steadily gaining subscribers toward our target of 2,400 for this fiscal year.

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

(Unit: organization)

	FY2021					
	October	November	December	January	February	March
No. of new subscribers	213	204	256	219	255	276
No. of accumulated subscribers	16,011	16,215	16,471	16,690	16,945	17,221
(Progression rate : %)	(8.9%)	(17.4%)	(28.0%)	(37.2%)	(47.8%)	(59.3%)

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

5. Contents development

The number of new contents developed was 31 for training (On-Site training) and 17 for e-learning. We have set a target of 300 for training and 210 for e-learning for FY2021, and we are taking steady steps toward the target.

(1) No. of new contents developed

(Unit : training, video)

	FY2021					
	October	November	December	January	February	March
No. of new contents for On-Site training	27	27	27	28	22	31
since the beginning of FY	27	54	81	109	131	162
(Progression rate : %)	(9.0%)	(18.0%)	(27.0%)	(36.3%)	(43.7%)	(54.0%)
No. of new contents for e-learning	14	20	14	19	30	17
since the beginning of FY	14	34	48	67	97	114
(Progression rate : %)	(6.7%)	(16.2%)	(22.9%)	(31.9%)	(46.2%)	(54.3%)

◇ New training contents released in March (31 trainings)

For students and job candidates	4	For Managers	3
Understand the relationship between the SDGs and companies to benefit job hunting activities		Learn from great people how to deal with work	
OA/IT skills	3	Career	3
Basic training about Microsoft Forms		View transfers as an opportunity for growth	
How to Work	3	Subordinate guidance and OJT related	2
Unlearning to prevent rigid thinking and aim to new growth		Key points to conduct effective one-to-one interviews	
SDG s	2	Diversity	2
Management Strategy Training -Raising Corporate Value through SDGs Management		Promote diversity to enhance competitiveness	
Motivation Training	1	Communication	1
Using Behavioral Economics in Specific Scenes		Improving psychological safety through positive communication	
Document Preparation	1	Business Documents	1
How to create an impressive PowerPoint presentation - Design from the other person's perspective		How to teach subordinates about proper business writing	
Planning Skills	1	Work style reform and productivity improvement	1
To improving Customer Value		How to work more efficiently	
CS & Reception	1	For new and young employees	1
How to serve wealthy people		How to enhance communication for remote work	
Presentation	1		
PowerPoint Presentation Training for Beginners			

◇New videos released in March (17 videos)

DX (Data analysis/IT skills)	5	Subordinate development	3
Learn Python		How to conduct one-on-one interviews	
Writing skills	3	Global diversity	2
Business writing skills		How to balance with work and childcare or nursing care	
Health Care	2	Leadership	1
Self-control to maximize ability		Four Types of Leadership	
Thinking skills	1		
How to design and develop products for customers			

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.

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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