



GROUP PROFILE







# The future starts here.

**"New EPS" will lead the further development of the healthcare industry.**

Since EPS was founded in 1991, we have been focusing on 3 areas of CRO, SMO and CSO, and consistently working in close partnership with our healthcare company customers.

In the meantime, the environment surrounding us has changed enormously due to greater diversity and complexity in healthcare needs, changes in healthcare policies, advances in AI technology and globalization of markets, etc.

While providing core services far easier to use in a more efficient manner by leveraging DX and big data, we have reinforced collaboration with universities and research institutions, local communities and governments, and already started expanding new fields in order to bring solutions of social issues by extending healthy longevity, resolving drug lag, and supporting drug discovery from new drug seeds.

We will continue delivering new solutions and better health to more and more people.





We will contribute to the advancement of the healthcare industry by providing high-value-added solutions to our clients.





# We provide new services that have evolved and deepened through repeated innovation.

With 30 years of experience and quality, we have three core businesses: CRO, SMO, and CSO. As needs change, our businesses and the roles expand year by year, we have responded to changes in the world not only by maintaining and sustaining our businesses status quo, but also by flexibly reforming them. We will continue to propose and provide a variety of innovative solutions, aiming for further innovation, deepening, and evolution.

## CSO Contract Sales Organization

With a contact center holding abundant and high qualified human resources, we support various post marketing operations mainly for pharmaceutical companies and medical device manufacturers. Leveraging DI - contact center, BPO - support services from pre-approval to post-marketing stages, MCP - multi-channel promotion, MDS - medical device support, and HC - healthcare support as our 5 core services, we are constantly developing and providing solutions that continuously meet customer needs.



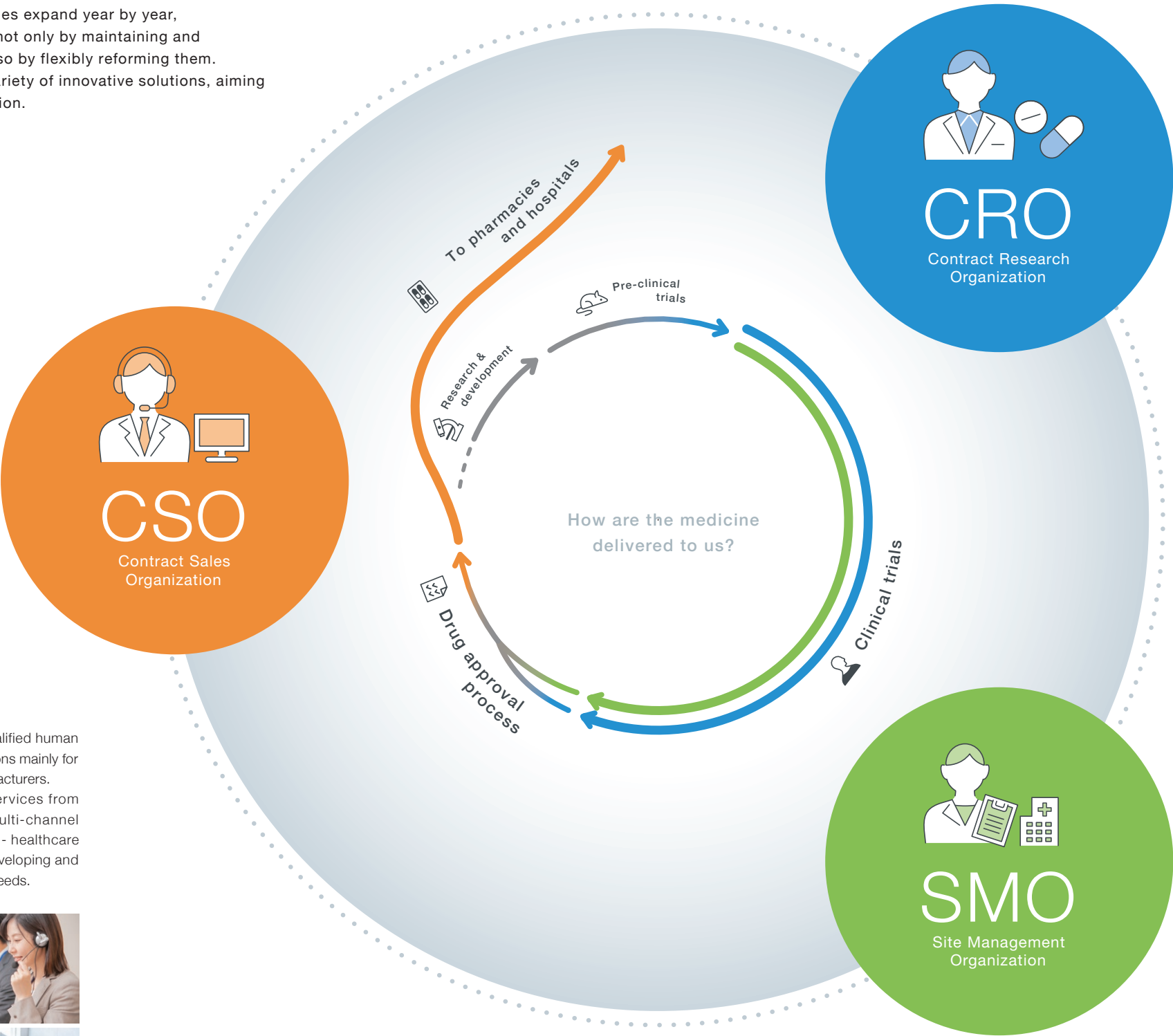
## CRO Contract Research Organization

In response to requests from pharmaceutical companies, medical institutions and governmental agencies, etc., we are providing One-Stop Solutions to support them develop pharmaceuticals, medical devices, foods and cosmetics. Also, through promotion of Decentral Clinical Trials, we are planning to streamline and ease the monitoring workload and to improve convenience and satisfaction of trial subjects, aiming to provide high quality data.



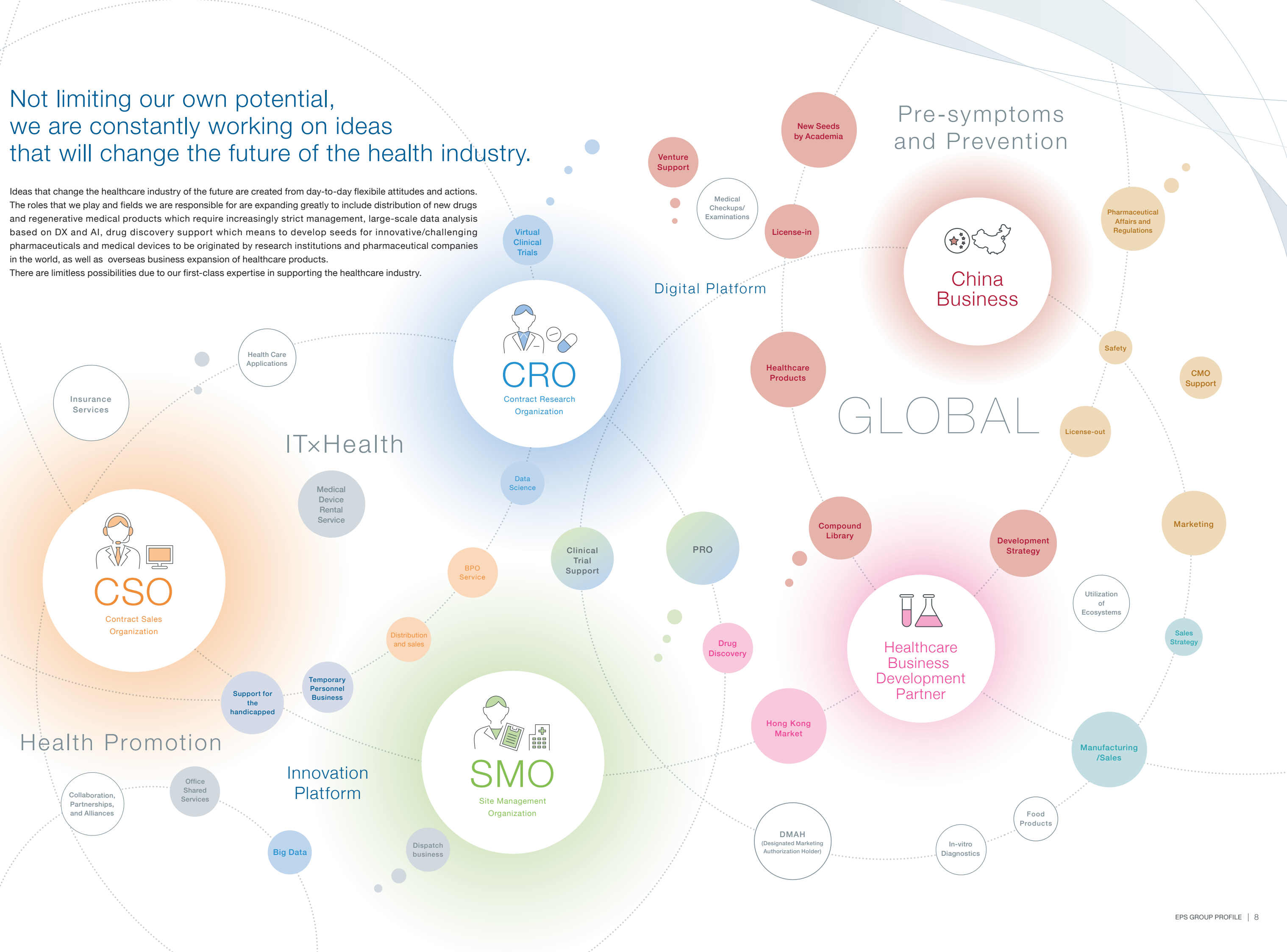
## SMO Site Management Organization

We support clinical trials in various therapeutic areas from lifestyle diseases to cancer and rare diseases in collaboration with medical institutions nationwide in Japan. We are also actively pursuing greater efficiency in clinical trial operations, utilizing DX, in such ways as promotinon of DCTs, development of remote SDV systems and electronic management of clinical trial documentation. In August 2022, we made an SMO in Taiwan into a subsidiary with the aim of further increasing market share.



Not limiting our own potential,  
we are constantly working on ideas  
that will change the future of the health industry.

Ideas that change the healthcare industry of the future are created from day-to-day flexible attitudes and actions. The roles that we play and fields we are responsible for are expanding greatly to include distribution of new drugs and regenerative medical products which require increasingly strict management, large-scale data analysis based on DX and AI, drug discovery support which means to develop seeds for innovative/challenging pharmaceuticals and medical devices to be originated by research institutions and pharmaceutical companies in the world, as well as overseas business expansion of healthcare products. There are limitless possibilities due to our first-class expertise in supporting the healthcare industry.





Through sustainable growth,  
we contribute to improve the health and quality  
of life of all people.

Our sustainable growth is also crucial as we are infrastructure and platforms to deliver safer and more effective treatments/medical products that contribute to the health and quality of life of all people.  
Due to our solid education/training and welfare systems, promotion of various workstyles and cooperation with government and partner companies, we will continue to be a functional community in which all people, including the disabled and elderly workers, can grow together.



CORPORATE PHILOSOPHY

•Our Mission  
We will contribute to the advancement of the healthcare industry  
by providing high-value-added solutions to our clients.

•Our Vision  
If we improve each day, we can progress ourselves daily, and will continue to do so.  
Ever Progressing System

•Our Values  
**For our Clients**  
We always place the highest priority on meeting clients' needs and providing high-value-added services.  
**For our Business**  
We will contribute to the advancement of society through sustained development of our businesses.  
**For our People**  
We will grow through our service to clients, and improve the quality of life (QOL) of all our stakeholders.



# EPS Profile

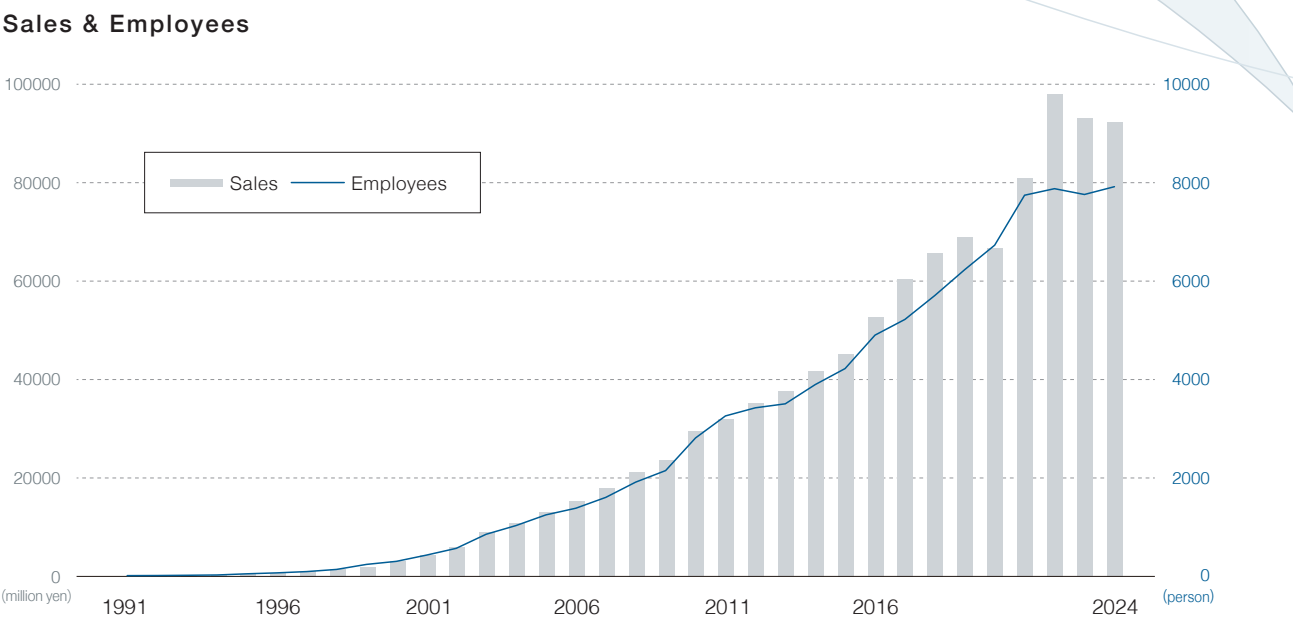
Corporate Name	EPS Holdings, Inc.
Location	TSUKUDO TERRACE, 2-1 Tsukudohachiman-cho, Shinjuku-ku, Tokyo, Japan
Contact	TEL : 03-5684-7873 URL : <a href="http://www.eps-holdings.co.jp">http://www.eps-holdings.co.jp</a>
Establishment	May 1991
Capital	100 Million yen
Representatives	Representative Director Hao YAN
Employees (consolidated)	7,902 (as of September 30,2024)

# History of EPS

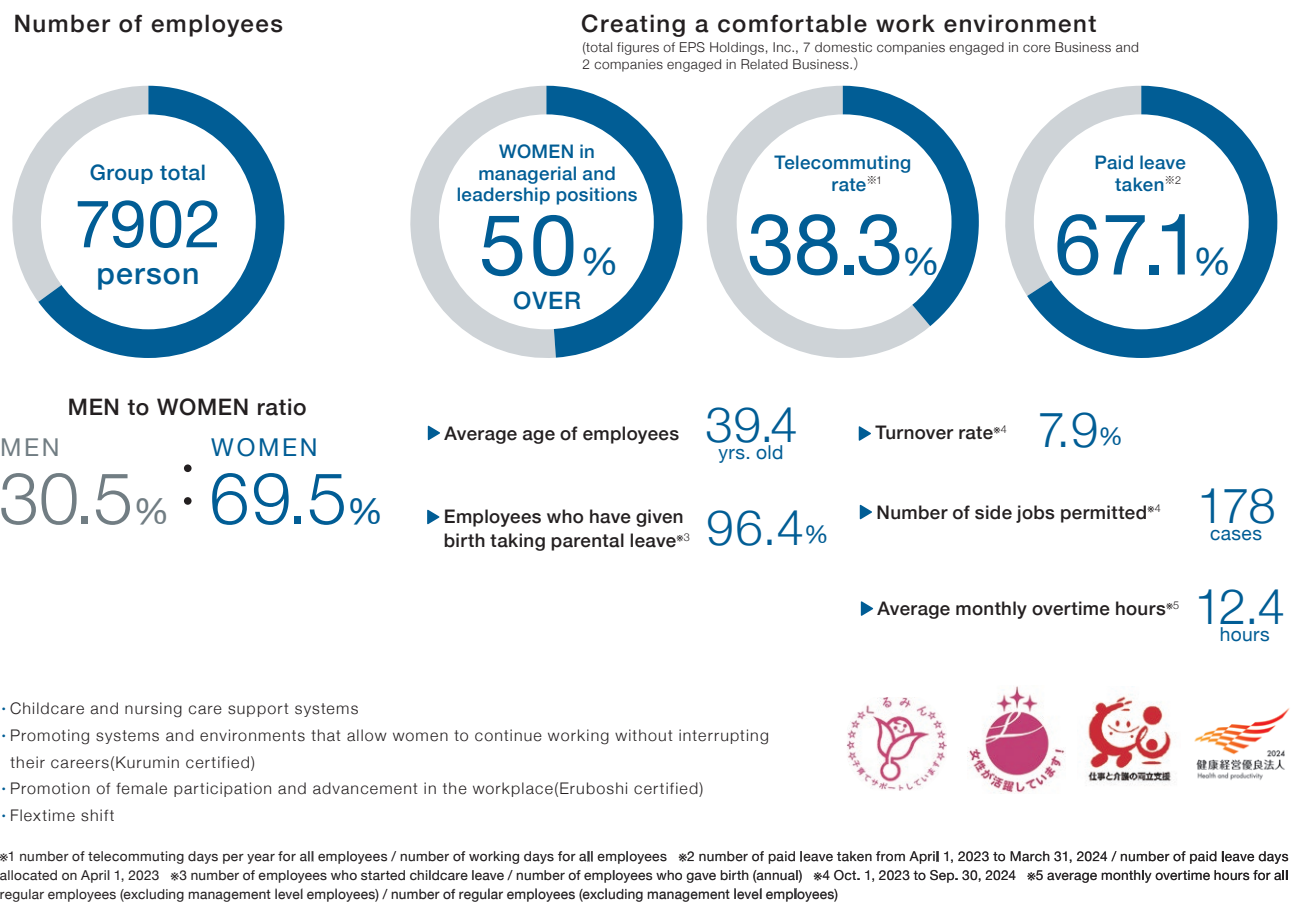
The history of EPS Group begins with the dawn of the CRO business, in 1991. From there, we gradually expanded the scope of our business activities, adding SMO and CSO services, and eventually becoming a comprehensive provider of a broad range of drug development and other support services for the healthcare industry. We began to expand into China and other overseas markets early in our history and are now a valued partner in the globalization of new drug development.

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1993	• Launched CRO (Contract Research Organization) business by starting case registration and drug allocation services for clinical trials.  • Developed a large-scaled clinical trial support system for the drug pharmaco-epidemiology research by Ministry of Health and Welfare (currently, MHLW).	2006	• EPS Corporation listed on the 1st section of the Tokyo Stock Exchange.
1996	• Changed the company name to EPS Co., Ltd.	2010	• Started Pharmaceutical products sales business in China.
1999	• Launched CRO and software development business in China.  • Launched SMO (Site Management Organization) business to support clinical trial-related operations of medical institutions.	2015	• Transferred to a holding company system and changed the company name to EPS Holdings, Inc.
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		2021	• 30th anniversary of the foundation.  • MBO implemented and unlisted.
		2022	• TSUKUDO TERRACE, our own building was completed.
		2023	• EPNextS, Inc. started full operation overseeing our core businesses of EPS group (CRO, SMO, CSO) .

# Sales & Employees of EPS



# Work environment of EPS





# Pioneering the Future with Our Three Main Businesses – Core Business, Exploratory Business, Incubation Business.

## Core Business



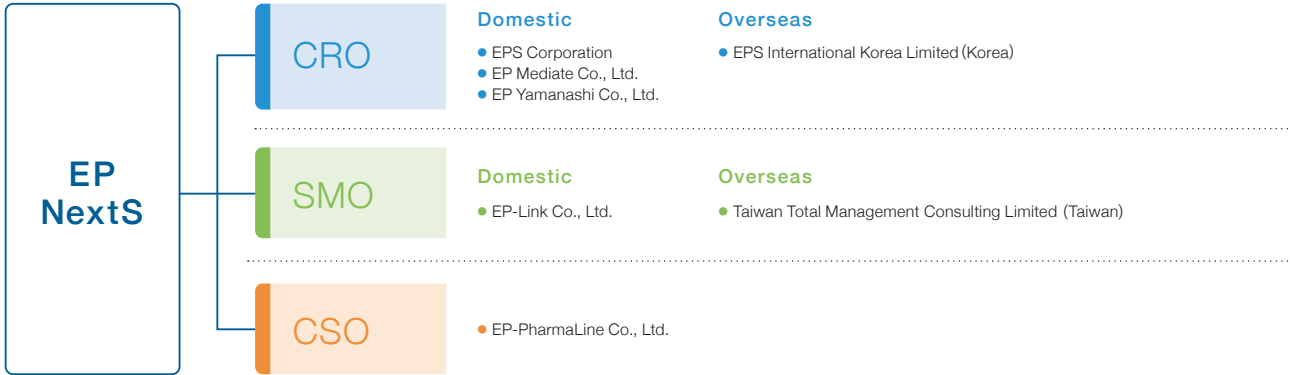
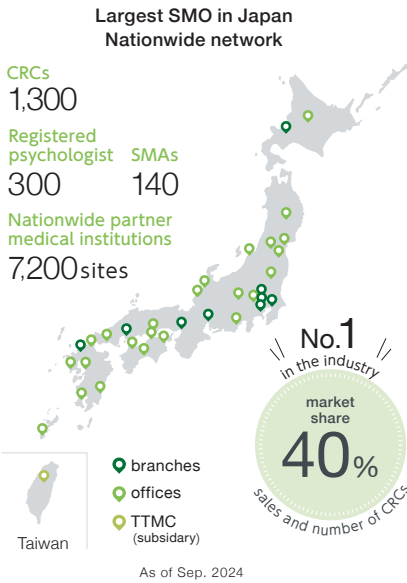
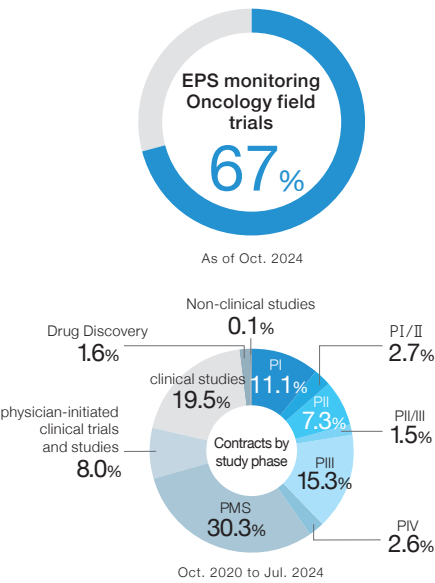
We are providing various supports swiftly and efficiently by one-stop for development of pharmaceuticals and medical devices, dealing with every phase from clinical trial planning to trial operation/regulatory application filing and post marketing surveillance.



Drawing on a high level of expert knowledge and a wealth of experience accumulated at medical institutions throughout Japan, our SMO Business provides strong support for the proper and streamlined implementation of clinical trials and studies in a wide-range of fields.



We provide robust support for pharmaceutical, medical care, medical devices and healthcare industries by making full use of DI, BPO, MCP, MDS and HCS, which are 5 pillars of our operations, as well as our wealth of experience and sophisticated knowledge.



### Related services supporting our Core Business

- EP-ProCareer Co.,Ltd. | Temporary personnel business (for CRAs and elder human resources, etc.) / BPO business

## Exploratory business



Our business in Japan, China and other Asian countries is not limited to pharmaceuticals. In addition to an apparel business in Hong Kong, we are operating China IRO (Innovative CRO) business targeting primarily biotech ventures. As for China IRO business, we support for development, regulatory affairs for pharmaceuticals and medical devices, and market entry into China and Japan. We are also engaged in a trading business to support the entry of research materials and Japanese food manufacturers into the Chinese market.



We are developing a wide range of businesses in China centered on research and development, manufacturing and marketing of pharmaceuticals and medical devices. Together with partners in Japan and China, we aim to become a specialist trading company in the healthcare industry, connecting Japan, China and Southeast Asia.

Healthcare Business Development Partner	Domestic	Overseas
	<ul style="list-style-type: none"><li>• Speed Apparel Japan Ltd.</li><li>• EP Trading Co., Ltd.</li></ul>	<ul style="list-style-type: none"><li>• EPS Creative Health Technology Group Limited (Hong Kong)</li><li>• EPS Healthcare Limited (Hong Kong)</li><li>• EP Trading (Shanghai) Co., Ltd. (China)</li><li>• R&amp;E Corporation Limited (Hong Kong)</li><li>• Taiga SCM (Shenzhen) Co., Ltd</li><li>• Speed Apparel (HK) Limited</li><li>• EPS Medical Consultancy Services (Shanghai) Limited (China)</li><li>• EPS Tigermed (Suzhou) Co., Ltd. (China)</li><li>• Beijing Global Pharmaceutical Research Co., Ltd. (China)</li><li>• EPS Medical Consultancy Services Limited (Hong Kong)</li><li>• EPS International (China) Co., Ltd (China)</li></ul>
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## Incubation Business



### An endless incubator in the healthcare industry

We aim to be an endless incubator in the healthcare industry through multiple initiatives: our IRO (Innovative CRO) business, a new service model supporting drug discovery for domestic and overseas biotech startups; collaborative drug discovery projects with biotech ventures and academia to research and develop promising seeds and regenerative medicine technologies for practical application; external collaboration with academia, VCs, and CDMOs; and investment and financing for business partners both in Japan and abroad.

Incubation	Domestic	Overseas
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### Related business supporting healthcare

- EPBiz Co., Ltd. | Employment of persons with disabilities
- EPS Digital-Share Co., Ltd. | Information system service business / Shared service business



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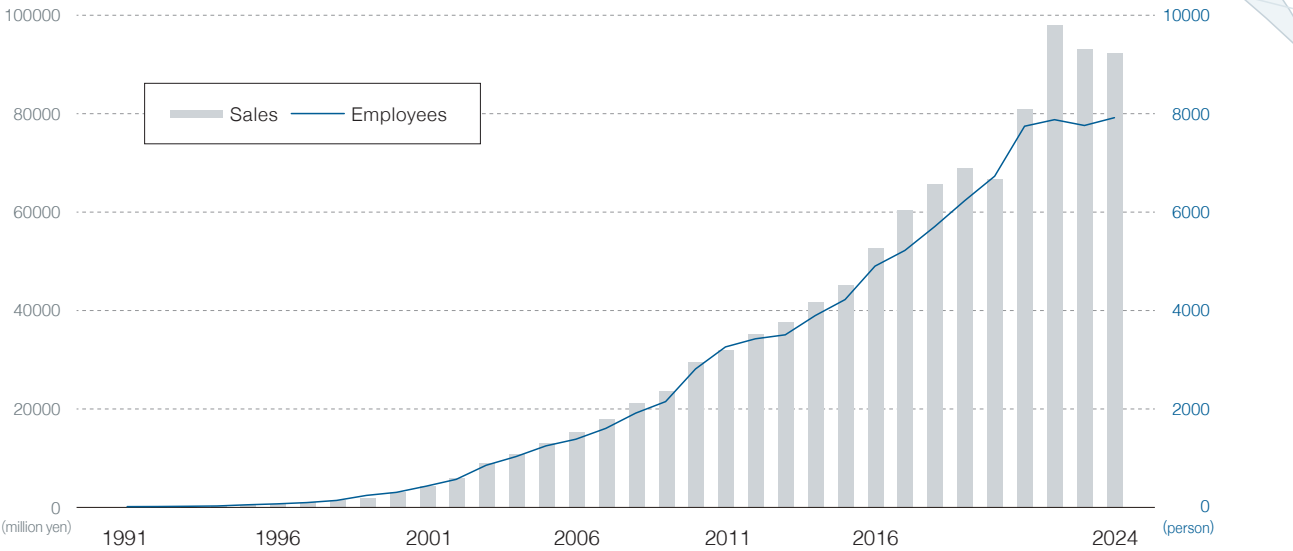
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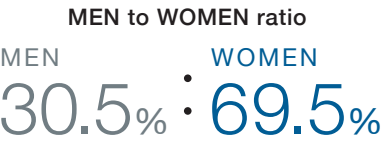
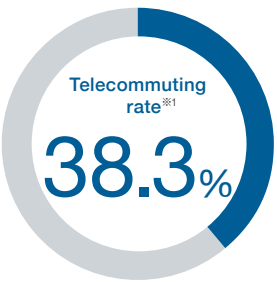
# Work environment of EPS

Number of employees



Creating a comfortable work environment

(total figures of EPS Holdings, Inc., 7 domestic companies engaged in core Business and 2 companies engaged in Related Business.)



▶ Average age of employees 39.4 yrs. old

▶ Turnover rate<sup>\*4</sup> 7.9%

▶ Employees who have given birth taking parental leave<sup>\*3</sup> 96.4%

▶ Number of side jobs permitted<sup>\*4</sup> 178 cases

▶ Average monthly overtime hours<sup>\*5</sup> 12.4 hours

- Childcare and nursing care support systems
- Promoting systems and environments that allow women to continue working without interrupting their careers(Kurumin certified)
- Promotion of female participation and advancement in the workplace(Eruboshi certified)
- Flextime shift



<sup>\*1</sup> number of telecommuting days per year for all employees / number of working days for all employees <sup>\*2</sup> number of paid leave taken from April 1, 2023 to March 31, 2024 / number of paid leave days allocated on April 1, 2023 <sup>\*3</sup> number of employees who started childcare leave / number of employees who gave birth (annual) <sup>\*4</sup> Oct. 1, 2023 to Sep. 30, 2024 <sup>\*5</sup> average monthly overtime hours for all regular employees (excluding management level employees) / number of regular employees (excluding management level employees)





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## Core Business



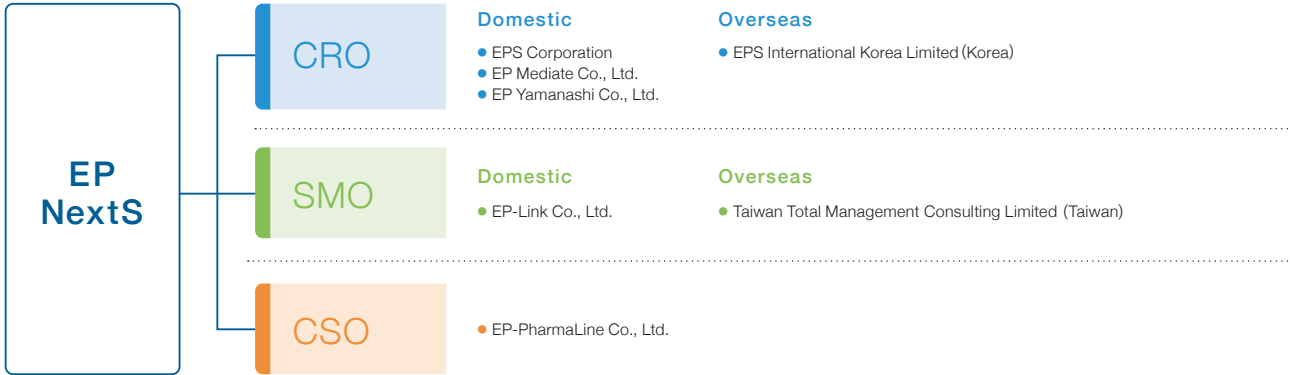
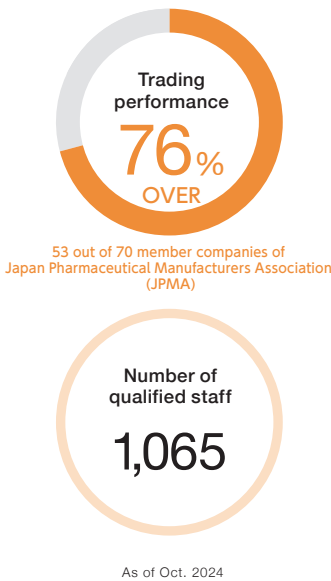
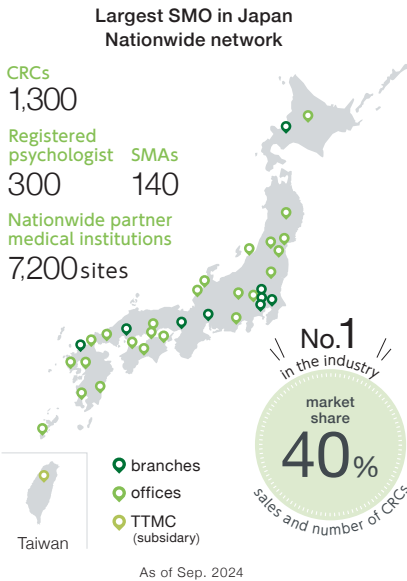
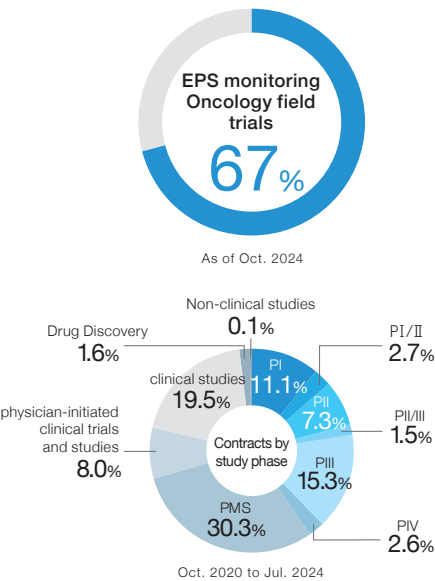
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