



December 1, 2021
EPS Holdings, Inc.

Immediate Release

Notice Regarding the New Management Structure for EPS Holdings, Inc.

EPS Holdings, Inc. (the “Company” or “EPS Holdings”) hereby announces a new management structure for the current fiscal year ending September 30, 2022. Details are as follows.

■ Overview of the Group Management Structure

The Company delisted company shares from the First Section of the Tokyo Stock Exchange through a management buyout (MBO) during the last fiscal year ended September 30, 2021. This MBO provides the Company with the opportunity to shift the management structure in four ways beginning this fiscal year: (1) shift Business Strategy Division 1 from services to solutions, (2) shift Business Strategy Division 2 from independent management to partner management, (3) shift new businesses from private concerns to businesses, and (4) shift organizational management from work processes to management.

To achieve these shifts, the Company aims to solidify a Group management structure to provide agile and effective Group management. Therefore, the new management structure will clarify the division of roles, enhance vertical (business segment) independence, and concentrate on businesses by lightening the burden on each to strengthen horizontal supervisory functions (HD).

In other words, this vertical (business segment) independence entrusts the authority to execute daily management to the corporate officers and strengthens functions of the Board of Corporate Officers, which will also reinvigorate corporate management. At the same time, this new management structure also transfers and aggregates some of the strategic supervisory functions for each segment to the EPS Holdings (HD), which in turn strengthens the functions of the Company.

This horizontal (HD) restructuring will establish four divisions and four centers at the EPS Holdings (HD) to strengthen supervisory functions.

■ Board of Directors / Board of Corporate Officers

Beginning this fiscal year ending September 30, 2022, to facilitate effective and agile Group management, the Company is clarifying the roles and responsibilities of corporate officers by reorganized management meetings into Board of Corporate Officers that will deliberate, make decisions, and report on matters related to the business execution of Group management.

The Board of Directors will make decisions on management policies of the company and important business execution while also supervising the performance of corporate officers in their duties. The Board of Directors consists of ten directors (including three external directors) and four statutory auditors (including three external statutory auditors). The Company will also begin director rotation for many reasons, including the cultivation of corporate management for the next generation.

■ Director Rotation

The Company will introduce director rotation for the reasons outlined below. Therefore, it has appointed five new directors from young up-and-coming human resource candidates.

- (1) To find and nurture a larger number of human resources for the next generation of management with a foundation in sustainable growth, cultivate the next generation of management by broadening the discernment and standpoint of up-and-coming management resources through debate on important matters of the Board of Directors and a dialogue with external directors.
- (2) To facilitate active discussion at Board of Directors meetings by incorporating the opinions and views of up-and-coming human resources on site who will lead the future of the Company.

■ **Board Members and Statutory Auditors**

BOARD MEMBER	NAME
Representative Director	Hao YAN
Board Member	Kazuki SEKITANI
Board Member	Mayumi YAMAMOTO *
Board Member	Yutaka ISE *
Board Member	Shinji KONDO *
Board Member	Riki OKUBO *
Board Member	Kanako KONDO *
Board Member (External)	Yoshinori ANDO
Board Member (External)	Haruo FUNABASHI
Board Member (External)	Yuichi YAMAMOTO
Audit & Supervisory Board Member	Yasuharu TAMAI
Audit & Supervisory Board Member (External)	Toshiaki TOCHIGI
Audit & Supervisory Board Member (External)	Yoshiyuki HIGUCHI
Audit & Supervisory Board Member (External)	Satoshi HASHIMOTO

*Director rotation (one year term of office)

■ **Corporate Officers**

ROLE	NAME	RESPONSIBILITIES
Chairman and Representative Corporate Officer	Hao YAN	CEO, in charge of the CBO 2
President and Representative Corporate Officer	Tatsuma NAGAOKA	COO, Director of the CBO 1 In charge of the CQO and the CIO
Vice Chairman and Corporate Officer	Shinro TASHIRO	In charge of the New Business Promotion Center Assistant to the CEO on a special mission,
Vice Chairman and Corporate Officer	Kazuki SEKITANI	In charge of the CMO and the Risk Management Center Assistant to the CEO on a special mission
Vice President and Corporate Officer	Shuzo ORIHASHI	In charge of the CPO
Senior Managing Executive Officer	Toshihiro JIKE	Director of the CPO
Senior Managing Corporate Officer	Satoshi OKOSO	Director of the CBO 2 and the Business Planning & Promotion Center and Manager of the SOUKEN Office
Senior Corporate Officer	Akira SASA	Deputy Director of the CBO 1, Director of the Business Planning & Promotion Center and Manager of the CRO Business Planning & Promotion Office
Senior Corporate Officer	Tatsuji SHIMADA	Deputy Director of the CBO 2, Deputy Director of the Business Planning & Promotion Center and Business Management Center, Deputy Director of the CPO and Manager of the 1st Group Management Planning & Promotion Center
Senior Corporate Officer	Takehisa YAMADA	Director of the CMO and the Group Human Resource Management Center (CHO)

ROLE	NAME	RESPONSIBILITIES
Corporate Officer	Kenji SAKUMA	Deputy Director of the Business Planning & Promotion Center and Deputy Manager of the CRO Business Planning & Promotion Office under the CBO 1, Deputy Director of the CMO and Director of the CAO and the Operation Management Planning & Promotion Department
Corporate Officer	Kenichi YAMAMOTO	Deputy Director of the Business Planning & Promotion Center under the CBO 1 and Manager of the SMO Business Planning & Promotion Office
Corporate Officer	Kanami IKEDA	Deputy Director of the Business Planning & Promotion Center under the CBO 1 and Manager of the CSO Business Planning & Promotion Office
Corporate Officer	Shinobu WASHIO	Manager of the SMO Business Planning & Promotion Office of the Business Planning & Promotion Center under the CBO 1 and Director of the Product Planning Promotion Center
Corporate Officer	Hidetaka ANDO	Director of the Business Promotion Support Center of the CBO 1 and Manager of the Project Promotion Office
Corporate Officer	Mitsuyoshi NAGATSUMA	Director of the Business Management Center under the CBO 1, Director in charge of the CAO under the CMO
Corporate Officer	Tsumoru MIYANO	Deputy Director of the Business Planning & Promotion Center of the CBO 2 and Deputy Manager of the SOUKEN Office and Manager of the EKISIN Office, Deputy Director of the 1st Group Management Planning & Promotion Center and Manager of the 3rd Office under the CPO
Corporate Officer	Naohiko KURITA	Director of the Group Management & Promotion Center and Manager of the Organization Management Planning Office under the CMO, Deputy Director of the CFO and Director of the Human Resource Management Planning Department
Corporate Officer	Akiyoshi OGASAWARA	Director of the 2nd Management Planning & Promotion Center of the CPO
Corporate Officer	Tetsuya KOYAMA	Director of the CFO and Director of the Group Business Support Department under the CPO
Corporate Officer	Naoki HAYASHI	Director of the CIO and Manager of the Business System Promotion Office
Corporate Officer	Junichi NISHIZUKA	Director of the New Business Promotion Center
Corporate Officer	Yoshiteru KIMURA	Acting Director of the Business Planning & Promotion Center of the CBO 1, Deputy Director of the 1st Group Management Planning & Promotion Center and Manager of the 1st Office under the CPO

*[Abbreviations] Business Strategy Division 1: CBO 1; Business Strategy Division 2: CBO 2; Administration Division: CMO; Management Planning & Promotion Division: CPO; Group Human Resource Management Center: CHO; Group Administration Center: CAO; Group Business Management Center: CFO; Quality Improvement Promotion Center: CQO; Group IT Center: CIO

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