



GROUP PROFILE





An aerial photograph of a city skyline, likely San Francisco, viewed from a high vantage point. The city is densely packed with buildings, and the Golden Gate Bridge is visible in the distance. The sky is a vibrant blue, filled with large, fluffy white clouds. A single bird is captured in flight, soaring through the clouds in the upper left quadrant of the image.

# 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.



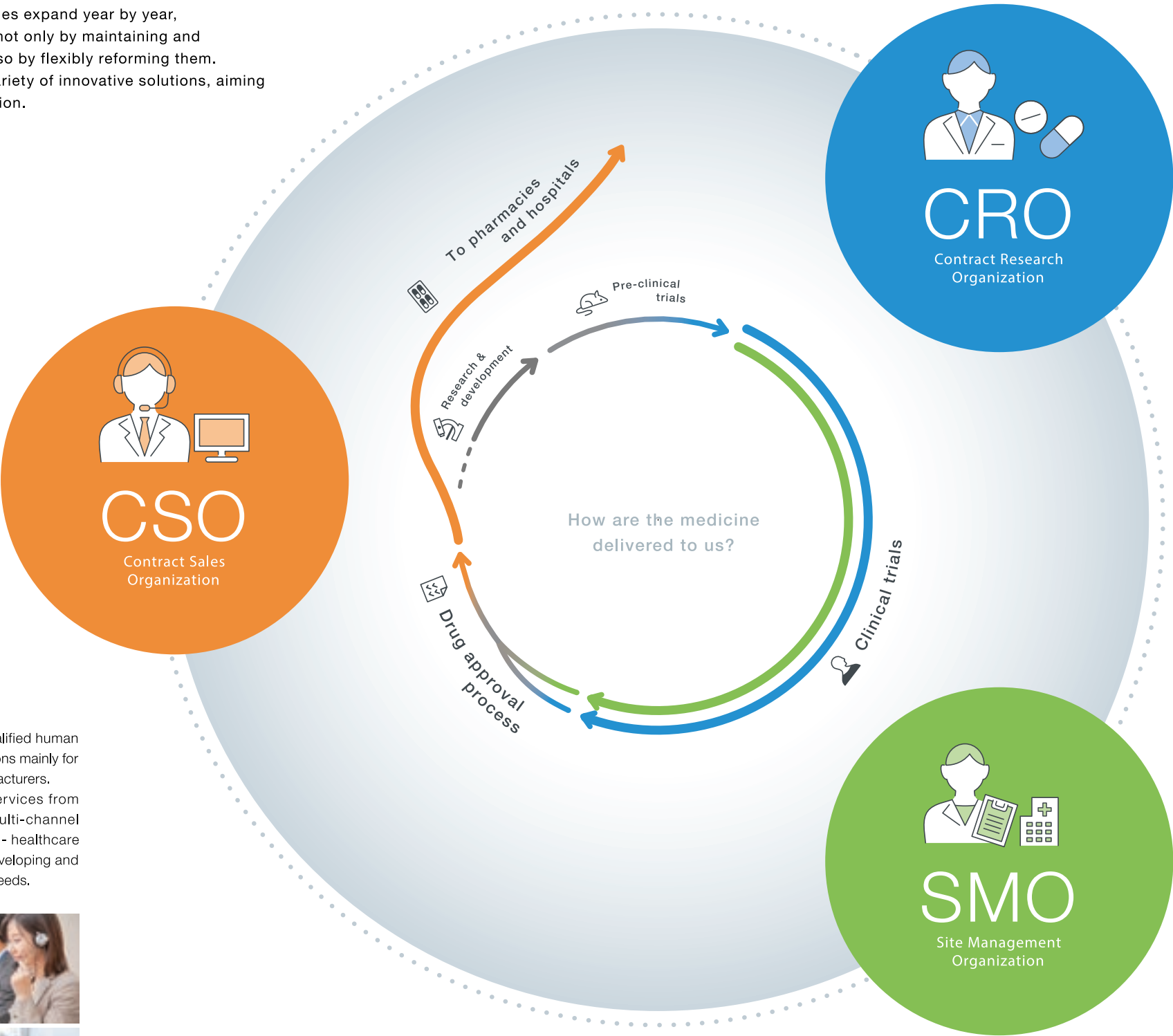
## CRO Contract Research Organization

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.



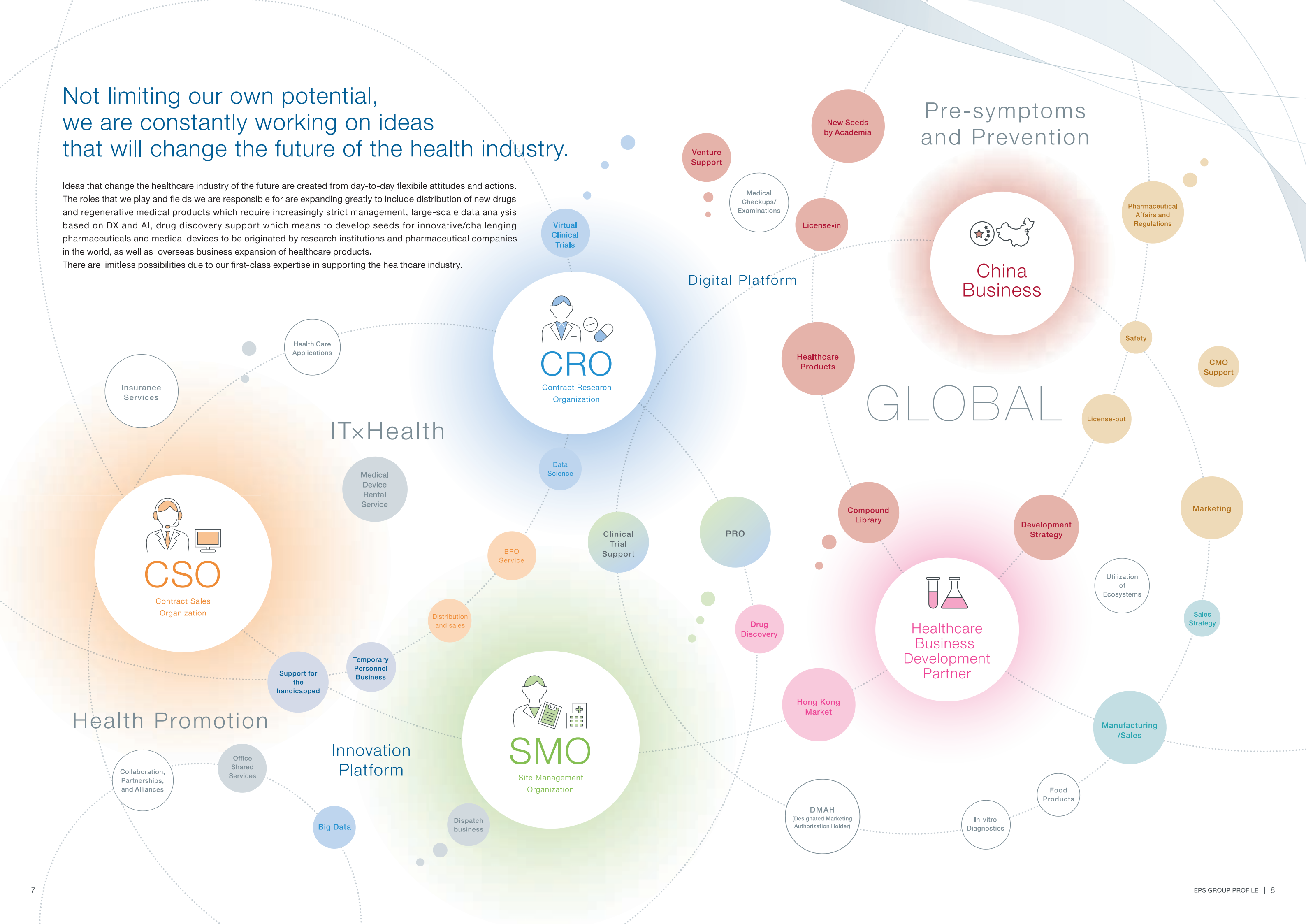
## SMO Site Management Organization

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 Kagurazaka AK bldg, 1-8 Tsukudo-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)	7,730 (as of September 30,2023)

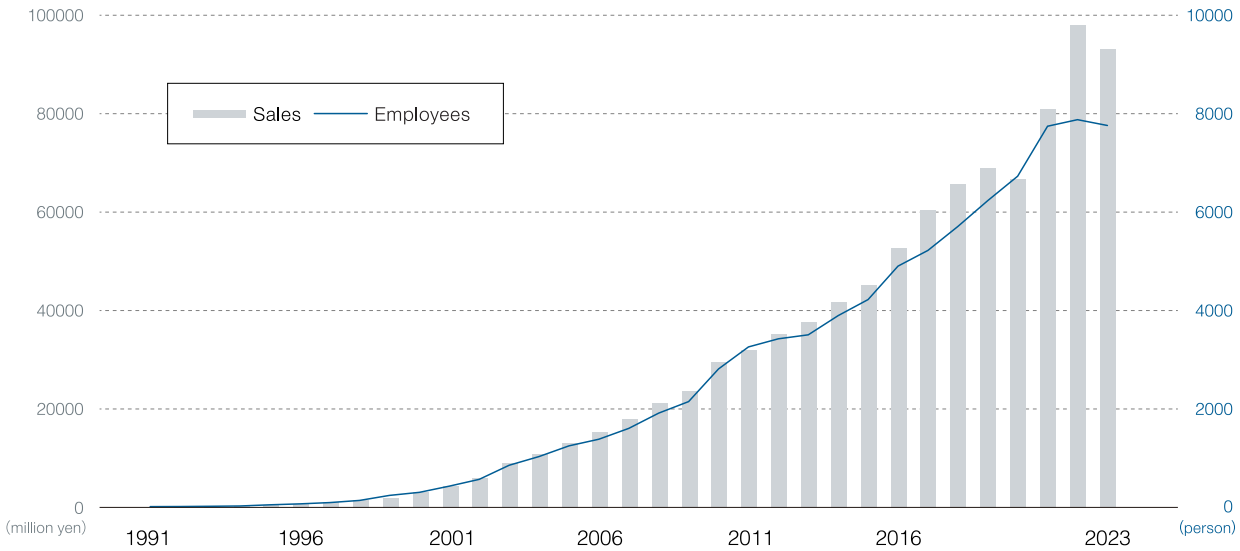
History of EPS

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.

1991	• EPS Tokyo Inc. was established for Clinical trials related software development & Sales.	2003	• Launched CRO business in Southeast Asia.
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.
2000	• Started CSO (Contract Sales Organization) business, which undertakes MR (Medical Representative) operations for pharmaceutical companies.	2016	• Capital and business alliance agreement with SUZUKEN CO., LTD.
2001	• Changed the company name to EPS Corporation.  • EPS Corporation listed on JASDAQ.	2020	• Participation in joint development of DNA vaccine for new coronavirus (COVID-19).
		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) .

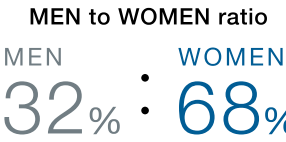
Sales & Employees of EPS

Sales & Employees

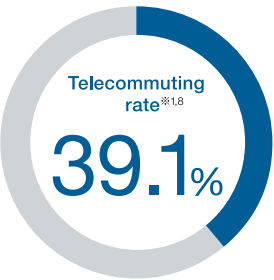


Work environment of EPS

Number of employees



Creating a comfortable work environment



- ▶ Average age of employees\*2 **39.1 yrs. old**
- ▶ Turnover rate\*1,5 **7.3%**
- ▶ Employees who have given birth taking parental leave\*1,3 **96.9%**
- ▶ Number of side jobs permitted\*1,6 **138 cases**
- ▶ Employees returning to work after childcare leave\*1,4 **72.4%**
- ▶ Average monthly overtime hours\*1,7 **up to 12 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



\*1 total figures of EPS Holdings, Inc., 5 domestic companies engaged in core business and 3 companies engaged in other business. \*2 figures for domestic operating companies  
\*3 number of employees who started childcare leave / number of employees who gave birth (annual) \*4 number of employees who returned to work/Number of employees who completed childcare leave (annual)  
\*5 Oct. 1, 2022 to Sep. 30, 2023 Reference: The average turnover rate of Japan is 11.1% (Results of the Reiwa 3-Year Employment Trend Survey) \*6 Oct. 1, 2022 to Sep. 30, 2023  
\*7 average monthly overtime hours for all regular employees (excluding management level employees) / number of regular employees (excluding management level employees)  
\*8 number of telecommuting days per year for all employees / number of working days for all employees  
\*9 number of paid leave taken from April 1, 2022 to March 31, 2023 / number of paid leave days allocated on April 1, 2022





From Japan, to China and Asia, to the drug discovery business connecting the world.

CRO

Contract Research Organization

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.

SMO

Site Management Organization

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.

CSO

Contract Sales Organization

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

EPS oncology field trials

67%

As of Sep. 2023

contracts by study phase

PI 10.5%

PI/II 2.6%

PI/III 1.4%

PIV 5.4%

PMS 25%

clinical studies 21.5%

physician-initiated clinical trials and studies 8.3%

others 1.5%

Oct. 2019 to Jul. 2023

Largest SMO in Japan

Nationwide network

CRCs 1,240

Registered psychologist 330

SMAs 140

Nationwide partner medical institutions 7,000sites

branches offices TTMC (subsidiary)

Taiwan

No.1 in the industry

market share 40% OVER

sales and number of CRCs

As of Sep. 2023

Trading performance

71% OVER

52 out of 72 member companies of Japan Pharmaceutical Manufacturers Association (JPMA)

Number of qualified staff

1,030

As of Oct. 2023

Healthcare Business Development Partner

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 a drug discovery business aiming to commercialize pharmaceuticals by using seeds from joint research with universities and companies as well as own research, and an one-stop consulting and CRO businesses mainly for bio-ventures. As for the one-stop consulting business, we support them in the process from company establishment to start of business operation. We are also engaged in a trading business to support the entry of research materials and Japanese food manufacturers into the Chinese market.

China Business

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.

Establishment of EPS's ecosystem connecting Japan and Asia

Development in the Japanese and Asian markets

Japanese universities/companies

European universities/companies

American universities/companies

Others

EP-ProCareer Co.,Ltd.

EPBiz Co., Ltd.

EPS Digital-Share Co., Ltd.

Temporary personnel business (for CRAs and elder human resources, etc.)

BPO business

Employment of persons with disabilities

Welfare service business

Information system service business

Shared service business

List of group companies by EPS Business Segment

As of Dec. 2023

EP NextS

CRO

SMO

CSO

Domestic

• EPS Corporation

• EP Mediate Co., Ltd.

• EP Yamanashi Co., Ltd.

Overseas

• EPS International Korea Limited (Korea)

• EVER PROGRESSING SYSTEM PTE. LTD. (Singapore)

Domestic

• EP-SOGO Co., Ltd

Overseas

• Taiwan Total Management Consulting Limited (Taiwan)

• EP-PharmaLine Co., Ltd.

Healthcare Business Development Partner

Domestic

• Speed Apparel Japan Ltd.

• EPS Innovative Medicine (Japan) Co., Ltd.

• FEF Pharmaceutical Co., Ltd.

• EPD Co.,Ltd.

• EPS Medical Consultancy (Japan) Co., Ltd.

• EP Trading Co., Ltd.

Overseas

• EPS Creative Health Technology Group Limited (Hong Kong)

• Speed Apparel (BVI) Ltd. (Hong Kong)

• EPD Hong Kong Limited (Hong Kong)

• EPS Medical Consultancy Services (Shanghai) Limited (China)

• EPS Tigermed (Suzhou) Co., Ltd. (China)

• EPS Innovative Medicine (Hong Kong) Limited (Hong Kong)

• Beijing Global Pharmaceutical Research Co., Ltd. (China)

• EPS Healthcare Limited (Hong Kong)

• EP Trading (Shanghai) Co., Ltd. (China)

• R&E Corporation Limited (Hong Kong)

• EPS Medical Consultancy Services Limited (Hong Kong)

• EPS International (China) Co., Ltd (China)

China Business

Domestic

• EPS EKISHIN Co., Ltd.

Overseas

• EPS China Co., Ltd. (China)

• Shanghai Huaxin Biotechnology Co., Ltd. (China)

• ET MEDICAL TECHNOLOGY (SUZHOU) CO., LTD. (China)

• ET Medical Equipment (Nantong) CO., LTD. (China)

• EP-Biz China Co., Ltd. (China)

• Suzhou EPS Vocational Training School (China)

• Adreic Therapeutics Inc. (China)

• SUZUKEN (ShenZhen) PHARMACEUTICAL Co., LTD. (China)

Others

• EP-ProCareer Co.,Ltd.

• EPBiz Co., Ltd.

• EPS Digital-Share Co., Ltd.