



August 2, 2021

Company name: WORLD HOLDINGS CO., LTD.  
Representative: Eikichi Iida, Chairman and President  
Listing: Tokyo Stock Exchange, First Section  
Stock code: 2429  
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**Establishment of Hataraku Elder as a Joint Venture**  
**—A company for providing more ways for seniors to work—**

World Holdings Co., Ltd., EPS Holdings, Inc. (Shinjuku-ku, Tokyo, Representative Director: Hao Yan), SBS Holdings, Inc. (Sumida-ku, Tokyo, Representative Director: Masahiko Kamata) and Creek & River Co., Ltd. (Minato-ku, Tokyo, President and Representative Director: Yukihiro Ikawa) have established Hataraku Elder Co., Ltd. The new company is a consolidated subsidiary of EPS Holdings and is based in Shinjuku-ku, Tokyo. The representative director is Junichi Nishizuka.

### **1. Reason for establishing Hataraku Elder**

Enactment of the amendments to the Senior Employment Stabilization Act on April 1, 2021 included the obligation of business owners to take actions for providing employment opportunities for people to the age of 70. The objective is the establishment of an environment for older people to continue working as Japan's population ages and the number of children declines. Although providing jobs to age 70 is currently only an obligation to aim for a goal, Japan is expected at some point to make the extension of employment to age 70 a requirement.

Since its inception in 1993, World Holdings has contributed to the advancement of many industries by assembling a human resources platform spanning a broad spectrum of industries and job categories. Currently, World Holdings is seeking ways to create more opportunities for people to work, especially by focusing on the corporate mission of creating jobs by utilizing the experience and knowledge of people in older age segments.

EPS Holdings started operating in 1991 and its activities are centered on industries for good health, primarily the development of pharmaceuticals and medical equipment. Many companies in this sector are looking for ways to become more efficient and energize their operations in response to changes in society, moves to hold down the price of drugs and other changes in their business climate. This includes pharmaceutical and medical equipment manufacturers, the main customers of EPS Holdings, as well as companies associated with these activities and the entire health care industry.

World Holdings and EPS Holdings decided to establish Hataraku Elder for the purpose of establishing a business model for creating places where seniors (see note 1) can work. One strength is the highly trusted EPS brand and many years of accomplishments of EPS Holdings. This gives the new company a strong base for generating demand for seniors who can fill important roles mainly at pharmaceutical and medical equipment manufacturers. Hataraku Elder plans to use its strengths to create proposals that combine business process outsourcing (BPO) with human resources services.

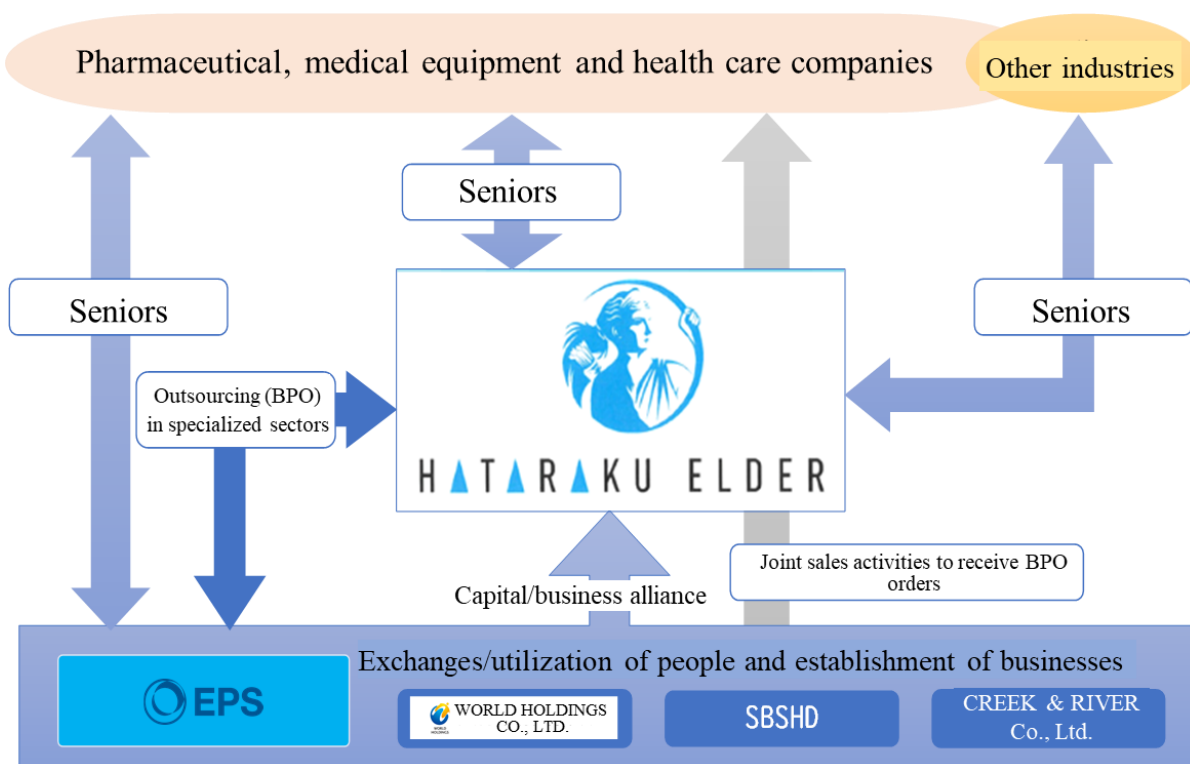
The human resources business expertise of World Holdings is expected to enable Hataraku Elder to start business operations quickly. In addition, adding the pharmaceutical industry to the business sectors served by World Holdings is expected to contribute to the growth of the World Holdings Group, help achieve the corporate vision of creating the “ways we live,” and contribute to society.

## 2. Business model and main services of Hataraku Elder

In the past, pharmaceutical companies performed internally highly specialized tasks such as activities concerning data about the safety of drugs. In recent years, these companies have instead been increasingly outsourcing these tasks to contract research organizations (CRO) (see note 2). Hataraku Elder will create employment opportunities for seniors by creating a new type of BPO business specializing in the pharmaceutical industry that links the needs of pharmaceutical companies with the services of the EPS Holdings senior human resources business.

Hataraku Elder will start by utilizing sales channels involving the current customers of EPS Holdings. Later, the company plans to enlarge sales activities to encompass the entire health care industry.

- (1) By working with all of its joint owners, Hataraku Elder will conduct sales activities and create proposals for capturing outsourcing orders. Sales activities will target mainly pharmaceutical, medical equipment and health care companies. Hataraku Elder will create proposals that include the use of seniors for these companies in order to create new employment opportunities. (Joint activities and cooperation for sales)
- (2) (1) Once BPO operations that utilize Hataraku Elder as stated in (1) have started, these projects will be outsourced mostly to operating companies in the EPS Group. The human resources services of Hataraku Elder will be provided by utilizing seniors at client companies, the medical sector expertise of EPS Holdings and other resources.
- (3) In addition to BPO operations, Hataraku Elder will offer ideas in response to requests from customers for the use of seniors at other companies and other industries. Human resources services alone will also be provided.
- (4) Hataraku Elder plans to establish an environment in which people reaching mandatory retirement and other seniors at the EPS Group can continue to use their skills and experience at companies for as long as they want.



EPS Holdings will perform most of the outsourced tasks for BPO projects. Companies of the EPS Group can develop pharmaceuticals and medical equipment (which also includes food industry expertise), provide support for clinical trials, operate call centers, perform BPO operations, provide temporary staffing for medical representatives, and have other capabilities. Highly specialized skills in all of these areas makes it possible to handle outsourced tasks of client companies (pharmaceutical companies, medical equipment manufacturers and others), particularly involving every step from the development of pharmaceuticals and medical equipment to sales activities, as well as to identify the skills of employees. The result is business planning and human resources services spanning a diverse range of needs. World Holdings believes that these capabilities will allow Hataraku Elder to become the leader in its field and capitalize on large and attractive opportunities.

### **3. Anticipated benefits of establishing Hataraku Elder**

Jointly providing BPO and human resources services to companies in the pharmaceutical and health care industries will allow establishing schemes for the use of people in job categories other than in these companies' current operations. Client companies can use outsourcing to improve efficiency and use human resources services to enable their senior employees to find work performing the outsourced tasks of other companies. This is expected to help create workplaces for the effective utilization of a company's senior employees.

Furthermore, the joint venture partners of Hataraku Elder will be able to acquire experience in the business fields served by the new company. Establishing this company creates a platform for cooperation with companies in other industries that is not restricted by existing boundaries. This new scheme for performing outsourced tasks is expected to strengthen activities linked to the pharmaceutical and health care sectors in the core businesses of the joint venture partners. Synergies are also expected in peripheral businesses concerning the creation of new solution services and other activities.

The distinctive services of Hataraku Elder will greatly benefit seniors by giving them a much broader range of opportunities and styles for doing jobs. Many people are thinking about finding another job after reaching the mandatory retirement age. Pension reductions and extensions are one reason. Giving seniors a larger selection of options for employers and job formats in order to match each individual's requirements, such as the need to take care of an elderly parent, will eliminate the need to stop working to care for a parent.

Proposals for working styles that reflect the wishes and skills of each individual, while allowing seniors to switch to a different type of job, will allow seniors to select a second career that fully utilizes their capabilities. Moreover, this service contributes to the Sustainable Development Goals (see note 3) by helping seniors remain in the workforce longer.

The age of finishing one's working life at 60 has is coming to an end in Japan. The establishment of Hataraku Elder creates a framework for linking the business operations and knowledge of companies and seniors. Services of this company will contribute to establishing services needed as people live much longer and to enlarging the business domains of all companies that use these services.

Notes:

1. The term senior in this context is not simply older people. Senior refers to older people capable of performing jobs where they are respected and fulfill roles where they provide assistance and guidance.
2. A contract research organization performs clinical trials for the development of new drugs, clinical trials after a drug has been approved and other tasks and support on an outsourcing basis.
3. The Sustainable Development Goals are international targets for creating a better, more sustainable world by 2030. These goals were adopted unanimously at the United Nations Sustainable Development Summit in September 2015. There are 17 goals and 169 targets along with the pledge of "leaving no one behind."

#### 4. Profile of Hataraku Elder

Name	Hataraku Elder Co., Ltd.	
Location	6F Acropolis Tokyo Bldg., 6-29 Shinogawamachi, Shinjuku-ku, Tokyo	
Representative Director	Junichi Nishizuka	
Business	BPO Various subcontracting Recruitment and HR policies Consulting service for personnel development Second career consulting service	
Date of establishment	August 2, 2021	
Capital	300 million yen	
Shareholders and their ownership ratio	EPS Holdings, Inc.	51.7%
	World Holdings Co., Ltd.	16.7%
	SBS Holdings, Inc.	16.7%
	Creek & River Co., Ltd.	3.3%
	Others	11.7%
Board Members	Representative Director: Junichi Nishizuka Director: Mamoru Kato Director: Takehiro Minami Director: Hiroshi Kudo (World Holdings) Director: Toshihiro Jike	

#### 5. Profiles of the joint venture partners



Name: EPS Holdings, Inc.  
 Head Office: 6F Kagurazaka AK Building, 1-8 Tsukudo-cho, Shinjuku-ku, Tokyo  
 Representative: Hao Yan, Representative Director  
 Website: <https://www.eps-holdings.co.jp/>

Since its inception in 1991 as the pioneer in Japan's contract research organization sector, EPS Holdings has been a source of solutions for every step from drug development to post-approval feedback and modifications, marketing, sales and consulting for pharmaceuticals. Activities also include big data, artificial intelligence, regenerative health care and many other fields. These diverse operations make EPS Holdings a health care solution provider that is a source of new value for manufacturers of pharmaceuticals and medical equipment as well as for hospitals, clinics and universities.

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Name: World Holdings Co., Ltd.  
Head office: 2-1-1 Hakata Ekimae, Hakata-ku, Fukuoka-shi, Fukuoka Prefecture  
Representative: Eikichi Iida, Chairman and President  
Website: <https://world-hd.co.jp/>

The operations of World Holdings are based on the belief that maintaining stable and well-balanced operations backed by several core businesses is vital to being an organization that can continue to survive and succeed. There are many business activities centered on three categories: Human Resources and Education, Real Estate, and Information and Telecommunications. All operations continue to be guided by the mission of creating the “ways we live.” To be a constant source of stages where even more people can grow and achieve their goals, World Holdings is building a business framework not vulnerable to changes in the economic and social climate in order to continue to aim for consistent and sustainable growth.

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Name: SBS Holdings, Inc  
Head office: 4-1-3 Taihei, Sumida-ku, Tokyo  
Representative: Masahiko Kamata, Representative Director  
Website: <https://www.sbs-group.co.jp/>

Established in 1987, SRS Holdings is a provider of logistics services and peripheral services. As a one-stop source of logistics services, the SRS Group consists of companies that handle everything from food to extremely heavy cargo. Services include deliveries using scheduled routes, regions, same-day services and other formats. There are also group companies that develop logistics facilities, perform environmental logistics and have other highly specialized skills.

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## **CREEK & RIVER Co., Ltd.**

Name: Creek & River Co., Ltd.  
Head office: 4-1-1 Shimbashi, Minato-ku, Tokyo  
Representative: Yukihiro Ikawa, President and Representative Director  
Website: <https://www.cri.co.jp/>

Creek & River is a professional agency with operations in 18 categories: video, games, the internet, advertising/publishing, authors, health care, IT, law, accounting, architecture, fashion, computer science, food, stage entertainment, life sciences, CXO (senior executives), athletes, and agriculture. Activities are divided into three business sectors: rights management, production (subcontracting and outsourcing) and agency (temporary staffing and permanent placements). Backed by professional expertise, activities have expanded to include artificial intelligence, virtual reality, data analysis, drones, professional skill education and at the U.S. head office an SNS that links attorneys worldwide. The company has the missions of increasing the lifetime value of professionals and contributing to the creation of value by clients. To accomplish these goals, Creek & River is dedicated to using professional expertise for the unlimited creation of revolutionary businesses.

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