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January 14, 2025

Company: Star Mica Holdings Co., Ltd.

Representative: Masashi Mizunaga, President and CEO

(Code 2975 on the Tokyo Stock Exchange Prime Market)

Contact: Manabu Nagaya, Executive Officer

URL https://www.starmica-holdings.co.jp/en/

Notice Regarding Revision of our Mid-Term Plan "Find the Value 2026,"

Star Mica Holdings Co., Ltd. (TOKYO: 2975) announces that at the Board of Directors meeting held today, it resolved to revise its Mid-Term Plan (FY2024-FY2026) "Find the Value 2026," initially announced on January 12, 2024. Details are as follows.

1. Background of the Review

In the fiscal year ending November 2024, we have steadily implemented the business strategies outlined in our Mid-Term Plan "Find the Value 2026," announced on January 12, 2024. Specifically, we focused on purchasing urban owner-change properties (tenanted properties) as our main pillar and strengthened disciplined inventory management. These efforts have promoted business management with an emphasis on profitability and efficiency, leading to favorable business performance. As a result, earnings per share (EPS) reached 92.98 yen, significantly exceeding the 5.0% EPS growth target outlined in our Mid-Term Plan by achieving an impressive 16.8% growth. Furthermore, we largely achieved other quantitative targets set forth in the plan. However, with respect to share price levels, we fell short of achieving a Price-to-Book Ratio (PBR) of 1.0, leaving room for further improvement. In response to these circumstances, we have decided to revise certain quantitative targets while maintaining our overall strategy, in order to strengthen management practices that are more conscious of capital costs and share price performance.

2. Details of the Revision

(1) Quantitative Goals

Item		Before	After		
Fiscal year ending	Revenue	-	JPY 70 bn		
November 30, Operating profit		-	JPY 7 bn		
2026	Net profit	-	JPY 3.8 bn		
ROE		12.0+%	(No changes)		
OP margin		10.0+%	(No changes)		
EPS growth		5.0+%	14.0+%		
Sales Turnover		▲1.5months	(No changes)		
Inventory turnover period of owner-change condos*			▲18 months		
		-			
Inventory		JPY 100+bn	(No changes)		
Equity Ratio		25.0+%	(No changes)		
WACC		2.0%	(Withdrawn)		
Total Sharel	nolder Return	40.00/	() [
(Dividend	+ Buyback)	40.0%	(No changes)		
PBR		1.0+x	(No changes)		

^{*}Inventory turnover period for properties purchased as owner-change condos (calculated as: year-end balance of real estate for sale \div sales revenue)

(2) Capital allocation policy (Five basic policies)

	Before	After		
1	Maximize corporate value by improving ROE & maintaining an appropriate level of WACC	Maximize corporate value and equity spread by improving ROE & maintaining an appropriate level of Equity Cost of Capital		
2	Low-cost debt finance by keeping a close eye on adequate Equity Ratio	(No changes)		
3	Prioritize growth investment to create new value	(No changes)		
4	Continue to pay stable & increased dividends from surplus funds after growth investment	(No changes)		
(5)	When our stock is undervalued (e.g. PBR <1.0x), flexibly conduct Buyback to achieve Total Shareholder Return 40% / EPS growth 5%	When our stock is undervalued (e.g. PBR <1.0x), flexibly conduct Buyback to achieve Total Shareholder Return 40% / EPS growth 14%		

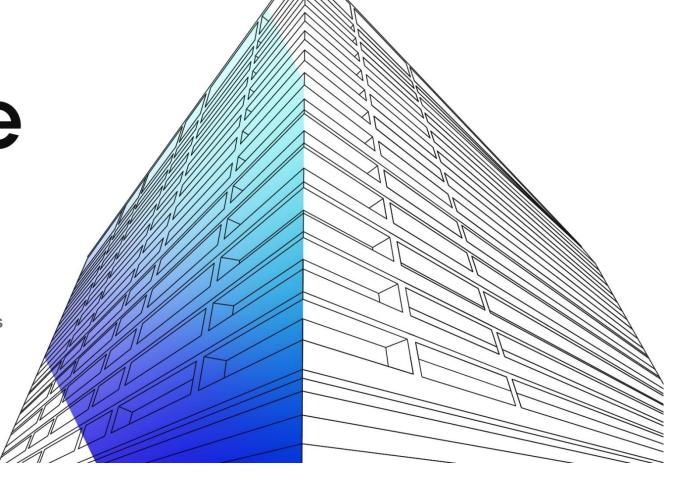
3. Others

For further details of the Revision, please refer to the attached documents (pages 10 to 15).



Find the Value

Focus on what we have now, and shine a light on the hidden values



Mid-Term Plan "Find the Value 2026" (FY2024-2026)

Last updated: Jan. 14, 2025





1. Mid-Term Plan "Find the Value 2026" (FY2024-2026)

- a. What we aim for
- Updated b. Quantitative goals and key strategies
 - c. Business strategy
 - d. Market landscape / Competitive advantage

2. APPENDIX

- a. Detailed market data
- b. Sustainability

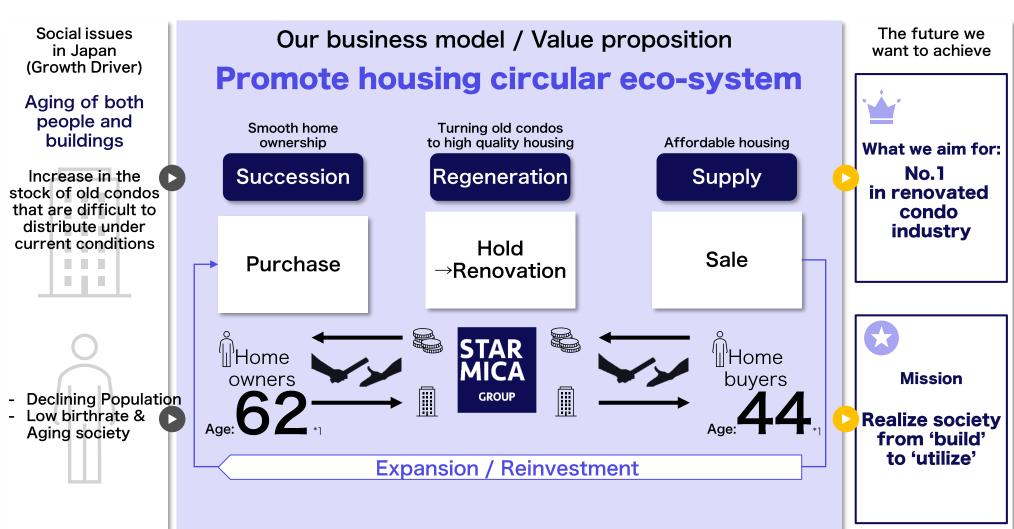


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Mid-Term Plan "Find the Value 2026" (FY2024-2026)

a. What we aim for

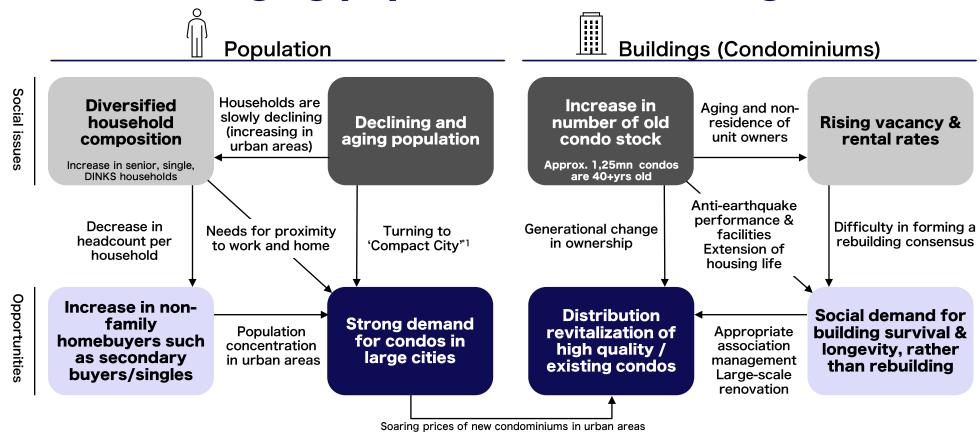
 Contribute to popularization & establishment of the housing circular eco-system through solving social issues and our growth.



^{*1} Median age of seller/buyer of condos with our company (FY2022 & FY2023)

 As people and buildings are aging, increasing needs to achieve a sustainable society through the effective use of existing resources.

Social issues in Japan: Aging population and buildings



^{*1} Formation of an intensive urban structure that improves the Quality of Life (QOL) for the elderly and reduces the cost of maintaining social infrastructure

Promote the rebirth & distribution of more convenient & comfortable condos to meet Japan's housing needs.



issues

Diversified household composition

Aging population



Our solutions

Promote circulation of housing stock in urban areas w/strong demand Large cities **Central areas**

Revitalizing an old condo through renovation



Condos

Older condo stock increase

Rising vacancy & rental rate

Diverse product lineup to meet clients' needs



Buyer of owner-change & older condos w/fewer buvers

~20vrs

20+yrs

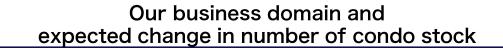
Vacancy rate*1	1%	5%		
Rental rate	10%	18%		
Doolining liquidity due to				

Declining liquidity due to age of the building

Social demand to promote the survival and longevity of buildings

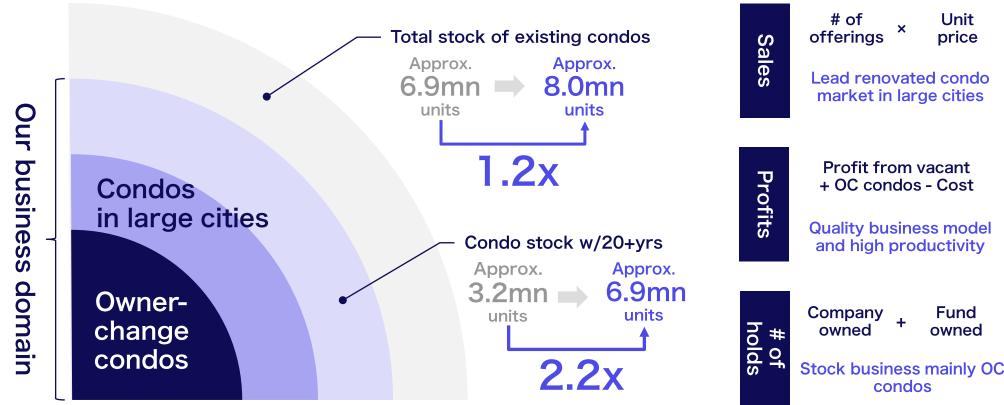
Revitalization of existing condo distribution

- Our main business domain will continue to expand by aging condo stock.
- Continue to pursue No. 1 in the industry through strategic business expansion.



of Unit offerings Sales price Lead renovated condo market in large cities Profit from vacant **Profits** + OC condos - Cost **Quality business model** and high productivity Company Fund # of holds owned owned Stock business mainly OC condos

Three No.1s



(Source)MLIT Statistics and data of condominium market / Starmica Holdings Our estimate is based on the rate of change in the supply of new condos over the past five years and the status of reconstruction of condominiums as of March 2023 Assuming i) the total number of condos rebuilt is 282, or about 23,000 units, ii) stock removal due to rebuilding, etc. is negligible, and iii) the current stock of existing condos will become "20+vrs condo" in 20 years'

 Establish a management foundation for sustainable growth by implementing Mid-Term Plan embodying our corporate slogan.

"Find the Value 2026"

Focus on what we have now, and shine a light on the hidden values



Pre-owned condominium industry

Pioneer of owner-change condos

Market growth for older & owner-change condo



Business strategy

Back to owner-change condos



Demographics

Declining and Aging Population vs

Diversification of household composition & Concentration of population in urban areas



Business strategy

Expand market share in large cities



Internal resources

No.1 in renovated condominium holdings vs

Low efficiency due to B/S type business (room for improvement)



Business strategy / Capital allocation policy

Shift to business management focusing on Efficiency in addition to Profitability



Capital market

High profit growth and return to shareholders vs

PBR lower than 1.0x



Capital allocation policy / IR strategy

Communicate our intrinsic value through enhanced disclosure & dialogue



Mid-Term Plan "Find the Value 2026" (FY2024-2026)

b. Quantitative goals and key strategies

EPS growth +17%=Achieved three-year growth goals set in the mid-term plan in one year.

- Also achieved other KPIs successfully, but we see further improvement in our stock price.

7 1100		o careeren any,	Dat Wo dod I d	
	ROE	12.0+%	12.8%	
Bus	OP margin	10.0+%	9.9%	
Business	EPS growth	5.0+%	16.8%	
	Sales turnover	▲1.5 months	▲1.5 months	
	Inventory	JPY 100+bn	JPY 95.8bn	
Fin	Equity ratio	25.0+%	24.8%	
Financial strategy	WACC	2.0%	2.4%	
\=	Total shareholder return (dividend + buyback)	40.0%	39.8%	
stra	PBR	1.0x	0.9x	
IR strategy	Stock price	N/A	JPY 679*1 (YoY: +11.9%)	
	KGIs/KPIs	Initial Goals	FY24 Results	_

- Successfully implemented "Back to owner-change condos*2" and "Market share expansion in urban areas" strategy
 - Back to owner-change condos (purchase): Our largest bulk purchase ever
 - Back to owner-change condos (sale): Diversifying and sophisticating our exit strategies
 - Mkt. share expansion in urban areas: Achieved high profit margin and shortened days for sales
- The turnover improvement measures initiated in FY2024 had good results better than expected
 - Introduction of a system that utilizes company and market data
 - Incorporating it into company-wide management indicators and establishing it in the workplace
- Maintained our disciplined financial strategy based on our capital allocation policy
 - Improved our equity ratio compared to Nov. 30, 2023
 - Hedge impacts of rising interest rates as much as possible and maintain our target WACC
 - Through flexible share buybacks and increased dividends, our total return ratio target has been almost achieved
- Great progress in our IR activities
 - Significant increase in dialogue with institutional and individual investors
 - Enhanced disclosures (IR materials and company websites)
- Stock price didn't improve enough (PBR < 1.0x, as of 11/30/2024)</p>
 - Need to improve in dialogue with shareholders and disclosure

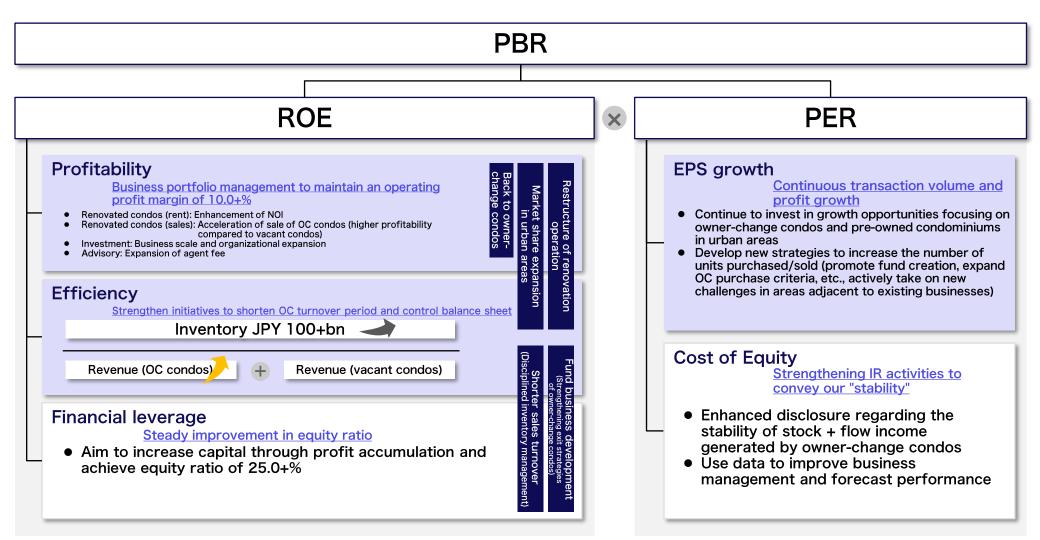
^{*1} As of Nov. 29, 2024 (closing price)

^{*2} Pre-owned condos with tenants, in the following pages, it may be written as "OC"

- Plan to keep the current strategies and take more initiatives to maximize our corporate value.
- Added / Revised our quantitative goals to clarify growth & efficiency improvement.



 To maximize corporate value, pursue profitability, efficiency and business growth with monitoring our cost of equity.



- Significantly shortened the inventory turnover in FY2024 by actively selling vacant condos with long-term holding.
- Aim to significantly improve the turnover of owner change condos by diversifying exit strategies based on holding period, etc.

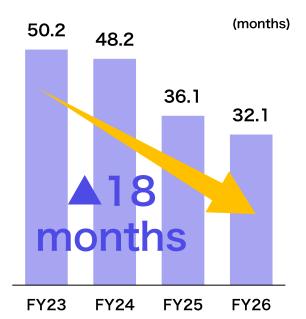
<Forecast of inventory turnover period (=inventory/revenue)>

Overall turnover

Improve efficiency of overall trading with shortening OC turnover period as a key driver

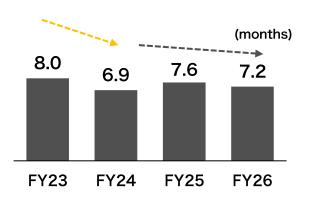
OC condo turnover

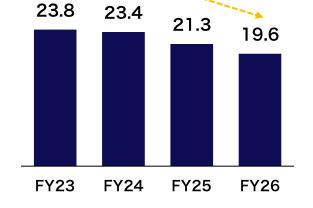
- In FY24, improved efficiency by actively selling long-term inventories (i.e. condos with low probability of tenant vacancy) while they were still with tenants
- From FY25 onwards, continue to improve turnover period including fund development



Vacant condos turnover

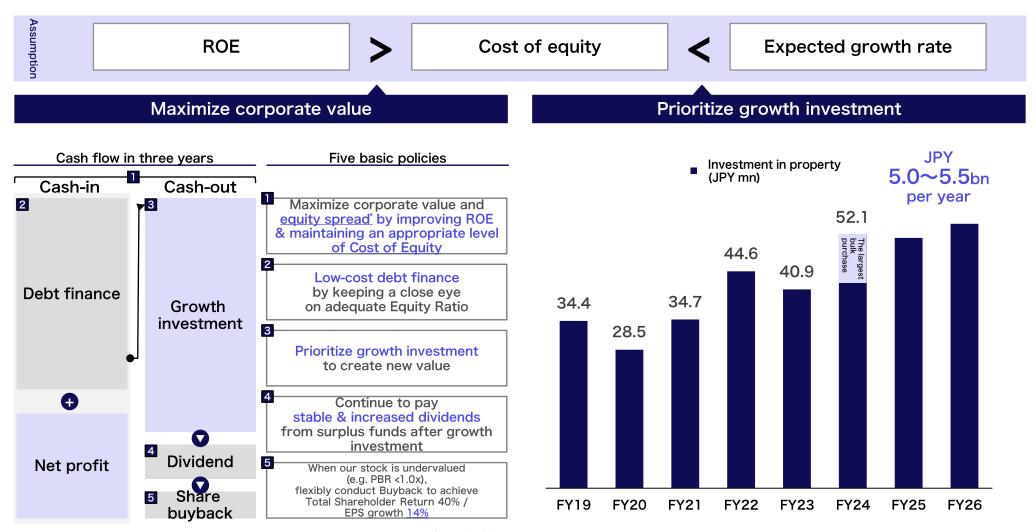
- In FY24, greatly shortened the turnover thanks to long-term inventory sales
- Going forward, we will maintain the current level balancing with profitability





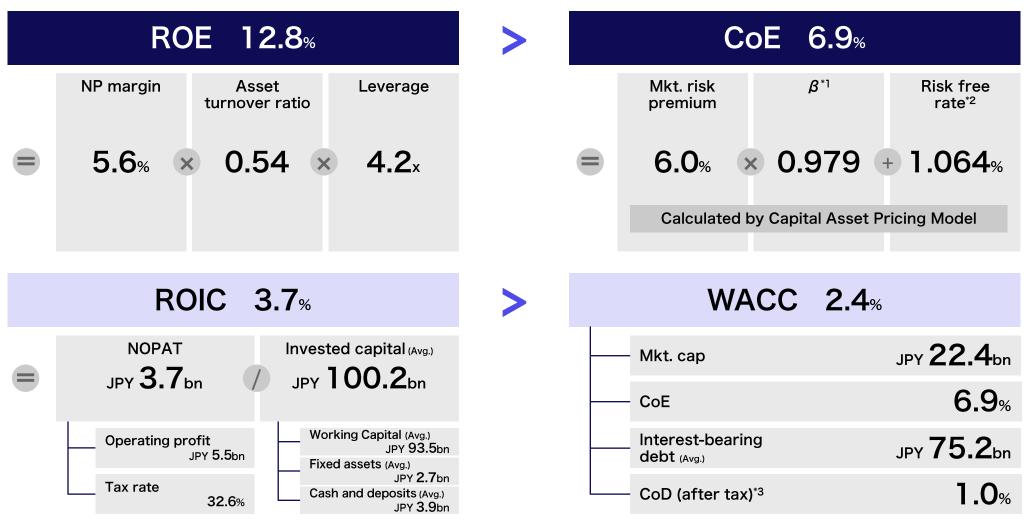
(months)

 Actively allocate our capital to the growth investment considering the situation where our ROE & growth rates far exceed cost of capital.





- Both ROE and ROIC (FY2024) exceeded the corresponding costs.
- Costs may vary depending on the calculation method, but secured a sufficient spread between the cost and return.



Company financials are as of Nov. 30, 2024 Balance with "(Avg.)" are average balance at the end of each month from Nov. 30, 2023 to Nov. 30, 2024

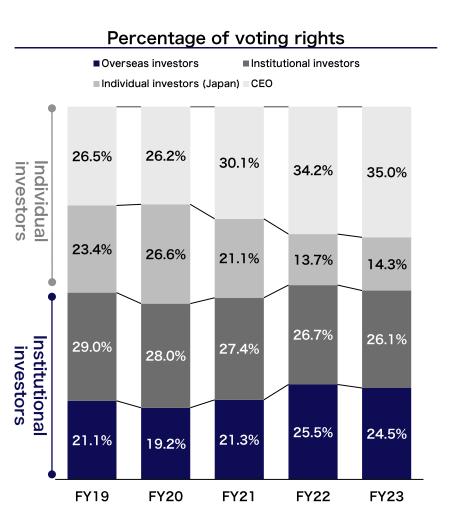
Calculated by Star Mica Holdings, using share price of recent two fiscal years (from Nov. 30, 2022 to Nov. 30, 2024)
 10 year yield of Japanese government bond (as of Nov. 29, 2024)

^{*3 (}interest + commission)×(1 - tax rate)

- Many long-term / stable shareholders both in Japan and overseas.
- Promote information disclosure & dialogue based on IR/SR strategy and strive for mutual understanding with investors.

Major

efforts



IR/SR activities

Dialogue with existing investors

- Earnings report for institutional investors (twice/year)
- 1-on-1 meeting with institutional investors (Japanese/English, live/online)
- Selected Q&A session (Individual/Institutional investors)
- Exchange of ideas through engagement meetings

Increase awareness among new investors

- Speaker at IR events
- Overseas investor visit
- Meetings with individual investors / Distribution of meeting minutes



Strengthen IR platform

- Develop consistent IR/SR strategies
- Increase personnel

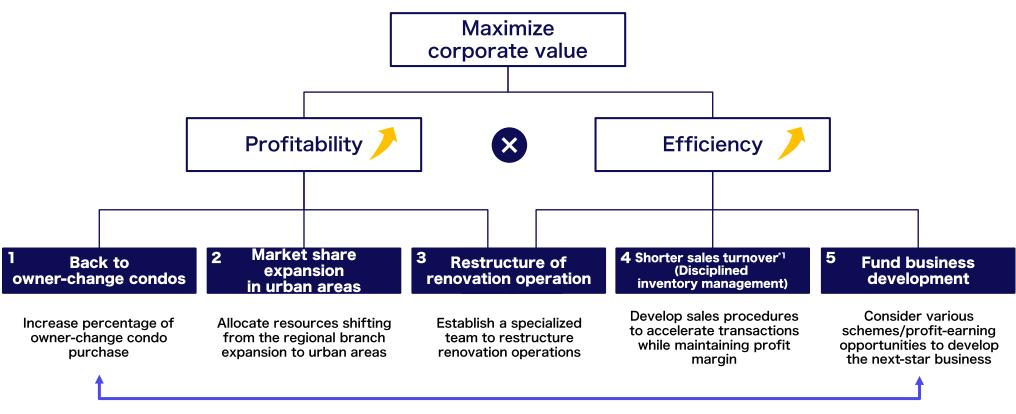
Enhance disclosures

- Renewal of IR materials
 - Proactively disclose the progress of our strategy
 - Promote understanding of the market environment & our business
- Renewal of company web sites (Japanese/English)

Active dialogue with shareholders

- More 1-on-1 meetings with new investors
- Understanding of market valuation and improving gaps

- Achieve sustainable growth and increase corporate value based on five strategies.



Strategy key point:
Sustainable & Stable growth through purchase of competitive owner-change condos

 $^{^{*1}}$ Days form key received \rightarrow Renovation \rightarrow Listing for sale \rightarrow Contract date



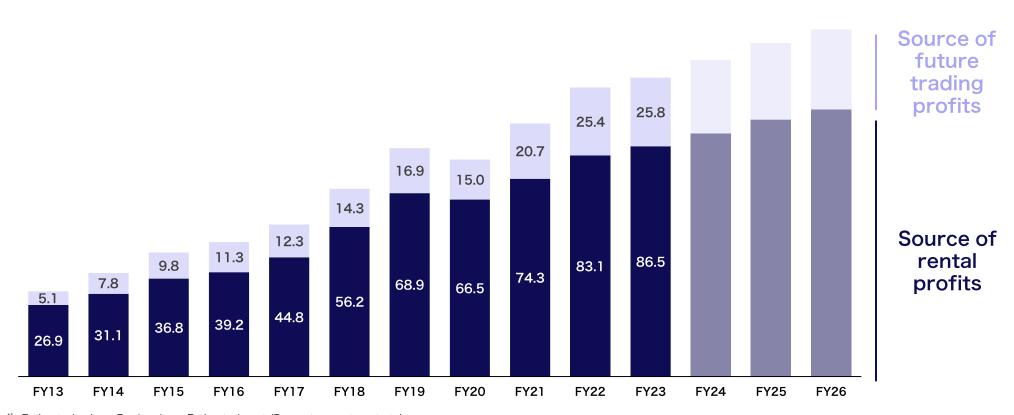
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Mid-Term Plan "Find the Value 2026" (FY2024-2026)

c. Business strategy

- Continue to aggressively purchase properties and accumulate high-quality stock for a source of profits.
- Inventories & unrealized gains are expected to further increase by "back to owner-change condo".



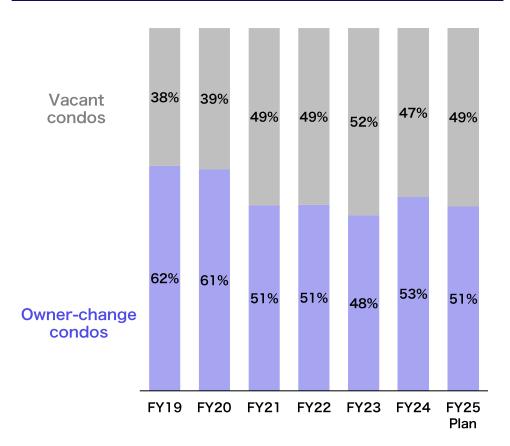


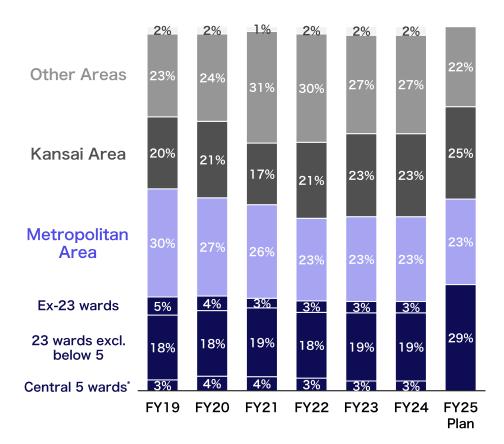
^{*1} Estimated sales – Book value – Estimated cost (Property agent cost etc)

- Have been deepening our area focusing on regional cities x vacant condos for the last 5 years.
- However, plan to increase market share by raising the owner-change ratio & investing resources in urban areas.

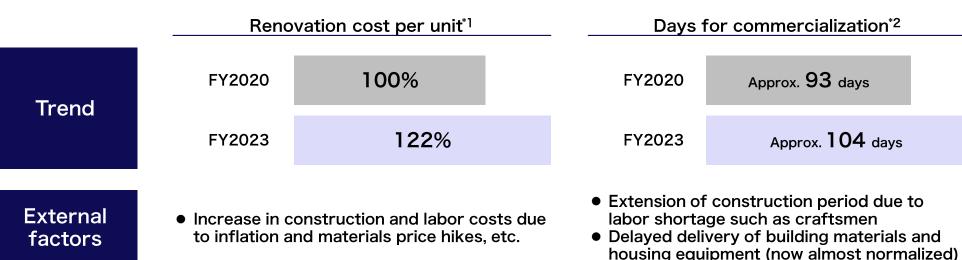
Composition of condo purchased (owner-change/vacant)

Composition of condo purchased (by region)





- Both internal & external factors resulted in 20% cost increase & additional 10 days turnover.
- Establish a specialized team for renovation operation restructure to optimize Quality / Cost / Delivery (QCD).



Internal factors

- Increase in condo age (more areas requiring for renovation)
- Improve of product grade in high-priced condos in urban areas

- housing equipment (now almost normalized)
- Increased difficulty in planning for older condos
- More inspection and corrective work to improve quality

Main focus points

Establish a specialized team to improve Business Process Reengineering (BPR) and operation flow.

Enhance value-added product (Competitive product development in urban areas)

Consider cost reduction methods

Deepen cooperation with renovation partner companies.

Improve efficiency of internal operations through **Digital Transformation investment**

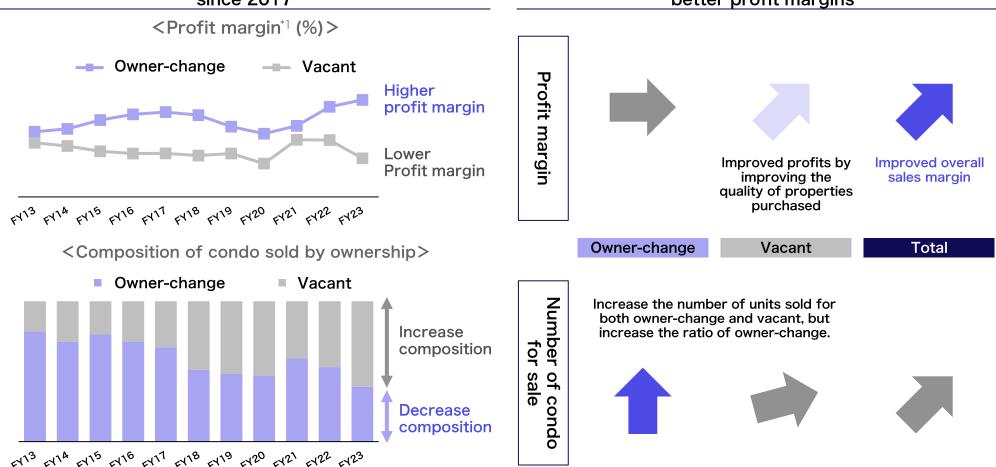
^{*1} Average renovation cost based on properties for sale

^{*2} Days from key received to listing for sale

- Vacant condo ratio has increased since 2018, pushing down the profit margin.
- From this year, plan to increase owner-change condo ratio to improve overall profit margin.

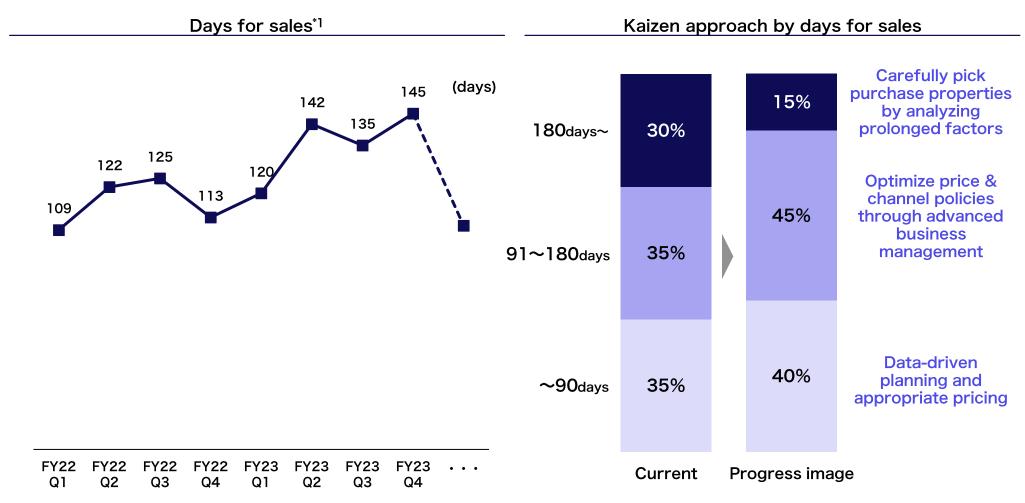
Previous sales strategy: Aggressive regional expansion & vacant purchases since 2017

Future sales strategy: Increase in owner change condos will contribute to better profit margins



^{*1} The breakdown of profit (vacant condos / condos with tenants) is an approximate figure

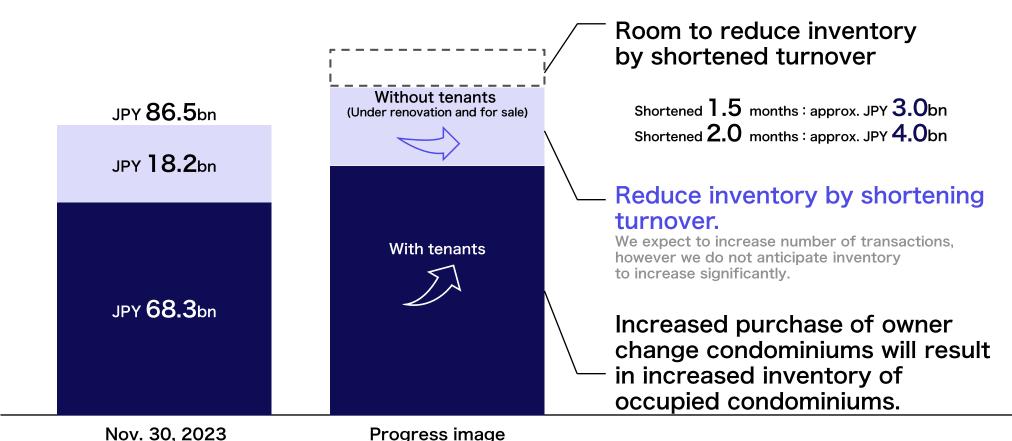
- Days for sales are becoming longer mainly due to market environment changes.
- Improve sales turnover (1.0~1.5months) through disciplined inventory management.



^{*1} Start date of sales listing ~ End date of sales listing (Contract date), data includes both vacant and owner-change condos

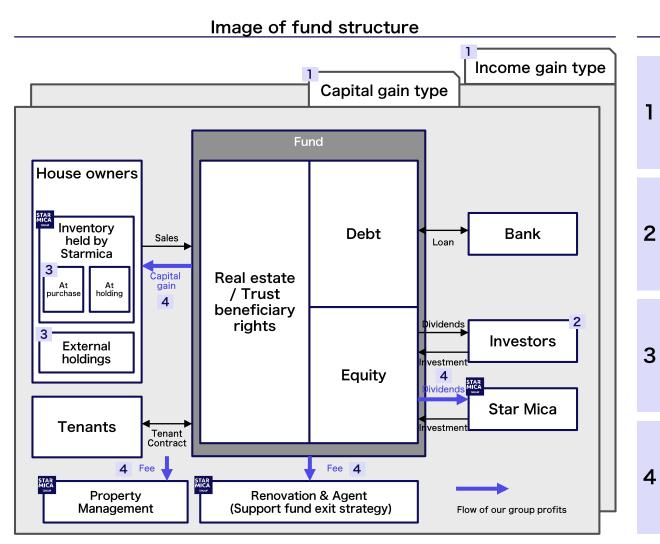
- We expect shortened turnover will reduce inventories of vacant condominiums (both acquired vacant and vacant after tenant departure).

Progress image of Condominiums for sale inventory



24

- Actively promote the condominium fund business as the next star in response to business & financial strategies.



Merit of fund business

Flexible to design fund type and redemption period

Simulate eviction probability/default rate/pre-payment rate, etc. by utilizing our own data accumulated to date

Meet various investors' needs

Actively accepting investments from non-real estate related companies

Diversification of real estate portfolio

Diversify the fund by targeting real estate other than our owned condos

More revenue-generating opportunities

Expand comprehensive earnings by utilizing our group assets



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Mid-Term Plan "Find the Value 2026" (FY2024-2026)

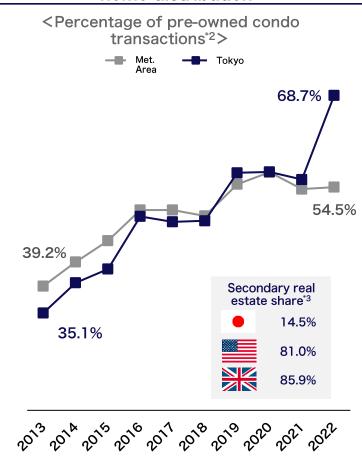
d. Market landscape / Competitive advantage

- Secondary real estate market share in Japan is 1/6 of that compared to the U.S. and European countries.
- We anticipate pre-owned condominiums take the initiative in the expansion of the market share.

Housing Market Trends in Urban Areas

Demand side Supply side Prices continue to rise, but are less expensive than Pre-owned new construction **Population** Variety of choices from compact to family type Condominiums Can remain standing for a long time through proper decline management and repair (Difficult to build consensus for rebuilding condos. Limited to 282 cases and approx. 23.000 units). # of household unchanged in urban areas **Purchase** Land acquisition is difficult in central Tokyo and popular areas, and the number of units sold declines New vear by year Diversified Price hike coupled with rising construction costs • Condos tend to become compact & smaller to limit household composition the price Diversified House home buyer Mainly supplied in suburbs / for families needs Not as long-lived as condos and more likely to be rebuilt from used to new (Avg. 37yrs*1). Diversified mortgage plans Unit rent prices are rising For the same level of space and grade, mortgage Continued Rent repayment < rent in many cases lower Family type is hard to get vacancies mortgage rates

Urban condos drive the secondary home distribution



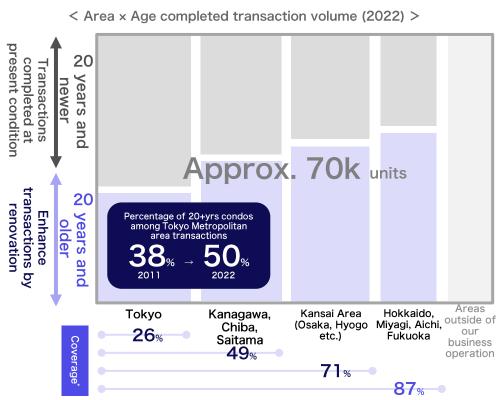
^{[](}Source)Federation of Housing Organizations of Japan, "FY2022 Custom Detached Houses Customer Survey

²(Source)Calculated by # of new/pre-owned condo sold and Real Estate Economic Institute, "National New Condominium Market Trend 2022" and Real Estate Information Network for East Japan "Metropolitan Area Real Estate Distribution Market Trend (2022)

^{*3(}Source)MLITT: Revitalization of the Existing Housing Market (May 7, 2020)

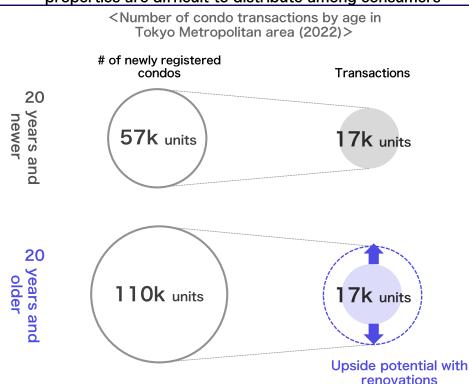
- The pre-owned condo market has approx. 70k contracts/year.
- Our focused condo market ('urban' x '20+yrs old') is expected to expand in the future.

Our business operation covers 90% of all completed transactions, more than half of them is 20+yrs old



Expect solid demand as number of households will likely to remain steady

Needs to promote distribution through renovation as older properties are difficult to distribute among consumers



Older properties are often in poor condition (difficult to live in as is) and are less likely to be sold between consumers than newer properties.

 Unique business model to purchase owner-change condos in the investor market and sell them in the actual demand market.

Various reasons for turning to owner-change Owner-change condos are only sold in the investor market, and few buyers condos Home buyers X (for own residential use) Relocation Financing challenge Land owner Cannot move-in until tenants go out. Unlikely to finance w/ residence lower rate mortgage loan (New development) Corporate **Private investors** housing Information Operation challenge Poor investment return as a real estate (lower yields and Inheritance higher unit costs than studio rooms) Real estate investment Real estate companies Large financial burden without selling the property. We estimate that owner-change condos Single condo transaction is time-consuming / less efficient compared to large-scale buildings. consists of 15% of total condo market **Entry barrier**

We have been creating a secondary market for family-type / owner-change properties



Networking with real estate agents

 Recognized as a pioneer in family-type /owner-change condos with few buyers

Operation capability

- In-house operation of labor-intensive contract, settlement (escrow), and rental management
- Quick decision-making by sophisticated operation structure from appraisal to contract and settlement

Financing capability

- Expanding biz w/a variety of financing methods during the start-up period
- Continued to strengthen competitive advantage in/after the expansion phase
- Long-term debt w/track records
- Stable number of sales (cash flow)
 w/the law of large numbers

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 Owner-change & urban-centered business model enable us to continue earning "stable" profits.

Owner-change centered





Urban centered

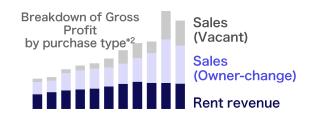


While other players in this industry focus on purchasing vacant properties that are highly competitive, we focus on purchasing owner-change condos that are difficult to imitate, enabling us to generate highly repeatable profits.

Higher profit margin



Flow & Stock revenue



Unrealized gain

JPY 25.8bn⁻³

■ Even as we expand nationwide, will focus on urban areas/each region where demand is firm and stable earnings can be expected, achieving both higher unit price and volume.

		Sales	= Unit price ×	# of sold
	Star Mica	No.1 Sales in secondary condo	Higher unit prices with urban area focus 34.9mn	Top ranked with nationwide footprint 1,395
Nationwide	Co. A	30.0bn	17.9mn	1,673
าwide	Co. B	30.3bn	26.3mn	1,152
	Co. C	26.0bn	24.0mn	1,066
Only large cities	Co. D	29.3bn	67.0mn	441
	Co. E	26.2bn	39.4mn	664

^{*1} Profit margin based on properties for sale in FY2023 (unconsolidated)

^{*2} The breakdown of profit is an approximate figure from FY2013 to FY2023 (consolidated)

^{*3} As of Nov. 30, 2023

⁽Source)The Japan Journal of Remodeling "The Ranking of Secondary Real Estate Business 2023", Starmica holdings Our sales/unit price/# of properties for sale based on results in FY2022

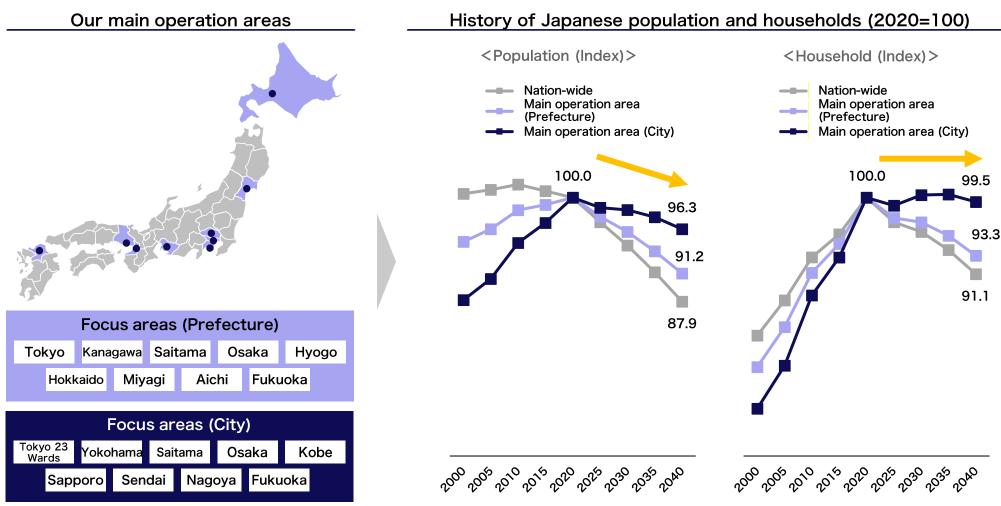


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APPENDIX

a. Detailed market data

- Japan's population will decline, but much slower in urban areas.
- Expect the number of households in our main operation areas remain flat.



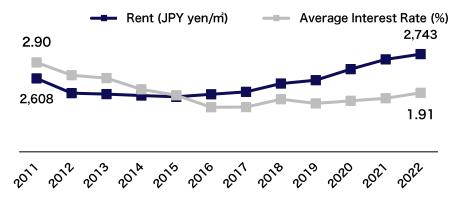
(Source) the National Population Census, National Institute of Population and Social Security Research "Projections of Future Population by Region in Japan" and "Projections of Future Number of Households in Japan

 Mortgage payments are reasonable compared to rents, and more households are choosing to own their homes.

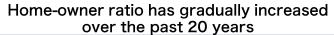
Reasonable monthly repayment by low interest rate <Monthly payment comparison of our sold condos (FY2023)> Standard Monthly mortgage monthly rent*1 repayment*2 Tokyo Metro **JPY 104k** JPY 126k Area Kansai Metro JPY 86k Area Regional **JPY 73k** JPY 107k Cities

^{*2} Assumed mortgage loan at 0.5% for 35 years.



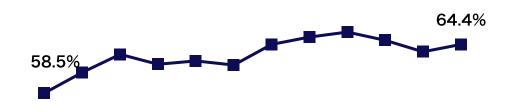


(Source) Japan Housing Finance Agency "Interest Rate of Flat 35 Housing Loan", The Real Estate Transaction Promotion Center "Statistics in Real Estate Industry" Interest rate is calculated by average of the highest and lowest interest rate (monthly)

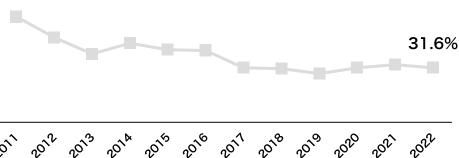


<% of Home Owner and Non-Home Owner>







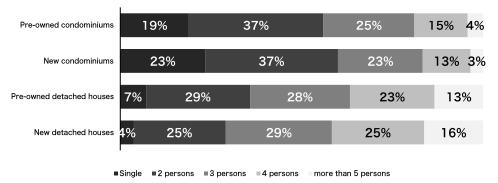


^{*1} Based on condos sold by StarMica in FY2023.

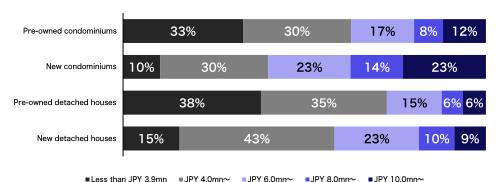
 Compared to detached houses, pre-owned condos can be an option for various household & income ranges.

Pre-owned condos are chosen by a wide range of people





<Buyers' household income>



(Source) Japan Housing Finance Agency "Interest Rate of Flat 35 Housing Loan" New houses includes total of custom-built, custom-built with land, and built-for-sale

Pre-owned condos are selected by those who value price, location, and convenience

Reason of buy the following housing (%, Multiple Answers)

	Pre-owned Condo	New Condo	Pre-owned Houses	Houses built for sale	Houses custom- built
Good location	52.2	56.9	46.9	46.6	23.7
Preferred house / condos	37.2	52.8	62.4	59.0	42.0
Reasonable pricing	63.1	31.6	57.9	38.0	19.5
Convenience for commute/living	35.2	44.4	18.3	23.6	18.2
Reliable developer, real estate agent	10.6	29.9	8.3	18.4	54.7
Future resale value	12.3	22.9	9.7	9.8	5.2
Appropriate maintenance	11.0	8.3	2.1	2.3	

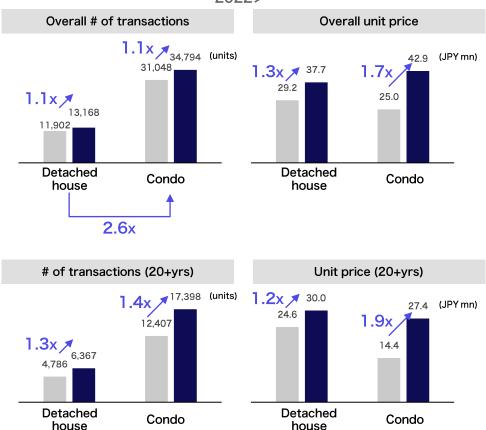


(Source) Ministry of Land, Infrastructure, Transport and Tourism Residential market research 2022

- # of contracts for existing condos in the Tokyo metropolitan area is 2.6x than existing detached houses.
- Condos can have a longer life through maintenance & repair, and the percentage of older condo is increasing year by year.

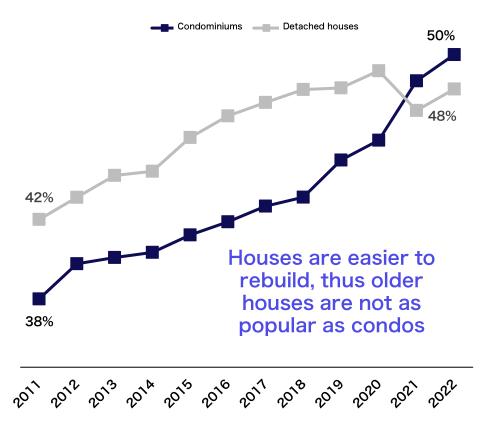
The unit price & # of contracts for condos (20+yrs) increased significantly, supported by strong demand in urban areas

<# of transactions / Unit price in Metropolitan area: 2012 vs.
2022>

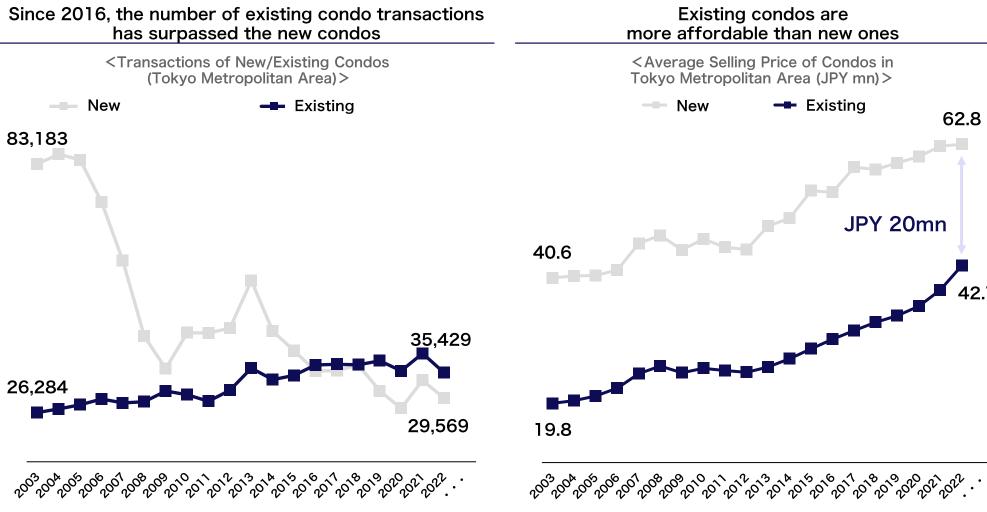


Both condos & houses (20+yrs) transactions are increasing year by year, but detached houses seem to have reached its peak

<Ratio of condominiums that are 20+ years old to all transactions>



 Demand for existing condo remains solid and the market is expected to expand over the mid-long term.



(Source)National Federation of Real Estate Brokerage Associations Real Estate Institute Research "Real Estate Market Annual Statistics", Real Estate Economics Research Center "Market Data in Tokyo Metropolitan Area" . REINS "Annual Market Watch"



2

APPENDIX

b. Sustainability

Clarify our commitments to stakeholders.

Guided by our corporate philosophy (mission) of "striving to realize society from 'build' to 'utilize,'" we carry out our business with fairness and integrity. We embrace the challenge of creating businesses that benefit society and work to become the Star Mica Group that pursues both growth and profitability.



Customers

With the customer's perspective in mind, we constantly strive to improve the level of service that we offer, as professionals.



Employees

We maintain a highly transparent governance structure, and create workplaces that provide employees with comfortable working environments.



Business Partners

We build mutual trust and fair business relationships with our business partners, by preventing corruption and taking other measures.



Global Environment

By stimulating sales of existing homes, we contribute to reducing environmental impact, reducing CO2 emissions, and conserving the global environment.



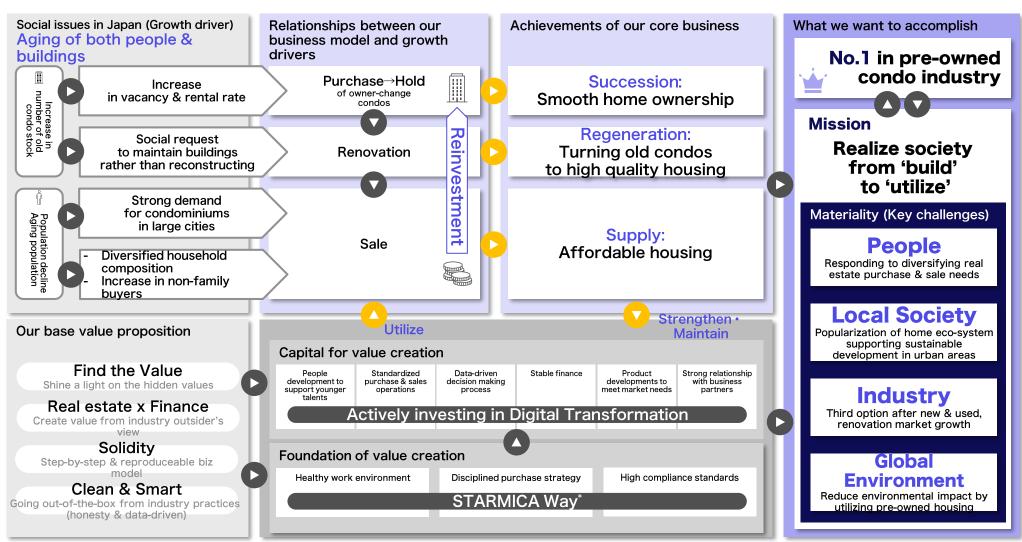
Local Communities

Through our business, we solve problems that are faced by Japanese society, and will maintain our position as a company that is needed by Japanese society in the future.



Shareholders / investors

We strive to disclose information in a timely and appropriate manner, and to actively communicate through our investor relations efforts. Contribute to the sustainable society by creating long-term value through our business.



^{*} Our employee action guidelines (Value)



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