



&DPSXV

3ULQFLSDOOLVVD %U\DQ

1R\*UDGXDWLRQ  
1R \$WWHQGDQFH  
1R 'LVFLSOLQH  
1R ,QVWUXFWLRQ  
1R &XUULFXOXP  
1R 6WXGHQW 'DWD

)HHGRU 3DWWHUQ \$QDO\VLV'DWD \$FFXUDF\  
1R &RKRUW \$QDO\VLV  
1R 6XSSRUW 6\VWHPV  
1R ,QWHUYHQWLRQ 6HUYLEFHV  
1R 'URSRXW ,GHQWLILFDWLRQ  
1R \$FKLHYHPHQW \*DS

1R 6XUYH\V  
1R )XQG %DODQ  
6WDII 1R 5HFU  
1R 92& &X  
1R 2WKHU HQ

:KDW ZHUH WKH LGHQWLILHG QHHGV"

F:KPSXDUH WK

LQFOXGLQJ KRZ IHGHUDO DQG V

'HPRJUDSKLFV

6WXGHQW  
\$FKLHYHPHQW

6FKRRO &XOWXUH DQG  
&OLPDWH

6WDII 4XDOLW\  
3URIHVVLQRQDO  
'HYHSPHQW  
&XUULFXOXP  
,QVWUXFWLRQ DQG  
\$VVHVPHQW  
)DPLO\ DQG  
&RPPXQLW\  
,QROYHPHQW

6FKRRO &RQWHW @QGÀ@ •FWLQG

2UJDQLJDWLRQ

6FKRRO &RQWHW @QGÀ@ •FWLQG  
6FKRRO &RQWHW @QGÀ@ •FWLQG

6FKRRO &RQWHW @QGÀ@ •FWLQG

€ 0HOLse` @0PCXPCP Q@5

&(,3 IRU 0F/HDQ 06

%XGJHW 6XP

3ULQFLSDO 0HOLVVD %U\DQ

/HDGHUVKLS 'LUHFWRU 6

6XPPDU\ E\ )XQG 6RXUFH

)XQG 6R	7,7/( ,	7,7/( , 3\$5(17 ,19)	)2&86 35,25,7/2&\$/	27+(5	121(	*5\$1' 727\$/ EXGJHWHG LQ
7LHU , ,QV						
0LGGOH * 0DWK						
&ROOHJH &DUHHU 5H						
3URIHVVL 'HYHORSP						
&DPSXV 1H \$VVHVVP						
727\$/						
\$OORFDWLRQV						
3HUFH %XGJHV	1\$	1\$	1\$	1\$	1\$	

&RPSHQVDWRU\ (GXFDWLRQ )XQG )7(V

\*RDO  
2EMFWLYH  
6WWDWH  
0HDVXUH

)RFXV

\$OLJQPHQW

7LWOH 3%0\$6 .PSOHPHQWDWLRQ \$FWLRQ 6WHSV 3HUVRQ V ZLPHOLQH 3' &RGH %XGJHW \$PQW &RPPHQWV  
&RPSRQHQQWV 5HVSQRVLEOH  
/(3 7HDFKHUV ZLOO PHHW ZHHNO\ DV D 3GPIHQVLEHQDO /HDUQLQJ  
&RPPXQLW\ 3/& LQ RUGHU WR GLVFXWVZKHDQWGXGHQWV DUH  
OHDWQQG KRZ EHSWWWQBHQWV 7HDFKHUV

\*RDO  
2EMFWLYH  
6WUDWH  
0HDVXUH

)RF XV

\$OLJQPHQW

7LWOH 3%0\$6 ,PSOHPHQWDLRQ 6WHSV 3HUVRQ V 7LPHOLQH 3' &RGH %XGJHW \$PQW &RPPHQWV  
&RPSRQHQQWV 5HVSRQVLEOH 6RXUFH  
/(3 3URYLGH RSPS GY



\*RDO  
2EMHFWLYH  
6WUDWHJ\  
0HDVXUH

)RFXV

\$OLJQPHQW

7LWOH 3%0\$6 ,PSOHPHQWDWLRQ \$FWLRQ 6WHSV 3HUVRQ V 7LPHOLQH 3' &RGH %XGJHW  
&RPSRQHQQWV 5HVSRQVLEOH 6RXUFH

\* R D O

