

INDIVIDUAL DEVELOPMENT FRAMEWORK

! "#\$%&' () * (+&

, *' -.#/0&1\$(2''33-(%#/4(%56.*7''#\$\$&'!')+,-. &,+(*' \$!#1,-1,\$. ' +(\$!/0!&' \$', &+)*#+-%1*#2!*(' --'+(%,-!. &/.' &(34!1,(, !
5,#,2' 5' # (4!+/#0*1' #(*,-*(34!,#1!+/-' 2*,-(36 7' 5/#\$(, ('!')+,-!8'), 9°/%&:!#(' 2&*(34!)/#' \$(34!,#1!,++/%#(, 8*-(36!
;' ,
&/5!5*\$(<' \$6!=\$, +(*+' !\$%\$(, *, 8*-(3!, #1!, +(1&' \$. /#\$*8-3!>*()!' !#(' &' \$(\$!/0!)' !-, &2' &1+/5 5%#*(3!, #1!*(\$!
! 0%(%&' !*#!5*#16!!

8-%#%. "3&0&86%5-%9:!!1' #(*03!/. . /&(%#*(*' \$!, #1!, . . -3!0/&!0%#1*#2!@ 6264!0' --/>\$)*. \$4!2&, #(\$4!\$+)/-, &\$)*. \$A6!B, #, 2' !
0*#, #+' \$!, #1!&\$<\$6!"\$(*5, ('!+/\$(\$!, #1!1' *9' &!. &/C' +(\$!/#D8%12' (6&&

1\$(:'. *&O&; -<"&=#%#9" <"%*:!=-, #!. &/C' +(\$!, #1!(, \$<\$4!#+-%1*#2!(*5' 4!>/&<-/, 14!, #1!&' \$/%&+' \$6!7' 9' -/..!, #1!. &*/&(*E' !
\$(, (' 2*+!, #1!(, +(*, -12/, -\$6!=' &\$' 9' &' !, #1!1' , -!>*()!+/5. ' (*#2!. &' \$\$%&' \$6!

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