**2023 Pinnacle Awards**

**Frequently Asked Questions**

**What are the Pinnacle Awards?**

The Pinnacle Awards program is a global recognition program that celebrates the one employee or team in each category that best drove the growth and success of Brink’s over the course of the year. Pinnacle means “the most successful point,” and describes this program that recognizes the best of the best.

**Why have the Pinnacle Awards?**

The program was developed in 2019 to celebrate exceptional employees with company-wide appreciation, with the goal of encouraging others to help Brink’s accelerate progress on our strategic objectives and build a winning culture.

**What are the award categories?**

There are six award categories. The categories have been updated for 2023 to more closely align with Brink’s strategy to grow by providing a superior customer experience and driving continuous improvement. The categories are:

* **Growth & Customer Loyalty** – Success in accelerating growth and improving customer strategy
* **Innovation** – Use of global digital solutions to create value, address challenges
* **Operational Excellence** ­– Use of Lean, knowledge/infrastructure sharing or BBS initiatives to drive continuous improvement or build scale
* **Talent** – Efforts to attract, develop and empower people
* **Sustainability** – Significant advances in integrating responsible environmental, social & governance practices
* **Ethics & Compliance** – Actions to strengthen our culture of ethics and compliance and embed them into our business

Winning nominations will be based on quantitative factors, (e.g., success in accelerating growth, use of global digital solutions to create value, use of Lean/BBS initiatives to drive continuous improvement, etc.), as well as qualitative factors, including customer & employee feedback, obstacles overcome, situational factors, testimonials, shared & adopted best practice, etc.

**How does the program work?**

All employees are invited to nominate their colleagues throughout every level of the organization, excluding ELT members, who they believe best drove growth and the success of Brink’s over the course of the year. Individuals or teams can be nominated, and teams can be cross-functional within a country or cross-border.

Employees may submit nominations at <https://brinks.awardsplatform.com> until Jan. 12, 2024. GMs review local nominations and forward their top picks to their regional or functional leader, who will choose finalists from their regions/areas to forward to the entire Executive Leaderhip Team (ELT) for review. Mark Eubanks will announce the finalists and winners.

**What is the reward?**

Local celebrations honoring the winners will be held at each awardee location, in accordance with local health and safety guidelines. Winners will receive a trophy for their branch or head office and individual commemorative pins.

**Can I submit multiple nominations?**

Yes. Employees can submit multiple unique nominations. There is no need to submit more than one nomination for a specific project (duplicates will be deleted).

**Who is eligible?**

All employees are eligible, with the exception of ELT members.

**How do you nominate an employee or team?**

To nominate an individual or team, employees complete and submit a digital form at <https://brinks.awardsplatform.com>.\* The nomination deadline is Jan. 12, 2024.

**How are the winners chosen?**

Winning nominations will be based on measurable performance (e.g., success in accelerating growth and improving customer strategy, use of global digital solutions to create value, use of Lean/BBS initiatives to drive continuous improvement, efforts to attract, develop and empower people) and qualitative factors (e.g., customer & employee feedback, obstacles overcome, shared & adopted best practice).

GMs review all nominations and advance their selections to their regional or functional leader, who will decide which nominations to submit to the ELT for final selection. Mark Eubanks will select one winner (individual or team) per category based on evaluating criteria.

**Does the Pinnacle Awards replace existing recognition programs?**

The Pinnacle Awards do not replace any local/country recognition programs already in place. They are supplemental to other existing programs and are designed to globally recognize break-through and transformational contributions. Recognition award winners and nominees from local recognition programs are eligible to be resubmitted through this process.