LEADER NOTE:

On slide 3, you have the opportunity to elaborate on local programs and how they will continue, if applicable.

**SLIDE 1 – THE PINNACLE AWARDS**

Thank you all for joining us today to learn more about the 2023 Pinnacle Awards, our global employee recognition program.

**SLIDE 2 – AGENDA**

Today we are going to update you about our program, which was launched in 2019 to celebrate the employee or team per category that best drove the growth and transformation of Brink’s.

We will focus on:

* Program overview
* Categories and criteria
* Eligibility
* Nomination process
* Winner selection and celebration

**SLIDE 3 – PINNACLE AWARDS AT A GLANCE**

This is a global employee recognition program that celebrates achievements in strategically supporting the company’s growth and transformation.

In English, Pinnacle means “the most successful point,” and describes this program that recognizes the best of the best.

We want to celebrate employee contributions to our success as a whole – the key, high-impact accomplishments across the company.

The Pinnacle Awards do not replace local recognition programs. [If applicable, elaborate on local program and how it will continue.]

This year we have six categories. The categories were updated for 2023 to align with Brink’s strategy, pictured here.

Our strategy is designed to deliver an exceptional customer experience, spark innovation, unlock productivity, and develop the best team to give us a sustainable competitive advantage.

We also added a new category to recognize efforts to strengthen our culture of ethics and compliance and embed them into our business.

Our categories are:

* Growth & Customer Loyalty
* Innovation
* Operational Excellence
* Talent
* Sustainability
* Ethics & Compliance

**SLIDE 4 – ELIGIBILITY**

* All Brink’s employees are eligible, except for members of the Executive Leadership Team (leaders who report directly to Mark Eubanks; we refer to this group as the ELT)
* Employees can nominate themselves or colleagues
* Nominations can be individual contributors or teams
	+ Teams can be cross-functional within a country or cross-border
	+ There is no team size limitation
* Winning nominations will be based on quantitative results and qualitative factors

**SLIDE 5 – THE NOMINATION PROCESS**

Here’s how the nomination process works:

* Anyone can nominate themselves or other employees or teams (excluding the ELT) using the online nomination form
* The form asks for a summary of the project and measurable results
* Nominations are due by 11:59 p.m. ET on Jan. 12, 2024

**SLIDE 6 – THE SELECTION PROCESS**

The selection process begins after the nomination period closes in January.

* GMs review local nominations and forward their top choices to their regional or functional leader
* Regional or functional leaders choose finalists from their areas to forward to the entire ELT for review
* The ELT chooses global finalists
* Mark Eubanks selects and announces the winners

**SLIDE 7 – WINNER ANNOUNCEMENT AND CELEBRATION**

The Pinnacle Awards recognize the best of the best across the company. In other words, they’re a big deal, and our top leaders are choosing and celebrating the winners.

* Mark Eubanks will make a company-wide announcement
* Local Pinnacle Awards celebrations will be held in accordance with local health and safety guidelines
* Winners will receive an award to display at head offices or in branches and individuals will receive a recognition pin

**SLIDE 8 – CALL TO ACTION**

We are all working very hard, and I encourage you to nominate the great work you observe or participate in! [Add any examples of initiatives you think should be considered, answer questions, etc.]