

### 1. Purpose

Establish general guidelines for managing the temporary international assignment of associates, who work on solving specific challenges, provide required support for facilities, acquisitions and integrations, or will receive training in another country for a period not to exceed 180 calendar days.

### 2. Scope

This policy applies to all Grupo Bimbo associates in all Business Units, affiliates, and subsidiaries of Grupo Bimbo, in their different geographies and functions regardless of their level,

### 3. Definitions

**Country or operation of origin:** The one where the associate was hired at the beginning of his/her employment with Grupo Bimbo.

**Country or operation of destination:** The one to which the associate will be transferred to fulfill a specific assignment.

**Temporary International Assignee:** The associate that Grupo Bimbo transfers from one country to another, for a minimum period of 60 calendar days and a maximum of 180 calendar days. Travel for work is not considered an International Assignment.

### 4. Responsibilities

**Global Functional Vice President:** In collaboration with the Global People VP, select the candidates and agree with Business Unit Presidents on the appointment of short-term international assignees. These movements must also be communicated to the Steering Committee of Grupo Bimbo.

**Business Unit Presidents:** Comply and enforce this policy and involve the People area in their Business Unit in the temporary international assignment process.

**Finance VP's of business units:** Ensure the application and control of the payments made to the temporary international assignees.

**Global People Department:** Deploy and ensure compliance with this policy, maintain a record of the temporary international assignees and their status. Through its department of Global Mobility: assist the international transferee in all parts of the relocation process and ensure that the transferee is properly supported by the destination Business Unit's People team. Coordinate the People functions of both origin operation and destination operation on all matters of documentation, travel, work permits, etc. as needed. Also responsible for the registration and termination of the associate and the Immediate family in the medical expenses insurance policy of international assignees.

**People VP of the Business Unit of origin:** Provide the general working conditions for each person assigned to the Administration and Finance Department or Management of such Business Unit, keep the database of the temporary international assignees of said Business Unit updated, and communicate any change in the conditions of the temporary international assignees of said Business Unit to the Global People Department.

**People VP of the destination Business Unit:** Obtain the corresponding work permits, using the services of a designated local agent.

**Head of origin operation:** Control, request and authorize payments and expenses related to the international assignee indicated in this policy and corresponding to the operation of origin, as well as ensuring that the associate has medical coverage abroad contracted from the country of origin for the entire period of the temporary international assignment.

**Head of destination operation:** Control, contract and authorize payments and expenses related to the international assignee indicated in this policy that corresponds to the destination operation.

**Associate (international assignee):** Have a valid passport prior to transfer, valid for at least 12 months over the estimated duration of the assignment, provide the necessary documents for the visa process for the destination country, keep his/her work permit and visa valid, and satisfactorily respect the migration conditions and comply with tax obligations, both in the origin country and destination country; in case the associate decides to move with a relative to the assignment location, said associate must absorb all the expenses of the relative.

## 5. General guidelines

The temporary international assignment represents an opportunity for Grupo Bimbo to deploy the appropriate talent in the necessary place, for the benefit of its associates and the operations that require the talent; as such, its objectives will be:

- Solving urgent operations issues
- Plant start-up
- Attending special situations at a specific time
- Providing associate training as part of their career plan

## **Labor conditions**

- Associates with a temporary international assignment maintain their employment relationship with the origin operation.
- The temporary international assignment will not imply any change in the associate's working or tax conditions.

## **Immigration procedure**

The immigration procedure will be carried out in accordance with local laws for legal internment in the country of destination.

- The company in the country where the expense originates will pay for the immigration procedures of the associate throughout his/her stay as a temporary international assignee.
- It is the responsibility of the manager and the associate to comply with the regulations regarding the visa, work permit and immigration laws of the country to which the associate is assigned.
- Associates and managers who violate immigration laws and regulations of the place where they are assigned will be subject to disciplinary measures that could include dismissal, regardless of the legal measures that the countries involved may take against them.

## **Tax aspects**

- The Global People Department, with the support of the Global Tax Department, will hire an international tax expert to advise and support associates to ensure that they meet their tax obligations both in the country of destination and in the country of origin.
- The costs for tax advice will be covered by the operation of origin.

## **Compensation and other payments payable by the originating operation**

### Salary

- It is not modified for this purpose. The associate keeps his/her current pay.
- Salary increases will be made according to the calendar and the policy of the country of origin.

## Supplement for food and weekend allowance

- A salary supplement, monthly or proportional to the days of assignment, will be paid via payroll for a fixed amount according to the country of destination, applicable at all levels, according to Annex I of this policy.
- Operational, administrative and supervisory associates will receive allowance for each weekend that they remain in the place where they are temporarily assigned. Payment will be made monthly, in advance and via payroll, for the net amount (gross income minus taxes) according to Annex II of this policy.

## Bonus for minor goods

The company will pay a maximum bonus of US \$500.00 (five hundred US dollars) to the associate to compensate for household items that may not be available in the destination country needed for daily use and unable to transport from country of origin (does not include cleaning supplies, clothing, luggage and other similar items).

To confirm whether a domestic item is applicable to this benefit, please contact the Global International Mobility Team

Payment will be made via payroll for the net amount (gross expenses less taxes) at the end of your provisional transfer or when you have used the maximum amount presentation of the appropriate receipts.

## Transfer trip

- The associate's coach/economy class airline ticket to the country of destination will be paid.
- In addition, and if applicable, the excess baggage cost of two suitcases will be covered according to the weight authorized by the airline.
- An additional 2 (two) paid vacation days will be granted while the associate gets settled in the new location.

## Visit home or equivalent

The associate will be provided a round trip in coach/economy class to his/her country of origin, as follows:

- For locations greater than 6 hours away by plane from the associate's home city, they will return every 28 (twenty-eight) days and enjoy an additional three (3) paid vacation days, and for locations less than 6 hours away, they will return every 21 (twenty-one) days and will enjoy 2 (two) additional paid vacation days.
- The associate will have the option to choose to return to their city of residence every 60 days and enjoy 6 paid vacation days.
- The days mentioned in the previous points include the time of travel to the country of origin and the country of destination.
- The additional days of stay in the country of origin will be considered as part of the associate's vacation.
- Food, transportation, lodging, and other similar expenses are borne by the associate.
- It is possible to replace this benefit with the round-trip visit of a family member or a friend to the city where the associate is providing support, covered by the company. Only the associate's per diem will be paid, so the family member or friend will pay their own expenses. In these cases, they are also authorized to enjoy the corresponding 2 (two), 3 (three), or 6 (six) rest days mentioned in this section.
- This benefit is not cumulative, nor will it be paid in cash.

- The associate must coordinate the period in which they will enjoy this benefit with their origin and destination direct manager..

#### Ground transportation

- The following trips by the associate will be covered: home–airport–hotel–airport–home.

#### Bonus for successful assignment

- The international assignee may receive a bonus of up to 8% of the salary paid during the period of the assignment, not including additional support, if, in the opinion of their immediate supervisor, the Global Functional Vice President, the corresponding Executive Vice President and **Global Compensation Department** the associate met the objectives established at the beginning of the assignment.
- The bonus will be paid in the currency of the country of origin at the end of the assignment and the corresponding taxes will be deducted.
- Not applicable for personnel in training.

#### Emergency air travel

- In the case of the death of an immediate family member (includes, parents, children and their spouses and siblings), the operation of origin will cover the costs of the coach/economy class airplane ticket and the associate will be granted 3 (three) paid vacation days.

#### Medical expenses

- The immediate supervisor and the associate will be responsible for requesting the registration and removal of the insurance through the Operation of Origin's People Department.
- In case of a medical emergency during the assignment, the destination company will be responsible for the associate's medical attention in a private institution, making use of the contracted medical insurance. It is the responsibility of the head of the destination operation to which the associate receiving medical treatment is assigned to monitor his/her state of health.
- In case the associate decides to move to the assignment with a family member, he/she will be responsible for contracting the international medical expenses plan. Grupo Bimbo will only support the process of contracting the policy.

#### Death and life insurance

- In the case of an associate's death abroad, the company will cover the cost of transportation of the body to the city of origin.
- The company will cover, to the family member who will carry out the transfer of the body, the coach/economy class plane tickets to the country of destination and back to the country of origin, as well as temporary accommodation for 10 (ten) days from the arrival in the destination country.
- The life insurance will apply according to the conditions established in the operation of origin of the associate.

#### **Payments chargeable to the destination operation**

The following payments should be made directly to the service provider, never to the associate.

#### Transportation

- Associate transportation from the hotel–work–hotel.
- The vehicle and administration and finance department of the destination operation will determine the transportation assistance according to the criteria applied locally.

- The company will cover the expenses of car rental and insurance, following the criteria of austerity considering the cost-benefit and adhering to the best available rate in the market, taking into account the authorized vendors.
- The car authorized for rental will be of the economy class and include air conditioning. Rental of cars with 8 cylinders, sports cars, or luxury cars is not authorized.
- In all cases, it is necessary to purchase the corresponding insurance considering the legislation of each country.

## Accommodations

- The expenses of the rental of a furnished apartment or a live-in hotel in the country of destination will be paid.
- Under no circumstances should accommodation be provided to more than one associate in the same room of a rented hotel or apartment.

## Cultural training

Cultural training for the associate provided by an international mobility expert will be paid to help them understand the cultural differences in the destination country and will last 1 (one) day.

## **Transitory**

Travels to countries with periods of isolation, due to COVID health emergency, are not allowed unless the associates' permanence is longer than four months, the conditions for the assignment have been met and the trip is authorized by the corresponding Executive VP.

As long as the COVID-19 pandemic continues, for transfer, visit home trips and emergency air travel, the cost of the clinical tests, required to travel by the destination country or airline, will be covered.

## **6. Responsibility / Ownership**

The Global Compensation Department is the assigned owner of this policy and is primarily responsible for its contents, updating, monitoring of its compliance and submission for approval before the Steering Committee and CEO.

## **7. Updates**

The changes implemented in between versions are described below:

Revision / History of the revision							
Version	Revision date:	Updated by:	Approved by:	Main Changes			
1							
2	February 3, 2018	Sandra Moreno Rodriguez		<u>Bonus for successful assignment</u> -Not applicable for personnel in training.			
3	May 17, 2018	Sandra Moreno Rodriguez		The countries of BQ were added to Annex 1 and Annex 2			
4	July 10, 2018		Trinidad Carrandi Negrete		Country	Currency	Food aid per diem (net amounts)
					Argentina	ARS	670
					Brazil	BRL	140

					Chile	CLP	24,950	
					Colombia	COP	62,540	
					Costa Rica	CRC	22,770	
					Spain	EUR	45	
					Honduras	HNL	790	
					Mexico	MXN	510	
					Morocco	MAD	330	
					Nicaragua	NIO	780	
					Paraguay	PYG	148,500	
					Peru	PEN	120	
					Russia	RUB	2,830	
					South Africa	ZAR	290	
					South Korea	KRW	60,060	
					Turkey	TRY	90	
					Uruguay	UYU	1,370	
					Ukraine	UAH	480	
					Venezuela	USD	15	
At the free exchange rate of the last day of the previous month.								
5	July 10, 2018		Trinidad Carrandi Negrete		Country	Allowance for each weekend (net amounts) Amount in USD		
					Argentina	70		
					Ecuador	70		
					Switzerland	150		
					Uruguay	90		
6	April 11, 2019	Paulina Abril Flores Ramírez	Trinidad Carrandi Negrete		Country	Currency	Food aid per diem (net amounts)	
					Argentina	ARS	810	
7	June 25, 2019	Paulina Abril Flores Ramírez	Trinidad Carrandi Negrete		Anexo I			
					Country	Currency	Food aid per diem (net amounts)	
					Argentina	ARS	1,010	
					Brazil	BRL	150	
					Canada	CAD	72	
					Chile	CLP	26,850	
					Colombia	COP	71,830	
					Costa Rica	CRC	24,550	
					El Salvador	USD	34	
					United States	USD	65	
					France	EUR	43	
					India	INR	3,330	
					Mexico	MXN	560	
					Nicaragua	NIO	850	
					Portugal	EUR	41	
					Russia	RUB	3,150	
					Turkey	TRY	110	
					Uruguay	UYU	1,510	
					Ukraine	UAH	550	
					Anexo II			
					Country	Currency	Allowance for each weekend (net amounts)	
					Argentina	ARS	1,730	
					Brazil	BRL	310	
					Canada	CAD	120	

					Chile	CLP	55,110
					China	RMB	610
					Colombia	COP	146,300
					Costa Rica	CRC	52,780
					Ecuador	USD	75
					El Salvador	USD	56
					Spain	EUR	83
					United States	USD	110
					France	EUR	81
					Guatemala	GTQ	610
					Honduras	HNL	1,440
					India	INR	5,280
					Italy	EUR	78
					Mexico	MXN	1,430
					Morocco	MAD	610
					Nicaragua	NIO	1,590
					Panama	PAB	77
					Paraguay	PYG	319,140
					Peru	PEN	300
					Portugal	EUR	73
					Russia	RUB	5,860
					South Africa	ZAR	650
					South Korea	KRW	121,700
					Switzerland	CHF	180
					Turkey	TRY	210
					United Kingdom	GBP	78
					Uruguay	UYU	3,120
					Ukraine	UAH	1,110
					Venezuela	USD	90
						At the free exchange rate of the last day of the previous month.	

8	February 4 <sup>th</sup> , 2020	Paulina Abril Flores Ramírez	Trinidad Carrandi Negrete		Annex I		
					Country	Currency	Food aid per diem (net amounts)
					Argentina	ARS	1,280
					Annex II		
					Country	Currency	Allowance for each weekend (net amounts)
					Argentina	ARS	2,010

9	August 19 <sup>th</sup> , 2020	Paulina Abril Flores Ramírez	Trinidad Carrandi Negrete	<div>Annex I</div> <table><thead><tr><th>Country</th><th>Currency</th><th>Food aid per diem (net amounts)</th></tr></thead><tbody><tr><td>Argentina</td><td>ARS</td><td>1,550</td></tr><tr><td>Chile</td><td>CLP</td><td>31,680</td></tr><tr><td>Honduras</td><td>HNL</td><td>840</td></tr><tr><td>Israel</td><td>ILS</td><td>220</td></tr><tr><td>Kazakhstan</td><td>KZT</td><td>8,210</td></tr><tr><td>Morocco</td><td>MAD</td><td>340</td></tr><tr><td>Nicaragua</td><td>NIO</td><td>920</td></tr><tr><td>Turkey</td><td>TRY</td><td>120</td></tr><tr><td>United Kingdom</td><td>GBP</td><td>40</td></tr><tr><td>Uruguay</td><td>UYU</td><td>1,640</td></tr><tr><td>Ukraine</td><td>UAH</td><td>570</td></tr></tbody></table> <div>Annex II</div> <table><thead><tr><th>Country</th><th>Currency</th><th>Allowance for each weekend (net amounts)</th></tr></thead><tbody><tr><td>Argentina</td><td>ARS</td><td>2,580</td></tr><tr><td>Brazil</td><td>BRL</td><td>320</td></tr><tr><td>Canada</td><td>CAD</td><td>140</td></tr><tr><td>Chile</td><td>CLP</td><td>57,120</td></tr><tr><td>United States</td><td>USD</td><td>120</td></tr><tr><td>Israel</td><td>ILS</td><td>430</td></tr><tr><td>Kazakhstan</td><td>KZT</td><td>14,840</td></tr><tr><td>Nicaragua</td><td>NIO</td><td>1,740</td></tr><tr><td>Turkey</td><td>TRY</td><td>230</td></tr><tr><td>Uruguay</td><td>UYU</td><td>3,440</td></tr><tr><td>Ukraine</td><td>UAH</td><td>1,270</td></tr></tbody></table>	Country	Currency	Food aid per diem (net amounts)	Argentina	ARS	1,550	Chile	CLP	31,680	Honduras	HNL	840	Israel	ILS	220	Kazakhstan	KZT	8,210	Morocco	MAD	340	Nicaragua	NIO	920	Turkey	TRY	120	United Kingdom	GBP	40	Uruguay	UYU	1,640	Ukraine	UAH	570	Country	Currency	Allowance for each weekend (net amounts)	Argentina	ARS	2,580	Brazil	BRL	320	Canada	CAD	140	Chile	CLP	57,120	United States	USD	120	Israel	ILS	430	Kazakhstan	KZT	14,840	Nicaragua	NIO	1,740	Turkey	TRY	230	Uruguay	UYU	3,440	Ukraine	UAH	1,270
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10	3-05-21	Enna Pilar Guerrero	Trinidad Carrandi Negrete	A transitory guideline on travel to countries with a health emergency and clinical tests for COVID-19 was added.																																																																								
11	29-06-21	Enna Pilar Guerrero	Trinidad Carrandi Negrete	<div>Annex I</div> <table><thead><tr><th>Country</th><th>Currency</th><th>Food aid per diem (net amounts)</th></tr></thead><tbody><tr><td>Argentina</td><td>ARS</td><td>2,110</td></tr><tr><td>Brazil</td><td>BRL</td><td>160</td></tr><tr><td>China</td><td>RMB</td><td>340</td></tr><tr><td>Colombia</td><td>COP</td><td>76,290</td></tr><tr><td>Nicaragua</td><td>NIO</td><td>980</td></tr><tr><td>Paraguay</td><td>PYG</td><td>172,150</td></tr><tr><td>Russia</td><td>RUB</td><td>3,370</td></tr><tr><td>South Africa</td><td>ZAR</td><td>330</td></tr><tr><td>Turkey</td><td>TRY</td><td>130</td></tr><tr><td>Vietnam</td><td>VND</td><td>926,970</td></tr></tbody></table> <div>Annex II</div> <table><thead><tr><th>Country</th><th>Currency</th><th>Allowance for each weekend (net amounts)</th></tr></thead><tbody><tr><td>Argentina</td><td>ARS</td><td>3,220</td></tr></tbody></table>	Country	Currency	Food aid per diem (net amounts)	Argentina	ARS	2,110	Brazil	BRL	160	China	RMB	340	Colombia	COP	76,290	Nicaragua	NIO	980	Paraguay	PYG	172,150	Russia	RUB	3,370	South Africa	ZAR	330	Turkey	TRY	130	Vietnam	VND	926,970	Country	Currency	Allowance for each weekend (net amounts)	Argentina	ARS	3,220																																	
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Panama	PAB	40																																																																							
Paraguay	PYG	180,400																																																																							
Portugal	EUR	43																																																																							
South Africa	ZAR	350																																																																							
Turkey	TRY	180																																																																							
United Kingdom	GBP	42																																																																							
Country	Currency	Allowance for each weekend (net amounts)																																																																							
Argentina	ARS	5,810																																																																							
Brazil	BRL	350																																																																							
China	CNY	650																																																																							
Colombia	COP	159,900																																																																							
Costa Rica	CRC	54,630																																																																							
France	EUR	85																																																																							
Paraguay	PYG	367,390																																																																							
South Africa	ZAR	740																																																																							
Turkey	TRY	330																																																																							
13	01-12-22	Miriam Contreras Cruz	Trinidad Carrandi Negrete	<div>Annex I</div> <table><tr><th>Country</th><th>Currency</th><th>Food aid per diem (net amounts)</th></tr><tr><td>Argentina</td><td>ARS</td><td>4,540</td></tr><tr><td>Turkey</td><td>TRY</td><td>200</td></tr></table> <div>Annex II</div> <table><tr><th>Country</th><th>Currency</th><th>Allowance for each weekend (net amounts)</th></tr><tr><td>Argentina</td><td>ARS</td><td>7,290</td></tr><tr><td>Turkey</td><td>TRY</td><td>390</td></tr></table>	Country	Currency	Food aid per diem (net amounts)	Argentina	ARS	4,540	Turkey	TRY	200	Country	Currency	Allowance for each weekend (net amounts)	Argentina	ARS	7,290	Turkey	TRY	390																																																			
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14	13-01-23	Sandra Viviana Barrera Villamil	Trinidad Carrandi Negrete	Annex I		
				Country	Currency	Food aid per diem (net amounts)
				Romania	RON	160
				Annex II		
Country	Currency	Allowance for each weekend (net amounts)				
Romania	RON	270				
15	16-03-2023	Enna Pilar Guerreo Hevia Sandra Viviana Barrera Villamil	Trinidad Carrandi Negrete	- In the “Successful assignment bonus” the authorization was changed with the Global Functional VP and Global Compensation VP.		
16	1-06-2023	Sandra Viviana Barrera Villamil	Gerardo Gordillo	Annex I		
				Country	Currency	Food aid per diem (net amounts)
				Argentina	ARS	6720
				Brazil	BRL	200
				Canada	CAD	91
				Colombia	COP	93,390
				Costa Rica	CRC	26,400
				Honduras	HNL	910
				Kazakhstan	KZT	9,150
				Mexico	MXN	660
				Paraguay	PYG	205,980
				Romania	RON	170
				Turkey	TRY	280
				United Kingdom	GBP	47
				United States	USD	70
				Annex II		
				Country	Currency	Allowance for each weekend (net amounts)
				Argentina	ARS	12,010
				Brazil	BRL	390
				Canada	CAD	160
Chile	CLP	60,310				
Colombia	COP	177,240				
Costa Rica	CRC	58,020				

				<table><tr><td>Guatemala</td><td>GTQ</td><td>580</td></tr><tr><td>Honduras</td><td>HNL</td><td>1,550</td></tr><tr><td>Italy</td><td>EUR</td><td>73</td></tr><tr><td>Kazakhstan</td><td>KZT</td><td>15,680</td></tr><tr><td>Mexico</td><td>MXN</td><td>1,710</td></tr><tr><td>Morocco</td><td>MAD</td><td>540</td></tr><tr><td>Nicaragua</td><td>NIO</td><td>1,880</td></tr><tr><td>Paraguay</td><td>PYG</td><td>416,370</td></tr><tr><td>Romania</td><td>RON</td><td>290</td></tr><tr><td>South Africa</td><td>ZAR</td><td>810</td></tr><tr><td>Spain</td><td>EUR</td><td>87</td></tr><tr><td>Turkey</td><td>TRY</td><td>540</td></tr><tr><td>United Kingdom</td><td>GBP</td><td>87</td></tr><tr><td>United States</td><td>USD</td><td>110</td></tr></table>	Guatemala	GTQ	580	Honduras	HNL	1,550	Italy	EUR	73	Kazakhstan	KZT	15,680	Mexico	MXN	1,710	Morocco	MAD	540	Nicaragua	NIO	1,880	Paraguay	PYG	416,370	Romania	RON	290	South Africa	ZAR	810	Spain	EUR	87	Turkey	TRY	540	United Kingdom	GBP	87	United States	USD	110
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United States	USD	110																																												
17	13-09-2023	Sandra Viviana Barrera Villamil	Gerardo Gordillo	<ul style="list-style-type: none"><li>Added in the section “Bonus for small appliances” specifications on the compensation of items that are not available in the destination country and clarification on the payment of these items.</li><li>The Global Mobility Area is added to verify if the objectives established for the successful assignment bonus have been met.</li></ul>																																										

**Annex I**

Country	Currency	Food aid per diem (net amounts)
Argentina	ARS	6720
Brazil	BRL	200
Canada	CAD	91
Chile	CLP	31,680
China	CNY	360
Colombia	COP	93,390
Costa Rica	CRC	26,400
Ecuador	USD	50
El Salvador	USD	34
France	EUR	43
Guatemala	GTQ	290
Honduras	HNL	910
India	INR	3,330
Israel	ILS	220
Italy	EUR	43
Kazakhstan	KZT	9,150
Mexico	MXN	660
Morocco	MAD	340
Nicaragua	NIO	980
Panama	PAB	40
Paraguay	PYG	205,980
Peru	PEN	120
Portugal	EUR	43
Romania	RON	170
Russia	RUB	3,370
South Africa	ZAR	350
South Korea	KRW	60,060
Spain	EUR	45
Switzerland	CHF	79
Turkey	TRY	280
Ukraine	UAH	570
United Kingdom	GBP	47
United States	USD	70
Uruguay	UYU	1,640
Vietnam	VND	926,970
Venezuela	USD	15
	At the free exchange rate of the last day of the previous month.	

**Annex II**

Country	Currency	Allowance for each weekend (net amounts)
Argentina	ARS	12,010
Brazil	BRL	390
Canada	CAD	160
Chile	CLP	60,310
China	CNY	650
Colombia	COP	177,240
Costa Rica	CRC	58,020
Ecuador	USD	75
El Salvador	USD	56
France	EUR	85
Guatemala	GTQ	580
Honduras	HNL	1,550
India	INR	5,280
Israel	ILS	430
Italy	EUR	73
Kazakhstan	KZT	15,680
Mexico	MXN	1,710
Morocco	MAD	540
Nicaragua	NIO	1,880
Panama	PAB	83
Paraguay	PYG	416,370
Peru	PEN	300
Portugal	EUR	73
Romania	RON	290
Russia	RUB	6,900
South Africa	ZAR	810
South Korea	KRW	121,700
Spain	EUR	87
Switzerland	CHF	180
Turkey	TRY	540
Ukraine	UAH	1,340
United Kingdom	GBP	87
United States	USD	110
Uruguay	UYU	3,440
Venezuela	USD	90
	At the free exchange rate of the last day of the previous month.	