



2026 GSN Volunteer Games Game Manual

What are the Volunteer Games?

- The Volunteer Games (global initiative) are a friendly competition in which Gerdau employees participate in volunteer activities that support their local communities during a designated timeframe.
- Teams earn points through volunteer hours and can earn additional bonus points by engaging new volunteers, submitting photos of their volunteer activities, and supporting initiatives related to our three pillars.
- The following Game Manual details the schedule and organization of the 2026 Volunteer Games.



Impact of the Volunteer Games

Global Impact

- In 2025:
 - 4,500+ employees participated in the volunteer games across Gerdau

GSN's Impact

2023:

- 129 Volunteers
- 1,118 Hours Volunteered

2024:

- 71 Volunteers
- 356 Hours Volunteered

2025:

- 70 Volunteers
- 561 Hours Volunteered

Examples of Activities



Organizations to Support

- Teams can plan volunteer activities that support non-profit organizations, public schools, or other organizations that benefit the community and are encouraged to plan these activities during normal work hours. *Managers to approve requested paid time during work hours to participate in these games.
- It is recommended that teams focus on participating in Volunteer Activities that support Gerdau's three strategic CSR pillars – **housing, education and recycling**. Participating in activities related to our CSR pillars will earn your team bonus points!
- **Please prioritize safety above all and adhere to Gerdau's safety policies when participating in volunteer activities.**

Why Participate?

- Volunteering supports part of our 2030 journey as it's one of the ways we can positively impact our local communities.
- The Volunteer Games are a good way to foster team building and work with those who you may not work with on a regular basis.
- Research has shown that volunteering improves physical and mental health, provides a sense of purpose and teaches valuable skills.
- The winning locations (top 3) get to choose a charity that Gerdau will make a donation to (refer to slide 18 for more information).
- It's fun! 😊



2026 Contact Information

Game Facilitators:

- Madison McCulloch
- Lindsey Erb

Social Responsibility Leads:

- Lindsey Erb – JO
- Madison McCulloch – JO
- Alicia White – JXN
- Shawn Crowley – JXN
- Mercedes Williams – MON
- Jennifer Lamora – FSM
- Brandi Grover – HHT

For questions about the Volunteer Games, please reach out to the Gerdau North America Volunteer Games (cpg-VolunteerGamesNA@gerdau.com)

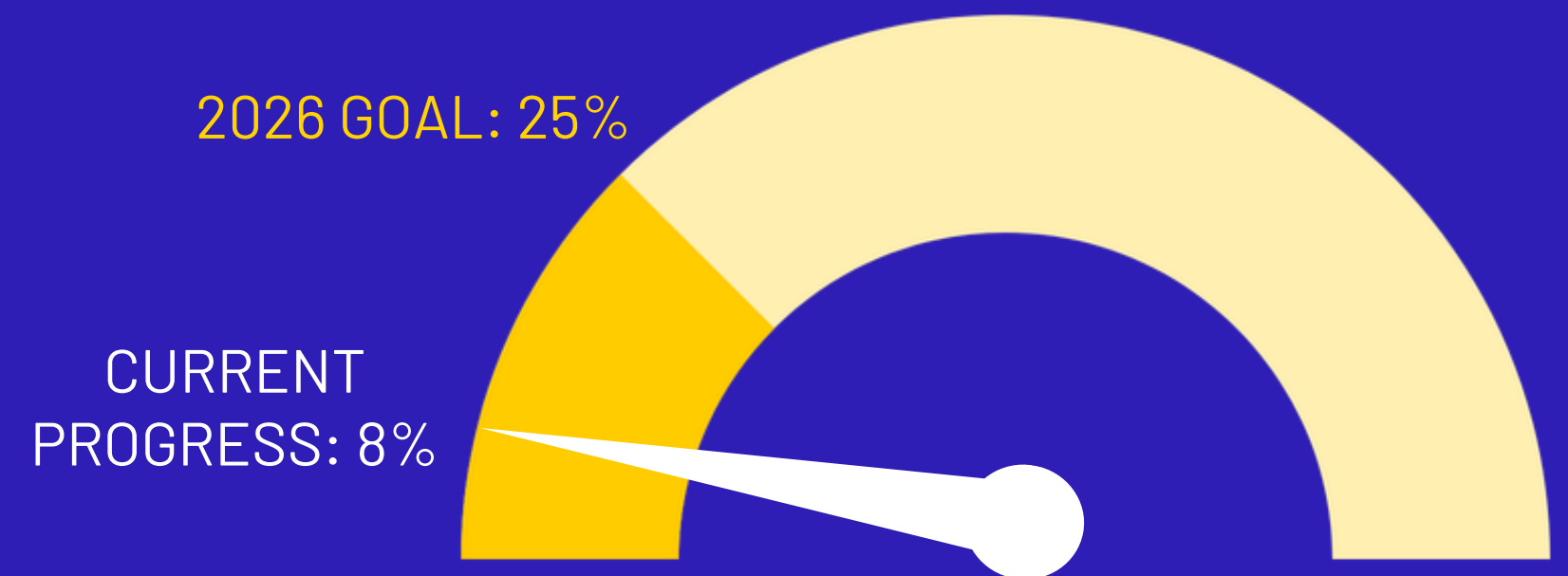
2026 Social Responsibility Goals

Our 2026 goal is to engage **25%** of our workforce in volunteerism (currently at **8%**)

Our Volunteer Games goal is to engage **230** unique volunteers:

Location Volunteer Game Goals:

- Monroe Mill: 60 volunteers
- Fort Smith Mill: 60 volunteers
- Jackson Downstream: 40 volunteers
- Huntington Downstream: 30 volunteers
- Jackson Office: 40 volunteers





TIMELINE

DATE	EVENT
JULY 8	Information Session
JULY 8-31	Team Planning
AUGUST 3 – NOVEMBER 25	Volunteering
DECEMBER 4	Deadline to submit activities
DECEMBER 11	Winners Announced

GAME RULES

- **NEW:** Every location will come together to form **one** team for a location-vs-location showdown!
- Social responsibility committees will organize and communicate volunteer events.
- Locations can earn bonus points by recruiting new volunteers and participating in volunteer activities related to our 3 social responsibility pillars: Education, Housing, and Recycling.
- Qualifying volunteer events should last at least 1 hour, have at least 2 volunteers and take place during the week (M-F).
- Volunteer activities will be tracked using an updated version of the V2V platform.



2026 GSN Volunteer Games Points Structure & Bonuses



Plan Volunteer Events

250pts/event

Earn 250 points for each volunteer activity your location completes.

Don't forget, you can earn bonus points for every activity that relates to one of our social responsibility pillars!



Engage Volunteers

50pts/volunteer

Earn 50 points for each Gerdau volunteer who participates in the event.

More volunteers = More points!



Submit Photos/Videos of events

50pts/event

Earn 50 points for submitting photos/videos for a given volunteer event

(50 points awarded per event, not per photo)

Bonus Points

New volunteer bonus

50pts/volunteer

Earn 50 bonus points for every unique volunteer that engages in the Games

CSR Pillar Bonus

50pts/event

Earn bonus points for every volunteer activity that relates to one of our CSR pillars (education, housing, and the environment)

The location with the most points at the end of the Volunteer Games wins!

POINT STRUCTURE

ACTIVITY	POINTS
Completed Event	250 points
Volunteer at event	50 points per Gerdau volunteer per event
Submitting Photos/Videos	50 points per event that photos/videos are submitted for (50 pts total no matter how many submitted for the event)
Bonus Points	Varies based on the specific criteria

Bonus Points

BONUS POINTS	DESCRIPTION	POINTS
Housing Power-Up	Earn bonus points for every volunteer event executed related to the housing (ex: supporting soup kitchens/food banks, creating basic needs kits, Habitat for Humanity build, etc.)	50 bonus points per qualifying event
Education Power-Up	Earn bonus points for every volunteer event executed related to education (ex: job shadowing, education fairs, mentoring students, etc.)	50 bonus points per qualifying event
Environment Power-Up	Earn bonus points for every volunteer event executed related to the environment (ex: litter clean-up, recycling drive, etc.)	50 bonus points per qualifying event
New Volunteer Bonus	Let's work together to engage all of our colleagues! Earn bonus points for every unique volunteer who participates.	50 bonus points will be awarded for every unique volunteer who participates at a given location



2026 GSN Volunteer Games

Let's Play!



Prepare for the Games

July 8 - 31



Register on the Platform*

All volunteers must log into V2V. Click the below button to log in with your Gerdau account. If you participated in the Volunteer Games last year, you're already registered. No further action is needed on V2V once you've signed in once.

Throughout the Games, social responsibility leads will submit the names of volunteers and hours for each volunteer activity on the platform.

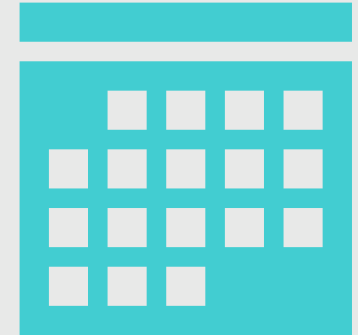
**Opening July 22.*

[Register on V2V](#)



Plan Activities

Work together to identify volunteer opportunities in your community from August-November. Begin promoting that the Games are coming and the opportunities employees will have to participate.



Plan your Bonus Points

Remember: you get 50 bonus points for every volunteer activity that relates to one of our 3 social responsibility pillars and 50 bonus points for every unique volunteer that you engage. Spend some time planning how your location will maximize its points!

Operation Win the Volunteer Games

August 3 – November 25



Volunteer

Participate in volunteer activities to help secure your location a spot on the podium!

Social responsibility committee will:

1. Promote events at each location
2. Track attendance of team members who participated in the volunteer activity
3. Use V2V to log attendance and hours volunteered
4. Take a team photo during the volunteer activity that captures everyone who participated



Maximize Your Points!

- Plan several volunteer activities throughout the games related to our 3 social responsibility pillars
- Engage as many unique volunteers at your location as possible
- Take and submit photos/videos during your volunteer events

Announce the Winners

December 11



1st Place

\$2,500 donation to charity* of location's choice



2nd Place

\$1,500 donation to charity* of location's choice



3rd Place

\$1,000 donation to charity* of location's choice

**The chosen charity must align with one of Gerdau's strategic CSR pillars and be a 501(c)(3) non-profit.
To maximize impact, each award will be directed to one charity only.*



2026 GSN Volunteer Games Points Example

Example Game Play

Plan Activities



- Amelia and Greg are the Social Responsibility leads planning Monroe's Volunteer Game actions.
- They reach out to local non-profits to understand what projects and activities their location can support throughout the games.
- Their colleagues share volunteer action ideas and contacts with the social responsibility leads.

Prepare for the Games



- Once they begin scheduling their volunteer events from August-November, Amelia and Greg share the opportunities throughout the mill.
- They help those who are interested in participating register on V2V, that way, Amelia and Greg can document volunteer participation after events take place.

Volunteer!

8/3-11/25

Event 1: Habitat Build

On August 10, Greg and Amelia participate in a 4 hour Habitat for Humanity build. They engage 3 additional colleagues at the Monroe mill to join them.



Event 2: Animal Shelter

Amelia and Greg schedule their second activity for August 27. They work with a local animal shelter to walk dogs and clean the facility for 2 hours. Amelia is able to attend the event and recruits 7 new volunteers to join her at the event.



Event 3: Reading to Students

The Monroe team organizes an event for volunteers to read to students at a local elementary school on September 9. Neither Greg or Amelia can attend the event, but they recruit 3 total volunteers. 2 of the volunteers have already participated in the Games, and 1 volunteer is new to the Games.



Event 4: Litter Clean-Up

Amelia and Greg notice a road in Monroe has a lot of litter. They work with the township to coordinate a litter clean-up on October 7. Greg is able to attend the event and the team solicits 9 new volunteers to join him.



Event 5: Hygiene Kits

Amelia and Greg finish the games strong by working with a group of new employees at Monroe to build hygiene kits for their local emergency housing shelter. The event takes place on November 17. Amelia participates along with 5 new volunteers.



Announce Winner

12/11



- The Gamekeepers announce winners and that Monroe placed 3rd in the 2026 Volunteer Games. Amelia and Greg work with their colleagues and decide to donate their winnings to United Way.
- To see the breakdown of the team's points during the Games, refer to the next page of this manual.

Document Activities on V2V

Due by 12/4



- Amelia and Greg log their volunteer events in V2V throughout the games. They support their colleagues with registering on the platform when needed.
- Please note, only the Social Responsibility leads need to document volunteer participation in V2V.

Example of Point Breakdown

The Monroe Mill engages in 5 volunteer activites throughout the 2026 Volunteer Games. Please refer to the scorecard to the right for a breakdown of the points earned by the location.

Monroe Mill



Activity Date	Activity	Participants	Activity Duation	Base Points Awarded	Bonus Points Awarded	Total Points
8/10	Habitat Build	Amelia, Greg + 3 new volunteers	4 hours	Event: 250 pts Volunteers: 250 pts (5 Gerdau volunteers x 50 pts) Photos: 50 pts	New volunteer bonus: 250 pts (5 new volunteers x 50 pts) CSR pillar bonus: 50 pts	850 pts
8/27	Animal Shelter	Amelia + 7 new Volunteers	2 hours	Event: 250 pts Volunteers: 400 pts (8 Gerdau volunteers x 50 pts) Photos: 50 pts	New volunteer bonus: 350 pts (7 new volunteers x 50 pts) CSR pillar bonus: 0 pts (doesn't qualify)	1,050 pts
9/9	Reading to Students	3 Volunteers - 2 have already volunteered at the previous events	1 hour	Event: 250 pts Volunteers: 150 pts (3 Gerdau volunteers x 50 pts) Photos: 50 pts	New volunteer bonus: 50 pts (1 new volunteer x 50 pts) CSR pillar bonus: 50 pts	550 pts
10/7	Litter Clean-Up	Greg + 9 new volunteers	2 hours	Event: 250 pts Volunteers: 500 pts (10 Gerdau volunteers x 50 pts) Photos: 50 pts	New volunteer bonus: 450 pts (9 new volunteers x 50 pts) CSR pillar bonus: 50 pts	1,300 pts
11/17	Building Hygiene Kits	Amelia + 5 new volunteers	1 hour	Event: 250 pts Volunteers: 300 pts (6 Gerdau volunteers x 50 pts) Photos: 50 pts	New volunteer bonus: 250 pts (5 new volunteers x 50 pts) CSR pillar bonus: 50 pts	900 pts
					Total Points:	4,650

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GOOD LUCK!





2026 GSN Volunteer Games Questions?

FAQ

When do the Volunteer Games start and end?

Volunteer Games begin 8/3 and end 11/25. Winners of the Volunteer Games will be announced on 12/11.

Who is eligible to participate in the Volunteer Games?

Anyone who is currently employed with Gerdau!

What are the responsibilities of social responsibility leads?

1. Help colleagues register on V2V
2. Track participants and volunteer hours for each volunteer activity
3. Take and submit a photo of all participants who participated in the activity
4. Create and close out volunteer events on the V2V platform by every Friday during the competition

How do I know if a volunteer activity is valid?

A volunteer activity is valid if the following are true: (1) it supports a non-profit, public school, or other organization that benefits the community, (2) it lasts at least one hour, (3) your participation is approved by your manager, (4) the activity adheres to Gerdau's safety policy, and (5) it is logged on V2V

FAQ

Do the volunteer activities have to be during work hours?

Yes – all volunteer activities must be completed during work hours, and all employees will be paid for volunteering, pending appropriate coverage and supervisor approval.

Do my paid volunteer hours include time to travel there?

You will not be required to punch out to participate in a volunteer activity. Volunteer activities are expected to be local and should not require more than 15-20 minutes of driving. You will not earn Volunteer Games points for travel to and from the volunteer activity.

How can I participate if I am a fully remote employee?

We understand that engaging with volunteer activities as a fully remote employee can be challenging. For remote employees who do meet with teams in-person on occasion, see if you can plan to participate in an activity with your team at one of those occasions– volunteering is a great team building activity! If it's not possible for you to volunteer at an in-person activity, you are welcome to participate in a volunteer activity in your local community during work hours, pending manager approval. These individual activities are eligible to earn up to 100 points for the location you report to: 50 points for having one Gerdau volunteer present and 50 bonus points if this is the first time you're engaging with the games. These activities are not eligible for the 250 points for a planned group activity, 50 points for submitting a photo, or 50 points for the CSR pillar bonus.

FAQ

Can I invite friends or family to volunteer with me?

Yes, family and friends are welcome to participate. However, volunteer activities must be completed during work hours. Family and friend participation will not count towards points in the Volunteer Games.

How do I get credit for my volunteer activities?

Social responsibility leads will be required to create an event on the V2V platform for every volunteer activity. They will need to add every participant to the respective volunteer activity to receive credit. Events should be closed out every Friday during the Games (submissions will be accepted through December 4). Note: every participant must create a V2V account in order to get credit for their participation.

Who needs to register on the platform?

Every volunteer must create an account on V2V to receive credit for their participation. However, only social responsibility leads are required to regularly update the platform with event information. If you logged into V2V for the 2025 Games, you are already registered and no further action is needed.

FAQ

When should I close out activities on V2V?

After the event happens or every Friday. You do not need to fill anything out if you did not participate in any activities that week.

Can I still get credit for an activity even if I forget to close out an event on V2V?

We strongly encourage you to close out the event on V2V immediately following the completion of the volunteer activity. However, you may still receive credit for a volunteer activity if event is closed out by December 4, 2026. After December 4, you will not receive credit.