VOLUNTEER GAMES 2025

TOGETHER, PLAYING TO WIN

2025 GSN Volunteer Games
Game Manual

GERDAU'S VOLUNTEER PROGRAM

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What are the Volunteer Games?

- The Volunteer Games (global initiative) are a friendly competition, in which Gerdau employees form their own teams and participate in volunteer activities that support their local communities during a designated timeframe.

- Teams earn points through volunteer hours but can earn additional bonus points by participating in flash challenges, submitting photos of their volunteer activities, and more.

- The following Game Manual details the schedule and organization of the 2025 Volunteer Games.

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Impact of the Volunteer Games

Global Impact

- In 2024:
  - 2,900+ employees volunteered
  - 49,500+ people benefitted
  - 250+ community actions

GSN's Impact

2023:

- 129 Volunteers
- 1,118 Hours Volunteered

2024:

- 71 Volunteers
- 356 Hours Volunteered

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Examples of Activities

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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.

- This year, we recommend teams **choose one organization** that they will work with throughout the games to maximize their impact.

- It is recommended that teams focus on participating in Volunteer Activities that support Gerdau's three strategic CSR pillars – **housing, education and recycling**.

- **Please prioritize safety above all and adhere to Gerdau's safety policies when participating in volunteer activities.**

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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, lead a team of volunteers, and work with those who you may not work with on a regular basis.

- Participating in activities related to Gerdau's 3 corporate social responsibility (CSR) strategic pillars (housing, recycling, and education) supports Gerdau's CSR strategy.

- The winning teams (top 3) get to choose a charity that Gerdau will make a donation to (refer to slide 20 for more information).

- It's fun! ☺ And, you'll get a new volunteer shirt!

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2025 Contact Information

Game Facilitators:

- Madison McCulloch
- Lindsey Erb

Social Responsibility Leads:

- Lindsey Erb – JO
- Melissa Levesque – JO
- Alicia White – JXN
- Shawn Crowley - JXN

- Mercedes Williams - MON
- Jennifer Lamora – FSM
- Myhanh Nguyen - FSM
- Brandi Grover - HHT

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

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TIMELINE

DATE	EVENT
AUGUST 7	Communication introducing the games
AUGUST 27	Information session
SEPTEMBER 2-26	Team Registration
SEPTEMBER 2-26	Team Planning
SEPTMEBER 2-OCTOBER 1	Diagnostic Visit
SEPTEMBER 29-OCTOBER 31	Volunteering
NOVEMBER 14	Winners Announced

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GAME RULES

- Employees will form teams of 2-7 at their location to participate

- Teams will select one non-profit related to our pillars that they will primarily support throughout the games

  - Majority of team points will be earned by completing volunteer activities supporting that organization

- Teams can earn points by submitting a team logo, executing volunteer activities, recruiting volunteers, submitting photos of volunteerism and completing flash challenges

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UPDATES TO THE GAMES

- Use of V2V platform (platform demo on 9/24)
  - Every team member and bonus volunteer must register on the platform – important for tracking and point calculation!
  - Leaderboard updated on the platform automatically
- Teams to primarily work with one organization to amplify impact
  - If organization selected doesn't have enough opportunities, can participate in one-off events with other organizations

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2025 GSN Volunteer Games
Points Structure & Bonuses

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Form a Team & Register
100 pts

Form a team of 2-7 members to participate in the Games and designated 1-2 team captains to register the team using this form.

It is encouraged to create teams with members from different areas at your location.

Visit your Non-Profit
500 pts

Choose one non-profit that you will work with for most of your activities throughout the games. Set up a diagnostic visit with them to understand their needs and plan your activities throughout the games.

Snap a group photo of the visit and submit it to the platform for 500 points.

Volunteer
250pts/event & 50pts/volunteer

Earn 250 points for each volunteer activity you complete and another 50 points for each Gerdau volunteer who participates in the event.

Bonus 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)

Flash Challenges
(refer to slide 14)

Earn bonus points by participating in Flash Challenges.

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

POINT STRUCTURE

ACTIVITY	POINTS
Team Registration on V2V	100 points
Selection of nonprofit & diagnostic visit	500 points
Completed Event	250 points
Volunteer at event	50 points per unique 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)
Flash Challenges	Varies (Refer to slide 14)

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Flash Challenges (Bonus Points)

FLASH CHALLENGE	DEADLINE	DESCRIPTION	POINTS
Team Social	10/3	Get to know your team through grabbing a bite to eat together after your diagnostic visit	5 points will be awarded per team member at the social activity
Team Logo Design	10/10	Create and submit a fun team logo that represents your Volunteer Games team	50 points for submitting a logo
Throwback Challenge	10/17	#Throwback! Compile and submit photos from your team in high school	5 points will be awarded per team member's photo submission
Sports Dress-Up Challenge	10/24	Football season is in full swing! Get dressed up in your favorite team's gear	5 points will be awarded per team member dressed up in the photo
Halloween Dress-Up Challenge	10/31	Get in the Halloween spirit by dressing up in your favorite Halloween costume	5 points will be awarded per team member dressed up in the photo

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2025 GSN Volunteer Games
Let's Play!

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Step #1: Group Up!
September 2-26

Form a Team

Form a team of 2-7 people to compete in the Volunteer Games (min. 2 people per team, max. 7 people per team)

It is recommended to have 4-5 people per team

100 Points
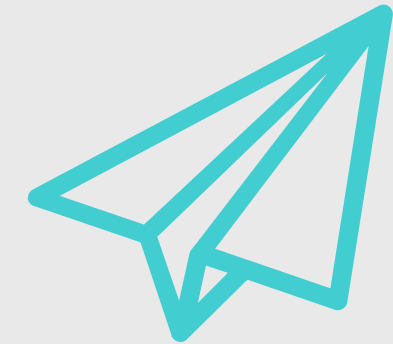100 points will be awarded for forming a team and registering by September 26.

Designate a Team Captain and Co-Captain

Select a team leader who will track your team's volunteer activities and communicate game stats with the Game Facilitators

Responsibilities of a Team Captain:

1) Track number of participants, volunteer hours, and number of people benefited for each volunteer activity

2) Take and submit a photo of all participants who participated in the volunteer activity

3) Submit Activity Log for each completed volunteer activity by Friday every week of the competition (No submission needed for weeks without activity)

Team Captain Enrolls Team in the Games

- Click on the button below to enroll your team in the 2025 Volunteer Games (This form only needs to be completed once per team by the Team Captain)

Enroll My Team

Step #2: Prepare for the Games
September 2-26

Register on the Platform

All team members will need to register on the V2V platform. You can do this by clicking the below button to log in with your Gerdau account. All volunteers must do this to receive credit for your participation. You will receive support doing this during our V2V demo on September 24.
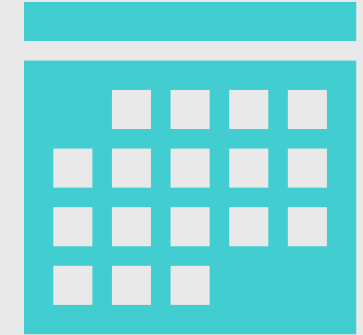
Register on V2V

Identify a non-profit to work with

Choose one non-profit that you will work with for most of your activities throughout the game. The nonprofit should be related to one of our three social responsibility pillars, education, housing, or recycling. Contact your CSR lead if you need help identifying an organization to work with.

Set up a diagnostic visit with them to understand their needs and plan your activities throughout the game.

500 Points
500 points will be awarded for completing the diagnostic visit by October 1

Plan your activities

Plan the volunteer activities you hope to complete throughout the games. Remember: you get 50 points for every unique Gerdau volunteer activity, so consider inviting your colleagues who are not participating on a Volunteer Games team to join you.
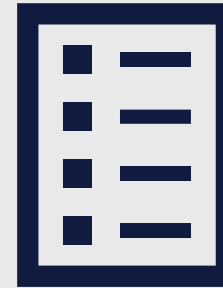
Step #3: Operation Win the Volunteer Games
September 29-October 31

Volunteer

- Participate in the Volunteer Games by performing your planned game strategy

- Ensure all volunteers are registered on the V2V platform, to ensure your team gets credit for all participants.

- Team Captains should:

1. Create the event on V2V
2. Track attendance of team members who participated in the volunteer activity
3. Log how many hours each team member volunteered during the volunteer activity
4. Take a team photo during the volunteer activity that captures everyone who participated

Submit Your Stats on V2V

After the event, Team Captains should close out the event on V2V. They must:

- Add all participants
- Add the length of the event
- Add the number of people benefitted
- Submit photos of the event

Create an event on V2V

Maximize Your Points!

- Participate in at least one volunteer activity per week
- Engage other Gerdau volunteers to join you
- Take and submit photos/videos during your volunteer events for bonus points
- Plan ahead for flash challenges

Step #4: Close Out all Volunteer Activities on V2V
Deadline: November 7

Ensure all activities are recorded in V2V

All Volunteer Game activities must be marked complete on the V2V platform no later than November 7 in order for them to count in the points tallying for the games.

Team Captains must note:
- The Gerdau volunteers who participate
- The time spent volunteering
- The number of people benefited

Team Captains should also use the "photo" tab of the event

Deadline: November 7

Access the V2V Platform

IMPORTANT NOTE
Every Gerdau volunteer who participates in the Game MUST register on V2V to receive points for their participation
*Demo happening September 24

Step #5: Announce the Winners
November 14

1st Place

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

2nd Place

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

3rd Place

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

The chosen charity must align with one of Gerdau's strategic CSR pillars and be a 501(c)(3) non-profit.

Example Game Play

Group Up!

9/2 – 9/26

- Amelia and Greg from Monroe form a team to compete in the Volunteer Games.
- Their team name is "G. Power."
- The team designates Greg as Team Captain.
- Both members create an account on V2V.
- Greg registers their team on V2V by 9/26.

Diagnostic Visit

9/2 – 10/1

- The team decides to support Habitat for Humanity throughout the games.
- They meet with Habitat for Humanity to plan out the activities they will volunteer at throughout the games.
- Greg uploads a photo of the diagnostic visit to V2V.
- The team also plans to participate in two flash challenges.

Compete in the Volunteer Games

9/29 – 10/31

Week #1: Habitat Build

During the first week of the Games, Greg and Amelia participate in a 4 hour Habitat for Humanity build.

Week #2: Habitat Restore

During the second week of the Games, Amelia and Greg planned to volunteer at the Habitat Restore for 2 hours, but Greg had a last-minute conflict. Amelia recruits a bonus volunteer from the mill to take Greg's spot at the event.

Week #3: Habitat Fundraiser

Amelia and Greg spend 3 hours organizing a fundraising event for Habitat. They recruit a bonus volunteer: a member of Gerdau's marketing team to help create promotional material for the event.

Week #4: Flash Challenge

Amelia and Greg snap a photo in their Detroit Lions t-shirts to complete the Week 4 Flash Challenge.

Week #5: Flash Challenge

Amelia and Greg finish the games strong by participating in the Halloween flash challenge.

Close Out Activities on V2V

Due by 11/7

- Greg was diligent in closing out the team's actions in V2V every week during the Games. However, he forgot to close the Activity Log for Week #2.
- Greg closes out the action by the final deadline of November 7.

Announce Winner

11/14

- The Gamekeepers announce winners of the Volunteer Games to everyone.
- G. Power placed 3rd in the 2025 Volunteer Games and enjoyed participating in the competition.
- To see the breakdown of the team's points during the Games, refer to the next page of this manual.

Example of Point Breakdown

Team G.Power competes in the 2025 Volunteer Games. The team participates in 3 volunteer activities and 2 flash challenges during the duration of the competition. Please refer to the scorecard to the right for a breakdown of the points earned by the team.

Team G.Power

Actvity Date	Activity	Participants	Duration of Activity	Base Points Awarded	Bonus Points Awarded	Total Points
9/10	Team Formation	Full Team	N/A	100 pts	N/A	100 pts
9/23	Diagnostic Visit	Full Team	N/A	500 pts	N/A	500 pts
9/30	Habitat Build	Full Team	4 hours	Event: 250 pts Volunteers: 100 pts (50pts per unique Gerdau volunteer)	50 pts for submitting photos	400 pts
10/10	Habitat Restore	Amelia + Gerdau Volunteer	2 hours	Event: 250 pts Volunteers: 100 pts (50pts per unique Gerdau volunteer)	50 pts for submitting photos	400 pts
10/16	Habitat Fundraiser	Full Team + Gerdau Volunteer	1 hour	Event: 250 pts Volunteers: 150 pts (50pts per unique Gerdau volunteer)	50 pts for submitting photos	450 pts
10/20	Sports Flash Challenge	Full Team	N/A	10 pts (5 pts per team member dressed up)	N/A	10 pts
10/31	Halloween Flash Challenge	Full Team	N/A	10 pts (5 pts per team member dressed up)	N/A	10 pts
					Total Points:	1,870

2025 Contact Information

Game Facilitators:

- Madison McCulloch
- Lindsey Erb

Social Responsibility Leads:

- Lindsey Erb – JO
- Melissa Levesque – JO
- Alicia White – JXN
- Shawn Crowley - JXN

- Mercedes Williams - MON
- Jennifer Lamora – FSM
- Myhanh Nguyen - FSM
- Brandi Grover - HHT

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FAQ

When do the Volunteer Games start and end?

Volunteer Games begin 9/29 and end 10/31. Winners of the Volunteer Games will be announced on 11/14.

Who is eligible to participate in the Volunteer Games?

Anyone who is currently employed with Gerdau!

Can I form a team with employees from other GSN locations?

Yes! The Volunteer Games are a competition held amongst teams formed across GSN. However, it is recommended that teams are formed locally, as a photo of all team members participating in volunteer activities is required when submitting Activity Logs.

What are the responsibilities of a Team Captain?

1. Submit the team's registration 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

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FAQ

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) an Activity Log is submitted weekly for each volunteer activity performed.

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.

Are the Game Facilitators allowed to participate in the Volunteer Games?

Yes, they are allowed to participate in the Games. However, Game Facilitators are not allowed to be Team Captains or assist in the calculation of their team's scoring.

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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?

Team Captains 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 November 7). Note: every participant must create a V2V account in order to get credit for their participation.

Do I need to log every volunteer activity on the platform?

Yes – every volunteer activity should be created and closed out on the platform to receive credit for it.

Who needs to register on the platform?

Every team member and bonus volunteer must create an account on V2V to receive credit for their participation. However, only the team captain is required to regularly update the platform with event information.

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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 November 7, 2025. After November 7, you will not receive credit.

How do I submit flash challenges?

Flash challenges will be submitted through a form on the V2V platform.

Does participation in the flash challenges counts towards volunteer hours?

No – flash challenges are for bonus points only and will not count for any additional volunteer hours outside of the volunteer activities.

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FAQ

What if the organization we choose to work with does not have as many volunteer opportunities as planned?

You should work to understand if the non-profit has opportunities for your team to volunteer once per week on average. However, if your Volunteer Games team would like to engage in more volunteer activities than a single non-profit is able to provide, you are welcome to participate in activities with other organizations as a team. You should still create an event on the platform to document these events and will be awarded points as normal.

Will we receive credit for volunteering with organizations outside the one we selected?

Yes, you will receive points according to the same guidelines if your team volunteers with organizations outside your chosen non-profit. Be sure to create and close out the event like normal on the platform.

Can multiple teams work with the same non-profit?

While multiple teams can work with the same non-profit, we highly recommend that each team chooses a unique organization to ensure there are enough volunteer opportunities.

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