



## GERDAU VOLUNTEERING GAMES – GSN OFFICIAL RULES (2025)

### WHAT ARE THE GERDAU VOLUNTEER GAMES?

The Gerdau Volunteer Games are a competition promoted by The Gerdau Institute to encourage volunteer activities with NGOs, Non-Profit Organizations, and Public Schools in the regions where the company operates.

### WHO CAN PARTICIPATE?

Participation is exclusive to Gerdau employees in the participating countries.

### HOW TO PARTICIPATE?

1. **Form your team:** Appoint two leaders and register your team on the Gerdau Volunteering Portal.
2. **Choose an NGO:** Support a NGO, Non-Profit Organization, or Public School.
3. **Conduct a diagnostic visit:** Understand the needs of the chosen organization.
4. **Plan and register your volunteer event:** Define activities, required materials, and mobilize volunteers.
5. **Execute the volunteer action:** Get your hands dirty and record everything on the portal.
6. **Report the results:** Submit photos, videos, and details about the action's impact.

### HOW DOES THE SCORING WORK?

- **Team registration:** 100 points.
- **Diagnostic visit:** 500 points.
- **Activity report:**
  - ✓ 250 points per completed event.
  - ✓ 50 points per Gerdau volunteer with confirmed presence per event.
  - ✓ 50 bonus points for submitting photos/videos in each completed volunteering event (no matter the number of photos/videos).

### WHAT ARE THE EXTRA STAGES?

- **Flash Challenges:** Surprise tasks that award extra points.

### HOW WILL THE PRIZES BE AWARDED?

The teams that finish the games in 1st, 2nd, and 3rd place will nominate one non-profit to receive a donation of \$2,500, \$1,500 and \$1,000, respectively.

This NGO must either: (a) Develop projects directly aligned with one of Gerdau's social impact pillars — Education, Housing, or Recycling; or (b) Have hosted a volunteer activity clearly connected to one of these pillars, as carried out by the winning team.



### IMPORTANT DATES

Team registration: 09/02/2025 to 09/26/2025.

Event registration and reporting: 09/29/2025 to 10/31/2025.

Results announcement: 11/14/2025.

### WHAT ELSE SHOULD I KNOW?

All events must be registered on the Portal. Other means will not be accepted.

Teams that do not follow the rules will be disqualified.

Omitted cases will be resolved by the Organizing Committee.

The regulation may be amended by Instituto Gerdau at any time.

### HAVE QUESTIONS? WANT MORE INFORMATION?

**e-mail:**

[cpg-volunteergamesna@gerdau.com](mailto:cpg-volunteergamesna@gerdau.com)

**Need local help?** Check with the social responsibility lead at your location.

- Lindsey Erb - GSN
- Madison McCulloch – GSN
- Melissa Levesque – JO CSR Lead
- Alicia White – JXN CSR Lead
- Jennifer Lamora – FSM CSR Lead
- Brandi Grover – HHT CSR Lead
- Mercedes Williams – MON CSR Lead

### ANNEX

- ANNEX I – STAGES & SCORING EXPLAINED
  - **Be sure to read the annexes!!!**

## ANNEX I

## STAGES AND SCORING EXPLAINED

### MANDATORY STAGES

**Team Registration** – The team leader must provide the **team name** and designate **two Leaders** who will be responsible for the volunteer team. Other participants who wish to join the team must go to the "**Actions**" page, select one of the team's actions, and click "**I Want to Participate.**"

- **Scoring:** 100 points per team

**Selection of NGO** – In this edition, teams may carry out volunteer actions for one or more organizations. However, at the end of the Games, the top three teams must designate only one organization to receive a donation.

The team must also ensure that all supported organizations have updated bylaws.

**Diagnostic Visit** - Each team must select an NGO where they will carry out their volunteer activities. It is important to conduct a visit to the NGO so the team can better explain the Gerdau Volunteer Games and also understand the organization's context and needs. During the visit, team members may take a selfie and upload it to the portal.

- **Scoring:** 500 points per team

**Planning the Volunteer Event and Registering the Action on the Portal** - Teams must plan one or more volunteer actions they intend to carry out, considering all possible activities, required materials, and how to mobilize volunteers to implement them.

When registering the event, the volunteer responsible for it — called the Action Leader (not to be confused with the Team Leader) — must assign the event to only one team participating in the Games.

An event cannot be linked to more than one team.

Teams may carry out one or more events within the program deadlines. A single volunteer event may include various different activities, which may take place on one or multiple days — for example: lectures, workshops, clean-ups, space organization, among others.

**Carrying Out the Activities at the NGO** - This stage is the moment to get your hands dirty and bring the ideas to life. Scoring depends on recording the results on the portal. The team will only receive points for the volunteer event after completing the Activity Reporting (submission of results).

**Activity Reporting (Submitting the results on the portal)** - This is the main stage of the Games and consists of submitting the results of the event carried out by the team.

In addition to reporting the results, teams can also earn 50 bonus points per activity by submitting photos or videos that illustrate the activities performed, regardless of how many are submitted.

Events will only be eligible for points if they have the status "Completed." Marking the event as completed is the responsibility of the Action Leader (the person who created the action).

#### **Scoring:**

- **Per Completed Event:** 250 points for each completed event.
- **Per Volunteer:** 50 points for each Gerdau volunteer per event with confirmed presence in the team's action.
- **For Photo and Video Submission:** 50 bonus points for submitting photos/videos in each completed volunteering event (no matter the number of photos/videos)
- **Deadline:** 09/29/2025 to 10/31/2025

#### **EXTRA STAGES**

The extra stages included in the Games are:

**Flash Challenges** – In parallel with the official stages, surprise and non-mandatory tasks will be launched, allowing teams to earn extra points. It is important to stay tuned to the official communications of the Gerdau Volunteering Games to avoid missing these opportunities.