

# *Guide to the Volunteer Games 2025*



|  |    |
|--|----|
| Introduction .....   | 7  |
| 1. Teams .....   | 8  |
| 1.1. 1.1. How will the teams be organized?.....  | 8  |
| 1.2. How to form a team?.....  | 9  |
| 2. Selection of NGO .....  | 10 |
| 3. Diagnostic Visit .....  | 11 |
| 4. Volunteering Event Planning and Registration on the Platform.....                         | 12 |
| 4.1. . Executing Volunteer Activities.....   | 13 |
| 4.2. Event Report (Submitting Volunteer Event Results on the Gerdau Volunteer Platform)..... | 13 |
| 4.2.1. How Does the Scoring Work?.....   | 13 |
| 5. Bonus Stages of the Games.....  | 14 |
| 5.1. Webinars .....  | 14 |
| 5.2. . Flash Challenges.....   | 14 |
| 6. Schedule and Scoring Review.....  | 15 |
| 7. Awards .....  | 16 |
| 8. Rules and Final Provisions.....   | 17 |



# *Welcome* to the 2025 Gerdau Volunteer Games

**If you've made it this far,  
it's because you have  
something special: the  
drive to make a difference!**

The 2025 Gerdau Volunteer Games are back with a new format — more dynamic and once again competitive — bringing even more opportunities for recognition and impact.

In this handbook, we'll guide you through everything you need to know to take part, engage your team, and support your communities!







# #1

## TEAM REGISTRATION

**N:**  
Make sure to name the 2  
Team Leaders during  
registration. All other  
participants should go to  
the “Events” page, select  
an event, and click “I Want  
to Join.”

# #2

## *Selection of non-profit*

Select one or more  
organizations to  
carry out your  
volunteering events.



# #3

## **DIAGNOSTIC VISIT:**

Make an initial visit to the organization to understand its needs and plan your volunteering event.

# #4

## **PLANNING AND REGISTERING THE EVENT ON THE PLATFORM:**

Plan the volunteering event, define the activities, and register it on the platform. Only one team can be linked to each event.

# #5

## ***Put the planned activities into action at the organization***

This is the time to put your planned activities into action at the organization — and make sure all participating volunteers check in on the platform.



#6

**EVENT  
REGISTRATION:**

Must be done by the Event Leader. Events will only earn points once marked as “completed”. Don’t forget to upload photos and videos to share your impact!

#7

**RESULTS  
ANNOUNCEMENT**

November  
14, 2025

Good luck!



# Introduction

n



The Volunteering Games are a competition between teams made up of Gerdau employees. The goal? To carry out volunteering events that benefit schools and non-profits in the regions where we operate. More than just a challenge, it's an opportunity to create positive impact and strengthen teamwork.

This year's edition brings important changes compared to the previous one, making the experience more dynamic and engaging for volunteers and the communities served. The Games return to a competitive format, with teams competing against each other within specific groups. Additionally, teams will have the autonomy to define their volunteering events, as long as they meet the criteria outlined in this handbook.

The initiative is a strategy to recognize individuals who carry out volunteering events and promote social mobilization for social transformation.

# 1. Teams

Participation is exclusive to Gerdau employees from the participating countries. **To join the Games, you need to form a team.**

**Teams will be automatically classified by the category of their Group:** MRM, Mills & Corporate Offices and Downstream. Teams compete only with others from similar-sized units. Note that MRM units are grouped in teams.

## 1.1. How will the teams be organized?

### Unit Distribution by Size:

| Groups | Mills & Corporate Offices     | Downstream                    | MRM   |
|--------|-------------------------------|-------------------------------|---|
| Teams  | CA10 Cambridge Steel Mill     | CA10 Saint Jean Rail Products | <b>Team North Central Ops</b><br>CA10 Brantford MRM + CA10 Cambridge MRM + CA10 Cornwall Metallica RM + CA10 Fair Rd Metallica RM + CA10 Guelph Metallica RM + CA10 Lindsay Metallica RM + CA10 London Metallica RM + CA10 Mississauga Metallica RM + CA10 Napanee Metallica RM + CA10 Oshawa Metallica RM + CA10 Ottawa Metallica RM + CA10 Toronto Metallica RM |
|        | CA10 Canadian Regional Office | US10 Duluth Grinding Ball     |   |
|        | CA10 Manitoba Metallica RM    | US10 Lancaster Rail Products  |   |
|        | CA10 Manitoba Steel Mill      | US10 MFT                      |   |
|        | CA10 Metallica RM Office      | US10 Paragould Rail Products  |   |
|        | CA10 Whitby Metallica RM      | US11 Midlothian GMSP          | <b>Team South Central Ops</b><br>US10 Dyersburg Metallica RM + US10 Jackson Metallica RM + US10 McKenzie Metallica RM + US10 Milan Metallica RM + US10 Murray Metallica RM + US10 Paris Metallica RM + US10 Scotts Hill Metallica RM + US10 Sikeston Metallica RM + US10 Trezevant Metallica RM + US10 Union City Metallica RM                                    |
|        | CA10 Whitby Steel Mill        | US17 Sand Rail Products       |   |
|        | Jackson Steel Mill            | US19 Midlothian Transport     |   |
|        | Monroe Steel Mill             | US27 Solar Pile Midlothian    |   |
|        | US10 Cartersville Steel Mill  |                               |   |
|        | US10 Charlotte Steel Mill     |                               | <b>Team Midwest Ops</b><br>US10 Bismark Metallica RM + US10 Fargo Metallica RM + US10 Jamestown Metallica RM + US10 Minot Metallica RM  |
|        | US10 Jackson Steel Mill       |                               |   |
|        | US10 Tampa Office             |                               |   |
|        | US10 Wilton Steel Mill        |                               | <b>Team South East Ops</b><br>US10 Chattanooga Metallica RM + US10 Oklahoma Metallica RM + US12 Charlottesville Metallica RM + US12 Lynchburg Metallica RM + US12 Roanoke Metallica RM + US12 South Boston Metallica RM   |
|        | US11 Midlothian Recycling     |                               |   |
|        | US11 Midlothian Steel Mill    |                               |   |
|        | US12 Petersburg Steel Mill    |                               |   |



## 1.2. How to form a team?

Create a name for your team, choose two leaders, and these leaders must register the team on the Gerdau Volunteering Platform. Other participants who want to join the volunteering events should go to the "Actions" page, select an event linked to their team, and click "I Want to Participate."

Each volunteer can participate in multiple events; however, points (50 points per volunteer) are awarded based on the "Individual volunteer" criterion.

### **What is an Individual volunteer? And why does it matter?**

Each volunteer is counted only once for the team's points. This means that if a person participates in multiple events, they will still be counted just one time. That's why involving more people makes all the difference! The more different colleagues join the game, the more points your team earns.

Besides boosting the score, you expand the volunteering impact and strengthen teamwork.

**Scoring:** 100 points per team

**Individual volunteer:** 50 points per individual volunteer with confirmed participation. Each person counts only once!

## 2. Selection of non- profit

In this edition, teams may carry out volunteer actions for one or more organizations. Support a NGO, Non-Profit Organization, or Public School.

However, at the end of the Games, each team ranked in first place in each categories must designate only one institution to receive a donation.

**The team must also ensure that all supported organizations have updated by laws.**

**Important!** It is possible to carry out volunteer activities with one or more organizations; however, at the end of the Games, the team that finishes in first place must select only one organization to receive a donation.



# 3. Diagnostic Visit

## How to register?

To earn points and share this moment, just fill out the form at the link below with the following information:

- Name of the person registering
- Team name
- Name of the visited non-profit
- Date of the visit
- A photo of the meeting (in-person or virtual)

**Click here to register your diagnostic visit.**

After selecting the non-profit, it's essential to conduct a diagnostic visit. This initial meeting aims to explain the Volunteer Games to the non-profit, help your team understand its reality, identify its needs, and plan actions that truly make a difference. Additionally, logging this visit on the Gerdau Volunteering Platform will earn your team extra points.

During the visit, team members can take a selfie and upload it to the Platform.

**Points:** 500 points awarded to the team that submits a photo (valid for the entire period).

**Important:** Points will be counted only after the submission period ends (at the end of the Games). In other words, points won't be added immediately after the photo is submitted.

## 4. Volunteering Event Planning and Registration on the Platform

Teams must plan one or more volunteering events they will carry out, considering all possible activities, necessary materials, and how to mobilize volunteers to complete them.

When registering the event, the volunteer responsible—referred to as the Event Leader (different from the Team Leader)—must assign the event to only one team participating in the Games.

**Attention, participant!** An event cannot be linked to more than one team. If this happens, the responsible parties must designate only one team to receive the points.

Teams can carry out one or more events within the deadlines of the Games. A single volunteering event can include various activities that may take place over one or multiple days, such as workshops, lectures, cleaning, organizing spaces, and more.



## 4.1. Executing Volunteer Activities

This is the stage to roll up your sleeves and bring your ideas to life.

Teams will only receive points for volunteer events once the Event Report is submitted.

**Don't forget!** Participants who signed up for the volunteer event and actively took part must check in through the Platform or have their presence confirmed by the Event Leader. Only then will the volunteer points be validated.

### Event Report (Submitting Volunteer Event Results on the Gerdau Volunteer Platform)

This is one of the key stages of the Games and consists of submitting the results of the volunteer event carried out by the team.

In addition to completing the report, teams can earn 50 extra points for each volunteer event by submitting photos or videos — there is no limit to how many times this bonus can be earned.

Volunteer events will only be awarded points if they are marked as “Completed.”

It is the responsibility of the Event Leader (the person who created the volunteer event) to update the status.

### 4.2.1. How Does the Scoring Work?

**Team registration:** 100 points.

**Diagnostic visit:** 500 points.

**Activity report:**

- 250 points per completed event.
- 50 points per Individual volunteer with confirmed presence (each person counts only once).
- 50 extra points for submitting photos/videos for each volunteer event.

# 5. Bonus Stages of the Games

## 5. 1.

### Webinars

During the competition, webinar sessions will also be held, offering tips to help you progress in the Games. Stay tuned for the dates and join the webinars to gain valuable insights and boost your team's performance!

## 5. 2. Flash Challenges

Alongside the official stages, surprise and optional tasks will be launched that can earn points for teams. It's important to stay alert to official communications from the Gerdau Volunteer Games so you don't miss these opportunities!

**Important:** points for these challenges will only be added at the end of the Games. So, even if your team completes a task quickly, the points won't be credited immediately.





# 6. Schedule and Scoring Review

| EVENT                    | POINTS                             | START      | CONCLUSION |
|--------------------------|------------------------------------|------------|------------|
| Team registration        | 100 points per team                | 07/14/2025 | 10/31/2025 |
| Diagnostic visit         | 500 points per team                | 07/14/2025 | 10/31/2025 |
| Individual volunteer     | 50 points per Individual volunteer | 07/14/2025 | 10/31/2025 |
| Completed Event          | 250 points per completed event.    | 07/14/2025 | 10/31/2025 |
| Submitting photos/videos | 50 points each volunteer event     | 07/14/2025 | 10/31/2025 |



## 7. Awards

The Gerdau Volunteer Games are a way to recognize and celebrate the collective impact created by volunteers. Throughout the competition, teams accumulate points based on their volunteer events and engagement, and at the end, those who contributed the most will be honored!

Winning teams in each **size** category (MRM, Mills/Corporate and Downstream) **will receive a trophy.**

Each winning team will **nominate one benefited NGO to receive a donation of \$ 1,650.**

This non-profit 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.

**Results announcement: 11/14/2025**



# Rules and Final Provisions

**Mandatory Registration:** All volunteer events must be registered on the Gerdau Volunteer Platform. Other forms of proof will not be accepted.

**Compliance with Rules:** Teams that do not follow the guidelines established in these regulations will be disqualified.

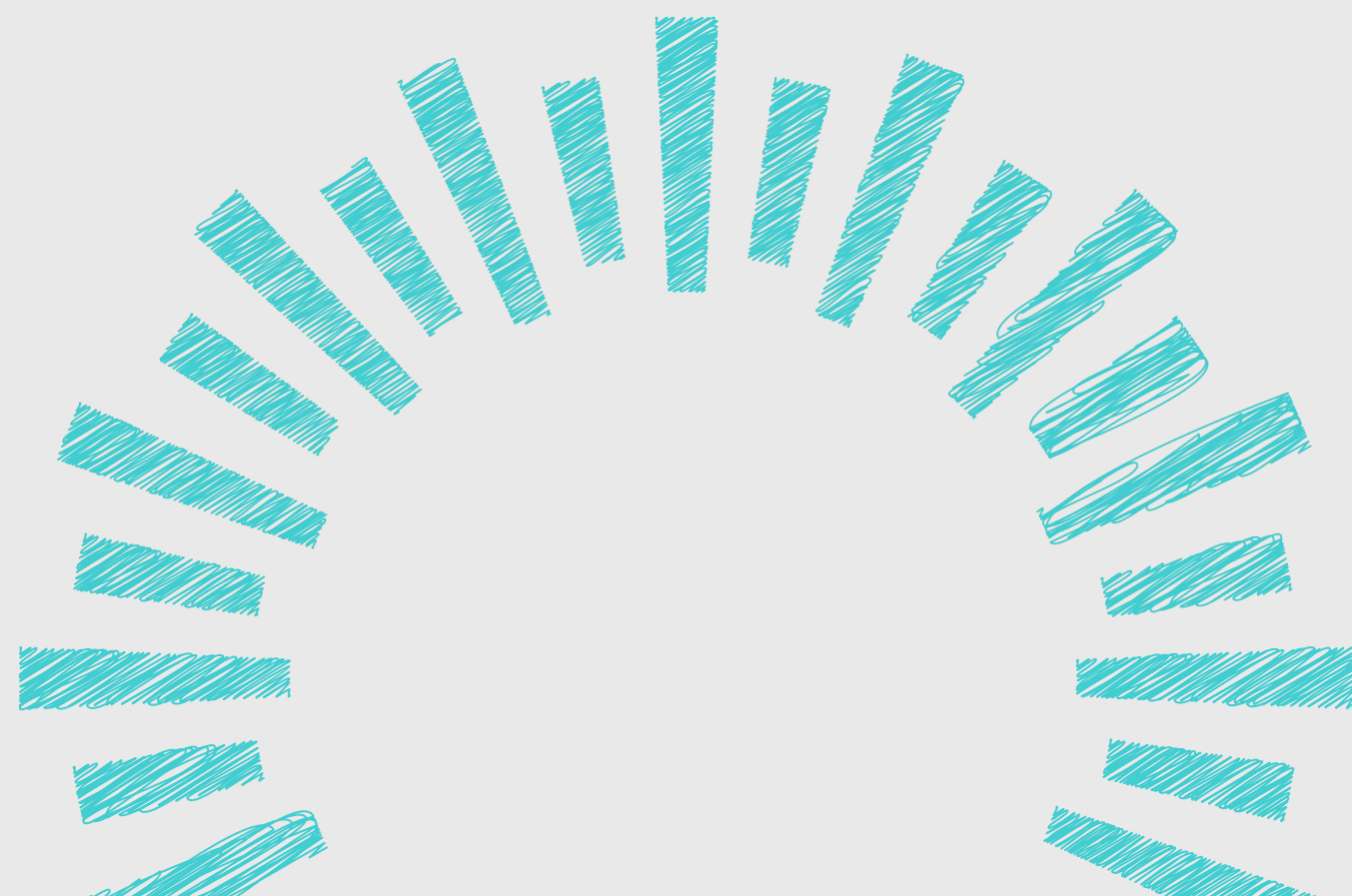
**Regulation Changes:** The Organizing Committee may make adjustments or changes to the regulations at any time, if necessary.

**Omitted Cases:** Situations not covered by these regulations will be reviewed and decided by the Organizing Committee.

**Questions:** Contact us at [jogosvoluntariadogerdau@mgnconsultoria.com.br](mailto:jogosvoluntariadogerdau@mgnconsultoria.com.br) or through the WhatsApp Group.

**Need help? Find out who from the Organizing Committee you can reach out to:**

- Brittany Concepcion – GLN
- Natasha Chornie - GLN
- Maham Egloff - GLN
- Gleise Anne de Souza Almeida – Instituto Gerdau
- Marcela Coelho – Gestão Origami
- Marcelo Nonohay – MGN





**Now it's time to take action!**



Gather your team, plan your volunteer events, and let's do this together!

