



Impact Report

2024

Environmental, Social, and Governance Progress







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About Hasbro

Hasbro is a leading games, IP and toy company whose mission is to create joy and community through the magic of play. With over 164 years of expertise, Hasbro delivers groundbreaking play experiences and reaches over 500 million kids, families and fans around the world, through physical and digital games, video games, toys, licensed consumer products, location-based entertainment, film, TV and more.

Through its franchise-first approach, Hasbro unlocks value from both new and legacy IP, including MAGIC: THE GATHERING, DUNGEONS & DRAGONS, MONOPOLY, HASBRO GAMES, NERF, TRANSFORMERS, PLAY-DOH and PEPPA PIG, as well as premier partner brands. Powered by its portfolio of thousands of iconic marks and a diversified network of partners and subsidiary studios, Hasbro brings fans together wherever they are, from tabletop to screen.

For more than a decade, Hasbro has been consistently recognized for its corporate citizenship, including being named one of the 100 Best Corporate Citizens by 3BL Media, a 2025 JUST Capital Industry Leader, one of the 50 Most Community-Minded Companies in the U.S. by the Civic 50, and a Brand that Matters by Fast Company. For more information, visit <https://corporate.hasbro.com> or @Hasbro on LinkedIn.





Leadership Letter

Dear Hasbro friends and fans,

On behalf of our entire team, I'm pleased to share Hasbro's environmental, social, and governance (ESG) progress with our 2024 Impact Report.

Hasbro's mission is to create joy and community through the magic of play. The work we do to assess our ESG impacts, risks, and opportunities helps us ensure that Hasbro remains at the forefront of play as habits change and our world evolves. We recently unveiled our new strategic plan, *Playing to Win*, which outlines Hasbro's goal to reach over 700 million fans by 2027. It is an ambitious goal, but one we are best positioned to achieve as we continue to thoughtfully steward our communities through innovative play experiences.

For over 100 years, Hasbro's business has been driven by a commitment to community, and 2024 was no different. Grounded in our four Impact pillars of Planet, Play, People and Principles, we built momentum in several key areas including environmental sustainability, access to play, and celebrating and advancing women in the industry. Just a few highlights from the report:

- **Our new Impact strategy** – We have strengthened our accountability efforts to match the increased focus on sustainability regulations globally. In 2024 we conducted a Double Materiality Assessment (DMA) to understand Hasbro's ESG impacts, risks, and opportunities. The DMA, coupled with an analysis of our updated business strategy, was used to refine our Impact strategy and enhance our disclosures.
- **Nature** – Alongside our DMA, we undertook a Biodiversity Footprint Assessment to help us map Hasbro's nature impacts and dependencies across our entire value chain. While we have more to learn, we are proud to be leading the charge in this area and will be continuing this work in 2025.
- **Games for good** – Hasbro published *Life in Reterra*, a community (re)building game that explores themes of sustainability. The game was recognized by the Forest Stewardship Council (FSC) with a 2024 Leadership Award – the first ever board game to receive the honor!

- **Access to play** – Our PLAY-DOH team launched their Imagination Curriculum, donating nearly two million cans of PLAY-DOH and reaching over 400,000 students in Title 1 schools across the U.S. Meanwhile, we collaborated with the United Nations and our industry peers to establish June 11 as International Day of Play, an annual day founded on the principle that play is a human right.
- **Advancing women innovators** – We hosted our second annual Women Innovators of Play global conference and design challenge, which encourages women's participation in the toy and game industry. The conference – which featured a keynote address from clinical psychologist and bestselling author Dr. Becky Kennedy – saw more than double the registrations from Year 1.

Thank you to our team members around the world whose efforts contributed to the accomplishments in this report. Your influence is felt every day as fans delight in our products, experiences and communities. Here's to continuing Hasbro's legacy of impact through play.



Bertie Thomson

EVP and Chief Communications
Officer, Hasbro



About This Report

Overview

This Impact Report discloses Hasbro's ESG data and progress for the calendar year 2024 (January 1, 2024–December 31, 2024) and includes the collective performance of all Hasbro, Inc. legal entities as of December 31, 2024. We report on progress through our four key areas of Impact: Planet, Play, People and Principles.

Reporting Standards

We have prepared this Report in reference to the Global Reporting Initiative (GRI) 2021 Standards and the Sustainability Accounting Standards Board (SASB) sector standards of Toys and Sporting Goods and Media and Entertainment.

We are in the process of aligning our current reporting with the International Sustainability Standards Board (ISSB) and are on track to report an ISSB S2 disclosure in 2025, as supplemental material to this Report. Additionally, we are monitoring legislation guidance on the European Union's Corporate Sustainability Reporting Directive (CSRD) and Corporate Sustainability Due Diligence Directive (CSDDD).

Updates

- **Double Materiality Assessment (DMA)** – We conducted a DMA in 2024 to further understand our material, emerging and immaterial impacts, risks and opportunities. At a high level, this analysis included external research, review of internal documents and external disclosures, interviews with internal and external stakeholders and a scoring process. While we plan on sharing more on the process and the results in the coming years, environmental sustainability results are outlined in the [Planet section](#).
- **Impact Strategy** – In 2024 Hasbro also built the foundation for its new strategic plan, [Playing to Win](#). Playing to Win focuses on Hasbro's strengths: Play and Partners. Play is the foundation for an incredible portfolio of brands, a library of thousands of marks spanning Hasbro's 164-year history across ages, geographies and play patterns. Through partners, Hasbro has scaled to become the third largest entertainment licensor on the planet and the biggest in digital games, by far the fastest growing entertainment category of the last decade. Based on the initial results of the DMA and Playing to Win, we refreshed our [Impact strategy](#).
- **Science-Based Targets (SBTs) and Greenhouse Gas (GHG) Emissions** – In 2024, we rebaselined our historical GHG Emissions data to reflect the 2023 eOne Film and TV divestiture.¹ With this step, we recognize the need to resubmit and revalidate our SBTs² and are currently evaluating our resubmittal timeline. We remain committed to our overall reduction targets and are prioritizing efforts on our Scope 3 categories as they make up majority of our emissions and are reported in accordance with the GHG Protocol. As part of this work, we are re-evaluating our methodology for Categories 8, 9, 11, 12, and 14. Categories 10, 13, and 15 are not applicable to Hasbro. Therefore, this Report includes assured data from Scope 3 Categories 1–7.³

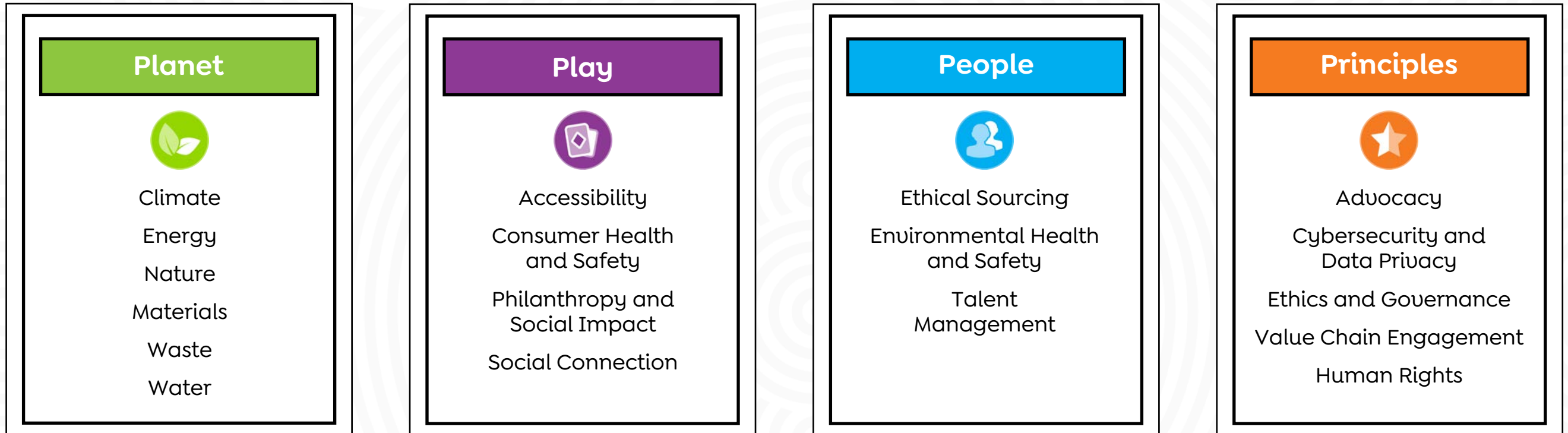
For methodology changes, please see [Additional Reporting Notes – Methodology Updates](#).

¹ See Hasbro's [2023 ESG Report](#)

² Hasbro's 2030 target is to reduce Scope 1 and Scope 2 emissions by 47.5% and reduce Scope 3 emissions by 42%. The SBTi has also validated Hasbro's net-zero science-based target, which commits Hasbro to reduce absolute Scope 1, 2 and 3 GHG emissions 90% by 2050 from a 2020 base year.

³ See [Additional Reporting Notes - Assurance](#)

Our Impact Strategy



Our refreshed Impact strategy incorporates learnings from our DMA and new corporate strategy, Playing to Win.

Planet encompasses our sustainability initiatives for the natural environment. We love world-building here at Hasbro, and think this world we live in is a pretty special one.

Play celebrates how playing is imperative for individuals and communities around the world. This also includes how we deliver toys and games to consumers in a safe, accessible way.

People includes the individuals who help us create Play experiences, from direct employees of Hasbro to close partners.

Principles underscore all Planet, Play, and People initiatives. Our Principles keep us grounded and help embed these initiatives within the organization.



Planet



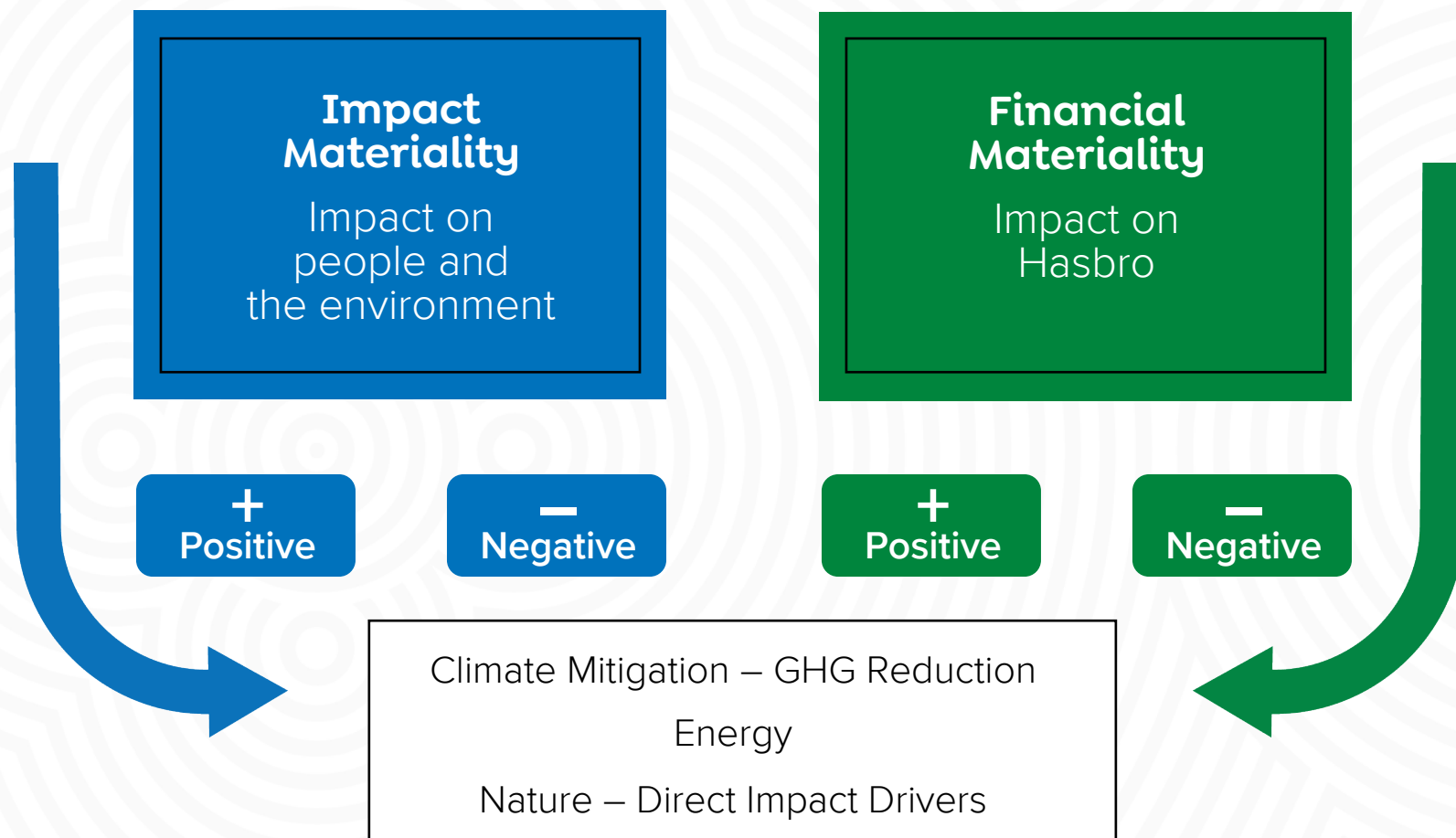
Planet

Within our Planet work we prioritize learning through improving our data collection, conducting research, and providing knowledge and support to those within the organization who will help drive scalable change. As we learn more, we can prioritize, understand trade-offs and make better decisions. In 2024 we conducted our first DMA, continued our climate resiliency work through ISSB S2 alignment, set water goals and dedicated more time to measure our nature impacts.

DMA

We evaluated the European Sustainability Reporting Standards (ESRS) environmental, social and governance impacts, risks and opportunities within our DMA.

Using environmental impacts, risks and opportunities as an example, the high-level infographic illustrates the steps Hasbro took during the DMA process to determine the material impact and financial ESG issues most salient to our business. The environmental material topics identified inform and are addressed through the Planet pillar of our Impact strategy. We plan to share our new material social and governance topics in future reporting.





Our Climate Journey



Over the past few years we have been evolving and deepening our understanding of our environmental impacts, dependencies, risks and opportunities.

These insights will shape our Climate and Nature Transition Plan, which will lay the foundation and actions for how we can mitigate our environmental impacts, dependencies and risks, and enhance opportunities as our business grows.

2023

Climate Scenario Analysis

We completed qualitative climate scenario analysis in line with the Task Force on Financial Related Climate Disclosures (TCFD) requirements with teams across the organization. We identified the physical and transitional risks and opportunities that Hasbro currently experiences and may experience in the future.

See details below

2024

Double Materiality

We completed a DMA to identify the key sustainability topics for the business. Initial priority areas have been identified ([see page 8](#)), including climate. While these insights have already been incorporated into our Impact strategy, we are working on integrating them more completely into operations and reporting.

2025+

Climate and Nature Transition Plan

We are currently developing a Climate and Nature Transition Plan that makes sense for Hasbro based on our TCFD analysis, the DMA, and nature related work recently conducted ([see page 10](#)). This Climate and Nature Transition Plan will define where and how we act as an organization, and help us communicate clearly to our various partners.

Risks



Physical: Extreme weather can impact our operations and value chain, therefore impacting business continuity.



Transitional: Growing pressure to reach net zero may require the adoption of new technologies and business practices. This could require increased CapEx/OpEx to support necessary changes and upgrades.



Transitional: Operating costs may increase to meet increased regulatory, investor and customer requirements related to climate risks.

We are working on strengthening our existing risk assessments and mitigation plans – all of which will be included in our Climate and Nature Transition Plan.

Opportunities



Physical: Increase resiliency to physical risks through supply chain diversification and investing in climate monitoring tools.



Transitional: Leverage global partnerships and influence to meet or exceed consumer expectations and regulatory requirements.



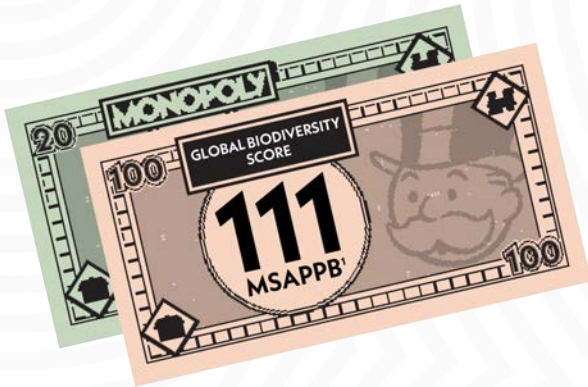
Transitional: As global investors increasingly evaluate organizations’ climate resiliency planning, Hasbro has the potential to increase its appeal and access to capital.

We are evaluating opportunities from this scenario analysis and our DMA, which will be included in our Climate and Nature Transition Plan.



Learning About Nature

2023	2023	2024	2025+
Biodiversity Screening <p>Our first step to understanding Hasbro’s relationship with nature was to conduct a Biodiversity Screening. We focused on evaluating our site-level impacts and dependencies using the World Wildlife Fund (WWF) Biodiversity Risk Filter. While this analysis showed that our site-level impacts were minimal, there was overlap with our climate work on potential site-level risks.</p>	Biodiversity Footprint Assessment <p>Building on our 2023 screening, we performed a Task Force on Nature Related Financial Disclosures (TNFD) LEAP gap assessment and a Biodiversity Footprint Assessment (BFA) using the Global Biodiversity Score (GBS) tool. We identified hotspots, conducted a raw materials Life Cycle Impact Assessment (LCIA), and learned about industry dependencies.</p> <p><i>See details below</i></p>	Double Materiality <p>We completed a DMA to identify the key sustainability topics for the business. Initial priority areas have been identified (see prior page), including biodiversity. While these insights have already been incorporated into our Impact strategy, we are working on integrating them more completely into operations and reporting.</p>	Climate and Nature Transition Plan <p>We are working on unifying our climate work (see page 9) and our nature work into a cohesive Climate and Nature Transition Plan. This Climate and Nature Transition Plan will not only highlight any potential trade-offs to guide decision making, but it will also establish how a focus on climate and nature together can be mutually reinforcing.</p>



Key Findings

- Analysis using the GBS tool found that our global biodiversity impact is lower than the global average (based on the limited information available at this time).
- 98% of our impact occurs in our upstream and downstream value chain. Our impacts are primarily from physical products, especially when including ecotoxicity.² Excluding ecotoxicity, our most significant pressures on biodiversity come from climate change and land use. Our tech-forward segments (digital gaming and entertainment) accounted for 40% of our impact.
- Industry dependencies for digital gaming and entertainment include groundwater, surface water, and flood and storm protection. Industry dependencies for consumer products and tabletop gaming relate to land stability.
- Our main raw materials include plastic, flour, paper, wood, and fabric. Per the LCIA, the pressures (or impacts) from these raw materials include climate change, land use change, pollution and resource exploitation.

1 Because the freshwater aquatic and terrestrial realms do not cover equal areas of the world, our impact is represented as an overall metric called MSAppb* that aggregates impact across both realms.
2 Per GBS, ecotoxicity is a pressure on biodiversity due to materials use. In general, ecotoxicity methodologies are still under review and there is a degree of uncertainty in an ecotoxicity assessment.



Water Goals

We believe water is a human right and critical to environmental integrity. While water withdrawal was not identified as a material issue as part of our DMA, we acknowledge that our business, our partners and our people play a role in the collective effort needed to address water impacts across the globe.

Therefore, our aim is to better understand our water impacts and the localized context of the areas where we operate, so we can take appropriate, targeted action. We use a combination of data collected from our Owned and Operated (O&O) facilities and factories, estimates and third-party resources including the World Resources Institute (WRI) Water Risk Atlas and the WWF Biodiversity Risk Filter to inform our strategy around the impacts of our water withdrawal.

In 2024 we set two goals:

Owned and Operated

Hasbro uses water in our O&O facilities for everyday activities including sanitation, consumption and irrigation.

- **Goal:** Reduce water withdrawal in O&O facilities by 40% by 2030 from a 2020 base year.
- **Tactics:** Consolidate office footprint and introduce water efficiency standards in leases.

Upstream Value Chain

We continue to work with our factory partners to understand water usage and other potential impacts of manufacturing. Focusing on water withdrawal data accuracy will help us understand if we have any factories using large quantities of water, especially in regions of high water stress.

- **Goal:** Improve water withdrawal data accuracy by 2026 from a 2023 base year.
- **Tactic:** Deepen engagement with our factory partners to learn more about how they collect water data, what water challenges they might be facing and what water standards they have in place.





	(baseline) 2020	2022	2023	2024
Emissions & Energy – Summary³				
Greenhouse Gas Emissions (GHG) (metric tons CO₂e)				
Total Direct (Scope 1) ⁴	4,363	4,677	4,040	3,880
Total Energy Indirect (Scope 2) – location-based ⁴	5,763	6,370	5,239	4,840
Total Energy Indirect (Scope 2) – market-based	244	206	250	207
Total Scope 1 & 2 – location-based ⁴	10,126	11,047	9,280	8,720
Total Scope 1 & 2 – market-based ⁵	4,607	4,883	4,291	4,087
Total Scope 3 (Categories 1-7) ⁶	1,293,820	1,097,021	887,982	698,076
Energy Consumed Within the Organization (megawatt hours [MWh])				
Total Energy Consumption	23,051	24,257	19,044	18,058
Electricity (consumed from the grid) ⁴	21,842	23,177	17,801	16,953
Other Fuel Sources	1,209	1,080	1,243	1,105
Energy - Normalized (MWh/\$ millions of revenue)	4.2	4.1	3.8	3.6
Renewable Energy Usage				
Renewable Energy Certificates (Matching Hasbro electricity sourced from grid) ⁵	26,828	24,461	19,667	18,993
Emissions & Energy – Details³				
Scope 1 (Direct)⁴				
Asia Pacific	29	61	84	74
EMEA (Europe, Middle East, Africa)	1,754	1,655	1,411	1,291
Latin America	138	128	94	35
U.S./Canada	2,441	2,832	2,451	2,480
Total Scope 1 (Direct)	4,363	4,677	4,040	3,880
Scope 1 - Normalized (metric tons/\$ millions of revenue)	0.8	0.8	0.8	0.9

Notes

³ See [Reporting Principles — Planet](#)

⁴ 2023 and 2024 decrease due to office closures.

⁵ 2020 - 2023 data restated due to a reporting error.

⁶ See [About this Report - Updates](#)



	(baseline) 2020	2022	2023	2024
Scope 2 (Indirect)⁷				
Asia Pacific	1,057	968	973	887
EMEA (Europe, Middle East, Africa)	1,133	1,033	899	812
Latin America	338	349	316	242
U.S./Canada	3,235	4,021	3,052	2,899
Total Scope 2 (Indirect)	5,763	6,370	5,239	4,840
Scope 2 - Normalized (metric tons/\$ millions of revenue)	1.1	1.1	1.0	1.2
Total GHG Emissions (Scope 1 and 2)	10,126	11,047	9,280	8,720
Scope 1 and 2 - Normalized (metric tons/\$ millions of revenue)	1.9	1.9	1.9	2.1
Scope 3 (Total Other Indirect)⁸				
Category 1: Purchased goods and services ⁹	1,185,925	986,727	799,578	617,522
Category 2: Capital goods	51,636	50,707	45,725	37,810
Category 3: Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2	2,549	2,755	2,239	1,961
Category 4: Upstream Transportation and Distribution ⁹	42,514	42,989	22,550	23,822
Category 5: Waste Generated in Operations	2,306	2,018	2,532	3,129
Category 6: Business travel ¹⁰	2,876	5,174	10,107	8,938
Category 7: Employee commuting	6,014	6,651	5,251	4,894
Total Scope 3 (Other Indirect)¹¹	1,293,820	1,097,021	887,982	698,076
Greenhouse Gas Emissions by Type (Scope 1 & 2; metric tons CO₂e)				
CO ₂	10,345	10,621	8,688	8,177
CH ₄	24	26	21	20
N ₂ O	35	33	25	22
Refrigerants – HFCs & PFCs	536	662	544	529
SF ₆	0	0	0	0
NF ₃	0	0	0	0
Particulate Matter	De minimis	De minimis	De minimis	De minimis
Biogenic CO ₂	0	0	0	0

Notes

- ⁷ 2023 and 2024 decrease due to office closures.
- ⁸ See [About this Report - Updates](#)
- ⁹ 2023 and 2024 reductions due to an enterprise-wide cost savings initiative, the Operational Excellence Program, which includes supply chain transformation. As this category includes a spend-based method, savings from this Operational Excellence Program will be reflected in emissions values for this category.
- ¹⁰ Travel restrictions were lifted in 2023.
- ¹¹ 2020 - 2023 data restated to include Categories 1-7 only. See [About this Report - Updates](#).



	(baseline) 2020	2022	2023	2024
Other Reportable Emissions (ppm)				
VOC Emissions	De minimis	De minimis	De minimis	De minimis
NOx Emissions	De minimis	De minimis	De minimis	De minimis
SOx Emissions	De minimis	De minimis	De minimis	De minimis
TRI Emissions	De minimis	De minimis	De minimis	De minimis
Waste ¹²				
Total Waste Generated (metric tons)	4,403	4,336	5,160	5,524
Total of Hazardous Waste	8.6	2.4	7.5	3.3
Disposal ¹³	8.6	2.4	7.5	3.3
Hazardous Waste - Normalized (metric tons/million square feet)	1.5	0.5	2.0	0.9
Total of Non-Hazardous Waste	4,648	4,346	5,153	5,521
Recycling	827	1,030	951	770
Disposal	3,821	3,316	4,202	4,751
Total Significant Spills (#)	0	0	0	0
Water ¹³				
Total Water Consumption (megaliters [ML])	0.0	0.0	0.0	0.0
Total Water Withdrawn (megaliters [ML])	53.6	45.6	43.3	40.5
Water Withdrawn by Source				
Surface Water	0.0	0.0	0.0	0.0
Ground Water	0.0	0.0	0.0	0.0
Municipal Water or other entities (third-party water)	53.6	45.6	43.3	40.5
Rain Water	0.0	0.0	0.0	0.0
Produced Water	0.0	0.0	0.0	0.0
Seawater	0.0	0.0	0.0	0.0

Notes

¹² See [Reporting Principles - Planet](#)

¹³ 2023 hazardous waste disposal increase due to disposal of expired hand sanitizer that was purchased in the height of the COVID-19 pandemic.



	(baseline) 2020	2022	2023	2024
Total Water Discharged (megaliters [ML])	53.6	45.6	43.3	40.5
Water Discharged by Destination				
Surface Water	0.0	0.0	0.0	0.0
Ground Water	0.0	0.0	0.0	0.0
Municipal Water or other entities	53.6	45.6	43.3	40.5
Other entities and seawater	0.0	0.0	0.0	0.0
By Region				
Asia Pacific				
Total Water Withdrawn (ML)	3.3	4.0	5.7	3.5
Surface Water	0.0	0.0	0.0	0.0
Ground Water	0.0	0.0	0.0	0.0
Municipal Water or other entities (third-party water)	3.3	4.0	5.7	3.5
Rain Water	0.0	0.0	0.0	0.0
Produced Water	0.0	0.0	0.0	0.0
Seawater	0.0	0.0	0.0	0.0
Water Withdrawn with High or Extremely High Baseline Water Stress (ML)	0.2	0.3	0.4	0.3
Surface Water	0.0	0.0	0.0	0.0
Ground Water	0.0	0.0	0.0	0.0
Municipal Water or other entities (third-party water)	0.2	0.3	0.4	0.3
Rain Water	0.0	0.0	0.0	0.0
Produced Water	0.0	0.0	0.0	0.0
Seawater	0.0	0.0	0.0	0.0
Water Withdrawn with High or Extremely High Baseline Water Stress (%)	5%	8%	7%	8%
Water Discharged (ML)	3.3	4.0	5.7	3.5



	(baseline) 2020	2022	2023	2024
EMEA (Europe, Middle East, and Africa)				
Total Water Withdrawn (ML)	11.6	10.2	11.9	9.1
Surface Water	0.0	0.0	0.0	0.0
Ground Water	0.0	0.0	0.0	0.0
Municipal Water or other entities (third-party water)	11.6	10.2	11.9	9.1
Rain Water	0.0	0.0	0.0	0.0
Produced Water	0.0	0.0	0.0	0.0
Seawater	0.0	0.0	0.0	0.0
Water Withdrawn with High or Extremely High Baseline Water Stress (ML)	5.3	4.2	3.1	3.6
Surface Water	0.0	0.0	0.0	0.0
Ground Water	0.0	0.0	0.0	0.0
Municipal Water or other entities (third-party water)	5.3	4.2	3.1	3.6
Rain Water	0.0	0.0	0.0	0.0
Produced Water	0.0	0.0	0.0	0.0
Seawater	0.0	0.0	0.0	0.0
Water Withdrawn with High or Extremely High Baseline Water Stress (%)	46%	41%	26%	39%
Water Discharged (ML)	11.6	10.2	11.9	9.1
Latin America				
Total Water Withdrawn (ML)	3.6	2.1	1.9	1.9
Surface Water	0.0	0.0	0.0	0.0
Ground Water	0.0	0.0	0.0	0.0
Municipal Water or other entities (third-party water)	3.6	2.1	1.9	1.9
Rain Water	0.0	0.0	0.0	0.0
Produced Water	0.0	0.0	0.0	0.0
Seawater	0.0	0.0	0.0	0.0



	(baseline) 2020	2022	2023	2024
Water Withdrawn with High or Extremely High Baseline Water Stress (ML)	3.4	2.1	1.9	1.9
Surface Water	0.0	0.0	0.0	0.0
Ground Water	0.0	0.0	0.0	0.0
Municipal Water or other entities (third-party water)	3.4	2.1	1.9	1.9
Rain Water	0.0	0.0	0.0	0.0
Produced Water	0.0	0.0	0.0	0.0
Seawater	0.0	0.0	0.0	0.0
Water Withdrawn with High or Extremely High Baseline Water Stress (%)	94%	98%	98%	99%
Water Discharged (ML)	3.6	2.1	1.9	1.9
U.S./Canada				
Total Water Withdrawn (ML)	35.1	29.3	23.8	26.0
Surface Water	0.0	0.0	0.0	0.0
Ground Water	0.0	0.0	0.0	0.0
Municipal Water or other entities (third-party water) ¹⁴	35.1	29.3	23.8	26.0
Rain Water	0.0	0.0	0.0	0.0
Produced Water	0.0	0.0	0.0	0.0
Seawater	0.0	0.0	0.0	0.0
Water Withdrawn with High or Extremely High Baseline Water Stress (ML)	11.8	11.7	8.7	10.3
Surface Water	0.0	0.0	0.0	0.0
Ground Water	0.0	0.0	0.0	0.0
Municipal Water or other entities (third-party water) ¹⁴	11.8	11.7	8.7	10.3
Rain Water	0.0	0.0	0.0	0.0
Produced Water	0.0	0.0	0.0	0.0
Seawater	0.0	0.0	0.0	0.0
Water Withdrawn with High or Extremely High Baseline Water Stress (%)	34%	40%	37%	40%
Water Discharged (ML)	35.1	29.3	23.8	26.0
Water Withdrawn - Normalized (ML/thousand employees)	0.01	0.01	0.01	0.01

Notes

¹⁴ 2023 decline due to office closures.



	(baseline) 2020	2022	2023	2024
Product Sustainability and Design^{15,16}				
Total Packaging Materials - Plastic and Paper (metric tons)	—	—	—	130,095
Plastic	—	—	784	1,098
Paper	—	—	—	128,997
Total Packaging Materials - Plastic (metric tons)				
Virgin Plastic	—	—	497	258
Virgin Plastic (%)	—	—	63%	24%
Recycled Plastic	—	—	0	198
Recycled Plastic (%)	—	—	0%	18%
Biobased Plastic	—	—	287	642
Biobased Plastic (%)	—	—	37%	59%
Plastic Packaging - Normalized (metric tons/\$ millions of revenue)	—	—	0.20	0.27

Notes

¹⁵ See [Reporting Principles - Planet](#)

¹⁶ See [Our Impact Strategy](#). Product Sustainability and Design was previously reported under Play.

— Indicates this metric was unavailable or not in scope for the reporting period.



Play



Play

Play is at the center of everything we do. Play builds community and is an essential human right for everyone around the world. This year, we added three new strategic focuses within our Play pillar: social connection, accessibility, and community safety. These new initiatives will help us deliver toys and games to our fans, where and how they want to play. Social impact, philanthropy and product safety will continue to be foundations of this work.



The Value of Imagination for Kids

In 2024, we launched PLAY-DOH Imagination Curriculum, a guide for caregivers and educators to incorporate imagination (a critical skill for children's development!) into lesson plans and projects. The curriculum features a step-by-step resource to present PLAY-DOH projects to kids through detailed instructions, structured scripts and options for extending each lesson plan. Through this initiative, Hasbro donated nearly two million cans of PLAY-DOH and impacted over 400,000 students across Title 1 schools in the U.S.

DUNGEONS & DRAGONS in Schools

We continued to share our free DUNGEONS & DRAGONS (D&D) curriculum materials for educators to use in classrooms and after school programs. In elementary and middle schools across the U.S., our turnkey teaching kits take kids on a collaborative storytelling adventure where they employ language arts, problem-solving and interpersonal skills. Since inception, we are proud to share that this program has impacted more than 11 million teachers, students and families.

Creating Games for Everyone

There is an estimated 450 million gamers with disabilities worldwide¹, which is nearly 20% of the total population of gamers! In 2024, Skeleton Key, one of Hasbro's digital gaming studios, hosted a series of workshops to further understand how they can incorporate accessible design solutions into their games and reach more audiences. Skeleton Key used Microsoft's Game Accessibility Workshop Toolkit to directly engage with players, collectively reflect on learnings and identify where and how to integrate more accessible features. Some key learnings from this workshop included: embedding accessibility solutions into designs at the start of a project when possible, providing players with judgment-free accessibility options and settings, giving players ample audio and visual cues to communicate crucial gameplay information. The team plans to take these learnings and implement them into future game designs.

¹ See [Microsoft Gaming Accessibility Testing](#)



	2022 ²	2023 ²	2024
Product Quality and Safety			
Significant product and service categories for which health and safety impacts are assessed for improvement	100%	100%	100%
Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products	2	0	0
Incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0
Incidents of non-compliance with regulations resulting in a warning	0	0	0
Incidents of non-compliance with voluntary codes	0	0	0
Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship	0	0	0
Incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0
Incidents of non-compliance with regulations resulting in a warning	0	0	0
Incidents of non-compliance with voluntary codes	0	0	0
Philanthropy, Social Impact and Employee Volunteer Engagement³			
Employee Volunteer Hours ⁴	45,020	43,597	30,799
Employee Volunteer Rate ⁴	84%	82%	74%
Financial Support (in \$M)	\$6.6	\$5.3	\$8.0
Product Donations (estimated retail value in \$M) ^{3,5}	\$14.9	\$9.9	\$5.6
Total Philanthropic support (in \$M)	\$21.5	\$15.2	\$13.6
Children and Adults Impacted (M)	4.2	3.9	3.9

Notes

² See [Additional Reporting Notes - Treatment of Acquisitions and Divestitures](#)

³ See [Reporting Principles — Play](#)

⁴ In 2024, employee volunteer hours and rate declined due to workforce changes and a timing shift in Hasbro's annual service day, Global Day of Joy.

⁵ In 2022, Hasbro's product donations increased due to the sale of Russia offices, a 1:1 donation campaign through Hasbro Pulse, and donations to Ukraine.



People



People

While 2024 continued to bring exciting change and transformation to our business and strategic plan, our commitment to our people and the communities in which we operate remained unchanged. At home, we continued to make strategic investments in our Talent Development programming and stayed focused on nurturing an inclusive culture with a winning mindset. We took action to protect the safety, well-being and dignity of the workers all over the globe. And for the second year, we curated an interactive, global event focused on inspiring women to join the toy and game industry.

Ethical Sourcing

In 2024, we increased in-person engagement and expanded capacity-building activities at factories, working closely with partners to drive sustainable practices and improve operational standards across the supply chain. Our commitment to safety continued with the implementation of comprehensive safety programs, which not only ensured regulatory compliance but also encouraged continuous adaptation and improvements in workplace conditions. Additionally, we maintained our focus on forced labor management, reinforcing our efforts to uphold high standards of human rights practices throughout our global supply chain.

Women and Girl Innovators of Play

This year, building on the success of our inaugural Women Innovators event in 2023, Hasbro hosted our second annual global event to encourage women's participation in the toy and game industry. In a free, virtual event, the Hasbro team curated a dynamic group of speakers and programming, all with the goal of inspiring the next generation of young women and girls to unleash their creativity and increase awareness to creative career paths. Dr. Becky Kennedy, Clinical Psychologist, Author, and Founder and CEO of Good Inside, headlined the event!

Talent Development

We continued to strengthen the foundation of a performance and learning culture with a dynamic global talent management framework, supported by standardized tools, talent assessments and technology. Additionally, we expanded our learning solutions to include LinkedIn to provide growth opportunities for leaders and team members.





	2022 ¹	2023 ¹	2024
Our Workforce²			
Total Workforce³	6,666	5,659	5,114
Total number of employees (Global)	6,300	5,494	4,980
Total number of temporary workers (Global)	28	14	5
Total number of contingent workers (U.S.)	338	151	129
Women in Our Workforce			
Female Employees	53%	51%	48%
Female Leaders/Managers	45%	44%	43%
Female Executive Leadership ⁴	4	4	3
U.S. Female Employees	50%	47%	45%
U.S. Female Leaders/Managers	44%	44%	44%
Racial and Ethnic Diversity in Our Workforce (U.S.)			
Racially/Ethnically Diverse Employees	22%	23%	23%
Racially/Ethnically Diverse Leaders/Managers	15%	15%	17%
Racially/Ethnically Diverse New Hires	31%	40%	31%
Employees by Ethnic Group (U.S.)			
American Indian/Alaskan	0	<1%	<1%
Asian	8%	9%	9%
Black or African American	3%	3%	3%
Hispanic/Latino	8%	8%	7%
Native Hawaiian or Pacific Islander	0	<1%	<1%
Two or More Races	3%	3%	4%
White	78%	77%	77%

Notes

¹ See [Additional Reporting Notes - Treatment of Acquisitions and Divestitures](#)

² See [Reporting Principles — People](#)

³ 2023 decline due to overall workforce reduction initiatives.

⁴ 2023 data restated due to a change in reporting methodology. See [Additional Reporting Notes - Methodology Updates](#).



	2022	2023	2024
Employees, New Hires and Turnover ⁵			
Total Number of Employees			
Employees (Age Under 30 Years Old)	907	674	550
Employees (Ages 30-50 Years Old)	4,286	3,735	3,485
Employees (Ages 51+ Years Old)	1,289	1,085	950
Employees (Age Under 30 Years Old) (%)	15%	12%	11%
Employees (Ages 30-50 Years Old) (%)	66%	68%	70%
Employees (Ages 51+ Years Old) (%)	20%	20%	19%
Total Number of New Employee Hires ⁶			
	1,804	927	955
Age (Global)			
Age Under 30 Years Old	664	208	231
Ages 30-50 Years Old	940	523	525
Ages 51+ Years Old	161	54	66
Gender (Global)			
Male	50%	42%	41%
Female	48%	47%	55%
Other	2%	1%	1%
Undeclared	—	10%	3%
Voluntary Turnover %			
Age (Global)			
Age Under 30 Years Old	24%	16%	9%
Ages 30-50 Years Old	13%	10%	8%
Ages 51+ Years Old	8%	4%	16%

Notes

⁵ See [Reporting Principles — People](#)

⁶ 2023 decline due to overall workforce reduction initiatives.

— Indicates this metric was unavailable or not in scope for the reporting period.



	2022	2023	2024
Gender (Global)			
Male	14%	9%	11%
Female	12%	10%	9%
Undeclared	9%	5%	9%
Race/Ethnicity (U.S.)			
American Indian/Alaskan	—	—	—
Asian	—	10%	8%
Black or African American	—	7%	12%
Hispanic/Latino	—	9%	12%
Native Hawaiian or Pacific Islander	—	—	—
Two or More Races	—	3%	5%
White	—	6%	10%
Employees, New Hires and Turnover by Region⁷			
U.S.			
Total Employees	2,931	2,595	2,360
New Hires	865	293	412
Voluntary Turnover	12%	7%	10%
Canada			
Total Employees	517	322	345
New Hires	82	102	91
Voluntary Turnover	13%	14%	8%
Asia Pacific			
Total Employees	1,191	1,047	898
New Hires	229	113	109
Voluntary Turnover	13%	9%	12%

Notes

⁷ See [Reporting Principles — People](#)

— Indicates this metric was unavailable or not in scope for the reporting period.



	2022	2023	2024
Europe			
Total Employees	1,457	1,181	1,000
New Hires	326	124	71
Voluntary Turnover	13%	11%	9%
Latin America⁸			
Total Employees	384	335	382
New Hires	272	154	140
Voluntary Turnover	13%	20%	8%
Employee Engagement and Development⁹			
Employee Engagement			
Proportion of employees self-assessing their level of engagement as actively engaged ¹⁰	72%	—	58%
Development			
Percentage of employees receiving regular performance reviews	—	—	27%
Internal hiring rate	—	—	13%
Promotion Rate (%)			
Gender (Global)			
Male	—	5%	10%
Female	—	5%	10%
Other	—	4%	17%
Undeclared	—	6%	5%
Race/Ethnicity (U.S.)			
American Indian/Alaskan	—	—	—
Asian	—	6%	11%
Black or African American	—	3%	4%
Hispanic/Latino	—	7%	15%
Native Hawaiian or Pacific Islander	—	—	67%

Notes

⁸ See [Additional Reporting Notes - Methodology Updates](#)

⁹ See [Reporting Principles — People](#)

¹⁰ Hasbro did not conduct an engagement survey in 2023.

— Indicates this metric was unavailable or not in scope for the reporting period.



	2022	2023	2024
Two or More Races	—	6%	24%
White	—	6%	14%
Region			
U.S.	—	6%	14%
Canada	—	4%	5%
Asia Pacific	—	2%	6%
Europe	—	6%	8%
Latin America ¹¹	—	6%	8%
Labor Relations			
Total number of alleged incidents of discrimination during the reporting period ¹²	7	3	3
Hasbro employees covered by unions or collective bargaining agreements globally	11%	11%	9%
Security personnel, including security employees of third-party organizations, who have received formal training in the Hasbro’s human rights policies or other specific procedures and their application to security	86%	100%	84%
Supplier & Vendor Responsibility¹³			
Environmental Assessment			
New suppliers that were screened using environmental criteria	100%	100%	100%
Number of suppliers assessed for environmental impacts	80	74	62
Average critical environmental issues per audit	<1	<1	<1
Social Assessment			
New suppliers that were screened using social criteria	100%	100%	100%
Number of suppliers assessed for social impacts	80	74	62
Average critical social issues per audit	1.3	1.39	1.48
Third-party vendors required to undergo annual social compliance audit	100%	100%	100%
Third-party vendors trained on Hasbro’s ethical sourcing and social compliance requirements through both live in-person and online trainings	100%	100%	100%

Notes

¹¹ See [Additional Reporting Notes - Methodology Updates](#).

¹² See [Reporting Principles — People](#).

¹³ See [Our Impact Strategy](#). Supplier and Vendor Responsibility was reported under “Principles” in prior years.

— Indicates this metric was unavailable or not in scope for the reporting period.



	2022	2023	2024
Direct suppliers' social responsibility audit non-conformance rate	5.4%	6.8%	9.4%
Priority non-conformances	0.9%	0.5%	1.1%
Other non-conformances	4.5%	6.3%	8.3%
Direct suppliers' social responsibility audit associated corrective action rate	100%	100%	100%
Priority non-conformances	100%	100%	100%
Employee Health, Safety and Well-being			
Incidence Rates (per 200,000 hours worked)			
Total Recordable Injuries and Illness	0.15	0.37	0.05
For workers who are not employees but whose work and/or workplace is controlled by the organization	0.09	0.11	0.04
Total Lost Time Injuries and Illness	0.15	0.21	0.08
For workers who are not employees but whose work and/or workplace is controlled by the organization	0.30	0.32	0.04
Total Lost Work Days	3.50	1.50	0.50
For workers who are not employees but whose work and/or workplace is controlled by the organization	3.20	2.00	0.60
Total Work-Related Fatalities	0.00	0.00	0.00
For workers who are not employees but whose work and/or workplace is controlled by the organization	0.00	0.00	0.00
Incidence Rates by Region (per 200,000 hours worked)¹⁴			
U.S./Canada			
Recordable Injuries and Illness	0.13	0.40	0.00
Lost Time Injuries and Illness	0.09	0.11	0.05
Lost Work Days	1.40	0.80	0.40
EMEA (Europe, Middle East, Africa)			
Recordable Injuries and Illness	0.28	0.14	0.08
Lost Time Injuries and Illness	0.62	0.49	0.24
Lost Work Days	13.50	3.30	1.20

Notes

¹⁴ See [Reporting Principles — People](#)



	2022	2023	2024
Asia Pacific			
Recordable Injuries and Illness	0.00	0.00	0.00
Lost Time Injuries and Illness	0.06	0.00	0.06
Lost Work Days	0.06	0.00	0.18
Latin America ¹⁵			
Recordable Injuries and Illness	0.36	3.89	0.52
Lost Time Injuries and Illness	0.14	0.69	0.00
Lost Work Days	0.71	3.89	0.00

Notes

¹⁵ See [Additional Reporting Notes — Methodology Updates](#)



Principles



Principles

Advocating for what we believe in, upholding and living our core values and protecting our business and stakeholders is something we take seriously at Hasbro. From establishing a United Nations-sanctioned annual Play Day to increasing our governance and oversight over emerging technologies and issues relevant to our business, 2024 offered opportunities for Hasbro to use our platform and voice to drive positive change.

International Day of Play

With our friends at Mattel and LEGO and other toy industry partners, Hasbro advocated to establish an International Day of Play (IDOP), which was adopted by the United Nations General Assembly in March of 2024. IDOP was founded on the principle that play is a human right and its mission is to ensure everyone's right to play is respected, protected and fulfilled. While we sometimes feel like every day at Hasbro is an international play day, we were excited to help put play on the global agenda and look forward to celebrating the importance of play every June 11.

AI Governance

In 2024, Hasbro took action to strengthen our oversight of Artificial Intelligence (AI). We created an internal AI Governance Committee and Charter to help guide the design, development, deployment and monitoring of AI tools at Hasbro, in accordance with our company's values and Hasbro's Ethical AI Principles. The use of generative AI tools is rapidly evolving, and we remain committed as ever to responsibly examine emerging technologies relevant to our business, our people and our fans.





	2022	2023	2024
Corporate Governance			
Board of Directors			
Number of members on Hasbro’s Board of Directors	13	11	11
Non-executive members	13	10	10
Independent members ¹	12	10	10
Female members	7	7	5
Female members (%)	54%	64%	45%
Average tenure of Board members (years)²	9.2	8.3	3.8
Total number of critical concerns that were communicated to the highest governance body during the reporting period	0	0	0
Business Ethics			
Anticorruption			
Operations assessed for risks related to corruption	100%	100%	100%
Total number of confirmed incidents of corruption ³	0	0	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	0	0	0
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	0	0	0
Complaints received through Hasbro’s ethics helpline and mailboxes, and other sources	51	63	61
Total number of employees the organization’s anti-corruption policies and procedures have been communicated to	6,720	5,460	5,114
Total number of business partners the organization’s anti-corruption policies and procedures have been communicated to	Hasbro’s anti-bribery compliance policy regarding due diligence when engaging business partners requires all potential new and existing business partners that act on Hasbro’s behalf or act as an intermediary or agent to complete an anti-bribery questionnaire and certificate and due diligence screening that is reviewed by Hasbro’s Legal Compliance Team.		

Notes

- ¹ For Hasbro’s Standards for Director Independence for calendar year 2024, please see Appendix B, page B-1 in [Hasbro’s 2024 Proxy Statement](#)
- ² See Hasbro’s 2024 Proxy Statement, page 4-9, 20
- ³ Hasbro’s annual Anti-Bribery and Corruption Risk Assessment covers the entire Hasbro organization, across all segments and operations around the world. In 2024, we surveyed 100% of our owned and operated entities/ locations and assessed their individual risk profiles..



	2022	2023	2024
Total number of employees who have received training on anti-corruption	6,720	4,823	4,930
By Employee Category			
Board of Directors	Members of Hasbro's Board of Directors are trained approximately every 5 years.		
Non-management (Levels 1-4)	3,080	1,839	1,839
Professionals (5 & 6)	2,907	2,230	2,455
Leadership (7+)	733	556	609
By Region			
U.S.	3,191	2,243	2,417
Canada	456	269	302
Asia	1,224	971	919
Pacific	102	57	63
Europe	1,453	1,114	1,028
Latin America (excluding Mexico)	135	84	83
Mexico	159	85	91
Total number of employees who completed annual code of conduct training	5,132	4,756	4,951



	2022	2023	2024
Compliance			
Total monetary value of financial and in-kind political contributions made by the organization (\$)	\$0	\$0	\$0
Directly	\$0	\$0	\$0
Indirectly	\$0	\$0	\$0
Legal actions pending in which Hasbro has been identified as a participant	0	0	0
Anti-competitive behavior	0	0	0
Violations of anti-trust	0	0	0
Monopoly	0	0	0
Completed legal actions in which Hasbro has been identified as a participant	0	0	0
Anti-competitive behavior	0	0	0
Violations of anti-trust	0	0	0
Monopoly	0	0	0



Reporting Notes

We incorporate external standards and internal expertise to develop our reporting standards, which mirror our business and ESG metrics. These standards include definitions, methodologies and a holistic approach to our year-over-year reporting. Our approach is reviewed with key internal stakeholders and external experts on an annual basis for relevancy and completeness.

Reporting Principles

Planet

Emissions: Hasbro's GHG emissions were measured and calculated in accordance with management's criteria. Scope 1 emissions have been prepared using guidance from the World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition (GHG Protocol) and the World Resources Institute (WRI). Emissions are reported in accordance with Scope 1, 2 and 3 emissions methodology. Scope 2 GHG emissions and purchased RECs have been prepared using the guidance in the WRI/WBCSD GHG Protocol and Greenhouse Gas Protocol Scope 2 Guidance: An Amendment to the GHG Protocol Corporate Standard. Scope 3 GHG emissions have been prepared using guidance in the WRI/WBCSD GHG Protocol and The Corporate Value Chain (Scope 3) Accounting and Reporting Standard: Supplement to the GHG Protocol Corporate Accounting and Reporting Standard, unless otherwise noted.

Greenhouse Gas Emissions by Type: Hasbro operates its O&O facilities in accordance with regulatory environmental requirements. Where applicable, Hasbro reports any wastes and emissions to the required local, state and federal regulatory bodies. Hasbro does not generate SF₆, NF₃ or biogenic CO₂ emissions. Hasbro does not generate reportable quantities of particulate matter emissions, including when normalized.

Scope 1 Methodology: Scope 1 includes direct sources of emissions including direct emissions from stationary combustion at facilities with Hasbro's operational control (e.g., natural gas, liquified propane gas, fuel oils, coal, where applicable), direct emissions from mobile combustion of Hasbro's vehicle fleet and the direct emissions from refrigerants. "Operated" facilities include leased offices and/or distribution centers where Hasbro employees work, including traditional-style leases as well as coworking-style offices (e.g., WeWork).

Scope 2 Methodology: Scope 2 includes indirect sources of energy purchased from the grid, including electricity, district heating, steam, and cooling consumption, where applicable. Utility usage data was used as data inputs to estimate usage data for our Scope 2 location-based data.

Scope 3 Methodology: Most Scope 3 emissions were estimated using a spend-based methodology, meaning emissions are calculated on a per-dollar basis emissions factor for the applicable Scope 3 Category. Emissions factors were based on expense type and applied to Hasbro expenses as of December 31 of the calendar year. Relevant expenses (e.g., manufacturing, real estate, consulting and legal services, software, etc.) were grouped and reviewed by type. Expenses associated with items that are not considered goods or services were excluded from the calculations. Emissions factors were applied to relevant expenses based on industry/ commodity and the nature of the expense activity. Calculations were performed using a third-party Scope 3 calculator, which uses United States Environmentally-Extended Input-Output (USEEIO) v2.0.1 411 model emission factors based on industry or commodity. Categories 2 and 4 are purely spend-based. Other categories take a different approach. Category 1 was calculated using an average-data method and a spend-based method. Category 6 was calculated using a distance-based method and a spend-based method. Category 7 uses industry and regional averages in tandem with relevant HR data also seen in this Report.

Total Energy Consumption: Total energy consumption was calculated using information derived from energy invoices, consumption reports, and/or data provided landlords for Hasbro owned and/or operated sites. Total energy consumption includes consumption of fuels (e.g., natural gas), purchased electricity, district heating and cooling, steam etc., where applicable.



Renewable Energy Certificates (RECs): Hasbro's RECs represent one megawatt hour (MWh) of renewable energy generated on the same grid as our electricity consumption. RECs were purchased to cover more than 100% of the total electricity consumption in each market, where available. In cases where RECs were not available or not purchased in-country, we purchased supplemental RECs in neighboring countries. The purchased RECs represent a mix of renewable resources, including wind, solar, biomass, landfill gas or hydroelectric sources. RECs are issued and certified by a third-party REC provider using applicable country-specific standards.

Waste: The total waste generated by operations was calculated for Hasbro owned and/or operated facilities using information from utility invoices and/or information provided by facility landlords, where available. For sites without invoices or data, estimations were made using available water data from other sites on a usage per square foot basis. Primary hazardous waste materials generated included solvent and paint-related waste.

Water Withdrawal: Hasbro adheres to the GRI definition of water withdrawal (sum of all water drawn from surface water, groundwater, seawater, or by a third party, for any use over the course of the reporting period). Water data was calculated for Hasbro owned and/or operated facilities using information from verified utility invoices and/or information provided by facility landlords, when available. For sites without invoices or data, estimations were made using available water data from other sites on a usage per square foot basis. Data is rounded to the nearest tenth of a megaliter (ML). To calculate water withdrawn from "High" or "Extremely High" Baseline Water Stress by region, we divided the water withdrawn from areas of "High" or "Extremely High" water stress by the total water withdrawn from that region. "High" and "Extremely High" baseline water stress was identified using the WRI Aqueduct Water Risk Atlas tool.

Water Discharge: Hasbro adheres to the GRI definition of water discharge (the sum of effluents, used water, unused water released to surface water, groundwater, seawater, or by a third party, for which the organization has no further use, over the course of the reporting period). Hasbro's O&O facilities do not utilize water for processing or industrial operation.

Water Consumption: Water consumption measures water used by an organization that is no longer available for use by the ecosystem or local community. Hasbro adheres to the GRI definition of water consumption (water that is withdrawn and not discharged, and instead generated as waste, evaporated, transpired, consumed by humans or livestock, or is polluted to the point of being unusable). Total water consumption was calculated as total water withdrawal minus total water discharge, as per the GRI recommendations. According to the definitions above, Hasbro withdraws and discharges equal volumes of water and any losses are assumed to be negligible. Therefore, no water was considered to have been consumed by Hasbro in the calendar year.

Total Plastic or Paper Packaging (metric tons): Packaging data is collected from our Tier 1 factories. Hasbro is working on enhancing its data collection process for packaging materials.

Recycled or Biobased Plastic (%) in Packaging: This is calculated by dividing the total metric tons of recycled or biobased plastic used in products that Hasbro manufactures by the total metric tons of plastic used in products that Hasbro manufactures. Recycled plastic percentage and biobased plastic percentages are based on the total plastic used in packaging.

Packaging Materials Used per Revenue (\$M): Hasbro's revenue includes segments outside of toys and games that do not use packaging materials, such as digital gaming and entertainment. To more accurately estimate packaging material used per revenue of physical product sales, only Tabletop Gaming and Consumer Products revenue is included in this calculation. Of note, Consumer Products revenue includes toys and games Hasbro manufactures, as well as licensing revenue for products that Hasbro does not manufacture. Additionally, materials represent what was purchased in the calendar year, not necessarily what was sold. Consumer Products and Tabletop Gaming revenue can be found in our Annual Report.



Play

Employee Volunteer Rate: Represents the percentage of employees (see [People – Employees](#)), who participated in a company-sponsored volunteer event during the reporting period. This is calculated by dividing the total number of unique employees who participated in a company sponsored event by the number of active employees. The number of active employees excludes employees on leave.

Total Financial Support: Represents the combined total of charitable company sponsorship and cash grants made during the fiscal year. The company's grant making is done through the Hasbro Foundation including all matching gift grants.

Product Donations (estimated retail value in \$M): Estimated retail value of product donations made throughout Hasbro's routine philanthropic giving.

Total Philanthropic Support: Represents financial contributions and the estimated retail value of product donations.

People

Workforce: Total workforce includes full-time employees, temporary workers, and contingent workers as of December 31 of the calendar year.

Employees: Workers on Hasbro's payroll with fixed or continuous employment periods, including permanent employees, fixed term contract workers, and union employees.

Temporary Workers: Workers on Hasbro's payroll with fixed employment periods that are hired to gain work experience and/or during peak business periods, including interns, trainees, and seasonal workers as of December 31 of the calendar year.

Contingent Workers: Workers who are not on Hasbro's payroll but perform work directly on Hasbro's behalf, including freelancers, consultants, or other outsourced workers. This number currently represents the U.S. only and is estimated using information provided by the agencies Hasbro contracts with. This represents the total number of contingent workers as of December 31 of the calendar year.

Gender: Gender is categorized based on how employees self-report within our HR system.

Workers Who Are Not Employees but Whose Work and/or Workplace Is Controlled by the

Organization: Workers who are not on Hasbro's payroll but work in Hasbro's facilities, including O&O facilities and third-party distribution centers. For OSHA reporting on this category, Hasbro adheres to the OSHA 1910 definition of temporary workers.

Employee Voluntary Turnover: Represents employees in each category (i.e., age, gender, region, and race and ethnicity in the U.S.) that voluntarily left the company in the calendar year. To calculate Employee Voluntary Turnover Rate, the total number of voluntary terminations in the calendar year for the employee category was divided by the average number of employees in the same category. The average number of employees within a category is based on the number of employees within that category on the first day of the calendar year and the last day of the calendar year.

New Hires: Represents employees in each category (i.e., age, gender identity, race and ethnicity in the U.S. and region) that were hired in the calendar year. To calculate New Hire Rate, the total number of new hires in the calendar year for the employee category was divided by the average number of employees in the same category. The average number of employees within a category is based on the number of employees within that category on the first day of the calendar year and the last day of the calendar year.

Proportion of Employees Self-assessing Their Level of Engagement as Actively Engaged: Average score of "How happy are you working at Hasbro Inc." and "I would recommend Hasbro Inc. as a great place to work" from the annual GLINT survey.

Percentage of Employees Receiving Regular Performance Reviews: Hasbro employees and their managers are asked to conduct quarterly performance reviews (Quarterly Conversations). This metric represents the percentage of employees and managers who have documented their Quarterly Conversations in Hasbro's HR system, as of Q3 of the calendar year.

Internal Hiring Rate: Rate of accepted offers or promotions from current employees in the calendar year.



Promotion Rate: Represents employees in each category (i.e., age, gender identity, race and ethnicity in the U.S. and region) that were promoted in the calendar year. To calculate Promotion Rate, the total number of promotions in the calendar year for the employee category was divided by the average number of employees in the same category. The average number of employees within a category is based on the number of employees within that category on the first day of the calendar year and the last day of the calendar year.

Incident of Alleged Discrimination: Legal action or complaint registered with a competent government authority through a formal process.

Total Recordable Injuries and Illness (TRI): This is calculated as the number of total number of recordable injuries and illnesses per 200,000 working hours for the Americas region, Asia Pacific region, and Europe.

Lost Time Injury Rate (LTIR): A lost time injury is defined as an injury that results in at least one day's absence following the day of the injury and is based on Health and Safety Reporting at each site. Hasbro uses the OSHA calculation for LTIR, which is the total number of injuries per 200,000 working hours for the Americas region, Asia Pacific region, and Europe. This data is inclusive of Employees and Workers who are not employees but whose work and/or workplace is controlled by the organization.

Total Incident Rate (TIR): Hasbro uses the OSHA calculation for TIR (TRI and LTIR in the calendar year). This data is inclusive of Employees (see [People - Employees](#)) and workers who are not employees but whose work and/or workplace is controlled by the organization.

Average Critical Social Issues: Average number of social Hasbro-defined Zero Tolerance and Critical Issues per factory audit conducted in the calendar year.

Average Critical Environmental Issues: Average number of environmental Hasbro-defined Zero Tolerance and Critical Issues per factory audit conducted in the calendar year.

Priority Non-Conformance Rate: Total number of Hasbro-defined Zero Tolerance and Critical Issues divided by the number of total audit indicators across all factory audits conducted in that calendar year.



Additional Reporting Notes

ESG Governance

ESG governance starts with our Board of Directors (Board), with specific oversight by our Nominating, Governance and Social Responsibility Committee (Governance Committee) of the Board. ESG topics, such as climate and sustainability, human rights and ethical sourcing, are regular agenda items at Governance Committee meetings. The Governance Committee analyzes these issues and makes recommendations to the full Board. In addition, the Audit Committee of our Board oversees Securities and Exchange Commission (SEC) and public disclosures in specific matters, such as conflict minerals, and enterprise risk. The full Board receives regular updates regarding our ESG progress. In addition to Board-level governance, our CEO and the Executive Leadership Team (ELT) regularly review our ESG performance, progress and opportunities. Our ELT and members of our global corporate sustainability team meet several times a year to ensure management oversight of the Company's ESG strategy, impact and performance. This group sets the direction for our global ESG strategy and ensures the integration of ESG throughout the organization and supply chain.

Treatment of Acquisitions and Divestitures

We take a balance sheet approach for our Impact reporting. Data from acquisitions is included in our Impact reporting if the entity was purchased by December 31 of the calendar year. Data from divestitures is not included in our Impact reporting if the sale occurred before December 31 of the calendar year unless otherwise stated in footnotes. For Planet data, Hasbro's significance threshold to initiate emissions recalculation is a change to our organizational structure that results in a 5% change in our gross annual revenue or if a change in our operations alters our base year emissions by at least 10%.

- **2023 eOne Film and TV divestiture:** On December 27, 2023, Hasbro completed the sale of eOne's Film and TV business to Lionsgate. eOne data is included in the following sections:
 - **Play:** 2022 data and 2023 Philanthropy and Social Impact data
 - **People:** 2022 data
 - **Principles:** 2022 data and 2023 total number of employee trainings

Methodology Updates

People: To better represent our workforce, we implemented the following changes to our reporting. More details on our workforce can be found in [Reporting Principles – People](#).

- **Female Executive Leadership:** Executive Leadership criteria includes job level, direct line to the CEO and active as of year-end of the reporting year.
- **Consolidation of Latin America and Mexico for Workforce and Health and Safety Data –** Previously, Mexico and Latin America Workforce and Health and Safety data was disclosed separately. To create more consistency within our reporting across impact areas, we consolidated Latin America and Mexico data for values represented in this document and future reporting.

Lookback Period

Planet data includes our base year, 2020, and the three most recent reporting years. Play, People, and Principles data includes the three most recent reporting years. Our standard practice moving forward will be to provide three years of data, with the exception of metrics which have a baseline year against which a target is set.

Assurance

For the year ended December 31, 2024, our GHG emissions data for Scope 1, Scope 2 and Scope 3 Categories 1–7 was assured by an independent third-party accounting firm, who provided a limited assurance report. The assurance report is available on our [ESG Reports Hub](#).

Note on Forward-Looking Statements

For the purposes of this Impact Report summarizing calendar year 2024, Hasbro notes that any forward-looking estimates made at the time of this Report were based on data available at the time of publication. Forward-looking statements are subject to certain risks that could cause actual results to differ materially from Hasbro's historical experience and current expectations or projections. A variety of factors could impact future estimates and actual results. Therefore, undue reliance should not be placed on forward-looking statements, which speak only as of the date on which they are made. We acknowledge that "substantive financial or strategic impact on our business" in this Report may differ from the SEC definition of materiality. Hasbro utilizes globally accepted frameworks including the GRI, SASB, and is on track to align with the ISSB and CSRD for future reporting.

Appendix



GRI Index

Disclosure	Description	Reference Location/Response
Organization and Reporting Practices		
2-1	Organizational details	About Hasbro
2-2	Entities included in the organization’s sustainability reporting	About this Report
2-3	Reporting period, frequency and contact point	Reporting Principles
2-4	Restatements of information	Additional Reporting Notes
2-5	External assurance	
Activities and Workers		
2-6	Activities, value chain and other business relationships	About Hasbro Hasbro Annual Report 2024
2-7	Employees	People – Employees, New Hires, & Turnover People – Employees, New Hires & Turnover by Region
2-8	Workers who are not employees	People – Our Workforce Reporting Principles – People
Governance		
2-9	Governance structure and composition	Principles – Corporate Governance Hasbro’s 2025 Proxy Statement – Board Committees , page 8-9 Hasbro’s 2025 Proxy Statement – Board Tenure , page 18
2-10	Nomination and selection of the highest governance body	Standards for Director Independence
2-11	Chair of the highest governance body	Hasbro’s 2025 Proxy Statement – Board Leadership Structure , page 16 Hasbro’s 2025 Proxy Statement – Executive Summary , page 22-26
2-12	Role of the highest governance body in overseeing the management of impacts	Hasbro’s 2025 Proxy Statement – Environmental, Social, Governance , page viii Hasbro’s 2025 Proxy Statement – Shareholder Engagement , page vii Our Impact Strategy



Disclosure	Description	Reference Location/Response
2-13	Delegation of responsibility for managing impacts	Additional Reporting Notes – ESG Governance Leadership Letter
2-14	Role of the highest governance body in sustainability reporting	Additional Reporting Notes – ESG Governance Leadership Letter
2-15	Conflicts of interest	Additional Reporting Notes – ESG Governance Hasbro Code of Conduct Corporate Governance Principles Hasbro's 2025 Proxy Statement – Certain Relationships and Related Person Transactions, page 69
2-16	Communication of critical concerns	In 2024, no critical concerns (which we define as substantiated concerns that have actual or potential material financial impact on the company) were communicated to Hasbro's highest governance body during the reporting period. Hasbro monitors for compliance with applicable laws and company policy through audits and internal investigations. Hasbro's ELT receives an anonymized summary of all compliance investigations and trends on a quarterly basis. The Audit Committee of the Board of Directors receives an anonymized summary of all compliance investigations and trends annually. Violations of law or policy and audit results are communicated to members of the ELT and the Audit Committee throughout the year, as appropriate.
2-17	Collective knowledge of the highest governance body	Additional Reporting Notes – ESG Governance
2-18	Evaluation of the performance of the highest governance body	Hasbro's 2025 Proxy Statement – Annual Evaluation for the Board and Board Committees, page 17
2-19	Remuneration policies	Hasbro's 2025 Proxy Statement – Compensation Discussion and Analysis, page 22 Hasbro Clawback Policy
2-20	Process to determine remuneration	Hasbro's 2025 Proxy Statement – Compensation Process, page 28-29
2-21	Annual total compensation ratio	Hasbro's 2025 Proxy Statement – CEO Pay Ratio, page 54
Strategy, Policies and Practices		
2-22	Statement on sustainable development strategy	Leadership Letter
2-23	Policy commitments	Principles – Governance and Ethics
2-24	Embedding policy commitments	Our Impact Strategy Principles – Policies and Advocacy



Disclosure	Description	Reference Location/Response
2-25	Processes to remediate negative impacts	Principles – Human Rights People – Ethical Sourcing Human Rights Policy
2-26	Mechanisms for seeking advice and raising concerns	Principles – Human Rights People – Ethical Sourcing Human Rights Policy
2-27	Compliance with laws and regulations	2024 Hasbro Annual Report – Form 10K <ul style="list-style-type: none">• Legal Proceedings, page 30• Governmental and Legal Risks Relating to our Business, page 28• Notes to Consolidated Financial Statements, page 52-90• Other Expense (Income), Net, page 33-36
2-28	Membership associations	About this Report – Updates Planet – Double Materiality Assessment
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	About this Report – Updates Planet – Double Materiality Assessment
2-30	Collective bargaining agreements	People – Labor Relations
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Leadership Letter About this Report
3-2	List of material topics	About this Report Our Impact Strategy Planet – Double Materiality Assessment
GRI 205: Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	Principles – Business Ethics
205-2	Communication and training about anti-corruption policies and procedures	Principles – Business Ethics
205-3	Confirmed incidents of corruption and actions taken	Principles – Business Ethics



Disclosure	Description	Reference Location/Response
3-3	Management of material topics	Principles – Business Ethics Principles – Governance and Ethics
GRI 206: Anti-competitive Behavior 2016		
206-1	Operations assessed for risks related to corruption	Principles – Compliance
3-3	Management of material topics	Principles – Governance and Ethics
GRI 207: Tax 2019		
207-1	Approach to tax	The Hasbro Tax Department, under the direction of the head of Corporate Tax, actively analyzes the external landscape and internal processes and resources to remain compliant with the relevant and applicable tax laws in each jurisdiction in which it operates. Hasbro is committed to providing resources and processes to meet our compliance and financial statement reporting requirements.
3-3	Management of material topics	
GRI 301: Materials 2016		
301-1	Materials used by weight or volume	Planet – Product Sustainability and Design
301-2	Recycled input materials used	
GRI 303: Water and Effluents 2018		
303-3	Water withdrawal	Planet – Water Goals Reporting Principles – Water Planet – Nature and Water
303-4	Water discharge	Planet – Water Goals Reporting Principles – Water Planet – Nature and Water
303-5	Water consumption	Planet – Water Goals Reporting Principles – Water Planet – Nature and Water
3-3	Management of material topics	Our Impact Strategy Reporting Principles – Water Planet – Nature and Water Water Stewardship Policy



Disclosure	Description	Reference Location/Response
GRI 304: Biodiversity 2016		
3-3	Management of material topics	Our Impact Strategy Planet – Double Materiality Assessment Planet – Learning About Nature
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Planet – Emissions and Energy Reporting Principles – Greenhouse Gas Emissions, Scope 1
305-2	Energy indirect (Scope 2) GHG emissions	Planet – Emissions and Energy Reporting Principles – Greenhouse Gas Emissions, Scope 2
305-3	Other indirect (Scope 3) GHG emissions	Planet – Emissions and Energy Reporting Principles – Greenhouse Gas Emissions, Scope 3
305-4	GHG emissions intensity	Planet – Emissions and Energy
305-5	Reduction of GHG emissions	About this Report Planet – Emissions and Energy
305-6	Emissions of ozone-depleting substances (ODS)	This disclosure is not applicable to Hasbro.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Planet – Emissions and Energy
3-3	Management of material topics	Our Impact Strategy 2024 Hasbro Annual Report – Form 10K – ESG Progress, page 12-13
GRI 306: Waste 2020		
306-3	Waste generated	Planet – Waste Reporting Principles – Waste
3-3	Management of material topics	Our Impact Strategy Planet – Materials and Design
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	People – Supplier & Vendor Responsibility



Disclosure	Description	Reference Location/Response
308-2	Negative environmental impacts in the supply chain and actions taken	People – Supplier & Vendor Responsibility Principles – Human Rights People – Ethical Sourcing
3-3	Management of material topics	Our Impact Strategy Planet – Materials and Design 2024 Hasbro Annual Report – Form 10K – Human Rights and Ethical Sourcing, page 13
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	People – Employees, New Hires & Turnover People – Employees, New Hires & Turnover by Region
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our Impact Strategy 2024 Hasbro Annual Report – Form 10K <ul style="list-style-type: none">• Human Capital Management, page 13-14• Compensation, Health, Safety and Wellbeing of Employees, page 14
3-3	Management of material topics	Our Impact Strategy People – Our Employees 2024 Hasbro Annual Report – Form 10K – Human Capital Management, page 13-14
GRI 402: Labor/Management Relations 2016		
3-3	Management of material topics	Our ESG Strategy People – Our Employees 2024 Hasbro Annual Report – Form 10K – Human Capital Management, page 13-14
GRI 403: Occupational Health and Safety 2018		
403-9	Work related injuries	People – Employee Health, Safety and Wellbeing Reporting Principles – Total Recordable Injuries and Illness (TRI) Reporting Principles – Lost-Time Injury Rate (LTIR) Reporting Principles – Total Incident Rate (TIR)
3-3	Management of material topics	People – Our Employees Environmental Health, Safety, and Sustainability Policy



Disclosure	Description	Reference Location/Response
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Principles – Board of Directors People – Our Workforce People – Employees, New Hires and Turnover
3-3	Management of material topics	Our Impact Strategy 2024 Hasbro Annual Report – Form 10K – Human Capital Management, page 13-14
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	People – Labor Relations Reporting Principles – People
3-3	Management of material topics	Our Impact Strategy 2024 Hasbro Annual Report – Form 10K – Human Capital Management, page 13-14
GRI 407: Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Principles – Human Rights People – Ethical Sourcing Human Rights Policy Responsible Business Alliance (RBA)
3-3	Management of material topics	Additional Reporting Notes – ESG Governance Principles – Human Rights People – Ethical Sourcing 2024 Hasbro Annual Report – Form 10K – Human Rights and Ethical Sourcing, page 13
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	Principles – Human Rights People – Ethical Sourcing Human Rights Policy Responsible Business Alliance (RBA)



Disclosure	Description	Reference Location/Response
3-3	Management of material topics	Additional Reporting Notes – ESG Governance Principles – Human Rights People – Ethical Sourcing 2024 Hasbro Annual Report – Form 10K – Human Rights and Ethical Sourcing, page 13
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Principles – Human Rights People – Ethical Sourcing Human Rights Policy Responsible Business Alliance (RBA)
3-3	Management of material topics	Additional Reporting Notes – ESG Governance Principles – Human Rights People – Ethical Sourcing 2024 Hasbro Annual Report – Form 10K – Human Rights and Ethical Sourcing, page 13
GRI 410: Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	People – Labor Relations
3-3	Management of material topics	Principles – Human Rights People – Ethical Sourcing 2024 Hasbro Annual Report – Form 10K – Human Rights and Ethical Sourcing, page 13
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	Our Impact Strategy
413-2	Operations with significant actual and potential negative impacts on local communities	ESG Newsroom
3-3	Management of material topics	2024 Hasbro Annual Report – Form 10K – Philanthropy and Social Impact, page 14
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	People – Supplier & Vendor Responsibility



Disclosure	Description	Reference Location/Response
414-2	Negative social impacts in the supply chain and actions taken	Reporting Principles – People People – Supplier & Vendor Responsibility Principles – Human Rights People – Ethical Sourcing
3-3	Management of material topics	Additional Reporting Notes – ESG Governance Principles – Human Rights People – Ethical Sourcing 2024 Hasbro Annual Report – Form 10K – Human Rights and Ethical Sourcing, page 13
GRI 415: Public Policy 2016		
415-1	Political contributions	Principles – Compliance
3-3	Management of material topics	Political Activity and Lobbying Policy
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	Play – Product Quality and Safety
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Play – Product Quality and Safety
3-3	Management of material topics	Additional Reporting Notes – ESG Governance Play – Product Safety
GRI 417: Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	Hasbro adheres to a robust set of quality assurance standards aligned to both external and internal frameworks. This set of standards provides consistent, rigorous guidance on requirements for our products. An example of an internal framework products are required to undergo is our Reasonable Testing Program (RTP), which consists of two parts: (1) Safety and Reliability Specifications (SRS) and (2) Product Development Process. In the SRS phase, Hasbro evaluates internal requirements to ensure compliance with local and global compliance regulations. We currently have over 100 SRS's in place, including Chemical Management, Chemical Requirements for Vendors, Labeling Specifications, Heavy Metals Specifications, and Stabilizer Specifications. During the Product Development Process, product design is evaluated for important safety labeling requirements, such as Age Grade.
417-3	Incidents of non-compliance concerning marketing communications	Play – Product Quality and Safety
3-3	Management of material topics	2021-2022 ESG Progress Report, page 46-48



Disclosure	Description	Reference Location/Response
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2024, we had no reportable incidents of consumer information breaches or loss of consumer data. Hasbro complies with the reporting requirements within the jurisdictions in which it operates
3-3	Management of material topics	<u>2024 Hasbro Annual Report – Form 10K</u> – Cybersecurity, page 29-30



SASB Sector Standards

SASB Standard	Code	Accounting Metric	Category	Reference Location/Response
Toys and Sporting Goods				
Chemical & Safety Hazards of Products	CG-TS250a.1	Number of (1) recalls and (2) total units recalled	Quantitative	0 Play – Product Quality and Safety
	CG-TS250a.2	Number of Letters of Advice (LOA) it received from the U.S. Consumer Product Safety Commission (CPSC)	Quantitative	0
	CG-TS250a.3	Total amount of monetary losses as a result of legal proceedings associated with product safety	Quantitative	0
	CG-TS250a.4	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	Play – Product Safety Hasbro’s Materials and Chemical Management Policy
Labor Conditions in the Supply Chain	CG-TS-430a.1	Number of facilities audited to a social responsibility code of conduct	Quantitative	62 (100% of suppliers)
	CG-TS-430a.2	Direct suppliers’ social responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) priority nonconformances and (b) other non- conformances	Quantitative	Priority non-conformance rate: 1.10% Associated corrective action rate: 100% Reporting Principles – Principles Principles – Human Rights People – Ethical Sourcing Responsible Business Alliance (RBA)
Activity metrics	CG-TS-000.A	Annual production	Quantitative	358,320,062 units
	CG-TS-000.B	Number of manufacturing facilities, percentage outsourced	Quantitative	Manufacturing facilities owned and operated by Hasbro: 0 Outsourced manufacturing facilities directly contracted by Hasbro: 62 Third Party Factory List 2025



SASB Standard	Code	Accounting Metric	Category	Reference Location/Response
Media and Entertainment				
Media Pluralism	SV-ME-260a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) professionals, and (3) all other employees	Quantitative	People – Our Workforce
	SV-ME260a.2	Description of policies and procedures to ensure pluralism in news media content	Discussion and Analysis	–
Journalistic Integrity & Sponsorship Identification	SV-ME-270a.1	Total amount of monetary losses as a result of legal proceedings associated with libel or slander	Quantitative	0
	SV-ME-270a.2	Revenue from embedded advertising	Quantitative	2024 Hasbro Annual Report – Form 10K – Revenue Recognition, page 55-61
	SV-ME-270a.3	Description of approach for ensuring journalistic integrity of news programming related to: (1) truthfulness, accuracy, objectivity, fairness, and accountability, (2) independence of content and/or transparency of potential bias, and (3) protection of privacy and limitation of harm	Quantitative	–
Intellectual Property Protection & Media Piracy	SV-ME-520a.1	Description of approach to ensuring intellectual property (IP) protection	Discussion and Analysis	Principles – Governance and Ethics
Activity metrics	SV-ME-000.A	(1) Total recipients of media and the number of (2) households reached by broadcast TV, (3) subscribers to cable networks, and (4) circulation for magazines and newspapers	Quantitative	–
	SV-ME-000.B	Total number of media productions and publications produced	Quantitative	We produced the following content that was released in 2024: <ul style="list-style-type: none">• 26 unscripted television episodes across 2 projects• 155 digital-first animated episodes across 6 projects• 55 digital music videos across 1 project• 55 linear SVOD animated episodes across 3 projects• 1 feature film• 1 theatrical film

– Indicates this metric was unavailable or not in scope for the reporting period.