



IMPACT REPORT

2025

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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 165 years of expertise, Hasbro delivers groundbreaking play experiences and reaches more than 1 billion fans annually 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

We are pleased to present our 2025 Impact Report, which reflects our ongoing commitment to responsible business practices. This report serves as a well-rounded overview of our efforts to create long-term value for both our stakeholders and the broader society.

By focusing on environmental stewardship, social responsibility and ethical governance, we aim to set a benchmark for corporate citizenship within our industry. Over the past year, we have made significant strides across several key areas, and we are excited to share these developments with you, highlighting both our achievements and the lessons we have learned along the way.

In 2025 we published our first **Climate and Nature Transition Plan**, presenting a clear roadmap for reducing our environmental footprint and building organizational resilience. This plan is iterative, and will evolve as we learn and grow.

At our **MagicCon** events in the U.S., we introduced enhanced recycling initiatives to minimize waste, diverting over 140,000 MAGIC: THE GATHERING wrappers from landfills. Moving forward, we plan to continue refining our recycling programs and explore additional ways to reduce, reuse, and recycle materials at future conventions.

In 2025 we also joined our global peers in the digital gaming space through the **Playing for the Planet** coalition. This initiative unites the industry to decarbonize, use the power of storytelling to drive change and create sustainability best practices across the industry. We are looking forward to driving this change alongside industry leaders and applying learnings to our digital gaming business.

Within social impact, we expanded our **DUNGEONS & DRAGONS (D&D) Curriculum**, designed to support creative learning and social development in schools. This program integrates role-playing games into classroom settings, enabling students to develop critical thinking, communication and teamwork skills.

Internally, we developed and introduced a role-playing strategy game for up-and-coming leaders, Toy Tycoon, as part of our **global general management training**. Participants have the opportunity to step into the role of CEO for a day, allowing them to gain insights into effective resource management while also providing a chance to see how they approach leadership and decision-making.

Our **ethical sourcing** program reinforces our commitment to responsible supply chain management by upholding high standards for transparency, fair labor practices and

environmental stewardship across our global network. Our programs provided suppliers with targeted training and tools to strengthen ethical recruitment practices and prevent forced labor, ensuring alignment with both international and local standards.

Lastly, Hasbro announced its **dual HQ strategy**. Boston will anchor our toy, board games, licensing businesses, and corporate teams, while Seattle remains the home of our gaming and technology business — with MAGIC: THE GATHERING, D&D and our growing digital teams driving momentum there. This bicoastal HQ structure reflects the full strength and breadth of our business and positions us to play to our strengths on both coasts.

Thank you for your continued support as we advance these important initiatives.

Theron Grim

VP, EHS, Sustainability & Corporate Citizenship



About This Report

Overview

This Impact Report discloses Hasbro's environmental, social and governance data and progress for the calendar year 2025 (January 1, 2025–December 31, 2025) and includes the collective performance of all Hasbro, Inc. legal entities as of December 31, 2025. We report on progress through our four key areas of Impact: Planet, Play, People and Principles.

Reporting Standards

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

As regions adopt the International Sustainability Standards Board (ISSB) framework and climate disclosure requirements continue to expand, we published our initial voluntary International Financial Reporting Standards (IFRS) S2 report in late 2025. In parallel, we are monitoring global sustainability reporting legislation, including the European Union's Corporate Sustainability Reporting Directive (CSRD), our compliance readiness efforts are underway.

Updates

- **Climate and Nature Transition Plan** – In the Fall of 2025 we published our first [Climate and Nature Transition Plan](#), uniting our Climate and Nature strategies into one comprehensive plan. We leveraged guidance from the Transition Plan Taskforce (TPT) to create our plan. We like to think of our transition plan as our sustainability playbook. It outlines our goals and strategic ambitions, the actions (transition levers) we'll use to meet these ambitions and our overall approach. We are constantly learning and evolving, and this plan helps us stay focused and be transparent.
- **IFRS S2** — Last year, we published our [IFRS S2](#) disclosure, providing transparent and comprehensive information on our climate-related risks, opportunities, and strategies. This aligns our reporting with global standards and demonstrates our commitment to sustainability and responsible business practices.
- **Planet Data** — In 2025, we migrated our Planet data to a new greenhouse gas accounting platform that has different emissions factors and estimation methods¹. We have restated our emissions, energy, water, and waste data to reflect these changes.
- **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^{1,2}. We are monitoring the updated

guidance from the Science Based Targets Initiative (SBTi) that will be used to inform our resubmission. We remain committed to our overall carbon reduction targets and are prioritizing efforts on our Scope 3 categories which 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.

- **Double Materiality Assessment (DMA)** – As part of our CSRD readiness roadmap, Hasbro completed a refresh of its DMA exercise in 2025. This improved the depth and quality of insights, and put us in a strong position to update the assessment using the revised CSRD guidance (per the EU's Omnibus Simplification Package) and confirm continued alignment with our business priorities and risk exposure in 2026.

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

¹ See [Methodology Updates](#)

² See Hasbro's [2023 Impact Report](#)

Playing to Win

In February 2025, Hasbro rolled out a new strategy called *Playing to Win*. This strategy propels Hasbro forward as a Games, IP and Toy company, unlocking new categories, forging more partnerships and creating even more ways to inspire a lifetime of play.

At the core of this strategy and operating model are two pillars: play and partnerships.

- Play connects people across generations, cultures and communities. Our brands have been bringing families together for more than a century.
- Partnerships is foundational to Hasbro and extends the reach of our brands.

Hasbro will bring the *Playing to Win* strategy to life through Leadership Principles that will guide how we do business.

Keep an eye out for how we Play to Win throughout our Impact Report as we identified areas where we are innovating through our Impact Strategy!

The infographic is titled "Playing to Win" and features six leadership principles arranged in a 2x3 grid. Each principle is accompanied by a brand icon in a circular frame and a list of three key actions. The principles are: 1. "We are Curious" (blue text, blue arrow) with a Star Wars character icon, principle "KNOWING IS HALF THE BATTLE", and actions: "Use data and insights", "Customer is front and center", "We win when our fans have fun". 2. "We are Committed" (green text, green arrow) with a Peppa Pig icon, principle "TAKE CHARGE", and actions: "Operate like an owner", "Take smart risks", "Enroll others". 3. "We build Community" (pink text, pink arrow) with a Star Wars droid icon, principle "MATRIX OF LEADERSHIP", and actions: "Be a role model", "Be accountable", "Be values-based". 4. "We are Curious" (blue text, blue arrow) with a Play-Doh container icon, principle "BREAK THE MOLD", and actions: "Innovation is in our lifeblood", "Be open to ideas from anywhere", "Stay curious". 5. "We are Committed" (green text, green arrow) with a Star Wars character icon, principle "BE LEGENDARY", and actions: "Dream big", "Stay hungry", "Inspire our fans and each other". 6. "We build Community" (pink text, pink arrow) with a My Little Pony icon, principle "FRIENDSHIP IS MAGIC", and actions: "Enable others to thrive", "Don't split the party", "Help each other level up".

Our Impact Strategy

Our Impact Strategy reflects and supports *Playing to Win*. It is structured around the following four pillars:

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

Climate & Energy

Water

Nature & Materials

Waste





Our Strategy

As we continue to evolve as a leader in play, we are committed to minimizing our environmental footprint, building resilience into our operations and using our brands and partnerships to inspire positive change.

Climate and Nature Transition Plan

We like letting a dice determine our next move when it comes to D&D and MONOPOLY, but there are some instances where the roll of a dice won't do the trick. In 2025, we published Hasbro's first **Climate and Nature Transition Plan**, a report outlining how we are addressing potential environmental impacts, dependencies, risks and opportunities in our business.

Climate and Nature are inextricably linked. This, along with leading guidance such as the Taskforce on Nature-Related Financial Disclosures (TNFD), encouraged us to couple these topics together. Similar to many other companies, our knowledge on climate-specific impacts is currently more

advanced than our understanding of nature-related impacts. Yet, there are synergies in considering Climate and Nature together.

The Climate and Nature Transition Plan is our playbook for tackling environmental challenges that affect our business — guiding how we set goals, take action and track progress. The plan also outlines our communication strategy, highlighting the importance of collaboration with internal and external partners as well as reinforcing our commitment to transparency and accountability.

We established three strategic objectives within the Plan:

- **Reduce Impact:** systematically reducing our environmental footprint across our value chain
- **Build Resiliency:** prepare our business for climate risks and shifting market conditions by increasing resilience within our operations and value chain
- **Communication and Education:** use our reporting and storytelling expertise to educate, inspire and align stakeholders internally and externally

Together, these strategic objectives leverage the strengths of our business to make meaningful change and support *Playing to Win*.

Transition levers sit within each objective, indicating what actions we believe will be the most meaningful. There are some initiatives, including partnerships, embedding sustainability, and technology, that underpin all three objectives.

Reduce Impact

Resource Efficiency | Materials
Electrification | Data and Methodology

Build Resiliency

Sourcing | Consumer Insights
Site Monitoring | Compliance

Communication and Education

Reporting | Internal Education
Storytelling

Cross-cutting Levers

Partnerships | Embed Sustainability
Technology

This Plan helps us **Break the Mold** by encouraging open dialogue within our team and challenging us to think about, and act on, our sustainability work.





Climate & Energy

Hasbro’s GHG footprint has decreased year-over-year due to operational efficiencies across the organization. We continue to work to embed sustainability into Hasbro’s value chain through strategic partnerships and data-driven action, including engagement with facilities, suppliers and the digital gaming industry.

Green Lease Agreements

In 2025 Hasbro implemented internal green lease agreements outlining landlord responsibilities and recommend sustainability practices to support energy efficiency, resource management, and indoor environmental quality in leased premises, including:

- Monitoring and maintaining recycling infrastructure, using low- or no-VOC materials, implementing HVAC temperature setbacks during non-occupied hours, installing high-efficiency plumbing fixtures during renovations.
- Conducting annual energy audits, designating a sustainability contact, sharing any sustainability goals or commitments annually during the lease term, providing quarterly resource consumption data and disclosing Leadership in Energy and Environmental Design (LEED) certification status.

Supply Chain Education

We conducted training for all of our Tier 1 suppliers on Responsible Business Alliance (RBA) environmental audit

requirements. The training also included an overview of Scope 1, 2 and 3 GHG emissions and best practices on how to calculate an emissions inventory. This training is a foundational baseline that will support decarbonization efforts within our Scope 3 footprint.

Playing for the Planet

We know games can make the world a better place, and we are excited to take our digital gaming initiatives to the next level through our partnership with **Playing for the Planet!** Playing for the Planet is a United Nations Environmental Program-facilitated initiative with the mission to support and empower the video game industry to take action on the environment.

By joining the Playing for the Planet Alliance, Wizards of the Coast and Hasbro will be joining leaders in the space to create a more sustainable digital gaming industry. The coalition provides guidance, tools, and participation opportunities to protect and play for the planet. As outlined in our *Playing to Win* strategy and our Climate and Nature



Transition Plan, partnerships create the opportunity to scale our play experiences and make an even bigger impact.

Since joining, we have started to create a GHG footprint tailored to our digital gaming operations. This will help us to highlight the nuances of the digital space and establish the foundation for digital-specific goals. We hosted a member of the Playing for the Planet team to speak to Hasbro employees, giving our peers the chance to ask questions, learn and connect with Playing for the Planet’s work.

Water

We recognize how essential water is to the well-being of the planet and people, and that everyone plays an important role in water stewardship. Water is not a material topic for Hasbro, and our efforts are on Owned & Operated facilities reduction and engagement.

In 2024 we set goals to improve our understanding of our water impacts across our supply chain so we can take appropriate and targeted action. We set a goal to improve water withdrawal data accuracy from Tier 1 suppliers by 2026 from a 2023 base year. As part of our supply chain engagement and education, we are learning about water data collection as part of our annual supplier scorecard assessment. In addition to our factories, we also set a goal to reduce water withdrawal across all Owned and Operated (O&O) facilities by 40% by 2030 from a 2020 base year. Our O&O strategy includes consolidating our office footprint and introducing water efficiency standards into leases.



Nature & Materials

Protecting nature and responsible materials sourcing are key pillars of our Climate and Nature strategy. Through collaborations with trusted third-party organizations and purpose-driven brand moments, we aim to provide consumers greater confidence in the environmental impact of the products they love.

Sustainable Product Certifications

As part of our objective to reduce our environmental impact and integrate sustainability into our business model, Hasbro has continued to partner with external organizations to improve the sustainability of our products.

One of our sustainable product collaborations is with the Forest Stewardship Council® (FSC®). FSC sets standards for

responsible forest management. The FSC label on our products indicates that the wood and paper used are sourced from FSC-certified forests and other controlled sources. Through our collaboration with FSC, Hasbro is able to release new games and re-release classic favorites using materials from responsibly managed forests.

In 2025, we released COSMOLANCER, SNAILED IT!, BEAT THE HEAT, DUMP THE SKUNK, MONOPOLY DEAL: DISNEY STITCH EDITION, CLUE ADVENT CALENDAR: SECRETS UNDER SNOWFALL, CANDY LAND in FSC-certified packaging. MONOPOLY DEAL was also released in collectible storage tin! In addition to these releases, LIFE IN RETERRA was awarded a **2025 SEAL Sustainable Product Award** this year.

Hasbro also participates in the Climate Friendly Products Program. Amazon awards a Climate Pledge Friendly-certified badge to products that earn an approved sustainability certification, indicating to consumers that there is a credible sustainability feature to the product.

One Tree Planted Earth Day Partnership



We love using play as a force for good while providing our fans with unique, meaningful brand moments. To celebrate Earth Day 2025, Wizards of the Coast collaborated with Sirius Dice to produce an FSC-certified wood dice vault, made from responsibly sourced oak.

Not only was this a way for D&D fans to add a sustainable product to their collection, but it was a way for one of our most beloved brands to have a positive impact on our planet. Wizards and our licensee Sirius Dice teamed up with One Tree Planted, an environmental nonprofit focused on reforestation, to donate \$10 for every dice box purchased to support the planting of 10 trees. This resulted in thousands of trees planted, contributing to a reforestation effort in regions of western Oregon that was burnt in a devastating fire in 2020.





Waste

In 2025 we focused on reducing waste within our events, inviting our fans to play a part in the journey.

Recycling Initiatives

Since we launched our **Hasbro Toy Recycling Program** with TerraCycle® in 2018, Hasbro has been committed to providing consumers a sustainable and responsible way to recycle their well-loved toys and games that have reached the end of their life cycle. Through this initiative, Hasbro has recycled over 80,000 pounds of waste to date. We continue to explore ways of keeping our products out of landfills.

In 2025, we expanded our efforts with a trading card wrapper recycling initiative for MAGIC: THE GATHERING booster wrappers. Booster wrappers present challenges for recycling within conventional waste management systems due to the material type. In response, we have taken steps to implement solutions aimed at improving the diversion and effective recycling of this material, starting at our events.

In collaboration with various recycling partners, we distributed custom TerraCycle recycling boxes and Ridwell recycling bags throughout the floor at MagicCon events in 2025. Boxes were placed throughout the convention, and bags were brought to play tables as fans were opening their wrappers. Event staff also walked the game tables to educate fans on the initiative. Thanks to our fans' enthusiasm and commitment at MagicCon, we recycled over 140,000 booster wrappers at events in 2025!



OVER
140,000
WRAPPERS
RECYCLED IN 2025



“MagicCon is proud to host tens of thousands of guests each year. With that comes the responsibility of being conscious of our footprint, which is why recycling programs like our partnership with TerraCycle have become increasingly important.”
— **Brandon Owen**, Manager of Global Festivals, Wizards of the Coast



PLAY

Accessibility

Consumer Health & Safety

Philanthropy & Social Impact

Social Connection





Accessibility

We believe play should be inclusive and accessible to all. This year we advanced our commitment to accessibility through initiatives that encourage innovation, expand opportunities for all and work to build more inclusive experiences for our employees, partners and fans around the world.

2nd Accessibility Think Tank

The Disability and Accessibility Alliance (DAA), an Employee Resource Group (ERG), creates safe spaces for employees who live with disabilities by raising awareness about disabilities and accessibility across Hasbro and builds inclusive practices into our product design.

In 2025, the DAA held its second annual Accessibility Think Tank. The purpose of the Think Tank is to encourage new and creative thinking about accessibility, without the boundaries of cost, time, and effort. The DAA promotes the idea that accessibility can, and should, be worked into our products and processes.

Employees and teams from across the business submitted their ideas to the Think Tank, including details about the idea, target audience, and implementation considerations. Three ideas submitted to the Think Tank received free consultations with DisCoTec, the Disability Community Technology Center. DisCoTech provided Disability-Forward Research Consulting sessions with all three teams about their projects using the Mellon Foundation grant.

Rolling for Inclusion: Accessibility Features in Modern Gaming

In 2025, the DAA also hosted accessibility consultant and speaker Steve Saylor. Saylor is a content creator and advocate who has a YouTube series called “Blind Gamer” due to his visual impairment. Drawing from experience as both a gaming accessibility consultant and Dungeon Master, Saylor demonstrates how accessibility solutions from video games can inspire tabletop gaming accommodations and vice versa.

In this talk, Saylor explored how modern gaming - both digital and tabletop - is evolving to become more inclusive through innovative accessibility features and thoughtful design choices. The presentation covered practical examples and strategies that game developers, Dungeon Masters and players can implement to create more inclusive gaming experiences across all platforms.

3rd Women Innovators of Play Conference

Hasbro’s Women Innovators of Play program is a free, annual virtual initiative designed to celebrate and connect women creators across the toy, game, and play industries while inspiring the next generation of women and girls to explore creative career paths.

In October, we hosted the third annual Women Innovators of Play. This virtual conference, streamed on the HasbroLife YouTube channel, included discussions, panels and workshops led by inspiring women from across the toy, games and retail industry.

Hasbro also partnered with Female Design Council, an NYC-based organization of female designers, architects, product

designers, and artists, to hold the third annual Hasbro Women Innovators of Play Design Challenge. This open challenge is focused on finding the next great woman-led mass market toy or game. During the challenge, women inventors from all over the world submit their toy and game ideas for a chance to receive funding, mentorship, and a trip to Hasbro’s east coast HQ.

The Women Innovators of Play conference helps us build our **Matrix of Leadership** by reinforcing our values of inclusivity and accessibility, while providing role models for other women in Toys and Games.



"I loved being part of our Women Innovators of Play event - getting to hear from other fabulous leaders about creativity and innovation and being in community with women in our fun and unique industry. Hasbro’s sense of purpose means we’re awesome at bringing people together to imagine what the future looks like, and I can’t wait for next year’s program!"

— **Roberta Thomson**, CEO AI Studio



Consumer Health and Safety

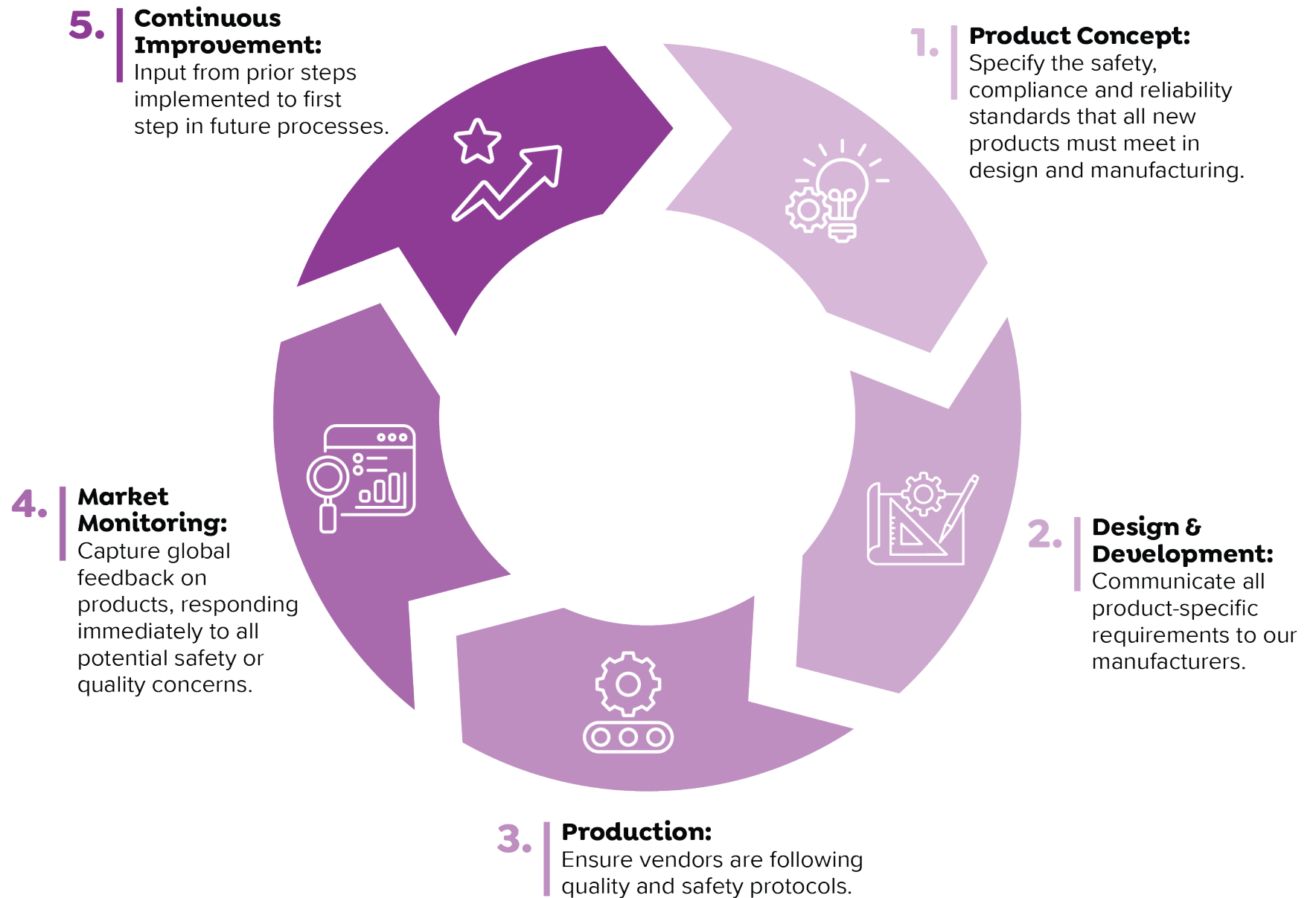
Ensuring the safety of our toys and games is crucial to delivering trusted play experiences. We have a robust process driven by regulations, internal standards and proactive chemical management to uphold the highest product safety.

Our Global Quality Assurance (QA) team tracks global regulations, updates Hasbro’s safety and quality requirements and ensures product compliance. Hasbro adheres to national and international safety and quality standards and stays up-to-date through partnerships with industry groups, regulatory bodies and external experts.

Hasbro also follows a series of internal standards which provide guidance on product requirements. Hasbro’s Reasonable Testing Program (RTP) includes:

- **Safety and Reliability Specifications** - requirements set by regulatory bodies that are harmonized and optimized to meet our specific needs for our toys and games.
- **Product Development Process** - ensure product designs are evaluated for safety, reliability, compliance and labeling requirements.

Hasbro enforces a **Materials and Chemical Management Policy**, which is communicated to vendors and suppliers globally. The QA team proactively evaluates and restricts chemicals of concern, performing chemical safety assessments for all materials. They also seek safer materials, create innovative designs to minimize use of chemicals of concern and consistently monitor regulatory developments.





Philanthropy and Social Impact

Our Philanthropy and Social Impact efforts harness the power of play to make a meaningful difference in the communities where we live and work. We are helping bring moments of joy, learning and belonging to millions with our fans, partners and employees around the globe.

Learning Through Play

Gamifying Education

We believe in the transformative power of play to inspire creativity, foster learning and build lasting friendships. We are proud to equip educators and parents with the resources and support they need to effortlessly integrate our iconic brands into educational and community-building activities.

In 2025, we launched our first ever **Educator Resource Hub**, offering educator-ready resources tied to core curriculum standards featuring our iconic brands. Whether you are Molding Futures in early childhood education with PLAY-DOH or casting spells with D&D, there is a resource available.

Our D&D-inspired curriculum continues to engage millions of students across the U.S. and receive high marks from teachers. In 2025, D&D curriculum drove over 55M impressions, 300,000+ downloads, and reached over 17M students, teachers, and families. We also offer curriculum inspired by MAGIC: THE GATHERING, PEPPA PIG and TRANSFORMERS.

Celebrating Fans. Supporting Communities.

Our cause-marketing and philanthropic initiatives reflect the diverse fan communities at the heart of our brands. By leveraging our products, platforms, and people, we center these communities to drive authentic representation, employee engagement, and meaningful social impact.

LGBTQ+ Inclusion Through Community-Driven Giving

We support initiatives that foster safe, respectful work and play environments where everyone belongs. In 2025, employee- and fan-driven fundraising efforts supported LGBTQ+ organizations including The Trevor Project, Trans Lifeline, Youth Pride RI, and Seattle’s LGBTQ+ Center, reinforcing our commitment to inclusion and community wellbeing.

Nuestra Magia: Honoring Latin Culture, Community, and Creativity

MAGIC: THE GATHERING’s Secret Lair philanthropic drops are limited-edition releases that raise funds through community-led design and storytelling. These drops are created by individuals who identify with the communities they support, with significant funds donated to an aligned nonprofit partner.

In 2025 Secret Lair was proud to support the National Association of Latino Arts & Cultures (NALAC) with a beautiful and thoughtfully designed drop: *Nuestra Magia*. Artists from the Latino community created illustrations and selected cards that were inspired by the many cultures of Latin America and raised more than \$1M for NALAC.





Squishful Thinking raised \$1M+ for Children’s Hospitals

Hasbro has supported Children’s Miracle Network Hospital’s Extra Life campaign for over a decade, tapping into the power of the gaming community to raise millions of dollars for local children’s hospitals. In 2025, MAGIC: THE GATHERING teamed up with PLAY-DOH on the Secret Lair card drop, *Squishful Thinking*. This drop resulted in over a million dollars donated to Children’s Miracle Network, helping kids and families at Seattle Children’s Hospital.

In addition to our MAGIC: THE GATHERING Secret Lair drop, D&D supported Extra Life this year with a special Philanthropy Collection on D&D Beyond and other platforms, distributing 100% to Extra Life.

Our employees rally around Extra Life every year with fundraising events (including events at MagicCon) and individual donation drives.



Creating Access to Play for Everyone Birthday Celebrations for Children Experiencing Homelessness

Hasbro supports birthday celebrations for children experiencing homelessness through nonprofit partners Birthday Wishes, Inc. and Birthday Dreams, helping ensure that every child has the opportunity to feel seen and celebrated on their birthday. Through product donations, financial support, and employee engagement, these partnerships provide age-appropriate gifts and meaningful birthday experiences that bring joy, dignity and a sense of normalcy to children and families facing housing insecurity.

Indoor Recess, Reimagined

Hasbro partners with Playworks, a national nonprofit dedicated to safe and inclusive play, to support Active Indoor Recess Kits for schools serving high-need communities. These co-branded kits include age-appropriate Hasbro games aligned with Playworks’ play-based model, helping students stay active, engaged, and connected when outdoor recess is not possible. The partnership also creates opportunities for employee engagement while reinforcing social-emotional skill-building through play.

Global Day of Joy: Purpose in Action

This year marked Hasbro’s 13th Global Day of Joy, our annual company-wide day of service that brings our purpose to life through employee action. While Hasbro employees give back throughout the year, Global Day of Joy unites teams around the world on a single day to volunteer in their local communities—creating shared impact across regions, cultures, and causes. In 2025, employees from forty Hasbro offices participated, supporting community

needs through hands-on volunteer projects. Across the globe, teams led initiatives, including:

- **Montreal** employees teamed up with Action Nouvelle Vie to assemble care baskets for new mothers, infants, and disadvantaged teens.
- **Hong Kong** team members packed food parcels at the Feeding HK center.
- **United Kingdom** employees visited a children’s play center and wrapped more than 150 gifts for local families.
- **Rhode Island** volunteers hosted Game Days with local elementary schools and donated Hasbro games to local community programs.
- **Washington** employees assembled *MagiKids* kits—introductory MAGIC: THE GATHERING packs designed to teach the fundamentals to underserved communities.

150+ volunteer projects benefitting
< 100,000 children, families
 and nonprofits



Social Connection

Play has the power to bring people together across generations, cultures and communities. In 2025, we celebrated milestones that reinforce that play is fundamental to learning, belonging and human connection.

State of Play Research

Play is evolving rapidly, and so are we. We proactively track shifts in how fans engage, connect and play, ensuring our brands remain relevant in a dynamic landscape. Through data-driven insights from our Consumer Insights team, we translate emerging behaviors and preferences into innovative products and experiences that anticipate what fans want next — not just what they want today.

This year, Consumer Insights team conducted Hasbro’s largest-ever consumer insights studies, exploring how kids and adults think, feel, and play. Here’s what we learned: Play is fundamental, not optional. It is how humans learn, connect, and grow. For kids, play is a superpower that fuels



Knowing is Half the Battle when it comes to creating meaningful play experiences. The State of Play research gives us the knowledge we need to assess how play is evolving and how we can meet fans where they are.

curiosity, connection, movement and discovery, which are the building blocks of growth. For adults, it’s a fulfilling reprieve from everyday life and a chance to connect with others.

This research is a helpful reminder that leading by listening can unlock lasting results. In a changing world, it is our goal to respond with curiosity and empathy, because knowing is half the battle, and listening is where it starts.

Legends of Play

In 2025 two of our classic games were inducted into The National Toy Hall of Fame at The Strong Museum of Play. The Strong Museum recognizes toys that have created a legacy of inspiring creative play and sparking joy. Each year, the hall inducts new honorees and showcases both new and historic versions of classic toys beloved by generations.

- **TRIVIAL PURSUIT** — Since its debut in 1981, TRIVIAL PURSUIT has been the ultimate test of random knowledge and bragging rights. With over 100 million games sold worldwide, TRIVIAL PURSUIT has proven that curiosity really is the best superpower.
- **BATTLESHIP** — BATTLESHIP launched in 1967 as a pencil-and-paper challenge and evolved into the beloved tabletop showdown of wits and luck it is today. It taught us patience and precision, all while launching countless fleets (and friendly rivalries) around the world.

TRIVIAL PURSUIT and BATTLESHIP remind us what Hasbro is all about: imagination, connection and the joy of play that spans generations.



PEOPLE

Ethical Sourcing

Talent Management

Inclusion & Belonging

Learning & Development





Ethical Sourcing

Responsible play begins with responsible sourcing. Through our Ethical Sourcing programs, we work to foster safe, inclusive and respectful workplaces across our global supply chain, align with international labor standards and build a more ethical, compliant supply chain.

China WeCare Program

In 2025, our Ethical Sourcing team expanded their WeCare Program, an initiative developed and implemented by [The Centre for Child Rights and Business](#) to improve workplace satisfaction and relationships. The WeCare Program strives to establish family friendly workplaces in order to promote worker well-being, gender equality and child welfare and protection. Two key priorities of the WeCare program include establishing a family-friendly workplace and strengthening management’s awareness and capacity towards creating an inclusive and healthy workplace, such as the prevention of sexual harassment at workplaces.

This program facilitated training and improved well-being through various events and activities, including: Family Day, Child Friendly Space and Working Parent Training, Workers' Mental Health Awareness Training, PhotoVoice Activities and Smart Watch Distribution.

Vietnam Responsible Recruitment Program

Our Ethical Sourcing team also collaborated with [The Centre for Child Rights and Business](#) to develop and

launch a Responsible Recruitment training program for our manufacturers in Vietnam. This program equips our suppliers located in Vietnam with the capabilities, support and tools to strengthen recruitment approach for supplier factories in Vietnam in an effort to foster a more ethical and compliant global supply chain.

This program provided our suppliers with enhanced understanding about responsible recruitment concepts and requirements. This includes young worker management, forced labor, discrimination and labor dispatch agent management. Suppliers that completed the program are positioned to continue to strengthen the recruitment policy, procedures and practices in an effort to align with international and local regulations related to recruitment. 100% of factories in the area participated in the program.

Talent Management

Our people power the next era of play, and we are committed to building a workplace where talent can grow and thrive. In 2025, we advanced our efforts to strengthen our global workforce, foster belonging and engagement and equip our teams to drive long-term growth and innovation.

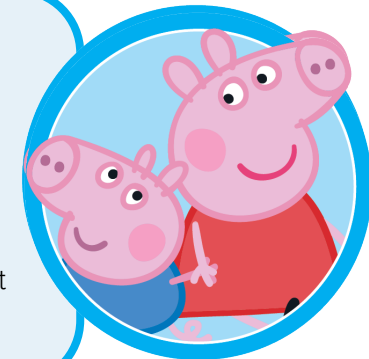
Our Dual HQ and Global Hub Strategy

In 2025 we established our new global footprint strategy. First, we adopted a Dual HQ position, which reflects the full strength and breadth of our business and positions us to

move faster, tap deeper into talent and play to our strengths on both coasts.

Our East Coast HQ is moving from Pawtucket, Rhode Island to Boston, Massachusetts, and will anchor our toy, board games, licensing businesses and corporate teams. It is a bold step forward that aligns with our future: a vibrant, connected city that’s rich in talent, innovation and opportunity in an office space that reflects who we are and where we’re headed as we shape the next era of play.

Our Dual HQ strategy embodies our **Take Charge** principle by operating like owners of our future, making a bold and smart investment in Boston while doubling down in Seattle to unlock talent, accelerate growth and rally our teams around a coast-to-coast vision for the next era of play.



Meanwhile, Seattle, Washington remains the heartbeat of our gaming and technology business — with MAGIC: THE GATHERING, D&D, and our growing digital teams driving momentum there.

With locations anchoring the East and West Coasts of the U.S., Hasbro is excited to serve fans across the globe, with a footprint to match. Beyond Boston and Seattle, Hasbro’s key offices are located in Hong Kong, London, Los Angeles, Mexico City and Montreal.



OUR GLOBAL HUBS

Renton HQ

Los Angeles HUB

Mexico City HUB

Montreal HUB

Boston HQ

London HUB

Hong Kong HUB





Inclusion and Belonging Employee Resource Groups (ERGs)

Hasbro strives to create an inclusive and connected culture that celebrates diversity and encourages belonging. ERGs are a crucial part of how we integrate diverse perspectives into our culture.

ERGs are vibrant communities of employees and allies who share a common goal of strengthening the diversity, inclusion and culture of our company. These groups provide a safe and supportive space for employees to connect with each other, foster personal and professional growth, educate others and celebrate cultural moments. Hasbro’s network of ERGs includes:

- **PRIDE:** cultivate a safe and welcoming space for all LGBTQIA+ employees and their allies.

- **Mosaic:** build community for employees of color and celebrate the rich heritage of the many cultures that make up Hasbro.
- **Disability and Accessibility Awareness (DAA):** create a supportive work environment for employees with disabilities, raise awareness and build accessibility into products.
- **Military Families:** support military and veteran employee families, educate and facilitate community involvement.
- **Green Team:** strive to foster a culture of environmental responsibility through awareness and educational opportunities for a more sustainable Hasbro and planet.
- **Women’s Leadership:** support and inspire leadership at every level by connecting, engaging, and enriching the lives of professional women worldwide.

Hasbro launched its newest ERG, the **Young Professionals**, in 2025. The Young Professionals aims to create a supportive community for Hasbro employees who are early in their careers through networking, learning opportunities, and professional development.

This year, our ERGs hosted several events to engage with other employees, encouraging us all to learn something new, connect with others, and appreciate our differences. Some of these events are pictured below!

From left to right: PRIDE’s Drag Bingo, Green Team’s Bonsai Bar, PRIDE mixer with Riot Games RAD Genders ERG, Green Team’s Earth Day Clothing and Games Swap.





Learning and Development

Well-Played Awards

In 2025 we launched Well Played, a peer nominated, real-time global recognition platform that provides a new way for employees to recognize each other. Any employee can nominate another employee globally, including direct reports, indirect reports, or cross-functional colleagues for going above and beyond while demonstrating one or more of Hasbro’s leadership principles: *Knowing is Half the Battle*, *Break the Mold*, *Take Charge*, *Be Legendary*, *Matrix of Leadership*, and *Friendship is Magic*. Recipients receive financial awards for their efforts, based on three contribution tiers: exemplary, outstanding and extraordinary.

Well Played Award Winners accomplished a lot in 2025, including creating stronger relationships with our business partners, implementing new software across the organization, going above and beyond in supporting their team on a daily basis and bringing innovative experiences to market.

Early-in-Career (EiC) Program

Hasbro’s EiC program provides meaningful, project-based internships and co-ops (cooperative education to integrate classroom learning with work experience) designed to attract, develop, and retain top early-career talent. It is a core part of our long-term talent pipeline strategy.

Our goal for the EiC program is to equip the next generation of leaders with hands-on experience and exposure to Hasbro’s culture and operations. We also aim to align student hires to real business needs, with a focus on long-term conversion potential. By focusing on these goals, we will broaden our talent pipeline and strengthen our employer brand with university partners locally and globally.

To enhance the EiC experience, we introduced new structured learning and development programming with activities and events including: Leadership Speakers Series, Development Workshops, Employee Resource Groups (ERG) and Philanthropy Engagement.

Our 2025 intern cohorts, clockwise from left: Hasbro, Wizards of the Coast, Archetype Entertainment.



100%
of interns said they would recommend Hasbro’s internship program



“The General Management program provided a unique opportunity to hear directly from our executive leadership team on topics like corporate strategy, building effective team culture, and P&L fundamentals. Just as valuable was the chance to connect with peers across different departments, establishing new relationships and rekindling existing ones. Hearing about their experiences and challenges reinforced what we learned and gave me a much greater appreciation for different areas of the company. I’m extremely grateful that our leadership dedicated their time to such an impactful development opportunity.”

- Mark Brightman, Sr Director
Digital Asset Management

General Manager Training

In 2025 Hasbro developed and launched a bespoke general management training for rising leaders who have the potential and the ambition to drive long-term growth, innovation and excellence within the organization.

The cornerstone of the training is a three-day in-person course taught by our company’s CEO, CFO and Chief People Officer. Through a highly interactive, experiential and applied learning approach, this course used a combination of case studies, interactive activities, reflection exercises and practical business simulations to create an immersive, learning experience. The course focuses on three topics:

- Leadership and high-performance teams.
- Business acumen and strategic thinking.
- Financial management and capital allocation.

As part of the course, our up-and-coming leaders participate in a role-playing strategy game called Toy Tycoon where participants act as co-CEOs of a simulated toy company, making decisions on strategy, resource allocation, and growth. Described by Hasbro’s CEO as “Monopoly meets a crash course MBA,” the game offers hands-on insight into leadership, collaboration, and decision-making under pressure.

With initial feedback from training participants being so positive, our Learning and Development team accelerated the global roll-out of this program and organized five trainings, in three different countries across the globe, for over 90 Hasbro team members by year end.



Play Together Mentorship Pilot

We all have the power to help each other level up. As part of our commitment to fostering connection and growth for our employees, we launched the pilot of Hasbro’s Play Together Mentorship Program. The pilot was an open career mentoring opportunity for individual contributors and emerging leaders. The program is intended to foster connection across experience, hierarchies, generations, and cross-functional areas.

Connections and content are centered on key skills and behaviors, inclusivity and our Leadership Principles. Mentors and mentees meet for an hour every month to discuss goals, exchange feedback and share guidance.

Our Play Together Mentorship Program brings **Friendship is Magic** to life, proving that when we connect, collaborate and lift each other up, we all level up.



100%

of mentees achieved some or all mentorship goals

Level Up Onboards Learning Platform

We want all of our employees to play at their full potential. Level Up, our Talent Development and Learning Strategy, is designed to provide the best tools and resources to cultivate a learning culture with a winning mindset. In 2025 we onboarded a new external learning platform as part of this ongoing commitment to the professional and personal development of all Hasbro employees.

Content from this established platform is available on both desktop and mobile and in various learning formats, making it convenient to learn at your own pace, anytime and anywhere. Employees can select course recommendations, or explore learning pathways of their own by searching for courses by topic or skill. With over 200,000 courses offered, including technical training to leadership development, employees can work through a personalized learning experience to support them in the career stage they are in.

Employee Recognition Awards

Women in Toys

Hasbro took home two honors at the 2025 Women in Toys (WIT) Wonder Women Awards. Kate Fakonas, Senior Director Design and Innovation was awarded Designer/ Inventor — Corporate, an award recognizing a creator for innovation in product design that drives commercial and creative success. Megan Margolis, Director Emerging Business was awarded the Rising Leader >500 Employees. This honors a standout emerging leader who is shaping the future of the industry with creativity and impact.

Variety New Leaders

Ashley Alexander, Vice President of Film at Hasbro Entertainment was named to Variety’s 40 Under 40 New

Leaders List in the entertainment space. Ashley works on the development and production of Hasbro’s media ventures, bringing our beloved brands to the screen.

MCV/DEVELOP Women in Games Awards

The leading media outlet for the games industry in the UK, MCV/Develop, hosted their annual Women in Games Awards. Hasbro’s Claire Hunter Gregson, Director Gaming Relationships was awarded the Business Impact of the Year Award for her outstanding work bringing our much-loved toy and game brands to global audiences through innovative digital licensing and high-value partnerships. Some of Claire’s notable work includes the integration of TRANSFORMERS into Squad Busters, our first commercial collaboration with Supercell, and Play-Doh World, in collaboration with Apple.

“What makes this journey meaningful is knowing these brands have always had an audience — players just needed the right digital experience to engage with them. I’m proud to help bring that to life!”

— **Claire Hunter Gregson**, Director Gaming Relationships

PRINCIPLES

Advocacy

Responsible Technology

Ethics & Governance

Value Chain Engagement

Human Rights





Advocacy

Advocacy is a powerful extension of Hasbro’s purpose, enabling us to champion the essential role of play in enriching lives and strengthening communities worldwide. This year, we continued to leverage strategic partnerships and global initiatives to elevate play as a fundamental human right and to remove barriers that limit access to meaningful play experiences.

International Day of Play (IDOP)

IDOP is a worldwide advocacy day that recognizes play as a fundamental human right and seeks to increase the time, space, and quality of play available to everyone. At Hasbro, play is more than what we do – it is who we are. By celebrating IDOP, we amplify our role as play champions and passionate advocates of the transformative benefits of play, across all age groups.



This year, Hasbro’s celebration of the International Day of Play, led by our Dungeons and Dragons (D&D) activation, exemplifies what it means to **Be Legendary** - to create moments of imagination, inclusion and connection that leave lasting impact.



Leaning into the theme of removing barriers to play, we created an introductory adventure offering new and younger players and Dungeons Masters the perfect welcome into the world of D&D. Whether fans want to play online or in-person, we met players where they were and offered this new adventure on D&D Beyond and in participating Wizards Play Network locations and Pediatric Hospitals across the U.S.



Responsible Technology

We ground our approach to new and evolving technologies from a place of curiosity, respect and responsibility.

Responsible Use of AI

In 2025, Hasbro advanced from experimentation to enterprise deployment of AI, embedding it across core operations including financial planning, supply chain, product design and everyday productivity. Guided by a human-centric, creator-led approach, we use AI to drive efficiency while keeping creative decisions firmly in human hands.

Building on our 2024 establishment of an internal AI Governance Committee, we continue to ensure disciplined oversight in the responsible design, deployment and monitoring of AI tools. As technology evolves, we believe Hasbro’s strong governance, creative talent and iconic IP position us to harness AI responsibly and continue delivering meaningful play experiences.

Cybersecurity and Data Privacy

We take a multi-layered approach to managing cybersecurity and data privacy risks, with oversight from senior leadership, the Board and the Audit Committee of the Board. Our program is aligned with leading frameworks and focuses on identifying, protecting, detecting, responding to, and recovering from risks through continuous monitoring and improvement.



Ethics and Governance

Strong ethics and effective governance are foundational to how we operate at Hasbro. This year, through improved compliance programs and proactive risk management, we continued to empower our people to Play to Win with integrity while upholding the highest standards of integrity, accountability and transparency across our global business and partnerships.

Play to Win

To support our *Playing to Win* strategy launch, we released our new employee handbook, **Play to Win: Tips, Strategies and Power-Ups for Succeeding at Hasbro**. This book covers Hasbro's history, culture and strategy for success all while providing advice for contributing and excelling at Hasbro.

The book dives into our core values of curiosity, commitment and community. It features case studies from some of our most iconic products and brands to explore how our new *Playing to Win* leadership principles are embedded in our DNA and support Hasbro's future. Employees can learn about how we've leveraged a data-driven decision making process, a customer-first approach, and grounded our growth in innovation and leadership. Throughout the handbook, Hasbro's clear sense of community and commitment to its ideals shines.



Code of Conduct Training

This year, we put a fresh Hasbro spin on our Code of Conduct training. To reinforce our commitment to ethical business practices, we delivered a comprehensive live Code of Conduct training to all global employees through a dynamic, two-part experience.

The initiative, in addition to our standard suite of compliance trainings, included instructor-led sessions facilitated by managers across the organization. It underscored our "tone from the top" approach and leadership's active role in shaping a culture of integrity. This training was followed by an interactive digital game that brought our core principles to life in an engaging, memorable format.

The training fostered open dialogue, collaboration and personal reflection, empowering employees to internalize our values and apply them confidently in their daily decision-making. By combining leadership-led instruction with immersive gamified learning, we strengthened our shared understanding of what it means to Play to Win with integrity.



Value Chain Engagement and Human Rights

Respect for human rights and responsible value chain engagement are central to how we operate. We continue to work with suppliers and licensees to ensure fair working conditions throughout our supply chain, embedding these expectations into training, compliance programs and engagement.

Building a Resilient Supply Chain

Our Ethical Sourcing team created and implemented the Resilient Supply Chain Training for our suppliers to equip our suppliers with the knowledge and tools to understand industry best practices. This understanding helps our suppliers adopt sustainable practices, which in turn strengthen Hasbro's long-term resilience.

Training content included: RBA Code of Conduct, Fire Safety, Electrical Safety, Emergency Preparedness, First Aid, Chemical Management, Forced Labor Awareness and Grievance Mechanisms.

100%

of our suppliers completed the Resilient Supply Chain training

Ethical Sourcing - Licensing

As licensing continues to be a cornerstone of Hasbro's commercial strategy, it is critical we continue to embed our ethical sourcing standards within our licensing partnerships. Treating people fairly is a core value at Hasbro, and we require our licensees and licensee suppliers to operate at the highest ethical standards and conditions. Our Licensee Ethical Sourcing program ensures our partners uphold Hasbro's commitment to human rights. The three core pillars of Ethical Sourcing compliance are:

- **Licensee Responsibility:** We require licensees to commit to a Code of Conduct and continuously monitor compliance. Licensees are to enforce a zero-tolerance policy for issues such as forced labor, human trafficking or modern slavery.
- **Factory Approval:** Licensees must submit their supplier list for approval and use only Hasbro-approved factories. Any identified issues must be addressed and corrected.
- **Remediation & Follow-up:** Our licensees are responsible for engaging with factories on any identified issues, which includes the implementation of a Corrective Action Plan (CAP) to address the concern.

Through regular monitoring and clear remediation expectations, we work collaboratively with partners to strengthen labor practices and uphold the dignity, safety and well-being of supply chain workers. This structured approach reinforces our broader Human Rights commitment and helps ensure our values are embedded throughout our licenses value chain.

APPENDIX

Data

Reporting Principles

Reporting Notes

GRI Index

SASB Sector Standards

Awards



Planet Data

| | (baseline) 2020 | 2023 | 2024 | 2025 |
|---|--------------------|---------------|---------------|---------------|
| Emissions & Energy – Summary^{1,2} | | | | |
| Greenhouse Gas Emissions (GHG) (metric tons CO₂e) | | | | |
| Total Direct (Scope 1) ^{3,4} | 6,188 | 4,453 | 4,176 | 3,430 |
| Total Energy Indirect (Scope 2) – location-based ⁴ | 5,744 | 5,200 | 4,602 | 4,454 |
| Total Energy Indirect (Scope 2) – market-based ⁴ | 368 | 502 | 148 | 197 |
| Total Scope 1 & 2 – location-based ⁴ | 11,932 | 9,653 | 8,778 | 7,884 |
| Total Scope 1 & 2 – market-based ⁴ | 6,556 | 4,955 | 4,324 | 3,627 |
| Total Scope 3 (Categories 1-7) ³ | 1,881,259 | 1,207,152 | 773,525 | 793,276 |
| Energy Consumed Within the Organization (megawatt hours [MWh]) | | | | |
| Total Energy Consumption | 23,533 | 20,537 | 18,168 | 17,757 |
| Electricity (consumed from the grid) | 22,315 | 19,290 | 17,059 | 16,286 |
| Other Fuel Sources | 1,218 | 1,247 | 1,109 | 1,471 |
| Energy - Normalized (MWh/\$ millions of revenue) | 4.3 | 4.1 | 4.4 | 3.8 |
| Renewable Energy Usage | | | | |
| Renewable Energy Certificates (Matching Hasbro electricity sourced from grid) | 26,828 | 19,667 | 18,993 | 19,932 |
| Emissions & Energy – Details^{1,2} | | | | |
| Scope 1 (Direct)^{3,4} | | | | |
| Asia Pacific | 53 | 93 | 76 | 76 |
| EMEA (Europe, Middle East, Africa) | 3,009 | 1,780 | 1,657 | 1,303 |
| Latin America | 538 | 181 | 47 | 43 |
| U.S./Canada | 2,588 | 2,399 | 2,396 | 2,007 |

Notes

- ¹ See [About this Report – Updates - Planet](#).
- ² See [Reporting Principles – Planet](#).
- ³ See [Additional Reporting Notes - Methodology Updates](#).
- ⁴ Year-over-year Scope 1 and Scope 2 reductions are the result of an enterprise-wide cost savings initiative, which included office closures.



| | (baseline) 2020 | 2023 | 2024 | 2025 |
|---|--------------------|------------------|----------------|----------------|
| Total Scope 1 (Direct) | 6,188 | 4,453 | 4,176 | 3,430 |
| Scope 1 - Normalized (metric tons/\$ millions of revenue) | 1.1 | 0.9 | 1.0 | 0.7 |
| Scope 2 (Indirect)^{5,6} | | | | |
| Asia Pacific | 1,224 | 952 | 896 | 922 |
| EMEA (Europe, Middle East, Africa) | 1,097 | 788 | 692 | 702 |
| Latin America | 374 | 321 | 280 | 311 |
| U.S./Canada | 3,049 | 3,139 | 2,734 | 2,518 |
| Total Scope 2 (Indirect) | 5,744 | 5,200 | 4,602 | 4,454 |
| Scope 2 - Normalized (metric tons/\$ millions of revenue) | 1.1 | 1.0 | 1.1 | 0.9 |
| Total GHG Emissions (Scope 1 and 2)⁶ | 11,932 | 9,653 | 8,778 | 7,884 |
| Scope 1 and 2 - Normalized (metric tons/\$ millions of revenue) | 2.2 | 1.9 | 2.1 | 0.8 |
| Scope 3 (Total Other Indirect)^{7,8} | | | | |
| Category 1: Purchased goods and services ⁵ | 1,707,403 | 1,074,454 | 677,815 | 713,004 |
| Category 2: Capital goods | 91,942 | 79,897 | 49,521 | 38,938 |
| Category 3: Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2 ⁵ | 3,044 | 2,430 | 2,192 | 1,983 |
| Category 4: Upstream Transportation and Distribution | 50,547 | 32,109 | 27,607 | 27,260 |
| Category 5: Waste Generated in Operations | 2,194 | 2,323 | 2,760 | 1,645 |
| Category 6: Business travel | 18,688 | 10,126 | 8,263 | 6,169 |
| Category 7: Employee commuting | 7,441 | 5,813 | 5,367 | 4,277 |
| Total Scope 3 (Other Indirect)⁹ | 1,881,259 | 1,207,152 | 773,525 | 793,276 |
| Greenhouse Gas Emissions by Type (Scope 1 and 2; metric tons CO₂e) | | | | |
| CO ₂ | 10,676 | 8,695 | 7,882 | 7,046 |
| CH ₄ | 19 | 15 | 13 | 12 |
| N ₂ O | 31 | 23 | 20 | 19 |
| Refrigerants – HFCs & PFCs | 1,043 | 858 | 806 | 752 |
| SF ₆ | 0 | 0 | 0 | 0 |

Notes

- ⁵ See [Additional Reporting Notes - Methodology Updates](#)
- ⁶ Year-over-year Scope 1 and Scope 2 reductions are the result of an enterprise-wide cost savings initiative, which included office closures.
- ⁷ See [About this Report — Updates - Planet](#).
- ⁸ See [Reporting Principles — Planet](#).
- ⁹ 2020-2024 Scope 3 reductions are due to an enterprise-wide cost savings initiative 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.



| | (baseline) 2020 | 2023 | 2024 | 2025 |
|--|--------------------|--------------|--------------|--------------|
| NF ₃ | 0 | 0 | 0 | 0 |
| Particulate Matter | De minimis | De minimis | De minimis | De minimis |
| Biogenic CO ₂ ¹⁰ | 911 | 626 | 553 | 573 |
| 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^{11,12} | | | | |
| Total Waste Generated (metric tons) | 4,377 | 5,072 | 5,295 | 3,193 |
| Total of Hazardous Waste | 8.6 | 7.5 | 3.0 | 3.1 |
| Disposal ¹³ | 8.6 | 7.5 | 3.0 | 3.1 |
| Hazardous Waste - Normalized (metric tons/million square feet) | 2.5 | 2.2 | 0.9 | 1.0 |
| Total of Non-Hazardous Waste | 4,369 | 5,064 | 5,292 | 3,190 |
| Recycling | 584 | 798 | 670 | 435 |
| Disposal ¹⁴ | 3,784 | 4,266 | 4,621 | 2,754 |
| Total Significant Spills (#) | 0 | 0 | 0 | 0 |
| Water^{11,12} | | | | |
| Total Water Consumption (megaliters [ML]) | 0.0 | 0.0 | 0.0 | 0.0 |
| Total Water Withdrawn (megaliters [ML])¹⁵ | 106.3 | 87.8 | 70.1 | 65.4 |
| Water Withdrawn by Source | | | | |
| Municipal Water or other entities (third-party water) | 106.3 | 87.8 | 70.1 | 65.4 |
| All other sources ¹⁶ | 0.0 | 0.0 | 0.0 | 0.0 |

Notes

- ¹⁰ Biogenic CO₂ data has previously been unavailable. Hasbro has restated prior years data.
- ¹¹ See [About this Report — Updates - Planet](#).
- 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.
- ¹⁴ When actual data is unavailable, Hasbro estimates waste amounts based on the number of employees. In 2025, the company relied more heavily on estimates due to limited data. The reductions observed in 2025 were primarily driven by warehouse closures and a decrease in headcount, with the latter also affecting the estimation process.
- ¹⁵ Year-over-year water reductions are the result of an enterprise-wide cost savings initiative, which included office closures.
- ¹⁶ All other water sources includes: Surface Water, Ground Water, Rainwater, Produced Water, and Seawater.



| | (baseline) 2020 | 2023 | 2024 | 2025 |
|---|--------------------|-------------|-------------|-------------|
| Total Water Discharged (megaliters [ML]) | 106.3 | 87.8 | 70.1 | 65.4 |
| Water Discharged by Destination¹⁷ | | | | |
| Municipal Water or other entities | 106.3 | 87.8 | 70.1 | 65.4 |
| All other sources ¹⁸ | 0.0 | 0.0 | 0.0 | 0.0 |
| By Region | | | | |
| Asia Pacific | | | | |
| Total Water Withdrawn (ML) | 22.4 | 23.0 | 20.2 | 20.4 |
| Municipal Water or other entities (third-party water) | 22.4 | 23.0 | 20.2 | 20.4 |
| All other sources ¹⁸ | 0.0 | 0.0 | 0.0 | 0.0 |
| Water Withdrawn with High or Extremely High Baseline Water Stress (ML) | 4.4 | 5.9 | 4.8 | 4.7 |
| Municipal Water or other entities (third-party water) | 4.4 | 5.9 | 4.8 | 4.7 |
| All other sources ¹⁸ | 0.0 | 0.0 | 0.0 | 0.0 |
| Water Withdrawn with High or Extremely High Baseline Water Stress (%) | 20% | 25% | 24% | 23% |
| Water Discharged (ML) | 22.4 | 23.0 | 20.2 | 20.4 |
| EMEA (Europe, Middle East, and Africa) | | | | |
| Total Water Withdrawn (ML) | 18.7 | 19.0 | 13.6 | 15.5 |
| Municipal Water or other entities (third-party water) | 18.7 | 19.0 | 13.6 | 15.5 |
| All other sources ¹⁸ | 0.0 | 0.0 | 0.0 | 0.0 |
| Water Withdrawn with High or Extremely High Baseline Water Stress (ML) | 10.6 | 7.7 | 7.9 | 9.7 |
| Municipal Water or other entities (third-party water) | 10.6 | 7.7 | 7.9 | 9.7 |
| All other sources ¹⁸ | 0.0 | 0.0 | 0.0 | 0.0 |
| Water Withdrawn with High or Extremely High Baseline Water Stress (%) | 57% | 41% | 58% | 62% |
| Water Discharged (ML) | 18.7 | 19.0 | 13.6 | 15.5 |

Notes

¹⁷ Year-over-year water reductions are the result of an enterprise-wide cost savings initiative, which included office closures.

¹⁸ All other water sources includes: Surface Water, Ground Water, Rainwater, Produced Water, and Seawater.



| | (baseline) 2020 | 2023 | 2024 | 2025 |
|--|--------------------|----------------|----------------|----------------|
| Latin America | | | | |
| Total Water Withdrawn (ML) | 4.8 | 5.9 | 5.8 | 7.0 |
| Municipal Water or other entities (third-party water) | 4.8 | 5.9 | 5.8 | 7.0 |
| All other sources ¹⁹ | 0.0 | 0.0 | 0.0 | 0.0 |
| Water Withdrawn with High or Extremely High Baseline Water Stress (ML) | 4.3 | 3.2 | 5.1 | 6.4 |
| Municipal Water or other entities (third-party water) | 4.3 | 3.2 | 5.1 | 6.4 |
| All other sources ¹⁹ | 0.0 | 0.0 | 0.0 | 0.0 |
| Water Withdrawn with High or Extremely High Baseline Water Stress (%) | 89% | 55% | 88% | 91% |
| Water Discharged (ML) | 4.8 | 5.9 | 5.8 | 7.0 |
| U.S./Canada | | | | |
| Total Water Withdrawn (ML)²⁰ | 60.4 | 39.9 | 30.4 | 22.4 |
| Municipal Water or other entities (third-party water) | 60.4 | 39.9 | 30.4 | 22.4 |
| All other sources ¹⁹ | 0.0 | 0.0 | 0.0 | 0.0 |
| Water Withdrawn with High or Extremely High Baseline Water Stress (ML)²¹ | 21.9 | 19.7 | 11.0 | 3.8 |
| Municipal Water or other entities (third-party water) | 21.9 | 19.7 | 11.0 | 3.8 |
| All other sources ¹⁹ | 0.0 | 0.0 | 0.0 | 0.0 |
| Water Withdrawn with High or Extremely High Baseline Water Stress (%)²¹ | 36% | 49% | 56% | 17% |
| Water Discharged (ML) | 60.4 | 39.9 | 30.4 | 22.4 |
| Water Withdrawn - Normalized (ML/thousand employees) | 0.02 | 0.02 | 0.01 | 0.01 |
| Product Sustainability and Design | | | | |
| Total Packaging Materials - Plastic and Paper (metric tons)²² | — | 114,863 | 127,954 | 143,495 |
| Paper | — | 98,759 | 111,361 | 120,960 |
| Plastic | — | 16,104 | 16,593 | 22,535 |
| Plastic Packaging - Normalized (metric tons/\$ millions of revenue) | — | 4.1 | 4.6 | 5.5 |

Notes

¹⁹ All other water sources includes: Surface Water, Ground Water, Rainwater, Produced Water, and Seawater.

²⁰ Year-over-year water reductions are the result of an enterprise-wide cost savings initiative, which included office closures.

²¹ When actual data is unavailable, Hasbro estimates water based on the number of employees. In 2025, the company relied more heavily on estimates due to limited data. The reductions observed in 2025 were primarily driven by office closures in high water stress areas and a decrease in headcount, with the latter also affecting the estimation process.

²² 2023 and 2024 packaging data was restated to align with new reporting method. See [Additional Reporting Notes — Methodology Updates](#) and [Reporting Principles - Planet](#).

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



| | (baseline) 2020 | 2023 | 2024 | 2025 |
|---|--------------------|------|------|------|
| Total Packaging Materials - Plastic (metric tons)²³ | | | | |
| Virgin Plastic | — | 497 | 258 | — |
| Virgin Plastic (%) | — | 63% | 24% | — |
| Recycled Plastic | — | — | 198 | — |
| Recycled Plastic (%) | — | — | 18% | — |
| Biobased Plastic ²⁴ | — | 287 | 642 | — |
| Biobased Plastic (%) ²⁴ | — | 37% | 59% | — |

Notes

²³ Hasbro is enhancing its methodology to more accurately collect and report its plastic packaging data, therefore 2025 plastic packaging data by plastic characteristic is unavailable. 2023 and 2024 data represents Hasbro’s former method for calculating packaging data. This method differs from the calculation method for ‘Total Packaging Materials - Plastic and Paper (metric tons)’ above. See [Additional Reporting Notes — Methodology Updates](#).

²⁴ See [Reporting Principles - Planet](#).

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



Play Data

| | 2023 ²⁵ | 2024 | 2025 |
|--|--------------------|----------|----------|
| 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 | 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 |
| 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 Engagement²⁶ | | | |
| Direct Financial Support (\$M) | \$5.3 | \$8.0 | \$5.0 |
| Indirect Financial Support (\$M) | — | — | \$12.9 |
| Product Donations (estimated retail value, \$M) | \$9.9 | \$5.6 | \$8.5 |
| Total Philanthropic Support (\$M) | \$15.2 | \$13.6 | \$26.5 |
| Children and Adults Impacted (M) | 3.9 | 3.9 | 4.3 |

Notes

²⁵ See [Additional Reporting Notes - Treatment of Acquisitions and Divestitures](#).

²⁶ See [Reporting Principles — Play](#).

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



People Data

| | 2023 | 2024 | 2025 |
|--|--------------|--------------|--------------|
| Our Workforce²⁷ | | | |
| Total Workforce²⁸ | 5,659 | 5,114 | 6,390 |
| Total number of employees (Global) | 5,494 | 4,980 | 4,520 |
| Total number of temporary workers (Global) | 14 | 5 | 44 |
| Total number of contingent workers ²⁸ | 151 | 129 | 1,870 |
| Women in Our Workforce | | | |
| Female Employees | 51% | 48% | 48% |
| Female Leaders/Managers | 44% | 43% | 42% |
| Female Executive Leadership | 4 | 3 | 3 |
| Female Executive Leadership (%) ²⁷ | 44% | 33% | 43% |
| U.S. Female Employees | 47% | 45% | 46% |
| U.S. Female Leaders/Managers | 44% | 44% | 44% |
| Racial and Ethnic Diversity in Our Workforce (U.S.) | | | |
| Racially/Ethnically Diverse Employees | 23% | 23% | 24% |
| Racially/Ethnically Diverse Leaders/Managers | 15% | 17% | 16% |
| Racially/Ethnically Diverse New Hires | 40% | 31% | 23% |
| Employees by Ethnic Group (U.S.) | | | |
| American Indian/Alaskan | <1% | <1% | <1% |
| Asian | 9% | 9% | 9% |
| Black or African American | 3% | 3% | 3% |
| Hispanic/Latino | 8% | 7% | 7% |

Notes

²⁷ See [Reporting Principles — People](#).

²⁸ 2025 contingent worker data includes global contingent workers. 2023 and 2024 contingent worker data represents U.S. contingent workers only. See [Methodology Updates](#).



| | 2023 | 2024 | 2025 |
|---|-------------|-------------|-------------|
| Native Hawaiian or Pacific Islander | <1% | <1% | <1% |
| Two or More Races | 3% | 4% | 4% |
| White | 77% | 77% | 77% |
| Employees, New Hires and Turnover²⁹ | | | |
| Total Number of Employees | 5494 | 4985 | 4520 |
| Employees (Age Under 30 Years Old) | 674 | 550 | 385 |
| Employees (Ages 30-50 Years Old) | 3,735 | 3,485 | 3,189 |
| Employees (Ages 51+ Years Old) | 1,085 | 950 | 946 |
| Employees (Age Under 30 Years Old) (%) | 12% | 11% | 9% |
| Employees (Ages 30-50 Years Old) (%) | 68% | 70% | 70% |
| Employees (Ages 51+ Years Old) (%) | 20% | 19% | 21% |
| Total Number of New Employee Hires | 927 | 955 | 726 |
| Age (Global) | | | |
| Age Under 30 Years Old | 208 | 231 | 169 |
| Ages 30-50 Years Old | 523 | 525 | 438 |
| Ages 51+ Years Old | 54 | 66 | 119 |
| Gender (Global) | | | |
| Male | 42% | 41% | 49% |
| Female | 47% | 55% | 50% |
| Other | 1% | 1% | <1% |
| Undeclared | 10% | 3% | <1% |
| Voluntary Turnover % | 11% | 10% | 9% |
| Age (Global) | | | |
| Age Under 30 Years Old | 16% | 9% | 13% |

Notes

²⁹ See [Reporting Principles — People](#).



| | 2023 | 2024 | 2025 |
|---|-------|-------|-------|
| Ages 30-50 Years Old | 10% | 8% | 9% |
| Ages 51+ Years Old | 4% | 16% | 6% |
| Gender (Global) | | | |
| Male | 9% | 11% | 9% |
| Female | 10% | 9% | 9% |
| Undeclared | 5% | 9% | 6% |
| Race/Ethnicity (U.S.) | | | |
| American Indian/Alaskan | 0% | 0% | 0% |
| Asian | 10% | 8% | 4% |
| Black or African American | 7% | 12% | 15% |
| Hispanic/Latino | 9% | 12% | 9% |
| Native Hawaiian or Pacific Islander | 0% | 0% | 0% |
| Two or More Races | 3% | 5% | 3% |
| White | 6% | 10% | 8% |
| Employees, New Hires and Turnover by Region³⁰ | | | |
| U.S. | | | |
| Total Employees | 2,595 | 2,360 | 2,315 |
| New Hires | 293 | 412 | 446 |
| Voluntary Turnover | 7% | 10% | 8% |
| Canada | | | |
| Total Employees | 322 | 345 | 320 |
| New Hires | 102 | 91 | 62 |
| Voluntary Turnover | 14% | 8% | 7% |
| Asia Pacific | | | |
| Total Employees | 1,047 | 898 | 824 |

Notes

³⁰ See [Reporting Principles — People](#).



| | 2023 | 2024 | 2025 |
|--|------------|-----------|-----------|
| New Hires | 113 | 109 | 80 |
| Voluntary Turnover | 9% | 12% | 7% |
| Europe | | | |
| Total Employees | 1,181 | 1,000 | 843 |
| New Hires | 124 | 71 | 62 |
| Voluntary Turnover | 11% | 9% | 9% |
| Latin America | | | |
| Total Employees | 335 | 382 | 218 |
| New Hires | 154 | 140 | 76 |
| Voluntary Turnover | 20% | 8% | 23% |
| Hasbro employees covered by unions or collective bargaining agreements globally | 11% | 9% | 2% |
| Employee Engagement and Development³¹ | | | |
| Employee Engagement | | | |
| Proportion of employees self-assessing their level of engagement as actively engaged | — | 58% | 56% |
| Development | | | |
| Percentage of employees receiving regular performance reviews | — | 27% | 44% |
| Internal hiring rate | — | 13% | 7% |
| Promotion Rate (%) | | | |
| Gender (Global) | | | |
| Male | 5% | 10% | 9% |
| Female | 5% | 10% | 8% |
| Other | 4% | 17% | 8% |
| Undeclared | 6% | 5% | 9% |
| Race/Ethnicity (U.S.) | | | |
| American Indian/Alaskan | 0% | 0% | 0% |

Notes

³¹ See Reporting Principles — People.

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



| | 2023 | 2024 | 2025 |
|--|------|------|------|
| Asian | 6% | 11% | 10% |
| Black or African American | 3% | 4% | 5% |
| Hispanic/Latino | 7% | 15% | 10% |
| Native Hawaiian or Pacific Islander | 0% | 67% | 0% |
| Two or More Races | 6% | 24% | 12% |
| White | 6% | 14% | 11% |
| Region | | | |
| U.S. | 6% | 14% | 10% |
| Canada | 4% | 5% | 6% |
| Asia Pacific | 2% | 6% | 6% |
| Europe | 6% | 8% | 8% |
| Latin America | 6% | 8% | 4% |
| Supplier & Vendor Responsibility³² | | | |
| New suppliers that were screened using environmental criteria | 100% | 100% | 100% |
| New suppliers that were screened using social criteria | 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% | 88% |
| Direct suppliers' social responsibility audit non-conformance rate | 6.8% | 9.4% | 8.6% |
| Direct suppliers' social responsibility audit associated corrective action rate | 100% | 100% | 100% |
| Employee Health, Safety and Well-being³² | | | |
| Incidence Rates (per 200,000 hours worked) | | | |
| Total Recordable Injuries and Illness | 0.37 | 0.05 | 0.05 |
| For workers who are not employees but whose work and/or workplace is controlled by the organization | 0.11 | 0.04 | 0.05 |
| Total Lost Time Injuries and Illness | 0.21 | 0.08 | 0.05 |
| For workers who are not employees but whose work and/or workplace is controlled by the organization | 0.32 | 0.04 | 0.16 |

Notes

³² See [Reporting Principles — People](#).

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



| | 2023 | 2024 | 2025 |
|---|------|------|------|
| Total Lost Work Days | 1.50 | 0.50 | 0.30 |
| For workers who are not employees but whose work and/or workplace is controlled by the organization | 2.00 | 0.60 | 1.10 |
| 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)³³ | | | |
| U.S./Canada | | | |
| Recordable Injuries and Illness | 0.4 | 0.00 | 0.06 |
| Lost Time Injuries and Illness | 0.11 | 0.05 | 0.00 |
| Lost Work Days | 0.80 | 0.40 | 0.00 |
| EMEA (Europe, Middle East, Africa) | | | |
| Recordable Injuries and Illness | 0.14 | 0.08 | 0.00 |
| Lost Time Injuries and Illness | 0.49 | 0.24 | 0.29 |
| Lost Work Days | 3.30 | 1.20 | 2.10 |
| Asia Pacific | | | |
| Recordable Injuries and Illness | 0.00 | 0.00 | 0.00 |
| Lost Time Injuries and Illness | 0.00 | 0.06 | 0.00 |
| Lost Work Days | 0.00 | 0.18 | 0.00 |
| Latin America | | | |
| Recordable Injuries and Illness | 3.89 | 0.52 | 0.27 |
| Lost Time Injuries and Illness | 0.69 | 0.00 | 0.00 |
| Lost Work Days | 3.89 | 0.00 | 0.00 |

Notes

³³ See [Reporting Principles — People](#)



Principles Data

| | 2023 ³⁴ | 2024 | 2025 |
|--|--------------------|------------|------------|
| Corporate Governance | | | |
| Board of Directors | | | |
| Number of members on Hasbro's Board of Directors | 11 | 11 | 10 |
| Non-executive members | 10 | 10 | 9 |
| Independent members ³⁵ | 10 | 10 | 9 |
| Female members | 7 | 5 | 5 |
| Female members (%) | 64% | 45% | 50% |
| Average tenure of Board members (years)³⁶ | 8.3 | 3.8 | 5.8 |
| 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 ³⁷ | 100% | 100% | 100% |
| Total number of confirmed incidents of corruption | 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 | 63 | 61 | 53 |
| Total number of employees the organization's anti-corruption policies and procedures have been communicated to | 5,460 | 5,114 | 4,514 |

Notes

³⁴ See [Additional Reporting Notes - Treatment of Acquisitions and Divestitures](#)

³⁵ See Hasbro's [Standards for Director Independence](#)

³⁶ See [Hasbro's 2025 Proxy Statement](#), page 3-7

³⁷ Hasbro's annual Anti-Bribery and Corruption Risk Assessment covers the entire Hasbro organization, across all segments and operations around the world.



| | 2023 | 2024 | 2025 |
|--|--|--------------|--------------|
| 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. | | |
| Total number of employees who have received training on anti-corruption³⁸ | 4,823 | 4,903 | 5,305 |
| By Employee Category | | | |
| Board of Directors | Members of Hasbro's Board of Directors are trained approximately every 5 years. | | |
| Non-management (Levels 1-4) | 1,839 | 1,839 | 2,668 |
| Professionals (5 & 6) | 2,230 | 2,455 | 1,988 |
| Leadership (7+) | 556 | 609 | 642 |
| By Region | | | |
| U.S. | 2,243 | 2,417 | 2,813 |
| Canada | 269 | 302 | 376 |
| Asia | 971 | 919 | 937 |
| Pacific | 57 | 63 | 63 |
| Europe | 1,114 | 1,028 | 936 |
| Latin America (excluding Mexico) | 84 | 83 | 91 |
| Mexico | 85 | 91 | 89 |
| Total number of employees who completed annual code of conduct training | 4,756 | 4,951 | 4,512 |

Notes

³⁸ 2024 total restated due to a calculation error.



| | 2023 | 2024 | 2025 |
|--|------------|------------|------------|
| 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 and Energy

Emissions: Hasbro's GHG emissions were measured and calculated in accordance with management's criteria and in accordance with Scope 1, 2 and 3 emission methodologies. Scope 1 emissions have been prepared using guidance from the *GHG Protocol Corporate Accounting and Reporting Standard, Revised Edition* *GHG Protocol Corporate Accounting and Reporting Standard, Revised Edition* (published 2004 by WRI & WBCSD). 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 (published 2015 by WRI & WBCSD). Scope 3 GHG emissions have been prepared using guidance in the *WRI/WBCSD GHG Protocol and Technical Guidance for Calculating Scope 3 Emissions* (version 1.0; published 2013 by WRI & WBCSD), 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 or NF₃ emissions. Hasbro does not generate reportable quantities of particulate matter emissions, including when normalized.

Scope 1 Methodology: Scope 1 includes emissions associated with direct sources of energy including stationary combustion at facilities within Hasbro's operational control (e.g., natural gas, liquified propane gas, fuel oils, coal, where applicable), mobile fuel combustion from Hasbro's vehicle fleet and emissions associated with refrigerants. Facilities under Hasbro's operational control include owned and operated offices and distribution centers where Hasbro employees work, including traditional leases and shared coworking spaces. Where no actual invoice information is available, emissions estimates were made based on the square footage and similar facility type using industry average consumption estimates.

Scope 2 Methodology: Scope 2 includes emissions associated with indirect sources of energy purchased from the grid, including electricity, district heating, steam, and cooling consumption, where applicable. Where no actual invoice information is available, emissions estimates were

made based on the square footage and similar facility type using industry average consumption estimates.

Scope 3 Methodology: Scope 3 includes upstream and downstream emissions. Hasbro uses spend based method and activity data to calculate Scope 3. Several Scope 3 emissions Categories were estimated using a spend-based methodology, meaning emissions are estimated based on per-dollar basis emission factors for the applicable Scope 3 Category. Hasbro expenses from the previous calendar year were categorized based on expense type and assigned an applicable emissions factor. Relevant expenses (e.g., manufacturing, real estate, consulting and legal services, software, etc.) were grouped and reviewed by type. Expenses that were considered non-emissive (i.e., activities that do not generate emissions) were excluded from the analysis. 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 greenhouse gas accounting platform, which uses verified emissions data sources within the platform. When available, activity data was used in relevant categories. Category 1 was calculated using activity data and a spend-based method. Categories 2 and 4 were calculated using a spend-based method. Categories 3 and 5 were calculated using activity data. Category 6 was calculated using a distance-based method and a spend-based method. Category 7 was calculated using a formula that includes key data points from a hybrid model, including regional commuting modes and industry average distances as well as number of employees working at each location.

Total Energy Consumption: Total energy consumption was calculated using activity data derived from utility invoices



related to the consumption activities at each facility. Total energy consumption includes consumption of fuels (e.g., natural gas), purchased electricity, district heating and cooling, steam etc., where applicable. When activity data is representative of an entire building and Hasbro is a tenant, consumption was prorated based on building occupancy or number of workers.

Renewable Energy Certificates (RECs): Hasbro purchases Renewable Energy Certificates (RECs) in many markets to account for our electricity usage associated with Scope 2 market-based emissions. RECs represent one megawatt hour (MWh) of renewable energy generated on the same grid as our electricity consumption. 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

Waste: The total waste generated by operations was calculated for Hasbro O&O 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 waste data from other sites on a usage per square foot basis. For sites with incomplete invoices or data, estimates were made using available months' data and historical or industry averages based on the number of employees working at that location. Where no actual invoice information is available, emissions estimates were made based the number of employees working at that location industry average consumption estimates. Primary hazardous waste

materials generated included solvents, paint-related waste, etc.

Water

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 O&O facilities using activity data derived from utility invoices and/or information provided by facility landlords, when available. For sites without invoices or data, estimations were made using industry averages based on the number of employees working at that location. 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: 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.

Product Sustainability and Design

Total Plastic or Paper Packaging (metric tons): Packaging data using our product information management system. Hasbro is working on enhancing its data collection process for packaging materials, specifically sustainability attributes in packaging. Packaging data reported includes primary packaging and excludes transit packaging and retainable packaging (i.e., storage components).

Recycled or Biobased Plastic (%) in Packaging: For all years prior to 2025, packaging data was collected from our Tier 1 factories. This metric was 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. Hasbro did not report on these metrics in 2025 due to lack of available data.

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

Philanthropy

Total Direct Financial Support: Represents the combined total of charitable company sponsorships, donations raised from cause marketing, and cash grants made by Hasbro, Inc., its subsidiaries, and the Hasbro Foundation during the fiscal year. The company’s grant making is done through the Hasbro Foundation including all matching gift grants.

Total Indirect Financial Support: Represents the combined total of charitable contributions made by third parties by leveraging Hasbro IP. This is inclusive of funds generated from agency partnerships, commercial co-ventures with licensing partners, direct fundraising from fans and employee fundraising.

Product Donations (estimated retail value in \$M):

Estimated retail value of product donations made throughout Hasbro’s routine philanthropic giving.

Total Philanthropic Support: Represents combined total of direct financial contributions, indirect financial support and the estimated retail value of product donations.

People

Our Workforce

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. Data for years prior to 2025 represents the U.S. only and is estimated using information provided by the agencies Hasbro contracts with. Starting in 2025, data represents global contingent workers and is collected through Hasbro’s HR technology system. 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.

Female Executive Leadership (%): Calculated as the number of executives who identify as female divided by the total number of executives as of December 31st of the calendar year.

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.

Employees, New Hires and Turnover

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.

Employee Engagement and Development

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.

Environmental Health and Safety

Total Recordable Injuries Rate (TRIR): This is calculated as the number of total number of recordable injuries and illnesses per 200,000 working hours for the following regions: US and Canada, Latin America, Europe and Asia Pacific. This data is inclusive of Full-time Employees (FTE) and Workers who are not employees but whose work and/or workplace is controlled by the organization.

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 following regions: US and Canada, Latin America, Europe and Asia Pacific. This data is inclusive of Full-time Employees (FTE) 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 (TRIR and LTIR in the calendar year) for the entire company as well as or the following regions: US and Canada, Latin America, Europe and Asia Pacific. This data is inclusive of Full-time Employees (FTE) and Workers who are not employees but whose work and/or workplace is controlled by the organization.



Additional Reporting Notes

ESG Governance

Board of Directors

ESG governance starts with our Board of Directors, with specific oversight by our Nominating, Governance and Social Responsibility Committee ("Governance Committee"). ESG topics and European Sustainability Reporting Standards ("ESRS") Impact, Risks and Opportunities ("IRO"), such as environmental sustainability and climate change, are regular agenda items at Governance Committee meetings. The Governance Committee analyzes ESG issues in its regular meetings (typically quarterly) and, when applicable, makes recommendations to the full Board. The Audit Committee assists the Board in risk oversight for the Company by reviewing and discussing with Management, Internal Audit, Legal and Compliance personnel, and when applicable, the Sustainability team. The Audit Committee is also responsible for overseeing U.S. Securities and Exchange Commission (SEC) and public disclosures in specific areas of Hasbro's business, including climate and sustainability

Executive Leadership Team

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.

ESG Steering Committee

The ESG Steering Committee, whose members include leaders from Legal, Global Government Affairs, Finance, Internal Audit and Sustainability, oversees and guides efforts in identifying and assessing sustainability and ESG impacts, risks and opportunities, in alignment with prominent ESG regulations. The ESG Steering Committee meets quarterly and sets the direction for and supports stakeholder engagement on matters related to ESG.

The ESG Steering Committee provides guidance to the Sustainability/ESG team's strategy for assessing and managing the company's ESG topics that have the potential to impact the company's operational and financial performance over the short, medium and long-term. Given the cross-functional nature of the Committee, it is well-positioned to champion the integration of sustainability/ESG risk management and opportunity realization into strategic decision making across the business and drive the integration of climate risk considerations into business operations. Members of the ESG Steering Committee report to their respective members of the ELT and are responsible for escalating issues and decisions that require full ELT and/or Board advice in decision-making. This cross-functional senior leadership and executive leadership representation provides continuity and awareness regarding climate and environmental sustainability related matters.

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:** 2023 Philanthropy and Social Impact data
 - **Principles:** 2023 total number of employee trainings

Methodology Updates

Planet

- **GHG Data:** Hasbro transitioned to a new greenhouse gas accounting platform during the reporting year. As such, we have restated our Planet data due to the different emissions factors and methodology assumptions for estimates in this new platform. This ensures our emissions inventory reflects the most accurate and transparent methodology and system alignment across reporting periods.
- **Scope 1:** Mobile fuel data sources for fuel mileage were revised using assumptions associated with our new greenhouse gas accounting platform.
- **Scope 3, Categories 1-7:** 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. We are re-evaluating our methodology and

relevancy for Categories 8, 9, 11, 12, and 14 with reference to updated SBTi guidance. Categories 10, 13, and 15 are not applicable to Hasbro. Therefore, this Report includes assured data from Scope 3 Categories 1–7.

- **Scope 3, Category 1:** Scope 3 Category 1 previously did not include emissions associated with water withdrawal and distribution.
- **Total Packaging Material:** Packaging data has historically been collected from Tier 1 factories. In 2025, Hasbro began reporting on Total Packaging Material using data from our product information management system for more accurate and complete data. However, packaging characteristics such as recycled or biobased content in the Total Packaging Material - Plastic section of our data tables is unavailable through this method. Hasbro is working identifying these attributes and how to most accurately display its packaging data.

People

- **Contingent Workers:** Contingent worker data has historically been reported for the U.S. only due to data availability. In 2025, contingent worker data became more readily available globally.

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, 2025, 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 2025, 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.



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 Reporting Principles Additional Reporting Notes |
| 2-3 | Reporting period, frequency and contact point | |
| 2-4 | Restatements of information | |
| 2-5 | External assurance | |
| Activities and Workers | | |
| 2-6 | Activities, value chain and other business relationships | About Hasbro Hasbro 2025 Annual Report |
| 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 2026 Proxy Statement – Board Committees, page 9-10 Hasbro’s 2026 Proxy Statement – Board Tenure, page 19 |
| 2-10 | Nomination and selection of the highest governance body | Standards for Director Independence |
| 2-11 | Chair of the highest governance body | Hasbro’s 2026 Proxy Statement – Board Leadership Structure, page 17 Hasbro’s 2026 Proxy Statement – Executive Summary, page 23-25 |



| Disclosure | Description | Reference Location/Response |
|---|---|--|
| 2-12 | Role of the highest governance body in overseeing the management of impacts | Hasbro's 2026 Proxy Statement – Environmental, Social, Governance, page viii Hasbro's 2026 Proxy Statement – Shareholder Engagement, page vii Our Impact Strategy Additional Reporting Notes - ESG Governance |
| 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 2026 Proxy Statement – Certain Relationships and Related Person Transactions, page 69 |
| 2-16 | Communication of critical concerns | <p>In 2025, 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.</p> |
| 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 2026 Proxy Statement – Annual Evaluation for the Board and Board Committees, page 18 |
| 2-19 | Remuneration policies | Hasbro's 2026 Proxy Statement – Compensation Discussion and Analysis, page 23-36 Hasbro Clawback Policy |
| 2-20 | Process to determine remuneration | Hasbro's 2026 Proxy Statement – Compensation Process, page 28-29 |
| 2-21 | Annual total compensation ratio | Hasbro's 2026 Proxy Statement – CEO Pay Ratio, page 54 |
| Strategy, Policies and Practices | | |
| 2-22 | Statement on sustainable development strategy | Leadership Letter |



| Disclosure | Description | Reference Location/Response |
|------------------------------------|--|--|
| 2-23 | Policy commitments | Principles – Governance and Ethics |
| 2-24 | Embedding policy commitments | Our Impact Strategy Principles – Policies and Advocacy |
| 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 | 2025 Hasbro Annual Report – Form 10-K • Legal Proceedings , page 32 • Governmental and Legal Risks Relating to our Business , page 29 • Notes to Consolidated Financial Statements , page 57-97 • Other Expense (Income), Net , page 95-96 |
| 2-28 | Membership associations | About this Report – Updates Planet – Our Strategy Awards and Trade Associations Climate and Nature Transition Plan , page 18 |
| Stakeholder Engagement | | |
| 2-29 | Approach to stakeholder engagement | About this Report – Updates Planet – Our Strategy |
| 2-30 | Collective bargaining agreements | People Data – Employees, New Hires and Turnover by Region |
| GRI 3: Material Topics 2021 | | |
| 3-1 | Process to determine material topics | Leadership Letter About this Report |



| Disclosure | Description | Reference Location/Response |
|--|--|--|
| 3-2 | List of material topics | About this Report Our Impact Strategy Planet – Our Strategy Climate and Nature Transition Plan |
| GRI 205: Anti-corruption 2016 | | |
| 205-1 | Operations assessed for risks related to corruption | Principles Data – Business Ethics |
| 205-2 | Communication and training about anti-corruption policies and procedures | Principles Data – Business Ethics |
| 205-3 | Confirmed incidents of corruption and actions taken | Principles Data – Business Ethics |
| 3-3 | Management of material topics | Principles Data – Business Ethics Principles Data – Governance and Ethics |
| GRI 206: Anti-competitive Behavior 2016 | | |
| 206-1 | Legal actions for anti-competitive behavior, antitrust, and monopoly practices | Principles Data – 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 requirement. |
| 3-3 | Management of material topics | |
| GRI 301: Materials 2016 | | |
| 301-1 | Materials used by weight or volume | Planet Data – 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 |



| Disclosure | Description | Reference Location/Response |
|-----------------------------------|---|--|
| 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 |
| GRI 304: Biodiversity 2016 | | |
| 3-3 | Management of material topics | Our Impact Strategy Planet – Our Strategy Climate and Nature Transition Plan |
| GRI 305: Emissions 2016 | | |
| 305-1 | Direct (Scope 1) GHG emissions | Planet Data – Emissions and Energy Reporting Principles – Greenhouse Gas Emissions, Scope 1 |
| 305-2 | Energy indirect (Scope 2) GHG emissions | Planet Data – Emissions and Energy Reporting Principles – Greenhouse Gas Emissions, Scope 1 |
| 305-3 | Other indirect (Scope 3) GHG emissions | Planet Data – Emissions and Energy Reporting Principles – Greenhouse Gas Emissions, Scope 1 |
| 305-4 | GHG emissions intensity | Planet Data – Emissions and Energy |
| 305-5 | Reduction of GHG emissions | About this Report Planet Data – 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 Data – Emissions and Energy |



| Disclosure | Description | Reference Location/Response |
|--|--|--|
| 3-3 | Management of material topics | Our Impact Strategy 2025 Hasbro Annual Report – Form 10-K – ESG Progress , page 13 |
| GRI 306: Waste 2020 | | |
| 306-3 | Waste generated | Planet Data – 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 Data – Supplier & Vendor Responsibility |
| 308-2 | Negative environmental impacts in the supply chain and actions taken | People Data – Supplier & Vendor Responsibility Principles – Human Rights People – Ethical Sourcing |
| 3-3 | Management of material topics | Our Impact Strategy Planet – Materials and Design 2025 Hasbro Annual Report – Form 10-K – Human Rights and Ethical Sourcing , page 13 |
| GRI 401: Employment 2016 | | |
| 401-1 | New employee hires and employee turnover | People Data – Employees, New Hires & Turnover People Data – 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 2025 Hasbro Annual Report – Form 10-K • 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 2025 Hasbro Annual Report – Form 10-K – Human Capital Management , page 13-14 |
| GRI 402: Labor/Management Relations 2016 | | |



| Disclosure | Description | Reference Location/Response |
|---|--|--|
| 3-3 | Management of material topics | Our Impact Strategy People – Our Employees 2025 Hasbro Annual Report – Form 10-K – Human Capital Management, page 13-14 |
| GRI 403: Occupational Health and Safety 2018 | | |
| 403-9 | Work related injuries | People Data – 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 |
| GRI 405: Diversity and Equal Opportunity 2016 | | |
| 405-1 | Diversity of governance bodies and employees | Principles Data – Board of Directors People Data – Our Workforce People Data – Employees, New Hires and Turnover |
| 3-3 | Management of material topics | Our Impact Strategy 2025 Hasbro Annual Report – Form 10-K– Human Capital Management, page 13-14 |
| GRI 406: Non-discrimination 2016 | | |
| 406-1 | Incidents of discrimination and corrective actions taken | People Data – Labor Relations Reporting Principles – People |
| 3-3 | Management of material topics | Our Impact Strategy 2025 Hasbro Annual Report – Form 10-K – 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) Code of Conduct |



| Disclosure | Description | Reference Location/Response |
|---|--|---|
| 3-3 | Management of material topics | Additional Reporting Notes – ESG Governance Principles – Human Rights People – Ethical Sourcing 2025 Hasbro Annual Report – Form 10-K – 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) Code of Conduct |
| 3-3 | Management of material topics | Additional Reporting Notes – ESG Governance Principles – Human Rights People – Ethical Sourcing 2025 Hasbro Annual Report – Form 10-K – 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) Code of Conduct |
| 3-3 | Management of material topics | Additional Reporting Notes – ESG Governance Principles – Human Rights People – Ethical Sourcing 2025 Hasbro Annual Report – Form 10-K – Human Rights and Ethical Sourcing, page 13 |
| GRI 410: Security Practices 2016 | | |
| 410-1 | Security personnel trained in human rights policies or procedures | People Data – Labor Relations |



| Disclosure | Description | Reference Location/Response |
|---|---|--|
| 3-3 | Management of material topics | Principles – Human Rights People – Ethical Sourcing 2025 Hasbro Annual Report – Form 10-K – 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 | 2025 Hasbro Annual Report – Form 10-K – Philanthropy and Social Impact , page 14 |
| GRI 414: Supplier Social Assessment 2016 | | |
| 414-1 | New suppliers that were screened using social criteria | People Data – Supplier & Vendor Responsibility |
| 414-2 | Negative social impacts in the supply chain and actions taken | Reporting Principles – People People Data – 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 2025 Hasbro Annual Report – Form 10-K – Human Rights and Ethical Sourcing , page 13 |
| GRI 415: Public Policy 2016 | | |
| 415-1 | Political contributions | Principles Data – 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 Data – Product Quality and Safety |
| 416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services | Play Data – Product Quality and Safety |
| 3-3 | Management of material topics | Additional Reporting Notes – ESG Governance Play – Product Safety |



| Disclosure | Description | Reference Location/Response |
|---|--|---|
| 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 Data – Product Quality and Safety |
| 3-3 | Management of material topics | Play Data – Product Quality and Safety |
| GRI 418: Customer Privacy 2016 | | |
| 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | In 2025, 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 | 2025 Hasbro Annual Report – Form 10-K – Cybersecurity, page 30-31 |



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 | 88 (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 | 274,940,820 |
| | 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: 88 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 | 2025 Hasbro Annual Report – Form 10-K – Revenue Recognition, page 60-61, 64-66 |
| | 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 2025: <ul style="list-style-type: none"> • 0 unscripted television episodes • 136 digital-first animated episodes across 4 projects • 55 digital music videos across 1 project • 31 linear SVOD animated episodes across 2 projects • 0 feature films • 1 theatrical film episode |

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



| SASB Standard | Code | Accounting Metric | Category | Reference Location/Response |
|---|--------------|--|-------------------------|--|
| Internet Media and Services¹ | | | | |
| Environmental Footprint of Infrastructure | TC-IM-130a.1 | (1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable | Quantitative | Planet Data |
| | TC-IM-130a.2 | (1) Total water withdrawn (2) Total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress | Quantitative | Planet Data |
| | TC-IM-130a.3 | Discussion of integration of environmental considerations into strategic planning for data center needs | Discussion and Analysis | Hasbro incorporates environmental considerations related to data centers in its annual DMA. |
| Data Privacy, Advertising Standards & Freedom of Expression | TC-IM-220a.1 | Description of policies and practices relating to targeted advertising and user privacy | Discussion and Analysis | Hasbro Privacy Policy Principles - Responsible Technology |
| | TC-IM-220a.2 | Number of users whose information is used for secondary purposes | Quantitative | – |
| | TC-IM-220a.3 | Total amount of monetary losses as a result of legal proceedings associated with user privacy | Quantitative | – |
| | TC-IM-220a.4 | (1) Number of law enforcement requests for user information (2) number of users whose information was requested (3) percentage resulting in disclosure | Quantitative | – |
| | TC-IM-220a.5 | List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring | Discussion and Analysis | – |
| | TC-IM-220a.6 | Number of government requests to remove content, percentage compliance with requests | Quantitative | – |

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



| | | | | |
|---|--------------|---|-------------------------|---|
| Data Security | TC-IM-230a.1 | (1) Number of data breaches (2) percentage that are personal data breaches (3) number of users affected | Quantitative | In 2025, 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. |
| | TC-IM-230a.2 | Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards | Discussion and Analysis | Principles - Responsible Technology |
| Employee Recruitment, Inclusion & Performance | TC-IM-330a.1 | Percentage of employees that require a work visa | Quantitative | – |
| | TC-IM-330a.2 | Employee engagement as a percentage | Quantitative | People Data — Employee Engagement and Development |
| | TC-IM-330a.3 | Percentage of (1) gender and (2) diversity group representation for: (a) executive management (b) non-executive management, (c) technical employees (d) all other employees | Quantitative | People Data — Our Workforce |
| Intellectual Property Protection & Competitive Behavior | TC-IM-520a.1 | Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations | Quantitative | Hasbro is not reporting on this metric. |
| Activity Metrics | TC-IM-000.A | Entity-defined measure of user activity | Discussion and Analysis | Hasbro is not reporting on this metric. |
| | TC-IM-000.B | (1) Data processing capacity (2) percentage outsourced | Quantitative | Hasbro is not reporting on this metric. |
| | TC-IM-000.C | (1) Amount of data storage (2) percentage outsourced | Quantitative | Hasbro is not reporting on this metric. |

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

AWARDS & 2025 SCORES

CDP CLIMATE

B

ISS CORPORATE

B

S&P GLOBAL

38/100

JUST CAPITAL

JUST 100 List
#1 in Industry

SUSTAINALYTICS

9.9 Negligible Risk
#12 in Industry

3BL

100 Best Corporate
Citizens of 2025
#32 overall
#1 of 3 in industry

TRADE ASSOCIATIONS

