



Hasbro UK Limited Gender Pay Gap

with 2023 data



Our Approach

Through our commitment to supporting diversity and inclusion, we aspire to change the perspectives and stories present in business and society today that can limit people from reaching their full potential. We know that the more inclusive we are as a company, the stronger our business will be. As a company over half comprised of women, we seek to promote a workplace culture that values and empowers women, from providing best-in-class benefits to ensuring competitive and equitable pay. While we are making great strides, we recognize there is more work to be done, including ensuring women can advance their careers and continue to grow in leadership positions at Hasbro, and we are taking measurable actions.

By advancing inclusion and empowering women across our workplace, our business and our supply chain we believe we can help to make the world a better place for all.



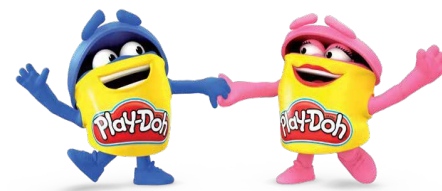
Our Workforce and Culture

We are committed to promoting a culture of diversity, inclusion and belonging in which everyone feels valued, respected and engaged as we embrace the unique skills, experiences and talents of our global workforce. This commitment drives us as we evaluate new and effective ways to embed a culture of inclusion and belonging across our business so that it runs through every aspect of the employee experience at Hasbro, ensuring that everyone is supported to fulfill their potential.

Our culture of inclusion is based on three priorities:

- 1** Build a diverse workforce that reflects the consumers and communities we serve globally.
- 2** Foster a culture of inclusion where all employees are welcome and empowered to be themselves and make their most significant contribution.
- 3** Support employees in our workplace, including women, with an ongoing commitment to gender balance in leadership positions and pay equity.

UK Gender Pay Gap - 2023



Hasbro's Gender Pay Gap as of 5 April 2023:

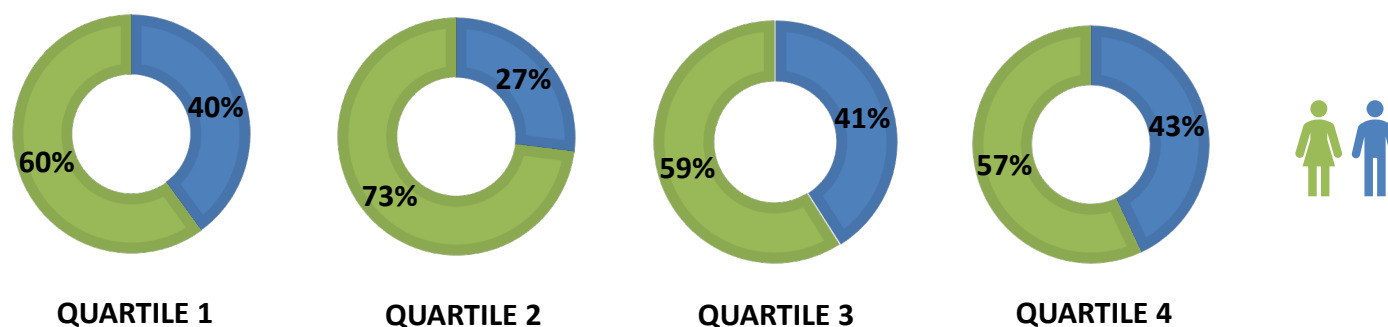
Gender Pay Gap	Difference in Mean pay between Male and Female employees	10.32%
	Difference in Median pay between Male and Female employees	6.35%

The table above is a snapshot of the difference in the average hourly pay between males and female employees across all levels of the UK organisation. The hourly pay figure used to calculate the difference includes all items specified in the regulations, such as Base Salary, Car and Shift allowances paid in the April pay period.

For comparison purposes, the National average gender pay gap was 14.3% as of April 2023 (Source: Office of National Statistics).

The charts below illustrate the gender distribution across Hasbro UK by dividing male and female employees into four equally sized quartiles based on hourly pay and each containing on average 105 employees. We are confident that Male and Female employees are paid almost equally across all the quartiles.

Proportion of Males and Females in each Quartile as of 5th April 2023:



Despite the positive female representation, the pay gap is prevalent across senior management. The pay differences are a result of factors unrelated to gender, such as;

- Job roles & responsibilities within a grade - we looked at a sample of senior roles and identified that although they were in the same job level, their jobs were marked differently in scale and responsibility.
- Market forces - we have some key roles which are unique and command a market premium.
- Scope & Geography - many of the senior roles are part of a Global/EurAsia structure and not primarily dedicated to the UK.

Bonus Pay Gap

To calculate the Bonus Gap, we have considered Long term Incentive (LTI), Performance Reward Program (PRP) and Sales Related Program (SRP) payments received in the last year.

Bonus Pay	Difference in Mean bonus pay between Male and Female employees	43.49%
Gap	Difference in Median bonus pay between Male and Female employees	-31.91%

The current bonus pay gap can be explained as follows:

- The structure of our bonus arrangements, where bonus potential is set as a percentage of salary and increases with job level. The figures indicate that female bonuses were higher at the mid-point level during the snapshot period. The median bonus pay gap was in favour of females in comparison to males; this means that at the mid-point level women were paid 31.91% more in bonus than men.
- The negative median bonus gap is also driven by having more females in Director roles compared to Males which leads to a higher overall bonus payout for females.
- Despite the difference in median, the mean bonus pay gap shows that females are paid on average 43.49% less than males, mainly due to high value Stock Options being predominantly exercised by males.

Proportion of Male and Female employees who received bonus pay

All employees at Hasbro are eligible for a performance bonus which is based on earned income for the year. Based on company policy not all employees received a bonus for 2023 due to their hire date in the company. This has impacted our total percentage of males and females being paid a bonus for 2023.



Summary

At Hasbro we are confident that our Male and Female employees are paid equally for doing equivalent jobs across the business.

We will continue to take action to address any gaps and to make sure our policies and procedures are fair for all employees.

Simon O'Farrell

HR Director, UK





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