

2023 ESG REPORT



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Introduction

> ABOUT HASBRO

Hasbro is a leading toy and game company whose mission is to entertain and connect generations of fans through the wonder of storytelling and exhilaration of play. Hasbro delivers play experiences for fans of all ages around the world, through toys, games, licensed consumer products, digital games and services, location-based entertainment, film, TV, and more. With a portfolio of over 1,800 iconic brands including MAGIC: THE GATHERING, DUNGEONS & DRAGONS, Hasbro Gaming, NERF, TRANSFORMERS, PLAY-DOH and PEPPA PIG, as well as premier partner brands, Hasbro brings fans together wherever they are, from tabletop to screen.

Hasbro is guided by our Purpose to create joy and community for all people around the world, one game, one toy, one story at a time. 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, one of the World's Most Ethical Companies by Ethisphere Institute and one of the 50 Most Community-Minded Companies in the U.S. by the Civic 50.



Welcome Note



At Hasbro, we believe in the power of play. Through games, toys and experiences, people connect in very special ways; they delight in passing GO, join a dance party with FURBY, or band together to slay dragons. Our products inspire smiles, create memories, and spark imagination. Play really is a superpower. And as a global leader in games, IP and toys, Hasbro is committed to using our superpower for good.

For over 100 years, Hasbro's business has been anchored in purpose; delivering value and building trust with our stakeholders. And as you'll see in this report, 2023 was no different. We again saw the impact of our purpose-led efforts, with key accomplishments across our four ESG pillars of Planet, Play, People, and Principles. The Science-Based Target initiative (SBTi), the gold-standard for carbon reduction goal setting, validated our short- and long-term science-based targets for GHG reduction. We performed our first climate scenario analysis to integrate climate into our risk management process. We took meaningful steps to strengthen our mental health and well-being offerings for our global workforce. And through our global philanthropic efforts, we empowered new generations of play makers, through talent development initiatives like Girl Innovators of Play, which we launched on the International Day of the Girl, in partnership with Girl Up, a girl-centered leadership development initiative of the United Nations Foundation.

We also expanded our ESG reporting by strengthening our technical approach and leveraging more detailed data that we believe positions the business for success and delivers value for shareholders, employees and communities alike.

I want to recognize all our team members around the world whose efforts contributed to the accomplishments in this report. Thank you. Together, we've made key performance advancements while strengthening our ESG strategy for the long term. I'm proud of what we've achieved, and I look forward to continuing to build on Hasbro's unmatched legacy of impact through play.

A handwritten signature in black ink, appearing to read 'B. Thomson'.

Bertie Thomson
EVP and Chief Communications Officer

> ABOUT THIS REPORT

Overview

This Environmental, Social, Governance (ESG) Report discloses Hasbro's ESG performance data and progress for the calendar year 2023 (January 1, 2023–December 31, 2023). This Report includes the collective performance of all Hasbro, Inc. legal entities as of December 31, 2023. We report on progress through our four key areas of impact: Planet, Play, People and Principles.

Reporting Standards

We have prepared this Report in reference to the Global Reporting Initiative (GRI) 2021 Standards and the Sustainability Accounting Standards Board (SASB) sector standards of Toys and Sporting Goods and Media and Entertainment. The GRI and SASB indices can be found on **pages 32** and **40**, respectively.

We are in the process of aligning our current ESG reporting with the International Sustainability Standards Board (ISSB) and are on track to report in reference to ISSB in our next reporting cycle. Foundational to this work is preparing our climate risk disclosures in alignment with IFRS S2, a specific set of ISSB requirements that incorporate core elements of Task Force on Climate-Related Financial Disclosures (TCFD). Additionally, we are preparing to report in alignment with the European Union's Corporate Sustainability Reporting Directive (CSRD) currently expected in 2026.

Updates

Entertainment One (eOne) Sale: On December 27, 2023, Hasbro completed the sale of eOne's Film and TV business to Lionsgate¹. To align with our reporting approach in instances of acquisitions and divestitures across our business, 2023 ESG data related to eOne's Film and TV business has been excluded from this report, with a few exceptions where it was not feasible to exclude eOne Film and TV data. More information can be found in Additional Reporting Notes – Treatments of Acquisitions and Divestitures, **page 30**, and referenced in the footnotes of this Report.

- > **Planet:** 2023 data excludes eOne Film and TV.
- > **Play:** 2023 data excludes eOne Film and TV, except for Philanthropy, Social Impact, and Employee Volunteer Engagement data.
- > **People:** 2023 data excludes eOne Film and TV. However, a portion of our People metrics (e.g., voluntary turnover, new hires, and promotion rate) use an average of 2022 and 2023 data and therefore partially incorporates eOne Film and TV.
- > **Principles:** 2023 data excludes eOne Film and TV, except for employee training which represents the total number of trainings completed in 2023.

For updates on methodology changes, please see Additional Reporting Notes – Methodology Updates, **page 30**.

¹ See Hasbro's 2023 10-K, pages 6-7.

> ESG AT HASBRO

At Hasbro, our Purpose is to create joy and community for all people around the world, one game, one toy, one story at a time. ESG at Hasbro is the framework for translating our Purpose into action – getting from “why” we exist to “how” we deliver sustainable long-term value for our business.

ESG governance starts with our Board of Directors with specific oversight by our Nominating, Governance and Social Responsibility Committee of the Board (Governance Committee). ESG topics, such as climate and environment, human rights and Diversity, Equity and Inclusion, are regular agenda items at Governance Committee meetings. The Governance Committee analyzes these issues and makes recommendations to the full Board. In addition, the Audit Committee of our Board oversees the Securities and Exchange Commission and public disclosures in specific areas like conflict minerals, climate and sustainability, cybersecurity and enterprise risk. Through our Compensation Committee, the Board considers ESG performance and priorities when determining performance and compensation for our senior executives. The full Board receives regular updates regarding our ESG progress. In addition to Board-level governance, our CEO and the Executive Leadership Team (ELT) regularly review our ESG performance, progress and opportunities. Our ESG Committee, comprised of our ELT and members of our global corporate sustainability team, meets several times a year to ensure rigorous management oversight of the Company’s ESG strategy, impact and performance. The ESG Committee sets the direction for our global ESG strategy and ensures the integration of ESG throughout the organization and supply chain.

Please reach out to HasbroSustainability@hasbro.com with questions or feedback.

2023 ESG Performance

We believe consistent ESG performance and transparent reporting builds trust with our stakeholders and contributes to the sustainable growth of our company. In this Report, we disclose quantitative ESG performance with key 2023 accomplishments within the following areas of impact:



Planet

emissions, water, waste, materials and biodiversity.



Play

philanthropy, social impact and product safety.



People

employee activity, workforce demographics and environmental health and safety.



Principles

governance, ethics/compliance, ethical sourcing and cybersecurity.





Planet

Doing business sustainably delivers value for our company and positively impacts our people and the planet. Our key sustainability initiatives for 2023 reinforced our focus on taking measurable action to drive scalable change. In 2023, we took meaningful steps to deepen our understanding of the impact of our value chain with the goal of minimizing our footprint and building resilience for the long term.

GHG Reduction Goals

In the summer of 2023, we hit a big milestone in our climate journey. The SBTi validated Hasbro's near-term and long-term science-based emissions reduction targets¹. Because the divestiture of eOne's Film and TV business represented a significant change in our company structure, our team embarked on a multi-month recalculation process to rebase our emissions in line with SBTi guidance. We are on track to recalculate and revalidate our SBTi targets in the fall of 2024. We remain committed to reducing our emissions and will partner with SBTi to ensure the same level of ambition is reflected in our new targets.

Climate Risk and Resilience

As part of our strategy to build climate resiliency and de-risk our business from the impacts of climate change, in 2023 we performed our first climate scenario analysis. Through group discussions, interviews and workshops with senior leaders and partners from our Internal Audit, Legal, Risk Management, IT, Government Affairs, and Investor Relations teams, we identified both transitional and physical climate-related risks and opportunities that Hasbro faces today and may face in the future. As a next step, we initiated work to prioritize the identified risks and gather a deeper understanding of the potential financial implications of the higher priority risks. In parallel, we worked with our Risk Management team to integrate climate into our existing enterprise risk management process.

Biodiversity Assessment

In our 2022 ESG materiality assessment, biodiversity was identified as an emerging material topic. In 2023, as a first step to understand our biodiversity impacts, Hasbro conducted a biodiversity screening, where we leveraged the Global Biodiversity Score (GBS) and the WWF Biodiversity Risk Filter (BRF) tools. While this screening was high level and only focused on a portion of our value chain, it provided insight on our nature-related dependencies, impacts, risks, and opportunities, and where further assessment is needed. We are using these results to inform a more strategic analysis of our biodiversity impacts in 2024.

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

Emissions & Energy – Summary^{2, 3}
Greenhouse Gas Emissions (GHG) (metric tons CO₂e)

> Total Direct (Scope 1) ⁴	4,363	4,591	4,677	4,040
> Total Energy Indirect (Scope 2) – location-based ⁵	5,763	6,061	6,370	5,239
> Total Energy Indirect (Scope 2) – market-based ⁴	244	266	206	250
> Total Scope 1 & 2 – location-based	10,126	10,653	11,047	9,280
> Total Scope 1 & 2 – market-based	6,007	6,327	6,577	5,490
> Total Scope 3	1,403,661	1,461,528	1,209,340	1,032,394
> Verified Carbon Offset Credits	7,003	–	–	–

Energy Consumed Within the Organization (megawatt hours [MWh])

Total Energy Consumption	23,051	23,132	24,257	19,044
> Electricity (consumed from the grid) ⁵	21,842	21,811	23,177	17,801
> Other Fuel Sources	1,209	1,321	1,080	1,243
> Total Normalized (MWh/\$ millions of revenue)	4.2	3.6	4.1	3.8

Renewable Energy Usage

> Renewable Energy Certificates (Matching Hasbro electricity sourced from grid)	21,842	21,811	23,177	17,801
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Emissions & Energy – Details^{2, 3}
SCOPE 1 (Direct)

> Asia Pacific	29	64	61	84
> EMEA (Europe, Middle East, Africa) ⁵	1,754	1,879	1,655	1,411
> Latin America ⁵	138	154	128	94
> U.S./Canada ⁵	2,441	2,494	2,832	2,451
Total Scope 1 (Direct)	4,363	4,591	4,677	4,040
> Normalized (metric tons/\$ millions of revenue)	0.8	0.7	0.8	0.8

SCOPE 2 (Indirect)

> Asia Pacific	1,057	956	968	973
> EMEA (Europe, Middle East, Africa)	1,133	1,211	1,033	899
> Latin America	338	348	349	316
> U.S./Canada ⁵	3,235	3,546	4,021	3,052
Total Scope 2 (Indirect)	5,763	6,061	6,370	5,239
> Normalized (metric tons/\$ millions of revenue)	1.1	0.9	1.1	1.0
Total GHG Emissions (Scope 1 and 2)	10,126	10,653	11,047	9,280
> Total Normalized (metric tons/\$ millions of revenue)	1.9	1.7	1.9	1.9

² See Reporting Principles – Planet, **page 25**
³ For year-over-year data treatment, see Updates – eOne Sale, **page 3** and Treatment of Acquisitions and Divestitures, **page 30**
⁴ See Additional Reporting Notes – Methodology Updates, **page 30**
⁵ 2023 decline due to office closures

2020
baseline

2021
2022
2023
SCOPE 3 (Total Other Indirect)

> Category 1: Purchased goods and services ⁶	1,185,925	1,110,614	986,727	799,578
> Category 2: Capital goods	51,636	51,444	50,707	45,725
> Category 3: Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2 ⁹	2,549	2,628	2,755	2,239
> Category 4: Upstream Transportation and Distribution ⁶	42,514	139,631	42,989	22,550
> Category 5: Waste Generated in Operations	2,306	1,393	2,018	2,532
> Category 6: Business travel ⁷	2,876	1,388	5,174	10,107
> Category 7: Employee commuting	6,014	6,238	6,651	5,251
> Category 8: Upstream leased assets ⁸	0	0	0	0
> Category 9: Downstream transportation and distribution	66,841	69,597	57,588	49,162
> Category 10: Processing of sold products ⁸	–	–	–	–
> Category 11: Use of sold products ⁸	0	0	0	0
> Category 12: End-of-life treatment of sold products	29,195	56,796	33,514	74,738
> Category 13: Downstream leased assets ⁸	–	–	–	–
> Category 14: Franchises	13,805	21,800	21,219	20,512
> Category 15: Investments ⁸	–	–	–	–
Total Scope 3 (Other Indirect)	1,403,661	1,461,528	1,209,340	1,032,394

Greenhouse Gas Emissions by Type (Scope 1 & 2; metric tons CO₂e)

> CO ₂	10,345	10,149	10,621	8,688
> CH ₄	24	25	26	21
> N ₂ O	35	32	33	25
> Refrigerants – HFCs & PFCs ⁹	536	657	662	544
> SF ₆	0	0	0	0
> NF ₃	0	0	0	0
> Particulate Matter	De minimis	De minimis	De minimis	De minimis
> Biogenic CO ₂	0	0	0	0

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

⁶ 2023 reductions due to an enterprise-wide cost-savings initiative, the Operational Excellence Program, which includes supply chain transformation. As this category includes a spend-based method, savings from this Operational Excellence Program will be reflected in emissions values for this category.

⁷ Travel restrictions were lifted in 2023

⁸ See Reporting Principles – Planet, **page 26** for more information.

⁹ See Additional Reporting Notes – Methodology Updates, **page 30**

**2020
baseline**
2021
2022
2023
Waste^{10, 11}

Total Waste Generated (metric tons)	4,656	3,237	4,349	5,160
Total of Hazardous Waste	8.6	4.0	2.4	7.5
> Disposal ¹²	8.6	4.0	2.4	7.5
> Normalized (metric tons/million square feet)	1.5	0.8	0.5	2.0
Total of Non-Hazardous Waste	4,648	3,233	4,346	5,153
> Recycling	827	1,013	1,030	951
> Disposal	3,821	2,220	3,316	4,202
Total Significant Spills (#)	0	0	0	0

Water^{10, 11}

Total Water Consumption (Megaliters [ML])	0	0	0	0
Total Water Withdrawn (Megaliters [ML])	53.6	46.3	45.6	43.3

Water Withdrawn by Source

> Surface Water	0	0	0	0
> Ground Water	0	0	0	0
> Municipal Water or other entities (third-party water)	53.6	46.3	45.6	43.3
> Rain Water	0	0	0	0
> Produced Water	0	0	0	0
> Seawater	0	0	0	0
Total Water Discharge (Megaliters [ML])	53.6	46.3	45.6	43.3

Water Discharge by Destination

> Surface Water	0	0	0	0
> Ground Water	0	0	0	0
> Municipal Water or other entities	53.6	46.3	45.6	43.3
> Other entities and seawater	0	0	0	0

¹⁰ See Reporting Principles – Planet, **page 26**
¹¹ see Updates – eOne Sale, **page 3** and Treatment of Acquisitions and Divestitures, **page 30**
¹² 2023 hazardous waste disposal increase due to disposal of expired hand sanitizer that was purchased in the height of the COVID-19 pandemic.

2020
baseline

2021
2022
2023
By Region
Asia Pacific

Total Water Withdrawn (ML)	3.3	4.1	4.0	5.7
> Surface Water	0	0	0	0
> Ground Water	0	0	0	0
> Municipal Water or other entities (third-party water)	3.3	4.1	4.0	5.7
> Rain Water	0	0	0	0
> Produced Water	0	0	0	0
> Seawater	0	0	0	0
Water Withdrawn with High or Extremely High Baseline Water Stress (ML)	0.2	0.3	0.3	0.4
> Surface Water	0	0	0	0
> Ground Water	0	0	0	0
> Municipal Water or other entities (third-party water)	0.2	0.3	0.3	0.4
> Rain Water	0	0	0	0
> Produced Water	0	0	0	0
> Seawater	0	0	0	0
Water Withdrawn with High or Extremely High Baseline Water Stress (%)	5%	7%	8%	7%
Water discharged (ML)	3.3	4.1	4.0	5.7

EMEA (Europe, Middle East, and Africa)

Total Water Withdrawn (ML)	11.6	8.2	10.2	11.9
> Surface Water	0	0	0	0
> Ground Water	0	0	0	0
> Municipal Water or other entities (third-party water)	11.6	8.2	10.2	11.9
> Rain Water	0	0	0	0
> Produced Water	0	0	0	0
> Seawater	0	0	0	0
Water Withdrawn with High or Extremely High Baseline Water Stress (ML)	5.3	4.3	4.2	3.1
> Surface Water	0	0	0	0
> Ground Water	0	0	0	0
> Municipal Water or other entities (third-party water)	5.3	4.3	4.2	3.1
> Rain Water	0	0	0	0
> Produced Water	0	0	0	0
> Seawater	0	0	0	0
Water Withdrawn with High or Extremely High Baseline Water Stress (%)	46%	53%	41%	26%
Water discharged (ML)	11.6	8.2	10.2	11.9

2020
baseline

2021
2022
2023
Latin America

Total Water Withdrawn (ML)	3.6	2.1	2.1	1.9
> Surface Water	0	0	0	0
> Ground Water	0	0	0	0
> Municipal Water or other entities (third-party water)	3.6	2.1	2.1	1.9
> Rain Water	0	0	0	0
> Produced Water	0	0	0	0
> Seawater	0	0	0	0
Water Withdrawn with High or Extremely High Baseline Water Stress (ML)	3.4	1.9	2.1	1.9
> Surface Water	0	0	0	0
> Ground Water	0	0	0	0
> Municipal Water or other entities (third-party water)	3.4	1.9	2.1	1.9
> Rain Water	0	0	0	0
> Produced Water	0	0	0	0
> Seawater	0	0	0	0
Water Withdrawn with High or Extremely High Baseline Water Stress (%)	94%	92%	98%	98%
Water discharged (ML)	3.6	2.1	2.1	1.9

U.S./Canada

Total Water Withdrawn (ML)	35.1	31.8	29.3	23.8
> Surface Water	0	0	0	0
> Ground Water	0	0	0	0
> Municipal Water or other entities (third-party water) ¹³	35.1	31.8	29.3	23.8
> Rain Water	0	0	0	0
> Produced Water	0	0	0	0
> Seawater	0	0	0	0
Water Withdrawn with High or Extremely High Baseline Water Stress (ML)	11.8	10.4	11.7	8.7
> Surface Water	0	0	0	0
> Ground Water	0	0	0	0
> Municipal Water or other entities (third-party water)	11.8	10.4	11.7	8.7
> Rain Water	0	0	0	0
> Produced Water	0	0	0	0
> Seawater	0	0	0	0
Water Withdrawn with High or Extremely High Baseline Water Stress (ML)	34%	33%	40%	37%
Water discharged (ML)¹³	35.1	31.8	29.3	23.8
Water Withdrawn Normalized (ML/thousand employees)	0.01	0.01	0.01	0.01

¹³2023 decline due to office closures



Play

While giving back through play has been fundamental to our business since our founding, we used 2023 to redefine our Social Impact strategy through the creation of three foundational social impact pillars: Access to Play, Play Relief and Play Makers. We support these pillars through strategic partnerships and business assets, including financial and in-kind support, the time and talent of our employees and the power of our brands.

1. Access to Play

We believe that play is a human right. Play builds resilience, contributes to personal growth and delivers happiness. By partnering with non-profits such as Toys for Tots and Special Olympics, Hasbro helps to remove obstacles to play and delivers toys and games to children and families in need. In 2023, we partnered with Adopt-A-Classroom.org to provide DUNGEONS & DRAGONS (D&D) Library & Afterschool Club Kits to 200 schools in underprivileged areas, while also granting funding for classroom supplies.

2. Play Relief

From aiding disaster-stricken areas to uplifting young heroes in health battles, Hasbro is committed to bring joy when it matters most. Through partnerships with organizations such as Good360 and Save the Children, Hasbro helps provide relief to individuals and communities through play experiences and product donations. Last year, our subsidiary Wizards of the Coast pledged \$5M to Seattle Children's Magnuson Autism Center. Our funding will support innovation, outreach and care for families in the Pacific Northwest. A portion of this pledge is raised by our fans through annual Extra Life campaigns, in which proceeds from designated MAGIC: THE GATHERING and D&D products are donated.

3. Play Makers

Our Play Makers pillar empowers the next generation of game creators and toy designers through game development, STEM, and design education, tailored to support diverse communities. In October 2023, Hasbro announced the Girl Innovators of Play program at the White House on International Day of the Girl. In partnership with Girl Up, a girl-centered leadership development initiative of the United Nations Foundation, Hasbro strives to bridge the gender gap in STEM.

Team Hasbro

Team Hasbro, Hasbro's employee volunteer program, supports these play pillars throughout the year. To celebrate Hasbro's 100th anniversary, we launched the #TeamHasbro100Challenge, to complete 100 volunteer projects before Hasbro's annual company-wide day of service, Global Day of Joy, in December. With projects ranging from creating play spaces, mentorship, park cleanups and more, we surpassed our goal and completed 120 projects. More than 80% of employees across the globe volunteered in their local communities and completed more than 200 projects.

	2021	2022	2023
Product Quality and Safety¹			
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	2	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
Product Sustainability and Design¹			
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
Total Packaging Materials (metric tons) ²	–	–	784
> Virgin Plastic	–	–	497 (63%)
> Recycled Plastic	–	–	0 (0%)
> Biobased Plastic	–	–	287 (37%)
> Plastic packaging materials used per revenue (\$)	–	–	0.20
Philanthropy, Social Impact and Employee Volunteer Engagement¹			
Employee Volunteer Hours	36,206	45,020	43,597
Employee Volunteer Rate	95%	84%	82%
Financial Support (in million dollars)	7.5	6.6	5.3
Product Donations (estimated retail value in million dollars) ³	9.8	14.9	9.9
Total Philanthropic support (in million dollars) ²	17.3	21.5	15.2
Children and Adults Impacted (millions)	6.1	4.2	3.9

¹ For year-over-year data treatment, see Updates – eOne Sale, page 3 and Treatment of Acquisitions and Divestitures, page 30

² See Reporting Principles – Play, page 27.

³ In 2022, Hasbro's product donations increased due to the sale of Russia offices, a 1:1 donation campaign through Hasbro Pulse, and donations to Ukraine.



People

Initiatives implemented and progress made in 2023, particularly within Talent Development and Total Rewards, were fundamental in cultivating an empowering and inclusive culture with a winning mindset.

Talent Development

In 2023 we built the foundation of a performance culture by creating a global talent management framework, supported by standardized tools, talent assessments and technology. Part of this included the implementation of structured quarterly conversations across the company. These quarterly performance reviews facilitate alignment between individual goals and company goals and provide more dedicated time for development conversations. To create a common understanding across the organization for people leader accountabilities, we launched Managers Essentials, a roadmap for upskilling manager capabilities through various points of the employee journey. We also launched the Play Together Grow Together Portal on our Company intranet which serves as a one-stop destination for all employees to access learning and development opportunities and resources.

Total Rewards

In 2023 to better attract, develop, and retain our talent, we refreshed our Total Rewards strategy to further support our team inside and outside of the workplace. Our Total Rewards strategy and programs, inclusive of compensation, benefits, and recognition opportunities, strike the right balance of paying for the skills and experience based on the local markets in which we operate and incentivizing business and individual performance. A key component of our Total Rewards strategy is to deliver holistic well-being programs. An example of this is the expansion of our mental health offering, including a company-wide week off in July, trainings to help managers identify mental health risk factors, reinforcing our commitment on flexible work arrangements, and announcing a new mental health and wellness resource, Modern Health. We're proud to share that we were named as one of the 100 Best Adoption-Friendly Workplaces in the U.S. in 2023 by the Dave Thomas Foundation.

Diversity, Equity and Inclusion

At Hasbro, we believe that supporting all people and promoting inclusion across our business and society makes the world a better place for all. We're committed to creating a diverse and inclusive culture that helps employees know they are valued, respected and empowered to bring their best ideas forward. We celebrate diversity because we believe that rich, varied perspectives generate the best ideas, which in turn help us reflect diversity, inclusion and belonging across our brands and play experiences. We are committed to Hasbro being a leading destination for women and under-represented groups through broad recruitment strategies, talent development initiatives, efforts to promote an inclusive workplace, and equitable policies and practices, as highlighted on the next page.



People

In 2023 we continued to make progress on the following:

- > Continued focus on delivering against our 50% Diverse Slate initiative in the U.S.
- > Continued support of our Employee Resource Groups which allows employees to connect around a common purpose and celebrate key cultural moments across the organization.
- > Ensure balanced representation in our learning and development initiatives.
- > Provide inclusive reviews of our product, marketing and stories to ensure our consumers and fans see themselves reflected and included in our brands.
- > Continued connections between our employees and our social impact partners through programs that foster a sense of purpose and community.

	2021	2022	2023
Our Workforce^{1, 2}			
Total Workforce^{3, 4}	6,551	6,666	5,659
> Total number of employees (Global)	6,239	6,300	5,494
> Total number of temporary workers (Global)	181	28	14
> Total number of contingent workers (U.S.) ^{4, 5}	131	338	151
Women in Our Workforce			
> Female Employees	55%	53%	51%
> Female Leaders/Managers	46%	45%	44%
> Female Executive Leadership	3	4	7
> U.S. Female Employees	52%	50%	47%
> U.S. Female Leaders/Managers	43%	44%	44%
Racial and Ethnic Diversity in Our Workforce (U.S.)			
> Racially/Ethnically Diverse Employees	22%	22%	23%
> Racially/Ethnically Diverse Leaders/Managers	14%	15%	15%
> Racially/Ethnically Diverse New Hires	34%	31%	40%
Employees by Ethnic Group (U.S.)			
> American Indian/Alaskan	< 1%	0%	< 1%
> Asian	8%	8%	9%
> Black or African American	3%	3%	3%
> Hispanic/Latino	8%	8%	8%
> Native Hawaiian or Pacific Islander	0%	0%	< 1%
> Two or More Races	2%	3%	3%
> White	78%	78%	77%

¹ See Reporting Principles – People, **page 28**

² For year-over-year data treatment, see Updates – eOne Sale, **page 3** and Treatment of Acquisitions and Divestitures, **page 30**

³ See Additional Reporting Notes – Methodology Updates, **page 30**

⁴ See Hasbro's 2023 10-K, page 117.

⁵ 2022 data was restated to align with our new reporting approach for contingent workers. 2021 data was unable to be restated due to data availability.

2021
2022
2023
Employees, New Hires and Turnover^{6, 7}
Total Number of Employees

> Employees (Age Under 30 Years Old)	953 (15%)	907 (14%)	674 (12%)
> Employees (Ages 30-50 Years Old)	4,231 (66%)	4,286 (66%)	3,735 (68%)
> Employees (Ages 51+ Years Old)	1,235 (19%)	1,289 (20%)	1,085 (20%)

Total Number and Rate of New Employee Hires⁸

	1,848	1,765	785
> New Hires (Age Under 30 Years Old)	652	664	208
> New Hires (Ages 30-50 Years Old)	1,013	940	523
> New Hires (Ages 51+ Years Old)	181	161	54
> New Hires (Male)	42%	48%	47%
> New Hires (Female)	57%	50%	42%
> New Hires (Other)	1%	2%	1%
> New Hires (Undeclared) ⁹	–	–	10%

Voluntary Turnover %

	14%	16%	11%
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Age (Global)¹⁰

> Age Under 30 Years Old	17%	24%	16%
> Ages 30-50 Years Old	13%	13%	10%
> Ages 51+ Years Old	7%	8%	4%

Gender (Global)¹⁰

> Male	11%	12%	10%
> Female	12%	14%	9%
> Other	22%	0%	0%
> Undeclared ⁹	36%	9%	5%

Race/Ethnicity (U.S.)

> American Indian/Alaskan	–	–	0%
> Asian	–	–	10%
> Black or African American	–	–	7%
> Hispanic/Latino	–	–	9%
> Native Hawaiian or Pacific Islander	–	–	0%
> Two or More Races	–	–	3%
> White	–	–	6%

⁶ For year-over-year data treatment, see Updates – eOne Sale, **page 3** and Treatment of Acquisitions and Divestitures, **page 30**
⁷ See Reporting Principles – People, **page 28**
⁸ See Hasbro's 2023 10-K, page 117.

⁹ See Additional Reporting Notes – Methodology Updates, **page 30**
¹⁰ 2021-2022 data recalculated due to a coding error for our Mexico Union worker population.

2021

2022

2023

Employees, New Hires and Turnover by Region^{11, 12}
U.S.

> Total Employees	2,803	2,931	2,595
> New Hires	806	865	293
> Voluntary Turnover	12%	12%	7%

Canada

> Total Employees	504	517	322
> New Hires	125	82	102
> Voluntary Turnover	18%	13%	14%

Asia-Pacific

> Total Employees	1,194	1,191	1,047
> New Hires	259	229	113
> Voluntary Turnover	18%	13%	9%

Europe

> Total Employees	1,465	1,457	1,181
> New Hires	358	326	124
> Voluntary Turnover	18%	13%	11%

Latin America

> Total Employees	125	119	98
> New Hires	30	25	13
> Voluntary Turnover	18%	13%	14%

Mexico

> Total Employees	329	267	237
> New Hires	270	30	141
> Voluntary Turnover ¹³	19%	9%	29%

¹¹ See Reporting Principles – People, **page 28**

¹² For year-over-year data treatment, see Updates – eOne Sale, **page 3** and Treatment of Acquisitions and Divestitures, **page 30**

¹³ 2021-2022 data recalculated due to a coding error for our Mexico Union worker population.

2021
2022
2023
Employee Engagement and Development^{14, 15}
Employee Engagement

Proportion of employees self-assessing their level of engagement as actively engaged ¹⁶	77.0%	72.0%	see footnote 16
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Promotion Rate (%)
Gender (Global)

> Male	–	–	5%
> Female	–	–	5%
> Other	–	–	4%
> Undeclared	–	–	6%

Race/Ethnicity (U.S.)

> American Indian/Alaskan	–	–	0%
> Asian	–	–	6%
> Black or African American	–	–	3%
> Hispanic/Latino	–	–	7%
> Native Hawaiian or Pacific Islander	–	–	0%
> Two or More Races	–	–	6%
> White	–	–	6%

Region

> U.S.	–	–	6%
> Canada	–	–	4%
> Asia-Pacific	–	–	2%
> Europe	–	–	6%
> Latin America	–	–	6%
> Mexico	–	–	5%

Human Rights and Labor Relations¹⁴

Total number of alleged incidents of discrimination during the reporting period ¹⁵	0	7	3
Hasbro employees covered by unions or collective bargaining agreements globally	11.40%	10.60%	11.36%
Security personnel, including security employees of third-party organizations, who have received formal training, in the Hasbro's human rights policies or other specific procedures and their application to security	100%	86%	100%

¹⁴ For year-over-year data treatment, see Updates – eOne Sale, **page 3** and Treatment of Acquisitions and Divestitures, **page 30**
¹⁵ See Reporting Principles – People, **page 28**
¹⁶ Hasbro did not conduct an engagement survey in 2023

2021

2022

2023

Employee Health, Safety and Wellbeing^{17, 18}
Incidence Rates (per 200,000 hours worked)

Total Recordable Injuries and Illness¹⁹	0.15	0.15	0.37
For workers who are not employees but whose work and/or workplace is controlled by the organization	–	0.09	0.11
Total Lost Time Injuries and Illness	0.48	0.15	0.21
For workers who are not employees but whose work and/or workplace is controlled by the organization	–	0.30	0.32
Total Lost Work Days	5.16	3.53	1.47
For workers who are not employees but whose work and/or workplace is controlled by the organization	–	3.23	2.04
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

Incidence Rates by Region (per 200,000 hours worked)
Americas

> Recordable Injuries and Illness ¹⁹	0.03	0.13	0.40
> Lost Time Injuries and Illness	0.42	0.09	0.11
> Lost Work Days ²⁰	1.87	1.42	0.76

EMEA (Europe, Middle East, Africa)

> Recordable Injuries and Illness	0.50	0.28	0.14
> Lost Time Injuries and Illness	0.92	0.62	0.49
> Lost Work Days ²⁰	16.66	13.49	3.33

Asia Pacific

> Recordable Injuries and Illness	0.09	0.00	0.00
> Lost Time Injuries and Illness	0.09	0.06	0.00
> Lost Work Days	0.37	0.06	0.00

¹⁷ For year-over-year data treatment, see Updates – eOne Sale, **page 3** and Treatment of Acquisitions and Divestitures, **page 30**

¹⁸ See Reporting Principles – People, **page 28**

¹⁹ Increased incidents related to distribution center in Mexico.

²⁰ 2023 declines attributed to enhanced global collaboration emphasizing improved human and infrastructure safety measures within European distribution centers leading to less cases and less lost work days.



Principles

While 2023 brought a wave of transformation to our business and strategic plan, our commitment to protecting the safety, well-being and dignity of the workers in our supply chain and throughout our business remained unchanged. We saw our ethical sourcing work strengthened through increased collaboration with key cross-functional internal teams such as licensing, global security and sourcing. We also deepened our engagement with our factory partners through increased training and additional oversight measures to support compliance with current and emerging regulations.

Social Compliance Programs

To address growing global manufacturing risks, such as institutional forced labor, we implemented new due diligence measures based on compliance and emerging regulations. In 2023, 100% of finished goods suppliers, subcontractors and raw material suppliers were screened for such risks. Additionally, we continued to meet our standard of having a 100% audit rate and 100% corrective action rate for all third-party suppliers and major subcontractors. We also strengthened our approach to social compliance through improved data availability and adding a dedicated resource to support our growing Wizards of the Coast business.

Ethical Sourcing Academy

A foundational component of our Ethical Sourcing program is training, primarily through Hasbro's Ethical Sourcing Academy, a social compliance course that trains suppliers on ethical sourcing requirements. As of 2023, 100% of suppliers and major subcontractors completed Hasbro's Ethical Sourcing Academy Training. We also provide tailored support to factories on pertinent topics within the ethical sourcing space and in the regions where we operate. Examples of topics we covered in our trainings for 2023 included new freedom of association regulations in Mexico, the rise of child labor risk in the U.S., and how to better manage student labor in China.

Worker Well-being

In 2023 we launched the Business for Social Responsibility's (BSR) HER Finance program, a train-the-trainer initiative with the goal of improving female worker financial literacy, in one of the largest factories in the Hasbro supply chain. Topics included financial planning, budgeting, and how to responsibly obtain and manage loans. Additionally, in Vietnam the BSR HERessentials pilot program used digital tools to educate production workers on personal health, financial literacy and gender equality. Through this program, measurable improvement was shown across these initiatives, including increased use of digital financial tools, budgeting, stress management, effective communication in relationships, family planning, and recognizing workplace rights. Worker well-being programs have also been shown to increase job satisfaction and help support successful personal and professional lives which, in turn, helps suppliers to create a more stable workforce and ultimately more resilient business.

2021

2022

2023

Corporate Governance¹

Board of Directors

Number of members on Hasbro's Board of Directors	13	13	11
> Non-executive members	12	12	10
> Independent members ²	12	12	10
> Female members	7 (54%)	7 (54%)	7 (64%)

Directors who self-identify in each category

> Non-binary	–	0	0
> LGBTQ+	–	0	0
> African American or Black	2	2	2
> Alaskan Native or Native American	0	0	0
> Asian	–	0	0
> Hispanic or Latinx	–	0	0
> Native Hawaiian or Pacific Islander	–	0	0
> White	11	11	9
> Two or More Races or Ethnicities	0	0	0
Average tenure of Board members (years)	8.3	9.2	8.3
Total number of critical concerns that were communicated to the highest governance body during the reporting period.	0.0	0.0	0.0

Executive Compensation

Executive pay linked to ESG performance ³	Yes	Yes	Yes
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Business Ethics¹

Anti-Corruption

Operations assessed for risks related to corruption	100%	100%	100%
Total number of confirmed incidents of corruption ⁴	–	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	77	51	59
Total number of employees the organization's anti-corruption policies and procedures have been communicated to	6,314	6,720	5,460

¹ For year-over-year data treatment, see Updates – eOne Sale, **page 3** and Treatment of Acquisitions and Divestitures, **page 30**

² For Hasbro's Standards for Director Independence, please see Appendix B, page B-1 in Hasbro's 2024 Proxy Statement.

³ For more on how ESG objectives are included in executive pay plans, see Hasbro's 2023 Proxy pages viii, ix, xi, xii, 33-34, 40 and 75.

⁴ Hasbro's annual Anti-Bribery and Corruption Risk Assessment covers the entire Hasbro organization, across all segments and operations around the world. In 2023, we surveyed 100% of our owned and operated entities/locations and assessed their individual risk profiles.

	2021	2022	2023
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-corruption	6,314	6,720	4,823
By Employee Category			
> Board of Directors	Hasbro's Board of Directors regularly discuss anti-corruption. Directors receive formal training every 4-5 years.		
> Non-management (Levels 1-4)	2,955	3,080	2,037
> Professionals (5 & 6)	2,663	2,907	2,230
> Leadership (7+)	696	733	556
By Region			
> U.S.	2,914	3,191	2,243
> Canada	448	456	269
> Asia	1,187	1,224	971
> Pacific	102	102	57
> Europe	1,364	1,453	1,114
> Latin America (excluding Mexico)	134	135	84
> Mexico	165	159	85
Total number of employees who completed annual code of conduct training	5,831	5,132	4,756

	2021	2022	2023
Compliance⁵			
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
Supplier & Vendor Responsibility^{5, 6}			
New suppliers that were screened using environmental criteria	100%	100%	100%
Number of suppliers assessed for environmental impacts	76 (100%)	80 (100%)	74 (100%)
Average critical environmental issues per audit	0	<1	<1
Percentage of new suppliers that were screened using social criteria	100%	100%	100%
Number of suppliers assessed for social impacts	76 (100%)	80 (100%)	74 (100%)
Average critical social issues per audit	1.38	1.30	1.39
Third-party vendors required to undergo annual social compliance audit	100%	100%	100%
Third-party factories trained on Hasbro's ethical sourcing and social compliance requirements through both live in-person and online trainings	100%	100%	100%
Direct suppliers' social responsibility audit non-conformance rate	–	5.40%	6.80%
> Priority non-conformances	–	0.90%	0.50%
> Other non-conformances	–	4.50%	6.30%
Direct suppliers' social responsibility audit associated corrective action rate	–	100%	100%
> Priority non-conformances	–	100%	100%

⁵ For year-over-year data treatment, see Updates – eOne Sale, page 3 and Treatment of Acquisitions and Divestitures, page 30

⁶ See Reporting Principles – Principles, page 29

How Hasbro Reports on ESG

We incorporate external standards and internal expertise to develop our reporting standards to 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 on an annual basis for relevancy and completeness.

> REPORTING PRINCIPLES

Planet

- > **Emissions:** Hasbro's GHG emissions were measured and calculated in accordance with management's criteria. Scope 1 emissions have been prepared using guidance from the World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition (GHG Protocol) and the World Resources Institute (WRI). Scope 2 GHG emissions and purchased RECs have been prepared using the guidance in the WRI/WBCSD GHG Protocol and Greenhouse Gas Protocol Scope 2 Guidance: An Amendment to the GHG Protocol Corporate Standard. Scope 3 GHG emissions have been prepared using guidance in the WRI/WBCSD GHG Protocol and The Corporate Value Chain (Scope 3) Accounting and Reporting Standard: Supplement to the GHG Protocol Corporate Accounting and Reporting Standard Additional explanations for Scope 1, Scope 2, and Scope 3 methodology is stated below. See our [GHG Statement](#) for more information.
- > **Greenhouse Gas Emissions by Type:** Hasbro operates its owned and operated facilities in accordance with regulatory environmental requirements. Where applicable, Hasbro reports any wastes and emissions to the required local, state and federal regulatory bodies. Hasbro does not generate SF₆, NF₃ or biogenic CO₂ emissions. Hasbro does not generate reportable quantities of particulate matter emissions, including when normalized.
- > **Scope 1 Methodology:** Scope 1 includes direct sources of emissions including direct emissions from stationary combustion (e.g., natural gas, liquified propane gas, fuel oils, coal, where applicable) at facilities under operational control ("owned" and "operated"), direct emissions from mobile combustion of Hasbro's vehicle fleet and the direct emissions from refrigerants. "Owned" facilities include offices and/or distribution centers owned by Hasbro. "Operated" facilities include leased offices and/or distribution centers where Hasbro employees work, including traditional-style leases as well as coworking-style offices (e.g., WeWork). Hasbro has determined it appropriate to include proportional emissions from coworking-style facilities within Scope 1 and Scope 2 (i.e., not Scope 3 Category 8), even though Hasbro does not have full authority to introduce policies over these facilities. Hasbro notes this is a deviation from the criteria in the GHG Protocol due to year-over-year consistency. See our [GHG Statement](#) for more information.
- > **Scope 2 Methodology:** Scope 2 includes indirect sources of energy purchased from the grid, including electricity, district heating, steam, and cooling consumption, where applicable. Utility usage data was used as data inputs to estimate usage data for our Scope 2 location based data. See our [GHG Statement](#) for more information.

- > **Scope 3 Methodology:** For the scope of this report, a summary of Hasbro's Scope 3 methodology is outlined in this Reporting Principle. Additional details regarding Hasbro's Scope 3 methodology are outlined in the GHG Statement for Categories 1-7. Category 1 purchased goods and services is calculated using an average-data method and spend-based method. Due to data availability challenges, the location, size, and relationship with our third-party factories, Hasbro estimates certain information based on invoices representing peak and nonpeak manufacturing months and extrapolates emissions for the entire year. Category 2 capital goods is calculated using a spend-based method. Category 3 fuel- and energy-related activities uses an average-data method for well-to-tank (WTT) and transmission and distribution (T&D). Category 4 upstream transportation and distribution uses a spend-based method. Category 5 waste generated in operations includes an average-data method with primary waste and wastewater data from Hasbro's operationally controlled facilities (for shared spaces, an estimate is used based on Hasbro's total control of the space). Category 6 business travel is calculated using a distance-based method and spend-based method. Category 7 employee commuting uses an average-data method based on average commuting distance data of commuters in each area or region. Hasbro reported no emissions for Categories 8 and 11 in 2023. Categories 9, 12, and 14 include general estimated data and industry averages for methodologies currently not aligned with the GHG Protocol. Categories 10, 13 and 15 are not relevant to Hasbro.
- > **Total Energy Consumption:** Total energy consumption was calculated using information derived from energy invoices, consumption reports, and/or data provided landlords for Hasbro owned and/or operated sites. Total energy consumption includes consumption of fuels (e.g., natural gas), purchased electricity, district heating and cooling, steam etc., where applicable.
- > **Renewable Energy Certificates (RECs):** Hasbro's RECs represent one megawatt hour (MWh) of renewable energy generated on the same grid as our electricity consumption. RECs were purchased to cover more than 100% of the total electricity consumption in each market, where available. In cases where RECs were not available in-country, we purchased RECs in neighboring countries. The purchased RECs represent a mix of renewable resources, including wind, solar, biomass, landfill gas or hydroelectric sources. RECs are issued and certified by a third-party REC provider using applicable country-specific standards.
- > **Waste:** The total waste generated by operations was calculated for Hasbro owned and/or operated facilities using information from utility invoices and/or information provided by facility landlords, where available. For sites without invoices or data, estimations were made using available water data from other sites on a usage per square foot basis. Primary hazardous waste materials generated included solvent and paint-related waste.
- > **Water Withdrawal:** Hasbro adheres to the GRI definition of water withdrawal (sum of all water drawn from surface water, groundwater, seawater, or by a third party, for any use over the course of the reporting period). Water data was calculated for Hasbro owned and/or operated facilities using information from verified utility invoices and/or information provided by facility landlords, when available. For sites without invoices or data, estimations were made using available water data from other sites on a usage per square foot basis. Data is rounded to the nearest tenth of a megaliter (ML). To calculate water withdrawn from "High" or "Extremely

High” Baseline Water Stress by region, we divided the water withdrawn from areas of “High” or “Extremely High” water stress by the total water withdrawn from that region. “High” and “Extremely High” baseline water stress was identified using the WRI Aqueduct Water Risk Atlas tool.

- **Water Discharge:** Hasbro adheres to the GRI definition of water discharge (the sum of effluents, used water, unused water released to surface water, groundwater, seawater, or by a third party, for which the organization has no further use, over the course of the reporting period). Hasbro’s owned and operated facilities do not utilize water for processing or industrial operation.
- **Water Consumption:** Water consumption measures water used by an organization that is no longer available for use by the ecosystem or local community. Hasbro adheres to the GRI definition of water consumption (water that is withdrawn and not discharged, and instead generated as waste, evaporated, transpired, consumed by humans or livestock, or is polluted to the point of being unusable). Total water consumption was calculated as total water withdrawal minus total water discharge, as per the GRI recommendations. According to the definitions above, Hasbro withdraws and discharges equal volumes of water and any losses are assumed to be negligible.. Therefore, no water was considered to have been consumed by Hasbro in the calendar year.

Play

- **Employee Volunteer Rate:** Represents the percentage of employees (see People – Employees), who participated in a company-sponsored volunteer event during the reporting period. This is calculated by dividing the total number of unique employees who participated in a company sponsored event by the number of active employees. The number of active employees excludes employees on leave.
- **Total Financial Support:** Represents the combined total of charitable company sponsorship and cash grants made during the fiscal year. The company’s grant making is done through the Hasbro Foundation including all matching gift grants
- **Total Philanthropic Support:** Represents financial contributions and the estimated retail value of product donations.
- **Recycled or Biobased Plastic (%) in Packaging:** This is calculated by dividing the total metric tons of recycled or biobased plastic used in products that Hasbro manufactures by the total metric tons of plastic used in products that Hasbro manufactures. Recycled plastic percentage and biobased plastic percentages are based on the total plastic used in packaging.
- **Plastic Packaging Materials Used per Revenue \$:** Hasbro’s revenue includes segments outside of toys and games that do not use plastic packaging materials, such as digital gaming and entertainment. To more accurately estimate plastic 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.

People

- > **Workforce:** Total workforce includes full-time employees, temporary workers, and contingent workers as of December 31 of the calendar year.
- > **Employees:** Workers on Hasbro's payroll with fixed or continuous employment periods, including permanent employees, fixed term contract workers, and union employees.
- > **Temporary Workers¹:** 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 Workers¹:** Workers who are not on Hasbro's payroll but perform work directly on Hasbro's behalf, including freelancers, consultants, or other outsourced workers. This number currently represents the U.S. only and is estimated using information provided by the agencies Hasbro contracts with. This represents the total number of contingent workers as of December 31 of the calendar year.
- > **Gender:** Gender is categorized based on how employees self-report within our HR system.
- > **Workers who are not employees but whose work and/or workplace is controlled by the organization:** Workers who are not on Hasbro's payroll but work in Hasbro's facilities, including owned and operated facilities and third-party distribution centers. For OSHA reporting on this category, Hasbro adheres to the OSHA 1910 definition of temporary workers.
- > **Employee Voluntary Turnover:** Represents employees in each category i.e., age, gender, region, and race and ethnicity (U.S. only). 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.
- > **Promotion Rate:** Represents employees in each category (i.e., age, gender identity, race and ethnicity in the U.S. and region) that were promoted in the calendar year. To calculate Promotion Rate, the total number of promotions in the calendar year for the employee category was divided by the average number of employees in the same category. The average number of employees within a category is based on the number of employees within that category on the first day of the calendar year and the last day of the calendar year.
- > **Incident of Alleged Discrimination:** Legal action or complaint registered with a competent government authority through a formal process.

¹ In previous years, contingent and temporary worker definitions were switched. In 2023 we updated the definitions to align with internal corporate reporting and clarify which types of workers are included in each category.

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

Principles

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

> ADDITIONAL REPORTING NOTES

Treatment of Acquisitions and Divestitures

We take a balance sheet approach for our ESG reporting. Data from acquisitions is included in our ESG reporting if the entity was purchased by December 31 of the calendar year. Data from divestitures is not included in our ESG 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%.

eOne Sale – Treatment of Prior Year Data:

> **Planet:** The sale of eOne's Film and TV business triggered the significance threshold for our Planet data, requiring a rebaseline for 2020-2023. In accordance with the GHG Protocol recalculation methodology for structural changes, we have recalculated our emissions data using the "all-year" option which means we have excluded emissions associated with eOne's Film and TV business from our base year (2020), current reporting period, and all years between the base year and reporting year. This multi-month rebaselining process more accurately reflects the current and future state of our business. Due to this change, we will be resubmitting our emissions data to the SBTi in 2024.

> **Play:** Prior years' data was not restated to account for the eOne Film and TV divestiture.

> **People:** Prior years' data was not restated to account for the eOne Film and TV divestiture.

> **Principles:** Prior years' data was not restated to account for the eOne Film and TV divestiture.

Methodology Updates

> **Planet:** In addition to rebaselining our Planet data, we made a few notable methodology changes. These new approaches are applied to 2020-2023 data. Further information can be found in Reporting Principles – Planet, **page 25**.

- **Scope 1 emissions:** For calendar years 2020-2022, refrigerants were estimated based on the average refrigerant emissions of a single facility in the United States. This proxy was applied to all sites in our portfolio on a per square foot basis. In 2023, we adopted the Simplified Screening 2 methodology from the Environmental Protection Agency HFC Emissions Accounting Tool (Version 1.1 October 20, 2016). Estimates are based on facility size, specifically the square footage within Hasbro's control. We recalculated prior years' data using the HFC Emissions Accounting Tool.

- **Scope 2 market-based emissions:** Scope 2 market-based emissions have previously not included other indirect energy. Other indirect energy, including district heating, steam, and cooling consumption usage, where applicable, are now reflected in 2020-2024 Scope 2 market-based emissions data.
- **Scope 3 Category 3:** Previously electricity was not included in well-to-tank emissions estimations. 2020-2024 data has been updated to include electricity.

> **People:** To better represent our workforce, we implemented the following changes to our reporting. More details on our workforce can be found in Reporting Principles – People, page 28.

- Workforce data is now being displayed as “Total Workforce” to clarify the various worker categories at Hasbro, including employees, temporary workers, and contingent workers. Previously, total workforce was represented as “Total Employees”.
- “Undeclared” is now a distinct gender category for New Hire Rate and Voluntary Turnover Rate. Previously, “Other” included employees who self-reported as “Other” or “Undeclared”. 2021-2022 Voluntary Turnover Rate has been restated to align with this approach. However, 2021-2022 New Hire Rate was not restated due to data availability.

> **Lookback Period:** Planet data spans from our base year, 2020, through 2023. Play, People, and Principles data is presented from 2021-2023. 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, 2023, our GHG emissions data for Scope 1, Scope 2 and Scope 3 category 1-7 were assured by an independent third-party accounting firm, who provided a limited assurance report. Our 2024 CDP submission contains an assurance report related to the assured GHG emissions data for the year ended December 31, 2023, and is available [here](#).

Note on Forward-Looking Statements

For the purposes of this ESG Report summarizing calendar year 2023, 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 Securities and Exchange Commission (SEC) definition of materiality. Hasbro utilizes globally accepted frameworks including the GRI, SASB, and is on track to align with the ISSB and CSRD for future reporting.

Appendix

The indices included in this Appendix map our disclosures to the GRI and SASB. Additional information on our ESG progress and policies can be found on our [website](#).

> GRI INDEX

Disclosure	Description	Reference Location/Response
ORGANIZATION AND REPORTING PRACTICES		
2-1	Organizational details	About Hasbro, page 1
2-2	Entities included in the organization's sustainability reporting	About this Report, page 3 Restatements of information are available in the footnotes for Play Data, People Data and Principles.
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, page 1 Hasbro Annual Report 2023
2-7	Employees	People – Employees, New Hires & Voluntary Turnover, page 16
2-8	Workers who are not employees	People – Employees, New Hires & Voluntary Turnover by Region, page 17 People – Reporting Principles, page 28
GOVERNANCE		
2-9	Governance structure and composition	ESG at Hasbro, page 4 Hasbro's 2024 Proxy Statement – Board Committees, page 10-12 Hasbro's 2024 Proxy Statement – Board Tenure, page iv Hasbro's 2024 Proxy Statement – Appendix B, page B-1
2-10	Nomination and selection of the highest governance body	Nominating, Governance and Social Responsibility Committee Charter Standards for Directors Independence
2-11	Chair of the highest governance body	Hasbro's 2024 Proxy Statement – Board Leadership Structure, page 19 Hasbro's 2024 Proxy Statement – Executive Summary, page ii

Disclosure	Description	Reference Location/Response
GOVERNANCE		
2-12	Role of the highest governance body in overseeing the management of impacts	Hasbro's 2024 Proxy Statement – Driving ESG performance, page vii-x Hasbro's 2024 Proxy Statement – Shareholder Engagement, page vii ESG at Hasbro, page 4
2-13	Delegation of responsibility for managing impacts	ESG at Hasbro, page 4
2-14	Role of the highest governance body in sustainability reporting	ESG at Hasbro, page 4
2-15	Conflicts of interest	ESG at Hasbro, page 4 Hasbro Code of Conduct Corporate Governance Principles 2024 Proxy Statement
2-16	Communication of critical concerns	In 2023, 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 Executive Leadership Team 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 Executive Leadership Team and the Audit Committee throughout the year, as appropriate.
2-17	Collective knowledge of the highest governance body	ESG at Hasbro, page 4
2-18	Evaluation of the performance of the highest governance body	Hasbro's 2024 Proxy Statement – Annual Self-Evaluation for the Board and Board Committees, page 20
2-19	Remuneration policies	Hasbro's 2024 Proxy Statement – Compensation Discussion and Analysis, page 26-68 Hasbro Clawback Policy
2-20	Process to determine remuneration	Hasbro's 2024 Proxy Statement – Compensation Process, page 26-68
2-21	Annual total compensation ratio	Hasbro's 2024 Proxy Statement, page 64

Disclosure	Description	Reference Location/Response
STRATEGY, POLICIES AND PRACTICES		
2-22	Statement on sustainable development strategy	Welcome Note, page 2
2-23	Policy commitments	Policies Governance and Ethics
2-24	Embedding policy commitments	ESG at Hasbro, page 4
2-25	Processes to remediate negative impacts	Human Rights and Ethical Sourcing Human Rights Policy
2-26	Mechanisms for seeking advice and raising concerns	Human Rights and Ethical Sourcing Human Rights Policy
2-27	Compliance with laws and regulations	2023 Hasbro Annual Report – Form 10-K: • Legal Proceedings, page 45 • Governmental and Legal Risks Relating to our Business, page 5 • Notes to Consolidated Financial Statements, page 89 • Other Expense (Income), Net, page 66
2-28	Membership associations	Stakeholder Engagement
STAKEHOLDER ENGAGEMENT		
2-29	Approach to stakeholder engagement	Stakeholder Engagement
2-30	Collective bargaining agreements	People – Human Rights and Labor Relations, page 19
GRI 3: MATERIAL TOPICS 2021		
3-1	Process to determine material topics	2021-2022 ESG Progress Report: ESG at Hasbro – ESG Materiality Assessment, page 11-12
3-2	List of material topics	2021-2022 ESG Progress Report: Material Topics, page 124
GRI 205: ANTI-CORRUPTION 2016		
205-1	Operations assessed for risks related to corruption	Principles – Business Ethics, page 22 Governance and Ethics
205-2	Communication and training about anti-corruption policies and procedures	Principles – Business Ethics, page 22 Governance and Ethics
205-3	Confirmed incidents of corruption and actions taken	Principles – Business Ethics, page 22
3-3	Management of material topics	ESG at Hasbro, page 4 Governance and Ethics
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Principles – Compliance, page 24
3-3	Management of material topics	Governance and Ethics

Disclosure	Description	Reference Location/Response
GRI 207: TAX 2019		
207-1	Approach to tax	Tax Contribution and Transparency was identified as an Emerging Issue as part of Hasbro's Materiality Assessment conducted in 2022 (2021-2022 ESG Progress Report: Materiality Assessment, page 11-12). The Hasbro Tax Department, under the direction of the head of Corporate Tax, actively analyzes the external landscape and internal processes and resources to remain compliant with the relevant and applicable tax laws in each jurisdiction in which it operates. Hasbro is committed to providing resources and processes to meet our compliance and financial statement reporting requirements.
3-3	Management of material topics	
GRI 301: MATERIALS 2016		
301-1	Materials used by weight or volume	Play – Product Sustainability and Design, page 13 At this time, Hasbro is only reporting on plastic materials used in packaging.
301-2	Recycled input materials used	
GRI 303: WATER AND EFFLUENTS 2018		
303-3	Water withdrawal	Planet – Water, page 9 Reporting Principles – Water, page 27 Environmental Responsibility
303-4	Water discharge	Planet – Water, page 9 Reporting Principles – Water, page 27 Environmental Responsibility
303-5	Water consumption	Planet – Water, page 9 Reporting Principles – Water, page 27 Environmental Responsibility
3-3	Management of material topics	ESG at Hasbro, page 4 Environmental Responsibility
GRI 304: BIODIVERSITY 2016		
3-3	Management of material topics	ESG at Hasbro, page 4 2023 Progress – Planet, page 6

Disclosure	Description	Reference Location/Response
GRI 305: EMISSIONS 2016		
305-1	Direct (Scope 1) GHG emissions	Planet – Emissions and Energy, page 7 Reporting Principles – Greenhouse Gas Emissions – Scope 1, page 25
305-2	Energy indirect (Scope 2) GHG emissions	Planet – Emissions and Energy, page 7 Reporting Principles – Greenhouse Gas Emissions – Scope 2, page 26
305-3	Other indirect (Scope 3) GHG emissions	Planet – Emissions and Energy, page 8 Reporting Principles – Greenhouse Gas Emissions – Scope 3, page 26
305-4	GHG emissions intensity	Planet – Emissions and Energy, page 7
305-5	Reduction of GHG emissions	About this Report, page 3 Planet – Emissions and Energy, page 7
305-6	Emissions of ozone-depleting substances (ODS)	This disclosure is not applicable to Hasbro.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Planet – Emissions and Energy, page 8
3-3	Management of material topics	ESG at Hasbro, page 4 2023 Progress – Planet, page 6 2023 Hasbro Annual Report – Form 10-K: ESG Progress – Climate and Sustainability, page 22-23
GRI 306: WASTE 2020		
306-3	Waste generated	Planet – Waste, page 9 Reporting Principles – Waste, page 26
3-3	Management of material topics	ESG at Hasbro, page 4 Environmental Responsibility
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016		
308-1	New suppliers that were screened using environmental criteria	Principles – Supplier & Vendor Responsibility, page 24
308-2	Negative environmental impacts in the supply chain and actions taken	Principles – Supplier & Vendor Responsibility, page 24 Human Rights and Ethical Sourcing
3-3	Management of material topics	ESG at Hasbro, page 4 Environmental Responsibility 2023 Hasbro Annual Report – Form 10-K: Human Rights and Ethical Sourcing, page 21

Disclosure	Description	Reference Location/Response
GRI 401: EMPLOYMENT 2016		
401-1	New employee hires and employee turnover	People – Employees, New Hires & Voluntary Turnover, page 17 People – Employees, New Hires & Voluntary Turnover by Region, page 18
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	ESG at Hasbro – People, page 4 2023 Hasbro Annual Report – Form 10-K: • Human Capital Management, page 23-25 • Compensation, Health, Safety and Wellbeing of Employees, page 22
3-3	Management of material topics	ESG at Hasbro, page 4 2023 Progress – People, page 14 2023 Hasbro Annual Report – Form 10-K: • Human Capital Management, page 23-25
GRI 402: LABOR/MANAGEMENT RELATIONS 2016		
3-3	Management of material topics	ESG at Hasbro, page 4 2023 Progress – People, page 14 2023 Hasbro Annual Report – Form 10-K: • Human Capital Management, page 23-25
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018		
403-9	Work related injuries	People – Employee Health, Safety and Wellbeing, page 20 Reporting Principles – Lost-Time Injury Rates, page 20
3-3	Management of material topics	Environmental Responsibility Environmental Health, Safety, and Sustainability Policy
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016		
405-1	Diversity of governance bodies and employees	Principles – Board of Directors, page 22 People – Our Workforce, page 16
3-3	Management of material topics	ESG at Hasbro, page 4 2023 Progress – People, page 14 2023 Hasbro Annual Report – Form 10-K: • Human Capital Management, page 23-25
GRI 406: NON-DISCRIMINATION 2016		
406-1	Incidents of discrimination and corrective actions taken	People – Human Rights and Labor Relations, page 19 People – Reporting Principles, page 28
3-3	Management of material topics	ESG at Hasbro, page 4 2023 Progress – People, page 14 2023 Hasbro Annual Report – Form 10-K: • Human Capital Management, page 23-25

Disclosure	Description	Reference Location/Response
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	Human Rights and Ethical Sourcing Human Rights Policy Responsible Business Alliance (RBA)
3-3	Management of material topics	Human Rights and Ethical Sourcing 2023 Hasbro Annual Report – Form 10-K: • Human Rights and Ethical Sourcing, page 21
GRI 408: CHILD LABOR 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights and Ethical Sourcing Human Rights Policy Responsible Business Alliance (RBA)
3-3	Management of material topics	ESG at Hasbro, page 4 2023 Progress – Principles, page 21 Human Rights and Ethical Sourcing 2023 Hasbro Annual Report – Form 10-K: • Human Rights and Ethical Sourcing, page 21
GRI 409: FORCED OR COMPULSORY LABOR 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights and Ethical Sourcing Human Rights Policy Responsible Business Alliance (RBA)
3-3	Management of material topics	ESG at Hasbro, page 4 2023 Progress – Principles, page 21 Human Rights and Ethical Sourcing 2023 Hasbro Annual Report – Form 10-K: • Human Rights and Ethical Sourcing, page 21
GRI 410: SECURITY PRACTICES 2016		
410-1	Security personnel trained in human rights policies or procedures	People – Human Rights and Labor Relations, page 19
3-3	Management of material topics	2023 Progress – Principles, page 21 Human Rights and Ethical Sourcing 2023 Hasbro Annual Report – Form 10-K: • Human Rights and Ethical Sourcing, page 21
GRI 413: LOCAL COMMUNITIES 2016		
413 – 1	Operations with local community engagement, impact assessments, and development programs	ESG at Hasbro, page 4 2023 Progress – Play, page 12
413 – 2	Operations with significant actual and potential negative impacts on local communities	2023 Progress – Principles, page 21 ESG Newsroom
3-3	Management of material topics	2023 Hasbro Annual Report – Form 10-K: • Philanthropy and Social Impact, page 25

Disclosure	Description	Reference Location/Response
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016		
414-1	New suppliers that were screened using social criteria	Principles – Supplier & Vendor Responsibility, page 24
414-2	Negative social impacts in the supply chain and actions taken	Principles – Reporting Principles, page 29 Principles – Supplier & Vendor Responsibility, page 24 Human Rights and Ethical Sourcing
3-3	Management of material topics	ESG at Hasbro, page 4 2023 Progress – Principles, page 21 Human Rights and Ethical Sourcing 2023 Hasbro Annual Report – Form 10-K: • Human Rights and Ethical Sourcing, page 21
GRI 415: PUBLIC POLICY 2016		
415-1	Political contributions	Principles – Compliance, page 24
3-3	Management of material topics	Political Activity and Lobbying Policy
GRI 416: CUSTOMER HEALTH AND SAFETY 2016		
416-1	Assessment of the health and safety impacts of product and service categories	Play – Product Quality and Safety, page 13
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Play – Product Quality and Safety, page 13
3-3	Management of material topics	Product Safety and Quality
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 SRSs in place, including Chemical Management, Chemical Requirements for Vendors, Labeling Specifications, Heavy Metals Specifications, and Stabilizer Specifications. During the Product Development Process, product design is evaluated for important safety labeling requirements, such as Age Grade.
417-3	Incidents of non-compliance concerning marketing communications	Play – Product Sustainability and Design, page 13
3-3	Management of material topics	2021-2022 ESG Progress Report, page 46-47
GRI 418: CUSTOMER PRIVACY 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2023, 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	2023 Hasbro Annual Report – Form 10-K: • Cybersecurity, page 33-44

> SASB SECTOR STANDARDS

SASB Standard	Code	Accounting Metric	Category	Reference Location/ Response
TOYS AND SPORTING GOODS				
Chemical & Safety Hazards of Products	CG-TS-250a.1	Number of (1) recalls and (2) total units recalled	Quantitative	0 Play – Product Quality and Safety, page 13
	CG-TS-250a.2	Number of Letters of Advice (LOA) it received from the U.S. Consumer Product Safety Commission (CPSC)	Quantitative	0
	CG-TS-250a.3	Total amount of monetary losses as a result of legal proceedings associated with product safety	Quantitative	0
	CG-TS-250a.4	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	2021-2022 ESG Progress Report, page 46 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	74 (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 non-conformances and (b) other non-conformances	Quantitative	Priority non-conformance rate: 0.50% Associated corrective action rate: 100% Reporting Principles – Principles, page 29 Human Rights and Ethical Sourcing Responsible Business Alliance (RBA)
Activity metrics	CG-TS-000.A	Annual production	Quantitative	364,439,400 units
	CG-TS-000.B	Number of manufacturing facilities, percentage outsourced	Quantitative	Manufacturing facilities owned and operated by Hasbro: 0 Outsourced manufacturing facilities directly contracted by Hasbro: 74 Third Party Factory List 2023

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, page 16
	SV-ME-260a.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	2023 Hasbro Annual Report – Form 10-K: Revenue recognition, page 94
	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	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	2023 Annual Report, page 44
	SV-ME-000.B	Total number of media productions and publications produced	Quantitative	We produced the following content that was released in 2023: <ul style="list-style-type: none"> • 23 scripted television episodes across 2 projects • 68 unscripted television episodes across 4 projects • 333 digital-first animated episodes across 8 projects • 16 linear SVOD animated episodes across 1 project • 1 feature film

– indicates this is not in scope for Hasbro's business



1027 Newport Avenue
Pawtucket, RI 02861

hasbro.com