

# 2022 ESG Data Update



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### about hasbro

**Hasbro is a 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 engaging brand experiences for global audiences through toys, consumer products, gaming and entertainment, with a portfolio of iconic brands including MAGIC: THE GATHERING, DUNGEONS & DRAGONS, Hasbro Gaming, NERF, TRANSFORMERS, PLAY-DOH and PEPPA PIG, as well as premier partner brands.

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. For more information, go to **[corporate.hasbro.com](https://corporate.hasbro.com)**.

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## about this update

### OVERVIEW

This ESG Data Update discloses Hasbro's ESG performance data for the calendar year 2022 (January 1, 2022–December 31, 2022). Please see **Playing with Purpose: ESG Progress Report 2021-2022** for full reporting across Hasbro's ESG progress and goals for 2021-2022.

This Update includes the collective performance of all Hasbro, Inc. legal entities, including Entertainment One and Wizards of the Coast. We report on progress through our four key areas of impact: **Planet**, **Play**, **People** and **Principles**.

### REPORTING STANDARDS

We have prepared this Update in accordance with the Global Reporting Initiative (GRI) 2021 Standards and the Sustainability Accounting Standards Board (SASB) sector standards of Toys & Sporting Goods and Media & Entertainment. Our GRI content index can be found on **page 37** of this document. Our SASB content indexes can be found on **page 45** of this document.

### UPDATES

Restatements of information from previous reports are highlighted with footnotes in our data tables.

Please note the following factors impacting data in this Update:

- In joining the Science Based Targets initiative (SBTi), we have implemented a globally accepted methodology for setting Greenhouse Gas (GHG) reduction targets and therefore have restated our Scope 1 and Scope 2 data for 2020 and 2021 to align with our validated science-based targets. For more information, please see **Reporting Principles** and the **Planet Data Table**.
- Global office closings, openings and consolidations have impacted our 2022 GHG emissions, resulting in year-over-year variations by Scope and Region.

### VERIFICATION

We verify our Scopes 1 and 2 and select Scope 3 GHG emissions data on an annual basis through an independent third-party data assurance provider and disclose the assurance statement in our annual CDP report. While other components of this report were not verified through external assurance, they received third-party quality review.

Please reach out to [hasbrosustainability@hasbro.com](mailto:hasbrosustainability@hasbro.com) with questions or feedback.



## purpose & 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 and stakeholders.

At Hasbro, we focus on four ESG priority areas crucial to achieving our Purpose:



### Climate & Environment

to ensure the health of our planet and our communities, as well as the resilience of our business



### Product & Content Safety

to uphold our consumers' trust and deliver on their expectations



### People & Culture

to ensure all our employees feel included, respected and empowered to bring their full selves to work each day



### Human Rights & Ethical Sourcing

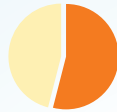
to safeguard the safety, well-being and dignity of the workers in our supply chain and throughout our business

Our strategic ESG priorities are reaffirmed and updated through ongoing stakeholder dialogues and periodic materiality assessments. Our last comprehensive materiality assessment was conducted in 2022. Refer to our **ESG Progress Report 2021-2022** to learn more about the process and outcomes.





## purpose in practice



**54% female  
board  
membership**



**84% employee  
volunteerism**

45,020 employee hours  
supporting our local communities



**4M lives  
impacted**

\$21M in total support,  
including more than 850K  
toys and games donated



**100% suppliers  
trained**

through Hasbro's Ethical  
Sourcing Academy with new  
courses added in 2022



**net-zero by 2050**

Science-based net-zero target by  
2050 aligning to a 1.5°C future





## esg leadership & corporate citizenship

Hasbro's consistent recognition in promoting and advancing the interests of our stakeholders, communities and the planet include:





# planet

**Environmental stewardship has been a long-standing priority at Hasbro.** In 2022, Hasbro committed to setting science-based targets. This year, we are excited to announce that the SBTi has validated Hasbro's near-term science-based emissions reduction target. 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.



2018

2019

2020

2021

2022

## Emissions & Energy – Summary

### Greenhouse Gas Emissions (GHG) (metric tons CO<sub>2</sub>e)<sup>1</sup>

> Total Direct (Scope 1) <sup>2,3</sup>	5,447	5,138	3,967	3,605	3,783
> Total Energy Indirect (Scope 2) – location-based <sup>3</sup>	7,629	6,901	8,691	5,911	6,173
> Total Energy Indirect (Scope 2) – market-based <sup>3</sup>	1	47	43	45	27
> Total Scope 1 & 2 (location-based) <sup>3</sup>	13,076	12,039	12,658	9,516	9,956
> Total Scope 1 & 2 (market-based) <sup>3</sup>	5,448	5,185	4,010	3,650	3,809
> Total Scope 3	–	–	2,127,913	2,487,840	2,003,839
> Verified Carbon Offset Credits <sup>1</sup>	8,509	12,002	7,003	–	–

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

<b>Total Energy Consumption</b>	<b>43,187</b>	<b>47,518</b>	<b>42,060</b>	<b>39,555</b>	<b>41,832</b>
> Electricity (consumed from the grid)	23,583	24,208	25,604	21,749	23,304
> Other Fuels <sup>4</sup>	19,840	23,310	16,456	17,806	18,528
> Total Normalized (MWh/\$ millions of revenue)	9	10	9	6	7

### Renewable Energy Usage<sup>1</sup>

> Renewable Energy Credits (Matching Hasbro electricity sourced from grid)	23,525	24,135	25,502	21,627	23,247
> Surplus Renewable Energy Credits	–	3,548	1,326	1,248	1,214
> Renewable Electricity (%)	99.8%	99.7%	99.6%	99.4%	99.8%

<sup>1</sup> See Reporting Principles – Planet **page 31**.

<sup>2</sup> Improved data collection and estimations along with a planned transition to electric power from natural gas for HVAC systems resulted in lower Scope 1 emissions in 2021.

<sup>3</sup> 2020 and 2021 data restated to align with globally accepted SBTi methodology. See About this Update, **page 3**.

<sup>4</sup> In 2021, district heating and cooling was included in “Other fuel sources.” Starting in 2022, steam was also included.

2018

2019

2020

2021

2022

## Emissions & Energy – Details

### Greenhouse Gas Emissions (metric tons CO<sub>2</sub>e)

#### SCOPE 1 (Direct)<sup>5, 6</sup>

> Asia Pacific	17	215	180	10	4
> EMEA (Europe, Middle East, Africa)	1,677	2,023	1,661	1,195	1,149
> Latin America	75	549	43	129	102
> U.S./Canada	3,678	2,351	2,802	2,271	2,528
<b>Total Scope 1 (Direct)</b>	<b>5,447</b>	<b>5,138</b>	<b>3,967</b>	<b>3,605</b>	<b>3,783</b>
Normalized (metric tons/\$million of revenue)	1.19	1.09	1.07	0.56	0.65

#### SCOPE 2 (Indirect)<sup>5, 6</sup>

> Asia Pacific	1,500	1,301	1,274	781	704
> EMEA (Europe, Middle East, Africa)	1,387	1,297	1,029	1,261	938
> Latin America	612	541	376	343	343
> U.S./Canada	4,130	3,762	6,012	3,526	4,188
<b>Total Scope 2 (Indirect)<sup>5</sup></b>	<b>7,629</b>	<b>6,901</b>	<b>8,691</b>	<b>5,911</b>	<b>6,173</b>
Normalized (metric tons/\$million of revenue)	1.67	1.46	1.59	0.89	1.05
<b>Total GHG Emissions (Scope 1 and 2)</b>	<b>13,076</b>	<b>12,039</b>	<b>12,658</b>	<b>9,516</b>	<b>9,956</b>
Total Normalized (metric tons/\$millions of revenue)	2.86	2.55	2.31	1.45	1.70

<sup>5</sup> See Reporting Principles – Planet, **page 31**.

<sup>6</sup> 2020 data restated to align with globally accepted SBTi methodology. See About this Update, **page 3**.

	2018	2019	2020	2021	2022
<b>SCOPE 3 (Total Other Indirect)<sup>7, 8</sup></b>					
> Category 1: Purchased Goods and Services <sup>9</sup>	–	122,210	1,385,370	1,545,359	1,257,691
> Category 2: Capital Goods	–	–	16,263	9,005	4,232
> Category 3: Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2	–	–	1,214	1,048	1,057
> Category 4: Upstream Transportation and Distribution <sup>10, 11, 12</sup>	–	4,092	375,758	430,474	320,067
> Category 5: Waste Generated in Operations	–	–	6,319	7,458	11,567
> Category 6: Business Travel <sup>13</sup>	–	5,992	5,535	2,234	5,143
> Category 7: Employee Commuting	–	–	1,425	2,056	6,643
> Category 8: Upstream Leased Assets	–	–	0	0	0
> Category 9: Downstream Transportation and Distribution	–	–	36,546	55,211	39,486
> Category 10: Processing of Sold Products	–	–	–	–	–
> Category 11: Use of Sold Products	–	–	0	0	0
> Category 12: End-of-life Treatment of Sold Products	–	–	57,098	68,491	59,366
> Category 13: Downstream Leased Assets	–	–	–	–	–
> Category 14: Franchises	–	–	242,386	366,503	298,586
> Category 15: Investments	–	–	–	–	–
<b>Total Scope 3 (Other Indirect)<sup>7</sup></b>	<b>0</b>	<b>132,294</b>	<b>2,127,913</b>	<b>2,487,840</b>	<b>2,003,839</b>

<sup>7</sup> See Reporting Principles – Planet, **page 31**.

<sup>8</sup> See About this Update, **page 3**.

<sup>9</sup> 2019 data includes only Tier 1 Factories.

<sup>10</sup> 2019 data includes only Third-Party Distribution Centers.

<sup>11</sup> Starting in 2021, air freight data includes all upstream transportation from factory to retailer.

<sup>12</sup> Starting in 2021, ocean freight data includes all upstream transportation from factory to retailer.

<sup>13</sup> 2019 data includes only Employee Business Travel (Air).

	2018	2019	2020	2021	2022
<b>Greenhouse Gas Emissions by Type (Scope 1 &amp; 2; metric tons CO<sub>2</sub>e)<sup>14</sup></b>					
> CO <sub>2</sub>	–	11,897	12,677	9,352	9,801
> CH <sub>4</sub>	–	21	22	23	25
> N <sub>2</sub> O	–	37	46	35	31
> Refrigerants – HFCs & PFCs	–	93	72	105	98
> SF <sub>6</sub>	–	0	0	0	0
> NF <sub>3</sub>	–	0	0	0	0
> Particulate Matter <sup>15</sup>	De minimis	De minimis	De minimis	De minimis	De minimis
> Biogenic CO <sub>2</sub>	–	0	0	0	0
<b>Other Reportable Emissions (ppm)<sup>15</sup></b>					
> VOC Emissions	De minimis	De minimis	De minimis	De minimis	De minimis
> NOx Emissions	De minimis	De minimis	De minimis	De minimis	De minimis
> SOx Emissions	De minimis	De minimis	De minimis	De minimis	De minimis
> TRI Emissions	De minimis	De minimis	De minimis	De minimis	De minimis
<b>Waste</b>					
<b>Total Weight Waste Generated (metric tons)<sup>16</sup></b>	<b>4,319</b>	<b>2,340</b>	<b>2,207</b>	<b>2,375</b>	<b>4,409</b>
<b>Total of Hazardous Waste<sup>17</sup></b>	<b>10.0</b>	<b>9.2</b>	<b>5.5</b>	<b>4.2</b>	<b>2.6</b>
> Recycling	0	0	0	0	0
> Disposal	10.0	9.2	5.5	4.2	2.6
> Normalized (metric tons/million square feet)	3.2	2.4	1.4	1.0	0.6
<b>Total of Non-Hazardous Waste<sup>18</sup></b>	<b>4,309</b>	<b>2,331</b>	<b>2,202</b>	<b>2,851</b>	<b>4,407</b>
> Recycling	2,059	954	877	1,119	871
> Disposal	2,250	1,377	1,324	1,732	3,535
<b>Total Significant Spills (#)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

<sup>14</sup> 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 reportable quantities of SF<sub>6</sub>, NF<sub>3</sub>, Particulate Matter or biogenic CO<sub>2</sub> because our emissions are de minimis and below reporting thresholds, including when normalized.

<sup>15</sup> For clarity, prior years reporting has been updated as “De minimis”.

<sup>16</sup> See Reporting Principles – Planet, **page 32**.

<sup>17</sup> Primary hazardous waste materials generated included solvent and paint-related waste.

<sup>18</sup> 2021 data restated due to improvements in data collection and availability.

	2018	2019	2020	2021	2022
<b>Water</b>					
<b>Total Water Consumption (Megaliters [ML])<sup>19</sup></b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total Water Withdrawn (Megaliters [ML])<sup>19</sup></b>	<b>62</b>	<b>38</b>	<b>60</b>	<b>41</b>	<b>38</b>
<b>Water Withdrawn by Source</b>					
> Surface Water	–	–	–	1	0
> Groundwater	–	–	–	1	0
> Municipal Water or Other Entities	–	–	–	39	38
> Rainwater	–	–	–	0	0
> Produced Water	–	–	–	0	0
> Seawater	–	–	–	0	0
<b>Total Water Discharge (Megaliters [ML])<sup>20</sup></b>	<b>62</b>	<b>38</b>	<b>60</b>	<b>41</b>	<b>38</b>
<b>Water Discharge by Destination<sup>21</sup></b>					
> Surface Water	–	–	–	0	0
> Groundwater	–	–	–	0	0
> Municipal Water or Other Entities	–	–	–	41	38
> Other Entities and Seawater	–	–	–	0	0

<sup>19</sup> See Reporting Principles – Planet, **page 32**.

<sup>20</sup> Hasbro's owned and operated facilities do not utilize water for processing or industrial operation.

<sup>21</sup> In 2022, Hasbro began reporting water discharge by destination. 2021 water discharge has been restated to reflect this change.

2018

2019

2020

2021

2022

## By Region<sup>22</sup>

### Asia Pacific

> Total Water Withdrawn (ML)	8	7	6	7	4
▪ Surface Water	–	–	–	0	0
▪ Groundwater	–	–	–	0	0
▪ Municipal Water or Other Entities (third-party water)	–	–	–	7	4
▪ Rainwater	–	–	–	0	0
▪ Produced Water	–	–	–	0	0
▪ Seawater	–	–	–	0	0
> Water Withdrawn with High or Extremely High Baseline Water Stress (ML)	–	–	–	5	2
▪ Surface Water	–	–	–	0	0
▪ Groundwater	–	–	–	0	0
▪ Municipal Water or Other Entities (third-party water)	–	–	–	5	2
▪ Rainwater	–	–	–	0	0
▪ Produced Water	–	–	–	0	0
▪ Seawater	–	–	–	0	0
> Water Withdrawn with High or Extremely High Baseline Water Stress (%) <sup>23</sup>	–	–	–	70%	50%
> Water Discharged (ML)	8	7	6	7	4

<sup>22</sup> See Reporting Principles – Planet, **page 32**.

<sup>23</sup> 2021 figures restated due to a change in calculation methodology.



	2018	2019	2020	2021	2022
<b>EMEA (Europe, Middle East, Africa)</b>					
> Total Water Withdrawn (ML)	8	13	20	7	10
▪ Surface Water	–	–	–	0	0
▪ Groundwater	–	–	–	0	0
▪ Municipal Water or Other Entities (third-party water)	–	–	–	7	10
▪ Rainwater	–	–	–	0	0
▪ Produced Water	–	–	–	0	0
▪ Seawater	–	–	–	0	0
> Water Withdrawn with High or Extremely High Baseline Water Stress (ML)	–	–	–	4	4
▪ Surface Water	–	–	–	0	0
▪ Groundwater	–	–	–	0	0
▪ Municipal Water or Other Entities (third-party water)	–	–	–	4	4
▪ Rainwater	–	–	–	0	0
▪ Produced Water	–	–	–	0	0
▪ Seawater	–	–	–	0	0
> Water Withdrawn with High or Extremely High Baseline Water Stress (%) <sup>24</sup>	–	–	–	54%	39%
> Water Discharged (ML)	8	13	20	8	10

<sup>24</sup> 2021 figures restated due to a change in calculation methodology.

	2018	2019	2020	2021	2022
<b>Latin America</b>					
> Total Water Withdrawn (ML)	2	0	2	2	2
▪ Surface Water	–	–	–	0	0
▪ Groundwater	–	–	–	0	0
▪ Municipal Water or Other Entities (third-party water)	–	–	–	2	2
▪ Rainwater	–	–	–	0	0
▪ Produced Water	–	–	–	0	0
▪ Seawater	–	–	–	0	0
> Water Withdrawn with High or Extremely High Baseline Water Stress (ML)	–	–	–	2	2
▪ Surface Water	–	–	–	0	0
▪ Groundwater	–	–	–	0	0
▪ Municipal Water or Other Entities (third-party water)	–	–	–	2	2
▪ Rainwater	–	–	–	0	0
▪ Produced Water	–	–	–	0	0
▪ Seawater	–	–	–	0	0
> Water Withdrawn with High or Extremely High Baseline Water Stress (%) <sup>25</sup>	–	–	–	95%	99%
> Water Discharged (ML)	2	0	2	2	2

<sup>25</sup> 2021 figures restated due to a change in calculation methodology.

	2018	2019	2020	2021	2022
<b>U.S./Canada</b>					
> Total Water Withdrawn (ML)	45	18	33	24	23
▪ Surface Water	–	–	–	1	0
▪ Groundwater	–	–	–	0	0
▪ Municipal Water or Other Entities (third-party water)	–	–	–	23	23
▪ Rainwater	–	–	–	0	0
▪ Produced Water	–	–	–	0	0
▪ Seawater	–	–	–	0	0
> Water Withdrawn with High or Extremely High Baseline Water Stress (ML)	–	–	–	4	5
▪ Surface Water	–	–	–	0	0
▪ Groundwater	–	–	–	0	0
▪ Municipal Water or Other Entities (third-party water)	–	–	–	4	5
▪ Rainwater	–	–	–	0	0
▪ Produced Water	–	–	–	0	0
▪ Seawater	–	–	–	0	0
> Water Withdrawn with High or Extremely High Baseline Water Stress (%) <sup>26</sup>	–	–	–	17%	21%
> Water Discharged (ML)	45	18	33	24	23
<b>Water Withdrawn Normalized (ML/thousand employees)</b>	<b>12</b>	<b>7</b>	<b>9</b>	<b>6</b>	<b>6</b>

<sup>26</sup> 2021 figures restated due to a change in calculation methodology.



# play

**We are privileged to delight fans of all ages with our toys and games.** Product safety is the cornerstone of everything we do, supported by robust quality assurance. We believe in the power of play to create joy and community around the world, and to bring a sense of comfort in times of crisis or uncertainty. In 2022 our philanthropy impacted more than 4 million lives through \$21M in total support.

	2018	2019	2020	2021	2022
<b>Product Quality and Safety</b>					
Significant product and service categories for which health and safety impacts are assessed for improvement	100%	100%	100%	100%	100%
Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products <sup>27</sup>	0	0	2	0	2
> Incidents of non-compliance with regulations resulting in a fine or penalty	–	–	–	0	0
> Incidents of non-compliance with regulations resulting in a warning	–	–	–	0	0
> Incidents of non-compliance with voluntary codes	–	–	–	0	0
<b>Product Sustainability and Design</b>					
Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship	1	0	0	0	0
> Incidents of non-compliance with regulations resulting in a fine or penalty	–	–	–	0	0
> Incidents of non-compliance with regulations resulting in a warning	–	–	–	0	0
> Incidents of non-compliance with voluntary codes	–	–	–	0	0

<sup>27</sup> 2022 product recalls related to preventative actions taken in Europe and Australia.

	2018	2019	2020	2021	2022
<b>Philanthropy, Social Impact and Employee Volunteer Engagement<sup>28</sup></b>					
Employee Volunteer Hours	68,870	68,312	25,883	36,206	45,020
Employee Volunteer Rate	84%	92%	76%	95%	84%
Financial Support (in million dollars)	5.1	2.9	4.8	7.5	6.6
Product Donations (estimated retail value in million dollars) <sup>29</sup>	15.7	9.2	20.8	9.8	14.9
Total Philanthropic Support (in million dollars)	20.8	12.1	25.7	17.3	21.5
Children and Adults Impacted (millions)	4.3	4.2	4.1	6.1	4.2

<sup>28</sup> See Reporting Principles, **page 33**.

<sup>29</sup> 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

**As a global organization with thousands of employees in offices around the world, we embrace diverse lived experiences, backgrounds, ethnicities and interests.** Our teams are inspired by our Purpose of creating joy and community for all people around the world. Our inclusive culture sets us up to deliver excellence, build impactful brands and expand our leadership position in toy and game. We are on track to achieve our goals to grow women in leadership roles to 50% globally, and grow racially and ethnically diverse employee representation in the U.S. to 25% by 2025.



	2018	2019	2020	2021	2022
<b>Employees, New Hires and Voluntary Turnover<sup>30</sup></b>					
<b>Total Number of Employees</b>	<b>5,288</b>	<b>5,261</b>	<b>6,473</b>	<b>6,420</b>	<b>6,482</b>
> Employees (Age Under 30 Years Old)	751 (14%)	702 (13%)	926 (14%)	953 (15%)	907 (14%)
> Employees (Ages 30-50 Years Old)	3,526 (67%)	3,519 (67%)	4,320 (67%)	4,231 (66%)	4,286 (66%)
> Employees (Ages 51+ Years Old)	996 (19%)	1,029 (20%)	1,227 (19%)	1,235 (19%)	1,289 (20%)
<b>Total Number and Rate of New Employee Hires</b>	<b>1,187</b>	<b>1,071</b>	<b>1,069</b>	<b>1,848</b>	<b>1,765</b>
> New Hires (Age Under 30 Years Old)	499	412	428	652	664
> New Hires (Ages 30-50 Years Old)	573	533	525	1,013	940
> New Hires (Ages 51+ Years Old)	112	125	116	181	161
> New Hires (% Identifying as Male) <sup>31</sup>	–	–	–	42%	48%
> New Hires (% Identifying as Female)	59%	60%	52%	57%	50%
> New Hires (% Identifying as Other) <sup>31, 32</sup>	–	–	–	1%	2%
<b>Voluntary Turnover</b>	<b>11%</b>	<b>11%</b>	<b>8%</b>	<b>14%</b>	<b>16%</b>
> Voluntary Turnover (Age Under 30 Years Old)	14%	25%	15%	21%	19%
> Voluntary Turnover (Ages 30-50 Years Old)	10%	12%	7%	14%	12%
> Voluntary Turnover (Ages 51+ Years Old)	10%	6%	5%	8%	8%
> Voluntary Turnover (Identifying as Male) <sup>31</sup>	–	–	–	12%	11%
> Voluntary Turnover (Identifying as Female)	11%	12%	8%	14%	14%
> Voluntary Turnover (Identifying as Other) <sup>31, 32</sup>	–	–	–	30%	4%

<sup>30</sup> Please see Reporting Principles, **page 34**.

<sup>31</sup> To make our people data more inclusive, we have decided to break our new hires and employee turnover data into female, male and other. We have previously reported on female and non-female people data, see our 2020 CSR Data Update for comparison years. In 2021, we began reporting the gender categories of “male” and “other”. “Other” includes employee responses of “Blank” in eOne’s system and “Undeclared” or “Other” in the Hasbro/Wizards of the Coast system.

<sup>32</sup> In 2022, eOne adopted Hasbro and Wizards Human Resources Information System. Additionally, more employees did not select a binary gender in this new system.

2018

2019

2020

2021

2022

## Employees, New Hires and Voluntary Turnover by Region

### U.S.

> Total Employees	2,455	2,519	2,806	2,803	2,931
> New Hires	703	588	500	806	865
> Voluntary Turnover	8%	8%	6%	12%	12%

### Canada

> Total Employees	182	176	522	504	517
> New Hires	30	21	46	125	82
> Voluntary Turnover	7%	10%	7%	18%	13%

### Asia Pacific

> Total Employees	1,166	1,186	1,211	1,194	1,191
> New Hires	227	215	127	259	229
> Voluntary Turnover	16%	14%	7%	13%	14%

### Europe

> Total Employees	1,208	1,122	1,511	1,465	1,457
> New Hires	178	204	200	358	326
> Voluntary Turnover	11%	14%	8%	9%	11%

### Latin America

> Total Employees	145	133	134	125	119
> New Hires	30	30	13	30	25
> Voluntary Turnover	15%	19%	10%	17%	21%

### Mexico

> Total Employees	132	125	289	329	267
> New Hires	19	13	183	270	30
> Voluntary Turnover <sup>33</sup>	7%	14%	42%	47%	17%

<sup>33</sup> In 2022, employees whose temporary assignments ended were considered involuntary and therefore omitted. Previously, this data included Mexico Union employees whose temporary work assignment ended in the reported calendar year.



2018

2019

2020

2021

2022

## Diversity, Equity and Inclusion

## Women in Our Workforce (Global)

> Female Employees	55%	55%	54%	55%	53%
> Female Leaders/Managers <sup>34</sup>	41%	42%	43%	46%	45%
> Female Executive Leadership	–	–	2 (18%)	3 (30%)	4 (44%)
> U.S. Female Employees	55%	53%	52%	52%	50%
> U.S. Female Leaders/Managers <sup>34</sup>	41%	42%	41%	43%	44%

## Racial and Ethnic Diversity in Our Workforce (U.S.)

> Racially/Ethnically Diverse Employees	18%	19%	21%	22%	22%
> Racially/Ethnically Diverse Leaders/Managers	10%	10%	14%	14%	15%
> Racially/Ethnically Diverse New Hires	26%	25%	31%	34%	31%

## Employees by Ethnic Group (U.S.)

> American Indian/Alaskan	0.2%	0.2%	0.2%	0.2%	0.2%
> Asian	7%	7%	7%	8%	8%
> Black or African American	2%	2%	3%	3%	3%
> Hispanic/Latino	8%	8%	8%	8%	8%
> Native Hawaiian or Pacific Islander	0.2%	0.2%	0.2%	0.1%	0%
> Two or More Races	1%	2%	2%	2%	3%
> White	82%	81%	80%	78%	78%

Diversity by Employment Type (Global)<sup>35</sup>

<b>Total Number Non-Contingent Employees</b>	–	–	<b>6,402</b>	<b>6,239</b>	<b>6,300</b>
> % Total Non-Contingent Employees – Female	–	–	54%	54%	52%
> % Total Non-Contingent Employees – Minority (U.S. only)	–	–	21%	22%	22%

<sup>34</sup> Leaders/Managers are defined as Director level and above.<sup>35</sup> See Reporting Principles – People, **page 34**.

	2018	2019	2020	2021	2022
<b>Total Number of Contingent Workers<sup>36</sup></b>	–	–	<b>71</b>	<b>181</b>	<b>28</b>
> % Total Contingent Workers – Female	–	–	66%	71%	62%
> % Total Contingent Workers – Minority (U.S. only)	–	–	11%	30%	20%
<b>Total Number of Temporary Workers<sup>36</sup></b>	–	–	<b>129</b>	<b>131</b>	<b>23</b>
<b>Total number of incidents of discrimination during the reporting period<sup>37, 38</sup></b>	–	–	<b>2</b>	<b>0</b>	<b>7</b>
<b>Employee Engagement and Development</b>					
Proportion of employees self-assessing their level of engagement as actively engaged <sup>37, 39</sup>	–	–	–	77%	72%
<b>Human Rights and Labor Relations</b>					
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%	100%	86%
Hasbro employees covered by unions or collective bargaining agreements globally	10.50%	9.60%	11.85%	11.40%	10.60%

<sup>36</sup> In alignment with the objectives of our Operational Excellence program, in 2022 we announced the undertaking of certain organizational changes to deliver cost savings.

<sup>37</sup> See Reporting Principles – People, **page 34**.

<sup>38</sup> The company is currently party to certain legal and administrative proceedings, none of which we believe to be material to our business or financial condition (Hasbro 10-K: Item 3). For information pertaining to ethics and compliance mechanisms in place, please refer to **Hasbro's Code of Conduct**.

<sup>39</sup> 2021 figures recalculated due to a reporting error that year.

2018

2019

2020

2021

2022

## Employee Health, Safety and Wellbeing

### Incidence Rates (per 200,000 hours worked)<sup>40</sup>

> Recordable Injuries and Illness	0.89	0.30	0.33	0.15	0.15
▪ For workers who are not employees but whose work and/or workplace is controlled by the organization	–	–	–	–	0.09
> Lost Time Injuries and Illness	0.45	0.16	0.29	0.48	0.15
▪ For workers who are not employees but whose work and/or workplace is controlled by the organization	–	–	–	–	0.30
> Lost Work Days	7.53	2.81	10.74	5.16	4
▪ For workers who are not employees but whose work and/or workplace is controlled by the organization	–	–	–	–	3
> Work-Related Fatalities	0	0	0	0	0
▪ For workers who are not employees but whose work and/or workplace is controlled by the organization	–	–	–	–	0

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

#### Americas

> Recordable Injuries and Illness	1.21	0.23	0.18	0.03	0.13
> Lost Time Injuries and Illness	0.60	0.19	0.13	0.42	0.09
> Lost Work Days	10.72	14.43	9.91	1.87	1.42

#### EMEA (Europe, Middle East, Africa)

> Recordable Injuries and Illness	0.63	0.46	0.81	0.50	0.28
> Lost Time Injuries and Illness	0.11	0.23	0.76	0.92	0.62
> Lost Work Days	0.54	2.00	21.24	16.66	13.49

#### Asia Pacific

> Recordable Injuries and Illness	0.46	0.27	0.13	0.09	0.00
> Lost Time Injuries and Illness	0.23	0.00	0.13	0.09	0.06
> Lost Work Days	1.55	0.00	0.20	0.37	0.06

<sup>40</sup> Significant decrease due to improved data accuracy (see Reporting Principles, **page 34**) and progress in implementing safety programs in certain sites in 2021.





# principles

**Hasbro's mission is to entertain and connect generations of fans through the wonder of storytelling and exhilaration of play.** As we carry out our mission, it is important we do so justly. Adherence to trainings across business units, strong governance principles and continued prioritization of human rights and ethical sourcing lay a strong, virtuous foundation. In 2022, we developed a Responsible Recruitment Policy to educate suppliers regarding contract labor risks, drive factory accountability and ensure compliance with new forced labor laws.

	2020	2021	2022
<b>Corporate Governance</b>			
<b>Board of Directors</b>			
<b>Number of Members on Hasbro's Board of Directors<sup>41</sup></b>	<b>14</b>	<b>13</b>	<b>13</b>
> Non-executive Members	–	12	12
> Independent Members <sup>42</sup>	12	12	12
> Female Members	6 (55%)	7 (54%)	7 (54%)
<b>Directors Who Self-identify in Each Category</b>			
> Non-binary	–	0	0
> LGBTQ+	–	0	0
> African American or Black	–	2	2
> Alaskan Native or Native American	–	0	0
> Asian	–	0	0
> Hispanic or Latinx	–	0	0
> Native Hawaiian or Pacific Islander	–	0	0
> White	–	11	11
> Two or More Races or Ethnicities	–	0	0
<b>Average Tenure of Board Members (years)</b>	<b>–</b>	<b>8.3</b>	<b>9.2</b>
Total number of critical concerns that were communicated to the highest governance body during the reporting period	–	0.0	0.0

<sup>41</sup> Board demographics based on Board makeup as of April 2023.

<sup>42</sup> For Hasbro's Standards for Director Independence, see Appendix B, page B-1 in **Hasbro's 2023 Proxy Statement**.

	2020	2021	2022
<b>Executive Compensation</b>			
Executive pay linked to ESG performance <sup>43</sup>	Yes	Yes	Yes
<b>Business Ethics</b>			
<b>Anti-Corruption</b>			
Operations assessed for risks related to corruption <sup>44</sup>	–	100%	100%
Total number of confirmed incidents of corruption	–	0	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	–	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
Complaints received through Hasbro's ethics helpline and mailboxes, and other sources	85	77	51
Total number of employees the organization's anti-corruption policies and procedures have been communicated to	–	6,314	6,720
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.	
> Business partners Hasbro's anti-corruption policies and procedures have been communicated to	–		

<sup>43</sup> 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.

<sup>44</sup> Hasbro's annual Anti-Bribery and Corruption Risk Assessment covers the entire Hasbro organization, across all segments and operations around the world. In 2022, we surveyed 100% of our owned and operated entities/locations and assessed their individual risk profiles.

	2020	2021	2022
<b>Total number of employees who have received training on anti-corruption<sup>45</sup></b>	–	6,314	6,720
<b>By Employee Category</b>			
> Board of Directors	–	Members of Hasbro's Board of Directors are trained every four to five years.	
> Non-management (Levels 1-4)	–	2,955	3,080
> Professionals (5 & 6)	–	2,663	2,907
> Leadership (7+)	–	696	733
<b>By Region</b>			
> U.S.	–	2,914	3,191
> Canada	–	448	456
> Asia	–	1,187	1,224
> Pacific	–	102	102
> Europe	–	1,364	1,453
> Latin America	–	134	135
> Mexico	–	165	159
<b>Total number of employees who completed annual Code of Conduct training<sup>45</sup></b>	<b>6,049</b>	<b>5,831</b>	<b>5,132</b>
<b>Compliance</b>			
<b>Total monetary value of financial and in-kind political contributions made by the organization</b>	–	\$0	\$0
> Directly	–	\$0	\$0
> Indirectly	–	\$0	\$0
<b>Legal actions pending in which Hasbro has been identified as a participant</b>	<b>0</b>	<b>0</b>	<b>0</b>
> Anti-competitive behavior	0	0	0
> Violations of anti-trust	0	0	0
> Monopoly	0	0	0
<b>Completed legal actions in which Hasbro has been identified as a participant</b>	<b>0</b>	<b>0</b>	<b>0</b>
> Anti-competitive behavior	0	0	0
> Violations of anti-trust	0	0	0
> Monopoly	0	0	0

<sup>45</sup> Represents trainings that were completed in the 2022 calendar year. Due to a systems change, some trainings were delayed and will take place in 2023.

	2020	2021	2022
<b>Supplier Responsibility</b>			
New suppliers that were screened using environmental criteria	100%	100%	100%
Number of suppliers assessed for environmental impacts	–	76 (100%)	80 (100%)
Average critical environmental issues per audit <sup>46</sup>	–	0	<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%)
Average critical social issues per audit <sup>46</sup>	–	1.38	1.30
Third-party suppliers required to undergo annual social compliance audit	99%	100%	100%
Third-party suppliers trained on Hasbro's ethical sourcing and social compliance requirements through both live in-person and online trainings	97%	100%	100%

<sup>46</sup> See Reporting Principles – Principles, page 35.



## reporting principles

### planet

#### EMISSIONS

Hasbro's GHG emissions were measured and calculated according to the principles of the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol (GHG Protocol), and reported in accordance with Scope 1, 2 and 3 emissions. Emissions were calculated for all Hasbro owned and/or operated sites.

The data reported includes information on Hasbro owned and operated facilities (offices and distribution centers), unless stated otherwise.

The emissions for all sites that do not report energy consumption data were estimated based on electricity and natural gas consumption per square foot for similar sites with reported data.

Calculations were made using the following sources:

- > The GHG Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
- > Defra Environmental Reporting Guidelines: Including streamlined energy and carbon reporting guidance, 2019
- > Energy Information Administration 1605B

In 2023, Hasbro's science-based targets were validated. To accurately reflect these targets, some prior year data was restated. Restatements of data are included in the following paragraphs, or in the footnotes of our data tables when needed.

**SCOPE 1** covers direct emissions from all owned and operated assets.

The operational control method has been applied. Emissions data was calculated using the following sources:

- > IPCC Guidelines for National Greenhouse Gas Inventories, 2006
- > U.S. Environmental Protection Agency (US EPA) Center for Corporate Climate Leadership: Direct Fugitive Emissions from Refrigeration, Air Conditioning, Fire Suppression and Industrial Gases

- > U.S. EPA Center for Corporate Climate Leadership: Direct Emissions from Mobile Combustion Sources
- > U.S. EPA Center for Corporate Climate Leadership: Direct Emissions from Stationary Combustion Sources
- > International Energy Agency (IEA) Emission Factors v.4, 2021

**SCOPE 2** relates to indirect emissions from purchased and consumed electricity, heating and cooling. Emissions data was calculated using the following sources:

- > The Greenhouse Gas Protocol: Scope 2 Guidance
- > U.S. EPA Center for Corporate Climate Leadership: Indirect Emissions from Purchased Electricity
- > U.S. EPA Emissions & Generation Resource Integrate Database (eGrid)
- > IEA Emission Factors v.4, 2021
- > The Greenhouse Gas Protocol: Scope 2 Guidance

**SCOPE 3** relates to indirect emissions from sources that are not owned or operated by Hasbro. In 2022 we aligned our Scope 3 GHG emissions calculation with the GHG Protocol Scope 3 categories classification. Where data availability allowed, we updated our previous disclosures to align with this methodology. Relevant Scope 3 emissions for Hasbro cover the following categories:

- > Purchased goods and services
- > Capital goods
- > Fuel and energy-related activities not included in Scope 2
- > Upstream and downstream transportation and distribution
- > Waste generated by operations
- > Business travel
- > Employee commuting
- > Upstream leased assets
- > Use of sold products
- > End-of-life treatment of sold products
- > Franchises







## how hasbro reports on esg

Emissions data was calculated from the following sources:

- Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard
- Greenhouse Gas Protocol: Technical Guidance for Calculating Scope 3 Emissions

### ENERGY

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Total energy consumption was calculated using information derived from energy bills and consumption reports for all Hasbro owned and/or operated sites.

Total energy consumption includes consumption of fuels, purchased electricity, and district heating and cooling.

### RENEWABLE ENERGY

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Hasbro's Renewable Energy Certificates (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 electricity consumed 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. They are independently verified and issued by the appropriate local attribute tracking systems, including the Green-e, European Energy Certificate System, I-REC Standard, and the relevant regional tracking systems. RECs issued in the U.S. and Canada are additionally verified by an independent auditor and certified under the Green-e Renewable Energy Standard. Notwithstanding our REC purchases, we did not purchase carbon offset credits in 2022 in alignment with our membership to the SBTi.

### WASTE

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The total waste generated by operations was calculated for all Hasbro owned and operated sites using information from verified bills and invoices. For sites without verified bills or invoices, data was estimated using available waste data and site square footage.

### WATER

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Water data was calculated for all Hasbro owned and operated sites, and buildings that Hasbro has a presence in but does not own. The calculations contain data from owned, operated and third-party facilities. Owned and operated site data was calculated using information from verified bills and invoices. Third-party facilities data was calculated from water usage and the square footage that Hasbro occupies in these facilities. For sites without verified bills or invoices, data was estimated using available water data and site square footage. Data is rounded to the nearest megaliter.

Hasbro's water source categorization includes surface water, groundwater, municipal water or other entities (third-party water) and rainwater. Considering GRI categorization, seawater and produced water are not applicable sources of water for our business.

"High" and "Extremely High" baseline water stress was calculated using the World Resource Institute (WRI) Aqueduct Water Risk Atlas tool.

### WATER WITHDRAWN

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While Hasbro's business operations are not water intensive, we understand water conservation is a critical component of environmental sustainability. This year, to better understand our water consumption, we deepened our evaluation of water withdrawn by type and by region. For 2022 we have provided water withdrawn data per region by source, applying the same breakdown for water withdrawn in areas of "High" or "Extremely High" baseline water stress.

Following this new breakdown, we have changed the methodology we use to calculate the percentage of water withdrawn in areas of "High" or "Extremely High" Baseline Water Stress. This involved dividing the water withdrawn from areas of "High" or "Extremely High" Baseline Water Stress by the water withdrawn from the specific region.



## how hasbro reports on esg

### WATER CONSUMPTION

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Water consumption measures water used by an organization that is no longer available for use by the ecosystem or local community. The GRI definition of water consumption refers to 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.

The GRI definition of water withdrawal refers to the 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.

The GRI definition of water discharge refers to 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.

According to the definitions above, Hasbro withdrew 38 megaliters of water and discharged 38 megaliters. Therefore, no water was considered to have been consumed by Hasbro in 2022.

### play

#### EMPLOYEE VOLUNTEER RATE

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Employee Volunteer Rate represents the percentage of eligible 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 non-contingent employees. The number of active non-contingent employees excludes employees on leave.

#### FINANCIAL SUPPORT

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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 (formerly Hasbro Children's Fund) including all matching gift grants.

#### TOTAL PHILANTHROPIC SUPPORT

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Total philanthropic support represents both financial contributions and the estimated retail value of product donations.



## how hasbro reports on esg

### people

#### TOTAL NUMBER OF EMPLOYEES

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The number reported for “Total number of employees” is a single count of all employees active on 12/31/2022.

#### WOMEN IN WORKFORCE

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The job categories for women in workforce are classified as follows: leaders/managers are defined as Director level and above; senior management is defined as executive leadership.

#### NON-CONTINGENT WORKERS

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Non-contingent workers are defined as regular employees on global payrolls who do not have an employment end date.

#### CONTINGENT WORKERS

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Contingent workers are defined as regular employees on global payrolls who have an employment end date (e.g. interns, seasonal workers, etc.). All “Other” includes EEO-1 job categories of technicians, operative and service workers. For 2021 and 2022, contingent employees include interns.

#### TEMPORARY WORKERS

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Temporary workers are defined as those not included on Hasbro’s payroll, and who are contracted through and employed by a third party. Diversity data for temporary employees is not available as they are not directly employed by Hasbro. Therefore, they are not included in demographic data.

#### WORKERS WHO ARE NOT EMPLOYEES BUT WHOSE WORK AND/OR WORKPLACE IS CONTROLLED BY THE ORGANIZATION

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Hasbro adheres to the OSHA 1910 definition and reporting treatment for this employee category, considering the following sources:

- > OSHA Field Operations Manual OSHA Protecting Temporary Workers
- > OSHA Recording and Reporting Requirements

#### LOST TIME INJURY RATES

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The lost time injury and illness rate was calculated as the number of injuries per 200,000 working hours for the Americas region, Asia Pacific region, and Europe. The scope of lost time injury rate is for Hasbro, eOne and Wizards employees, and includes contingent and temporary workers under the direct supervision of Hasbro. The number of lost time injuries is based on Health and Safety Reporting at each site. A lost time injury is defined as an injury that results in at least one day’s absence following the day of the injury. Therefore, Total Incident Rate would be the total of Recordable Injuries and Illness and Lost Time Injuries and Illnesses.

#### EMPLOYEE ENGAGEMENT

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A proportion of employees who self-assess their level of engagement as actively engaged: for example, the number of respondents who “agree” or “strongly agree” with the statement “I would recommend Hasbro, Inc. (Hasbro, eOne and Wizards) as a great place to work” in Glint’s Engagement Index. This number was divided by the total number of respondents who participated in the survey.



## how hasbro reports on esg

### NEW EMPLOYEE HIRES AND EMPLOYEE VOLUNTEER TURNOVER

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The data for 2022 reflects the fact that voluntary turnover rates were impacted by employees returning to work after the pandemic. Voluntary turnover percentages by age, gender and region are based on the percentage of employees in each category that voluntarily left the company, not the percentage in each category of the overall employee population.

To calculate voluntary turnover, the average number of employees on the last day of the reporting calendar year and the first day of the following reporting calendar year were calculated. Next, the number of voluntary terminations in the reporting year was identified. Voluntary turnover was subsequently calculated by dividing the number of voluntary terminations by the average number of employees.

### INCIDENT OF DISCRIMINATION

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An incident refers to a legal action or complaint registered with a competent government authority through a formal process.

## principles

### AVERAGE CRITICAL SOCIAL ISSUES

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Average critical social issues indicator is calculated based on the average number of social Hasbro-defined Zero Tolerance and Critical issues per factory audit conducted in 2022.

### AVERAGE CRITICAL ENVIRONMENTAL ISSUES

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Average critical environmental issues indicator is calculated based on the average number of environmental Hasbro-defined Zero Tolerance and Critical Issues per factory audit conducted in 2022.

### PRIORITY NON-CONFORMANCE

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Priority non-conformance rate is calculated based on the 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.



## material esg issues definitions

Environment	Product Design & Lifecycle Management	Manage and improve the lifecycle of all products and services for consumers and the planet, including the impacts of materials innovation, packaging, distribution and end-use.
	Materials Sourcing	Continue to improve the ingredients of products, complying with applicable laws and regulations when sourcing materials, and incorporating the use of recycled and renewable materials.
	Greenhouse Gas Emissions	Reduce emissions from owned vehicles, energy consumption from corporate offices, owned facilities, factories, logistics and retail stores, as well as energy use due to IT hardware and data centers.
	Climate Change Risk & Resilience	Build resilience to global facilities and supply chain from the physical effects of climate change and mitigate related climate risks to the business, such as policy and regulatory changes, markets trends and technological changes.
	Biodiversity & Ecological Impacts	Manage the impact of our operations, products and services on the natural environment and ecosystems that may occur through land use, sourcing and extraction, including biodiversity loss, habitat destruction and deforestation.
	Chemicals Management	Maintain a comprehensive chemicals management program, available publicly, which includes robust Safety and Reliability Procedures (SRPs) for all products.
	Waste	Reduce the quantity, type and quality of waste generated as a consequence of production of our products and services.
	Water	Monitor and reduce our water consumption across our owned and operated global facilities.
Social	Employee Engagement & Development	Engage with employees on benefits that improve retention and productivity, such as initiatives that provide work-life balance, learning and development, training and education.
	Employee Health, Safety & Wellbeing	Provide a safe and healthy workplace environment for all employees, including mental health support.
	Diversity, Equity & Inclusion	Support all people by promoting, creating and advancing diversity, equity and inclusion across the workplace and business.
	Community Impact & Engagement	Engage with local communities through global and locally organized activities, events and programs, driving impact on local businesses through employee networks and volunteerism.
	Human Rights, Labor & Factory Conditions	Treat all people in the global manufacturing supply chain with dignity and respect while operating ethically to ensure worker health and safety standards and mitigate risks related to discrimination and forced labor.
	Responsible Content & Marketing	Ensure a diverse representation of on-screen media content. Conduct marketing and communications in a fair and responsible way and manage third-party influencers responsibly.
	Product Quality & Safety	Ensure quality and safety standards are applied at every stage of production, from design and engineering to manufacturing and packaging.
	Data Privacy & Cybersecurity	Protect consumer data privacy through the responsible use, storage and sharing of data to prevent criminal activities, such as hacking and online predators. Detect and remediate data security threats and breaches.
Governance	Board Composition	Ensure the diverse composition of the Board of Directors including race, ethnicity, gender, LBGTQ+, age and national origin, alongside the qualifications, integrity and independence of the Board members.
	ESG Management & Board Accountability	Oversight and management of environmental and social issues across Board of Directors and executive teams, and remuneration of senior executives linked to Environment, Social and Governance (ESG) performance.
	Anti-corruption & Business Ethics	All Hasbro employees to adhere and comply with corporate governance principles, ethics and related policies, including responsible business practices, corruption, bribery and fraud or other advantages that represent a breach of trust.
	Tax Contribution & Transparency	Be transparent on Hasbro's tax approach, including balancing tax compliance with ethical, societal and sustainable development expectations.
	Government Affairs & Advocacy	Engage constructively with government agencies, regulators, non-governmental organizations (NGOs) and other bodies on global public policy issues that may have a direct impact on the business.
	Intellectual Property Protection & Competitive Behavior	Protection of Hasbro's intellectual property rights without restricting competition and allowing fair use of services.
	Supplier Responsibility	Ensure environmental and social assessments of all current and future suppliers across all divisions and operations.

Global Reporting Initiative (GRI) provides a comprehensive framework for corporate sustainability reporting based on input from a wide range of stakeholders. Our 2022 ESG Data Update was prepared in accordance with the GRI 2021 Standards. We provide the GRI Content Index below to reference our GRI reporting.

Disclosure	Description	Reference Location/Response
ORGANIZATION AND REPORTING PRACTICES		
2-1	Organizational details	About Hasbro, <b>page 2</b> About this Update, <b>page 3</b> <b>Hasbro Annual Report 2022</b>
2-2	Entities included in the organization’s sustainability reporting	About this Update, <b>page 3</b> Restatements of information are available in the footnotes for Planet, Play, People and Principles Data.
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, <b>page 2</b> <b>Hasbro Annual Report 2022</b>
2-7	Employees	Hasbro disclosed data on employee categories that are applicable within the company. For further information and definitions, please refer to the reporting principles. <ul style="list-style-type: none"><li>• People – Employees, New Hires and Voluntary Turnover, <b>page 21</b></li><li>• People – Employees, New Hires and Voluntary Turnover by Region, <b>page 22</b></li><li>• People – Diversity, Equity and Inclusion, <b>page 23</b></li><li>• People – Reporting Principles, <b>page 34</b></li></ul>
2-8	Workers who are not employees	
GOVERNANCE		
2-9	Governance structure and composition	Principles – Corporate Governance, <b>page 27</b> <b>Hasbro’s 2023 Proxy Statement:</b> <ul style="list-style-type: none"><li>• Governance, page ix</li><li>• Board Committees, page 10-14</li><li>• Governance of the Company, page 18</li><li>• Appendix, page B-1</li></ul>
2-10	Nomination and selection of the highest governance body	<b>Nominating, Governance and Social Responsibility Committee Charter Standards for Directors Independence</b>
2-11	Chair of the highest governance body	<b>Hasbro’s 2023 Proxy Statement:</b> Board Leadership Structure, page 19
2-12	Role of the highest governance body in overseeing the management of impacts	<b>Hasbro’s 2023 Proxy Statement:</b> <ul style="list-style-type: none"><li>• Governance, page ix</li><li>• Shareholder Engagement, page vii</li><li>• Board Committees, page 10-12</li></ul> <b>2021-2022 ESG Progress Report:</b> <ul style="list-style-type: none"><li>• Stakeholder Engagement, page 13-14</li><li>• The Power of our Supply Chain, page 82</li></ul>
2-13	Delegation of responsibility for managing impacts	<b>Hasbro’s 2023 Proxy Statement:</b> Governance, page ix <b>2021-2022 ESG Progress Report:</b> Purpose in Practice, page 6-8
2-14	Role of the highest governance body in sustainability reporting	<b>Hasbro’s 2023 Proxy Statement:</b> Governance, page ix

Disclosure	Description	Reference Location/Response
2-15	Conflicts of interest	<b>Hasbro Code of Conduct</b> <b>Hasbro's 2023 Proxy Statement:</b> Director Outside Board Service, page 20
2-16	Communication of critical concerns	In 2022, 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	<b>Hasbro's 2023 Proxy Statement:</b> <ul style="list-style-type: none"> <li>Governance, page ix</li> <li>Director Orientation and Continuing Education, page 20</li> </ul>
2-18	Evaluation of the performance of the highest governance body	Principles – Executive Compensation, <b>page 28</b> <b>Hasbro's 2023 Proxy Statement:</b> Annual Evaluation for the Board and Board Committees, page 20
2-19	Remuneration policies	<b>Hasbro's 2023 Proxy Statement:</b> Compensation Committee Report, page 25 <b>Hasbro Clawback Policy</b>
2-20	Process to determine remuneration	<b>Hasbro's 2023 Proxy Statement:</b> Compensation Process, page 37-39
2-21	Annual total compensation ratio	<b>Hasbro's 2023 Proxy Statement:</b> CEO Pay Ratio, page 69
<b>STRATEGY, POLICIES AND PRACTICES</b>		
2-22	Statement on sustainable development strategy	<b>2021-2022 ESG Progress Report:</b> <ul style="list-style-type: none"> <li>CEO Welcome Note, page 4</li> <li>CPO Welcome Note, page 5</li> </ul>
2-23	Policy commitments	Policies, <b>page 47</b> <b>2021-2022 ESG Progress Report:</b> <ul style="list-style-type: none"> <li>Principles – Human Rights, page 83</li> <li>Principles – Business Ethics &amp; Governance, page 86</li> <li>Principles – Corruption Prevention, page 88</li> </ul>
2-24	Embedding policy commitments	<b>Hasbro's 2023 Proxy Statement:</b> <ul style="list-style-type: none"> <li>Governance, page ix</li> <li>Board Committees, page 10-14</li> </ul> <b>2021-2022 ESG Progress Report:</b> <ul style="list-style-type: none"> <li>Purpose – Purpose in Practice, page 6-8</li> <li>ESG at Hasbro – How We Play, page 9-10</li> <li>Principles – Human Rights 360 Assessment</li> </ul>
2-25	Processes to remediate negative impacts	<b>2021-2022 ESG Progress Report:</b> <ul style="list-style-type: none"> <li>ESG at Hasbro – Stakeholder Engagement, page 13-14</li> <li>Principles – Supply Chain Workers, page 84</li> </ul>
2-26	Mechanisms for seeking advice and raising concerns	<b>Hasbro Code of Conduct</b> <b>Human Rights Policy</b> <b>2021-2022 ESG Progress Report:</b> <ul style="list-style-type: none"> <li>ESG at Hasbro – Stakeholder Engagement, page 13-14</li> <li>Principles – Supply Chain Workers, page 84</li> </ul>

Disclosure	Description	Reference Location/Response
2-27	Compliance with laws and regulations	<b>2022 Hasbro Annual Report – Form 10-K:</b> • Legal Proceedings, page 47 • Other Information, page 80
2-28	Membership associations	<b>2021-2022 ESG Progress Report:</b> Stakeholder Engagement, page 13-14
<b>STAKEHOLDER ENGAGEMENT</b>		
2-29	Approach to stakeholder engagement	<b>2021-2022 ESG Progress Report:</b> Stakeholder Engagement, page 13-14
2-30	Collective bargaining agreements	People – Human Rights and Labor Relations, <b>page 24</b>
<b>GRI 3: MATERIAL TOPICS 2021</b>		
3-1	Process to determine material topics	<b>2021-2022 ESG Progress Report:</b> ESG Materiality Assessment, page 11-12
3-2	List of material topics	<b>2021-2022 ESG Progress Report:</b> • The Outcome, page 12 • Material ESG Issues Definitions, page 36
<b>GRI 205: ANTI-CORRUPTION 2016</b>		
205-1	Operations assessed for risks related to corruption	Principles – Business Ethics, <b>page 28</b>
205-2	Communication and training about anti-corruption policies and procedures	Principles – Business Ethics, <b>page 28</b> <b>2021-2022 ESG Progress Report:</b> Principles – Corruption Prevention, page 88
205-3	Confirmed incidents of corruption and actions taken	Principles – Business Ethics, <b>page 28</b>
3-3	Management of material topics	<b>2021-2022 ESG Progress Report:</b> Principles – Business Ethics, page 88
<b>GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016</b>		
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Principles – Compliance, <b>page 29</b>
3-3	Management of material topics	<b>2021-2022 ESG Progress Report:</b> Principles – IP Protection and Competitive Behavior, page 83



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 ( <b>2021-2022 ESG Progress Report: Materiality Assessment</b> , page 11-12). The Hasbro Tax Department, under the direction of the Senior Vice President, 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.  <b>UK Tax Strategy Statement 2022 Form 10-K</b>
3-3	Management of material topics	
GRI 303: WATER AND EFFLUENTS 2018		
303-3	Water withdrawal	Planet – Water, <b>page 12</b> Reporting Principles – Water, <b>page 32</b>
303-4	Water discharge	Planet – Water, <b>page 12</b> Reporting Principles – Water, <b>page 32</b>
303-5	Water consumption	Planet – Water, <b>page 12</b> Reporting Principles – Water, <b>page 32</b>
3-3	Management of material topics	<b>2021-2022 ESG Progress Report:</b> Planet – Water, page 26-27
GRI 304: BIODIVERSITY 2016		
3-3	Management of material topics	Biodiversity was identified as an Emerging Issue as part of Hasbro's Materiality Assessment conducted in 2022 ( <b>2021-2022 ESG Progress Report: Materiality Assessment</b> , page 11-12). For this year's reporting, information under disclosures 304-1 /304-4 is not available. Initiatives that are in place to manage the impact of our operations, products and services can be found in the 2021-2022 ESG Progress Report – Planet chapter. We plan to take steps to further understand, measure, and mitigate our businesses impacts on biodiversity.

Disclosure	Description	Reference Location/Response
<b>GRI 305: EMISSIONS 2016</b>		
305-1	Direct (Scope 1) GHG emissions	Planet – Emissions & Energy, <b>page 8-9, 11</b> Reporting Principles – Planet – Scope 1, <b>page 31</b>
305-2	Energy indirect (Scope 2) GHG emissions	Planet – Emissions & Energy, <b>page 8-9, 11</b> Reporting Principles – Planet – Scope 1, <b>page 31</b>
305-3	Other indirect (Scope 3) GHG emissions	Planet – Emissions & Energy, <b>page 8-9, 11</b> Reporting Principles – Planet – Scope 1, <b>page 31</b>
305-4	GHG emissions intensity	Planet – Emissions & Energy, <b>page 8-9</b>
305-5	Reduction of GHG emissions	About this Report, <b>page 3</b> Planet Data, <b>page 8-9</b>
305-6	Emissions of ozone-depleting substances (ODS)	This disclosure is not applicable to Hasbro.
305-7	Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ) and other significant air emissions	Planet – Emissions & Energy, <b>page 11</b>
3-3	Management of material topics	<b>2021-2022 ESG Progress Report:</b> <ul style="list-style-type: none"> <li>• Planet, page 16</li> <li>• Carbon Reduction, page 23-25</li> <li>• Climate Risk and Resilience, page 31-32</li> </ul>
<b>GRI 306: WASTE 2020</b>		
306-3	Waste generated	Planet – Waste, <b>page 11</b> Reporting Principles – Waste, <b>page 32</b>
3-3	Management of material topics	<b>2021-2022 ESG Progress Report:</b> Waste, page 28
<b>GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016</b>		
308-1	New suppliers that were screened using environmental criteria	Principles – Supplier & Vendor Responsibility, <b>page 30</b>
308-2	Negative environmental impacts in the supply chain and actions taken	Principles – Supplier & Vendor Responsibility, <b>page 30</b> <b>2021-2022 ESG Progress Report:</b> Sustainable Supply Chain, page 25
3-3	Management of material topics	<b>2021-2022 ESG Progress Report:</b> <ul style="list-style-type: none"> <li>• Ethical Sourcing, page 79-80</li> <li>• Sustainable Supply Chain, page 25</li> </ul>

Disclosure	Description	Reference Location/Response
<b>GRI 401: EMPLOYMENT</b>		
401-1	New employee hires and employee turnover	People – Employees, New Hires and Voluntary Turnover, <b>page 22</b> People – Employees, New Hires and Voluntary Turnover by Region, <b>page 22</b> People – Reporting Principles, <b>page 34</b>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<b>2021-2022 ESG Progress Report:</b> • Building on Our Strong Foundation, page 71-72 • Employee Experience, page 67-68 <b>2022 Hasbro Annual Report:</b> • Compensation, Health, Safety & Well-being of Employees, page 27
3-3	Management of material topics	<b>2021-2022 ESG Progress Report:</b> • New Way of Work, page 64 • Promoting Performance Excellence through Total Talent Management, page 68-70 • Building on Our Strong Foundation, page 71-72
<b>GRI 402: LABOR/MANAGEMENT RELATIONS 2016</b>		
3-3	Management of material topics	<b>2021-2022 ESG Progress Report:</b> page 62-72
<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY</b>		
403-9	Work related injuries	People – Employee Health, Safety and Wellbeing, <b>page 25</b> Reporting Principles – Lost Time Injury Rates, <b>page 34</b>
3-3	Management of material topics	<b>2021-2022 ESG Progress Report:</b> People, page 72
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016</b>		
405-1	Diversity of governance bodies and employees	People – Diversity, Equity and Inclusion, <b>page 23-24</b>
3-3	Management of material topics	<b>2021-2022 ESG Progress Report:</b> • Diversity, Equity and Inclusion, page 65-66 Diversity, Equity and Inclusion Report 2021-2022, <b>page 8-19</b>
<b>GRI 406: NON-DISCRIMINATION 2016</b>		
406-1	Incidents of discrimination and corrective actions taken	People – Diversity, Equity and Inclusion, <b>page 23</b> Reporting Principles – People, <b>page 34</b>
3-3	Management of material topics	<b>2021-2022 ESG Progress Report:</b> • Diversity, Equity and Inclusion, page 65-66
<b>GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<b>2021-2022 ESG Progress Report:</b> • Ethical Sourcing, page 79-80 • Human Rights, page 83-84 <b>Human Rights Policy</b> <b>Responsible Business Alliance (RBA)</b>
3-3	Management of material topics	<b>2021-2022 ESG Progress Report:</b> • Ethical Sourcing, page 79-80 • Human Rights, page 83-84 <b>Human Rights and Ethical Sourcing Website</b>

Disclosure	Description	Reference Location/Response
GRI 408: CHILD LABOR		
408-1	Operations and suppliers at significant risk for incidents of child labor	2021-2022 ESG Progress Report: <ul style="list-style-type: none"><li>Ethical Sourcing, page 79-80</li><li>Human Rights, page 83-84</li></ul> Human Rights Policy Responsible Business Alliance (RBA) Human Rights and Ethical Sourcing Website
3-3	Management of material topics	2021-2022 ESG Progress Report: <ul style="list-style-type: none"><li>Ethical Sourcing, page 79-80</li><li>Human Rights, page 83-84</li></ul> Human Rights and Ethical Sourcing Website
GRI 409: FORCED OR COMPULSORY LABOR		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	2021-2022 ESG Progress Report: <ul style="list-style-type: none"><li>Ethical Sourcing, page 79-80</li><li>Human Rights, page 83-84</li></ul> Human Rights Policy Responsible Business Alliance (RBA) Human Rights and Ethical Sourcing Website
3-3	Management of material topics	2021-2022 ESG Progress Report: <ul style="list-style-type: none"><li>Ethical Sourcing, page 79-80</li><li>Human Rights, page 83-84</li></ul> Human Rights and Ethical Sourcing Website
GRI 410: SECURITY PRACTICES 2016		
410-1	Security personnel trained in human rights policies or procedures	People – Human Rights and Labor Relations, page 24
3-3	Management of material topics	2021-2022 ESG Progress Report: Human Rights, page 83-85 Human Rights and Ethical Sourcing Website
GRI 413: LOCAL COMMUNITIES 2016		
413-1	Operations with local community engagement, impact assessments and development programs	Principles, page 26 2021-2022 ESG Progress Report: <ul style="list-style-type: none"><li>Philanthropy &amp; Social Impact, page 55-58</li><li>Human Rights, page 83-85</li></ul> Human Rights and Ethical Sourcing Website
413-2	Operations with significant actual and potential negative impacts on local communities	
3-3	Management of material topics	
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016		
414-1	New suppliers that were screened using social criteria	Principles – Supplier & Vendor Responsibility, page 30
414-2	Negative social impacts in the supply chain and actions taken	Reporting Principles – Principles, page 35 Principles, page 27 Labor Conditions in the Supply Chain, page 20-22 Human Rights and Ethical Sourcing Website
3-3	Management of material topics	2021-2022 ESG Progress Report: Ethical Sourcing, page 79-82 Human Rights and Ethical Sourcing Website

Disclosure	Description	Reference Location/Response
<b>GRI 415: PUBLIC POLICY 2016</b>		
415-1	Political contributions	Principles – Compliance, <b>page 29</b>
3-3	Management of material topics	<b>Political Activity and Lobbying Policy</b>
<b>GRI 416: CUSTOMER HEALTH AND SAFETY</b>		
416-1	Assessment of the health and safety impacts of product and service categories	Play – Product Quality and Safety, <b>page 18</b>
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Play – Product Quality and Safety, <b>page 18</b>
3-3	Management of material topics	<b>2021-2022 ESG Progress Report:</b> Product Safety and Quality Assurance, page 39-41
<b>GRI 417: MARKETING AND LABELING</b>		
417-1	Requirements for product and service information and labelling	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. For more information, refer to page 39-47 of our <b>2021-2022 ESG Progress Report</b> .
417-3	Incidents of non-compliance concerning marketing communications	Play – Product Sustainability and Design, <b>page 18</b>
3-3	Management of material topics	<b>2021-2022 ESG Progress Report:</b> Responsible Content and Marketing, page 46-48
<b>GRI 418: CUSTOMER PRIVACY</b>		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2022, 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	<b>2021-2022 ESG Progress Report:</b> Data Privacy and Cybersecurity, page 89-90



## Toys and Sporting Goods

The following Index maps our disclosures to the SASB industry standards material to our business. Hasbro has reported on the Toys & Sporting Goods Industry standard since 2019.

Topic	Code	Accounting Metric	Category	Reference Location/ Response
Chemical & Safety Hazards of Products	CG-TS-250a.1	Number of (1) recalls and (2) total units recalled <sup>47</sup>	Quantitative	2 Play – Product Quality and Safety, page 18
	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 & Analysis	<b>2021-2022 ESG Progress Report:</b> • Chemical Management, page 42-45 • Play – Product Safety and Quality Assurance, page 39-40 <b>Hasbro's Materials and Chemical Management Policy</b>
Labor Conditions in the Supply Chain	CG-TS-430a.1	Number of facilities audited to a social responsibility code of conduct	Quantitative	80 (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: 0.90% Associated corrective action rate: 100% Reporting Principles – Principles, page 35 <b>2021-2022 ESG Progress Report:</b> • Supplier & Vendor Responsibility, page 94 • Principles – Top Ten Critical Audit Findings 2021, page 80 • Ethical Sourcing – Human Rights, page 83-94 <b>Responsible Business Alliance (RBA)</b>
Activity Metrics	CG-TS-000.A	Annual production	Quantitative	555,756,124 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: 80 <b>Third Party Factory List 2022</b>

<sup>47</sup> The number of recalls in the 2021 SASB Index was incorrectly reported as 1. Hasbro did not have any recalls in 2021.

## Media & Entertainment

With the acquisition of eOne at the end of 2019, we included the applicable elements of the Media & Entertainment standard in our disclosures last year and continue to do so this year.

Topic	Code	Accounting Metric	Category	Reference Location/ Response
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	Diversity, Equity and Inclusion, page 23-24 <b>Human Rights and Ethical Sourcing Website</b>
	SV-ME-260a.2	Description of policies and procedures to ensuring pluralism in news media content	Discussion & 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	—
	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	Discussion & Analysis	—
Intellectual Property Protection & Media Piracy	SV-ME-520a.1	Description of approach to ensuring intellectual property (IP) protection	Discussion & Analysis	<b>2021-2022 ESG Progress Report:</b> <ul style="list-style-type: none"> <li>IP Protection and Competitive Behavior, page 83</li> <li>Business Ethics and Governance, page 86</li> </ul> <b>Code of Conduct</b>
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	In 2022, Hasbro delivered: <ul style="list-style-type: none"> <li>174 half hours of scripted television content</li> <li>730 half hours of unscripted television content</li> <li>Acquired 201 half hours of third-party produced television content</li> <li>Produced twelve feature films</li> <li>Completed production on six series of animated content</li> </ul>

—  
not applicable  
to Hasbro



### Governance & Ethics

- > Corporate Code of Conduct
- > Governance Principles
- > Hasbro UK Tax Strategy Statement
- > Political Activity and Lobbying Policy
- > Anti-Retaliation Policy
- > Anti-Bribery and Corruption Policy

### Human Rights & Ethical Sourcing

- > Human Rights Policy
- > Global Modern Slavery Statement
- > Hasbro Responsible Recruitment and Contract Labor Policy
- > Global Business Ethics Principles  
(English, Chinese, Japanese)
- > RBA Code of Conduct
- > Ethical Sourcing Guide for Licensees  
(English)
- > Conflict Minerals Policy

### Environmental Responsibility

- > Climate Change Commitment
- > Environment, Health and Safety Policy
- > Paper and Forest Procurement Policy
- > Materials and Chemical Management Policy





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