

playing with purpose

esg progress report
2021-2022



About Hasbro

Hasbro is a **global branded entertainment leader** 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 gaming, consumer products 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, visit **corporate.hasbro.com**.

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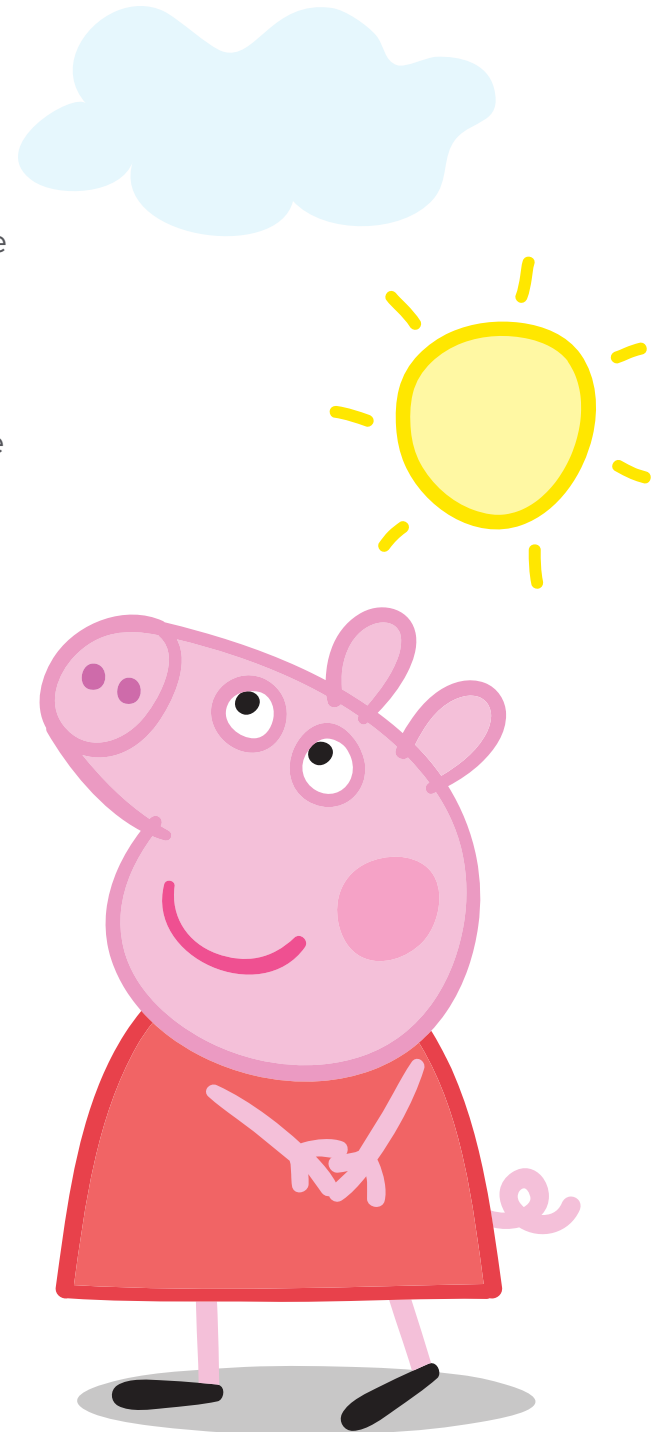
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OUR MISSION

is to entertain and connect generations of fans through the wonder and exhilaration of play.

OUR PURPOSE

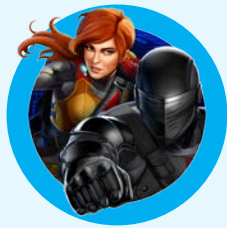
is to create joy and community for all people around the world, one game, one toy, one story at a time.

OUR VALUES



JUMP IN MUDDY PUDDLES

Be adventurous and brave in driving our business results while never forgetting we are a company built on play.



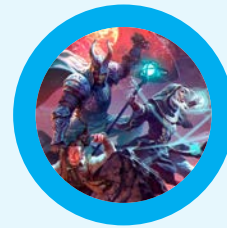
KNOWING IS HALF THE BATTLE

Be grounded by a strong command of the facts and work with integrity, resilience and a sense of purpose. Help Hasbro become better while we perform well.



CONTRIBUTE TO THE COMMUNITY CHEST

Support our communities to leave the world, our planet and society a better place for generations to come.



DON'T SPLIT THE PARTY

Act as one team that supports a unified vision; debate, decide and commit to a plan of action and pursue it boldly.



FRIENDSHIP IS MAGIC

Create diverse and inclusive communities where all feel welcome and unified in the shared joy of storytelling and play.



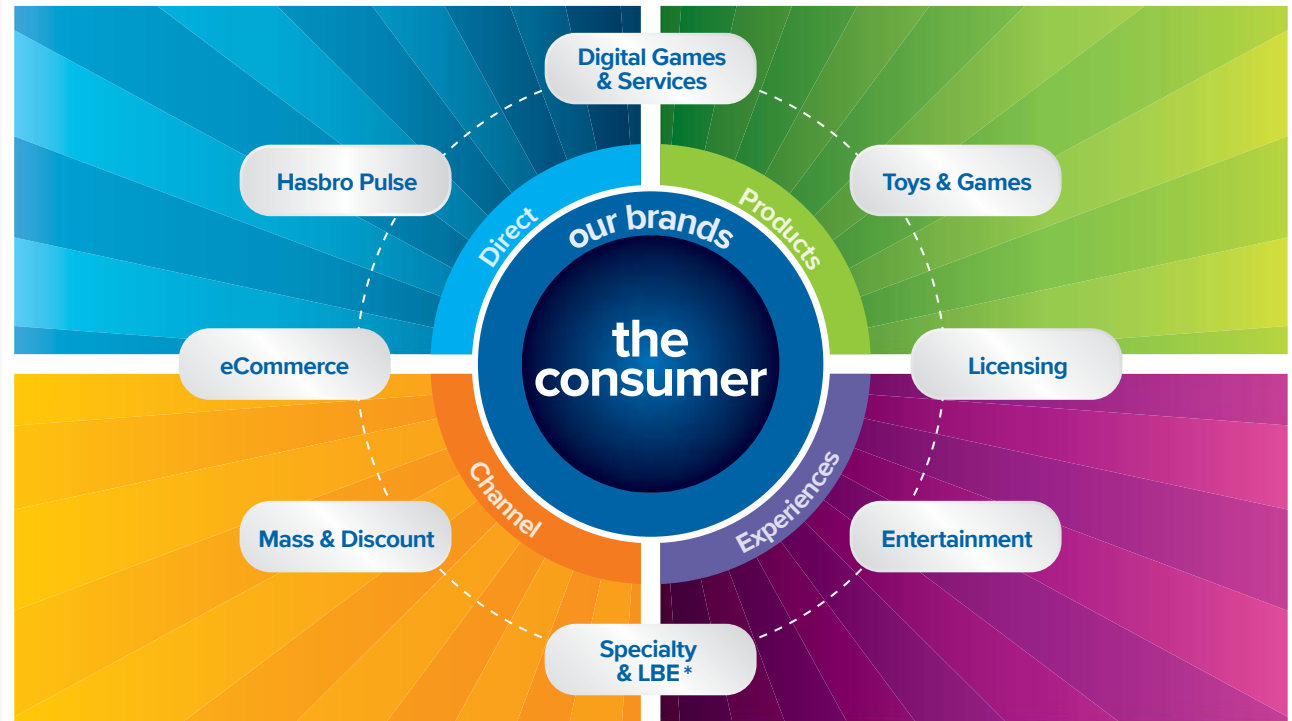
BE LEGENDARY

Practice excellence, improve on our legacy, create awesomeness.



Blueprint 2.0

The Blueprint 2.0 is our strategic framework for bringing our brands to life in exciting ways and driving long-term, sustainable and profitable growth. The Blueprint is our foundational strategy that we have evolved over the years to account for the changing landscape in which we operate. With the consumer as our North Star, the Blueprint guides us in leveraging our exceptional talent and amazing brands to engage with fans of all ages across all aspects of play and entertainment. We are proud to design innovative products and experiences that spark joy and create human connectivity.



Blueprint 2.0

By fully activating our brands across our Blueprint 2.0, we execute our mission to entertain generations of fans through the wonder of storytelling and exhilaration of play and fully realize our purpose as a company.

* LBE: Location-based entertainment.



Message from our CEO



Hasbro is a dynamic company with beloved brands that span generations, a gaming portfolio second to none, a history of play and entertainment innovation from some of the best teams in the business and unwavering corporate citizenship.

With today's global challenges, Hasbro's mission to entertain and connect generations of fans through the wonder of storytelling and exhilaration of play is more important than ever. That's a privilege we don't take lightly, and it comes with a shared responsibility to do good while doing well.

Hasbro's ability to use our business as a force for good while delivering strong shareholder results is central to who we are. Guided by our Purpose of creating joy and community for all people around the world, one game, one toy, one story at a time, we delight our fans by walking the walk in our four key impact areas: Planet, Play, People and Principles.

I want to extend a big thanks to our team for what we've accomplished together. As we move forward, we will continue to thrill our fans through play and entertainment. We've been doing it for 100 years, and we will do it for 100 more.

Chris Cocks



Welcome from our Chief Purpose Officer



Next year will mark Hasbro's centennial anniversary. 100 years! That's a whole lot of toys, games and smiles.

We've accomplished so much over the last century, driven by an unwavering desire to create joy and community around the world. From humble beginnings in the 1920s selling textile remnants, and later pencil boxes and toy doctor kits, our founders, the Hassenfeld Brothers, saw an opportunity to expand their impact by bringing cherished toys like Potato Head and Play-Doh to children across America.

Today, the values and ideals of our founders are embedded in our DNA, but we couldn't be more excited about the future. As a leader in global branded entertainment, Hasbro's reach extends to consumers all over the world. From Peppa Pig to Dungeons & Dragons, Monopoly to Transformers, our iconic and beloved brands connect and entertain fans of all ages.

Playing with Purpose, our latest ESG Progress Report 2021-2022, brings our Purpose, Mission and Values to life, showcasing Hasbro's Environmental, Social and Governance (ESG) strategy and performance—including successes and opportunities—over the past year.

In the Report, you will learn more about our ESG progress:

- > **PLANET:** Learn about our new Climate Action Plan framework and strategy to reduce carbon emissions.
- > **PLAY:** Discover the global impact of our industry-leading philanthropy program where 92% of our team members volunteer.
- > **PEOPLE:** Explore the steps we've taken to foster DE&I throughout our business, including our progress against our 2025 DE&I goals.
- > **PRINCIPLES:** Understand how we support worker well-being in our supply chain through healthcare, financial literacy, and other programs.

We hope you enjoy this update and invite your feedback, as our work is ongoing. I am honored to lead a team of champions who show up each day ready and eager to put in the work to make our company and the world a better place.

Thanks to the steadfast commitment of our team members around the world, 100 years on, we're still bringing our Purpose to life every day!

Kathrin Belliveau

purpose

why we play

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. We feel privileged to create products and experiences that bring joy and spark human connectivity across generations, cultures and lifetimes. Our Purpose motivates our employees, engages our consumers, impacts our communities and sits at the heart of our company. We play with purpose and strive to inspire a more inclusive, sustainable and connected world.



Purpose in Practice

Hasbro was founded nearly a century ago with a strong belief in the value of play and importance of giving back. We have a long history of using Purpose to guide us in driving value creation and trust with our stakeholders. Our recent steps to codify purpose and embed it into every facet of our business has further strengthened our resolve.

Established in 2021, the Global Purpose Organization, led by our Chief Purpose Officer, integrates strategic functions across the global business, including Government Affairs, Corporate Communications, Sustainability, Corporate Social Responsibility (CSR)/Environmental, Social and Governance (ESG), Quality Assurance and Regulatory Affairs, Human Rights and Ethical Sourcing, Philanthropy and Social Impact and Consumer Care. Reporting to the CEO and part of our Executive Leadership Team (ELT), the Chief Purpose Officer guides company policy across our global ESG or “non-financial” performance, the global Purpose strategy and performance. Through close cross-functional collaboration and partnership, the Chief Purpose Officer sets, integrates, executes and communicates Hasbro’s policy positions and ESG strategy throughout the organization within our four key areas of impact:



“In everything we do,
we strive to bring
joy and make the
world a better place,
one game, one toy,
one story
at a time.”

—KATHRIN BELLIVEAU,
CHIEF PURPOSE OFFICER



Areas of Impact

These four areas of impact make up the core sections of this ESG Progress report, where we outline our progress to date and areas of action.

planet



Building on our history of environmental stewardship, we are committed to doing our part to help protect the planet. In 2022, we introduced the framework for our Climate Action Plan outlining goals to reduce our emissions by 2030, achieve net zero Greenhouse Gas emissions by 2050 and establish a climate change risk and resilience framework. Additionally, our designers and engineers continue to establish sustainability and circularity principles for our games, toys and entertainment experiences, including packaging.

people



Our people are unequivocally the cornerstone of our company. We foster an inclusive culture of team members from diverse experiences, backgrounds and ethnicities. These varied experiences bring individuals with unique talents and interests, who often have their own higher purpose. To nurture employees' personal development and potential, we implemented a pilot program to help employees discover their individual purpose in connection with our company's Purpose.

play



As a company privileged to bring games, toys and experiences to fans of all ages, product and content safety is core to our existence. Our rigorous quality assurance program and processes are designed to ensure every product and experience we bring to life is of the highest quality and safety and exceeds the expectations of our consumers and fans.

Our Purpose and the gift of play inspire our approach to social impact and philanthropy in the communities in which we operate. We are proud to use our resources to positively impact the lives of millions of children and people in need.

principles



Creating joy and building community for all people around the world requires steadfast adherence to the highest principles of fairness, respect and ethics. Our principles drive how we operate and lead, inside and outside our company, through both the expected and unexpected. We use our platform and leadership to create positive change in our world – from our unwavering commitment to upholding human rights in our supply chain, to our steadfast approach to ESG and rigorous oversight by our Board of Directors. At Hasbro, we are committed to treating our partners, employees and consumers with dignity, and strive to do the right thing every time.

esg at hasbro

how we play

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. Without purpose, ESG is a collection of plays with no coach to guide decisions and actions. Without an ESG strategy, purpose is merely a statement rather than a way of doing business. Hasbro’s Purpose and ESG are inextricably linked – coupled together, they drive scalable impact and bring value to our employees, consumers, investors, partners and the planet.



introduction

At Hasbro, we focus on **four ESG priority areas** crucial to achieving our Purpose of creating joy and community for all people around the world, one game, one toy, one story at a time.

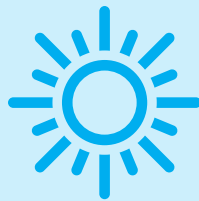
Product and Content Safety, to uphold our consumers' trust and deliver on their expectations



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



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



People and Culture (Human Capital Management), to ensure all our employees feel included, respected and empowered to bring their full selves to work each day



Learn more about how we measure our ESG performance in the data tables at the end of each chapter of this report.



ESG Materiality Assessment: How Are We Doing?

Hasbro periodically conducts ESG materiality assessments to examine and prioritize the current ESG issues relevant to our business and our stakeholders. This multi-step assessment is good governance and also strengthens our ESG strategic approach, goal setting and reporting.

In 2022, we conducted a comprehensive ESG materiality mapping. We held leadership workshops and stakeholder surveys to evaluate changes in our business and the global landscape since our 2017 assessment. The process involved identifying and prioritizing the ESG issues and trends most important to our business and stakeholders. We engaged an independent consultant and used the GRI 2021 Standards reporting principles for materiality and stakeholder engagement to guide us through the following three steps:

Step 1: Issue Research and Identification

We researched and evaluated an extensive list of ESG issues most relevant to our business and the industries in which we operate. This step accounted for our current ESG priorities, emerging regulatory requirements, external stakeholders' expectations (including ESG ratings and rankings) and the SASB sector standards for Toys & Sporting Goods and Media & Entertainment. As part of this, we also gave consideration to wider societal and macro-economic trends. In particular, we identified how we connect to and impact the UN Sustainable Development Goals to make sure we align with the external expectations placed on us by the global sustainability agenda. Based on our research and analysis, we identified a set of **23 ESG issues (page 124)** that are most important to Hasbro and external stakeholders.

Step 2: Issue Prioritization

> Employee Survey

To prioritize these issues, we conducted an employee survey where we asked team members from around the world to rank the issues in order of importance for Hasbro. After reviewing the completed responses, the top three issues identified were health and safety, employee engagement and development, human rights and factory conditions.

> External Stakeholder Survey

We invited external stakeholders to respond to the same survey and received responses from representatives of consumer groups, industry bodies and subject matter experts. The consensus of these stakeholders emphasized the importance of product quality and safety, chemical management and responsible content.

> Investor Conversations

We gathered feedback from our shareholders during investor calls in partnership with our Investor Relations and Legal teams. Our investors consistently highlighted climate, plastics and sustainability, product quality and content safety, human rights and human capital as top priorities for Hasbro.

> Leadership Workshop

Through an internal workshop, the **23 ESG issues (page 124)** were debated and prioritized by our most senior leaders across our business areas and regions. Leaders were asked to consider the issues in two ways: first to prioritize the issues based on the ones where Hasbro has the biggest impact, and second to categorize the issues that have the biggest impact on business success.



introduction

We concluded from these discussions the sustainability of our products, responsible content and marketing, employee engagement and environmental and supplier responsibility remain top priorities for Hasbro. Climate change is also a critical issue for our business, with a strong correlation to product design, material sourcing and lifecycle management. Employee engagement continues to be a central focus for Hasbro as we always prioritize being an exceptional and inclusive workplace for our team.

Step 3: Issue Validation

For final validation, our Chief Purpose Officer collaborated closely with the executive leaders working on our ESG performance and business strategy, including the Chief Executive Officer, Chief Operating Officer and Chief People Officer. External and internal stakeholder feedback and learnings gathered throughout the process were grouped and prioritized.

The results were presented to Hasbro's ELT and Board of Directors for final approval.

The Outcome

Our 2022 ESG materiality assessment reaffirmed the importance of our core ESG priorities, people and culture, product and content safety, human rights and ethical sourcing and climate and the environment to Hasbro. The assessment also helped us identify key issues that have grown in importance since 2017, such as cybersecurity and data privacy, biodiversity and tax contribution and transparency. We took recent steps to strengthen our cybersecurity and data privacy program by hiring a Chief Cybersecurity Officer in 2022 (see details about our program on [page 89](#)). Biodiversity and tax contribution and transparency are emerging issues for Hasbro that we continue to monitor through landscape reviews and stakeholder engagement.

These issues continue to be the foundation of Hasbro's ESG strategy and will drive scalable and sustainable progress. Our management of and performance on these issues is captured in this report. Please see definitions of our ESG material issues [here \(page 124\)](#).

Priority Issues

- > Climate & Environment
- > Human Rights & Ethical Sourcing
- > Product & Content Safety
- > People & Culture: Human Capital Management

Emerging Issues

- > Chemical Safety
- > Tax Contribution & Transparency
- > Biodiversity

Baseline Issues

- > Ethics & Compliance
- > Philanthropy & Social Impact
- > Corporate Governance & Board Accountability
- > Cybersecurity & Data Privacy





Stakeholder Engagement

In addition to the formal materiality process, Hasbro considers evolving issues and gathers stakeholder feedback on an ongoing basis. We believe strong and consistent stakeholder engagement is the key to long-term success. We regularly engage with stakeholders, both inside and outside our company, based on their expertise and involvement in issues of importance to our business. Feedback gathered during these engagements strengthens our strategy, increases our resiliency and enables us to deliver on our company's mission: to entertain generations of fans through the wonder of storytelling and exhilaration of play.

Stakeholder Category	Stakeholder	Method of Engagement
 Regulators and Policymakers	• U.S. Trade Representative (USTR) • U.S. Department of Commerce • U.S. Securities and Exchange Commission • European Commission • Indian Embassy, Commerce Department • Indian Department for Promotion of Industry and Internal Trade (DPIIT)	• Company outreach, lobbying and public policy forum • Participation in the committees of standards-setting bodies
 Non-Governmental Organizations	• One Tree Planted • CEO Action for Diversity & Inclusion (pledged member) • Chemical Footprint Project • The Humane League • PETA • World Wildlife Fund (WWF) • Philanthropic organizations. Visit hasbro.org for a comprehensive list of our Global Philanthropic partners	• Discussion and engagement through the Global Government Affairs, CSR/ESG, Global Philanthropy and Social Impact, Quality Assurance, Investor Relations and Legal teams
 Industry Associations	• U.S. Toy Association (TA) • Toy Industries of Europe (TIE) • British Toy & Hobby Association (BTHA) • Various EU Member State Toy Associations • Asia Toy and Play Association • World Federation of Advertisers (WFA) • Responsible Business Alliance (RBA) • National Association for Environmental, Health, Safety and Sustainability (EHS&S) Management (NAEM) • International Consumer Product Health and Safety Organization (ICPHSO) • Association of National Advertisers (ANA) • Entertainment Software Rating Board (ESRB) • Entertainment Software Association (ESA)	• Collaboration through the Global Government Affairs, CSR/ESG and Quality Assurance teams and participation in the industry association activities • In 2021-2022, Hasbro's Chief Purpose Officer served on the Toy Association (TA) Board of Directors and the TA Executive Committee. The Hasbro team participates in the Federal Government Affairs Committee



introduction

Stakeholder Category	Stakeholder	Method of Engagement
 Investors and ESG Raters	• JUST Capital • MSCI • ICCR • Institutional Shareholder Services (ISS) • Sisters of Saint Francis • Sustainalytics • Chemical Footprint Project • Top shareholders representing 50% of the outstanding shares	• Regular updates on Hasbro's financial and operational performance through annual reports, press releases, earnings calls, ad-hoc meetings, and our Investor Relations website, communications and events
 Retailers	• Walmart • Target • All global retailers • Amazon • Carrefour	• Regular meetings with key customers • Collaboration on toy safety and standards setting through the Quality Assurance team
 Suppliers	See our 2021 Factory List	• Training sessions on the compliance requirements and Responsible Business Alliance (RBA) audit (formerly Electronic Industry Citizenship Coalition) • Confidential interviews with selected employees of third-party and licensed manufacturing vendors • Hasbro Annual Vendor Summits (India & China) • Monthly in-person Vendor Workshops (China) • Onsite Factory Visits and Hasbro Vendor Scorecard Meetings • Hasbro Ethical Sourcing Academy • Female Factory Worker Wellbeing Pilot Programs
 Consumers		• Consumer Care Program • Hasbro Consumer Insights Engagements • Hasbro Analytics, Insights and Measurement (A.I.M.) Team • Global FunLabs where consumers try out Hasbro products in development • Customer feedback channels: email, toll-free phone line, online chat, social media and written correspondence
 Employees		• Employee Network Groups (PRIDE for LGBTQ+ issues; Career Parents, Green Team and more) • Tools to raise concerns: global ethics helpline and two confidential mailboxes administrated by the Audit Committee of the Board of Directors and the office of the Chief Legal Officer





ESG Oversight and Accountability

The Hasbro Board of Directors oversees our Purpose and ESG activities through the Nominating, Governance and Social Responsibility Committee of the Board (“Governance Committee”). ESG topics, including Diversity, Equity and Inclusion (DE&I), climate, and human rights and human capital management, are regular agenda items for the Governance Committee. The Governance Committee analyzes these issues and related corporate conduct and makes recommendations to the Board. In addition, the Audit Committee of the Board oversees SEC and public disclosures in specific areas, such as conflict minerals, climate risk, DE&I and enterprise risk. Through our Compensation Committee, the Board considers ESG performance and priorities when determining the plan design for compensation. The Board receives regular updates and quarterly reports regarding our overall ESG progress. The Board is uniquely qualified for oversight given its diverse set of skills, viewpoints, expertise and backgrounds.

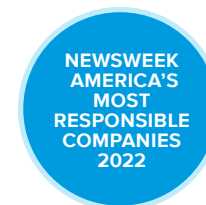
In addition to Board-level governance, our CEO and ELT regularly review our ESG performance, progress and opportunities. Our ESG Committee, chaired by our Chief Purpose Officer and composed of members of our ELT, meets several times a year to ensure rigorous management oversight of the company’s ESG strategy, impact and performance, identifying gaps and opportunities. The Chief Purpose Officer, who reports to the CEO and is a member of the ELT, sets the strategic direction for our global ESG strategy and performance and ensures the integration of ESG throughout the global organization and supply chain.



Learn more about governance at Hasbro here.

ESG Recognition

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





planet

At Hasbro, environmental stewardship has been a long-standing priority. More than two decades ago, we began measuring greenhouse gas emissions (GHG) to set our baseline. In 2008, we announced public-facing GHG reduction targets. In 2010, we joined CDP (formerly, Climate Disclosure Project), the largest globally recognized carbon database tracking and managing environmental impact. In 2012, the U.S. Environmental Protection Agency (EPA) awarded Hasbro its inaugural Climate Leadership Award, which recognized corporate, organizational and individual leadership in addressing climate change and reducing GHG emissions. These are just a few select examples of how we have made significant strides in cutting emissions, water use and waste generation in our owned and operated facilities and in reducing the environmental impact of our products and packaging – these crucial efforts are ongoing.

chapter highlights

- > sustainable design
- > carbon reduction
- > climate risk and resilience

Over the years, our environmental blueprint has focused on three core areas: our products, our supply chain and our facilities and culture. We are proud of our achievements to date, such as creating **MR. POTATO HEAD Goes Green**, introducing new environmental measurement tools for our suppliers and launching a global employee-led Hasbro Green Team. We know continued progress requires continued evolution. Building on our early efforts around reducing GHG emissions within our owned and operated facilities, including our factories, we are now taking a broader and more holistic approach to ensure our GHG emissions reduction strategy encompasses our entire supply and value chain. We are also expanding beyond our environmental impact to include mitigating the risks climate change poses to our business. Launching in 2023, our Climate Action Plan will strengthen and accelerate our environmental work and will identify new opportunities for operational excellence and climate resiliency.

Sustainable Design

As a consumer goods company operating across a complex global supply and value chain, we have embedded processes to evaluate and minimize our environmental impact. From innovation in the design, engineering and manufacturing of our products and packaging, to fostering a culture of environmental responsibility among our employees, we view sustainability as an opportunity to innovate and continuously improve. Our sustainable design initiatives that are broken down into three categories: Sustainable Packaging, Sustainable Products and Promoting a Circular Economy.

Sustainable Packaging

Hasbro's sustainable packaging journey started more than a decade ago. With an initial focus on sustainability by design and reducing excess materials in packaging, our efforts grew over time to include transitioning toward the use of more recyclable and recycled materials.

Highlights of our journey include eliminating wire ties from packaging where possible, adding How2Recycle® labeling to educate consumers about recycling our packaging, and using recycled or sustainably sourced paper in the majority of our packaging and in-box content.

In 2018, we began using plant-based plastic for certain packaging elements and thereafter began our journey to minimizing plastic in our packaging.

Circular Thinking

We take pride in designing for the environment and believe every package makes a difference. We are guided by a set of sustainable packaging principles and policies that continue to challenge our creative and engineering capabilities as we strive to create a more sustainable and circular future for our business and world.

1 Source Sustainably

Maximize the use of renewable, recycled and certified content while maintaining material safety.

2 Reduce Materials

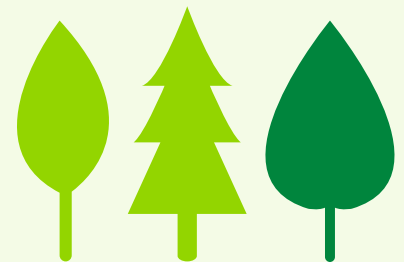
Eliminate plastic packaging and reduce overall material usage through efficient design while minimizing product damages.

3 Minimize Volume

Optimize product and shipping packaging size to reduce environmental impact.

4 Design for Recovery

Improve recyclability by eliminating plastic waste and educating consumers with on-pack labeling. Consider reusable systems where appropriate.



OUR PACKAGING JOURNEY

Throughout 2021 and 2022, we have continued to reimagine ways to reduce our use of virgin plastic in single-use packaging for our toys and games. Our challenge has been to develop packaging with easy-to-recycle materials but never compromising on the consumer experience or safe delivery of our products. We are proud to share that our talented packaging designers and engineers have developed thousands of plastic-free package* designs to date. This includes initiatives like eliminating polybags and minimizing the use of shrink wrap, blister packs and window sheets. Through these efforts, we are eliminating millions of pounds of virgin plastic annually.**

The learnings gathered throughout our journey to reduce single-use plastic from our packaging help us contextualize our progress-to-date and will help inform our future sustainability goals. We have a dynamic cross-functional team dedicated to better understanding the efficacy and quantifying the impacts of alternative packaging materials and we will continue to find innovative solutions to make our packaging as sustainable as possible. We are committed to reduce our use of virgin plastics, where feasible, and are on track to reduce virtually all virgin plastic from our new product packaging*** beginning in 2023.

LESSON 1

THINKING OUTSIDE THE BOX

Through changes in our packaging, we have created benefits for our consumers and the environment alike. By using “open packaging,” meaning packaging without plastic windows or blisters, we provide consumers with better visibility and interaction with our products at point of sale. In other cases, we shifted to “closed packaging” in paper-based boxes, where we can also better showcase the product’s play value to the consumer with photo realistic imagery.

* Excludes tape, glue and plastic fasteners.

** The calculation was based on new product representation in our overall product mix. Based on this data, we estimate that we will have eliminated approximately 12 million pounds of virgin plastic. These savings are estimates subject to change, as our carry-forward and new product inventory mix changes year-over-year.

*** Hasbro defines new products as anything that requires new tooling; new electronics; new soft goods patterns; new material formulation; or new packaging. Packaging excluded from this initiative includes: products that require plastic barrier properties (such as NERF gel rounds, PLAY-DOH modeling compound and EASY-BAKE food mixes) and blister-card packaging for fan collectibles (such as 3.75" collectible action figures). MAGIC: THE GATHERING and DUNGEONS & DRAGONS products are produced by Wizards of the Coast and not considered Hasbro Consumer Products for the purposes of this calculation.

What does it mean to remove single-use plastic from packaging? Here are some examples of plastic components that we are removing from our packaging:



LESSON 2

IT'S PART OF THE PRODUCT EXPERIENCE

Sometimes packaging is part of the product and not intended to be single use. Based on feedback from our fans regarding collectible products, we learned the plastic blister packaging is a key part of the product experience. With collectibles like our 3.75" STAR WARS Vintage and Retro action figures, fans typically retain packaging intact for display. To give our fans the best possible experience, we will continue to offer traditional packaging, made with plant-based or recycled PET content.

LESSON 3

SOLUTIONS FOR QUALITY

There are certain products, such as PLAY-DOH modeling compound, EASY BAKE oven mixes and BABY ALIVE food packets that require plastic-based materials for its packaging barrier properties (for moisture or oxygen) to ensure quality. We are working to identify alternative barrier properties for these products in the future.



Sustainable Products

In our journey to increase the sustainability of our products, we are continuously balancing quality, safety and design. These principles guide us in investigating new materials and innovations.

An exciting development in our sustainable product journey was the launch of both MR. POTATO HEAD Goes Green and MONOPOLY Go Green. POTATO HEAD is made with plant-based plastic and plastic-free (except for tape and glue) packaging. MONOPOLY Go Green package, game board, game guide, money, cards, storage bag, insert and money tray are made with 100% recycled paper. Inside the box, the greenhouses and dice are made of wood from well-managed forests, and the tokens are made with plant-based plastic derived from sugarcane – a renewable raw material.

In March 2021, we launched a more sustainable **NERF Super Soaker** featuring water tanks made with recycled plastic water bottles. Building on our learnings from the development of these products, in 2021, we announced plans to make the iconic POTATO HEAD toy line with plant-based or renewable materials. This is the next step in our overall journey to transition all toys and games to recycled or renewable materials over the next decade, ensuring our product offerings support a more sustainable, lower-carbon economy.



PLAYSKOOL



With the consumer at the center of our Blueprint 2.0, gathering feedback from our fans is a critical first step in our sustainable design journey. We conducted research with parents of preschoolers to gain insight to understand their preference for eco-friendly products. The result? Parents welcome the opportunity to buy sustainable toys for their children, so long as fun, safety and durability are not compromised.

In 2022, PLAYSKOOL launched the brand's first line of sustainable toys for toddlers, sold exclusively by Amazon. This collection contains six products, and each toy is made with at least 30% renewable materials using a mix of mass balance and plant-based plastics.



Another example of a Hasbro product made from sustainable material is a new PEPPA PIG line, which is made from responsibly sourced wood. The toy line includes a PEPPA PIG Wooden Train, Wooden Deluxe Playhouse, Wooden Car and Boat, as well as Wooden Family Figures.



Promoting a Circular Economy

Hasbro recognizes its responsibility for the end-of-life of our products. We promote a circular economy and the responsible recycling of our well-loved toys and games for a second life. In 2018, Hasbro was the first toy company to launch a U.S.-nationwide **toy recycling program** for consumers and fans to recycle their Hasbro toys and games free of charge. TerraCycle®, our partner and a global recycling leader, uses materials from our recycled toys in the manufacturing of play spaces, park benches and products such as flower pots. Due to high consumer interest in this program, we have expanded it to 11 additional countries.



To celebrate Earth Month at Hasbro, TerraCycle® CEO and Founder Tom Szaky spoke to Team Hasbro about “Eliminating the Idea of Waste” at our Company Meeting in April 2022.



Tom Szaky, CEO & Founder of TerraCycle and members of Hasbro's Leadership Team



TerraCycle and MAGIC: THE GATHERING: In 2022, we launched a pilot with TerraCycle® to explore end-of-life opportunities for the Wizards Partner Network (WPN) stores. This pilot offered players the opportunity to recycle **MAGIC: THE GATHERING** Booster wrappers, which cannot currently be recycled through typical household recycling programs. Wizards shipped recycling boxes to WPN Premium stores in North America and covered the cost for return shipping to TerraCycle® once the boxes were full.

We saw positive results from this pilot. Retailers were excited to provide additional value to consumers through sustainability and noted the ease of implementation and high engagement. As we continue our journey to make our single-use packaging plastic-free and easy to recycle, we celebrate moments like this where we can provide innovative, interim solutions for hard-to-recycle products.



Carbon Reduction

In 2022, we introduced our Climate Action Plan framework, a comprehensive, two-part climate strategy to reduce our carbon footprint and build climate resilience. The plan, launching in 2023, will incorporate existing design, supply chain and facilities initiatives with new strategic initiatives.

Greenhouse Gas (GHG) Emissions

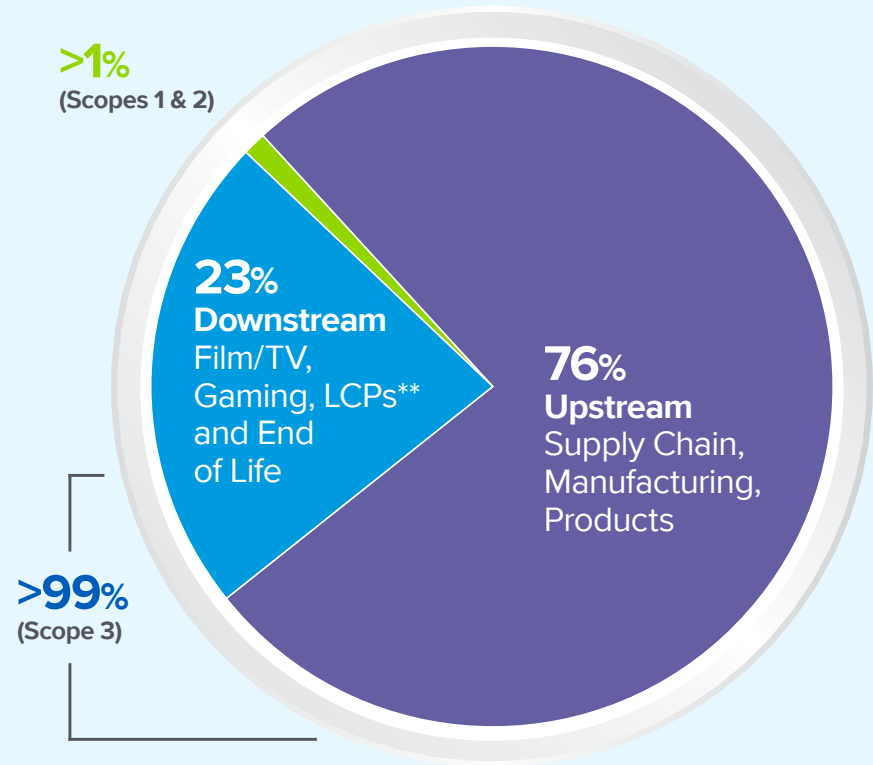
Part 1 of our Climate Action Plan focuses on reducing GHG. It is anchored by the net-zero GHG commitment letter we signed with the Science Based Target initiative (SBTi) in January 2022. In joining the SBTi, we leverage a globally accepted methodology for setting GHG reduction targets in line with the goals of the Paris Agreement. This methodology uses data-driven decision making for science-based strategies.

STEP 1 ESTABLISH CARBON BASELINE

As a first step, we embarked on a multi-month process to establish our baseline emissions – for our direct (Scope 1) and Hasbro-controlled indirect (Scope 2) emissions (which we have reported on historically), but also for our upstream and downstream emissions (Scope 3).

We invested in a new and more rigorous carbon data collection platform and software and have also hired new team members to build our capabilities in this important area. We are implementing the necessary tools to set realistic reduction targets for achieving our net-zero goal.

2020: BASELINE GHG EMISSIONS



** LCPs: Licensed Consumer Products

STEP 2 SET SCIENCE-BASED TARGETS (SBTs)

Based on our commitment to set science-based targets and leveraging the more comprehensive scoping of our baseline emissions, we are evaluating two primary SBTs* for our business:

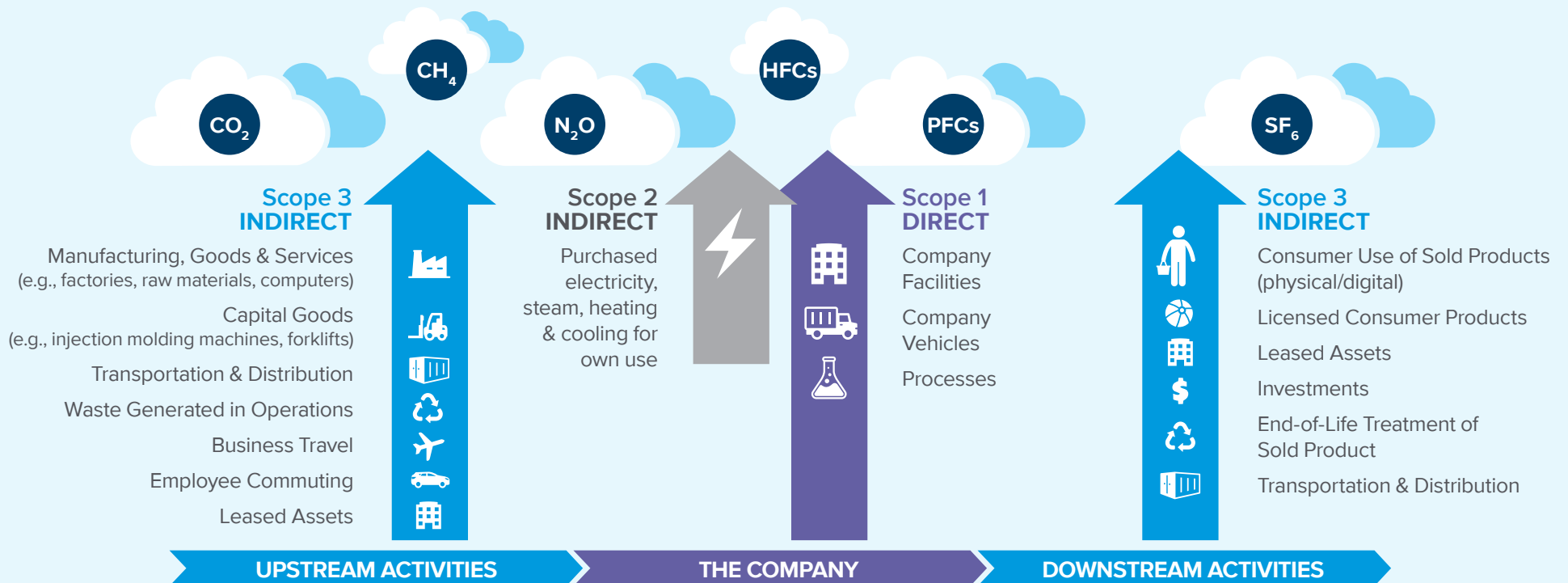
- > Approximately 40% reduction in GHG by 2030 (against 2020).*
- > Approximately 90% reduction in GHG, combined with the use of carbon removal credits for the residual 10%, to reach our net-zero goal by 2050.*

* Targets submitted to SBTi for verification on September 15, 2022.

STEP 3 TAKE ACTION

As we embark on the next chapter of our environmental sustainability journey, we are excited to learn, grow and repeat. On a rolling basis, we will share details of our SBTi roadmap. We believe our current environmental initiatives will help support achievement of our overarching goals.

SCOPES 1, 2 & 3



Sustainable Supply Chain

Our supply chain contributes to the majority of our carbon footprint. For this reason, it has become a core focus over the last several years and will continue to be a key priority in our carbon reduction strategy. We have worked closely with our third-party suppliers that manufacture and distribute our products to fully understand their environmental impact and to gather and evaluate data to inform a robust GHG reduction strategy.

In 2019, we became the first toy and game company to pilot the Higg Index, a highly regarded tool for measuring the environmental and social impacts of consumer goods manufacturing. While originally designed for the apparel and footwear industry, the tool's flexibility and effectiveness proved useful for gathering and analyzing data. We partnered with the Sustainable Apparel Coalition (SAC) to pilot the Higg Facilities Environmental Module (FEM). This pilot unlocked a deeper understanding of the environmental impacts of our supply chain and provided the SAC with cross-industry feedback to help expand the tool beyond the apparel industry. In addition to data analytics, the tool was a helpful catalyst for conversations about sustainability with our suppliers.

In 2021, we expanded the scope of this pilot and achieved 100% supplier participation in measurement of environmental performance. This more inclusive view of our supply chain helped to identify opportunities where Hasbro and our suppliers can work together to reduce our footprint. For example, in 2021 we used the Higg data to pinpoint suppliers with the most significant environmental impact within our supply chain. We conducted further onsite work to audit these facilities and determine the available opportunities to reduce the environmental footprint of their operations.

Our supplier sustainability plan focuses on four areas:

1. Improved factory efficiency and operations and maintenance programs
2. Technical upgrades to factory equipment
3. Installation of onsite solar energy
4. Procurement of offsite renewable energy



Natural Resource Conservation

Hasbro is committed to the conservation and sustainable sourcing of natural resources across our global operations and product development.

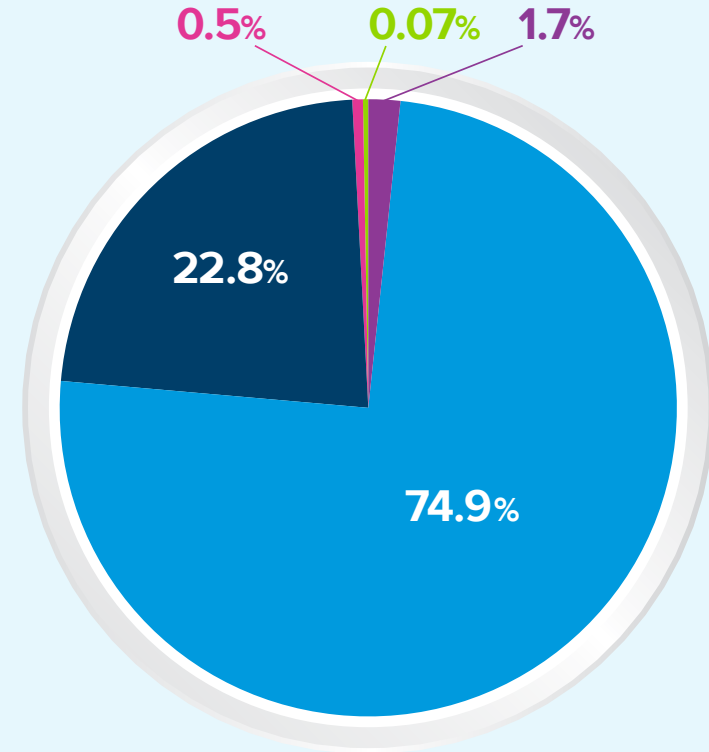
WATER

While Hasbro's core business areas of toy and game manufacturing, digital gaming and entertainment production are not water intensive, we consider access to clean water a fundamental human right, and we do our part to protect this important natural resource. We implement the following water conservation strategies:

SUPPLIER WATER MANAGEMENT

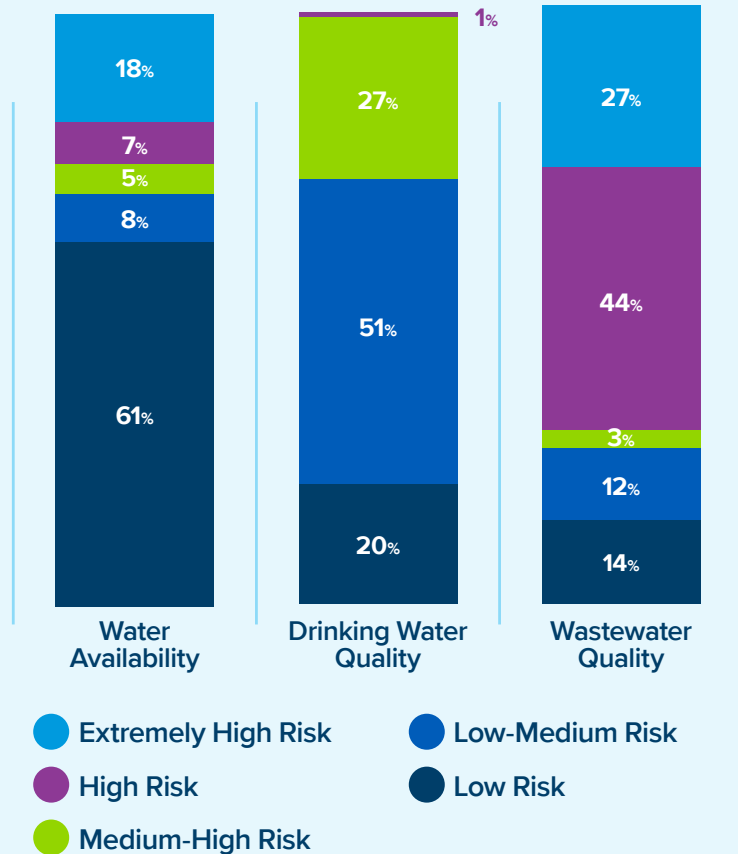
Hasbro requires its suppliers to implement a water management program that (1) documents, characterizes and monitors water sources, use and discharge; (2) seeks opportunities to conserve water; and (3) controls channels of contamination. Wastewater must be monitored, controlled and treated as required prior to discharge or disposal. This requirement is part of our ethical sourcing program and supplier Code of Conduct. Supplier compliance with this requirement and water usage progress is monitored through the required annual Higg FEM.

SUPPLIER WATER SOURCE SUMMARY – 2021



- Municipal Water
- Produced/Process Water
- Groundwater
- Water – general or unknown origin
- Fresh Surface Water

SUPPLIER WATER RISK SUMMARY – 2021



REGIONAL WATER ASSESSMENT

In 2021, we conducted our first annual global assessment of water availability and water quality in the areas where our suppliers and owned and operated facilities are located. As part of this work, we used the World Resources Institute's Aqueduct Water Risk Map tool to identify priority watersheds to ensure our supply chain's operations are not negatively impacting surrounding communities.

Initial Assessment Learnings

Our owned and operated facilities, which consist of owned and leased office space and distribution centers, use minimal water. The primary water usage was related to domestic use in kitchens, restrooms, cleaning and some landscaping. As compared with our owned and operated facilities, our suppliers' water use is higher. Our initial assessment looked at sources of water used at individual suppliers in conjunction with identifying areas that lack the availability of water, proper drinking water and adequate wastewater sanitation practices, as shown on this page. While our suppliers do not use a water-intensive production process to manufacture our products, there is a greater opportunity for impact in the communities where our suppliers operate. As we refine our strategy and set new water goals, Hasbro prioritizes further engagement with suppliers whose factories are in areas categorized as the highest risk for all three metrics – water availability, drinking water quality and wastewater quality – and high-risk source areas, including fresh surface water and groundwater.

 PAPER

As a consumer products company that uses paper in many of our products and packaging, we have a role to play in responsible paper sourcing. For more than a decade, we have used Hasbro's **Paper and Forest Procurement Policy** to share our sustainable paper sourcing expectations with suppliers. This policy helps guide our suppliers with material selection for Hasbro products and packaging. Since implementation of the policy, we have sustained approximately 90% of our paper, packaging and in-box content from recycled material or from sources that practice sustainable forest management. For the balance of our paper usage, we have a cross-functional team working to evaluate next steps and opportunities.

In addition to sourcing, we recognize the importance of healthy forests to sustain biodiversity and combat climate change. To support global reforestation efforts, we partnered with the non-profit organization, One Tree Planted. Hasbro's support helped plant 100,000 trees in regions around the world, including Brazil, the U.S., India and Ireland. This investment will help to replenish vital natural resources used in many of our products and packaging.

 WASTE

With waste usage down from 2020 to 2021 during the COVID-19 pandemic office and warehouse closures, we took the time to re-evaluate our waste management programs with a focus on more comprehensive data collection. We know stronger waste reduction strategies and management will help us reach our GHG reduction goals. As our owned and operated facilities have reopened, we will use a new data collection process to evaluate and assess the risks and opportunities associated with our waste usage and set new targets and goals.



Eco-Culture



RENEWABLE ENERGY

As part of our support of the renewable economy, in 2021, we continued to invest in renewable energy projects to meet our 100% renewable energy goal for global owned and operated facilities. To address the carbon footprint associated with our owned and operated electricity consumption, Hasbro purchased Renewable Energy Certificates (RECs), each of which represent one megawatt hour (MWh) of renewable energy generated on the same grid as our electricity consumption. We purchased RECs 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 2021 in alignment with our membership to the Science Based Targets initiative (SBTi), a world-renowned organization that helps companies set emissions reduction targets in line with climate science. We are instead investing in other emissions-reduction initiatives toward our net-zero goal. For details on annual carbon offset and REC purchases, please see our annual **Renewable Energy Performance Statement**.



HASBRO GREEN TEAM

The Green Team is our global Employee Network Group dedicated to environmental sustainability. This group of passionate employees inspires a culture of environmental responsibility by influencing behaviors through awareness and educational opportunities that facilitate a more sustainable Hasbro and planet. With Green Teams around the world, including in the U.S., Canada, Brazil, Colombia, the U.K., France, Australia and Hong Kong, the Green Team hosted several events that engaged fellow employees in taking positive actions to help the environment. For example, as part of Earth Month 2021, our Toronto-based eOne employees launched a video campaign, “The Seven Rs of Sustainability,” to inspire others to make eco-friendly choices a part of their everyday lives. At our headquarters in Rhode Island, employees teamed up with a local nonprofit to clean up key coastal areas, preventing dozens of pounds of shoreline litter from becoming marine debris.



Rhode Island employees teamed up with local nonprofit to clean up key coastal areas.

SUSTAINABLE ENTERTAINMENT PRODUCTION

In January 2022, Hasbro's entertainment studio eOne joined the Sustainable Entertainment Production (SPA), a consortium of the world's leading film, television and streaming companies dedicated to accelerating the transformation of the entertainment business into a more sustainable industry. The SPA sets specific, measurable and timely environmental goals and provides roadmaps and strategies for lowering carbon emissions and reducing waste. Through both the SPA and the Ontario Green Screen (OGS), a collaborative working to make lasting sustainable change in the film industry, our eOne film and television team takes action to ensure our productions are more environmentally friendly. Starting in Canada, eOne is implementing a move to energy-efficient lighting packages, reused materials and repurposed set construction, circular wardrobe use, solar panels and reduced travel where possible.



In filming rural-based television show *Moonshine*, sustainability efforts included using more efficient grid power instead of generators.

Climate Risk and Resilience

Part 2 of our Climate Action Plan addresses climate risk and resilience: how the effects of climate change and severe weather could impact Hasbro's business and the framework for de-risking and building resilience across our operations. Our Risk and Resilience Plan will identify physical, regulatory and technological shifts that could have a direct financial impact on our business. This includes managing the resilience of our business to acute physical impacts of climate change, such as severe weather events.

We are also further embedding climate risk and resilience into our overall Enterprise Risk Management (ERM) process, starting with an initial climate-risk analysis performed by an internal, cross-functional team. We will share milestones along the way in this multi-year journey, as well as learnings and opportunities.

Task Force on Climate-Related Financial Disclosures (TCFD)

The risk and resilience framework we are evaluating is based on the Financial Stability Board's recommendations for climate-related financial disclosures. We initiated work in 2022 to integrate the TCFD framework into our existing ERM process across four key areas: governance, risk management, strategy, and metrics and targets. The TCFD framework will identify actual and potential climate risks, guide management of those risks and measure the effectiveness of our mitigation measures.

OUR TIMELINE



We anticipate that the next several years will be a learning period for our business. For further details on our current climate risk and opportunity governance, management and performance, please refer to our latest climate change response to **CDP**.

TCFD Key Elements and Actions in 2021/2022:

1 GOVERNANCE – OUR GOVERNANCE OF POTENTIAL CLIMATE-RELATED RISKS AND OPPORTUNITIES

Environmental policies and initiatives are overseen by our full Board of Directors, through both the Governance Committee and Audit Committee. All members of the Governance Committee have expertise in ESG. The Governance Committee oversees Hasbro's CSR/ESG agenda and in concert with the Board, the Governance Committee reviews and assesses company policies and practices regarding significant CSR/ESG issues, including sustainability and climate change. For example, the Governance Committee reviews environmental policies. Our Audit Committee of the Board has oversight of financial and SEC disclosures relating to climate matters. In addition, our Compensation Committee of the Board considers ESG performance and priorities when determining the plan design for compensation.

Our Chief Purpose Officer, a member of the ELT, reports directly to the CEO and leads the Global Purpose Organization. The Chief Purpose Officer is responsible for the company's ESG and CSR strategy, including climate strategy and environmental sustainability initiatives.

2021/2022 ACTIONS:

- > Internal, cross-functional Climate working group established
- > Reporting to Board of Directors on our Climate Action Plan framework
- > Ongoing ESG focus on environmental sustainability as identified by the 2022 ESG Materiality Assessment

2 STRATEGY – IMPACTS OF POTENTIAL CLIMATE-RELATED RISKS AND OPPORTUNITIES ON OUR BUSINESS

As previously noted, Hasbro's ERM process guides our business identification and assessment of internal and external developments that could impact our business. Our Climate Action Plan will leverage our existing ERM process to conduct our climate-risk assessment and scenario analysis. We will assemble an interdisciplinary team with a diverse set of skills. Proposed and final regulatory actions and other developments related to climate change will be considered as part of this process.

Ultimately, the findings and learnings from our climate assessment are expected to guide our business and create efficiencies.

2021/2022 ACTIONS:

- > Development of Climate Action Plan strategy
- > Completed CDP Climate – C2. Risk and Opportunities Section for 2022 submission
- See historical climate reports here.**
- > On track to conduct a climate-risk assessment with a cross-functional team

3 RISK MANAGEMENT – PROCESSES TO ASSESS, MANAGE AND MITIGATE POTENTIAL CLIMATE-RELATED RISKS AND OPPORTUNITIES

After we complete our risk assessment and refine our strategy, we will develop Key Performance Indicators (KPIs) to manage and mitigate climate risks and opportunities.

4 METRICS AND TARGETS – KPIs TO MANAGE POTENTIAL CLIMATE-RELATED RISKS AND OPPORTUNITIES

Based on risk assessment and strategy, we will develop KPIs to measure effectiveness of our mitigation measures and evaluate performance.

FACTORS FOR CONSIDERATION Risk and Resilience

Physical Risks

-  Flooding
-  Drought
-  Sea Level Rise
-  Heat Stress
-  Wind
-  Extreme Weather

Transition Risks

-  Policy
-  Liability
-  Technology

Financial Impacts

-  Production/operation disruptions (e.g., power, transportation, worker availability)
-  Supply chain disruptions
-  Physical damage to assets (and raising insurance costs)
-  Changes in resource/input prices (e.g., water, energy, food)
-  Changes in demand for products/services

2017

2018

2019

2020

2021

Emissions & Energy – Summary

Greenhouse Gas Emissions (GHG) (metric tons CO₂e)¹

> Total Direct (Scope 1) ²	6,586	5,447	5,138	5,849	3,605
> Total Energy Indirect (Scope 2) – location-based	7,957	7,629	6,901	6,889	5,911
> Total Energy Indirect (Scope 2) – market-based	92	1	47	46	48
> Total Scope 1 & 2 (location-based)	14,543	13,076	12,039	12,738	9,516
> Total Scope 1 & 2 (market-based)	6,678	5,448	5,185	5,895	3,653
> Verified Carbon Offset Credits ³	18,651	8,509	12,002	7,003	–

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

Total Energy Consumption	44,831	43,187	47,518	42,060	39,555
> Electricity (consumed from the grid)	24,991	23,583	24,208	25,604	21,749
> Other fuels ⁴	18,947	19,840	23,310	16,456	17,806
> Total Normalized (MWh/\$ millions of revenue)	9	9	10	9	6

Renewable Energy Usage⁵

> Renewable Energy Credits (Matching Hasbro electricity sourced from grid) ⁶	24,681	23,525	24,135	25,502	21,626
> Surplus Renewable Energy Credits ⁷	–	–	3,548	1,326	1,249
> Renewable Electricity (%)	98.8%	99.8%	99.7%	99.6%	99.4%

¹ See Reporting Principles – Planet **page 96**.

² Scope 1 (direct emissions) include sources of stationary combustion, mobile combustion and refrigerants. 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.

³ See Renewable Energy section **page 29**.

⁴ District heating and cooling was included in “Other fuel sources.” This data was not available prior to 2021.

⁵ Please see **Hasbro’s 2022 Renewable Energy and Greenhouse Gas Emissions Statement** for further details on our renewable energy program.

⁶ RECs were purchased to address 100% of Hasbro electricity use in all markets except for Russia, New Zealand and South Korea, where RECs were not available.

⁷ Surplus RECs purchased in available markets (please see **Hasbro’s 2022 Renewable Energy and Greenhouse Gas Emissions Statement** for details).

2017

2018

2019

2020

2021

Emissions & Energy – Details

Greenhouse Gas Emissions (metric tons CO₂e)

SCOPE 1 (Direct)

> Asia Pacific	0	17	215	175	10
> Europe	2,704	1,677	2,023	3,486	1,195
> Latin America	121	75	549	55	129
> U.S./Canada	3,761	3,678	2,351	2,133	2,271
Total Scope 1 (Direct)	6,586	5,447	5,138	5,849	3,605
Normalized (metric tons/\$million of revenue)	1.26	1.19	1.09	1.07	0.56

SCOPE 2 (Indirect)

> Asia Pacific	1,733	1,500	1,301	1,215	781
> Europe	1,434	1,387	1,297	1,239	1,261
> Latin America	518	612	541	437	343
> U.S./Canada	4,272	4,130	3,762	3,998	3,526
Total Scope 2 (Indirect)	7,957	7,629	6,901	6,889	5,911
Normalized (metric tons/\$million of revenue)	1.53	1.67	1.46	1.26	0.89
Total GHG Emissions (Scope 1 and 2)	14,543	13,076	12,039	12,738	9,516
Total Normalized (metric tons/\$millions of revenue)	2.79	2.86	2.55	2.33	1.45

SCOPE 3 (Total Other Indirect)

> Tier 1 Factories	–	–	122,210	167,821	149,149
> Third-Party Distribution Centers	–	–	4,092	3,161	2,244
> Air Freight ⁸	–	–	–	7,308	51,762
> Ocean Freight ⁹	–	–	–	13,310	31,509
> Employee Business Travel (Air)	–	–	5,992	774	1,418
Total Scope 3 (Other Indirect)	–	–	132,294	192,375	239,034

⁸ Starting in 2021, air freight data includes all upstream transportation from factory to retailer.

⁹ Starting in 2021, ocean freight data includes all upstream transportation from factory to retailer.



	2017	2018	2019	2020	2021
Greenhouse Gas Emissions by Type (Scope 1 & 2; metric tons CO₂e)¹⁰					
> CO ₂	–	–	11,897	12,677	9,352
> CH ₄	–	–	21	22	23
> N ₂ O	–	–	37	46	35
> Refrigerants – HFCs & PFCs	–	–	93	72	105
> SF ₆	–	–	0	0	0
> NF ₃	–	–	0	0	0
> Particulate Matter	–	–	–	–	0
> Biogenic CO ₂	–	–	0	0	0
Other Reportable Emissions (ppm)					
> VOC Emissions	0	0	0	0	0
> NOx Emissions	0	0	0	0	0
> Sox Emissions	0	0	0	0	0
> TRI Emissions	De minimis	De minimis	De minimis	De minimis	De minimis
Waste					
Total Weight Waste Generated (metric tons)¹¹	4,262	4,319	2,340	2,207	2,375
Total of Hazardous Waste	10.9	10.0	9.2	5.5	4.2
> Recycling	0	0	0	0	0
> Disposal	10.9	10.0	9.2	5.5	4.2
> Normalized (metric tons/million square feet)	3.4	3.2	2.4	1.4	0.9
Total of Non-Hazardous Waste¹²	4,251	4,309	2,331	2,202	2,371
> Recycling	2,221	2,059	954	877	710
> Disposal	2,030	2,250	1,377	1,324	1,661
Total Significant Spills (#)	0	0	0	0	0

¹⁰ Hasbro operates its owned and operated facilities in accordance with all 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 SF₆, NF₃, Particulate Matter or biogenic CO₂ because our emissions are de minimis and below reporting thresholds, including when normalized.

¹¹ See Reporting Principles – Planet **page 97**

¹² Primary hazardous waste materials generated included solvent and paint-related waste.

	2017	2018	2019	2020	2021
Water					
Total Water Consumption (Megaliters [ML])¹³	0	0	0	0	0
Total Water Withdrawn (Megaliters [ML])	64	62	38	60	41
Water Withdrawn by Source					
> Surface water	–	–	–	–	1
> Groundwater	–	–	–	–	1
> Municipal water or other entities	–	–	–	–	39
> Rainwater	–	–	–	–	0
Total Water Discharge (Megaliters [ML])¹⁴	64	62	38	60	41
Water Discharge by Source					
> Surface water	–	–	–	–	1
> Groundwater	–	–	–	–	1
> Municipal water or other entities	–	–	–	–	39
> Rainwater	–	–	–	–	0

¹³ See Reporting Principles – Planet **page 97**

¹⁴ Hasbro's owned and operated facilities do not utilize water for processing or industrial operation.

2017

2018

2019

2020

2021

By Region

Asia Pacific

> Water withdrawn (ML)	7	8	7	6	7
> Water withdrawn with High or Extremely High Baseline Water Stress (ML)	–	–	–	–	5
> Water withdrawn with High or Extremely High Baseline Water Stress (%) ¹⁵	–	–	–	–	13%
> Water discharged (ML) ¹⁶	7	8	7	6	7

Europe

> Water withdrawn (ML)	8	8	13	20	8
> Water withdrawn with High or Extremely High Baseline Water Stress (ML)	–	–	–	–	4
> Water withdrawn with High or Extremely High Baseline Water Stress (%)	–	–	–	–	10%
> Water discharged (ML) ¹⁷	8	8	13	20	8

Latin America

> Water withdrawn (ML)	2	2	0	2	2
> Water withdrawn with High or Extremely High Baseline Water Stress (ML)	–	–	–	–	2
> Water withdrawn with High or Extremely High Baseline Water Stress (%)	–	–	–	–	5%
> Water discharged (ML)	2	2	0	2	2

U.S./Canada

> Water withdrawn (ML)	47	45	18	33	24
> Water withdrawn with High or Extremely High Baseline Water Stress (ML)	–	–	–	–	4
> Water withdrawn with High or Extremely High Baseline Water Stress (%)	–	–	–	–	9%
> Water discharged (ML)	47	45	18	33	24
Water Withdrawn Normalized (ML/thousand employees)	12	12	7	9	6

¹⁵ See Reporting Principles – Planet **page 97** for details including tools used and calculation methodology.

¹⁶ See Reporting Principles – Planet **page 97**

¹⁷ See Reporting Principles – Planet **page 97**



play

As a company privileged to bring games, toys and entertainment experiences to fans of all ages, product and content safety are a top priority. Our rigorous quality assurance program and processes are designed to ensure every product and entertainment experience is of the highest quality and safety, exceeds expectations and delights our fans.

While the quality and safety of our physical products are critically important, the same is true for our content. We aspire to create content that is inspiring and engaging to a wide range of consumers and fans, moving beyond traditional stereotypes to appeal to our diverse consumer base. We hope every consumer sees themselves reflected in our products, digital gaming, storytelling and entertainment.

We believe in the power of play to create joy and connect communities around the world. Our Global Philanthropy and Social Impact work seeks to empower generations of storytellers, create sustainable and equitable impact and spark joy through the wonder of storytelling and exhilaration of play.

chapter highlights

- > product safety and quality assurance
- > responsible content and marketing
- > government affairs and advocacy
- > philanthropy and social impact

Product Safety and Quality Assurance

From design and engineering to manufacturing and packaging, we embed safety and quality into every product and play experience at every stage of our product lifecycle.

The toy and game industry is highly regulated with stringent national and international laws that govern how we produce our products. Hasbro adheres to all applicable safety and quality standards. Through our ongoing partnerships with regulatory bodies and external partners and experts – led by our highly skilled cross-functional Product Safety and Quality teams – we are proud to say we have an incredible track record and demonstrated commitment to continuous improvement.

Safety and Quality are Everyone's Responsibility

Our approach to product safety and reliability is global and enterprise-wide. Led by our Global Quality Assurance team with support from our Legal and Regulatory Affairs functions, we take an integrated, partnership-driven approach to this work. Through this collaboration, we strengthen Hasbro's culture of safety and reinforce our quality commitment to getting it right the first time, every time.

Our Quality Assurance team is responsible for monitoring new global regulations and updating Hasbro's product safety and reliability requirements and specifications. Our Quality Assurance team also administers trainings to our Product Development team on newly identified updates to these regulations and standards. A working dialogue between our Quality, Development and Brand teams ensures our designers and engineers receive updates on new standards and regulations as it relates to their product development process. Our Quality Assurance team is regularly engaged in external product safety training and certification programs.

Providing oversight of our product safety program is a leadership team comprised of our President and Chief Operating Officer, Chief Purpose Officer, Chief Legal Officer, Head of Quality Assurance and Senior Vice President of Global Legal Compliance. This team meets regularly to discuss incidents or issues as they arise. Oversight is also safeguarded through our Global Quality Assurance Regulatory team. This team monitors current and emerging regulatory changes and requirements and helps our company maintain compliance.

Our Safety Standards

Our global Quality Assurance program employs approximately 170 proprietary Safety and Reliability Standards and Procedures tailored to meet our specific needs as a toy and gaming manufacturer. Our designers, engineers and quality assurance personnel around the world use these standards, which incorporate and often exceed requirements set by the U.S. Consumer Product Safety Commission (CPSC), American Society for Testing and Materials (ASTM), European Committee for Standardization (CEN) and the International Organization for Standardization (ISO), to create and test our products. We stay abreast of emerging product safety hazards and child play patterns through a number of avenues: regulators and standard-setting bodies, feedback from consumers and our own toy testing.



The Hasbro Quality Assurance Process

We use a five-step testing and review process to ensure our quality standards and procedures are followed. This helps anticipate potential problems, improvements, and ensures product safety, compliance and reliability.

STEP 1 PRODUCT CONCEPT

Following approval of a new toy or game concept, our Quality Assurance Specialist Engineers work with our designers to specify the Hasbro design and manufacturing Safety and Reliability Standards (SRS) the product must meet, as set forth in a written Test Plan.

STEP 2 DESIGN & DEVELOPMENT

During design and development, our teams create samples according to the Test Plan and communicate product-specific requirements to our manufacturing vendors.

STEP 3 PRODUCTION

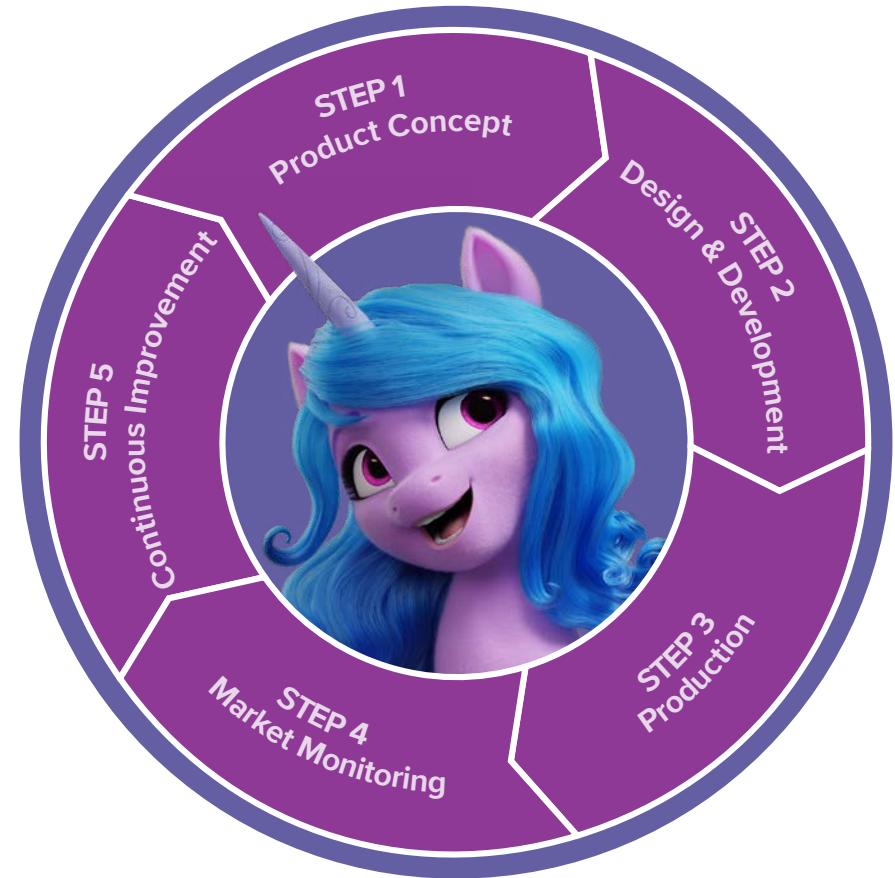
Throughout manufacturing, our Quality Assurance teams are on the factory floor to check samples and to confirm compliance with SRS requirements and audit samples and finished toys and games throughout each shift. We also contract with independent third-party labs to test our products.

STEP 4 MARKET MONITORING

We capture global feedback from a wide variety of sources – including consumers, retailers and regulators – on every Hasbro product around the world through a consolidated system that alerts and enables us to respond immediately to any potential safety or quality concern.

STEP 5 CONTINUOUS IMPROVEMENT

We continuously improve our quality assurance and product safety processes through a circular system, where learnings and experiences are fed back in to the first step.



Ensuring Safety and Quality in the Supply Chain

Embedding quality and safety into the design and development of our toys and games is only one part of our approach to bringing safe, compliant and reliable products to market. Equally important is working with reputable qualified partners that align with our values throughout our entire supply chain.

We take a rigorous approach to ensure third-party factory compliance with Hasbro requirements. First, all factories must complete a pre-qualification process before they are considered for business. Once approved, all factories are monitored through onsite visits and formally audited at least annually using our proprietary Hasbro Integrated Quality Audit. We also monitor product safety, compliance and reliability through periodic tests and quality checks at multiple stages of the manufacturing process. In addition, we conduct a biannual training for our Tier 1 and Tier 2 suppliers to address any changes to Hasbro's quality standards and policies. Our engagement is ongoing and frequent.

In 2021 and into 2022, we bolstered our manufacturing capacity by (1) strengthening existing supplier partnerships and (2) transitioning to new third-party manufacturing facilities in Vietnam and Mexico. Our Quality Assurance teams diligently trained workers in Vietnam and Mexico on Hasbro's quality and safety standards in these facilities. They also administered trainings for the factory testing labs to ensure robust compliance with globally recognized standards.

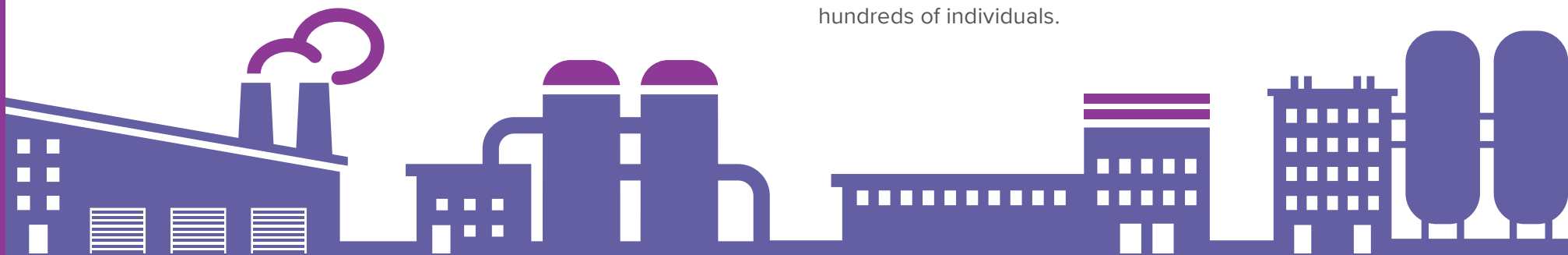
In addition, we have made significant progress the past few years in the following areas:

Expanded our internal Quality Council to include our Ethical Sourcing teams and Global Security teams. Incorporating new functions gives broader input into Council discussions and oversight. The Council, along with our Hasbro Global Development and Sourcing Organization, regularly reviews product quality and safety issues. The Council shares quality-related KPIs, lessons learned regarding designs and processes, new regulatory developments and new policies and procedures. The Council also addresses any specific areas of concern and provides updates on corrective actions. The ultimate objective of this information-sharing organization is to strengthen and continuously build Hasbro's culture of safety and reinforce our quality commitment to getting it right the first time, every time.

Strengthened our performance measurement framework by investing in better data management platforms. This investment strengthens the integrity and granularity of the data used to measure and track supplier performance. We also continue to incorporate the Quality KPIs into our overall supplier scorecard used by our sourcing teams to develop holistic performance evaluation of factories and overall sourcing plans.

Continued training for Hasbro employees and partners

In 2021, despite ongoing challenges of COVID-19, we conducted dozens of quality assurance in-person training sessions for our vendors, suppliers, labs and Hasbro employees. We facilitated more than 400 hours of trainings on Hasbro-enhanced requirements for abuse testing, safety of electronic toys and basic toy safety for hundreds of individuals.



A Look Ahead

As the world evolves and the expectations of our customers and consumers continue to change, we are committed to evolving our product offerings. We stay agile and iterative in our approach to meet changing needs without ever compromising on safety or quality. We see new challenges, initiatives and regulatory changes as opportunities to improve and strengthen our standards. For example, as part of our sustainable packaging journey, the Quality Assurance team worked closely with our Sustainable Design team to identify plastic alternative materials to secure our products without compromising their safe delivery.

Chemical Management

Materials specification and chemical management play a vital role in the safety, quality and environmental responsibility of our products. Building on the extensive, best-in-class work Hasbro has done in this area, we formalized and publicly disclosed our Materials and Chemical Management Policy in 2019. In addition to communicating our robust product safety practices related to chemical management, this policy creates a baseline of transparency from which we can further engage our supply chain through the measurement and reduction of environmental impacts.



HASBRO'S MATERIALS AND CHEMICAL MANAGEMENT POLICY

Hasbro's Materials and Chemical Management Policy guides the specification, sourcing and screening of materials and chemicals in products and packaging. This policy applies to all Hasbro products worldwide and extends to Hasbro vendors and suppliers involved in the production of our products. Additional vendor and supplier chemical management expectations are set through the Hasbro Vendor Manual.

Materials and chemical management at Hasbro is based on the following principles and commitments:

- > The safety of the people enjoying our products is our number one priority. In the countries in which we distribute our products, we comply with all applicable laws, regulations and safety standards, and adopt and apply international standards where laws and regulations are less stringent.
- > We proactively evaluate materials and chemicals in Hasbro's products and packaging, and we prioritize them for restriction. This is based on published lists of chemicals of concern and sound scientific analysis that may reveal a potential impact on human health or take over the environment.
- > We perform chemical safety assessments, including Bills of Substance and toxicological risk assessments (where appropriate), for all materials used in our products and packaging.
- > We strive to reduce potential hazards by replacing a chemical of concern with a less hazardous alternative where the replacement does not adversely impact other aspects of product safety.
- > We work with our vendors, suppliers, product safety experts and stakeholders to redesign products and packaging to limit the use of chemicals of concern and to drive innovation in the development and adoption of safe and environmentally friendly alternatives.
- > We support policies, standards and legislation based on sound science and include assessments of relevant hazards, exposures and subsequent risks, with a preference for lower-risk alternatives.





MANAGING RISKS AND HAZARDS FROM HARMFUL CHEMICALS IN PRODUCTS

Hasbro believes managing chemical usage in our products is part of our product safety and environmental responsibility. We carefully review, control and limit the use of chemicals of high concern in our products and packaging, with a particular focus on chemicals in those components that could be accessible to children.

Our approach to assessing and managing risks and hazards from harmful chemicals in products is as follows:

- Upstream monitoring of discussions in various industry forums and publications of chemical risks and hazards by regulators and scientific studies.
- A third-party platform to receive real-time updates on proposed chemical regulations.
- Mitigation of risks and hazards by restriction, elimination or ban of certain chemicals and classes of chemicals.

Hasbro's Factory Chemical Control processes for incoming materials establish best-practice requirements for a factory's quality management system with a focus on global chemical management. This includes a requirement for factories to control production tools and processes from chemicals of concern. Other control mechanisms include a Chemical Management Database, an approved Hasbro supplier list and a testing and controls process for incoming materials. To check ingredients and raw materials from our vendors' Tier 3 suppliers, we require Hasbro approval on Bills of Substance and incoming testing for all high-risk material suppliers.

Hasbro maintains a comprehensive chemical management program that includes robust Safety and Reliability Procedures (SRPs) for all Hasbro products. These procedures include a restricted substance list (RSL) containing more than 4,300 restricted chemicals. Hasbro's RSL includes chemicals of concern as specified by Hasbro or global

laws and regulations. Our RSL also includes chemicals whose use is not restricted but may be reportable to regulatory authorities. We disclose and register all substances in accordance with regulatory requirements, including substances of concern as identified by various state and regulatory bodies. View the list of priority Hasbro Restricted Substances on the next page.



Hasbro Table of Restricted Substances*

Chemical Family	Examples of Restricted Substances
Lead and Heavy Metals	Aluminum, Antimony, Arsenic, Barium, Beryllium, Boron, Cadmium, Chromium (Cr III and Cr VI), Cobalt, Copper, Iron, Lead, Lithium, Manganese, Mercury, Molybdenum, Nickel, Selenium, Silver, Strontium, Tin, Organic Tin, Thallium, Vanadium, Zinc
Phthalates	DEHP, DBP, BBP, DINP, DIDP, DNHP/DHEXP, DNOP, DIBP, DPENP/DPP, DCHP, DIHP, DMEP, DIPP, DEP, TBPH, DNHUP, 1,2-Benzenedicarboxylic Acid, Dihexyl Ester, 1,2-Benzenedicarboxylic Acid, Diphenyl Ester 1,2-Benzenedicarboxylic Acid, Mixed Decyl and Hexyl and Octyl Diesters, 1,2-Benzenedicarboxylic Acid Di-C6-10-alkyl Esters, N-pentyl-isopentyl Phthalate, Diisohexyl Phthalate
Flame Retardants	Halogenated flame retardants including but not limited to SCCP, Chlorinated Tris (TDCPP), Penta-BDE, TCEP, TBPH, HBCD, PBDEs, PBB, TRIS, TEPA, OBDE, DEDPE, HBCD
Additional Restrictions on Chemicals and Families of Chemicals	> BPA > Formaldehyde > Asbestos > Nitrosamines and Nitrosatable Substances > Carcinogenics, Mutagenics and Toxic to Reproduction Substances (CMRs from CLP-Regulation (EC) No 1272/2008)) > Allergenic fragrances regulated under Part III of Annex II to the Toy Safety Directive 2009/48/EC > Substances with skin sensitizing concerns such as IPBC, CMI/MI and Nickel > Candidate List of SVHC published in accordance with Article 59(10) of the REACH Regulation > California Prop 65 > Conflict Minerals > Ozone-depleting substances > Maine Safer Chemicals in Children's Products > Vermont V.S.A Title 18: Chapter 38A > Washington Children's Safe Products Act > Oregon Toxics Free Kids Act



* A selection of restricted substances. Table does not cover all substances Hasbro currently restricts.

Hasbro monitors and complies with all applicable global chemical regulations, including the U.S. Consumer Product Safety Improvement Act, U.S. Federal Hazardous Substances Act, European Toy Safety Directive, and REACH, RoHS and CLP regulations. In addition to these global regulations, Hasbro complies with various U.S. state chemical laws and reporting requirements.

Our Quality Assurance process for reducing and eliminating harmful chemicals includes: monitoring regulations, providing visibility to upcoming chemical regulations that affect us, conducting an impact assessment when a law or regulation is promulgated with a timeline cited and implementing ahead of the regulatory timeline.

In many cases, we restrict or eliminate use of chemicals in advance of regulatory requirements. For example, we restricted Organotin before the European Union Toy Safety Directive implementation date.

All Hasbro products are required to be manufactured in accordance with the company's specifications and procedures, which includes chemicals review and approval prior to manufacturing based on Chemical Safety Assessments, which includes Bill of Substance reporting, RSL screening and chemical testing. Hasbro chemical and engineering teams address and eliminate any chemicals listed on Hasbro's RSL prior to production.

CHEMICAL FOOTPRINT PROJECT

We measure and report quantitative indicators related to service quality performance and customer protection through a variety of channels, such as the Canada BPA survey. We were the first major toy company to participate in The Chemical Footprint Project, a program of Clean Production Action. The Project develops and advances the concept and practice of chemical footprinting, with a focus on reducing the use of chemicals of high concern. Chemical footprints provide baseline data for evaluating performance and benchmarking progress away from certain chemicals to better alternatives in our manufacturing

operations, supply chain and packaging. Since joining in 2019, we have participated annually and have continued to increase our scores. In 2022, we achieved near-perfect results in Chemical Inventory. We also reported a reduction in our total chemical footprint from our 2020 baseline.

STAYING SHARP

We take a two-pronged approach to supplier training and regularly hold trainings for vendors. We rely on our vendors to train their suppliers, except in the case of suppliers that handle high-risk materials, in which case we train them directly. We train all Tier 1 suppliers and Tier 2 high-risk material suppliers a minimum of twice a year on our Quality Assurance standards. More trainings are conducted as needed if there are changes to Hasbro standards and policies. We also require all export vendors to be ISO 9001 certified.

All Hasbro Quality Assurance employees are trained in our chemical management processes. We plan to extend training to all Hasbro employees and incorporate training into our onboarding process for new employees.



Responsible Content and Marketing

At Hasbro, we operate at the intersection of timeless consumer motivations: the transportive power of great storytelling and the human connections generated by play. Nothing energizes us more than creating and marketing content that inspires and engages our fans across generations. We strive to meet consumers where they are by delivering innovative content through multiple channels from tabletop and digital games, toys and television programming, to motion pictures and mobile apps. Generating content and marketing our products is a privilege, and with that comes the obligation to do so responsibly. We believe responsible content and marketing includes being age-appropriate, high quality and inclusive.

As our business and brand portfolio evolve, we are excited by the expanded role we play, while remaining mindful of the heightened influence our stories and characters can have on audiences. We consider the nature of the platform, the expectations of our intended audience and the identity of the brand in order to develop responsible and appropriate content. As a company fanatical about our fans, we have evolved our content to become even more inclusive and reflective of the true diversity and differing interests of our consumer base.



Content Oversight

We safeguard Hasbro content in two principal ways: (1) rigorous internal processes and management, and (2) external compliance and regulatory review.



INTERNAL PROCESSES

All of our digital products and content creation go through rigorous internal quality review. All product and entertainment content, from initial concept through delivery, is reviewed with our production, creative and development teams to conform to the highest industry standards and best practices. This robust content review process includes reviewing designs, scripts, storyboards and final animation for legal clearance, compliance, network broadcast standards and international cultural sensitivities.

From a marketing standpoint, we use advertising best practices, so ads are placed only on appropriate third-party sites. Specific advertising and social media marketing guidelines are in place for our online and digital experiences.



EXTERNAL COMPLIANCE

Our teams regularly engage with external organizations and regulatory bodies to comply with applicable rules and regulations. We set high standards for our websites, which are enjoyed by fans around the world to engage with their favorite characters and brands. Hasbro prioritizes compliance with the U.S. Children's Online Privacy Protection Act (COPPA), which sets rules for collecting information from children under 13. From the digital gaming standpoint, we work with our own internal teams and gaming licensees to ensure Hasbro-branded digital games are suitable for a wide audience as reflected by appropriate Entertainment Software Rating Board (ESRB) ratings.

Marketing to Children

At Hasbro, we follow the principle of “compliance by design” when marketing to children. This means we are mindful of child-focused advertising and marketing standards throughout the entire creative process.

We also consider the audience’s experience, maturity level and other traits when developing marketing materials to ensure it is appropriate.

Reflecting our commitment to compliance with applicable advertising laws and regulations, including those enforced by U.S. Federal Trade Commission (FTC), Hasbro is an active member of the U.S. Children’s Advertising Review Unit (CARU), a self-regulatory industry group that sets voluntary guidelines for companies advertising to children. We are guided by CARU guidelines as well as advertising guiding principles in other regions. We are also members of the World Federation of Advertisers (WFA), a global organization representing the voice of marketers worldwide that champions effective and sustainable marketing communications. We are active participants in the WFA’s RAC (Responsible Advertising and Children) committee focused on responsible marketing to children. The committee members strive to anticipate and understand societal and parental aspirations regarding responsible marketing communications and children. The RAC develops and fosters good practices in marketing communications to children by a continuous dialogue and engagement with policymakers, consumers and parents.

As a company, Hasbro developed and implemented a Responsible Marketing and Advertising Policy that all Hasbro marketers are required to follow. While this policy is based primarily on U.S. law and regulation, since that is where Hasbro’s headquarters are located, we keep abreast of applicable local laws, regulations and relevant self-regulation in the markets where we advertise.



Inclusive by Design

We believe in the power of brands to do good, and we generate content and celebrate products that move beyond traditional stereotypes. We aspire to provide play and story experiences that encourage people to be who they are and all they can be.

Building brands that are inclusive is a team effort and we give our employees the tools and resources they need to make decisions to ensure the inclusivity of our products, content and experiences. We offer access to experts for differentiated perspectives to help our teams make decisions. Hasbro’s internal analytics and insights team, AIM, is essential in our approach to inclusive brand building. Through consumer insights and market research and analysis, AIM provides the information our teams need to make informed choices about products and experiences before they go to market.

Inclusivity is a component of our design process. We encourage our Design, Development and Marketing teams to prioritize inclusion by creating products, experiences and marketing assets that appeal to and reflect the true diversity of our broad consumer base.

While everyone at Hasbro is responsible for safeguarding and advancing our DE&I priorities, in 2022, we created a new position to further accelerate DE&I within our brands and content. The position of Vice President, Design – Inclusion & Consumer Innovation ensures that inclusivity is embedded in our product design process from the very beginning. For more on our approach to inclusive marketing, view our 2021-2022 Diversity, Equity and Inclusion report.



[Click here for our
2021-2022 DE&I Report](#)

BABY ALIVE turns 50 in 2023 and championing inclusive representation has been part of the brand's DNA since inception. The inaugural line of life-like dolls in 1973 included an African American BABY ALIVE doll. To meet the evolved expectations of our consumer, the BABY ALIVE brand team committed to a broader, more inclusive vision for BABY ALIVE with 70 distinct dolls currently available. This vision meant more skin tones, hair styles and eye colors, as well as ability and life circumstances. It also meant a commitment to authentic marketing and advertising. The brand team partners with HumanKind Casting to ensure authentic and diverse casting that is representative of the consumer. The team is as excited as ever that representation will drive and define the BABY ALIVE brand for the next 50 years and beyond.



Inclusive Storytelling

The Global Integrated Marketing (GIM) team and our internal creative agency, Left Foot Blue, empower our organization with the tools to make inclusive creative decisions together and hold ourselves accountable. This team develops media and creative strategies while bringing inclusive insights to campaigns, casting, asset development and execution. Together, GIM and Left Foot Blue focus on inclusive and representative casting, writing and production staff to ensure our marketing campaigns accurately represent the consumer. Once talent is chosen, we consider diversity in every aspect of pre-production, so our talent is set up for success. We look at everything from hair and makeup (does the stylist have experience working with diverse skin tones? hair textures? styles? etc.) to lighting (is there someone on the crew with experience lighting different skin tones? etc.).

Our content creators and brand marketing teams partner with our Center of Excellence (COE), a group of experts from across the business from DE&I, CSR/ESG, Communications and Legal, functions to ensure content responsibility and inclusivity. This group offers expertise and credibility on a variety of social topics, therefore leading to the development of more meaningful and impactful products, content, experiences and marketing. It also mitigates risk by identifying potential issues and gaps before the product goes to market. Often, the COE will engage employees from across the business from varying geographic locations, functions within the business and levels of seniority to gather diverse perspectives and offer advice and feedback. Learn more about our Employee Networks and the Business Resource Groups (BRGs) in our DE&I report using the button below.



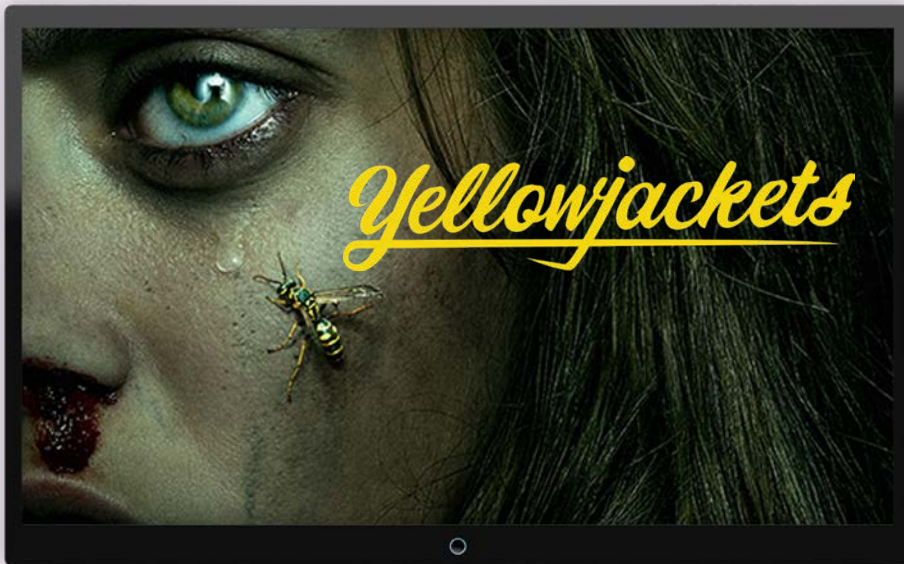
[Click here for our
2021-2022 DE&I Report](#)

As part of our strategy, we want everyone to see themselves authentically in the content we create. We recognize the importance of hiring, retaining and celebrating our diverse talent on and off the screen. In a newly created position, our Vice President of Diversity, Equity & Inclusion, Film & Television at our entertainment production studio eOne helps ensure diversity and inclusion are prioritized not only in front of the cameras, but also behind them. From our casts to our writers, camera operators, hairdressers and suppliers, diverse representation is critical to the production of inclusive entertainment for a diverse world.

 [Click here for our 2021-2022 DE&I Report](#)



Cruel Summer
Producer
on set



One example of this purpose in practice is through our Emmy®-nominated and critically acclaimed drama series, *Yellowjackets*, which has had an incredibly positive critical response for its representation of LGBTQ+ characters through Dorian TV Awards by the Society of LGBTQ+ Entertainment Critics and nominations for GLAAD Media and Peabody awards. *Yellowjackets* was also awarded The ReFrame Stamp of approval, a distinction given to TV productions that have achieved gender-balanced hiring. More importantly, the success of the series can be seen in the fans' unbridled passion for the characters and their storylines. This is a testament to the authentic and conscious inclusion of LGBTQ+ storylines, writers and cast members.

Another way we have brought our approach to inclusive storytelling to life is with a new brand, *Kiya & the Kimoja Heroes*. In 2021 and 2022, the Family Brands team at eOne was hard at work collaborating closely with one of the largest animation studios on the African continent to bring a new brand to life, in the hopes of addressing a need for more Black female protagonists as strong role models for pre-school girls. *Kiya & the Kimoja Heroes*, launching on Disney+, Disney Junior and YouTube in 2023, follows the high-action adventures of Kiya and her best friends Motsie and Jay, who use their superpowers to restore joy and harmony to their community. The fictional Kimoja City is named after the Swahili word meaning “one” and is inspired by the people, cultures, and landscapes of countries across Africa’s southern region.

Accurately portraying the diversity of southern African life and culture was of greatest importance. Everything from ensuring we captured local greetings to family life to the types of food eaten was considered. The team worked closely with pre-school experts and talent across Africa, Europe, and the United States to ensure Kiya’s storylines and characters offered the most authentic representation. *“Thanks to a thoughtful and intentional approach in front of the cameras and behind, pre-school aged children around the globe will be able to watch Kiya & the Kimoja Heroes and see themselves reflected,”* explains Esra Cafer (SVP, Global Brand Strategy & Management, Family Brands). *“There is a real sense of purpose and it’s been very rewarding for all of us to work on Kiya & the Kimoja Heroes.”*



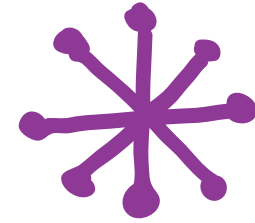
Government Affairs and Advocacy

At Hasbro, we recognize we operate in a constantly changing geopolitical world. In addition to ensuring product safety and access to the right to play, an explosion of online and digital technologies has led to new forms of play and entertainment while the runway for addressing climate challenges shortens. Across the globe, corporate and government concerns regarding supply chain resilience and stability continue in the face of public health and climate challenges. As our business continues to grow and stakeholder expectations evolve, we navigate an increasingly complex global environment.

We believe it is more important than ever to engage proactively with government agencies, regulators, non-governmental organizations (NGOs), trade associations and other companies to build the right policy and regulatory environment. We must partner on initiatives that address these needs, including issues such as product and content safety, ethical sourcing, responsible marketing to children and sustainability.

The Global Government Affairs team directs and oversees public policy engagement on these and other issues, working closely with regional and country-level staff on the ground. For example, on the issue of chemical safety in the U.S., our Global Government Affairs team worked collaboratively with U.S. Congress and NGOs over a number of years to encourage development of one uniform national standard for chemical safety. This led to the passage of the Chemical Safety Improvement Act (CSIA) in 2016, which was the first substantial revision to chemical laws in the U.S. since 1976. The CSIA is designed to provide a unified, national approach to chemicals management, ensuring certainty for business and product safety across all 50 states.

In the European Union (EU), together with Toy Industries of Europe (TIE), Hasbro continues to be actively engaged with the European Commission and participates in expert working groups on amendments or interpretations of topics, such as the Toy Safety Directive, chemical requirements and sustainability. Our work includes leading European



toy industry efforts to ensure any proposed amendments provide a high level of protection for children while also being workable, enforceable and proportionate to the risks posed. Similarly, for the Asia Pacific region, we partner with the Asia Toy and Play Association (ATPA) and National Toy Associations to discuss current and emerging topics for the sector with governments in this region, including best practices from other regions. We also engage with other policymakers and regulators in developed and emerging markets around the world. For example, in Latin America, Hasbro actively participates in public hearings and engages with regulators to advocate for the reduction of technical and trade barriers that may restrict competition and ultimately make toys and games less affordable and thereby inaccessible to children.

As a company that believes in the power of business as a force for good in the world, we celebrate opportunities to support and advocate for issues that align with our core values and are important to our business and key stakeholders. In 2019, Hasbro was proud to join the CEO Action for Diversity & Inclusion™, a coalition of companies pledging to advance diversity and inclusion in the workplace. This action helped to elevate the importance of Diversity, Equity and Inclusion at Hasbro and acknowledged companies have an important role to play in promoting social justice in the workplace and in society. In 2022, we became a **signatory on a letter** addressed to all U.S. governors and education leaders, urging them to take action to ensure computer science opportunities for all students in every state across America. At Hasbro, we have seen firsthand how technology can spark innovation, unlock potential and enhance career opportunities. In partnership with 500 other public and private sector leaders, we are privileged to use our platform to advocate for increased access for all students in America.

As a global corporate citizen, we believe it is our responsibility to engage constructively on public policy issues that are important to us or may impact our business. We support our employees right to participate in the political process. We have a **Political Activity and Lobbying Policy** that outlines our approach to employee and company political activity. As outlined in our policy, employees are free to make personal donations to candidates for political office as long as they make it clear their personal views and actions are not those of the company. Hasbro does not have a U.S. Political Action Committee (PAC), nor does the company make corporate contributions to political causes. To the extent Hasbro engages in lobbying on matters of public policy, the company is committed to disclosure of such expenditures as required by U.S. federal law. The Toy Association in the U.S., of which Hasbro is a member, does have a PAC to which Hasbro executives may personally contribute. However, Hasbro's membership dues are not used to fund this PAC.



Hasbro does not have a U.S. Political Action Committee (PAC), nor does the company make corporate contributions to political causes.

Philanthropy and Social Impact

Giving back to our local and global communities has been a central pillar at Hasbro since its founding in 1923 by the Hassenfeld brothers. For the past century, Hasbro's philanthropy primarily supported children and families. Today, our Global Philanthropy and Social Impact work is a strategic priority, aligned to our Blueprint 2.0, our employees and the needs of our communities. Our newly expanded strategy supports children, families and young adults. In 2022, we rebranded our company foundation from the *Hasbro Children's Fund* to the *Hasbro Foundation*, with new impact priorities. We continue to leverage our business assets, including employee time and talent, toy and game donations, financial support and our brands, to make the greatest possible impact.

Social Impact Programs

1. Partnering for Greater Impact
2. Activating our Brands
3. Delivering the Joy of Play
4. Our People Drive Our Purpose

Partnering for Greater Impact

Grants made through the Hasbro Foundation are the cornerstone of our social impact work, driving our philanthropy through partnerships and programming. Hasbro remains committed to our philanthropic legacy of supporting children and families. We partner with organizations offering stability in times of crisis through programming that supports physical and mental health, foster care, food security and disaster relief.

In re-branding the Hasbro Foundation, we are doubling down on our commitment to education. We believe every child and young adult deserves access to safe, inclusive education where they can learn, grow and build a foundation for success. Hasbro is proud to promote equitable access to education in our global operating areas through partnerships with Save the Children, Special Olympics and World's Largest Lesson.

One way we strive to ensure equitable access to education for under-served youth and young adults is by funding skills development programs in areas core to our business: STEM, game development, storytelling and business acumen. Through partnerships with organizations such as Black Girls CODE, Games for Change, Ghetto Film School, Girl Up and Year Up, we are empowering the next generation of innovators, creators, storytellers and leaders.



[Click here for our
2021-2022 DE&I Report](#)



EMPOWERING GAME CREATORS AND SOCIAL INNOVATORS

Games for Change is a nonprofit with a mission to foster communities of gamers and promote the ability of games and immersive media to drive social good. The Games for Change Student Challenge is the leading national student game design program that combines middle and high school students' passion for games with digital learning and civic engagement. Students learn coding and design thinking, facilitate discussions of social impact issues within their communities and design creative solutions to social problems. We are proud to fund the Student Challenge, empowering students to create positive impacts in their communities through game design.



GAMES
FOR
CHANGE



INSPIRING THE NEXT GENERATION OF GIRL LEADERS

Our recent partnership with Girl Up, an initiative of the United Nations Foundation is dedicated to girl-centered leadership development that focuses on equity for girls and women in spaces where they are unheard or underrepresented. By investing in Girl Up's Storytelling for Social Change curriculum, we equip girl leaders with the resources and skills to tell their stories and be a force for gender equity and social change.



UPSKILLING WORKERS IN OUR SUPPLY CHAIN

In addition to our **Worker Well-Being Program**, we fund educational programming in the local communities where our suppliers operate. In partnership with Save the Children, we provide employability skills training for young people and parenting seminars for migrant workers.



Learn more about our **Human Rights** strategy and programming.

Activating Our Brands



BLACK IS MAGIC

In 2021, our MAGIC: THE GATHERING brand leveraged the passion of its fans to make a difference through its Black is Magic Secret Lair product and benefit Black Girls CODE. The product honored Blackness in its beautiful, global entirety, celebrated Black history and culture, and was curated, developed and designed by Black artists. The nearly \$1 million donation from Wizards of the Coast, as a result of the Black is Magic campaign, helped support the training of 3,200 students through more than 100 Black Girls CODE programs, including game design and digital arts workshops, summer camps and enrichment activities. This initiative earned MAGIC: THE GATHERING a place on Fast Company's 2022 Brands That Matter list. It is recognized for "giving fans what they want" and for how the brand elevates underrepresented voices. Through the Hasbro Foundation, we are excited to expand our partnership with Black Girls CODE, funding "CODE Clubs" in Washington and Rhode Island.



FAST COMPANY

BRANDS
THAT
MATTER
2022

Delivering the Joy of Play

We believe the right to play is a fundamental human right. Our product donation program distributes our beloved toys and games to millions of people, providing relief in times of crisis and supporting those in need through holiday giving.

PLAY RELIEF

Our Play Relief program is designed to provide stability and moments of joy for people impacted by health challenges, humanitarian crises and natural disasters globally. Our toys and games donated through Play Relief can provide children and families with a sense of normalcy, comfort and a joyful distraction in an otherwise highly stressful situation.

RESPONDING TO NATURAL DISASTERS

When hurricanes, tornados and other natural disasters occur, one significant and often overlooked gap is addressing the psychological needs of children impacted. In times of disaster, our employees come together to pack Play Relief kits full of toys and games. Our nonprofit partners on the ground distribute these kits to emergency shelters temporarily housing those who have been displaced from their homes. These kits provide a distraction, sense of community and some fun when it's needed the most.

WORLD REFUGEE SUPPORT

In the past year, Hasbro supported refugees around the world with a contribution of \$3 million in financial and product donations to organizations such as Save the Children and UNICEF USA. We also supported Afghan refugees resettling in the U.S. through the Welcome Exchange, Welcome.US in-kind donation platform, connecting families to products to improve their lives during this difficult life transition. We're proud of the creative and compassionate ways Team Hasbro contributed, lending their time and resources to pack relief kits, volunteer with organizations at the Ukraine border and make direct donations to Save the Children and UNICEF USA.

In 2021, our employees brought Play-Doh activities to children in the Manchay Community in Lima, Peru to celebrate Christmas.



GIFT OF PLAY

Hasbro provides access to toys and games during the holiday season for children and families around the world. Our holiday giving program, Gift of Play, is designed to bring the magic of the holidays to those who need it most. In Latin America, our employees partner with local charities to develop "toy libraries" so children in the community have access to play. In the U.S. we partner with the Marine Toys for Tots organization to make caregivers the hero, so they can provide children in their life with a gift to celebrate their special holiday, regardless of their economic situation.



In 2021,
we donated
\$3 million
worth of toys
& games to
Toys for Tots
distribution
centers across
the U.S. and
its territories.

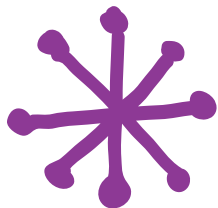
Team Hasbro: Our People Drive Our Purpose

Giving back is core to our culture, and we offer all Hasbro employees four hours per month paid time off to volunteer. Team Hasbro is our best-in-class employee volunteer program that provides year-round, company-sponsored opportunities for employees to give back. Our volunteer projects reflect our philanthropic priorities and align with the areas of impact that our employees care about most. From designing new play spaces and hosting gaming tournaments, to raising money for hospitalized children and packing “Play Relief” kits for refugee families, Hasbro employees volunteered 36,000 hours in 2021, impacting 150,000 children and adults.

VOLUNTEERING FOR THE ENVIRONMENT

As part of our natural resource conservation efforts, Hasbro planted 100,000 trees in key regions across the globe with the non-profit organization One Tree Planted. As part of this partnership, we are engaging employees through tree-planting volunteer projects and employee-led educational events.

 Learn more about our Climate and Environment strategy and goals.



PARTNERING WITH LOCAL SCHOOLS

Over many decades, Hasbro has built a close relationship with local elementary schools in Rhode Island, where the company is globally headquartered. Hasbro’s “Service for Schools” initiative began as a single department project coordinated by one employee and has since grown into a summer tradition for employees around the world who volunteer to brighten local schools before children return for the upcoming school year. All Hasbro-funded projects include painting, landscaping, designing murals, creating playspaces and donating toys and games to make the first day of school extra special for students in our communities.

Additionally, every December, as part of our company-wide day of service, Hasbro donates toys and games to thousands of elementary school students in districts near our headquarters and communities around the world. In 2020 and 2021, through a partnership with national nonprofit Operation Warm, we donated a new winter coat to every child along with their toy or game.

In 2021, 92% of Hasbro’s global employees participated in virtual and in-person volunteer projects, more than five times the corporate average for employee volunteering.¹

¹ According to the Chief Executives for Corporate Purpose (CECP) annual benchmarking report Giving in Numbers, the average participation for corporate volunteer programs was 17% in 2021.



TEAM HASBRO SKILLSHARE

To further enhance our impact for nonprofit partners, in 2021 Hasbro formalized its skills-based volunteering program by launching Team Hasbro SkillShare. The program matches employees' skills and talents, like copywriting, graphic design, website development and accounting, with nonprofit needs — saving them time and money.



TEAM HASBRO VOLUNTEERS



ANDRÉ
BUSINESS INTELLIGENCE ANALYST
GERMANY

As a volunteer firefighter and paramedic in Dreieich, Germany, André has made his community a safer place and inspired the next generation for nearly 25 years. Last year, when central Europe experienced devastating floods, André took time off from Hasbro to serve as a first responder.

"My unit was sent to the flood disaster area in Northern Germany for a few days where people lost everything. It was so motivating for us to see how thankful the people were for our help. I'd really like to thank Hasbro for giving me the chance to help these people get back to their normal lives."



HELENE
ACCOUNTS RECEIVABLE MANAGER
UK

Based in Uxbridge, England, Helene is the founder and president of LOVE MISSION, an organization providing support and hope to vulnerable people, including widows, orphans and children living with illness in Cameroon. Through fundraising and donation drives for supplies, LOVE MISSION has provided necessities, such as books, toys and school supplies, as well as access to dental care and education assistance.

"We can cure physical diseases with medicine, but the only cure for loneliness, despair and hopelessness is love."



HANNAH
DEI PROGRAM MANAGER
U.S.

Based in the U.S., Hannah makes sustainable impact by volunteering her data analysis skills for nonprofit organizations through Team Hasbro's SkillShare initiative. She has supported the Autism Project to advance the team's data management skills and related processes; conducted market analysis for Momentous Institute, building social emotional health for children, families and communities; and crafted online surveys for multiple organizations to gather crucial community data and more!

"I am grateful Team Hasbro's SkillShare initiative makes it easy to support causes I care about, leveraging my professional skills and expertise to give back and make an impact for non-profits across the United States. The program allows me to give back in a way I haven't been able to before."

Global Day of Joy

Nothing is more representative of our culture of giving back than our Global Day of Joy, our annual, company-wide day of service and a cherished company tradition. During this day each December, employees around the world lend their time and talent to a myriad of projects benefiting charitable organizations. On this special day, we see our Purpose come to life as our team joins together and engages our philanthropic partners through more than 250 service projects worldwide. In just one day, Team Hasbro's incredible commitment to volunteerism makes a difference in 42 countries for more than 100,000 children.



The Brian Goldner Center for Transforming Futures

Hasbro's former long-time Chairman and beloved CEO Brian Goldner passed away unexpectedly in October 2021. Brian was a visionary for entertainment, play and storytelling; he also believed in using our business as a force for good. He was passionate about lifting up others through mentorship, empowering women in our industry, creating opportunities for underserved youth and improving systems of care for vulnerable members of society. To commemorate his legacy, we have established the Brian Goldner Center for Transforming Futures. The Center honors Brian's vision and belief in making a positive impact for vulnerable youth and young adults with a \$2.5 million investment that will fund three strategic initiatives:

The Brian Goldner Storytelling Fellowship Fund at the Ghetto Film School.

The fund will support annual fellowships at the Ghetto Film School, which serves underrepresented young artists. Fellowships provide more than 1,000 hours of immersive, college-level training in both the art and business of cinematic storytelling and production.

The Brian Goldner Student Support Fund at Year Up, an organization on a mission to close the Opportunity Divide by ensuring equitable access to economic opportunity, education and justice for all young adults – no matter their background, income or zip code. The fund will help enhance Year Up's robust portfolio of services to address the varying challenges and financial hardships students face and eliminate any potential barriers to their success.

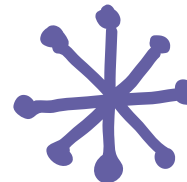
The Brian Goldner Flights of Hope will support Angel Flight of New England in providing free air and ground transportation to children and families to receive lifesaving medical treatment for as long and as often as needed.



Brian with his
Year Up mentee
in 2016



Brian and his
wife giving out
Hasbro toys &
games on the
2017 Global
Day of Joy



	2017	2018	2019	2020	2021
Product Quality and Safety					
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 ¹⁸	0	0	0	2	0
> Incidents of non-compliance with regulations resulting in a fine or penalty	–	–	–	–	0
> Incidents of non-compliance with regulations resulting in a warning	–	–	–	–	0
> Incidents of non-compliance with voluntary codes	–	–	–	–	0
Product Sustainability and Design					
Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship	0	1	0	0	0
> Incidents of non-compliance with regulations resulting in a fine or penalty	–	–	–	–	0
> Incidents of non-compliance with regulations resulting in a warning	–	–	–	–	0
> Incidents of non-compliance with voluntary codes	–	–	–	–	0

¹⁸ Due to a reporting error, one product recall was reported in 2020; the correct number is 2. The additional recall was of 460 Nerf Microshots were recalled on Dec 16, 2020 for not having the Warning in English (Spanish/Portuguese).

	2017	2018	2019	2020	2021
Philanthropy, Social Impact and Employee Engagement					
Employee Volunteer Hours	75,051	68,870	68,312	25,883	36,206
Financial Support (in million dollars)¹⁹	6.6	5.1	2.9	4.8	7.5
Product Donations (estimated retail value in million dollars)	15.9	15.7	9.2	20.8	9.8
Total Philanthropic Support (in million dollars)^{20, 21}	22.5	20.8	12.1	25.7	17.3
Children and Adults Impacted (millions)	4.7	4.3	4.2	4.1	6.1

¹⁹ 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.

²⁰ Total philanthropic support represents both financial contributions and the estimated retail value of product donations.

²¹ 2018 figures recalculated due to a reporting error that year.



people

As a global organization with thousands of employees in offices around the world, we embrace diverse lived experiences, backgrounds, ethnicities and interests. Whether it is bringing product to market, meeting our high-quality standards, onboarding exciting new talent or keeping our operations humming — our people make it happen. 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 in play, entertainment and beyond.

chapter highlights

- > inclusive and high-performing culture
 - diversity, equity and inclusion
- > talent development and performance management
- > compensation and benefits

Who We Are – At a Glance

[2021]



74
offices in
43 countries

7 years
average
employee
tenure



36,200+
employee
volunteer hours

6,400+
employees worldwide

Over the past several years, the world and our company have dramatically evolved. With a new CEO, Chief People Officer and strategy in place, our teams drive toward operational excellence to serve our North Star: the consumer. We are investing in top talent and data capabilities to best execute Blueprint 2.0. This will allow us to better serve our fans and analyze at scale.

Investing in top talent means we have reexamined every aspect of our employee experience journey – from recruitment and onboarding to engagement and development – to support our team members every step along the way. Through this process, we have identified three strategic priorities:

- > Inclusive and High-Performing Culture
- > Talent Development and Performance Management
- > Compensation and Benefits



Inclusive and High-Performing Culture

Our Culture Sets Us Apart

We foster an inclusive culture where all team members can be themselves and do their best work. Our goal for our employees is that they can do work they love with people they enjoy and on brands they believe in, all for a company driven by greater purpose. We create a globally consistent employee experience that reflects our values and helps drive our business forward. For employees who have been with us for 25 years or 25 days, our culture is one of the most unique and rewarding aspects of working at Hasbro.

We recently asked some of our employees the following question:

What makes the Hasbro culture so special?



LORA
SENIOR TALENT ACQUISITION ADVISOR, HASBRO U.S.
TEAM MEMBER SINCE 2021

“At Hasbro, the joy we create is not just external for customers, but also internal for employees. There’s an invisible energy of inclusion. As a woman of color, it’s the first place I’ve worked where I feel like I can show up wholly, as my full self. That feeling of self-confidence directly translates to my work every day.”



AARON
SENIOR PROJECT ENGINEER, HASBRO U.S.
TEAM MEMBER SINCE 2015

“One of the things that makes Hasbro special is the flexibility it affords me to spend quality time with my family. I feel genuinely supported whenever I need to balance my time between home and office. It’s not just something that’s accepted, it’s encouraged.”



HODA
MANAGER DE&I, eOne CANADA
TEAM MEMBER SINCE 2019

“What makes working at eOne special is that we are trusted to do our work in an environment that is super fun! I especially love that we work on philanthropic programs that provide an opportunity to support people in the neighborhoods where we grew up. We are a global organization, but we can also positively impact our local communities.”



VAN ANH
SENIOR GLOBAL SUPPLY PLANNER, HASBRO VIETNAM
TEAM MEMBER SINCE 2020

“One of the things that makes working at Hasbro special is the human connection. I feel listened to, respected and supported by management and my colleagues. I have a chance to contribute to our community by joining meaningful company-sponsored charity events. ‘Do what you love, and you’ll never work another day in your life’. That’s what I feel at Hasbro.”



OUR VALUES

Hasbro has had a storied first 100 years with a mission and purpose that have forged powerful connections with fans across generations and geographies. This is a testament to our incredible brands, the people who bring them to life, and our shared sense of purpose to bring people together and create joy. Hasbro's culture is underpinned by **our values**.

Reimagined in 2022 to reflect our vibrant culture and brand portfolio, our values set the expectations for how we work with each other and how we combine our joint efforts to deliver against our strategy. Our values are the foundation of our culture where everyone can show up authentically as themselves and deliver their best work.



In Brazil, we opened new offices that mirror our need for a collaborative work environment.



New Ways of Working

For as long as Hasbro has been in business, our connection to one another has been one of our greatest assets. Our ability to drive results and think creatively about the experiences we design has no bounds when we're together. As with every company, the COVID-19 pandemic sent us a curve ball and encouraged us to explore different ways to collaborate and reimagine how we work. Our agility, resilience and steadfast commitment to our mission pushed our business to thrive through several challenging years. Lessons learned throughout the pandemic inform Hasbro's new working philosophy. This includes embracing agility and flexibility as an organization, nurturing a growth mindset among our team members and further leveraging technology for success.

Our hybrid model embraces offsite flexibility while also offering opportunities for teams to connect and work together. We are working to create agile work environments for all team members: driving collaboration in-person and leveraging technology for remote connections. Our physical locations are being reimaged to meet this need.

Several guiding principles inform the future of our business and work experience. For the majority of our team members, this means being able to work in a hybrid or remote set-up. We provide extensive flexibility to support individual workstyles while balancing business needs and fostering our culture.

FUTURE OF WORK GUIDING PRINCIPLES:

- > We remain committed to our purpose, culture and values
- > Trust and accountability are the foundations of the employee experience
- > We embrace flexibility
- > Employee health and well-being remain paramount
- > The office is one of multiple places to connect and create
- > The future is powered by technology
- > There is no one-size-fits-all approach

Our People Organization works with leaders across the globe on an ongoing basis to better understand unique contexts and establish guiding principles that put flexibility, culture, connection and employee well-being at the center of how we work.

Connecting People to Purpose

A company's purpose will always begin and end with people. We fundamentally believe in aligning our employee experience and culture with **Hasbro's Purpose**. Our employees are our biggest advocates while also being ardent accountability partners. We must ensure our employees not only understand Hasbro's Purpose but also feel genuinely connected to its success.

So, how do we do this? To help our employees connect with Hasbro's Purpose, in 2021 we piloted an online individual purpose assessment tool – a 10-minute survey to support our employees in uncovering their individual personal purpose. Once uncovered, we help employees connect their personal purpose with the company's purpose and their individual jobs – and the results have been incredible.

For example, in 2022, members of our Consumer Affairs team participated in the purpose assessment. The group was initially hesitant to engage in the process, but when their leaders started to ask them questions like – “What do you care about in life? What are you passionate about impacting? How do you want to make a difference and how can you do so at work?” – they began to embrace the correlation between purpose and work. Following the survey and exercises, the team was inspired. They understood how their specific job function was linked to something bigger than themselves, a larger purpose: bringing joy to people. They ultimately reported feeling happier and more connected to Hasbro.

Helping employees reflect on what matters to them – and how it connects to a higher purpose – is not only good for morale, it also

impacts engagement. Employees at purpose-driven companies are four times more engaged at work* – high employee engagement builds a healthy culture, improves retention and boosts productivity.

Diversity, Equity and Inclusion

With our people at the heart of Hasbro, we are committed to a culture that is inclusive with supportive work environments where people feel a sense of belonging. We know the health and success of our business relies on a diverse, equitable and inclusive workplace where people can bring their whole selves to work every single day. We take action to ensure we attract, develop, promote and retain individuals from a variety of backgrounds and lived experiences.

As a company with the consumer as our North Star, we must have a workforce that reflects the consumers and fans we serve. A diverse workforce operating against a set of clear goals helps drive progress and growth.



[Click here for our 2021-2022 DE&I Report](#)

Hasbro is honored to be the recipient of DirectWomen's inaugural Ruth Bader Ginsburg Board Diversity Award 2022. This award honors a corporation that has served as a leader in the effort to achieve board diversity.

Read our [press release](#) to learn more.

Mary Beth West, member of Hasbro's Board of Directors, speaking at the DirectWomen award luncheon, October 2022

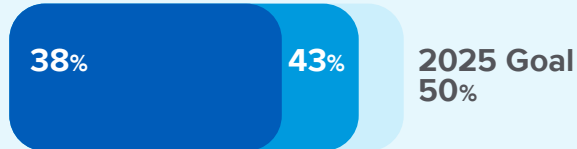


* McKinsey & Company. (2020, November 18). More than a mission statement: How the 5Ps embed purpose to deliver value. McKinsey & Company. Retrieved October 21, 2022, from <https://www.mckinsey.com/capabilities/strategy-and-corporate-finance/our-insights/more-than-a-mission-statement-how-the-5ps-embed-purpose-to-deliver-value>.

We set ambitious public-facing DE&I goals in 2017. We're proud of our progress to date and are on track to meet our workforce goals:

Grow women in leadership roles* globally across all business areas to 50% by 2025.

- 2017 Baseline
- 2021 Progress



Grow racially and ethnically diverse employee representation in the U.S. to 25% by 2025.

- 2017 Baseline
- 2021 Progress



We are on track to meet our 2025 objectives, but the work is ongoing. We have established a cross-functional team led by our Senior Vice President of Diversity, Equity and Inclusion and Multicultural Strategy to identify the next phase of goal setting for 2030. As part of this effort, we are exploring additional KPIs such as gender identity, sexual orientation and regionally specific demographics.

* Leaders are defined as director level and above.

Our DE&I strategy is guided by an interlinked approach that encompasses our workforce and culture, brands, supply chain and philanthropy. This approach, enabled by the alignment and close collaboration between our People Team and Global Purpose Organization, connects all facets of our work and ensures we reinforce our efforts across the entire business.

Our Priorities Include:

- 1 Fostering a culture of inclusion where all employees are welcome and empowered to be themselves and make their most significant contribution, unified in the shared joy of storytelling and play.
- 2 Building a diverse workforce that reflects the consumers and communities we serve.
- 3 Supporting employees in our workplace, including women, with an ongoing commitment to gender balance in leadership positions and pay equity.

For more about our work to promote Diversity, Equity and Inclusion in our workplace, our brands and entertainment experiences, and within the communities and industries in which we operate, read our DE&I Report.

 [Click here for our 2021-2022 DE&I Report](#)



Employee Experience

Our vibrant, inclusive and winning culture makes Hasbro unique. This culture is underpinned by the employee experience. It is the journey and sum of all interactions the employee takes, from pre-recruitment to post-exit and everything in between.

WE'RE LISTENING

We are convinced a culture of listening and continuous feedback drives continuous improvement. We regularly collect feedback from our team members through various channels. One way we do this is through employee listening tours, including townhalls where our senior leaders meet with team members in small groups. The tours are designed to foster an environment of mutual trust where leaders are transparent and team members can share aspirations and challenges. These forums also provide our leaders an opportunity to provide strategy updates with global team members. In 2022, we launched the “Unscripted” series, a global forum with senior leaders to answer employee questions in real time and share progress against our key company-wide priorities. Supporting a culture of listening helps Hasbro become better while we perform well.

Another vehicle for feedback gathering is through employee surveys. We use Microsoft tools and leverage the Glint platform to gather regular input and feedback from our global team members. In 2021, we initiated annual global employee engagement surveys across all of our business units. Survey results help us identify ways to improve employee engagement as a whole but also by key demographics (gender, age, race, tenure, job level, etc.). This level of granularity provides more precise insights to better understand how underrepresented groups feel and what actions can be taken to move us forward. It also serves as a helpful tool in gathering feedback on priorities, performance and growth to ensure employees feel valued and empowered to deliver their best every day.

2021 EMPLOYEE ENGAGEMENT RESULTS AT-A-GLANCE

70% favorable for belonging: “I feel a sense of belonging at Hasbro”

77% favorable for employee satisfaction: “How happy are you working at Hasbro”

77% favorable for individual purpose: “The work that I do at Hasbro is meaningful to me”

77% favorable for recommend: “Would recommend company as a great place to work”

HASBRO EMPLOYEE NETWORKS

The Hasbro team is comprised of more than 6,400 employees from 74 different offices around the world. We actively lean on the expertise and experience of our people to foster equity and inclusivity. Our Hasbro Employee Networks – voluntary groups of employees who come together based on shared identities and/or life experiences – are designed to give employees a voice, allow for leadership at all levels, and support employee engagement. Our Employee Networks promote a more inclusive culture and work environment and have advocated for changes in company policy, including adoption of flexible working hours and gender-neutral bathrooms. These groups also help Hasbro recognize and celebrate cultural trends and moments important to our employees, our consumers and our community.

Each network runs programming, events and volunteer opportunities throughout the year specific to its group. They also sponsor welcome lunches for new employees and host speaker series and programming, including fireside chats with internal and external guests, and panels around cornerstone events, such as Black History Month, International Women’s Day, Earth Day, Pride Month, Asian American and Pacific Islander Heritage Month, Hispanic Heritage Month and Indigenous Heritage Month.

 [Click here for our 2021-2022 DE&I Report](#)

Employee Network Spotlight: Global Wellness

The mission of Hasbro's Global Wellness Network is to help improve the physical, mental and social well-being of all Hasbro employees by offering opportunities to our members to learn, model and promote positive attitudes and behaviors that advance their commitment to wellness. This group organizes onsite wellness events in the United States, the United Kingdom and Canada, in addition to virtual offerings catering to a global audience. Programming and events are rooted in four pillars (physical, work/life harmony, mental/emotional and financial) and focus on the whole employee to improve overall well-being, health and quality of life.



CONTRIBUTE TO THE COMMUNITY CHEST: DRIVING IMPACT IN OUR LOCAL COMMUNITIES

Giving back to the community is part of our Purpose and an integral part of the Hasbro culture. We support our communities to leave the world, our planet and society a better place for generations to come. We are proud to offer all Hasbro employees four hours paid time off per month to volunteer in their local communities. Team Hasbro, our best-in-class employee volunteer program, provides year-round, company-sponsored opportunities for employees to give back. Our volunteer projects reflect our philanthropic priorities and align with the areas of impact our employees care about most. From mentoring young adults in game design and creating new play spaces, to hosting gaming tournaments to raise money for children, to packing toy and game "Play Relief" kits for refugee families, Hasbro employees volunteered more than 36,000 hours in 2021, impacting 150,000 children and adults.



Read more about ways our employees make a difference and drive impact in their communities.

Talent Development and Performance Management

Over the last 100 years, we have been privileged to create joy and community for people around the world, and we cannot wait for the next 100 years. We know that to sustain the longevity of our business, our team must "Jump in Muddy Puddles" and be adventurous and brave in driving our business results, while never forgetting we are a company built on play. This requires an agile team with a growth mindset. Our People Organization is driving a culture of learning by providing development opportunities for all team members that fulfill individual curiosity and growth while emboldening Hasbro to tell stories that exhilarate our fans.

In 2022, we are assessing and redesigning our approach to talent development and performance to better reflect the connection between individual growth and company success. A growth mindset is best fostered when rooted in individual motivations and ambitions. We empower our employees and their managers to take ownership of their learning and career development. We are expanding access to developmental experiences such as stretch assignments, learning platforms, peer coaching and **"gig" opportunities** on different workstreams and teams. We're exploring new learning platforms to engage our teams in their development journeys and accelerate our business growth. Our goal is to attract, retain and develop talent with the right capabilities and aligned with the right purpose.

The Right Talent. The Right Capabilities.

2022 marked the beginning of a multi-year transformational journey for Hasbro and our People Organization. Starting with our ELT, we welcomed our new CEO and a new Chief People Officer in early 2022. As we position our organization to deliver on our Hasbro Blueprint strategy, understanding the current talent and succession landscape is critical to meeting (and beating!) our financial and strategic goals.

This year, we have taken several key steps to strengthen our global talent and succession review process across all businesses within our operating model with the objectives of:

- > Obtaining a snapshot of our current talent
- > Identifying critical roles to our strategic success
- > Identifying our key talent
- > Delivering a leadership succession plan
- > Addressing underperformance and retention risks

As part of this work, our People team partners closely with business and operational leaders to ensure we take action to develop our people managers, provide more structure for quarterly performance conversations, and initiate retention plans for top and critical talent necessary to deliver our business objectives.



Driving a Learning Culture

Our agile and flexible working culture requires a growth mindset. We foster this by constantly emphasizing and promoting learning and development. We offer a variety of unique learning opportunities our teams and individuals can leverage to drive their growth.



LEARNER EXPERIENCE PLATFORMS

At Hasbro, we put employees in control of their growth and development using a Learner Experience Platform (LXP), Degreed. LXPs deliver personalized development in sync with team member interest, skills and roles. Degreed is a learning platform employees can use to discover learning content, build skills and successfully take on new career challenges. It provides them with access to experiential learning and career opportunities to support personal growth and drive Hasbro's future success.



GLOBAL GROUP MENTORING

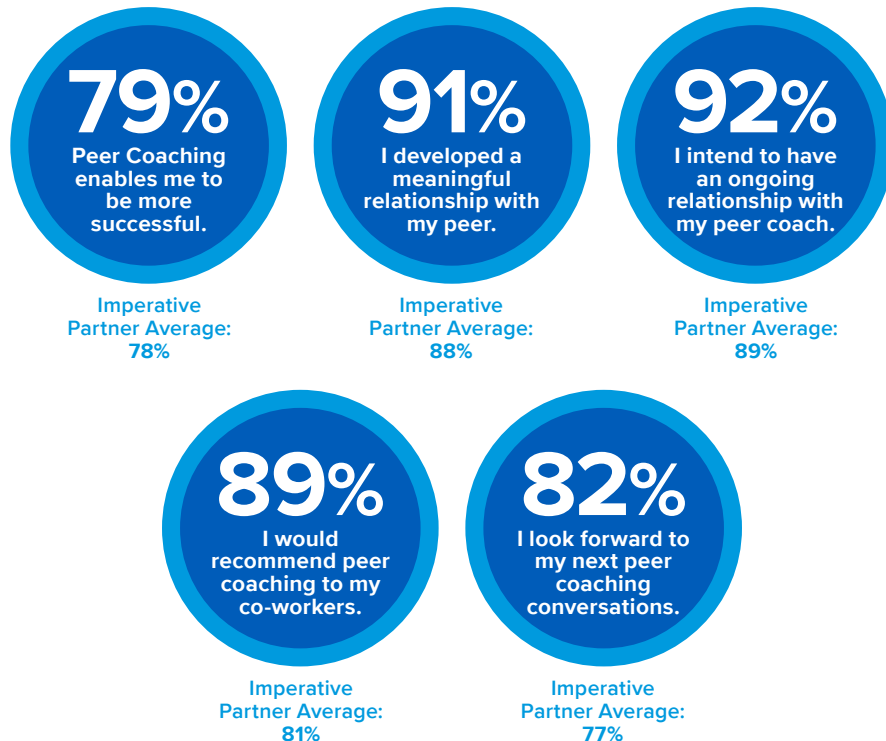
Leveraging our learning culture, we launched a group mentoring program in 2020. Group mentoring is a group of mentees and a mentor who work together to achieve specific development goals to foster personal and professional growth. Mentors guide mentees by sharing experiences; asking questions; participating in shared activities and introducing mentees to others in the organization who can help further their goals. It's also an opportunity for participants to help one another develop through collaboration and problem solving.

Our global group mentoring program connects colleagues of all levels worldwide to gain guidance from diverse perspectives. Two years in, this program has supported more than 50 mentors and 250 mentees annually.

 PEER-TO-PEER COACHING

We know relationships and accountability drive our learning culture. In 2021, we launched a digital peer coaching platform to help our team members strengthen their connections to an internal network of peers. Peer coaching addresses the employee need for social connection and learning at work. Using personal purpose statements derived through the individual purpose assessment tool as a catalyst, team members engaged in meaningful development conversations and began unlocking ways to live out their purposes at Hasbro and beyond. Since launching our peer coaching program, we have consistently seen powerful outcomes.

Peer Coaching 2021 Outcomes



Imperative is an AI learning platform Hasbro uses for peer coaching

If these numbers don't speak for themselves, see what this participant has to say about it!



"Peer Coaching was so helpful to connect with other leaders at Hasbro. It forced me to set aside time for mentoring and conversations, and I always came away from each conversation feeling authentically connected to my peer coach. I loved meeting people in different parts of the company, and together, we could solve problems from a different perspective. I would highly recommend this opportunity!"

TANYA, SENIOR DIRECTOR, INVENTOR RELATIONS AND INNOVATION, HASBRO CANADA



SWAPPORTUNITIES AND GIGS

One form of development at Hasbro is through our Swappportunity and “Gig” Marketplace platforms, both of which give employees a unique opportunity to learn new skills in a different part of the business. Swapportunities allow team members to “swap” into a new role for a temporary assignment while their original position remains secured. The Gig Marketplace lets employees learn a new skill and lend talent by helping match team members with capacity to those in need of support. Internal gigs are short-term work experiences, tasks and projects within Hasbro. Teams that need support can post their available gigs on the internal “intranet,” and interested employees can apply to pick up gig work based on skills and interests. By leveraging the gig work model, teams can match internal talent to critical projects that will produce real value, allowing employees to support one another, build new relationships and connect globally. These gigs can vary from a simple one-hour project to slightly longer assignments that are meant to be completed within normal work schedules. Both programs help grow and develop employees, encourage career growth and provide a more holistic view of the organization.

Compensation and Benefits

At Hasbro, we are committed to aligning rewards to incentivize the right behaviors of our team members. From our comprehensive total rewards package, equity awards (based on job level), and paid time off policies to our annual incentives, product discounts and volunteer opportunities, we provide our employees a set of rewards and benefits in line with the performance, skills and experiences they bring to Hasbro. Our goal is to deliver effective, globally relevant and individually valued rewards that maximize our ability to motivate and retain key talent.

Competitive compensation is the cornerstone of our total rewards program. We review market and industry data at least every year and, if needed, revise our salary and incentive program. This analysis helps us remain competitive and continue to attract, retain and engage top talent. We conduct pay equity audits and review salaries of employees across the globe to help achieve internal equity. We conduct a global pay equity review annually as part of our compensation planning cycle to ensure employees are compensated appropriately and equitably across the organization. When conducting our global pay equity market review, we analyze salary information by a variety of factors, including gender, globally and by ethnicity in the United States.

At Hasbro, You and Yours

At Hasbro, taking care of our employees includes taking care of their families. We offer enhanced paid parental leave in some of our markets to exceed the statutory requirements. For example, in the U.S., new parents, including fathers, same-sex partners and adoptive parents, can take up to 10 weeks of paid time off to care for and bond with their newborn or adopted child. Birth mothers also receive six to eight weeks of short-term disability, giving them a total of up to 18 weeks of paid time off. For birth mothers in Canada, their government benefit is topped up to 100% of their pre-leave earnings for the first eight weeks of leave.

Hasbro also believes in the importance of helping employees balance work and life commitments. We offer competitive paid time-off policies, including, in North America, up to four weeks of vacation annually starting in the first calendar year after an employee is hired; an additional week off between Christmas and New Year's Day; and a shorter work day on Fridays in many locations. Our European employees receive at least four weeks of vacation per year, with most countries offering between 22 and 28 days. In Asia, we also offer our employees up to five Wellness leave days on top of annual leave for them to take for their own personal well-being.

We are proud to be recognized over the last several years as one of the best companies for working parents, caretakers and families.



Safety First

The safety and well-being of our employees goes hand-in-hand with creating a culture where employees can be successful and do their best work. The impact of COVID-19 made this even more apparent. We take pride in ensuring our work environments are safe and our employees are healthy. We actively engage workers — at our offices, studios, distribution warehouses and in retail stores — to promote and ensure safe and healthy work environments. For example, to protect our employees as they returned to our corporate offices in 2022, we launched a new COVID-19 contact tracing tool. It used card-to-card data to identify and notify close contacts if/when a positive COVID-19

case was reported in one of our buildings. The cards operated on “low-energy” Bluetooth and send-and-receive signals if two cards were within six feet for 15 minutes or more. Implementing tools like this provided an additional layer of protection for our employees and continue to strengthen our protocols and programs for the future.

Our Employee Health and Safety team maintains a comprehensive system of strict health and safety standards and operating practices at our owned and operated offices and facilities. These standards — which are based on global best practices and regulatory requirements — include performance and accountability processes; employee education, training and communications; incident reporting and investigation; and safety inspections. In addition to meeting our internal standards, all Hasbro facilities are required to comply with local and country-level regulatory requirements.

Our Future is Bright

Our teams are uniquely poised to take our special company and amazing collection of brands to new heights and execute the Blueprint 2.0. We have a bold vision, and we are confident we have the teams and structures in place to achieve our goals, all while making the world a better place. Most importantly, we will do this by continuing to operate with integrity, respect and inclusivity for all. Hiring, growing and retaining great people is the key to success in any business, especially one as vibrant and creative as Hasbro.



	2017	2018	2019	2020	2021
Employees, New Hires and Voluntary Turnover²²					
Total Number of Employees	5,660	5,288	5,261	6,473	6,420
> Employees (Age Under 30 Years Old)	829 (15%)	751 (14%)	702 (13%)	926 (14%)	953 (15%)
> Employees (Ages 30-50 Years Old)	3,682 (65%)	3,526 (67%)	3,519 (67%)	4,320 (67%)	4,231 (66%)
> Employees (Ages 51+ Years Old)	1,138 (20%)	996 (19%)	1,029 (20%)	1,227 (19%)	1,235 (19%)
Total Number and Rate of New Employee Hires	1,276	1,187	1,071	1,069	1,848
> New Hires (Age Under 30 Years Old)	582	499	412	428	652
> New Hires (Ages 30-50 Years Old)	576	573	533	525	1,013
> New Hires (Ages 51+ Years Old)	118	112	125	116	181
> New Hires (% Identifying as Male) ²³	–	–	–	–	42%
> New Hires (% Identifying as Female)	56%	59%	60%	52%	57%
> New Hires (% Identifying as Other) ²³	–	–	–	–	1%
Voluntary Turnover	8%	11%	11%	8%	14%
> Voluntary Turnover (Age Under 30 Years Old)	12%	14%	25%	15%	21%
> Voluntary Turnover (Ages 30-50 Years Old)	8%	10%	12%	7%	14%
> Voluntary Turnover (Ages 51+ Years Old)	7%	10%	6%	5%	8%
> Voluntary Turnover (Identifying as Male) ²³	–	–	–	–	12%
> Voluntary Turnover (Identifying as Female)	9%	11%	12%	8%	14%
> Voluntary Turnover (Identifying as Other) ²³	–	–	–	–	30%

²² Please see Reporting Principles – People **page 98**

²³ 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. We are newly reporting the gender categories of “male” and “other” in 2021. “Other” includes employee responses of “Blank” in eOne’s system and “Undeclared” or “Other” in the Hasbro/Wizards of the Coast system.

2017

2018

2019

2020

2021

Employees, New Hires and Voluntary Turnover by Region

U.S.

> Total Employees	2,661	2,455	2,519	2,806	2,803
> New Hires	749	703	588	500	806
> Voluntary Turnover	6%	8%	8%	6%	12%

Canada

> Total Employees	172	182	176	522	504
> New Hires	24	30	21	46	125
> Voluntary Turnover	8%	7%	10%	7%	18%

Asia-Pacific

> Total Employees	1,209	1,166	1,186	1,211	1,194
> New Hires	208	227	215	127	259
> Voluntary Turnover	11%	16%	14%	7%	13%

Europe

> Total Employees	1,323	1,208	1,122	1,511	1,465
> New Hires	235	178	204	200	358
> Voluntary Turnover	9%	11%	14%	8%	9%

Latin America

> Total Employees	160	145	133	134	125
> New Hires	33	30	30	13	30
> Voluntary Turnover	8%	15%	19%	10%	17%

Mexico

> Total Employees	135	132	125	289	329
> New Hires	27	19	13	183	270
> Voluntary Turnover	12%	7%	14%	42%	47%



2017

2018

2019

2020

2021

Diversity, Equity and Inclusion

Women in Our Workforce

> Female Employees	55%	55%	55%	54%	55%
> Female Leaders/Managers	38%	41%	42%	43%	46%
> Female Senior Management	–	–	–	2	3
> U.S. Female Employees	54%	55%	53%	52%	52%
> U.S. Female Leaders/Managers	38%	41%	42%	41%	43%

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

> Racially/Ethnically Diverse Employees	17%	18%	19%	21%	22%
> Racially/Ethnically Diverse Leaders/Managers	8%	10%	10%	14%	14%
> Racially/Ethnically Diverse New Hires	25%	26%	25%	31%	34%

Employees by Ethnic Group (U.S.)

> American Indian/Alaskan	0.2%	0.2%	0.2%	0.2%	0.2%
> Asian	6%	7%	7%	7%	8%
> Black or African American	2%	2%	2%	3%	3%
> Hispanic/Latino	8%	8%	8%	8%	8%
> Native Hawaiian or Pacific Islander	0.2%	0.2%	0.2%	0.2%	0.1%
> Two or More Races	1%	1%	2%	2%	2%
> White	83%	82%	81%	80%	78%

Diversity by Employment Type

Total Number Non-Contingent Employees	–	–	–	6,402	6,239
> % Total Non-Contingent Employees – Female	–	–	–	54%	54%
> % Total Non-Contingent Employees – Minority (U.S. only)	–	–	–	21%	22%
Total Number of Contingent Employees²⁴	–	–	–	71	181
> % Total Contingent Employees – Female	–	–	–	66%	71%
> % Total Contingent Employees – Minority (U.S. only)	–	–	–	11%	30%

²⁴ For 2021, contingent employees includes interns. Interns were not included in 2020 data.

2017

2018

2019

2020

2021

continued

Total number of Temporary Workers ²⁵	–	–	–	129	131
Total number of incidents of discrimination during the reporting period	–	–	–	2	0

Employee Engagement and Development

Proportion of employees self-assessing their level of engagement as actively engaged ²⁶	–	–	–	–	71.70%
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Employee Health, Safety and Wellbeing

Incidence Rates (per 200,000 hours worked)²⁷

> Recordable Injuries and Illness	1.11	0.89	0.30	0.33	0.15
> Lost Time Injuries and Illness	0.82	0.45	0.16	0.29	0.48
> Lost Work Days	8.14	7.53	2.81	10.74	5.16
> Work-Related Fatalities	0	0	0	0	0

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

Americas

> Recordable Injuries and Illness	1.98	1.21	0.23	0.18	0.03
> Lost Time Injuries and Illness	1.50	0.60	0.19	0.13	0.42
> Lost Work Days	17.13	10.72	14.43	9.91	1.87

Europe

> Recordable Injuries and Illness	0.49	0.63	0.46	0.81	0.50
> Lost Time Injuries and Illness	0.30	0.11	0.23	0.76	0.92
> Lost Work Days	0.57	0.54	2.00	21.24	16.66

Asia Pacific

> Recordable Injuries and Illness	0.17	0.46	0.27	0.13	0.09
> Lost Time Injuries and Illness	0.17	0.23	0.00	0.13	0.09
> Lost Work Days	1.12	1.55	0.00	0.20	0.37

²⁵ Please see Reporting Principles – People **page 98**

²⁶ Please see Reporting Principles – People **page 98**

²⁷ Significant decrease due to improved data accuracy (see Reporting Principles – People **page 98**) and progress in implementing safety programs in certain sites.

2017
2018
2019
2020
2021

Human Rights and Labor Relations

Security personnel, including security employees of a 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%

Hasbro employees covered by unions or collective bargaining agreements globally²⁸

10.50%

10.50%

9.60%

11.85%

11.40%

²⁸ 2020 figures recalculated due to a reporting error that year.



principles

Creating joy and building community for all people around the world requires steadfast adherence to the highest principles of fairness, respect and ethics. At Hasbro, we are committed to treating our partners, employees and consumers with dignity, and strive to do the right thing. Through our strong ESG and corporate governance, as well as rigorous ethics policies, we ensure principled management of our business and the well-being of our teams and supply chain workers. We verify adherence to our principles through regular, ongoing training and stakeholder engagement.

chapter highlights

- > ethical sourcing
- > human rights
- > business ethics and governance
- > cybersecurity and data privacy

Ethical Sourcing

Hasbro has a long-standing history and commitment to ethical sourcing. We were one of the first companies in the consumer products industry to implement ethics and safety principles for our owned and operated and third-party factories as early as the 1990s. Since then, we have evolved our industry-leading program to maintain alignment with the ever-changing global human rights landscape. The foundation of our program is the **Hasbro Global Business Ethics Principles** (HGBEP), which lays out the core principles with which all third-party vendors must comply. We use regular, in-person and virtual engagement with our manufacturing partners to ensure ongoing education and real-time visibility into working environments and issues as they unfold. Hasbro requires fair, safe and legal working conditions, along with worker dignity and respect. Cultivating and maintaining an open dialogue with our suppliers is an important tenet of our program and helps us build trust and promote transparency across our supply chain. In addition to our core social compliance program, we also seek to make innovative investments to support workers and their families and positively impact local communities.

Global Business Ethics Principles

All facilities involved in the production of Hasbro products or licensed products must contractually agree to comply with our HGBEP, which seeks to uphold and protect human rights as follows:

- > **Protecting:** working hours and compensation, health and safety, environmental impact, freedom of association and collective bargaining; and
- > **Prohibiting:** forced labor, child labor, abuse and discrimination and acceptance of advantages.

Facilities subject to HGBEP include third-party suppliers, Hasbro owned and operated warehouses and Hasbro licensees. Additionally, our suppliers are required to ensure their entire supply chain adheres to HGBEP.

Ethical Sourcing Compliance

We support our suppliers in complying with HGBEP through:



AUDITS

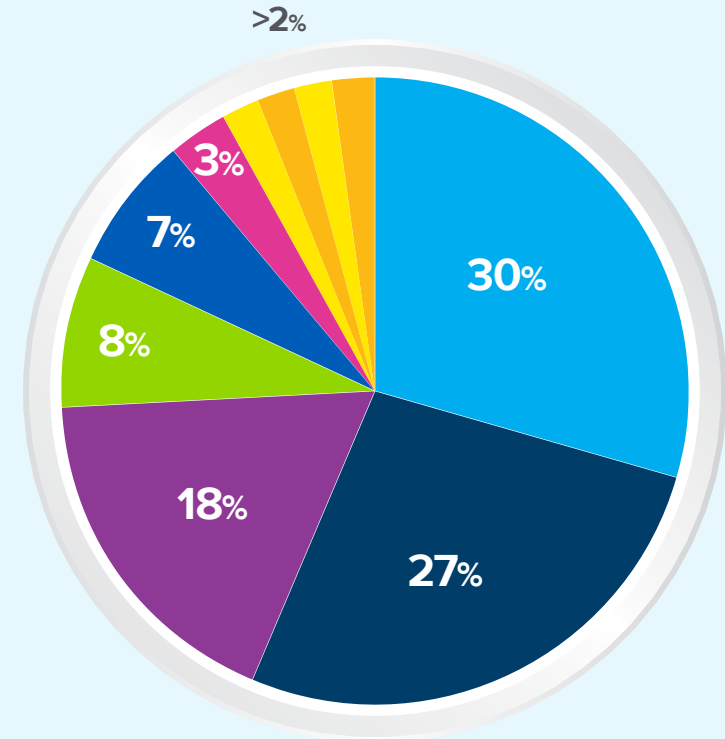
Hasbro is a member of the Responsible Business Alliance (RBA), the world's largest multi-industry coalition committed to supporting the rights and well-being of supply chain workers. We embed the RBA supplier code of conduct (updated every three years) into the Hasbro social compliance program. We hold ourselves and our vendors to the highest labor and human rights standards. We require all suppliers communicate the HGBEP and the RBA Code of Conduct to their respective supply chains, including component and raw material suppliers, to ensure compliance extends throughout the supply chain. The RBA also offers best-in-class social compliance tools, such as an e-learning platform and factory worker feedback mechanisms, which we also leverage.

Every year, all factories in our global supply chain undergo mandatory, unannounced social compliance audits, coupled with follow-up audits to remediate any identified issues. These audits conducted by independent, third-party auditors assess factories on key issues, including health and safety, pay and benefits and fair treatment of employees. Hasbro closely tracks and analyzes all audit findings and then personally engages one-on-one with individual factories to identify resolutions and remediate open issues through formal Corrective Action Plans (CAPs). Key elements of a CAP include: root-cause analysis, short- and long-term action plans, factory management assignments for remediation and planned completion dates. If **Zero Tolerance (ZT) issues** severely impacting worker rights or safety are identified during an audit, the factory is given no more than 30 days to address them or forfeit continued business. **Critical issues** are those that represent potential negative impact to individual worker rights, life, safety or Hasbro's corporate reputation. Critical issues require immediate remediation and will be verified in the follow-up audits.

In addition to our annual, unannounced social compliance audits, we contract with unrelated and separate third-party social compliance auditing firms to conduct annual, risk-based oversight audits covering at least 10% of our third-party manufacturing. This added layer of rigor helps us identify issues potentially harder to uncover during a standard social compliance audit. For example, issues like discrimination or sexual harassment are harder to detect during regular audits. In the oversight process, auditors can spend more time gathering feedback directly from supply chain workers. This additional data can sometimes uncover issues that require remediation strategies specific to the supplier.

TOP 10 AUDIT FINDINGS 2021

100% Approved Corrective Action Plans



CRITICAL ISSUES:

- Working Hours
- Emergency Preparedness
- Wages and Benefits
- Occupational Safety
- Freely Chosen Employment
- Occupational Injury and Illness
- Young Worker Protection*
- Transparency
- Freedom of Association
- Non-Discrimination

Based on 115 audits of 76 factories.

* Young worker protection findings refer to standards related to special protections for legally permissible workers between the ages of 16 and 18 years old.

FACTORY RATINGS

In 2019, Hasbro launched its Ethical Sourcing Factory Rating System. This tool organizes, tracks and categorizes factory performance in a simple, color-coded snapshot format. The tool helps our vendors understand and track their performance and is tied to follow-up audit timelines. It also strengthens Hasbro's overall vendor scorecards by integrating social compliance as a key performance indicator.

Additional benefits of this rating system include:

- > Increased Hasbro and vendor visibility into open issues by facility.
- > Guidance for factories on prioritization of open issues for remediation.
- > Data-driven vendor performance goal setting.
- > Incentives and consequences based on performance
- > Vendor benchmarking.

CAPACITY BUILDING

As strong as principles may be on paper, shared ownership of principles is the key to sustained, long-term success. Our goal is to empower factory management to take ownership of compliance. To that end, we require ongoing, comprehensive training for our suppliers. 100% of our third-party factory management must complete the Hasbro Ethical Sourcing Academy. The Academy is a 30-hour, e-learning social compliance course that trains and reinforces Hasbro's rigorous ethical sourcing requirements. This mandatory online training is coupled with monthly in-person vendor workshops the Hasbro Ethical Sourcing team hosts in our sourcing office locations around the world.

We also provide in-person education and training for Hasbro team members who work closely with our suppliers, including our local sourcing, quality assurance and global security teams. One tool in our training program is the *Ethical Sourcing Guide for Personnel Visiting Hasbro Facilities*, which helps Hasbro teams visiting factories identify potential red flags for ethical sourcing investigation.

HASBRO ETHICAL SOURCING FACTORY RATING SYSTEM

Factory Score/Rating	Factory Approval Status
86%-100% No Critical Issues	Preferred for business (audited every 12 months)
51%-85% 1 Critical Issue	Conditional approval (re-audited in 6-9 months)
0%-50% 1 Zero Tolerance Issue or 2 Critical Issues	No orders allowed without immediate remediation (re-audited in 1-3 months)

A critical issue is one that represents a significant negative impact to individual worker rights and/or life, safety, as set forth in the **Hasbro Ethical Sourcing Guide for Licensees**. Zero Tolerance issues are those that represent severe impact to individual rights, life, safety and/or Hasbro's corporate reputation.

The Power of Our Supply Chain

Our supply chain includes both the direct suppliers making Hasbro products, including vendors and subcontractors, as well as licensee factories. Currently, our supply chain covers approximately 180 vendor and subcontractor factories across 14 countries. Our licensee supply chain includes 1,800 licensees and 3,000 factories across 24 countries. For a full list of Hasbro vendors and third-party factories, see our **2021 list**.

Ensuring social compliance across our global supply chain is a continuous process that requires steadfast attention and care. One of the strengths of our supply chain lies in our close relationship with our suppliers, which we have achieved through cross-functional alignment, tenured vendor partnerships and long-term planning. This approach to supply chain management drives strong supplier buy-in and adherence to our HGBEP.



ONE VOICE: INTERNAL ALIGNMENT & INTEGRATION

Oversight of our global human rights and ethical sourcing program falls within the governance structure for ESG. The Board oversees our Purpose and ESG performance through the Governance Committee. ESG topics, including Diversity, Equity and Inclusion (DE&I), climate, and human rights and human capital management, are regular agenda items for the Governance Committee. The Governance Committee is responsible for analyzing these issues and making recommendations to the full Board. In addition, the Audit Committee oversees SEC and public disclosures in specific areas such as conflict minerals, climate risk and enterprise risk. The Compensation Committee also considers ESG performance and priorities when determining the plan design for compensation. The full Board receives regular updates. The Board is uniquely qualified for oversight given its diverse set of skills, viewpoints, expertise and backgrounds.

At the executive level, our Chief Purpose Officer is responsible for the company's global ESG strategy and performance. Our CEO and the ELT regularly review ESG progress, including human rights and ethical sourcing performance. Strong commitment and collaboration between our supply chain management and ethical sourcing leadership also fosters internal alignment. In turn, this allows us to speak to our third-party factories with one unified voice. We are internally harmonized in our communication to factories regarding the fundamental importance of safe working conditions and human rights. This approach is reinforced through our integrated vendor scorecards where vendor performance is evaluated on quality, cost, delivery timing and social compliance. Our ethical sourcing team attends all monthly vendor scorecard meetings in partnership with our business leads.



HIGH LEVERAGE: STRONG, LONG-TERM PARTNERSHIPS WITH VENDORS

Our close collaboration with our approximately 75 direct third-party factories is based on shared values and accountability. Some of these vendors have worked with Hasbro for decades, with proven track records. These strong relationships foster direct engagement and shared commitment to advancing human rights.



LONG-TERM PLANNING & RESPONSIBLE SOURCING

Hasbro's sourcing allocation strategy is designed to support commercial and ethical sourcing objectives. By consolidating production into fewer, more capable factories, we can plan allocation for two or more years. This efficient, longer-term allocation model allows vendors to plan production and labor needs in advance, which also helps manage work hours and supports a more stable workforce.

Ensuring Conflict-Free Minerals

Our ethical sourcing program is responsible for “conflict minerals” (tin, tantalum, tungsten and gold, also known as “3TG” compliance). While we use few 3TGs in our products, to the extent they are used, our program ensures they are sourced from conflict-free sources.

Since launching our conflict minerals program in 2013, we have continuously improved performance year-over-year. Details regarding our performance can be found in our **2021 Conflict Minerals Report**.

Highlights from 2022 include an improved vendor engagement process to address vendor survey responses inconsistent with our 3TG assessment. Also this year, we expanded the scope of our program beyond compliance with 3TG and the Dodd-Frank Wall Street Reform and Consumer Protection Act to include cobalt. While Hasbro’s use is limited, two primary reasons for including cobalt are: (1) child labor has been identified as a risk in the cobalt mining process; and (2) to expand our mineral due diligence beyond legal requirements.

We continue to learn and adopt best practices for conflict-free sourcing, while at the same time, ensuring economic and social development in the “conflict” regions.

For more information on our supply chain, please review our most recent **Third-Party Factory List**, publicly available and updated annually since 2011.

IP Protection and Competitive Behavior

The principles of IP security permeate every discipline and part of our business. The confidential nature of Hasbro’s IP and our partners’ IP is at the forefront of our process and decision making.



VENDORS

Hasbro requires all vendors who access our IP to comply with Hasbro’s Global Security Standards. These standards are designed to both identify potential critical weaknesses and drive continuous improvement. As part of this compliance program, Hasbro’s Global Security Team conducts routine self-assessments, onsite assessments and unannounced spot check assessments across vendors and their critical subcontractors.



RETAILERS

Hasbro works closely with customers to meet business needs while limiting exposure of confidential IP to competitors and maintaining consumer trust. We work hard to control unreleased IP and prevent any early exposure to competitors while still securing customer orders.

Human Rights

At Hasbro, nothing is more important than the safety, well-being and dignity of our employees and the workers in our supply chain. We believe all people are entitled to fundamental rights and freedoms, and we do our part to prevent and mitigate any adverse human rights impacts across our business.

We view our human rights commitments through the lens of the United Nations Guiding Principles on Business and Human Rights. We implement these commitments through several policies, including our **Human Rights Policy, Code of Conduct**, our **Environment, Health and Safety Policy, Responsible Recruitment Policy** and our HGBEP. All Hasbro employees are responsible for upholding the company’s dedication to human rights across our business operations and we ensure compliance through comprehensive trainings.

Supply Chain Workers

We embrace our obligation to support human rights in all communities where we operate. We prioritize our resources and efforts in areas where the potential human rights violations are greatest and where populations are most vulnerable. Given the nature of our supply chain model and the geographies where we operate, the majority of our human and labor rights work is focused in countries like India, Vietnam and Mexico.

We strive to work with supply chain partners that share a strong commitment to human rights. Shared values are critical not only to successful operations, but also to our company's integrity. As detailed in our **Human Rights Policy**, we require all suppliers and licensees to provide fair and safe working conditions for all workers and treat their employees with dignity and respect. We implement our human rights commitments in our supply chain through our HGBEP, which prohibits all forms of forced labor, including human trafficking and modern slavery.

To help identify regional risks and vulnerable groups, we conduct annual supply chain risk assessments and review sourcing country human rights and labor trends, including the use of labor agents and contract workers.

We actively tackle key human rights issues in our supply chain, including forced labor, worker fees, working hours and gender equity. We continue to focus on improving our techniques for identifying and rooting out forced labor risks from our supply chain. Forced labor is an issue that continues to emerge as a top priority. We prohibit all forms of forced labor, including human trafficking and modern slavery, as detailed in our **Global Modern Slavery Statement**. We also prohibit factories from charging workers, whether contracted directly or through third parties, hiring fees or penalties for leaving factory employment, as set forth in our **2021 Hasbro Responsible Recruitment Policy**.

Engaging and communicating directly with our factory workers is critical to our efforts. We maintain a global worker hotline translated into the languages commonly understood by workers. Factories are required to post the hotline information in easily visible areas, such as canteens, dormitories and bathrooms. The hotline is a confidential resource for worker grievances related to the HGBEP. In 2020, we piloted a new worker communication app, "RBA Voices," to enable even more direct communication in real time with factory workers. Through RBA voices, we have been able to not only confirm factory compliance but also identify new areas for improvement.

Human Rights 360° Assessment

Our human rights program continues to evolve as our business and the external environment where we operate evolve. In 2021, we took steps to better understand the broader human rights landscape beyond our supply chain and completed our first global, cross-company and cross-business unit Human Rights Impact Assessment. The goal of the assessment was to identify and prioritize potentially salient human rights issues across the industries in which we operate. Areas of review included logistics (such as trucking, warehousing and ocean transport), digital gaming, and film and television production. The assessment identified industry-wide trends and specific recommendations we could implement for proactive risk mitigation. For example, we strengthened our human rights provisions within our major logistics provider contracts to protect human rights in the transport of our goods.



Prioritizing Worker Well-Being

At Hasbro, we recognize our obligation to go “beyond compliance” in our supply chain and communities. We make strategic investments to positively impact and improve the lives of workers in our supply chain. Building on worker well-being pilots launched in 2018, our goal is to facilitate transformational change for our workers and their families. In 2021 and 2022, new initiatives sponsored by Hasbro in our vendor factories included:

- > Implementation of the BSR HERproject to support our female factory workers in China, including the HERFinance program to help workers gain financial literacy skills and the HERHealth program helping women have information and access to services they need to maintain vital health. Through 2021, the program has impacted 2,300 women workers and trained 67 managers to lead the program in coming years.
- > Parent training program in China to help migrant workers develop stronger relationships with their children through topics like effective communication and positive parenting skills; in 2021, this program impacted 500 workers.
- > Child-Friendly Spaces programs launched with two China-based factories in 2022, reuniting migrant parents with their children and creating child-friendly spaces where workers’ children can spend summer breaks with their parents. These spaces provide childcare when children are out of school, keeping them away from production areas and ensuring safe, reliable supervision during the workday.
- > Continued support for Gap Inc.’s Personal Advancement & Career Enhancement (P.A.C.E.) program in partnership with a supplier in India. Through 2021, 120 women workers have taken courses and the program is set-up to continue long-term through the train-the-trainer approach.

To learn more about equity in our supply chain, view our [DE&I Report](#).



[Click here for our
2021-2022 DE&I Report](#)

Looking Forward

As we continue to take action to support and invest in human rights and supporting our supply chain workers, we recognize there is more to do. We believe direct, ongoing engagement with our factory workers is the best way for us to truly understand and address evolving worker needs. To that end, based on worker feedback, new initiatives moving forward include:

- > **Gender Equity Assessment:** In 2023, we plan to pilot a tool to measure Gender Equity in factories. From this baseline, we will work with factories to set goals to ensure female worker protections. This will cover areas like pre- and post-natal support, and female advancement into factory middle-management and leadership.
- > **Worker Needs Assessment:** We plan to complete a social needs assessment in India examining our workers’ socio-economic needs from health care and childcare to education. Looking forward, we plan to expand this assessment globally and use the results to inform future worker well-being programs.



A Child-Friendly Space at a third-party supplier

Business Ethics and Governance

Hasbro is committed to strong corporate governance and ethics. They are foundational to our culture, our business success and our creation of long-term value for all our stakeholders. To ensure we hold ourselves to the highest standards, we regularly review and update our Code of Conduct and corporate governance principles and practices.

Code of Conduct

Hasbro's **Code of Conduct** (the Code) is the primary set of principles and standards all the Company's employees, directors and officers, including our CEO, Chief Financial Officer and controller, must follow. The Code addresses the behaviors and standards of professional conduct, and provides guidance and policy on areas from conflict of interest, protection of confidential Hasbro information, financial integrity, and compliance with laws, rules and regulations, to insider trading and proper public disclosure. Compliance with the Code is mandatory, and violation of the Code can result in a range of sanctions, including dismissal.

Corporate Governance Principles

Our Board of Directors has adopted a set of **Corporate Governance Principles** that address the selection and composition of the Board, qualifications for members of the Board, director leadership and responsibilities, Board committees and composition, Board and committee self-assessments, director access to management and independent advisors, director compensation and many other matters related to the governance of Hasbro.



“Doing right while
doing well is core
to who we are,
and our Code of
Conduct outlines the
values that guide
our decisions.”

—CHRIS COCKS, CEO

Board of Directors and Board Committees

Our Board of Directors is comprised of experienced business leaders and executives of varied ages, gender and tenure with experience across a wide range of industries. They provide Hasbro management with a diverse, robust set of skills, viewpoints and expertise. Each Board member has served in senior positions at complex organizations, both domestic and global, with a strong track record of strategic, business, financial and non-financial (ESG) performance. Our dynamic, highly engaged Board both supports and appropriately challenges management. Their proven experience in management, leadership development and corporate governance for large multinational companies strengthens management and our entire company.

Our Board of Directors has five standing committees:

- > Audit
- > Compensation
- > Cybersecurity and Data Privacy
- > Finance and Capital Allocation
- > Nominating, Governance and Social Responsibility

For more information about Hasbro's Board of Directors and our Committees, please visit our **2022 Proxy Statement**.



Corruption Prevention

As a global business that believes in ethical and transparent corporate behavior, we have a zero-tolerance standard for corruption, no matter the local norms or customs.

Hasbro's Code of Conduct and related policies include clear anticorruption rules. We reinforce our commitment to corruption prevention through training and monitoring across our business. As a best practice, we also conduct scheduled anti-corruption and antitrust audits every year. To help employees navigate this potentially complex area, we provide online training, resources and tools, including a global, centralized gift and entertainment tool for global gift and entertainment requests and approvals. Additionally, there are numerous reporting channels in place for employees and third parties, including a toll-free hotline, an email address and traditional post office mailbox address. Allegations of inappropriate conduct can also be reported directly to management or to members of our Legal and Human Resources departments. Our helpline and mailboxes are monitored and reviewed by our Legal department. To the extent necessary, follow-up investigations are conducted by experienced personnel from our Legal, Human Resources and Internal Audit teams. In a typical year through the various reporting channels, we receive approximately 75 complaints globally.

We take a risk-based approach to prevent dishonest or fraudulent conduct with our global partners. For example, for partners who work in higher risk jurisdictions, we look, in part, at the Corruption Perceptions Index published by Transparency International and perform systematic due diligence on business partners who will act on Hasbro's behalf. In some cases, we work with and/or train partners to help them understand Hasbro's expectations of ethics and compliance, especially as it relates to our anti-corruption standards. Although Hasbro operates in certain jurisdictions identified as higher risk in the Corruption Perceptions Index, no significant risks related to anti-corruption were identified through Hasbro's risk assessment process in 2021.



Cybersecurity and Data Privacy

At Hasbro, we are committed to the responsible and secure handling of customer, partner and employee data. We follow industry best practices to build and manage our security and privacy programs. We engage with third parties to conduct periodic assessments of Hasbro's cybersecurity and perform breach simulation exercises to ensure our programs and protocols remain robust and agile.

In 2021, we made key advancements to our security and privacy programs, including:

- Building state-of-the-art monitoring practices across our business.
- Launching a new third-party risk management program to assess security and compliance controls of key vendors.
- Increasing the percentage of employees trained in security awareness to 67%.
- Automating privacy controls to ensure compliance with privacy requirements, including the EU's General Data Protection Regulation (GDPR).

In 2022, we began working on a roadmap to ensure a robust and uniform approach to security across all business units and customers. A key element of our new strategy is the full implementation of our "security and privacy by design" model to ensure security is embedded in all customer-facing websites, connected toys, digital games and content at concept development. This model will also ensure testing throughout the full product lifecycle.

Cybersecurity and Privacy Governance

Governance of cybersecurity and privacy rests with both the Board of Directors and management. The Board's dedicated Cybersecurity and Data Privacy Committee assists the Board in monitoring cybersecurity risk through quarterly discussions with our IT Cybersecurity team that cover, among other things, cyber-related industry events, critical cyber incidents, alignment with our information security framework, threat assessment, security capabilities, response readiness and training efforts.

Separately, our Cybersecurity and Data Privacy Steering Committee, comprised of members of our ELT, meets regularly to provide oversight and guidance for Hasbro's privacy program, and ensures a uniform, global view of cybersecurity and data privacy across the business. In 2022, as part of our commitment to industry-leading security practices, we created a new Chief Information Security Officer position to further advance our work in this area.

Building a Security-Aware Culture

We view digital security as not only the responsibility of our IT team but also everyone at Hasbro. Sophisticated software alone is not enough — our employees and partners must be risk-aware and know how to report and respond to security-related incidents. All Hasbro employees are required to complete cybersecurity and privacy training courses every year.



Privacy Practices

Hasbro respects our customers', consumers' and employees' privacy and protects personal information. Our **Global Privacy Statement** describes how we collect, use and disclose personal information.

We also regularly assess our compliance with revolving global privacy regulations. Our dedicated privacy team works to support our internal and external needs and incorporate privacy principles into all aspects of the business.

As part of our approach, we collect consumer information through our websites and mobile apps only if reasonably necessary to fulfill customer requests, deliver the intended product experience or otherwise meet permissible business objectives. We require consent for any information gathered beyond this.

Because of the importance of children's privacy, Hasbro works closely with the Entertainment Safety and Ratings Board (ESRB) in the U.S. and maintains guidelines and practices to ensure compliance with the Children's Online Privacy Protection Act of 1998 (COPPA). Around the world, we are stringent in maintaining children's privacy by following country-specific guidelines, such as the United Kingdom Age-Appropriate Design Code, and all global privacy regulations, like General Data Protection Regulation (GDPR).



	2020	2021
Corporate Governance		
Board of Directors		
Number of members on Hasbro's Board of Directors²⁹	14	13
> Non-executive members	–	12
> Independent members ³⁰	12	12
> Female members ³¹	6 (55%)	7 (54%)
Directors who self-identify in each category		
> Non-binary	–	0
> LGBTQ+	–	0
> African American or Black	–	2
> Alaskan Native or Native American	–	0
> Asian	–	0
> Hispanic or Latinx	–	0
> Native Hawaiian or Pacific Islander	–	0
> White	–	11
> Two or More Races or Ethnicities	–	0
Average tenure of board members (years)	–	8.3

²⁹ Board demographics based on board makeup as of April 2022.

³⁰ For Hasbro's Standards for Director Independence, please see Appendix B, page B-1 in **Hasbro's 2022 Proxy Statement**.

³¹ 2020 percentage recalculated due to a reporting error that year.

	2020	2021
Executive Compensation		
Executive pay linked to ESG performance ³²	Yes	Yes
Business Ethics		
Anti-Corruption		
Operations assessed for risks related to corruption ³³	—	100%
Total number of confirmed incidents of corruption	—	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	—	0
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	—	0
Complaints received through Hasbro's ethics helpline and mailboxes, and other sources	85	77
Total number of employees the organization's anti-corruption policies and procedures have been communicated to	—	6,314
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	—	

³² For more on how ESG objectives are included in executive pay plans, please see **Hasbro's 2022 Proxy pages vii, xi, 45-47, and 52.**

	2020	2021
Total number of employees who have received training on anti-corruption³³	–	6,314
By Employee Category		
> Board of Directors	–	Members of Hasbro's Board of Directors are trained every four years
> Non-management (Levels 1-4)	–	2,955
> Professionals (5 & 6)	–	2,663
> Leadership (7+)	–	696
By Region		
> U.S.	–	2,914
> Canada	–	448
> Asia	–	1,187
> Pacific	–	102
> Europe	–	1,364
> Latin America	–	134
> Mexico	–	165
Total number of employees who completed annual Code of Conduct training	6,049	5,831
Compliance		
Total monetary value of financial and in-kind political contributions made by the organization	–	\$0
> Directly	–	\$0
> Indirectly	–	\$0
Legal actions pending in which Hasbro has been identified as a participant	0	0
> Anti-competitive behavior	0	0
> Violations of anti-trust	0	0
> Monopoly	0	0
Completed legal actions in which Hasbro has been identified as a participant	0	0
> Anti-competitive behavior	0	0
> Violations of anti-trust	0	0
> Monopoly	0	0

³³ Hasbro's annual Anti-Bribery and Corruption Risk Assessment covers the entire Hasbro organization, across all segments and operations around the world. In 2021, we surveyed 100% of our owned and operated entities/locations and assessed their individual risk profiles. We then conducted audits at a sample of the highest risk-rated entities.

	2020	2021
Supplier & Vendor Responsibility		
New suppliers that were screened using environmental criteria	100%	100%
Number of suppliers assessed for environmental impacts	–	76 (100%)
Average critical environmental issues per audit	–	0
Percentage of new suppliers that were screened using social criteria	100%	100%
Number of suppliers assessed for social impacts	–	76 (100%)
Average critical social issues per audit	–	1.38
Third-party vendors required to undergo annual social compliance audit	99%	100%
Third-party factories trained on Hasbro's ethical sourcing and social compliance requirements through both live in-person and online trainings	97%	100%
Suppliers audited to environmental standards	100%	100%

- How Hasbro Reports on ESG
- Reporting Principles
- Data Tables
- GRI Index
- SASB Index
- Material ESG Issues Definitions
- Employment Data (EEO-1)
- EGS Policies



How Hasbro Reports on ESG

ABOUT THIS REPORT

The “Playing with Purpose: ESG Progress Report 2021-2022” discloses Hasbro’s ESG progress and goals for the calendar year 2021 (January 1, 2021–December 31, 2021) and showcases highlights and work under way during 2022. This Report also provides supplemental information about our business, as set forth in our annual ESG Data updates. Reporting and performance data include information on Hasbro owned and operated facilities (offices and distribution centers) unless stated otherwise. The Report includes the collective performance of all Hasbro, Inc. legal entities, including Entertainment One and Wizards of the Coast.

We have prepared this report 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 climate risk and opportunity disclosures have been developed with reference to the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). Our GRI content index can be found from **page 115** of this document. Our SASB content indexes can be found from **page 122** of this document.

Over the years, we have strengthened our ESG data collection process. In 2022, we created a business process procedure document formalizing controls to ensure further completeness and accuracy of data. For data verification, we instituted a multiple touchpoint review process where data controllers would select sample data points and review corresponding documentation and primary source. Steps like this help ensure the validity and integrity of data and help guide us in continuously improving our data collection procedure and requirements. Restatements of information made from previous reporting periods are highlighted with footnotes in our data tables.

We verify our Scopes 1 and 2 and select Scope 3 greenhouse gas emissions data on an annual basis through an independent third-party data assurance provider and disclose the assurance statement in our annual CDP report. We have not pursued external assurance for other components of this report at this time.

Please reach out to Jesse Sneath (Director, CSR) at jesse.sneath@hasbro.com for Report questions or feedback.

Reporting Principles

planet

GREENHOUSE GAS EMISSIONS

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

In 2021, we developed an even more rigorous data collection and reporting process for our environmental data, which resulted in the inclusion of additional sites and an updated estimate. The emissions for all sites that do not report energy consumption data are estimated based on electricity and natural gas consumption per square foot to similar sites with reported data. Calculations were calculated using the following sources:

- The Greenhouse Gas 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

SCOPE 1 covers direct emissions from all owned and operated assets¹.

The operational control method has been applied. Emissions data were 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
- International Energy Agency (IEA) Emission Factors v.4, 2021

SCOPE 2 relates to indirect emissions from purchased and consumed electricity, heating and cooling. The market-based method was used where available in calculating carbon credit retirements, total emissions and net emissions. Emissions data were 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 Integrated Database (eGRID)
- IEA Emission Factors v.4, 2021

SCOPE 3 relates to indirect emissions from sources that are not owned or operated by Hasbro. Scope 3 greenhouse gas emissions include emissions from tier 1 factories, third-party distribution centers, upstream and downstream air and ocean freight, and employee business aviation travel². Hasbro's improved data collection processes in 2021, added in emissions from upstream supply transportation from distribution centers to retailer customers.

ENERGY

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

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

WASTE

Total waste generated in operations was calculated for all Hasbro owned and operated sites⁴ using information from verified bills and invoices⁵. In this Report, we note that we have converted to Metric Tons from U.S. Short Tons.

WATER

Total water consumption and withdrawal was calculated for all Hasbro owned and operated sites using information from verified bills and invoices⁶. "High" and "Extremely High" baseline water stress were calculated using the **World Resource Institute (WRI) Aqueduct Water Risk Atlas tool**.

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 a waste, evaporated, transpired, or been 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 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, and unused water released to surface water, groundwater, seawater, or a third party, for which the organization has no further use, over the course of the reporting period.

Considering both the above definitions, Hasbro withdrew 41 megaliters of water and discharged 41 megaliters. Therefore, no water is considered to be consumed in 2021.

people

TOTAL NUMBER OF EMPLOYEES

The number reported for “Total number of employees” is a single count of all employees active on 12/31/2021.

TEMPORARY WORKERS

Temporary workers are defined as those not included on Hasbro’s payroll (employed by third parties). Temporary workers are not included in any other demographic data, but are included and measured in the Incident Rate/EHS Injury data.

EMPLOYEE ENGAGEMENT

A proportion of employees self-assessing their level of engagement as actively engaged: Number of respondents who “agree” or “strongly agree” to both questions in Glint’s Engagement Index. These questions are: “How happy are you working at Hasbro, Inc. (Hasbro, eOne and Wizards)?” and “I would recommend Hasbro, Inc. (Hasbro, eOne and Wizards) as a great place to work.” This number is divided by the total number of respondents who participated in the survey.

LOST-TIME INJURY RATES

The lost time injury and illness rate is 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. A lost time injury is defined as an injury that results in at least one day’s absence following the day of the injury. The number of lost time injuries is based on Health and Safety Reporting at each site.

NEW EMPLOYEE HIRES AND EMPLOYEE VOLUNTEER TURNOVER

2021 reflects voluntary turnover rates aligned with pre-pandemic levels. Voluntary turnover percentages by age, gender and region are based on percentage of employees in each category that voluntarily left the company, not the percentage in that category of overall employee population.

Voluntary turnover is calculated as follows: The average number of employees on the last day of the reporting calendar year and the first day of the following reporting calendar year was calculated. The number of voluntary terminations in the reporting year is identified. The voluntary turnover is thus calculated by dividing the number of voluntary terminations by the average number of employees.

¹ No longer accounts for eOne music, which was sold in 2020.

² Total Scope 3 greenhouse gas emissions does not include upstream activities such as purchased goods and services, capital goods, employee commuting, and fuel-and-energy related activities, nor downstream activities such as processing of sold products, use of sold products, downstream leased assets, franchises and investments.

³ For details on annual carbon offset purchases, please see our annual **Renewable Energy Performance Statements for 2022**.

⁴ No longer accounts for eOne music, which was sold in 2020.

⁵ For sites without verified bills or invoices, data was estimated using available waste data and site square footage.

⁶ For sites without verified bills or invoices, data was estimated using available water data and site square footage.

2017

2018

2019

2020

2021

Emissions & Energy – Summary

Greenhouse Gas Emissions (GHG) (metric tons CO₂e)¹

> Total Direct (Scope 1) ²	6,586	5,447	5,138	5,849	3,605
> Total Energy Indirect (Scope 2) – location-based	7,957	7,629	6,901	6,889	5,911
> Total Energy Indirect (Scope 2) – market-based	92	1	47	46	48
> Total Scope 1 & 2 (location-based)	14,543	13,076	12,039	12,738	9,516
> Total Scope 1 & 2 (market-based)	6,678	5,448	5,185	5,895	3,653
> Verified Carbon Offset Credits ³	18,651	8,509	12,002	7,003	–

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

Total Energy Consumption	44,831	43,187	47,518	42,060	39,555
> Electricity (consumed from the grid)	24,991	23,583	24,208	25,604	21,749
> Other fuels ⁴	18,947	19,840	23,310	16,456	17,806
> Total Normalized (MWh/\$ millions of revenue)	9	9	10	9	6

Renewable Energy Usage⁵

> Renewable Energy Credits (Matching Hasbro electricity sourced from grid) ⁶	24,681	23,525	24,135	25,502	21,626
> Surplus Renewable Energy Credits ⁷	–	–	3,548	1,326	1,249
> Renewable Electricity (%)	98.8%	99.8%	99.7%	99.6%	99.4%

¹ See Reporting Principles – Planet **page 96**.

² Scope 1 (direct emissions) include sources of stationary combustion, mobile combustion and refrigerants. 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.

³ See Renewable Energy section **page 29**.

⁴ District heating and cooling was included in “Other fuel sources.” This data was not available prior to 2021.

⁵ Please see **Hasbro’s 2022 Renewable Energy and Greenhouse Gas Emissions Statement** for further details on our renewable energy program.

⁶ RECs were purchased to address 100% of Hasbro electricity use in all markets except for Russia, New Zealand and South Korea, where RECs were not available.

⁷ Surplus RECs purchased in available markets (please see **Hasbro’s 2022 Renewable Energy and Greenhouse Gas Emissions Statement** for details).

2017

2018

2019

2020

2021

Emissions & Energy – Details

Greenhouse Gas Emissions (metric tons CO₂e)

SCOPE 1 (Direct)

> Asia Pacific	0	17	215	175	10
> Europe	2,704	1,677	2,023	3,486	1,195
> Latin America	121	75	549	55	129
> U.S./Canada	3,761	3,678	2,351	2,133	2,271
Total Scope 1 (Direct)	6,586	5,447	5,138	5,849	3,605
Normalized (metric tons/\$million of revenue)	1.26	1.19	1.09	1.07	0.56

SCOPE 2 (Indirect)

> Asia Pacific	1,733	1,500	1,301	1,215	781
> Europe	1,434	1,387	1,297	1,239	1,261
> Latin America	518	612	541	437	343
> U.S./Canada	4,272	4,130	3,762	3,998	3,526
Total Scope 2 (Indirect)	7,957	7,629	6,901	6,889	5,911
Normalized (metric tons/\$million of revenue)	1.53	1.67	1.46	1.26	0.89
Total GHG Emissions (Scope 1 and 2)	14,543	13,076	12,039	12,738	9,516
Total Normalized (metric tons/\$millions of revenue)	2.79	2.86	2.55	2.33	1.45

SCOPE 3 (Total Other Indirect)

> Tier 1 Factories	–	–	122,210	167,821	149,149
> Third-Party Distribution Centers	–	–	4,092	3,161	2,244
> Air Freight ⁸	–	–	–	7,308	51,762
> Ocean Freight ⁹	–	–	–	13,310	31,509
> Employee Business Travel (Air)	–	–	5,992	774	1,418
Total Scope 3 (Other Indirect)	–	–	132,294	192,375	239,034

⁸ Starting in 2021, air freight data includes all upstream transportation from factory to retailer.

⁹ Starting in 2021, ocean freight data includes all upstream transportation from factory to retailer.

	2017	2018	2019	2020	2021
Greenhouse Gas Emissions by Type (Scope 1 & 2; metric tons CO₂e)¹⁰					
> CO ₂	–	–	11,897	12,677	9,352
> CH ₄	–	–	21	22	23
> N ₂ O	–	–	37	46	35
> Refrigerants – HFCs & PFCs	–	–	93	72	105
> SF ₆	–	–	0	0	0
> NF ₃	–	–	0	0	0
> Particulate Matter	–	–	–	–	0
> Biogenic CO ₂	–	–	0	0	0
Other Reportable Emissions (ppm)					
> VOC Emissions	0	0	0	0	0
> NOx Emissions	0	0	0	0	0
> Sox Emissions	0	0	0	0	0
> TRI Emissions	De minimis	De minimis	De minimis	De minimis	De minimis
Waste					
Total Weight Waste Generated (metric tons)¹¹	4,262	4,319	2,340	2,207	2,375
Total of Hazardous Waste	10.9	10.0	9.2	5.5	4.2
> Recycling	0	0	0	0	0
> Disposal	10.9	10.0	9.2	5.5	4.2
> Normalized (metric tons/million square feet)	3.4	3.2	2.4	1.4	0.9
Total of Non-Hazardous Waste¹²	4,251	4,309	2,331	2,202	2,371
> Recycling	2,221	2,059	954	877	710
> Disposal	2,030	2,250	1,377	1,324	1,661
Total Significant Spills (#)	0	0	0	0	0

¹⁰ Hasbro operates its owned and operated facilities in accordance with all 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 SF₆, NF₃, Particulate Matter or biogenic CO₂ because our emissions are de minimis and below reporting thresholds, including when normalized.

¹¹ See Reporting Principles – Planet **page 97**

¹² Primary hazardous waste materials generated included solvent and paint-related waste.

	2017	2018	2019	2020	2021
Water					
Total Water Consumption (Megaliters [ML])¹³	0	0	0	0	0
Total Water Withdrawn (Megaliters [ML])	64	62	38	60	41
Water Withdrawn by Source					
> Surface water	–	–	–	–	1
> Groundwater	–	–	–	–	1
> Municipal water or other entities	–	–	–	–	39
> Rainwater	–	–	–	–	0
Total Water Discharge (Megaliters [ML])¹⁴	64	62	38	60	41
Water Discharge by Source					
> Surface water	–	–	–	–	1
> Groundwater	–	–	–	–	1
> Municipal water or other entities	–	–	–	–	39
> Rainwater	–	–	–	–	0

¹³ See Reporting Principles – Planet **page 97**

¹⁴ Hasbro's owned and operated facilities do not utilize water for processing or industrial operation.

2017

2018

2019

2020

2021

By Region

Asia Pacific

> Water withdrawn (ML)	7	8	7	6	7
> Water withdrawn with High or Extremely High Baseline Water Stress (ML)	–	–	–	–	5
> Water withdrawn with High or Extremely High Baseline Water Stress (%) ¹⁵	–	–	–	–	13%
> Water discharged (ML) ¹⁶	7	8	7	6	7

Europe

> Water withdrawn (ML)	8	8	13	20	8
> Water withdrawn with High or Extremely High Baseline Water Stress (ML)	–	–	–	–	4
> Water withdrawn with High or Extremely High Baseline Water Stress (%)	–	–	–	–	10%
> Water discharged (ML) ¹⁷	8	8	13	20	8

Latin America

> Water withdrawn (ML)	2	2	0	2	2
> Water withdrawn with High or Extremely High Baseline Water Stress (ML)	–	–	–	–	2
> Water withdrawn with High or Extremely High Baseline Water Stress (%)	–	–	–	–	5%
> Water discharged (ML)	2	2	0	2	2

U.S./Canada

> Water withdrawn (ML)	47	45	18	33	24
> Water withdrawn with High or Extremely High Baseline Water Stress (ML)	–	–	–	–	4
> Water withdrawn with High or Extremely High Baseline Water Stress (%)	–	–	–	–	9%
> Water discharged (ML)	47	45	18	33	24
Water Withdrawn Normalized (ML/thousand employees)	12	12	7	9	6

¹⁵ See Reporting Principles – Planet **page 97** for details including tools used and calculation methodology.

¹⁶ See Reporting Principles – Planet **page 97**

¹⁷ See Reporting Principles – Planet **page 97**

2017	2018	2019	2020	2021
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Product Quality and Safety

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 ¹⁸	0	0	0	2	0
> Incidents of non-compliance with regulations resulting in a fine or penalty	–	–	–	–	0
> Incidents of non-compliance with regulations resulting in a warning	–	–	–	–	0
> Incidents of non-compliance with voluntary codes	–	–	–	–	0

Product Sustainability and Design

Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship	0	1	0	0	0
> Incidents of non-compliance with regulations resulting in a fine or penalty	–	–	–	–	0
> Incidents of non-compliance with regulations resulting in a warning	–	–	–	–	0
> Incidents of non-compliance with voluntary codes	–	–	–	–	0

¹⁸ Due to a reporting error, one product recall was reported in 2020; the correct number is 2. The additional recall was of 460 Nerf Microshots were recalled on Dec 16, 2020 for not having the Warning in English (Spanish/Portuguese).

	2017	2018	2019	2020	2021
Philanthropy, Social Impact and Employee Engagement					
Employee Volunteer Hours	75,051	68,870	68,312	25,883	36,206
Financial Support (in million dollars)¹⁹	6.6	5.1	2.9	4.8	7.5
Product Donations (estimated retail value in million dollars)	15.9	15.7	9.2	20.8	9.8
Total Philanthropic Support (in million dollars)^{20, 21}	22.5	20.8	12.1	25.7	17.3
Children and Adults Impacted (millions)	4.7	4.3	4.2	4.1	6.1

¹⁹ 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.

²⁰ Total philanthropic support represents both financial contributions and the estimated retail value of product donations.

²¹ 2018 figures recalculated due to a reporting error that year.

	2017	2018	2019	2020	2021
Employees, New Hires and Voluntary Turnover²²					
Total Number of Employees	5,660	5,288	5,261	6,473	6,420
> Employees (Age Under 30 Years Old)	829 (15%)	751 (14%)	702 (13%)	926 (14%)	953 (15%)
> Employees (Ages 30-50 Years Old)	3,682 (65%)	3,526 (67%)	3,519 (67%)	4,320 (67%)	4,231 (66%)
> Employees (Ages 51+ Years Old)	1,138 (20%)	996 (19%)	1,029 (20%)	1,227 (19%)	1,235 (19%)
Total Number and Rate of New Employee Hires	1,276	1,187	1,071	1,069	1,848
> New Hires (Age Under 30 Years Old)	582	499	412	428	652
> New Hires (Ages 30-50 Years Old)	576	573	533	525	1,013
> New Hires (Ages 51+ Years Old)	118	112	125	116	181
> New Hires (% Identifying as Male) ²³	–	–	–	–	42%
> New Hires (% Identifying as Female)	56%	59%	60%	52%	57%
> New Hires (% Identifying as Other) ²³	–	–	–	–	1%
Voluntary Turnover	8%	11%	11%	8%	14%
> Voluntary Turnover (Age Under 30 Years Old)	12%	14%	25%	15%	21%
> Voluntary Turnover (Ages 30-50 Years Old)	8%	10%	12%	7%	14%
> Voluntary Turnover (Ages 51+ Years Old)	7%	10%	6%	5%	8%
> Voluntary Turnover (Identifying as Male) ²³	–	–	–	–	12%
> Voluntary Turnover (Identifying as Female)	9%	11%	12%	8%	14%
> Voluntary Turnover (Identifying as Other) ²³	–	–	–	–	30%

²² Please see Reporting Principles – People **page 98**

²³ 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. We are newly reporting the gender categories of “male” and “other” in 2021. “Other” includes employee responses of “Blank” in eOne’s system and “Undeclared” or “Other” in the Hasbro/Wizards of the Coast system.

2017

2018

2019

2020

2021

Employees, New Hires and Voluntary Turnover by Region

U.S.

> Total Employees	2,661	2,455	2,519	2,806	2,803
> New Hires	749	703	588	500	806
> Voluntary Turnover	6%	8%	8%	6%	12%

Canada

> Total Employees	172	182	176	522	504
> New Hires	24	30	21	46	125
> Voluntary Turnover	8%	7%	10%	7%	18%

Asia-Pacific

> Total Employees	1,209	1,166	1,186	1,211	1,194
> New Hires	208	227	215	127	259
> Voluntary Turnover	11%	16%	14%	7%	13%

Europe

> Total Employees	1,323	1,208	1,122	1,511	1,465
> New Hires	235	178	204	200	358
> Voluntary Turnover	9%	11%	14%	8%	9%

Latin America

> Total Employees	160	145	133	134	125
> New Hires	33	30	30	13	30
> Voluntary Turnover	8%	15%	19%	10%	17%

Mexico

> Total Employees	135	132	125	289	329
> New Hires	27	19	13	183	270
> Voluntary Turnover	12%	7%	14%	42%	47%



2017

2018

2019

2020

2021

Diversity, Equity and Inclusion

Women in Our Workforce

> Female Employees	55%	55%	55%	54%	55%
> Female Leaders/Managers	38%	41%	42%	43%	46%
> Female Senior Management	–	–	–	2	3
> U.S. Female Employees	54%	55%	53%	52%	52%
> U.S. Female Leaders/Managers	38%	41%	42%	41%	43%

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

> Racially/Ethnically Diverse Employees	17%	18%	19%	21%	22%
> Racially/Ethnically Diverse Leaders/Managers	8%	10%	10%	14%	14%
> Racially/Ethnically Diverse New Hires	25%	26%	25%	31%	34%

Employees by Ethnic Group (U.S.)

> American Indian/Alaskan	0.2%	0.2%	0.2%	0.2%	0.2%
> Asian	6%	7%	7%	7%	8%
> Black or African American	2%	2%	2%	3%	3%
> Hispanic/Latino	8%	8%	8%	8%	8%
> Native Hawaiian or Pacific Islander	0.2%	0.2%	0.2%	0.2%	0.1%
> Two or More Races	1%	1%	2%	2%	2%
> White	83%	82%	81%	80%	78%

Diversity by Employment Type

Total Number Non-Contingent Employees	–	–	–	6,402	6,239
> % Total Non-Contingent Employees – Female	–	–	–	54%	54%
> % Total Non-Contingent Employees – Minority (U.S. only)	–	–	–	21%	22%
Total Number of Contingent Employees²⁴	–	–	–	71	181
> % Total Contingent Employees – Female	–	–	–	66%	71%
> % Total Contingent Employees – Minority (U.S. only)	–	–	–	11%	30%

²⁴ For 2021, contingent employees includes interns. Interns were not included in 2020 data.

2017

2018

2019

2020

2021

continued

Total number of temporary workers ²⁵	–	–	–	129	131
Total number of incidents of discrimination during the reporting period	–	–	–	2	0

Employee Engagement and Development

Proportion of employees self-assessing their level of engagement as actively engaged ²⁶	–	–	–	–	71.70%
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Employee Health, Safety and Wellbeing

Incidence Rates (per 200,000 hours worked)²⁷

> Recordable Injuries and Illness	1.11	0.89	0.30	0.33	0.15
> Lost Time Injuries and Illness	0.82	0.45	0.16	0.29	0.48
> Lost Work Days	8.14	7.53	2.81	10.74	5.16
> Work-Related Fatalities	0	0	0	0	0

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

Americas

> Recordable Injuries and Illness	1.98	1.21	0.23	0.18	0.03
> Lost Time Injuries and Illness	1.50	0.60	0.19	0.13	0.42
> Lost Work Days	17.13	10.72	14.43	9.91	1.87

Europe

> Recordable Injuries and Illness	0.49	0.63	0.46	0.81	0.50
> Lost Time Injuries and Illness	0.30	0.11	0.23	0.76	0.92
> Lost Work Days	0.57	0.54	2.00	21.24	16.66

Asia Pacific

> Recordable Injuries and Illness	0.17	0.46	0.27	0.13	0.09
> Lost Time Injuries and Illness	0.17	0.23	0.00	0.13	0.09
> Lost Work Days	1.12	1.55	0.00	0.20	0.37

²⁵ Please see Reporting Principles – People **page 98**

²⁶ Please see Reporting Principles – People **page 98**

²⁷ Significant decrease due to improved data accuracy (see Reporting Principles – People **page 98**) and progress in implementing safety programs in certain sites.

2017
2018
2019
2020
2021

Human Rights and Labor Relations

Security personnel, including security employees of a 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%

Hasbro employees covered by unions or collective bargaining agreements globally²⁸

10.50%

10.50%

9.60%

11.85%

11.40%

²⁸ 2020 figures recalculated due to a reporting error that year.

	2020	2021
Corporate Governance		
Board of Directors		
Number of members on Hasbro's Board of Directors²⁹	14	13
> Non-executive members	–	12
> Independent members ³⁰	12	12
> Female members ³¹	6 (55%)	7 (54%)
Directors who self-identify in each category		
> Non-binary	–	0
> LGBTQ+	–	0
> African American or Black	–	2
> Alaskan Native or Native American	–	0
> Asian	–	0
> Hispanic or Latinx	–	0
> Native Hawaiian or Pacific Islander	–	0
> White	–	11
> Two or More Races or Ethnicities	–	0
Average tenure of board members (years)	–	8.3

²⁹ Board demographics based on board makeup as of April 2022.

³⁰ For Hasbro's Standards for Director Independence, please see Appendix B, page B-1 in **Hasbro's 2022 Proxy Statement**.

³¹ 2020 percentage recalculated due to a reporting error that year.

2020

2021

Executive Compensation

Executive pay linked to ESG performance³²

Yes

Yes

Business Ethics

Anti-Corruption

Operations assessed for risks related to corruption³³

—

100%

Total number of confirmed incidents of corruption

—

0

Total number of confirmed incidents in which employees were dismissed or disciplined for corruption

—

0

Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption

—

0

Complaints received through Hasbro's ethics helpline and mailboxes, and other sources

85

77

Total number of employees the organization's anti-corruption policies and procedures have been communicated to

—

6,314

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

—

³² For more on how ESG objectives are included in executive pay plans, please see **Hasbro's 2022 Proxy pages vii, xi, 45-47, and 52.**

	2020	2021
Total number of employees who have received training on anti-corruption³³	–	6,314
By Employee Category		
> Board of Directors	–	Members of Hasbro's Board of Directors are trained every four years
> Non-management (Levels 1-4)	–	2,955
> Professionals (5 & 6)	–	2,663
> Leadership (7+)	–	696
By Region		
> U.S.	–	2,914
> Canada	–	448
> Asia	–	1,187
> Pacific	–	102
> Europe	–	1,364
> Latin America	–	134
> Mexico	–	165
Total number of employees who completed annual Code of Conduct training	6,049	5,831
Compliance		
Total monetary value of financial and in-kind political contributions made by the organization	–	\$0
> Directly	–	\$0
> Indirectly	–	\$0
Legal actions pending in which Hasbro has been identified as a participant	0	0
> Anti-competitive behavior	0	0
> Violations of anti-trust	0	0
> Monopoly	0	0
Completed legal actions in which Hasbro has been identified as a participant	0	0
> Anti-competitive behavior	0	0
> Violations of anti-trust	0	0
> Monopoly	0	0

³³ Hasbro's annual Anti-Bribery and Corruption Risk Assessment covers the entire Hasbro organization, across all segments and operations around the world. In 2021, we surveyed 100% of our owned and operated entities/locations and assessed their individual risk profiles. We then conducted audits at a sample of the highest risk-rated entities.

	2020	2021
Supplier & Vendor Responsibility		
New suppliers that were screened using environmental criteria	100%	100%
Number of suppliers assessed for environmental impacts	–	76 (100%)
Average critical environmental issues per audit	–	0
Percentage of new suppliers that were screened using social criteria	100%	100%
Number of suppliers assessed for social impacts	–	76 (100%)
Average critical social issues per audit	–	1.38
Third-party vendors required to undergo annual social compliance audit	99%	100%
Third-party factories trained on Hasbro's ethical sourcing and social compliance requirements through both live in-person and online trainings	97%	100%
Suppliers audited to environmental standards	100%	100%

Global Reporting Initiative (GRI) provides a comprehensive framework for corporate sustainability reporting based on input from a wide range of stakeholders. Our Playing with Purpose: ESG Report 2021-2022 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
2-2	Entities included in the organization’s sustainability reporting	
2-3	Reporting period, frequency and contact point	How Hasbro reports on ESG – About this Report, page 96
2-4	Restatements of information	Restatements of information are available in the footnotes for Play Data, page 59-60 , People Data, page 76-77 and Principles page 91
2-5	External assurance	
ACTIVITIES AND WORKERS		
2-6	Activities, value chain and other business relationships	Hasbro Annual Report 2021 About Hasbro
2-7	Employees	People – Employees, New Hires & Voluntary Turnover, page 73 People – Employees, New Hires & Voluntary Turnover by Region, page 74 People – Diversity, Equity & Inclusion, page 75-76 People – Reporting Principles, page 98
2-8	Workers who are not employees	
GOVERNANCE		
2-9	Governance structure and composition	Principles – Corporate Governance, page 91-92 Principles – Business Ethics & Governance, page 86-87 ESG at Hasbro – ESG Oversight & Accountability, page 15 Hasbro’s 2022 Proxy Statement – Board Committees, page 24-27 Hasbro’s 2022 Proxy Statement – Board Tenure, page 33 Hasbro’s 2022 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 2022 Proxy Statement – Board Leadership Structure, page 32 Hasbro’s 2022 Proxy Statement – Executive Summary, page 39
2-12	Role of the highest governance body in overseeing the management of impacts	ESG at Hasbro – ESG Oversight & Accountability, page 15 The Power of our Supply Chain, page 81 Hasbro’s 2022 Proxy Statement – driving ESG performance, page viii Hasbro’s 2022 Proxy Statement – Shareholder Engagement, page vii
2-13	Delegation of responsibility for managing impacts	Purpose – Purpose in Practice, page 6-8 ESG at Hasbro – ESG Oversight & Accountability, page 15
2-14	Role of the highest governance body in sustainability reporting	ESG at Hasbro – ESG Oversight & Accountability, page 15
2-15	Conflicts of interest	Principles – Business Ethics & Governance, page 86 ESG at Hasbro – ESG Oversight & Accountability, page 15 Hasbro Code of Conduct

Disclosure	Description	Reference Location/Response
2-16	Communication of critical concerns	In 2021, 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 – ESG Oversight & Accountability, page 15
2-18	Evaluation of the performance of the highest governance body	Hasbro's 2022 Proxy Statement – Annual Self-Evaluation for the Board and Board Committees, page 33
2-19	Remuneration policies	Hasbro's 2022 Proxy Statement – Compensation Discussion & Analysis, page 39 Hasbro Clawback Policy
2-20	Process to determine remuneration	Hasbro's 2022 Proxy Statement – Compensation Process, page 49-51
2-21	Annual total compensation ratio	Hasbro's 2022 Proxy Statement, page 85
STRATEGY, POLICIES AND PRACTICES		
2-22	Statement on sustainable development strategy	CEO Message, page 4 CPO Welcome, page 5
2-23	Policy commitments	Principles – Business Ethics & Governance, page 86 Principles – Corruption Prevention, page 88 Policies, page 126
2-24	Embedding policy commitments	Purpose – Purpose in Practice, page 6-8 ESG at Hasbro – How We Play, page 9-10 ESG at Hasbro – ESG Oversight & Accountability, page 15
2-25	Processes to remediate negative impacts	ESG at Hasbro – Stakeholder Engagement, page 13-14 Principles – Supply Chain Workers, page 84
2-26	Mechanisms for seeking advice and raising concerns	ESG at Hasbro – Stakeholder Engagement, page 13-14 Human Rights Policy Principles – Supply Chain Workers, page 84
2-27	Compliance with laws and regulations	2021 Hasbro Annual Report – From 10-K: • Legal Proceedings, page 47 • Governmental and Legal Risks Relating to our Business, page 4 • Notes to Consolidated Financial Statements, page 135 • Other Expense (Income), Net, page 63-64
2-28	Membership associations	ESG at Hasbro – Stakeholder Engagement, page 13-14
STAKEHOLDER ENGAGEMENT		
2-29	Approach to stakeholder engagement	ESG at Hasbro – Stakeholder Engagement, page 13-14
2-30	Collective bargaining agreements	People – Human Rights and Labor Relations, page 77

Disclosure	Description	Reference Location/Response
GRI 3: MATERIAL TOPICS 2021		
3-1	Process to determine material topics	ESG at Hasbro – ESG Materiality Assessment, page 11-12
3-2	List of material topics	Material Topics, page 124
GRI 205: ANTI-CORRUPTION 2016		
205-1	Operations assessed for risks related to corruption	Principles – Business Ethics, page 92 Principles – Corruption Prevention, page 88
205-2	Communication and training about anti-corruption policies and procedures	Principles – Business Ethics, page 92-93 Principles – Business Ethics and Governance, page 88
205-3	Confirmed incidents of corruption and actions taken	Principles – Business Ethics, page 92
3-3	Management of material topics	Principles – Corruption Prevention, page 88
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Principles – Compliance, page 93
3-3	Management of material topics	Principles – IP Protection and Competitive Behavior, page 83
GRI 303: WATER AND EFFLUENTS 2018		
303-3	Water withdrawal	Planet – Water, page 36-37 Reporting Principles – Water, page 97
303-4	Water discharge	
303-5	Water consumption	
3.3	Management of material topics	Planet – Water, page 26-27
GRI 305: EMISSIONS 2016		
305-1	Direct (Scope 1) GHG emissions	Planet – Emissions & Energy, page 33-35 Reporting Principles – Greenhouse Gas Emissions – Scope 1, page 96
305-2	Energy indirect (Scope 2) GHG emissions	Planet – Emissions & Energy, page 33-35 Reporting Principles – Greenhouse Gas Emissions – Scope 2, page 96-97
305-3	Other indirect (Scope 3) GHG emissions	Planet – Emissions & Energy, page 34 Reporting Principles – Greenhouse Gas Emissions – Scope 3, page 96-97

Disclosure	Description	Reference Location/Response
305-4	GHG emissions intensity	Planet – Emissions & Energy, page 34-35
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Planet – Other Reportable Emissions, page 35 Planet – Emissions & Energy – Greenhouse Gas Emissions by Type, page 35
3-3	Management of material topics	Planet – page 16 Planet – Carbon Reduction, page 23-25 Planet – Climate Risk and Resilience, page 31-32
GRI 306: WASTE 2020		
306-3	Waste generated	Planet – Waste, page 35 Reporting Principles – Waste, page 97
3-3	Management of material topics	Planet – Waste, page 28 Planet – Circular Thinking, page 17-22
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016		
308-1	New suppliers that were screened using environmental criteria	Principles – Supplier & Vendor Responsibility, page 94
308-2	Negative environmental impacts in the supply chain and actions taken	Principles – Supplier & Vendor Responsibility, page 94 Planet – Sustainable Supply Chain, page 25
3-3	Management of material topics	Principles – Ethical Sourcing, page 79-80 Planet – Sustainable Supply Chain, page 25
GRI 401: EMPLOYMENT 2016		
401-1	New employee hires and employee turnover	People – Employees, New Hires & Voluntary Turnover, page 73 People – Employees, New Hires & Voluntary Turnover by Region, page 74
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	People – Benefits and Compensation, page 71-72 People – Employee Experience, page 67-68 2021 Hasbro Annual Report – Compensation, Health, Safety & Well-being of Employees, page 25-26
3-3	Management of material topics	People – New Way of Work, page 64 People – Talent Development and Performance Management, page 68-70 People – Benefits and Compensation, page 71-72
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018		
403-9	Work related injuries	People – Employee Health, Safety and Wellbeing, page 76 Reporting Principles – Lost-Time Injury Rates, page 98
3-3	Management of material topics	People – Safety First, page 72

Disclosure	Description	Reference Location/Response
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016		
405-1	Diversity of governance bodies and employees	People – Diversity, Equity and Inclusion, page 75-76 2021 EEO-1, page 125
3-3	Management of material topics	People – Diversity, Equity and Inclusion, page 65-66
GRI 406: NON-DISCRIMINATION 2016		
406-1	Incidents of discrimination and corrective actions taken	People – Diversity, Equity and Inclusion, page 76
3-3	Management of material topics	People – Diversity, Equity and Inclusion, page 65-66
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Principles – Ethical Sourcing, page 79-80 Principles – Human Rights, page 83-84 Human Rights Policy Responsible Business Alliance (RBA)
3-3	Management of material topics	Principles – Ethical Sourcing, page 79-80 Principles – Human Rights, page 83-84
GRI 408: CHILD LABOR 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	Principles – Ethical Sourcing, page 79-80 Principles – Human Rights, page 83-84 Human Rights Policy Responsible Business Alliance (RBA)
3-3	Management of material topics	Principles – Ethical Sourcing, page 79-80 Principles – Human Rights, page 83-84

Disclosure	Description	Reference Location/Response
GRI 409: FORCED OR COMPULSORY LABOR 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Principles – Ethical Sourcing, page 79-80 Principles – Human Rights, page 83-84 Human Rights Policy Responsible Business Alliance (RBA)
3-3	Management of material topics	Principles – Ethical Sourcing, page 79-80 Principles – Human Rights, page 83-84
GRI 410: SECURITY PRACTICES 2016		
410-1	Security personnel trained in human rights policies or procedures	People – Human Rights and Labor Relations, page 77
3-3	Management of material topics	Principles – Human Rights, page 83-85
414: SUPPLIER SOCIAL ASSESSMENT 2016		
414-1	New suppliers that were screened using social criteria	Principles – Supplier & Vendor Responsibility, page 94
414-2	Negative social impacts in the supply chain and actions taken	Principles – Supplier & Vendor Responsibility, page 94 Principles – Top Ten Critical Audit Findings 2021, page 80
3-3	Management of material topics	Principles – Ethical Sourcing, page 79-80, 82
GRI 415: PUBLIC POLICY 2016		
415-1	Political contributions	Principles – Compliance, page 93
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 59
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Play – Product Quality and Safety, page 58
3-3	Management of material topics	Play – Product Safety and Quality Assurance, page 39-41

Disclosure	Description	Reference Location/Response
GRI 417: MARKETING AND LABELING 2016		
417-3	Incidents of non-compliance concerning marketing communications	Play – Product Sustainability and Design, page 59
3-3	Management of material topics	Play – Responsible Content and Marketing, page 46-48
GRI 418: CUSTOMER PRIVACY 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2021, 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	Principles – 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	Quantitative	1
	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	Play – Chemical Management, page 42-25 Play – Product Safety and Quality Assurance, page 39-40 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	76 (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	Principles – Supplier & Vendor Responsibility, page 94 Principles – Top Ten Critical Audit Findings 2021, page 80 Ethical Sourcing – Human Rights, page 83-94 Responsible Business Alliance (RBA)
Activity Metrics	CG-TS-000.A	Annual production	Quantitative	451,000,000 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: 75 Third Party Factory List 2021



Media and 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	2021 EEO-1, page 125
	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	Principles – IP Protection and Competitive Behavior, page 83 Principles – Business Ethics and Governance, page 86 Code of Conduct
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 2021, Hasbro delivered: • 229 half hours of scripted television content • 695 half hours of unscripted television content • Acquired 236 half hours of 3rd party produced television content • Produced seven feature films • Completed production on six series of animated content

--
not applicable
to Hasbro



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, LGBTQ+, 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.
	Anticorruption & 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.





CO= 1307988

U= 1307988

EQUAL EMPLOYMENT OPPORTUNITY 2021 EMPLOYER INFORMATION REPORT EEO-1 CONSOLIDATED REPORT

SECTION B - COMPANY IDENTIFICATION

1. HASBRO INC
1027 NEWPORT AVENUE
PAWTUCKET, RI 02861

2.a. HASBRO INC
1027 NEWPORT AVENUE
PAWTUCKET, RI 02861

c. EIN= 050389480

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 001200443

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 339930 - Doll, Toy, and Game Manufacturing

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												OVERALL TOTALS
			***** MALE *****						***** FEMALE *****						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	3	4	71	3	0	6	0	1	40	6	0	3	0	1	138
FIRST/MID OFFICIALS & MGRS	18	30	340	7	0	30	0	4	346	7	0	36	0	12	830
PROFESSIONALS	41	62	560	19	3	63	2	20	450	16	0	73	1	20	1330
TECHNICIANS	0	0	10	2	0	0	0	1	4	0	0	2	0	0	19
SALES WORKERS	3	0	11	0	0	0	0	0	12	1	0	1	0	0	28
ADMINISTRATIVE SUPPORT	17	49	69	5	0	5	1	1	379	11	0	20	2	7	566
CRAFT WORKERS	1	0	14	1	0	0	0	1	7	0	0	1	0	0	25
OPERATIVES	7	3	2	2	0	0	0	0	0	0	0	0	0	0	14
LABORERS & HELPERS	1	0	1	0	0	0	0	0	2	0	0	0	0	0	4
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	91	148	1078	39	3	104	3	28	1240	41	0	136	3	40	2954
PREVIOUS REPORT TOTAL	89	145	1075	37	3	93	3	28	1159	51	3	113	2	26	2827

SECTION F - REMARKS

DATES OF PAYROLL PERIOD: 12/30/2021 THRU 12/31/2021

SECTION G - CERTIFICATION

CERTIFYING OFFICIAL: Alison Martins
EMAIL: alison.martins@hasbro.com
EEO1 REPORT CONTACT PERSON: Alison Martins
EMAIL: alison.martins@hasbro.com

CERTIFIED DATE [EST]: 5/16/2022 3:55 PM

TITLE: Director, Diversity, Equity and Inclusion
PHONE: 401-727-5301
TITLE: Director, Diversity, Equity and Inclusion
PHONE: 401-727-5301





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



1027 Newport Avenue
Pawtucket, RI 02861

hasbro.com