

2020 Corporate Social Responsibility Data Update





It is with great pride that we share this 2020 CSR/ESG Data Update, highlighting our progress across key environmental, social, and governance (ESG) areas and reaffirming our purpose to make the world a better place

for all children, fans and families. But it is also with a heavy heart that I write this letter without our longtime leader, friend, and ESG champion, **Brian Goldner**.

Brian served as CEO of Hasbro for 13 years, and Chairman for six of that, and in that time, redefined what a toy company could be – and any company should be – in today’s society. Last year, Brian and the leadership team reimagined the **Hasbro Brand Blueprint** with ‘Purpose’ distinctly at the center, formally and firmly embedding the company’s longstanding commitment to ESG into its business strategy.

In 2020 and 2021, we recognized the importance of our people and planet more than ever during the pandemic and accelerated our impact across all areas of ESG. For example, we doubled our philanthropic giving year-over-year in 2020, with a total of \$25.6 million in philanthropic support, impacting more than 4 million children around the world in need of food and support during school closures and shutdowns. We continued to progress our

industry-leading environmental initiatives, including our ambitious goal to eliminate plastic from new product packaging by the end of 2022. It is because of this deep commitment to purpose exemplified by Brian, the leadership team, and the entire Hasbro family that the company was once again honored as one of this year’s *100 Best Corporate Citizens* by 3BL Media and one of the *2021 World’s Most Ethical Companies* by Ethisphere – our 10th consecutive year placing on these important business rankings.

We are immensely proud of the entire Hasbro team for their steadfast commitment to operating our business responsibly and sustainably – and with purpose – to ensure meaningful and sustainable impact on our world. And while we are pleased with our continued progress, we are committed to continually raising the bar as a leader in the CSR/ESG space.

Rich Stoddart
Interim Chief Executive Officer
Hasbro, Inc.



For nearly two decades, I’ve had the privilege to serve on the Hasbro Board of Directors, and throughout that time, we have played an active role in overseeing the ESG performance of the company. The Board has

always emphasized CSR as a critical component of our governance responsibility, and we’re proud to be one of the first companies in the industry to have formalized ESG oversight at the Board level.

I currently serve as the Chair of the Nominating, Governance & Social Responsibility Committee which has the specific duty of considering the full range of ESG impacts, and I’m very proud of the entire Hasbro team for the progress made over the last 18 months. Across the entire company, we believe that doing good leads to doing well, and with this mindset, Brian Goldner’s legacy continues. He was a visionary leader who committed to ESG as not only the right thing to do but also as a strategic advantage for Hasbro.

In addition to placing Purpose at the center of the Hasbro Brand Blueprint, the company also elevated

and established Purpose and ESG as essential to Hasbro’s long-term success and shareholder value with the creation of a new Global Purpose Organization led by a new c-suite leader, our Chief Purpose Officer, Kathrin Belliveau. This team is expressly focused on elevating and accelerating Hasbro’s positive impact around the world.

Hasbro’s steadfast commitment to creating a more sustainable and equitable world will continue to guide everything we do, and this 2020 CSR/ESG Data Update is designed to transparently share where we are on that journey and what lies ahead. We hope you enjoy reading.

Ted Philip
Chair, Nominating, Governance and Social Responsibility Committee
Hasbro, Inc. Board of Directors

About This CSR Update

Our 2020 Corporate Social Responsibility (CSR) Data Update highlights our performance for calendar year 2020 (January 1, 2020 – December 31, 2020). This supplements **Hasbro's 2019-2020 Corporate Social Responsibility Update** report and our last comprehensive **2016 Corporate Social Responsibility Report**. These reports should be referenced for any specific details on our programs outside of this 2020 CSR Data Update. The next full-year report will be available in 2022.

This update represents our **environmental, social and governance (ESG)** impacts, as we continue to be committed to improving our performance and the collection and verification of our data. Several significant changes in our business and the context in which we operate have influenced the results highlighted in this update. Key updates include the impacts of COVID-19 on office and distribution center activity and employee travel; the integration of the recently acquired Entertainment One (eOne) business resulting in an increased number of sites and employees; and continuous improvement in data collection and reporting. These three factors have impacted our results primarily in the areas of energy, emissions and employee-related data, which are important to keep in mind regarding year-on-year comparisons.

We have prepared this CSR Update in alignment with the Global Reporting Initiative (GRI) Standards guidelines and the Sustainability Accounting Standards Board (SASB) Toys & Sporting Goods and Media & Entertainment industry standards. In addition to aligning with SASB, we also sit on the SASB Standards Advisory Group committee, ensuring we are part of the conversation on evolving ESG disclosures. All of our data is reviewed and verified internally as well as externally, in some cases. Reporting and performance data include information on Hasbro owned and operated facilities (offices and distribution centers) unless stated otherwise. We verify our greenhouse gas emissions data on an annual basis using a third-party assurance provider and disclose their assurance statement in our annual CDP report.

To find out more about CSR at Hasbro visit csr.hasbro.com or to provide feedback on our reporting please contact us at csr@hasbro.com.

/// Governance & Ethics

Corporate Governance

| | 2020 |
|---|------|
| Number of members on Hasbro's board of directors ¹ | 14 |
| Number of independent members on the board ² | 12 |
| Number of female directors on the board | 6 |
| Percentage of female directors on the board ¹ | 43% |
| Number of self-identified racial or ethnic minorities on the board | 2 |
| Percentage of racial or ethnic minorities on the board ¹ | 14% |
| Number of female leaders on Senior Management Team | 2 |
| Executive pay linked to ESG performance ³ | Yes |

Ethics & Compliance

| | 2020 |
|---|---|
| Number of active employees who completed annual Code of Conduct training. | 6,049 |
| Complaints received through Hasbro's ethics helpline and mailboxes, and other sources. | 85 |
| Total number of incidents of discrimination and corrective actions taken. (GRI G4-HR3 / GRI 406) | <p>1) In 2020, a Notice of Filing of Discrimination Complaint was received by eOne. The complainant received a Right to Sue letter, which triggered the immediate closing of the DFEH investigation. We fully investigated the claim and found no evidence of discrimination. No further action has been taken by the complainant.</p> <p>2) In 2020, an amended complaint of discrimination was filed with the Department of Fair Employment and Housing (DFEH) against eOne. We investigated the matter and found no evidence of discrimination. The matter was settled in pre-trial mediation in early 2021.</p> |
| Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices. (GRI G4-SO7 / GRI 206-1) | 0 |
| Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations. (GRI G4-SO8 / GRI 419-1) | 0 |

1 Hasbro's board has changed composition since the end of 2020. As of October 28, 2021, there are 10 members of Hasbro's board, 9 independent, with women now comprising 60% of the board along with 20% racial or ethnic minority representation. For the most recent board composition, please see the **Investor Relations** section of our website.

2 For Hasbro's Standards for Director Independence, please see Appendix A, page A-1 in Hasbro's **2021 Proxy Statement**.

3 For more on how ESG objectives are included in executive pay plans, please see page ix of Hasbro's **2021 Proxy Statement**.

/// Product Responsibility (Product Safety and Responsible Marketing)

Product Safety

| | 2020 |
|--|---|
| Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle. (GRI G4-PR2 / GRI 416-2) | <p>1</p> <p>Product safety is a top priority at Hasbro, and our rigorous and stringent quality assurance and safety standards apply to all Hasbro products. In 2020, through our robust checks and balances, we were made aware of a non-compliance in a small number of Super Soaker blasters and immediately took steps to recall the products. We recalled two models of Super Soaker blasters because some of the stickers on the blasters contained lead in excess of limits. The issue arose when a supplier in India sourced decorative stickers from an unauthorized supplier, in violation of Hasbro's quality assurance requirements. Upon learning that some of the stickers' ink contained levels of lead in excess of regulatory limits, we promptly announced a recall of the blasters in all the markets in which they were sold. There were no injuries associated with the stickers, which presented a low toxicological risk. Finally, as part of our steadfast commitment to continuous improvement, we put corrective actions in place with the manufacturer and launched re-training across all manufacturers in our entire supply chain to reinforce the importance of strict adherence to our quality assurance procedures and requirements.</p> |
| Percentage of significant products and service categories for which health and safety impacts are assessed for improvement. (GRI G4-PR1 / GRI 416-1) | 100% |

Responsible Marketing

| | 2020 |
|---|------|
| Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes. (GRI G4-PR1 / GRI 417-3) | 0 |
| Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services. (GRI G4-PR9 / GRI 419-1) | 0 |

/// Human Rights & Ethical Sourcing

| Human Rights | 2020 |
|---|---|
| Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening. (GRI G4-HR1 / GRI 412-3) | 100% of third-party contractual agreements with vendors and licensees contain human rights clauses and/or are subject to human rights audits including for child labor, forced labor (including prison labor) and for other types of human rights issues as noted in our Code of Conduct, Global Business Ethics Principles (our supplier code of conduct), and the Responsible Business Alliance (RBA) Code of Conduct . |
| Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained. (GRI G4-HR2 / GRI 412-2) | In 2020, 6,049 employees participated in Hasbro's Code of Conduct training which includes Hasbro's Human Rights Policy. This represents 94% of Hasbro employees and about 9,074 hours of training in the year. |
| Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations. (GRI G4-HR7 / GRI 410-1) | All of Hasbro's FTE security personnel, including 3rd party security staff hired by Hasbro, are trained every 12 months on our human rights policies and procedures. |
| Total number and percentage of operations that have been subject to human rights reviews or impact assessments. (GRI G4-HR9 / GRI 412-1) | In 2020, Hasbro engaged an NGO to assess all of our operations for risks to human rights. This assessment involved our operations (including distribution centers and third-party logistics providers) in all of our lines of business: consumer products, digital gaming and film & television. For more details on our robust Human Rights and Ethical Sourcing program, please see our CSR Report, pages 44-45 . |
| Percentage of new suppliers that were screened using human rights criteria. (GRI G4-HR10 / GRI 414-1) | 100% |

Ethical Sourcing

| NEW SUPPLIER SCREENING | 2020 |
|---|------|
| Percentage of new suppliers that were screened using labor practices criteria. (GRI G4-LA14 / GRI 414-1) | 100% |
| Percentage of new suppliers that were screened using criteria for impacts on society. (GRI G4-SO9 / GRI 414-1) | 100% |
| Percentage of new suppliers that were screened using criteria for impacts on environment. (GRI G4-EN32 / GRI 308-1) | 100% |

| VENDOR SOCIAL COMPLIANCE MANAGEMENT | 2020 |
|---|---|
| Percentage of third-party vendors required to undergo annual social compliance audit. | 99% of our third-party factories are reviewed annually. The remaining 1% are audited every 18 months and represent the factories in the United States that have demonstrated their exemplary and consistent social compliance records. |
| Operations and suppliers identified as having significant risk for incidents of child labor. (GRI G4-HR5 / GRI 408-1) | Hasbro's ethical sourcing program informs the way we identify and assess risk in the supply chain. This includes assessing the risk of child labor. Please see page 21 of our 2019/2020 CSR Update and see pages 43-51 of our Full CSR Report for details on the foundations of our program and our longstanding active approach to sourcing ethically in our supply chain. |
| Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor. (GRI G4-HR6 / GRI 409-1) | Hasbro's ethical sourcing program informs the way we identify and assess risk in the supply chain. This includes assessing, addressing and remediating the risk of forced and compulsory labor in our supply chain. Please see page 21 of our 2019/2020 CSR Update and see pages 43-51 of our Full CSR Report for details on the foundations of our program and our longstanding active approach to sourcing ethically in our supply chain. Please also see our Global Modern Slavery Statement for details on how we address the risks of forced and compulsory labor. |
| Percentage of third-party factories trained on Hasbro's ethical sourcing and social compliance requirements through both live in-person and online trainings. | 97% |
| Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms. (GRI G4-SO11 / GRI 103-2) | 0 |

Emissions & Energy – Summary

| GREENHOUSE GAS EMISSIONS ⁵ (metric tons CO ₂ e) | 2016 | 2017 | 2018 | 2019 | 2020 |
|---|--------|--------|--------|--------|--------|
| Scope 1 | 5,221 | 6,586 | 5,447 | 5,138 | 5,849 |
| Scope 2 (location-based) | 8,541 | 7,957 | 7,629 | 6,901 | 6,889 |
| Scope 2 (market-based) | 0 | 92 | 1 | 47 | 46 |
| Total Scope 1 & 2 (location-based) | 13,762 | 14,543 | 13,076 | 12,039 | 12,738 |
| Total Scope 1 & 2 (market-based) | 5,221 | 6,678 | 5,448 | 5,185 | 5,895 |
| Verified Carbon Offset Credits ⁶ | 19,535 | 18,651 | 8,509 | 12,002 | 7,003 |

| ENERGY CONSUMED WITHIN THE ORGANIZATION (megawatt hours [MWh]) | 2016 | 2017 | 2018 | 2019 | 2020 |
|---|---------------|---------------|---------------|---------------|---------------|
| Total Energy Consumption | 44,742 | 44,831 | 43,187 | 47,518 | 42,060 |
| Electricity (consumed from the grid) | 25,795 | 24,991 | 23,583 | 24,208 | 25,604 |
| Other Fuels | 18,947 | 19,840 | 19,604 | 23,310 | 16,456 |
| Renewable Energy Usage | | | | | |
| Renewable Energy Credits ⁷ | 25,699 | 24,681 | 23,525 | 27,683 | 26,828 |
| Percent of Renewable Electricity | 99.6% | 98.8% | 99.8% | 99.7% | 99.6% |

Emissions & Energy – Details

| GREENHOUSE GAS EMISSIONS ⁵ (metric tons CO ₂ e) | 2016 | 2017 | 2018 | 2019 | 2020 |
|---|---------------|---------------|---------------|---------------|---------------|
| SCOPE 1 (DIRECT) | | | | | |
| Asia Pacific | 0 | 0 | 17 | 215 | 175 |
| Europe | 1,649 | 2,704 | 1,677 | 2,023 | 3,486 |
| Latin America | 129 | 121 | 75 | 549 | 55 |
| U.S./Canada | 3,443 | 3,761 | 3,678 | 2,351 | 2,133 |
| Total Direct | 5,221 | 6,586 | 5,447 | 5,138 | 5,849 |
| Normalized (metric tons/\$million of revenue) | 1.04 | 1.26 | 1.19 | 1.09 | 1.07 |
| SCOPE 2 (INDIRECT) | | | | | |
| Asia Pacific | 1,675 | 1,733 | 1,500 | 1,301 | 1,215 |
| Europe | 1,794 | 1,434 | 1,387 | 1,297 | 1,239 |
| Latin America | 466 | 518 | 612 | 541 | 437 |
| U.S./Canada | 4,606 | 4,272 | 4,130 | 3,762 | 3,998 |
| Total Indirect | 8,541 | 7,957 | 7,629 | 6,901 | 6,889 |
| Normalized (metric tons/\$million of revenue) | 1.70 | 1.53 | 1.67 | 1.46 | 1.26 |
| Total GHG Emissions (direct and indirect) | 13,762 | 14,543 | 13,076 | 12,039 | 12,738 |
| Total Normalized (metric tons/\$millions of revenue) | 2.74 | 2.79 | 2.86 | 2.55 | 2.33 |

| GREENHOUSE GAS EMISSIONS (metric tons CO ₂ e) | 2016 | 2017 | 2018 | 2019 | 2020 |
|--|------|------|------|----------------------|---------|
| SCOPE 3 | | | | | |
| Tier 1 Factories | – | – | – | 122,210 ⁸ | 167,821 |
| Third-Party Distribution Centers | – | – | – | 4,092 | 3,161 |
| Air Freight | – | – | – | – | 7,308 |
| Ocean Freight | – | – | – | – | 13,310 |
| Employee Business Travel (Air) | – | – | – | 5,992 | 774 |
| Total | – | – | – | 132,294 | 192,375 |

| GREENHOUSE GAS EMISSIONS BY TYPE (Scope 1 & 2; metric tons CO ₂ e) | 2016 | 2017 | 2018 | 2019 | 2020 |
|--|------|------|------|--------|--------|
| CO ₂ | – | – | – | 11,897 | 12,677 |
| CH ₄ | – | – | – | 21 | 22 |
| N ₂ O | – | – | – | 37 | 46 |
| Refrigerants - HFCs & PFCs | | | | 93 | 72 |

| Other Reportable Emissions | 2016 | 2017 | 2018 | 2019 | 2020 |
|--|------------|------------|------------|------------|------------|
| VOC EMISSIONS ⁹ | 0 | 0 | 0 | 0 | 0 |
| NO _x EMISSIONS ⁹ | 0 | 0 | 0 | 0 | 0 |
| SO _x EMISSIONS ⁹ | 0 | 0 | 0 | 0 | 0 |
| TRI EMISSIONS ¹⁰ | De minimis | De minimis | De minimis | De minimis | De minimis |

Energy^{11,12}

| ENERGY CONSUMPTION (gigajoules) | 2016 | 2017 | 2018 | 2019 | 2020 |
|--|----------------|----------------|----------------|----------------|----------------|
| ELECTRICITY CONSUMED WITHIN THE ORGANIZATION | | | | | |
| Asia Pacific | 7,384 | 7,597 | 6,624 | 7,365 | 6,637 |
| Europe | 21,467 | 17,817 | 17,834 | 20,815 | 20,144 |
| Latin America | 3,132 | 3,433 | 4,000 | 4,642 | 3,911 |
| U.S./Canada | 60,980 | 61,122 | 56,441 | 54,326 | 61,476 |
| Total Electricity consumed | 92,963 | 89,968 | 84,901 | 87,148 | 92,168 |
| Normalized (gigajoules/\$million of revenue) | 19 | 17 | 19 | 18 | 17 |
| FUEL CONSUMED WITHIN THE ORGANIZATION | | | | | |
| Total (Electricity and Fuel) | 161,122 | 161,393 | 155,475 | 171,065 | 170,384 |
| Total Normalized (gigajoules/\$millions of revenue) | 32.10 | 30.98 | 33.95 | 36.24 | 31.17 |

Water

| WATER CONSUMPTION ¹³ (U.S. million gallons) | 2016 | 2017 | 2018 | 2019 | 2020 |
|---|-------------|-------------|-------------|-------------|-------------|
| Asia Pacific | 1.7 | 1.9 | 2.1 | 1.7 | 1.5 |
| Europe | 2.0 | 2.1 | 2.0 | 3.5 | 5.3 |
| Latin America | 0.3 | 0.4 | 0.4 | 0.1 | 0.4 |
| U.S./Canada | 13.8 | 12.4 | 12.0 | 4.7 | 8.6 |
| Total | 17.8 | 16.8 | 16.5 | 10.1 | 15.8 |
| Normalized (U.S. million gallons/thousand employees) | 3.30 | 3.11 | 3.12 | 1.91 | 2.40 |

Waste¹³

| NON-HAZARDOUS WASTE (U.S. short tons) | 2016 | 2017 | 2018 | 2019 | 2020 |
|---------------------------------------|--------------|--------------|--------------|--------------|--------------|
| Recycling | 1,589 | 2,448 | 2,270 | 1,052 | 967 |
| Disposal | 1,658 | 2,238 | 2,480 | 1,517 | 1,460 |
| Total | 3,247 | 4,686 | 4,750 | 2,569 | 2,427 |
| Recycled % | 49% | 52% | 48% | 41% | 40% |

| HAZARDOUS WASTE ¹⁴ (U.S. short tons) | | | | | |
|---|-------------|-------------|-------------|-------------|-------------|
| U.S./Canada | 10 | 12 | 11 | 10 | 6 |
| Total | 10 | 12 | 11 | 10 | 6 |
| Normalized (U.S. short tons/million square feet) | 2.93 | 3.76 | 3.53 | 2.69 | 1.57 |
| Total Significant Spills | 0 | 0 | 0 | 0 | 0 |

Environmental Compliance

| | 2020 |
|--|------|
| Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations. (GRI G4-EN29 / GRI 307-1) | 0 |
| Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms. (GRI G4-EN34 / GRI 103-2) | 0 |
| % of suppliers audited to environmental standards ¹⁵ | 100% |

- 4 For 2020 data, the acquisition of eOne resulted in a significant increase in the number of facilities included in this report. The emissions for all sites that do not have available energy consumption data are estimated based on electricity and natural gas consumption per square foot of similar sites with reported data.
- 5 Scope 1 (direct emissions) include sources of stationary combustion, mobile combustion and refrigerants. Scope 2 (indirect emissions) include consumption of purchased electricity.
- 6 For 2020, we purchased Verified Carbon Offsets to match our Scope 1 emissions and Scope 3 employee travel. We also purchased carbon offsets to address the small percentage of Scope 2 emissions where RECs were not available. For details on annual carbon offset and REC purchases, please see our annual **Renewable Energy Performance Statements** for the corresponding years.
- 7 RECs were purchased to address more than 100% of Hasbro electricity use in all markets except for Argentina, New Zealand, and South Korea, where RECs were not available. Please see Hasbro's **2021 Renewable Energy and Greenhouse Gas Emissions Statement** for further details on our renewable energy program.
- 8 2019 Tier 1 manufacturing emissions are based on data from our manufacturing vendors who represent approximately 80% of our shipped product value for that year.
- 9 Hasbro operates its 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 NOx and SOx because our emissions are de minimis and below reporting thresholds, including when normalized.
- 10 Hasbro is a de minimis emitter of substances listed in the U.S. EPA Toxic Release Inventory (TRI). These materials do not meet the reporting threshold defined by the EPA.
- 11 Energy associated with Hasbro Scope 1 and 2 activities.
- 12 The **U.S. EIA Energy Conversion Calculators** and **DEFRA - UK Government GHG Conversion Factors for Company Reporting** were used to convert emissions to gigajoules.
- 13 Data is not available for a number of operated leased facilities where Hasbro waste and water was not segregated.
- 14 Primary hazardous waste materials generated include solvent and paint-related waste.
- 15 Hasbro requires Responsible Business Alliance (RBA) audits for all our third-party manufacturers and high-volume subcontractors. RBA audits assess compliance adherence to Environmental standards, in addition to Labor, Health & Safety, Ethics and Management Systems.

/// Employees

| EMPLOYEES ¹⁶ | 2016 | 2017 | 2018 | 2019 | 2020 |
|-------------------------|------|------|------|------|------|
|-------------------------|------|------|------|------|------|

EMPLOYEES, NEW HIRES AND VOLUNTARY TURNOVER

| Total Employees | 5,382 | 5,660 | 5,288 | 5,261 | 6,473 |
|------------------------------------|-------|-------|-------|-------|-------|
| Employees (Age Under 30 Years Old) | 750 | 829 | 751 | 702 | 926 |
| Employees (Ages 30-50 Years Old) | 3,589 | 3,682 | 3,526 | 3,519 | 4,320 |
| Employees (Ages 51+ Years Old) | 1,030 | 1,138 | 996 | 1,029 | 1,227 |

| Total New Hires ¹⁷ | 933 | 1,276 | 1,187 | 1,071 | 1,069 |
|------------------------------------|-----|-------|-------|-------|-------|
| New Hires (Age Under 30 Years Old) | 422 | 582 | 499 | 412 | 428 |
| New Hires (Ages 30-50 Years Old) | 455 | 576 | 573 | 533 | 525 |
| New Hires (Ages 51+ Years Old) | 53 | 118 | 112 | 125 | 116 |
| % Female New Hires | 58% | 56% | 59% | 60% | 52% |

| % Voluntary Turnover (by rate) | 7% | 8% | 11% | 11% | 8% |
|---|----|-----|-----|-----|-----|
| % Voluntary Turnover (Age Under 30 Years Old) | 9% | 12% | 14% | 25% | 15% |
| % Voluntary Turnover (Ages 30-50 Years Old) | 6% | 8% | 10% | 12% | 7% |
| % Voluntary Turnover (Ages 51+ Years Old) | 5% | 7% | 10% | 6% | 5% |
| % Female Voluntary Turnover | 8% | 9% | 11% | 12% | 8% |

| EMPLOYEES, NEW HIRES AND VOLUNTARY TURNOVER BY REGION | 2016 | 2017 | 2018 | 2019 | 2020 |
|---|-------|-------|-------|-------|-------|
| U.S. | | | | | |
| Employees | 2,623 | 2,661 | 2,455 | 2,519 | 2,806 |
| New Hires | 631 | 749 | 703 | 588 | 500 |
| Voluntary Turnover | 7% | 6% | 8% | 8% | 6% |
| CANADA | | | | | |
| Employees | 177 | 172 | 182 | 176 | 522 |
| New Hires | 28 | 24 | 30 | 21 | 46 |
| Voluntary Turnover | 7% | 8% | 7% | 10% | 7% |
| ASIA PACIFIC | | | | | |
| Employees | 1,123 | 1,209 | 1,166 | 1,186 | 1,211 |
| New Hires | 196 | 208 | 227 | 215 | 127 |
| Voluntary Turnover | 10% | 11% | 16% | 14% | 7% |
| EUROPE | | | | | |
| Employees | 1,170 | 1,323 | 1,208 | 1,122 | 1,511 |
| New Hires | 39 | 235 | 178 | 204 | 200 |
| Voluntary Turnover | 3% | 9% | 11% | 14% | 8% |
| LATIN AMERICA | | | | | |
| Employees | 152 | 160 | 145 | 133 | 134 |
| New Hires | 24 | 33 | 30 | 30 | 13 |
| Voluntary Turnover | 9% | 8% | 15% | 19% | 10% |
| MEXICO¹⁸ | | | | | |
| Employees | 137 | 135 | 132 | 125 | 289 |
| New Hires | 15 | 27 | 19 | 13 | 183 |
| Voluntary Turnover | 4% | 12% | 7% | 14% | 42% |

| LABOR RELATIONS ¹⁹ | 2020 |
|--|-------|
| Percentage of Hasbro employees covered by unions or collective bargaining agreements globally. | 6.15% |

| DIVERSITY, EQUITY AND INCLUSION²⁰ | 2016 | 2017 | 2018 | 2019 | 2020 |
|--|-------------|-------------|-------------|-------------|--------------|
| WOMEN IN OUR WORKFORCE | | | | | |
| Female Employees | 55% | 55% | 55% | 55% | 54% |
| Female Leaders/Managers | 37% | 38% | 41% | 42% | 43% |
| U.S. Female Employees | 54% | 54% | 55% | 53% | 52% |
| U.S. Female Leaders/Managers | 37% | 38% | 41% | 42% | 41% |
| RACIAL AND ETHNIC DIVERSITY IN OUR WORKFORCE (U.S.) | | | | | |
| Racially/Ethnically Diverse Employees | 17% | 17% | 18% | 19% | 21% |
| Racially/Ethnically Diverse Leaders/Managers | 9% | 8% | 10% | 10% | 14% |
| Racially/Ethnically Diverse New Hires | 24% | 25% | 26% | 25% | 31% |
| EMPLOYEES BY ETHNIC GROUP (U.S.) | | | | | |
| American Indian/Alaskan | 0.1% | 0.2% | 0.2% | 0.2% | 0.2% |
| Asian | 6% | 6% | 7% | 7% | 7% |
| Black or African American | 2% | 2% | 2% | 2% | 3% |
| Hispanic/Latino | 7% | 8% | 8% | 8% | 8% |
| Native Hawaiian or Pacific Islander | 0.2% | 0.2% | 0.2% | 0.2% | 0.2% |
| Two or More Races | 1% | 1% | 1% | 2% | 2% |
| White | 83% | 83% | 82% | 81% | 80% |
| DIVERSITY BY EMPLOYMENT TYPE²¹ | | | | | |
| Total # Non-Contingent Employees | | | | | 6,402 |
| % Total Non-Contingent Employees - Female | | | | | 54% |
| % Total Non-Contingent Employees - Minority | | | | | 21% |
| Total # Contingent Employees | | | | | 71 |
| % Total Contingent Employees - Female | | | | | 66% |
| % Total Contingent Employees - Minority | | | | | 11% |
| Total # Temporary Employees | | | | | 129 |

| EMPLOYEE HEALTH AND SAFETY | 2016 | 2017 | 2018 | 2018 | 2020 |
|--|-------|-------|-------|-------|-------|
| INCIDENCE RATES²² (per 200,000 hours worked) | | | | | |
| Recordable Injuries and Illness | 1.00 | 1.11 | 0.89 | 0.30 | 0.33 |
| Lost Time Injuries and Illness | 0.54 | 0.82 | 0.45 | 0.16 | 0.29 |
| Lost Work Days | 5.57 | 8.14 | 7.53 | 2.81 | 10.74 |
| Work-Related Fatalities | 0 | 0 | 0 | 0 | 0 |
| INCIDENCE RATES BY REGION (per 200,000 hours worked) | | | | | |
| Americas | | | | | |
| Recordable Injuries and Illness | 1.11 | 1.98 | 1.21 | 0.23 | 0.18 |
| Lost Time Injuries and Illness | 0.32 | 1.50 | 0.60 | 0.19 | 0.13 |
| Lost Work Days | 3.53 | 17.13 | 10.72 | 14.43 | 9.91 |
| Europe²² | | | | | |
| Recordable Injuries and Illness | 1.44 | 0.49 | 0.63 | 0.46 | 0.81 |
| Lost Time Injuries and Illness | 1.36 | 0.30 | 0.11 | 0.23 | 0.76 |
| Lost Work Days | 14.53 | 0.57 | 0.54 | 2.00 | 21.24 |
| Asia Pacific | | | | | |
| Recordable Injuries and Illness | 0.19 | 0.17 | 0.46 | 0.27 | 0.13 |
| Lost Time Injuries and Illness | 0.19 | 0.17 | 0.23 | 0.00 | 0.13 |
| Lost Work Days | 0.96 | 1.12 | 1.55 | 0.00 | 0.20 |

16 All reported employee data excludes employees at Tuque, Boulder Media and BackFlip Studios except for employee health and safety data which applies to all facilities. 2020 data also includes the addition of eOne.

17 Age data not self-reported by some employees so age group breakdowns do not add up to total.

18 In 2020, temporary and contract employees in Mexico were offered regular employment agreements, which affected the total number of employees, new hires and turnover rate for this region for 2020.

19 This category includes certain groups of employees covered by collective bargaining agreements or works councils in Canada, France, Germany, Mexico and Spain.

20 Leaders/Managers are defined as director level and above.

21 New reporting area for 2020. Data not available for previous years. Non-contingent workers are defined as regular employees on global payrolls who do not have an employment end date. Contingent workers are defined as regular employees on global payrolls who have an employment end date (e.g. interns, seasonal workers, etc.). Temporary workers are defined as those workers contracted through a third party and employed by a third party. No diversity data is available for temporary workers as they are not directly employed by Hasbro. Please see **Diversity by Job Category** for further diversity breakdowns.

22 For 2020, the increases in this category were due to incidents at a distribution center in France. In response, our Environmental, Health and Safety (EHS) team immediately engaged with the facility to identify root causes, develop an action plan and provide guidance on effective management systems to proactively avoid similar accidents in the future.

| COMMUNITY | 2016 | 2017 | 2018 | 2019 | 2020 |
|--------------------------|--------|--------|--------|--------|--------|
| Employee Volunteer Hours | 67,245 | 75,051 | 68,870 | 68,312 | 25,883 |

| Total Philanthropic Support (\$ millions) | | | | | |
|---|-------------|-------------|-------------|-------------|-------------|
| Financial Support ²³ | 4.9 | 6.6 | 4.2 | 2.9 | 4.8 |
| Product Donations (estimated retail value) | 9.5 | 15.9 | 15.7 | 9.2 | 20.8 |
| Total Philanthropic Support²⁴ | 14.4 | 22.5 | 20.8 | 12.1 | 25.7 |

| | | | | | |
|------------------------------|-----|-----|-----|------|-----|
| Children Impacted (millions) | 3.8 | 4.7 | 4.3 | 4.19 | 4.1 |
|------------------------------|-----|-----|-----|------|-----|

²³ Total financial support represents the combined total of charitable company sponsorships and cash grants made during the fiscal year. The company's grant making is done through the Hasbro Children's Fund, including all matching gift grants.

²⁴ Total philanthropic support represents both financial contributions and the estimated retail value of product donations.

2020 SASB Data

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. With the acquisition of eOne at the end of 2019, we are now also including applicable elements of the Media & Entertainment standard in our disclosures.

2020 SASB Data: Toys & Sporting Goods

| Issue | Topic | Accounting Metric | Code | Hasbro Response |
|--------------------------|---------------------------------------|---|-----------|--|
| Product Quality & Safety | Chemical & Safety Hazards of Products | Number of recalls and total units recalled | CN0604-01 | <p>In 2020, we initiated a limited product recall of two Super Soaker blasters because some of the stickers on the blasters contained lead in excess of limits. There were no injuries associated with the stickers, which presented a low toxicological risk. (page 4)</p> <p>See the following data table in this report.</p> <p>Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle. (GRI G4-PR2 / GRI 416-2) (page 4)</p> <p>Please also see the following in our Full CSR Report:</p> <ul style="list-style-type: none"> - Hasbro reports 'Product recalls and regulations' (page 28) |
| | | Number of Letters of Advice (LOA) received | CN0604-02 | Hasbro received zero Letters of Advice from the U.S. Consumer Product Safety Commission in 2020. |
| | | Amount of legal and regulatory fines and settlements associated with product safety | CN0604-03 | <p>We work with our vendors, suppliers, product safety experts, and stakeholders to design products and packaging to avoid the use of chemicals of concern and to drive innovation in the development and adoption of safe and environmentally friendly alternatives (page 27 of our 2019-2020 CSR Update)</p> <p>In 2020, we had no product safety fines. See the following data table in this report:</p> <p>Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle. (GRI G4-PR2 / GRI 416-2) (page 4)</p> <p>Please also see the data tables in our 2019-20 CSR Report section "Product Responsibility" (page 36):</p> <ul style="list-style-type: none"> - Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle. (GRI G4-PR2 / GRI 416-2) - Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services. (GRI G4-PR9 / GRI 419-1) |
| | | Description of processes to assess and manage risks and/or hazards associated with chemicals in products | CN0604-04 | <p>Hasbro's materials and chemical management policy guides the specification and sourcing of permissible 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 expectations are set through the Hasbro Vendor Manual and the Hasbro Sustainability Center of Excellence. See the Chemical Management section of our 2019-2020 CSR Update (pages 29-30).</p> <p>Please also see: Full CSR Report, throughout and pages 26-28.</p> <p>"At Hasbro, we are committed to using our product safety knowledge and experience to help develop regulatory and voluntary standards for our industry; for example, we serve on ASTM and American National Standards Institute committees. We also chair committees on product safety in Europe for CEN, the European Committee for Standardization, and internationally for ISO. Our efforts to measure, monitor, and improve material content focus on heavy metals and chemicals. We invest significant resources looking for alternatives to materials that can potentially impact human health or the environment."</p> |
| Supply Chain Management | Labour Conditions in the Supply Chain | Number of facilities audited to a social responsibility code of conduct | CN0604-05 | <p>See Human Rights and Ethical Sourcing section of our 2019-2020 CSR Update Report. (pages 20-23)</p> <p>See the following data tables in this report (pages 6-7):</p> <p>Total number and percentage of operations that have been subject to human rights reviews or impact assessments. (GRI G4-HR9 / GRI 412-1)</p> <p>Percentage of new suppliers that were screened using human rights criteria. (GRI G4-HR10 / GRI 414-1)</p> <p>Percentage of new suppliers that were screened using criteria for impacts on society. (GRI G4-SO9 / GRI 414-1)</p> <p>Percentage of third-party vendors required to undergo annual social compliance audit (Not GRI)</p> <p>Please also see "Hasbro Global Business Ethics Principles" and our Full CSR Report (pages 45-49):</p> <ul style="list-style-type: none"> - In 2016, we evolved our ethical sourcing compliance program by joining the Responsible Business Alliance (RBA) and increased direct engagement with our third-party manufacturing vendors globally to educate and train them on new vendor compliance requirements and RBA audits. - Social, ethical and environmental performance in the supply chain. - On an annual basis, achieve 100% social compliance audit rate for all third-party vendor and major sub-contractor facilities, as well as 100% follow-up audit rate for all facilities with pending remediation issues - Require 100% vendor compliance with Hasbro Ethical Sourcing Academy |
| | | Direct suppliers' social responsibility audit compliance 1) priority non conformance rate and associated corrective action rate and 2) other non-conformance rate and associated corrective action rate | CN0604-06 | An overview of annual performance and production in Hasbro's 2020 Annual Report . |
| | Activity Metrics | Annual Production | CN0604-A | An overview of annual performance and production in Hasbro's 2020 Annual Report . |
| | | Number of manufacturing facilities, percentage outsourced | CN0604-B | <p>Please see "Hasbro's Third-Party Vendor List" on our website.</p> <p>Please also see our 2021 10-K</p> <ul style="list-style-type: none"> - More detail on page 18 - Sq. footage of owned facilities on page 40 - Description of third party facilities on page 18 |

2020 SASB Data: Media & Entertainment

| Topic | Accounting Metric | Code | Hasbro Response |
|---|---|--------------|---|
| Media Pluralism | Percentage of gender and racial/ethnic group representation for: (1) management, (2) professionals, and (3) all other employees | SV-ME-260a.1 | Please see the “Diversity and Inclusion” data of this report on pages 11-13 |
| Journalistic Integrity & Sponsorship Identification | Total amount of monetary losses as a result of legal proceedings associated with libel or slander | SV-ME-270a.1 | 0 |
| Intellectual Property Protection & Media Piracy | Description of approach to ensuring intellectual property (IP) protection | SV-ME-520a.1 | Please see our 2020 Annual Report, page 39 |
| Activity Metrics | Total number of media productions and publications produced | SV-ME-000.B | <p>In Calendar Year 2020, our Entertainment business:</p> <ul style="list-style-type: none"> - Delivered 185 half hours of scripted television content - 624 half hours of unscripted television content - Acquired 142 half hours of third-party produced television content - Produced five feature films - Completed production on 4 series of animated content <p>For more, please see page 6 of our 2020 Annual Report.</p> |