

Hasbro's response to the Covid-19 pandemic

To: Hasbro Global Employees
From: Dolph Johnson, EVP and Chief Global HR Officer
RE: March 24, 2020
Date: Further Update on Global Office Closures

As the COVID-19 situation continues to evolve, we have made the decision to extend our global office closures until **April 15**.

Our offices in Shanghai and Shenzhen will remain open following their closure earlier this year, but our Hong Kong office has returned to work from home arrangements this week based on direction from the local government. Our owned and operated warehouses and distribution centers will continue to remain open.

Please be assured that individuals who cannot work their full schedules remotely will continue to be paid during this time, and while our offices are closed, we are conducting a full deep cleaning and disinfecting of our offices, in accordance with applicable health regulatory protocols.

As this is a fluid situation, we will share another update the week of April 6 regarding our plans, and understand they may vary by location. Our cross-functional task force, which includes key disciplines from across the global organization, continues to meet daily to monitor the evolving circumstances in real time. We appreciate you staying flexible as we navigate this together.

We also recognize that many families are balancing the additional challenge of dealing with school and childcare/nursery closures and elder care responsibilities while working. We will be sharing additional guidance later this week to support employees balancing a caregiving role, and appreciate everyone working as diligently as possible to help us work through what's ahead.

We're encouraged by the strong demand for our brands, and our teams are rallying behind a great new campaign called Bring Home the Fun designed to help people spending more time at home. We're excited to share more details with you about that campaign later this week.

If you have a question about your personal situation, please reach out to your manager or HR Business Partner, and please continue to visit the [Coronavirus Information Intranet page](#) for the latest information and FAQ. You can also read about how we're helping children and families in need [here](#).

If you are a **manager of a temporary or contract worker who works in a Hasbro office**, it is your responsibility to pass this information along to them, as they do not receive these updates.

Thank you,

Dolph

To: Hasbro Global Employees
From: Brian Goldner, CEO and Chairman, and Dolph Johnson, EVP and Chief Global HR Officer
Date: May 21, 2020
RE: A Message from Brian Goldner and Dolph Johnson

One of our guiding principles throughout this pandemic has been to provide transparency as decisions are made, and today, we are reaching out to let you know that we have made the difficult decision to furlough one of our teams who is unable to work right now. Alongside this, eOne has today furloughed a small number of team members in office support roles in LA and London.

All of the impacted employees have been notified, but we wanted to share this update with you since we are all working through this together.

Retail Merchandising Organization

Our Hasbro Retail Merchandising team is responsible for optimizing our in-store presence through merchandising, product placement, and display set-up. At this time, given limitations with the retail environment, we have made the difficult decision to furlough 230 individuals from this team across the U.S. and Canada. The safety and wellbeing of our employees has been the paramount consideration in every decision we've made since the onset of this pandemic, and that is certainly the case here.

Our goal is to rehire all of these employees by October 2, but this is largely dependent on the status of retail operations and assurances that retailers are abiding by the appropriate safety protocols. And in line with our approach for reopening our office locations, we will be working with all of these employees one-on-one to talk about a safe return to retail, when that time comes.

Though this team has not been able to work since March 16, we have continued to pay them their full salary and will continue to do so through until early June, at which time they will be moved to furlough status.

To help minimize the impact on these employees, Hasbro will pay 100% of the medical, dental and vision insurance premiums for workers currently covered for the full duration of the furlough. All benefits-eligible employees will also have continued access to our Employee Assistance Program, which includes mental health support and services.

Updates & Feedback

You are likely wondering if there are additional actions coming, and what we can tell you is that we are looking across our business at ways we can redeploy talent who are currently unable to work, and considering furloughs or other actions only as a last resort. We firmly believe we have the best employees in the business, and we are taking every possible measure to preserve and protect this team.

We will continue to share updates with you and ask that you please continue to share feedback and questions with your manager, HR Business Partner, and through our channels on the Intranet.

Thank you.

To: Hasbro North American Employees
From: Dolph Johnson, EVP & Chief Global HR Officer
RE: Update on North American Facilities
Date: July 21, 2020

Our guiding principles throughout this pandemic have been to do everything within our power to protect the health and safety of our employees, and to minimize uncertainty for all of you, as best we can.

Unfortunately, what's become clear is that the situation with COVID is still very fluid, and that it differs significantly in the various locations where we have offices, even within North America.

In the absence of clarity around a vaccine, school schedules and other factors, we want to be as transparent as possible with you regarding our expectations and approach moving forward.

For the majority of you who are able to work remotely, we ask that you plan to do so through year-end. However, there may be times when you are asked to come into the office during key time periods, as the business requires. Your manager and HR business partner will discuss this with you, allowing as much time as possible for you to plan.

For those of you who need access to the building for equipment or collaboration needs, we do plan to allow more people access to our buildings, in line with local directives. HRBPs will continue working with managers to understand who needs access to our offices, and managing that process centrally to ensure we are following capacity limits for our buildings.

To help protect the health and safety of our employees who are coming into the office, we will continue implementing strict protocols for temperature checks, daily screening questionnaires, mask requirements and social distancing.

We appreciate that everyone is navigating a great deal of uncertainty on a number of fronts, but please be assured that we will continue to work with you on your individual situation, and give you the personal flexibility you need.

As it relates to the future beyond the fall, we are using this pandemic as an opportunity to consider what we want the future of work to look like at Hasbro. We've evolved the COVID-19 Task Force into two new working groups that are focused on the future of our workplace and the Hasbro employee experience.

These cross-functional teams, which are global in nature and span across Hasbro, eOne and Wizards, are kicking off now. Once they're underway, they will be engaging all of you in this process through surveys, focus groups and other channels, so they can truly represent the voice of our employees in their recommendations. We have an important opportunity at this moment to shape our future, and to engage all of you in helping us set and realize that vision.

Finally, as we're now deep in the heart of summer, we strongly encourage you to take vacation time. This has been an incredibly challenging few months, and we encourage you to take some time off to rest, relax and recharge.

Thank you for your continued commitment and patience as we work through this pandemic together.

We couldn't be more proud of this team.

Internal Guidance on Sick Leave during Pandemic

Employees Who are Sick or Need to Care for a Sick Family Member Related to COVID-19

This guidance applies to all Hasbro U.S. regular employees. This guidance does not apply to WOTC, temporary employees, interns, co-ops, independent contractors or freelancers, unless specified. All U.S. Employees who can perform their jobs at full capacity remotely will continue to work from home until such time the local government has determined it is safe for all staff to return to the building. During this time, we will be strictly limiting the number of employees we return to the worksite to keep the number of individuals in the building at the lowest possible number.

This guidance is provided to explain options for employees that are not able to work because: (1) they tested positive for COVID-19; (2) they are experiencing symptoms of COVID-19; (3) they are caring for a family member that tested positive for COVID-19 or is experiencing symptoms of COVID-19; or (4) childcare is no longer available because of COVID-19 shutdowns or restrictions, and it is preventing the employee from performing their job.

This guidance does not limit, or otherwise impact an employee's ability to take a leave of absence under the Company's current Leave of Absence Policy or from asking for a reasonable accommodation or sick leave for a reason unrelated to COVID-19. Rather, it is intended to highlight benefits that may be available to employees during the COVID-19 Pandemic.

Leaves

- **RI Employee Sick Time:** If any employee is unable to work because the employee or a family member that the employee must care for has symptoms of COVID-19 or tests positive for COVID-19, the employee may take sick leave for the first 5 days, then apply for a leave of absence. RMO employees should use PTO. Employee in Consumer Care should review their Attendance Policy for sick leave details.

Eligible employees may also apply for Hasbro's short-term disability benefits if they are fully disabled as defined by Hasbro's short-term disability policy as a result of sickness or injury for five consecutive days. The details of Hasbro's Short-Term Disability and Leave of Absence Policy can be found are available on the Intranet under My Essentials, HR America and then select "Policies/Guidelines".

Employees may also be eligible for Rhode Island Temporary Disability Insurance (TDI) or Temporary Caregiver Insurance (TCI) as noted below.

RI TDI: Employees are eligible for TDI if they are certified by a qualified healthcare provider to be functionally unable to perform their customary and regular work duties. RIDLT will waive the required medical certification, and, instead, will allow individuals to temporarily qualify via self-attestation that they were under quarantine due to COVID-19. RIDLT is also waiving the 7-day waiting period for benefits. Employees applying for Hasbro Short-Term Disability Benefits may have their benefits offset by RI TDI.

RI TCI: Rhode Island employees are also entitled to receive four weeks of paid time off per year to care for certain specified family members under Rhode Island's Temporary Caregiver Insurance law (TCI). Again, RIDLT will waive the required medical certification, and, instead, will allow individuals to

temporarily qualify via self-attestation that they were under quarantine due to COVID-19. RIDLT is also waiving the 7-day waiting period for benefits.

Leaves for RI Co-ops and Interns

If the co-op or intern is unable to work because he/she or a family member that the employee must care for has symptoms of COVID-19 or tests positive for COVID-19, the employee should take sick leave for first 5 days, then apply for a leave of absence. Co-ops and interns are **not** eligible for Hasbro's short-term disability benefits, but they may be eligible for TDI or TCI.

- **California Employee Sick Leave:** If any employee is unable to work because the employee or a family member that the employee must care for has symptoms of COVID-19 or tests positive for COVID-19, the employee may take sick leave for first 5 days, then apply for a leave of absence. RMO employees may use PTO. Employees otherwise eligible for Hasbro's short-term disability benefits may apply if they are fully disabled as defined by Hasbro's short-term disability policy as a result of sickness or injury for five consecutive days. The employee may also be eligible to file a Disability Insurance (DI) or Paid Family Leave (PFL) claim as noted below.

For employees unable to work because of COVID-19 exposure (certified by a medical professional), the employee can file a Disability Insurance (DI) claim with California EDD. DI provides short-term benefit payments to eligible workers who have a full or partial loss of wages due to a non-work-related illness, injury, or pregnancy. Benefit amounts are approximately 60-70 percent of wages (depending on income) and range from \$50-\$1,300 a week. The Governor's Executive Order waives the one-week unpaid waiting period during this crisis, so employees can collect DI benefits for the first week they are out of work. If eligible, EDD will process and issue payments.

CA Employee Caregiving: Employees unable to work because they are caring for an ill or quarantined family member with COVID-19 (certified by a medical professional), can file a Paid Family Leave (PFL) claim with California EDD. PFL provides up to six weeks of benefit payments to eligible workers who have a full or partial loss of wages because they need time off work to care for a seriously ill family member. Benefit amounts are approximately 60-70 percent of wages (depending on income) and range from \$50-\$1,300 a week. If you eligible, the EDD processes and issues payments.

CA Co-ops and Interns

If the co-op or intern is unable to work because he/she or a family member that the employee must care for has symptoms of COVID-19 or tests positive for COVID-19, the employee may take sick leave for the first 5 days, then apply for a leave of absence. Co-ops and interns are **not** eligible for Hasbro's short-term disability benefits, but they may be eligible for DI or PFL benefits as noted below.

Individuals unable to work because of COVID-19 exposure (certified by a medical professional) can file a Disability Insurance (DI) claim. DI provides short-term benefit payments to eligible workers who have a full or partial loss of wages due to a non-work-related illness, injury, or pregnancy. Benefit amounts are approximately 60-70 percent of wages (depending on income) and range from \$50-\$1,300 a week. The Governor's Executive Order waives the one-week unpaid waiting period, so individuals can collect DI benefits for the first week they are out of work. If eligible, EDD processes and issues payments.

- **Employees in all other states:** If any employee is unable to work because the employee or a family member that the employee must care for has symptoms of COVID-19 or tests positive for COVID-19, the employee should take sick leave for the first 5 days, then apply for a leave of absence. RMO employees may use PTO. Eligible employees may apply for Hasbro's short-term disability benefits if they are fully disabled as defined by Hasbro's short-term disability policy as a result of sickness or injury for five consecutive days.

the employee is in New Jersey, New York, or Washington state paid family medical leave benefits may be available and the employee should contact MyLeaves@Hasbro.com for more information about benefits.