

Mattel, Inc.

Modern Slavery Transparency Statement

For the fiscal year ended December 31, 2024

This statement has been prepared in compliance with the requirements of the United Kingdom Modern Slavery Act, the Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act, and the Commonwealth Modern Slavery Act for Australia and covers the following entities: Mattel UK Limited, HIT Entertainment Limited, Mattel Europa B.V., Mattel Canada, Inc.,¹ and Mattel Pty Ltd. This statement describes the actions taken by Mattel, Inc. and its covered subsidiaries (hereinafter referred to as "Mattel") because we take a global approach to analyzing and addressing the risks of modern slavery, forced labor, and child labor for our business operations and supply chain.

Mattel believes how we achieve success is just as important as the success itself. We strive to manufacture our toys responsibly, adhering to standards and oversight processes which reflect our focus on safe working conditions for our employees, ethical labor practices, and environmental stewardship.

Mattel has a zero-tolerance approach to modern slavery, forced labor, child labor, and human trafficking in our supply chain or in any part of our business. We take steps to assess, address and help prevent modern slavery, forced labor, child labor, and human trafficking risks in our operations and our supply chain.

Overview of Mattel and our Structure

About Mattel

Mattel is a leading global toy and family entertainment company and owner of one of the most iconic brand portfolios in the world. Mattel engages consumers and fans through its franchise brands, including Barbie®, Hot Wheels®, Fisher-Price®, American Girl®, Thomas & Friends™, UNO®, Masters of the Universe®, Matchbox®, Monster High®, MEGA® and Polly Pocket®, as well as other popular properties that it owns or licenses in partnership with global entertainment companies. Mattel's offerings include toys, content, consumer products, digital and live experiences. Mattel's products are sold in collaboration with the world's leading retail

¹ Mattel Canada, Inc. is constituted pursuant to the *Corporations Act (Ontario)* (R.S.O. 1990, c. C.38) and is a wholly-owned indirect subsidiary of Mattel, Inc., a U.S. publicly traded company. Mattel Canada, Inc. purchases and imports products from its parent company, Mattel, for sale and distribution in Canada through its distribution partners.

and ecommerce companies. Since its founding in 1945, Mattel is proud to be a trusted partner in empowering generations to explore the wonder of childhood and reach their full potential.

Further information about Mattel, its business and organizational structure can be found at: <http://corporate.mattel.com/>.

Overview of Our Supply Chains

Mattel manufactures its products in company-owned and/or -operated facilities and through third-party manufacturers. Products are also purchased from unrelated entities that design, develop, and manufacture those products.

Mattel has concentrated production of most of its core products in company-owned facilities and generally uses third-party manufacturers for the production of non-core products.

Mattel's principal manufacturing facilities are located in China, Indonesia, Malaysia, Mexico, and Thailand.

Possible Risks of Modern Slavery, Forced Labor, or Child Labor Use in Global Supply Chains

Mattel operates in some regions of the world where social, economic, and political factors could introduce risks to human rights and working conditions. As such, Mattel's Human Rights Principles (which can be found at: <https://corporate.mattel.com/human-rights-and-social-compliance>) set forth its commitment to respect the rights provided in the International Bill of Human Rights, the principles supported by the United Nations' Universal Declaration on Human Rights, and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

Our Policies

Mattel works to assess, address and help prevent the risks of modern slavery or human trafficking in its supply chains or in any part of its business. Mattel's Code of Conduct (which can be found at: <https://corporate.mattel.com/ethics-and-compliance#our-code-of-conduct>), Responsible Supply Chain Commitment (RSCC) (which can be found at: <https://corporate.mattel.com/ethical-sourcing>) and Human Rights Principles, reflect its commitment to act ethically and with integrity in all its business relationships and to implement and enforce systems and controls to help prevent modern slavery and human trafficking in its supply chains. Mattel's approach:

- applies to all employees (including temporary, part-time, seasonal employees and on-site contractors) and suppliers working for or on Mattel's behalf;

- builds upon its existing standards including its Code of Conduct;
- includes guidance to its recruitment and hiring staff and employee life managers (such as dormitory managers and security personnel at its manufacturing sites) which includes various examples of unusual behavior displayed by workers for awareness that if displayed may be indicative of someone experiencing modern slavery or human trafficking; and
- makes it clear that Mattel will support anyone who raises genuine concerns in good faith, even in circumstances where it transpires that those concerns are mistaken.

In 1997, Mattel became one of the first toy companies to create standards for responsible manufacturing. Since then, these principles have become the foundation for Mattel's RSCC, a comprehensive set of standards and oversight processes that establish its expectations for responsible factory working conditions, environmental protections, social compliance, labor, and environmental, health, and safety in both its own manufacturing facilities and those of its supply chain partners. An overview of Mattel's approach to forced labor and child labor can be found in Mattel's RSCC, available at: <https://corporate.mattel.com/ethical-sourcing>.

As part of Mattel's commitment to eliminating modern slavery, forced labor, and child labor, it also supports International Labour Organization (ILO) conventions 138 and 182 on the prohibition of child labor and 29 and 105 on the elimination of forced or mandatory labor. Mattel's approach is modeled on recognized standards such as the ILO standards and the Universal Declaration of Human Rights. Mattel works with its suppliers to combat modern slavery, forced labor, child labor, and human trafficking and to help them identify risks and manage such risks proactively.

The International Council of Toy Industries (ICTI) is a worldwide toy industry association, and its membership includes national toy associations from 20 countries. ICTI established the ICTI Ethical Supplier Chain Program (ESCP) (formerly the Ethical Toy Program – IETP) in 2004 as an industry-wide initiative to promote safe and just working conditions. Mattel is a member of the ESCP and supports its mission to build better lives for workers through the ethical production of toys. The ESCP now exists as a separate, independent, not-for-profit organization dedicated to improving ethical standards at toy factories around the world. Its services include far-reaching and specialized audits, a robust ethical certification scheme, capability building, and training programs and education, as well as peer-to-peer learning. The program also provides a free, confidential worker helpline for factory workers to report grievances directly to the ESCP, which escalates issues as appropriate for further investigation. In addition to offices in Asia, Europe, and North America, the ESCP works with a global network of four independent audit firms to implement its certification program and other industry partners on worker health, safety, and well-being.

Mattel also works with certain NGOs globally to help address working conditions, combat modern slavery, forced labor, and child labor, and improve livelihoods. As a member of the Mekong Club, an association of private sector companies in the retail, manufacturing, hospitality, and banking sectors, Mattel is working together with other companies to help eliminate modern slavery.

Measures We Take to Assess, Address and Help Prevent Modern Slavery, Forced Labor, and Child Labor Risks in Our Operations and Supply Chains

1. Our Due Diligence Processes

Assessing Supplier Risk:

Mattel's supplier qualification and monitoring processes are informed by risk screening and management, which has two fundamental components: geographical risk and critical supplier risk.

(a) Geographical Risk:

Mattel references the World Bank's Worldwide Governance Indicators (WGIs) to identify geographies with a higher risk of noncompliance. The indicators are based on the following six dimensions of governance:

- Voice and Accountability
- Political Stability and Absence of Violence
- Government Effectiveness
- Regulatory Quality
- Rule of Law
- Control of Corruption

(b) Critical Supplier Risk:

Mattel identifies large-volume suppliers, single-source suppliers, and certain suppliers who manufacture products with identifiable Mattel IP for additional risk mitigation.

New Supplier Qualification:

Before Mattel begins production of its products with any finished goods manufacturer, it requires them to undergo a due diligence process, which includes:

- Reviewing compliance practices – including product quality, labor, health and safety, and environmental stewardship – to ensure they meet Mattel's requirements.

- Reviewing relevant environmental impact assessment documents submitted by suppliers.
- Communicating Mattel's expectations for ethical sourcing performance, including the RSCC standards, beyond compliance with local laws, and addressing safe and just working conditions in the country or countries where the supplier does business.

2. Employee Training on Modern Slavery, Forced Labor, and Child Labor

The Mattel Code of Conduct is a key foundation of its company culture. Mattel's Code of Conduct is the cornerstone of its commitment to ethics and integrity. It embodies Mattel's values, reflects its culture, and guides its relationships within the company and with its business partners. All employees globally participate in Mattel's Code of Conduct training when they join Mattel. Mattel further provides employees with ongoing training on topics and policies aligned to their job duties and requires annual refresher training for all employees.

In addition, as part of the onboarding process for all new employees at Mattel's owned and/or -operated manufacturing facilities, Mattel offers training sessions that covers issues such as responsible factory working conditions, social compliance, and environmental, health, and safety.

3. How We Monitor Ourselves and Our Suppliers

Regular Monitoring:

Mattel regularly monitors and audits manufacturing facilities in its supply chain for compliance with the RSCC. Mattel-owned and/or -operated manufacturing facilities are monitored by its internal and/or external teams for quality and security, as well as compliance with the RSCC, and to meet similar requirements of key retailers and licensed-in partners. Mattel uses a risk-based approach to require audit data from finished goods manufacturers and monitors the performance of certain printed packaging suppliers.

Mattel also accepts other social compliance audit programs, including the following:

- Responsible Business Alliance (formerly EICC)
- Business Social Compliance Initiative (Amfori BSCI)
- Sedex Members Ethical Trade Audit (SMETA)
- Social Accountability International (SA8000)

- Worldwide Responsible Accredited Production (WRAP)
- Better Work Program

Mattel requires finished goods manufacturers and certain other suppliers to be part of the ESCP or provide equivalent social compliance audit data.

To measure the effectiveness:

- Mattel regularly monitors facilities in its supply chain. Mattel is a member of the ESCP and supports its mission to build better lives for workers through the ethical production of toys.
- Additionally, Mattel relies on external social compliance audit programs to assess the manufacturing facilities in its supply chain identified to be high risk, to assess the implementation of standards and compliance with laws.
- Mattel employees have access to an independently operated EthicsLine where they can anonymously report violations of the company Code of Conduct, policies or laws and regulations. Many workers in Mattel's supply chain also have access to the ESCP Worker Helpline which offers free, confidential information and advice for factory workers.

How We Have Addressed Reported Risks or Remediated Any Modern Slavery, Forced Labor, or Child Labor in our Supply Chains

In cases where critical findings or noncompliance are identified in Mattel's supplier assessment process (as described above), if satisfactory corrective actions are not implemented by the supplier within a specified time frame, Mattel may cease or restrict new business, prohibit the supplier from using any noncompliant subcontractor, or, if all other efforts have failed, terminate its relationship with the noncompliant supplier.

Mattel views termination as a last resort because it prefers to first work with its suppliers to identify and remedy the root cause of noncompliance to improve the workplace environment. Third-party manufacturing facilities and Mattel-owned and/or -operated facilities with critical findings are re-audited to evaluate whether the issues have been properly corrected.

Approvals and Attestations

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and was approved by the respective Boards of Directors of Mattel UK Limited, HIT Entertainment Limited, and Mattel Europa B.V. for the reporting year listed above.

Rene van den Polder

Rene van den Polder
Director
Mattel Europa B.V.

Michael Hick

Michael Hick
Director
Mattel UK Limited

Alex Godfrey

Alex Godfrey
Director
HIT Entertainment Limited

This statement was made pursuant to the Australia Modern Slavery Act and was approved by the board of directors of Mattel Pty Ltd for the reporting year listed above.

Paul Joseph Faulkner

Paul Joseph Faulkner
Managing Director APAC
Mattel Pty Ltd

Timothy Nolan

Timothy Nolan
Senior Marketing Director
Mattel Pty Ltd

In accordance with the requirements of the Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act, for the reporting year listed above.

I have the authority to bind Mattel Canada, Inc.

T George

Tara George
VP and Country Manager (Canada)
Mattel Canada, Inc.

May 31, 2025