

Corporate Political Expenditures Related Disclosures

Mattel's Code of Conduct makes reference on page 29 to political activity. Excerpt below:

"Mattel's assets should not be used to support any political campaign or any other political activity, without the prior approval of the Government Affairs Department. This includes the use of Mattel's facilities, office equipment, supplies, inventory and even our own work time.

Political activities by corporations, including lobbying, are regulated and must be reported under U.S. law and under the laws of many countries where Mattel does business. To avoid any inadvertent violation of those laws, all political and lobbying activities should be discussed and coordinated with the Government Affairs Department and the Law Department.

Mattel is committed to citizenship and community involvement, and encourages employees to contribute their time and support to candidates, parties and civic organizations. However, our individual involvement must be totally voluntary and must be on our own time and at our own expense."

In 2023, Mattel made no direct corporate political expenditures, which are defined as follows:

- a) Contributions by Mattel to political candidates, parties, and committees in the U.S.;
- b) Payments by Mattel to organizations organized under Section 527 of the Internal Revenue Code (IRC);
- c) Independent political expenditures by Mattel made in direct support of or opposition to a campaign or referendum in the U.S.; and
- d) Political expenditures by Mattel in the form of contributions, dues, or payments to organizations organized under Section 501 (c) (4) of the IRC.

Mattel does not have a U.S. Political Action Committee (PAC). Like most multinational companies, Mattel belongs to trade and industry associations in the United States organized under Section 501 (c) (6) of the IRC, to which the company pays annual dues (Trade Associations). These Trade Associations help keep Mattel aware of industry trends and issues. From time to time, these Trade Associations may indirectly support the company through advocacy activities that advance common themes or interests in our industry that are important to Mattel.

In 2023, Mattel made no indirect corporate political expenditures in the form of contributions, dues, or other payments to Trade Associations, where such expenditures exceeded \$25,000, as identified by the Trade Association, and were used for any of the following activities:

- a) Contributions to political candidates, parties, or committees in the U.S.;
- b) Payments to organizations organized under Section 527 of the IRC;
- c) Independent political expenditures made in direct support of or opposition to a campaign or referendum in the U.S.; and

d) Political expenditures in the form of contributions, dues, or payments to organizations organized under Section 501 (c) (4) of the IRC.