



The following table presents the gender, racial, and ethnic composition of Mattel’s regular U.S. workforce by EEO-1 job category data that was submitted to the U.S. Equal Employment Opportunity Commission for the fiscal year ending December 31, 2023.

Please note that these prescribed categories are different from how we organize our workforce and our jobs and how we apply our inclusion and diversity objectives and initiatives. We organize our workforce to meet the specific needs of our business. Also, our inclusion and diversity initiatives are global, while the EEO-1 is solely U.S.-focused.

Job Categories	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
	Male	Female	Male						Female						
			White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	1	0	6	0	1	0	0	0	4	0	0	0	0	0	12
First/Mid-Level Officials and Managers	70	82	321	19	106	0	1	10	383	29	88	0	1	16	1126
Professionals	66	78	268	15	94	0	0	13	327	24	165	3	3	26	1082
Technicians	7	7	9	1	1	0	0	0	8	1	3	0	0	1	38
Sales Workers	14	62	28	2	5	1	0	1	196	32	6	0	2	6	355
Administrative Support Workers	22	75	48	5	6	0	0	1	240	21	24	1	1	5	449
Craft Workers	9	2	46	2	3	0	1	0	9	2	5	0	0	2	81
Operatives	49	124	19	11	0	0	1	1	20	8	2	0	1	0	236
Laborers and Helpers	89	56	25	20	2	1	0	2	19	12	2	0	0	1	229
Service Workers	40	35	33	26	3	1	1	5	27	34	1	0	0	6	212
Current 2023 Reporting Year Total	367	521	803	101	221	3	4	33	1233	163	296	4	8	63	3820