



Environmental, Health & Safety Statement

Overview

At Mattel, we are committed to caring for the environment and providing a safe and healthy workplace for all our employees. We take a proactive approach in mitigating workplace-related environmental incidents and occupational injuries. We strive towards achieving an incident-free workplace and are committed to protecting the health, safety and well-being of all employees.

Principles

Aligned with Mattel's commitment to caring for its employees, consumers, communities and the planet, a key focus is on managing risks, promoting respect for the environment, preserving natural resources and providing a safe and healthy workplace. We proactively work to identify work related hazards and their impacts, and we continually seek ways to improve our Environment, Health & Safety Management System.

Expectations

- **Compliance** – We comply with all applicable laws, rules and regulations wherever we do business, as well as internal health and safety standards in our operations to reduce risks and provide a safe workplace.
- **Protect Resources** – We aim to conduct our business in a manner which limits our impact on the environment and optimize the use of finite natural resources.
- **Integration with Culture** – We promote a culture that emphasizes the importance of Environment, Health & Safety through encouraging involvement, inclusion, empowerment, and accountability of our employees.
- **Integration with Business** – We include Environment, Health & Safety considerations in our short-term and long-term business plans and decision-making.

Regular Consultation & Engagement –

- We consult and engage with our employees, partners, suppliers, contractors, customers and other external stakeholders on a regular basis regarding Environment, Health & Safety practices and seek their input.
- **Open Communication** – We transparently and regularly communicate our Environment, Health & Safety initiatives and performance to ensure understanding, awareness and progress.
- **Performance Review** – We set periodic Environment, Health & Safety objectives and targets and review performance to drive continuous improvement.
- **Continual Improvement** – We utilize leading indicators such as near miss reporting, on-time completion of incident corrective actions, and employee training completion to continually improve our Environment, Health & Safety programs. We identify and share best practices globally across Mattel.

Our Global Supply Chain leaders are responsible for ensuring this Statement is

available, understood, communicated and implemented across Mattel's supply chain globally so these principles are consistently applied.