

2026

Annual Enrollment

For Benefits-Eligible Employees Only



Enroll Now!

Annual Enrollment is here, allowing you to make changes to your benefits elections or confirm your current benefits choices for 2026. **You must complete Annual Enrollment by November 7.**

This is your once-a-year opportunity to update your benefits elections unless you have an IRS qualifying event. This excludes programs such as Pet Insurance and the Health Savings Account (HSA), which do allow for mid-year changes. If you want to make contributions to a Healthcare FSA, Dependent Care FSA, or HSA in 2026, you must re-enroll, otherwise if you take no action during annual enrollment, your current elections will generally carry over into 2026.

Annual Enrollment elections are managed through Fidelity, Mattel's benefits service provider. Please be sure to thoroughly and carefully review your benefits options. To enroll, sign in to [Fidelity NetBenefits®](#) using your existing login information or visit your [Mattel Okta](#) page and click the Fidelity NetBenefits® app to log in with single sign-on. If you have questions about your account, call the Fidelity Benefits Service Center at 800-835-5095, available weekdays between 8:30 a.m. and 8:00 p.m. ET, excluding most holidays.

What's Changing?

- **Employee contributions are increasing slightly for 2026 and will vary based on your annual salary range.** As a reminder, employee contributions for health care are designed to support our commitment to fair and equitable pay across the organization with tiered contributions based on income level. Although health care costs in the U.S. continue to rise, Mattel is committed to keeping these increases reasonable for employees.
- **Deductibles are increasing slightly for the Anthem High-Deductible Health Plan in accordance with updated IRS rules**, increasing by \$50/year for employee-only coverage and by \$100/year for family coverage.
- **Spousal surcharge is increasing in 2026** from \$70/month to \$100/month. This surcharge applies to spouses and domestic partners who are eligible for medical coverage through their own employer, but who elect to enroll in a Mattel medical plan.
- **The annual contribution limit for certain spending accounts is increasing:**
 - **The Dependent Care Flexible Spending Account (FSA) limit is increasing** to \$7,500/year. Employees classified as "highly compensated" by the IRS (with annual salary of \$160,000 or above) have a contribution limit of \$2,500/year.
 - **The Health Savings Account (HSA) limit is increasing** to \$4,400/year for employee-only coverage and \$8,750/year for family coverage.
- **The Aetna DMO dental plan is being replaced by DeltaCare DMO** to improve overall access and coverage.
- **New benefit coming soon: Cancer screening with Color.** In 2026, eligible Mattel employees and their adult dependents will have access to convenient, at-home cancer screening tests through Color. This new service is paid for by Mattel, at no cost to you. Employees need to be enrolled in a Mattel medical plan to be eligible for this benefit. Stay tuned for more details on Color and how to access.
- **Enhancements to Maven:** This year, Mattel launched [Maven](#), a fertility and family-building resource available to all benefits-eligible employees globally. Stay tuned for additional enhancements coming in March 2026.
- **Eligibility for retiree benefits is changing** from age 55 with 5 years of service to age 55 with 10 years of service, so our program remains current and in line with industry practices.