

## EEO-1 Section H Employment Data

The information below mirrors Section H (Workforce Demographic Data) of Matson’s annual submission to the U.S. Equal Opportunity Commission (“EEO-1 Report”) as of December 31, 2022. The EEO-1 Report speaks as of a specific point in time and mandates the use of specific job categories, which does not reflect how Matson determines management functions or organizes and measures its workforce. The EEO-1 Report does not include employees in Guam, where we have a large employee base, or non-U.S. employees. In addition, the EEO-1 Report uses categories for shoreside and offshore employees that are different from how we attract and hire these employee groups. We believe our diversity reporting on [page 33](#) of our 2022 Sustainability Report better reflects the unique qualities of our workforce, and Matson’s broader efforts to increase diversity in our company and industry (see more on [pages 30-32](#)). Nonetheless, we disclose the information below to be transparent about our workforce diversity.

Job Categories	Hispanic or Latino		Not Hispanic or Latino												Overall Totals
			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 Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Sr. Officials & Mgrs.	0	0	26	0	3	2	0	1	7	0	2	0	0	0	41
First/Mid. Officials & Mgrs.	18	13	138	8	64	39	0	29	72	10	39	10	1	6	447
Professionals	8	10	129	9	39	2	0	6	52	6	15	3	2	5	286
Technicians	0	0	11	1	2	0	0	0	0	0	0	0	0	0	14
Sales Workers	2	1	18	0	3	0	0	1	10	0	8	0	1	2	46
Administrative Support Workers	23	47	44	8	14	13	2	8	157	31	42	16	4	20	429
Craft Workers	7	0	61	2	56	33	5	22	0	0	0	0	0	0	186
Operatives	66	15	287	27	86	80	41	49	24	5	8	8	12	6	714
Laborers & Helpers	8	1	254	5	19	21	9	20	13	0	0	1	1	5	357
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>132</b>	<b>87</b>	<b>968</b>	<b>60</b>	<b>286</b>	<b>190</b>	<b>57</b>	<b>136</b>	<b>335</b>	<b>52</b>	<b>114</b>	<b>38</b>	<b>21</b>	<b>44</b>	<b>2,520</b>
Previous Report Total	142	74	992	61	284	176	59	130	325	46	110	29	25	35	2,488