



Toys "R" Us, Inc.
One Geoffrey Way
Wayne, NJ 07476

NOTICE OF FACILITY CLOSING

March 15, 2018

BY REGULAR MAIL

Dear Team Member:

As you know, following its bankruptcy filing on September 19, 2017, Toys "R" Us, Inc. d/b/a Toys "R" Us and/or Babies "R" Us, (the "Company") endeavored to transform its business under Chapter 11 of the U.S. Bankruptcy Code. Through this process, the Company sought to develop a durable, compelling business plan that would help it emerge successfully from bankruptcy. Unfortunately, a disappointing holiday sales season in both the U.S. and Europe, coupled with financial requirements set forth in the Company's debtor-in-possession (DIP) financing agreements, presented challenges that the Company could not overcome. Accordingly, the Company is now moving forward to liquidate all of its U.S. operations and close of all of its retail locations in the U.S.

Based on the best available information, the Company believes that your employment will be terminated on May 14, 2018 (the "Termination Date"). The Company will provide more information about developments affecting your job as it becomes available. You are expected to continue working until your Termination Date. Depending upon your role, you may be permitted to work from home or be on call by e-mail or phone. If circumstances should necessitate a change in your Termination Date, you will be notified as soon as possible. The Company intends that you receive all earned wages and benefits to which you are entitled through the Termination Date. Due to the Company's financial condition, all Company severance plans have been terminated.

This action is expected to be permanent. The Company has no policy creating any transfer, bumping, or reassignment rights for team members affected by this layoff. Nothing in this letter alters your at-will employment status with the Company. Human Resources will schedule a time to meet with you to collect all Company property in your possession and to provide you with transition information. If you have any questions, feel free to contact Human Resources at 973-617-5293.

Toys "R" Us truly regrets that these actions became necessary. We deeply appreciate the loyalty of our team members and we thank you for your dedicated service to Toys "R" Us.

Sincerely,

Human Resources
Toys "R" Us, Inc.