



STATEMENT OF VALUES

TOYS"R"US ANZ Limited ACN 063 886 199

1 OVERVIEW

- 1.1 Toys”R”Us ANZ Limited ACN 063 886 199 (**Company**), and its subsidiaries from time to time (**Group**) is committed acting lawfully, ethically and responsibly.
- 1.2 The board of directors (**Board**) of the Company has established this Statement of Values for the purpose of ensuring that the Group’s values create a link between the Company’s purpose and its strategic goals by expressing the standards and behaviours that it expects from its directors, senior executives and employees to fulfil its purpose and meet its goals.

2 STATEMENT OF VALUES

2.1 The Company’s core values are stated below:

- **Growth & Results** - *to foster growth and deliver value to our customers, investors, employees, and business partners.*
- **Customer Focus** - *our customer's experience and relationship with our organisation and brand is essential, and the only way we will succeed.*
- **Work Ethic** - *to aspire to a strong work ethic and possess a positive attitude with a safety culture.*
- **Integrity** - *to have with honesty and respect for all individuals and act ethically in our day-to-day interactions.*
- **Excellence** - *to actively pursue knowledge, learn, and assist the company to continuously improve.*
- **Fun** – *to experience enjoyment and fulfillment in our work.*

3 INSTILLING VALUES

- 3.1 The senior executives within the Group will be responsible for instilling the values across the Group as an organisation.
- 3.2 All employees will receive training on the values and senior managers will be expected to continually reference and reinforce the values.

4 REVIEW OF THIS STATEMENT

- 4.1 The Board will review this Statement at least annually to ensure that it accords with best practice and remains consistent with the Group’s goals and purpose.
- 4.2 This Statement may be amended from time to time by resolution of the Board.

Date: 7 June 2023