



August 4, 2025

Via Overnight Delivery and Email

Director Anne Perreira-Eustaquilo
Department of Labor and Industrial Relations
830 Punchbowl Street
Honolulu, Hawaii 96813
e-mail: dliir.director@hawaii.gov

Re: Notice of WARN Act Action

To Whom It May Concern,

On behalf of Claires Boutiques, Inc., ("Claire's" or the "Company"), I am sending this notice to you to satisfy any obligation that may exist under the federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 et seq., the Hawaii Dislocated Workers Act, HRS § 394B-1 et seq., and any similar state or local law (collectively, the "WARN Act"). If no obligations exist, this notice is being provided to you voluntarily.

As a result of recent financial circumstances, the Company may have to terminate the employment of employees employed at or reporting to one or more of the facilities noted on the enclosed Appendix A (collectively, the "Hawaii Stores"). The Company is working as hard as possible to secure additional capital in order to avoid such layoffs, including conducting a process to secure a going-concern transaction for the business and pursuing potential alternative capital raising strategies. However, at this time, there is no guarantee that the Company will be able to achieve such a transaction or secure such capital, and the Company may need to implement alternative measures. Accordingly, at this time, there is no guarantee that the Company will be able to retain all employees reporting to each of the Hawaii Stores. The total number of potentially affected employees is sixty-three (63). While each employee's exact termination date is currently unknown, all potentially affected employees have been notified that they may be terminated on November 3, 2025 or within fourteen (14) days thereafter. The Company will update each employee and this notice as soon as reasonably possible after such information is determined.

Any such terminations of employment are expected to be permanent, and employees will not have bumping rights for other positions. None of the employees are represented by a labor union or any other collective bargaining representative.

In the event that any employee is terminated prior to November 3, 2025, we are providing less than 60 days' notice due to business failure and the shutdown occurring in connection with a bankruptcy proceeding. At the time that 60-days' notice would have been required, the Company was actively engaged in attempting to secure capital, which would have allowed the Company to avoid liquidation and the business to continue its operations without shutdowns and layoffs. This notice is being provided as soon as practicable after the Company learned that obtaining the necessary capital is now unlikely. The Company hereby requests consideration from the Hawaii Department of Labor and Industrial Relations for eligibility for this WARN Act exception.

The Company has on file a list of the job titles of positions to be affected and potentially affected and the number of affected and potentially affected employees in each job classification. If you have

questions, please contact Brendan McKeough, Chief Legal Officer by phone at (847) 765-4319 or by email at Brendan.McKeough@claires.com, who will be acting as the Company's representative with regard to these matters.

Sincerely,

Brendan McKeough
Chief Legal Officer

2400 West Central Road, Hoffman Estates, IL 60192

Appendix A

Hawaii Stores

| Store Location | |
|--|---|
| Store No. 8206, Pearlridge Center, 98-1005 Moanalua Road, Suite 215B, Aiea, HI 96701 | █ |
| Store No. 8209, Pearlridge Center, 98-1005 Moanalua Road, Suite 236, Aiea, HI 96701 | █ |
| Store No. 6460, Kukui Grove Center, 3, 2600 Kaumualii Highway #1910, Lihue, HI 96766 | █ |
| Store No. 6285, Queens Marketplace, 201 Waikoloa Beach Drive, Waikoloa Village, HI 96738 | █ |
| Store No. 8205, Prince Kuhio Plaza, 111 Puainako Street, Hilo, HI 96720 | █ |
| Store No. 0721, Ka Makamakana Ali'i: 91-5431 Kapolei Parkway, Suite 416, Kapolei, HI 96707 | █ |
| Store No. 5033, Kahala Mall: 4211 Waialae Avenue, Suite A-10, Honolulu, HI 96816 | █ |
| Store No. 5034, Ala Moana Center: 1450 Ala Moana Center, Suite 3021, Honolulu HI 96814 | █ |
| Store No. 6410, Queen Ka'Ahumanu Center: 275 Ka'Ahumanu Avenue, Suite 1B07, Kahului, HI 96732 | █ |
| Store No. 6465, Prince Kuhio Plaza: 111 Puainaki Street, Suite 782, Hilo, HI 96720 | █ |
| Store No. 6614, Pearl Ridge Center: 98-1005 Moanalua Road, Suite 23-06B, Aiea, HI 96701 | █ |
| Store No. 6708, Windward Mall: 46-056 Kamehameha Highway, Suite K-1B, Kameohe, HI 96744 | █ |

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