

MODERN SLAVERY, FORCED LABOR AND CHILD LABOR STATEMENT 2025

Samsonite Group S.A. (together with its consolidated subsidiaries, the “Group”) is the world’s best known and largest travel luggage company and a leader in global lifestyle bags. Building on our long history of industry leadership, our vision is to create a path towards a more sustainable future for our industry.

We are committed to conducting business in a way that is consistent with our traditional values – acting responsibly, honestly and ethically at all times and complying with the laws of the various countries where we do business.

This statement is made pursuant to Section 54 of the UK Modern Slavery Act of 2015, Canada’s Fighting Against Forced Labor and Child Labor in Supply Chains Act, the Australia Modern Slavery Act 2018 and the California Transparency in Supply Chains Act of 2010 (SB 657) and constitutes the Group’s Modern Slavery, Forced Labor and Child Labor Statement for the financial year ended December 31, 2025. Information specific to the Canadian Act and Australian Act is included in the Appendices.

This statement sets out the steps we are taking to identify and mitigate risks of modern slavery, forced labor and child labor in our business operations and supply chains.

Business Structure, Activities & Supply Chain

The Group owns and operates a portfolio of customer-centric and iconic brands, led by Samsonite®, TUMI®, and American Tourister®, that empower its customers’ journeys with globally trusted, innovative, and increasingly sustainable products. The Group is principally engaged in the design, manufacture, sourcing and distribution of luggage, business and computer bags, outdoor and casual bags and travel accessories throughout the world, primarily under the Samsonite®, Tumi®, American Tourister®, Gregory®, High Sierra®, Lipault® and Hartmann® brand names as well as other owned and licensed brand names.

As of December 31, 2025, the Group's products were sold in more than 100 countries. During the year, the Group employed approximately 11,500 full-time equivalent employees.

The Group operates using a primarily decentralized structure across four key regions: Asia Pacific and Middle East, North America, Europe and Latin America. We sell our products through two primary distribution channels: wholesale and direct to consumer (DTC), which include company-operated retail stores and e-commerce.

The Group owns and operates manufacturing facilities in Oudenaarde, Belgium; Szekszárd, Hungary; and Nashik, India. The remainder of our products are manufactured by independently owned and operated facilities. Most of the Group’s third-party manufacturers are in Asia, including China, Thailand, Vietnam, Cambodia,

India, the Philippines, Indonesia, Myanmar, Bangladesh and Taiwan, as well as in the Dominican Republic.

We take a risk-based approach to human rights due diligence (HRDD), and we have identified the highest risks for modern slavery, forced labor and child labor are in our upstream supply chain. In 2025, we monitored all our finished goods factories and some component factories through our Social Compliance Program (**see section on Tracking and Monitoring for more information**).

We understand that there are risks further upstream and this is why we have developed our Sustainable Materials Guidance so that impacts to people and the environment are mitigated through the choice of materials. We are also looking at how we can more regularly assess risk and improve transparency downstream.

To find out more about our company, please see: <https://corporate.samsonite.com>.

Our Commitment

Forced labor, child labor and other forms of modern slavery represent some of the gravest forms of human rights abuse. The Group has a zero-tolerance approach to these illegal activities.

We align our approach to human rights due diligence with internationally recognized standards, including the UN Guiding Principles on Business and Human Rights (UNGPs), the OECD Guidelines for Multinational Enterprises and the OECD Due Diligence Guidance for Responsible Business Conduct. These frameworks guide how we identify, prevent, mitigate and account for human rights impacts across our operations and supply chain. We embed these standards through our due diligence processes.

Our Policies

Our efforts to assess and address risks of modern slavery, forced labor and child labor across our operations and supply chains are anchored in our policies, in addition to our governance process which is supported by our leadership team. We regularly review our policies to identify opportunities for improvement, based on evolving international human rights standards, regulations and industry best practice.

The Group's **Code of Conduct** is mandatory and extends to every person working at the Group. Included in it is the Group's corporate commitment to legal compliance and ethical behavior. The Code aligns our commitment to the International Labor Organization (ILO) Labor Standards and outlines the Group's support for the organization's goal that people throughout the world should be able to undertake decent and productive work in conditions of freedom, equality, security and human dignity. The Group's policies explicitly include prohibiting the use of forced labor, child labor and other forms of modern slavery, forced labor and child labor across our business and our supply chain. Employees who fail to abide by the Group's policies are subject to discipline and dismissal, if warranted.

We work to ensure that our global supply chain partners follow socially responsible and ethically acceptable practices. The [Samsonite Ethical Charter](#) guides our approach to minimum standards in the supply chain, including the prohibition of forced labor and child labor. Samsonite requires all finished goods suppliers and certain raw material and component suppliers and their subcontractors to accept this commitment. The first clause of this charter states:

“The use of forced labor is forbidden, and employees shall not be kept in locked premises, nor shall their freedom be restricted in any other way. No compulsory deposits of money or identity cards etc. shall be demanded from employees as security against work, and they shall be free to resign their employment within a reasonable term. (ILO Conventions 29 and 105)”

We also have an **Implementation Guide** for suppliers that accompany our Ethical Charter.

Collectively, these documents set forth the vision for acceptable business practices related to workers’ rights, working conditions, terms of employment, decent work, supplier systems, and worker protections. They are consistent with the ILO Conventions, such as prohibitions against forced labor and child labor. The Group uses these documents as an integral component of our sourcing strategies, including how we evaluate supplier performance and determine which factories we will continue to engage and grow our business with.

In 2025, we continued to strengthen our Human Rights Due Diligence (HRDD) process (see Assessment and Prioritization of Impacts). In 2026, we will prioritize mitigation efforts within our supply chain, including reviewing and updating our policies where necessary to strengthen our approach to addressing modern slavery, forced labor and child labor.

Governance and Accountability

Overall accountability for the Modern Slavery, Forced Labor and Child Labor Statement is held by the VP, Global Head of Sustainability. The Statement is also reviewed by the CEO and EVP and General Counsel and ultimately approved by the Board of Directors.

Training and Embedding

Employees and workers across our value chain are trained in our standards in the following ways:

- Our Code of Conduct is distributed to **employees** annually, and employees are required to acknowledge receipt of, and to certify compliance with, the Code of Conduct.
- We communicate with our **suppliers** about our standards, including the prohibition of human trafficking and child labor, by requiring adherence to our Ethical Charter, providing an Ethical Charter Supplier Implementation Guide and

through on-site monitoring and verification processes as part of our Global Social Compliance Program.

- Our Social Compliance team conducts various activities (e.g., training/seminars, review of audit status, post-audit debrief) with internal stakeholders and suppliers throughout the year to raise further awareness and reinforce key requirements of our Ethical Charter. These activities are intended to promote a greater understanding of human rights impacts and improve supplier performance in subsequent certification and audits.

Human Rights Due Diligence & Risk Management

Context

The Group does not support or knowingly maintain relationships with any business involved or connected in any way with modern slavery, forced labor and child labor. Nevertheless, the Group understands that the greatest risk of modern slavery, forced labor and child labor is in our product supply chain; as such, we have undertaken activities to identify and minimize those risks with our finished goods suppliers, and with certain raw material and component suppliers.

Assessment and Prioritization of Impacts

During 2025, we have strengthened our overall Human Rights Due Diligence process assessment across our value chain with inputs from our sourcing teams, Human Resources, legal and internal audit teams including third party and own distribution centers.

In accordance with international standards and a risk-based approach to human rights and due diligence, we prioritize addressing the most salient issues in our value chain – those human rights at the highest risk of being severely impacted by our activities or business relationships.

Our current salient issues include:

- Child labor
- Forced labor including exploitative recruitment
- Freedom of association
- Health and safety
- Safe and healthy environment
- Wages and social security
- Working hours

As due diligence is an ongoing process, we plan to strengthen practices to engage external stakeholders, including worker representatives, NGOs and expert organizations to validate and prioritize risks in 2026.

Our Social Compliance Program supports identification of human rights impacts, including forced labor, child labor and other forms of modern slavery. The Group conducts due diligence checks of new and existing suppliers within the scope outlined above in the form of either self-assessment questionnaires or a compliance audit conducted by or on behalf of the Group. Audit review cycles are determined by the Global Social Compliance Team and informed by risk and performance history. We evaluate year on year improvements and outline plans to advance our HRDD further.

Tracking and Monitoring

The Group seeks to ensure that all new and existing third-party finished goods and certain raw material and component suppliers abide by the Group's policies. Supply contracts require compliance, and the Group's social compliance audit team regularly visit suppliers to audit their compliance with these policies. Failure to remedy violations of the Ethical Charter may result in termination of the relationship with the supplier. Monitoring and verification activities, conducted by a team of trained professionals based in China, Hong Kong, India and Singapore, ensure ongoing compliance.

- **Audit Results:** In 2025, we audited 169 finished goods factories across the Group, with a further 89 achieving Worldwide Responsible Accredited Production (WRAP) certification. We also audited 83 of our key component factories, with an additional 37 obtaining WRAP certification. In Thailand, we identified that recruitment fees are sometimes paid by migrant workers and, in 2025, we continued working with suppliers to ensure all recruitment fees are repaid and to reinforce our endorsement of the Employer Pays Principle.
- **Ongoing Monitoring:** All employees and suppliers receive regular feedback on their compliance with minimum standards including areas that might indicate forced labor – such as excessive work hours, workplace safety and health, and longer-term welfare of their workers. This is a continuous process and includes following up on supplier corrective action plans to ensure they are implemented.

Remediation

If evidence of modern slavery, forced labor and child labor is found, the Group will examine the circumstances and develop the best possible strategy for resolution. In 2025, we did not identify any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labor or child labor in our activities and supply chains.

The Group may act against those suppliers that do not demonstrate sufficient commitment to the Ethical Charter or are in breach of it; subsequent actions can include responsible disengagement from the supplier, considering how disengagement would impact vulnerable workers.

Grievance Mechanisms

The Group maintains and enforces internal accountability procedures for employees and suppliers who fail to meet our standards to prevent the incidence of modern slavery, forced labor and child labor in our operations and/or supply chain.

We provide accessible channels for employees, business partners, and other stakeholders to report any concerns or violations of our Commitment through a hotline and website reporting service. We do not tolerate retaliation against those that, in good faith, raise concerns. We review grievances in accordance with the procedures outlined in our [Global Whistleblower Policy](#), which includes members of the Group's management team in the finance, legal, human resources and internal audit departments reviewing any information that is submitted via the hotline. The hotline is available toll-free and is publicized to employees electronically, in our Code of Conduct, and through posters and employee handbooks throughout our operations.

We provide the opportunity for everyone who works for us to report suspected breaches of the Code of Conduct via a toll-free hotline. Reporters can remain anonymous and we seek to maintain confidentiality to the extent possible.

During 2025 we did receive reports of workplace grievances and none of them were related to modern slavery, forced labor or child labor.

Monitoring and Evaluation

Evaluation of the effectiveness of our efforts to ensure that no human trafficking or modern slavery, forced labor and child labor is present in the Group or in our supply chain rests with the country and regional management for employees, and with sourcing and production staff in the supply chain; this process is reviewed periodically by the internal audit team. Findings are escalated to the Audit Committee quarterly, ensuring Board-level oversight of modern slavery, forced labor and child labor risks.

We know that our work to ensure we are appropriately tackling the issue of modern slavery, forced labor and child labor requires our ongoing commitment and we remain committed to playing our part in identifying and tackling any issues of modern slavery, forced labor and child labor that touch our business.

Approved by the Board of Directors on March 19, 2026.

Signed on behalf of the Board of SAMSONITE GROUP S.A.



Kyle Gendreau
Executive Director and Chief Executive Officer