

# OUR RESPONSIBLE JOURNEY

ENVIRONMENTAL, SOCIAL  
AND GOVERNANCE REPORT 2021

**Samsonite**

Samsonite International S.A.  
Stock Code : 1910



# OUR RESPONSIBLE JOURNEY



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# MESSAGE FROM OUR CHIEF EXECUTIVE

Sustainability is built into our heritage. While the use of recycled and renewable materials in our products is a recent innovation, we have always used resources respectfully by making durable, long-lasting products and promoting product repairability as an alternative to disposal and replacement. And our long-standing guiding principle, the Golden Rule, has meant we have treated each other and our communities with respect too. We have been innovating for over 110 years and have taken on the responsibility of leading sustainable transformation in our industry.

We launched our sustainability strategy, Our Responsible Journey, in 2020 and, despite the pandemic, continued to drive it forward in 2021. During the disruption and challenges caused by COVID-19, our teams and I have drawn strength from this ongoing focus on doing the right thing – today, and in the years ahead.

We know our customers love to travel and be active. After the restrictions of the last couple of years, the world is opening up again and there's a renewed enthusiasm and respect for what travel affords us: expansion of perspectives; tolerance and

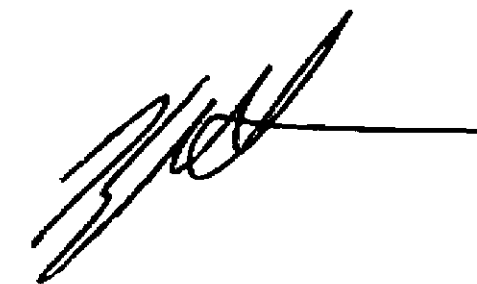
understanding; reunions with friends and family; and the sheer joy and appreciation of the natural wonders of our planet. In 2021, as many people made up for a year without holidays, there was a return to more domestic travel. In the year ahead, as vaccine programs help to further loosen the grip of the pandemic, we anticipate that global travel will pick up again too.

We also know that our customers are more conscious than ever of the impact they can have on the planet – and they expect companies they trust to help them be responsible. We welcome that challenge by offering bags and luggage that are made with the environment in mind, and in socially responsible workplaces. I'm proud to share with you the progress we have made in the past year, particularly around how we are making our products more sustainable. The Magnum Eco – our range of hard-side cases made with recycled materials – has set the bar incredibly high. We are also actively exploring how we can make our products easier to repair so their years of service are extended, and how we can help our customers recycle them at the end of their useful life.

This report also includes updates on our work to reduce the footprint of our own operations, and to encourage good practice and positive impacts beyond our business. In our chapter about How we are Supporting People, you can read about how our work on diversity and inclusion is creating a supportive environment for all our people.

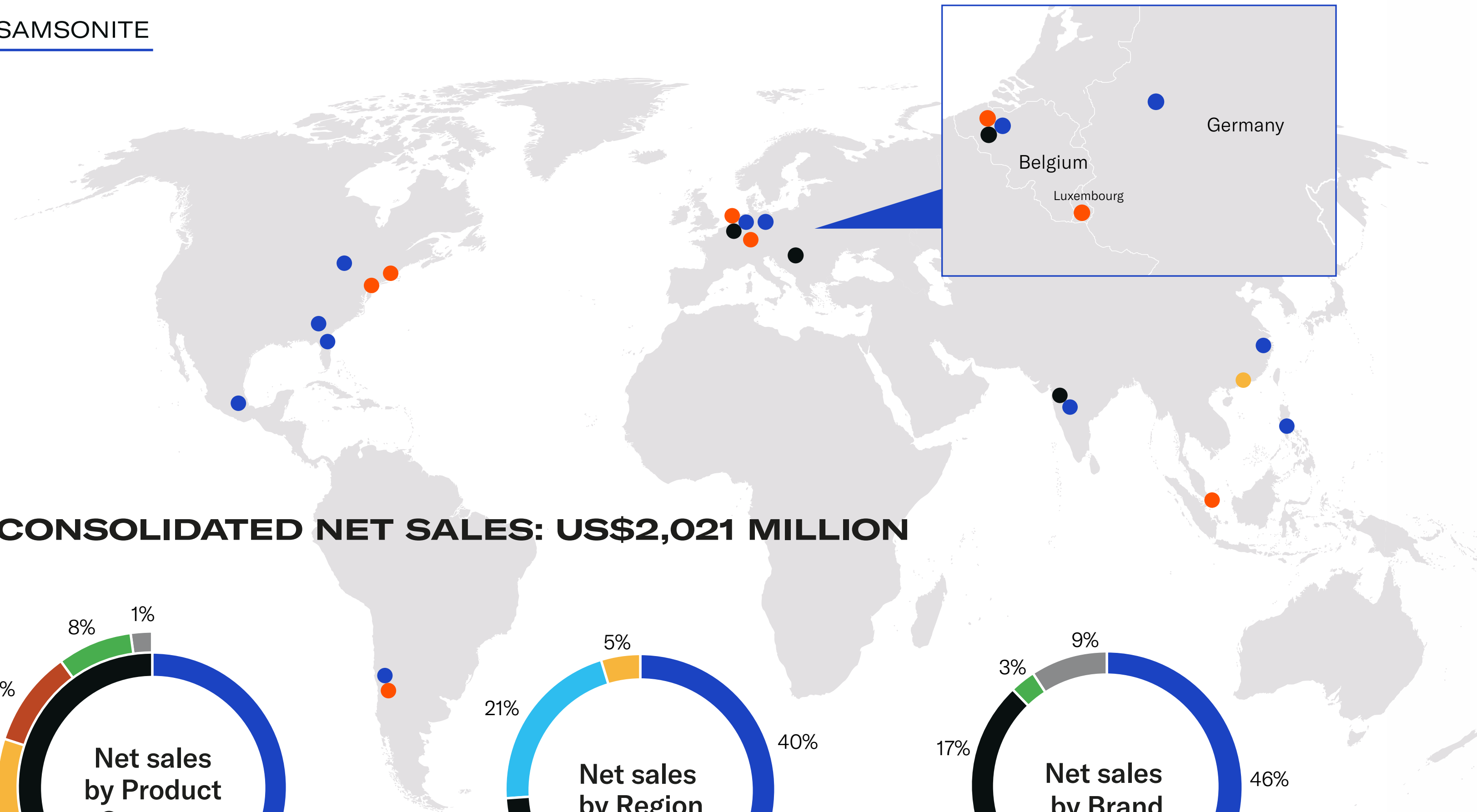
Thank you for your interest in Our Responsible Journey.

Yours sincerely,

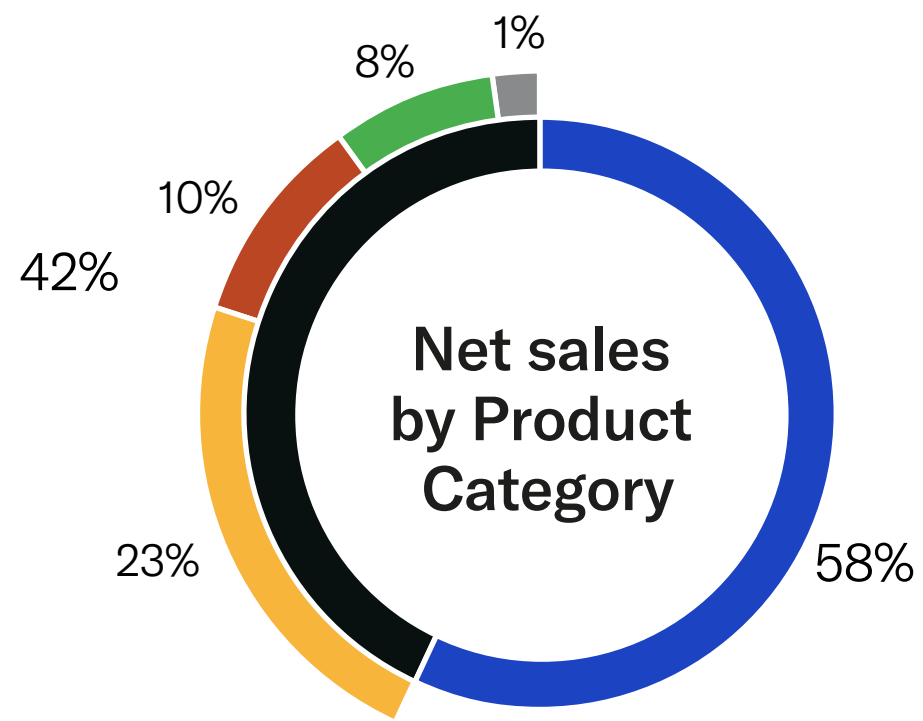


**Kyle Francis Gendreau**  
Chief Executive

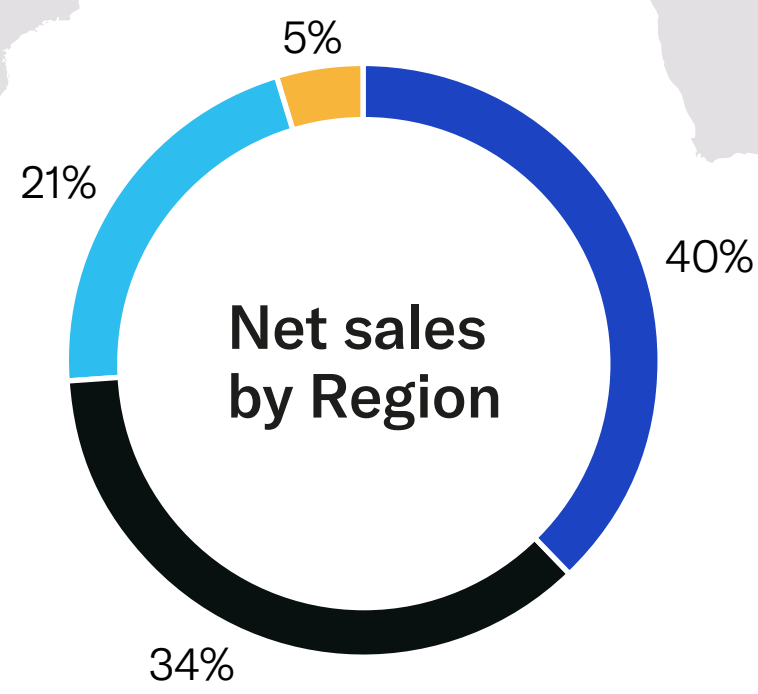




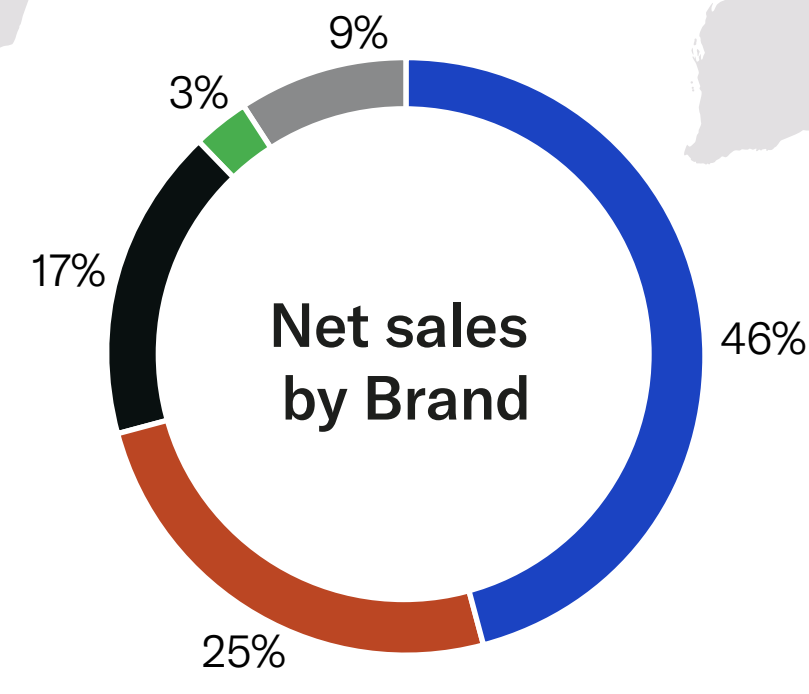
**2021 CONSOLIDATED NET SALES: US\$2,021 MILLION**



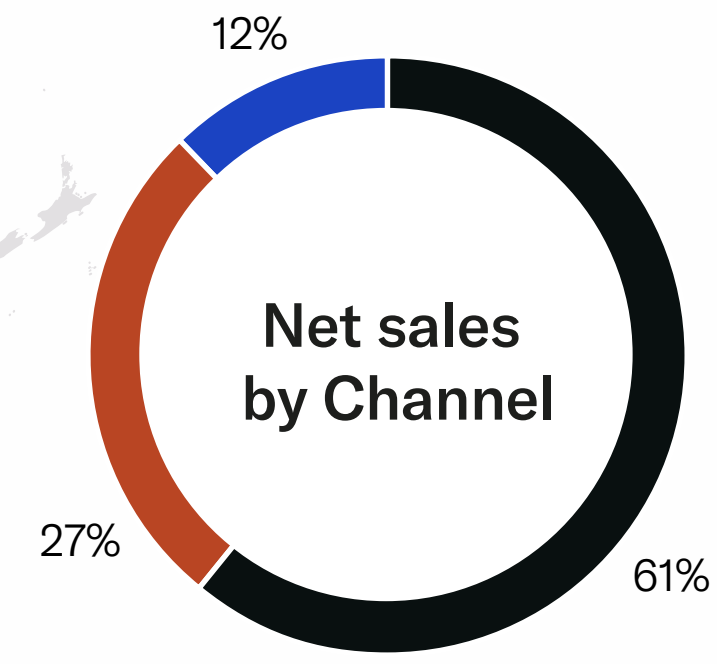
- Travel
- Non-Travel
- Business
- Casual
- Accessories
- Other



- North America
- Asia
- Europe
- Latin America



- Samsonite
- Tumi
- American Tourister
- Gregory
- Other



- Wholesale
- Retail
- Direct to consumer e-commerce

# MESSAGE FROM OUR GLOBAL HEAD OF SUSTAINABILITY

We are at an inflection point on sustainability. Driven by the urgency of climate change and other environmental challenges – along with a growing recognition of social inequities – the past few years have seen a surge of interest from investors and consumers in how companies are improving their sustainability performance. They want much greater transparency, and they expect meaningful action.

This rise in expectations was not slowed by the COVID-19 pandemic – in fact, quite the opposite. This shows me just how important sustainability is – and gives me great optimism that the business community can and will partner with stakeholders to address the social and environmental challenges that concern us all.

When I joined Samsonite in August 2021, I was excited by the level of commitment within the company. Our ambition is to be the most sustainable lifestyle bag and travel luggage company on the planet. The business is in a period of transition as we rebound from the pandemic, and we want

to take full advantage of this moment to accelerate progress.

Samsonite has come a long way on sustainability over the last five years: we began to formalize our program in 2016 and published our first Environmental, Social and Governance (ESG) report the following year. Since then, we have introduced products that lead the industry on environmental attributes; defined a comprehensive sustainability strategy with time-bound commitments; increased our reporting and disclosure every year; and, in 2021, launched and developed comprehensive regional diversity and inclusion strategies.

Having spent nearly 15 years as a corporate sustainability consultant prior to taking on this new role, it means a lot to me that we are building on a strong legacy of product quality and durability. After all, the most sustainable attribute of a bag or piece of luggage is that it does not need to be discarded and replaced. It's also very important that we incorporate recycled and low-carbon materials into our

products – and I've been very impressed by our product design and research and development teams, who have been leading the way as we innovate on sustainability.

I'm excited about opportunities for continued progress in the years ahead. Our near-term priorities include: further embedding sustainability practices and awareness across our decentralized organization; driving progress on carbon measurement and climate action; increasing transparency and progress on D&I; and developing a strategic framework for how we will measure and advance the environmental attributes of our product portfolio, across the full product life cycle.

As Samsonite's Global Head of Sustainability, I am enormously proud to be leading this work and look forward to working in partnership with my colleagues and our business partners to continue to advance Our Responsible Journey in the years ahead.

**Ezequiel Hart**  
Global Head of Sustainability

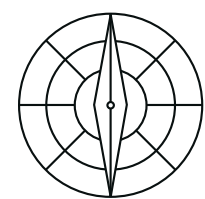


# OUR SUSTAINABILITY STRATEGY

**Our vision is to become the most sustainable lifestyle bag and travel luggage company in the world.**

To help us navigate towards this vision, we launched a comprehensive sustainability strategy in 2020 called ‘Our Responsible Journey.’ The strategy is focused on four areas and supported by eight action platforms. We defined the four focus areas based on the findings from a global materiality assessment, through which we identified and prioritized the sustainability topics that matter most to our business and our stakeholders. Across our action platforms, we have defined commitments that include specific quantitative goals to be achieved by 2025 and 2030.

Our sustainability strategy is the compass that we use to guide decisions on our journey to 2030 and on the path to our long-term ambition. We will continue to refine the strategy and goals to ensure they will enable us to achieve our vision.



For each action platform, we have stated a goal – you will find these in the report marked with a compass symbol.

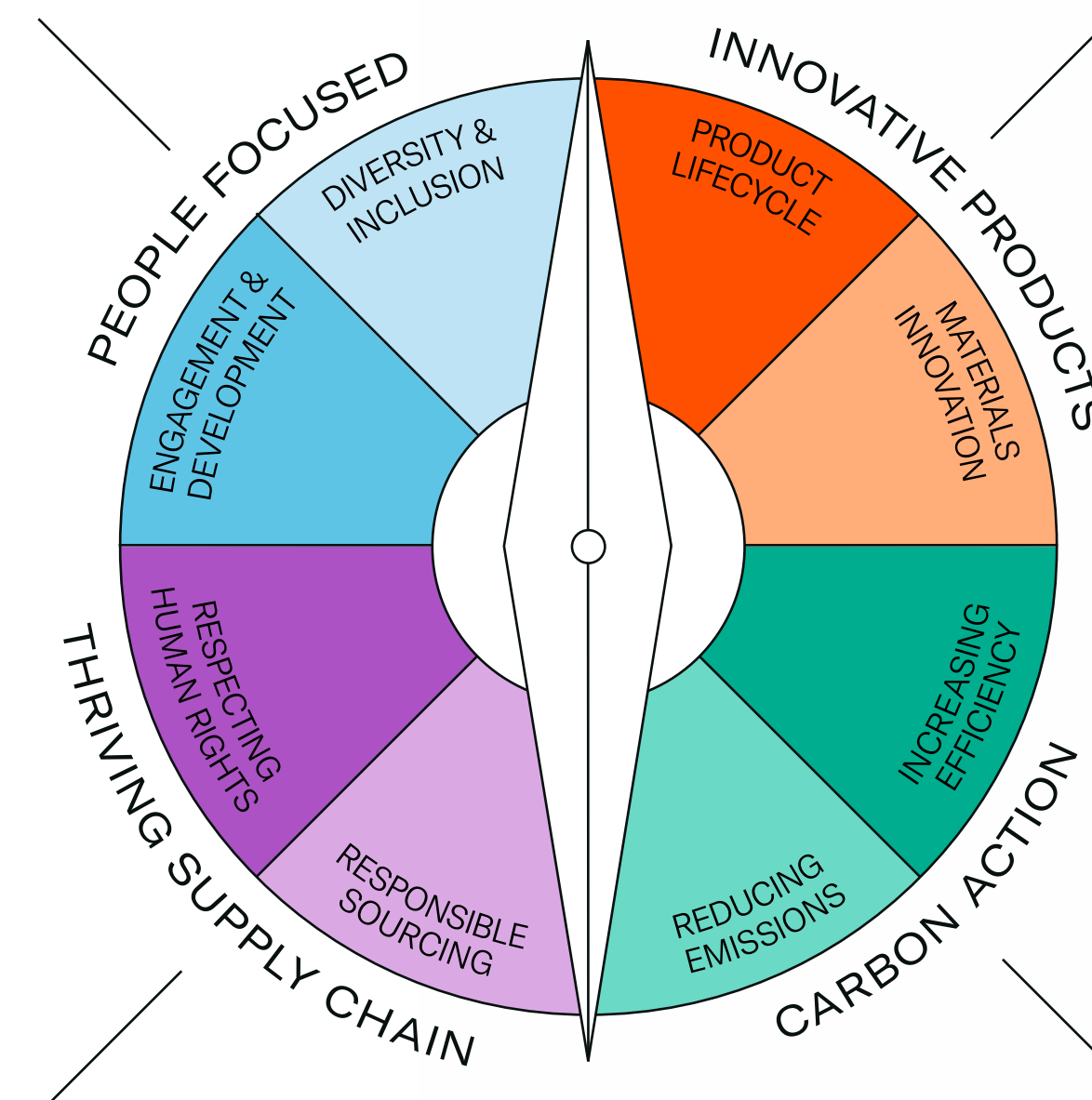
## OUR RESPONSIBLE JOURNEY

Providing an inclusive culture with the best opportunities in a supportive environment

- Developing our people ▶
- Engaging our workforce ▶
- Building more diverse workplaces ▶

Creating the best products using the most sustainable and innovative materials, methods and models

- Considering every stage of the life cycle of our products ▶
- Using recycled materials ▶



Encouraging good practice and positive impacts beyond our direct business

- Managing risk in our supply chain ▶
- Protecting people in our supply chain ▶

Targeted action where we can make a meaningful impact on the environment

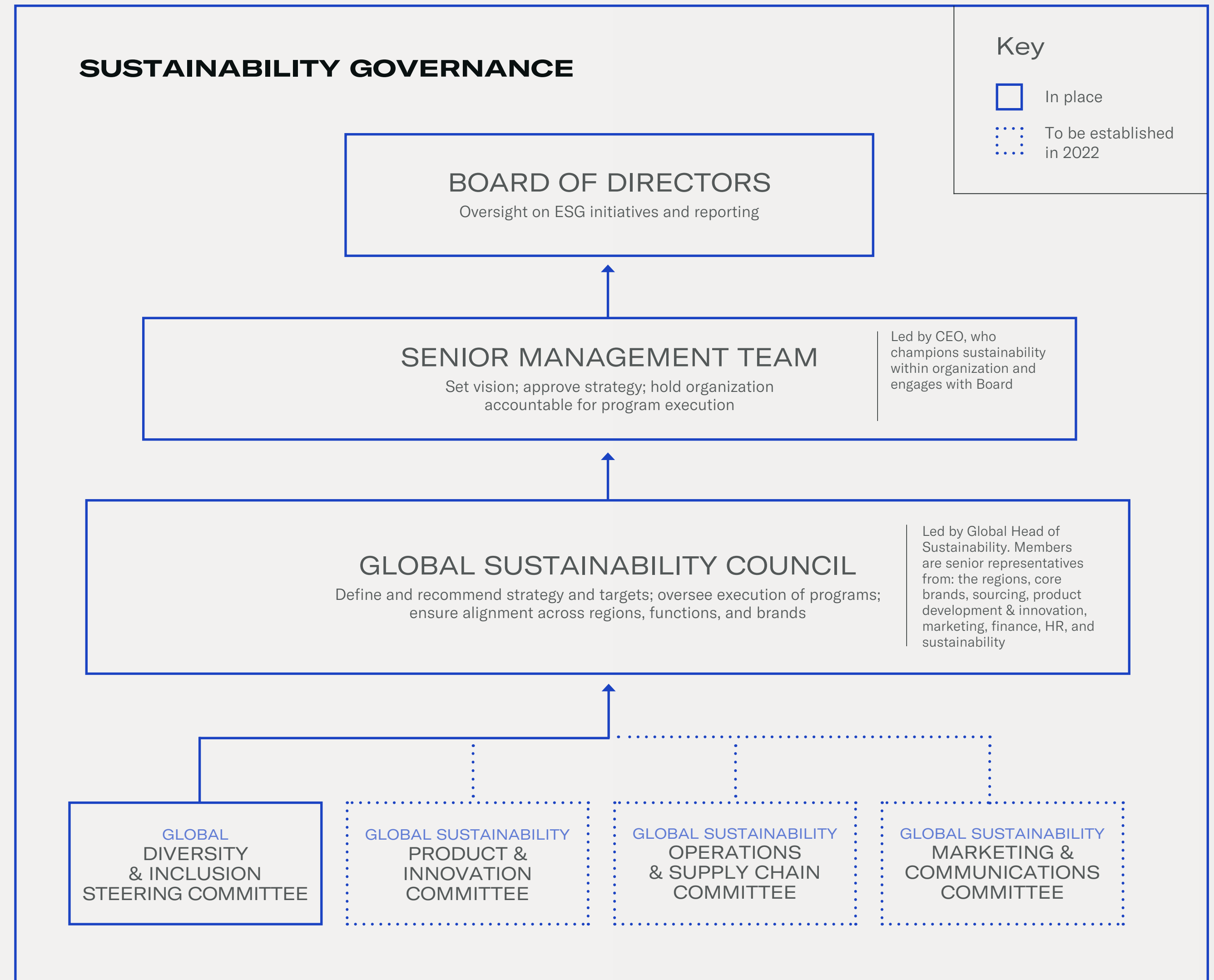
- Managing our use of resources ▶
- Managing our carbon footprint ▶

# DELIVERING OUR STRATEGY

As a global business with a primarily decentralized regional management structure, it is important that we have an effective governance structure for managing sustainability across our brands and regions. Led by our CEO, who champions our sustainability program, our Board and Senior Management Team define the vision and high-level direction. Reporting directly to the CEO, our Global Head of Sustainability is responsible for coordinating across the organization and engaging internal stakeholders to define our sustainability strategy and oversee execution and communication of our programs.

To accelerate our progress on Our Responsible Journey and further embed sustainability into our organizational DNA, we are in the process of implementing a new, more formal sustainability governance structure. In early 2022, we established a Global Sustainability Council of senior leaders representing all our regions, our core brands, and key functions. This Council is responsible for updating and refining our strategy and targets as we make progress on Our Responsible Journey.

The next step, and a key priority for 2022, is to establish a new set of global committees focused on different aspects of our program. Like the Council, the committees will include representation from across our regions, brands, and relevant functions to define action plans, coordinate execution, and engage internal stakeholders. These committees will also help enable the sharing of best practices across the company so that successes can be replicated quickly.



# 2021 HIGHLIGHTS

## We've made significant progress since last year.

We have created new products from innovative new materials, taken steps to further reduce the environmental impact of our operations, and worked hard to keep our people safe and engaged.

### PRODUCTS

Launched **Magnum Eco**, a hard shell case made from post-consumer recycled plastic

Since 2018, we have diverted more than **100 million** 500ml PET bottles from landfill using our Recyclex™ Material Technology

Piloted a **suitcase recycling** program in Benelux

About **14%** of global sales were from products containing recycled materials (roughly double the percentage in 2019)



### PLANET

Our plant in Hungary installed a solar electric boiler, reducing natural gas consumption by **28%**

Solar photovoltaic panels on our sites in India and Belgium generated **1.7 GWh** of renewable electricity

We funded the planting of **70,500** trees



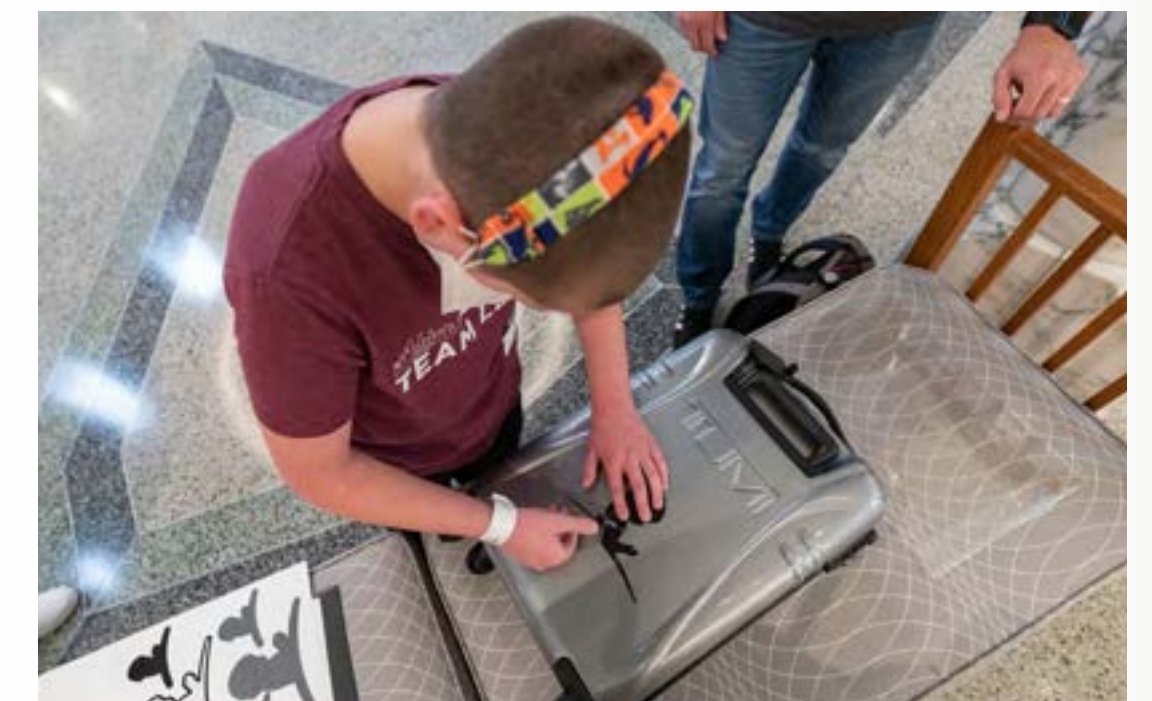
### PEOPLE

Strongly encouraged vaccination – over **85%** of our people are now vaccinated against COVID-19

Created Diversity & Inclusion plans in each of our regions and conducted training on unconscious bias and anti-harassment

Conducted a human rights country risk assessment to help us identify and mitigate possible negative human rights impacts in our supply chain

Tumi raised more than **US\$600,000** for St. Jude's Children's Research Hospital®





# HOW WE ARE MAKING OUR PRODUCTS MORE SUSTAINABLE

Gregory's innovative and lightweight new Katmai and Kalmia backpacks are made with high-density nylons with at least 40% recycled content.

# INTRODUCTION

Our ambition is to be the most sustainable travel luggage company in the world. We are enthusiastic advocates of the benefits of travel and want to help reduce the impact of our customers' journeys by offering durable, high-quality products, increasing our use of more sustainable materials and production processes, and designing for repairability and recyclability.

Our customers expect innovative products that will last many years – and that's the core of our product sustainability strategy. Increasingly, we are also focused on where we can make the most substantial reductions in the resource use and carbon footprint of our materials and processes, and we are expanding our efforts to understand the relative impacts of each stage of our products' life cycles.

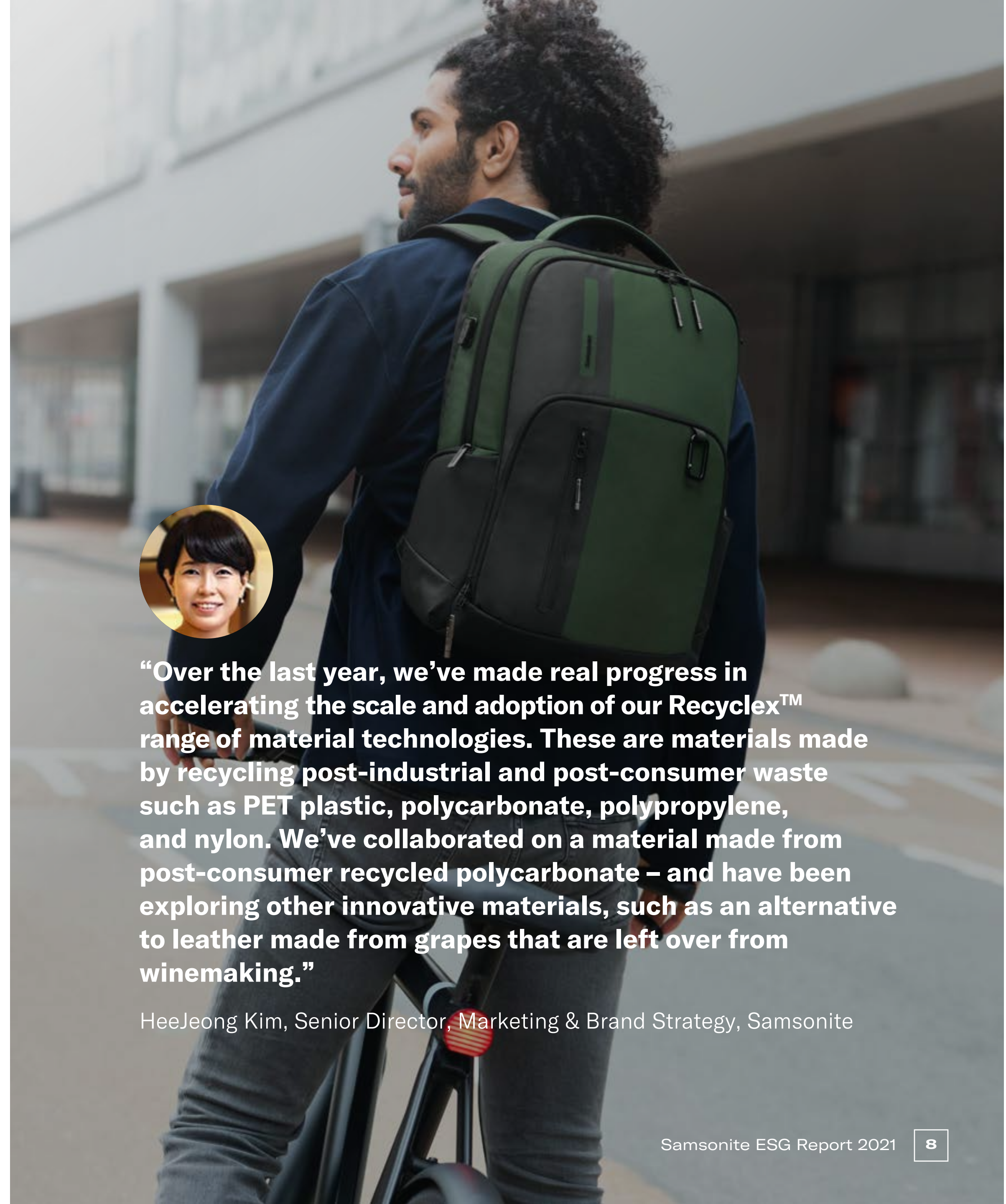
With these insights, we aim to increasingly design our products to promote circularity: products designed to be robust enough to last years while withstanding the rigors of travel; easily repaired rather than replaced; weighing as little as possible; made from recycled or renewable materials; and, ultimately, able to be recycled easily. Eventually, we'd like to close the loop fully by re-using materials from old luggage to make new products.

**BIZZ2GO**  
BACKPACK MADE  
WITH RECYCLED  
MATERIALS



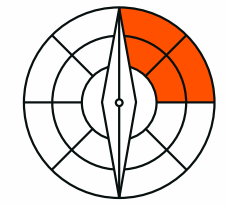
**“Over the last year, we’ve made real progress in accelerating the scale and adoption of our Recyclex™ range of material technologies. These are materials made by recycling post-industrial and post-consumer waste such as PET plastic, polycarbonate, polypropylene, and nylon. We’ve collaborated on a material made from post-consumer recycled polycarbonate – and have been exploring other innovative materials, such as an alternative to leather made from grapes that are left over from winemaking.”**

HeeJeong Kim, Senior Director, Marketing & Brand Strategy, Samsonite



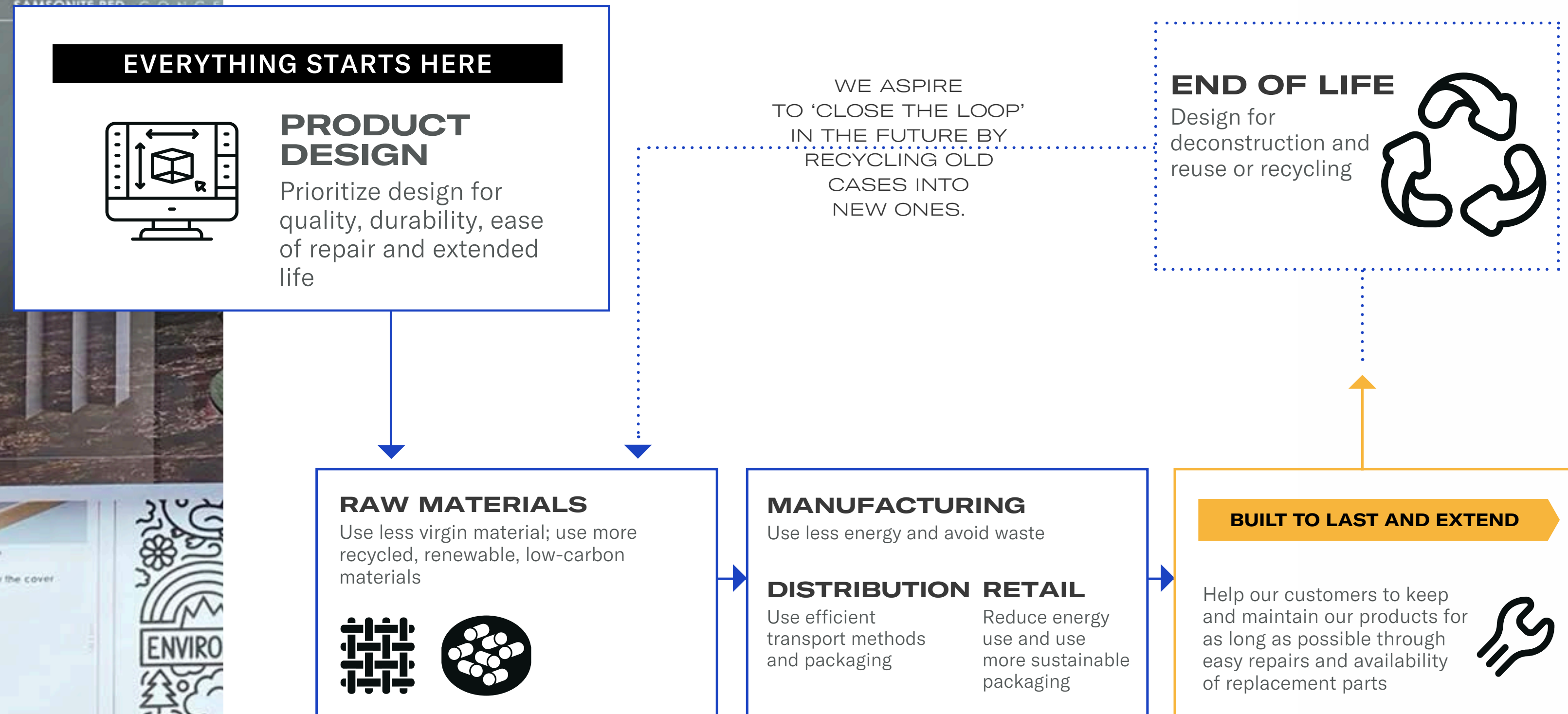
# CONSIDERING EVERY STAGE OF THE LIFE CYCLE OF OUR PRODUCTS

We are increasingly designing our products with their full life cycle journey in mind. Thinking in this way will allow us to identify sustainability opportunities at every stage. As well as using sustainable materials and keeping environmental impacts to a minimum in our manufacturing, distribution and retail processes, we also consider how to extend a product's life. We are determined to make our products last as long as possible and, at the end of their useful lives, to offer solutions that help our customers keep them from ending up in landfills.



## OUR GOAL

**Continue to develop innovative solutions to ensure the durability of our products, extend the life of our products and develop viable end of life solutions to divert as many of our products from landfill for as long as possible.**



## DESIGNING FOR QUALITY AND DURABILITY

In our pursuit of sustainability leadership, we recognize that the most sustainable product is one that lasts. It's straightforward: a product that lasts 20 years, for example, will have one-quarter of the impact over that period relative to four products that each last just five years before needing to be replaced. So, our priority is to ensure that our products are built to last and can be repaired for decades.

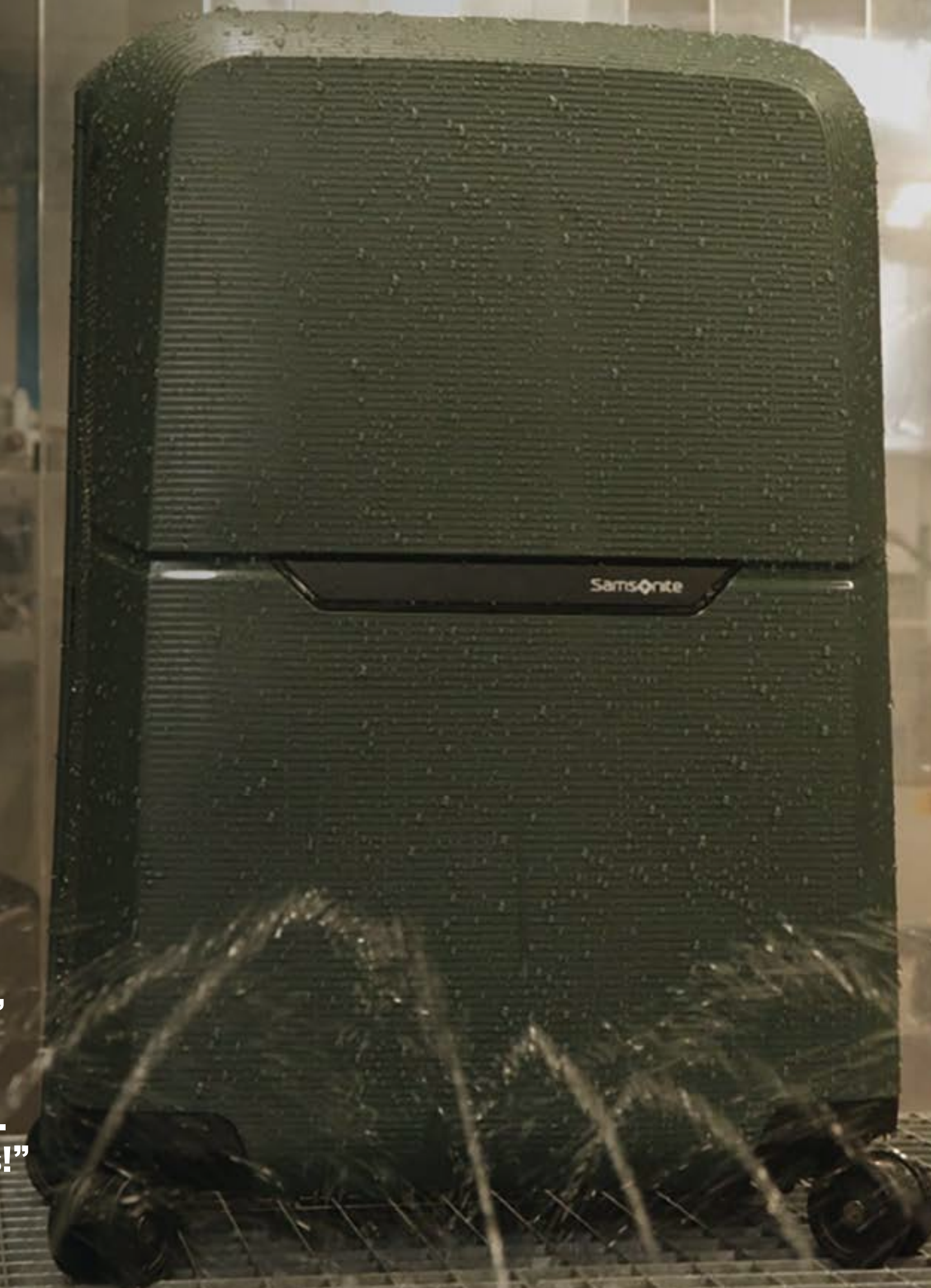
We take great pride in striving to continuously improve the quality and durability of our bags and luggage: each piece is designed to be relied on and give many, many years of service.

We invest in the latest technology and the brightest minds to help us do this and our quality control teams put products through a demanding series of tests before they're allowed to be sold.



**“We know travelling can be tough on our cases, so we undertake a comprehensive process to assess robustness of materials, tensile strength, closure flexibility, handle reliability, wheel durability and glide on various surfaces, waterproofing, and the ability to withstand severe knocks, tumbles and impacts. Durability is a passion of ours!”**

Arthur DeBraga, Quality Assurance Manager, North America



# PROMOTING REPAIRABILITY

Not only do we create industry-leading products with long lives, but we also seek to extend that life by designing our products to be repaired. We then offer to service those products via our long-term warranties. Our regional customer service teams are trained to offer information about services and repairs, and rather than expecting a customer to throw a case away, we operate a global network of over 221 owned and third-party repair centers in 59 countries to help fix or replace it.

CASE STUDY

## DESIGNED FOR REPAIRABILITY

**While Tumi bags are of the highest quality, if anything goes wrong, they're also designed for ease of repair, rather than replacement.**

We know the corners of cases bear the brunt of most impacts, so we've designed corner caps with screws rather than rivets so they can be easily unscrewed and replaced, rather than having to replace the entire shell. Similarly, screws replace rivets on wheel housings and handle systems, while framing systems use 't-nuts' rather than screwing directly into honeycomb frames.

These sound like small details, but they mean that customers can bring their bag into a Tumi retail store and one of our team will aim to fix it on the spot (we keep a range of spare parts in every shop). If it's a more complicated fix, we'll send it to one of our repair centers where specialists help to get the bag back in use again.

The excellent quality of Tumi bags means that it's likely to be some time before our customers need this: over a third of the bags we repair have been in use for more than a decade!



**“Tumi products are built to last, and we regularly repair bags that are 15 and 20 years old. We typically maintain an inventory of spare parts for designs that are up to ten years old and are often able to fix older bags that our customers send in. When a bag can no longer be repaired, we recover its parts and save them for other bags – we’ve got a trailer at the center filled with the salvaged parts. You never know when a customer is going to send in**

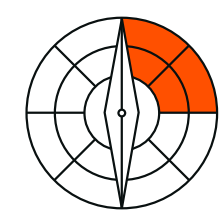
**a really old bag: finding the right part is a bit like pulling a rabbit out of a hat – and very satisfying!”**

Ben Davis, Director, Global After Sales Service, Tumi

## USING RECYCLED MATERIALS

Innovation is in our company’s DNA and last year saw some exciting breakthroughs in our race to accelerate and scale the use of more sustainable materials in our products and packaging.

We know that using recycled materials can lower the overall carbon footprint of our products and are constantly evaluating the use of recycled materials for the components of our bags and cases, from the shells to the zipper, the handle to the lining. We only select recycled materials that can perform just as well in terms of quality and durability.



### OUR GOAL

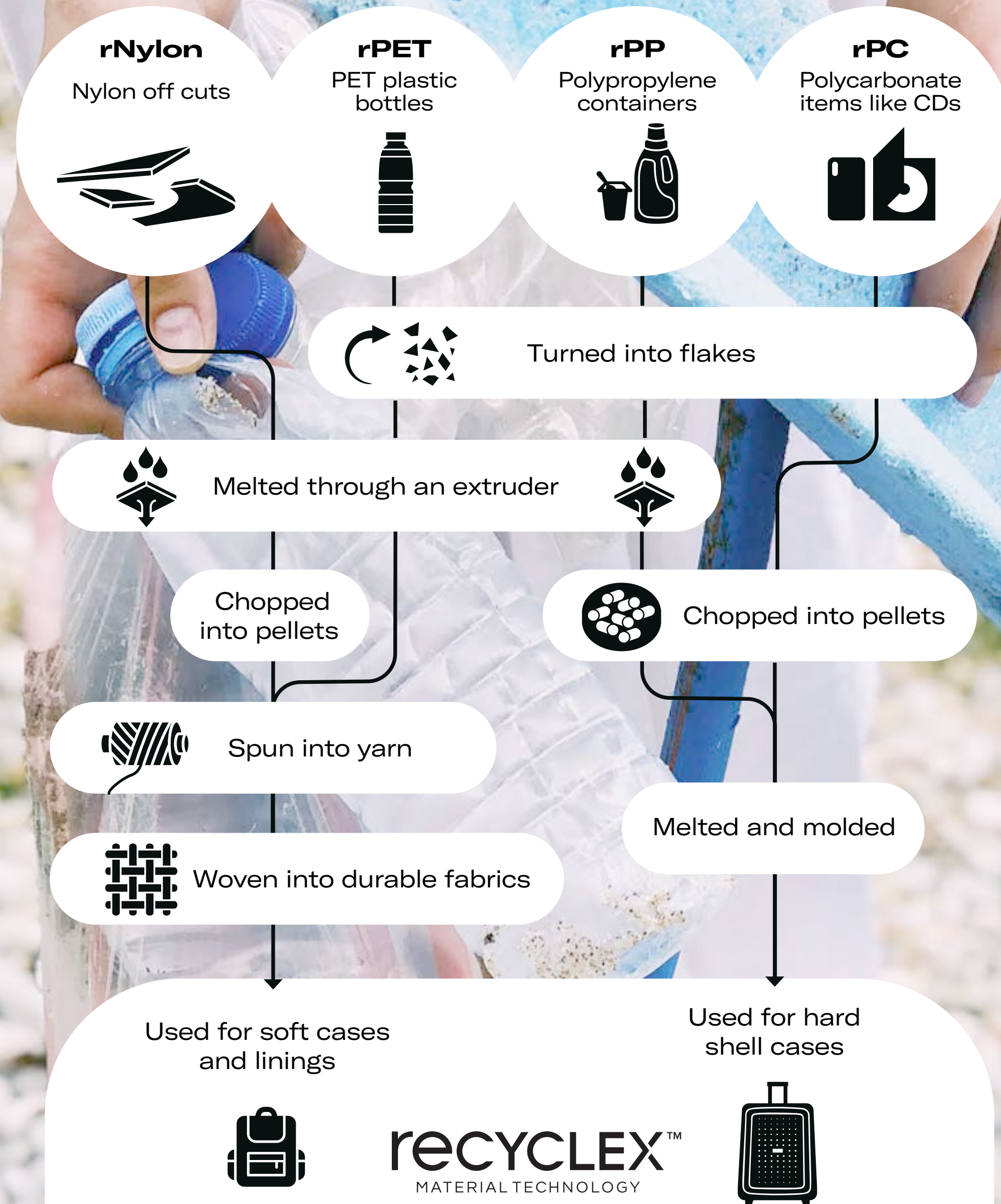
**Increase the use of materials with sustainable credentials in all our products and packaging to lessen our impact on the environment**

### PROGRESS REPORT

Globally, approximately 14% of our company’s sales in 2021 came from products containing recycled materials.

### RECYCLEX™ MATERIAL TECHNOLOGY

Our portfolio of recycled materials is made using post-consumer and post-industrial waste – from yogurt cups to water bottles, nylon fabrics to plastic waste from our factories.



**GLOBALLY, APPROXIMATELY 14% OF OUR COMPANY’S SALES IN 2021 CAME FROM PRODUCTS CONTAINING RECYCLED MATERIALS. WE HAVE ROUGHLY DOUBLED THIS PERCENTAGE IN TWO YEARS (IT WAS AN ESTIMATED 7% IN 2019), AND WE’RE FOCUSED ON IMPROVING THIS YEAR ON YEAR.**

Since 2018, we have diverted more than **100 million** 500ml PET bottles from landfill using our Recyclex™ Material Technology.

In 2021, we introduced the **Magnum Eco** made from recycled post-consumer polypropylene – see overleaf.

In 2019, just 5% of Samsonite Travel products in the US incorporated recycled materials. In 2021, we used recycled materials in **62%** of our new developments.

Every new Samsonite design now uses recycled PET (rPET) for the lining – and we are upgrading existing lines with **rPET** linings too.

In Europe, we have introduced **rPET zippers** as standard on all our ranges.

In July 2021, Tumi launched a range made from post-industrial recycled polycarbonate waste.

Gregory’s innovative and lightweight new Katmai and Kalmia backpacks are made with high-density nylons with at least **40%** recycled content.

CASE STUDY

# MAGNUM ECO – OUR MOST SUSTAINABLE SAMSONITE PRODUCT TO DATE

The new Magnum Eco range (known as Maxsum Eco in North America) takes us a step further on our responsible journey to become the world’s most sustainable lifestyle bag and travel luggage company. Made in Belgium from post-consumer recycled polypropylene (PP) and rPET plastic waste, the Magnum Eco collection is a major innovation breakthrough for the luggage industry. The PP shell is made from post-consumer waste such as yogurt cups collected from households in Belgium and Netherlands.

Designed for durability – and repair rather than replacement – the new suitcase collection is the result of several years of research, development, and collaboration with Quality Circular Polymers (QCP), the recycling joint venture of waste management company SUEZ, and chemicals specialist LyondellBasell.

Each Magnum Eco is extremely lightweight and impact-resistant – it goes without saying that it must pass all our rigorous strength tests – and no virgin material is used in case shells and linings. The largest case in the collection is made from recycled PP equivalent to 483 yogurt cups, and rPET from 14 500ml plastic bottles.

**“We’re thrilled about the Magnum Eco – it’s like our concept car – and it really reinforces our ambitions and sets up the next chapter for our use of sustainable materials. We’ve learned so much from this launch.”**

**We first experimented with post-consumer recycled polypropylene in a limited edition of the S’Cure collection in 2019. With Magnum Eco, we wanted to reduce the weight without compromising durability, and this introduced some extra challenges in terms of material performance. The last two years working with our partners at SUEZ, LyondellBasell and QCP have seen us fine-tune the material’s performance and now we have an extremely rigid and impact-resistant material with a reduced carbon footprint.**

**The recycled polypropylene material performed exceptionally well in our testing – it is virtually unbreakable! So we now are aiming to use it as much as possible in future hard-side cases we make in our European plants.”**



Pauline Koslowski, Director, Research, Innovation & Development, Europe



**THE LARGEST CASE IN THE COLLECTION IS MADE FROM RECYCLED MATERIAL EQUIVALENT TO:**

**14 + 483**

**PLASTIC BOTTLES**



**YOGURT CUPS**



# MATERIALS INNOVATION AT TUMI

In July 2021, Tumi launched a version of its popular 19 Degree suitcase range made from post-industrial recycled polycarbonate waste. The sleek new case has all the lightweight and flexible durability of polycarbonate, with the added benefit of being made from over 90% recycled materials. Each case is made with an average of 3 kilograms of recycled polycarbonate in the shell and recycled PET equivalent to 28 500ml plastic bottles in the materials for interior linings, zipper tapes, expansion fabrics and webbing.

The brand also halved the amount of virgin zinc used in hardware on all its bags, replacing it with recycled zinc. This lessens the environmental impact from mining, reduces overall energy use to extract and alloy the zinc along with the amount potentially going to landfill.



19 DEGREE SUITCASE RANGE MADE FROM POST-INDUSTRIAL RECYCLED POLYCARBONATE WASTE

90% RECYCLED MATERIALS

CASE STUDY

# GREGORY KATMAI AND KALMIA

The high-density nylon used in Gregory's innovative and lightweight new Katmai and Kalmia backpacks include recycled content coated with a Durable Water Repellent (DWR) polymer coating which is perfluorocarbon (PFC)-free. Launched in Spring 2021, these innovations have led to a 28% reduction in the carbon footprint of the products compared to conventional nylon backpacks, using 22% less energy and 19% less water consumption in manufacturing.





## PARTNERING ON INNOVATIVE MATERIALS

We are always on the lookout for new materials with a lighter environmental impact and we know that collaboration is the only way sustainability breakthroughs can be made at the scale and pace we need. Our product teams actively look for innovators and pioneers with great ideas. Once we've determined a potential innovation with a supplier, we put any new materials through our rigorous tests to see if they meet the quality and durability standards required for our luggage.

### SORPLAS™

We have collaborated with Sony Semiconductor Solutions Corporation to develop two lines of polycarbonate hard-side cases for Samsonite made with post-consumer waste plastic. SORPLAS™ has a lower carbon footprint than conventional plastic and rigorous testing showed it was able to meet our quality and durability standards. A line of cases containing this new material will come to market in Asia in 2022.

*"SORPLAS" is a trademark of Sony Group Corporation.*

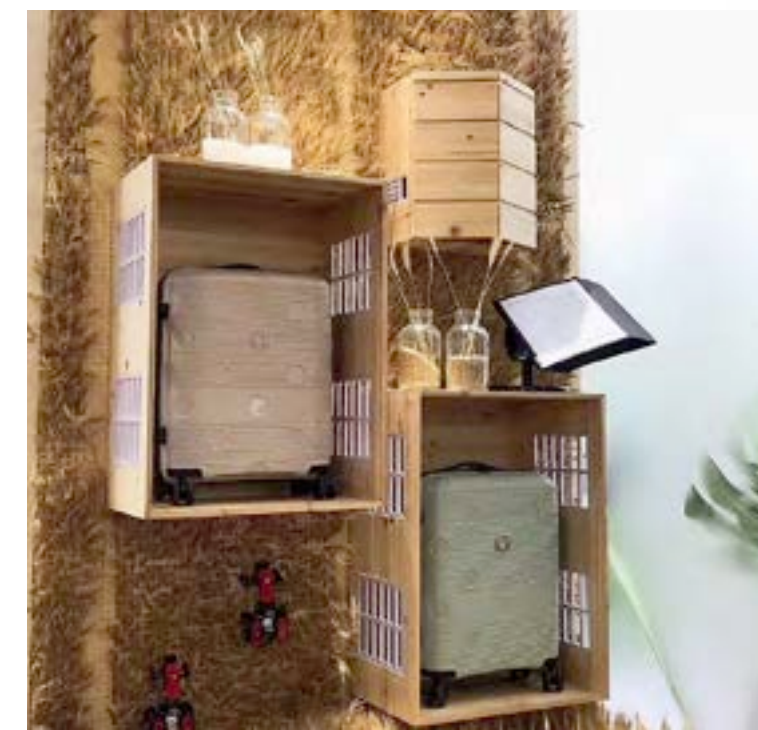
### ALTERNATIVES TO LEATHER

To reduce our use of leather – an animal-derived material with a high environmental impact – we've been exploring the use of vegan, plant-based alternatives. Our Italian supplier integrates chemistry and agriculture to develop new sustainable products including a next-generation material with the premium feel of leather but with a greatly reduced environmental impact. It is made from various

agricultural by-products including spent grapes from winemaking, and backed with recycled plastic to create a bio-composite material. In 2022, we will launch a sophisticated range of Samsonite business accessories made from this material.

### REPLACING PLASTIC WITH STRAW

During 2021, we worked with one of our key vendors in China, to launch a special edition of a hard-side American Tourister case which replaces some of the petroleum-based polypropylene with a material made from a by-product of wheat production. The Eco Litevlo replaces 25% of the plastic with straw to create a bio-composite product. Not only is straw being used to replace petroleum-based plastic, but by finding a use for this waste stream we've helped remove the need to burn



fields to clear land, thereby reducing air pollution. We will begin retailing the design in 2022.

### OCEAN PLASTICS

In 2021 we explored the use of recycled plastics from ocean waste.

Abandoned fishing equipment makes up around one-tenth of the plastic waste in the world's oceans. We are working with DSM – creator of some of the world's most advanced high-performance polymers – to explore whether fishing nets collected on the Indian coast can be recycled and used for our case buckles and handle grips. If the material passes our quality tests, we will introduce it in 2022.

## RECYCLING AT THE END OF LIFE

Thanks to our dedication to product quality and durability, and our commitment to repair whenever practical, our customers can expect to enjoy their luggage for many happy years of travel.

When their bags do finally come to the end of their hard-working lives, we are exploring ways to help keep them out of landfill. Our efforts in 2021 included encouraging and incentivizing customers to bring their old luggage back to stores in select markets so we could recycle them, and thinking about how we design for disassembly to make that process easier.

### CASE STUDY

## RECYCLING AND REUSING OUR PRODUCTS

In November 2021 we piloted 'We Recycle Your Suitcase' – an exciting new promotion in Belgium, Netherlands, and Luxembourg to encourage customers to recycle their suitcases with us. The invitation was simple: bring in any hard case, we'll give it a new life by recycling it and you get €20 towards a new Samsonite product.

Partnering with waste management and recycling experts SUEZ and PreZero Netherlands, the promotion was well received by dealers and customers alike. Over a short period, hundreds of people returned cases to our stores – more than half of whom left with a new Magnum Eco, our most sustainable Samsonite product to date. We plan to expand on this pilot project with a three-month promotion in 2022.



A team from Maastricht University is now working with us to analyze the resulting recycled material and find applications for its second life. This sort of initiative helps us learn what works, with an eye on our future aim to close the loop and use old luggage materials in the production of new ones.

## INCLUSIVE PRODUCTS

Creating innovative products is about more than rethinking what materials and packaging we use. We also look for new ways to use innovation to empower our customers, such as helping more people to get active and out into nature.

### CASE STUDY

## GREGORY PLUS SIZE BACKPACK

In Spring 2021, Gregory debuted an industry first: a new size-inclusive backpack collection in the US, especially designed for outdoor enthusiasts with a larger body shape.

The bespoke range of products offers maximum comfort thanks to better adjustability, an increased harness length and wider angle, bigger hip belt pad and improved access to pockets. Gregory’s design team worked closely with Jenny Bruso and her organization Unlikely Hikers to help them better address the needs and fit of plus-size hikers, and the products have sold well.



**“The plus size program has been one of our most anticipated and successful launches to date. On release day, we saw our highest e-commerce sales day ever, and since then have worked hard to keep products in stock. We are stoked to have it be a foundation of the Gregory line-up and brand.”**

Lindsay Malone, Senior Marketing Manager, Gregory



**Rob N:**

★★★★★ **Katmai 65 plus size**

“I have been backpacking for years and this is the first pack that fits me perfectly. Thank you Gregory for acknowledging me and including a product that fits! The pockets on the waste straps was genius too!”

**Cara R:**

★★★★★ **Kalmia 60 plus size**

“So grateful to have a company think outside of the norms and provide an outstanding project for people of all shapes and sizes. Absolutely love this backpack and have recommended Gregory to all of my outdoorsy friends.”

**Meredith:**

★★★★★ **Amber 65 plus size**

“Finally a pack that fits my plus size body! I’ve loved hiking and camping, but haven’t loved any of my packs. This pack was a birthday gift that I was beyond thrilled to get. It has all the bells and whistles that a gear junkie like me could want and a few extras! Looking forward to a long trip with this pack.”

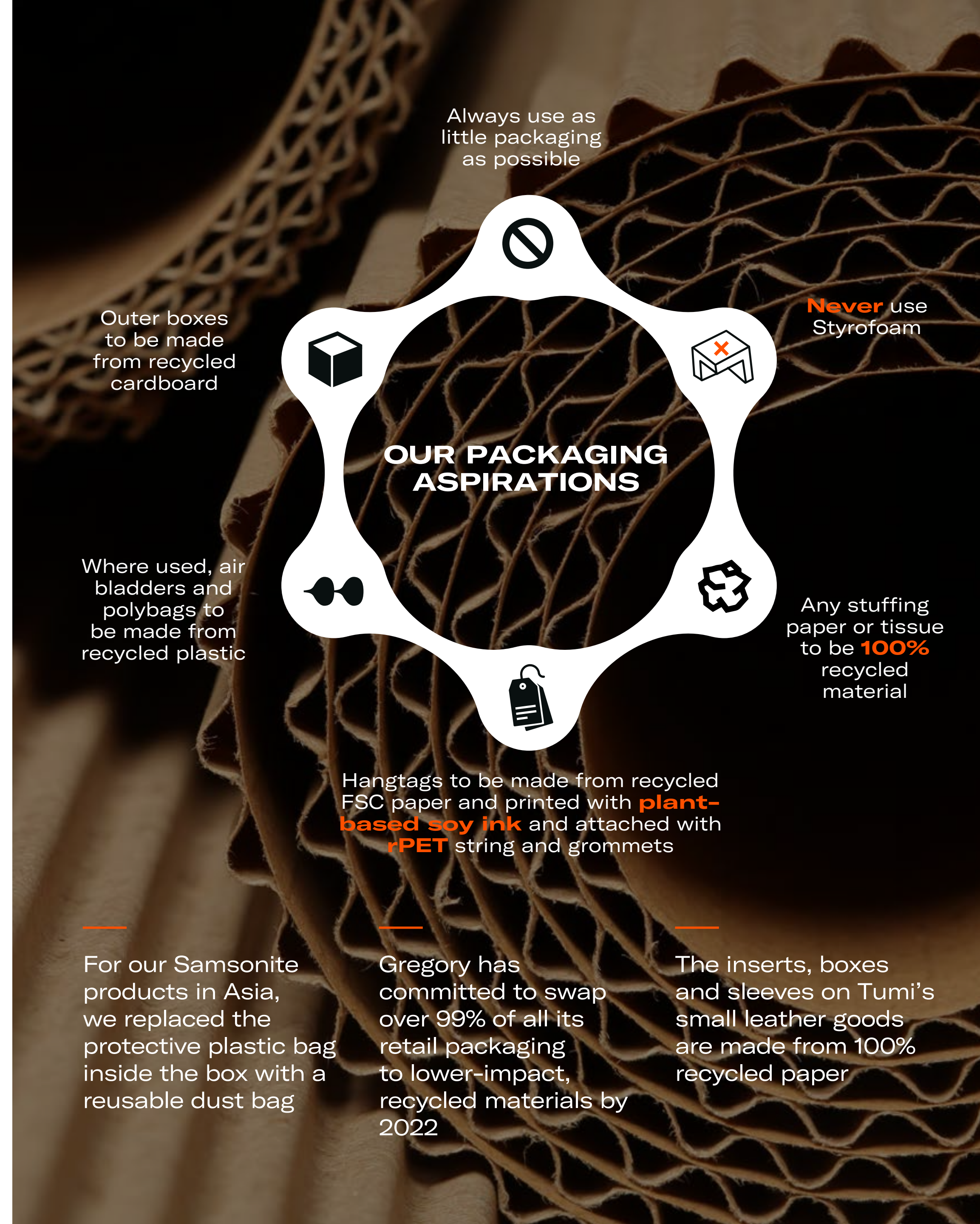
**Vanessa:**

★★★★★ **Arrio 22 plus size**

“This backpack is AWESOME! Obsessed with these plus size packs. This is a great size for day hikes. Lots of space and pockets! I’m a 3X usually and the extended straps almost made me cry at first when they fit. Highly recommend!”

## EVOLVING OUR PRODUCT PACKAGING

Every change counts on our responsible journey to reduce our impact on the environment and increase the use of sustainable materials. All our brands and markets are working hard to use less consumer-facing product packaging and to reduce the environmental impact of anything we do use.



Always use as little packaging as possible

Outer boxes to be made from recycled cardboard

**Never** use Styrofoam

Where used, air bladders and polybags to be made from recycled plastic

Any stuffing paper or tissue to be **100%** recycled material

Hangtags to be made from recycled FSC paper and printed with **plant-based soy ink** and attached with **rPET** string and grommets

For our Samsonite products in Asia, we replaced the protective plastic bag inside the box with a reusable dust bag

Gregory has committed to swap over 99% of all its retail packaging to lower-impact, recycled materials by 2022

The inserts, boxes and sleeves on Tumi's small leather goods are made from 100% recycled paper

### OUR PLANS FOR 2022

- Expand our use of life cycle assessments to identify opportunities to reduce the environmental impacts of our products
- Continue to expand our use of recycled content while testing innovative and renewable materials and piloting new lines
- Define a more comprehensive circular economy strategy for products
- Estimate the greenhouse gas emissions embedded in product materials (a large part of our Scope 3 footprint)
- Expand our takeback pilot in Benelux, and explore options for reuse and repurposing of recycled materials (project with Maastricht University)

# HOW WE ARE PROTECTING THE ENVIRONMENT

In 2021, 10.7% of our electricity use came from renewable sources (6.6% from purchased green electricity and 4.1% from on-site solar generation).

# INTRODUCTION

The climate crisis means there’s no time to lose to take action to transition to a low-carbon economy. Climate regulations around the world are evolving and consumers are more conscious about the impact of their shopping decisions – in terms of the products they buy and the companies they buy from. They’re looking to businesses to do their part and provide lower carbon alternatives, reduce waste, protect natural resources, and make their own climate pledges.

Reducing our operational and value chain greenhouse gas (GHG) emissions is a priority for Samsonite. In 2021, we continued efforts to improve energy efficiency in our operations through a suite of diverse strategies. We also expanded our procurement of renewable power and upgraded some of our vehicles to electric. Looking beyond our operations, we began to take action to address our suppliers’ emissions.

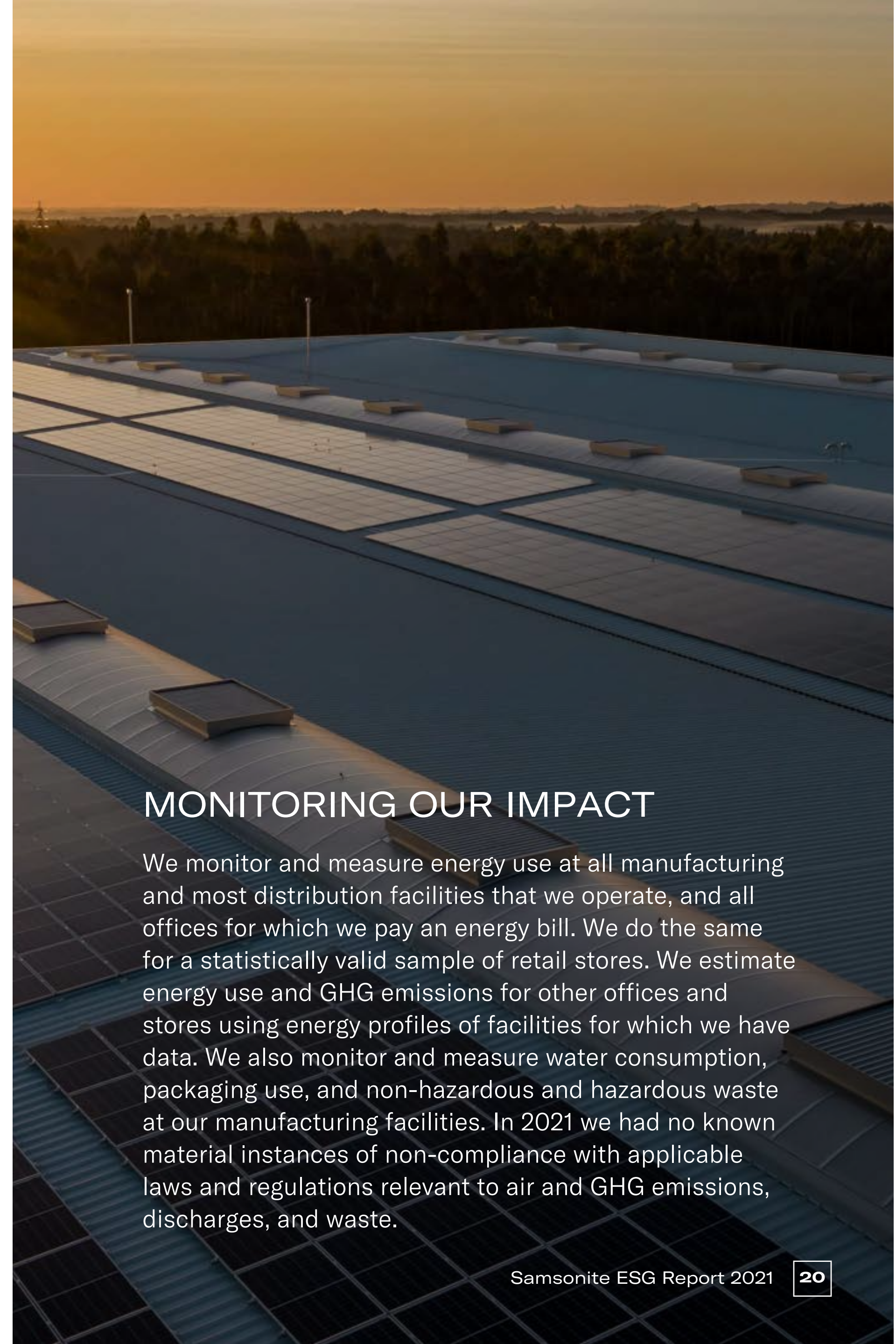
**“We rely on many other businesses for our success: Factoring in GHG emissions outside of our direct control, but within our value chain, is crucial for a full picture of our impact. During 2021, we engaged with a small group of our key suppliers to pilot an approach to measure the GHG emissions of our contract manufacturers, laying the groundwork for future supply chain emissions measurement and reduction efforts.”**

Patrick Kwan, Vice President, Supply Chain, Asia



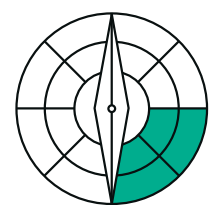
Understanding that GHG mitigation is only one facet of a robust climate strategy, we are currently conducting a formal climate risk assessment, conforming to Task Force on Climate-related Financial Disclosure (TCFD) guidance, to identify and evaluate the risks climate change presents to our business, as well as the potential business opportunities posed by climate innovation.

In addition to reducing GHG emissions, we continue to pursue strategies to reduce the waste that we generate and send to landfill, and to measure and manage our use of water and packaging.



## MONITORING OUR IMPACT

We monitor and measure energy use at all manufacturing and most distribution facilities that we operate, and all offices for which we pay an energy bill. We do the same for a statistically valid sample of retail stores. We estimate energy use and GHG emissions for other offices and stores using energy profiles of facilities for which we have data. We also monitor and measure water consumption, packaging use, and non-hazardous and hazardous waste at our manufacturing facilities. In 2021 we had no known material instances of non-compliance with applicable laws and regulations relevant to air and GHG emissions, discharges, and waste.



### OUR GOAL

**Reduce the carbon intensity of our operations 15% by 2025 compared to our 2017 baseline**

### PROGRESS REPORT

In 2021, absolute greenhouse gas (GHG) emissions from our operations decreased 35% from 2017 (37% when factoring in offsets from our tree plantings in Nashik, India). While part of this reduction was driven by energy efficiency and renewable energy generation and procurement measures (see pages 22 and 23 for more information), a decline in internal production and sales due to the COVID-19 pandemic is largely responsible. This is reflected in our carbon intensity: GHG emissions normalized by revenues increased by 12% from 2017 (9% when factoring in offsets from our tree plantings). We expect our absolute GHG emissions to increase and our carbon intensity to decrease in 2022 as our business continues to recover.

## MANAGING OUR CARBON FOOTPRINT

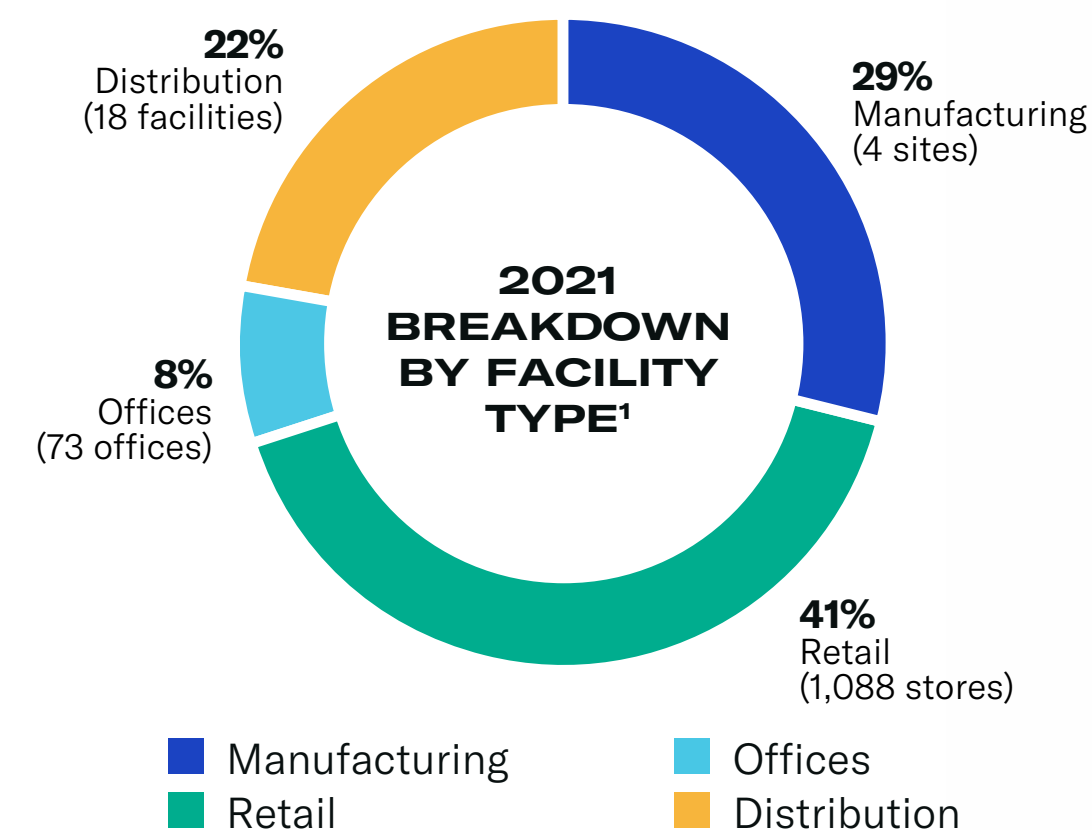
### GHG Emissions from Our Operations (Scope 1 and 2)

Our 2021 carbon footprint calculations are drawn from data gathered and estimated on the energy use of 1,183 facilities (which include facilities that closed during the year) in 42 countries.

Since 2017, we have worked with expert consultants to measure and assess our annual operational (Scope 1 and 2) carbon footprint. Our 2021 GHG inventory is based on actual energy data from all manufacturing facilities and most of the distribution centers we operate; actual data from some offices, with estimates for facilities lacking data; and a statistically valid sample of our retail stores. In calculating our carbon footprint, we adhere to the GHG Protocol Corporate Standard.\*

In total, we generated 18,738 metric tons (MT) CO<sub>2</sub>e in 2021. Our Scope 1 emissions were 2,522 MT CO<sub>2</sub>e. These are emissions from natural gas for heating; gasoline, diesel, and propane for vehicles, equipment, and back-up generation; and refrigerants. Our Scope 2 market-based emissions – from purchased electricity – were 16,216 MT CO<sub>2</sub>e. (Refer to the Data section for more details on our GHG footprint.)

### SCOPE 1 AND 2 GHG EMISSIONS



Our GHG Footprint Over Time (MT CO <sub>2</sub> e) <sup>2</sup>	2017	2018	2019	2020	2021
Gross GHG Emissions	28,776	28,252	27,078	17,352	18,738
Carbon Offsets From Nashik Tree Plantings	1,181	1,727	1,034	1,059	1,358
GHG Emissions Less Carbon Offsets	27,595	26,525	26,044	16,293	17,380

<sup>1</sup> Some manufacturing and distribution centers include connected offices; includes emissions from mobile sources.  
<sup>2</sup> Since 2011, the team at our site in Nashik, India, has planted fruit and medicinal trees in the region to help support the community. These plants meet the offset requirements for permanence as the vast majority are on land owned either by Samsonite, or by the Indian government, which manages it as conservation land.

When factoring in the carbon offsets from our tree plantings in Nashik (see page 39 for more details), Samsonite’s carbon footprint was 17,380 MT CO<sub>2</sub>e in 2021.

### Reducing Corporate Vehicle Emissions in the EU

To reduce emissions associated with our corporate vehicles and comply with upcoming EU regulations, we are currently replacing 83% of our Belgium manufacturing plant vehicles with electric models. We

also leased our first electric vehicle at our Hungary manufacturing plant, which led to a 13% reduction in gasoline consumption at the facility in 2021. In addition, we have installed electric vehicle chargers at five facilities in the EU and the US.

\* The Greenhouse Gas Protocol is a comprehensive, global, standardized framework for measuring and managing emissions. It was created by a partnership between the World Resource Institute (WRI) and the World Business Council for Sustainable Development (WBCSD).

## ENERGY EFFICIENCY AND CONSERVATION

### Energy Use Overview

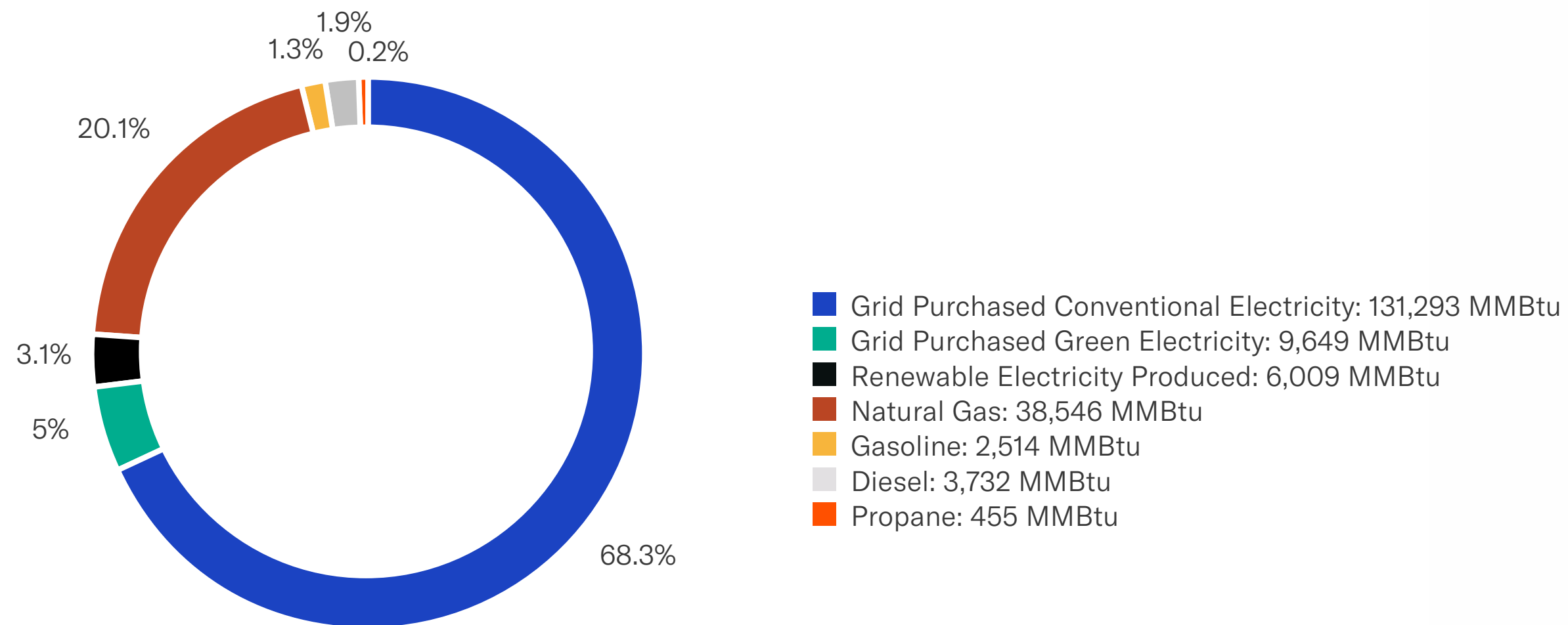
We use many different forms of energy to operate our machinery, light and heat our facilities, and power our vehicles and equipment. Our energy mix in 2021 included both fossil fuels and renewable energy.

Most of the energy we use in our facilities is electricity, some of which we generate ourselves on-site using renewable technologies like solar photovoltaic (PV) panels, and the rest we purchase from the grid. When purchasing electricity, we aim to buy green energy when available and economically feasible.

The remainder of the energy we use comes from natural gas, gasoline, diesel, and propane. We use natural gas to generate process heat in manufacturing operations and for space heating. Gasoline and diesel are used to power vehicles, and diesel is also used for back-up generation. We use a small amount of propane to power forklifts and in some staff cafeterias.

Reducing our use of energy through efficiency and conservation measures is our first priority when it comes to lowering our carbon intensity. We have reduced energy use in our operations through strategies such as heat recovery, fuel switching, and LED retrofits.

2021 ENERGY SOURCES



As an example, at least one-third of our global square footage is now lit with LED light bulbs – we install LEDs as standard in all new and retrofitted facilities. Our efficiency measures have clear results: measures put in place in 2021 by our Belgium manufacturing facility are forecasted to save around 454 MWh, representing a 9% reduction in electricity consumption at the site.



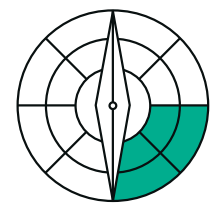
**“We made many changes in our site this year to help reduce and conserve energy use – we switched to full LED lighting, installed motion sensors to help conserve electricity; improved insulation and adjusted temperature set points in the heating systems; and installed automatic shut-offs on our hydraulic pumps equipment. There’s more to do, but we’re proud of the energy savings we’ve made.”**

Wim Godefroid, Director, Manufacturing, Europe

## ENERGY CHAMPIONS AND EMPLOYEE AWARENESS

All four of our manufacturing facilities have an energy champion who is responsible for raising awareness and identifying energy saving behaviors. These champions host energy awareness trainings to remind employees to be vigilant in turning off unnecessary equipment and lights, and to keep looking for energy reduction opportunities.





### OUR GOAL

**Power our operations with 100% renewable electricity and achieve carbon neutrality for our operations by 2025**

### PROGRESS REPORT

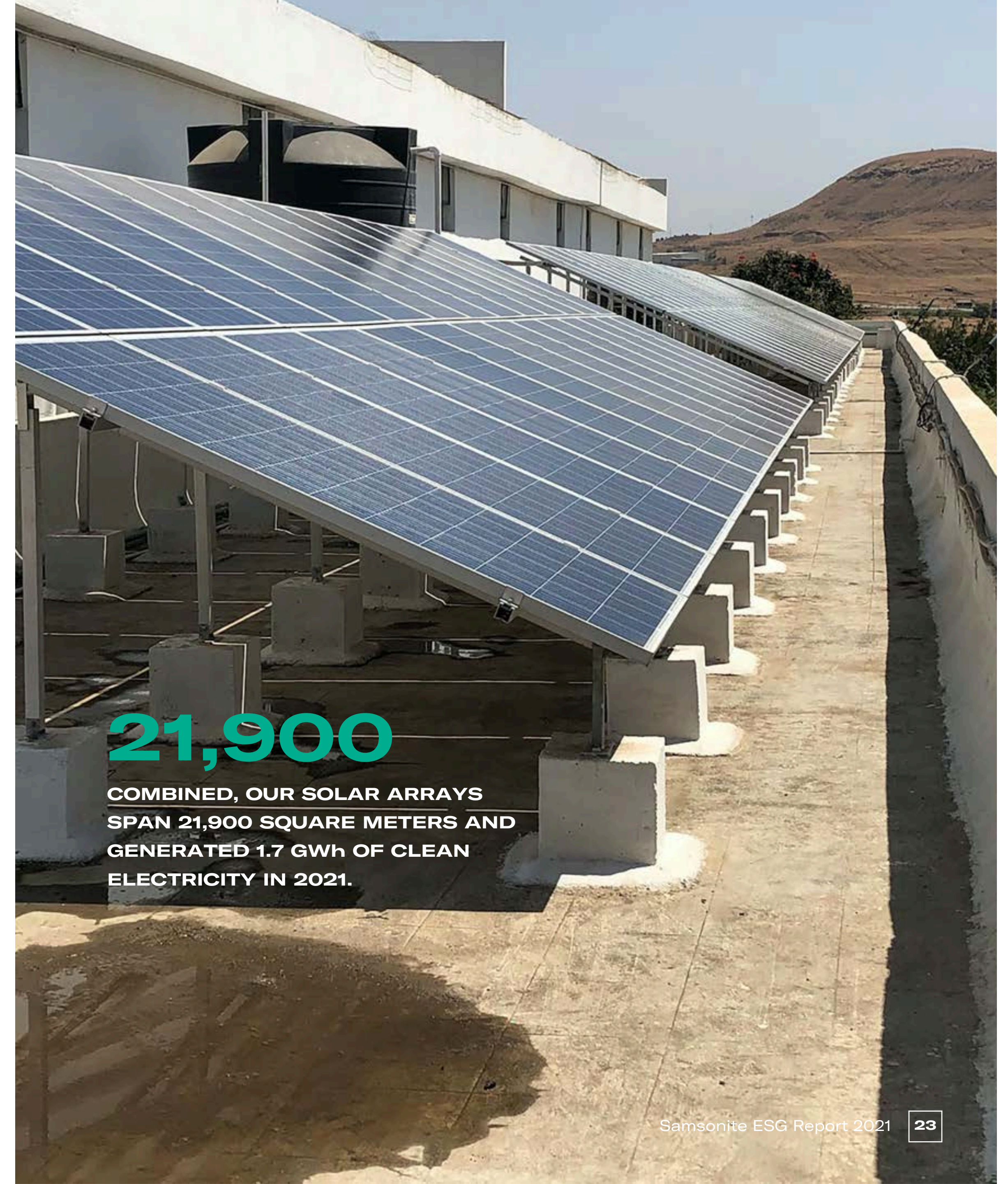
In 2021, 10.7% of our electricity use came from renewable sources (6.6% from purchased green electricity and 4.1% from on-site solar generation).

## RENEWABLE ENERGY

We generate renewable electricity from solar PV panels on the roofs of our two largest manufacturing sites, in Belgium and India. Combined, the solar arrays span 21,900 square meters, and generated 1.7 GWh of clean electricity in 2021. We use this clean electricity to power operations on-site – in 2021, the panels generated 18% of the total electricity used at these two facilities. We’re keen to expand on-site solar installations: our Belgium team plans to increase their solar array threefold in 2022 by leasing additional rooftop space.

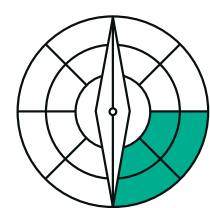
New in 2021, our site in Hungary converted its hot water system from a gas boiler to a solar and electric combination, reducing natural gas consumption at the facility by 28%.

Beyond on-site projects, we are taking advantage of opportunities to purchase clean electricity. In Hungary, we have joined a utility green power program for our manufacturing site. In the United States, we purchase 100% renewable electricity for some facilities and support local renewable energy projects. We have enrolled select stores in eligible jurisdictions in clean power programs and plan to add more as these programs expand.



**21,900**

**COMBINED, OUR SOLAR ARRAYS SPAN 21,900 SQUARE METERS AND GENERATED 1.7 GWh OF CLEAN ELECTRICITY IN 2021.**



OUR GOAL

**Estimate, track and support actions to reduce our Scope 3 emissions**

**Map and publish the full pre-customer journey of at least one product line and outline the various sustainability credentials built into the manufacturing process by 2030**

PROGRESS REPORT

We engaged with a group of our high-impact Tier 1 suppliers to pilot an approach to measure a segment of Samsonite’s supply chain GHG emissions.

**GHG EMISSIONS FROM OUR VALUE CHAIN (SCOPE 3)**

A key next step on Our Responsible Journey is to understand and begin to address our extended carbon footprint: GHG emissions that are outside of our own operations, but that are associated with our business. These include upstream emissions from the goods and services we buy from our suppliers, such as raw materials and contracted manufacturing and transportation, as well as downstream emissions from the sale and use of our products and their ultimate disposal. Emissions from these sources are referred to in the GHG Protocol as ‘Scope 3’ emissions.

We estimate that upstream emissions in our supply chain represent the majority of our extended carbon footprint, with a significant amount embedded in product raw materials. This is why we are working hard to use more recycled materials, which are typically less carbon intensive (see Products section).

We also need to work with our suppliers to measure and reduce their GHG emissions. As a first step in this process, in 2021, we conducted a pilot with five of our high-impact, Tier 1 manufacturing suppliers to measure their operational GHG emissions attributable to Samsonite, and to begin to understand their opportunities for reductions. These five suppliers represented 13% of Samsonite’s spending on outsourced manufacturing in 2020. Based on energy and fuel use data provided by the suppliers, we estimate that they annually emit 6,400 MT CO<sub>2</sub>e attributable to Samsonite. This project is helping to lay the groundwork for future supplier emissions measurement and reduction efforts.

In 2022, we will conduct a comprehensive exercise to estimate our emissions for all applicable Scope 3 categories as defined by the GHG Protocol. This will include categories such as purchased goods and services, upstream and downstream transport and distribution, franchised stores, and employee business travel and commuting.

**GHG DISCLOSURE WITH CDP**

As we accelerate our efforts to reduce our climate impact, and to help transparently track our progress, we submitted our inaugural carbon disclosure report to CDP in 2021. We received a score of C, which is the average for respondents in the textiles and fabric goods sector. We are fully committed to reporting annually to CDP and to improve our score by continuing to reduce our Scope 1 and 2 emissions, to work with key players in our value chain to measure and reduce our Scope 3 emissions, and to conduct and disclose a formal climate risk assessment.

CDP (formerly the Carbon Disclosure Project), is a non-profit organization that helps businesses – and others – to disclose their environmental impacts. It assesses and scores companies on their environmental disclosure and performance through its independent scoring methodology.

## ASSESSING OUR CLIMATE-RELATED RISKS AND OPPORTUNITIES

Some of our manufacturing sites and supplier locations are already experiencing climate impacts; further changes to the climate over the near term will likely exacerbate these effects. It is therefore essential that we understand the risks that climate change poses and ensure that we have strategies in place to adapt, mitigate, and to build resilience – in both our own operations and within our supply chain. In addition to managing climate-related risks, we also look for climate-related opportunities: we can gain a competitive edge by meeting the expectations of our customers and investors through offering lower carbon products.

We are currently conducting a climate risk assessment, aligned to TCFD\*, to identify the potential physical risks climate change poses for us, as well as the transition risks (such as higher energy costs, new compliance requirements, and changing customer expectations) that may be associated with a global transition to a lower carbon economic system. We will complete this analysis by the middle of the year and share our findings in our CDP Climate Change response and in next year's ESG report.

\* The Task Force on Climate-related Financial Disclosure (TCFD) is a framework developed by the Financial Stability Board (FSB) to support consistent climate-related financial risk disclosures by companies, banks, and investors.



It is essential that we understand the risks that climate change poses for our operations and supply chain: some of our manufacturing sites and supplier locations are already experiencing climate impacts.

## MANAGING OUR USE OF RESOURCES

### Waste

As would be expected for a well-run and efficient business, keeping waste to a minimum has been a focus at our factories for many years. We do not have specific time-bound reduction targets but all our facilities are expected to minimize waste. This effort is supported by robust data: we monitor hazardous and non-hazardous waste at each of our manufacturing facilities and report regularly on our waste generation and disposal in compliance with local laws. We employ third-party waste management companies to collect and dispose of our minimal hazardous waste in an appropriate manner.

One of the most effective ways to reduce our manufacturing waste is to reuse it: we collect plastic offcuts, known as regrind, and either reuse it ourselves or sell it to be recycled by others. We make use of hundreds of tons of this post-industrial waste plastic in our hard side cases. In 2021, over 2,600 MT of regrind plastic was used in our manufacturing process. In fact, regrind now accounts for around half of the total plastic used in our manufacturing processes.

In 2021, our manufacturing facilities generated 11.5 MT of hazardous waste, a reduction of 27% from 2020. Hazardous

waste decreased in 2021 relative to 2020 because we processed a large, one-time shipment of electronics from closing retail shops in 2020. In 2021, we generated 702.6 MT of non-hazardous waste, an increase of 48% from 2020. This increase is largely aligned with higher internal production as we recover from the COVID-19 pandemic.

We consider waste in other parts of our operations as well: 22% of our offices and 40% of our retail facilities host recycling programs.

### Reducing Emissions from Procurement and Waste Management

Instead of purchasing new furniture, our new Sarmeola di Rubano store in Italy was refitted with furniture collected from other Samsonite stores which were closing down. This resulted in around US\$80,000 in cost savings and prevented a large amount of furniture from entering landfills.

Around half of the total plastic used in our manufacturing processes is post-industrial process waste – known as regrind.



## SECONDARY AND TERTIARY PACKAGING

In addition to reducing the packaging that the consumer takes home (see page 18), we are also looking for ways to reduce the packaging used in our manufacturing sites and distribution network.

We monitor and track the amount of packaging used at our manufacturing facilities. In 2021, our manufacturing facilities used 3,834 MT of packaging material: 3,543 MT of cardboard, 277 MT of plastic, 13 MT of tape, and 0.6 MT of polystyrene. This represents an increase of 94% compared with 2020, which largely aligns with the increase in product sales as we recovered from the COVID-19 pandemic.

We reduced secondary and tertiary packaging through strategic practices such as nesting packaging cartons and removing buffer inserts, saving over 100 MT of cardboard and plastic film, and minimizing the use of polystyrene. At our three main manufacturing facilities, all the cardboard packaging we use now contains either FSC certified board or includes recycled content.

### Eliminating Paper Receipts

We're keen to reduce and remove paper wherever possible in our operations. Now 100% of stores in North America can email receipts to customers if they prefer a digital copy. In 2021, we purchased 75 fewer boxes of thermal register receipt rolls as a result.

## WATER

We monitor and track water at our manufacturing sites. In 2021, these facilities consumed 38 million liters of water, an increase of 40% compared with 2020. This increase is largely aligned with the increase in internal production as we recover from the COVID-19 pandemic.

Water use and wastewater discharge are not material issues for Samsonite, so we have not set specific reduction targets. However, we have taken steps to ensure that what water we do use is used efficiently.

In our offices, distribution centers and retail sites, our water use is limited to restrooms and kitchen facilities. Our production processes do not require a significant amount of water. We use a closed-loop water system for cooling purposes at two of our manufacturing facilities and, at our plant in India, all wastewater is treated and cleaned on-site, meaning there is no discharge of untreated grey water.



## RAINWATER HARVESTING

Our manufacturing plant in Nashik, India – which is in a highly water stressed region – hosts a pond with a capacity of 2 million liters. The pond effectively stores rainwater and our team uses it for production and cleaning purposes, removing the need for treated water.

## GREENER OFFICES

To help improve the environmental performance of our daily business operations, we have implemented green office guidelines. These are recommended minimum standards for our offices, including the amount of recycled content for various office materials, specifications for waste minimization in construction, integration of energy efficiency technologies, such as LED lighting, and if possible, choosing spaces with green building certifications. For example:

Our offices in Dietikon, Switzerland and Bangkok, Thailand are in LEED certified buildings

Our office in Paris, France is High Quality Environmental certified

Our office in Hong Kong is certified under WWF's Green Office program

The new Tumi headquarters and showroom opening in New York in 2022 will integrate some green office features



The solar arrays at our manufacturing site in Belgium cover 15,755 square meters and generate 7% of the site's electricity. We hope to triple our solar capacity in 2022 by leasing additional rooftop space.

### OUR PLANS FOR 2022

- Complete a climate risk assessment that aligns with TCFD guidance
- Continue to reduce our Scope 1 and 2 GHG emissions through energy efficiency and conservation measures, renewable energy expansion, and green energy purchases
- Measure our Scope 3 emissions and begin to define priorities for reducing them – including through product design and material selection and engagement with our suppliers and other value chain partners
- In recognition of the increasing urgency of the climate crisis, review our carbon action strategy and consider setting science-based targets

# HOW WE ARE SUPPORTING PEOPLE

We are committed to a culture that is as diverse and vibrant as the world we travel, welcoming people from all walks of life and ensuring everyone can access opportunities to reach their potential.



# INTRODUCTION

Samsonite is a successful company because of the great people who work here. We want every member of our global team to feel valued and be motivated to give their best. That's why we are all guided by the Samsonite Golden Rule: to treat others as we would like to be treated.

To help ensure we are all living by that rule, in 2021 we launched our new Diversity and Inclusion strategy and created a global steering committee and multiple regional committees to develop strategies and plans aligned with regional needs.

Our business was still in recovery mode last year due to the pandemic but, as vaccine programs accelerated, world travel picked up and we began to rebuild.

We have all learned to adapt to and live with COVID-19. We've been encouraging employees to embrace their national vaccine program to help protect themselves, their families, and their communities. With well over 85% of our people getting vaccinated in 2021, we believe it's one way everyone can

contribute to the recovery and stability of our business.

Throughout 2021, we worked hard to keep our teams connected and engaged but there is no substitute for being in a room together. As lockdowns and restrictions ease in many countries, we are pleased to welcome our teams back to their workplaces.

**“Our people have shown such impressive resilience during another challenging year. After being obliged to work from home for so long, it's a relief to come back to the office on a regular basis. I missed meeting colleagues at the coffee machine and holding old-fashioned meetings in a meeting room!”**

**Working from home while staying connected to the wider team was sometimes a challenge so we held a series of outdoor events to bring people together again. In September, we held a charity event after the Samsonite Clean Up Day, swapping stories over a drink and a hot dog – as a result, we were able to donate €1,000 to a school that was badly affected by the catastrophic floods earlier in the year.”**

Viviane Nuyttens, Vice President, Human Resources, Europe





# MANAGING THE GLOBAL COVID-19 PANDEMIC

COVID-19 continued to create challenges for our business in 2021 and our priority remained keeping our people and customers safe. With our stores closed for much of 2020, we were forced to make layoffs and were pleased to welcome some of those team members back in 2021.

CASE STUDY

## KEEPING OUR PEOPLE AND CUSTOMERS SAFE

Our COVID-19 playbook was created to provide specialized advice for offices, retail stores and distribution warehouses, ensuring all our people understand how to keep themselves, their colleagues and their customers safe.

We have created 'Train the Trainer' materials to support the Playbook, empowering HR business partners in the different markets to deliver training sessions to the wider workforce, both at our sites and virtually.

**“We exceeded our team’s expectations during the pandemic by showing them we truly had their best interests in mind with safety practices. We had so much support from head office, including a playbook on how to welcome everyone back – I know the team and I felt very safe coming back to the stores.”**

Retail Area Manager, Tumi



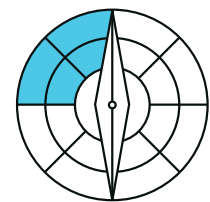
CASE STUDY

## BRINGING BACK OUR TALENT

One of the toughest aspects of the impact of the pandemic on our business in 2020 was the necessary decision to reduce our workforce. An upside in 2021 was that we were able to successfully re-hire a substantial number of those laid off and welcome them back into the business.

**“It just makes me happy and 100% sure in my decision to come back to the company. I am so lucky to be a part of the Tumi team again and I want to say thank you for giving me the opportunity. During my first period at Samsonite, I had the great advantage of developing an intense passion for my job, which is such a big part of life. So, after being away for one long year, I was able to come back to this passion, which immediately felt like coming home.”**

Senior Director, Tumi



OUR GOAL

We will use data to build our understanding and ability to achieve gender balance in key roles by 2030

PROGRESS REPORT

Established a global D&I steering committee and defined a set of guiding principles and strategic pillars; Five regional D&I committees developed regional focus areas and action plans for 2022.

<sup>1</sup> Chart is not to scale.  
<sup>2</sup> Not including store managers.  
 \* Figures are approximate.

# BUILDING MORE DIVERSE WORKPLACES

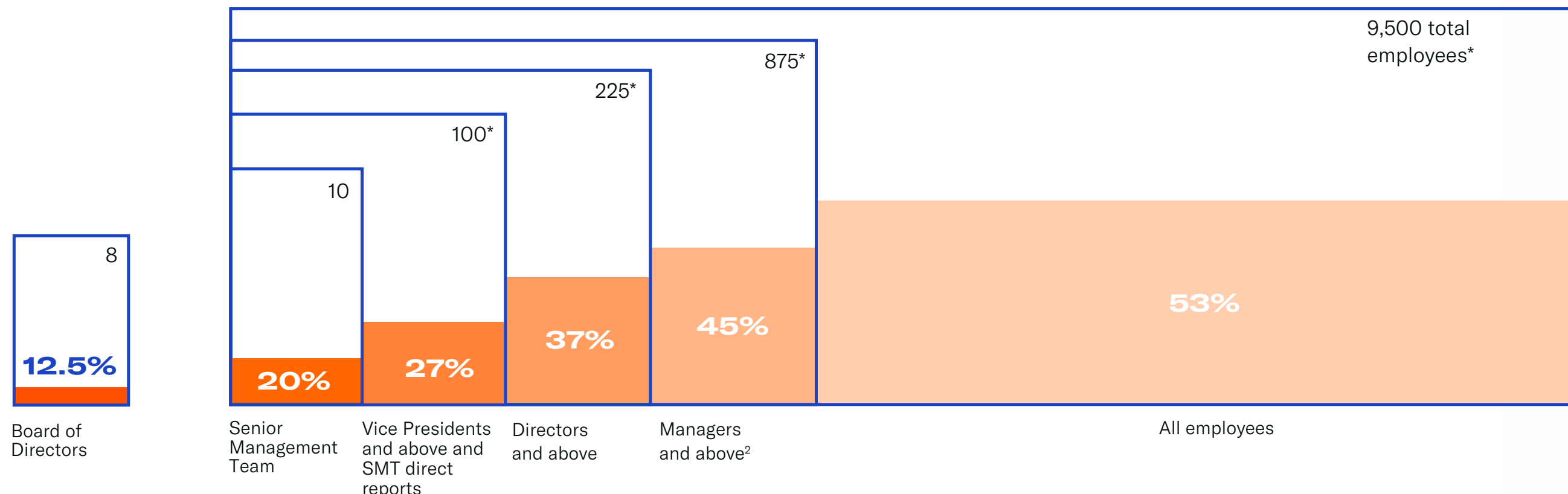
We are committed to a culture that is as diverse and vibrant as the world we travel, welcoming people from all walks of life and ensuring everyone can access opportunities to reach their potential.

Our global workforce is over 50% female, and our aim is to achieve gender balance in key roles by 2030.

The graphic below summarizes the share of women at the end of 2021 at key levels across the organization. We are in the process of defining specific targets that align with our 2030 goal; we will communicate those in our next ESG report.

Of course, diversity is not just about gender, but about addressing underrepresentation of a wide range of human differences such as age, ability, and race. Everyone wants to work somewhere they feel welcome and comfortable to be their authentic self. Wherever we operate around the world, we're building team cultures based on the principle that differences should be embraced, celebrated, and respected. It's good for us and it's good for business: diversity makes us better through fostering creativity and problem solving; looking at things from different lived experiences and perspectives. By opening our minds to new thoughts and ideas, we all benefit from the insights and know-how of the diverse communities where we live and work.

PERCENTAGE OF WOMEN ACROSS THE BUSINESS<sup>1</sup>



CASE STUDY



## EMBRACING CULTURAL DIVERSITY

Samsonite is divided into four regions and Asia is geographically the largest region, as we sell into 52 markets between the Middle East and Australia. It is therefore important that the people who work in our Asia head office have a deep understanding of the way of life in each of these countries. We have actively chosen to make the team as diverse as possible and the office has people of many different nationalities – Chinese, Japanese, Korean, Indian, – all with very different backgrounds and with different kinds of education. This diversity is a real strength of our business, particularly for the marketing and communications teams who are responsible for engaging with our consumers – it makes that connection more authentic.

# OUR D&I STRATEGY

In 2021, we rolled out a set of guiding principles to help our regional leadership teams create bespoke Diversity & Inclusion (D&I) plans best suited to each region, making sure that the Golden Rule – “Do unto others as you would have them do unto you” – was at the heart of their thinking.

We have now established five D&I committees – one in each of the four regions, plus an additional group for Tumi in North America. These committees meet regularly to set priorities and determine action under the four pillars of our global D&I strategy. They report to a global D&I steering committee.

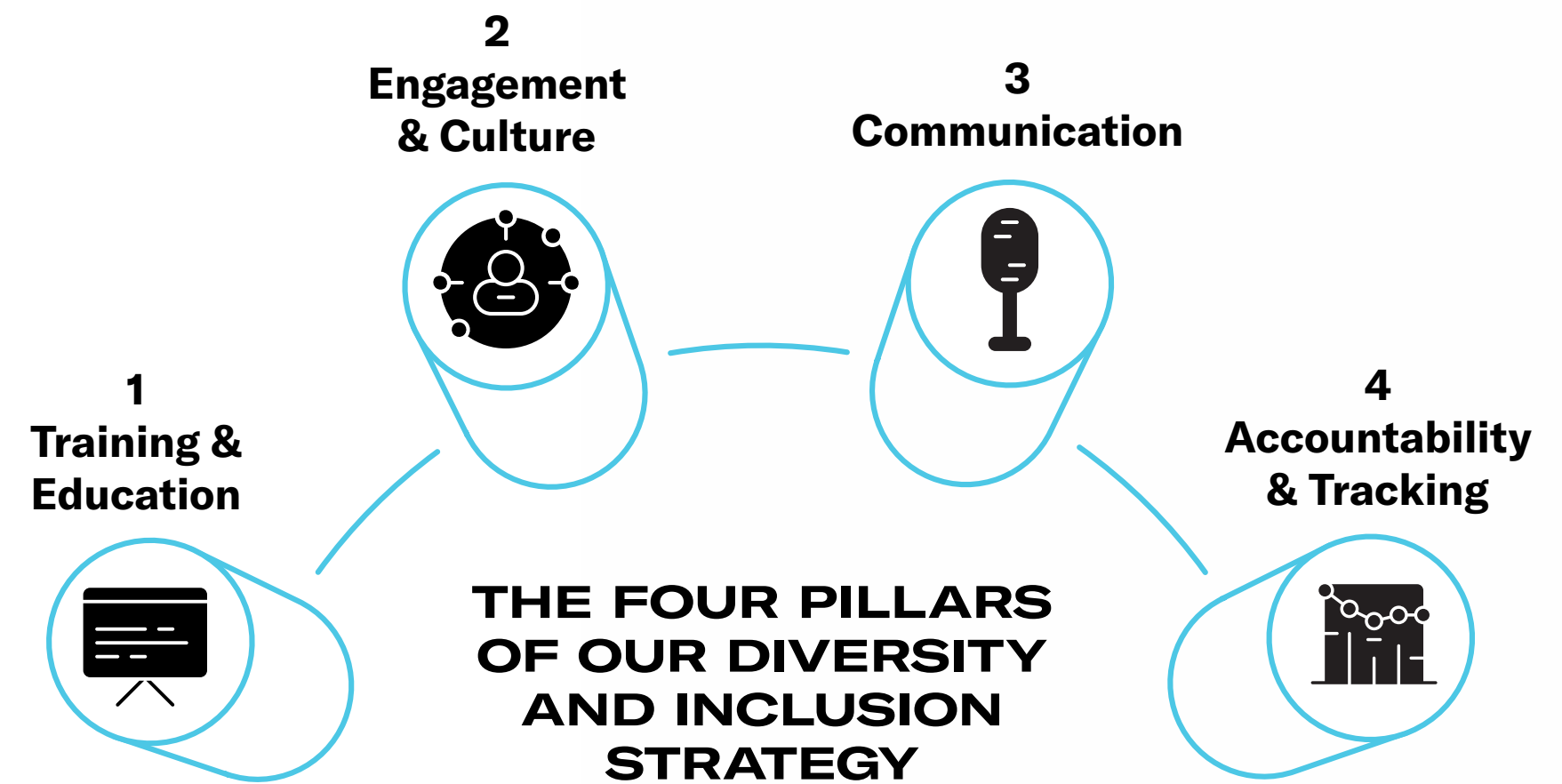
## 1. Training & Education

Consciously building a diverse and inclusive culture requires our whole organization to be part of a continuous process of education and awareness-raising. In 2021 regions held training events for employees at all levels, including Lunch & Learn sessions on topics such as unconscious bias and anti-harassment. We also trained hiring managers on equal opportunities and enhanced our onboarding orientations for new joiners to focus on inclusivity.

## 2. Engagement & Culture

During 2021, we launched the Latin America regional women’s network, with 32 women from seven countries joining to support each other and benefit from a space to share experiences in the workplace. One of the most popular elements has been the mentoring program which supports our talent pipeline, enabling conversations about career aspirations, training and development, and how to remove barriers to progress.

In late 2021 we launched the Next Generations network for ‘early career’ employees to help them network, build relationships at all levels in all groups, and promote career development.



In Q1 2022 we circulated a new global engagement survey to help us better understand and learn from our employees’ experience of D&I in their workplace. In total, approximately 8,000 people responded – a participation rate of above 85%.

## 3. Communication

Clear communication on D&I helps inform, educate, empower, and celebrate success and best practice. In October 2021, we held a Global Town Hall for employees to share our ambitions, guiding principles and the framework and regional committees leading D&I strategies. We

also held our first D&I Week which used quizzes, workshops and webinars to bring our ambitions to life, spread the word and hear from a myriad of perspectives.

## 4. Accountability & Tracking

We are clear that we must measure how well we’re moving towards our D&I goals and as part of this our Ask Athena database is helping us set benchmarks with key data on our metrics, as well understand the rate of change of our progress, evaluate local demographics and industry norms and receive employee feedback.

# TREATING PEOPLE FAIRLY

One of the most important principles at Samsonite is the Golden Rule: “Do unto others as you would have them do unto you” – to treat others as you would like to be treated. A legacy of our founder, this is a thread which runs through everything we do, inspiring our relationships across the organization and beyond including our dealings with customers, vendors, and external stakeholders. It’s so deeply embedded in our culture that every new starter receives a marble inscribed with the Golden Rule.



## CASE STUDY

### OUR ASIA PACIFIC & MIDDLE EAST TEAM: MANAGING CHANGE FAIRLY

Managing change for employees as a business evolves can be challenging. Since June 2021 our management in Asia Pacific & Middle East have been working hard to make a major transition in the region as smooth as possible for their teams.

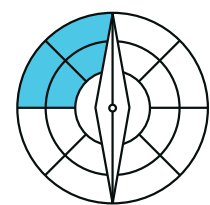
In January 2022 we opened a new brand development and sourcing hub in Singapore. The hub will help us to design and develop products closer to market, as well as to manage our sourcing and supply chains more effectively. Singapore was chosen for the new site after a global study and rigorous analysis of our business and the broader industry.

The transition of Samsonite’s regional team from Hong Kong to Singapore had to be managed carefully. Only 15 colleagues from the Hong Kong office were relocated to Singapore – they then had to build a new regional team in Singapore. Consequently, the team in Hong Kong had to be downsized.

**“From the very beginning, we prioritized being transparent and open with the Hong Kong team, and to treat them as we would want to be treated – honoring our Samsonite Golden Rule. We held a town hall meeting to let everyone know what was happening and we continued to support our colleagues through the process. We held exit interviews with colleagues who left the business, and I am very proud of the fact that they continued to hold Samsonite in high regard.”**

Paul Melkebeke, President, Asia





### OUR GOAL

We will ensure that all employees will have access to professional development opportunities by 2025

### PROGRESS REPORT

We piloted a new Flexible Learning Experience program in North America, designed to promote individual and team effectiveness and professional development.

## DEVELOPING OUR PEOPLE

Our regional HR teams are working hard to create a supportive environment for every member of our workforce, wherever they are and whatever their role. We believe everyone should be able to enjoy meaningful development opportunities to help them be the best they can be – and to be recognized and rewarded for great performance.

### ASK ATHENA

In 2019, we launched our evolved approach to performance management through our new centralized Ask Athena digital employee self-service HR tool, allowing employees to connect with their line manager and discuss progress against their goals, overall performance, and development.

Although COVID-19 has slowed our roll-out plans, wherever it has been deployed – so far across North America, eight countries in Latin America and five in Europe – Ask Athena has been warmly received. It has transformed the efficiencies of our HR teams, and provided a full dashboard of employee data, removing paper from all our offices, and empowering our people with the ability to handle their own HR requests more efficiently and effectively, with full transparency on their personal data.

In 2021, Ask Athena enabled annual objectives and priorities to be cascaded from the CEO and senior management globally throughout the business – with

everyone enabled to align on business goals. Our teams reported a clear sense of connection and focus on company vision and purpose within the business.

Beyond this it's been providing a more streamlined and positive online recruitment experience for our brands. The roll-out to all markets continues in earnest although not as fast as we had originally anticipated due to the pandemic and our focus on moving our Asian head office from Hong Kong to Singapore.



**“We launched Ask Athena in Latin America in 2020, and really saw the benefits in 2021. The paperless system has provided us with incredibly accurate information so, here at the regional center, I can see exactly how many people work for us, which town or country they are based in, what gender they are, and, if they move on, we know why they left us. It has been hugely empowering.”**

Paz Ugarte, Director, Human Resources, Latin America

### CASE STUDY

## FLEX

A new Flexible Learning Experience program – FLEX – was piloted and launched in Q2, 2021 with North American employees across all brands and locations. Designed to promote individual and team effectiveness and professional development, the program offered custom learning paths, instructor facilitation, and the opportunity for better interaction and collaboration between peers across the region – all on a new internal SharePoint site, The Concourse. LinkedIn Learning, with its offer of over 15,000 expert-led training courses, was also made available to participants.

2021 saw further professional development offered to all employees: instructor-led coursework, including Delivering Effective Feedback; Fostering an Inclusive Environment; Sustainability and Microsoft Technology training.

# ENGAGING OUR WORKFORCE

Keeping a sense of solidarity, fun, enjoyment, and engagement within our teams as they work for our business is incredibly important and a vital element to grow loyalty, motivation, and retention – as well as making Samsonite a great place to work!

Everywhere around the world we have enthusiastic volunteer teams of employees who run social events for their sites and offices – in some markets they’re called Marble Teams (after the marble we give new joiners inscribed with our Golden Rule). Throughout 2021 they organized a variety of events such as BBQs, Halloween costume parties, employee appreciation lunches – and even local litter picks and clean-ups.



**“We were so happy to bring Samsonite’s Marble Team back together this year.**

**Everyone loves and appreciates what they do to plan and put on all sorts of fun social, wellness and community outreach activities for our teams. It’s all about helping to build a great workplace culture, encouraging people to enjoy social connection with their colleagues and foster community spirit.”**

Laura Stone, Head of Employee Experience, North America

CASE STUDY

## CLEAN-UP DAYS

In September 2021, hundreds of colleagues from Samsonite teams across Belgium, Netherlands, UK, Scandinavia, Germany, Spain, Italy, the United States and Chile took part in local Clean-up Day Challenges to collect trash in and around their local neighborhoods while raising funds for good causes. Win-win-win all around!



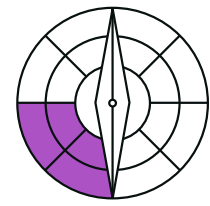
“150 of us went off in small walking groups and covered a total distance of 84.5km together, picking up 152 kg of trash on the way. As well as the usual cans and plastic we found some Christmas decorations that someone had thrown out! We’re definitely doing this again next year.” Belgium employee

## SUPPORTING NEW HIRES

We want the experience of joining our business to be a happy one. We have a mentor program in place to help with onboarding new employees – new starters have an onboarding partner whose job it is to orient them and help them meet people.

“I found the new hire mentor program to be very useful – sometimes a manual won’t answer all your questions. My onboarding partner helped me to get acclimated with Samsonite and the overall environment. I could ask him questions, such as ‘who should I ask for...?’ or ‘where’s the best place for lunch?’, or ‘what’s your favorite part about working here?’.” Senior Tax Analyst

“Having an onboarding partner has been a great way for me to learn all the names and faces here at Samsonite. It’s also been extremely helpful in learning a little more about what each area of the business does and how to work with them in my own role.” CRM Manager



OUR GOAL

To expand our existing social compliance program to identify, mitigate and remediate possible negative human rights impacts of the business

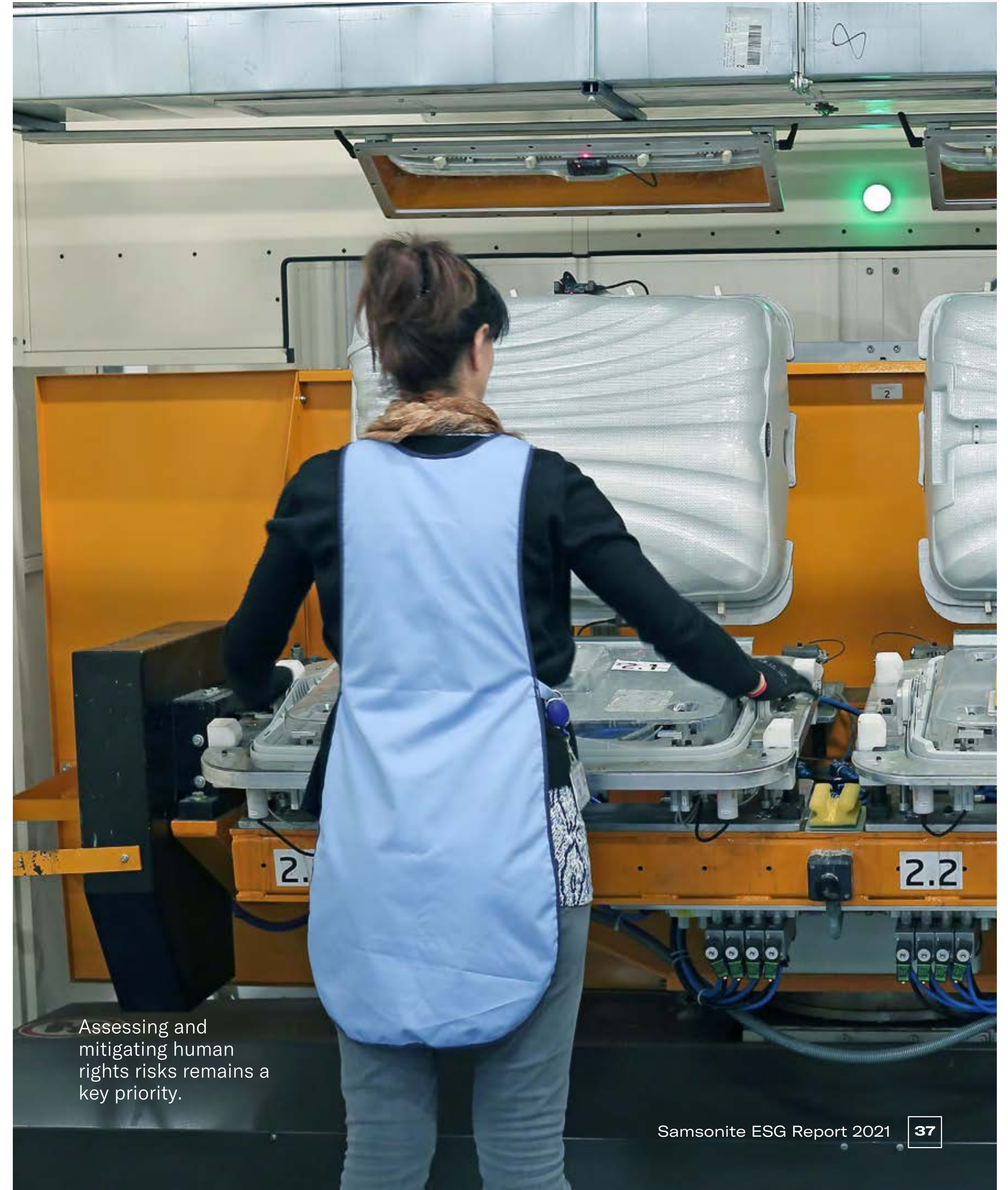
PROGRESS REPORT

We conducted a human rights country risk assessment.

# PROTECTING PEOPLE IN OUR SUPPLY CHAIN

In the last few years, as part of our diversification strategy, we have begun sourcing from new markets and working with new suppliers. Despite the introduction of tougher human rights legislation in multiple jurisdictions, assessing and mitigating human rights risks remains a key priority.

As part of Our Responsible Journey, we have committed to expanding our existing social compliance program to identify, mitigate and remediate possible negative human rights impacts of the business. During 2021, we conducted a human rights country risk assessment. Our objective was to improve our understanding of when, where, and how the actions of our suppliers might infringe on workers' human rights, and what we could do to effectively mitigate those risks. Our colleagues are now using the tool to build their understanding of the types of risk.



Assessing and mitigating human rights risks remains a key priority.

# PROMOTING WELLBEING

We choose to champion a range of non-profits that help support people through physical and mental health issues. Our involvement includes fundraising in our retail stores and online, as well as deeper partnerships with particular organizations.

CASE STUDY



## TUMI AND ST. JUDE CHILDREN’S RESEARCH HOSPITAL®

Tumi has partnered with St. Jude Children’s Research Hospital® in Memphis, Tennessee since 2010, helping to make a difference to children facing cancer and other serious illnesses. So far, we have raised over US\$6.8 million for the hospital through a variety of events, campaigns and sponsorships, including raising money in stores and online through the St. Jude Thanks and Giving® campaign, and donating 100% of the purchase price from a range of special luggage tags, accent kits and cosmetic pouches.

Funding goes towards cancer research as well as supporting families with treatment and other costs. In 2021, more than US\$600,000 was raised through the Thanks and Giving campaign, the St. Jude Walk, and product donations. We also continued to donate our products directly to families of children with cancer.

CASE STUDY



## GREGORY GATEWAYS

Gregory’s Gateways program is helping to empower people and protect nature. It is a long-standing brand initiative which promotes inclusivity through non-profit partnerships and strategic product engineering to help everyone have the chance to enjoy a life-long appreciation of the great outdoors. Fostering a love of the natural world and outdoors adventuring works to build people’s physical and mental wellbeing and also inspires better care and preservation of landscapes, plants, and animals.

CASE STUDY



## GREGORY AND BIG CITY MOUNTAINEERS

Another of Gregory’s partnerships is with Big City Mountaineers, a non-profit which helps youth from communities that have historically lacked equitable access to nature. This forward-thinking non-profit provides free, fully outfitted, and professionally led outdoor trips to young people aged 8 to 18 from communities across North America. The trips provide participants with a rich opportunity to discover the benefits of connecting with nature to promote physical and mental wellbeing and help find their strengths, skills, and resilience. In 2021, Gregory also donated 30 plus-sized backpacks towards trip programming, as well as monetary donations to allow more youth to participate in BCM’s programs across the country.



# CONSERVING AND RESTORING NATURE

One of the reasons we believe travel is so important is that it offers us the opportunity to experience joy and wonder in some of Earth’s most beautiful places. That is why Samsonite is committed to helping conserve and restore habitats for the long-term benefit of local environments and communities.

Since 2011, the team at our site in Nashik, India, has planted fruit and medicinal trees in the region to help support the community. Independent agronomist analysis found that these existing and planned plantations in the region sequestered 1,358 MT CO<sub>2</sub>e in 2021. These plants meet the offset requirements for permanence as the vast majority are on land owned either by Samsonite, or by the Indian government, which manages it as conservation land.

In 2021, we also supported tree planting in key regions with several partners including One Tree Planted, Future Forest and WWF Indonesia.



CASE STUDY

## TREE PLANTING

Well-designed reforestation has many winners: it can benefit local communities, prevent ecosystem degradation, provide cleaner air and water, sequester carbon, and improve biodiversity. That’s why reforestation is an important element of our strategy. Since 2017, we estimate that with our local partners we have supported the planting of some 830,500 trees around the world. In 2021 our funding enabled 70,500 trees to be planted in key regions across Asia, Australia and North America with partners including One Tree Planted, Future Forest and WWF Indonesia.

To help engage our customers, some of the donations for these plantings were linked to the sale of products containing more sustainable materials. For example, in July the Samsonite team in Singapore ran a special month-long promotion offering to plant a tree for each purchase from the RED range of luggage which contained sustainable materials.

# EMPOWERING VULNERABLE COMMUNITIES

All around the world our local teams go the extra mile to support vulnerable people through a wide variety of fundraising, donations and volunteering their time to programs that help individuals, families, and whole communities to thrive. At a company level, we have formed relationships with several non-profit organizations which pass our products on to specific disadvantaged groups of people who need them.

## Giving around the world:

Here's a snapshot of just some of the non-profit organizations for which our teams have fundraised or volunteered, or gifted our products to:

- (US) YMCA
- Dana Farber Cancer Institute
- Salvation Army
- (Korea) Sarangfare
- (Belgium) SOS Scholen voor Scholen
- Our Daily Bread Food Pantry
- All Hands & Hearts (Tumi)
- (Korea) World Vision
- (Russia) Planeta Dobra
- (S Africa) Nanga Vhutsilo Children's Home
- Rotary Club
- (Canada) United Way
- (Korea) Otcan
- (Russia) ROOI Perspektiva

CASE STUDY

## TUMI AND WAVES FOR WATER

Since 2016 Tumi and Waves for Water have worked closely together to provide access to clean water to people in need. The goal is simple – providing access to clean water using water filtration systems, bore-hole wells, and rainwater harvesting systems. Each year, Tumi makes a US\$62,000 donation to the charity.

To date, Tumi, globally, has raised more than US\$1.8 million which has enabled Waves for Water to implement 16,500 filtration systems, 417 rain catchment systems, and 12 wells – improving the lives of 500,000+ people around the world.

### OUR PLANS FOR 2022

- Continue to roll out D&I program in all regions
- Launch mentoring programs in all markets
- Roll out the Next Generation network globally
- Disseminate and evaluate the global employee engagement survey
- Expand Ask Athena to all regions and markets

# HOW WE MAINTAIN OUR HIGH STANDARDS

Our sustainability strategy, Our Responsible Journey, is a shared vision: wherever we operate in the world, we are working towards the same goals.

Likewise, we have a shared set of values and principles that govern our behavior and actions. These are articulated in our policies and demonstrated in our practices – both of which are clearly and frequently communicated within our business so that, wherever in the world they are, our people know what is expected of them.

We have high standards, and expect our suppliers to have high standards too. The Samsonite Ethical Charter is our supplier code of conduct and sets out our view of acceptable business practices. All direct suppliers must comply with its minimum standards, and we conduct regular audits to ensure they do.

**Please visit:**  
**<https://corporate.samsonite.com>**  
to find out more about our corporate governance functions. Our Annual Report contains more information on our approach to corporate governance and risk management.

Samsonite International S.A is listed on the Hong Kong Stock Exchange.



# OUR PRODUCT POLICIES

We take product responsibility very seriously. In 2021, we had no known, material instances of non-compliance with relevant laws and regulations regarding advertising or product labeling, health and safety, or privacy matters relating to products and services in our countries of operation. There are no known current or pending regulatory actions or other litigation that are anticipated to have a material impact on us. Below we outline the key policies that guide our actions.

## Advertising and labeling

It is our policy for our advertising and product labeling to comply with all applicable laws.

## Data protection and privacy

It is our policy to satisfy applicable legal requirements with respect to data protection and privacy, and to employ appropriate technical, administrative, and physical safeguards for protecting the personal and sensitive data we process on behalf of our customers, employees, vendors and others. We also seek to maintain Payment Card Industry (PCI) compliance relative to the processing of credit card information. This compliance is periodically validated by a third party, and we do not retain credit card information.

## Intellectual property

Our intellectual property team actively seeks patent and design protection for important innovations and designs, and trademark registrations for key brands and marks. When commercially justified, we act to enforce our intellectual property rights and will vigorously defend ourselves against any inappropriate third-party claims. In 2021, there were no infringements of our patents or trademarks, or allegations of infringement claimed against us, which had a material adverse effect on our business, financial results, or reputation.

## Quality assurance

We have a quality handbook for each of our major product categories. We have developed an extensive Product Quality Assurance program to ensure the products we sell meet or exceed these strict performance requirements. Product testing and inspection of raw materials, components and finished goods are conducted at each of our owned and operated manufacturing facilities, as well as at many third-party suppliers, to ensure that standards of workmanship are maintained.

Our policy is to comply with all applicable legal requirements related to the levels of certain chemical substances in our products. Product testing is performed with the support of accredited third-party laboratories during product development, then randomly during production, and again upon renewal of old product programs.

# EMPLOYMENT AND LABOR PRACTICES

Our employment and labor practices govern a global workforce of corporate, sales office, distribution center, manufacturing, and retail staff – including store management and full- and part-time sales associates.

Our corporate policy is to attract and retain the best talent across all regions, provide meaningful development opportunities, reward and recognize performance, and ensure a safe working environment, while promoting and supporting employee health and wellbeing. Employment and labor practices cover employment, development and training, labor standards, and occupational safety and health.

## Employee code

We expect all our employees to behave ethically and comply with our Samsonite Code of Conduct. This clearly sets out our values and commitment to ethical standards and legal compliance. For example, it explains how we prohibit the use of bribes or kickbacks, keeping inaccurate records, or using company property for personal gain.

Every year, we circulate the Code to our people across the world to remind them just how important this is. We believe that people should be able to carry out decent and productive work in conditions of freedom, equality, security and human dignity. We expect our employees to treat others, such as suppliers, people in our communities, and customers, with dignity and respect. All our people must adhere

to labor, health, and safety standards consistent with those established by the International Labor Organization.

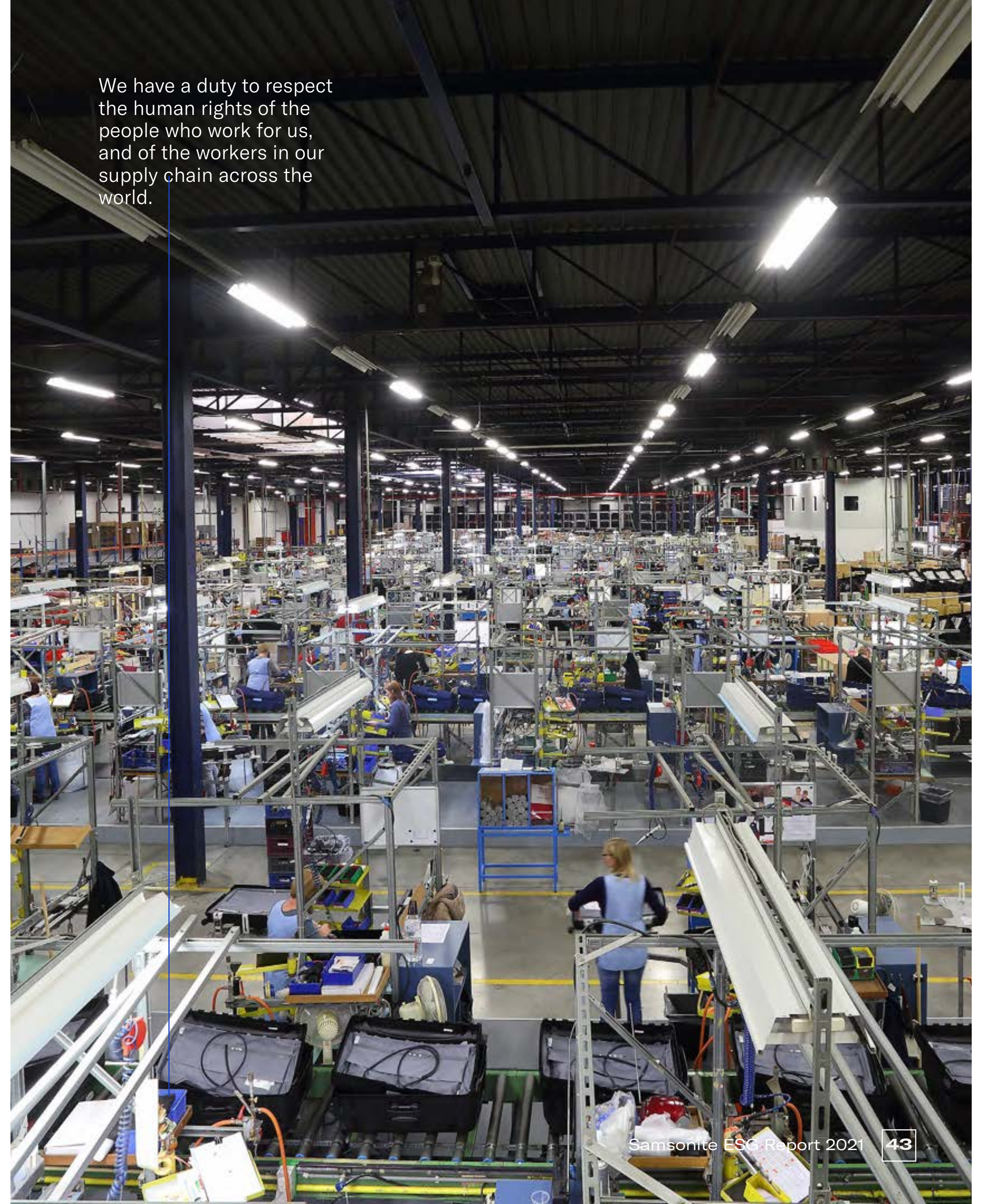
Employees who do not comply with our Code of Conduct are subject to discipline, which may include dismissal.

## Labor standards

We have a duty to respect the human rights of the people who work for us, and of the workers in our supply chain across the world.

We absolutely will not tolerate illegal working conditions and human rights violations like child, forced or trafficked labor. Our employment policies are developed and implemented at regional and local levels to be able to comply fully with regulations and laws in each country.

We have a duty to respect the human rights of the people who work for us, and of the workers in our supply chain across the world.



**Business Ethics Reporting Hotline**

We provide the opportunity for everyone who works for us to report suspected breaches of the Employee Code of Conduct, via an anonymous confidential hotline and website reporting service. Members of our management team in the finance, legal, human resources and internal audit departments review 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 in worker handbooks throughout our operations. Employees may use this hotline, anonymously if desired, if they have any workplace concern that they wish to report. Employees using the hotline are protected against retaliation. Reports are investigated and appropriate remedial actions taken as needed.

**Anti-corruption**

We are committed to doing business with integrity and avoiding corruption in any form.

We expect all Samsonite employees, agents, directors, officers, and representatives to conduct business in a fair, ethical and legal manner.

Our Samsonite Global Anti-Corruption Policy requires compliance with all applicable anti-corruption laws. In addition, our Employee Code of Conduct includes specific guidance on our position on the payment of government officials, bribes and kickbacks, gifts, and conflicts of interest.

We also have an anti-corruption compliance program, which includes numerous reporting, monitoring and certification controls, as well as periodic web-based and in-person training.

Our internal procedures and controls help with anti-bribery and corruption law compliance. These include required approvals for certain types of transactions, an employee ethics hotline, and periodic monitoring by our internal audit team as part of their routine procedures in higher risk locations. These activities are closely supported by our legal and finance departments, as required.

In 2021, there were no known, material instances of non-compliance with relevant employment and labor practice laws and regulations regarding compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare in any of the countries where we employ people. We also had no known, material instances of non-compliance with relevant labor standards regarding the prevention of child or forced labor in our operations and that of our suppliers.

In 2021, the Company had no known, material instances of non-compliance with relevant laws and regulations regarding bribery, extortion, fraud, or money laundering in its countries of employment.

# HEALTH AND SAFETY PRACTICES

The global pandemic led to the introduction of many new measures to keep our people and customers safe, but managing risk is a normal part of our day-to-day processes.

We follow set procedures to make sure we comply with relevant occupational health and safety laws and regulations. We focus our efforts on potential hazards, like machinery and moving vehicles, at our manufacturing and distribution sites. We have proactively created policies and processes to minimize these hazards.

## Raising safety awareness

We have found that the best way to prevent accidents is through raising safety awareness, and all relevant employees receive basic safety training before they begin working with us. This includes learning about potential hazards and what to do in an emergency. Only specially trained and authorized employees are permitted to use machinery such as power tools, forklifts and vacuum compressors. Our employees are also taught what protective equipment they should wear, like earplugs, safety glasses and steel toed shoes, and we provide all necessary personal protective equipment.

Most of our employees work in our retail stores where there are fewer health and safety risks than in manufacturing and distribution. Here, we seek to comply with all local laws, and provide training relevant to the retail environment (such as learning about safe ways to lift heavy items, deal with shoplifters, and minimize slips, trips and falls).

## Standardized response

Despite our best efforts, workplace accidents still occasionally happen. When they do occur, we have clear, standardized processes to guide our people in how to manage the situation. Firstly, the person who is injured must receive first aid or medical attention as required. Secondly, the accident must be officially reported. This means that we can investigate how the accident occurred, and take action to prevent it from happening again.

In 2021, we were pleased that we experienced no known, material instances of non-compliance with relevant occupational health and safety laws and regulations, and no related significant regulatory actions or material litigation.

# MANAGING RISK IN OUR SUPPLY CHAIN

We rely on a network of suppliers from all around the world. Some of them make materials or components for our own manufacturing sites; others provide us with finished goods. In their turn, these suppliers rely on a network of raw materials suppliers, meaning our supply chain is sometimes large and complex. Throughout 2021, we remained focused on identifying and mitigating risks in our supply chain – particularly with regards to worker health and safety, and wider labor issues. Our aim is to encourage good practice and positive impacts beyond our direct business by supporting our suppliers to raise their standards, benefiting both workers and the environment.

## The Samsonite Ethical Charter

Our Samsonite Ethical Charter is our supplier code of conduct and sets out the minimum standards and acceptable business practices that we expect from our suppliers. This covers workers' rights, working conditions, terms of employment, decent work, supplier systems, and worker protections. These comply with International Labour Organization (ILO) principles and are central to our sourcing strategies, including how we determine which factories we work with and how we assess ongoing supplier performance.

All our direct suppliers must comply with our Ethical Charter and must also certify that materials used in the making of our products comply with all applicable environmental and social laws. Our sourcing teams supervise these requirements on an ongoing basis.

## Conducting due diligence

Before we start working with any new supplier, we carry out comprehensive due diligence checks. Our suppliers must demonstrate no serious current health, safety, or labor issues and we have zero tolerance for any conditions that present a threat to life. All suppliers must meet or exceed our standards as a critical baseline, and we expect them to be engaged in a process of continuous improvement.

## Auditing our suppliers

To ensure that our suppliers continue to comply with our Ethical Charter, we conduct regular audits – either ourselves or through a respected third party. An audit typically includes interviews with workers, reviewing relevant documentation, and a tour of the site. We use a ratings system to monitor compliance and assess change over time. Results are shared with our procurement and production teams, who then assess the business relationship with each supplier going forward.

Factories that receive a 'very good' rating will undergo their next audit after two years, and we audit all other Finished Goods suppliers every year. If we see that a factory is no longer meeting our standards, a corrective plan of action must be quickly implemented. We will terminate our relationship if a supplier remains in breach of our requirements.

In 2021, we audited 163 Tier 1 suppliers. A further 28 suppliers were exempt from audit due to Worldwide Responsible Accredited Production (WRAP) certification or because we were able to verify compliance by reviewing third-party audit reports such as BSCI and SMETA. We continue to encourage Tier 1 suppliers to apply for WRAP certification because it reduces the administrative burden placed on them while also ensuring that they are being audited to the most rigorous standards.

Our Tier 2 suppliers make raw materials for our finished goods suppliers and our owned factories. Before the pandemic hit, we had set ourselves a target to audit our top 100 Tier 2 suppliers by the end of 2020. However, due to COVID-19 we were not able to begin this work until 2021, during which we audited 18 of them. As the number of Tier 2 suppliers has shrunk during the pandemic, we have reduced our target to audit our top

30 Tier 2 suppliers and will complete this by the end of 2022.

100% of our direct suppliers must certify that materials used in the making of our products comply with all applicable environmental and social laws, and our sourcing teams supervise these requirements on an ongoing basis.

## Identifying critical risks

Whereas an auditor will rarely visit a factory more than once a year, members of our Quality Assurance team might visit a factory several times a week. We therefore took the decision to broaden the scope of the role of our Quality team to include assessing critical risks. Our Head of Audit provided training for 30 members of the Quality team, raising their awareness of the key risks including fire hazards, poor building construction and dangerous electrical wiring. The team now perform quarterly checks at both Tier 1 and Tier 2 factories. If a critical issue is identified, it will be immediately rectified and reported to the audit team.



## ABOUT THIS REPORT

This report covers the activities and results for the Company's fiscal year ended December 31, 2021. This report will be prepared and published on an annual basis.

This report is prepared in compliance with the 'comply or explain' provisions set out in the ESG Reporting Guide in Appendix 27 to the Main Board Listing Rules, the Rules Governing the Listing of Securities on SEHK.

Unless otherwise specified, the report includes all the consolidated subsidiaries under the Company's direct control as reflected in its Consolidated Financial Statements for the Company-owned or -operated offices, retail stores, and distribution/manufacturing facilities. Unless specified, third-party owned and operated companies, and product categories managed by licensees, are beyond the scope of this report.

The methods used to gather, report and verify information in this report are based on the Company's own processes as well as internationally recognized reporting standards.

The content for this report was developed on the basis of its relevance to the Company's business objectives, its regionalized organizational structure, and expectations of key stakeholders.

### **Environmental data measurement, methodology, and boundaries**

The Company applies an operational control approach to defining organizational boundaries. The Company has focused on the material sources of emissions including the owned and operated manufacturing facilities in Oudenaarde (Belgium), Szekszárd (Hungary), Nashik (India), and Cuautitlán Izcalli (Mexico); and a global network of distribution centers; offices; and retail stores (the 'Reporting footprint').

The Company uses the principles and guidance of the GHG Protocol, developed by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), to calculate and report direct and indirect GHG emissions.

Carbon dioxide (CO<sub>2</sub>) emissions and CO<sub>2</sub>e are determined on the basis of measured or estimated energy and fuel usage, multiplied by relevant GHG emission factors, and global warming potentials. The Company uses the most current eGrid emission factors (for location-based emissions) and supplier and residual emission factors (for market-based emissions), where available.\* Alternatively, factors from the International Energy Agency (IEA)'s publication: *Emissions Factors (2021 Edition)* are applied. The Company's Scope 1 emissions (arising from the fuel combusted in its owned and controlled operations) are a result of the combustion of natural gas, propane, gasoline, and diesel, as well as the

leakage of hydro-fluorocarbon refrigerant gases from its HVAC (heating, ventilation, and air conditioning) equipment. The Company's Scope 2 emissions – arising from the consumption of purchased electricity – are from its use of purchased electricity in those same facilities. Energy data from these fuel sources are converted into CO<sub>2</sub>e for reporting purposes.

\* The location-based method uses the average GHG emissions intensity of grids on which energy consumption occurs. In contrast, the market-based method uses specific emissions generated from contractual agreements with utilities (e.g., agreements to enroll in green power programs and purchase electricity from renewable resources).

**Questions, comments, or feedback regarding this report or any of the Company's ESG programs should be sent by email to:**

**[sustainability@samsonite.com](mailto:sustainability@samsonite.com)**

## ENVIRONMENTAL KPIs

KPI	SCOPE OF TIME-BOUND REDUCTION REPORTING	2021
Aspect A1: Emissions		
General Disclosure Refer to page 21 of the report for more information on Samsonite and emissions.		
<b>A1.1</b>		
The types of emissions and respective emissions data.	Total reporting footprint (all owned/directly controlled manufacturing, distribution, office, and retail facilities)	<p><b>5,041 kg</b></p> <p>4,994 kg NOx (3,142 kg from diesel; 1,714 kg from natural gas; 29 kg from propane; 109 kg from gasoline)</p> <p>46 kg SOx (31 kg from diesel; 10 kg from natural gas; 0.2 kg from propane; 4 kg from gasoline)</p> <p>1 kg R-22 refrigerant</p>

KPI	SCOPE OF TIME-BOUND REDUCTION REPORTING	2021
<b>A1.2</b>		
Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and, where appropriate, intensity.	Total emissions and square footage of reporting footprint (all owned/directly controlled manufacturing, distribution, office, and retail facilities)	<p><b>18,738 MT CO<sub>2</sub>e</b> (Intensity: 0.0026 MT CO<sub>2</sub>e/sq ft)</p> <p>Scope 1: 2,522 MT CO<sub>2</sub>e</p> <p>Scope 2 (market-based): 16,216 MT CO<sub>2</sub>e</p> <p>Scope 2 (location-based): 16,253 MT CO<sub>2</sub>e</p>
<b>A1.3</b>		
Total hazardous waste produced and, where appropriate, intensity.	Total hazardous waste and square footage of owned and operated manufacturing facilities in Oudenaarde (Belgium), Szekszárd (Hungary), Nashik (India), and Cuautitlán Izcalli (Mexico)	<p><b>11.5 MT</b></p> <p>Intensity: 0.008 kg/sq ft</p>

KPI	SCOPE OF TIME-BOUND REDUCTION REPORTING	2021
<b>A1.4</b>		
Total non-hazardous waste produced and, where appropriate, intensity.	Total non-hazardous waste and square footage of owned and operated manufacturing facilities in Oudenaarde (Belgium), Szekszárd (Hungary), Nashik (India), and Cuautitlán Izcalli (Mexico)	<b>702.6 MT</b> Intensity: 0.47 kg/sq ft
<b>A1.5</b>		
Description of emissions target(s) set and steps taken to achieve them.	Total reporting footprint (all owned/directly controlled manufacturing, distribution, office, and retail facilities)	<b>Emissions Target:</b> Reduce the carbon intensity of our operations 15% by 2025 compared to our 2017 baseline.  Refer to page 21 of the report for further information on the steps taken to achieve this goal.

KPI	SCOPE OF TIME-BOUND REDUCTION REPORTING	2021
<b>A1.6</b>		
Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Owned and operated manufacturing facilities in Oudenaarde (Belgium), Szekszárd (Hungary), Nashik (India), and Cuautitlán Izcalli (Mexico)	We do not have specific time-bound reduction targets but all our facilities are expected to minimize waste.  Refer to page 26 of the report for more information on our efforts to reduce waste.

KPI	SCOPE OF TIME-BOUND REDUCTION REPORTING	2021
<b>Aspect A2: Use of Resources</b>		
General Disclosure		
Refer to pages 22 to 27 of the report for more information on Samsonite and use of resources.		
<b>A2.1</b>		
Direct and/or indirect energy consumption by type (e.g., electricity, gas or oil) in total and intensity.	Total energy consumption and square footage of reporting footprint (all owned/directly controlled manufacturing, distribution, office, and retail facilities)	38,479 MWh of grid purchased conventional electricity (Intensity: 5 kWh/sq ft) 2,828 MWh from grid purchased green electricity (Intensity: 0.4 kWh/sq ft) 1,761 MWh of on-site renewable electricity produced (Intensity: 0.2 kWh/sq ft) 11,297 MWh of natural gas (Intensity: 1.6 kWh/sq ft) 76,738 liters of gasoline (Intensity: 0.011 liters/sq ft) 109,095 liters of diesel (Intensity: 0.015 liters/sq ft) 18,816 liters of propane (Intensity: 0.003 liters/sq ft)

KPI	SCOPE OF TIME-BOUND REDUCTION REPORTING	2021
<b>A2.2</b>		
Water consumption in total and intensity.	Total water consumption and square footage of owned and operated manufacturing facilities in Oudenaarde (Belgium), Szekszárd (Hungary), Nashik (India), and Cuautitlán Izcalli (Mexico)	<b>37,990 m<sup>3</sup></b> Intensity: 0.026 m <sup>3</sup> /sq ft
<b>A2.3</b>		
Description of energy use efficiency target(s) set and steps taken to achieve them.	Total reporting footprint (all owned/directly controlled manufacturing, distribution, office, and retail facilities)	We do not have specific time-bound reduction targets but improving energy efficiency is an essential part of our strategy to achieve our GHG emissions reduction goal.  Refer to page 22 of the report for more information on our efforts to improve energy efficiency.

KPI	SCOPE OF TIME-BOUND REDUCTION REPORTING	2021
<b>A2.4</b>		
Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Owned and operated manufacturing facilities in Oudenaarde (Belgium), Szekszárd (Hungary), Nashik (India), and Cuautitlán Izcalli (Mexico)	Water sourcing and wastewater discharge are not material issues for Samsonite, so we have not set specific reduction targets.  Refer to page 27 of the report for more information on our efforts to improve water efficiency.
<b>A2.5</b>		
Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Owned and operated manufacturing facilities in Oudenaarde (Belgium), Szekszárd (Hungary), Nashik (India), and Cuautitlán Izcalli (Mexico)	<b>3,834 MT</b> 0.6 MT polystyrene 13 MT tape 277 MT plastic 3,543 MT cardboard  Intensity: 1.25 kg/finished good produced

KPI	SCOPE OF TIME-BOUND REDUCTION REPORTING	2021
<b>Aspect A3: The Environment and Natural Resources</b>		
General Disclosure Refer to pages 20 to 28 of the report for more information on Samsonite and the environment and natural resources.		
<b>A3.1</b>		
Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Total reporting footprint (all owned/directly controlled manufacturing, distribution, office, and retail facilities)	Refer to page 21 of the report for further information.
<b>Aspect A4: Climate Change</b>		
General Disclosure Refer to pages 20 to 28 of the report for more information on Samsonite and climate change.		
<b>A4.1</b>		
Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Total reporting footprint (all owned/directly controlled manufacturing, distribution, office, and retail facilities)	Refer to pages 21, 24, and 25 of the report for more information.

## SOCIAL KPIs

KPI	2021
<b>Aspect B1: Employment</b>	
General Disclosure Refer to pages 29 to 36 of the report for more information on Samsonite and employment.	
<b>B1.1</b>	
Total workforce by gender, employment type (for example full or part-time), age group and geographical region.	Our total workforce was approximately 9,500 at the end of 2021. Refer to page 34 for more information on workforce by gender. The workforce by geographical region was approximately: 4,650 in Asia, 2,300 in Europe, 1,500 in North America, and 1,050 in Latin America. Data on employment type and age is not collected centrally at this time.

KPI	2021
<b>B1.2</b>	
Employee turnover rate by gender, age group and geographical region.	We do not disclose employee turnover rates as these are not collected centrally due to the absence of a globally applied human resources information system (HRIS). We are in the process of implementing a global HRIS that will enable us to collect and report this information. The roll-out of this system has been delayed due to disruptions and lower resources as a result of the COVID-19 pandemic.
<b>Aspect B2: Health and Safety</b>	
General Disclosure Refer to page 45 of the report for more information on Samsonite and health and safety.	
<b>B2.1</b>	
Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	We had no work-related fatalities in 2019, 2020, or 2021.

KPI	2021
<b>B2.2</b>	
Lost days due to work injury.	We do not have a reliable mechanism for collecting this data centrally today. We are evaluating the feasibility of collecting this data from our manufacturing plants and distribution centers in the future. While the health and safety of our employees is a key priority, the nature of our business is such that work-related injuries historically have not posed a significant risk to our company.
<b>B2.3</b>	
Description of occupational health and safety measures adopted, how they are implemented and monitored.	Refer to page 45 for more information.

KPI	2021
<b>Aspect B3: Development and Training</b>	
General Disclosure	
Refer to pages 35 to 36 of the report for further information on Samsonite and development and training.	
<b>B3.1</b>	
The percentage of employees trained by gender and employee category (e.g., senior management, middle management).	We do not currently have a process in place to track training metrics centrally. Refer to pages 35 and 36 for more information.
<b>B3.2</b>	
The average training hours completed per employee by gender and employee category.	We do not currently have a process in place to track training metrics centrally. Refer to pages 35 and 36 for more information.

KPI	2021
<b>Aspect B4: Labor Standards</b>	
General Disclosure	
Refer to pages 43 and 46 of the report for more information on Samsonite and labor standards.	
<b>B4.1</b>	
Description of measures to review employment practices to avoid child and forced labor.	Refer to Samsonite’s Modern Slavery Statement and page 46 of this report which outlines how we manage potential risk in our operations and supply chain.  We absolutely will not tolerate illegal working conditions and human rights violations like child, forced or trafficked labor. Our employment policies are developed and implemented at regional and local levels to be able to comply fully with regulations and laws in each country.
<b>B4.2</b>	
Description of steps taken to eliminate such practices when discovered.	When non-conformances are identified, we work with the supplier to remediate the issue. Failure to remedy will lead to termination of the contract.

KPI	2021
<b>Aspect B5: Supply Chain Management</b>	
General Disclosure	
Refer to page 46 of the report for more information on Samsonite and supply chain management.	
<b>B5.1</b>	
Number of suppliers by geographical region.	Our Tier 1 contract manufacturers are primarily located in Asia. Of approximately 250, about 45% are in East Asia, 15% in South Asia, 30% in Southeast Asia, and 10% across the rest of the world.
<b>B5.2</b>	
Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Refer to page 46 for information about how we conduct due diligence on new suppliers and conduct regular audits to monitor compliance with the Samsonite Ethical Charter.



KPI	2021
<b>B5.3</b>	
Description of practices used to identify environmental and social risks along the supply chain and how they are implemented and monitored.	100% of our direct suppliers must certify that materials used in the making of our products comply with all applicable environmental and social laws, and our sourcing teams supervise these requirements on an ongoing basis.
<b>B5.4</b>	
Description of practices used to promote environmentally preferable products and services when selecting suppliers and how they are implemented and monitored.	We proactively seek to work with suppliers who can partner with us on our sustainable product priorities, including sustainable innovation, recycled and renewable materials, durability and recyclability, and end of life solutions.
<b>Aspect B6: Product Responsibility</b>	
General Disclosure	
Refer to page 42 of the report for more information on Samsonite and product responsibility.	
<b>B6.1</b>	
Percentage of total products sold or shipped subject to recalls for safety and health reasons.	The nature of our business is such that recalls are infrequent, and we are not aware of any product recalls during 2021. This data is not collected centrally at this time.

KPI	2021
<b>B6.2</b>	
Number of products and service-related complaints received and how they are dealt with.	This data is not collected centrally at this time. We take product responsibility seriously in all our operations and have comprehensive approaches to customer service throughout our regional markets.
<b>B6.3</b>	
Description of quality assurance process and recall procedures.	Refer to page 42 for more information. The nature of our business is such that recalls are infrequent. In the infrequent cases where we have had to consider product recalls, our teams have worked with our legal department and qualified outside legal counsel on a case-by-case basis to determine and implement the necessary procedures.
<b>B6.4</b>	
Description of consumer data protection and privacy policies, how they are implemented and monitored.	Refer to page 42 for more information.

KPI	2021
<b>Aspect B7: Anti-corruption</b>	
General Disclosure	
Refer to page 44 of the report for more information on Samsonite and anti-corruption.	
<b>B7.1</b>	
Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Refer to page 44 for more information.
<b>B7.2</b>	
Description of preventive measures and whistleblowing procedures, how they are implemented and monitored.	Refer to page 44 for more information on Business Ethics Reporting Hotline and Anti-Corruption.
<b>B7.3</b>	
Description of anti-corruption training provided to directors and staff.	Samsonite's anti-corruption compliance program includes periodic web-based training for relevant personnel as determined based on our risk assessment, and as also includes in-person training where appropriate. Our Board approved our anti-corruption policy and receives periodic briefings with respect to our anti-corruption efforts.

KPI	2021
<b>Aspect B8: Community Investment</b>	
General Disclosure	
Refer to pages 38 to 40 of the report for more information on Samsonite and community investment.	
<b>General Disclosure</b>	
Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	We support a variety of non-profit partners in our communities and take into consideration how we can best align our philanthropic focus areas with the needs of each community. While Samsonite does not have a formal policy on community engagement, we do have global guidelines for charitable giving which include consideration of community representation.
<b>B8.1</b>	
Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	Samsonite's philanthropic activities are focused on three themes: <ul style="list-style-type: none"> <li>Protecting earth's beautiful places</li> <li>Promoting wellbeing</li> <li>Empowering vulnerable communities.</li> </ul> Refer to pages 38 to 40 for more information.
<b>B8.2</b>	
Resources contributed (e.g. money or time) to the focus area.	Refer to pages 38 to 40 for more information.

If there are any discrepancies between the Chinese translation and the English version of this report, the English version shall prevail.

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