

AUSTRALIAN MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT 2024

Samsonite Group is the world's best known and largest travel luggage company and a leader in global lifestyle bags. We own and operate a portfolio of customer-centric and iconic brands, led by Samsonite®, TUMI®, and American Tourister®, that empower our customers' journeys with globally trusted, innovative and increasingly sustainable products. Building on our long history of industry leadership, our vision is to create a path towards a more sustainable future for our industry.

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

This statement is made pursuant to the Australian Modern Slavery Act of 2018 and constitutes Samsonite Australia Pty Limited ("Samsonite Australia")'s Australian Modern Slavery Statement for the financial year ended December 31, 2024. Samsonite Australia's supply chains are primarily managed through Samsonite Group's global sourcing and manufacturing processes. As such, the policies and processes described in this statement apply on a global basis unless otherwise indicated, including to Samsonite Australia. We do not believe there are modern slavery risks unique to Samsonite Australia.

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

Business Structure, Activities & Supply Chain

The Group is principally engaged in the design, manufacture, sourcing and distribution of luggage, business and computer bags, outdoor and casual bags and travel accessories throughout the world, primarily under the Samsonite®, Tumi®, American Tourister®, Gregory®, High Sierra®, Lipault® and Hartmann® brand names as well as other owned and licensed brand names.

As of December 31, 2024, the Group's products were sold in more than 100 countries.

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

Our Policies

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

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

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

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

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

Collectively, these documents set forth the vision for acceptable business practices related to workers' rights, working conditions, terms of employment, decent work, supplier systems, and worker

- We communicate with our **suppliers** about our standards, including the prohibition of human trafficking and child labor, by requiring adherence to our Samsonite Ethical Charter, providing also our Samsonite Ethical Charter Supplier Implementation Guide and through on-site monitoring and verification process as part of our Global Social Compliance Program.
- Our Social Compliance team conducts various activities (e.g., training/seminars, review of audit status, post-audit debrief) with internal stakeholders and suppliers throughout the year to raise further awareness and reinforce key requirements of our Ethical Charter. These activities are intended to promote a greater understanding of social compliance issues and improve supplier performance in subsequent certification and audits.

Due Diligence Processes & Risk Management

Context

The Group does not support or knowingly maintain relationships with any business involved or connected in any way with modern slavery. Nevertheless, the Group understands that the greatest risk of modern slavery is in our product supply chain. To address this, we have undertaken activities to identify and minimize those risks, focusing on our finished goods and certain raw material and component suppliers, where we understand the risks are highest, and on higher risk geographies.

As part of strengthening our due diligence approach, we have identified our salient human rights issues for the Samsonite Group, which include issues of modern slavery, which we proactively seek to address.

Assessment and Prioritization of Impacts

The Company conducts due diligence checks of new and existing suppliers within the scope outlined above in the form of either self-assessment questionnaires or a compliance audit conducted by or on behalf of the Company.

Tracking and Monitoring

improvement – such as excessive work hours, workplace safety and health, and longer-term welfare of their workers.

Remediation

If evidence of modern slavery is found, the Group will examine the circumstances and develop the best possible strategy for resolution. The Group may act against those suppliers that do not demonstrate sufficient commitment to the supplier codes of conduct or are in breach of it; subsequent actions can include terminating the supplier.

Grievance Mechanisms

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

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

Program Evaluation

Evaluation of the effectiveness of our efforts to ensure that no human trafficking or modern slavery is present in the Company or in our supply chain rests with the country and regional management for employees, and with sourcing and production staff in the supply chain; this process is reviewed periodically by the internal audit team.

We know that our work to ensure we are appropriately tackling the issue of modern slavery requires

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

A handwritten signature in black ink, appearing to be 'K. Gendreau', with a long horizontal stroke extending to the right.

Kyle Francis Gendreau
Chief Executive Officer