



Samsonite Group S.A.  
Stock Code: 1910

2025

HIGHLIGHTS REPORT

# OUR RESPONSIBLE JOURNEY



# WELCOME

**Welcome to Samsonite's 2025 Highlights Report on Our Responsible Journey. With it, we share some of the ways we have accelerated the implementation of many of our sustainability priorities this year to create a more sustainable, resilient and responsible business.**

Thank you to all our employees, suppliers and partners who are engaged on the journey with us.

To learn more, read ahead, and for the full 2025 Report on Our Responsible Journey, please visit: [corporate.samsonite.com/en/sustainability](https://corporate.samsonite.com/en/sustainability)



"As the world's best-known and largest travel luggage company, and a leader in global lifestyle bags, our scale is what gives us the opportunity to make the greatest difference. We use our power of innovation to identify more sustainable solutions – on materials, repair, durability and beyond – and leverage our scale to incorporate them over time into more products and brands to multiply our impact."

**Kyle Gendreau**












Executive Director and Chief Executive Officer

"Looking back on 2025, it has been a pivotal year in which we have accelerated the implementation of many of our sustainability priorities. Step by step, our efforts have translated into meaningful and tangible impact, and we have made progress towards delivering a more sustainable brand experience, with product firmly at the center."

**Marina Dirks**

VP, Global Head of Sustainability

# OUR RESPONSIBLE JOURNEY – KEY MILESTONES

 <p>When Samsonite was founded by Jesse Shwayder in Denver, Colorado, he adopted the Golden Rule as the Company’s guiding principle: “Do unto others as you would have them do unto you.”</p> <p><b>1910</b></p>	 <p>Reinforced our commitment to durability with the launch of Silhouette, a suitcase featuring recessed hardware to protect belongings from wear and tear.</p> <p><b>1958</b></p>	 <p>Acquired American Tourister: our accessible, high-quality luggage brand.</p> <p><b>1993</b></p>	 <p>Acquired TUMI: our iconic, performance luxury brand, with products that are designed for lasting durability and repairability.</p> <p><b>2016</b></p>	 <p>Introduced Samsonite and TUMI products containing polyester from recycled water bottles; since then expanded and scaled its use in linings and outer fabrics.</p> <p><b>2018</b></p>	 <p>Launched Samsonite Group sustainability strategy – Our Responsible Journey – and our first TUMI travel collection to incorporate recycled materials in the interior lining and shells.</p> <p><b>2020</b></p>	<p>Achieved 100% renewable electricity<sup>1</sup> in all company-owned and -operated retail stores, manufacturing and distribution facilities and offices, two years ahead of our target date.</p> <p>Launched first suitcase with wheels which can be easily repaired by customers at home with only a pen.</p> <p><b>2023</b></p>	<p>Launched Samsonite Proxis Circular, our first, limited-edition suitcase incorporating bio-circular material from used cooking oil.<sup>2</sup></p> <p>Introduced our first Digital Product Passport for Samsonite Proxis and Essens Circular limited-edition suitcase collections: a breakthrough in providing traceability along the supply chain.</p> <p>Launched double Red Dot Award-winning Samsonite Paralux, our first collection incorporating many of our leading product sustainability attributes at scale in a global offering.</p> <p><b>2025</b></p>
<p><b>1941</b></p> <p>Introduced the 'Samsonite' trademark, representing strength and durability after the biblical giant Samson.</p> 	<p><b>1976</b></p> <p>Started offering repair services and guidance for at-home repair to our customers.</p> 	<p><b>2003</b></p> <p>Published the Samsonite Group Ethical Charter, our Supplier Code of Conduct that sets out our commitment to fair and safe workplaces and draws on globally-recognized conventions and frameworks including the UN Universal Declaration of Human Rights.</p>	<p><b>2017</b></p> <p>Published first Sustainability Report.</p> 	<p><b>2019</b></p> <p>Introduced our first Samsonite suitcase made with recycled post-consumer polypropylene in the outer shell from household waste such as yogurt cups.</p> 	<p><b>2021</b></p> <p>Piloted our first suitcase take-back program in Belgium and the Netherlands, and have since continued these programs annually and have run pilots in other regions, including Asia.</p> <p>TUMI launched its first 19 Degree collection containing recycled polycarbonate.</p>	<p><b>2024</b></p> <p>Brought to market first Samsonite and TUMI products that contain recycled aluminum in the pull-handle and outer shell.</p> <p>Set a science-based near-term climate target.</p> <p>Introduced Samsonite Essens Limited Edition, our first truly circular suitcase, incorporating old, recycled suitcases in the shell – bringing the concept of circularity to life for consumers.</p>	

<sup>1</sup> Through a combination of on-site solar generation, participation in green power programs and purchasing of renewable energy certificates (RECs).

<sup>2</sup> Using the ISCC PLUS mass balance approach.

# OUR SUSTAINABILITY STRATEGY

## OUR CORPORATE PURPOSE

To empower a lifetime of journeys that move the world forward.

## OUR SUSTAINABILITY VISION

To use our leadership position to create a path towards a more sustainable future for our industry.

## OUR RESPONSIBLE JOURNEY

In 2020 we launched a comprehensive sustainability strategy called Our Responsible Journey, which is built on our 115-year heritage of innovation. We see it as the compass guiding our decision-making on our journey to 2030 and the path to our long-term ambition. In 2022, we refined the way we frame our strategy, focusing on three pillars – Product, Planet, and People – supported by a foundation of strong governance, and in 2023 we conducted a double materiality assessment to confirm our insights into our most significant impact areas and risks. Across brands and regions, we took time to evolve our 2030 vision and goals and strengthen the accountability of our processes supporting progress towards these ambitions – a process we continued in 2024 and throughout 2025.

We will continue to refine our strategy and goals to ensure that they enable us to achieve our vision for 2030 and beyond.



# RECOGNITION

Achieved for the Second Year Running

# TIME

World's Best Companies in Sustainable Growth 2026

#74 of 500 Companies,  
#6 in Retail, Wholesale & Consumer Goods



Upgraded from A



Climate Score B



Special Mention for Corporate Governance

# PRODUCT GOALS AND 2025 PROGRESS



## Sustainable Materials

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



## 2025 Progress

- Approximately 40% of net sales came from products that contain some recycled materials.

## Product Sustainability

Continuously improve product sustainability by applying design innovation and circularity while minimizing carbon emissions and waste.



## 2025 Progress

- Further defined our Product Sustainability Framework requirements and tiers.
- Developed a global Repair Vision for 2030.
- Explored new partnerships to address end-of-life for non-saleable products from select U.S. distribution centers.
- Advanced how we track progress on increasing the use of recycled materials for key product components.

## OUR APPROACH

**Product sustainability is central to our sustainability efforts: it is our number one priority to help us reduce our carbon footprint and work towards our vision for 2030 and beyond. We also recognize that sustainability is increasingly important to consumers, and we want to make it easy for them to make more sustainable choices with our brands – without compromising on quality, performance or design.**

The most sustainable product is the one that lasts, and designing durable, high-quality, functional products that can be repaired rather than replaced, has long been part of our business heritage. The choice and sourcing of materials we use and how we arrive at more circular solutions are fundamental considerations – particularly for plastics, which represent our largest-volume material.

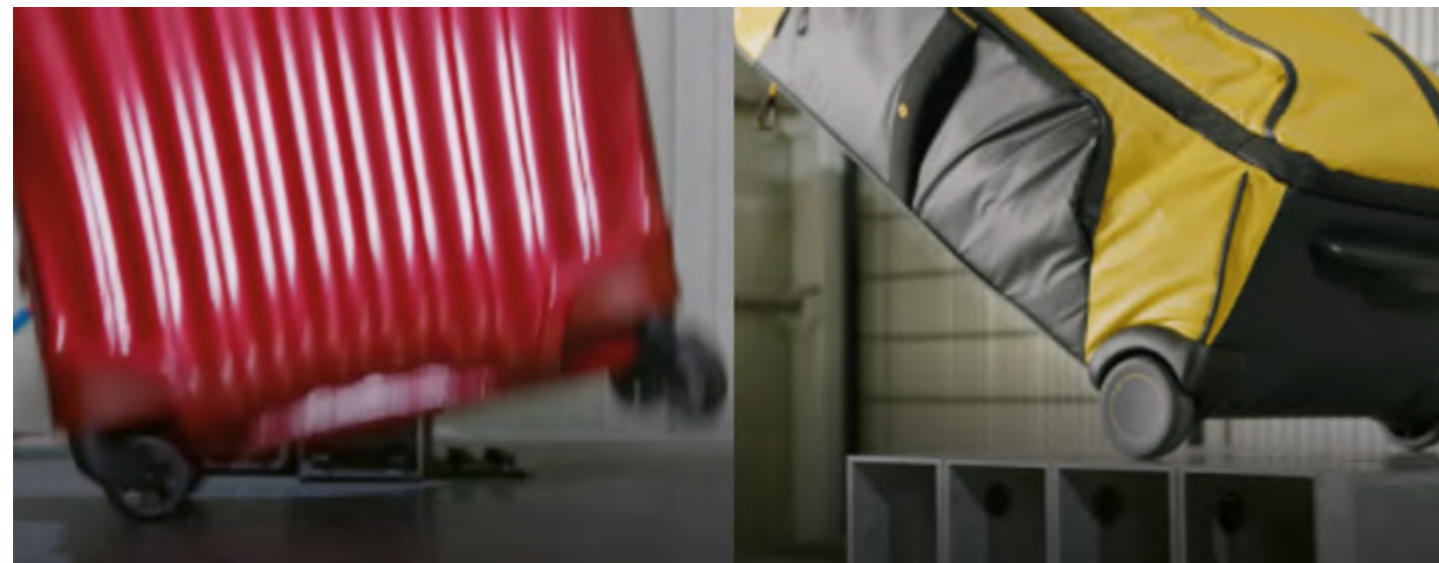
We are committed to our work to accelerate and expand the use of more sustainable materials in our products and packaging, maintaining durability as we move further away from virgin feedstock, advance towards more circular solutions and reduce our product carbon footprint.



# 2025 HIGHLIGHTS

## Durability

Durability and quality are fundamental for all products across our brands and regions, and a non-negotiable of our Product Sustainability Framework. Many of our manufacturing partners have on-site labs to put cases and bags through a series of demanding tests and trials to ensure our products can endure the rigors of use and prove their reliability over time.



## Sustainable Materials

In 2025, we finalized our Sustainable Materials Guidance, which provides guidelines for the use of key materials. We began to roll out this guidance to internal teams, and are piloting it with selected suppliers in early 2026.

## Recycled Materials

The use of recycled materials is an essential lever for the decarbonization of our business, and we continue to focus on incorporating recycled materials into our products across all our brands and regions.

## Circularity and Repair

In 2025, we introduced repairable components for the Samsonite Paralux collection, allowing customers to easily replace luggage wheels or pull-handles at home, using step-by-step video tutorials. We also provide repair services through company-operated repair centers, third-party partners, and in-store offerings across approximately 80 countries.

## End-of-life and Take-back

With plastic use and disposal being an important topic for Samsonite Group, end-of-life is a key consideration when thinking about the lifecycle of our products. In 2025, we broadened our partnership to find a solution to collect and recycle products which cannot be repaired or reused by transforming them into outdoor seating and surfacing products – while ensuring they do not go to landfill.

We continue to assess the effectiveness of these initiatives and explore how we can support more customers to recycle or repurpose our products.

## Samsonite Proxis and Essens Circular Limited Editions

Developed, designed and manufactured in Europe, Proxis and Essens Circular Limited Editions push the boundaries of sustainable luggage at Samsonite.

Proxis Circular is our first suitcase incorporating bio-circular materials derived from waste and residues of biological origin – such as used cooking oil. Altogether, the Proxis Circular suitcase has a total share of 65% bio-circular and recycled materials by weight (using ISCC PLUS mass balance approach).<sup>1</sup>

The Samsonite Essens Circular Limited Edition also exemplifies circular design principles: with the outer shell being made with at least 80% recycled materials by weight, including around 35% recycled polypropylene from pre-owned suitcases.<sup>2</sup>



## Digital Product Passports

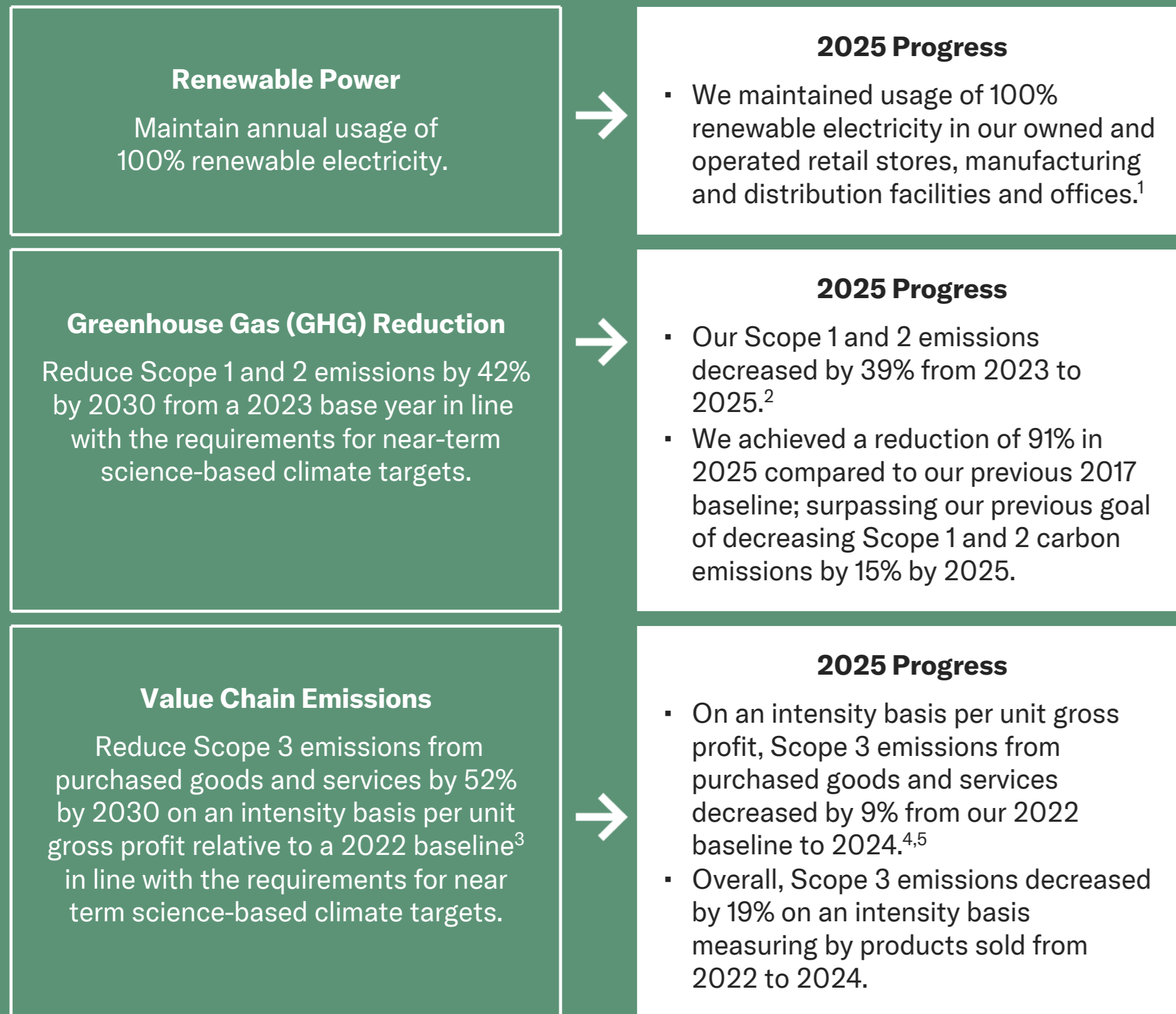
With the launch of Proxis Circular and Essens Circular, we introduced our first Digital Product Passports, showcasing transparency by detailing material origins, recycled materials, repair tips and end-of-life options. Each Passport is accessed by a QR code integrated in the product, with access to product data and instructions on care, repair and recycling.

<sup>1</sup> The % by weight of bio-circular and recycled materials apply to the Proxis™ Circular Spinner 75 model. The % will slightly differ for the other sizes (Spinner 55 and 81).

<sup>2</sup> The % by weight of recycled materials apply to the Essens™ Circular Spinner 75 model. The % will slightly differ for the smaller size (Spinner 55).

# PLANET

## GOALS AND 2025 PROGRESS



### OUR APPROACH

Throughout 2025, we continued to advance our efforts to address energy management, climate change mitigation and climate change adaptation, the three material Planet issues identified by our stakeholders.

This year, we made progress towards our near-term science-based climate targets, validated by the Science Based Targets initiative (SBTi), encompassing our direct operations and extending throughout our value chain.

Beyond climate change, we've expanded our sustainable practices through the development of our Sustainable Building Guidance and Sustainable Packaging Guidance, while also advancing projects that conserve water and reduce waste.

### Packaging and Collateral

In 2025, we introduced our comprehensive Sustainable Packaging Guidance to support our teams in making informed, sustainable decisions when designing and selecting packaging, as well as when engaging with suppliers. This guidance helps ensure alignment with our sustainable packaging principles and broader sustainability strategy.

As part of the guidance, the five most common packaging materials were mapped with an array of potential solutions to address their related sustainability challenges. To support implementation, key stakeholders were engaged to increase familiarity with the guidance and identify potential opportunities for near-term implementation.

<sup>1</sup> We achieve this via on-site solar generation, green power programs, and purchasing of renewable energy certificates (RECs).

<sup>2</sup> Percent reduction calculated using Scope 2 market-based emissions.

<sup>3</sup> 2022 represents the most recent year for which Scope 3 emissions data were available at the time we submitted our targets to SBTi for validation.

<sup>4</sup> Intensity basis per unit gross profit is defined as metric tons of CO<sub>2</sub> equivalent emissions associated with goods and services purchased by the Company during each fiscal year, divided by the Company's gross profit for such fiscal year.

<sup>5</sup> Our Scope 3 data is reported on a one-year delay in order to maintain accuracy in reporting by using actual company data and minimizing estimation.

# 2025 HIGHLIGHTS

## Operational Emissions: Scope 1 and 2

For our owned and operated retail stores, manufacturing and distribution facilities and offices, we encourage our teams to identify and implement energy-efficiency and renewable electricity opportunities. In support of this, in 2025 we started developing our Sustainable Building Guidance to provide consistent direction for internal partners across our global facilities. This guidance is aligned with our Scope 1 and 2 emissions reduction goals and built on best practices.

## On-Site Solar

Around 80% of energy use from our own operations comes from electricity. As such, one of our priorities is maintaining 100% renewable electricity at our owned and operated facilities.<sup>1</sup>

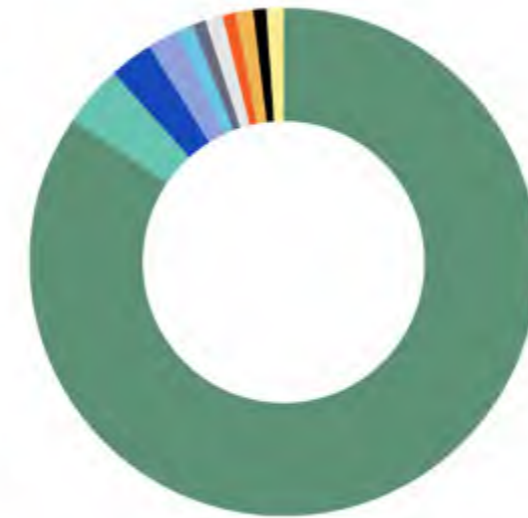
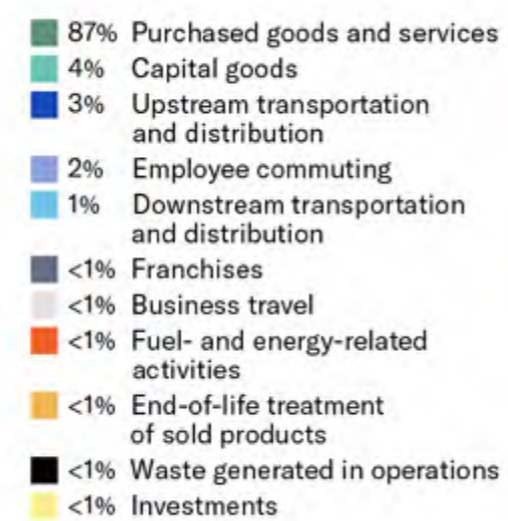
This year, as part of an expansion project at our TUMI distribution center in Vidalia, Georgia, we completed the installation of 960 kW AC and 1267 kW DC capacity solar photovoltaic array that covers most of the facility's electricity use.



## Emissions Outside of Our Direct Control: Scope 3

The vast majority (99%) of our greenhouse gas (GHG) emissions are Scope 3, with most of these coming from raw-materials extraction, processing, and product manufacturing (around 87%).

### Scope 3 Emissions Per Category (2024)<sup>2</sup>



On an intensity basis, measured by gross profit, Scope 3 emissions decreased by 9% from a 2022 base year to 2024.<sup>3</sup> In absolute terms, our total absolute Scope 3 GHG emissions are 694,934 MT CO<sub>2</sub>e in 2024 compared to 570,651 CO<sub>2</sub>e in 2022.<sup>4</sup>

To reduce our product GHG footprint, we are focused on incorporating recycled materials into our products, including recycled plastics and aluminum. Replacing virgin materials with recycled alternatives reduces the embodied carbon of our products decreasing our Scope 3 emissions.

## First Samsonite LEED Gold-certified store in South-East Asia

We are proud that our Samsonite flagship store in Singapore's ION Orchard mall earned LEED Gold<sup>®</sup> this year – our very first Samsonite retail store in Singapore and South-East Asia to achieve certification under LEED v4.1 ID+C: Retail. LEED is a globally recognized standard that signifies a building has met high performance benchmarks in energy efficiency, water conservation, sustainable materials, and overall environmental design.



## Nature

In 2025, we mapped all our leather suppliers and their tanneries for all brands and defined our preferred approach to leather sourcing as part of our Sustainable Materials Guidance.

<sup>1</sup> We achieve this via on-site solar generation, green power programs, and purchasing of renewable energy certificates (RECs).

<sup>2</sup> Fuel- and energy-related activities are not included in Scope 1 or Scope 2.

<sup>3</sup> The reported totals include emissions from indirect spend in the Goods and Services category.

<sup>4</sup> These results reflect some progress in integrating recycled materials into products in 2023. However, improvements in analytical methods are driving most of the normalized emission reductions within the goods and services and transportation categories. Separately, the reported totals include emissions from indirect spend in the Goods and Services category.

# PEOPLE

## GOALS AND 2025 PROGRESS



### Professional Development

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



#### 2025 Progress

- We met this goal early in 2024. In 2025, Samsonite again provided access to development opportunities for all employees, combining learning, skill-building, and engagement initiatives to foster growth, productivity, and respect across employees and teams.

### Social Compliance & Human Rights

We seek to expand our existing Social Compliance Program to identify, mitigate and remediate possible human rights impacts of the business.



#### 2025 Progress

- We remain committed to human rights and have strengthened our overall Human Rights Due Diligence across our value chain which helps us prioritize our actions.
- We are developing our UN Guiding Principles aligned Human Rights Due Diligence process for our full value chain and have expanded our global Social Compliance program.

### Gender Balance

By 2030, we will achieve gender balance by ensuring that women represent at least 45% of the members of our Management Team at director level and above. We will also seek to maintain gender balance across our entire workforce.



#### 2025 Progress

- Women represent 52% of our workforce. The share of women at director level and above is 37%.
- 93% of our teams hold a positive view of our Culture and Inclusion efforts.<sup>1</sup>

## OUR APPROACH

**As a global company, our culture comprises many nationalities and backgrounds: we are inherently diverse. We employ approximately 11,500 full-time equivalent employees in more than 40 countries. We strive to make sure that Samsonite Group is a welcoming place and that we create a workplace environment and business culture that helps our teams grow and thrive together.**

The Golden Rule – "Do unto others as you would have them do unto you" – influences everything we do, inspiring our relationships across the organization, reminding us that differences should be embraced and respected.



## Life at Samsonite

### Distribution

Across our distribution centers, we are focusing on ensuring consistency around the implementation of our global processes while going further to support employee wellbeing. In Jacksonville, Florida we offer family days, cultural potlucks and special employee recognition days.

### Manufacturing

At Samsonite's manufacturing facility in Nashik, India, more than 85% of the 1,900-strong workforce comes from the immediate community, including more than 500 women. As part of leadership's commitment to creating a safe and efficient workplace which values its people and local environment, the Company provides free transport to all employees and invests in a range of initiatives to conserve resources.

### Corporate

Over the past year, TUMI has focused on turning employee feedback into action. Following our 2024 Employee Culture and Inclusion Survey, key themes including innovation, teaming, recognition, talent development, and wellness have guided our progress. Initiatives include a new global careers site, peer recognition programs, and the continuation of our Mentorship Program into 2026.

<sup>1</sup> From our latest Culture and Inclusion survey in 2024.

# 2025 HIGHLIGHTS

## Training & Development

We offer opportunities like leadership training, skills development, and performance management tools to all employees – in line with our commitment to help all employees reach their full potential.

### Cross-Generational Communication Training

In Latin America, we delivered training focused on strengthening inter-generational communication while fostering a culture where everyone feels heard and respected. The program covered a range of important topics, from active listening to understanding the profile characteristics and communication styles of each generation – from Baby Boomers to Gen Z – while being mindful to avoid stereotypes.

We believe that when we take the time to understand one another, we create a workplace where everyone can thrive.



### Strengthening Wellbeing Through Global Mental Health Initiatives

In response to our 2024 Culture & Inclusion survey, we marked our first worldwide celebration of world mental health day in October 2025, with regions promoting awareness, healthy habits, open dialogue and access to support, all while empowering employees to prioritize their mental health. In Europe, there was a keynote from Belgium’s first wellbeing director, and teams were invited to take part in a “5-Day Challenge to Improve Mental Health.”

In Latin America, the initiative extended through October with wellbeing tips, promoting their Employee Assistance Program (EAP), and a Wellbeing Week offering art therapy, massages, and active breaks. Whereas APAC launched their region-wide EAP, expanding access to confidential mental health resources and support across the business.



## Corporate Giving

As part of our new strategic approach, we tailored our corporate giving focus for our core brands – Samsonite, TUMI and American Tourister – in line with their respective global sustainability positioning, and our sustainability strategy. This year, TUMI continued its membership with 1% for the Planet; donating 1% of the sales from the 19 Degree collection in polycarbonate to two partners whose work focuses on protecting rainforests and marine ecosystems. TUMI is proud to partner with [Jocotoco Foundation](#) and [Seatrees](#) to support this work.

Samsonite and American Tourister began the process to identify new global partners.

## Human Rights and Due Diligence

During 2025, we have strengthened our Human Rights Due Diligence process across our value chain and appointed our new Director of Global Supply Chain Sustainability, Payal Jain:

“Samsonite Group own such well-recognized brands: durable and long-lasting. I am excited to combine my experience in sustainability and supply chain management with the Company’s global reach.”

# NEXT STEPS

## PRODUCT

- **Sustainable Materials Guidance:** Continue rolling out this guidance to internal teams and piloting it with additional suppliers.
- **Recycled content:** We plan to further increase the share of certified recycled materials across our products' key components.
- **Repair:** Regions will continue to advance repair solutions, and we are coordinating with regional teams to develop roadmaps that address global repair challenges – focusing on strengthening the customer experience.
- **End-of-life and take-back:** Building on insights from prior pilots in Europe, Asia and North America, we plan to launch a take-back pilot across select retail stores in the U.S. in 2026.

## PLANET

- **Renewable electricity:** Maintain 100% renewable electricity<sup>1</sup> for our owned and operated facilities and continue to identify additional opportunities to install and expand on-site solar where feasible.
- **Energy efficiency:** Work with our manufacturing sites and distribution centers to identify and implement energy-efficiency projects.
- **Recycled materials:** Work with our Product Teams and suppliers to further scale use of recycled materials and material substitutions, as outlined in our Scope 3 roadmap.
- **Global Social Compliance Program:** Begin expanding environmental requirements for suppliers in our Global Social Compliance Program.
- **Sustainable Packaging Guidance:** Continue to roll out our Sustainable Packaging Guidance.
- **Sustainable Building Guidance:** Finalize our Sustainable Building Guidance and roll out to teams globally.

## PEOPLE

- **Training and Development:** Continue to offer training and development opportunities to all employees.
- **Culture and Inclusion:** Conduct our 2026 global Culture & Inclusion Survey to help us continue to understand employee experience at Samsonite Group.
- **Corporate Giving:** Continue to review and refine our corporate giving approach for Samsonite and American Tourister and monitor and evaluate TUMI's two partnerships.
- **Disaster Relief:** Develop a global disaster relief approach which will provide guidance to local teams on how best to provide support, complementing our years of supporting communities in need around the globe.
- **Human Rights Due Diligence:** Extend Human Rights Due Diligence approach to our strategic suppliers by rolling out training and capacity building to ensure risk is managed upstream.



<sup>1</sup> Through a combination of on-site solar generation, participation in green power programs and purchasing of renewable energy certificates (RECs).

# ABOUT SAMSONITE GROUP

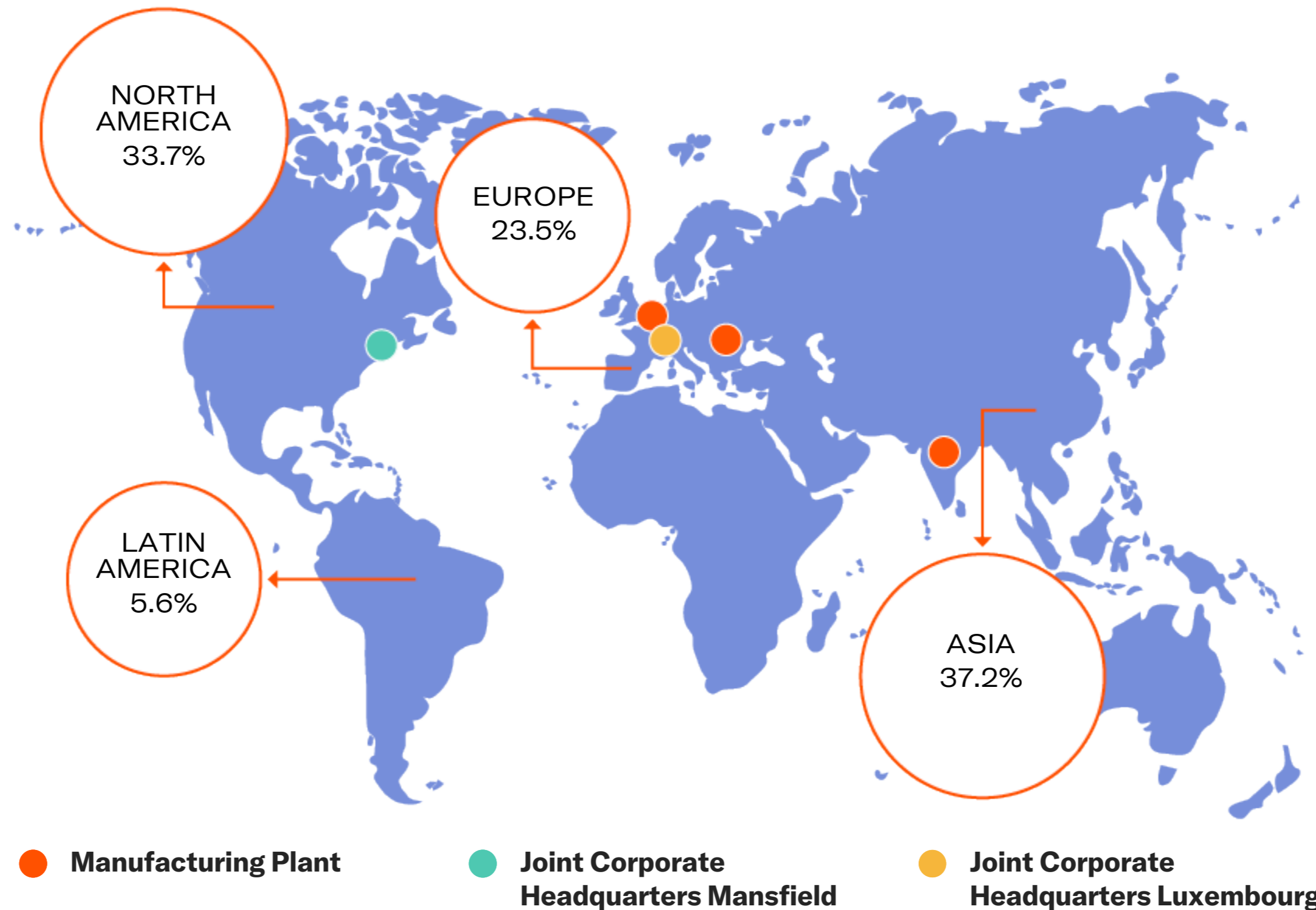
## Our Business at a Glance

With a heritage dating back to 1910, Samsonite Group S.A., together with its consolidated subsidiaries (the “Company”, “we”, “us” or “our”), 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 consumer-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.

With **approximately 11,500 full-time equivalent employees** based in **more than 40 countries** around the world, we lead the industry, with a history of creating iconic designs and a strong tradition of quality, durability and innovation.

As we progress along Our Responsible Journey, we continue to invest in developing new materials, advancing more efficient manufacturing processes, promoting product repairability and incorporating more sustainable materials into our products.

## Net Sales by Region



**3**  
Manufacturing Plants

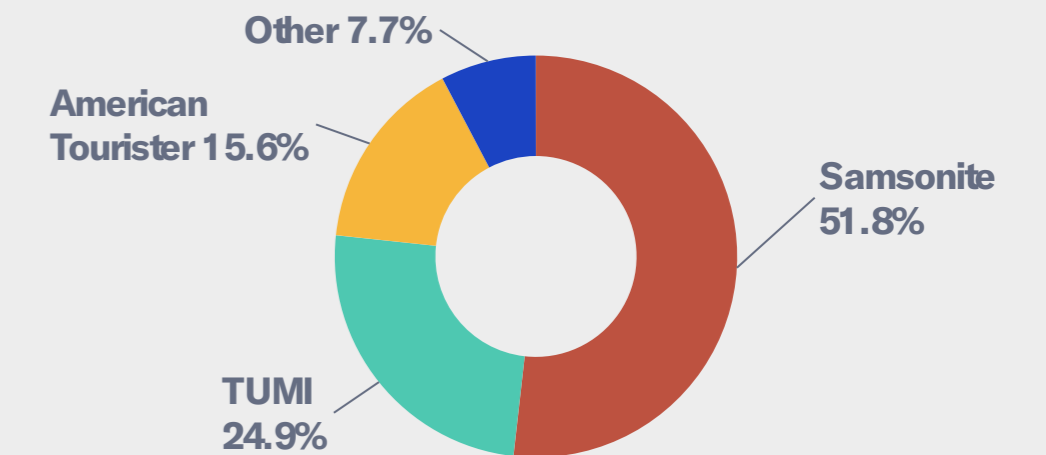
**8**  
Distribution Centers

**1,150**  
Company-Operated Stores

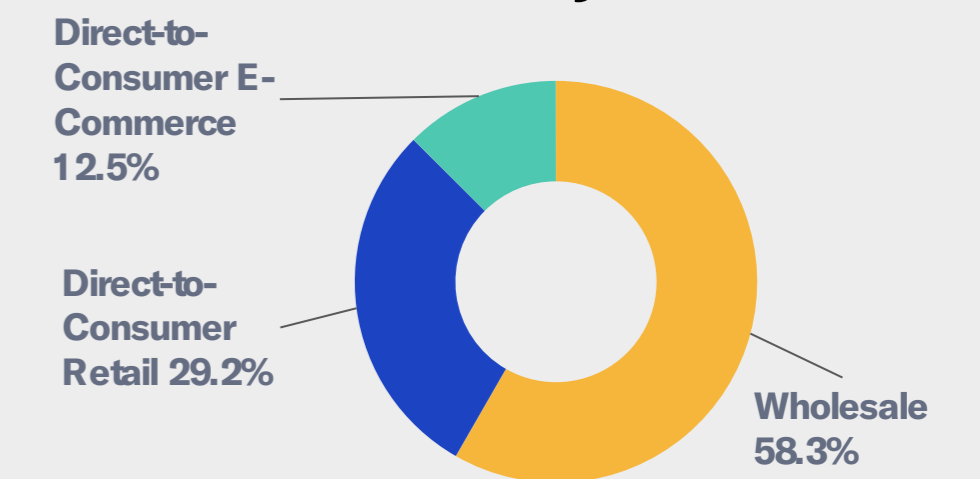
**11,500**  
Approximate Full-Time Equivalent Employees in More Than 40 Countries Around The World

## 2025 Net Sales: US\$3,497.6 MILLION

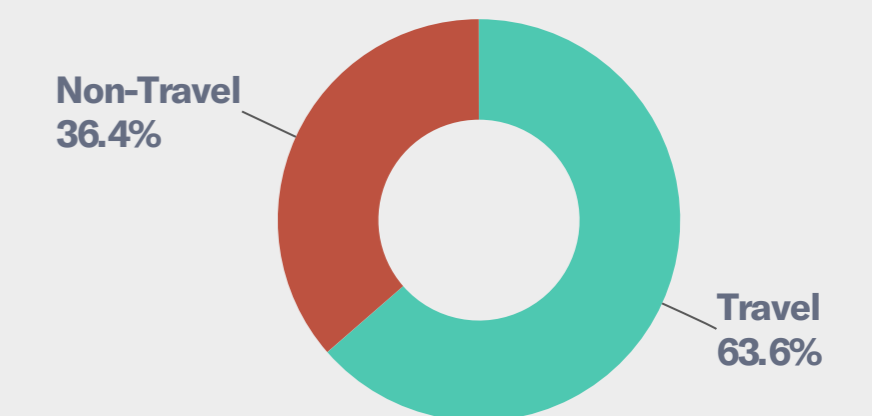
### Net Sales by Brand



### Net Sales by Channel



### Net Sales by Product Category



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

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Published by Samsonite Group S.A.  
Concept & Design by BRODIE Consulting