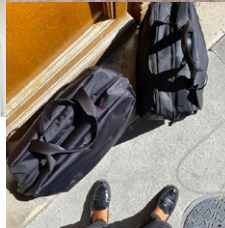
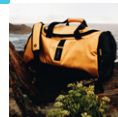
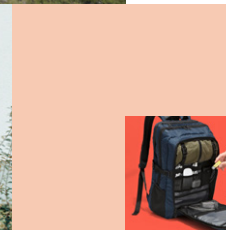


OUR RESPONSIBLE JOURNEY



Environmental, Social
and Governance
Report 2020

SAMSONITE INTERNATIONAL S.A.
STOCK CODE : 1910





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ABOUT THIS REPORT

This Environmental, Social and Governance (ESG) report highlights the many corporate policies and practices, large and small, that we – Samsonite International S.A. and our consolidated subsidiaries – use to manage our business responsibly worldwide. It covers the fiscal year ended on December 31, 2020. Samsonite International S.A. is listed on the Stock Exchange of Hong Kong Limited (SEHK). We are therefore obliged to disclose ESG information on an annual basis. We have complied with the "comply or explain" provisions set out in the SEHK ESG Reporting Guide. This report is published on our website (<https://corporate.samsonite.com/en/sustainability.html>) and the website of the SEHK. The report received Board approval on March 17, 2021.



Welcome

Message from CEO

Samsonite is known as a leader in innovation, and people rely on our products for their durability, reliability and design (see page 10). The challenges of the past year have required us to use our innovative spirit for more than just product design.

2020 saw an unprecedented pandemic disrupt entire businesses, communities and even countries. The travel sector was particularly affected by COVID-19 and while recovery is starting, it will take some time before returning to normal.

Our primary focus has been on ensuring the safety and wellbeing of our large global workforce, customers and partners (see page 37). If I had to describe our people at Samsonite in one word, it would be 'resilient'. I am incredibly proud of our diverse teams all over the world, who have shown their ability to act quickly and responsibly in the face of unexpected circumstances. I would like to take this opportunity to say a huge thank you to every single one of our people.

Our supply chain is also fundamental to our business, and is complex, with many of our suppliers coming from China and Asia. We remain committed to our suppliers, and are helping many to keep their businesses running (see page 27.)

I believe that COVID-19 has reinforced the importance of sustainability in our interconnected world, and we are continuing to implement Our Responsible Journey, the new sustainability strategy we set for ourselves last year (see page 6).

We are also continuing our strong tradition of philanthropic activity, supporting our local communities (see page 48).

The world today looks very different from when our founder Jesse Shwayder started a small trunk manufacturing company in Denver, Colorado, back in 1910. However, despite the coronavirus, we remain committed to being the most sustainable travel luggage company in the world.

Wishing you good health in the coming year.

Yours sincerely,

Kyle Francis Gendreau
Chief Executive



“The challenges of the past year have required us to use our innovative spirit for more than just product design.”



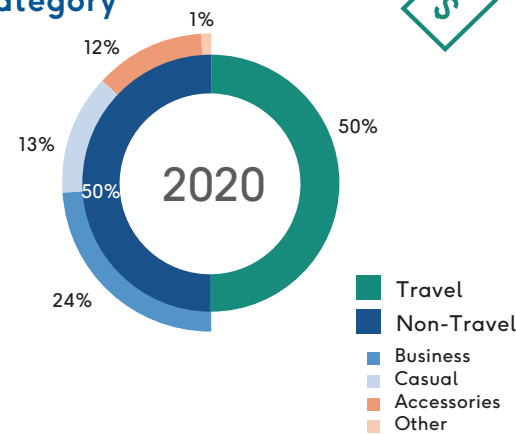
About Samsonite

With 1,096 company-owned retail stores in 39 countries by the end of 2020, as well as a variety of wholesale distribution channels and retail websites, Samsonite is truly a global company. We own and operate three primary manufacturing sites in Belgium, Hungary and India, as well as a small site in Mexico and 19 distribution centers worldwide.

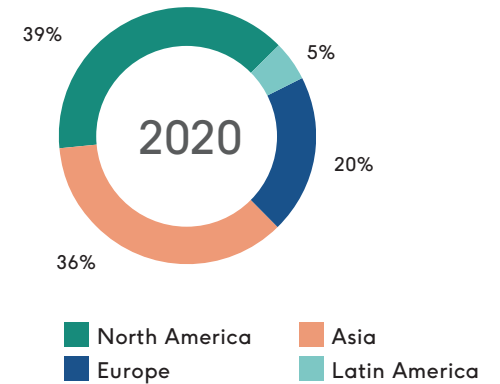
Our operations span four key regions – North America, Asia, Europe, and Latin America – and we see great value in our global reach. For this reason, several functions – including sustainability, legal, finance, human resources, and IT – have a global lead who provides consistency across markets where it is beneficial to the business.

However, it is our largely decentralized structure that enables us to maintain our can-do attitude, sense of ownership and accountability, and quick decision-making. It empowers us to respond quickly and efficiently to any challenges – and opportunities – that come our way. It also means we can serve each individual market effectively, ensuring we have the right products, innovations and marketing messages in place.

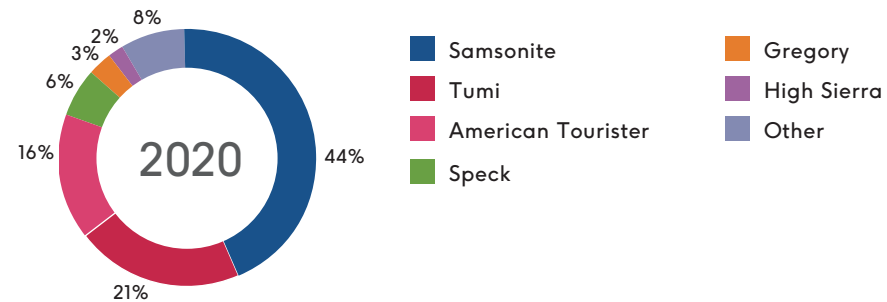
Net sales by product category



Net sales by region



Net sales by brand





Our approach

Message from Christine Riley Miller, Global Director of Sustainability

As the world's best-known and largest travel luggage company, we have not allowed the coronavirus to derail our plan to become the most sustainable business in our sector. In fact, it has reinforced it. The global pandemic has shown that now, more than ever, we must continue on our path towards greater sustainability.

In 2019, we developed our Samsonite sustainability strategy – 'Our Responsible Journey'. As well as philanthropy, in which we have been active for many years, our strategy focuses on four key areas – Innovative Products, Carbon Action, Thriving Supply Chain and People Focused.

The strategy is underpinned by a set of 2030 goals, which will keep us focused on impact and serve as helpful milestones to measure our success.

In 2020, we began to introduce goal roadmaps across our regions and brands. For example, Gregory has committed to swap over 99% of all its retail packaging to lower-impact, recycled materials by 2022. You can read about progress against these ambitious goals in this report.

“ Despite the COVID-19 pandemic, we remain committed to reaching our sustainability milestones, supporting our people, suppliers, communities and planet, while continuing to deliver innovative products for our customers.

Christine Riley Miller
Global Director of Sustainability





Our Responsible Journey

Our navigator

Our goal is to become the most sustainable travel luggage company in the world. To achieve this goal, we have devised a comprehensive sustainability strategy with four focus areas. These are the issues where we believe we can make the biggest difference.

Our ambitions

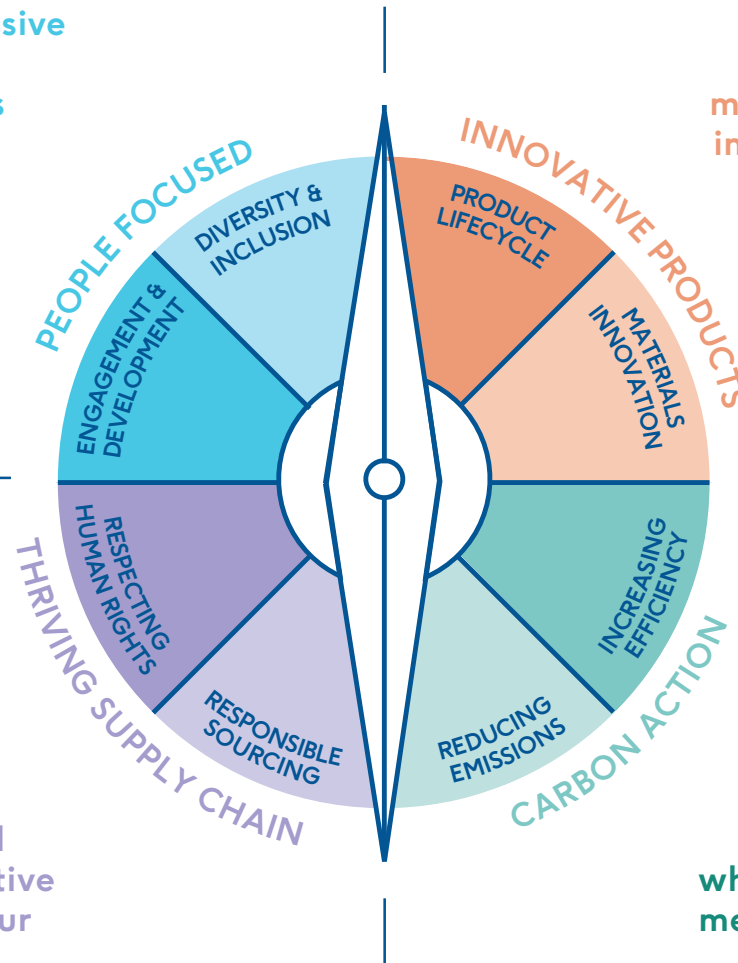
We consulted both internal and external stakeholders to devise the targets for each of our four focus areas.

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

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

Encouraging good practice and positive impacts beyond our direct business.

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





Our ambitions

We consulted both internal and external stakeholders to devise the targets for each of our four focus areas.



INNOVATIVE PRODUCTS

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

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



CARBON ACTION

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

- Reduce the carbon intensity of our operations 15% by 2025 compared to our 2017 baseline.
- Power our operations with 100% renewable energy and achieve carbon neutrality for our operations by 2025.
- Estimate, track and support actions to reduce our Scope 3 emissions.



THRIVING SUPPLY CHAIN

Encouraging good practice and positive impacts beyond our direct business.

- 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.
- Expand our existing social compliance program to identify, mitigate and remediate possible negative human rights impacts of the business.



PEOPLE FOCUSED

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

- Ensure that all employees have access to professional development opportunities by 2025.
- Use global data to build our understanding and ability to achieve gender balance in key roles by 2030.



Our highlights in 2020

INNOVATIVE PRODUCTS

PROXIS™ USING RECYCLABLE MATERIAL



Proxis™ is the first travel collection to incorporate Roxkin™ – an innovative, patented luggage material that is remarkably strong and light, and is also recyclable.

CARBON ACTION

INCREASING OUR USE OF ENERGY EFFICIENT TECHNOLOGIES



Highly-efficient LED bulbs now provide more than half the lighting in our manufacturing plants, and over a third of the lights in our retail stores.

THRIVING SUPPLY CHAIN

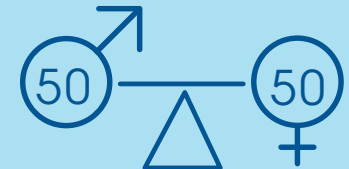
GREGORY: LIFECYCLE ASSESSMENT



We have now carried out lifecycle assessments on more than 10% of Gregory products, outlining the entire value chain – from sourcing to end of life use.

PEOPLE FOCUSED

ACHIEVING GENDER BALANCE IN KEY ROLES



In 2020, we began working with an external advisor to build a global strategy to help us achieve our 2030 goal.

GIVING PLASTIC WASTE A SECOND LIFE



Since 2018, we have diverted more than 68 million 500ml rPET bottles from landfill through the use of our Recyclex™ fabric technology.

DECREASING OUR CARBON FOOTPRINT



The carbon footprint of our business was 36% lower than in 2019. (Due to reduced demand, our factories were not operating at full capacity which means this figure is artificially low, and will increase in 2021).

AN UPDATED ETHICAL CHARTER



Our updated Ethical Charter covers a broader range of issues to reflect the fact that the world has moved on since it was first produced. It will be introduced in 2021.

CREATION OF GUIDING PRINCIPLES



We have created a set of guiding principles to help our regional leadership teams create bespoke Diversity & Inclusion plans best suited to each market.

INNOVATIVE PRODUCTS

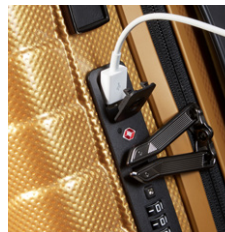
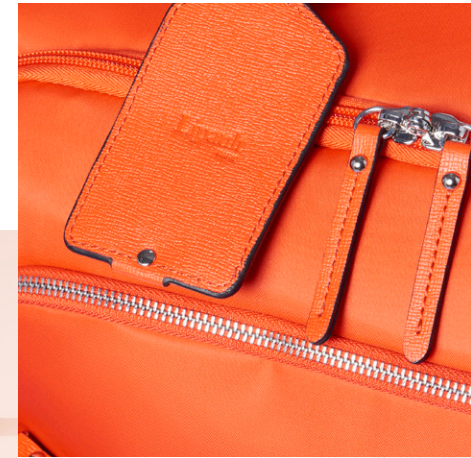
TARGETS



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



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.





Our approach

Message from Gianpaolo Sala, General Manager, Samsonite Europe



“ We start at the very beginning, thinking about how a product is designed, and work right through to the end of its life, and how it will be disposed of.

Gianpaolo Sala,
General Manager, Samsonite Europe

Innovation is at the heart of Samsonite, and always has been. In recent times, we have sought to embrace sustainability and are using our creative spirit to find new ways to make our products better for our planet.

We start at the very beginning, thinking about how it is designed, and work right through to the end of the product's life, and how it will be disposed of.

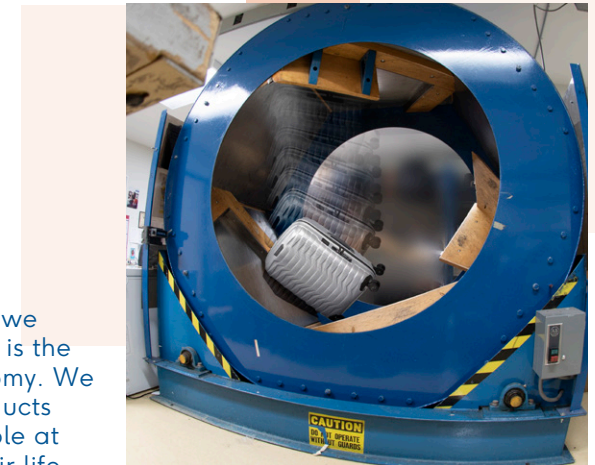
Our first priority is to make sure that our products are well made and durable: our handbags and back packs need to be able to withstand years of daily use; and our luggage has to be robust enough to keep its contents safe while being wheeled around big cities or getting shoved in the hold of an airplane. This durability means our products last longer – getting the most out of the raw materials we use to make each bag is one of the best things we can do to help the environment.

The next key area of focus is those raw materials themselves: many of our soft and hardside cases now incorporate recycled materials. This means we are using less virgin material and helping to give post-industrial or post-consumer waste a second life.

Another thing we are looking at is the circular economy. We want our products to be recyclable at the end of their life.

This is partly about our choice of material, but it is also about designing products which can be easily disassembled. For instance, stitching our linings into our bags has created a problem when trying to separate the different components so we have experimented with other ways to put our pieces together – such as Velcro and snap buttons. This makes repairs easier too.

In 2020, we launched Proxis™, a range of hardside cases which bring together all these things: they are made from Roxkin™ (see page 14) which is a super durable material that is designed to be recycled. We are so confident in this hardwearing material that we offer a ten-year warranty that includes a promise to replace the luggage free of charge if the customer encounters any issues with it. When it comes to the end of its useful life, we will collect the suitcase and recycle it. My aspiration is that, one day, we will be able to truly close the loop by using the material from our old luggage to make our new products.





Materials innovation

OUR 2030 GOAL



We will increase the use of materials with sustainable credentials in all our products and packaging to lessen our impact on the environment.

We are constantly on the look out for new and better ways to incorporate materials into our products that have less of an impact on the environment. We have conducted research to better understand the lifecycle of some of our products so that we can make informed decisions about reducing their carbon footprint. In an increasing number of products, we are replacing virgin materials with a polyester made from recycled PET (rPET) bottles, meaning we have helped to keep trash out of landfill.

SINCE 2018, WE ESTIMATE THAT WE HAVE USED MORE THAN 68 MILLION 500ML PET PLASTIC BOTTLES IN OUR PRODUCTS, ALL OF WHICH HAD BEEN THROWN AWAY BY CONSUMERS.

RESIN GREGORY BACKPACK



The first step to creating a better, more sustainable product is to gain knowledge. We worked in partnership with an industry-leading lifecycle assessment firm to evaluate our products and develop software that can help to guide our design process. By calculating the materials and energy needed to create, sew and ship our finished products, the software has allowed us to pinpoint where we can make the most difference.

This data-driven approach to making mindful product design decisions led to the creation of our first-ever pack constructed entirely from recycled fabrics. Our new Resin range has a carbon footprint less than half that of a conventional nylon pack, meaning we avoid emitting more than 8kg of carbon for every bag we make.

99% of Gregory's packs are now lined with a 40% post-consumer rPET polyester, replacing virgin nylon. This will divert 1.6 million plastic bottles from landfill each year. Starting in 2021, all our pack lining materials will also be PFC-free.



REDUCED



RECYCLED CONTENT



At TUMI, we test relentlessly for durability and design intelligently for sustainability. In 2020, we continued our sustainability journey with the introduction of three new lines that incorporate post-industrial recycled nylon and post-consumer recycled plastic bottles. The rPET used in these collections means that around 400,000 plastic bottles will be diverted from landfill in 2020.



S'CURE ECO WINS AWARD



Samsonite Europe's S'Cure ECO suitcase won the Recycled Household & Leisure Product of the Year at the 2020 Plastics Recycling Awards Europe. The S'Cure Eco range is made from Lyondell Basell QCP MOPLen PP, based on post-consumer polypropylene waste that has been collected and sorted by SUEZ. The S'Cure Eco range was originally launched as a limited edition on Earth Day in April 2019 and is now a permanent collection. In Spring 2021, Samsonite Europe will launch our MAGNUM ECO which is using a further improved version of the post-consumer recycled polypropylene waste material from Lyondell Basell QCP.



AMERICAN TOURISTER EMBRACES RECYCLEX™ FABRIC



American Tourister launched two new products in 2020 that contain RecyclEx™ material technology: the Fast Route Sporty Backpack on Wheels and the AT Eco Spin travel luggage range. RecyclEx™ fabric is polyester that is made from rPET bottles.



recyclEx™
MATERIAL TECHNOLOGY



Product lifecycle

OUR 2030 GOAL

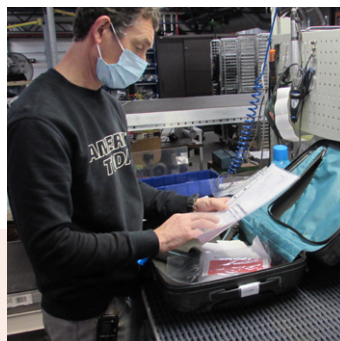


We will continue to develop innovative solutions to ensure the durability of our products, extend the life of our products and develop viable end of life solutions to divert as many of our products from landfill for as long as possible.

Built to last

Our products are known for their durability and we want our customers to be able to enjoy them for as long as possible. This will also help to avoid waste, keeping our products out of landfill for as long as possible. To make sure our products meet our high standards, they are all rigorously tested before arriving in our stores.

We're constantly innovating to make our products last even longer.



GREGORY: QUALITY IN DESIGN

Over the years, we have learned a great deal about how to design products that are built to last a lifetime. This commitment to quality inspires Gregory to take into account special design considerations and build new processes to ensure products can be easily repaired.

Using our experience and insights, intensive testing both in the lab and in the field, clever design solutions and a sophisticated parts and repair center allows us to extend the life of packs.

Even after years of loving use, this can mean the difference between replacing a full product or simply replacing a small component to extend its life.





End of life solutions

The durability of our products and our commitment to repairing them means that they can be used for a long time. We have committed to divert as many of our products from landfill for as long as possible. This means considering at the initial design stage how we will later deconstruct our products. We have begun piloting ways to reuse unwanted luggage.

In Asia, we offer our customers a discount on new products when they trade in an old piece of our luggage that can no longer be repaired. In 2020, we took 1,762 pieces back.

Material for a resilient future

OUR FIRST TRAVEL COLLECTION USING ROXKIN™

Proxis™ is Samsonite's new, highly resilient hard-shell collection. It is our first travel collection using Roxkin™ - an innovative, patented luggage material that is remarkably strong and light, and is also recyclable. This means that at the end of each Proxis™ suitcase's life, the parts can either be repurposed or recycled. We make Proxis™ in Europe at Samsonite's own production plant and have launched the range online in Europe, Asia, the US and Latin America.

ROXKIN™
THE NEW MATERIAL FOR A RESILIENT FUTURE

Samsonite



Warranties

Once a customer has made a purchase, the story does not end there...

Our locally-managed customer service teams are trained to offer information about services and repairs, and we operate a global network of over 221 owned and third-party repair centers in 59 countries. For TUMI customers, basic repairs can even be made on the spot in many of our full-service TUMI stores.

We offer long warranties and lifetime guarantees on many of our products, providing information to customers about this together with customer service contact information on our brand websites. If a problem caused by manufacturing defects occurs, we promise to fix or replace the product.

SAMSONITE WECARE: OUR UNIQUE NEW SERVICE PLAN

Our new Proxis™ collection includes a unique global service plan that accompanies customers during the lifetime of their product. Customers simply register their new suitcase via our website to enjoy our special Samsonite WECARE benefits.

During the 10-year warranty period, the registered product will get priority in our service centers and will come with extra service provisions. For example, with the exceptions of cosmetic damage or damage caused by misuse, we won't ask any questions in the event that a product needs repairing, including transport damage (such as by airlines). We will give the product a thorough overhaul when it is booked in for a repair or service, cleaning it up and replacing wheels if necessary, to ensure the suitcase is as functional as the day it was purchased. And if the case is unrepairable, we will replace it free of charge and recycle the unrepairable item.

Samsonite
wecare

After five years, in participating locations, we are offering to take back Proxis™ luggage that has completed its life of service (collecting it from the customer at our own expense) and give them a voucher toward their next purchase. If it is in good working order, we will donate it. If not, we will arrange for it to be recycled. This service is valid for an additional 10 years beyond the 10-year warranty period, meaning the customer can benefit from it for up to 20 years after purchase.





Our policies

We take product responsibility and responsible sourcing and designing of raw materials very seriously. Below is additional information about what this means to us.



Advertising and Labeling

It is our policy for our advertising and product labeling to comply with all applicable laws. In 2020, the Company had no known material instances of non-compliance with applicable laws and regulations regarding advertising or product labeling.

In 2020, we had no known material instances of non-compliance with relevant laws and regulations regarding health and safety, labeling and privacy matters relating to products and services in our countries of operation. There are no current or pending regulatory actions or other litigation that are anticipated to have a material impact on us.



Data protection and privacy

It is our policy to satisfy applicable legal requirements with respect to data protection and privacy. We seek to maintain Payment Card Industry (PCI) compliance for our US-based businesses to protect certain sensitive customer data such as credit card information. This compliance is periodically validated by a third party. In other countries, 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 2020, 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.

CARBON ACTION

TARGETS



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



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



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



Our approach

Message from József Pinczel, Plant Director, Hungary



“ With Scope 1 and 2 emission reductions on track to meet our 2025 target, we are now starting to explore how we can reduce Scope 3 emissions from our supply chain.

József Pinczel
Plant Director, Hungary

By 2025, we want to be a carbon neutral business. This will be achieved partly through switching to renewable energy sources but improving efficiency is critical too: we are working on reducing the carbon intensity of our operations by 15% by 2025 (compared to our 2017 baseline).

In 2020, capital investments in more efficient machinery were paused but this didn't stop us from pushing ahead with a long list of smaller activities to cut carbon emissions. In our factory in Hungary, we continued our work to phase out incandescent lightbulbs and 75% of our lighting is now provided by LED bulbs. The lighting, heating and cooling systems for our factory and offices are now controlled by a computer system allowing us to change set points and make sure everything gets switched off when it isn't needed. These, combined with other small adjustments, meant that we have cut our demand for gas and electricity by more than a quarter – savings we will realise once production levels are back up to full speed.

Packaging continues to be another key area of focus. Different regions have made different changes but all of us are working to use materials as efficiently as possible and to use more renewable materials (see page 25). In Hungary, we have worked closely with our suppliers to find ways to reduce the amount of packaging they use to send us components like wheels and sliders.

With Scope 1 and 2 emission reductions on track to meet our 2025 target, we are now starting to explore how we can reduce Scope 3 emissions from our supply chain. During 2021, we will implement a pilot effort to estimate, track, and reduce our Scope 3 emissions through engagement with key suppliers.

Monitoring our impact

At each of our three owned and operated manufacturing facilities, we track and monitor our energy consumption and emissions (air pollutants and greenhouse gas (GHG)), discharges into the environment, packaging use, and both hazardous and non-hazardous waste. We also monitor our energy consumption at our distribution centers, regional offices and selected retail stores.

We are in material compliance with all applicable laws and regulations relevant to air and GHG emissions, discharges and waste.



Reducing emissions

OUR 2030 GOAL



We will reduce the carbon intensity of our operations by 15% by 2025 compared to our 2017 baseline.



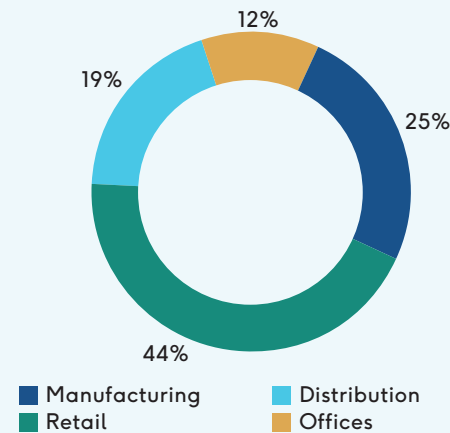
We will estimate, track and support actions to reduce the Scope 3 emissions in our supply chain.

Our Carbon Footprint

We are committed to reducing our carbon footprint and aspire to cut the carbon intensity of our business by 15% by 2025 compared to our 2017 baseline.

The chart shows the breakdown of our GHG emissions at each of our types of operation. Most of our GHG emissions come from electricity used at our manufacturing plants and retail stores. We do not have many factories, but the processes involved in the manufacturing of our products are more energy intensive than our distribution centers, offices and retail sites. Manufacturing therefore represents 25% of our carbon footprint. While our stores are much less carbon intensive, we operate many of them, and their carbon impact represents 44% of our total footprint. 31% of our total emissions comes from our distribution centers and offices combined.

The breakdown of GHG emissions by facility type



Our GHG Footprint	2017 (Revised)*	2018 (Revised)*	2019 (Revised)*	2020
GHG Emissions (Tonnes Carbon Dioxide Equivalents (CO ₂ e))	28,776	28,252	27,078	17,352

* Note: In 2019, we reported our carbon footprint as 29,225 tonnes CO₂e for 2017; 28,635 tonnes CO₂e for 2018, and 27,299 tonnes CO₂e for 2019. In reviewing data for the 2020 footprint (17,352 tonnes CO₂e), we discovered discrepancies in the data used to estimate energy use at a few facilities. Correcting that discrepancy results in a slightly revised estimate of our 2017, 2018 and 2019 GHG footprint, as reported here.

25%
MANUFACTURING REPRESENTS 25% OF OUR CARBON FOOTPRINT.

44%
OUR STORES ARE MUCH LESS CARBON INTENSIVE, WE OPERATE MANY OF THEM, AND THEIR CARBON IMPACT REPRESENTS 44% OF OUR TOTAL FOOTPRINT.

31%
ONLY 31% OF OUR TOTAL EMISSIONS COMES FROM OUR DISTRIBUTION CENTERS AND OFFICES COMBINED.



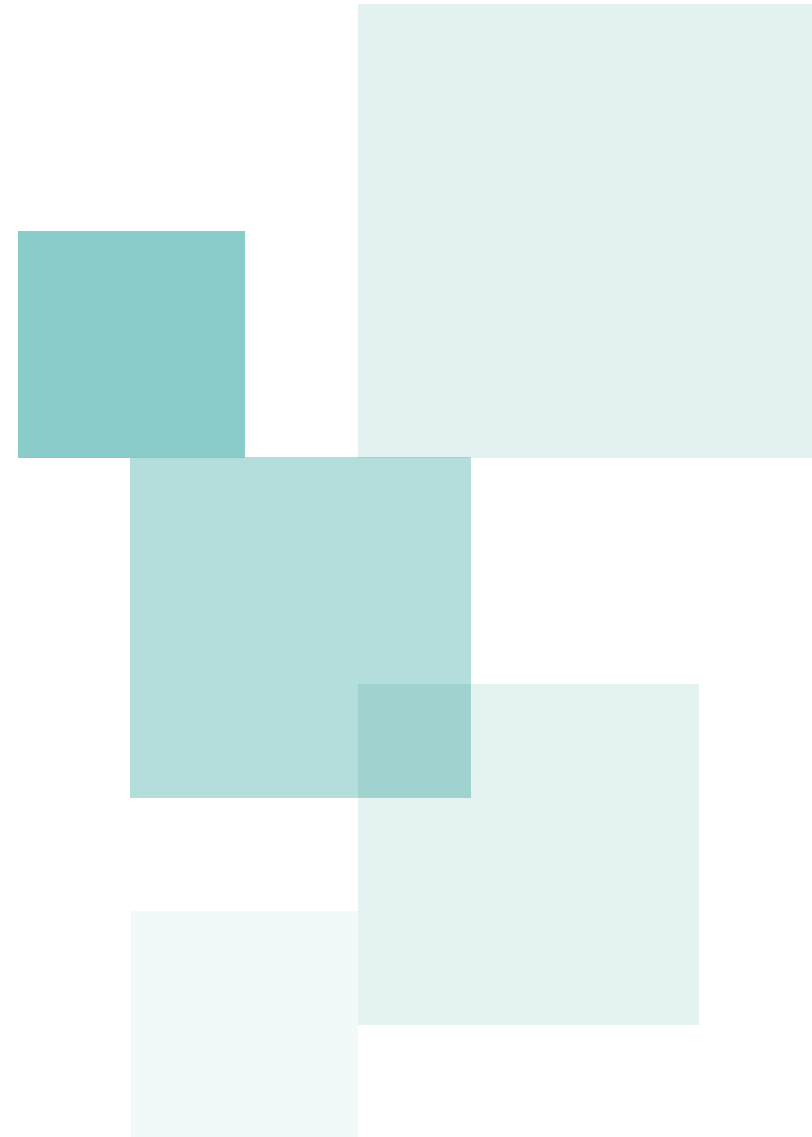
Reducing emissions

In 2020, our total Scope 1 and 2 carbon footprint was 17,352 tonnes CO₂e. This is a decrease of 36% since 2019. While some of this decrease is due to our efforts to use renewable energy and integrate energy efficiency improvements at our facilities, this is largely the result of a drop in production due to reduced demand during the pandemic.

Our carbon footprint calculations are drawn from data gathered and estimated on the energy use of 1,432 facilities in 44 countries. Since 2017, we have worked with expert consultants each year to measure and assess our carbon footprint. Our 2020 numbers are based on actual energy data from all manufacturing facilities and distribution centers; actual data from some offices, with estimates for facilities lacking actual data; and a statistically valid sample of retail stores.

Our Carbon Reduction Advisory Committee draws on expertise from across our company, and serves as a sounding board for our carbon reduction strategy. This also helps to ensure that relevant people within the business are engaged and informed.

In 2021, we will conduct a pilot effort to estimate, track, and reduce our Scope 3 emissions through engagement with key suppliers. We expect that emissions from our supply chain constitute the largest portion of our Scope 3 GHG emissions. In this pilot effort, we will work with a select group of suppliers to gather data on their energy use, estimate resulting GHG emissions, and learn about their recent and planned emissions reduction activities. We plan to use the lessons learned from this initial effort in subsequent years to engage with a wider group of suppliers on tracking and reducing emissions.





SAMSONITE'S RESPONSIVENESS TO THE RECOMMENDATIONS OF THE TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

We are committed to a low carbon future. Since 2017, we have been measuring and disclosing our Scope 1 and 2 carbon footprint. In 2019, we adopted a comprehensive, company-wide carbon reduction strategy, which commits the company to achieving the following three targets:



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



Power our operations with 100% renewable energy and achieve carbon neutrality for our operations by 2025; and



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

Samsonite's targets will contribute to the Paris Climate Accord goal of limiting global temperature rise to 1.5°C above pre-industrial levels and reaching net-zero emissions by no later than 2050.

Our carbon strategy is driven by concrete plans to reduce GHG emissions through the continuation and scale of strategies, including: energy efficiency equipment upgrades and fuel switching at manufacturing sites and distribution centers; renewable electricity procurement; and installation of on-site solar.

We have already installed solar on-site at several manufacturing and distribution centers, which also provides protection against electricity grid interruptions. We are also implementing a strategic energy management approach throughout the company to drive down GHG emissions through strategies such as consistent leasing of energy efficient office space; building out our stores to highly energy efficient specifications; and using highly energy efficient IT and office equipment and services. These strategies will be carried out by facilities' leaders and empowered energy champions across the company.

At Samsonite, carbon and climate considerations are integrated into key governance processes, risk management, planning, and capital allocation decisions. Since 2017, we have had a carbon reduction committee comprised of senior leadership; which oversees Samsonite's carbon footprinting and strategy work and is committed to the strategy's implementation.





Increasing efficiency: electricity

OUR 2030 GOAL



We will power our operations with 100% renewable energy and achieve carbon neutrality for our operations by 2025.



We will reduce the carbon intensity of our operations by 15% by 2025 compared to our 2017 baseline.

Renewable Electricity

Our manufacturing sites in India and Belgium host 21,900 m² of solar voltaic panels, which, between them, generate 1.8 million kWh of electricity every year. This represents 13% of the total energy used at these two sites. By 2025, we plan to power our operations with 100% renewable energy which we will achieve through investments in on-site renewable generation, buying green power directly from suppliers, and purchasing renewable energy credits (RECs).

EFFICIENT OFFICE

The Samsonite office and showroom in Switzerland has solar panels on the roof which heat the water used in the building. It also benefits from reusing waste heat from a nearby material recycling plant.

Energy efficiency

We track our energy use at our manufacturing sites and use this information to optimize our approach. In 2020, we implemented a range of industrial energy efficiency measures, such as optimizing or upgrading key energy-using production equipment. For instance, we undertook a number of efficiency improvements at our manufacturing facility in Oudenaarde, Belgium. This included introducing automation and sensors in our production equipment so that they turn off after periods of inactivity. In addition to capital investments on technology, we also made simple adjustments to improve efficiency such as reducing the number of lights and improving our controls to ensure that the mercury vapor lamps and compressors are switched off at night and over the weekend. We also introduced compressed monitoring systems on two of our pressformer machines which enabled us to optimise the flow rate of the compressed air we use, saving energy.

Introducing more efficient lighting continues to be a focus: highly-efficient LED bulbs now provide more than half the lighting in our manufacturing plants, and over a third of the lights in our retail stores. During 2020, we introduced LEDs to the TUMI warehouse in Vidalia, Georgia USA, and our manufacturing plant in Mexico. In Mexico, these LED lights also have automated controls to avoid wasting electricity; energy used for lighting this plant has been reduced by 85%.



We intend to integrate energy efficiency considerations into business processes by creating policies, guidance and specifications that make efficient choices the default when leasing office space, and purchasing computers and other equipment.

GREEN OFFICES

Once again, our offices in Hong Kong were recognised by the World Green Organisation as having passed a green audit and met the requirements of Green Office and Eco-Healthy Workplace program. We aim to roll out a Global Green Office policy in 2021.



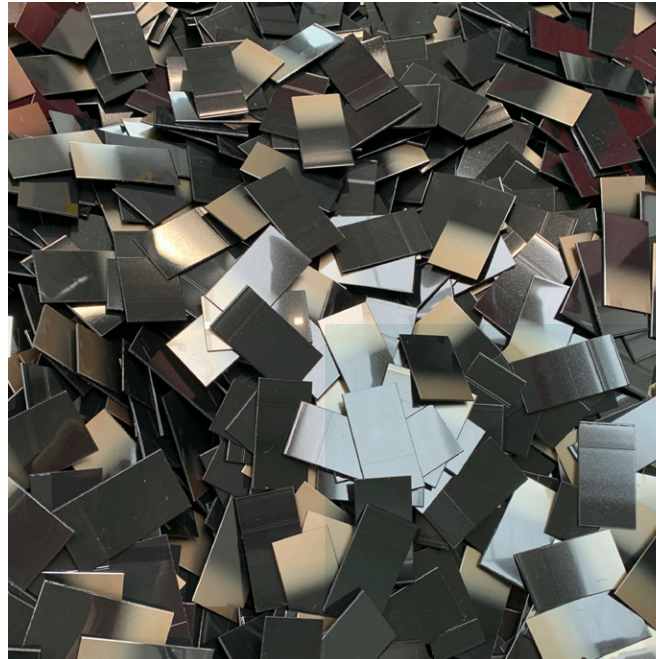


Increasing efficiency: waste

We are taking action to reduce surplus waste from our processes, and we monitor hazardous as well as non-hazardous waste at our factories. We report regularly on our waste generation and disposal in compliance with local laws, and employ third-party waste management companies to collect and dispose of our minimal hazardous waste in an appropriate manner.

In 2020, our manufacturing facilities generated 15.7 tonnes of hazardous waste, a reduction of 41% from 2019, and 476 tonnes of non-hazardous waste, down from 1,464 tonnes in 2019. Again, reduced production due to the pandemic is the primary driver of these reductions, although we continue to work with suppliers to reduce packaging and to recycle waste products from our production process.

We collect plastic offcuts, known as regrinds, and either reuse it ourselves or sell it to be recycled by others. We make use of hundreds of tonnes of this post-industrial waste plastic in our hard side cases. In our facility in Hungary alone, we recovered 50 tonnes of polycarbonate in 2020.



50 
**WE RECOVERED
50 TONNES OF
POLYCARBONATE
POST INDUSTRIAL
WASTE IN 2020.**

SAVING PAPER

In Japan, we have undertaken a number of programmes to reduce our use of paper. We have abolished paper-based product leaflets and are disseminating product information via a QR code. In addition, we are moving away from communicating with customers and partners via paper and using email instead. At Christmas, we saved 1,600 paper cards by choosing to send e-cards.





Water use and wastewater

Between 2018 and 2019, our water usage remained relatively consistent. Volumes dropped by 28% in 2020 due to a reduction in production resulting from the pandemic but we expect usage to return to 2019 levels this year.

Water use and wastewater discharge is not material to our operations. In our offices, distribution centers and retail sites, our water usage is limited to restrooms and kitchen facilities, and the processes we use to produce our products do not require a significant amount of water.

Our factories are able to source suitable water. We use a closed-loop water system for cooling purposes at two of our facilities and, at our plant in India, all wastewater is treated and cleaned on-site meaning there is no discharge of untreated sewage.

SINCE OUR INDIAN PLANT IS IN A WATER STRESSED REGION, WE CONTINUE TO FIND WAYS TO SAVE AND RE-USE WATER THERE.





Packaging

Packaging is essential for making sure components are delivered to us in immaculate condition and that our products are not damaged on their way to our retail stores or our customers' homes. Our intention is to use no more than we need, and to choose renewable materials, like cardboard, over plastic and polystyrene. Efficiency is also a watchword: over the last 5 years, we estimate that we have saved 674 tonnes of cardboard and 367 tonnes of plastic film by using materials more efficiently.

We continue to work with our suppliers to reduce the amount of packaging used to deliver components into our factories. In our manufacturing site in Hungary, for instance, we now receive centerlocks wrapped in silk paper, instead of foam, and sliders are delivered in bags of ten, rather than coming individually wrapped. Today, the pull handles are delivered to our site wrapped in half the amount of plastic: instead of wrapping

every single one, the supplier now alternates, wrapping every other, a move which will save around a ton of plastic each year.

We are also examining the packaging we send home with our customers. The bags we use for our Lipault products are now made from recycled material that can be easily recycled. In Latin America, our Xtrem range now comes wrapped in a biodegradable plastic bag. In Asia, we stopped using polypropylene tape to seal our boxes and introduced a fully-recyclable high-strength paper tape in its place. In Chile, we replaced the plastic bags that we wrap our products in with compostable packaging and we estimate that this will save as many as 1.8 million bags a year.

Hangtags

American Tourister Asia is transitioning to the Forest Stewardship Council (FSC®) certified paper hangtags. In Europe, all hangtags used for Samsonite recycled collections or American Tourister products are printed on paper from responsible sources using soy

ink, a sustainable alternative to traditional petroleum-based ink. These hangtags carry the FSC® logo which provides an assurance that the paper used comes from well-managed FSC®-certified forests, recycled materials, and other controlled sources.

In 2019, we removed the rubberized coating from the hangtags for our TUMI brand, as it prevented them from being recyclable. In 2020, we made further revisions and now we make them from recycled paper and use rPET to replace the metal grommet and nylon string.



SPECK'S EFFICIENT APPROACH

Wherever possible, we reduce our carbon footprint by transporting our products by sea, rather than air. We choose to bulk ship our products to North America and then package them just before we distribute them to our customers. This decision means we reduce our shipping volume by around a third – in 2020, this meant that we avoided shipping around 680 metric tonnes of packaging. That's equivalent to the weight of 170 Asian elephants!

GREGORY SETS TARGETS FOR LOW-IMPACT PACKAGING

At Gregory, we are committed to changing over 99% of all our retail packaging to lower-impact, recycled materials by 2022. This includes all hangtags, polybags and all accessory packaging. By 2025, we aim to lower our environmental impact on the freight and logistics side of our packaging by 50% too.

In 2020, we moved our entire hydration and accessory collection to low-impact recycled craft paper packaging. In 2021, we will shift to recycled polybags for 99% of our backpacks. We have developed a biodegradable polyethylene air bag in place of a cardboard tube which we previously included in our Deva & Baltoro packaging, significantly reducing the weight of the packaging.

THRIVING SUPPLY CHAIN

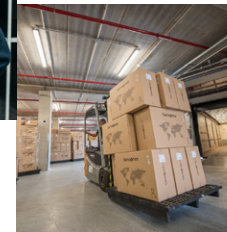
TARGETS



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



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





Our approach

Message from Paul Melkebeke, President, Asia Pacific and Middle East



“ Despite the pressures of the global pandemic, our suppliers have been instrumental in helping us to achieve our targets, and we are very grateful for their support.

Paul Melkebeke
President, Asia Pacific and Middle East

2020 was an extraordinary and difficult year, and our strong working relationships with our suppliers has – as always – been critical to navigating it successfully. With COVID-19, a lot of our efforts were necessarily spent on safely managing the flow of goods from warehouses and factories, protecting workers and supporting our suppliers.

Our supplies reduced by 55% and we have had to focus on working with our key, preferred suppliers who can guarantee secure, ethical and sustainable supplies. We choose to work with likeminded partners and to maintain long-lasting relationships – we have worked with some of our suppliers for over three decades.

We have clear policies and business codes in place to set out the expectations we have of our suppliers, and we take steps to verify that our suppliers are maintaining our high standards. Despite the pressures of the global pandemic, our suppliers have been instrumental in helping us to achieve our targets, and we are very grateful for their support.

In 2020, we conducted life cycle assessments of more than 10% of Gregory products. We expect to map 25% of Gregory products by the end of 2021, and will then use this process to help other brands do the same.

We have also been working to update our Ethical Charter (supplier code of conduct) to broaden the range of issues covered, raising standards in our supply chain even further.

Around one-third of our innovation projects are improving the sustainability credentials of our products. In 2020, for instance, we launched the new Samsonite Proxis™ collection, which uses Roxkin™ technology, a lighter, more durable and fully recyclable material which we developed in-house (see page 14).

2020 has been very much a learning process for both Samsonite and our suppliers, as it has been for the entire world. Following a challenging year, we are beginning to see signs of recovery in certain countries, and we are convinced that this will continue throughout 2021.




Supporting our suppliers during COVID-19

COVID-19 caused great suffering across the world, not only in terms of health but also financial hardships. We have Supply Chain Finance Programs in place that allow our suppliers to manage their cash flow – by the middle of 2020, all our suppliers had received what they were owed. We also allowed our critical suppliers to ship goods to us that we did not immediately need, as well as invoice us, in order to support their businesses.

Patrick Kwan, our Senior Supply Chain Director for Asia, visited China twice, despite having to quarantine in government hotels each time. He was away from his family for a total of nearly five months, during which time he met with our suppliers and their employees, demonstrating our support and helping to find solutions to any difficulties. This was greatly appreciated by our suppliers who told us that no other foreign buyer had visited since the onset of the pandemic.

In addition, Kyle Gendreau, our CEO, organized a virtual Town Hall with all our Key Suppliers (Tier 1 and Tier 2/3) to express his gratitude for their partnership during these challenging times, and to give them an update on where we are as a company, and our plans.



A key principle at Samsonite is our Golden Rule: to treat others as you would like to be treated. This includes our supply chain.



Respecting human rights

OUR 2030 GOAL



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

Labor Standards

We have a duty to respect the human rights of the people who work for us as well as in our supply chain across the whole world. We will absolutely 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.

In 2020, we 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, we plan to carry out a human rights country risk assessment.

Our 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.

We have a Business Ethics Reporting Hotline which is widely publicized to our employees worldwide. Our people may contact this hotline, anonymously if preferred, to report any workplace concern that they have. Those using the Hotline are protected against any retaliation. Employees who do not comply with our Employee Code are subject to discipline, which may include dismissal.

We believe that people should be able to carry out decent and productive work in conditions of freedom, equality, security and human dignity.



Responsible sourcing

OUR 2030 GOAL



We will publish the mapping of at least one product line's pre-customer journey, outlining the various sustainability credentials built into the manufacturing process.

GREGORY: LIFECYCLE ASSESSMENT



We have carried out life cycle assessments on more than 10% of Gregory products over the last two years, outlining the entire value chain - from sourcing to end of life use. We are now sharing our findings with our team in Europe, and our Speck team is also looking at this process. We expect to map the full supply chain of a quarter of all Gregory products by end of 2021, and will then create a template to help other brands do the same.



Managing Risk in Our Supply Chain

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 Labor Organization (ILO) principles and are central to our sourcing strategies, including how we assess which factories we work with and ongoing supplier performance.

In 2020, we worked on updating our Ethical Charter to reflect the fact that the world has moved on since we first produced it. The updated Charter covers a broader range of issues, such as new regulations, and will be introduced in 2021. We will engage with all our suppliers about the updated Charter, ensuring they understand and accept it.

When we acquired the TUMI brand in 2016, it already had its own supplier code of conduct. TUMI suppliers will adopt our updated Ethical Charter to ensure consistent standards across our supply chain.

Raising environmental standards throughout our supply chain

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. We are also working with our direct suppliers to improve the sustainability credentials of our products by raising environmental standards.



Innovation plays a big role in this, partnering with suppliers to co-develop new ideas. The Magnum Eco is a great example of effective collaboration: despite the hardside case being largely made from recycled content, it is more robust and resilient than virgin material.

In 2021, we will launch a project to estimate, track and support actions to reduce Scope 3 emissions (these are indirect emissions that occur in our value chain). Together with our suppliers, we are also looking for opportunities to reduce the volume of packaging used.



Conducting due diligence

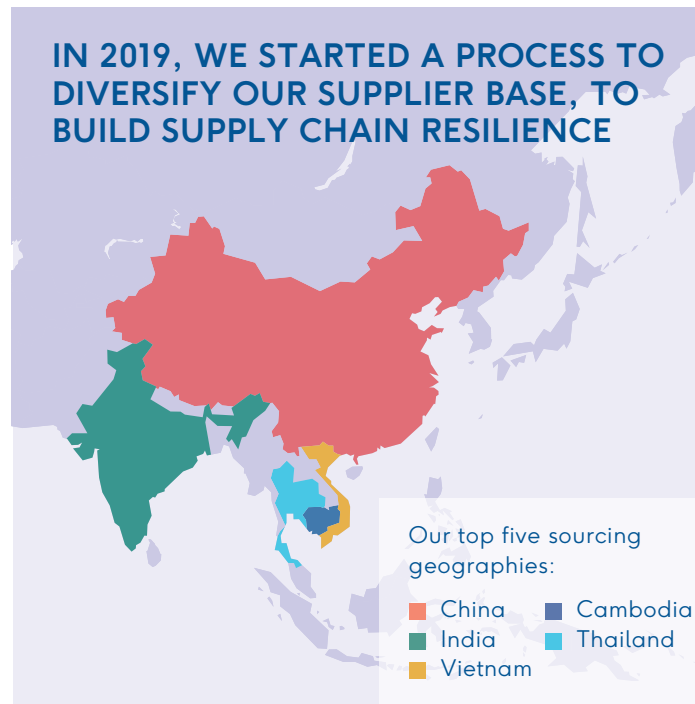
In 2018, approximately 75% of our suppliers were based in China, meaning just 25% were based in other countries. In 2019, we started a process to diversify our supplier base, to make Samsonite more resilient and now source more than 40% of our materials from other countries, including new factories in Cambodia, Thailand and Indonesia. We carry out comprehensive due diligence checks before we start working with any new supplier.

Our suppliers must demonstrate no serious current health, safety, or labor issues. For example, we have zero tolerance for any health, safety and environmental 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.

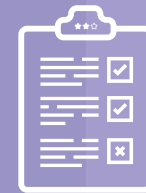
Audits are carried out by Samsonite or a respected third-party auditor to ensure ongoing compliance. These include interviewing workers, reviewing relevant documentation, and touring the site. We also use a ratings system to monitor compliance and assess change over time. Results are shared with our 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 take action, including terminating our relationship with suppliers who remain in breach of our requirements.

IN 2019, WE STARTED A PROCESS TO DIVERSIFY OUR SUPPLIER BASE, TO BUILD SUPPLY CHAIN RESILIENCE



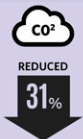
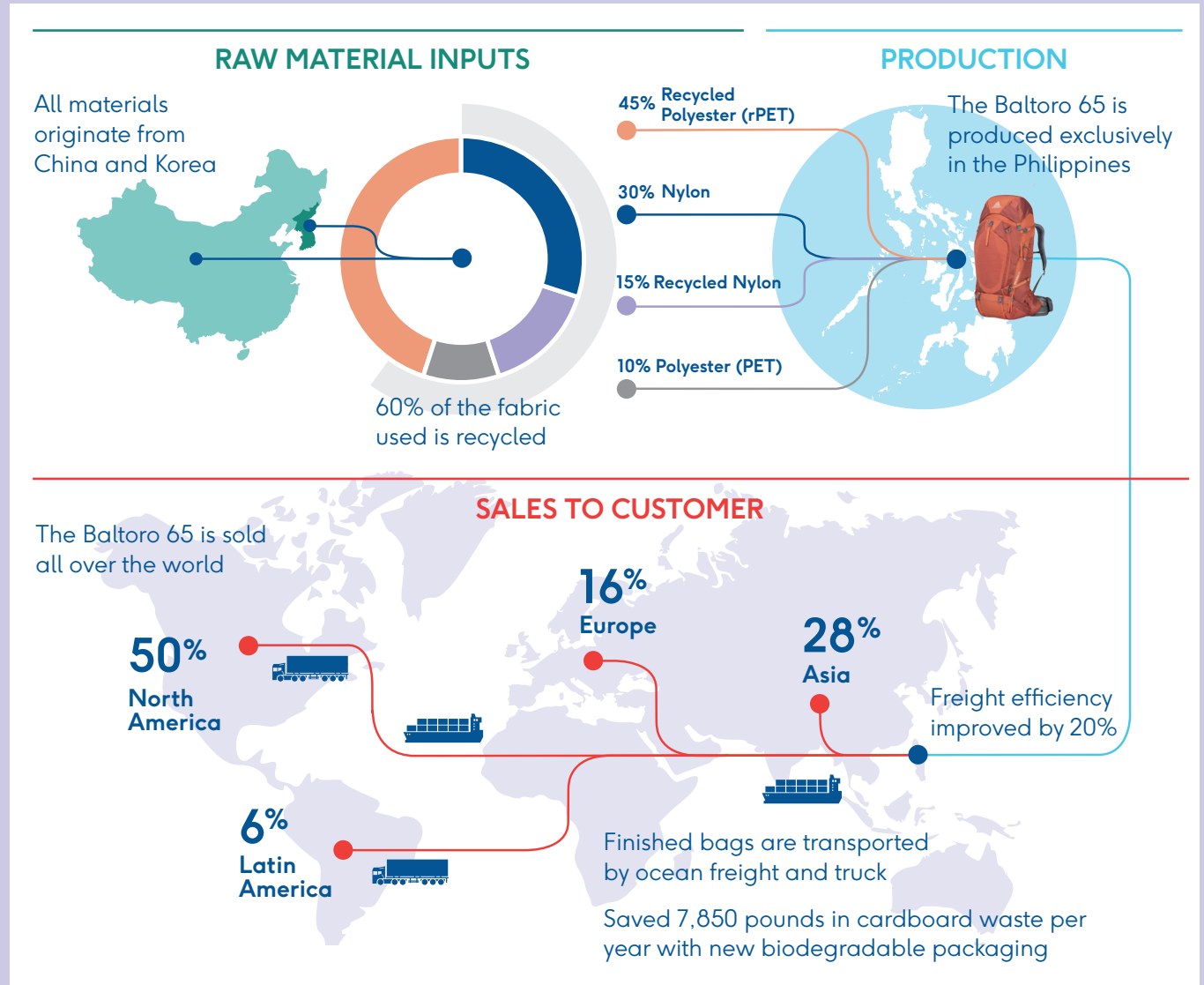
WE USE A RATINGS SYSTEM TO MONITOR COMPLIANCE AND ASSESS CHANGE OVER TIME.



GREGORY: MAPPING THE PRE-CUSTOMER JOURNEY OF THE BALTORO 65 BACKPACK

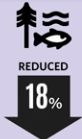
We are striving to improve the transparency of our supply chain and understand the various impacts at different stages of the value chain. At Gregory, we have partnered with a leading firm in Germany to build a customized life cycle assessment (LCA) tool to calculate the footprint of materials and energy used to create, sew, and ship a product.

The Gregory LCA tool enables us to understand the various environmental impacts of the materials we use, the design, and the supply chain. This allows us to make informed decisions, resulting in a number of environmental reductions compared with a traditionally-constructed product made from virgin nylon. It is our goal to actively manage our entire product line with this process by 2025.



Carbon Footprint

TOTAL IMPACT:
77 Miles Driven



Acidification

TOTAL IMPACT:
.019 kg SO²



Smog Formation

TOTAL IMPACT:
1.49 kg O³



Primary Energy Demand

TOTAL IMPACT:
555.81 net cal



Water Pollution

TOTAL IMPACT:
6.06 kg N



Blue Water Consumption

TOTAL IMPACT:
32 gal



AUDIT NUMBERS

In 2019, we completed 314 audits of tier 1 factories. In 2020, that number dropped to just 135 largely because reduced demand meant we were buying from fewer suppliers. We therefore postponed a number of planned audits and will seek to do them once we begin purchasing from these suppliers again.

Twenty-seven suppliers were exempt from audits due to Worldwide Responsible Accredited Production (WRAP) certification or because we were able to verify compliance by reviewing third-party audit reports from the likes of BSCI and SMETA. We have been encouraging 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. We plan to audit our top 100 tier 2 suppliers and began by auditing 10 factories in 2020 – a slower start than expected due to the pandemic.

Auditing during a pandemic

Luke Lu is a Senior Compliance Manager based in China. He is one of Samsonite's four dedicated auditors who travel to our suppliers' sites to ensure our high standards are being met.

Luke says: "Around 80% of the audits I conduct are announced, meaning that they know we are coming and can prepare for our visit by pulling out the relevant records and paperwork for me to inspect, or setting up interviews with the workforce. Of course, it is important to speak to workers who haven't been coached so we insist on being able to speak to people working on the production line when the management team is out of earshot. A fifth of my visits are unannounced – we tend to do this for higher risk sites when we don't want them to have a chance to hide any illegal workers, or falsify records.

"Most of the audits can be done in a day unless the factory is very large. At the end of the day, I will share my findings with the management team, and we will discuss any non-conformities. The factory is given two weeks to submit a correction plan and demonstrate willingness to meet the relevant target. I will then check progress with them at regular intervals until I am satisfied that any issues have been addressed.



"I love this job. Although it takes me away from my family, I really enjoy the opportunity to travel and meet new people – and my children love getting the toys that I bring back from different cities and countries! Above all, I find my work deeply meaningful. We are all human; we are all equal; and we should all be treated as such, so I enjoy helping factories to improve the welfare of their workforce. I also try to drive positive change by encouraging individual workers to learn new skills, get promotions and grow their income."



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 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 2020, 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.

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



PEOPLE FOCUSED

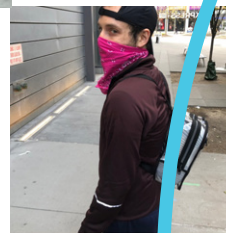
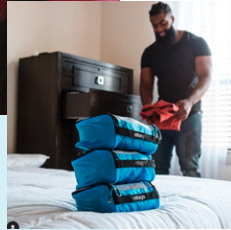
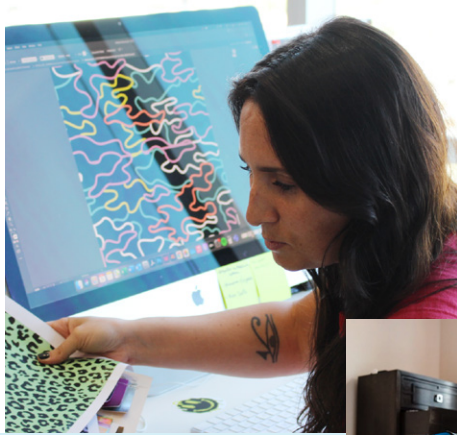
TARGETS



All employees have access to professional development opportunities by 2025



Use global data to build our understanding and ability to achieve gender balance in key roles by 2030





Our approach

Message from Marcie Whitlock, Senior Vice President of Global Human Resources



“ We acted quickly to give our people the training they needed to adapt to these new circumstances. ”

Marcie Whitlock

Senior Vice President of Global Human Resources

2020 was a uniquely challenging year and I want to thank our people for their resilience and adaptability as we navigated our way through it.

The worldwide health emergency caused by the COVID-19 pandemic shook the global economy. Various protective measures, including travel restrictions and mandatory lockdowns, impacted the travel and tourism sectors which resulted in a dip in demand for our products. As a result, we made the difficult decision to reduce our workforce in order to protect our business. For a people-focused company like Samsonite, decisions like these are never easy, but it enabled us to navigate through the challenges brought on by the pandemic and we worked hard to support our teams through this.

The pandemic changed the way we do business too. Many of our people found themselves in new situations – trying to do their jobs from home or with onerous new safety measures in place. We acted quickly to give them the training they needed to adapt to these new circumstances. We also supported our manager population to make sure they were equipped to lead.

As markets around the world begin to emerge from lockdown, we are responsibly re-opening our stores, prioritizing the health and safety of our employees and their families, as well as our customers. Our teams have shown remarkable agility in adapting to the new ways of working and I want to thank them for their dedication, drive and perseverance during this very trying time. It is because of them, and their commitment to continuing to deliver despite everything happening in the wider world, that we have the strength to move forwards.



Keeping our people safe

Our Samsonite Playbook

As the pandemic took hold, our first priority was to keep our teams and customers safe. In March 2020, we recognised a shared need for advice about how to respond to COVID-19. Our corporate human resources team worked with their HR partners around the world and, supported by our legal department, created a playbook to guide our teams. This was translated into multiple languages and shared around the world.

The guide includes specialized advice for offices, retail stores or distribution warehouses, ensuring all our people understand how to keep themselves, their colleagues and their customers safe.

Our corporate HR team developed '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.

Managing risk

The global pandemic has 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.

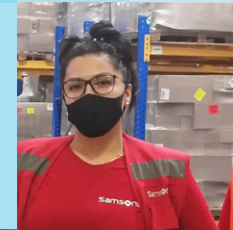
We follow set procedures to make sure we comply with relevant occupational health and safety laws and regulations. We focus our efforts on potential hazards, like machinery and moving vehicles, at our manufacturing and distribution sites. We have proactively created policies and processes to minimize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

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 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). 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 2020, we were pleased that we experienced no known material instances of noncompliance with relevant occupational health and safety laws and regulations, and no related significant regulatory actions or material litigation.





Developing our people

OUR 2030 GOAL



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

Samsonite is a people-focused business and our regional HR teams are committed to creating a supportive working environment for every member of our team, wherever in the world they are working.

We understand how important it is to provide meaningful development opportunities for our employees, and to reward and recognize good performance. We want to help all our people develop to the best of their ability, boosting productivity and job satisfaction.

Evolving our approach to performance management

In 2019, we began the roll out of a new web-based platform, Ask Athena, which automates and standardizes some of our HR functions, enhancing the employee experience.

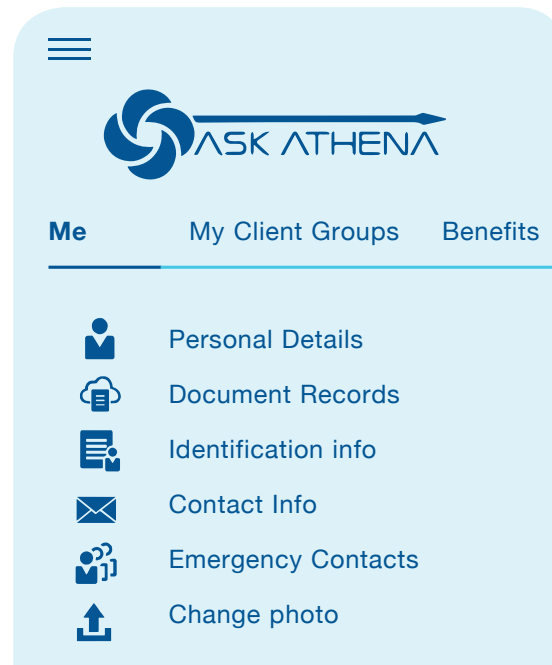
By leveraging the digital capabilities of the platform, Ask Athena is also enabling us to establish a culture of continuous conversation between managers and their teams. Through Ask Athena Performance Management, our people touch base with their line manager at regular intervals, creating an opportunity to review and discuss progress against their goals, as well as overall performance and development.

The platform also includes an integrated feedback system so colleagues can provide constructive comments to support each other's development, as well as show each other appreciation.

Our evolved approach to performance management is helping to build highly engaged teams that feel valued

Our evolved approach to performance management is helping to build highly engaged teams that feel valued, motivated, and acknowledged for their contributions and positive performance outcomes. This all contributes to our goal of building an organization that is agile and keeps pace with the changing business environment and workforce needs.

We have now introduced Ask Athena to our teams in North America, Europe and Latin America. We had intended to go live in other regions in 2020 and 2021 but our plans have been delayed by the pandemic.





MANAGING THE SKILLS GAP



“When our people began working from home, we recognised a need for tailored support to ensure that they could continue to work effectively.”

Laura Stone
Head of Employee Experience,
North America

“As lockdowns were imposed and many of our people began working from home, we recognised a need for tailored support to ensure that they could continue to work effectively, and remain engaged. We did three things:

1

“We worked in partnership with our IT team to develop training materials and guides to help everyone adapt to working on Microsoft Teams, and keep everyone connected. We ran a series of online classes – all of which were full – and received really positive feedback.

2

“We also provided training on time management because, for many people, the pandemic had introduced urgent new challenges, forcing them to reprioritize and push through paralysis at a point in time when everything felt incredibly uncertain.

3

“The third thing we did in North America was to find ways to reconnect our people with the business through a series of virtual events. For instance, we invited our Sustainability Director to deliver a webinar reminding people of our goal to be the most sustainable travel luggage company in the world. While we may have all been siloed in our sweats, these sessions reminded us all that we are working together to do something important!”

Developing our managers

In times of change, we want our leaders to be beacons of strength: resilient, forward-thinking and able to put others at ease.

The pandemic meant that our managers had to help their teams to navigate rapid change, and their softer skills – empathy, engagement, communication – were more important than ever. In North America, we developed Progressive Leadership training to help our manager community to develop their communication skills and style to enable them to ‘lead through change’.

Employee engagement

KEEPING IN TOUCH

With many of us working from home, there were fewer opportunities to have fun together in 2020 so our teams came up with creative ways to stay in touch and bring some laughter to their workday. In the US, for instance, we held a Halloween competition, awarding prizes for the best costume or carved pumpkin. Children and pets were enlisted and the winning entries were shared across the business to bring a little light relief!



“SAMBITS”

In December 2020, we introduced a new communications tool called “Sambits”: a series of bi-weekly emails with tips and tricks on a variety of topics. These brief emails are designed to be read quickly and digested easily, helping our management population to be as effective as possible. As the pandemic has affected how we work and we are spending less time together in an office, the first few Sambits offered advice on holding effective meetings, whether one-to-ones or with wider teams.



Supporting health and wellbeing

Supporting the health and wellbeing of our employees has been an absolute priority during the global pandemic.

In Asia, for example, we partnered with our medical insurer to arrange two health-themed virtual events for our Hong Kong office, and our medical insurance plan covers our employees to receive routine vaccinations. To support wellbeing, we also organized yoga classes after lockdowns ended and these were very well received.

In Europe, our Belgium operations make a company doctor available for our employees, who can book an appointment regarding any physical or mental health concern related to their work. We also provide annual flu vaccinations, although the government limited this somewhat in 2020 due to the need to prioritize elderly people.

In North America, we shared self-help information from insurance carriers with our employees. This included tips relating to managing finances, weight loss and mental health. We developed a Health and Wellness program focused on helping our people to de-stress, which generated a large audience and received great feedback. We also invested time into strengthening our Health and Safety training resources, and invited a yoga teacher to offer insights for our team into how to take care of themselves during the pandemic.

We partnered with our medical insurer to arrange two health themed virtual events for our Hong Kong office.



SOURCING MASKS FOR OUR PEOPLE AND COMMUNITIES

We are sourcing face masks for our people to help protect them from COVID-19. To date, we have shipped over one million masks from our suppliers in Asia to our people in Asia, Europe, and North and Latin America.

We have also worked to source masks for our business partners. In Italy, for example, we shipped masks to all our wholesale dealers to support their people and businesses. In Korea, we have supplied 50,000 masks to one of our local business partners.

In addition, we are sourcing masks for our local communities. In the US, for instance, we donated leftover elastic from our Sample Shop to help make over 100 masks for frontline workers. During the initial stages of the pandemic, when mask shortages were wide spread, Gregory helped quickly source over 2,000 masks from its overseas vendor partners to help supply local hospitals and health clinics in need. In Italy, we donated €3,000 to the Red Cross to allow them to buy masks for those who needed them.



Diversity and inclusion

OUR 2030 GOAL



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

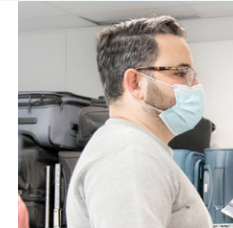
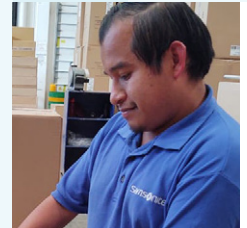
Our Golden Rule, 'Do unto others as you would have them do unto you', is the cornerstone of our approach to diversity and inclusion (D&I). We strongly believe that differences should be embraced and respected and aspire for all our people to feel able to be their authentic self at work. In this way, both Samsonite as a company, and each of us as individuals, can achieve great success. This is our vision for our D&I strategy.

Achieving gender balance

Although more than half (54%) of our global workforce is female, this is not yet reflected in the composition of our manager population. In 2020, we set ourselves a target to achieve gender balance in key roles across our company by 2030. Last year, we began working with external advisors to build a global strategy to help us achieve this aim.

HR POLICY

Our HR policies and procedures are designed and implemented in keeping with applicable laws and requirements. Each regional (or in some cases, local) management team maintains its HR policies covering areas such as compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.





WOMEN IN LEADERSHIP FLORENCE YOUNG, CHIEF FINANCIAL OFFICER, ASIA PACIFIC

I had originally planned to go into marketing but one of my university lecturers took me aside and told me he thought I'd make a great accountant. I wasn't sure: I thought accountancy sounded a bit dull! But, with his encouragement, I paid a bit more attention in these classes and soon realized that accounting is so much more than bookkeeping. It's about collecting all the information and seeing how a business really works. If you understand a company's financial statement, you can see exactly how a company is doing. It's all about mindset: a good accountant is an interpreter, not a number-cruncher.

When I joined in 2005, it was just me and my boss in the finance team and we took on the task of Asia's consolidation from Belgium to Hong Kong.

In 2009, Kyle Gendreau (who was then Group CFO) and the former President Asia Pacific approached me about the role of Asia Head of Finance. Samsonite was recovering from the effects of the global financial crisis and there was a huge amount of restructuring in the pipeline so I knew this was going to be a tough role. I also knew it would be hard to balance the job with my personal commitments: I have twin daughters, and, at this time, they were just five-years-old and really needed their mum! I wasn't sure I would be able to manage, but management showed me that they really understood that the girls

were my priority and would support me if I needed to be with them. I think women with children are sometimes viewed as having an inconvenient burden that might interfere with their work – but that's not the case here at Samsonite. This is a company that respects the importance of family.

It would have been so easy to hire a regional CFO in Hong Kong, but they were keen to promote from within and had faith in me. They got me a career coach and gave me time to settle into the role. I felt hugely supported.

12 years later, I'm still here! With the Company's IPO on the Hong Kong Stock Exchange in 2011 and the acquisitions we have completed, the work has been incredibly exciting and varied and there has always been something new to learn. As regional CFO, I am accountable for overseeing all finance related matters for Asia including accounting, audit, tax, internal control and business process improvement, as well as a business partnership with President Asia Pacific. In addition to the regional finance heads, I have 11 colleagues on the regional finance team.

I've experienced first-hand that Samsonite is an equal opportunities company. People are not promoted because of their gender: they get on because they have the right attitude, experience and capabilities.



“ It would have been so easy to hire a regional CFO in Hong Kong, but they were keen to promote from within and had faith in me. They got me a career coach, and gave me time to settle into the role. I felt hugely supported.

Florence Young
Chief Financial Officer, Asia Pacific

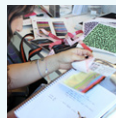
DEVELOPING A WOMEN'S NETWORK IN LATAM

To help develop women in leadership, we are in the process of establishing a women's network for Samsonite in Latin America – the first such network in our global business. Our vision is to have a network of female executives to promote and develop our women in the workplace.

The network will offer mutual support among peers, and will be a safe space to share relevant experiences in the workplace, as well as personal challenges. It will help to develop an informal mentoring and coaching network, where women can discuss topics such as career progression, how to develop positive influence and deal with the pressures of modern life. We expect the network will help us to improve talent flow and succession.

We have a team meeting monthly to bring our vision to reality, led by the Samsonite Brand Manager. We have developed our mission statement and logo and aim to launch the network before Spring 2021. Our first initiative will focus on training our people to recognize unconscious bias.

Through one of our brands, Secret, we have also been working with a local foundation, Mujer Impacta, which aims to drive cultural and social change by empowering women.





SIZE INCLUSIVE PRODUCT LINES HELP GROW PARTICIPATION IN OUTDOOR ACTIVITIES

In July 2020, Gregory announced its long-awaited size inclusive backpack collection, available in US stores from Spring 2021. Until now, outdoor enthusiasts with a larger body shape were under serviced, but this new range of bags offers unparalleled comfort thanks to the increased harness length, wider harness angle, and increased hipbelt pad. They are also designed to make it easier to access the pockets and adjustment straps.

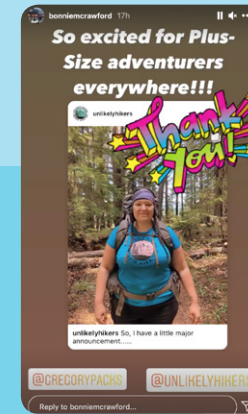
Gregory is the first pack company in the industry to launch a comprehensive size inclusive pack collection. It includes more than 15 products across the day hiking, hydration, multi-day backpacking and lifestyle categories that address sizing gaps and provide pack solutions currently not available.

The Gregory design team worked hand-in-hand with Jenny Bruso and her organization, Unlikely Hikers, to listen to and understand the fit and comfort needs of plus-size hikers. "People of diverse body sizes and shapes have had to 'make it work' with gear that wasn't made for us for too long now" said Bruso. "A backpack made with my unique needs in mind tells me that I am seen as an adventurer and that's the kind of empowerment I want to take to the trail."



The launch of a size inclusive product offering is the newest pillar in Gregory's 'Gateways' program — a long-time brand initiative that promotes inclusivity through non-profit partnerships and strategic product engineering to ensure everyone has the opportunity to experience the great outdoors.

The Gregory design team worked hand-in-hand with Jenny Bruso and her organization, Unlikely Hikers, to listen to and understand the comfort needs of plus-size hikers.



Employment & 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 well-being. Employment and labor practices cover employment, development and training, labor standards, and occupational safety and health.

In 2020, 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.

In 2020, there were no known material instances of non-compliance with relevant employment and labor practice laws

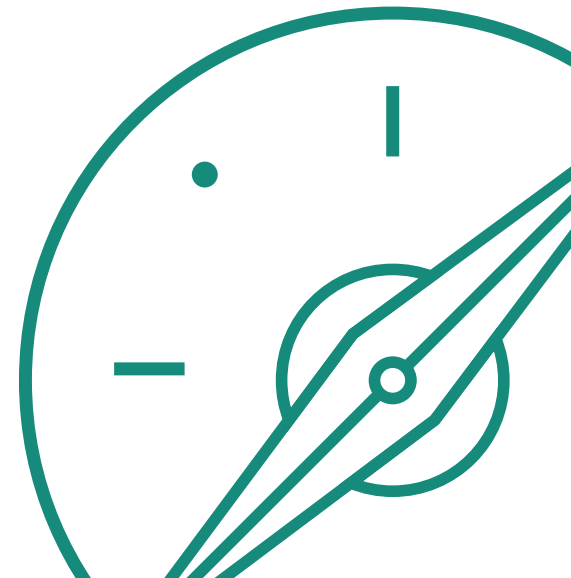
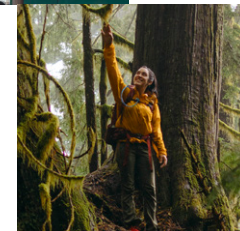
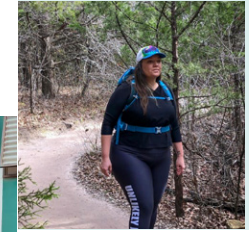
REPORTING CONCERNS



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.



PHILANTHROPY





Our approach

Message from Christy Caracciolo, Senior Director of Human Resources, TUMI



“Our philanthropic work is of huge importance to our people and we get really passionate about the causes we support.”

— **Christy Caracciolo**
Senior Director of Human Resources, TUMI

As a global organization, with many well-known and well-loved brands, we are uniquely placed to raise awareness of important causes and to give back. Each of the companies and brands that make up the Samsonite family choose different ways to support their local community and, between us, we support many non-profit organizations. Whether through cause-related marketing on specific products, or through special events in our stores, the funds we raise allow these organizations to continue their important work and reach more people.

While Samsonite’s different brands may approach things differently, we are united on our areas of focus and our Philanthropy Strategy has three goals. The first is to protect Earth’s beautiful places through activities like tree planting or trash collecting. The second is to promote wellbeing by supporting causes that seek to ease physical and mental suffering.

The third goal is empowering vulnerable communities. At TUMI, we support Waves for Water which is non-profit organization that provides access to clean water to those in need using water filtration systems, borehole wells and rainwater harvesting systems (see page 53). We also raise money for All Hands and Hearts, a charity which helps to rebuild schools in communities that have faced devastation – we

have raised over US\$1.7 million since 2016.

Our philanthropic work is of huge importance to our people and we get really passionate about the causes we support. Every year, TUMI North America raises money for St. Jude Children’s Research Hospital® through events in our stores. Our retail teams get to know the stories of individual children and sometimes decide to raise funds for something specific like a ‘no more chemo’ party for a child ready to be discharged from treatment. The top five fundraisers then get to come to our annual ‘TUMI Takes You Home’ event at the hospital, to meet the children that our donations are helping, and to give them an exclusive bag. It’s a really special and inspiring partnership.

2020 was a difficult year for everyone and, while local lockdowns meant fundraising campaigns weren’t as big as in a normal year, we continue to look for additional ways to support our charity partners.

I feel grateful to be part of a company that supports all these important causes and am extremely proud of what we collectively do to give back to our community.



Protecting Earth's beautiful places

Our business relies on the availability of the Earth's natural resources, so it is important that we do what we can to protect the environment. We source raw materials carefully, work with different NGOs around the world to find ways to compensate for our carbon footprint, and participate in reforestation projects.

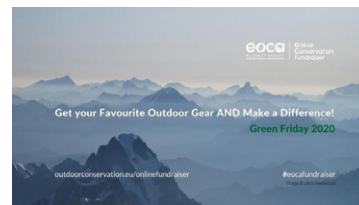
Reforestation enhances quality of life for local communities, provides valuable habitats for wildlife, and is one of the most important parts of our strategy. Since 2017, we estimate that we have planted around 760,000 trees around the world, which are collectively capable of drawing thousands of tonnes of carbon out of the atmosphere as they grow.

In Latin America, we have been working with Fundación Reforestemos since 2018. As well as planting trees, they have supported us in hosting education days for our people and enabling corporate volunteering. This has included taking three teams of employees from our Chile business to plant native trees in the Cerro Castillo national park in Patagonia. Although the pandemic meant that our 2020 trip had to be postponed, Fundación Reforestemos continued to support us throughout 2020 to create a culture that respects the environment.

TURNING BLACK FRIDAY GREEN!



Gregory is a member of The European Outdoor Conservation Association which raises money to protect wild areas. In November 2020, we decided to turn our Black Friday event green by donating 20% of all sales made in Europe that week to the Association.



PLANTING 500,000 TREES IN NASHIK, INDIA



During 2020, we planted a further 25,000 trees in the land surrounding our manufacturing plant in Nashik, India. Some were planted on land owned by Samsonite, and some in the surrounding community. Since 2011, we have planted over half a million trees here. We procure saplings and raise seedlings in our in-house nursery on our campus. Once they are at least two feet tall, we either plant them on our own land or distribute them to our employees, local villagers and our vendor partners, who plant them in the local area. These trees absorb carbon as they grow and, by 2030, we estimate the maximum carbon sequestration from these trees will be over 9,000 metric tonnes.

SPECK: CLEANING UP CALIFORNIA'S COASTS

Volunteers from our Speck team join thousands of volunteers to collect trash from California's beaches and natural spaces on Coastal Cleanup Day every September. The event is part of the International Coastal Cleanup, organized by the Ocean Conservancy. To encourage greater participation in 2020, staff members who took part were entered into a prize draw.





Promoting wellbeing

We support a variety of non-profits that help people at risk or suffering from physical and mental health issues. Our involvement includes fundraising in our retail stores and online, as well as deeper partnerships with particular organizations.

TUMI, for example, has partnered with St. Jude Children’s Research Hospital® since 2010, helping to make a difference to children battling cancer and other serious illnesses. So far, we have raised over US\$6 million for the hospital. We have done this through a variety of events, campaigns and sponsorships, including giving patient families custom luggage pieces, raising money in our stores and online through our St. Jude Thanks and Giving® campaign, and donating 100% of the purchase price from a range of custom luggage tags, accent kits and cosmetic pouches.

As well as our corporate activity, our individual employees make a big contribution too. Two great examples are Viviane Nuyttens, HR Director in Europe, and Christoph Bonte, General Manager Benelux, who both volunteer at Covid-19 vaccination sites, helping to promote wellbeing in their local communities.

HELPING PEOPLE IN CRISIS

Since 2017, Speck has been helping to build awareness of Crisis Text Line, a free, 24/7 service enabling people in times of difficulty to connect with trained counsellors via text.

As Speck produces smartphone cases and covers, we understand that our phones can be a lifeline in times of crisis. Our goal is to have a sticker placed in every public bathroom in the US with Crisis Text Line’s contact details. In 2020, we included a cling sticker with every Speck web order and, in addition, sent more than 250,000 cling stickers and posters to individuals, schools, youth organizations, doctors, social workers, law enforcement and others. We encourage people to “Take one. Stick one. Help someone” by placing the cling sticker in a public bathroom.

We also seek to raise awareness of Crisis Text Line by putting their logo and website address on our homepage, packaging and social media posts. In 2020, our website was visited by five million people and we produced 12 million pieces of packaging.

We encourage Speck employees to sign up as Crisis Text Line Crisis Counselors and know that at least half a dozen people have chosen to do so. Mental health support is in greater demand because of COVID-19 and, in 2021, we plan to launch The Sticker Project in the UK with Crisis Text Line and mental health text support service Shout.

SUPPORTING SUSAN G. KOMEN



Samsonite North America supports Susan G. Komen, the world’s largest non-profit source of funding for the fight against breast cancer. We donate US\$50,000 each year to support their work to tackle the disease through research, community health, global outreach and public policy.

We carry a range of Susan G. Komen pink luggage lined inside with the organization’s logo and, every October, we mark Breast Cancer Awareness Month in our North American stores with ‘pink’ events. Our retail teams dress up and our window signage, merchandising and marketing help to raise awareness of the organization’s important work.

INCREASING BREAST CANCER AWARENESS

Every October, we mark Breast Cancer Awareness Month with a Pink Day in our stores in North America.





DONATING OUR PRODUCTS TO HEALTH WORKERS

COVID-19 has put a strain on health services around the world, and frontline workers have demonstrated incredible commitment as they worked long hours, risking their own health to care for the sick and dying.

We wanted to find a way to support these health workers.

We learned that many doctors and nurses were having to live away from home to keep their families safe and, when at work, were too busy to go back to their lockers to retrieve essential items so wanted to carry things on them at all times. We responded by arranging for donations of over 1,500 carry-on bags and waist bags or pouches to be sent to hospitals in the US and Canada.

In Russia, as the first wave eased up, we donated 300 backpacks to a large hospital in Moscow to encourage medical professionals to take a break and get out into nature.

Our Samsonite North America team donated 200 Go Clear backpacks to a local police department. These were used to create sanitation kits that were given to frontline workers, veterans, and the homeless.

200
SAMSONITE TOTEATON DUFFEL BAGS WERE DONATED TO HOSPITALS IN CANADA



200
ECO-NU UNDERSEATERS GIVEN TO HOSPITAL WORKERS IN BOSTON WHO STAYED AWAY FROM HOME TO CARE FOR COVID-19 PATIENTS

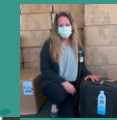
400
ECO-NU SPINNERS DONATED TO UMASS MEDICAL CENTER 'CARING FOR THE CAREGIVERS' PROGRAM

400
TUMI WAIST BAGS, SLINGS, CROSSBODIES AND POUCHES GIVEN TO HOSPITALS IN NEW YORK CITY

150
TUMI BASEL TRIANGLE POUCHES PROVIDED FOR HOSPITAL WORKERS IN PARIS



300
GO CLEAR BACKPACKS 100 GIVEN TO FRONTLINE WORKERS IN BROOKLYN



300
AMERICAN TOURISTER BACKPACKS GIVEN TO A HOSPITAL IN MOSCOW

PLUS 200 PROVIDED TO THE POLICE DEPARTMENT IN HAMPDEN, MASSACHUSETTS TO MAKE FRONTLINE WORKER CARE PACKAGES



Empowering vulnerable communities

Our teams around the world raise and donate money for a variety of good causes, as well as giving their time as volunteers. At the company level, we have formed relationships with a number of non-profit organizations which pass our products on to vulnerable people who need them:

HELPING THE HOMELESS

High Sierra partners with the CITYPAK project to provide homeless people with a secure, convenient and versatile backpack specially designed to meet their needs. In 2020, we donated an additional 11,300 bags in 152 North American cities, taking the total since 2012 to almost 80,000 bags.



COMFORTING RAPE SURVIVORS

In 2020, our team in South Africa donated 30 Samsonite Karissa Handbags to The Jes Foord Foundation which puts together comfort bags for rape survivors.



SUPPORTING FAMILIES WITH SICK CHILDREN

The Samsonite team in Hong Kong donated more than 2,000 backpacks to different groups that support low-income families or children affected by cancer.



HELPING VULNERABLE PEOPLE GET ACTIVE

In the US, we donated a variety of Gregory backpacks to support different groups that work with vulnerable people including Wasatch Adaptive Sports which helps people with physical disabilities to get outdoors and stay active.





TUMI EUROPE: SUPPORTING WAVES FOR WATER

Since 2016, TUMI has supported Waves for Water, a non-profit organization that provides access to clean water to people who need it. Each year, we hold a World Water Day fundraising event in March and donate a portion of our revenue to the charity.

In 2019, TUMI Europe helped raise the profile of the charity's work by taking a group of carefully chosen social media influencers to South Africa, where they helped to install 100 water filters in a community where a third of inhabitants had no access to clean water. Later in the year, we continued the mission in Nepal, taking another 100 filters to help communities living in water-stressed areas in the mountains.

In December 2020, we partnered with eleven world-renowned street artists to raise awareness of the charity's work and encourage donations. The artists, led by American graffiti pioneer JonOne, transformed the brand's iconic 19 Degree Aluminum silhouette into unique art pieces. In total, they created 26 collectors' items which guests competed to win at a special event. The funds raised enabled the charity to give 116 filters to help communities in the Philippines which were affected by the devastating typhoons.

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.



TUMI PARTNERED WITH AMERICAN GRAFFITI PIONEER JONONE AND WORLD-REKNOWNED STREET ARTISTS TO RAISE AWARENESS OF THE CHARITY'S WORK AND ENCOURAGE DONATIONS.



IN 2020, TUMI BECAME A MEMBER OF THE 1% FOR THE PLANET FAMILY, A GROWING GLOBAL MOVEMENT. WE NOW DONATE 1% OF THE REVENUE FROM OUR RECYCLED CAPSULE COLLECTION ACROSS EUROPE TO WAVES FOR WATER.



Appendix

About This Report

This report covers the activities and results for the Company's fiscal year ended December 31, 2020. 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 World Resources Institute (WRI)'s GHG Protocol to calculate and report direct and indirect GHG emissions.

Carbon dioxide (CO₂) emissions and CO₂e 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 conversion factors, where available. Alternatively, factors from the International Energy Agency (IEA)'s publication: *CO₂ Emissions from Fuel Combustion (2019 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 is converted into CO₂e for reporting purposes.

Questions, comments, or feedback regarding this report or any of the Company's ESG programs should be sent by email to: sustainability@samsonite.com.



Environmental KPIs

KPI	Scope of Reporting	2020
Aspect A1: Emissions		
A1.1		
Air emissions from fuel consumption (NOx and SOx).	Total reporting footprint (all owned/directly controlled manufacturing, distribution, office, and retail facilities)	3,025 kg 2,996 kg NOx (1,073 kg from diesel; 1,598 kg from natural gas; 56 kg from propane; 268 kg from gasoline) 29 kg SOx (9 kg from diesel; 10 kg from natural gas; 0.4 kg from propane; 9 kg from gasoline)
<p>Methods and Assumptions: We used the relevant countries' average fuel economy for applicable vehicles to calculate air emissions from vehicle fuel consumption. We applied the average fuel economy to the volume of fuel consumed, and then applied relevant NOx and SOx emission factors to arrive at total air emissions from vehicle fuel. Relevant NOx and SOx emission factors were applied directly to heating and generator fuel consumed to arrive at total air emissions from heating and generator fuel.</p>		

KPI	Scope of Reporting	2020
A1.2		
GHG emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Total emissions and square footage of reporting footprint (all owned/directly controlled manufacturing, distribution, office, and retail facilities)	17,352 tonnes (Intensity: 0.0024 tonnes/sq ft) Scope 1: 2,755 tonnes Scope 2 (market-based): 14,598 tonnes Scope 2 (location-based): 14,195 tonnes
<p>Methods and Assumptions: GHG emissions were calculated in a manner consistent with the WRI GHG Protocol. For vehicle fuel and generator fuel, we used the relevant countries' emission factors from the International Energy Agency (IEA)'s publication: <i>CO₂ Emissions from Fuel Combustion (2019 Edition)</i>. For natural gas and refrigerants, we used data provided by WRI. For US and Canadian facilities' location-based emissions, we used the US EPA's Portfolio Manager's emissions calculator. This calculator is based on the WRI GHG Protocol and allows us to calculate emissions associated with the mix of fuels specific to each facility's electricity supply. For all other countries, we used the relevant country-level location-based emission factors from the International Energy Agency (IEA)'s publication: <i>CO₂ Emissions from Fuel Combustion (2019 Edition)</i>. For market-based emissions, we used country-level market-based emission factors, when available, from Green-e and the Association of Issuing Bodies.</p>		



KPI	Scope of Reporting	2020
A1.3		
Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Total hazardous waste and square footage of owned and operated manufacturing facilities in Oudenaarde (Belgium), Szekszárd (Hungary), Nashik (India), and Cuautitlán Izcalli (Mexico)	15.7 tonnes Intensity: 0.01 kg/sq ft
A1.4		
Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Total non-hazardous waste and square footage of owned and operated manufacturing facilities in Oudenaarde (Belgium), Szekszárd (Hungary), Nashik (India), and Cuautitlán Izcalli (Mexico)	476 tonnes Intensity: 0.32 kg/sq ft
A1.5		
Description of measures to mitigate emissions and results achieved.	Total reporting footprint (all owned/ directly controlled manufacturing, distribution, office, and retail facilities)	Refer to report for further information

KPI	Scope of Reporting	2020
A1.6		
Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	Owned and operated manufacturing facilities in Oudenaarde (Belgium), Szekszárd (Hungary), Nashik (India), and Cuautitlán Izcalli (Mexico)	Refer to report for further information
Aspect A2: Use of Resources		
A2.1		
Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total and intensity (e.g. per unit of production volume, per facility).	Total energy consumption and square footage of reporting footprint (all owned/ directly controlled manufacturing, distribution, office, and retail facilities)	37,435,518 kWh from electricity (Intensity: 5.1 kWh/sq ft) 10,534,987 kWh from natural gas (Intensity: 1.4 kWh/sq ft) 8,682,050 kBtu from vehicle fuel (Intensity: 1.2 kBtu/sq ft) 441,681 kBtu from generator fuel (Intensity: 0.06 kBtu/sq ft) 19 kg from refrigerants (Intensity: 0.000003 kg/sq ft)
Methods and Assumptions: Energy consumption was calculated using data obtained from utility invoices. Energy data were available from all manufacturing facilities, most distribution centers, some offices, and a statistically valid sample of retail stores. Where needed, we estimated energy use by analyzing actual data for similar facilities, comparing these data to reference data, and then developing an estimation approach specific to each type of facility based on square footage.		



KPI	Scope of Reporting	2020
A2.2		
Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Total water consumption and square footage of owned and operated manufacturing facilities in Oudenaarde (Belgium), Szekszárd (Hungary), Nashik (India), and Cuautitlán Izcalli (Mexico)	27,098 m ³ Intensity: 0.018 m ³ /sq ft
A2.3		
Description of energy use efficiency initiatives and results achieved.	Total reporting footprint (all owned/ directly controlled manufacturing, distribution, office, and retail facilities)	Refer to report for further information
A2.4		
Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	Owned and operated manufacturing facilities in Oudenaarde (Belgium), Szekszárd (Hungary), Nashik (India), and Cuautitlán Izcalli (Mexico)	Refer to report for further information

KPI	Scope of Reporting	2020
A2.5		
Total packaging material used for finished products (in tonnes).	Owned and operated manufacturing facilities in Oudenaarde (Belgium), Szekszárd (Hungary), Nashik (India), and Cuautitlán Izcalli (Mexico)	1,978 tonnes 0.2 tonne polystyrene 117 tonnes plastic 1,855 tonnes cardboard 5.6 tonnes tape
Aspect A3: The Environment and Natural Resources		
A3.1		
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 report for further information
Aspect A4: Climate Change		
A4.1		
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 report for further 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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Published by Samsonite International S.A.

Concept & Design by BRODIE Consulting.

Production by Toppan Merrill.



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