



**Annual Report Pertaining to
Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act***

TP-Holiday Group Ltd.

Fiscal year: 2025

May 31, 2026

Introduction, Structure & Activities

TP-Holiday Group Ltd. ("Holiday") is a privately-owned Canadian entity operating under the umbrella of a U.S.-based parent company, specializing in the design, marketing, and distribution of luggage, bags and travel-related consumer products, under both proprietary and licensed brands. The Canadian business is headquartered in Montreal, Quebec, with regional offices in Mississauga, Ontario, as well as in Jiaxing city, China ("CRO").

The Canadian entity follows a functional organizational structure, with local leadership overseeing key departments such as Operations, Finance, Sales, Marketing, and Human Resources. The Chief Executive Officer (CEO) of the parent company provides strategic oversight, while the Canadian team, led by a Country Manager or General Manager, manages day-to-day business activities. Finance is overseen by a local Director or Controller who ensures compliance with Canadian regulations and corporate reporting requirements. Sales and Marketing functions focus on growing the brands within the Canadian market. This structure allows for operational autonomy while aligning with the broader goals and governance of the U.S. head office.

We pride ourselves on our history dating back to the early 1950s and it was built through strong, long-term relationships with suppliers, partners and customers. Our committed team members consist of approximately 45 employees in Canada and 10 associates at our CRO.

Supply chains

We work closely with manufacturers (referred to as "Suppliers") from whom we source finished products, the majority of which have been longstanding partners for over half a decade. In addition to this, we also have visibility further up the supply chain, particularly with certain primary fabric suppliers, though this visibility is currently limited.

In 2025, our products were imported from the following countries:

- China
- Indonesia
- Thailand
- Vietnam

These products reached consumers through various distribution channels, including major retailers in Canada and internationally, both through brick-and-mortar stores and online, retail pharmacy chains, airlines, schools and universities, and our own online store (www.travelpro.ca).



Policies and due diligence processes

Holiday is committed to conducting business in a responsible and ethical manner, prioritising long-term partnerships with suppliers. We collect information concerning suppliers' capacities and lead times prior to placing orders. This is to ensure responsible practices where suppliers have adequate time to complete orders, reducing the risk of resorting to temporary workers subject to forced labour or other precarious conditions.

As part of our due diligence process, our suppliers go through at least one social compliance audit annually. These audits are either 3rd party audits carried out by global auditing firms, or audits based on customers' own audit programs. The audits include assessing factory recruitment practices, ensuring all employees are recruited voluntarily and under fair conditions.

Each audit is followed up with a corrective action plan (CAP) and no audit is complete without a CAP. We track the audit results and findings of each factory over time to identify progress and areas of improvement.

Additionally, the Holiday team (either CRO or from Canada) conducts both scheduled and non-scheduled factory visits to suppliers. Forced labour and child labour are subjects that the team examines during the visits and their prohibition is communicated directly to the factory representative(s). Holiday will not engage with a potential or current supplier where a factory audit or visit has uncovered critical issues such as forced labour or child labour.

In Q4 2025, our supplier code of conduct was reviewed and formalized. It communicates our standards and expectations regarding responsible labour practices to our Tier 1 suppliers. These suppliers are in turn expected to communicate this to their suppliers, since we may not have full insight into suppliers at higher tiers in the supply chain. We also introduced a checklist that provides us with a quick assessment of factories' compliance with the supplier code of conduct.

Forced labour and child labour risks

The industry we operate in is not different from any other sector, and we recognise that there are risks of forced labour or child labour within the industry. Our focus is primarily on managing these risks through engagement with our Tier 1 suppliers. All of these suppliers are visited by our team at one point or another, during which we assess risks and identify potential issues specific to the factory.

When young workers are encountered during factory audits or visits, we take immediate action to verify the worker's age, including conducting interviews with the individual and reviewing supporting documentation.

We also stay informed about industry developments and world events and assess them in the context of our business and operations. In line with this, Holiday refrains from sourcing goods

containing cotton or conflict minerals, due to their known associations with unethical practices and labour violations.

Remediation measures

In the event that a critical issue was to be identified during a factory audit, immediate steps would be taken to investigate the situation further. This would involve engaging in direct conversations with the factory and requiring the implementation of a CAP. We would also assist the factory by providing guidance on appropriate improvement measures. However, if critical issues such as forced labour or child labour were confirmed, the factory would be disqualified as a supplier and business relations would be terminated.

To date, we have not identified any cases of forced labour or child labour in our supply chains. Therefore, no corresponding remediation measures have been necessary.

Remediation of loss of income

As no incidents of forced labour or child labour in our supply chains have been identified, we have not had to take action to address potential loss of income for vulnerable families.

Training

Staying abreast of regulatory updates, industry standards and world events allows us to identify current and emerging risks that may present themselves in the industry we operate in, where and who we source from and what we source.

Our Compliance department continuously monitors industry trends and regulatory developments related to responsible sourcing. As part of this process, we actively participate in informational training sessions and webinars provided by industry organisations and regulatory bodies to ensure our practices align with evolving standards.

Assessing effectiveness

To our knowledge, no cases of forced labour or child labour have been detected in our supply chains to date. This reassures us that our due diligence practices, as outlined in this report, are effectively mitigating the risk of forced labour or child labour being used in order for us to conduct our businesses. We remain committed to strengthening our partnerships with suppliers and continuing to work with them to improve social compliance throughout our supply chain.

Approval and attestation

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Act), and in particular section 11 thereof, I attest that I have reviewed the information contained in the report on behalf of the governing body of the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purpose of the Act, for the reporting year listed above.



Martin Bédard
Senior VP, Country Manager
TP-Holiday Group Ltd.

May 15, 2026

I have the authority to bind TP-Holiday Group Ltd.

Signature: Martin Bedard
Martin Bedard (May 15, 2026 14:21:26 EDT)

Email: