

LEVI STRAUSS & CO.

Levi Strauss (UK) LTD.
2020 Gender Pay Gap Report

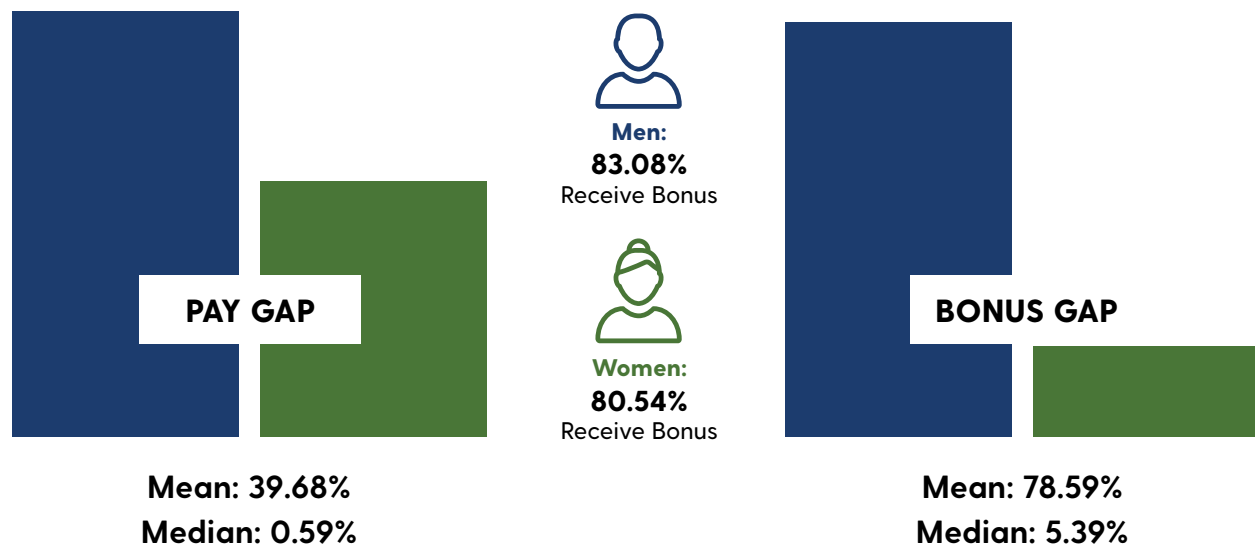
GENDER PAY GAP

The gender pay gap is a measure of the difference between the average earnings of men and women across an organisation, expressed as a percentage of men's earnings. The gender pay gap is not the same as equal pay. Equal pay relates to men and women in the same employment performing equal work and being paid equally.

All UK employers with 250 or more employees are required to publish the following gender pay gap calculations

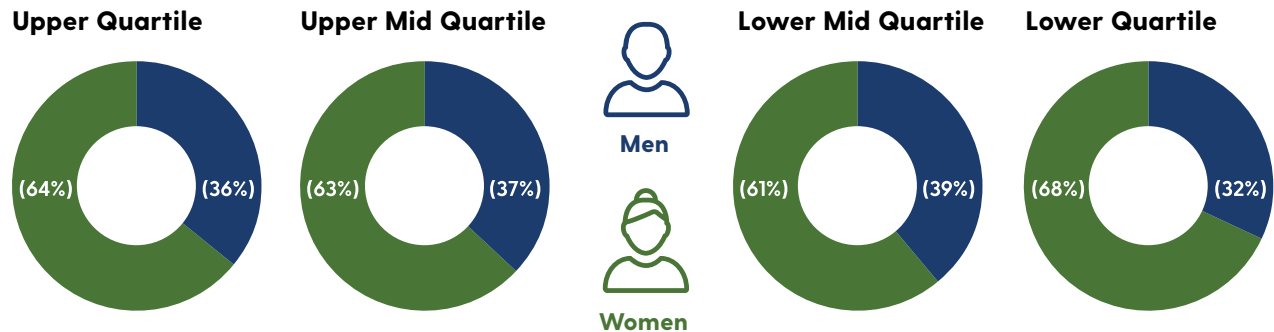
- average gender pay gap (mean and median)
- average bonus gender pay gap (mean and median)
- proportion of men receiving a bonus payment and proportion of women receiving a bonus payment
- proportion of men and women when divided into four groups ordered from lowest to highest pay

LEVI STRAUSS (UK) LTD. NUMBERS



Calculations of mean and median pay and of quartile pay bands for Levi Strauss (UK) Ltd. are based on data from April 2020 only, including ordinary pay and bonus pay.

EMPLOYEE POPULATION BY PAY QUARTILE



COMMITMENT TO ACTION

A Message from Lucia Marcuzzo, SVP/MD North Europe, Levi Strauss & Co.

Following my appointment to senior vice president and managing director of North Europe, I have been committed to empowering and investing in female leaders of the future. This is serious work that requires long-term commitment. In many ways we've made progress over the last several years, but as the data shows, we still have real work to do.

As a global business, Levi Strauss & Co. has adopted a hybrid work model over the course of the pandemic, and we have allowed for greater flexibility for corporate employees in choosing their geographic location. While this creates many advantages for our employees related to flexibility and work-life balance, it also changes the composition of our workforce in countries like the UK that are highly desirable locations for global leaders.

Regardless of these shifts in our workforce in the UK, we remain committed to making progress across all our diversity, equity and inclusion (DE&I) goals, including gender pay equity. With our newly appointed chief diversity officer and growing DE&I team, we are better positioned than ever to drive change both in the UK and in each market we operate in around the world.

ABOUT THE CALCULATIONS

How are the median and mean gender pay gaps calculated?

As per the calculations set out in the gender pay gap reporting regulations, we have taken pay data from our entire UK business. This data includes different roles and different rates of pay, to calculate the mean and median rates of pay across the genders.

These median (midpoint) and mean (average) calculations are also carried out when comparing bonus pay over a twelve month period. The proportion of men and women awarded any bonus pay over that period is also reported.

How are the pay quartiles calculated?

In this report we also share the percentage of men and women in each pay quartile. Quartiles are calculated by listing the rates of pay for each of our employees across the business from lowest to highest, before splitting that list into four equal-sized groups and calculating the percentage of men and women in each.

What's included in the calculations?

Calculations of mean and median pay and of quartile pay bands are based on data from April 2020 only, including ordinary pay and bonus pay.

Ordinary pay is not limited to basic pay, but also includes other types of pay such as pay for leave and shift premium pay. It doesn't include pay for overtime, pay relating to redundancy/termination of employment, pay in lieu of leave or the value of benefits which are not in the form of money.

Bonus pay includes any additional pay relating to performance. We provide all employees with a bonus scheme and these are different depending on what area of the business an employee works.