

# SASB INDEX

The Value Reporting Foundation is an independent standards-setting organization that promotes disclosure of sustainability information to meet investor needs. This index refers to relevant indicators from three Sustainability Accounting Standards Board (SASB) standards: Apparel, Accessories & Footwear (2022 standard; all disclosures covered); E-commerce (2015 standard; selected disclosures); and Multiline and Specialty Retailers & Distributors (2018 standard; selected disclosures).

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	SASB CODE	RESPONSE
<b>SASB STANDARD - APPAREL, ACCESSORIES &amp; FOOTWEAR</b>					
Management of Chemicals in Products	Discussion of processes to maintain compliance with restricted substances regulations	Discussion and Analysis	N/A	CG-AA-250a.1	<p>In 2000, we established a Restricted Substances List (RSL), identifying chemicals that are restricted in the manufacturing of our products due to their potential effects on consumers, workers and the environment. We launched the Restricted Substances Stewardship Program (RSSP) in 2013 to ensure conformance with the ZDHC Roadmap and the successful elimination of priority chemicals as identified by Greenpeace and ZDHC. The FY21 pass rate of LS&amp;Co. suppliers to RSL testing was 99.94%. After aligning with the AFIRM RSL for many years, we formally adopted the AFIRM RSL in 2022. Using the AFIRM RSL enhances our ability to manage restricted substances to further reduce the use of any potentially harmful substances in factories where our products are manufactured.</p> <p>For more, please see <a href="#">CONSUMPTION - Safer Chemicals</a>.</p>
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	N/A	CG-AA-250a.2	<p>The pioneering Screened Chemistry approach, launched in 2014, is designed to understand the potential human and environmental hazards of chemicals before they enter the supply chain, and to help us find safer and more sustainable alternatives. Together, these initiatives have resulted in the use of safer chemicals in our supply chain and finished garments. We have product testing programs in place to review our products that go to market for compliance with our stringent requirements for fiber, fabric and production quality, and environmental and social responsibility in the supply chain. In FY21, the pass rate of suppliers in random product testing (at the majority of Tier 1 factories) was 100%.</p> <p>For more, please see <a href="#">CONSUMPTION - Safer Chemicals</a>.</p>

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	SASB CODE	RESPONSE																			
Environmental Impacts in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreements	Quantitative	Percentage (%)	CG-AA-430a.1	99.94% FY21 pass rates of suppliers in Restricted Substances List testing																			
	Priority nonconformance rate and associated corrective action rate for suppliers' labor code of conduct audits	Quantitative	Percentage (%)	CG-AA-430b.2	<table border="1"> <thead> <tr> <th>Facility Type</th> <th>Percentage of Key LS&amp;Co. Supplier Locations Completing Higg FEM* in 2021</th> </tr> </thead> <tbody> <tr> <td>Factory</td> <td>80%</td> </tr> <tr> <td>Mill</td> <td>91%</td> </tr> <tr> <td><b>Total</b></td> <td><b>82%</b></td> </tr> </tbody> </table> <p>*Key suppliers cover approximately 80% of our annual product volume.</p> <table border="1"> <thead> <tr> <th>Issues</th> <th>Completion*</th> </tr> </thead> <tbody> <tr> <td>Environment</td> <td>85%</td> </tr> <tr> <td>Health and Safety</td> <td>79%</td> </tr> <tr> <td>Legal Permits</td> <td>62%</td> </tr> <tr> <td>Wages and Benefits</td> <td>61%</td> </tr> <tr> <td>Working Hours</td> <td>32%</td> </tr> </tbody> </table> <p>*Percentage of all corrective actions completed since negative assessment finding or CAP closure.</p>	Facility Type	Percentage of Key LS&Co. Supplier Locations Completing Higg FEM* in 2021	Factory	80%	Mill	91%	<b>Total</b>	<b>82%</b>	Issues	Completion*	Environment	85%	Health and Safety	79%	Legal Permits	62%	Wages and Benefits	61%	Working Hours
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Labor Conditions in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor	Quantitative	Percentage (%)	CG-AA-430b.1	<table border="1"> <thead> <tr> <th>Facility Type</th> <th>Percentage of Facilities Assessed Against Supplier Code of Conduct in 2021</th> </tr> </thead> <tbody> <tr> <td>Tier 1 Suppliers</td> <td>98%</td> </tr> <tr> <td>Tier 2 Suppliers</td> <td>100%</td> </tr> </tbody> </table> <p>In 2021, 98% of our Tier 1 supplier factories were audited and 100% of Tier 2 supplier factories were audited by LS&amp;Co.-approved third-party monitors, Better Work monitors or SLCP-approved verifiers.</p>	Facility Type	Percentage of Facilities Assessed Against Supplier Code of Conduct in 2021	Tier 1 Suppliers	98%	Tier 2 Suppliers	100%																																						
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Labor Conditions in the Supply Chain (continued)	Discussion of greatest (1) labor and (2) environmental, health, and safety risks in the supply chain	Discussion and Analysis	N/A	CG-AA-430b.3	<p>Our expectations and requirements of every supplier are detailed in the LS&amp;Co. Supplier Sustainability Guidebook, which incorporates the principles and high-level requirements of our Supplier Code of Conduct. We update these requirements as needed to address any new identified risks and to align with new regulations. Our work with suppliers over the years has especially focused on three issues that appear in assessment findings:</p> <ul style="list-style-type: none"> <li>• Health and safety (detected in 57% of Tier 1 assessments and 55% of Tier 2 assessments in 2021)</li> <li>• Wages and benefits (detected in 11% of Tier 1 and Tier 2 assessments in 2021)</li> <li>• Working hours (detected in 10% of Tier 1 and Tier 2 assessments in 2021)</li> </ul> <p>LS&amp;Co. identifies, assesses and determines climate-related risks with a potential substantive financial impact through company-wide risk assessments and periodic assessments in both our operations and across our supply chain. These include sustainability issues prioritizations, supply chain risk assessments, life cycle assessments (LCAs) and supplier data collection through the Sustainable Apparel Coalition (SAC) Higg Facility Environmental Module (FEM). We evaluate climate-related risks in the short-, medium- and long-term.</p> <p>For more, please see:  <a href="#">COMMUNITY – Supply Chain</a>  <a href="#">CLIMATE – Climate Action</a>.</p>

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Raw Materials Sourcing	(1) List of priority raw materials; for each priority raw material: (2) environmental and/or social factor(s) most likely to threaten sourcing, (3) discussion on business risks and/or opportunities associated with environmental and/or social factors, and (4) management strategy for addressing business risks and opportunities	Discussion and Analysis	N/A	CG-AA-430a.3	<b>Priority Raw Material</b>	<b>Environmental and/or Social Factors</b>	<b>Business Risks and/or Opportunities</b>	<b>Management Strategy</b>
					Cotton	Cotton can be a water-intensive crop. Conventional cotton farming uses synthetic pesticides and fertilizers. We support farming programs with methods to reduce the use of water as well as pesticides and fertilizers.	Cotton is our most-used fiber, and we rely on the availability of quality cotton. If we do not support more sustainable cotton, then our primary fiber may not be available or could be available in lesser volumes or poorer quality than required. If that were to happen, then the product offering could be affected.	We are working toward our goal of using only third-party preferred or certified more sustainable primary materials by 2030.* To achieve this goal, we source cotton that is recycled, organic and in transition to organic. We also work with the Better Cotton Initiative and U.S. Cotton Protocol.  **Preferred" in this context is based on the Textile Exchange definition of a preferred fiber or material.

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					Polyester	Polyester is a synthetic fiber derived from fossil fuels. There are inherent risks related to the use of polyester, including microplastic pollution and promoting the use of fossil fuels.	Polyester makes up a much smaller portion of our fiber portfolio compared to cotton. However, it is needed for strength and performance of some products. If regulation against fossil fuel-derived materials or the mitigation of microplastic pollution come into force quickly then several of our cotton-poly or polyester products could need to be redesigned. The opportunity with such regulation could be an industry shift to more innovative fibers that are brought to scale quickly.	We are working to increase our use of recycled polyester, including the branded recycled polyester REPREVE®.*  *REPREVE® is a registered trademark of Unifi, Inc.

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					MMCs	Manmade cellulosic (MMC) fibers are wood based. There are environmental risks from the raw material and the production of the fiber. The raw material could potentially come from ancient or endangered forests. To prevent this misuse of forestry, LS&Co. upholds a policy for sourcing MMCs, only working with suppliers that source from sustainably managed forests.	MMCs make up a small portion of our fiber portfolio, These fibers are primarily used for performance. As appropriate, we use some next-generation fibers and will continue to test new innovations in this area.	We have achieved our goal of using only more sustainable MMC fibers and we are maintaining this sourcing approach. Our MMC fiber suppliers must be Green Shirt-rated by Canopy.

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Raw Materials Sourcing (continued)	(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental and/or social standard, by standard	Quantitative	Metric tons	CG-AA-440a.4	<p>Cotton is our most-used raw material, representing approximately 90% of all materials sourced for our products. Polyester, while making up a small amount of all raw materials sourced, presents opportunities to advance sustainability through recycling.</p> <p>We measure the raw cotton used for our products, with Better Cotton measured through Better Cotton Credit Units. Polyester is measured based on the amount in our products. For manmade cellulosics, we also measure the amount used for our products, and we source it from Canopy Green Shirt-rated suppliers only.</p> <p>While we do not consider leather to be a priority material because we use a small amount, we have opportunities to increase our use of leather sourced from Leather Working Group-rated suppliers, which works to improve environmental, social and animal welfare practices in the leather industry.</p> <table border="1"> <thead> <tr> <th rowspan="2">Priority Raw Material</th> <th colspan="2">2021 Percentages</th> </tr> <tr> <th>Certification/Standard</th> <th>% Certified</th> </tr> </thead> <tbody> <tr> <td>Cotton</td> <td>Organic Cotton Standard, Global Organic Textile Standard, Global Recycled Standard, Recycled Claim Standard, Better Cotton</td> <td>95%</td> </tr> <tr> <td>Polyester</td> <td>Global Recycled Standard, Recycled Claim Standard</td> <td>8%</td> </tr> <tr> <td>MMCs</td> <td>Canopy Green Shirt-rated suppliers</td> <td>100% (branded, not certified)</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="2">Fibers Used in LS&amp;Co. Products as a Percentage of All Fibers Sourced</th> </tr> </thead> <tbody> <tr> <td>Cotton (BCI)</td> <td>67%</td> </tr> <tr> <td>Cotton (Conventional)</td> <td>18%</td> </tr> <tr> <td>Cotton (Organic)</td> <td>4%</td> </tr> <tr> <td>Polyester</td> <td>5%</td> </tr> <tr> <td>Mannmade cellulosics</td> <td>4%</td> </tr> <tr> <td>Elastane</td> <td>1%</td> </tr> <tr> <td>Other (wool, leather, hemp, etc.)</td> <td>&lt;1%</td> </tr> </tbody> </table> <p>*Data is as of October 2021 and reflects product seasons H2'21 and H1'22. Together, these seasons generally correspond to the fiber sourced for LS&amp;Co. products in FY21. In our year-over-year fiber analyses, we track the fiber used in our products for the second half of the current year and the first half of the following year.</p>	Priority Raw Material	2021 Percentages		Certification/Standard	% Certified	Cotton	Organic Cotton Standard, Global Organic Textile Standard, Global Recycled Standard, Recycled Claim Standard, Better Cotton	95%	Polyester	Global Recycled Standard, Recycled Claim Standard	8%	MMCs	Canopy Green Shirt-rated suppliers	100% (branded, not certified)	Fibers Used in LS&Co. Products as a Percentage of All Fibers Sourced		Cotton (BCI)	67%	Cotton (Conventional)	18%	Cotton (Organic)	4%	Polyester	5%	Mannmade cellulosics	4%	Elastane	1%	Other (wool, leather, hemp, etc.)	<1%
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**SASB STANDARD - MULTILINE AND SPECIALTY RETAILERS AND DISTRIBUTORS**

Energy Management in Retail & Distribution	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Megawatt Hours (MWh) Percentage (%)	CG-MR-130a.1	<table border="1"> <thead> <tr> <th>Energy Type</th> <th>Total Energy Consumed in FY21</th> </tr> </thead> <tbody> <tr> <td>Electricity (percent of energy footprint)</td> <td>67.5 %</td> </tr> <tr> <td>Natural Gas (percent of energy footprint)</td> <td>26.8%</td> </tr> <tr> <td>Other (percent of energy footprint)</td> <td>5.7%</td> </tr> <tr> <td>Percent renewable electricity (of all electricity used in company-owned facilities)</td> <td>84.7% 88,706 MWh</td> </tr> <tr> <td><b>Total energy consumption</b></td> <td><b>154,960 MWh</b></td> </tr> </tbody> </table>	Energy Type	Total Energy Consumed in FY21	Electricity (percent of energy footprint)	67.5 %	Natural Gas (percent of energy footprint)	26.8%	Other (percent of energy footprint)	5.7%	Percent renewable electricity (of all electricity used in company-owned facilities)	84.7% 88,706 MWh	<b>Total energy consumption</b>	<b>154,960 MWh</b>																																						
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Data Security	Description of approach to identifying and addressing data security risks	Discussion and Analysis	N/A	CG-MR-230a.1	<p>We apply and leverage a variety of approaches to protect company, employee, applicant and consumer data from risk, including risks of unauthorized disclosure, loss or misuse. These approaches include vendor security assessments; privacy impact assessments; legislative monitoring; cyber threat assessments; reviewing industry threat analysis; and benchmarking.</p> <p>For more, please see <a href="#">GOVERNANCE - Data Privacy and Security</a>.</p>																																																		
Workforce Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	Quantitative	Percentage (%)	CG-MR-230a.1	<table border="1"> <thead> <tr> <th></th> <th>Female</th> <th>Male</th> </tr> </thead> <tbody> <tr> <td>Executive Leadership</td> <td>61.5%</td> <td>38.5%</td> </tr> <tr> <td>Top Management</td> <td>42.6%</td> <td>57.4%</td> </tr> <tr> <td>Corporate Employees</td> <td>55.4%</td> <td>44.6%</td> </tr> <tr> <td>Frontline Workers</td> <td>58.2%</td> <td>41.8%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th></th> <th>Asian</th> <th>Black</th> <th>Latinx</th> <th>White</th> <th>Other BiPOC</th> <th>NA</th> </tr> </thead> <tbody> <tr> <td>Executive Leadership</td> <td>7.7%</td> <td></td> <td>7.7%</td> <td>84.6%</td> <td></td> <td></td> </tr> <tr> <td>Top Mgmt</td> <td>15.7%</td> <td>4.7%</td> <td>9.4%</td> <td>64.9%</td> <td>2.1%</td> <td>3.2%</td> </tr> <tr> <td>Corporate Employees</td> <td>23.3%</td> <td>7.3%</td> <td>11.5%</td> <td>50.7%</td> <td>4.5%</td> <td>2.7%</td> </tr> <tr> <td>Frontline Workers</td> <td>5.3%</td> <td>20.5%</td> <td>36.8%</td> <td>31.1%</td> <td>5.2%</td> <td>1.1%</td> </tr> </tbody> </table> <p>Notes: Data reflects workforce from 1/1/21 to 12/31/21. Gender data is global; race/ethnicity data is U.S.-only. Executive management is defined as the Executive Leadership Team (as of December 2021). Top management is defined as the top ~250 leaders in the company. Other BIPOC refers to Black, Indigenous, and People of Color.</p> <p>For more, please see <a href="#">COMMUNITY – A Look at Our Diversity, Equity and Inclusion</a>.</p>		Female	Male	Executive Leadership	61.5%	38.5%	Top Management	42.6%	57.4%	Corporate Employees	55.4%	44.6%	Frontline Workers	58.2%	41.8%		Asian	Black	Latinx	White	Other BiPOC	NA	Executive Leadership	7.7%		7.7%	84.6%			Top Mgmt	15.7%	4.7%	9.4%	64.9%	2.1%	3.2%	Corporate Employees	23.3%	7.3%	11.5%	50.7%	4.5%	2.7%	Frontline Workers	5.3%	20.5%	36.8%	31.1%	5.2%	1.1%
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Product Sourcing, Packaging & Marketing	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	N/A	CG-MR-410a.3	We are working to shift to 100% reusable, recyclable or home compostable plastics. In 2021 we began collecting data to establish a polybag use baseline for our product. We are exploring reduction alternatives like pre-packing, which would allow us to have suppliers pack a specific size range and quantity of garments into a box that does not get opened until it has reached its retail store destination. For more, please see <a href="#">CONSUMPTION – Toward Zero Waste</a> .
Activity Metric	Number of: (1) retail locations and (2) distribution centers	Quantitative	Number	CG-MR-000.A	In FY21: Retail Stores: ~3,100 Company-Operated Stores: 1,083 Distribution Centers: 12

### SASB STANDARD - E-COMMERCE

Data Privacy & Advertising Standards	Number of users whose information is used for secondary purposes	Quantitative	Number	CG-EC-220a.1	LS&Co. does not use without consent consumer personal information for uses that are not consistent with our Privacy Policy. For more, please see: <a href="#">GOVERNANCE – Responsible Marketing</a> , <a href="#">GOVERNANCE – Data Privacy and Security</a> .
	Description of policies and practices relating to behavioral advertising and user privacy		N/A	CG-EC-220a.2	We are committed to responsible, truthful, inclusive marketing communications and practices centered on our longstanding values. LS&Co.'s <a href="#">Privacy Policy</a> (available on all our websites) describes how we use consumer personal information collected when consumers interact with us in our stores, through customer service, on our retail websites, through our mobile app or on our corporate website (levistrauss.com). The LS&Co. Privacy Policy describes in detail the types of information we collect and, in line with the Fair Information Practice Principles, how we limit information collection to that which is reasonable and necessary to achieve the intended purpose for collection. This includes, as examples, information for processing consumer orders, advertising and marketing, improving consumer experience and offering our loyalty program. If there is a need to use personal information for purposes beyond the scope of that previously disclosed to consumers, we provide additional notice or seek consumer consent where required by applicable laws. For more, please see: <a href="#">GOVERNANCE – Data Privacy and Security</a> .

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Employee Recruitment, Inclusion & Performance	Employee engagement as a percentage	Quantitative	Percentage (%)	CG-EC-330a.1	2021 employee engagement score: 79%
Product Packaging & Distribution	Total greenhouse gas (GHG) footprint of product shipments	Quantitative	Metric tons CO <sub>2</sub> e	CG-EC-410a.1	378,267 mtCO <sub>2</sub> e (Scope 3, Categories 4 and 9)
	Discussion of strategies to reduce the environmental impact of product delivery	Discussion and Analysis	N/A	CG-EC-410a.2	<p>We have collaborated with third-party retailers to reduce or eliminate the polybags used to protect our garments during transport to their distribution centers and stores. We brought U.S. e-commerce logistics operations to our distribution center in Henderson, Nevada, which gives us control over polybags and other packaging at that location.</p> <p>For more, please see:  <a href="#">CONSUMPTION – Toward Zero Waste</a>  <a href="#">CLIMATE – Climate Action</a>.</p>