

LEVI STRAUSS & CO.

Levi Strauss (UK) LTD.

2022 Gender Pay Gap Report

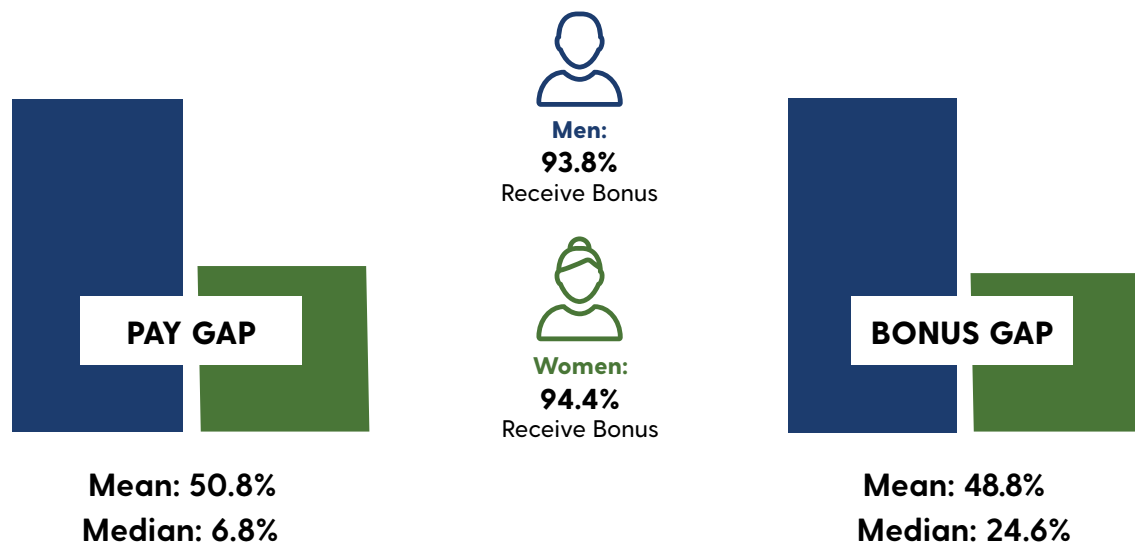
GENDER PAY GAP

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

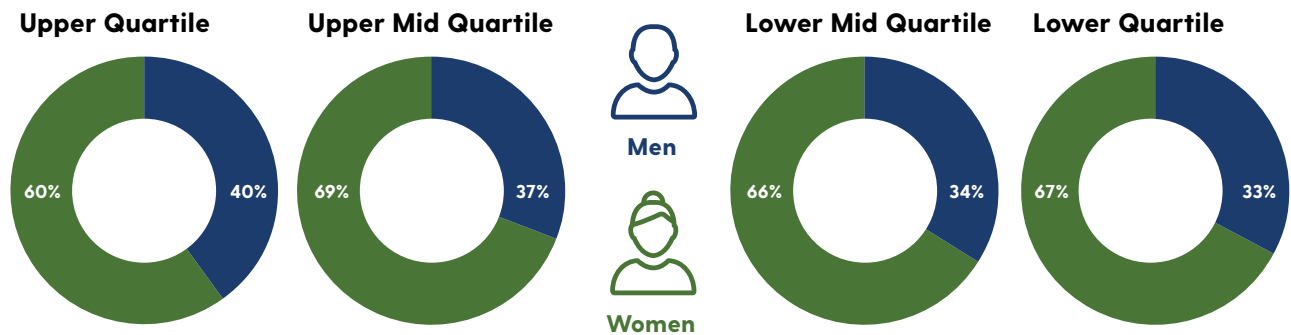
- average gender pay gap (mean and median)
- average bonus gender pay gap (mean and median)
- proportion of men receiving a bonus payment and proportion of women receiving a bonus payment
- proportion of men and women when divided into four groups ordered from lowest to highest pay

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 2022 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.

Building an inclusive and equitable workplace is a business imperative to which we are committed at Levi Strauss & Co. This also means investing-in and empowering women to become future leaders of our company. I am proud of our focused efforts and of the dedicated strategies we have put in place to ensuring we make measurable progress against all our diversity, equity and inclusion (DE&I) goals, including gender pay equity. Despite improvements in 2022, the data shows we still have meaningful work ahead of us.

Over the course of the pandemic, Levi Strauss & Co. adopted a hybrid work model allowing greater flexibility for corporate employees to choose their geographic locations in countries where we operate. While this creates many advantages related to workplace flexibility and work-life balance, it also changes the composition of our workforce in countries like the UK, where we have a higher representation of leaders with responsibilities across multiple countries.

That said, we remain focused on our DE&I priorities, including gender pay equity. To this end, the company has appointed a head of DE&I responsible for Europe, reporting into our chief diversity officer and responsible for providing strategic guidance. I'm energized by the important work ahead, knowing we're well positioned to continue making progress and driving change in the UK and across our company operations globally.

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 2022 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.