

LEVI STRAUSS & CO.

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

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 2024 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.

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LEVI STRAUSS (UK) LTD. NUMBERS

HOURLY PAY

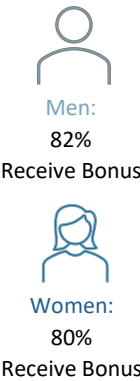
We have seen our hourly pay gap for women decrease year on year for the past 4 years to 11%.



Women's Mean Hourly Pay 11% < Men's

BONUS PAYMENTS

We have seen our bonus payments gap for women decrease by over half compared to last year.

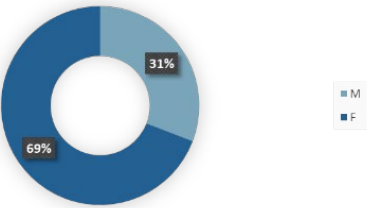


Women's Mean Bonus Pay 32% < Men's

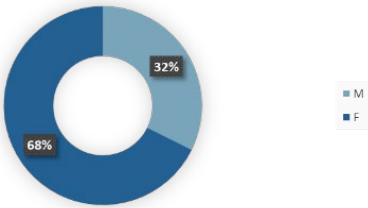
EMPLOYEE POPULATION BY PAY QUARTILE

We're pleased to see women well-represented across our business, especially among the highest paid quarter, where women make up 64% of employees.

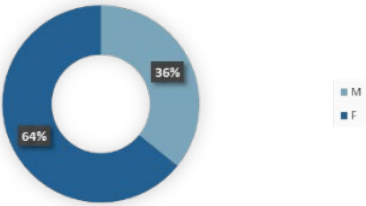
Lower Mid Quartile



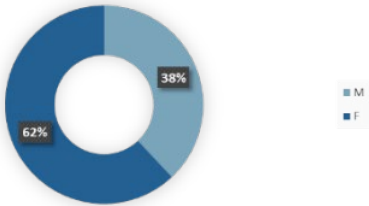
Lower Quartile



Upper Quartile



Upper Mid Quartile



Calculations of mean and median pay and of quartile pay bands for Levi Strauss (UK) Ltd. are based on data from 2024 only, including ordinary pay and bonus pay.

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COMMITMENT TO ACTION

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

We are pleased to see a positive trend, that our gender pay gap is closing for both hourly pay and bonus payments. Over the past year, we have achieved a **11% decrease in the gender pay gap for hourly wages**, and a **25% decrease for bonus payments**. This progress reflects our ongoing commitment to fostering gender equity across our workforce and prioritising this in our talent and pay practices.

We are proud that **65% of our UK workforce is women** and that, among the **highest paid quarter, women now make up 64% of employees** - up from 59% last year. This progress is consistent across all the four pay quartiles, from the lowest paid to the highest paid roles.

Our overall workforce is majority women and most of our UK employees work in retail store roles, while only 9% hold higher-paid corporate positions. This creates a disproportionate impact on our gender pay gap, especially since many senior global roles are based in the UK. Corporate roles and some senior retail positions fall into the top pay quartile, while the rest of our retail workforce is spread across the lower quartiles

We remain committed to building on the progress we have made to date by continuing to champion gender equity, and ensuring fair pay and career growth at all levels of our business.