Sustainability Goals and Metrics

LEVI STRAUSS & CO.

For the Fiscal Year Ended December 1, 2024

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SPECIAL NOTE REGARDING FORWARD-LOOKING STATEMENTS

This Sustainability Goals & Metrics Report ("Sustainability Report") and related website content contain forward-looking statements, including statements related to our sustainability strategies, initiatives and targets. We based these forward-looking statements on our current assumptions, expectations and projections. These forward-looking statements are estimates and involve a number of risks and uncertainties that could cause actual results to differ materially. The materiality and risk disclosures contained in this document are intended solely for sustainability reporting purposes and should not be interpreted as equivalent to, or a substitute for, those presented in the company's Form 10-K or other regulatory filings. These forward-looking statements are estimates reflecting the best judgment of our senior management and involve a number of risks and uncertainties, some of which may be beyond our control. Additional risks, uncertainties and information regarding our governance can be found in our Annual Report Form 10-K and our Proxy Statements filed with the SEC. Other unknown or unpredictable factors also could have material effects on our future results, performance or achievements. All information in this Sustainability Report and related website is as of the date originally presented and we disclaim any obligation to update this information.

As used herein, Levi Strauss, LS&Co., Levi, Levi's, the company, the Company, we, us, our and similar terms include Levi Strauss & Co. and its subsidiaries, unless the context indicates otherwise.

Purpose of this document

The purpose of this document is to report on and provide transparency into our goals, select sustainability metrics and a brief commentary around the underlying data, calculations and methodologies for each. This document should be read in conjunction with existing disclosures around our sustainability programs, which can be found on our website, in our climate transition plan and in other voluntary reporting. This document and the related website content are unaudited and have not undergone third party assurance, are not incorporated by reference and do not constitute a part of our SEC filings. This Sustainability Goals and Metrics Report is aligned with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), which has since been disbanded and whose guidance is now embedded within the International Sustainability Standards Board (ISSB) under the IFRS Foundation. Our disclosures reflect alignment with both the TCFD framework and the ISSB's IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2 Climate-related Disclosures.

PART I

OUR BUSINESS

Description of Business

From our California Gold Rush beginnings, Levi Strauss & Co. has grown into one of the world's largest brand-name apparel companies. A history of responsible business practices, rooted in our core values, has helped us build our brands and engender consumer trust around the world. Under our Levi's®, Dockers®, Levi Strauss Signature™, Denizen® and Beyond Yoga® brands, we design, market and sell – directly or through third parties and licensees – products that include jeans, casual and dress pants, tops, shorts, skirts, dresses, jackets, activewear, footwear and related accessories for men, women and children around the world. In the first quarter of 2024 we announced the strategic decision to discontinue the Denizen® brand and our wholesale footwear business. In the second quarter of 2025, we entered into a definitive agreement to sell our Dockers® business.

The Company operates its business according to three reportable segments: Americas, Europe and Asia, collectively comprising the Company's Levi's® Brands business, which includes the Levi's®, Levi Strauss Signature™ and Denizen® brands. The Beyond Yoga® business, which is managed separately, does not meet the quantitative thresholds for reportable segments but is presented separately to increase transparency of performance. The Dockers® business is a separate operating segment historically presented in our financial statements under the caption of Other Brands.

To advance our progress on environmental, social and governance ("ESG") initiatives, and ensure we meet stakeholder expectations for ESG commitments and performance, we hold ourselves accountable to a holistic sustainability strategy. The intent of our sustainability strategy is to be a leader in transparency and impact, to accelerate the circular economy ecosystem and to increase collaboration in the apparel industry by inspiring employees, communities and value chain partners to join our journey toward an inclusive and regenerative industry in which all people are treated with dignity and respect.

Our holistic sustainability strategy, which includes 16 goals, demonstrates our commitment to both a comprehensive definition of sustainability and to progress across our key sustainability pillars of climate, consumption and community. Our strategy provides a framework for us to continue embedding our sustainability ambitions within our broader business operations to create greater resilience and address the most pressing challenges of our time.

Governance

Our board of directors' committees are responsible for overseeing climate-related issues. This includes the Nominating, Governance & Corporate Citizenship Committee; the Audit Committee; and the Compensation & Human Capital Committee.

- The Nominating, Governance & Corporate Citizenship Committee assists our Board of Directors with oversight and review of corporate citizenship and sustainability matters which may have a significant impact on us.
- The Audit Committee assists our Board of Directors in overseeing the integrity of our financial statements and disclosures related to environment; health and safety; corporate citizenship; public policy and community involvement; accounting and financial reporting processes; systems of internal control over financial reporting; and compliance with legal and regulatory requirements. It also evaluates risk and policies for risk management and assessment, including material litigation instituted against the Company and resolution of any ethics issues.
- The Compensation & Human Capital Committee supports the Board in overseeing compensation, benefits, human resources programs, and the performance and composition of the CEO and senior management.

LS&Co.'s Corporate Governance Guidelines, detail that the basic responsibilities of each Board Director include "shaping effective corporate governance and overseeing matters related to issues such as environment, health and safety, corporate citizenship, public policy and community involvement ('ESG') (including climate change and environmental sustainability policies, programs, goals and progress), as well as targets, standards and other metrics used to measure and track ESG performance and progress."

Management

Our management addresses climate-related issues through two main groups: the Enterprise Risk Management Committee, which is responsible for identifying and mitigating enterprise-level risks, and the sustainability team, which oversees climate-related risks and the development of our sustainability strategies. While these groups do not maintain formal reporting lines to the Board of Directors, they provide regular updates and communicate relevant developments directly to the Board.

Our Enterprise Risk Management Committee ("ERC") and risk management process enable LS&Co. to identify and manage risks entity-wide, improve resource deployment and enhance our enterprise resilience. Refer to the *Enterprise Risk Management Committee* section for further details on our risk process. The findings are reviewed with the Executive Leadership Team ("ELT"), and the top identified risk themes, which may include climate-related issues, are reported to the Audit Committee at least annually.

The sustainability team is responsible for our climate-related risks and strategy, fostering partnerships for decarbonization and integrating climate considerations into strategic business plans. They manage our direct supplier engagement and set and monitor our sustainability goals. The Chief Sustainability Officer and EVP Chief Operations Officer reported to the Nominating, Governance & Corporate Citizenship Committee at least quarterly on climate and sustainability issues, including updates on climate-related goals, risks, progress made and other matters.

To ensure alignment between the company's policy actions and its business strategies, LS&Co. conducts regular leadership meetings focused on enterprise-wide policy matters. These meetings - which include the President and CEO ("CEO"), EVP Chief Financial and Growth Officer ("CFGO"), General Counsel, EVP Chief Operations Officer ("COO"), Chief Human Resource Officer ("CHRO") and SVP Corporate Affairs - serve as a standing forum to review and coordinate company policies. While sustainability topics are addressed as needed, they are discussed on an ad hoc basis when relevant to ongoing sustainability-related activities or policy developments. This structure enables executive leadership to confirm that policy activities support all aspects of the corporate strategy in a dynamic policy environment.

Risk Management

The process to determine which risks could have a substantive financial or strategic impact on the organization is informed by our ERC. The ERC meets two to three times per year and consists of senior management including our CFGO (Co-Chair), General Counsel (Co-Chair), COO, CHRO, Chief Digital Officer, SVP Global Controller, Chief Compliance Officer, Chief Information Security Officer and Chief Sustainability Officer as well as senior leaders from, security, audit and compliance. In 2024, this process remains consistent with prior years.

Risk Identification Process – Enterprise Risk Management Committee

The Enterprise Risk department conducts an annual survey of LS&Co.'s top leaders to identify and characterize short-, medium- and long-term[1] risks. Each risk is evaluated for its potential impact and likelihood and assigned a score accordingly. These risk scores help LS&Co. to determine the relative significance of each risk. Special attention is given to align with the COSO and MSCI Index Frameworks to integrate ESG themes. The ERC identifies ongoing work to mitigate and prevent, to the extent possible, a risk from having a significant impact on the business. This includes scenario planning, risk forecasting and testing crisis and business continuity plans.

The top risk themes identified through the ERC process do not represent all risks associated with our business. Other risks, including those not presently identified or those deemed to be less material at present, may also have a potential adverse effect on our business. In 2023 and 2024, respectively, climate change was among the top risks identified.

Climate-related Risk and Opportunity Identification Process

In 2022, we engaged an external climate consultant to conduct a TCFD-aligned climate risk assessment ("CRA") using climate scenario analysis ("CSA"). This climate risk assessment aimed to further identify and assess potential climate-related risks and opportunities relevant to LS&Co. and consider their evolution over time under future climate scenarios. The analysis focused on the implications for LS&Co.'s business, supply chain and key markets and helped inform our first-ever climate transition plan.

Through the climate risk assessment, 25 risks and opportunities were identified and prioritized for hotspot scenario analysis. For purposes of scenario analysis, a hotspot refers to a geographic region or operational area identified as having elevated exposure to climate-related risks or opportunities. These areas are determined based on a combination of factors, including: (i) volume of product sourced or processed in the region; (ii) projected magnitude of climate-related hazards; (iii) potential for material impact on the Company's operations, costs, or reputation; and (iv) contribution to scope 1 and scope 2 greenhouse gas emissions.

[1] In 2024, throughout LS&Co.'s ERC survey and within CDP reports, we define short-term, medium-term, and long-term horizons as 0-3 years, 3-7 years, and 7-12 years, respectively.

The climate scenario analysis considered two established climate change scenario pathways: high physical impact (4°C) and rapid transition (<1.5°C) warming scenarios along a 2030- and 2050-time horizon. The International Energy Agency ("IEA") Net Zero 2050 was selected as the most well-known and widely used transition scenario[2] and includes policy implementation aligned with the Paris Agreement and projected warming of ~1.5°C by end of the century. The transition scenarios were performed across selected geographies and included assessment across the value chain including raw material production, manufacturing and our own operations. The scenarios included all of our brands excluding Beyond Yoga®.

Climate-related Risks & Opportunities Identified

In alignment with the recommendations of the TCFD, LS&Co. classifies climate-related risks into standardized categories: (i) Transition Risks, which arise from the evolving regulatory, market, technological and reputational landscape associated with the shift to a lower-carbon economy; and (ii) Physical Risks, which include both acute risks (e.g., extreme weather events such as floods or wildfires) and chronic risks (e.g., long-term shifts in climate patterns such as rising temperatures or sea levels). These categories are part of a standardized approach to climate risk disclosure and are used across industries to support comparability and informed decision-making. Importantly, the presence of a risk in one of these categories does not necessarily indicate a material or ongoing threat to LS&Co. Rather, it reflects our commitment to identifying and evaluating a broad range of potential climate-related impacts as part of our long-term sustainability strategy.

The following categories[3] represent the key themes of the 25 risks and opportunities identified in our CRA and issue prioritization assessment conducted in 2021 and subsequently refreshed in 2022.

Physical risks

- Raw Material Supply: Drought, heavy rainfall, heat extremes and other climate impacts present risk to the supply of the primary raw material used in our products, cotton. Cotton farming communities and ecosystem stability are also at risk.
  Category: Chronic, Acute; Value Chain Stage: Raw Materials

- Manufacturing Disruption: Flood, tropical cyclones, water shortages and extreme heat may damage or disrupt key manufacturing facilities, equipment and shipping lanes, as well as impact people and the communities where we operate.
  Category: Acute; Value Chain Stage: Manufacturing

Transition risks

- External Perception: Consumer and non-governmental organization ("NGO") perception is increasingly driven by a brand's climate action and progress towards meeting commitments. NGOs are playing an ever-increasing role in raising awareness and advocating for positive change with consumers and government authorities. Lack of climate action risks loss of brand value and, ultimately, sales.
  Category: Reputation, Market; Value Chain Stage: Cross-Cutting

- Cost Volatility: Price of energy and raw materials, as well as legislated carbon pricing risk increasing material, manufacturing, logistics and other operating costs.
  Category: Policy & Legal; Value Chain Stage: Own Operations

[2] The rapid transition model was built on a range of external datasets from International Energy Agency (IEA), NASAs NEX- GDDP, Global Climate Models (GCM) and Coupled Model Intercomparison Project (CMIP5), regional and national and sector specific scenarios, projections and strategies, industry outlooks, scientific papers, and country level scenario studies.

[3] Categories are classified using the TCFD risk categories of Physical (Acute and Chronic) and Transitional (Policy and Legal, Market, and Reputation) as the classification categories for existing risks.

- Consumer Demand Shifts: Regulatory and market pressure to increase product circularity is likely to require shifts in material composition, traceability and circular services, with implications for product design, sourcing and retail.
  Category: Policy & Legal; Market; Value Chain Stage: Production & Consumer

Transition opportunities

- Innovation: Changing consumer preferences and a desire to purchase from value aligned brands creates opportunity for differentiation. Changing product development and manufacturing processes create opportunity to design in new efficiencies, as well as preferred[4] fiber or material sources. Differentiation opportunities also exist in the provision and expansion of product takeback, repair and recommerce models.
  Category: Markets, Products & Services; Value Chain Stage: Production & Consumer

- Efficiency: Reducing energy use, increasing energy efficiency and shifting to owned and purchased renewable sources has the power to reduce our ongoing operating costs and emissions.
  Category: Energy Source, Resource Efficiency; Value Chain Stage: Own Operations

Addressing, Mitigating and Responding to Climate Risks

In response to any significant risk to our business, a task force is typically established to focus, mitigate and respond to such risks. Our sustainability team is responsible for addressing climate-related risks and enabling goals and initiatives. This involves setting sustainability ambitions, monitoring progress and ensuring accountability. Our proactive approach ensures resilience and adaptability in the face of climate-related challenges and aligns with our long-term sustainability objectives.

Climate-related matters are reviewed on a case-by-case basis by our sustainability team, supply chain functions and other stakeholders to assess their significance for financial or strategic consequences over short-, medium- and long-term periods. This review considers climate-related impacts on brand reputation, operations, supply availability and cost, consumer awareness and regulatory activity. Findings from these assessments are reviewed at least annually with the ELT, as well as the Board of Directors' Nominating, Governance and Corporate Citizenship Committee.

Climate Transition Plan

In October 2024, LS&Co. published its inaugural climate transition Plan ("CTAP"), developed in alignment with the recommendations of the TCFD and the disclosure framework of CDP (formerly the Carbon Disclosure Project). The CTAP outlines LS&Co.'s net-zero goal aimed at limiting global warming to a 1.5°C increase in accordance with the Paris Agreement. It includes updated climate targets and a detailed roadmap for achieving these climate ambitions. The CTAP explains LS&Co.'s three-pronged approach to meeting our climate ambitions and responding to the identified risks and opportunities: improve our operations, work with our value chain and leverage governance and planning.

LS&Co. intends to update the CTAP at least every three years to ensure continued alignment with prevailing and internationally accepted frameworks and to maintain focus on climate risks and opportunities. Please refer to our Climate Transition Plan for further details.

Remuneration

Members of our ELT including our CEO, CFGO, COO and General Counsel are ultimately responsible for the effective management of sustainability issues. Together these roles are responsible for the prioritization of resources to deliver on climate-related projects.

[4] "Preferred" is recognized by the Textile Exchange, which defines a preferred fiber or material as "one which results in improved environment and/or social sustainability outcomes and impacts in comparison to conventional production."

Members of LS&Co.'s ELT approve all climate goals, key metrics and our annual Sustainability Report. Depending on the nature of the leader's function, ESG-related KPIs are a part of their individual performance objectives and evaluation. The primary responsibility for sustainability in the organization sits with our Chief Sustainability Officer and ultimately the COO. The Chief Sustainability Officer manages climate-related risks across the organization and value chain, reporting to the COO who is responsible for assessing and managing climate-related risks and opportunities. Compensation of the global sustainability team is tied to the progress of our sustainability goals. Achieving our absolute operational and supply chain greenhouse gas emissions reductions goals, and a renewable energy procurement goal (as a percentage of absolute operational energy use), are built into their annual individual performance objectives.

OUR GOALS

We introduced our updated slate of people- and planet-first goals in our fiscal year 2021 Sustainability Report, which was published in September 2022. The goals include targets tied to various areas across our sustainability strategy and collectively reflect our guiding philosophy of profits through principles. Since then, we continue to report annually on the status of all 16 goals. Among our goals, there is variation in their level of maturity. Our greenhouse gas (GHG) reduction goals are the most established, with reporting over several years and approval from the Science Based Target initiative (SBTi). Some of our other goals were established more recently, and we are continually striving to drive progress and enhance our reporting capabilities. For some of our newer goals, we are still in the process of establishing the comprehensive baselines, key performance indicators, and data systems necessary to report on our progress and impact. Where we are still working on quantitative data to report, we continue to measure our progress and impact using qualitative measures. We remain committed to providing the best available data where applicable, while improving the reliance on our data, estimates and methodologies.

Our Sustainability Goals for 2025 and Beyond

16 people- and planet-first goals that illustrate our commitment to bettering the world we all share.

Please refer to the respective goal sections below for additional footnotes and details regarding the scope and other pertinent information related to the goals outlined herein. Goals are presented as targets intended to be achieved by the end of the specified year, where applicable.

Climate

- Net-zero emissions of greenhouse gases by no later than 2050
- 42% absolute reduction in supply chain greenhouse gas (GHG) emissions from purchased goods and services by 2030
- 90% absolute reduction in GHG emissions and 100% renewable electricity in all company-operated facilities by 2025
- Reduce freshwater use in manufacturing by 50% in areas of high-water stress by 2025
- Prevent and reduce our impact on biodiversity within our supply chain; support ecosystem protection and restoration programs beyond our supply shed

Consumption

- By 2026, develop a comprehensive plan to make the company circular ready
- Key markets to introduce or increase resale and upcycling initiatives to extend the life of our products by 2025
- Zero waste to landfill from company-operated facilities and 50% waste diversion across strategic suppliers by 2030
- Eliminate single-use plastics in consumer-facing packaging by shifting to 100% reusable, recyclable or home compostable plastics by 2030
- Strategic garment wet finishing manufacturing and fabric mills use 100% certified Screened Chemistry by 2026
- Use only third-party preferred or certified more sustainable primary materials by 2030

Community

- Continually improve apparel worker health, satisfaction and engagement
- Ensure competitiveness and fairness in total rewards
- Ensure that LS&Co. remains a dynamic and inclusive career destination
- Leverage the leadership of the Levi Strauss Foundation and invest in our communities to advance pioneering social change
- Drive societal impact in communities where LS&Co. operates through advocacy, grantmaking, employee giving and volunteerism

Goal-Setting Approach

LS&Co. has an internal Sustainability Goal and Target Governance Policy to set, review and monitor progress against each target. Pursuant to this policy, any proposed modifications to existing publicly-disclosed sustainability goals, or the introduction of new targets, must undergo a multi-level approval process. Functional teams, in coordination with the sustainability team, are required to complete a formal change process that outlines the rationale, scope and specific parameters of the proposed target. This documentation is subject to review by the internal Task Force and the Sustainability Steering Committee and is subsequently submitted to select members of the ELT for final approval.

PART II

MANAGEMENT'S DISCUSSION OF SELECTED ENVIRONMENTAL AND SOCIAL METRICS

Climate

In fiscal year 2024, our progress toward our selected climate goals was as follows:

Goal: Net-zero emissions of greenhouse gases by no later than 2050

Levi Strauss & Co. commits to reach net-zero greenhouse gas emissions across the value chain by 2050. To achieve our Net-Zero science-based target (SBT), LS&Co. will cut 90% of our absolute scopes 1, 2 and 3 GHG emissions by 2050 from a 2022 base year. Upon achievement of 90% absolute reduction, LS&Co. will neutralize any residual emissions in line with SBTi criteria. Progress against our long-term net-zero goal is dependent on the progress of our near-term scope 1, scope 2 and scope 3 goals, as further detailed below. The progress of these near-term goals are provided in their respective sections.

Our net-zero goal includes scope 1, scope 2, and categories 1, 4, 5, 6, 9 and 12 of scope 3, collectively representing over 90% of our total in boundary 2022 baseline emissions. To date, our net zero target emissions total 2,495 thousand tCO_2e. For 2024 our market-based emissions breakdown towards our net-zero target was as follows:

	2023		2024	
	tCO_2e	% of total	tCO_2e	% of total
	in thousands		*in thousands*	
Scope 1 emissions	10	0.4 %	9	0.4 %
Scope 2 emissions	2	0.1 %	0	— %
Scope 3 emissions[1]	2,438	99.5 %	2,486	99.6 %
Total emissions	2,450	100.0 %	2,495	100.0 %

(1) Prior period scope 3 emissions have been recast to reflect updated calculation methodologies based on IPCC AR6 guidance. See accompanying narrative in *Other Metrics* section for details.

LS&Co. applies the operational control approach to its GHG emissions inventory, whereby the Company accounts for 100% of emissions from operations over which it has direct operational control. The GHG inventory and corresponding baseline were developed using this boundary, encompassing scope 1, scope 2 and applicable scope 3 emissions associated with LS&Co. and its consolidated subsidiaries. For additional detail on scope 3 emissions, including category-level disclosures, refer to the *Other Metrics* section. For fiscal year 2024, LS&Co. completed third-party verification of emissions associated with fuel- and energy-related activities across scope 1, scope 2 and scope 3, category 3.

Goal: 42% absolute reduction in supply chain greenhouse gas (GHG) emissions from purchased goods and services by 2030

Our supply chain GHG emissions goal is measured against a 2022 base year. The goal pertains specifically to our scope 3, category 1 (purchased goods and services) apparel production emissions related to tops and bottoms as it represents the majority, or 72%, of LS&Co.'s total scope 3 baseline emissions. Scope 3, category 1 emissions from indirect spend, footwear and accessories production are excluded from our near-term and long-term scope 3 goal boundaries.

We reduced supply chain GHG emissions by 4% from the base year:

		Year ended		
	2022 base	2023	2024	2030 target
Metric tonnes CO_2e	1,944,947	1,780,938 [1]	1,862,322	1,128,069
Cumulative % increase (decrease) from base year		(8)%	(4)%	

(1) Prior period scope 3 emissions have been recast to reflect updated calculation methodologies based on IPCC AR6 guidance. See accompanying narrative in *Other Metrics* section for details.

Goal: 90% absolute reduction in GHG emissions and 100% renewable electricity in all company-operated facilities by 2025

LS&Co. commits to reduce absolute scope 1 and 2 GHG emissions 90% by 2025. Our owned and operated GHG emissions goal is measured against a 2016 base year, and covers company operated facilities which includes LS&Co. leased locations globally—manufacturing, distribution, offices and mainline and outlet retail stores. The goal pertains to our scope 1 and 2 direct and indirect emissions and is consistent with limiting temperature rise of 1.5°C compared to pre-industrial levels.

In calculating our emissions data, our scope 2 impact is quantified using both location- and market-based methods and includes CO_2e deduction from purchased renewable energy certificates (REC/EAC/GO). The location-based method of allocation considers the GHG emissions based on the average energy generation emission factors of the regional grid, whereas a market-based allocation accounts for emissions based on the specific energy sources that a company contracts for, such as RECs. In 2024, our scope 2 location-based emissions was 44,490 tCO_2e. The tracking of our SBT progress through the procurement of renewable energy and other forms of low-carbon power is calculated using the market-based method as it provides an opportunity to account for individual corporate procurement actions. Energy data is collected from monthly utility bills, and therefore, does not align with LS&Co. fiscal year dates. As such, we have used month-end data to most closely align with our fiscal year. Emissions and energy data is from December 1, 2023 through November 30, 2024.

We reduced GHG emissions associated with all company-operated facilities by 81% from the base year:

	2016 base	Year ended 2022	2023	2024	2025 target
Metric tonnes CO_2e - net of certificates[1]	49,947	14,674	11,685	9,685	4,995
Cumulative % increase (decrease) from base year		(71)%	(77)%	(81)%	

(1) In 2024, LS&Co. purchased biomethane certificates for fossil gas usage in the USA. The Company estimates 104 metric tonnes of CO2e from the purchases are classified as biogenic emissions. The gross, or exclusion of these biomethane purchases would result in an estimated 106 metric tonnes more of CO2e emissions and a revised reduction progress of approximately 80%, on a rounded basis. Our scope 1 verification was performed at net of certificates.

Levi Strauss & Co. commits to using 100% renewable electricity in all company owned and operated facilities by 2025. Our goal refers to “renewable electricity” rather than “renewable energy”. Electricity refers only to electricity purchased from the grid, and excludes other forms of energy, such as natural gas, diesel, and other fuels.

Our renewable electricity sources include energy from LS&Co.’s on-site projects; RECs and energy attribute certificates (EACs) from LS&Co. locations; and electricity that we receive from renewable energy generation serving the electric grids where select LS&Co. offices, factories or retail stores are located. Electricity data is collected from monthly utility bills, and therefore, does not align with LS&Co. fiscal year dates. As such, we have used month-end data to most closely align with our fiscal year. Emissions and energy data is from December 1, 2023 through November 30, 2024.

Our renewable electricity consumption in company-operated facilities was 120,316 megawatt hours (MWh), or 99% of the total electricity used in those facilities:

	Year ended 2022	2023	2024	2025 target
Percent renewable electricity in company-operated facilities	90%	97 %	99 %	100%

Goal: Reduce freshwater use in manufacturing by 50% in areas of high-water stress by 2025

Our water goal is measured against a 2018 base year. The goal pertains only to our wet finishing key supplier manufacturing facilities in areas of high-water stress. Key suppliers refer to suppliers covering more than 80% of our global product units. Wet finishing is defined as any processing stage where textiles are treated with chemicals and water.

High-water stressed geographies are defined by the World Resource Institute (WRI) aqueduct water risk atlas tool, and each year, the geographies included on this list are updated. Water data is provided by suppliers, through Higg FEM, and is based on the calendar year. Therefore, water data does not align with LS&Co. fiscal year dates. We have used the annual data which most closely aligns with our fiscal year.

The annual percentage reduction in freshwater usage is calculated relative to each supplier’s respective 2018 baseline. For each reporting year, the comparison reflects the change in freshwater usage, in liters, at the subset of active key wet finishing facilities located in the that year’s high-water stress geographies, compared to those same facilities’ 2018 freshwater usage. As a result, the 2018 baseline in liters varies annually to reflect the current year’s applicable facilities and high-water stress locations. For the calendar year 2024, the estimated total freshwater used by key wet finishing suppliers in areas of high-water stress was 19,758 million liters, a 27% reduction from the relevant 2018 base year. Reduction in freshwater usage by key wet finishing suppliers operating in areas of high-water stress, by year, relative to their respective 2018 baselines were as follows:

	Year ended December 31			
	2022	**2023**	**2024**	**2025 target**
Percent reduction	12 %	27 %	27 %	50%

Goal: Prevent and reduce our impact on biodiversity within our supply chain; support ecosystem protection and restoration programs beyond our supply shed

LS&Co. set our first-ever biodiversity goal and supporting targets in 2023 following the completion of our 2022 CSA assessment[1] to identify material impacts and dependencies on nature across the value chain. We set three targets to drive progress against our biodiversity goal:

1. By the end of fiscal year 2030, invest in at least three projects in high-water-stressed basins[2] that support the reduction of freshwater withdrawal pressures and nutrient load pressures in our raw material supply chain.
2. Reach zero deforestation across high-risk materials[3] by the end of fiscal year 2025.
3. Protect and restore 30%[4] of our raw material footprint in high biodiversity significant regions by the end of fiscal year 2030.

In 2024, we vetted several strategic projects and conducted a water assessment that enabled us to identify high-water-stressed basins. Due to the nature and timing of the biodiversity goal and supporting targets, there are no further updates to disclose at this time.

Consumption

In fiscal year 2024, updates on our selected consumption goals were as follows:

Goal: By 2026, develop a comprehensive plan to make the company circular ready

Our circularity goal is to develop a comprehensive plan by 2026 that outlines the steps and actions to make the company's products and services circular ready.

Our plan will have:

- Established governance for plan execution
- Defined methodology and actions to reach the goal
- Defined target year(s) where year over year progress will be tracked
- Project plans and KPIs for key work streams
- Alignment and integration with business strategy

[1] Beyond Yoga® data was not included in this assessment.
[2] Locations of basins will be selected by water/drought risk locations and our LS&Co. baseline biodiversity assessment. The exact proximity requirements are yet to be determined.
[3] High-risk raw materials are defined as natural rubber, bovine leather and man-made cellulosic fibers as defined by EU Deforestation Regulation requirements. Zero deforestation is defined as avoiding the change of forests and natural ecosystems for agricultural purposes, governed by a December 31, 2020 cut-off date (the point in time after which no conversion is permissible) – per the EU Deforestation Regulation.
[4] 30% of our fiscal year 2022 baseline is approximately 50,000 hectares.

As of 2024, our efforts to develop a plan are underway. We worked with a third-party consultant to complete a baseline assessment: a circular product portfolio analysis. The results and recommendations from the analysis are being used to develop a tailored circularity approach for LS&Co. Our strategy is primarily based on the Circular Economy framework and principles of the Ellen MacArthur Foundation, which defines circular products as those that can be used more, are made to be made again and are made from safe, and recycled, or renewable inputs. Our products and services will be considered "circular ready" when they align to an established circularity framework. We will continue to report progress on the development of our plan.

Goal: Key markets to introduce or increase resale and upcycling initiatives to extend the life of our products by 2025

We currently offer resale and upcycling programs like our Levi's® Tailor Shop and Levi's® SecondHand recommerce platform, which is available to customers in the United States. Through the Levi's® SecondHand recommerce platform we have reclaimed or extended approximately 21,000 units of clothing and resold 8,000 units, serving around 5,000 customers.

The below table represents an estimate of items sent for a second life (including consumer trade-ins, vintage products, and damaged returns), shown as net items fulfilled:

	Year ended		
	2022	**2023**	**2024**
Units of clothing reclaimed or extended	18,000	20,000	21,000
Number of units resold	13,000	10,000	8,000
Number of consumers purchasing secondhand items	9,000	7,000	5,000

Goal: Zero waste to landfill from company-operated facilities and 50% waste diversion across strategic suppliers by 2030

We set this goal to accelerate our existing waste strategy. In 2023, we set two waste-related targets for our owned and operated facilities, and one waste-related target for our supply chain. For our owned and operated facilities, LS&Co. tracks waste diversion and contamination in our owned and operated facilities.

As part of our waste diversion efforts, LS&Co. intends to certify our company-operated distribution centers and manufacturing facilities as TRUE (Total Resource Use and Efficiency) Zero Waste. In alignment with the Zero Waste International Alliance and TRUE Zero Waste certifications, facilities that reach the 90% or greater threshold for "overall diversion from landfill, incineration (waste-to-energy) and the environment for solid, non-hazardous wastes for the most recent 12 months" are designated as zero waste. The program includes multiple achievement tiers—Certified, Silver, Gold, and Platinum—based on a points system. Our distribution center in Henderson, Nevada is a key example of our dedication to these goals, having recently achieved TRUE Silver certification with a 95.2% waste diversion rate in 2023 into 2024. Similarly, the Northampton Distribution Center holds TRUE Certification and has diverted 90.8% of waste from landfills during the same period.

Location	**Primary use**	**TRUE Zero Waste certifications**	**Diversion (%)**
Henderson, NV	Distribution	Silver	95.2%
Northhampton, U.K.	Distribution	Certified	90.8%

Efforts to measure owned and operated waste contamination data have been temporarily paused while we evaluate the prioritization of our efforts surrounding our consumption goals. We remain committed to developing a process to obtain and calculate this data, and we expect to resume efforts to capture and report on these metrics in subsequent years.

The waste-related target for our strategic suppliers is intended to track the percentage of nonhazardous waste diverted from landfills across key supplier facilities. Waste diversion refers to the process of redirecting waste materials from landfills through reuse, recycling (upcycling or downcycling), composting or other environmentally responsible methods. The waste represented is the percentage of nonhazardous waste diverted over all nonhazardous waste in kilograms by our key suppliers. Waste data is provided by suppliers, through Higg FEM, and is based on the calendar year; therefore, waste data does not align with LS&Co.'s fiscal year. As such, we have used the 2024 calendar year data which most closely aligns with our fiscal year.

In 2024, our key suppliers have diverted 77% of waste from landfill. Due to data availability constraints, all key supplier facilities currently do not report waste data through Higg FEM. As a result, the waste diversion percentage reflects only those suppliers whose data is accessible to LS&Co. We continue to enhance our data collection and validation processes to improve the completeness and accuracy of this metric and better represent our full key supplier base.

	Year ended December 31	
	2023	**2024**
% of waste diverted from landfill at key suppliers	76%	77%

Goal: Eliminate single-use plastics in consumer-facing packaging by shifting to 100% reusable, recyclable or home compostable plastics by 2030

We have completed some early steps toward this goal including continuing to participate in a Fashion for Good project to test compostable alternatives to conventional single-use polyethylene bags; and are identifying the immediate and longer-term actions to reduce the use of plastics in our supply chain, distribution centers and stores. Work to eliminate single-use plastics in consumer-facing packaging has been temporarily paused while we evaluate the prioritization of our efforts surrounding our consumption goals. We remain committed to exploring alternative and long-term methods to reduce plastics, both at LS&Co. and with others in our industry. We expect to resume efforts to capture and report on these metrics in subsequent years.

Goal: Strategic garment wet finishing manufacturing and fabric mills use 100% certified Screened Chemistry by 2026

Our chemistry goal pertains only to our wet finishing key supplier manufacturing facilities. Key suppliers refer to suppliers covering more than 80% of our global product units. Wet finishing is defined as any processing stage where textile is washed or treated with chemicals and water.

We track the percentage of Zero Discharge of Hazardous Chemicals ("ZDHC") Manufacturing Restricted Substances List ("MRSL") and Screened Chemistry conformance. The ZDHC MRSL provides a clear framework for identifying and eliminating hazardous chemicals from our supply chain, ensuring that our products are safer for people and the environment. Using chemical formulations that conform to the ZDHC MRSL allows suppliers to assure themselves and their customers that banned chemical substances are not intentionally used during production processes. Meanwhile, Screened Chemistry enables our suppliers to go a step further by proactively evaluating, tracking, and selecting safer chemical alternatives to enhance the overall safety and sustainability of our supply chain. Screened Chemistry covers all auxiliary and polymer chemicals used for production and helps suppliers meet future hazard assessments and regulatory requirements. Tracking both these metrics reflects our commitment to continuous improvement and enhancing traceability of chemicals used in our supply chain.

We engaged in-scope factories to implement ZDHC's chemical management tools to ensure that manufacturing facilities are utilizing ZDHC MRSL-compliant chemistries. As of 2024, 78% of chemicals delivered or purchased by key supplier facilities for production were in conformance with ZDHC MRSL. We also engaged with these facilities to request Screened Chemistry certifications from their chemical suppliers. As of 2024, 22% of our key wet finishing facilities' auxiliary chemicals used for LS&Co. were certified Screened Chemistry. The results of our wet finishing key suppliers are self-reported and weighted using the results of a third-party verification performed on a sample population:

	Year ended	
	2023	**2024**
% of chemicals purchased for production in conformance with ZDHC MRSL	75 %	78 %
% of Screened Chemicals in inventory used for LS&Co. production	28 %	22 %

We launched the LS&Co. Chemical Playbook for ZDHC in 2022 and have since implemented updates. For the most recent revisions, refer to the 2023 edition of the Chemical Playbook. The Playbook communicates both our Screened Chemistry strategy and steps for supplier facilities' conformance with ZDHC requirements. Refer to the playbook and the *Other Metrics* section for more details.

Goal: Use only third-party preferred or certified more sustainable primary materials by 2030

Our fiber goal defines primary materials as cotton, manmade cellulosic fibers (MMCs), leather and polyester. These were selected based on either the high percentage of fibers used in our products, or the overall risk surrounding the raw material. We define "more sustainable" materials as those that have achieved third-party verification or certification recognized by the Textile Exchange, which defines a preferred fiber or material as "one which results in improved environment and/or social sustainability outcomes and impacts in comparison to conventional production." While our suppliers source a small amount of leather, we include it in our analysis given the impact of leather on biodiversity. We work with our suppliers to improve supply chain visibility and partner with solution providers to support the development of leather traceability.

In our year-over-year fiber analyses, we track the fiber used in our products based on current year purchases made for future product seasons: the current year's fall season (the second half of the current year) and next year spring season (the first half of the following year). Together, these seasons generally correspond to the fiber sourced for LS&Co. products in the fiscal year.

Fibers used in LS&Co. products as a percentage of all fibers sourced:

	Year ended		
Fiber	**2022**	**2023**	**2024**
Cotton	88 %	89%	89%
Polyester	7 %	7%	7%
Manmade cellulosics	4 %	3%	3%
Elastane	1 %	1%	1%
Other (wool, leather, hemp, etc.)	<1%	<1%	<1%

Data for cotton, manmade cellulosics and polyester exclude production for Levi's® Footwear and Accessories ("LFA"), local production, licensees and Beyond Yoga®. Data for leather excludes local production, licensees and Beyond Yoga®. The percentage of leather products sourced from Leather Working Group ("LWG") rated suppliers is based on the best available information at the time of reporting. LS&Co. is dedicated to improving the methodology used to calculate the amount of LWG-rated leather in our products by partnering with LWG and our suppliers.

Percent of fibers sourced that are more sustainable:

	Year ended		
	2022	2023	2024
More sustainable cotton (i.e., BCI, USCTP, or cotton that was recycled, organic, or transitional)	>99%	96 %	100 %
Manmade cellulosic fibers sourced from Canopy Green Shirt-rated suppliers	100% [1]	100 % [2]	100 % [3]
Leather products sourced from Leather Working Group (LWG)-rated suppliers	>60%	78 %	86 %
Recycled polyester	11%	10 %	13 %

(1) In 2022, we accepted manmade cellulosic fibers manufactured by Lenzing, Birla, Kelheim and Tangshan Sanyou (for Circulose® fiber); Circulose® is a registered trademark of Re:NewCell AB.
(2) In 2023, we accepted manmade cellulosic fibers manufactured by Lenzing and Birla only.
(3) In 2024, we accepted manmade cellulosic fibers manufactured by Renewcell, Lenzing and Birla only.

Community

In fiscal year 2024, our progress toward our selected community goals was as follows:

Goal: Continually improve apparel worker health, satisfaction and engagement

Our apparel worker health, satisfaction and engagement goal tracks the percentage of key Tier 1 suppliers with a well-established and functional worker-management committee (“WMC”) and the percentage of key Tier 1 suppliers with WMCs comprised of more than 50% or proportionate women in decision making. The 2024 percentages were as follows:

	Year ended	
	2023	2024
% of key suppliers have well-established and functional worker-management committee (WMC)	62 %	66 %
% of key suppliers with WMC comprised of 50% or proportionate women workforce in decision making	57 %	57 %

In 2022, we introduced our refreshed Worker Well-being (WWB) program and guidebook which offers brands and contract facilities a self-directed approach to locally relevant ways to improve worker well-being and business performance. Please refer to our Worker Well-being program for further details.

Goal: Ensure competitiveness and fairness in total rewards

To ensure LS&Co. maintains fair compensation consistent with our compensation philosophy, in 2023, we developed in-house capabilities with oversight from outside counsel to run gender and ethnicity pay equity analyses. The ethnicity analysis only considers a U.S. non-union population, including corporate, retail and distribution center employees; while the gender analysis considers all global corporate employees. Ethnicity data is not commonly captured internationally, and in some countries is illegal for companies to track, and therefore we limited the scope of our ethnicity analysis to the U.S. only. Both analyses consider job level, performance, experience and other factors including job family and job location. Following remediation for outliers, our analysis found compensation to be at parity across gender and ethnicity in the U.S. in both 2023 and 2024. Similarly, following any outlier remediation, we found no statistically significant gender pay discrepancies across markets in both 2023 and 2024. We will continue to invest in pay equity and run, at least annually, in-house analysis to fulfill our commitment to fair compensation.

Goal: Ensure that LS&Co. remains a dynamic and inclusive career destination

Our goal focuses on recruitment, hiring, retention and engagement to ensure that LS&Co. remains a dynamic and inclusive career destination. In furtherance of this goal, LS&Co strives to attract talented individuals with a broad range of perspectives, experiences and backgrounds, ensure equal opportunity and to foster an environment where all employees feel valued and respected. LS&Co. is committed to ensuring that all employment decisions are made on a non-discriminatory basis and in compliance with applicable law. Representation data is as of year-end. All gender data is global, while ethnicity data is U.S.-specific. While we do track representation data, we do not have ongoing goals connected to any specific representation. Our 2024 representation data was as follows:

Representation Data:

	As of December 1, 2024[1]				
	Executive leadership	**Top management[2]**	**Corporate employees**	**Frontline workers**	**All employees**
Employees by gender					
Women	61.5 %	47.9 %	54.9 %	56.9 %	56.6 %
Men	38.5	51.3	42.1	33.5	35.0
Not specified/undeclared	N/A	0.8	3.0	9.6	8.4
Total	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %
Employees by ethnicity (U.S. only)					
Asian	7.7 %	14.9 %	22.4 %	5.4 %	8.8 %
Black	7.7	6.3	8.4	17.1	15.4
Latino	N/A	8.6	13.0	43.4	37.3
White	84.6	65.0	48.6	27.9	32.0
Other BIPOC	N/A	2.3	5.3	5.2	5.2
Not specified/undeclared	N/A	2.9	2.3	1.0	1.3
Total	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %

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(1) Beginning with this reporting period, we have transitioned to disclosing workforce representation data as of our fiscal year-end, rather than the calendar year-end as reported in prior periods. This change enhances consistency with the timing of other operational and financial information presented in this report and other related disclosures. We intend to report workforce representation data on a fiscal year-end basis in future periods.

(2) For purposes of this disclosure, "top management" refers to corporate employees at the executive level and other senior leadership roles, as determined by internal classification.

Goal: Leverage the leadership of the Levi Strauss Foundation and invest in our communities to advance pioneering social change

We continue to invest in our communities to advance social change through the Levi Strauss Foundation ("LSF" or "the foundation"). LSF is a separately run charitable non-profit which is funded by LS&Co. LSF invests in our communities to outfit movements and leaders fighting for a just and abundant world. The foundation, at the discretion of its Board of Directors, makes grants exclusively for charitable purposes worldwide where LS&Co. has a business presence. The foundation makes strategic grants in the areas of democracy, immigrant rights, reproductive justice and worker rights and well-being. In 2024, the foundation disbursed $10.3 million in grant funding to support its strategic initiatives. All LSF amounts are based on LSF fiscal year, which ends on November 30.

	Year ended		
	2022	**2023**	**2024**
	(Dollars in millions)		
LSF grants[1]	$ 12.0	$ 9.3	$ 10.3

(1) Grants and related expenses, net of cancellations.

Goal: Drive societal impact in communities where LS&Co. operates through advocacy, grantmaking, employee giving and volunteerism

How we give reflects our commitment to our values. Outside of the LSF's giving, LS&Co. provided $2.6 million in funding to non-profit organizations worldwide, and approximately $1.1 million in product donations.

	Year ended		
	2022	**2023**	**2024**
	(Dollars in millions)		
Total amount of direct corporate and brand grants	$ 3.4	$ 2.5	$ 2.6
Product donations	$ 1.9	$ 0.3	$ 1.1

The percentage of corporate giving by focus area is self-reported by each non-profit organization within a third-party charitable management platform. LS&Co. direct corporate and brand grant disbursements allocated across strategic focus areas are as outlined below:

	Year ended		
Focus areas	**2022**	**2023**	**2024**
Sustainability	23 %	14 %	20 %
Equality	29 %	43 %	32 %
Civic engagement	25 %	16 %	23 %
Gun violence prevention	17 %	18 %	12 %
Other	6 %	9 %	13 %

Other Metrics

Additional Scope 3 Metrics

The Company regularly reviews its greenhouse gas emissions quantification methodologies and remains committed to implementing best practices. As a result of refinements to our calculation approach and classification determinations for certain scope 3 categories, previously reported emissions figures may be updated from time to time.

In fiscal year 2024, the Company updated its scope 3 emissions methodology, transitioning from a calculator based on the Intergovernmental Panel on Climate Change's ("IPCC") Fifth Assessment Report ("AR5") to one aligned with the Sixth Assessment Report ("AR6"), which incorporates updated climate models and emissions pathways. This update was made to align with the most current scientific guidance, and we believe this revised methodology is a more representative measure of our emissions. The change does not result in a material impact to the Company's baseline or reported progress toward emissions reduction targets; therefore, a formal re-baselining was not required. To enhance comparability, the updated methodology has been applied retrospectively to comparative prior reporting years. The total scope 3 emissions presented are our best estimate at the time of reporting. We are currently evaluating our process and methodology to estimate these emissions, and with the divestiture of our Dockers business, these figures are likely to change in the future.

Our total scope 3 emissions of 3,616 thousand tCO_2e includes emissions that are both in boundary and relevant to our business, and categories of indirect emissions streams that fall outside of our near-term and long-term scope 3 SBT boundaries. This is tracked and calculated as part of our CDP survey. Upstream (category 8) and downstream (category 13) leased assets, processing of sold products (category 10), and investments (category 15) are not calculated as they are not applicable to our business.

		2023		2024	
		tCO_2e	**total**	**tCO_2e**	**total**
		in thousands		*in thousands*	
Category 1	Purchased goods and services	1,986	53.5 %	2,024	56.0 %
Category 2	Capital goods	10	0.3 %	11	0.3 %
Category 3	Fuel and energy use	7	0.2 %	6	0.2 %
Category 4	Upstream transport and distribution	54	1.5 %	75	2.1 %
Category 5	Waste generated in company operations	12	0.3 %	13	0.3 %
Category 6	Business travel	8	0.2 %	17	0.5 %
Category 7	Employee commuting	27	0.7 %	29	0.8 %
Category 8	Upstream leased assets	N/A	N/A	N/A	N/A
Category 9	Downstream transport and distribution	298	8.0 %	287	7.9 %
Category 10	Processing of sold products	N/A	N/A	N/A	N/A
Category 11	End of use of sold goods	1,198	32.2 %	1,052	29.1 %
Category 12	Waste disposal of products	79	2.1 %	70	1.9 %
Category 13	Downstream leased assets	N/A	N/A	N/A	N/A
Category 14	Operation of franchises	36	1.0 %	32	0.9 %
Category 15	Operation of investment	N/A	N/A	N/A	N/A
	Total scope 3	3,715	100 %	3,616	100 %
	Net-zero in boundary scope 3[1]	2,438		2,486	

(1) Our net-zero goal includes scope 1, scope 2, and categories 1, 4, 5, 6, 9 and 12 of scope 3

Our scope 3 (category 1) emissions total 2.0 million tCO_2e. Within our purchased goods and services, apparel manufacturing-related emissions account for approximately 93%, while other indirect sourcing and operations-related emissions account for approximately 7%. These emissions are categorized by life cycle stage and activity as follows:

	Year ended
Category 1 breakdown	**2024**
Yarn production	31 %
Raw material production	23 %
Textile production	18 %
Garment assembly (cut & sew and laundry emissions only)	10 %
Garment production (multiple stages)	8 %
Sundries	3 %
Indirect sourcing (retail operations)	7 %
Total	100 %

In our raw material production, the emissions impact of the top three raw materials sourced was as follows. The emissions are represented by total fibers sourced, including scraps, and does not represent the fibers solely in our final products.

	2024
Top 3 raw material impact	**tCO_2e** *in thousands*
Cotton	397
Polyester	34
MMC	10

Updates on Our LS&Co. Chemical Playbook

Since the publication of our Chemical Playbook, we remain committed to disclosing our progress as outlined therein. Please refer to the tables below for additional chemical metrics and updates.

ZDHC MRSL and Gateway Chemical Module: The ZDHC Gateway Chemical Module is an online search tool that provides public access to information on more sustainable chemistry and helps apparel companies and manufacturers identify and utilize safer alternatives. As of 2024, 208 facilities registered in ZDHC Gateway were connected to LS&Co., including our key wet finishing facilities. The breakdown between Tier 1 and Tier 2 key wet finishing facilities was as follows:

	Year ended	
	2023	**2024**
Tier 1 (laundry)	62 %	62 %
Tier 2 (mills)	38 %	38 %

InCheck Reporting: InCheck is the performance report that demonstrates the ZDHC MRSL conformance of a factory’s chemical inventory. When factories upload their chemical inventory to the ZDHC Gateway, the inventory is cross-referenced with all chemical formulations in the Gateway to determine ZDHC MRSL conformance. As of 2024, 100% of key wet finishing facilities were completing InCheck Reports.

ZDHC Academy: The ZDHC Academy enables LS&Co. factories to receive certified training on chemical management systems. As of 2024, 92% of our key wet finishing facilities were ZDHC Academy participating facilities.

ZDHC Chemical Management System and Facility Leader Program: ZDHC Chemical Management System ("CMS") implementation is monitored with ZDHC Supplier to Zero ("S2Z") certifications. Of our key wet finishing facilities ZDHC S2Z Certifications was as follows:

	Year ended	
	2023	**2024**
Foundational level[1]	57 %	51 %
Progressive level	43 %	49 %

(1) The ZDHC S2Z Certification framework is cumulative, with each level building upon the previous one. For instance, as of 2024, 100% of our key wet finishing facilities have achieved Foundational Level, while 49% of those have further achieved Progressive Level.

ZDHC Wastewater: As of 2024, 86% of our key wet finishing facilities were wastewater discharging facilities, and 100% were registered in the ZDHC Gateway Wastewater Module. The ZDHC Gateway Wastewater Module is a digital platform to track verified wastewater data and test results against the ZDHC Wastewater Guidelines. LS&Co. encourages these facilities to progress towards zero liquid discharge ("ZLD") or the 9

Aspirational (highest) level of performance on the ZDHC Wastewater Guidance to achieve meaningful, lasting impact. As of 2024, 14% of these facilities were classified as ZLD.

ZDHC Wastewater Testing: Annually, facilities perform two tests as per the latest ZDHC wastewater guidelines. Key wet finishing facilities are required to reach at least a Foundational level and upload wastewater testing results to Detox.live, including Corrective Action Plan ("CAP"), in case of any failure. These facilities' wastewater performance was as follows:

	2023	
	Tested	**Passed**
April 2023	93 %	79 %
October 2023	96 %	77 %

	2024	
	Tested	**Passed**
April 2024	99 %	84 %
October 2024	98 %	84 %

ClearStream Reporting: ClearStream is a factory's performance report of ZDHC wastewater conformance that can be shared with all customers to avoid duplicative testing. On average, as of 2024, 99% of our key wet finishing facilities completed ClearStream Reports.

In 2024, LS&Co. achieved Champion Level status under the 2025 ZDHC Brands to Zero Program, the highest performance tier under the initiative. Although designated as '2025', the recognition reflects performance data from 2024. Champion Level status, previously referred to as the 'Aspirational Level' is awarded to brands that meet defined thresholds across ZDHC key performance indicators; fulfill critical milestones in the Roadmap to Zero Program; and demonstrate meaningful integration of ZDHC guidelines, platforms and solutions into both corporate strategy and value chain practices. This underscores LS&Co.'s continued efforts towards sustainable chemical management.

PART III

SUPPLEMENTAL DISCLOSURES

The following disclosures supplement the preceding discussion of our sustainability performance and are aligned with the recommendations of the Task Force on Climate-related Financial Disclosures ("TCFD") and the IFRS S2 issued by the International Sustainability Standards Board ("ISSB"). These disclosures are presented in accordance with industry-specific guidance applicable to entities in the Apparel, Accessories & Footwear sector and are intended to provide enhanced transparency regarding our governance, strategy, risk management and metrics and goals related to climate-related risks and opportunities not addressed above.

Industry-specific Disclosures

Provide a Qualitative Description of Environmental and Social Risks Associated with Sourcing Priority Raw Materials

In accordance with the ISSB's definition, priority raw materials are "those [materials] that are essential to the principal products, where principal products are those that accounted for 10% or more of consolidated revenue in any of the last three fiscal years." Levi's® Brands products account for over 90% of our total consolidated revenue, and cotton represents nearly 90% of the raw materials sourced annually for LS&Co. products. As such, cotton is the only raw material that meets the ISSB criteria for classification as a priority raw material.

LS&Co. does not directly source cotton; rather, we collaborate with our supply chain partners to determine raw material requirements. In 2024, our products were made with more than 80,000 metric tonnes of cotton. As cotton is often grown in some of the world's most arid regions, its availability, quality and cost are increasingly susceptible to the effects of climate change. Extreme weather variability and long-term shifts in precipitation patterns may lead to higher cotton prices, posing a potential financial risk, given cotton's central role in our manufacturing process.

The production of apparel is heavily dependent on water availability, which presents a long-term operational risk. Based on our 2023 Biodiversity Impact Assessment, we found that cotton accounts for 97% of freshwater impacts in LS&Co.'s supply chain. In 2022, our CSA identified substantial physical risks to the supply of cotton arising from both drought conditions and heavy rainfall. While some climate modeling suggests that warming temperatures and rising CO_2 concentrations may yield short-term benefits to cotton production, such benefits are projected to diminish incrementally until 2050. Over time, the frequency and severity of acute weather events are expected to increase, potentially disrupting cotton supply and production. As a result, our supply chain may be subject to significant physical risks associated with climate change, including variability in precipitation, prolonged drought, rising temperatures, and other weather-related disruptions. These conditions may negatively affect the availability of freshwater resources critical to the operations of our supplier mills, laundries, factories and cotton farms.

To mitigate these risks, LS&Co. participates in several initiatives aimed at promoting more sustainable cotton sourcing. We are a member of the U.S. Cotton Trust Protocol ("USCTP"), a science-based, farm-level pilot program focused on advancing sustainable cotton production in the United States. We also support the Better Cotton Initiative ("BCI"), the Organic Cotton Accelerator, and the use of transitional and recycled cotton. LS&Co.'s suppliers purchase cotton on a global scale and ensure redundancy within our supply chain to reduce potential risks associated with supply chain disruptions, including those caused by weather variability and other climate-related issues. Consistent with LS&Co.'s overall risk mitigation strategy, our supply chain is designed to be resilient. Any associated cost increases are expected to be absorbed into business-as-usual activities and are considered in our financial planning process.

Provide the Number of Tier 1 Suppliers and the Number of Suppliers Beyond Tier 1

We maintain the ability to engage with both direct and indirect suppliers at the facility level, recognizing that many of our suppliers operate multiple production sites. This facility-level visibility enables us to more effectively monitor compliance and support continuous improvement across our global supply chain. All suppliers are required to adhere to our Supplier Code of Conduct, which sets forth the standards we consider fundamental to responsible business practices. In 2024, LS&Co. engaged with over 510 Tier 1 facilities, and more than 80 Tier 2 facilities. Certain supplier data utilized by LS&Co. is based on management assumptions and estimates in instances where accurate raw data could not be obtained. We continue to pursue primary data across our operations and value chain to improve our modeling, calculations and baselines. We are committed to ongoing partnerships with hundreds of suppliers in multiple sectors around the world, from textile and yarn production to raw materials. Refer to our Map of Supplier Facilities on our website for more details.

Strategy

Impact of Climate-Related Risks on Financial Planning

- *Revenues:* As part of LS&Co.'s ongoing effort to reduce the impact of our sourced materials, we continue to investigate and innovate new fiber and fabric strategies that deliver more sustainable products and drive revenue growth.
- *Indirect costs*: Given the results of our CSA, LS&Co.'s sustainability team continues to work towards reducing operating costs through energy and water efficiency measures. In 2022, LS&Co. introduced a Global Energy Management system which improved the management of energy data and allowed LS&Co. to analyze potential financial investments for site-level interventions. In 2024, we piloted energy management systems in select pilot U.S. retail locations. The pilot began with the installation of temperature sensors to monitor in-store climate conditions and identify opportunities to improve HVAC operational efficiency, optimize system management practices and influence user behavior. Additional projects are currently in development.
- *Assets*: LS&Co.'s internal financial policies require all major capital investments to undergo a rigorous review process including a formal purchase expenditure request. The requests include evaluating financial and non-financial metrics and consider the sustainability impacts of potential investments. Sustainability has become an increasingly important consideration in the authorization of infrastructure and capital expenditure projects.

Impact of Climate-Related Risks on Business and Strategy

- *Investment in R&D Strategy*: LS&Co. has made targeted investments in research and development to address climate-related risks identified through our life cycle assessments and climate scenario analysis. These efforts include reducing the water intensity of cotton finishing processes, supporting regenerative agriculture through partnerships such as the Soil Health Institute, black dye alternatives and evaluating the use of recycled cotton with respect to product strength and durability. We also continue to expand sourcing of preferred or certified more sustainable materials, including through BCI and the USCTP.
- *Product Strategy:* We are developing a company-wide strategy to scale circularity across product categories in alignment with long-term sustainability goals, refer to the *Consumption* section.
- *Operations Strategy*: In 2022, LS&Co. implemented a Global Energy Management System to enhance visibility into energy use and costs across our owned-and-operated facilities and enabled site-specific action planning and engagement with facility managers. In 2024, we continued to optimize our global distribution network by consolidating operations in key commercial regions and selecting locations with low exposure to climate-related risks while improving cost efficiency and service levels.
- *Supply Chain Strategy*: Our global supply chain is subject to a range of risks, including those related to climate change, such as extreme weather events and water scarcity, as well as geopolitical and logistical disruptions. In 2023, we introduced a Supply Chain Low Carbon Fuel Transition Policy, requiring key suppliers to transition to low-carbon fuels by 2030. We continue to diversify our supplier base and enhance agility across our sourcing and distribution models to mitigate potential disruptions.

NOTES

Report Scope and Content

This report covers performance during our fiscal year 2024 (November 27, 2023 through December 1, 2024), except where noted. The Company's fiscal year ends on the Sunday that is closest to November 30 of that year. Some of our calculations rely on supplier data, and due to limitations on primary information, certain metrics—such as greenhouse gas emissions and other goal-related data—are measured in calendar months rather than aligned with our week-based fiscal periods. We consider the few day discrepancies between our fiscal periods and calendar months to be immaterial. As a result, the data is not differentiated and is presented as 'Year Ended' above. Unless otherwise specified, all year references correspond to our fiscal year, which ends in late November or, in certain years, early December. These dates differ from a calendar year ending December 31.

Subsequent to the reporting period covered in this Sustainability Report, the COO will be replaced with a new Chief Supply Chain Officer. The COO served in the capacity of Chief Operating Officer throughout the entirety of the reporting period, and the disclosures contained herein accurately reflect their responsibilities and contributions during that time. Any changes in executive leadership occurring after the reporting period will be reflected in future filings and disclosures, as appropriate.

Our reporting is based on the underlying disclosure context. When appropriate, certain sections of this report focus on our company-operated corporate offices, distribution centers, factories and retail stores across all our geographic regions. Unless indicated otherwise, metrics include consolidated data from the company and its subsidiaries. In September 2021, we acquired Beyond Yoga®, and its sustainability data has been included unless indicated otherwise. In the second quarter of 2025, we entered into a definitive agreement to sell our Dockers® business. The scope of this report includes the Dockers® brand, as it was not classified as held for sale nor subject to a definitive agreement as of the end of fiscal year 2024. Should the status of Dockers® change in future reporting periods, we will disclose its exclusion from inventory and any corresponding adjustments to our methodology, as applicable. At other times, we include information related to third parties that manufacture, distribute or sell our products, including suppliers, vendors, contractors, licensees and other partners. The apparel industry's supply chain traditionally comprises four tiers: Tier 1—garment manufacturers (cut and sew, laundry); Tier 2—processing facilities (fabric dyeing, weaving, and finishing mills); Tier 3—processing facilities (textile spinning); and Tier 4—raw material suppliers. Data inclusions and exclusions are clearly noted. The term "strategic supplier" refers to a designated subset of suppliers with whom we conduct business, selected based on their strategic importance to our goal initiatives and or alignment with our sustainability strategy. This includes key suppliers, which represent suppliers covering more than 80% of our global product units, or an applicable subset—such as wet finishing key suppliers or those operating in areas of high-water stress. For key direct suppliers, we ask that they provide their environmental performance through the Cascale and Worldly Higg tools. Since 2017, we have collaborated with key suppliers to support their ability to collect and verify environmental data through the Cascale's Higg Facility Environmental Module (FEM). As part of our climate transition plan, we aim to have 100% of our Tier 1 key suppliers completing the FEM. Further details and references to these suppliers are provided in the relevant sections.

None of our targets have been derived using a sectoral decarbonization approach.

Rounding

We use conventional rounding methods throughout the report, and data has been rounded to the nearest whole number except where noted, and with the exception of items approaching 100% (>99%), in which case, we do not round to avoid misleading or implying 100%.

Use of Estimates

We continually review Greenhouse Gas Protocol ("GHGP") accounting standards, SBTi standards, and CDP criteria and are committed to utilizing best practice quantification methodologies. Changes to GHGP or SBT standards may trigger mandatory recalculations of historical GHG inventories, and adjustments to target boundaries and trajectories. In instances where primary data is not available, management has made certain estimates and assumptions that affect the disclosures and calculations presented in this report. These estimates and assumptions are subject to change, and actual results could differ materially from those reflected herein as additional information becomes available or conditions change.

Data Verification

We are committed to data accuracy, comparability and consistency that enable year-over-year assessments of our sustainability progress. We applied our internally developed substantiation process to the information and disclosures provided in this report. This included review of report content to reliable external and internal evidence, including system-generated reports, external assurance reports and certifications received. Differences from industry standards, assumptions, estimates or models used in the information are clearly referenced and explained. Additionally, the report is reviewed by an internal cross-functional team to ensure our disclosures are presented clearly and consistently. While this process gives us confidence in the integrity and accuracy of our data and disclosures, it is not a substitute for third-party assurance. We regularly review emissions quantification methodologies to ensure we are aligned with best practices. Changes in our methodologies may result in updated calculations for our current and previous reporting periods, including our base year. Reasonable methodologies, estimates and other assumptions are used when compiling the data based on the information and methodologies available at that time.

Third-Party Verification Statement

Select greenhouse gas emissions data disclosed herein has been independently verified by SCS Global Services in accordance with ISO 14064-3:2019, *Specification with guidance for the validation and verification of greenhouse gas assertions*. The verification covered the following GHG sources:

- Scope 1: Gasoline, diesel, fuel oil, and natural gas
- Scope 2: Electricity and purchased heat
- Scope 3 (category 3): Fuel- and energy-related activities

Based on the defined reporting scope, criteria, objectives, and agreed-upon level of assurance, SCS Global issued a verification opinion of Positive Verification (Reasonable Assurance), concluding that the GHG assertion was prepared in all material respects in accordance with the applicable reporting criteria.