

# LS&Co. Candidate Privacy Notice

Effective Date: May 13, 2026

## Table of Contents

Scope and Applicability .....	2
What Personal Information Do We Collect and How Is It Collected? .....	3
How We Use Your Personal Information .....	6
How We Share Information .....	8
Use of Artificial Intelligence in the Application Process .....	9
California Residents .....	10
Safeguarding Your Personal Information .....	11
Cookies and Other Tracking Technologies .....	11
Social Media and Third Party Links .....	11
International Transfers .....	12
Your Privacy Choices and Rights .....	12
Supplemental Notices .....	13
Contact Us .....	13
Attachment 1: LS&Co. Affiliates with whom Candidate Personal Information may be shared .....	16

Thank you for your interest in joining Levi Strauss & Co. (“Levi Strauss,” “we,” “our,” or “us”). Protecting your privacy is important to us. This Notice describes how Levi Strauss & Co., including our global affiliates<sup>1</sup> (collectively “**LS&Co.**,” “**we**,” “**us**,” “**our**”) collect, use, disclose, transfer and store the Personal Information (“defined below”) of job applicants (referred herein together as

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<sup>1</sup> See Attachment 1 for a list of Affiliates with whom Personal Information may be shared.

“Candidates”, “you”, “your”, “yours”) when you’re applying for a job with us. It also explains the rights and the choices Candidates have relating to your Personal Information and how to exercise those rights.

If you are an internal candidate, as regards your application this Notice supersedes any other LS&Co. privacy related notices that describe how we collect and use the Personal Information of our current and former employees, contractors, consultants, temporary or agency workers, occasional workers, freelancers, volunteers, apprentices and other contingent workers (collectively “Personnel”). This Notice must be read in harmony with other policies and procedures we maintain that are applicable to data use, data protection and the appropriate treatment of Personal Information.

While this Notice is intended to describe the broadest range of our processing activities, these activities may be more limited in some jurisdictions based on local laws. For example, the laws of a particular state or country may limit the types of Personal Information we can collect or how we use it. In those instances, we adjust our internal policies and practices to reflect the requirements of local law

The LS&Co. entity to which you apply is responsible for your Personal Information and acts as a “Data Controller” or equivalent term within the meaning of applicable legislation.

LS&Co. reserves the right to modify this Notice at any time to address legal and regulatory requirements and the way in which we operate our business and will place any updates on this platform. If we make material changes, we will provide you with additional notice or obtain your consent where required by applicable law. Copies of this Notice may also be obtained by contacting [privacy@levi.com](mailto:privacy@levi.com).

## Scope and Applicability

This Notice applies to your Personal Information shared with us through the “Work With Us” website at <https://www.levistrauss.com/work-with-us/>, through an internal referral, through a job board or agency, or if you apply in person at one of our locations. This Notice applies regardless of the media on which the Personal Information is stored. This Notice also explains the rights and the choices you have relating to your Personal Information and how to exercise those rights. Where we refer to “employment” “engagement” or “employer” in this Notice, we do so for convenience only, and this should in no way be interpreted as purporting to confer employment status on non-employees to whom this Notice also applies. This Notice does not form part of any contract of employment or engagement, does not confer any employment status or contractual rights, and does not place any contractual obligation on us.

This Notice does not cover the following:

- **LS&Co. products and services for our consumers** – Our processing of Personal Information collected from you as an LS&Co. customer or visitor of our websites. To learn about our privacy practices in those cases, please see the LS&Co. Privacy Notice posted on the applicable e-commerce website in your country.

- **Current and former Personnel (not applying for a new position)** – Our Personnel Privacy Notice is posted internally on Threads. You may also contact [privacy@levi.com](mailto:privacy@levi.com) for a copy.
- **Services and benefits provided by third parties** – In some cases, you may provide Personal Information to third parties that we work with, such as companies providing health or background checks or by sharing your resume with an agency. By participating in such services or programs, you understand that the information you provide to such third parties is not under our control and is not subject to this Notice. Please refer to the privacy notice of such third parties before providing them with your Personal Information.

We do not recruit or hire the following:

- **Children under 16** – We will not knowingly process or retain job applications from children under 16, nor do we direct job applicant information toward audiences under 16.

This Notice supersedes any other LS&Co. privacy-related notices describing how we collect and use applicant Personal Information but must be read in harmony with other policies and procedures we maintain that are applicable to data use, data protection and the appropriate treatment of Personal Information.

## What Personal Information Do We Collect and How Is It Collected?

Any information that can be used to identify an individual, directly or indirectly, is considered Personal Information (“**Personal Information**”). In some cases, Personal Information includes elements that have a greater degree of sensitivity and receive additional care to prevent misuse or disclosure. These elements, including race, ethnicity, sexual orientation, citizenship, and health and medical conditions, may be defined by laws and referred to as “**Sensitive Personal Information**”. Please be assured that we will only use Sensitive Personal Information for the purposes set out in this Notice and as agreed by you unless we obtain your consent for another use in accordance with applicable law.

We collect and process Personal Information for recruitment, interviewing, and hiring purposes as described in this Notice (collectively, “**Recruitment Activities**”). Most of the Personal Information we collect is obtained directly from you, such as when you submit an application to work for us or engage with us in other Recruitment Activities, but we also collect some information automatically and some, depending on the circumstances, from third parties as described below.

The categories of Personal Information that we will collect and process (all in accordance with applicable laws) include the following and as specified to you at the point of collection where applicable law requires us to do so:

- **Identifiers:** your name, signature, email address, physical address, phone numbers, preferred name/nickname; date of birth; national/government ID numbers (e.g., to verify your right to work or to arrange travel if needed for an interview), marital status, bank details (e.g. to reimburse you for approved interview travel expenses), details of dependents and family members (where applicable); and IP address;
- **Eligibility to work information:** that may be required to obtain or to verify a work permit or visa application;
- **Financial Information:** bank account data, expense and reimbursement information, and claim records, compensation history;
- **Characteristics of Protected Classifications Under Certain Laws:** citizenship/nationality, union membership, disability status, military status, race/ethnicity, criminal history or convictions, and drug screen results, subject to limitations or restrictions under applicable laws;
- **Education and Professional Information:** education/diploma(s), transcript data, names of employers or schools, accomplishments, recognitions, degrees, certificates, awards, references, your applications, work history, other relevant career or education information you choose to share with us, information provided to us during an interview or shared with us by references, and our assessment of recruitment information;
- **Interview data and assessments results:** records of interviews; and, for certain roles, the results from assessments we have conducted with you or from assessment agencies that have conducted an assessment with you;
- **Information from publicly available sources:**, your LinkedIn profile, internet or personal website;
- **Health and health-related information:** to the extent regulatory requirements in your location call for a health-related clearance to work;
- **Video surveillance (CCTV) footage:** security cameras and CCTV footage recorded in premises equipped with such devices if you come to our site for an interview (if and to the extent permitted by applicable law);
- **Visitor logs:** some of our premises have a registration log for visitors, logging first and last name, time of arrival and departure and, if applicable, vehicle registration number;
- **Feedback information:** any feedback or opinions you voluntarily provide to us during the recruitment process;
- **Any other Personal Data:** any other Personal Data which you choose to disclose to us during the application process.

To learn about your information collection choices, see the Your Privacy Choices section below.

### **Information Collected Automatically**

Information about you may be collected automatically as you use our premises, equipment, network, software, systems, applications and tools, or similar assets and resources, including in the following ways:

- **Analytics and Monitoring** – Browsing data, data about how you interact with our websites and tools, network activity, device identifiers, IT logs, websites visited and email content (under strict conditions in accordance with applicable laws).

- Performance – We may use pixels, cookies and similar tools on our websites and corporate or global communication emails. These technologies make interactions with our platforms easier and faster and help us improve the ways we communicate with you. More information on cookies and tracking technologies is provided below.
- Artificial Intelligence – many tools and applications offer some degree of AI and we may offer unique AI features, such as AI agents or chatbots, that capture data you enter as prompts and the related responses. This information may be monitored as part of our data loss prevention and information security program, used to enhance the functionality, accuracy and reliability of the AI systems, and retained for different periods based on the rules established for each AI feature.

### **Information Collected from Third Parties**

In some cases, we collect Personal Information from third parties, such as a recruitment agency, ‘headhunter’, or job board, background check providers, previous employers or educational institutions, medical screening providers, job references, travel services, financial service providers and the like. Where your consent is required to collect such information, it will be obtained in advance. We may combine information that we collect from different sources.

The Personal Information shared with us includes:

- Contact information including your full name, email address, phone number and mailing address; and
- Your academic and professional experience, employment history, education history, skills, certifications, awards, accomplishments, references, license status, interests, skills, professional affiliations, and other relevant career information you choose to provide.

We take steps to confirm that information we receive from third parties has been collected with your consent or that these parties are otherwise legally permitted to disclose it to us.

If you provide Personal Information of third parties to us in connection with your employment or engagement, such as a reference, you should provide a copy of this Notice and obtain their consent before providing their Personal Information to us for such purposes.

When you submit your application or information online, we may automatically collect the following information about you from your computer or device, through cookies, pixels and similar technologies (subject to choices you have made to opt in or opt out):

- **Usage information:** browser type and settings, usage details, language preferences, device information, amount of time spent on the application or our website, and information about how you interact with our Recruitment Activities (e.g., clicks, scrolls, mouseovers, internal links, pages viewed, searches, page response times, download errors, and date/time stamps).

- **Device information:** IP address, location, device type, operating system, Internet service provider, mobile network, system configuration information, model, model number, push notification tokens, unique device identifiers, web browser, information about other websites you have visited.

We reserve the right to monitor the use of our premises, equipment, devices, computers, network, applications, software, and similar assets and resources as permitted by local laws. In the event such monitoring occurs, it may result in the collection of Personal Information about you. Some LS&Co. facilities are equipped with surveillance equipment, such as cameras and CCTV, which may capture your image or information about your movements and which may be used to protect the safety of LS&Co staff, visitors, and property, to monitor and troubleshoot issues with equipment or technology, or otherwise for any lawful purpose. In addition, any and all telephone conversations or transmissions, electronic mail or transmissions, or internet access or usage by Personnel by any electronic device or system, including but not limited to the use of a computer, telephone, wire, radio, or electromagnetic, photoelectronic, or photo-optical systems may be subject to monitoring at any and all times by any lawful means. This is not meant to suggest that all Personnel are monitored, but to alert you that, when interacting with LS&Co. Personnel you should not have any expectations of privacy with respect to your use of such equipment or resources. We will ensure that any Personal Information generated by this monitoring is treated in accordance with this Notice.

## How We Use Your Personal Information

Some Personal Information is collected because we are required to collect it under applicable laws, for example to verify your identity, submit reporting to government agencies, for financial recordkeeping or other duties as a publicly held company. In other instances, we collect information to fulfil our obligations to you including communicating with you and managing our relationship.

In limited cases, where permissible under applicable law, we may also process your Personal Information to pursue our legitimate interests or business purposes such as resource planning and talent management. We may also process Personal Information with your consent, which you may withdraw at any time.

In other cases, providing Personal Information is optional or voluntary. If you decide not to share your Personal Information however it may limit our ability to consider you for a position or properly evaluate your suitability as a candidate.

A summary of our purposes of processing includes:

- **Communicating** –To engage with you, such as to schedule screening interviews, background checks, and further interviewing, or to send you a job offer.

- **Supporting, Developing and Improving our Recruitment Activities** – Evaluating and verifying your application and qualifications for employment, preparing for and conducting interviews and applicable screenings, checking references, arranging travel where applicable, or reimbursing you for certain expenses; other legitimate business purposes such as evaluating the effectiveness of our processes, resource planning, managing talent, learning about our workforce and reporting and analytics.
- **Making your experience more convenient** – Delivering the necessary functionality required during Recruitment Activities (e.g., the working operation of our website or application platforms); streamlining our processes, performing testing or research, and improving functionality, quality, and user experience.
- **For safety, security and integrity** – Investigating and preventing fraud, unauthorized access, and other illegal activities by verifying that the information you and others provide is true and accurate, such as for reference checks, and to manage the safety, security, functionality and integrity of our websites, systems, applications, tools, assets and business including troubleshooting technical problems if they arise and to detect, monitor, investigate, and respond to suspected fraud, security incidents, or other activity that is illegal or violates LS&Co. policies.
- **Legal, Regulatory, Safety and Compliance purposes** – Complying with laws or regulations that apply to us, or legal obligations arising from contracts, subpoenas or court orders, protecting and enforcing our legal rights, protecting you, us, or others against injury or harm, resolving disputes, and reviewing compliance with applicable usage terms, such as work eligibility in the country of employment.
- **Completing a merger, divestiture, restructuring, reorganization, dissolution, or other sale or transfer of some or all of our assets**, whether as a going concern or as part of bankruptcy, liquidation, or similar proceeding, in which Personal Information is among the assets transferred<sup>2</sup>
- **Other purposes** – For other purposes about which we notify you in advance, or for which we receive your consent, to protect individuals' vital interests or for conducting other business initiatives as described when collecting your Personal Information or any specific purpose not listed above as otherwise permitted by law. If you are applying for a position in the European Union, the above purposes constitute the legitimate interests of Levi Strauss & Co.

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<sup>2</sup> If your Personal Information is shared or transferred to a party unaffiliated with LS&Co. as part of a merger, acquisition, or sale of all or a portion of our assets, we will provide you with notice before transferring your Personal Information to the new entity.

## How We Share Information

We share your Personal Information with third parties as required by law and with:

### A. Affiliates

We share information we have about you within our family of companies. This sharing may include transfer of your Personal Information across international boundaries to other countries.

### B. Service Providers

We share your Personal Information with external service providers we rely on to provide various tools or services including outside counsel, cloud service providers, software, platform, application, system and tool providers, recruiting service providers, headhunters, and recruiting agencies, and other third parties with whom we have contractual relationships (“**Service Providers**”). Service Providers will be given limited access to your Personal Information as is reasonably necessary to deliver the services they are engaged to provide. They are required by law and our contracts to safeguard your Personal Information and process it only based on our instructions.

In some cases, Recruiting Service Providers may have their own statements regarding the collection and use of your Personal Information which could apply to Personal Information they obtain outside the scope of our relationship with them. In such cases, please be sure to review any notices or policies that are provided to you.

### C. Legal Requests and Public Authorities

We may disclose your Personal Information as necessary to:

- Enforce this Notice or to detect, prevent, or otherwise address security, fraud, or technical issues;
- Enforce our contractual obligations, including investigation of potential violations; and
- Protect against harm to the rights, property, or safety of LS&Co., you, or the public as required or permitted by law.

We may disclose your Personal Information to comply with applicable law, regulation, legal process, or enforceable governmental request or to our internal compliance and investigation teams if we believe such disclosure is in accordance with, and is otherwise required by any applicable law, regulation, or legal process. We may seek protective orders, confidentiality agreements, redacting of Personal Information prior to production or disclosure, or pursue other legally permissible means to protect your Personal Information.

### D. Other Third Parties

We may disclose your Personal Information to other third parties, including (a) to enforce this Notice or to detect, prevent, or otherwise address security, fraud, technical issues, or suspected illegal activity and threats to the health or safety of any person or of our systems or services; (b) to comply with and enforce our obligations, including investigation of potential violations; (c) in connection with, or during negotiations of, any merger, joint venture, sale of company assets, financing, or acquisition of all or a portion of our business,

assets or stock by another company (including in connection with any bankruptcy or similar proceedings); (d) to protect the rights, property, or safety of LS&Co., our customers, you, and the public as required or permitted by law; and (e) with your consent and at your direction.

We may also disclose aggregated or de-identified information, which cannot reasonably be used to identify you. LS&Co. processes, maintains, and uses this information only in a de-identified fashion and will not attempt to re-identify such information except as permitted by law.

## E. Professional Advisors

We disclose information about you to our professional advisors and consultants, including accountants, auditors, lawyers, insurers, and bankers. We only permit these advisors to process your personal information for specified purposes and, as appropriate, in accordance with our instructions and the provisions of this Notice and applicable law.

We may also disclose aggregated or de-identified information, which cannot reasonably be used to identify you. LS&Co. processes, maintains, and uses this information only in a de-identified fashion and will not attempt to re-identify such information except as permitted by law.

### **How Long Do We Keep Your Personal Information?**

Our policy is to not to store Personal Information for longer than is necessary to accomplish the business purposes for which it was collected, or for such longer period as may be permitted or required by applicable law. This means that we store Personal Information for the longer of: (i) a period required or permitted by law (typically based on the location of your employment or the existence of a legal hold) or (ii) the period of time required to accomplish the purposes for which the information was collected or any new purposes to which you consent. Most of our records relating to applicants are retained for a specific period of time after you submit an application for employment or engagement with us. After this period, our policy is to securely destroy your Personal Information in accordance with applicable laws and regulations and our internal data retention policies. If you are hired by us, the information we collect as part of your application becomes part of your Personnel file and will be maintained pursuant to our Personnel Privacy Notice.

## Use of Artificial Intelligence in the Application Process

Information submitted in your application will be collected and processed solely for recruitment and hiring purposes. Applicant data may be reviewed by both automated artificial intelligence (“AI”) tools that assist in the recruitment and hiring process and human reviewers. These AI tools may be used to help review and organize applications, including sorting résumés and identifying candidates whose experience and qualifications align with the requirements of the position. All applications received are subject to review by Company personnel, and final hiring decisions are solely made by human decision-makers. The Company is committed to using AI

responsibly and in compliance with applicable employment, privacy, and anti-discrimination laws. Candidates are encouraged to contact Human Resources if they have questions about the use of AI in the hiring process.

## California Residents

If you are a California resident, this sub-section applies to you:

Below, we use a table to explain the information set forth above in this Notice in a way that is in accordance with California law. The table describes the categories of Personal Information we collect and to whom we disclose such information for a business purpose now and over the past 12 months.

<b>Category of Personal Information</b>	<b>Categories of Recipients</b>
Identifiers, such as your name, mailing address, and email address	Affiliates, recruitment and personnel management service providers, technology/hosting service providers, fraud detection and security service providers
Characteristics of protected classifications under California or federal law, such as your gender and race	Affiliates, Recruitment and personnel management service providers, technology/hosting service providers
Commercial information, such as your bank account data	Recruitment and personnel management service providers, e.g., to reimburse you for pre-approved travel expenses
Internet or electronic network activity information, such as your use of our recruiting portal or job postings	Fraud detection and security service providers, technology/hosting service providers
Geolocation data, such as needed to manage pre-approved travel arrangements or issues	Affiliates, recruitment and personnel management service providers, technology/hosting service providers, fraud detection and security service providers
Audio, visual, or similar information, such as audio recordings and video data from CCTV	Affiliates, personnel with a need-to-know, service providers (e.g., fraud detection and security service providers, technology, application and hosted service providers like Google, Microsoft and AWS, contractors and third parties (such as professional advisors)
Professional, educational and employment-related information, such as your resume, employment application, eligibility to work information, educational background and degrees	Affiliates, recruitment and personnel management service providers, technology/hosting service providers, fraud detection and security service providers

Sensitive personal information, such as your race, ethnicity, and veteran status	Affiliates, recruitment and personnel management service providers, technology/hosting service providers, fraud detection and security service providers, government authorities, and regulators
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We do not “sell” or “share” your Personal Information as those terms are defined under California law. Please see the relevant sections of our Notice for details about how we collect and process Sensitive Personal Information, our data retention practices, and the privacy rights and choices available to you.

## Safeguarding Your Personal Information

We care about protecting your Personal information, so we employ reasonable physical, technical, and administrative safeguards designed to help keep it safe, including encryption and techniques to reduce the ability to identify an individual in some cases. Since no data transmission over the Internet or other network can be guaranteed to be 100% secure, we cannot and don’t guarantee the security of any information. We require suppliers and other third parties that we share Personal Information with for the purpose of providing us with services to apply substantially similar protections, and act in compliance with applicable data protection laws. Our personnel are permitted access to Candidate Personal Information on a need-to-know basis and only as is appropriate for the type and scope of the task in question.

Some LS&Co. facilities are equipped with surveillance equipment, such as cameras and CCTV, which may capture your image or information about your movements, and which may be used to protect the safety of LS&Co. staff, visitors, and property, to monitor and troubleshoot issues with equipment or technology, or otherwise for any lawful purpose.

## Cookies and Other Tracking Technologies

We place, or allow Service Providers to place on our behalf, tracking technologies such as cookies, pixels, web beacons, SDKs, APIs and the like (“**Tags**”) on our internal and external websites for the purpose of providing features and functionality and collecting analytic data. Most browsers accept cookies automatically, but you can block or delete cookies, to prevent the collection of your browsing information for some purposes. Please be aware that blocking or deleting cookies may also disable or interfere with features on sites or in applications.

## Social Media and Third Party Links

For your convenience and information, our platforms may contain links to other applications or sites, including social media. These may have privacy policies that differ from our own. We are not responsible for the content or practices of any linked site. We recommend that you review third party privacy policies and notices carefully before sharing your information. If you interact with social media, you do so at your option, and your experience on those social media sites will be governed by the privacy and other terms applicable to those sites.

## International Transfers

Our corporate headquarters is located in San Francisco, California, the United States. LS&Co. transfers Personal Information across and within our respective organization both in the United States and in other countries as part of our global workforce management. When Personal Information is transferred to the United States (“**U.S.**”), it will be subject to the laws of the U.S.

If you provide us with your Personal Information, we may transfer the Personal Information to servers or databases located in other states, provinces or countries including where we rely on hosting service providers, third party service providers, call centers, help desks and the like. Staff, agents and Recruiting Service Providers accessing these databases and applications may be based in countries other than your country of residence. Some of these countries may have different data protection laws than the country in which you initially provided the information to us. If you do not want your Personal Information transferred to other countries, please do not submit any information to us. For internal candidates, please see the Personnel Privacy Notice for more information about how your data may be transferred internationally.

We comply with laws governing the international transfer of Personal Information by establishing adequate safeguards through the execution of legally required data protection agreements incorporating, where applicable: (a) standard contractual clauses approved for use by: (i) the European Commission for the EEA, the United Kingdom, Swiss government, and you may obtain a copy of these clauses by contacting Estelle Fryns ([EFryns@levi.com](mailto:EFryns@levi.com)) in the privacy legal team, and (ii) the Brazilian Data Protection Authority, and/or the Cyberspace Administration of China for Mainland China; and (b) conducting privacy and transfer impact assessments.

See our "[Supplemental Notices](#)" [page](#) for additional information that may apply to you based on your location.

## Your Privacy Choices and Rights

We believe in giving you choices about how your Personal Information is used. The laws that govern what Personal Information may be shared and how these rights are administered may differ depending on your location.

### A. Your Choices

Where appropriate or legally required, we describe how we use the Personal Information collected, so you can make choices about your Personal Information. See our "**Supplemental Notices**" below for more information about your rights by location.

### B. Your Rights

Below are some rights that you may have subject to applicable laws, and information on how you may exercise these rights. We will not discriminate against you for exercising any of your privacy rights.

- To request information/confirmation on the processing of your Personal Information or access to your Personal Information.

- To obtain a copy of the Personal Information being processed.
- To request corrections of your Personal Information if it is inaccurate, incomplete or out-of-date.
- To request, on legitimate grounds, your Personal Information to be deleted.
- To request restriction of processing of your personal information.
- To object to the processing of your personal information for certain purposes.
- To limit or withdraw your consent at any time where the processing of your Personal Information is based on consent.

You can take some of these actions directly on our job application site through your profile or by contacting an agency or head hunter you are working with.

Unless otherwise explained to you in advance, you are not obliged to provide your Personal Information to us. If you decide not to provide your Personal Information, we will not be able to perform our Recruitment Activities, proceed with your application or otherwise correspond with you. You may also request that we withdraw your application for a specific position without deleting your information.

For internal candidates, please see the Personnel Privacy Notice for more information about any additional privacy rights that you have as an employee.

### C. Opt-Out of Communication

When you engage in our Recruiting Activities, you may receive emails or other forms of communication from us. You can opt-out of recruiting and event communications by following the unsubscribe instructions included in these emails.

## Supplemental Notices

Additional data protection and privacy terms related to our Recruitment Activities may be applicable depending on your location. Please refer to our “**Supplemental Notices**” [page](#) for additional information. These Supplemental Notices are incorporated into this Notice by reference based on the applicable jurisdiction. We update them from time to time to meet specific legal requirements, and we encourage you to check the Supplemental Notices for a description of practices and your privacy rights if you are applying to us or engaging with us in one of these locations. In the event of a conflict between the Candidate Privacy Notice and a Supplemental Notice applicable to you, the Supplemental Notice will control as needed to resolve the conflict.

## Contact Us

Please use the contact information provided to you at the time of your application if you wish to cancel your application.

If you have any questions or concerns, please send an email to [privacy@levi.com](mailto:privacy@levi.com) or to [AskHR@levi.com](mailto:AskHR@levi.com). Although we would like to resolve any concerns you may have directly, please note that individuals in some locations, including but not limited to, the European

Economic Area, United Kingdom, Switzerland, Mainland China, Thailand and Brazil have the express right to contact or lodge a complaint with a supervisory authority or data protection regulatory in their jurisdiction.

In addition to contacting us through [privacy@levi.com](mailto:privacy@levi.com), you may contact us by mail at Levi Strauss & Co., Attn: Privacy, 1155 Battery Street, San Francisco, CA 94111, or, for the following countries, additional local privacy contacts:

### **Asia Region**

For Asia (excluding Mainland China, Japan, India, South Korea, the Philippines and Thailand): Levi Strauss Asia Pacific Division Pte Ltd., Chief Counsel, Legal Department, 11 North Buona Vista Drive, #14-09 Metropolis Tower 2. Singapore 138589.

For Japan, Thailand and Singapore: you may email Horng Dar ('HD') Lim, our Data Protection Officer for these locations at [hlim1@levi.com](mailto:hlim1@levi.com).

For Mainland China: send an email to our local Data Protection Officer, Jack Zheng at [JZheng@levi.com](mailto:JZheng@levi.com), or write to us at Levi Strauss Commerce Shanghai Ltd., Attn: Privacy, Room 1007, No.1468 West Nanjing RD, United Plaza, Shanghai, P.R.C. 200040,

For India: email Grievance Officer Meghalee Barthakur at [MBarthakur@levi.com](mailto:MBarthakur@levi.com) or [GrievanceOffic@levi.com](mailto:GrievanceOffic@levi.com)

For South Korea: contact our local Data Protection Officer Kevin Kim at [KKim2@levi.com](mailto:KKim2@levi.com).

For the Philippines: email Data Protection officer Enrico Lavin at [ELavin@levi.com](mailto:ELavin@levi.com).

For South Africa: email Data Protection officer Oliver Cloete at [OCloete@levi.com](mailto:OCloete@levi.com) or write to us at Levi Strauss South Africa Proprietary Limited 4 Bree Street 17th Floor Portside Building Cape Town Western Cape 8001

### **Europe**

In addition to contacting us through [privacy@levi.com](mailto:privacy@levi.com), you may contact us by mail at Levi Strauss Europe, Attn: Privacy, Leonardo Da Vincilaan 19, Airport Plaza, Rio Building, 1831 Diegem Belgium or you may also contact our Data Protection Officer at [levis.dpo@fieldfisher-tech.com](mailto:levis.dpo@fieldfisher-tech.com).

### **North and South America**

For Brazil, you may contact our local Data Protection Officer, Marcia Mandelbaum at [privacidadebrasil@levi.com](mailto:privacidadebrasil@levi.com).



## Attachment 1: LS&Co. Affiliates with whom Candidate Personal Information may be shared

COUNTRIES	RELEVANT AFFILIATE	REGISTERED ADDRESS	DATA SHARED WITH <sup>3</sup>
<b>EUROPE</b>			
<b>Austria</b>	Levi Strauss Germany GmbH – Niederlassung Österreich	McArthurGlen Designer Outlets - Designer Outlet Straße 1 Unit 91-92, 7111 Parndorf, Austria	Levi Strauss & Co Europe BV (Belgium) Levi Strauss & Company (“LS&Co.”) Levi Strauss (India) Private Limited
<b>Belgium</b>	Levi Strauss & Co Europe BV	Airport Plaza – Rio Building, 19 Leonardo Da Vincilaan, 1831 Diegem, Belgium	
<b>Belgium</b>	Levi Strauss Benelux Retail BVBA	Airport Plaza – Rio Building, 19 Leonardo Da Vincilaan, 1831 Diegem, Belgium	
<b>Czech Republic</b>	Levi Strauss Praha, spol. S.r.o.	Na poříčí 1040/10, Nové Město, 110 00 Praha 1, Czech Republic	
<b>Denmark</b>	Levi Strauss Denmark Filial	Store Kongensgade 40 H, 2. floor, 1264 København K, Denmark	
<b>Finland</b>	Levi Strauss (UK) Limited, Finland Branch	c/o Aatsto HH Partners Oy, PL 232 00101 HELSINKI, Finland	
<b>France</b>	Levi Strauss Continental, S.A. succursal en France	106-108 Rue de la Boétie, Paris France	
<b>France</b>	Paris O.L.S. S.A.R.L.	106-108 Rue de la Boétie, Paris	

<sup>3</sup> Levi Strauss & Co. Europe BV is the entity serving as the European headquarters for Levi Strauss & Co. in Belgium

Levi Strauss & Company (LS&Co.) is the entity serving as the Americas and global headquarters for Levi Strauss & Co. in San Francisco, California, USA

Levi Strauss Asia Pacific Division, PTE. LTD (LS&Co. Singapore) is the entity serving as the Asia Pacific and Middle East headquarters for Levi Strauss & Co. in Singapore.

Levi Strauss (India) Private Limited is the entity serving as the central-south Asia headquarter for Levi Strauss & Co. in India

Most of the data transfers take place from the respective Levi's® entities in Europe, South America, Asia and Africa towards Levi Strauss & Co, located in San Francisco (United States). Data transfers from the Levi's® entities in Europe, South America, Asia and Africa to Levi Strauss India and/or to Levi Strauss Asia Pacific Singapore are limited and mostly restricted to certain employees' functions or security/IT related matters.

COUNTRIES	RELEVANT AFFILIATE	REGISTERED ADDRESS	DATA SHARED WITH <sup>3</sup>
France	Levi's Footwear & Accessories France S.A.S.	106-108 Rue de la Boétie, Paris, France	Levi Strauss Asia Pacific Division, PTE. LTD ("Singapore")
Germany	Levi Strauss Germany GmbH	Ludwigstraße 180A, 63067, Offenbach am Main, Germany	
Germany	Levi Strauss Supply Chain Services & Operations GmbH	Ludwigstr.,e 180 A, 63067, Offenbach, Germany	
Greece	Levi Strauss Hellas AEBE	9 Feidiou Street, 106 78 Athens, Greece	
Hungary	Levi Strauss Hungary Trading LLC	Andrássy út 100, 1062 Budapest, Hungary	
Ireland	Levi Strauss (UK) Limited, Ireland Branch	13 Herbert Street Dublin 2, Dublin, Ireland	
Italy	Levi Strauss Italia s.r.l.	Via Ansperto, 9 Milano, CAP 20123, Italy	
Italy	Levi's Footwear & Accessories Italy S.p.A.	Via Leone XIII, 14, 20145, Milano, Italy	
Netherlands	Levi Strauss Nederland B.V.	De Ruyterkade 146, 1011 AC Amsterdam, The Netherlands	
Norway	Levi Strauss UK Ltd (Norwegian Branch Office)	Mølleparken 2, 0459 Oslo, Norway	
Poland	Levi Strauss Poland SP z.o.o.	ul. Otolińska 8, 09-407, Płock, Poland	
Portugal	Levi Strauss de España, S.A. Succursal em Portugal	Alameda das Linhas de Torres nº 152 E8, 1750-149 Lisboa, Portugal	
Romania	Levi Strauss Bucharest SRL	6-8 Corneliu Coposu Bvd, 8th Floor, module no. M05, 3rd District, Bucharest, Romania	
Spain	Levi Strauss de Espana, S.A.	Edificio Heron Barcelona, Diagonal 605 Ave. Plata 3, 08028, Barcelona, Spain	
Spain	Levi's Footwear & Accessories Spain S.A.	Edificio Heron Barcelona, Diagonal 605 Ave. Plata 6, 08028, Barcelona, Spain	
Sweden	Levi Strauss Sweden, Filial till Levi Strauss International USA	Advokatfirman Lindmark Welinder, Kungsgatan 2 c, 223 50 Lund, Sweden	
Switzerland	Levi Strauss (Suisse) S.A.	Klosterstrasse 40, Wettingen, CH-5430, Switzerland	
Switzerland	Levi's Footwear & Accessories (Switzerland) S.A.	Via della Campagna 2, 6934, Bioggio, Switzerland	
United Kingdom	Levi Strauss (UK) Limited	Swan Valley, Northampton, England, NN4 9BA, U.K.	
<b>NORTH AMERICA</b>			
United States of America	Levi Strauss & Company ("LS&Co.")	1155 Battery Street, San Francisco, California 94111, U.S.A.	Levi Strauss & Company ("LS&Co.")
<b>SOUTH AMERICA</b>			
Brazil	Levi Strauss do Brasil Indústria e Comércio Ltda.	Avenida Portugal, 400, sheds 5B and 6B, DVR Cond. De Empresas Itapevi, Itaquí, Itapevi, São Paulo, Brazil	Levi Strauss & Company ("LS&Co.")

COUNTRIES	RELEVANT AFFILIATE	REGISTERED ADDRESS	DATA SHARED WITH <sup>3</sup>
<b>Brazil</b>	Levi Strauss do Brasil Franqueadora Ltda.	Rua Elvira Ferraz, 250 – 6º andar, Sao Paulo, BR SP 04552-040, Brazil	Levi Strauss de Mexico, S.A. de C.V. (“Mexico”)  Levi Strauss Asia Pacific Division, PTE. LTD (“Singapore”)  Levi Strauss (India) Private Limited
<b>Bolivia</b>	Levi Strauss Bolivia, S.R. L	Piso 14, Av. San Martin, No. 155 Edificio Ambassador Business Center, Oficina 14ª, Zona Equiprol de la Ciudad de Santa Cruz de la Sierra, Bolivia	
<b>Chile</b>	Levi Strauss Chile Limitada	Badajoz 45, Oficina 1101, Comuna de Las Condes, Santiago, Chile	
<b>Colombia</b>	Levi Strauss Colombia S.A.S.	Calle 72 No. 44-185, Itagui, Antioquia, Colombia	
<b>Mexico</b>	Levi Strauss de Mexico, S.A. de C.V.	Blvd. Miguel de Cervantes Saavedra 301, Torre Norte, Piso 7 Col. Ampliacion Granada, Miguel Hidalgo, C.P. 11529, Ciudad de Mexico, Mexico	
<b>Peru</b>	LS Batwing Peru S.R.L.	Avenida Santa Cruz no. 515, Distrito de Miraflores, Lima 18, Peru	
<b>ASIA</b>			
<b>Australia</b>	Levi Strauss (Australia) Pty. Ltd.	Level 7, 11 Eastern Road, South Melbourne, Victoria 3205, Australia	Levi Strauss & Company (“LS&Co.”)
<b>Bangladesh</b>	Levi Strauss Global Trading Company II, Limited (Liaison Office)	Glass House, Level #5, Plot # SE(B)2, 38 Gulshan Avenue, Gulshan, Dhaka, PO:1212, Bangladesh	Levi Strauss Asia Pacific Division, PTE. LTD (“Singapore”)
<b>China</b>	Levi Strauss Commerce Shanghai Ltd.	Room 1007, No.1468 West Nanjing RD, United Plaza, Shanghai, P.R.C. 200040	Levi Strauss (India) Private Limited (India, Pakistan, South Africa, UAE (Dubai), Turkey only)
<b>Egypt</b>	Levi Strauss Global Trading Company II, Ltd. Egypt Branch	No. 8 of block No. 1142, Building No. 11 Ebad El Rahman St. Sheraton Heliopolis, Heliopolis, Cairo, Egypt	Levi Strauss Global Trading Company Limited and Levi Strauss Global Trading Company Limited II (“Hong Kong I”) (Bangladesh, Egypt, Pakistan, Philippines, South Africa, Turkey, Vietnam only)
<b>India</b>	Levi Strauss (India) Private Limited	ITC Green Centre, No.18, 4th & 5th floor Banaswadi Main Road, Maruthiseva Nagar, Bangalore KA 560005 IN, India	Levi Strauss (Hong Kong) Limited (“Hong Kong II”) (Macau, Taiwan only)
<b>Indonesia</b>	PT Levi Strauss Indonesia	Pondok Indah Office Tower 3, 16 <sup>th</sup> Floor (d/h Wisma Pondok Indah), Jl. Sultan Iskandar Muda Kav. V-TA, Jakarta Selatan, Indonesia 12310	Levi Strauss Commerce Shanghai Ltd (“China”) (Macau, Hong Kong, Taiwan only)
<b>Japan</b>	Levi Strauss Japan K.K.	6-16-12, Jingumae, Shibuya-Ku, Tokyo 1500001, Japan	Levi Strauss Pakistan, Ltd. (Egypt, Turkey only)
<b>Korea</b>	Levi Strauss Korea Ltd	11th Floor Hansung Building 414 Dosan-Daero, Gangnam-gu, Seoul 06062, Korea, Republic of	
<b>Macau</b>	LS Retail (Macau) Limited	Avenida da Praia Grande n 409, China Law Building 16/F - B15, em Macau	
<b>Malaysia</b>	Levi Strauss (Malaysia) Sdn. Bhd	501A Level 5, Uptown 1, No. 1 Jalan SS21/58 Petaling Jaya, Selangor Darul Ehsan, 47400, Malaysia	
<b>Malaysia</b>	LS Retail (Malaysia) Sdn. Bhd	501A Level 5, Uptown 1, No. 1 Jalan SS21/58 Petaling Jaya, Selangor Darul Ehsan, 47400, Malaysia	
<b>New Zealand</b>	Levi Strauss New Zealand, Ltd.	Suite 3, 7 Windsor St, Parnell, Auckland 1052, New Zealand	
<b>Pakistan</b>	Levi Strauss Pakistan Ltd	Prime Heights, 4 Saint Mary's Park Gulberg 3, Lahore 54000, Pakistan	

COUNTRIES	RELEVANT AFFILIATE	REGISTERED ADDRESS	DATA SHARED WITH <sup>3</sup>
Philippines	Levi Strauss Philippines, Inc. II	20th Floor Tower Two, The Enterprise Center Ayala Corner Paseo de Roxas Street, Makati, Metro Manila, Philippines	Other entities based on location of the prospective/actual Personnel manager or candidate
Philippines	Levi Strauss Global Trading Co. II Ltd (Representative Office)	20th Floor Tower Two, The Enterprise Center Ayala Corner Paseo de Roxas Street, Makati, Metro Manila, Philippines	
Singapore	Levi Strauss Asia Pacific Division, PTE. LTD	11 North Buona Vista Drive #14-09, The Metropolis, Singapore 138589, Singapore	
Taiwan	Levi Strauss U.S.A. LLC Taiwan Branch	9F., No. 138, Sec. 3, Minsheng E. Rd., Songshan Dist., Taipei City, Taiwan R.O.C.	
Thailand	Levi Strauss (Thailand) Limited	690 UOB Plaza Bangkok, 11th Fl. Sukhumvit Road, Khlong Tan, Khlong Toei, Bangkok 10110	
Turkey	Levi Strauss Istanbul Konf. San. Tic. A.S.	Maslak mah. Maslak No 1 Plaza Kat:7 Sanyer, Istanbul	
United Arab Emirate (Dubai)	Levi Strauss Asia Pacific Division Pte Ltd (Dubai Branch)	1301-05, 1305-02, 1305-04 Tiffany Tower, Cluster W, JLT Dubai, U.A.E. P.O. Box 5003356	
Vietnam	Representative Office of Levi Strauss Global Trading Company II Limited	Unit 1613, 2 bis-4-6 Le Thanh Ton, Ben Nghe Ward, District 1, Ho Chi Minh City, Vietnam	
Hong Kong	Levi Strauss (Hong Kong) Limited	22/F & Units 01-03, 05-13 23/F Millennium City 1, Standard Chartered Tower, 388 Kwun Tong Road, Kowloon, Hong Kong	Levi Strauss & Company (“LS&Co.”)
Hong Kong	Levi Strauss Global Trading Company Limited	Level 22, Standard Chartered Tower, Millennium City 1, 388 Kwun Tong Road, Kwun Tong, Kowloon, Hong Kong	Levi Strauss (India) Private Limited
Hong Kong	Levi Strauss Global Trading Company II, Limited	Level 22, Standard Chartered Tower, Millennium City 1, 388 Kwun Tong Road, Kwun Tong, Kowloon, Hong Kong	Levi Strauss Asia Pacific Division, PTE. LTD (“Singapore”)  Levi Strauss Commerce Shanghai Ltd. (“China”)  Other entities based on the location of the prospective/actual Personnel manager or candidate
<b>AFRICA</b>			
South Africa	Levi Strauss South Africa Proprietary Limited	4 Bree Street 17th Floor Portside Building Cape Town Western Cape 8001	Levi Strauss & Company (“LS&Co.”)  Levi Strauss (India) Private Limited  Levi Strauss Asia Pacific Division, PTE. LTD (“Singapore”)