



LEVI STRAUSS & CO.

DIVERSITY AND INCLUSION REPORT

At Levi Strauss & Co., we are committed to creating a workplace where vibrant and respectful discourse thrives. That means cultivating an inclusive environment where everyone feels safe, valued and has a sense of belonging – and knows unequivocally that their contributions are welcome and wanted.

We know that businesses are stronger and more successful when they are diverse, but the reality is we need to do more.

The following pages reflect our demographic representation data from June through December 2020; going forward we will update our numbers on an annual basis. We currently have global data for gender and U.S. data for ethnicity, mainly due to legal restrictions and different cultural norms in other parts of the world, but we are looking at how we can take a broader view of diversity and inclusion globally.

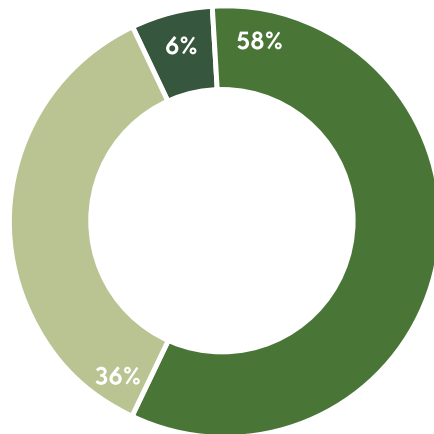
We pride ourselves on being a progressive company that takes bold stances to promote equity, justice and inclusivity all around the world, but we must ensure that we live these same principles within our organization to be our very best. We are committed to building an organization that better reflects the communities we work in and serve.

LS&Co. Global Workforce Population by Gender

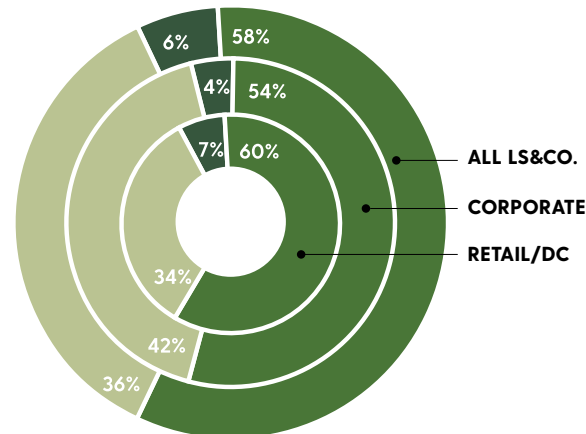
Figures may not total 100 percent due to rounding.

MALE FEMALE NO DATA

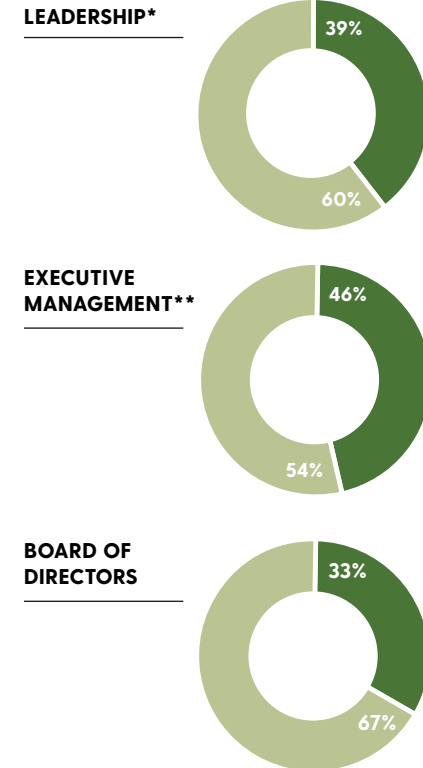
LS&Co. Global Workforce Population by Gender



LS&Co. Global Workforce Population by Gender/Location Type



LS&Co. Global Top Management Population by Gender



* Leadership is defined as the top ~250 leaders in the company.

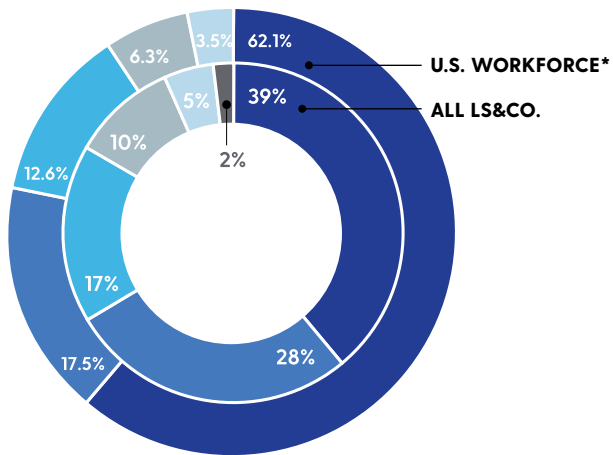
** Executive Management is defined as the [Executive Leadership Team](#) as of December 31, 2020.

LS&Co. U.S. Workforce Population by Race/Ethnicity

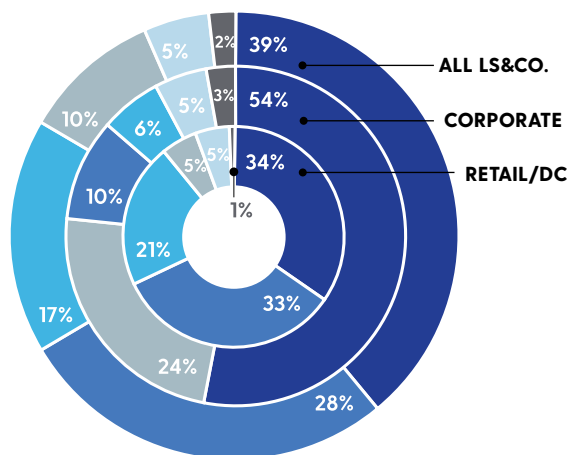
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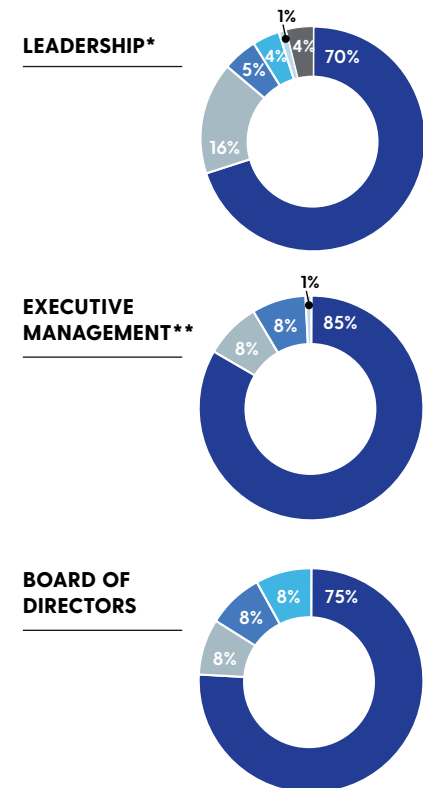
U.S. Workforce Population vs. LS&Co. U.S. Workforce Population by Race/Ethnicity



LS&Co. U.S. Workforce Population by Race/Ethnicity/Location Type



LS&Co. Global Top Management Population by Race/Ethnicity



* 2018 data from U.S. Bureau of Labor Statistics

** Black, Indigenous and people of color

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